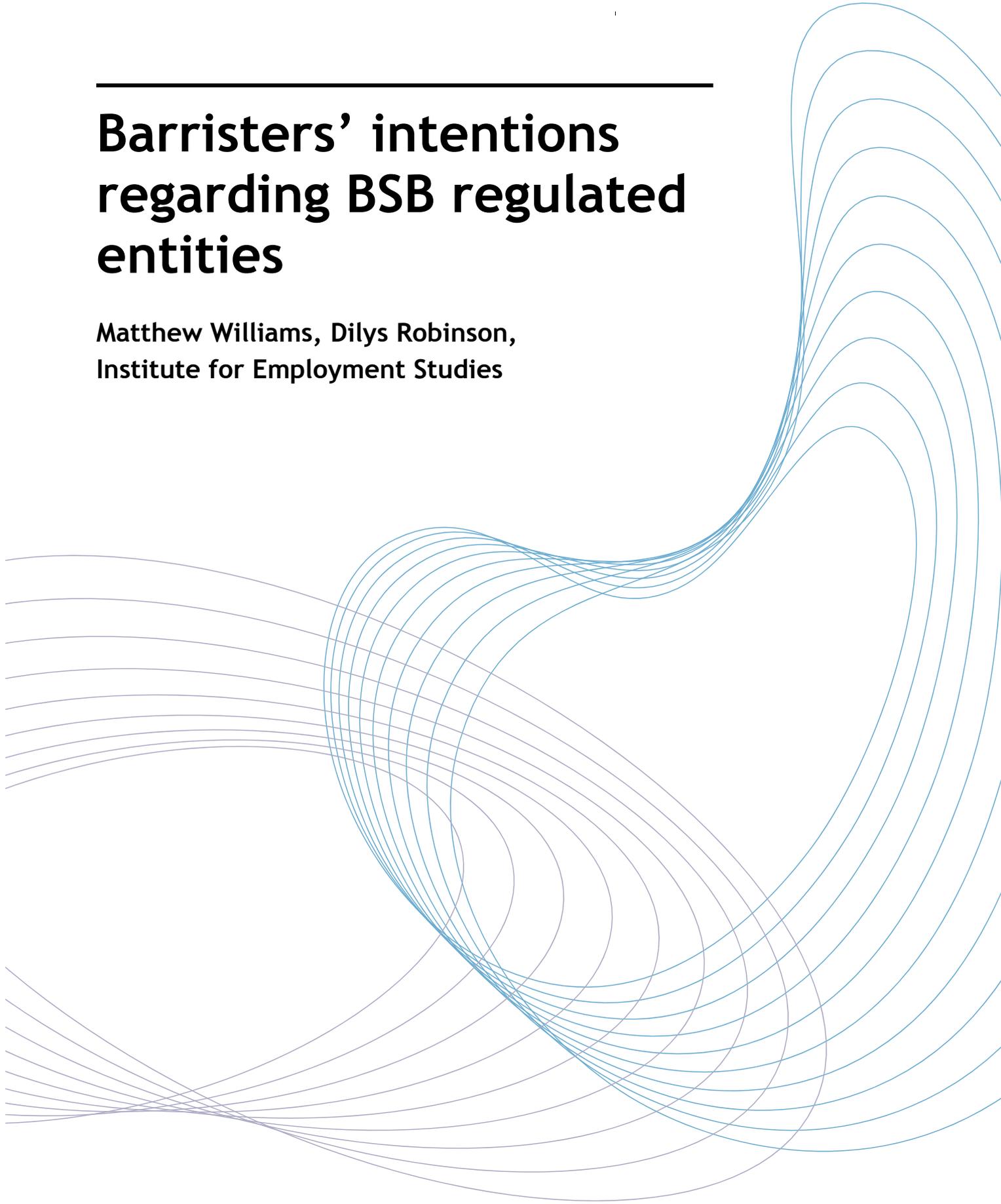

Barristers' intentions regarding BSB regulated entities

**Matthew Williams, Dilys Robinson,
Institute for Employment Studies**



Institute for Employment Studies

IES is an independent, apolitical, international centre of research and consultancy in HR issues. It works closely with employers in all sectors, government departments, agencies, professional bodies and associations. IES is a focus of knowledge and practical experience in employment and training policy, the operation of labour markets, and HR planning and development. IES is a not-for-profit organisation.

Institute for Employment Studies

Sovereign House
Church Street
Brighton BN1 1UJ
UK

Telephone: +44 (0)1273 763400
Email: askies@employment-studies.co.uk
Website: www.employment-studies.co.uk

Copyright © 2013 Institute for Employment Studies

IES project code: 00807-3646

Barristers' intentions regarding BSB regulated entities

The paper examines the responses of the 2013 Survey of the Bar to investigate in detail barristers' intentions regarding BSB regulated entities during the next two years, focusing on their plans regarding:

- Entities with ONLY barrister owners and managers;
- Entities with barristers and other lawyers as owners/managers; and
- Entities with barristers, other lawyers and lay people as owners/managers.

Respondents were asked whether they intended to establish or join each of these type of entities, with tick-boxes for:

- Yes, as owner/manager;
- Yes, as an employee;
- Maybe; and
- No.

Overall responses

Only a very small minority of respondents indicated that they had definite intentions regarding BSB regulated entities, with 2.6 per cent stating that they planned to establish or join a barrister-only entity as an owner/manager, 1.5 per cent stating that they planned to establish or join, as an owner/manager, an entity with barristers and other lawyers as owners/managers, and 0.8 per cent stating that they planned to establish or join, as an owner/manager, an entity with barristers, other lawyers and lay people as owners/managers. Overall, 133 respondents indicated that they had plans to join or establish an entity as an owner/manager, representing 4.1 per cent of the total sample.

A handful of respondents indicated that they intended to join an entity as an employee, most commonly an entity with barristers and other lawyers as owners/managers.

A substantial minority of respondents felt that they may establish or join an entity over the next two years, with barrister only entities being the most popular (21% stating it was a possibility), followed by entities with barristers and other lawyers as owners/managers (18%), and lastly entities with barristers, other lawyers and lay people as owners/managers (13%).

Barristers' intentions regarding BSB-regulated entities

	Barrister only entities			Those with barristers and other lawyers as owners/managers			Those with barristers, other lawyers and lay people as owners/managers		
	Number	%	Valid %	Number	%	Valid %	Number	%	Valid %
Yes, as owner/manager	85	2.59	2.63	48	1.47	1.49	26	0.79	0.80
Yes, as an employee	1	0.03	0.03	7	0.21	0.22	2	0.06	0.06
Maybe	689	21.03	21.30	585	17.86	18.10	431	13.16	13.34
No	2,459	75.06	76.04	2,592	79.12	80.20	2,773	84.65	85.80
Total valid responses	3,234	98.72	100.00	3,232	98.66	100.00	3,232	98.66	100.00
Not answered	42	1.28	-	44	1.34	-	44	1.34	-
Total responses	3,276	100.00	-	3,276	100.00	-	3,276	100.00	-

Source: IES/ERL 2013

This paper investigates barristers' responses regarding each type of entity in turn.

Respondents who gave a 'yes' response as either owner/manager or as an employee have been grouped together, for two reasons: firstly, the numbers saying yes as an employee are too low for this group to be investigated separately; and secondly, the 'maybes' are not separated out between owners/managers and employees.

For each type of entity, we will compare the 'yes' respondents with the 'maybes' and 'noes' combined, and then the 'maybe' respondents with the 'noes'.

Barrister-only entities

Those with definite plans

Respondents with definite plans to join a barrister-only entity as either an owner/manager or as an employee were found across all main work areas except the international/EU/other area. Respondents in family (3.2%) and civil (3.1%) practice were most likely to have definite plans, while those in commercial and chancery were least likely (1.3%).

Employed barristers (0.9%), and those who worked in both employed and self-employed practice (1.7%) were less likely than self-employed barristers (3.0%) to have definite plans regarding barrister-only entities, and these differences were statistically significant. Thus self-employed barristers made up 93 per cent of respondents with definite plans, compared with 81 per cent of those without definite plans.

Barristers with definite plans regarding barrister-only entities were on average older, and more experienced in terms of time since Call, than those without definite plans, and these differences were statistically significant. Among respondents in their 50s, 3.9 per cent had definite plans, as did 4.7 per cent of those in their 60s, while 4.4 per cent of those with 22 years or more since Call had definite plans. Thus 51 per cent of those with definite plans were aged 50 or older, compared with 32 per cent of those without definite plans, and 60 per cent of those with definite plans were Senior barristers with 22 years or more since Call, compared with 36 per cent of those without definite plans. The mean age of barristers with definite plans was 50.2 years, compared with 43.8 years for those without definite plans, and the mean number of years since Call of those with definite plans was 23.8 years, compared with 17.6 years for those without definite plans.

QCs (5.0%) and unsuccessful applicants (7.4%) were more likely than those who have not applied (2.1%) to have definite plans regarding barrister-only entities, or alternatively QCs and unsuccessful applicants makes up 33 per cent of those with definite plans compared with only 15 per cent of those without definite plans, and these differences are statistically significant. This is not just a reflection of the older age profile of QCs and unsuccessful applicants, as within age-group categories QCs and unsuccessful applicants are more likely to have definite plans, although sample sizes are small and so this should be treated with a degree of caution.

Men are significantly more likely than women to have definite plans regarding barrister-only entities (3.1% of men have definite plans, compared with 1.9% of women).

Barristers with dependent children who share childcare responsibilities (3.3%) and those with dependent children who do not have responsibility for their childcare (4.6%) were significantly more likely to have definite plans regarding barrister-only entities than were those without dependent children (1.9%) and those who had main responsibility for caring for their dependent children (1.7%).

School education (state versus fee paying) had no impact on the likelihood of having definite plans regarding barrister-only entities, although barristers who attended Oxbridge (1.7%) were less likely to have definite plans than were those who attended 1994/Russell Group universities (3.2%) or other universities (3.0%).

It would appear that changes in workload and earnings may influence intentions regarding barrister-only entities, with changes in earnings being the stronger influence. Respondents whose earnings had decreased substantially (4.1%) or decreased somewhat (3.7%) were most likely to have definite plans, while those whose earnings had increased substantially (1.8%) or somewhat (1.5%) were least likely to have definite plans. When looking at changes in workload, the main difference is that those whose workload had increased substantially were most likely to have definite plans (3.8%, while among other categories the proportions ranged from 2.6% to 3.1%).

Looking at the combined influence on changing workload and earnings, three groups of barristers emerge:

- firstly, those who are earning less money are more likely to have definite plans (4.8% of those doing more work for less money, 4.1% of those doing the same amount of work for less money, and 3.8% of those doing less work for less money);
- secondly, those doing more or the same amount of work for the same money, or more work for more money, have average likelihoods of having definite plans; and
- thirdly, those doing less work for the same money (0.7%), the same work for more money (1.0%) or less work for more money (1.2%) are less likely to have definite plans.

We investigated the relationship between intentions regarding barrister-only entities and respondents views about their working life, in terms of the scores for the six factors described in the main report. The scores for most factors showed very little variation between those with definite plans, and those without such definite plans. However, respondents with definite plans gave much higher scores to the Skill factor than did those without definite plans (3.73 and 3.58 respectively). As a reminder, the Skill factor contained the following two items:

Factor 6: Appropriately skilled for the job

26. I DO NOT feel under pressure from my chambers/employer to take work I would rather not

27. There are NO skills I need in my job which at present I do not have

(Full definitions of all factors are presented at the end of the paper)

There was no association between experiences of bullying, harassment or discrimination and likelihood of having definite plans regarding barrister-only entities, therefore it does not appear that intentions are driven by negative experiences at their current workplace/ chambers. Neither was there any association between views of barristers' current work situation and definite plans regarding barrister-only entities.

Those with possible plans

Respondents with possible plans to join a barrister-only entity as either an owner/manager or as an employee were found across all main work areas, with the highest proportions in family (32%) and criminal (24%) practice, while those in commercial and chancery (13%) and the international/EU/other practice area (11%) were least likely.

Self-employed barristers (25%) and those working in both employed and self-employed practice (29%) were much more likely than employed barristers (7%) to have possible plans to join a barrister-only entity. However, there was little variation by QC status.

By age, barristers in their 30s (23%) and 40s (24%) were most likely to have possible plans to join a barrister-only entity, while there was very little variation by time since Call.

There was very little variation by gender, although BME barristers were significantly more likely to have possible plans than were white barristers (29% and 21% respectively). Barristers with a disability or long-term health problem were also more likely than non-disabled barristers (28% and 22% respectively), and barristers who shared responsibility for childcare were more likely than other barristers to have possible plans (28% compared with 21%).

School education (state versus fee paying) had no impact on the likelihood of having possible plans regarding barrister-only entities, but again there was some variation by university attended, with barristers who attended Oxbridge (18%) less likely to have possible plans than were those who attended 1994/Russell Group universities (23%) or other universities (25%).

Having possible plans varies with changes in workload and earnings, although the patterns are less clear-cut than they were when looking at variation in definite plans. Looking first at changes in workload, barristers whose workload had decreased were most likely to have possible plans (27%), while those whose workload had increased substantially (23%) were more likely to have possible plans than those whose workload had increased somewhat or stayed the same. Turning to changes in earnings, those whose earnings had decreased were most likely to have definite plans (26%), while only 15% of those whose earnings had increased substantially had possible plans.

Looking at the combined influence of changing workload and earnings, barristers who were doing less work for more money were most likely to have possible plans (31 per cent), followed by those doing less work for less money (28%), those doing more work for less money (27%) and those doing the same amount of work for less money (23%).

There were some significant differences in views on working life between those with possible plans regarding barrister-only entities and those with no plans to set up or join such an entity. Those with possible plans gave much lower scores for the pressure, pay and career factors than did those without possible plans, suggesting that dissatisfaction with their current working life may drive possible plans for setting up or joining an entity.

There was no association between recent experiences or observations of bullying, harassment or discrimination and possible plans regarding barrister-only entities.

Barristers who were '*not satisfied and considering their options*' were most likely to have possible plans (32%), much more so than those who were not at all satisfied and planned to change as soon as possible (14%), and those whose work situation is ideal and all their needs are met (13%).

Entities with barristers and other lawyers as owners/managers

Those with definite plans

Overall, 1.7 per cent of barristers (55 respondents) said that they had definite plans to set up or join, as either an owner/manager or an employee, a BSB-regulated entity with barristers and other lawyers as owner/managers.

Barristers in professional negligence and personal injury practice are most likely to have definite plans for barrister/lawyer entities (3.6%), followed by those in civil practice (2.2%), while no family barristers have definite plans for these entities.

Barristers working in both employed and self-employed practice (15.0%) were far more likely to have definite plans regarding barrister/lawyer entities than were those in employment practice only (2.0%) and self-employed practice only (1.3%).

Barristers in their 40s and 50s were most likely to have definite plans (2.3% and 2.4% respectively), and those eight or more years since Call are more likely than more junior barristers to have definite plans.

QCs (2.2%) and unsuccessful applicants (3.0%) are more likely than non-applicants (1.6%) to have definite plans, although the differences are not statistically significant.

Men are significantly more likely than women to have definite plans (2.4% compared with 0.6%), and BME barristers are significantly more likely than white barristers to have definite plans (3.3% compared with 1.5%).

Barristers with children who don't have responsibility for their childcare are more likely to have definite plans (2.8%) followed by those who share childcare responsibilities (1.9%), while only 0.7 per cent of those who have main responsibility for childcare have definite plans regarding barrister/lawyer entities.

School education was not a significant influence on definite plans although barristers who attended Oxbridge (0.9%) are significantly less likely to have definite plans than those who attended other universities (2.3% for 1994/Russell Group graduates, and 1.8% for those who attended other universities).

No clear patterns emerge when investigating definite plans regarding barrister/lawyer entities by recent change in workload or earnings, although those with definite plans give a significantly lower score to the pay factor (2.82 compared with 3.09 for those without definite plans) which suggests that dissatisfaction with pay and career progression may to some extent drive plans regarding barrister/lawyer entities.

There was no association between experiences of bullying, harassment or discrimination and likelihood of having definite plans regarding barrister/lawyer entities, therefore it does not appear that intentions are driven by negative experiences at their current workplace/chambers. However, there was some association between views on current work situation and definite plans, with barristers who were '*not at all satisfied and plan to change as soon as possible*' most likely to have definite plans regarding barrister/lawyer entities (3.4%).

Those with possible plans

Respondents with possible plans to join a barrister/lawyer entity as either an owner/manager or as an employee were found across all main work areas. As was the case with possible plans regarding barrister-only entities, the highest proportions were found in criminal (25%) and family (23%) practice, while those in commercial and chancery (8%) and the international/EU/other practice area (11%) were least likely.

Barristers working in both employed and self-employed practice (29%) were more likely to have possible plans regarding barrister/lawyer entities than were those in employment practice only (13%) and self-employed practice only (19%).

Barristers with possible plans regarding barrister/lawyer entities were more likely to be in their 30s and 40s, and between four and 21 years since Call, than were those without definite plans; 64 per cent of those with possible plans were aged between 30 and 49, compared with 55 per cent of those without possible plans, and 65 per cent of those with possible plans were between four and 21 years since Call, compared with 58 per cent of those without possible plans.

Barristers who had not applied for QC status (19%) were more likely to have possible plans than were QCs (13%) and unsuccessful applicants (15%).

There were no gender differences although ethnicity was significant, with 29 per cent of BME barristers having possible plans regarding barrister/lawyer entities compared with 17 per cent of white barristers. Childcare responsibility was also significant, with barristers with shared responsibility being most likely to have possible plans (23%) and those without dependent children being least likely (17%).

Barristers who attended Oxbridge were significantly less likely than other barristers to have possible plans (14%, compared with 21% of other barristers), although school education was not a significant influence.

Barristers whose workload had decreased, and those whose earnings had decreased, were significantly more likely to have possible plans regarding barrister/lawyer entities; 24 per cent of those whose workload had decreased had possible plans, as did 23 per cent of those whose earnings had decreased somewhat, and 26 per cent of those whose earnings had decreased substantially.

Looking at the combined influence of changing workload and earnings, barristers who were doing less work for more money were most likely to have possible plans regarding barrister/lawyer entities (29 per cent), followed by those doing less work for less money (26%), those doing more work for less money (25%) and those doing the same amount of work for less money (23%).

Barristers who have possible plans to set up or join a barrister/lawyer entity gave significantly lower scores for all six working lives factors than did those without plans regarding barrister/lawyer entities. The differences were most marked for pay and career progression (2.71 compared with 3.17), the workload, stress and work-life balance factor (2.90 compared with 3.15) and the overall career satisfaction and pride factor (3.32 compared with 3.57), which suggests barristers who are dissatisfied with their pay, workload and career direction may be planning to join an entity in the hope of better working conditions.

Possible plans for barrister/lawyer entities are associated with experiences or observations of bullying, harassment, or discrimination at work – 26 per cent of those who had personally experienced discrimination, 26 per cent of those who had observed discrimination, and 24 per cent of those who had observed bullying or harassment had possible plans. It is interesting that experiences or observations of bullying, harassment or discrimination are not an influence on possible plans for barrister only entities, but are an influence on plans for barrister/lawyer entities.

Barristers who were '*not satisfied and considering their options*' were most likely to have possible plans (30%), followed by those who were not at all satisfied and planned to change as soon as possible (20%); those whose work situation is ideal and all their needs are met were least likely (9%).

Entities with barristers and other lawyers as owners/managers

Those with definite plans

Overall, 0.9 per cent of barristers (28 respondents) said that they had definite plans to set up or join, as either an owner/manager or an employee, a BSB-regulated entity with barristers, other lawyers and lay people as owner/managers.

Only four of the variables analysed were statistically significant influences on definite plans regarding these entities:

- Gender – 1.2 per cent of men had definite plans compared with 0.3 per cent of women
- Ethnicity – 2.6 per cent of BME barristers had definite plans compared with 0.6 per cent of white barristers
- Childcare responsibility – 1.9 per cent of those with shared responsibility for childcare, and 1.2 per cent of those with children but without childcare responsibility had definite plans
- University – 1.4 per cent of those who attended a 1994/Russell Group university had definite plans, compared with 0.3 per cent of those who attended Oxbridge, and 0.5 per cent of those who attended other universities.

In addition, those with definite plans regarding barrister/lawyer/lay people entities gave a significantly higher score to the Skill factor than did those without definite plans.

Those with possible plans

Overall, 13 per cent of barristers had possible plans to set up or join an entity with barristers, other lawyers and lay people as owners/managers. There was significant variation by main work area, and in common with possible plans regarding other entities, barristers in criminal and family practice were most likely have possible plans regarding barrister/lawyer/lay people entities (17%), while those in commercial and chancery (6%) and the international/EU/other practice area (7%) were least likely.

There was also variation by section of the Bar, again in common with the other types of entity, with barristers who work in both employed and self-employed practice (22%) more likely than self-employed barristers (14%) and employed barristers (10%) to have possible plans regarding barrister/lawyer/lay people entities.

Barristers in their 30s and 40s were more likely than other barristers to have possible plans (15%), although there was no significant variation by time since Call.

BME barristers (19%) were significantly more likely than white barristers (13%) to have possible plans, although there was very little difference by gender.

QCs and unsuccessful applicants (10%) were significantly less likely to have possible plans than were barristers who had not applied for QC status (14%).

Barristers with shared responsibility for childcare were significantly more likely to have possible plans (18%).

Barristers who attended Oxbridge (9%) were significantly less likely to have possible plans than those who attended a 1994/Russell Group university (15%) or another university (16%).

Barristers whose workload had decreased, and those whose earnings had decreased, were significantly more likely to have possible plans regarding barrister/lawyer entities; around 18 per cent of those whose workload had decreased had possible plans, as did around 17 per cent of those whose earnings had decreased.

Looking at the combined influence of changing workload and earnings, the pattern was similar to those for the other types of entity, with barristers who were doing less work for more money being most likely to have possible plans regarding barrister/lawyer/lay people

entities (24 per cent), followed by those doing more work for less money (19%), those doing less work for less money (18%) and those doing the same amount of work for less money (16%).

Barristers who have possible plans to set up or join a barrister/lawyer/lay people entity gave significantly lower scores for all working lives factors with the exception of the Support factor. The differences were most marked for pay and career progression (2.76 compared with 3.14), the overall career satisfaction and pride factor (3.32 compared with 3.55), and the workload, stress and work-life balance factor (2.94 compared with 3.13). Again this suggests that barristers who are dissatisfied with their pay, workload and career direction may be planning to join an entity in the hope of better working conditions.

Possible plans for barrister/lawyer/lay people entities are associated with experiences or observations of bullying, harassment, or discrimination at work, as were possible plans for barrister/lawyer entities, but not barrister only entities. Just under one in five (18%) of those who had personally experienced discrimination, 17 per cent of those who had observed discrimination, and 17 per cent of those who had observed bullying or harassment had possible plans.

Barristers who were '*not satisfied and considering their options*' were most likely to have possible plans (22%), followed by those who were not at all satisfied and planned to change as soon as possible (13%); those whose work situation is ideal and all their needs are met were least likely (8%).

Tables – Barrister Only entities

Those with definite plans

Definite plans for Barrister Only entities by main work area

	% Yes	% Maybe/no	N=
Criminal	2.6	97.4	997
Civil	3.1	96.9	876
Professional Negligence/Personal Injury	2.9	97.1	277
Commercial and Chancery	1.3	98.7	473
Family	3.2	96.8	495
International/EU and other	0.0	100.0	83
All barristers	2.6	97.4	3,201

Source: IES/ERL 2013

Definite plans for Barrister Only entities by section of the Bar

	% Yes	% Maybe/no	N=
Employed Bar	0.9	99.1	543
Self Employed Bar (inc. Sole Practitioners)	3.0	97.0	2,628
Both (SEB and EB)	1.7	98.3	60
All barristers	2.7	97.3	3,231

Source: IES/ERL 2013

Definite plans for Barrister Only entities by age

	% Yes	% Maybe/no	N=
Under 30	0.0	100.0	326
30-39	1.5	98.5	815
40-49	3.0	97.0	873
50-59	3.9	96.1	636
60 plus	4.7	95.3	319
All barristers	2.6	97.4	2,969

Source: IES/ERL 2013

Definite plans for Barrister Only entities by time since Call

	% Yes	% Maybe/no	N=
1-3 years	0.4	99.6	234
4-7 years	0.8	99.2	485
8-12 years	1.6	98.4	513
13-21 years	2.8	97.2	924
22 plus years	4.4	95.6	1,076
All barristers	2.7	97.3	3,232

Source: IES/ERL 2013

Definite plans for Barrister Only entities by gender

	% Yes	% Maybe/no	N=
Male	3.1	96.9	2,025
Female	1.9	98.1	1,200
All barristers	2.7	97.3	3,225

Source: IES/ERL 2013

Definite plans for Barrister Only entities by QC status

	% Yes	% Maybe/no	N=
QC	5.0	95.0	362
Unsuccessful applicant	7.4	92.6	135
Not applied	2.1	97.9	2,714
All barristers	2.6	97.4	3,211

Source: IES/ERL 2013

Definite plans for Barrister Only entities by childcare responsibility

	% Yes	% Maybe/no	N=
Children - Me	1.7	98.3	300
Children - Shared	3.3	96.7	428
Children - Other	4.6	95.4	648
No children	1.9	98.1	1,629
All barristers	2.7	97.3	3,005

Source: IES/ERL 2013

Definite plans for Barrister Only entities by university attended

	% Yes	% Maybe/no	N=
Oxbridge	1.7	98.3	919
1994/Russell Group	3.2	96.8	1,327
Other university	3.0	97	662
All barristers	2.7	97.3	2,908

Source: IES/ERL 2013

Definite plans for Barrister Only entities by recent change in workload

	% Yes	% Maybe/no	N=
Substantially less	2.6	97.4	347
Somewhat less	3.1	96.9	456
no change	2.6	97.4	1,259
Somewhat more	2.8	97.2	616
Substantially more	3.8	96.2	291
All barristers	2.8	97.2	2,969

Source: IES/ERL 2013

Definite plans for Barrister Only entities by recent change in earnings

	% Yes	% Maybe/no	N=
Increased substantially	1.8	98.2	282
Increased somewhat	1.5	98.5	686
Stayed about the same	2.4	97.6	940
Decreased somewhat	3.7	96.3	621
Decreased substantially	4.1	95.9	441
All barristers	2.7	97.3	2,970

Source: IES/ERL 2013

Definite plans for Barrister Only entities by combined change in workload and earnings

	% Yes	% Maybe/no	N=
More work less money	4.8	95.2	229
Same work less money	4.1	95.9	267
Less work less money	3.8	96.2	505
More work same money	2.7	97.3	220
Same work same money	3.0	97.0	505
Less work same money	0.7	99.3	148
More work more money	2.5	97.5	396
Same work more money	1	99	395
Less work more money	1.2	98.8	82
All barristers	2.8	97.2	2,747

Source: IES/ERL 2013

Working life factor scores by definite plans for Barrister Only entities

	Yes	Maybe/No
Pressure	3.03	3.11
Pay	3.03	3.08
Support	4.00	3.91
Career	3.47	3.52
Job	3.90	3.87
Skill	3.73	3.58
N=	80	2,940

Source: IES/ERL 2013

Those with possible plans

Possible plans for Barrister Only entities by work area, section, age and time since Call

	% Maybe	% No	N=
Criminal	24.2	75.8	971
Civil	20.4	79.6	849
Professional Negligence/Personal Injury	19.0	81.0	269
Commercial and Chancery	13.1	86.9	467
Family	32.2	67.8	479
International/EU and other	10.8	89.2	83
Employed Bar	7.2	92.8	538
Self Employed Bar (inc. Sole Practitioners)	24.8	75.2	2,548
Both (SEB and EB)	28.8	71.2	59
Under 30	18.4	81.6	326
30-39	23.4	76.6	803
40-49	23.7	76.3	847
50-59	21.6	78.4	611
60 plus	15.8	84.2	304
1-3 years	15.5	84.5	233
4-7 years	22.5	77.5	481
8-12 years	23.0	77.0	505
13-21 years	22.0	78.0	898
22 plus years	22.4	77.6	1,029
All barristers	21.9	78.1	3,148

Source: IES/ERL 2013

Possible plans for Barrister Only entities by gender, ethnicity, QC status, childcare responsibility, and university attended

	% Maybe	% No	N=
Male	21.1	78.9	1,962
Female	23.2	76.8	1,177
White	20.9	79.1	2,626
BME	28.7	71.3	296
QC	21.2	78.8	344
Unsuccessful applicant	17.6	82.4	125
Not applied	22.1	77.9	2,657
Children - Me	21.4	78.6	295
Children - Shared	27.5	72.5	414
Children - Other	21.8	78.2	618
No children	20.2	79.8	1,598
Oxbridge	17.6	82.4	903
1994/Russell Group	22.7	77.3	1,284
Other university	24.9	75.1	642
All barristers	21.9	78.1	3,148

Source: IES/ERL 2013

Possible plans for Barrister Only entities by change in workload, change in earnings, and combined change in workload and earnings

	% Maybe	% No	N=
Substantially less	26.9	73.1	338
Somewhat less	27.6	72.4	442
no change	19.5	80.5	1,226
Somewhat more	19.7	80.3	599
Substantially more	22.5	77.5	280
Increased substantially	14.8	85.2	277
Increased somewhat	20.6	79.4	676
Stayed about the same	19.2	80.8	917
Decreased somewhat	26.9	73.1	598
Decreased substantially	25.8	74.2	423
More work less money	26.6	73.4	218
Same work less money	23.4	76.6	256
Less work less money	28.4	71.6	486
More work same money	17.3	82.7	214
Same work same money	19.4	80.6	490
Less work same money	21.1	78.9	147
More work more money	17.9	82.1	386
Same work more money	17.4	82.6	391
Less work more money	30.9	69.1	81
All barristers	21.9	78.1	3,148

Source: IES/ERL 2013

Working life factor scores by possible plans for Barrister Only entities

	Maybe	No
Pressure	2.93	3.16
Pay	2.83	3.15
Support	3.89	3.92
Career	3.41	3.55
Job	3.84	3.87
Skill	3.53	3.59
N=	638	2,302

Source: IES/ERL 2013

Tables – Barrister/other lawyer entities

Those with definite plans

Definite plans for Barrister/lawyer entities by work area, section, age and time since Call

	% Yes	% Maybe/no	N=
Criminal	1.6	98.4	997
Civil	2.2	97.8	876
Professional Negligence/Personal Injury	3.6	96.4	277
Commercial and Chancery	1.7	98.3	473
Family	0.0	100.0	493
International/EU and other	1.2	98.8	83
Employed Bar	2.0	98.0	543
Self Employed Bar (inc. Sole Practitioners)	1.3	98.7	2,626
Both (SEB and EB)	15.0	85.0	60
Under 30	0.6	99.4	326
30-39	1.1	98.9	815
40-49	2.3	97.7	872
50-59	2.4	97.6	635
60 plus	1.3	98.7	319
1-3 years	1.3	98.7	234
4-7 years	1.0	99.0	485
8-12 years	1.6	98.4	513
13-21 years	2.2	97.8	923
22 plus years	1.8	98.2	1,075
All barristers	1.7	98.3	3,232

Source: IES/ERL 2013

Definite plans for Barrister/lawyer entities by gender, ethnicity, QC status, childcare responsibility, and university attended

	% Yes	% Maybe/no	N=
Male	2.4	97.6	2,024
Female	0.6	99.4	1,199
White	1.5	98.5	2,692
BME	3.3	96.7	307
QC	2.2	97.8	361
Unsuccessful applicant	3.0	97.0	135
Not applied	1.6	98.4	2,714
Children - Me	0.7	99.3	300
Children - Shared	1.9	98.1	426
Children - Other	2.8	97.2	648
No children	1.4	98.6	1,629
Oxbridge	0.9	99.1	919
1994/Russell Group	2.3	97.7	1,327
Other university	1.8	98.2	662
All barristers	1.7	98.3	3,232

Source: IES/ERL 2013

Working life factor scores by definite plans for Barrister/lawyer entities

	Yes	Maybe/No
Pressure	2.95	3.11
Pay	2.82	3.09
Support	3.85	3.92
Career	3.43	3.52
Job	3.74	3.87
Skill	3.59	3.58
N=	49	2,967

Source: IES/ERL 2013

Definite plans for Barrister/lawyer entities by change in workload, change in earnings, and combined change in workload and earnings

	% Yes	% Maybe/no	N=
Substantially less	2.0	98.0	347
Somewhat less	2.0	98.0	454
no change	1.8	98.2	1,259
Somewhat more	1.0	99.0	616
Substantially more	2.7	97.3	291
Increased substantially	1.4	98.6	282
Increased somewhat	1.9	98.1	686
Stayed about the same	1.7	98.3	940
Decreased somewhat	1.3	98.7	621
Decreased substantially	2.3	97.7	439
More work less money	1.3	98.7	229
Same work less money	2.2	97.8	267
Less work less money	1.8	98.2	503
More work same money	1.8	98.2	220
Same work same money	1.8	98.2	505
Less work same money	2.0	98.0	148
More work more money	1.8	98.2	396
Same work more money	1.8	98.2	395
Less work more money	3.7	96.3	82
All barristers	1.7	98.3	3,232

Source: IES/ERL 2013

Definite plans for Barrister/lawyer entities by view on current work situation

	% Yes	% Maybe/no	N=
It is ideal, all or nearly all my needs are met	1.8	98.2	611
It is not ideal, but most of my needs are met	0.7	99.3	954
I am more or less satisfied with my work situation	2.2	97.8	713
I am not satisfied and am considering my options	2.0	98.0	798
I am not at all satisfied and plan to change as soon as possible	3.4	96.6	148
All barristers	1.7	98.3	3,224

Source: IES/ERL 2013

Those with possible plans

Possible plans for Barrister/lawyer entities by work area, section, age and time since Call

	% Maybe	% No	N=
Criminal	25.1	74.9	981
Civil	16.5	83.5	857
Professional Negligence/Personal Injury	13.1	86.9	267
Commercial and Chancery	8.0	92.0	465
Family	22.7	77.3	493
International/EU and other	11.0	89.0	82
Employed Bar	12.6	87.4	532
Self Employed Bar (inc. Sole Practitioners)	19.4	80.6	2,591
Both (SEB and EB)	29.4	70.6	51
Under 30	16.7	83.3	324
30-39	20.8	79.2	806
40-49	20.8	79.2	852
50-59	17.1	82.9	620
60 plus	10.5	89.5	315
1-3 years	13.0	87.0	231
4-7 years	20.0	80.0	480
8-12 years	20.4	79.6	505
13-21 years	20.2	79.8	903
22 plus years	16.5	83.5	1,056
All barristers	18.4	81.6	3,177

Source: IES/ERL 2013

Possible plans for Barrister/lawyer entities by gender, ethnicity, QC status, childcare responsibility, and university attended

	% Maybe	% No	N=
Male	18.2	81.8	1,976
Female	18.6	81.4	1,192
White	17.3	82.7	2,652
BME	28.6	71.4	297
QC	13.0	87.0	353
Unsuccessful applicant	14.5	85.5	131
Not applied	19.3	80.7	2,671
Children - Me	19.1	80.9	298
Children - Shared	23.4	76.6	418
Children - Other	19.4	80.6	630
No children	16.7	83.3	1,607
Oxbridge	13.6	86.4	911
1994/Russell Group	20.5	79.5	1,297
Other university	21.5	78.5	650
All barristers	18.4	81.6	3,177

Source: IES/ERL 2013

Possible plans for Barrister/lawyer entities by change in workload, change in earnings, and combined change in workload and earnings

	% Maybe	% No	N=
Substantially less	23.5	76.5	340
Somewhat less	23.8	76.2	445
no change	15.0	85.0	1,236
Somewhat more	18.0	82.0	610
Substantially more	19.8	80.2	283
Increased substantially	12.9	87.1	278
Increased somewhat	16.3	83.7	673
Stayed about the same	15.2	84.8	924
Decreased somewhat	22.8	77.2	613
Decreased substantially	25.9	74.1	429
More work less money	25.7	74.3	226
Same work less money	23.0	77.0	261
Less work less money	25.1	74.9	494
More work same money	15.7	84.3	216
Same work same money	13.3	86.7	496
Less work same money	17.9	82.1	145
More work more money	15.4	84.6	389
Same work more money	12.4	87.6	388
Less work more money	29.1	70.9	79
All barristers	18.4	81.6	3,177

Source: IES/ERL 2013

Working life factor scores by possible plans for Barrister/lawyer entities

	Maybe	No
Pressure	2.90	3.15
Pay	2.71	3.17
Support	3.84	3.93
Career	3.32	3.57
Job	3.80	3.88
Skill	3.50	3.60
N=	547	2,420

Source: IES/ERL 2013

Possible plans for Barrister/lawyer entities by experience of bullying, harassment or discrimination, and view on current work situation

		% Maybe	% No	N=
Personally experienced bullying/harassment?	Yes	21.5	78.5	279
	No	18.0	82.0	2,872
Observed bullying or harassment?	Yes	23.9	76.1	347
	No	17.7	82.3	2,791
Personally experienced discrimination?	Yes	26.0	74.0	265
	No	17.6	82.4	2,888
Observed discrimination?	Yes	25.7	74.3	284
	No	17.7	82.3	2,859
It is ideal, all or nearly all my needs are met		9.3	90.7	600
It is not ideal, but most of my needs are met		15.5	84.5	947
I am more or less satisfied with my work situation		16.8	83.2	697
I am not satisfied and am considering my options		30.1	69.9	782
I am not at all satisfied and plan to change as soon as possible		19.6	80.4	143
All barristers		18.4	81.6	3,177

Source: IES/ERL 2013

Tables – Barrister/other lawyer/lay people entities

Those with definite plans

Definite plans for Barrister/lawyer/lay people entities by gender

	% Yes	% Maybe/no	N=
Male	1.2	98.8	2,024
Female	0.3	99.7	1,199
All barristers	0.9	99.1	3,223

Source: IES/ERL 2013

Definite plans for Barrister/lawyer/lay people entities by ethnicity

	% Yes	% Maybe/no	N=
White	0.6	99.4	2,692
BME	2.6	97.4	307
All barristers	0.8	99.2	2,999

Source: IES/ERL 2013

Definite plans for Barrister/lawyer/lay people entities by childcare responsibility

	% Yes	% Maybe/no	N=
Children - Me	0.0	100.0	300
Children - Shared	1.9	98.1	426
Children - Other	1.2	98.8	648
No children	0.5	99.5	1,629
All barristers	0.8	99.2	3,003

Source: IES/ERL 2013

Definite plans for Barrister/lawyer/lay people entities by university attended

	% Yes	% Maybe/no	N=
Oxbridge	0.3	99.7	919
1994/Russell Group	1.4	98.6	1,327
Other university	0.5	99.5	662
All barristers	0.8	99.2	2,908

Source: IES/ERL 2013

Working life factor scores by possible plans for Barrister/lawyer/lay people entities

	Yes	Maybe/No
Pressure	2.96	3.11
Pay	2.83	3.09
Support	3.83	3.92
Career	3.27	3.52
Job	3.85	3.87
Skill	3.90	3.58
N=	24	2,992

Source: IES/ERL 2013

Those with possible plans

Possible plans for Barrister/lawyer/lay people entities by work area, section, age and time since Call

	% Maybe	% No	N=
Criminal	17.3	82.7	991
Civil	13.4	86.6	864
Professional Negligence/Personal Injury	9.1	90.9	274
Commercial and Chancery	6.0	94.0	470
Family	16.5	83.5	491
International/EU and other	7.3	92.7	82
Employed Bar	9.5	90.5	538
Self Employed Bar (inc. Sole Practitioners)	14.1	85.9	2,605
Both (SEB and EB)	22.4	77.6	58
Under 30	11.7	88.3	326
30-39	15.3	84.7	809
40-49	14.5	85.5	865
50-59	12.8	87.2	625
60 plus	8.2	91.8	317
1-3 years	11.2	88.8	233
4-7 years	13.8	86.2	484
8-12 years	14.1	85.9	509
13-21 years	14.5	85.5	912
22 plus years	12.6	87.4	1,064
All barristers	13.5	86.5	3,204

Source: IES/ERL 2013

Possible plans for Barrister/lawyer/lay people entities by gender, ethnicity, QC status, childcare responsibility, and university attended

	% Maybe	% No	N=
Male	13.7	86.3	1,999
Female	13.0	87.0	1,196
White	12.7	87.3	2,675
BME	19.4	80.6	299
QC	9.8	90.2	357
Unsuccessful applicant	9.7	90.3	134
Not applied	14.2	85.8	2,691
Children - Me	13.3	86.7	300
Children - Shared	17.5	82.5	418
Children - Other	13.9	86.1	640
No children	12.2	87.8	1,621
Oxbridge	9.5	90.5	916
1994/Russell Group	14.7	85.3	1,309
Other university	16.2	83.8	659
All barristers	13.5	86.5	3,204

Source: IES/ERL 2013

Possible plans for Barrister/lawyer/lay people entities by change in workload, change in earnings, and combined change in workload and earnings

	% Maybe	% No	N=
Substantially less	18.8	81.2	345
Somewhat less	17.2	82.8	448
no change	10.6	89.4	1,251
Somewhat more	13.4	86.6	611
Substantially more	13.6	86.4	286
Increased substantially	9.9	90.1	282
Increased somewhat	12.8	87.2	682
Stayed about the same	10.4	89.6	930
Decreased somewhat	16.9	83.1	616
Decreased substantially	17.7	82.3	434
More work less money	18.6	81.4	226
Same work less money	15.9	84.1	264
Less work less money	18.2	81.8	499
More work same money	11.1	88.9	216
Same work same money	8.4	91.6	502
Less work same money	13.1	86.9	145
More work more money	11.4	88.6	394
Same work more money	9.9	90.1	393
Less work more money	24.4	75.6	82
All barristers	13.5	86.5	3,204

Source: IES/ERL 2013

Working life factor scores by possible plans for Barrister/lawyer/lay people entities

	Maybe	No
Pressure	2.94	3.13
Pay	2.76	3.14
Support	3.87	3.92
Career	3.32	3.55
Job	3.81	3.88
Skill	3.46	3.60
N=	398	2,594

Source: IES/ERL 2013

Possible plans for Barrister/lawyer/lay people entities by experience of bullying, harassment or discrimination, and view on current work situation

		% Maybe	% No	N=
Personally experienced bullying/harassment?	Yes	17.0	83.0	283
	No	13.1	86.9	2,894
Observed bullying or harassment?	Yes	17.0	83.0	348
	No	13.0	87.0	2,815
Personally experienced discrimination?	Yes	18.4	81.6	267
	No	13.0	87.0	2,912
Observed discrimination?	Yes	17.4	82.6	282
	No	13.1	86.9	2,886
It is ideal, all or nearly all my needs are met		8.0	92.0	603
It is not ideal, but most of my needs are met		11.8	88.2	947
I am more or less satisfied with my work situation		11.0	89.0	709
I am not satisfied and am considering my options		21.8	78.2	790
I am not at all satisfied and plan to change as soon as possible		12.9	87.1	147
All barristers		13.5	86.5	3,204

Source: IES/ERL 2013

Working life factor definitions

Factor 1: Workload, stress and work life balance

- 1. I feel able to balance my home and work lives
- 4. I am able to cope with the level of stress in my job
- 7. Working as a barrister is NOT stressful for me
- 12. I am happy with my working hours
- 14. I DO NOT feel emotionally drained by my work
- 21. I DO NOT often feel I am under too much work pressure

Factor 2: Pay and career progression

- 2. I have good opportunities to progress my career
- 3. I am satisfied with the choice I have over the work I do
- 5. I am paid fairly considering my expertise
- 8. I am paid fairly in comparison with my colleagues
- 13. I am satisfied with the amount I earn
- 23. Overall, I am satisfied with my current position

Factor 3: Workplace support and equality

- 6. Bullying and harassment are not a problem where I work
- 10. My workplace is supportive to newcomers
- 15. My workplace is supportive to people returning to work after being away for a long period
- 20. Work is allocated fairly where I work
- 28. My workplace has a good attitude to equality and diversity principles

Factor 4: Overall career satisfaction and pride

- 22. I would NOT leave the Bar if I could
- 24. I am proud to be a barrister
- 29. I would recommend the Bar as a career
- 30. If I could start my career again I would still opt for the Bar

Factor 5: Current job satisfaction

- 9. Most days I am enthusiastic about my work
- 11. My work is varied
- 18. My work is interesting

Factor 6: Appropriately skilled for the job

- 26. I DO NOT feel under pressure from my chambers/employer to take work I would rather not
- 27. There are NO skills I need in my job which at present I do not have