

# TRUSTLAW INDEX OF PRO BONO

## The Thomson Reuters Foundation Global Pro Bono Survey

I am pleased to share with you the results of the second TrustLaw Index of Pro Bono, a benchmark mapping the global scale and trends of the pro bono legal sector.

Compiled with data collected from over 140 law firms - both large and small - and representing 49,000 lawyers in 77 countries, the Index illustrates a story of global growth and commitment to pro bono legal assistance.

Over the last 12 months, respondents donated 2.08 million hours of free legal support. On average, lawyers invested about one week (43 hours) of their time assisting charities, non-profits, social enterprises, and/or individuals free of charge.

The pro bono projects chosen by law firms and legal counsels included those in the areas of Access to Justice (54 percent), Economic Development and Microfinance (40 percent), and Education and Training (40 percent).

Having good data on pro bono is crucial. It allows us to better understand where the industry is going, to set important benchmarks, and to build up support for the practice. By mapping the growth of pro bono geographically and in terms of engagement levels, we believe the TrustLaw Index of Pro Bono offers the industry a unique tool to help firms understand how to get the greatest impact from their pro bono work.

The core mission of TrustLaw is to spread the practise of pro bono around the world. Today, TrustLaw operates in over 170 countries, bringing together 500 top law firms and in-house legal teams with 2,000 of the best social impact organisations around the world. In less than five years, TrustLaw has made over 1,600 connections between law firms, high impact NGOs and social entrepreneurs. Some of these connections took place in countries not traditionally known for pro bono legal support: from Somalia to Slovakia, Mongolia to Mauritius, and Swaziland to Saudi Arabia.

It is encouraging to see that a rising number of law firms from even more countries around the world have decided to contribute to the TrustLaw Index of Pro Bono. Our hope is that the research will continue to prove useful to those of you providing pro bono legal assistance around the world.



Bests, Monique

## Executive Summary

The 2015 TrustLaw Index of Pro Bono has backed findings from our inaugural Index last year that pro bono legal work is thriving globally. Results of this year's Index again show that law firms all over the world are devoting extraordinary resources to support individuals in need and organisations with a social, humanitarian and environmental focus.

The amount of data collected for the 2015 Index was almost 35 percent larger than a year ago with almost **49,000 lawyers** working at the **141 firms** in 77 countries surveyed. These lawyers clocked up over **2 million hours of pro bono** over the last year, meaning they performed on average **43.2 hours** of pro bono each. This figure is slightly higher than last year's average of 43.0 hours and is a positive trend in the sector. Increasing the data set may also mean this is a more accurate reflection of the global sector.

The indicators tracked by the Index – average number of hours of pro bono per fee-earning lawyer and percentage of lawyers doing 10 or more hours of pro bono – are not a comprehensive reflection of pro bono, let alone other forms of community or social initiatives. These indicators have been selected to provide a broad indication of engagement levels within firms, and, combined with other metrics, give an insight into what makes a successful pro bono practice. As with last year's results, the findings show that a number of the structural factors within firms can have a very significant impact on the amount of pro bono undertaken.

The findings from this year's Index showed extensive differences between international firms and those with offices in only one country and the trends were not always as expected. Our findings challenged the assumption that international firms tend to be better resourced and so likely to be able to devote more capacity to pro bono practices. Many of the most successful firms around the world in terms of pro bono are domestic firms and many international networks envy the resources these domestic firms have with regard to pro bono. In general, however, international firms and networks are larger and have economies of scale that enable both their financial and fee-earning resources to support a wider array of non-fee-earning projects than their domestic competitors. In many jurisdictions globally, international firms and networks are not able to operate so domestic firms are biased towards certain jurisdictions. The differences between these two groups may also be due to local context rather than available resources.

## The Index By Numbers



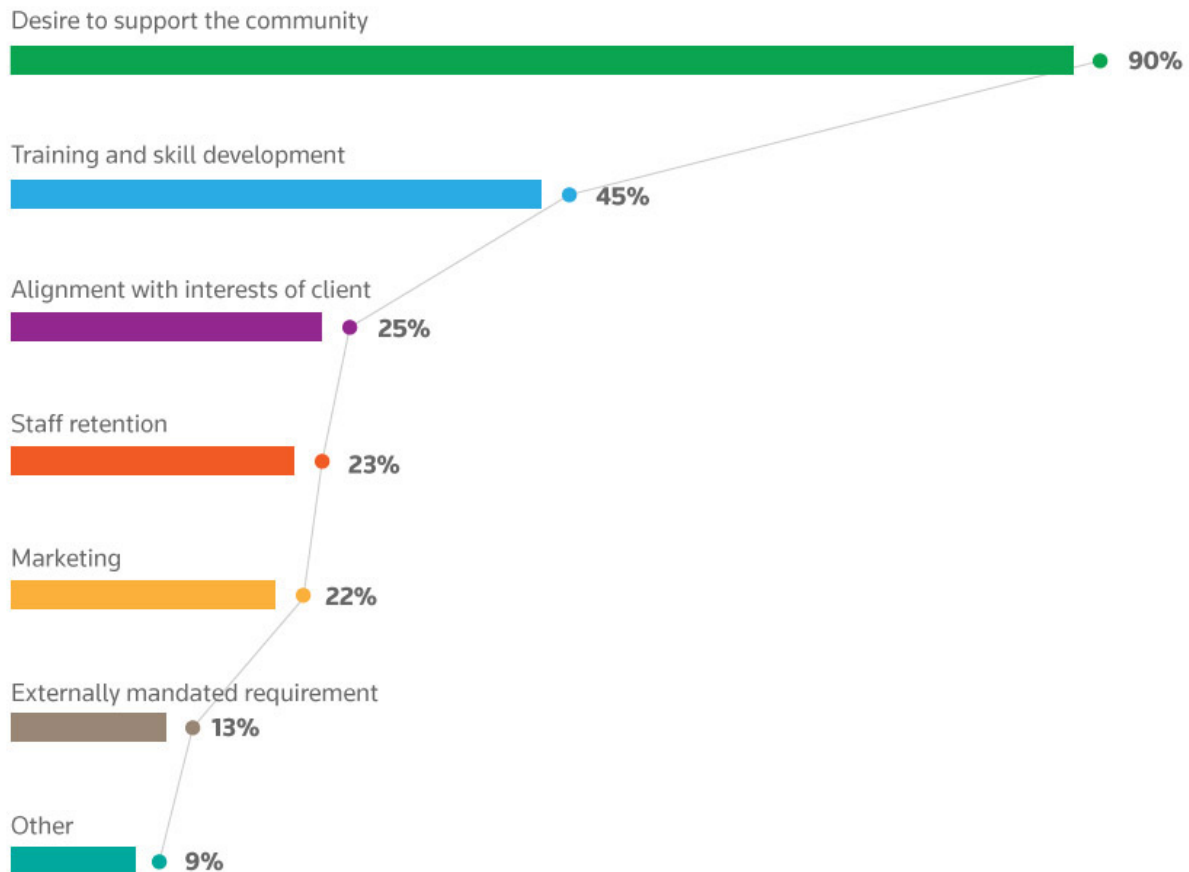
**The findings this year show there is a strong link between the number of fee-earners at an office and the amount of pro bono performed** despite very different responses from international firms and their colleagues at firms with offices in only one country. Lawyers at offices with 100 or more fee-earners did **34.1 hours** of pro bono on average, whilst those at medium-sized offices of 20-99 fee-earners performed **19.3 hours** of pro bono each on average. Lawyers at offices with fewer than 20 fee-earners performed more pro bono than those at medium sized offices with an average of **22.3 hours** over the year.

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



This year firms also gave more details about why they run pro bono practices, for whom, and which sectors they focus on. As with last year, most firms, or **85 percent**, offer assistance to registered charities, while **63 percent** assist individuals, and **59 percent** work with social enterprises. Over half of the respondent firms, or **54 percent**, focus on access to justice initiatives, while **40 percent** work on projects relating to economic development and microfinance, and **40 percent** on education and training matters. Nine in 10 firms, or **89 percent**, said the 'desire to support the community' was a key reason to perform pro bono work, while **45.3 percent** see pro bono as an important tool for training and skill development for their team.

## WHY DO PRO BONO?



**After feedback last year, the 2015 Index asked firms if they had a formal written pro bono policy to see what impact this had.** The results found **63.8 percent** of respondent firms have a formal policy and this had a significant impact on the average hours performed by fee-earners. Lawyers at firms with a pro bono policy performed **36.7 hours** of pro bono on average, compared to **21.1 hours** at those without a policy. The impact on the percentage of lawyers doing 10 or more hours is significantly less with **45.6 percent** of lawyers at firms with a policy in place doing 10 or more hours of pro bono compared to **34.8 percent** at firms without.

**Appointing a pro bono coordinator in law firms had a less marked impact on the amount of pro bono done than some of the other indicators.** The Index found **75.4 percent** of firms have a designated pro bono coordinator – the most ubiquitous of the indicators tracked. Lawyers at firms with a coordinator performed **33.0 hours** of pro bono on average compared to **28.3 hours** at those without. This number was surprising as the difference in levels of engagement between firms with and without a coordinator

in the 2014 Index was wider. This could be explained by the fact that a greater number of small firms responded to the Index this year. Many of those are small enough to not require a formal coordinator as the lawyers there can more easily allocate resources informally on pro bono projects as a team or on their own.

**The presence of a pro bono committee has a particularly strong impact on pro bono engagement,** according to this year's findings. The Index found **47.1 percent** of firms have a pro bono committee of some kind, and at those firms **46.5 percent** of lawyers perform 10 or more hours of pro bono compared to **39.4 percent** at firms without. Furthermore, lawyers at firms with pro bono committees do **38.9 hours** of pro bono on average compared to **23.3 hours** at firms without. Last year's findings also showed this indicator was very important in having a robust pro bono programme. It is arguable that the presence of a pro bono committee demonstrates a firm's commitment to pro bono as a range of resources throughout the firm are being devoted to shape a pro bono practice.

For the purposes of the Index, a pro bono policy, a pro bono committee or a pro bono committee are considered to be pro bono infrastructure.

## HOURS AND ENGAGEMENT FOR FIRMS WITH OR WITHOUT PRO BONO INFRASTRUCTURE

Firms with infrastructure



**33.4**

Average hours  
per fee earner

**45.2%**

Average percentage of  
fee earners doing  
10+ hours of pro bono

Firms without infrastructure



**21.4**

Average hours  
per fee earner

**43.2%**

Average percentage of  
fee earners doing  
10+ hours of pro bono

## ■ AVERAGE HOURS FOR FIRMS WITH OR WITHOUT PRO BONO TARGETS



**Having a pro bono target in place is a powerful tool to encourage lawyers to engage more in pro bono.** The Index found **33.3 percent** of respondent firms require their lawyers to perform pro bono, although this requirement may be mandatory or aspirational. This year's findings suggest such a requirement has a limited impact on the proportion of lawyers getting involved in pro bono but has a strong impact on the average number of pro bono hours undertaken. Lawyers at firms with a target in place performed on average **42.7 hours** of pro bono compared to **29.3 hours**.

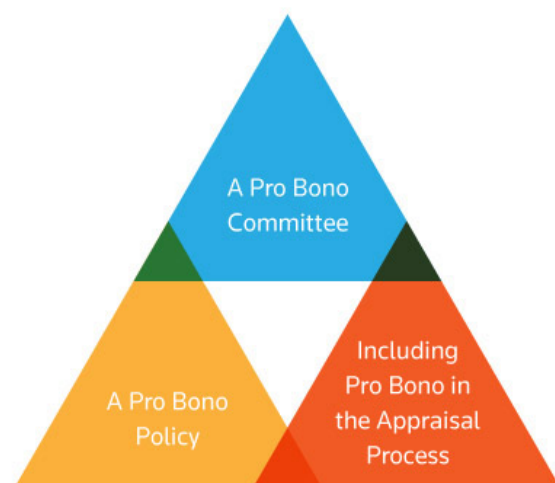
**Factoring pro bono work into appraisal processes has a significant impact on both the average number of pro bono hours performed and the percentage of lawyers performing 10 or more hours of pro bono.** The majority of respondent firms, or **66.2 percent**, factor engagement in pro bono into the appraisal process for fee-earners at their firms. Lawyers at firms where pro bono work was not taken into account during the appraisal process performed on average **23.3 hours** of pro bono, compared to **35.9 hours** at those that do. The impact on the percentage of lawyers performing 10 or more hours of pro bono was equally significant with **48.4 percent** involved when pro bono was taken into account compared to **35.4 percent** otherwise. Allowing lawyers to take credit for pro bono therefore seems to be an important factor in strengthening levels of pro bono engagement.

## ACCORDING TO THE DATA WE HAVE COLLECTED IN THE 2015 INDEX

The factors that have the greatest influence on the average hours per fee earner<sup>●</sup> are:



The factors that have the greatest influence on participation in pro bono by lawyers<sup>●</sup> are:



● Based on the correlation coefficient between each factor tracked and the average hours of pro bono per fee-earner or percentage of lawyers performing ten or more hours of pro bono

**Taking pro bono into account when determining compensation for fee-earners also has a strong impact on the average number of pro bono hours undertaken, although less so in encouraging more lawyers to get involved in pro bono projects.** Where lawyers are financially rewarded for pro bono hours, the average number of hours performed increases to **38.5** from **25.5**. The impact was less significant when looking at the percentage of lawyers performing 10 or more hours of pro bono at **46.6 percent** compared to **43.2 percent**.



## Methodology

Law firms of varying size, structure, and location were asked to provide information on how they organise their pro bono practice and how much pro bono work they provide in the countries or jurisdictions in which they operate. **141 firms** in 77 jurisdictions provided us with information about how they structure their practice and 122 of those submitted detailed data about how much pro bono their lawyers are doing.

All law firms are different and this was reflected in the responses to our Index, with some of the world's largest firms providing information as well as local firms with just a handful of lawyers. Some respondents have a long and proud tradition of offering pro bono services to the local communities whilst others are new to this space. The range of respondents means the data offers a genuine snapshot of the legal profession and its great variety.

The Index has highlighted a number of recurring factors that are key to developing a successful pro bono practice and we have judged success on one simple metric: how much pro bono is being done. Given the vast cultural and contextual differences globally<sup>1</sup>, average pro bono hours per fee-earner in each jurisdiction and the percentage of lawyers performing 10 or more hours of pro bono are used as the key metrics to create benchmarks and draw comparisons. It is clear this is just one measure of a successful practice and this metric does not take into account the impact of the work undertaken.

Through the Index we have sought to create a robust database that quantifies pro bono hours and engagement by firms and analyses the pro bono infrastructure to help foster the development of the sector. The Index can add to and support the discussion around measuring the impact of pro bono work.

No matter where firms are located and irrespective of their size and resources, lawyers face similar challenges in trying to grow and strengthen their pro bono practices. The work itself can also be very

<sup>1</sup>For more on the context of pro bono around the world, please see the [Latham and Watkins Survey of Pro Bono Practices and Opportunities](#).

different in different jurisdictions. As such, while the amount of pro bono being done has been tracked, comparisons are not intended to be drawn between countries. Rather, data relating to the amount of pro bono has been grouped into regions, excluding jurisdictions known for a high degree of infrastructure of pro bono (namely England and Wales, the United States and Australia), based on where the lawyers are located. Where there is sufficient data to warrant doing so, country indices have also been created. In providing the data in this way, benchmarks of how much is being done have been generated, helping firms understand how much they are doing compared with other lawyers working in the same context.

The Index is beginning to become a hub for information about trends in the pro bono sector. Building on the findings of last year's Index, this year we have been able to begin plotting data to demonstrate trends and we anticipate in the future being able to show how these trends shift over time, not only in terms of how much pro bono is being done but also any evolution in the way practices are managed. Both the legal and social sectors are in a transition at the moment with organisations in both industries looking for ways to strengthen their offerings while facing financial pressures on their sources of income. As the pro bono sector responds to the pressures and needs of the wider communities, the Index will be well-placed to reflect this.

For information on the questions that comprised the Index, [see here](#).

## Analysis - Clients and Types of Work

The Index this year looked at the underlying drivers and justifications for undertaking pro bono, as well as the clients and types of work that firms focus on, in a bid to help understand more about the make-up of pro bono practices. This analysis allows the Index to report on broad trends across the industry in areas of pro bono and assess what types of clients are most attractive to firms.

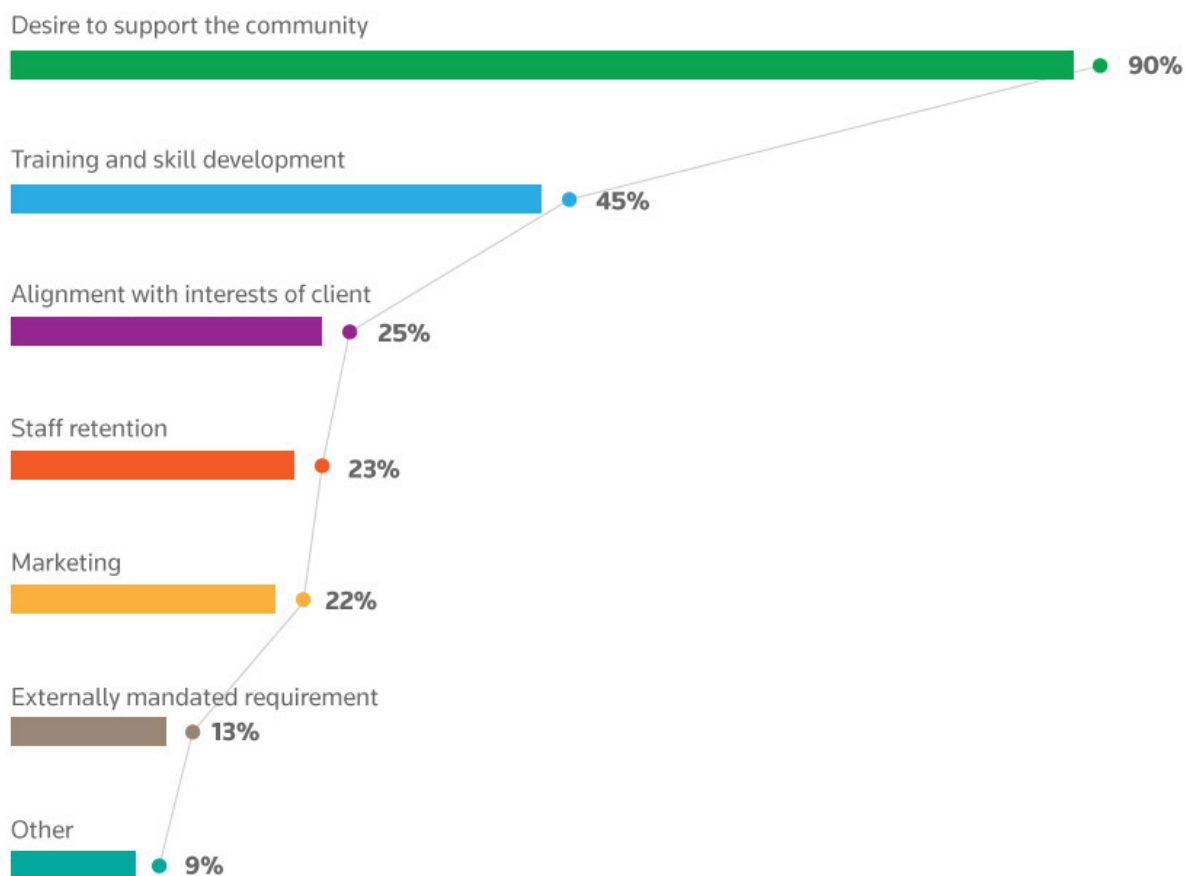
### Why Do Pro Bono?

There are many reasons why firms and individual lawyers undertake pro bono. The vast majority of firms said it was due to a desire to support the community. Just under half of firms see pro bono as a useful opportunity for training and developing the skills for their lawyers. The next three most cited reasons were firms aligning themselves with the interests of their clients, staff retention, and marketing.

Although the findings suggest the main driver for pro bono is a social conscience, it is clear there are more commercial and less altruistic reasons for pro bono as well. To compete with other firms, whether for work mandates or to attract the best candidates, pro bono can be seen as a useful tool. If a client has positioned itself as an ethical or socially conscious organisation, a law firm may benefit from being able to demonstrate the same and pro bono is a relatively straight-forward way of doing so. Many young lawyers enter the legal profession through a desire to help people, and having a robust pro bono practice may help attract graduates to a firm. Pro bono cases can also offer unique training opportunities and help lawyers round out their skills by looking through a slightly different prism. Pro bono may help retain talent if a broad variety of projects, particularly those with a social focus, can be offered.

When broken down into firms with offices in just one jurisdiction and international firms, the findings diverge significantly. Among firms with offices in just one jurisdiction, 93.2 percent of respondents cited a desire to support the community as a primary driver for offering pro bono and the next most popular justification was training and skills development (selected by 25.7 percent of domestic respondent firms). Only 16.2 percent said alignment with client expectations was a driver. This shows that the more commercial reasons were less of a priority to domestic firms.

## WHY DO PRO BONO?



For international firms, 84.8 percent stated the desire to support the community was a key driving factor but commercial factors proved far more important than they did for their domestic counterparts. Out of international firms, 66.7 percent said training and skill development was an important justification for pro bono, 40.9 percent said that staff retention was key factor, and 34.8 percent cited staff retention and aligning with clients' interests.

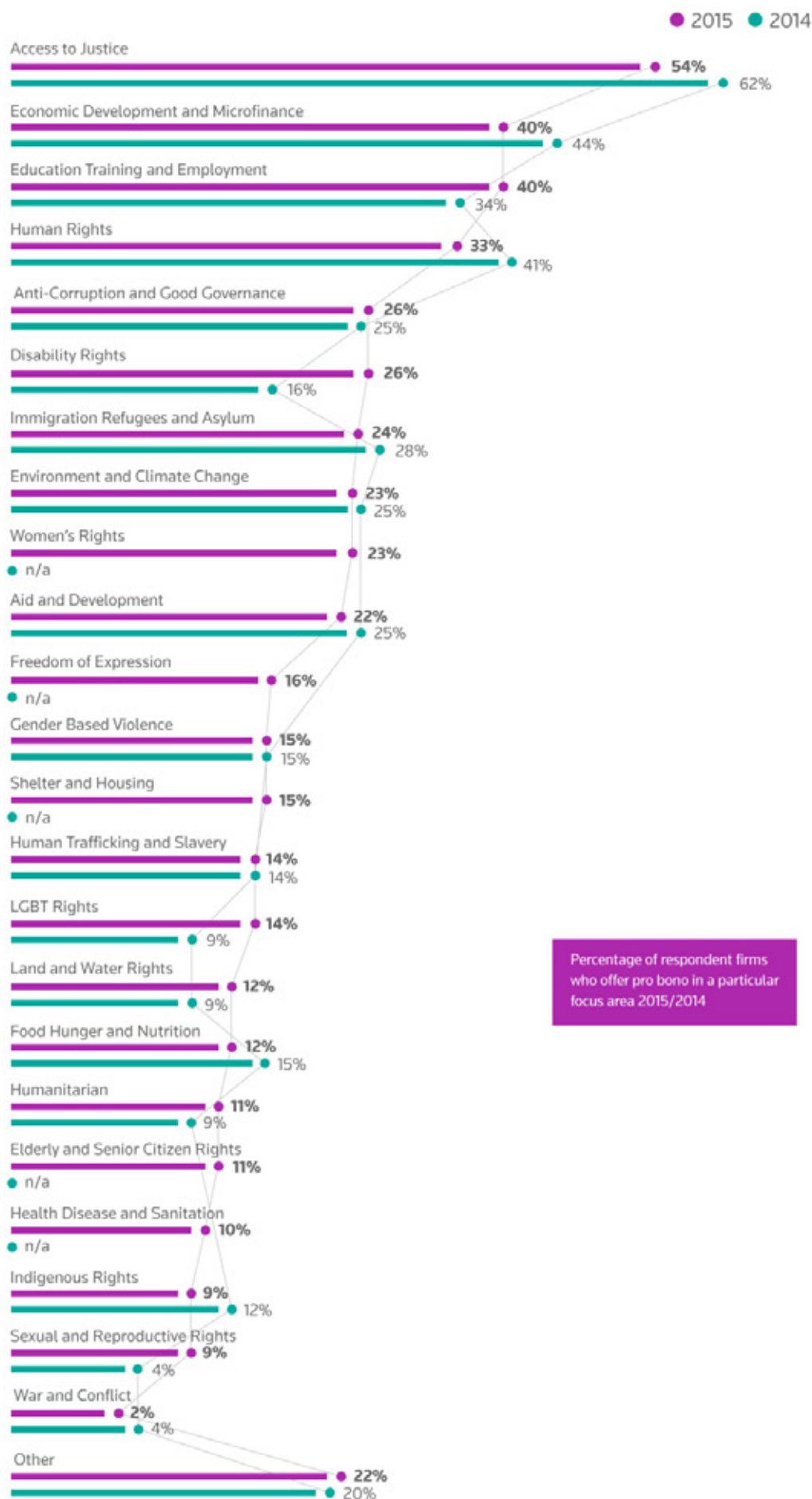
The different levels of importance placed on these justifications highlights a slightly different mindset amongst firms depending on their geographic focus. This is an interesting trend that we will continue to track.

## Pro Bono Focus

In line with the 2014 Index, the most commonly supported pro bono focus areas for respondent firms were access to justice at 54.3 percent, economic development and microfinance at 40.3 percent, education, training and employment at 39.5 percent, and human rights at 33.3 percent.

# TRUSTLAW INDEX OF PRO BONO 2015

## FIRM'S PRO BONO FOCUS



Breaking the findings down by whether a firm operates in more than one jurisdiction or not, the results show that 40.1 percent of domestic firms work on access to justice issues, 39.4 percent work on education, training and employment, 33.8 percent work on matters relating to economic development and microfinance, and 26.8 percent work on human rights matters.

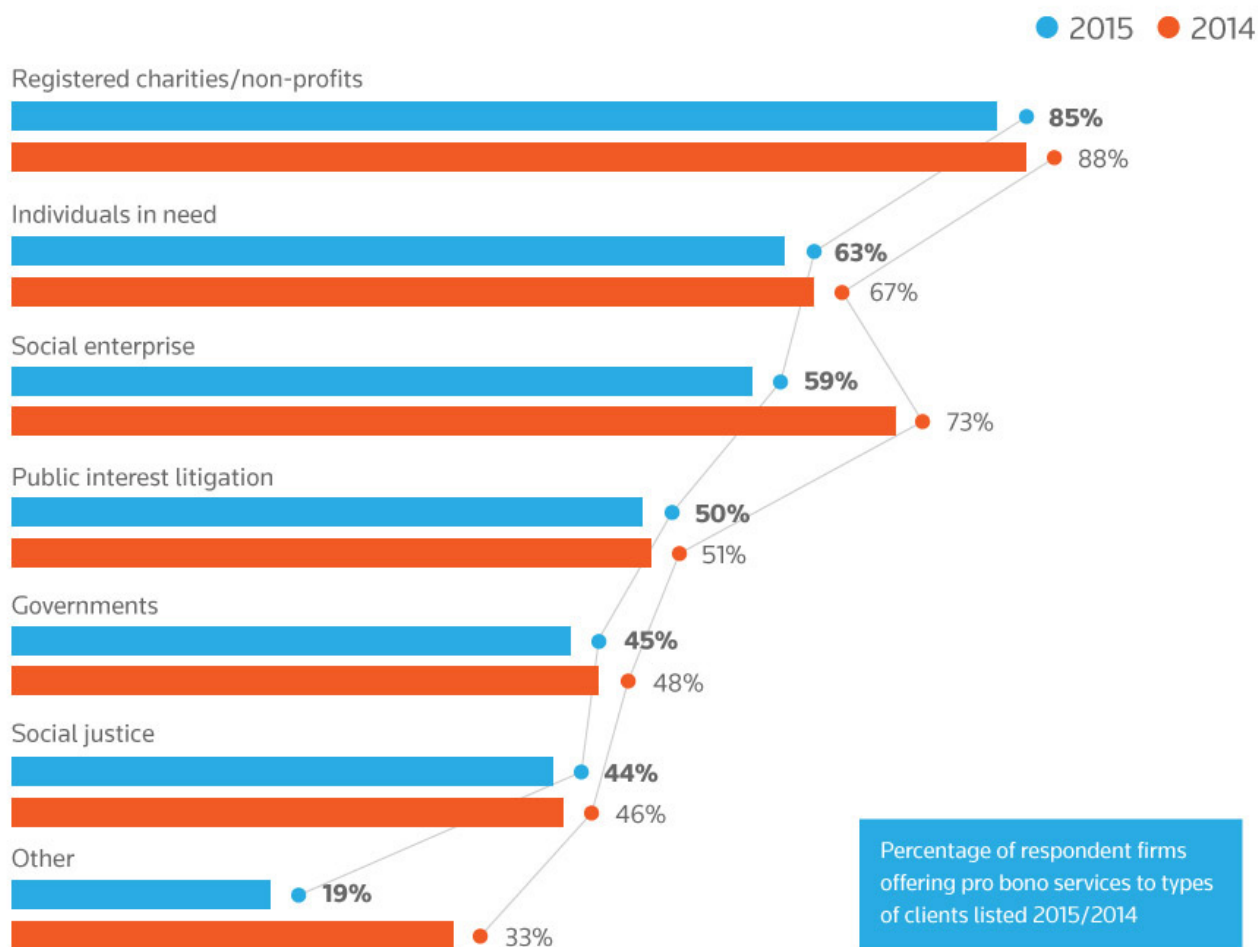
By comparison, 70.7 percent of international firms work on access to justice issues, 48.3 percent work on economic development and microfinance, 41.4 percent on human rights projects, and 39.7 percent on education, training and employment matters. One reason so many international firms work on access to justice matters may be the universality of the topic as it can translate easily between jurisdictions and form the basis of a coordinated and consistent international pro bono practice.

## Pro Bono Clients

Again in line with last year's findings, the most common type of client supported by respondent firms is registered charities or non-profits, with 85.0 percent of firms indicating they work with them compared to 87.6 percent last year. In 2014, 67.4 percent of respondents listed individuals in need as their common pro bono clients. This figure dropped slightly in 2015 to 63.2 percent although it remains broadly consistent. The proportion of firms working with social enterprises dropped to 59.4 percent in 2015 from 73.2 percent. With a larger pool of respondents this year, it is not yet clear whether this is a reflection of the attitudes of the different firms that responded in 2015 or whether it is a trend in the sector.

Among international firms, 92.1 percent work with registered charities, while 79.2 percent and 68.3 percent work with individuals in need and social enterprises respectively. For firms with offices in only one jurisdiction, the figures are broadly similar with 76.4 percent working with registered charities and non-profits, and 50.0 percent with both individuals in need and social enterprises. Interestingly, 65.1 percent of international firms work on public interest litigation but this figure drops to 34.7 percent among domestic firms.

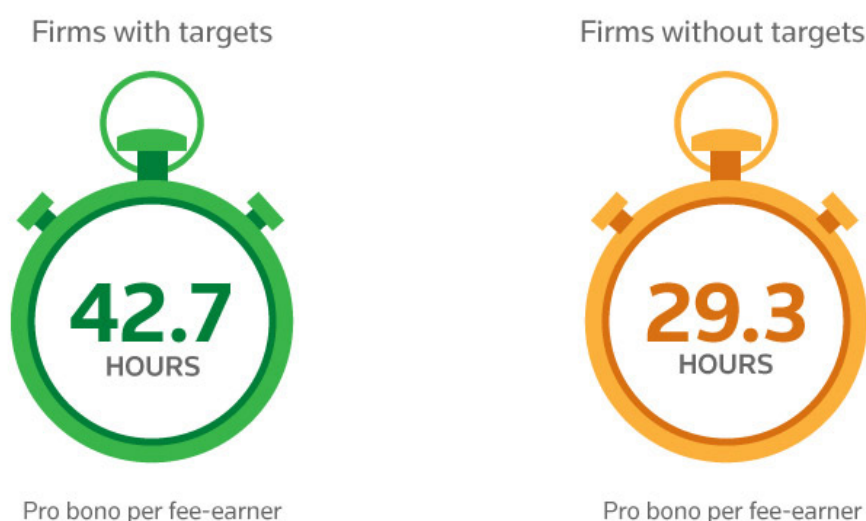
## TYPES OF CLIENTS SUPPORTED PRO BONO



## Analysis - Targets and Compensation

Many law firms ensure they have the infrastructure to support the practice of pro bono but some also actively encourage their fee-earners to participate in pro bono. There are different ways of encouraging lawyers to engage more in pro bono, by using incentives or by building pro bono engagement into appraisal processes to ensure lawyers are rewarded for their efforts.

### AVERAGE HOURS FOR FIRMS WITH OR WITHOUT PRO BONO TARGETS



### Fee-Earning Targets

The Index found that 62.8 percent of respondent firms have some kind of fee-earning or utilisation target in place for their lawyers that feeds into their appraisals or determines salary or some other performance related payment or incentive. Of those, more than 40 percent treat pro bono in the same way as regular fee-earning work while 20 percent do not consider pro bono at all in terms of reaching a fee-earning hours target. When pro bono work is given the same weight as fee-earning work, it is a powerful incentive for lawyers and ensures they do not feel penalised for engaging in pro bono work.



**The respondent firms that have a fee-earning target in place provided an indication of whether, and how, pro bono is factored into hours or utilization targets:**

- Pro bono hours and work treated in the same way as fee-earning hours and work: 42.7 percent
- Pro bono hours and work credited up to a maximum threshold: 14.6 percent
- A minimum fee-earning hours threshold must be reached before pro bono hours are considered: 2.4 percent
- Not considered: 20.7 percent
- Other 19.5 percent

## Pro Bono Targets

One-third, or 33.3 percent, of respondent firms have a pro bono target in place, either encouraging or requiring their lawyers to undertake a minimum amount of pro bono, which has increased from 21.4 percent last year. This percentage is broadly the same whether the firm is international (36.9 percent) or domestic (30.1 percent). It is promising this number has increased even as the pool of respondent firms has expanded this year, suggesting that some of these targets may have been put into place over the last 12 months.

According to submissions this year, the majority of the firms that have a target in place base this on a pure “hours” target rather than asking lawyers to commit a specific percentage of their time or their billable revenue to pro bono. Most firms have opted for 20 – 30 hours per lawyer as the prescribed minimum amount of pro bono, though five respondent firms have targets of 50 hours per fee-earner per year, one has a target of 100 hours, and one firm has set a target of 200 hours. In many cases, there is a required or expected minimum level with a higher aspirational target in place as well. In the vast majority of cases, this target is closely linked to the remuneration of the fee-earners, whether through salary or bonus.

These findings are a shift from the 2014 findings where the average amount of pro bono hours performed at firms with targets was 42.7 hours compared to 29.3 hours at those without targets. According to the 2015 findings, there was very little difference between the amount of pro bono performed over a year by lawyers at firms with a target – 32.8 hours per fee-earner – compared to lawyers at firms without targets – 32.3 hours per fee-earner. But there was a difference at international firms with lawyers on average undertaking 42.2 hours of pro bono at firms with a target compared to 39.9 hours for lawyers at firms without a pro bono target. Fee-earners at domestic firms with a target on average perform 25.2 hours of pro bono compared to 20.7 hours at domestic firms without a target.

Interestingly, international firms and domestic firms with offices in only one country provided quite different results. The different attitudes and differing impact that the presence of the various elements of a pro bono practice have is unexpected and something to be considered. The different sizes and resources of the respective firms may be a factor as well as the cultural context of the lawyers.

## Aspirational v Mandatory Targets

The majority of firms that have a target in place have an aspirational target to encourage their lawyers to achieve a minimum level of pro bono engagement, rather than a mandatory target, under which lawyers are obliged to reach a minimum level and risk being penalised for failing to do so. The Index found 65.2 percent of the targets are aspirational, compared with 34.8 percent being mandatory. The breakdown between international firms and firms with offices in just one jurisdiction was broadly similar. Amongst international firms, 68.0 percent of those with targets in place have aspirational targets which drops to 61.9 percent for domestic firms. Last year's findings suggested some 55 percent of firms with a target made it a mandatory one. The questions relating to targets have been clarified this year and this change in the numbers is likely to be a result of more accurate information this year.

Lawyers at international firms with an aspirational target tend to perform more pro bono than their colleagues at international firms with a mandatory target - 42.6 hours as opposed to 40.0 hours. Again, this trend is reversed for domestic firms, with lawyers at domestic firms with mandatory targets on average undertaking 43.2 hours of pro bono over the last year whilst those at firm with aspirational targets performed 15.4 hours. Overall lawyers at respondent firms undertook 32.0 hours of pro bono on average when there was an aspirational target and 37.6 hours when the target was mandatory.

## Appraisals

As with other industries, lawyers' remuneration is increasingly performance-based and measured and monitored through appraisal processes which are becoming increasingly formal around the world.

To further help encourage lawyers to engage in pro bono, many firms factor participation in pro bono into their appraisal processes. This allows lawyers to be recognised for the work they are doing, irrespective of whether it is fee-earning work or not, and helps ensure that pro bono is considered an important and valuable part of the firm's culture. Two thirds of respondent firms, or 66.2 percent, factor pro bono engagement into this process in one form or another but this figure drops to 46.6 percent for partner appraisals.

**Respondent firms were asked how they factor pro bono into the appraisal process for lawyers (non-partners) at their firm:**

- All pro bono hours and work treated in the same way as fee-earning hours and work: 51.6 percent
- Pro bono hours and work taken into account but given less credit than fee-earning hours and work: 13.2 percent
- Whether pro bono has been done or not is taken into account: 15.4 percent
- Other: 19.8 percent

Where pro bono is factored into the appraisal process, the impact on the amount of pro bono performed by lawyers is dramatic. On average, lawyers at firms that take pro bono into account performed 35.7 hours of pro bono each over the last 12 months. When firms do not take pro bono into account, this average drops by almost half to 18.8 hours.

This difference is even more pronounced at international firms, where lawyers performed 46.0 hours when pro bono was taken into account in appraisal processes compared to 9.0 hours at firms that do not. This trend is not repeated at domestic firms, where lawyers undertook 21.6 hours when pro bono is taken into account, compared to 22.4 hours at firms that do not take pro bono into account during appraisals. It can be inferred that lawyers are more willing to put effort into projects if they know their efforts will be acknowledged and therefore potentially rewarded. The large difference between international and domestic firms reflects differences in relation to a number of factors tracked. Size and local context has a strong impact. Many of the smallest firms may not need these sorts of incentives for passionate lawyers to be heavily engaged.

The impact of taking pro bono into account in the appraisal process is also significant when looking at the percentage of lawyers undertaking 10 or more hours of pro bono. At firms where it is taken into account, 48.4 percent of lawyers did 10 or more hours of pro bono, compared to 35.4 percent where it is not taken into account.

## Compensation

Just under half of the respondent firms, or 47.9 percent, also take pro bono into account when determining compensation for lawyers, a calculation that historically was closely linked to experience and in recent years increasingly correlated to performance and revenue generation. When looking at partner compensation, this figure drops to 25.0 percent amongst respondent firms.

Rewarding lawyers for the pro bono work they undertake is another helpful tool in breaking down barriers that might otherwise prevent or at least inhibit engagement. Given the well-known pressures that lawyers often find themselves under, and the fact that many law firms have high utilisation targets, it is possible that lawyers may feel financially penalised for getting involved in pro bono matters if they are not rewarded for their efforts and this work means they do not reach their required targets.

Amongst international firms, 69.7 percent of respondent firms factor pro bono into the compensation determination process, whilst at domestic firms it falls to 28.4 percent. As with other findings, international firms seem to have put more formal measures in place to support pro bono initiatives at their firms.

Lawyers at firms that do take pro bono into account when determining compensation typically perform far more pro bono than those at firms that do not: 38.0 hours per fee-earner compared with 22.5 hours. Again this difference was more pronounced at international firms where lawyers with pro bono factored into their compensation determination performed 45.3 hours of pro bono over the last 12 months compared to 24.0 hours at other firms. As with the other initiatives to promote lawyer engagement, the impact is lessened for lawyers at domestic firms, where 22.0 hours of pro bono were undertaken if pro bono was part of compensation decisions compared to 22.1 hours.

## Analysis – Infrastructure

Law firms globally organise their pro bono practices in many ways, driven by their different needs and resources, structure, focus and geographic spread.

The TrustLaw Index asks questions about the pro bono infrastructure within firms to help understand the different elements needed to build a successful pro bono practice as well as the potential impact of those factors. The 2015 Index has included additional factors into its analysis that were not part of the survey last year to help understand what shapes pro bono practices in firms.

Last year the Index looked closely at how the presence of a pro bono coordinator and a pro bono committee impacted levels of pro bono engagement. For the purposes of the Index, a **pro bono coordinator** means a point person or team within a firm that has oversight of the administration, coordination or assigning of pro bono matters, and a **pro bono committee** is a body whose role is to evaluate potential pro bono matters and / or take a lead on policy and strategy issues. It is acknowledged that no two firms treat the role of pro bono coordinator or the function of a pro bono committee in the same way. The 2014 Index analysed the impact of having a coordinator and/or committee on pro bono hours and participation.

Following feedback to last year's findings, a broader approach has been taken to look more closely at the infrastructure within firms to try to understand the impact of the various elements. This year the Index also tracks the presence and impact of any formal **pro bono policies** designed to guide or set minimum standards for pro bono practices, as well as the impact of a pro bono coordinator and/or committee.

### Overview: Pro Bono Infrastructure

It is clear that no two firms have the same structure in place when it comes to a pro bono practice and the use of pro bono coordinators, committees or policies. Eight out of 10 firms, or 81 percent, have at least one of these three elements. Nearly all international firms, or 96.4 percent, have one of these elements while only 72.6 percent of firms with offices in just one jurisdiction, do so. This is closely aligned to the findings from last year.

Lawyers at firms with infrastructure in place perform more hours of pro bono on average, with fee-earners notching up 32.3 hours on average over the past year compared to 27.4 hours at firms without such a structure. This is also broadly in line with last year's figures of 33.9 hours per fee-earner at firms with infrastructure and 22.6 hours at other firms.

The same does not quite hold true for the percentage of lawyers that perform 10 or more hours of pro bono. At firms without any infrastructure 41.7 percent of lawyers undertook 10 or more hours over the year which was exactly the same as the percentage at firms with infrastructure.

One surprise finding came from analysing the amount of pro bono hours performed by lawyers in domestic firms with and without infrastructure. When such a firm had infrastructure in place, lawyers performed an average of 19.8 hours of pro bono over the year while this rose to 30.5 hours for lawyers at firms without infrastructure. One reason could be that most of the domestic firms without infrastructure only have a small number of fee-earners so it could be easier for a higher proportion of lawyers at these firms to meet this standard, particularly when individual lawyers there are passionate about pro bono. A number of the firms that responded to the Index with five or fewer fee-earners achieved 100 percent adherence here which has had a significant impact on the overall averages.

On average lawyers at international firms with pro bono infrastructure in place performed 43.0 hours of pro bono over the year. The small number of respondents at international firms without any infrastructure in place means there is not sufficient evidence to warrant reporting it.

The findings relating to the average number of hours of pro bono performed, in line with last year's findings, suggest the presence of this infrastructure has a positive impact on the amount of pro bono undertaken. It is arguable that this is because creating such a model demonstrates that a firm is prepared to devote resources to pro bono and therefore reflects enthusiasm within the firm to support a pro bono practice. These elements can help ensure that resources are channelled appropriately which in turn has a knock-on impact on a firm's ability to devote more of limited resources to pro bono.

## Pro Bono Programme

The Index also asked respondents whether they have a formal **pro bono programme** in place, as opposed to taking on pro bono matters on a more ad hoc basis. This formal programme might take many forms, but once a formal programme is instituted, it marks a serious commitment to pro bono and typically a public declaration by the firms of this commitment.

Of the respondent, 69.8 percent said they do have a formal pro bono programme. This figure dropped to 53.4 percent for domestic firms while among international firms the figure was much higher at 87.9 percent. This implies that many firms have some pro bono infrastructure in place without having a formal pro bono programme, which it is assumed means there is a high degree of flexibility in determining the matters that the firm works on.

## Pro Bono Policy

One result of a formal programme might be a written pro bono policy, setting out the firm's approach to pro bono. The Index found that 63.8 percent of firms have some form of written pro bono policy. This was not asked in the 2014 survey. This is again more prominent within international firms than domestic firms, with 84.6 percent of international firms having such a policy compared to 45.2 percent of domestic firms. At 57.6 percent of respondent firms, the pro bono policy forms part of a wider corporate social responsibility policy.

### **The Index asked firms that have a pro bono policy what their policy covers. The responses were as follows:**

- declaration of a firm's attitude and intent: 85.1 percent
- eligibility criteria for pro bono clients: 68.9 percent
- constitution and role of pro bono committee: 47.3 percent
- role of pro bono coordinator: 39.2 percent
- other: 27 percent

At firms that have a pro bono policy, lawyers on average performed 36.7 hours of pro bono over the last 12 months compared to 21.2 hours at firms without such a policy. The average proportion of lawyers that undertook 10 or more hours of pro bono over the last year was 45.6 percent at firms with a policy compared to 34.8 percent at other firms.

Although this was not a factor tracked last year so it is impossible to determine any trend, the findings suggest the presence of a policy has a strong impact on the levels of pro bono engagement.

The majority of respondent firms, or 64.0 percent, have a formal process to determine if a client is eligible for pro bono legal assistance. For most firms, this process typically involves sign-off by the pro bono committee and, in many cases, a means test.

## Pro Bono Coordinator

Lawyers at firms with a pro bono coordinator perform more pro bono on average than those at firms that do not. The findings this year mirror those last year and the trend suggests this is a key factor in the success of pro bono practices. The 2015 findings show lawyers at firms with a pro bono coordinator on average performed 33.0 hours of pro bono each over the last 12 months, compared to 28.3 hours for those at firms without a coordinator. The variation was a little less pronounced when looking at the percentage of lawyers that performed 10 or more hours of pro bono, with 42.6 percent at firms with coordinators and 38.8 percent at firms without.

The gap is far narrower than last year where lawyers at firms with a coordinator on average performed 44.8 hours of pro bono compared to 20.3 hours at those without.

Across the board, the findings this year show a less pronounced difference between those with and without specific elements of infrastructure compared to last year. This is certainly the case when looking at the presence of a pro bono coordinator. It is unclear whether this trend is as a result of changes within firms or changes to the make-up of the pool of respondents. In the future it is possible the Index will be able to identify a stronger trend here.

The percentage of firms with a coordinator dropped slightly compared to last year, down to 75.4 percent from 78 percent, which indicates that more firms with less well-resourced pro bono practices responded to the 2015 Index.

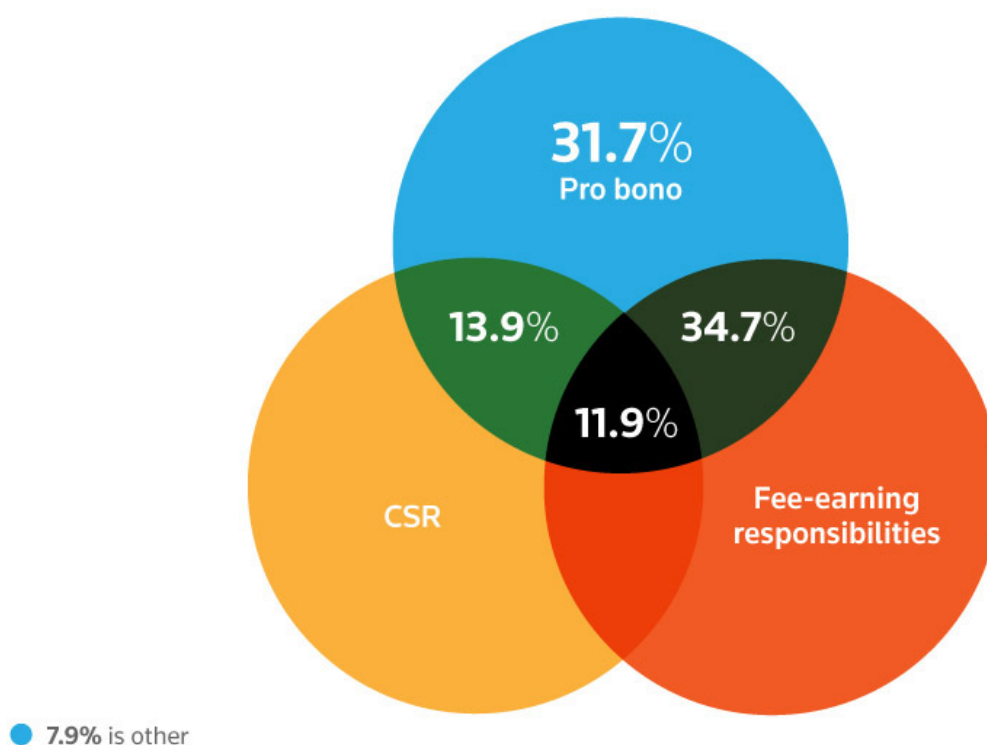
Among domestic firms, 62.5 percent have a pro bono coordinator compared to 89.4 percent of international firms and networks.

Most firms, or 82.7 percent, confirmed that they have a partner at their firm with responsibility for or oversight of pro bono activities. Of these firms, 62.2 percent also have a separate pro bono coordinator to help administer pro bono matters. It shows a commitment to pro bono that such a high percentage of respondents have a senior figure overseeing their activities.



## ROLES AND RESPONSIBILITIES OF PRO BONO COORDINATOR

Respondents to the Index provided the following information about what the role of the pro bono coordinator entails at their firms:



## Pro Bono Committee

Less than half of respondent firms, or 47.1 percent, have pro bono committees. The majority of international firms, or 72.7 percent, have pro bono committees but for domestic firms, this percentage falls to 24.3 percent. The international firms that responded to the Index are typically larger than the firms that only have offices in one country and this larger size may mean that coordinating a consistent and coherent pro bono practice is more difficult and so a formal committee becomes more important to maintain standards.

What are the responsibilities of the pro bono committee?

- strategy and policy: 78.0 percent
- approval of pro bono clients: 72.9 percent
- approval of pro bono matters: 66.1 percent
- administration of pro bono programme: 54.2 percent
- other: 15.2 percent

The composition, responsibilities and frequency of meetings for pro bono committees vary significantly. The first two naturally have an impact on the latter. Some of the committees are global and/or attended by the most senior level management and this means that meetings are less frequent. Committees meet as often as weekly and as infrequently as yearly. Most seem to meet on a monthly basis with more frequent email and telephone communication as needed.

For those respondents that do have pro bono committees, almost two thirds of the committees, or 61.5 percent, are comprised of a mix of partners and non-partner staff. A further third, or 32.1 percent, comprise mainly or solely of partners, with the remaining 6.2 percent being mainly non-partners. Again this high level representation on the committees demonstrates the importance that many firms place on pro bono and the resources these firms are prepared to devote to help shape and guide pro bono practices.

At firms with a pro bono committee, lawyers on average performed 38.9 pro bono hours over the last 12 months compared to 23.3 hours at firms without. These findings are in line with last year where the averages were 34.8 hours and 28.9 hours respectively. These findings indicate the presence of a pro bono committee has a high impact on the amount of pro bono done by lawyers.

The proportion of lawyers performing 10 or more hours of pro bono at firms with committees was 46.5 percent compared to 39.4 percent at other firms.

## Analysis – Office Size

The 2015 Index has again tracked the impact that the size of law firms' offices has on the amount of pro bono undertaken and the level of engagement of its lawyers. Where firms have provided data for different offices, or for teams in different jurisdictions, we have treated each data set as a separate 'office' to help understand what impact the size of a team has on providing pro bono.

For the purpose of the Index, a large 'office' means a team of more than 100 fee-earners working in the same jurisdiction, a medium-sized office means between 20 – 99 fee-earners in a single jurisdiction, and a small office is 19 or less. Where a firm has multiple offices in the same jurisdiction (and for these purposes the United States is considered one jurisdiction), these fee-earners are grouped together so an office means the entire legal team in a jurisdiction.

On average it is large offices where the most pro bono per fee-earner is performed, with these offices averaging 34.1 hours of pro bono per fee-earner over the last 12 months. Last year's findings indicated on average lawyers in large offices performed 34.2 hours so the result is largely unchanged.

On average, lawyers at medium sized offices undertook 19.3 hours of pro bono per fee-earner over the last 12 months compared to 15.8 hours last year while lawyers at small offices averaged 22.3 hours of pro bono per fee-earner in 2015, exactly the same as the 2014 findings.

The findings this year are less closely aligned when looking at the percentage of lawyers performing 10 hours or more of pro bono. In large offices an average of 41.7 percent of fee-earners performed 10 or more hours of pro bono, which is down from 53.7 percent last year. In medium-sized offices an average of 33.3 percent of fee-earners performed 10 or more hours of pro bono similar to the 28.9 percent last year. In small offices an average of 41.3 percent of fee-earners undertook 10 hours in 2015 Index, up from 35.1 percent in the 2014 findings.

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



On the whole the findings are similar to the 2014 survey and reaffirm the assessment that the size of a legal team has an impact on the amount of pro bono performed. It must be acknowledged that there is a link between the jurisdiction and the size of the legal team, which naturally has an impact on the findings. Many of the medium-sized offices are based in continental Europe, which does not have the same tradition of pro bono as jurisdictions like England, the United States, and Australia where the teams tend to be larger. The small offices are also often in jurisdictions that do not have the resources or sophisticated industry infrastructure in place to support pro bono initiatives.

One argument, posited last year, is that the size of the team is closely correlated to the resources available to devote to pro bono. Larger teams are likely to have both the finances and man-power to be able to support the development of a structured pro bono initiative and also the capacity to get involved in more projects. In small teams there tends to be more flexibility to get involved but it is far more due to the desires and capacity of passionate individuals which results in significant engagement levels.

Following this line of argument, it is the medium-sized teams that suffer here – too large to allow the individual flexibility seen in smaller firms, yet not large enough to have the capacity and resources to devote to these projects.

## Africa & Middle East

The second annual TrustLaw Pro Bono Index came up with a number of positive findings from Africa and the Middle East. This year, 24 law firms from 18 countries across the region submitted data for the Index. Though representing only a slight increase from the 23 law firms that took part in 2014, submissions last year were received from only 15 regional jurisdictions. Lawyers in the region reported significantly higher levels of pro bono work and partner engagement appears to be on the rise.

The average pro bono hours per lawyer carried out across the region in the previous 12 months increased by nearly 50 percent to 30.4 hours in the 2015 Index from 20.5 hours in 2014. This jump may be due to high levels of pro bono reported by first-time Index participants in previously unrepresented countries such as Lebanon and Uganda. In addition, firms in a number of other countries, including Bahrain, Qatar, Saudi Arabia, and Mauritius, reported significant increases in pro bono engagement.

The average percentage of fee-earners undertaking 10 or more hours of pro bono per year increased to 42.7 percent from 33.6 percent. Partner engagement also rose with the average percentage of partners performing pro bono work increasing to 61 percent from 37 percent. In addition, the average hours of pro bono carried out on an individual basis almost doubled to 18.5 hours per partner from 9.6 hours.

These findings suggest a positive trend towards expanding pro bono across the region and growing interest among legal communities in countries without historical traditions of pro bono.

# TRUSTLAW INDEX OF PRO BONO 2015

FIRM NAME	COUNTRY	AVERAGE HOURS PER FEE-EARNER	FEE-EARNERS WITH 10+ HOURS OF PRO BONO
Ashurst	United Arab Emirates	3.06	11.76%
Badri & Salim El Meouchi Law Firm	Qatar	60.00	100.00%
Badri & Salim El Meouchi Law Firm	Lebanon	40.00	88.00%
Bowman Gilfillan Inc.	Kenya	0.80	0%
Bowman Gilfillan Inc.	South Africa	24.05	41.62%
Bowman Gilfillan Inc.	Madagascar	16.57	35.71%
Bowman Gilfillan Inc.	Uganda	26.32	52.63%
Dechert	United Arab Emirates	23.27	93.33%
DLA Piper	Bahrain	47.50	75.00%
DLA Piper	Kuwait	74.71	100.00%
DLA Piper	Qatar	39.00	66.67%
DLA Piper	Saudi Arabia	30.72	61.11%
DLA Piper	United Arab Emirates	25.03	49.23%
DLA Piper	Oman	0	0%
Freshfields Bruckhaus Deringer LLP	United Arab Emirates	3.22	-
Geni & Kebe	Senegal	1.43	35.71%
Hogan Lovells South Africa	South Africa	63.71	12.20%
K & L Gates LLP	Qatar	9.90	10.00%
K & L Gates LLP	United Arab Emirates	0	0%
Latham & Watkins LLP	Saudi Arabia	13.13	25.00%
Latham & Watkins LLP	United Arab Emirates	20.48	32.00%

Linklaters LLP	United Arab Emirates	3.21	15.15%
Miranda Correia Amendoeira & Associados	Angola	0.12	0%
Miranda Correia Amendoeira & Associados	Mozambique	0.29	0%
Norton Rose Fulbright South Africa	South Africa	37.85	77.98%
Reed Smith LLP	United Arab Emirates	11.24	29.41%
Savjani & Co.	Malawi	6.25	37.50%
Sharkawy & Sarhan Law Firm	Egypt	65.00	12.50%
Shearman & Sterling LLP	United Arab Emirates	2.09	9.52%
Simba & Simba Advocates	Kenya	30.00	100.00%
Simmons & Simmons	United Arab Emirates	8.62	-
Steptoe & Johnson	Nigeria	20.00	60.00%
Udo Udoma & Belo-Osagie	Nigeria	0.36	0%
Uteem Chambers	Mauritius	142.86	71.43%
Webber Wentzel	South Africa	30.99	16.38%
White & Case	Qatar	13.86	42.86%
White & Case	South Africa	30.05	42.11%
White & Case	United Arab Emirates	7.85	25.93%

## Qatar

Six law firms with offices in Qatar provided information on their pro bono initiatives for the 2015 Index, the same as in 2014, and four of these submitted detailed data on the quantity of pro bono work carried out by their lawyers in Qatar.

Among the most interesting findings is a marked increase in partner engagement. While all respondents in 2014 indicated that partners in Qatar performed no pro bono hours that year, this year's results indicate that Qatar-based partners carried out an average of 17.6 pro bono hours in 2015. In addition, a number of indicators suggest the practice of pro bono is gaining ground in Qatar. For example, the average number of hours that lawyers dedicated to pro bono initiatives at respondent firms in Qatar jumped to 24.5 hours per fee-earner in 2015 from 10 hours in 2014. Further evidence of an expanding culture of pro bono among international firms in Qatar is the fact that 48 percent of all fee-earners dedicated some time to pro bono work in 2015, compared to only 13 percent the previous year.

In addition to international firms expanding their pro bono initiatives in the country, other members of the legal community have also taken actions to strengthen the culture of pro bono in Qatar. In Qatar the legal academic community has been largely responsible for promoting pro bono, which is seen as an important tool to give law students practical experience while instilling a strong public-service ethic and providing legal services to those in need. Qatari law schools have begun implementing pro bono programs similar to those found in countries with highly developed traditions of pro bono. In 2014, Qatar University joined the ranks of top universities in the United States, Canada, and Switzerland by establishing a Student Law Clinic, which provides pro bono legal advice on issues of international trade and investment.<sup>1</sup>

This year's Index results suggest promising growth in the sector. Further analysis over coming years will show whether these findings illustrate a short-term anomaly or a sustainable, long-term trend.

<sup>1</sup><https://www.tradelab.org/clinics/qatar.html>



FIRM NAME	AVERAGE HOURS PER FEE-EARNER	FEE-EARNERS WITH 10+ HOURS OF PRO BONO
Badri and Salim El Meouchi Law Firm	60.00	100.00%
DLA Piper	39.00	66.67%
White and Case	13.86	42.86%
K & L Gates LLP	9.90	10.00%

## South Africa

The legal community in South Africa has established a strong culture of pro bono among its members, as illustrated by the Law Society of South Africa's implementation of an annual 24-hour pro bono minimum requirement for all lawyers. However, pro bono advocates in South Africa are concerned this tradition may be threatened by legal regulatory reforms recently approved by the government. The Legal Practice Act 28 of 2014<sup>1</sup>, in particular, may present a significant obstacle to further expansion of the country's rapidly growing culture of pro bono. The law was enacted in February 2015 and reorganizes fundamental regulations governing the legal profession in South Africa. Although the changes will be implemented gradually over the next two years, many pro bono advocates fear it will further narrow the scope of the practice permitted under law and diminish the vibrant pro bono activities that have been a hallmark of South Africa's legal culture in recent decades.

Data collected for the 2015 Index does not indicate significant shifts in pro bono engagement as a result of the regulatory reforms but data measuring the levels of pro bono output may not accurately reflect the impact for years. The number of law firms from South Africa that participated in this year's Index was unchanged from 2014 with six firms providing data and information on their pro bono work. Lawyers in South Africa reported carrying out an average of 32.7 pro bono hours each over the previous 12 months, holding steady to the average reported in 2014.

Partner engagement seemed to have remained constant, with firms reporting that 38.5 percent of their partners contributed some pro bono hours over the past 12 months, a nominal decrease from the 40.5 percent reported in 2014. Across the country, partners performed on average 14.8 hours of pro bono services, an increase from last year's reported 13.9 hours.

Last year's results provided evidence of South African firms' highly developed pro bono infrastructures relative to other countries in the region, and data submitted in 2015 suggests this continues to characterise

<sup>1</sup><http://www.lssa.org.za/upload/Legal%20Practice%20Act%20GG%2038022%20of%2022%20September%202014.pdf>

pro bono programmes in South Africa. All respondent firms have a designated pro bono coordinator and implement utilisation targets to encourage internal pro bono engagement. In 2014, all but one firm included access to justice in their list of priority issues. Interestingly, economic development and anti-corruption issues appeared more prominently among respondents' key interest areas in 2015, while access to justice was not mentioned as a key priority by any of this year's respondent firms.

FIRM NAME	AVERAGE HOURS PER FEE-EARNER	FEE-EARNERS WITH 10+ HOURS OF PRO BONO
Hogan Lovells South Africa	63.71	12.20%
Norton Rose Fulbright South Africa	37.85	77.98%
Webber Wentzel	30.99	16.38%
White & Case	30.05	10.00%
Bowman Gilfillan Inc.	24.05	41.62%

## United Arab Emirates

Recent legislative developments in the United Arab Emirates represent a positive shift in the regulatory environment which may help to address legal barriers to pro bono and enable more lawyers to engage in legal aid projects in the future. The most notable change was the revision to Part 38 of the Rules of the DIFC Court (RDC) in April 2014, which allows pro bono litigants to be granted a cost-free trial in certain circumstances and may serve to increase access to justice.<sup>1</sup>

The UAE has been a leader in the Middle East with regards to government promotion of pro bono legal assistance. In 2012, the DIFC (Dubai International Finance Centre), which establishes legal regulations relating to trade and finance in the UAE, created a Pro Bono Clinic Initiative within its broader Pro Bono Programme, which was founded in 2009 and represented the first of its kind in the region.<sup>2</sup> Recent legal developments and analysis of the data submitted to the 2015 Index indicate a gradual trend towards stronger pro bono activity in the UAE, although the slow pace of change reflected in data collected over the past two years demands caution in presuming the long-term sustainability of a positive trend toward the expansion of pro bono in the Emirates.

Index submissions were received from 19 firms with offices in the UAE, 11 of which provided data detailing their firms' pro bono activities. This compared to nine data submissions received in 2014. Although the average number of pro bono hours carried out per lawyer decreased by more than 30% on the previous year, to 11.4 hours from 16.7 hours, the percentage of lawyers doing any pro bono increased to 33.4 percent from 23.7 percent. These findings suggest that although individual lawyers may be taking on fewer hours of pro bono than in previous years, interest and awareness of pro bono opportunities is more broadly shared among a greater number of lawyers within the respondent firms.

<sup>1</sup><http://difccourts.ae/rules-2/part-38/>

<sup>2</sup><http://difccourts.ae/pro-bono/>

# TRUSTLAW INDEX OF PRO BONO 2015

Partner engagement remained steady over the past year, with partners performing an average of 6.3 hours of pro bono each. Similarly, the percentage of partners that performed any pro bono work continued to hover around 25 percent.

FIRM NAME	AVERAGE HOURS PER FEE-EARNER	FEE-EARNERS WITH 10+ HOURS OF PRO BONO
Dechert	58.53	93.33%
DLA Piper	25.03	49.23%
Latham & Watkins LLP	20.48	32.00%
Reed Smith LLP	11.24	29.41%
Simmons & Simmons	8.62	-
White & Case	7.85	25.93%
Freshfields Bruckhaus Deringer LLP	3.22	-
Linklaters LLP	3.21	15.15%
Ashurst	3.06	11.76%
Shearman & Sterling LLP	2.09	9.52%
K & L Gates LLP	0	0%

## Americas

The 2015 Index received data from 34 offices in 10 countries across the Americas, not including the United States, which was an increase of nearly 50 percent from last year's participation by 23 offices in as many countries. Increased data has provided a sharper picture of the pro bono work happening across the region and the future looks bright.

The average hours of pro bono performed by fee-earners was 14.6, slightly higher than last year's average of 11.2 hours. Across the region, 46.7 percent of lawyers performed 10 or more hours of pro bono over the last 12 months, an increase of 76% over last year. A total of 39.7 percent of partners across the region worked on pro bono matters, representing a favourable increase from the 34.4 percent reported in 2014. However, the average hours that partners dedicated to pro bono work dropped from 15.0 hours in 2014 to 13.8 hours this year.

While other surveys of the region have reported low partner participation across Latin America, including the latest from the Vance Center, that was not true for our survey. Looking at just responses from South and Central America, we saw an average of 37.4 percent of partners engaging in some pro bono work, with partners performing an average of 14.8 hours of pro bono each over the past 12 months. These findings reveal a small annual increase in partner participation across the region from the 34.4 percent reported in 2014.

For the purposes of the Index, data from across the Americas has been grouped together, though excluding the United States. Data was received from 10 countries in the Americas: Argentina, Bolivia, Brazil, Canada, Chile, Colombia, Mexico, Panama, Peru, and Venezuela.

Please note, the regional data tables have been ordered alphabetically.

# TRUSTLAW INDEX OF PRO BONO 2015

FIRM NAME	COUNTRY	AVERAGE HOURS PER FEE-EARNER	FEE-EARNERS WITH 10+ HOURS OF PRO BONO
Allende & Brea Abogados	Argentina	4.36	8.06%
Barros & Errázuriz Abogados	Chile	17.00	65.00%
Basham Ringe & Correa S.C.	Mexico	7.67	-
Blake, Cassels & Graydon LLP	Canada	15.88	27.23%
Bullo Tassi Estebenet Lipera Torassa Abogados	Argentina	28.16	71.43%
Cariola Diez Perez-Cotapos & Cia. Ltda.	Chile	6.32	17.89%
Cavelier Abogados	Colombia	32.50	53.57%
Creel, Garcia-Cuellar, Aiza & Enriquez, S.C.	Mexico	4.15	12.31%
Estudio Beccar Varela	Argentina	14.55	36.36%
Garcia Sayan Abogados	Peru	7.44	27.78%
Gomez Pinzon Zuleta	Colombia	32.72	74.07%
Guevara & Gutierrez S.C.	Bolivia	7.86	28.57%
Hogan Lovells	Brazil	5.30	20.00%
Hogan Lovells	Mexico	28.26	62.67%
Hogan Lovells	Venezuela	29.25	87.50%
Holland & Knight LLP	Colombia	4.09	-
Holland & Knight LLP	Mexico	0.87	-
Koury Lopes Advogados (KLA)	Brazil	2.66	2.22%
Lima & Asociados Consultores S.A.	Bolivia	8.40	20.00%
Marval, O'Farrell & Mairal	Argentina	20.41	33.20%
Mattos Filho, Veiga Filho, Marrey Jr. & Quiroga Advogados	Brazil	0.01	14.81%
McCarthy Tetrault LLP	Canada	13.96	28.26%

Morgan & Morgan	Panama	23.12	44.16%
Osler, Hoskin & Harcourt LLP	Canada	14.83	71.97%
Perez Alati, Grondona, Benites, Arntsen & Martinez de Hoz (h)	Argentina	17.98	29.71%
Sanchez DeVanny Eseverri, S.C.	Mexico	4.41	22.06%
Shearman & Sterling LLP	Brazil	0	0%
Shearman & Sterling LLP	Canada	13.64	44.44%
Skadden, Arps, Slate, Meagher & Flom LLP	Brazil	0	0%
Skadden, Arps, Slate, Meagher & Flom LLP	Canada	2.60	10.00%
Tufiño & Villegas	Bolivia	198.75	100.00%
Veirano Advogados	Brazil	30.00	25.00%
Von Wobeser & Sierra, S.C.	Mexico	30.00	-
White & Case	Brazil	32.20	40.00%
White & Case	Mexico	19.91	51.43%
Zapiola Guerrico & Asociados	Argentina	27.78	22.22%



## Argentina

Pro bono work in Argentina appears to be increasing based on the findings of the 2015 Index. Index participation held steady from 2014, with five firms providing submissions this year, all of which were domestic firms. On average the lawyers at those firms performed 20.8 hours per fee-earner, up 30 percent from the 2014 data. This was above the regional average of 14.6 hours. Participation remained high with 41.5 percent of lawyers performing 10 or more hours of pro bono, down from 43.8 percent last year.

Partners at the Argentine firms in the survey performed on average 12.2 hours of pro bono, a slight decrease from last year. In addition, 36.3 percent of partners participated in at least one pro bono matter over the last 12 months, also a small decrease from last year's 41.2 percent.

Although there is no formal requirement in place for lawyers to perform a minimum amount of pro bono, more than 80 percent of domestic respondent firms have a requirement in place for their lawyers to do a minimum amount of pro bono. We can assume some of these have been put in place in the last 12 months.

All of the respondent firms have some pro bono infrastructure in place. Almost all have a designated pro bono coordinator and half have a pro bono committee. Half of the respondent firms include pro bono in compensation decisions.

No strong trends emerge regarding the types of organisations or the fields in which pro bono clients work. Although interestingly, many of the respondent firms share a commitment to supporting disability rights. All firms support registered charities and non-profits with their pro bono and most also conduct public interest litigation. Only one performs pro bono for social enterprises. It is possible that recent initiatives that aim to promote the B Corporation model for social businesses – which originated in the United States – through the Sistema B en Sudamerica initiative may impact this number in future years.<sup>1</sup>

<sup>1</sup><http://abogados.com.ar/nuevas-tendencias-en-trabajo-pro-bono/15761>

FIRM NAME	AVERAGE HOURS PER FEE-EARNER	FEE-EARNERS WITH 10+ HOURS OF PRO BONO
Bullo Tassi Estebenet Lipera Torassa Abogados	28.16	71.43%
Zapiola Guerrico & Asociados	27.78	22.22%
Marval, O'Farrell & Mairal	20.41	33.20%
Perez Alati, Grondona, Benites, Arntsen & Martinez de Hoz (h)	17.98	29.71%
Estudio Beccar Varela	14.55	36.36%

## Brazil

Brazil changed long-standing regulations prohibiting private lawyers to provide free legal counsel in July 2013. This spurred a flurry of activity on behalf of pro bono organizations and corporate supporters in 2014 to raise awareness of pro bono among Brazil's legal community.<sup>1</sup>

Seven firms with offices in Brazil submitted data for the 2015 Index, a slight increase from the five firms that participated in 2014. This included data from both domestic firms and local offices of international firms. Foreign lawyers and non-Brazilian law firms are not allowed to practice Brazilian law so international firms only offer advice on non-Brazilian matters.

Lawyers in Brazil on average performed 1.3 hours of pro bono over the past year against 6.2 hours last year but there was a wide range in the data, from 32.2 hours to none. The percentage of lawyers doing 10 or more hours of pro bono was 13.1 percent, up 1.5 percentage points from the 11.6 average hours reported last year. Partners in Brazil performed 5.1 hours of pro bono on average, compared to 13.6 hours last year, with one quarter engaging in at least one pro bono matter. These numbers paints a mixed picture of pro bono in the region but generally our data shows participation levels have gone up while average hours have gone down.

Given the restrictive laws across much of Brazil, it is interesting to note that all the respondent firms in Brazil have pro bono coordinators. Half of the firms in the Index have set targets for pro bono and half also include pro bono in compensation decisions.

None of the domestic firms that responded to the Index will do pro bono work for social enterprises despite the rapid expansion of those organisations in the country. They also support a range of sectors including women's rights and economic development.

<sup>1</sup>(["DLA Lawyers Promote Pro Bono Work in Brazil"](#) – 27 March 2014)

FIRM NAME	AVERAGE HOURS PER FEE-EARNER	FEE-EARNERS WITH 10+ HOURS OF PRO BONO
White & Case	32.20	40.00%
Veirano Advogados	30.00	25.00%
Hogan Lovells	5.30	20.00%
Koury Lopes Advogados (KLA)	2.66	2.22%
Mattos Filho, Veiga Filho, Marrey Jr. & Quiroga Advogados	0.01	14.81%
Shearman & Sterling LLP	0	0%
Skadden, Arps, Slate, Meagher & Flom LLP	0	0%

## Canada

Canadian lawyers have worked for years to promote access to justice through legal aid and pro bono work. Traditionally, this has happened at a provincial level with limited efforts to coordinate nationally. In recent years, however, this has changed. With the founding of Pro Bono Canada in 2012 and their first annual conference last September, pro bono in Canada is becoming more organised on a national scale.

Five Canadian firms responded to the Index in 2015 compared to one respondent last year, and this provided enough data for a full country analysis. The firms in Canada reported that their lawyers on average performed 14.8 hours of pro bono. Over one third of fee-earners, or 36.3 percent, at participating firms undertook 10 or more hours of pro bono in the last year.

Partner participation was similar to other large jurisdictions in the Americas with 26.9 percent of partners spending time on pro bono and an average of five hours per partner.

The pro bono infrastructure at the respondent firms was relatively sophisticated. All of them had a pro bono committee, and four of the five had assigned a pro bono coordinator. While four of the firms factored pro bono into compensation discussions, only two firms had targets for pro bono.

FIRM NAME	AVERAGE HOURS PER FEE-EARNER	FEE-EARNERS WITH 10+ HOURS OF PRO BONO
Blake, Cassels & Graydon LLP	15.88	27.27%
Osler, Hoskin & Harcourt LLP	14.83	71.97%
McCarthy Tétrault LLP	13.96	28.26%
Shearman & Sterling LLP	13.64	44.44%
Skadden, Arps, Slate, Meagher and Flom LLP	2.60	10.00%

## Mexico

As Mexico continues to build its pro bono culture, new developments are aiming to expand the work already being done in large part by the non-profit sector and university law clinics.

Pro bono supporters in Mexico and professional organizations such as ANADE (La Asociacion Nacional de Abogados de Empresa) are taking part in efforts to expand corporate in-house pro bono participation through a number of events aimed at engaging corporate legal teams in pro bono initiatives.<sup>1</sup>

Additionally, proposed legislative changes may help to enhance Mexico's pro bono landscape in the near future. A bill was proposed in 2014 that would make pro bono work mandatory for certain professions, including lawyers.<sup>2</sup>

The 2015 Index saw an increase in the data received from Mexico with seven firms reporting their pro bono involvement, up from four last year. With more data our results are painting what is perhaps a more accurate picture of the emerging pro bono culture in the country. Respondents reported on average 12.4 hours per fee-earner over the past year, a decrease from 23.1 hours last year. Roughly 33 percent of fee-earners undertook 10 or more hours of pro bono compared to the 50.5 percent reported in 2014. Partner engagement was on par with the other countries in the region with 35 percent of partners engaging in pro bono work for an average of 11.4 hours per partner. Analysis of data submitted in 2014 showed that 48.6 percent of partners contributed some time to pro bono projects over the previous 12 months, and individual partners at respondent firms in Mexico performed an average of 25.8 hours of qualifying pro bono over the same period.

Pro bono infrastructure at the Mexican firms was sophisticated. All reported having pro bono coordinators and nearly all have targets. Half of the firms factor pro bono work into compensation.

<sup>1</sup><http://www.acc.com/accdocket/onlineexclusives/anade-mexico.cfm>

<sup>2</sup><http://www.vancecenter.org/vancecenter/images/stories/vancecenter/pro%20bono%20survey%202014.pdf>

FIRM NAME	AVERAGE HOURS PER FEE-EARNER	FEE-EARNERS WITH 10+ HOURS OF PRO BONO
Von Wobeser & Sierra, S.C.	30.00	-
Hogan Lovells	28.26	62.67%
White & Case	19.91	51.43%
Basham Ringe & Correa, S.C.	7.67	-
Sanchez DeVanny Eseverri, S.C.	4.41	22.06%
Creel, Garcia-Cuellar, Aiza & Enriquez, S.C.	4.15	12.31%
Holland & Knight LLP	0.87	-

## United States

The 2015 Index received data from 32 firms with offices in the United States, involving almost 22,000 lawyers. This represents a dramatic increase in participation from the 23 firms that submitted data in 2014. Of those firms involved in the 2015 survey, only three were domestic United States firms without offices in other countries.

The United States is well-known as a leading jurisdiction for pro bono, with firms devoting significant and substantial resources to their pro bono practices and with many firms having well-developed and long-standing programmes. The American Lawyer's coveted A-List<sup>1</sup> also takes pro bono into account when assessing which are the stand-out firms in the United States, which is a clear indication that pro bono is taken seriously by firms and the legal sector alike. As with last year, this is highlighted in the data received, with high levels of engagement across the board.

The American Lawyer's Pro Bono survey also ranked firms on their international pro bono performance as well as domestic for the first time this year, a sign of increasing internationalisation in the pro bono sector. Law firms continue to make efforts to evolve their practices, for example by integrating new technology platforms into their practices and the legal community supporting pro bono initiatives by requiring pro bono as part of bar license application processes and allowing pro bono hours to count towards Continuing Legal Education (CLE) credit.<sup>2</sup>

Lawyers in the United States performed an average of 72.8 hours of pro bono over the last 12 months, similar to last year's average of 75.0 hours. This level of consistency may result from the fact that many of the pro bono practices are so well-established and that pro bono is engrained in the psyche of the legal profession in the country. A total of 71.4 percent of fee-earners performed 10 or more hours of pro bono, a

<sup>1</sup> <http://www.americanlawyer.com/id=1202498700231/The-2014-AList-20-StandOut-Firms>

<sup>2</sup> [http://www.americanbar.org/content/dam/aba/administrative/probono\\_public\\_service/ls\\_pb\\_year\\_review\\_2014-15.authcheckdam.pdf](http://www.americanbar.org/content/dam/aba/administrative/probono_public_service/ls_pb_year_review_2014-15.authcheckdam.pdf)

<sup>3</sup> Some other jurisdictions did have slightly higher figures, though all of these had ten or fewer lawyers at respondent firms in the jurisdiction.



slightly higher figure than last year's 69.5 percent. Both these figures are significantly above the average across all responses for the Index and higher than any other jurisdiction.<sup>3</sup>

There was also a high level of engagement from partners in the United States who spent an average of 34.6 hours of pro bono each, and 73.7 percent of partners recorded time on pro bono matters. This compared to an average of 37.8 hours last year, with 61.1 percent of partners spending time on pro bono. Again, these are both world leading averages and, taken with the fee-earning averages, demonstrate very high levels of engagement at all levels across the firms.

For the Index, 36 firms with offices in the United States provided information on the structure of their pro bono practices. Again the findings demonstrate a very high level of sophistication in terms of pro bono amongst the firms in the country. Of these 94 percent have a formal pro bono policy, 92 percent have a pro bono coordinator, 89 percent have a pro bono committee in place, and 86 percent take pro bono work into account when appraising lawyers. It is very easy to draw parallels between the high engagement levels and the resources that have been put in place to support pro bono at the respondent firms.

FIRM NAME	COUNTRY	AVERAGE HOURS PER FEE-EARNER	FEE-EARNERS WITH 10+ HOURS OF PRO BONO
Arnold & Porter LLP	United States	136.34	98.32%
Debevoise & Plimpton LLP	United States	118.74	65.16%
Morrison & Foerster LLP	United States	113.36	67.63%
Paul Hastings	United States	104.23	98.12%
Dechert	United States	98.33	96.28%
Ropes & Gray LLP	United States	97.70	83.30%
Orrick, Herrington & Sutcliffe LLP	United States	95.29	93.01%
Goodwin Procter LLP	United States	88.45	61.34%
Stephoe & Johnson	United States	84.76	80.68%
Kirkland & Ellis LLP	United States	82.01	78.92%
Latham & Watkins LLP	United States	79.15	72.23%
Skadden, Arps, Slate, Meagher & Flom LLP	United States	77.71	61.81%

# TRUSTLAW INDEX OF PRO BONO 2015

DLA Piper	United States	76.21	84.48%
Hogan Lovells	United States	74.21	87.19%
McDermott Will & Emery LLP	United States	73.50	67.68%
Weil, Gotshal & Manges LLP	United States	72.34	61.99%
White & Case	United States	70.30	73.60%
Freshfields Bruckhaus Deringer LLP	United States	62.37	-
Winston & Strawn LLP	United States	57.75	78.01%
Nixon Peabody LLP	United States	55.12	68.64%
Shearman & Sterling LLP	United States	52.57	81.01%
Reed Smith LLP	United States	51.05	59.10%
Fish & Richardson P.C.	United States	49.58	50.72%
Faegre Baker Daniels LLP	United States	49.55	71.43%
Holland & Knight LLP	United States	49.39	-
Dickstein Shapiro LLP	United States	48.02	51.50%
Cadwalader Wickersham & Taft LLP	United States	41.44	35.58%
Pillsbury Winthrop Shaw Pittman LLP	United States	36.84	-
Linklaters LLP	United States	36.75	48.85%
K & L Gates LLP	United States	35.93	41.51%
Katherine K. Loanzon	United States	30.00	100.00%
Osler, Hoskin & Harcourt LLP	United States	23.05	22.73%
Sean Morrison, PLLC	United States	9.50	0%
Ashurst	United States	1.00	2.70%

## Asia & the Pacific

Unprecedented rates of economic development in countries across Asia and the Pacific have encouraged a number of large international law firms to establish offices in the region, helping to spread awareness and interest in pro bono within legal communities that previously lacked such traditions. International organizations such as the United Nations and the International Bar Association have also played a significant role in spreading the practice of pro bono across the region through partnerships with local non-government organisations and support for events such as the Asia Pro Bono Conference, which is now in its fourth year.

A total of 46 law firms in 17 countries in Asia and the Pacific provided data on their pro bono operations for the 2015 Index, a marked increase from the 31 law firms that submitted data from 15 regional jurisdictions in 2014. Lawyers performed a median average of 17.3 hours of pro bono each over the previous 12 months, a slight increase from 15.9 hours in 2014. The median percentage of lawyers carrying out 10 or more hours of pro bono across the 17 regional jurisdictions increased to 38.8 percent this year from 30 percent in 2014. Analysis of 2015 submissions indicates lawyers in South Korea performed the highest levels of pro bono by far, averaging 62.5 hours per fee-earner.

Data covering the past 12 months suggests that levels of partner engagement have increased from the previous year. The median average hours that partners dedicated to pro bono increased to 12.6 hours from 10.5 hours in the 2014 survey. Across the region, the median percentage of partners dedicating any time to pro bono matters increased to 49 percent from 35.6 percent. Despite these positive regional trends, Asia and the Pacific continue to have the lowest percentage of partners engaging in pro bono work among all six regions.

A comparative analysis of data from Asia and the Pacific across the past two years indicates that although levels of pro bono continue to lag other regions with stronger traditions of pro bono, the trends appear to suggest a gradual strengthening of pro bono cultures in the 17 countries in Asia and the Pacific. Data indicating higher employee and partner engagement are evidence of this trend.

# TRUSTLAW INDEX OF PRO BONO 2015

FIRM NAME	COUNTRY	AVERAGE HOURS PER FEE-EARNER	FEE-EARNERS WITH 10+ HOURS OF PRO BONO
Adnan Kelana Haryanto & Hermanto	Indonesia	54.57	64.29%
Ahmed & Qazi Advocates & Legal Consultants	Pakistan	0.80	3.33%
ALMT Legal	India	0	0%
Ashurst	Hong Kong	1.92	6.25%
Ashurst	Indonesia	3.27	7.69%
Atsumi & Sakai	Japan	0.80	0%
AZB & Partners	India	3.00	5.00%
Azmi & Associates	Singapore	0	0%
Azmi & Associates	Malaysia	37.71	68.57%
Bae, Kim & Lee LLC	South Korea	63.17	41.75%
Chowdhury & Ullah	Bangladesh	28.00	100.00%
Chowdhury & Ullah	India	0.00	-
Chowdhury & Ullah	Sri Lanka	28.00	100.00%
Colin Ng & Partners LLP	Singapore	0.70	2.17%
Debevoise & Plimpton LLP	Hong Kong	25.94	20.00%
Dechert	China	20.33	66.67%
Dechert	Hong Kong	28.59	76.47%
Dechert	Kazakhstan	40.75	75.00%
Dechert	Singapore	0	0%
DLA Piper	China	48.83	20.00%
DLA Piper	Hong Kong	16.78	19.85%
DLA Piper	Japan	34.29	33.33%
DLA Piper	Singapore	8.50	16.67%
DLA Piper	South Korea	36.50	50.00%
DLA Piper	Thailand	18.72	31.91%
Drew & Napier LLC	Singapore	1.07	3.56%

# TRUSTLAW INDEX OF PRO BONO 2015

Faegre Baker Daniels LLP	China	0.33	0%
Frasers Law Company	Vietnam	13.00	20.00%
Freshfields Bruckhaus Deringer LLP	China	2.87	-
Freshfields Bruckhaus Deringer LLP	Hong Kong	23.08	-
Freshfields Bruckhaus Deringer LLP	Japan	11.25	-
Freshfields Bruckhaus Deringer LLP	Singapore	4.98	-
Freshfields Bruckhaus Deringer LLP	Vietnam	4.98	-
Goodwin Procter LLP	Hong Kong	4.78	22.22%
Grünkorn & Partner Law Co., Ltd	Vietnam	3.57	-
JunZeJun Law Offices	China	5.06	15.38%
K & L Gates LLP	China	14.92	25.00%
K & L Gates LLP	Hong Kong	17.19	25.93%
K & L Gates LLP	Japan	5.95	10.53%
K & L Gates LLP	Singapore	0.53	0%
K & L Gates LLP	Taiwan	17.20	20.00%
Kirkland & Ellis LLP	China	0.03	0%
Kirkland & Ellis LLP	Hong Kong	0.37	1.67%
Latham & Watkins LLP	China	12.20	40.00%
Latham & Watkins LLP	Hong Kong	46.51	45.10%
Latham & Watkins LLP	Japan	11.08	30.77%
Latham & Watkins LLP	Singapore	8.69	27.78%
LawQuest	India	13.63	75.00%
Lee & Li, Attorneys at Law	Taiwan	0.25	0.69%
Leks & Co	Indonesia	18.18	-
Linklaters LLP	Hong Kong	4.84	13.53%

McDermott Will & Emery LLP	China	10.80	22.86%
MNK Law Offices	India	6.00	14.29%
Morrison & Foerster LLP	China	22.67	50.00%
Morrison & Foerster LLP	Hong Kong	5.82	18.42%
Morrison & Foerster LLP	Japan	33.83	36.28%
Morrison & Foerster LLP	Singapore	0.50	0%
Orrick, Herrington & Sutcliffe LLP	China	45.05	43.14%
Orrick, Herrington & Sutcliffe LLP	Japan	50.68	48.15%
Paul Hastings	China	53.40	100.00%
Paul Hastings	Hong Kong	24.49	71.43%
Paul Hastings	Japan	30.29	57.14%
Paul Hastings	South Korea	32.13	100.00%
Pradhan & Associates	Nepal	2.00	20.00%
Prime Law Associates	Nepal	3.06	100.00%
Puyat Jacinto & Santos (PJSLaw)	Philippines	3.00	16.67%
Reed Smith LLP	China	1.95	5.26%
Reed Smith LLP	Hong Kong	1.38	4.21%
Reed Smith LLP	Singapore	3.92	8.33%
Ropes & Gray LLP	China	0.08	0.00%
Ropes & Gray LLP	Hong Kong	13.94	14.29%
Ropes & Gray LLP	Japan	12.36	18.18%
Ropes & Gray LLP	South Korea	0.00	0.00%
Shearman & Sterling LLP	China	4.57	8.70%
Shearman & Sterling LLP	Hong Kong	1.13	6.52%
Shearman & Sterling LLP	Japan	11.50	29.41%
Shearman & Sterling LLP	Singapore	19.09	19.05%
Simmons & Simmons	China	18.32	-



Simmons & Simmons	Singapore	8.70	-
Simpson Grierson	New Zealand	7.80	12.44%
Skadden, Arps, Slate, Meagher & Flom LLP	China	0.20	0%
Skadden, Arps, Slate, Meagher & Flom LLP	Hong Kong	33.30	35.09%
Skadden, Arps, Slate, Meagher & Flom LLP	Japan	17.50	60.00%
Skadden, Arps, Slate, Meagher & Flom LLP	Singapore	14.83	16.67%
Skadden, Arps, Slate, Meagher & Flom LLP	South Korea	0	0%
Thanathip & Partners Legal Counselors Limited	Thailand	15.00	100.00%
UKCA & Partners	India	7.50	15.00%
Weil, Gotshal & Manges LLP	China	0.50	0%
Weil, Gotshal & Manges LLP	Hong Kong	5.50	5.00%
White & Case	China	6.61	18.42%
White & Case	Hong Kong	9.26	32.26%
White & Case	Japan	18.47	31.82%
White & Case	Kazakhstan	22.38	62.50%
White & Case	Singapore	20.54	51.43%
White & Case	Indonesia	123.50	100.00%
Winston & Strawn LLP	Hong Kong	20.22	38.89%

## Australia

Australia's tight knit, collaborative pro bono community is well known as a demonstrated leader in the pro bono sector and data on the pro bono trends and benchmarks in Australia is widely available. The Australian National Pro Bono Resource Centre sets an aspirational target of 35 hours of pro bono per lawyer per year, and publishes its overall findings in its [Annual Law Firm Pro Bono Survey](#). Data from the Pro Bono Resource Centre's 2014 survey showed a significant increase in the number of firms signing up to the voluntary target. However, the number of firms that recognise pro bono work as full billable hours has dropped by 10 percent since 2012 and 20 percent since 2010. There was also a drop in the percentage of firms that recognised pro bono in other ways, such as through performance appraisals.

In addition, the Australian government's attorney general's department publishes its annual [Legal Services Expenditure Report](#) with data on pro bono hours per fee-earner for all firms who provide legal services to the government. The 2013-2014 report showed data from 100 firms reported an average of 49.6 hours per fee-earner, a number constant from the previous year.

Eight Australian firms reported to the 2015 Index, double the number that submitted data in 2014. These firms reported an average of 28.9 hours per fee-earner which was down from last year's average of 49.1 hours but the inputs varied widely from firm to firm. The Index found 36.2 percent of lawyers performed 10 or more hours of pro bono, down from 61.6 percent last year. Partner engagement also decreased, although is relatively still high compared to other countries, with 49.4 percent involved in at least one pro bono matter for an average of 12.8 hours per partner compared to 63.2 percent last year when partners averaged 18.4 hours each.

Pro bono infrastructure in Australia remains sophisticated. Most firms, or 85 percent, have pro bono coordinators and over half hold pro bono targets and factor this into compensation.



FIRM NAME	COUNTRY	AVERAGE HOURS PER FEE-EARNER	FEE-EARNERS WITH 10+ HOURS OF PRO BONO
Chamberlains Law Firm	Australia	67.57	100.00%
DLA Piper	Australia	51.40	42.33%
K & L Gates LLP	Australia	29.52	51.41%
Holding Redlich	Australia	21.35	41.44%
Banki Haddock Fiora	Australia	14.80	64.00%
McInnes Wilson Lawyers	Australia	8.50	13.64%
Colin Biggers & Paisley	Australia	6.06	7.58%
Skadden, Arps, Slate, Meagher & Flom LLP	Australia	0.20	0%

## China

As China's pro bono culture continues to develop, debates within the legal community in recent years have centred on identifying the most effective methods for ensuring access to justice, with pro bono supporters arguing that this requires multiple approaches including government legal aid, non-government organisation (NGO) advocacy, and pro bono assistance from private law firms.<sup>1</sup> Although international law firms continue efforts to expand their pro bono work in China, local firms have not yet begun engaging in pro bono on a large scale. As in 2014, this year's Index found only one domestic Chinese firm was among the 18 respondents that submitted data on pro bono work.

The lack of pro bono engagement by domestic firms is due partly to the fact that a strong pro bono culture has not traditionally existed within the Chinese legal community. In addition, some Chinese lawyers argue that the Ministry of Justice assigns an excessive number of legal aid tasks to local law firms, diminishing the resources and capacity of domestic firms to take on voluntary pro bono work. There are currently three pieces of national legislation restricting the activities of non-profit organizations, including the Regulations on Registration Administration of Associations (1998), Interim Regulations on the Administration of the Registration of Privately Owned Non-Enterprise Organizations (1998) and Regulations on Administration of Foundations (2004). There are also many relevant local regulations, the implementation of which varies across provinces.

This patchwork of complex and outdated laws makes it extremely difficult for many NGOs to establish methods of compliance that satisfy the many layers of legal provisions regulating their operations. They also struggle to access professional legal advice to ensure their practices do not inadvertently stray outside the bounds of the law. These challenges help explain why China's NGO sector remains less developed than in other regional jurisdictions and why the pro bono market continues to be quite small.

<sup>1</sup><http://www.pilnet.org/events/186-three-ways-are-better-than-one-building-public-interest-law-in-china.html>

Recent government action, however, suggests a growing awareness among the political class of the need to keep pace with international trends in the development sector. Currently the National People's Congress, China's legislative body, is drafting new laws to regulate charities and NGOs. Many welcome these reforms, hoping updated legislation will help to clarify existing law, while others worry the reforms will impose greater restrictions on the activities of NGOs. So far few details have been released regarding the content of impending legislative changes so it remains difficult to gauge the potential impact of such reforms on China's pro bono market.

Analysis of data from 19 firms with offices in China suggests positive growth in the country's pro bono market. Lawyers performed an average of 19.2 hours of pro bono each, an increase of nearly 28 percent on the previous year and above the regional median average of 17.3 hours per fee-earner. The percentage of lawyers performing 10 or more hours of pro bono remained steady, nudging up to 24.8 percent from 21.2 percent of lawyers at respondent firms.

China showed strong levels of partner engagement compared to other countries in the region, with partners completing on average 24.4 hours of pro bono over the past 12 months compared to 13.7 hours last year and a 2015 regional average of 14 hours. In addition, 37.3 percent of partners at respondent firms contributed some pro bono hours, a notable increase from the 16.7 percent reported last year.

FIRM NAME	AVERAGE HOURS PER FEE-EARNER	FEE-EARNERS WITH 10+ HOURS OF PRO BONO
Paul Hastings	53.40	100.00%
DLA Piper	48.83	20.00%
Orrick, Herrington & Sutcliffe LLP	45.05	43.14%
Morrison & Foerster	22.67	50.00%
Dechert	20.33	66.67%
Simmons & Simmons	18.32	-
K & L Gates LLP	14.92	25.00%
Latham & Watkins LLP	12.20	40.00%
McDermott Will & Emery LLP	10.80	22.86%
White & Case	6.61	18.42%
JunZeJun Law Offices	5.06	15.38%

Shearman & Sterling LLP	4.57	8.70%
Freshfields Bruckhaus Deringer LLP	2.87	-
Reed Smith LLP	1.95	5.26%
Weil, Gotshal & Manges LLP	0.50	0%
Faegre Baker Daniels LLP	0.33	0%
Skadden, Arps, Slate, Meagher & Flom LLP	0.20	0%
Ropes & Gray LLP	0.08	0.00%
Kirkland & Ellis LLP	0.03	0%

## Hong Kong

Hong Kong's pro bono marketplace has grown substantially in recent years despite regulatory challenges that have occasionally presented obstacles to broader acceptance of the practice. Rapid growth in the non-government organisation and social enterprise sectors has heightened demand for pro bono services but proponents still struggle to engage the legal community and gain support from law firms. Recent trends, however, indicate positive developments in favour of further institutionalizing pro bono and incorporating it into the legal culture in Hong Kong.<sup>1</sup>

In addition, an increase in pro-democracy activism in 2014 has inspired some in the legal community to volunteer their services. Following reported police abuse against protesters in democracy protests in August 2014, a number of lawyers volunteered pro bono advice to demonstrators. The willingness to offer assistance in such circumstances shows a desire from lawyers to use their professional expertise to advance social causes they believe in.<sup>2</sup>

One of the challenges facing local lawyers who wish to work on pro bono projects in Hong Kong is a regulation limiting access to indemnity insurance, which can only be taken out by law firms and is not available to individual lawyers. As foreign lawyers are prohibited from practicing law in Hong Kong, the jurisdiction's burgeoning NGO sector is often left with few options for accessing affordable legal services.<sup>3</sup> Analysis of data submitted by 18 participating firms in 2015 indicates that lawyers in Hong Kong performed on average 13.6 hours of pro bono each over the past 12 months, slightly below the regional average of 17.3 hours but up from 10.9 hours last year.

This year, 16.9 percent of partners at 13 Hong Kong respondent firms reported contributing some time to pro bono work over the previous 12-month period, down from 27.4 percent of partners that engaged in 2014. This change, however, may be explained by more firms providing partner data with 13 giving this information in 2015 compared to seven in 2014.

<sup>1</sup><http://www.scmp.com/comment/insight-opinion/article/1517880/pro-bono-legal-work-can-help-advance-social-justice-hong>

<sup>2</sup><http://www.wsj.com/articles/hong-kong-lawyers-to-offer-pro-bono-aid-to-pro-democracy-protesters-1409224036>

<sup>3</sup><http://www.scmp.com/news/hong-kong/article/1519480/pro-bono-legal-help-levels-playing-field-hong-kong-ngos>

FIRM NAME	AVERAGE HOURS PER FEE-EARNER	FEE-EARNERS WITH 10+ HOURS OF PRO BONO
Latham & Watkins LLP	46.51	45.10%
Skadden, Arps, Slate, Meagher & Flom LLP	33.30	35.09%
Dechert	28.59	76.47%
Debevoise & Plimpton LLP	25.94	20.00%
Paul Hastings	24.49	71.43%
Freshfields Bruckhaus Deringer LLP	23.08	-
Winston & Strawn LLP	20.22	38.89%
K & L Gates LLP	17.19	25.93%
DLA Piper	16.78	19.85%
Ropes & Gray LLP	13.94	14.29%
White & Case	9.26	32.26%
Morrison & Foerster LLP	5.82	18.42%
Weil, Gotshal & Manges LLP	5.50	5.00%
Linklaters LLP	4.84	13.53%
Goodwin Procter LLP	4.78	22.22%
Ashurst	1.92	6.25%
Reed Smith LLP	1.38	4.21%
Shearman & Sterling LLP	1.13	6.52%
Kirkland & Ellis LLP	0.37	1.67%

## India

Pro bono supporters have continued ongoing efforts to spread pro bono in India over the past year by holding information events and workshops to increase awareness and generate support among key stakeholders. In addition, India's pro bono legal landscape garnered international attention in 2014 when "Forbes India" recognized the pro bono work of five women lawyers in its "30 Under 30" list<sup>1</sup>, indicating the popularity of pro bono among young lawyers in India and fuelling optimism for the further expansion of pro bono within India's legal community.

Despite these positive developments, and strong support for pro bono among influential proponents such as Ashoka and i-Probono, this year's Index found a notable decrease in India's level of pro bono engagement across all key indicators. This discrepancy, however, may illustrate a short-term anomaly in which the measurable impact of recent developments intended to strengthen pro bono is simply lagging behind the efforts themselves. Close analysis of the data over coming years will contribute to a better understanding of the impact that ongoing advocacy efforts have had on the long-term development of the pro bono sector in India.

In addition, while the Index received responses from six firms in India this year – the same number as participated in 2014, only two firms participated both years. This suggests that the dramatic drop in pro bono participation illustrated by a comparative analysis of data submitted in 2015 and 2014 does not necessarily reflect a significant year-on-year decrease in pro bono engagement by individual firms but may simply be a result of the fact that four of the six respondent firms in 2015 did not participate in last year's Index. Thus, the respondent pools for 2014 and 2015 are largely comprised of different law firms, making it difficult to draw significant conclusions from a comparative cross-year analysis of the existing data sets.

As international law firms are not permitted to operate in India, all Index submissions from India were provided by domestic law firms. Data from the six participating firms this year show that lawyers in India

<sup>1</sup><http://forbesindia.com/firstprinciples/specialreport/30-under-30/1449/1>

performed significantly less pro bono work than in 2014. Fee-earners averaged 2.7 hours each over the past 12 months, a drop of nearly 50 percent on the previous year's findings of 5.3 hours. Similarly, the percentage of lawyers doing 10 or more hours of pro bono dropped to 5.3 percent from 15.2 percent. Data indicates that levels of partner engagement were also down. Although the percentage of partners engaged in pro bono held steady at about 33 percent, the average hours per partner fell nearly 60 percent to 1.8 hours from 4.7 hours in 2014. Partner engagement in India is markedly lower than in other countries in the region where the number of pro bono hours performed by partners over the past 12 months averaged 13.4 hours.

About half of respondent firms factored pro bono work into determining lawyer compensation, and two thirds employ a designated pro bono coordinator.

FIRM NAME	AVERAGE HOURS PER FEE-EARNER	FEE-EARNERS WITH 10+ HOURS OF PRO BONO
LawQuest	13.63	75.00%
UKCA and Partners	7.50	15.00%
MNK Law Offices	6.00	14.29%
AZB & Partners	3.00	5.00%
ALMT Legal	0	0%



## Indonesia

Indonesia has been progressively strengthening its democratic infrastructure since emerging from authoritarian rule in the late 1990s and this has included developing the complex legal institutions necessary to ensure justice and equality in a modern democracy.

Foreign lawyers are not allowed to practice Indonesian law or establish branches of foreign law firms in Indonesia, limiting the ability of international law firms to influence the growth of pro bono to the same extent as in other developing legal systems, such as South Korea. The Indonesian Advocates Association (Perhimpunan Advokat Indonesia, or PERADI) formed a Legal Aid Centre in 2009 to increase access to justice by providing free legal assistance to those in need. This move was intended to ensure fulfilment of the Indonesian Constitution, which guarantees the right to equality before the law. The Centre has worked in partnership with international groups such as the International Organization for Migration (IOM) to combat human rights abuses, including an initiative that provides free legal assistance and representation to victims of human trafficking.

Although the government does not directly provide free legal aid, the Indonesian Parliament passed the Legal Aid Law in 2011, which established a unique legal aid system in which independent non-profit organizations receive reimbursement from the state for providing legal aid services to those in need, defined as underprivileged individuals, involved in civil, criminal, or administrative procedure and non-litigation matters.

This year saw a notable increase in Index participation from Indonesia. Eight law firms with offices in Indonesia provided details of their pro bono structures, compared to two last year, and half of those submitted comprehensive data detailing pro bono initiatives. The four firms that submitted data represent 71 lawyers who completed an average of 36 hours of pro bono over the past 12 months. Only one firm submitted data on pro bono work in Indonesia last year so it is difficult to compare this year's data to the 2014 Index. The fact so many more firms participated in the 2015 Index could suggest that interest in pro bono work is spreading in the legal community in Indonesia.

Fourteen partners across the four respondent firms performed on average 14.8 hours of pro bono. The majority of partners, or 57.1 percent, contributed some time to pro bono in the past year. This data suggests although Indonesia's pro bono culture remains nascent, there is partner engagement.

FIRM NAME	AVERAGE HOURS PER FEE-EARNER	FEE-EARNERS WITH 10+ HOURS OF PRO BONO
White & Case	123.50	100.00%
Adnan Kelana Haryanto & Hermanto	54.57	64.29%
Leks & Co	18.18	-
Ashurst	3.27	7.69%

## Japan

Japan has a comprehensive legal aid framework that receives funding and support from the government and local bar associations. Free or discounted legal advice is available to both citizens and foreigners who cannot afford legal assistance or who meet a number of specific means-tested criteria.<sup>1</sup> Historically these services have proved sufficient to ensure legal representation and fill legal aid gaps without the need to develop an extensive pro bono culture within private law firms.

A number of trends, however, may be gradually increasing the demand for pro bono legal services. A growing elderly population is straining the country's social security system and motivating the government to look for cheaper alternatives to provide social services. Often NGOs, local community organisations, and non-profit organisations step in to fill these service gaps. These organizations may become a source of growing demand for pro bono work in the future. In addition, Japan's strict immigration laws and increasing labour migration have resulted in greater demand for free legal assistance to individuals in the complex immigration system.<sup>2</sup>

Finally, the growth of the NGO sector has been accompanied by a parallel growth in social entrepreneurship across Japan as the business community seeks sustainable economic growth that will provide a path to prosperity for Japanese society while preserving the country's scarce natural resources and long history of responsible social and cultural stewardship.

12 firms with offices in Japan submitted data for this year's Index, compared to eight in 2014. Subsequent analysis shows that lawyers in Japan completed on average 21.9 hours of pro bono each over the past 12 months which is higher than the regional median average of 17.3 hours and a slight increase on the 19.5 hours reported in 2014 by respondent firms in Japan.

<sup>1</sup><http://www.japantimes.co.jp/community/2014/05/04/how-tos/cut-keep-guide-getting-legal-advice-japan/#.VUNaiPldV8E>

<sup>2</sup><https://www.refugee.or.jp/jar/release/2015/01/19-0001.shtml>

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This year 10 firms submitted data on their partners' pro bono participation, an increase from the nine that participated in 2014. In addition the Index saw a domestic firm participate for the first time. Although levels of partner engagement reported in 2015 by firms with offices in Japan decreased by more than 10 percentage points to 26.2 percent from 37.8 percent in 2014, findings indicate that law firms in Japan still maintain higher levels of partner engagement than their counterparts in similarly developed pro bono markets such as Singapore and Hong Kong.

FIRM NAME	AVERAGE HOURS PER FEE-EARNER	FEE-EARNERS WITH 10+ HOURS OF PRO BONO
Orrick, Herrington & Sutcliffe LLP	50.68	48.15%
DLA Piper	34.29	33.33%
Morrison & Foerster LLP	33.83	36.28%
Paul Hastings	30.29	57.14%
White & Case	18.47	31.82%
Skadden, Arps, Slate, Meagher & Flom LLP	17.50	60.00%
Ropes & Gray LLP	12.36	18.18%
Shearman & Sterling LLP	11.50	29.41%
Freshfields Bruckhaus Deringer LLP	11.25	-
Latham & Watkins LLP	11.08	30.77%
K & L Gates LLP	5.95	10.53%
Atsumi & Sakai	0.80	0%

## Singapore

The Council of the Law Society of Singapore enacted reforms to the Legal Profession Act in March this year requiring lawyers to report their pro bono activities annually when renewing their practicing certificate.<sup>1</sup> The changes were in lieu of earlier proposals to impose a mandatory minimum of 16 hours of pro bono per year for lawyers in Singapore. The collection of information about pro bono activity is intended to enable a more comprehensive understanding of the legal aid landscape in the country.<sup>2</sup> Recent reforms to the Legal Aid and Advice Act complement these efforts by expanding legal aid coverage, and the government has expressed plans to increase funding for the Law Society's Criminal Legal Aid Scheme.

Although these changes may not be fully reflected in the data collected for the 2015 Index, a sharp increase in participation from law firms in Singapore suggests these legal reforms may have already begun to influence the perception of pro bono by the legal community. In addition, they are likely to have a significant impact on the levels of pro bono work carried out by Singaporean lawyers in the near future, and continued year-on-year analysis of data submitted to the Index will help to clarify the relationship between such regulations and the development of Singapore's pro bono landscape.

Twice as many firms with offices in Singapore submitted data for this year's Index compared to 2014. While all of last year's participants were international law firms with offices in Singapore, 2015 saw the first Index submission from a domestic Singaporean firm. Data submissions were received from 14 firms detailing their pro bono initiatives in Singapore, and 19 firms provided qualitative information. The resulting analysis showed a drop in the average hours of pro bono per lawyer to 4.2 hours from 8.4 hours in 2014. This shift, however, may simply reflect the broader scope of firms submitting data in 2015.

Data submitted this year detailing the percentage of partners engaged in pro bono indicates an increase in partner engagement. Firms in Singapore reported in 2014 that 16.7 percent of partners had

<sup>1</sup><http://statutes.agc.gov.sg/aol/search/display/view.w3p?page=0;query=CompId%3A9fa6308f-3187-48cb-a395-459244673abe;rec=0>

<sup>2</sup><http://www.todayonline.com/singapore/lawyers-may-have-report-time-spent-pro-bono-work?page=1>

contributed some time to pro bono work over the previous 12 months, whereas 2015 data found an increase of nearly four percentage points to 20.6 percent of partners.

FIRM NAME	AVERAGE HOURS PER FEE-EARNER	FEE-EARNERS WITH 10+ HOURS OF PRO BONO
White & Case	20.54	51.43%
Shearman & Sterling LLP	19.09	19.05%
Skadden, Arps, Slate, Meagher & Flom LLP	14.83	16.67%
Simmons & Simmons	8.70	-
Latham & Watkins LLP	8.69	27.78%
DLA Piper	8.50	16.67%
Reed Smith LLP	3.92	8.33%
Freshfields Bruckhaus Deringer LLP	2.78	-
Drew & Napier LLC	1.07	3.56%
Colin Ng & Partners LLP	0.70	2.17%
K & L Gates	0.53	0%
Morrison & Foerster LLP	0.50	0%
Azmi & Associates	0	0%
Dechert	0	0%

## South Korea

South Korea's rapidly expanding culture of pro bono has been driven by the presence of international law firms, many of which have rushed to open offices in South Korea following government efforts to liberalize the legal sector which began in 2007. Law firms have been attracted by the country's thriving economy and a growing recognition of its significant role as a regional engine of growth. Local proponents of pro bono enjoy strong international support from established organizations globally, which frequently provide resources and training to South Korean law firms and non-profit organizations interested in promoting pro bono. State bar associations require lawyers to fulfil a mandatory minimum of pro bono hours each year, illustrating the legal community's desire to foster a culture of pro bono in South Korea.<sup>1</sup> In addition, South Korean law only guarantees legal representation to individuals who have been sued and are unable to secure legal counsel. This minimal coverage leaves substantial gaps in legal representation, for example in the cases of those who wish to bring civil suits but cannot afford a lawyer.<sup>2</sup>

Social entrepreneurship is also gaining popularity across the country. The development of a thriving social economy in South Korea has been fostered by the Social Enterprise Promotion Act (2007) and the Basic Law on Cooperatives (2012), two pieces of legislation that have spurred the growth of social enterprises in the country. These changes have increased the demand for pro bono legal services in South Korea as a growing number of social entrepreneurs seek to establish legal entities. The non-profit sector has also grown as social entrepreneurs establish networks and organizations to promote social business. Like the entrepreneurs they support, these groups also serve as a source of increased demand for pro bono legal services in South Korea.<sup>3</sup>

Data submitted to the 2015 Index shows that 514 lawyers represented by respondent firms in South Korea had the strongest pro bono participation across the Asia and Pacific region, performing on average 62.5

<sup>1</sup>[http://www.imakenews.com/probonoinstitute/e\\_article000685750.cfm?x=b8lsHP7,b5TlybJr](http://www.imakenews.com/probonoinstitute/e_article000685750.cfm?x=b8lsHP7,b5TlybJr)

<sup>2</sup><http://thepbeye.probonoinst.org/2014/10/29/pbis-got-seoul-part-2/>

<sup>3</sup><http://www.forbes.com/sites/meehyoekoo/2013/09/30/social-economy-on-the-rise-in-south-korea-insights-from-ashoka-korea/>

hours over the past 12 months compared to a regional median average of 17.3 hours. As in 2014, four law firms submitted data on their pro bono initiatives. Further analysis suggests that 2015 numbers were boosted dramatically by the participation of one of South Korea's largest domestic firms for the first time.

Evidence suggests that partner engagement is also on the rise in South Korea. While only one of the four respondent firms in 2014 indicated that their partners engaged in any pro bono work over the previous 12 months, the two firms that submitted partner data in 2015 reported their partners averaged more than 30 hours of pro bono each, far higher than the regional average of 13.4 hours per partner.

FIRM NAME	AVERAGE HOURS PER FEE-EARNER	FEE-EARNERS WITH 10+ HOURS OF PRO BONO
Bae, Kim & Lee LLC	63.17	41.75%
DLA Piper	36.50	50.00%
Paul Hastings	32.13	100.00%
Ropes & Gray LLP	0.00	0.00%
Skadden, Arps, Slate, Meagher & Flom LLP	0	0%



## Europe

Funding for public services across Europe has been cut due to ongoing austerity measures to try to bring state budgets under control. Legal aid and access to justice initiatives have felt the pinch as well as other services<sup>1</sup> which may have an impact on the type of clients looking for pro bono assistance from law firms.

Pro bono has been an increasingly visible sector across Europe in recent years, with growing interest and participation on behalf of lawyers as well as non-government organisations (NGO). Organisations such as PILnet: the Global Network for Public Interest Law have worked hard to promote the practice of pro bono, sharing knowledge and information to help raise standards and impact. With decreasing levels of legal aid throughout the region, this role is ever-more important.<sup>2</sup>

Across continental Europe, data was received from firms with offices in 26 jurisdictions compared to 29 in 2014 with the vast majority from international firms and networks. Again for the 2015 index, we have separated the data for England and Wales from the rest of Europe due to the high levels of pro bono infrastructure and support for pro bono there compared to the rest of the region.

Among the 7,000 lawyers involved in the data for Europe this year, on average lawyers performed 17.7 hours of pro bono work over the last 12 months, up from an average of 11.8 hours last year. This figure is boosted by submissions from a handful of countries where the average is higher than the regional norm. For example in Iceland, lawyers averaged 55.6 hours of pro bono. And in Ukraine, despite significant social upheaval, lawyers performed an average of 55.5 hours of pro bono.

In Western Europe responses were similar to those from last year and we are watching closely to see if the trend will continue to reflect in coming years a steady increase in the average levels of pro bono performed across Europe.

<sup>1</sup><http://www.euractiv.com/sections/health-consumers/study-austerity-undermines-fundamental-rights-across-eu-313245>

<sup>2</sup><http://www.legalvoice.org.uk/2014/10/31/the-demand-is-huge-the-need-urgent-and-the-role-of-pro-bono-lawyers-is-critical/>

# TRUSTLAW INDEX OF PRO BONO 2015

On average, 29.1 percent of lawyers across the region performed 10 or more hours of pro bono, an increase from last year's figure of 24.7 percent.

There were high levels of partner engagement across the continent, with a median average of 40.2 percent of partners recording time on pro bono matters across participating countries this year compared to 37.4 percent in 2014. On average partners across Europe recorded a median average of 11.8 hours of pro bono over the year, a positive number, compared to the 8.0 percent reported last year.

Please note, the regional data tables have been ordered alphabetically.

FIRM NAME	COUNTRY	AVERAGE HOURS PER FEE-EARNER	FEE-EARNERS WITH 10+ HOURS OF PRO BONO
A&L Goodbody	Ireland	9.78	23.38%
Abreu Advogados	Portugal	6.06	6.06%
Arnold & Porter LLP	Belgium	68.88	87.5%
Ashurst	Belgium	19.65	28.57%
Ashurst	France	3.18	6.85%
Ashurst	Germany	5.81	13.48%
Ashurst	Italy	9.60	22.50%
Ashurst	Spain	8.78	24.59%
Ashurst	UK – Scotland	5.48	30.30%
Debarliev, Dameski & Kelesoska	Macedonia	1.07	14.29%
Debevoise & Plimpton LLP	France	22.93	40.00%
Debevoise & Plimpton LLP	Germany	0.17	0%
Debevoise & Plimpton LLP	Russia	4.69	24.00%
Dechert	Belgium	20.33	66.67%
Dechert	France	35.87	84.13%
Dechert	Georgia	32.20	100.00%
Dechert	Germany	19.67	63.64%
Dechert	Ireland	42.17	66.67%
Dechert	Luxembourg	18.45	54.55%

Dechert	Russia	73.67	93.33%
Divjak, Topic & Bahtijarevic Law Firm	Croatia	2.67	16.67%
DLA Piper	Austria	23.18	12.73%
DLA Piper	Belgium	53.35	29.51%
DLA Piper	Czech Republic	6.32	12.00%
DLA Piper	France	26.75	13.75%
DLA Piper	Georgia	19.17	33.33%
DLA Piper	Germany	4.00	7.89%
DLA Piper	Hungary	22.81	21.43%
DLA Piper	Italy	4.72	8.78%
DLA Piper	Luxembourg	0.82	0%
DLA Piper	Netherlands	4.93	14.63%
DLA Piper	Russia	35.92	19.57%
DLA Piper	Spain	3.99	6.17%
DLA Piper	Norway	8.66	15.71%
DLA Piper	Poland	33.85	18.46%
DLA Piper	Romania	10.25	25.00%
DLA Piper	Slovakia	2.50	12.50%
DLA Piper	Ukraine	55.53	15.63%
DLA Piper	UK – Scotland	13.31	15.49%
Drzewiecki Tomaszek & Partners	Poland	1.23	4.62%
Freshfields Bruckhaus Deringer LLP	Austria	2.58	-
Freshfields Bruckhaus Deringer LLP	Belgium	21.48	-
Freshfields Bruckhaus Deringer LLP	France	13.14	-
Freshfields Bruckhaus Deringer LLP	Germany	6.51	-
Freshfields Bruckhaus Deringer LLP	Italy	7.41	-

Freshfields Bruckhaus Deringer LLP	Netherlands	18.61	-
Freshfields Bruckhaus Deringer LLP	Russia	1.86	-
Freshfields Bruckhaus Deringer LLP	Spain	1.08	-
Herguner Bilgen Ozeke	Turkey	8.85	28.57%
K & L Gates LLP	Belgium	0.80	0%
K & L Gates LLP	France	0.70	0%
K & L Gates LLP	Germany	5.43	14.71%
K & L Gates LLP	Italy	0	0%
K & L Gates LLP	Russia	32.00	37.50%
K & L Gates LLP	Poland	21.04	43.40%
Korelskiy Ischuk Astafiev (KIAP), Attorneys at Law	Russia	35.71	100.00%
Kirkland & Ellis LLP	Germany	7.00	12.12%
Lalive	Switzerland	4.45	15.38%
Latham & Watkins LLP	Belgium	9.33	19.05%
Latham & Watkins LLP	France	50.33	69.62%
Latham & Watkins LLP	Germany	53.53	53.55%
Latham & Watkins LLP	Italy	36.23	58.97%
Latham & Watkins LLP	Russia	111.29	95.24%
Latham & Watkins LLP	Spain	36.09	52.17%
Lex Law Offices	Iceland	55.56	88.89%
Linklaters LLP	Belgium	5.42	12.00%
Linklaters LLP	France	4.58	8.00%
Linklaters LLP	Italy	3.06	8.82%
Linklaters LLP	Spain	2.98	9.09%
Martins Alfaro, Rui Teixeira & Associados	Portugal	22.50	100.00%
McDermott Will & Emery LLP	Belgium	107.88	87.5%

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McDermott Will & Emery LLP	France	18.07	25.00%
McDermott Will & Emery LLP	Germany	35.75	45.68%
McDermott Will & Emery LLP	Italy	17.59	43.24%
Miranda Correia Amendoeira & Associados	Portugal	15.04	22.76%
Morrison & Foerster LLP	Belgium	2.38	0%
Morrison & Foerster LLP	Germany	13.53	36.67%
Orrick, Herrington & Sutcliffe LLP	France	25.35	32.61%
Orrick, Herrington & Sutcliffe LLP	Germany	15.38	24.56%
Orrick, Herrington & Sutcliffe LLP	Italy	3.88	10.34%
Orrick, Herrington & Sutcliffe LLP	Russia	22.85	45.45%
Paul Hastings	France	37.98	65.00%
Paul Hastings	Germany	37.25	66.67%
Paul Hastings	Italy	41.70	100.00%
Reed Smith LLP	France	20.80	32.61%
Reed Smith LLP	Germany	21.45	57.58%
Shearman & Sterling LLP	Belgium	25.01	6.25%
Shearman & Sterling LLP	France	6.12	5.13%
Shearman & Sterling LLP	Germany	7.89	22.58%
Shearman & Sterling LLP	Italy	3.92	4.76%
Sheehan & Partners	Ireland	0	0%
Simmons & Simmons	Belgium	33.48	-
Simmons & Simmons	France	10.79	-
Simmons & Simmons	Germany	10.15	-
Simmons & Simmons	Italy	4.71	-
Simmons & Simmons	Netherlands	3.83	-
Simmons & Simmons	Spain	4.75	-

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Skadden, Arps, Slate, Meagher & Flom LLP	Belgium	3.09	11.76%
Skadden, Arps, Slate, Meagher & Flom LLP	France	123.11	55.56%
Skadden, Arps, Slate, Meagher & Flom LLP	Germany	9.23	16.13%
Skadden, Arps, Slate, Meagher & Flom LLP	Russia	41.14	50.00%
Vieira de Almeida & Associados	Portugal	35.64	42.33%
Weil, Gotshal & Manges LLP	Czech Republic	4.72	13.21%
Weil, Gotshal & Manges LLP	France	7.30	5.68%
Weil, Gotshal & Manges LLP	Germany	5.40	10.64%
Weil, Gotshal & Manges LLP	Hungary	32.33	55.56%
Weil, Gotshal & Manges LLP	Poland	33.58	36.62%
White & Case	Belgium	36.41	50.00%
White & Case	Czech Republic	27.13	50.00%
White & Case	France	11.84	25.00%
White & Case	Germany	5.22	11.02%
White & Case	Hungary	34.41	50.00%
White & Case	Italy	3.00	12.50%
White & Case	Russia	11.46	23.17%
White & Case	Spain	32.45	54.55%
White & Case	Finland	13.85	40.00%
White & Case	Poland	47.88	60.00%
White & Case	Slovakia	29.31	46.15%
White & Case	Switzerland	36.00	60.00%
Winston & Strawn LLP	France	2.69	11.54%
Winston & Strawn LLP	Switzerland	14.00	40.00%
Yüksel Karkın Küçük Attorney Partnership	Turkey	0	0%

## Belgium

The Belgian Constitution grants all people a right to legal assistance and the differing types of assistance available, to meet varying needs and resources, demonstrates a strong commitment to legal aid by the government.

Lawyers admitted to practise in Belgium (advocaat-stagiairs/avocats stagiaires) have to complete a three year apprenticeship after being admitted that includes participation in pro bono work, either through a legal clinic or assisting with matters brought before the courts. On the Flemish side of the Brussels bar, newly-admitted lawyers are also required to take on at least 15 pro bono cases over three years.<sup>1</sup> Given that all junior lawyers must take on pro bono, we look forward to monitoring findings from Belgium to see whether this makes lawyers more responsive to pro bono over time.

For the 2015 Index, 17 firms with offices in Belgium provided data compared to 12 in 2014. All of these were local offices of international networks based in Britain or the United States rather than domestic or Benelux firms. Given that many international firms focus mainly on European Union and competition/anti-trust law from Brussels offices, the data received only reflects the work of a particular sector of the local Belgian legal community.

For the survey 14 firms with offices in Belgium and representing more than 500 lawyers provided information on the amount of pro bono they do and their engagement levels in the country. On average lawyers in Belgium performed 27.1 hours of pro bono over the last 12 months, down from an average of 35 hours last year when the figure was driven up by a few exceptionally high responses. The result, however, again compares favourably with the Europe average of 17.7 hours.

The percentage of lawyers that have performed 10 or more hours of pro bono over the last 12 months is lower than the European regional average at 27.2 percent compared to 29.1 percent and a drop from last year's national figure of 42.4 percent. Time will tell whether it is the 2014 or 2015 figure that is the anomaly.



The findings relating to partner engagement tally more closely with the regional average. Partners in Belgium performed an average of 10.4 hours of pro bono over the last 12 months compared to a regional average of 11.8 hours. A total of 32.3 percent of partners said they had spent time on pro bono work, again lower than the European average of 40.2 percent. However, the regional average was swayed by a few exceptionally high responses. Again these figures are lower than in 2014, when 63.2 percent of partners in Belgium carried out some pro bono work, and those who did performed on average 15.8 hours each over the previous 12 months.

[1http://www.crowell.com/Locations/Brussels/Pro-Bono-System-in-Belgium](http://www.crowell.com/Locations/Brussels/Pro-Bono-System-in-Belgium)

FIRM NAME	AVERAGE HOURS PER FEE-EARNER	FEE-EARNERS WITH 10+ HOURS OF PRO BONO
McDermott Will & Emery LLP	107.88	87.5%
Arnold & Porter LLP	68.88	87.5%
Dechert	57.07	92.31%
DLA Piper	53.35	29.51%
White & Case	36.41	50.00%
Simmons & Simmons	33.48	-
Shearman & Sterling LLP	25.01	6.25%
Freshfields Bruckhaus Deringer LLP	21.48	-
Ashurst	19.65	28.57%
Latham & Watkins LLP	9.33	19.05%
Linklaters LLP	5.42	12.00%
Skadden, Arps, Slate, Meagher & Flom LLP	3.09	11.76%
Morrison & Foerster LLP	2.38	0%
K & L Gates LLP	0.80	0%



## England and Wales

There have been a few significant changes to the legal landscape in England and Wales over the past 12 months. The Law Society and the Solicitors Regulation Authority have continued efforts to open up the legal profession to a wider range of individuals, enabling professionals with legal experience to qualify as lawyers without completing training contracts.<sup>1</sup> Initiatives like this are designed to respond to the perceived lack of diversity in the legal profession in England and Wales. Time will tell whether this will have an impact on levels of pro bono engagement as well.

Widely discussed cuts to legal aid in the UK continue to cause concern in the legal fraternity. Law firms have made it clear that they are not in a position to fill this gap, although the reduced support for individuals may result in a change to the way that pro bono assistance is delivered by firms to individuals.<sup>2</sup> Partly in response to these developments, an industry-led initiative, the **Collaborative Plan for Pro Bono in the UK**, has been created to help firms improve access to justice in the UK. This initiative sets an aspirational annual target of 25 hours of pro bono for each fee-earner at participating law firms.

A total of 38 firms with offices in England and Wales responded to the Index this year, a sizable increase from the 27 firms that participated in 2014. Of these, 26 provided data relating to the amount of pro bono they have performed and the engagement levels of their lawyers, a similar number to last year. Among the 8,043 lawyers that the data relates to, fee-earners in England and Wales performed an average of 21.9 hours of pro bono each. This was in line with last year's figure of 21.3 hours.

The percentage of fee-earners that performed 10 or more hours of pro bono has also remained steady from last year, dipping to 35.3 percent from 36.1 percent. This suggests a consistent trend in terms of both the amount of pro bono each lawyer is undertaking and the amount of lawyers getting involved in pro bono matters.

<sup>1</sup><http://www.sra.org.uk/students/resources/equivalent-means-information-pack.page>

<sup>2</sup><http://www.dlapiperprobono.com/blog/pro-bono/2014/a-new-way-forward-in-the-post-legal-aid-era.html>

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Partner engagement showed a positive trend compared to last year. In 2015, 37.8 percent of partners recorded time on pro bono matters compared to 38.1 percent last year but the number of pro bono hours performed by partners increased by almost 10 percent to 14.9 hours. This is a positive sign that partners see pro bono as an increasingly important part of their work.

FIRM NAME	COUNTRY	AVERAGE HOURS PER FEE-EARNER	FEE-EARNERS WITH 10+ HOURS OF PRO BONO
Arnold & Porter LLP	England and Wales	79.25	100.00%
Morrison & Foerster LLP	England and Wales	63.17	65.85%
Dechert	England and Wales	55.09	87.86%
Paul Hastings	England and Wales	50.41	89.29%
Skadden, Arps, Slate, Meagher & Flom LLP	England and Wales	48.24	59.83%
Faegre Baker Daniels LLP	England and Wales	46.80	60.00%
Weil, Gotshal & Manges LLP	England and Wales	45.25	64.79%
McDermott Will & Emery LLP	England and Wales	39.68	55.00%
Hogan Lovells	England and Wales	34.80	46.99%
Debevoise & Plimpton LLP	England and Wales	33.33	55.00%
Simmons & Simmons	England and Wales	31.20	-
Freshfields Bruckhaus Deringer LLP	England and Wales	30.74	-
Orrick, Herrington & Sutcliffe LLP	England and Wales	29.08	51.61%
Reed Smith LLP	England and Wales	26.81	48.16%
DLA Piper	England and Wales	26.13	56.70%
Latham & Watkins LLP	England and Wales	25.68	38.13%
Bates Wells Braithwaite	England and Wales	17.91	41.54%
K & L Gates LLP	England and Wales	13.65	34.69%

FIRM NAME	COUNTRY	AVERAGE HOURS PER FEE-EARNER	FEE-EARNERS WITH 10+ HOURS OF PRO BONO
White & Case	England and Wales	12.38	27.57%
Ropes & Gray LLP	England and Wales	11.99	8.60%
Linklaters LLP	England and Wales	11.89	14.92%
Ashurst	England and Wales	11.47	24.42%
Goodwin Procter LLP	England and Wales	9.65	25.00%
Kirkland & Ellis LLP	England and Wales	9.64	21.92%
Shearman & Sterling LLP	England and Wales	8.96	21.31%
Nabarro LLP	England and Wales	6.71	17.14%
Pillsbury Winthrop Shaw Pittman LLP	England and Wales	6.58	-
Berwin Leighton Paisner LLP	England and Wales	2.73	9.79%
Winston & Strawn LLP	England and Wales	1.76	11.76%
Chowdhury & Ullah	England and Wales	0	-

## France

The number of firms with offices in France that took part in the 2015 Index rose to 23 from the 16 that participated in 2014. While all of last year's submissions were received from international firms or networks, 2015 saw the first contribution from a domestic French law firm. Of this year's respondents, 17 firms provided information about fee-earner engagement levels. The Index needs to include data from domestic firms to be truly reflective of the legal community in France.

The pool of respondent firms, however, has grown markedly since last year. The 1,392 lawyers that comprise the offices at these 17 firms performed an average of 18.4 hours of pro bono, marginally higher than the regional average of 17.7, and over 16 percent higher than the 15.8 hours of pro bono performed on average by lawyers in France in 2014.

The percentage of lawyers that have performed 10 or more hours of pro bono over the last 12 months has held steady over the last 12 months at 25.2 percent compared to 25.8 percent. This is slightly lower than the Europe-wide average of 29.1 percent.

In contrast, the proportion of partners at these firms that recorded time on pro bono matters rose to 34.9 percent from 25 percent a year ago. The average number of pro bono hours performed by these partners has risen slightly to 7.9 hours from 7.5 hours which is steady but a little below the regional average of 11.8.

FIRM NAME	AVERAGE HOURS PER FEE-EARNER	FEE-EARNERS WITH 10+ HOURS OF PRO BONO
Skadden, Arps, Slate, Meagher & Flom LLP	123.11	55.56%
Latham & Watkins LLP	50.33	69.62%
Paul Hastings	37.98	65.00%
Dechert	35.87	84.13%
DLA Piper	26.75	13.75%

Orrick, Herrington & Sutcliffe LLP	25.35	32.61%
Debevoise & Plimpton LLP	22.93	40.00%
Reed Smith LLP	20.80	32.61%
McDermott Will & Emery LLP	18.07	25.00%
Freshfields Bruckhaus Deringer LLP	13.14	-
White & Case	11.84	25.00%
Simmons & Simmons	10.79	-
Weil, Gotshal & Manges LLP	7.30	5.68%
Shearman & Sterling LLP	6.12	5.13%
Linklaters LLP	4.58	8.00%
Ashurst	3.18	6.85%
Winston & Strawn LLP	2.69	11.54%
K & L Gates LLP	0.70	0%

## Germany

The legal community in Germany continues to work hard to promote pro bono in a jurisdiction where lawyers have historically been reticent to provide free legal assistance due to previous legislation (reformed in 2008) that heavily restricted the practice. Organisations such as Pro Bono Deutschland have made it their mission to help foster a culture of pro bono and partnered with key stakeholders in national government, private law firms, and proponents in other EU countries to establish best practices and guidelines to help firms incorporate pro bono into existing operations.<sup>1</sup>

In 2015, the Global Pro Bono Summit, an initiative of the Taproot Foundation and the BMW Foundation, was held in Berlin, helping to ensure pro bono remains a prominent issue within the German legal sector. Programmes that connect pro bono lawyers to non-government organisations (NGO) and social enterprises, like TrustLaw, have seen a huge increase in the number of German lawyers interested in taking on pro bono projects. These developments suggest a growing awareness of pro bono in the country, and, more importantly, a desire by lawyers and firms to engage further with the practice and with established pro bono practitioners across Europe.

This year saw the average hours of pro bono performed per lawyer in Germany rise to 12.6 hours from 11.6 hours in 2014, and this amongst a larger respondent group. The 2015 Index involved 18 firms with offices in the country comprising 1,800 lawyers, demonstrating a nearly 30 percent increase in participation from the 14 firms (representing 1,620 fee earners) that contributed data for the Index last year.

The percentage of lawyers performing 10 or more hours of pro bono over the year increased marginally to 23.8 percent from 23.2 percent, a trend mirrored across Europe. These figures are below the regional average in 2015 of 29.1 percent as they were in 2014. We look forward to seeing whether the efforts to promote pro bono in Germany result in higher levels of engagement.

The percentage of partners that provided pro bono assistance has increased since last year to 38.1 percent from 30.5 percent. But the average number of hours performed by these partners dropped to 9.1 from 11.3.

# TRUSTLAW INDEX OF PRO BONO 2015

<sup>1</sup><http://www.pro-bono-deutschland.org/en/>

FIRM NAME	AVERAGE HOURS PER FEE-EARNER	FEE-EARNERS WITH 10+ HOURS OF PRO BONO
Latham & Watkins LLP	53.53	53.55%
Paul Hastings	37.25	66.67%
McDermott Will & Emery LLP	35.75	45.68%
Reed Smith LLP	21.45	57.58%
Dechert	19.67	63.64%
Orrick, Herrington & Sutcliffe LLP	15.38	24.56%
Morrison & Foerster LLP	13.53	36.67%
Simmons & Simmons	10.15	-
Skadden, Arps, Slate, Meagher & Flom LLP	9.23	16.13%
Shearman & Sterling LLP	7.89	22.58%
Kirkland & Ellis LLP	7.00	12.12%
Freshfields Bruckhaus Deringer LLP	6.51	-
Ashurst	5.81	13.48%
K & L Gates LLP	5.43	14.71%
Weil, Gotshal & Manges LLP	5.40	10.64%
White & Case	5.22	11.02%
DLA Piper	4.00	7.89%
Debevoise & Plimpton LLP	0.17	0%

## Italy

Enthusiasm for pro bono is growing in Italy but a lack of clarity under Italian law is hampering widespread engagement. There have been cases of disciplinary action taken against lawyers who have offered their services pro bono without clear guidance from professional bodies in Italy and there is a risk that this may happen again.<sup>1</sup> The fact that Index participation by law firms in Italy has risen 25 percent from 2014 year may be evidence of this growth.

This year 15 firms responded to the Index, 13 of which are local offices of international networks. This represents a positive increase in participation by both domestic and international firms, as only 8 submissions were received from Italy last year. The participation of two domestic firms is a departure from last year, when submissions in Italy were only received from the Italian branches of international firms. Twelve respondent firms provided data on the amount of pro bono they undertook and their levels of engagement.

All respondent firms have pro bono coordinators, but only four in five have a pro bono committee. Interestingly, only one respondent firm does not take pro bono into account when looking at fee-earner appraisals.

The Index found that the 643 lawyers in the submission group performed an average of 8.9 hours of pro bono over the last 12 months which was largely unchanged from year's average of 8.7. The findings relating to the proportion of lawyers undertaking 10 or more hours of pro bono has also held steady since last year at 21.0 percent compared to 20.9 percent.

Partners averaged 5.3 hours of pro bono over the last year compared to 4.5 hours in 2014. While interestingly, almost a quarter of partners, or 24.8 percent, spent time on pro bono work. This represents a notable increase from the 14.5 percent reported last year. It is possible that the greater buy-in from senior members of firms will result in greater levels of engagement throughout the whole sector.

<sup>1</sup>[http://www.legance.it/00651/DOCS/6-00651-25.08.2014\\_ItaliaOggiSette.pdf](http://www.legance.it/00651/DOCS/6-00651-25.08.2014_ItaliaOggiSette.pdf)



FIRM NAME	AVERAGE HOURS PER FEE-EARNER	FEE-EARNERS WITH 10+ HOURS OF PRO BONO
Paul Hastings	41.70	100.00%
Latham & Watkins LLP	36.23	58.97%
McDermott Will & Emery LLP	17.59	43.24%
Ashurst	9.60	22.50%
Freshfields Bruckhaus Deringer LLP	7.41	-
DLA Piper	4.72	8.78%
Simmons & Simmons	4.71	-
Shearman & Sterling LLP	3.92	4.76%
Orrick, Herrington & Sutcliffe LLP	3.88	10.34%
Linklaters LLP	3.06	8.82%
White & Case	3.00	12.50%
K & L Gates LLP	0	0%

## Poland

There was limited pro bono activity in Poland before 1989 but since then the efforts of non-government organisations (NGO) and international as well as domestic law firms have helped develop a thriving culture.<sup>1</sup> Since Poland's accession to the European Union in 2004, a number of international firms and networks have opened offices there which have helped to embed an international pro bono culture in the country. In 2013, PILnet hosted the European Pro Bono Forum in Warsaw, an indication of growing enthusiasm for pro bono.

As social entrepreneurship gains prominence, a number of important stakeholders are joining forces to strengthen the existing social enterprise infrastructure. Key players include NGOs, community organizations, universities, and national and regional governments. In 2009, the Polish government acknowledged the role of social business in reducing unemployment and promoting sustainable growth. It has also directed financial assistance from the European Social Fund to support growth in the sector.<sup>2</sup> In addition, NGOs and community organizations are partnering to create social business hubs and meeting spaces in Polish towns and cities to facilitate networking and social innovation opportunities for the public.<sup>3</sup> Poland's social enterprise sector shows promising potential for sustained growth, which is likely to result in increased demand for pro bono services as the number of social enterprises in need of legal advice continues to rise.

This year enough submissions have been received from firms with offices in Poland to allow a separate country analysis for the first time. Five firms provided data submissions, of which one is a domestic Polish firm, with some 300 lawyers comprising the data set. Though this represents only a small increase in participation from the four firms that submitted data last year, the first-time participation of a domestic Polish firm certainly contributes to generating a more accurate reflection of pro bono practices in Poland.

<sup>1</sup><http://www.probonoinst.org/wpps/wp-content/uploads/a-survey-of-pro-bono-practices-and-opportunities-in-71-jurisdiction-2012.pdf>

<sup>2</sup><https://webgate.ec.europa.eu/socialinnovationeurope/sites/default/files/sites/default/files/Social%20Innovation%20in%20Poland%20%282011%29.pdf>

<sup>3</sup>[https://webgate.ec.europa.eu/socialinnovationeurope/sites/default/files/sites/default/files/Andrzej%20Klimczuk\\_Poland%20SIE%20Country%20Summary%20ENGLISH.pdf](https://webgate.ec.europa.eu/socialinnovationeurope/sites/default/files/sites/default/files/Andrzej%20Klimczuk_Poland%20SIE%20Country%20Summary%20ENGLISH.pdf)

Lawyers in Poland averaged 26.9 hours of pro bono over the last 12 months with almost a third of lawyers, or 30.9 percent, performing 10 or more hours of pro bono. Both these figures are above the regional averages of 17.7 hours and 29.1 percent respectively and demonstrate a strong interest in and commitment to pro bono among respondent firms.

Partners in Poland also enjoy high engagement levels, with 31.7 percent recording time on pro bono work and partners averaging 26.4 hours of pro bono per year, which compared favourably to the regional median average of 11.8 hours and represents a significant increase over the country's 2014 average of 6.4 hours.

FIRM NAME	AVERAGE HOURS PER FEE-EARNER	FEE-EARNERS WITH 10+ HOURS OF PRO BONO
White & Case	47.88	60.00%
DLA Piper	33.85	18.46%
Weil, Gotshal & Manges LLP	33.58	36.62%
K & L Gates LLP	21.04	43.40%
Drzewiecki Tomaszek & Partners	1.23	4.62%

## Portugal

Four firms with offices in Portugal provided data about their pro bono contributions for the Index this year, allowing us to create a domestic table for the country for the first time. All four are domestically head-quartered Portuguese firms, while a fifth, international, firm with an office in Portugal also provided information about the structure of their pro bono practice.

75.0% of the domestic firms have a pro bono coordinator in place and have a pro bono committee. Interestingly only one of the domestically headquartered firms factors pro bono into compensation determination for lawyers, whilst 75.0% take pro bono into account when looking at lawyer appraisals.

In general, data points provided by the respondent firms were in line with averages across Europe. Over 300 lawyers were represented by the firms that responded to the Index, and on average they performed 19.3 hours of pro bono each over the last year, somewhat higher than the regional average of 17.7 hours.

Partners in Portugal performed 7.2 hours of pro bono on average over the last 12 months, below the continental average of 11.8 hours.

Engagement levels were slightly lower than the European average – across European offices, the average percentage of lawyers performing ten or more hours of pro bono was 29.1%, whilst in Portugal this was 25.1%. Amongst partners in Portugal, 44.0% recorded time on pro bono matters, which was above the regional average of 40.2%.

The Portuguese Constitution guarantees access to law and judicial review for everyone. Furthermore, it prohibits denying access to justice because of a lack of financial means, and it confirms that everyone has the right to legal information and counsel, as well as to legal aid. As a general rule, similar to a number of other European countries, attorneys are expected to charge an adequate amount for their services and are prohibited from advertising free legal services<sup>1</sup> This lack of clarity may have inhibited the growth of

<sup>1</sup><http://www.probonoinst.org/wpps/wp-content/uploads/a-survey-of-pro-bono-practices-and-opportunities-in-71-jurisdiction-2012.pdf>

pro bono in the country historically, though the findings here show that engagement in pro bono is in line with European averages.

FIRM NAME	AVERAGE HOURS PER FEE-EARNER	FEE-EARNERS WITH 10+ HOURS OF PRO BONO
Vieira de Almeida & Associados	35.64	42.33%
Martins Alfaro, Rui Teixeira & Associados	22.50	100.00%
Miranda Correia Amendoeira & Associados	15.04	22.76%
Abreu Advogados	6.06	6.06%

## Russia

For the 2015 Index, 10 law firms from Russia, including one domestic firm, provided data, which was an increase from eight last year. With high average hours of pro bono and a high proportion of lawyers performing 10 or more hours of pro bono, the findings indicate that there is enthusiasm for pro bono amongst lawyers in Russia.

On average, lawyers there performed 24.7 hours of pro bono over the last year, compared to the European average of 17.7 hours. This is also higher than the 11 hours per fee-earner recorded last year, and with the proportion of lawyers performing 10 or more hours of pro bono rising to 40.5 percent from 25.6 percent. These findings are incredibly positive about the growth of pro bono in Russia.

Partner engagement is also higher than last year and higher than regional averages. The 42 partners surveyed performed an average of 41.0 hours of pro bono against a regional average of 11.8 hours, and 45.2 percent of the partners spent time on pro bono matters compared to 30% in 2014.

This increased engagement has taken place in the context of an increasingly difficult operating environment for non-government organisations (NGO) in the country<sup>1</sup> coupled with a rapidly weakening rouble due to sanctions imposed by the international community over Russia's relationship with Ukrainian separatist groups. In spite of this, the high and increased engagement levels in pro bono suggest a commitment to civil society and development clients on behalf of the legal community.

<sup>1</sup><http://www.hrw.org/news/2015/04/20/russia-government-against-rights-groups>

FIRM NAME	AVERAGE HOURS PER FEE-EARNER	FEE-EARNERS WITH 10+ HOURS OF PRO BONO
Latham & Watkins LLP	111.29	95.24%
Dechert	73.67	93.33%
Skadden, Arps, Slate, Meagher & Flom LLP	41.14	50.00%
DLA Piper	35.92	19.57%
Korelskiy Ischuk Astafiev (KIAP), Attorneys at Law	35.71	100.00%
K & L Gates LLP	32.00	37.50%
Orrick, Herrington & Sutcliffe LLP	22.85	45.45%
White & Case	11.46	23.17%
Debevoise & Plimpton LLP	4.69	24.00%
Freshfields Bruckhaus Deringer LLP	1.86	-

## Spain

Spain's ongoing economic struggles continue to hinder growth and prosperity across the country. High rates of unemployment and EU-supported austerity measures have put significant strains on the Spanish economy and the legal sector has not been immune from the effects. The government has cut legal aid funding by €43m over the past four years and many argue that the legal community has borne the overwhelming cost of decreased government expenditures in the sector. In July 2014, 700 lawyers from 83 local bar associations across the country held a demonstration in Madrid against further cuts to the legal aid budget, arguing such austerity measures too often result in lower payments to lawyers, which were cut by 5-10 percent in 2013 alone.<sup>1</sup>

With private law firms less able to take on pro bono work, the academic community has been the strongest champion for promoting pro bono in Spain. Professors and researchers at the Centre for Social Responsibility and Law at the Colegio de Abogados de Madrid have identified key obstacles to expanding pro bono in Spain, including a lack of guidance and knowledge on how to establish a pro bono infrastructure to implement the practice within firms.<sup>2</sup> To address this issue, law professor Marisa Méndez has written a guide (Guía para la Implementación y la Gestión del Trabajo Pro Bono)<sup>3</sup> to serve as a roadmap for lawyers and firms wishing to engage in the pro bono sector.

Seven firms provided data for the 2015 Index, comprising about 400 lawyers. This was a slight increase from the six firms that submitted data last year. All these firms were local offices of international networks and the lack of information from domestic firms means data for this year's Index will not be a true reflection of the pro bono sector in Spain.

<sup>1</sup><http://www.lawgazette.co.uk/analysis/comment-and-opinion/happy-65th-birthday-legal-aid/5042438.fullarticle>

<sup>2</sup><http://www.probono.cl/2015/03/miembros-de-fundacion-pro-bono-se-reunieron-con-marisa-mendez-autora-de-la-guia-para-la-implementacion-de-trabajo-pro-bono/>

<sup>3</sup><http://crsa.icam.es/docs/Gu%C3%ADa%20para%20la%20implementaci%C3%B3n%20y%20gesti%C3%B3n%20de%20trabajo%20pro%20bono.pdf>



On average, lawyers performed 6.5 hours of pro bono each over the last 12 months, which is below the regional average of 17.7 hours and down from 7.8 hours last year. The proportion of lawyers at respondent firms providing 10 or more hours of pro bono over the year fell to 16.5 percent from 33.3 percent last year which was below the regional average of 29.1 percent. Given current pressures on the Spanish economy, these drops may be explained by increasing demands on lawyers to dedicate their time to revenue-generating projects rather than pro bono work.

Partners in the country performed an average of 4.3 hours of pro bono compared to 5.6 hours last year, and 24.6 percent of the 57 partners involved in the survey recorded time on pro bono matters against 11.1 percent of the 18 partners represented in the 2014 Index.

FIRM NAME	AVERAGE HOURS PER FEE-EARNER	FEE-EARNERS WITH 10+ HOURS OF PRO BONO
Latham & Watkins LLP	36.09	52.17%
White & Case	32.45	54.55%
Ashurst	8.78	24.59%
Simmons & Simmons	4.75	-
DLA Piper	3.99	6.17%
Linklaters LLP	2.98	9.09%
Freshfields Bruckhaus Deringer LLP	1.08	-