



2013¹ Status of Women in the State Bar of Texas

This report presents 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.

Findings

- 2003 to 2013 Numbers and Growth Trends (Page 2):

- Women attorneys currently make up 34 percent of the State Bar as compared to 29 percent in 2003.
- There has been a 51 percent change in the number of women attorneys in Texas over the past 10 years. Growing from 21,147 in 2003 to 31,906 in 2013.

- Projections (Page 3-4):

- By 2018 women attorneys are projected to make up 36 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 is solo practice (19 percent) and government (16 percent).

- Texas Law School Enrollment (Page 6):

- During the 2013-14 academic year women made up 45 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.

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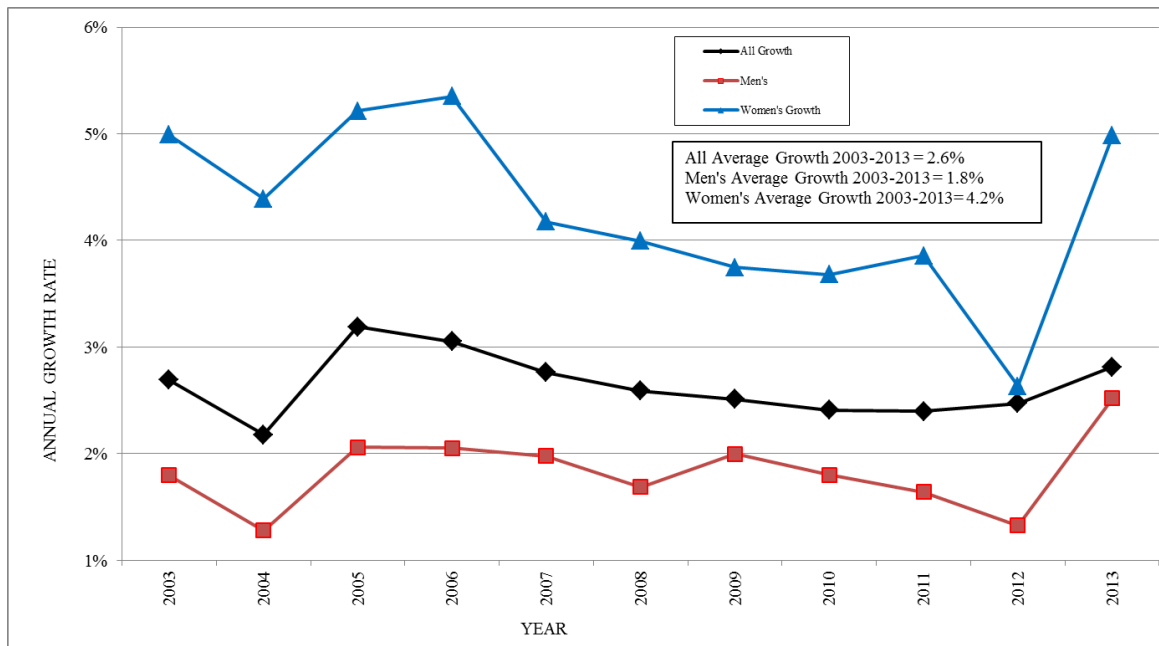
2003 to 2013 Numbers and Growth Trends

Women attorneys in 2013 numbered 31,906 or 34 percent of the total State Bar, which counted 94,804 active attorney members.

Sex	10 Year Percent Change		
	2003	2013	
Women	21,147	31,906	51%
Men	51,711	62,004	20%
Total	72,858	93,910	29%
Women Percent of Total	29%	34%	

*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 2003 to 2013. 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 2003 to 2013 was 4.2 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%.

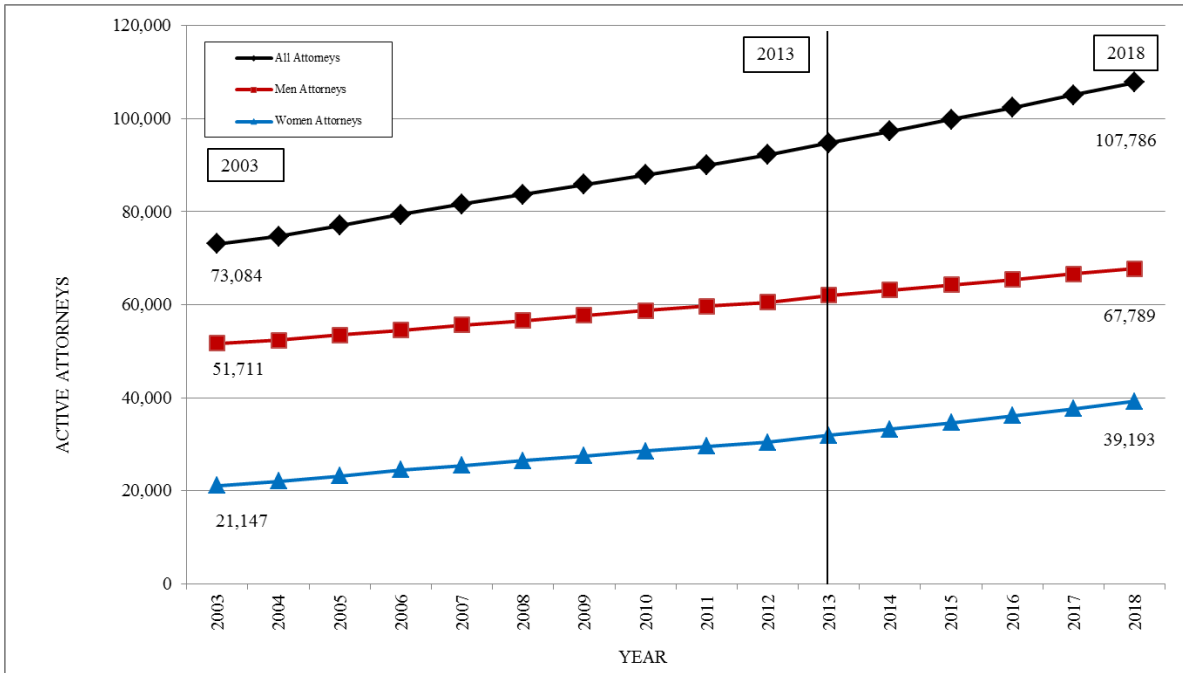
³ The average growth rate is computed using the formula for Compound Annual Growth Rate (CAGR). This is Compound Annual Growth Rate = $((\text{Ending Year Y} / \text{Beginning Year X})^{1 / \# \text{ of years}} - 1) * 100\%$, where # of years is the number of years of growth from year X to year Y, or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

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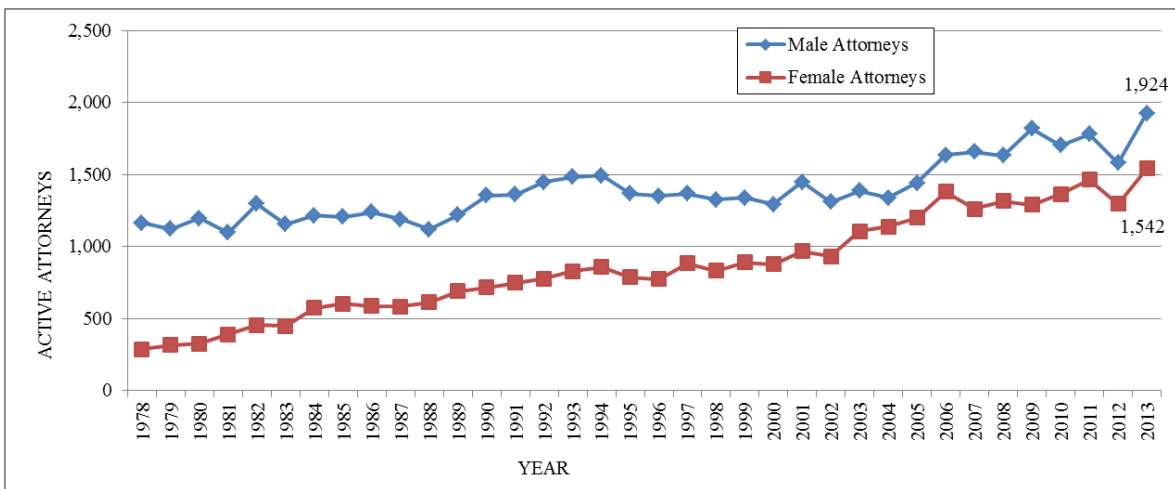
Projections

The graph below shows the actual number of women, men, and all attorneys from 2003 to 2013. Also on the graph are projections to 2018. In 2003 female attorneys made up 29 percent of the State Bar membership. In 2013 they represented 34 percent of the membership.

The estimated rate of increase over the past ten years has averaged 4.2 percent annually for women and 1.8 percent annually for men. The number of women attorneys is predicted to change from 31,906 in 2013 to a projected 39,193 in 2018, an increase from 34 percent to 36 percent of the State Bar in 2018.



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 2018 in the number of men and the number of women by the year they were first licensed to practice law in Texas.



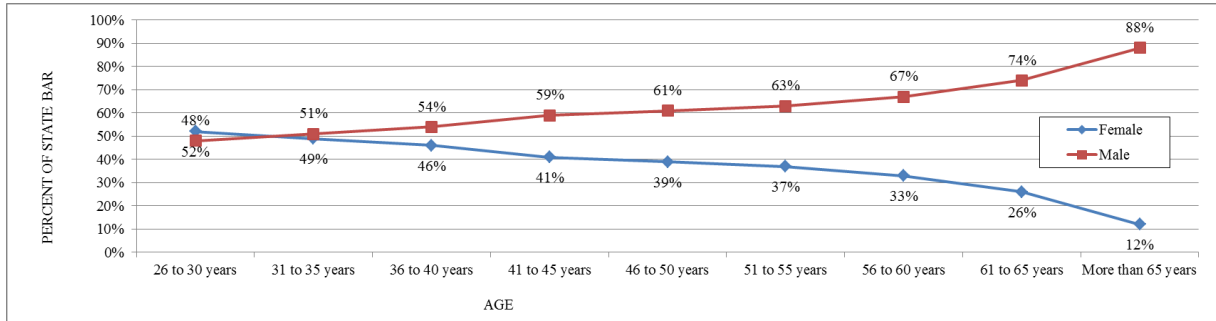
As is evident above, the number of women in their first year of Texas licensure has been steadily approaching that of men. In 2013, 44 percent of those obtaining their first year Texas attorney license were women.

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While women have increased their representation in the Texas legal profession, the percentage of current female Bar members is still lower (34 percent) than the population of females in the general Texas population (50 percent)⁴ and in the Texas work force (52 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 2013, midpoint of the Bar year 2013-14.

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



⁴ U.S. Census Bureau. Profile of General Population and Housing Characteristics: 2013 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, 2012.

Age and Years Licensed

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

Overall, female lawyers in Texas are 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 typical woman attorney is 43 years old and has been licensed for 13 years. The comparative youth of women attorneys is reflected in the membership of the Texas Young Lawyers Association (TYLA) – women represent 46 percent of the TYLA membership, and 38 percent of all women attorneys in Texas are TYLA members⁷. Women comprise 43 percent of the Bar’s newest members – those licensed two years or fewer – but only 19 percent of attorneys licensed more than 25 years.

	Median Age	Median Years Licensed
Sex		
All Attorneys	48	18
Men	52	22
Women	43	13

⁶ Based on year first licensed in any jurisdiction.

⁷ The Texas Young Lawyers Association (TYLA) consists of all attorneys licensed in Texas who are 36 years or younger as of June 1 of each year, or attorneys within their initial 36-month licensing period as of June 1.

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Occupation and Law Firm Size⁸

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 26 percent of men lawyers, are solo practitioners. Conversely, a higher percentage of women than men are employed as government attorneys (16 percent of women lawyers, compared with 8 percent of men).

	Men		Women		All State Bar Attorneys	
	N = 62,004		N = 31,906		N = 94,804	
	Count	Percent	Count	Percent	Count	Percent
Primary Occupation	<i>(N = 53,902)</i>		<i>(N = 26,043)</i>		<i>(N = 80,431)</i>	
Private Law Practice						
Solo Practitioners	13,764	26%	4,906	19%	18,733	23%
2 to 5 attorneys	8,955	17%	3,498	13%	12,526	16%
6 to 10 attorneys	2,920	5%	1,110	4%	4,057	5%
11 to 24 attorneys	3,225	6%	1,147	4%	4,406	5%
25 to 40 attorneys	1,485	3%	576	2%	2,082	3%
41 to 60 attorneys	784	1%	342	1%	1,134	1%
61 to 100 attorneys	1,598	3%	578	2%	2,191	3%
101 to 200 attorneys	789	1%	316	1%	1,114	1%
Over 200 attorneys	3,825	7%	1,652	6%	5,545	7%
Government Attorney	4,306	8%	4,119	16%	8,481	11%
Full-Time Judge	1,146	2%	532	2%	1,681	2%
Law Faculty	306	1%	268	1%	574	1%
Corporate/In-House Counsel	5,391	10%	3,222	12%	8,671	11%
Other Law Related	1,323	2%	1,265	5%	2,599	3%
Other Non-Law Related	1,534	3%	851	3%	2,396	3%
Public Interest Lawyer	246	<1%	452	2%	706	1%
Retired-Not Working	1,842	3%	476	2%	2,319	3%
Unemployed-Looking	303	1%	375	1%	694	1%
Unemployed-Not Looking	160	<1%	358	1%	522	1%

⁸ 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.

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Texas Law School Enrollment⁹

Between academic years 1992-93 and 2013-14, the proportion of women among Texas law students increased from 41 to 45 percent. Texas A&M had the highest percentage of female students in 2013-14 (49 percent, followed by Texas Tech with 47 percent).

	Total Enrollment	Men	Women
Law School Attended			
Baylor University	379	214	165
St. Mary's	808	455	353
South Texas*	--	--	--
Southern Methodist	782	449	333
Texas Southern*	--	--	--
Texas Tech	640	339	301
Texas A&M	771	397	374
University of Houston*	--	--	--
University of Texas	1,038	576	462
Total	4,418	2,430	1,988
Percentage		55%	45%

**NOTE: Information on South Texas, Texas Southern, and University of Houston was not available for the 2013-14 academic year.*

⁹ National Association for Law Placement (NALP), 2013-14 *National Directory of Law Schools*.

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