

# JUNIOR LAWYERS PAY AND CONDITIONS SURVEY 2016

## FINDINGS REPORT

29 NOVEMBER 2016





## THE SURVEY

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In September 2016, the Women Lawyers Association of the Australian Capital Territory (WLA ACT) in collaboration with the ACT Law Society Young Lawyers Committee (ACT Young Lawyers) conducted its fifth Junior Lawyers Pay and Conditions Survey (Survey). This was the second year of a collaborative survey between ACT Young Lawyers and WLA ACT.

The purpose of the Survey was to find out the basic pay and conditions of junior lawyers, that is lawyers with five or fewer years of post admission experience, working in the ACT. The results of the Survey can be useful for a number of purposes. The ACT is a small jurisdiction and information as to pay and conditions is often unavailable in the public sphere, making it difficult for junior lawyers to find an independent benchmark to assess their entitlements. The data can assist junior lawyers in the ACT to understand better how they sit vis-à-vis their peers, both in the ACT and in other jurisdictions. It may empower them to have more constructive and robust discussions with their employers when negotiating salary and benefits. The data can also be useful for law firms – especially small firms who do not have a national presence – to understand the market for their junior lawyer employees.

The Survey was anonymous and conducted online. It was publicised to WLA ACT's members via email. WLA ACT members were also encouraged to forward the survey to any colleagues who may be eligible to participate in the Survey. The Survey was publicised to the legal community via *Hearsay* and WLA ACT's Facebook page. It was also publicised by ACT Young Lawyers through its Facebook page and LinkedIn account.

We received 126 responses in total, which was slightly less than the number of responses from 2015, but still an improvement on the number of responses from years before the Survey was conducted as a collaborative effort of our two organisations. Not all respondents answered every question in the Survey.

WLA ACT and ACT Young Lawyers are now pleased to publish the findings of the Survey and thank all members of the legal community who took the time to complete our survey.



## DISCLAIMER

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Please note that responses to the Junior Lawyers Pay and Conditions Survey do not reflect, or comprise of, the positions, opinions or endorsement of WLA ACT or ACT Young Lawyers.

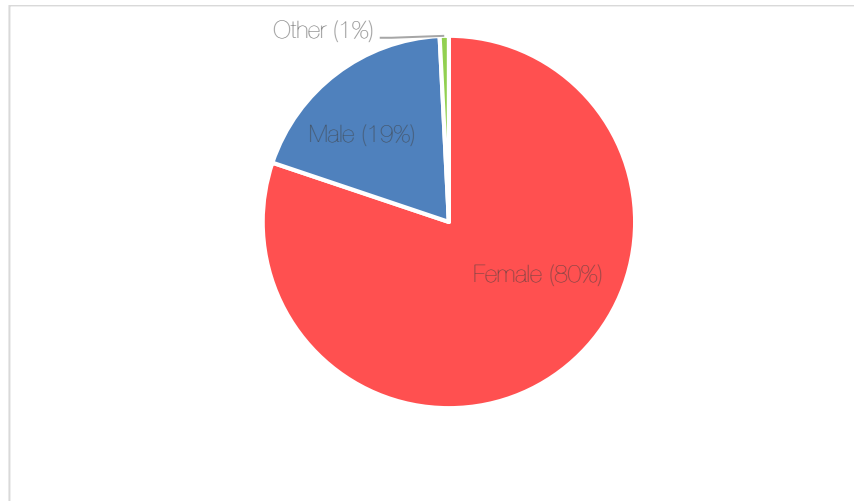
Rather, the responses to the Survey are solely those of the Survey respondents. As responses to the Survey comprises of opinions, interpretations can differ. Neither WLA ACT nor ACT Young Lawyers assume any responsibility as to any reading or interpretation of the Survey responses.

WLA ACT and ACT Young Lawyers encourage readers of this report to make such enquiries as are required to satisfy themselves as to pay and condition standards offered in differing circumstances.



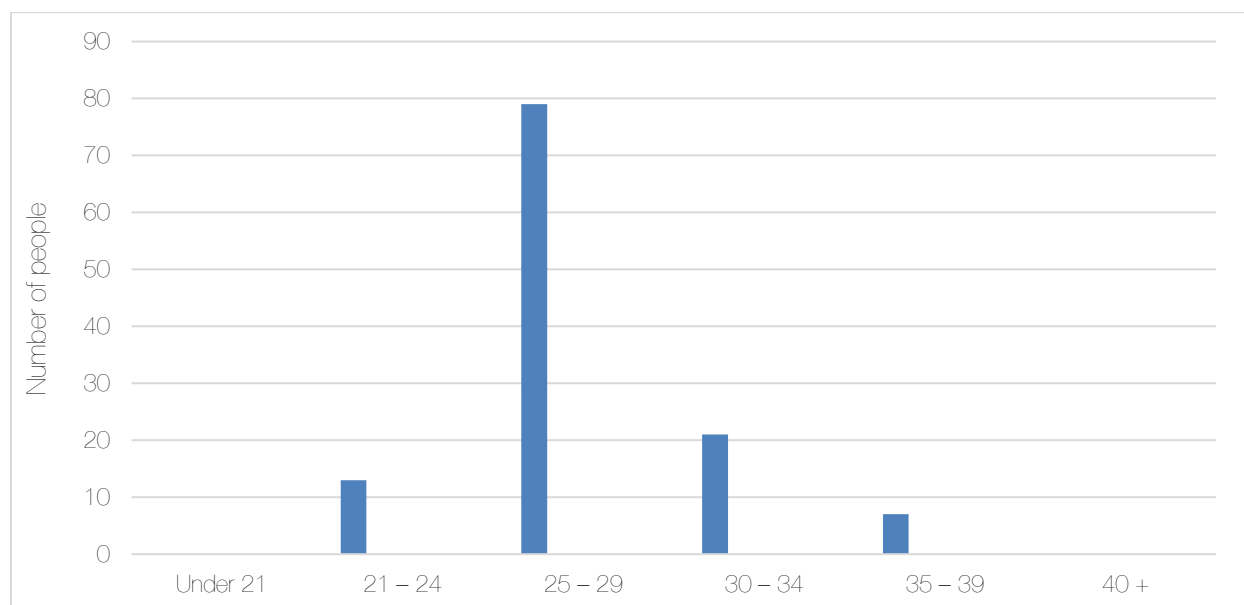
## PART A: DEMOGRAPHY

1. I identify my gender as:



There were 126 responses to this question, of which 101 were female, 24 were male and 1 response in the 'other' category.

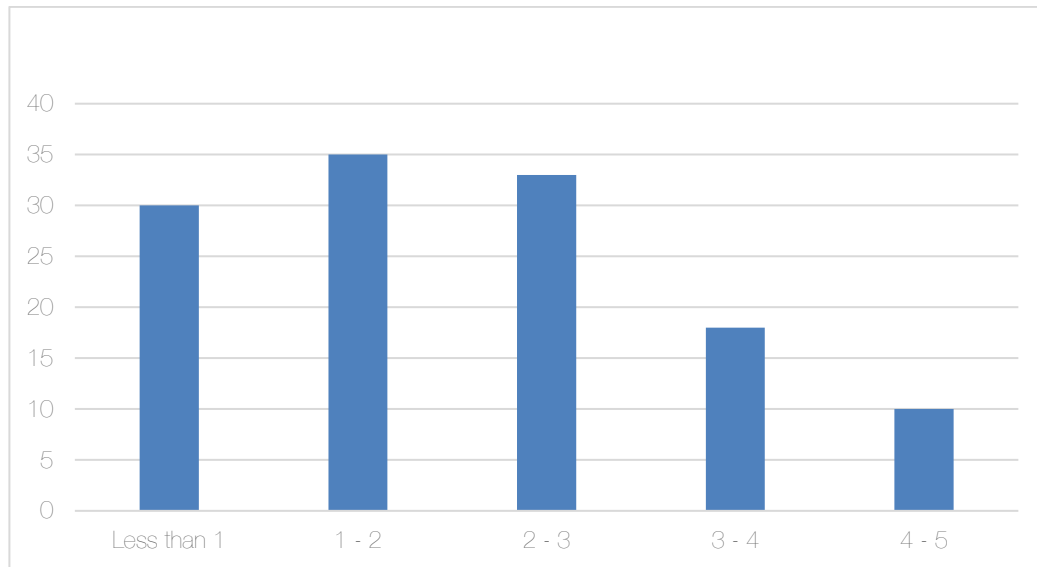
2. Select your age group:



The majority of respondents were between 25 and 29 years of age (62%). 17% of respondents fell within the 30 to 34 age bracket and 10% fell into the 21 to 24 age bracket.

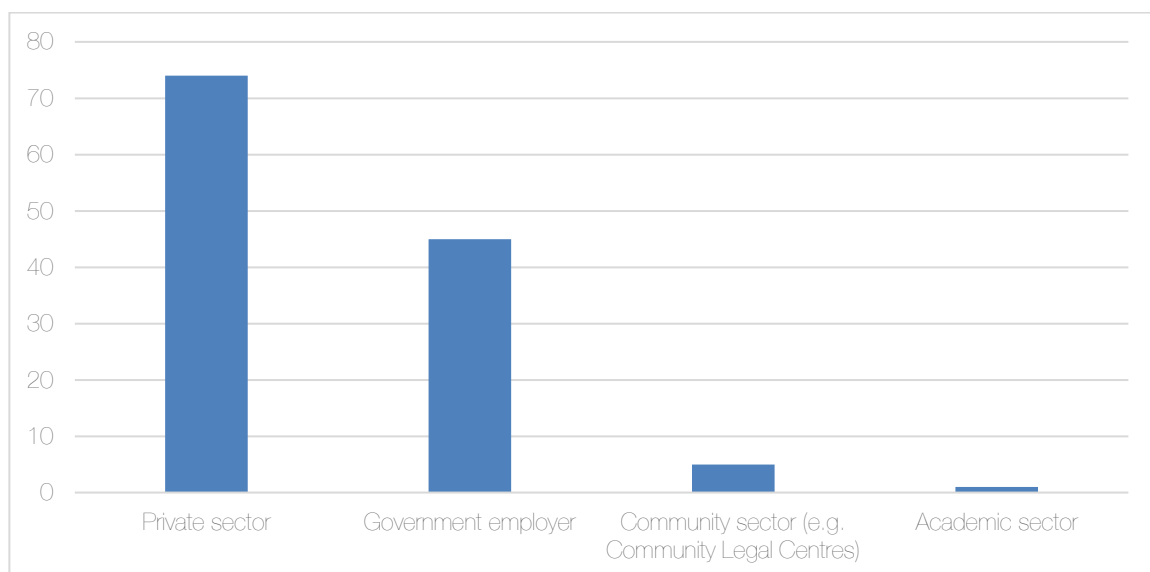


3. How many years of post-admission experience (PAE) do you have?



There was a relatively even spread of responses between the 'less than 1', '1 to 2' and '2 to 3' years PAE categories.

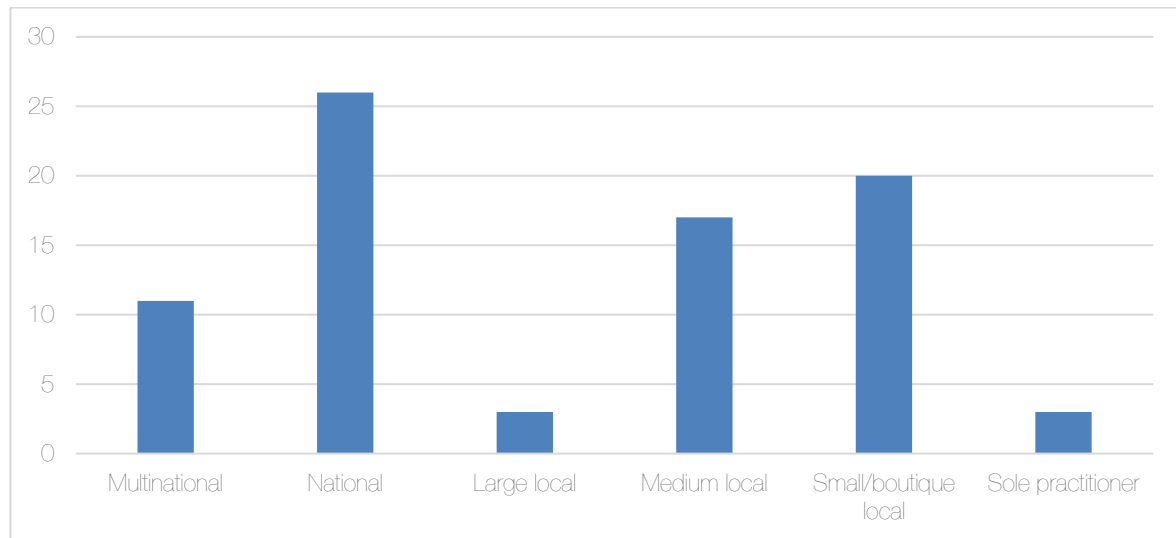
4. Are you employed by:



The majority of respondents were employed in private practice (59%). Government employees comprised 36% of respondents.

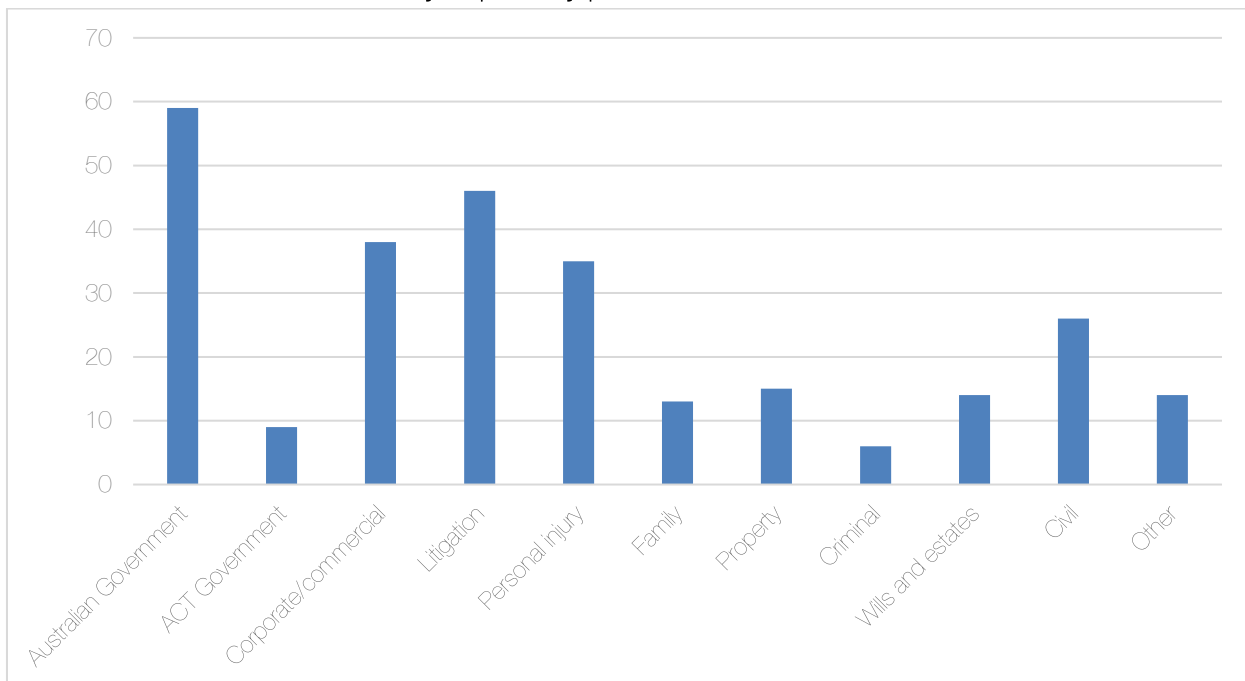


5. If you are employed in the private sector, how would you describe the size of your firm/employer?



The majority of respondents were employed by a 'national employer' (23%) followed by 'small/boutique local' employer (18%) then 'medium local' employer (15%).

6. Which areas of law do you primarily practice?

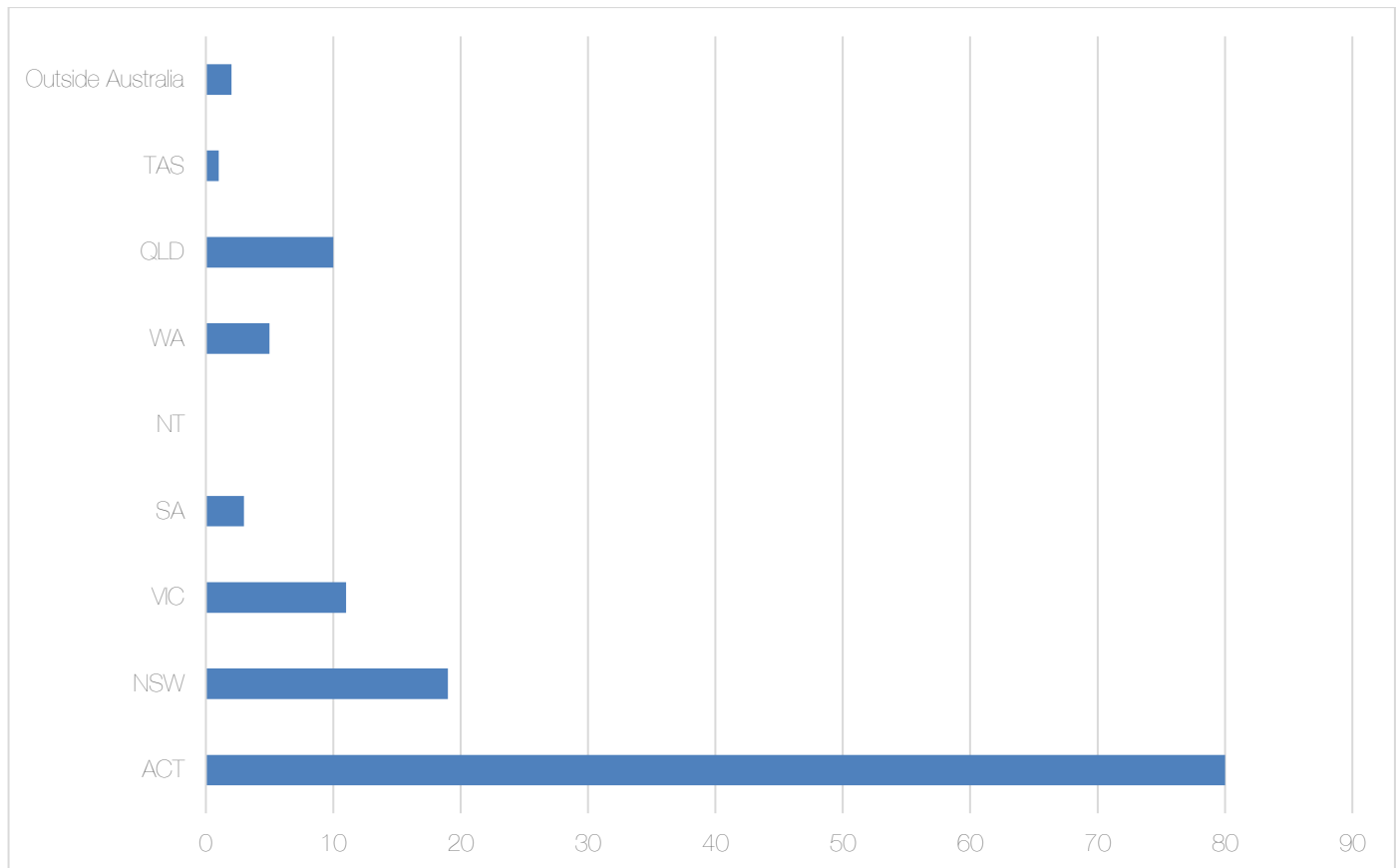


The biggest area of practice was Australian Government (46%), followed by litigation (36%), corporate/commercial (30%) and personal injury (28%). Those respondents that answered



'other' were practicing in areas including administrative law, migration law, industrial and employment law, tax law, coronial and aged care law, domestic violence and tenancy law.

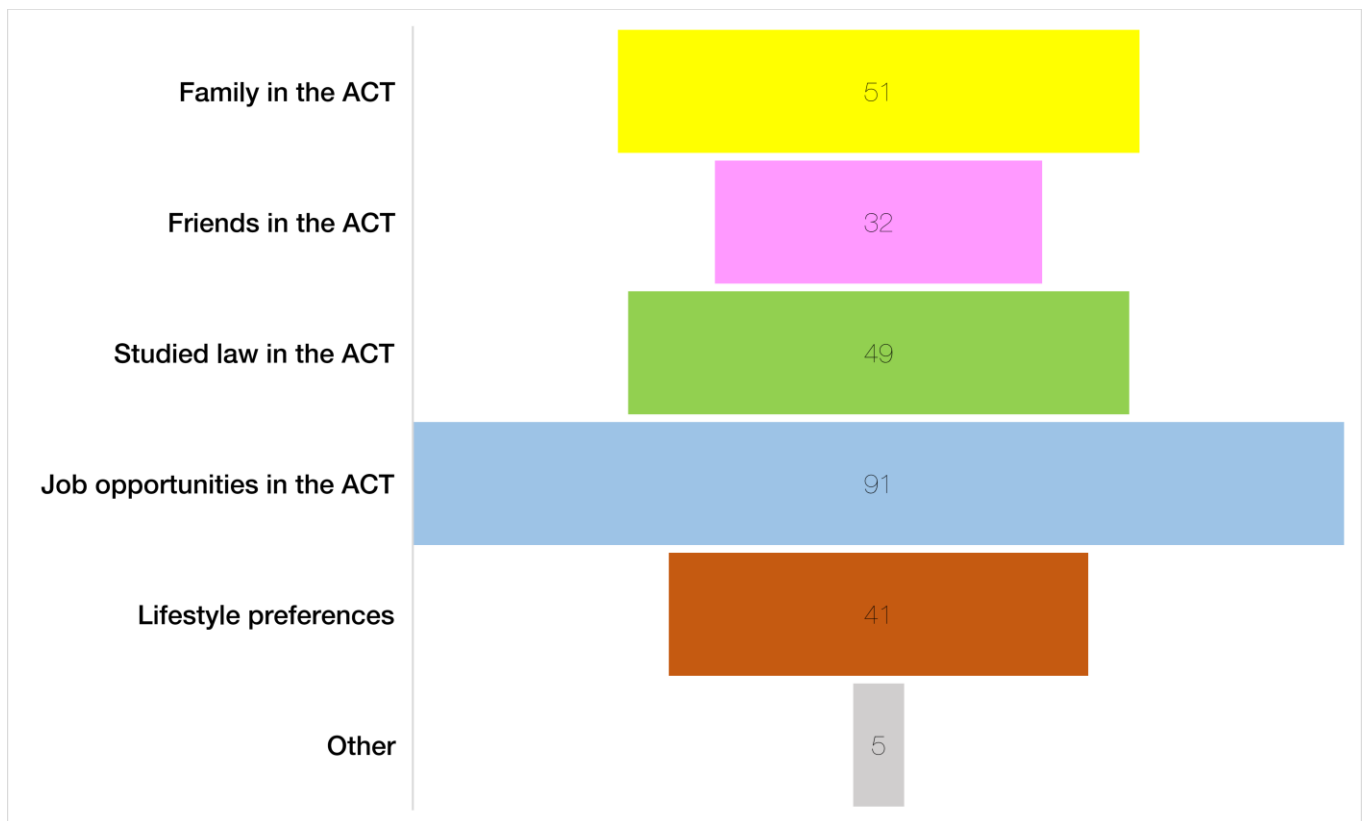
## 7. Where did you study your Bachelor of Laws or Juris Doctor?



The majority of respondents completed their bachelor of laws or juris doctor in the ACT (63%). Graduates of NSW universities were the next highest respondents to the survey. There were 2 respondents who completed their law degrees outside of Australia.



8. Why did you decide to practice law in the ACT? (select all that apply)

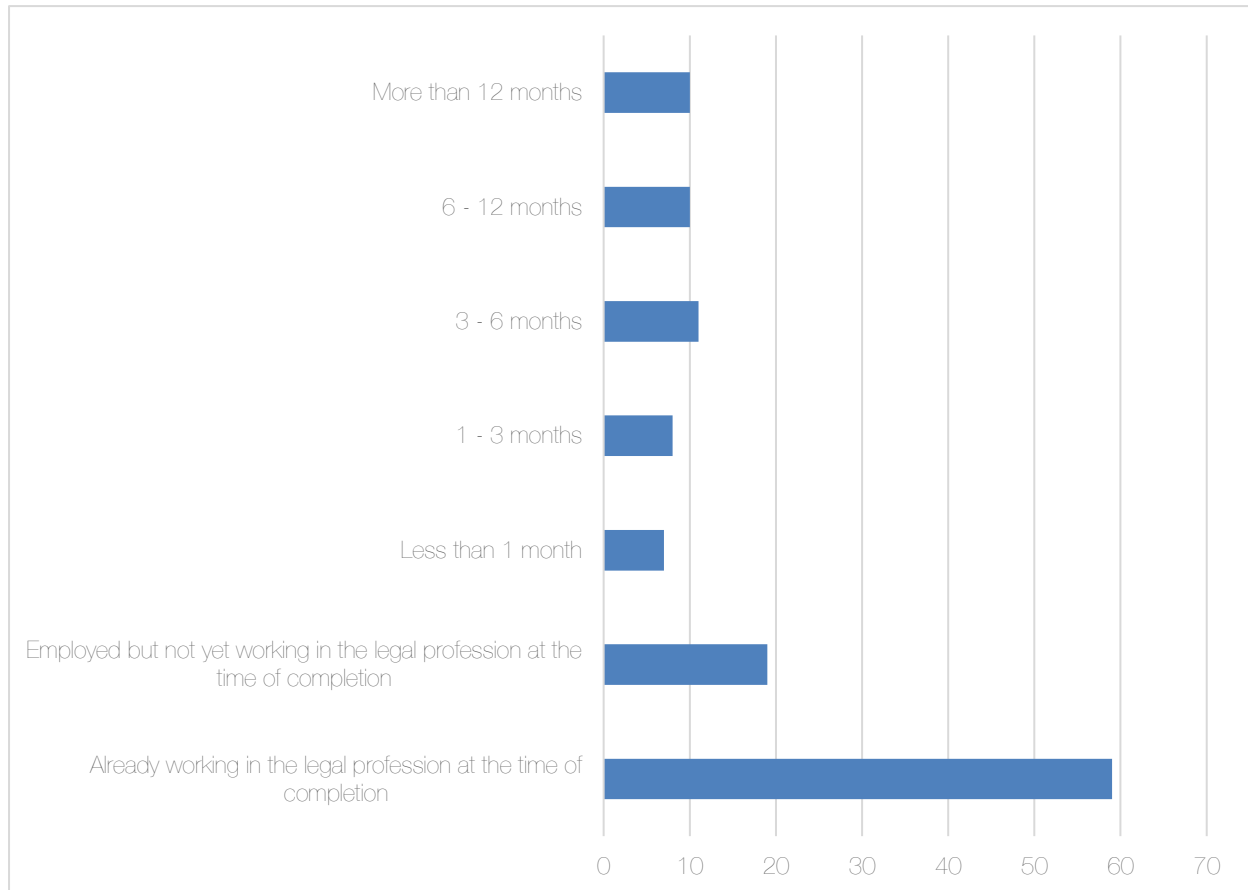


Respondents were able to select as many responses as they felt applied to their situation. The most common factor for our respondents in deciding to practice law in the ACT was job opportunities available in the ACT (72%). Family in the ACT was the second highest factor (40%) followed by having studied law in the ACT (39%).



## PART B: JOB SEEKING

9. How long did it take you to find employment in the legal profession following the completion of your undergraduate studies?

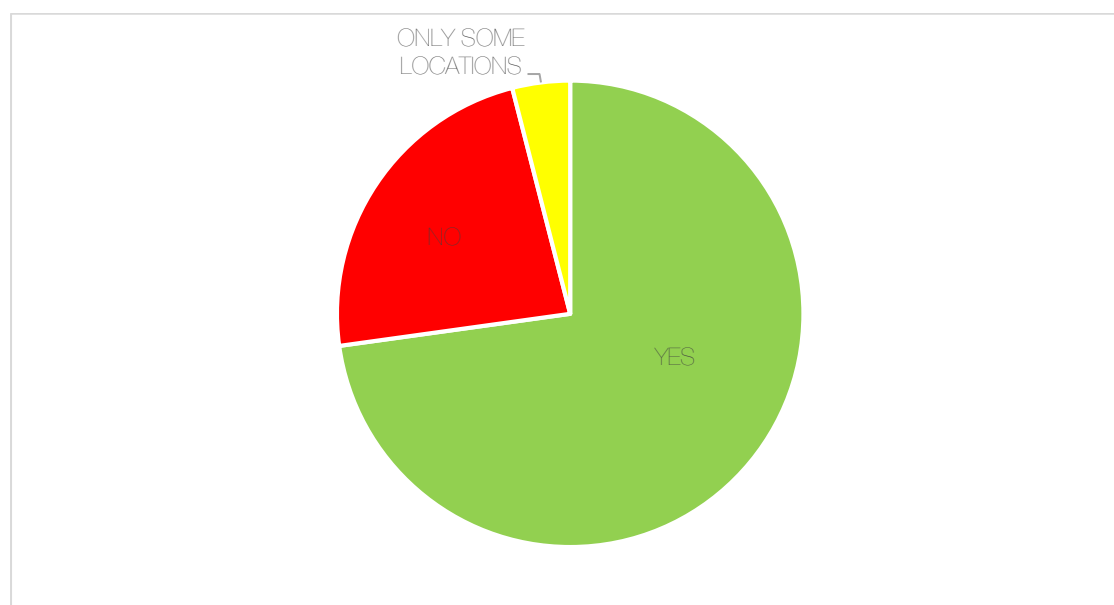


Almost half of respondents were already working in the legal profession at the time of completing their undergraduate studies (48%). A further 15% of respondents were already employed in the profession but had not yet commenced working.

The remaining respondents varied in success in finding employment. There was a similar spread of responses to the remaining categories.

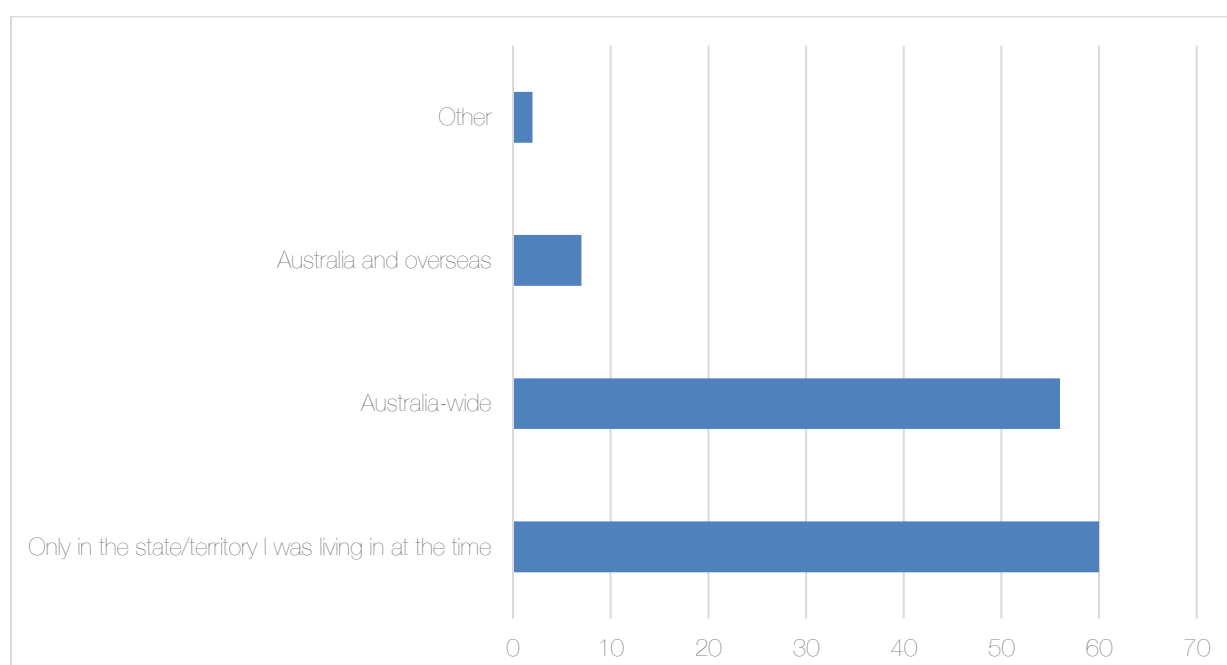


10. Were you willing to relocate for your first job in the legal profession?



The majority of respondents answered 'yes' (73%), while 23% of respondents answered 'no'. Some respondents indicated that they were only willing to relocate to major cities such as Melbourne and Sydney.

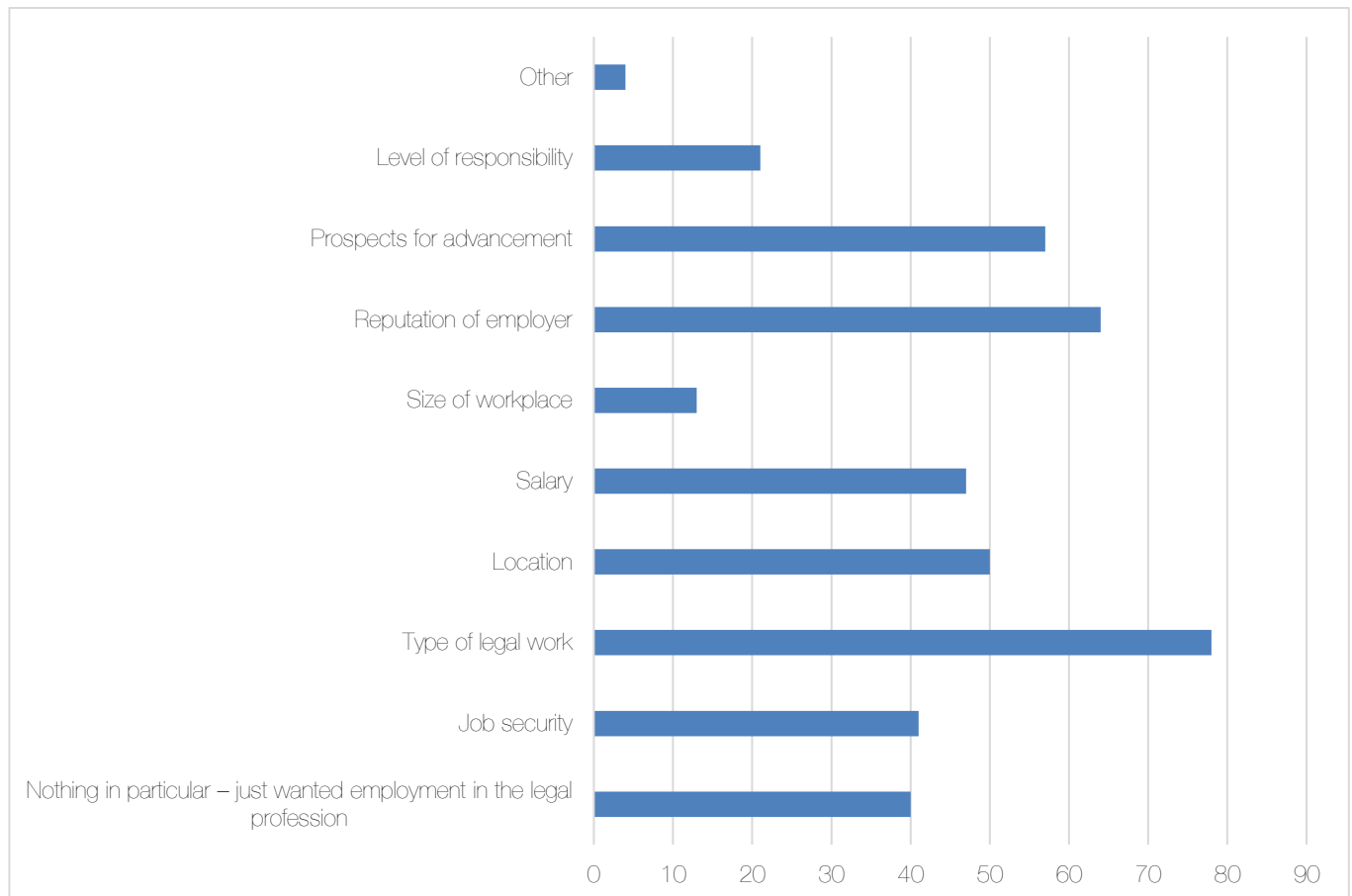
11. Where did you apply for your first job in the legal profession?





There was an even spread of respondents who applied only in the state/territory they were living in at the time (46%), to those who applied for a job Australia-wide (45%).

12. What factors were important to you when choosing your first job in the legal profession?  
(select all that apply)



The majority of respondents indicated that an important criteria in their first job in the legal profession was the type of legal work (62%), followed by reputation of employer (51%).

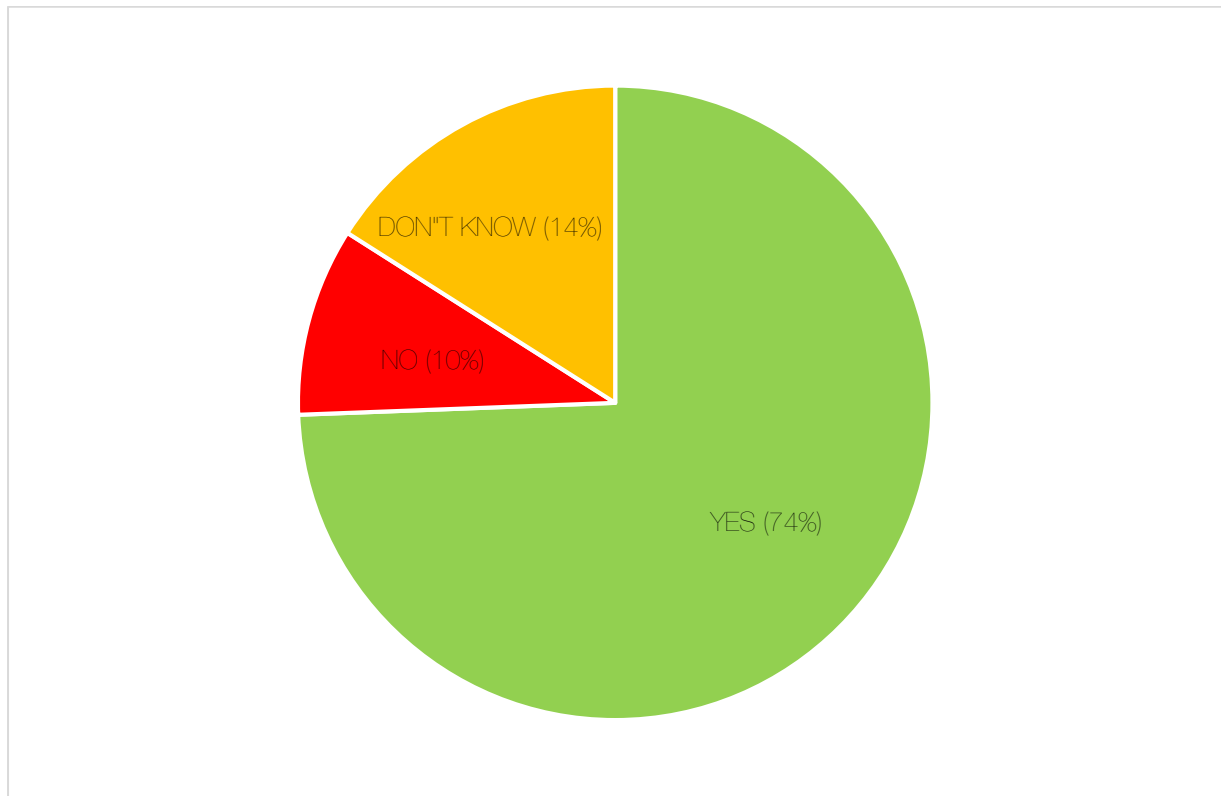
Salary was the 4<sup>th</sup> most important consideration at 38%.

35% of respondents indicated that their main criterion was just to find employment.

Other written responses provided were work life balance and flexibility of working arrangements on offer.



13. Do you intend to remain in the legal profession for the next 5 years?



The majority of respondents indicated that they intended to remain in the legal profession for the next five years (74%). 16% indicated they did not know whether they would remain in the profession, and 10% intended to leave the legal profession.

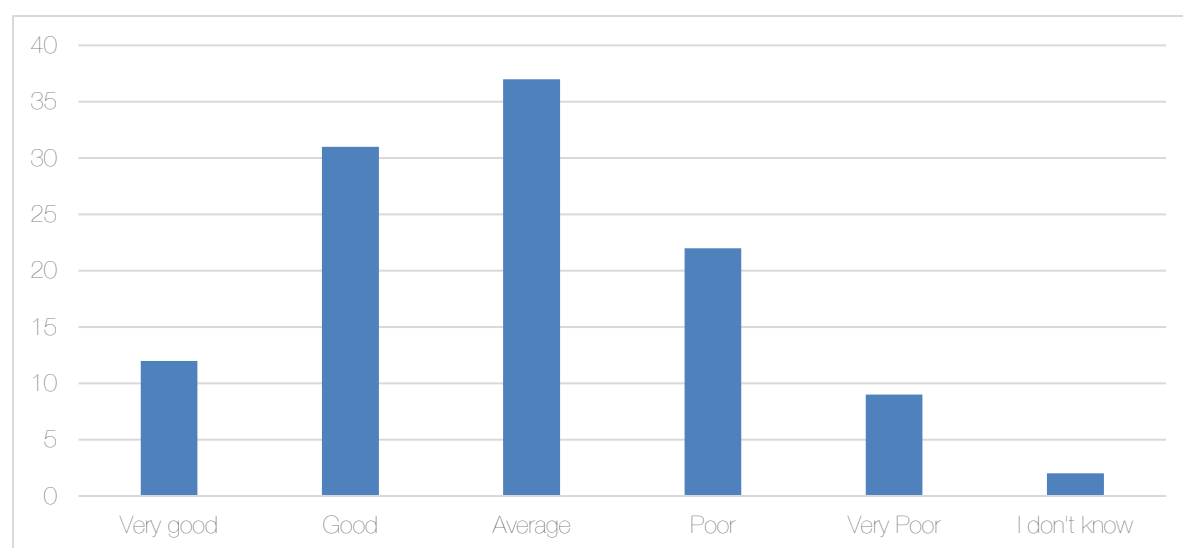


## PART C: WORKING BENEFITS AND ENTITLEMENTS

Please note that the analyses in this Part for male/female comparisons are solely based on the Survey responses. We had a relatively small number of responses for males and readers of this report are encouraged to take this into account in interpreting the data.

### 14. How would you rate your knowledge of pay entitlements and conditions for lawyers at your PAE level?

We received 113 responses to this question.



Interestingly, we did not find any correlation between those who expressed good or very good knowledge with a corresponding higher salary. We also did not find any correlation between knowledge of pay entitlements and conditions with the level of PAE.

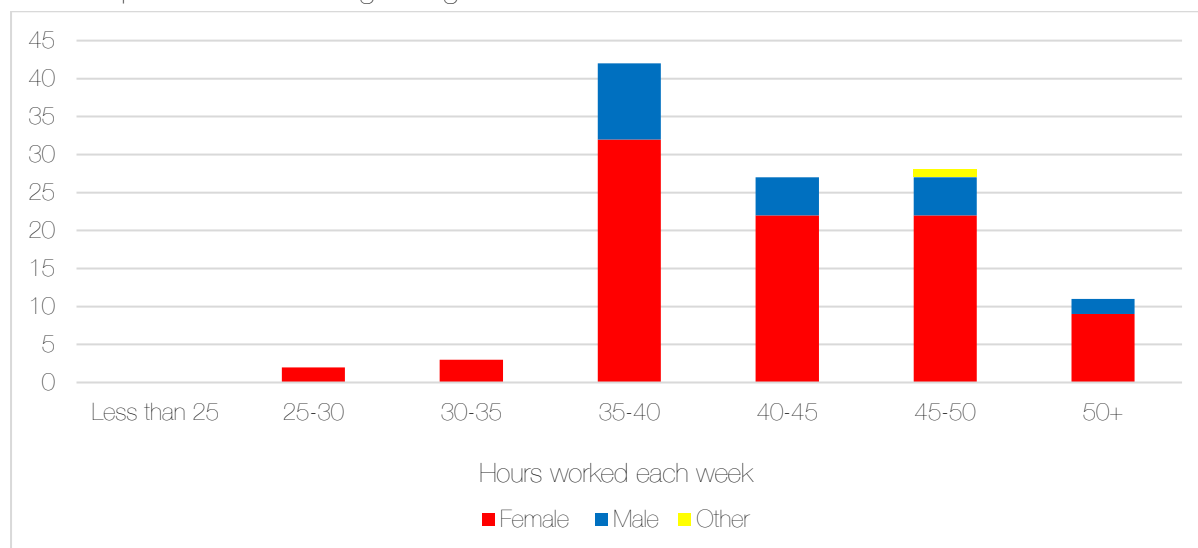
We did find that individuals who were employed by a government employer tended to report a better knowledge of pay entitlements and conditions. This may reflect the greater level of transparency that one would expect with government as compared to the private sector.



## 15. How many hours do you typically work per week?

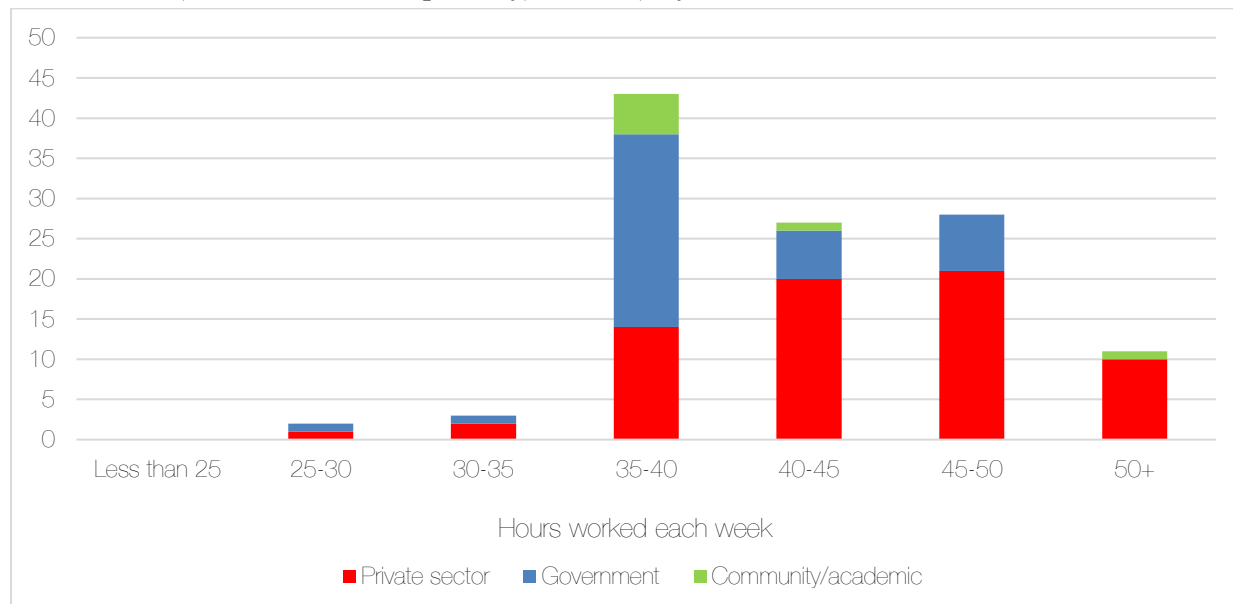
Most respondents worked 35 – 40 hours per week.

We compared the results against gender. These results are shown in the table below:



All those who responded as working less than 35 hours a week were women.

We also compared the results against type of employment. This is shown in the table below:



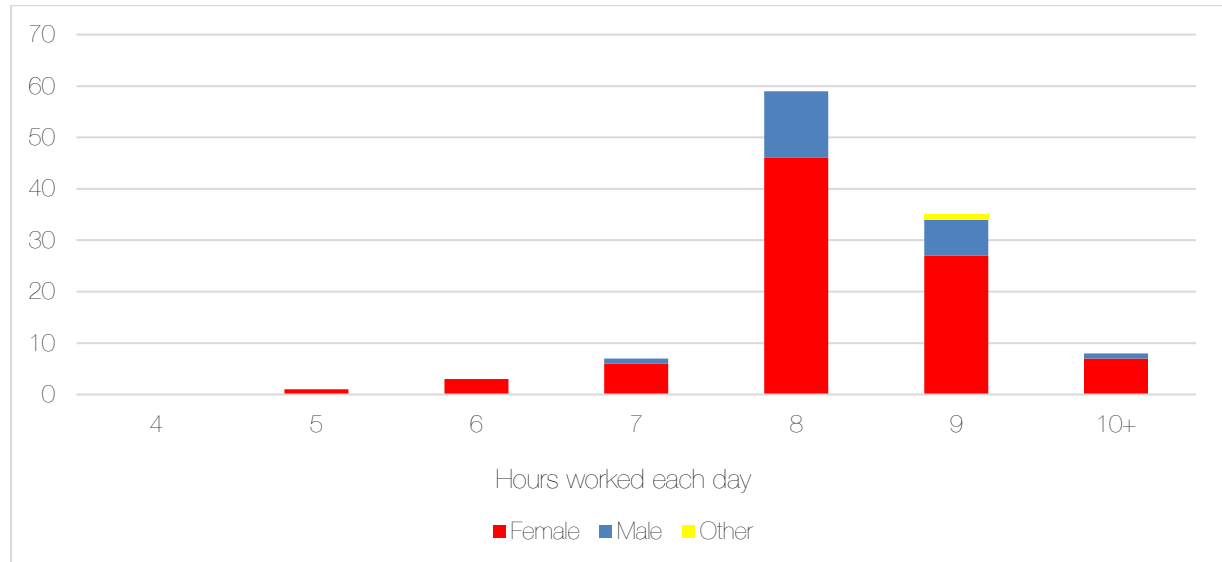
The average hours worked per week for respondents who were employed in the private sector was about 45 hours each week, as opposed to about 35-40 hours each week for those employed by a government employer.



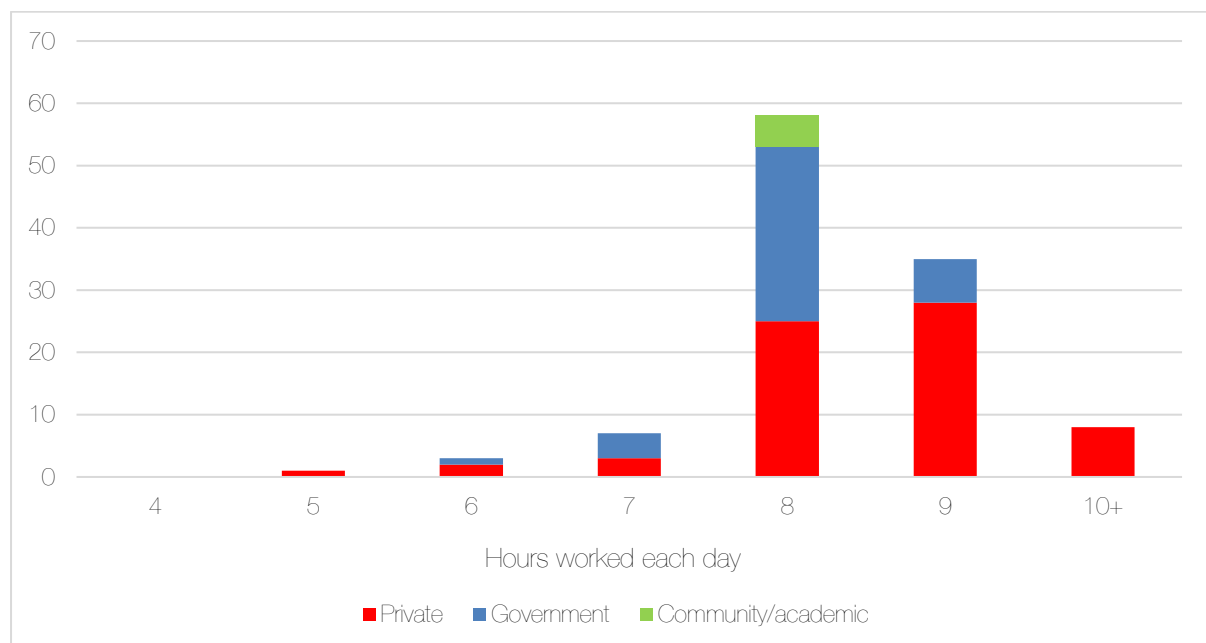
## 16. How many hours of work do you typically do per day?

Most respondents worked 8 hours each day.

We compared the results against gender. These results are shown in the table below:



We also compared the responses against type of employment which is shown in the table below:

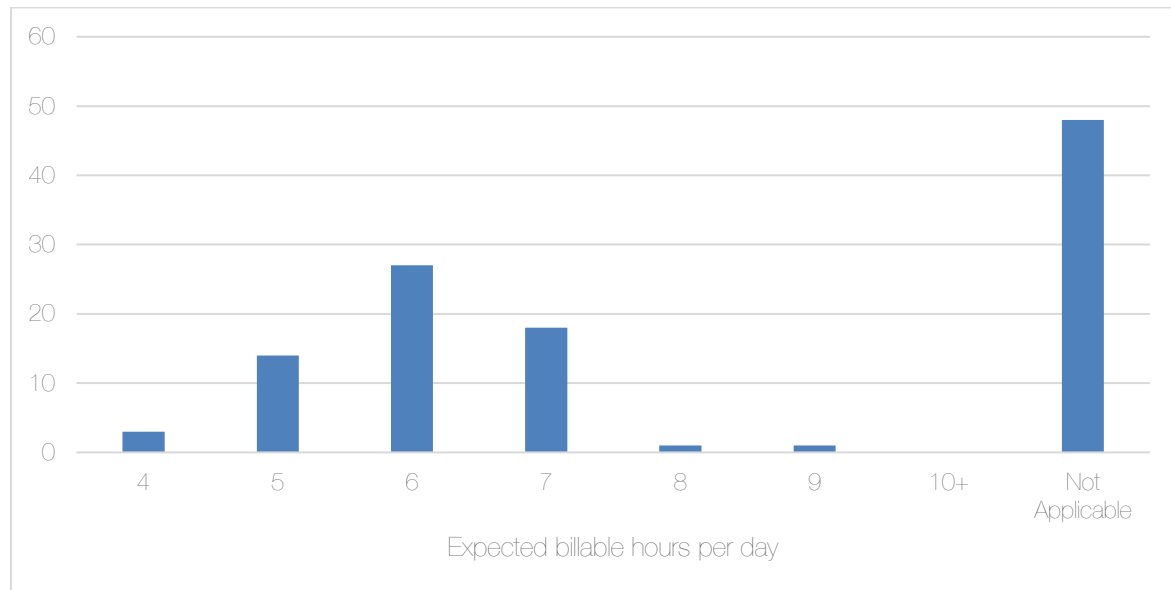


The average hours worked per week for respondents who were employed in the private sector was about 8.6 hours per day, as opposed to about 8 hours per day for those employed by a government employer.



### 17. How many billable hours are you expected to complete per day?

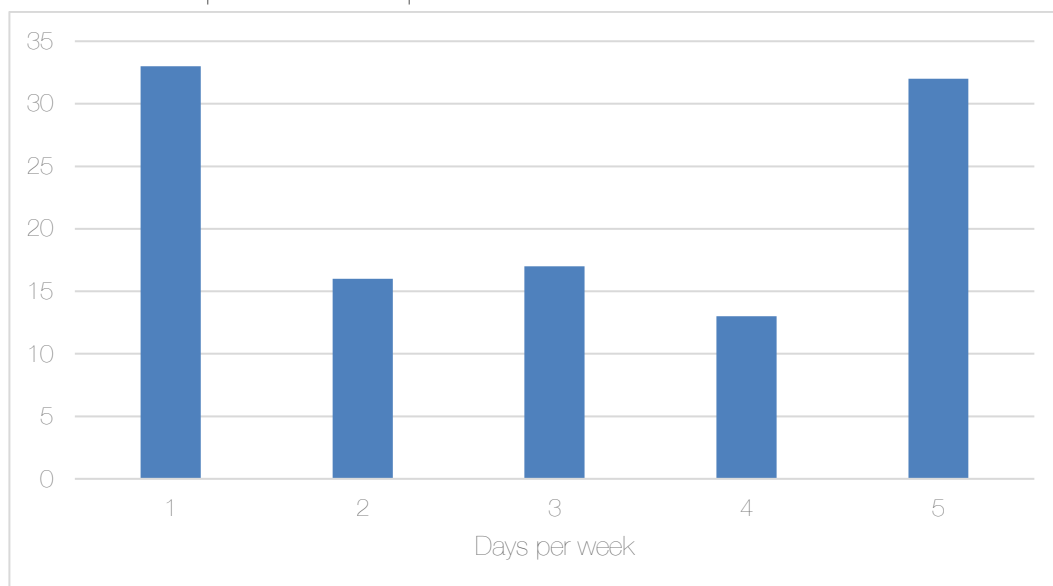
We received 112 responses to this question.



There were 48 respondents who selected 'not applicable', likely reflecting those who were employed in the government, academic and community sectors as well as some areas of the private sector.

### 18. On average, how many days per week do you work after 5.30pm?

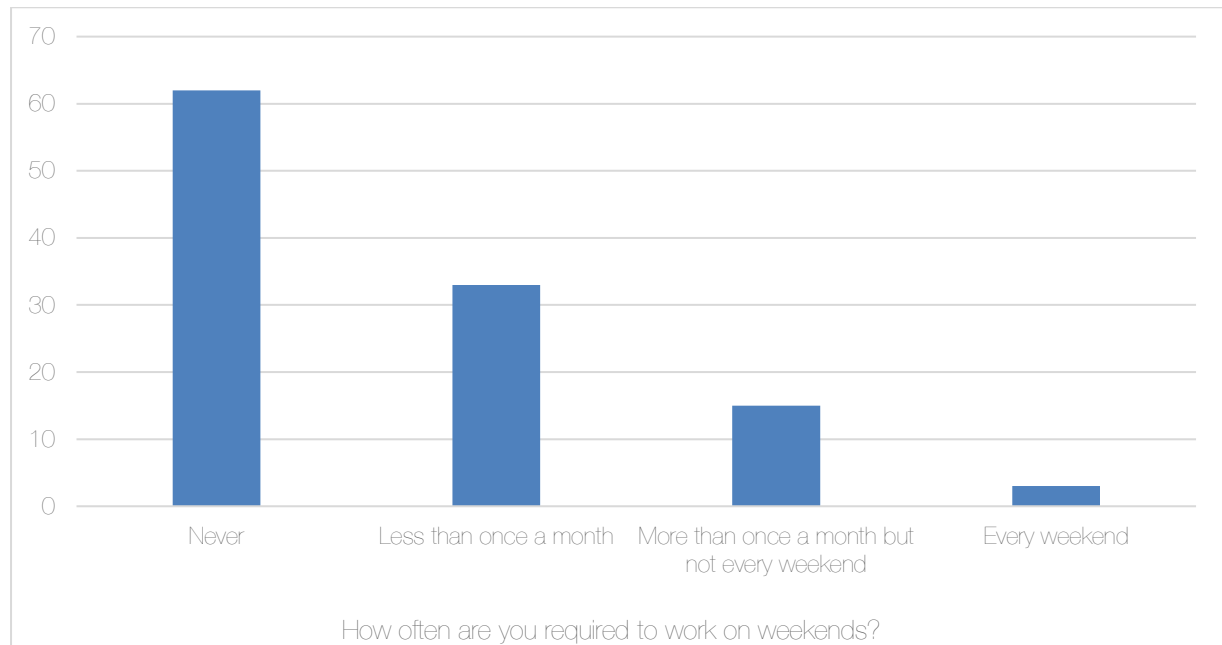
We received 111 responses to this question.





## 19. How often are you required to work on weekends?

We received 113 responses to this question.

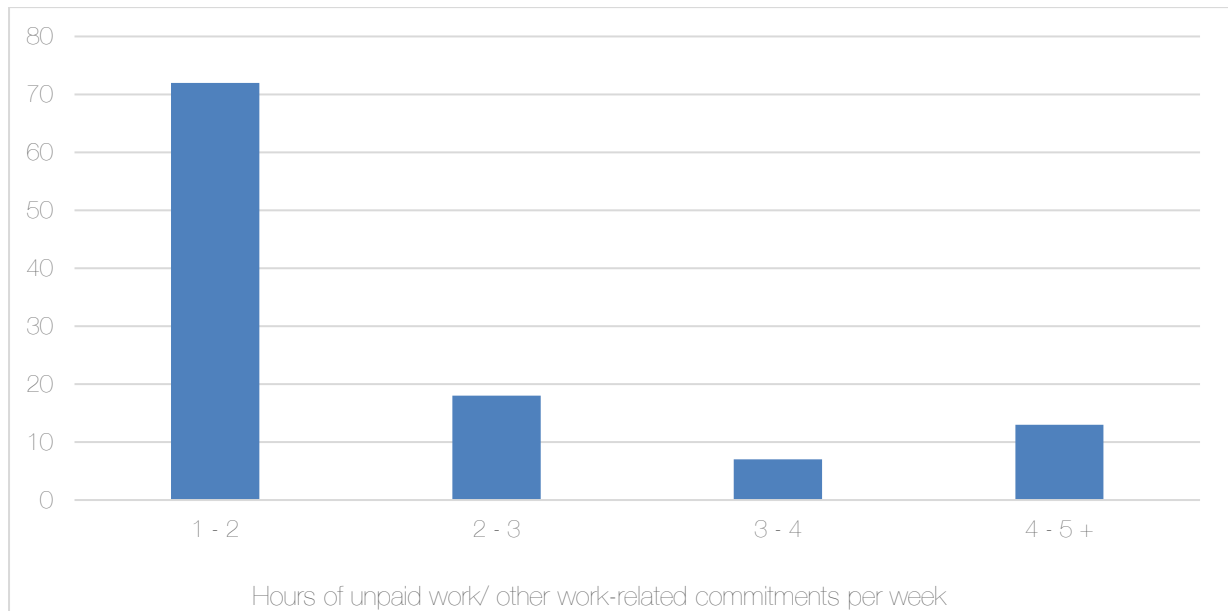


There were three women who reported as having to work every weekend. Two of them working in the private sector and the other working in the academic sector.



20. How many hours of unpaid work or other work-related commitments do you do per week? (examples include pro bono or voluntary legal work, membership of a professional committee or association or professional development events)

We received 110 responses to this question.



Most respondents indicated that they did 1-2 hours per week of unpaid work or other work-related commitments.



21. to 24.

- 21. What is your gross salary (exclusive of superannuation)?
- 22. Are you satisfied with this salary?
- 23. What was your gross salary (exclusive of superannuation) last year?
- 24. Were you satisfied with this salary?

The results were grouped into the following categories based on the level of experience:

- (a) <1 year of PQE;
- (b) 1-2 years of PQE;
- (c) 2-3 years of PQE;
- (d) 3-4 years of PQE; and
- (e) 4-5 years of PQE.

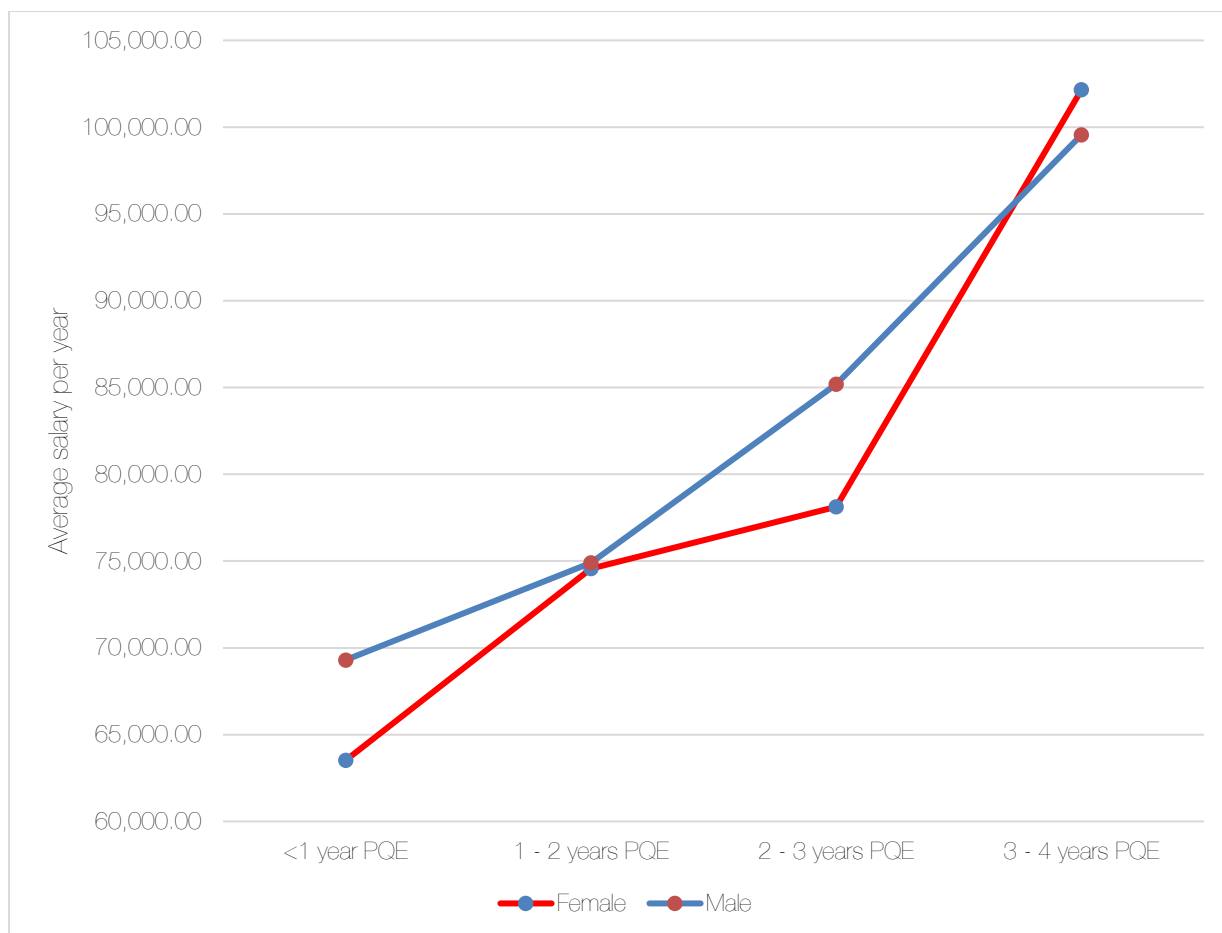
## OVERALL

We observed that for respondents in the early years for experience, there was a notable difference in the average salaries between the government and private sectors. The average salary for respondents who were employment by government employers was higher than the average salary for respondents employed in the private sector.

For respondents from about 2 or 3 years of experience onwards, we observed that although the average pays were similar between private sector and government. For private sector employees, the range of pay was significantly wider than government employees.

We also compared the results based on gender. We observed that for the categories of <1 year PQE, 1 – 2 years PQE and 2 – 3 years PQE, the average salary for male respondents was higher than the average salary for female respondents. The results are shown in the table below:





Note we did not have sufficient data for 4 – 5 years PQE so this group was excluded from the analysis.

Note also that in our analysis we have excluded some data where incomplete responses were received. For example, some respondents did not specify their number of years of PQE, and we were therefore unable to categorise these responses. We have excluded these incomplete responses from the analysis in this report.



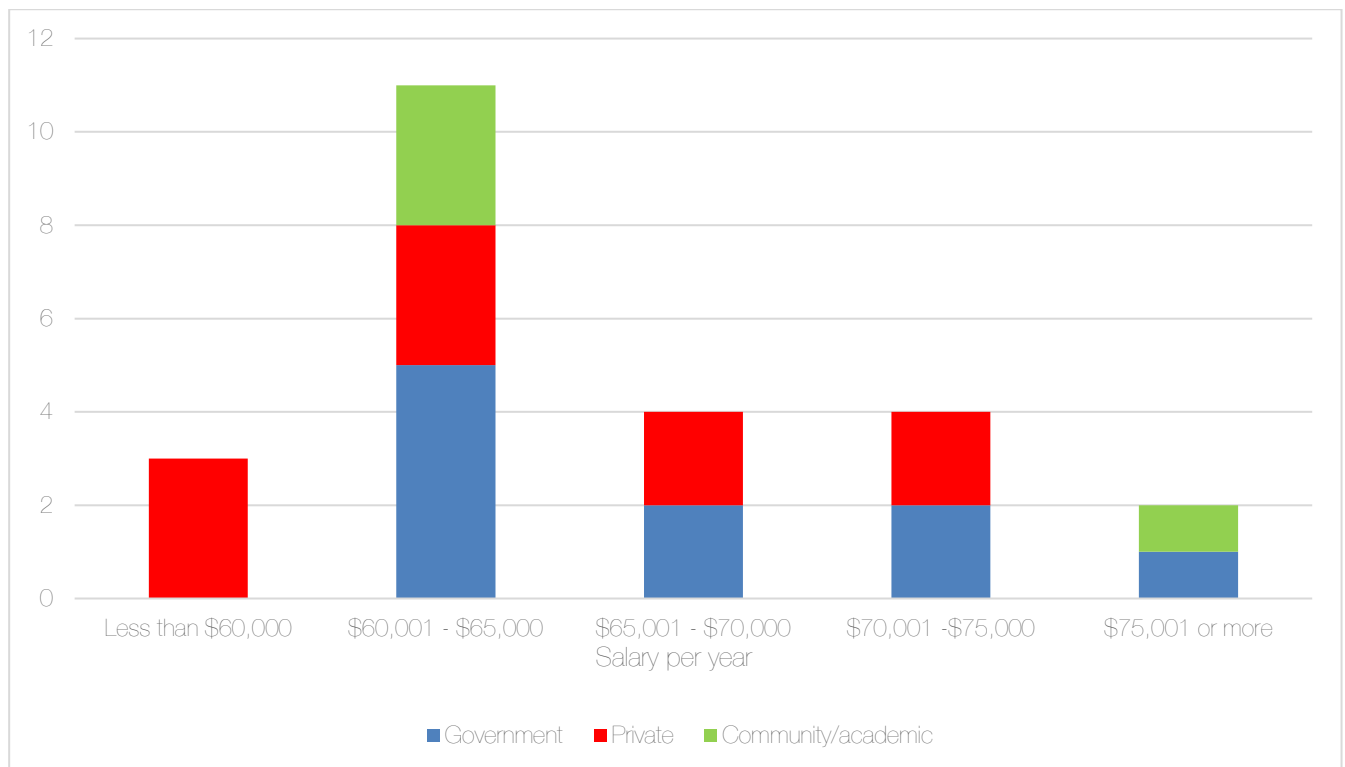
## <1 YEAR PQE

(See Schedule 1 for raw data)

We received 25 complete responses for this level of experience.

- 7 were male and 18 were female.
- 10 were employed by a government employer.
- 11 were employed in the private sector.
- 4 were employed in the community sector.

The table below shows the results:



The overall average for this level of PQE was **\$65,448**.

For this category of less than 1 year PQE, we observed a notable difference in the earnings depending on whether the employer was in the private sector or a government employer.

For those employed by a government employer, the average salary was **\$67,972**. Most respondents were satisfied with their salary.



In the private sector, the average salary was \$58,505 with most responses being in between \$50,000 to \$60,000. The majority of respondents were not satisfied with their salary.

There was one respondent who reported as working in the private sector earning of \$24,000. This respondent also reported working hours in between 35-40 hours a week, which suggests that he is paid a full time wage of \$24,000. If this response is considered an outlier and is excluded from calculations, then the average earnings for the private sector is \$61,955.

We only received four responses for the community sector for this level of experience. Three were earning low \$60,000s and one was earning \$85,000.



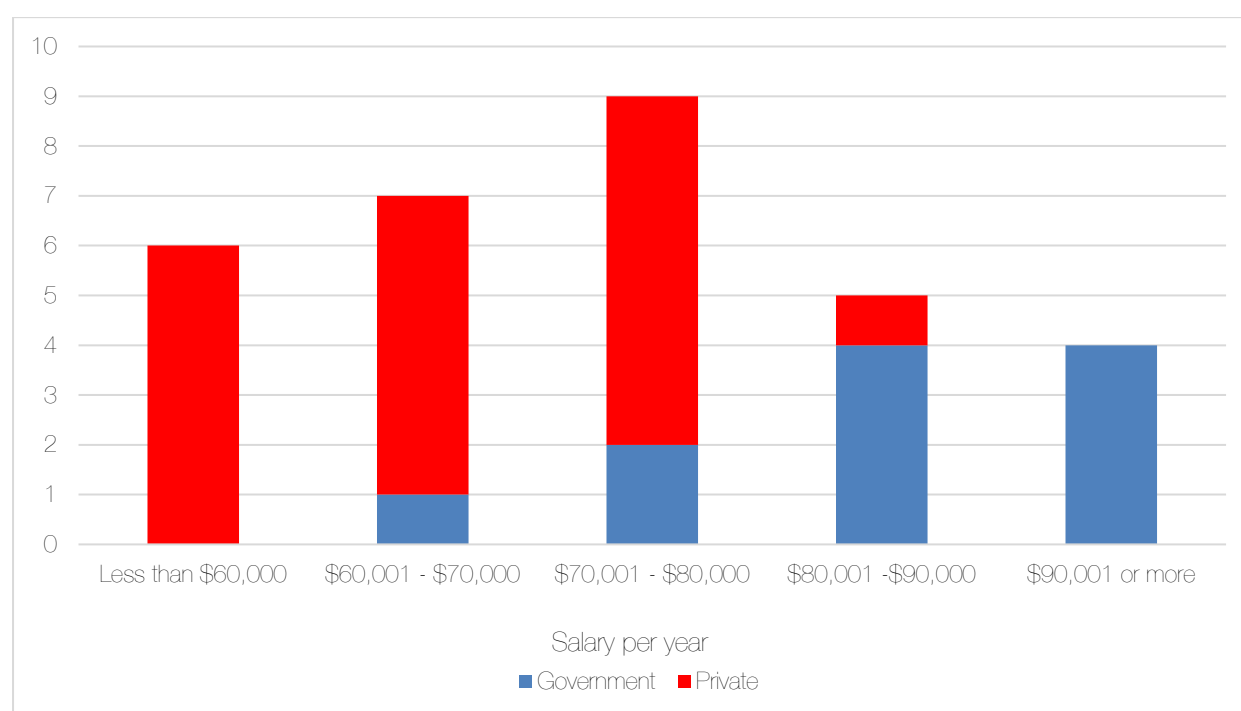
## 1 – 2 YEARS PQE

(See Schedule 2 for raw data)

We received 31 complete responses for this level of experience.

- 3 were male, 27 were female and 1 respondent identified their gender as 'other'.
- 11 were employed by a government employer.
- 20 were employed in the private sector.

The table below shows the results:



The overall average for this level of PQE was **\$74,643**.

We again observed a notable difference in the earnings depending on whether the employee worked in the private sector or a government employee.

For those employed by a government employer, the average salary was **\$85,163** with the majority of responses indicating earnings **between \$80,001 to \$90,000**. All respondents were satisfied with their salary.

In the private sector, the average salary was found to be **\$68,964**. The majority of responses were **between \$60,001 to \$65,000**. Most respondents were not satisfied with their salary.



## 2 – 3 YEARS PQE

(See Schedule 3 for raw data)

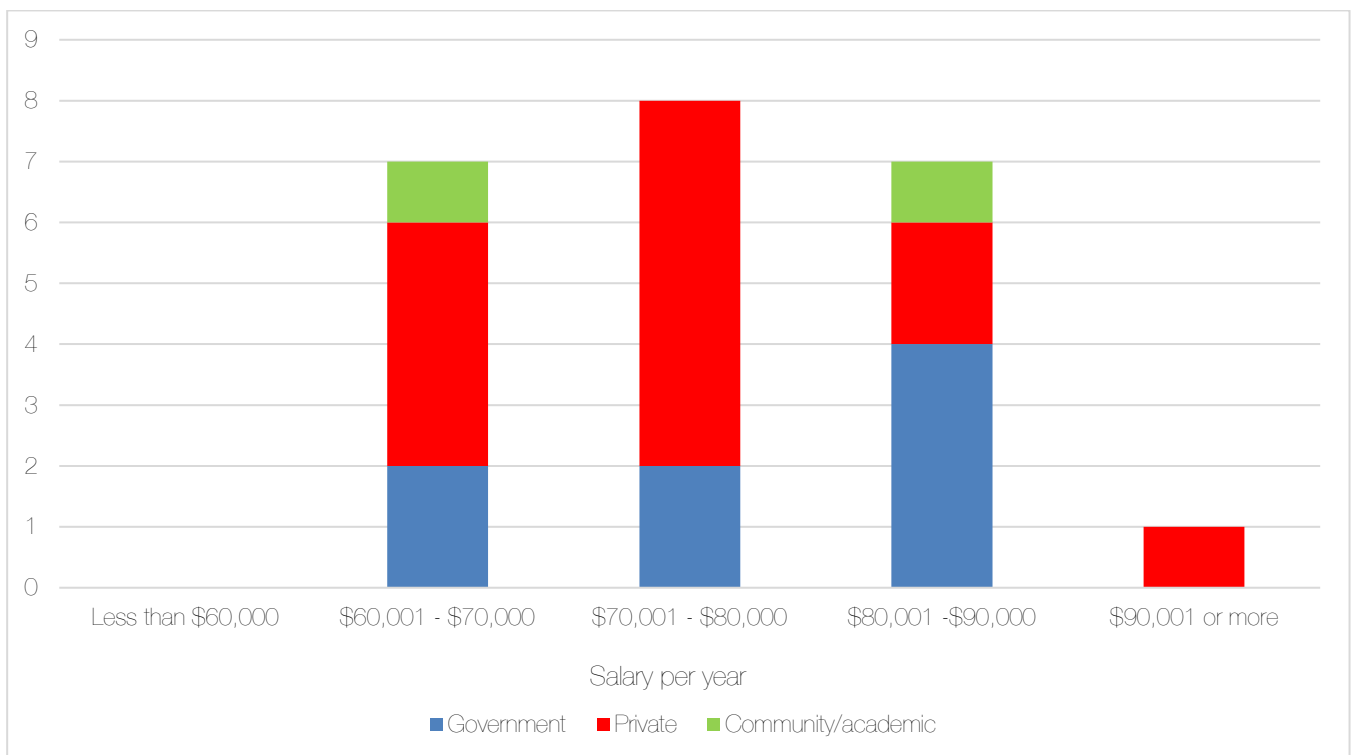
We received 29 complete responses for this level of experience.

(There was one respondent who was excluded as she stated that her salary was not in relation to legal work. This respondent worked in the government sector in a non-legal capacity.)

For the remaining 28 responses:

- 7 were male and 21 were female.
- 8 were employed by a government employer.
- 18 were employed in the private sector.
- 2 were employed in the community and academic sectors.

The table below shows the results:



The overall average for this level of PQE was **\$79,648**.



We observed a very small difference between the average salary of private sector versus government employees. However, the salaries in the private sector were more variable.

For those employed by a government employer, the average salary was \$80,474, The highest was \$90,000 and the lowest was \$69,238.

In the private sector, the average salary was \$76,650. The highest was \$105,000. The lowest was \$21,000, which is concerning as this respondent also reported working full time hours. If this was an error and excluded from the results, then the lowest salary was \$66,118.



## 3 – 4 YEARS PQE

(See Schedule 4 for raw data)

We received 19 complete responses for this level of experience:

- 5 were male and 14 were female.
- 8 were employed by a government employer.
- 11 were employed in the private sector.

The table below shows the results:



The overall average for this level of PQE was **\$101,463**.

We observed a very small difference between the average salary of private sector versus government employees. However, again, the salaries in the private sector were more variable.

For those employed by a government employer, the average salary was **\$99,693**. The highest was **\$123,000** and the lowest was **\$78,045**.

In the private sector, the average salary was **\$102,751**. The highest was **\$175,000**, which is more than \$50,000 higher than the next highest response received for the entire survey. If this



response is excluded then the average salary for the private sector for this level of experience is \$95,526.48. The lowest was \$71,000, who also reported that she works 50+ hours a week and works every weekend.

## 4 – 5 YEARS PQE

(See Schedule 5 for raw data)

We only received 6 complete responses for this level of experience:

- 5 were female and one did not provide their gender.
- 2 were employed by a government employer.
- 4 were employed in the private sector.

We did not analyse this group in detail as there was insufficient data. The average was \$98,537 and the responses ranged from \$84,167 (female, private) to \$120,000 (female, private).

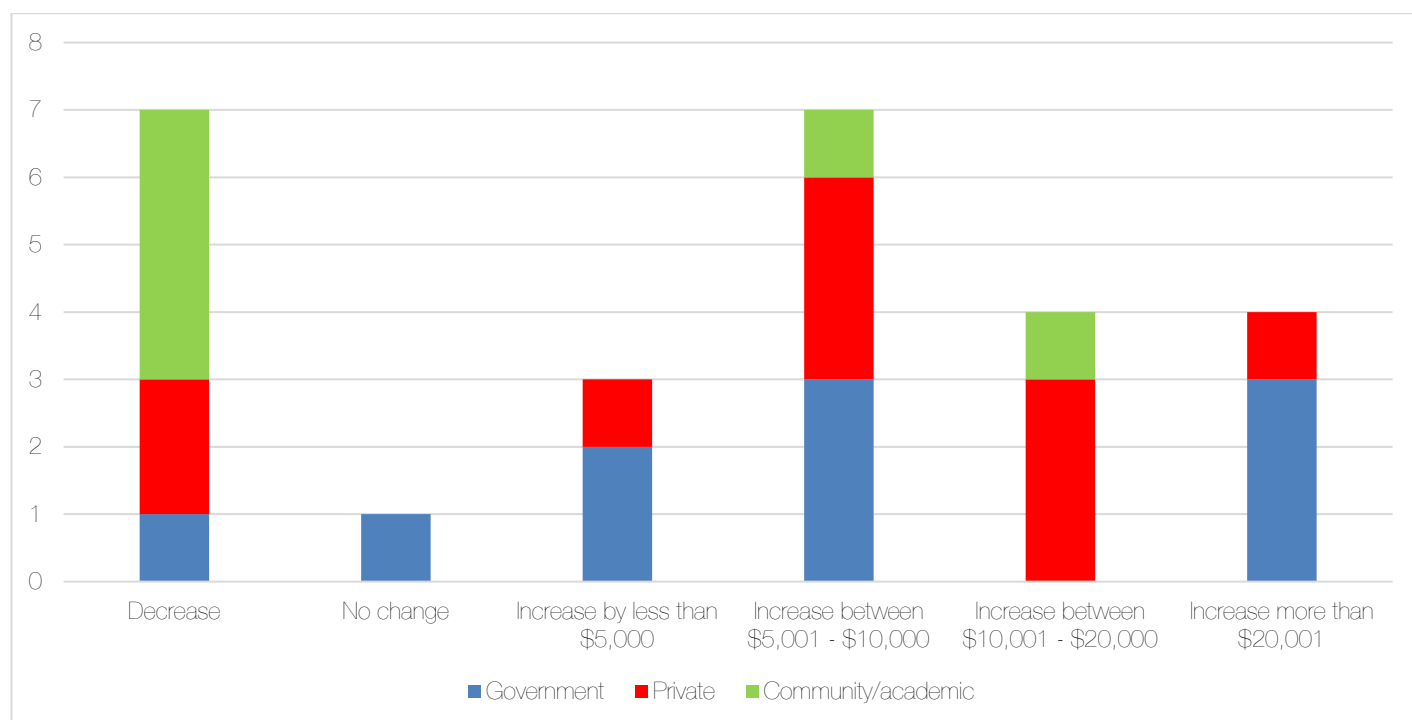


## CHANGES IN PAY FROM THE PREVIOUS YEAR

(See Schedule 6 for raw data)

We compared the previous year salary to the current salary for each level of experience. Our results are below.

### <1 YEAR PQE



For this category of less than 1 year PQE, the results were the most varied out of all levels of experience. 30% of respondents did not receive an increase in salary.

Overall, there was an average increase of **about \$9,958**.

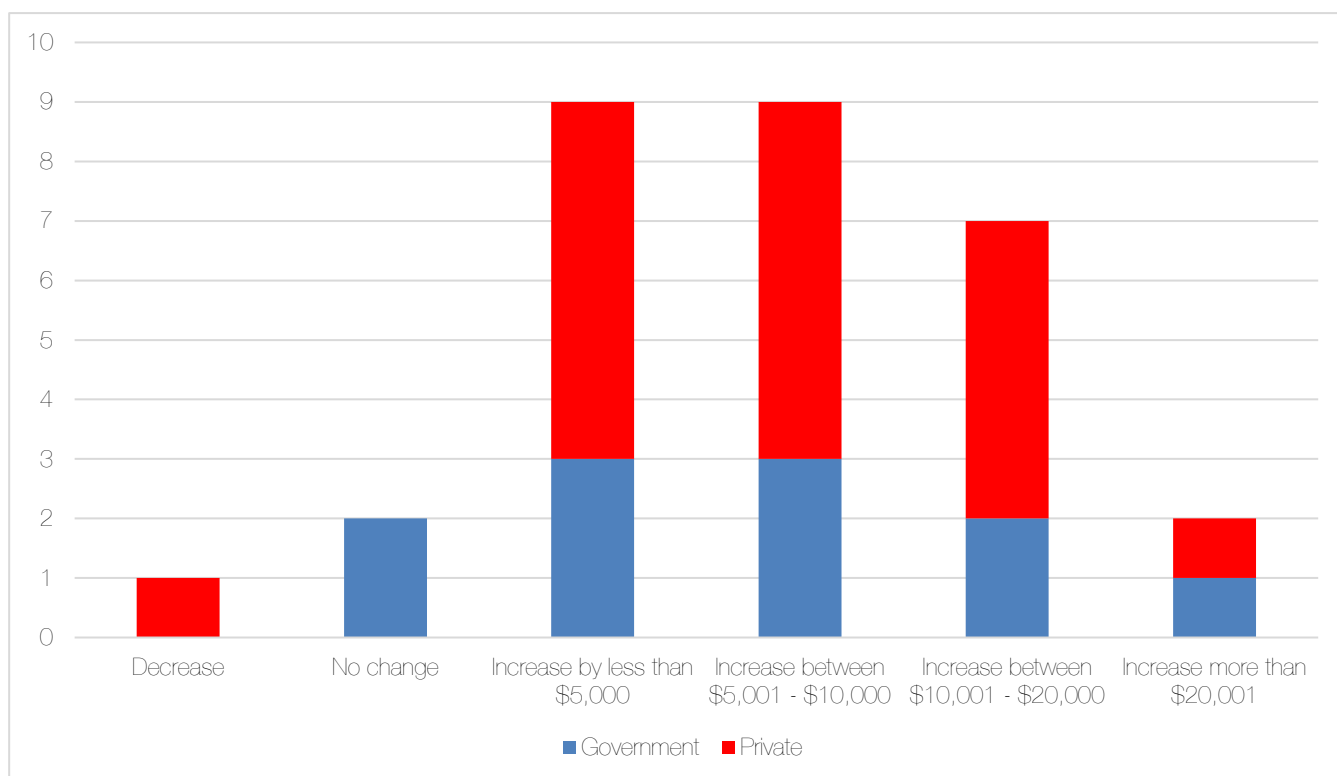
For private sector employees, the average was an increase of **\$12,455**.

For government employees, the average was an increase of **\$13,072**.

For those employed in the community sector, there was an average decrease of **\$1,578**.



## 1–2 YEARS PQE



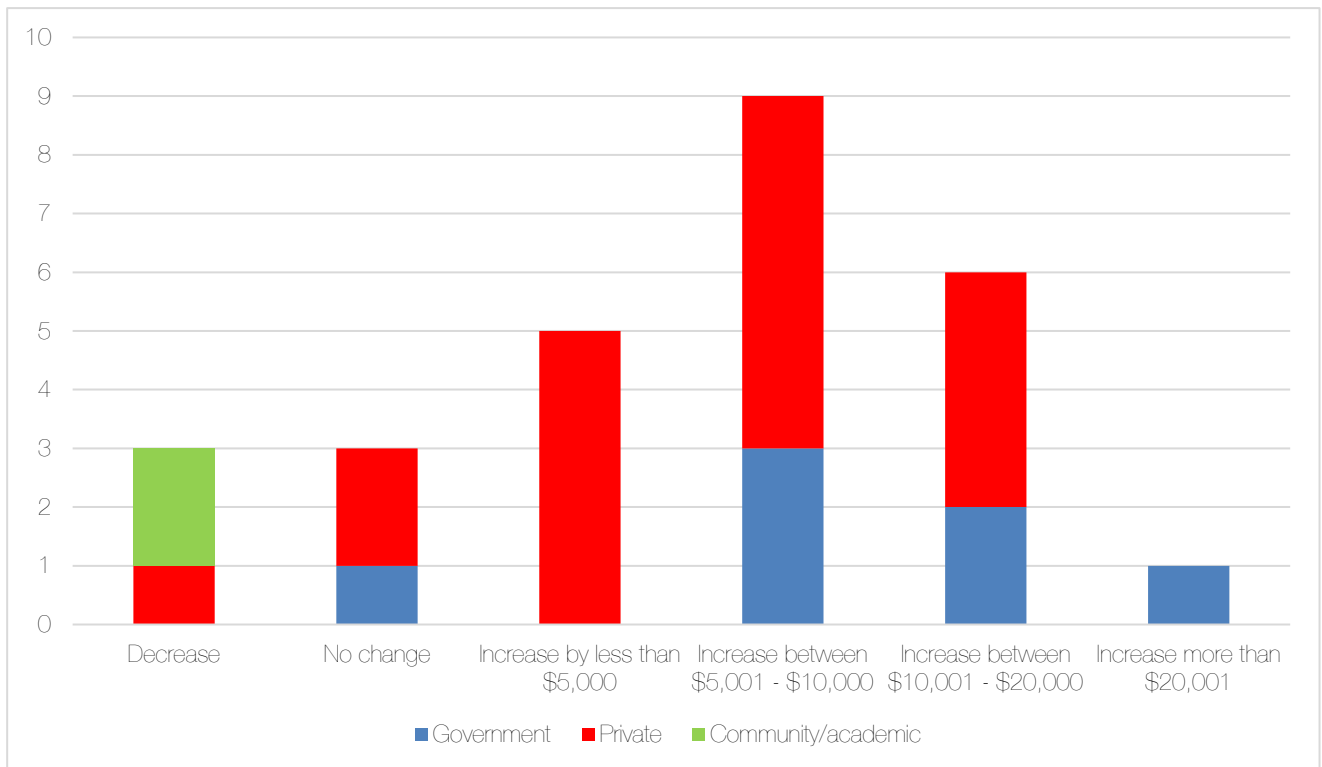
Most respondents in this category received an increase in their salary of between \$3,000 to \$10,000, with the average increase being about **\$8,573**.

For private sector employees, the average was an increase of **\$8,430**.

For government employees, the average was an increase of **\$7,263**.



## 2 – 3 YEARS PQE



For this category of experience, there was an average increase of about **\$7,682**.

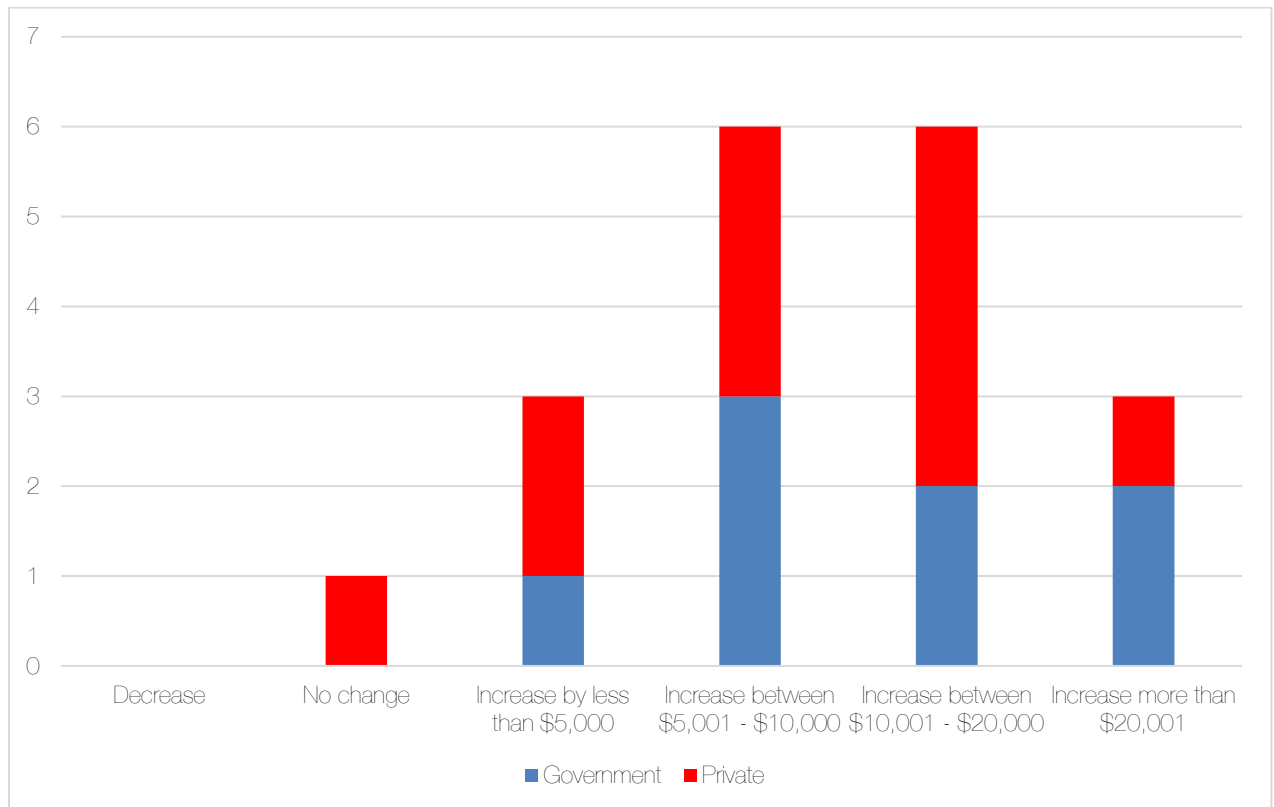
For private sector employees, the average was an increase of **\$6,570**.

For government employees, the average was an increase of **\$10,543**.

There were 2 respondents who were employed in the community or academic sector. Both had a **decrease** in salary, of \$11,000 and \$15,000.



### 3 – 4 YEARS PQE



For this category of experience, there was an average increase of about \$12,772.

For private sector employees, the average was an increase of \$11,363.

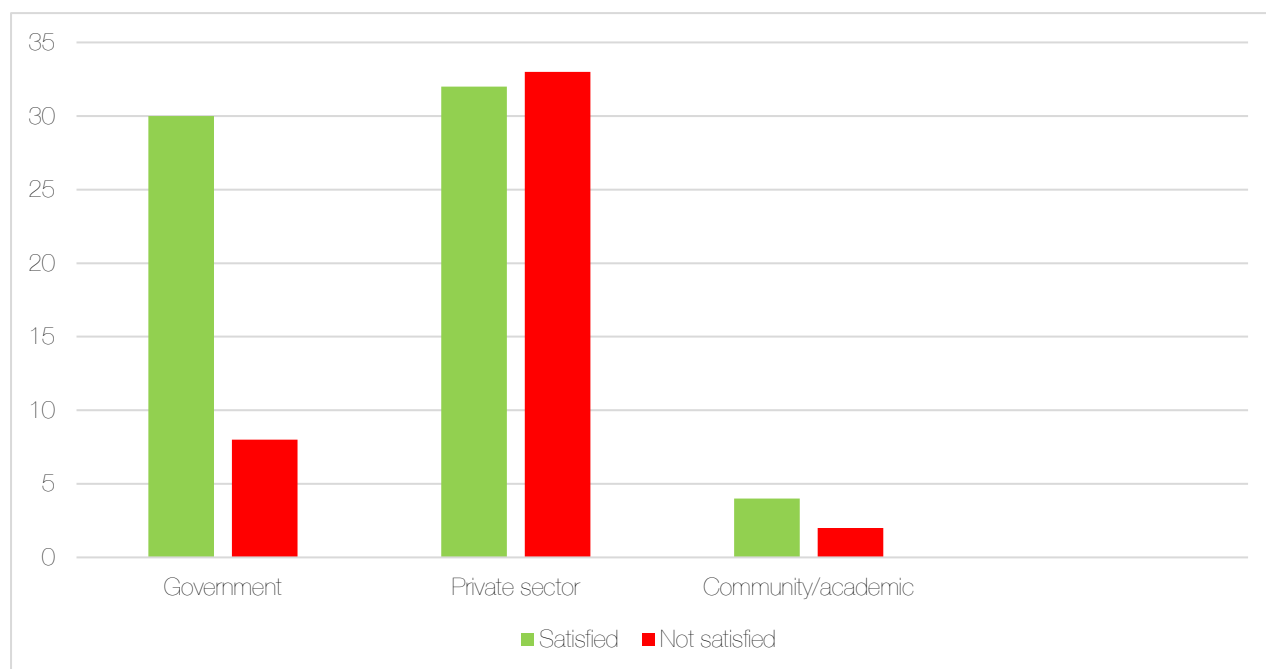
For government employees, the average was an increase of \$14,709.

### 4 – 5 YEARS PQE

We did not analyse this group in detail as there was insufficient data, although out of the 6 responses received, all respondents received an increase in salary. The highest was an increase of \$52,000 (female, private) and the lowest was an increase of \$1,912 (unknown gender, government).



## SATISFACTION WITH PAY



Overall 66% of respondents were satisfied with their pay. 34% were not satisfied.

For respondents who were employed by a government employer, the overwhelming majority were satisfied with their pay (78% were satisfied and 22% were not satisfied).

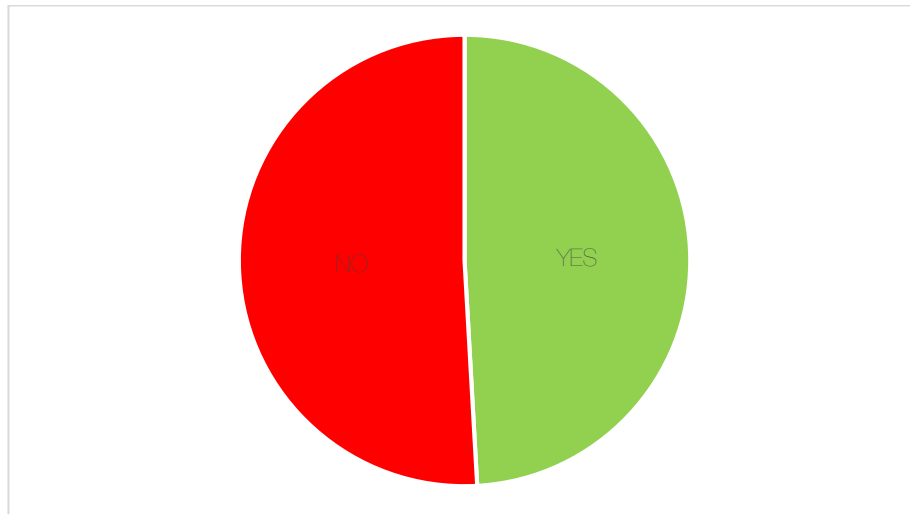
For respondents who were employed in the private sector, there was an similar split between those that were satisfied with their pay and those that were not satisfied (49% were satisfied and 51% were not satisfied).

However, we found the responses concerning satisfaction with pay to be quite subjective. While those who were earn below average expressed dissatisfaction with the pay, a number of others on the upper ranges of income, including the highest on the survey, also indicated that they were not happy with their salary.



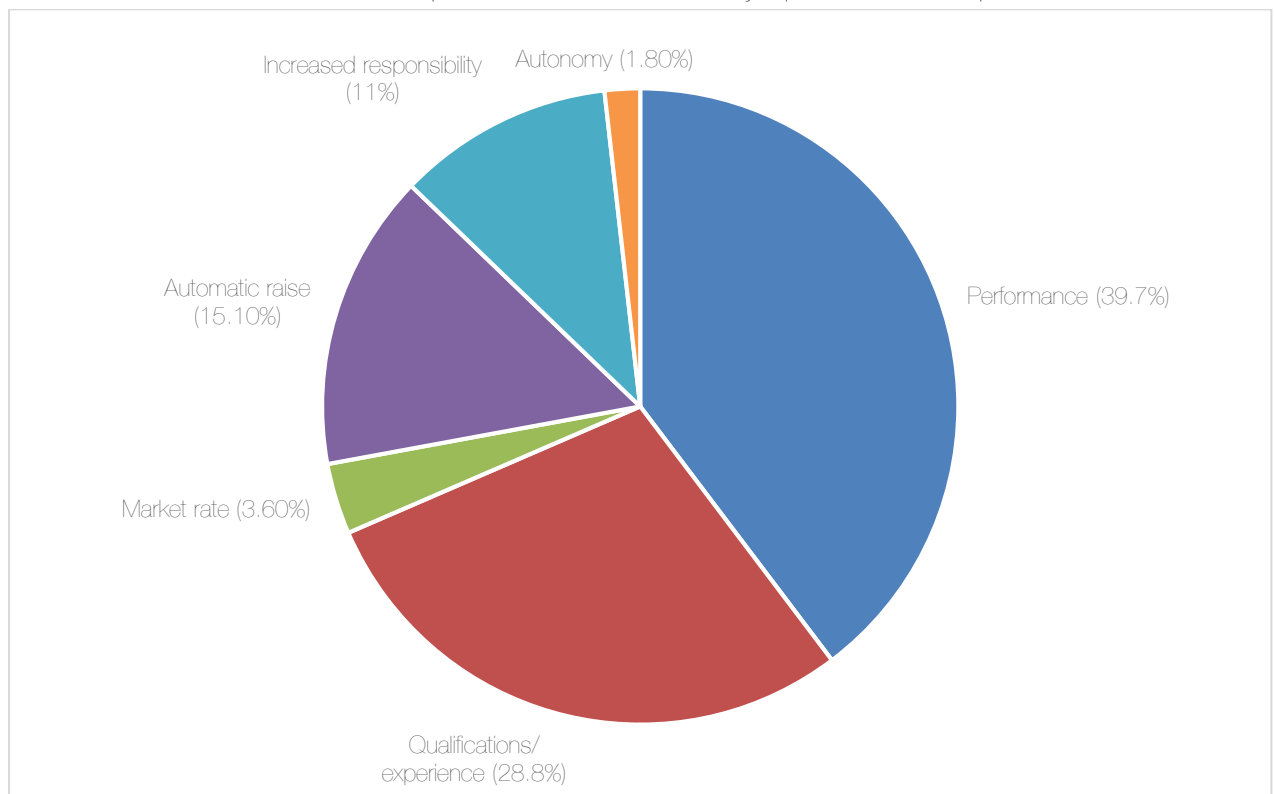
25. At your last pay review, did you seek a pay increase?

We received 112 responses to this question. 49% indicated that they sought a pay increase at the last pay review. 51% indicated that they did not.



26. On what grounds did you seek a pay increase?

The most common answer was 'performance', followed by 'qualifications/ experience'.

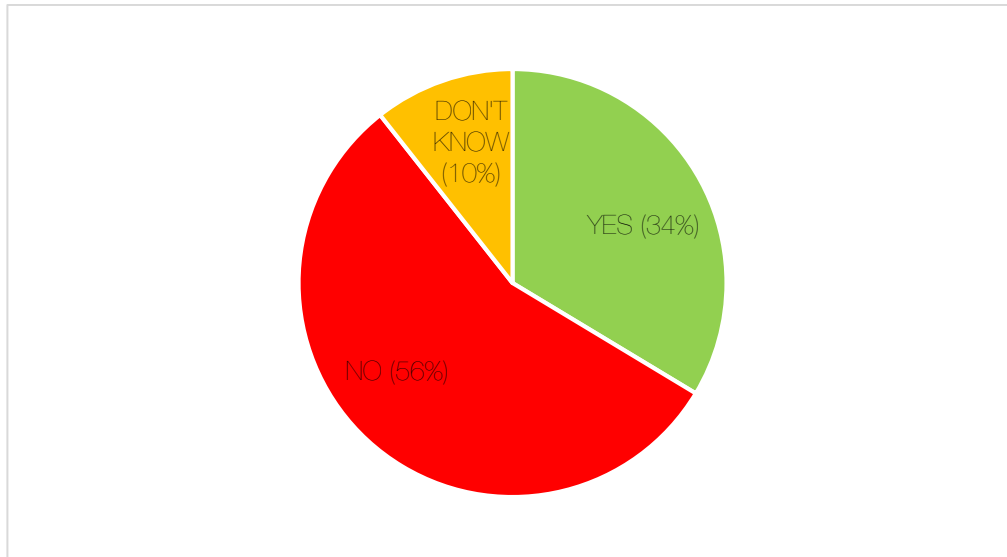




27. Does your employer offer superannuation above the government requirement (which is presently 9.5%)?

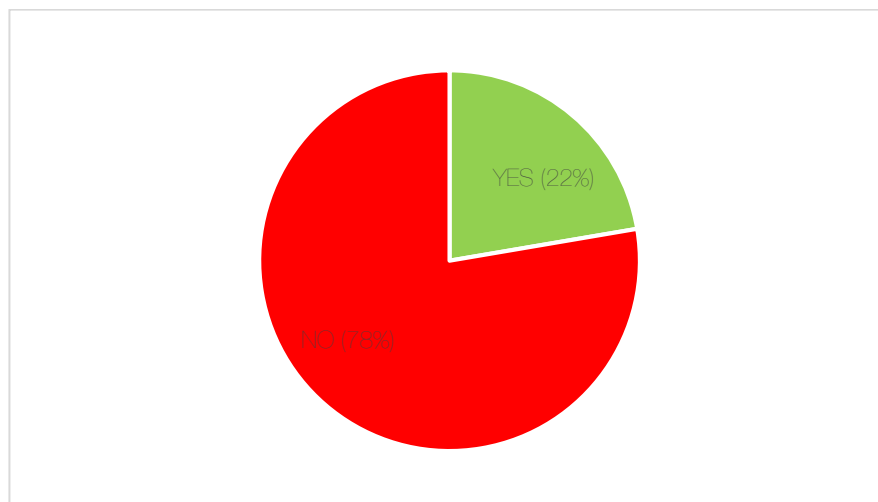
We received 113 responses to this question. 34% indicated 'yes', 56% indicated 'no' and 10% indicated 'don't know'.

Of those who indicated 'yes', 87% were government employees.



28. Does your employer offer a bonus scheme?

We received 112 responses to this question. 22% indicated 'yes' and 78% indicated 'no'. Most of those who indicated 'yes' worked in the private sector.

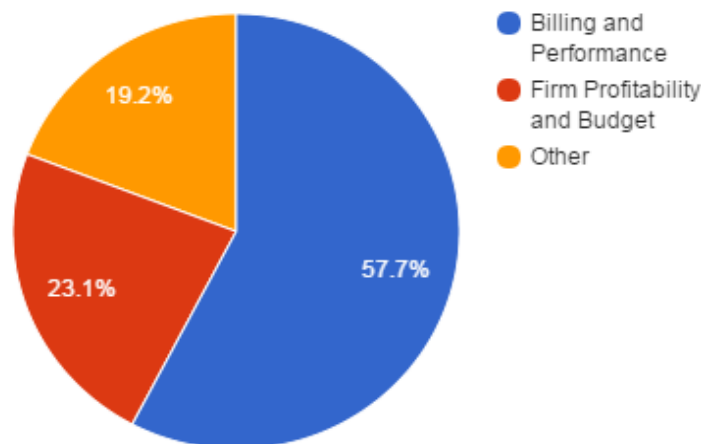




29. If so, do you know the criteria for a bonus? If so, what are they?

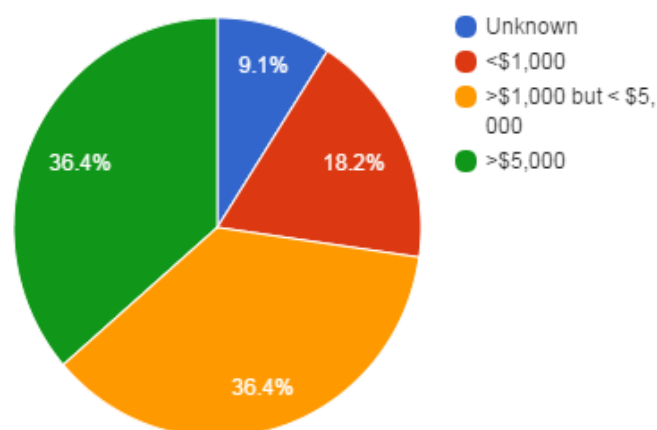
The majority of responses were 'billing and performance'.

Some of the "other" responses received included meeting pro bono targets, meeting firm values and discretionary considerations.



30. Were you paid a bonus at your last pay review? If so, how much? (Written response)

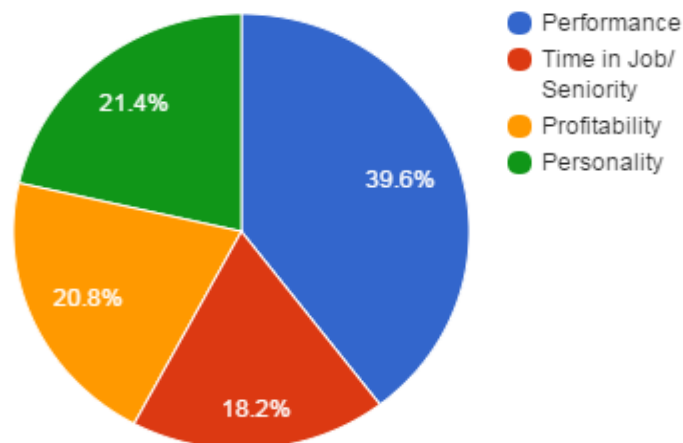
Only 11 individuals out of the 55 responses to this question indicated that they were paid a bonus. Two other respondents indicated that they were likely to receive a bonus. The highest reported bonus was \$9,000 and the lowest was \$300.





31. In your opinion, what influences promotion and pay rises in your place of employment?  
For example: performance, profitability, time in the job, working hours, personality.

The most common responses were:



Some of the other written responses received were as follows:

- "Opportunities in the area and preference of senior management and being friends with the right people."
- "Your 'fit' within the firm, i.e. if the managing partner likes you. Work performance is a distant, distant second."
- "Being friends with the right people."
- "Feedback from other staff."
- "If you are favoured by the pushy partners in the office. Without someone to fight hard for you, you really cannot get anywhere. There doesn't seem to be a connection between how hard you work and whether or not you are rewarded. It is whether you are liked by the "right" people."
- "The ability to churn out advice within the minimum time allocated."

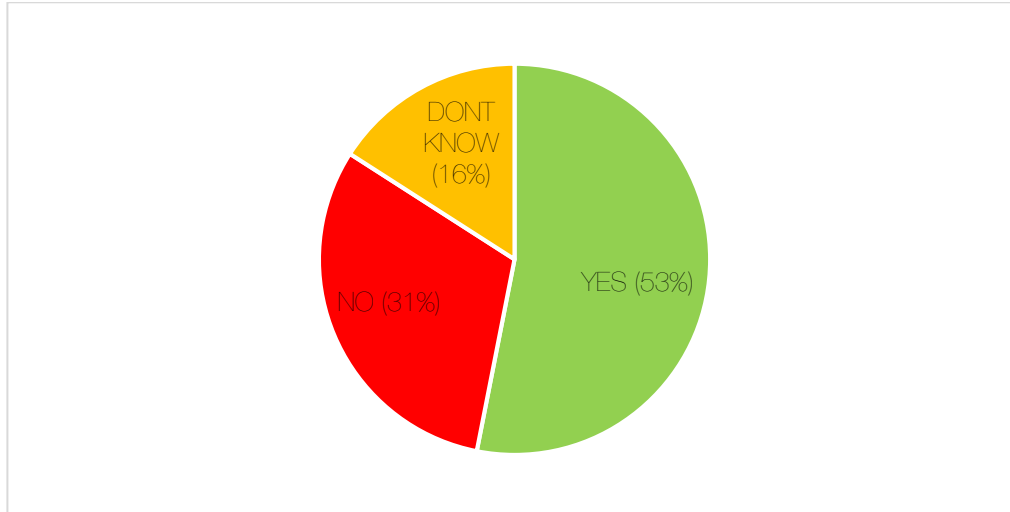


- "In the public service pay increments are attached to your performance rating, the length of time in a position and whether or not you have reached the top of your pay scale. This means APS staff do not and cannot seek a pay increase. Remuneration and pay increments are detailed in the relevant Enterprise Agreement."
- A few responses identified "gender" as a relevant consideration with one respondent saying, "I have been told (by female partners) that because my husband 'has a highly paid position' it was less likely I would gain a higher rate."
- Some noted that there needed to be an available position and the main consideration would be whether the specific criteria were met.
- Others noted politics and relationships with partners and partners' family members.
- One individual distinguished being promoted and the pay rises noting that promotions were on the basis of experience and performance whereas pay is uncertain as there is a lack of transparency.



32. Are pay and conditions reviews conducted regularly at your place of employment?

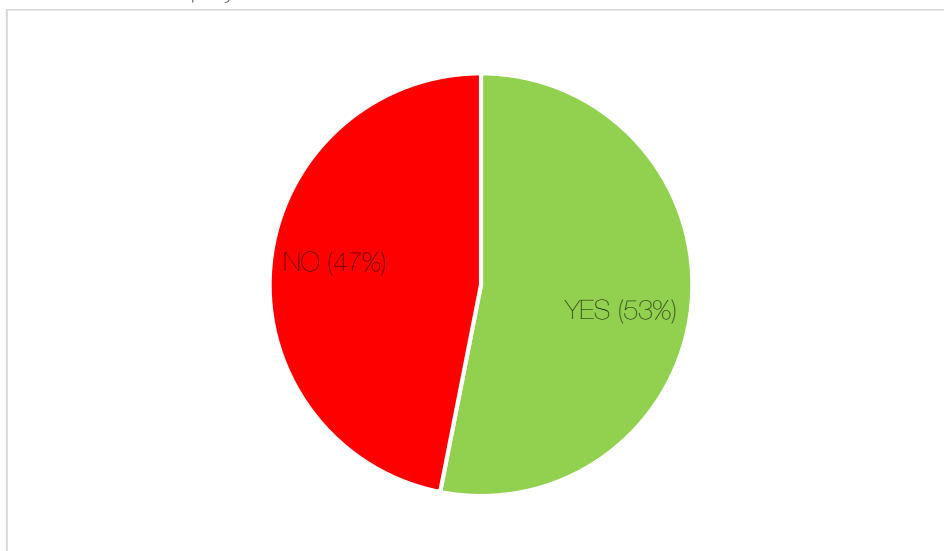
We received 113 responses to this question. 53% responded 'yes', 31% responded 'no' and 16% responded 'I don't know'.



33. Do you feel comfortable raising the issue of pay and conditions with your employer?

We received 113 responses to this question. 53% indicated 'yes' and 47% indicated 'no'.

However, we did not find that being comfortable with raising the issue of pay had any connection with the amount of the salary. Respondents with some of the lowest salaries reported in this Survey indicated that they were comfortable with raising the issue of pay and have done so at the last pay review.





34. Do you have access to a non-government paid parental leave scheme? If so, for what period and at what rate of pay (please express rate of pay as a percentage of your full time salary)?

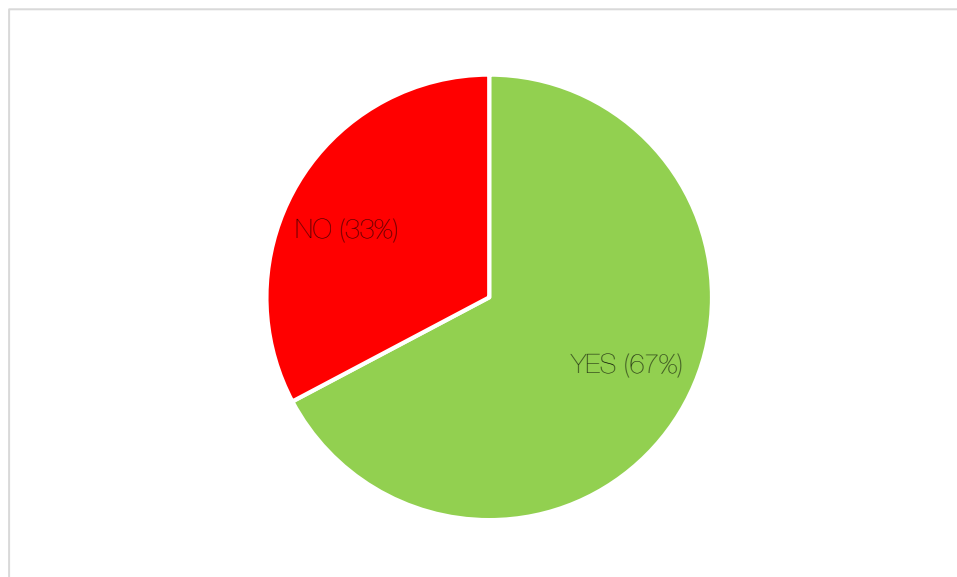
Of those that supplied a written response to this question, 32 respondents indicated that their employer did not provide access to a non-government paid parental leave scheme.

There were a further 12 respondents who indicated that they were unsure as to what non-government parental leave policy was in place at their firm, with some respondents indicating that the schemes often varied. For example, some respondents indicated they received 2 weeks' paid parental leave where others indicated they received 16 weeks' paid parental leave.

One respondent indicated dissatisfaction with their firm's parental leave scheme as the paternity leave is less than maternity leave (i.e. 2 weeks' paternity leave compared to 16 weeks' maternity leave).

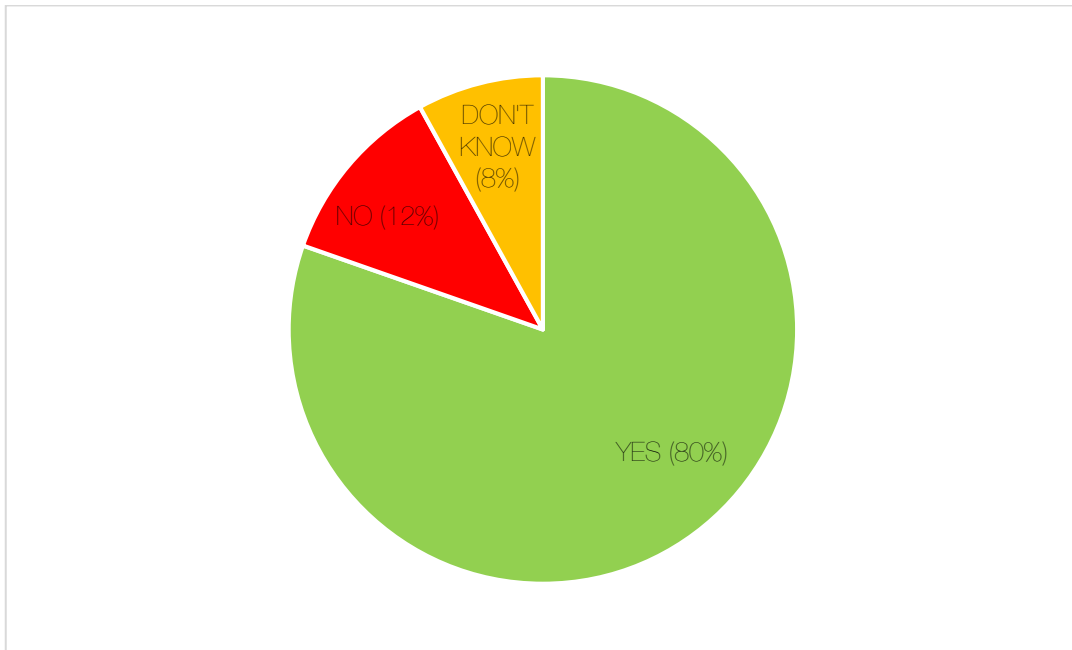
35. Do you feel guilty taking sick or personal leave?

The majority of respondents (67%) indicated that they felt guilty taking sick or personal leave.





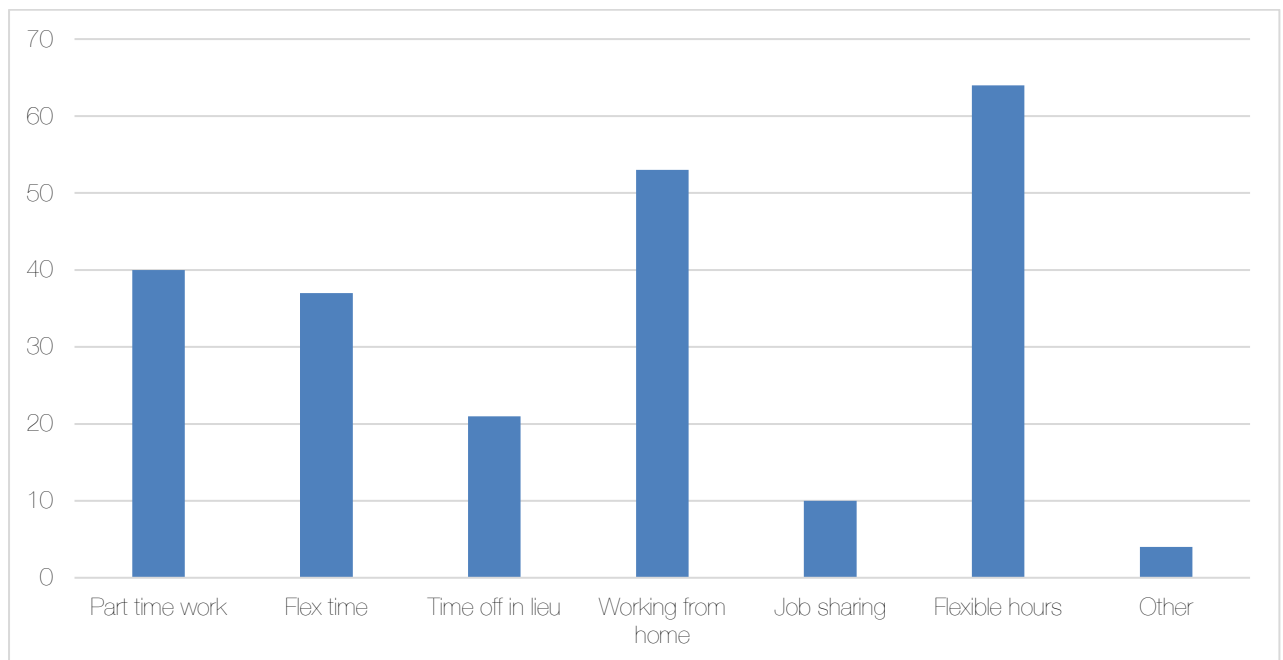
36. Does your employer offer flexible working arrangements (for example, part time work, flex time, working from home, job sharing, variable/emergency work arrangements, parental leave)?



The majority of respondents (80%) indicated that their employer did offer flexible arrangements. 12% of respondents said no and 8% of respondents indicated that they did not know whether or not such arrangements were offered by their employer.



37. What type of flexible working arrangements are available to you?



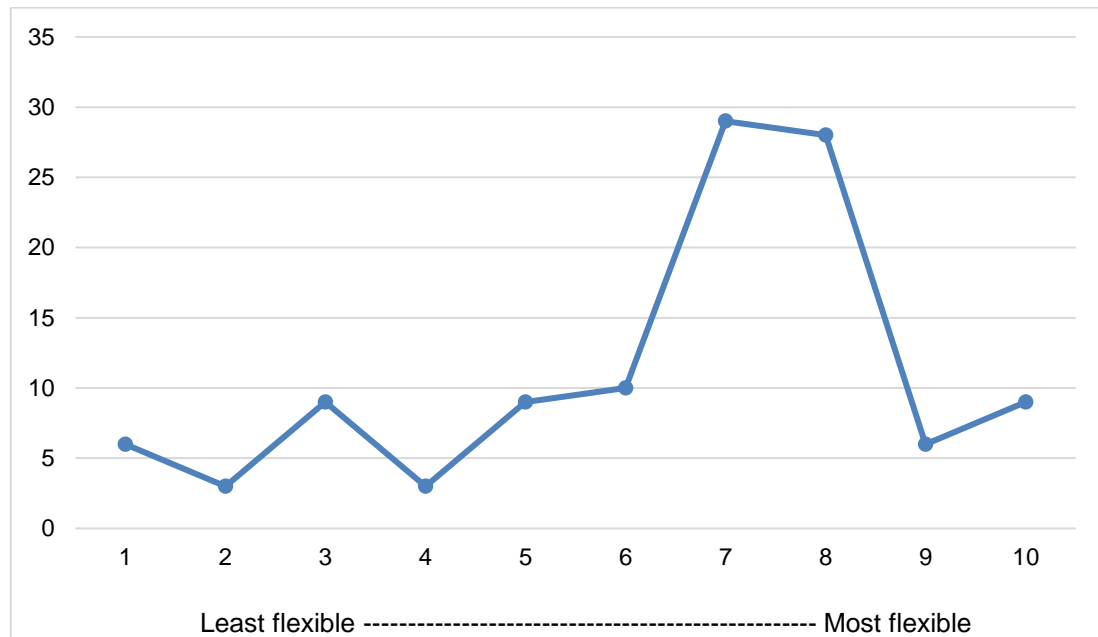
The most common flexible working arrangement open to respondents is flexible hours, followed by working from home. Job sharing was the least common flexible working arrangement, with 11% of respondents indicating this as an option available to them.

Some respondents provided further written responses:

- That the respondent could take leave at half pay or purchase leave.
- Flexible arrangements were available by negotiation.
- No flexible arrangements available.
- That the respondent is a contractor and so no flexible arrangements are available to them.
- Flexible arrangements were only available to carers and parents, not other employees.



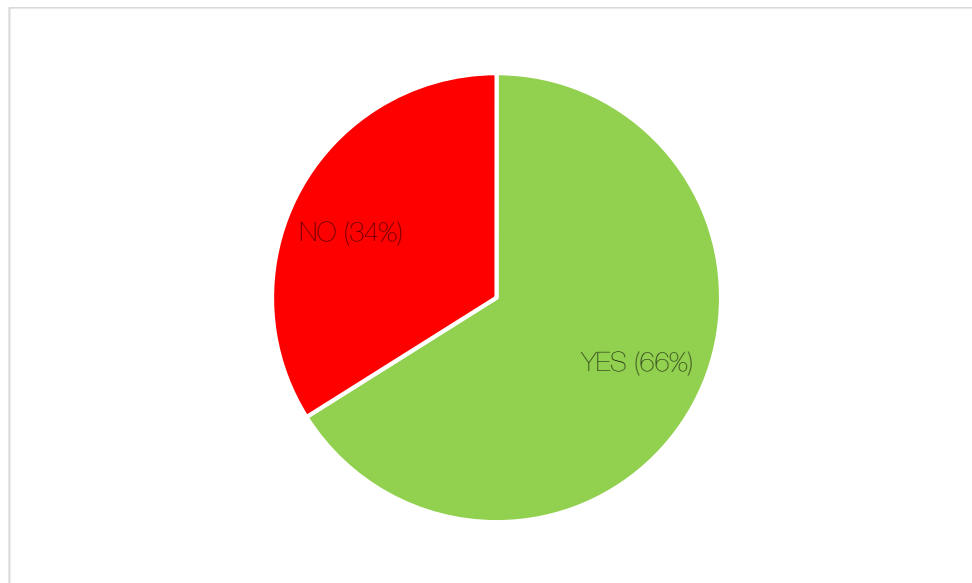
38. On a scale of one to ten, how would you rate your firm's culture in respect to flexible working arrangements? (10 being the most flexible)



It is promising that most respondents rated their employer's culture in terms of flexible working arrangements 6 or greater. 27% of respondents rated their employer as 5 or less.

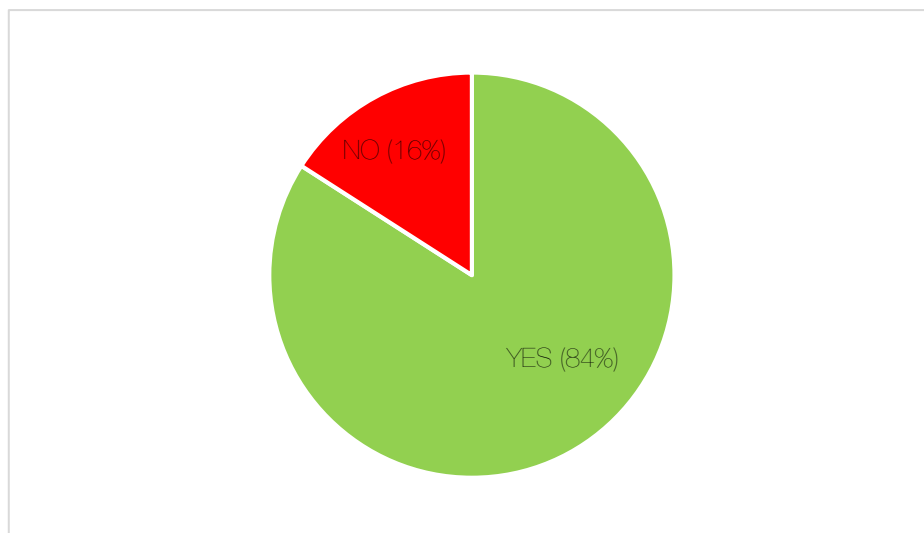


39. Would you be comfortable asking your employer for flexible working arrangements?



66% of respondents indicated that they felt comfortable asking their employer for flexible working arrangements.

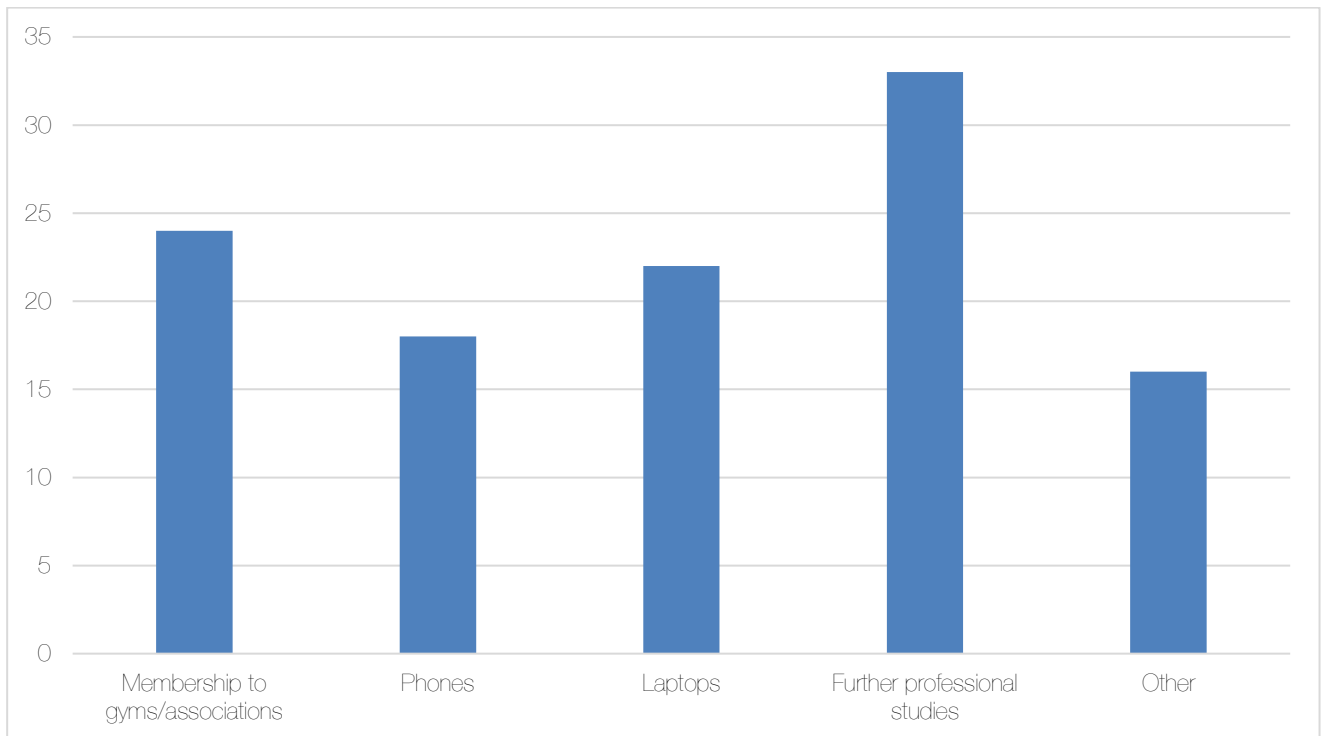
40. To your knowledge, does your employer make use of (or has made use of) flexible working arrangements?



The majority of responses (84%) indicated 'yes'.



41. Does your employer offer other benefits to employees not covered above that are valuable to you? (Select all that apply)



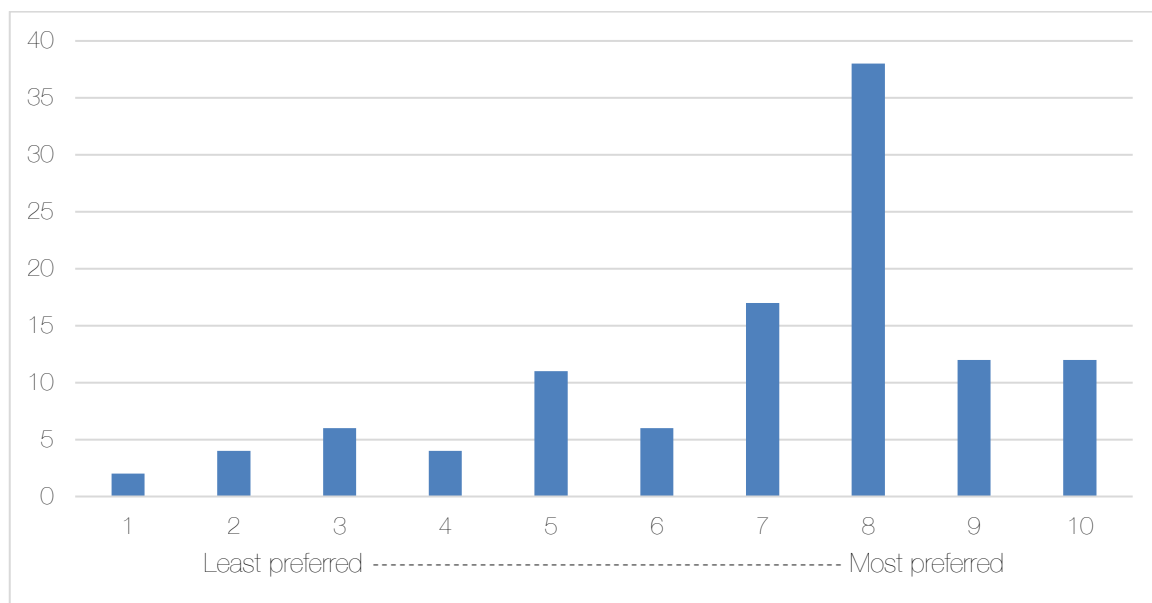
50% of respondents indicated that they had access to further professional studies, 36% of respondents had memberships to gyms/associations, 33% of respondents had laptops and 27% of respondents had phones.

Those that provided further written responses indicated the following:

- 5 weeks' paid annual leave.
- Secondment opportunities within the private and public sector.
- Health and wellbeing payments (and rebates and insurance), boot camp sessions, fruit deliveries.
- CPD events, conferences and social events (related to work) paid for by their firm.
- Parking permits.



42. How would you rate your employer in terms of workplace policies as they apply to women lawyers? (10 being the most preferred)



76% of respondents rated their employer 6 or above when considering the employer's workplace policies for female lawyers. 24% of respondents rated their employer less than 5 on this scale.

43. Does your employer have policies/measures in place to address the prevention of sexual assault? (Written responses)

Written responses indicated the following:

- Most respondents were not sure if their employer had policies/measures in place to address the prevention of sexual assault.
- Some respondents that there were policies/measures in place. Those mentioned included: including awareness training, equal opportunity policies and harassment policies, harassment officers, reporting mechanisms and contact persons to provide support to victims, and the APS Code of Conduct.
- Of concern, one respondent indicated that whilst their employer had policies/measures in place they did not seem to implement them.



44. Does your employer have policies/measures in place to promote good mental health in the work place? (Written responses)

Written responses indicated the following:

- Most respondents were not sure if their employer had policies/measures in place to promote good mental health in the workplace.
- Some respondents indicated that there were policies/measures in place including awareness training or discussion groups.
- Other measures mentioned by respondents included: recreational leave, fitness classes, a fruit box each week and a gym membership for all staff members in their employment package, flex leave, courses on resilience and mindfulness, Employee Assistance Program (EAP), free counseling sessions (6 hours per year), supports RUOK Day and coffees with work colleagues to discuss how they are going, grievance procedures and policies, two hours per fortnight of personal/mental health leave.
- One respondent indicated a very complete suite of measures as follows: formal policies which cover a range of issues which can adversely affect mental health (e.g., bullying, discrimination), access to counselling, regular surveys which are designed to detect declining morale, regular team building sessions (e.g., team morning teas), and special lectures and awareness training available during Mental Health Week.
- One respondent indicated that whilst there are policies/measures in place they are not easily accessible to employees.
- Of concern, one respondent indicated that whilst there are policies on mental health they don't seem to be implemented.
- Of concern, one respondent indicated that they are subject to constant criticism and verbal harassment.



45. What can employers of women lawyers do better for women lawyers? (Written responses)

Written responses indicated the following:

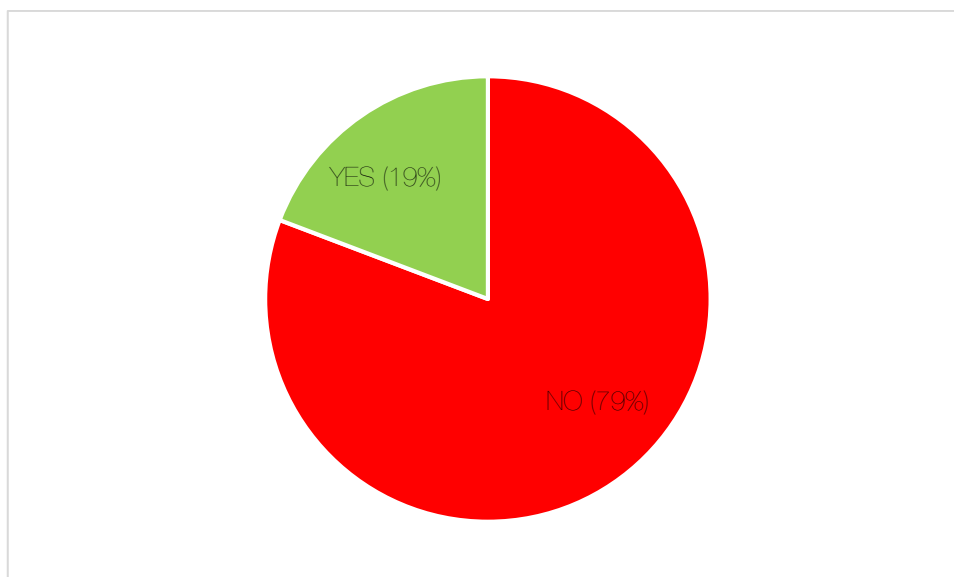
- Provide flexible working arrangements (including working from home) and cater for work-life balance.
- Ensure equal pay (no pay gap) and equal opportunities for women.
- Offer paternity leave (equal to maternity leave).
- Implement an objective system which provides options to employees so that employees do not feel like they are asking for special treatment.
- Provide subsidised child care or child care on-site (like some government departments have).
- Implement supportive work environments where women in leadership positions provide support, mentoring and encouragement to junior staff.
- Have more women in senior roles.
- Eliminate the expectation that women have to have children.
- Encourage men to take parental leave.
- Do not criticise women for being assertive and speaking up for themselves.
- Provide return to work policies which support parents.
- Support both men and women by offering flexible working arrangements, job sharing, access to child care and family-friendly facilities.
- Be more inclusive and transparent in relation to promotions.
- One respondent indicated that making the workforce better for women would be sexist and that women should not be treated differently to men at all.
- Of concern, one respondent indicated that employers should not hire women and that women should stay home and take care of their children.



## PART D: POST GRADUATE STUDIES

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46. Have you completed a post graduate course? Note that a post graduate course does NOT include a graduate diploma of legal practice (i.e. Legal Workshop/ The College of Law/ or equivalent – necessary to be admitted as a legal practitioner). If yes, please specify the course and tertiary institution:



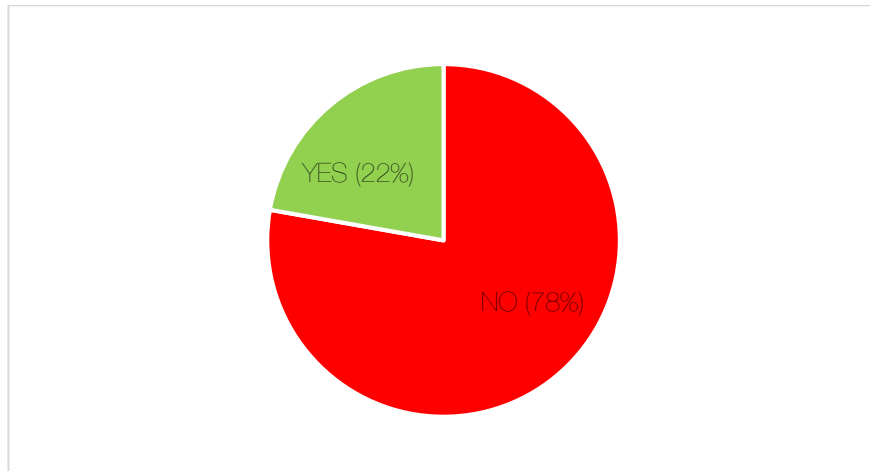
19% of respondents said they had completed a post graduate course including:

- Masters of Laws, ANU.
- Masters in Legal Practice, University of Melbourne.
- Masters in Legal Studies, University of Canberra.
- Masters of Tax Law, University of Sydney.
- Masters of International Affairs, ANU;
- Masters of Law, US.



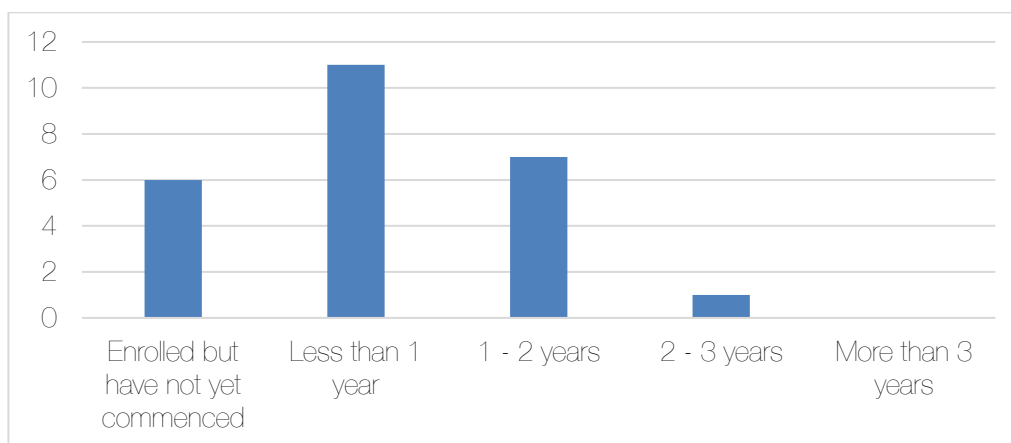
47. Are you currently enrolled in a post graduate course? If yes:

- Please specify the course and tertiary institution.
- How far into the course are you?



22% of respondents said they are currently enrolled in a post graduate course. Written responses indicated the following:

- Masters of Military Law, ANU.
- Masters of Laws, ANU.
- Masters of Law, Melbourne University.
- Masters of International Security Law, ANU.
- Masters of Law, University of Sydney.
- Masters of Applied Law (Family Law), College of Law.
- Masters of Law (Property NSW), College of Law.



Most respondents who were enrolled in a post-graduate course had been enrolled for less than a year.



## WLA ACT CONTACT DETAILS

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Email: [contact@wlaact.org.au](mailto:contact@wlaact.org.au)

Website: [www.wlaact.org.au](http://www.wlaact.org.au)

Facebook: <https://www.facebook.com/pages/Women-Lawyers-Association-of-the-Australian-Capital-Territory/176103869103377?sk=info>

Twitter: @WomenLawyersACT

## ACT YOUNG LAWYERS CONTACT DETAILS

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Facebook: [https://www.facebook.com/ACTYoungLawyers/?hc\\_ref=PAGES\\_TIMELINE](https://www.facebook.com/ACTYoungLawyers/?hc_ref=PAGES_TIMELINE)

LinkedIn: <https://www.linkedin.com/company/act-law-society-young-lawyers-committee>



## SCHEDULES

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## SCHEDULE 1

RAW DATA FOR QUESTIONS 21 to 24

<1 YEAR PQE

- Government employees

Gender	Age	Last Year's Salary	Satisfied?	This Year's Salary	Satisfied?
Female	35-39	\$89,000	No	\$89,000	No
Male	25-29	\$60,000	Yes	\$70,000	Yes
Female	21-24	\$60,000	Yes	\$62,000	No
Female	25-29	\$15,000	No	\$60,083	Yes
Female	25-29	\$63,000	Yes	\$72,000	N/A
Female	21-24	\$30,000	No	\$60,000	Yes
Female	25-29	\$62,000	Yes	\$67,000	Yes
Female	25-29	\$66,000	Yes	\$62,400	Yes
Female	21-24	\$40,000	Yes	\$63,236	Yes
Male	25-29	\$64,000	Yes	\$74,000	Yes
AVERAGE		\$54,900		\$67,972	

- Private sector employees

Gender	Age	Last Year's Salary	Satisfied?	This Year's Salary	Satisfied?
Male	25-29	\$36,500	No	\$24,000 *	No
Female	21-24	\$63,000	Yes	\$70,000	Yes
Female	25-29	\$79,000	Yes	\$73,000	No
Male	25-29	\$55,000	No	\$60,000	No
Female	21-24	\$40,000	No	\$55,000	No
Female	21-24	\$29,000	No	\$40,000	No
Male	40+	-	No	\$75,000	No
Female	25-29	-	-	\$60,000	Yes
Female	21-24	\$40,000	Yes	\$54,054	Yes
Male	21-24	\$59,500	No	\$67,500	Yes
Female	21-24	\$57,000	No	\$65,000	Yes
AVERAGE		\$45,900		\$58,505	
*EXCLUDING OUTLIER				\$61,955	

- Community/academic

Gender	Age	Last Year's Salary	Satisfied?	This Year's Salary	Satisfied?
Female	25-29	\$64,300	Yes	\$62,500	Yes
Female	25-29	\$50,000	Yes	\$61,000	Yes
Female	25-29	\$56,515	No	\$63,000	Yes
Male	30-34	\$107,000	Yes	\$85,000	Yes



## SCHEDULE 2

### RAW DATA FOR QUESTIONS 21 to 24

#### 1 – 2 YEARS PQE

- Government employees

Gender	Age	Last Year's Salary	Satisfied?	This Year's Salary	Satisfied?
Female	30-34	\$87,000	No	\$101,000	Yes
Female	25-29	\$90,899	Yes	\$90,899	Yes
Female	25-29	\$90,899	Yes	\$90,899	Yes
Female	25-29	\$80,000	Yes	\$86,000	Yes
Female	25-29	\$80,204	Yes	\$83,801	Yes
Female	30-34	\$75,000	Yes	\$78,000	Yes
Male	25-29	\$62,493	Yes	\$69,699	Yes
Female	25-29	\$59,400	Yes	\$85,298	Yes
Male	25-29	\$74,000	Yes	\$80,000	Yes
Female	30-34	\$96,000	Yes	\$100,120	Yes
Female	25-29	\$61,000	Yes	\$71,075	Yes
AVERAGE		\$77,900		\$85,163	

- Private sector employees

Gender	Age	Last Year's Salary	Satisfied?	This Year's Salary	Satisfied?
Female	21-24	\$57,000	No	\$60,000	No
Female	25-29	\$55,000	Yes	\$65,000	Yes
Female	25-29	\$55,000	No	\$70,000	Yes
Female	40+	\$33,000	No	\$62,500	Yes
Female	25-29	\$56,000	Yes	\$60,000	No
Female	25-29	\$55,000	No	\$60,000	No
Female	25-29	\$50,000	No	\$60,000	No
Female	30-34	\$64,000	No	\$68,000	No
Female	30-34	\$72,000	No	\$90,000	Yes
Other	25-29	\$68,000	No	\$76,000	Yes
Male	25-29	\$62,000	No	\$75,000	Yes
Female	25-29		No	\$60,000	Yes
Female	25-29	\$63,000	No	\$70,000	No
Female	25-29	\$67,000	No	\$79,000	Yes
Female	25-29	\$75,000	No	\$78,000	No
Female	25-29	\$59,000	No	\$66,666	No
Female	40+	\$90,000	No	\$75,000	No
Female	35-39	\$66,000	No	\$78,000	No
Female	25-29	\$55,000	No	\$65,000	No
Female	21-24	\$55,000	No	\$59,000	No
AVERAGE		\$61,286		\$68,964	



## SCHEDULE 3

RAW DATA FOR QUESTIONS 21 to 24

2 – 3 YEARS PQE

- Government employees

Gender	Age	Last Year's Salary	Satisfied?	This Year's Salary	Satisfied?
Female	25-29		No	\$74,000	No
Female	25-29	\$63,000	Yes	\$70,000	Yes
Female	25-29	\$78,000	No	\$90,000	Yes
Male	30-34	\$65,753	No	\$88,052	Yes
Male	25-29	\$69,238	Yes	\$69,238	No
Female	30-34	\$72,000	No	\$88,500	Yes
Female	25-29	\$73,000	Yes	\$79,000	Yes
Female	25-29	\$75,000	Yes	\$85,000	Yes
AVERAGE		\$70,855.86		\$80,473.75	

- Private sector employees

Gender	Age	Last Year's Salary	Satisfied?	This Year's Salary	Satisfied?
Female	25-29	\$73,000	Yes	\$76,000	No
Female	25-29	\$65,000	Yes	\$80,000	Yes
Female	25-29	\$61,000	Yes	\$72,000	No
Female	25-29	\$65,000		\$80,000	No
Female	25-29	\$65,000	Yes	\$70,000	Yes
Female	30-34	\$65,000	No	\$68,000	No
Male	30-34	\$100,000	Yes	\$105,000	Yes
Female	25-29	\$57,860	No	\$66,118	No
Male	25-29	\$70,000	No	\$80,000	Yes
Female	25-29	\$82,000	No	\$84,000	No
Female	25-29	\$60,182.50	No	\$68,493	No
Female	25-29	\$80,000	No	\$90,000	No
Female	25-29	\$72,000	Yes	\$80,000	Yes
Female	40+	\$21,000	No	\$21,000*	No
Male	25-29	\$82,000	Yes	\$87,100	Yes
Male	25-29	\$90,000	No	\$90,000	Yes
Male	25-29	\$80,000	Yes	\$76,925	No
Female	25-29	\$72,400	No	\$85,070	Yes
AVERAGE		\$70,080		\$76,650	
*EXCLUDING OUTLIER				\$79,923	



- Community/academic

Gender/Sector	Age	Last Year's Salary	Satisfied?	This Year's Salary	Satisfied?
Female/Community	25-29	\$74,000	Yes	\$63,000	No
Female/Academic	30-34	\$100,000	Yes	\$85,000	No

## SCHEDULE 4

RAW DATA FOR QUESTIONS 21 to 24

3 – 4 YEARS PQE

- Government employees

Gender	Age	Last Year's Salary	Satisfied?	This Year's Salary	Satisfied?
Female	25-29	\$88,052	Yes	\$97,779	Yes
Female	35-39	\$81,000	No	\$87,500	No
Female	25-29	\$87,500	Yes	\$97,500	Yes
Female	25-29	\$92,000	Yes	\$107,000	Yes
Female	25-29	\$99,000	Yes	\$123,000	Yes
Male	30-34	\$81,000	Yes	\$99,723	Yes
Male	30-34	\$74,321	No	\$78,045	No
Female	25-29	\$77,000	No	\$107,000	Yes
AVERAGE		\$84,984		\$99,693	

- Private sector employees

Gender	Age	Last Year's Salary	Satisfied?	This Year's Salary	Satisfied?
Female	30-34	\$101,264	Yes	\$101,264	Yes
Female	25-29	\$80,000	No	\$92,500	No
Female	30-34	\$165,000	No	\$175,000*	No
Male	25-29	\$90,000	Yes	\$110,000	Yes
Female	25-29	\$64,000	No	\$70,000	No
Female	25-29	\$101,000	Yes	\$107,000	Yes
Male	35-39	105,000	No	\$110,000	No
Male	30-34	\$82,000	Yes	\$100,000	Yes
Female	25-29	\$73,000	Yes	\$84,000	yes
Female	25-29	\$59,000	No	\$91,500	Yes
Female	25-29	\$85,000	Yes	\$89,000	Yes
AVERAGE		\$91,387		\$102,751	
*EXCLUDING OUTLIER				\$95,526	



## SCHEDULE 5

RAW DATA FOR QUESTIONS 21 to 24  
4 – 5 YEARS PQE

- Government employees

Gender	Age	Last Year's Salary	Satisfied?	This Year's Salary	Satisfied?
Unknown	30-34	\$70,144	No	\$72,056	No
Female	40+	\$90,000	-	\$100,000	No

- Private sector employees

Gender	Age	Last Year's Salary	Satisfied?	This Year's Salary	Satisfied?
Female	30-34	\$95,000	Yes	\$100,000	Yes
Female	25-29	\$92,000	Yes	\$115,000	Yes
Female	40+	\$68,000	No	\$120,000	Yes
Female	25-29	\$75,115	No	\$84,167	No
Female	25-29	\$130,000	Yes		Yes
AVERAGE				\$104,792	

## SCHEDULE 6

RAW DATA FOR CHANGES IN PAY FROM THE PREVIOUS YEAR

- Government employees

Gender	PQE	Age	Last Year's Earnings	This Year's Earnings	Change in Earnings
Female	<1	25-29	\$66,000	\$62,400	-\$3,600
Female	<1	21-24	\$40,000	\$63,236	\$23,236
Female	<1	35-39	\$89,000	\$89,000	\$0
Female	<1	21-24	\$60,000	\$62,000	\$2,000
Female	<1	25-29	\$15,000	\$60,083	\$45,083
Female	<1	25-29	\$63,000	\$72,000	\$9,000
Female	<1	21-24	\$30,000	\$60,000	\$30,000
Female	<1	25-29	\$62,000	\$67,000	\$5,000
Male	<1	25-29	\$60,000	\$70,000	\$10,000
Male	<1	25-29	\$64,000	\$74,000	\$10,000
AVERAGE CHANGE IN EARNINGS					+ \$13,072

Female	1-2	30-34	\$87,000	\$101,000	\$14,000
Female	1-2	25-29	\$90,899	\$90,899	\$0



Female	1-2	25-29	\$90,899	\$90,899	\$0
Female	1-2	25-29	\$80,000	\$86,000	\$6,000
Female	1-2	25-29	\$80,204	\$83,801	\$3,597
Female	1-2	30-34	\$75,000	\$78,000	\$3,000
Female	1-2	30-34	\$96,000	\$100,120	\$4,120
Female	1-2	25-29	\$59,400	\$85,298	\$25,898
Female	1-2	25-29	\$61,000	\$71,075	\$10,075
Male	1-2	25-29	\$62,493	\$69,699	\$7,206
Male	1-2	25-29	\$74,000	\$80,000	\$6,000
AVERAGE CHANGE IN EARNINGS					+ \$7,263

Female	2-3	25-29	Not Specified	\$74,000	
Female	2-3	25-29	\$63,000	\$70,000	\$7,000
Female	2-3	25-29	\$78,000	\$90,000	\$12,000
Female	2-3	30-34	\$72,000	\$88,500	\$16,500
Female	2-3	25-29	\$73,000	\$79,000	\$6,000
Female	2-3	25-29	\$75,000	\$85,000	\$10,000
Male	2-3	30-34	\$65,753	\$88,052	\$22,299
Male	2-3	25-29	\$69,238	\$69,238	\$0
AVERAGE CHANGE IN EARNINGS					+ \$10,543

Female	3-4	25-29	\$88,052	\$97,779	\$9,727
Female	3-4	35-39	\$81,000	\$87,500	\$6,500
Female	3-4	25-29	\$87,500	\$97,500	\$10,000
Female	3-4	25-29	\$92,000	\$107,000	\$15,000
Female	3-4	25-29	\$99,000	\$123,000	\$24,000
Female	3-4	25-29	\$77,000	\$107,000	\$30,000
Male	3-4	30-34	\$81,000	\$99,723	\$18,723
Male	3-4	30-34	\$74,321	\$78,045	\$3,724
AVERAGE CHANGE IN EARNINGS					+ \$14,709

Unknown	4-5	30-34	\$70,144	\$72,056	\$1,912
Female	4-5	40+	\$90,000	\$100,000	\$10,000
AVERAGE CHANGE IN EARNINGS					+ \$5,956

- Private sector employees

Gender	PQE	Age	Last Year's Earnings	This Year's Earnings	Change in Earnings
Female	<1	21-24	\$57,000	\$65,000	\$8,000
Female	<1	21-24	\$63,000	\$70,000	\$7,000
Female	<1	25-29	\$79,000	\$73,000	-\$6,000
Male	<1	25-29	\$55,000	\$60,000	\$5,000
Female	<1	21-24	\$40,000	\$55,000	\$15,000



Female	<1	21-24	\$29,000	\$40,000	\$11,000
Female	<1	25-29	-	\$60,000	-
Female	<1	21-24	\$40,000	\$54,054	\$14,054
Female	<1	21-24	\$59,500	\$67,500	\$8,000
Female	<1	25-29	\$36,500	\$24,000	-\$12,500
Female	<1	40+	0	\$75,000	\$75,000
AVERAGE CHANGE IN EARNINGS					+ \$12,455

Female	1-2	21-24	\$57,000	\$60,000	\$3,000
Female	1-2	25-29	\$55,000	\$65,000	\$10,000
Female	1-2	25-29	\$55,000	\$70,000	\$15,000
Female	1-2	40+	\$33,000	\$62,500	\$29,500
Female	1-2	25-29	\$56,000	\$60,000	\$4,000
Female	1-2	25-29	\$55,000	\$60,000	\$5,000
Female	1-2	25-29	\$50,000	\$60,000	\$10,000
Female	1-2	30-34	\$64,000	\$68,000	\$4,000
Female	1-2	30-34	\$72,000	\$90,000	\$18,000
Female	1-2	25-29	-	\$60,000	
Female	1-2	25-29	\$63,000	\$70,000	\$7,000
Female	1-2	25-29	\$67,000	\$79,000	\$12,000
Female	1-2	25-29	\$75,000	\$78,000	\$3,000
Female	1-2	25-29	\$59,000	\$66,666	\$7,666
Female	1-2	40+	\$90,000	\$75,000	-\$15,000
Female	1-2	35-39	\$66,000	\$78,000	\$12,000
Female	1-2	25-29	\$55,000	\$65,000	\$10,000
Female	1-2	21-24	\$55,000	\$59,000	\$4,000
Other	1-2	25-29	\$68,000	\$76,000	\$8,000
Male	1-2	25-29	\$62,000	\$75,000	\$13,000
AVERAGE CHANGE IN EARNINGS					+\$8,430

Female	2-3	25-29	\$73,000	\$76,000	\$3,000
Female	2-3	25-29	\$65,000	\$80,000	\$15,000
Female	2-3	25-29	\$61,000	\$72,000	\$11,000
Female	2-3	25-29	\$65,000	\$80,000	\$15,000
Female	2-3	25-29	\$65,000	\$70,000	\$5,000
Female	2-3	30-34	\$65,000	\$68,000	\$3,000
Female	2-3	25-29	\$72,400	\$85,070	\$12,670
Female	2-3	25-29	\$57,860	\$66,118	\$8,258
Female	2-3	25-29	\$82,000	\$84,000	\$2,000
Female	2-3	25-29	\$60,182	\$68,493	\$8,310
Female	2-3	25-29	\$80,000	\$90,000	\$10,000
Female	2-3	25-29	\$72,000	\$80,000	\$8,000



Female	2-3	40+	\$21,000	\$21,000	\$0
Male	2-3	25-29	\$82,000	\$87,100	\$5,100
Male	2-3	25-29	\$90,000	\$90,000	\$0
Male	2-3	25-29	\$80,000	\$76,925	-\$3,075
Male	2-3	25-29	\$70,000	\$80,000	\$10,000
Male	2-3	30-34	\$100,000	\$105,000	\$5,000
AVERAGE CHANGE IN EARNINGS					+\$6,570

Female	3-4	30-34	\$101,264	\$101,264	\$0.00
Female	3-4	25-29	\$80,000	\$92,500	\$12,500
Female	3-4	30-34	\$165,000	\$175,000	\$10,000
Female	3-4	25-29	\$64,000	\$70,000	\$6,000
Female	3-4	25-29	\$101,000	\$107,000	\$6,000
Female	3-4	25-29	\$73,000	\$84,000	\$11,000
Female	3-4	25-29	\$59,000	\$91,500	\$32,500
Female	3-4	25-29	\$85,000	\$89,000	\$4,000
Male	3-4	25-29	\$90,000	\$110,000	\$20,000
Male	3-4	35-39	105,000	\$110,000	\$5,000
Male	3-4	30-34	\$82,000	\$100,000	\$18,000
AVERAGE CHANGE IN EARNINGS					+\$11,363.64

Female	4-5	30-34	\$95,000	\$100,000	\$5,000
Female	4-5	25-29	\$92,000	\$115,000	\$23,000
Female	4-5	40+	\$68,000	\$120,000	\$52,000
Female	4-5	25-29	\$75,115	\$84,167	\$9,052
Female	4-5	25-29	\$130,000	-	
AVERAGE CHANGE IN EARNINGS					+\$22,263

- Community/academic

Gender/Sector	PQE	Age	Last Year's Earnings	This Year's Earnings	Change in Earnings
Female/Community	<1	25-29	\$64,300	\$62,500	-\$1,800
Female/Community	<1	25-29	\$50,000	\$61,000	\$11,000
Female/Community	<1	25-29	\$56,515	\$63,000	\$6,485
Male/Community	<1	30-34	\$107,000	\$85,000	-\$22,000
Female/Community	2-3	25-29	\$74,000	\$63,000	-\$11,000
Female/Academic	2-3	30-34	\$100,000	\$85,000	-\$15,000
AVERAGE CHANGE IN EARNINGS					-\$5,386