

2013 Table

(six months
to June
2013)

Firm	Total number of partners	Female partners	Women as a % of partners	Number of equity partners	Female equity partners	Women as a % of equity partners	Paid Parental Leave (PPL) weeks	Is PPL in addition to or include any Govt. provided PPL?	PPL Conditions: (a) Service based; (b) Income Test; (c) Repayment on departure from the firm	Extras
Gilbert + Tobin	67.5	23.5	34.8	63.9	21.9	34.3	18*			EOCFW
Henry Davis York	49	16	33.9			28.1	Up to 12	In addition	(a) Yes (b) No (c) No	EOCFW, WLANSW corp membership
Lander & Rogers	56.3	18.2	32.3				Up to 20	In addition	(a) Yes (b) No (c) No	WLANSW corp membership
TressCox	38.2	12.2	31.9	22.8	1.8	7.9	Up to 14	In addition	(a) Yes (b) No (c) Yes	WLANSW corp membership
Maddocks	68.2	20.4	29.9				12	In addition	(a) Yes (b) No (c) No	EOCFW, WLANSW corp membership
Holding Redlich	50	14.5	29	38.5	10.5	27.3	Up to 18	In addition	(a) Yes (b) No (c) No	EOCFW
Curwoods Lawyers	14	4	28.6	6	0	0	Up to 12	In addition	(a) Yes (b) No (c) No	
Griffith Hack	32.6	8.6	26.4	21.8	3.8	17.4	12	In addition	(a) Yes (b) No (c) No	
Hall & Wilcox	35	9.2	26.3	20.6	5.6	27.2	Up to 12	In addition	(a) Yes (b) No (c) Yes	
Hunt & Hunt	57.8	14.8	25.6	25.8	2.8	10.9	10 to 12	In addition	(a) Yes (b) No (c) No	WLANSW corp membership
King & Wood Mallesons	153.9	39.2	25.4	153.9	39.2	25.4	Up to 18	In addition	(a) Yes (b) No (c) No	EOCFW
Jackson McDonald	28.5	7	24.6	21.1	3.6	17.1	Up to 12	In addition	(a) Yes (b) No (c) Yes	
Gadens	139.3	32.3	23.2	65.8	10.8	16.4	Up to 14	In addition	(a) Yes (b) No (c) No	
Hopgoodganim Lawyers	32.4	7.4	22.8	21	4	19	Up to 20	In addition	(a) Yes (b) No (c) Yes	

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Ashurst Australia	186.4	41.8	22.4	122.6	23.6	19.2	18	In addition	(a) Yes (b) No (c) No	EOCFW, WLANSW corp membership
Corrs Chambers Westgarth	118.6	26.6	22.4	82.1	12.6	15.3	18	In addition	(a) Yes (b) No (c) No	EOCFW
Cowell Clarke	14	3	21.4	9	0	0	14	Includes	(a) Yes (b) No (c) No	
Kennedy Strang Legal Group	71.2	15.2	21.3	39	5	12.8				
Norton Rose Fulbright	145.4	30.8	21.2	100.5	16.5	16.5	14-18	In addition	(a) Yes (b) No (c) No	EOCFW
Sparke Helmore	61.8	13	21	35	7	20	Up to 14	In addition	(a) Yes (b) No (c) Yes	
Piper Alderman	52.8	11	20.8	30	2	6.7				
Herbert Smith Freehills Australia	181.9	36.8	20.2	174.9	36.8	21	18	Includes	(a) Yes (b) No (c) Yes	EOCFW, WLANSW corp membership
Minter Ellison Legal Group	199.8	40	20	144.2	24.4	16.9	Up to 14	In addition	(a) Yes (b) No (c) No	EOCFW
K&L Gates Australia	69.2	13.4	19.4			17	14	In addition	(a) Yes (b) No (c) No	EOCFW, WLANSW corp membership
DLA Piper	104	20.1	19.3	104	20.1	19.3				WLANSW corp membership
Arnold Bloch Leibler	37	7	18.9	25	3	12	12 to 18	Includes	(a) Yes (b) No (c) Yes	
Clayton Utz	196.9	36.9	18.7	159.6	25.4	15.9	Up to 18	In addition	(a) Yes (b) No (c) No	EOCFW
Baker & McKenzie	83.2	15.2	18.3	43	5	11.6	Up to 14	In addition	(a) Yes (b) No (c) Yes	EOCFW

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Herbert Geer	37.7	6.7	17.8	14.8	0.8	5.4	Up to 12	In addition	(a) Yes (b) No (c) Yes	
HWL Ebsworth	154	27	17.5	98	12	12.2	Up to 18	In addition	(a) Yes (b) Yes (c) Yes	
Moray & Agnew	69	12	17.4	27	2	7.4	12*			
Allens	162.6	27.3	16.8	157.6	26.3	16.7	14 to 18	In addition	(a) Yes (b) No (c) No	EOCFW
Cooper Grace Ward	21.4	3.4	15.9	15.6	0.6	3.8	8	In addition	(a) Yes (b) No (c) No	EOCFW
M+K Lawyers	58	9.2	15.9				Up to 12	In addition	(a) Yes (b) No (c) Yes	
Colin Biggers & Paisley	43.9	6.9	15.7	12	0	0				EOCFW, WLANSW corp membership
Wotton & Kearney	13	2	15.4	8	2	25				
Lavan Legal	21	3	14.3				12		(a) Yes (b) No (c) Yes	
Dibbs Barker	45.2	6.4	14.2	45.2	6.4	14.2	Up to 12	In addition	(a) Yes (b) No (c) Yes	EOCFW, WLANSW corp membership
McCullough Robertson	52.2	7.4	14.2	35.8	4.8	13.4	12	In addition	(a) Yes (b) No (c) Yes	EOCFW, WLANSW corp membership
Mills Oakley Lawyers	44	6	13.6	13	0	0	Up to 12	In addition	(a) Yes (b) No (c) Yes	
Squire Sanders Australia	15	2	13.3	12	0	0	14	In addition	(a) Yes (b) No (c) Yes	
Thomsons Lawyers	63	7	11.1	48	5	10.4	12	In addition	(a) Yes (b) No (c) Yes	

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Footnotes:

1. Information in columns 1 to 6 taken from the Australian's Partnership Survey, conducted by Beaton and published in the Australian on Friday 5 July 2013
2. Information in columns 7 - 9 provided in response to WLANSW letter, except for those entries marked with an * where information came from ALB Issue 10.4 May 2012, Women in Law, page 15.
3. Information in column 10 from 2012 EOWA Employer of Choice for Women results, and Women Lawyers Association of NSW records.
4. Shading in column 3 represents those firms who are above the average for the gender profile of partners in private firms based on 2012 data as reported in the Thought Leadership 2013 Advancement of women in the profession, Law Society of New South Wales
5. An empty box means no data is available for that category
6. EOCFW means Employer of Choice for Women as determined by the former Equal Opportunity for Women in the Workplace Agency

Legend:

Meets benchmark with improved figures from 2012	
Meets benchmark with same figures as 2012/ Improves from not meeting benchmark in 2012 to meeting benchmark in 2013	
Meets benchmark with lower figures than 2012	
Below benchmark with improved figures from 2012	

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Below benchmark with same figures as 2012/ Moves from meeting benchmark in 2012 to not meeting benchmark in 2013										
Below benchmark with lower figures than 2012										

The NSW Law Society benchmark for the percentage of partners who are women is **23.3%** (see the Advancement of women in the profession Progress Report published 30 June 2013).