



Career Intentions Survey

Pilot Toplines Report

Prepared for the Women Lawyers' Association of NSW

February 2013

RESEARCH SPONSORS

Principal Sponsor



New South Wales Bar Association

Major sponsor



HERBERT
SMITH
FREEHILLS

The Women Lawyers' Association of NSW acknowledges the ongoing support of its Principal Sponsor the Law Society of New South Wales and Gold Sponsor Australian Executor Trustees.



THE LAW SOCIETY
OF NEW SOUTH WALES



Australian Executor Trustees



Part of the IOOF group

URBIS STAFF RESPONSIBLE FOR THIS REPORT WERE:

Director	Alison Wallace
Associate Director	Chloe Harkness
Job Code	SPP04312
Report Number	Pilot Toplines Report



Urbis's Public Policy team has received ISO 20252 Certification for the provision of social policy research and evaluation, social planning, community consultation, market research and communications research.

© Urbis Pty Ltd
ABN 50 105 256 228

All Rights Reserved. No material may be reproduced without prior permission. While we have tried to ensure the accuracy of the information in this publication, the Publisher accepts no responsibility or liability for any errors, omissions or resultant consequences including any loss or damage arising from reliance in information in this publication.

URBIS
Australia Asia Middle East
urbis.com.au

TABLE OF CONTENTS

1	Introduction	1
1.1	Background And Rationale For The Study	1
1.2	Methodology.....	1
1.3	This Report.....	3
2	Toplines: Demographics.....	4
3	Toplines: Education	11
B1	What University Are You Attending?	11
B2	What Kind Of Legal Studies Are You Pursuing?	12
B3	Did You Work In Another Field Before Commencing Legal Studies? (Open-Ended)	12
B4	Have You Completed Any Previous Degrees?	13
B5	Please Indicate The Type/S And Area/S Of Qualification For Any Previous Degrees (Open-Ended).....	13
4	Toplines: Career Intentions	14
C1	Please State Briefly Your Principal Reasons For Deciding To Study Law (Open-Ended) ...	14
C2	Do You Propose To Practise As A Lawyer?	15
C3	What Work Do You Propose To Do? (Open-Ended).....	16
C4	In Which Capacity Do You Propose Eventually To Practise? (Please Select More Than One Box, If Applicable).....	16
C5	Please Indicate Briefly Why You Have Chosen This Particular Career Path (Open-Ended)	17
C5	Reason For Particular Career Path By C4 Employment Type	19
C6	In What Field(S) Of Law Would You Like To Specialise? (Please Select All That Apply)....	21
C7	Please Indicate Briefly Why You Would Like To Work In This Field (Open-Ended)	22
C8	If You Do Not Intend To Practise As A Barrister, Please Indicate The Principal Reasons Why You Have Chosen Against That Career Path (Open-Ended)	23
5	Recommendations	25
5.1	Survey Distribution And Response Rate.....	25
5.2	Survey Questionnaire	26
Appendix A	Career Intentions Survey Subcommittee Members	29
Appendix B	Pilot Questionnaire	31
Appendix C	Revised Questionnaire.....	33

1 Introduction

The Women Lawyers' Association of NSW (WLA NSW) is undertaking a Career Intentions Survey, which seeks to track and analyse the career paths and decisions of both female and male lawyers in New South Wales from their final semester of university. WLA NSW has engaged Urbis to conduct the analysis and reporting for the study.

This document provides the topline results from the pilot survey, as well as considerations for the upcoming waves of the study.

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. Previous work undertaken by the organisations including 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.¹

The Career Intentions Survey is a research initiative of the Women Lawyers' Association of NSW (WLA NSW). The project comprises a longitudinal survey which seeks to track and analyse the career paths and decisions of both female and male lawyers in New South Wales from their final semester of university. By tracking the career paths of both female and male lawyers on their graduation from university, the project aims to produce information that will explain issues relating to the retention of lawyers in a more comprehensive manner. This information will be significant to issues such as the retention rate of lawyers, staff management and planning, provision of services by organisations such as the Bar Association of New South Wales and Law Society of New South Wales to their members, and the future demography of the legal profession.

1.2 METHODOLOGY

The methodology for the Career Intentions Survey comprises an initial online survey to be completed by all law students in their final semester of a law qualification at a NSW-based university. 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

¹ 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.

- University of Wollongong.

The survey will be released in each university semester over a three year period (thereby capturing six cohorts of students). The initial survey also asks students to indicate whether they would be happy to be contacted to participate in follow up research to support the longitudinal study.

A draft questionnaire for final year law students was developed by the Career Intentions Survey Subcommittee (the members of the Subcommittee are provided in Appendix A). The questionnaire comprises a number of sections, including:

- Part A: Demographics
- 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: Follow up research (provision of contact details).

In the draft questionnaire, many of the key questions relating to students' rationale for particular study and career pathways were left open-ended. Whilst this approach allows for the collection of detailed qualitative responses from participants, it poses a significant analytical workload to code and quantify the responses for a large volume of students as required for a quantitative study.

As such, it was agreed to conduct a pilot wave of the study in Semester 2 2012 using the existing questionnaire for a smaller cohort of students. The responses from the pilot study can then be used to develop a codeframe (or set of response options) for the open-ended questions, and the revised questionnaire will be implemented for the remaining waves of the study.

For the pilot study, Urbis refined the pilot questionnaire into a format suitable for online scripting (provided in Appendix B). Online research company Ekas was engaged to program and host the online survey on a securely hosted website, accessed via a weblink.

Throughout the project, WLA NSW has been undertaking discussions with of each of the universities to secure their participation in the study and facilitate the distribution of the survey to their students (including required ethics approvals). WLA NSW secured the participation of three universities in the pilot study in Semester 2 2012:

- University of New England
- University of Sydney
- University of Western Sydney.

Each university was provided with the survey access link to email to law students in their final semester of their qualification. The table below summarises the information available on the distribution of the survey at each pilot university.

UNIVERSITY	NUMBER OF EMAILS SENT*	NUMBER OF STUDENTS SENT THE SURVEY INVITATION
University of New England	1	Unknown
University of Sydney	3	473
University of Western Sydney	1	540

*Includes reminder emails

The survey was open for completion from 13 August 2012 to 5 November 2012.

1.3 THIS REPORT

This report provides the topline results from the pilot survey, completed by a total of 102 students.

The toplines comprise a series of tables presenting the frequency and proportion of responses by response option for each question in the survey. The toplines include the results of the coding and aggregation of the open-ended questions according to key response themes.

The final chapter of the report provides recommendations for future waves of the study.

2 Toplines: Demographics

A1 Gender

		TOTAL	MALE	FEMALE
Total respondents	N	102	11	91
	%	100%	100%	100%
Male	N	11	11	0
	%	11%	100%	0%
Female	N	91	0	91
	%	89%	0%	100%

A2 Country of birth

		TOTAL	MALE	FEMALE
Total respondents	N	102	11	91
	%	100%	100%	100%
Australia	N	87	8	79
	%	85%	73%	87%
China	N	3	0	3
	%	3%	0%	3%
Germany	N	1	1	0
	%	1%	9%	0%
Hong Kong	N	4	0	4
	%	4%	0%	4%
India	N	2	0	2
	%	2%	0%	2%
Malaysia	N	2	0	2
	%	2%	0%	2%
Philippines	N	1	0	1
	%	1%	0%	1%
Singapore	N	1	1	0
	%	1%	9%	0%
United Kingdom	N	1	1	0
	%	1%	9%	0%

A3 Date of birth

AGE BAND		TOTAL	MALE	FEMALE
Total respondents	N	102	11	91
	%	100%	100%	100%
< 22 years	N	22	2	20
	%	22%	18%	22%
22-25 years	N	54	5	49
	%	53%	45%	54%
25-29 years	N	14	2	12
	%	14%	18%	13%
30-39 years	N	3	0	3
	%	3%	0%	3%
40-49 years	N	6	2	4
	%	6%	18%	4%
50+ years	N	3	0	3
	%	3%	0%	3%

A4 Date of entry to Australia

*FILTERS: A2.COUNTRY OF BIRTH(*NOT* Australia)*

YEARS SINCE ENTRY		TOTAL	MALE	FEMALE
Total respondents	N	15	3	12
	%	100%	100%	100%
<5 years	N	2	1	1
	%	13%	33%	8%
5-10 years	N	3	0	3
	%	20%	0%	25%
11-20 years	N	7	1	6
	%	47%	33%	50%
21+ years	N	3	1	2
	%	20%	33%	17%

A5 Have you become an Australian citizen?

*FILTERS: A2.COUNTRY OF BIRTH(*NOT* Australia)*

		TOTAL	MALE	FEMALE
Total respondents	N	15	3	12
	%	100%	100%	100%
Yes	N	11	2	9
	%	73%	67%	75%
No	N	4	1	3
	%	27%	33%	25%

A6 Date of naturalisation

*FILTERS: A2.COUNTRY OF BIRTH(*NOT* Australia) AND A5.AUSTRALIAN CITIZEN (YES)*

YEARS SINCE ENTRY		TOTAL	MALE	FEMALE
Total respondents	N	11	2	9
	%	100%	100%	100%
<5 years	N	1	0	1
	%	9%	0%	11%
5-10 years	N	2	0	2
	%	18%	0%	22%
11-20 years	N	4	1	3
	%	36%	50%	33%
21+ years	N	4	1	3
	%	36%	50%	33%

A7 Cultural background (open-ended)

		TOTAL	MALE	FEMALE
Total respondents	N	102	11	91
	%	100%	100%	100%
Australian	N	70	8	62
	%	69%	73%	68%
Bangladeshi	N	1	0	1
	%	1%	0%	1%
British	N	2	0	2
	%	2%	0%	2%
Chinese	N	7	1	6
	%	7%	9%	7%
Croatian	N	1	0	1
	%	1%	0%	1%
Greek/Serbian	N	1	0	1
	%	1%	0%	1%
Indian	N	1	0	1
	%	1%	0%	1%
Italian	N	1	0	1
	%	1%	0%	1%
Malaysian/Filipino	N	7	0	7
	%	7%	0%	8%
Maltese	N	1	0	1
	%	1%	0%	1%
Middle Eastern	N	1	0	1
	%	1%	0%	1%
New Zealand	N	1	0	1
	%	1%	0%	1%
Pakistani	N	1	0	1
	%	1%	0%	1%
Polish	N	3	0	3
	%	3%	0%	3%
Singaporean	N	2	2	0
	%	2%	18%	0%
Ukrainian	N	1	0	1
	%	1%	0%	1%
Vietnamese	N	1	0	1
	%	1%	0%	1%

A8 Do you regularly speak a language other than English at home? (open-ended)

		TOTAL	MALE	FEMALE
Total respondents	N	102	11	91
	%	100%	100%	100%
No	N	80	10	70
	%	78%	91%	77%
Chinese (Mandarin, Cantonese)	N	9	1	8
	%	9%	9%	9%
Polish	N	3	0	3
	%	3%	0%	3%
Other	N	10	0	10
	%	10%	0%	11%

A9 Which of the following best describes your current marital status?

		TOTAL	MALE	FEMALE
Total respondents	N	102	11	91
	%	100%	100%	100%
Single	N	71	5	66
	%	70%	45%	73%
Married	N	7	1	6
	%	7%	9%	7%
De facto	N	12	2	10
	%	12%	18%	11%
Same sex relationship	N	1	0	1
	%	1%	0%	1%
Divorced	N	3	1	2
	%	3%	9%	2%
Other	N	8	2	6
	%	8%	18%	7%

A10 Do you have any children?

		TOTAL	MALE	FEMALE
Total respondents	N	102	11	91
	%	100%	100%	100%
Yes	N	10	2	8
	%	10%	18%	9%
No	N	92	9	83
	%	90%	82%	91%

A11 How many children do you have?*FILTERS: A10.CHILDREN(YES)*

		TOTAL	MALE	FEMALE
Total respondents	N	10	2	8
	%	100%	100%	100%
One	N	5	1	4
	%	50%	50%	50%
Two	N	3	1	2
	%	30%	50%	25%
Three	N	2	0	2
	%	20%	0%	25%

A12 Please enter the date of birth for each child*FILTERS: A10.CHILDREN(YES)*

		TOTAL	MALE	FEMALE
Total respondents	N	10	2	8
	%	100%	100%	100%
Child aged <6 years	N	7	2	5
	%	70%	100%	63%
Child aged 6-10 years	N	2	0	2
	%	20%	0%	25%
Child aged 11-15 years	N	6	0	6
	%	60%	0%	75%
Child aged 16+ years	N	2	1	1
	%	20%	50%	13%

A13 Are you the primary carer/home-keeper in your family?*FILTERS: A10.CHILDREN(YES)*

		TOTAL	MALE	FEMALE
Total respondents	N	10	2	8
	%	100%	100%	100%
Yes	N	9	1	8
	%	90%	50%	100%
No	N	1	1	0
	%	10%	50%	0%

A14 Who is the primary carer? (open-ended)*FILTERS: A10.CHILDREN(YES) AND A13.PRIMARY CARER (NO)*

		TOTAL	MALE	FEMALE
Total respondents	N	1	1	0
	%	100%	100%	-
Ex-partner	N	1	1	-
	%	100%	100%	-

A15 Do you have other family or carer responsibilities? (open-ended)

		TOTAL	MALE	FEMALE
Total respondents	N	102	11	91
	%	100%	100%	100%
No	N	95	11	84
	%	93%	100%	92%
Yes – parent/s	N	5	0	5
	%	5%	0%	6%
Yes – sibling	N	2	0	2
	%	2%	0%	2%

3 Toplines: Education

B1 What university are you attending?

		TOTAL	MALE	FEMALE
Total respondents	N	102	11	91
	%	100%	100%	100%
University of Sydney	N	54	6	48
	%	53%	55%	53%
University of Western Sydney	N	14	1	13
	%	14%	9%	14%
University of New England	N	13	1	12
	%	13%	9%	13%
Macquarie University	N	9	1	8
	%	9%	9%	9%
University of Wollongong	N	4	1	3
	%	4%	9%	3%
University of Technology Sydney	N	3	0	3
	%	3%	0%	3%
University of New South Wales	N	2	1	1
	%	2%	9%	1%
University of Newcastle	N	2	0	2
	%	2%	0%	2%
Southern Cross University	N	1	0	1
	%	1%	0%	1%
University of Notre Dame Australia	N	0	0	0
	%	0%	0%	0%

Note: only the first three universities (Sydney, Western Sydney and New England) distributed the survey to their final semester law students. Respondents who selected other universities may be completing part of their study on exchange with another university.

B2 What kind of legal studies are you pursuing?

		TOTAL	MALE	FEMALE
Total respondents	N	102	11	91
	%	100%	100%	100%
Combined LLB	N	70	9	61
	%	69%	82%	67%
Graduate LLB	N	15	1	14
	%	15%	9%	15%
JD	N	12	1	11
	%	12%	9%	12%
Masters degree	N	2	0	2
	%	2%	0%	2%
Other – LLB*	N	3	0	3
	%	3%	0%	3%

*Query whether confusion over the term Combined LLB

B3 Did you work in another field before commencing legal studies? (open-ended)

		TOTAL	MALE	FEMALE
Total respondents	N	102	11	91
	%	100%	100%	100%
No	N	76	8	68
	%	75%	73%	75%
Yes (subtotal)	N	26	3	23
	%	25%	27%	25%
Health	N	6	1	5
	%	6%	9%	5%
Finance/insurance/business	N	5	2	3
	%	5%	18%	3%
Retail/ hospitality	N	3	0	3
	%	3%	0%	3%
Government	N	3	0	3
	%	3%	0%	3%
Community Services	N	3	0	3
	%	3%	0%	3%
Other	N	6	0	6
	%	6%	0%	7%

B4 Have you completed any previous degrees?

		TOTAL	MALE	FEMALE
Total respondents	N	102	11	91
	%	100%	100%	100%
Yes	N	38	5	33
	%	37%	45%	36%
No	N	64	6	58
	%	63%	55%	64%

B5 Please indicate the type/s and area/s of qualification for any previous degrees (open-ended)

FILTERS: B4.PREVIOUS DEGREES (YES)

		TOTAL	MALE	FEMALE
Total respondents	N	38	5	33
	%	100%	100%	100%
Bachelor (subtotal)	N	37	5	32
	%	97%	100%	97%
Arts/social sciences	N	25	3	22
	%	66%	60%	67%
Science/health	N	5	1	4
	%	13%	20%	12%
Commerce/business/economics	N	4	0	4
	%	11%	0%	12%
Engineering	N	1	1	0
	%	3%	20%	0%
Law	N	1	0	1
	%	3%	0%	3%
Policing	N	1	0	1
	%	3%	0%	3%
Masters	N	3	1	2
	%	8%	20%	6%
Doctorate	N	0	0	0
	%	0%	0%	0%
Other	N	5	1	4
	%	13%	20%	12%

4 Toplines: Career intentions

C1 Please state briefly your principal reasons for deciding to study law (open-ended)

		TOTAL	MALE	FEMALE
Total respondents	N	102	11	91
	%	100%	100%	100%
Interest in the law	N	35	3	32
	%	34%	27%	35%
Interest in social justice/ wanted to help people/ make a difference	N	25	2	23
	%	25%	18%	25%
Good career path/ job opportunities/ job security	N	23	4	19
	%	23%	36%	21%
Interest in analytical approach/ problem solving/ logical reasoning/ critical thinking	N	18	1	17
	%	18%	9%	19%
Wanted a challenge/ intellectual stimulation	N	15	3	12
	%	15%	27%	13%
Broad skill base/ practical skills for many areas of employment	N	15	0	15
	%	15%	0%	16%
Positive school experience relevant to law (legal studies/ debating/ mock trials/ work experience)	N	14	2	12
	%	14%	18%	13%
Had aptitude/ skills suited to law	N	11	1	10
	%	11%	9%	11%
Good income	N	8	0	8
	%	8%	0%	9%
Prestige/ status	N	8	1	7
	%	8%	9%	8%
Interest in government/ politics	N	7	2	5
	%	7%	18%	5%
Wanted career change/ dissatisfied with previous career	N	7	3	4
	%	7%	27%	4%
Had the marks/ opportunity to study law	N	6	2	4
	%	6%	18%	4%
Parents are lawyers	N	6	0	6
	%	6%	0%	7%
Satisfying profession	N	6	1	5
	%	6%	9%	5%
Interest in international law/ relations	N	5	0	5
	%	5%	0%	5%

		TOTAL	MALE	FEMALE
Interested in the relationship between law and society	N	4	0	4
	%	4%	0%	4%
To study/ work with like-minded and motivated peers	N	3	1	2
	%	3%	9%	2%
Lack of numerical/ scientific aptitude	N	3	1	2
	%	3%	9%	2%
Interest in business/ corporate law	N	3	0	3
	%	3%	0%	3%
Wasn't sure what to study/ what career to follow	N	2	0	2
	%	2%	0%	2%
Want to become a barrister	N	2	0	2
	%	2%	0%	2%
Other	N	8	2	6
	%	8%	18%	7%

C2 Do you propose to practise as a lawyer?

		TOTAL	MALE	FEMALE
Total respondents	N	102	11	91
	%	100%	100%	100%
Yes	N	67	8	59
	%	66%	73%	65%
No	N	7	1	6
	%	7%	9%	7%
Maybe/ not sure	N	28	2	26
	%	27%	18%	29%

C3 What work do you propose to do? (open-ended)

FILTERS: C2.PROPOSE TO PRACTISE AS A LAWYER (NO)

		TOTAL	MALE	FEMALE
Total respondents	N	7	1	6
	%	100%	100%	100%
Government/ politics/ policy work	N	3	0	3
	%	43%	0%	50%
International development/ foreign affairs	N	1	0	1
	%	14%	0%	17%
Finance/ investment banking	N	1	0	1
	%	14%	0%	17%
Corporate (managerial, executive)	N	1	0	1
	%	14%	0%	17%
State or Federal Police	N	1	1	0
	%	14%	100%	0%

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

FILTERS: C2.PROPOSE TO PRACTISE AS A LAWYER (YES or MAYBE/NOT SURE)

		TOTAL	MALE	FEMALE
Total respondents	N	95	10	85
	%	100%	100%	100%
Solicitor	N	54	5	49
	%	57%	50%	58%
Government employment	N	40	3	37
	%	42%	30%	44%
Barrister	N	29	4	25
	%	31%	40%	29%
In-house lawyer	N	27	4	23
	%	28%	40%	27%
Community-based legal service	N	20	3	17
	%	21%	30%	20%
Other	N	5	1	4
	%	5%	10%	5%
Not sure yet	N	10	1	9
	%	11%	10%	11%

C5 Please indicate briefly why you have chosen this particular career path (open-ended)

FILTERS: C2.PROPOSE TO PRACTISE AS A LAWYER (YES or MAYBE/NOT SURE)

		TOTAL	MALE	FEMALE
Total respondents	N	95	10	85
	%	100%	100%	100%
Interest in social justice/ serve community/ advocacy	N	28	5	23
	%	29%	50%	27%
Flexibility/ work life balance	N	18	0	18
	%	19%	0%	21%
Job satisfaction / interesting work	N	17	2	15
	%	18%	20%	18%
To gain training/ experience/ stepping stone on career pathway	N	16	0	16
	%	17%	0%	19%
Interest in government/ public law	N	16	1	15
	%	17%	10%	18%
Challenge/ intellectually stimulating	N	11	2	9
	%	12%	20%	11%
Job security	N	10	0	10
	%	11%	0%	12%
Financial rewards	N	9	0	9
	%	9%	0%	11%
Enjoy commercial law/ private sector work	N	7	0	7
	%	7%	0%	8%
Based on previous work experience	N	7	1	6
	%	7%	10%	7%
Contribute to the improvement of our legal system/ law reform	N	5	0	5
	%	5%	0%	6%
Lack of interest in commercial law	N	4	1	3
	%	4%	10%	4%
Like working with people	N	4	0	4
	%	4%	0%	5%
Suited to my strengths/ abilities	N	4	0	4
	%	4%	0%	5%
Interested in international law/ relations	N	4	0	4
	%	4%	0%	5%
Interest in court work/ theatre of court	N	4	1	3
	%	4%	10%	4%
Exciting/ dynamic	N	3	1	2
	%	3%	10%	2%

		TOTAL	MALE	FEMALE
Like legal research	N	3	0	3
	%	3%	0%	4%
Don't want to be a public servant/ work in public service	N	2	0	2
	%	2%	0%	2%
Don't place a great emphasis on high salaries/ monetary benefits	N	2	0	2
	%	2%	0%	2%
Want to work in regional area	N	2	0	2
	%	2%	0%	2%
Other	N	12	1	11
	%	13%	10%	13%

C5 Reason for particular career path BY C4 Employment type

FILTERS: C2.PROPOSE TO PRACTISE AS A LAWYER (YES or MAYBE/NOT SURE)

		TOTAL	SOLICITOR	BARRISTER	COMMUNITY	GOVERNMENT	IN-HOUSE
Total respondents	N	95	54	29	20	40	27
	%	100%	100%	100%	100%	100%	100%
Interest in social justice/ serve community/ advocacy	N	28	16	12	15	11	5
	%	29%	30%	41%	75%	28%	19%
Flexibility/ work life balance	N	18	14	2	2	11	6
	%	19%	26%	7%	10%	26%	22%
Job satisfaction / interesting work	N	17	15	8	2	7	4
	%	18%	28%	28%	10%	17%	15%
To gain training/ experience/ stepping stone on career pathway	N	16	14	4	1	9	5
	%	17%	26%	14%	5%	21%	19%
Interest in government/ public law	N	16	9	2	2	15	5
	%	17%	17%	7%	10%	36%	19%
Challenge/ intellectually stimulating	N	11	7	7	3	2	1
	%	12%	13%	24%	15%	5%	4%
Job security	N	10	8	4	2	4	3
	%	11%	15%	14%	10%	10%	11%
Financial rewards	N	9	8	5	0	3	4
	%	9%	15%	17%	0%	7%	15%
Enjoy commercial law/ private sector work	N	7	6	1	0	4	6
	%	7%	11%	3%	0%	10%	22%
Based on previous work experience	N	7	5	1	0	2	4
	%	7%	9%	3%	0%	5%	15%
Contribute to the improvement of our legal system/ law reform	N	5	0	3	0	4	0

		TOTAL	SOLICITOR	BARRISTER	COMMUNITY	GOVERNMENT	IN-HOUSE
	%	5%	0%	10%	0%	10%	0%
Lack of interest in commercial law	N	4	0	1	0	3	3
	%	4%	0%	3%	0%	7%	11%
Like working with people	N	4	4	1	3	0	0
	%	4%	7%	3%	15%	0%	0%
Suited to my strengths/ abilities	N	4	3	2	3	2	3
	%	4%	6%	7%	15%	5%	11%
Interested in international law/ relations	N	4	2	0	0	4	2
	%	4%	4%	0%	0%	10%	7%
Interest in court work/ theatre of court	N	4	2	4	0	0	0
	%	4%	4%	14%	0%	0%	0%
Exciting/ dynamic	N	3	2	1	0	0	1
	%	3%	4%	3%	0%	0%	4%
Like legal research	N	3	1	2	1	1	0
	%	3%	2%	7%	5%	2%	0%
Don't want to be a public servant/ work in public service	N	2	2	1	0	0	2
	%	2%	4%	3%	0%	0%	7%
Don't place a great emphasis on high salaries/ monetary benefits	N	2	2	0	0	1	1
	%	2%	4%	0%	0%	2%	4%
Want to work in regional area	N	2	2	0	0	0	0
	%	2%	4%	0%	0%	0%	0%
Other	N	12	7	2	1	3	3
	%	13%	13%	7%	5%	7%	11%

Note: reasons for career path are not specific to the particular employment type as many respondents selected more than one employment option at C4 (therefore reasons cannot be coded specifically against a single employment type).

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

FILTERS: C2.PROPOSE TO PRACTISE AS A LAWYER (YES or MAYBE/NOT SURE)

		TOTAL	MALE	FEMALE
Total respondents	N	95	10	85
	%	100%	100%	100%
Corporate/ commercial	N	37	5	32
	%	39%	50%	38%
Criminal	N	36	5	31
	%	38%	50%	36%
Family	N	22	4	18
	%	23%	40%	21%
Civil litigation	N	15	3	12
	%	16%	30%	14%
Other - International law/human rights	N	12	1	11
	%	13%	10%	13%
Deceased estates	N	8	2	6
	%	8%	20%	7%
Personal injury	N	8	1	7
	%	8%	10%	8%
Conveyancing	N	7	2	5
	%	7%	20%	6%
Industrial	N	7	1	6
	%	7%	10%	7%
Other - Constitutional/public law	N	6	3	3
	%	6%	30%	4%
Insurance	N	5	1	4
	%	5%	10%	5%
Other - Intellectual property	N	4	0	4
	%	4%	0%	5%
Other - Medical/health	N	4	0	4
	%	4%	0%	5%
Other - Planning and Environment	N	3	0	3
	%	3%	0%	4%
Other - Migration/Refugee	N	2	0	2
	%	2%	0%	2%
Other – other	N	7	1	6
	%	7%	10%	7%
Not sure yet	N	7	8	1
	%	8%	8%	10%

C7 Please indicate briefly why you would like to work in this field (open-ended)

FILTERS: C2.PROPOSE TO PRACTISE AS A LAWYER (YES or MAYBE/NOT SURE)

		TOTAL	MALE	FEMALE
Total respondents	N	95	10	85
	%	100%	100%	100%
Interest	N	40	5	35
	%	42%	50%	41%
Previous work/ experience in this field	N	17	0	17
	%	18%	0%	20%
Interest in social justice/ want to help people/ make a difference	N	15	4	11
	%	16%	40%	13%
Enjoyed studying this field	N	12	1	11
	%	13%	10%	13%
Relates to my degrees/ other areas of study	N	12	1	11
	%	13%	10%	13%
Like the human element / working with people	N	8	0	8
	%	8%	0%	9%
Relates to my core values	N	6	1	5
	%	6%	10%	6%
To help children/ protect the rights of children	N	4	0	4
	%	4%	0%	5%
Would like to contribute to the maintenance of the criminal justice system	N	3	1	2
	%	3%	10%	2%
Provides more job opportunities	N	3	0	3
	%	3%	0%	4%
To gain training/ experience/ stepping stone on career pathway	N	3	0	3
	%	3%	0%	4%
Offers more choice/ variety of work	N	3	2	1
	%	3%	20%	1%
Opportunity to work in-house	N	2	1	1
	%	2%	10%	1%
Interest in ethical issues	N	2	0	2
	%	2%	0%	2%
Challenge/ intellectually stimulating	N	2	0	2
	%	2%	0%	2%
Shaped by personal experience	N	2	0	2
	%	2%	0%	2%
Allows me to best utilise my skill-set	N	2	1	1

		TOTAL	MALE	FEMALE
	%	2%	10%	1%
Topical/ relevant	N	2	0	2
	%	2%	0%	2%
Accepted a graduate position/ have a job lined up	N	2	0	2
	%	2%	0%	2%
Other	N	4	0	4
	%	4%	0%	5%
Not sure which area to choose/ specialise in	N	6	0	6
	%	6%	0%	7%

C8 If you do not intend to practise as a barrister, please indicate the principal reasons why you have chosen against that career path (open-ended)

FILTERS: C4.PROPOSE TO PRACTISE AS A BARRISTER (NO)

		TOTAL	MALE	FEMALE
Total respondents	N	66	6	60
	%	100%	100%	100%
Have not ruled it out/ undecided	N	21	2	19
	%	32%	33%	32%
Not fond of public speaking/ court appearances	N	11	0	11
	%	17%	0%	18%
Male dominated/ discrimination against female barristers	N	10	0	10
	%	15%	0%	17%
Don't have required skills/ personality not suited	N	10	0	10
	%	15%	0%	17%
Hours too long	N	8	0	8
	%	12%	0%	13%
Stress/ pressure	N	7	1	6
	%	11%	17%	10%
Prefer to work in team environment/ solitary nature of the work	N	7	0	7
	%	11%	0%	12%
Prefer to work firstly as a solicitor/ gain more experience before making a decision	N	6	0	6
	%	9%	0%	10%
High barriers to entry/ too hard to get in	N	5	1	4
	%	8%	17%	7%
Not family-friendly	N	5	0	5
	%	8%	0%	8%
Age and length of time to study (would be too old after completing study)	N	5	0	5

		TOTAL	MALE	FEMALE
	%	8%	0%	8%
Risk of working for yourself/ ability to find steady work	N	5	0	5
	%	8%	0%	8%
Not interested in advocacy	N	4	0	4
	%	6%	0%	7%
Don't have enough passion/ interest	N	4	0	4
	%	6%	0%	7%
Too much study/ additional work to get in	N	4	0	4
	%	6%	0%	7%
Intimidating	N	4	0	4
	%	6%	0%	7%
Elitist/ cliquey	N	3	1	2
	%	5%	17%	3%
Too competitive	N	3	0	3
	%	5%	0%	5%
Lack of information (what is entailed/ what is required)	N	3	0	3
	%	5%	0%	5%
Want to travel/ work overseas	N	2	2	0
	%	3%	33%	0%
Lack of ethnic representation	N	2	0	2
	%	3%	0%	3%
Do not wish to live or practise in metropolitan areas/ live in a small country town	N	2	0	2
	%	3%	0%	3%
More client time/ prefer working one on one with clients	N	2	0	2
	%	3%	0%	3%
Other	N	3	2	1
	%	5%	33%	2%

D: Prepared to participate in follow-up surveys

		TOTAL	MALE	FEMALE
Total respondents	N	102	11	91
	%	100%	100%	100%
Yes	N	60	5	55
	%	59%	45%	60%
No	N	42	6	36
	%	41%	55%	40%

5 Recommendations

Based on the results of the pilot survey, we can put forward recommendations relating to both the distribution of the survey, and the questionnaire for future waves of the study.

5.1 SURVEY DISTRIBUTION AND RESPONSE RATE

5.1.1 OVERALL RESPONSE RATE

The response rate to the survey overall was moderate (estimated at around 10% excluding the University of New England). Boosting the response rate for future waves of the survey should be a priority, given this will strengthen the statistical validity of the research. In addition, it will be important to ensure a sufficiently large sample of students is captured to participate in follow up surveys for the longitudinal study.

Potential strategies to encourage higher participation rates in the survey include:

- Distribution of the invitation email by the Dean of each law faculty: this approach may increase the likelihood that students read the email, and also strengthens the legitimacy and importance of the research.
- Distribution of reminder emails: where possible, we would recommend sending reminder emails inviting students to participate in the survey (only one of the pilot universities sent reminders).
- Promotion of the research at the universities: securing the support of the universities to promote the survey through appropriate channels such as the Law Students' Society, student newsletters, posters and video screens in the law buildings, and a brief mention by lecturers in key courses.
- Incentives: from experience, we recommend including a prize that appeals to students as an effective means of boosting responses to survey-based research. This could include the chance to win an iPad or similar item for all students who complete the survey.

5.1.2 MALE RESPONSE RATE

In addition to overall participation, we suggest there is a need to more effectively target male respondents to the survey. As seen from the pilot results, the pilot participation rate was significantly higher for female students than for male students (91 female and 11 male). Whilst the overarching objective of the research is to better understand the career trajectories of women lawyers, it is important to include both female and male participants to ensure the research can identify how the trajectory and decision factors for women may compare or differ to those for male lawyers.

The strategies above (including incentives) play a role in targeting increased participation by male students. However, in addition we suggest that the messaging and communication of the survey is reviewed to ensure male students do not incorrectly regard the survey to be just for female students, or perceive that it has no relevance for them. This may include:

- Branding the survey as the 'Career Intentions Survey' rather than the 'Women Lawyers' Association of NSW Careers Intentions Survey'.
- Engaging the Law Society of NSW Young Lawyers as a key project stakeholder to support promotion of the survey (potentially including their name/branding on promotional materials and the online survey alongside the WLA NSW).
- Reviewing the wording of the survey invitation and introduction to the online survey to ensure the research is seen as relevant to both male and female students.

5.2 SURVEY QUESTIONNAIRE

The primary objective of undertaking a pilot of the survey was to test the survey questionnaire and identify appropriate response options to transition the open-ended questions to closed-ended questions.

Suggested changes to the survey instrument are summarised below. We propose that these changes are reviewed by the Career Intentions Survey Subcommittee, following which the approved changes will be incorporated into the revised survey instrument. The draft marked up version of the survey questionnaire is provided in Appendix C.

QUESTION		CHANGE	RATIONALE
A7	Cultural background	Inclusion of codeframe (plus other –please specify) instead of open-ended. Have undertaken review of ABS data to supplement/cross check options to those already provided by pilot respondents.	Reduce coding of raw responses.
A8	Language other than English	If respondent selects 'Yes', provide another question with codeframe rather than please specify. Have undertaken review of ABS data to supplement/cross check options to those already provided by pilot respondents.	Reduce coding of raw responses.
A12	Age of children	Instead of entering a date of birth for each child, provide a set of age bands and ask the respondent to select the number of children they have in each age band.	Analytical output is most meaningful based on age band distribution of children. Streamline analysis.
A14	Primary carer	Inclusion of codeframe (plus other –please specify) instead of open-ended.	Reduce coding of raw responses.
A15	Other carer responsibilities	If respondent selects 'Yes', provide another question with codeframe rather than please specify.	Reduce coding of raw responses.
B2	Type of legal studies	*Query whether there is any confusion over the term Combined LLB (versus LLB) for different NSW universities.	
B5	Previous qualification	Inclusion of codeframe dropdown menu for area of previous qualification. Cross check codeframe developed with university course information.	Reduce coding of raw responses.
C1	Reasons for studying law	Inclusion of codeframe (plus other –please specify) instead of open-ended. Codeframe developed based on pilot responses –	Reduce coding of raw responses.

QUESTION		CHANGE	RATIONALE
		Subcommittee to review.	
C3	Work area (other than law)	Inclusion of codeframe (plus other –please specify) instead of open-ended. Codeframe developed based on common professional sectors – Subcommittee to review.	Reduce coding of raw responses.
C5	Reasons for employment type	Inclusion of codeframe (plus other –please specify) instead of open-ended. Codeframe developed based on pilot responses – Subcommittee to review.	Reduce coding of raw responses.
		Question to be asked separately for each individual employment type selected in C4.	Most respondents have selected multiple options, thereby making it difficult to differentiate reasons for particular employment types (rather than general decision drivers).
C6	Fields of law	Inclusion of additional response options to align with fields of law captured as part of the NSW Practising Certificate application.	Responses to pilot suggest reasonable volume of other fields beyond those already included. Suggest this is comprehensive to minimise coding, and provide possibility of comparing responses to PC data.
C7	Reasons for field of speciality	Inclusion of codeframe (plus other –please specify) instead of open-ended. Codeframe developed based on pilot responses – Subcommittee to review.	Reduce coding of raw responses.
		Question to be asked separately for each individual field of law selected in C6.	Most respondents have selected multiple options, thereby making it difficult to differentiate reasons for particular fields of law (rather than general decision drivers).

QUESTION		CHANGE	RATIONALE
C8	Reasons not to practise as a barrister	<p>Inclusion of codeframe (plus other –please specify) instead of open-ended.</p> <p>Codeframe developed based on pilot responses – Subcommittee to review.</p>	

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, Subcommittee Chair
	Margaret Holz, WLA President
	Rebecca Barry, WLA Immediate Past President & AWL Representative
	Supriya Eliezer, WLA Treasurer
	Julia Baird SC, WLA Member
	Mary Snell, WLA Member
	Janet Coombs, WLA Member
	Elizabeth Maconachie, WLA Member
	Lisa Vanderwal, WLA Member
	Felicity Lee, 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, President
New South Wales Bar Association	Roshana Wikramanayake, Senior Policy Lawyer

CAREER INTENTIONS SURVEY SUBCOMMITTEE FORMER MEMBERS

Women Lawyers' Association of New South Wales	Pauline Wright
	Amanda Alford
	Nicola Glover
	Jade Tyrell
University of Sydney	Professor Gillian Triggs
University of Technology Sydney	Professor Jill McKeough
New South Wales Bar Association	Megan Black
	Stephanie Mancell

Appendix B

Pilot questionnaire

Top of survey

Women Lawyers' Association of NSW logo and colouring

Title: **Career Intentions Survey**

Include progress bar

Opening page

This survey is aimed at ascertaining your principal medium- or long-term career intentions, not the short-term steps you might take to assist in achieving those aims.

It is important that as many students as possible, both male and female, complete the survey to assist the Women Lawyers' Association of NSW Inc. (WLA NSW) in gaining valuable information about the legal profession. The survey will take less than 10 minutes to complete.

WLA NSW is committed to providing the most appropriate services to women lawyers in New South Wales. The survey provides WLA NSW and our partnering organisations with valuable demographic information about the profession which assists us to fulfil our responsibilities to women lawyers now and into the future. The results from the survey will be documented in reports that will be available upon request.

Please note that all information collected is anonymous and confidential. This survey is being administered and managed by an independent research agency (Urbis), and specific information provided about individuals and organisations will not be identified or disclosed to WLA NSW, our partnering organisations or any other organisation or entity.

Research sponsors

Principal sponsor [insert NSW Bar Association Logo](#)

Major sponsor [insert Herbert Smith Freehills logo](#)

A. Personal information

A1 Gender

- 1 ☐ Male
- 2 ☐ Female

A2 Country of birth

- 1 ☐ Australia
- 2 ☐ Canada
- 3 ☐ China
- 4 ☐ France
- 5 ☐ Germany
- 6 ☐ Greece

- 7 ☐ Hong Kong
- 8 ☐ India
- 9 ☐ Indonesia
- 10 ☐ Ireland
- 11 ☐ Italy
- 12 ☐ Japan
- 13 ☐ Korea
- 14 ☐ Malaysia
- 15 ☐ New Zealand
- 16 ☐ Philippines
- 17 ☐ Singapore
- 18 ☐ South Africa
- 19 ☐ Thailand
- 20 ☐ United Kingdom
- 21 ☐ United States of America
- 22 ☐ Vietnam
- 23 ☐ Other (please specify _____)

A3 Date of birth

Response limited to dd/mm/yyyy

If not Australian born (ie not code 1 at A2), answer A4 and A5; otherwise skip to A7

A4 Date of entry to Australia

Selection response: month/year

A5 Have you become an Australian citizen?

- 1 ☐ Yes
- 2 ☐ No

If yes, answer A6; otherwise skip to A7

A6 Date of naturalisation

Selection response: month/year

A7 Cultural background

Please indicate how you would describe your particular cultural background, and specify the country which provides your particular cultural background?

_____ (#/200) [open-ended]

A8 Do you regularly speak a language other than English at home?

- 1 ☐ Yes (please specify _____)
 2 ☐ No, English only

A9 Which of the following best describes your current marital status?

- 1 ☐ Single
 2 ☐ Married
 3 ☐ De facto
 4 ☐ Same sex relationship
 5 ☐ Widowed
 6 ☐ Separated
 7 ☐ Divorced

A10 Do you have any children?

- 1 ☐ Yes
 2 ☐ No

If Yes at A10, answer A11; If No, skip to A15

A11 How many children do you have?

Drop down menu

The for each child selected, ask A12

A12 Please enter the date of birth for your <child number> child

Response limited to dd/mm/yyyy

A13 Are you the primary carer/home-keeper in your family?

- 1 ☐ Yes
 2 ☐ No

If No at A13, answer A14; If Yes, skip to A15

A14 Who is the primary carer?

_____ (#/200) [open-ended]

A15 Do you have other family or carer responsibilities?

- 1 ☐ Yes (please specify _____)
 2 ☐ No

B. Education

B1 What university are you attending?

- 1 ☐ Macquarie University
 2 ☐ Southern Cross University
 3 ☐ University of New England
 4 ☐ University of New South Wales
 5 ☐ University of Newcastle
 6 ☐ University of Notre Dame Australia
 7 ☐ University of Sydney
 8 ☐ University of Technology Sydney
 9 ☐ University of Western Sydney
 10 ☐ University of Wollongong

B2 What kind of legal studies are you pursuing?

- 1 ☐ Combined LLB
 2 ☐ Graduate LLB
 3 ☐ JD
 4 ☐ Masters degree
 5 ☐ Other degree/diploma (please specify _____)

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

- 1 ☐ Yes (please specify _____)
 2 ☐ No

B4 Have you completed any previous degrees?

- 1 ☐ Yes
 2 ☐ No

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

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

- | Type | Area of qualification |
|---------------------------------------------------------|------------------------|
| 1 <input type="checkbox"/> Bachelor | (please specify _____) |
| 2 <input type="checkbox"/> Masters | (please specify _____) |
| 3 <input type="checkbox"/> Doctorate | (please specify _____) |
| 4 <input type="checkbox"/> Other (please specify _____) | (please specify _____) |

C. Career intentions

C1 Please state briefly your principal reasons for deciding to study law

_____ [open-ended]

C2 Do you propose to practise as a lawyer?

- 1 ☐ Yes
- 2 ☐ No
- 3 ☐ Maybe/ not sure

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

C3 What work do you propose to do?

_____ (#/200) [open-ended] [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 practice? (please select more than one box, if applicable)

- 1 ☐ Solicitor
- 2 ☐ Barrister
- 3 ☐ Community-based legal service
- 4 ☐ Government employment
- 5 ☐ In-house lawyer
- 6 ☐ Other (please specify _____)
- 7 ☐ Not sure yet

C5 Please indicate briefly why you have chosen this particular career path

_____ [open-ended]

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

- 1 ☐ Not sure yet
- 2 ☐ Conveyancing
- 3 ☐ Corporate/ commercial
- 4 ☐ Criminal
- 5 ☐ Industrial

- 6 ☐ Civil litigation
 7 ☐ Family
 8 ☐ Deceased estates
 9 ☐ Personal injury
 10 ☐ Insurance
 11 ☐ Other (please specify _____)

C7 Please indicate briefly why you would like to work in this field

_____ [open-ended]

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

C8 If you do not intend to practise as a barrister, please indicate the principal reasons why you have chosen against that career path

_____ [open-ended]

D. 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 Women Lawyers' Association to track and analyse the career paths and decisions of female and male 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.

D1 Would you be prepared to participate in follow-up surveys for this project, every three years or so?

- 1 ☐ Yes
 2 ☐ No

If Yes, answer D2-D5; If No, skip to end

D2 Name _____

D3 Email address _____

D4 Mobile number _____

D5 Postal address

Street line 1 _____

Street line 2 _____

Suburb _____

State_____

Postcode_____

[Close](#): Thank you for your participation in this survey.

Appendix C

Revised questionnaire



Top of survey

Women Lawyers' Association of NSW logo and colouring

Title: Career Intentions Survey

Include progress bar

Opening page

This survey is aimed at ascertaining your principal medium- or long-term career intentions, not the short-term steps you might take to assist in achieving those aims.

It is important that as many students as possible, both male and female, complete the survey to assist the Women Lawyers' Association of NSW Inc. (WLA NSW) in gaining valuable information about the legal profession. The survey will take less than 10 minutes to complete.

WLA NSW is committed to providing the most appropriate services to women lawyers in New South Wales. The survey provides WLA NSW and our partnering organisations with valuable demographic information about the profession which assists us to fulfil our responsibilities to women lawyers now and into the future. The results from the survey will be documented in reports that will be available upon request.

Please note that all information collected is anonymous and confidential. This survey is being administered and managed by an independent research agency (Urbis), and specific information provided about individuals and organisations will not be identified or disclosed to WLA NSW, our partnering organisations or any other organisation or entity.

Research sponsors

Principal sponsor insert NSW Bar Association Logo

Major sponsor insert Herbert Smith Freehills logo

Comment [CH1]: Review potential to include Law Society of NSW Young Lawyers as a partner for promotion of the survey/

Comment [CH2]: Review inclusion of gender specific information in the introduction.

A. Personal information

A1 Gender

- 1 ☐ Male
- 2 ☐ Female

A2 Country of birth

- 1 ☐ Australia
- 2 ☐ Canada
- 3 ☐ China
- 4 ☐ France
- 5 ☐ Germany
- 6 ☐ Greece



- 7 ☐ Hong Kong
- 8 ☐ India
- 9 ☐ Indonesia
- 10 ☐ Ireland
- 11 ☐ Italy
- 12 ☐ Japan
- 13 ☐ Korea
- 14 ☐ Malaysia
- 15 ☐ New Zealand
- 16 ☐ Philippines
- 17 ☐ Singapore
- 18 ☐ South Africa
- 19 ☐ Thailand
- 20 ☐ United Kingdom
- 21 ☐ United States of America
- 22 ☐ Vietnam
- 23 ☐ Other (please specify _____)

A3 Date of birth

Response limited to dd/mm/yyyy

If not Australian born (ie not code 1 at A2), answer A4 and A5; otherwise skip to A7

A4 Date of entry to Australia

Selection response: month/year

A5 Have you become an Australian citizen?

- 1 ☐ Yes
- 2 ☐ No

If yes, answer A6; otherwise skip to A7

A6 Date of naturalisation

Selection response: month/year

A7 Cultural background

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

- 1 ☐ Australia
- 2 ☐ Canada

Deleted: how you would describe your particular cultural background, and

Deleted: s



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

A8 **A)** Do you regularly speak a language other than English at home?

- 1 ☐ Yes
- 2 ☐ No, English only

Deleted: _____
(#/200) [open-ended]

Deleted: (please specify
_____)

If yes, answer A8 (B); otherwise skip to A9

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

- 1 ☐ Arabic
- 2 ☐ Cantonese
- 3 ☐ German
- 4 ☐ Greek
- 5 ☐ Hindi
- 6 ☐ Italian
- 7 ☐ Korean
- 8 ☐ Macedonian
- 9 ☐ Mandarin
- 10 ☐ Punjabi



- 11 ☐ Spanish
12 ☐ Tagalog (Filipino)
13 ☐ Other (specify) _____

A9 Which of the following best describes your current marital status?

- 1 ☐ Single
2 ☐ Married
3 ☐ De facto
4 ☐ Same sex relationship
5 ☐ Widowed
6 ☐ Separated
7 ☐ Divorced

A10 Do you have any children?

- 1 ☐ Yes
2 ☐ No

If Yes at A10, answer A11; If No, skip to A15

A11 How many children do you have?

Drop down menu

A12 Please enter the number of children you have in each age band,

- 1 ☐ Less than 1 year <number>
2 ☐ 1 – 5 years <number>
3 ☐ 6 – 10 years <number>
4 ☐ 11 – 15 years <number>
5 ☐ 16 – 17 years <number>
6 ☐ 18+ years <number>

Deleted: The for each child selected, ask A12

Deleted: date of birth for your <child number> child

Check total against A11

A13 Are you the primary carer/home-keeper in your family?

- 1 ☐ Yes
2 ☐ No

Deleted: Response limited to dd/mm/yyyy

If No at A13, answer A14; If Yes, skip to A15

A14 Who is the primary carer?



- 1 ☐ Partner
- 2 ☐ Ex-partner
- 3 ☐ My or my partner's parent/s
- 4 ☐ Other (please specify _____)

Deleted: _____
(#/200) [open-ended]¶

A15 A) Do you have other family or carer responsibilities?

- 1 ☐ Yes
- 2 ☐ No

Deleted: (please specify _____)

If yes, answer A15 (B); otherwise skip to Section B

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

- 1 ☐ Grandparent/s
- 2 ☐ Parent/s
- 3 ☐ Sibling/s
- 4 ☐ Other (please specify _____)

B. Education

B1 What university are you attending?

- 1 ☐ Macquarie University
- 2 ☐ Southern Cross University
- 3 ☐ University of New England
- 4 ☐ University of New South Wales
- 5 ☐ University of Newcastle
- 6 ☐ University of Notre Dame Australia
- 7 ☐ University of Sydney
- 8 ☐ University of Technology Sydney
- 9 ☐ University of Western Sydney
- 10 ☐ University of Wollongong

B2 What kind of legal studies are you pursuing?

- 1 ☐ Combined LLB
- 2 ☐ Graduate LLB
- 3 ☐ JD
- 4 ☐ Masters degree
- 5 ☐ Other degree/diploma (please specify _____)



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

- 1 ☐ Yes (please specify _____)
2 ☐ No

B4 Have you completed any previous degrees?

- 1 ☐ Yes
2 ☐ No

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

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

- Type
1 ☐ Bachelor
2 ☐ Masters
3 ☐ Doctorate
4 ☐ Other (please specify _____)

Area of qualification

<drop down menu>

<drop down menu>

<drop down menu>

<drop down menu>

Deleted: (please specify _____)

Deleted: (please specify _____)

Deleted: (please specify _____)

Deleted: (please specify _____)

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

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

C. Career intentions

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

Deleted: state briefly

- 1 ☐ I had an interest in the law
2 ☐ I had an interest in social justice
3 ☐ I had an interest in government and/or politics
4 ☐ I had an interest in international relations



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

Deleted: _____
[open-ended]¶

C2 Do you propose to practise as a lawyer?

- 1 ☐ Yes
- 2 ☐ No
- 3 ☐ 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 ☐ Advertising/ media/ arts and entertainment
- 2 ☐ Banking and financial services
- 3 ☐ Executive/ corporate strategy
- 4 ☐ Government/ politics/ policy work
- 5 ☐ International development/ foreign affairs
- 6 ☐ IT and telecommunications
- 7 ☐ Marketing
- 8 ☐ Mining, resources and energy
- 9 ☐ PR and communications
- 10 ☐ Science and technology
- 11 ☐ Other (please specify _____)
- 12 ☐ Not sure yet

Deleted: What work do you propose to do

Deleted: _____
(#/200) [open-ended]

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 practice? (please select more than one box, if applicable)

- 1 ☐ Solicitor
- 2 ☐ Barrister
- 3 ☐ Community-based legal service lawyer
- 4 ☐ Government lawyer
- 5 ☐ In-house lawyer
- 6 ☐ Other (please specify _____)
- 7 ☐ Not sure yet

Deleted: employment

For each option selected at C4:

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

- 1 ☐ It provides good job security
- 2 ☐ It has positive financial rewards
- 3 ☐ I don't place a great emphasis on high salaries/ monetary benefits
- 4 ☐ It provides flexibility/ good work life balance
- 5 ☐ The work is interesting
- 6 ☐ It is suited to my strengths and abilities
- 7 ☐ It would provide a challenge/ it is intellectually stimulating
- 8 ☐ The work is exciting and dynamic
- 9 ☐ To gain training and experience for my future career pathway
- 10 ☐ I have previous work experience in this area
- 11 ☐ I like working with people
- 12 ☐ I have an interest in social justice and advocacy
- 13 ☐ I would like to contribute to the improvement of our legal system
- 14 ☐ I enjoy commercial law/ private sector work
- 15 ☐ I am not interested in commercial law
- 16 ☐ I am interested in court work
- 17 ☐ I am interested in international law/ international relations
- 18 ☐ I have an interest in government and public law
- 19 ☐ I don't want to be a public servant
- 20 ☐ I like legal research
- 21 ☐ I don't want to work in a metropolitan area
- 22 ☐ Other (please specify _____)

Deleted: ¶

Deleted: briefly

Deleted: have chosen this particular career path

Deleted: _____
[open-ended]



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

- 1 ☐ Not sure yet
- 2 ☐ Conveyancing
- 3 ☐ Corporate/ commercial
- 4 ☐ Criminal
- 5 ☐ Industrial
- 6 ☐ Civil litigation
- 7 ☐ Family
- 8 ☐ Deceased estates
- 9 ☐ Personal injury
- 10 ☐ Insurance
- 11 ☐ Other (please specify _____)

Comment [CH3]: Suggest these are extended to include all areas captured as part of the NSW Practising Certificate areas of practice – see revised list below

- 1 ☐ Not sure yet
- 2 ☐ Administrative law
- 3 ☐ Advocacy
- 4 ☐ Banking/ finance
- 5 ☐ Civil litigation
- 6 ☐ Commercial law
- 7 ☐ Conveyancing/ real property
- 8 ☐ Corporate law
- 9 ☐ Criminal law
- 10 ☐ Debts/ insolvency
- 11 ☐ Employment/ industrial law
- 12 ☐ Environmental law
- 13 ☐ Family law
- 14 ☐ Immigration law
- 15 ☐ Information technology/ telecommunications
- 16 ☐ Intellectual Property
- 17 ☐ Litigation - general
- 18 ☐ Personal injury
- 19 ☐ Planning/ local government
- 20 ☐ Small business
- 21 ☐ Taxation
- 22 ☐ Trade practices law
- 23 ☐ Wills and estates
- 24 ☐ Other (please specify _____)

For each option selected at C6:



C7 Please indicate the main reasons why you would like to work in <insert field from C6>
(please select all that apply) (multi-response)

Deleted: briefly

Deleted: this field

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

Deleted: _____
[open-ended]

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

C8 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)

Deleted: _____
[open-ended]

- 1 ☐ I don't have the required skills/ my personality is not suited
- 2 ☐ I don't enjoy public speaking/ court appearances
- 3 ☐ I am not interested in advocacy
- 4 ☐ I don't have enough passion/ interest
- 5 ☐ There are high barriers to entry/ it is too hard to get in
- 6 ☐ The hours are too long
- 7 ☐ Too much stress/ pressure
- 8 ☐ Too much study/ additional work to be admitted to the Bar
- 9 ☐ I would be too old after completing additional study
- 10 ☐ The Bar is not family-friendly
- 11 ☐ High risk working for yourself/ challenge to find steady work
- 12 ☐ I prefer to work in team environment
- 13 ☐ I prefer more client time/ working one on one with clients
- 14 ☐ The Bar is intimidating



- 15 ☐ The Bar appears elitist/ cliquey
- 16 ☐ The Bar is too competitive
- 17 ☐ The Bar appears male dominated/ there may be potential discrimination against female barristers
- 18 ☐ There appears to be a lack of ethnic representation at the Bar
- 19 ☐ I want to travel/ work overseas (need the flexibility of a solicitor)
- 20 ☐ I would like to practise outside metropolitan areas
- 21 ☐ I have not ruled it out/ still undecided
- 22 ☐ I'd prefer to work firstly as a solicitor and gain more experience before making a decision regarding the Bar
- 23 ☐ I don't have enough information to make a decision regarding the Bar
- 24 ☐ Other (please specify _____)

D. 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 Women Lawyers' Association to track and analyse the career paths and decisions of female and male 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.

D1 Would you be prepared to participate in follow-up surveys for this project, every three years or so?

- 1 ☐ Yes
- 2 ☐ No

If Yes, answer D2-D5; If No, skip to end

D2 Name _____

D3 Email address _____

D4 Mobile number _____

D5 Postal address

Street line 1 _____

Street line 2 _____

Suburb _____

State _____

Postcode _____

Close: Thank you for your participation in this survey.

Sydney

Level 23, Darling Park Tower 2
201 Sussex Street
Sydney, NSW 2000
t +02 8233 9900
f +02 8233 9966

Brisbane

Level 12, 120 Edward Street
Brisbane, QLD 4000
t +07 3007 3800
f +07 3007 3811

Melbourne

Level 12, 120 Collins Street
Melbourne, VIC 3000
t +03 8663 4888
f +03 8663 4999

Perth

Level 1, 55 St Georges Terrace
Perth, WA 6000
t +08 9346 0500
f +08 9321 7790

Australia • Asia • Middle East
w urbis.com.au **e** info@urbis.com.au