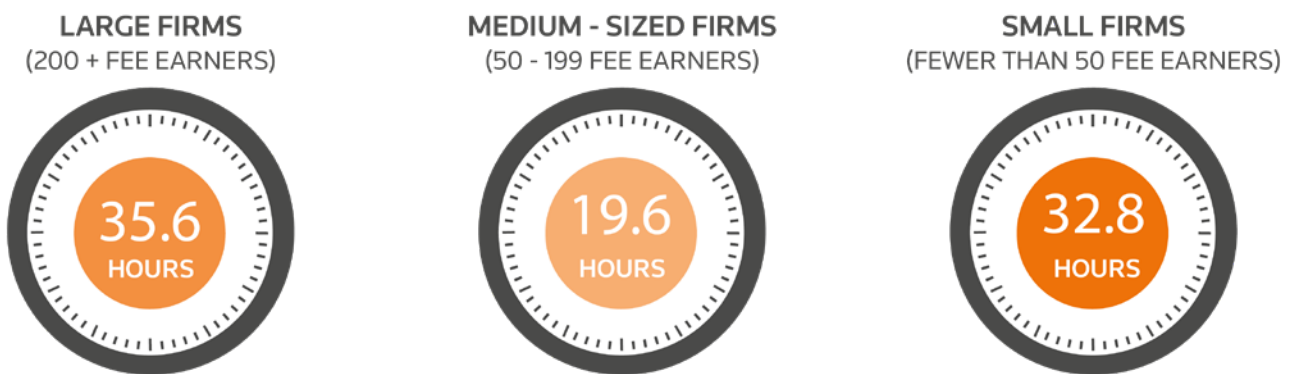


C. PRO BONO AND FIRM SIZE

SIZE OF FIRMS AND THE AVERAGE NUMBER OF PRO BONO HOURS

AVERAGE PRO BONO HOURS RECORDED PER LAWYER



The 2020 Index of Pro Bono tracks the relationship between the fee earner headcount at firms and the amount of pro bono engagement. This component of the Index intends to establish if and to what extent, firm size affects the strength and success of its pro bono practices, for which we are using engagement levels as an indicator.

The 215 firms that submitted data for the Index were classified according to firm size and comprised:

- ✓ **100 Small Firms (less than 50 fee earners)**
- ✓ **39 Medium-sized Firms (50 – 199 fee earners)**
- ✓ **76 Large Firms (200 or more fee earners)**

Our findings reveal that Large Firms performed the most pro bono, with an average of 35.6 hours per fee earner

over the 12-month period. Compared to the 2016 Index, where Large Firms averaged 35.1 hours, this figure is consistent for this classification of law firms. Small Firms averaged 32.8 hours per fee earner, and Medium-sized Firms averaged 19.6 hours per fee earner.

Lawyers performing 10 or more hours of pro bono reflected a different trend. The average proportion of lawyers doing 10 or more hours of pro bono was 48 percent at Small Firms compared to 86 percent at Medium-sized Firms and 83 percent at Large Firms.

These findings reveal that Large Firms and their fee earners continue to benefit from pro bono infrastructure, financial resources and personnel to support the development of strong pro bono practices. In certain instances, they also benefit from being able to replicate and enforce global pro bono policies across their offices around the world, and in doing so, bring the practice to new markets and lawyers in those countries. The high



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numbers of lawyers as well as available professional staff in Large Firms, including some whose responsibilities are solely to oversee and support pro bono, suggests there is more support, incentive and capacity for the lawyers to get involved in pro bono initiatives. Large Firms may also have greater financial flexibility to set pro bono targets and to count pro bono time towards billable targets. This can be a major incentive for fee earners to engage with pro bono that may not always be available at Small or Medium-sized Firms.

In the 2016 Index, the 45 Small Firms that submitted data averaged 41.7 hours per fee earner, a higher average than Medium-Sized or Large Firms. For the 2020 Index, 100 small firms averaged 32.8 hours. This finding may indicate that the increase in the number of firms and new jurisdictions with developing pro bono markets is occurring in countries where pro bono is still a nascent and growing practice. It could also be that this larger sample provides us with the data to make a more accurate assessment of the pro bono practices of Small Firms.