



STATE BAR OF TEXAS

DEPARTMENT OF RESEARCH & ANALYSIS

2015¹ POPULATION TRENDS OF WOMEN IN THE STATE BAR OF TEXAS

This report presents demographic statistics on active State Bar of Texas women attorney members. Attention is given to the growth rate, age, years licensed, geographical location, occupational setting, law firm size, and law school enrollment of women attorneys.

SUMMARY FINDINGS

• 2005 TO 2015 NUMBERS AND GROWTH TRENDS (Page 2):

- Women attorneys currently make up 35 percent of the State Bar membership as compared to 30 percent in 2005.
- There has been a 47 percent change in the number of women attorneys in Texas over the past 10 years. Growing from 23,226 in 2005 to 34,112 in 2015.

• PROJECTIONS (Page 3-4):

- By 2020, women attorneys are projected to make up 37 percent of the State Bar's membership based on ten year average annual growth rate trends.

• AGE AND YEARS LICENSED (Page 4):

- The median age of women attorneys is 43, and the median years licensed for Texas women attorneys is 13 years.

• OCCUPATION AND LAW FIRM SIZE (Page 5):

- The two occupations women attorneys are most concentrated in are solo practice (19 percent) and government (15 percent).

• TEXAS LAW SCHOOL ENROLLMENT (Page 6):

- During the 2015-16 academic year, women made up 47 percent of the law students enrolled in Texas.

¹ Texas attorney data in this report is based on the State Bar of Texas membership records as of December 31 of each of the cited years.

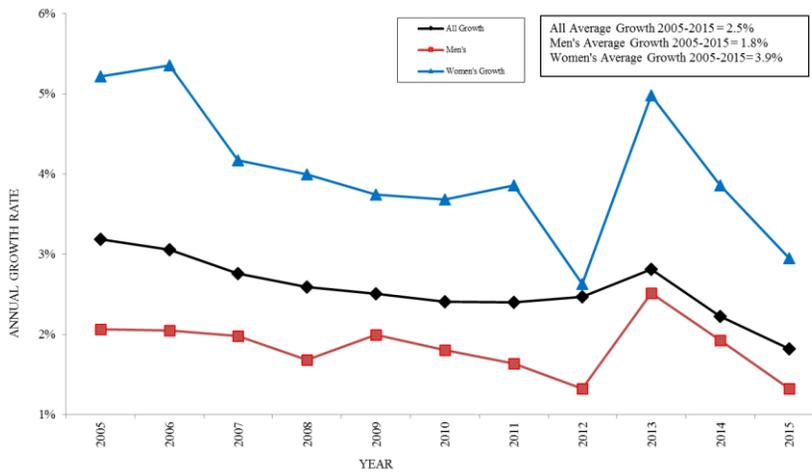
2005 TO 2015 NUMBERS AND GROWTH TRENDS

Women attorneys in 2015 numbered 34,112 or 35 percent of the total State Bar membership, which counted 98,671 active attorney members.

Sex	2005	2015	Percent Change
Women	23,226	34,112	47%
Men	53,450	64,030	20%
Total	76,676	98,142	28%
Women Percent of Total	30%	35%	

*Note: Sex was not provided by all attorneys.

The following graph shows the differences in year-to-year growth rates² that have been occurring from 2005 to 2015. The growth rate for women has generally been between two and three times the growth rate of male attorneys during this time. Women’s average annual growth rate from 2005 to 2015 was 3.9 percent³.



NOTE: The observed decline in 2012 is a result of data collection changes.

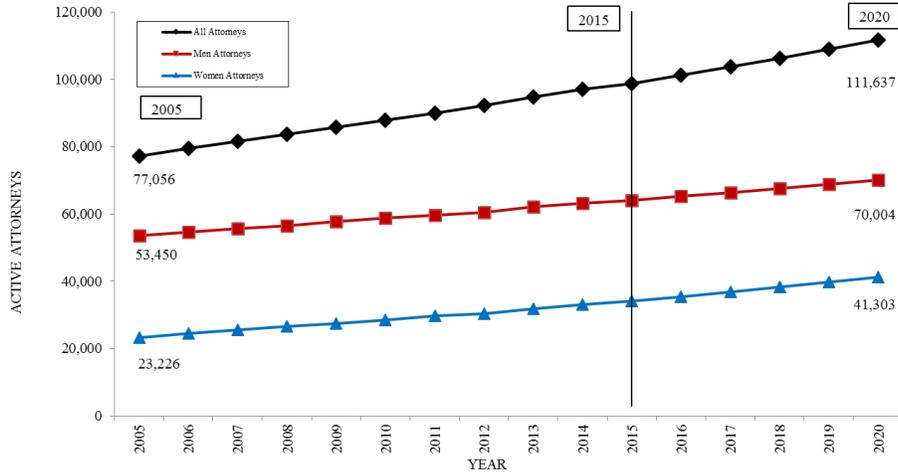
² The annual growth rate is computed by dividing the yearly number of attorneys by the previous year’s number, subtracting 1, then multiplying by 100%.

³ The average growth rate is computed using the formula for Compound Annual Growth Rate (CAGR). This is Compound Annual Growth Rate = ((Ending Year Y / Beginning Year X) ^ (1 / # of years) – 1) * 100%, where # of years is the number of years of growth from year X to year Y, or Y index number minus X index number.

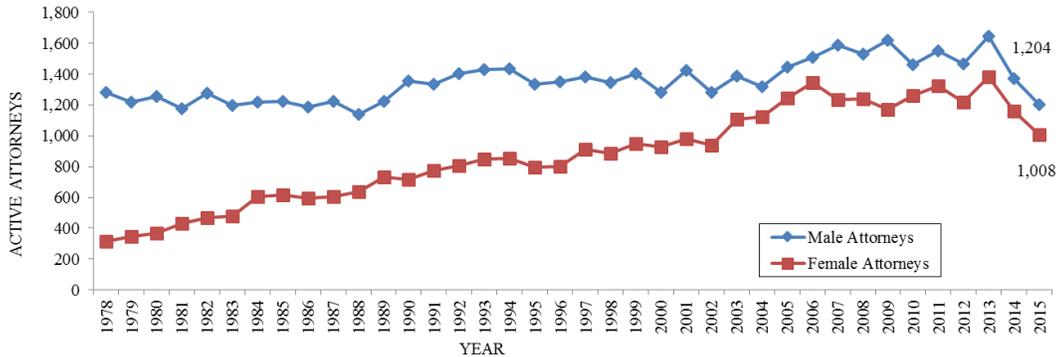
PROJECTIONS

The graph below shows the actual number of women, men, and all attorneys from 2005 to 2015. Also on the graph are annual growth projections through 2020. In 2005 female attorneys made up 30 percent of the State Bar membership. In 2015 they represented 35 percent of the membership.

The estimated rate of increase over the past ten years has averaged 3.9 percent annually for women and 1.8 percent annually for men. The number of women attorneys is predicted to change from 34,112 in 2015 to a projected 41,303 in 2020, an increase from 34 percent to 37 percent of the State Bar membership in 2020.



Visual evidence of the trend toward gender parity in the State Bar of Texas membership is seen in the graph below. The graph shows the trend from 1978 to 2015 in the number of men and the number of women by the year they were first licensed to practice law in Texas.



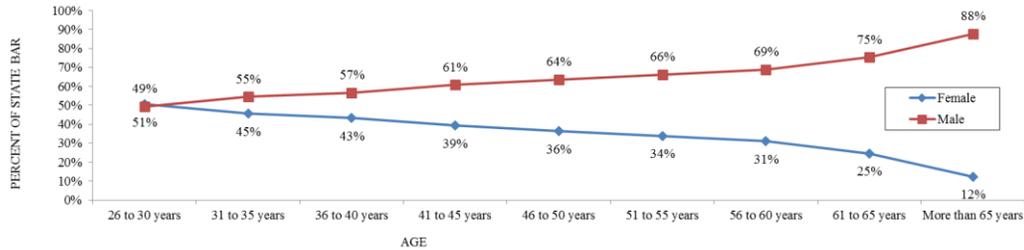
As is evident in the time frame above, the number of women in their first year of Texas licensure has been steadily approaching that of men. In 2015, 46 percent of those obtaining their first year Texas attorney license were women.

2015 POPULATION TRENDS OF WOMEN IN THE STATE BAR OF TEXAS

While women have increased their representation in the Texas legal profession, the percentage of current female Bar members is still lower (35 percent) than the population of females in the general Texas population (50 percent)⁴ and in the Texas work force (54 percent)⁵.

Another analysis that shows the effect of the increased growth rates for women is shown in the graph below. The graph shows the gender breakdown of Bar membership by age group as of December 2015, which is the midpoint of the Bar’s fiscal year 2015-16.

The graph shows that the percentage of women increases with each younger age group. The fifty percent crossover point when women outnumber men occurs in the 26 to 30 age category.



⁴ U.S. Census Bureau. Profile of General Population and Housing Characteristics: 2015 Population Estimate.

⁵ Bureau of Labor Statistics, U. S. Department of Labor, <http://www.bls.gov/opub/gp/gpsec2.htm> (Table 14). This statistic is for the latest year available, 2014.

AGE AND YEARS LICENSED

The table below shows the medians (50th percentile) for age and years licensed⁶ categories.

Overall, female lawyers in Texas are generally younger and have been licensed for fewer years than male attorneys. While the median age of men attorneys is 52 and the median years licensed is 22, the median for women attorneys is 43 years old and the median years licensed is 13. Women comprise 44 percent of the Bar’s newest members – those licensed two years or fewer – but only 21 percent of attorneys licensed more than 25 years.

	Median Age	Median Years Licensed
Sex		
All Attorneys	48	19
Men	52	22
Women	43	13

⁶ Based on year first licensed in any jurisdiction.

OCCUPATION AND LAW FIRM SIZE⁷

The next table shows statistics on occupation and law firm size. Women attorneys are less likely than men to work as solo practitioners – 19 percent of women lawyers, compared with 25 percent of men lawyers, are solo practitioners. Conversely, a higher percentage of women than men are employed as government attorneys (15 percent of women lawyers, compared with 8 percent of men).

Primary Occupation	Men		Women		All State Bar Attorneys	
	N = 64,030		N = 34,112		N = 98,671	
	Count	Percent	Count	Percent	Count	Percent
	<i>(N = 55,213)</i>		<i>(N = 27,470)</i>		<i>(N = 82,884)</i>	
Private Law Practice						
Solo Practitioners	13,887	25%	5,126	19%	19,031	23%
2 to 5 attorneys	9,056	16%	3,665	13%	12,744	15%
6 to 10 attorneys	3,065	6%	1,183	4%	4,255	5%
11 to 24 attorneys	3,254	6%	1,209	4%	4,474	5%
25 to 40 attorneys	1,550	3%	623	2%	2,180	3%
41 to 60 attorneys	837	2%	337	1%	1,179	1%
More than 60 attorneys	6,353	12%	2,624	10%	9,027	11%
<i>Subtotal</i>	<i>38,002</i>	<i>69%</i>	<i>14,767</i>	<i>54%</i>	<i>52,890</i>	<i>64%</i>
Government Attorney	4,323	8%	4,178	15%	8,519	10%
Full-Time Judge	1,138	2%	581	2%	1,719	2%
Law Faculty	312	1%	276	1%	588	1%
Corporate/In-House Counsel	5,686	10%	3,530	13%	9,247	11%
Other Law Related	1,427	3%	1,416	5%	2,851	3%
Other Non-Law Related	1,604	3%	957	3%	2,569	3%
Public Interest Lawyer	286	1%	527	2%	819	1%
Retired-Not Working	2,012	4%	563	2%	2,575	3%
Unemployed-Looking	251	<1%	292	1%	552	1%
Unemployed-Not Looking	172	<1%	383	1%	555	1%

⁷ Occupation and law firm size figures are estimates as these demographics are unknown for some attorneys. Law firm size figures are for private practitioners only.

TEXAS LAW SCHOOL ENROLLMENT⁸

Texas Southern had the highest percentage of female students in 2015-16 (58 percent, followed by Texas A&M and Texas Tech with 49 percent). Overall, There were slightly less women (47 percent) than men (52 percent) enrolled in law school in 2015-16.

	Total Enrollment	Men	Women	Percent Women
Law School Attended				
Baylor University	396	214	182	46%
St. Mary's	768	425	343	45%
South Texas	1,051	548	503	48%
Southern Methodist	740	386	354	48%
Texas Southern	508	211	297	58%
Texas Tech	561	303	258	46%
Texas A&M (formally Texas Wesleyan)	581	299	282	49%
University of Houston	731	387	344	47%
University of Texas	956	540	416	44%
Total	6,292	3,313	2,979	47%

⁸ ABA Section of Legal Education and Admissions to the Bar, 2015 Standard 509 Information Reports. (<http://www.abarequireddisclosures.org/>)

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