

# 2023 Workplace Environment Survey

Prepared for the New Zealand Law Society

OCTOBER 2023

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# Summary of insights



# Most legal community members are satisfied with their job and feel respected. Over the last five years, lawyer job satisfaction has declined despite fewer regularly working extended hours. Workplace stress remains an issue for many including those in Criminal and Family law.

## Job satisfaction and work-life balance



Three in four (75%) members of the legal community are **satisfied with their job**.

And two in three (65%) are **satisfied with their work-life balance**.

Since 2018, fewer lawyers regularly work extended hours (down 11 points to 57%).



Work-life balance is lowest among Pacific peoples (51%, versus 65% on average).

Lawyers' job satisfaction has declined four points since 2018 (now at 75%).

Job satisfaction is lowest among those aged under 25 years and with 5 years or less experience in the legal sector (67%).

## Workplace culture



Most legal community members receive the **respect** at work they feel they deserve from colleagues/managers (78%).

Three in four (73%) legal community members feel their **manager cares** about their wellbeing and 72% feel their **employer is willing to listen** to their work-related problems.



Workplace culture appears to have improved, with fewer lawyers saying **major changes are needed to workplace culture** than in 2018 (down five points to 24%). Those aged under 30, Pacific peoples, Asian peoples, and Māori are more likely to feel change is needed.

Pacific peoples are less likely than average to feel their manager cares about their wellbeing (60%).

## Workplace stress

66%

feel their **stress is appropriately managed**.

Low among those working in Family (60%) and Criminal (55%) law.

54%

find their job **very stressful**.

High among those working in Criminal (69%), Family (69%) and Civil litigation (59%) law.

38%

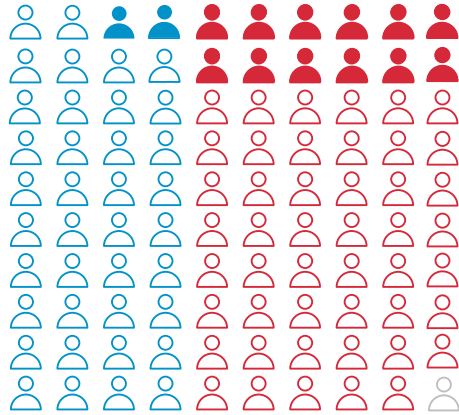
feel they are **working under unrealistic time pressures**.

High among those working in Criminal (50%) and Family (46%) law.

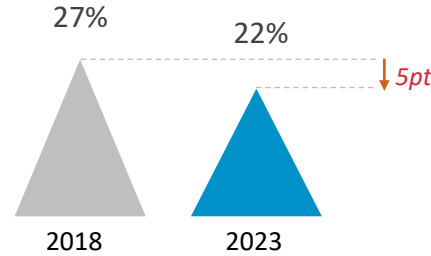
# The prevalence of sexual harassment in the legal community has declined over the last five years.

Lifetime prevalence of sexual harassment (RCCC Rules definition)<sup>2</sup>

Men  
Women  
Gender Diverse

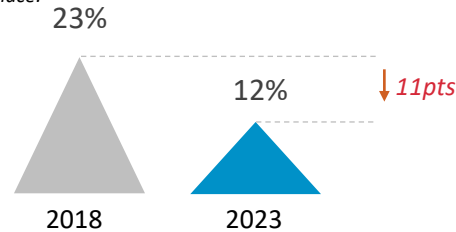


% of all lawyers who experienced sexual harassment in last 5 years (behavioural definition):



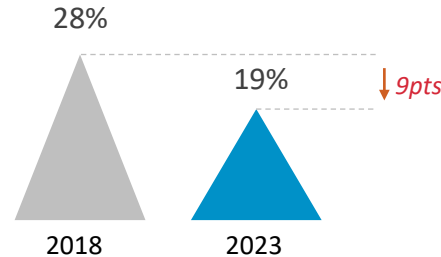
Using a behavioural definition<sup>3</sup>, the prevalence of sexual harassment among all lawyers has dropped over the last five years. The biggest declines are in sexually suggestive comments, intimidating staring/leering, and inappropriate physical contact.

Among lawyers who have been sexually harassed in last 5 years, % who say sexual harassment was 'common' in their workplace:



Lawyers who have been sexually harassed in the last five years are much less likely to feel the behaviour was 'common' in their workplace at the time of the harassment. The drop is even bigger for medium-large law firms<sup>1</sup> (down 16 points). And the harasser is less likely than in 2018 to hold a senior position in the business or be a judge.

% of all lawyers who have encountered sexual harassment in a legal environment:



Bystander prevalence of sexual harassment has dropped nine points since 2018 to 19%.

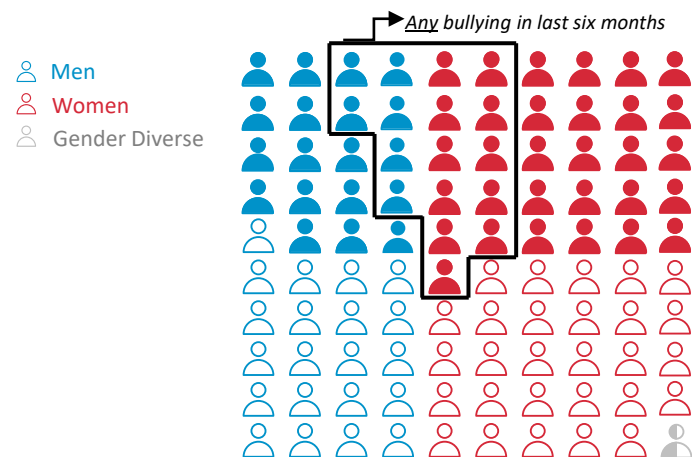
14 out of every 100 members of the legal community\* have experienced sexual harassment in a legal setting in their lifetime (using the RCCC Rules definition of sexual harassment). Most of these are women.

\*Includes both lawyers and non-lawyers in the legal community

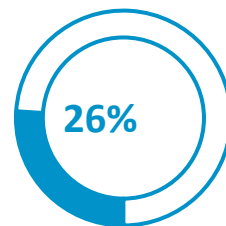
1. In this report, medium-large sized law firms are law firms with 4 or more directors/partners. 2. The RCCC rules definition of sexual harassment: "Sexual harassment means— (a) subjecting another person to unreasonable behaviour of a sexual nature that is likely to be unwelcome or offensive to that person (whether or not it was conveyed directly to that person); or (b) a request made by a person of any other person for sexual intercourse, sexual contact, or any other form of sexual activity, that contains an implied or overt promise of preferential treatment or an implied or overt threat of detrimental treatment." (5.1.2 Lawyers and Conveyancers Act (Lawyers: Conduct and Client Care) Rules 2008). 3. The behavioural definition: respondents were asked about their personal experience regarding 15 behaviours. These have been grouped at the analysis stage into types of sexual harassment, as follows: unwanted sexual attention, crude/offensive behaviour, sexual assault, sexual coercion and other. Please see page 18 to read more about the behavioural definition.

# Bullying remains a fairly common experience in the legal community. However, the prevalence of physically intimidating behaviour has decreased among lawyers since 2018.

**Lifetime** prevalence of **any** bullying (RCCC Rules<sup>1</sup> definition)



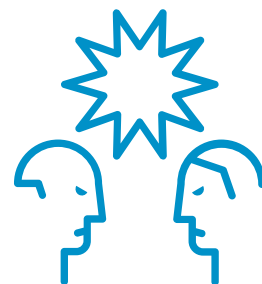
% of legal community who have frequently experienced at least one of the NAQ-r behaviours in the last six months



About a quarter of the legal community have experienced one or more of the NAQ-r behaviours frequently in the last six months.<sup>3</sup> The most common ones are being ordered to do work below the employee's level of competence and an unmanageable workload.

Physically intimidating behaviour (in the last six months) has declined since 2018 among lawyers (down 5 percentage points). In particular:

- being affected by shouting or spontaneous anger (down 4 points)
- intimidating behaviour such as finger pointing (down 3 points)



Some person-related bullying behaviours are also less prevalent in 2023 among lawyers:

- gossip/spreading of rumours (down 4 points)
- being ignored or facing hostile reactions (down 3 points)

The work-related bullying behaviour 'pressure not to access or claim something which by right individuals are entitled to' has increased by three points since 2018 among lawyers.

Half of the legal community have experienced bullying in a legal setting in their **lifetime** (using the RCCC Rules definition). This is a common experience for both men and women. 17% of the legal community have experienced bullying in the last six months.<sup>2</sup>

1. The RCCC Rules definition of workplace bullying: "Bullying means repeated and unreasonable behaviour directed towards a person or people that is likely to lead to physical or psychological harm." (r 1.2 Lawyers and Conveyancers Act (Lawyers: Conduct and Client Care) Rules 2008)  
 2. Includes both lawyers and non-lawyers in the legal community.  
 3. The Negative Acts Questionnaire (NAQ-r) is a standardised and validated instrument for the measurement of workplace bullying. This widely used tool was developed by Einarsen, Hoel et al. (2009). It asks respondents how often they experience 22 items describing personal bullying, work-related bullying and physically intimidating forms of bullying. Please see page 38 to read more about the NAQ-r.

## Despite the serious impacts of harassment, few seek support or ‘speak up’ for fear of the consequences or a distrust in the process.

*When sexual harassment and bullying occurs in the legal sector, those experiencing the behaviours are negatively impacted in a number of ways.*



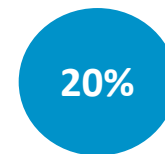
There is harm to a person’s **emotional and psychological wellbeing**, with heightened anxiety and a loss of confidence.

(63% of those who have ever been bullied and 24% of those who have been sexually harassed in the last 5 years experience this type of harm).

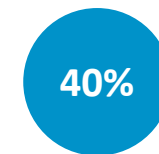


Many feel the experience(s) **affected their career prospects**, with some resigning from their jobs because of the harassment.

(46% of those who have ever been bullied, and 14% of those who have been sexually harassed in the last 5 years, felt it affected their career prospects).

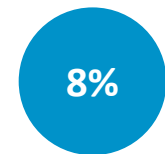


of those who experienced sexual harassment in the last 5 years

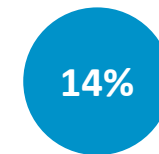


of those who have ever experienced bullying

...sought **support or advice** about the harassment.



of those who experienced sexual harassment in the last 5 years



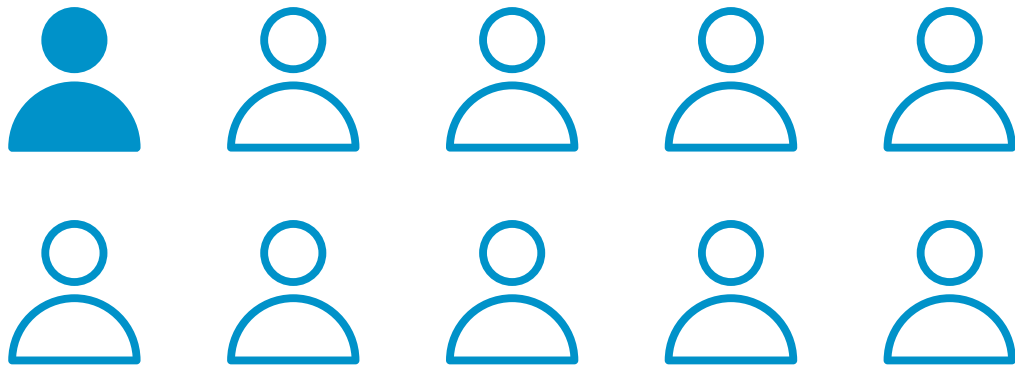
of those who have ever experienced bullying

...made a complaint **or formally reported** the harassment.

**Fear of the consequences and distrust in the process or outcomes** are the main barriers to seeking support or making a complaint.

Half of those who had been sexually harassed in the last 5 years didn’t feel it was serious enough to speak up, suggesting sexual harassment is still normalised to some degree.

# 11% of the legal community have experienced employment discrimination in the last five years, with women and Pacific peoples disproportionately affected.



11% of members of the legal community have experienced some form of **employment discrimination\*** in the last five years.

Employment discrimination in the last five years is most commonly related to gender, age, and ethnicity. The most common effects relate to **damaged career prospects** and **harm to mental wellbeing**.



Women are **twice as likely** as men to experience employment discrimination (14% vs 7%).



Pacific peoples are nearly **three times** as likely as non-Pacific peoples to face employment discrimination (28% vs 11%). This is even higher among Pacific women (32%).



# The task at hand



The New Zealand Law Society | Te Kāhui Ture o Aotearoa commissioned Kantar Public (formerly Colmar Brunton) to undertake a follow-up national survey of the legal community in 2023 to assess the current workplace environment for legal practice and determine what changes have occurred since the 2018 benchmark survey.

#### KEY OBJECTIVES OF THE 2023 SURVEY:

- 1 To provide a measure of general workplace wellbeing in the legal workplace.
- 2 To establish the current prevalence and characteristics of sexual harassment, bullying and employment discrimination in the legal workplace.
- 3 To measure the perceptions of both lawyers and non-lawyers (e.g. legal executives and other staff).
- 4 To measure changes in the prevalence and characteristics of sexual harassment and bullying since the 2018 benchmark survey among lawyers. Note, non-lawyers were not surveyed in 2018.



The New Zealand Law Society emailed 16,187 members of the legal community (15,573 lawyers and 614 non-lawyers) an invitation to complete the survey. The email contained a secure link to a survey managed by Kantar Public. Two reminder emails were sent to maximise the response rate and the survey was promoted on social media.

Confidentiality of responses was maintained at all times. Neither the New Zealand Law Society or Kantar Public are able to identify individuals who have completed the survey. Fieldwork took place from 4 April to 5 May 2023.



The survey took an average of 13 minutes to complete.

The 2023 questionnaire was largely the same as the 2018 questionnaire to allow for direct comparability of results.

However, employment discrimination was measured for the first time in 2023 and uses the Employment NZ definition.

Definitions for sexual harassment and bullying were changed to the regulatory definitions in the Lawyers and Conveyancers Act (Lawyers: Conduct and Client Care) Rules 2008 (see page 18 and 38). This is referred to as the RCCC Rules definition in the report. Behavioural definitions were kept the same as in 2018.



2,355 members of the legal community (1,992 lawyers and 363 non-lawyers) completed the survey – a response rate of 15%. The maximum margin of error on a total sample size of 2,355 (at the 95% confidence level) is  $\pm 1.9\%$ .<sup>1</sup>



Following the completion of fieldwork, data were weighted to ensure survey findings reflect the New Zealand lawyer population characteristics for gender, and region. Non-lawyer data are unweighted as population characteristics were not available.<sup>2</sup>



## Quantitative method

## How to read the analysis of the core groups

The main analysis in this report uses four key groups:

- **2018 Lawyer:** this group consists of all respondents from the 2018 survey. It excludes non-lawyers as they were not surveyed in 2018.
- **2023 Lawyer:** this group consists of lawyers surveyed in 2023 (a subset of the total 2023 survey sample)
- **2023 Non-lawyer:** this group consists of non-lawyers surveyed in 2023 (a subset of the total 2023 survey sample)
- **2023 Total legal community:** this group consists of all respondents from the 2023 survey (both lawyers and non-lawyers). In the commentary, this group is referred to as the ‘legal community’ or ‘legal sector’.



Comparisons of the first two groups (2018 Lawyer and 2023 Lawyer) have been made to determine what changes in perceptions have occurred over the last five years. These symbols ▼▲ have been used to denote statistically significant changes since 2018.

Comparisons of the 2023 Lawyer and 2023 Non-lawyer groups have been made to determine statistically significant differences between the perceptions of lawyers and non-lawyers in 2023. These symbols ●● have been used to denote non-lawyer results that are statistically significantly lower (red) or higher (green) than the lawyer results.

### Subgroup analysis

Two types of subgroup analyses have been undertaken:

- Where statistically significant differences between the 2018 Lawyer and 2023 Lawyer groups have occurred, we have assessed what subgroups of lawyers are driving those changes. With this subgroup analysis, we note the size of the percentage point change for the identified subgroup that is driving the change. *For example: Criminal law: down 13pts from 32% to 19%*
- Where statistically significant differences between subgroups of the 2023 Total legal community sample have occurred, we give the name of the subgroup with the result (%) pertaining to the subgroup in brackets. *For example, Female sole barristers (20%).*

All differences reported on are statistically significant at the 95% confidence level. This means that we are 95% confident that the observed difference is real and not simply a result of surveying a *sample* of the legal community. Where statistically significant differences between subgroups of the 2023 Total legal community sample are noted, this means the result is different to the total sample. However, it does not necessarily mean the result is significantly different to the results of other subgroups within the same demographic category, e.g. a result for Auckland may be significantly higher or lower than the total sample, but not statistically significant to other regions due to small bases sizes in those other regions.

### Interpreting charts

Unless otherwise specified, all results shown on the charts are percentages. Individual percentages do not always sum to the ‘Nett percentages’. This is due to rounding.

### Reading footnotes

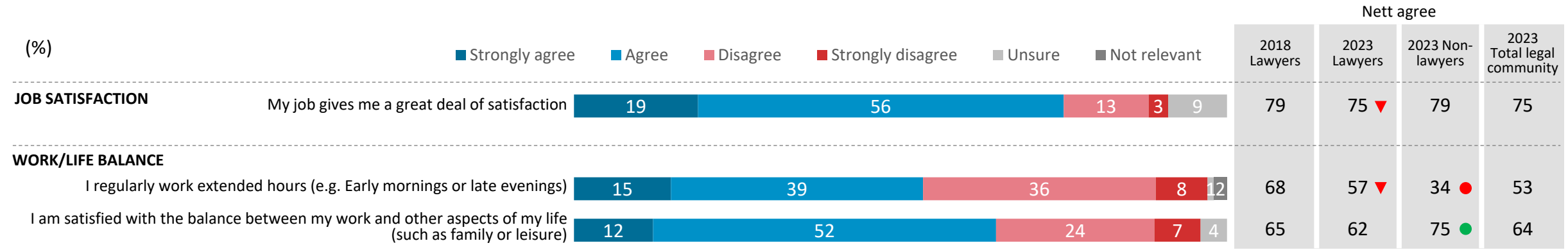
Pages with results have footnotes (example below). Each footnote shows the question that was asked and the group of people the results are based on. The Base is the criteria of the group the results are based on and how many (n=). In the example below, results are based on all respondents who were sexually harassed according to the RCCC Rules definition or behavioural definition, and the number of respondents differs for each of the four main analysis groups:

Base: People who have been sexually harassed in last 5 years (RCCC Rules or behavioural definition) - 2018 lawyers (1,038), 2023 lawyers (474), 2023 non-lawyers (46), 2023 Total legal community (520)  
Q5b How long did the (sexual harassment/behaviour(s)) go on for?

# General workplace wellbeing

# JOB SATISFACTION AND WORK/LIFE BALANCE:

Three quarters of the legal community have a great deal of job satisfaction. Despite fewer lawyers regularly working extended hours than in 2018, job satisfaction has declined (down four points) and satisfaction with work/life balance has held steady.



## JOB SATISFACTION

### Higher job satisfaction:

- Barristers' Chambers (87%), Government department or agency (81%)
- Director (85%)
- Aged 50 years + (84%)
- Administrative (82%)
- 11 years or more legal sector experience (80%).

### Lower job satisfaction:

- Aged under 25 years with 5 years or less experience in legal sector (67%)
- Law firm employees (69%).

## WORK-LIFE BALANCE

### Regularly working extended hours is higher among:

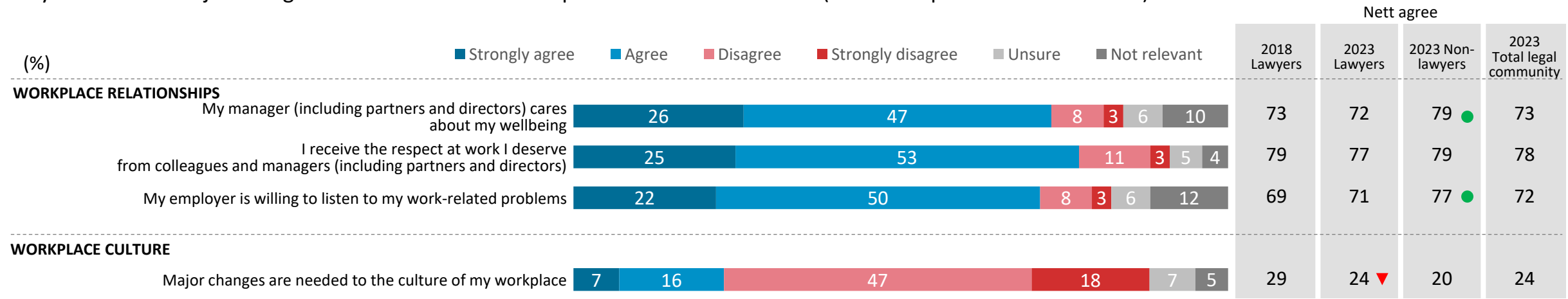
- Partner (70%), Director (69%), Barrister sole (67%), In-house lawyer in charge of staff (64%)
- Barrister sole (70%) workplace, Barristers' Chambers (69%), Law firm with 10+ partners / directors (61%)
- 11 years or longer in legal sector (57%)
- Criminal (63%), Family (61%), Civil Litigation (59%)
- Men (61%, vs 49% for women).

### Satisfaction with work/life balance is lower for:

- Pacific peoples (51%)
- Partner (57%)
- Criminal (56%) and Family (58%) practice areas
- Small law firms (1-3 partners/directors) (59%)
- 11-19 years' legal sector experience (59%).

# WORKPLACE RELATIONSHIPS AND CULTURE:

The majority of the legal community feel they receive the respect at work they deserve from colleagues/managers (78%), their manager cares about their wellbeing (73%), and their employer is willing to listen to their work-related problems (72%). Fewer lawyers feel that major changes are needed in their workplace culture than in 2018 (down five points to 24% in 2023).



## WORKPLACE RELATIONSHIPS

Older members of the legal community feel the three metrics are less relevant to them.

Groups less likely to feel their manager cares about their wellbeing are:

- Criminal law (55%), Civil litigation (66%) or Family law (67%)
- Pacific peoples (60%) and Māori (66%)
- More (11 years+) legal sector experience (68%)
- 70-79 year olds (50%)
- Barristers' Chambers (47%).

Groups less likely to feel they get the respect at work they deserve are:

- Barrister sole workplace (54%)
- Sole practice (barrister and solicitor) (63%)
- Pacific peoples (64%)
- Criminal law (68%)
- Women (77%).

Groups less likely to feel their employer listens to their work-related problems are:

- Family law (66%) and Criminal law (58%)
- More (11 years +) legal sector experience (67%)
- Barristers' Chambers (45%).

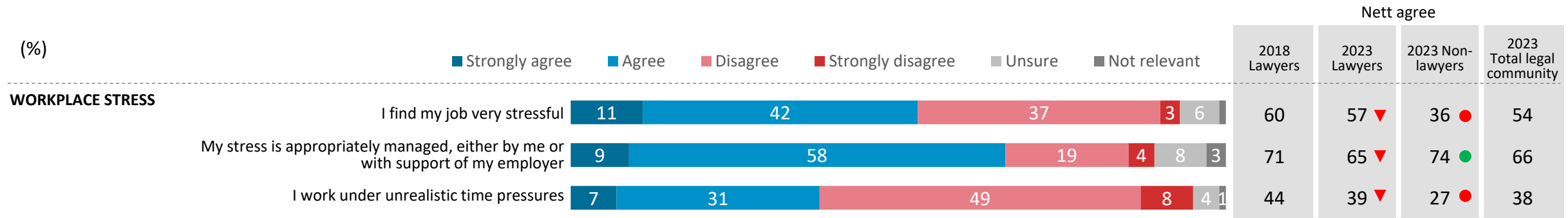
## WORKPLACE CULTURE

Younger members of the law profession, Māori, Asian peoples, and Pacific peoples are all more likely to feel that major changes are needed to their workplace culture:

- Under 30 years (32%)
- Pacific peoples (42%)
- Asian peoples (37%)
- Māori (30%)
- Women (26% vs 20% of men).

# WORKPLACE STRESS:

Job stress and perceptions of unrealistic time pressures have declined among lawyers since 2018. On the other hand, lawyers in 2023 are less likely to feel their stress is appropriately managed. Non-lawyers are more likely than lawyers to feel their stress is appropriately managed.



## WORKPLACE STRESS

“Very stressful” job ratings are higher among:

- Barristers’ Chambers (68%) and Barrister sole (67%) workplaces
- Director (71%) and employee in law firm (60%) roles
- Those working in Criminal (69%), Family (69%) and Civil litigation (59%) law.

Perceptions of working under unrealistic time pressures are higher among:

- Those working in Criminal (50%) and Family (46%) law
- Local government workplace (58%)
- 11-19 years in legal sector (43%)
- Aged 30-39 (42%).

Perceptions of stress being appropriately managed are lower among:

- Law firm employees (60%)
- Those working in family (60%) and criminal (55%) law
- Barrister sole workplace (52%).



# Sexual harassment

First, we explain the two measures of sexual harassment used in this survey...

## THIS REPORT USES TWO DIFFERENT MEASURES OF SEXUAL HARASSMENT:

Two measures of prevalence of sexual harassment are used in this report: the RCCC Rules definition and a behavioural definition. This year, RCCC Rules definition has been used in place of the Human Rights Commission definition\*. Care should therefore be taken in interpreting any differences between 2018 and 2023 results using these definitions. However, the behavioural definition remains unchanged, allowing direct comparisons between 2018 and 2023 to be made.

### RCCC Rules definition

*“Sexual harassment means—*

*(a) subjecting another person to unreasonable behaviour of a sexual nature that is likely to be unwelcome or offensive to that person (whether or not it was conveyed directly to that person); or*

*(b) a request made by a person of any other person for sexual intercourse, sexual contact, or any other form of sexual activity, that contains an implied or overt promise of preferential treatment or an implied or overt threat of detrimental treatment.”*

*(r 1.2 Lawyers and Conveyancers Act (Lawyers: Conduct and Client Care) Rules 2008)*

### BEHAVIOURAL DEFINITION

Respondents were asked about their personal experience regarding 15 behaviours. These have been grouped at the analysis stage into types of sexual harassment, as follows:

#### UNWANTED SEXUAL ATTENTION:

- Unwelcome touching, hugging, cornering or kissing
- Inappropriate staring or leering that made you feel intimidated
- Repeated or inappropriate invitations to go out on dates
- Intrusive questions about your private life or physical appearance that you found offensive
- Repeated or inappropriate advances on email, text, social networking websites or internet chat rooms by a work colleague

#### CRUDE/OFFENSIVE BEHAVIOUR

- Sexual gestures, indecent exposure or inappropriate display of the body
- Sexually suggestive comments or jokes that made you feel offended
- Sexually explicit pictures, posters or gifts that made you feel offended
- Sexually explicit emails, texts or social media messages
- Inappropriate commentary, images or film of you distributed by your work colleague(s) on some form of social media without your consent

#### SEXUAL ASSAULT

- Inappropriate physical contact
- Actual or attempted rape or sexual assault

#### SEXUAL COERCION

- Requests or pressure for sex, or other sexual acts
- Implied or actual threats of differential treatment if sexual activity not offered

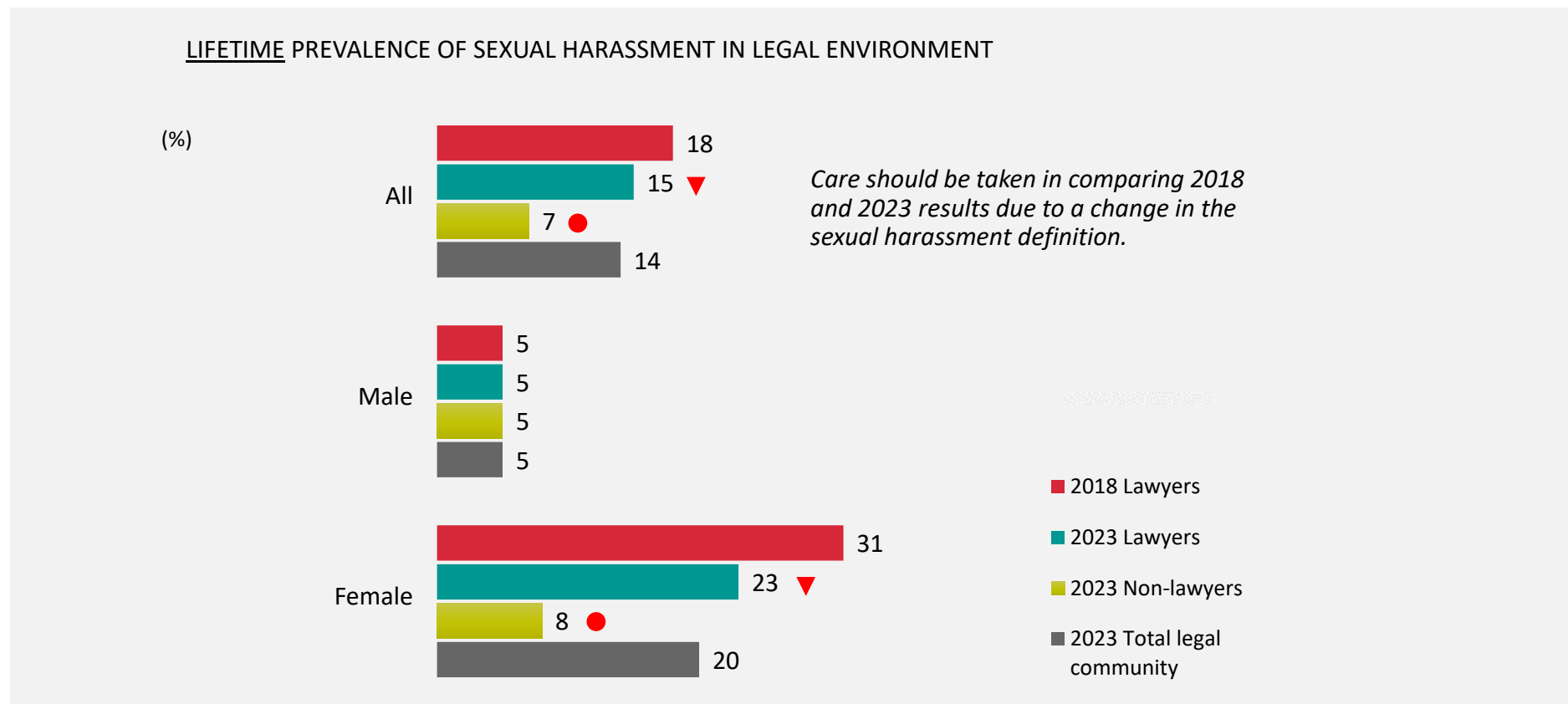
#### OTHER

- Other unwelcome conduct of a sexual nature

# **Prevalence of sexual harassment using the RCCC Rules definition**

## RULES DEFINITION – LIFETIME PREVALENCE OF SEXUAL HARASSMENT

14% in the legal community report having been sexually harassed in a legal environment at some time in their working life. Lifetime prevalence of sexual harassment is higher among women (20%) than men (5%), and among lawyers than non-lawyers (15% vs 7%).

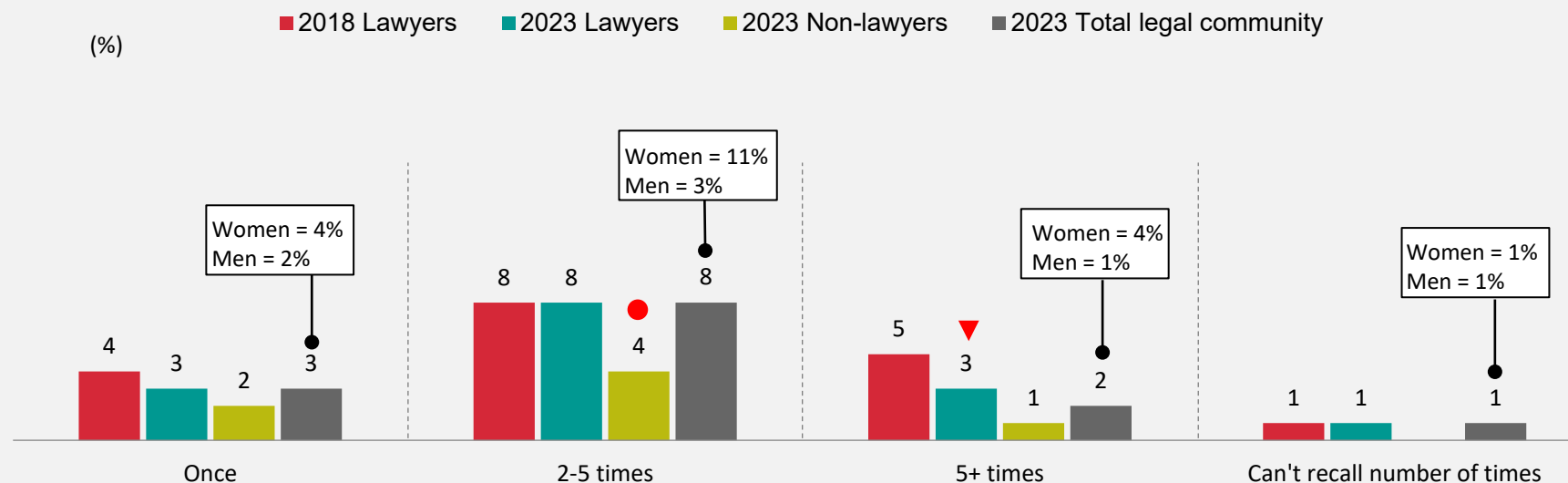


# FREQUENCY OF SEXUAL HARASSMENT – RCCC RULES DEFINITION:

10% of legal community members recall experiencing multiple incidents of sexual harassment in their lifetime.

Care should be taken in comparing 2018 and 2023 results due to a change in the sexual harassment definition.

NUMBER OF TIMES EXPERIENCED SEXUAL HARASSMENT IN LIFETIME



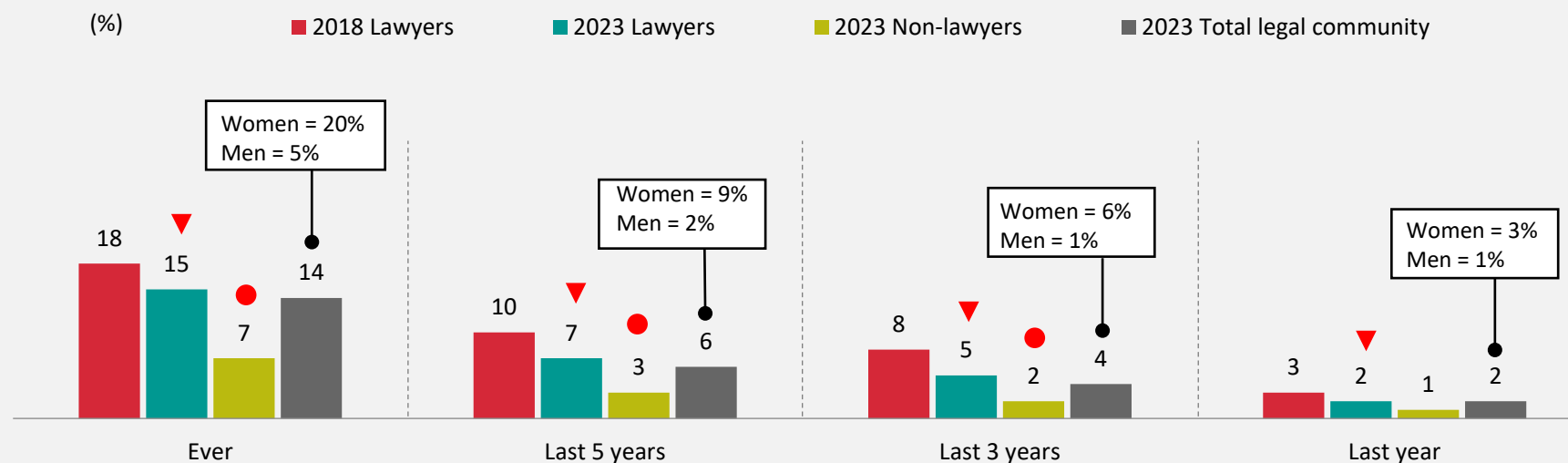
# PREVALENCE OF SEXUAL HARASSMENT OVER DIFFERENT TIME PERIODS – RCCC RULES

## DEFINITION:

Using the RCCC Rules definition of sexual harassment, 6% of people in the legal community have experienced sexual harassment in the **last five years** (9% of women versus 2% of men).

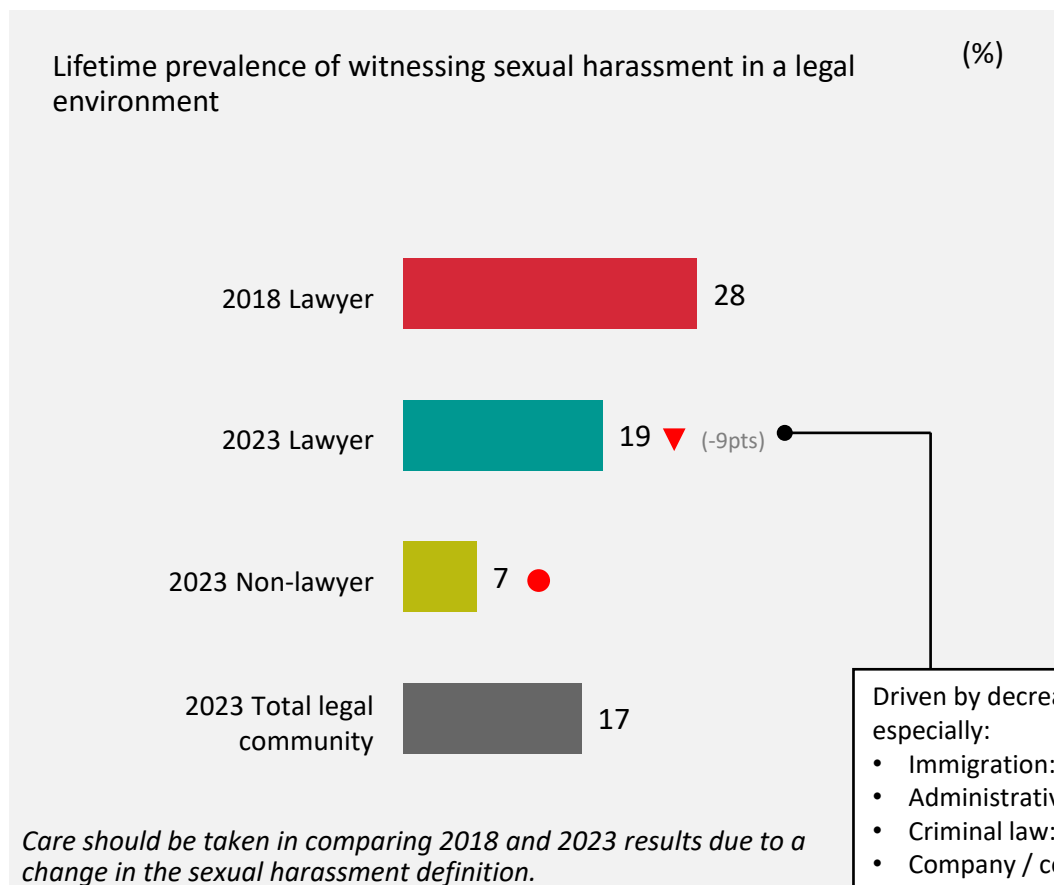
Care should be taken in comparing 2018 and 2023 results due to a change in the sexual harassment definition.

PREVALENCE OVER DIFFERENT TIME PERIODS



# LIFETIME PREVALENCE OF BYSTANDERS IN THE WORKPLACE – RCCC RULES DEFINITION: :

Lawyers are much less likely to have witnessed sexual harassment in a legal workplace than in 2018 (down nine points to 19%). Non-lawyers working in the legal sector are less likely to witness sexual harassment than lawyers.



Example of how to interpret the subgroup analysis:  
21% of those who have been working in the legal sector for 11 years or longer have witnessed sexual harassment.

AMONG THESE SUBGROUPS, LIFETIME PREVALENCE OF WITNESSING SEXUAL HARASSMENT IN A LEGAL ENVIRONMENT IS HIGHER:

- Those who have been working in the legal sector for 11 years or longer (21%)
- Those working in civil litigation (22%) law, or Māori/Treaty of Waitangi (30%) law
- Men aged 30-49 (27%)
- Female partners in a law firm (27%)
- Women in Not for profits (33%)
- Female in-house lawyers with staff responsibilities (26%)

Driven by decreases across most legal practice areas, but especially:

- Immigration: down 19pts from 32% to 13%
- Administrative: down 14pts from 29% to 15%
- Criminal law: down 13pts from 32% to 19%
- Company / commercial law: down 10pts from 27% to 17%

# Prevalence of sexual harassment using the behavioural definition

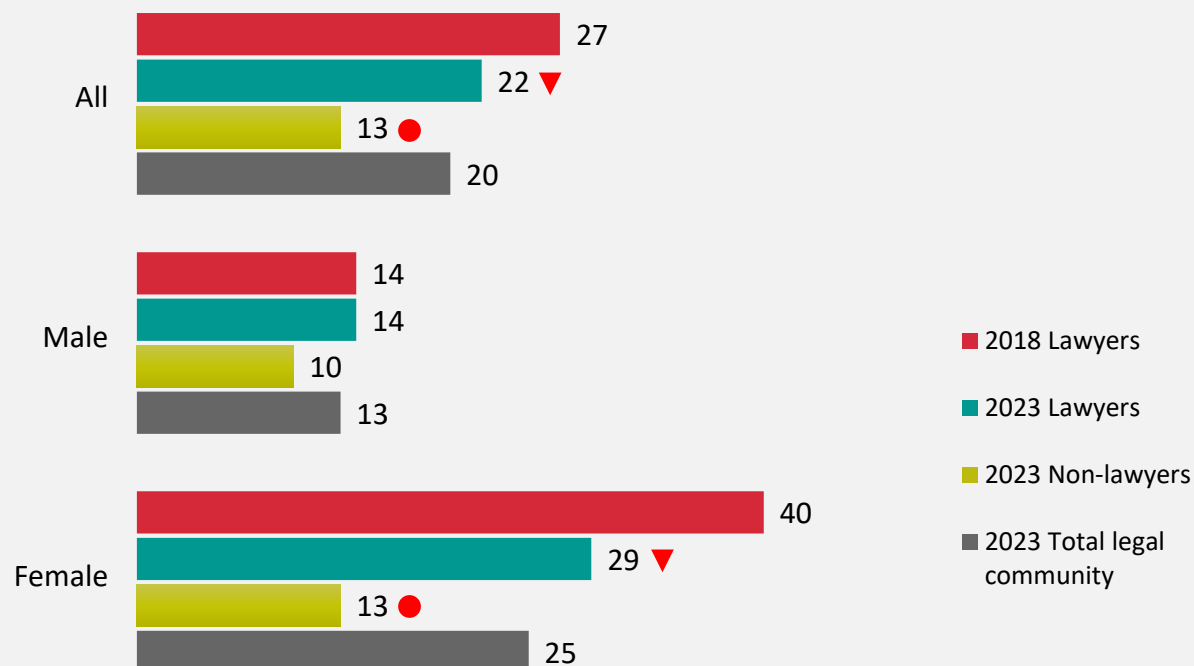


## BEHAVIOURAL DEFINITION – PREVALENCE OF SEXUAL HARASSMENT IN LAST FIVE YEARS:

Sexual harassment has declined since 2018, with a drop of five points in the 5-year prevalence rate using a behavioural definition.

### PREVALENCE OF SEXUAL HARASSMENT IN LEGAL ENVIRONMENT IN LAST 5 YEARS (BEHAVIOURAL DEFINITION)

(%)



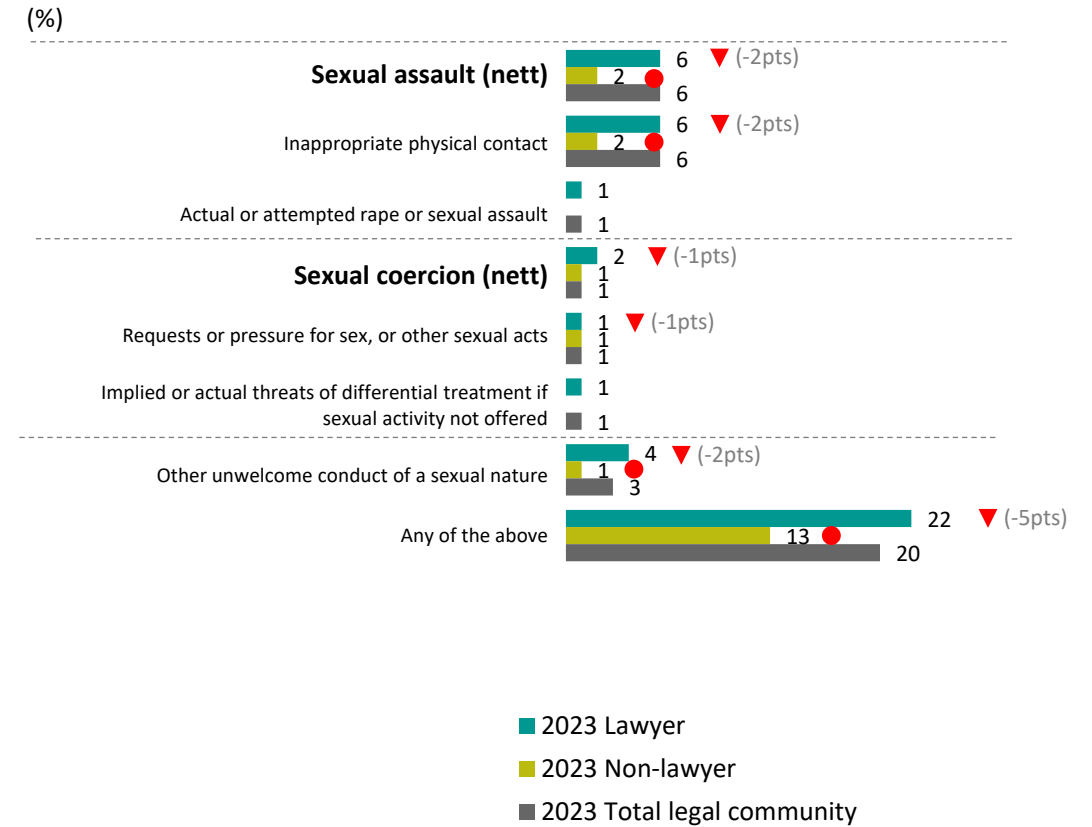
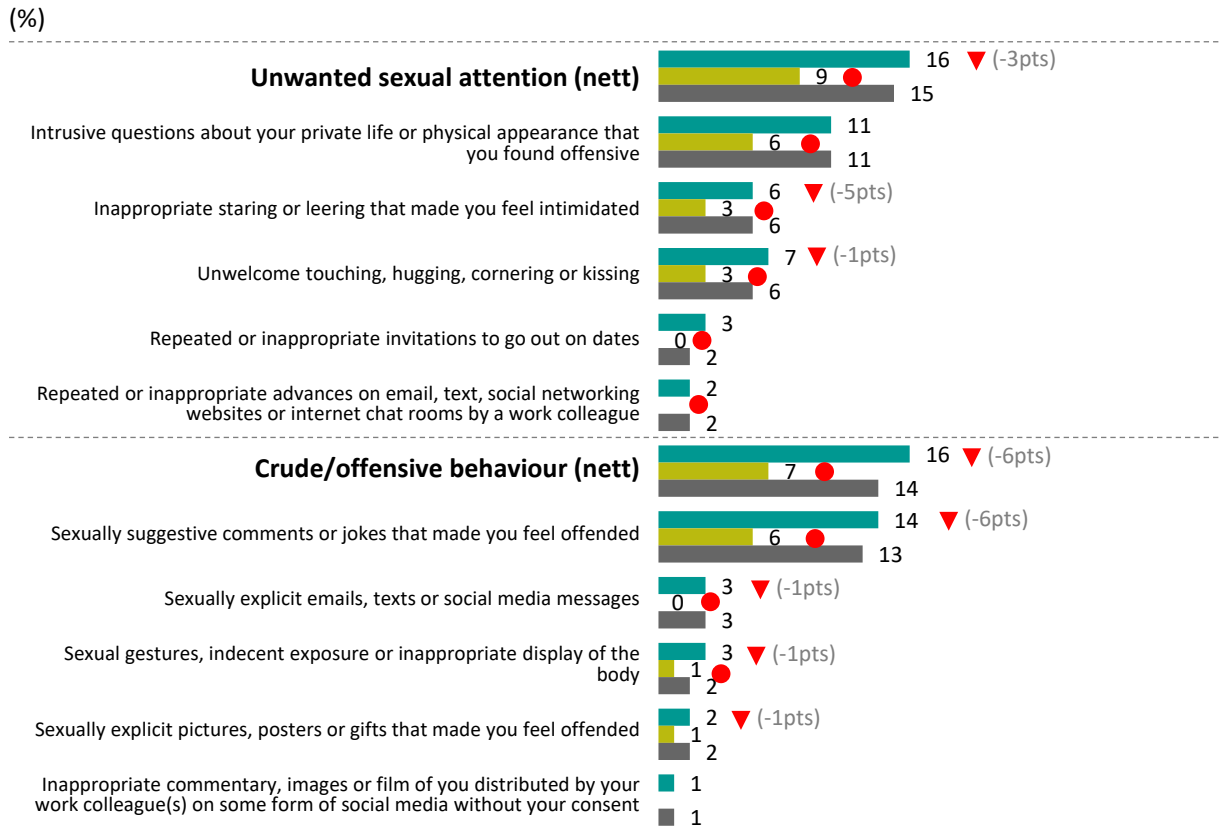
Base: All respondents 2018 lawyers (3,516), 2023 lawyers (1,992), 2023 non-lawyers (363), 2023 Total legal community (2,355)  
 Q4 If personally experienced sexual harassment (in response to the RCCC Rules definition): How would you describe this harassment?  
 If not personally experienced sexual harassment (in response to RCCC Rules definition): In the last five years, have you personally experienced this in a legal environment?  
 Q5a When did you last experience (sexual harassment/the behaviours you identified in the previous questions)?

▼▲ Significantly lower/higher vs 2018 Lawyers  
 ●○ Significantly lower/higher vs 2023 Lawyers

# PREVALENCE OF SPECIFIC TYPES OF SEXUAL HARASSMENT IN LAST 5 YEARS:

Over the last five years, the biggest declines relate to sexually suggestive comments or jokes (down six points to 14% of lawyers), inappropriate/intimidating staring or leering (down five points to 6% of lawyers), and inappropriate physical contact (down two points to 6% of lawyers). Separate analyses shows these declines are even larger for women.

## Prevalence of specific types of sexual harassment in the last 5 years...

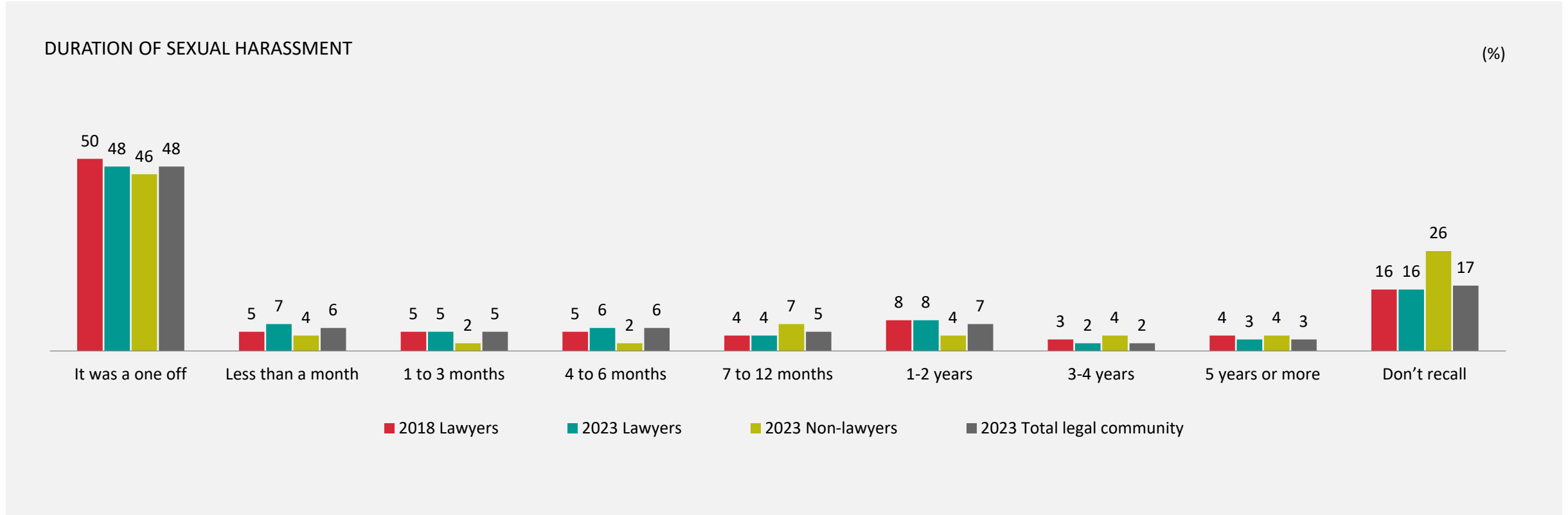


## **Understanding the circumstances and impacts of sexual harassment that has occurred in the last five years**

The results in this section are based on those who have experienced sexual harassment in the last 5 years according to the RCCC Rules definition or the behavioural definition

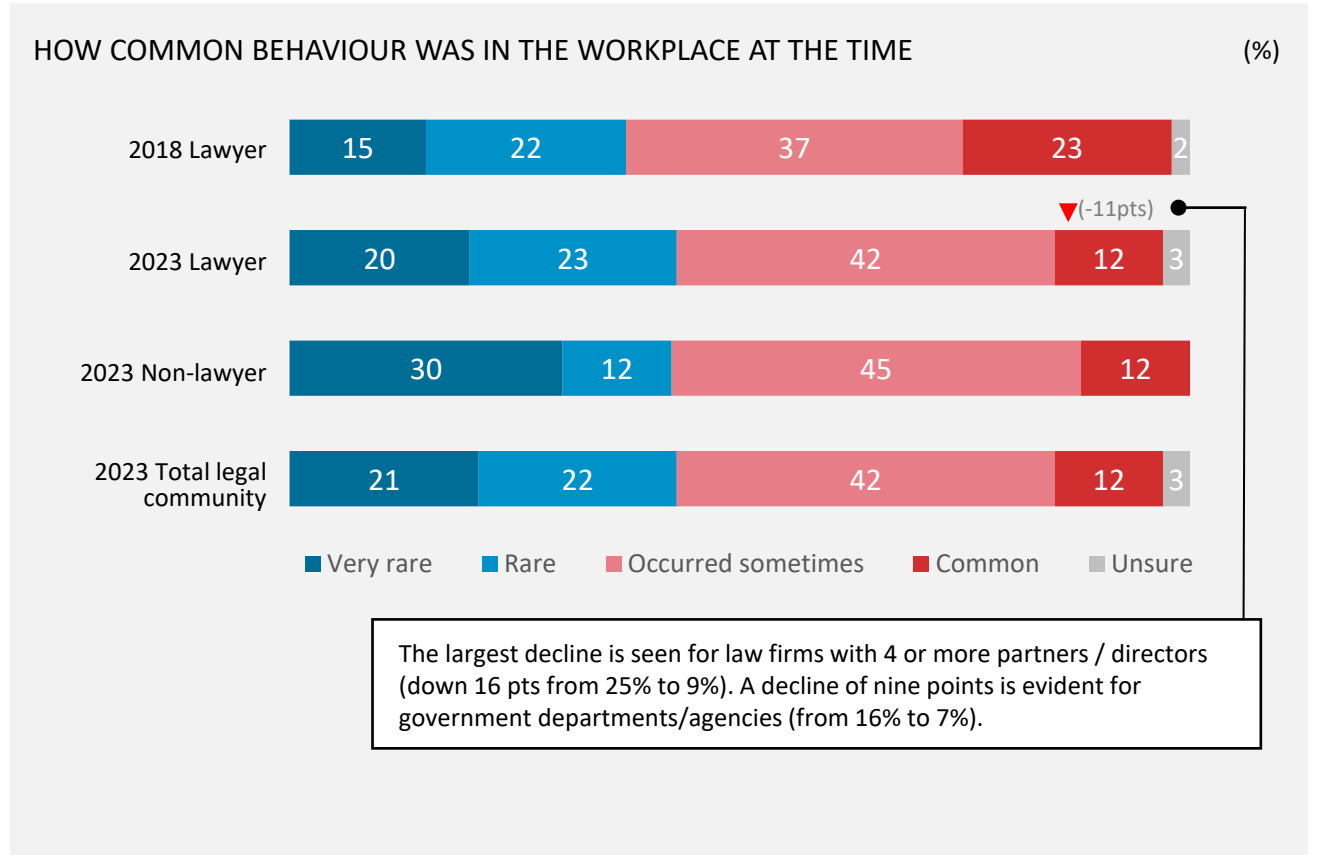
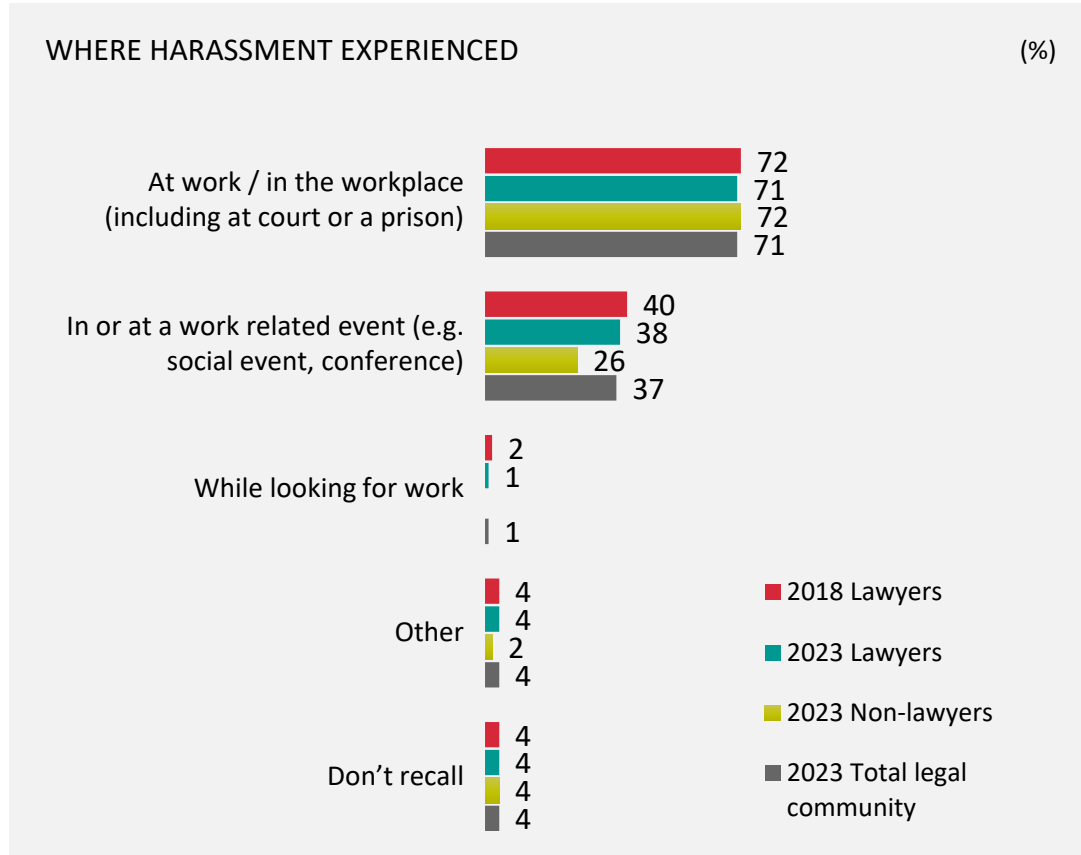
## DURATION OF SEXUAL HARASSMENT:

Of those in the legal community who have been sexually harassed in the last 5 years, 48% experienced the harassment as a one-off event. For nearly a quarter (23%) the sexual harassment went on for more than three months.



# WHERE SEXUAL HARASSMENT OCCURS:

Among those in the legal community who have been sexually harassed in the last 5 years, the workplace (71%) and work related events (37%) are still the most common places for sexual harassment to occur. However, since 2018, lawyers who have experienced sexual harassment in the last five years are much less likely to feel this type of behaviour was 'common' in their workplace at the time (down from 23% to 12%). This decrease is especially pronounced in medium to large law firms.



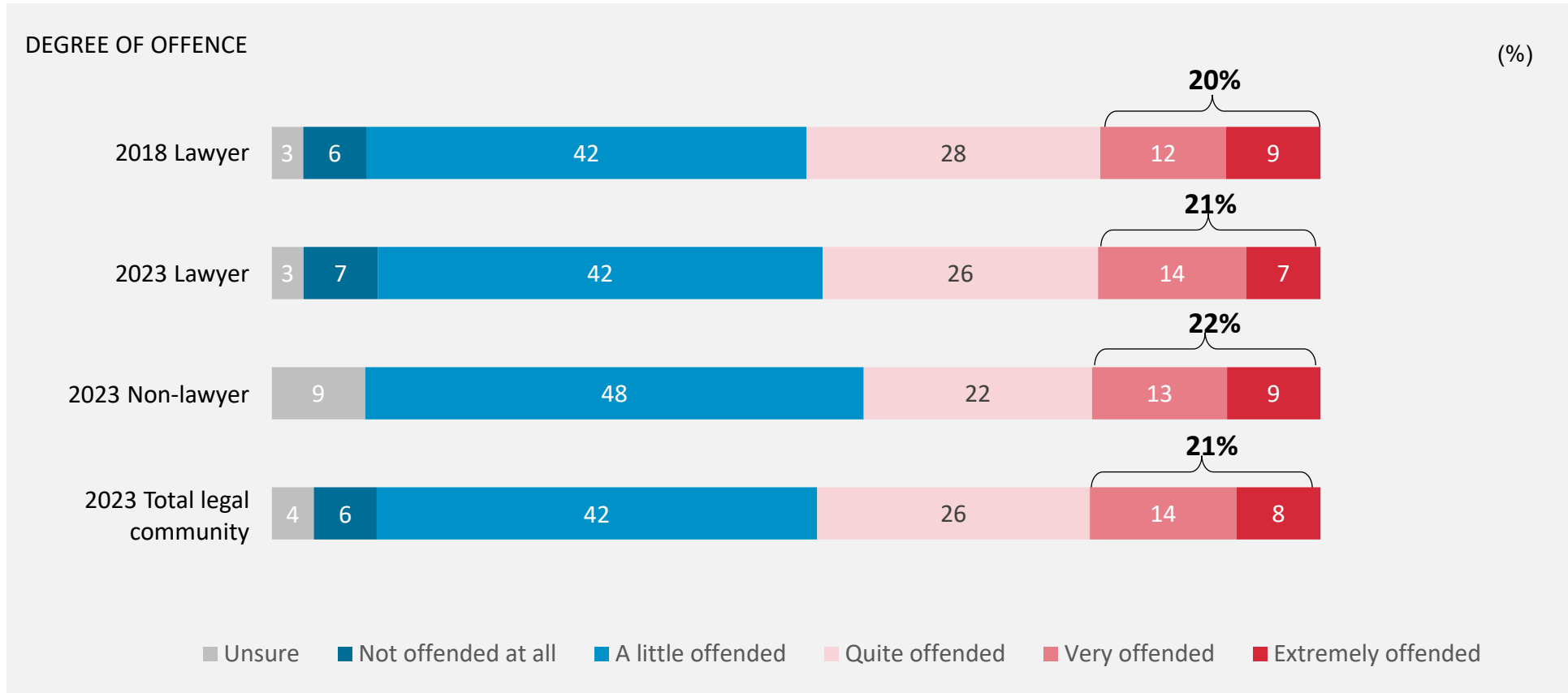
The largest decline is seen for law firms with 4 or more partners / directors (down 16 pts from 25% to 9%). A decline of nine points is evident for government departments/agencies (from 16% to 7%).

▼▲ Significantly lower/higher vs 2018 Lawyers  
●● Significantly lower/higher vs 2023 Lawyers

Q6 Next are a few more questions about (the harassment/the behaviour(s) you identified). If you've experienced this more than once in a legal environment, please think about the most recent experience. Where did you experience the (sexual harassment/behaviour)?  
 Base: People who have been sexually harassed in last 5 years (RCCC Rules/HRC or behavioural definition) - 2018 lawyers (1,038), 2023 lawyers (474), 2023 non-lawyers (46), 2023 Total legal community (520)  
 Q7 Thinking about your workplace at that time, would you say that this type of (harassment/behaviour) was...  
 Base: People who have been sexually harassed in last 5 years (RCCC Rules/HRC or behavioural definition) in the workplace - 2018 lawyers (749), 2023 lawyers (341), 2023 non-lawyers (33), 2023 Total legal community (374)

## DEGREE OF OFFENCE:

Of those in the legal community who have been sexually harassed in the last 5 years, 21% were 'extremely' or 'very' offended by the harassment. This has been fairly consistent over time for lawyers.



## PERSONAL EFFECT OF HARASSMENT:

Of those in the legal community who have been sexually harassed in the last 5 years, 24% say that it affected their emotional or mental wellbeing, while 14% report that it affected their job or career prospects. Lawyers are less likely to have experienced a loss in confidence or be labelled a troublemaker, than in 2018.

	2023 Lawyer	2023 Non-lawyer	2023 Total legal community
<b>Affected emotional or mental wellbeing (nett)</b>	<b>▼ 24%</b> (-8pts)	<b>24%</b>	<b>24%</b>
Experienced anxiety	16%	15%	16%
Loss in confidence	<b>▼ 14%</b> (-6pts)	7%	14%
Experienced depression	6%	4%	6%
Felt angry/annoyed/bitter	1%	4%	1%
<b>Affected job/ career prospects (nett)</b>	<b>▼ 13%</b> (-7pts)	<b>20%</b>	<b>14%</b>
You resigned from your job	8%	9%	8%
You felt it affected your career prospects	7%	4%	7%
You were 'labelled a troublemaker'	<b>▼ 4%</b> (-4pts)	4%	4%
<b>Further bullying behaviour (nett)</b>	<b>6%</b>	<b>2%</b>	<b>5%</b>
You felt ostracised, victimised, or ignored by colleagues	5%	2%	5%

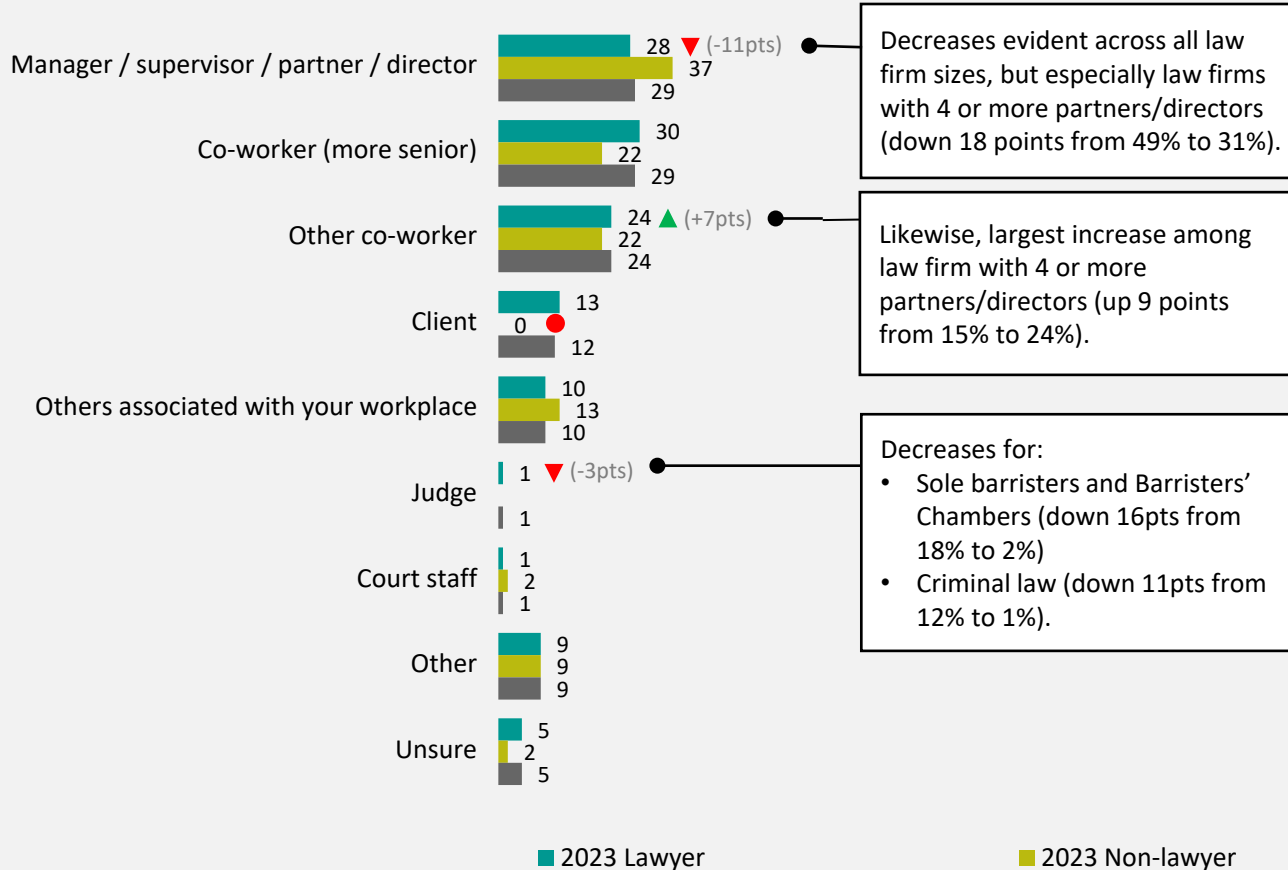
	2023 Lawyer	2023 Non-lawyer	2023 Total legal community
<b>Changed my behaviour/outlook (nett)</b>	<b>3%</b>	<b>7%</b>	<b>3%</b>
I became more guarded/wary/distrusting/cynical	1%	2%	1%
Took steps to avoid certain people/social situations	1%	4%	1%
<b>No consequences (nett)</b>	<b>43%</b>	<b>43%</b>	<b>43%</b>
There were no consequences for you	43%	43%	43%
<b>Other (nett)</b>	<b>▲ (+12pts) 26%</b>	<b>20%</b>	<b>25%</b>
Prefer not to answer	<b>▲ (+7pts) 14%</b>	<b>4%</b>	<b>13%</b>
Unsure	<b>▲ (+4pts) 10%</b>	<b>9%</b>	<b>10%</b>
Other	<b>1%</b>	<b>4%</b>	<b>1%</b>

Categories that are similar have been grouped together and presented as a 'nett score' (see category labels). A nett score gives the % of respondents that gave at least one of the more detailed reasons (listed below the nett score).  
Response categories of 1% or less are not shown in the chart but are included in the nett categories where relevant.

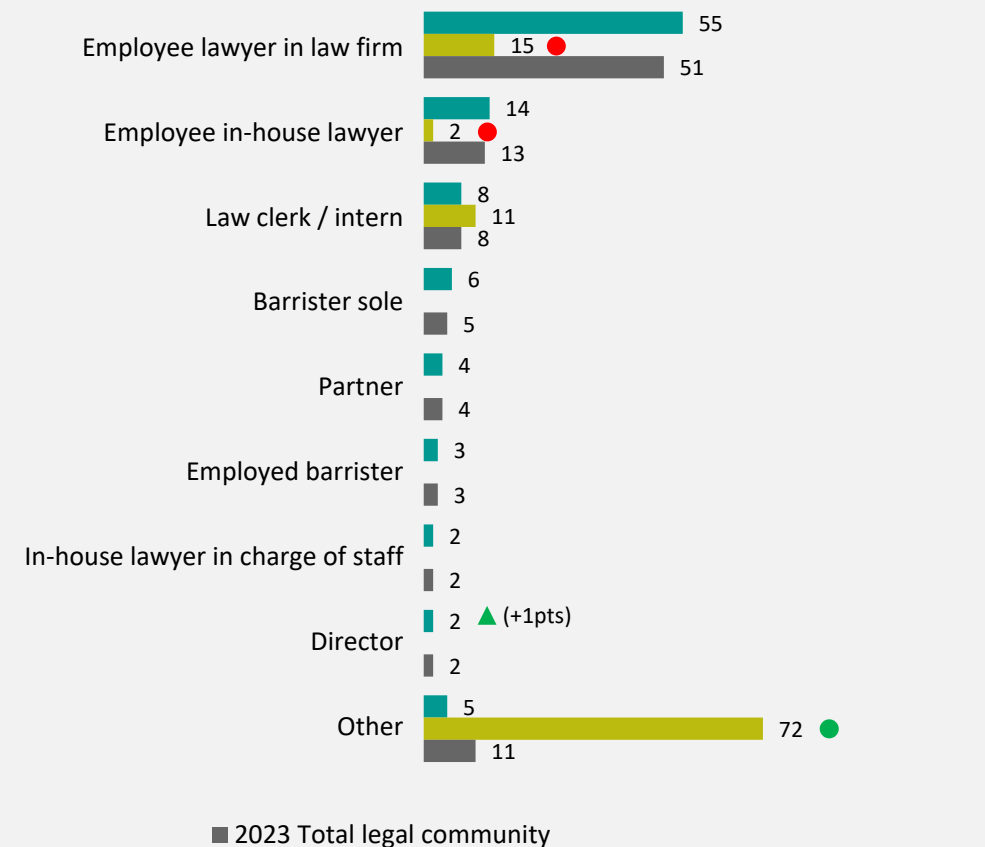
# RELATIONSHIP OF HARASSER AND THE PERSON WHO EXPERIENCED THE HARASSMENT:

As in 2018, most of those who experienced sexual harassment in the last 5 years are an employee in a law firm. Other co-workers are more likely to be the harasser in 2023 among lawyers (up 7 points to 24%). However, the harasser is less likely to be a senior manager/partner/director among lawyers (down 11 points to 28%). Judges are also less likely to be the harasser (down 3 points to 1% of lawyers who have been sexually harassed).

HARASSER'S RELATIONSHIP TO THE PERSON WHO EXPERIENCED THE HARASSMENT (%)



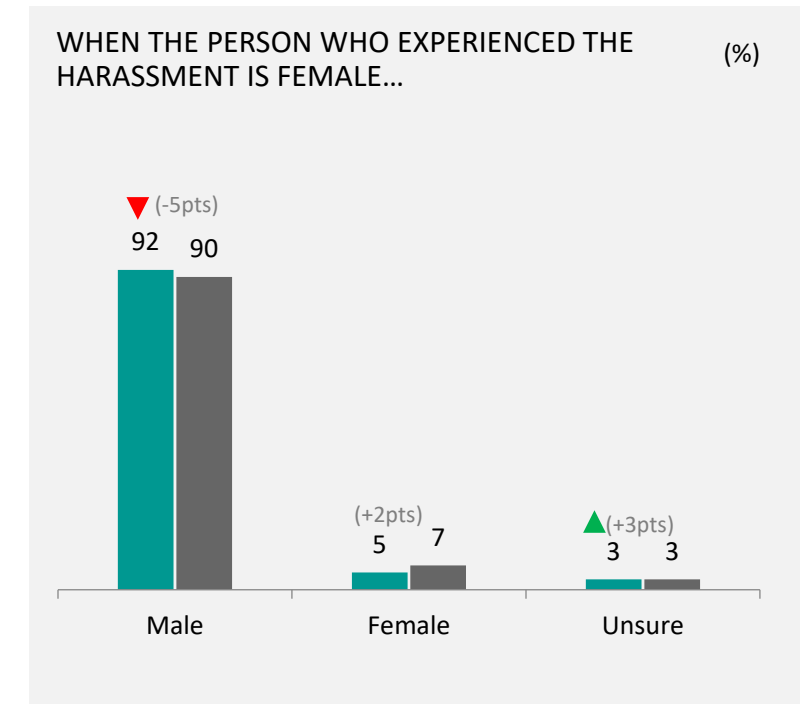
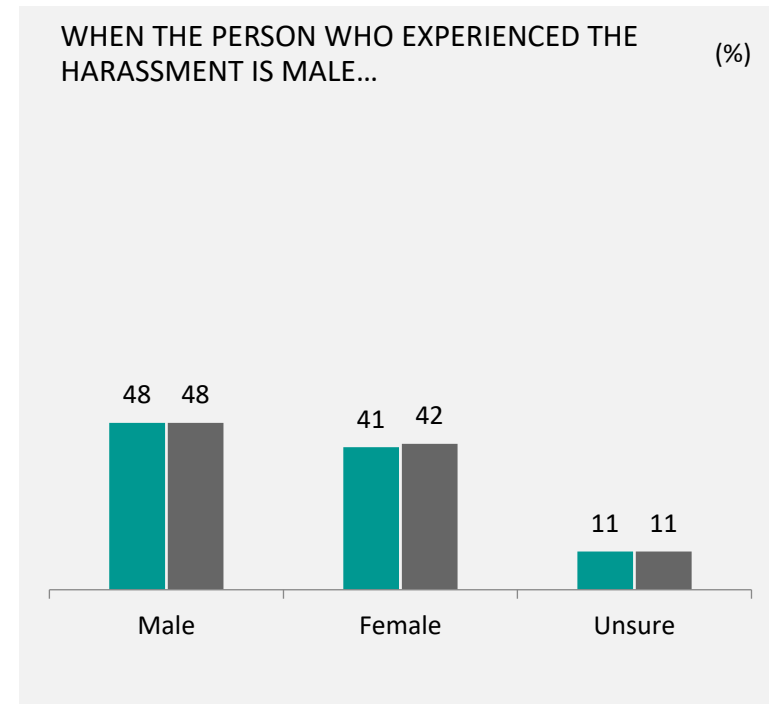
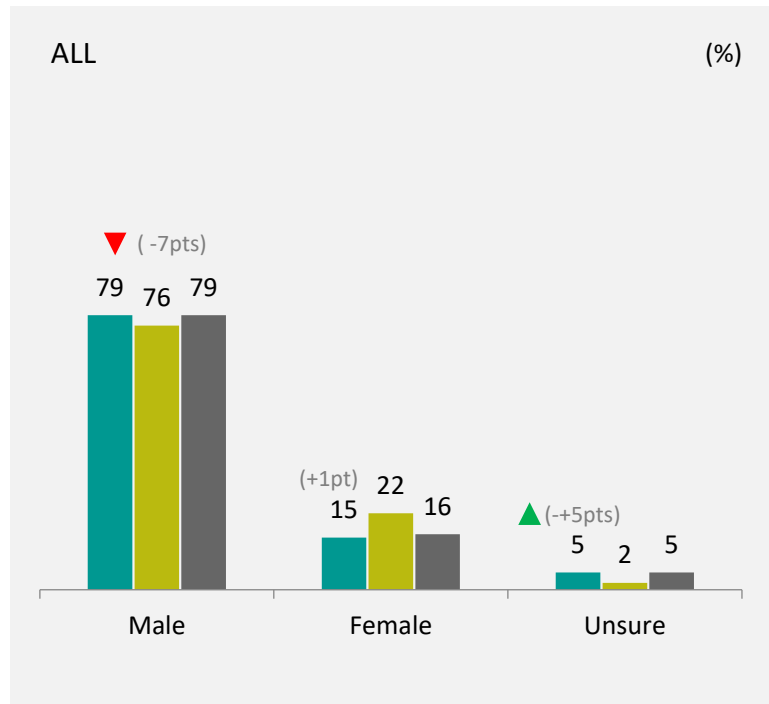
THE ROLE OF THE PERSON WHO EXPERIENCED THE HARASSMENT AT TIME OF THE HARASSMENT (%)





## GENDER OF HARASSER:

Men are most likely to be the harasser of those in the legal community who have been sexually harassed in the last 5 years. Among lawyers, there appears to be a little more uncertainty about the gender of the harasser than in 2018. Both men and women are commonly harassers when the person who experienced the harassment is a male.



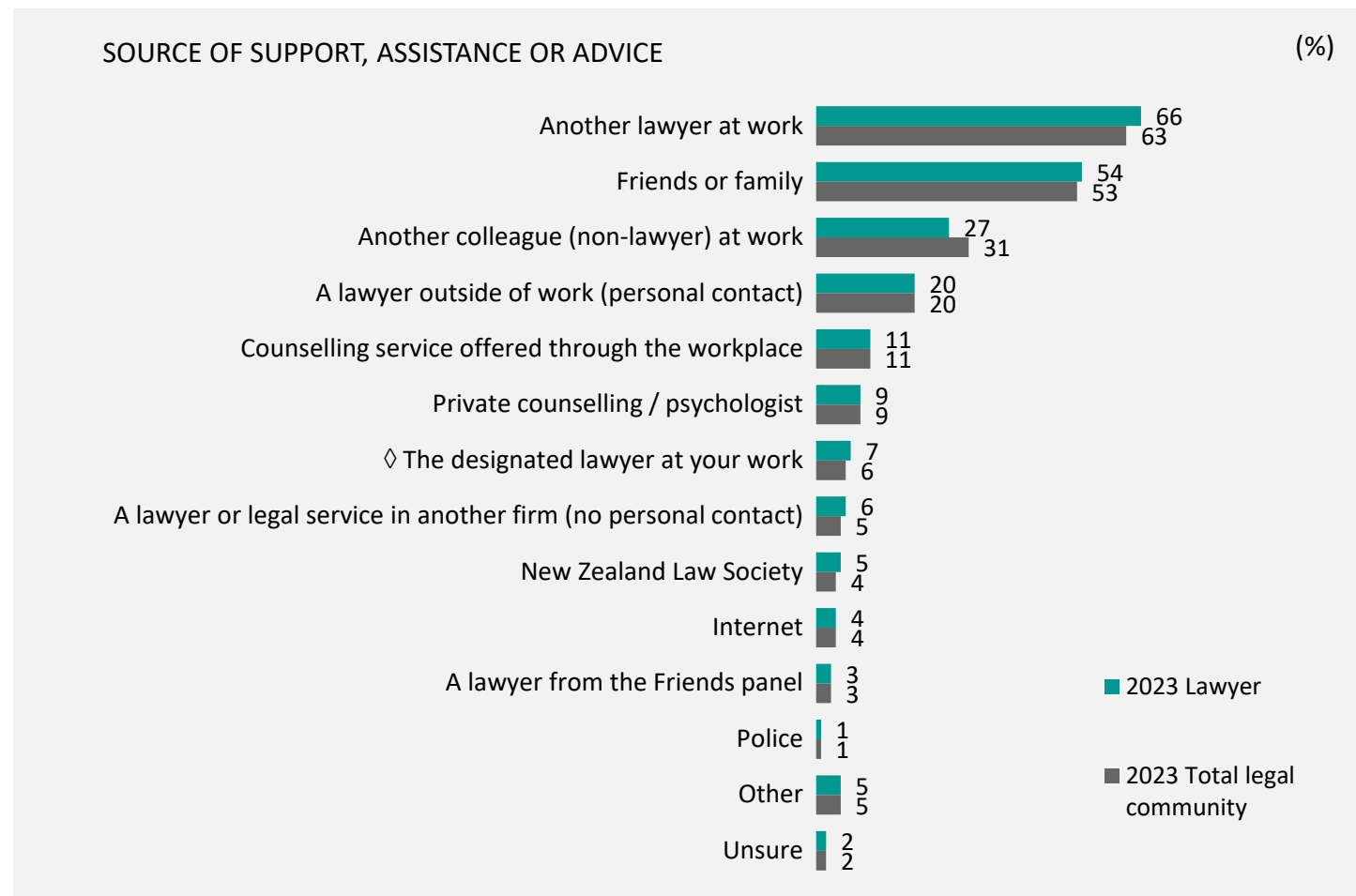
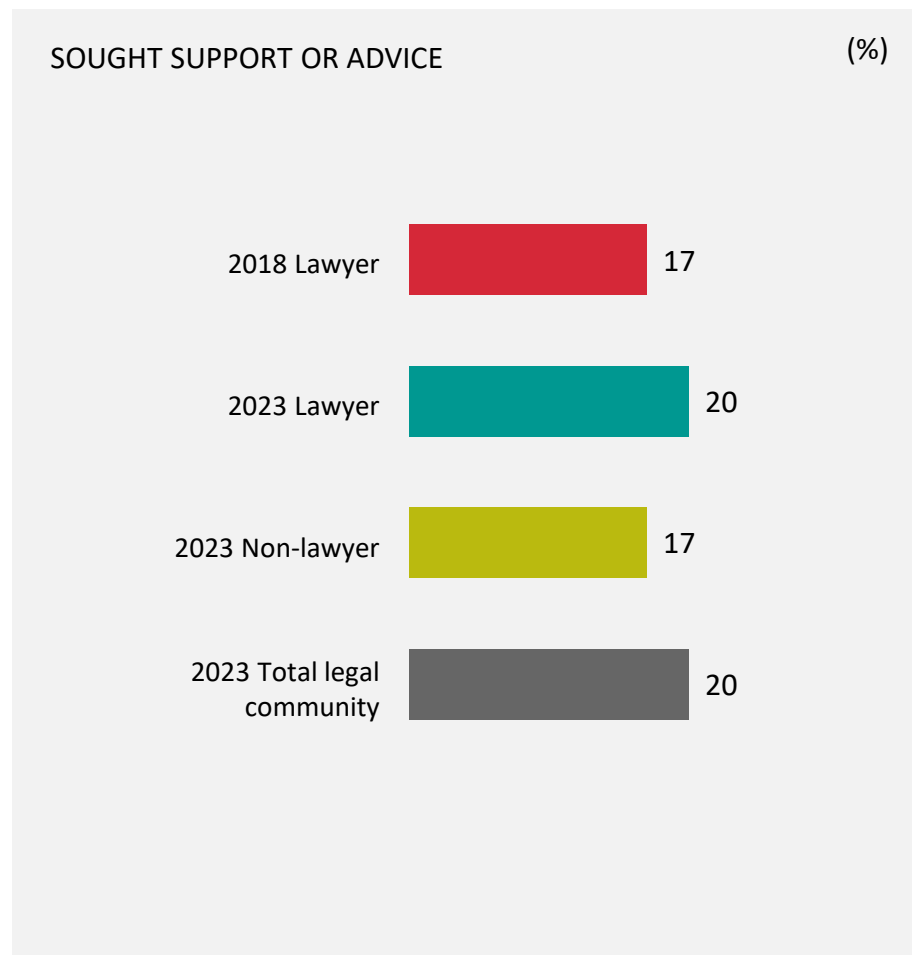
■ 2023 Lawyer

■ 2023 Non-lawyer

■ 2023 Total legal community

## SUPPORT AND ADVICE:

Of the legal community who experienced sexual harassment in the last 5 years, just 20% of members sought support or advice. The most common sources are another lawyer at work (63%), friends or family (53%), and another work colleague (31%). 6% sought support or advice from a designated lawyer<sup>1</sup> at their work.



## REPORTING SEXUAL HARASSMENT:

Of the legal community who have been sexually harassed in the last 5 years, 8% made a formal report. Sexual harassment is most commonly reported to managers, supervisors, partners, or directors (76%), followed by Human Resources managers (29%).



# REASONS FOR NOT SEEKING SUPPORT OR MAKING A COMPLAINT ABOUT SEXUAL HARASSMENT:

Among those in the legal community who have been sexually harassed in the last 5 years, the main barriers to seeking support or making a complaint are a perception that the experience was not serious enough (53%), a fear of the consequences (47%) and distrust in the process and/or outcome (39%).

	2023 Lawyer	2023 Non-lawyer	2023 Total legal community
I did not think it was serious enough	53%	50%	53%
<b>Fear of consequences (nett)</b>	<b>48%</b>	<b>39%</b>	<b>47%</b>
I was concerned about the impact that reporting the issue would have on my career	30%	18%	29%
I was concerned that reporting the issue would make the situation worse	28%	23%	27%
I did not want to get the offender(s) into trouble	15%	9%	14%
I was too scared, frightened, or worried	7%	9%	7%
The person I would normally report the issue to is the perpetrator	7%	16%	7%
I did not want to involve the Police	2%	-	1%
<b>Distrust in process and/or outcome (nett)</b>	<b>40%</b>	<b>32%</b>	<b>39%</b>
I felt it would make no difference	30%	18%	28%
I did not think the incident would be kept confidential	18%	20%	18%
I felt I would not be believed or supported	14%	14%	14%
I did not feel the Law Society could resolve the matter	9%	2%	9%

	2023 Lawyer	2023 Non-lawyer	2023 Total legal community
I dealt with it myself	32%	27%	31%
The behaviour stopped and had not recurred/I left the job	17%	23%	17%
I felt embarrassed or ashamed	11%	9%	11%
I did not know who to go to or how to report the issue	9%	5%	8%
Behaviour normalised/others knew about it/culture of the time	1%	5%	1%
Other	6%	9%	6%

Response categories of 1% or less are not shown in the table but are included in the nett categories where relevant.  
 Base: People who have been sexually harassed in last 5 years (RCCC Rules or behavioural definition) – Consists of 1) respondents who either did not seek support, advice, report, or make a complaint and 2) respondents who sought support and advice but did not report or make a complaint.  
 Q11f If didn't seek support or report the incident: What were your reasons for not seeking support or advice, or making a report or complaint? If sought support, but didn't report the incident: What were your reasons for not reporting or making a complaint?

# Bullying

First, we explain the two measures of bullying used in this survey...

## THIS REPORT USES TWO DIFFERENT MEASURES OF BULLYING

Two measures of the prevalence of bullying are used: the RCCC Rules definition and a behavioural definition (NAQ-r). This year, the RCCC Rules definition has been used in place of the Employment New Zealand definition of bullying\*. Care should therefore be taken in interpreting any differences between 2018 and 2023 results using these definitions. However, the behavioural definition remains unchanged, allowing direct comparisons between 2018 and 2023 to be made.

### RCCC RULES DEFINITION OF BULLYING

The RCCC Rules definition of workplace bullying was shown to survey respondents:

***“Bullying means repeated and unreasonable behaviour directed towards a person or people that is likely to lead to physical or psychological harm.”***

*(r 1.2 Lawyers and Conveyancers Act (Lawyers: Conduct and Client Care) Rules 2008)*

### NEGATIVE ACTS QUESTIONNAIRE (NAQ-r)

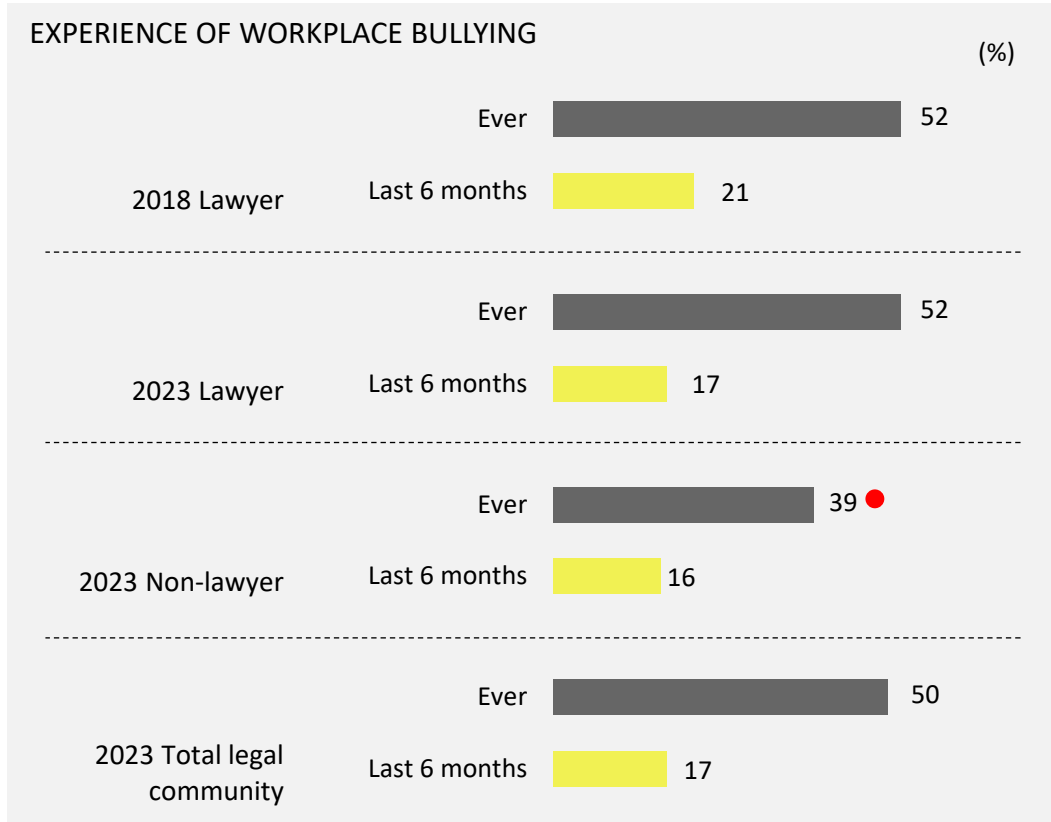
Prevalence of workplace bullying was measured with the Negative Acts Questionnaire (revised; NAQ-r), developed by Einarsen, Hoel et al. (2009). This is a widely used tool to assess the prevalence of bullying in the workplace. The first part of the NAQ-r asks respondents to score how often they have experienced 22 types of behaviours\* over the past 6 months (never=1, seldom=2, sometimes=3, often=4, always=5). Overall scores were computed for each individual with a possible range of 22 (never experienced any behaviours) to 110 (experiencing all behaviours on a daily basis). The NAQ-r comprises three interrelated subscales of bullying – work-related (W), person-related (P), and physically intimidating bullying (F) – which enables an analysis of the prevalence of the different types of negative behaviours.

Bullying prevalence from the NAQ-r was established according to Leymann’s criteria as experiencing at least one negative act on a daily or weekly basis over a 6-month period (Leymann 1990). For both witnessed and self-reported responses, bullying was identified if any of the affirmative responses (i.e., seldom, sometimes, often, and always) were endorsed.

# Prevalence of bullying using the RCCC Rules definition

# PREVALENCE OF WORKPLACE BULLYING - RCCC RULES DEFINITION:

Using the RCCC Rules definition, 50% of the legal community have experienced workplace bullying in their lifetime in a legal environment. Non-lawyers are less likely than lawyers to have been bullied, at 39%. Over a six month period, 17% of the legal community have been bullied.



Care should be taken in comparing 2018 and 2023 results due to a change in the workplace bullying definition.

AMONG THESE SUBGROUPS IN THE LEGAL SECTOR, EXPERIENCING BULLYING BEHAVIOUR IN THE LAST 6 MONTHS IS MORE LIKELY THAN AVERAGE...

*Example of how to interpret figures in this column:*  
19% of women in the legal sector have experienced any bullying in the last 6 months.

AVERAGE	17%
Women	19%
Māori	23%
Indian	29%
Employee in law firm	19%
Worked in legal sector for 3-5 years	21%
Criminal law	24%
Family law	24%
Aged 25-29	19% (not significant)
Worked in legal sector for 1-2 years	18% (not significant)
Immigration law	28% (not significant)

Experience of bullying in last 6 months more common among:

▼▲ Significantly lower/higher vs 2018 Lawyers  
●● Significantly lower/higher vs 2023 Lawyers



# Prevalence of bullying using the behavioural definition

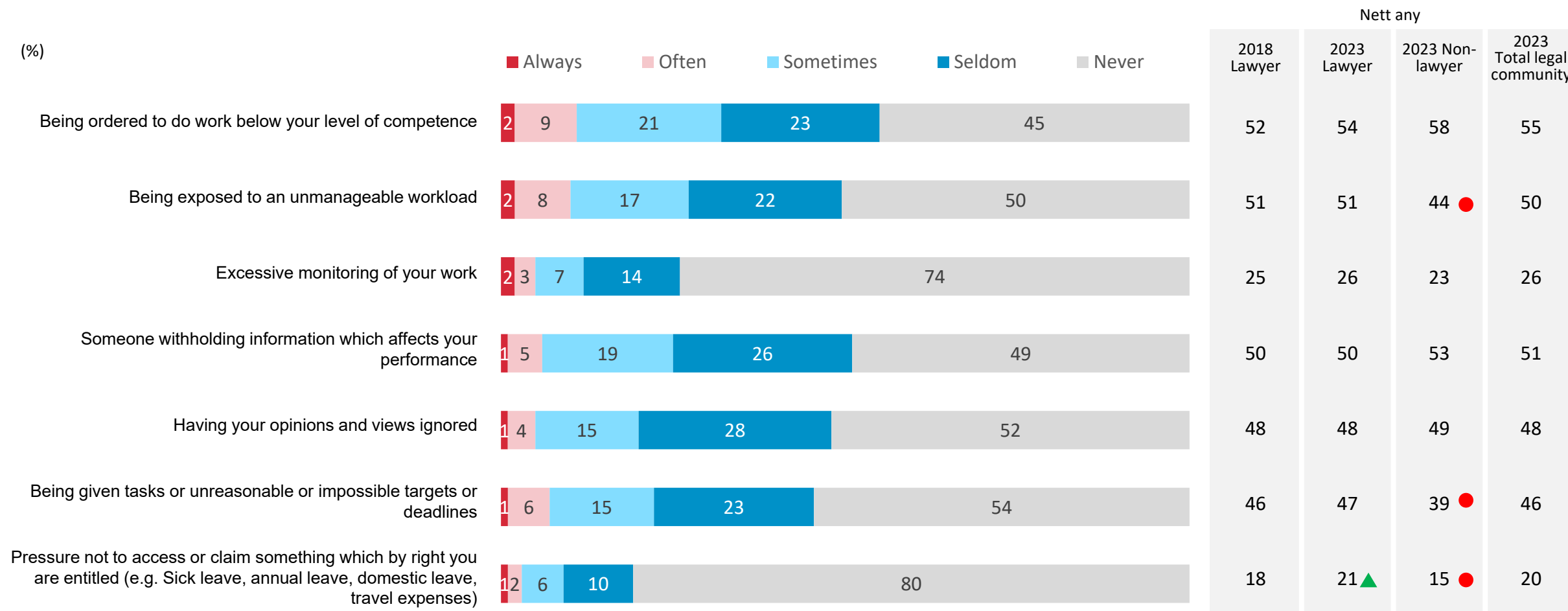
## SUMMARY OF SHIFTS IN BULLYING BEHAVIOUR SINCE 2018:

Seven decreases, and one increase, in specific types of bullying behaviour are evident among lawyers since 2018.

WORK-RELATED BULLYING	Frequency	Shift
Someone withholding information which affects your performance	Sometimes or more often (excludes seldom)	▼ Down 3 points from 28% to 25%
Pressure not to access or claim something which by right you are entitled (e.g. sick leave, annual leave, domestic leave, travel expenses)	Experienced at all in the last 6 months	▲ Up 3 points from 18% to 21%
PERSON-RELATED BULLYING		
Spreading of gossip and/or rumours about you	Experienced at all in the last 6 months	▼ Down 4 points from 30% to 26%
Being ignored or facing hostile reaction when you approach	Experienced at all in the last 6 months	▼ Down 3 points from 28% to 25%
Having unfair allegations made against you	Sometimes or more often (excludes seldom)	▼ Down 2 points from 9% to 7%
Having insulting or offensive remarks made about your person (i.e. habits and background), your attitudes, or your private life	Sometimes or more often (excludes seldom)	▼ Down 2 points from 12% to 10%
PHYSICALLY INTIMIDATING BULLYING		
Being shouted at or being the target of spontaneous anger (or rage)	Experienced at all in the last 6 months	▼ Down 4 points from 30% to 26%
Intimidating behaviour such as finger-pointing, invasion of personal space, shoving, blocking/barring the way	Experienced at all in the last 6 months	▼ Down 3 points from 16% to 13%

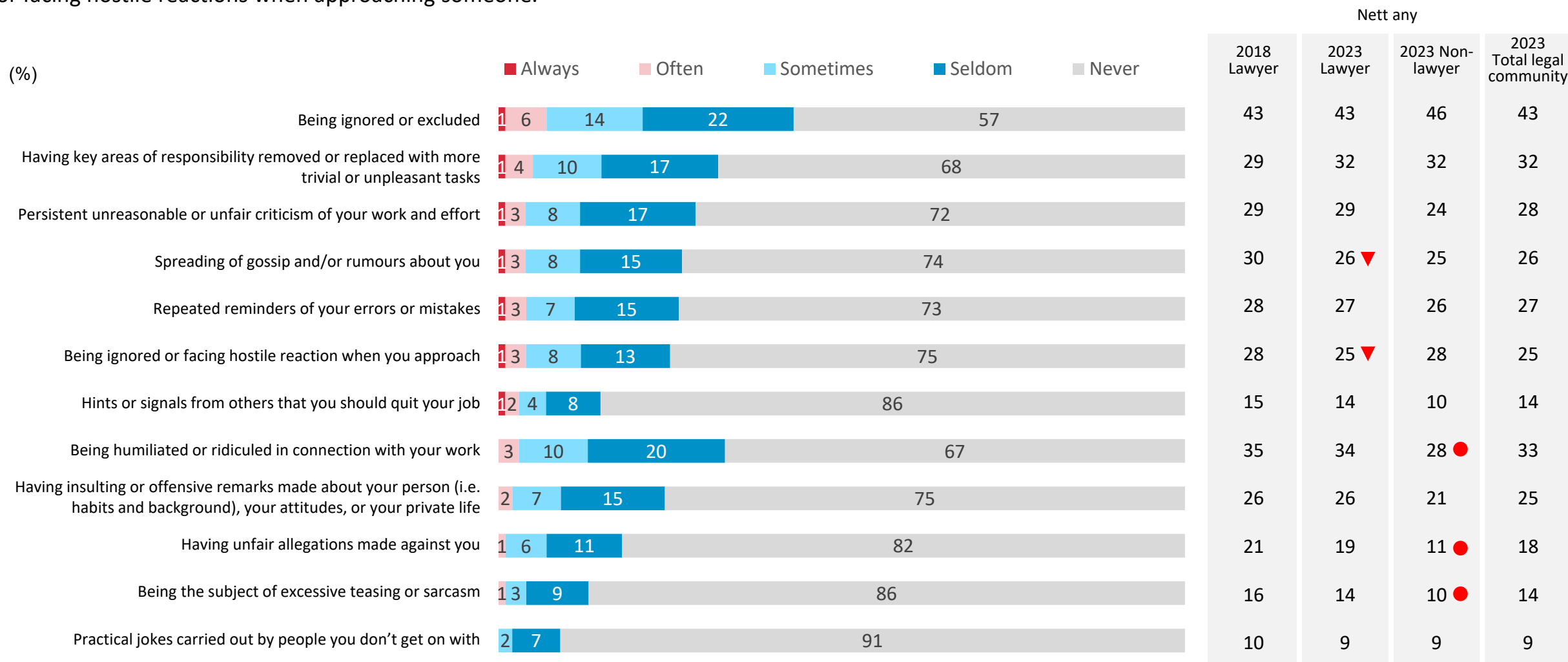
## WORK-RELATED BULLYING BEHAVIOURS EXPERIENCED IN LAST 6 MONTHS:

In the last 6 months, just over half of the legal community (55%) have experienced being ordered to do work below their level of competence. 10% are frequently exposed to unmanageable workloads. Among lawyers, there is an increased pressure not to access or claim something which by right individuals are entitled to (up 3 points since 2018, from 18% to 21%).



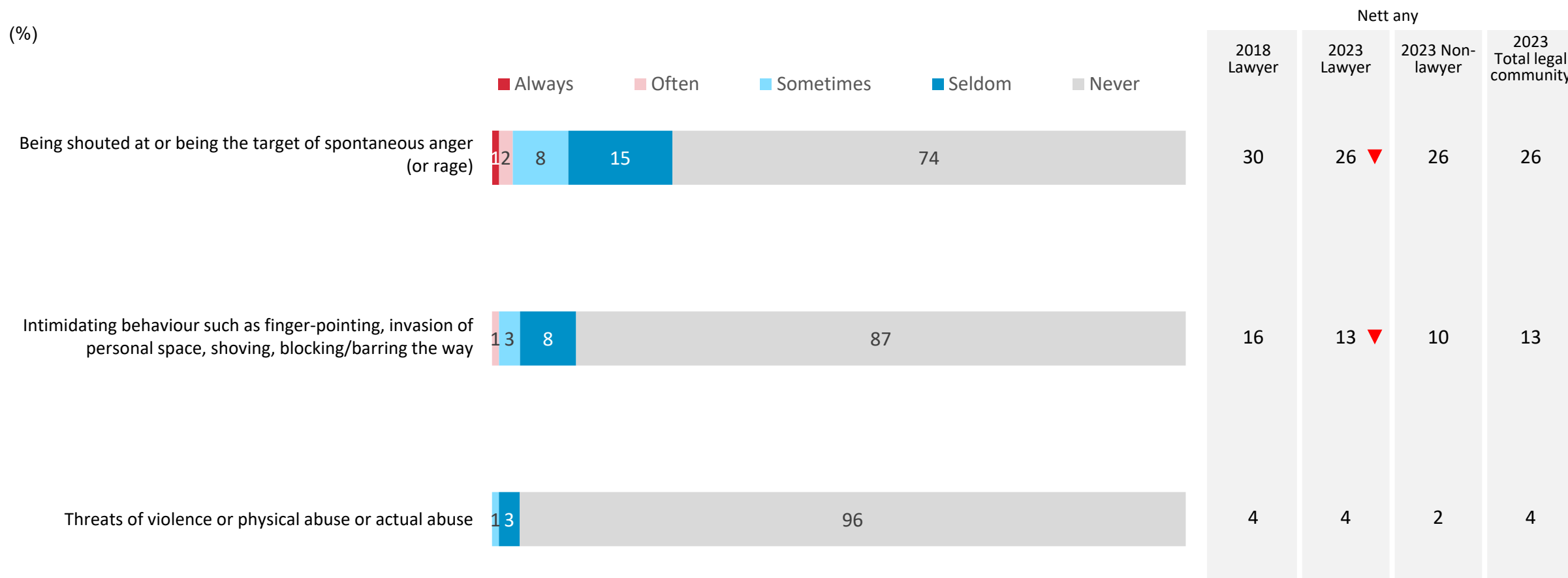
## PERSON-RELATED BULLYING BEHAVIOURS EXPERIENCED IN LAST 6 MONTHS:

Since 2018, lawyers are a little less likely to experience the spreading of gossip and/or rumours about themselves, and being ignored or facing hostile reactions when approaching someone.



# PHYSICALLY INTIMIDATING BULLYING BEHAVIOURS EXPERIENCED IN LAST 6 MONTHS:

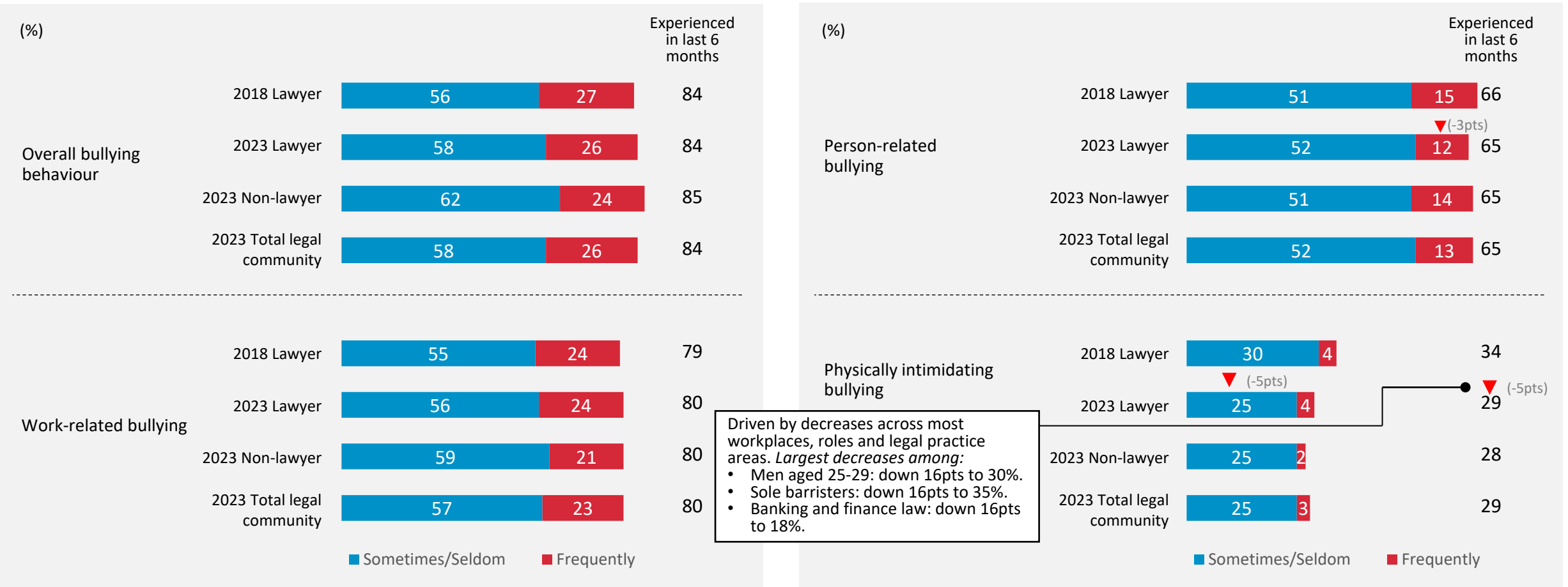
26% in the legal community have been shouted at or been affected by spontaneous anger or rage in the last six months. Lawyers are less likely than in 2018 to have experienced this behaviour, and other intimidating behaviour.



# PREVALENCE OF WORKPLACE BULLYING (NAQ-R DEFINITIONS):

26% of the legal community have experienced at least one of the NAQ-r behaviours frequently in the last six months. Work-related bullying is most common. Lawyers are less likely than in 2018 to at least seldomly experience physically intimidating bullying (with a five point decrease to 29%) and to frequently experience person-related bullying (down three points to 12%).

## EXPERIENCE OF BEHAVIOURS THAT CHARACTERISE WORKPLACE BULLYING

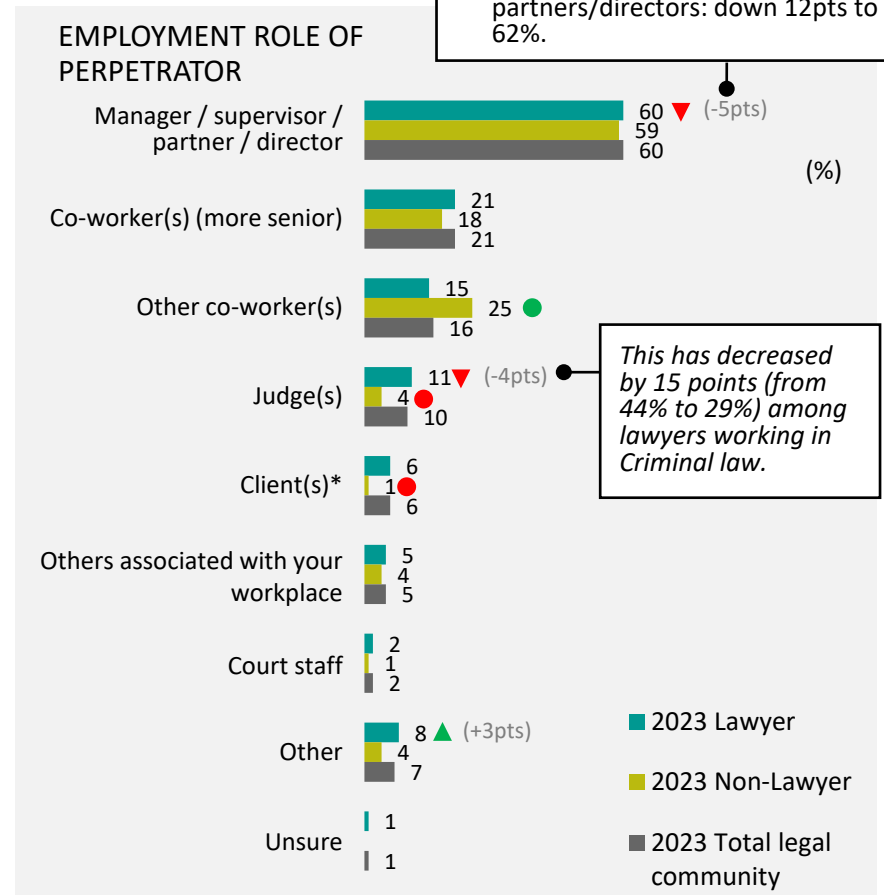
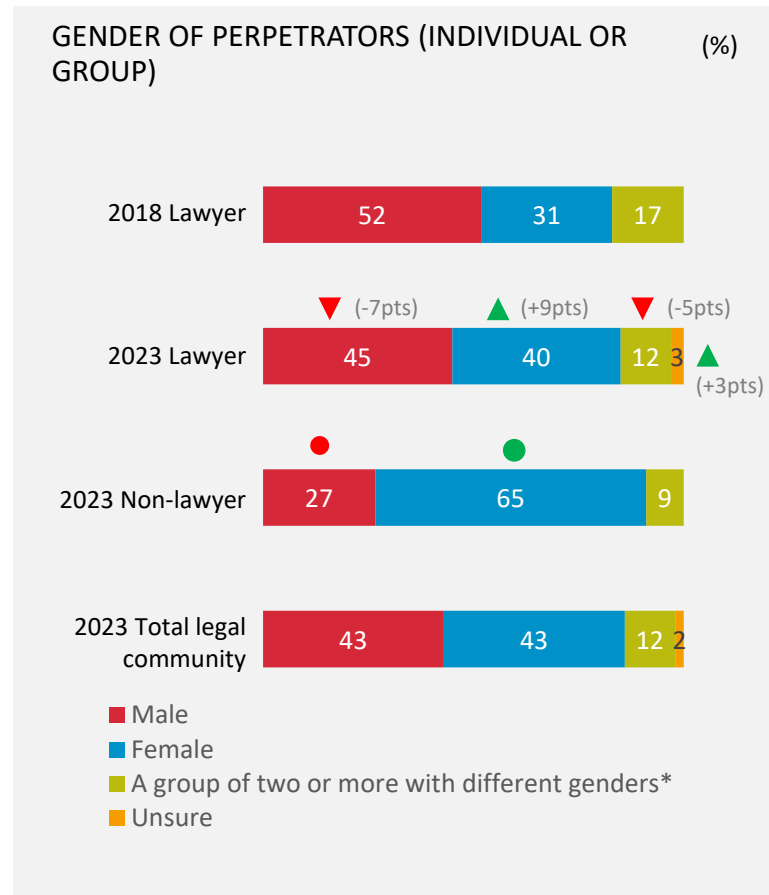
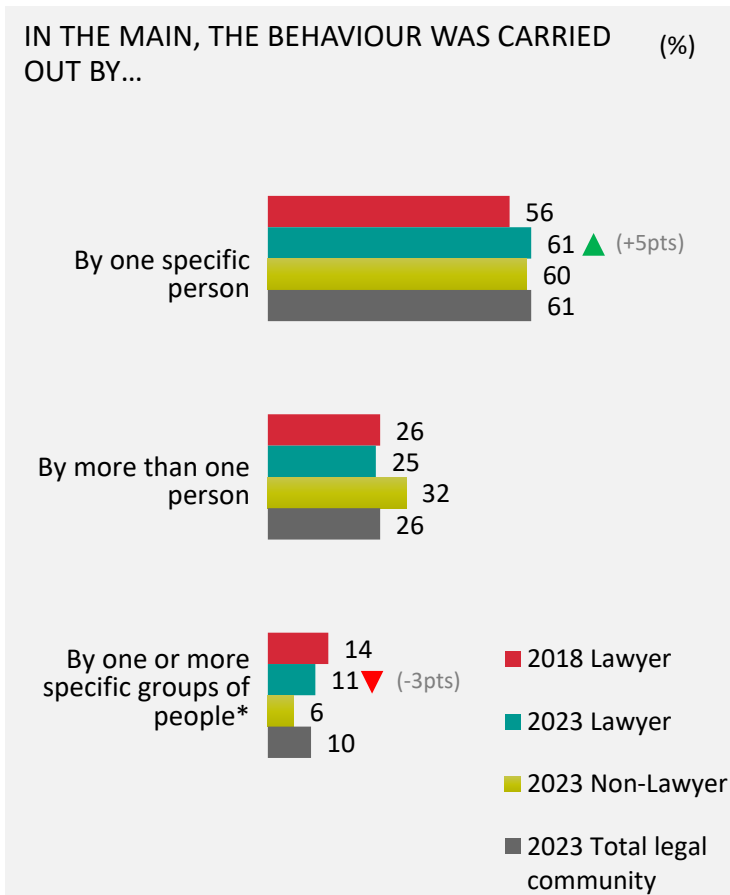


# Understanding the circumstances and impacts of bullying that has occurred

The results in this section are based on the 50% of the legal community who have ever experienced bullying according to the RCCC Rules definition

# PERPETRATORS OF BULLYING BEHAVIOUR:

Bullying in the legal community is mainly carried out by one specific person and by someone in a senior position. However, compared to 2018, lawyers who have been bullied are less likely to be bullied by men, senior personnel and judges. Non-lawyers in the legal sector are more likely than lawyers to be bullied by other co-workers and women.



Driven by decreases among:

- Government department/agency: down 14pts to 55%
- Law firms with 20 or more partners/directors: down 12pts to 62%.

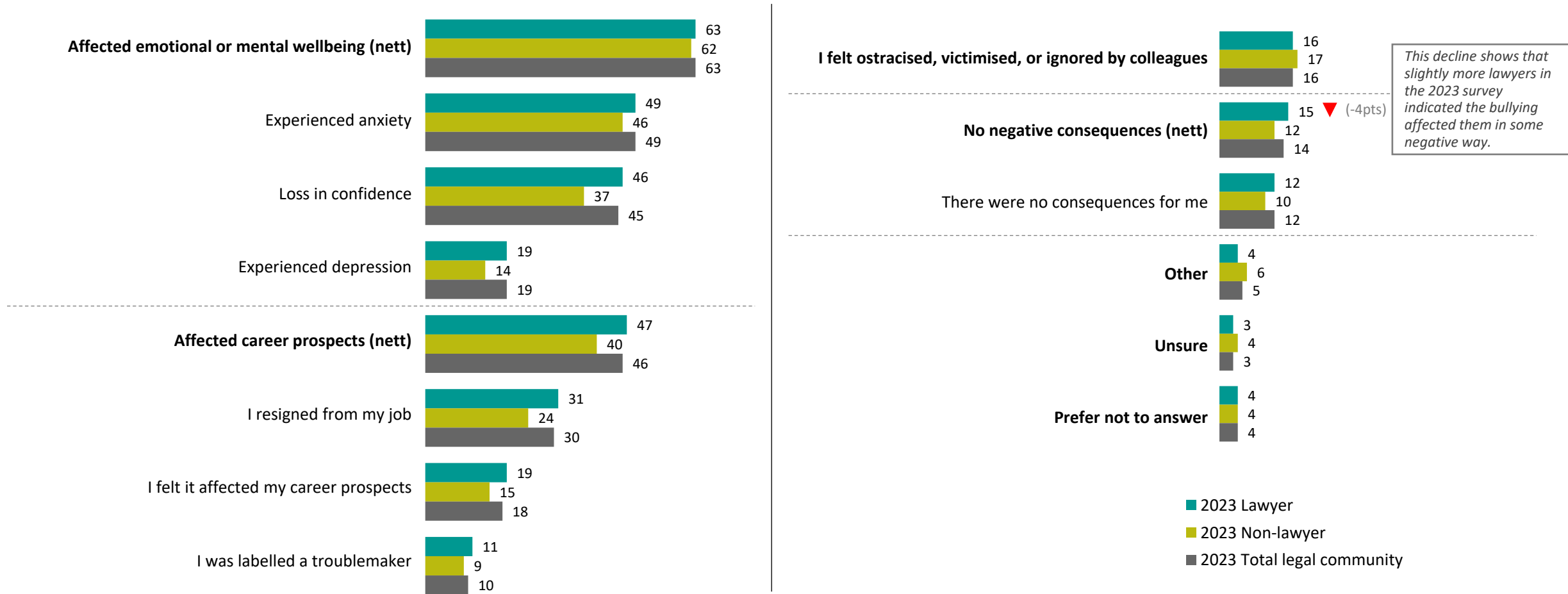
This has decreased by 15 points (from 44% to 29%) among lawyers working in Criminal law.



# PERSONAL EFFECT OF BULLYING:

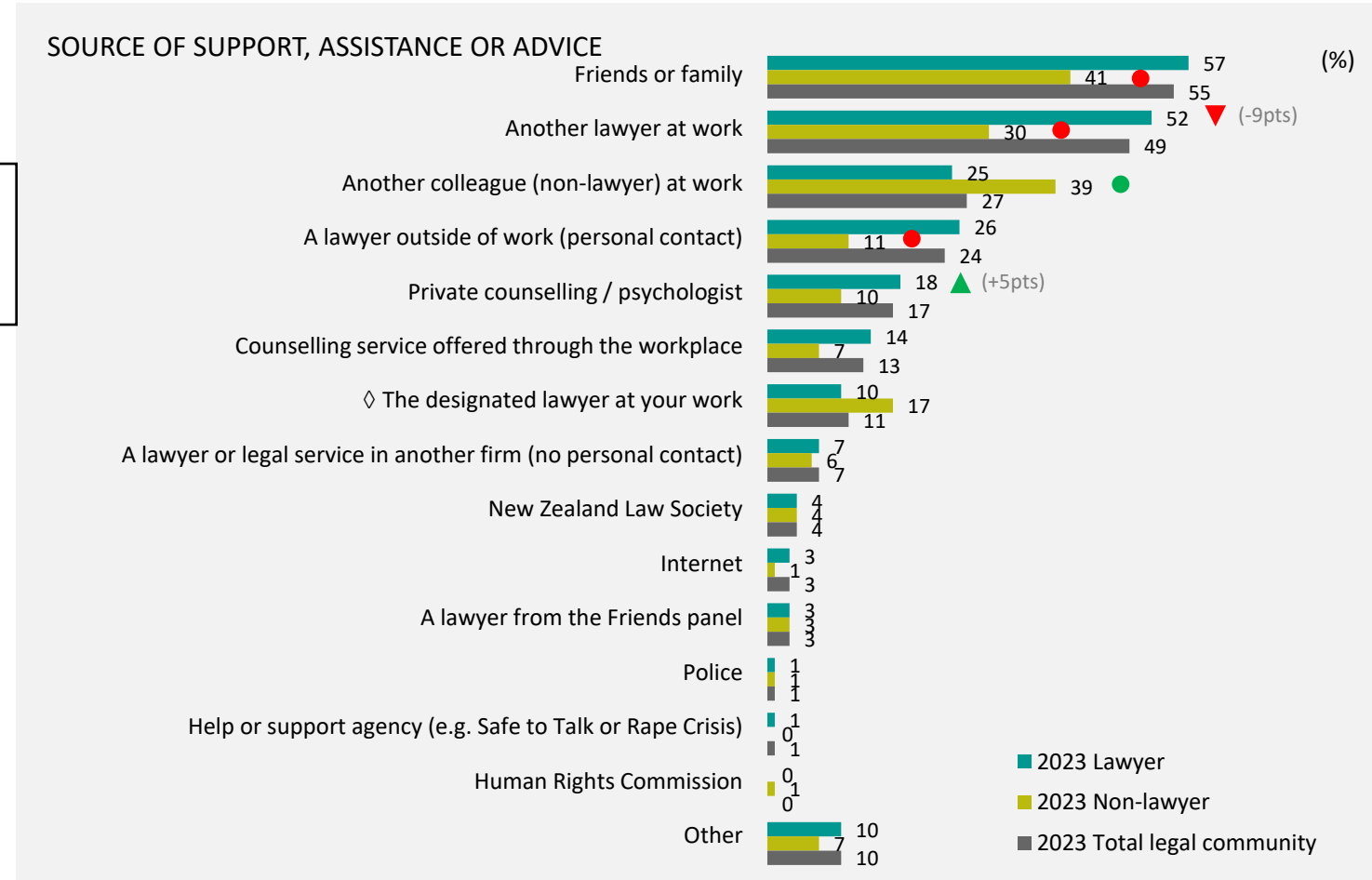
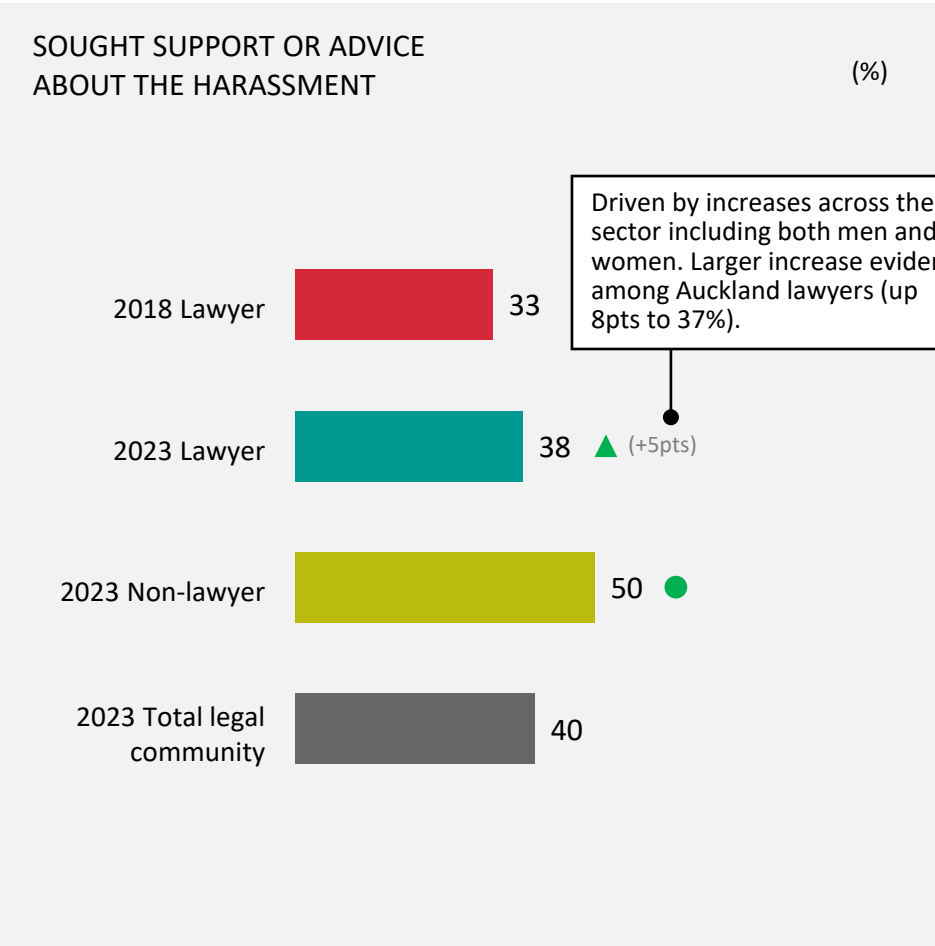
Of the 50% in the legal community that have ever experienced bullying, the bullying commonly affected people’s emotional or mental wellbeing (63%) and career prospects (46%).

(%)



## SUPPORT AND ADVICE:

Most people affected by bullying don't seek support or advice. Non-lawyers are more likely to seek support than lawyers. However, lawyers are more likely to seek support or advice than in 2018, up five points to 38% among those who have ever been bullied. Most commonly, people affected by bullying seek support from friends or family, or another lawyer or colleague at work. 11% of legal community members sought help from the designated lawyer at their work.<sup>1</sup>

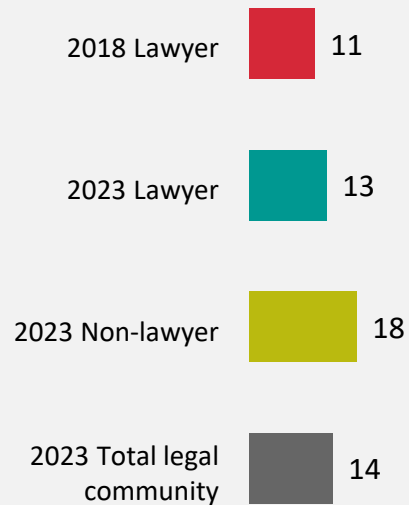


# REPORTING BULLYING BEHAVIOUR:

14% of people affected by bullying in the legal community formally reported or made a complaint about the bullying. Most (66%) reported the incident to someone in a senior position at work, while one in three (33%) went to their Human Resources manager. Few (3%) reported it to a designated lawyer.<sup>1</sup>

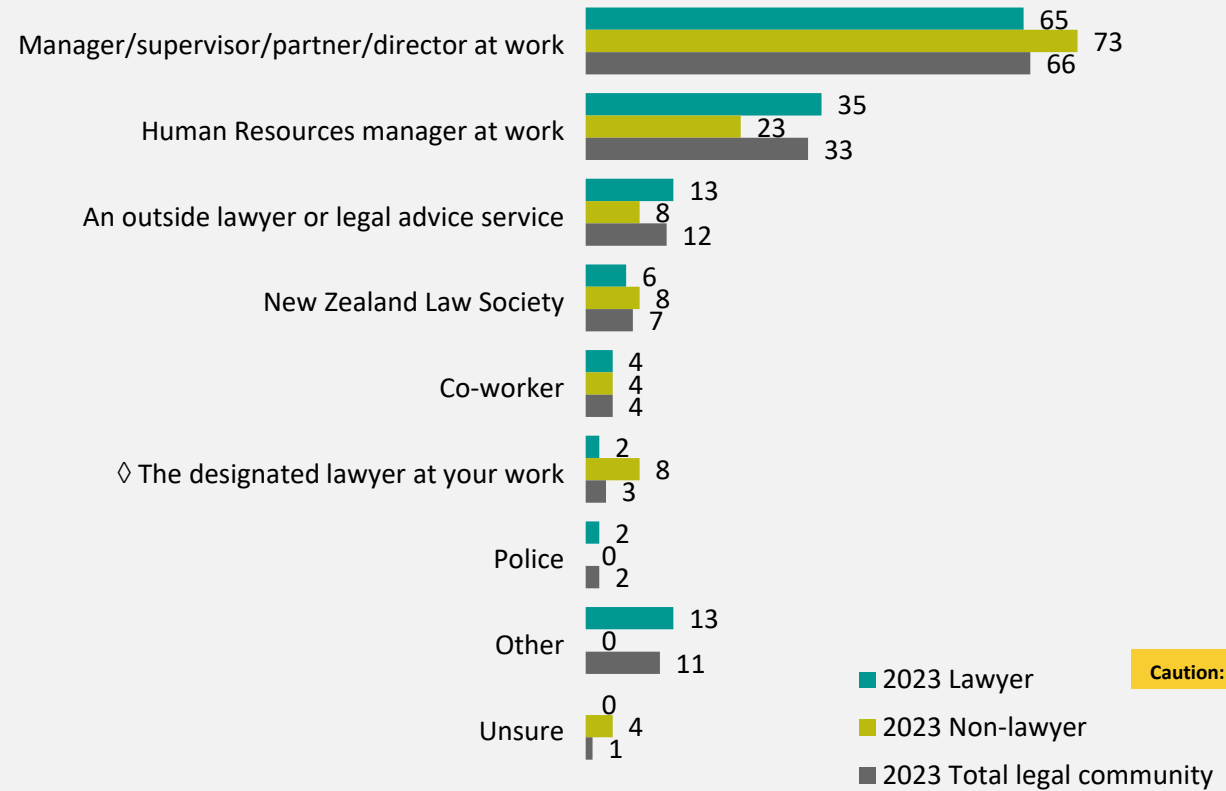
## FORMALLY REPORTED OR MADE A COMPLAINT ABOUT THE HARASSMENT

(%)



## WHO THE INCIDENT WAS REPORTED TO

(%)

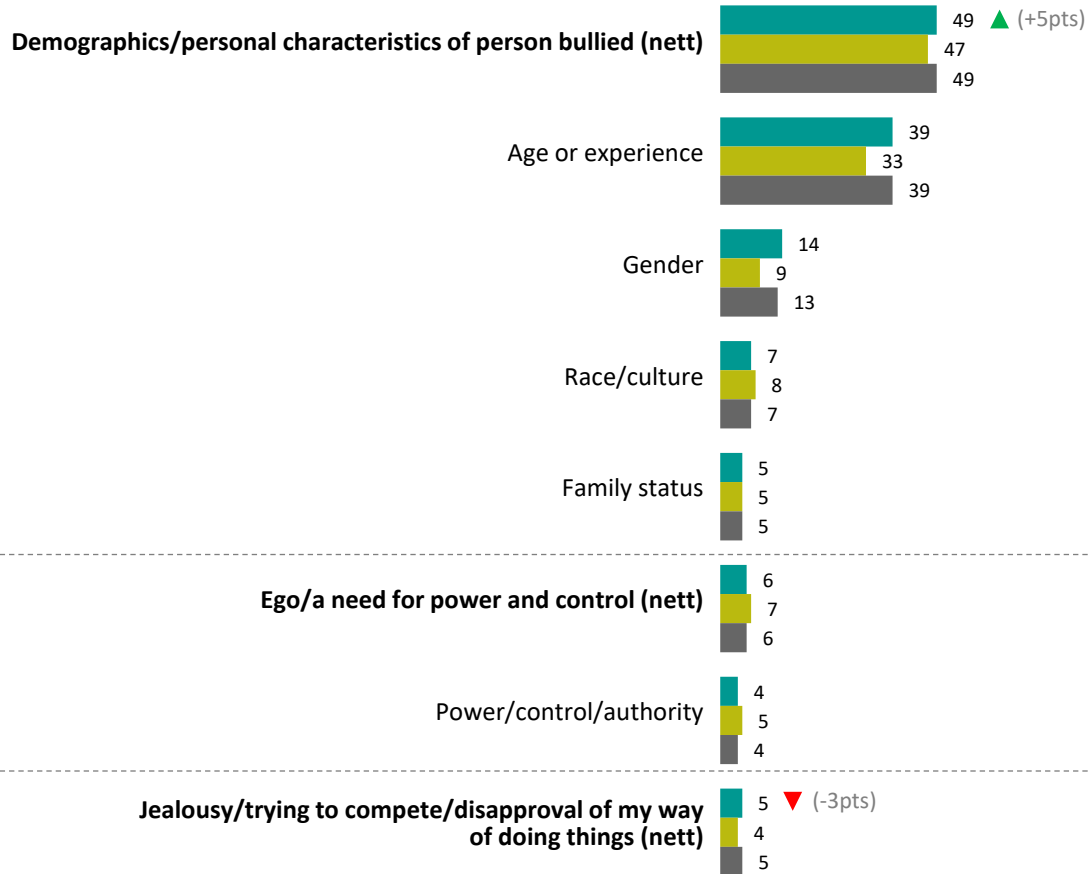


Caution: Low base size

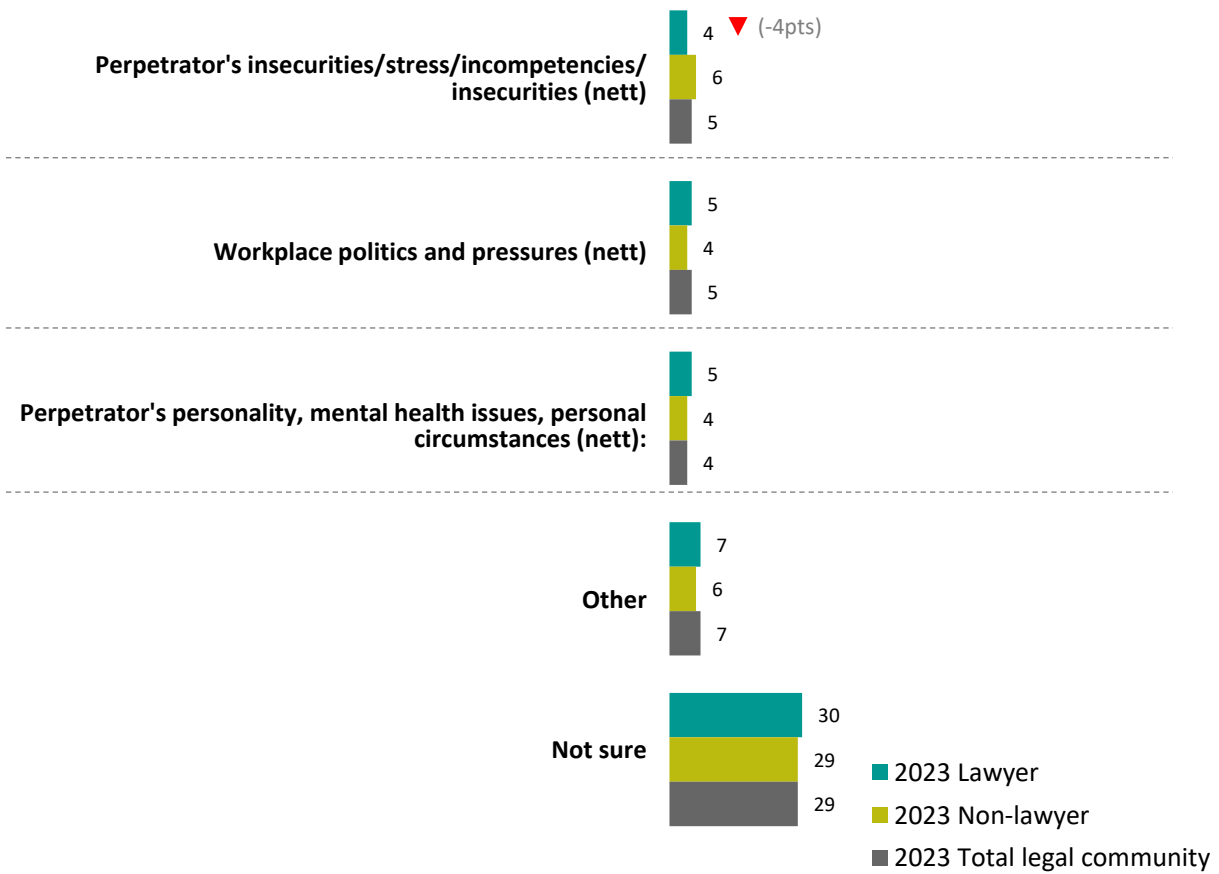
# PERCEIVED MOTIVATION OF BULLYING BEHAVIOUR:

Discrimination based on demographics is the main perceived motivator for bullying (49% of those who have experienced bullying), particularly age/experience, and to a lesser extent gender. Since 2018, lawyers are a little more likely to believe demographics plays a role and less likely to believe the bullying is driven by jealousy or the perpetrator's insecurities.

(%)



(%)



## REASONS FOR NOT SEEKING SUPPORT OR MAKING A COMPLAINT ABOUT BULLYING:

The most prevalent barriers in the legal community to seeking support or making a complaint are fear of the consequences (58% of those who did not make a complaint about bullying behaviour they experienced), and a distrust in the process and/or outcome (48%).

Lawyers are more likely than non-lawyers in the legal sector to feel embarrassed or ashamed (11% versus 4%).

	2023 Lawyer	2023 Non-lawyer	2023 Total legal community
<b>Fear of consequences (nett)</b>	<b>58%</b>	<b>56%</b>	<b>58%</b>
I was concerned about the impact that reporting the issue would have on my career	43%	26%	41%
I was concerned that reporting the issue would make the situation worse	40%	37%	40%
I felt I would not be believed or supported	20%	21%	20%
I was too scared, frightened, or worried	12%	11%	12%
I did not want to get the offender(s) into trouble	4%	3%	4%
<b>Distrust in process and/or outcome (nett)</b>	<b>48%</b>	<b>44%</b>	<b>48%</b>
I felt it would make no difference	38%	35%	38%
I did not think the incident would be kept confidential	21%	17%	20%
I did not feel the Law Society could resolve the matter	11%	6%	11%
Nothing is done about it	1%	-	1%
	▼ (-4pts)		
<b>I dealt with it myself (nett)</b>	<b>40%</b>	<b>34%</b>	<b>39%</b>
I dealt with it myself	34%	28%	34%
I left the job/company/role	5%	4%	5%
The offender resigned	1%	2%	1%
I was not too upset	1%	-	1%
Others were already aware of it	1%	-	1%

	2023 Lawyer	2023 Non-lawyer	2023 Total legal community
I did not think it was serious enough	24%	20%	23%
Behaviour normalised/others knew about it/culture of the time	23%	16%	22%
The person I would normally report the issue to is the perpetrator	19%	13%	19%
It was someone high up	1%	2%	1%
The offender is supported by others	1%	1%	1%
They behave like this to others	1%	-	1%
It's normal	1%	-	1%
<b>Felt embarrassed or ashamed</b>	<b>11%</b>	<b>4%</b> ●	<b>10%</b>
I did not know who to go to or how to report the issue	11%	5%	10%
The behaviour stopped and has not recurred/left the company	5%	7%	5%
	▲ (+2pts)		
Other	5%	3%	5%
Prefer not to say	2%	2%	2%

Note: Response categories of 1% or less for Total legal community 2023 are not shown in the table but are included in the nett categories where relevant.

Base: Consists of 1) respondents who either did not seek support, advice, report, or make a complaint and 2) respondents sought support and advice but did not report or make a complaint.

Q16a If didn't seek support or report the incident: What were your reasons for not seeking support or advice or report or making a complaint?  
If sought support, but didn't report the incident: What were your reasons for not reporting or making a complaint?

▲ Significantly higher vs 2018 Lawyers  
● Significantly lower/higher vs 2023 Lawyers

# Employment discrimination

## MEASURING EMPLOYMENT DISCRIMINATION:

In the 2023 survey, we asked a new set of questions to measure the prevalence of employment discrimination.

### EMPLOYMENT NEW ZEALAND DEFINITION OF EMPLOYMENT DISCRIMINATION:

Employment New Zealand's definition of employment discrimination was shown to survey respondents:

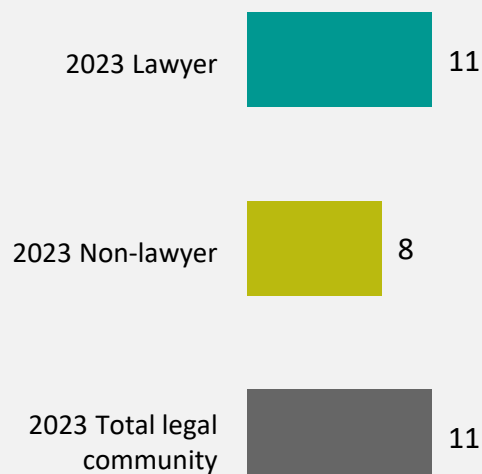
***“In New Zealand, employment discrimination is where an employer treats an employee unfavourably in some way due to a discriminatory ground, which includes ethnicity, age, gender, disability, pregnancy, marital status, religion and other protected grounds.”***

*(Employment NZ)*

## PREVALENCE OF EMPLOYMENT DISCRIMINATION:

11% in the legal community have experienced employment discrimination in the last five years.

PERSONAL EXPERIENCE OF EMPLOYMENT DISCRIMINATION IN THE LAST 5 YEARS (AS DEFINED BY EMPLOYMENT NZ) (%)



AMONG THESE SUBGROUPS, PERSONALLY EXPERIENCING EMPLOYMENT DISCRIMINATION IN THE LAST 5 YEARS IS MORE LIKELY THAN AVERAGE ...

	Personal experience of employment discrimination in last 5 years more common among:
<b>AVERAGE</b>	<b>11%</b>
Pacific women	32%
Pacific peoples	28%
Local government (workplace)	25%
Employee in-house (current role)	20%
In-house private or corporate entity (workplace)	18%
Government department or agency (workplace)	17%
Aged 30-39	15%
Women	14%

*Example of how to interpret these figures:*  
32% of Pacific women have personally experienced employment discrimination in the last 5 years.

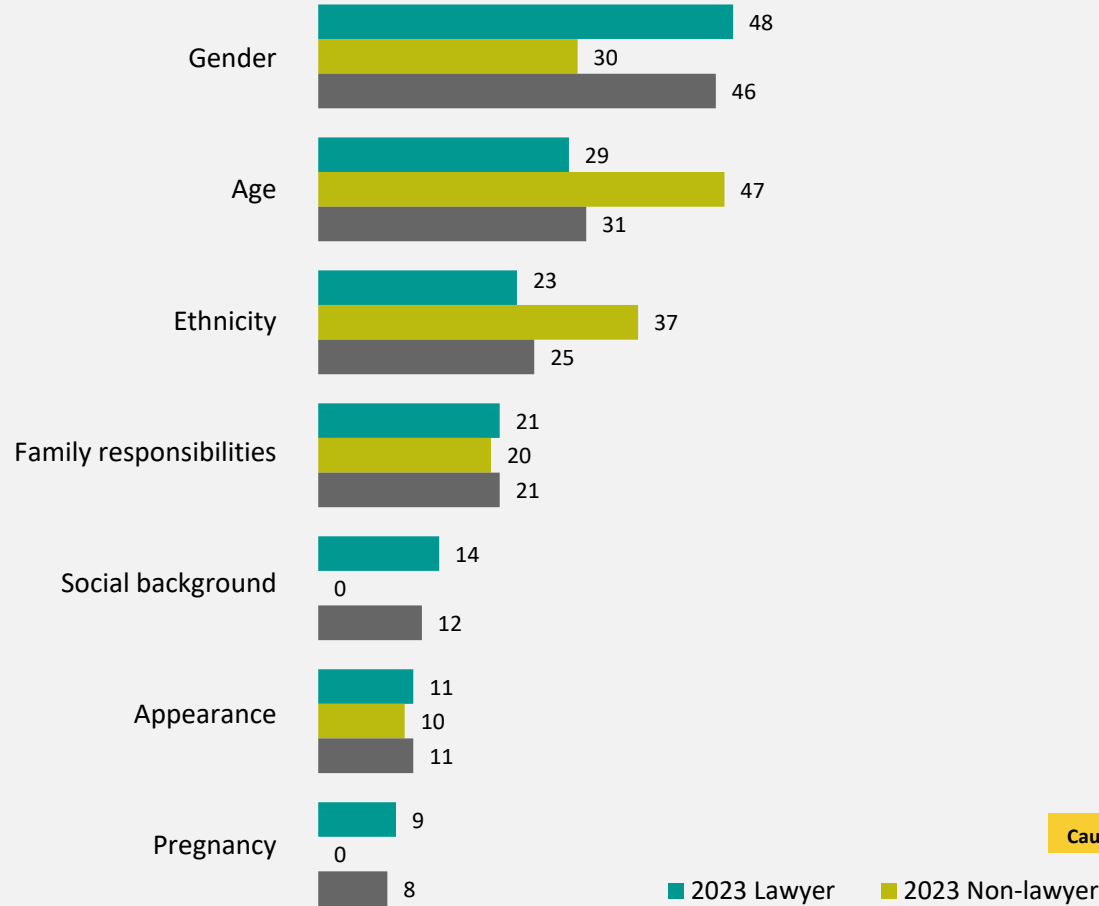


# NATURE OF EMPLOYMENT DISCRIMINATION:

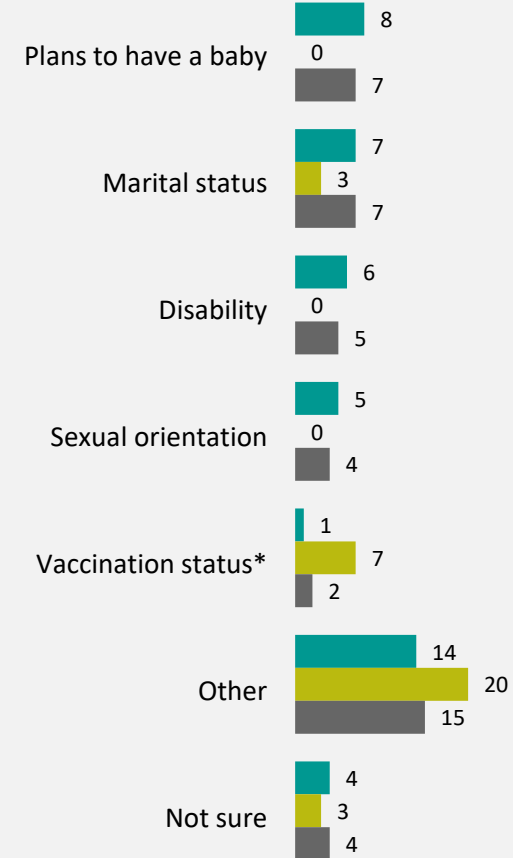
Members of the legal community who have faced employment discrimination are most likely to attribute it to their gender (46%), age (31%), or ethnicity (25%).

TYPES OF EMPLOYMENT DISCRIMINATION EXPERIENCED (IN THE LAST 5 YEARS)

(%)



(%)

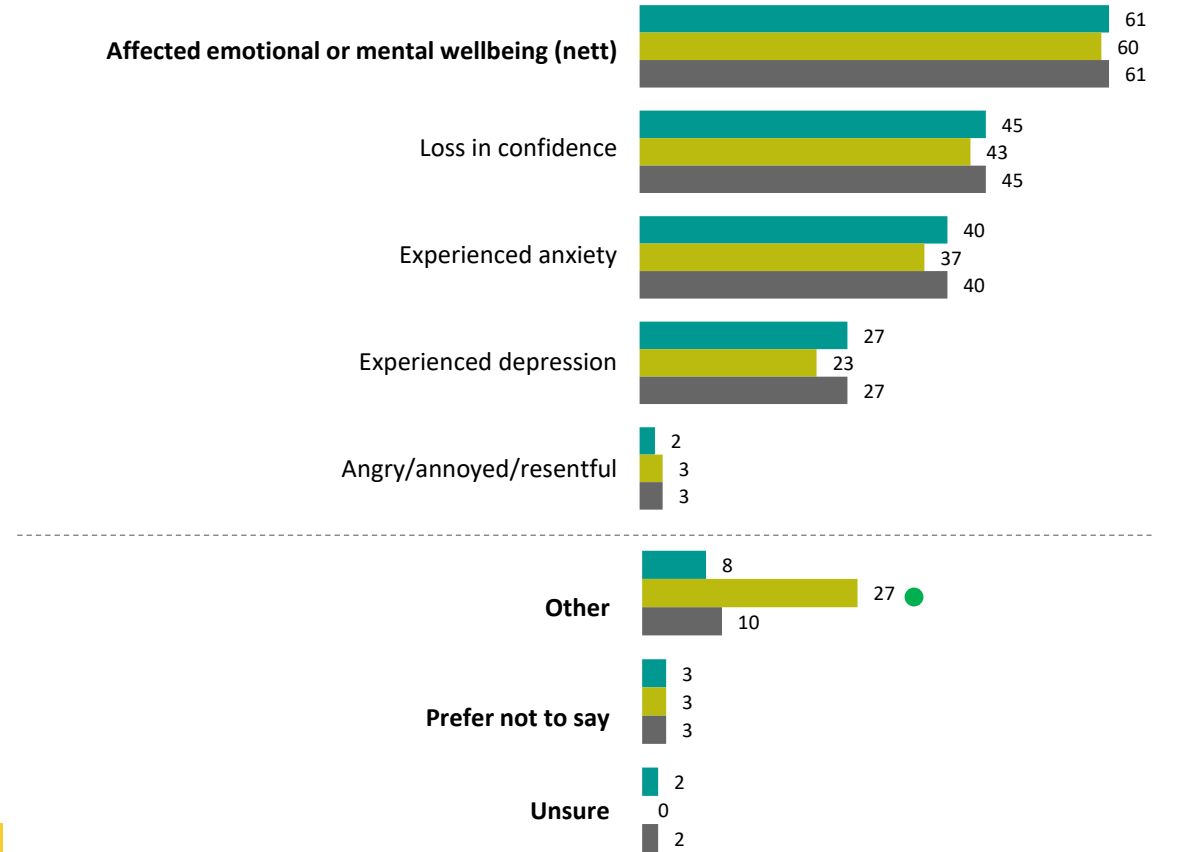
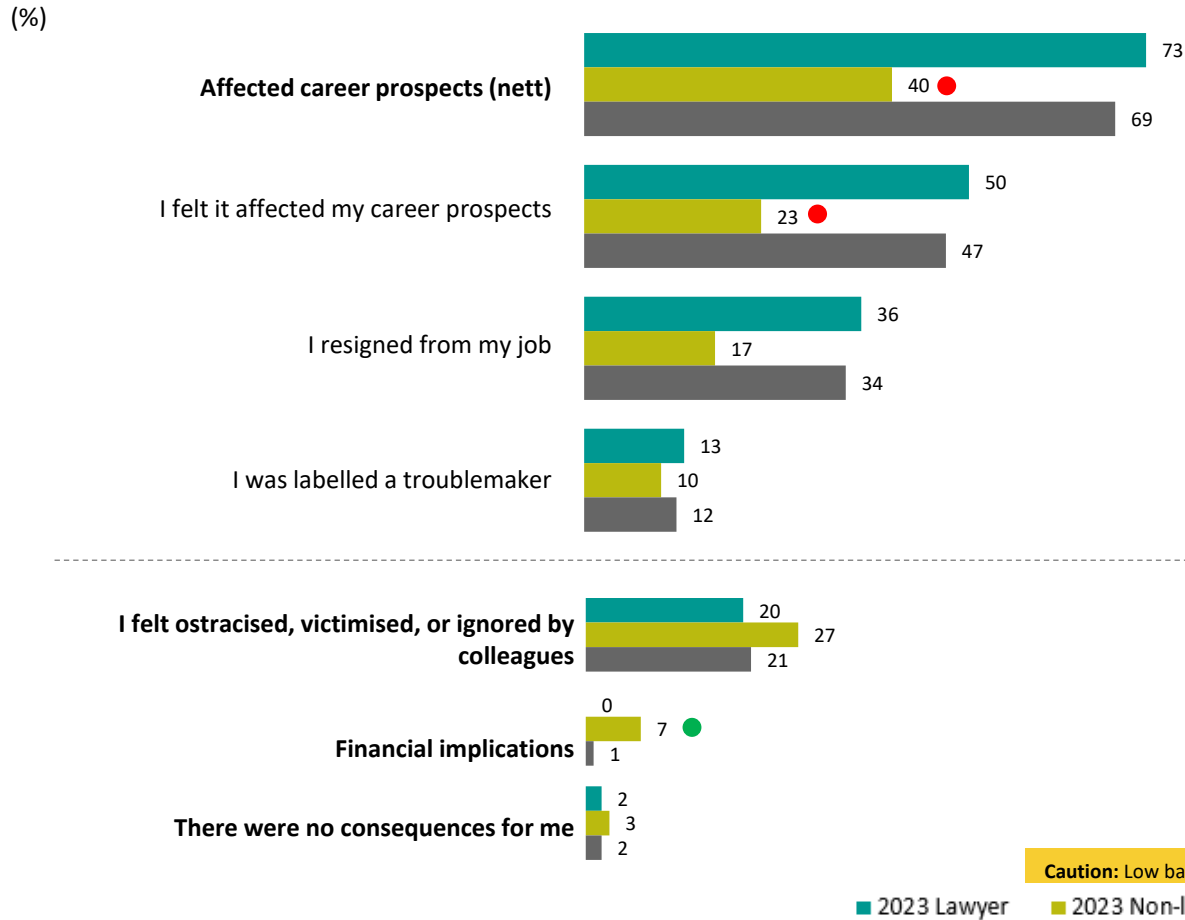


Caution: Low base size

■ 2023 Lawyer ■ 2023 Non-lawyer ■ 2023 Total legal community

# PERSONAL EFFECTS OF EMPLOYMENT DISCRIMINATION:

69% of those who experienced employment discrimination feel it has affected their career prospects and 61% feel it has affected their emotional or mental wellbeing. Lawyers are more likely than non-lawyers to feel employment discrimination has affected their career prospects.





# Respondent comments

## RESPONDENTS' FINAL COMMENTS:

Respondents were asked for any comments they'd like to make about anything raised in the survey. Below is a summary of the comments made.

	2023 Lawyer	2023 Non-lawyer	2023 Total legal community
<b>Characteristics of perpetrators (nett)</b>	▼ (-3pts) 6%	2% ●	5%
Judges behaviour needs to be looked at as well	1%	*	1%
Bullying by clients needs to be addressed as well	1%	1%	1%
Bullying or harassment by opposing counsel and across practices	1%	-	1%
The offender was from another firm/bullying/harassment by opposing counsel/across practices	1%	1%	1%
Private practice/larger firms are worse while small firms/government departments aren't as bad	1%	1%	1%
Racism is an issue which needs to be looked into as well	1%	*	1%
Women can be perpetrators too	1%	-	1%
<b>Survey related comments (nett)</b>	5%	5%	5%
Negative comments on the survey/questions	2%	1%	2%
Positive comments about the survey/initiative (thank you/glad you're doing this/looking into this etc.)	1%	1%	1%
The questions were leading	2%	*	1%
Time period should be more than the last six months	1%	1%	1%
The survey didn't completely apply	1%	1%	1%
<b>Characteristics of those being harassed (nett)</b>	4%	3%	4%
Sexism is an issue/work environment for women is bad/women are targeted, overlooked or discriminated against	2%	1%	2%
Offenders are senior, high earners or the people to complain to so get they away with it	2%	1%	1%
Bullying or harassment is often directed at juniors, paralegals, law clerks, support staff	*	2%	1%
Incident occurred when I was younger and less experienced	1%	1%	1%

	2023 Lawyer	2023 Non-lawyer	2023 Total legal community
<b>Harassment is widespread and a cultural shift needed (nett)</b>	▼ (-3pts) 4%	2%	4%
This sort of behaviour is commonplace and comes from power imbalance, cultural issue or old boys club mentality	1%	1%	1%
A massive culture shift is needed/we need to get rid of perpetrators	1%	1%	1%
Excessive workloads, stress, pressure, with low pay	1%	1%	1%
There's more bullying than sexual harassment	2%	1%	1%
<b>Harassment is not a big issue/legal workplaces no worse than others (nett)</b>	▼ (-3pts) 3%	1%	3%
Have had no experiences of harassment or bullying myself	1%	1%	1%
Things used to be a lot worse	1%	1%	1%
<b>Harassment has been dealt with poorly (nett)</b>	▼ (-5pts) 3%	2%	3%
Responses have been unsatisfactory/no accountability	1%	1%	1%
Complaints process is awful/I was discouraged from reporting	1%	1%	1%
The harassment/bullying occurred at previous workplaces	1%	*	1%
Concern about consequences of complaining (impact on career/social stigma in office etc)	1%	*	1%

## RESPONDENTS' FINAL COMMENTS:

Respondents were asked for any comments they'd like to make about anything raised in the survey. Below is a summary of the types of comments made.

	2023 Lawyer	2023 Non- lawyer	2023 Total legal community
<b>Negative impacts of harassment (nett)</b>	▼ (-2pts) 3%	1%	3%
I quit job/ I changed role, office or career as a result of bullying/harassment	1%	1%	1%
Resulted in mental health issues	1%	1%	1%
We're losing good lawyers, young people and women from the profession	1%	*	1%
<b>I'm well supported at current employer/ incidents are dealt with satisfactorily (nett)</b>	▼ (-2pts) 2%	2%	2%
<b>Have witnessed bullying rather than experienced it (nett)</b>	▼ (-3pts) 1%	1%	1%
I witnessed the offence/not enough questions about witnessing bullying or harassment	1%	1%	1%
<b>We need changes and support (nett)</b>	▼ (-1pts) 2%	1%	2%
We need more support systems in place	1%	1%	1%
<b>Other options</b>	3%	2%	3%
<b>No Comment</b>	78%	79%	78%

# APPENDIX: SAMPLE PROFILE (WEIGHTED DATA)

	2018 Lawyers	2023 Lawyers	2023 Non- lawyers	2023 Total legal community
<b>GENDER</b>				
Male	50%	45%	12%	40%
Female	50%	54%	88%	59%
‡Another gender	*	1%	1%	1%
◇None of the above	-	*	1%	*

	2018 Lawyers	2023 Lawyers	2023 Non- lawyers	2023 Total legal community
<b>AGE</b>				
Under 25	5%	5%	9%	5%
25-29	16%	20%	12%	18%
30-39	25%	23%	17%	22%
40-49	24%	22%	21%	22%
50-59	17%	17%	25%	18%
60-69	11%	9%	12%	9%
70-79	2%	4%	4%	4%
80 years or over	*	*	1%	*
Prefer not to say age	1%	2%	1%	1%

	2018 Lawyers	2023 Lawyers	2023 Non- lawyers	2023 Total legal community
<b>ETHNICITY</b>				
New Zealand European	86%	80%	79%	80%
Māori	6%	9%	9%	9%
Samoaan	1%	2%	1%	2%
Cook Island Māori	*	*	*	*
Tongan	*	1%	*	*
Niuean	*	*	*	*
Fijian	*	*	1%	*
Other Pacific group	*	1%	*	1%
Any Pacific (nett)	2%	4%	3%	3%
Chinese	2%	3%	1%	3%
Indian	2%	2%	2%	2%
Pakistani	*	*	-	*
Sri Lankan	*	*	1%	*
Other Asian group	2%	3%	2%	3%
Any Asian (nett)	6%	9%	5%	8%
Other European group	5%	5%	9%	5%
◇Latin American		*	*	*
◇Middle Eastern		1%	*	1%
◇African		1%	1%	1%
Another ethnic group	2%	1%	2%	1%
Prefer not to say	3%	3%	1%	3%

	2018 Lawyers	2023 Lawyers	2023 Non- lawyers	2023 Total legal community
<b>CURRENT WORKPLACE TYPE</b>				
Law firm – over 20 partners / directors	18%	14%	11%	14%
Law firm – 10 to 19 partners / directors	6%	7%	13%	8%
Law firm – 4 to 9 partners / directors	16%	15%	27%	17%
Law firm – 1 to 3 partners / directors	19%	23%	30%	24%
Sole practice (barrister and solicitor)	5%	4%	9%	5%
1 lawyer only in workplace	*	1%	1%	1%
Barrister sole	5%	5%	*	5%
Barristers’ Chambers	5%	4%	2%	4%
Government department or agency	12%	13%	2%	11%
‡In-house private or corporate entity	8%	9%	1%	7%
Local government	1%	2%	*	1%
Academic institution	1%	*	*	*
‡Not for profit (e.g., Trade Association, Regulator, charity)	1%	2%	1%	2%
Community Law Centre		*	1%	*
Other type of workplace	1%	1%	1%	1%

\*= % between 0.0 and 0.5  
Note: ‡Code wording amended. ◇ New code added.

# APPENDIX: SAMPLE PROFILE (WEIGHTED DATA)

	2018 Lawyers	2023 Lawyers	2023 Non-lawyers	2023 Total legal community
<b>CURRENT ROLE</b>				
Employee in law firm	41%	46%		39%
Employee in-house	16%	18%		15%
Partner	16%	11%		9%
Barrister sole	9%	9%		8%
Director	6%	8%		7%
◊Legal Executive/Assistant			44%	7%
◊Non-Legal staff			40%	6%
In-house lawyer in charge of staff	5%	6%		5%
Employed barrister	2%	3%		2%
None of the above	4%		16%	2%

	2018 Lawyers	2023 Lawyers	2023 Non-lawyers	2023 Total legal community
<b>LENGTH OF TIME IN LAW PROFESSION</b>				
Less than a year	3%	2%	8%	3%
1-2 years	9%	12%	17%	13%
3-5 years	15%	16%	16%	16%
6-10 years	15%	15%	15%	15%
11-19 years	23%	21%	13%	20%
20 years or longer	35%	33%	31%	33%

	2018 Lawyers	2023 Lawyers	2023 Non-lawyers	2023 Total legal community
<b>MAIN LEGAL PRACTICE AREAS (UP TO 3)</b>				
ACC	1%	1%	1%	1%
Administrative	4%	7%	28%	10%
◊Arbitration		1%	*	1%
Banking & Finance	5%	4%	4%	4%
Civil Litigation	25%	22%	9%	20%
Company/Commercial	27%	24%	18%	23%
Competition	2%	-	-	-
Construction	4%	-	-	-
◊Coronial law		1%	1%	1%
Criminal	14%	14%	9%	13%
Employment	12%	10%	10%	10%
Family	14%	14%	12%	13%
Governance	4%	-	-	-
Government/local government	11%	-	-	-
Health	2%	2%	1%	1%
Immigration	2%	3%	2%	3%
◊In-house counsel		14%	1%	12%
Insurance	5%	3%	2%	3%
Intellectual property	4%	3%	1%	3%
◊Lending activities		1%	1%	1%
◊Māori/Treaty of Waitangi	2%	3%	2%	3%
Media	1%	1%	1%	1%
◊Mediation		1%	1%	1%
◊Privacy law		3%	-	2%
Property	25%	23%	35%	25%
Resource management	5%	4%	3%	4%
Tax	3%	2%	1%	2%
Trusts and estates	17%	17%	25%	18%
Unsure	1%	2%	7%	3%

	2018 Lawyers	2023 Lawyers	2023 Non-lawyers	2023 Total legal community
<b>GEOGRAPHIC LOCATION</b>				
Auckland	44%	44%	19%	40%
Northland	2%	3%	3%	3%
Bay of Plenty	4%	4%	9%	4%
Canterbury - Westland	11%	11%	18%	12%
Gisborne	*	*	1%	*
Hawkes Bay	1%	2%	5%	2%
Manawatū	1%	1%	2%	1%
Marlborough	*	*	-	*
Nelson	2%	1%	1%	1%
Otago	3%	4%	11%	5%
Southland	1%	1%	3%	1%
Taranaki	1%	1%	*	1%
Waikato	5%	6%	14%	7%
Wellington	22%	21%	12%	20%
Whanganui	*	*	1%	*
Other region	1%	1%	1%	1%

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