



## TrustLaw Index of Pro Bono - Regional Analysis

### Asia and Pacific

*The analysis in this section relates to Asia and the Pacific excluding Australia.*

There has been consistent annual growth in pro bono across Asia and the Pacific since the Index began collecting data in 2014. The practice continues to gain momentum as Asia's legal sector expands in response to increased international trade and the further integration of regional economies, as progress toward completion of the ASEAN Economic Community continues. Regional pro bono infrastructure is also expanding rapidly and fostering cohesion within the burgeoning pro bono community by bringing together stakeholders at events such as the Asia Pro Bono Exchange.<sup>1</sup>

A number of pro bono organisations – and local offices of international pro bono groups – have established regional operations to accommodate an anticipated increase in pro bono engagement. These developments ensure that law firms will have the support needed to engage in pro bono work as the practice expands to new jurisdictions.

Fifty law firms with offices in 15 jurisdictions across Asia and the Pacific participated in the 2016 Index of Pro Bono. The data indicates that there is promising growth across the region and in nearly all key indicators measured by the Index. This year saw a 38 percent increase in the average number of pro bono hours per fee earner over the past year, from 17.5 hours last year to 24.2 hours this year; the region has seen an annual increase in pro bono hours per fee earner of approximately 40 percent each year since 2014. The percentage of fee earners doing ten or more hours of pro bono has also increased noticeably, from 21.8 percent last year to 31.0 percent this year. Regional data collected for this indicator also suggests long-term regional growth, as findings have suggested positive annual growth for each of the past three years.

Partner engagement has seen similarly positive changes over the past year; the percentage of partners doing any pro bono work was 39.8 percent this year compared to 34.9 percent last year and 27.3 percent reported in 2014. Average hours undertaken by individual partners remained constant over the past year, reported at 13.4

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<sup>1</sup> <http://www.apbex.org/>

hours in both 2015 and 2016. Given the substantial increase in partner hours seen between 2014 and 2015 (from 8.9 hours to 13.4 hours) and the strong positive findings for all other key indicators, 2016 data suggest significant positive growth in pro bono across the region.

## ASIA & PACIFIC

FIRM NAME	COUNTRY	AVERAGE HOURS PER FEE EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
Akin Gump Strauss Hauer & Feld LLP	Hong Kong	15.18	17.65
AllBright Law Offices	China	0.35	1.30
Anglo-Thai Legal (ATL)	Thailand	50.00	100.00
Ashurst	China	4.04	12.50
Ashurst	Hong Kong	4.36	12.20
Ashurst	Japan	8.16	24.00
Ashurst	Singapore	17.35	28.26
Ashurst	Indonesia	29.76	60.00
Atsumi & Sakai	China	0.00	0.00
Atsumi & Sakai	Japan	2.95	0.00
Atsumi & Sakai	Vietnam	0.00	0.00
Azmi & Associates (Advocates & Solicitors)	Malaysia	1.25	4.76
Bae, Kim & Lee LLC	South Korea	62.96	53.77
BTG Legal	India	4.00	0.00
C.Y. Lam & Co.	Hong Kong	125.00	100.00
Cleary Gottlieb Steen & Hamilton LLP	China	0.00	0.00
Cleary Gottlieb Steen & Hamilton LLP	Hong Kong	3.64	4.76
Cleary Gottlieb Steen & Hamilton LLP	South Korea	0.30	0.00
Debevoise & Plimpton LLP	Hong Kong	24.30	28.57
Dechert	China	25.00	66.67
Dechert	Hong Kong	57.62	100.00
Dechert	Kazakhstan	24.86	100.00
Dechert	Singapore	23.25	87.50
DLA Piper	China	32.70	15.52
DLA Piper	Hong Kong	8.97	25.37
DLA Piper	Japan	33.28	47.37
DLA Piper	Singapore	27.76	50.00
DLA Piper	South Korea	71.30	50.00
DLA Piper	Thailand	17.50	33.33
Duane Morris LLP	Vietnam	0.25	0.00
Faegre Baker Daniels LLP	China	0.00	0.00
Freshfields Bruckhaus Deringer LLP	China	4.39	-
Freshfields Bruckhaus Deringer LLP	Hong Kong	13.58	-
Freshfields Bruckhaus Deringer LLP	Japan	8.16	-
Freshfields Bruckhaus Deringer LLP	Singapore	8.71	-
Freshfields Bruckhaus Deringer LLP	Vietnam	6.11	-
Grünkorn & Partner Law Co., Ltd	Vietnam	5.00	16.67
Hogan Lovells	China	16.26	43.68

## ASIA & PACIFIC

Hogan Lovells	Japan	10.34	8.57
Hogan Lovells	Singapore	23.29	38.10
Hogan Lovells	Vietnam	18.67	38.89
Hogan Lovells	Mongolia	13.08	38.46
K & L Gates LLP	China	2.79	7.14
K & L Gates LLP	Hong Kong	5.12	7.69
K & L Gates LLP	Japan	4.32	10.53
K & L Gates LLP	Singapore	3.80	10.00
K & L Gates LLP	Taiwan	5.54	23.08
Kim & Chang	South Korea	22.88	80.74
Kirkland & Ellis LLP	China	2.50	8.33
Kirkland & Ellis LLP	Hong Kong	2.70	7.25
Knowledge Information Access Associates (KIAA) LLP	India	1.43	42.86
Latham & Watkins LLP	Hong Kong	22.28	49.06
Latham & Watkins LLP	Japan	39.92	66.67
Latham & Watkins LLP	Singapore	21.79	53.85
LawQuest	India	20.00	100.00
Lee & Ko	South Korea	11.75	20.99
Lee and Li, Attorneys-at-Law	Taiwan	1.46	2.55
Lee, Tsai & Partners	Taiwan	1.11	7.14
Linklaters LLP	China	2.78	8.33
Linklaters LLP	Hong Kong	5.95	11.49
Linklaters LLP	Japan	3.38	14.29
Linklaters LLP	Singapore	5.15	15.52
Linklaters LLP	South Korea	0.00	0.00
Linklaters LLP	Thailand	7.27	21.05
Majmudar & Partners	India	4.00	8.00
Mayer Brown International LLP	China	12.00	22.58
Mayer Brown International LLP	Hong Kong	1.97	6.00
Mayer Brown International LLP	Singapore	0.00	0.00
Mayer Brown International LLP	Thailand	4.50	0.00
Mayer Brown International LLP	Vietnam	1.50	12.50
McDermott Will & Emery LLP	China	16.62	53.85
McDermott Will & Emery LLP	South Korea	0.00	0.00
Morrison and Foerster	China	34.22	66.67
Morrison and Foerster	Hong Kong	7.21	25.64
Morrison and Foerster	Japan	45.90	39.09
Morrison and Foerster	Singapore	7.27	27.27
Orrick, Herrington and Sutcliffe LLP	China	27.76	43.48
Orrick, Herrington and Sutcliffe LLP	Japan	93.03	79.31
Paul Hastings	China	34.11	87.72
Paul Hastings	Japan	25.09	50.00
Paul Hastings	South Korea	37.32	100.00
Puyat Jacinto & Santos	Philippines	1.43	5.71

## ASIA & PACIFIC

Rajah & Tann LCT Lawyers	Vietnam	9.00	50.00
Reed Smith LLP	China	0.56	5.56
Reed Smith LLP	Hong Kong	4.81	10.75
Reed Smith LLP	Kazakhstan	0.00	0.00
Reed Smith LLP	Singapore	5.13	20.00
Ropes & Gray LLP	China	11.50	31.25
Ropes & Gray LLP	Hong Kong	12.33	30.77
Ropes & Gray LLP	Japan	13.45	36.36
Ropes & Gray LLP	South Korea	0.17	0.00
Shearman & Sterling LLP	China	2.20	4.55
Shearman & Sterling LLP	Hong Kong	0.19	0.00
Shearman & Sterling LLP	Japan	4.03	12.50
Shearman & Sterling LLP	Singapore	18.49	8.33
Shin & Kim	South Korea	19.49	41.03
Simmons & Simmons	China	15.28	-
Simmons & Simmons	Hong Kong	10.97	-
Simmons & Simmons	Singapore	9.71	-
Skadden, Arps, Slate, Meagher and Flom LLP	China	38.81	26.67
Skadden, Arps, Slate, Meagher and Flom LLP	Hong Kong	17.50	24.14
Skadden, Arps, Slate, Meagher and Flom LLP	Japan	12.27	40.00
Skadden, Arps, Slate, Meagher and Flom LLP	Singapore	17.02	16.67
Skadden, Arps, Slate, Meagher and Flom LLP	South Korea	3.83	33.33
Skrine	Malaysia	15.41	35.29
Thanathip & Partners Legal Counsellors Limited	Thailand	0.00	-
Weil, Gotshal & Manges LLP	China	20.00	30.00
Weil, Gotshal & Manges LLP	Hong Kong	1.40	5.00
White and Case	China	6.54	20.83
White and Case	Hong Kong	9.44	35.29
White and Case	Japan	16.00	40.32
White and Case	Kazakhstan	83.17	83.33
White and Case	Singapore	18.79	42.42
Wilmer Cutler Pickering Hale and Dorr LLP	China	96.91	76.31
Winston & Strawn LLP	China	5.82	18.18
Winston & Strawn LLP	Hong Kong	14.89	16.67
Yoon & Yang LLC	South Korea	15.37	9.59
Yulchon LLC	South Korea	23.94	35.37

## China

National legislation that has been under consideration for more than a year and would inhibit the operations of foreign NGOs in China was passed by China’s legislature on April 28. The ‘Law on the Management of Domestic Activities of Overseas Nongovernmental Organizations’ has received international attention and strong criticism from both foreign governments and international NGOs whose efforts to strengthen civil society in China may be put at risk under the law’s broad new restrictions.

Billed by the government as a counterterrorism measure, many are concerned that the law’s vague language may be interpreted in a way that threatens the work of international organisations, which have played a significant role in strengthening human rights and government accountability in recent decades.<sup>2</sup> In March, the US, Canadian, German and Japanese ambassadors signed a letter to the Chinese minister of public security voicing concern over the new measures and their potential to create a harmful ‘climate of uncertainty’<sup>3</sup> in the country for international NGOs, many of which have operated locally for decades.

Twenty-six law firms submitted data on their pro bono practices in China, 8 more than the number that participated in the 2015 Index. The majority of participants were international firms with offices in China, while one submission was received from a domestic Chinese firm. Findings indicated positive growth in the pro bono sector over the past year, with average pro bono hours per fee earner increasing from last year’s 19.1 hours to 37.3 hours. The percentage of fee earners doing 10 or more hours of pro bono also increased by nearly 10 percentage points, from 24.8 percent in the 2015 Index to 34.3 percent this year.

Findings on partner engagement decreased, with the percentage of partners devoting any time to pro bono projects dropping from last year’s 37.3 percent to 17.8 percent. Similarly, the average hours of pro bono work performed by partners based in China decreased from 24.4 hours reported in 2015 to 4.4 hours reported this year.

## CHINA

FIRM NAME	AVERAGE HOURS PER FEE EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
AllBright Law Offices	0.35	1.30
Ashurst	4.04	12.50
Atsumi & Sakai	0.00	0.00
Cleary Gottlieb Steen & Hamilton LLP	0.00	0.00

<sup>2</sup> <http://foreignpolicy.com/2016/04/29/it-just-got-harder-to-make-a-difference-in-china-harsh-new-ngo-law-clamps-down-on-foreign-organizations/>

<sup>3</sup> <https://www.theguardian.com/world/2016/mar/01/us-japan-eu-team-up-to-warn-china-of-concerns-over-new-security-laws>

## CHINA

Dechert	25.00	66.67
DLA Piper	32.70	15.52
Faegre Baker Daniels LLP	0.00	0.00
Freshfields Bruckhaus Deringer LLP	4.39	-
Hogan Lovells	16.26	43.68
K & L Gates LLP	2.79	7.14
Kirkland & Ellis LLP	2.50	8.33
Linklaters LLP	2.78	8.33
Mayer Brown International LLP	12.00	22.58
McDermott Will & Emery LLP	16.62	53.85
Morrison and Foerster	34.22	66.67
Orrick, Herrington and Sutcliffe LLP	27.76	43.48
Paul Hastings	34.11	87.72
Reed Smith LLP	0.56	5.56
Ropes & Gray LLP	11.50	31.25
Shearman & Sterling LLP	2.20	4.55
Simmons & Simmons	15.28	-
Skadden, Arps, Slate, Meagher and Flom LLP	38.81	26.67
Weil, Gotshal & Manges LLP	20.00	30.00
White and Case	6.54	20.83
Wilmer Cutler Pickering Hale and Dorr LLP	96.91	76.31
Winston & Strawn LLP	5.82	18.18

## Hong Kong

As in many jurisdictions, one of the key concerns preventing lawyers in Hong Kong from providing pro bono assistance pertains to the legality of lawyers advising clients by whom they are not officially engaged. The Hong Kong Bar Association also enumerates a number of situations in which a barrister is not permitted to supply free legal advice. Included in the list is advice given to for-profit organizations that have not received prior approval from the association’s Bar Council.<sup>4</sup> This may prevent Hong Kong lawyers from providing pro bono advice to social enterprises they have been connected with through an organization, such as a pro bono clearinghouse, that is not registered in Hong Kong.

This year, 21 law firms contributed data on their lawyers’ pro bono contributions over the last 12 months. While Hong Kong submissions for the Index in previous years have come only from local branches of international law firms, this year we received the first Index submission from a domestic Hong Kong firm.

Submissions to the Index suggested that lawyers based in Hong Kong did less pro bono over the last year than in previous years, reporting an average of 8.5 hours per fee earner this year. In addition, a much lower percentage of fee earners (14.9 percent) did at least 10 hours of pro bono last year, compared to 20.2 percent during the previous year.

This year’s findings show that individual partners spent more time on pro bono matters over the last year (3.8 hours) than during the previous year (3.0 hours). In addition, the percentage of partners who spent any time working for pro bono clients rose from 16.9 percent, according to last year’s findings, to 17.8 percent in the latest findings, representing a slight annual increase. This suggests that the practice of pro bono has continued to proliferate within Hong Kong’s legal culture.

## HONG KONG

FIRM NAME	AVERAGE HOURS PER FEE EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
Akin Gump Strauss Hauer & Feld LLP	15.18	17.65
Ashurst	4.36	12.20
C.Y. Lam & Co.	125.00	100.00
Cleary Gottlieb Steen & Hamilton LLP	3.64	4.76
Debevoise & Plimpton LLP	24.30	28.57
Dechert	57.62	100.00
DLA Piper	8.97	25.37

<sup>4</sup> [http://www.hkba.org/the-bar/code-of-conduct/code\\_of\\_conduct5.htm](http://www.hkba.org/the-bar/code-of-conduct/code_of_conduct5.htm)

## HONG KONG

Freshfields Bruckhaus Deringer LLP	13.58	-
K & L Gates LLP	5.12	7.69
Kirkland & Ellis LLP	2.70	7.25
Latham & Watkins LLP	22.28	49.06
Linklaters LLP	5.95	11.49
Mayer Brown International LLP	1.97	6.00
Morrison and Foerster	7.21	25.64
Reed Smith LLP	4.81	10.75
Ropes & Gray LLP	12.33	30.77
Shearman & Sterling LLP	0.19	0.00
Simmons & Simmons	10.97	-
Skadden, Arps, Slate, Meagher and Flom LLP	17.50	24.14
Weil, Gotshal & Manges LLP	1.40	5.00
White and Case	9.44	35.29
Winston & Strawn LLP	14.89	16.67



## India

One of the largest obstacles to spreading the practice of pro bono among India’s legal community is the legislation prohibiting international law firms from operating in the country. In many jurisdictions around the world, where pro bono engagement has not traditionally characterized the legal community, the presence of international law firms in these countries has played a key role in promoting its benefits for both law firms and the general public.

Over the past year, significant progress has been made toward liberalizing the Indian legal market, as discussions among various stakeholders – including the Bar Council of India (BCI), the Society of Indian Law Firms (SILF), and government ministries – continue.<sup>5</sup> While the government appears receptive to the idea, some of the aforementioned lawyer associations want to guarantee that measures will be taken to ensure fair competition in the legal market as large, well-resourced international firms begin operations in the country.<sup>6</sup> Meanwhile, a number of global firms have long anticipated India’s liberalization and anxiously await the opportunity to infiltrate an economy consisting of more than one billion potential clients.

This year’s Index findings provide further cause for optimism, as pro bono data from Indian firms continue to suggest promising growth in Indian lawyers’ pro bono engagement. Positive increases were seen across data for all key indicators in 2016. The average number of pro bono hours increased by nearly 50 percent over the past year, from 2.7 hours reported in the 2015 Index to 4.5 hours this year. The percentage of fee earners doing ten or more hours of pro bono work annually also jumped significantly to 15.9 percent from the 5.3 percent reported the previous year.

Partner engagement saw encouraging growth too. On average, partners in India contributed 10.1 hours of pro bono work over the past year; this represents a dramatic increase from the 1.8 hours reported in the 2015 Index. Relative levels of partner interest show far greater improvement than in previous years, with the percentage of partners devoting any time to pro bono work rising from the 32.7 percent of partners reported in the 2015 Index findings to 75.0 percent.

## INDIA

FIRM NAME	AVERAGE HOURS PER FEE EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
<b>BTG Legal</b>	4.00	0.00
<b>Knowledge Information Access Associates (KIAA,LLP)</b>	1.43	42.86
<b>LawQuest</b>	20.00	100.00
<b>Majmudar &amp; Partners</b>	4.00	8.00

<sup>5</sup> <http://www.legallyindia.com/law-firms/today-s-liberalisation-talks-gov-t-very-enthu-silf-averts-disaster-swings-postponement-luthra-highlights-ambiguities>

<sup>6</sup> [http://www.thelawyer.com/issues/online-july-2016/india-could-liberalise-legal-market-by-september-amid-fresh-talks/?cmpid=dnews\\_2414450](http://www.thelawyer.com/issues/online-july-2016/india-could-liberalise-legal-market-by-september-amid-fresh-talks/?cmpid=dnews_2414450)

## Japan

Japan’s legal community has not traditionally considered pro bono work a professional obligation for private lawyers, as public legal aid services in Japan are generally sufficient to meet demand for legal assistance. Local bar associations also play a role in connecting low-income clients in need of free or discounted legal assistance with lawyers who volunteer their time on a personal basis. Partially because of this, there are not significant professional incentives for private lawyers to engage in pro bono, resulting in somewhat less enthusiasm on behalf of the legal community to incorporate the practice into the national legal culture.<sup>7</sup> However, corporations are beginning to factor CSR commitments more heavily into their selection of external legal partners, and this has served to help raise the profile of pro bono within Japan’s legal community.

This year saw an increase in Index participation from law firms with offices in Japan. Sixteen data submissions were received this year compared to only 12 submissions for the 2015 Index. While the majority of these were submitted by local branches of international firms, one submission was also received from a domestic Japanese firm.

2016 findings indicate little growth in Japan’s pro bono marketplace over the past year. On average, fee earners performed only 11.9 hours of pro bono work compared to 21.9 hours reported the previous year. The percentage of fee earners contributing ten or more hours of pro bono work over the past year also saw a measurable decline, down from 29.8 percent in the 2015 Index to 14.2 percent reported this year.

Trends in partner engagement within law firms in Japan have followed a similar downward trajectory as those among fee earners. The average number of hours per partner dropped from the 10.9 hours reported in last year’s Index to 8.2 hours per partner this year. The rate of partner engagement has also dipped notably; analysis indicates that only 20.8 percent of partners in Japan spent any time on pro bono work over the past year, down from a reported 26.2 percent of partners the previous year.

## JAPAN

FIRM NAME	AVERAGE HOURS PER FEE EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
Ashurst	8.16	24.00
Atsumi & Sakai	2.95	0.00
DLA Piper	33.28	47.37
Freshfields Bruckhaus Deringer LLP	8.16	-
Hogan Lovells	10.34	8.57

<sup>7</sup> <https://www.lw.com/admin/Upload/Documents/Global%20Pro%20Bono%20Survey/A-Survey-of-Pro-Bono-Practices-and-Opportunities.pdf>

## JAPAN

K & L Gates LLP	4.32	10.53
Latham & Watkins LLP	39.92	66.67
Linklaters LLP	3.38	14.29
Morrison and Foerster	45.90	39.09
Orrick, Herrington and Sutcliffe LLP	93.03	79.31
Paul Hastings	25.09	50.00
Ropes & Gray LLP	13.45	36.36
Shearman & Sterling LLP	4.03	12.50
Skadden, Arps, Slate, Meagher and Flom LLP	12.27	40.00
White and Case	16.00	40.32

## Singapore

The Committee to Study Community Legal Services Initiatives (CLSI Committee), established in 2012, has proposed that lawyers of the Singapore Bar should be required to undertake at least 16 hours of pro bono work per year. As outlined in Latham & Watkins 2016 Survey of Pro Bono Practices and Opportunities<sup>8</sup>, the CLSI Committee has recommended that mandatory pro bono be implemented in two stages:

- (i) an aspirational target of pro bono hours and mandatory reporting of the number of pro bono hours completed each year; and
- (ii) a mandatory minimum number of pro bono hours to be completed each year.

The Legal Profession (Mandatory Reporting of Specified Pro Bono Services) Rules 2015 came into operation on 1 March 2015, requiring solicitors to report on pro bono service (including description of service, client details, and total estimated hours spent) when applying for a practising certificate. The second stage recommended by the CLSI Committee, requiring mandatory minimum pro bono hours, has not yet been implemented, and further consultations are anticipated on this proposal.

In the year since mandatory reporting was introduced, there has been continued growth of the pro bono sector and strong enthusiasm for pro bono in Singapore. The Law Society's Pro Bono Services Office (PBSO) plays a central role in coordinating pro bono initiatives and referral schemes, including public legal education, free legal clinics for qualifying applicants, representation for qualifying applicants under the Criminal Legal Aid Scheme (CLAS), and legal support (legal clinics and transactional help) for non-profit organisations and social enterprises.

The PBSO's Project Law Help service provides advice to community organisations on corporate law, employment law, property law, and other non-litigation matters, prioritising assistance for organisations with limited or no financial resources (reserves not exceeding \$1,000,000). The Pro Bono Research Initiative (PBRI) supports pro bono lawyers working on complex civil or criminal cases by assigning teams of researchers to provide research assistance on legal questions that may arise before a trial. Volunteer teams (which may include students, academics, foreign lawyers, and non-practicing qualified lawyers) will assist the practitioner for several weeks on particular research tasks.

In January 2016, DLA Piper, the PBSO and the Singapore Corporate Counsel Association (SCCA) launched the Singapore In-House Legal Counsel Pro Bono Guide, providing a roadmap for establishing and managing in-house pro bono projects, and aiming to provide more clarity for corporate counsel on the scope of pro bono

<sup>8</sup> <https://www.lw.com/admin/Upload/Documents/Global%20Pro%20Bono%20Survey/A-Survey-of-Pro-Bono-Practices-and-Opportunities.pdf>

opportunities available to them. Case studies included in the guide examine Hewlett-Packard and Intel's in-house pro bono programmes in Singapore and globally.

While there is a strong interest in pro bono in the legal sector in Singapore, foreign-qualified lawyers are limited in the pro bono opportunities they are able to access domestically. Many legal clinics and programmes facilitated by the PBSO require volunteer lawyers to be locally admitted to practice. Non-Singaporean citizens are not usually eligible for admission to the Singapore Bar. Foreign-qualified lawyers can practice in certain permitted areas of Singapore law if they hold a Foreign Practitioner Certificate (FPC). Permitted areas include banking and finance, mergers and acquisitions, and intellectual property law, but do not include many areas of law commonly required in the Singapore pro bono space (e.g. family law, criminal law).

The Joint International Pro Bono Committee (JIPBC) is an initiative of a group of international and Singapore law practices, with the support of the Law Society of Singapore. The JIPBC aims to match interested firms with cross-border pro bono opportunities involving economic and social development in emerging markets. The JIPBC is one area of opportunity for foreign-qualified lawyers who are interested in undertaking pro bono work, however further opportunities are necessary to meet the interest evident among this group.

Index data was collected from 15 firms with offices in Singapore compared to 14 submissions received for the 2015 Index. Findings showed promising growth across all key indicators, suggesting strong expansion of pro bono. Fee earners based in Singapore did an average of 14.4 hours of pro bono each, a dramatic increase from the 4.2 hours reported in the 2015 Index. The percentage of lawyers doing 10 or more hours of pro bono work annually also rose considerably, from 9.8 percent in the 2015 Index to 27.1 percent in 2016.

Partner engagement also increased with individual partners completing an average of 4.1 hours of pro bono, compared to 2.3 hours reported in the 2015 Index, and 1.8 hours reported in 2014. The percentage of partners doing any pro bono work climbed from the 22.3 percent reported in 2015 to 32.7 percent this year.

## SINGAPORE

FIRM NAME	AVERAGE HOURS PER FEE EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
Ashurst	17.35	28.26
Dechert	23.25	87.50
DLA Piper	27.76	50.00
Freshfields Bruckhaus Deringer LLP	8.71	-
Hogan Lovells	23.29	38.10
K & L Gates LLP	3.80	10.00

## SINGAPORE

Latham & Watkins LLP	21.79	53.85
Linklaters LLP	5.15	15.52
Mayer Brown International LLP	0.00	0.00
Morrison and Foerster	7.27	27.27
Reed Smith LLP	5.13	20.00
Shearman & Sterling LLP	18.49	8.33
Simmons & Simmons	9.71	-
Skadden, Arps, Slate, Meagher and Flom LLP	17.02	16.67
White and Case	18.79	42.42

## South Korea

South Korea has an expansive public legal aid system with 120 branch offices across the country. Enacted by the 1986 Korea Legal Aid Act, the Korea Legal Aid Corporation (KLAC) provides discounted legal assistance, free legal representation for certain protected groups, and funding for legal education programmes and campaigns.<sup>9</sup>

Despite South Korea's comprehensive public aid system and the presence of multiple legal NGOs, pro bono work is becoming increasingly popular among private law firms since legislation was enacted in 2000 that made a minimum of 20 hours of annual pro bono work mandatory for most lawyers. As government legal aid often only provides for the needs of South Korean citizens, some law firm pro bono initiatives are aimed at addressing the legal needs of South Korea's substantial refugee and migrant populations, which number 500,000 in a country with a population of about 50 million. Many of these immigrants are women and find themselves subject to increased violence and oppression, as their unofficial status leaves them vulnerable to abuse. One large South Korean firm based in Seoul runs a legal education programme to teach immigrant women their rights under the legal system and the protections to which they are entitled under national laws.

Data submissions were received from 13 law firms with offices in South Korea this year, a four-fold increase from the data submitted in 2015. Analysis showed that while participation increased for both partners and fee earners, the average number of pro bono hours done by individuals decreased in comparison to data collected for the 2015 Index. The discrepancy in findings between 2015 and 2016 may be due to the dramatic increase in the size of the 2016 dataset. As a result, the 2016 data is likely to be a more accurate reflection of the country's true pro bono activities.

As noted, the average hours per fee earner in South Korea dropped from 62.5 hours reported in the 2015 Index to 25.8 hours reported this year. However, the percentage of fee earners who performed 10 or more hours of pro bono work over the past year increased from 42.6 percent in the 2015 Index to 44.0 percent this year.

Levels of partner engagement reflected similar trends with average hours per partner decreasing from 35.6 hours to 28.1 hours in the 2016 Index. However, the percentage of partners who engaged in pro bono work increased from 56.2 percent to 64.3 percent in the 2016 Index.

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<sup>9</sup> [https://www.lw.com/admin/Upload/Documents/Global\\_Pro\\_Bono\\_Survey/A-Survey-of-Pro-Bono-Practices-and-Opportunities.pdf](https://www.lw.com/admin/Upload/Documents/Global_Pro_Bono_Survey/A-Survey-of-Pro-Bono-Practices-and-Opportunities.pdf)

## SOUTH KOREA

FIRM NAME	AVERAGE HOURS PER FEE EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
Bae, Kim & Lee LLC	62.96	53.77
Cleary Gottlieb Steen & Hamilton LLP	0.30	0.00
DLA Piper	71.30	50.00
Kim & Chang	22.88	80.74
Lee & Ko	11.75	20.99
Linklaters LLP	0.00	0.00
McDermott Will & Emery LLP	0.00	0.00
Paul Hastings	37.32	100.00
Ropes & Gray LLP	0.17	0.00
Shin & Kim	19.49	41.03
Skadden, Arps, Slate, Meagher and Flom LLP	3.83	33.33
Yoon & Yang LLC	15.37	9.59
Yulchon LLC	23.94	35.37



## Thailand

Following the PILnet Pro Bono Forum hosted in Bangkok in June 2015, Thailand has continued to see a growing interest in pro bono. At the forum, the theme 'Growing Pro Bono in Thailand' was explored, looking at what role pro bono can play in the continued development of Thailand.<sup>10</sup> Representatives from the Human Rights Committee of the Lawyers Council of Thailand; Weerawong, Chinnavat & Peangpanor; DLA Piper Thailand; the Labour Rights Promotion Network; Chandler & Thong-ek; Tilleke & Gibbins; and Oxfam Great Britain's Thailand office contributed to the discussions centered on the gaps in the system that pro bono can fill to ensure access to justice.

Local coordination among Thai law firms is ongoing and PILnet is exploring options for the establishment of local clearing houses to increase engagement in pro bono. Non-profit organisation Bridges Across Borders Southeast Asia Community Legal Education Initiative (BABSEA CLE), headquartered in northern Thailand, is advocating for increased visibility of pro bono in Thai law school curriculums, with a view to fostering a stronger understanding of pro bono best practice among Thai lawyers.

TrustLaw has seen increased interest in pro bono from the private sector, in particular from in-house corporate counsel teams. Increased coordination of international firms is apparent, with the recent commencement of roundtable pro bono discussions including local offices of international firms, initiated by DLA Piper. International firm presence in Thailand is lower than in some neighbouring countries in the region (notably Singapore and Hong Kong), and political instability has led to a shrinking of local offices of international firms. More limited human resources have led to internal questions around capacity to undertake extensive pro bono work among local offices of international firms; however there remains a desire to take on pro bono projects where possible.

The Thai bar associations provide pro bono services to low income members of the community. However, the majority of lawyers in Thailand practise in Bangkok and surrounding areas, leading to a gap in the delivery of pro bono services in rural areas. NGOs are central to the delivery of legal aid to under-served populations, including migrants and refugees. There is scope to increase support of these services through pro bono partnerships. As noted in Latham & Watkins' Survey of Pro Bono Practices and Opportunities, there is a lack of pro bono referral organisations in Thailand.<sup>11</sup> Despite growing interest, there remains huge untapped potential to harness pro bono resources in Thailand. There is a need for increased coordination among pro bono players, more strategic referral systems, and more consistent institutionalisation of pro bono best practice within law firms.

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<sup>10</sup> <http://www.probonoforum.org/asia/2015-forum/>

<sup>11</sup> <http://www.probonoinst.org/wpps/wp-content/uploads/Global-Survey-2016.pdf>

Findings from law firms with offices in Thailand show mixed progress in the legal community's pro bono contributions over the past year. However, this year's dataset consisted of submissions from five local offices, as opposed to the two offices that participated in the 2015 Index. Data reflecting fee-earner engagement indicated small declines in lawyer participation. The average number of hours that individual fee earners contributed to pro bono work over the last year dropped from 18.5 hours reported in the 2015 Index to 17.2 hours reported this year. The percentage of fee earners doing at least 10 hours of pro bono over the past year also saw a modest decline, from 36.0 percent in the 2015 findings to 34.7 percent this year.

## THAILAND

FIRM NAME	AVERAGE HOURS PER FEE EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
Anglo-Thai Legal (ATL)	50.00	100.00
DLA Piper	17.50	33.33
Linklaters LLP	7.27	21.05
Mayer Brown International LLP	4.50	0.00
Thanathip & Partners Legal Counsellors Limited	0.00	-

## Vietnam

Article 21.2(d) of the Vietnam Law on Lawyers states that lawyers are obliged to provide pro bono legal aid, without specifying any details of the obligation. Decision 93 of the Standing Committee of the Vietnam Bar Federation (9 October 2014) requires lawyers to undertake at least one working day per year (8 working hours) of pro bono work. Law firms often arrange pro bono activities to mark Vietnam Lawyers Day on 10 October each year. Common pro bono activities include delivery of public legal education through the media or community events, involvement in legal clinics, or involvement in tertiary clinical legal education. Bridges Across Borders Southeast Asia Community Legal Education (BABSEA CLE) is working with Vietnamese lawyers to support clinical legal education and access to justice.

Available statistics suggest that Vietnam's public legal aid system does not adequately address the legal needs of Vietnam's low-income individuals. A number of NGOs operating in Vietnam provide free legal assistance to low-income individuals, and local bar associations may organise public seminars to address public concerns about legislative changes, or to assist individuals with common legal issues. Since 2012, the Asia Pro Bono Conference, an annual conference held each year by BABSEA CLE, has helped spread interest in pro bono work to legal communities in a number of regional countries.<sup>12</sup>

Despite the stated requirements under Vietnam law, the pro bono sector remains under-developed. There is much scope to improve and institutionalise pro bono practice in Vietnam. Greater coordination among bar associations, public legal aid centres, NGOs and private law firms is needed to ensure that public demand for legal aid is met. Stronger collaborative efforts among these stakeholders to promote pro bono engagement among private lawyers in Vietnam may help garner the much-needed professional resources that would enable the country's legal community to address the current justice gap.<sup>13</sup>

Data received from six law firms with offices in Vietnam shows that pro bono is maintaining moderate levels of engagement within the legal community. As in other countries across the region, the pro bono contributions of individual legal practitioners do not show a measurable annual increase. However, the expansion of pro bono in Vietnam is evidenced by the increased levels of participation among both fee earners and partners in the country.

Pro bono data submitted in 2016 indicated a slight decrease in the number of pro bono hours done by fee earners over the last year, with 2016 findings dropping to an average of 8.4 hours per fee earner compared to the 9.0 hours reported in 2015. Contrary to trends in individual participation, the percentage of fee earners

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<sup>12</sup> <https://www.probonoconference.org/>

<sup>13</sup> <https://www.lw.com/admin/Upload/Documents/Global%20Pro%20Bono%20Survey/A-Survey-of-Pro-Bono-Practices-and-Opportunities.pdf>

doing ten or more hours of pro bono work over the last year increased from 20.0 percent in the 2015 Index to 28.8 percent reported in 2016.

Trends in partner participation followed similar patterns, suggesting a drop in individual pro bono contributions but an increase in country-wide levels of participation. For example, average pro bono contributions by individual partners dropped from 25.0 hours reported in the 2015 Index to 9.4 hours per partner in the 2016 Index. More encouraging for the future of Vietnam's pro bono sector is an annual increase in the percentage of partners participating in any pro bono work over the past year; while 60.0 percent of partners reported contributing some time to pro bono in the 2015 Index, 66.7 percent said they had done so over the past year.

## VIETNAM

FIRM NAME	AVERAGE HOURS PER FEE EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
Atsumi & Sakai	0.00	0.00
Duane Morris LLP	0.25	0.00
Freshfields Bruckhaus Deringer LLP	6.11	-
Grünkorn & Partner Law Co., Ltd	5.00	16.67
Hogan Lovells	18.67	38.89
Mayer Brown International LLP	1.50	12.50
Rajah & Tann LCT Lawyers	9.00	50.00