Linklaters

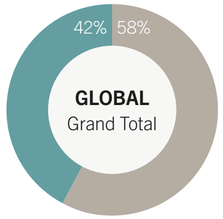
Diversity Statistics: 2024



Global Diversity Statistics 2024 – Gender

Global

	Female	Male
Partner	26%	74%
Associate	51%	49%
Junior Associate	60%	40%
Other	58%	42%
Business Teams	65%	35%
Secretary	97%	3%
Grand Total	58%	42%



Asia

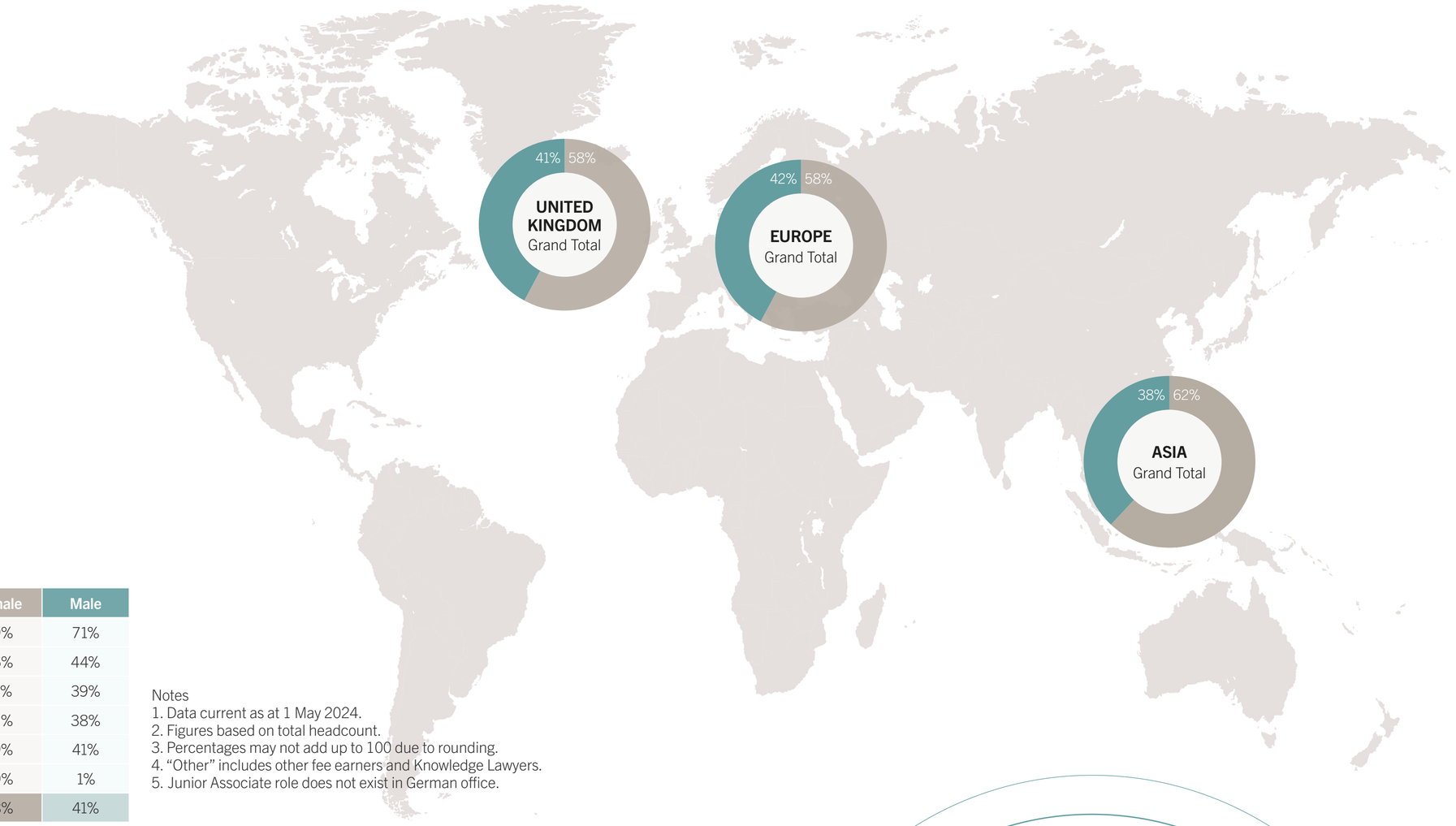
	Female	Male
Partner	31%	69%
Associate	54%	46%
Junior Associate	61%	39%
Other	60%	40%
Business Teams	71%	29%
Secretary	98%	2%
Grand Total	62%	38%

Europe

	Female	Male
Partner	23%	77%
Associate	45%	55%
Junior Associate	59%	41%
Other	55%	45%
Business Teams	69%	31%
Secretary	95%	5%
Grand Total	58%	42%

United Kingdom

	Female	Male
Partner	29%	71%
Associate	56%	44%
Junior Associate	61%	39%
Other	62%	38%
Business Teams	59%	41%
Secretary	99%	1%
Grand Total	58%	41%

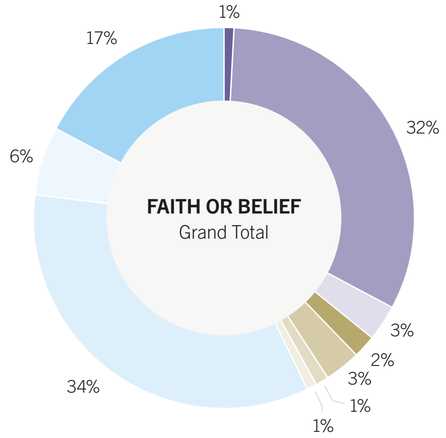


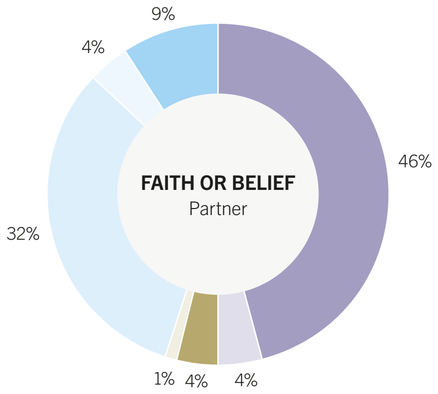
Notes
1. Data current as at 1 May 2024.
2. Figures based on total headcount.
3. Percentages may not add up to 100 due to rounding.
4. “Other” includes other fee earners and Knowledge Lawyers.
5. Junior Associate role does not exist in German office.

UK 2024 Diversity Statistics

Faith or belief

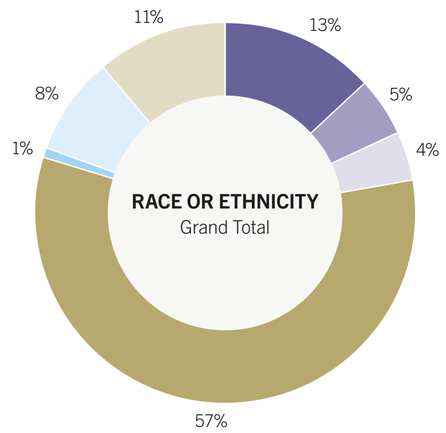
	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	No religion	Do not wish to disclose	No answer
Partner	0%	46%	4%	4%	0%	0%	1%	32%	4%	9%
Associate	1%	25%	4%	2%	2%	1%	1%	32%	8%	24%
Junior Associate	1%	21%	7%	2%	6%	1%	0%	32%	6%	24%
Other	2%	36%	1%	1%	3%	1%	1%	31%	6%	17%
Business Teams	1%	35%	3%	1%	3%	2%	2%	37%	5%	13%
Secretary	0%	49%	0%	1%	1%	1%	0%	34%	5%	10%
Grand Total	1%	32%	3%	2%	3%	1%	1%	34%	6%	17%

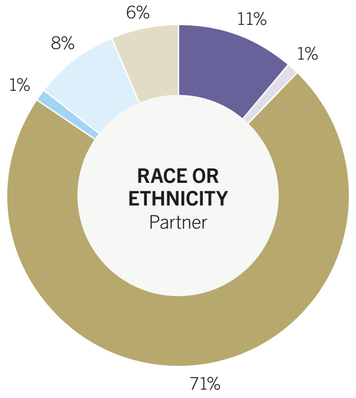




Race or ethnicity

	Asian	Black	Mixed	White	Other	Do not wish to disclose	No answer
Partner	11%	0%	1%	71%	1%	8%	6%
Associate	18%	4%	5%	45%	2%	10%	16%
Junior Associate	27%	11%	6%	37%	5%	1%	13%
Other	12%	4%	3%	63%	1%	8%	9%
Business Teams	9%	7%	3%	66%	1%	7%	8%
Secretary	2%	3%	2%	75%	0%	10%	8%
Grand Total	13%	5%	4%	57%	1%	8%	11%

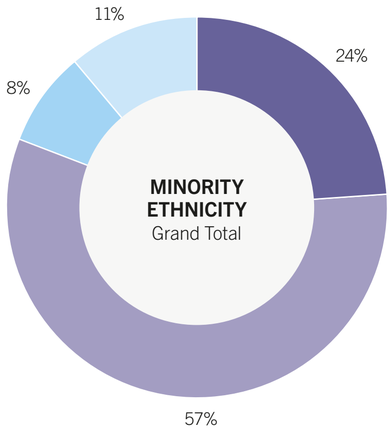


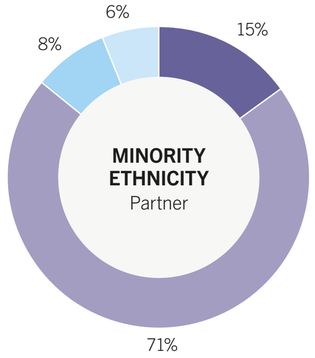


UK 2024 Diversity Statistics

Minority ethnicity

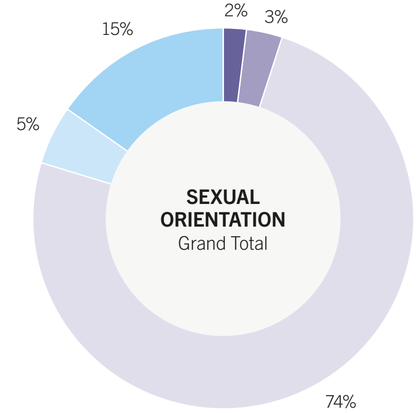
	Minority Ethnicity	Majority Ethnicity	Do not wish to disclose	No answer
Partner	15%	71%	8%	6%
Associate	28%	45%	10%	16%
Junior Associate	49%	37%	1%	13%
Other	20%	63%	8%	9%
Business Teams	19%	66%	7%	8%
Secretary	8%	75%	10%	8%
Grand Total	24%	57%	8%	11%

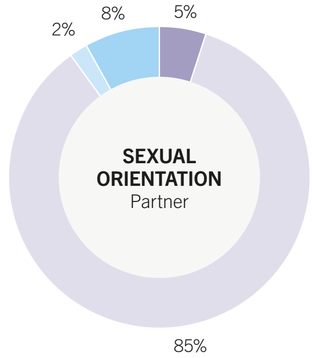




Sexual orientation

	Bi and/or Pan	Gay/ lesbian	Heterosexual/ straight	Queer	I use another term	Do not wish to disclose	No answer
Partner	0%	5%	85%	0%	0%	2%	8%
Associate	1%	3%	68%	0%	0%	6%	21%
Junior Associate	6%	4%	57%	0%	0%	9%	25%
Other	4%	2%	74%	0%	0%	4%	16%
Business Teams	2%	3%	80%	0%	0%	4%	11%
Secretary	0%	1%	87%	0%	1%	3%	9%
Grand Total	2%	3%	74%	0%	0%	5%	15%

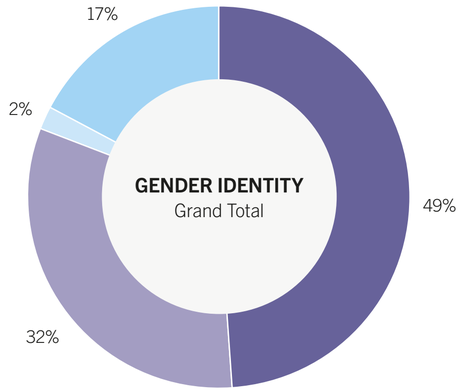


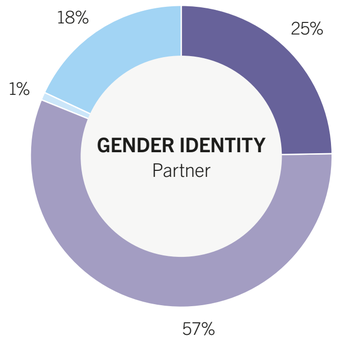


UK 2024 Diversity Statistics

Gender identity

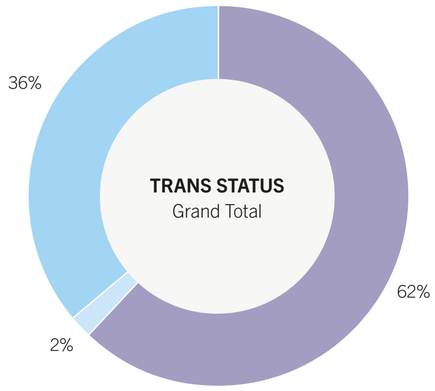
	Female	Male	Non-binary	Queer	I use another term	Do not wish to disclose	No answer
Partner	25%	57%	0%	0%	0%	1%	18%
Associate	43%	33%	0%	0%	0%	2%	22%
Junior Associate	52%	27%	0%	0%	0%	2%	18%
Other	52%	28%	0%	0%	0%	2%	18%
Business Teams	53%	34%	0%	0%	0%	1%	11%
Secretary	81%	1%	0%	0%	0%	2%	15%
Grand Total	49%	32%	0%	0%	0%	2%	17%

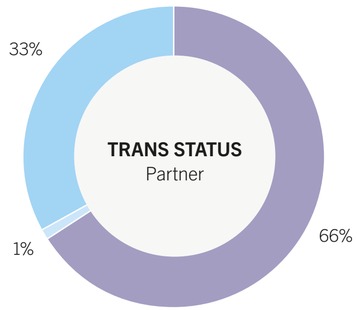




Trans status

	Yes	No	Do not wish to disclose	No answer
Partner	0%	66%	1%	33%
Associate	0%	58%	3%	39%
Junior Associate	0%	66%	2%	32%
Other	0%	57%	3%	40%
Business Teams	0%	64%	1%	34%
Secretary	0%	66%	1%	33%
Grand Total	0%	62%	2%	36%

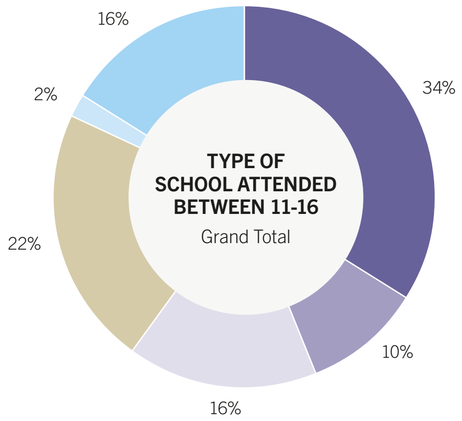


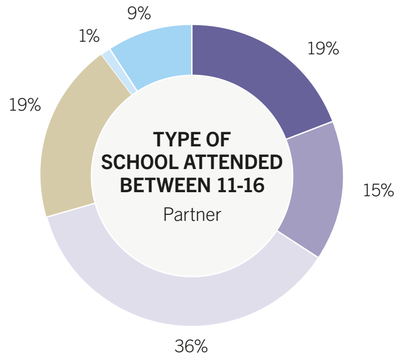


UK 2024 Diversity Statistics

Social mobility – Type of school attended between 11-16

	A state-run or state-funded comprehensive	A state-run or state-funded school selective on the basis of academics eg Grammar	Independent/fee-paying school	Independent/fee-paying school, where I received a bursary covering 90% or more of my tuition	Attended a school outside of the UK	Do not wish to disclose	No answer
Partner	19%	15%	36%	0%	19%	1%	9%
Associate	17%	8%	21%	0%	33%	2%	17%
Junior Associate	25%	9%	13%	0%	35%	2%	17%
Other	28%	15%	18%	0%	18%	4%	17%
Business Teams	49%	9%	9%	1%	14%	2%	17%
Secretary	69%	11%	2%	0%	4%	2%	11%
Grand Total	34%	10%	16%	0%	22%	2%	16%

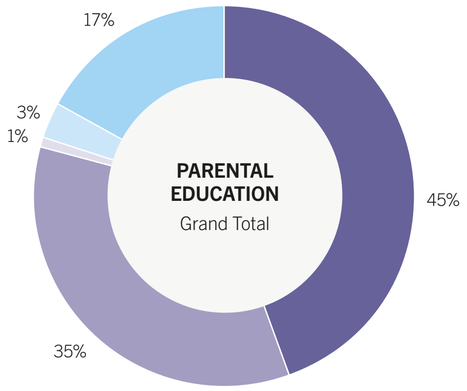


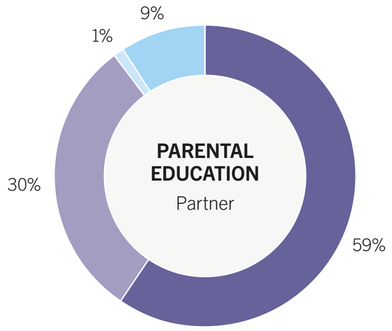


UK 2024 Diversity Statistics

Social mobility – Parental education

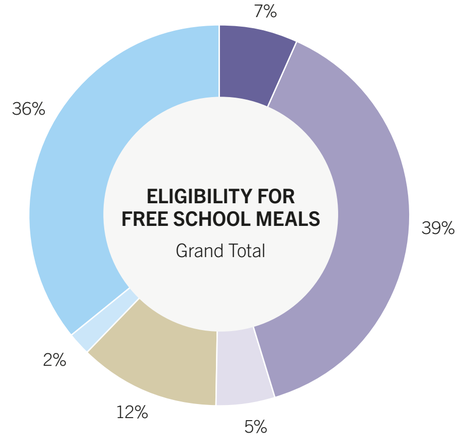
	Yes, one or both of my parents attended university	No, neither of my parents attended university	I don't know	Do not wish to disclose	No answer
Partner	59%	30%	0%	1%	9%
Associate	59%	20%	0%	3%	17%
Junior Associate	60%	20%	0%	2%	18%
Other	44%	34%	1%	4%	17%
Business Teams	31%	47%	1%	3%	18%
Secretary	11%	64%	1%	5%	19%
Grand Total	45%	35%	1%	3%	17%

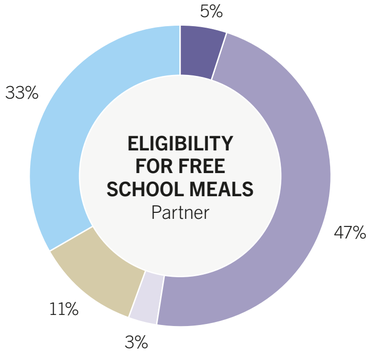




Social mobility – Eligibility for free school meals

	Yes	No	I don't know	Not applicable (finished school before 1980 or went to school overseas)	Do not wish to disclose	No answer
Partner	5%	47%	3%	11%	0%	33%
Associate	4%	34%	4%	17%	3%	39%
Junior Associate	8%	31%	6%	21%	1%	32%
Other	4%	37%	2%	12%	5%	39%
Business Teams	9%	42%	5%	7%	2%	34%
Secretary	11%	43%	4%	5%	4%	33%
Grand Total	7%	39%	5%	12%	2%	36%

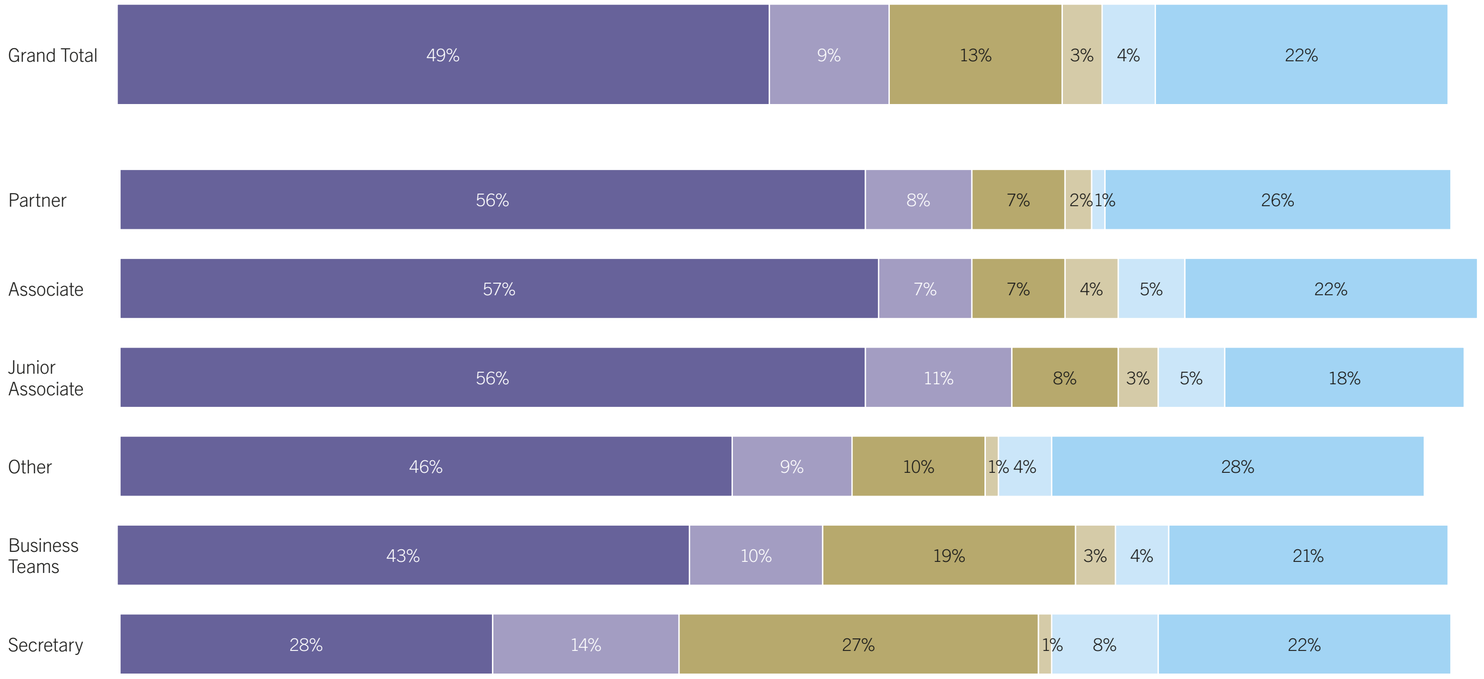




UK 2024 Diversity Statistics

Social mobility – Parental occupation

	Professional	Intermediate	Lower Socio-Economic Background	Exclude	Do not wish to disclose	No answer
Partner	56%	8%	7%	2%	1%	26%
Associate	57%	7%	7%	4%	5%	22%
Junior Associate	56%	11%	8%	3%	5%	18%
Other	46%	9%	10%	1%	4%	28%
Business Teams	43%	10%	19%	3%	4%	21%
Secretary	28%	14%	27%	1%	8%	22%
Grand Total	49%	9%	13%	3%	4%	22%



Notes
1. Data current as of 1 May 2024.
2. “Other” includes other fee earners and Knowledge Lawyers.
3. Percentages may not add up to 100 due to rounding.
4. Categories for determining socio-economic background based on parental occupation question based on social mobility commission guidance – November 2020.

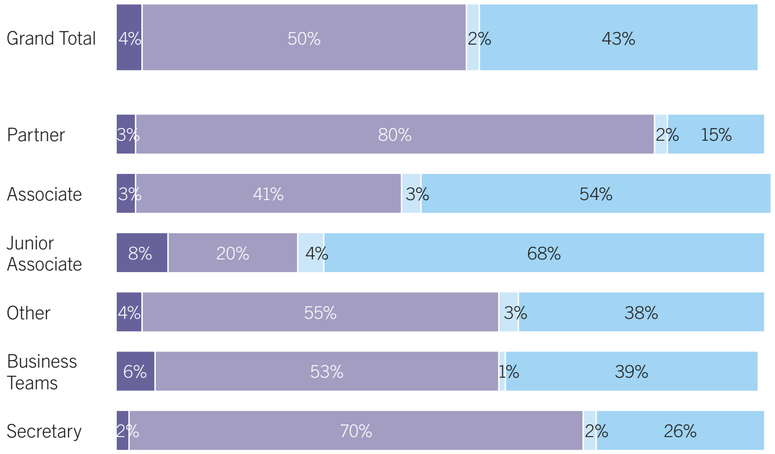
UK 2024 Diversity Statistics

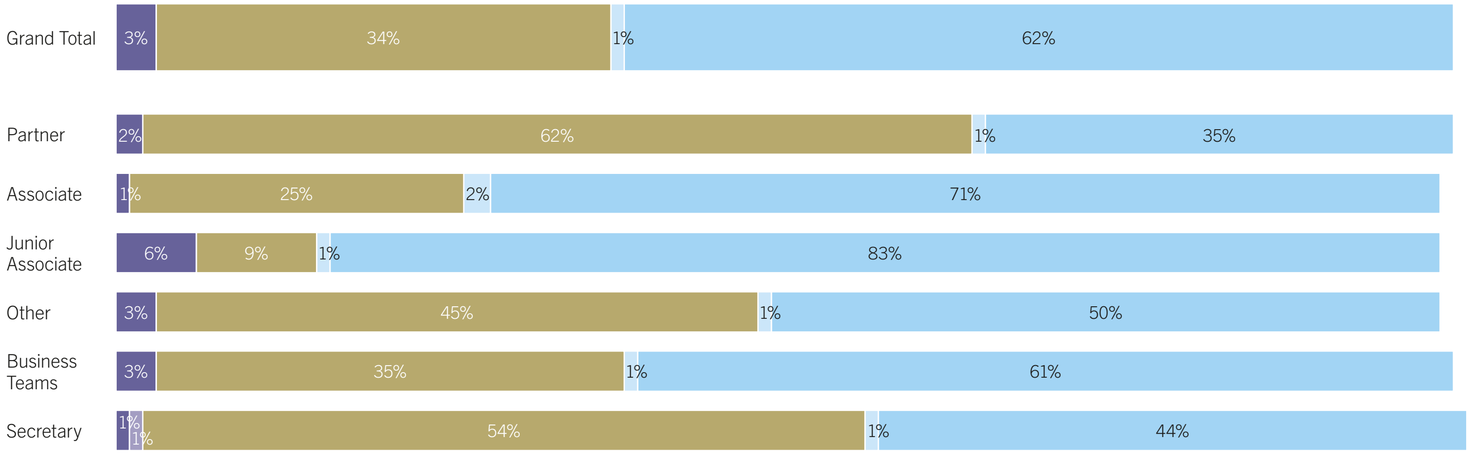
Disability status

	Yes I have a disability	No I don't have a disability	Do not wish to disclose	No answer
Partner	3%	80%	2%	15%
Associate	3%	41%	3%	54%
Junior Associate	8%	20%	4%	68%
Other	4%	55%	3%	38%
Business Teams	6%	53%	1%	39%
Secretary	2%	70%	2%	26%
Grand Total	4%	50%	2%	43%

Disability level

	Day-to-day activities limited a little by a disability or health condition	Day-to-day activities limited a lot by a disability or health condition	Day-to-day activities not limited by a disability or health condition	Do not wish to disclose	No answer
Partner	2%	0%	62%	1%	35%
Associate	1%	0%	25%	2%	71%
Junior Associate	6%	0%	9%	1%	83%
Other	3%	0%	45%	1%	50%
Business Teams	3%	0%	35%	1%	61%
Secretary	1%	1%	54%	1%	44%
Grand Total	3%	0%	34%	1%	62%

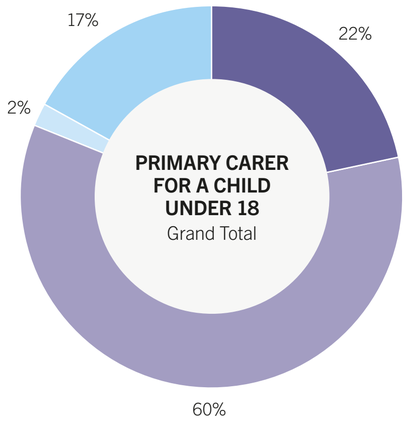


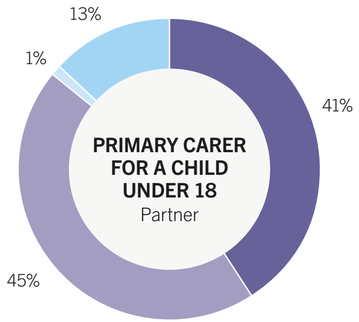


UK 2024 Diversity Statistics

Primary carer for a child under 18

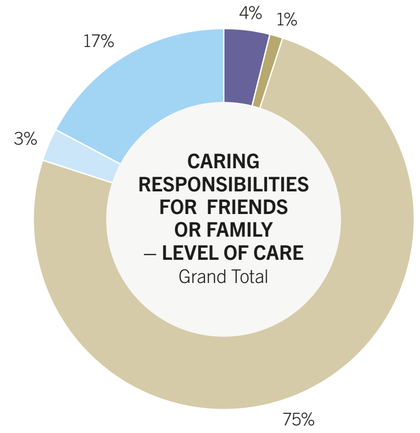
	Yes	No	Do not wish to disclose	No answer
Partner	41%	45%	1%	13%
Associate	10%	70%	2%	18%
Junior Associate	0%	82%	0%	17%
Other	33%	47%	3%	17%
Business Teams	29%	52%	1%	17%
Secretary	31%	53%	3%	13%
Grand Total	22%	60%	2%	17%

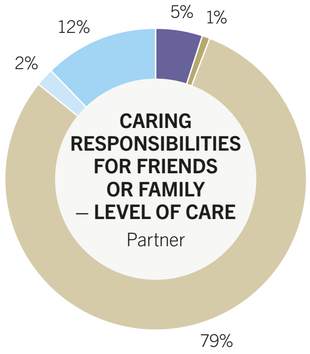




Caring responsibilities for friends or family – level of care

	Yes, 1-19 hours a week	Yes, 20-49 hours a week	Yes, 50 or more hours a week	No	Do not wish to disclose	No answer
Partner	5%	0%	1%	79%	2%	12%
Associate	2%	0%	0%	77%	3%	18%
Junior Associate	2%	0%	0%	76%	3%	17%
Other	2%	1%	0%	75%	4%	18%
Business Teams	6%	0%	1%	73%	3%	18%
Secretary	4%	2%	3%	74%	3%	14%
Grand Total	4%	0%	1%	75%	3%	17%





UK Trainee Recruitment 2023/2024

Disability

Successful training contract applicants	#	% of total population
No I don't have a disability	63	82%
Yes I have a disability	4	13%
Do not wish to disclose	10	5%
Grand Total	77	100%

Ethnicity

Successful training contract applicants	#	% of total population
White	31	40%
Asian	18	23%
Black	11	14%
Mixed	9	12%
Other ethnic group	6	8%
Do not wish to disclose	2	3%
Grand Total	77	100%

Ethnicity *(excluding African, Australasian and Indian Clerks)*

Successful training contract applicants	#	% of total population
White	28	42%
Asian	12	18%
Black	11	17%
Mixed	8	12%
Other ethnic group	6	9%
Do not wish to disclose	1	2%
Grand Total	66	100%

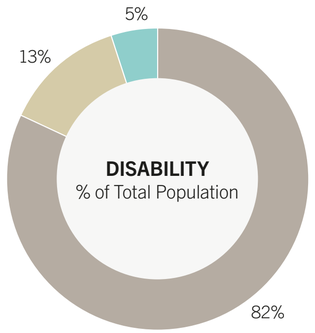
Faith or belief

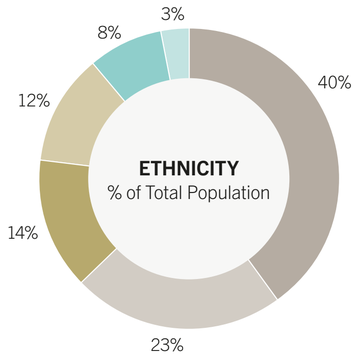
Successful training contract applicants	#	% of total population
No religion	31	40%
Christian (including Catholic, Protestant, and all other Christian denominations)	14	18%
Hindu	9	12%
Jewish	5	6%
Muslim	8	10%
Sikh	1	1%
Other	1	1%
Do not wish to disclose	8	10%
Grand Total	77	100%

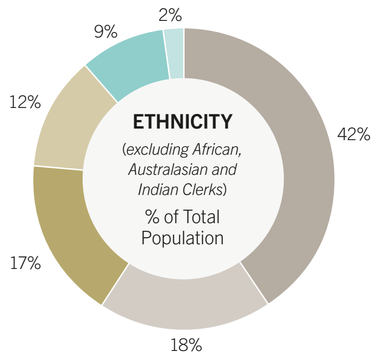
Gender

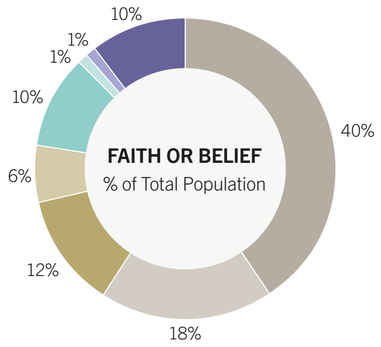
Successful training contract applicants	#	% of total population
Female	44	57%
Male	31	40%
Do not wish to disclose	2	3%
Grand Total	77	100%

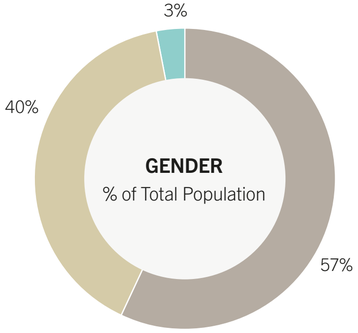
Notes
1. Data represents UK Trainee Recruitment activity for the 2023-24 recruitment year.
2. Due to rounding, some totals may not correspond with the sum of the separate figures.







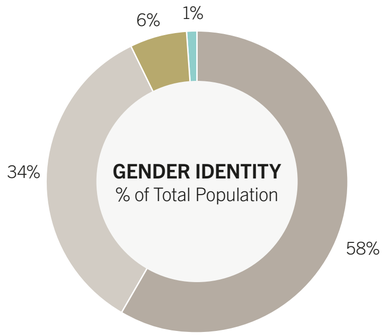




UK Trainee Recruitment 2023/2024

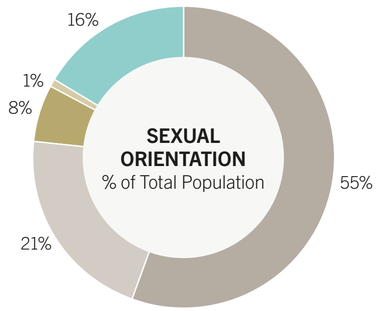
Gender identity

Successful training contract applicants	#	% of total population
Cis female	45	58%
Cis male	26	34%
Non-binary	1	6%
Do not wish to disclose	5	1%
Grand Total	77	100%



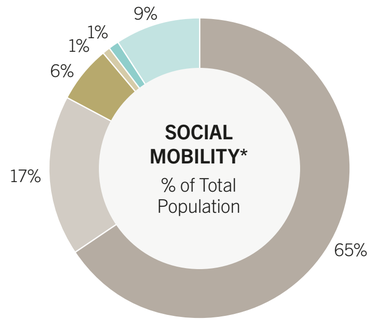
Sexual orientation

Successful training contract applicants	#	% of total population
Heterosexual/straight	42	55%
Bisexual	16	21%
Gay/lesbian	6	8%
Other	1	1%
Do not wish to disclose	12	16%
Grand Total	77	100%



Social mobility – By the age of 18, what was the highest level of qualifications achieved by either of your parent(s) or guardian(s)?

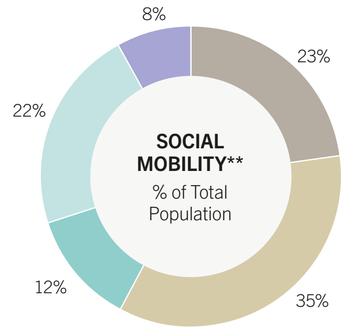
Successful training contract applicants	#	% of total population
At least one has a degree level qualification	50	65%
Qualifications below degree level	13	17%
No formal qualifications	5	6%
Other	1	1%
Don't know	1	1%
Do not wish to disclose	7	9%
Grand Total	77	100%



***SOCIAL MOBILITY** – By the age of 18, what was the highest level of qualifications achieved by either of your parent(s) or guardian(s)?

Social mobility – Type of school attended between the ages of 11-18

Successful training contract applicants	#	% of total population
A state-run or state-funded school not selective on the basis of academics e.g. Comprehensive	18	23%
Attended a school outside of the UK	27	35%
A state-run or state-funded school selective on the basis of academics e.g. Grammar	9	12%
Fee-paying school	17	22%
Do not wish to disclose	6	8%
Grand Total	77	100%



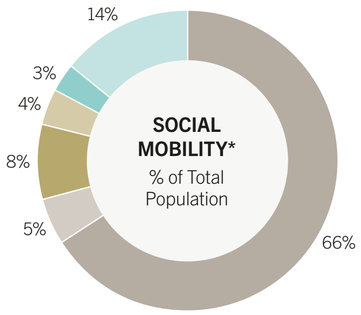
****SOCIAL MOBILITY** – Type of school attended between the ages of 11-18

UK Trainee Recruitment 2023/2024

Social mobility - Parental Occupation at the age of 14

Successful training contract applicants		
	#	% of total population
Professional	51	66%
Intermediate	4	5%
Lower Socio-Economic Background	6	8%
Other	3	4%
Don't know	2	3%
Do not wish to disclose	11	14%
Grand Total	77	100%

Notes
1. Data represents UK Trainee Recruitment activity for the 2023– 24 recruitment year.
2. Due to rounding, some totals may not correspond with the sum of the separate figures.



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