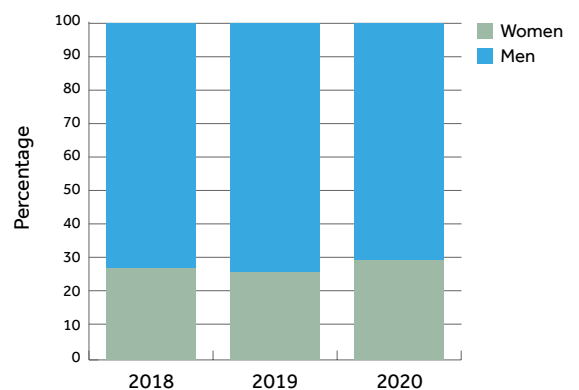
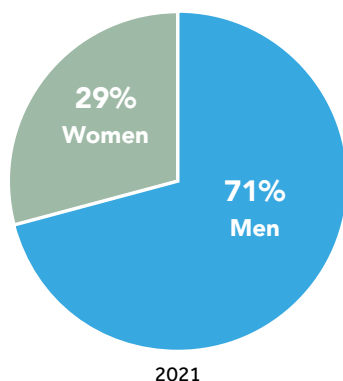




Welcome to our fourth annual Gender Diversity Report analysing London partner moves in 2021. At a time when many firms are putting gender diversity higher on the agenda, disappointingly, we find no change in the number of female partners moving: 29% of all moves were made by female partners, the same percentage as 2020. Additionally, in some parts of the market, we are seeing a consistent trend in terms of numbers moving in the wrong direction. For example, there has been a year-on-year decrease in the percentage of female partners being hired by the Legal Business UK Top 10 firms since 2018. The lack of a consistent upward trend more generally is disconcerting and may be attributable in part to hiring processes and the number of opportunistic hires by firms during this period.

Interestingly, we continue to see UK firms hiring a higher proportion (32%) of female partners than the market as a whole, compared to US firms (29%) and international firms (24%). Women make up 37% of day 1 partner moves (known also as vertical moves), and are more likely to move to achieve a promotion than move once they have made partner (25%). Female partners continue to be underrepresented in moves in the core practice areas of banking and finance and corporate, where they comprise just 15% and 19% of moves, respectively.

### Total Partner Moves



- Women made up 29% of movers, the same percentage as 2020
- Women consistently represent just over a quarter of partner hires over a three-year period, with 2021 showing a level of female movement consistent with previous years

## Partner Hiring by Type of Firm



- UK firms continue to hire a higher proportion of women than US and international firms
- However, the proportion of female hires by UK firms dropped slightly from 34% in 2020 to 32% in 2021
- In 2021, 29% of hires by US firms were female, which has increased from 23% in 2020

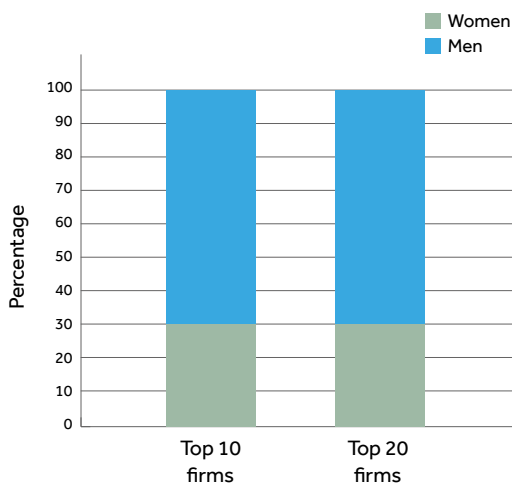
## Partner Departures by Type of Firm



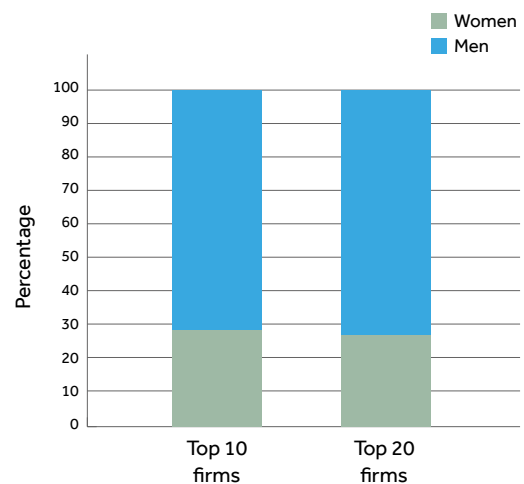
- Women make up a significantly greater proportion of the departures from UK firms (35%) than from US firms (22%) and International firms (23%), as was the case in 2020

## Partner Hires by Top 10 and Top 20 Firms

### Legal Business (UK)

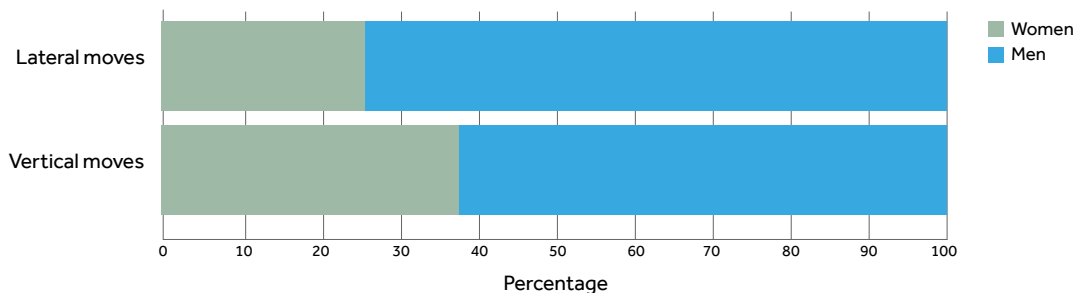


### Legal Business Global



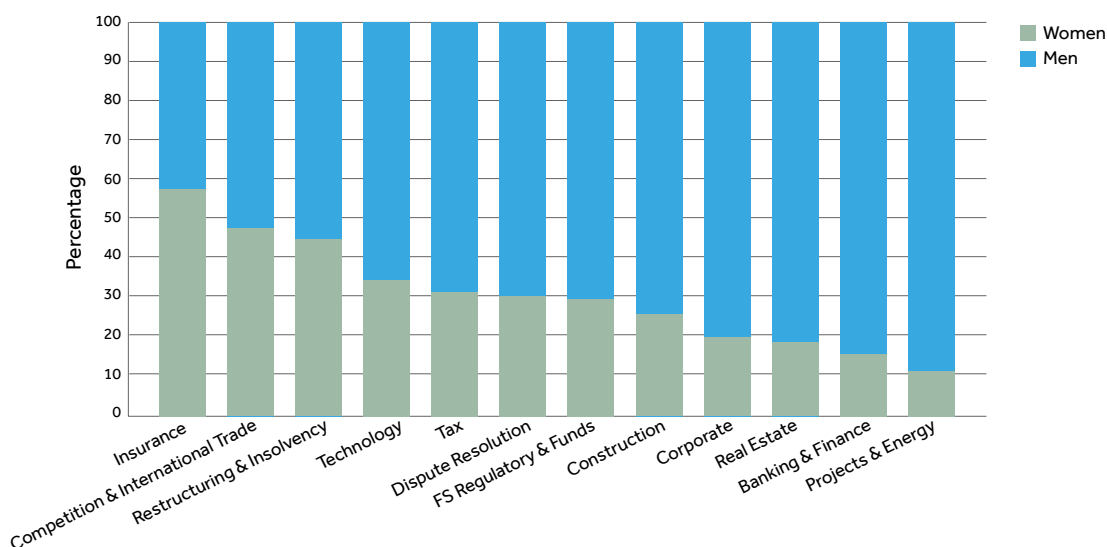
- Female partners made up 30% of moves in the Legal Business UK Top 10, compared to 37% in 2020, 33% in 2019 and 48% in 2018
- In the Legal Business Global Top 10, 28% of moves were female compared to 26% of moves in 2020, 24% in 2019 and 35% of moves in 2018
- In the Legal Business Global Top 20, the number of female partners saw a decrease from 35% in 2018 to 26% in 2021

## Lateral Moves and Promotions



- Female partners made up 25% of all pure lateral moves (i.e. non-promotion moves) and 37% of all promotion to partner moves – women are more likely to move in order to achieve a promotion than move once they are a partner
- Of all the female partner moves, the percentage promoted to day 1 partnership is 29% (30 out of 102)

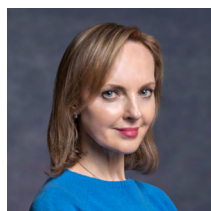
## Top Hiring Practice Areas



- In the top hiring practice areas, women are best represented in insurance (57%), competition and international trade (47%) and restructuring and insolvency (43%)
- Women are worst represented in moves within major practice areas that include real estate (17%), banking and finance (15%) and projects and energy (11%)

## Contact

For more information on this report or to discuss how we can work with you to improve gender diversity at your firm, contact:



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## Methodology

The research for this report was led by Sukhjit Cheema and supported by Chloe Wray, Estefania Florez, Charlotte Matthews and Elena De Nardo at Fox Rodney. This report presents data taken from announced, London-based partner moves in 2021. The data covers moves to firms ranked in (i) Legal Business Global 100 2021 (all firms) and (ii) Legal Business (UK) 100 2021 (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.

## Definitions

For the purpose of this report, firm type (UK, US or International Firm) is defined based on a firm's HQ. Therefore, the following 16 firms are classified as International Firms: Ashurst, Baker McKenzie, Bryan Cave Leighton Paisner, CMS, Dentons, DLA Piper, Eversheds Sutherland, Gowling WLG, Hogan Lovells, Mayer Brown, Norton Rose Fulbright, Reed Smith, Squire Patton Boggs, White & Case, Withers and Womble Bond Dickinson.