

## KEY FINDINGS FROM THE LAW & BEYOND (LAB) STUDY

- Twenty-two percent (22%) of the LAB sample are non-white, 56% are women, and 16.4% are immigrants.
- Sixty-three percent (63.4%) of new lawyers started their first jobs with the same employers with whom they articulated.
- Ninety-two percent (92%) of the sample reported that they are practicing lawyers in their primary jobs, which is almost identical to the proportion reported by new lawyers in the U.S. context.
- Canadian lawyers, as with their American counterparts, are most likely to begin their careers in private law firms. Almost 70% work in private firms, 22% work in the public sector, and the remainder work in business (both practicing and not practicing law) or other settings.
- Graduates of top-quarter law schools were most likely to be working in the largest law firms (20.7%), compared to 9.2% who graduated from fourth-quarter law schools.
- Respondents working full time work on average 53 hours per week, slightly higher than their US counterparts, who reported an average work week of 49 hours.
- Respondents report an average of 45 hours of pro bono work over the past year.
- Twenty-three percent (22.6%) of the LAB sample report having no educational debt.
- The median amount of debt among those reporting some educational debt is \$50,000.

### INCOME

- The average earnings (including bonus) of respondents working full time is \$80,487 and the median is \$78,000.
- Lawyers working in private firms have median earnings of \$80,000, while new lawyers working in the public sector have median incomes of \$70,000.
- Canadian lawyers in large firms earn significantly less than their American counterparts. Data on the class of 2010 in the

United States indicate that the median starting salary for lawyers working in firms of over 251 lawyers was \$130,000USD compared to \$105,000CAD for similarly-situated Canadian lawyers.

- Among Canadian provinces, respondents working in Alberta report the highest median earnings, \$90,000, with the highest earnings across the sample in each of the public and private sectors.
- Seventy-nine percent (79.3%) of LAB respondents report being extremely or moderately satisfied with their decision to become a lawyer, which is similar to reports from a comparable American sample.

### GENDER

- Ninety-six percent (96%) of men and women are working full time in the paid labour force.
- Women remain more likely than men to work in the public sector, even in their early careers, with more than one quarter of women working in the public sector, compared to about 20% of men.
- Across all settings, women working full time are earning 93% of men's salaries. Women report median earnings of \$75,000, compared to \$80,500 for men.
- Men out-earn women in private law firms of all sizes, with the differences especially pronounced for those in solo practice; in the largest private firms (251+) women's earnings are 91% of men's.

### RACIAL/ETHNIC ORIGIN

- Respondents from racialized communities are more likely to be working in the public sector (29.9% vs. 21.7%), whereas white respondents are more heavily concentrated in private firms (70.1% vs. 58%).
- Among the various ethnic/racial groups, black respondents are least likely to be working in private law firms and are overrepresented in the public sector.