

Hope in Despair? The Gender Gap in the Legal Profession in Japan

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While the gender gap in the legal profession is not unique to Japan, the gender gap in numbers (i.e., the gap in the number of male and female lawyers) seems to be being overcome in many jurisdictions. In the case of Japan, however, the situation is desperate: women make up only 27.2% of judges, 26.0% of prosecutors, and 19.3% of lawyers. In addition, a significant gender gap in practice situations, including income and areas of work, has been recognized in past empirical surveys. This Article examines the latest dataset of the Japan Federation Bar Association (JFBA) Survey on the Economic Foundations of Lawyers' Practice conducted in 2020 and analyzes whether the situation has improved compared to the JFBA Survey in 2010. The data analysis shows that the gender gap has narrowed compared to ten years ago. However, there are still many practice areas where male lawyers are dominant, and the work-life balance burden faced by women lawyers is much greater than that of men. For the Japanese bar community to truly serve the public interest, it is essential to promote gender equality within the community, and because of the huge difference in numbers, the JFBA must make conscious policy efforts to address this issue.

Introduction

While the gender gap in the legal profession is not unique to Japan, the gender gap in numbers (i.e., the gap in the number of male and female lawyers) seems to be getting better in many jurisdictions.¹ In the case of Japan, however, the situation is desperate: women make up only 27.2% of judges, 26.0% of prosecutors, and 19.3% of lawyers. In addition, a significant gender gap in practice situations, including income and areas of work, has been recognized in past empirical surveys.² This Article examines the latest dataset of the JFBA

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1. *Profile of the Legal Profession 2021*, AM. BAR ASS'N. (2021), <https://www.abalegalprofile.com/> [<https://perma.cc/J4Q5-V8C7>] (stating that as of 2021, women account for thirty-seven percent of the lawyer population in the United States).

2. See Kyoko Ishida, *Why Female Lawyers Get Less—Multiple Glass Ceilings for Japanese Female Lawyers*, 39 HASTINGS INT'L. & COMP. L. REV. 411 (2016) [hereinafter *Why Female Lawyers Get Less*].

Survey on the Economic Foundations of Lawyers' Practice conducted in 2020 (the 2020 Survey) and analyzes whether the situation is improved compared to the JFBA Survey in 2010. I first explain a brief overview of Japanese female lawyers from a historical point of view. Then, I analyze the 2020 Survey dataset from a gender perspective, especially focusing on working hours, annual income, and position in the workplace. The data analysis shows that the gender gap has narrowed compared to ten years ago. However, there are still many practice areas where male lawyers dominantly serve, and the work-life balance burden faced by women lawyers is much greater than that of men. For the Japanese bar community to truly serve the public interest, it is essential to promote gender equality within the community. Additionally, because of the huge difference in numbers, the JFBA must make conscious policy efforts to address this issue.

I. Japanese Female Lawyers from a Historical Point of View

A. The Birth of Female Lawyers in Japan

The participation of Japanese women in the legal professional community started in 1940 when the first three women registered as lawyers.³ The first Attorney Act of 1889 barred women from becoming lawyers because it required that, to become a lawyer, a candidate be a "Japanese adult with legal capacity and a man."⁴ Although the revised Attorney Act of 1933 removed the requirement of "being a man," in fact, the first woman lawyer was born seven years after the law was amended.

The old education system also barred women from becoming legal professionals. When one wanted to sit for the old National Bar Examination, graduation from a "high school" (*koto gakko* before the 1947 Education Reform) or "college" (*sen'mon gakko* before the 1947 Education Reform) specified by the Ministry of Education or enrollment in or graduation from a university was required. However, high schools were exclusively for male students, and no woman's college was designated as an educational institution where a person could take the National Bar Exam upon graduation. Thus, the only way for women to obtain the qualification to take the bar exam was to enter a university. Meiji University, a private institution established in 1881 in Tokyo, was the first university to build a legal department for female students (*sen'mon joshibu*) in 1929. It endeavored to train female lawyers to practice law in modernized Japanese society. As a result, all-female lawyers registered before WWII were Meiji University graduates.

After World War II, Japan adopted a New Constitution declaring equality between men and women, and the new Attorney Act (*Bengoshiho*) of 1949 did not discriminate against women for admission purposes. However, female

3. See generally 女性法律家—拡大する新時代の活動分野 (有斐閣選書 103) [Mibuchi Yoshiko et al., *Female Lawyers: An Era of Expanding Opportunities*] (1983) (providing the history of Japanese female legal professionals).

4. *Bengoshiho* [Attorney Act] Act No. 7 of 1889, art.2(1) (Japan).

participation in the bar community was not promoted smoothly. As Table 1 below shows, the ratio of female lawyers grew very slowly, especially by the year 2000. It was only 2.1% in 1970, more than twenty years after the new Constitution’s adoption. It was only 5.6% in 1990.

Table 1: Ratio of Female to Male Lawyers, 1950-2020⁵

Year	1950	1960	1970	1980	1990	2000	2010	2020
Total Number of lawyers	5,827	6,321	8,478	11,441	13,800	17,126	28,789	42,164
Number of female lawyers	6	42	180	420	766	1,530	4,660	8,017
Women ratio	0.1%	0.7%	2.1%	3.7%	5.6%	8.9%	16.2%	19.0%

B. Current State

Women lawyers have been on the rise since 2000, albeit slowly, due to two factors. The first factor is the large-scale judicial reform which was called Justice System Reform (*shihōseido kaikaku*).⁶ Under this reform, the legal training system reformed in 2004, and a graduate-level law school was established. Under the old system, the bar exam was a one-shot exam with a one to three percent pass rate. Usually, applicants continued to be “*judicial rōnin* (bar preparation person)” after graduating from college, finally passing the bar exam at the age of about twenty-eight. Few women took this route. However, with the introduction of the law school system, the pass rate for the bar exam is now increased to around forty percent.⁷ The introduction of the law school system has more widely opened the door to the bar exam for women than ever before.

The number of female lawyers has also increased because the expansion of the legal profession has become a government agenda upon the Justice System Reform. The number of successful applicants for the bar examinations in Japan is generally set in advance by the Ministry of Justice’s Bar Examination Commission. The Ministry limited the number of successful applicants to 500 until 1990. This number was gradually expanded to 994 in 2000, but the Justice System Reform Council Report recommended that this number be expanded to 3,000. Although this target number had never been achieved, the number of successful passers increased to 2,000 in 2006. Figure 1 shows

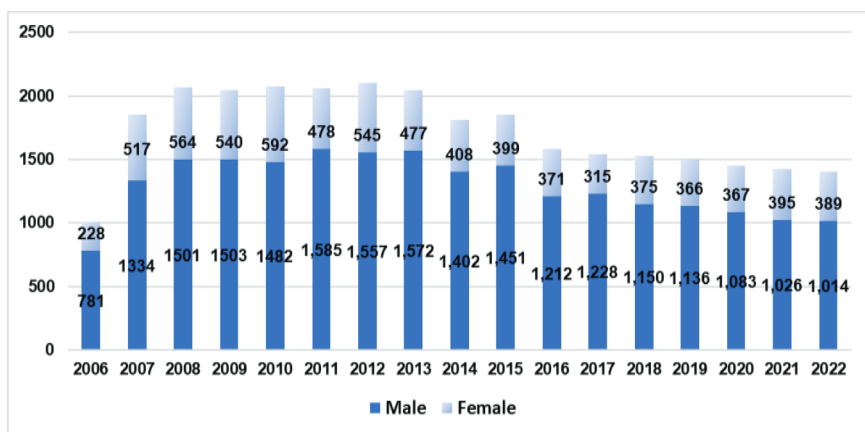
5. Japan Fedearition of Bar Association, *Bengoshi Hakusho 2022 nen ban* [Attorney White Paper 2022] (hereinafter Attorney White Paper 2022), 24.

6. See Setsuo Miyazawa, *The Politics of Judicial Reform in Japan: The Rule of Law at Last?*, 2 *ASIAN PAC. L. & POL’Y J.* 88 (2001) (discussing justice system reform); see also Justice System Reform Council, *Recommendations of the Justice System Reform Council: For a Justice System to Support Japan in the 21st Century* (June 2001), <http://japan.kantei.go.jp/policy/sihou/singikai/990612e.html> [https://perma.cc/L7VM-95LT].

7. Ministry of Justice, *Shihōshiken no kekka nit suite* [About the result of the National Bar Examination], https://www.moj.go.jp/jinji/shihoushiken/jinji08_00092.html [https://perma.cc/UCZ5-CP4K] (noting that the latest bar pass rate was 45.5%).

that the percentage of women among successful applicants also increased to twenty-seven percent by 2022.

Figure 1: Bar Passers by Gender (2006-2022)⁸



Another factor is the government's policy of promoting gender equality and women's participation in society. In 1999, the Basic Act to Promote Gender Equality (*danjo kyōdō sankaku kihonhō*) was enacted, and the Gender Equality Bureau started to make the basic policy plan every five years since 2000. The slogan "202030" was adopted in the second Basic Plan for Gender Equality in 2005.⁹ This slogan states that by 2020, the government will promote policies to ensure that women will hold at least thirty percent of all leadership positions in society. In line with this policy, the legal profession has begun to actively recruit women, especially in the juridical and prosecutorial sectors. Courts and the Prosecutorial Office, which are state institutions subject to state policy pressure, now employ thirty percent to forty percent of their annual recruits by female candidates. However, this constitutes one reason why the number of female lawyers, who are supposed to be the legal professionals most accessible to the public, has not yet reached twenty percent of all lawyers. Judges and prosecutors, who are public officials, can take maternity and parental leave and have guaranteed status, whereas lawyers are self-employed and must earn an income. Some young female apprentices choose to become a judge or prosecutors, feeling uneasy about working as so-called "town lawyers" (*machi ben*). As can be seen in Figure 2, among the three legal professions, the percentage of women in the bar community is the least extended and the smallest.

8. Attorney White Paper 2022, *supra* note 5, at 41.

9. Gender Equality Bureau Cabinet Office, Dai niji danjo kyodo sankaku kihonkeikaku [The Second Basic Plan for Gender Equality] (December 2005), https://www.gender.go.jp/about_danjo/basic_plans/2nd/index2.html [<https://perma.cc/W5TS-W7SN>] (last visited Apr. 9, 2023). English version available at: https://www.gender.go.jp/english_contents/index.html [<https://perma.cc/7U3W-NJN3>].

Figure 2: Ratio of women in the legal profession (1991-2022)¹⁰



C. Importance of Empirical Work on Female Lawyers’ Practice

With the underrepresentation of women in the legal community, it is important to know how women lawyers practice in Japan. If the practice of women lawyers, who are underrepresented, is fixed in their practice areas or if their income is significantly lower than that of men, this is a problem that should be addressed in the legal community, which encompasses the public interest.

Past empirical studies have confirmed that female parties prefer female lawyers.¹¹ The preference is easy to imagine since women, in general, may have difficulty talking to male lawyers about sexual harassment, marital problems, sexual crimes, and other issues. The preference suggests that even today, there are women who would like to be assisted by female lawyers but do not have access to them because about half of the female lawyers practice in the Tokyo area.¹² The preference is simply not a problem of female lawyers but an access to justice problem.

Furthermore, while it is urgent to increase the number of female lawyers to improve the problem of access to justice, if women do not earn enough money or feel restricted in their professional careers under the current circumstances, talented young female students will not aspire to become legal professionals. The literature has already pointed out globally that the lack of women in the legal profession undermines confidence in the judiciary and the legal

10. Attorney White Paper 2022, *supra* note 5, at 45.
11. Kyoko Ishida & Masahiko Saeki, “*Hoso jinko chosa*” ni miru bengoshi no jyuyo to riyosha no irai iyoku [The Needs of Lawyers and Users’ Willingness to Use Lawyers From “The Lawyer Population Survey”], *Ho to shakai kenkyu* vol.2 (2016), 85-114.
12. Attorney White Paper 2022, *supra* note 5, at 29 (stating that, as of April 2022, 4,598 (53.3%) out of 8,630 female lawyers register in a bar association in Tokyo and that there are only eight female lawyers in the Iwate Bar Association and nine in the Hakodate Bar Association.).

profession.¹³ Therefore, it is necessary to examine the state of practice in the bar community from a gender perspective so that the Japanese bar community can take appropriate measures.

II. Major Findings of the 2020 Survey

A. Brief Overview of the JFBA Survey

1. History

The JFBA is a mandatory membership organization for those who practice law as a lawyer in Japan.¹⁴ Since 1980, the JFBA has conducted the Survey once every ten years. The purpose of the survey is to “make lawyers more useful to the public” and “provide resources from which the lawyers as a group should find a direction to improve their business.”¹⁵ The reports of the previous four surveys have been published, albeit in Japanese, in *Jiyū to Seigi*, a magazine distributed to all lawyers.

When the first survey was conducted in 1980, the total number of lawyers was 11,466. In the second survey, the 1990 Survey, the population was 13,919, and in the third survey, the 2010 Survey, the population was 17,194. In contrast, in the 2010 Survey, the population grew rapidly to 26,521, and in the 2020 survey, the population grew further to 40,305. The expansion of the lawyer population over the past two decades has been remarkable. When the survey began in 1980, there were only 420 women lawyers nationwide. It was not until the 2010 survey that the survey questions and subsequent analysis included a gender perspective.

2. Survey Methodology¹⁶

This Survey is a sample survey, not an all-counts survey. For the 2020 Survey, Foreign Special Members (*gaikoku tokubetsu kaiin*) and Okinawan Special Members (*Okinawa tokubetsu kaiin*)¹⁷ were excluded from those registered as lawyers as of February 7, 2020 (42,662 lawyers in total), and those who joined the bar after January 2019 were also excluded because the Survey asked the respondents’ practice in 2019. The population obtained through this

13. OECD, OECD Toolkit for Mainstreaming and Implementing Gender Equality (2018), Ch.5.

14. Bengoshiho [Attorney Act], Act No. 205 of 1949, art. 8 (Japan); see Japan Federation of Bar Association, <https://www.nichibenren.or.jp/en/about.html> [<https://perma.cc/ZP8N-DK5N>] (providing more information on the JFBA).

15. Japan Federation of Bar Association, *Bengoshi gyomu no keizaiteki kiban ni kansuru jittai chosa hokokusyo2020* [Report on the Actual Conditions Concerning the Economic Foundations of Lawyers’ Services 2020] [hereinafter JFBA Survey Report 2020], *Jiyu to seigi* vol.72 No.8 (special issue) (2021), 6.

16. *Id.* at 6-10.

17. Attorney White Paper 2022, *supra* note 5, at 24. Although these three categories of lawyers are also called *bengoshi*, their qualifications were different from ordinary lawyers. Okinawa Special Member is a special status for those who practiced law in Okinawa prior to the reversion of Okinawa to the mainland in 1972. As of May 2022, there were only six persons categorized in this membership status.

process was 40,305 (32,733 males and 7,572 females). For this population, the design sample size was set at 12,000.

There was a risk that if these samples were proportionally distributed between male and female lawyers, according to the proportion of the population, the number of samples collected for female lawyers would be small when the collection rate was low, making it impossible to conduct proper data analysis. Therefore, it was decided to conduct weighted sampling by setting the extraction rate at twenty-five percent for males and fifty percent for females. This resulted in a total sample size of 8,208 male lawyers and 3,792 female lawyers. The sample size was then determined by calculating the percentage of men and women who belonged to the bar associations of “Tokyo,” “Osaka or Aichi,” “Locations of High Court,” or “Locations with no High Court,” respectively. Finally, based on the sample size thus determined, specific survey targets were selected from the JFBA membership list by the method of equally spaced sampling.

The survey was conducted by mail between March 19 and June 3, 2020, and 2,192 responses were received. The response rate was 18.3%. The samples obtained were adjusted so that the composition of the sample approximates the composition of the population, allocating the weight values for the following eight categories: “Male lawyers in Tokyo,” “Male lawyers in Osaka or Aichi,” “Male lawyers in locations of High Court,” “Male lawyers in locations of no High Court,” “Female lawyers in Tokyo,” “Female lawyers in Osaka or Aichi,” “Female lawyers in locations of High Court” and “Female lawyers in locations of no high courts.” The analysis below is based on weighted totals.

Table 2: Research Design and Collected Samples for the 2020 Survey

Survey Period	From March 19 to June 3, 2020
Population	40,305
Number of sample	12,000
Extraction method	Stratified Random Sampling
Survey method	Mailing
Number of valid responses	2,192
Collection rate	18.30%

3. Structure of the Questionnaire

The questionnaire consists of forty-five questions and sub-questions below these questions and is divided into five major parts: A. The organization and environment of the firm; B. The nature and field of practice; C. Income and expenditures; D. The professional life of the lawyer; and E. The respondents’ personal life and experiences. In addition, at the end of the questionnaire, there are several questions for respondents who answered the opening question that they did not engage in law practice at all during the year 2019.¹⁸

18. English translation of questions listed in Appendix.

4. Findings in Past Surveys

To maintain continuity, the 2020 survey is being conducted in much the same methodology and using much the same questionnaire as the 2010 survey. Literature on the 2010 survey and related lawyer surveys have already pointed to all gender gaps in the Japanese legal community.¹⁹ The 2010 survey confirmed that the gender gap in working hours begins with lawyers in their twenties and continues into their forties, followed by the income gap, which continues to widen from their thirties to fifties, and that women in their forties and fifties are in fewer manager positions in law firms than men. As a result, the average income of female lawyers in their fifties was about one-half that of men (the average income for male lawyers was 24.17 million yen whereas that of female lawyers was 12.9 million yen).

One of the reasons for this large gap is the issue of work-life balance, which became a survey item for the first time in 2010. Many of the women who had experienced childbirth after beginning their legal practice indicated that it had had a negative impact, such as reduced income and delayed promotions. This point is further examined from another empirical survey conducted by a group of legal sociologists, called the Young Lawyers Survey.²⁰ The Young Lawyers Survey researched the career path of the lawyers who took a judicial apprenticeship in 2009. This Survey was conducted with the same cohort of lawyers, so far in 2011, 2014, and 2019, to analyze the effectiveness of law school education and subsequent career paths. The gender gap in income has been observed to exist even at the one-year lawyer experience level. Furthermore, many female attorneys cited housework and childcare as “burdens in their professional careers,” and in the most recent 2019 survey, “caregiving” of old family members was also raised.²¹ The survey also confirms that a gender gap exists in the practice of law, as the burden of childbearing and childcare in private life falls more prominently on female lawyers.

Ten years after the 2010 Survey, the 2020 survey was the first major survey of lawyers of all generations in a decade. The attorney population has increased from 28,789 to 42,164 during this period, and the number of female lawyers has increased from 4,660 to 8,017.²² Is the gender gap narrowing? Is the relationship between women’s burden on private life and their professional work improving? Although the 2020 Survey questions are extensive, the following analysis will address only those questions that are relevant to the interests discussed above.

19. Kyoko Ishida, *Jyosei bengoshi no tokucho* [Characteristics of Female Lawyers], 62 *Jiyu to seigi* No.6, 27 (special issue) (2011); see also *Why Female Lawyers Get Less*, *supra* note 2, at 421.

20. See, Setsuo Miyazawa et.al, *Stratification or Diversification? 2011 Young Lawyers Survey*, in Setsuo Miyazawa et.al eds., *East Asia’s Renewed Respect for the Rule of Law in the 21st Century* (Martinus Nijhoff, 2015), 31. This survey was originally modelled after “After the JD Project” by American Bar Foundation.

21. Akira Fujimoto, et al., *62ki bengoshi dai3kai 67ki bencoshi dai2kai web chosa kijyutsu tokei niyoru bunseki* [The Web Survey of 62nd and 67th Lawyers—Analysis of Descriptive Statistics], 285 *Nagoya Hoseironshu* 1 (2020).

22. Attorney White Paper 2022, *supra* note 5, at 24.

B. Major Findings of the 2020 Survey from Gender Perspective

1. Samples to be Analyzed

The 2020 survey has 158 samples (7.9% of all samples) of those who work for the government (N=6) and the corporation (N=152) as in-house counsel. In the 2010 survey, only 1.9% of the respondents were in-house lawyers. While this increase of in-house lawyers in a decade is itself very interesting, these samples are excluded from the following analysis because the interest of this Article is a gender analysis of respondents in law firms. Thus, the samples analyzed below consists of 1,509 males and 319 females.

Table 3 shows the result of the cross-analysis of target samples by gender and generation. More than twenty-five percent of male lawyers are over the age of sixty, while only 8.8% of women fall in this category. This shows that female lawyers are unevenly distributed among a relatively young demographic. This trend is similar to the distribution of the entire lawyer population by gender and by generation.

Table 3: Cross table of targeted samples by gender and generation

		Age 20s	Age 30s	Age 40s	Age 50s	Over Age 60s	Total
Male	N	99	522	354	153	382	1510
	%	6.6%	34.6%	23.4%	10.1%	25.3%	100.0%
Female	N	15	136	98	42	28	319
	%	4.7%	42.6%	30.7%	13.2%	8.8%	100.0%
Total	N	114	658	452	195	410	1829
	%	6.2%	36.0%	24.7%	10.7%	22.4%	100.0%

(chi-square test, p<.01)

Table 4 shows the result of the cross-analysis of the samples by gender and education. The survey revealed a tendency for women to be more likely than men to have graduated from law school ($p<.1$), but it was not as pronounced in the 2010 Survey.²³ This may be due to the fact that the number of lawyers with law school degrees is increasing among the younger generation, regardless of gender.

Table 4: Cross table of targeted samples by gender and education

		High School	University	Graduate School other than LS	Law School	Others	Total
Male	N	4	669	107	712	15	1507
	%	0.3%	44.4%	7.1%	47.2%	1.0%	100.0%
Female	N	0	115	25	176	4	320
	%	0.0%	35.9%	7.8%	55.0%	1.3%	100.0%
Total	N	4	784	132	888	19	1827
	%	0.2%	42.9%	7.2%	48.6%	1.0%	100.0%

23. Kyoko Ishida, *Hoka daigakuin shushshinsya no tokucho* [Characteristics of Law School Graduates], 62 *Jiyu to seigi*, No.6 (special issue) 210 (2011).

2. Income, Working Hours, and Workplace Position by Gender and Generation

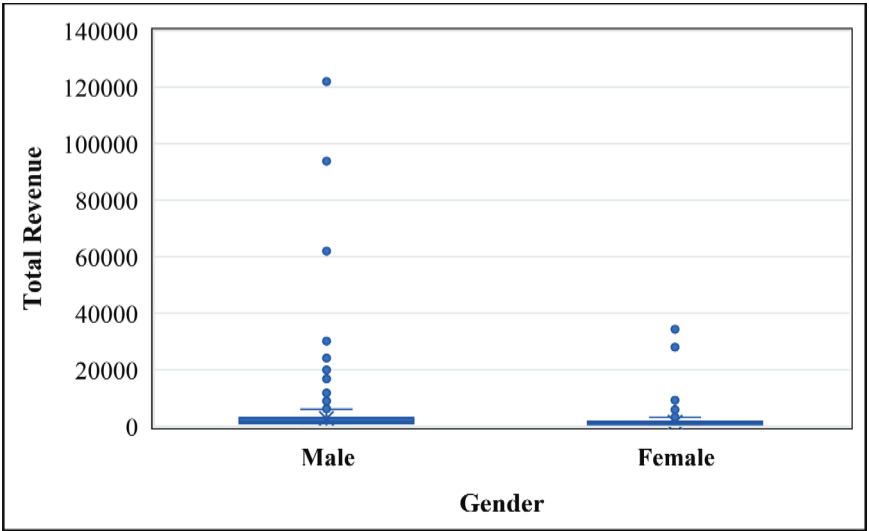
Now I will examine how wide the gender gap is among income, working hours, and status in the workplace. Since the impact of generation on these items is pronounced, in the following I will first check the differences across respondents, and then make gender comparisons controlling for generation.

a. Revenue and Income Gap

The questionnaire asked about revenue (*shūnyū*) and income (*shotoku*) in the form of a direct transcription of the tax return form. Here, I treat the total amount of sales revenue and the total amount of salary revenue as gross revenue. Income is expressed as revenue minus necessary expenses, and business income and salary revenue combined is treated as total income here. Thus, this analysis excludes respondents who do not file tax returns and exclusively have employment income.²⁴

Figure 3 shows a box-and-whisker plot of total revenues by gender. It can be seen that both male and female respondents have several individuals with outstandingly high incomes, the so-called outliers. The number and amount of these individuals are significantly higher for men than for women. This would make the average revenue of male lawyers much larger than that of female lawyers.

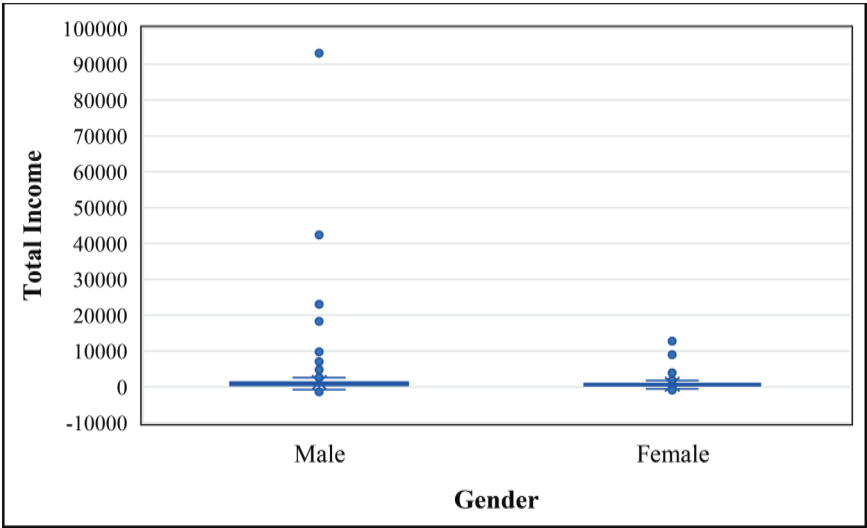
Figure 3: Gender Comparison of Total Revenue



24. 103 samples excluded (seventy-eight male respondents and twenty-five female respondents).

Figure 4 shows a box-and-whisker plot of total income by gender. The tendency here is the same as total revenue comparison. Male respondents have more outliers than female respondents. Furthermore, in the comparison of incomes, it is noticeable that the male lawyers are clustered in higher amounts than their female counterparts.

Figure 4: Gender Comparison of Total Income



Some believe that this gap in revenue and income between males and females is due to differences in the generational structure. In their view, it is not surprising that female lawyers tend to have less career experience and therefore lower revenues and incomes, since they are more concentrated in the younger age groups than male lawyers. In order to verify whether such an observation is correct, it is necessary to examine whether a gap exists between genders for each generation. Furthermore, since averages are often affected by outliers, comparisons should include not only averages but also medians, i.e., data that are exactly in the middle of the data sorted in decreasing order.

Table 5 shows a gender comparison of total revenue and total income by average and median. Areas, where statistically significant differences were identified among averages, are shown in bold and underlined. First, the entire sample shows that there are large gender differences in both revenue and income, and both by average and median. While the total revenue average for all male respondents is 28.41 million yen, that of all female respondents is 15.19 million yen. Also, the total income average for all male respondents is 12.07 million yen whereas that of all female respondents is 7.26 million yen. In all cells where the average and median values are shown, the values are larger for males than for females. This indicates that for all generations, male lawyers have larger incomes and earnings than female lawyers.

Table 5: Gender Comparison of Total Revenue and Total Income

	Total Revenue Average		Total Revenue Median	
	Male (N=1389)	Female (N=276)	Male (N=1389)	Female (N=276)
All Samples	<u>2841.66</u>	<u>1519.09</u>	1660.91	1070.97
Age 20s	875.35	792.06	853.04	700.00
Age 30s	<u>1630.29</u>	<u>1096.06</u>	1200.00	987.43
Age 40s	<u>3133.94</u>	<u>1642.56</u>	2196.55	1104.35
Age 50s	4092.80	2349.89	2300.00	1517.78
Over Age 60s	4053.34	2106.60	2072.62	1387.92
	Total Income Average		Total Income Median	
	Male (N=1389)	Female (N=276)	Male (N=1389)	Female (N=276)
All Samples	<u>1207.55</u>	<u>725.56</u>	779.00	551.02
Age 20s	549.74	485.80	504.96	462.82
Age 30s	1049.35	609.73	700.00	548.15
Age 40s	<u>1372.74</u>	<u>799.81</u>	1000.00	600.00
Age 50s	1507.56	973.34	1043.00	647.04
Over Age 60s	1273.69	739.82	662.60	459.13

Revenue is the income earned from business and salary as a lawyer, and the number simply shows how much money you could have made as a lawyer. It is noteworthy that there is such a large gender difference in the thirties and forties, with male lawyers earning 172% as much as female lawyers in their forties. On the other hand, since the figures for income are calculated after deducting necessary expenses such as office and personnel costs, it can be assumed that if a person earns more, he or she will inevitably find it necessary to have larger expenses. Accordingly, the difference is not as great as that for revenue. The only generation in which statistically significant differences were shown was the forties. This can be compared to the fact that in the 2010 survey, the average income of men in their fifties was about twice the average income of women, and the income gap can be seen to be narrowing. Nonetheless, there is still a significant gender differences in earnings as lawyers.

b. Working Hour Gap

Figure 5 shows a box-and-whisker plot of total working hours in 2019 by gender. The question asked, “[a]pproximately how many total hours have you worked in the last year?” illustrated that there are non-extreme outliers when compared to revenue and income. And even so, we can see that some lawyers, both males and females, work outstandingly long hours. Nonetheless, we see that male lawyers tend to work longer hours than female lawyers as a whole.

Figure 5:

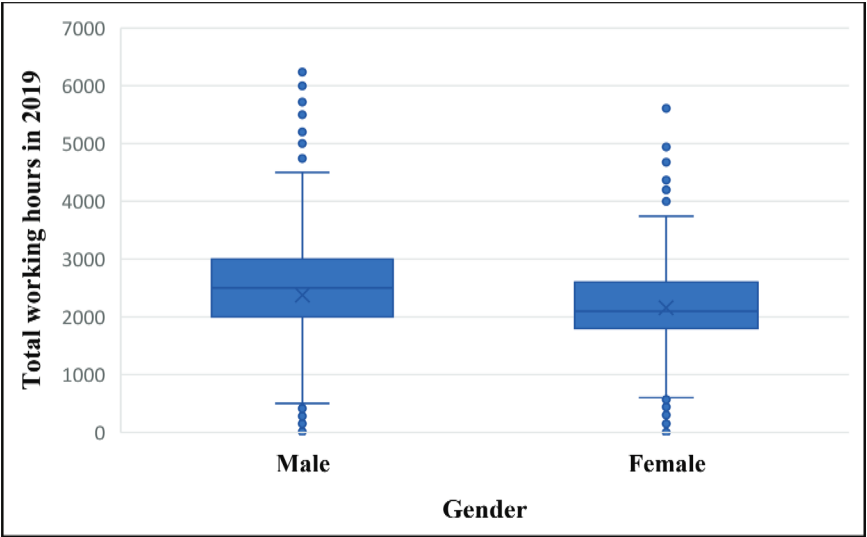


Table 6 shows the mean and median figures, by gender, for working hours. For the averages, the figures for areas where statistically significant gender differences were identified are shown in bold and underlined. As already noted, in the 2010 survey, there was a large difference in working hours between men and women as early as in their twenties, but in the current survey, the difference in working hours was not observed for those in their twenties, but instead in their thirties, forties, and fifties and across the entire sample.

Table 6: Gender Comparison of Annual Working Hours

	Annual Working Hours Average		Annual Working Hours Median	
	Male (N=1496)	Female (N=316)	Male (N=1496)	Female (N=316)
All Samples	<u>2381.85</u>	<u>2154.83</u>	2500.00	2100.00
Age 20s	2678.46	2667.86	2800.00	2630.27
Age 30s	<u>2605.69</u>	<u>2160.07</u>	2600.00	2200.00
Age 40s	<u>2548.34</u>	<u>2111.99</u>	2600.00	2080.00
Age 50s	<u>2550.91</u>	<u>2258.99</u>	2600.00	2136.36
Over Age 60s	1755.68	1842.06	1900.00	2000.00

On average, lawyers in their twenties worked more than 2,600 hours for both men and women. Simply calculated, 2,600 hours per year is 216.7 hours per month, which, divided by twenty days, yields an average of 10.8 hours per day. This average means that many lawyers, regardless of gender, are working quite long in their twenties. This is a significant change from the 2010 Survey, in which male lawyers were by far working longer hours than female lawyers in their twenties.

The working hours of female lawyers, both in terms of average and median, decrease significantly from their thirties onward, compared to their twenties.

On the other hand, the working hours of male lawyers have decreased moderately, but not significantly until their fifties. As expected, it is clear from the 2020 Survey that working hours after the age of thirty differ significantly between male and female lawyers.

c. Position at the Workplace

In response to the increase in the number of law firms that are incorporated and the diversity of names for positions within firms, the Survey has set up eight categories of positions within the law firms to which the respondents belong. For the purposes of this analysis, respondents were classified according to whether they were involved in the management or not. For the positions involved in management, “lawyers involved in management (at law firms that are not law firms)” and “partner lawyers with representation rights (at incorporated law firms)” were grouped together as “Management position,” and the rest were grouped together as “Not involved in management.”

Table 7: Gender Comparison of Position at the Workplace

	Male (N=1415)		Female (N=304)	
	Management position	Not involved in management	Management position	Not involved in management
All Samples**	65.60%	34.40%	47.30%	52.70%
Age 20s	8.00%	92.00%	0.00%	100.00%
Age 30s †	41.20%	58.80%	32.30%	67.70%
Age 40s**	81.90%	18.10%	54.60%	45.40%
Age 50s**	87.30%	12.70%	67.60%	32.40%
Over Age 60s	90.80%	9.20%	86.80%	13.20%
(chi-square test, **: p<.01, † : p<.1)				

Regarding the position within the law firm, the gender difference in the thirties tends to be weak (at the ten percent level), but a significant gender difference was confirmed in the forties and fifties. In their forties, more than eighty percent of male lawyers practice law in a management position, while 54.6% of female lawyers are in this position, suggesting that the difference in working hours identified in the thirties is reflected in their position within the firm from their forties onward.

d. Summary

So far, I have compared revenue, income, annual working hours, and position within a law firm from a gender perspective to verify the gender differences identified in the 2010 Survey; the difference from 2010 is that the differences in working hours that were identified in the twenties, which should have been at the very beginning of a lawyer’s career, were not observed in the 2020 Survey. The income gap also appears to have narrowed if we compare it to the 2010 Survey. However, gender differences in revenue and income are still evident, suggesting that there are significant gender differences in the way lawyers in their thirties and older practice. It is still unclear whether the workplace environment has really improved over the past ten years.

3. Exploring the Causes of the Gender Gap

In the following, I will explore three perspectives on what might be responsible for the gender differences that were also identified in the 2020 Survey: (a) differences in clients, (b) differences in areas of practice, and (c) the burden of family responsibilities.

a. Differences in Clients?

In the questionnaire, there is a question asking “[d]uring the last year, how much time did you spend on the following types of clients, advisees, and organizations? Please indicate the percentage of your time spent on each of the following clients, advisees, and organizations, taking 100% of your total time spent on ordinary legal services.” Respondents were asked to indicate in “percentage (%)” how much of their time they spent as a client for each of the categories “individuals,” “small and medium enterprises (SME),” “large enterprises,” “government,” and “other.” Table 8 shows the averages by gender for the four categories, excluding “other.” Categories in which there were statistically significant gender differences are highlighted in bold and underlined.

The sample shows that female lawyers spend more time working with individual clients and less time working with SME, and large clients than males; no gender differences exist for those in their twenties, but significant differences are found for SME from their thirties onward, including those in their sixties and older. While it is clear that there would be a wide variety of clients, even among SMEs, it appears that males spend more time working with SME clients than females. Conversely, females consistently spend more time on individual client work than males, although the only statistically significant difference is after the fifties. Furthermore, it is worth noting that the question here asks for a “percentage” in annual working hours, and total hours worked are significantly longer for men after their 30s. This would mean that female lawyers devote a greater proportion of their fewer working hours to individual clients than male lawyers.

Table 8: Gender Comparison of Percentage Spent for Each Type of Client

		Percentage of time spent for each type of clients (Average)			
		Individuals	SME	Large Corporation	Government
All Samples	Male (N=1439)	<u>50.94</u>	<u>24.99</u>	<u>15.31</u>	3.14
	Female (N=315)	<u>60.41</u>	<u>19.03</u>	<u>12.36</u>	3.07
Age 20s	Male(N=99)	40.75	20.44	32.65	1.59
	Female(N=15)	42.68	27.13	27.88	1.22
Age 30s	Male (N=521)	54.86	<u>26.00</u>	13.46	2.07
	Female (N=136)	60.84	<u>20.08</u>	11.73	2.72
Age 40s	Male (N=354)	54.24	<u>24.45</u>	14.34	2.84
	Female (N=96)	60.59	<u>17.63</u>	12.79	4.05
Age 50s	Male (N=153)	<u>50.05</u>	<u>24.80</u>	13.28	5.26
	Female (N=41)	<u>62.97</u>	<u>18.06</u>	10.56	3.56
Over Age 60s	Male (N=368)	<u>45.32</u>	<u>25.37</u>	15.03	4.48
	Female (N=28)	<u>63.37</u>	<u>15.88</u>	8.29	1.68

b. Difference in Practice Areas?

The questionnaire asked the respondents [h]ow much time they spent on what type of practice during the past year. After listing thirty-two areas of practice,²⁵ the respondents were asked to choose from three options: “I spent a lot of time,” “I spent some time,” or “I spent little or no time.” Table 9 summarizes the areas of practice for which significant differences were identified by cross analyzing the responses by gender.

Table 9: Gender Comparison in Practice Areas

Male lawyers spent more time	Criminal defense, Claims collection, Construction, Traffic accident (representing parties), Traffic accident (representing insurance companies), Labor (employers' side), Real estate leases, Real estate transactions, Corporate bankruptcy and corporate civil rehabilitation, M&A, Other corporate legal services
Female lawyers spent more time	Crime victims support, Divorce, Foreigners' civil cases, Foreigners' immigration and refugee cases, Private property management

Of the thirty-two areas of practice, gender differences were identified in exactly half. Of these, male lawyers spent more time in eleven areas of practice and female lawyers spent more time in five areas. The areas of practice in which female lawyers spent more time—assisting victims of crime, divorce, foreign nationals’ cases, and private estate management—are all for private clients, and are often difficult and labor-intensive, and are not expected to generate much profit.

On the other hand, the areas of practice in which male lawyers spent more time were mostly with corporate clients, particularly insurance companies and real estate transactions, but also with regular and profitable case types. Gender difference is also evident in the area of practice, and this is linked to the gender difference in revenue and income.

c. Burden of Family Responsibilities

The final analysis is the burden of family responsibilities due to life events. We have already noted that this issue was pronounced in the 2010 Survey and that subsequent analysis of the Young Lawyers Survey confirmed a similar trend. Ten years later, has the trend improved?

First, let’s review the samples for analysis. The questionnaire asks, “[w]ithin the last [ten] years (only after you were admitted to the bar), have you or

25. The thirty-two areas of practice are as follows: Criminal defense, Juvenile cases, Crime victim support, Debt collection, Construction, Traffic accidents (representing parties), Traffic accidents (representing insurance companies), Medical care (patient side), Medical care (medical institution side), Environment and pollution, Labor (employees’ side), Labor (employers’ side), Intellectual property, Real estate leasing, Real estate transactions, Consumer issues (consumer side), Consumer issues (business side), other general civil cases, Divorce and parent-child issue (including child abuse), Inheritance, Foreigner’s civil cases, Foreigner’s immigration and refugee cases, Taxation, Other administrative cases, Corporate bankruptcy and corporate reorganization, M&A, Antitrust and unfair competition, International transactions, other corporate matters, Public property management, and Private property management.

your spouse experienced childbirth or childcare?” Then, the respondents who answered “yes” to this question were asked whether[during the past 10 years the birth of your child or the raising of your child had any of the following effects on your practice and asked to select from “[y]es,” “[n]o,” and “[d]on’t know” for seven specific items. In order to analyze whether childbirth/childcare had or had not affected the respondent’s work, I first limited the sample to those who had experienced childbirth/childcare themselves or their spouses within the past ten years. For this reason, the analysis was limited to lawyers in their thirties to fifties. Table 10 shows the percentage of respondents who answered either “yes” or “no” to each question. The areas where there were gender differences in this are underlined and highlighted in bold. In addition, I omitted the question item of “clients increased” for which there were almost no “yes” responses and no gender differences.

Table 10: Impact of Childbirth and Childcare on Professional Work

		Revenue decreased	Workload decreased or took	Left the law firm	Promotion or pay raise delayed	Professional view expanded	Entered into a new practice area
All Samples	Male (N=475)	14.99%	30.66%	3.33%	1.69%	45.62%	6.33%
	Female(N=117)	87.45%	92.64%	17.78%	23.16%	65.78%	14.46%
Age 30s	Male (N=216)	14.06%	34.66%	2.27%	2.55%	43.58%	2.31%
	Female (N=57)	93.82%	96.68%	17.80%	22.03%	71.32%	10.53%
Age 40s	Male (N=201)	13.12%	25.81%	4.67%	0.75%	48.52%	7.68%
	Female (N=52)	82.61%	91.08%	18.81%	24.65%	62.48%	18.94%
Age 50s	Male (N=40)	25.87%	35.30%	3.71%	0.00%	52.40%	23.00%
	Female (N=7)	68.26%	70.25%	10.27%	20.35%	48.04%	10.27%

At first glance, the situation shows that women lawyers are significantly negatively affected in their professional work by childbirth and childcare. Across all respondents, approximately ninety percent of women have experienced a decrease in revenue and a reduction in workload (or absence from work), and another twenty percent have left the firm and delayed promotion and advancement. Although the positive impacts on law practice, “expanded my knowledge of the profession” and “entered new areas of practice,” were also more “yes” responses for women, the negative impacts were very strong in general.

One might argue that how housework and childcare are shared at home is a matter for the family, not for the legal professional community. However, I cannot readily agree with this view. First, the fact that female lawyers are forced to reduce their revenues or leave their law firms due to childbirth/childcare may have a significant impact on the way law firms, and the legal professional community treat women lawyers who have given birth, beyond the division of roles within individual families. The current situation for female lawyers with childbirth/childcare may be the result of inadequate support and initiatives for such female lawyers, at least to some extent.

Furthermore, as shown in Table 11, almost half of the spouses of female lawyers who responded to this question about the impact of childbirth and childcare on their professional practice are lawyers. On the other hand, there are only about ten percent of male lawyers whose spouses are also lawyers. Forty percent of the spouses of male lawyers were full-time housewives,

while only two (1.8%) of the female lawyers had spouses who were full-time househusbands. This difference may have an inevitable impact on the way male lawyers in a management position deal with colleagues and associates in the law firm or the bar community who have childbearing and childcare responsibilities.

Table 11: Spouse’s Occupation (Those who experienced childbirth/ childcare only)

	Lawyer	Other Occupation	Housewife/house husband
Male (N=464)	9.30%	50.30%	40.40%
Female (N=105)	46.70%	51.50%	1.80%

(chi-square test, p<.01)

III. Discussion: Glass Ceilings are Still Alive and Well

A. The Existence of a Multi-layered Glass Ceilings

The analysis of the 2020 Survey confirms that there is still a significant gender gap in professional law practice. The multi-layered glass ceilings I wrote about in my 2015 paper still firmly exist.²⁶ On the other hand, identified in the 2010 Survey and in the Young Lawyers Survey, the gender gap immediately after entering the bar community was not observed this time. In the Young Lawyers Survey, there were gender differences in income at the one-year stage of practice experience, and in the 2010 Survey, there were also very large gender differences in working hours for age twenties. It is encouraging to see that this is no longer the case in the 2020 survey. In other words, while it has been pointed out that there are three types of glass ceilings: (1) at the point of entry, (2) in subsequent legal work, and (3) in family responsibilities, it seems that (1) has not been confirmed this time. Although the multi-layered glass ceiling still exists, at least one layer of the ceiling appears to have been thinned or removed.

B. The Impact of Childbirth and Childcare is Significant, but Not The Only Reason for the Gender Gap

The negative impact of childbirth and childcare on the work of women lawyers was certainly significant in this survey. While issues of childbirth and childcare involve individual families and the entire society outside of the bar community, this does not completely exonerate the legal community. Measures based on a more detailed study would be needed to determine why there is such a gap between male and female lawyers who have children as well.

However, it should be noted that this factor does not explain all existing gender disparities. In this survey, respondents to the impact of childbearing and childcare accounted for only about thirty percent of the total sample. It is necessary to note that there are lawyers who neither give birth nor get

26. See *Why Female Lawyers Get Less*, *supra* note 2, at 434.

married and that the circumstances surrounding childbirth and childcare are not the only factors creating gender differences in the current practice of law.

C. Bar Associations Leading Gender Equality in Society

As we have seen in the analysis, the gender gap between clients and areas of practice is significant, and there is a clear impact on the revenue and income gap between lawyers. Of course, the client and area of practice are also closely related. Insurance companies, which could be categorized as a SME client, are clients of male lawyers, who are asked to handle traffic accident cases or to serve as their legal counsel. Clearly, when male lawyers are widely handling profitable cases, it is not only because of their sales efforts but also because of the will of their clients. In other words, when there are gender differences in areas of practice and clients, this is largely a reflection of gender differences in Japanese society as a whole. As widely reported, Japan ranks 125th out of 146 countries, the lowest in East Asia and the Pacific region regarding gender parity and 116th out of 146 countries in the World Economic Forum's Global Gender Gap Report 2023, the lowest among the G7 countries.²⁷ The percentage of women in politics is also around ten percent. These factors have a significant impact on the way Japanese lawyers practice law within Japanese society.

This is why; however, the bar community must make the best effort on this issue. The Attorney Act states that the mission of lawyers is "to protect fundamental human rights and realize social justice," and to this end, they "shall perform their duties with integrity and endeavor to maintain social order and improve the legal system."²⁸ If this is the case, more emphasis should be placed on promoting gender equality within the legal professional community in order to drive gender equality in Japanese society.

Specifically, lawyers at the partner level, in allocating cases to younger lawyers, should consciously give female lawyers cases in the corporate field and other areas where not many female lawyers have a share. This should have an impact both inside and outside the legal community. The participation of female lawyers in areas of law where they have not been involved in the past will certainly have an impact on the practice of law. At the same time, this could narrow the gender gap within the legal professional community. By encouraging such efforts, the legal community must have an influence on those within and outside the legal community to reduce gender disparities. There are many other efforts that the bar as a professional body should take, such as mandatory training for the entire bar members to avoid gender bias in practice settings.

27. World Economic Forum, Global Gender Gap Report 2023, at 10, <https://www.weforum.org/reports/global-gender-gap-report-2023/> [<https://perma.cc/Z4L8-324V>] (last visited Jul. 23, 2023).

28. Attorney Act of 1949, art.1, para.1 and 2.

Conclusion

This Article analyzes the 2020 Survey by the JFBA from a gender perspective. It was confirmed that there is still a serious gender gap in Japan, both in numbers and in professional work. While it is important to increase the number of female lawyers so that the public will have more confidence in the judiciary and access to female legal professionals when they want to consult with them, the bar community needs to be attractive and work-friendly for women in order to accept more female lawyers. Although there seems to be some improvement compared to the 2010 Survey, the current situation, as a work situation, still has serious gender disparities. Even if a certain portion of this is due to the gender disparity in Japanese society as a whole, lawyers and the bar community should take the initiative in this matter and lead a gender-equal society.

Appendix

Translation of the questions asked in the 2020 Survey

*Some sub-questions are omitted.

QUESTION 11. First, we would like to ask you whether or not you were engaged in the practice of law in the year 2019. If you were engaged in legal activities in 2019, please circle “1” and answer the questions below Question 1 on the next page. If you were not at all (or hardly) engaged in legal activities, please circle “2” and answer the questions below Question 45 at the end of this questionnaire (page 27). If you are not sure whether you were engaged in legal activities or not, please circle “1” and go to Q1. (circle one).

Questions about your Office

Q1. Which of the following firms are you affiliated with and have filed a report with your bar association and the JFBA pursuant to Article 21 of the Lawyers Act? Please circle one that applies.

Q2. Which of the following is your law firm’s management structure? Please circle one number that applies. (circle one).

Q3. How many lawyers, including yourself, are affiliated with your law firm? How many lawyers are involved in the management of the firm? If you do not know the exact number, please give an approximate number.

Q4. Which of the following positions do you hold within your law firm? Please circle the number that best describes your position. (circle one).

Supplementary-question (SQ) 1. Do you receive a fixed amount of salary/compensation each month from the firm or the attorneys involved in your management? Please circle one number that applies. (circle one). If you had the opportunity to be transferred last year and received wages from the company to which you were transferred, please answer about the time when you were not transferred.

SQ2. Can you take a case by yourself? From the following, please choose the number that best applies to you.

Q5. In the last year, have you been referred to work by or referred work to any of the following license holders? In addition, although you did not actually receive any such business referrals, are there any of these people who might be able to refer business to you or refer business to you if you need it?

Q6. Did your firm use any of the following media for advertising or public relations in the past year, whether paid or free? Please circle all that apply. (Please circle all that apply.)

Q7. How many staff/secretaries does your firm have? If you do not know the exact number, please give an approximate number. If you do not know the number of clerks, please check “don’t know.”

Q8. Do you ever delegate any of the following (1) through (3) tasks to your clerical staff? Please circle one number for each task. (For each of (1) through (3), circle one number).

Q9. To what extent do you obtain information necessary for your work from the following sources (1) through (7)? Please circle one number for each source. (circle one)

Questions about Business

Q10. First, we would like to ask you about your working hours. Approximately how many total hours did you work during the last year (January 1 - December 31, 2019)? (You may state the total number of hours worked as the number of hours calculated by multiplying the average weekly working hours by 52 weeks)

Q11. Of the total hours worked in the last year that you answered in Q10, what percentage of your time was spent on the following tasks or activities? Please indicate the percentage of each so that the total is 100%.

Q12. Regarding legal services in Q11 (1) (regular law practice), how much time did you spend on each of the following areas of legal services during the last year? Please give an approximate percentage of the total time you spent on "regular legal services" (100%). (Please give a rough estimate)

Q13. Also, legal services in Q11 (1) (regular law practice), how much time did you spend in the following specific practice areas during the past year? For each of the following areas of practice, please circle one item that applies to the degree to which you spent approximately the same amount of time. (circle one for each of (a) through (mi))

Q14. During the last year, how much time did you spend on the following types of clients, advisees, and organizations? Please indicate the percentage of your time spent on each of the following clients, advisees, and organizations, taking 100% of your total time spent on the ordinary legal services described in (1) of Q11.

Q15. Do you have your own clients who serve as "advisor" or "quasi-advisor" (see note)? (circle one)

SQ1. How many of each of the following types and sizes of clients or advisory clients would you classify as follows? Please enter the number in the appropriate column.

SQ2. How many of each of the following categories of advisory fees (annual fees, excluding tax) would you classify these advisory clients (excluding quasi-advisory clients) as follows? Please enter the number in the appropriate column.

SQ3. For each of your advisory clients (or "quasi-advisory clients"), how many new advisory relationships were formed, or previous advisory relationships were terminated in the past three years?

Q16. Did you serve as an outside director/auditor during the last year? If so, please indicate the number of companies for which you served as an outside director or auditor. (circle one).

Q17. Did you have any of the following agreements with Hōterasu (Japan Justice Support Center) in the last year? Please circle all that apply. (circle one for each of (1) through (5))

Q18. How do you handle the regular law practice? Do you practice alone or with other colleagues or secretaries? Please circle all that apply. (circle one for each of (1) through (6))

Q19. Regarding the cases you handle in your regular law practice, what are the most common paths that led to accepting a case? Please circle three of the following.

Questions about Revenue

Q20. What method do you use exclusively to calculate the fees for your legal services?

Q21. We would like to ask you a few questions about how you file your taxes.

A. How do you file your income tax return? (circle one)

B. We ask this question to those who file tax returns (those who answered 1-3 in Q21.A in the previous question). Do you hire an outside tax accountant, certified public accountant, etc. to handle your tax filing? (circle one)

Q22. Please tell us about your sales (income) and income. If you filed a tax return, please answer A1 below; if you did not file a tax return and have employment income, please answer A2.

A1. Please refer to your tax return for the year 2019 (A or B) and fill in the following items by rounding off the amount in the appropriate column to the nearest ten thousand yen.

A2. Please refer to your "Certificate of Withholding Tax on Salary Income" for the year 2019 and fill in the following items by rounding off the amount in the appropriate column to the nearest ten thousand yen.

Q21. We would like to ask you a few questions about how you file your taxes.

A. How do you file your income tax return? (circle one)

B. We ask this question to those who file tax returns (those who answered 1-3 in Q21A in the previous question). Do you hire an outside tax accountant, certified public accountant, etc. to handle your tax filing? (circle one)

Q22. Please tell us about your sales (profit) and income. If you filed a tax return, please answer A1 below; if you did not file a tax return and have employment income, please answer A2. (If you had neither business nor employment income, please proceed to Q24 on page 15.)

A1. Please refer to your Tax Return for the year 2019 (A or B) and fill in the following items by rounding off the amount in the appropriate column to the nearest ten thousand yen.

A2. Please refer to your "Certificate of Withholding Tax on Salary Income" for the year 2019 and fill in the following items by rounding off the amount in the appropriate column to the nearest ten thousand yen.

Q23. Please tell us about your profit and loss account or income/expense breakdown. If you filed a blue return, please refer to the "Blue Return Financial Statement;" if you filed a white return, please refer to the "Statement of Income and Expenses." If you did not file a blue return or a white return, please go to Q24 on page 15.

A. Please refer to "Income (Total) (1)" and "Expenses (11), (15)" on the "Income and Expenses (Total) (1)" and "Expenses (11), (15)" on the "Income and Expenses (Total) (1)" or "Balance Sheet" and enter the amounts in the following items in units of "ten thousand yen," rounding the applicable column to the nearest "ten thousand yen."

B. If you have answered "Sales (income) amount or income amount (total)" in A, please enter the total amount of sales/income from the following

items. I would like to ask you about. Of the amount of your sales/income, do you have any income other than sales/income as an attorney?

C. How much of your sales (income) as an attorney was derived from the following services or activities? If you cannot answer exactly, you may approximate. If there is no income that applies to you, please fill in 0.

D. How much of your sales/income as an attorney came from your clients? Amount (Please fill in the annual amount).

Questions about Professional Life

Q24. What motivated you to become a lawyer? For each of the following reasons, please circle the one that best describes your motivation.

Q25. How satisfied are you with your current situation regarding the following items? Please circle the one that best describes your current situation (circle one for each of (1) through (5)).

Q26. How much stress, anxiety, or worry do you currently feel about the following items? Please circle the one that best describes your current level of stress, anxiety, and worries. (circle one for each of (1) through (6))

Q27. Compared to 10 years ago (or to when you registered if you have been a lawyer for less than 10 years), how would you describe yourself? For each of the following, please choose the one that best describes you.

Questions about Yourself

Q28. Please circle the number that applies to your gender and age (as of December 31, 2019).

Q29. Which of the following schools did you last graduate from? Please circle one number that applies.

Please write the name of the department of the university from which you graduated last.

Please indicate the name of the last graduate school you completed or withdrew from.

Q30. Please circle one number from the following that applies to the term of the Judicial Apprenticeship you had.

Q31. As of December 31, 2019, how many years have you been a registered attorney? Guess from the following. Please select and circle one number that applies. (circle one)

Q32. Before you registered as a lawyer, did you have any other occupation? What kind of occupation was it? Please circle all that apply.

Q33. Is your association the same as the following places? Please circle all that apply.

Q34. Have you ever changed your registered office? If yes, please list in order from your first registered firm until just before you joined your current registered firm.

Q35. If you are currently (as of December 31, 2019) an "attorney in management," how many years after you were admitted to the bar did you first become an attorney in management?

Q36. Are you qualified to practice law in a foreign country? Please circle all that apply. If so, please indicate the name of the country. (circle one).

Q37. Are any of your relatives' legal professionals (lawyers, judges, prosecutors, legal scholars)? (Please circle all that apply.)

Q38. Have you ever held a role in a bar association? (Include those currently in office.) Please circle all that apply from the following (circle as many as you wish).

Q39. Have you ever held any position in a group or organization other than the bar association after you were admitted to practice law?

Q40. Have you held any of the following positions since your admission to the bar? (including those currently in office)

Q41. Have you ever taken a leave of absence or interrupted your practice of law for an extended period of time (more than 3 months continuously)? (Include cases in which you are currently on leave of absence, etc.)

SQ1. What was the reason for the leave of absence or interruption of work? Please circle the appropriate answer from the following. If more than one leave of absence or interruption of work, the one that was the most prolonged for you.

SQ2. How did the leave of absence or interruption in your practice affect your practice as an attorney? Please circle the one (1) that applies most to you. (circle one).

Q42. Are you currently married (including de facto marriage)? Please circle one item from the following that applies. (circle one)

SQ1. What is your spouse's (including de facto marriage) job, please circle one from the following that applies. (circle one)

Q43. Do you currently have any children under the age of 18 (excluding college students)? Please circle all that apply and indicate the number of children if you have any. (circle one).

SQ1. Within the last 10 years (only after you were admitted to the bar), have you or your spouse experienced childbirth or childcare? Please circle all that apply.

To those who answered "1" in SQ1.

SQ 2. Within the last ten (10) years (and only after you became a registered attorney), has your practice been affected in any of the following ways by the birth or childcare of you or your spouse? Please circle all that apply.

SQ3. In addition to the items listed in SQ2, please indicate below any other impact on your work due to the birth or care of a child for you or your spouse.

SQ4. Did you utilize any of the following services or resources to continue your work while raising your children? Please circle all that apply. (circle as many as you wish)

Q44. Have you or your spouse experienced caregiving since you were admitted to the bar? (circle one)

SQ1. Have you or your spouse being (or having been) a caregiver had any of the following effects on your work? Please circle all that apply. (circle one for each of (1) through (7))

SQ2. Please indicate below any other matters, other than those in Appendix Q1, that have affected your work because you or your spouse are (or have been) a caregiver. Have you used any of the following services or resources to continue working while caring for a family member? Please circle all that apply.

Questions for those not currently practicing law
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Q45. Please circle the number that applies to your gender and your age at the end of December 2019.

Q46. As of the end of December 2019, how many years have you been a registered attorney?

Q47. Which of the following is the reason(s) why you were not engaged in any (or very little) legal activity in 2019?

End of Questions.