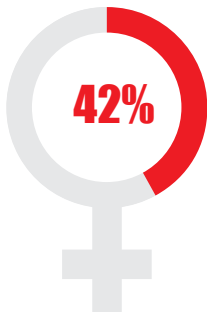
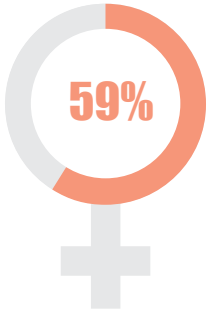
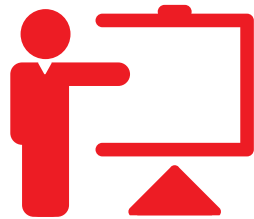


Main findings: Australia

Among respondent organisations, **58 per cent** of lawyers are women. At a senior level, the percentage of women lawyers decreases to **45 per cent**.



In responding law firms, **59 per cent** of lawyers and **42 per cent** of senior lawyers are women.



The most popular initiatives were flexible working, followed by coaching and mentoring and target setting.



Quota setting was the least popular initiative, with no respondents in any sector indicating that gender quotas were in place.



The most effective initiative was flexible working, with 79 per cent of respondents voting this initiative 'very effective'.

