

Talent Advisory Board Research Update – February 3, 2012
Legal Industry Diversity Reports

Part-time Work Among Lawyers Declined for First Time in 17 Years

National Association for Law Placement, Inc. (NALP), January 19, 2012

http://www.nalp.org/part-time_jan2012

The percentage of attorneys working part-time has declined for the first time since NALP began keeping record of part-time attorneys in 1994. In 2011, the percentage of attorneys on part-time schedules totaled 6.2 percent overall, a decrease from 6.4 percent in 2010. Out of these part-time workers, more than 70 percent were women. The statistics are based on an analysis of the annual NALP Directory of Legal Employers, a directory consisting primarily of large law firms and accounting for 1,269 individual offices and over 125,000 lawyers. NALP's press release provides a breakdown of its findings, organized by associate and partner levels and geographic location. Despite a slight national decline in the percentage of attorneys working part-time, results vary significantly by region. For example, while the percentages of part-time attorneys in New York City and Chicago are 1.9% and 3.8%, respectively, the percentages in San Francisco and the San Jose area are 7.8% and 5.9%, respectively.

Women in Law in the U.S.

Catalyst, January 9, 2012

<http://www.catalyst.org/publication/246/women-in-law-in-the-us>

Catalyst's recent study of women in law details that in 2011, women made up 45.4% of associates, yet 19.5% of partners in U.S. law firms. Out of the largest firms in the U.S., 11% had no women sitting on its governing committees. Women are still outnumbered by men in many law firm positions — women make up 44% of seventh year associates; 34% of counsel; 25% of non-equity partners, and 15% of equity partners. The succinct report also provides statistics on a variety of areas in which gender gaps still exist such as firm leadership positions, business development credit, compensation, and primary child rearing responsibilities. The report further outlines that women of color were more likely than white women to experience dissatisfaction with current levels of work relative to work experience, access to high-profile client assignments, access to constructive feedback for development purposes and commitment from senior leadership for promotion to partnership – with a resulting lower likelihood to aspire to partnership.