



Welcome to our fifth annual Gender Diversity Report analysing London partner moves in 2022.

Law firms have made serious efforts to boost the number of women in their partnerships in recent years and our most recent data shows that those efforts are starting to succeed.

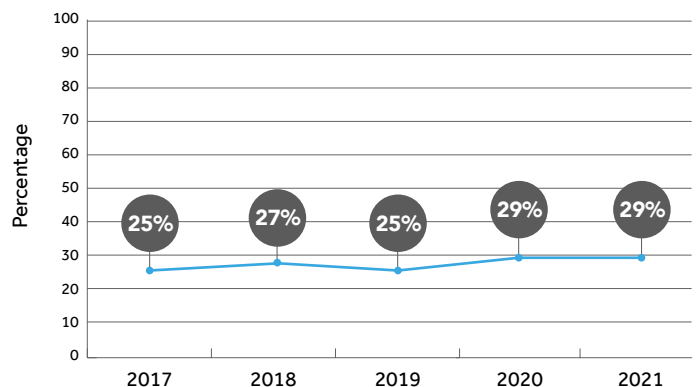
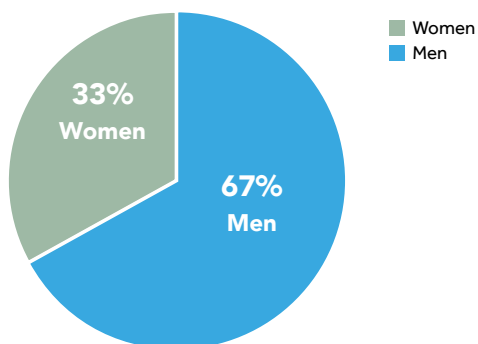
In 2022, women accounted for 33% of all partner moves in London, a small but significant increase on 2021, when women made up 29% of all London hires. Over the past five years, women have consistently made up between 25% and 30% of all hires, but the more recent move to a third of all partner level hires is very encouraging.

This is a promising development for firms and also for female associates who will have many more female role models within the partnership, hopefully creating a virtuous circle and further boosting gender diversity at partner level.

We have also seen a big push by law firms to hire talented female senior associates or counsels as day-one partners. In 2021, 37% of all so-called 'vertical' hires were women and last year that figure rose to 43%. Overall, women make up 26% of partners in the Legal Business Global 100, showing the efforts that law firms are making to boost the number of women.

Law firms have changed the way in which they recruit to ensure they have greater diversity. Many, particularly US firms, are instituting The Diversity Lab's 'Mansfield Rule' for the first time, which requires signatories to ensure that 30% of their candidate shortlists for senior roles are made up of women and people from under-represented groups. This has led to more law firms requesting 'market mapping', which involves identifying all possible candidates across the market for a role, before the firm compiles its shortlist.

### Total Partner Moves: Men v. Women:



- Women made up 33% of all movers last year, breaking the 30% barrier for the first time.

- From 2018-2021, women consistently made up around a quarter of all hires.

## Partner Hiring by Gender Across Type of Firm:



- As in previous years, UK firms continue to hire a higher proportion of women than US and International firms but the gap is narrowing.
- US firms in particular are making an effort to hire more women. In 2020, just 23% of US firm hires were women but that has climbed to 30% in 2022.

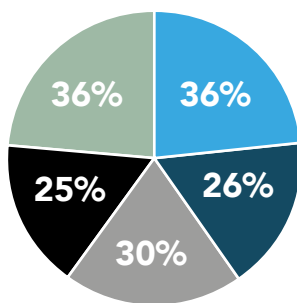
## Partner Departures by Gender Across Type of Firm:



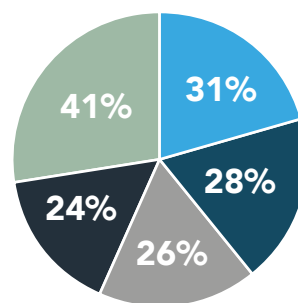
- In previous years, UK firms consistently saw the highest proportion of female departures. However, last year, women comprised 35% of departures from US firms which was marginally higher than departures from UK (34%) and International (30%) firms.

## Five Year Overview – Female Partner Hires:

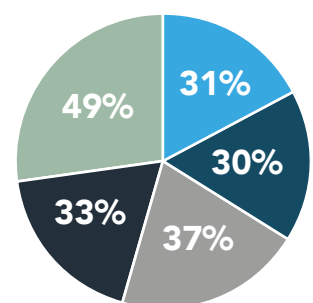
Legal Business Global Top 20:



Legal Business Global Top 10:



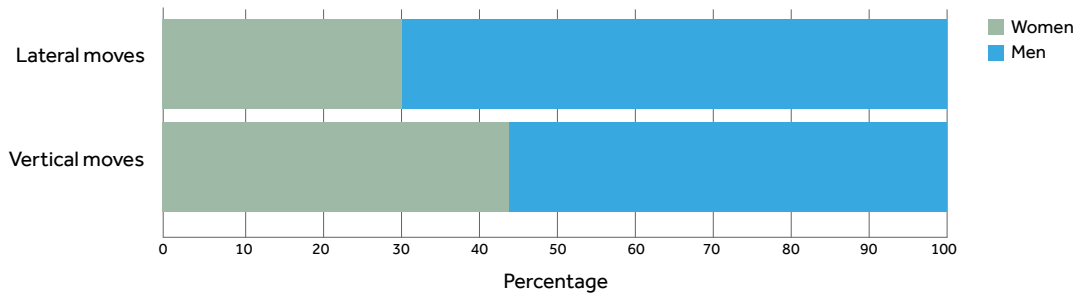
Legal Business UK Top 10:



2022 2021 2020 2019 2018

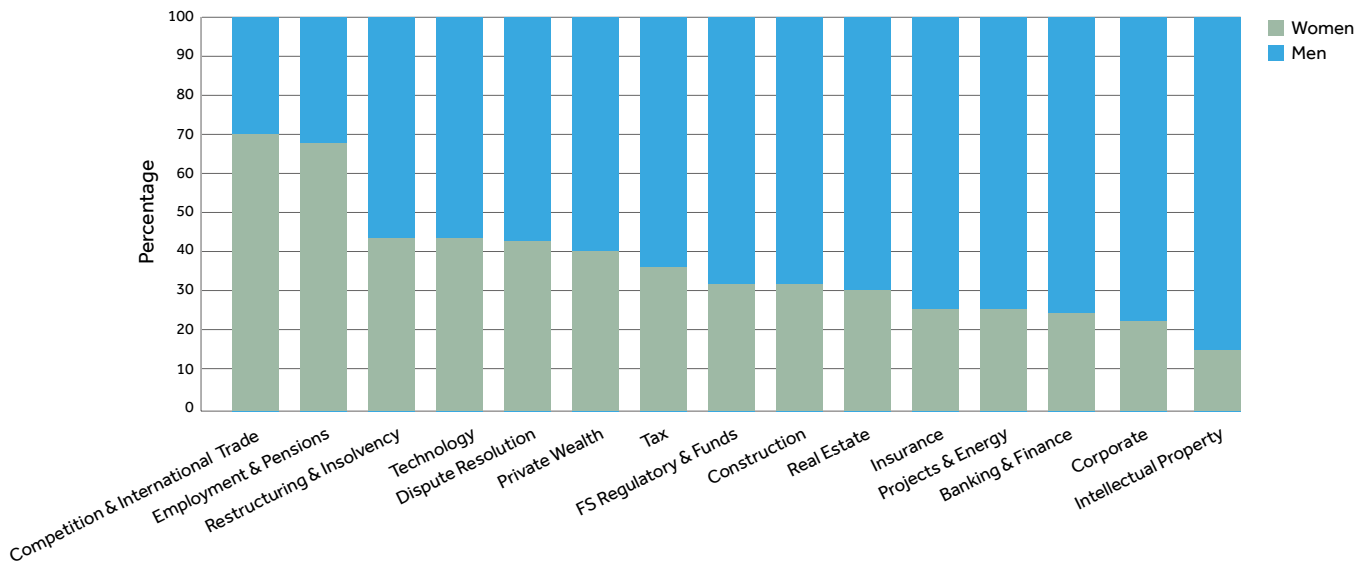


## Lateral Moves and Vertical Hires – Men v. Women:



- Female partners made up 30% of all lateral moves and 43% of all vertical moves. This shows that women are more likely to move in order to achieve a promotion than move once they are already a partner.

## Top Hiring Practice Areas:



- In the top hiring practice areas, women are best represented in competition & international trade (70%), employment & pensions (67%) and restructuring & insolvency (43%).
- The major practice areas in which women are worst represented include banking & finance (24%), corporate (22%) and intellectual property (14%).



## Methodology

The research for this report was led by Elena De Nardo and supported by Chloe Wray, Charlotte Matthews and James Hsuan at Fox Rodney. This report presents data taken from announced, London-based partner moves in 2022. The data covers moves to firms ranked in (i) Legal Business Global 100 2022 (all firms) and (ii) Legal Business (UK) 100 2022 (top 50 firms). This list was originally compiled using LegalMoves and Legal Monitor. Additional research was carried out using available online sources such as The Lawyer and 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.

## Contacts

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



### **Siobhán Lewington**

Managing Director

+44 (0)7799 534 845

[slewington@foxrodney.com](mailto:slewington@foxrodney.com)



### **Pooja Bhandari-Marroof**

Senior Consultant

+44 (0)7817 200 122

[pbhandari-marroof@foxrodney.com](mailto:pbhandari-marroof@foxrodney.com)

