

Special Report

Gender Diversity at Taiwan Law Firms

2023



Introduction

Legal industry rankings are an important benchmarking tool for buyers of legal services. They offer a clear indication as to which law firms and lawyers are most active, have the highest market reputation, and are working on the most significant legal matters – an independent seal of quality and assurance.

Increasingly, diversity and inclusion policies have become a consideration in the selection of outside counsel. Using data driven analysis of the latest rankings, this **Legal Media 360** special report assesses gender diversity at law firms in Taiwan.

The report examines data at three levels: **1)** firm wide; **2)** by practice area; and **3)** by individual lawyer rankings. It will reveal:

- Which firms are most gender diverse;
- Whether gender diverse firms are more successful than male dominated firms;
- Whether female lawyers are being afforded the same opportunities as men; and
- If rising star data implies a more gender balanced future.



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Methodology

Results are based on the analysis of lawyer rankings in the following international publications: *asialaw*, *Benchmark Litigation*, *Chambers and Partners*, *IAM1000*, *IFLR1000*, *IP Stars*, *Legal 500*, and *World Trademark Review 1000*. These have been selected based on their multilateral research process, where peer and client reviews as well as submissions are used to determine the rankings.

For the purposes of this report, due to the variance in the categorization at atomic levels, lawyer rankings have been reclassified by **Legal Media 360** to bring them together in a common scale without distorting the differences in the range of the values. This has been achieved by referring to the definitions provided by the publications.

Lawyers have been grouped on a six-tier scale:

- **Senior Statesperson:** Retired/semi-retired influential lawyers with close relationships with major institutional clients. Mainly work as a consultant.
- **Band 1 (1.0 to 1.9):** Leading lawyers who have an outstanding reputation and a strong track record for leading the most significant matters.
- **Band 2 (2.0 to 2.9):** Highly regarded lawyers who are active on significant matters.
- **Up and Coming Partner:** Partner level lawyers establishing their reputation and have been recognised for leading/assisting on significant matters. Potential to be a tiered lawyer in the future.
- **Rising Star:** Junior lawyers establishing their reputation and have been recognised for assisting on significant matters. Potential to be a tiered lawyer in the future.
- **Notable Practitioner:** Lawyers who have had some market recognition and worked on some notable matters. Not yet a tiered lawyer.

The 2023 dataset covers rankings published from January to December 2022.



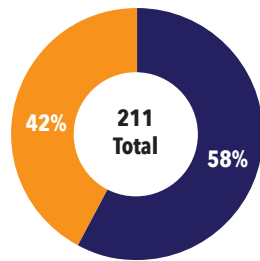
Findings

Overall Gender Statistics

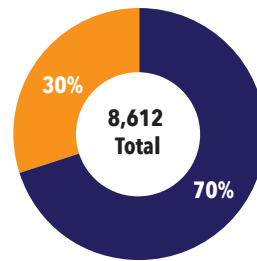
In the eight publications examined, a total of 211 lawyers in Taiwan were recognized.

The national average male-to-female ratio for law firms in Taiwan is 58 to 42 percent, which, as can be seen from the charts, is above the overall Asia average of 70 to 30 percent.

Male to Female Ratio: Taiwan

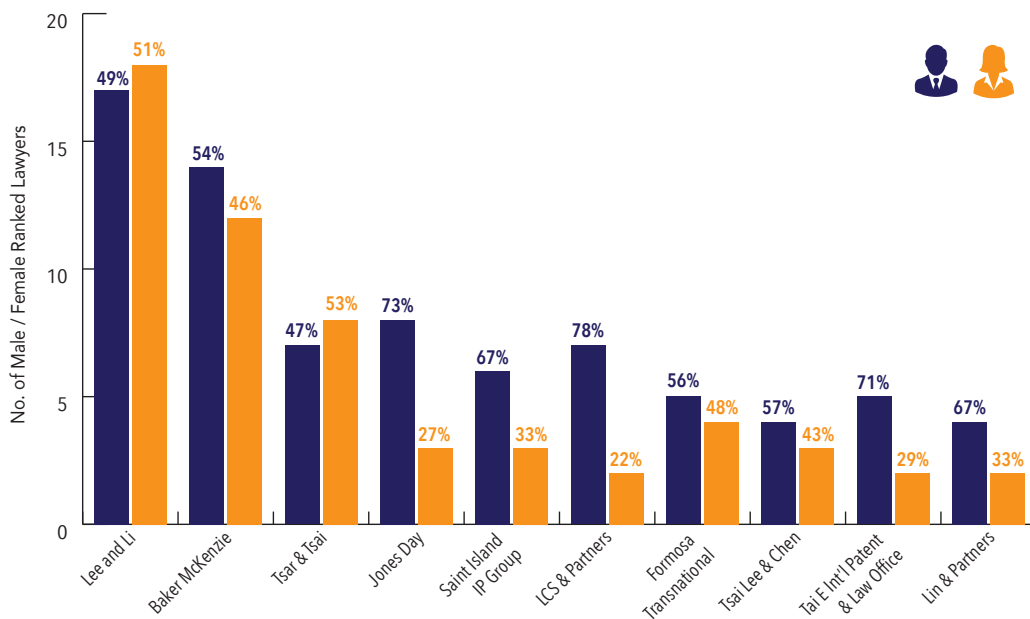


Male to Female Ratio: Asia



Firm Level

Top 10 Firms with the Most Lawyer Recognitions



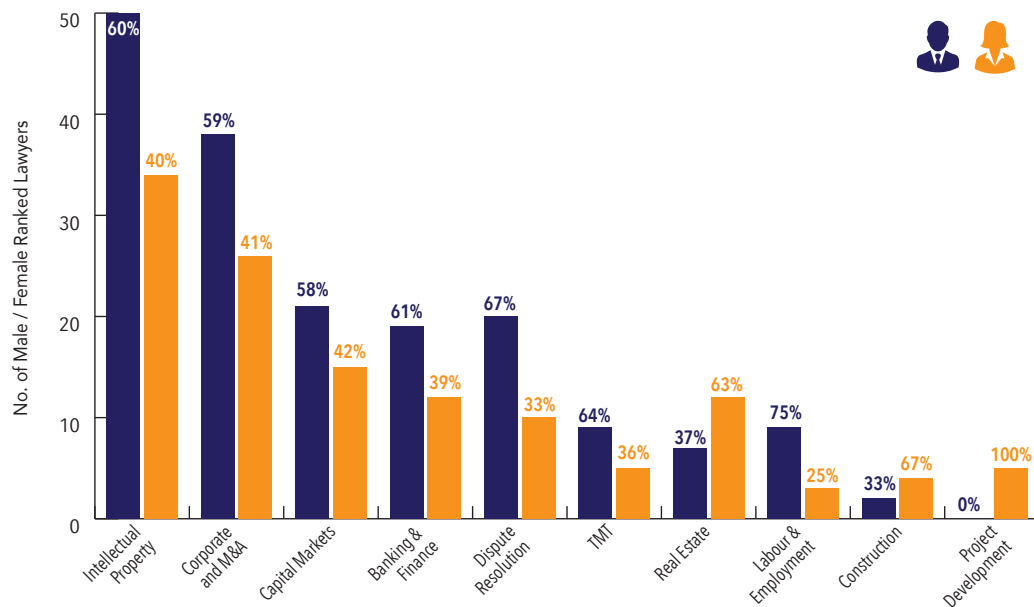


Commentary: Examining the law firms with the greatest number of lawyer recognitions reveals:

- Seven of the top 10 firms have a better gender diversity ratio than the average for Asia;
- The three firms with the largest gender imbalance in favour of men are LCS & Partners, Jones Day and Tai E International Patent & Law Office.
- Lee and Li, Baker McKenzie, Lee Tsai & Chen and Formosa Transnational are the most gender balanced firms.

Practice Area Level

Gender Representation by Practice Area

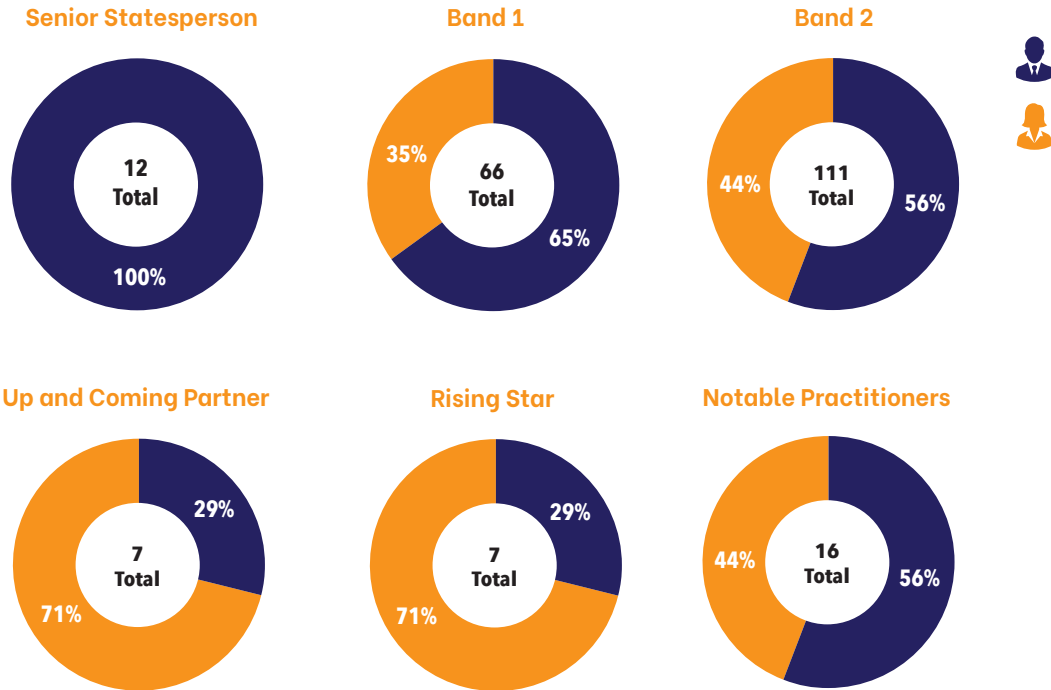


Commentary: The above chart shows the top 10 practice areas by recognized lawyer count. It is clear from the data that in Taiwan the gender balance is fairly neutral. However, women lawyers are under-represented in Dispute Resolution and Labour and Employment. At the same time, men are under-represented in Construction and Project Development.



Lawyer Levels: Gender

Breakdown of Gender by Tier



Commentary: The lawyer tiers can be seen to reflect the development cycle in a lawyer's career. Senior Statesperson represents those lawyers in their senior years. Tier 1, 2 and Notable Practitioners are lawyers at partner level, while Up and Coming Partners and Rising Stars reflect the future representation of a law firm.

Although the number of upcoming lawyers is low, the data suggests the market is shifting to be more female dominant.



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