

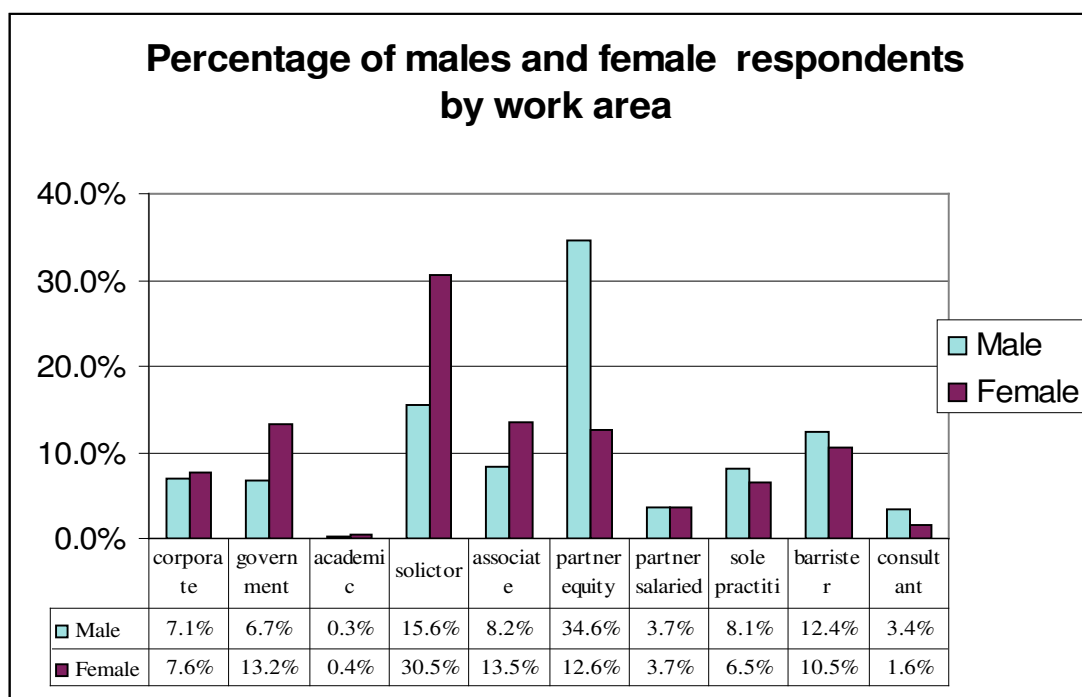
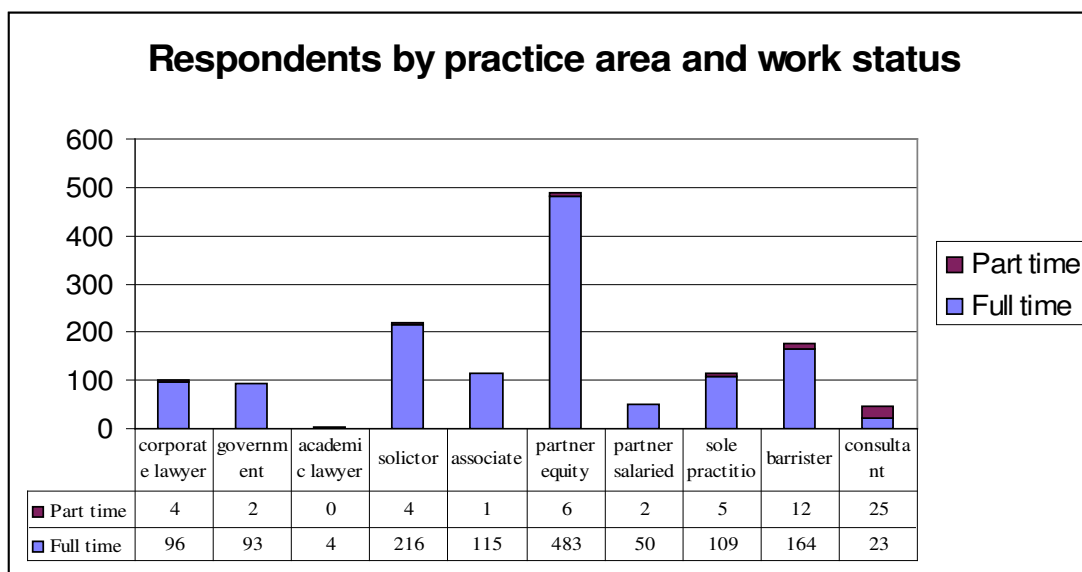
New Zealand Woman's Consultative Group

Male Lawyers Survey Results

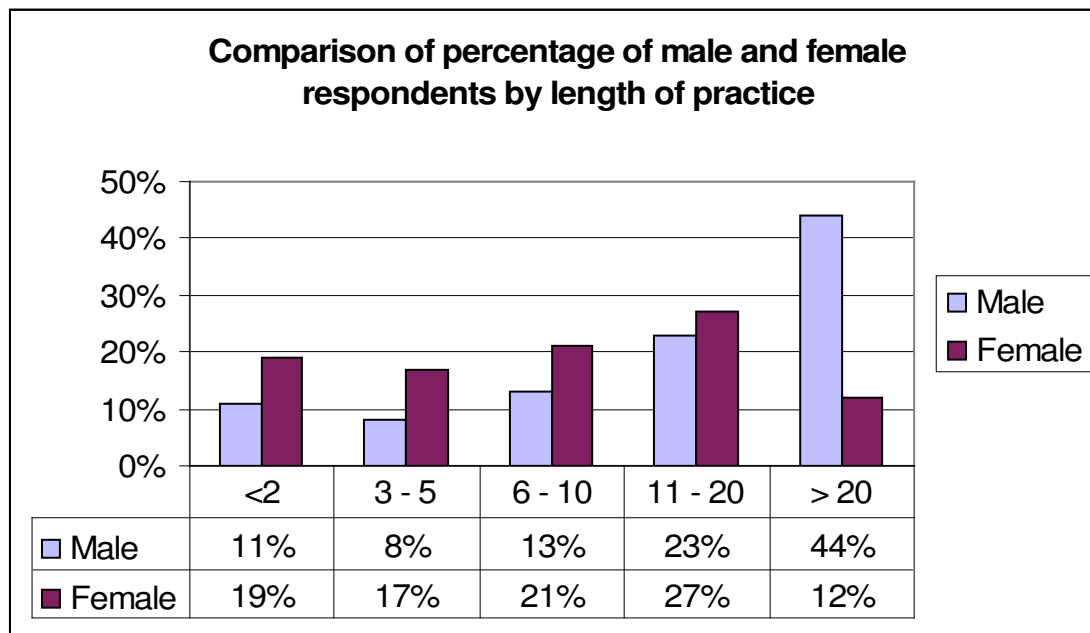
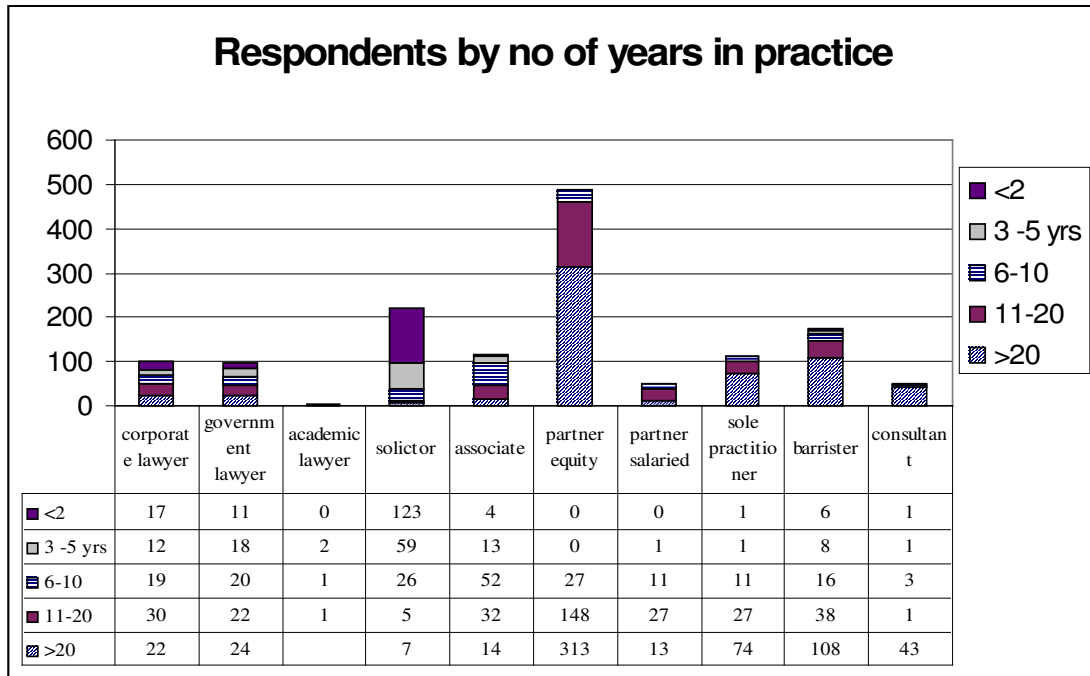
September 2005

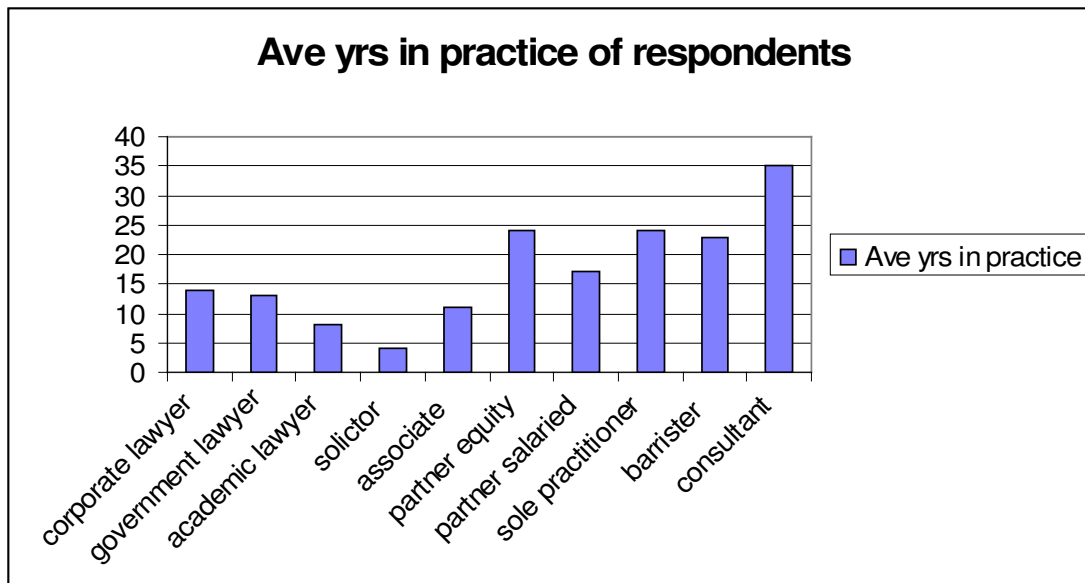
Number of respondents: 1414

Respondents are male lawyers except where gender is specified.



Note: These proportions appear to be influenced by the demographics of the workforce. See graph below with comparisons of years in practice between male and female.





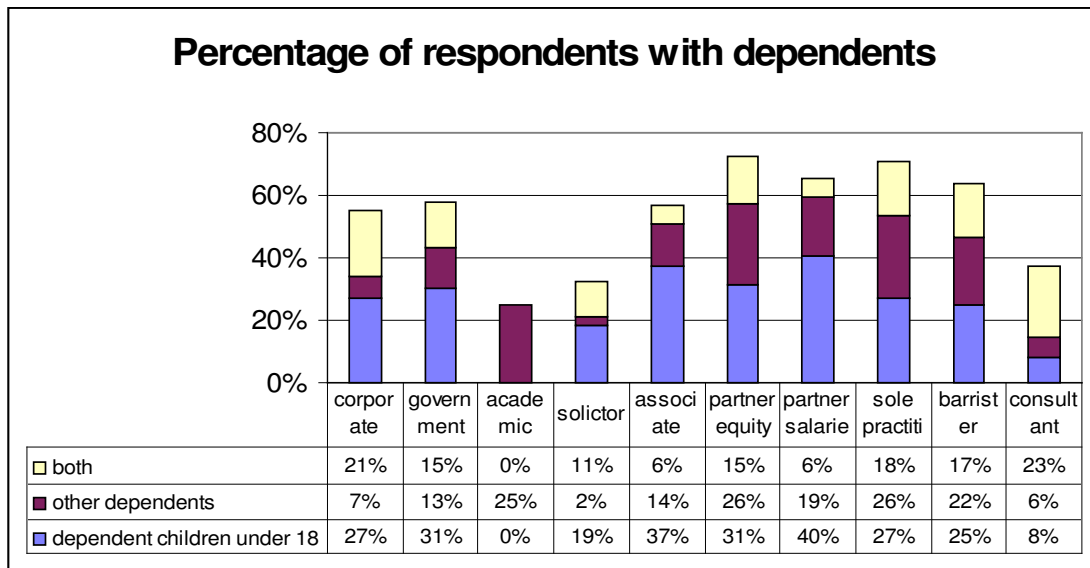
Hours of work

The difference in the male to female ratio by work area may be being influenced by the demographics of the workforce. (See graph below with comparisons of years in practice between male and female). That is, male lawyers have, on average, been practising longer than females lawyers and are therefore more likely to be a partner with equity.

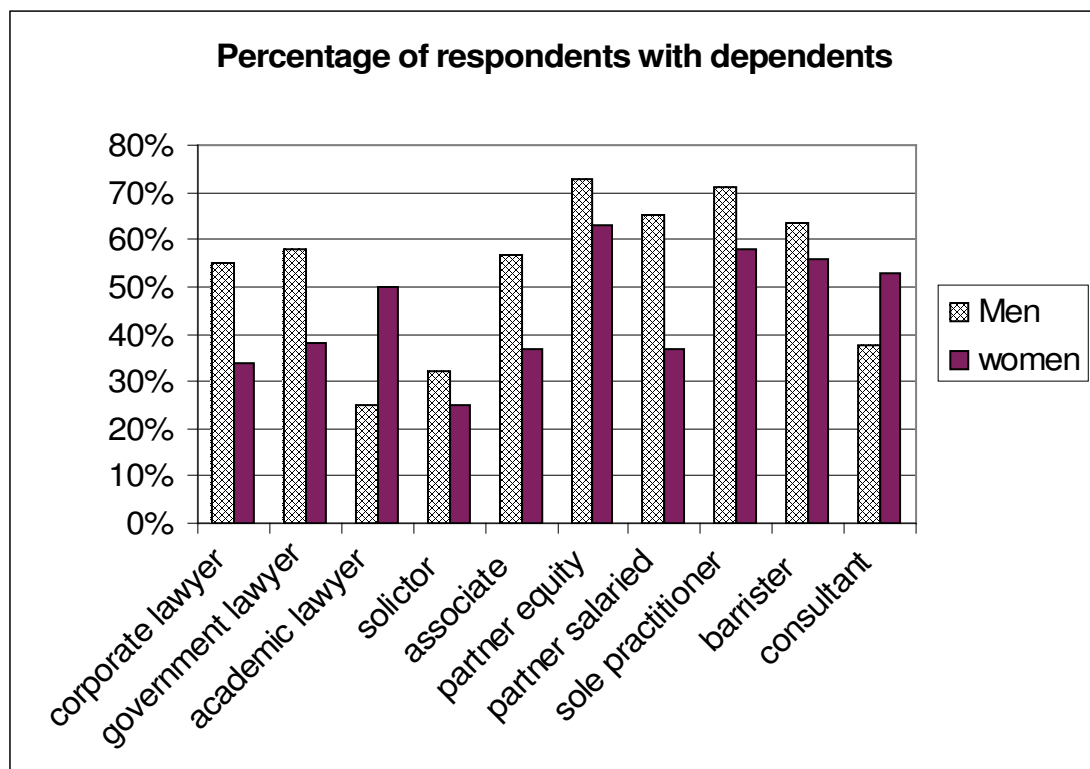
Please note: the part time male numbers are very small except for consultants. There are only four academic lawyers.

	Average hours worked per week			
	Full time	Range	Part time	Range
Government lawyer	50	35-75	31.5	32-40
Corporate lawyer	45	35-60	37.5	30 – 45
Academic lawyer	51	35-60		
Law firm solicitor	49	10 - 75	33	22 – 50
Law firm associate	48	8 – 70	20	20
Law firm partner (equity)	51	5 - 90	31	20 – 40
Law firm partner (salary)	49	8 – 65	25	20 – 30
Sole practitioner (solicitor)	50	25 –80	27	15 – 50
Barrister	51	30 – 90	26	1-60
Consultant	41	30 - 65	25	5 - 50

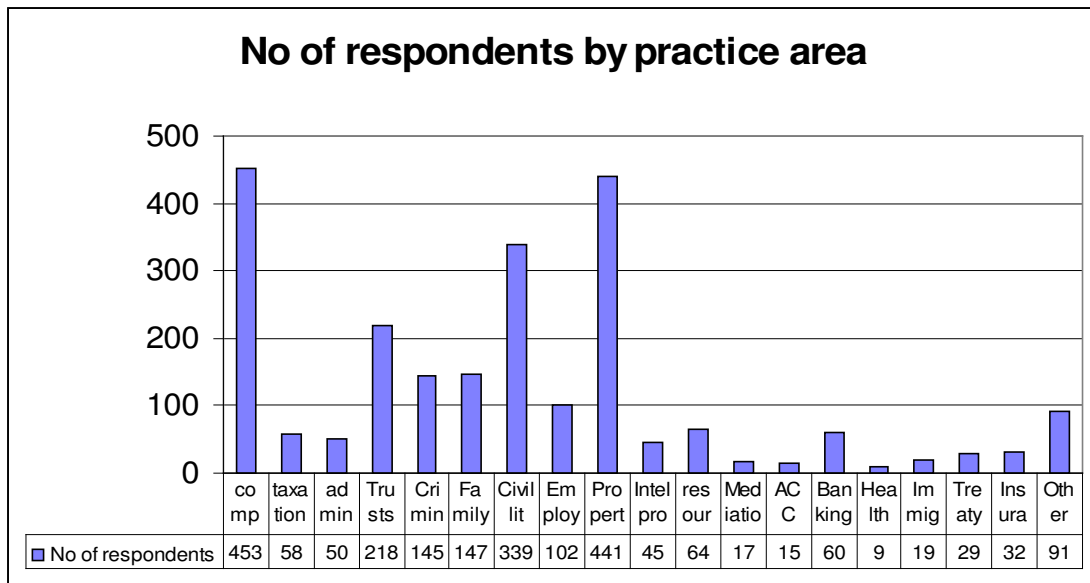
Dependents



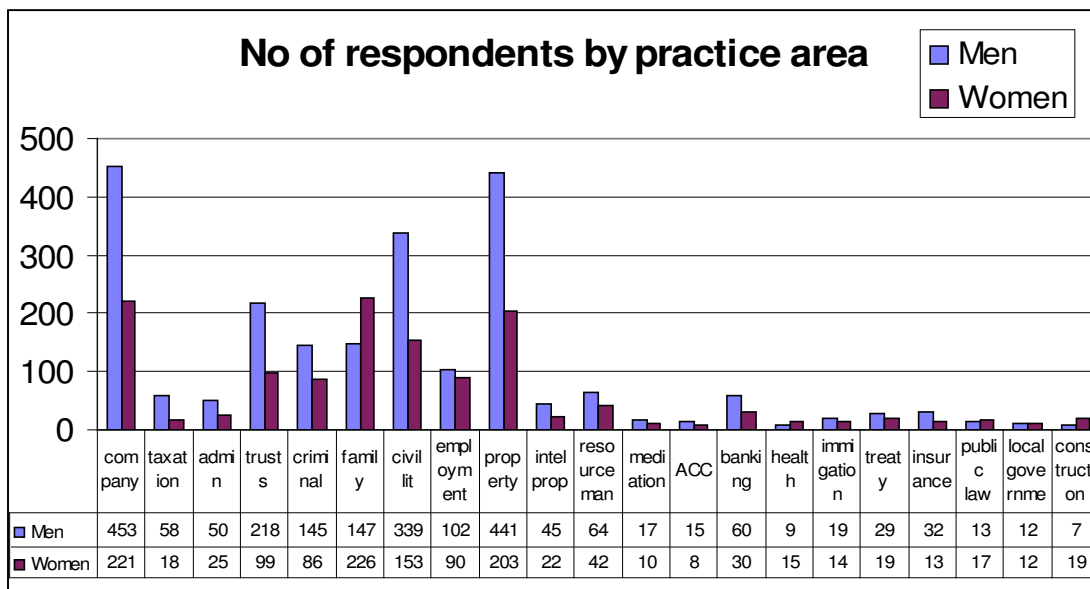
Comparison between men and women respondents



Note: The academic lawyers number for both men and women were very small. Male consultants were much older than female consultants which may account for the lower proportion with dependents. Solicitors of both sexes were younger. Males had higher proportions of dependents over 18 than female lawyers.



Comparison between male and female respondents



Note: These are raw numbers not percentages. There are proportionally more women than men choosing family law. More men than women are choosing property, civil litigation and company law. Other areas have similar proportions.

Would you prefer to specialise in another practice area form the predominant areas given above?

	Total number resp	No. answering yes	% answering yes	% women answering yes
Corporate lawyer	100	3	3	15
Government lawyer	95	13	14	19
Academic lawyer	4	3	75	25
Law firm solicitor	219	57	26	19
Law firm associate	116	7	6	8
Law firm partner (equity)	481	38	8	7
Law firm partner (salary)	51	4	8	11
Sole practitioner (solicitor)	114	22	19	13
Barrister	174	25	14	11
Consultant	47	7	15	6
Total	1382	133	10	14

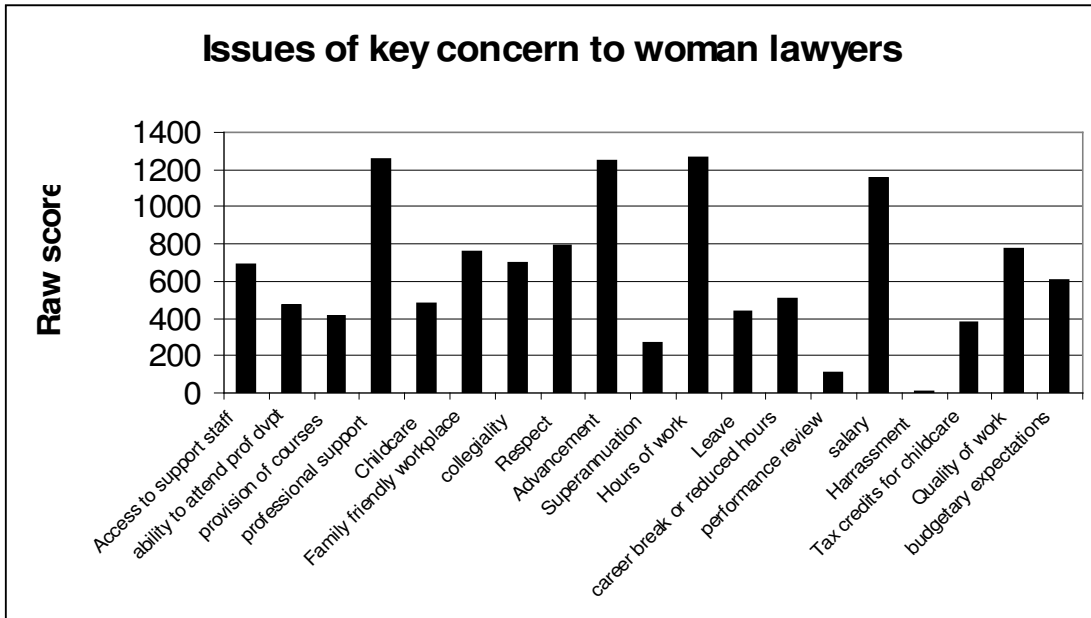
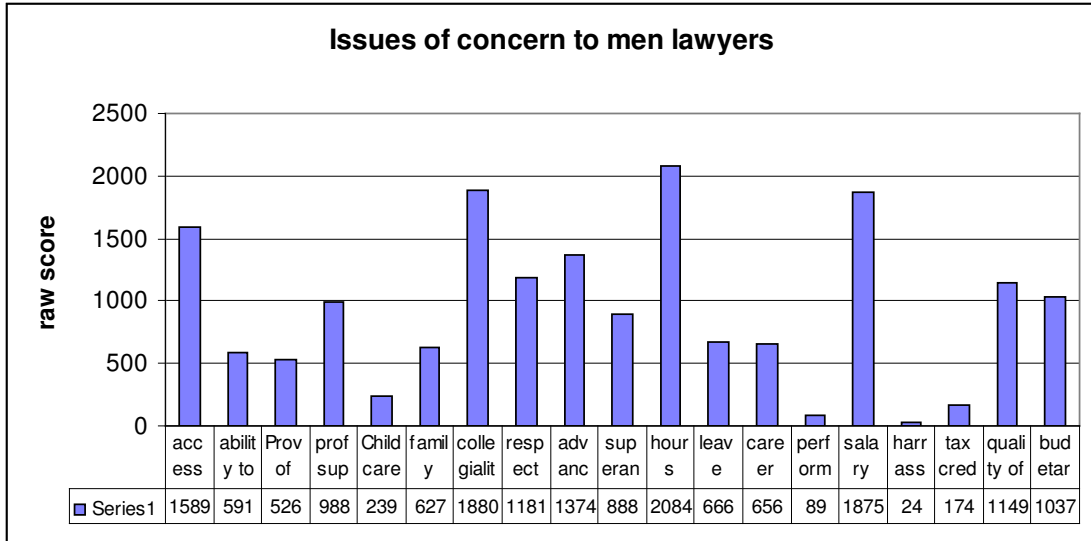
Have you had a career break in your legal career?

300 or 22% out of 1380 male respondents had had a break in their legal career compared to 170 or 17% of female respondents.

The survey did not specify the reason for a career break or whether those that had a break were not working or working in another discipline. An assumption could be made that women were taking a complete work break during child bearing years. Overseas experience probably accounts for some breaks. The length of break was not requested either. Given that a higher proportion of respondents thought a refresher course should be available than the proportion who had had a career break, further work is required before a suitable refresher course could be designed.

If you have had a career break or may have one in the future would you like/have liked a return to work refresher course to be/have been available?

475 or 34% thought a refresher course should be available.

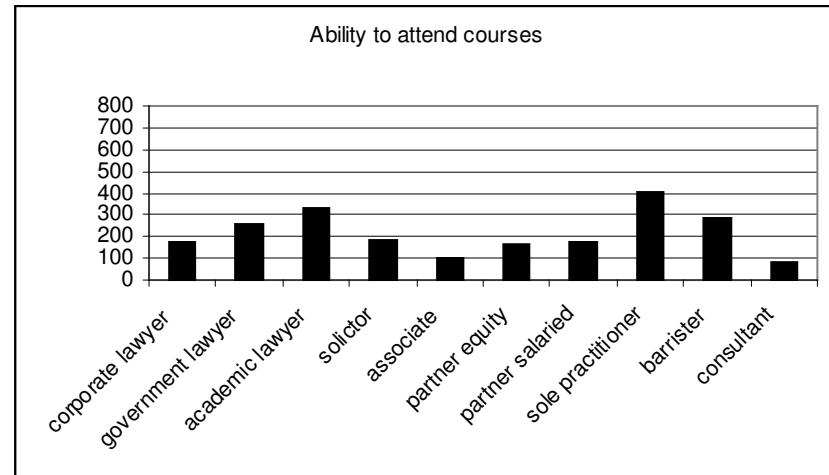
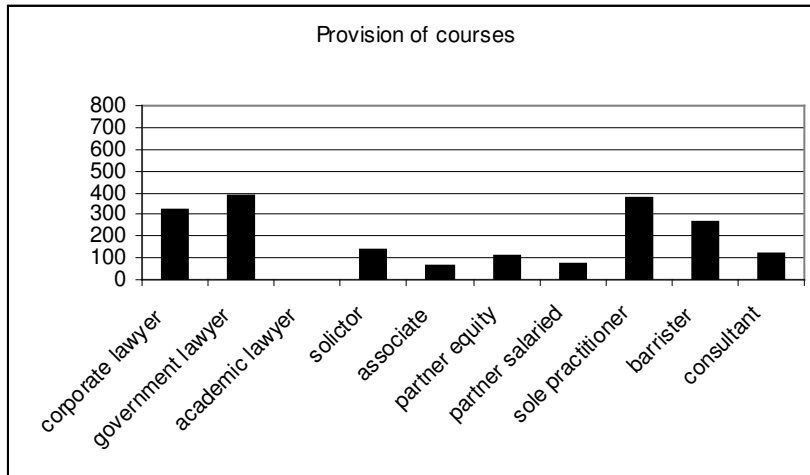
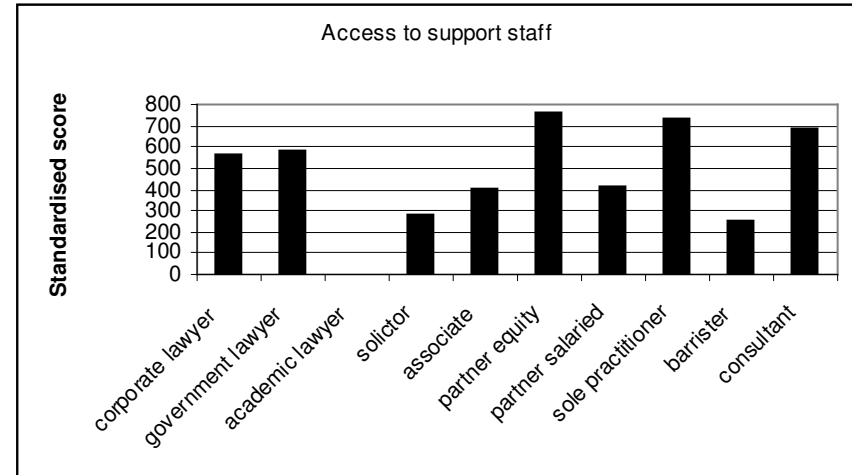
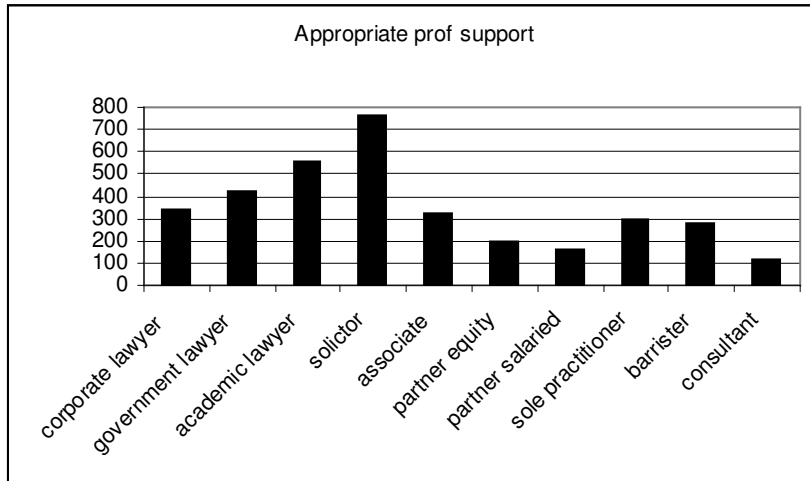


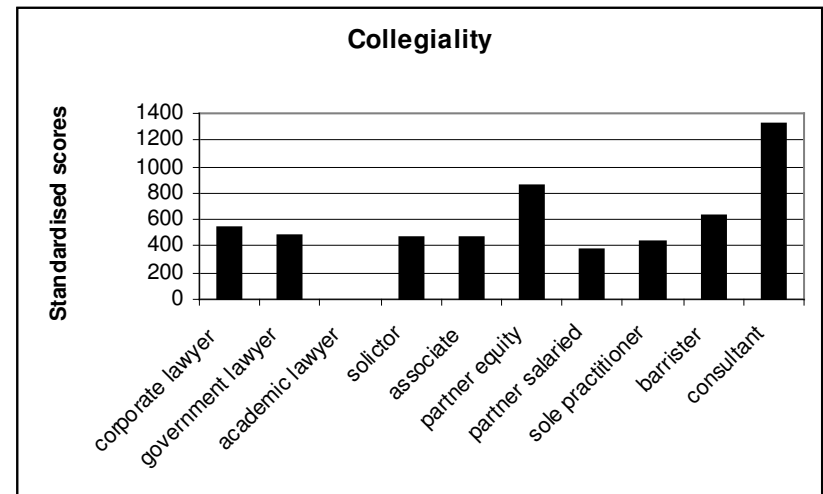
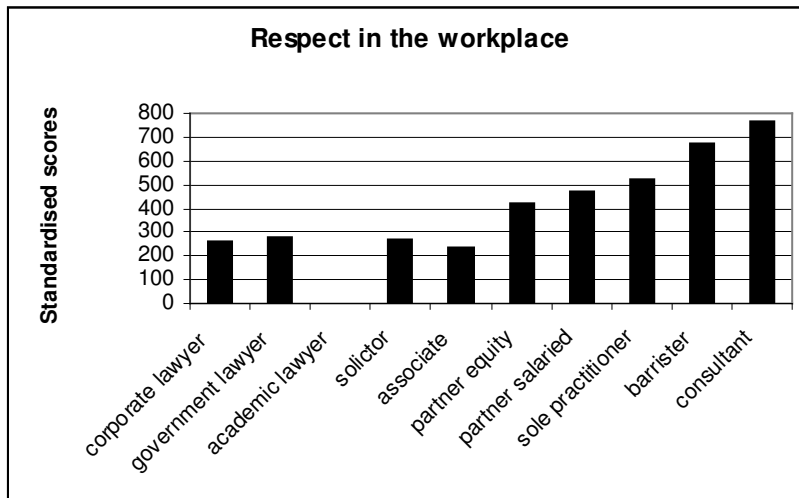
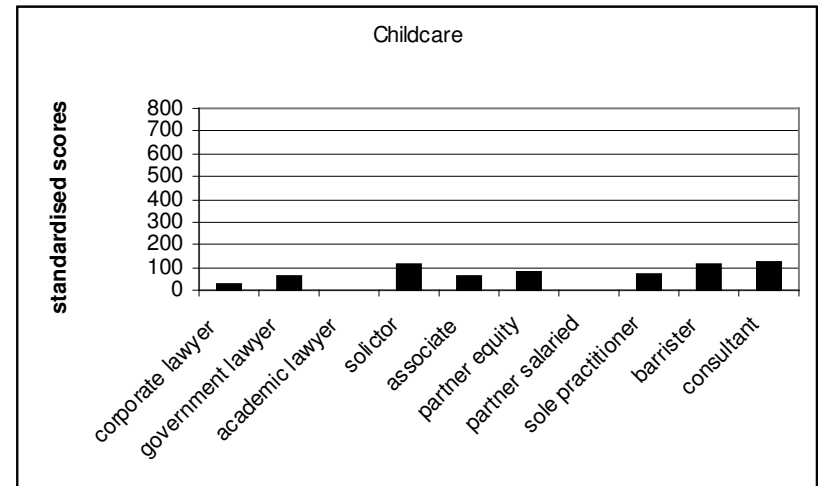
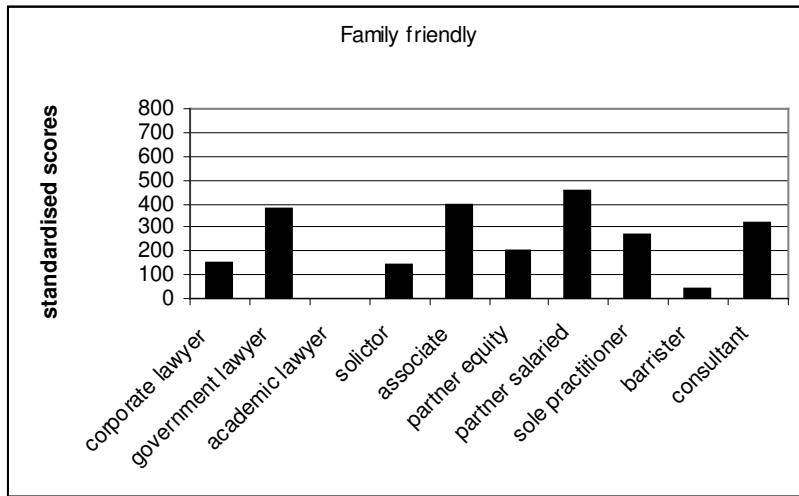
134 respondents did not complete this section correctly and these answers were deleted. The following is the total number of respondents by area of work.

Corporate lawyer	94
Government lawyer	87
Academic lawyer	4
Law firm solicitor	207
Law firm associate	105
Law firm partner (equity)	443
Law firm partner (salary)	48
Sole practitioner (solicitor)	103
Barrister	147
Consultant	42

The following figures have been standardised to give a comparable weighting to the issues.

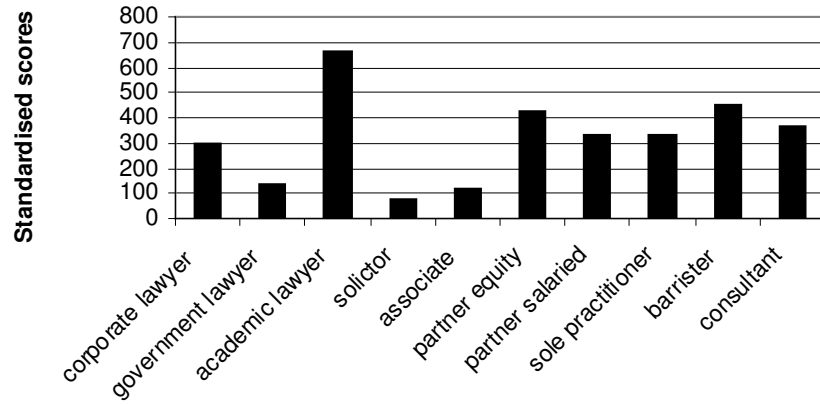
A graph has not been completed for harassment. It was an issue for six male lawyers and like the women was a problem for those who were suffering from harassment but was not a universal issue.



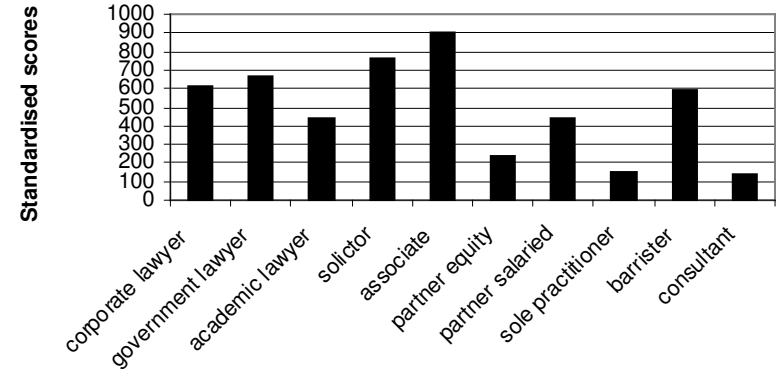


Please note substantially different range.

superannuation

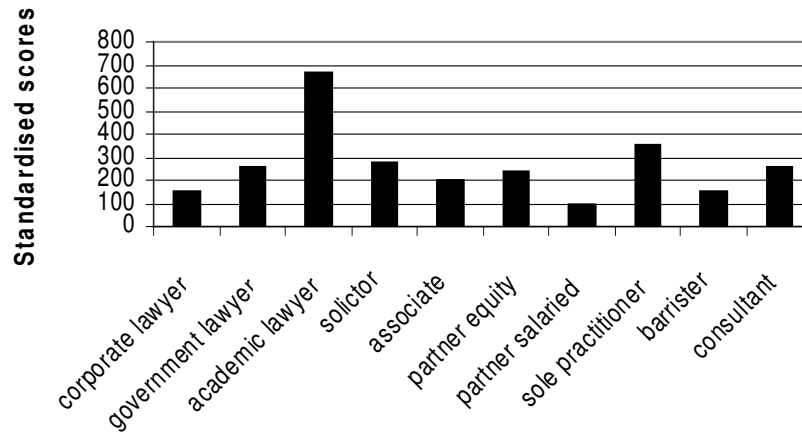


Advancement

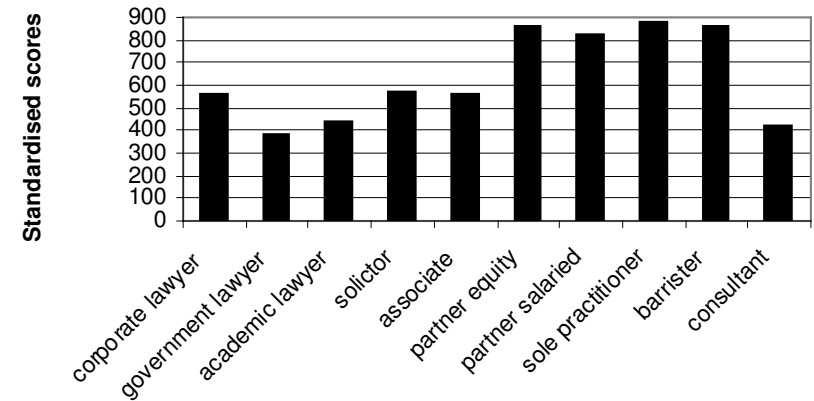


Please note higher range

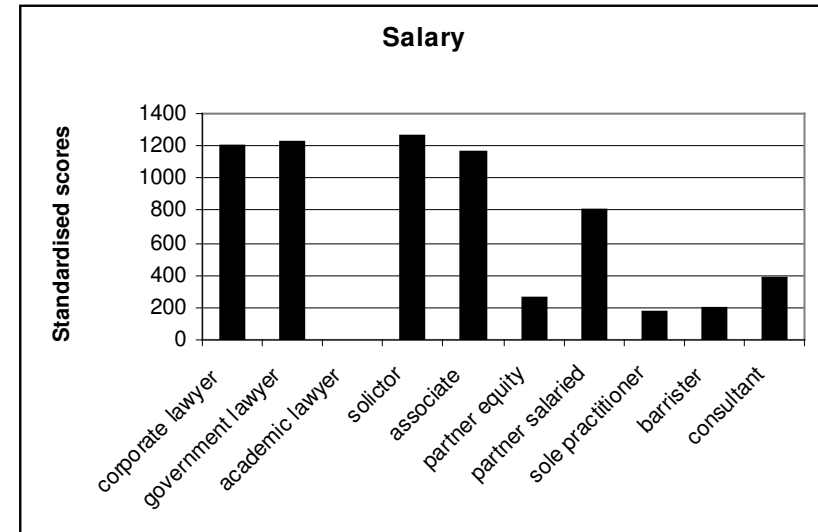
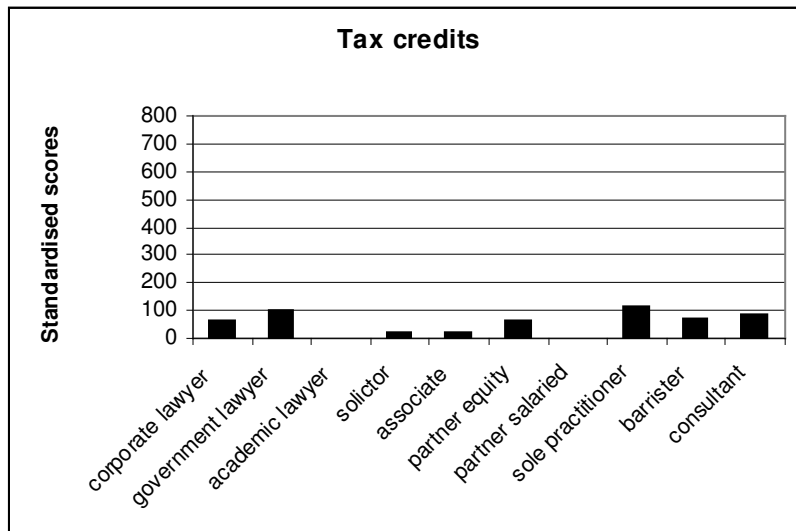
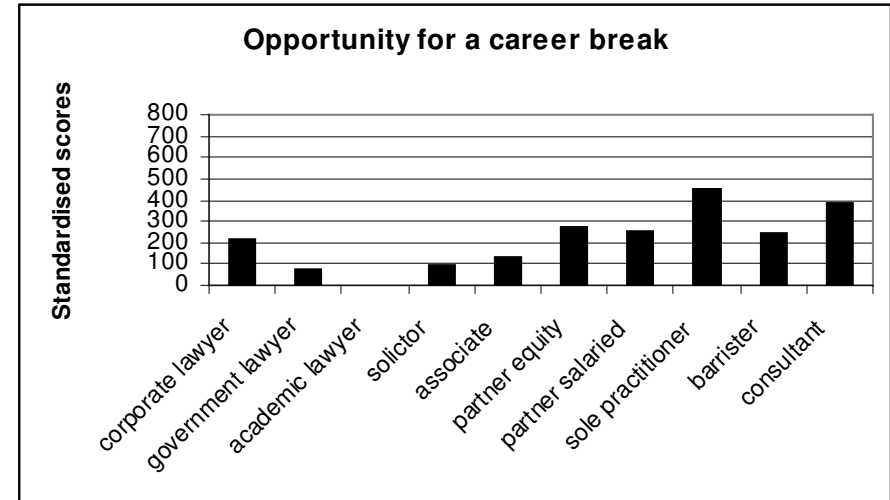
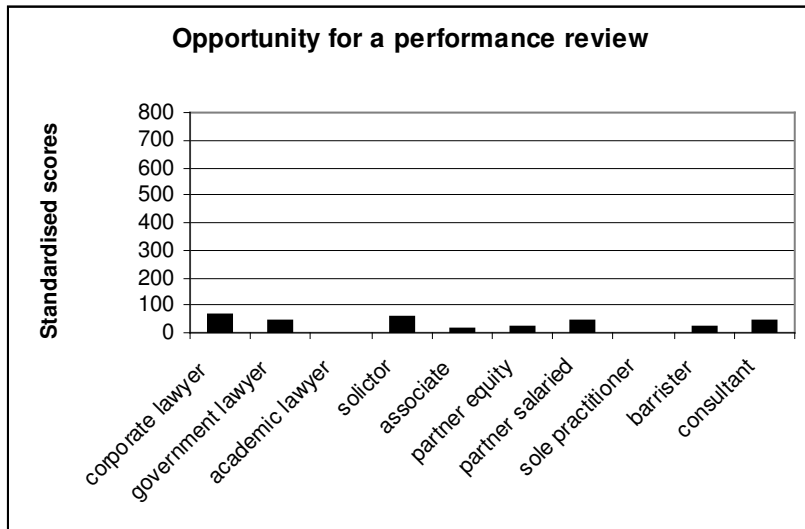
Leave



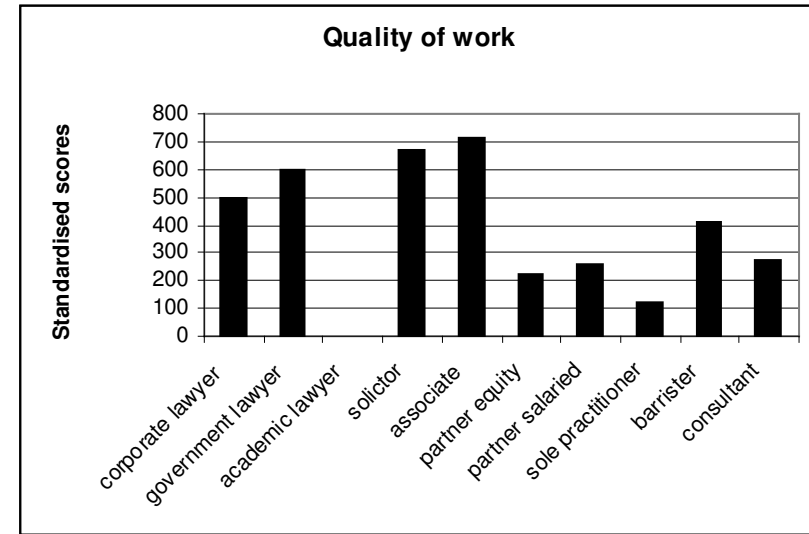
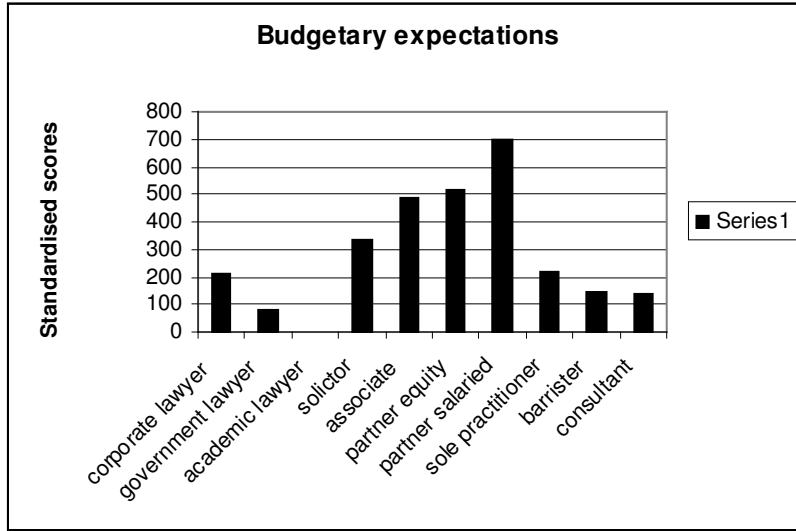
Hours of work



Please note higher range



Please note significantly higher range. Academic lawyers have been removed from this graph as the standardised score was 2400. While the small number of academic lawyers skewed the results, it was a significant issue for all four of them.



Top five issues by work area in descending order of significance comparing male to female lawyers

Salary, advancement within the profession and hours of work are consistent issues throughout every sub group analysed. While the analysis by work area would suggest that the issues between male and female have a different focus with males concerned about access to support staff and collegiality and women concerned about appropriate professional support, analysis by years in practice shows a different picture. The cohort of respondents suggest that the women lawyers are on average younger than their male colleagues. Analysis by age shows that the issues for recent graduates are the same irrespective of gender but collegiality and access to support staff begins to be an issue for males after six years in practice.

Both of these issues would suggest some social differences between males and females. Women may be less comfortable about asking others to do tasks for them and may undertake tasks that males consider a support person should be available to undertake. Collegiality scores would suggest that males seek to meet their social needs at work and women meet theirs out of work. While women with dependents under 18 considered child related issues important, males did not, which would suggest that paying and organising child care is still considered to be the responsibility of the mother by both genders.

Corporate lawyers

Male n = 87	Women n = 70
Salary level and package	Salary level and package
Advancement in the profession	Advancement in the profession
Hours of work	Hours of work
Access to support staff	Appropriate professional support
Collegiality	Family friendly workplace

Government lawyers

Male n = 94	Women n = 120
Salary level and package	Salary level and package
Advancement in the profession	Advancement in the profession
Quality of work assigned	Hours of work
Access to support staff	Appropriate professional support
Respect in the workplace	Quality of work assigned

Law firm solicitors

Male n = 207	Female n = 279
Salary and package	Appropriate professional support
Appropriate professional support	Advancement in the profession
Advancement in the profession	Quality of work assigned
Quality of work assigned	Hours of work
Collegiality	Salary level and package

Law firm associate

Male n = 105	Female n = 115
Salary and package	Salary level and package
Advancement in the profession	Advancement in the profession
Quality of work assigned	Hours of work
Hours of work	Quality of work assigned
Collegiality	Collegiality

Law firm partner (equity)

Male n = 443	Female n = 106
Hours of work	Hours of work
Collegiality	Budgetary expectations
Access to support staff	Respect within the profession
Budgetary expectations	Collegiality
Superannuation	Access to support staff

Law firm partner salary

Male n = 48	Female n = 33
Hours of work	Negotiating a career break
Salary and package	Hours of work
Budgetary expectations	Salary level and package
Respect in the workplace	Respect within the profession
Family friendly workplace	Family friendly workplace

Sole practitioner

Male n = 114	Female n = 51
Hours of work	Hours of work
Access to support staff	Appropriate professional support
Respect within the profession	Ability to attend professional courses
Ability to take a career break	Access to support staff
Collegiality	Respect within the profession

Barrister

Male n = 174	Female n = 88
Hours of work	Advancement within the profession
Respect within the profession	Respect within the profession
Collegiality	Appropriate professional support
Advancement in the workplace	Hours of work
Quality of work available	Ability to attend professional courses

Consultant

Male n = 47	Female n = 15
Collegiality	Hours of work
Respect within the workplace	Access to professional support
Access to support staff	Salary
Hours of work	Leave
Superannuation	Opportunity for a performance review

Lawyers with dependents under 18

Male n = 693	Female n = 354
Hours of work	Hours of work
Collegiality	Family friendly
Salary	Childcare
Access to support staff	Salary
Budgetary expectations	Advancement within the profession

Tax credits for childcare was a close sixth for the women but the three child care issues did not score highly with the men.

Lawyers with other dependents

Male n = 457	Female n = 85
Collegiality	Hours of work
Hours of work	Advancement within the profession
Access to support staff	Salary
Superannuation	Appropriate professional support
Salary	Collegiality

Lawyers with two or less years in practice

Male n = 162	Female n = 196
Salary	Salary
Appropriate professional support	Appropriate professional support
Advancement within the profession	Hours of work
Quality of work available	Advancement within the profession
Hours of work	Respect within the profession

Lawyers with three to five years in practice

Male n = 114	Female n = 186
Salary	Salary
Advancement	Appropriate professional support
Appropriate professional support	Advancement
Hours of work	Quality of work
Access to support staff/quality of work	Hours of work

Lawyers with six to ten years in practice

Male n = 188	Female n = 210
Salary	Salary
Advancement within the profession	Hours of work
Hours of work	Advancement within the profession
Collegiality	Appropriate professional supervision
Quality of work available	Family friendly workplace

Lawyers with eleven to twenty years in practice

Male n = 329	Female n = 252
Hours of work	Hours of work
Access to support staff	Respect within the workplace
Collegiality	Salary
Budgetary expectations	Tax credits for childcare
Salary	Advancement within the profession

Hours of work was significantly higher for both men and women.

Lawyers with over 20 years in practice

Male n = 611	Female n = 116
Collegiality	Hours of work
Access to support staff	Access to support staff
Hours of work	Respect within the profession
Respect within the profession	Advancement within the profession
Superannuation	Budgetary expectations

