



Project Law: Demographic Survey of Large Corporate Law Firms, South Africa

May 2013



CYRUS R. VANCE
CENTER FOR
INTERNATIONAL
JUSTICE



LAW SOCIETY
OF SOUTH AFRICA



WITS
SCHOOL OF LAW

Mail & Guardian Africa's Best Read



Presentation Overview

Research Background & Objectives

Research Methodology and Sample

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The Cyrus R. Vance Center for International Justice, the Law Society of South Africa, the Mail & Guardian, the South African Legal Fellowship Network and the Wits School of Law determined that developing strategies for increasing the representation of lawyers of colour in the South African corporate legal profession requires more detailed demographic data regarding corporate law firms than has been available in the past. They therefore teamed up to ask Plus 94 Research to conduct a demographic survey of large corporate law firms in South Africa.

This survey was made possible by a generous grant from the ACE Rule of Law Fund to the Vance Center. The Vance Center is affiliated with the New York City Bar Association, which has conducted a similar study of law firms in New York City for the past several years.



This study examined the gender, race and disability distribution of current employees at large corporate law firms, across various levels of employment (from candidate attorney level to managing partner/CEO level).





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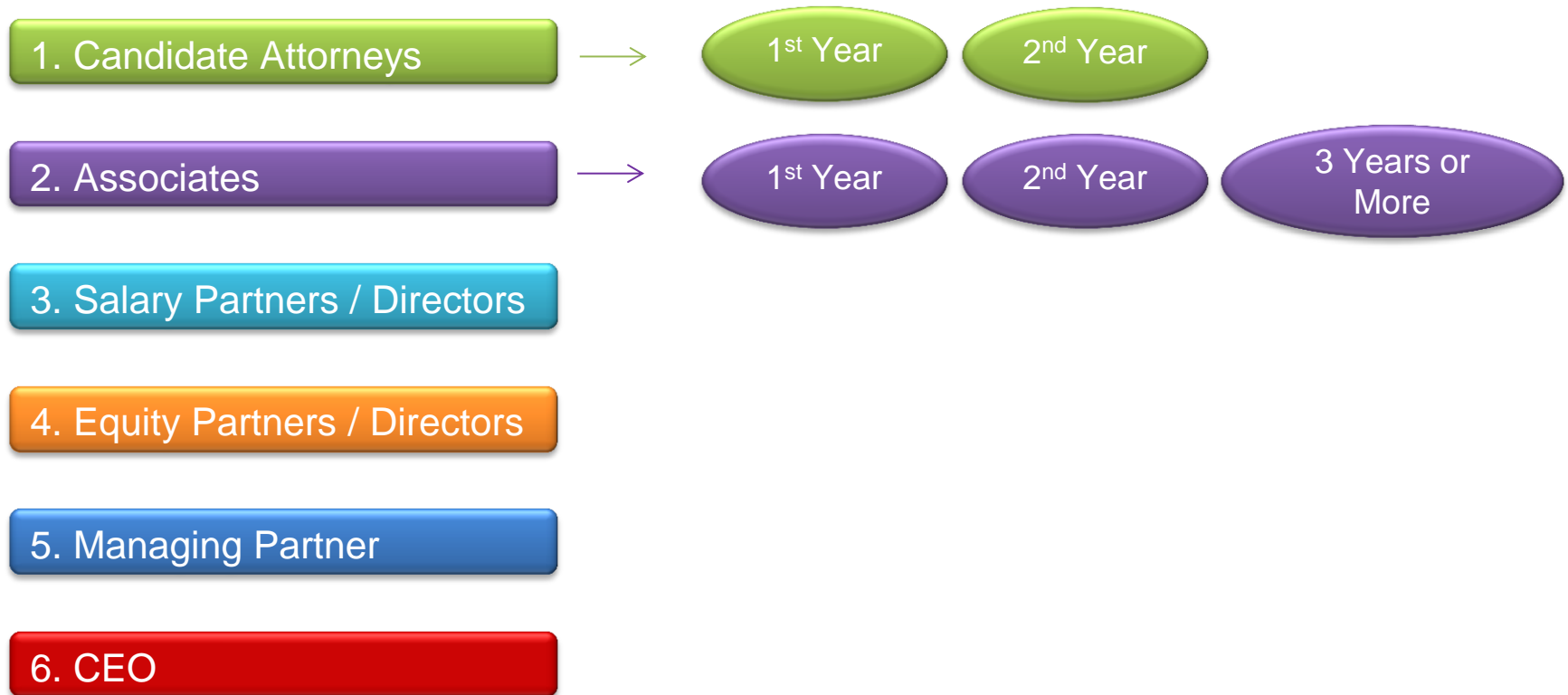
Method:

- A list of large corporate law firms was compiled using the Hortor's Legal Diary. The following criteria were used to select firms to be included in the survey:
 - Corporate law is the main source of business.
 - Employs 20 or more legal professionals.
- The final list compiled consisted of a total of 51 firms.
- All of the firms on the list were then asked to complete a form, indicating the number of employees in the following categories, for each employment level:

Black females (disabled / not)	Black males (disabled / not)
White females (disabled / not)	White males (disabled / not)
Indian females (disabled / not)	Indian males (disabled / not)
Coloured females (disabled / not)	Coloured males (disabled / not)
'Other' females (disabled / not)	'Other' males (disabled / not)

Method (*Continued...*):

- Employment levels were defined as follows:



Sample:

- Of the 51 firms that were invited to participate in this study, a total of 12 agreed to participate. Ten of the 12 firms are located in Gauteng.
- The total number of legal professionals employed at these firms was 1815, distributed across employment levels as follows:

	Total	Candidate Attorneys 1 st year	Candidate Attorneys 2 nd year	Associates 1 st year	Associates 2 nd year	Associates 3 years or more	Salary partners	Equity partners	Managing partner	CEO
n	1815	243	234	152	147	392	175	449	18	5
%	100%	13.4%	12.9%	8.4%	8.1%	21.6%	9.6%	24.7%	1.0%	0.2%

**Note: The number of managing partners exceeds the number of firms due to the fact that 1 firm reported 8 managing partners (and no CEO), while another reported 3 managing partners (and no CEO).*

Sample (Continued):

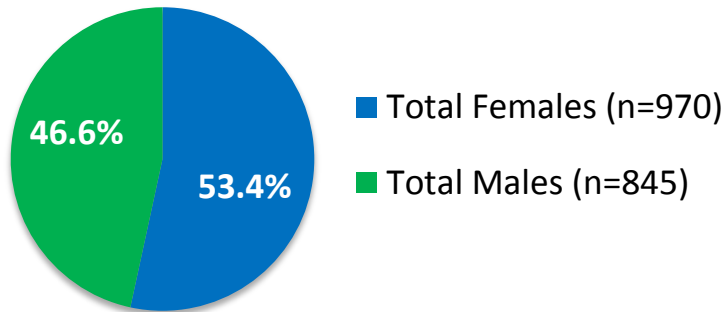
- According to the Law Society South Africa's National Survey of the Attorney's Profession (2008), the total number of registered attorneys and candidate attorneys at law firms with 20 or more legal professionals is 3 275.
- Thus, while only 12 firms participated in this research, the total number of legal professionals employed at these firms (n=1 815) makes up roughly 55.4%* of all legal professionals employed at firms with 20 or more legal professionals.

**Note: It is possible that the percentage of lawyers that the sample represents may be slightly overstated, given that it is being compared with the number of lawyers at firms with 20 or more professionals as at 2008.*

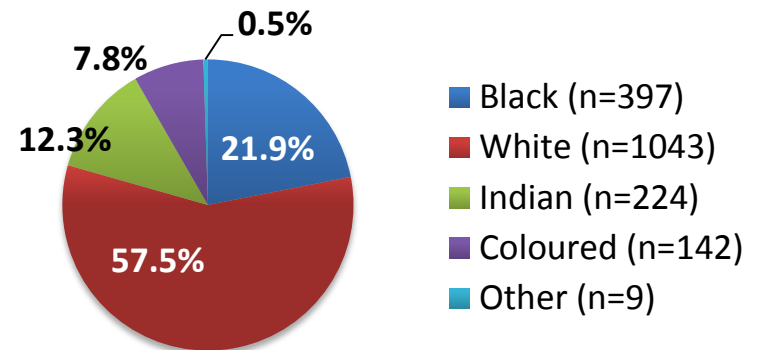


Sample: Overall Demographics

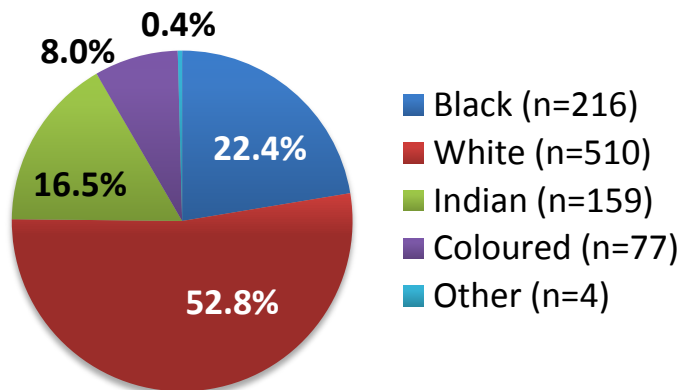
Gender



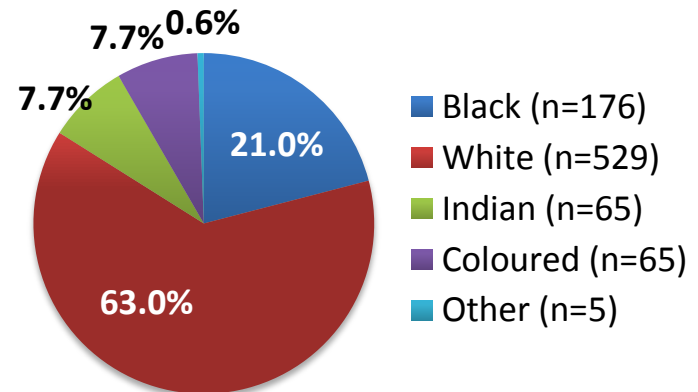
Race



Females Not Disabled (n=966)



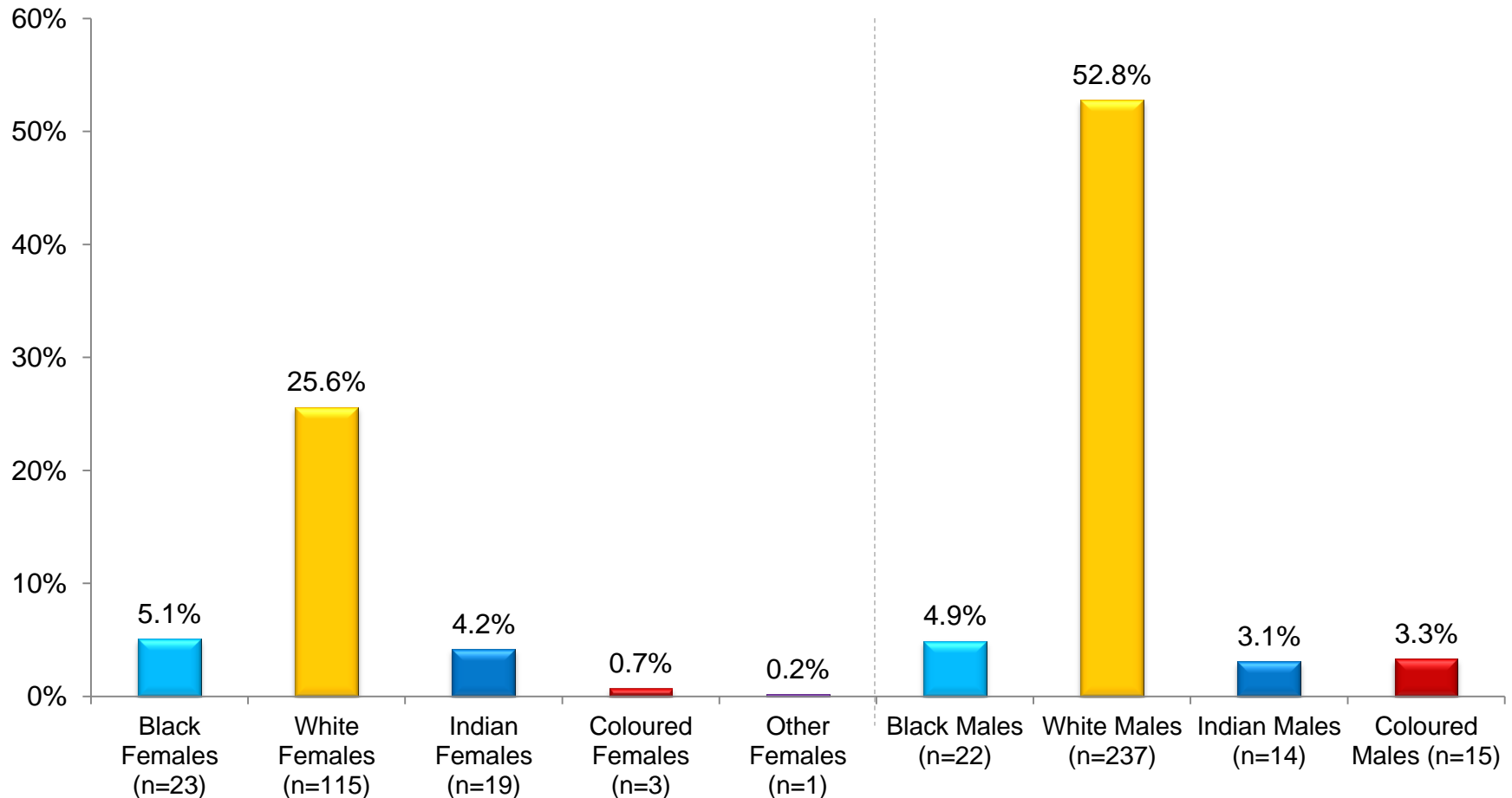
Males Not Disabled (n=840)



Overall Demographics: Equity Partners/Directors

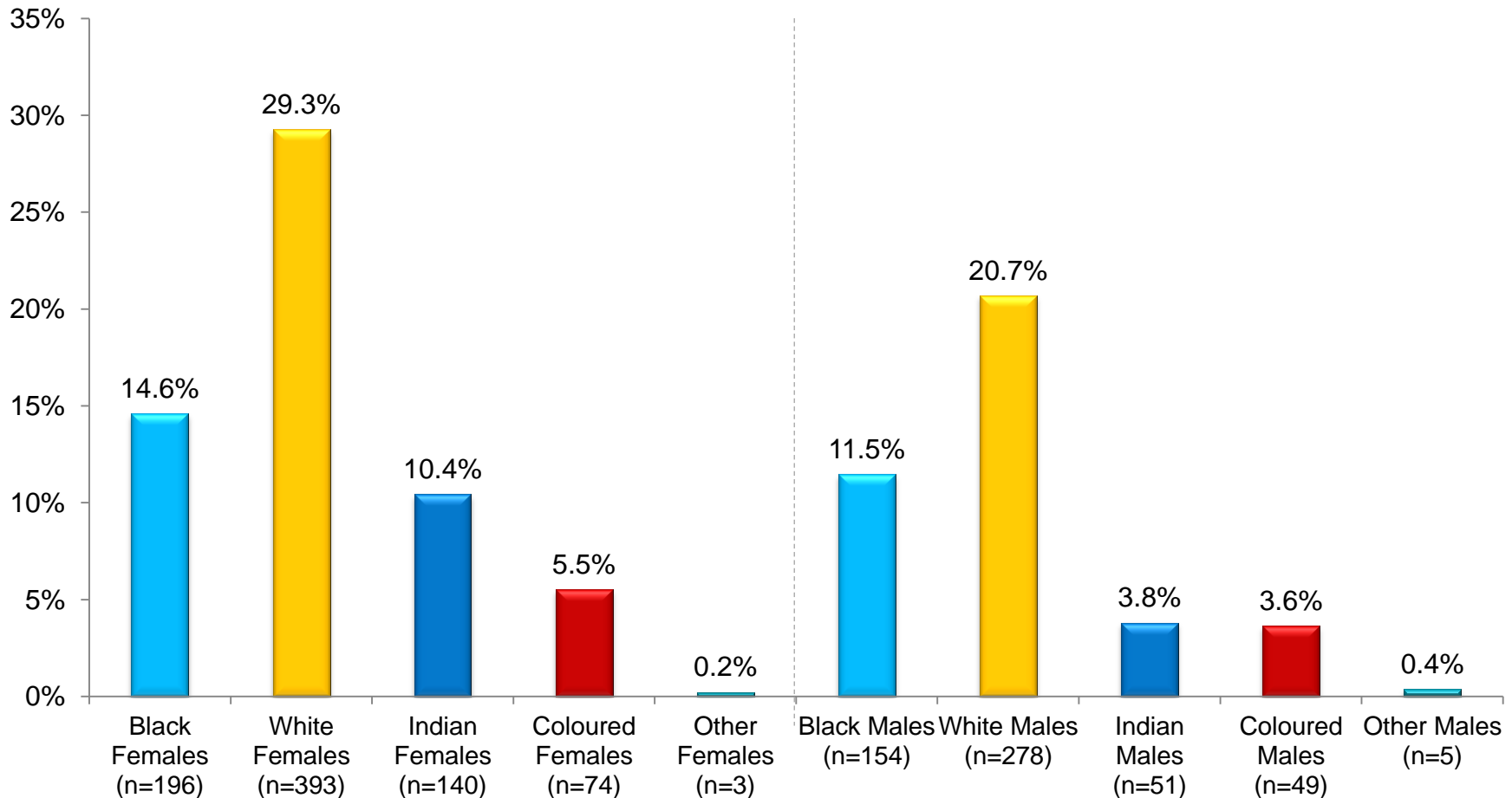
Equity Partners/Directors

(n=449)



Overall Demographics: Lower than Equity Partner/Director

Lower than Equity Partner/Director (n=1343)





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Overall Demographic Distribution by Employment Level

Females

- Females make up a total of 53.4% of the employees at all 12 participating firms.
- Overall, there are more than double the number of white females as compared to black females. Additionally, there tend to be more white females in more senior positions; 26% of equity partners are white females, while just 5% are black females. The only females at Managing Partner level are white.
- There are no female CEOs.

%	Total	Candidate Attorneys 1st Year	Candidate Attorneys 2nd Year	Associates 1st Year	Associates 2nd Year	Associates 3 Years Or More	Salary Partners/ Directors	Equity Partners/ Directors	Managing Partner	CEO
n =	1 815	243	234	152	147	392	175	449	18	5
Black Females Not Disabled	11.9	21	23	15	15	9	4	5	0	0
White Females Not Disabled	28.1	28	23	30	33	36	23	26	11	0
Indian Females Not Disabled	8.8	9	13	13	9	10	10	4	0	0
Coloured Females Not Disabled	4.2	5	8	9	5	6	0	1	0	0
'Other' Females Not Disabled	0.2	0	0	0	1	0	1	0	0	0
Black Females Disabled	0.2	0	0	1	0	0	0	0	0	0
White Females Disabled	0.1	0	0	0	0	0	0	0	6	0
Indian Females Disabled	0.0	0	0	0	0	0	0	0	0	0
Coloured Females Disabled	0.0	0	0	0	0	0	0	0	0	0
'Other' Females Disabled	0.0	0	0	0	0	0	0	0	0	0

Overall Demographic Distribution by Employment Level

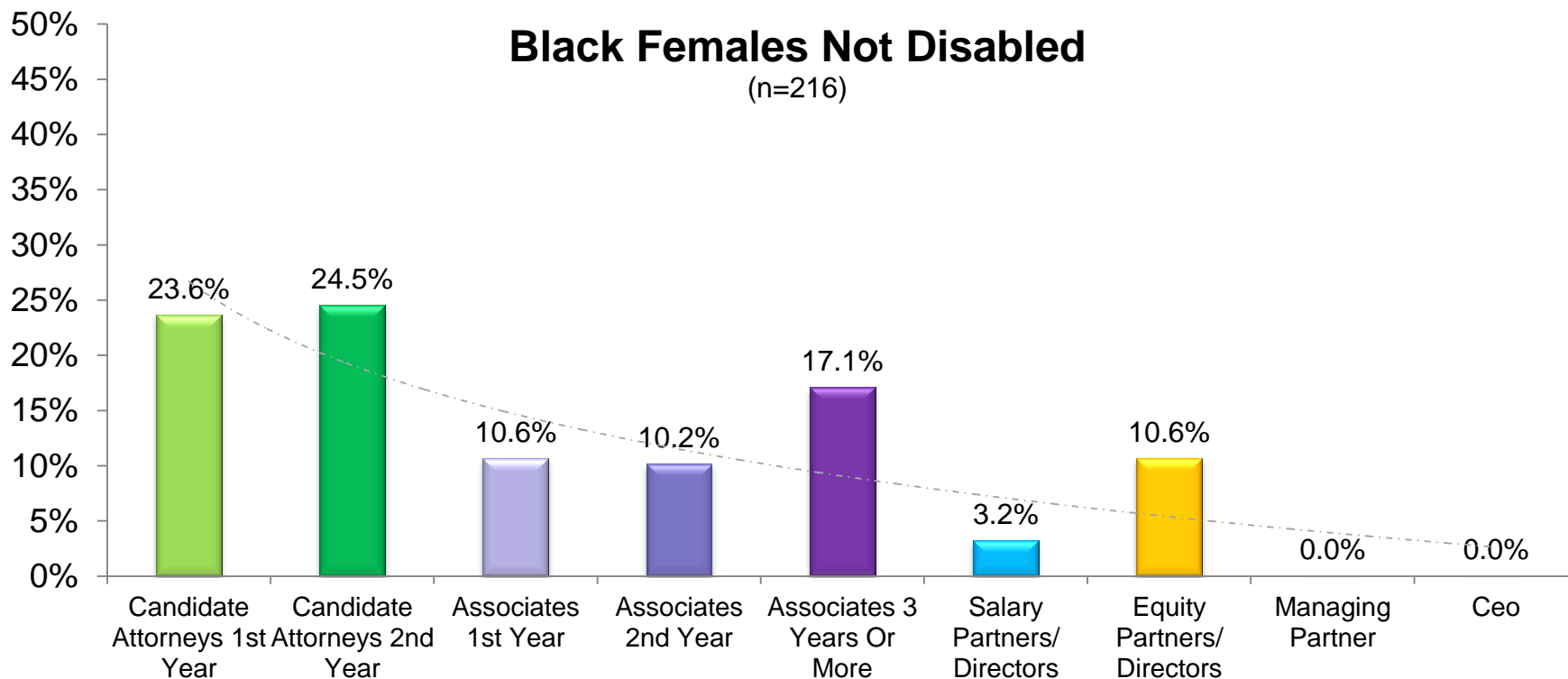
Males

- Males make up a total of 46.6% of the employees at all 12 participating firms. More than half of all males at firms are white.
- Senior positions seem to be dominated by white males; 45% of all salary partners, 53% of all equity partners, 72% of all managing partners and 80% of the CEOs at participating firms are white males.

	%	Total	Candidate Attorneys 1st Year	Candidate Attorneys 2nd Year	Associates 1st Year	Associates 2nd Year	Associates 3 Years Or More	Salary Partners/ Directors	Equity Partners/ Directors	Managing Partner	CEO
n =		1 815	243	234	152	147	392	175	449	18	5
Black Males Not Disabled		9.7	14	12	11	13	10	9	5	11	0
White Males Not Disabled		29.1	14	15	14	14	22	45	53	72	80
Indian Males Not Disabled		3.6	5	3	4	3	4	4	3	0	0
Coloured Males Not Disabled		3.6	3	3	3	5	4	5	3	0	20
'Other' Males Not Disabled		0.3	0	0	1	3	0	0	0	0	0
Black Males Disabled		0.1	0	0.4	0	0	0.3	0	0	0	0
White Males Disabled		0.2	0.4	0	0	0	0	0.6	0.2	0	0
Indian Males Disabled		0.0	0	0	0	0	0	0	0	0	0
Coloured Males Disabled		0.0	0	0	0	0	0	0	0	0	0
'Other' Males Disabled		0.0	0	0	0	0	0	0	0	0	0

Distribution of Black Females Across Employment Level (Not Disabled)

- There are less than half the number of black females employed in total (11.9% overall) as compared to white females (28.1% overall).
- There are no black females at Managing Partner or CEO level. The number of black females tends to decline in more senior positions.
- Most black females are employed at Candidate Attorney level (23.6% at first year and 24.5% at second year).

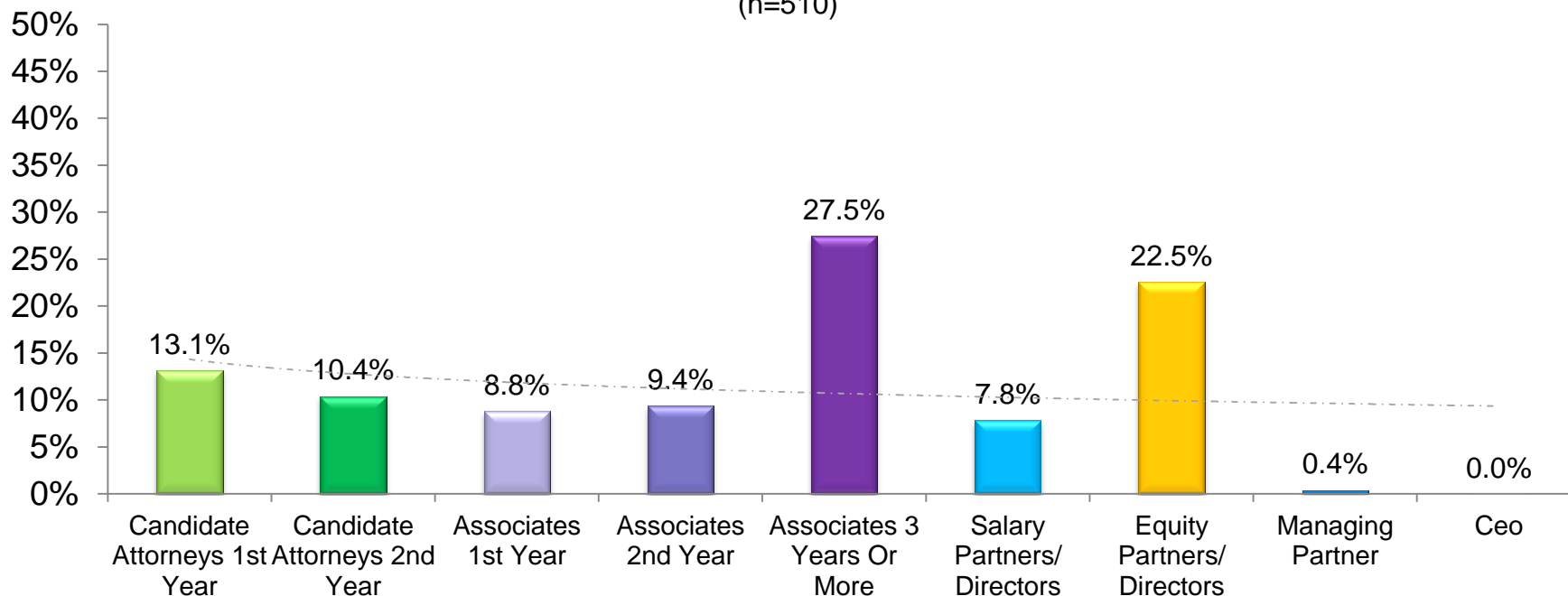


Distribution of White Females Across Employment Level (Not Disabled)

- Compared to black females, there are more white females employed in more senior positions.
- 27.5% of white females are employed as Associate 3 years or more; and 22.5% are Equity Partners/Directors.

White Females Not Disabled

(n=510)

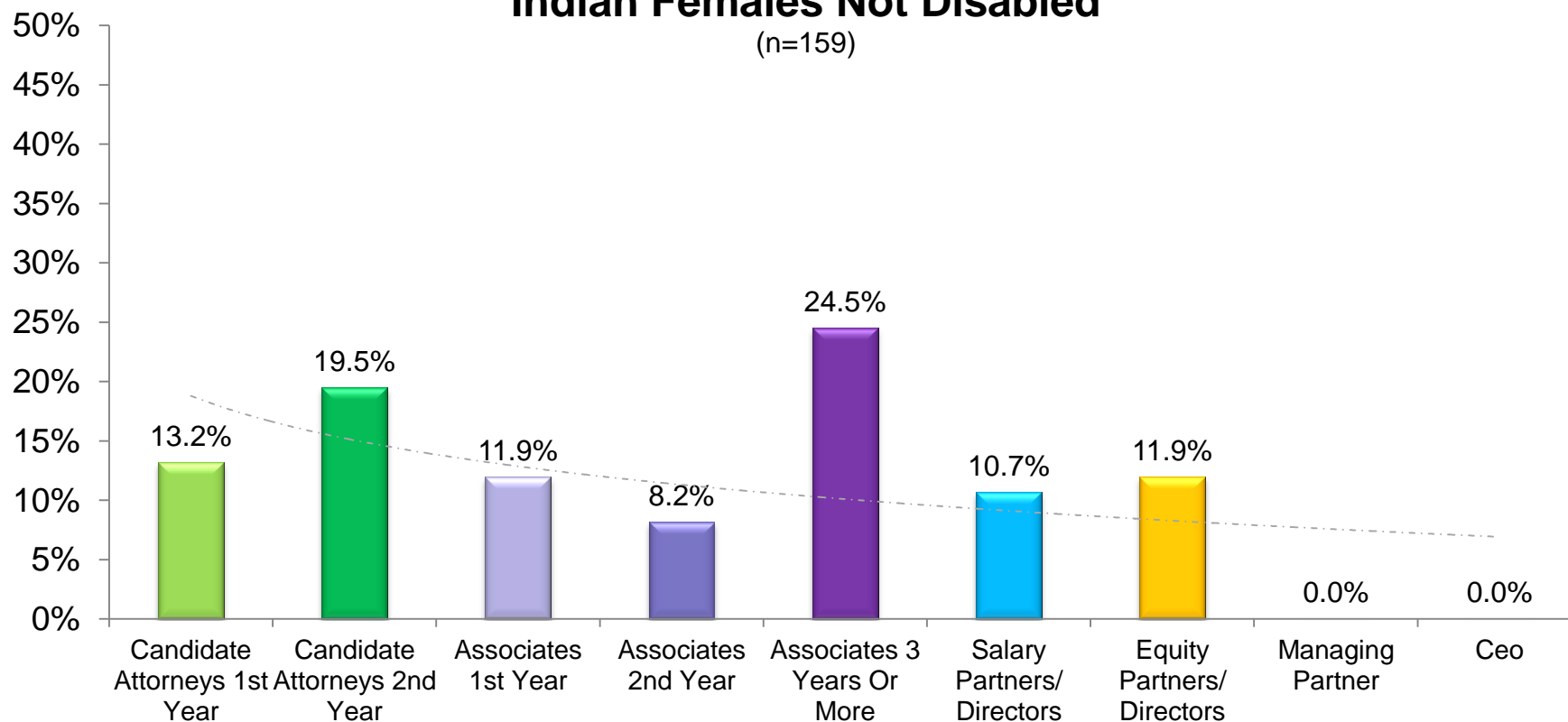


Distribution of Indian Females Across Employment Level (Not Disabled)

- There are more Indian females employed at senior levels as compared to black females (only 3.2% of black females are employed at Salary Partner level as compared to 10.7% of Indian females), but less compared to white females (22.5% of white females are employed at equity partner level).

Indian Females Not Disabled

(n=159)



Distribution of Coloured Females Across Employment Level (Not Disabled)

- There are very few coloured females employed at senior levels (Salary Partner or more senior):

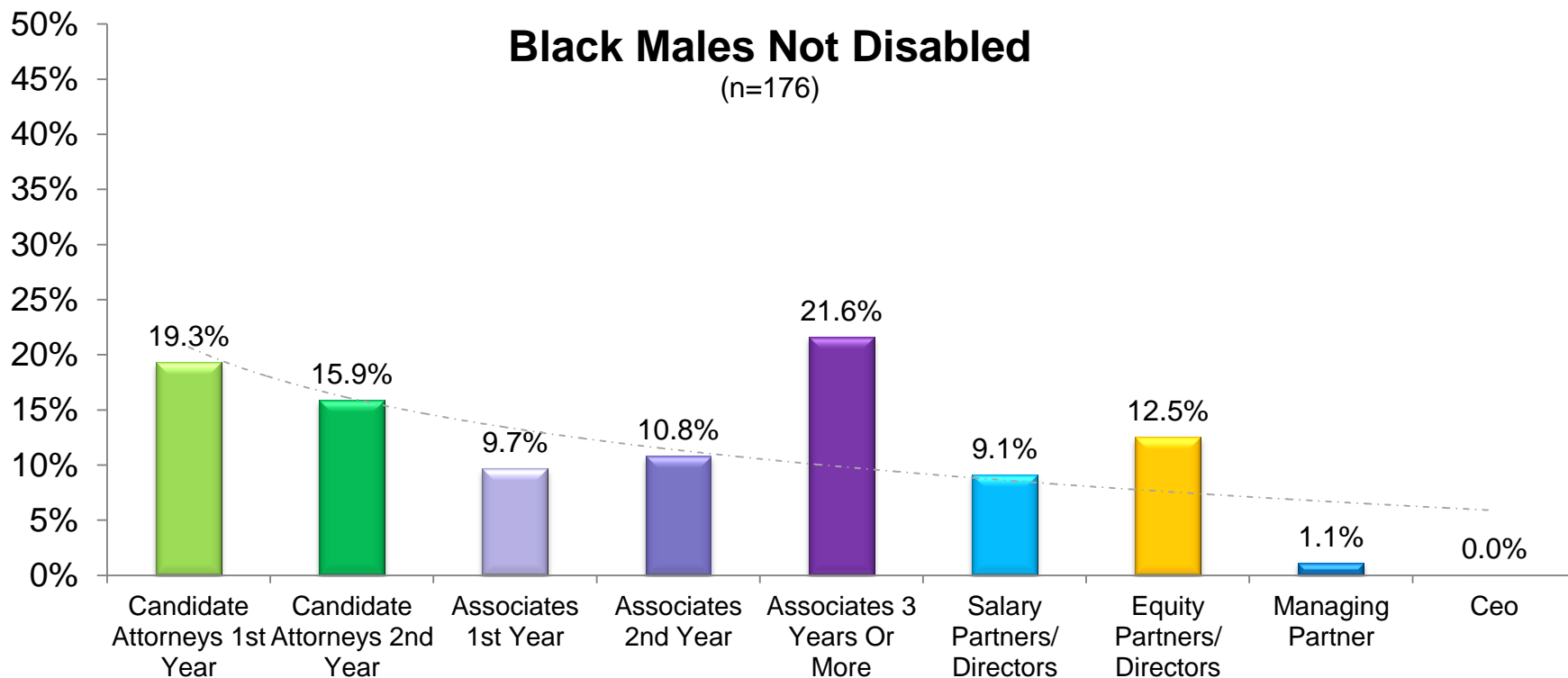
Coloured Females Not Disabled

(n=77)



Distribution of Black Males Across Employment Level (Not Disabled)

- Compared to black females, there are more black males employed at Salary Partner (9.1% compared to 3.2%), Equity Partner (12.5% compared to 10.6%) as well as Managing Partner level (1.1% compared to 0%).
- There are far fewer black males employed in senior positions as compared to white males (this will be illustrated in the next slide). Additionally, there are less than half the number of black males employed in total (9.7% overall) as compared to white males (29.1% overall).

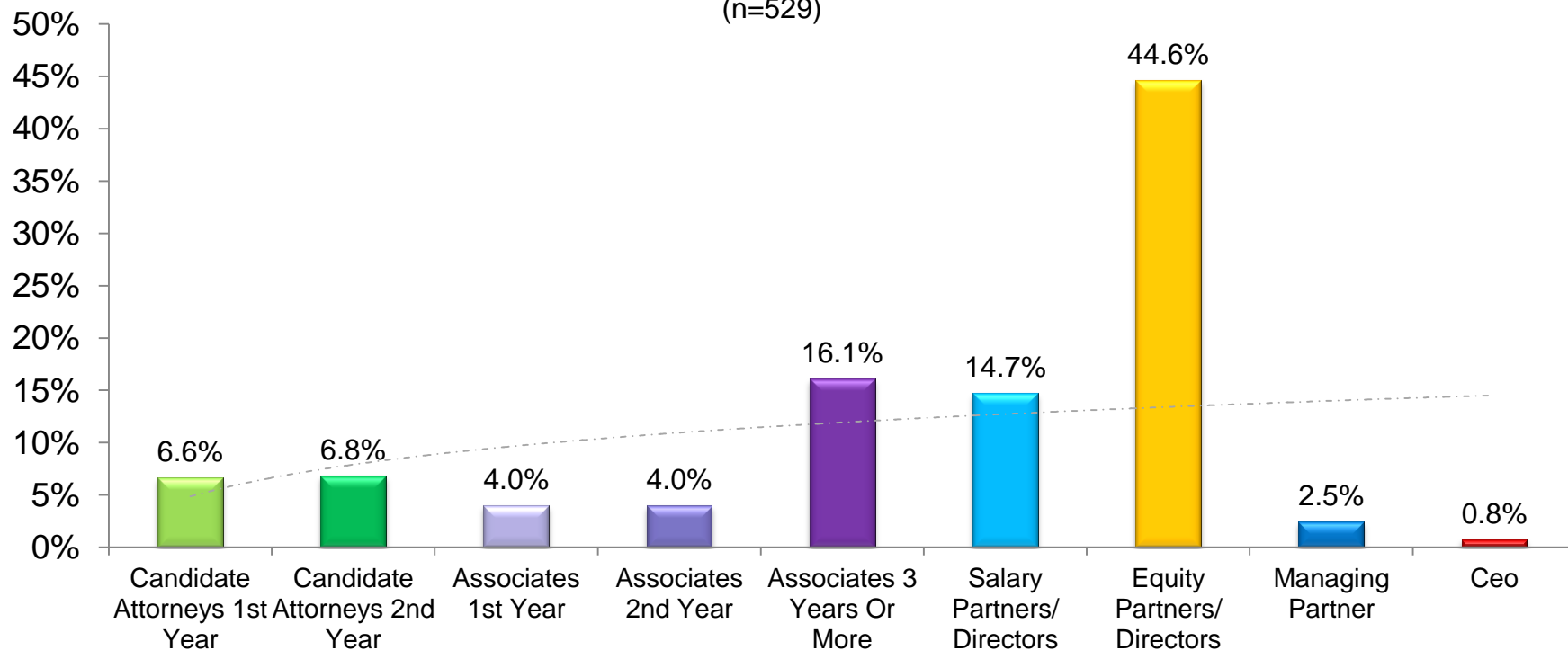


Distribution of White Males Across Employment Level (Not Disabled)

- Most white males are employed in more senior positions (from Associates 3 years or more to CEO level). 44.6% of white males are employed at Equity Partner level.
- As seen in previous slides, senior positions seem to be dominated by white males (45% of all salary partners, 53% of all equity partners, 72% of all managing partners and 80% of CEOs at participating firms are white males).

White Males Not Disabled

(n=529)

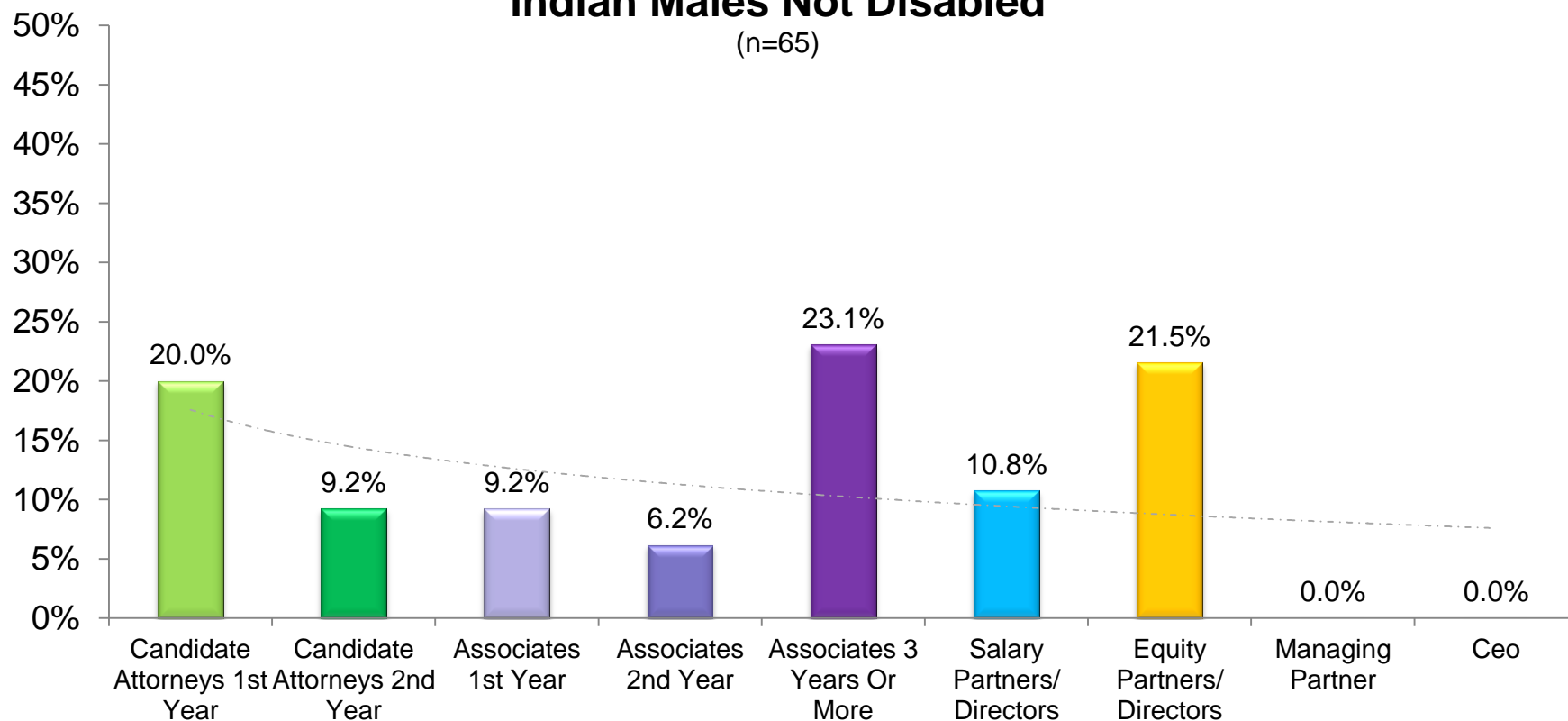


Distribution of Indian Males Across Employment Level (Not Disabled)

- 21.5% of Indian males are Equity Partners, as compared to just 12.5% of black males. There are also a greater proportion of Indian males who are employed in senior positions compared to Indian females (only 11.9% of Indian females are employed at Equity Partner level).
- Overall, Indian males make up just 3.6% of all legal professionals at participating firms.

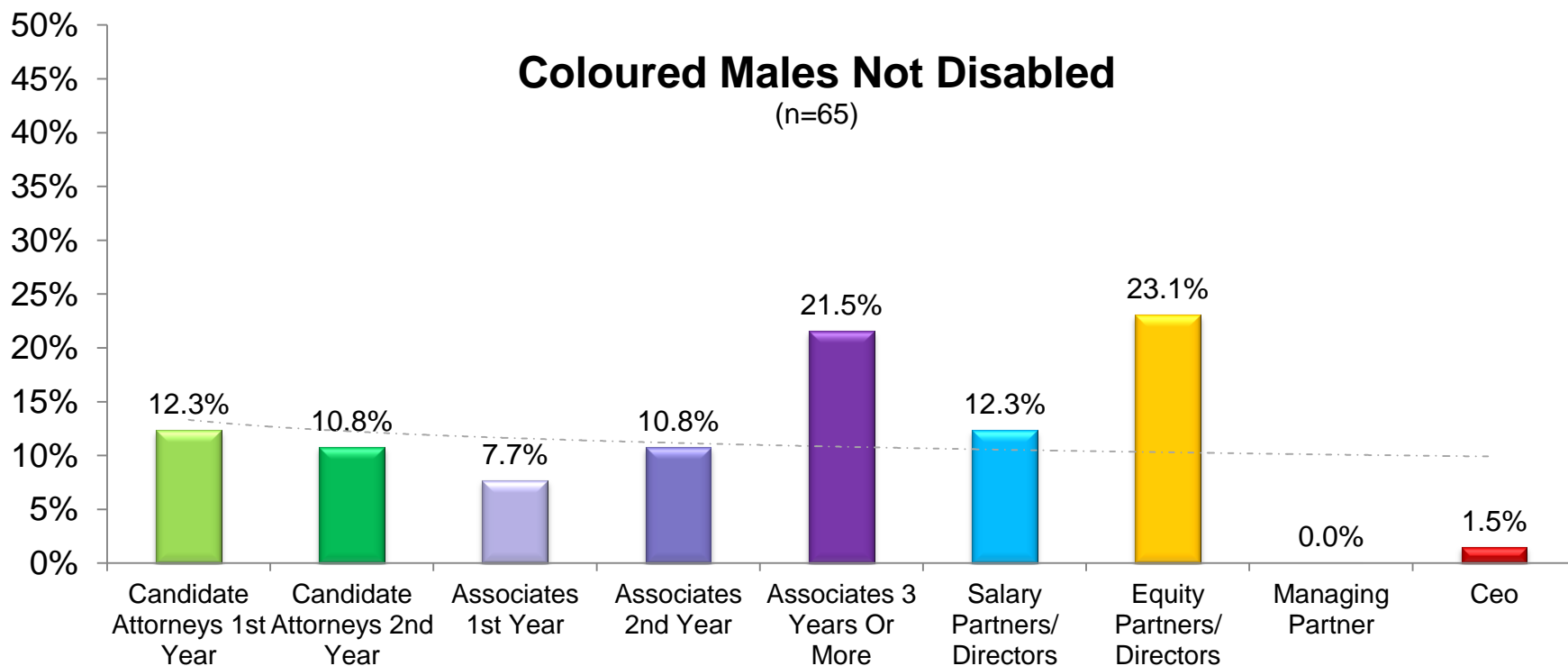
Indian Males Not Disabled

(n=65)



Distribution of Coloured Males Across Employment Level (Not Disabled)

- Overall, coloured males make up just 3.6% of all legal professionals at participating firms.
- Compared to coloured females, there are far more coloured males in senior positions; 12.3% of coloured males are Salary Partners/Directors (compared to 0% of Coloured females), 23.1% of coloured males are Equity Partners (compared to 3.9% of coloured females) and 1.5% of coloured males are CEOs (compared to 0% of coloured females).
- 23.1% of coloured males are Equity partners, compared to just 12.5% of black males.



Distribution of Disabled Employees Across Employment Level



- Disabled employees make up a total of 0.6% of all employees at participating firms, and are distributed across employment level as shown in the table below:

	%	Total	Candidate Attorneys 1st Year	Candidate Attorneys 2nd Year	Associates 1st Year	Associates 2nd Year	Associates 3 Years Or More	Salary Partners/ Directors	Equity Partners/ Directors	Managing Partner	CEO
n =		1 815	243	234	152	147	392	175	449	19	4
Black Females Disabled		3	1	-	1	-	1	-	-	-	-
		0.2%	33.3%	-	33.3%	-	33.3%	-	-	-	-
White Females Disabled		1	-	-	-	-	-	-	-	1	-
		0.1%	-	-	-	-	-	-	-	100.0%	-
Black Males Disabled		2	-	1	-	-	1	-	-	-	-
		0.1%	-	50.0%	-	-	50.0%	-	-	-	-
White Males Disabled		3	1	-	-	-	-	1	1	-	-
		0.2%	33.3%	-	-	-	-	33.3%	33.3%	-	-



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There are fewer females in senior positions compared to males

- Across race groups, there tend to be more males employed at senior levels (from Salary Partner to CEO) than females.
- Even though females make up a greater proportion of legal professionals employed at participating firms overall (53.4%), they tend to be employed in fewer senior roles.



There are more white lawyers in senior positions than other race groups

- Together, white males and females make up over half of all legal professionals employed at the participating law firms (57.2%).
- In addition, white males and females tend to occupy more senior positions than other race groups:
 - White employees make up 68% of all salary partners, 79% of all equity partners, 89% of all managing partners and 80% of CEOs.



There are very few disabled lawyers

- Disabled employees made up a total of just 0.6% of all legal professionals at participating firms.



- Thank You -