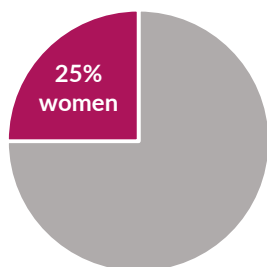


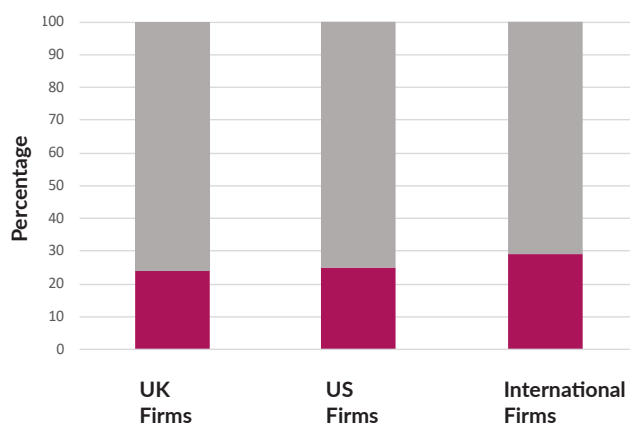


### Total Partner Moves: Men v. Women



- Women made up 25% of movers, down on 27% last year
- We can see that women consistently represent a quarter of the laterals market over a three-year period (25% in 2017)

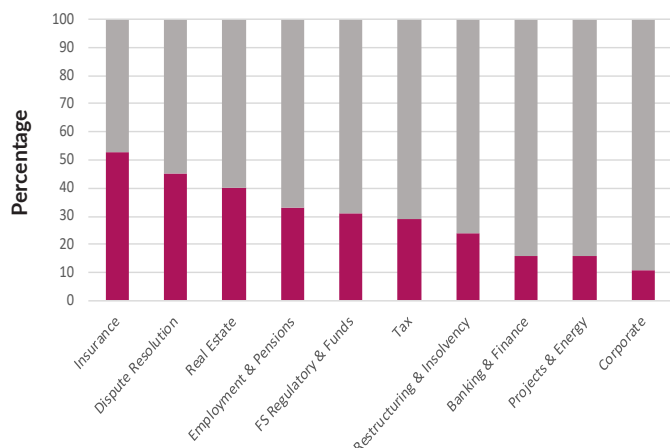
### Partner Hiring by Gender Across Types of Firm



- International firms hired a higher proportion of women (29%) than US (25%) and UK firms (24%)

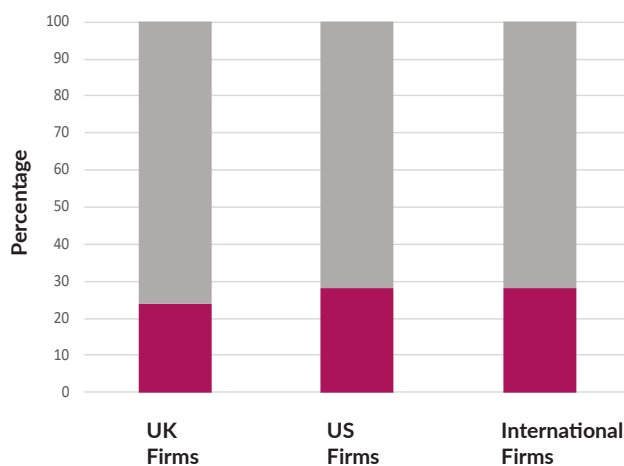
### Top 10 Hiring Practice Areas: Men v. Women

- In the top 10 hiring practice areas, women are best represented in Insurance, Dispute Resolution and Real Estate
- Women are worst represented in Corporate, Projects & Energy and Banking & Finance



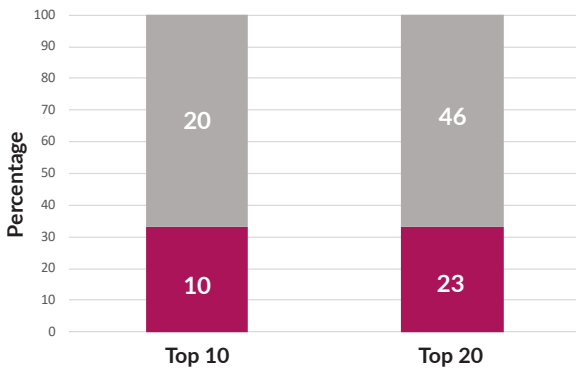
### Partner Departures by Gender Across Types of Firm

- Women make up a smaller proportion of the departures from UK firms (24%) than they do from US (28%) and international firms (28%)

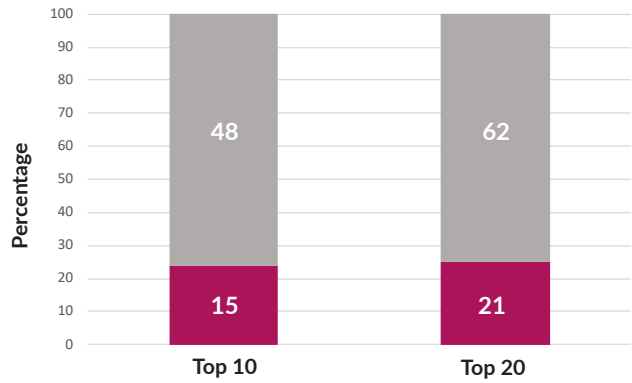


## Partner Hires: Men v. Women

Legal Business (UK) Top 10 and Top 20 Firms



Legal Business Global Top 10 and Top 20 Firms

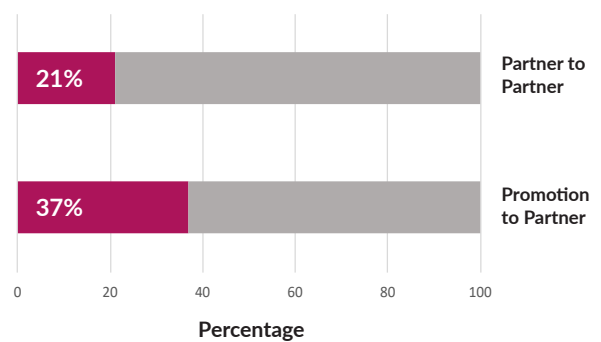


- Female partners made up a third of moves in the Legal Business (UK) top 10 firms, compared to almost 50% in 2018
- In the Legal Business Global top 10, just 24% of moves were female compared to 35% of moves in 2018

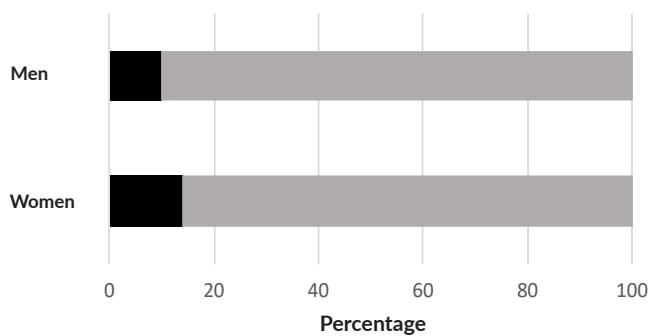
## Lateral and Vertical Moves: Men v. Women

- Looking at all partner moves, female partners made up 21% of lateral moves (i.e. non-promotional) and 37% of vertical moves (i.e. promotional)
- Looking specifically at female partner moves, 39% were promotional moves, up from 24% in 2018
- Of the total partner appointments (male and female), 26% were promotion to partner moves (i.e. vertical moves)

All Partner Moves



## Promotions within Team Moves: Men v. Women



- Looking at all promotional moves, 14% for women and 10% for men took place within the context of a team move, compared with an individual move

If you would like to discuss your firm's approach to diversity and hiring, please speak to:



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This report presents data taken from announced, London-based partner moves in 2019. The data covers moves to firms ranked in (i) Legal Business Global 100 2019 (all firms) and (ii) Legal Business (UK) 100 2019 (top 50 firms). This list was originally compiled using Legal Moves, The Lawyer and Legal Monitor. Additional research was carried out using law firm websites. For the purpose of this report, firm type (UK, US or International firm) is defined using Legal Business' global main table's classification of firms – based on a firm's HQ.