

# 3. PRO BONO AND FIRM SIZE

## SIZE OF FIRMS AND THE AVERAGE NUMBER OF PRO BONO HOURS



**LARGE FIRMS**  
(200 + FEE EARNERS)



**MEDIUM - SIZED FIRMS**  
(50 - 199 FEE EARNERS)



**SMALL FIRMS**  
(FEWER THAN 50 FEE EARNERS)

\*Average hours per *lawyer*.

As in previous iterations, the 2022 TrustLaw Index of Pro Bono tracks the relationship between the number of fee earners, including partners, in a firm and the amount of pro bono work done by the firm. Our aim is to understand if, and to what extent, the size of a firm impacts the strength and success of a firm's pro bono practice.

The 245 firms that submitted data for the Index were classified according to firm size and comprised:

- Small Firms (less than 50 fee earners)
- Medium-sized Firms (50 – 199 fee earners)
- Large Firms (200 or more fee earners)

Globally, fee earners at Large Firms tend to do more pro bono compared to Small and Medium-sized Firms. Fee earners in Large Firms performed an average of 33.3 hours of pro bono, while those in Small Firms performed an average of 21.7 hours of pro bono. Medium-sized Firms recorded the lowest average, at 20.4 hours.

This year, the proportion of fee earners in Large Firms doing ten or more hours of pro bono was 40 percent, compared with 34 percent for Medium-sized Firms and 37 percent for Small Firms. Meanwhile, our 2022 data showed that partner participation was highest in Small Firms, with 48 percent of partners performing ten or more hours of pro bono and 56 percent performing any pro bono. Large Firms saw 33 percent of their partners record ten or more hours of pro bono, and 52 percent do any pro bono. As in prior years of the Index, Medium-sized Firms had the lowest participation rates, with 22 percent of partners from these firms recording ten or more hours of pro bono and 41 percent participating in any pro bono work.