



Snapshot of the Profession 2020

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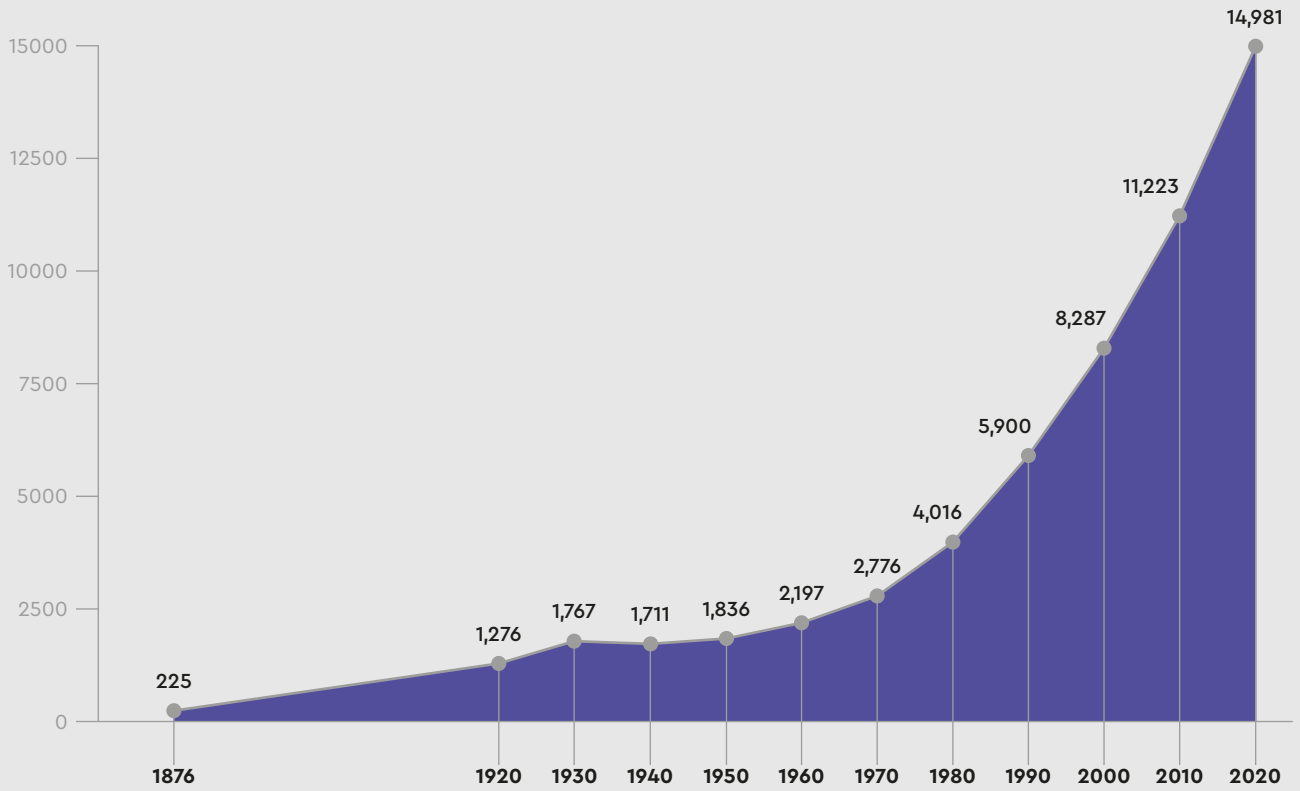
At 1 May 2020, New Zealand's legal profession – like the rest of the country – had spent three days in Level 3 lockdown after nearly five weeks at Level 4. Just under 15,000 lawyers held practising certificates, of whom 14,039 worked in New Zealand. Lockdown had frozen many things, including new entrants to the profession: the newest lawyers in the country were the 35 who had been admitted on 20 March 2020 and subsequently taken out practising certificates. COVID-19 has slowed the increase, but it hasn't put a stop to the overall growth in the number of lawyers, however. At 1 May 2020 there were 353 more New Zealand-based lawyers than a year previously, a growth of 2.6%.

This Snapshot draws on information held by the New Zealand Law Society | Te Kāhui Ture o Aotearoa in its role of regulator of the practice of law. Historical statistics are taken from New

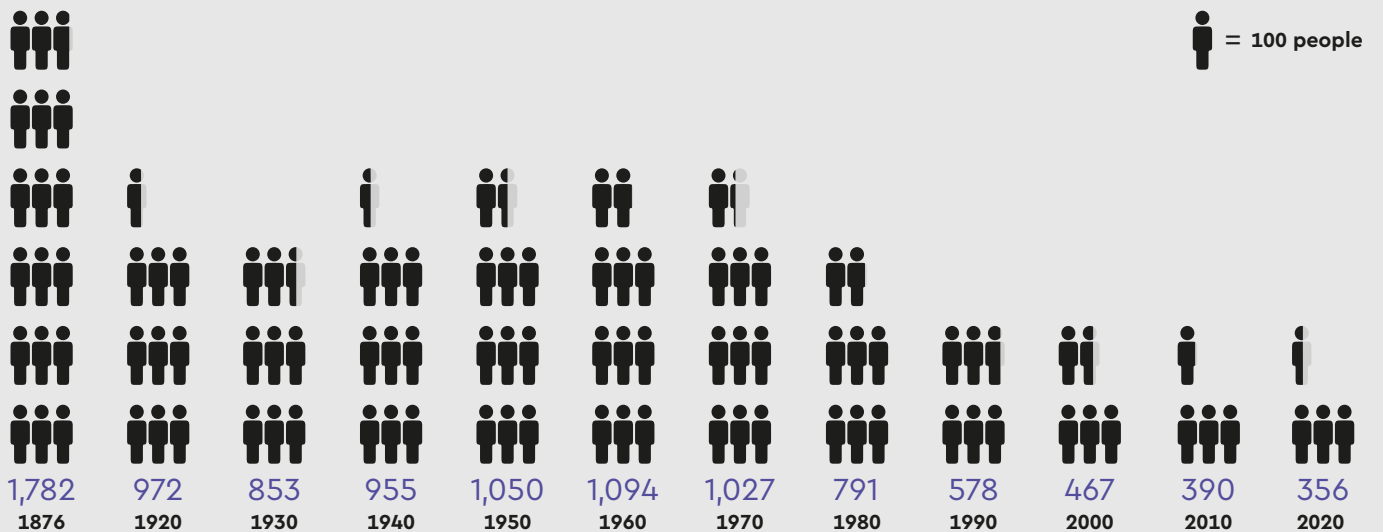
Zealand Law Society annual reports. Care has been taken to present the information in such a way that identification of individuals or organisations is not possible.

In 1876, The Jurist stated that New Zealand had 225 lawyers. This gave the country one lawyer for every 1,782 people. The number of lawyers has grown at a faster rate than New Zealand's population since the end of World War II. The number of people per lawyer rose from the mid-1920s until it peaked in 1943 at 1277.8 people for every lawyer. From then the proportion of lawyers started to increase, gaining momentum from the mid-1970s. The introduction of the Lawyers and Conveyancers Act 2006 meant that lawyers who were based overseas could hold a New Zealand practising certificate, but they have been omitted from the 2010 and 2020 figures for the purposes of comparison.

Lawyers based in New Zealand



People per lawyer in New Zealand



New Zealand practising certificate holders

Centre	Barristers	In-house	Law Firms	Unknown	Total	Female	Male
Auckland	890	1,319	3,821	75	6,105*	3,107	2,997
Wellington	231	1,256	1,030	39	2,556*	1,395	1,160
Christchurch	149	220	962	27	1,358	762	596
Hamilton	72	99	375	12	558	314	244
Tauranga	44	53	243	3	343	184	159
Dunedin	44	47	206	5	302	158	144
Lower Hutt	4	90	143	9	246	127	119
Nelson	10	16	148	0	174	87	87
Whangārei	19	16	116	2	153	82	71
Rotorua	16	18	116	1	151	83	68
New Plymouth	11	16	102	3	132	72	60
Invercargill	6	7	114	2	129	63	66
Palmerston North	5	13	103	2	123	53	70
Napier	14	19	88	1	122	50	72
Queenstown	5	6	100	1	112	65	47
Hastings	8	12	75	1	96	53	43
Whanganui	7	4	54	1	66	28	38
Gisborne	1	7	53	0	61	32	29
Blenheim	9	5	45	1	60	32	28
Porirua	7	19	32	2	60	33	27
Timaru	2	3	49	1	55	30	25
Pukekohe	2	4	45	0	51	24	27
Rangiora	4	3	37	0	44	21	23
Ashburton	1	4	36	1	42	25	17
Taupō	4	4	34	0	42	22	20
Masterton	5	1	31	0	37	20	17
Paraparaumu	8	4	21	2	35	17	18
Whakatāne	0	3	28	1	32	19	13
Other centres	96	78	593	24	794	416	378
NZ-based	1,674	3,346	8,800	216	14,039*	7,374	6,663
Overseas	28	252	628	34	942	486	456
Total	1,702	3,598	9,428	250	14,981*	7,860	7,119

*Total includes Gender Diverse lawyers.

Whangārei **153**
9th F 53.6% M 46.4%

Auckland **6,105**
1st F 50.9% M 49.1%

Pukekohe **51**
22nd F 47.1% M 52.9%

Hamilton **558**
4th F 56.3% M 43.7%

Taupō **42**
25th F 52.4% M 47.6%

New Plymouth **132**
11th F 54.5% M 45.5%

Whanganui **66**
17th F 42.4% M 57.6%

Palmerston North **123**
13th F 43.1% M 56.9%

Paraparaumu **35**
27th F 48.6% M 51.4%

Masterton **37**
26th F 54.1% M 45.9%

Porirua **60**
20th F 55.0% M 45.0%

Lower Hutt **246**
7th F 51.6% M 48.4%

Wellington **2,556**
2nd F 54.6% M 45.4%

Tauranga **343**
5th F 53.6% M 46.4%

Rotorua **151**
10th F 55.0% M 45.0%

Whakatāne **32**
28th F 59.4% M 40.6%

Gisborne **61**
18th F 52.5% M 47.5%

Napier **122**
14th F 41.0% M 59.0%

Hastings **96**
16th F 55.2% M 44.8%

Blenheim **60**
19th F 53.3% M 46.7%

Nelson **174**
8th F 50.0% M 50.0%

Rangiora **44**
23rd F 47.7% M 52.3%

Christchurch **1,358**
3rd F 56.1% M 43.9%

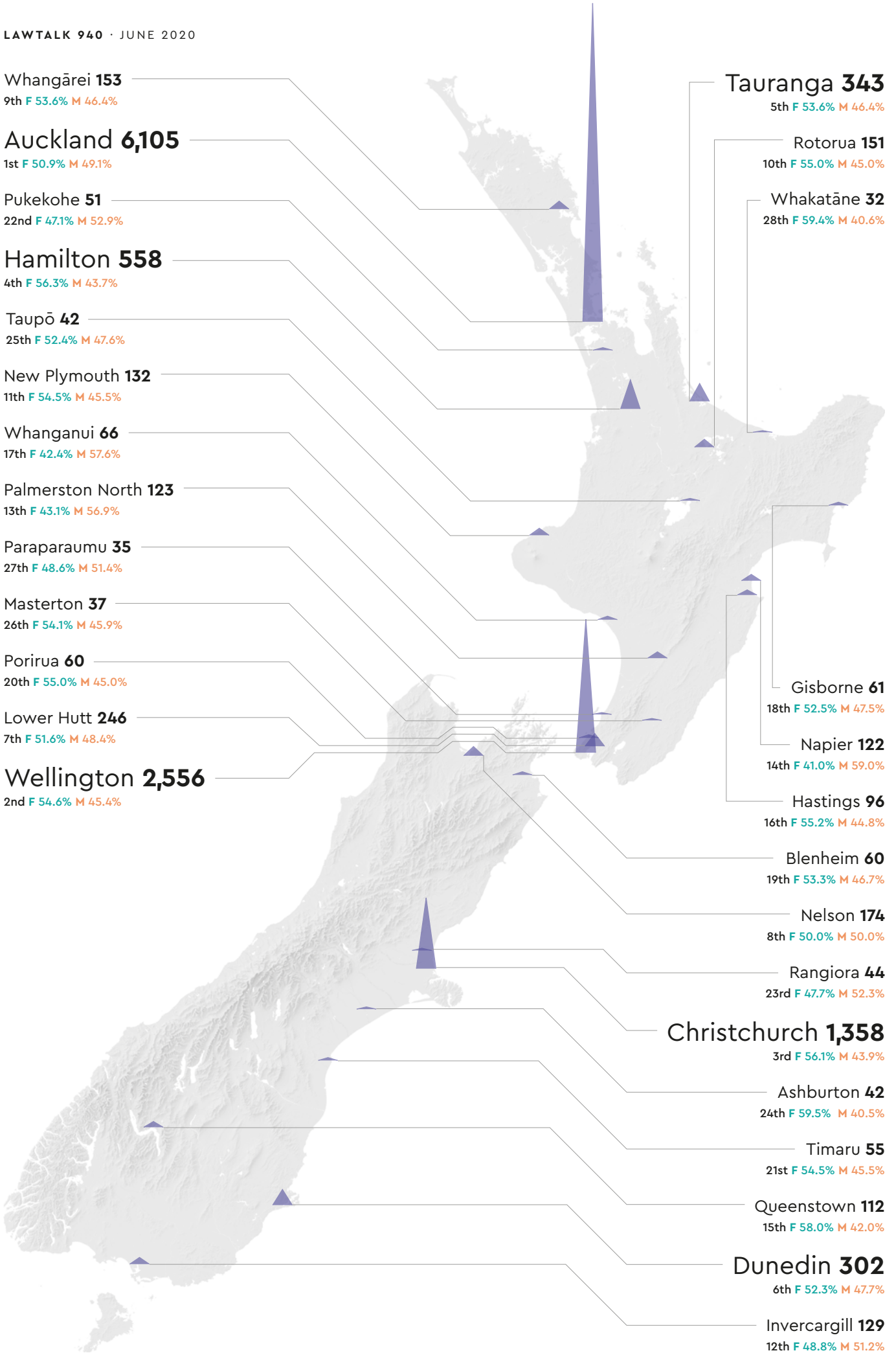
Ashburton **42**
24th F 59.5% M 40.5%

Timaru **55**
21st F 54.5% M 45.5%

Queenstown **112**
15th F 58.0% M 42.0%

Dunedin **302**
6th F 52.3% M 47.7%

Invercargill **129**
12th F 48.8% M 51.2%



Gender

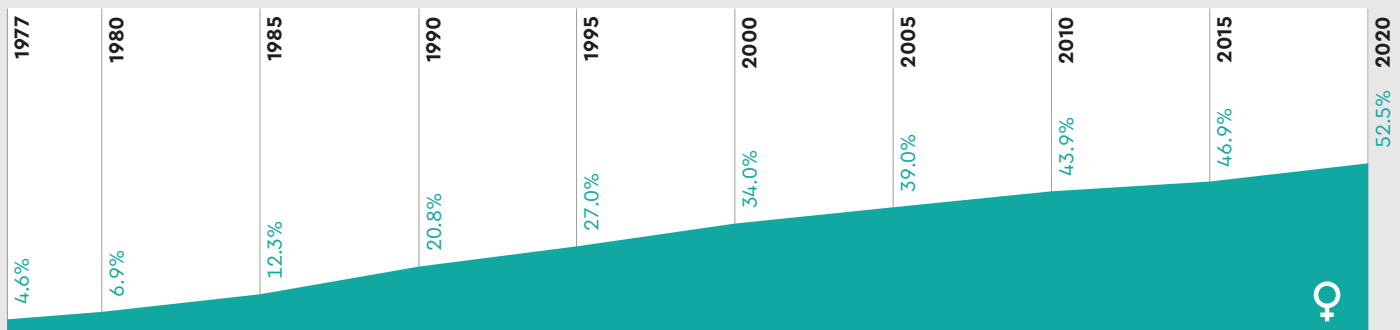
Women make up **52.5% of 14,039** New Zealand-based lawyers. Women outnumbered men for the first time in January 2018. **Over 60%** of people admitted as lawyers in New Zealand are women. If this rate continues – and it shows no sign of slowing – women will comprise around 60% of the profession by 2030. Of lawyers currently in practice, just under **46% of women** have been in practice for

10 years or less, compared with **31% of men** – and 62% of all lawyers who have been admitted in the last decade are women. Of course that needs to be balanced against the fact that women make up just **34%** of directors and partners in firms with more than one lawyer, and slightly under **23%** of Queen's Counsel.

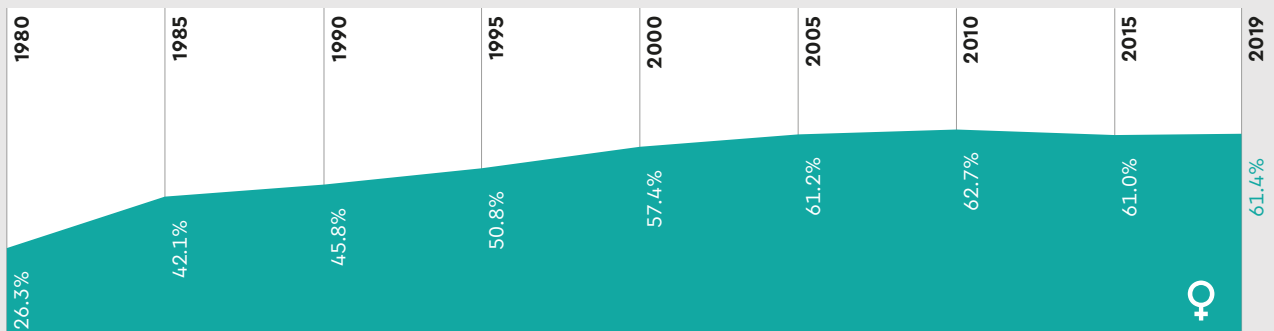
Information on lawyer gender was first collected by the Law Society in 1977.

In that year there were **168** practising women lawyers – just **4.6%** of the profession. The first information on admission of women as barristers and solicitors of the High Court is available for 1980. The tipping point was in 1993, when more women were admitted than men for the first time. It took another 24 years before there were more women lawyers than men.

PROPORTION OF WOMEN PRACTISING IN NEW ZEALAND



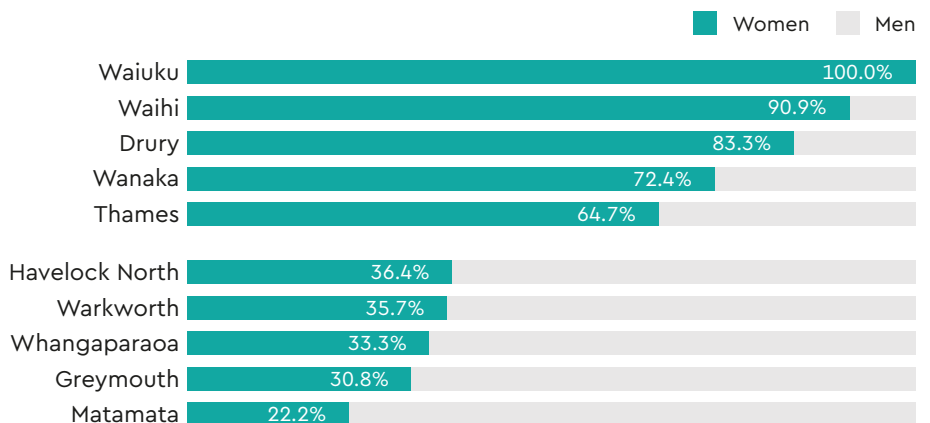
PROPORTION OF WOMEN ADMISSIONS IN NEW ZEALAND



Proportion of women

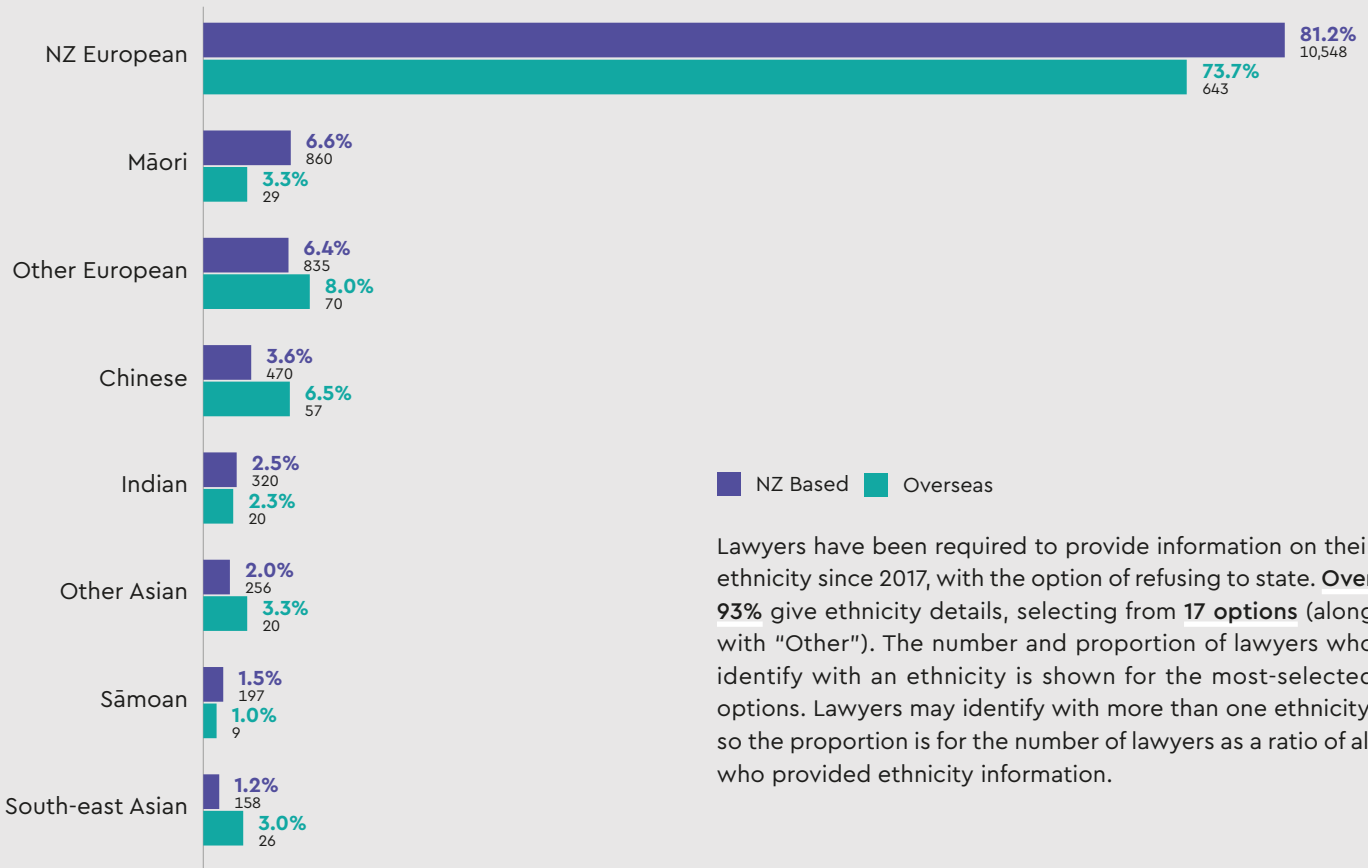
On a population centre basis, there is a wide variation in the gender balance. In centres with 10 or more lawyers this ranges from Waiuku's all-woman legal profession to male-heavy Matamata. There were 56 centres with 10 or more lawyers, and of these **34 had a majority of women**, there were equal numbers in 2, and there was a majority of men in 21.

CENTRES WITH THE HIGHEST AND LOWEST PROPORTION OF WOMEN LAWYERS (MORE THAN 10 LAWYERS)



Ethnicity

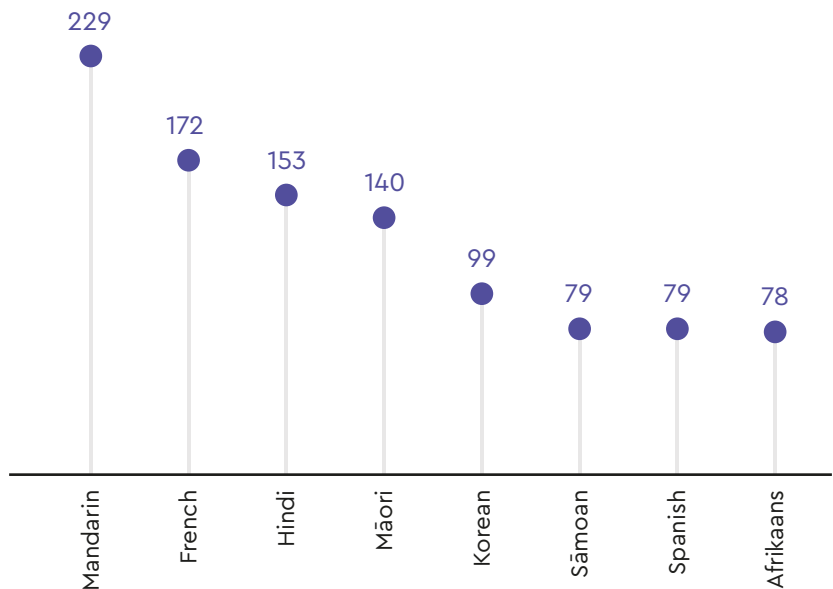
PROPORTION OF LAWYERS NZ BASED AND OVERSEAS BY ETHNICITY



Lawyers have been required to provide information on their ethnicity since 2017, with the option of refusing to state. **Over 93%** give ethnicity details, selecting from **17 options** (along with "Other"). The number and proportion of lawyers who identify with an ethnicity is shown for the most-selected options. Lawyers may identify with more than one ethnicity, so the proportion is for the number of lawyers as a ratio of all who provided ethnicity information.

Language

Lawyers are given the option of stating which languages they speak. Just **under 65%** leave this blank, meaning the information is very indicative only – although it is likely that those who are proficient in a language other than English would favour including this in the information held on the Register of Lawyers. Four lawyers selected New Zealand's other official language, New Zealand Sign Language. Apart from English (selected by 4,597) the most-selected languages for New Zealand-based lawyers are:



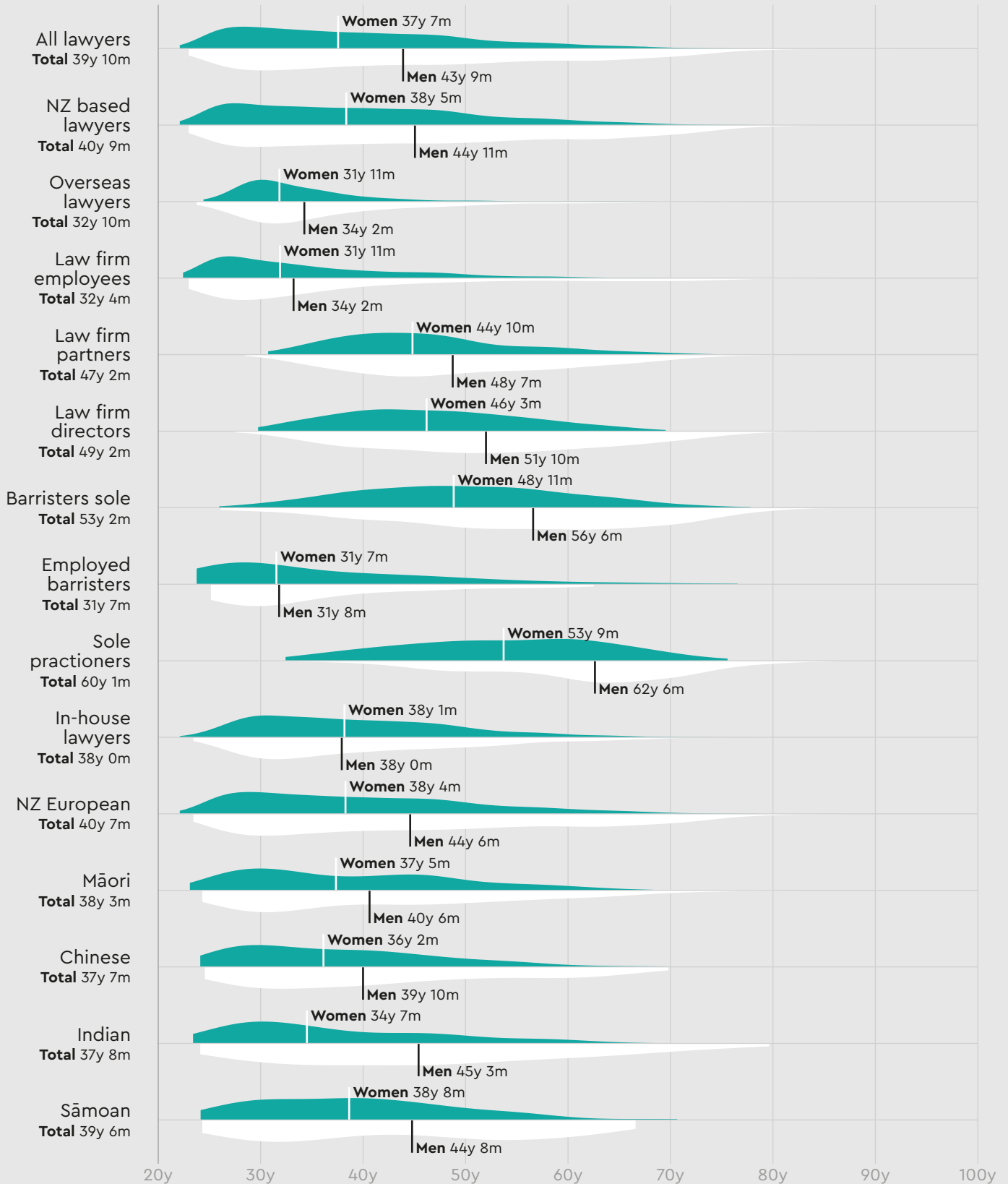
Age and Experience

It is optional to disclose your age to the Law Society, and the older lawyers tend to be more wary about doing this.

Overall, just under 85% of lawyers have shared their age. The oldest practising lawyer in New Zealand is aged 92 and

the youngest turned 22 a couple of months ago.

MEDIAN AGE OF LAWYERS



Time in practice from admission

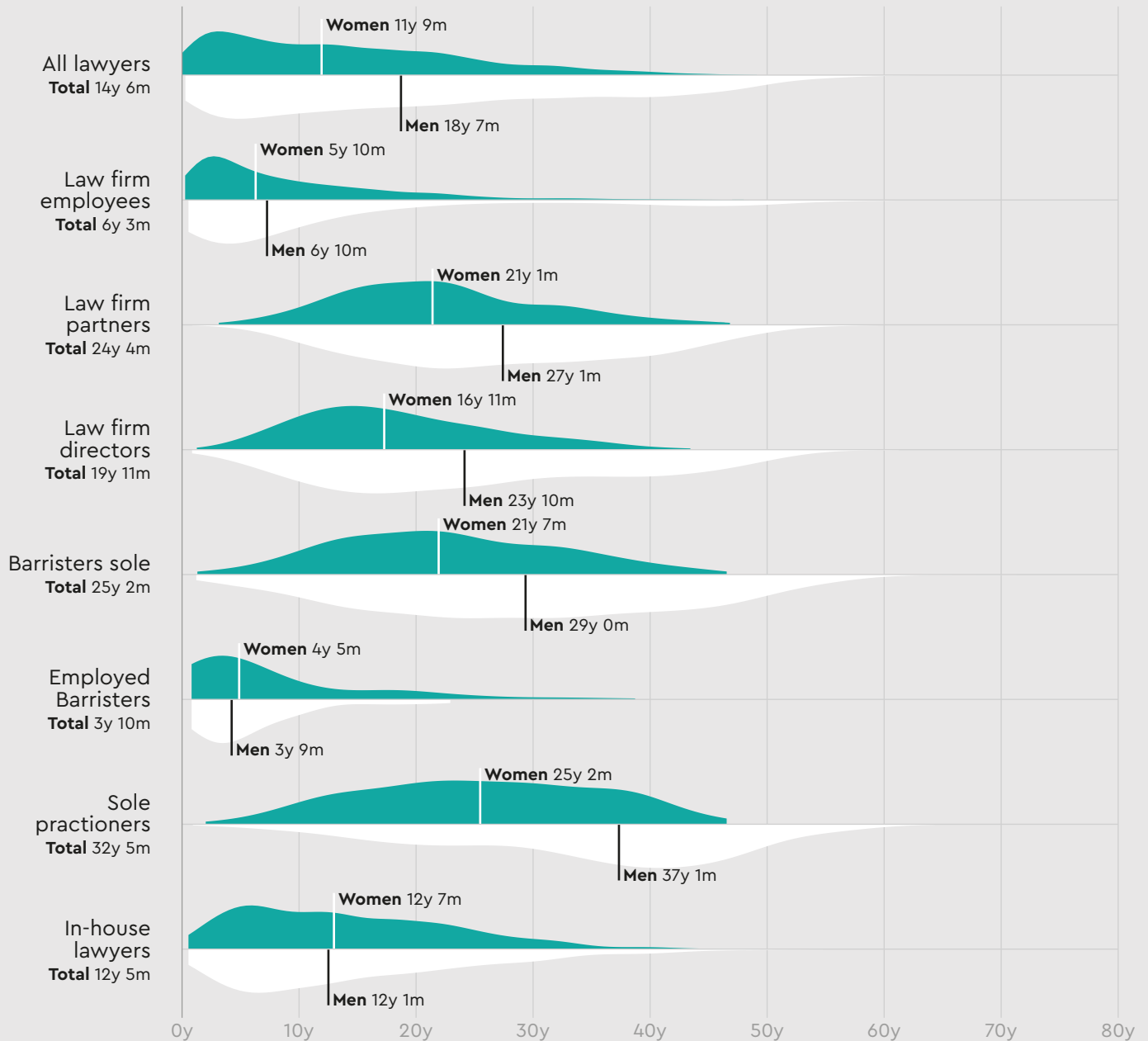
Information from the last decade indicates that most New Zealand lawyers spend around 40 to 45 years in practice, and quite a few seem to stop renewing their practising certificates at the age of 68. The data available doesn't track lawyers who step down from partnership or directorships to become consultants and often reduce their work hours to focus on a few clients (then showing up

in the "employed lawyer" data). At 1 May 2020, the median time in practice for all New Zealand-based lawyers was **15 years and 2 months**, while lawyers based overseas had a median time in practice of **7 years and 6 months**. The data used does not take account of time when a lawyer was not practising (for example, away on parental leave, time out, overseas, or other reasons).

Hours worked

The New Zealand Law Society and Niche Legal Salary Survey 2018 focused on employed lawyers only. It found that **85%** of respondents worked full-time (over 37.5 hours a week) – **96% of men** and **80% of women**. Of those who worked part-time, **52%** worked 21 to 30 hours, with **30%** working more than 30 hours. Slightly more (**86%**) private practice lawyers worked full-time than in-house lawyers (**84%**). Lawyers working in smaller centres – **22%** – were more likely to work part-time.

MEDIAN TIME IN PRACTICE FROM ADMISSION



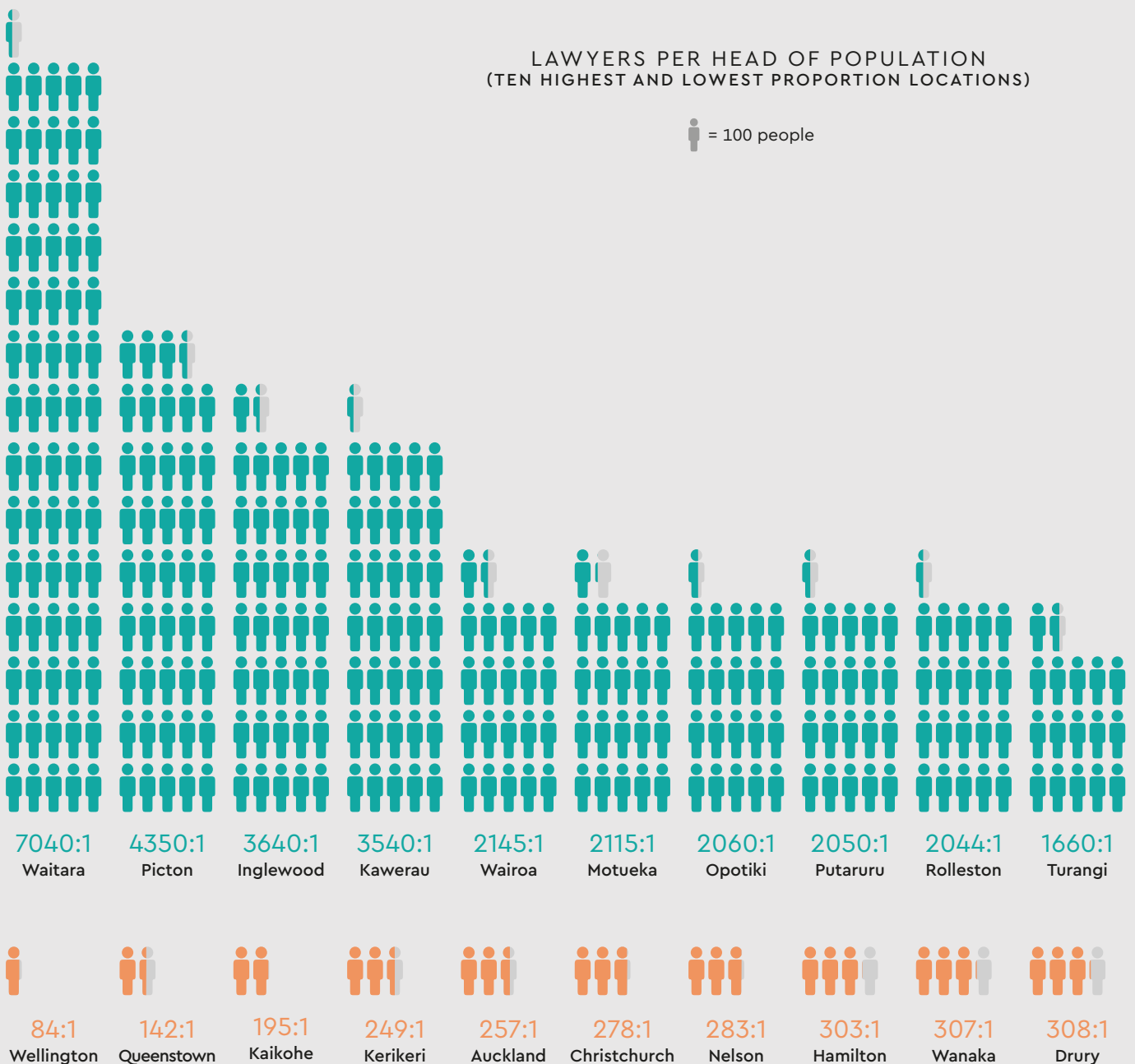
Locations

Lawyers work in over 150 separate communities around New Zealand and lawyers with New Zealand practising certificates are working in 47 countries overseas. While lawyers may provide services in more than one location, the information shows the place which appears on the Register of Lawyers.

Lawyers per head of population

The population is calculated on that of the urban area and is sourced from Statistics New Zealand's estimates at 31 March 2020, when the total estimated resident population was 5,002,100. This gave **one lawyer for every 356.4 people**. Wellington's large contingent of in-house lawyers puts it well ahead of the rest of the country when looking at the ratio of lawyers to population. Taking out the in-house lawyers effectively doubles its ratio from **one lawyer to every 84 people**

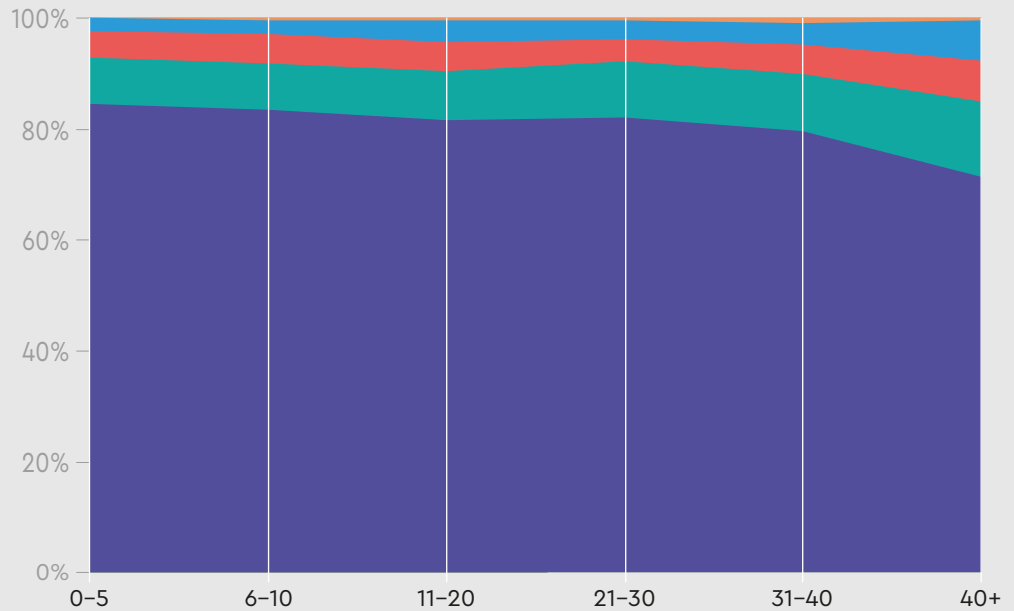
to one for every 161. At the other end, a number of communities are not well served in permanent lawyer numbers. Waitara has just **one for its estimated 7,040 people**, but is only 15 km from New Plymouth. Kaikōura no longer has a permanent lawyer, while the Chatham Islands now does have a lawyer. New Zealand's relatively small size means that a town with lawyers is not all that far away from anywhere, and a number of firms usually provide regular scheduled services where lawyers are thin on the ground.



Location of lawyers since admission

It is clear that New Zealand lawyers are clustered in the larger population centres, where the legal work is found. Just **over 54%** of New Zealanders live in seven major urban areas, but **81.9%** of lawyers are based there. Mapping lawyers to Statistics New Zealand's 2018 Statistical Standard for Geographic Areas shows that the shorter the time in practice, the more likely a lawyer is to be found in a large population centre – **84.8% of lawyers** in their first five years are based in the major urban areas, compared with **71.5% of lawyers** who have practised for over 40 years. Areas classified as "rural" are the home to around 750,000 New Zealanders – but just **34 lawyers**.

LAWYERS AT 1 MAY 2020 BY YEARS SINCE ADMISSION



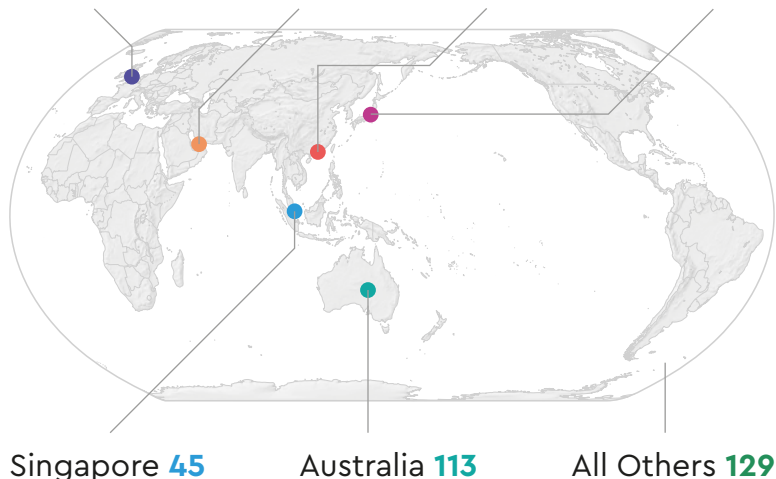
Area	Population	0-5	6-10	11-20	21-30	31-40	40+	Total
Major urban	100,000+	84.8%	83.6%	81.8%	81.9%	79.9%	71.5%	81.9%
Large urban	30,000-99,999	8.3%	8.1%	8.8%	10.4%	9.9%	13.4%	9.3%
Medium urban	10,000-29,999	4.5%	5.4%	5.3%	4.1%	5.6%	7.3%	5.1%
Small urban	1,000-9,999	2.4%	2.4%	3.9%	3.5%	3.7%	7.6%	3.5%
Rural		0.0%	0.5%	0.2%	0.1%	0.9%	0.1%	0.2%

Lawyers based overseas

Over half the lawyers with New Zealand practising certificates who are working overseas are in England, with most in London. Most (67%) work for law firms, with 27% working in-house, and 69.6% are 10 years or less out from admission (compared to 38.6% of New Zealand-based lawyers).

PRACTISING CERTIFICATE HOLDERS WORKING OVERSEAS, 1 FEBRUARY 2019

England **566** Dubai **25** Hong Kong **48** Japan **16**



Types of Practice

Lawyers may practise in three different ways: as barristers and solicitors, as barristers sole, and as in-house lawyers. Each of those categories may be subdivided

Barristers

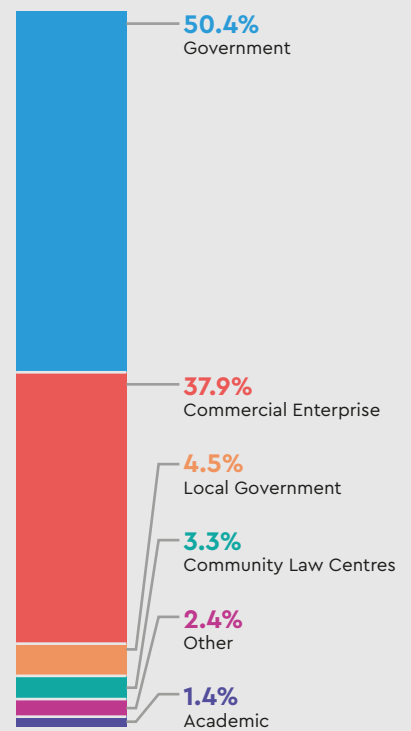
At 1 May there were **1674 lawyers** practising as barristers – **11.9%** of New Zealand-based lawyers. Of these, **1517** were barristers sole – who included 137 Queen's Counsel – and **157** were employed barristers who worked for barristers sole and were unable to practise on their own account. Barristers are based throughout New Zealand, but are concentrated in a few main centres. Just over three-quarters are in Auckland, Christchurch and Wellington. Men make up **60%** of barristers sole, but **62%** of employed barristers are women.

In-house lawyers

The proportion of lawyers who practise as in-house lawyers has been increasing over the last decade. In-house lawyers now make up **23.8%** of New Zealand-based lawyers. Wellington and Auckland dominate, with **77%** of all in-house lawyers. While Auckland now has more in-house lawyers than Wellington, the legal profession in Wellington (49.1% of all lawyers) and Lower Hutt (36.6%) still has the highest proportion working in-house.

The employers of in-house lawyers can be categorised by several differing functions. **Central government employs just over half** (including district health boards and the 190 lawyers who work for the Public Defence Service), followed by the corporate sector.

BUSINESS OF EMPLOYERS OF IN-HOUSE LAWYERS



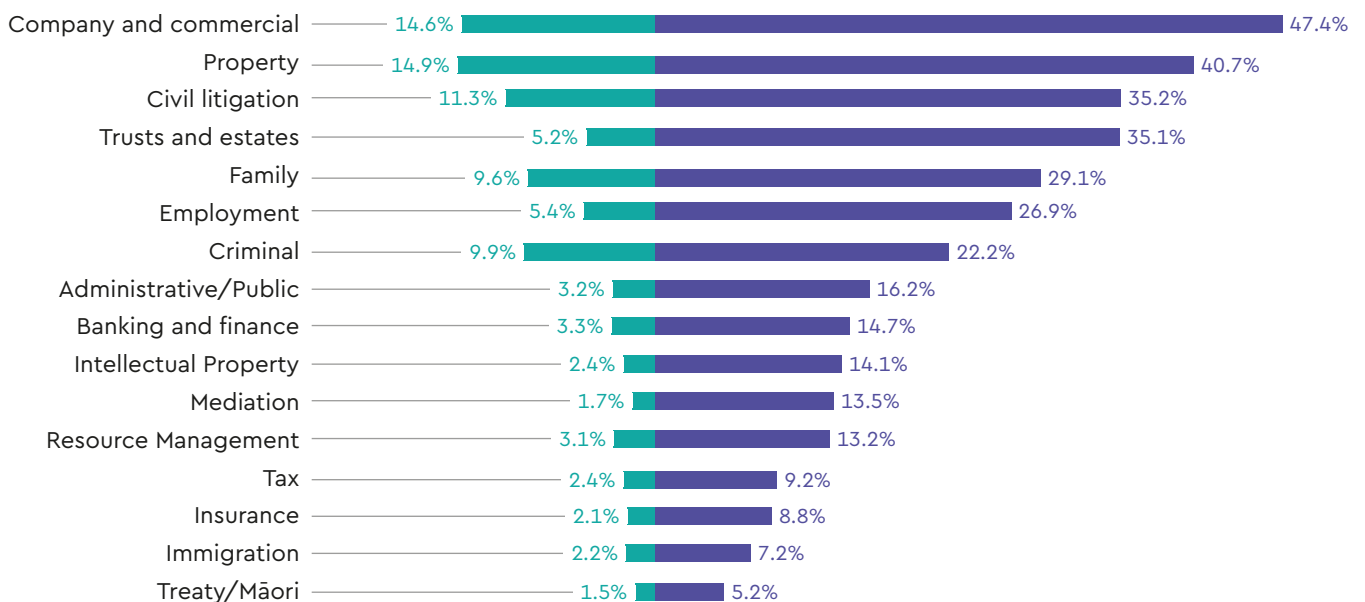
Areas of Practice

Lawyers are asked to give information on the areas in which they practise. Over **72%** have provided this, with a large proportion of those who do not having been in practice for 10 years or less.

The information in this section shows the proportion of lawyers who have indicated the areas in which they practise. As with past years, the **most-practised areas are company and commercial,**

property, civil litigation and trusts and estates. Some differences show in the areas practised by gender (with a high proportion of women specialising in family law) and ethnicity.

Practises more than half their time ■ Practises less than half their time



Lawyers in sole practices

For regulatory purposes, lawyers in firms with just one person able to practise on own account are defined as sole practices. However, for the purposes of this Snapshot, firms where there is just one lawyer of any type are considered separately from multi-lawyer firms and are defined as sole practices. Firms with a sole principal and other lawyers can have up to 20 employed lawyers and these have completely different characteristics from single lawyer firms. At 1 May there were **1222 sole practices**, of which **769 (62.9%)** were run by a male lawyer.

"NewLaw" firms

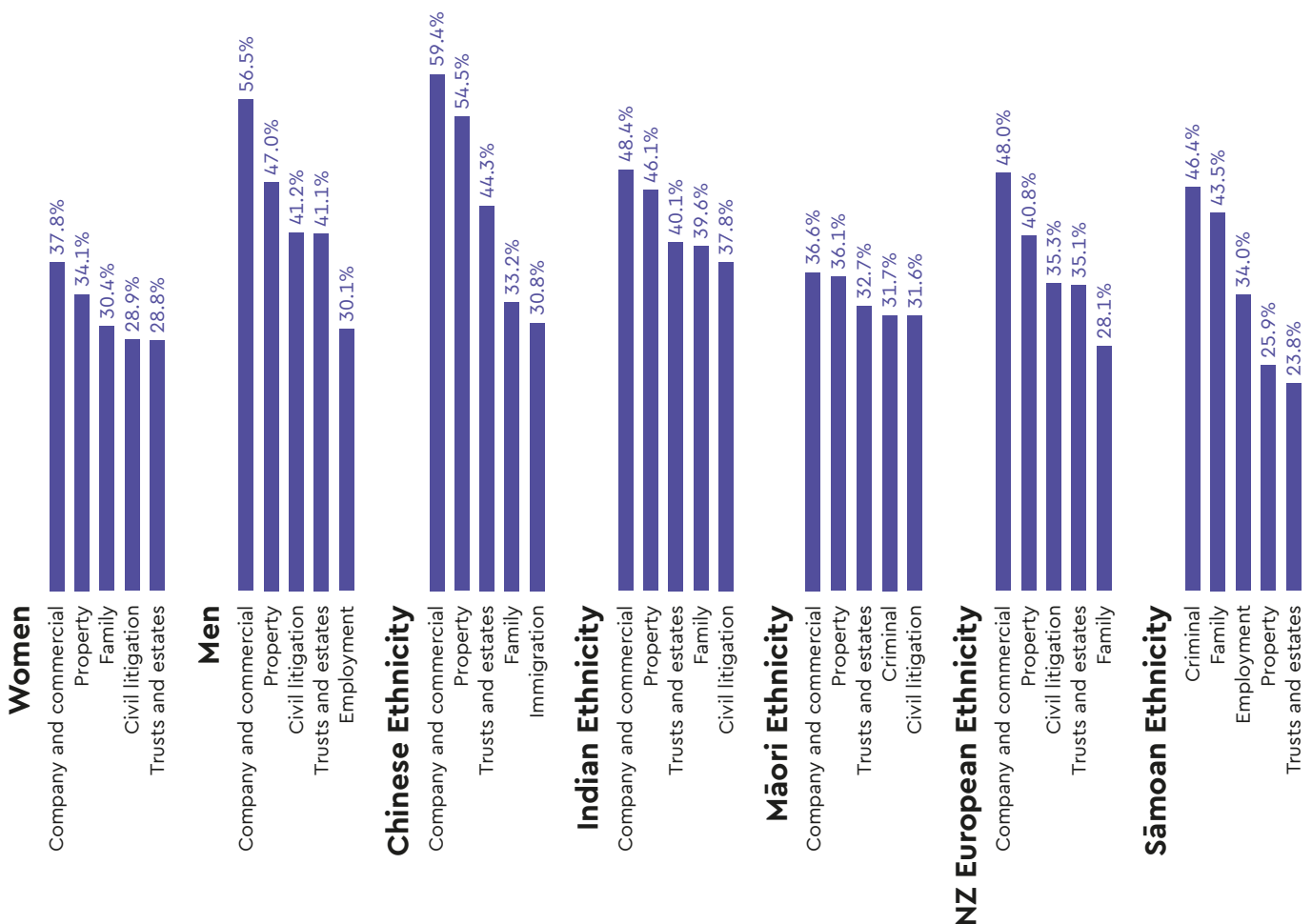
While required to follow the regulatory requirements, several firms have

emerged recently which follow a different operating model from that traditionally followed. As defined by the Australasian Legal Practice Management Association (ALPMA), "NewLaw" is "any model, process, or tool that represents a significantly different approach to the creation or provision of legal services than what the legal profession traditionally has employed." While the firms have an incorporated structure to comply with requirements, they typically supply their lawyers to organisations or other firms and so provide their legal services in a different manner. There are less than a dozen firms operating in this manner, including LOD, Juno Legal, Shift Advisory, Arthur Noble, Extra Law and Avid Legal, but they are a growing group. At 1 May 2020 there were **67 lawyers** in "NewLaw" firms, of whom **45 were women**.

WOMEN LAWYERS IN "NEWLAW" AT 1 MAY



THE MOST-PRACTISED AREAS OF LAW BY GENDER AND ETHNICITY

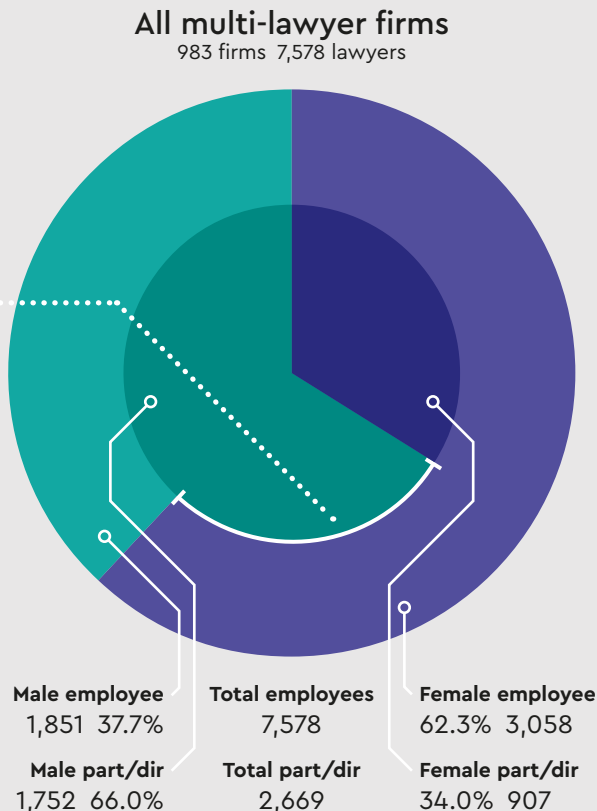


Lawyers in multi-lawyer firms

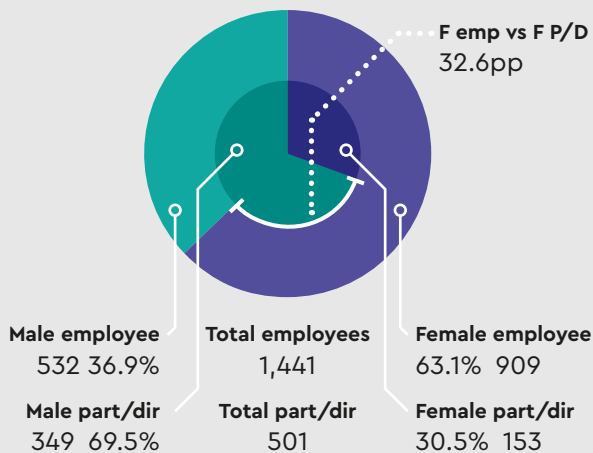
Just under **54%** of New Zealand's lawyers work in firms with more than one lawyer. Lawyers who have not yet received the right to practise on their own account who work in law firms are classified as employees. Employees make up **65%** of lawyers working in multi-lawyer firms, while the remainder are directors (**10%**) or partners (**25%**).

Women lawyers now outnumber men in multi-lawyer firms, making up **52%** of all lawyers. However, **22.9%** of the women are partners or directors, compared to **48.8%** of the men.

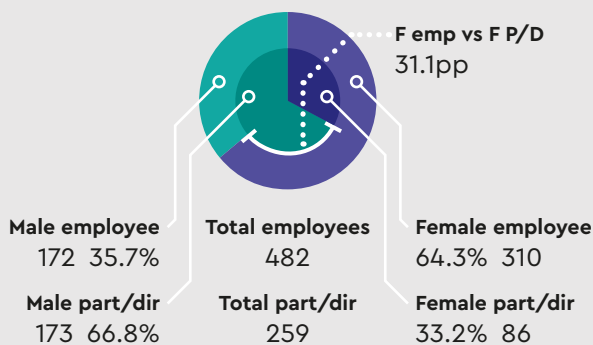
F emp vs F P/D
28.3pp
Percentage point difference between % of female partners/directors and % of female employees



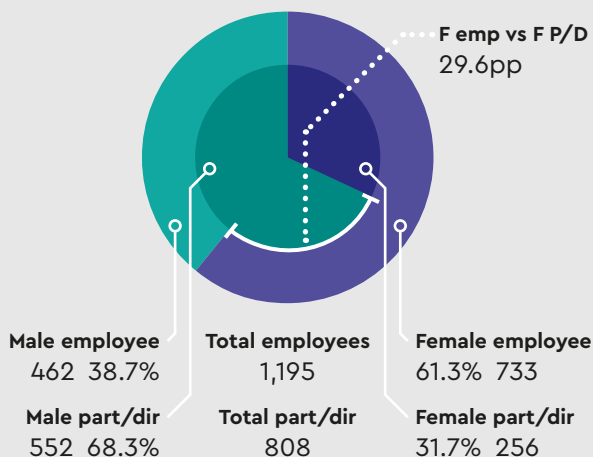
20+ Partners/Directors
14 firms 1,942 lawyers



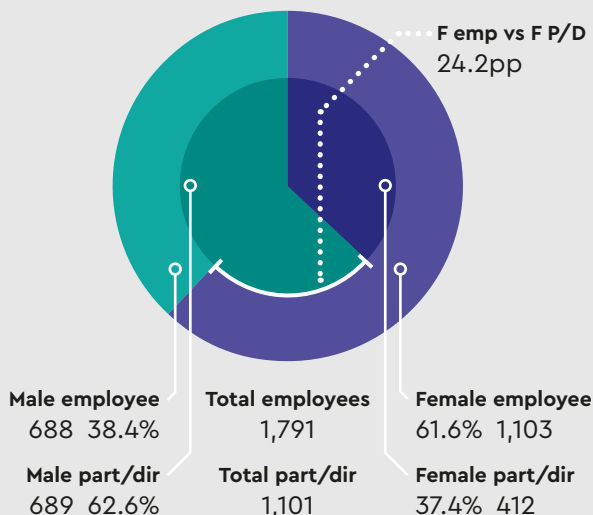
10-19 Partners/Directors
21 firms 741 lawyers



4-9 Partners/Directors
159 firms 2,003 lawyers



1-3 Partners/Directors
789 firms 2,892 lawyers



Some Census 2018 information

According to the 2018 Census, a majority of New Zealand's lawyers earn over \$100,000 a year, are New Zealand European, were born here, and have no religion. The census had its ups and downs, with problems arising from the "digital-first" approach. Some information from the 2018

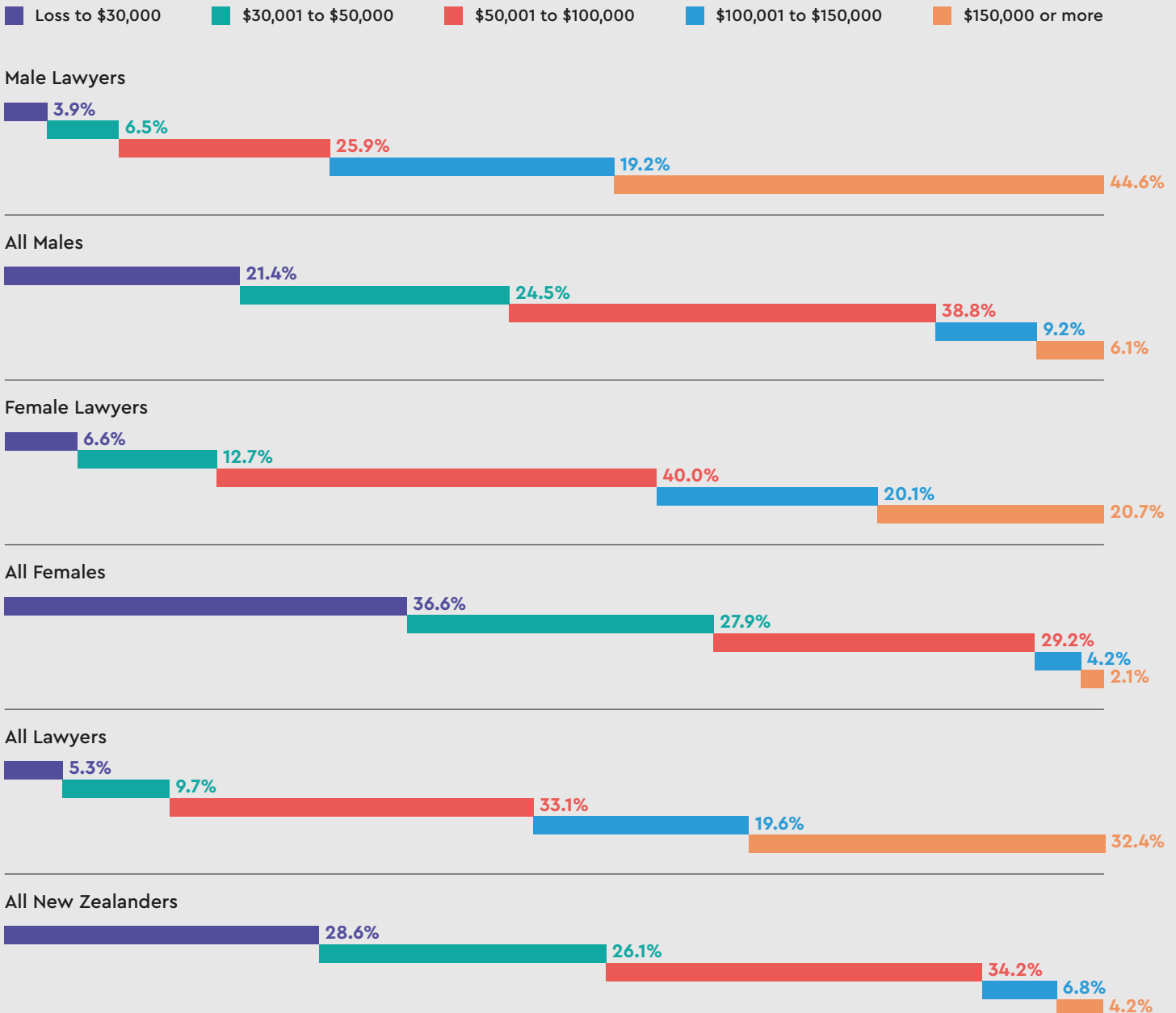
Census relating to the legal profession has been obtained from Statistics NZ. Given the problems, only information where Statistics NZ rated "high quality" was purchased. Statistics NZ staff were very helpful during this process.

The information covers those people

who completed the census and described themselves as barrister, solicitor or intellectual property lawyer. The numbers involved are close to those held on the Register of Lawyers and are provided on an "as is, where is" basis.

Income

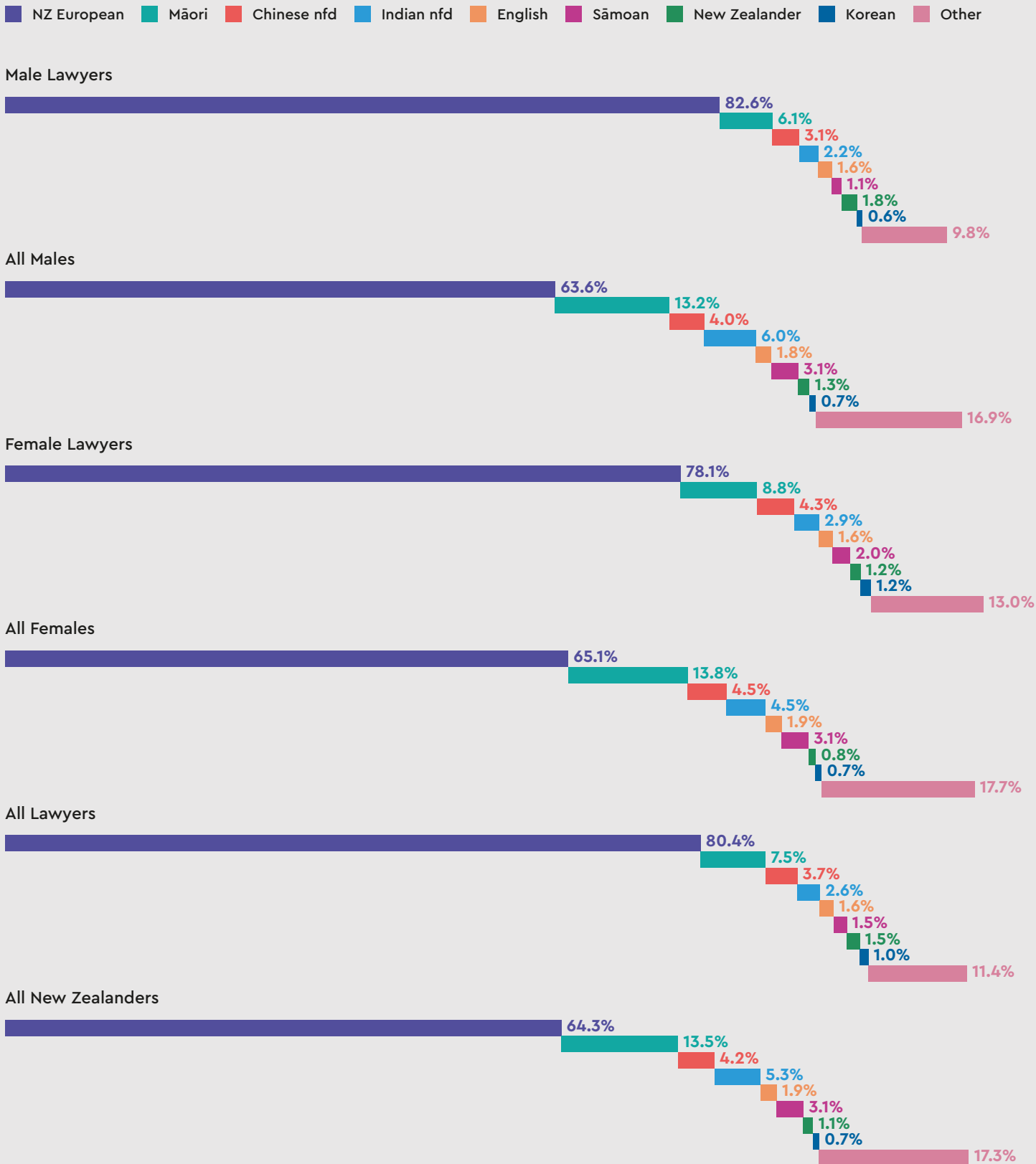
REPORTED TOTAL PERSONAL ANNUAL INCOME 15 YEARS AND OVER, CENSUS 2018



Ethnicity

Law Society information on ethnicity is included elsewhere, but the Census 2018 results provide a comparison with all New Zealanders, aged 15 and over. It is important to note that the youngest lawyer in New Zealand is aged 22, so the comparison is indicative only.

MAIN LAWYER ETHNICITY SELECTION, 15 YEARS AND OVER, CENSUS 2018



Birthplace

Just over three-quarters (76.9%) of New Zealand-resident lawyers were born here. This is higher than the 67.7% of the whole population aged 15 and over who were New Zealand-born.

MAIN PLACES OF BIRTH, 15 YEARS AND OVER, CENSUS 2018

■ New Zealand ■ Uk & Ireland ■ Asia ■ Middle East & Africa ■ Australia ■ Pacific Islands ■ Europe ■ North America

Male Lawyers



All Males



Female Lawyers



All Females



All Lawyers



All New Zealanders



Religious affiliation

Among affiliations to major religions with a relatively small number of lawyer adherents were Buddhism (96 lawyers, 0.7%), Islam (66, 0.5%), Latter Day Saints (63, 0.5%), Judaism (60, 0.5%) and Sikhism (33, 0.2%). There were also 51 lawyers who said they belonged to the Jedi religion.

MAIN RELIGIOUS AFFILIATIONS, 15 YEARS AND OVER, CENSUS 2018

