



WWL Pro Bono Survey 2021

Firm Details

1. Name of law firm

Firm Details

2. Are you providing answers on behalf of:

The entire firm

Multiple offices in a region or jurisdiction

A single office

Other (please provide details)

Firm Details

3. Contact details:

Name of pro bono contact:

Email address:

Firm Details

4. Size of Firm

No. of partners (inc. qualifying fee-earners)

No. of lawyers overall

No. of offices

Firm Details

5. When was the firm's pro bono practice established?

Coordination of the Practice

6. Do you have a designated pro bono team?

Yes

No

Coordination of the Practice

7. How many full-time or part-time members does the pro-bono team contain? Please indicate whether they are full or part time below.

Coordination of the Practice



8. Do you have a pro bono coordinator?

If yes, please provide pro bono coordinator contact details:

Coordination of the Practice

9. Does the pro bono coordinator work full-time?

Coordination of the Practice

10. Is the coordinator a:

Partner

Senior Associate

Associate

Non-lawyer

Other (please specify)?

Coordination of the Practice

11. Who is responsible for sourcing and distributing pro bono cases in your firm?

All partners

Partner committee

Pro bono partner

Pro bono committee

Pro bono coordinator

Administrative staff

Other (Please specify)

Coordination of the Practice

12. Is pro bono work coordinated regionally, internationally or on an office-by-office basis?

Coordination of the Practice

13. Are matters partner-led or supervised?

All led

All supervised

Neither

Coordination of the Practice



14. Does your firm employ any dedicated or part-time pro bono lawyers? If yes, why?

Targets

15. Pro Bono Hours

Does the firm monitor its pro bono hours?

Is there a pro bono target for the firm as a whole?

Did the firm meet these targets in 2021?

Targets

16. Is there a mandatory requirement for lawyers in any of the jurisdictions in which you operate? If yes, please provide details.

Targets

17.

Is there a pro bono target for the individual lawyers?

If yes please specify

Targets

18.

What percentage of individual lawyers met their targets?

Hours

19. What was the total number of hours spent on pro bono work at the firm between January 2020 and December 2020?

For each jurisdiction in which the firm has an office please provide: the headcount and total number of pro bono hours for each office.

Hours

20. What percentage of the firm engages in pro bono activities?

	Below 10	11-25	26-40	41-55	56-70	Above 70
Partners						
Trainees						
Associates						



Hours

21. What is the average number of hours each lawyer spends on pro bono work per year?
(partner/associate/trainee split/office)

	Below 10	11-25	26-40	41-55	Above 55
Partners					
Trainees					
Associates					

Hours

22. Please provide the number of qualifying fee-earners who recorded 10 hours or more of pro bono work across all offices.

Hours

23. Does pro bono count towards billable hours? If yes, is there a limit on the number of hours that will be considered?

If yes, is there a limit on the number of hours that will be considered?

Hours

24. Is participation factored into appraisals and performance review processes?

Is participation factored into deciding remuneration for lawyers?

Yes - for all lawyers

Yes - for associates, not for partners

No

Areas of Focus

25. Does the firm have a preferred area of focus for pro bono work? Please check the relevant areas below:

Anticorruption

Child custody

Corporate matters

Disability rights

Domestic violence



Education

Employment law

Environmental law

Family law

Health

Human rights

Rights of minorities

Individual representation of vulnerable clients

Intellectual property

Legal reform

Real estate

Rights of the elderly

Support for charities/NGOs

Other (please specify)

Measuring Impact

26. How do you measure the social and environmental impact of your firm's pro bono activities?

Measuring Impact

27. What would you identify as the firm's proudest pro bono achievement of 2020? Please highlight the overall impact of the work and any innovative methods used.

Collaboration

28. Is the firm a signatory to any pro bono organisations? If yes, which ones?

What criteria do you use to select partner organisations?

Are there any sectors that are particularly keen to engage with and collaborate on pro bono initiatives? If so, which?

Collaboration

29. Please provide brief details of other initiatives the firm is undertaking within its overall CSR structure.

Collaboration

30. Would you nominate an in-house legal team or individual for their exceptional pro bono work? (If so, please provide a contact name and email address along with your comments.)

In-house details

Engagement within the Firm

31. Why do lawyers at the firm engage in pro bono activities?

To give back to their local community

To assist those who may fall outside of the legal aid system



To develop their legal skills

For personal satisfaction

Commitment to a cause

Networking opportunities

Opportunity for client interaction

Free training

Other (please specify)

Engagement within the Firm

32. How significant is pro bono work to developing core skills among lawyers? (Answer in scale from 1 -10, with 10 being extremely significant and 1 being insignificant).

Engagement within the Firm

33. What key skills does pro bono work develop?

Engagement within the Firm

34. What steps is the firm taking to promote a pro bono culture and encourage practitioners to engage in pro bono work?

Engagement within the Firm

35. Does your firm publish a report on pro bono work? If so, please provide details and links to these reports below, or submit them to Suraj.Modhvadiya@whoswholegal.com

Engagement within the Firm

36. How important is the firm's pro bono work in terms of recruiting and retaining talent?

Engagement outside the Firm

37. Do clients or potential clients ask about pro bono work carried out by the firm?

Optional questions

38. To deepen our understanding of the legal market and how firms approach pro bono work, we would appreciate your insights on the following topics. If you would prefer to discuss these topics over the phone in a short telephone interview please contact Conor Manders

(Conor.Manders@whoswholegal.com)

How does pro bono work benefit the community, individuals and your firm?

What factors (locally, globally and in the legal market) are driving the growth of pro bono in law firms?

Optional questions

39. How has the Coronavirus pandemic affected Pro Bono work at the firm?

Optional questions

40. What is the future of the pro-bono practice and pro-bono work over the next year or so?