

Snapshot of the Profession 2022

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The data shared in this snapshot is derived from registry data held by the New Zealand Law Society Te Kāhui Ture o Aotearoa, the regulatory body for legal practice in New Zealand.

The insights shared provide information about demographic trends, diversity within the profession, and the regional dispersal of lawyers throughout New Zealand.

As of 30 June 2022, 16,401 lawyers held a practising certificate, 867 of whom were practising overseas. The number of practising certificates held by lawyers marks the continuation of a steady upward trajectory since the 1970s. The number of lawyers per head of population has increased slightly, with the ratio now at one lawyer per 326 people.

In the same period, there were 1,917 barrister practising certificates. This means barristers

represent 11.7% of practising lawyers and just 0.036% of the New Zealand population.

Also continuing an upward trend is the number of female lawyers in the profession. Fifty-four per cent of all practising lawyers have responded as being female. It is expected that this figure will continue to increase as the proportion of lawyers in the 0-7 PQE group that responded as female is much higher than the average, at 63.5%.

The pattern of ethnic diversity in the profession still points to a continued need for an increase in Māori and Pasifika lawyers to improve representation within these communities. The most significant increase in ethnic diversity is amongst Asian lawyers. Representation in this community has increased by 8.9% since the last snapshot.

People per lawyer in New Zealand

LAWYERS BASED IN NZ

15,593

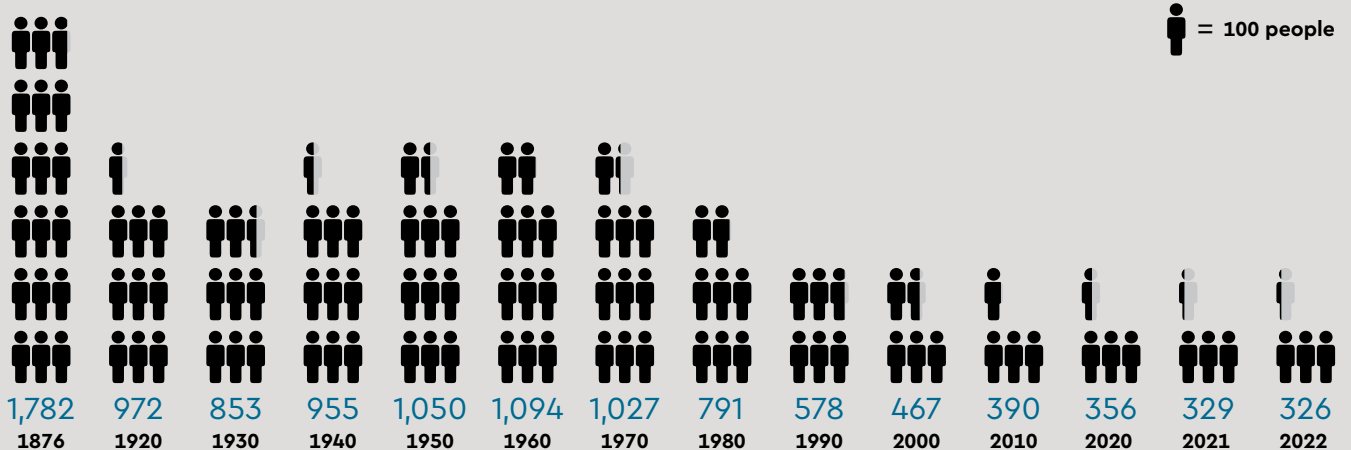
POPULATION

5,124,100

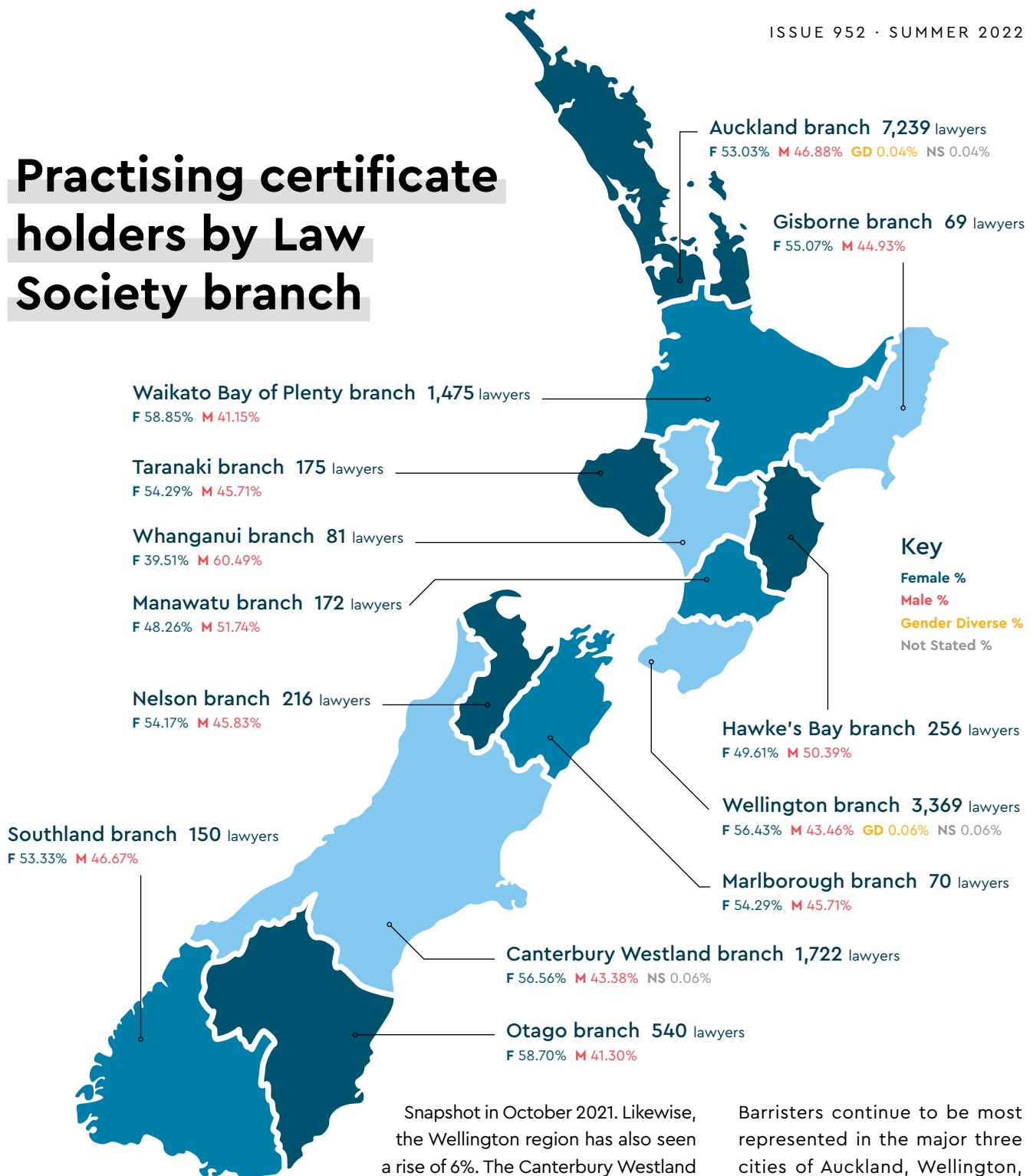
POPULATION PER LAWYER

326:1

PEOPLE PER LAWYER IN NEW ZEALAND



Practising certificate holders by Law Society branch



The number of New Zealand-based practising certificate holders grew by 5.4% to the year-end 30 June 2022. This was marginally greater than the increase in population.

The map illustrated is a regional representation of practising certificate holders by Law Society branches. The Auckland region, including Northland, has the highest number of lawyers and reported an increase of 6% since the last

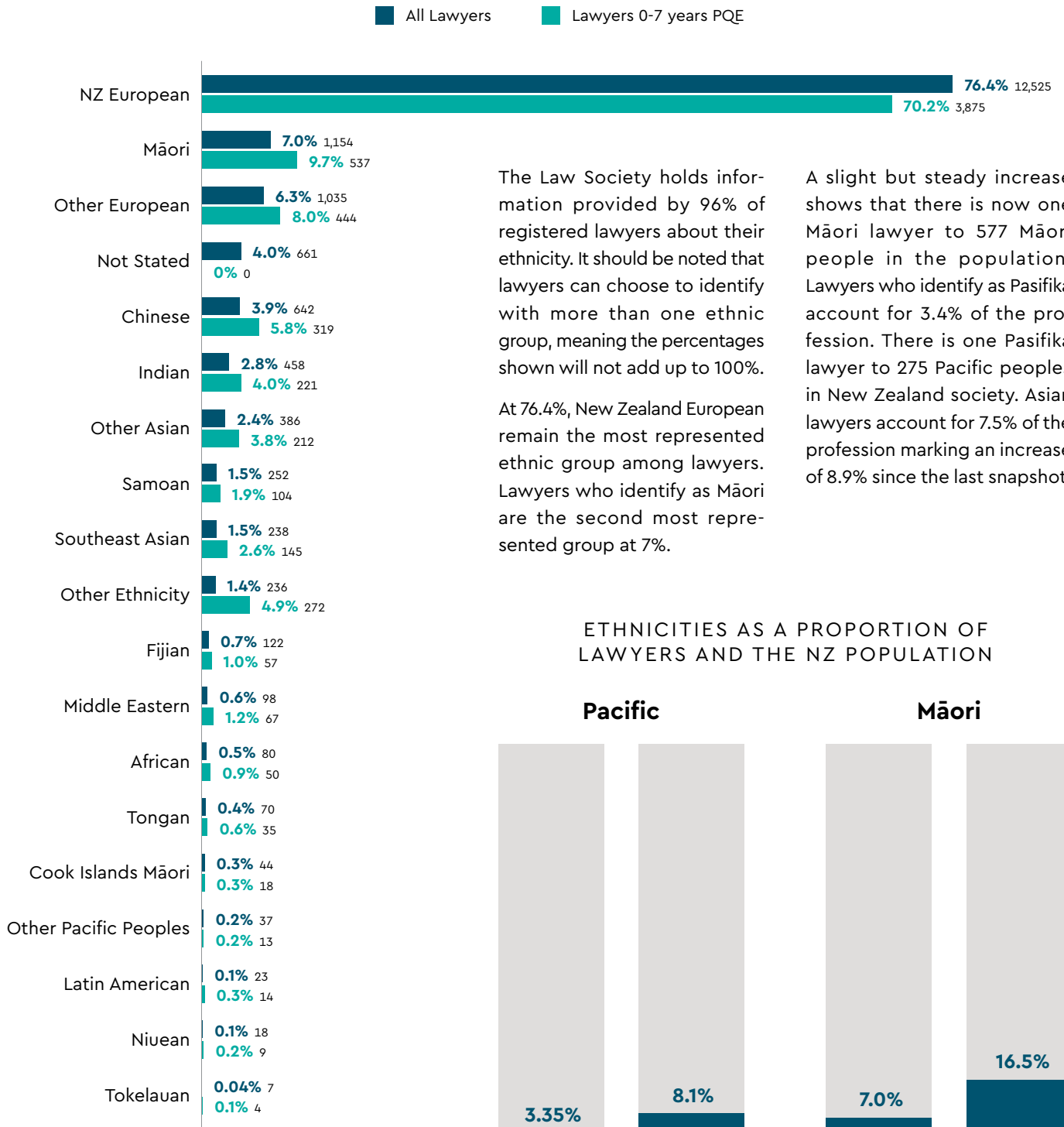
Snapshot in October 2021. Likewise, the Wellington region has also seen a rise of 6%. The Canterbury Westland region has also enjoyed an increase in practising lawyers of 4%. The Whanganui region showed the highest growth of 6.5% meaning an additional five lawyers in the region. Meanwhile, Gisborne showed a decrease of 3%, or two lawyers.

This demonstrates the continued need for promoting regional dispersal of practising lawyers. The Gisborne example highlights the challenges being faced to achieve access to justice for vulnerable communities, both regional and demographical. The proportion of overseas-based lawyers also increased by 7%.

Barristers continue to be most represented in the major three cities of Auckland, Wellington, and Christchurch with 974, 251 and 177 barristers, respectively. Eleven regions record barrister representation in the single digits with Southland being the most underrepresented with just one practising barrister in the region. This is another example of the issue of access to justice in the regions. Geographically, a number of these regions are remote or rural with socio-demographic profiles that represent some of the country's most vulnerable communities.

Ethnicity

PROPORTION OF ALL LAWYERS AND LAWYERS 0-7 YEARS PQE BY ETHNICITY

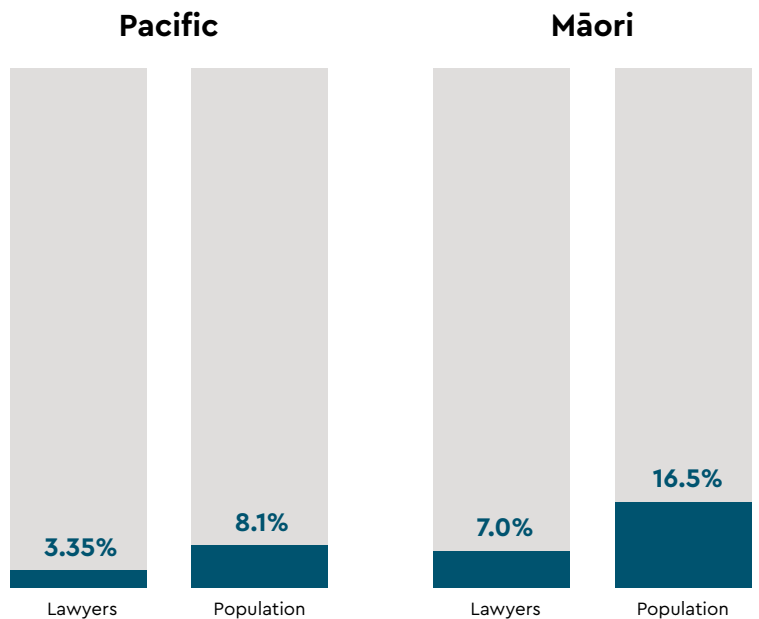


The Law Society holds information provided by 96% of registered lawyers about their ethnicity. It should be noted that lawyers can choose to identify with more than one ethnic group, meaning the percentages shown will not add up to 100%.

At 76.4%, New Zealand European remain the most represented ethnic group among lawyers. Lawyers who identify as Māori are the second most represented group at 7%.

A slight but steady increase shows that there is now one Māori lawyer to 577 Māori people in the population. Lawyers who identify as Pasifika account for 3.4% of the profession. There is one Pasifika lawyer to 275 Pacific peoples in New Zealand society. Asian lawyers account for 7.5% of the profession marking an increase of 8.9% since the last snapshot.

ETHNICITIES AS A PROPORTION OF LAWYERS AND THE NZ POPULATION



754.4:1

Pacific Lawyers as a proportion of the Pacific Population

784.8:1

Māori Lawyers as a proportion of the Māori Population

Gender

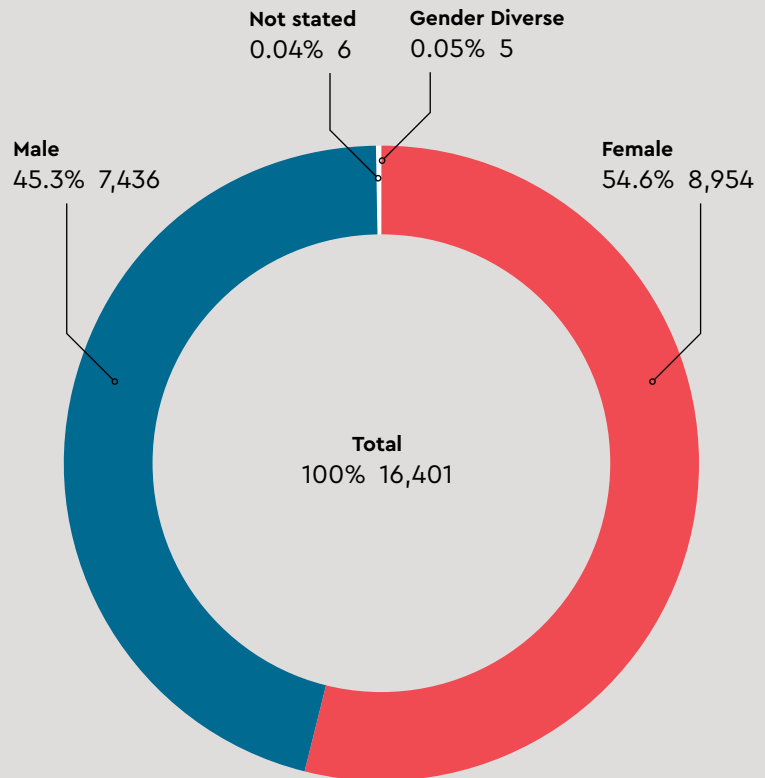
Of the total registered lawyers in New Zealand, 8,954 identify as female. This represents 54.6% of the profession. Comparatively, 45.3% of lawyers responded as male. The 2022 data reported an increase in the number of respondents identifying as gender diverse or declining to state a gender. The respondents in these groups jumped from 1-5 and 4-6, respectively.

An upward trajectory of females entering the profession continued through to 30 June 2022. The highest proportional increase is in PQE 0-7 years responding as 63.5% female, 36.3% male and 0.07% gender diverse.

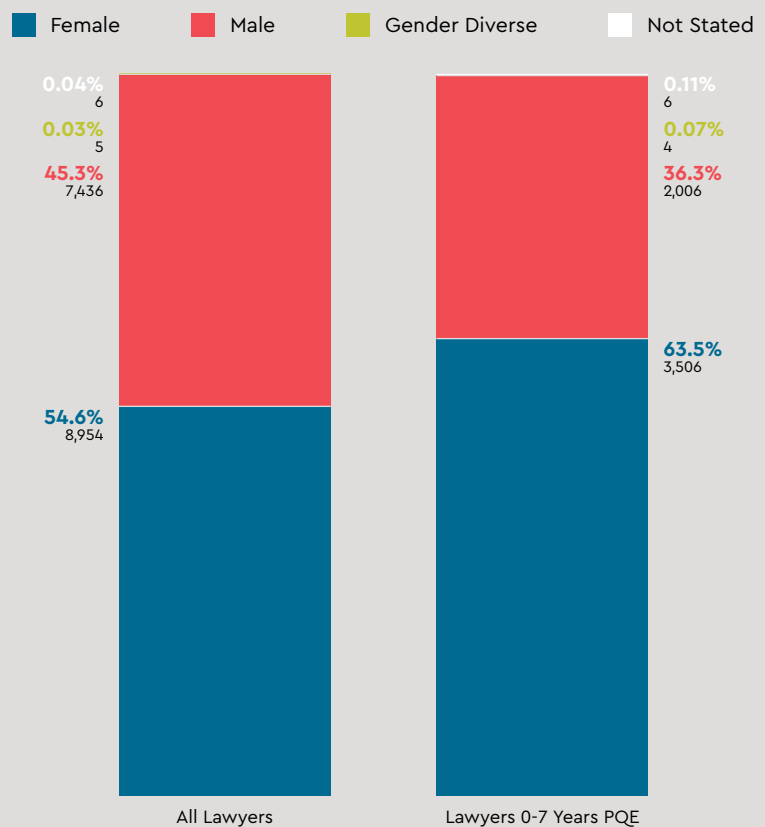
Female barristers account for 43.6% of all barristers with a practising certificate which represents an increase over the past two years of around 4%.

Over the past two years, there has been an increase of 3% in female representation of King's Counsel with women making up a total of 26% of all King's Counsel.

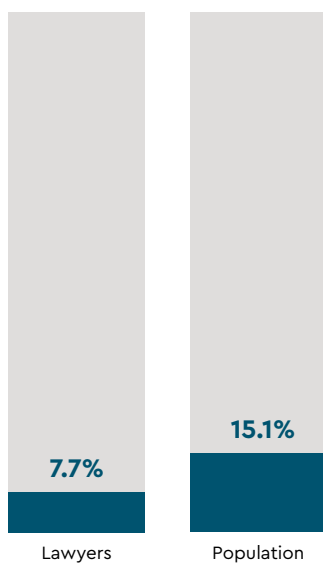
PROPORTION OF ALL LAWYERS BY GENDER



PROPORTION OF ALL LAWYERS BY GENDER COMPARED TO LAWYERS 0-7 YEARS PQE



Asian



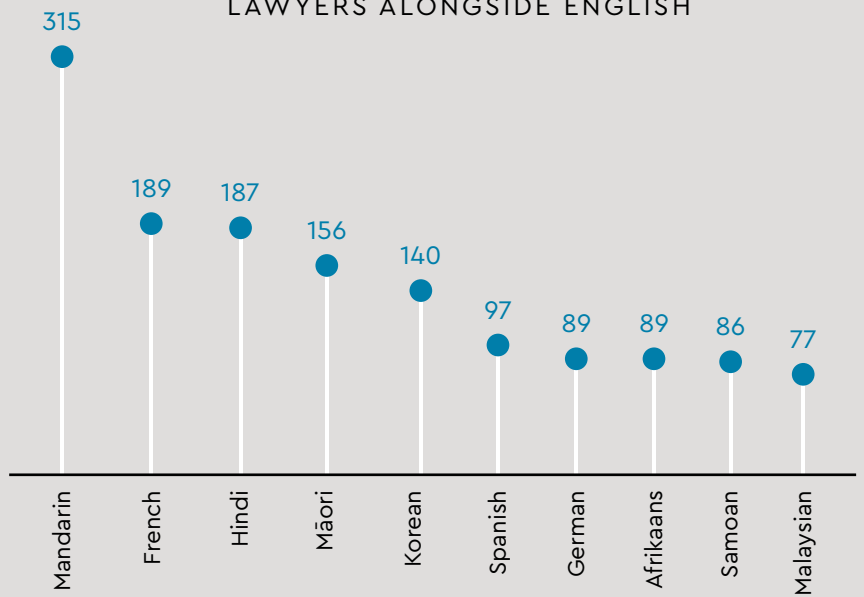
303.1:1

Asian Lawyers as a proportion of the Asian Population

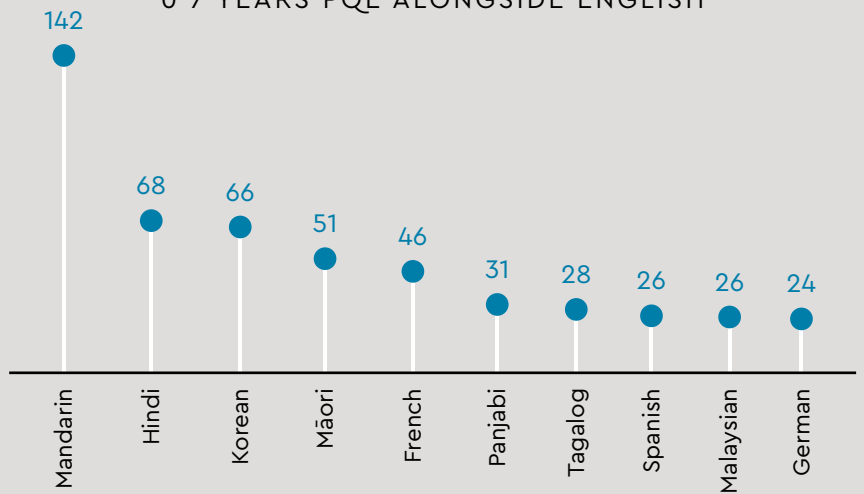
Language

These graphs depict the top ten languages spoken by lawyers alongside English. Those who recorded languages additional to English make up 10% of the profession. Mandarin has the highest number of speakers at 315 lawyers, followed by 189 who speak French and 187 who speak Hindi. Te Reo Māori is the fourth most spoken language specified, spoken by 156 lawyers. Eight lawyers specified they could communicate in New Zealand Sign Language (NZSL). A total of 256,130 New Zealanders know NZSL, and there is one lawyer for 35,690 New Zealanders who communicate in NZSL.

TOP TEN LANGUAGES SPOKEN BY ALL LAWYERS ALONGSIDE ENGLISH



TOP TEN LANGUAGES SPOKEN BY LAWYERS 0-7 YEARS PQE ALONGSIDE ENGLISH



LAWYERS WHO SPEAK TE REO MĀORI COMPARED TO THE NZ POPULATION OF TE REO MĀORI SPEAKERS

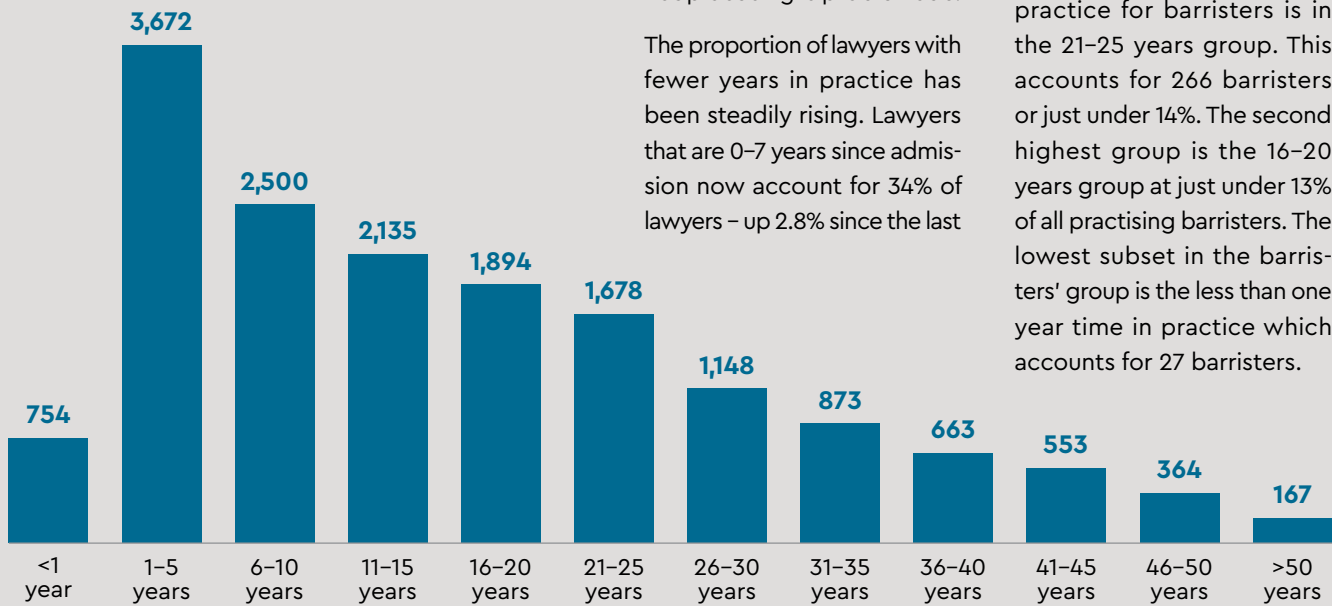
LAWYERS	POPULATION	RATIO
156	204,904	1,313:1

LAWYERS WHO USE NZ SIGN LANGUAGE COMPARED TO THE POPULATION OF NZ WHO COMMUNICATE IN NZ SIGN LANGUAGE

LAWYERS	POPULATION	RATIO
8	256,130	35,690:1

Time in practice

LAWYERS BY YEARS SINCE ADMISSION



The Law Society records years since admission for every lawyer. These figures do not necessarily represent worked years in practice, as accounting for time when a lawyer may be intermittently not practising is problematic.

The proportion of lawyers with fewer years in practice has been steadily rising. Lawyers that are 0-7 years since admission now account for 34% of lawyers – up 2.8% since the last

Snapshot. By contrast, at the other end of the experience continuum, 23% of lawyers have 26 to 50+ years since admission; a 0.8% decrease since the last Snapshot.

The largest subset of time in practice for barristers is in the 21-25 years group. This accounts for 266 barristers or just under 14%. The second highest group is the 16-20 years group at just under 13% of all practising barristers. The lowest subset in the barristers' group is the less than one year time in practice which accounts for 27 barristers.

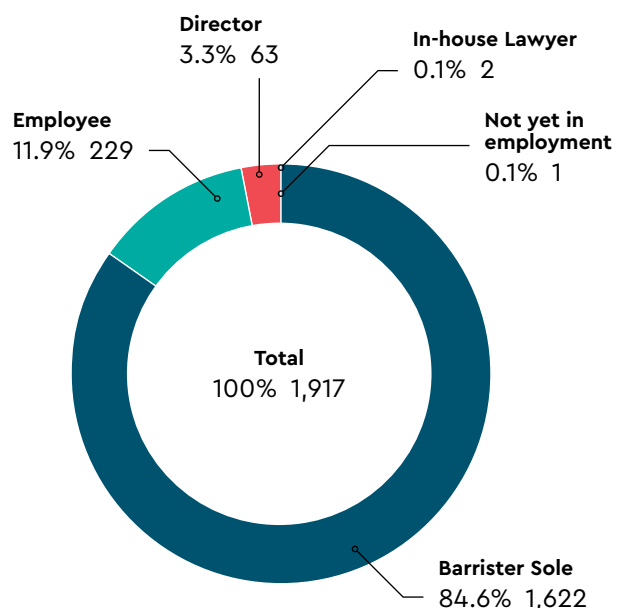
Types of practice

Lawyers may practise in three different ways: as barristers and solicitors (providing services to the public), as barristers sole and as in-house lawyers (providing services to firms).

Barristers

On 30 June, there were 1,917 lawyers practising as barristers. This figure represented 11.7% of New Zealand-based lawyers. Proportionally, this figure remains unchanged from two years ago. On 30 June 1,622 barristers sole made up 84.6% of practising barristers. The number of barristers recorded as employees was 229. This represents just under 12% of all barristers, while just two barristers practised as in-house lawyers.

PROPORTION OF POSITIONS OF EMPLOYMENT OF BARRISTERS



BARRISTERS COMPARED TO NEW ZEALAND BASED LAWYERS

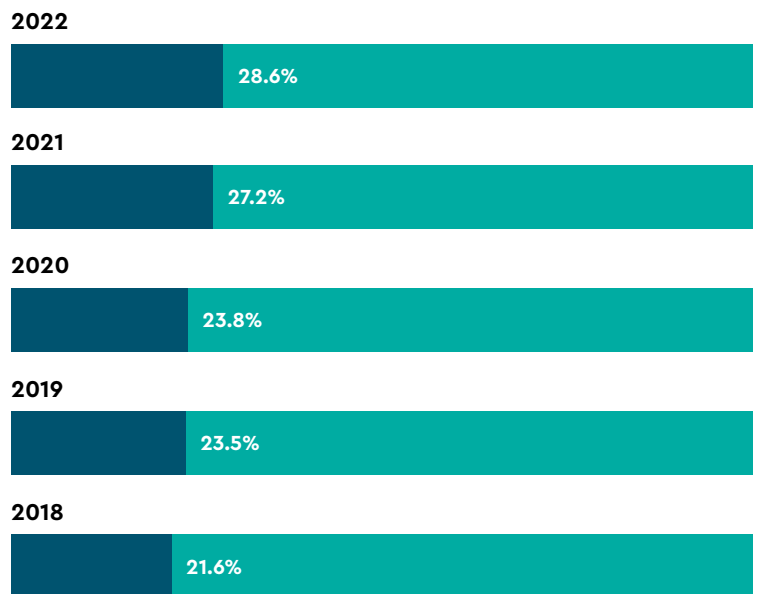
11.7%

Types of practice continued

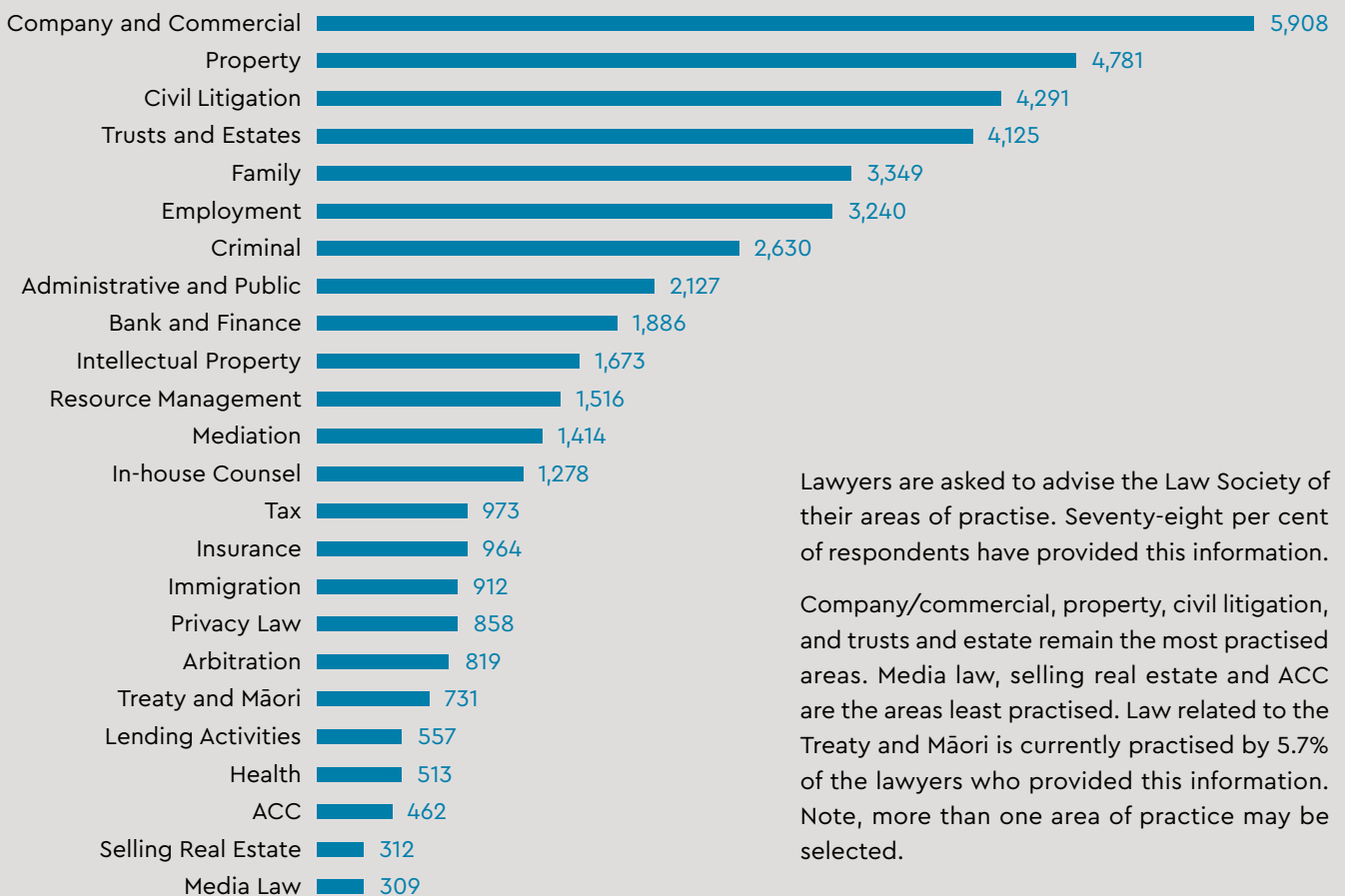
In-house lawyers

Over the past two years, the proportion of lawyers who practise as in-house lawyers has been rising steadily with a 5% increase over this period. In-house lawyers now account for 28.6% of the practising profession.

PROPORTION OF LAWYERS THAT PRACTISE AS IN-HOUSE LAWYERS



Areas of practice



Lawyers are asked to advise the Law Society of their areas of practise. Seventy-eight per cent of respondents have provided this information.

Company/commercial, property, civil litigation, and trusts and estate remain the most practised areas. Media law, selling real estate and ACC are the areas least practised. Law related to the Treaty and Māori is currently practised by 5.7% of the lawyers who provided this information. Note, more than one area of practice may be selected.

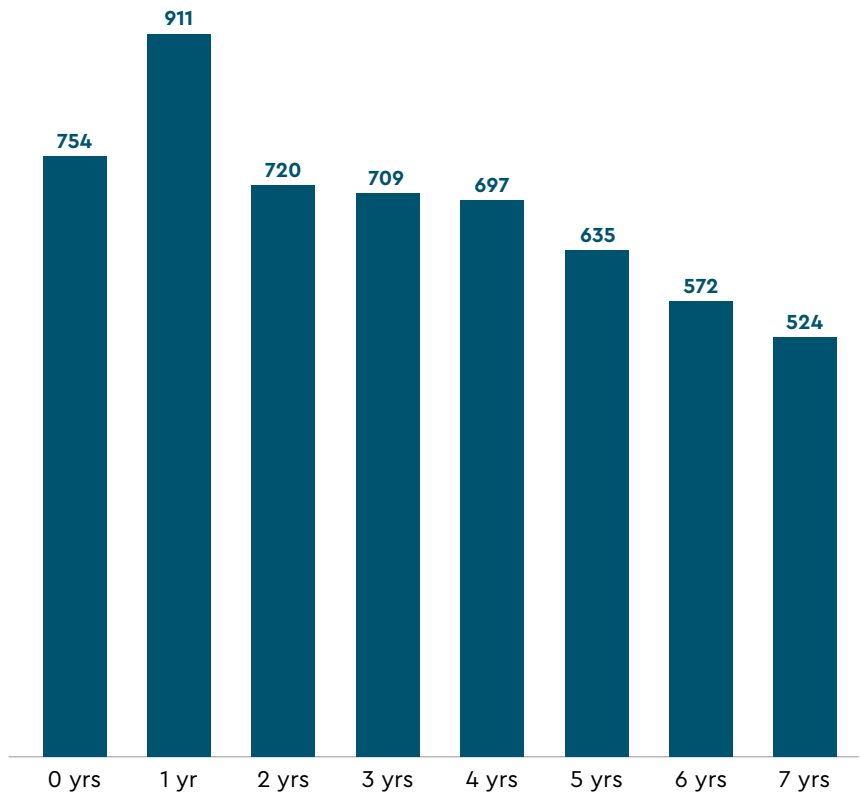
New lawyers

At the year ending 30 June 2022, the New Lawyers category comprised 5,522 lawyers of which 63.5% were female. The largest subset of the New Lawyers group was in the one-year PQE with a total of 911 lawyers. New lawyer admissions in the zero to one-year PQE group was 754.

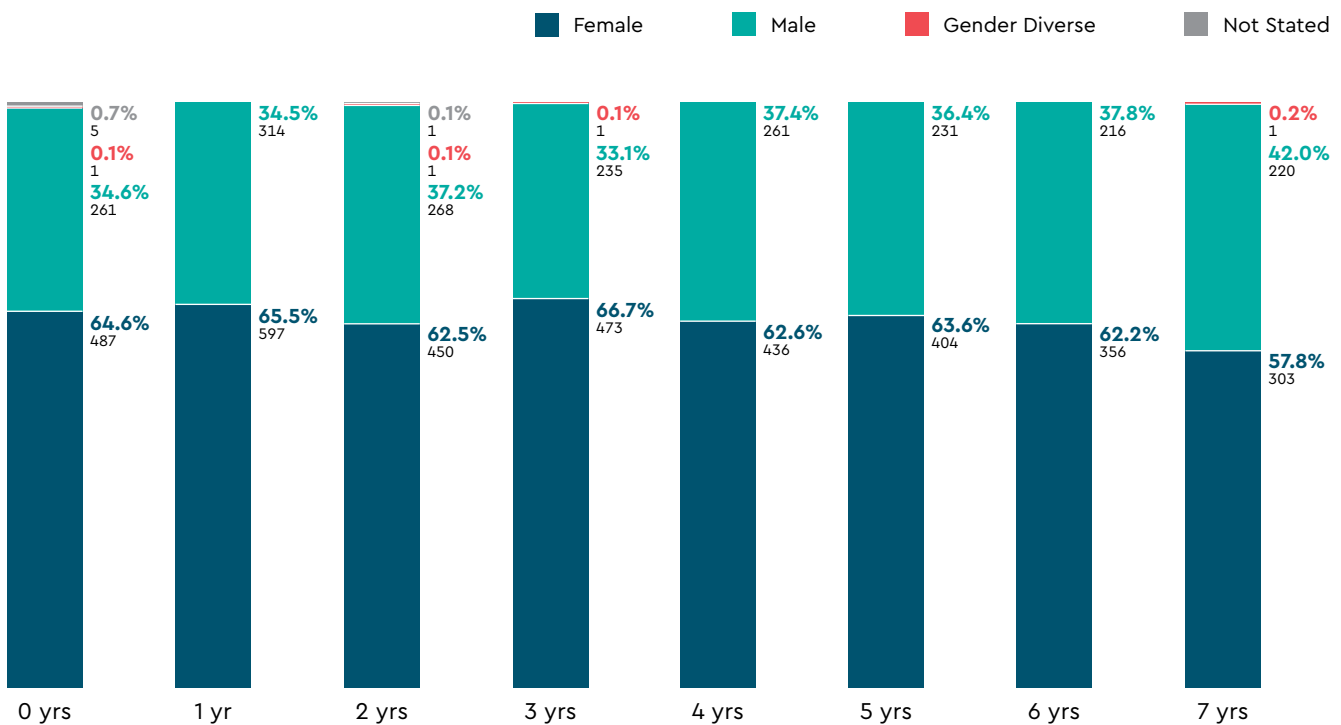
CENTRES WITH COUNT >50 PQE 0-7 LAWYERS

Main centre	Number
Auckland	2,247
Wellington	988
Christchurch	561
Hamilton	233
London UK	207
Tauranga	129
Dunedin	90
Lower Hutt	80

PROPORTION OF LAWYERS 0-7 YEARS PQE BY YEARS SINCE ADMISSION



GENDER OF NEW LAWYERS 0-7 YEARS PQE BY YEARS SINCE ADMISSION



Positions of employment

Over 99 per cent of respondents chose to share information about their positions of employment. The position that makes up the largest group of the profession is 'employees' at 6,124 lawyers. This is a 9.6 % increase in number from the previous Snapshot in October 2021. The group with

the most significant growth is in the position of Shareholders. This group went from 14 to 29 lawyers representing a 107% increase from the Snapshot last year. There are 44 New Lawyers employed as partners and 98 New Lawyers employed as barristers.

