

Gender Equality Charter

Charter signatories are required to complete an initial baseline survey to establish the extent to which they are already meeting the commitments in the Charter. A follow-up survey was conducted between July and November 2021 to monitor progress.

UNCONSCIOUS BIAS TRAINING TAKEN BY LAWYERS AND KEY STAFF



AVAILABILITY OF FLEXIBLE WORKING TO ALL LAWYERS



USE OF GENDER PAY AUDITS



ADOPTION OF EQUITABLE INSTRUCTION AND BRIEFING PRACTICES



85%

Response rate from eligible signatories

74% of survey participants who undertook pay and gender equality reviews reported finding them worthwhile

Review of workplace practices through gender equality and inclusion lens

Increase in signatories' review of:

Retention and promotion practices by

↑24%

Training and development opportunities by

↑17%

Gender equality practices across different teams by

↑13%

Gender equality in senior roles by

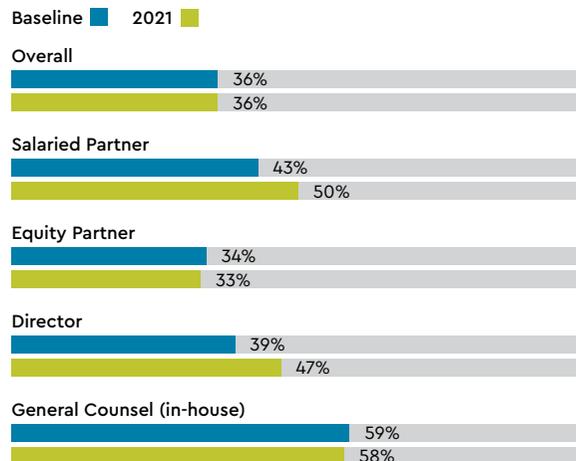
↑11%

Review of workplace practices through a gender equality lens is reported to have had a positive impact on gender equality including:

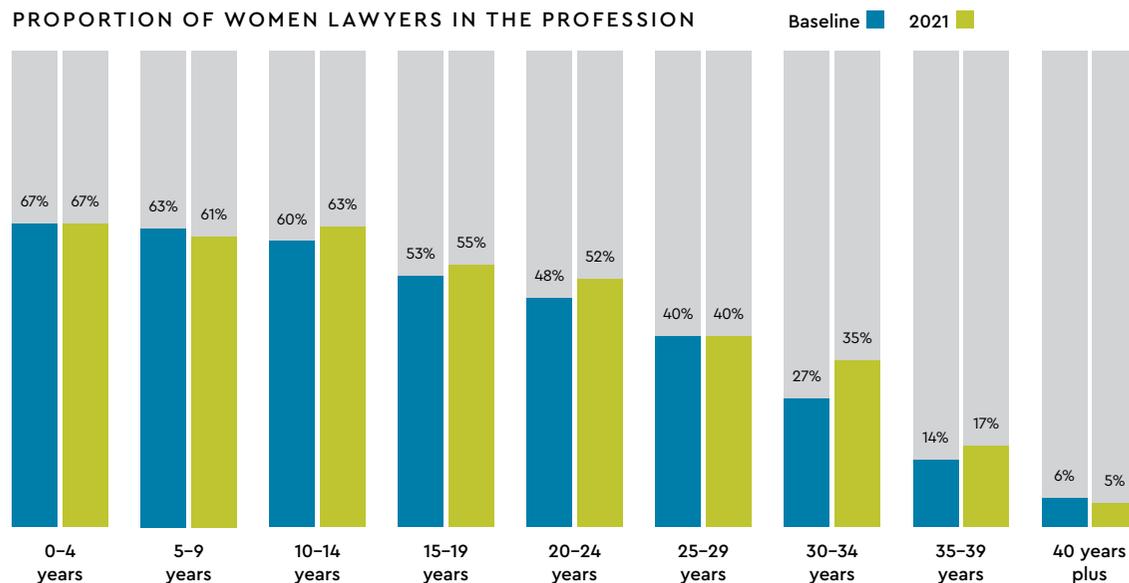
- Increased gender equality in senior roles
- Increased awareness of gender equality issues
- More female lawyers feeling empowered

While there has been considerable progress in some areas, there is still plenty of room for improvement.

PERCENTAGE OF WOMEN IN SENIOR ROLES



PROPORTION OF WOMEN LAWYERS IN THE PROFESSION



The proportion of women in the first 14 years of their careers (working at survey respondents' workplaces) generally reflects the ratio of women to men law graduates. There have also been some increases in the proportion of women to men at later career stages.

However, there is still a significant and progressive drop in the proportion of women lawyers from the 15 year PQE plus mark onwards. This highlights the continued need to focus on the retention of women lawyers beyond the early stages of their careers.

Next steps for the Law Society

Capture

- Improve survey questions to capture all relevant Charter commitments data

Support

- Provide better support for signatories to understand and meet their Charter commitments

Progress

- Encourage more signatories to the Charter
- Ensure progress is tracked accurately and frequently
- Assess where continued action is needed



**New Zealand
Law Society**
Te Kāhui Ture o Aotearoa