



Diversity Statistics: 2017



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# Global Diversity Statistics 2017 – Gender

## Global

	Female	Male
Partners	18%	82%
Associates	47%	53%
Junior Associates	50%	50%
Other	58%	42%
Business Teams	65%	35%
Secretaries	98%	2%

## Americas

	Female	Male
Partners	12%	88%
Associates	45%	55%
Other	25%	75%
Business Teams	55%	45%
Secretaries	96%	4%

## Asia

	Female	Male
Partners	25%	75%
Associates	50%	50%
Junior Associates	51%	49%
Other	81%	19%
Business Teams	63%	37%
Secretaries	99%	1%

## Emerging Europe & Africa

	Female	Male
Partners	13%	87%
Associates	47%	53%
Junior Associates	47%	53%
Other	48%	52%
Business Teams	74%	26%
Secretaries	100%	0%

## Germany

	Female	Male
Partners	10%	90%
Associates	33%	67%
Junior Associates	0%	100%
Other	54%	46%
Business Teams	73%	27%
Secretaries	99%	1%

## Global Diversity Statistics 2017 – Gender

### UK

	Female	Male
Partners	23%	77%
Associates	50%	50%
Junior Associates	53%	47%
Other	56%	44%
Business Teams	59%	41%
Secretaries	100%	0%

### WEELEG

	Female	Male
Partners	14%	86%
Associates	48%	52%
Junior Associates	45%	55%
Other	64%	36%
Business Teams	72%	28%
Secretaries	95%	5%

#### Notes:

- 1) Data current as at December 2017
- 2) Figures based on total headcount
- 3) 'Other' includes Other Fee Earners and Professional Support Lawyers
- 4) Populations with less than 2 members are included in another appropriate category

## London Diversity Statistics 2017 – UK

### Disability

	Yes	No	Do not wish to disclose	Not Answered
Partners	1.05%	84.21%	1.58%	13.16%
Associates	1.63%	75.1%	2.31%	20.95%
Junior Associates	4.74%	75.26%	1.58%	18.42%
Other	3.94%	58.27%	3.15%	34.65%
Business Teams	3.84%	70.30%	1.24%	24.63%
Secretaries	3.81%	80.51%	1.69%	13.98%

### Disability Level – Are day to day activities limited because of a health problem or disability?

	Yes, limited a little	Yes, limited a lot	No	Do not wish to disclose	Not Answered
Partners	1.05%	0.53%	60%	1.05%	37.37%
Associates	1.9%	0.27%	65.44%	1.9%	30.48%
Junior Associates	4.74%	0.53%	73.16%	1.05%	20.53%
Other	4.72%	0%	51.18%	3.15%	40.94%
Business Teams	3.84%	0.25%	63%	1.11%	31.81%
Secretaries	3.39%	0.42%	66.95%	1.69%	27.54%

### Ethnic origin

	Chinese	Bangladeshi	Indian	Pakistani	Other Asian	African	Caribbean	Other Black
Partners	1.05%	0%	4.21%	0%	0.53%	0%	0%	0.53%
Associates	5.03%	0.27%	6.8%	0.54%	0.54%	1.09%	0.41%	0%
Junior Associates	10.53%	0%	6.84%	1.05%	1.05%	2.63%	1.58%	0.53%
Other	0%	0.79%	0.79%	0%	0.79%	0%	0.79%	0%
Business Teams	1.24%	0.37%	2.97%	0%	0.25%	1.11%	1.11%	0.12%
Secretaries	0.42%	0.42%	0.85%	0%	0%	0%	2.54%	0.85%

	Arab	White British	Irish	Mixed White	Mixed other	White other	Any other ethnic group	Do not wish to disclose	Not Answered
Partners	0%	60.53%	1.58%	1.58%	1.05%	11.58%	1.05%	0%	16.32%
Associates	0.82%	39.18%	2.99%	2.04%	1.36%	12.24%	0.95%	0.68%	25.03%
Junior Associates	1.05%	35.26%	2.63%	4.21%	1.58%	11.05%	0%	2.11%	17.89%
Other	0%	43.31%	0.79%	0.79%	0%	12.6%	1.57%	1.57%	36.22%
Business Teams	0%	51.36%	2.23%	1.86%	0.74%	7.55%	0.99%	1.11%	26.98%
Secretaries	0%	66.10%	2.97%	1.69%	1.27%	4.24%	0.42%	0%	18.22%

### Faith or belief

	Buddhist	Christian	Hindu	Jewish	Muslim	No religion	Sikh	Other	Do not wish to disclose	Not Answered
Partners	0%	45.79%	2.63%	3.16%	0%	21.05%	0%	0%	3.68%	23.68%
Associates	0.54%	32.93%	2.86%	2.72%	2.04%	30.34%	0.41%	0.95%	5.03%	22.18%
Junior Associates	1.05%	24.74%	4.21%	2.11%	2.63%	38.42%	0%	1.58%	5.79%	19.47%
Other	0%	36.22%	0%	2.36%	0.79%	14.96%	0.79%	1.57%	4.72%	38.58%
Business Teams	0.12%	33.17%	1.49%	0.37%	1.11%	31.56%	0.99%	1.49%	4.21%	25.5%
Secretaries	0%	53.39%	0%	0.85%	0.85%	23.31%	0.85%	0.85%	3.81%	16.1%

## Flexible working

	Yes	No	Do not wish to disclose	Not Answered
Partners	3.68%	68.42%	2.11%	25.79%
Associates	5.17%	68.71%	2.86%	23.27%
Junior Associates	0%	78.42%	1.58%	20%
Other	25.98%	32.28%	0.79%	40.94%
Business Teams	19.68%	50.74%	2.72%	26.86%
Secretaries	30.08%	49.58%	2.12%	18.22%

## Caring responsibility – Primary carer for a child or children under 18

	Yes	No	Do not wish to disclose	Not Answered
Partners	22.63%	42.11%	1.05%	34.21%
Associates	7.62%	61.63%	0.95%	29.8%
Junior Associates	0.53%	79.47%	0%	20%
Other	18.9%	37.8%	3.15%	40.16%
Business Teams	18.81%	49.38%	0.99%	30.82%
Secretaries	27.12%	45.34%	0.85%	26.69%

## Level of Care – Caring responsibility for friends, family or neighbours because of either long-term physical or mental ill-health/disability, or problems related to old age

	Yes, 1-19 hours a week	Yes, 20-49 hours a week	Yes, 50 or more hours a week	No	Do not wish to disclose	Not Answered
Partners	8.42%	0%	1.05%	51.58%	2.11%	36.84%
Associates	2.59%	0.27%	0%	65.17%	1.5%	30.48%
Junior Associates	2.63%	0%	0%	75.26%	1.05%	21.05%
Other	9.45%	0.79%	0%	43.31%	4.72%	41.73%
Business Teams	7.18%	0.25%	0.25%	58.79%	1.49%	32.05%
Secretaries	12.71%	0.42%	0.42%	55.51%	2.54%	28.39%

## Sexual orientation

	Bisexual	Gay man	Gay woman/lesbian	Heterosexual/straight	Other	Do not wish to disclose	Not Answered
Partners	0%	3.16%	0.53%	70%	0%	2.63%	23.68%
Associates	0.27%	2.86%	0.14%	71.43%	0.14%	2.99%	22.18%
Junior Associates	2.11%	4.21%	0%	67.37%	0.53%	6.32%	19.47%
Other	0%	1.57%	0%	56.69%	0%	3.15%	38.58%
Business Teams	0.62%	1.73%	0.74%	68.07%	0.37%	2.97%	25.5%
Secretaries	0.42%	0.42%	0%	80.93%	0%	2.97%	15.25%

### Gender Identity – gender identity the same as the gender assigned at birth

	Yes	No	Do not wish to disclose	Not Answered
Partners	46.84%	0%	0.53%	52.63%
Associates	43.27%	0.14%	1.09%	55.51%
Junior Associates	67.89%	0%	1.05%	31.05%
Other	41.73%	0%	1.57%	56.69%
Business Teams	51.73%	0.25%	1.11%	46.91%
Secretaries	46.61%	0%	0.85%	52.54%

### Social mobility – from the first generation to experience university education within immediate family

	Yes	No	I have not attended university	Do not wish to disclose	Not Answered
Partners	36.84%	37.89%	0%	1.58%	23.68%
Associates	20.54%	55.24%	0.14%	1.9%	22.18%
Junior Associates	18.95%	61.05%	0%	0%	20%
Other	27.56%	30.71%	1.57%	2.36%	37.8%
Business Teams	25.87%	27.35%	18.19%	2.97%	25.62%
Secretaries	4.24%	12.29%	65.68%	2.54%	15.25%

### Social mobility – type of school attended

	UK independent school (fee paying)	UK state school selective on the basis of academics (e.g. Grammar)	UK state school which is not selective on the basis of academics	International school (located outside of UK)	Do not wish to disclose	Not Answered
Partners	32.11%	12.63%	19.47%	10%	1.58%	24.21%
Associates	24.22%	10.34%	15.37%	25.71%	2.18%	22.18%
Junior Associates	23.68%	10.53%	14.21%	31.58%	0.53%	19.47%
Other	15.75%	11.02%	20.47%	12.6%	2.36%	37.8%
Business Teams	8.79%	12.25%	38.61%	13.37%	1.24%	25.74%
Secretaries	2.97%	19.07%	56.78%	4.66%	1.27%	15.25%

#### Notes:

1) Data current as at December 2017

2) Partners include National Partners, Associates include Counsel and Managing Associates, Junior Associates includes Trainees, Other includes Other Fee Earners and Professional Support Lawyers

3) The flexible working data refers to individuals who work less than 100 per cent of hours or a non-standard working pattern. In addition, this data also includes individuals who work 100 per cent of standard hours but on a flexible basis e.g. working some days/part of a day from home

4) Percentages may not add up to 100% due to rounding

5) Gender Identity question included as of May 2017

## Linklaters Diversity Statistics – UK Graduate Recruitment during 2016

### Disability

	Successful training contract applicants	
	Number	% of total population
Yes	2	2%
No	110	96%
Do not wish to disclose	2	2%
<b>Total</b>	<b>114</b>	<b>100%</b>

### Ethnicity

	Successful training contract applicants	
	Number	% of total population
Asian or Asian British	38	33%
Black or Black British	7	6%
Mixed	2	2%
White	65	57%
Other	1	1%
Do not wish to disclose	1	1%
<b>Total</b>	<b>114</b>	<b>100%</b>

### Faith or belief

	Successful training contract applicants	
	Number	% of total population
Buddhist	2	2%
Christian	38	33%
Hindu	9	8%
Jewish	3	2.5%
Muslim	4	3.5%
Sikh	1	1%
No religion	46	40%
Other	2	2%
Do not wish to disclose	9	8%
<b>Total</b>	<b>114</b>	<b>100%</b>

### Gender

	Successful training contract applicants	
	Number	% of total population
Male	58	51%
Female	55	48%
Do not wish to disclose	1	1%
<b>Total</b>	<b>114</b>	<b>100%</b>



## Sexual orientation

	Successful training contract applicants	
	Number	% of total population
Bisexual	6	5%
Gay man	3	3%
Gay woman/lesbian	0	0%
Heterosexual/straight	96	84%
Other	1	1%
Do not wish to disclose	8	7%
<b>Total</b>	<b>114</b>	<b>100%</b>

## Gender Identity – the same gender as assigned at birth

	Successful training contract applicants	
	Number	% of total population
Yes	112	98%
No	0	0%
Do not wish to disclose	2	2%
<b>Total</b>	<b>114</b>	<b>100%</b>

## Social mobility – from the first generation to experience university education within immediate family

	Successful training contract applicants	
	Number	% of total population
Yes	39	34%
No	72	63%
Do not wish to disclose	3	3%
<b>Total</b>	<b>114</b>	<b>100%</b>

## Social mobility – type of school attended between the ages of 11-18

	Successful training contract applicants	
	Number	% of total population
International School	16	14%
UK Independent School (Fee Paying)	23	20%
UK State or Grammar (Non-Fee Paying)	67	59%
Do not wish to disclose	8	7%
<b>Total</b>	<b>114</b>	<b>100%</b>

### Notes:

- 1) Data represents UK graduate recruitment activity from January to December 2016
- 2) Data only includes information that has been provided directly by individuals
- 3) Percentages may not add up to 100% due to rounding

## Linklaters Global US Practice Demographic Information 2017

	Men	Women	American Indian / Alaskan Native	Asian & Pacific Islander	Black	Caucasian	Hispanic	Multi-Racial	Openly GLBT	Disabled	Part-time
Partners	85%	15%	0%	7.50%	2.50%	87.50%	2.50%	0%	7.50%	0%	0%
Associates	56.3%	43.7%	1.48%	26.67%	2.96%	61.48%	3.7%	3.7%	4.44%	0%	2.96%
All other lawyers	72.22%	27.78%	0%	22.22%	0%	72.22%	0%	5.56%	5.56%	0%	0%

Notes:

1) Data current as at 1 December 2017

2) Data reflects demographic information relating to members of the Global US Practice. Our Global US Practice extends to 13 other locations in addition to New York

3) Data represents 100 per cent of the legal staff in the Global US Practice