



# Career Intentions Survey 2013 - 2015

Final Report

Prepared for the Women Lawyers' Association of NSW

17 June 2015

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**The Women Lawyers' Association of NSW acknowledges the contribution of Urbis as project consultants for the Career Intentions Survey project.**

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## Acronyms

ACRONYMS	DEFINITIONS
LLB	Bachelor of Laws
Combined LLB	Combined Bachelor of Laws (i.e. combined with another degree)
JD	Juris Doctor
PLT	Professional Legal Training (a.k.a. Graduate Diploma in Legal Practice)
LLM	Master of Laws

# Executive Summary

## INTRODUCTION

In 2007 under the instigation of Patron, the Honourable Acting Justice Jane Mathews AO, the Women Lawyers' Association of NSW (WLANSW) Policy, Law Reform and Media Issues Subcommittee introduced a project taking up recommendations from:

- the 1995 Keys Young report commissioned by the Ministry for the Status and Advancement of Women for:
  - a more detailed survey of women barristers, including an investigation of why so few women lawyers consider a career at the Bar;<sup>1</sup> and
- the Law Society of New South Wales' 2002 After Ada report that the Law Society:
  - enhance ... [its] research program to include studies of the career paths of women, case studies of best practice and career intentions of young solicitors, and gather data from employers about flexible work options in the legal workplace.<sup>2</sup>

The project is consistent with recommendations from more recent studies such as:

- the 2014 Law Council of Australia National Attrition and Re-engagement Study (NARS) Report options for consideration to 'Build and promote the evidence base about 'what works'' including:
  - Commission a review of existing Australian and international literature to identify effective gender equity strategies in law firms/legal practices
  - Commission research into effective gender equity strategies operating in law firms/legal practices across Australia.<sup>3</sup>
- the 2015 Law Society of New South Wales Future Prospects of Law Graduates Report and Recommendations including:
  - Retain the services of a consultant to design a tracking mechanism to obtain evidence about law graduate employment, to be implemented in partnership with universities.<sup>4</sup>

In 2008, a Subcommittee dedicated to this project was formed. At the recommendation of this Subcommittee, WLANSW commissioned Urbis (an independent research company) to undertake a Career Intentions Survey among law graduate students in New South Wales. The main aim of the study was to analyse the career intentions of female and male students in their final semester of a law qualification.

In 2012, a draft questionnaire was developed by the Career Intentions Survey Subcommittee (the members of the Subcommittee are provided in Appendix A). During Semester 2 2012, a pilot of the study was conducted at the University of New England, University of Sydney and University of Western Sydney to trial and refine the draft questionnaire.

The final study involved an online survey distributed to all law students in their final semester at ten NSW-based universities and by law graduate students at the College of Law. Students were encouraged to participate in the survey during each semester in 2013 and 2014, and during the first semester in 2015. A total of 1,403 students participated in the survey. Section 1.2 describes in more detail the methodology of the study.

In May 2015, Urbis undertook the analysis of the survey results and provided WLANSW with a report on the findings. This document is the final report, and includes an analysis of the survey findings conducted

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<sup>1</sup> Keys Young, *Research on Gender Bias and Women Working in the Legal System*, 6 March 1995, at 104.

<sup>2</sup> The Law Society of New South Wales, *After Ada: A New Precedent for Women in Law*, 29 October 2002, at 31.

<sup>3</sup> The Law Council of Australia, *National Attrition and Re-engagement Study (NARS) Report*, at 88.

<sup>4</sup> The Law Society of New South Wales, *Future Prospects of Law Graduates Report and Recommendations*, at 8.

by Urbis (Chapter 1-4) and a conclusion and recommendation section prepared by WLANSW (Chapter 5).

## SNAPSHOT OF THE STUDY COHORT

A snapshot of key features of the 1,403 law students who participated in the survey include:

- a majority of female students (67%) compared to 33% of male students
- a majority of students (58%) pursuing a Combined LLB degree
- one in five students (19%) pursuing an LLB degree
- over one third of students (37%) with a previous completed degree
- one third of students (31%) with work experience before commencing their legal studies.

## KEY DRIVERS TO STUDY LAW

The most common reason for students to study law was having a personal interest in the law. Three in four respondents nominated this reason. Other common reasons for studying law included:

- enhancing good job opportunities
- obtaining a broad skill base for employment in different fields
- wanting intellectual stimulation
- having an interest in social justice
- having an interest in the critical thinking, logical reasoning and problem solving aspect of the law.

Female and male law students showed some notable differences in the key reasons for studying law:

**Female law students** were more likely to study law due to altruistic reasons and personal interest in the topic

Specific key drivers for female students to study law included:

- having an interest in social justice
- enjoying studying legal studies at school
- enjoying participating in debating/mock trials at school.

**Male law students** were more likely to study law due to optimising future employment opportunities

Specific key reasons for male students to study law included:

- a good income that a career in the law offers
- having an interest in government and/or politics
- the prestige and status that a career in the law would bring.

## FUTURE CAREER INTENTIONS IN THE LEGAL PROFESSION

A majority of law students (61%) who participated in the survey intended to practise as a lawyer. One in four law students were not sure about their future intentions, and one in ten intended *not* to practise as a lawyer.

Students who did not intend to practise as a lawyer anticipated most often working in banking and financial services, government/politics or in corporate strategy.

At least half of those students (both female and male) who intended to practise as a lawyer anticipated working as a solicitor in private practice. Close to one third of students intended to work as a government lawyer, in-house corporate lawyer or as a barrister. One in five students were proposing to work as a community-based legal service lawyer. Most popular areas of specialised fields of law included criminal law, commercial law, corporate law, family law and advocacy.

Some notable differences were evident between female and male students:

**Female law students** were less sure whether or not they wanted to practise as a lawyer.

They were more interested than men in working as a government lawyer or a community-based legal service lawyer.

Female students were more drawn than male students to specialise in social related fields of law, including criminal, family, and migration law.

**Male law students** were more likely to intend to practise as a lawyer.

They were more interested than women in working as a solicitor in private practice, an in-house corporate lawyer or as a barrister.

Male students were more drawn than female students to specialise in corporate fields of law, including commercial law, corporate law, litigation and banking and finance.

## KEY DRIVERS FOR CHOOSING A CAREER AS A LAWYER

When choosing a practice area, law students were most often influenced by the following factors:

- 'the work is interesting'
- 'It would provide a challenge/it is intellectually stimulating'
- 'It is suited to my strengths and abilities'.

These key factors were particularly relevant for law students who pursued a career at **the Bar**. Meanwhile, students who intended to work in the **community sector** were more driven by a personal interest in social justice, as well as the idea to work with people. Students who intended to work as **solicitors** or as **in-house lawyers** were more likely to choose a practise area due to job security.

Some notable differences were seen between female and male law students when choosing a practice area:

**Female law students** were more likely to choose a practice area due to:

- flexibility/good work life balance
- personal interest in social justice and advocacy.

**Male law students** were more driven by financial rewards when choosing a practice area.

## INTENTIONS TO WORK AT THE BAR

Of those who intend to practise as a lawyer, 30% were considering a career as a barrister. Male students were significantly more likely than female students to consider a career at the Bar.

Students who were not considering a career as a barrister commonly viewed the Bar as *too stressful*. They also often reported *not having the right skills*, or that *their personality was not suited to the Bar*.

Female and male students showed different reasons for not considering a career at the Bar:

**Female law students** more often thought that their personality was not suited to the Bar, or that they did not have the right skills to work at the Bar.

Female students held stronger negative perceptions about the Bar, such as the Bar being intimidating, not family-friendly and male dominated.

**Male law students** were likely to be still considering the Bar as a career option, but had not made a final decision.

Male students said that limited job security was the most important reason they were not considering a career at the Bar.

## OTHER PATTERNS AFFECTING CAREER INTENTIONS

### Age

Younger law students were less certain about their future career directions than older students. Older students had more life experience, past work experience (outside of the legal profession), and many had completed previous degrees. A greater proportion of older students were clearly focused on pursuing a career in the legal profession.

### Nature of degree

Combined LLB students were more likely than LLB students and JD students to study law to secure future employment. Combined LLB students commonly studied law because it provided them with good job opportunities as well as income security. LLB and JD students were more likely to study law because they wanted a career change. In addition, compared to Combined LLB students, LLB students were also more likely to study law because they had interest in the law.

### Metropolitan and regional universities<sup>5</sup>

Law students studying at metropolitan universities were more likely to study law to obtain future employment opportunities and stability. They were also particularly attracted to commercial law, corporate law, administrative law and banking and finance.

Law students studying at regional universities were more likely to study law due to altruistic and social reasons, such as having an interest in social justice and advocacy, wanting to improve the legal system and liking to work with people. These students were also more attracted to working in criminal law, family law, advocacy and employment/industrial law.

## RECOMMENDATIONS

Based on the survey findings, WLANSW developed recommendations as outlined in the table below:

#	RECOMMENDATIONS
1.	That longitudinal research continues relating to the career intentions and career paths of law graduates and the factors influencing these.
2.	That initiatives and programs targeting diversity be responsive to the intersection of gender, ethnicity, age of lawyers, and regional versus metropolitan work environments.
3.	That future research explore whether respondents identify themselves or not as Indigenous.
4.	That those responsible for the education and professional development of law graduates be supported in providing law students with information about practising as a legal practitioner.
5.	That those responsible for the education and professional development of law graduates be supported in informing law students about employment and work experience opportunities for law students.
6.	That initiatives providing law related employment and work experience opportunities for law students be reviewed and developed.
7.	<p>That initiatives providing mentoring and networking opportunities for law students be reviewed and developed, with a focus on ensuring Combined LLB students especially have access to senior lawyers.</p> <p>Note: WLANSW for example provides opportunities for student membership, informal networking and mentoring opportunities for law students at WLANSW events, and holds a Law as A Career: Coming to the Bar seminar every year during Law Week featuring a speakers panel which generally includes a solicitor, barrister and Judge.</p>
8.	That professional legal associations provide opportunities for student membership and mentoring and networking opportunities for law students.

<sup>5</sup> Metropolitan universities comprise the University of New South Wales; University of Sydney; University of Technology Sydney (UTS); Macquarie University; and University of Notre Dame. Regional universities comprise the University of Western Sydney; University of Wollongong; Newcastle University; Southern Cross University; and University of New England.



#	RECOMMENDATIONS
9.	That individual lawyers be encouraged to participate in professional legal associations providing mentoring, education and support on workplace issues.
10.	That professional legal associations and individual lawyers engage in and be supported to engage in mentoring, education and support of law students, law graduates and younger lawyers.
11.	<p>That professional legal associations including specialist legal associations such as women lawyers associations, associations for younger lawyers, law alumni associations, and associations based on specialist practice areas and other specialist groups and interests, on renewal of memberships track and monitor the intention of their members to change their specialist field(s) of law or workplace and the reasons behind this.</p> <p>Note: Such reasons can be measured against some of the concerns identified by respondents to this and other studies including remuneration, too long work hours, family responsibilities, stress and pressure, and unemployment/loss of employment.</p>
12.	That initiatives and programs of professional legal associations including specialist legal associations be planned and targeted around data on the intention of members to change specialist field of law or workplace and the reasons behind this.
13.	<p>That professional associations and those responsible for the education and professional development of law graduates, undertake initiatives addressing:</p> <ul style="list-style-type: none"> <li>a) The skills and personality types suited to a career at the Bar.</li> <li>b) The working environment at the Bar, including the availability of flexible working practices, what is involved in developing and maintaining a practice at the Bar, business practices and business models for sustaining a practice at the Bar, management of stress, pressure and mental health issues when practising at the Bar, the availability of regional work for the Bar, and the relevance of working in a team environment to practise at the Bar.</li> <li>c) Diversity including in the areas of gender, ethnicity and age, at the Bar.</li> </ul>
14.	That wellbeing and mental health initiatives take into account the origins of stress and pressure on lawyers from the time they are at law school and the developments of sources of stress and pressure on lawyers throughout the duration of their careers.
15.	That consideration be given to forming partnerships with other organisations including potentially at a national level to support future research on career intentions on an ongoing basis.

# 1 Introduction

Between 2012 and 2015, the Women Lawyers' Association of NSW (WLANSW) undertook a Career Intentions Survey to analyse the career intentions of female and male students in New South Wales in their final semester of university. WLANSW engaged Urbis to analyse the survey results and to write a report on the findings.

This document provides the key outcomes of the survey prepared by Urbis, and a conclusion and recommendations section developed by WLANSW.

## 1.1 BACKGROUND AND RATIONALE FOR THE STUDY

Despite an increasing number of women undertaking legal studies in New South Wales, there remains a disproportionately small number of women reaching senior positions in the legal profession and at the Bar. Previous work undertaken by the Law Society of New South Wales and the Ministry for the Status and Advancement of Women have put forward recommendations to conduct further research into the career intentions and career pathways of women lawyers.<sup>6</sup>

The Career Intentions Survey is a research initiative of the Women Lawyers' Association of NSW (WLANSW). The project comprised a survey with the aim to analyse the career intentions of both female and male lawyers in New South Wales during their final semester of university.

## 1.2 METHODOLOGY

The methodology for the Career Intentions Survey comprised an online survey to be completed by all law students in their final semester of a law qualification at a NSW-based university and also by law graduate students at the College of Law. The ten NSW-based universities include:

- Macquarie University
- Southern Cross University
- University of New England
- University of New South Wales
- University of Newcastle
- University of Notre Dame Australia
- University of Sydney
- University of Technology Sydney
- University of Western Sydney
- University of Wollongong.

Online research company Ekas was engaged to program and host the online survey on a securely hosted website, accessed via a weblink.

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<sup>6</sup> Previous research and work undertaken includes:

- Keys Young, *Research on Gender Bias and Women Working in the Legal System*, 6 March 1995 (prepared for the Ministry for the Status and Advancement of Women).
- The Law Society of New South Wales, *After Ada: A New Precedent for Women in Law*, 29 October 2002.
- The Law Society of New South Wales, *Thought Leadership 2011: Advancement of Women in the Profession*, 1 December 2011.

### 1.2.1 INSTRUMENT DESIGN

In 2012, pilot testing for the online survey was conducted during Semester 2 (August to November 2012). The findings from the pilot led to refinements in the online survey. A summary report of the findings is available online at <http://www.womenlawyersnsw.org.au/content/career-intentions-survey-0>.

In collaboration with the Career Intentions Survey Subcommittee (see Appendix A for the members), a final online questionnaire was developed that comprised a number of sections, including:

- Part A: Gender and date of birth
- Part B: Education
  - Current university and type of legal studies
  - Previous work and/or qualifications
- Part C: Career intentions
  - Reasons for studying law
  - Intention to practise as a lawyer
  - Intended employment area and rationale
  - Intended field of law and rationale
- Part D: Demographics.

The survey also asked students to indicate whether they would be happy to be contacted to participate in follow up research to support the longitudinal study. Of the 1,403 students who participated in the survey, 838 students expressed their interest in participating in future research (see Table 1 for a detailed breakdown).

TABLE 1 – NUMBER OF STUDENTS FOR FOLLOW UP RESEARCH BY YEAR AND SEMESTER

YEAR	SEMESTER	STUDENTS FOR FOLLOW UP RESEARCH
2013	Semester 1	293
	Semester 2	122
2014	Semester 1	109
	Semester 2	135
2015	Semester 1	179
<b>Total</b>		<b>838</b>

The total number of students (n=838) being interested in follow up research presents a robust sample for the purposes of longitudinal research. Urbis has provided WLANSW with a list of the contact names and details of students who expressed their interest.

By completing the survey, all students were offered to enter a prize draw as a token of appreciation. After every survey wave, two prize winners were selected through a randomised computer generated method. WLANSW informed the prize winners by email.

### 1.2.2 FIELDWORK

After the pilot in 2012, five survey waves took place between 2013 and 2015:

- Wave 1 2013 (Semester 1): 30 April – 6 July
- Wave 2 2013 (Semester 2): 29 September – 18 December
- Wave 3 2014 (Semester 1): 13 June – 30 July
- Wave 4 2014 (Semester 2): 25 September – 11 December
- Wave 5 2015 (Semester 1): 16 March – 8 May.

All ten universities as listed above participated in every survey wave. The College of Law was included in the study during the second survey wave in 2013 (Semester 2). During every wave, each university and the College of Law was provided with the survey access link to email to law students in their final semester of their qualifications. Universities and the College of Law circulated reminder emails during every wave to encourage students to participate in the survey.

### 1.2.3 SURVEY SAMPLE

A total of 1,403 law students participated in the survey between 2013 and 2015. A breakdown by university (and the College of Law) for each survey wave is outlined in Table 2.

TABLE 2 – NUMBER OF COMPLETED SURVEYS BY UNIVERSITY AND COLLEGE OF LAW

	2013		2014		2015	
UNIVERSITY	WAVE 1	WAVE 2	WAVE 3	WAVE 4	WAVE 5	TOTAL
Macquarie University	158	28	51	33	66	336
Southern Cross University	11	5	0	26	24	66
University of New England	51	0	0	34	19	104
University of New South Wales	68	46	53	50	41	258
University of Newcastle	16	0	0	5	7	28
University of Notre Dame Australia	8	8	0	1	5	22
University of Sydney	77	63	31	31	29	231
University of Technology Sydney	0	33	18	19	15	85
University of Western Sydney	48	22	10	10	64	154
University of Wollongong	38	13	0	0	4	55
College of Law	56	3	1	3	1	64
<b>Total</b>	<b>531</b>	<b>221</b>	<b>164</b>	<b>212</b>	<b>275</b>	<b>1,403</b>

### 1.2.4 ANALYSIS

In order to provide WLANSW with meaningful outcomes based on a robust survey sample, the data analysis is based on the total sample of 1,403 students.

Significance testing was conducted to determine significant differences between cohorts based on variable such as gender, age, type of legal study, marital status etc. All significance testing has been based on a margin of error of plus or minus 5% at a 95% level of confidence. When making comparison between cohorts in this report, only differences that are statistically significant have been reported.

## 1.3 THIS REPORT

This report provides the key results from the Career Intentions Survey, completed by a total of 1,403 students between 2013 and 2015.

The report comprises the following sections:

- Section 2: Demographic profile of NSW law students
- Section 3: Studying law
- Section 4: Career intentions in the legal profession
- Section 5: Conclusions and recommendations.

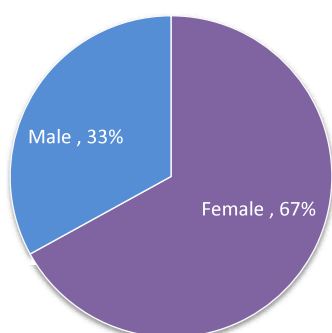
## 2 Demographic profile of NSW law students

To better understand key findings in relation to reasons why female and male law students decide to study law and their career intentions, it is important to understand the demographic profile of law students who completed the survey. This section provides a demographic profile of all survey respondents who participated in the Career Intentions Survey between 2013 and 2015.

A total of 1,403 NSW law students completed the survey. As shown in Figure 1, the large majority of respondents were female (67%), compared to one third of males (33%).

The gender demographics for respondents to this survey were similar to the gender demographics for the 2013 national *Survive Law Australian Law Student Satisfaction Survey* for which 68.9% of students were female and 30.7% of students were male.<sup>7</sup>

FIGURE 1 – SURVEY RESPONDENTS BY GENDER



Base: All respondents n=1,403.

Table 2 outlines the demographic profile of the entire survey cohort, as well as by female and male respondents. An asterisk (\*) is used to identify statistically significant gender differences.

Table 2 shows:

- more than half of respondents (54%) were aged between 22-25 years: each of the remaining age groups comprised 13% or less of all survey respondents
- three quarters of respondents (74%) were born in Australia and the majority (68%) spoke English at home
- the majority of respondents (69%) were single, compared to 24% who were married or in a de-facto relationship
- the large majority of respondents did not have children (87%), compared to 13% who had children.

An analysis by gender shows that, overall, there were relatively few differences between the demographic profile of female and male respondents. However, the data shows that compared to males, female respondents were statistically significant *less* likely to be:

- aged over 50 years (3% compared to 5% of males)
- single (67% compared to 74% of males).

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<sup>7</sup> Survive Law, *Survive Law Australian Law Student Satisfaction Survey 2013*, at 9. It is notable that the Survive Law study was across all 35 Australian law schools and surveyed students in their first to sixth or higher year of law school.

TABLE 3 – DEMOGRAPHIC PROFILE OF NSW LAW STUDENTS SURVEYED

CATEGORY	DEMOGRAPHIC INDICATOR	TOTAL	FEMALE	MALE
All respondents		n=1,403	n=944	n=459
Age	< 22 years	10%	10%	9%
	22-25 years	54%	53%	54%
	26-29 years	13%	12%	15%
	30-39 years	13%	14%	11%
	40-49 years	7%	8%	5%
	50+ years	4%	3%	5%*
Country of birth	Australia	74%	75%	71%
	Overseas	26%	25%	29%
Main language spoken at home	English	68%	69%	66%
	Non-English	32%	31%	34%
Marital status	Single	69%	67%	74%*
	Married/de facto	24%	25%	22%
	Other	7%	8%	4%
Parental status	Without children	87%	87%	88%
	With children	13%	13%	12%

\*Statistically significant difference between female and male responses.

## 3 Studying law

This section outlines the results of the survey relating to respondents' legal studies. It identifies respondents' educational and work backgrounds, as well as their reasons for studying law and their intention to practice as a lawyer.

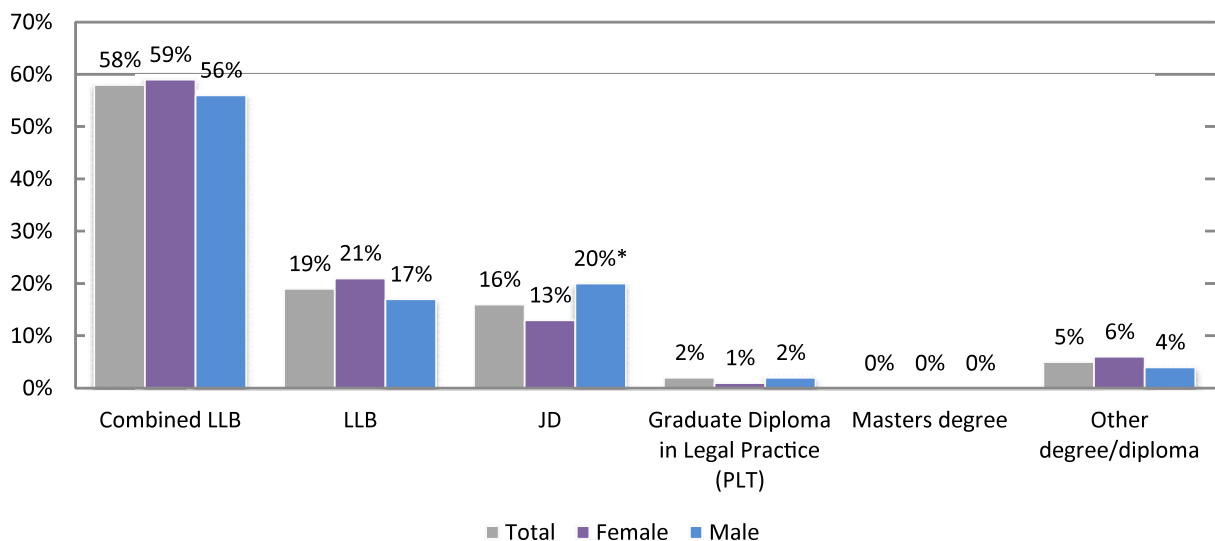
### 3.1 CURRENT STUDIES

Figure 2 outlines the type of legal study that respondents were pursuing at the time of the survey. Of the total study cohort (1,403 respondents):

- over half (58%) of all respondents were studying a Combined LLB (Combined Bachelor of Laws)
- one in five (19%) respondents were studying an LLB (Bachelor of Laws)
- one in six (16%) respondents were studying a JD (Juris Doctor)
- a small proportion of respondents were studying a PLT (Professional Legal Training) (2%) or other degree/diploma (5%)
- there were no respondents studying a Masters degree.

Overall, female and male respondents showed a similar split in the type of legal study they pursued. However, male respondents were significantly more likely to pursue a JD degree than females (20% and 13% respectively).

FIGURE 2 – TYPE OF LEGAL STUDY PURSUING



Base: All respondents n=1,403; females n=944; males n=459.

B2: What kind of legal studies are you pursuing?

\*Statistically significant difference between female and male responses.

When analysed by age, Combined LLBs were more popular among younger students, while LLBs (not combined) were more popular among older students. JDs were most popular among a specific cohort of students aged 26-29 years. More specifically, the data show that:

- the majority of students aged under 22 years (86%) and between 22-25 years (80%) were studying a Combined LLB
- close to half (47%) of all students aged over 30 years were studying an LLB (not combined)
- two fifths (41%) of students aged between 26-29 years were studying a JD.



Some notable differences could also be seen between universities:

- students at Macquarie University (79%), the University of Western Sydney (71%) and the University of Wollongong (71%) were more likely to be studying a Combined LLB than students at other universities
- students at Southern Cross University (68%) and University of New England (60%) were more likely to be studying an LLB (not combined) than students at other universities
- students at the University of Technology Sydney (46%), the University of Sydney (36%) and the University of New South Wales (32%) were more likely to be studying a JD than students at other universities.

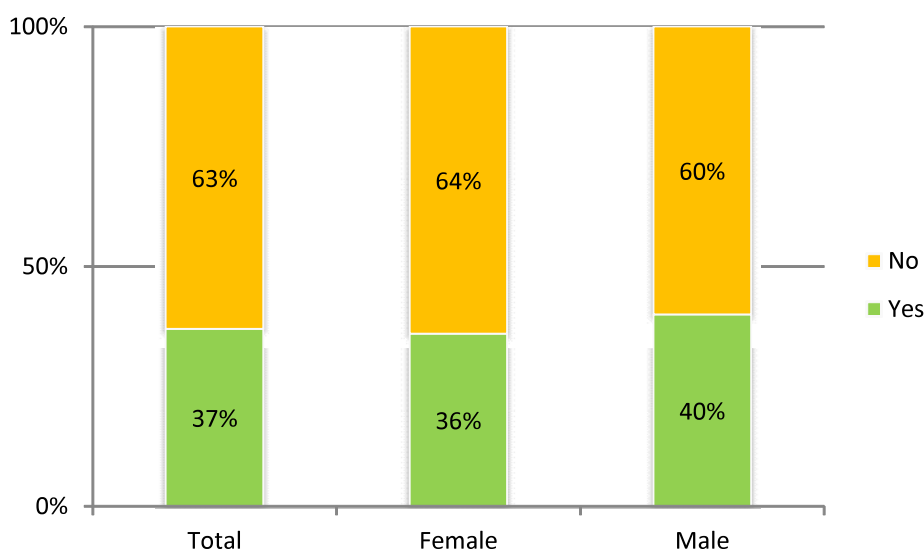
In understanding the differences between universities, it is relevant that not all universities offer a stand-alone LLB. It is also relevant that at the time the survey was completed, not all universities offered a JD.

### 3.2 EDUCATIONAL BACKGROUND OF LAW STUDENTS SURVEYED

Respondents were asked to indicate whether they had completed any previous degree while studying law. As shown in Figure 3, a majority of respondents did not have a previous completed degree, compared to over one third of respondents (37%) with a previous completed degree.

These outcomes were similar when broken down by female and male responses.

FIGURE 3 – COMPLETED PREVIOUS DEGREE



Base: All respondents  $n=1,403$ ; females  $n=944$ ; males  $n=459$ .

B4: Have you completed any previous degrees?

The survey outcomes did not comprise statistically significant differences between female and male responses.

Further to Figure 3, and as expected, older respondents were significantly more likely to already have a completed degree than younger respondents. For example, 76% of students aged 30-39 years had a completed previous degree, compared to 61% of respondents aged 26-29 years and 23% aged 22-25 years.

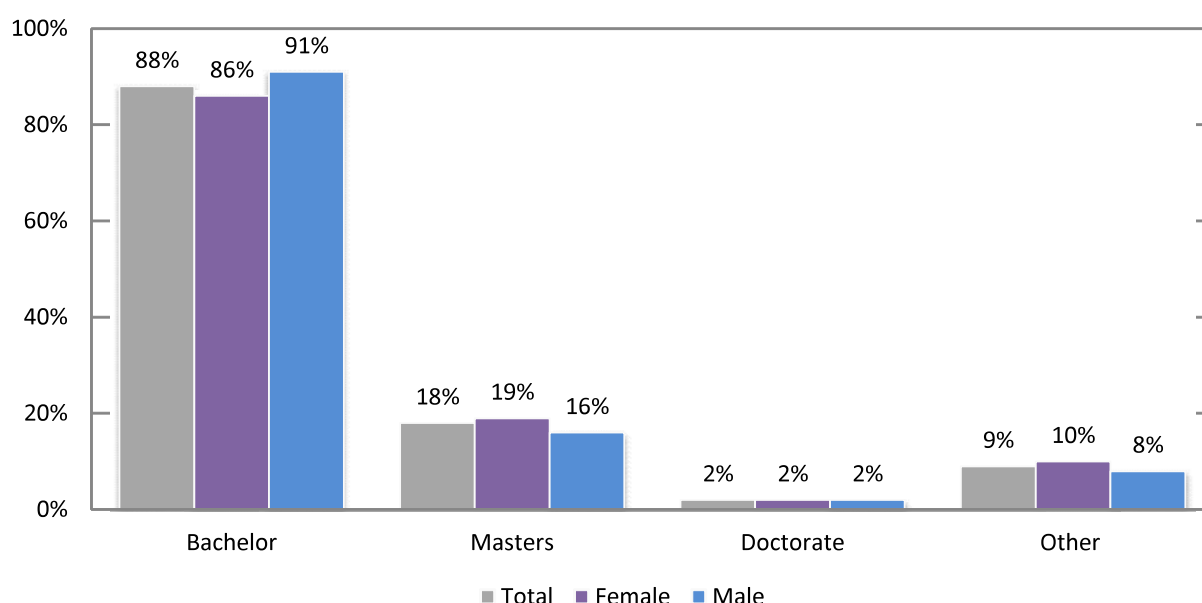
When analysed by degree type, nearly all students studying a JD (99%) had completed a previous degree, compared to 59% for students of an LLB and only 9% for students of a Combined LLB.

When analysed by university, the data show that:

- respondents with a completed previous degree were significantly more likely to be studying at the University of Technology Sydney (67%), the University of Sydney (57%) and the University of New England (52%) than at other universities.
- respondents without a previous degree were significantly more likely to be studying at the University of Wollongong (87%), Macquarie University (81%) and the University of Western Sydney (80%) than at other universities.

As shown in Figure 4, most respondents with a previous degree had completed a Bachelor degree (88%). Nearly one in five (18%) students had completed a Masters degree, followed by 9% with another type of degree and 2% with a Doctorate degree. Female and male responses showed a similar split in types of previous completed degrees.

FIGURE 4 – TYPE OF DEGREE PREVIOUSLY COMPLETED



Base: All respondents with a previous degree n=523; females n=339; males n=184.

B5: Please indicate the type/s of qualification for any previous degrees (multiple responses possible).

The survey outcomes did not comprise statistically significant differences between female and male responses.

As expected, older students were significantly more qualified than younger students. For example, over half (53%) of all students aged 50+ years with a previous degree held a Masters degree, compared to 31% of respondents aged 30-49 years and 12% of respondents aged 26-29 years.

Those studying a JD were also significantly more qualified – a quarter (25%) of JD students held a Masters degree, compared to 17% of LLB students and only 1% of Combined LLB students.

The data did not vary greatly by university.

In terms of previous area of study, Figure 5 overleaf shows that of those with a previous degree:

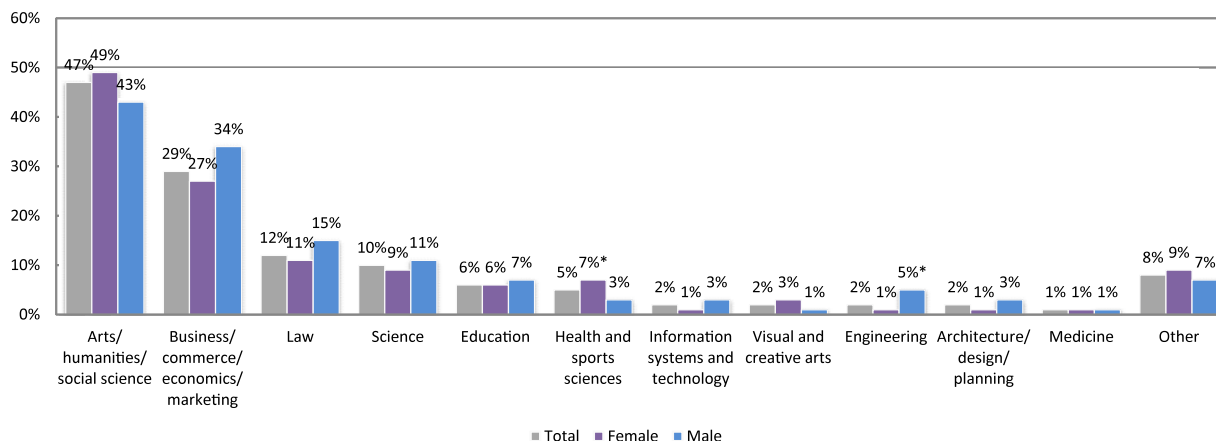
- 47% had studied a degree in arts/humanities/social science
- 29% had studied a degree in business/commerce/economics/marketing
- 12% had studied a degree in law
- fewer than one in ten respondents had studied another type of degree.

Although not statistically significant, a greater proportion of females (49%) had completed a degree in arts/humanities/social science than males (43%), whereas males comprised a higher proportion of

respondents (34%) with a completed degree in business/commerce/economics/marketing (34%) than females (27%).

Furthermore, females were statistically significantly more likely than males to have a completed degree in health & sports sciences (7% and 3% respectively). Conversely, males were significantly more likely to have completed an engineering degree than females (5% and 1% respectively).

FIGURE 5 – PREVIOUS QUALIFICATIONS



Base: All respondents with completed previous degree n=523; females n=339; males n=184.

B6: Please indicate the area(s) of qualification for your previous qualification (multiple responses possible).

\*Statistically significant difference between female and male responses.

When analysed by age, respondents aged 22-25 years were significantly more likely to have completed a degree in arts/humanities/social science than respondents aged 40+ years (56% compared to 34%). Conversely, the older cohort was significantly more likely to have studied 'education' or 'information systems and technology' than their younger counterparts (19% compared to 3%).

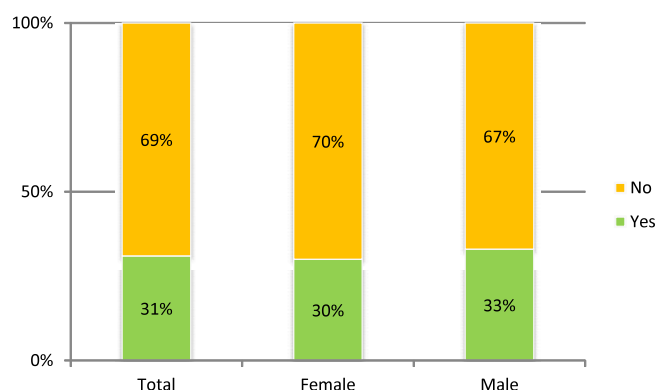
The University of Technology Sydney had a significantly higher proportion of law students with a previous completed degree in 'information systems and technology' (11%) than most other universities.

### 3.3 WORK EXPERIENCE OF LAW STUDENTS SURVEYED

Respondents were also asked whether they had worked in another field before commencement of their legal study.

A majority of respondents (69%) had not worked in another field before studying law, compared to 31% with work experience in another field (see Figure 6). These outcomes are also reflected in female and male responses without statistically significant differences.

FIGURE 6 – WORK EXPERIENCE OUTSIDE OF LAW PRIOR TO STUDYING LAW



Base: All respondents n=1,403; females n=944; males n=459.

B3: Did you work in another field before commencing legal studies?

The survey outcomes did not comprise statistically significant differences between female and male responses.

As expected, older students were generally more likely to have worked prior to their legal studies – 86% of students aged 30+ years had worked compared to only 14% of students aged 29 years or younger.

When analysed by university, the data shows:

- significantly greater proportions of students with work experience prior to their legal studies were studying at Southern Cross University (76%), the University of New England (61%) and the University of Technology Sydney (60%)
- a significantly higher proportion of students without previous work experience were studying at the University of Wollongong (91%).

Respondents with previous work experience had worked in a wide range of areas. Table 3 outlines the ten most common work areas that respondents worked in prior to their legal studies. Respondents most commonly worked (prior to their legal studies) in education (6%), media/communications (6%), health (6%), retail (6%) or finance (5%).

Compared to males, females were significantly more likely to have worked in health (8% female, 3% male) and in human resources/recruitment (5% female, 1% male).

Male respondents were significantly more likely to have worked in education (9% male, 4% female) and in retail (9% male, 4% female).

TABLE 4 – TEN MOST COMMON PREVIOUS WORK AREAS

		TOTAL	FEMALE	MALE
<b>Total</b>	<b>N</b>	<b>429</b>	<b>279</b>	<b>150</b>
Education	N	26	12	14
	%	6%	4%	9%*
Media/Communications	N	26	18	8
	%	6%	6%	5%
Health	N	25	21	4
	%	6%	8%*	3%
Retail	N	24	11	13
	%	6%	4%	9%*
Finance	N	22	13	9
	%	5%	5%	6%
Accounting	N	17	12	5
	%	4%	4%	3%
Hospitality	N	16	9	7
	%	4%	3%	5%
Arts	N	15	13	2
	%	3%	5%	1%
Law	N	15	8	7
	%	3%	3%	5%
Human Resources/Recruitment	N	14	13	1
	%	3%	5%*	1%

*Note: Given that the proportions are based on small sample numbers, the table outlines all sample numbers for each category.*

*Base: All respondents with work experience outside law prior to studying law n=429; females n=279; males n=150.*

*B3: Did you work in another field before commencing legal studies? If yes, please specify.*

*\*Statistically significant difference between female and male responses.*

### 3.4 KEY REASONS FOR STUDYING LAW

A key element of the survey explored the reasons for students to study law. All survey respondents were asked through a closed-ended question to nominate principal reasons for deciding to study law (multiple responses were possible).

Figure 7 outlines the 15 most common reasons that respondents nominated for studying law. The top-three reasons to study law comprised the following statements:

- I had an interest in the law (75% of all respondents)
- I thought a law degree would provide good job opportunities (62% of all respondents)
- I thought a law degree would give me a broad skill base for employment in different fields (50% of all respondents).

At least four in ten respondents also studied law due to:

- wanting intellectual stimulation (48% of all respondents)
- having an interest in social justice (45% of all respondents)
- having an interest in the critical thinking, logical reasoning and problem solving aspect of the law (44% of all respondents).

Around one third of all respondents indicated they were studying law due to:

- having the marks/grades to study law (35% of all respondents)
- ensuring job security (33% of all respondents)
- ensuring a good income (33% of all respondents)
- having an interest in government and/or politics (32% of all respondents).

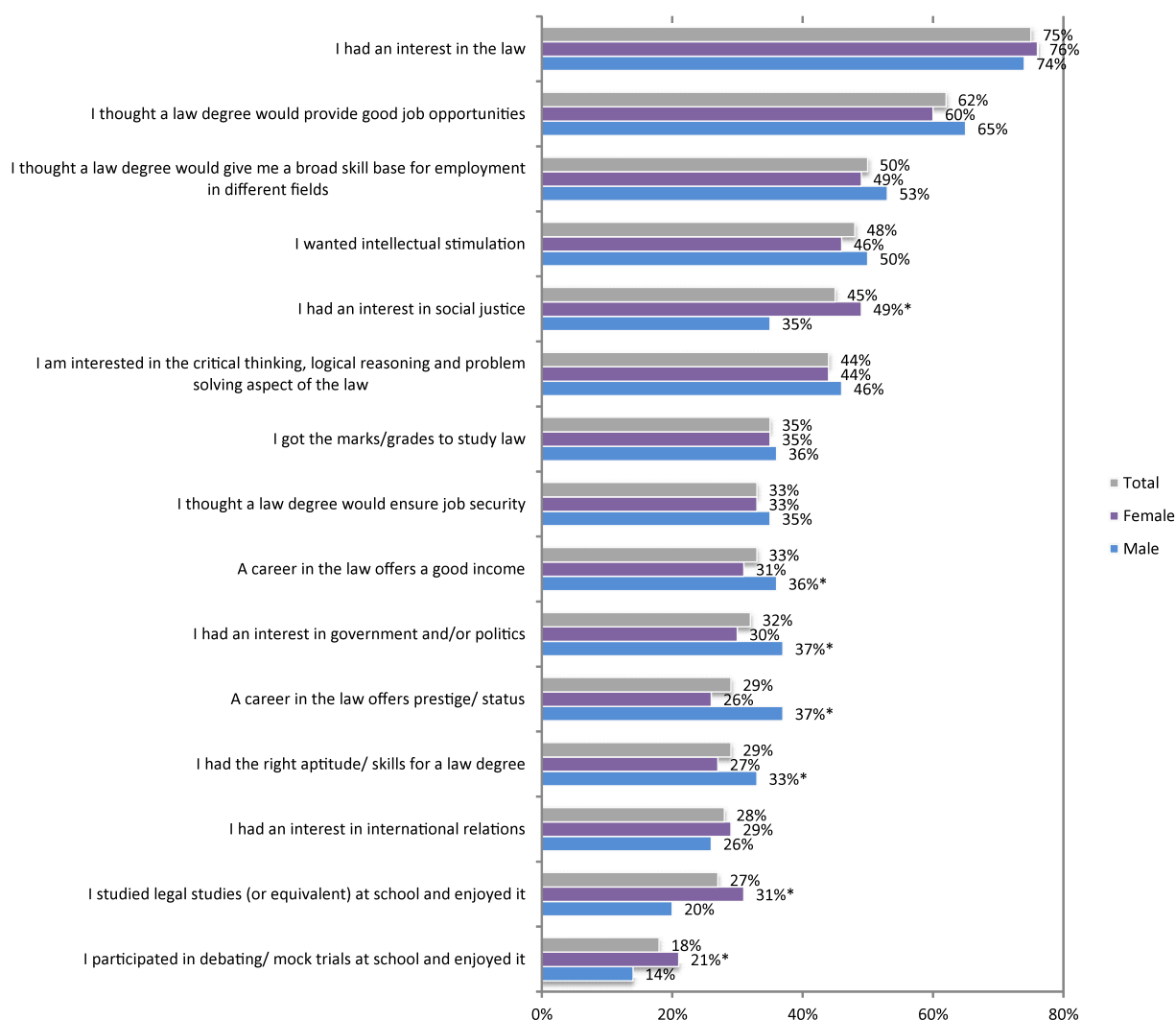
When broken down by gender, results indicate that overall, **females** were more likely than males to study law because they had a personal interest in the legal profession. Specifically, **females** were significantly more likely than males to study law because they:

- had an interest in social justice (49% female, 35% male)
- studied legal studies at school and enjoyed it (31% female, 20% male)
- participated in debating/mock trials at school and enjoyed it (21% female, 14% male).

Compared to females, **males** were in general more likely to study law to secure future career paths and to gain more prestige/status. Specifically, **males** were significantly more likely than females to study law due to:

- a good income that a career in the law offers (36% male, 31% female)
- having an interest in government and/or politics (37% male, 30% female)
- prestige and status that a career in the law would entail (37% male, 26% female)
- having the right aptitude/skills for a law degree (33% male, 27% female).

FIGURE 7 – 15 MOST COMMON REASONS FOR STUDYING LAW



Base: All respondents n=1,403; females n=944; males n=459.

C1a: Please indicate your principal reasons for deciding to study law (multiple responses possible).

\*Statistically significant difference between female and male responses.

The data shows that reasons for studying law were also influenced by a range of other factors, including age, family composition, degree enrolled in, intended legal practise areas and university attending. Significant differences based on these factors are detailed below:

- respondents with children were more likely to study law than respondents without children due to a career change (35% compared to 8%)
- older respondents were more likely to study law because of an interest in social justice (64% of respondents aged 50+ years, compared to 46% of respondents aged 25 years or younger)
- younger respondents were more likely to study law because they thought it would provide good job opportunities (69% of respondents aged 25 years or younger, compared to 36% of respondents aged 50+ years).

Respondents studying a Combined LLB were more likely than LLB and JD students to have chosen law for reasons relating to future employment opportunities. For example, compared to LLB and JD students, Combined LLB students were significantly more likely to study law because they thought that a law degree:

- would give them good job opportunities (68% compared to 61% of JD students and 48% of LLB students)
- would give them a broad skill base for employment in different fields (57% compared to 48% of JD students and 39% of LLB students)
- would ensure a good income (36% compared to 29% of JD students and 28% of LLB students).

Respondents studying a Combined LLB were also more likely than LLB students to have chosen law due to factors relating to their time at high school. More specifically, respondents studying a Combined LLB were significantly more likely to study law due to:

- having the marks/grades (51% compared to 15% of LLB students and 10% JD students)
- enjoyed legal studies at school (34% compared to 22% of LLB students and 9% of JD students)
- enjoyed debating/mock trials at school (23% compared to 14% of LLB students and 7% of JD students).

In contrast, LLB students and JD students were significantly more likely than Combined LLB students to indicate they had chosen legal studies because they wanted a career change (28% of JD students and 21% of LLB students compared to 3% of Combined LLB).

In addition, LLB students were significantly more likely than Combined LLB students to study law because they had interest in the law (82% compared to 74% of Combined LLB students).

When analysed by intended practice areas, the data shows<sup>8</sup> :

- Respondents wanting to work as government or **community-based legal service lawyers** were significantly more likely to have chosen law because of an interest in social justice (74% and 57% respectively) than respondents who proposed to work in other legal sectors.
- Respondents wanting to work as **barristers** were significantly more likely to have chosen law because they wanted intellectual stimulation (59%) and/or because they were interested in the critical thinking, logical reasoning and problem solving aspect of the law (59%) than respondents who proposed to work in other legal sectors.
- Respondents wanting to work as **in-house/corporate lawyers** were significantly more likely to have chosen law for reasons relating to job opportunities (74%), a broad skill base for employment in different fields (64%) and job security (49%) than respondents who proposed to work in other legal sectors.
- Respondents wanting to work as **solicitors** were significantly more likely to have chosen law because they thought that a career in law ensures a good income.

When analysed by university, notable outcomes are that:

- students at the University of New England (88%) were more likely to have chosen law because of an interest in the law than students at most other universities
- students at the University of Western Sydney (42%) and the University of Wollongong (49%) were more likely to have chosen law because they enjoyed studying legal studies at high school than students at most other universities

<sup>8</sup> Percentages use a base number of n=1,244, which is the number of students who indicated that they wanted to pursue a career in the legal sector (see Figure 9).

- students at the Southern Cross University (26%) and the University of Technology Sydney (24%) were more likely to have chosen law because they wanted a career change than students at most other universities.

### 3.4.1 RANKING OF KEY DRIVERS FOR STUDYING LAW

Respondents were asked to indicate whether each reason they nominated was either 'extremely important', 'very important' or 'fairly important' in their decision to study law.

Figure 8 shows the 15 most common reasons for studying law, and the proportion of respondents who rated them as 'extremely important'.

The three reasons that respondents most often rated as 'extremely important' were in relation to a personal interest in the legal profession:

- 'I had an interest in the law' (53% extremely important)
- 'I wanted intellectual stimulation' (51% extremely important)
- 'I had an interest in social justice' (50% extremely important).

In addition, comparable proportions of respondents also rated statements in relation to securing better employment opportunities as 'extremely important':

- 'I thought a law degree would give me a broad skill base for employment in different fields' (49%)
- 'I thought a law degree would provide good job opportunities' (48%)
- 'I thought a law degree would ensure job security' (47%).

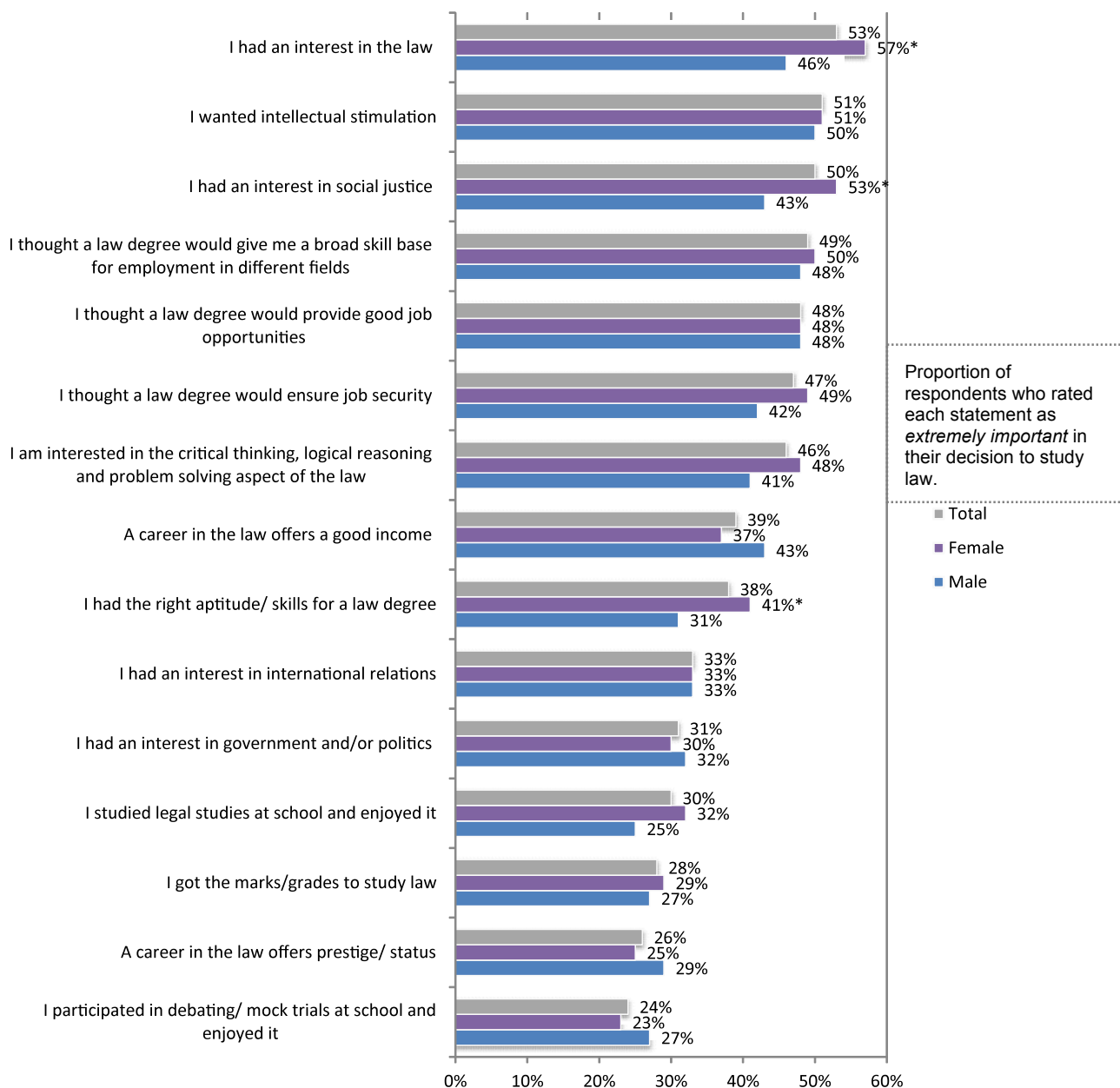
Results show only few notable differences between female and male respondents.

Compared to males, females were significantly more likely to indicate the following reasons as extremely important:

- 'having an interest in the law' (57% compared to 46% males)
- 'having an interest in social justice' (53% compared to 43% males)
- 'having the right aptitude/skills for a law degree' (41% compared to 31% males).



FIGURE 8 – REASONS TO STUDY LAW RATED AS 'EXTREMELY IMPORTANT'



Base: Varies per answer category – see Appendix B (Table C1B) for base numbers.

C1b: Please indicate the extent to which each reason was important in your decision to study law.

\*Statistically significant difference between female and male responses.

### 3.5 INTENTION TO PRACTISE AS A LAWYER

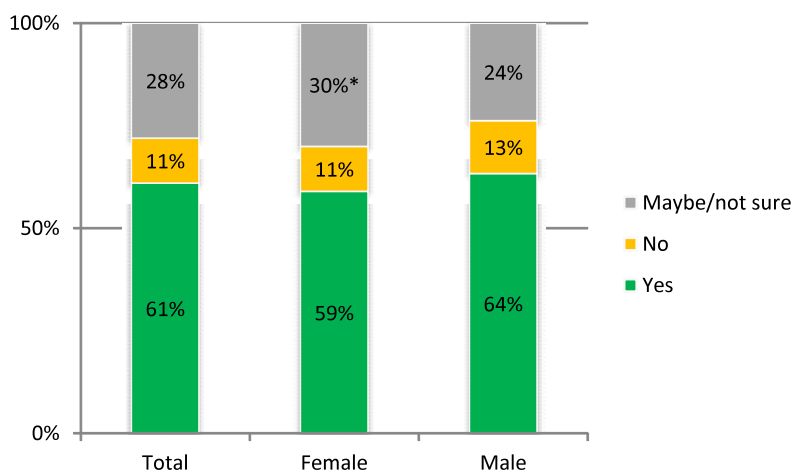
Respondents were also asked whether they proposed to practise as a lawyer.

The results indicate that:

- a majority of all respondents (61%) intended to practise as a lawyer
- 28% were not sure whether to practise as a lawyer or not
- 11% did not have the intention to practise as a lawyer.

Female students were more likely than males to be unsure about their intentions to practise as a lawyer (30% of females were 'not sure', compared to 24% of males) (see Figure 9).

FIGURE 9 – STUDENT INTENTION TO PRACTISE AS A LAWYER



Base: All respondents n=1,403; females n=944; males n=459.

C2: Do you propose to practise as a lawyer?

\*Statistically significant difference between female and male responses.

When analysed by type of degree, LLB students and JD students were significantly more likely to intend to practise as a lawyer than those studying a Combined LLB (70% of JD students and 67% of LLB students compared to 56% of Combined LLB students).

Finally, when analysed by university, the data show that students at Macquarie University (37%) were significantly less likely to be sure whether they intended to practise as a lawyer than students at most other universities.

### 3.5.1 ALTERNATIVE SECTORS OF WORK (OUTSIDE LAW)

Respondents who did not intend to practise as a lawyer were asked to indicate an alternative proposed sector of work. As shown in Table 5 overleaf, respondents most often nominated 'banking and financial services' as a sector to work in (20%). Other popular sectors outside the legal profession included:

- government/politics/policy work (18%)
- executive/corporate strategy (13%)
- advertising/media/arts and entertainment (8%).

Overall, there were no differences between female and male respondents. However, there were no female respondents who did not intend to work in 'science and technology', compared to 5% of males (although these proportions represented a small proportion of all students who did not intend to practise as a lawyer).

Data did not vary greatly based on other indicators.

TABLE 5 – TEN MOST COMMON PROPOSED SECTORS TO WORK IN (OTHER THAN LEGAL PROFESSION)

		TOTAL	FEMALE	MALE
<b>Total</b>	<b>N</b>	<b>159</b>	<b>100</b>	<b>59</b>
Banking and financial services	N	34	18	16
	%	21%	18%	27%
Government/politics/policy work	N	28	22	6
	%	18%	22%	10%
Executive/corporate strategy	N	20	9	11
	%	13%	9%	19%
Advertising/media/arts and entertainment	N	12	10	2
	%	8%	10%	3%
International development/foreign affairs	N	8	5	3
	%	5%	5%	5%
IT and telecommunications	N	5	3	2
	%	3%	3%	3%
Science and technology	N	3	0	3
	%	2%	0%	5%*
Mining, resources and energy	N	2	1	1
	%	1%	1%	2%
PR and communications	N	2	2	0
	%	1%	2%	0%
Marketing	N	2	1	1
	%	1%	1%	2%

*Note: Given that the proportions are based on small sample numbers, the table outlines all sample numbers for each category.*

*Base: Respondents who did not intend to practise as a lawyer ('no' at C2), n=159; females n=100; males n=59.*

*C3: In which sector to you propose to work?*

*\*Statistically significant difference between female and male responses.*

## 4 Career intentions in the legal profession

This section provides further detail on the intentions of respondents to practise as a lawyer. This includes an analysis of intended legal practice areas and fields of law, as well as reasons behind these intentions.

### 4.1 NUMBER OF INTENDED LEGAL PRACTICE AREAS

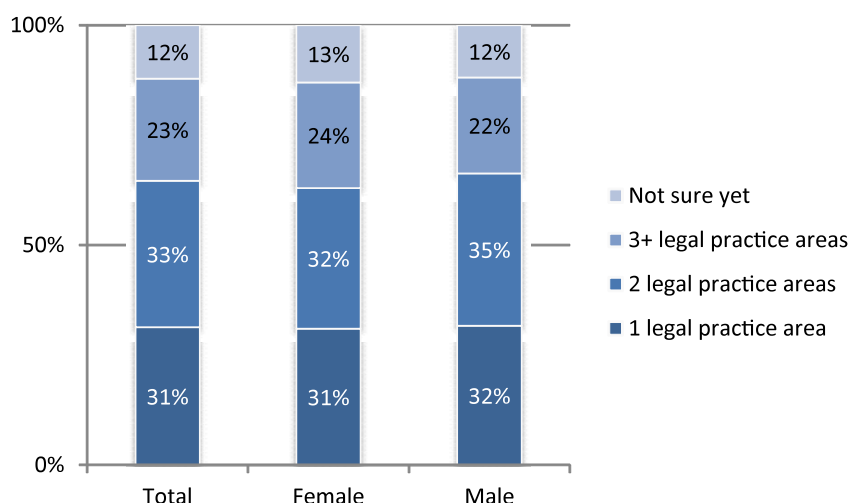
Respondents who reported intending to practise as a lawyer were asked in which capacity they proposed to practise by selecting one or more of the following options:

- solicitor in private practice
- barrister
- community-based legal service lawyer
- government lawyer
- in-house/corporate lawyer
- other
- not sure yet (excluded all the above options).

When looking at the number of practice areas that respondents proposed to work in, nearly one third (31%) of respondents nominated one legal practice area (see Figure 10). A similar proportion nominated two practice areas (33%), while 23% nominated three or more practice areas. A small proportion (10%) were unsure in which legal practice area they intended to work.

When analysed by gender, a similar profile was observed for both male and female respondents.

FIGURE 10 – NUMBER OF INTENDED LEGAL PRACTICE AREAS



*Base: Respondents who proposed to practise as a lawyer ('yes'/'maybe' at C2) n=1,244; females n=844; males n=400*  
*C4: In which capacity do you propose to eventually practise? (multiple responses possible)*  
*The survey outcomes did not comprise statistically significant differences between female and male responses.*

When looking at differences between age groups, younger students were more likely to intend to work in three or more fields (32% of students aged 22 year or younger) than their older counterparts.

When analysed by proposed legal practice area, respondents proposing to work as government or community-based legal service lawyers were more likely to intend to work in two other practice areas as well. Conversely, respondents who intended to work as private practice solicitors, barristers and/or as in-house/corporate lawyers were more likely to intend to work in one practice area only.

Furthermore, students at the University of Western Sydney were particularly more likely to intend to work in three or more practice areas (35%), while students at the College of Law were more likely to intend to work in one practice area only (48%).

#### 4.1.1 TYPE OF INTENDED LEGAL PRACTICE AREA

When looking at the type of legal practice area that respondents intended to work in, respondents most often intended to work in private practice (53%) (see Figure 11). Nearly one third of all respondents intended to work as government lawyers (30%), in-house/corporate lawyers (30%) or barristers (30%), followed by 22% who intended to work as a community-based legal service lawyers.

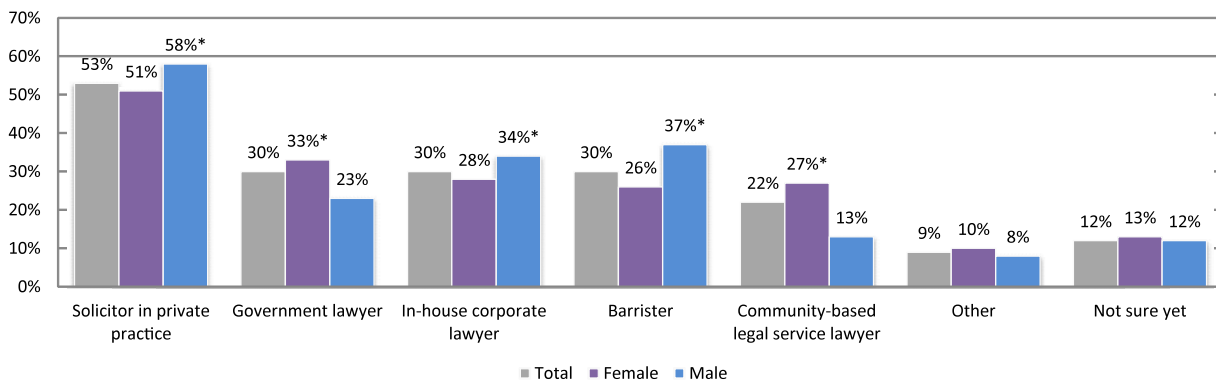
Females were significantly more likely than males to intend to work as:

- government lawyers (33% compared to 23% male)
- community-based legal service lawyers (27% compared to 13% male).

Males were significantly more likely than females to say they intended to work as:

- a solicitor in private practice (58% compared to 51% female)
- in-house/corporate lawyers (34% compared to 28% female)
- barristers (37% compared to 26% female).

FIGURE 11 – INTENDED LEGAL PRACTICE AREAS



Base: Respondents who proposed to practise as a lawyer ('yes'/'maybe' at C2) n=1,244; females n=844; males n=400.

C4: In which capacity do you propose to eventually practise (multiple responses possible)?

\*Statistically significant difference between female and male responses.

In addition, older students (aged 50+ years) were more likely than their younger counterparts to intend to practise as community-based legal service lawyer (45% compared to 21% of those aged 49 years or younger).

The data also show that intentions for legal practice were affected by whether students had children or not. Students with children were significantly more likely to intend to work as community-based legal service lawyers (31%) than students without children (21%).

Finally, when analysed by university, students at the University of Wollongong and the University of Western Sydney were more likely to intend to work as government lawyers (44% and 42% respectively) than students at most other universities.

#### 4.1.2 REASONS FOR INTENDED LEGAL PRACTICE AREAS

Respondents were asked to indicate the main reasons for proposing to practise in nominated practice areas (also referred to below as 'career paths').

Table 6 outlines the ten most common reasons that respondents provided, and analysed by gender and proposed practice area. Appendix B provides a full list of all nominated reasons.

The three most common reasons that respondents nominated when choosing a practice area were:

- 'the work is interesting' (75%)
- 'it would provide a challenge/it is intellectually stimulating' (67%)
- 'it is suited to my strengths and abilities' (62%).

Interestingly, these three reasons were particularly relevant for respondents who wanted to work at the Bar. These respondents were also more likely to nominate 'the work is exciting and dynamic' as a key reason compared to all other respondents.

Respondents who intended to work in the community sector were more likely to nominate 'I have an interest in social justice and advocacy', as well as 'I like working with people'.

Respondents with aspirations to work as government lawyers or in-house were more likely to choose 'job security' as a key reason. In addition, 'financial rewards' were also particularly relevant for respondents wanting to work as in-house lawyers.

When looking at gender, females were significantly more likely than males to choose a specific practice area due to:

- flexibility/good work life balance (58% compared to 45% male)
- a personal interest in social justice and advocacy (51% compared to 40% male).

Males were significantly more likely than females to choose a practice area because it had positive financial rewards (61% compared to 48% female).

There were also some notable differences between respondents studying at metropolitan universities and regional universities<sup>9</sup>. Respondents studying at metropolitan universities were significantly more likely to choose a practice area than their regional counterparts due to:

- financial rewards (52% compared to 41% regional)
- enjoyment in commercial law/private sector work (48% compared to 31%)
- gaining training and experience for a future career pathway (46% compared to 34%).

<sup>9</sup> Metropolitan universities comprise the University of New South Wales; University of Sydney; University of Technology Sydney (UTS); Macquarie University; and University of Notre Dame. Regional universities comprise the University of Western Sydney; University of Wollongong; Newcastle University; Southern Cross University; and University of New England.

Conversely, respondents studying at regional universities were significantly more likely than their metropolitan counterparts to choose a practice area due to:

- liking to work with people (47% compared to 32% metropolitan)
- having an interest in court work (44% compared to 25% metropolitan)
- flexibility/good work life balance (37% compared to 24% metropolitan)
- having an interest in social justice and advocacy (37% compared to 19% metropolitan)
- wanting to contribute to the improvement of the legal system (28% compared to 13% metropolitan).

TABLE 6 – TEN MOST COMMON REASONS FOR CHOOSING A PRACTICE AREA

	TOTAL	FEMALE	MALE	SOLICITOR (K)	BARRISTER (L)	COMMUNITY (M)	GOVT. (N)	IN-HOUSE (O)
<b>Base (N)</b>	<b>1,090</b>	<b>736</b>	<b>354</b>	<b>660</b>	<b>367</b>	<b>278</b>	<b>374</b>	<b>370</b>
The work is interesting	75%	73%	78%	75%	86% (KNO)	84% (KO)	81% (KO)	73%
It would provide a challenge/it is intellectually stimulating	67%	67%	68%	68%	81% (KMNO)	70%	69%	70%
It is suited to my strengths and abilities	62%	60%	65%	60%	73% (KMNO)	62%	62%	62%
It provides flexibility/good work life balance	54%	58%*	45%	57%* (L)	49%	70% (KL)	71% (KL)	69% (KL)
It provides good job security	52%	52%	52%	61% (L)	47%	58% (L)	75% (KLM)	70% (KLM)
The work is exciting and dynamic	53%	52%	53%	56%	68% (KMNO)	54%	55%	56%
It has positive financial rewards	52%	48%	61%*	63% (LMN)	54% (M)	46%	56% (M)	73% (KLMN)
I have an interest in social justice and advocacy	47%	51%*	40%	40% (O)	62% (KO)	89% (KLNO)	65% (KO)	32%
I like working with people	43%	45%	40%	49%	44%	61% (KLNO)	49%	46%
To gain training and experience for my future career pathway	41%	40%	43%	50% (L)	40%	45%	52% (L)	54% (LM)

C5: Please indicate the main reasons why you propose to practise as a <insert field from C4> (please select all that apply) (multiple responses possible).

Note: Multiple responses were possible at C4 – therefore reasons for career paths are not individually specific to practice areas.

\*Statistically significant difference between female and male responses.

K/L/M/N/O: Statistically significant difference between different legal practice areas.



## 4.2 INTENDED FIELDS OF LAW

Respondents were also asked in which field(s) of law they wanted to specialise in. Figure 12 to 14 overleaf outline the intended areas of specialised fields for all respondents, and broken down by gender.

Overall, the most popular areas of specialised fields included:

- criminal law (29%)
- commercial law (27%)
- corporate law (25%)
- family law (22%)
- litigation – general (22%)
- advocacy (20%)
- intellectual property (20%).

Fewer than one in ten respondents intended to work in personal injury (9%), taxation (8%), insolvency (7%), planning/local government (7%), small business (4%) and native title (3%).

When analysed by gender, females showed greater intentions to specialise in more socially related fields of law than males. More specifically, females were significantly more likely than males to want to specialise in:

- criminal law (31% female, 26% male)
- family law (26% female, 14% male)
- wills and estates (15% female, 10% male)
- migration law (15% female, 10% male)
- native title (4% female, 1% male).

Conversely, males showed greater intentions to specialise in corporate fields of law. They were significantly more likely than females to want to specialise in:

- commercial law (37% male, 23% female)
- corporate law (32% male, 21% female)
- litigation – general (25% male, 20% female)
- civil litigation (22% male, 16% female)
- trade practices/competition/consumer law (18% male, 12% female)
- banking/finance (22% male, 7% female)
- taxation (11% male, 7% female).

The intended legal practice areas also had an influence on intended fields of speciality. Key findings include that<sup>10</sup>:

- respondents intending to work as **solicitors** and **in-house corporate lawyers** were significantly more likely to want to specialise in corporate law (31% and 48%) and commercial law (31% and 45%) (among others)
- respondents intending to work as **in-house corporate lawyers** were also significantly more likely to want to specialise in intellectual property (31%), trade practices law/ competition and consumer law (24%) and banking and finance (23%) (among others)
- respondents intending to work as **barristers** were significantly more likely to want to specialise in criminal law (49%), advocacy (41%), litigation – general (39%) and civil litigation (29%) (among others)
- respondents intending to work as **community-based legal service lawyers** were also significantly more likely to want to specialise in criminal law (46%), as well as family law (40%) and migration law (25%) (among others)
- respondents intending to work as **government lawyers** were significantly more likely to want to specialise in planning/local government (12%) (among others).

Age was also seen to be an influencing factor. Notable key differences included:

- respondents aged 22 years or younger and those aged 50+ years were significantly more likely to want to specialise in criminal law than all other age groups (40% and 47% respectively)
- respondents aged 40+ years were also more likely to specialise in employment/industrial law than their younger counterparts (24% compared to 12%)

Finally, the data show differences between respondents studying at metropolitan and regional universities<sup>11</sup>. Respondents studying at metropolitan universities were significantly more likely to specialise in corporate related areas than those studying at regional universities, including in:

- commercial law (31% compared to 21% regional)
- corporate law (28% compared to 18% regional)
- administrative law (16% compared to 11% regional)
- banking and finance (14% compared to 9% regional).

Respondents studying at regional universities, meanwhile, were significantly more likely to specialise in social areas of law, including in:

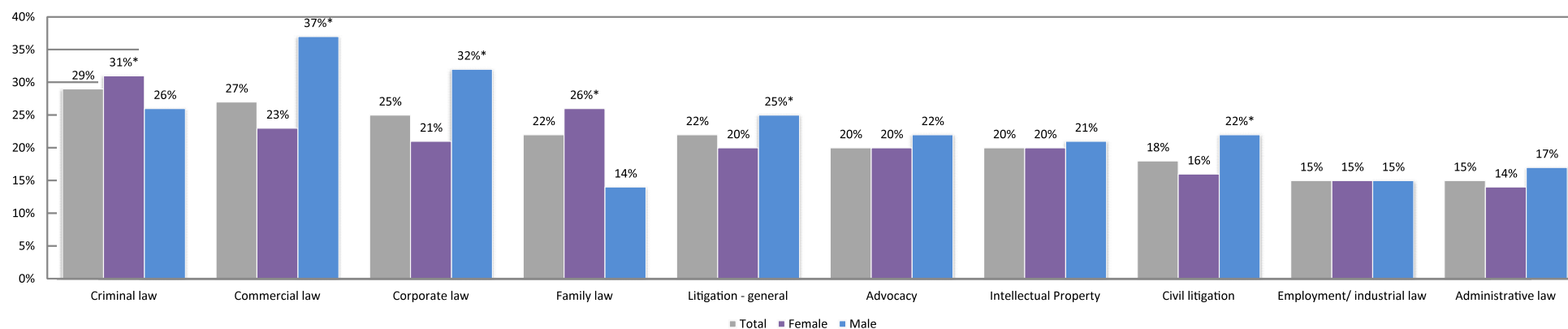
- criminal law (41% compared to 24% metropolitan)
- family law (32% compared to 18% metropolitan)
- advocacy (24% compared to 18% metropolitan)
- employment/industrial law (20% compared to 12% metropolitan).

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<sup>10</sup> See Appendix B (Table C6) for full list of statistically significant differences based on intended legal practice areas

<sup>11</sup> See footnote 5 for the names of metropolitan and regional universities.

FIGURE 12 – INTENDED FIELD OF LAW (PART A)

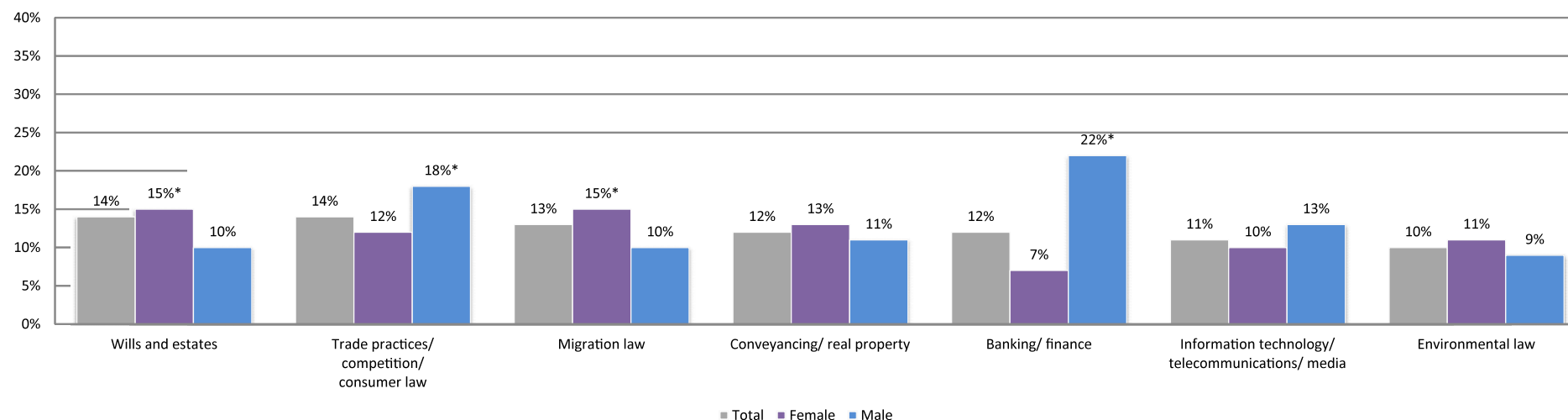


Base: Respondents who proposed to practise as a lawyer ('yes'/'maybe' at C2) n=1,244, female respondents n=844, male respondents n=400.

C6: In what field(s) of law would you like to specialise? (please select all that apply) (multiple responses possible)

\*Statistically significant difference between female and male responses.

FIGURE 13 – INTENDED FIELD OF LAW (PART B)

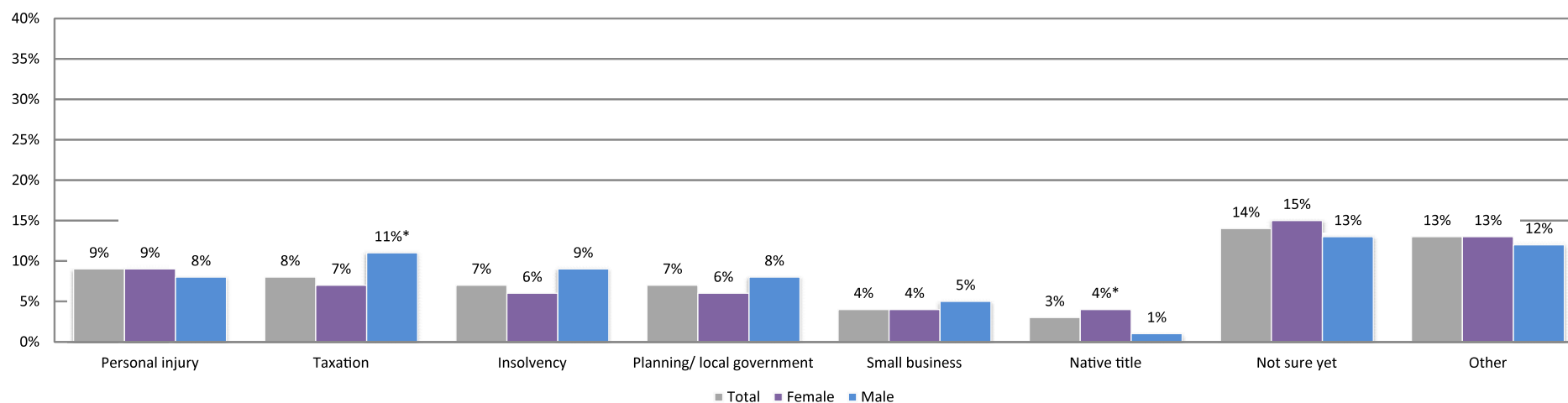


Base: All respondents who proposed to practise as a lawyer ('yes'/'maybe' at C2) n=1,244; females n=844; males n=400.

C6: In what field(s) of law would you like to specialise? (please select all that apply) (multiple responses possible)

\*Statistically significant difference between female and male responses.

FIGURE 14 – INTENDED FIELD OF LAW (PART C)



Base: Respondents who proposed to practise as a lawyer ('yes'/'maybe' at C2) n=1,244; females n=844; males n=400.

C6: In what field(s) of law would you like to specialise? (please select all that apply) (multiple responses possible)

\*Statistically significant difference between female and male responses.

### 4.3 BARRIERS TO WORKING AS A BARRISTER

Another key element in the survey involved exploring why graduate law students may not pursue a career as a barrister.

As described in Section 4.1.1, female students were significantly less likely than male students to report they were intending to work at the Bar (26% compared to 37%).

All respondents who indicated they were not intending to pursue a career as a barrister (or who were not sure about their proposed practice area) were asked to select key reasons why they did not consider this career path.

Figure 15 on page 35 shows all provided reasons that respondents selected.

Overall results show that respondents most commonly did not consider the Bar as a career path because it involved 'too much stress or pressure' (35%), and due to 'a lack of required skills' (35%).

Interestingly, one third of respondents did not rule out a career path as a barrister (33%), and a similar proportion preferred to work firstly as a solicitor to gain more experience (30%).

However, relatively large proportions of respondents did not consider the Bar as a career option because they viewed the Bar as:

- 'elitist/clikey' (30%)
- intimidating (29%)
- too hard to get in to (28%)
- not family-friendly (27%)
- too risky in terms of 'steady work/working for yourself' (24%)
- an environment with too long work hours (23%)
- too competitive (19%).

In line with the overall findings, the most common key reasons for **females** for not considering a career at the Bar were 'too much stress/pressure' (38%) and 'not having the required skills' (37%). In addition, compared to males, **females** were significantly more likely not to consider the Bar as a career option due to:

- too much stress/pressure (38% compared to 27% of males)
- viewing the Bar as intimidating (33% compared to 20% of males)
- viewing the Bar as not family-friendly (31% compared 15% of males)
- viewing the Bar as male dominated (31% compared to 4% of males)
- not enjoying public speaking (29% compared to 22% of males)
- the work hours are too long (26% compared to 17% of males).

**Male students** most commonly reported that they 'had not ruled the Bar out as a career option' (33%), followed by 'not having the required skills' (32%).

When looking at age groups, younger respondents were more likely to have decided against a career as a barrister than older respondents due to:

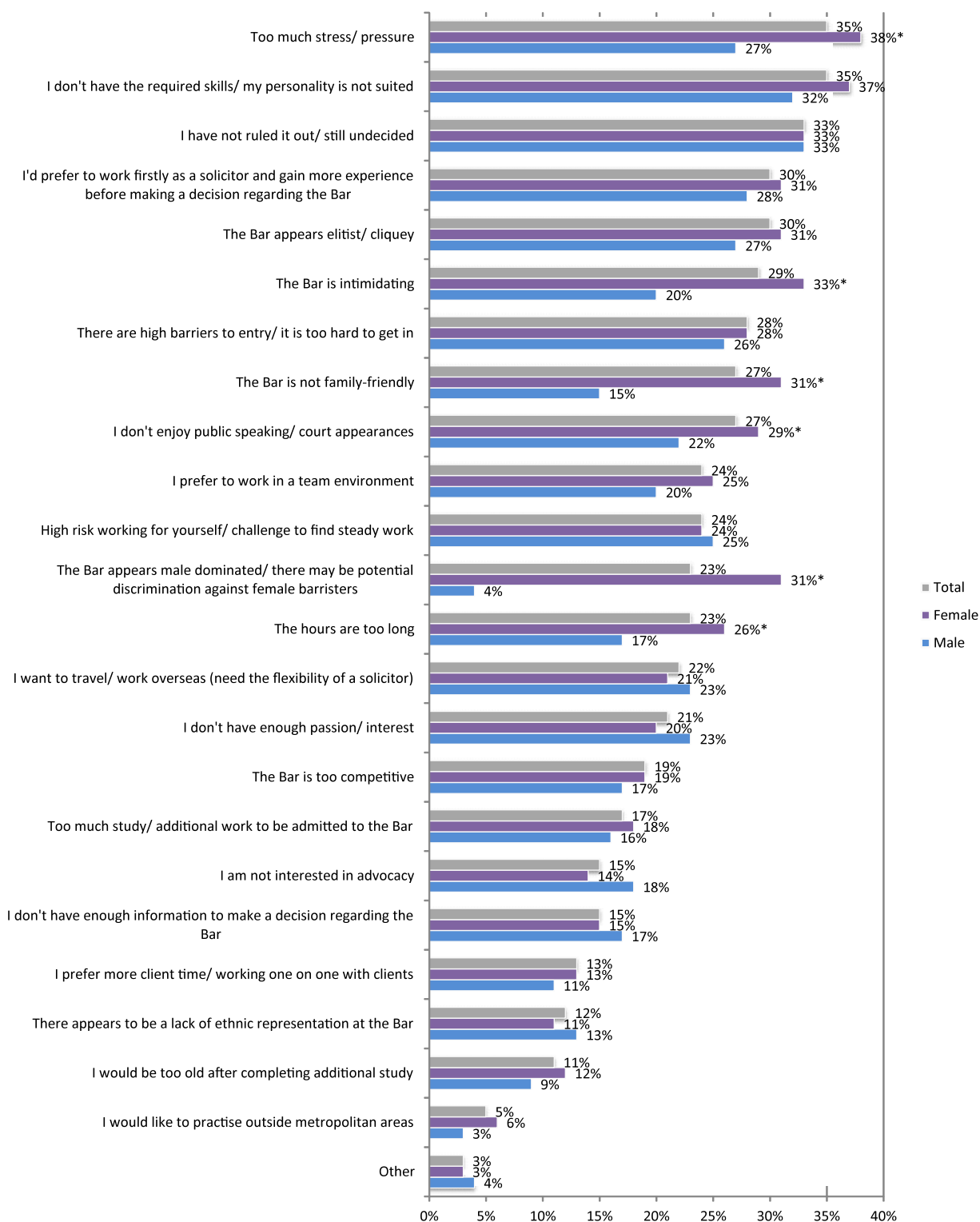
- too much stress/pressure (41% of respondents aged 25 years or younger, compared to 26% of respondents aged 26+ years)
- viewing the Bar as intimidating (36% of respondents aged 25 years or younger, compared to 19% of respondents aged 26+ years).

Older respondents were significantly less likely to consider a career as a barrister because they believed they would be too old after completing additional study (43% of respondents aged 40+ years compared to 8% of respondents aged 39 years or younger).

Other significant differences include that respondents without children were significantly less likely to consider the Bar as a career option than those with children due to elements in relation to work pressure:

- too much pressure (38% compared to 17% with children)
- too long hours (24% compared to 15% with children)
- too competitive (20% compared to 9% with children).

FIGURE 15 – REASONS NOT TO PRACTISE AS A BARRISTER



Base: Respondents who did not intend to practise as a barrister (see C4) n=877; females n=624; males n=253.

C8a: If you do not intend to practise as a barrister, please indicate the principal reasons why you have chosen against that career path (please select all that apply) (multiple responses possible).

\*Statistically significant difference between female and male responses.

### 4.3.1 RANKING OF BARRIERS TO WORKING AS A BARRISTER

Respondents were asked to rank the reasons for choosing not to practise as a barrister as: 'extremely important', 'very important' and 'fairly important'. Figure 16 outlines the proportion of respondents nominating 'extremely important' for each reason.

Statements that respondents most often nominated as 'extremely important' for not considering a career at the Bar related to personal skills:

- 'I don't have the required skills/my personality is not suited' (58% extremely important)
- 'I don't enjoy public speaking/court appearances' (56% extremely important).

However, statements in relation to the work environment of the Bar were also considered as 'extremely important' by relatively large proportions of respondents:

- 'the Bar is not family-friendly' (53% extremely important)
- 'high risk working for yourself/challenge to find steady work' (53% extremely important)
- 'I would like to practise outside metropolitan areas' (52% extremely important)
- 'too much stress/pressure' (50% extremely important).

Overall, results are comparable for females and males. One significant difference in gender can be seen in those who rated 'high risk working for yourself/challenge to find steady work' as 'extremely important': males were more likely to rate this as 'extremely important' for not to work at the Bar than females (67% and 47% respectively).

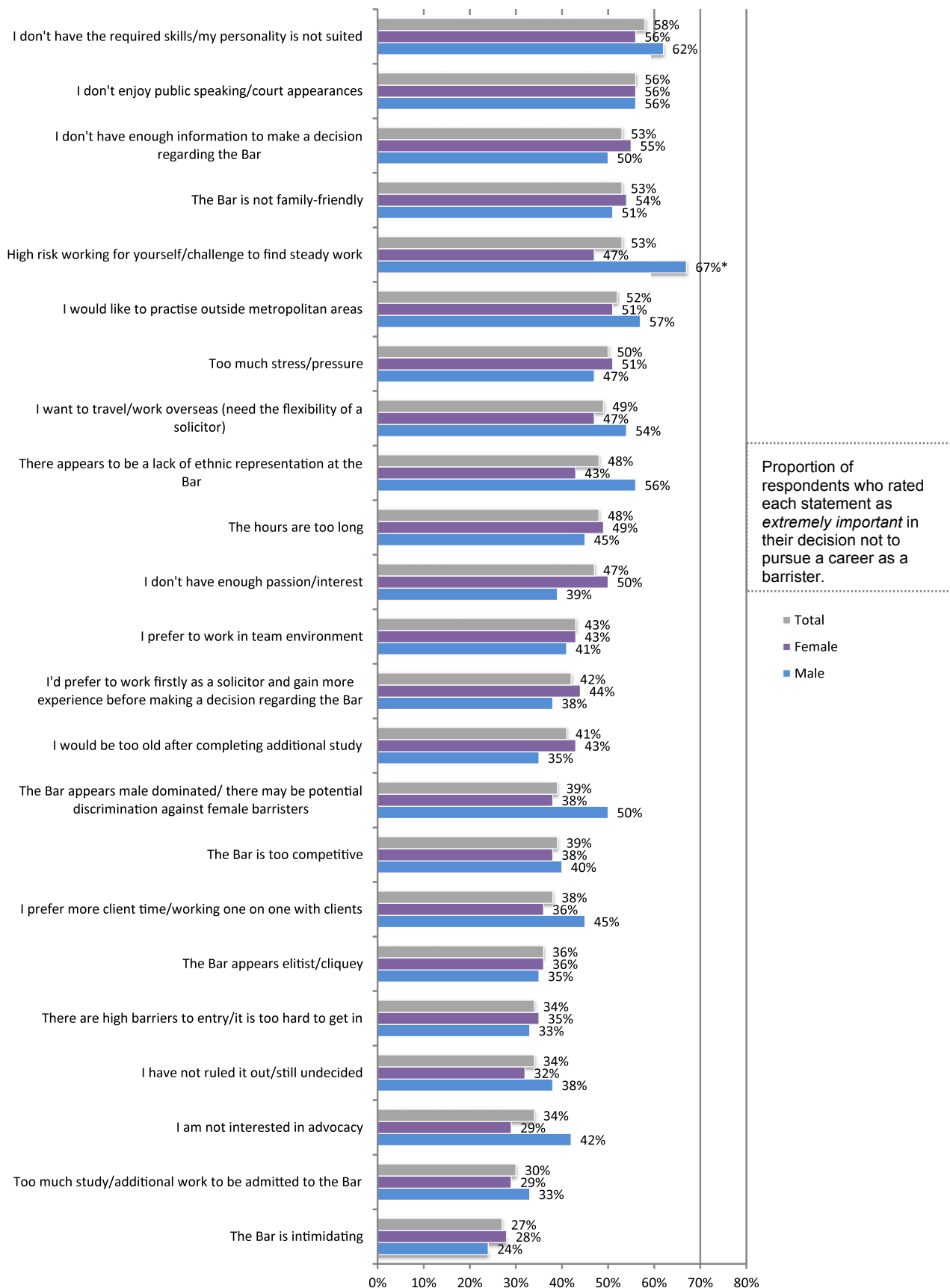
It is important to note that the findings show that of all males who reported 'the Bar appears to be male dominated' as a reason for not to work at the Bar, 50% rated this as 'extremely important'. However, this proportion represents a very small sample (only five male respondents), which therefore makes the comparison with females who rated this as 'extremely important' (38%) not statistically significant.

Furthermore, although not statistically significant, reasons ranked as 'extremely important' by a slightly greater proportion of females than males included:

- 'I don't have enough passion/interest' (50% female, 39% male)
- 'I don't have enough information to make a decision regarding the Bar' (55% female, 50% male)
- 'the Bar is intimidating' (28% female, 24% male)
- 'the hours are too long' (49% female, 45% male)
- 'the Bar is not family-friendly' (54% female, 51% male).



FIGURE 16 – LEVEL OF EXTREME IMPORTANCE (REASONS NOT TO PRACTISE AS BARRISTER)



Base: Varies per answer category – see Appendix B (Table C8B) for base numbers.

C8b: Please indicate the extent to which each reason was important in your decision not to practise as a barrister.

\*Statistically significant difference between female and male responses.

## 5 Conclusions and recommendations

### 5.1 INTRODUCTION

The current employment market for law graduates<sup>12</sup> and recent data on wellbeing and sources of stress for law students,<sup>13</sup> raise issues of significant concern for the legal profession, potential employers of law graduates, and those responsible for the education and professional development of law graduates, particularly when it comes to diversity, retention of talent, and leadership in the profession.

According to the 2014 Law Society National Profile of Solicitors in Australia, from 2011 to 2014 there was a 12% increase in the number of practising solicitors,<sup>14</sup> and more solicitors are working later in life.<sup>15</sup>

While presently 49.25% of 29,287 solicitors in NSW are women,<sup>16</sup> women remain especially concentrated among the junior ranks of solicitors, with an expectation that over the coming years women will constitute the majority of solicitors with less than 15 years experience.<sup>17</sup> Although 21.26% of 2,305 barristers are women, still only 9.97% of senior counsel are women.<sup>18</sup>

Productivity and quality provision of legal services by lawyers is integrally connected to the professional and workplace environment of lawyers. It is critical to the long term sustainability of the legal profession that planning, recruitment, and professional development of lawyers take into account the perspective and needs of graduating and younger lawyers.

### 5.2 INTERSECTION OF VARIOUS DIMENSIONS OF DIVERSITY AND REGIONAL VERSUS METROPOLITAN LOCATION

The Career Intentions Survey study supports the need for focus on the multidimensional facets of diversity, particularly in the areas of gender, ethnicity and age, and the intersection of such factors with issues impacting on lawyers based in regional versus metropolitan locations.

Out of 23 reasons nominated as 'extremely important' reasons for not intending to practise as a barrister, the 4<sup>th</sup> most selected reason was 'The Bar is not family friendly', the 9<sup>th</sup> most selected 'There appears to be a lack of ethnic representation at the Bar', the 14<sup>th</sup> most selected 'I would be too old after completing additional study', the and 15<sup>th</sup> most selected 'The Bar appears male dominated/there may be potential discrimination against female barristers'.<sup>19</sup> While only 5 males reported 'the Bar appears to be male dominated' as a reason for not intending to work at the Bar, 50% rated this as 'extremely important'.

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<sup>12</sup> Felicity Nelson, "Law graduate unemployment hits a record high," [Internet – <http://www.lawyersweekly.com.au/news/16023-law-graduate-unemployment-hits-record-high> (Accessed 14 June 2015)].

<sup>13</sup> Survive Law, *Survive Law Australian Law Student Satisfaction Survey 2013*, at 18, 23, 46, and 52. It is notable that the Survive Law study was across all 35 Australian law schools and surveyed students in their first to sixth or higher year of law school.

<sup>14</sup> Urbis, *2014 Law Society National Profile of Solicitors Final Report*, April 2015, at 2.

<sup>15</sup> Urbis, above, at 7.

<sup>16</sup> The Law Society of New South Wales, "Law Society NSW Statistics Report", 2 June 2015, [Internet – <http://www.lawsociety.com.au/cs/groups/public/documents/internetregistry/1014720.pdf> (Accessed 14 June 2015)].

<sup>17</sup> Urbis Keys Young, *The Solicitors of New South Wales in 2015*, at 8.

<sup>18</sup> Bar Association of New South Wales, "Statistics," Internet – <http://www.nswbar.asn.au/the-bar-association/statistics> (Accessed 14 June 2015)].

<sup>19</sup> See page 32.

Females were significantly more likely than males to intend to work as government lawyers (33% compared to 23% male), and community based lawyers (27% compared to 13% male).<sup>20</sup> Females showed greater intentions to specialise in more social related field of law than males.<sup>21</sup>

Older students (aged 50+ years) were more likely than younger students to intend to practice as a community-based legal service lawyer (45% compared to 21% of those aged 49 years or younger).<sup>22</sup>

Respondents from metropolitan universities were more likely than respondents at regional universities to choose a practice area due to financial rewards (52% compared to 41%), employment in commercial law/private sector work (48% compared to 31%), and gaining training and experience for a future career pathway (46% compared to 34%).<sup>23</sup>

Respondents from regional universities were more likely than respondents at metropolitan universities to choose a practice area due to liking working with people (47% compared to 32%), having an interest in court work (44% compared to 25%), flexibility/good work life balance (37% compared to 24%), having an interest in social justice and advocacy (37% compared to 19%), and wanting to contribute to the improvement of the legal system (28% compared to 13%).<sup>24</sup>

While the survey did not explore whether students were from an Indigenous background, future research should ask students whether they identify themselves or not as Indigenous.

TABLE 7 – RECOMMENDATIONS 1-3

#	RECOMMENDATIONS
1.	That longitudinal research continues relating to the career intentions and career paths of law graduates and the factors influencing these.
2.	That initiatives and programs targeting diversity be responsive to the intersection of gender, ethnicity, age of lawyers, and regional versus metropolitan work environments.
3.	That future research explore whether respondents identify themselves or not as Indigenous.

### 5.3 SUPPORTING LAW STUDENTS WITH EMPLOYMENT AS A LEGAL PRACTITIONER

61% of students who participated in the Career Intentions Survey intend to practise as a lawyer, with 28% not being sure whether to practise as a lawyer, and 11% not having the intention to practise as a lawyer.<sup>25</sup> 66.2% of students who responded to the 2013 Survive Law survey intend to work as a legal practitioner, with 27.2% of respondents being unsure, and 6.6% not intending on working as a legal practitioner. It is notable that the Survive Law study surveyed students in the first to sixth and higher year of law school, whereas only students in their final semester of a law qualification participated in the Career Intentions Survey.

Of LLB and double degree students who participated in the Survive Law survey, a considerably smaller proportion of first year students (6.1%) did not intend to work as a legal practitioner, compared to sixth or higher year students (14.6%) who did not intend to work as a legal practitioner.

In relation to work available to law graduates, 75.3% of law graduate respondents to the 2014 Graduate Careers Australia annual Australian Graduate Survey were in full time employment, and 24.7% were

<sup>20</sup> See page 20.

<sup>21</sup> See page 24.

<sup>22</sup> See page 20.

<sup>23</sup> See page 21.

<sup>24</sup> See pages 21-22.

<sup>25</sup> See page 17.

seeking full time employment.<sup>26</sup> According to this survey the average starting salary of law graduates (\$53,000) is lower than the average starting salaries of computer science graduates (\$55,000), dentistry graduates (\$75,000), earth science graduates (\$60,000), education graduates (\$59,000), engineering graduates (\$62,000), mathematics graduates (\$60,000), medicine graduates (\$60,000), optometry graduates (\$70,000), paramedical studies graduates (\$55,000), physical sciences graduates (\$55,000), and social work graduates (\$55,000).<sup>27</sup>

Of respondents to the Career Intentions Survey who did not intend on practising as a lawyer, 21% intended to work in banking and financial services, 18% intended to work in government/politics/policy work, and 13% intended to work in executive/corporate strategy.<sup>28</sup>

It is highly relevant to the recruitment and retention of talent in the legal profession, that 75% of respondents to the Career Intentions Survey studied law because they had a genuine interest in the law, 62% thought a law degree would provide good job opportunities, and 50% thought a law degree would give them a broad skill base for employment in different fields.<sup>29</sup> Out of the reasons for studying a law degree that were identified as 'extremely important', the top three reasons were 'I had an interest in the law' (53%), 'I wanted intellectual stimulation' (51%) and 'I had an interest in social justice' (50%).<sup>30</sup>

The results of the Career Intentions Survey suggest that law students are undertaking a law qualification for reasons that should be supported by the employment of law graduates as legal practitioners. It is notable that females were more likely than males to study law because they had a personal interest in the legal profession, and significantly more likely than males to study law because they had an interest in social justice (49% female, 35% male), studied legal studies at school and enjoyed it (31% female, 20% male), and participated in debating/mock trials at school and enjoyed it (21% female, 14% male).<sup>31</sup>

Consideration should be given to the differences between law students of different maturity levels. Relevantly, respondents to the Career Intentions Survey studying a Combined LLB were more likely to study law because they thought that a law degree would give them good job opportunities (68% compared to 48% of LLB students), would give them a broad skill base for employment in different fields (57% compared to 39% of LLB students), would ensure job security (35% compared to 28% of LLB students), and would ensure a good income (36% compared to 28% of LLB students).<sup>32</sup>

LLB student respondents to the Career Intentions Survey were significantly more likely than Combined LLB students to have chosen to study law because they had an interest in the law (82% compared to 74% of Combined LLB students), and because they wanted a career change (21% compared to 3% of Combined LLB students).

Respondents to the Career Intentions Survey studying an LLB were significantly more likely to intend to practise as a lawyer than those studying a Combined LLB (67% compared to 56%).<sup>33</sup> Of students who participated in the 2013 Survive Law survey, similar proportions of LLB and JD students intended to work as legal practitioners (75.1% of LLB students and 74.4% of JD students), with double degree students being more likely to be unsure if they intended to work as a legal practitioners (31.9% compared to 20.3% of LLB students and 20.2% of JD students).

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<sup>26</sup> Graduate Careers Australia, *GradStats Employment and Salary Outcomes of Recent Higher Education Graduates*, December 2014, at 6.

<sup>27</sup> Graduate Careers Australia, above, at 8.

<sup>28</sup> See page 18.

<sup>29</sup> See page 12.

<sup>30</sup> See pages 15-16.

<sup>31</sup> See page 12.

<sup>32</sup> See pages 13-14.

<sup>33</sup> See page 17.

While the majority of law students who participated in the 2013 Survive Law survey were working part-time (65.7%) or full time (9.8%),<sup>34</sup> the majority were not working in a law related job (74%).<sup>35</sup>

TABLE 8 – RECOMMENDATIONS 4-12

#	RECOMMENDATIONS
4.	That those responsible for the education and professional development of law graduates be supported in providing law students with information about practising as a legal practitioner.
5.	That those responsible for the education and professional development of law graduates be supported in informing law students about employment and work experience opportunities for law students.
6.	That initiatives providing law related employment and work experience opportunities for law students be reviewed and developed.
7.	That initiatives providing mentoring and networking opportunities for law students be reviewed and developed, with a focus on ensuring Combined LLB students especially have access to senior lawyers.  Note: WLANSW for example provides opportunities for student membership, informal networking and mentoring opportunities for law students at WLANSW events, and holds a Law as A Career: Coming to the Bar seminar every year during Law Week featuring a speakers panel which generally includes a solicitor, barrister and Judge.
8.	That professional legal associations provide opportunities for student membership and mentoring and networking opportunities for law students.
9.	That individual lawyers be encouraged to participate in professional legal associations providing mentoring, education and support on workplace issues.
10.	That professional legal associations and individual lawyers engage in and be supported to engage in mentoring, education and support of law students, law graduates and younger lawyers.
11.	That professional legal associations including specialist legal associations such as women lawyers associations, associations for younger lawyers, law alumni associations, and associations based on specialist practice areas and other specialist groups and interests, on renewal of memberships track and monitor the intention of their members to change their specialist field(s) of law or workplace and the reasons behind this.  Note: Such reasons can be measured against some of the concerns identified by respondents to this and other studies including remuneration, too long work hours, family responsibilities, stress and pressure, and unemployment/loss of employment.
12.	That initiatives and programs of professional legal associations including specialist legal associations be planned and targeted around data on the intention of members to change specialist field of law or workplace and the reasons behind this.

## 5.4 INFORMING STUDENTS ABOUT A CAREER AT THE BAR

The concerns of students about a career at the Bar support the need for work on marketing the Bar as a career and addressing some of the stereotypical ideas held by students about a career at the Bar.

Out of 23 reasons that were ‘extremely important’ reasons for not intending to practise as a barrister, the most commonly selected reason was ‘I don’t have the required skills/my personality is not suited’, the 3<sup>rd</sup> most commonly selected ‘I don’t have enough information to make a decision regarding the Bar’, the 4<sup>th</sup> most commonly selected ‘The Bar is not family friendly’, the 5<sup>th</sup> most commonly selected ‘High risk

<sup>34</sup> Survive Law, above n 13, at 11.

<sup>35</sup> Survive Law, above n 13, at 12.

working for yourself/challenge to find steady work', the 6<sup>th</sup> most commonly selected 'I would like to practise outside metropolitan areas', the 7<sup>th</sup> most commonly selected 'Too much stress/pressure', the 8<sup>th</sup> most commonly selected 'I want to travel/work overseas (need to flexibility of a solicitor)', the 9<sup>th</sup> most commonly selected 'There appears to be a lack of ethnic representation at the Bar', the 10<sup>th</sup> most commonly selected 'The hours are too long', 12<sup>th</sup> most commonly selected 'I prefer to work in a team environment', the 14<sup>th</sup> most commonly selected 'I would be too old after completing additional study', the 15<sup>th</sup> most commonly selected 'The Bar appears male dominated/there may be potential discrimination against female barristers', the 18<sup>th</sup> most commonly selected 'The Bar appears elitist/cliquest', and 23<sup>rd</sup> most commonly selected 'The Bar is intimidating'.<sup>36</sup>

Of the 877 respondents who did not consider working as a barrister as a career option, females represented a significantly larger proportion (71%) than male students (29%).<sup>37</sup> Of the practising lawyers who have left the profession and individuals who have completed a law qualification but have not practised, who participated in the 2014 Law Council of Australia National Attrition and Re-engagement Study (NARS), the most common reason given for not intending to practise as a barrister was not being interested in working at the Bar (22% of female and 25% of male respondents), the 2<sup>nd</sup> most common 'Don't have the skills/experience' (15% of female and 16% of male respondents), the 3<sup>rd</sup> most common 'Too stressful/high pressure' (10% of female and 9% of male respondents), the 4<sup>th</sup> most common 'Income unpredictable/financial concerns' (10% of female and 7% of male respondents), the 5<sup>th</sup> most common 'Don't like litigation' (8% of female and 7% of male respondents), the 6<sup>th</sup> most common 'Advocacy/advocacy not my strength' (8% of female and 7% of male respondents), the 7<sup>th</sup> most common 'Dislike this type of work' (7% of female and 6% of male respondents), the 8<sup>th</sup> most common 'Long hours/lack of flexibility in hours' (7% of female and 2% of male respondents), the 9<sup>th</sup> most common 'Court/dislike court work' (6% of female and 4% of male respondents), and the 10<sup>th</sup> most common 'family commitments' (6% of female and 1% of male respondents).<sup>38</sup>

TABLE 9 – RECOMMENDATIONS 13

#	RECOMMENDATION
13.	That professional associations and those responsible for the education and professional development of law graduates, undertake initiatives addressing: <ul style="list-style-type: none"> <li>a) The skills and personality types suited to a career at the Bar.</li> <li>b) The working environment at the Bar, including the availability of flexible working practices, what is involved in developing and maintaining a practice at the Bar, business practices and business models for sustaining a practice at the Bar, management of stress, pressure and mental health issues when practising at the Bar, the availability of regional work for the Bar, and the relevance of working in a team environment to practise at the Bar.</li> <li>c) Diversity including in the areas of gender, ethnicity and age, at the Bar.</li> </ul>

## 5.5 WELLBEING, STRESS AND PRESSURE, AND MENTAL HEALTH

The top reason nominated by student respondents to the Career Intentions Survey for not intending to practise at the Bar was 'too much stress/pressure'.<sup>39</sup> 52.7% of students who participated the 2013 Survive Law survey indicated that they feel stressed at law school most or all of the time, and identified balancing study with other commitments (such as work or family) as the leading cause of stress.<sup>40</sup> 52.5% of students who participated in this survey said they feel stressed most or all of the time about finding a relevant job after they graduate.<sup>41</sup> While 50.7% of students who participated in the Survive Law survey agreed or strongly agreed that their law school provided sufficient information about employment/work

<sup>36</sup> See page 32.

<sup>37</sup> See page 31.

<sup>38</sup> The Law Council of Australia, above n 3, at 52.

<sup>39</sup> See page 30.

<sup>40</sup> Survive Law, above n 13, at 23.

<sup>41</sup> Survive Law, above n 13, at 18.



experience opportunities, it is significant that 21.7% of students disagreed or strongly disagreed that this was the case.

The origins of stress and pressure and impacts of this on the wellbeing and mental health of law graduates from the time they are at law school through the duration their legal careers must be properly acknowledged and addressed. Initiatives targeting wellbeing and mental health should not just focus on points of crisis in the careers of lawyers and should aim to sustain lawyers throughout their careers.

TABLE 10 – RECOMMENDATIONS 14

#	RECOMMENDATION
14.	That wellbeing and mental health initiatives take into account the origins of stress and pressure on lawyers from the time they are at law school and the developments of sources of stress and pressure on lawyers throughout the duration of their careers.

## 5.6 FUTURE RESEARCH ON CAREER INTENTIONS

The Career Intentions Survey is the first research in Australia seeking to track and monitor the career intentions of law graduates. Research in this form is consistent with recommendations and options for consideration in recent studies including the 2014 Law Council of Australia National Attrition and Re-engagement Study (NARS) Report and the 2015 Law Society of New South Wales Future Prospects of Law Graduates Report and Recommendations.

The NARS Report in particular outlines in its options for consideration concerning ‘Transparency and accountability’:

- Monitor, publicise and promote discussions of profession-wide statistics and trends on gender equity to inform measures on ways to improve rates of attrition and leadership across the profession
  - encourage professional bodies to collect and publish ongoing standardised data on the attrition of outgoing members, for instance for members discontinuing their practising certificates
  - encourage organisations to collect data on internal leadership levels and attrition, including collecting relevant information from outgoing staff exit interviews
  - collate and publish available data on leadership levels and attrition rates across the profession.<sup>42</sup>

Recent information and research on current issues concerning the profession including issues affecting law graduates, diversity in the profession, and attrition and re-engagement point to the benefits of studies such as the Career Intentions Survey being continued on a longitudinal basis.

By focusing on the intentions of law graduates and the reasons influencing these intentions, the Career Intentions Survey provides a level of detail that allows the effectiveness of current initiatives, policies, practices and programs to be measured and adjusted.

Historically there has been significant debate about the anticipated ‘trickle up’ impact of increasing numbers of female law graduates especially as numbers of female law graduates have equalled and surpassed those of male law graduates. This phenomenon has been occurring for now over three decades with recognisable barriers continuing to be faced by women in the legal profession. An evidence base to guide and direct professional associations, employers, and those responsible for the education and professional development of lawyers about what more can be done is much needed to ensure constructive and meaningful change happens in the most efficient way possible.

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<sup>42</sup> The Law Council of Australia, above n 3, at 8.

While the Career Intentions Survey was initially introduced as a project addressing why so few women consider a career at the NSW Bar, the project has the potential to monitor and address issues impacting on the profession more broadly. The option for consideration in the NARS Report to:

- Continue to research, monitor, discuss and publicise profession-wide statistics and trends on gender equity in the profession,<sup>43</sup>

is relevant in this regard. Additionally relevant is Key Finding 7 in the Key Findings of the Future Prospects of Law Graduates Report and Recommendations:

- More work is needed on an national level
  - There is concern in other jurisdictions about the increasing number of law graduates, particularly in Victoria and Queensland.
  - Comparable data from other jurisdictions would allow for analysis at a national level.
  - It would be desirable for any response to be co-ordinated on a national basis.<sup>44</sup>

Recommendation 10 of the Future Prospects of Law Graduates Report and Recommendations is notable:

- National consideration
  - Have regular contact with other law societies to promote a co-ordinated national approach.<sup>45</sup>

Funding for research such as the Career Intentions Survey to occur on an ongoing basis and in a quality fashion is always a concern and an influence on the scope of possible research for an organisation such as WLANSW. The experience of WLANSW has been that the co-operation and support of organisations for both solicitors and barristers has been key to the Career Intentions Survey project.

The Career Intentions Survey project has not sought to compare or cross-analyse data from research prior to the Career Intentions Survey. The methodology of the project to date has been a survey of graduating law students. To track the career paths of respondents and allow for useful comparisons to be fully explored, it may be constructive for follow up research to take a combined format of survey and interviews.

A project on a national level could explore and consider issues raised in other research such as the NARS Report and the Future Prospects of Law Graduates Report and Recommendations. Partnerships with other organisations that have similar information needs are likely to assist in determining the scope of future research and supporting such research on an ongoing basis.

TABLE 11 – RECOMMENDATIONS 15

#	RECOMMENDATION
15.	That consideration be given to forming partnerships with other organisations including potentially at a national level to support future research on career intentions on an ongoing basis.

<sup>43</sup> The Law Council of Australia, above n 3, at 90.

<sup>44</sup> The Law Society of New South Wales, above n 4, at 7.

<sup>45</sup> The Law Society of New South Wales, above n 4, at 9.





## Appendix A

## Career Intentions Survey Subcommittee Members

CAREER INTENTIONS SURVEY SUBCOMMITTEE CURRENT MEMBERS	
Women Lawyers' Association of New South Wales	Justice Jane Mathews AO, Patron
	Lee-May Saw, WLA President and Subcommittee Chair
	Supriya Eliezer, WLA Vice President
	Natasha O'Halloran, WLA Immediate Past President
	Margaret Holz, WLA Treasurer
	Julia Baird SC, WLA Member
	Janet Coombs, WLA Member
	Nea Goodman, WLA Member
	Neha Narang, WLA Member
	Kathryn Grimshaw, WLA Member
	Meena Mariadassou, WLA Member
	Elizabeth Maconachie, WLA Member
	Mary Snell, WLA Member
University of Sydney	Professor Joellen Riley, Dean
University of Technology Sydney	Professor Lesley Hitchens, Dean
University of New South Wales	Professor David Dixon, Dean
Macquarie University	Professor Natalie Klein, Dean
Australian Law Reform Commission	Professor Rosalind Croucher AM, President

## Appendix B

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## Appendix C

## Survey results by gender

**Technical note: An asterisk (\*) is used to identify statistically significant differences between female and male responses.**

#### **A1. Gender**

		<b>TOTAL</b>	<b>FEMALE</b>	<b>MALE</b>
Total respondents	N	1,403	944	459
	%	100%	100%	100%
Male	N	459	0	459
	%	33%	0%	100%*
Female	N	944	944	0
	%	67%	100%*	0%

#### **A2. Date of birth**

		<b>TOTAL</b>	<b>FEMALE</b>	<b>MALE</b>
Total respondents	N	1,403	944	459
	%	100%	100%	100%
<22 years	N	140	98	42
	%	10%	10%	9%
22-25 years	N	751	502	249
	%	54%	53%	54%
26-29 years	N	185	114	71
	%	13%	12%	15%
30-39 years	N	180	131	49
	%	13%	14%	11%
40-49 years	N	94	71	23
	%	7%	8%	5%
50+ years	N	53	28	25
	%	4%	3%	5%*

## B1. What university are you attending?

		TOTAL	FEMALE	MALE
Total respondents	N	1,403	944	459
	%	100%	100%	100%
Macquarie University	N	336	228	108
	%	24%	24%	24%
University of New South Wales	N	258	157	101
	%	18%	17%	22%*
University of Sydney	N	231	138	93
	%	16%	15%	20%*
University of Western Sydney	N	154	106	48
	%	11%	11%	10%
University of New England	N	104	84	20
	%	7%	9%*	4%
University of Technology Sydney	N	85	46	39
	%	6%	5%	8%*
College of Law	N	64	53	11
	%	5%	6%*	2%
Southern Cross University	N	66	49	17
	%	5%	5%	4%
University of Wollongong	N	55	39	16
	%	4%	4%	3%
University of Newcastle	N	28	24	4
	%	2%	3%*	1%
University of Notre Dame Australia	N	22	20	2
	%	2%	2%*	0%



## B2. What kind of legal studies are you pursuing?

		TOTAL	FEMALE	MALE
Total respondents	N	1,403	944	459
	%	100%	100%	100%
Combined LLB	N	812	553	259
	%	58	59	56
LLB	N	273	194	79
	%	19%	21%	17%
JD	N	219	127	92
	%	16%	13%	20%*
Graduate Diploma in Legal Practice (PLT)	N	22	14	8
	%	2%	1%	2%
Masters degree	N	6	4	2
	%	0%	0%	0%
Other degree/diploma	N	71	52	19
	%	5%	6%	4%

## B3. Did you work in another field before commencing legal studies?

		TOTAL	FEMALE	MALE
Total respondents	N	1,403	944	459
	%	100%	100%	100%
Yes	N	429	279	150
	%	31%	30%	33%
No	N	974	665	309
	%	69%	70%	67%

### B3A. Other fields worked in before commencing legal studies.

Filters: B3. Did you work in another field before commencing legal studies? (Yes)

		TOTAL	FEMALE	MALE
Total respondents	N	429	279	150
	%	100%	100%	100%
Education	N	26	12	14
	%	6%	4%	9%*
Media/Communications	N	26	18	8
	%	6%	6%	5%
Health	N	25	21	4
	%	6%	8%*	3%
Retail	N	24	11	13
	%	6%	4%	9%*
Finance	N	22	13	9
	%	5%	5%	6%
Accounting	N	17	12	5
	%	4%	4%	3%
Hospitality	N	16	9	7
	%	4%	3%	5%
Arts	N	15	13	2
	%	3%	5%	1%
Law	N	15	8	7
	%	3%	3%	5%
Human Resources/Recruitment	N	14	13	1
	%	3%	5%*	1%
Nursing	N	14	13	1
	%	3%	5%*	1%
Government	N	13	11	2
	%	3%	4%	1%
Teacher	N	12	10	2
	%	3%	4%	1%
Public Servant	N	12	8	4
	%	3%	3%	3%
Business/Commerce	N	11	6	5
	%	3%	2%	3%
Banking	N	11	6	5
	%	3%	2%	3%

		TOTAL	FEMALE	MALE
Marketing/Advertising	N	10	7	3
	%	2%	3%	2%
Administration	N	11	10	1
	%	3%	4%	1%
Police / Law Enforcement	N	11	5	6
	%	3%	2%	4%
Psychology	N	10	9	1
	%	2%	3%	1%
Construction/Project management	N	10	5	5
	%	2%	2%	3%
Academia/Academic/Research	N	9	7	2
	%	2%	3%	1%
Military	N	10	2	8
	%	2%	1%	5%*
Science	N	9	7	2
	%	2%	3%	1%
Management/General Manager	N	9	6	3
	%	2%	2%	2%
Journalism	N	9	7	2
	%	2%	3%	1%
Pharmaceuticals/Pharmacy	N	7	4	3
	%	2%	1%	2%
Real Estate/Property	N	7	6	1
	%	2%	2%	1%
IT	N	6	3	3
	%	1%	1%	2%
Insurance	N	6	3	3
	%	1%	1%	2%
Social work	N	6	6	0
	%	1%	2%	0%
Music Industry	N	5	3	2
	%	1%	1%	1%
Travel/Tourism	N	5	4	1
	%	1%	1%	1%
Engineering	N	5	1	4
	%	1%	0%	3%*

		TOTAL	FEMALE	MALE
Sales	N	5	4	1
	%	1%	1%	1%
Industrial Relations	N	4	4	0
	%	1%	1%	0%
Manufacturing	N	4	2	2
	%	1%	1%	1%
Social Sciences	N	4	3	1
	%	1%	1%	1%
Sport	N	4	3	1
	%	1%	1%	1%
Technology	N	3	1	2
	%	1%	0%	1%
Business Management	N	4	4	0
	%	1%	1%	0%
Architecture	N	3	1	2
	%	1%	0%	1%
Community Services	N	3	3	0
	%	1%	1%	0%
Child Protection	N	3	2	1
	%	1%	1%	1%
Conveyancing	N	3	3	0
	%	1%	1%	0%
Aviation	N	3	0	3
	%	1%	0%	2%*
Transport	N	3	3	0
	%	1%	1%	0%
Other	N	59	32	27
	%	14%	11%	18%

**B4. Have you completed any previous degrees?**

		TOTAL	FEMALE	MALE
Total respondents	N	1,403	944	459
	%	100%	100%	100%
Yes	N	523	339	184
	%	37%	36%	40%
No	N	880	605	275
	%	63%	64%	60%

**B5. Please indicate the type(s)/area(s) of qualification for any previous degrees (multi-response).**

*Filters: B4. Have you completed any previous degrees? (Yes)*

		TOTAL	FEMALE	MALE
Total respondents	N	523	339	184
	%	100%	100%	100%
Bachelor	N	460	292	168
	%	88%	86%	91%
Masters	N	92	63	29
	%	18%	19%	16%
Doctorate	N	11	8	3
	%	2%	2%	2%
Other	N	47	33	14
	%	9%	10%	8%

**B6. Please Indicate the area(s) of qualification for your previous degree (multi-response).**

*Filters: B4. Have you completed any previous degrees? (Yes) B5. Please indicate the type(s)/area(s) of qualification for any previous degrees (Any)*

*Technical note: X/Y/Z/A refer to statistically significant differences between indicators.*

		TOTAL	FEMALE	MALE	BACHELOR (X)	MASTERS (Y)	DOCTORATE (Z)	OTHER (A)
Total respondents	N	523	339	184	460	92	11	47
	%	100%	100%	100%	100%	100%	100%	100%
Arts/humanities/social science	N	246	167	79	232	29	6	20
	%	47%	49%	43%	50% (Y)	32%	55%	43%
Business/commerce/economics/marketing	N	154	91	63	130	39	1	15
	%	29%	27%	34%	28%	42%(X)	9%	32%
Law	N	65	38	27	50	16	4	14
	%	12%	11%	15%	11%	17%	36%	30%(X)
Science	N	52	31	21	49	12	2	7
	%	10%	9%	11%	11%	13%	18%	15%
Education	N	33	20	13	26	13	1	3
	%	6%	6%	7%	6%	14%(X)	9%	6%
Health and sports sciences	N	28	23	5	21	12	1	5
	%	5%	7%*	3%	5%	13%(X)	9%	11%
Information systems and technology	N	11	5	6	10	9	1	1
	%	2%	1%	3%	2%	10%(X)	9%	2%
Visual and creative arts	N	12	10	2	11	4	0	1
	%	2%	3%	1%	2%	4%	0%	2%
Engineering	N	11	2	9	10	1	0	0
	%	2%	1%	5%*	2%	1%	0%	0%

		TOTAL	FEMALE	MALE	BACHELOR (X)	MASTERS (Y)	DOCTORATE (Z)	OTHER (A)
Architecture/design/planning	N	8	3	5	8	1	0	0
	%	2%	1%	3%	2%	1%	0%	0%
Medicine	N	6	4	2	6	3	0	0
	%	1%	1%	1%	1%	3%	0%	0%
Other	N	42	30	12	34	12	2	7
	%	8%	9%	7%	7%	13%	18%	15%

**C1A. Please indicate your principal reasons for deciding to study law (multi-response).**

		TOTAL	FEMALE	MALE
Total respondents	N	1,403	944	459
	%	100%	100%	100%
I had an interest in the law	N	1055	717	338
	%	75%	76%	74%
I thought a law degree would provide good job opportunities	N	868	570	298
	%	62%	60%	65%
I thought a law degree would give me a broad skill base for employment in different fields	N	705	464	241
	%	50%	49%	53%
I wanted intellectual stimulation	N	667	437	230
	%	48%	46%	50%
I had an interest in social justice	N	628	467	161
	%	45%	49%*	35%
I am interested in the critical thinking, logical reasoning and problem solving aspect of the law	N	624	414	210
	%	44%	44%	46%
I got the marks/grades to study law	N	493	328	165
	%	35%	35%	36%
I thought a law degree would ensure job security	N	470	309	161
	%	33%	33%	35%
A career in the law offers a good income	N	457	290	167
	%	33%	31%	36%*
I had an interest in government and/or politics	N	449	280	169
	%	32%	30%	37%*
A career in the law offers prestige/status	N	413	244	169
	%	29%	26%	37%*
I had the right aptitude/skills for a law degree	N	402	251	151
	%	29%	27%	33%*
I had an interest in international relations	N	393	272	121
	%	28%	29%	26%
I studied legal studies (or equivalent) at school and enjoyed it	N	385	294	91
	%	27%	31%*	20%
I participated in debating/mock trials at school and enjoyed it	N	256	194	62
	%	18%	21%*	14%
I wasn't sure what to study/what career to follow	N	254	172	82
	%	18%	18%	18%
I wanted to study/work with like-minded peers	N	216	147	69
	%	15%	16%	15%



		TOTAL	FEMALE	MALE
My parents/family wanted me to study law	N	182	135	47
	%	13%	14%*	10%
I wanted a career change	N	158	89	69
	%	11%	9%	15%*
I wasn't good at maths or science	N	174	119	55
	%	12%	13%	12%
Other	N	75	47	28
	%	5%	5%	6%

**C1B. Please indicate the extent to which each reason was important in your decision to study law.**

		TOTAL	FEMALE	MALE
<b>1. I HAD AN INTEREST IN THE LAW</b>				
Total respondents	N	1,055	717	338
	%	100%	100%	100%
Extremely important	N	563	406	157
	%	53%	57%*	46%
Very important	N	331	216	115
	%	31%	30%	34%
Fairly important	N	161	95	66
	%	15%	13%	20%*
<b>2. I HAD AN INTEREST IN SOCIAL JUSTICE</b>				
Total respondents	N	628	467	161
	%	100%	100%	100%
Extremely important	N	315	246	69
	%	50%	53%*	43%
Very important	N	228	161	67
	%	36%	34%	42%
Fairly important	N	85	60	25
	%	14%	13%	16%
<b>3. I HAD AN INTEREST IN GOVERNMENT AND/OR POLITICS</b>				
Total respondents	N	449	280	169
	%	100%	100%	100%
Extremely important	N	139	85	54
	%	31%	30%	32%
Very important	N	189	122	67
	%	42%	44%	40%
Fairly important	N	121	73	48
	%	27%	26%	28%

		TOTAL	FEMALE	MALE
<b>4. I HAD AN INTEREST IN INTERNATIONAL RELATIONS</b>				
Total respondents	N	393	272	121
	%	100%	100%	100%
Extremely important	N	129	89	40
	%	33%	33%	33%
Very important	N	147	104	43
	%	37%	38%	36%
Fairly important	N	117	79	38
	%	30%	29%	31%
<b>5. I THOUGHT A LAW DEGREE WOULD PROVIDE GOOD JOB OPPORTUNITIES</b>				
Total Respondents	N	868	570	298
	%	100%	100%	100%
Extremely important	N	417	273	144
	%	48%	48%	48%
Very important	N	321	214	107
	%	37%	38%	36%
Fairly important	N	130	83	47
	%	15%	15%	16%
<b>6. I THOUGHT A LAW DEGREE WOULD ENSURE JOB SECURITY</b>				
Total respondents	N	470	309	161
	%	100%	100%	100%
Extremely important	N	220	152	68
	%	47%	49%	42%
Very important	N	166	106	60
	%	35%	34%	37%
Fairly important	N	84	51	33
	%	18%	17%	20%
<b>7. I THOUGHT A LAW DEGREE WOULD GIVE ME A BROAD SKILL BASE FOR EMPLOYMENT IN DIFFERENT FIELDS</b>				
Total respondents	N	705	464	241
	%	100%	100%	100%
Extremely important	N	346	230	116
	%	49%	50%	48%
Very important	N	253	168	85
	%	36%	36%	35%
Fairly important	N	106	66	40
	%	15%	14%	17%

		TOTAL	FEMALE	MALE
<b>8. I WANTED INTELLECTUAL STIMULATION</b>				
Total respondents	N	667	437	230
	%	100%	100%	100%
Extremely important	N	338	223	115
	%	51%	51%	50%
Very important	N	244	153	91
	%	37%	35%	40%
Fairly important	N	85	61	24
	%	13%	14%	10%
<b>9. I AM INTERESTED IN THE CRITICAL THINKING, LOGICAL REASONING AND PROBLEM SOLVING ASPECT OF THE LAW</b>				
Total respondents	N	624	414	210
	%	100%	100%	100%
Extremely important	N	285	198	87
	%	46%	48%	41%
Very important	N	242	150	92
	%	39%	36%	44%
Fairly important	N	97	66	31
	%	16%	16%	15%
<b>10. I STUDIED LEGAL STUDIES (OR EQUIVALENT) AT SCHOOL AND ENJOYED IT</b>				
Total respondents	N	385	294	91
	%	100%	100%	100%
Extremely important	N	116	93	23
	%	30%	32%	25%
Very important	N	140	104	36
	%	36%	35%	40%
Fairly important	N	129	97	32
	%	34%	33%	35%
<b>11. I PARTICIPATED IN DEBATING/MOCK TRIALS AT SCHOOL AND ENJOYED IT</b>				
Total respondents	N	256	194	62
	%	100%	100%	100%
Extremely important	N	62	45	17
	%	24%	23%	27%
Very important	N	83	62	21
	%	32%	32%	34%
Fairly important	N	111	87	24
	%	43%	45%	39%

		TOTAL	FEMALE	MALE
<b>12. I GOT THE MARKS/GRADES TO STUDY LAW</b>				
Total respondents	N	493	328	165
	%	100%	100%	100%
Extremely important	N	139	94	45
	%	28%	29%	27%
Very important	N	167	117	50
	%	34%	36%	30%
Fairly important	N	187	117	70
	%	38%	36%	42%
<b>13. A CAREER IN THE LAW OFFERS A GOOD INCOME</b>				
Total respondents	N	457	290	167
	%	100%	100%	100%
Extremely important	N	177	106	71
	%	39%	37%	43%
Very important	N	183	123	60
	%	40%	42%	36%
Fairly important	N	97	61	36
	%	21%	21%	22%
<b>14. A CAREER IN THE LAW OFFERS PRESTIGE/STATUS</b>				
Total respondents	N	413	244	169
	%	100%	100%	100%
Extremely important	N	109	60	49
	%	26%	25%	29%
Very important	N	124	82	42
	%	30%	34%	25%
Fairly important	N	180	102	78
	%	44%	42%	46%
<b>15. I WANTED A CAREER CHANGE</b>				
Total respondents	N	158	89	69
	%	100%	100%	100%
Extremely important	N	95	59	36
	%	60%	66%	52%
Very important	N	48	25	23
	%	30%	28%	33%
Fairly important	N	15	5	10
	%	9%	6%	14%

		TOTAL	FEMALE	MALE
<b>16. I HAD THE RIGHT APTITUDE/SKILLS FOR A LAW DEGREE</b>				
Total respondents	N	402	251	151
	%	100%	100%	100%
Extremely important	N	151	104	47
	%	38%	41%*	31%
Very important	N	177	107	70
	%	44%	43%	46%
Fairly important	N	74	40	34
	%	18%	16%	23%
<b>17. I WANTED TO STUDY/WORK WITH LIKE-MINDED PEERS</b>				
Total respondents	N	216	147	69
	%	100%	100%	100%
Extremely important	N	95	68	27
	%	44%	46%	39%
Very important	N	79	50	29
	%	37%	34%	42%
Fairly important	N	42	29	13
	%	19%	20%	19%
<b>18. I WASN'T GOOD AT MATHS OR SCIENCE</b>				
Total respondents	N	174	119	55
	%	100%	100%	100%
Extremely important	N	25	16	9
	%	14%	13%	16%
Very important	N	47	29	18
	%	27%	24%	33%
Fairly important	N	102	74	28
	%	59%	62%	51%
<b>19. I WASN'T SURE WHAT TO STUDY/WHAT CAREER TO FOLLOW</b>				
Total respondents	N	254	172	82
	%	100%	100%	100%
Extremely important	N	77	48	29
	%	30%	28%	35%
Very important	N	83	62	21
	%	33%	36%	26%
Fairly important	N	94	62	32
	%	37%	36%	39%

		TOTAL	FEMALE	MALE
<b>20. MY PARENTS/FAMILY WANTED ME TO STUDY LAW</b>				
Total respondents	N	182	135	47
	%	100%	100%	100%
Extremely important	N	53	39	14
	%	29%	29%	30%
Very important	N	54	43	11
	%	30%	32%	23%
Fairly important	N	75	53	22
	%	41%	39%	47%
<b>21. OTHER</b>				
Total respondents	N	75	47	28
	%	100%	100%	100%
Extremely important	N	54	38	16
	%	72%	81%	57%
Very important	N	12	7	5
	%	16%	15%	18%
Fairly important	N	9	2	7
	%	12%	4%	25%

## C2. Do you propose to practise as a lawyer?

		TOTAL	FEMALE	MALE
Total respondents	N	1,403	944	459
	%	100%	100%	100%
Yes	N	852	560	292
	%	61%	59%	64%
No	N	159	100	59
	%	11%	11%	13%
Maybe/not sure	N	392	284	108
	%	28%	30%*	24%

### C3. In which sector do you propose to work?

Filters: C2. Do you propose to practise as a lawyer? (No)

		TOTAL	FEMALE	MALE
Total respondents	N	159	100	59
	%	100%	100%	100%
Banking and financial services	N	34	18	16
	%	21%	18%	27%
Government/politics/policy work	N	28	22	6
	%	18%	22%	10%
Executive/corporate strategy	N	20	9	11
	%	13%	9%	19%
Advertising/media/arts and entertainment	N	12	10	2
	%	8%	10%	3%
International development/foreign affairs	N	8	5	3
	%	5%	5%	5%
IT and telecommunications	N	5	3	2
	%	3%	3%	3%
Science and technology	N	3	0	3
	%	2%	0%	5%*
Mining, resources and energy	N	2	1	1
	%	1%	1%	2%
PR and communications	N	2	2	0
	%	1%	2%	0%
Marketing	N	2	1	1
	%	1%	1%	2%
Education	N	1	1	0
	%	1%	1%	0%
Other	N	30	19	11
	%	19%	19%	19%
Not sure yet	N	12	9	3
	%	8%	9%	5%

#### C4. In which capacity do you propose eventually to practise (multi-response)?

*Filters: C2. Do you propose to practise as a lawyer? (Yes or Maybe/Not Sure)*

		TOTAL	FEMALE	MALE
Total respondents	N	1,244	844	400
	%	100%	100%	100%
Solicitor in private practice	N	660	428	232
	%	53%	51%	58%*
Government lawyer	N	374	282	92
	%	30%	33%*	23%
In-house corporate lawyer	N	370	235	135
	%	30%	28%	34%*
Barrister	N	367	220	147
	%	30%	26%	37%*
Community-based legal service lawyer	N	278	226	52
	%	22%	27%*	13%
Other	N	114	81	33
	%	9%	10%	8%
Not sure yet	N	154	108	46
	%	12%	13%	12%



**C5. Please indicate the main reasons why you propose to practise in the legal profession.**

*Filters: C4. In which capacity do you propose eventually to practise? (Solicitor in private practice or barrister or community-based legal service lawyer or government lawyer or in-house/corporate lawyer or other)*

*Technical note: K/L/M/N/O/P refer to statistically significant differences between indicators.*

		TOTAL	FEMALE	MALE	PRIVATE PRACTICE (K)	THE BAR (L)	COMMUNITY SECTOR (M)	GOVERNMENT (N)	IN-HOUSE (O)	OTHER (P)
Total respondents	N	1,090	736	354	660	367	278	374	370	114
	%	100%	100%	100%	100%	100%	100%	100%	100%	100%
The work is interesting	N	817	540	277	497	317	233	302	271	99
	%	75%	73%	78%	75%	86% (KNO)	84% (KO)	81% (KO)	73%	87% (KO)
It would provide a challenge/it is intellectually stimulating	N	730	491	239	451	299	194	258	258	86
	%	67%	67%	68%	68%	81% (KMNO)	70%	69%	70%	75%
It is suited to my strengths and abilities	N	671	440	231	397	267	173	231	228	77
	%	62%	60%	65%	60%	73% (KMNO)	62%	62%	62%	68%
It provides flexibility/good work life balance	N	585	424	161	377	180	194	266	254	51
	%	54%	58%*	45%	57% (LP)	49%	70% (KLP)	71% (KLP)	69% (KLP)	45%
It provides good job security	N	569	386	183	405	172	162	280	258	49
	%	52%	52%	52%	61% (LP)	47%	58% (LP)	75% (KLMP)	70% (KLMP)	43%
The work is exciting and dynamic	N	573	385	188	367	251	151	205	208	67
	%	53%	52%	53%	56%	68% (KMNO)	54%	55%	56%	59%

		TOTAL	FEMALE	MALE	PRIVATE PRACTICE (K)	THE BAR (L)	COMMUNITY SECTOR (M)	GOVERNMENT (N)	IN-HOUSE (O)	OTHER (P)
It has positive financial rewards	N	569	353	216	419	199	127	208	269	47
	%	52%	48%	61%*	63% (LMNP)	54% (MP)	46%	56% (MP)	73% (KLMNP)	41%
I have an interest in social justice and advocacy		517	377	140	267	228	248	244	119	73
	%	47%	51%*	40%	40% (O)	62% (KO)	89% (KLNOP)	65% (KO)	32%	64% (KO)
I like working with people	N	469	329	140	325	162	170	184	169	54
	%	43%	45%	40%	49%	44%	61% (KLNOP)	49%	46%	47%
To gain training and experience for my future career pathway	N	446	293	153	328	147	124	194	199	53
	%	41%	40%	43%	50% (L)	40%	45%	52% (L)	54% (LM)	46%
I am interested in court work	N	450	301	149	274	297	124	156	106	38
	%	41%	41%	42%	42% (O)	81% (KMNOP)	45% (OP)	42% (O)	29%	33%
I would like to contribute to the improvement of our legal system	N	443	329	114	232	184	198	234	116	62
	%	41%	45%*	32%	35%	50% (KO)	71% (KLNOP)	63% (KLO)	31%	54% (KO)
I enjoy commercial law/private sector work	N	377	213	164	303	116	44	89	210	22
	%	35%	29%	46%*	46% (LMNP)	32% (MNP)	16%	24% (M)	57% (KLMNP)	19%
I have an interest in government and public law	N	309	224	85	148	119	131	239	98	51
	%	28%	30%*	24%	22%	32% (K)	47% (KLO)	64% (KLMOP)	26%	45% (KLC)

		TOTAL	FEMALE	MALE	PRIVATE PRACTICE (K)	THE BAR (L)	COMMUNITY SECTOR (M)	GOVERNMENT (N)	IN-HOUSE (O)	OTHER (P)
I like legal research	N	308	217	91	194	148	96	123	100	38
	%	28%	29%	26%	29%	40% (KNO)	35% (O)	33%	27%	33%
I have previous work experience in this area	N	276	203	73	188	80	86	119	101	35
	%	25%	28%*	21%	28% (L)	22%	31% (L)	32% (L)	27%	31%
I am interested in international law/international relations	N	237	170	67	118	96	87	126	77	55
	%	22%	23%	19%	18%	26% (K)	31% (KO)	34% (KLO)	21%	48% (KLMNO)
I don't place a great emphasis on high salaries/monetary benefits	N	234	172	62	125	78	125	135	51	26
	%	21%	23%*	18%	19% (O)	21% (O)	45% (KLNOP)	36% (KLOP)	14%	23% (O)
I am not interested in commercial law	N	225	177	48	120	90	109	125	40	21
	%	21%	24%*	14%	18% (O)	25% (KO)	39% (KLOP)	33% (KLOP)	11%	18% (O)
I don't want to be a public servant	N	97	55	42	79	32	16	16	55	4
	%	9%	7%	12%*	12% (MNP)	9% (N)	6%	4%	15% (LMNP)	4%
I don't want to work in a metropolitan area	N	51	39	12	32	14	24	23	11	3
	%	5%	5%	3%	5%	4%	9% (KLOP)	6% (O)	3%	3%
Other	N	50	31	19	29	15	19	15	16	19
	%	5%	4%	5%	4%	4%	7%	4%	4%	17% (KLMNO)

## C6. In what field(s) of law in which would like to specialise (multi-response)?

Filters: C2. Do you propose to practise as a lawyer? (Yes or Maybe/Not Sure)

		TOTAL	FEMALE	MALE
Total respondents	N	1,244	844	400
	%	100%	100%	100%
Criminal law	N	363	261	102
	%	29%	31%*	26%
Commercial law	N	342	195	147
	%	27%	23%	37%*
Corporate law	N	306	178	128
	%	25%	21%	32%*
Family law	N	278	223	55
	%	22%	26%*	14%
Litigation - general	N	271	170	101
	%	22%	20%	25%*
Advocacy	N	255	167	88
	%	20%	20%	22%
Intellectual Property	N	249	167	82
	%	20%	20%	21%
Civil litigation	N	221	134	87
	%	18%	16%	22%*
Employment/industrial law	N	187	126	61
	%	15%	15%	15%
Administrative law	N	186	119	67
	%	15%	14%	17%
Wills and estates	N	171	130	41
	%	14%	15%*	10%
Trade practices law/competition and consumer law	N	170	98	72
	%	14%	12%	18%*
Migration law	N	167	127	40
	%	13%	15%*	10%
Conveyancing/real property	N	153	109	44
	%	12%	13%	11%
Banking/finance	N	150	63	87
	%	12%	7%	22%*
Information technology/telecommunications/ media	N	131	81	50
	%	11%	10%	13%

		TOTAL	FEMALE	MALE
Environmental law	N	128	91	37
	%	10%	11%	9%
Personal injury	N	108	78	30
	%	9%	9%	8%
Taxation	N	100	57	43
	%	8%	7%	11%*
Insolvency	N	88	54	34
	%	7%	6%	9%
Planning/ local government	N	83	53	30
	%	7%	6%	8%
Small business	N	50	31	19
	%	4%	4%	5%
Native title	N	39	35	4
	%	3%	4%*	1%
Not sure yet	N	175	123	52
	%	14%	15%	13%
Other	N	161	112	49
	%	13%	13%	12%

**C7A. Please indicate the main reason(s) why you would like to work in these fields (multi-response).**

*Filters: C2. Do you propose to practise as a lawyer? (Yes or Maybe/Not Sure)*

		TOTAL	FEMALE	MALE
Total respondents	N	1,069	721	348
	%	100%	100%	100%
I have an interest in this field	N	942	639	303
	%	88%	89%	87%
I enjoyed studying in this field	N	736	505	231
	%	69%	70%	66%
This field would provide a challenge/it is intellectually stimulating	N	516	346	170
	%	48%	48%	49%
It allows me to best utilise my skill-set	N	461	296	165
	%	43%	41%	47%*
It relates to my degrees/other areas of study I have undertaken	N	435	296	139
	%	41%	41%	40%
I have previous experience/work in this field	N	359	241	118
	%	34%	33%	34%
It relates to my core values	N	351	248	103
	%	33%	34%	30%
I like the human element/I enjoy working with people	N	351	273	78
	%	33%	38%*	22%
This field relates to my interest in social justice and making a difference	N	339	257	82
	%	32%	36%*	24%
This field is topical/relevant	N	324	218	106
	%	30%	30%	30%
It offers more choice/variety of work	N	275	179	96
	%	26%	25%	28%
It provides more job opportunities	N	226	131	95
	%	21%	18%	27%*
This field would provide useful training and experience for my planned career pathway	N	209	132	77
	%	20%	18%	22%
I would like to contribute to the maintenance of the criminal justice system	N	201	150	51
	%	19%	21%*	15%
This field would provide the opportunity to work in-house	N	198	118	80
	%	19%	16%	23%*
I want to help protect the rights of children	N	184	157	27

		TOTAL	FEMALE	MALE
	%	17%	22%*	8%
I have had personal experience in this field (not related to study or employment)	N	153	111	42
	%	14%	15%	12%
This field relates to my interest in ethical issues	N	154	124	30
	%	14%	17%*	9%
I have already accepted a graduate position/job in this field	N	150	91	59
	%	14%	13%	17%
I am not sure which area to choose/specialise in	N	31	23	8
	%	3%	3%	2%
Other	N	16	7	9
	%	1%	1%	3%*

**C7B. Please indicate the extent to which each reason is important in your decision to work in these fields.**

		TOTAL	FEMALE	MALE
<b>1. I HAVE AN INTEREST IN THIS FIELD</b>				
Total respondents	N	942	639	303
	%	100%	100%	100%
Extremely important	N	708	485	223
	%	75%	76%	74%
Very important	N	204	138	66
	%	22%	22%	22%
Fairly important	N	35	21	14
	%	4%	3%	5%
<b>2. I ENJOYED STUDYING IN THIS FIELD</b>				
Total respondents	N	736	505	231
	%	100%	100%	100%
Extremely important	N	360	251	109
	%	49%	50%	47%
Very important	N	284	197	87
	%	39%	39%	38%
Fairly important	N	94	58	36
	%	13%	11%	16%

		TOTAL	FEMALE	MALE
<b>3. IT RELATES TO MY DEGREES/OTHER AREAS OF STUDY I HAVE UNDERTAKEN</b>				
Total respondents	N	435	296	139
	%	100%	100%	100%
Extremely important	N	138	94	44
	%	32%	32%	32%
Very important	N	176	126	50
	%	40%	43%	36%
Fairly important	N	127	80	47
	%	29%	27%	34%
<b>4. IT ALLOWS ME TO BEST UTILISE MY SKILL-SET</b>				
Total respondents	N	461	296	165
	%	100%	100%	100%
Extremely important	N	249	170	79
	%	54%	57%*	48%
Very important	N	183	105	78
	%	40%	35%	47%*
Fairly important	N	38	23	15
	%	8%	8%	9%
<b>5. THIS FIELD IS TOPICAL/RELEVANT</b>				
Total respondents	N	324	218	106
	%	100%	100%	100%
Extremely important	N	99	65	34
	%	31%	30%	32%
Very important	N	147	100	47
	%	45%	46%	44%
Fairly important	N	81	55	26
	%	25%	25%	25%
<b>6. I HAVE PREVIOUS EXPERIENCE/WORK IN THIS FIELD</b>				
Total respondents	N	359	241	118
	%	100%	100%	100%
Extremely important	N	108	74	34
	%	30%	31%	29%
Very important	N	146	100	46
	%	41%	41%	39%
Fairly important	N	110	70	40
	%	31%	29%	34%



		TOTAL	FEMALE	MALE
<b>7. I HAVE HAD PERSONAL EXPERIENCE IN THIS FIELD (NOT RELATED TO STUDY OR EMPLOYMENT)</b>				
Total respondents	N	153	111	42
	%	100%	100%	100%
Extremely important	N	61	43	18
	%	40%	39%	43%
Very important	N	44	31	13
	%	29%	28%	31%
Fairly important	N	50	39	11
	%	33%	35%	26%
<b>8. THIS FIELD WOULD PROVIDE A CHALLENGE/IT IS INTELLECTUALLY STIMULATING</b>				
Total respondents	N	516	346	170
	%	100%	100%	100%
Extremely important	N	301	211	90
	%	58%	61%	53%
Very important	N	185	118	67
	%	36%	34%	39%
Fairly important	N	45	26	19
	%	9%	8%	11%
<b>9. IT PROVIDES MORE JOB OPPORTUNITIES</b>				
Total respondents	N	226	131	95
	%	100%	100%	100%
Extremely important	N	124	78	46
	%	55%	60%	48%
Very important	N	81	42	39
	%	36%	32%	41%
Fairly important	N	26	15	11
	%	12%	11%	12%
<b>10. IT OFFERS MORE CHOICE/VARIETY OF WORK</b>				
Total respondents	N	275	179	96
	%	100%	100%	100%
Extremely important	N	126	94	32
	%	46%	53%*	33%
Very important	N	114	67	47
	%	41%	37%	49%
Fairly important	N	47	24	23
	%	17%	13%	24%*

		TOTAL	FEMALE	MALE
<b>11. THIS FIELD WOULD PROVIDE THE OPPORTUNITY TO WORK IN-HOUSE</b>				
Total respondents	N	198	118	80
	%	100%	100%	100%
Extremely important	N	53	28	25
	%	27%	24%	31%
Very important	N	83	55	28
	%	42%	47%	35%
Fairly important	N	77	46	31
	%	39%	39%	39%
<b>12. THIS FIELD WOULD PROVIDE USEFUL TRAINING AND EXPERIENCE FOR MY PLANNED CAREER PATHWAY</b>				
Total respondents	N	209	132	77
	%	100%	100%	100%
Extremely important	N	127	85	42
	%	61%	64%	55%
Very important	N	77	45	32
	%	37%	34%	42%
Fairly important	N	18	10	8
	%	9%	8%	10%
<b>13. I HAVE ALREADY ACCEPTED A GRADUATE POSITION/JOB IN THIS FIELD</b>				
Total respondents	N	150	91	59
	%	100%	100%	100%
Extremely important	N	83	56	27
	%	55%	62%	46%
Very important	N	50	27	23
	%	33%	30%	39%
Fairly important	N	40	20	20
	%	27%	22%	34%
<b>14. THIS FIELD RELATES TO MY INTEREST IN SOCIAL JUSTICE AND MAKING A DIFFERENCE</b>				
Total respondents	N	339	257	82
	%	100%	100%	100%
Extremely important	N	266	202	64
	%	78%	79%	78%
Very important	N	72	57	15
	%	21%	22%	18%
Fairly important	N	13	5	8
	%	4%	2%	10%*

		TOTAL	FEMALE	MALE
<b>15. IT RELATES TO MY CORE VALUES</b>				
Total respondents	N	351	248	103
	%	100%	100%	100%
Extremely important	N	258	187	71
	%	74%	75%	69%
Very important	N	87	61	26
	%	25%	25%	25%
Fairly important	N	27	12	15
	%	8%	5%	15%*
<b>16. I LIKE THE HUMAN ELEMENT/I ENJOY WORKING WITH PEOPLE</b>				
Total respondents	N	351	273	78
	%	100%	100%	100%
Extremely important	N	219	174	45
	%	62%	64%	58%
Very important	N	139	109	30
	%	40%	40%	38%
Fairly important	N	42	28	14
	%	12%	10%	18%
<b>17. I WANT TO HELP PROTECT THE RIGHTS OF CHILDREN</b>				
Total respondents	N	184	157	27
	%	100%	100%	100%
Extremely important	N	140	120	20
	%	76%	76%	74%
Very important	N	53	48	5
	%	29%	31%	19%
Fairly important	N	24	20	4
	%	13%	13%	15%
<b>18. I WOULD LIKE TO CONTRIBUTE TO THE MAINTENANCE OF THE CRIMINAL JUSTICE SYSTEM</b>				
Total respondents	N	201	150	51
	%	100%	100%	100%
Extremely important	N	117	82	35
	%	58%	55%	69%
Very important	N	100	73	27
	%	50%	49%	53%
Fairly important	N	36	29	7
	%	18%	19%	14%

		TOTAL	FEMALE	MALE
<b>19. THIS FIELD RELATES TO MY INTEREST IN ETHICAL ISSUES</b>				
Total respondents	N	154	124	30
	%	100%	100%	100%
Extremely important	N	88	75	13
	%	57%	60%	43%
Very important	N	56	42	14
	%	36%	34%	47%
Fairly important	N	10	7	3
	%	6%	6%	10%

**C8A.If you do not intend to practise as a barrister, please indicate the principal reasons why you have chosen against that career path (multi-response).**

*Filters: C4. In which capacity do you propose eventually to practise? (Not Barrister)*

		TOTAL	FEMALE	MALE
Total respondents	N	877	624	253
	%	100%	100%	100%
I don't have the required skills/my personality is not suited	N	311	229	82
	%	35%	37%	32%
Too much stress/pressure	N	308	240	68
	%	35%	38%*	27%
I have not ruled it out/still undecided	N	288	204	84
	%	33%	33%	33%
The Bar appears elitist/clikey	N	261	192	69
	%	30%	31%	27%
I'd prefer to work firstly as a solicitor and gain more experience before making a decision regarding the Bar	N	262	191	71
	%	30%	31%	28%
The Bar is intimidating	N	257	206	51
	%	29%	33%*	20%
There are high barriers to entry/it is too hard to get in	N	242	176	66
	%	28%	28%	26%
I don't enjoy public speaking/court appearances	N	234	179	55
	%	27%	29%*	22%
The Bar is not family-friendly	N	235	196	39
	%	27%	31%*	15%
High risk working for yourself/challenge to find steady work	N	214	151	63
	%	24%	24%	25%
I prefer to work in team environment	N	208	157	51
	%	24%	25%	20%

		TOTAL	FEMALE	MALE
The hours are too long	N	203	161	42
	%	23%	26%*	17%
The Bar appears male dominated/there may be potential discrimination against female barristers	N	202	192	10
	%	23%	31%*	4%
I want to travel/work overseas (need the flexibility of a solicitor)	N	190	133	57
	%	22%	21%	23%
I don't have enough passion/interest	N	184	125	59
	%	21%	20%	23%
The Bar is too competitive	N	163	120	43
	%	19%	19%	17%
Too much study/additional work to be admitted to the Bar	N	152	112	40
	%	17%	18%	16%
I don't have enough information to make a decision regarding the Bar	N	135	91	44
	%	15%	15%	17%
I am not interested in advocacy	N	131	86	45
	%	15%	14%	18%
I prefer more client time/working one on one with clients	N	112	83	29
	%	13%	13%	11%
There appears to be a lack of ethnic representation at the Bar	N	101	67	34
	%	12%	11%	13%
I would be too old after completing additional study	N	99	76	23
	%	11%	12%	9%
I would like to practise outside metropolitan areas	N	44	37	7
	%	5%	6%	3%
Other	N	28	18	10
	%	3%	3%	4%

**C8B. Please indicate the extent to which each reason is important in your decision not to practise as a barrister**

		TOTAL	FEMALE	MALE
<b>1. I DON'T HAVE THE REQUIRED SKILLS/MY PERSONALITY IS NOT SUITED</b>				
Total respondents	N	311	229	82
	%	100%	100%	100%
Extremely important	N	179	128	51
	%	58%	56%	62%
Very important	N	90	70	20
	%	29%	31%	24%
Fairly important	N	42	31	11
	%	14%	14%	13%
<b>2. I DON'T ENJOY PUBLIC SPEAKING/COURT APPEARANCES</b>				
Total respondents	N	234	179	55
	%	100%	100%	100%
Extremely important	N	131	100	31
	%	56%	56%	56%
Very important	N	68	54	14
	%	29%	30%	25%
Fairly important	N	35	25	10
	%	15%	14%	18%
<b>3. I AM NOT INTERESTED IN ADVOCACY</b>				
Total respondents	N	131	86	45
	%	100%	100%	100%
Extremely important	N	44	25	19
	%	34%	29%	42%
Very important	N	47	33	14
	%	36%	38%	31%
Fairly important	N	40	28	12
	%	31%	33%	27%
<b>4. I DON'T HAVE ENOUGH PASSION/INTEREST</b>				
Total respondents	N	184	125	59
	%	100%	100%	100%
Extremely important	N	86	63	23
	%	47%	50%	39%
Very important	N	63	41	22
	%	34%	33%	37%
Fairly important	N	35	21	14
	%	19%	17%	24%

		TOTAL	FEMALE	MALE
<b>5. THERE ARE HIGH BARRIERS TO ENTRY/IT IS TOO HARD TO GET IN</b>				
Total respondents	N	242	176	66
	%	100%	100%	100%
Extremely important	N	83	61	22
	%	34%	35%	33%
Very important	N	96	66	30
	%	40%	38%	45%
Fairly important	N	63	49	14
	%	26%	28%	21%
<b>6. THE HOURS ARE TOO LONG</b>				
Total respondents	N	203	161	42
	%	100%	100%	100%
Extremely important	N	98	79	19
	%	48%	49%	45%
Very important	N	77	61	16
	%	38%	38%	38%
Fairly important	N	28	21	7
	%	14%	13%	17%
<b>7. TOO MUCH STRESS/PRESSURE</b>				
Total respondents	N	308	240	68
	%	100%	100%	100%
Extremely important	N	154	122	32
	%	50%	51%	47%
Very important	N	117	92	25
	%	38%	38%	37%
Fairly important	N	37	26	11
	%	12%	11%	16%
<b>8. TOO MUCH STUDY/ADDITIONAL WORK TO BE ADMITTED TO THE BAR</b>				
Total respondents	N	152	112	40
	%	100%	100%	100%
Extremely important	N	45	32	13
	%	30%	29%	33%
Very important	N	66	48	18
	%	43%	43%	45%
Fairly important	N	41	32	9
	%	27%	29%	23%

		TOTAL	FEMALE	MALE
<b>9. I WOULD BE TOO OLD AFTER COMPLETING ADDITIONAL STUDY</b>				
Total respondents	N	99	76	23
	%	100%	100%	100%
Extremely important	N	41	33	8
	%	41%	43%	35%
Very important	N	32	22	10
	%	32%	29%	43%
Fairly important	N	26	21	5
	%	26%	28%	22%
<b>10. THE BAR IS NOT FAMILY-FRIENDLY</b>				
Total respondents	N	235	196	39
	%	100%	100%	100%
Extremely important	N	125	105	20
	%	53%	54%	51%
Very important	N	83	70	13
	%	35%	36%	33%
Fairly important	N	27	21	6
	%	11%	11%	15%
<b>11. HIGH RISK WORKING FOR YOURSELF/CHALLENGE TO FIND STEADY WORK</b>				
Total respondents	N	214	151	63
	%	100%	100%	100%
Extremely important	N	113	71	42
	%	53%	47%	67%*
Very important	N	59	45	14
	%	28%	30%	22%
Fairly important	N	42	35	7
	%	20%	23%*	11%
<b>12. I PREFER TO WORK IN TEAM ENVIRONMENT</b>				
Total respondents	N	208	157	51
	%	100%	100%	100%
Extremely important	N	89	68	21
	%	43%	43%	41%
Very important	N	84	65	19
	%	40%	41%	37%
Fairly important	N	35	24	11
	%	17%	15%	22%



		TOTAL	FEMALE	MALE
<b>13. I PREFER MORE CLIENT TIME/WORKING ONE ON ONE WITH CLIENTS</b>				
Total respondents	N	112	83	29
	%	100%	100%	100%
Extremely important	N	43	30	13
	%	38%	36%	45%
Very important	N	52	39	13
	%	46%	47%	45%
Fairly important	N	17	14	3
	%	15%	17%	10%
<b>14. THE BAR IS INTIMIDATING</b>				
Total respondents	N	257	206	51
	%	100%	100%	100%
Extremely important	N	69	57	12
	%	27%	28%	24%
Very important	N	100	85	15
	%	39%	41%	29%
Fairly important	N	88	64	24
	%	34%	31%	47%*
<b>15. THE BAR APPEARS ELITIST/CLIQUEY</b>				
Total respondents	N	261	192	69
	%	100%	100%	100%
Extremely important	N	94	70	24
	%	36%	36%	35%*
Very important	N	90	68	22
	%	34%	35%	32%
Fairly important	N	77	54	23
	%	30%	28%	33%
<b>16. THE BAR IS TOO COMPETITIVE</b>				
Total respondents	N	163	120	43
	%	100%	100%	100%
Extremely important	N	63	46	17
	%	39%	38%	40%
Very important	N	58	44	14
	%	36%	37%	33%
Fairly important	N	42	30	12
	%	26%	25%	28%

		TOTAL	FEMALE	MALE
<b>17. THE BAR APPEARS MALE DOMINATED/THERE MAY BE POTENTIAL DISCRIMINATION AGAINST FEMALE BARRISTERS</b>				
Total respondents	N	202	192	10
	%	100%	100%	100%
Extremely important	N	78	73	5
	%	39%	38%	50%
Very important	N	74	72	2
	%	37%	38%	20%
Fairly important	N	50	47	3
	%	25%	24%	30%
<b>18. THERE APPEARS TO BE A LACK OF ETHNIC REPRESENTATION AT THE BAR</b>				
Total respondents	N	101	67	34
	%	100%	100%	100%
Extremely important	N	48	29	19
	%	48%	43%	56%
Very important	N	26	20	6
	%	26%	30%	18%
Fairly important	N	27	18	9
	%	27%	27%	26%
<b>19. I WANT TO TRAVEL/WORK OVERSEAS (NEED THE FLEXIBILITY OF A SOLICITOR)</b>				
Total respondents	N	190	133	57
	%	100%	100%	100%
Extremely important	N	93	62	31
	%	49%	47%	54%
Very important	N	66	51	15
	%	35%	38%	26%
Fairly important	N	31	20	11
	%	16%	15%	19%
<b>20. I WOULD LIKE TO PRACTISE OUTSIDE METROPOLITAN AREAS</b>				
Total respondents	N	44	37	7
	%	100%	100%	100%
Extremely important	N	23	19	4
	%	52%	51%	57%
Very important	N	8	7	1
	%	18%	19%	14%
Fairly important	N	13	11	2
	%	30%	30%	29%

		TOTAL	FEMALE	MALE
<b>21. I HAVE NOT RULED IT OUT/STILL UNDECIDED</b>				
Total respondents	N	288	204	84
	%	100%	100%	100%
Extremely important	N	98	66	32
	%	34%	32%	38%
Very important	N	100	75	25
	%	35%	37%	30%
Fairly important	N	90	63	27
	%	31%	31%	32%
<b>22. I'D PREFER TO WORK FIRSTLY AS A SOLICITOR AND GAIN MORE EXPERIENCE BEFORE MAKING A DECISION REGARDING THE BAR</b>				
Total respondents	N	262	191	71
	%	100%	100%	100%
Extremely important	N	111	84	27
	%	42%	44%	38%
Very important	N	88	67	21
	%	34%	35%	30%
Fairly important	N	63	40	23
	%	24%	21%	32%
<b>23. I DON'T HAVE ENOUGH INFORMATION TO MAKE A DECISION REGARDING THE BAR</b>				
Total respondents	N	135	91	44
	%	100%	100%	100%
Extremely important	N	72	50	22
	%	53%	55%	50%
Very important	N	36	27	9
	%	27%	30%	20%
Fairly important	N	27	14	13
	%	20%	15%	30%
<b>24. OTHER</b>				
Total respondents	N	28	18	10
	%	100%	100%	100%
Extremely important	N	13	6	7
	%	46%	33%	70%
Very important	N	6	6	0
	%	21%	33%	0%
Fairly important	N	9	6	3
	%	32%	33%	30%

## D1. Country of birth

		TOTAL	FEMALE	MALE
Total respondents	N	1,403	944	459
	%	100%	100%	100%
AUSTRALIA				
Australia	N	1,033	705	328
	%	74%	75%	71%
OUTSIDE OF AUSTRALIA				
Total respondents	N	370	239	131
	%	26%	25%	29%
China	N	58	41	17
	%	4%	4%	4%
United Kingdom	N	32	20	12
	%	2%	2%	3%
Hong Kong	N	31	19	12
	%	2%	2%	3%
India	N	29	17	12
	%	2%	2%	3%
New Zealand	N	24	19	5
	%	2%	2%	1%
Canada	N	19	9	10
	%	1%	1%	2%
South Africa	N	14	5	9
	%	1%	1%	2%*
United States of America	N	10	7	3
	%	1%	1%	1%
Singapore	N	8	4	4
	%	1%	0%	1%
Philippines	N	9	7	2
	%	1%	1%	0%
Malaysia	N	8	7	1
	%	1%	1%	0%
Korea	N	6	3	3
	%	0%	0%	1%
Vietnam	N	4	3	1
	%	0%	0%	0%
France	N	4	4	0
	%	0%	0%	0%
Ireland	N	4	4	0

		TOTAL	FEMALE	MALE
	%	0%	0%	0%
Indonesia	N	4	3	1
	%	0%	0%	0%
Germany	N	3	2	1
	%	0%	0%	0%
Thailand	N	2	1	1
	%	0%	0%	0%
Italy	N	1	0	1
	%	0%	0%	0%
Japan	N	1	1	0
	%	0%	0%	0%
Other	N	99	63	36
	%	7%	7%	8%

### D3. Have you become an Australian citizen?

Filters: D1.COUNTRY OF BIRTH (Not Australia)

		TOTAL	FEMALE	MALE
Total respondents	N	370	239	131
	%	100%	100%	100%
Yes	N	288	188	100
	%	78%	79%	76%
No	N	82	51	31
	%	22%	21%	24%

**D5. Please specify the country or countries which provide your particular cultural background (please select all that apply).**

		TOTAL	FEMALE	MALE
Total respondents	N	1,403	944	459
	%	100%	100%	100%
<b>AUSTRALIA</b>				
Australia	N	931	624	307
	%	66%	66%	67%
<b>OUTSIDE OF AUSTRALIA</b>				
Total respondents	N	968	651	317
	%	69%	69%	69%
United Kingdom	N	231	157	74
	%	16%	17%	16%
China	N	140	97	43
	%	10%	10%	9%
Ireland	N	92	54	38
	%	7%	6%	8%
Hong Kong	N	67	37	30
	%	5%	4%	7%*
Italy	N	62	45	17
	%	4%	5%	4%
India	N	59	39	20
	%	4%	4%	4%
United States of America	N	46	31	15
	%	3%	3%	3%
New Zealand	N	43	31	12
	%	3%	3%	3%
Germany	N	40	24	16
	%	3%	3%	3%
Canada	N	35	18	17
	%	2%	2%	4%*
Vietnam	N	34	24	10
	%	2%	3%	2%
Malaysia	N	32	23	9
	%	2%	2%	2%
Singapore	N	27	18	9
	%	2%	2%	2%
Greece	N	26	12	14
	%	2%	1%	3%*

		TOTAL	FEMALE	MALE
Philippines	N	26	21	5
	%	2%	2%	1%
France	N	25	17	8
	%	2%	2%	2%
South Africa	N	23	12	11
	%	2%	1%	2%
Korea	N	18	11	7
	%	1%	1%	2%
Netherlands	N	16	6	10
	%	1%	1%	2%*
Poland	N	13	6	7
	%	1%	1%	2%
Indonesia	N	12	7	5
	%	1%	1%	1%
Japan	N	9	3	6
	%	1%	0%	1%*
Thailand	N	3	2	1
	%	0%	0%	0%
Other	N	263	180	83
	%	19%	19%	18%

**D6A. Do you regularly speak a language other than English at home?**

		TOTAL	FEMALE	MALE
Total respondents	N	1,403	944	459
	%	100%	100%	100%
Yes	N	451	296	155
	%	32%	31%	34%
No, English only	N	952	648	304
	%	68%	69%	66%

**D6B. Please specify what language/s (other than English) you speak regularly at home (please select all that apply).**

*Filters: D6A. Do you regularly speak a language other than English at home? (Yes)*

		TOTAL	FEMALE	MALE
Total respondents	N	451	296	155
	%	100%	100%	100%
Cantonese	N	104	67	37
	%	23%	23%	24%
Mandarin	N	83	54	29
	%	18%	18%	19%
Hindi	N	39	27	12
	%	9%	9%	8%
Arabic	N	31	23	8
	%	7%	8%	5%
Italian	N	18	11	7
	%	4%	4%	5%
Punjabi	N	17	12	5
	%	4%	4%	3%
Spanish	N	14	7	7
	%	3%	2%	5%
Korean	N	14	8	6
	%	3%	3%	4%
Greek	N	11	5	6
	%	2%	2%	4%
German	N	10	7	3
	%	2%	2%	2%
Tagalog (Filipino)	N	8	7	1
	%	2%	2%	1%
Macedonian	N	6	5	1
	%	1%	2%	1%
Other	N	151	101	50
	%	33%	34%	32%



**D7. Which of the following best describes your current marital status?**

		TOTAL	FEMALE	MALE
Total respondents	N	1,403	944	459
	%	100%	100%	100%
Single	N	969	629	340
	%	69%	67%	74%*
Married	N	169	115	54
	%	12%	12%	12%
De facto	N	168	122	46
	%	12%	13%	10%
Same sex relationship	N	18	10	8
	%	1%	1%	2%
Widowed/Widowed	N	2	2	0
	%	0%	0%	0%
Separated	N	9	8	1
	%	1%	1%	0%
Divorced	N	27	25	2
	%	2%	3%*	0%
Other	N	41	33	8
	%	3%	3%	2%

**D8. Do you have any children?**

		TOTAL	FEMALE	MALE
Total respondents	N	1,403	944	459
	%	100%	100%	100%
Yes	N	180	125	55
	%	13%	13%	12%
No	N	1,223	819	404
	%	87%	87%	88%

### D9. How many children do you have?

Filters: D8. Do you have any children? (Yes)

		TOTAL	FEMALE	MALE
Total respondents	N	180	125	55
	%	100%	100%	100%
1 (1)	N	59	42	17
	%	33%	34%	31%
2 (2)	N	85	58	27
	%	47%	46%	49%
3 (3)	N	24	14	10
	%	13%	11%	18%
4 (4)	N	8	8	0
	%	4%	6%	0%
5 (5)	N	2	1	1
	%	1%	1%	2%
7 (7)	N	2	2	0
	%	1%	2%	0%

### D11. Are you the primary carer/home-keeper in family?

		TOTAL	FEMALE	MALE
Total respondents	N	1,403	944	459
	%	100%	100%	100%
Yes	N	263	196	67
	%	19%	21%*	15%
No	N	465	289	176
	%	33%	31%	38%*
Question not asked	N	675	459	216
	%	48%	49%	47%

## D12. Who is the primary carer?

Filters: D11. Are you the primary carer/home-keeper in family? (No)

		TOTAL	FEMALE	MALE
Total respondents	N	465	289	176
	%	100%	100%	100%
My or my partner's parents	N	282	176	106
	%	61%	61%	60%
Partner	N	58	23	35
	%	12%	8%	20%*
Ex-partner	N	6	2	4
	%	1%	1%	2%
Other	N	119	88	31
	%	26%	30%*	18%

## D13A. Do you have other family or carer responsibilities?

		TOTAL	FEMALE	MALE
Total respondents	N	1,403	944	459
	%	100%	100%	100%
Yes	N	140	112	28
	%	10%	12%*	6%
No	N	1,263	832	431
	%	90%	88%	94%*

## D14B. Please specify for whom you have family or carer responsibilities

Filters: D13A. Do you have other family or carer responsibilities? (Yes)

		TOTAL	FEMALE	MALE
Total respondents	N	140	112	28
	%	100%	100%	100%
Parent(s)	N	90	73	17
	%	64%	65%	61%
Sibling(s)	N	45	37	8
	%	32%	33%	29%
Grandparent(s)	N	21	14	7
	%	15%	13%	25%
Other	N	19	16	3

	%	14%	14%	11%
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## Appendix D

## Questionnaire

## WAVE 5 (SEMESTER 1, 2015)

Include progress bar

### INCLUDE TITLE: What are your hopes for your career?

#### Participate in a Career Intentions Survey

You are invited to participate in an important Career Intentions Survey for **female and male law students** in their final semester of university.

This study, the first of its kind in Australia, is an initiative of the Women Lawyers' Association of NSW (WLANSW) to better understand career paths and decisions of young lawyers in New South Wales. It will be published, so you can see the results for yourself.

#### Your feedback is important

By completing the survey, you will assist the Law Society of New South Wales and the Bar Association to design programs and initiatives for young lawyers – **both women and men**.

#### Participation is quick and easy

Completing the survey online will take you less than 10 minutes. You can complete the survey any time between **16 March and 1 May 2015**. After this period, the survey will be closed.

#### By completing the survey, enter the draw to win:

- **A career coaching session with G2Legal** – a legal recruitment specialist in Australia. This includes personalised advice about your career options, CV tips and interview coaching.
- A DVD of the British detective drama **Foyle's War (Series 9)** – kindly offered by NIX Co (see <http://www.nixco.com.au/>).

#### Participation is anonymous and confidential

Your participation is completely anonymous. Urbis, an independent consultancy firm, will conduct and manage the survey. Urbis will provide WLANSW with a report that will not identify any personal information.

#### More information

For more information about any aspect of this study, please contact Diane Fase at Urbis on (02) 8233 9932 or (email) [dfase@urbis.com.au](mailto:dfase@urbis.com.au).

You can also contact Diane if you decide afterwards that you would like to access the personal information you have provided, or you no longer want to take part in the research.

#### RESEARCH SPONSORS (logos + links to respective websites)

- *Women Lawyers' Association of NSW logo and colouring*
- *Platinum sponsor:*
  - o *Law Society of NSW* (<https://www.lawsociety.com.au/>)
  - o *NSW Bar Association* (<http://www.nswbar.asn.au/>)
- *Major sponsor:*
  - o *Herbert Smith Freehills* (<http://www.herbertsmithfreehills.com/>)
- *Sponsor:*
  - o *College of Law* (<http://www.collaw.edu.au/>)
- *Prize Sponsors*
  - o *G2Legal logo (no inserted link is required)*
  - o *photo of DVD cover Foyle's War → with added wording Nix Co. Consultancy below the photo, and with inserted link to [www.nixco.com.au](http://www.nixco.com.au)*

## A. Personal information

### A1 Gender

1 <input type="checkbox"/>	Male
2 <input type="checkbox"/>	Female

### A2 Date of birth

*Response limited to dd/mm/yyyy*

## B. Education

### B1 What university are you attending?

1 <input type="checkbox"/>	Macquarie University
2 <input type="checkbox"/>	Southern Cross University
3 <input type="checkbox"/>	University of New England
4 <input type="checkbox"/>	University of New South Wales
5 <input type="checkbox"/>	University of Newcastle
6 <input type="checkbox"/>	University of Notre Dame Australia
7 <input type="checkbox"/>	University of Sydney
8 <input type="checkbox"/>	University of Technology Sydney
9 <input type="checkbox"/>	University of Western Sydney
10 <input type="checkbox"/>	University of Wollongong
11 <input type="checkbox"/>	College of Law

### B2 What kind of legal studies are you pursuing?

1 <input type="checkbox"/>	Combined LLB
2 <input type="checkbox"/>	LLB
3 <input type="checkbox"/>	Graduate Diploma in Legal Practice (PLT)
4 <input type="checkbox"/>	JD
5 <input type="checkbox"/>	Masters degree
6 <input type="checkbox"/>	Other degree/diploma (please specify _____ )



**B3 Did you work in another field before commencing legal studies?**

1 <input type="checkbox"/>	Yes (please specify _____ )
2 <input type="checkbox"/>	No

**B4 Have you completed any previous degrees?**

1 <input type="checkbox"/>	Yes
2 <input type="checkbox"/>	No

*If Yes at B4, answer B5; If No, skip to Section C*

**B5 Please indicate the type/s of qualification for any previous degrees**

	TYPE	AREA OF QUALIFICATION
1 <input type="checkbox"/>	Bachelor	<drop down menu>
2 <input type="checkbox"/>	Masters	<drop down menu>
3 <input type="checkbox"/>	Doctorate	<drop down menu>
4 <input type="checkbox"/>	Other (please specify and area _____)	<drop down menu>

**B6 Please indicate the area(s) of qualification for your previous <insert answer category at B5> degree.**

*B5i-B5v Drop down menu for area of qualification (multi-response):*

1 <input type="checkbox"/>	Architecture/ design/ planning
2 <input type="checkbox"/>	Arts/ humanities/ social science
3 <input type="checkbox"/>	Business/ commerce/ economics/ marketing
4 <input type="checkbox"/>	Education
5 <input type="checkbox"/>	Engineering
6 <input type="checkbox"/>	Health and sports sciences
7 <input type="checkbox"/>	Information systems and technology
8 <input type="checkbox"/>	Law
9 <input type="checkbox"/>	Medicine
10 <input type="checkbox"/>	Science
11 <input type="checkbox"/>	Veterinary science
12 <input type="checkbox"/>	Visual and creative arts
13 <input type="checkbox"/>	Other (please specify _____)

## C. Career intentions

**C1 A) Please indicate your principal reasons for deciding to study law (please select all that apply) (multi-response)**

1 <input type="checkbox"/>	I had an interest in the law
2 <input type="checkbox"/>	I had an interest in social justice
3 <input type="checkbox"/>	I had an interest in government and/or politics
4 <input type="checkbox"/>	I had an interest in international relations
5 <input type="checkbox"/>	I thought a law degree would provide good job opportunities
6 <input type="checkbox"/>	I thought a law degree would ensure job security
7 <input type="checkbox"/>	I thought a law degree would give me a broad skill base for employment in different fields
8 <input type="checkbox"/>	I wanted intellectual stimulation
10 <input type="checkbox"/>	I am interested in the critical thinking, logical reasoning and problem solving aspect of the law
11 <input type="checkbox"/>	I studied legal studies (or equivalent) at school and enjoyed it
12 <input type="checkbox"/>	I participated in debating/ mock trials at school and enjoyed it
13 <input type="checkbox"/>	I got the marks/grades to study law
14 <input type="checkbox"/>	A career in the law offers a good income
15 <input type="checkbox"/>	A career in the law offers a prestige/ status
16 <input type="checkbox"/>	I wanted a career change
17 <input type="checkbox"/>	I had the right aptitude/ skills for a law degree
18 <input type="checkbox"/>	I wanted to study/ work with like-minded peers
19 <input type="checkbox"/>	I wasn't good at maths or science
20 <input type="checkbox"/>	I wasn't sure what to study/ what career to follow
21 <input type="checkbox"/>	My parents/family wanted me to study law
22 <input type="checkbox"/>	Other (please specify) _____

*[for each reason selected at C1 (A) include in grid at C1 (B)]*

**B) Please indicate the extent to which each reason was important in your decision to study law**

	EXTREMELY IMPORTANT	VERY IMPORTANT	FAIRLY IMPORTANT
a) I had an interest in the law	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>
b) ....			

**C2 Do you propose to practise as a lawyer?**

1 <input type="checkbox"/>	Yes
2 <input type="checkbox"/>	No
3 <input type="checkbox"/>	Maybe/ not sure

*If No at C2, answer C3; If Yes or Maybe, skip to C4*

**C3 In which sector do you propose to work?**

1 <input type="checkbox"/>	Advertising/ media/ arts and entertainment
2 <input type="checkbox"/>	Banking and financial services
3 <input type="checkbox"/>	Executive/ corporate strategy
4 <input type="checkbox"/>	Government/ politics/ policy work
5 <input type="checkbox"/>	International development/ foreign affairs
6 <input type="checkbox"/>	IT and telecommunications
7 <input type="checkbox"/>	Marketing
8 <input type="checkbox"/>	Mining, resources and energy
9 <input type="checkbox"/>	PR and communications
10 <input type="checkbox"/>	Science and technology
11 <input type="checkbox"/>	Education
11 <input type="checkbox"/>	Other (please specify _____)
13 <input type="checkbox"/>	Not sure yet

*Then skip to section D*

**Please answer the following questions with regards to your medium- and long-term goals (rather than your short-term plans).**

**C4 In which capacity do you propose eventually to practise? (please select more than one box, if applicable)**

1 <input type="checkbox"/>	Solicitor in private practice
2 <input type="checkbox"/>	Barrister
3 <input type="checkbox"/>	Community-based legal service lawyer
4 <input type="checkbox"/>	Government lawyer
5 <input type="checkbox"/>	In-house/corporate lawyer
6 <input type="checkbox"/>	Other (please specify _____)
7 <input type="checkbox"/>	Not sure yet

*If code 1-6 at C4, continue with C5. If code 7 at C4, continue with C6.*

**C5 Please indicate the main reasons why you propose to practise as a <insert field from C4> (please select all that apply) (multi-response)**

1 <input type="checkbox"/>	It provides good job security
2 <input type="checkbox"/>	It has positive financial rewards
3 <input type="checkbox"/>	I don't place a great emphasis on high salaries/ monetary benefits
4 <input type="checkbox"/>	It provides flexibility/ good work life balance
5 <input type="checkbox"/>	The work is interesting
6 <input type="checkbox"/>	It is suited to my strengths and abilities
7 <input type="checkbox"/>	It would provide a challenge/ it is intellectually stimulating
8 <input type="checkbox"/>	The work is exciting and dynamic
9 <input type="checkbox"/>	To gain training and experience for my future career pathway
10 <input type="checkbox"/>	I have previous work experience in this area
11 <input type="checkbox"/>	I like working with people
12 <input type="checkbox"/>	I have an interest in social justice and advocacy
13 <input type="checkbox"/>	I would like to contribute to the improvement of our legal system
14 <input type="checkbox"/>	I enjoy commercial law/ private sector work
15 <input type="checkbox"/>	I am not interested in commercial law
16 <input type="checkbox"/>	I am interested in court work

17	<input type="checkbox"/>	I am interested in international law/ international relations
18	<input type="checkbox"/>	I have an interest in government and public law
19	<input type="checkbox"/>	I don't want to be a public servant
20	<input type="checkbox"/>	I like legal research
21	<input type="checkbox"/>	I don't want to work in a metropolitan area
22	<input type="checkbox"/>	Other (please specify _____)

**C6 In what field(s) of law would you like to specialise? (please select all that apply) (multi-response)**

1	<input type="checkbox"/>	Not sure yet
2	<input type="checkbox"/>	Administrative law
3	<input type="checkbox"/>	Advocacy
4	<input type="checkbox"/>	Banking/ finance
5	<input type="checkbox"/>	Civil litigation
6	<input type="checkbox"/>	Commercial law
7	<input type="checkbox"/>	Conveyancing/ real property
8	<input type="checkbox"/>	Corporate law
9	<input type="checkbox"/>	Criminal law
10	<input type="checkbox"/>	Insolvency
11	<input type="checkbox"/>	Employment/ industrial law
12	<input type="checkbox"/>	Environmental law
13	<input type="checkbox"/>	Family law
14	<input type="checkbox"/>	Migration law
15	<input type="checkbox"/>	Information technology/ telecommunications/ media
16	<input type="checkbox"/>	Intellectual Property
17	<input type="checkbox"/>	Litigation - general
18	<input type="checkbox"/>	Personal injury
19	<input type="checkbox"/>	Planning/ local government
20	<input type="checkbox"/>	Small business

21 <input type="checkbox"/>	Taxation
22 <input type="checkbox"/>	Trade practices law/ competition and consumer law
23 <input type="checkbox"/>	Wills and estates
24 <input type="checkbox"/>	Native title
25 <input type="checkbox"/>	Other (please specify _____)

**C7 A) Please indicate the main reasons why you would like to work in these fields (please select all that apply) (multi-response)**

1 <input type="checkbox"/>	I have an interest in this field
2 <input type="checkbox"/>	I enjoyed studying in this field
3 <input type="checkbox"/>	It relates to my degrees/ other areas of study I have undertaken
4 <input type="checkbox"/>	It allows me to best utilise my skill-set
5 <input type="checkbox"/>	This field is topical/ relevant
6 <input type="checkbox"/>	I have previous experience/ work in this field
7 <input type="checkbox"/>	I have had personal experience in this field (not related to study or employment)
8 <input type="checkbox"/>	This field would provide a challenge/ it is intellectually stimulating
9 <input type="checkbox"/>	It provides more job opportunities
10 <input type="checkbox"/>	It offers more choice/ variety of work
11 <input type="checkbox"/>	This field would provide the opportunity to work in-house
12 <input type="checkbox"/>	This field would provide useful training and experience for my planned career pathway
13 <input type="checkbox"/>	I have already accepted a graduate position/ job in this field
14 <input type="checkbox"/>	This field relates to my interest in social justice and making a difference
15 <input type="checkbox"/>	It relates to my core values
16 <input type="checkbox"/>	I like the human element/ I enjoy working with people
17 <input type="checkbox"/>	I want to help protect the rights of children
18 <input type="checkbox"/>	I would like to contribute to the maintenance of the criminal justice system
19 <input type="checkbox"/>	I am not sure which area to choose/ specialise in
20 <input type="checkbox"/>	Other (please specify _____)

*[for each reason selected at C7 (A) include in grid at C7 (B)]*

**B) Please indicate the extent to which each reason is important in your decision to work in these fields**

	EXTREMELY IMPORTANT	VERY IMPORTANT	FAIRLY IMPORTANT
a) I have an interest in this field	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>
b) ....			

*If selected Code 2 (Barrister) at C4, skip to Section D; otherwise answer C8*

**C8 A) If you do not intend to practise as a barrister, please indicate the principal reasons why you have chosen against that career path (please select all that apply) (multi-response)**

1 <input type="checkbox"/>	I don't have the required skills/ my personality is not suited
2 <input type="checkbox"/>	I don't enjoy public speaking/ court appearances
3 <input type="checkbox"/>	I am not interested in advocacy
4 <input type="checkbox"/>	I don't have enough passion/ interest
5 <input type="checkbox"/>	There are high barriers to entry/ it is too hard to get in
6 <input type="checkbox"/>	The hours are too long
7 <input type="checkbox"/>	Too much stress/ pressure
8 <input type="checkbox"/>	Too much study/ additional work to be admitted to the Bar
9 <input type="checkbox"/>	I would be too old after completing additional study
10 <input type="checkbox"/>	The Bar is not family-friendly
11 <input type="checkbox"/>	High risk working for yourself/ challenge to find steady work
12 <input type="checkbox"/>	I prefer to work in team environment
13 <input type="checkbox"/>	I prefer more client time/ working one on one with clients
14 <input type="checkbox"/>	The Bar is intimidating
15 <input type="checkbox"/>	The Bar appears elitist/ cliquey
16 <input type="checkbox"/>	The Bar is too competitive
17 <input type="checkbox"/>	The Bar appears male dominated/ there may be potential discrimination against female barristers
18 <input type="checkbox"/>	There appears to be a lack of ethnic representation at the Bar
19 <input type="checkbox"/>	I want to travel/ work overseas (need the flexibility of a solicitor)
20 <input type="checkbox"/>	I would like to practise outside metropolitan areas

21 <input type="checkbox"/>	I have not ruled it out/ still undecided
22 <input type="checkbox"/>	I'd prefer to work firstly as a solicitor and gain more experience before making a decision regarding the Bar
23 <input type="checkbox"/>	I don't have enough information to make a decision regarding the Bar
24 <input type="checkbox"/>	Other (please specify _____)

[for each reason selected at C8 (A) include in grid at C8 (B)]

**B) Please indicate the extent to which each reason is important in your decision not to practise as a barrister**

	EXTREMELY IMPORTANT	VERY IMPORTANT	FAIRLY IMPORTANT
a) I don't have the required skills/ my personality is not suited	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>
b) ....			



## D. Demographics

### D1 Country of birth

1 <input type="checkbox"/>	Australia
2 <input type="checkbox"/>	Canada
3 <input type="checkbox"/>	China
4 <input type="checkbox"/>	France
5 <input type="checkbox"/>	Germany
6 <input type="checkbox"/>	Greece
7 <input type="checkbox"/>	Hong Kong
8 <input type="checkbox"/>	India
9 <input type="checkbox"/>	Indonesia
10 <input type="checkbox"/>	Ireland
11 <input type="checkbox"/>	Italy
12 <input type="checkbox"/>	Japan
13 <input type="checkbox"/>	Korea
14 <input type="checkbox"/>	Malaysia
15 <input type="checkbox"/>	Netherlands
16 <input type="checkbox"/>	New Zealand
17 <input type="checkbox"/>	Philippines
18 <input type="checkbox"/>	Poland
19 <input type="checkbox"/>	Singapore
20 <input type="checkbox"/>	South Africa
21 <input type="checkbox"/>	Thailand
22 <input type="checkbox"/>	United Kingdom
23 <input type="checkbox"/>	United States of America
24 <input type="checkbox"/>	Vietnam
25 <input type="checkbox"/>	Other (please specify _____ )

*If not Australian born (ie not code 1 at D1), answer D2 and D3; otherwise skip to D5*

**D2 Have you become an Australian citizen?**

1 <input type="checkbox"/>	Yes
2 <input type="checkbox"/>	No

**D3 [question removed but keep numbering as is]**

**D4 Cultural background**

**Please specify the country or countries which provide your particular cultural background.  
(please select all that apply) (multi-response)**

1 <input type="checkbox"/>	Australia
2 <input type="checkbox"/>	Canada
3 <input type="checkbox"/>	China
4 <input type="checkbox"/>	France
5 <input type="checkbox"/>	Germany
6 <input type="checkbox"/>	Greece
7 <input type="checkbox"/>	Hong Kong
8 <input type="checkbox"/>	India
9 <input type="checkbox"/>	Indonesia
10 <input type="checkbox"/>	Ireland
11 <input type="checkbox"/>	Italy
12 <input type="checkbox"/>	Japan
13 <input type="checkbox"/>	Korea
14 <input type="checkbox"/>	Malaysia
15 <input type="checkbox"/>	Netherlands
16 <input type="checkbox"/>	New Zealand
17 <input type="checkbox"/>	Philippines
18 <input type="checkbox"/>	Poland
19 <input type="checkbox"/>	Singapore
20 <input type="checkbox"/>	South Africa
21 <input type="checkbox"/>	Thailand

22	<input type="checkbox"/>	United Kingdom
23	<input type="checkbox"/>	United States of America
24	<input type="checkbox"/>	Vietnam
25	<input type="checkbox"/>	Other (please specify _____ )

**D5 A) Do you regularly speak a language other than English at home?**

1	<input type="checkbox"/>	Yes		
2	<input type="checkbox"/>	No, English only		

*If yes, answer D6 (B); otherwise skip to D7*

**B) Please specify which language/s (other than English) you speak regularly at home. (please select all that apply) (multi-response)**

1	<input type="checkbox"/>	Arabic
2	<input type="checkbox"/>	Cantonese
3	<input type="checkbox"/>	German
4	<input type="checkbox"/>	Greek
5	<input type="checkbox"/>	Hindi
6	<input type="checkbox"/>	Italian
7	<input type="checkbox"/>	Korean
8	<input type="checkbox"/>	Macedonian
9	<input type="checkbox"/>	Mandarin
10	<input type="checkbox"/>	Punjabi
11	<input type="checkbox"/>	Spanish
12	<input type="checkbox"/>	Tagalog (Filipino)
13	<input type="checkbox"/>	Other (specify)_____

**D6 Which of the following best describes your current marital status?**

1	<input type="checkbox"/>	Single
2	<input type="checkbox"/>	Married
3	<input type="checkbox"/>	De facto

4 <input type="checkbox"/>	Widowed/Widowed
5 <input type="checkbox"/>	Separated
6 <input type="checkbox"/>	Divorced
7 <input type="checkbox"/>	Other

**D7 Do you have any children?**

1 <input type="checkbox"/>	Yes
2 <input type="checkbox"/>	No

*If Yes at D8, answer D9; If No, skip to D11*

**D8 How many children do you have?**

Open field for typing answer \_\_\_\_\_

**D9 Please enter the number of children you have in each age band**

1 <input type="checkbox"/>	Less than 1 year	<number>
2 <input type="checkbox"/>	1 – 5 years	<number>
3 <input type="checkbox"/>	6 – 10 years	<number>
4 <input type="checkbox"/>	11 – 15 years	<number>
5 <input type="checkbox"/>	16 – 17 years	<number>
6 <input type="checkbox"/>	18+ years	<number>
	<b>Total</b>	_____ children

*Check total against D9*

**D10 Are you the primary carer/home-keeper in your family?**

1 <input type="checkbox"/>	Yes
2 <input type="checkbox"/>	No

*If No at D11, answer D12; If Yes, skip to D13*

**D11 Who is the primary carer?**

1 <input type="checkbox"/>	Partner
2 <input type="checkbox"/>	Ex-partner
3 <input type="checkbox"/>	My or my partner's parent/s
4 <input type="checkbox"/>	Other (please specify) _____

**D12 A) Do you have other family or carer responsibilities?**

1 <input type="checkbox"/>	Yes
2 <input type="checkbox"/>	No

*If yes, answer D13 (B); otherwise skip to Section E*

**B) Please specify for whom you have family or carer responsibilities**

1 <input type="checkbox"/>	Grandparent/s
2 <input type="checkbox"/>	Parent/s
3 <input type="checkbox"/>	Sibling/s
4 <input type="checkbox"/>	Other (please specify _____ )

## E. Follow up

Please fill in this section if you wish to participate in follow up research and surveys for our Career Intentions Survey.

It is intended that this survey and research will be continued in approximately three years' time to allow the analysis of the career paths and decisions of lawyers in New South Wales. For this reason you are requested to provide your full name and contact details. These will be used only for the purpose of further surveys and research.

To ensure the responses you have provided to this survey are kept **entirely anonymous**, your contact details will be retained separately to your responses to the rest of the survey.

**E1 Would you be prepared to participate in follow-up surveys for this project, every three years or so?**

1 <input type="checkbox"/>	Yes
2 <input type="checkbox"/>	No

*If Yes, answer E2-E5; If No, skip to Section F*

Thank you for agreeing to participate in follow-up surveys. Please enter your details below so that we can contact you for these follow-ups.

**E2 Please enter your name**

Title \_\_\_\_\_ First name \_\_\_\_\_ Last name \_\_\_\_\_

**E3 Please enter your email address** \_\_\_\_\_

**E4 Please enter your mobile number (without spaces)** \_\_\_\_\_

**E5 Please enter your postal address**

Address: \_\_\_\_\_

Suburb \_\_\_\_\_

State (drop down box) \_\_\_\_\_

Postcode \_\_\_\_\_

## F. Prize Draw

By completing this survey, you have the opportunity to enter the draw to win:

- **A career coaching session with G2Legal** – a legal recruitment specialist in Australia. This includes personalised advice about your career options, CV tips and interview coaching.
- A DVD of the British detective drama **Foyle's War (Series 9)** – kindly offered by NIX Co.

The prizes will be drawn in the first week of May 2015, and winners will be notified by email.

To register your details for the prize draw, please enter your email address below. Please note that this information is confidential and will not be disclosed. Your email address will be kept separate to your survey responses, and will not be used for any purpose other than contacting the winners of the prize draw.

Email address: \_\_\_\_\_

**[Question is not mandatory response]**

**Close:** Thank you for your participation in this survey.

**Include on close page sponsor logos, with links to their webpage embedded in the logo:**

- *Platinum sponsor:*
  - o *Law Society of NSW* (<https://www.lawsociety.com.au/>)
  - o *NSW Bar Association* (<http://www.nswbar.asn.au/>)
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  - o *Herbert Smith Freehills* (<http://www.herbertsmithfreehills.com/>)
- *Sponsor:*
  - o *College of Law* (<http://www.collaw.edu.au/>)
- *Prize Sponsors*
  - o *G2Legal*
  - o *DVD cover Foyle's War* → with inserted link to [www.nixco.com.au](http://www.nixco.com.au), **and** with added wording: **Nix Co. Consultancy below the DVD cover.**