



Diversity Snapshot: Regional Gender Data and London, US, Johannesburg

January 2024



This report provides a snapshot of Baker McKenzie diversity data. It is designed to be shared with clients who are interested to learn about diversity within the Firm.

- Globally the Firm collects and analyzes gender composition by role.
- In certain jurisdictions, including London, the US and Johannesburg, we collect and analyze additional diversity characteristics including ethnicity, LGBTQ+ and disability.
- Please note that the data included in this report reflects the demographic terminology used within the country, for mandatory government reporting and related purposes.
- The tables are updated semi-annually.



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Regional gender data

Data as of January 2024

Role Category	Asia Pacific		EMEA		Latin America		North America		Global	
	Female/Other	Male	Female/Other	Male	Female/Other	Male	Female/Other	Male	Female/Other	Male
Partner	36%	64%	28%	72%	36%	64%	31%	69%	32%	68%
Counsel	47%	53%	40%	60%	32%	68%	30%	70%	41%	59%
Associate	54%	46%	57%	43%	60%	40%	60%	40%	57%	43%
Trainee	70%	30%	63%	37%	55%	45%	n/a	n/a	65%	35%
Other Legal Staff	71%	29%	64%	36%	57%	43%	64%	36%	66%	34%
Professional Services	62%	38%	62%	38%	75%	25%	57%	43%	62%	38%
34%	67%	33%	62%	38%	62%	38%	57%	43%	63%	37%
Secretarial Services	97%	3%	93%	7%	98%	2%	94%	6%	95%	5%
Grand Total	64%	36%	59%	41%	59%	41%	55%	45%	60%	40%

London diversity data

Data as of January 2024

		Timekeepers						Business Services			Grand Total
		Principal	Local Partner	Associate	Counsel	Other Legal Staff	Total	Business Professional	Professional Services	Total	
Ethnicity	Asian/Asian British	2.9%	9.3%	13.5%	0.0%	8.7%	10.4%	7.7%	6.3%	7.7%	9.2%
	Black/African/Caribbean/Black British	0.0%	3.7%	2.2%	0.0%	10.4%	3.6%	4.7%	0.0%	4.5%	4.0%
	Mixed/multiple ethnic groups	4.4%	3.7%	3.1%	4.0%	3.5%	3.4%	3.3%	6.3%	3.4%	3.4%
	Other ethnic group	0.0%	1.9%	1.5%	0.0%	2.6%	1.5%	0.9%	0.0%	0.9%	1.3%
	Total	7.4%	18.5%	20.3%	4.0%	25.2%	18.9%	16.7%	12.5%	16.5%	17.9%
	Prefer not to say	11.8%	7.4%	14.2%	28.0%	19.1%	14.8%	15.5%	25.0%	15.8%	15.3%
	White	80.9%	74.1%	62.2%	68.0%	47.0%	62.7%	62.4%	50.0%	62.0%	62.4%
	Unknown	0.0%	0.0%	3.4%	0.0%	8.7%	3.6%	5.4%	12.5%	5.7%	4.5%
	Total	92.6%	81.5%	79.7%	96.0%	74.8%	81.1%	83.3%	87.5%	83.5%	82.1%
Gender	Female	29.9%	40.7%	59.6%	41.7%	65.8%	54.8%	70.8%	68.8%	70.8%	61.6%
	Male	70.1%	59.3%	40.4%	58.3%	34.2%	45.2%	29.2%	31.3%	29.2%	38.4%
Sexual Orientation	LGBTQ+	8.8%	1.9%	4.3%	8.0%	7.8%	5.5%	3.5%	6.3%	3.6%	4.7%
Disability	Disabled	4.4%	1.9%	3.1%	0.0%	5.2%	3.4%	0.9%	0.0%	0.9%	2.3%

London diversity data

Data as of January 2024

		Timekeepers						Business Services			Grand Total
		Principal	Local Partner	Associate	Counsel	Other Legal Staff	Total	Business Professional	Professional Services	Total	
Religion	Christianity	58.8%	40.7%	34.8%	44.0%	21.7%	35.9%	39.4%	43.8%	39.6%	37.5%
	Other Religion	7.4%	13.0%	12.3%	8.0%	5.2%	10.2%	11.7%	12.5%	11.8%	10.9%
	No Religion	17.6%	27.8%	34.2%	20.0%	40.9%	32.4%	32.4%	18.8%	31.9%	32.2%
	Unknown	16.2%	18.5%	18.8%	28.0%	32.2%	21.5%	16.4%	25.0%	16.7%	19.4%
Age Group	18-24	0.0%	0.0%	0.6%	0.0%	15.2%	3.3%	4.6%	6.3%	4.7%	3.9%
	25-34	0.0%	0.0%	71.4%	0.0%	67.0%	52.6%	20.2%	43.8%	21.1%	39.3%
	35-44	16.2%	68.5%	25.2%	56.0%	7.1%	26.0%	23.8%	18.8%	23.7%	25.0%
	45-54	60.3%	25.9%	2.2%	20.0%	5.4%	12.5%	32.8%	31.3%	32.8%	21.1%
	55-64	23.5%	5.6%	0.6%	16.0%	5.4%	5.3%	14.6%	0.0%	14.1%	9.0%
	65+	0.0%	0.0%	0.0%	8.0%	0.0%	0.3%	3.9%	0.0%	3.7%	1.8%
School Type	Independent/fee paying school	30.9%	25.9%	22.8%	8.0%	13.9%	21.6%	11.5%	12.5%	11.5%	17.3%
	UK State	30.9%	31.5%	36.0%	48.0%	32.2%	34.8%	50.9%	31.3%	50.2%	41.4%
	Attended outside UK	17.6%	20.4%	24.0%	8.0%	20.0%	21.5%	10.1%	18.8%	10.4%	16.7%
	Unknown	20.6%	22.2%	17.2%	36.0%	33.9%	22.1%	27.5%	37.5%	27.8%	24.6%

London diversity data

Data as of January 2024

		Timekeepers						Business Services			Grand Total
		Principal	Local Partner	Associate	Counsel	Other Legal Staff	Total	Business Professional	Professional Services	Total	
State School Type	Selective	5.9%	7.4%	11.1%	16.0%	9.6%	10.1%	9.9%	18.896	10.2%	10.1%
	Non-selective	16.2%	16.7%	15.7%	16.0%	18.3%	16.4%	29.1%	6.396	28.3%	21.5%
Household Earner Occupation	Working Class	11.8%	3.7%	12.9%	8.0%	8.7%	10.9%	20.096	6.396	19.5%	14.6%
	Intermediate	7.4%	9.3%	4.9%	4.0%	2.6%	5.1%	7.0%	6.396	7.0%	5.9%
	Professional	27.9%	29.6%	29.2%	20.0%	26.1%	28.1%	20.496	37.596	21.0%	25.1%
Uni 1st Gen?	Yes	44.1%	22.2%	23.7%	20.0%	22.6%	25.6%	26.3%	6.396	25.6%	25.6%
	No	38.2%	55.6%	56.0%	40.0%	51.3%	52.3%	23.296	50.096	24.2%	40.2%
	Did not attend University	0.0%	1.9%	0.6%	0.0%	0.9%	0.7%	24.4%	6.396	23.8%	10.6%
Primary Carer	Yes	27.9%	37.0%	12.0%	8.0%	5.2%	14.7%	29.1%	6.396	28.3%	20.5%

United States diversity data

Data as of January 2024

		Timekeepers						Business Services			Grand Total
		Principal	Local Partner	Associate	Counsel	Other Legal Staff	Total	Business Professional	Professional Services	Total	
Ethnicity	Native American or Alaskan	0.0%	0.0%	0.4%	0.0%	0.0%	0.1%	0.3%	0.0%	0.3%	0.3%
	Asian	5.1%	13.9%	16.3%	2.3%	5.8%	11.7%	9.5%	6.4%	9.4%	10.3%
	Black or African American	2.2%	2.3%	8.5%	0.0%	7.7%	5.0%	7.4%	12.8%	7.7%	6.6%
	Hispanic or Latino	2.9%	4.6%	10.7%	2.3%	21.2%	7.8%	9.8%	10.6%	9.8%	9.0%
	MENA	0.0%	1.2%	1.5%	0.0%	0.0%	0.9%	0.1%	0.0%	0.1%	0.4%
	Multiracial	1.4%	1.2%	3.0%	2.3%	3.8%	2.2%	2.2%	6.4%	2.4%	2.3%
	Native Hawaiian/Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.5%	0.0%	0.4%	0.3%
	Total	11.6%	23.1%	40.4%	6.8%	38.5%	27.8%	29.8%	36.2%	30.2%	29.1%
	White	81.9%	67.6%	45.2%	81.8%	57.7%	61.7%	33.9%	36.2%	34.0%	45.9%
	Unknown/Prefer not to answer	6.5%	9.2%	14.4%	11.4%	3.8%	10.5%	36.2%	27.7%	35.8%	25.0%
Total	88.4%	76.9%	59.6%	93.2%	61.5%	72.2%	70.2%	63.8%	69.8%	70.9%	
Gender	Female	30.4%	39.2%	60.8%	29.5%	60.0%	46.9%	63.8%	56.8%	63.3%	55.4%
	Male	69.6%	60.8%	39.2%	70.5%	40.0%	53.1%	36.2%	43.2%	36.7%	44.6%
Sexual Orientation	LGBTQ+	2.9%	1.7%	7.0%	0.0%	1.9%	4.0%	3.9%	4.3%	4.0%	4.0%
Disability	Disabled	0.7%	1.2%	2.6%	2.3%	0.0%	1.6%	1.4%	2.1%	1.4%	1.5%

Johannesburg diversity data

Data as of January 2024

		Timekeepers						Business Services			Grand Total
		Principal	Local Partner	Associate	Counsel	Other Legal Staff	Total	Business Professional	Professional Services	Total	
Ethnicity	African	0.0%	0.0%	31.8%	No data	36.4%	27.8%	45.7%	No data	45.7%	34.8%
	Indian	50.0%	50.0%	9.1%	No data	13.6%	18.5%	17.1%	No data	17.1%	18.0%
	Coloured	0.0%	0.0%	9.1%	No data	13.6%	9.3%	11.4%	No data	11.4%	10.1%
	Total	50.0%	50.0%	50.0%	No data	63.6%	55.6%	74.3%	No data	74.3%	62.9%
	White	50.0%	50.0%	40.9%	No data	18.2%	33.3%	14.3%	No data	14.3%	25.8%
	Unknown/Prefer not to answer	0.0%	0.0%	9.1%	No data	18.2%	11.1%	11.4%	No data	11.4%	11.2%
	Total	50.0%	50.0%	50.0%	No data	36.4%	44.4%	25.7%	No data	25.7%	37.1%
Gender	Female	100.0%	50.0%	59.1%	No data	59.1%	59.3%	80.0%	No data	80.0%	67.4%
	Male	0.0%	50.0%	40.9%	No data	40.9%	40.7%	20.0%	No data	20.0%	32.6%

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