

#ouryounglawyers



Results of a survey of
Young Lawyers



LAW SOCIETY
OF SOUTH AFRICA



Overview

The Young Lawyers Survey was undertaken by the Law Society of South Africa (LSSA) towards the end of 2018.

The aim was to gain a thorough understanding of the experiences, perceptions and needs of young lawyers in South Africa and their expectations of the LSSA, especially in view of the changes in function brought about by the Legal Practice Act.



Definition of target group

Aged **35** or younger.

Over 35 but who have been in practice **for fewer than 5 years.**





Respondents

1 555 respondents



17% based in Western Cape

14% based in KwaZulu-Natal



45% based in Gauteng

24% in other 6 provinces

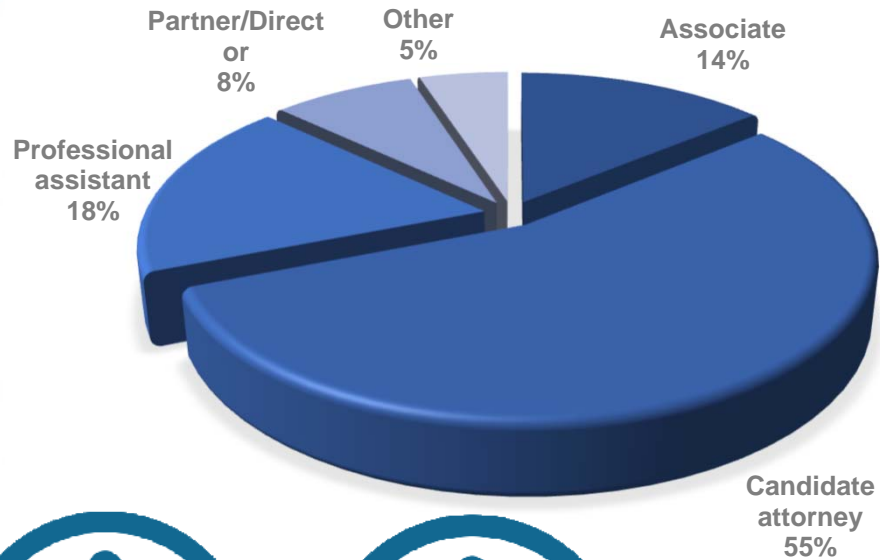
More than half are in incorporated companies.

Majority based in small firms with fewer than 5 attorneys.



Respondents

Designation



61% women



38% men

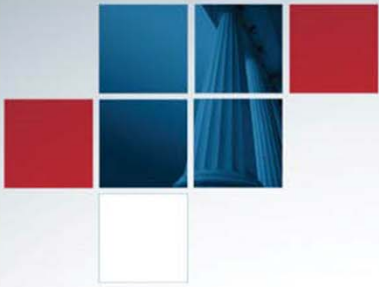
44% black African

37% white

10% Indian/Asian

8% coloured





Work life

70% - good work environment

14% - disagreed

Most - intellectually stimulating work

7% - gender bias

5% - discrimination

Some victimisation, poor/harsh working conditions, salary-related complaints, uncondusive organisational culture



Almost 30% of respondents reported that they spent 50 hours or more a week on legal work.

62.7% said level of pressure/tension is **NOT** low

46% said work had an effect on quality of life.





Career expectations

Current areas of practice

70% litigation

54% family law

42% administration
of estates /
debt collection

Desired areas of practice

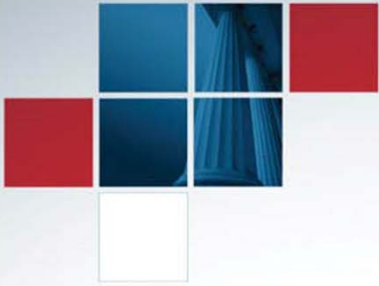
Commercial

Tax

Conveyancing

Intellectual property





Career expectations

More than 40% felt that it was highly unlikely that they would make partner/director.



Women were less optimistic than men.
Black African women were the most pessimistic about this prospect.

‘Your expectations are met regarding career satisfaction’.

25% uncertain / hard to decide

40% agreed

60% salary expectations are not met

20% satisfied



Career expectations

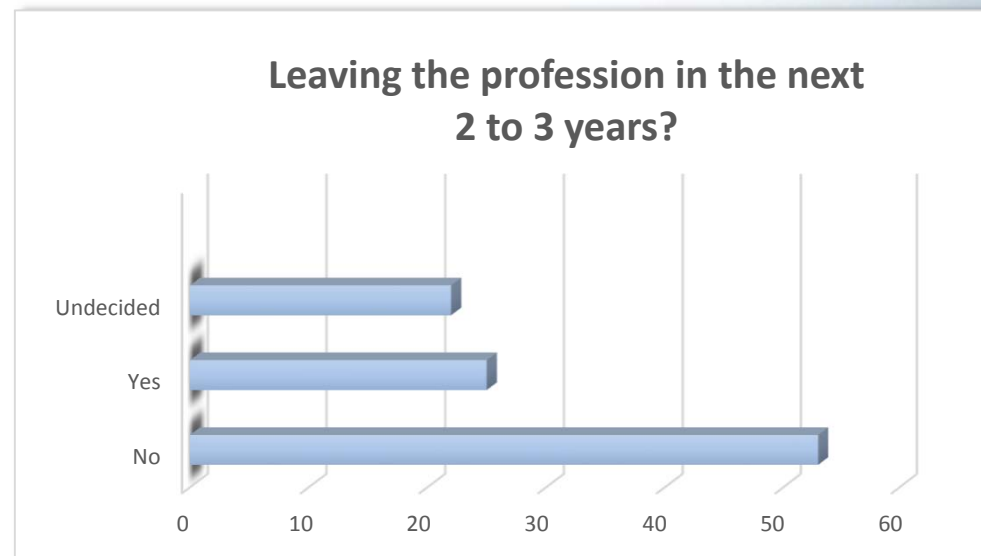
You are likely to open your own practice within the next 2 to 3 years.'



$\frac{1}{3}$ agreed $\frac{1}{4}$ uncertain

Just more than half

seemed certain that they would not leave the profession in the near future



What can the LSSA do for you?



- Free, reduced rate, accessible **training (online)**
- **Set minimum salaries**, especially for candidate attorneys.
- Ensure **equitable working conditions**.

- Create Young Lawyer forums
- Ensure **representation** on decision-making structures
- Low or waived membership fees
- Handle complaints



- Assist to access work
- Provide resources
- Provide networking opportunities
- Assist with practice start up
- Provide guidance, support





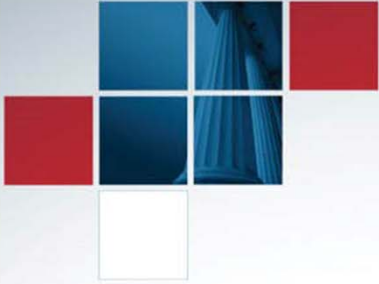
Thoughts

‘I aspire to be one of the leading legal minds
in the country.

Although I come from a previously disadvantaged
background, my perseverance and resilient
approach to my work has sustained me
throughout and I am looking forward
to going further in this profession.’

Black female respondent





Discussion

Let's talk



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