



The Strategic Counsel



The Law Society of  
Upper Canada

Barreau  
du Haut-Canada

# Change of Status Quantitative Study

Report of Research Findings

The Strategic Counsel

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# Study Context

Background, Research  
Objectives, Methodology

# Study Context: Background and Methodology

## ◆ BACKGROUND

- In 2008, the Retention of Women in Private Practice Working Group of The Law Society of Upper Canada conducted a series of consultations to better understand movements among women within the legal profession in Ontario.
- The Final Consultation Report of the Retention of Women in Private Practice Working Group put forth a series of recommendations to promote the advancement of women in the private practice of law.
- In order to better understand and begin benchmarking movements and changes among women within the legal profession, The Law Society of Upper Canada commissioned The Strategic Counsel to undertake a longitudinal study that surveys members who filed a change of status.
- The findings from the first wave of the longitudinal research regarding change of status are intended to inform The Law Society about gender related trends in the profession in addition to informing the development of initiatives to support and retain women and men in the profession.

## ◆ METHODOLOGY

- This report provides findings from a survey conducted via an online methodology among a sample of Law Society of Upper Canada members who changed status in 2009.
- In total, 5263 Ontario lawyers filed a change of status with the Law Society in 2009.
- At the end of each month, The Strategic Counsel received a file of those who provided The Law Society with a change of status notification. Shortly after receiving the file, The Strategic Counsel sent out invitations to those individuals with an active email address.
- Of the total who filed a change of status, 4054 members had provided The Law Society with an active email address. These individuals were sent an invitation which requested them to complete the Change of Status survey online.
- A total of 1257 respondents completed the online survey.
- The response rate for this study was a strong 31%.

# Study Context: Areas of Investigation and Key to Reading Results

## ◆ AREAS OF INVESTIGATION

- The survey instrument was designed to obtain information from each change of status survey respondent about:
  - Their previous status (before filing a change of status); and
  - Their current status (after filing a change of status).
- Respondents were asked to provide a number of detailed questions related to their previous and current positions including:
  - Practice setting;
  - Main areas of practice;
  - Benefits and policies provided in the workplace; and,
  - Attitudes towards their workplace environment.

## ◆ KEY TO READING RESULTS – STATISTICAL SIGNIFICANCE

- In order to show significant differences between groups, the following symbols are used:
  - ↑ = Significantly greater proportion relative to the comparison group at the 95% confidence interval.
  - ↓ = Significantly lower proportion relative to the comparison group at the 95% confidence interval.

# Study Context: Characteristics of Survey Respondents in Report

## ◆ NOTE REGARDING CHARACTERISTICS OF RESPONDENTS ANALYSED IN THIS REPORT

- Among the total sample of members who responded to the survey, 10% and 5%, respectively, filed a change of status notice because they were leaving for or returning from a parental leave.
- As the primary objective of this research is to examine changes of status related to practice setting, the data for members whose change of status relates to a parental leave has been excluded from the analysis in this report.
- The total sample of survey respondents is 1257. Of this group, 186 indicated in their change of status notice that they were previously on or are currently on parental leave.
- The sample examined in this report represents 1071 (1257 less 186) who did not indicate that their change of status involved parental leave.

## ◆ SURVEY DESIGN MOVING FORWARD

- A recommendation has been made to change the survey design in the future in order to obtain further practice details from those who identify that their change of status is due to a move into, or a return from parental leave:
  - Among those who have returned from a parental leave, it is proposed that a new set of questions be asked regarding the status previous to the parental leave.

# Executive Summary

# Executive Summary

## ◆ BACKGROUND

- In total, just over 5000 change of status notifications were submitted to the Law Society in 2009 by lawyer members.
- This represents approximately 12.5% of the Law Society's membership (approximately 40,000 members).

## ◆ FOCUS OF ANALYSIS IN 2010 REPORT

- Among the total sample of members who responded to the Change of Status Survey, 10% and 5%, respectively, filed a change of status notice because they were leaving for or returning from parental leave.
- As the primary objective of this research is to examine changes of status related to practice setting, the data for members whose change of status relates to parental leave has been excluded from the analysis in this report.
- There was a total sample of 1257 respondents to the 2009 Change of Status survey. Of this group, 186 indicated in their change of status notice that they were returning from or leaving for parental leave.
- The sample examined for most of the remainder of the report is made up of the 1071 respondents whose change of status did not involve a parental leave.

# Executive Summary

## ◆ RESPONDENT CHARACTERISTICS – GENDER DIFFERENCES

- The differences between men and women who are changing status become evident quickly when examining the characteristics of the survey sample.
- First, change of status notifications in 2009 have been more prevalent among women than among men. Of the 1257 respondents who completed the survey, six-in-ten (60%) are women compared to 40% men. Of those who have reported a change of status that does not involve parental leave (n=1071), a majority are also women (55%).
  - These proportions stand in contrast to the Law Society's lawyer member base (62% male).
- Further, those who have changed status are younger in comparison with the Law Society's member base. Over six-in-ten change of status survey respondents (64%) are under 45 years of age compared to less than half of the member base (46%).
  - In particular, male survey respondents are relatively young compared to their representation in the membership.
  - Over one-half of male survey respondents (57%) are under 45 years compared to only 36% among the Law Society's membership overall.
  - While the incidence of women respondents who are under 45 years is high (70%), the incidence is also quite high among the Law Society's membership overall (62%).

## ◆ WORK SETTING

- Among those who have changed status in 2009, there is a significant 12-point decline from previous to current status in the proportion who report being in private practice (50% and 38%, respectively).
- The greatest drop in private practice among this change of status group is away from larger firms (those with 50 or more lawyers). Whereas 15% of respondents report that they worked in a large firm in their previous position, only 7% report that their current position is in a large firm (an 8 point decline).

# Executive Summary

## ◆ WORK SETTING – GENDER DIFFERENCES

- Overall, women who have changed status\* are more likely to have moved out of private practice than are men who have changed their status (Table 1).
  - The proportion of women who were in private practice before their change in status is 15 points higher than the proportion of women in private practice following the change (47% and 32%, respectively).
  - Among men, there is also a decrease, although less pronounced (54% prior versus 46% current position).

**Table 1: Those in Private Practice in Previous Versus Current Position Based on Gender**

	Previous Position: Prior to Change of Status PRIVATE Practice	Current position is in PRIVATE practice
	%	%
Women*	47	32↓
Men*	54	46↓

- The longer women who have changed status have been at the bar, the less likely they are to have been in private practice in their previous position. This trend is further accentuated when current practice setting is examined (Table 2).
  - Over one-half of women called to the bar less than five years ago or five to ten years ago report that their previous position was in private practice (56% and 59%, respectively). However, that proportion drops sharply to one-third (34%) among women who have been practising for eleven to nineteen years.
  - This same pattern is evident for current status, with the proportion dropping from 44% in private practice among women called to the bar less than five years ago to only 15% among those called for 20 years ago or more.

\* Those whose change of status does not involve parental leave

# Executive Summary

## ◆ WORK SETTING – GENDER DIFFERENCES (CONT'D)

- A similar, although less dramatic, pattern is evident among men. Overall, the proportion of men in private practice following their change of status is significantly lower than it was prior to the change (46% and 54%, respectively).
- What really distinguishes women from men who have made a change of status, however, is the degree to which they have moved out of private practice.
  - The proportion of women whose change of status resulted in a move away from private practice is significantly greater at two points in their career:
    - There is a significant 25 point decline in the proportion of women in private practice among the group called to the bar five to ten years ago. Among men, there is a drop of 16 points. Although a drop of this magnitude might appear to be significant statistically, it is not. This may be a result of the relatively limited sample of men called 5-10 years ago available for analysis.
    - Further, there is also a significant decline among women called for 20 years or more (12 points from 27% to 15%). Among men, there is no significant decline in private practice at this career stage.
  - By the time they have been in practice 20 years or more, only 15% of women who changed status remain in private practice. The corresponding proportion among men is 40%. (See Table 2).

**Table 2: Previous Versus Current Status in Private Practice Based on Year of Call**

	WOMEN			MEN	
	Previous Position: Prior to Change of Status PRIVATE Practice	Current position is in PRIVATE practice		Previous Position: Prior to Change of Status PRIVATE Practice	Current position in PRIVATE practice
	%	%		%	%
<b>Women Who Have Changed Status*</b>	<b>47</b>	<b>32↓</b>	<b>Men Who Have Changed Status*</b>	<b>54</b>	<b>46↓</b>
Called to bar <5 years ago	56	43↓	Called to bar < 5 years ago	64	53↓
Called to bar 5-10 years ago	59	34↓	Called to bar 5-10 years ago	64	48
Called to bar 11-19 years ago	34	29	Called to bar 11-19 years ago	37	41
Called to bar 20+ years ago	27	15↓	Called to bar 20+ years ago	46	40

\* Those whose change of status does not involve parental leave

# Executive Summary

## ◆ CHANGE OF PRACTICE TYPE OR SETTING – GENDER DIFFERENCES (CONT'D)

- The results suggest that a Change of Status out of private practice is strongly related to life stage, moreso than simply years called to the bar. Both women and men who have young dependent children (under 6 years of age) are more likely to move out of private practice than are those in other stages of life. However, it is women who are most likely to be moving out of private practice at this stage, by a margin of almost two-to-one over men.
  - Among women with dependent children under six years of age, over half (57%) were in private practice prior to their change of status. However, only one-third (32%) report being in private practice after the change of status.
  - While there is a similar shift among men, it is less pronounced (a 12 point decline compared with the 25 point decline among women).

**Table 3: Previous Versus Current Status in Private Practice Based on Dependent Children**

	Previous Position: Prior to Change of Status PRIVATE Practice	Current position is in PRIVATE practice		Previous Position: Prior to Change of Status PRIVATE Practice	Current position in PRIVATE practice
<b>WOMEN</b>	%	%	<b>MEN</b>	%	%
<b>Women Who Have Changed Status*</b>	47	32↓	<b>Men Who Have Changed Status*</b>	54	46 ↓
No children	50	35↓	No children	64	52
< 6 years (youngest child)	57	32↓	< 6 years (youngest child)	56	44↓
6-12 years (youngest child)	29	29	6-12 years (youngest child)	50	55
13+ years (youngest child)	25	24	13+ years (youngest child)	34	40

# Executive Summary

## ◆ CHANGE OF PRACTICE TYPE OR SETTING – GENDER DIFFERENCES (CONT'D)

- Among those who are moving away from private practice, to which practice settings or other situations have they moved?
- The greatest proportion of women who have filed a change of status and have younger dependent children are currently in a non-private practice setting (See Table 4 on following page).
  - 44% of those with dependent children under 6 years of age, and 49% of those with children 6-12, are currently in a *non-private* practice position.
- While there is a decrease in the proportion of men in private practice, regardless of lifestage, the greatest proportion of men still remain in private practice. The decrease in the proportion of those in private practice appears to be made up in the proportion of men moving out of law.
  - Over one-half of men with no dependent children (52%), 44% of those with dependent children under 6 years of age, 55% of those with children 6-12, and 40% of those with children 13 years of age and older are currently in a *private* practice setting.
  - The incidence of men who have left the practice of law, however, does increase among those who have dependent children under 6 years of age (up 9 points to reach 27% in current position), while the proportion in non-private practice remains statistically unchanged (22% in current position).
  - Among those with dependent children 6-12 years of age, there are no changes in the proportions in specific practice types/settings.

# Executive Summary

## ◆ CHANGE OF PRACTICE TYPE OR SETTING – GENDER DIFFERENCES (CONT'D)

**Table 4: Previous Versus Current Status in Private Practice Based on Dependent Children**

	Practice Type or Setting PRIOR TO CHANGE			Practice Type or Setting CURRENT POSITION (AFTER CHANGE OF STATUS)		
	PRIVATE practice	NON-PRIVATE practice	OTHER than in the practice of law	PRIVATE practice	NON-PRIVATE practice	OTHER than in the practice of law
<b>WOMEN</b>	%	%	%	%	%	%
No dependents in household	50	29	18	35↓	36↑	26↑
< 6 years (youngest dependent)	57	35	6	32↓	44	19↑
6-12 years (youngest dependent)	29	41	24	29	49	15
13+ years (youngest dependent)	25	46	23	24	34	38↑
<b>MEN</b>						
No dependents in household	64	24	9	52	32	14
< 6 years (youngest dependent)	56	22	18	44↓	20	27↑
6-12 years (youngest dependent)	50	29	16	55	21	18
13+ years (youngest dependent)	34	48	14	40	28↓	28↑

# Executive Summary

## ◆ CHANGE OF PRACTICE TYPE OR SETTING – DIFFERENCES BETWEEN EQUITY-SEEKING GROUPS

- Among all respondents to the Change of Status Survey (excluding those who indicated parental leave as their reason for status change), the strong majority (71%) do not identify themselves as being part of an equity-seeking group. The remainder are split between those who self-identify as belonging to a racialized equity-seeking group (14%) and those who identify themselves as equity seekers but not based on race (15%).
- **NON-EQUITY SEEKING GROUP**
  - Among those who do not self-identify as equity seeking, there has been a significant decline in the proportion of those who are in private practice from previous to current position.
    - One half (50%) report that they were in private practice prior to their status change. The proportion who are in private practice in their current position is 40% - a decline of 10 points (See Table 5 on the following page).
  - There has been a commensurate increase in the proportion reporting that they are no longer in the practice of law (up 9 points from 17% to 26%).
- **EQUITY SEEKERS**
  - The trend among equity seekers is similar to that of non-equity seekers (see Table 5 on following page). In fact, non-equity seekers and those belonging to equity seeking groups do not significantly differ from one another in their incidence of private practice prior to or following their change in status.
  - What does distinguish the two equity seeking groups from one another, however, is that one - the racialized equity seeking group - is more likely to have started out in private practice prior to their change of status (55% compared to the non-racialized group (45%).
  - Nonetheless, both equity seeking groups experience declines in the proportions reporting that they are working in private practice after their change of status:
    - 55% to 40% among the racialized equity group (15 point decline).
    - 45% to 31% among the non-racialized equity group (14 point decline).

# Executive Summary

## ◆ CHANGE OF PRACTICE TYPE OR SETTING – DIFFERENCES BETWEEN EQUITY SEEKING GROUPS (CONT'D)

- And, for both equity seeking groups, there have been significant increases in the proportions reporting that they are not currently practising law. This is consistent with the trend for the non-equity seeking group.

**Table 5: Previous Versus Current Status in Private Practice Based on Membership in Equity Seeking Group**

	RACIALIZED Equity Seekers (n=154)		NON-RACIALIZED Equity Seekers (n=158)		NON-Equity Seekers (n=759)	
	Prior to Change of Status	After Change of Status	Prior to Change of Status	After Change of Status	Prior to Change of Status	After Change of Status
In private practice	55%	40%	45%	31%	50%	40%
In non-private practice	27%	32%	36%	41%	30%	31%
Other (non-law) employment or situation	14%	24%↑	15%	26%↑	17%	26%↑

## ◆ UNAIDED REASONS FOR CHANGE OF STATUS

- One of the key objectives of the research is to explore what factors may be leading lawyers to leave private practice and the factors that encourage lawyers to stay in private practice. The research explained this through both unaided and aided questions.
- Those who have changed status were asked to describe in their own words why they made the change. The reasons given are varied, and no single issue or set of issues dominate.
- The greatest proportion of respondents (31% ) indicate that they changed their status because of the end of an existing contract or position, either due to a corporate restructuring (e.g., downsizing), or as a result of personal circumstances such as a decision to retire or the need to take a parental leave.

# Executive Summary

## ◆ UNAIDED REASONS FOR CHANGE OF STATUS (CONT'D)

- About one-quarter (26%) of respondents report that their change of status was due to the appeal of certain characteristics of the position to which they have moved (excluding increased remuneration or benefits). These reasons do include issues such as better opportunities/new challenges/ better quality of work, the ability to better use their skills, the ability to change their practice area to focus on a a different area of law.
- Remuneration and/or benefits are noted by just over one-in-ten respondents (11%) as the reason for their change of status.
- There are no differences between men and women in the reasons noted above for a change of status. The one area, however, where differences are observed is in the area of work-life balance.
  - Women, by a margin of two-to-one over men (21% and 9%, respectively), indicate that they changed their status due to needs related to balancing work with other responsibilities and needs (e.g., Work/life balance - work/family balance; Better hours/ control over hours/ better control of schedule/ flexible work schedule; Reduction in stress; Child care/ child care requirements/ wanting to spend more time with children or family; Reduction in workload/ workload; Spousal requirements/ spouse's career needs; Burn out at job)

## ◆ AREA OF PRACTICE

- The greater proportions of change of status respondents indicate that in their previous position their area of practice was civil litigation (17%) or corporate/commercial law (14%). There are no significant changes in the proportions noted that currently practise in those areas after a change of status. (15% and 14% respectively).
- Less than 10% of respondents indicate having practiced in any of the other major categories and there are no significant differences from previous to current positions in the proportions who identify pursuing each of these practice areas.

# Executive Summary

## ◆ ATTITUDES TOWARDS THE VALUE AND BENEFITS OF PREVIOUS VERSUS CURRENT POSITION

- A further means of exploring this issue was through an investigation of the perceived benefits and values of current positions versus previous positions among those who have changed status.
- Respondents were asked to indicate the extent to which they agree that their previous versus current positions provide certain types of offerings/opportunities in the following areas:
  - Work-related opportunities and challenges;
  - Benefits;
  - Work-life balance; and,
  - Positive relationships with colleagues.
- The results suggest that for both men and women, greater proportions of those who made a change of status find their current position provides them with real enjoyment compared to their previous position.
- Work-life balance is a distinguishing factor for those who have moved into non-private practice (See Table 6). For both men and women who have left private practice to go to non-private practice, there have been significant increases in the proportions who feel that “The job allows me to balance career and family”. By contrast, there have been significant decreases in the proportions reporting that their workload is too heavy or that their job is very stressful from their previous to current position.
- Those who have remained in private practice are distinguished from those who moved into non-private practice in their belief that their new position offers them the following opportunities: “The job allows me to use my talents and legal skills”, “I have the freedom to decide what I do in my job” and “The opportunities for promotion are excellent”. Those who have remained in private practice are much more likely to report that these opportunities are available in their new position compared to their previous position. By contrast, there is no difference between previous and current positions on these measures for those who moved into non-private practice.
- What distinguishes men and women on these attitudes is the extent to which women find that their new positions offer them a better work-life balance. Women are more likely to find that their current position offers them a better opportunity to balance their work/life commitments and to find their new position less stressful.

# Executive Summary

**Table 6: Previous Versus Current Status in Private Practice Based on Membership in Equity Seeking Group**

	Increase/Decrease – from previous to current practice (% point)			
	Men Private to private	Men Private to non-private	Women Private to private	Women Private to non-private
<b>WORK-RELATED OPPORTUNITIES AND CHALLENGES</b>				
The job allows me to use my talents and legal skills	+26	No significant change	+20	No significant change
I have the freedom to decide what I do in my job	+28	No significant change	+28	No significant change
The opportunities for promotion are excellent	+21	No significant change	+22	No significant change
I find real enjoyment in my work	+41	+32	+33	+48
My work is important to society	No significant change	+33	+21	+41
<b>BENEFITS AND JOB SECURITY</b>				
The pay is good	No significant change	No significant change	No significant change	No significant change
The benefits are good	No significant change	+30	No significant change	+20
Job security is good	+25	+37	No significant change	+30
<b>WORKLOAD AND WORKLIFE BALANCE</b>				
Control the scheduling	+27	No significant change	+31	No significant change
The job allows me to balance career and family	+17	+52	+29	+63
My workload is too heavy	No significant change	-44	-18	-48
My job is very stressful	No significant change	-44	-21	-63

# Executive Summary

## ◆ ATTITUDES TOWARDS THE VALUE AND BENEFITS OF PREVIOUS VERSUS CURRENT POSITION

- Law firms frequently offer a variety of benefits or operating policies in order to attract employees. These benefits or policies tend to fall into categories such as:
  - Health-related (e.g., medical, dental, long-term disability, sick leave);
  - Parental benefits (e.g., paid or unpaid parental leave, childcare benefits);
  - Flexible work arrangements (e.g., Job sharing, part-time work, flexible work hours);
  - Harassment or equity policies (e.g., Harassment and discrimination policy, accommodation for special needs policy);
  - Career advancement options (e.g., part-time partnerships, continuing legal education; formal mentoring policy); and,
  - Financial benefits (e.g., pension plans).
- Respondents were asked to identify whether the benefits or operating policies noted above were offered to them by their previous employer/firm and whether they are offered in their current position.
- An increase in the incidence of these benefits/policies from previous to current position may suggest that they play some role in the decision to make a change in status. While it cannot be determined if they “drive” the decision to change, they provide a perspective as to the types of workplace benefits/policies that are valued by lawyers.
- The research suggests that a number of benefits/policies may contribute to a change of status as respondents are significantly more likely to report that these benefits/policies are offered in their current position relative to their previous position. Many relate specifically to more flexible work arrangements:
  - Flexible full-time work hours (30% previous position/47% current position – 17 point increase).
  - Leave of absence or sabbatical (26% previous position/21% current position – 5 point increase).
  - Paid parental leave (21% previous position/26% current position – 5 point increase).
  - Part-time work (16% previous position/25% current position – 9 point increase).
  - Job sharing (4% previous position/9% current position – 5 point increase).
- The likelihood that these benefits/policies are factors in a change is most strongly evident among women.

# Executive Summary

## ◆ Conclusions

- In the early stages of their legal careers, significant groups of both men and women are reporting a change in status. It is women, however, who are more likely to be making a change of status than are men relative to their representation within the total membership of the Law Society.
- Overall, women who have filed a change of status are leaving private practice in numbers significantly greater than men. In particular, it is women with young dependent children who are most likely to be leaving private practice.
- It is apparent that women who are changing status are doing so for many of the same reasons as men. Where women do differ significantly from men, however, is in their stated desire to achieve greater flexibility in scheduling, a greater balance between career and family responsibilities and a reduction in workload and stress in their work environment.

# Profile of Survey Respondents

Gender, Language, Parental leave, Dependent Children, Age, Year of Call

# Profile of Survey Respondents

## ◆ GENDER CHARACTERISTICS

- Among the total sample, 15% is made up of those individuals who in their previous or current position were/are on parental leave. This group is composed of 14% women and 1% men.
- Among the remainder of respondents, 47% are women and 39% are men.
- These results suggest that in 2009 a change of status was more prevalent among women than among men.
  - In total, 61% of respondents are women and 39% men.
  - Among LSUC members, by contrast, 38% are women and 62% are men.

## ◆ LANGUAGE CHARACTERISTICS

- The majority of survey respondents were comprised of English practitioners (97%) compared with French practitioners (3%).
- This distribution is consistent with the Law Society's total membership (i.e., those who prefer correspondence in English versus French).

## ◆ DEPENDENT CHILDREN

- Two key analytical variables in this research are the incidence of having dependent children and the age of the youngest child.
- Among all respondents, women with dependent children make up the largest proportion of the sample (32%). Another 29% are women with no dependent children in the home.
- Only 16% of the sample is made up of men with dependent children.

# Profile of Survey Respondents

## ◆ AGE

- Survey respondents tend to be younger than the Law Society’s full member base.
  - Almost one-third (32%) of the survey sample is under 35 years of age. This stands in contrast to the Law Society’s broader membership base wherein only 19% are under the age of 35.
  - The majority of Law Society members are 45 years of age and older (54%). However, in the survey sample, only 31% are in this age range.
- Consistent with the age results, survey respondents are more likely to have been called to the bar within the past 10 years (59%) than is the case among the Law Society’s member base (39%).

## ◆ YEAR OF CALL

- The majority of both male and female survey respondents are under the age of 45 years. However, a greater proportion of women fall into this age category (70%) than do men (57%).
  - Comparatively, the incidence of women under 45 years of age is consistent within the Law Society’s membership. However, only 36% of male membership are under 45 years of age. Thus, men who responded to the Change of Status Survey are significantly more likely to be younger in comparison to the membership.
- Similarly, there is a significant difference between men and women who completed the change of status survey with respect to year of call.
  - About half (52%) of male respondents and 59% of female respondents were called to the bar less than ten years ago.
  - In the Law Society’s membership, the corresponding proportions are 31% and 52%, respectively.

# Profile of Survey Respondents\*: Role of Parental Leave in Change of Status



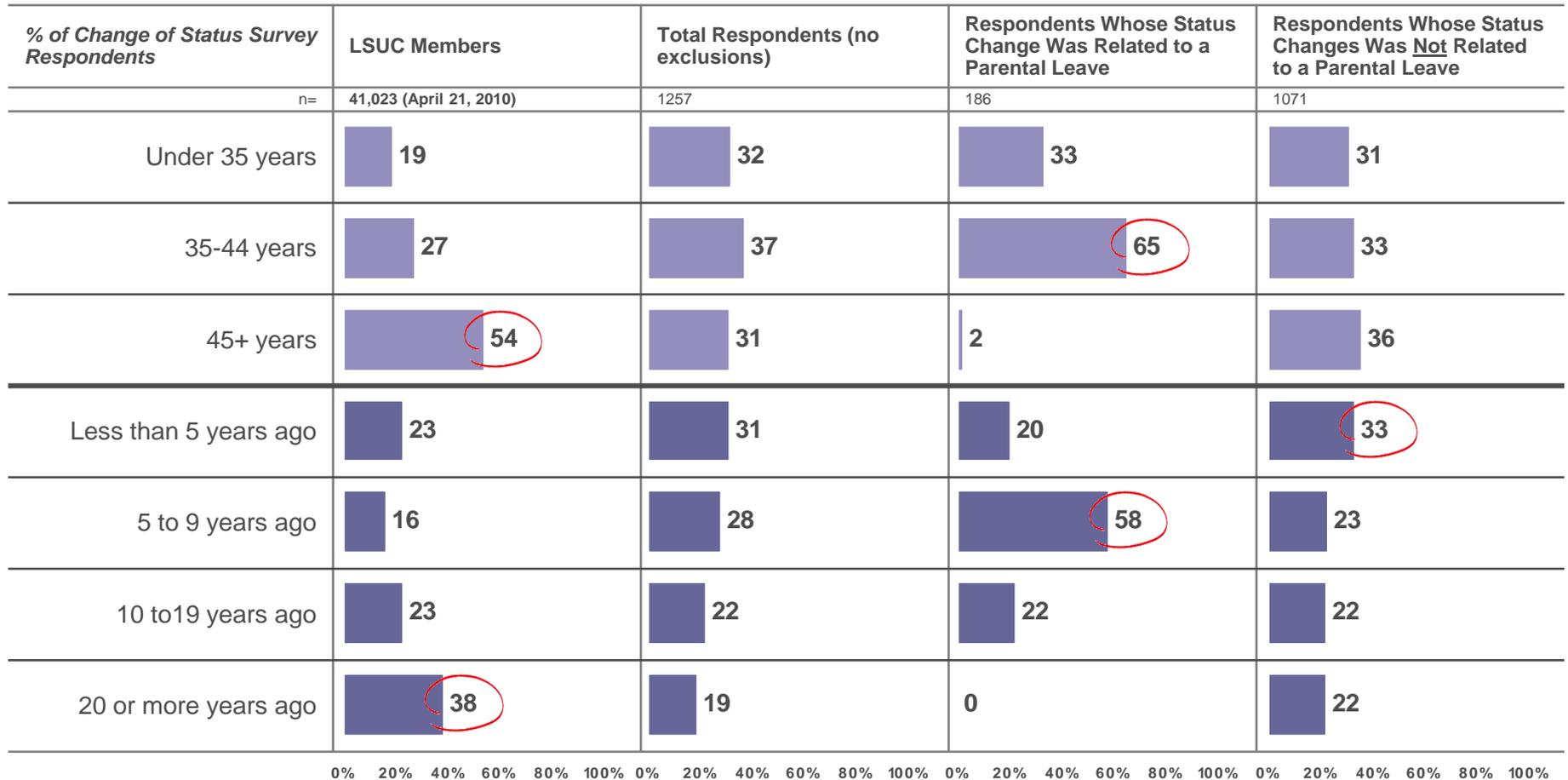
\*Note: This slide shows results for all survey respondents (n=1257). Thus, it includes respondents who indicate that parental leave was a factor in their change of status (n=186).

# Profile of Survey Respondents: Language, Gender and Dependent Children

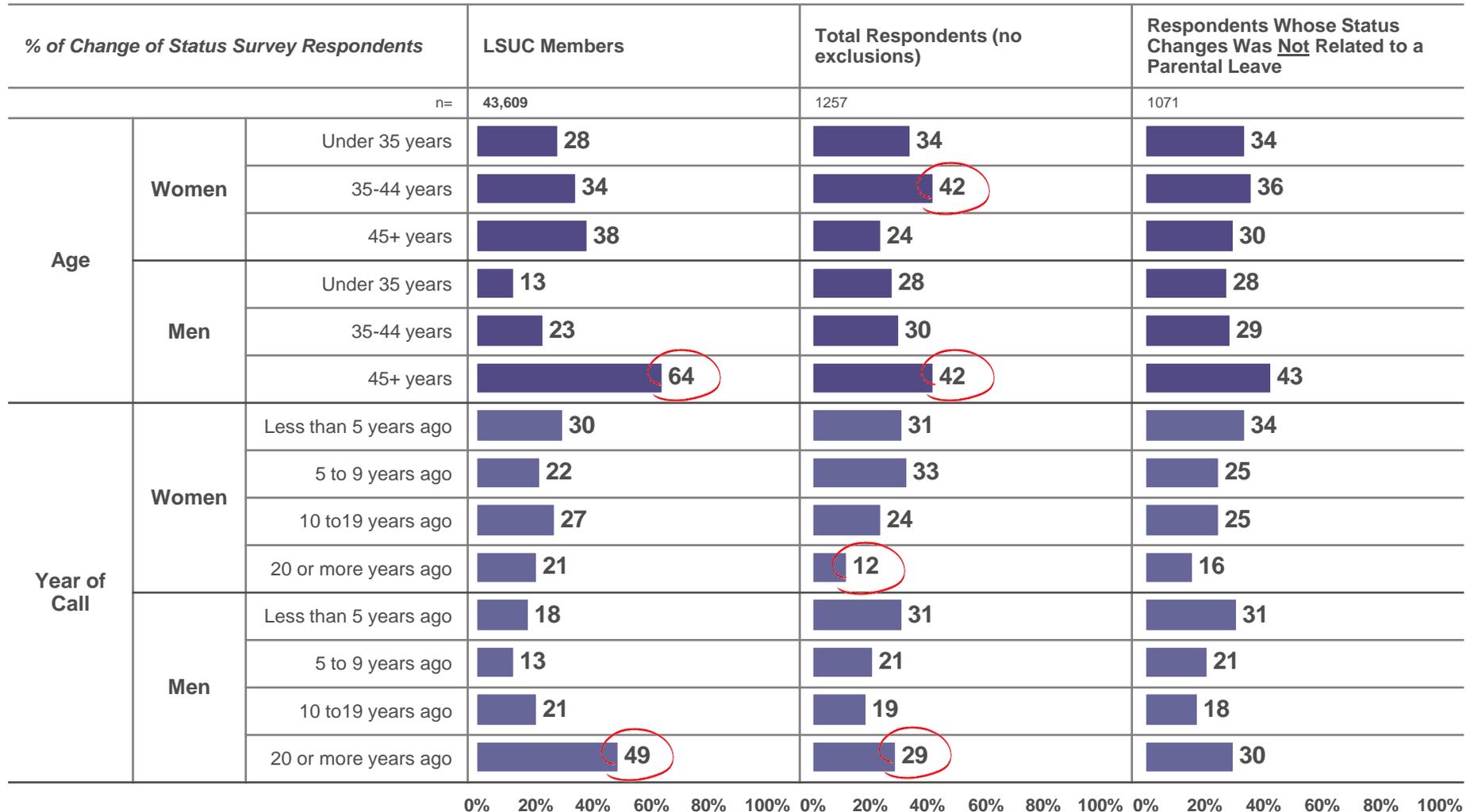
<i>% of Change of Status Survey Respondents</i>	LSUC Members	Total Respondents (no exclusions)	Respondents Whose Status Change Was Related to a Parental Leave	Respondents Whose Status Changes Was <u>Not</u> Related to a Parental Leave
n=	41,023 (April 21, 2010)	1257	186	1071
English	99	97	97	98
French	1	3	3	2
Women	38	60	93	55
Men	62	40	7	45
Women – no dependent children	N/A	29	N/A	34
Men – no dependent children	N/A	23	N/A	27
Women – dependent children	N/A	32	N/A	21
Men - dependent children	N/A	16	N/A	18

0% 20% 40% 60% 80% 100% 0% 20% 40% 60% 80% 100% 0% 20% 40% 60% 80% 100% 0% 20% 40% 60% 80% 100%

# Profile of Survey Respondents: Age and Year of Call



# Profile of Survey Respondents: Age and Year of Call



Practice Type/ Work  
Setting In Previous  
Versus Current  
Position

# Practice Type/Work Setting In Previous Versus Current Position

- ◆ There has been a significant decline in the proportion of survey respondents reporting that they work in private practice between their previous and their current position.

## **TOTAL SAMPLE – INCLUDING THOSE WHO IDENTIFY PARENTAL LEAVE AS THEIR PREVIOUS OR CURRENT POSITION**

- Among all respondents (regardless of whether one part of their change of status involves a parental leave), 45% report having been in private practice in their previous position, while only 36% report that they are currently in private practice.
- There has been an increase in the proportion who are working in a non-private practice setting – from 30% (previous) to 38% (current).
- One-in-ten respondents (10%) indicate that previous status was a parental leave. Five percent of respondents report that they are currently on a parental leave.

# Practice Type/Work Setting In Previous Versus Current Position

Work Setting	Previous Status	Current Status
Sole practice outside of Toronto	3%	6%
Private law firm outside of Toronto with 5 lawyers or less	7%	5%
Private law firm outside of Toronto with 6 to 10 lawyers	3%	1%
Private law firm outside of Toronto with 11 to 50 lawyers	5%	3%
Private law firm outside of Toronto with more than 50 lawyers	2%	1%
Sole practice in Toronto	3%	5%
Private law firm in Toronto with 5 lawyers or less	4%	4%
Private law firm in Toronto with 6 to 10 lawyers	2%	2%
Private law firm in Toronto with 11 to 50 lawyers	5%	3%
Private law firm in Toronto with more than 50 lawyers	11%	6%
In-house counsel for a private corporation	7%	6%
Government or a public agency	13%	21%
Education	2%	1%
Crown's office	2%	3%
Judge	<1%	<1%
Legal clinic	1%	<1%
Non-governmental organization (NGO)	<1%	1%
Some other setting	5%	5%
Parental Leave	10%	5%
Retired	1%	4%
Not working in law	7%	8%
Not working for pay	6%	9%

<p>Private Practice 45%</p>	<p>Private Practice 36%</p>
<p>Non-Private Practice 30%</p>	<p>Non-Private Practice 38%</p>

Q.6: Your previous status or position means the position you were in immediately prior to notifying the Law Society. Your current status or position means the position you are now in. From among the following, please indicate your practice or work setting while you were in your previous status category or position as well as your current practice or work setting.

Base: All Respondents n=1257

# Practice Type/Work Setting In Previous Versus Current Position

## **FILTERED SAMPLE – EXCLUDES THOSE WHO IDENTIFY PARENTAL LEAVE AS PREVIOUS OR CURRENT POSITION**

- Focusing specifically on those who changed status for reasons not related to parental leave, 50% report that they were in private practice in their previous position while a significantly smaller group (38%) report that they are in private practice in their current position.
  - The most significant decline in the proportion reporting a shift in private practice is found in the large firm category:
    - 15% note that in their previous position they worked in a large private practice while only 7% report working in a large private practice in their current position – a drop of 8 points.
- While the proportion of those in private practice has decreased, there has been a commensurate increase in those who have a position outside of law or who are currently not working.
  - From 16% in their previous position to 26% in their current position, the proportion who are no longer working in law has increased 10 points. This category includes:
    - Those working in law-related jobs but are not practicing law;
    - Those working outside of law, in non law-related positions;
    - Those who have retired, taken leave or are unemployed; and,
    - Those who are currently not working for pay.
- The results do not allow us to examine the previous position of those who are currently on parental leave. However, it is possible to see the status of those individuals who went from parental leave to an active position.
  - Among this latter group, the proportion who are in private practice is consistent with others who have changed status (37%). Nevertheless, this group is much more likely to be in non-private practice (53%) compared with 33% among those who have changed status for reasons other than parental leave.

# Practice Type/Work Setting In Previous Versus Current Position

	Respondents Whose Previous/ Current Position Was Anything Other Than Parental Leave		Respondents on parental leave in their previous status	
	n=1071		n=131	
	Previous Status	Current Status	Previous Status	Current Status
NET: Private practice	50%	38%↓	N/A	37%
Private practice in large firm (50+ lawyers)	15%	7%↓	N/A	7%
Private practice in smaller firm (<50+ lawyers)	35%	31%	N/A	30%
NET: Non-private practice	31%	33%	N/A	53%
NET: Other	16%	26%↑	N/A	10%
Law related	2%	1%	N/A	3%
Working outside law	3%	4%	N/A	5%
Retired/Leave/Unemployed	3%	8%	N/A	N/A
Not working for pay	7%	11%	N/A	1%
Other	1%	2%	N/A	1%
Not designated	3%	3%	N/A	N/A

Q.6: Your previous status or position means the position you were in immediately prior to notifying the Law Society. Your current status or position means the position you are now in. From among the following, please indicate your practice or work setting while you were in your previous status category or position as well as your current practice or work setting.

# Main Area of Practice

Previous vs. Current Position

## Main Area of Practice: Previous vs. Current Position

- ◆ Greater proportions of change of status respondents indicate that in their previous position their area of practice was civil litigation (17%) or corporate/commercial law (14%). There are no significant changes in the proportions noted that currently practice in those areas after a change of status. (15% and 14% respectively).
- ◆ Less than 10% of respondents indicate having practiced in any of the other major categories:
  - Criminal/Quasi Criminal; Employment/Labour Law (employment/ labour/ workplace safety); Family/Matrimonial Law; Real Estate Law; Administrative Law; Intellectual Property Law; Tax Law; Aboriginal Law; Immigration Law; Bankruptcy & Insolvency Law; Environmental Law; Human Rights/Social Justice; International Law; Poverty Law; ADR/Mediation Services; Construction Law; Language Rights Law.
- ◆ There are no significant differences from previous to current positions in the proportions who identify pursuing each of these practice areas.
- ◆ These results suggest that respondents in 2009 were not likely changing status due to a desire to change the area of law being practised.

# Main Area of Practice: Previous vs. Current Position

Top Practice Area	Previous Position	Current Position
Civil Litigation - Plaintiff/ Defendant	17%	15%
Corporate/Commercial Law (corporate/ wills, estates, trusts/ securities)	14%	14%
Criminal/Quasi Criminal	9%	9%
Employment/Labour Law (employment/ labour/ workplace safety)	7%	6%
Family/Matrimonial Law	7%	6%
Real Estate Law	7%	7%
Administrative Law	6%	7%
Intellectual Property Law	4%	3%
Tax Law	4%	4%
Aboriginal Law	2%	2%
Immigration Law	2%	3%
Bankruptcy & Insolvency Law	1%	1%
Environmental Law	1%	1%
Human Rights/Social Justice	1%	1%
International Law	1%	1%
Poverty Law	1%	<1%
ADR/Mediation Services	<1%	1%
Construction Law	<1%	1%
Language Rights Law	<1%	0
Other	16%	18%

Q7a. Please indicate the three principal areas of law you practiced or in which you worked while you were in your previous status category or position and also the principal area of law in which you are practising or working in your current status category or position.

Base: All Respondents (excluding any respondents who indicated parental/maternity leave in their previous or current status) n=1071

## Change of Status Characteristics

# Change of Status Characteristics

## ◆ Women

- Among women who changed status in 2009, 47% were in private practice prior to their change and 33% were in non-private practice.
- Overall, there has been a decline from 47% to 32% in the proportion of women in private practice after the change of status, but an overall increase from 33% to 38% in the proportion of women in non-private practice.
- Further, there is a significant increase from previous to current status in the proportion who have moved out of the practice of law (i.e., are working in a non-legal role, or who are no longer employed).
- Compared to male respondents (who in significantly larger proportions remained in private practice after their change of status), the largest proportion of women who changed status are now in a non-private practice position.

## ◆ Men

- Men who have changed status have remained in private practice to a far greater degree than women.
- Over half (54%) of men were in private practice prior to their change of status. Post change of status, the proportion is somewhat lower at 46%, a decline of 8 points. This compares to a decline of 15 points among women.
- The proportion of men in non-private practice before and after a change of status is similar (27% and 26%, respectively).
- The movement out of private practice among men who change status appears to be a move away from law. There is a significant 9-point increase in the proportion of men who report that they are no longer working in law (from 16% to 25%).

(n=585)	WOMEN	
	Prior to Change of Status	After Change of Status
In private practice	47%	32%↓
In non-private practice	33%	38%
No longer practising law	17%	26%↑

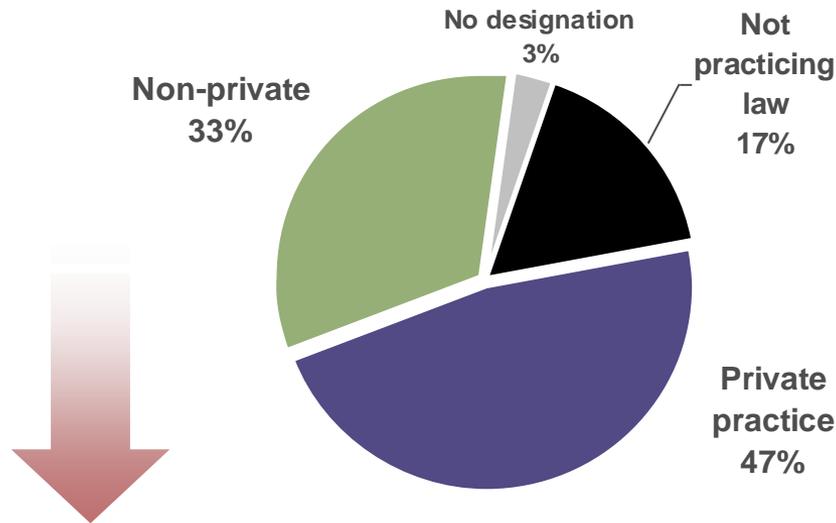
(n=480)	MEN	
	Prior to Change of Status	After Change of Status
In private practice	54%	46% ↓
In non-private practice	27%	26%
No longer practising law	16%	25%↑

## Change of Status Characteristics: Women

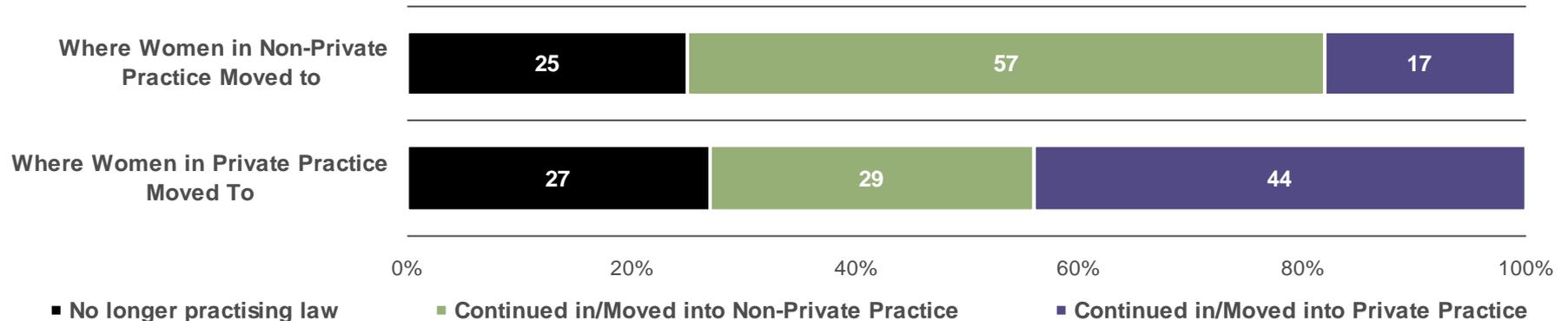
- ◆ Specifically looking at the segment of **women** who changed status from a position in private practice, the majority (56%) moved into either non-private practice (29%) or out of law (27%).
  - The remainder (44%) continued in private practice.
  
- ◆ Examining those women who changed their status from a non-private position, the majority of this group stayed in a non-private form of practice.
  - 57% remained in non-private practice.
  - 17% moved into private practice.
  - One-quarter (25%) are no longer practicing law.

# Change of Status Characteristics: Women

## Women: Previous Status



## Where Women Moved To

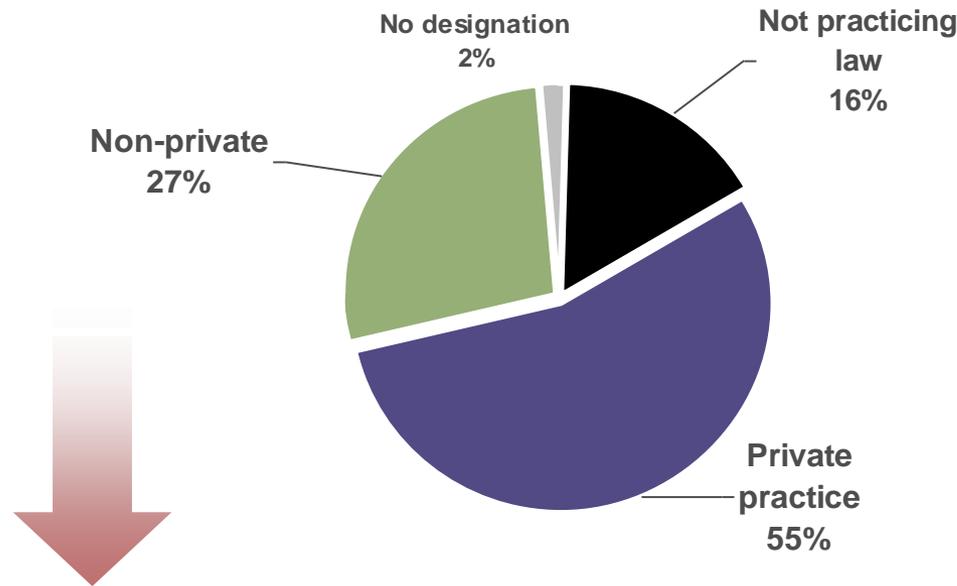


## Change of Status Characteristics: Men

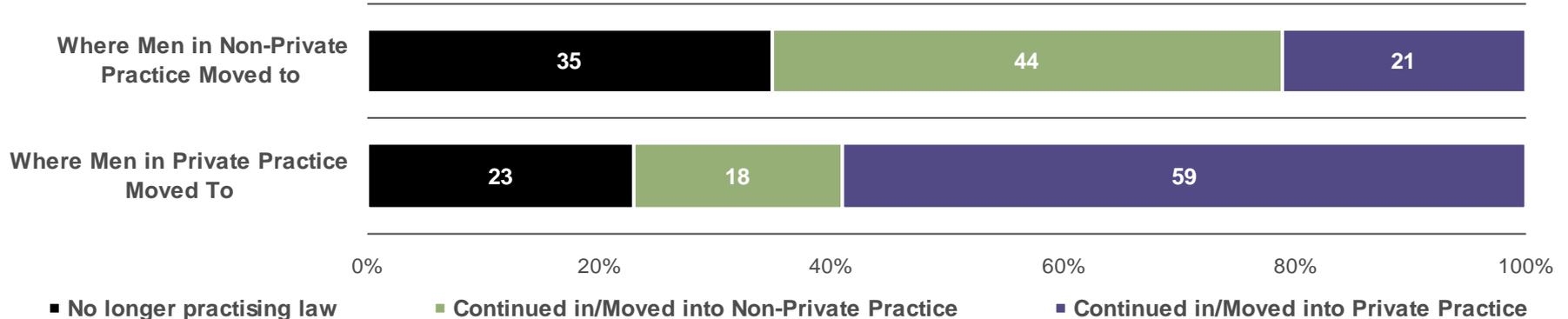
- ◆ Among **men** who changed status from a position in private practice, the majority (59%) remained in private practice. This is in contrast to women, the majority of whom moved into a non-private practice or a non-law position.
  - 18% of men moved into non-private practice and 23% are no longer practicing law.
  
- ◆ Among men who changed their status from a non-private position, a slim majority moved into private practice or gave up law altogether. The greatest proportion remained in a non-private practice position.
  - 44% remained in non-private practice.
  - 21% moved into private practice.
  - 35% gave up the practice of law.

# Change of Status Characteristics: Men

## Men: Previous Status



## Where Men Moved To



# Change of Status Characteristics

Based on Year of Call

## Change of Status Characteristics: Based on Year of Call

- ◆ Among both men and women who have changed status in 2009, fully one-third were called to the bar less than five years ago.
  - 34% women/31% men – called to the bar less than five years ago.
  - 25% women/21% men - called 5-9 years ago.
  - 25% women/18% men - called 10-20 years ago.
  - 16% women/30% men - called 20 years ago or more.
  
- ◆ Those who were called to the bar within the past 10 years are more likely to report that they were in private practice prior to their change of status than those called 10 or more years ago:
  - Among those who were called to the bar less than five years ago, the majority report that they were originally working in private practice.
    - 56% among women/ 64% among men.
  - These proportions among those called 5-9 years ago are similar.
    - 59% of women in private practice/64% of men in private practice.
  - There is a marked decline among both men and women in the proportion who worked in private practice prior to their change of status for those called to the bar 10-19 years ago.
    - 34% of women in private practice/ 37% of men in private practice.
  - Among women called to the bar 20 years ago or more, the proportion who were in private practice prior to the change continues to decline to 27%. By contrast, the proportion among men called at least 20 years ago is significantly higher at almost half (46%).

# Change of Status Characteristics: Among Those Called to the Bar <5 Years Ago

## ◆ WOMEN

- While over one-half (56%) of women called to the bar within the past five years were in private practice prior to their change of status, the proportion who remained in private practice following their change of status is 13 points lower at 43%.
- By contrast the proportion of women called in the past five years in *non-private* practice increased significantly following the change. Just under one-quarter (23%) of this group report that their previous status was in non-private practice versus over one-third (34%) who report that they are now in non-private practice.

## ◆ MEN

- The move out of private practice among men called to the bar within the past five years is in line with the proportion of women in the same year of call group.
  - 64% were in private practice prior to the change compared to 53% after the change, an 11 point decline.
- Consistent with the trend among women, the proportion of men in *non-private* practice is higher after their change of status (15% in previous position vs. 26% in current position).

	WOMEN (Called to Bar <5 yrs ago)	
(n=198)	Prior to Change of Status	After Change of Status
In private practice	56%	43%↓
In non-private practice	23%	34%↑
No longer practising law	20%	22%↑

	MEN (Called to Bar <5 yrs ago)	
(n=152)	Prior to Change of Status	After Change of Status
In private practice	64%	53%↓
In non-private practice	15%	26%↑
No longer practising law	20%	20%

# Change of Status Characteristics: Among Those Called to the Bar 5-9 Years Ago

## ◆ WOMEN

- The extent of the move out of private practice among women called to the bar between 5-9 years ago is significantly greater than among those called to the bar less than five years ago.
  - Well over half (59%) of those called to the bar 5-9 years ago report that they were in private practice prior to their change of status. Only 34% remained in private practice after the change, a decline of 25 points.
- The proportion in non-private practice prior to their change was 29%. After the change, the proportion is significantly higher at 42%. There is also a significant increase in the proportion who are no longer practising law (from 9% to 22%).

## ◆ MEN

- The incidence of being in private practice among men called to the bar between 5-9 years ago does not change significant between previous and current positions.
  - 64% report that they were in private practice prior to their change of status. The largest proportion remain in private practice after the change of status (48%).
- However, the proportion of those who are not working in the field of law increased significantly after the change of status from 6% to 15%.

(n=148)	WOMEN (Called to Bar 5-9 yrs ago)	
	Prior to Change of Status	After Change of Status
In private practice	59%	34%↓
In non-private practice	29%	42%↑
No longer practising law	9%	22%↑

(n=100)	MEN (Called to Bar 5-9 yrs ago)	
	Prior to Change of Status	After Change of Status
In private practice	64%	48%
In non-private practice	27%	33%
No longer practising law	6%	15%↑

# Change of Status Characteristics: Among Those Called to the Bar 10-19 Years Ago

## ◆ WOMEN

- There does not appear to be a move out of private practice among women called to the bar 10-19 years. There is no significant difference between the proportion who report their previous position was in private practice and their current position is in private practice.
- Further, the proportion of those in a non-private position did not change significantly from previous to current status.

## ◆ MEN

- Similar to the women who were called to the bar 10-19 years ago, men called during this period do not appear to be moving out of private practice. Nor are there significant changes in the incidence of men working in non-private practice or moving outside of law.

(n=137)	WOMEN (Called to Bar 10-19 yrs ago)	
	Prior to Change of Status	After Change of Status
In private practice	34%	29%
In non-private practice	46%	45%
No longer practising law	14%	21%

(n=83)	MEN (Called to Bar 10-19 yrs ago)	
	Prior to Change of Status	After Change of Status
In private practice	37%	41%
In non-private practice	40%	33%
No longer practising law	16%	19%

# Change of Status Characteristics: Among Those Called to the Bar 20+ Years Ago

## ◆ WOMEN

- The move out of private practice among women called to the bar 20+ years ago continues the trend seen among the most recently called groups of women.
  - 27% were in private practice prior to their change of status. A significantly smaller proportion (15%) remain in private practice after their change.
- Although the proportion of those in non-private practice after the change in status appears to have declined, the difference is not significant.
- There is, however, a shift in the proportion who have left law (up significantly by 22 points from 27% to 49%).

## ◆ MEN

- Among men called to the bar over twenty years ago, there is no evidence of a decline in private practice.
  - 46% report that they were in private practice prior to their change of status. A similar proportion (40%) remain in private practice after the change (there is no significant difference here).
- Similar to women in this year of call group, the proportion of those who have left law increases a significant 20 points, from 19% prior to the change to 39% after the change.
- Men called to the bar 20 years ago or more and who changed status are as likely to be situated outside of the practice of law as they are to be in private practice.

	WOMEN (Called to Bar 20+ yrs ago)	
(n=102)	Prior to Change of Status	After Change of Status
In private practice	27%	15%↓
In non-private practice	43%	33%
No longer practising law	27%	49%↑

	MEN (Called to Bar 20+ yrs ago)	
(n=151)	Prior to Change of Status	After Change of Status
In private practice	46%	40%
In non-private practice	33%	19%↓
No longer practising law	19%	39%↑

# The Type of Practice to Which Women Who Changed Status Moved (Based On Year of Call)

- ◆ Among women who were **called to the bar less than five years ago** and changed status from a position in private practice, the majority moved into non-private practice or out of practising law all together.
  - Of those who were in private practice in their previous position, 29% moved into non-private practice and another 28% moved out of the practice of law into another position.
  - A substantial minority (43%) remained in private practice.
- ◆ Among women who were called to the bar less than five years ago and changed their status from a non-private position, the greatest proportion (44%) remained in non-private practice.
  - However, just over one-third (36%) moved into private practice.
  - 20% gave up the practice of law.
- ◆ Among women who were **called to the bar 5-9 years ago** and changed status from a position in private practice, the majority moved into non-private practice or out of law.
  - Of those who were in private practice in their previous position, the majority (57%) are no longer in private practice. Almost one-third (32%) moved into non-private practice and another 25% moved out of the practice of law into another position or are currently unemployed.
  - A substantial minority (43%) remained in private practice.
- ◆ Among women who were called to the bar 5-9 years ago and changed their status from a non-private position, a strong majority stayed in non-private practice (63%).
  - About one-in-five (21%) moved into private practice.
  - 16% are no longer engaged in the practice of law.

## The Type of Practice to Which Women Who Changed Status Moved (Based On Year of Call)

- ◆ Among women who were **called to the bar 10-19 years ago** and who were in private practice when they filed their change of status, the majority (57%) remained in private practice.
  - 30% moved into non-private practice and another 13% moved out of the practice of law.
  
- ◆ Among women who were called to the bar 10-19 years ago and changed their status from a non-private position, a strong majority (68%) stayed in non-private practice.
  - 11% moved into private practice.
  - 21% are no longer engaged in the practice of law.
  
- ◆ Among women who were **called to the bar 20+ years ago** and changed status from a position in private practice, almost one-half are no longer practicing law (46%).
  - 21% moved into non-private practice.
  - About over one-third (32%) remained in private practice.
  
- ◆ Among women who were called to the bar 20+ years ago and changed their status from a non-private position, one-half (50%) stayed in non-private practice.
  - A small minority (5%) moved into private practice.
  - 45% are no longer practising law.

# The Type of Practice to Which Women Who Changed Status Moved (Based on Year of Call)

PREVIOUS POSITION	CURRENT POSITION		
	Remained in private practice	Moved into non-private practice	No longer practising law
<b>Women who were in <u>private</u> practice in previous position</b>			
< 5 Years call to bar	43	29	28
5-10 Years – called to bar	43	32	25
11-19 years – called to bar	57	30	13
20+ years – called to bar	32	21	46

PREVIOUS POSITION	CURRENT POSITION		
	Moved into private practice	Remained in non-private practice	No longer practising law
<b>Women who were in <u>non-private</u> practice in previous position</b>			
< 5 Years call to bar	36	44	20
5-10 Years – called to bar	21	63	16
11-19 years – called to bar	11	68	21
20+ years – called to bar	5	50	45

## The Type of Practice to Which Men Who Changed Status Moved (Based On Year of Call)

- ◆ Among men who were **called to the bar less than five years ago** and changed status from a position in private practice, the majority (55%) remained in private practice.
  - 18% moved into non-private practice.
  - 27% are no longer practising law.
- ◆ Among men who were called to the bar less than five years ago and changed their status from a non-private position, the greatest proportion (44%) stayed in non-private practice.
  - 39% moved into private practice.
  - 17% are no longer practising law.
- ◆ Among men who were **called to the bar five to nine years ago** and changed status from a position in private practice, the majority (59%) stayed in private practice.
  - 27% moved into non-private practice and 14% left the practice of law.
- ◆ Among those who changed their status from a non-private position, the greatest proportion stayed in non-private practice (56%).
  - 22% moved into private practice and another 22% are not currently practising law.

## The Type of Practice to Which Men Who Changed Status Moved (Based On Year of Call)

- ◆ Among men who were **called to the bar between ten and nineteen years ago** and changed status from a position in private practice, the vast majority remained in private practice (84%).
  - 13% moved into non-private practice and 3% moved out of the practice of law.
- ◆ Among men who were called to the bar between ten and nineteen years ago and changed their status from a non-private position, the majority (55%) stayed in non-private practice.
  - 9% moved into private practice while just more than one-third (36%) are no longer in practice.
- ◆ Among men who were **called to the bar over twenty years ago** and changed status from a position in private practice, the majority (54%) remained in private practice.
  - 11% moved into non-private practice and 34% moved out of the practice of law.
- ◆ Among men who were called to the bar over twenty years ago and changed their status from a non-private practice position, almost one-half (48%) are no longer in the practice of law.
  - One-third (32%) stayed in non-private practice.
  - The remainder (20%) moved into private practice.

## The Type of Practice to Which Men Who Changed Status Moved (Based on Year of Call)

PREVIOUS POSITION	CURRENT POSITION		
	Remained in private practice	Moved into non-private practice	No longer practising law
<b>Men who were in <u>private</u> practice in previous position</b>			
< 5 Years call to bar	55	18	27
5-10 Years – called to bar	59	27	14
11-19 years – called to bar	84	13	3
20+ years – called to bar	54	11	34

PREVIOUS POSITION	CURRENT POSITION		
	Moved into private practice	Remained in non-private practice	No longer practising law
<b>Men who were in <u>non-private</u> practice in previous position</b>			
< 5 Years call to bar	39	44	17
5-10 Years – called to bar	22	56	22
11-19 years – called to bar	9	55	36
20+ years – called to bar	20	32	48

# Change of Status Characteristics

Based on Age of Dependent  
Children

# Change of Status Characteristics: Those with Dependent Children

- ◆ Literature on career choices among women frequently suggests that the type of employment setting women seek is greatly affected by the presence of dependent children and the age of the youngest dependent child. It is for this reason that the Change of Status Survey included questions about dependent children, including their age. This enabled the examination of how this issue affects the practice settings of lawyers who have filed a change of status notice.
- ◆ **INCIDENCE OF DEPENDENT CHILDREN AMONG WOMEN**
  - Just over one-third of female respondents indicate that they currently have dependent children:
    - 16% with the youngest child under the age of six.
    - 10% with the youngest child being 6-12 years of age.
    - 10% with youngest child being 13 years of age or older.
  - Six-in-ten (60%) report having no dependent children, while the remaining respondents preferred not to provide answers to this line of questioning.
- ◆ **INCIDENCE OF DEPENDENT CHILDREN AMONG MEN**
  - Among male respondents, the same proportion as women report having dependent children(36%):
    - 14% with the youngest child under the age of six.
    - 8% with the youngest child being 6-12 years of age.
    - 10% with youngest child being 13 years of age or older.
- ◆ **NOTE REGARDING SMALL SAMPLE SIZES**
  - The following analysis examines change of status based on the presence of dependent children and the age of the youngest child. It should be noted that the sample size for each of these groups is quite small. Only statistically significant changes are noted. However, the results should be viewed with caution and considered as thematic only.

# Change of Status Characteristics: Those With Youngest Dependent Child <6 Years

## ◆ WOMEN

- There appears to be a notable move out of private practice among women who a dependent child younger than six years of age.
  - 57% of these women were in private practice prior to their change of status. The proportion who are in private practice after the change is significantly lower at 32% - a decline of 25 points.
- The loss in the private practice arena appears to be a move to outside of the practice of law, as the proportion of those women who report that they are no longer practising law following their change of status is significantly higher at 19% (an increase of 13 points).

## ◆ MEN

- While there appears to be a decline in the proportion of men who say they are in private practice after their change of status (relative to before the change), this difference is not statistically significant.
  - Among this segment, 64% were in private practice prior to their change of status. A majority (52%) remain in private practice after the change.
- Similarly, there are no significant changes in the incidence of men with dependent children under six years of age in non-private practice or outside of law.

(n=91)	WOMEN (with children <6 yrs of age)	
	Prior to Change of Status	After Change of Status
In private practice	57%	32%↓
In non-private practice	35%	44%
No longer practising law	6%	19%↑

(n=66)	MEN (with children <6 yrs of age)	
	Prior to Change of Status	After Change of Status
In private practice	64%	52%
In non-private practice	24%	32%
No longer practising law	9%	14%

# Change of Status Characteristics: Those With Youngest Dependent Child 6-12 Years

- ◆ The results for both women and men with dependent children in this age bracket should be considered directional because the sample sizes are too small to support detailed analysis.

	WOMEN (with children 6-12 yrs of age)	
(n=59)	Prior to Change of Status	After Change of Status
In private practice	29%	29%
In non-private practice	41%	49%
No longer practising	24%	15%

	MEN (with children 6-12 yrs of age)	
(n=38)	Prior to Change of Status	After Change of Status
In private practice	50%	55%
In non-private practice	29%	21%
No longer practising law	16%	18%

# Change of Status Characteristics: Those With Youngest Dependent Child 13+ Years

## ◆ WOMEN

- There does not appear to be a significant move out of private practice among those women whose youngest child is 13 years or older.
  - Around one-quarter report being in private practice both prior to and after a change of status.
- There is, however, a significant change in the proportion reporting that they are no longer in the practice of law. The proportion outside of law went up from 23% to 38% after the change of status.

## ◆ MEN

- Similar to women, there does not appear to be a significant decline among men in the private practice arena. Rather, shifts are apparent for those who were in non-private practice and those whose status was outside of law.
  - The proportion of those in non-private practice falls significantly by 20 points (from 48% to 28%). By contrast, there is a significant increase in those who are no longer in the practice of law (up 14 points to reach 28%).
- Despite these shifts, the greatest proportion of men with dependent children 13 years and older remain in private practice (40%).

	WOMEN (with children 13+ yrs of age)	
(n=56)	Prior to Change of Status	After Change of Status
In private practice	25%	23%
In non-private practice	46%	34%
No longer practising law	23%	38%↑

	MEN (with children 13+ yrs of age)	
(n=50)	Prior to Change of Status	After Change of Status
In private practice	34%	40%
In non-private practice	48%	28%↓
No longer practising law	14%	28%↑

# Change of Status Characteristics: Those With No Dependent Children

## ◆ WOMEN

- Even among women with no dependent children there is a significant decline in the proportion working in private practice after a change of status.
  - While 50% indicate that their previous position was in private practice, a significantly smaller proportion (35%) report that their current status is in private practice.
  - The proportion of those women in non-private practice increases from 29% to 36% over the change. There is also a significant increase in the proportion who are no longer in the practice of law.

## ◆ MEN

- The results for men with no dependent children are similar. There is a move away from private practice, down a significant 12 points from the previous position to the current position.
- There is a commensurate increase (9 points) in the proportion who are no longer in law.

(n=360)	WOMEN (no dependent children)	
	Prior to Change of Status	After Change of Status
In private practice	50%	35%↓
In non-private practice	29%	36%↑
No longer practising law	18%	26%↑

(n=290)	MEN (no dependent children)	
	Prior to Change of Status	After Change of Status
In private practice	56%	44%↓
In non-private practice	22%	26%
No longer practising law	18%	27%↑

# Change of Status Characteristics

Based on Membership in an Equity  
Seeking Group

# Change of Status Characteristics: Based on Membership in an Equity-Seeking Group

## Definition of equity-seeking groups referred to in this report

- In this report, those defined as “racialized equity seekers” are those who select the “racialized/person of colour (visible minority)” response option to the following question or who specifically refer to their race in the description they provide to the “other – please specify” response category.

*Please check any of the following characteristics with which you self -identify. (Please select all that apply)*

- Aboriginal
- Francophone
- Transgender/Transsexual
- Gay/Lesbian/Bisexual
- Racialized/person of colour (visible minority)
- Person with disabilities
- A creed or religion that you believe is subject to prejudice or disadvantage
- Other (Please specify) \_\_\_\_\_
- I do not self-identify with any of these personal characteristics

- Those referred to as members of a non-racialized equity-seeking group selected one of the categories on the above list of responses, other than “racialized/person of colour (visible minority)”.
- Those referred to as “non-equity seekers” do not self-identify with any of the personal characteristics listed in the question.

# Change of Status Characteristics: Based on Membership in an Equity-Seeking Group

- ◆ Among all respondents to the Change of Status Survey (excluding those who indicated parental leave as their reason for status change):
  - 71% fall into the non-equity seeking category.
  - 14% identify themselves as racialized equity seekers.
  - 15% identify themselves as non-racial equity seekers.
  
- ◆ NON-EQUITY SEEKING GROUP
  - Among non-equity seekers, there has been a significant loss in the private practice category from previous to current position.
    - One half report that their prior status was in private practice. The proportion who are in private practice in their current position is 40% - a decline of 10 points (See table on following page).
  - There has been a commensurate increase in the proportion reporting that they are no longer in the practice of law (up 9 points from 17% to 26%).
  
- ◆ EQUITY SEEKERS
  - The trend among equity seekers is similar to that of non-equity seekers (see table on following page). Among both those who define themselves as part of a racialized equity-seeking group, and those who define themselves as non-racialized equity seekers, there are declines in the proportions reporting that they are working in private practice after their change of status:
    - 55% to 40% among the racialized equity-seeking group.
    - 45% to 31% among the non-racialized equity-seeking group.
  - There have been significant increases, for both groups, in the proportions reporting a status outside of law from the prior position compared to the current position.

# Change of Status Characteristics: Based on Membership in an Equity-Seeking Group

	NON-Equity Seekers (n=759)	
	Prior to Change of Status	After Change of Status
In private practice	50%	40%
In non-private practice	30%	31%
No longer practising law	17%	26%

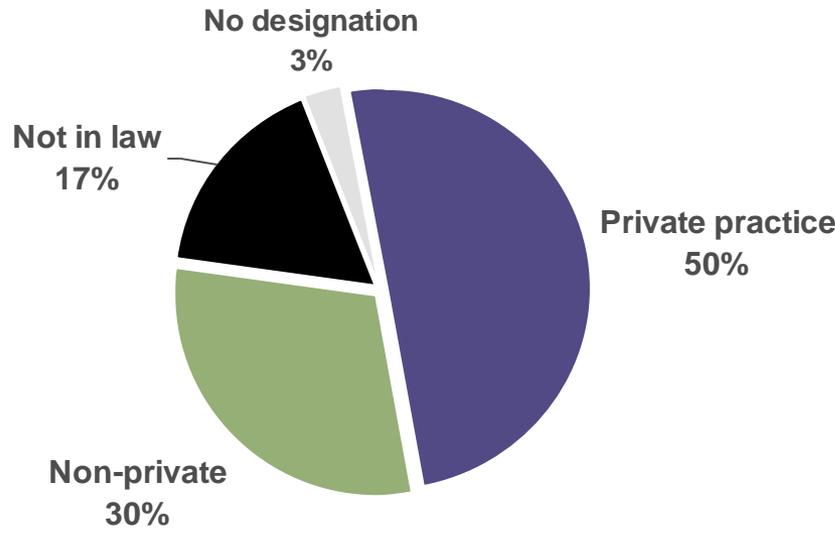
	RACIALIZED Equity Seekers (n=154)		NON-RACIALIZED Equity Seekers (n=158)	
	Prior to Change of Status	After Change of Status	Prior to Change of Status	After Change of Status
In private practice	55%	40%	45%	31%
In non-private practice	27%	32%	36%	41%
No longer practising law	14%	24%	15%	26%

# Change of Status Characteristics: Non-Equity Seekers

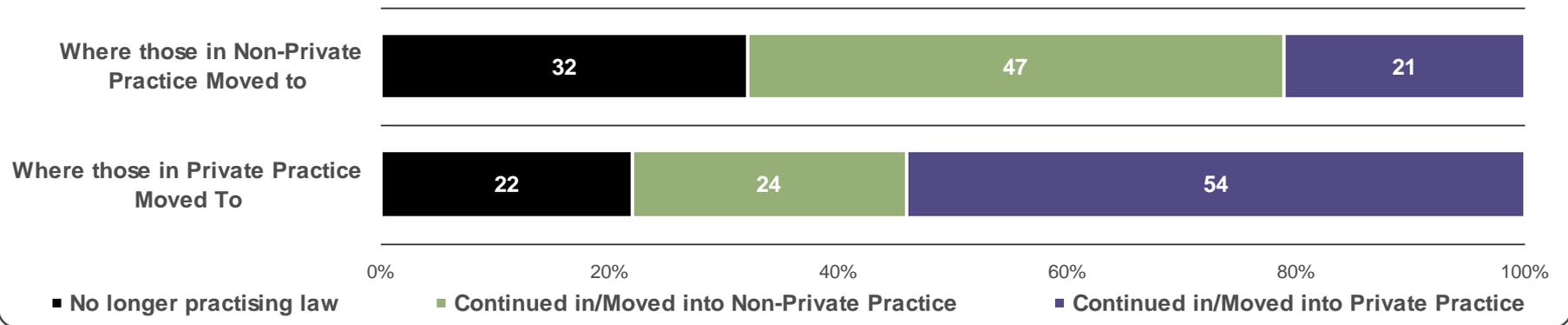
- ◆ Among **non-equity seekers** who changed status from a position in private practice, about one-half (54%) remain in private practice.
  - Just under one-quarter (24%) moved into non-private practice.
  - Another 22% are no longer practising law.
  
- ◆ Focusing on non-equity seekers who changed their status from a non-private position, just under one-half stayed in non-private practice:
  - 47% stayed in non-private practice.
  - Two-in-ten (21%) moved into private practice.
  - About one-third (32%) are not practising law.

# Change of Status Characteristics: Non-Equity Seekers

## Previous Status: Non Equity Seekers



## Where Non-Equity Seekers Moved To

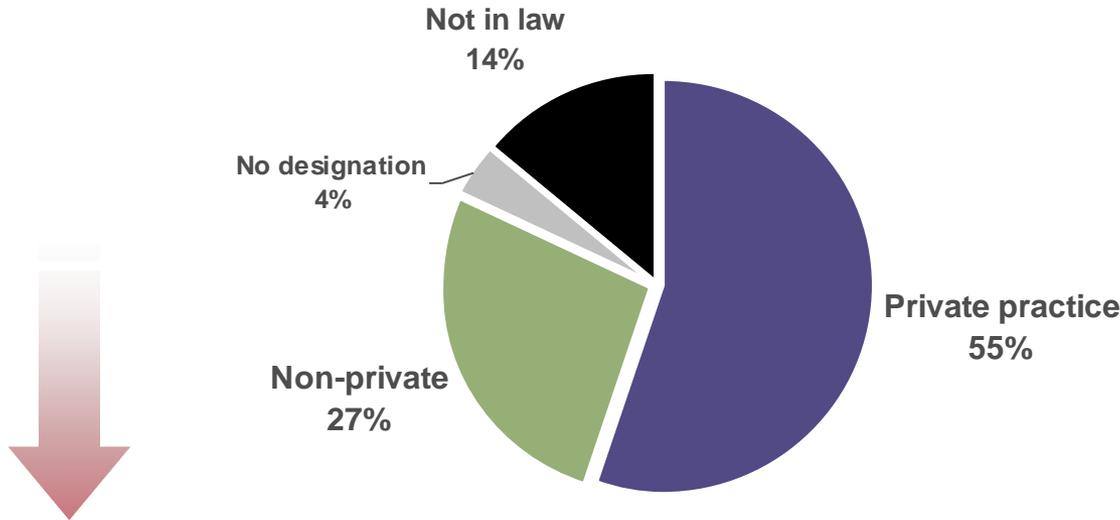


# Change of Status Characteristics: Equity Seekers

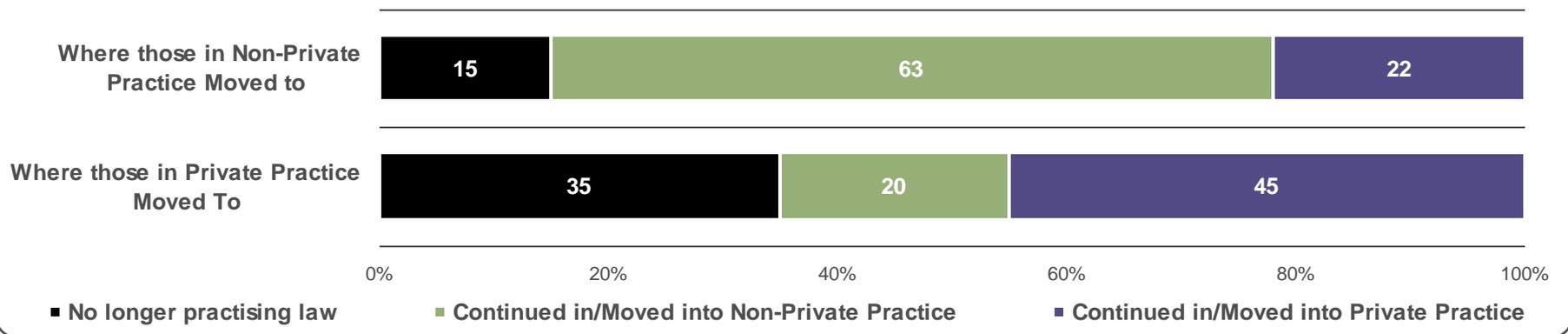
- ◆ Among **racialized equity seekers** who changed status from a position in private practice, the majority (55%) are no longer in private practice.
  - 20% moved into non-private practice.
  - 35% moved out of the practice of law.
  - 45% remain in private practice.
  
- ◆ Focusing on racialized equity seekers who changed their status from a non-private position, the greatest proportion of this group (63%) remain in non-private practice.
  - 22% moved into private practice.
  - 15% are no longer practising law.
  
- ◆ Specifically looking at **non-racialized equity seekers** who changed status from a position in private practice, almost one half (48%) remained in private practice.
  - Of those who were in private practice in their previous position (45% of the equity seeking segment), the majority (52%) are no longer in private practice.
    - 27% moved into non-private practice.
    - Another 25% are no longer in the practice of law.
  
- ◆ Among those who changed their status from a non-private position, the majority of this group stayed in a non-private practice (63%).
  - Only a limited proportion (9%) moved into private practice.
  - 28% gave up the practice of law to find employment in another area or are currently unemployed.

# Change of Status Characteristics: Racialized Equity Seekers

## Previous Status: Racialized Equity Seekers

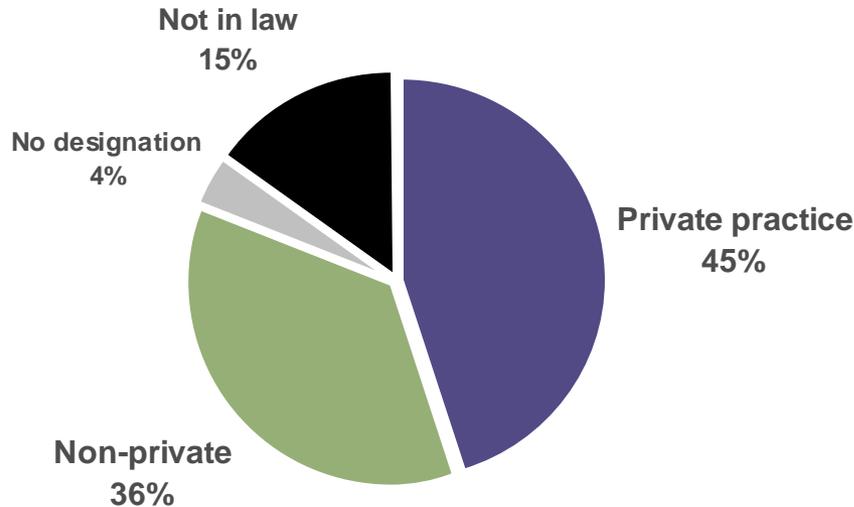


## Where Racialized Equity Seekers Moved To

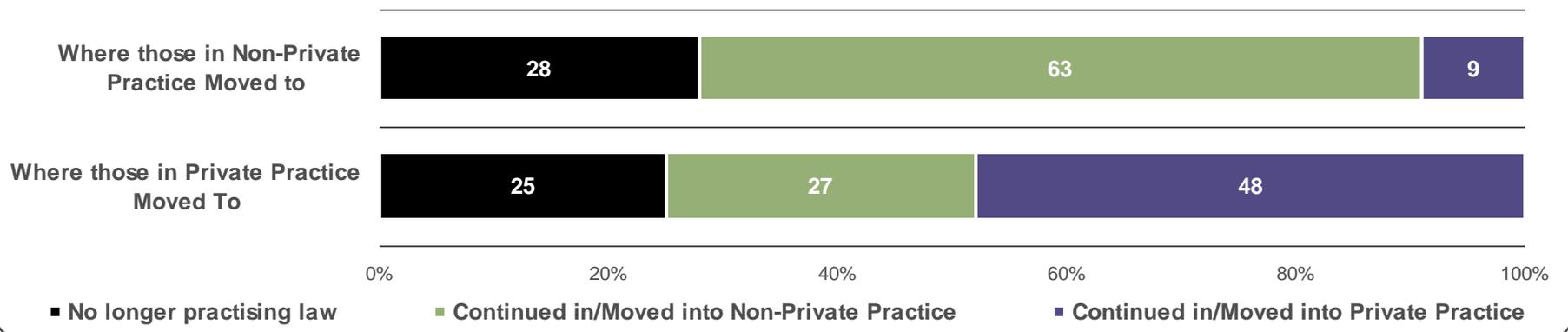


# Change of Status Characteristics: Non-Racialized Equity Seekers

## Previous Status: Non-Racialized Equity Seekers



## Where Non-Racialized Equity Seekers Moved To



# Unaided Reasons for Change of Status

## Unaided Reasons for Change of Status

- ◆ Respondents were asked to identify the main reasons why they have changed their status.
- ◆ The reasons provided were varied, with no single reason or set of reasons dominating responses.
- ◆ The greatest proportion of respondents (31% ) indicate that they changed their status because of the end of an existing contract or position, either due to a corporate change not dictated by them or as a result of personal circumstances such as a decision to retire or the need to take a parental leave.
  - These reasons included being laid off or structural change at a previous place of employment, a contract ending, retirement, relocation, parental leave, the end of an articling position with no renewal, a return to a position due to the end of a secondment, or a health problem.
  - There are no differences between women and men in the incidence of noting these issues.
- ◆ About one-quarter (26%) of respondents report that their change of status is due to the appeal of certain characteristics of the position to which they have moved (excluding increased remuneration or benefits). These reasons include:
  - Better opportunities/new challenges/ better quality of work, the ability to better use their skills, the ability to change their practice area or focus on a a different area of law, better opportunity for advancement or promotion, greater control and/or independence in their work, job security, a better work environment, a better location, a position that provides better job satisfaction, an opportunity to give back to the community or provide greater public service, and better support from colleagues.
  - Again, no differences between women and men are evident across these various reasons.
- ◆ Remuneration and/or benefits are noted by just over one-in-ten respondents (11%) as the reason for their change of status.
  - Once again, there are no differences between men and women in the proportions identifying these reasons for change.

## Unaided Reasons for Change of Status

- ◆ The one set of reasons where differences between women and men exist are work-life balance-related. Twice the proportion of women cite work-life balance as a factor in their decision to change their status (21%) compared with men (9%). Work-life balance needs are defined in a number of ways by respondents:
  - Work-family balance; Better hours/ control over hours/ better control of schedule/ flexible work schedule; Reduction in stress; Child care/ child care requirements/ wanting to spend more time with children or family; Reduction in workload/ workload; Spousal requirements/ spouse's career needs; Burn out at job.
- ◆ Smaller proportions overall cite entry into a new firm or a promotion as a reason for the change in status (6%).
- ◆ A small proportion note that they made the decision to change their status due to a negative experience with their previous employer or firm.
- ◆ Forms of discrimination or harassment are identified by 2% of respondents as a reason for their change.
- ◆ Other reasons identified by less than 5% of respondents are noted below. Many of these reasons related to coming back into the profession after being unemployed, retired or in some other status.
  - Found a job/ needed a job/ received offer of employment; Did not want to work in law/ no longer want to work in law/ not working in law /don't want to pay fees; Found job after articling; Return to law/ desire to return to law/ return to law part time from retirement; Practicing outside Ontario/ not residing in Ontario; Back to school/ continue education; Economy; Came out of retirement.

# Unaided Reasons for Change of Status

MAIN REASONS FOR CHANGE OF STATUS	Total (%)	Women (%)	Men (%)
<b>POSITION/CONTRACT ENDED OR REQUIREMENT TO LEAVE POSITION (NET)</b>	<b>31</b>	<b>30</b>	<b>32</b>
Laid off/ termination of employment/ previous structure terminated	10	7	14
Contracted ended / Contract not renewed	4	5	3
Retired/ Age/ Practiced long enough/ semi-retired	4	2	6
Relocation	4	5	3
Parental leave/ returned after parental leave	3	4	1
End of articling/Unemployed after articling/ could not find job after articling	2	2	1
Went back to original position from secondment/ back to original position	2	3	<1
Health problems/ health problems of family members	1	2	<1
Change in ownership/ change in firm structure	1	1	1
<b>OPPORTUNITIES IN NEW POSITION (NET)</b>	<b>26</b>	<b>26</b>	<b>27</b>
Better opportunities/new challenges/ better quality of work	10	9	11
Better able to use my skills/ subject matter for work/ Change in practice area/ different type of work	5	6	4
Better opportunity for advancement/ opportunity for advancement/ promotion	3	3	3
Independence/ greater control in work	3	3	4
Job security / stability	3	3	3
Better work environment	2	2	2
Better location	2	2	2
Better position/ position I wanted/ more job satisfaction	1	1	1
Better mentorship	1	1	1
To give back to community/ greater public service opportunity	1	1	1
Better support at new position (e.g., colleagues or staff)/ more of a team environment	1	1	1

Q.15. What were the key factors that influenced your decision to change your status or position?

Base: All those who changed their status from one type of practice to another type of practice

# Unaided Reasons for Change of Status

MAIN REASONS FOR CHANGE OF STATUS	Total (%)	Women (%)	Men (%)
<b>WORKLIFE BALANCE (NET)</b>	<b>15</b>	<b>21</b>	<b>9</b>
Work/life balance - work/family balance	6	8	4
Better hours/ control over hours/ better control of schedule/ flexible work schedule	4	6	2
Reduction in stress	3	4	2
Child care/ child care requirements/ wanting to spend more time with children or family	2	3	1
Reduction in workload/ workload	1	2	<1
Spousal requirements/ spouse's career needs	1	1	1
Burn out at job	<1	1	<1
<b>REMUNERATION/BENEFITS (NET)</b>	<b>11</b>	<b>11</b>	<b>11</b>
Better remuneration/ pay/ stable income/ needed income	10	9	11
Benefits/ better benefits/pension	2	3	1
<b>STARTING NEW FIRM OR PROMOTION (NET)</b>	<b>6</b>	<b>5</b>	<b>7</b>
Starting new firm/ started new sole practice	3	3	3
Starting new partnership/ became partner	2	1	3
Promotion/ progressing legal career	1	1	1
<b>NEGATIVE ASPECTS OF PREVIOUS JOB (NET)</b>	<b>5</b>	<b>7</b>	<b>3</b>
Didn't like job/didn't like firm/ bad fit	3	4	2
Too much pressure to bill hours/ pressure to bring in clients	1	2	<1
Time to leave type of practice/ didn't like type of practice	<1	<1	-
Type of work/ did not like type of work	<1	1	-
Dispute at previous job/ conflict at previous job	1	1	1

Q.15. What were the key factors that influenced your decision to change your status or position?

Base: All those who changed their status from one type of practice to another type of practice

# Unaided Reasons for Change of Status

MAIN REASONS FOR CHANGE OF STATUS	Total (%)	Women (%)	Men (%)
<b>DISCRIMINATION/HARASSMENT (NET)</b>	<b>2</b>	<b>2</b>	<b>&lt;1</b>
Discrimination/ harassment	1	1	<1
Equity issues/ treatment of women/ treatment of women with children	1	1	-
<b>OTHER REASONS</b>			
Found a job/ needed a job/ received offer of employment	4	3	5
Did not want to work in law/ no longer want to work in law/ not working in law /don't want to pay fees	2	2	2
Found job after articling	2	3	1
Return to law/ desire to return to law/ return to law part time from retirement	2	2	1
Practicing outside Ontario/ not residing in Ontario	1	1	1
Back to school/ continue education	1	<1	1
Economy	<1	1	<1
Came out of retirement	<1	-	<1
Other	13	11	14
<b>NO CHANGE/NOT APPLICABLE (NET)</b>	<b>3</b>	<b>3</b>	<b>3</b>
No perceived change in status (e.g. name change only, error, change of address)	1	1	1
Not applicable	2	2	2

Q.15. What were the key factors that influenced your decision to change your status or position?  
Base: All those who changed their status from one type of practice to another type of practice

Status of Benefits/  
Policies at Previous  
versus Current  
Position

## Status of Benefits/ Policies at Previous Versus Current Position

- ◆ Law firms often offer a variety of benefits or operating policies in order to attract employees. These benefits or policies tend to fall into categories such as:
  - Health-related (e.g., medical, dental, long-term disability, sick leave);
  - Parental benefits (e.g., paid or unpaid parental leave, childcare benefits);
  - Flexible work arrangements (e.g., Job sharing, part-time work, flexible work hours);
  - Harassment or equity policies (e.g., Harassment and discrimination policy, accommodation for special needs policy);
  - Career advancement options (e.g., part-time partnerships, continuing legal education, formal mentoring policy); and,
  - Financial benefits (e.g., pension plans).
- ◆ Respondents were asked to identify whether the benefits or operating policies noted above were offered to them by their previous employer/firm and whether or not their current position offers them the same.
- ◆ An increase in the incidence of these benefits/policies from previous to current position may suggest that they play some role in the decision to make a change in status. While it cannot be determined if they “drive” the decision to change, they provide a perspective as to the types of workplace benefits/policies that are valued by lawyers.

# Status of Benefits/ Policies at Previous Versus Current Position

- ◆ Health-related benefits are amongst the most likely to be offered in both previous and current positions:
  - Medical insurance (65% report this benefit in their previous position, 63% in their current position).
  - A dental plan (64% report this benefit in their previous position, 62% in their current position).
  - Long-term disability (52% report this benefit in their previous position, 54% in their current position).
  - Sick leave (51% report this benefit in their previous position, 54% in their current position).
  
- ◆ At least one half of respondents report that their employer/firm offered two other benefits/policies.
  - Continuing legal education (69% have this benefit in both their previous and current position).
  - Harassment and discrimination policy (52% report this benefit in their previous position, 56% in their current position).
  
- ◆ Across the six different benefits noted above, there are no significant differences between the proportions of respondents who note that the benefits were offered at their current versus their previous position. The results for both women and men are consistent with the total sample.
  - These results suggest that such benefits/policies are not likely to be strong factors in driving a change of status. If they were, it would be expected that there would be an increase in the incidence of those who say that their current position offers the benefit/or policy relative to their previous position.

# Status of Benefits/ Policies at Previous Versus Current Position

	Previous Status (n=1021)		Current Status (n=876)	
	% OFFERED	% DON'T KNOW	% OFFERED	% DON'T KNOW
<b>TOTAL SAMPLE</b>				
Continuing legal education	69	16	69	19
Medical Insurance	65	12	63	15
A dental plan	64	12	62	15
Long-term disability	52	24	54	27
Harassment and discrimination policy	52	27	56	31
Sick leave	51	26	54	30
<b>WOMEN</b>				
Continuing legal education	69	14	71	17
Medical Insurance	66	11	65	13
A dental plan	64	11	64	14
Long-term disability	54	22	57	25
Harassment and discrimination policy	53	24	59	28
Sick leave	56	22	59	24
<b>MEN</b>				
Continuing legal education	69	17	67	21
Medical Insurance	65	13	62	16
A dental plan	63	13	60	17
Long-term disability	50	26	50	29
Harassment and discrimination policy	50	30	53	34
Sick leave	46	31	48	35

Q14. For both your previous position and your current position, please indicate whether each of the following was/is offered to you. If you don't know or if it was/is not applicable to your situation you may indicate that. Base: All Respondents

Base: All Respondents (excluding any respondents who indicated parental/maternity leave in their previous or current status) n=1071

## Status of Benefits/ Policies at Previous Versus Current Position

- ◆ There are a number of benefits/policies for which their incidence of being offered is low, both in a previous and current position. Less than 10% of all respondents report that either their current or their previous position offer the following set of benefits:
  - Child care.
  - Day care facilities.
  - Part-time partnerships.
  
- ◆ Further, high proportions of respondents do not know whether either their previous position or their current position offer these benefits.
  - This finding, along with the lack of difference in the incidence of those who are aware that their employer offers these benefits, suggests that they are not actively sought out by many in their decision to change status.

# Status of Benefits/ Policies at Previous Versus Current Position

	Previous Status (n=1021)		Current Status (n=876)	
	%	%	%	%
	OFFERED	DON'T KNOW	OFFERED	DON'T KNOW
<b>TOTAL SAMPLE</b>				
Child care benefits	5	50	7	57
Day care facilities	4	43	5	51
Part-time partnerships	1	61	2	71
<b>WOMEN</b>				
Child care benefits	4	47	6	57
Day care facilities	5	38	6	49
Part-time partnerships	2	59	2	72
<b>MEN</b>				
Child care benefits	7	53	8	58
Day care facilities	2	49	5	53
Part-time partnerships	1	62	2	69

Q14. For both your previous position and your current position, please indicate whether each of the following was/is offered to you. If you don't know or if it was/is not applicable to your situation you may indicate that. Base: All Respondents

Base: All Respondents (excluding any respondents who indicated parental/maternity leave in their previous or current status) n=1071

## Status of Benefits/ Policies at Previous Versus Current Position

- ◆ There are a number of benefits/policies that may be factors in driving a change of status because respondents are significantly more likely to report that these benefits/policies are offered in their current position relative to their previous position. Many are related specifically to more flexible work arrangements:
  - Flexible full-time work hours (30% previous position/47% current position – 17 point increase).
  - Leave of absence or sabbatical (26% previous position/31% current position – 5 point increase).
  - Paid parental leave (21% previous position/26% current position – 5 point increase).
  - Part-time work (16% previous position/25% current position – 9 point increase).
  - Job sharing (4% previous position/9% current position – 5 point increase).
  
- ◆ The likelihood that these benefits/policies are factors in a change is most strongly evident among women.
  - Flexible full-time work hours (33% previous position/50% current position – 17 point increase).
  - Paid parental leave (23% previous position/28% current position – 5 point increase).
  - Part-time work (19% previous position/31% current position – 12 point increase).
  - Job sharing (5% previous position/10% current position – 5 point increase).
  
- ◆ Among men, differences tend to be smaller and only a few are significant.
  - Flexible full-time work hours (28% previous position/44% current position – 16 point increase).
  - Part-time work (12% previous position/19% current position – 7 point increase).
  - Job sharing (3% previous position/8% current position – 5 point increase).

# Status of Benefits/ Policies at Previous Versus Current Position

	Previous Status (n=1021)		Current Status (n=876)	
	%	%	%	%
	OFFERED	DON'T KNOW	OFFERED	DON'T KNOW
<b>TOTAL SAMPLE</b>				
Flexible full-time work hours	30	23	47↑	27
Leave of absence or sabbatical	26	37	31↑	45
Paid parental leave	21	53	26↑	55
Part-time work	16	30	25 ↑	37
Job sharing	4	39	9↑	50
<b>WOMEN</b>				
Flexible full-time work hours	33	19	50↑	23
Leave of absence or sabbatical	30	35	32	45
Paid parental leave	23	49	28↑	51
Part-time work	19	26	31↑	32
Job sharing	5	35	10↑	47
<b>MEN</b>				
Flexible full-time work hours	28	28	44↑	31
Leave of absence or sabbatical	21	39	29↑	45
Paid parental leave	18	59	23	61
Part-time work	12	34	19↑	43
Job sharing	3	44	8↑	53

Q14. For both your previous position and your current position, please indicate whether each of the following was/is offered to you. If you don't know or if it was/is not applicable to your situation you may indicate that. Base: All Respondents

Base: All Respondents (excluding any respondents who indicated parental/maternity leave in their previous or current status) n=1071

## Status of Benefits/ Policies at Previous Versus Current Position

- ◆ There are a number of other significant increases in the incidence of respondents' previous versus current employer offering these benefits/policies.
  - Accommodation for special needs policy (30% previous position/41% current position – 11 point increase).
  - A pension plan (30% previous position/40% current position – 10 point increase).
  - Formal mentoring policy (29% previous position/34% current position – 9 point increase).

# Status of Benefits/ Policies at Previous Versus Current Position

	Previous Status (n=1021)		Current Status (n=876)	
	%	%	%	%
	OFFERED	DON'T KNOW	OFFERED	DON'T KNOW
<b>TOTAL SAMPLE</b>				
Accommodation for special needs policy	30	45	41↑	46
A pension plan	30	15	40↑	18
Formal mentoring policy	29	28	34↑	36
<b>WOMEN</b>				
Accommodation for special needs policy	31	42	44↑	43
A pension plan	32	15	45↑	17
Formal mentoring policy	30	24	36↑	33
<b>MEN</b>				
Accommodation for special needs policy	30	48	37↑	49
A pension plan	28	16	34↑	20
Formal mentoring policy	27	34	31	40

Q14. For both your previous position and your current position, please indicate whether each of the following was/is offered to you. If you don't know or if it was/is not applicable to your situation you may indicate that. Base: All Respondents

Base: All Respondents (excluding any respondents who indicated parental/maternity leave in their previous or current status) n=1071

## Status of Benefits/ Policies at Previous Versus Current Position

- ◆ For the remainder of benefits/policies, there are no significant differences in the proportions saying they are available at their current position, compared with their previous position.
  - The lack of differences are evident among both men and women.

# Status of Benefits/ Policies at Previous Versus Current Position

## All Respondents

	Previous Status (n=1021)		Current Status (n=876)	
	%	%	%	%
	OFFERED	DON'T KNOW	OFFERED	DON'T KNOW
<b>TOTAL SAMPLE</b>				
Paid maternity leave	29	50	31	52
Unpaid maternity leave	20	60	21	62
Unpaid parental leave	18	60	20	63
Income partnerships	12	56	12	65
<b>WOMEN</b>				
Paid maternity leave	37	39	39	41
Leave of absence or sabbatical	30	35	32	45
Unpaid maternity leave	29	50	29	55
Unpaid parental leave	22	56	24	59
Income partnerships	11	59	9	69
<b>MEN</b>				
Paid maternity leave	19	64	21	65
Leave of absence or sabbatical	21	39	29	45
Unpaid maternity leave	9	72	11	72
Unpaid parental leave	13	65	14	69
Income partnerships	13	54	15	61

Q14. For both your previous position and your current position, please indicate whether each of the following was/is offered to you. If you don't know or if it was/is not applicable to your situation you may indicate that. Base: All Respondents

Base: All Respondents (excluding any respondents who indicated parental/maternity leave in their previous or current status) n=1071

Attitudes Toward,  
and Perceptions of,  
Previous versus  
Current Position

# Attitudes/Perceptions of Previous Versus Current Position: Among Women

- ◆ One of the key objectives of the research is to explore what factors may be leading lawyers to leave private practice and the factors that encourage lawyers to stay in private practice. One means of assessing this issue was in exploring some of the perceived benefits and values of current positions versus previous positions among those who have changed status.

- ◆ **CHANGE OF STATUS – FROM PRIVATE TO PRIVATE PRACTICE**

## PRACTICE OPPORTUNITIES

- Those who changed status from private practice and remain in private practice are most likely to express strong positive gains on a variety of practice opportunity measures:
- On a very basic level, a greater proportion feel that the change led to a greater ability to use their legal skills.
  - While 66% agreed that their previous position “allows me to use my talents and legal skills”, the proportion increases significantly to 86% in their current position – 20 point increase.
- Prior to the change, a minority felt that they had freedom to decide what they did in their job, that the opportunities for promotion were excellent, that they found real enjoyment in their work, or that their work was important to society.
- In their new positions, those who remained in private practice were much more likely to feel that the positions offered the following opportunities:
  - “I have the freedom to decide what I do in my job “ (36% in previous position/ 64% in the current position – 28 point increase).
  - “The opportunities for promotion are excellent” (27% in previous position/49% in current position - 22 point increase).
  - “I find real enjoyment in my work” (39% in their previous position/72% in their current position – 33 point increase).
  - “My work is important to society” (35% in previous position/56% in current position - 21 point increase).

# Attitudes/Perceptions of Previous Versus Current Position: Among Women

## ◆ CHANGE OF STATUS – FROM PRIVATE TO PRIVATE PRACTICE

### BENEFITS AND JOB SECURITY

- There is no evidence that remuneration or benefits are key drivers of a change of status.
  - About one-half of those who have remained in private practice agree that the pay in their current position is good (55% agree) and that the job security is good (55% agree).
  - Only 36% agree that their benefits are good.
- There are no significant changes in perceptions of these job characteristics from the previous position for this group, and their current position.

### WORKLOAD AND WORKLIFE BALANCE

- There are significant positive gains after a change of status within private practice in terms of perceived control over scheduling, workload and work-life balance.
  - “I control the scheduling” (38% agree in their previous position/69% in their current position – 31 point increase).
  - “The job allows me to balance career and family “(25% agree in their previous position/54% in their current position – 29 point increase).
- Further, this group is much less likely to feel an excessive workload burden or stress in their current positions.
  - “My workload is too heavy” (46% agree in their previous position/28% in their current position – 18 point decrease).
  - “My job is very stressful” (65% in their previous position/44% in their current position – 21 point decrease).

### RELATIONSHIPS WITH CO-WORKERS

- There are no significant changes in perceptions of positive relationships with co-workers from the previous to current position among those who have remained in private practice.
  - A majority believe they have and did have good working relationships with their female colleagues, their male colleagues and support staff in both their previous and current positions.

# Attitudes/Perceptions of Previous Versus Current Position: Among Women

**Change of Status: From Private Practice to Private Practice (n=121)**  
% who agree with statement (4 or 5 on 5 point agreement scale)

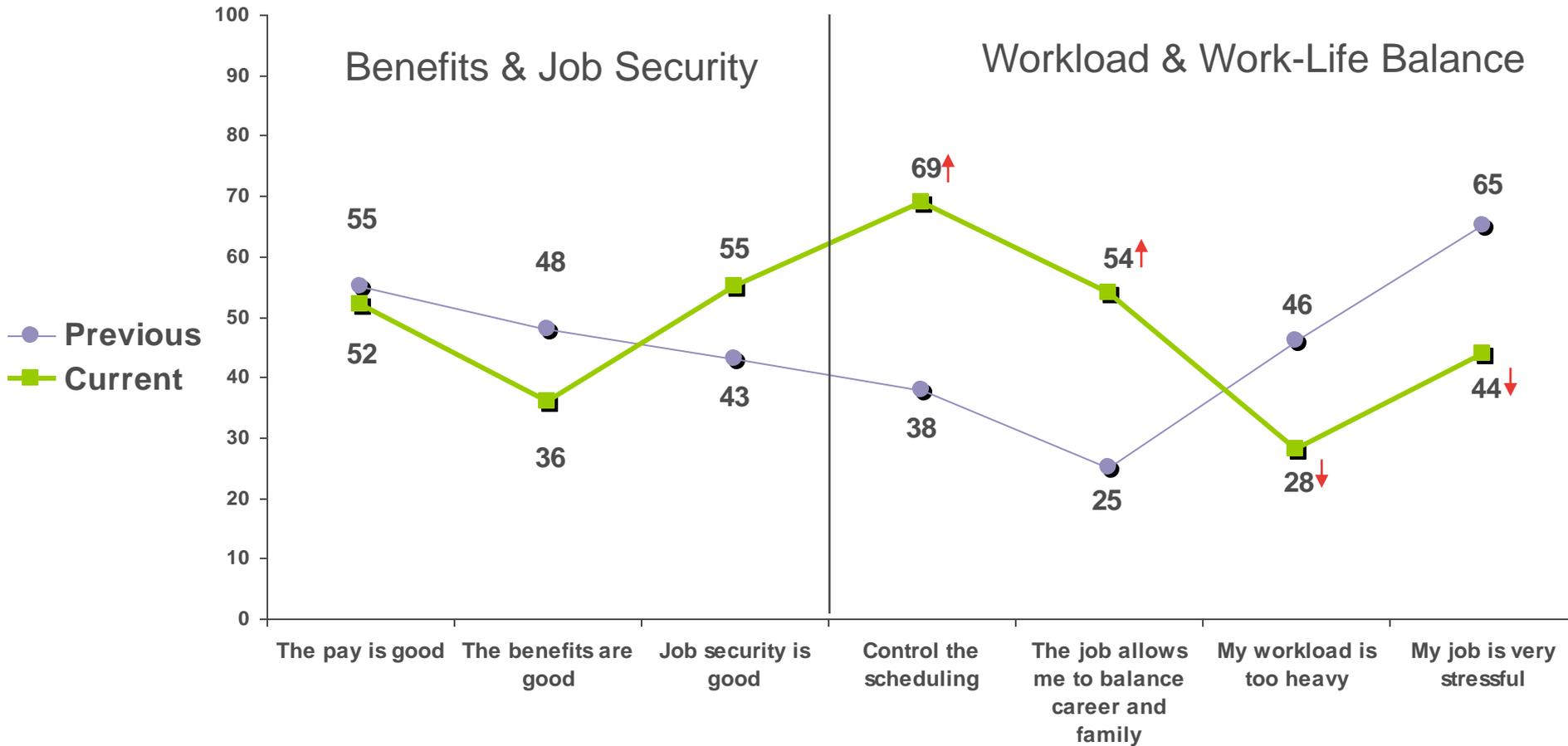
## Practice Opportunities



# Attitudes/Perceptions of Previous Versus Current Position: Among Women

## Change of Status: From Private Practice to Private Practice (n=121)

% who agree with statement (4 or 5 on 5 point agreement scale)



# Attitudes/Perceptions of Previous Versus Current Position: Among Women

## Change of Status: From Private Practice to Private Practice (n=121)

% who agree with statement (4 or 5 on 5 point agreement scale)



# Attitudes/Perceptions of Previous Versus Current Position: Among Women

## ◆ CHANGE OF STATUS – FROM PRIVATE TO NON-PRIVATE PRACTICE

### WORKLOAD AND WORKLIFE BALANCE

- What distinguishes women who moved from private to non-private practice from those who remained in private practice appears to be their perceptions of work-life balance and stress in their previous positions.
  - 64% of those who moved to non-private practice felt their workload was too heavy in their previous position compared with 46% among those who remained in private practice.
  - Only 11% felt that their previous job allowed them to balance career and family compared to 25% among those remaining in private practice.
  - The vast majority (84%) felt their previous position was “very stressful” compared with 65% of those remaining in private practice.
- Further, the improvements on these issues for those who moved into non-private practice was significantly greater than for those who stayed in private practice.

	% agree regarding previous position		% agree regarding current position		Increase/Decrease (% point)	
	Private to Non-Private	Private to Private	Private to Non-Private	Private to Private	Private to Non-Private	Private to Private
My workload is too heavy	64%	46%	16%	28%	-48	-18
My job is very stressful	84%	65%	21%	44%	-63	-21
The job allows me to balance career and family	11%	25%	84%	54%	+73	+29

# Attitudes/Perceptions of Previous Versus Current Position: Among Women

## ◆ CHANGE OF STATUS – FROM PRIVATE TO NON-PRIVATE PRACTICE

### BENEFITS AND JOB SECURITY

- While there are no significant differences in perceptions of job security for those whose change of status involved remaining in private practice, those who moved from private to non-private positions are significantly more likely to indicate that their current position offers “job security” relative to their previous position.
  - “Job security is good” (31% agree in their previous position/61% in their current position – 30 point increase).
- On the issues of remuneration and benefits, there are no significant differences between previous and current position among those who moved into non-private practice. This is consistent with those who remained in private practice.

### PRACTICE OPPORTUNITIES

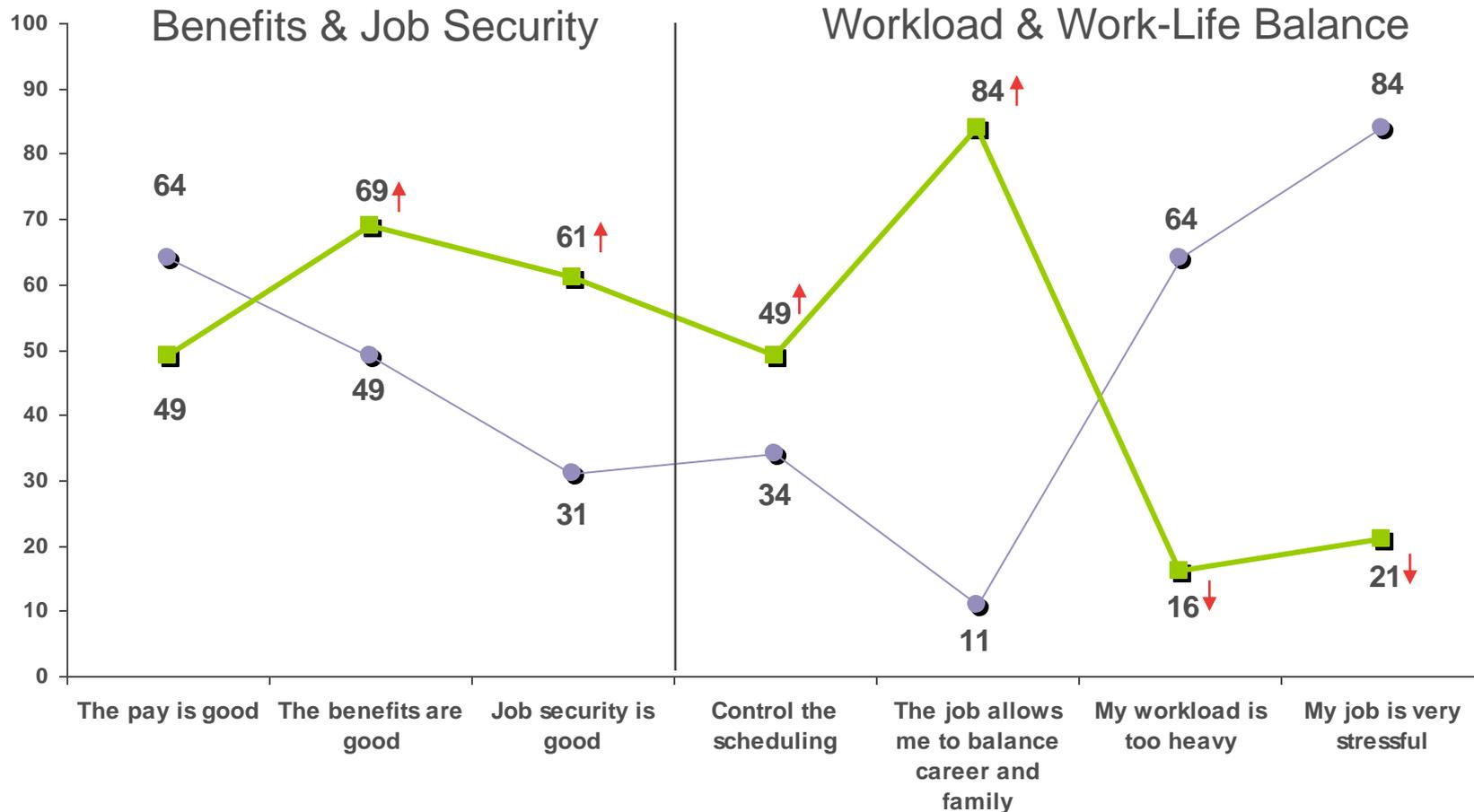
- Similar to those who remained in private practice, prior to the change, minorities of those who moved into non-private practice agree that they had freedom to decide what they did in their job, that the opportunities for promotion were excellent, they found real enjoyment in their work, or that their work was important to society.
- In their new positions, significant greater proportions agree that:
  - “The opportunities for promotion are excellent” (28% agree in previous position/76% in current position - 48 point increase).
  - “My work is important to society” (29% agree in previous position/70% in current position - 41 point increase).
- On the other three measures (“Allows me to use my talents/legal skills”, “I have the freedom to decide what I do in my job”, and “The opportunities for promotion are excellent”) there are no significant changes from previous to current positions.

### RELATIONSHIPS WITH CO-WORKERS

- Consistent with those who moved within the private practice realm, there are no significant changes (previous position to current position) in perceptions of positive relationships with co-workers among those who moved from private to non-private practice.

# Attitudes/Perceptions of Previous Versus Current Position: Among Women

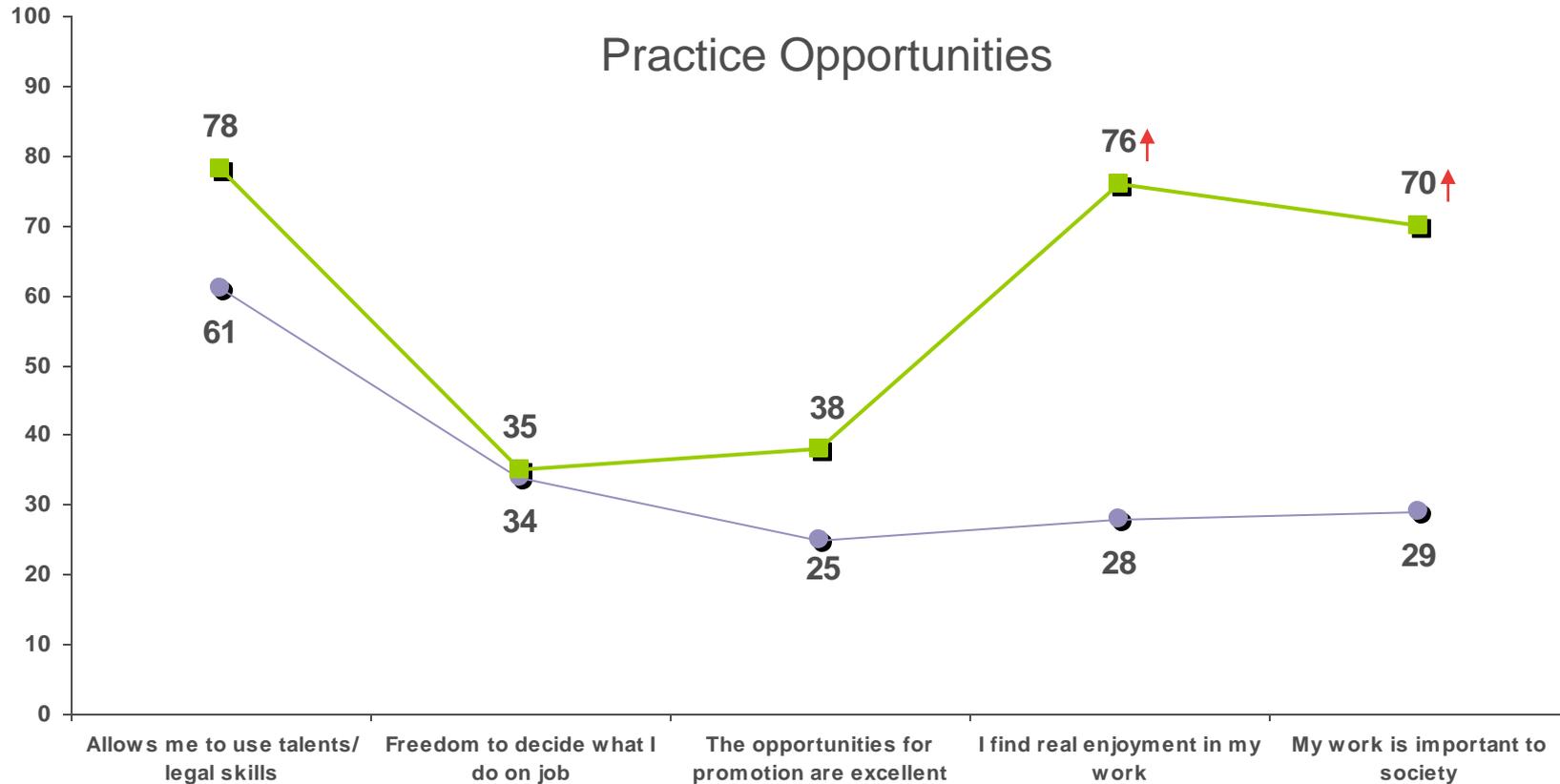
**Change of Status: From Private Practice to Non-Private Practice (n=80)**  
 % who agree with statement (4 or 5 on 5 point agreement scale)



# Attitudes/Perceptions of Previous Versus Current Position: Among Women

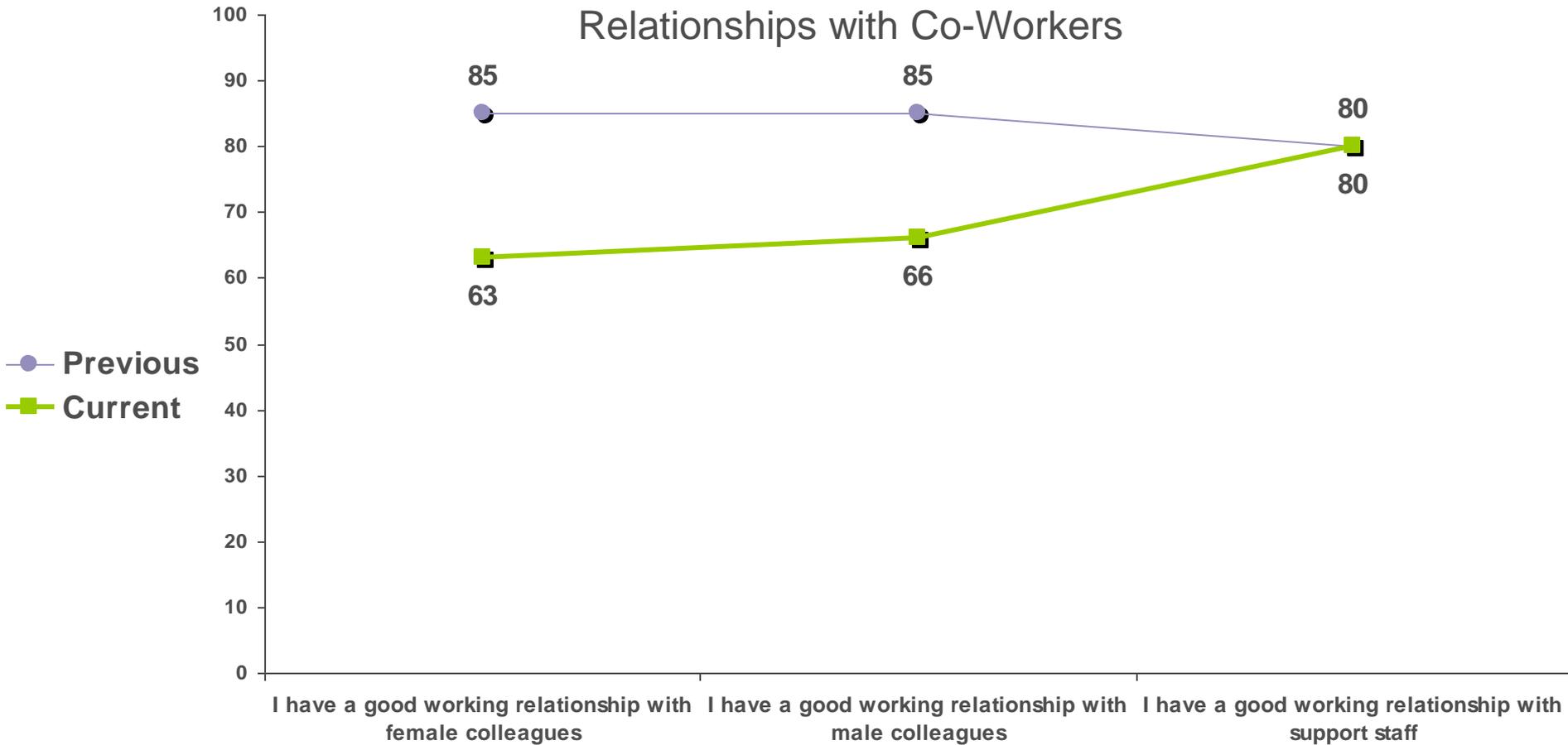
**Change of Status: From Private Practice to Non-Private Practice (n=80)**  
 % who agree with statement (4 or 5 on 5 point agreement scale)

## Practice Opportunities



# Attitudes/Perceptions of Previous Versus Current Position: Among Women

**Change of Status: From Private Practice to Non-Private Practice (n=80)**  
% who agree with statement (4 or 5 on 5 point agreement scale)



# Attitudes/Perceptions of Previous Versus Current Position: Among Men

## ◆ CHANGE OF STATUS – FROM PRIVATE TO PRIVATE PRACTICE

### PRACTICE OPPORTUNITIES

- Similar to women who were in private practice and who remained there following the change of status, the change among men indicates a greater overall perception that their new position provides practice opportunities that were not available to them in their previous position.
- Those who changed status from private practice and remain in private practice are most likely to express strong positive gains on four of the five practice opportunity measures :
  - “The job allows me to use my talents and legal skills” (62% agree for previous position/ 88 % agree for current position – 26 point increase).
  - “I have the freedom to decide what I do in my job “ (47% agree for previous position/75 % agree for current position – 28 point increase).
  - “The opportunities for promotion are excellent” (18% agree for previous position/39% agree for current position - 21 point increase).
  - “I find real enjoyment in my work” (41% agree for previous position/73% agree for current position – 32 point increase).
- Those increases are consistent with those posted among women whose change of status has kept them in private practice.

	Increase/Decrease – from previous to current practice (% point)	
	Men	Women
“The job allows me to use my talents and legal skills”	+26	+20
“I have the freedom to decide what I do in my job “	+28	+28
“The opportunities for promotion are excellent”	+21	+22
“I find real enjoyment in my work”	+41	+33

# Attitudes/Perceptions of Previous Versus Current Position: Among Men

## ◆ CHANGE OF STATUS – FROM PRIVATE TO PRIVATE PRACTICE

### BENEFITS AND JOB SECURITY

- Similar to women who moved within private practice, it appears that neither remuneration nor benefits are key drivers of a change of status for men. Among men who stayed in private practice, there is no significant improvement in the proportions who say that their pay is good or their benefits are good from the previous to current status.
  - 44% of men who stayed within private practice indicate that in their previous position “the pay [was] good.” The proportion for those men in their current position is not significantly different at 53%.
  - Similarly, the proportion reporting their benefits in their previous position were good (36%) is not significantly different from the proportion who say their benefits are good in their current position (40%).
- There is a significant change in perceived job security for this group. A greater proportion believe that their “job security is good” in the current position (50%) compared with their previous position (35%).

### WORKLOAD AND WORKLIFE BALANCE

- After a change of status within private practice among men, there are significant positive gains in terms of perceived control over scheduling and balancing career and family.
  - “I control the scheduling” (47% agree for their previous position/74% agree for their current position – 27 point increase).
  - “The job allows me to balance career and family” (38% agree in their previous position/55% in their current position – 17 point increase).
- It is noteworthy, however, that the increase on the latter measure for men (17 points) is significantly smaller than for women (73%).
- Unlike women who remained in private practice, there are no significant decreases in perceived workload or stress.

# Attitudes/Perceptions of Previous Versus Current Position: Among Men

## ◆ CHANGE OF STATUS – FROM PRIVATE TO PRIVATE PRACTICE

### RELATIONSHIPS WITH CO-WORKERS

- There are no significant changes in perceptions of positive relationships with co-workers from the previous to current position among those who have remained in private practice.
  - Majorities believe they have and did have good working relationships with their female colleagues, their male colleagues, and support staff in both their previous and current positions.

# Attitudes/Perceptions of Previous Versus Current Position: Among Men

**Change of Status: From Private Practice to Private Practice (n=155)**  
 % who agree with statement (4 or 5 on 5 point agreement scale)

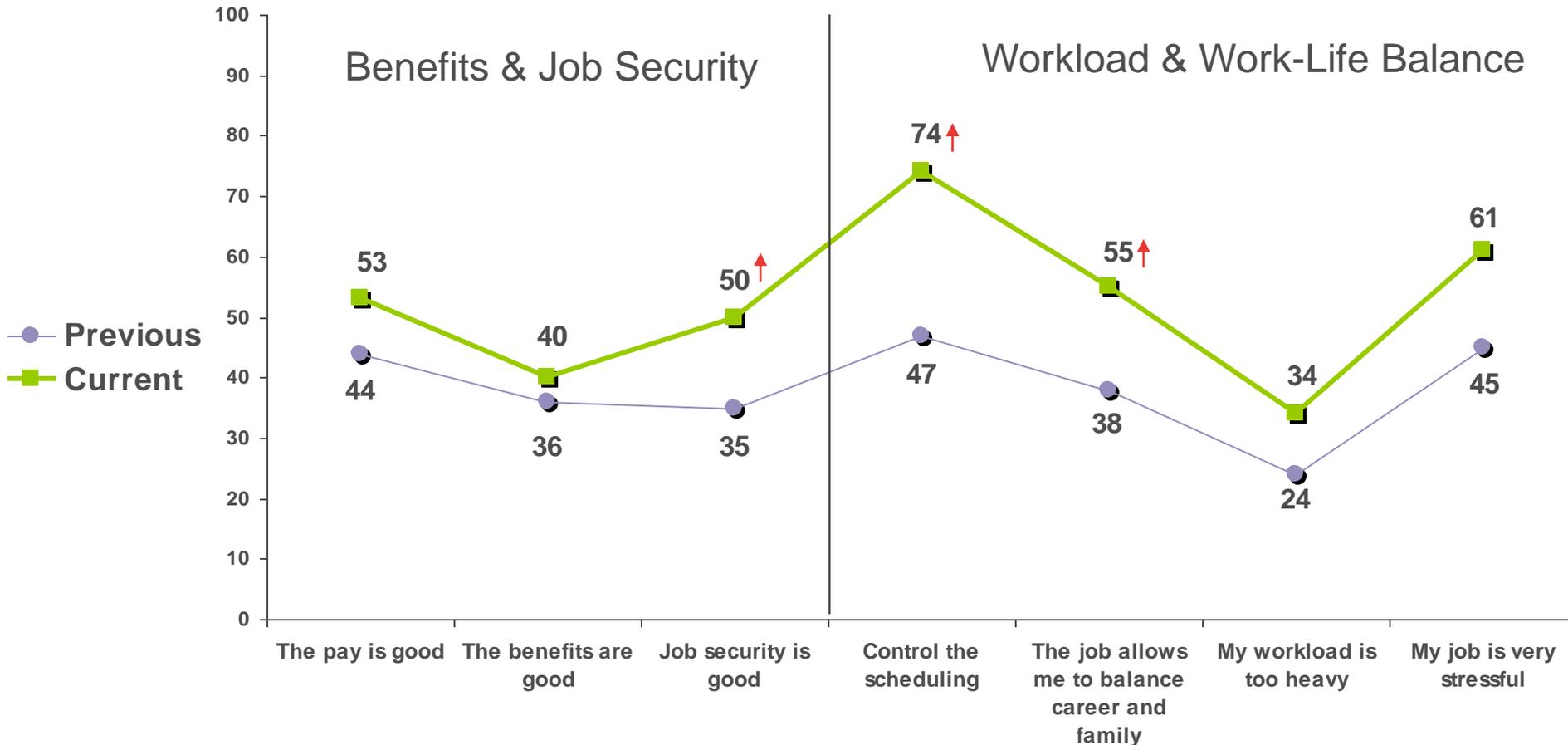
## Practice Opportunities



# Attitudes/Perceptions of Previous Versus Current Position: Among Men

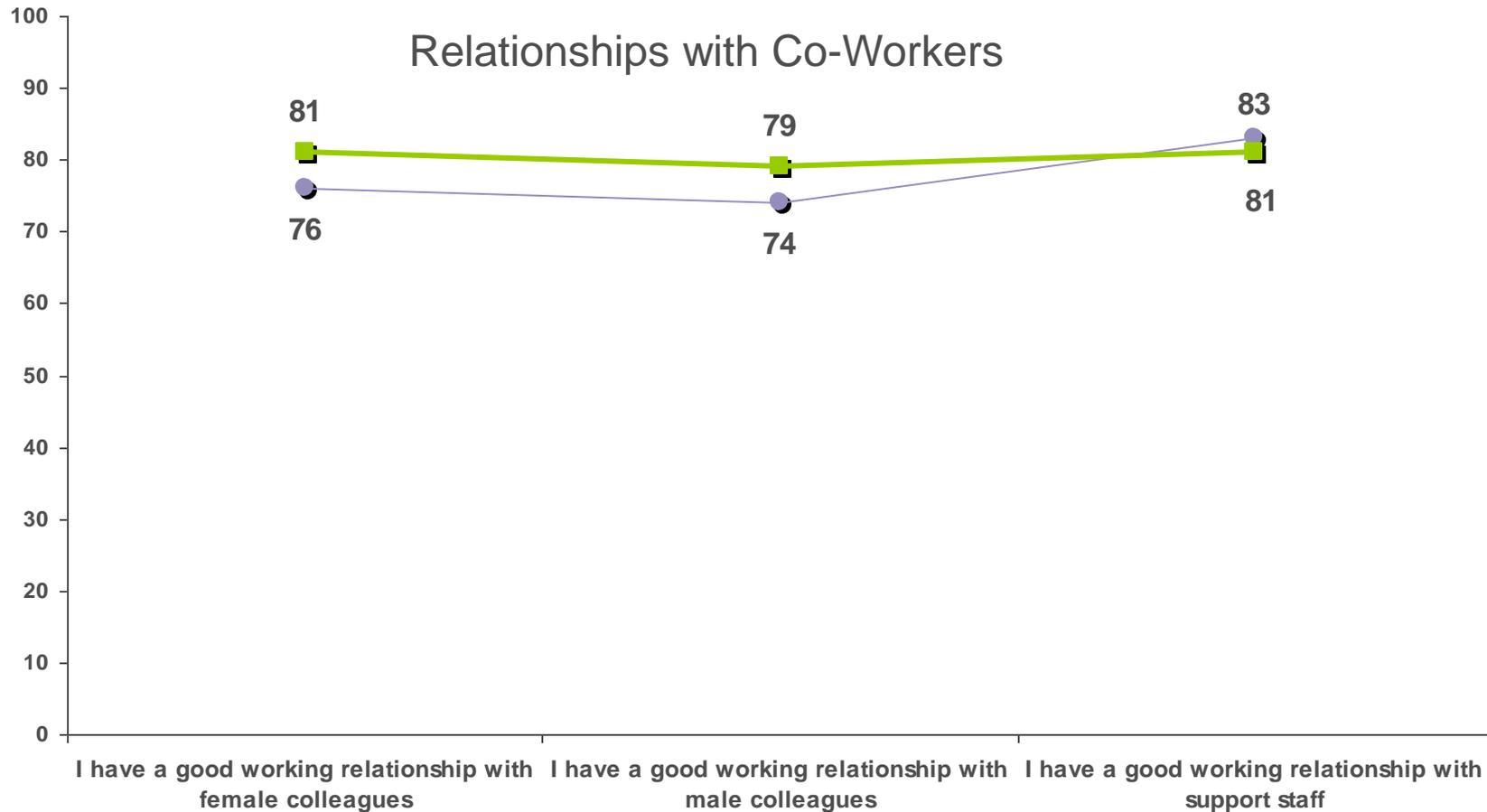
## Change of Status: From Private Practice to Private Practice (n=155)

% who agree with statement (4 or 5 on 5 point agreement scale)



# Attitudes/Perceptions of Previous Versus Current Position: Among Men

**Change of Status: From Private Practice to Private Practice (n=155)**  
 % who agree with statement (4 or 5 on 5 point agreement scale)



# Attitudes/Perceptions of Previous Versus Current Position: Among Men

## ◆ CHANGE OF STATUS – FROM PRIVATE TO NON-PRIVATE PRACTICE

### PRACTICE OPPORTUNITIES

- Men who changed status from a private practice to a non-private practice position are similar to men who stayed within private practice in terms of the proportions who believe that their previous position offered them specific practice opportunities explored in the survey. There are no significant differences between the two groups on these measures (see chart below).
  - “The job allows me to use my talents and legal skills.”
  - “I have the freedom to decide what I do in my job.”
  - “The opportunities for promotion are excellent.”
  - “I find real enjoyment in my work.”
  - “My work is important to society.”
- These two groups are also similar in that there have been significant gains in proportions for each group who believe that their new position offers excellent opportunities for promotion and who report that they are finding enjoyment in their work.
- Where they differ is in their perception that they have the “freedom to decide what [they] do in [their] job”.
  - Fully three-quarters (75%) who stayed within private practice find that their current position offers this freedom (a gain of 28 points from the previous position).
  - By contrast, men who moved into non-private practice are no more likely to report that they have this freedom in their current position than they were in their previous position (37% agree with statement for both the previous and current position).

# Attitudes/Perceptions of Previous Versus Current Position: Among Men

## ◆ CHANGE OF STATUS – FROM PRIVATE TO NON-PRIVATE PRACTICE

### BENEFITS AND JOB SECURITY

- Men who move into non-private practice are distinct from those who stayed in practice in that they are more likely to report that in their current position “the benefits are good” (67%) than was the case in their previous position (37% - a 30 point increase). The incidence of those in private practice who report that the benefits are good in their current position is significantly lower (40%) and not significantly different from their previous position (36%).
- Both those who stayed in private practice and those who have moved into non-private practice have seen increases in the perception that they have good job security from their previous to current positions.

### WORKLOAD AND WORKLIFE BALANCE

- There are significant positive gains after a change of status within the private practice realm in terms of perceived control over scheduling and work-family balance (27 point and 17 point gains, respectively). Among those who moved into non-private practice, however, there is a gain only as it related to work-family balance. The gain here is substantial:
  - “The job allows me to balance career and family “ (20% agree in their previous position/72% in their current position – 52 point increase).
- Those who have changed to non-private practice do not appear to benefit from greater control over their scheduling. About one-third in both previous and current positions agree that they “control the scheduling”.

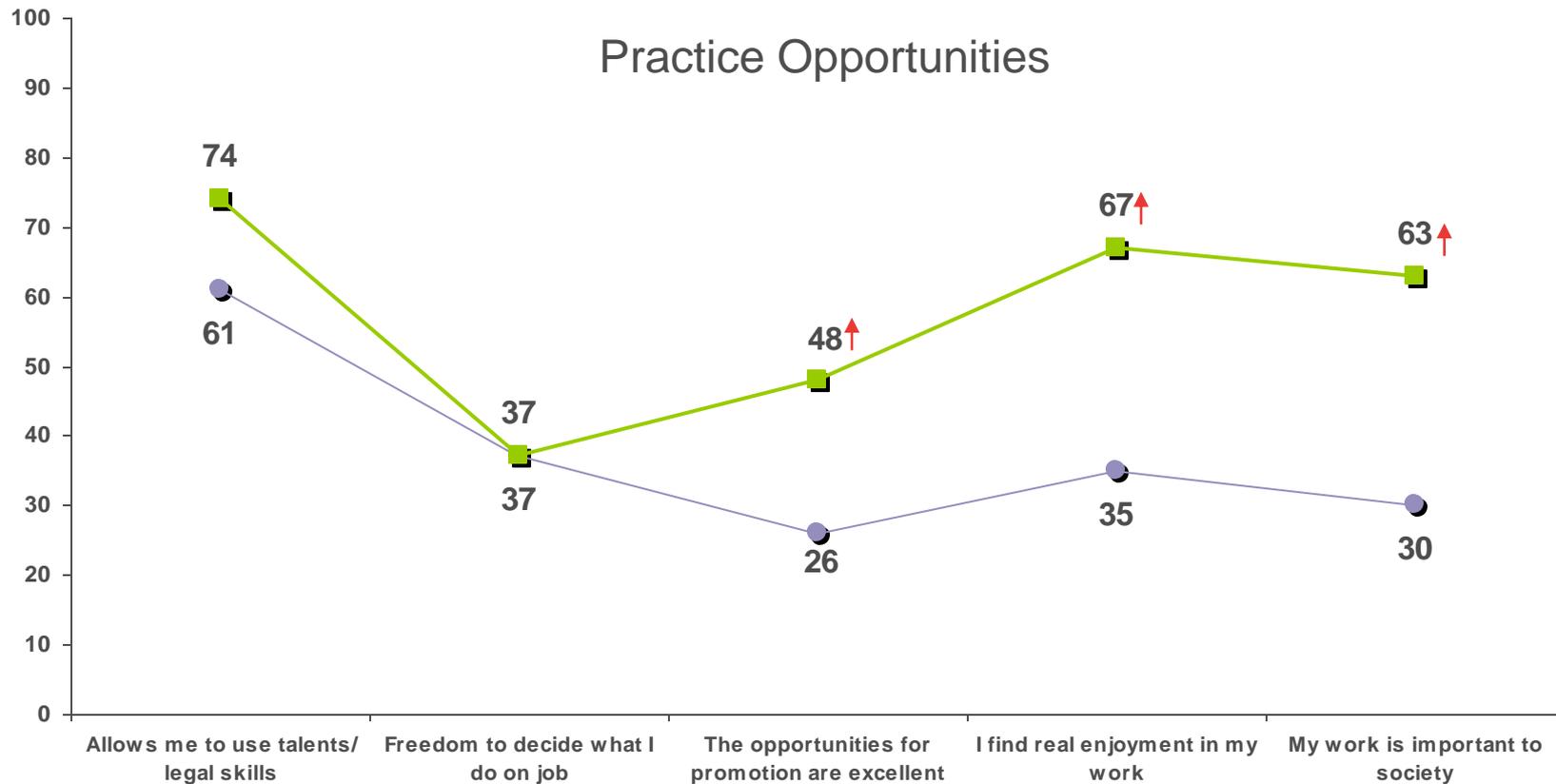
### RELATIONSHIPS WITH CO-WORKERS

- Once again, there are no significant changes in perceptions of positive relationships with coworkers among this group.

# Attitudes/Perceptions of Previous Versus Current Position: Among Men

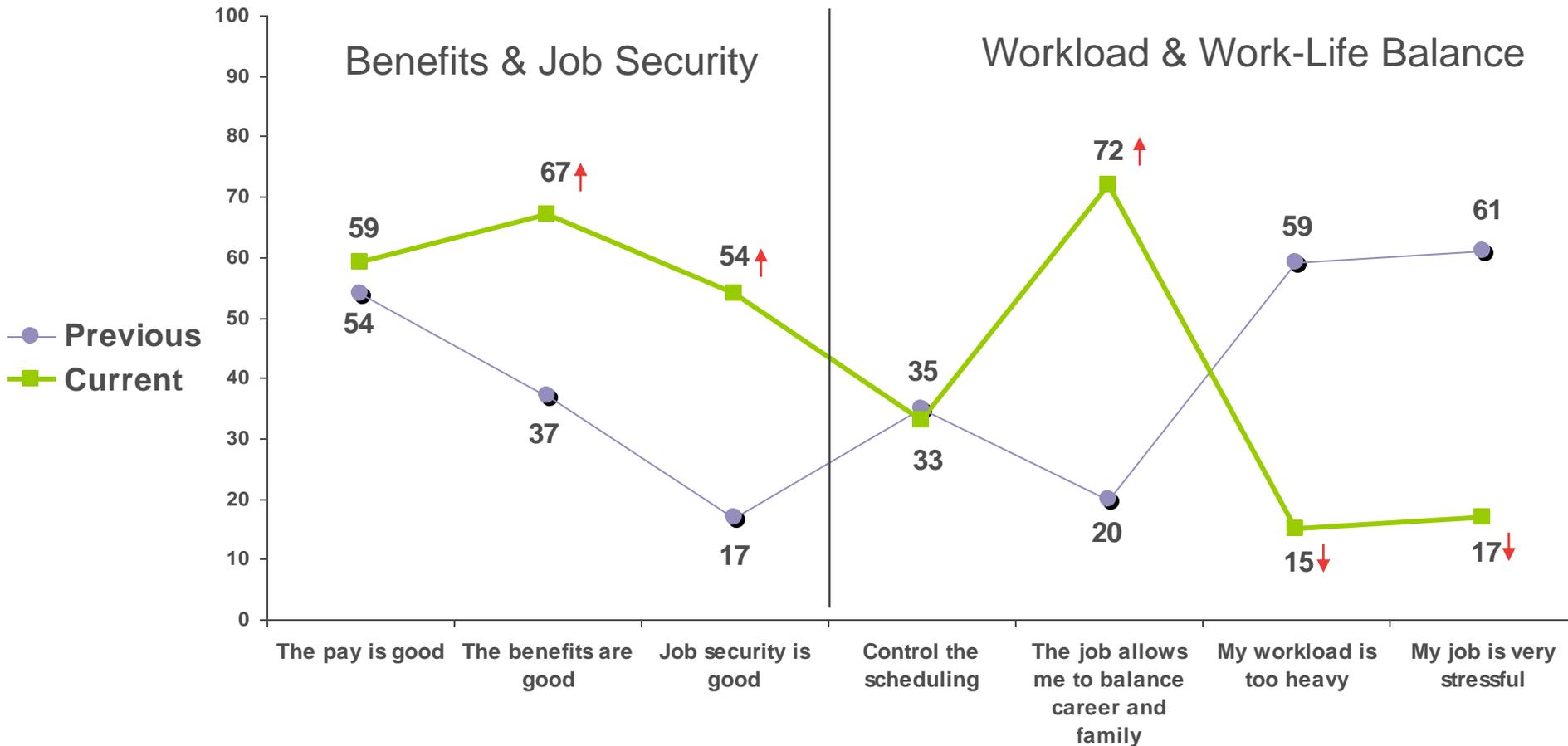
**Change of Status: From Private Practice to Non-Private Practice (n=46)**  
% who agree with statement (4 or 5 on 5 point agreement scale)

## Practice Opportunities



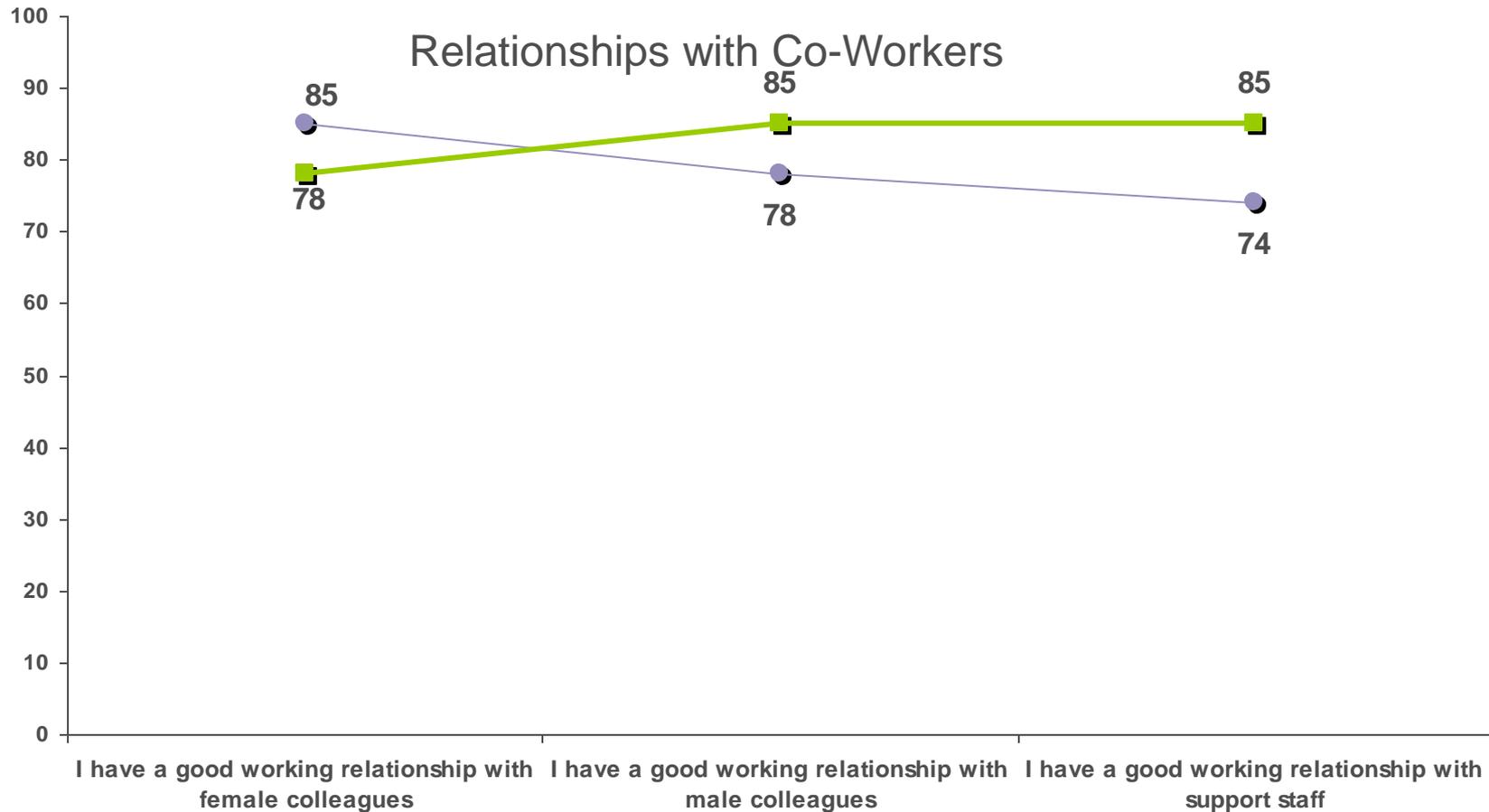
# Attitudes/Perceptions of Previous Versus Current Position: Among Men

**Change of Status: From Private Practice to Non-Private Practice (n=46)**  
% who agree with statement (4 or 5 on 5 point agreement scale)



# Attitudes/Perceptions of Previous Versus Current Position: Among Men

**Change of Status: From Private Practice to Non-Private Practice (n=46)**  
% who agree with statement (4 or 5 on 5 point agreement scale)



# Summary: Attitudes/Perceptions of Previous Versus Current Position Among Men and Women

## ◆ SUMMARY OF FINDINGS – CHANGE OF STATUS FOR MEN AND WOMEN WHO ORIGINATED IN PRIVATE PRACTICE

- The slide on the following page provides a summary of the differences between men and women who have moved within the private practice arena and those who have moved from private practice to a non-private practice position across the four areas of attitudinal exploration:
  - Practice opportunities;
  - Benefits and job security;
  - Workload and work-life balance; and,
  - Relationships with colleagues.
- The results suggest that for both gender groups, greater proportions of those who made a change of status find their current position provides them with real enjoyment compared to their previous position.
- Work-life balance is a distinguishing factor for those who have moved into non-private practice. For both men and women who have left private practice to go to non-private practice, there have been significant increases in the proportions who feel that, “the job allows me to balance career and family”. By contrast, there have been significant decreases in the proportions reporting that their workload is too heavy or that their job is very stressful from their previous to current position.
- Those who have remained in private practice are distinguished from those who moved into non-private practice in their belief that their new position offers them the following opportunities: “The job allows me to use my talents and legal skills”, “I have the freedom to decide what I do in my job” and “The opportunities for promotion are excellent”. Those who have remained in private practice are much more likely to report that these opportunities are available in their new position compared to their previous position. By contrast, there is no difference between previous and current positions on these measures for those who moved into non-private practice.

# Summary: Attitudes/Perceptions of Previous Versus Current Position Among Men and Women

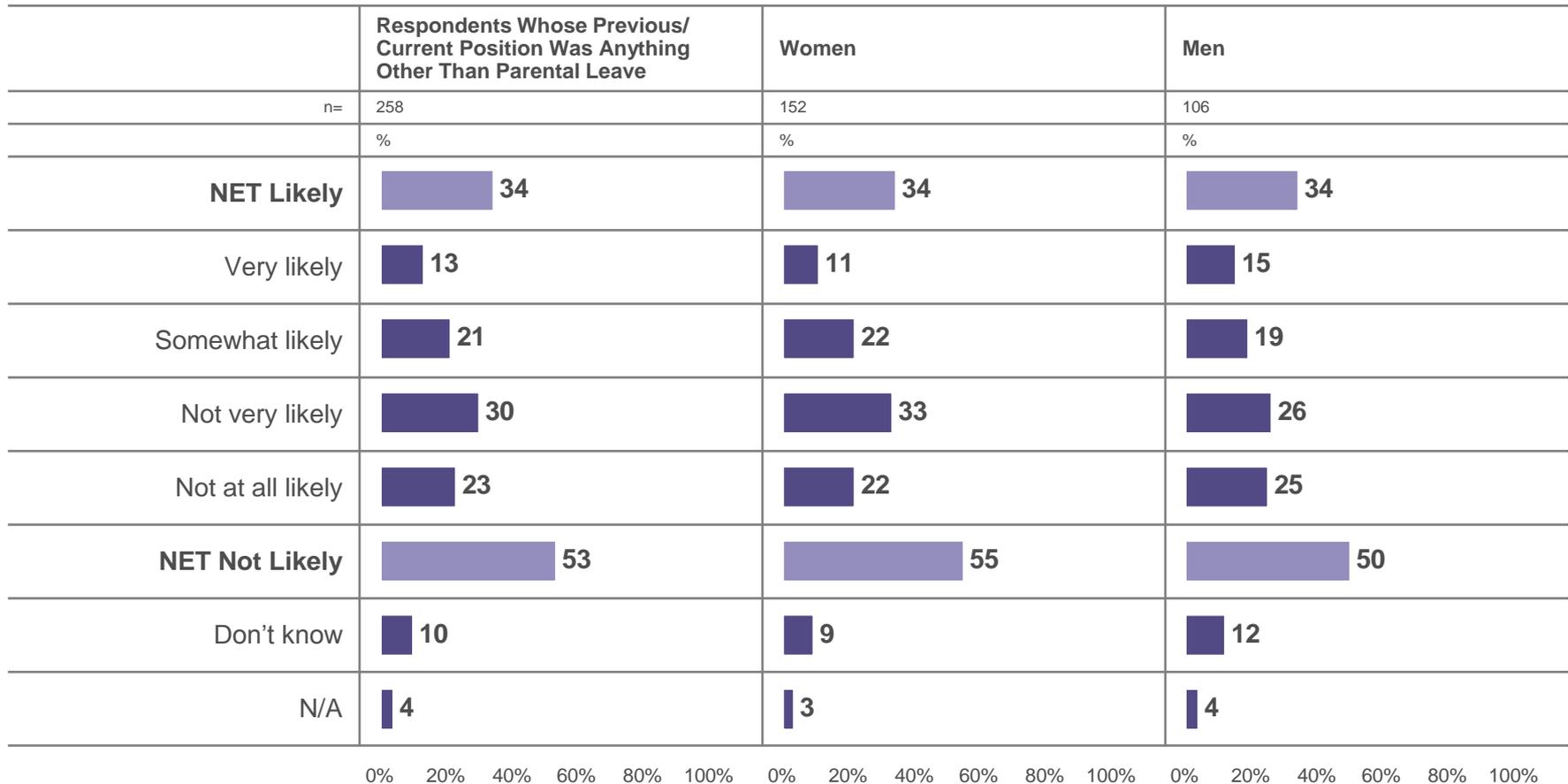
	Increase/Decrease – from previous to current practice (% point)			
	Men Private to private	Men Private to non-private	Women Private to private	Women Private to non-private
<b>JOB OPPORTUNITIES</b>				
The job allows me to use my talents and legal skills	+26	No significant change	+20	No significant change
I have the freedom to decide what I do in my job	+28	No significant change	+28	No significant change
The opportunities for promotion are excellent	+21	No significant change	+22	No significant change
I find real enjoyment in my work	+41	+32	+33	+48
My work is important to society	No significant change	+33	+21	+41
<b>BENEFITS AND JOB SECURITY</b>				
The pay is good	No significant change	No significant change	No significant change	No significant change
The benefits are good	No significant change	+30	No significant change	+20
Job security is good	+25	+37	No significant change	+30
<b>WORKLOAD AND WORKLIFE BALANCE</b>				
Control the scheduling	+27	No significant change	+31	No significant change
The job allows me to balance career and family	+17	+52	+29	+63
My workload is too heavy	No significant change	-44	-18	-48
My job is very stressful	No significant change	-44	-21	-63
<b>RELATIONSHIPS WITH CO-WORKERS</b>				
I have a good working relationship with female colleagues	No significant change	No significant change	No significant change	No significant change
I have a good working relationship with male colleagues	No significant change	No significant change	No significant change	No significant change
I have a good working relationship with support staff	No significant change	No significant change	No significant change	No significant change

Likelihood of  
Returning to Private  
Practice and the Legal  
Profession

# Likelihood of Returning to Private Practice and Legal Profession

- ◆ Among respondents who have departed from private practice, the majority indicate that they will not likely return to private practice in the future:
  - 53% of all those previously in private practice.
  - 55% of all women previously in private practice.
  - 50% of all men previously in private practice.
  
- ◆ One-third (34%) indicate that they are either somewhat or very likely to return to private practice again at some point.
  - Among those who do indicate an intention to return to private practice, the plurality intend to do so in less than one year (44%) while another 24% don't know when.
  
- ◆ Among those respondents who departed from the legal profession, the plurality indicate a likelihood to return to the legal profession at some point in the future:
  - 38% of all those who departed from the legal profession in their current status.
  - 42% of all women who departed from the legal profession in their current status.
  - 34% of all men departed from the legal profession in their current status.
  
- ◆ The majority of those who indicate that they are either somewhat or very likely to return to the legal profession anticipate that they will do so in less than a year's time (52%).

# Departed from Private Practice: Likelihood of Returning



Q.16. If your change of status or position involved a departure from **private practice**, how likely do you believe it is that you will return at some point to private practice? Would you say that it is very likely, somewhat likely, not very likely or not at all likely that you will at some point return to private practice?

Base: Among those whose change of status or position involved a departure from private practice (excluding any respondents who indicated parental/maternity leave in their previous or current status)

# When Select Respondents Will Return to Private Practice

	Respondents Whose Previous/ Current Position Was Anything Other Than Parental Leave	Women	Men
n=	258	152	106
%	%	%	%
<b>NET Likely to Return to Private Practice</b>	34	34	34

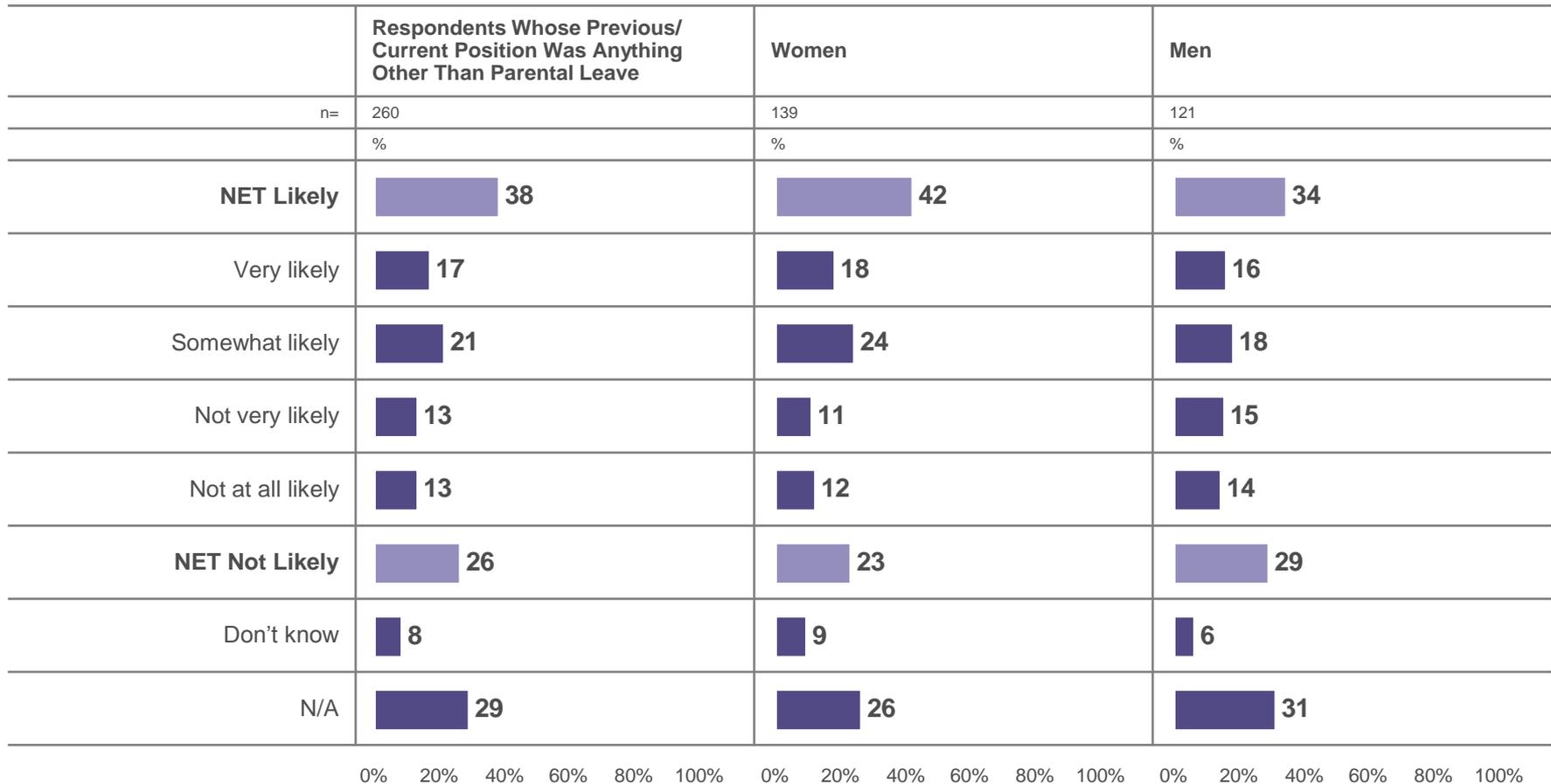


Do you have a sense of when you intend to return to private practice?		Women	Men
n=	87	51	36
Less than 1 year	44	45	42
1-2 years	17	8	31
3-4 years	8	8	8
More than 4 years	7	6	8
Don't know	24	33	11

0% 20% 40% 60% 80% 100% 0% 20% 40% 60% 80% 100% 0% 20% 40% 60% 80% 100%

Q.17. Do you have a sense of when you intend to return to private practice?  
Base: Answered "Very likely" or "Somewhat likely" to Q16

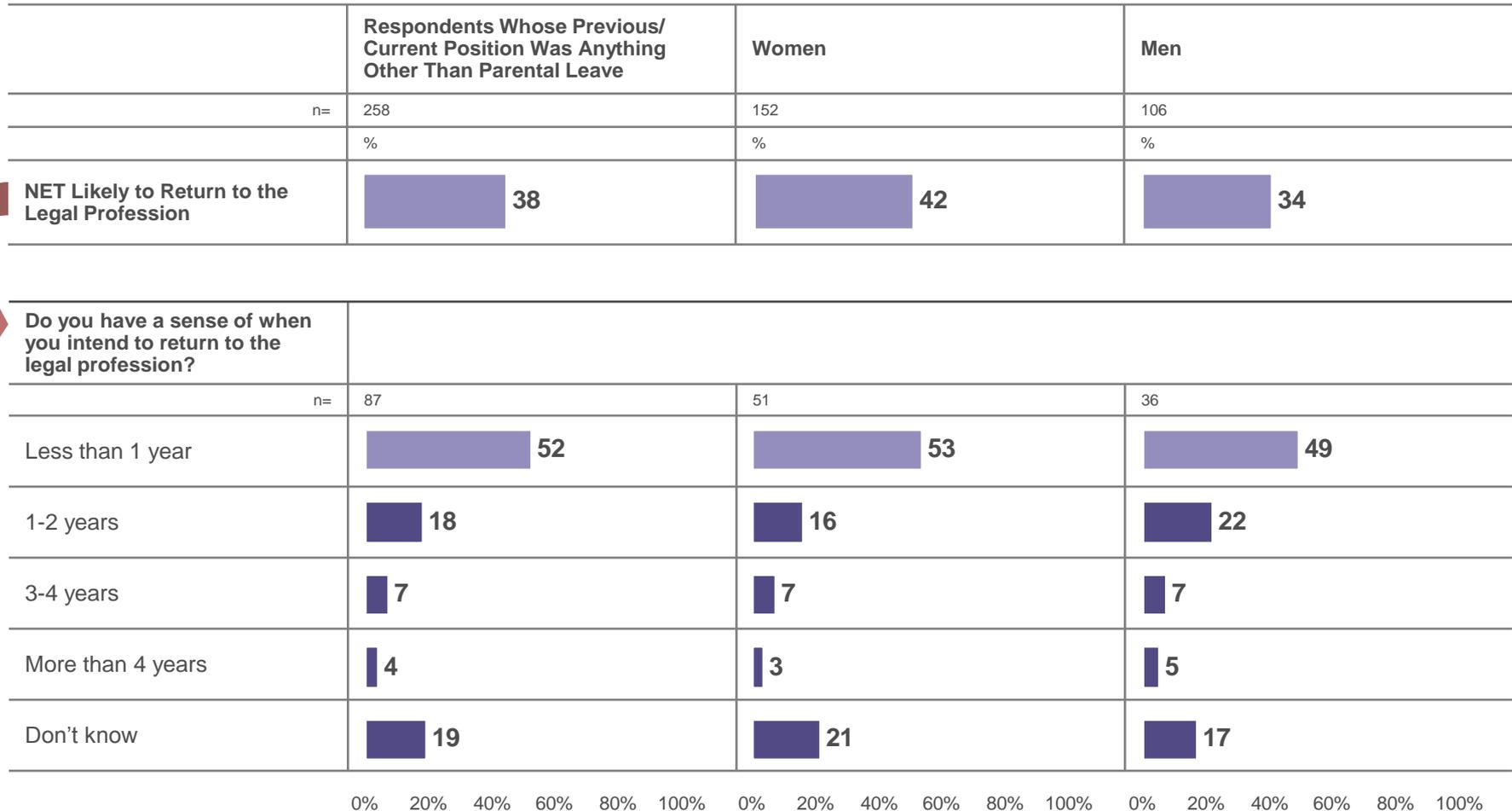
# Departed from Legal Profession: Likelihood of Returning



Q.19. If your change of status or position involved a departure from the legal profession, how likely do you believe it is that you will return at some point to the legal profession? Would you say that it is very likely, somewhat likely, not very likely or not at all likely that you will at some point return to the legal profession?

Base: IF Q.6 = MATERNITY OR PARENTAL LEAVE, RETIRED, NOT WORKING IN LAW, NOT WORKING FOR PAY SELECTED AS "CURRENT POSITION",

# When Select Respondents Will Return to the Legal Profession

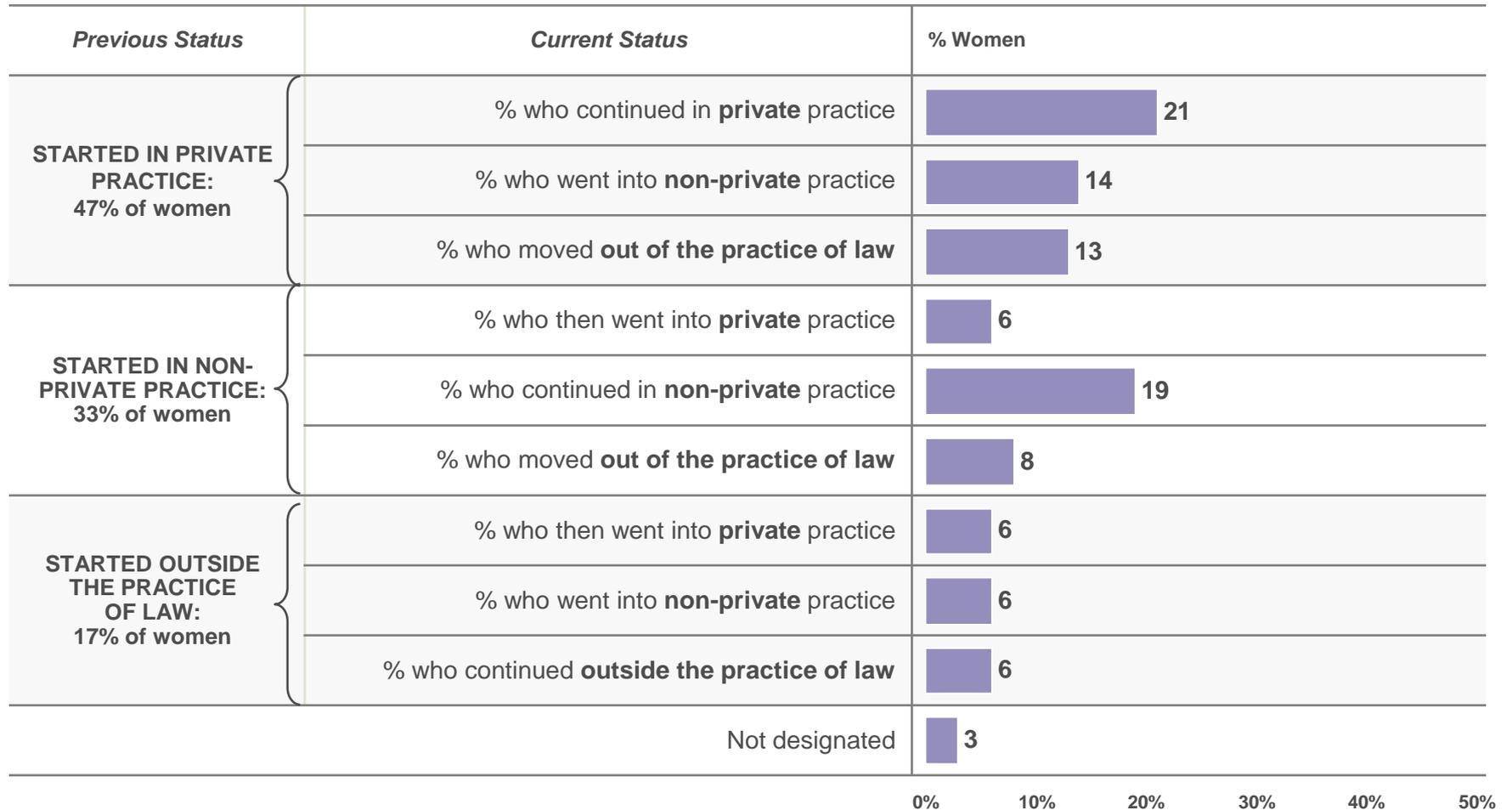


Q.20. Do you have a sense of when you intend to return to the legal profession?  
Base: Answered "Very likely" or "Somewhat likely" to Q19

## Appendix: Detailed Tables

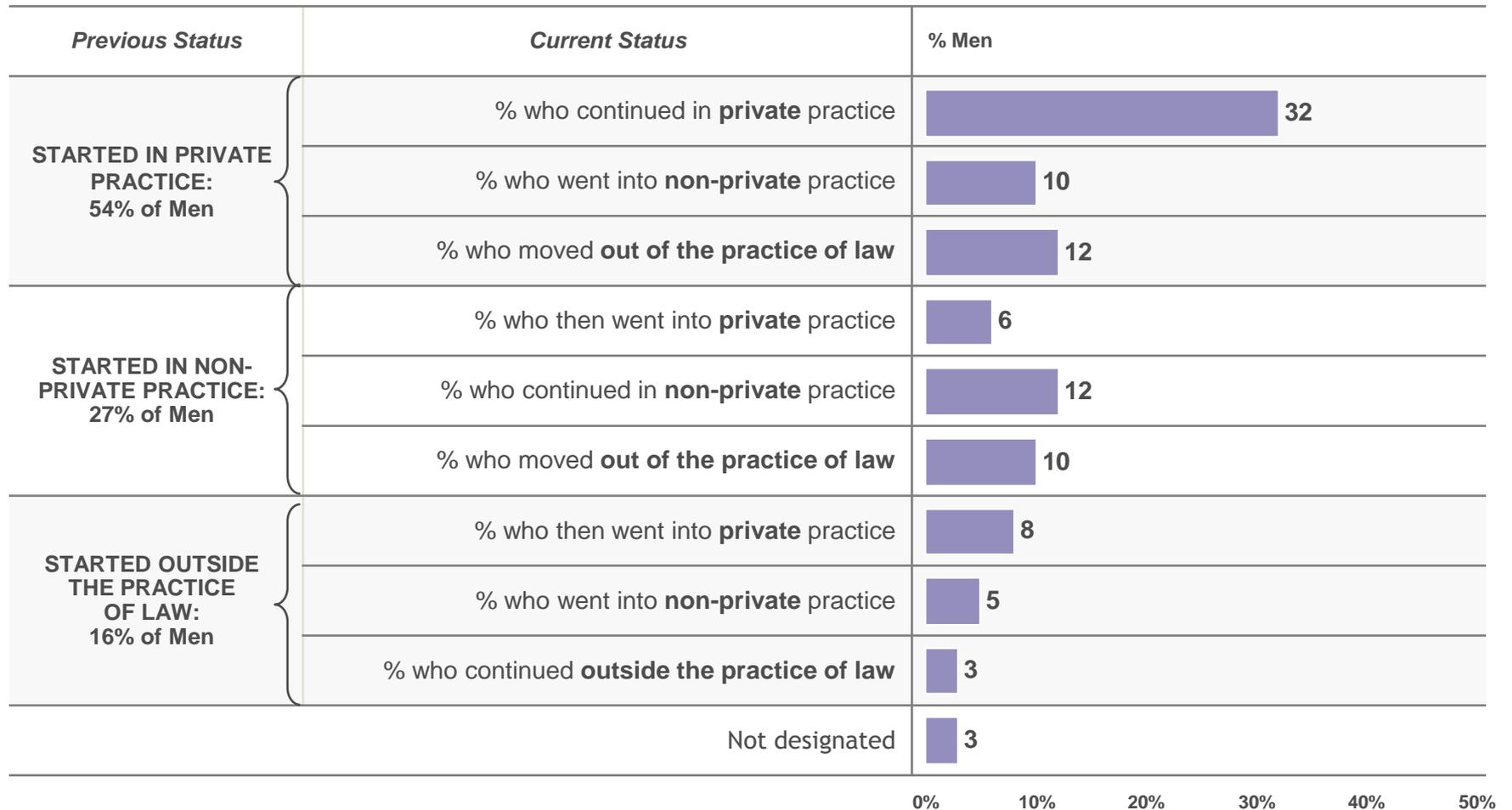
Detailed Overview of  
Originating Practice  
Type and Current  
Practice Type Among  
All Respondent  
Segments

# Change of Status – Among Women



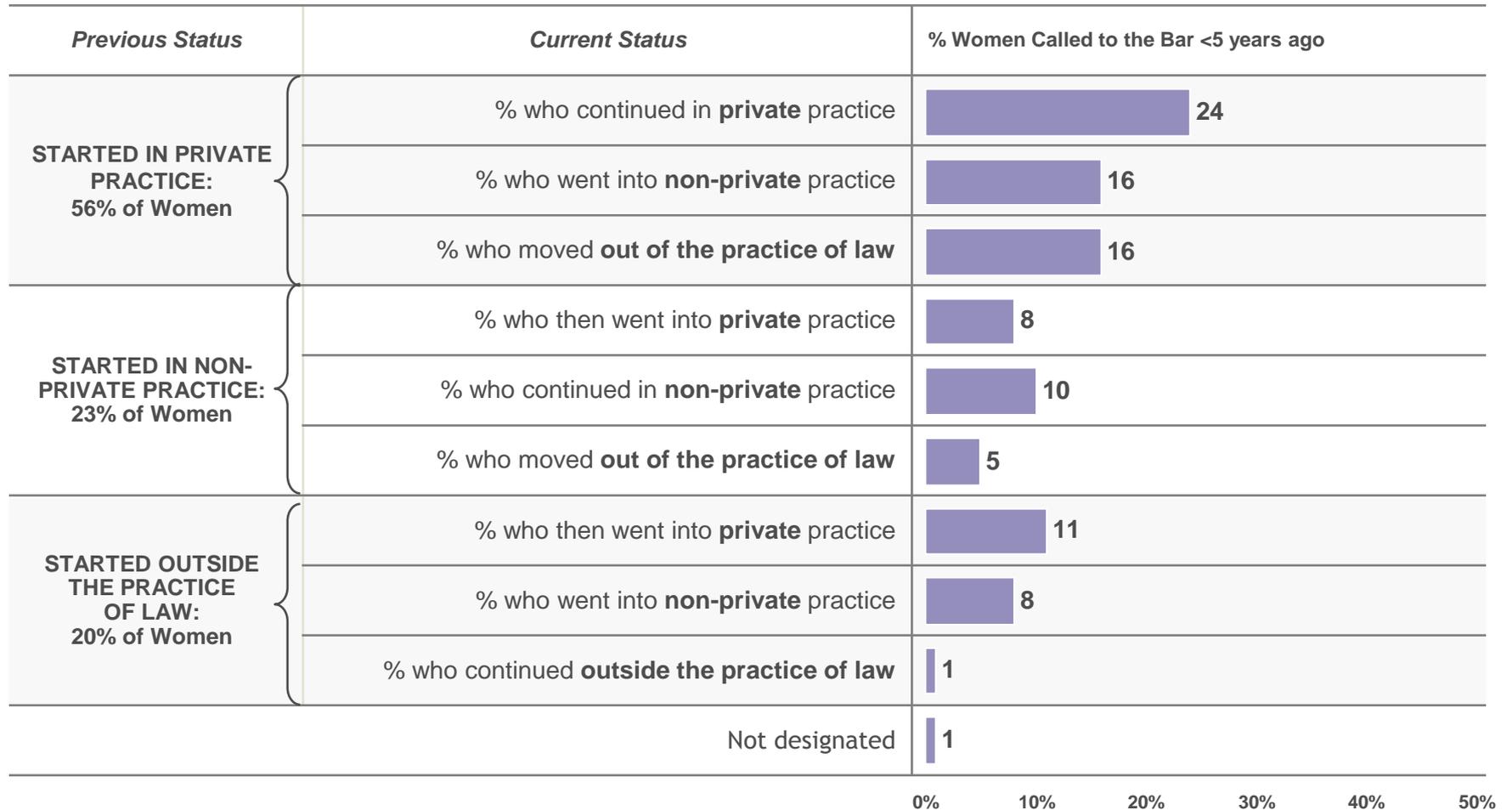
Base: All Respondents (excluding any respondents who indicated parental/maternity leave in their previous or current status) n=1071

# Change of Status – Among Men



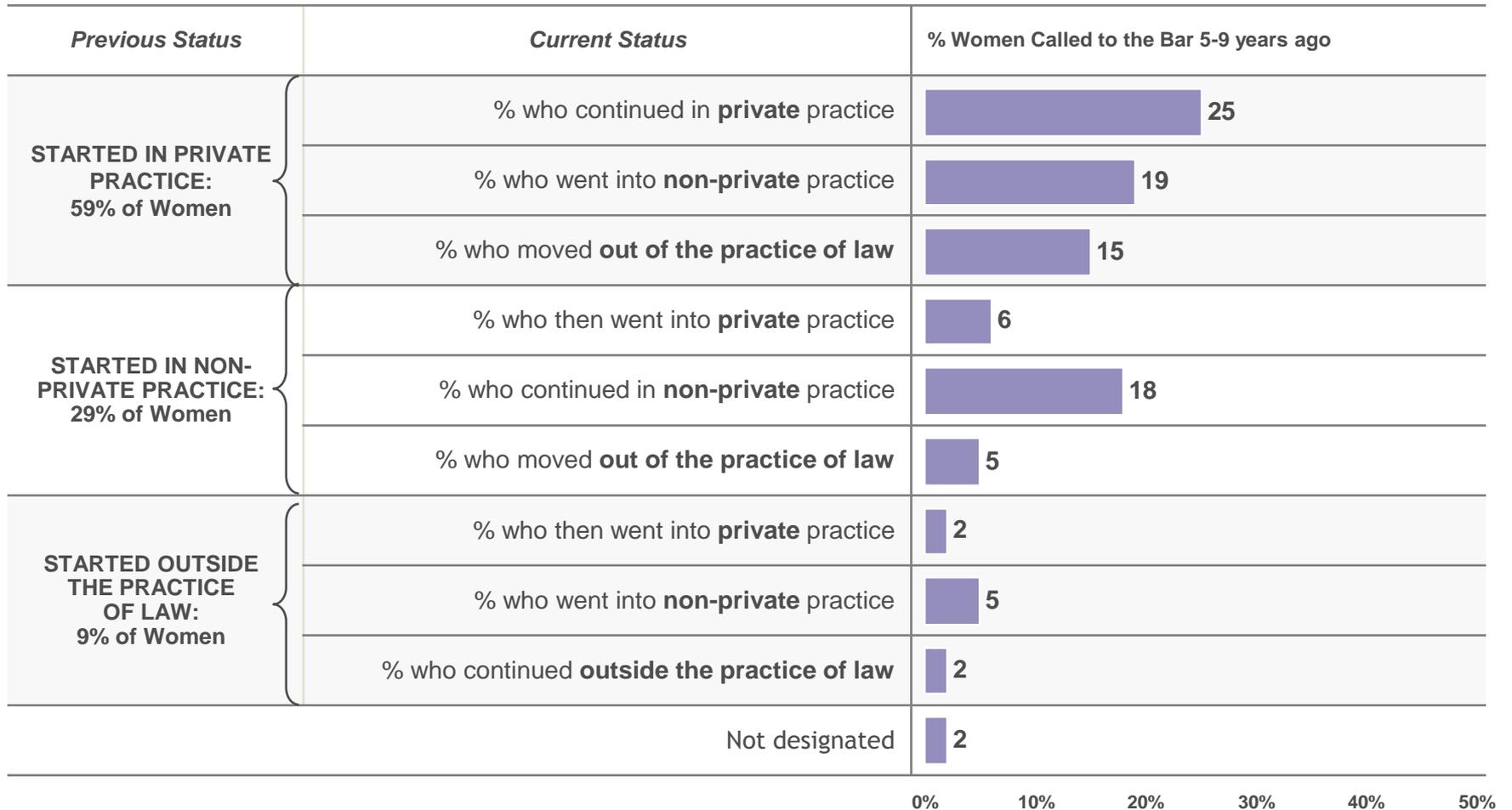
Base: All Respondents (excluding any respondents who indicated parental/maternity leave in their previous or current status) n=1071

# Change of Status – Among Women Called to the Bar <5 Years Ago



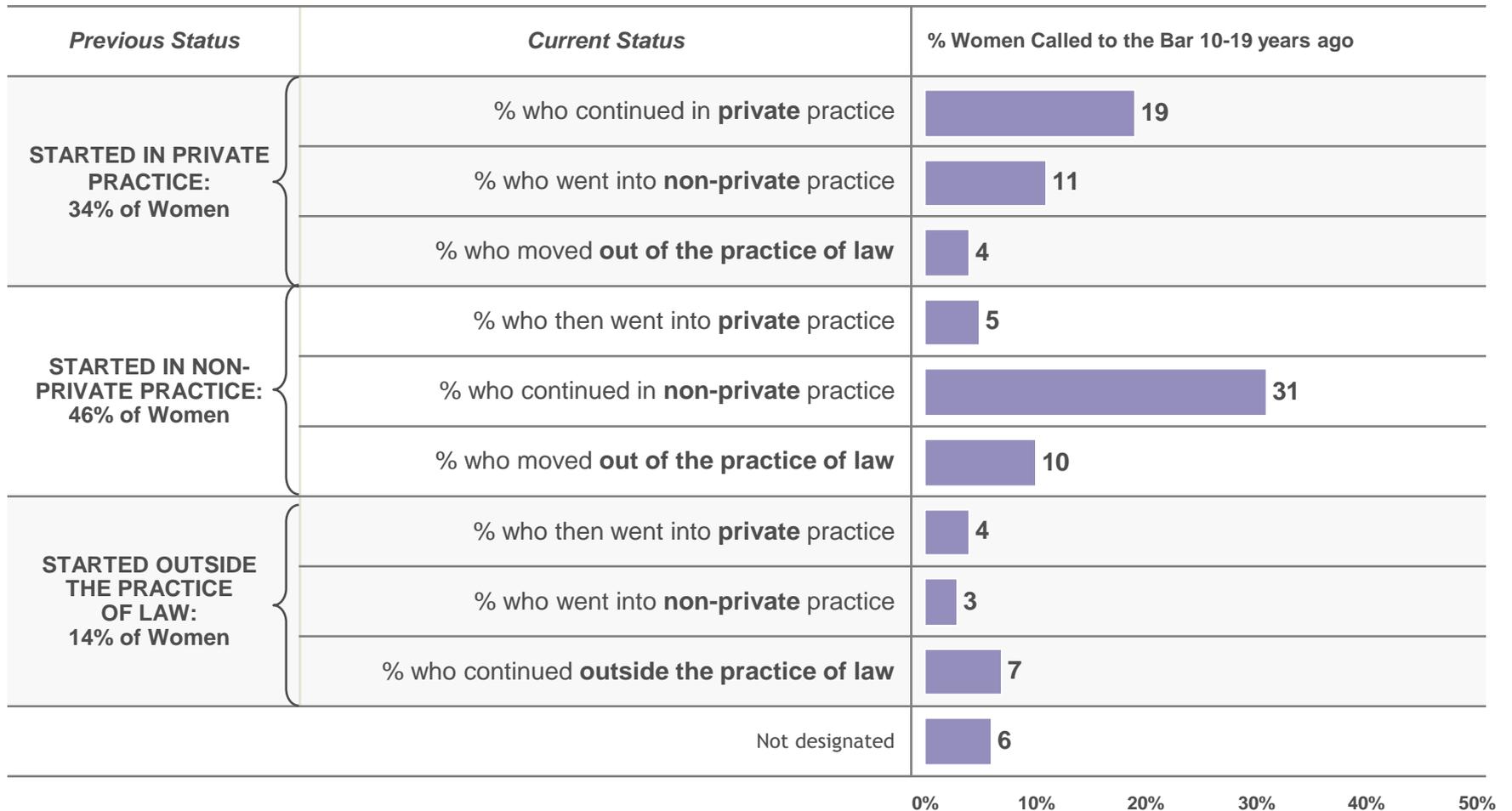
Base: All Respondents (excluding any respondents who indicated parental/maternity leave in their previous or current status) n=1071

# Change of Status – Among Women Called to the Bar 5-9 Years Ago



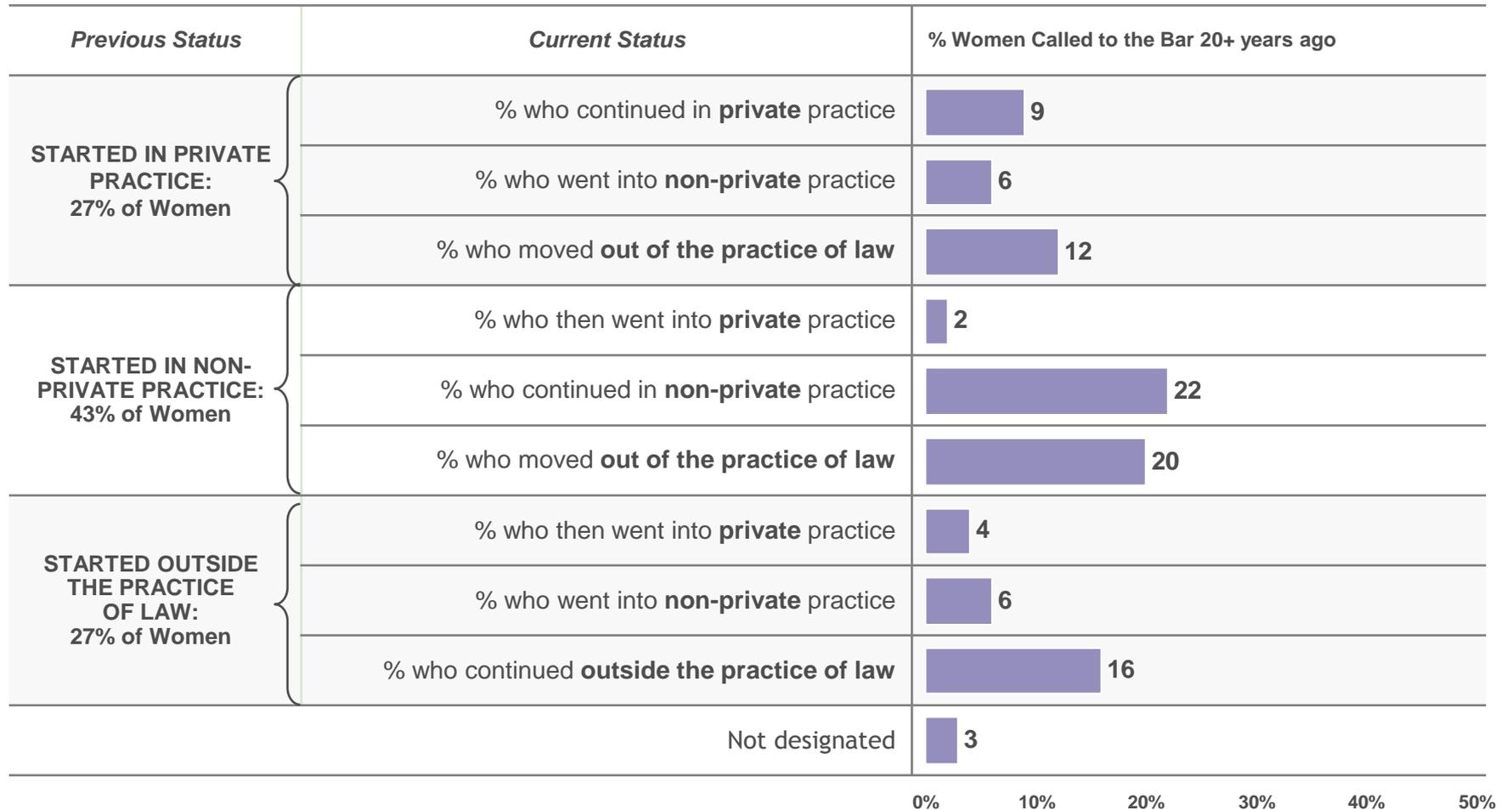
Base: All Respondents (excluding any respondents who indicated parental/maternity leave in their previous or current status) n=1071

# Change of Status – Among Women Called to the Bar 10-19 Years Ago



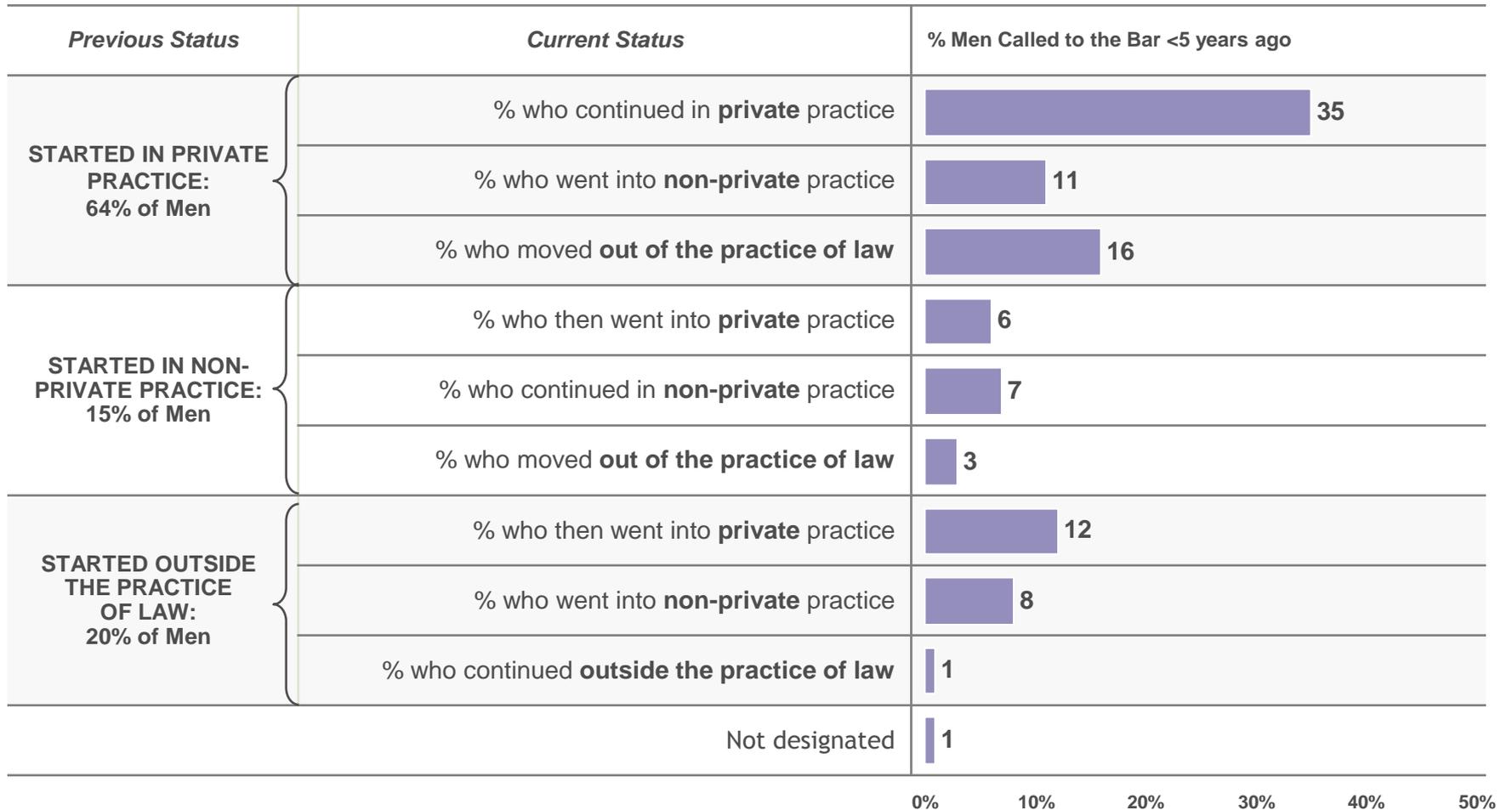
Base: All Respondents (excluding any respondents who indicated parental/maternity leave in their previous or current status) n=1071

# Change of Status – Among Women Called to the Bar 20+ Years Ago



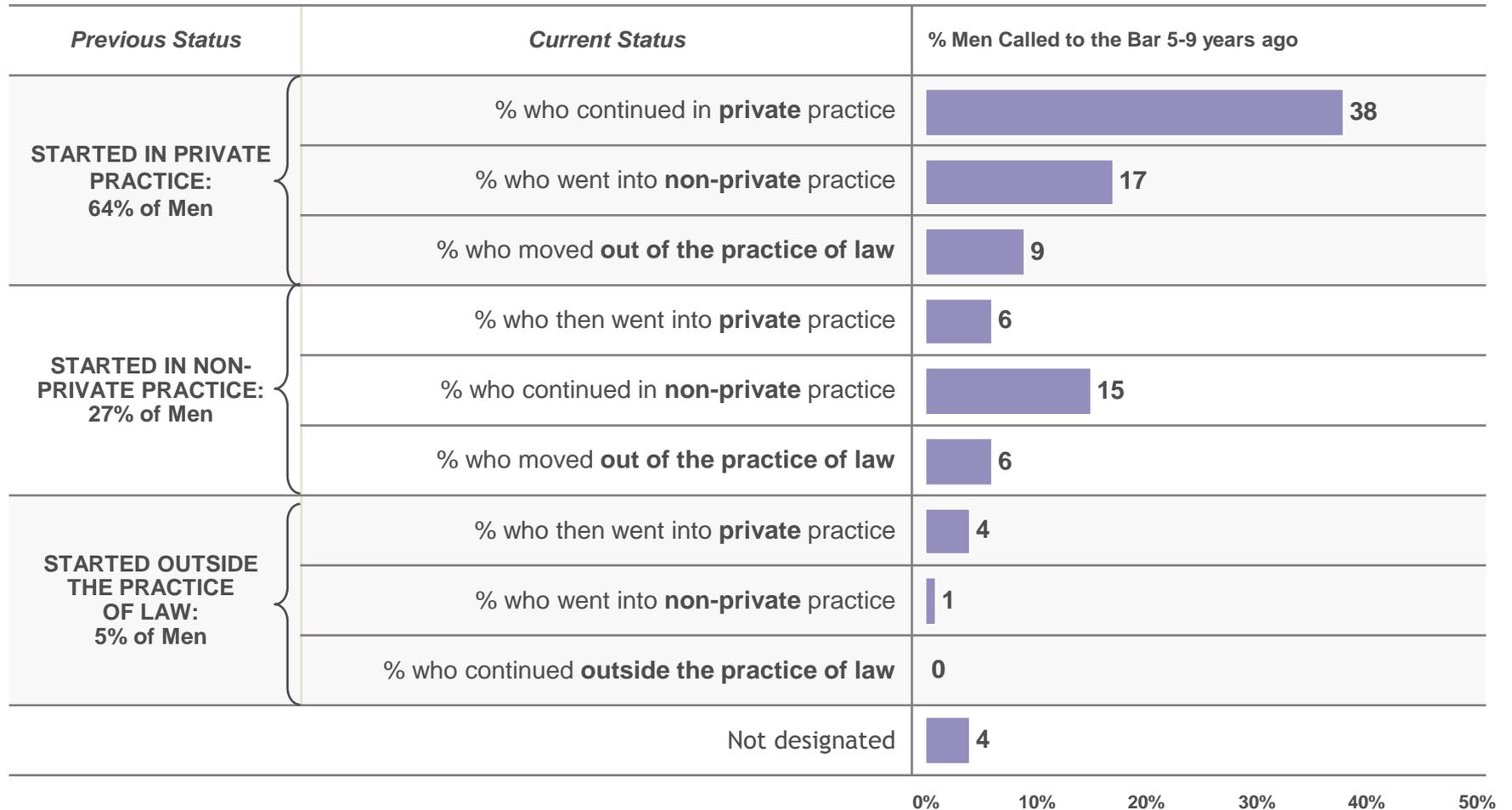
Base: All Respondents (excluding any respondents who indicated parental/maternity leave in their previous or current status) n=1071

# Change of Status – Among Men Called to the Bar <5 Years Ago



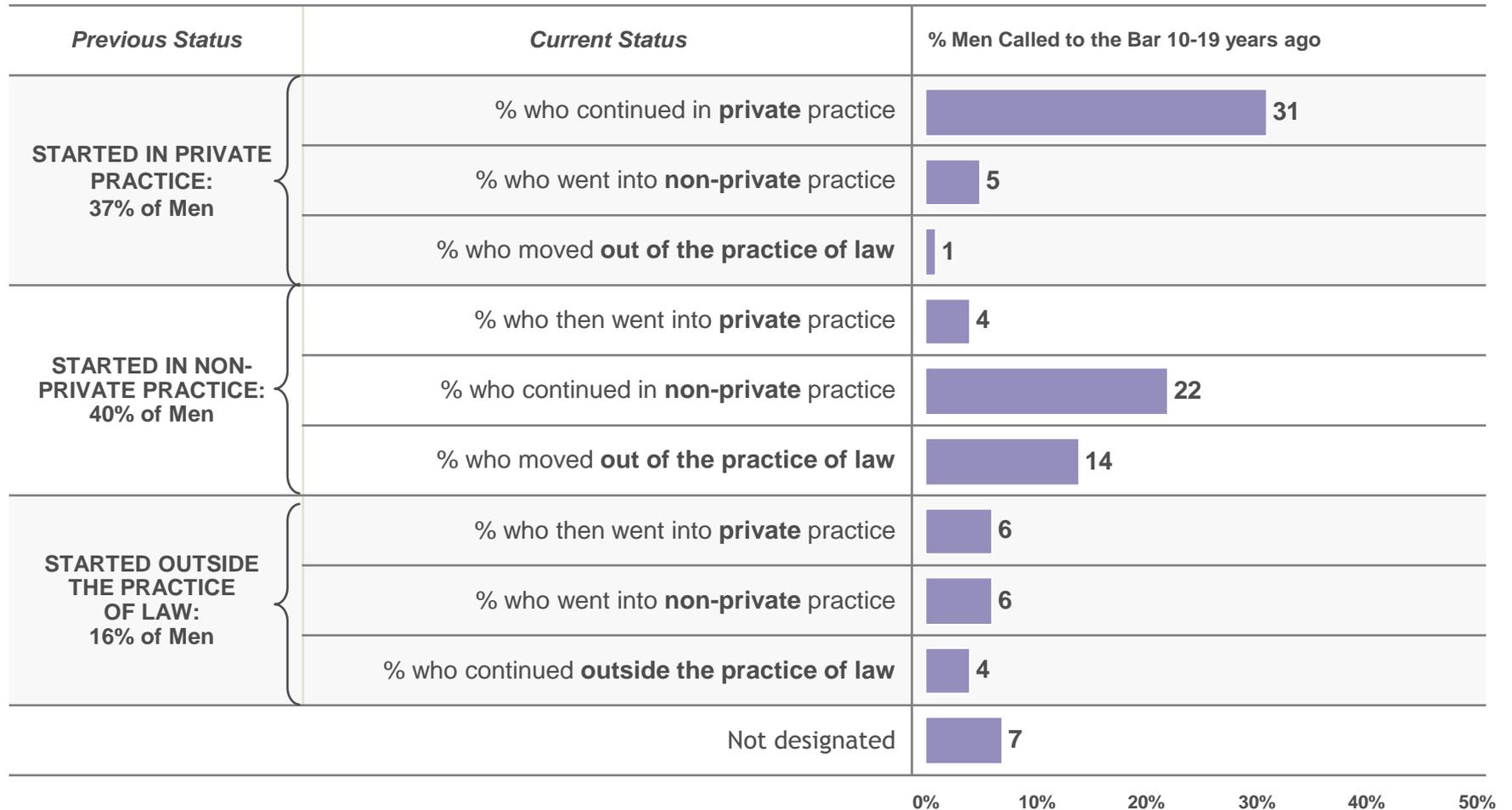
Base: All Respondents (excluding any respondents who indicated parental/maternity leave in their previous or current status) n=1071

# Change of Status – Among Men Called to the Bar 5-9 Years Ago



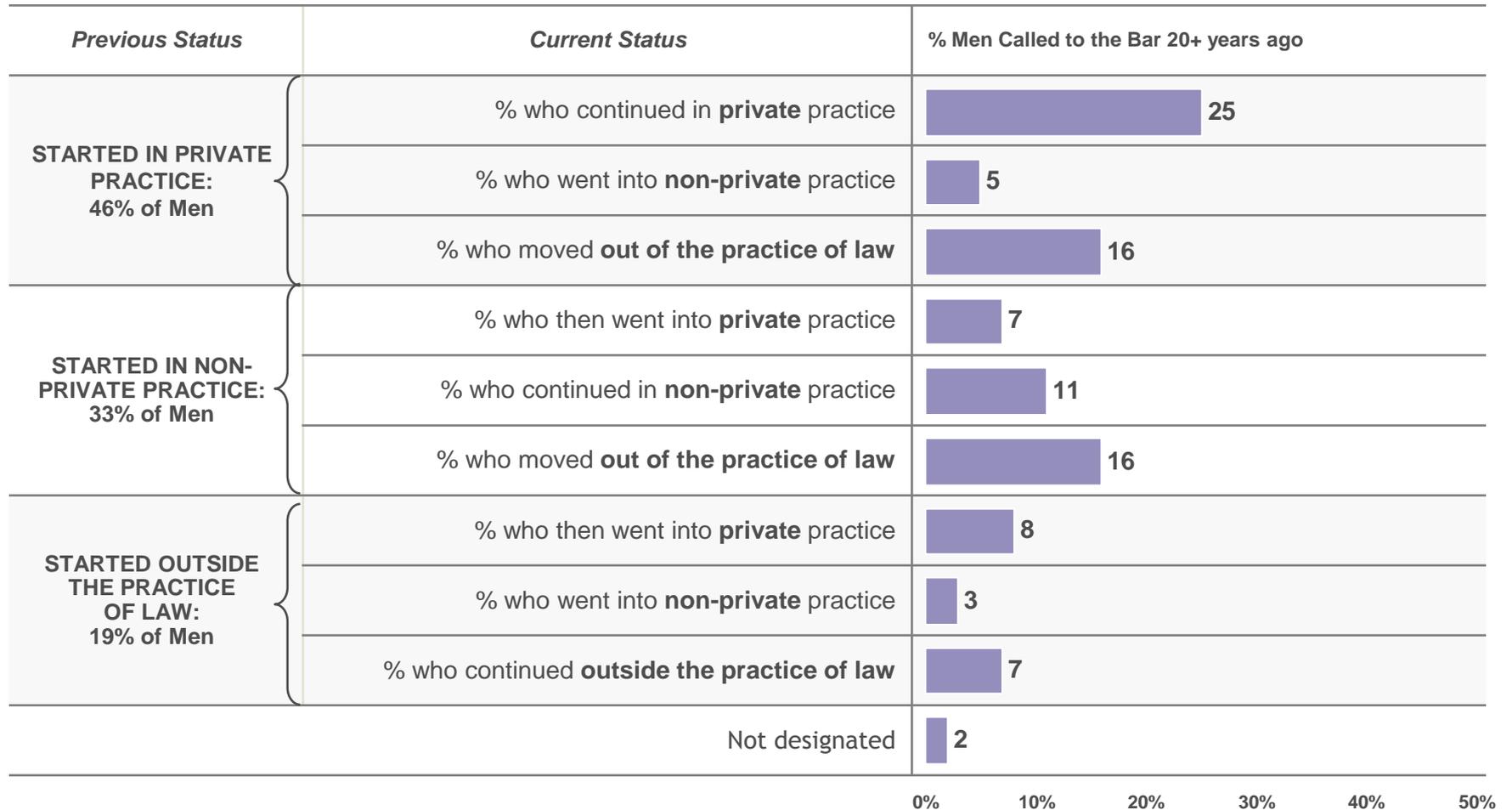
Base: All Respondents (excluding any respondents who indicated parental/maternity leave in their previous or current status) n=1071

# Change of Status – Among Men Called to the Bar 10-19 Years Ago



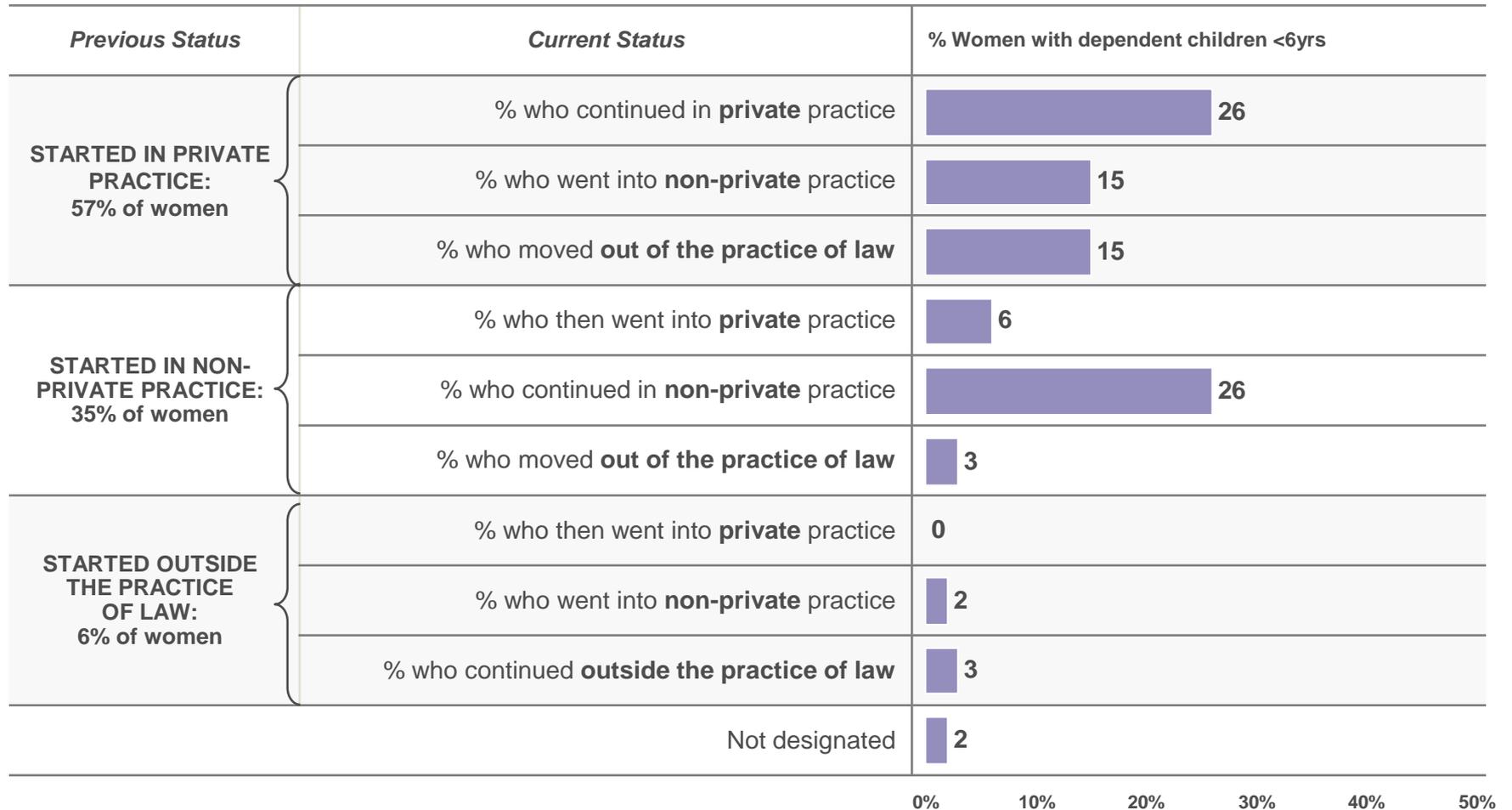
Base: All Respondents (excluding any respondents who indicated parental/maternity leave in their previous or current status) n=1071

# Change of Status – Among Men Called to the Bar 20+ Years Ago



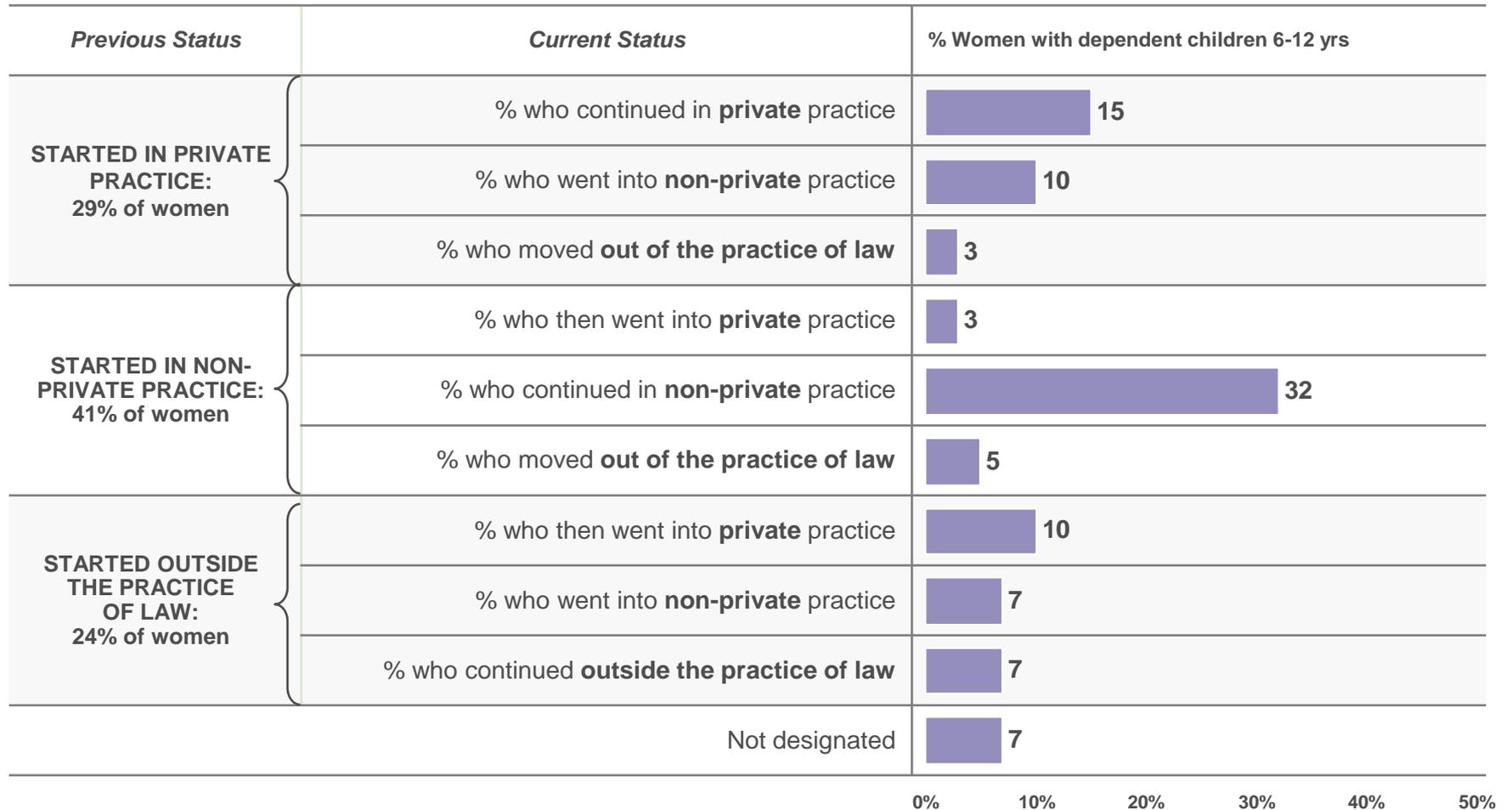
Base: All Respondents (excluding any respondents who indicated parental/maternity leave in their previous or current status) n=1071

# Change of Status – Among Women with Children <6 Years Old



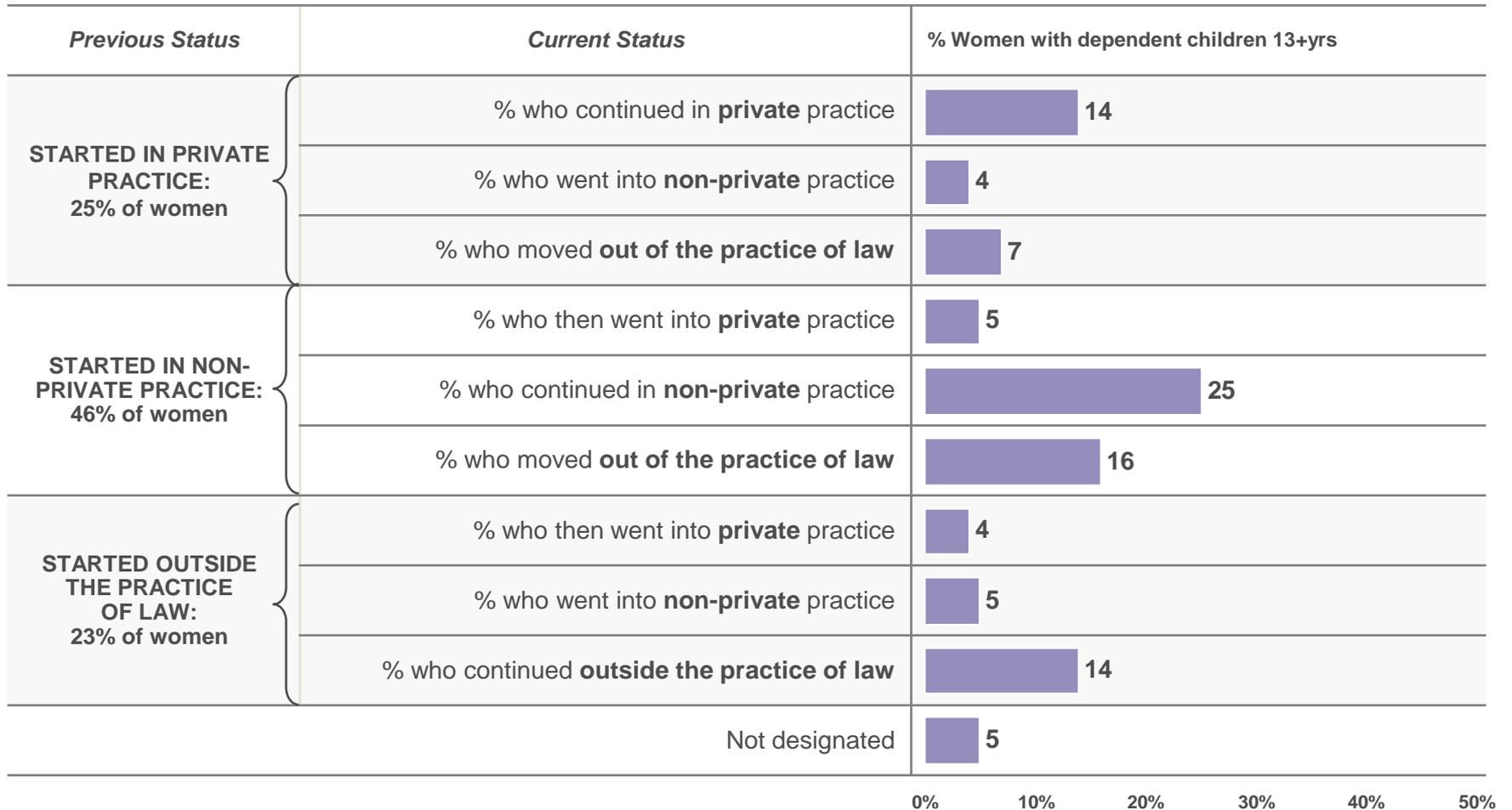
Base: All Respondents (excluding any respondents who indicated parental/maternity leave in their previous or current status) n=1071

# Change of Status – Among Women with Children 6-12 Years Old



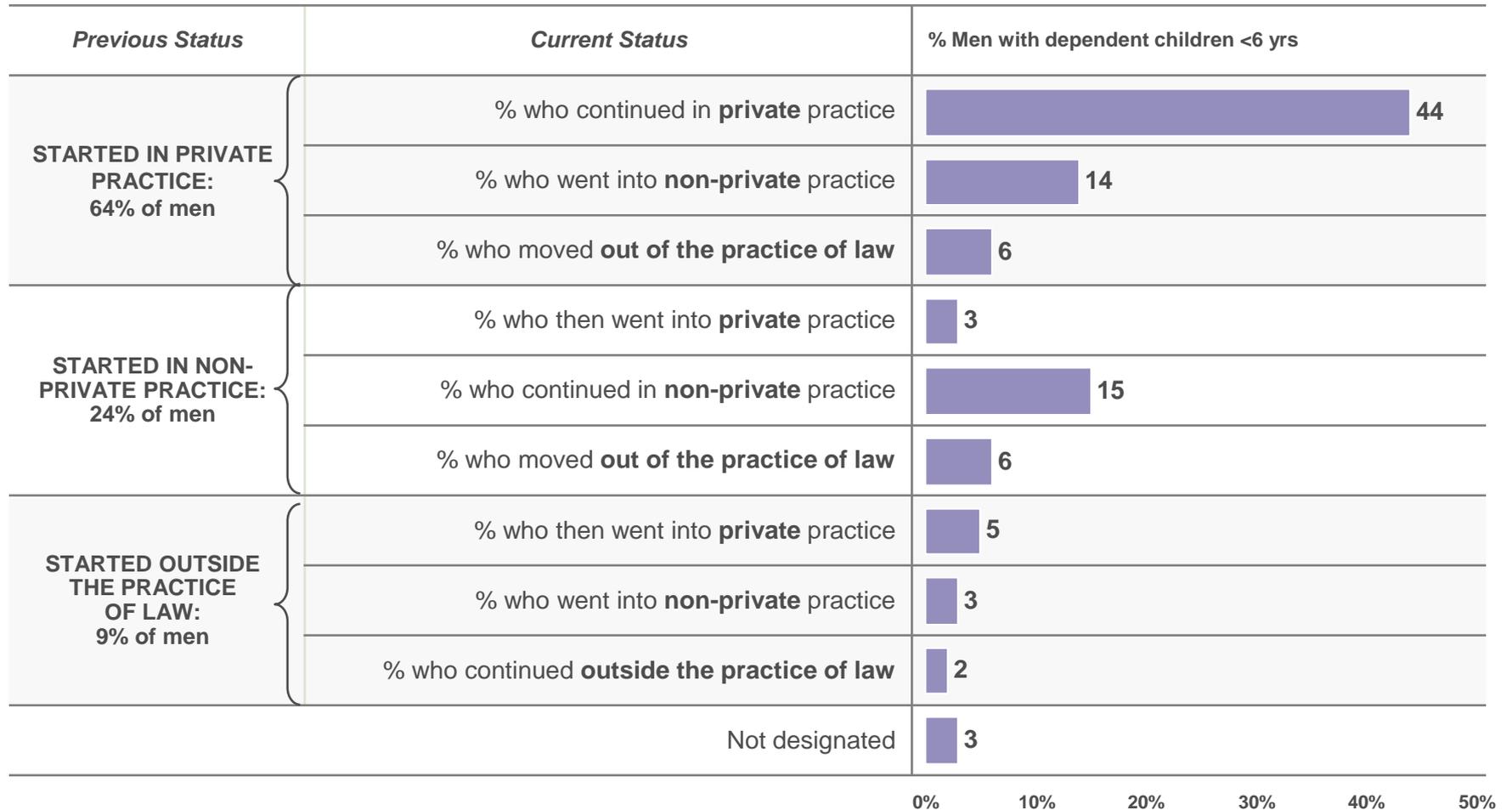
Base: All Respondents (excluding any respondents who indicated parental/maternity leave in their previous or current status) n=1071

# Change of Status – Among Women with Children 13+ Years Old



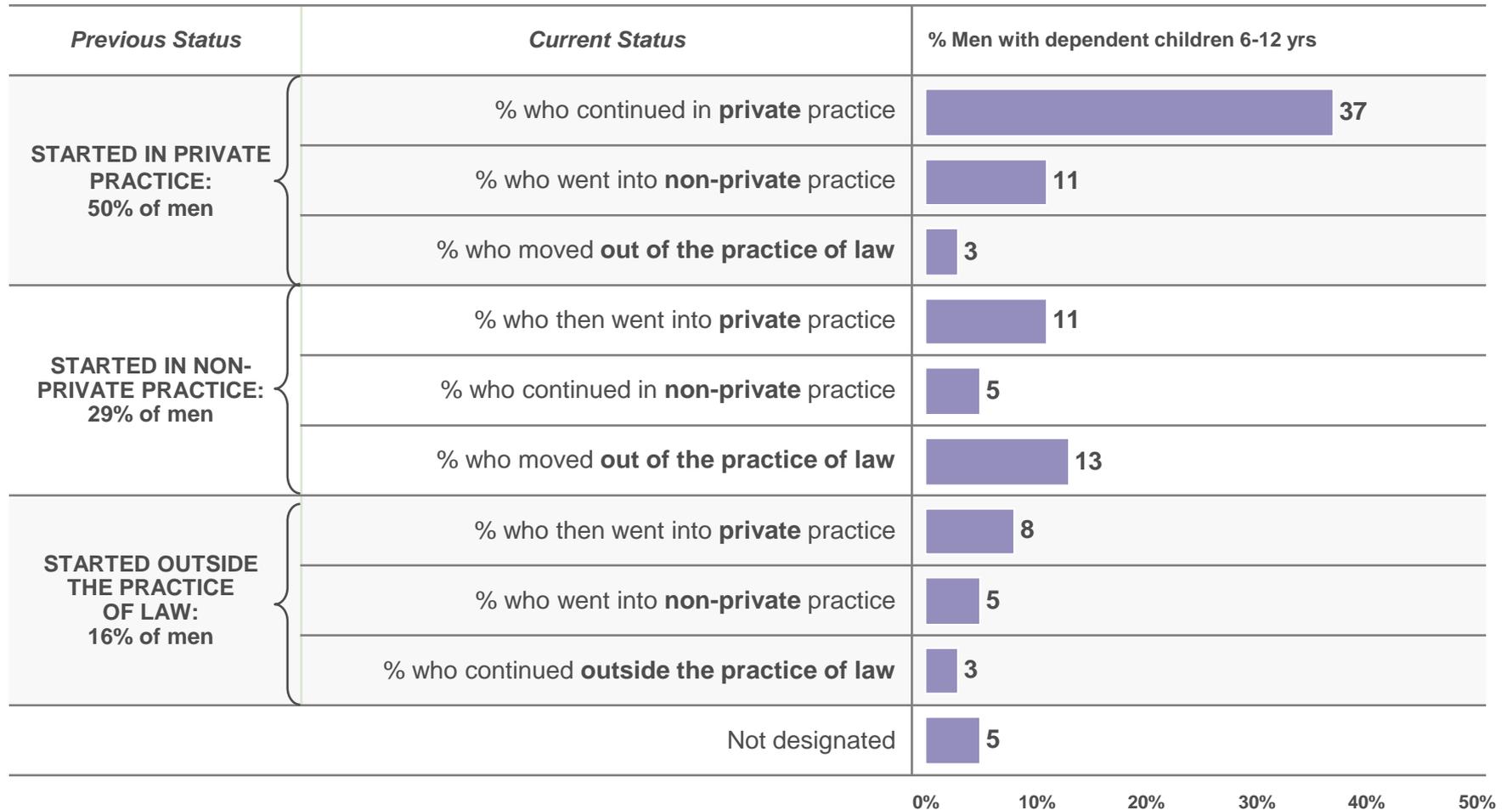
Base: All Respondents (excluding any respondents who indicated parental/maternity leave in their previous or current status) n=1071

# Change of Status – Among Men with Children <6 Years Old



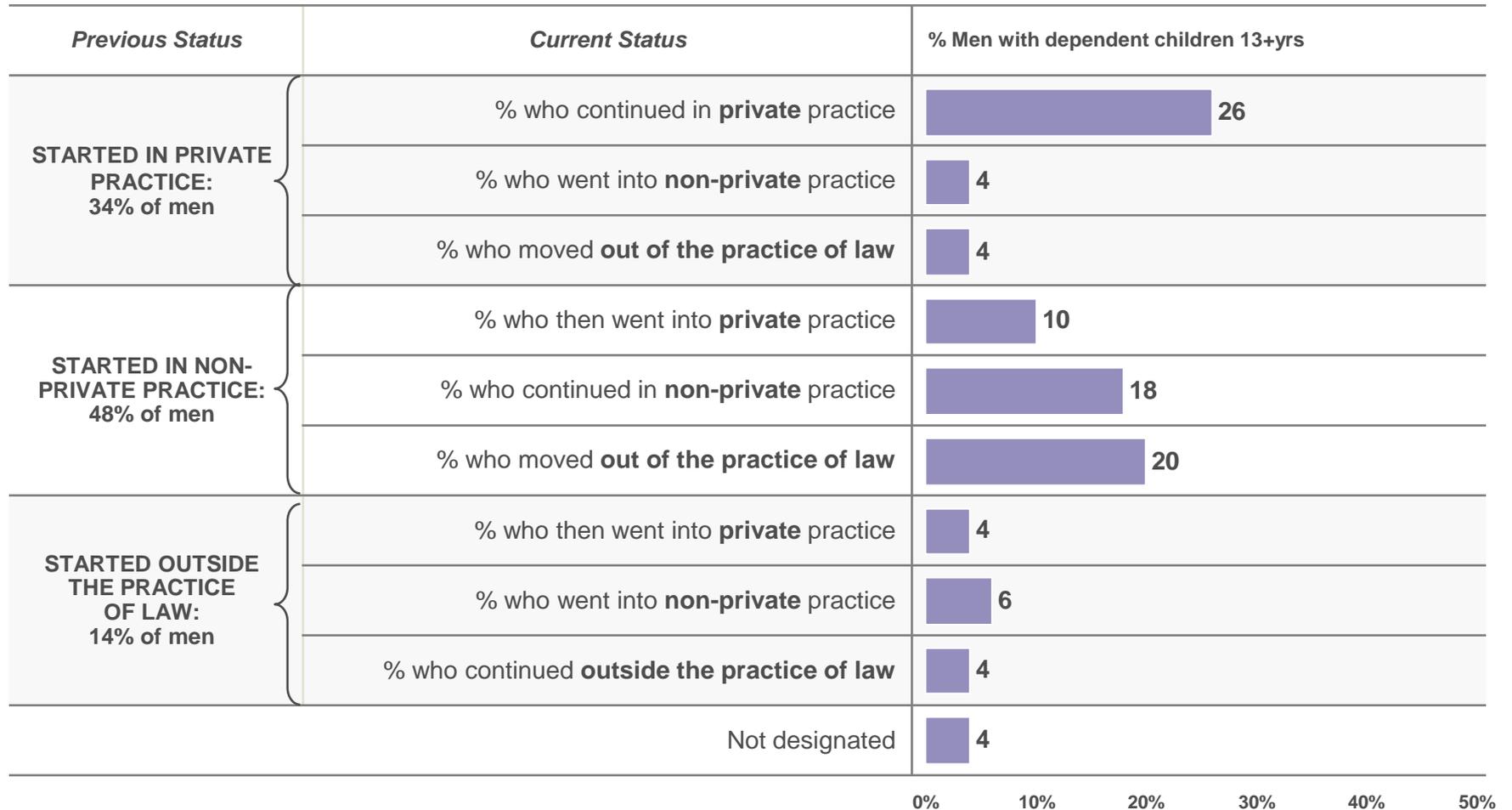
Base: All Respondents (excluding any respondents who indicated parental/maternity leave in their previous or current status) n=1071

# Change of Status – Among Men with Children 6-12 Years Old



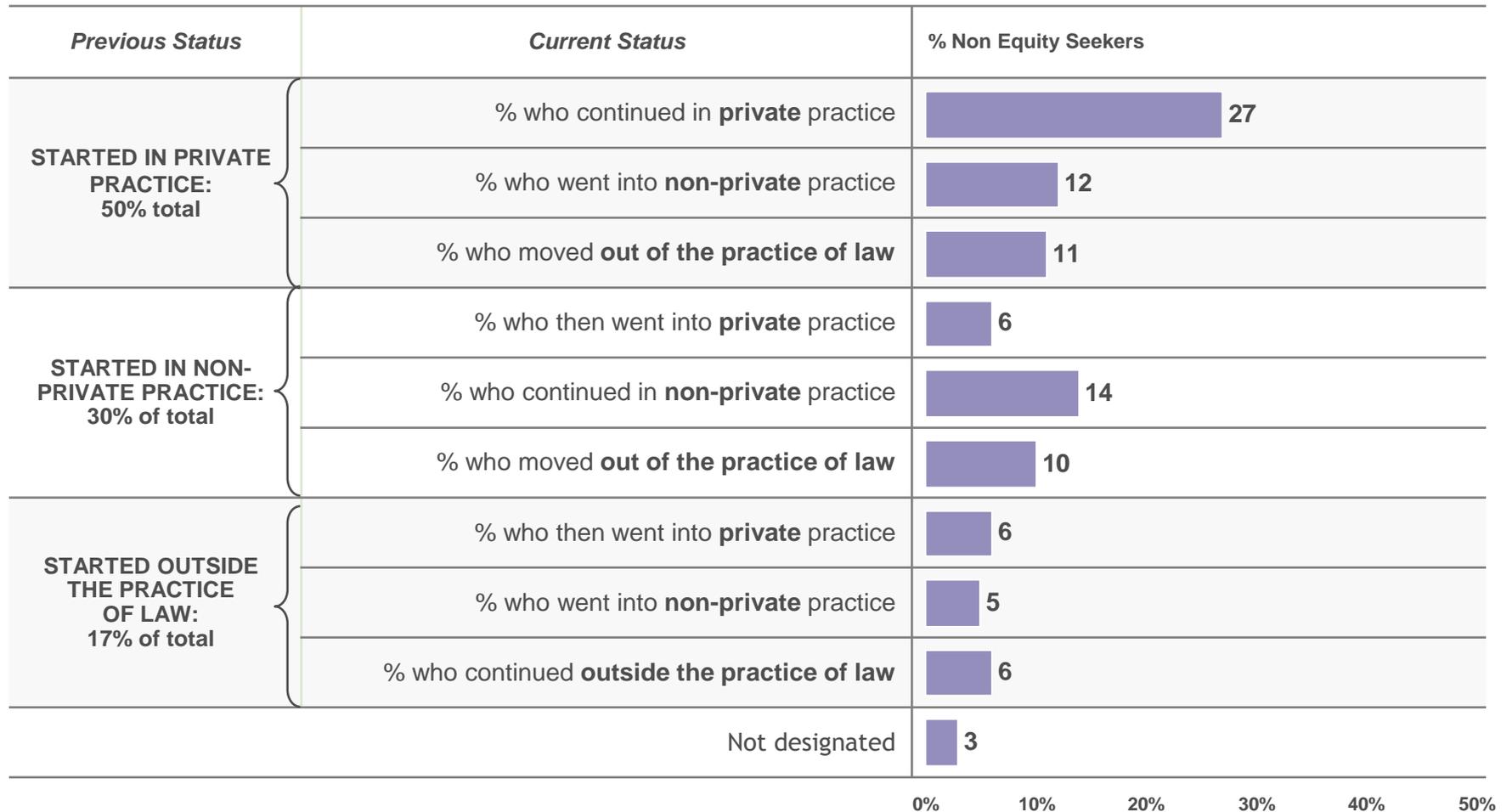
Base: All Respondents (excluding any respondents who indicated parental/maternity leave in their previous or current status) n=1071

# Change of Status – Among Men with Children 13+ Years Old



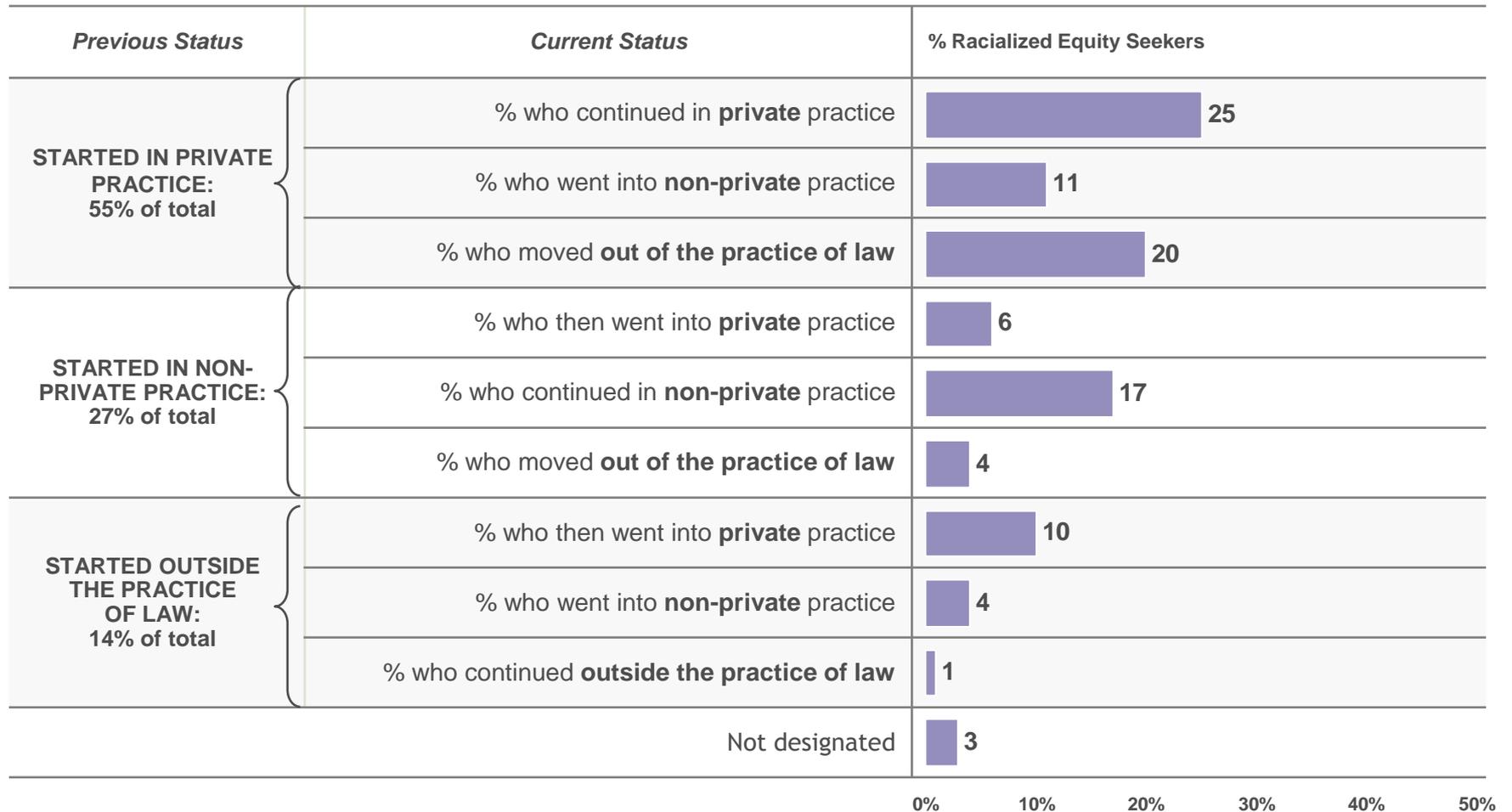
Base: All Respondents (excluding any respondents who indicated parental/maternity leave in their previous or current status) n=1071

# Change of Status – Among Non Equity Seekers



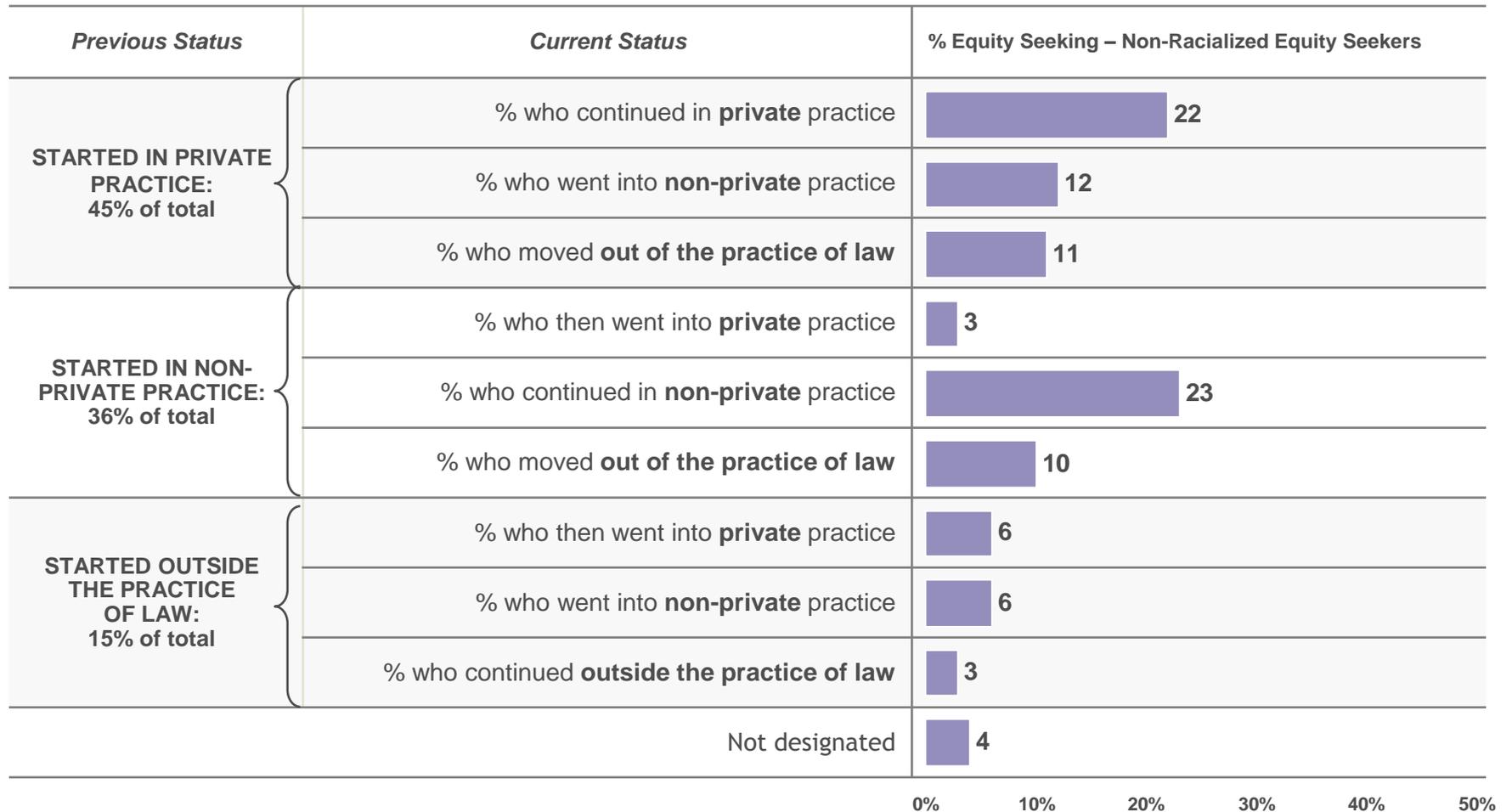
Base: All Respondents (excluding any respondents who indicated parental/maternity leave in their previous or current status) n=1071

# Change of Status – Among Racialized Equity Seekers



Base: All Respondents (excluding any respondents who indicated parental/maternity leave in their previous or current status) n=1071

# Change of Status – Among Non-Racialized Equity Seekers



Base: All Respondents (excluding any respondents who indicated parental/maternity leave in their previous or current status) n=1071

Areas of Practice  
Based On Type of  
Change of Status

# Areas of Practice in Previous Versus Current Position

Top Practice Area	FROM PRIVATE TO PRIVATE		FROM PRIVATE TO NON-PRIVATE		FROM NON-PRIVATE TO PRIVATE		FROM NON-PRIVATE TO NON-PRIVATE	
	PREVIOUS (Private)	CURRENT (Private)	PREVIOUS (Private)	CURRENT (Non-Private)	PREVIOUS (Non-private)	CURRENT (Private)	PREVIOUS (Non-private)	CURRENT (Non-private)
	%	%	%	%	%	%	%	%
Aboriginal Law	<1	<1	2	4	2	-	4	5
ADR/Mediation Services	-	-	-	1	2	2	1	1
Administrative Law	3	3	2	7	5	2	13	15
Bankruptcy & Insolvency Law	<1	1	2	1	2	5	1	-
Civil Litigation-Plaintiff	14	13	9	2	-	5	-	-
Civil Litigation-Defendant	15	12	14	7	5	18	5	4
Construction Law	1	<1	1	2	2	-	-	1
Corporate/Commercial Law	7	9	13	14	17	11	5	6
Criminal/Quasi Criminal	4	8	8	7	17	15	18	18
Employment/Labour Law	5	5	8	6	7	5	5	7
Environmental Law	1	1	2	1	2	2	1	1
Family/Matrimonial Law	12	11	10	2	2	3	2	2

Q12. Please indicate how strongly you agree or disagree with the following statements as they relate to your previous status or position and your current status or position. Please do this using a scale from 1 to 5, where “1” means that you agree strongly and “5” means that you disagree strongly, please indicate the extent to which each of the following describes your previous position and your current position. If you don’t know or you do not feel the statement is applicable to you, you may indicate that.

Base: All Respondents (excluding any respondents who indicated parental/maternity leave in their previous or current status) n=1071

# Areas of Practice in Previous Versus Current Position (cont'd)

Top Practice Area	FROM PRIVATE TO PRIVATE		FROM PRIVATE TO NON-PRIVATE		FROM NON-PRIVATE TO PRIVATE		FROM NON-PRIVATE TO NON-PRIVATE	
	PREVIOUS (Private)	CURRENT (Private)	PREVIOUS (Private)	CURRENT (Non-Private)	PREVIOUS (Non-private)	CURRENT (Private)	PREVIOUS (Non-private)	CURRENT (Non-private)
	%	%	%	%	%	%	%	%
Human Rights/Social Justice	-	-	-	-	2	-	3	3
Immigration Law	3	3	2	3	5	5	5	4
Intellectual Property Law	4	4	5	2	3	5	1	-
International Law	<1	-	1	2	-	2	4	2
Language Rights Law	-	-	1	-	-	-	-	-
Poverty Law	-	-	-	-	-	-	2	1
Real Estate Law	12	13	5	2	-	8	2	2
Securities Law	2	1	2	6	5	3	2	2
Tax Law	4	5	4	6	-	-	5	5
Wills, Estates, Trusts Law	3	2	2	2	-	2	1	-
Workplace Safety & Insurance Law	-	-	2	2	2	2	1	1
Other	8	9	9	24	20	8	22	22

Q12. Please indicate how strongly you agree or disagree with the following statements as they relate to your previous status or position and your current status or position. Please do this using a scale from 1 to 5, where "1" means that you agree strongly and "5" means that you disagree strongly, please indicate the extent to which each of the following describes your previous position and your current position. If you don't know or you do not feel the statement is applicable to you, you may indicate that.

Base: All Respondents (excluding any respondents who indicated parental/maternity leave in their previous or current status) n=1071

Attitudes/Perceptions of  
Previous Versus Current  
Position Based On Type  
of Change of Status (All  
Respondents)

# Attitudes /Perceptions of Previous Versus Current Position

	FROM PRIVATE TO PRIVATE		FROM PRIVATE TO NON-PRIVATE		FROM NON-PRIVATE TO PRIVATE		FROM NON-PRIVATE TO NON-PRIVATE	
	PREVIOUS (Private)	CURRENT (Private)	PREVIOUS (Private)	CURRENT (Non-Private)	PREVIOUS (Non-private)	CURRENT (Private)	PREVIOUS (Non-private)	CURRENT (Non-private)
Top 2 Box Agree	% agree	% agree	% agree	% agree	% agree	% agree	% agree	% agree
The pay is good	49	53	62	51	51	55	43	51
I have the freedom to decide what I do in my job	42	70	36	35	34	53	40	41
I control the scheduling	43	72	34	43	34	53	35	37
The benefits are good	41	38	44	68	48	36	78	79
The job allows me to use my talents and legal skills	64	87	61	76	54	87	66	78
The opportunities for promotion are excellent	22	44	25	41	14	44	21	31
Job security is good	38	52	26	59	34	39	71	70

Q12. Please indicate how strongly you agree or disagree with the following statements as they relate to your previous status or position and your current status or position. Please do this using a scale from 1 to 5, where “1” means that you agree strongly and “5” means that you disagree strongly, please indicate the extent to which each of the following describes your previous position and your current position. If you don’t know or you do not feel the statement is applicable to you, you may indicate that.

# Attitudes /Perceptions of Previous Versus Current Position

	FROM PRIVATE TO PRIVATE		FROM PRIVATE TO NON-PRIVATE		FROM NON-PRIVATE TO PRIVATE		FROM NON-PRIVATE TO NON-PRIVATE	
	PREVIOUS (Private)	CURRENT (Private)	PREVIOUS (Private)	CURRENT (Non-Private)	PREVIOUS (Non-private)	CURRENT (Private)	PREVIOUS (Non-private)	CURRENT (Non-private)
Top 2 Box Agree	% agree	% agree	% agree	% agree	% agree	% agree	% agree	% agree
My workload is too heavy	39	26	62	16	34	31	33	29
I find real enjoyment in my work	40	73	30	73	56	73	57	68
My work is important to society	38	54	29	68	56	55	69	70
The job allows me to balance career and family	32	54	14	79	48	44	61	69
My job is very stressful	62	44	75	20	48	53	42	38
I have a good working relationship with female colleagues	69	76	68	85	75	74	88	91
I have a good working relationship with male colleagues	68	76	71	85	80	79	87	91
I have a good working relationship with support staff	81	77	78	83	73	76	88	94

Q12. Please indicate how strongly you agree or disagree with the following statements as they relate to your previous status or position and your current status or position. Please do this using a scale from 1 to 5, where “1” means that you agree strongly and “5” means that you disagree strongly, please indicate the extent to which each of the following describes your previous position and your current position. If you don’t know or you do not feel the statement is applicable to you, you may indicate that. Base: All Respondents

Base: All Respondents (excluding any respondents who indicated parental/maternity leave in their previous or current status) n=1071