

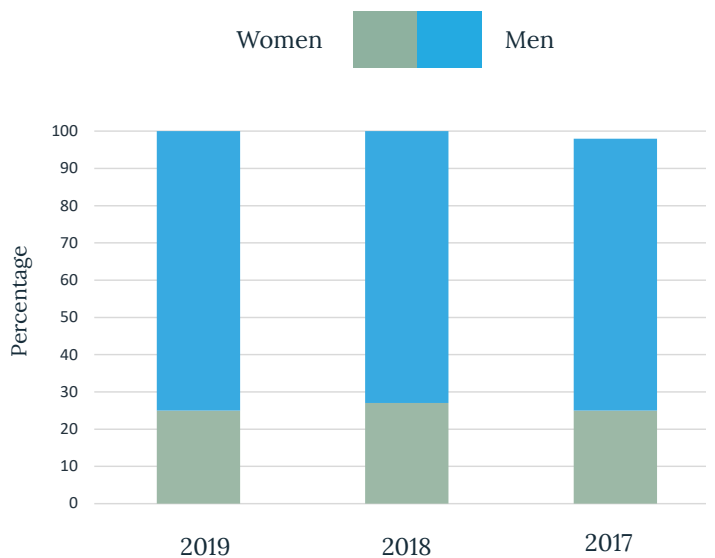
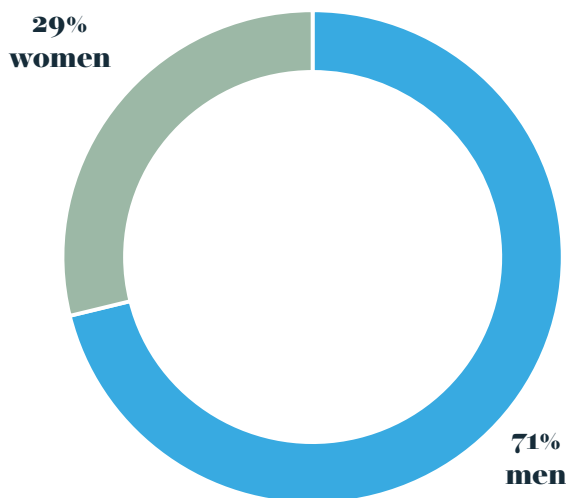


In our third annual Gender Diversity Report analysing London partner moves, we are pleased to see some movement in the right direction: 29% of all partner moves were made by females, up from 25% in 2019 and 27% in 2018. It is reassuring to see this increase, particularly in a year which was dominated by the COVID-19 pandemic. We do wonder, however, if the pressures of the pandemic accounted for the drop in Day 1 Partner moves (vertical moves) by women, down from 39% in 2019 to 28% in 2020.

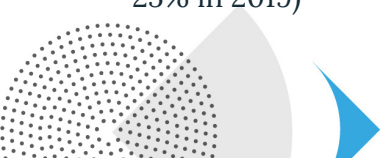
Interestingly, UK firms hired a significantly higher proportion (34%) of female partners than US firms (23%) or international firms (28%), reversing the trend of the last two years during which international firms hired more female partners than UK or US firms. When we analyse hiring trends by the largest firms, of the partners hired by the Legal Business UK Top 10 firms, 37% were female compared with 26% of all partner hires by the Legal Business Global Top 10 firms.

We remain committed to helping you achieve your gender diversity goals. As recruiters, we believe that we can make a real difference, particularly in ensuring that your lateral hires do not dilute the composition of the existing partnership.

Total Partner Moves: Men v. Women



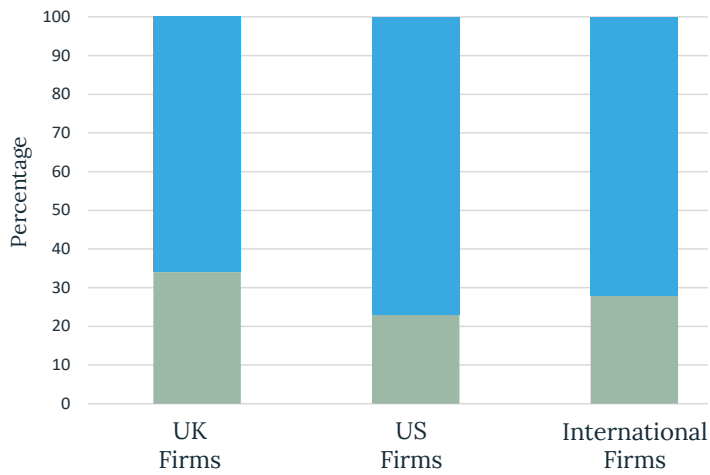
- Women made up 29% of movers, up on 25% last year
- Women consistently represent around a quarter of all partner moves over a three-year period, with this year showing a higher level of female moves than in previous years (25% in 2017, 27% in 2018 & 25% in 2019)



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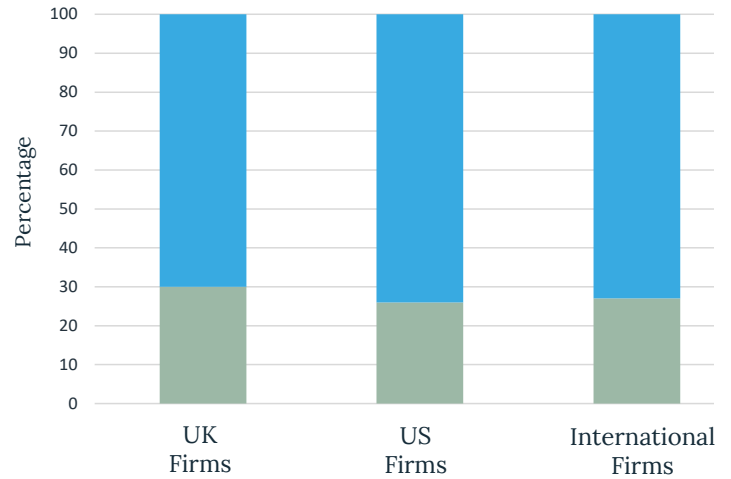


Partner Hiring by Gender Across Type of Firm



- In 2020, UK firms hired a significantly higher proportion of women than US or International Firms
- The proportion of female partner hires by UK firms rose from 24% to 34%
- For the previous two years International Firms hired a higher proportion of women than US or UK firms

Partner departures by Gender Across Type of Firm



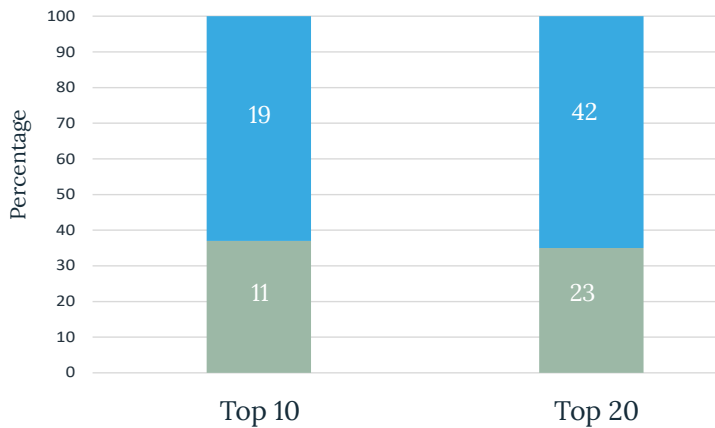
- Women make up a greater proportion of the departures from UK firms than from US or International Firms

* An International Firm is defined here as a Verein or EEIG structured law firm with over 2,000 lawyers

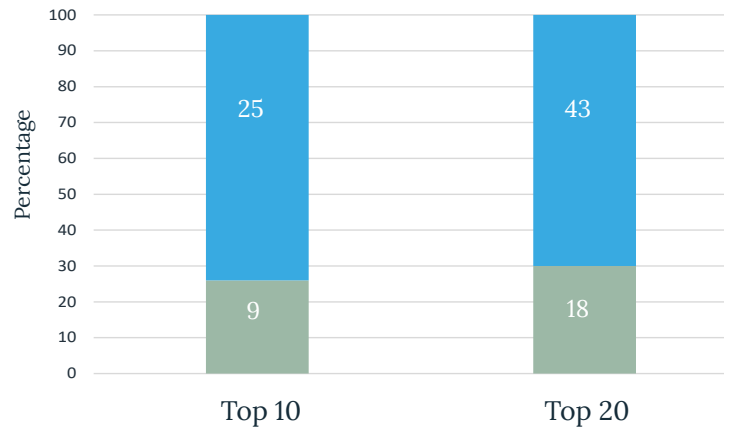
Women  Men 

Partner Hires: Men v. Women

Legal Business (UK): Top 10 and Top 20 Firms



Legal Business Global: Top 10 and Top 20 Firms

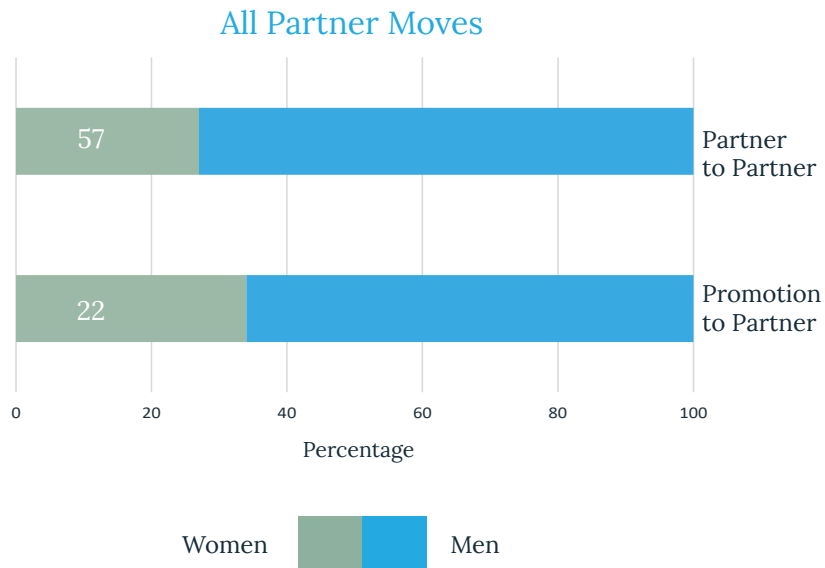


- Female partners made up 37% of moves in the Legal Business (UK) Top 10, compared to 33% of moves in 2019 and almost 50% in 2018
- In the Legal Business Global Top 10, 26% of moves were female compared to 24% of moves in 2019 and 35% in 2018
- The Legal Business (UK) Top 20 firms are hiring a greater proportion of women than the market as a whole
- The Legal Business Global Top 10 firms are hiring fewer women than the market as a whole

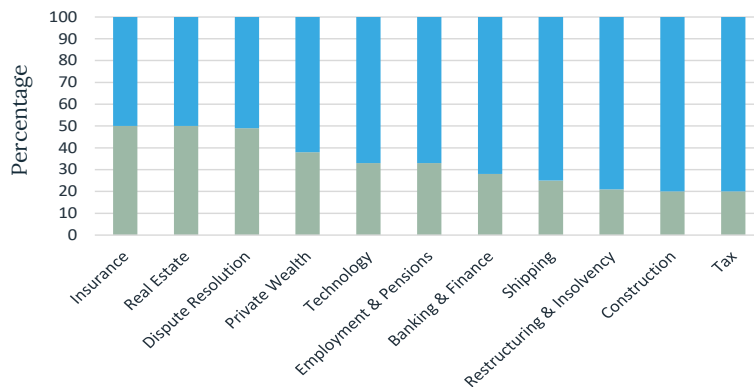
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Lateral Moves and Promotions: Men v. Women

- Female partners made up 27% of all pure lateral moves (i.e. non-promotion moves) and 34% of all promotion to partner moves - women are more likely to move in order to achieve a promotion than move once they are partner
- Of all female partner moves, the percentage promoted to partnership (i.e. day one partnership) is 28% (22 out of 79), down from 39% in 2019
- Of all the total partner appointments (male and female), 24% were promotion to partner moves (67 out of 274)



Top 10 Hiring Practice Areas: Men v. Women

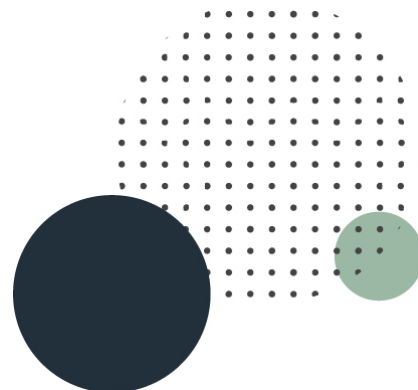


- In the top 10 hiring practice areas, women are best represented in insurance, real estate and dispute resolution - the same top three as last year
- Women are worst represented in moves within competition/international trade and within funds/investment management

Contact

For more information on this report or Fox Rodney’s commitment to promoting diversity, please speak to:

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Methodology

The research for this report was led by Sukhjit Cheema, supported by Estefania Florez at Fox Rodney. This report presents data taken from announced, London-based partner moves in 2020. The data covers moves to firms ranked in (i) Legal Business Global 100 2020 (all firms) and (ii) Legal Business (UK) 100 2020 (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. Production by Belinda Keller, Marketing Manager.

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