

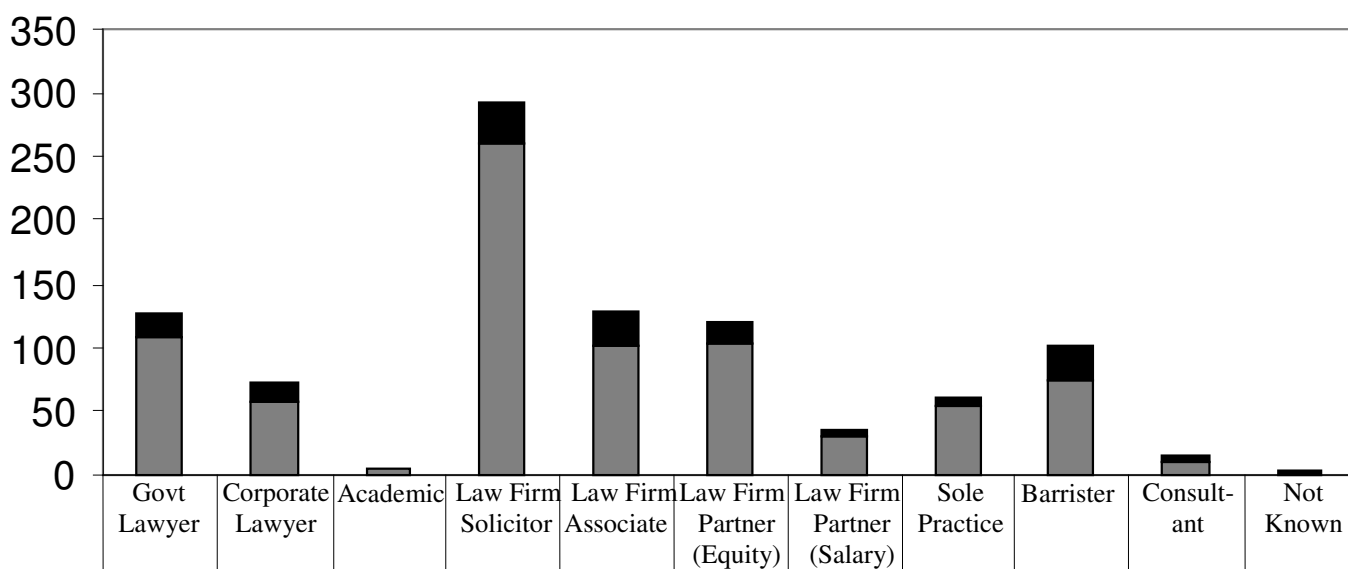
# New Zealand Law Society Women's Consultative Group

## Survey Results

August 2005

Respondents 962

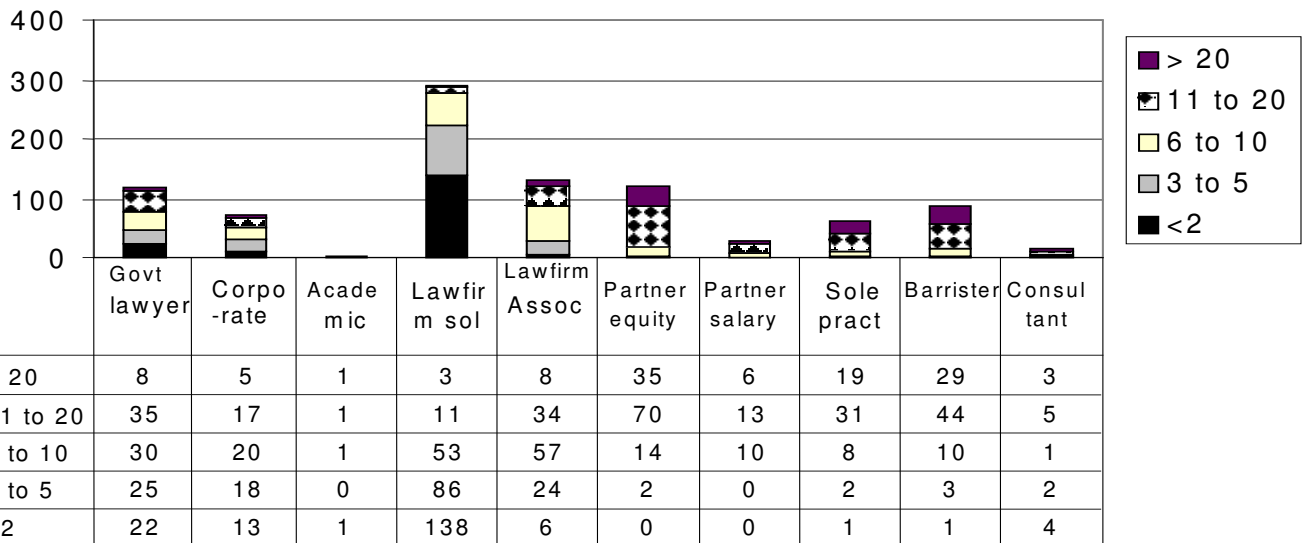
### Respondents by practice area and work status



|             |     |    |   |     |     |     |    |    |    |    |   |
|-------------|-----|----|---|-----|-----|-----|----|----|----|----|---|
| ■ Part time | 18  | 16 |   | 31  | 28  | 18  | 4  | 9  | 26 | 5  | 1 |
| ■ Full time | 108 | 57 | 4 | 261 | 101 | 103 | 31 | 53 | 75 | 10 |   |

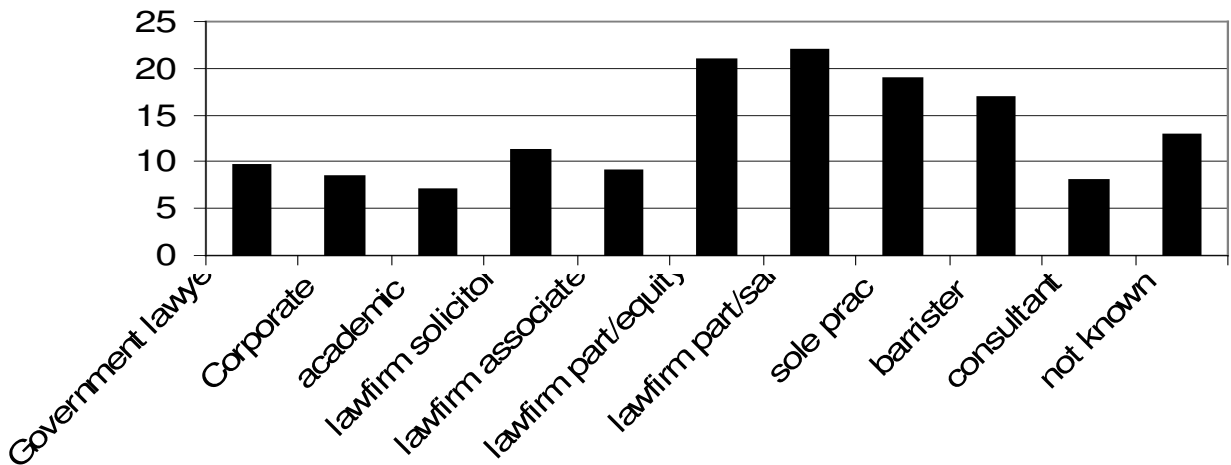
| Totals      | Number | %   |
|-------------|--------|-----|
| Part-time   | 156    | 16% |
| Full-time   | 803    | 83% |
| No response | 3      | 1%  |

## Respondents by number of years in practice



| Totals      | Number | %   |
|-------------|--------|-----|
| >20         | 117    | 12% |
| 11 to 20    | 261    | 27% |
| 6 to 10     | 204    | 21% |
| 3 to 5      | 162    | 17% |
| <2          | 186    | 19% |
| No response | 32     | 4%  |

## Ave years in practice of respondents



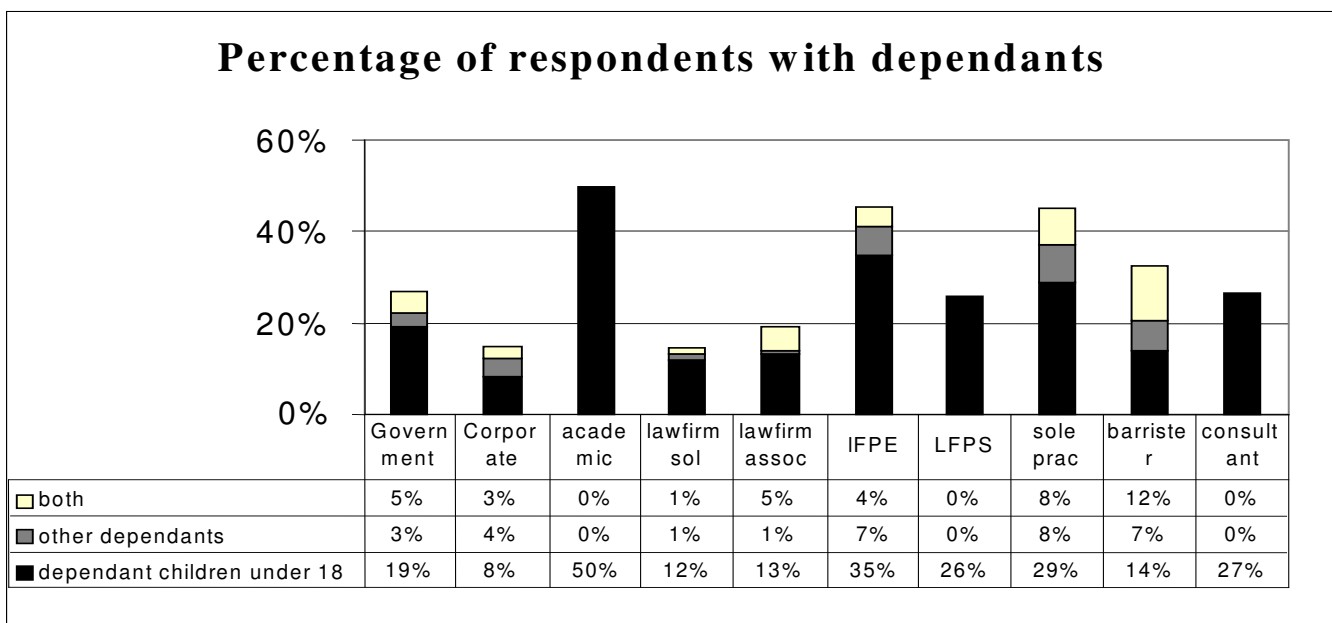
## Hours of Work

|                                      | Average hours worked per week |         |           |         |
|--------------------------------------|-------------------------------|---------|-----------|---------|
|                                      | Full time                     | Range   | Part time | Range   |
| <b>Government lawyer</b>             | 45                            | 37 – 70 | 28.5      | 15 – 36 |
| <b>Corporate lawyer</b>              | 47.5                          | 32 – 65 | 27        | 17 - 40 |
| <b>Academic lawyer</b>               | 47                            | 38 - 55 |           |         |
| <b>Law firm solicitor</b>            | 45.6                          | 30 - 70 | 29.6      | 16 – 50 |
| <b>Law firm associate</b>            | 47                            | 35 - 60 | 29.1      | 15 - 60 |
| <b>Law firm partner (equity)</b>     | 51.6                          | 35 - 70 | 31.7      | 8 – 45  |
| <b>Law firm partner (salary)</b>     | 48.9                          | 40 – 60 | 33        | 27 - 40 |
| <b>Sole practitioner (solicitor)</b> | 46.4                          | 30 - 70 | 25.8      | 12 - 35 |
| <b>Barrister</b>                     | 46.6                          | 30 - 80 | 22.96     | 5 - 40  |
| <b>Consultant</b>                    | 46.8                          | 35 - 60 | 24.6      | 10 - 45 |

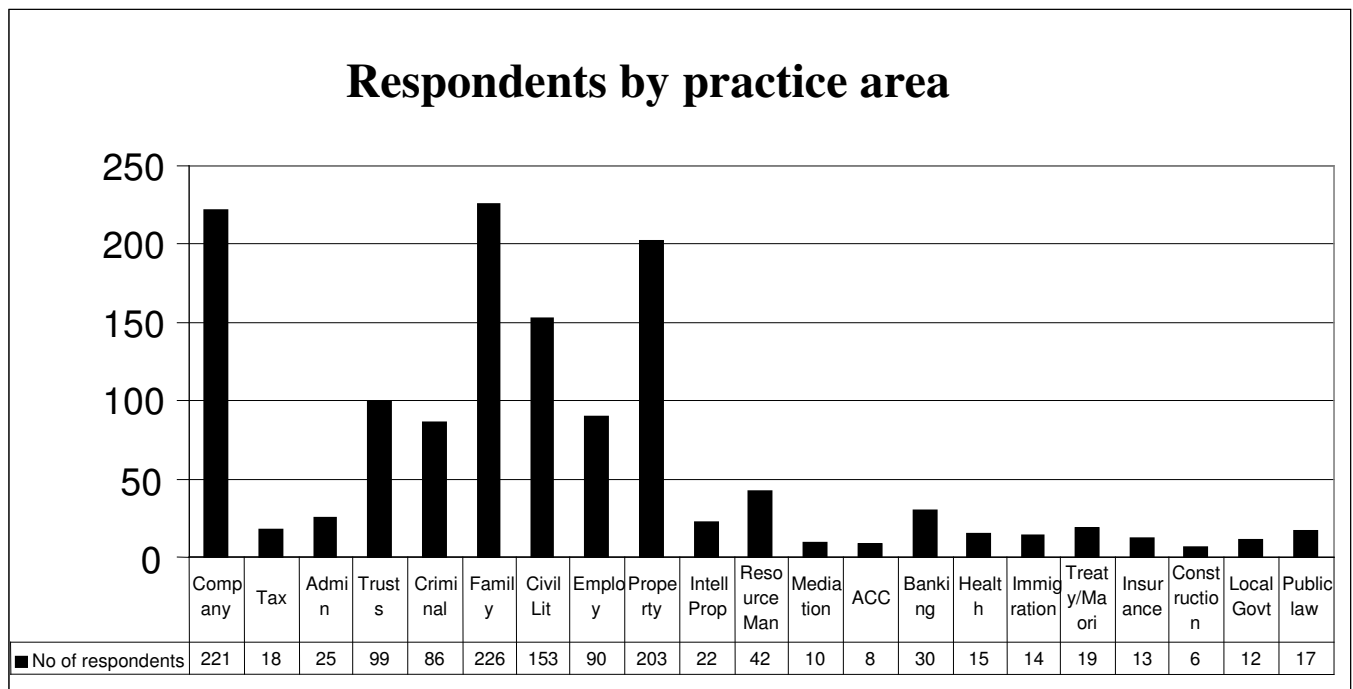
Note: the different perceptions in what constitutes full time and part time work. This may have been as a result of the question given only full and part time options. If any of the respondents were locum or casual workers, they may work 40 hours a week some of the time and therefore class themselves as part-timers. The hours of work was a significant issue for almost every group and yet the average hours were not perhaps as high as expected. 39% of all part-timers indicated that hours of work were a significant issue for them as did 42% of those working over 52 hours per week. In contrast only 14% of full timers working less than 45 hours a week considered hours of work to be a significant issue for them.

## Dependants

60% of the respondents with between ten and twenty years in practice had dependants under 18 years.



|                         | Dependant children <18 | Other dependants | Both |
|-------------------------|------------------------|------------------|------|
| Government lawyer       | 24                     | 4                | 6    |
| Corporate               | 6                      | 3                | 2    |
| Academic                | 2                      | 0                | 0    |
| Law firm solicitor      | 35                     | 4                | 4    |
| Law firm Associate      | 17                     | 1                | 7    |
| Law firm Partner Equity | 42                     | 8                | 5    |
| Law firm Partner Salary | 9                      | 0                | 0    |
| Sole Practitioner       | 18                     | 5                | 5    |
| Barrister               | 14                     | 7                | 12   |
| Consultant              | 4                      | 0                | 0    |



**9. Would you prefer to specialise in another practice area from the predominant areas given above?**

|                               | Total number resp | No. answering yes | % answering yes |
|-------------------------------|-------------------|-------------------|-----------------|
| Government lawyer             | 126               | 24                | 19              |
| Corporate lawyer              | 73                | 11                | 15              |
| Academic lawyer               | 4                 | 1                 | 25              |
| Law firm solicitor            | 293               | 56                | 19              |
| Law firm associate            | 130               | 10                | 8               |
| Law firm partner (equity)     | 121               | 9                 | 7               |
| Law firm partner (salary)     | 35                | 4                 | 11              |
| Sole practitioner (solicitor) | 62                | 8                 | 13              |
| Barrister                     | 101               | 11                | 11              |
| <b>Total</b>                  | <b>962</b>        | <b>136</b>        | <b>14</b>       |

**Reasons given for what is preventing a move to another practice area**

This question was difficult to interpret and has not provided as useful information as hoped. It was difficult to distinguish between those who live in small towns and for whom a move in specialties is not practical and those who felt trapped by firm expectations. The question may have been better worded as what would assist you to move to another practice area. This requires further testing. Of those who gave a reason the results were:

|                                     |    |
|-------------------------------------|----|
| Lack of experience                  | 29 |
| Financial implications/lower salary | 12 |
| Lack of opportunity                 | 13 |
| Restrictions placed by firm         | 8  |
| Time commitment required            | 13 |
| Lack of training                    | 3  |
| Too old                             | 3  |
| Not in firm's area of practice      | 8  |

Other cited such reasons as not having the clients, inertia, enjoy current job, need to move towns, lack of support, human rights and lack of job availability.

**10. Have you had a career break in your legal career?**

170 or 18% of respondents had had a break in their legal career.

**11. 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?**

425 or 44% thought a refresher course should have or should be available on returning to work after a career break.

**12. Would you support a National Women's Lawyers Association being established?**

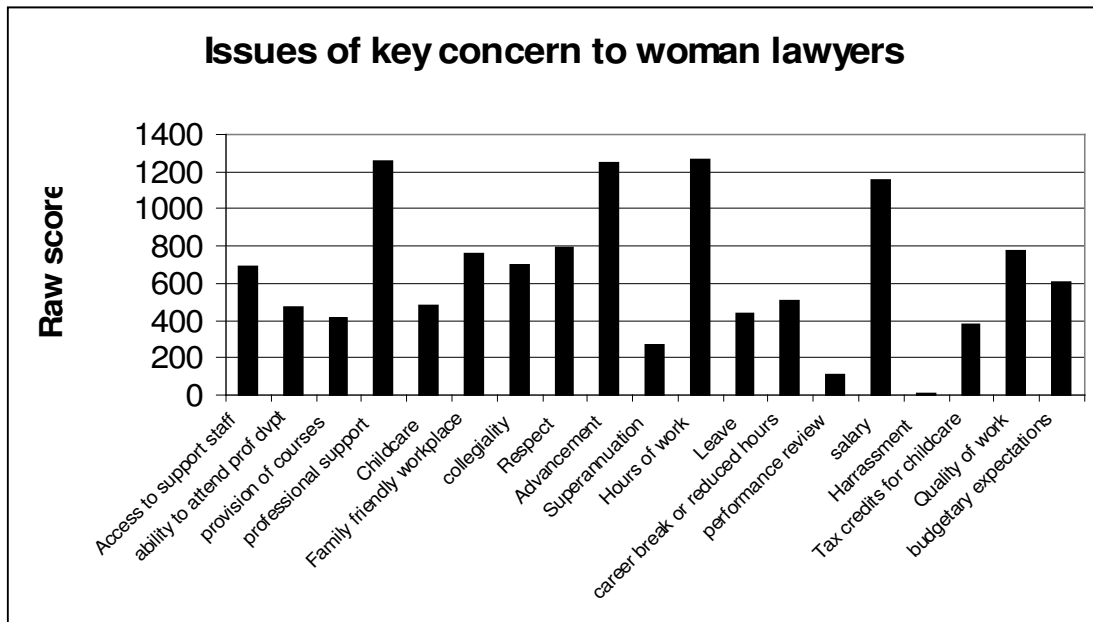
664 or 70% of respondents would support a National Women's Lawyers Association being established.

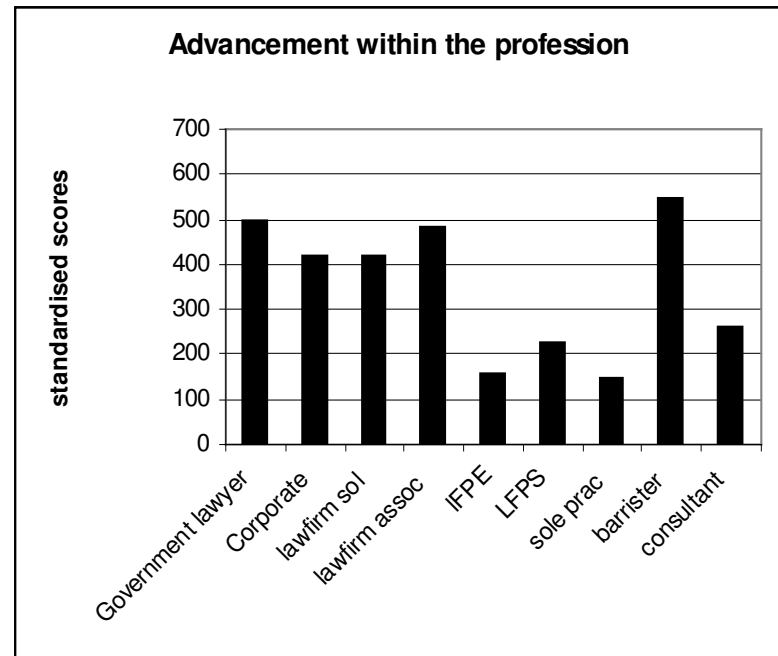
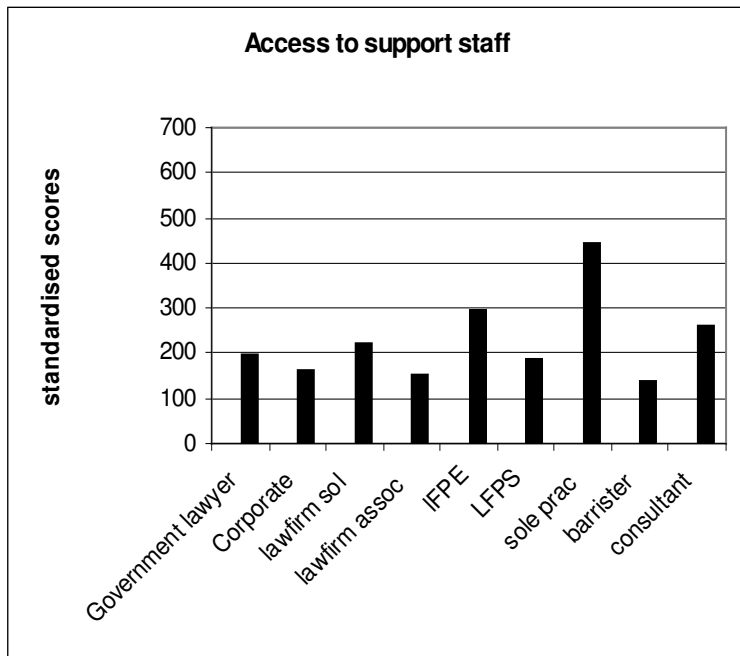
**13. Do you receive the women's consultative group e-bulletin?**

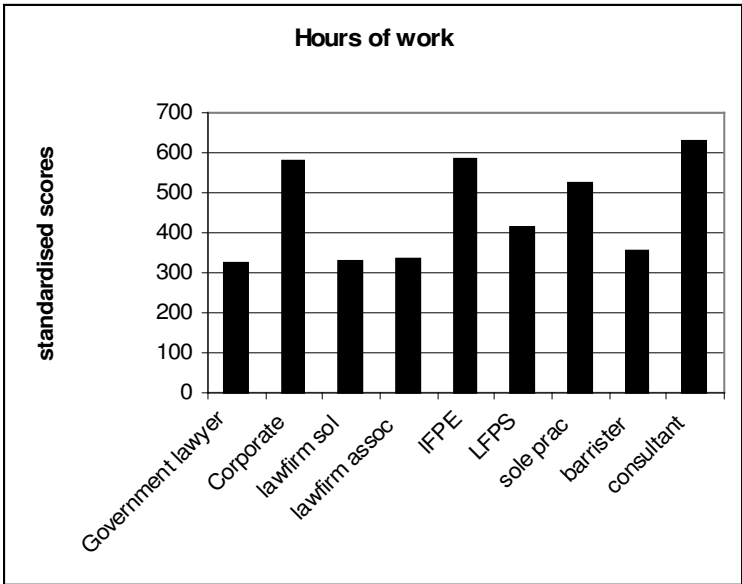
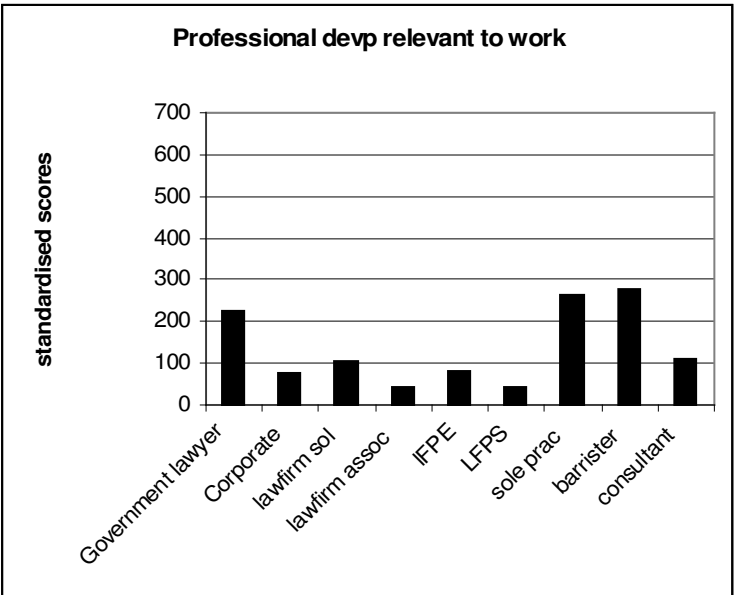
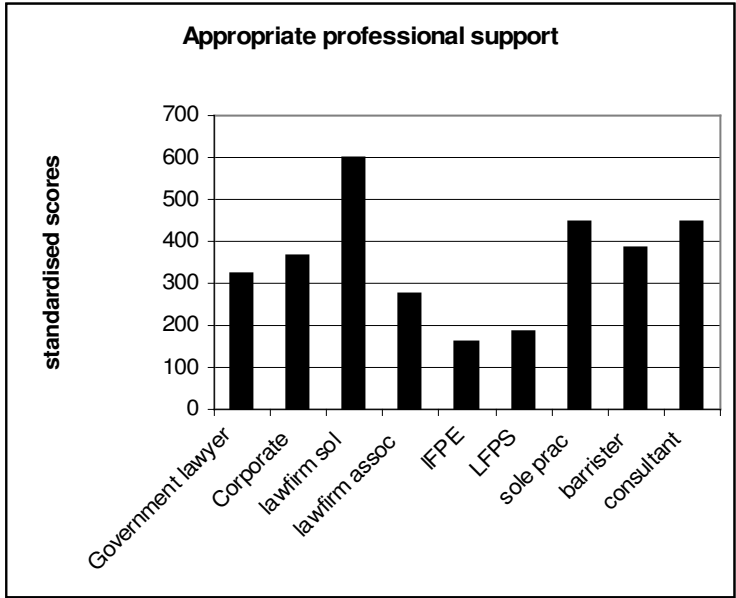
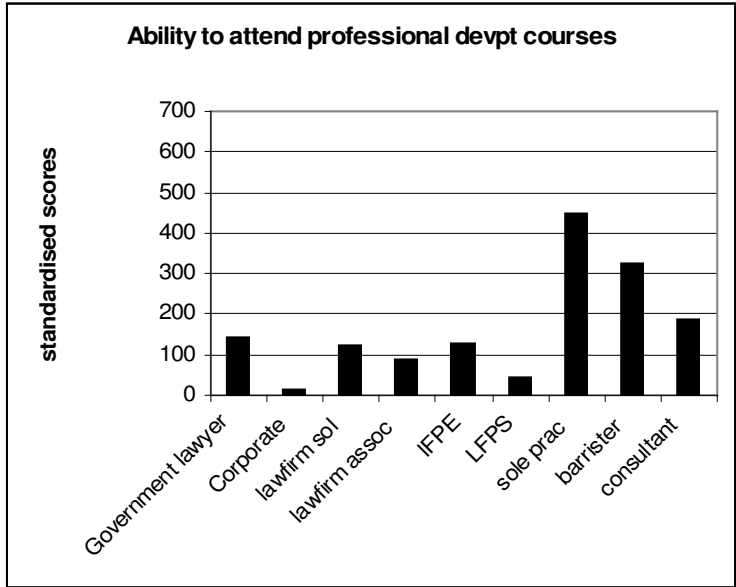
193 or 20% receive the women's consultative group e-bulletin. Of those, 13 find it not useful, 148 find it useful and 29 find it very useful.

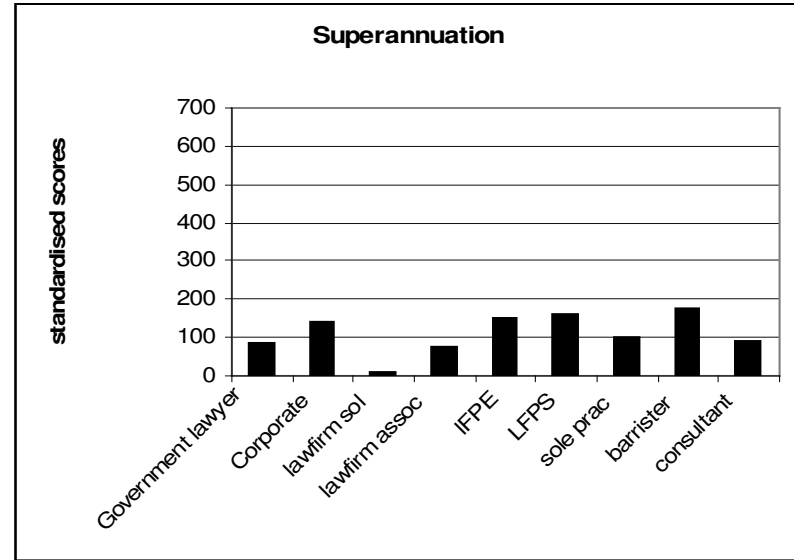
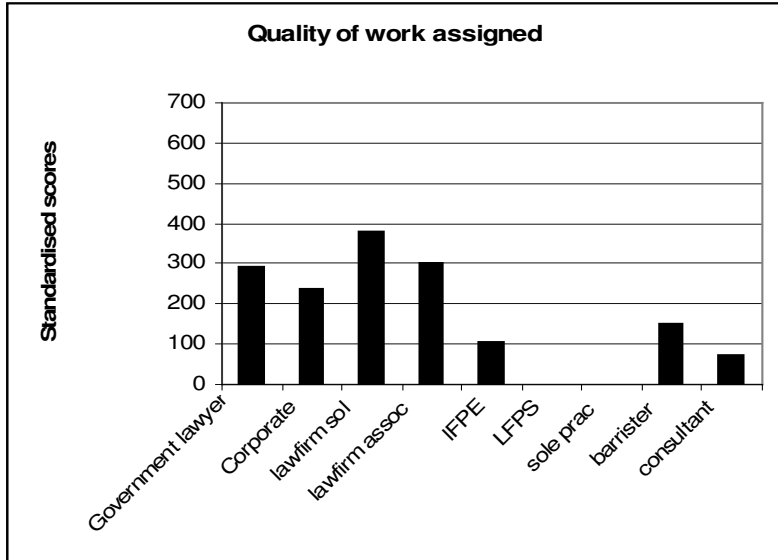
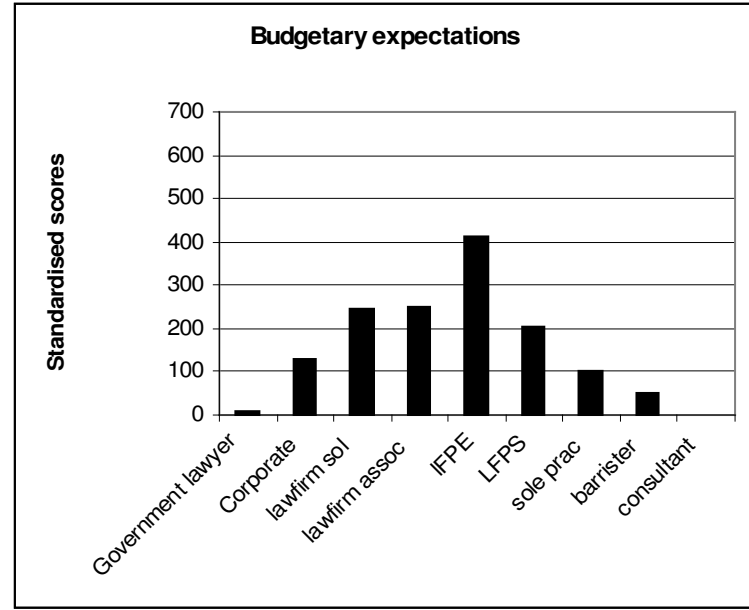
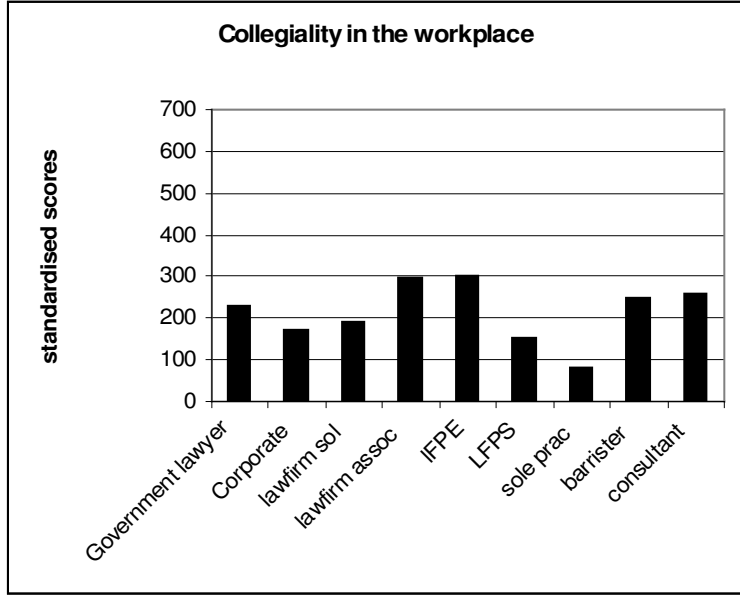
### 14. Issues of Concern to Women Lawyers

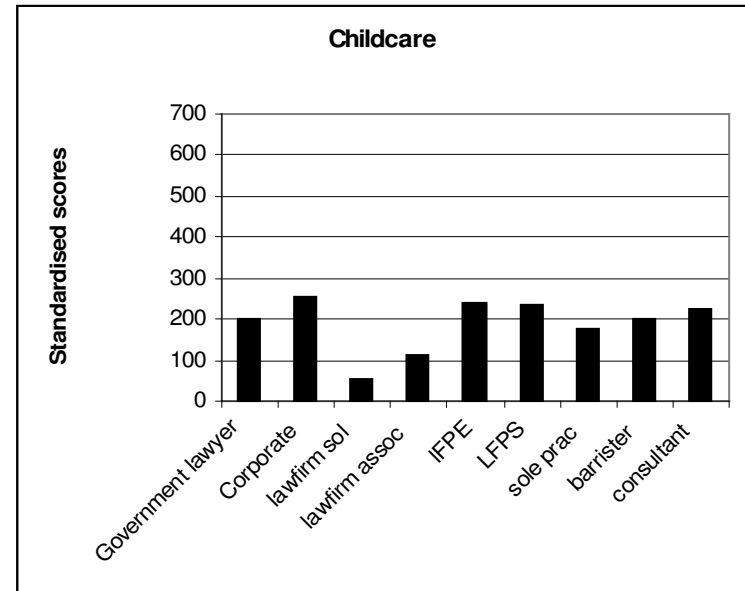
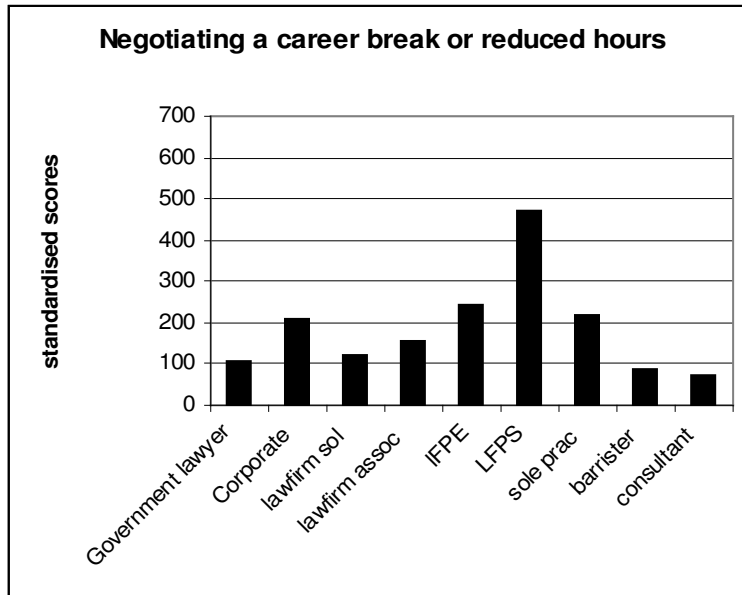
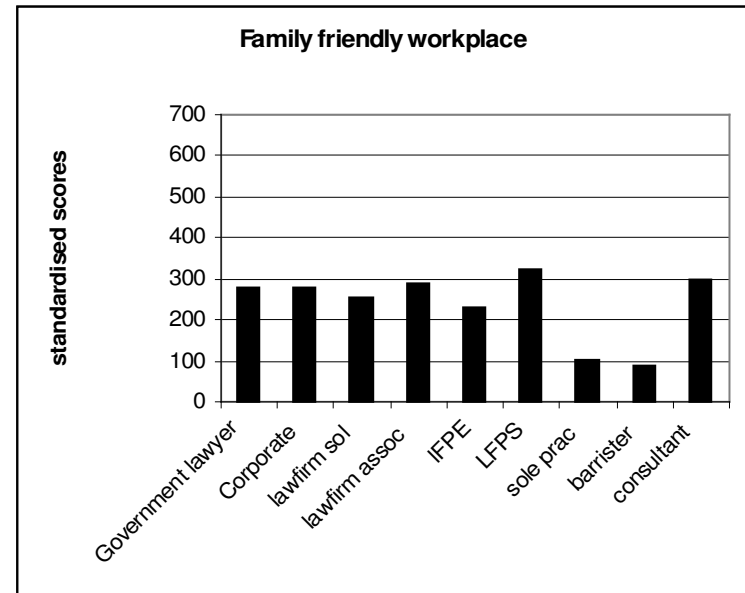
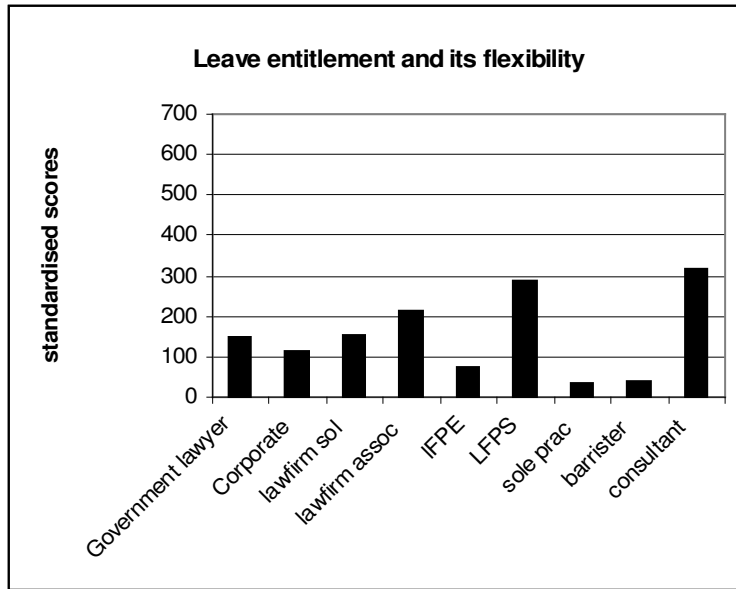
80 files had to be deleted as they were not completed correctly. In order to evaluate the areas of concern by significance, each concern was awarded a score. In order to compare groups, the scores were then standardised. As there were only three academic lawyers, the data for this group was skewed and they have been removed from this section of the analysis.

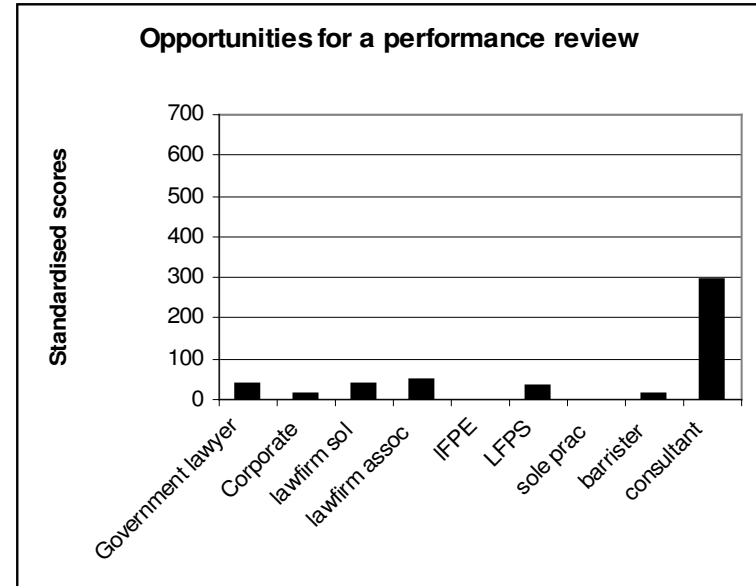
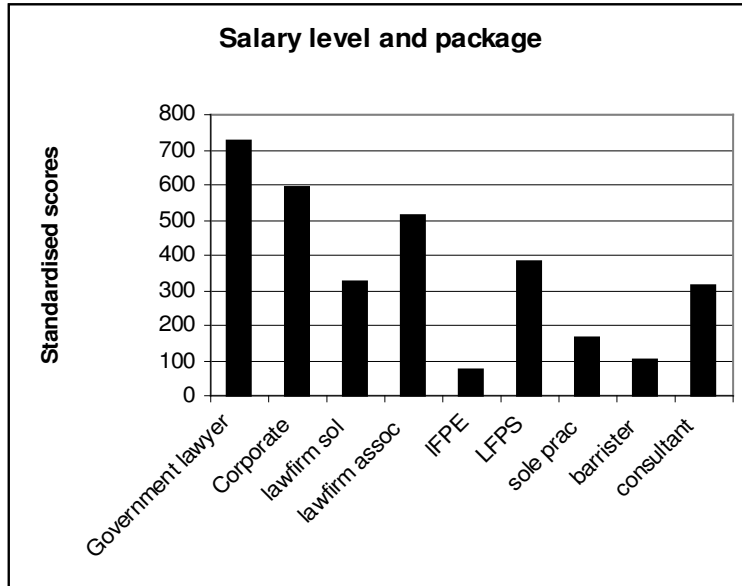
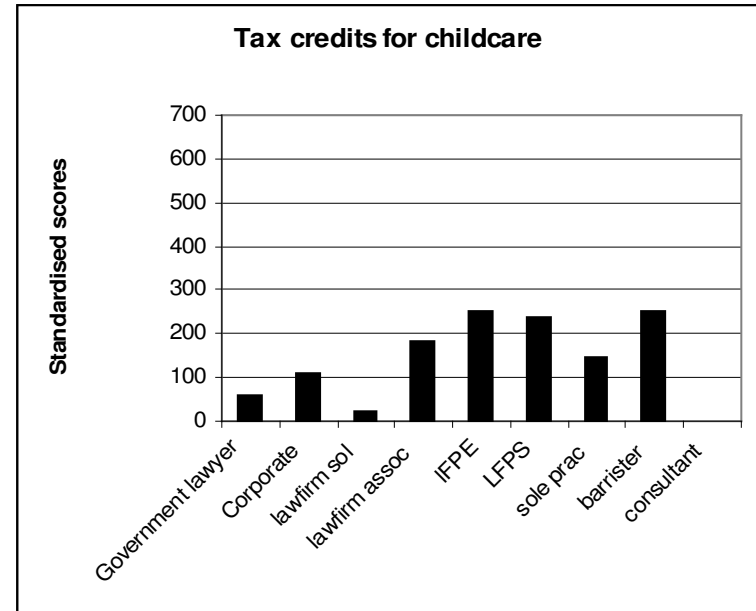
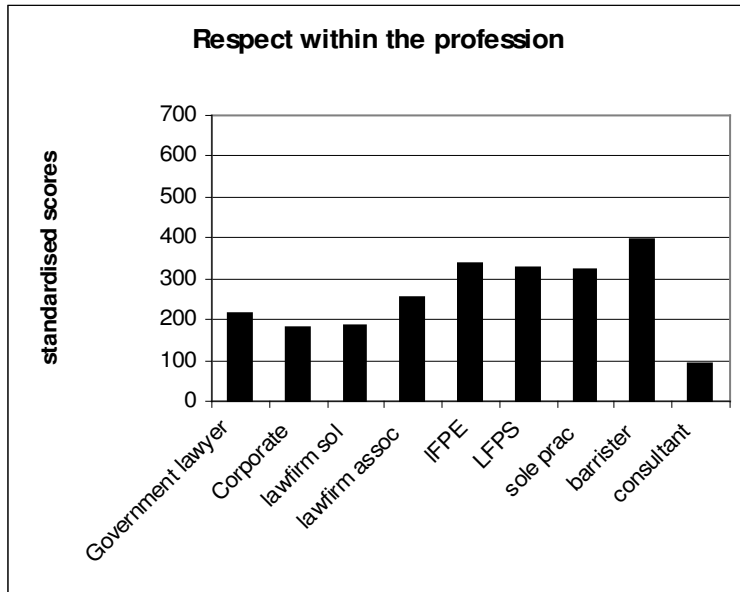












Note higher scale

## **Top five issues by work area in descending order of significance**

### **Government lawyers n = 120**

- Salary level and package
- Advancement in the profession
- Hours of work
- Appropriate professional support
- Quality of work assigned

### **Corporate lawyers n = 70**

- Salary level and package
- Hours of work
- Advancement in the profession
- Appropriate professional support
- Family friendly workplace

### **Academic lawyers n = 3**

There were only four academic lawyers. One did not complete the questionnaire correctly. The numbers were too small to draw any conclusions from:

- No consensus

### **Law firm solicitor n = 279**

- Appropriate professional support
- Advancement in the profession
- Quality of work assigned
- Hours of work
- Salary level and package

### **Law firm associate n = 115**

- Salary level and package
- Advancement in the profession
- Hours of work
- Quality of work assigned
- Collegiality

### **Law firm partner (equity) n = 106**

- Hours of work
- Budgetary expectations
- Respect within the profession
- Collegiality
- Access to support staff

### **Law firm partner (salary) n = 33**

- Negotiating a career break
- Hours of work
- Salary level and package
- Respect within the profession
- Family friendly workplace

### **Sole Practitioner n = 51**

- Hours of work
- Appropriate professional support
- Ability to attend professional development courses
- Access to support staff
- Respect within the profession

### **Barrister n = 88**

- Advancement within the profession
- Respect within the profession
- Appropriate professional support
- Hours of work
- Ability to attend professional development courses

### **Consultants n = 15**

- Hours of work
- Appropriate professional support
- Salary
- Leave
- Opportunities for a performance review

### **Woman lawyers with dependants under 18 (n = 354)**

- Hours of work
- Family friendly workplace
- Childcare
- Salary
- Advancement

*Note: tax credits for childcare was a close sixth*

### **Woman lawyers with other dependants (n = 85)**

- Hours of work
- Salary
- Advancement
- Appropriate professional support

- Collegiality

## **Respondents with two or fewer**

### **years in practice n = 196**

- Salary
- Appropriate professional support
- Hours of work
- Advancement
- Respect

## **Respondents with three to five years in practice n = 168**

- Salary
- Appropriate professional supervision
- Advancement
- Quality of work
- Hours of work

## **Respondents with six to ten years in practice n = 210**

(35% had dependent children)

- Salary
- Hours of work
- Advancement
- Appropriate professional supervision
- Family friendly

## **Respondents with ten to twenty years in practice n = 252**

(60% had dependent children)

- Hours of work (*note: this was significantly higher than the other issues for this group*)
- Respect
- Salary
- Tax credits for child care
- Advancement

## **Respondents with over twenty years in practice n = 116**

- Hours of work
- Sufficient access to support staff
- Respect
- Advancement
- Budgetary expectations