

# Law firm gender pay gap: the first mandatory figures

Gender pay						
	Hourly rate		Bonus		Who received bonus	
UK FIRMS	Mean	Median	Mean	Median	Men	Women
DLA Piper	17.8%	12.2%	53.6%	0.0%	53.3%	58.8%
Clifford Chance	20.3%	37.2%	53.2%	50.7%	55.1%	55.9%
Allen & Overy	19.8%	27.4%	42.1%	23.0%	55.5%	53.2%
Linklaters	23.2%	39.1%	57.9%	62.1%	75.9%	78.4%
Hogan Lovells	15.3%	26.0%	47.9%	62.3%	47.3%	54.3%
Freshfields Bruckhaus Deringer	13.9%	13.3%	41.0%	33.3%	58.9%	64.5%
Norton Rose Fulbright	17.0%	23.8%	36.0%	31.6%	36.7%	27.2%
Herbert Smith Freehills	19.0%	38.8%	30.0%	10.4%	71.0%	77.0%
CMS	17.3%	32.8%	26.9%	30.4%	85.0%	90.0%
Ashurst	24.8%	32.7%	64.4%	60.2%	44.3%	34.1%
Slaughter and May	14.3%	38.5%	33.3%	54.8%	92.2%	91.6%
Clyde & Co	22.4%	38.2%	66.7%	53.3%	35.0%	35.0%
Eversheds Sutherland	23.2%	25.4%	42.8%	31.3%	71.0%	69.3%
Pinsent Masons	22.4%	22.4%	47.4%	40.0%	33.9%	35.8%
Gowling WLG	25.0%	25.0%	64.0%	49.0%	63.0%	67.0%
Simmons & Simmons	26.1%	27.9%	36.8%	58.8%	29.9%	25.8%
Bird & Bird	14.5%	27.6%	33.5%	48.9%	42.0%	40.0%
Berwin Leighton Paisner	22.3%	36.8%	56.4%	32.5%	30.3%	11.5%
Taylor Wessing	13.5%	32.8%	29.3%	53.5%	51.0%	50.3%
Irwin Mitchell	12.8%	15.9%	18.0%	20.0%	28.6%	24.5%
DAC Beachcroft	27.1%	22.6%	44.8%	42.0%	54.2%	57.3%
Osborne Clarke	24.4%	31.7%	33.2%	36.7%	78.1%	77.8%
DWF	23.7%	26.5%	23.6%	15.1%	24.2%	24.0%
Addleshaw Goddard	23.8%	16.4%	43.2%	33.3%	60.6%	54.9%
Stephenson Harwood	24.7%	39.8%	48.2%	62.4%	40.1%	30.1%
Withers	19.4%	32.0%	54.0%	7.8%	83.6%	84.1%
Macfarlanes	16.5%	37.1%	31.7%	14.8%	94.0%	94.0%
Holman Fenwick Willan	17.4%	30.9%	41.1%	54.1%	92.5%	92.4%
Fieldfisher	16.5%	22.2%	23.3%	0.0%	70.7%	64.6%
Watson Farley & Williams	22.9%	36.4%	38.2%	11.7%	96.5%	94.6%
Mishcon de Reya	17.3%	37.4%	41.9%	50.9%	51.9%	54.9%
Kennedys	22.2%	25.9%	13.9%	0.0%	33.9%	34.3%
Charles Russell Speechlys	22.0%	28.1%	50.1%	40.0%	39.0%	41.0%
Travers Smith	14.7%	39.1%	37.8%	78.4%	86.4%	87.2%
Shoosmiths	15.4%	13.0%	18.0%	0.0%	92.0%	94.0%
BLM	18.4%	22.4%	26.2%	37.4%	55.2%	48.7%
Womble Bond Dickinson	29.3%	37.4%	45.3%	40.0%	34.0%	23.0%
RPC	26.0%	30.0%	69.0%	56.0%	66.0%	64.0%
Hill Dickinson	25.9%	23.5%	69.3%	53.4%	35.7%	36.6%
Trowers & Hamlins	18.1%	13.6%	34.6%	19.9%	93.8%	91.8%
Weightmans	17.1%	27.4%	42.7%	30.0%	11.9%	7.7%
Mills & Reeve	20.1%	34.2%	42.6%	4.5%	97.3%	94.9%
Ince & Co	28.0%	42.0%	54.1%	19.6%	57.3%	66.7%
Burges Salmon	23.3%	35.2%	39.5%	20.3%	86.0%	88.0%
Stewarts Law	18.6%	17.7%	26.7%	50.0%	84.3%	62.9%
Gateley	18.2%	32.6%	18.2%	-32.4%	54.2%	63.5%
TLT	20.2%	29.2%	64.1%	50.0%	12.6%	7.9%
Blake Morgan	26.1%	32.8%	29.6%	25.0%	37.7%	44.6%
<b>AVERAGES</b>	<b>20.5%</b>	<b>29.0%</b>	<b>41.4%</b>	<b>33.9%</b>	<b>58.0%</b>	<b>56.9%</b>

Pay quartiles							
Top		Upper middle		Lower middle		Lower	
Men	Women	Men	Women	Men	Women	Men	Women
51.0%	49.0%	41.0%	59.0%	37.0%	63.0%	28.0%	72.0%
48.9%	51.1%	46.6%	53.4%	40.6%	59.4%	18.5%	81.5%
48.0%	52.0%	47.0%	53.0%	37.0%	63.0%	29.0%	71.0%
55.1%	44.9%	46.1%	53.9%	44.1%	55.9%	20.8%	79.2%
42.0%	58.0%	50.0%	50.0%	33.0%	67.0%	28.0%	72.0%
50.2%	49.8%	47.1%	52.9%	32.3%	67.7%	48.7%	51.3%
46.0%	54.0%	47.0%	53.0%	41.0%	59.0%	25.0%	75.0%
51.0%	49.0%	48.0%	52.0%	32.0%	68.0%	21.0%	79.0%
40.0%	60.0%	37.0%	63.0%	26.0%	74.0%	17.0%	83.0%
56.0%	44.0%	38.0%	62.0%	39.0%	61.0%	19.0%	81.0%
53.3%	46.7%	57.3%	42.7%	44.8%	55.2%	27.7%	72.3%
49.0%	51.0%	50.0%	50.0%	31.0%	69.0%	24.0%	76.0%
48.0%	52.0%	37.0%	63.0%	25.4%	74.6%	25.8%	74.2%
45.6%	54.4%	37.3%	62.7%	22.9%	77.1%	25.9%	74.1%
47.0%	53.0%	38.0%	62.0%	22.0%	78.0%	22.0%	78.0%
47.0%	53.0%	34.0%	66.0%	43.0%	57.0%	17.0%	83.0%
44.8%	55.2%	47.8%	52.2%	35.6%	64.4%	28.9%	71.1%
46.4%	53.6%	41.9%	58.1%	24.4%	75.6%	27.3%	72.7%
54.0%	46.0%	57.0%	43.0%	29.0%	71.0%	31.0%	69.0%
36.2%	63.8%	26.9%	73.1%	21.4%	78.6%	24.4%	75.6%
47.4%	52.6%	36.5%	63.5%	30.5%	69.5%	27.5%	72.5%
48.3%	51.7%	36.7%	63.3%	23.3%	76.7%	20.9%	79.1%
52.0%	48.0%	32.8%	67.2%	25.8%	74.2%	32.7%	67.3%
49.0%	51.0%	39.0%	61.0%	26.0%	74.0%	29.0%	71.0%
55.0%	45.0%	49.0%	51.0%	34.0%	66.0%	23.0%	77.0%
41.8%	58.2%	41.8%	58.2%	19.4%	80.6%	30.6%	69.4%
54.9%	45.1%	45.5%	54.5%	33.8%	66.2%	30.6%	69.4%
58.8%	41.2%	55.3%	44.7%	42.4%	57.6%	26.2%	73.8%
43.0%	57.0%	35.6%	64.4%	32.0%	68.0%	31.0%	69.0%
45.5%	54.5%	52.7%	47.3%	23.6%	76.4%	32.7%	67.3%
42.0%	58.0%	37.9%	62.1%	19.0%	81.0%	31.5%	68.5%
48.0%	52.0%	37.0%	63.0%	25.0%	75.0%	18.0%	82.0%
43.0%	57.0%	36.0%	64.0%	27.0%	73.0%	23.0%	77.0%
42.7%	57.3%	46.2%	53.8%	26.9%	73.1%	36.9%	63.1%
40.0%	60.0%	27.0%	73.0%	19.0%	81.0%	31.0%	69.0%
46.9%	53.1%	35.3%	64.7%	25.8%	74.2%	30.6%	69.4%
47.7%	52.3%	31.4%	68.6%	17.4%	82.6%	21.2%	78.8%
59.0%	41.0%	39.0%	61.0%	32.0%	68.0%	29.0%	71.0%
51.1%	48.9%	35.7%	64.3%	26.7%	73.3%	31.4%	68.6%
44.1%	55.9%	25.4%	74.6%	17.9%	82.1%	22.4%	77.6%
44.0%	56.0%	30.5%	69.5%	20.4%	79.6%	27.3%	72.7%
41.1%	58.9%	31.0%	69.0%	19.8%	80.2%	21.3%	78.7%
57.4%	42.6%	57.4%	42.6%	33.3%	66.7%	28.3%	71.7%
51.3%	48.7%	41.3%	58.7%	23.9%	76.1%	23.2%	76.8%
43.9%	56.1%	30.3%	69.7%	27.3%	72.7%	31.8%	68.2%
44.6%	55.4%	33.8%	66.2%	19.4%	80.6%	25.9%	74.1%
41.4%	58.6%	32.5%	67.5%	20.8%	79.2%	25.7%	74.3%
49.0%	51.0%	28.0%	72.0%	18.0%	82.0%	22.0%	78.0%
<b>47.8%</b>	<b>52.2%</b>	<b>40.3%</b>	<b>59.7%</b>	<b>28.6%</b>	<b>71.4%</b>	<b>26.5%</b>	<b>73.5%</b>

Gender pay						
	Hourly rate		Bonus		Who received bonus	
US & INTERNATIONAL FIRMS	Mean	Median	Mean	Median	Men	Women
White & Case	24.0%	31.0%	45.0%	71.0%	46.0%	44.0%
Reed Smith	14.8%	37.1%	27.1%	13.2%	71.9%	76.9%
Baker McKenzie	17.4%	32.0%	40.3%	29.3%	84.7%	77.4%
Kirkland & Ellis	33.2%	68.2%	62.3%	74.3%	77.4%	77.9%
Dentons	22.4%	34.3%	52.3%	50.7%	61.8%	63.1%
Weil Gotshal & Manges	38.1%	53.3%	50.0%	55.8%	85.0%	86.0%
Mayer Brown	15.3%	34.2%	23.1%	24.1%	38.0%	30.0%
Squire Patton Boggs	27.1%	20.2%	73.8%	50.0%	29.8%	29.7%
Latham & Watkins	39.1%	38.9%	52.3%	83.0%	58.0%	62.0%
Dechert	34.8%	51.0%	67.7%	72.3%	55.8%	65.4%
Shearman & Sterling	39.0%	54.0%	78.0%	55.0%	31.2%	59.0%
Jones Day	32.6%	4.8%	n/a	n/a	n/a	n/a
<b>AVERAGES</b>	<b>28.2%</b>	<b>38.3%</b>	<b>52.0%</b>	<b>52.6%</b>	<b>58.1%</b>	<b>61.0%</b>

Pay quartiles							
Top		Upper middle		Lower middle		Lower	
Men	Women	Men	Women	Men	Women	Men	Women
59.0%	41.0%	46.0%	54.0%	39.0%	61.0%	23.0%	77.0%
46.0%	54.0%	42.4%	57.6%	24.6%	75.4%	33.3%	66.7%
45.7%	54.3%	42.6%	57.4%	33.0%	67.0%	25.0%	75.0%
62.3%	37.7%	47.5%	52.5%	27.9%	72.1%	34.4%	65.6%
51.1%	48.9%	41.7%	58.3%	24.4%	75.6%	32.0%	68.0%
68.0%	32.0%	40.0%	60.0%	30.0%	70.0%	36.0%	64.0%
56.0%	44.0%	47.0%	53.0%	34.0%	66.0%	27.0%	73.0%
54.1%	45.9%	33.5%	66.5%	32.9%	67.1%	27.2%	72.8%
51.0%	49.0%	47.0%	53.0%	20.0%	80.0%	40.0%	60.0%
61.9%	38.1%	44.4%	55.6%	27.0%	73.0%	22.6%	77.4%
63.0%	37.0%	42.0%	58.0%	33.0%	67.0%	11.0%	89.0%
48.0%	52.0%	28.0%	72.0%	34.0%	66.0%	43.0%	57.0%
<b>55.5%</b>	<b>44.5%</b>	<b>41.8%</b>	<b>58.2%</b>	<b>30.0%</b>	<b>70.0%</b>	<b>29.5%</b>	<b>70.5%</b>