



LAW SOCIETY
OF SOUTH AFRICA

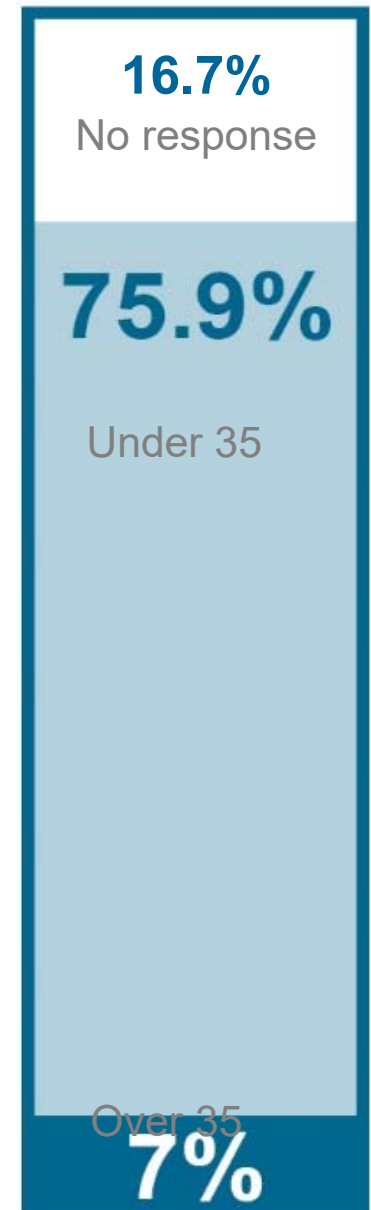
#ouryounglawyers

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.

1 555 respondents



Definition

Aged **35** or younger.

Over 35 but who have been in practice

**for fewer than
5 years.**

Respondents

17% based in Western Cape

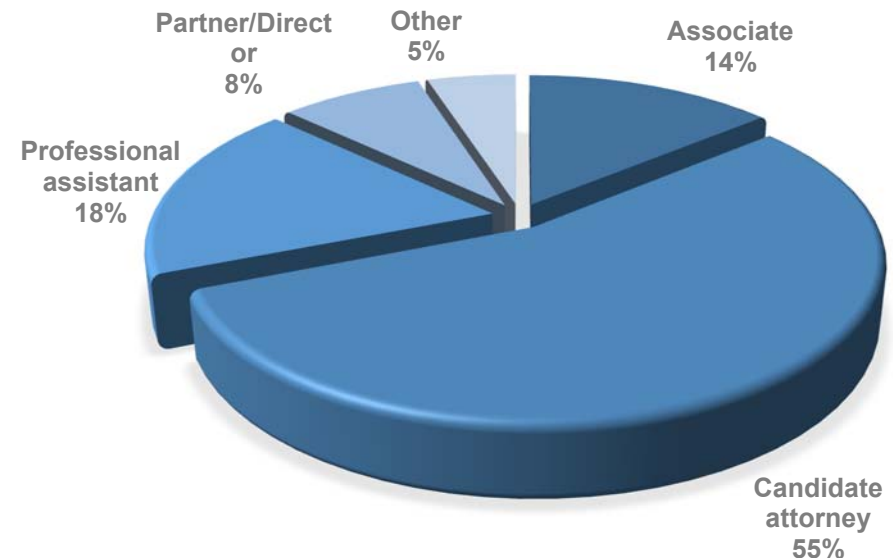
14% based in KwaZulu-Natal

24% in other 6 provinces



45% based in Gauteng

Designation



More than half

are in incorporated companies

Majority based in small firms with fewer than 5 attorneys.

Respondents



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



Almost 30% of respondents

reported that they spent 50 hours or more a week on legal work.

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

62.7% said level of pressure/tension is NOT low

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

Career

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 young lawyers?

- Free, reduced rate, accessible **training**
- **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



‘ 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



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