

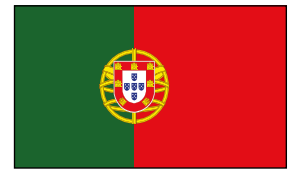
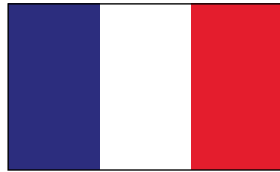
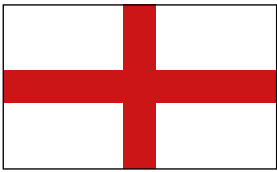
Key findings



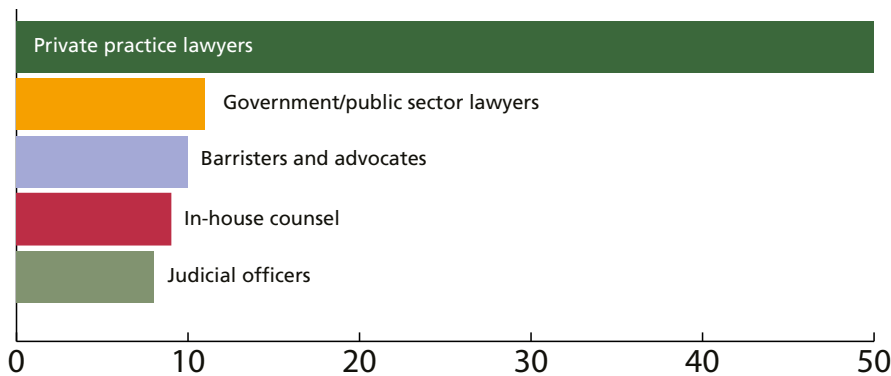
4,933 responses



Conducted in four languages: English, French, Spanish and Portuguese



Respondent roles



'Calls for' workplace initiatives

Respondents called for access to workplace initiatives not already available to them, including:

- support for parents and carers
- mental health support, stress management and recognition of vicarious trauma
- unconscious bias training
- pay equity and transparency
- support for life stages (menopause, perimenopause, fertility issues)
- professional development and training (eg, business development and communication)



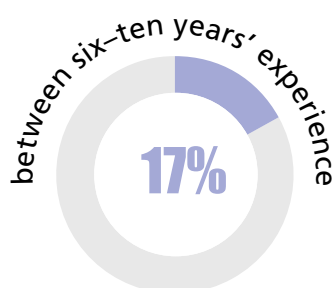
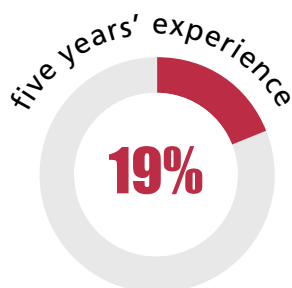
Personal responsibilities outside of work among respondents

52 per cent of survey respondents working in the profession have dependent children, and this cohort is evenly split between having responsibility as primary or equal carer. **38 per cent** of respondents indicated they had caring responsibilities as well as, or other than, children.



Key findings

Length of time in profession



Availability of workplace initiatives

60 per cent of respondents indicated that their workplace has greater availability of flexible working arrangements post Covid-19.

40 per cent have access to coaching and mentoring programmes.

20 per cent have access to leadership training for women.



Initiatives with greatest impact on career

Flexible working

33 per cent

Coaching and mentoring

20 per cent

Top future career plans among respondents

Staying in my current workplace without plans to leave

62 per cent

Leaving my current workplace to join another legal workplace

25 per cent

Staying in the legal profession but in a different role (eg, academia, consulting)

19 per cent



Reasons for leaving the profession

Top reasons for having left:

- being unhappy with their workplace culture
- seeking better support for mental or physical health elsewhere
- having experienced bias or discrimination in their current role

