



2022 TrustLaw **Index of Pro Bono**



THOMSON REUTERS
FOUNDATION

| **TrustLaw**

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FOREWORD

We are pleased to present the fifth and most comprehensive iteration of the TrustLaw Index of Pro Bono, the Thomson Reuters Foundation's global benchmark report mapping the scale and trends of the pro bono legal sector around the world.

Free and accurate information is increasingly being silenced, geo-political tensions are wreaking havoc on the global economy, the inequality gap is widening, and climate change is proving to be the greatest threat the world has ever faced. Drawing on data from 245 law firms of all sizes and representing more than 100,000 lawyers across 124 countries, this year's Index tells a story of the resilience of pro bono during a period of unprecedented global crisis.

Fuelled by a desire to support their local communities and the sectors impacted most by these ongoing emergencies, legal professionals are stepping up to provide life-changing support to individuals and organisations. Globally, lawyers dedicated an average of 33 hours of their time to pro bono in the year, collectively totalling 3.5 million hours of free legal support to charities, non-profits, social enterprises, and individuals in need, advancing a wide range of issues from access to justice, sustainability and climate action to human rights, women and LGBTQ+ rights, and freedom of speech. An incredible 96 per cent of firms shared that their motivation for doing pro bono was to support the community, with more than a quarter of firms reporting an increase in pro bono activity as a response to the Covid-19 pandemic.

In the face of unprecedented uncertainty, we are encouraged to see firms continuing to commit to their pro bono practices, with 89 per cent reporting the presence of at least one element of pro bono infrastructure, such as policies, committees or dedicated staff. Lawyers from these firms clocked double the average hours of pro bono compared to firms without such investments. 61 per cent of firms had one or more staff in a pro bono role, and firms with such a role recorded triple the average pro bono hours compared to firms without.

The Index remains the only one of its kind- a truly global look at the pro bono sector that fills the gap in jurisdictions where such information is scant or non-existent. I believe using data as a tool allows us to understand better where the industry is going, set essential benchmarks, and build up support for the practice.

A huge thank you to the firms, from Azerbaijan to Venezuela, that took the time to submit a response and share the necessary data, without which this Index would not exist. I also want to thank the Thomson Reuters's technology team, specifically the TR Labs team, who generously donated their time and expertise in user experience, data analysis and data visualisation, ensuring that the data published would be of the highest quality and that our readers would have an engaging experience on our newly improved [website](#). I encourage readers of the Index to visit the website where users can now filter and compare findings of the Index using dynamic graphs and charts.

Special thanks to our partner firms, Allen and Overy, Ashurst, DLA Piper, Freshfields, and Hogan Lovells for their generous financial support these last three years, which helped make the Index possible. We hope this report will continue to be helpful to legal teams that provide pro bono legal assistance worldwide. We look forward to all your continuing support and input as we strive to create a society where pro bono legal assistance can continue to grow, empower communities and help drive change where it is most critically needed.

A handwritten signature in black ink, appearing to read 'Carolina Henriquez-Schmitz'.

Carolina Henriquez-Schmitz

Director, TrustLaw

ABOUT THOMSON REUTERS FOUNDATION

TrustLaw is the Thomson Reuters Foundation's global pro bono service, and its mission is to spread the practice of pro bono around the world. Today, TrustLaw operates in 199 countries, bringing together over 1000 law firms and in-house legal teams with over 5,500 Social Enterprises and NGOs around the world. Since its inception in 2010, TrustLaw has made more than 9,000 connections between law firms, high-impact NGOs, and social entrepreneurs, amounting to over \$225 million worth of free legal support.

The Thomson Reuters Foundation uniquely uses the combined power of journalism and the law to build global awareness of some of the most critical issues currently faced by humanity. We work with many different stakeholders – from civil society leaders to purpose-driven professionals – to inspire collective leadership and to find scalable solutions that can help shape a more prosperous world where no one is left behind.

1. EXECUTIVE SUMMARY

The 2022 TrustLaw Index of Pro Bono is the most extensive version of our legal benchmarking survey yet. We saw a significant increase in the number of firms and jurisdictions that participated in the survey this year, and we continue to see strong commitment to pro bono around the world despite the unprecedented global and regional crises in recent years. We received **245 responses from firms** in **124 jurisdictions** representing **107,563 lawyers**.

Given the challenges of last few years, the legal profession has displayed laudable determination to continue offering pro bono services. More than half of lawyers engaged in pro bono with **40 percent** of them dedicating ten or more hours of their time to pro bono work.

The 107,563 lawyers at responding firms provided more than **3.6 million hours of pro bono support** to non-profits, social enterprises and individuals, with lawyers dedicating an average of **33 hours** to pro bono work over the year.

PRO BONO AND FIRM SIZE

The law firms that participate in the survey vary widely in size and we look at firms across three categories of Large, Medium-sized, and Small. We continue to see a link between the size of the firm and the average amount of pro bono work performed by their lawyers. Lawyers at Large Firms put in an average of **33.3 hours** of pro bono work during the year, while those at Medium-sized and Small Firms put in **20.4** and **21.7 hours**, respectively.

PRO BONO CLIENTS AND FOCUS AREAS

As in previous years, we asked firms why they do pro bono, for whom, and what was its focus. To keep up with changing times, we asked about two new focus areas: COVID-19, and data and digital rights. The most selected area remains **access to justice**, with 59 percent of responding firms reporting that they provide pro bono in this area, followed closely by immigration, refugees, and asylum at 42 percent and human rights at 40 percent. Registered charities and non-profits continue to be the preferred pro bono clients

among law firms, with 87 percent of responding firms offering pro bono services to this group, while 69 percent offered pro bono assistance to individuals and 64 percent to social enterprises.

PRO BONO INFRASTRUCTURE

Among responding firms, 89 percent had an element of pro bono infrastructure. That is, they either had a formal pro bono policy, had a pro bono committee, and/or hired someone to work part-time or full-time in their pro bono practice. Fee earners from firms with at least one element of infrastructure, such as a pro bono policy, reported an average of **32 hours** of pro bono compared to an average of **13.5 hours** by fee earners from firms without any such elements. Fee earners from firms with all elements of infrastructure present recorded an average of **32 hours** of pro bono.

64 percent of firms reported that they had a pro bono policy, and 90 percent of such policies declared a firm's attitude and intent toward pro bono. Fee earners working at firms with a pro bono policy in place recorded **more than 2.5 times more pro bono hours** than fee earners working at firms without a policy.

For the first time in the Index's history, we examined in more depth the human resources invested in firms' pro bono practices. **61 percent** of firms hired at least one part-time or full-time employee in their pro bono practice. Of the total number of pro bono employees reported by firms, 7 percent were pro bono coordinators or administrators, 3 percent were pro bono managers, 49 percent were pro bono associates, 11 percent were pro bono partners and 30 percent had titles that fell outside the options provided. Firms with at least one part-time or full-time employee in their pro bono practice reported an average of **35.2 hours** of pro bono compared to **12.8 hours** reported by fee earners working at firms without one. This sizeable difference suggests that the presence of an employee dedicated to pro bono, full-time, or part-time, can play a significant role in strengthening the practice of pro bono in a firm.

Pro bono committees are also linked to a higher average number of pro bono hours. 59 percent of firms indicated they have a committee and fee earners from these firms performed an average of **33 hours** of pro bono compared to **26.2 hours** on average reported by fee earners working at firms without one. 40 percent of lawyers at firms with a committee performed more than ten hours of pro bono compared to 32 percent of lawyers at the firms without one.

INCENTIVISING AND REWARDING PRO BONO

Setting targets and compensating lawyers for pro bono are powerful tools to encourage lawyers to engage more in the practice. 78 percent of firms reported that they factor pro bono hours into lawyers' performance appraisals. Significantly, lawyers from those firms performed **more than three times** the amount of pro bono compared to lawyers working in firms where it was not a factor.

A sizeable number of firms (52 percent) go further by specifically considering pro bono work in compensation decisions. Unlike in 2020, we saw a positive relationship between such policies and overall engagement—40 percent of lawyers from firms that factored pro bono work into compensation decisions performed ten or more hours of pro bono, compared to only 24 percent of lawyers from firms that did not.

42 percent of firms set a pro bono target. It is still relatively uncommon for firms to impose a mandatory target for pro bono. 7 percent of all responding firms indicated the target was mandatory, compared with 35 percent that reported having an aspirational target. We see a sizeable positive correlation between pro bono targets and engagement. Lawyers at firms with a mandatory or aspirational target reported an average of **44.2 hours** per lawyer compared to **23 hours** from firms that did not. 48 percent of lawyers at firms with a target reported performing an average of ten or more pro bono hours compared to 32 percent from firms that did not.

COVID-19¹

The COVID-19 pandemic shook the globe, and the legal sector was not exempt. The impact of the pandemic on pro bono was variable, with some firms reporting an increase in pro bono activity (22 percent) and others reporting a decrease (20 percent). 18 percent of firms saw a change in their pro bono priorities and 19 percent of firms shared that COVID-19 was a primary focus area in their pro bono work during the selected reporting period.

At a regional level, firms in the Americas reported the highest increase in pro bono activity because of the pandemic (29 percent), while firms in Africa and the Middle East saw the biggest decrease in pro bono activities at 26 percent. Firms in Australia were impacted the least by COVID-19 (28 percent) while firms in the United States reported the highest rate in change of their pro bono priorities at 28 percent.

DIVERSITY IN PRO BONO

This year, we asked firms if they had a formal diversity commitment in relation to their pro bono work. We did not offer a singular definition of a diversity commitment and, as such, this concept can capture diversity in relation to the pro bono clients the firm supports, the make-up of their pro bono teams, funding or support for diversity initiatives or otherwise. **30 percent** of firms indicated that they had a formal diversity commitment with Large Firms reporting such commitments at the highest rate. Half of firms in Australia reported having a diversity commitment, followed by the Americas at 41 percent, and then the United States at 40 percent.

¹ Data reported in this section is derived from self-reported and qualitative response submitted by the representative completing the survey on behalf of the responding firm. We did not verify the answer with actual numbers from the firm to support the firm's response

2. METHODOLOGY

The TrustLaw Index of Pro Bono is a global survey of pro bono practice and the amount of pro bono generated by law firms worldwide and highlights key trends of the sector. The Index aims to provide a benchmark that maps the global scale and trends of the pro bono legal sector. In its fifth iteration since first launching in 2014, it continues to be an invaluable resource in helping law firms understand the global pro bono landscape, benchmark their pro bono practice, and identify tools to build a robust and impactful pro bono practice.

DATA COLLECTION

The study is based on a survey of a global, non-representative sample of 245 law firms and in-house legal teams² of varying size, area of specialisation or volume of pro bono work in 124 jurisdictions. 225 of these firms submitted detailed numerical data on pro bono hours.

We use a mixed methods research design, incorporating both quantitative and qualitative research methods in the study. The data was collected through a self-administered survey conducted online. Targeted email outreach was done to 419 firms, both large international law firms and smaller domestic teams, in-house legal teams and individual lawyers that had participated in any of the four previous iterations of the Index irrespective of size, area of specialisation and volume of pro bono work. A general call for participation was also sent out to our TrustLaw network of more than 1,000 law firms and in house legal teams.

The survey launched on 31 January 2022, and firms had eight weeks to participate. The pro bono landscape has evolved immensely since the Index first launched in 2014. To account for those changes, a thorough review of the survey was conducted. Based on feedback we received from key stakeholders, some changes were made to this year's survey, including adding questions on pro bono diversity commitments, the impact of COVID-19 and how firms sourced pro bono work.

The diverse group of responding law firms reflects the image of the global legal pro bono landscape. To ensure the broad data set could be analysed to produce relevant findings, the submissions were guided by defined parameters on the key indicators, including a definition of qualifying pro bono work, fee earners and clients in the Index submission guide accessible [here](#). These parameters consider the variations in the practice of pro bono globally and help to consolidate the collected data to present a unified and comparable approach to pro bono.

The metrics used to calculate the level of pro bono engagement over the 12-month self-selected period by a firm are:

The average number of hours of pro bono per fee earner

- The percentage of fee earners at a firm performing ten or more hours of pro bono

For purposes of the Index, Qualifying Pro Bono must meet the three criteria below:

- **Qualifying Work:** legal advice, assistance, representation, and research, as well as drafting agreements, policy documents or legislative instruments – as long as it is done without financial return. In this report, we refer to it simply as “pro bono”. It is distinct from legal aid, which usually refers to state-funded legal advice or representation for individuals who are unable to afford legal services.
- **Qualifying Fee Earner:** any legal professional who performs fee earning work for clients. In this report we use the terms “fee earner” and “lawyer” interchangeably. Fee earner is a category that includes students and trainees, law clerks, paralegals, and other valued pro bono contributors within law firms. We use the plain language term “lawyer” for readability, especially in our executive summary, and as a stand-in for this wider range of professionals who support pro bono.

² When we refer to “firms” and “law firms” throughout the text, it includes in-house legal teams, and we are using the blanket terms for simplicity.

- **Qualifying Clients:** people of limited means or organisations with a societal, environmental, humanitarian, cultural or community focus, as validated by the law firm, referral organisations or pro bono organisations.

You will find additional guidelines that set out the criteria under which we define pro bono work and personnel [here](#).

We also collected data on partners working at these firms, although we do not use it as a metric to measure a successful practice to attribute that information to individual firms.

In addition, the firms shared qualitative information on:

- **Why they do pro bono:** the reasons behind the firm's pro bono practice.
- **Pro bono focus areas:** whether firms prefer to work with certain types of pro bono clients and on certain types of pro bono matters.
- **Pro bono infrastructure and practice:** who firms have hired in their practice, what responsibilities these personnel have, whether firms utilise pro bono policies such as pro bono eligibility criteria or oversight of pro bono by partners.
- **Incentivising and rewarding pro bono:** the implementation of pro bono targets and consideration of pro bono in performance appraisals and in awarding compensation.
- **Diversity:** if firms had a formal diversity commitment relating to their pro bono work and what the commitment includes.
- **COVID-19:** if and what the impact of the pandemic was.

DATA ANALYSIS

QUANTITATIVE ANALYSIS

This shows where and to what extent pro bono work was performed by lawyers. The quantitative questions asked were:

- number of Qualifying Fee Earners as at 31 December 2021;
- total Pro Bono Qualifying Hours;
- number of Qualifying Fee Earners who recorded ten or more hours of Qualifying Pro Bono time; and
- number of Qualifying Fee Earners who recorded any time on Qualifying Pro Bono matters.

After analysis, the output from this data was the average number of hours of pro bono per fee earner and the percentage of fee earners doing ten or more hours of pro bono in the self-selected 12-month period.³ This data was then disaggregated by region and jurisdiction.

This year, we used a simple average approach to calculate the average pro bono hours, the average percentage of lawyers that performed ten or more hours of pro bono and the average percentage of lawyers that performed any pro bono work at the regional and country level. In previous years, the regional and country-level calculation was done by calculating the average of firm averages. This change allows for a clearer picture of average pro bono hours among individual lawyers at the regional and country level and helps to avoid weighing the pro bono contributions of some firms more over others. **Given the change in calculation method, we have not included comparisons of average pro bono hours at the regional and country level for individual fee earners and partners between this report and the 2020 Index.** We will resume these average hours comparisons in future reports using 2022 as our benchmark.

³ Firms were allowed to report on data from a 12-month self-selected period which starts in 2020 or 2021 which included the calendar year or the firm's fiscal year.

QUALITATIVE ANALYSIS

Data was collected from 23 questions whose answers were a mix of yes and no, multiple choice, open-ended and numerical. These were broadly categorised as below:

Questions requiring Yes/No answer:

- ✓ Whether the firm has - pro bono policy, formal diversity commitment for pro bono work, pro bono committee, formal eligibility criteria in place;
- ✓ Whether the firm has a partner at that has responsibility for or oversight of pro bono activities; and
- ✓ Whether pro bono is factored into partners' and fee earners' appraisal and compensation.

Questions requiring multiselect answer:

- ✓ Reasons for firms engaging in pro bono;
- ✓ Type of pro bono employees engaged at the firm (pro bono coordinator or administrator, pro bono manager, or pro bono associate) and whether they worked exclusively on pro bono matters, or had additional responsibilities;
- ✓ Firms source of pro bono clients, types of clients and pro bono focus areas;
- ✓ Whether the firm has a pro bono target, and whether it is mandatory or aspirational, and factored into utilization targets;
- ✓ Impact of COVID 19 on the firm's pro bono activities over the chosen 12-month period;
- ✓ Responsibilities of the pro bono committee;

Questions requiring open text answer:

- ✓ Content of firm's diversity commitment to pro bono includes and what form it takes;
- ✓ Formal process to determine whether a matter or client is eligible for pro bono; and
- ✓ Firm's top pro bono priorities or strategic areas of focus over the last/ and next 12 months.

Questions requiring numerical answer:

- ✓ Number of full or part-time pro bono professionals in your pro bono practice under the categories of pro bono coordinators/administrators, pro bono managers, pro bono associates and pro bono partners;
- ✓ Annual pro bono hours target per lawyer; and
- ✓ How much money has the firm allocated to conducting its pro bono practice.

The submitted qualitative data was anonymised and aggregated then used to identify key industry trends and issues at a global, regional and jurisdictional level.

GLOBAL ANALYSIS

The first section of the Index provides a global examination of the pro bono practice by assessing the size, pro bono clients, thematic focus areas, infrastructure, and incentives of the submitting law firms. This analysis focuses on the size of the law firm irrespective of the jurisdiction in which it operates. The hypothesis that frames this analysis is that pro bono lawyers face similar challenges in the practice of pro bono regardless of size or location. Firms can improve their pro bono practice by implementing pro bono techniques and approaches tried successfully elsewhere.

REGIONAL AND COUNTRY-LEVEL ANALYSIS

We recognise the impact that local context has on the amount and type of pro bono work undertaken by firms, including social, regulatory, and economic factors. For this reason, background context accompanies our data analysis on factors shaping pro bono for countries where more than four law firms submitted their data.

Traditionally to apply a longitudinal approach, the Index compares country-level data with previous data to analyse similar data and identify any significant differences in the composition of respondents. However, due to changes in computation of the average hours of pro bono per lawyer in the 2022 Index referenced above we do not provide comparisons to 2020 data for average pro bono hours at the regional and country level.

The Index divides responding firms into three groups based on headcount throughout the analysis:

- **Small Firms:** Firms that have a total headcount of 0 – 49 fee earners
- **Medium-sized Firms:** Firms that have 50 – 199 fee earners
- **Large Firms:** Firms that have 200+ fee earners

The Index uses the number of fee earners as a streamlined proxy for a firm's resources and capabilities.⁴ Categorising firms this way allows the Index to investigate whether and to what extent a firm's resources affect pro bono engagement levels as well as how firms of assorted sizes devote resources to pro bono practice.

DATA QUALITY ASSURANCE

The participating firms submitted data on their pro bono practice for a self-selected 12-month period beginning either in 2020 or 2021 in a self-administered survey. We deployed a three-tier process to ensure data quality:

- I. Before analysis, the law firms were supplied with a copy of their submitted data to confirm the accuracy of the data.
- II. The data set was then checked for missing data and outliers by the Index project team.
- III. After the preliminary review by the team, the data was intensively reviewed by a professional statistician.

The data was then analysed by a data scientist and was audited to flag any anomalies. All anomalies identified at the various stages were addressed by referral to the submitting firms for correction and resubmission.

To see the questions that comprised the Index Survey, see [here](#). The submissions guidance and FAQs are available [here](#).

⁴ We acknowledge that this is an imprecise proxy and that what is 'small' or 'medium' in some jurisdictions might be 'large' in other markets and vice versa.

3. PRO BONO AND FIRM SIZE

SIZE OF FIRMS AND THE AVERAGE NUMBER OF PRO BONO HOURS



LARGE FIRMS
(200 + FEE EARNERS)



MEDIUM - SIZED FIRMS
(50 - 199 FEE EARNERS)



SMALL FIRMS
(FEWER THAN 50 FEE EARNERS)

*Average hours per *lawyer*.

As in previous iterations, the 2022 TrustLaw Index of Pro Bono tracks the relationship between the number of fee earners, including partners, in a firm and the amount of pro bono work done by the firm. Our aim is to understand if, and to what extent, the size of a firm impacts the strength and success of a firm's pro bono practice.

The 245 firms that submitted data for the Index were classified according to firm size and comprised:

- ☐ Small Firms (less than 50 fee earners)
- ☐ Medium-sized Firms (50 – 199 fee earners)
- ☐ Large Firms (200 or more fee earners)

Globally, fee earners at Large Firms tend to do more pro bono compared to Small and Medium-sized Firms. Fee earners in Large Firms performed an average of 33.3 hours of pro bono, while those in Small Firms performed an average of 21.7 hours of pro bono. Medium-sized Firms recorded the lowest average, at 20.4 hours.

This year, the proportion of fee earners in Large Firms doing ten or more hours of pro bono was 40 percent, compared with 34 percent for Medium-sized Firms and 37 percent for Small Firms. Meanwhile, our 2022 data showed that partner participation was highest in Small Firms, with 48 percent of partners performing ten or more hours of pro bono and 56 percent performing any pro bono. Large Firms saw 33 percent of their partners record ten or more hours of pro bono, and 52 percent do any pro bono. As in prior years of the Index, Medium-sized Firms had the lowest participation rates, with 22 percent of partners from these firms recording ten or more hours of pro bono and 41 percent participating in any pro bono work.

4. PRO BONO CLIENTS AND FOCUS AREAS

WHY FIRMS DO PRO BONO

PERCENTAGE OF RESPONDING FIRMS WHO INDICATED THEY OFFER PRO BONO SERVICES FOR THE FOLLOWING REASONS



*Q1- *Why does your firm do pro bono?* (Unlimited multiselect option)

WHY PERFORM PRO BONO?

We regard pro bono as a vital bridge to addressing the most critical issues faced by humanity, including in advancing media freedom, fostering more inclusive economies, and defending human rights. Successful pro bono combines the willingness, capacity, and expertise of lawyers to take on pro bono work with a commitment to building and maintaining a vibrant pro bono practice.

More than **96 percent** of responding firms indicated that **desire to support the community was their primary**

reason for performing pro bono. Pro bono is increasingly seen as a capacity-building tool for lawyers, with 67 percent of respondents indicating training and skill development as a reason to perform pro bono, an increase from 54 percent observed in the last Index. Other commonly selected reasons were staff retention, alignment with client interests and marketing.

All sizes of firm ranked “desire to support the community” similarly highly as a primary reason they do pro bono.

While staff retention is a significant factor for Large and Medium-sized Firms (69 and 42 percent respectively),

only 4 percent of Small Firms selected this as a reason. We observed that Small Firms are gradually embracing more commercial drivers of pro bono, such as alignment with client interests and marketing, which increased, respectively, from 16 and 13 percent in the 2020 Index to 22 and 16 percent in the 2022 Index. For Small Firms, training and skills development leapt to 53 percent from 37 percent, while 86 percent of Large Firms ranked this as a reason.

Medium-sized Firms overwhelmingly (98 percent) indicated a desire to support the community as a reason to do pro bono, alongside a similar commitment from Small and Large Firms (96 percent). Training and skill development is a growing factor for Medium-sized Firms with an increase to 69 percent from 47 percent in 2020. Alignment with clients' interests and marketing were far more frequently selected by Large Firms (59 and 50 percent respectively) than by Medium-sized Firms (29 and 22 percent).

Interestingly, alignment with client interests (59 percent) played a slightly bigger role for Large Firms than marketing (50 percent), though of course these factors will often be related. Externally mandated requirements played a more significant role for Large Firms (21 percent) than Medium-sized (9 percent) and Small Firms (5 percent).

PRO BONO FOCUS

We asked firms what their focus areas were while engaging in pro bono work during the self-selected 12-month period. Responding firms could choose up to five focus areas.

Access to justice continues to be the primary focus of work within the pro bono sector, with 59 percent of firms selecting it as a focus (compared with 65 percent in 2022). **Immigration, refugees and asylum** (42 percent, compared with 40 percent in 2020) and **human rights** (40 percent, compared with 43 percent in 2020) continue to be key areas of focus for many firms, followed by education, training, and employment and economic development, microfinance, and social finance.

This was the first year we asked about **data and digital rights**, and nearly a quarter of respondents indicated this as one of their pro bono focus areas. This is not surprising, given the growing role and complexity of digital technologies in day-to-day life and the need to balance technological benefits with basic rights to freedom of expression, privacy and others.

COVID-19 was included in the 2022 Index to better understand the scale of pro bono response to the pandemic. 19 percent of the respondents indicated that COVID-19 was a focus area in their pro bono work during the self-selected 12-month period. We expect pro bono response to regional and global humanitarian crises to continue to play an important role in the sector's work.

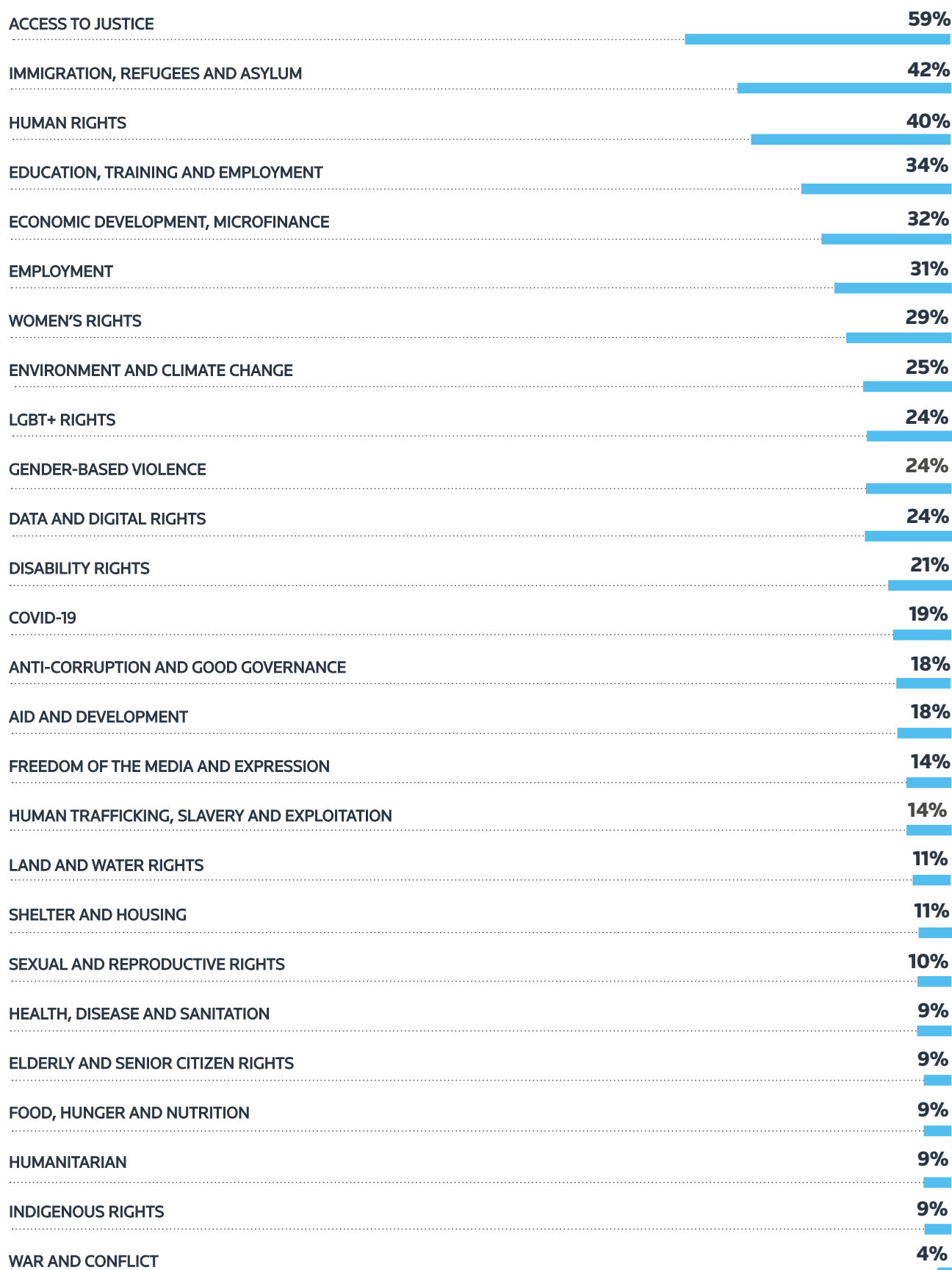
Access to justice was the dominant pro bono focus area across Small, Medium-sized and Large Firms (selected by 51 percent, 58 percent, and 72 percent respectively).

61 percent of Large Firms and 40 percent of Medium-sized Firms indicated human rights among their focus areas. Large Firms maintained a significant focus on immigration, refugees, and asylum projects at 69 percent. We expect immigration, refugee and asylum work to continue as a focus for pro bono interventions given the growing global migration crisis exacerbated by harsh economic circumstances, climate change, and war.

PRO BONO FOCUS AREAS

*Q.11- Please select any particular focus area of your firm's pro bono programme (multiselect question, maximum of five).

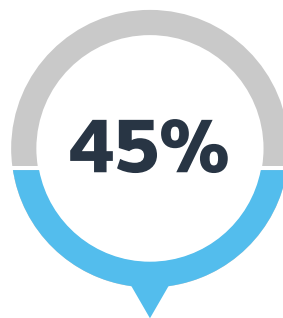
PERCENTAGE OF RESPONDING FIRMS WHO INDICATED THEY OFFER PRO BONO SERVICES IN SUPPORT OF THE FOLLOWING SECTORS



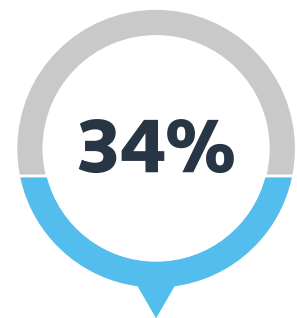
TOP THREE PRO BONO FOCUS AREAS FOR SMALL FIRMS



ACCESS TO JUSTICE



EMPLOYMENT

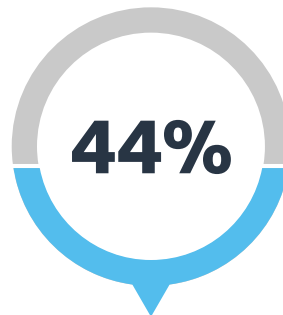


ECONOMIC DEVELOPMENT,
MICROFINANCE AND
SOCIAL FINANCE

TOP THREE PRO BONO FOCUS AREAS FOR MEDIUM-SIZED FIRMS



ACCESS TO JUSTICE

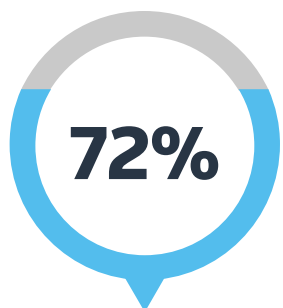


EDUCATION, TRAINING
AND EMPLOYMENT



HUMAN RIGHTS

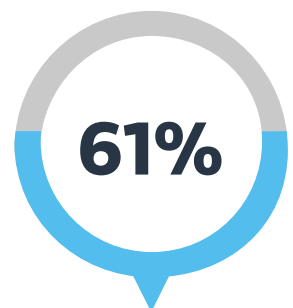
TOP THREE PRO BONO FOCUS AREAS FOR LARGE FIRMS



ACCESS TO JUSTICE



IMMIGRATION, REFUGEES
AND ASYLUM



HUMAN RIGHTS

**Q.11- Please select any particular focus area of your firm's pro bono programme (multiselect question, maximum of five).*



TYPE OF PRO BONO WORK, CLIENTS AND ELIGIBILITY

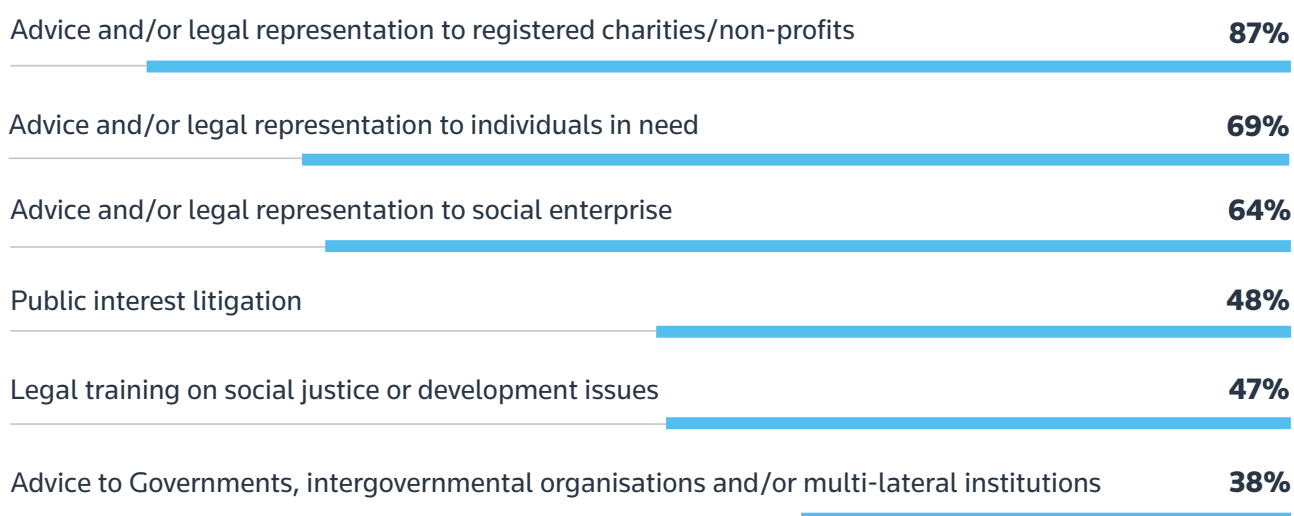
Registered charities and non-profits continue to be the primary beneficiaries of pro bono services (87 percent across firms of all sizes). Individuals in need continue to benefit from pro bono services, with 69 percent of firms indicating individuals among their pro bono clients. 64 percent indicated they work with social enterprises, a slight decrease from 71 percent in 2020.

Similar to the 2020 Index, 48 percent of firms reported that public interest litigation forms part of their pro bono portfolio of work, along with 47 percent reporting work

on legal training on social justice or development issues. 38 percent of responding firms indicated they give advice to governments, intergovernmental organisations and/or multi-lateral institutions.

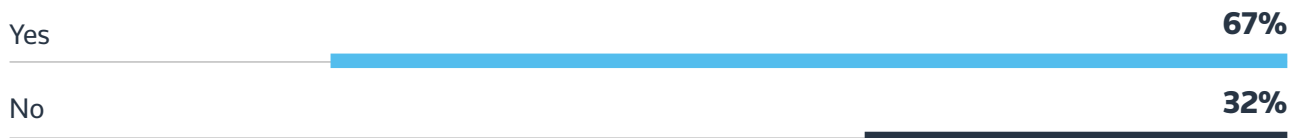
67 percent of responding firms have formal eligibility criteria in place for pro bono clients, a slight increase from 63 percent in 2020. Eligibility criteria is more common among Large and Medium-sized Firms (92 and 78 percent, respectively) than Small Firms (34 percent).

PRO BONO CLIENTS AND TYPE OF WORK

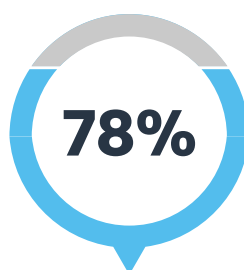


* Q.9 Does your firm prefer to work with certain types of clients or on certain types of matters (multiselect/unlimited options)

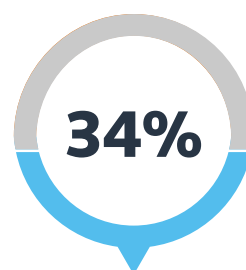
DO YOU HAVE A FORMAL ELIGIBILITY PROCESS?



LARGE FIRMS



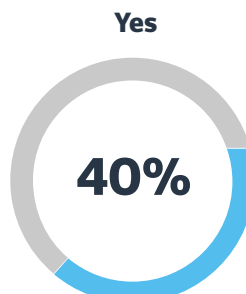
MEDIUM-SIZED FIRMS



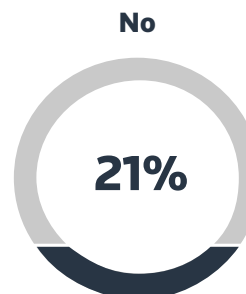
SMALL FIRMS



AVG HOURS



PERCENTAGE WITH 10+ HOURS

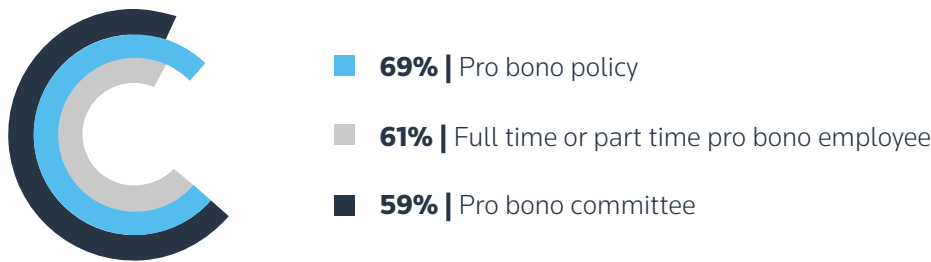


* Q.5 Do you have a formal process to determine whether a matter or client is eligible for pro bono? (Yes/No answer)

5. PRO BONO INFRASTRUCTURE

PRO BONO INFRASTRUCTURE

PERCENTAGE OF FIRMS WITH EACH ELEMENT OF PRO BONO INFRASTRUCTURE



PERCENTAGE OF FIRMS WITH ALL THREE OR ANY ELEMENT OF PRO BONO INFRASTRUCTURE



* Q.3 *Does your firm have a formal written pro bono policy in place?* (Yes/No answer)

Q.6 *Over the relevant reporting period, how many people were employed as either full or part-time pro bono professionals in your pro bono practice?* (Yes/No answer)

Q.8 *Does your firm have a pro bono committee(s)?* (Yes/No answer)

Many firms have infrastructure to support their pro bono practice. Pro bono “infrastructure”, as we call it, can include:

✓ **Pro bono employee(s).** A point person or team within a firm employed either part-time or full-time as a pro bono professional whose functions are focused on the support and coordination of pro bono matters and are involved in the administration, coordination and/or assignment of pro bono matters. This includes but is not limited to pro bono coordinators, pro bono administrators, pro bono managers, pro bono associates, and pro bono partners.⁵

✓ **Pro bono committee.** A body whose role is to evaluate potential pro bono matters and/or take the lead on pro bono policy and strategy issues.

✓ **Pro bono policies.** Internal policies designed to guide or set minimum standards for pro bono practices.

89 percent of responding firms have some form of pro bono infrastructure, similar to 87 percent reported in the 2020 Index.

The presence of pro bono infrastructure varies by firm size and geography. 100 percent of Large Firms report having

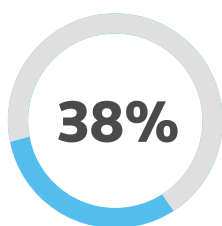
⁵ Definitions of these roles may vary from by firm and region.

HOURS AND ENGAGEMENT FOR FIRMS WITH OR WITHOUT PRO BONO INFRASTRUCTURE

FIRMS WITH INFRASTRUCTURE



Average hours per fee earner

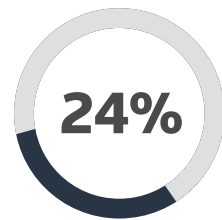


Lawyers performing ten or more hours of pro bono

FIRMS WITH NO INFRASTRUCTURE



Average hours per fee earner



Lawyers performing ten or more hours of pro bono

at least one element of infrastructure, while 63 percent had all elements. Meanwhile, 96 percent of Medium-sized Firms and 72 percent of Small Firms report having at least one element, and 38 percent of Medium-sized Firms and 12 percent of Small Firms had all elements, respectively.

All responding firms in Australia, the United Kingdom, and the United States had an element of pro bono infrastructure present in their practice. The United States and the United Kingdom had the most firms with all the elements of infrastructure present (69 percent and 62 percent, respectively). These countries have highly developed pro bono sectors, so this is not surprising.

Our data shows that having pro bono infrastructure has an overall positive relationship with a firm's pro bono practice, with fee earners from firms with at least one element of infrastructure recording an average of 32 hours of pro bono compared to 13.5 hours by fee earners in firms with no infrastructure. The presence of pro bono infrastructure also positively correlates with overall lawyer engagement, with 38 percent of fee earners working at firms with pro bono infrastructure in place performing ten or more hours of pro bono, compared with 24 percent at firms with no infrastructure. In firms where all infrastructure elements are present, 41 percent of fee earners did ten or more hours of pro bono, averaging 32 hours of pro bono per fee earner. This data suggests that establishing infrastructure and allocating resources to them may help support higher overall levels of pro bono engagement within firms.

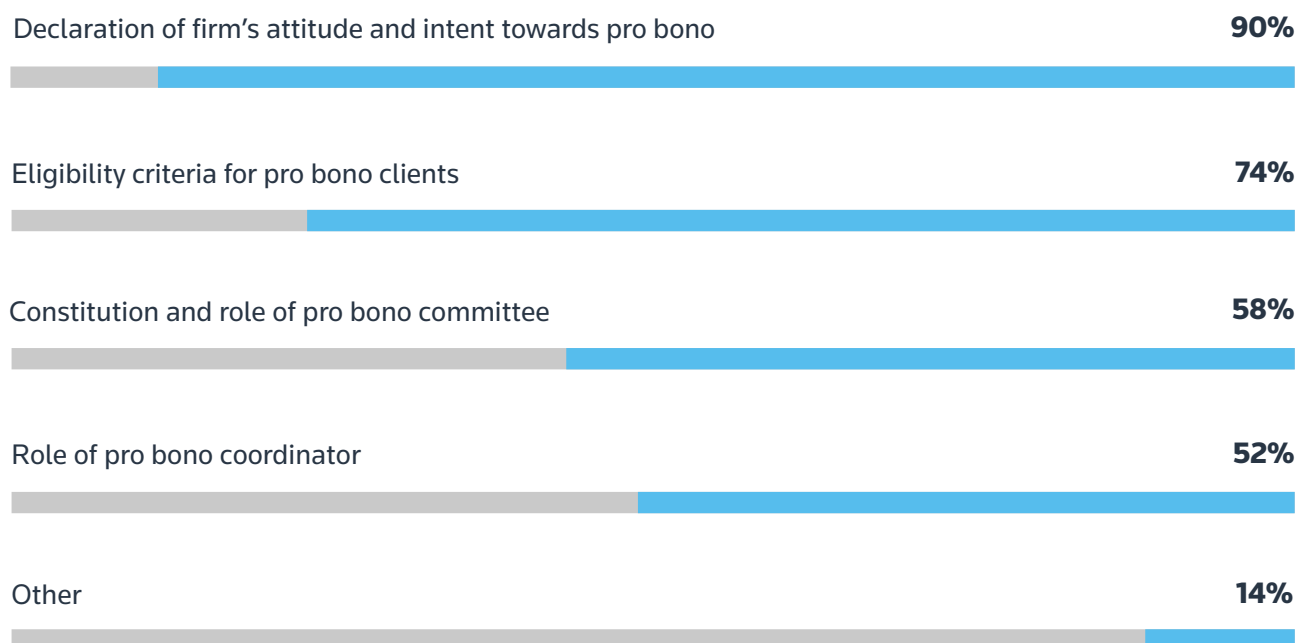
PRO BONO POLICY

We first asked about pro bono policies in the 2015 Index, where 64 percent of firms indicated they had some form of formal written policy. This result has increased slightly, with 70 percent of responding firms indicating that they have a policy in the 2022 Index. Among firms with a formal policy, 94 percent were Large Firms, 80 percent were Medium-sized Firms, and 38 percent were Small Firms.

At firms with a pro bono policy, lawyers on average performed 32.3 hours of pro bono over the self-selected 12-month period, significantly more than the 12 average hours performed at firms without such a policy. In terms of overall engagement, 39 percent of lawyers in firms with a formal written policy performed ten or more hours of pro bono compared to 17 percent of lawyers in firms without a policy.

This result varies somewhat by firm size. At Large and Medium-sized Firms, the presence or absence of a formal written policy tended to correlate with a meaningful difference in pro bono hours and engagement. Lawyers at Large Firms with a policy recorded an average of 32.4 hours with 39 percent of them performed ten or more hours of pro bono, compared to Large Firms without a policy, at an average of 10.7 hours with 10 percent performing ten or

WHAT DOES THE POLICY COVER?



* Q.3 *What does your policy cover? Multiselect/unlimited options* (responses limited to firms that answered yes to having a pro bono policy).

more hours of pro bono. Medium-sized Firms with a policy reported 21.2 average hours, and 34 percent of lawyers performing ten or more pro bono compared to 5.1 hours on average with 20 percent performing ten or more pro bono hours in Medium-sized Firms without such a policy.

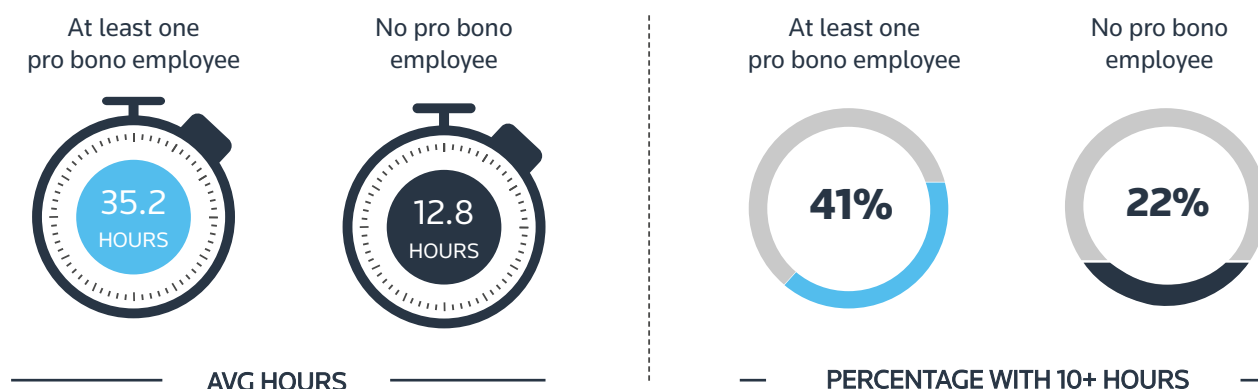
The effect of having a policy was much smaller among Small Firms. Lawyers in these firms performed an average of 24.6 hours compared to 22.1 hours at firms without a written policy. At Small Firms with a policy, 44 percent of lawyers performed ten or more pro bono hours, compared to 36 percent in the firms without a policy.

PRO BONO ROLES

In previous versions of the Index, we focused on pro bono coordinators and the impact that their presence or lack had on a firm's pro bono practice. However, "pro bono coordinator" is one of many types of roles (and titles) that can support, coordinate, and lead on pro bono matters within firms. For the 2022 Index, we are starting to look more closely at the impact of hiring a **pro bono employee(s)**⁶—that is, a person whose function is geared around the support and coordination of pro bono matters, either on a part-time or full-time basis—on average hours and overall engagement.

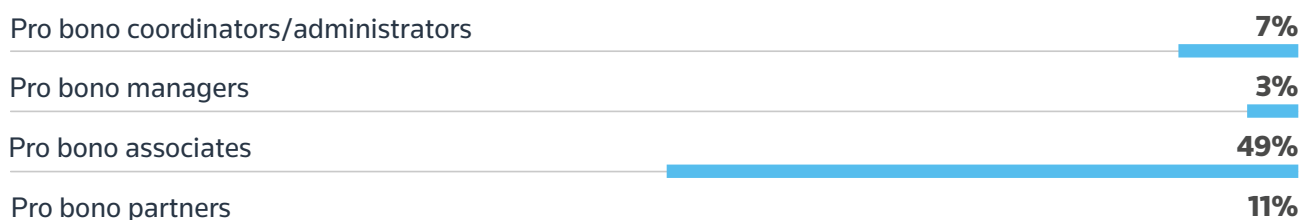
⁶ while partners are not always employees of the firm we include them and use the term 'pro bono employee' for simplicity

DID THE FIRM HIRE SOMEONE FULL TIME OR PART TIME IN THEIR PRO BONO PRACTICE?



* Q.6 Over the relevant reporting period, how many people were employed as either full or part-time pro bono professionals in your pro bono practice? (Numerical answer)

HOW MANY EMPLOYEES IN YOUR PRO BONO PRACTICE WERE

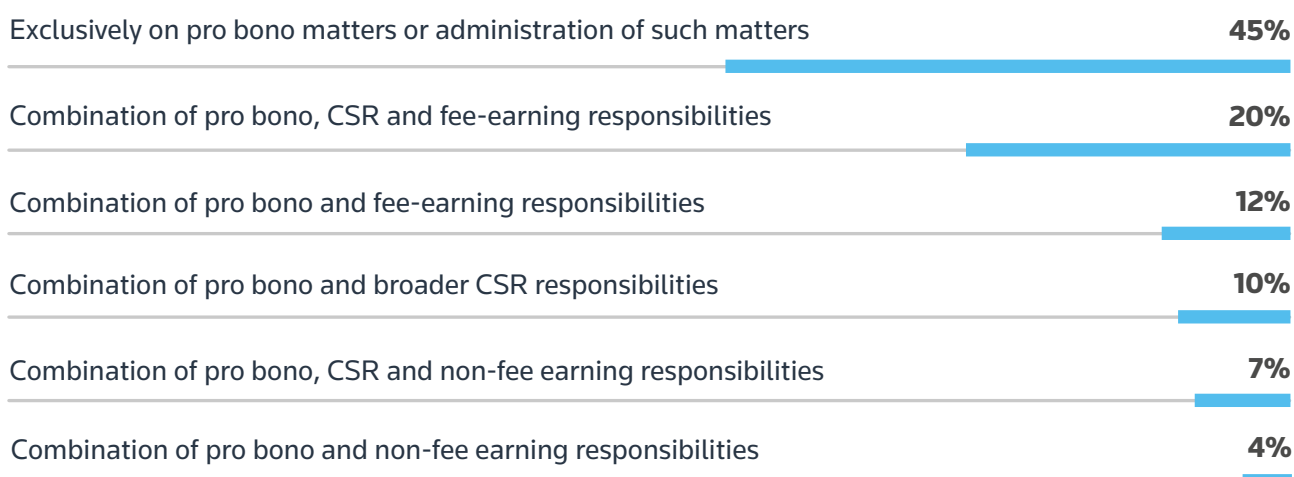


* Q.6(b) How many employees in your pro bono practice were: Pro bono Coordinators/Administrator, Pro bono Managers, Pro bono Associates, Pro bono Partners? (numerical answer)

61 percent of firms indicated that they hired at least one pro bono employee (under the titles we suggested) to work either part-time or full-time in the firm's pro bono practice. Having a pro bono employee seems to have a meaningful relationship with the level of pro bono performed, with firms that hired at least one employee averaging 35.2 hours per fee earner, compared with 12.8 hours at firms with no pro bono employee.

78 percent of Large Firms employed at least one pro bono employee, while 49 percent of Small Firms and 56 percent of Medium-sized Firms hired at least one pro bono employee. The presence of a pro bono employee had an impact on overall engagement, with 41 percent of lawyers from firms with at least one pro bono employee recording ten or more hours of pro bono compared to 22 percent in firms without one.

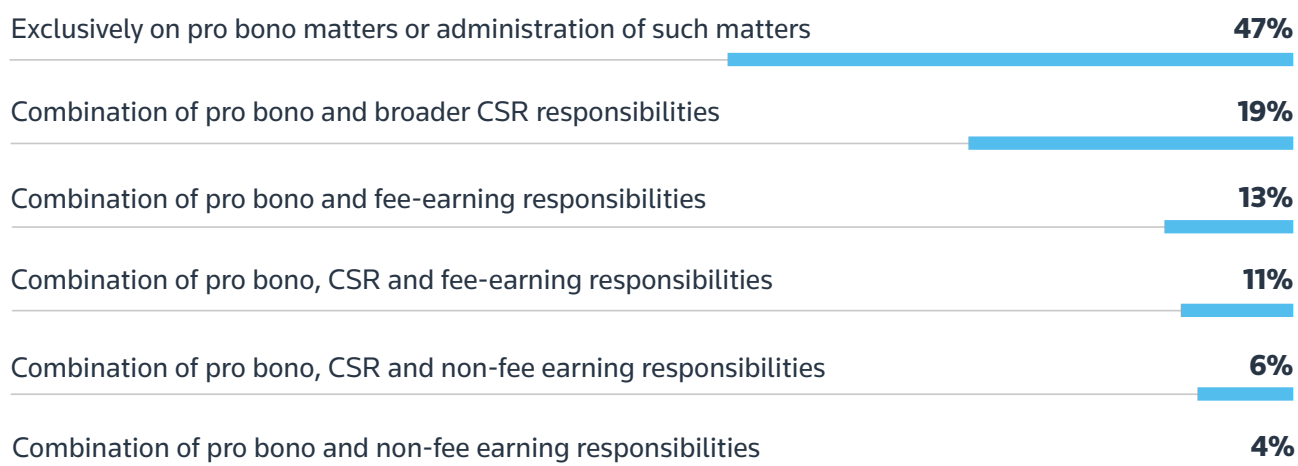
PRO BONO COORDINATORS/ADMINISTRATORS



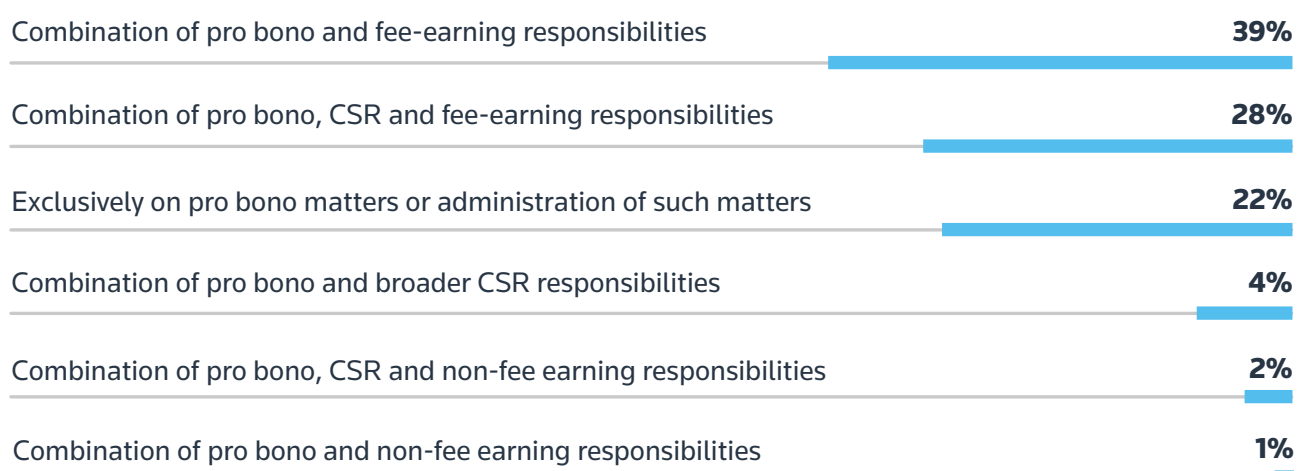
PRO BONO ASSOCIATES



PRO BONO MANAGERS



PRO BONO PARTNERS



* Please indicate whether they worked exclusively on pro bono matters, or have additional responsibilities (Single-select list)

ROLES AND RESPONSIBILITIES OF PRO BONO EMPLOYEES

Pro bono employees can wear many hats. For example, they may focus on:

- ✓ Exclusively pro bono matters or administration of such matters
- ✓ Combination of pro bono and broader CSR responsibilities
- ✓ Combination of pro bono and fee earning responsibilities
- ✓ Combination of pro bono, CSR, and fee earning responsibilities
- ✓ Combination of pro bono and non-fee earning responsibilities
- ✓ Combination of pro bono, CSR and non-fee earning responsibilities

This is the first year the Index delves into details of the roles and responsibilities of pro bono employees across differing types of roles.

Overall, 45 percent of those with pro bono responsibilities as part of their role worked exclusively on pro bono matters or administration of such matters. Meanwhile, most pro bono employees balance their pro bono responsibilities with other fee-earning or non-fee-earning responsibilities.

A significant proportion of pro bono coordinators/ administrators and managers work exclusively on pro bono matters and the administration of pro bono work (45 and 47 percent, respectively). While most pro bono associates and partners perform a combination of pro bono and fee earning work (60 and 67 percent), a sizable number are also exclusively dedicated to pro bono (22 percent, among both pro bono partners and associates). The finding for partners is notable given dedicated pro bono partner roles are a more recent development and are growing in prevalence.⁷

We see a link between pro bono and corporate social responsibility (CSR) efforts within firms. 37 percent of pro bono employees at responding firms had CSR responsibilities as part of their role. With continued and growing focus on corporate social responsibility and related areas such as ESG, we will continue to track the relationship with pro bono roles and efforts within law firms.

⁷ [‘The Nature and Prevalence of Pro Bono Partner Roles Globally’](#) (2020) DLA Piper, the Australian Pro Bono Centre, the Pro Bono Institute in Washington DC and the Thomson Reuters Foundation (TrustLaw).

PRO BONO COMMITTEE

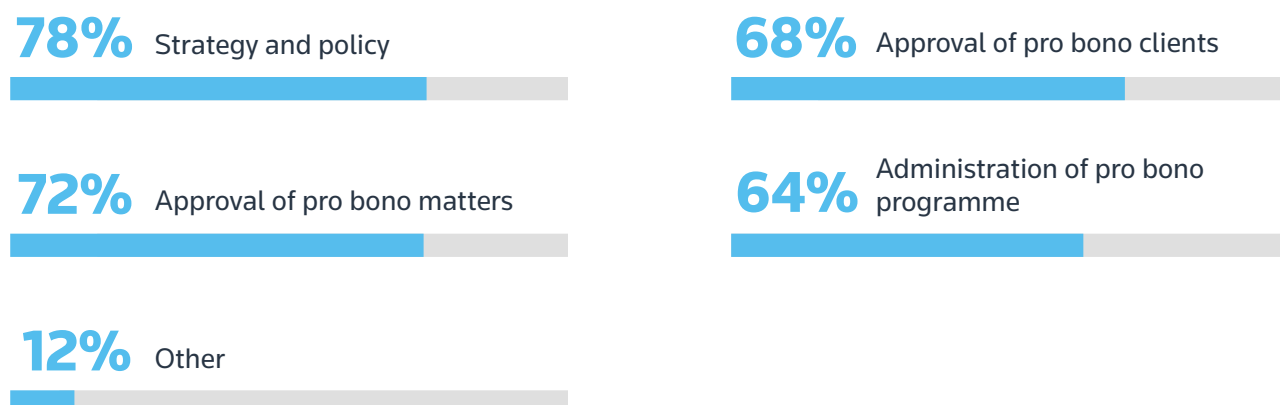
Unlike pro bono employees who are involved in the day-to-day management and coordination of pro bono matters, pro bono committees tend to play a more oversight and advisory role in shaping a firm's pro bono practice.

This year, 59 percent of firms reported having a pro bono committee, a slight increase from 53 percent in the 2020 Index. 81 percent of Large Firms had a pro bono committee, followed by Medium-sized and Small Firms at 73 and 29 percent, respectively. The presence of a committee correlates with a slightly higher number of the average hours, with lawyers at firms with a committee performing an average of 33 hours of pro bono compared to 26.2 hours at firms without one. 40 percent of lawyers at firms with a committee performed ten or more hours of pro bono compared to 32 percent at firms that did not have one.

Strategy and policy remain the principal responsibility of pro bono committees, with 78 percent of firms with a committee indicating it as one of the roles of the committee. Approval of pro bono matters remained the most common responsibility among Small Firms (82 percent) and strategy and policy remained the leading responsibility at Medium-sized and Large Firms (73 percent and 83 percent).

ROLE OF PRO BONO COMMITTEE

PERCENTAGE OF RESPONDING FIRMS WHO INDICATED THAT THEIR PRO BONO COMMITTEE HAS THE FOLLOWING RESPONSIBILITIES

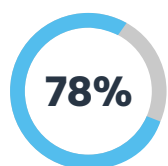


* **Q.8 please describe the responsibilities of the committee- Multiselect/unlimited options** (responses limited to firms that answered yes to having a pro bono policy).

6. INCENTIVISING AND REWARDING PRO BONO

INCENTIVIZING PRO BONO

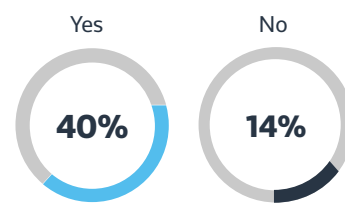
PERCENTAGE OF RESPONDING FIRMS WHO INDICATED THAT THEY FACTOR PRO BONO INTO THE FOLLOWING PROCESSES TO INCENTIVIZE PRO BONO



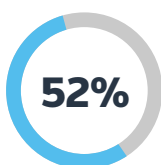
PERFORMANCE APPRAISALS



EFFECT OF INCENTIVES ON PRO BONO HOURS:



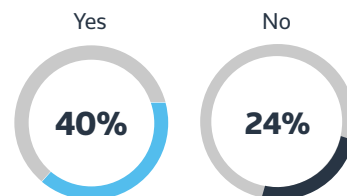
PERCENTAGE WITH 10+ HOURS



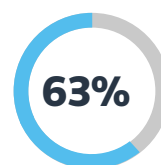
COMPENSATION



EFFECT OF INCENTIVES ON PRO BONO HOURS:



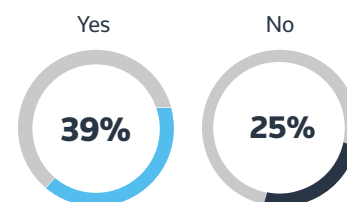
PERCENTAGE WITH 10+ HOURS



FEE-EARNING HOURS OR UTILISATION TARGET



EFFECT OF INCENTIVES ON PRO BONO HOURS:



PERCENTAGE WITH 10+ HOURS

* Q14. *Is participation in pro bono factored into the appraisal/performance review process for lawyers (non-partners)?* (Yes/No answer)

Q15. *Is participation in pro bono factored into compensation for lawyers (non-partners)?* (Yes/No answer)

Q16. *Is participation in pro bono factored into hours or utilization target for lawyers (non-partners)?* (Yes/No answer)

Many firms use incentives to encourage their lawyers to take on pro bono work. These incentives can take the form of compensation, incorporating pro bono engagement into the appraisal process to ensure that lawyers are rewarded for their efforts, or setting mandatory or aspirational targets for pro bono engagement.

APPRAISAL

By taking pro bono matters into account during the performance appraisal process, law firms can help ensure that lawyers devote the same level of diligence and enthusiasm that they do to fee-earning matters. 78 percent of responding firms factor pro bono engagement in performance appraisals, an increase from 69 percent reported in 2020.

There is a strong correlation between the average hours of pro bono work done by lawyers and whether pro bono work was factored into the appraisal process. On average, lawyers at firms that factored in appraisals performed 33.5 hours of pro bono compared to 10 hours on average in firms where it was not considered. The difference in lawyer engagement is even more pronounced, with 40 percent of lawyers at firms where it was factored in performing ten or more hours of pro bono, compared to 14 percent of lawyers working in firms who did not take pro bono into account during appraisals. More than 80 percent of Large and Medium-sized Firms (87 percent and 82 percent respectively) factored pro bono in their appraisal process while 65 percent of Small Firms had a similar arrangement.

COMPENSATION

In the 2022 Index, 52 percent of firms reported that they consider pro bono work in compensation decisions, a leap from the 46 percent reported in the last Index. Attaching a monetary reward to pro bono work can be a point for debate, but our data indicates it is a useful tool in encouraging pro bono engagement in a firm.

In some firms, all pro bono work is 'counted'. In others, only a certain number of pro bono hours are counted or

only counted after a certain number of fee earning hours have been met. Lawyers at firms that take pro bono into account when determining compensation perform an average of 33.9 hours of pro bono compared to 16.9 hours at firms that do not. The impact on lawyers undertaking ten or more hours of pro bono is just as significant, with 40 percent of lawyers working at firms where involvement in pro bono is factored into compensation performed ten or more hours of pro bono compared to 24 percent of lawyers working at firms where it was not factored in.

FEE-EARNING TARGETS

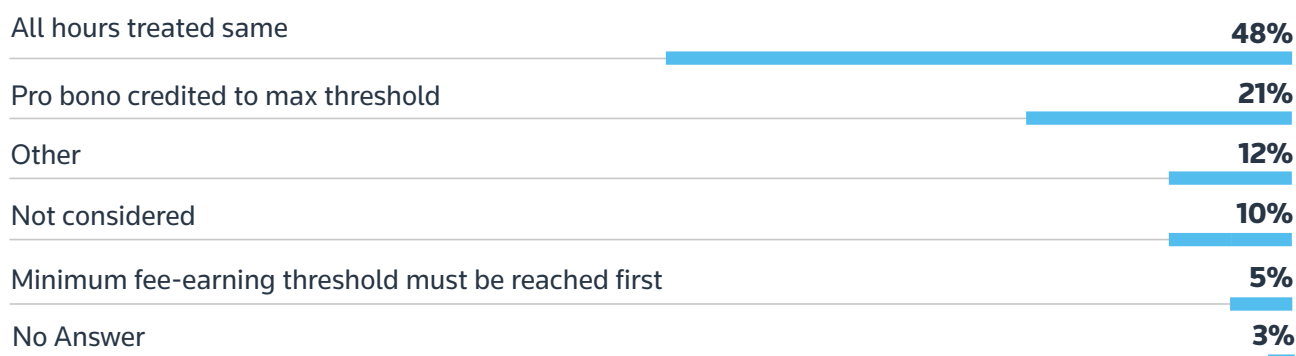
The data shows that 63 percent of responding firms have a fee earning or utilisation target in place which feeds into their performance appraisals and/or compensation. Out of those, 48 percent treat pro bono in the same way as regular fee earning work, including 46 percent of Large Firms, which is a powerful incentive for lawyers to engage, and helps to minimise concerns about being penalised for taking part in pro bono work. Only 10 percent of firms do not consider pro bono hours at all in terms of reaching a fee earning hours target, and among Small Firms, 20 percent do not factor it at all.

TARGETS

We have seen an increase in firms setting pro bono targets. A mandated requirement from a regulatory body or a formal requirement by the firm has an impact on overall hours. Some firms have signed up to voluntary industry initiatives, such as the UK Collaborative Plan, which carries with it a 25-hour requirement. Similarly, the Pro Bono Declaration of the Americas sets forth a commitment of 20 annual pro bono hours per attorney at signatory law firms. In Australia, the Australian Pro Bono Centre, a national pro bono centre of leadership for pro bono legal services, sets a voluntary and aspirational target of 35 hours for lawyers in private practice and 20 hours for in house counsel.

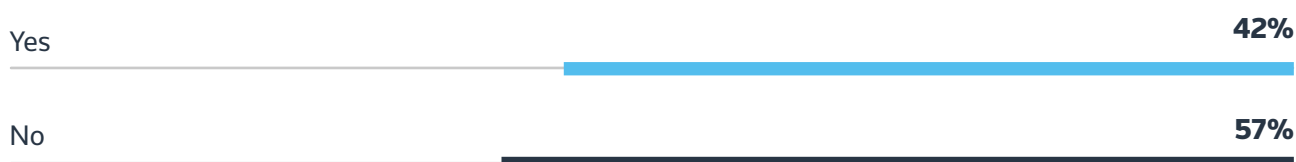
In the 2022 Index, 42 percent of responding firms reported having a pro bono target or requirement in place which either encourages or sets a requirement for lawyers to undertake a minimum amount of pro bono work. It is still

IS PRO BONO FACTORED INTO HOURS OR UTILISATION TARGET?



* Q16(b). *please indicate if pro bono is factored into hours or utilisation target?* (Single select answer- responses limited to firms that answered yes to participation being factored into hours or utilisation target).

DOES YOUR FIRM HAVE A REQUIREMENT THAT YOUR LAWYERS PERFORM A SPECIFIED AMOUNT OF PRO BONO EACH YEAR?



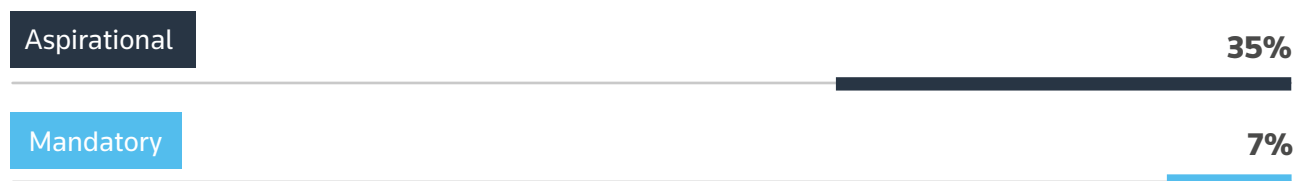
Q17. *Does your firm have a requirement that your lawyers perform a specified amount of pro bono each year?* (Yes/No answer)

relatively uncommon for firms to impose a mandatory target for pro bono (only 7 percent of those with a target for pro bono indicated the target was mandatory). Whether mandatory or not, firms with targets see an average of 44.2 hours of pro bono per lawyer compared to an average of 23 hours in firms that do not.

At firms with targets, 48 percent of lawyers did ten or more hours of pro bono compared to 32 percent in firms where there was none. 51 percent of Large Firms, 49 percent of Medium-sized Firms and 32 percent of Small Firms indicated that their firms had targets. Large Firms seemed to benefit the most from these targets as fee earners from these firms recorded an average of 45 pro bono hours. Fee earners from Small and Medium-sized Firms with targets performed an average of 31.6 hours and 26.8 hours of pro bono respectively.

Most firms with a target have an aspirational target (35 percent), aimed at encouraging lawyers to achieve a minimum level of pro bono engagement, while only 7 percent reported their target being mandatory. Lawyers at firms with a mandatory target performed an average of 69.7 hours of pro bono compared to an average of 41.8 hours performed by lawyers working at firms whose target was aspirational. 85 percent of lawyers working at firms with a mandatory target performed ten or more hours of pro bono, which was double the percentage of their colleagues whose firm's target was mandatory (44 percent).

OVERALL PRO BONO TARGETS



SMALL FIRMS



MEDIUM-SIZED FIRMS

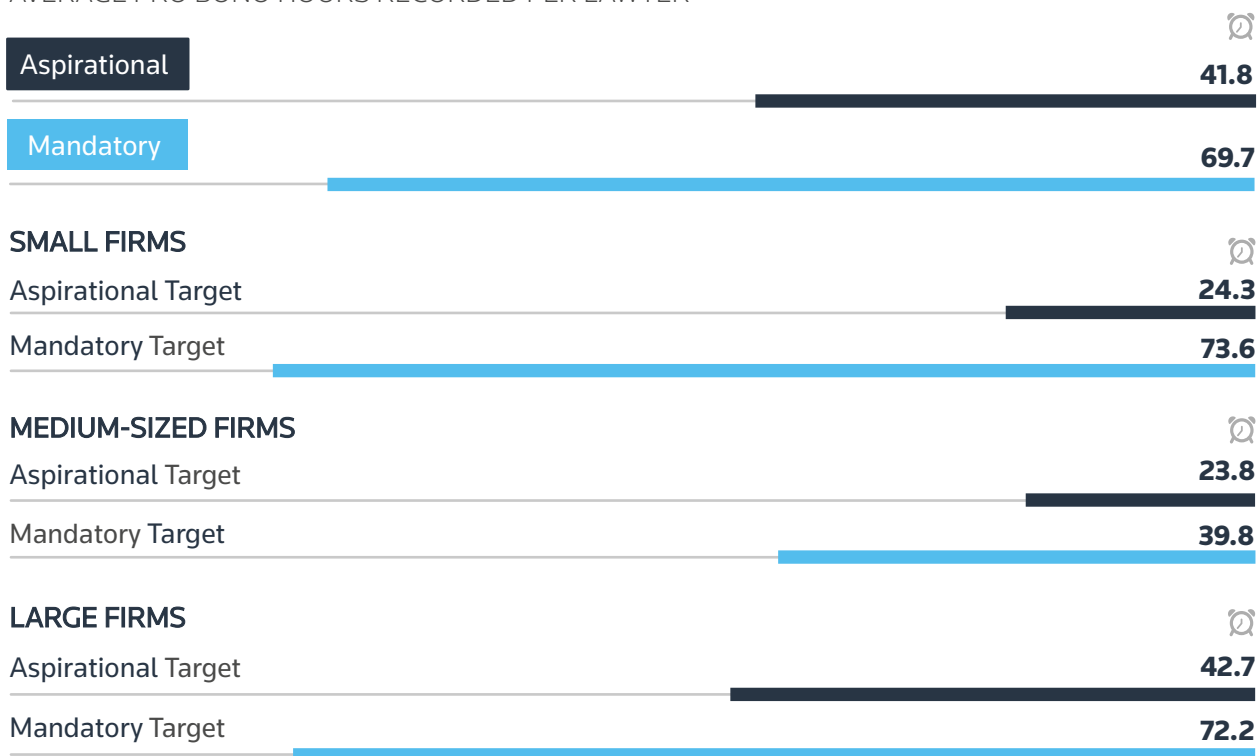


LARGE FIRMS

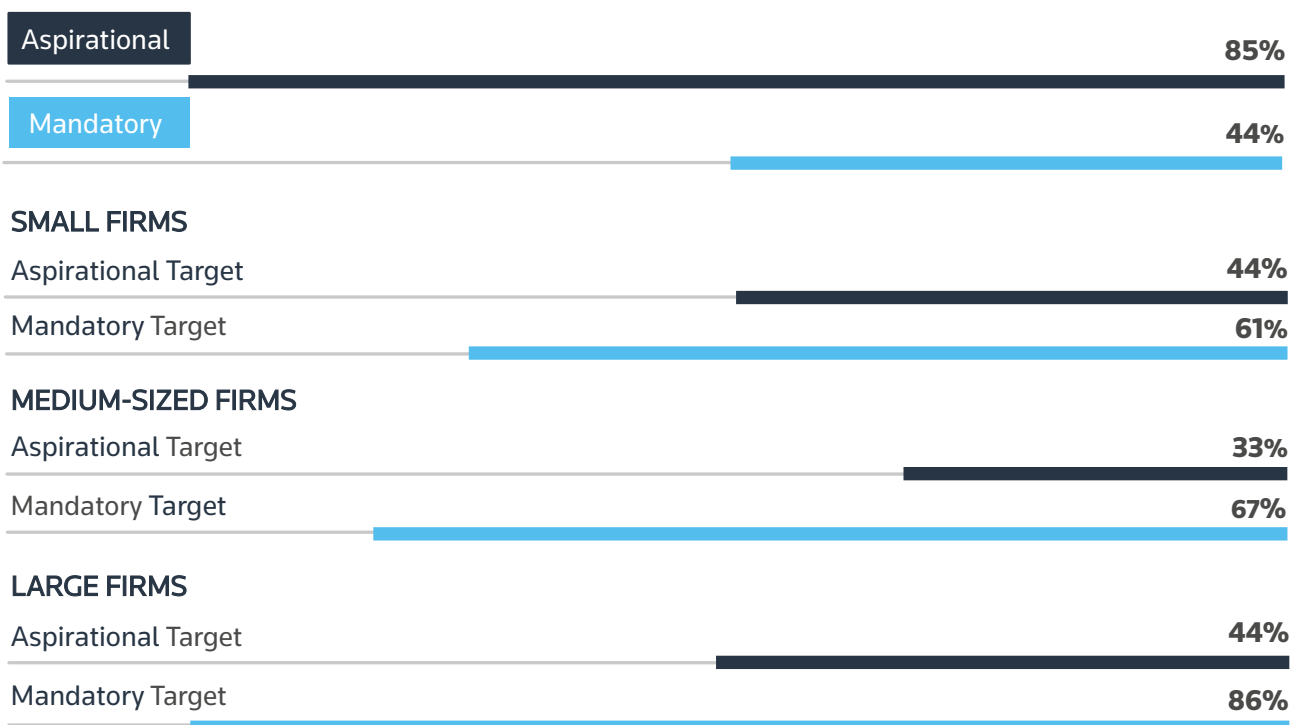


PRO BONO TARGETS AND THE AVERAGE NUMBER OF PRO BONO HOURS

AVERAGE PRO BONO HOURS RECORDED PER LAWYER



PERCENTAGE OF LAWYERS THAT RECORDED 10+ PRO BONO HOURS



* Q17(b). Is the requirement mandatory or aspirational? (Responses limited to firms that answered yes to having a requirement that lawyers perform a specified amount of pro bono)



7. COVID-19

In March 2020, COVID-19 was declared a global pandemic and it has had, and continues to have, significant implications for the legal and pro bono sectors. In some cases, people working at law firms were furloughed or lost their jobs altogether, while other firms adjusted to working from home as offices and courts were closed to comply with lockdowns and physical-distancing measures.

This year, we included a question about how COVID-19 impacted firms' pro bono activities over the chosen 12-month period⁸. Only 5 percent of firms indicated there was no impact on their practice. Meanwhile, 22 percent of firms reported an increase in pro bono activity, including 26 percent of Large Firms reporting an increase. On the

other hand, 20 percent reported a decrease in pro bono activities, including 25 percent of Small Firms reporting a decrease in their pro bono activities. 19 percent of firms said COVID-19 was one of their¹ focus areas of work in the reported period.

More than 20 percent of firms in Asia and the Pacific, Europe, the United States, and England and Wales reported an increase in pro bono activity, with firms from the Americas reporting the highest increase in pro bono activity at 29 percent. The data suggests that the most significant impact of COVID-19 was on firms in Africa and the Middle East, where 26 percent of firms reported reducing pro bono activity.

IMPACT OF COVID-19

5% Not at all



13% Very limited impact



20% Reduction in pro bono activity



22% Increase in pro bono activity



18% Change in pro bono priorities



6% Others



*Q.21 To what extent did COVID-19 impact your firm's pro bono activities over the chosen 12-month period? Multiselect/unlimited options

⁸ Data reported in this section is derived from self-reported and qualitative response submitted by the representative completing the survey on behalf of the responding firm. We did not verify the answer with actual numbers from the firm to support the firm's response.

8. DIVERSITY

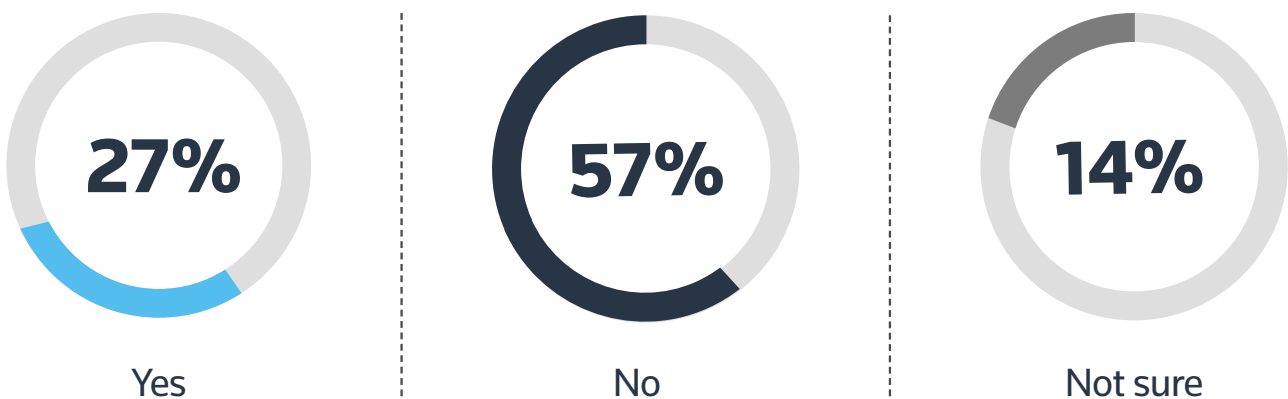
This year we asked responding firms whether they had a formal diversity commitment relating to their pro bono work and what the commitment includes. We did not define the term formal diversity commitment to understand whether firms had any formal diversity commitment on a broad basis. 27 percent of firms indicated that they had a formal diversity commitment with Large Firms reporting such commitments at the highest rate. Half of firms in Australia reported having a diversity commitment, followed by the Americas at 41 percent, and then the United States at 40 percent.

We received great examples of diversity commitments including setting up a Racial Justice Pro Bono Task Force and committing \$1,000,000 in pro bono legal services

over the period of a year to advance the cause of racial justice and equity, and having the Diversity and Inclusion committee of the firm work closely with the firm's pro bono committee and weigh in on matters that the firm will take up on a pro bono basis. Other steps that firms took toward a diversity commitment included taking up matters that affected minority groups, with an emphasis on racial equity, women's LGBT+ and immigrant rights while others were intentional about having a diverse leadership team that gave women roles in leadership.

The responding firms expressed keen interest in obtaining further information and guidance on diversity policies in the context of pro bono. We will explore the theme of diversity in pro bono further in future versions of the Index.

DOES YOUR FIRM HAVE A FORMAL DIVERSITY COMMITMENT FOR PRO BONO WORK?



Q17. Does your firm have a requirement that your lawyers perform a specified amount of pro bono each year? (Yes/No answer)



REGIONAL AND COUNTRY LEVEL FINDINGS



REUTERS/ Laszlo Balogh



9. AFRICA AND THE MIDDLE EAST

There is significant diversity in approaches to pro bono across Africa and the Middle East. For the 2022 Index, we received submissions from 98 firms in 26 countries in Africa and the Middle East. This is the first year we are including an in-depth analysis for Qatar, having received seven responses for the country.

The region reported a total of 73,656 hours of pro bono. On average, 31.5 percent of fee earners offered pro bono services at an average of 21.9 hours of pro bono, with 20.7 percent recording ten or more hours of pro bono. 33.7 percent of partners offered pro bono services, at an average of 14.7 hours.

The legal and pro bono systems of these regions are, of course, highly varied. In some countries, the practice of pro bono is much less formal and documented, and in others it is more established. However, our data shows some formalisation of pro bono across Africa and the Middle East, with 35 percent of responding firms reporting an element of pro bono infrastructure. The presence of infrastructure is not limited to larger firms, as 73 percent of Small Firms reported the presence of some pro bono infrastructure, and 86 percent in Medium-sized Firms. Firms within the regions that had elements of pro bono infrastructure reported 26.5 hours of pro bono on average compared to an average of 3.9 hours in firms with no pro bono infrastructure.

The responding law firms obtained their pro bono briefs mostly directly from individual clients (70 percent), followed by local law societies or bar associations (44

percent), then through legal clinics (33 percent). There were some elements of a collaborative approach to pro bono, with 28 percent of firms sourcing for pro bono clients in partnership with other firms.

In terms of the reasons for engaging in pro bono, 42 of the responding firms in the region selected the desire to support the community, with 97 percent of the firms ranking it as a reason for pro bono. This is followed by training and skill development, with 28 firms ranking it as first, with 65 percent of the responding firms indicating it as a reason for engaging in pro bono. The firms' alignment with interests of clients was third, with 15 firms ranking it first and 35 percent of the firms ranking it as a leading reason for pro bono.

The top three most selected areas of pro bono work are access to justice at 60 percent, employment at 46 percent, and education, training and employment at 40 percent.

We continue to see growing interest in working with social enterprises, with 63 percent of firms reporting that they offered advice and/or legal representation to social enterprises, alongside registered charities/non-profits (88 percent), and individuals (74 percent). The proliferation of social impact ventures and impact investors in the region, may be raising law firms' interest in legal pro bono for the social enterprise and social impact sector.

COUNTRY	FIRM NAME	AVERAGE HOURS PER FEE EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
Bahrain	Al Tamimi & Company	2.5	0
Bahrain	DLA Piper	60.2	60
Bahrain	Freshfields Bruckhaus Deringer	5	0
Botswana	CHILUME AND COMPANY-	-	-
Cameroon	Nyoh Law Chambers	12.5	50
Cameroon	ZANGUE & PARTNERS-	-	-
Cape Verde	Vieira de Almeida & Associados	8	-
Egypt	Al Tamimi & Company	1.5	6.7
Egypt	Sharkawy & Sarhan Law Firm	2.9	8.6
Egypt	White & Case	2.2	10.7
Ethiopia	Mesfin Tafesse and Associates (MTA)	33.3	50
Iraq	Al Tamimi & Company	1.1	0
Jordan	Al Tamimi & Company	5.5	20.8
Jordan	Dentons	3.7	20
Kenya	ALN Kenya Anjarwalla & Khanna LLP and ALN Tanzania Anjarwalla & Khanna LLP	46.4	51.1
Kenya	Bowmans	-	-
Kenya	Cliffe Dekker Hofmeyr	7.2	17.7
Kenya	Denis SEKO Advocates	36	100
Kenya	KIMITI & ASSOCIATES, ADVOCATES	5	100
Kenya	Meru and Njagi Advocates-		-
Kenya	Muri Mwaniki Thige & Kageni LLP Advocates	10	100
Kenya	NZAMBA KITONGA ADVOCATES	0.4	37.5
Kenya	Njoroge Regeru & Co. Advocates-	-	-
Kenya	WACHENJE & MARIGA LLP	22.5	100
Kenya	janet Jackson Susan Llp Advocates	1.7	100
Kuwait	Al Tamimi & Company	0.2	0
Lebanon	Badri and Salim El Meouchi Law Firm	142.9	100
Mauritius	BLC Robert & Associates-	-	-
Mauritius	Bowmans	-	-
Mauritius	Uteem Chambers	240	100
Morocco	Cabinet HHH AVOCATS Law firm-	-	-
Morocco	DLA Piper	2.5	15.4
Morocco	Dentons	1.2	6.7
Morocco	MORSAD LAW FIRM-		-
Mozambique	Vieira de Almeida & Associados	36.8	-

COUNTRY	FIRM NAME	AVERAGE HOURS PER FEE EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
Nigeria	Aluko & Oyeboode	7.6	42.9
Nigeria	Dean Solicitors	11.7	100
Nigeria	Fortis LP	16.7	100
Nigeria	Matrix-Solicitors	11.5	38.5
Nigeria	Paul - G. Elias	10	11.111
Nigeria	Udo Udoma & Belo-Osagie	3.4	12.3
Oman	Al Tamimi & Company	0.2	0
Oman	Dentons	10.3	30
Qatar	Al Tamimi & Company	0.7	4.2
Qatar	Crowell & Moring LLP	25	44.4
Qatar	DLA Piper	6.9	0
Qatar	Dentons	0.7	0
Qatar	K&L Gates LLP	10	12.5
Qatar	Simmons & Simmons LLP	3.7	20
Qatar	White & Case	25.3	42.9
Rwanda	Better Legal Services Law Firm	26	80
Sao Tome and Principe	Vieira de Almeida & Associados	35	-
Saudi Arabia	Accenture	-	-
Saudi Arabia	Al Tamimi & Company	0.4	1.5
Saudi Arabia	Dentons	11.4	7.7
Saudi Arabia	Freshfields Bruckhaus Deringer	0	0
Saudi Arabia	White & Case	25.3	75
South Africa	Allen & Overy	19.4	30.2
South Africa	Bowmans	18.7	-
South Africa	Cliffe Dekker Hofmeyr	37.4	15.4
South Africa	DLA Piper	14.8	3.3
South Africa	Fasken (South Africa)	58	53.8
South Africa	Norton Rose Fulbright South Africa Inc	39.7	64
South Africa	Webber Wentzel	45.5	
South Africa	White & Case	20.4	45.5
Tanzania	ALN Kenya Anjarwalla & Khanna LLP and ALN Tanzania Anjarwalla & Khanna LLP	4.4	50
Tanzania	Asyla Attorneys	1.7	9.1
Tanzania	Bowmans	-	-
Tanzania	Dentons	0.9	22.7
Tanzania	MAXISERVE ATTORNEYS	21	75

COUNTRY	FIRM NAME	AVERAGE HOURS PER FEE EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
Uganda	Bowmans	-	-
Uganda	CR. Amanyadvocates & Solicitors	125	100
Uganda	MMAKS ADVOCATES	15.4	29.6
United Arab Emirates	Accenture	-	-
United Arab Emirates	Akin Gump Strauss Hauer & Feld LLP	37.7	53.8
United Arab Emirates	Al Tamimi & Company	3.2	15.5
United Arab Emirates	Allen & Overy	2.6	9.3
United Arab Emirates	Cleary Gottlieb Steen & Hamilton LLP	20	33.3
United Arab Emirates	DLA Piper	9.8	5.1
United Arab Emirates	Dechert LLP	68.9	100
United Arab Emirates	Dentons	1.7	9.8
United Arab Emirates	Eversheds Sutherland (International) LLP	1.8	2.8
United Arab Emirates	Freshfields Bruckhaus Deringer	15.5	23.9
United Arab Emirates	Gibson, Dunn & Crutcher LLP	18.1	41.7
United Arab Emirates	K&L Gates LLP	2.2	11.1
United Arab Emirates	Latham & Watkins	34.7	75
United Arab Emirates	Linklaters LLP	-	-
United Arab Emirates	Mayer Brown LLP	11.7	28.6
United Arab Emirates	Reed Smith	37.3	51.1
United Arab Emirates	Shearman & Sterling LLP	10.4	34.4
United Arab Emirates	Simmons & Simmons LLP	8	31.8
United Arab Emirates	White & Case	18.6	66.7
Zambia	Bowmans	-	-
Zambia	Mweshi Banda and Associates	16.7	100
Zimbabwe	KANOKANGA & PARTNERS	12	-

KENYA

Kenya has a robust pro bono and legal aid culture. The Law Society of Kenya, including through its Public Interest, Legal Aid and Human Rights Committee, promotes pro bono in private practice and advocates for greater acceptance of pro bono work among its membership. The Law Society also helps more directly to enable pro bono—for example, its Nairobi branch accepts requests for pro bono support from people in need and matches them from a consolidated list of lawyers willing to provide pro bono services.

Despite the challenges posed by the COVID-19 pandemic and tough economic situation, the average hours reported for fee earners were higher than the regional average. More than half of fee earners from responding firms engaged in pro bono.

The Index received submissions from 11 law firms in Kenya, with 58 percent of the fee earners recording any pro bono

hours at an average of 36.4 hours, and 56 percent of them recording ten or more hours of pro bono. Partners demonstrate a commitment to the practice of pro bono, with 57 percent of them offering pro bono services at an average of 15.8 hours, and 33 percent offering ten or more hours of pro bono.

More than 75 percent of responding law firms reported having at least one element of pro bono infrastructure, indicating a strong commitment to pro bono in the Kenyan legal market.

The most common types of pro bono clients among responding firms were registered charities/non-profits and social enterprises at 78 percent and 67 percent respectively. The most selected areas of pro bono focus were access to justice at 78 percent, data and digital rights at 56 percent and employment at 44 percent.

FIRM NAME	AVERAGE HOURS PER FEE-EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
ALN Kenya Anjarwalla & Khanna LLP and ALN Tanzania Anjarwalla & Khanna LLP	46.4	51.1
Bowmans	-	-
Cliffe Dekker Hofmeyr	7.2	17.7
Denis SEKO Advocates	36	100
KIMITI & ASSOCIATES, ADVOCATES	5	100
Meru and Njagi Advocates	-	-
Muri Mwaniki Thige & Kageni LLP Advocates	10	100
NZAMBA KITONGA ADVOCATES	0.4	37.5
Njoroge Regeru & Co. Advocates	-	-
WACHENJE & MARIGA LLP	22.5	100
Janet Jackson Susan Llp Advocates	1.7	100
Country average	36.4	56.2

NIGERIA

Pro bono practice in Nigeria enjoys the institutional support of the Nigerian Bar Association which proactively encourages its members to engage in pro bono. This commitment is documented in its Pro Bono Declaration⁹ which encourages law firms and individual lawyers to provide, on a pro bono basis, legal representation and advice to at least five indigent individuals, group of persons or communities each year. Moreover, the bar commits to strengthen the profession's commitment to the provision and expansion of pro bono legal services by emphasising its importance and practice in legal education, and advocate and promote within the profession, the recognition and promotion of pro bono legal services as part of lawyers' ethical standards and obligations.

Lawyers who wish to apply to the rank of Senior Advocate of Nigeria must demonstrate they are engaged in pro bono legal service, which motivates many senior lawyers to get involved with pro bono and helps to make sense of the high average pro bono hours reported by partners compared with other fee earners (below).

This year we received submissions from six firms. The data shows that 37 percent of fee earners offered pro bono services at an average of 7.3 hours with 30 percent of fee earners offering ten or more hours of pro bono. Meanwhile, 37 percent of partners rendered pro bono services at an average of 32.3 hours.

Pro bono infrastructure is relatively widespread in Nigeria, with 67 percent of firms reporting the presence of at least one element of pro bono infrastructure.

The most selected thematic areas of pro bono focus were access to justice, anti-corruption and good governance, economic development, microfinance and social finance, and human rights, all at 33.3 percent. All responding firms (100 percent) reported that they offer pro bono support to individuals in need and registered charities/non-profit organisations, while 83 percent engage public interest litigation and advise social enterprises.

FIRM NAME	AVERAGE HOURS PER FEE-EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
Aluko & Oyeboode	7.6	42.9
Dean Solicitors	11.7	100
Fortis LP	16.7	100
Matrix-Solicitors	11.5	38.5
Paul - G. Elias	10	11.1
Udo Udoma & Belo-Osagie	3.4	12.3
Country average	7.3	29.5

⁹ [Pro Bono Declaration for Members of the Nigerian Bar Association | NigeriaBar](#)

QATAR

This is Qatar's first in-depth analysis in the Index. We received submissions from seven firms.

There are recent positive developments that signal increasing interest in pro bono in Qatar. In 2020, in response to the COVID-19 pandemic, the Qatar International Court and Dispute Resolution Centre launched a Pro Bono Service to support eligible individuals who cannot afford legal services to access pro bono legal assistance, advice, and representation. Local lawyers or firms can volunteer their time and expertise in providing pro bono services.

Among the seven firms that responded to the Index, 23 percent of fee earners rendered pro bono services and spent an average of eight hours on pro bono matters, with 13.7 percent spending ten or more hours. Meanwhile, 53 percent of the partners engaged in pro bono at an average of 15 hours of pro bono with 22 percent of them rendering ten or more hours of pro bono support.

FIRM NAME	AVERAGE HOURS PER FEE-EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
Al Tamimi & Company	0.7	4.2
Crowell & Moring LLP	25	44.4
DLA Piper	6.9	0
Dentons	0.7	0
K&L Gates LLP	10	12.5
Simmons & Simmons LLP	3.7	20
White & Case	25.3	42.9
Country average	8	13.7

SOUTH AFRICA

South Africa has a vibrant pro bono sector. The practice of pro bono in South Africa is widespread with many firms dedicated to providing free legal assistance. South Africa's high rates of participation in pro bono are bolstered by a mandatory target for pro bono hours set by the Legal Practice Council. Introduced in 2008, the Pro Bono Scheme makes free legal services available to indigent persons who cannot otherwise afford legal representation and requires all practicing attorneys under the age of 60 to complete 24 hours of pro bono work per year.

This year, the Index received responses from nine firms, a similar number to the previous Index with a slight variation in the composition. The data shows that 26 percent of the fee earners spent an average of 34.2 hours on pro bono,

with 16 percent of them recording ten or more hours of pro bono. Partners, 26 percent of whom offered any pro bono, recorded an average of 13.1 hours with 13 percent of them above the ten-hour mark.

All responding firms (100 percent) had at least one element of pro bono infrastructure, which is unsurprising in a well-established pro bono sector. The most selected thematic areas of pro bono focus for South African firms were access to justice, gender-based violence, human rights, immigration, refugees, and asylum, and land and water rights all at 40 percent.

FIRM NAME	AVERAGE HOURS PER FEE-EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
Allen & Overy	19.4	30.2
Bowmans	18.7	-
Cliffe Dekker Hofmeyr	37.4	15.4
DLA Piper	14.8	3.3
Fasken (South Africa)	58	53.8
Norton Rose Fulbright South Africa Inc	39.6	64
Webber Wentzel	45.5	-
White & Case	20.4	45.5
Country average	34.2	15.7

TANZANIA

Legal aid is well-established and regulated in Tanzania under the Legal Aid Act, while pro bono is unregulated and less prevalent, but growing.

Among responding firms in Tanzania, 22 percent of fee earners performed pro bono services and recorded an average of 3.7 hours of pro bono. 29 percent of fee earners that performed pro bono were engaged in ten or more hours of pro bono. Partner participation in pro bono is relatively strong with a participation rate of 39 percent

and an average of 8.3 hours of pro bono, with 40 percent of partners offering pro bono recording ten or more hours of pro bono.

There may be an opportunity to grow pro bono within firms through broader use of pro bono infrastructure to support such efforts.

FIRM NAME	AVERAGE HOURS PER FEE-EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
ALN Kenya Anjarwalla & Khanna LLP and ALN Tanzania Anjarwalla & Khanna LLP	4.4	50
Asyla Attorneys	1.4	9.1
Bowmans	-	-
Dentons	0.9	22.7
MAXISERVE ATTORNEYS	21	75
Country average	3.7	28.9

UNITED ARAB EMIRATES (UAE)

Private law firms are the main providers of pro bono legal services in the United Arab Emirates (UAE) and there is opportunity for growth in local initiatives to shape a stronger pro bono and legal aid culture in the future. A Voluntary Legal Services Smart Portal, hosted by the Government of Dubai Legal Affairs Department, was launched in 2018 to allow advocacy and legal consultancy firms to register to provide pro bono legal services to support financially disadvantaged members of the public.

The 20 responding firms for this Index were all international firms, whose fee earners recorded an average of 8.3 hours. The percentage of fee earners that provided any pro bono stood at 32 percent, and 20 percent of fee earners that engaged in pro bono provided ten or more hours of pro bono. 36 percent of partners spent an average of 12.1 hours on pro bono matters and 18 percent of partners who engaged in pro bono offered ten or more hours of pro bono.

FIRM NAME	AVERAGE HOURS PER FEE-EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
Accenture	-	-
Akin Gump Strauss Hauer & Feld LLP	37.7	53.8
Al Tamimi & Company	3.2	15.5
Allen & Overy	2.6	9.3
Cleary Gottlieb Steen & Hamilton LLP	20	33.3
DLA Piper	9.8	5.1
Dechert LLP	68.9	100
Dentons	1.7	9.8
Eversheds Sutherland (International) LLP	1.8	2.8
Freshfields Bruckhaus Deringer	15.5	23.9
Gibson, Dunn & Crutcher LLP	18.9	41.7
K&L Gates LLP	2.2	11.1
Latham & Watkins	34.7	75
Linklaters LLP	-	-
Mayer Brown LLP	11.7	28.6
Reed Smith	37.3	51.1
Shearman & Sterling LLP	10.4	34.4
Simmons & Simmons LLP	8	31.8
White & Case	18.6	66.7
Country average	8.3	20.3



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REUTERS/ Jairo Castilla

10. AMERICAS

The analysis in this section relates to the Americas excluding the United States

The pro bono landscape in the Americas is strong and growing, including through the work of organisations at regional and country level that champion the practice of pro bono. These organisations provide institutional frameworks, collaborative approaches, and a rich environment for law firms to grow and sustain their pro bono practices and are steadily producing results. The Pro Bono Declaration for the Americas, launched in 2008, continues to serve as an important touchstone for pro bono in the region, with signatories agreeing to advance the practice of pro bono and to provide an average of 20 hours or more per lawyer per annum.

Local organisations and initiatives also champion pro bono, including: Alianza Pro Bono in Peru, CIDSEP UC in Paraguay; Red Federal Pro Bono Internacional in Argentina, Fundación Pro Bono de Guatemala in Guatemala, the Pro Bono Commission in Costa Rica, among others. The practice of incorporating law students into the pro bono ecosystem through legal clinics at universities, is also on the rise. The presence of pro bono institutions and a robust pro bono ecosystem, helps to engage, attract, and retain more lawyers in the practice of pro bono and promotes the sustainability of pro bono practice in the long term.

A total of 80 firms from the Americas contributed data to the 2022 Pro Bono Index, up from 64 firms in 2020. However, the geographic spread was smaller, with participants from 13 countries, down from 18 countries in 2020. This year, Peru and Ecuador debut with an in-depth analysis.

Overall, responding firms in the region spent 126,886 hours on pro bono. 42 percent of fee earners spent an average of 11.6 hours on pro bono, with 24 percent of them offering ten or more hours of pro bono work. For partners, 32 percent offered pro bono services at an average of seven hours, with 15 percent performing ten or more hours of pro bono.

An overwhelming 93 percent of firms in the Americas reported at least one element of pro bono infrastructure, relatively evenly distributed across Large, Medium-sized and Small Firms. 80 percent of firms reported having a pro bono policy and 41 percent reported having a formal diversity commitment for pro bono work.

The top five most selected areas of pro bono focus in the region were: access to justice at 58 percent; education, training and employment at 38 percent; economic development, microfinance and social finance at 37 percent; human rights at 37 percent; and immigration, refugees and asylum at 34 percent. Registered charities and non-profits were leading recipients of pro bono assistance, with 93 percent of firms providing pro bono to this group, followed by social enterprises at 67 percent, and individuals in need at 61 percent.

Pro bono clients were sourced directly from individual clients (71 percent), through clearinghouses (62 percent), and through local law societies or bar associations (43 percent). Collaborative approaches to pro bono are also evident, with 33 percent of the firms obtaining pro bono work in partnership with other law firms.

COUNTRY	FIRM NAME	AVERAGE HOURS PER FEE EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
Argentina	AVOA ABOGADOS S.A.	2.3	18.2
Argentina	Accenture	-	-
Argentina	BULLÓ ABOGADOS	15.7	-
Argentina	Beccar Varela	32.3	33.6
Argentina	Bomchil	-	-
Argentina	Brons & Salas	20	100
Argentina	Bruchou, Fernandez Madero & Lombardi	13.4	37
Argentina	Cleary Gottlieb Steen & Hamilton LLP	2.6	14.3
Argentina	Dentons	1.5	3.8
Argentina	Gonzalo Javier	18	25
Argentina	Grispo Abogados	-	-
Argentina	Keidos Impacto Legal	76.7	100
Argentina	Perez Alati, Grondona, Benites & Arnsten	27.7	34.8
Argentina	Richards Cardinal Tutzer Zabala & Zaefferer	30	50
Argentina	Zang, Bergel & Viñes	13.5	27.5
Bolivia	Dentons	-	-
Bolivia	Dentons Guevara & Gutierrez	15	40
Brazil	Accenture	-	-
Brazil	Cescon, Barrieu, Flesch & Barreto Advogados	17.9	61
Brazil	Cleary Gottlieb Steen & Hamilton LLP	7.5	20
Brazil	Demarest	1.8	6
Brazil	Gibson, Dunn & Crutcher LLP	7	50
Brazil	K&L Gates LLP	0	0
Brazil	KLA Advogados	0.9	2.2
Brazil	Linklaters LLP	-	-
Brazil	MOSSE IP, Fashion & Social Media Law	1.9	12.5
Brazil	Machado, Meyer, Sendacz e Opice Advogados	7.9	20.3
Brazil	Mattos Filho, Veiga Filho, Marrey Jr e Quiroga Advogados	0.03	21
Brazil	Mayer Brown LLP	6.9	18.2
Brazil	Paul Hastings LLP	37.8	100
Brazil	Pinheiro Neto Advogados	10	24
Brazil	Shearman & Sterling LLP	7	20
Brazil	Skadden, Arps, Slate, Meagher & Flom LLP	0.04	0
Brazil	TozziniFreire Advogados	0.007	10.5
Brazil	White & Case	16	27.3
Canada	Blake, Cassels & Graydon LLP	17.1	32.2
Canada	DLA Piper	7.4	18.6
Canada	Dentons	8.0	16.6

COUNTRY	FIRM NAME	AVERAGE HOURS PER FEE EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
Canada	Integral North	200	100
Canada	McCarthy Tétrault LLP	12.1	21.8
Canada	McInnes Cooper	5.2	34.8
Canada	McMillan LLP	-	-
Canada	Shearman & Sterling LLP	18.2	70
Canada	Skadden, Arps, Slate, Meagher & Flom LLP	1.6	0
Cayman Islands	Dentons	26.1	50
Chile	Accenture	-	-
Chile	Albagli Zaliasnik	37.4	85.1
Chile	Cariola Díez Pérez-Cotapos and Sargent & Krahn (associated IP firm)	14.9	37.3
Chile	Dentons	5.5	16.7
Chile	ObradorDigital.Legal	0.6	40
Colombia	Accenture	-	-
Colombia	Brigard & Urrutia	22.1	-
Colombia	Dentons	4.2	14.3
Colombia	Gómez-Pinzón	41.8	100
Colombia	Lloreda Camacho	6	20
Colombia	Muñoz Tamayo & Asociados	35.3	21.4
Colombia	PHILIPPI PRIETOCARRIZOSA FERRERO DU & URÍA	17.7	22.
Colombia	Posse Herrera Ruiz	23.4	48.8
Colombia	SLLM Sánchez-Labrador y López Martínez, S.C. -		
Costa Rica	Alta Batalla	34.3	71.4
Costa Rica	CENTRAL LAW	250	100
Costa Rica	Consortium Legal	2.7	8.8
Ecuador	DENTONS PAZ HOROWITZ	2.4	13.9
Ecuador	Dentons	2.8	9.4
Ecuador	Pérez Bustamante & Ponce (PBP)	116.9	-
Ecuador	ROBALINO Abogados	10.7	19.0
El Salvador	Consortium Legal	5.2	17.1
Guatemala	ALTA QIL+4 Abogados	8.6	22.9
Guatemala	CENTRAL LAW	20	100
Guatemala	Consortium Legal	3.3	12.5
Guatemala	ECIJA INTEGRUM	-	-
Honduras	CENTRAL LAW	15	100
Honduras	Consortium Legal	2.5	11.8
Mexico	Accenture	-	-
Mexico	Creel, Garcia-Cuellar, Aiza y Enriquez SC	12.4	48.6
Mexico	DLA Piper	20.2	57.7

COUNTRY	FIRM NAME	AVERAGE HOURS PER FEE EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
Mexico	Dentons	-	-
Mexico	Fundación Enyx, A.C.	4	20
Mexico	GALICIA ABOGADOS, S.C.	12.8	54.7
Mexico	Hogan Lovells México	87.3	88.8
Mexico	Mayer Brown LLP	2.5	14.3
Mexico	Michelle	10.4	17.8
Mexico	Ritch, Mueller y Nicolau, S.C.	24.7	60.9
Mexico	SLLM Sánchez-Labrador y López Martínez, S.C.	-	-
Mexico	Sanchez Devanny Eseverri, S.C.	4.3	12
Mexico	VILA	-	-
Mexico	Von Wobeser y Sierra	17.7	31.8
Mexico	White & Case	31.0	80.7
Nicaragua	Consortium Legal	5.4	15.4
Panama	MORGAN & MORGAN	13	39.4
Paraguay	Ferrere Abogados	-	-
Paraguay	Pablo	3	20
Peru	Dentons	4	16.7
Peru	Estudio Osterling	-	-
Peru	GARCIA SAYAN ABOGADOS	8.9	25
Peru	LEON E IPARRAGUIRRE ABOGADOS	-	-
Peru	Philippi Prietocarrizosa Ferrero DU & Uría	5.4	18.3
Peru	Rodrigo, Elias y Medrano Abogados	7.4	6
Uruguay	Cervieri Monsuarez	-	-
Uruguay	Dentons	1.3	10.5
Uruguay	VANRELL IP	-	-
Venezuela	Dentons	21.7	20
Venezuela	LEGA	16.7	22.2

ARGENTINA

The Pro Bono Declaration for the Americas continues to support the steady growth of pro bono in Argentina. Generally, pro bono is seen as an impactful way of practicing the law and driving change. Large law firms in Buenos Aires tend to have the most institutionalized pro bono practices, but small and medium-sized law firms and legal teams throughout the country are also committing to and engaging in more pro bono work.

Pro bono work in Argentina entails not only supporting with advisory cases and litigation, but also sharing knowledge and developing legal resources of all kinds. Pro bono culture is promoted to new generation of law students through contests to identify social issues and potential legal solutions. Initiatives from bar associations like the Federal Pro Bono Network by Pro Bono Commission of Lawyers of the City of Buenos Aires are committed to promoting the practice of pro bono in Argentina and continue to create a robust ecosystem for the sustained growth of pro bono in Argentina.

Fifteen law firms with offices in Argentina participated in the 2022 Index, a marked increase from the previous Index. All but one are local law firms, with a single regional law firm providing data about their work in Argentina.

Fee earners performed 14.5 hours of pro bono on average, with 20 percent performing ten or more hours of pro bono. Among partners, 34 percent offered pro bono services, at an average of 9.3 hours—higher than the regional average, with 16 percent of fee earners offering ten or more hours of pro bono.

92 percent of firms had the presence of pro bono infrastructure, pointing to a well-established practice of pro bono. The most selected areas of pro bono focus among Argentinian firms were access to justice, data and digital rights, and disability rights all at 42 percent, followed by immigration, refugees and asylum at 33 percent, and anti-corruption and good governance at 25 percent.

FIRM NAME	AVERAGE HOURS PER FEE-EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
AVOA ABOGADOS S.A.	2.23	18.2
Accenture	-	-
BULLÓ ABOGADOS	15.7	-
Beccar Varela	32.3	33.6
Bomchil	-	-
Brons & Salas	20	100
Bruchou, Fernandez Madero & Lombardi	13.4	37
Cleary Gottlieb Steen & Hamilton LLP	2.6	14.3
Dentons	1.5	3.8
Gonzalo Javier	18	25
Grispo Abogados	-	-
Keidos Impacto Legal	76.7	100
Perez Alati, Grondona, Benites & Arnsten	27.7	34.8
Richards Cardinal Tutzer Zabala & Zaefferer	30	50
Zang, Bergel & Viñes	13.5	27.5
Country average	14.5	20.4

BRAZIL

After regulatory restrictions limiting the practice of pro bono in Brazil were lifted in 2015, most large law firms in Brazil scaled up their pro bono work as part of their corporate social responsibility programmes. Today large law firms lead the pro bono movement in the country, alongside a growing number of small and medium-sized firms, to contribute to social impact.

Seventeen law firms participated in the 2022 Index, up from 14 in 2020, comprising mostly of local firms of varying sizes, ranging from those with established pro bono practices to those that are growing. The average number of hours of pro bono per fee earner was 3.9 hours with 34 percent of the fee earners in the responding firms performing pro bono. 17 percent of the fee earners offering pro bono offered ten or more hours of pro bono. 34 percent of partners in responding firms performed pro bono, at an

average of 5.3 hours, with 9 percent of partners offering ten or more hours of pro bono.

Pro bono in Brazil is increasingly formalised, with 96 percent of responding firms reporting at least one element of pro bono infrastructure. These factors, combined with a rich, enabling pro bono ecosystem, including local clearing houses and annual pro bono conferences, will ensure that pro bono continues to grow in Brazil.

The most selected areas of pro bono focus in Brazil were access to justice and human rights at 57.1 percent, followed by immigration, refugees and asylum and LGBT+ rights at 42.8 percent and women's rights at 39 percent. The most selected pro bono clients were non-profit organisations at 96 percent, followed by individuals in need at 71 percent, then social enterprises at 64 percent.

FIRM NAME	AVERAGE HOURS PER FEE-EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
Accenture	-	-
Cescon, Barrieu, Flesch & Barreto Advogados	17.9	61
Cleary Gottlieb Steen & Hamilton LLP	7.5	20
Demarest	1.8	6.0
Gibson, Dunn & Crutcher LLP	7	50
K&L Gates LLP	0	0
KLA Advogados	0.9	2.2
Linklaters LLP	-	-
MOSSE IP, Fashion & Social Media Law	1.9	12.5
Machado, Meyer, Sendacz e Opice Advogados	7.9	20.3
Mattos Filho, Veiga Filho, Marrey Jr e Quiroga Advogados	0.02	21
Mayer Brown LLP	6.9	18.2
Paul Hastings LLP	37.8	100
Pinheiro Neto Advogados	10	24
Shearman & Sterling LLP	7	20
Skadden, Arps, Slate, Meagher & Flom LLP	0.04	0
TozziniFreire Advogados	0.007	10.5
White & Case	16	27.3
Country average	3.9	16.7

■ CANADA

The pro bono landscape in Canada continues to evolve. The pro bono market is robust, with many firms continuing to grow their practices and an enriching, supportive and enabling pro bono environment created by the legal professional bodies and the state.

Federal and provincial bar associations and pro bono organisations (e.g., Pro Bono Canada, Pro Bono Law Ontario, Access Pro Bono in British Columbia, and Justice Pro Bono in Québec) raise awareness of pro bono practices within the profession by providing lawyers in various provinces with access to pro bono resources and programming. As in other jurisdictions, Canada has seen an increase in demand for pro bono services resulting from the COVID-19 pandemic.

This year, the Index received submissions from ten Canadian firms. The average number of hours spent by the 46 percent of the fee earners who spent any time on pro bono work in the reporting firms was 11.5 hours, with 24 percent of them spending ten hours or more on pro bono. 24 percent of partners recorded pro bono hours at an average of 5.2 hours, with 12 percent offering ten or more hours of pro bono.

67 percent of participating firms reported having at least one element of pro bono infrastructure. Access to justice was the most selected area of pro bono focus among Canadian firms at 100 percent, followed by immigration, refugees and asylum at 67 percent, then anti-corruption and good governance, disability rights, economic development, microfinance and social finance, employment, human rights and land and water rights all at 33 percent.

FIRM NAME	AVERAGE HOURS PER FEE-EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
Blake, Cassels & Graydon LLP	17.1	32.2
DLA Piper	7.4	18.5
Dentons	8.0	16.6
Integral North	200	100
McCarthy Tétrault LLP	12.1	21.8
McInnes Cooper	5.2	34.8
McMillan LLP	-	-
Shearman & Sterling LLP	18.2	70
Skadden, Arps, Slate, Meagher & Flom LLP	1.6	0
Country average	11.5	24.1

CHILE

Chile has a broad network of law firms offering pro bono services with a strong presence spreading the practice of pro bono in the region. The Chilean Pro Bono Foundation is a key player that provides a wide variety of pro bono assistance on different legal matters and works in partnership with regional pro bono networks.

Law students are encouraged to engage in pro bono by means of a contest to identify social issues that could be addressed through the law and propose solutions, and states of emergency are tackled through a pro bono legal advice programme developed in 2010.

For this 2022 Index of Pro Bono, we received responses from six firms, and we saw that fee earners recorded an average of 16.5 hours of pro bono with 45 percent recording ten or more hours of pro bono, from the 56

percent who recorded any pro bono hours. The percentage of partners that performed any pro bono stood at 22 percent at an average of 2.7 hours, with 36 percent of them recording ten or more hours. 60 percent of firms reported the presence of pro bono infrastructure.

The most selected areas of pro bono focus among Chilean firms were access to justice and data and digital rights at 67 percent, followed by aid and development, COVID-19, disability rights, economic development, microfinance and social finance, education, training and employment, freedom of the media and expression, human rights, immigration, refugees and asylum and LGBT+ rights all at 33 percent.

FIRM NAME	AVERAGE HOURS PER FEE-EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
Accenture	-	-
Albagli Zaliasnik	37.4	85.1
Cariola Díez Pérez-Cotapos and Sargent & Krahn (associated IP firm)	14.9	37.3
Dentons	5.5	16.7
Obrador Digital Legal	0.6	40
Country average	16.5	45.4

COLOMBIA

Pro bono in Colombia has been growing in recent years. Most large local law firms have institutionalized pro bono practice as part of their corporate social responsibility programmes and implemented internal policies and structures to improve their pro bono work. Today there is a robust network of law firms and Fundación Pro Bono Colombia, the strongest local clearinghouse, working in partnership with regional and global pro bono networks.

We had nine firms participate in the 2022 Index, up from four firms in 2020. The percentage of fee earners who performed any pro bono stood at 56 percent, each giving an average of 23 hours of pro bono work, with 35 percent offering ten or more hours of pro bono. Partners performed an average of 6 hours of pro bono. 35 percent of partners performed any pro bono work, while 17 percent offered

more than 10 hours of pro bono. All the responding firms in Colombia reported at least one element of pro bono infrastructure, which indicates that the practice of pro bono is well established. This also correlates with the high number of hours by the fee earners which is well above the regional average.

The most selected areas of pro bono focus among Colombian firms were employment at 80 percent, followed by anti-corruption and good governance, data and digital rights, economic development, microfinance and social finance, education, training and employment, environment and climate change and older people's rights all at 60 percent.

FIRM NAME	AVERAGE HOURS PER FEE-EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
Accenture	-	-
Brigard & Urrutia	22.1	-
Dentons	4.2	14.3
Gómez-Pinzón	41.8	100
Lloreda Camacho	6	20
Muñoz Tamayo & Asociados	35.3	21.4
PHILIPPI PRIETOCARRIZOSA FERRERO DU & URÍA	17.7	22
Posse Herrera Ruiz	23.4	48.8
SLLM Sánchez-Labrador y López Martínez, S.C.	-	-
Country average	23	35

MEXICO

Mexico is at the forefront of the pro bono movement in the region. The pro bono culture continues to blossom with the growth of pro bono practice inside large and small and medium-sized law firms as well as the work done by well-known clearinghouses such as Appleseed Mexico and other non-profits specialized in legal pro bono.

In 2018, a group of law firms, clearing houses and non-profits created the Pro Bono Standards to provide for guidelines of what should be considered as legal pro bono and how to structure its practice, as well as to establish a working group to promote pro bono work and address the most pressing concerns in Mexico. This has contributed to the strengthening of the pro bono ecosystem.

Pro bono in Mexico is carried out through local, regional, and global networks and is regarded as a tool to offer support to low-income individuals and families,

indigenous communities, vulnerable groups, and non-profit organizations, to name just a few.

This year fifteen law firms participated in the 2022 Index, a welcome increase from the nine submissions in 2020. Fee earners recorded an average of 21 hours of pro bono, with 50 percent offering any pro bono services and 43 percent offering ten or more hours of pro bono. 52 percent of partners recorded an average of 17.4 hours of pro bono, with 38 percent offering ten or more hours of pro bono.

66 percent of the reporting firms had at least one element of pro bono infrastructure. The most selected areas of pro bono among Mexican firms were access to justice at 50 percent, aid and development, COVID-19, economic development, microfinance and social finance, environment and climate change at 40 percent.

FIRM NAME	AVERAGE HOURS PER FEE-EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
Accenture	-	-
Creel, Garcia-Cuellar, Aiza y Enriquez SC	12.4	48.7
DLA Piper	20.2	57.7
Dentons	-	-
Fundación Enyx, A.C.	4	20
GALICIA ABOGADOS, S.C.	12.8	54.7
Hogan Lovells México	87.3	88.8
Mayer Brown LLP	2.5	14.3
Michelle	10.4	17.8
Ritch, Mueller y Nicolau, S.C.	24.7	60.9
SLLM Sánchez-Labrador y López Martínez, S.C.	-	-
Sanchez Devanny Eseverri, S.C.	4.3	12
VILA	-	-
Von Wobeser y Sierra	17.7	31.8
White & Case	31.0	80.7
Country average	20.8	43.4

PERU

Pro bono in Peru is still emerging and growing. Since the Pro Bono Declaration for the Americas in 2008, the pro bono movement in the country has been expanding to a wider array of matters and acquiring a formal structure, leading to the creation of Alianza Pro Bono, a local network established by the largest law firms in the country, and now a leading voice championing pro bono in Peru.

Six Peruvian law firms participated in the 2022 Index, with 20 percent of fee earners providing an average of 6.9 hours and 12 percent providing ten or more hours of pro bono. Partners rendered an average of 10.3 hours of

pro bono, with 25 percent of partners at responding firms reporting pro bono participation and 12 percent offering ten or more hours of pro bono. All firms (100 percent) indicated the presence of at least one element of pro bono infrastructure.

The most selected area of pro bono focus among responding firms was employment at 83 percent, access to justice followed at 50 percent, then aid and development, economic development, microfinance and social finance and human rights, all at 33 percent.

FIRM NAME	AVERAGE HOURS PER FEE-EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
Dentons	4	16.7
Estudio Osterling	-	-
GARCIA SAYAN ABOGADOS	8.9	25
LEON E IPARRAGUIRRE ABOGADOS	-	-
Philippi Prietocarrizosa Ferrero DU & Uría	5.4	18.3
Rodrigo, Elías y Medrano Abogados	7.3	6
Country average	7	12



The background of the page is a silhouette of a city skyline at sunset. The sky is a warm orange color, and the buildings and cranes are dark silhouettes. The water in the foreground reflects the orange light from the sky.

11. ASIA AND PACIFIC

The analysis in this section relates to Asia & Pacific excluding Australia.

The Index received submissions from 167 law firms in 22 countries across Asia and the Pacific region in comparison to 151 firms from 20 jurisdictions in 2020. The total number of pro bono hours by responding firms in this region were 94,447.

Fee earners recorded an average of 6.2 hours of pro bono, with 17 percent going over the ten-hour mark. 20 percent of partners recorded an average of 6.6 pro bono hours with 14 percent reporting ten or more hours. The pro bono landscape in the region continues to vary with some countries registering high rates of engagement.

With respect to pro bono infrastructure, 88 percent of responding firms reported the presence of an element of pro bono infrastructure, with 100 percent of the Large and Medium-sized Firms reporting some elements and Small Firms at 70 percent. 58 percent of the responding firms reported the presence of a formal pro bono policy, and 19 percent had a formal diversity commitment.

In order of ranking, pro bono services within the region were offered to registered charities and non-profits at 82 percent, individuals in need at 72 percent and social enterprises at 66.7 percent. Pro bono work was sourced mainly directly from individuals at 64 percent, followed by local law societies and bar associations at 52 percent and legal clinics at 45 percent.

The top five most selected focus areas for pro bono among firms in the region were access to justice at 57 percent, immigration, refugees and asylum at 46 percent, economic development, micro finance and social finance at 34 percent, employment at 33 percent and human rights at 31 percent.

We anticipate that the presence of robust pro bono infrastructure in the firms and sustained initiatives including the annual Asia Pro Bono Conference (APBC) and Asia Pacific Pro Bono Summit will promote pro bono practice in this region in the coming years.

COUNTRY	FIRM NAME	AVERAGE HOURS PER FEE EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
Bangladesh	A.S & Associates	4.8	40
Bangladesh	Dr Kamal Hossain and Associates	88.2	100
Bangladesh	Grays Chambers	16	25
Cambodia	Husky and Partners Law Firm	1	20
Cambodia	SokSiphana&associates	-	100
China	Accenture	-	-
China	Akin Gump Strauss Hauer & Feld LLP	1.4	12.5
China	Allen & Overy	5.4	10.6
China	Arnold & Porter	13.5	16.7
China	Ashurst LLP	0.6	0
China	Cleary Gottlieb Steen & Hamilton LLP	0	0
China	Crowell & Moring LLP	8.8	20
China	DLA Piper	5.2	12
China	Dechert LLP	33	100
China	Dentons	0.3	0.2
China	Freshfields Bruckhaus Deringer	5.8	4.2
China	Gibson, Dunn & Crutcher LLP	18.3	66.7
China	K&L Gates LLP	0.7	0
China	Katten Muchin Rosenman LLP	0	0
China	Kirkland & Ellis LLP	8	15
China	Linklaters LLP	-	-
China	Mayer Brown LLP	21.3	57.1
China	Morrison Foerster	13.2	30.8
China	Orrick	52.3	100
China	Paul Hastings LLP	30.7	71.4
China	Reed Smith	35	32.2
China	Ropes & Gray	30.3	100
China	Shearman & Sterling LLP	12.9	25
China	Simmons & Simmons LLP	1	0
China	Skadden, Arps, Slate, Meagher & Flom LLP	14.5	24.4
China	Step toe	10.3	57.1
China	White & Case	4	12.5
China	Wilmer Cutler Pickering Hale and Dorr LLP	49.6	75
Hong Kong	Akin Gump Strauss Hauer & Feld LLP	40.9	57.9
Hong Kong	Allen & Overy	7.3	15.6
Hong Kong	Ashurst LLP	3.1	10.1
Hong Kong	Cleary Gottlieb Steen & Hamilton LLP	0.06	0
Hong Kong	DLA Piper	28	40.6
Hong Kong	Dechert LLP	91.6	100
Hong Kong	Eversheds Sutherland (International) LLP	1	5

COUNTRY	FIRM NAME	AVERAGE HOURS PER FEE EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
Hong Kong	Freshfields Bruckhaus Deringer	24.5	35.9
Hong Kong	Gibson, Dunn & Crutcher LLP	40.6	64.3
Hong Kong	Goodwin Procter LLP	1	2.6
Hong Kong	K&L Gates LLP	3	10.3
Hong Kong	Kirkland & Ellis LLP	13.1	39.1
Hong Kong	Linklaters LLP	-	-
Hong Kong	Mayer Brown LLP	21.9	42
Hong Kong	Morgan, Lewis & Bockius	27.9	79.6
Hong Kong	Morrison Foerster	13.9	20
Hong Kong	Paul Hastings LLP	8.6	12.5
Hong Kong	Reed Smith	6.6	10.1
Hong Kong	Ropes & Gray	19.4	47.4
Hong Kong	Shearman & Sterling LLP	5	12.5
Hong Kong	Simmons & Simmons LLP	10.7	22.4
Hong Kong	Step toe	36.2	40
Hong Kong	White & Case	19.4	67.6
Hong Kong	Winston & Strawn LLP	-	-
India	Accenture	-	-
India	Altacit Global	83.3	20.8
India	Ashu Thakur & Associates	11.3	25
India	BTG Legal	0	0
India	Dua Associates	-	-
India	Durgesh Gupta & Associate	1	100
India	J Sagar Associates	3.8	3.1
India	KIAA,LLP	1.7	16.7
India	RNA Technology & IP Attorneys	1.6	8
India	SAIKAT BARDHAN	-	-
India	Shardul Amarchand Mangaldas and Co.	0.5	1.1
Indonesia	Adnan Kelana Haryanto & Hermanto	11.1	22.2
Indonesia	Allen & Overy	14.1	53.8
Indonesia	Ashurst LLP	30	44.4
Indonesia	Linklaters LLP	-	-
Indonesia	White & Case	28.1	80
Japan	Accenture	-	-
Japan	Allen & Overy	16.3	16.7
Japan	Ashurst LLP	7.8	11.1
Japan	DLA Piper	27.3	42.4
Japan	Freshfields Bruckhaus Deringer	15.3	17.4
Japan	K&L Gates LLP	14.5	4.5
Japan	Latham & Watkins	53.7	100

COUNTRY	FIRM NAME	AVERAGE HOURS PER FEE EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
Japan	Linklaters LLP	-	-
Japan	Mayer Brown LLP	10.1	25
Japan	Morrison Foerster	36	41
Japan	Orrick	213.2	91.7
Japan	Paul Hastings LLP	84.4	80
Japan	Ropes & Gray	12.3	20
Japan	SLLM Sánchez-Labrador y López Martínez, S.C.	-	-
Japan	Shearman & Sterling LLP	40.3	21.4
Japan	Skadden, Arps, Slate, Meagher & Flom LLP	0.4	0
Japan	White & Case	19.5	58.5
Kazakhstan	Dentons	27.8	50
Kazakhstan	Reed Smith	0	0
Kazakhstan	Kinstellar	0.4	0
Kazakhstan	White & Case	65.8	100
Kyrgyzstan	Kalikova & Associates	-	-
Malaysia	Accenture	-	-
Malaysia	Christopher & Lee Ong	-	1.1
Malaysia	MahWengKwai & Associates	1.4	11.1
Nepal	Pradhan & Associates Pvt. Ltd.	3.3	16.7
Nepal	Prime Law Associates	-	-
New Zealand	DLA Piper	26.3	51.1
New Zealand	Dentons	11.8	35.2
New Zealand	Simpson Grierson	16.4	39.8
Pakistan	Minhas Law Associates Ltd.	16.7	83.3
Papua New Guinea	Ashurst LLP	4.8	10
Philippines	Accenture	-	-
Philippines	Puyat Jacinto & Santos	0.6	4
Philippines	SyCip Salazar Hernandez & Gatmaitan	1.7	3.5
Philippines	Tiongco Siao Bello and Associates	8.8	-
Singapore	Accenture	-	-
Singapore	Akin Gump Strauss Hauer & Feld LLP	36	57.1
Singapore	Allen & Overy	10.4	18.2
Singapore	Ashurst LLP	1	2.4
Singapore	DLA Piper	6.7	21.7
Singapore	Dechert LLP	62.2	100
Singapore	Dentons	-	-
Singapore	Duane Morris LLP	10.6	22.2
Singapore	Eugene Thuraisingam LLP	-	100
Singapore	Freshfields Bruckhaus Deringer	31.9	33.3
Singapore	Gibson, Dunn & Crutcher LLP	58.5	63.2

COUNTRY	FIRM NAME	AVERAGE HOURS PER FEE EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
Singapore	K&L Gates LLP	41.7	46.7
Singapore	Linklaters LLP	-	-
Singapore	Mayer Brown LLP	9	19
Singapore	Morrison Foerster	16.3	39.1
Singapore	Nakoorsa Law Corporation	100	100
Singapore	Reed Smith	23.4	36.1
Singapore	Shearman & Sterling LLP	16.1	39.1
Singapore	Simmons & Simmons LLP	0.4	0
Singapore	Skadden, Arps, Slate, Meagher & Flom LLP	17.8	66.7
Singapore	White & Case	20.8	72.1
South Korea	Arnold & Porter	15.7	50
South Korea	Bae, Kim & Lee LLC	25.1	30.6
South Korea	Cleary Gottlieb Steen & Hamilton LLP	1.7	10
South Korea	DLA Piper	1.4	0
South Korea	Jipyong LLC	30.7	66.1
South Korea	K&L Gates LLP	14.3	33.3
South Korea	Linklaters LLP	-	-
South Korea	Paul Hastings LLP	49.4	100
South Korea	Ropes & Gray	10.3	75
South Korea	Shearman & Sterling LLP	0	0
South Korea	Skadden, Arps, Slate, Meagher & Flom LLP	0	0
South Korea	White & Case	7.9	36.4
Sri Lanka	Sudath Perera Associates	3.9	9.7
Taiwan	K&L Gates LLP	3.2	16.7
Thailand	Allen & Overy	9	24.2
Thailand	Anglo-Thai Legal	5	73.3
Thailand	DLA Piper	9.8	0
Thailand	Kudun and Partners	-	-
Thailand	Lanna Lawyers	62.5	100
Thailand	Linklaters LLP	-	-
Thailand	Pisut & Partners	1.7	7.1
Uzbekistan	Dentons	17	41.7
Uzbekistan	Kinstellar	0	0
Vietnam	Allen & Overy	1.7	4.5
Vietnam	Duane Morris LLP	6.1	21.4
Vietnam	Freshfields Bruckhaus Deringer	13.3	25
Vietnam	Grünkorn & Partner Law Co., Ltd	0	0
Vietnam	Mayer Brown LLP	65.5	75

CHINA

In China, the concept of pro bono is often connected to public interest services. The institutionalisation of pro bono in China is seen as an effort to develop professional responsibility amongst lawyers in China.

The All-China Lawyers Association (ACLA) plays a key role in developing pro bono services and instilling its values in Chinese legal professionals. The ACLA and local bar associations offer guidance and direction to legal professionals by making professional regulations and codes of conduct for lawyers.

Data from 29 responding law firms with offices in China shows that there was a good level of pro bono engagement despite China being one of the countries most affected by the pandemic and lockdowns. Fee earners reported an average of 13 hours of pro bono and 31 percent of them performed ten or more hours of pro bono. 43 percent of partners reported engaging in some type of pro bono

work. The average pro bono hours by partners stood at 19 hours, with 37 percent of them performing ten or more hours of pro bono.

44 percent of responding law firms in China stated that they required lawyers to perform a specified amount of pro bono each year, with 8 percent of them having a mandatory target. Moreover, 86 percent of the firms reported the presence of pro bono infrastructure.

32 percent of responding law firms shared that the impact of the pandemic resulted in a change in the firm's pro bono priorities, with 28 percent of firms indicating that COVID-19 was one of their firm's primary focus areas. The most selected areas of pro bono focus among responding firms were immigration, refugees and asylum at 80 percent, access to justice at 68 percent, LGBT+ rights at 48 percent and human rights at 44 percent.

FIRM NAME	AVERAGE HOURS PER FEE-EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
Accenture	-	-
Akin Gump Strauss Hauer & Feld LLP	1.4	12.5
Allen & Overy	5.4	10.6
Arnold & Porter	13.5	16.7
Ashurst LLP	0.6	0
Cleary Gottlieb Steen & Hamilton LLP	0	0
Crowell & Moring LLP	8.8	20
DLA Piper	5.2	12
Dechert LLP	33	100
Dentons	0.3	0.2
Freshfields Bruckhaus Deringer	5.8	4.2
Gibson, Dunn & Crutcher LLP	18.3	66.7
K&L Gates LLP	0.7	0
Katten Muchin Rosenman LLP	0	0

FIRM NAME	AVERAGE HOURS PER FEE-EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
Kirkland & Ellis LLP	8	15
Linklaters LLP	-	-
Mayer Brown LLP	21.3	57.1
Morrison Foerster	13.2	30.8
Orrick	52.3	100
Paul Hastings LLP	30.7	71.4
Reed Smith	35	32.2
Ropes & Gray	30.3	100
Shearman & Sterling LLP	12.8	25
Simmons & Simmons LLP	1	0
Skadden, Arps, Slate, Meagher & Flom LLP	14.5	24.4
Steptoe	10.3	57.1
White & Case	4	12.5
Wilmer Cutler Pickering Hale and Dorr LLP	49.6	75

HONG KONG

While there are no mandated pro bono hour requirements in Hong Kong, the cost of legal counsel and limits of the government-funded legal aid system mean there is significant need for pro bono legal assistance.

Many law firms are working to strengthen their pro bono structures. Particularly during the COVID-19 lockdowns, many global firms, local firms, and barristers stepped up their pro bono services. Data from firms in Hong Kong shows that 25 percent have an aspirational pro bono target, with 16 percent of the firms reporting the presence of pro bono infrastructure. There are numerous pro bono partnership programmes run by NGOs such as the Justice Centre Hong Kong and PILnet that partner with law firms to assist with their casework in exchange for training in human rights law to volunteer lawyers from the firms.

Data from 25 firms in Hong Kong showed that fee earners performed an average of 18.1 hours of pro bono and the percentage of fee earners who performed ten or more hours stood at 46 percent. 31 percent of partners engaged in some kind of pro bono work and they, on average, performed 12.8 hours.

The most selected areas of pro bono focus among responding firms were access to justice and immigration, refugees and asylum at 100 percent, followed by human rights at 75 percent, COVID-19, disability rights and economic development, microfinance and social finance, each at 50 percent.

FIRM NAME	AVERAGE HOURS PER FEE-EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
Akin Gump Strauss Hauer & Feld LLP	40.9	57.9
Allen & Overy	7.3	15.6
Ashurst LLP	3.1	10.1
Cleary Gottlieb Steen & Hamilton LLP	0.1	0
DLA Piper	28	40.6
Dechert LLP	91.6	100
Eversheds Sutherland (International) LLP	1	5
Freshfields Bruckhaus Deringer	24.5	35.9
Gibson, Dunn & Crutcher LLP	40.6	64.3
Goodwin Procter LLP	1	2.6
K&L Gates LLP	3	10.4
Kirkland & Ellis LLP	13.1	39.1
Linklaters LLP	-	-
Mayer Brown LLP	21.9	42
Morgan, Lewis & Bockius	28	79.6
Morrison Foerster	13.9	20

FIRM NAME	AVERAGE HOURS PER FEE-EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
Paul Hastings LLP	8.6	12.5
Reed Smith	6.6	10.1
Ropes & Gray	19.4	47.4
Shearman & Sterling LLP	4.9	12.5
Simmons & Simmons LLP	10.7	22.5
Steptoe	36.2	40
White & Case	19.4	67.6
Winston & Strawn LLP	-	-

INDIA

India has a decades-old practice of providing legal aid with the right to free legal aid is enshrined in the Indian Constitution. Yet private lawyers are not mandated to provide pro bono support or report pro bono work. Increasingly, law firms and corporate in-house teams are setting up pro bono infrastructure, but most do not set pro bono requirements for associates and scaling up remains an issue. There are NGOs that provide pro bono legal services such as the Lawyers Collective, the Human Rights Law Network, the Alternative Law Forum, and Majlis.¹⁰ In 2017, the Department of Justice launched a tele-law mobile application “Nyaya Bandhu” with the aim of establishing a framework for pro bono legal services in the country. As of July 2022, 4,454 advocates had signed up to volunteer their time and services to eligible marginalised beneficiaries.

Eleven firms in India submitted data for the 2022 Index, up from eight in 2020. The data indicates that 6 percent of fee earners rendered an average of 2.24 hours of pro bono, with 7 percent offering ten or more hours of pro bono. Partners engaged in pro bono at a rate of 39.4 percent, averaging 3.4 hours of pro bono with 12 percent volunteering ten or more hours of pro bono. 81 percent of the firms indicated the presence of some elements of pro bono infrastructure.

The most selected areas of pro bono support among Indian firms were economic development, microfinance and social finance at 67 percent, followed by access to justice, aid and development and employment at 46 percent.

FIRM NAME	AVERAGE HOURS PER FEE-EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
Accenture	-	-
Altacit Global	83.3	20.8
Ashu Thakur & Associates	11.3	25
BTG Legal	0	0
Dua Associates	-	-
Durgesh Gupta & Associate	1	100
J Sagar Associates	3.8	3.1
KIAA, LLP	1.7	16.7
RNA Technology & IP Attorneys	1.6	8
SAIKAT BARDHAN	-	-
Shardul Amarchand Mangaldas and Co.	0.5	1.1

¹⁰ Narrain, Arvind and Thiruvengadam, Arun K., Social Justice Lawyering and the Meaning of Indian Constitutionalism: A Case Study of the Alternative Law Forum (2013). Wisconsin International Law Journal, Vol. 31, No. 3, 2013, Available at SSRN: <https://ssrn.com/abstract=2578995>

JAPAN

Japan has a strong system of legal aid but a relatively young pro bono culture, which is still growing. Japanese attorneys are not required by law to perform a certain number of hours of pro bono work, and there are other governmental or non-governmental organizations that provide access to justice for free or at a low cost, such as the Japan Legal Support Center (JLSC), Duty Attorney Systems, legal counselling centres established by local bar associations, and legal expenses insurance initiated by the Japanese Federation of Bar Associations (JFBA).

Law firms increasingly contribute to pro bono schemes and make it a requirement for their lawyers as well.

We saw an increase in the number of submitting firms from 13 in 2020 to 17 in 2022. As in 2020, our contributors were all international firms with offices in Japan. Our data indicates the average pro bono hours among the 40 percent of fee earners who rendered any pro bono was 27.5 hours. 30.4 percent of them performed ten or more hours of pro bono. 33 percent of partners engaged in pro bono work, at an average rate of 17.7 hours, with 19 percent of them performing ten or more hours of pro bono.

FIRM NAME	AVERAGE HOURS PER FEE-EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
Accenture	-	-
Allen & Overy	16.3	16.6
Ashurst LLP	7.8	11.1
DLA Piper	27.3	42.4
Freshfields Bruckhaus Deringer	15.3	17.4
K&L Gates LLP	14.5	4.6
Latham & Watkins	53.7	100
Linklaters LLP	-	-
Mayer Brown LLP	10.1	25
Morrison Foerster	36	41
Orrick	213.2	91.7
Paul Hastings LLP	84.4	80
Ropes & Gray	12.3	20
SLLM Sánchez-Labrador y López Martínez, S.C.	-	-
Shearman & Sterling LLP	40.3	21.4
Skadden, Arps, Slate, Meagher & Flom LLP	0.4	0
White & Case	19.5	58.5

SINGAPORE

In Singapore, the government is prominent in the legal landscape. It plays a significant role in access to justice by funding legal aid and promoting and encouraging pro bono, together with organisations like the Law Society Pro Bono Services and the Community Justice Centre.¹¹

With the support of the Law Society Pro Bono Services, a registered charity, the Joint International Pro Bono Committee was set up, which is an initiative of a group of international and Singaporean law practices. The purpose of the committee is to match interested Singapore and international law practices with cross-border pro bono opportunities involving economic and social development in emerging markets. The Law Society also offers several

schemes to help law firms optimise their pro bono services. All responding firms in Singapore indicated that they source pro bono work through local law societies or bar associations. Lawyers also have opportunities to get involved in pro bono by volunteering at legal clinics run by many NGOs such as AWARE, Singapore Association of Women Lawyers, Special Needs Trust Company and others.¹² 22 firms from Singapore submitted data for the 2022 Index. Fee earners from these firms performed an average of 18.8 hours, with 45 percent performed ten or more hours of pro bono. Partners reported an average of 17 hours of pro bono and 43 percent of them engaged in some type of pro bono work.

FIRM NAME	AVERAGE HOURS PER FEE-EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
Accenture	-	-
Akin Gump Strauss Hauer & Feld LLP	36	57.1
Allen & Overy	10.4	18.2
Ashurst LLP	1	2.4
DLA Piper	7	21.7
Dechert LLP	62.2	100
Dentons	-	-
Duane Morris LLP	10.6	22.2
Eugene Thuraisingam LLP	-	100
Freshfields Bruckhaus Deringer	31.9	33.3
Gibson, Dunn & Crutcher LLP	58.5	63.2
K&L Gates LLP	41.7	46.7
Linklaters LLP	-	-
Mayer Brown LLP	9	19.1
Morrison Foerster	16.3	39
Nakoorsha Law Corporation	100	100
Reed Smith	23.4	36.1
Shearman & Sterling LLP	16.1	39.1
Simmons & Simmons LLP	0.4	0
Skadden, Arps, Slate, Meagher & Flom LLP	17.8	66.7
White & Case	20.8	72.1

¹¹ [Global Pro Bono Causes, Context, and Contestation](#), pp. 641 - 671

¹² <https://www.lawsocprobono.org/Documents/Pro%20Bono%20Guide%20individuals.pdf>

SOUTH KOREA

Since 2000, lawyers in South Korea have been mandated to provide a minimum of 30 pro bono hours, with some exceptions for unusual circumstances. Many public interest lawyers' organisations are emerging that also provide pro bono services. Examples include Advocates for Public Interest Law, GongGam Human Rights Foundation, Korean Lawyers for Public Interest and Human Rights.

We received submissions from 12 firms, a 50 percent increase in participation from 2020. We see strong engagement in pro bono from fee earners at a rate of 70 percent, and an average of 26.2 hours of pro bono, with 43 percent rendering ten or more hours of pro bono. Partners are highly engaged in pro bono, at a rate of 77 percent, and reported an average of 33.9 hours of pro bono, with 55 percent of partners crossing the ten-hour mark.

FIRM NAME	AVERAGE HOURS PER FEE-EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
Arnold & Porter	15.7	50
Bae, Kim & Lee LLC	25.1	30.6
Cleary Gottlieb Steen & Hamilton LLP	1.7	10
DLA Piper	1.4	0
Jipyong LLC	30.7	66.1
K&L Gates LLP	14.3	33.3
Linklaters LLP	-	-
Paul Hastings LLP	49.4	100
Ropes & Gray	10.3	75
Shearman & Sterling LLP	0	0
Skadden, Arps, Slate, Meagher & Flom LLP	0	0
White & Case	7.9	36.4

VIETNAM

Vietnam has institutionalised the practice of pro bono. Lawyers are mandated to provide a minimum of four hours of legal pro bono per year and the Ministry of Justice gives awards to lawyers for their pro bono legal services. Beyond the mandated hours, the number of pro bono hours dedicated largely depends on law firm culture. In addition, organisations such as Bridges Across Borders Southeast Asia Community Legal Education Initiative (BABSEACLE) work with universities, law students, law faculties, and members of the legal community to raise awareness of pro bono initiatives.

For the 2022 Index, six firms submitted responses on pro bono practices in the country, including two domestic firms. Fee earners performed an average of 7 hours of pro bono and 14 percent of fee earners performed ten or more hours of pro bono. The country saw relatively strong partner engagement, with 56 percent of partners working in these firms participating in pro bono work, each contributing an average of 9 hours of pro bono.

FIRM NAME	AVERAGE HOURS PER FEE-EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
Allen & Overy	1.7	4.6
Duane Morris LLP	6.1	21.4
Freshfields Bruckhaus Deringer	13.3	25
Grünkorn & Partner Law Co., Ltd	0	0
Mayer Brown LLP	65.5	75

THAILAND

In Thailand, the legal pro bono culture is not formalised, and is driven mostly through referrals provided by non-profit organisations and a willingness of legal professionals to respond to the need. Pro bono legal services are provided by a mix of law firms, non-governmental organizations (NGOs), Thai bar associations, and university legal clinics.

There are no specific laws to regulate pro bono in Thailand or to require lawyers to provide a minimum number of pro bono hours. A new generation of Thai lawyers is showing growing interest in pro bono, however, and there is an opportunity for law firms to develop more consistent pro

bono practices to meet and maintain this interest.

Promisingly, nine firms participated in this Index, up from six firms in 2020. Our data shows that 25.9 percent of fee earners offered an average of 9.5 hours with 24 percent performing ten or more hours. 24 percent of partners engaged in pro bono performing an average of 3.4 hours, with 12 percent of them doing ten or more hours. Three firms reported the presence of pro bono infrastructure, and the most selected area of pro bono focus among responding firms was COVID-19.

FIRM NAME	AVERAGE HOURS PER FEE-EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
Allen & Overy	9	24.2
Anglo-Thai Legal	5	73.3
DLA Piper	9.8	0
Kudun and Partners	-	-
Lanna Lawyers	62.5	100
Linklaters LLP	-	-
Pisut & Partners	1.7	7.1



REUTERS/ Bernadett Szabo

12. EUROPE

The analysis in this section relates to Europe excluding England and Wales

The practice of pro bono in Europe is mature and established, with a robust pro bono ecosystem of lawyers dedicated to providing pro bono, clearing houses, legal aid organisations and a large network of firms possessing strong pro bono infrastructure.

The presence of many international firms influences the pro bono culture in Europe, with many firms able to coalesce around and respond to emerging global crises. For example, the Rule 39 Initiative is a collaboration between the Italian Coalition for Civil Liberties and Rights (CILD), a human rights lawyer and eight law firms, where pro bono lawyers are trained to support non-profit organisations to make to assist migrants in Italy, Greece and Turkey to seek reprieve in the European Court of Human Rights for rights violations.¹³ Such collaborative approaches by firms and different pro bono players are replicated within different countries within the region, weaving a tapestry of pro bono legal services across a variety of thematic areas.

The region contributed a total of 222,809 hours of pro bono and, Index received 197 data sets from law firms and their offices across 26 countries in Europe, an increase from 183 data sets from law firms and their offices in 31 countries in 2020. 31 percent of fee earners provided pro bono services at an average of 12.2 hours, and 21 percent of them provided ten or

more hours of pro bono. Partners had an engagement rate of 36 percent and recorded an average of 10.5 hours of pro bono, with 19.3 percent offering ten or more hours of pro bono.

84 percent of responding firms reported the presence of at least one element of pro bono infrastructure, with firms without infrastructure reporting an average of 3.7 hours in comparison to 34.7 hours where infrastructure was present. 68 percent of the firms reported the presence of a formal pro bono policy, while 72 percent reported having formal pro bono eligibility criteria and 24 percent had a formal diversity commitment. The presence of policies continues to appear to have an impact on average hours with average hours where there was a policy being 34.7 hours compared to 14.3 hours where there was none.

The top three types of pro bono clients were registered charities, individuals, and social enterprises, who were mainly sourced directly from individuals, through clearing houses and in partnership with other law firms. The most commonly selected areas of pro bono focus were human rights (72 percent), access to justice (52 percent), immigration, refugees and asylum (52 percent), education, training and employment (48 percent), and women's rights (44 percent).

¹³ <https://cild.eu/en/special-projects/>

COUNTRY	FIRM NAME	AVERAGE HOURS PER FEE-EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
Austria	DLA Piper	24.5	54.8
Austria	Freshfields Bruckhaus Deringer	16.2	34.5
Azerbaijan	Dentons	19.8	40
Belgium	Allen & Overy	22.4	46.2
Belgium	Arnold & Porter	58.6	78.6
Belgium	Ashurst LLP	14.5	30.4
Belgium	Cleary Gottlieb Steen & Hamilton LLP	12.8	14.6
Belgium	Crowell & Moring LLP	23.4	40
Belgium	DLA Piper	86.2	58.7
Belgium	Dechert LLP	97.4	110
Belgium	Dentons	29.7	38.5
Belgium	Freshfields Bruckhaus Deringer	8.5	26.3
Belgium	Gibson, Dunn & Crutcher LLP	66.9	66.7
Belgium	K&L Gates LLP	7.3	20
Belgium	Kirkland & Ellis LLP	0	0
Belgium	Latham & Watkins	19	51.4
Belgium	Linklaters LLP	-	-
Belgium	Mayer Brown LLP	2.1	10
Belgium	Morrison Foerster	92.8	100
Belgium	Reed Smith	16.4	30.8
Belgium	Shearman & Sterling LLP	11.5	50
Belgium	Simmons & Simmons LLP	15.6	47.4
Belgium	Skadden, Arps, Slate, Meagher & Flom LLP	1.8	4.4
Belgium	Steptoe	6.2	20.8
Belgium	Van Bael & Bellis	13.5	17.1
Belgium	White & Case	31.5	59.7
Belgium	Wilmer Cutler Pickering Hale and Dorr LLP	42.6	72.7
Bosnia and Herzegovina	SAJIC Law Firm	4.2	25
Bulgaria	Kinstellar	0.2	0
Croatia	Savoric & Partner	4	80
Cyprus	Antoniou McCollum & Co.	5.8	33.3
Czech Republic	Allen & Overy	21.9	40
Czech Republic	DLA Piper	2.5	10
Czech Republic	Dentons	19.2	49.4
Czech Republic	Kinstellar	0	0
Czech Republic	White & Case	10.3	28
Denmark	DLA Piper	47.7	61.3

COUNTRY	FIRM NAME	AVERAGE HOURS PER FEE-EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
Finland	DLA Piper	4.5	18
Finland	White & Case	12.1	44.4
France	Accenture	-	-
France	Allen & Overy	12.5	27.9
France	Ashurst LLP	7.2	16.4
France	Cleary Gottlieb Steen & Hamilton LLP	10.6	28.9
France	DLA Piper	44.6	26.2
France	Dechert LLP	62.3	113.1
France	Dentons	5.4	14.5
France	Eversheds Sutherland (International) LLP	3.1	6.9
France	Freshfields Bruckhaus Deringer	9.4	15
France	Gibson, Dunn & Crutcher LLP	47.1	58.1
France	Gide Loyrette Nouel	2.9	11
France	Goodwin Procter LLP	0.008	0
France	K&L Gates LLP	0.7	0
France	Kirkland & Ellis LLP	1.3	0
France	Latham & Watkins	47.9	94.1
France	Linklaters LLP	-	-
France	Mayer Brown LLP	10.8	26
France	Orrick	47.8	81
France	Paul Hastings LLP	7.1	19.2
France	Reed Smith	42.6	52.8
France	Shearman & Sterling LLP	29.9	30.3
France	Simmons & Simmons LLP	15.2	28.1
France	Skadden, Arps, Slate, Meagher & Flom LLP	105.6	69.2
France	White & Case	18.1	35.2
France	Winston & Strawn LLP	-	-
Georgia	Dentons	6.7	25
Germany	Akin Gump Strauss Hauer & Feld LLP	19.7	66.7
Germany	Allen & Overy	4.3	12.5
Germany	Arnold & Porter	17.5	100
Germany	Ashurst LLP	13.2	24.1
Germany	Cleary Gottlieb Steen & Hamilton LLP	7.4	17.5
Germany	DLA Piper	14.4	33.5
Germany	Dechert LLP	59.3	100
Germany	Dentons	7.4	9.6

COUNTRY	FIRM NAME	AVERAGE HOURS PER FEE-EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
Germany	Eversheds Sutherland (International) LLP	2.5	5.7
Germany	Freshfields Bruckhaus Deringer	5.9	8.5
Germany	Gibson, Dunn & Crutcher LLP	66.6	57.1
Germany	Goodwin Procter LLP	0.3	0
Germany	Grünkorn & Partner Law Co., Ltd -	-	-
Germany	GvW Graf von Westphalen	1.4	3.9
Germany	K&L Gates LLP	1.2	5.8
Germany	Kirkland & Ellis LLP	25.3	75
Germany	Latham & Watkins	21.4	52.2
Germany	Linklaters LLP	-	-
Germany	Mayer Brown LLP	14.9	38.1
Germany	Morrison Foerster	34.8	57.8
Germany	Orrick	43.9	92.5
Germany	Paul Hastings LLP	47.2	120
Germany	Reed Smith	36.4	47.8
Germany	Shearman & Sterling LLP	5.1	13.3
Germany	Simmons & Simmons LLP	2.3	4.3
Germany	Skadden, Arps, Slate, Meagher & Flom LLP	40.1	46.7
Germany	White & Case	10.7	31.4
Germany	Wilmer Cutler Pickering Hale and Dorr LLP	5.7	13.8
Greece	Reed Smith	44.3	63.9
Hungary	Allen & Overy	16.1	27.3
Hungary	DLA Piper	18.7	52.6
Hungary	Dentons	19.1	34
Hungary	Kinstellar	1.2	3.7
Iceland	LEX law offices	1.8	5
Ireland	A&L Goodbody	29.3	56.7
Ireland	Accenture	-	-
Ireland	Arthur Cox	26.3	49
Ireland	DLA Piper	0.1	2.6
Ireland	Dechert LLP	38.1	100
Ireland	Simmons & Simmons LLP	7.7	35.7
Italy	A&A STUDIO LEGALE	40	40
Italy	Accenture	-	-
Italy	Allen & Overy	1.8	7.8
Italy	Ashurst LLP	19.7	48.7

COUNTRY	FIRM NAME	AVERAGE HOURS PER FEE-EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
Italy	Cleary Gottlieb Steen & Hamilton LLP	6.5	13.0
Italy	DLA Piper	12.2	17.1
Italy	Dentons	3.9	14
Italy	Freshfields Bruckhaus Deringer	2.5	6.2
Italy	K&L Gates LLP	0.2	0
Italy	Latham & Watkins	21.2	40.5
Italy	Linklaters LLP	-	-
Italy	Orrick	51.3	84.1
Italy	Simmons & Simmons LLP	0.9	3.1
Italy	White & Case	24.8	82.7
Italy	mazzeschi srl	-	-
Luxembourg	Accenture	-	-
Luxembourg	Allen & Overy	5.1	13.6
Luxembourg	Ashurst LLP	0.6	0
Luxembourg	DLA Piper	18.6	60.6
Luxembourg	Dechert LLP	31.7	93.3
Luxembourg	Dentons	14.4	26.5
Luxembourg	Eversheds Sutherland (International) LLP	0.1	0
Luxembourg	Goodwin Procter LLP	0	0
Luxembourg	K&L Gates LLP	0	0
Luxembourg	Linklaters LLP	-	-
Luxembourg	Simmons & Simmons LLP	8.9	30.8
Netherlands	Allen & Overy	11.2	21
Netherlands	DLA Piper	20	45.8
Netherlands	De Brauw Blackstone Westbroek N.V.	25	44.4
Netherlands	Dentons	12.6	29.8
Netherlands	Eversheds Sutherland (International) LLP	0.9	3.3
Netherlands	Freshfields Bruckhaus Deringer	19.4	25.2
Netherlands	Linklaters LLP	-	-
Netherlands	Simmons & Simmons LLP	3	9.9
Netherlands	Stibbe	11.7	21.1
Norway	DLA Piper	16.1	47.6
Poland	Allen & Overy	5.6	20.9
Poland	DLA Piper	11.6	25.4
Poland	Dentons	12.8	17.2
Poland	Linklaters LLP	-	-

COUNTRY	FIRM NAME	AVERAGE HOURS PER FEE-EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
Poland	White & Case	4.0	14.3
Portugal	Accenture	-	-
Portugal	DLA Piper	3.7	11.3
Portugal	Linklaters LLP	-	-
Portugal	Vieira de Almeida & Associados	28.1	-
Romania	DLA Piper	5.8	0
Romania	Dentons	15.9	34.8
Romania	Kinstellar	0	0
Russia	Cleary Gottlieb Steen & Hamilton LLP	0	0
Russia	DLA Piper	19.7	4.1
Russia	Dechert LLP	104	100
Russia	Dentons	1	3.5
Russia	Freshfields Bruckhaus Deringer	17.3	19.2
Russia	Latham & Watkins	52.7	88.5
Russia	Linklaters LLP	-	-
Serbia	Kinstellar	0	0
Slovakia	Accenture	-	-
Slovakia	Allen & Overy	56.9	39.3
Slovakia	DLA Piper	54	0
Slovakia	Dentons	22.9	44.1
Slovakia	Kinstellar	0.6	4.6
Spain	Accenture	-	-
Spain	Allen & Overy	10	30.2
Spain	Ashurst LLP	14.8	40.3
Spain	DLA Piper	24.0	6.3
Spain	Dentons	15.9	32.9
Spain	Freshfields Bruckhaus Deringer	3.1	9.5
Spain	Latham & Watkins	45.4	97.6
Spain	Linklaters LLP	-	-
Spain	SLLM Sánchez-Labrador y López Martínez, S.C.	-	-
Spain	Simmons & Simmons LLP	0.5	0
Spain	White & Case	41.6	100
Sweden	Accenture	-	-
Sweden	DLA Piper	-	-
Sweden	Linklaters LLP	-	-
Sweden	White & Case	5.1	19.1
Switzerland	Akin Gump Strauss Hauer & Feld LLP	48.2	60

COUNTRY	FIRM NAME	AVERAGE HOURS PER FEE-EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
Switzerland	MANGEAT Attorneys at Law LLC	12.5	25
Switzerland	Orrick	29.8	80
Switzerland	White & Case	16.5	40
Turkey	Dentons	3.8	13.4
Turkey	Kavlak Law Firm	14.7	50
Turkey	Kinstellar	0	0
Turkey	White & Case	12.7	45
UK - N. Ireland	A&L Goodbody	4.5	1.3
UK - N. Ireland	Allen & Overy	9.2	24.7
UK - Other	Eversheds Sutherland (International) LLP	4.2	8.0
UK - Scotland	Ashurst LLP	11	33.3
UK - Scotland	Womble Bond Dickinson (UK) LLP	0	0
Ukraine	DLA Piper	-	-
Ukraine	Dentons	5.8	20.7
Ukraine	Kinstellar	0.1	0

BELGIUM

As state-subsidised legal aid is widely available, the provision of pro bono services has remained largely voluntary with no legal requirement for aspiring or qualified lawyers to provide pro bono assistance. With funding cuts to legal aid, there has been growing attention on the critical need for pro bono to support low-income individuals and NGOs. In addition, several international law firms and companies with UK and US roots have opened offices in Belgium, which has contributed to a rise in pro bono work as lawyers strive to meet internationally set pro bono targets.

A large NGO presence in Belgium is also helping to raise awareness among local law firms. Firms are embracing a collaborative approach to pro bono. For example, recently

15 law firms, the Brussels Bar, BAJ and Vluchtelingenwerk Vlaanderen collaborated to provide pro bono assistance to forcibly displaced people in Belgium.

Twenty-four law firms, mostly international, responded to the Index survey in 2022, up from 22 in 2020. Our data indicates that 48.8 percent of fee earners provided an average of 27.1 hours of pro bono, with 38.6 percent of them offering ten or more hours of pro bono. Partner engagement remained strong in Belgium. Partners engaged in pro bono at a rate of 44.9 percent and 26 percent of them offered ten or more hours of pro bono, at an average of 13.1 hours.

FIRM NAME	AVERAGE HOURS PER FEE-EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
Allen & Overy	22.4	46.2
Arnold & Porter	58.6	78.6
Ashurst LLP	14.5	30.4
Cleary Gottlieb Steen & Hamilton LLP	12.8	14.6
Crowell & Moring LLP	23.4	40
DLA Piper	86.2	58.7
Dechert LLP	97.4	100
Dentons	29.7	38.5
Freshfields Bruckhaus Deringer	8.5	26.3
Gibson, Dunn & Crutcher LLP	66.9	66.7
K&L Gates LLP	7.3	20
Kirkland & Ellis LLP	0	0
Latham & Watkins	19	51.4
Linklaters LLP	-	-
Mayer Brown LLP	2.1	10
Morrison Foerster	92.8	100

FIRM NAME	AVERAGE HOURS PER FEE-EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
Reed Smith	16.4	30.8
Shearman & Sterling LLP	11.5	50
Simmons & Simmons LLP	15.6	47.4
Skadden, Arps, Slate, Meagher & Flom LLP	1.8	4.4
Step toe	6.2	20.8
Van Bael & Bellis	13.5	17.1
White & Case	31.5	59.7
Wilmer Cutler Pickering Hale and Dorr LLP	42.6	72.7

CZECH REPUBLIC

The pro bono market in Czech Republic continues to evolve after the country's accession to the EU in 2004. This is in part due to the influence from European neighbours and the growing presence of international law firms in this jurisdiction. In addition, the Czech Bar sets a positive standard of encouraging pro bono work by including a requirement for their members to participate in projects aimed at the promotion and defence of human rights and liberties and issuing an annual Pro Bono Award.

Several NGOs have become firmly established in the country including the European Pro Bono Alliance, and an associated pro bono clearinghouse, Pro Bono Centrum.

Six firms submitted data to the 2020 Index. 40 percent of the fee earners engaged in pro bono at an average of 9.3 hours with 23 percent of them recording ten or more hours in pro bono. 38 percent of partners spent an average of 3.8 hours on pro bono, with 10 percent of partners offering ten or more hours of pro bono.

FIRM NAME	AVERAGE HOURS PER FEE-EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
Allen & Overy	21.9	40
DLA Piper	2.5	10
Dentons	19.2	49.4
Kinstellar	0	0
White & Case	10.3	28

FRANCE

France continues to be a pro bono powerhouse in the region, with a substantial number of local and international law firms actively engaging in pro bono activities. The presence of non-profit organisations mobilising lawyers to offer legal assistance contributes to the vibrance of pro bono practice. In 2021 France celebrated its third Pro Bono Day, bringing together experts from different sectors to share their vision for pro bono.

Reflecting the regional pro bono trends around collaborative approaches to pro bono, new collaborations continue to grow, for example the Alliance Française Pro Bono pour les Afghans (AFPBA) project, which was

launched in February 2022 between Safe Passage and fourteen law firms who work on humanitarian visa and family reunification applications for Afghan individuals and families seeking a legal pathway to France.

Fee earners in the 25 firms who submitted data performed an average of 17.6 hours of pro bono. 36.4 percent of fee earners were engaged in offering any pro bono and 28 percent went over the ten-hour mark. For partners, 36 percent engaged in pro bono at an average of 12.1 hours, with 22 percent recording ten or more pro bono hours.

FIRM NAME	AVERAGE HOURS PER FEE-EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
Accenture	-	-
Allen & Overy	12.5	27.9
Ashurst LLP	7.2	16.4
Cleary Gottlieb Steen & Hamilton LLP	10.6	28.9
DLA Piper	44.6	26.2
Dechert LLP	62.3	100
Dentons	5.4	14.5
Eversheds Sutherland (International) LLP	3.1	6.9
Freshfields Bruckhaus Deringer	9.4	15
Gibson, Dunn & Crutcher LLP	47.1	58.1
Gide Loyrette Nouel	2.9	11
Goodwin Procter LLP	0.008	0
K&L Gates LLP	0.7	0
Kirkland & Ellis LLP	1.3	0
Latham & Watkins	47.9	94.1
Linklaters LLP	-	-
Mayer Brown LLP	10.8	30
Orrick	47.8	81
Paul Hastings LLP	7.1	19.2

FIRM NAME	AVERAGE HOURS PER FEE-EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
Reed Smith	42.6	52.8
Shearman & Sterling LLP	29.9	30.3
Simmons & Simmons LLP	15.2	28.1
Skadden, Arps, Slate, Meagher & Flom LLP	105.6	69.2
White & Case	18.1	35.3
Winston & Strawn LLP	-	-

GERMANY

Pro bono in Germany continues to take root. Historically, the institutionalisation of pro bono has been slow in Germany, for two main reasons. First, the legal aid system is relatively robust leading to the perception that pro bono work is not needed. Second, German law prohibits lawyers from charging clients lower than the minimum statutory fees, which was traditionally interpreted as a ban on (free) pro bono legal work.

In response, German and international law firms have advocated for and provided pro bono support to both local and foreign clients. Several leading firms organised themselves as Pro Bono Deutschland eV in 2011, with the aim of informing German lawyers and NGOs about pro bono. This group also set up the local clearinghouse UPJ Pro Bono Rechtsberatung in 2018, and these efforts are gradually bearing fruit. Most recently, German law firms were among the organisers of the European Pro Bono Week in 2021, with lawyers celebrating pro bono work across the country.

Pro bono in Germany has been part of the regional trend towards collaborative pro bono efforts. This is evidenced by the recent launch of the Deutsches Bündnis für Afghanische Flüchtlinge (DBAF) project, launched by the International Rescue Committee in May 2022, in collaboration with nine international law firms to provide pro bono legal support to Afghan refugees seeking resettlement in Europe, including Germany, following the Taliban insurgency in August 2021. The German Bar, along with the Council of Bars and Law Societies of Europe, were also instrumental in establishing a charitable organisation called ELiL (European Lawyers in Lesvos) to give legal advice to refugees on the Greek island of Lesvos.

Twenty-nine law firms submitted data to the Index this year for Germany compared to 28 in 2020. 26 percent of fee earners offered pro bono services at an average of 10.6 hours with 20 percent offering more than ten hours of pro bono. Partners averaged 11.6 hours and were engaged in pro bono at a rate of 36 percent, with 21 percent offering ten or more hours of pro bono.

FIRM NAME	AVERAGE HOURS PER FEE-EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
Akin Gump Strauss Hauer & Feld LLP	19.7	66.7
Allen & Overy	4.3	12.5
Arnold & Porter	17.5	100
Ashurst LLP	13.2	24.1
Cleary Gottlieb Steen & Hamilton LLP	7.4	17.5
DLA Piper	14.4	33.5
Dechert LLP	59.3	100
Dentons	7.4	9.6
Eversheds Sutherland (International) LLP	2.5	5.7
Freshfields Bruckhaus Deringer	5.9	8.5
Gibson, Dunn & Crutcher LLP	66.6	57.1
Goodwin Procter LLP	0.3	0
Grünkorn & Partner Law Co., Ltd	-	-

FIRM NAME	AVERAGE HOURS PER FEE-EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
GvW Graf von Westphalen	1.4	3.9
K&L Gates LLP	1.2	5.8
Kirkland & Ellis LLP	25.3	75
Latham & Watkins	21.4	52.2
Linklaters LLP	-	-
Mayer Brown LLP	14.9	38.1
Morrison Foerster	34.8	57.8
Orrick	43.9	92.5
Paul Hastings LLP	47.2	120
Reed Smith	36.4	47.8
Shearman & Sterling LLP	5.1	13.3
Simmons & Simmons LLP	2.3	4.3
Skadden, Arps, Slate, Meagher & Flom LLP	40.1	46.7
White & Case	10.7	31.4
Wilmer Cutler Pickering Hale and Dorr LLP	5.7	13.8

HUNGARY

Hungary is a strong voice for pro bono in the region, along with Poland, having hosted various European and Global Pro Bono events such as the European Pro Bono Forum. It has a long active history of pro bono, driven by the presence of PILNet and its Hungarian clearinghouse, along with the increasing presence of international law firms and large in-house teams in the country.

Several law firms drafted and signed the Public Interest Law Initiative's Pro Bono Declaration in 2006, reaffirming their commitment to advancing the public good by taking on more pro bono clients.¹⁴ The Hungarian Bar has set

up a formal scheme run by the General Secretary of the Budapest Bar to coordinate pro bono efforts in Budapest and for other Hungarian Bars.

This is the second time Hungary has appeared in the Index. We received data from five firms which indicates that 44 percent of fee earners rendered pro bono services at average of 11.1 hours of pro bono each, with 26 percent recording ten or more hours of pro bono. Encouragingly, 54 percent of the partners offered pro bono services at an average of 8.6 hours with 36 percent of them offering ten or more hours of pro bono.

FIRM NAME	AVERAGE HOURS PER FEE-EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
Allen & Overy	16.1	27.3
DLA Piper	18.7	52.6
Dentons	19.1	34
Kinstellar	1.2	3.7

¹⁴ [Promoting Pro Bono in Hungary and World wide PILI \(probonocentrum.cz\)](#)

IRELAND

In 2019, the first Pro Bono Week Ireland took place with numerous collaborative events across law firms, in-house legal teams, NGOs, social enterprises, and pro bono clearinghouses, and a number of commercial law firms joined the UK Collaborative Plan for Pro Bono. Subsequent Pro Bono Week Ireland activities took place in 2020 and 2021, bringing together an increasing number of actors in the pro bono space.

The Pro Bono Pledge was launched in 2020 as Ireland's first collaborative effort to articulate lawyers' shared professional responsibility to promote access to justice and provide pro bono legal assistance to those in need.¹⁵ The Pledge was created by an independent group of law firms, barristers, and in-house legal teams with a presence in Ireland who have joined forces to affirm their commitment

to providing pro bono services. The Public Interest Law Alliance (PILA) coordinates the initiative, which provides a common definition of pro bono, a commitment to a minimum aspirational target of 20 pro bono hours per lawyer per year, and a mechanism to benchmark progress through annual reporting of anonymous pro bono data.¹⁶ This initiative, targeted at growing the pro bono culture in Ireland, is a welcome step in the right direction.

A total of 6 firms submitted data for Ireland, with 23.1 percent of fee earners averaging 13.7 hours of pro bono and 28 percent offering ten or more hours of pro bono. Among partners, the rate of engagement was 42 percent, at an average of 9.4 hours, with 15 percent providing ten or more hours of pro bono.

FIRM NAME	AVERAGE HOURS PER FEE-EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
A&L Goodbody	29.3	56.7
Accenture	-	-
Arthur Cox	26.3	49
DLA Piper	0.1	2.6
Dechert LLP	38.1	100
Simmons & Simmons LLP	7.7	35.7

¹⁵ Pro Bono Pledge Ireland, <http://probonopledge.ie/>.

¹⁶ Bulletin | PILA, <https://www.pila.ie/resources/bulletin/2020/11/25/pro-bono-week-launch-of-pro-bono-pledge-ireland-26-november>.

ITALY

In Italy, several legal clinics offer pro bono to individuals and non-profit associations and a domestic clearinghouse, Pro Bono Italia, was founded in 2017. Italy has a rich, well-developed, and diverse ecosystem of non-profit organisations and social enterprises. It is estimated that it is home to more than 300,000 NGOs and 25,000 social enterprises. Social cooperatives are the eminent form of social enterprise in Italy, representing approximately a third of such enterprises, and they also play an active role in the pro bono ecosystem.

Keeping with the collaborative trends observed across the region, the Collaborazione Italiana Pro Bono per I Rifugiati Afghani (CIPBRA) project, a collaboration between the NGO Coalizione Italiana per le Libertà e i diritti civili and fourteen law firms, is working to provide training and supervision for volunteer lawyers to work on family reunification applications and other legal pathways to Italy for Afghan individuals and families.

The number of submissions decreased slightly from 18 in 2020 to 15 firms in 2022. Fee earners recorded an average of 10 hours and engaged in pro bono at a rate of 28 percent, with 20 percent registering ten or more hours. Partners' rate of engagement in pro bono was 46.6 percent, with participating partners recording an average of 8.7 hours of pro bono and 29 percent of them offering ten or more hours of pro bono. 67 percent of the firms reported the presence of some elements of pro bono infrastructure.

The most selected areas of pro bono support among responding firms in Italy were human rights at 83 percent, immigration, refugees and asylum at 75 percent, followed by economic development, microfinance and social finance and education, training and employment and environment and climate change all at 42 percent.

FIRM NAME	AVERAGE HOURS PER FEE-EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
A&A STUDIO LEGALE	40	40
Accenture	-	-
Allen & Overy	1.8	7.8
Ashurst LLP	19.7	48.7
Cleary Gottlieb Steen & Hamilton LLP	6.5	13.0
DLA Piper	12.2	17.1
Dentons	3.9	13.3
Freshfields Bruckhaus Deringer	2.5	6.2
K&L Gates LLP	0.2	0
Latham & Watkins	21.2	40.5
Linklaters LLP	-	-
Orrick	51.3	84.1
Simmons & Simmons LLP	0.9	3.1
White & Case	24.8	82.7
Mazzeschi Srl	-	-

LUXEMBOURG

Legal aid in Luxembourg is managed by the Luxembourg Bar Association, and trainee lawyers in Luxembourg are required to accept legal aid cases in order to qualify for the Luxembourg Bar. After being appointed by the Bar, lawyers cannot refuse to work on legal aid cases. As a result of this well-established and extensive legal aid protection, there has historically been a low demand for pro bono work in Luxembourg.

Furthermore, there are extremely strict rules for advertising for lawyers, which limits the incentives for lawyers to engage in pro bono work. However, the number of international law firms with offices in the country has resulted in an organic increase in pro bono hours as lawyers are encouraged to match high pro bono numbers in the UK and US.

In light of recent global crises, the legal community in Luxembourg demonstrated an ability to quickly respond to emergencies and come together to offer pro bono assistance to support refugees initially coming from Afghanistan and subsequently from Ukraine.

We received submissions from 11 international firms for the 2022 Index, a welcome increase from 6 submissions in 2020. Fee earners engaged in pro bono at a rate of 43 percent and averaged 9.1 hours of pro bono, with 24 percent of them offering ten or more hours. At an encouraging high rate of engagement of 54 percent, the partners spent 10.2 hours on average with a third of them going over the ten-hour mark.

FIRM NAME	AVERAGE HOURS PER FEE-EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
Accenture	-	-
Allen & Overy	5.1	13.6
Ashurst LLP	0.6	0
DLA Piper	18.6	60.6
Dechert LLP	31.7	93.3
Dentons	14.4	26.5
Eversheds Sutherland (International) LLP	0.1	0
Goodwin Procter LLP	0	0
K&L Gates LLP	0	0
Linklaters LLP	-	-
Simmons & Simmons LLP	8.9	30.8

NETHERLANDS

In the Netherlands, pro bono work is primarily used to assist NGOs, such as foundations, that serve public or social needs and human rights, rather than individuals, because NGOs are generally ineligible for government-subsidised legal aid. Pro Bono Connect, the first public interest clearinghouse, was established in 2015, acting as an intermediary between NGOs and law firms. Pro Bono Connect is supported by sixteen of the largest law firms in the Netherlands.¹⁷ Dutch law firms were among the organisers of the first European Pro Bono Week, held in 2019, and they continued to host events in 2020 and 2021. One of the landmark pro bono initiatives in the Netherlands is the Stichting Rechtswinkel.nl, a young internet initiative from Eindhoven which offers online based legal assistance

to individuals, with a strong litigation focus and not just civil society as is traditionally the case in the country.¹⁸

Nine firms submitted data to the 2022 Index, as in 2020. 41 percent of fee earners gave 15.6 hours pro bono on average with 29 percent of fee earners engaging in pro bono over the ten-hour mark. Partners were engaged in pro bono at a rate of 40 percent, with 17 percent of them giving ten or more hours. On average, partners provided 10 hours of pro bono. Twenty two percent of the firms reported the presence of some elements of pro bono infrastructure.

FIRM NAME	AVERAGE HOURS PER FEE-EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
Allen & Overy	11.2	21
DLA Piper	20	45.8
De Brauw Blackstone Westbroek N.V.	20	44.4
Dentons	12.6	29.8
Eversheds Sutherland (International) LLP	0.9	3.3
Freshfields Bruckhaus Deringer	19.4	25.2
Linklaters LLP	-	-
Simmons & Simmons LLP	3	9.9
Stibbe	11.7	21.1

¹⁷ Pro Bono Connect - About Us, <https://probonoconnect.nl/en/>.

¹⁸ <https://rechtswinkel.nl/over>

POLAND

There is no legal requirement in Poland for lawyers to provide pro bono legal services, but its active pro bono landscape is shaped by the voluntary efforts of lawyers, domestic and international law firms and NGOs like the national clearinghouse platform, Centrum Pro Bono. Pro bono exists alongside a relatively strong legal framework to support legal aid, recently expanded in 2019.

Centrum Pro Bono, part of the University Legal Clinics Foundation, remains a key player in Poland's pro bono space. It connects law firms with NGOs to provide legal aid in a variety of areas such as civil law, financial law, and employment law. They also host a pro bono roundtable, where lawyers can meet and discuss pro bono

developments. The Foundation coordinates, represents, and supports a network of 24 legal clinics, and it works with bar associations to make legal aid and pro bono services more accessible.¹⁹ The Helsinki Foundation for Human Rights and the Polish Society of Anti-Discrimination Law also offer pro bono opportunities to lawyers. Both work on strategic litigation and creative advocacy.

Six international firms submitted responses to the 2022 Index. 28 percent of fee earners participated in pro bono, performing an average of 9 hours. 13 percent performed ten or more hours. Partners participated in pro bono at a rate of 30 percent, volunteering an average of 18.5 hours, with 17 percent performing ten or more hours.

FIRM NAME	AVERAGE HOURS PER FEE-EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
Allen & Overy	5.6	20.9
DLA Piper	11.6	25.4
Dentons	12.8	17.2
Linklaters LLP	-	-
White & Case	4	14.3

¹⁹ About Us - Centrum PRO BONO, <https://www.centrumprobono.pl/en/>.

ROMANIA

Pro bono has not historically been practised in Romania, however with the accession of Romania to the EU in 2007 and the arrival of several international law firms, the legal community is becoming more involved in pro bono. Corporate law firms have increasingly sought to align the practice of local firms with the pro bono culture of their international partners.

In addition, the efforts of various NGOs in Romania to foster pro bono work have contributed to raising the awareness of the need for and benefits of pro bono activity for the Romanian community.

Four firms, as in 2020, submitted data on their pro bono practice for the 2022 Index²⁰²¹. They reported that 28 percent of fee earners on spent 5.7 hours on average on pro bono services, with 9 percent hitting the ten-hour mark or above. Partners spent 13.5 hours on pro bono on average, at a rate of engagement of 32 percent, and with 14 percent of partners engaged in pro bono offering ten or more hours.

FIRM NAME	AVERAGE HOURS PER FEE-EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
DLA Piper	5.8	0
Dentons	15.9	34.8
Kinstellar	0	0

²⁰ Four firms submitted their data but one requested to remain anonymous

RUSSIA

At the time of writing, Russia's war against Ukraine has resulted in the vast majority of international firms closing their offices in Russia and, in some cases, relocating their staff. At the same time, the Russian government has started implementing and implementing laws aimed at curbing the potential activities of international (and local) civil society organisations and has set strict controls over the media.

The impact this will have on the pro bono landscape is unknown, but likely to be very grave, in a country where pro bono efforts were slowly advancing in recent years, with a vital role played by the Russian Federal Chamber of Lawyers and the Russian Bar.

The 2022 Index received submissions from eight international firms, all of whom have since reported closing their offices in Russia due to the conflict. Based on the data received, fee earners spent 13.9 hours on average on pro bono, with 25 percent of fee earners engaging in pro bono overall, and 13 percent performing ten or more hours of pro bono. Partners performed an average of 4.8 hours of pro bono, at an engagement rate in pro bono of 16 percent, and with 10 percent spending ten hours or more on pro bono.

FIRM NAME	AVERAGE HOURS PER FEE-EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
Cleary Gottlieb Steen & Hamilton LLP	0	0
DLA Piper	19.7	4.1
Dechert LLP	104	100
Dentons	1	3.5
Freshfields Bruckhaus Deringer	17.3	19.2
Latham & Watkins	52.7	88.5
Linklaters LLP	-	-

SLOVAKIA

Since the adoption of a legal framework for the provision of legal aid in 2005, there has been a steady growth in the culture of lawyers “giving back” in Slovakia.

The Pontis Foundation launched the Attorneys Pro Bono programme in 2011, which is the principal clearinghouse for facilitating pro bono legal assistance for non-profit organisations by law firms. The Pontis Foundation also hosts an annual Pro Bono Marathon, which brings together volunteers from various industries, including law firms.

We received submissions from six firms in Slovakia, up from four in 2020. 43 percent of fee earners were engaged in pro bono and spent an average of 19.7 hours, with 23 percent of them offering ten or more hours. The partners, at a rate of 38 percent volunteered an average of 11 hours, with 31 percent of them offering ten or more hours.

FIRM NAME	AVERAGE HOURS PER FEE-EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
Accenture	-	-
Allen & Overy	56.9	39.3
DLA Piper	54	0
Dentons	22.9	44.1
Kinstellar	0.6	4.6

SPAIN

Spain has a well-established legal aid system, and pro bono continues to expand rapidly. This is due in part to the strong NGO market in Spain. In addition, international law firms and companies continue to encourage lawyers to complete mandated pro bono hours, and local law firms are adding the promotion of pro bono activities as a social responsibility target. Spain has strengthened its commitment to expand the pro bono network by participating in a number of European Pro Bono Week activities.

We received submissions from 11 firms for the 2022 Index, up from ten firms in 2020. The data shows that 43 percent of fee earners were engaged in pro bono and performed an average of 14.8 hours each. 29 percent of those engaged in pro bono did ten hours or more. 53 percent of partners performed an average of 20.2 hours with 38 percent of them recording ten or more hours.

FIRM NAME	AVERAGE HOURS PER FEE-EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
Accenture	-	-
Allen & Overy	10	30.2
Ashurst LLP	14.7	40.3
DLA Piper	24	6.3
Dentons	15.9	32.9
Freshfields Bruckhaus Deringer	3.1	9.5
Latham & Watkins	45.4	97.6
Linklaters LLP	-	-
SLLM Sánchez-Labrador y López Martínez, S.C.	-	-
Simmons & Simmons LLP	0.5	0
White & Case	41.6	100

SWITZERLAND

Pro bono continues to gather support in Switzerland, thanks to the efforts of a few leading law firms. The country has a well-established legal aid system which reduces the need for pro bono work, and only a few law firms mention pro bono work in their promotional materials.

However emerging pro bono clearinghouses and other centralised organizations such as the Geneva Bar Association's Human Rights Pro Bono Platform. In 2021, the first ever Switzerland Pro Bono Day took place as part of the European Pro Bono Week, bringing together over 40 delegates from Swiss and international firms operating

in the country.

A total of four firms submitted pro bono data for Switzerland, including three international and one domestic firm. Fee earners offered 21 hours of pro bono support on average and engaged in pro bono at a rate of 53 percent, with 42 percent of them spending ten or more hours on pro bono. Partners engaged in pro bono at a rate of 57 percent and performed 19.6 hours of pro bono on average, with 36 percent of them performing ten or more hours of pro bono.

FIRM NAME	AVERAGE HOURS PER FEE-EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
Akin Gump Strauss Hauer & Feld LLP	48.2	60
MANGEAT Attorneys at Law LLC	12.5	25
Orrick	29.8	80
White & Case	16.5	40

TURKEY

In Turkey, law firms, individual lawyers, and bar associations all provide free legal services, either pro bono or through a legal aid scheme. Law firms primarily provide pro bono services to legal entities such as NGOs and other legal entities.

Pro bono and legal aid are less prevalent in Turkey due to a lack of tradition of voluntary community work, and a ban on lawyers from advertising to potential pro bono clients. There are no rules in Turkey that govern the provision of pro bono legal services. Lawyers are required to notify the bar association if they provide free legal services for disputes and are prohibited from advertising their services, including to pro bono clients.²²

Despite certain challenges, pro bono networks are developing. Two of the more active pro bono initiatives are Bilgi University Human Rights Center and Carma (Care

Move Act), which connect NGOs and individuals with law firms and lawyers to generate dialogue and build trust between pro bono providers and beneficiaries. The 2019 successful pilot pro bono partnership between several law firms and Refugee Solidarity Network and Refugee Rights Turkey to provide legal information and assistance services for refugees has also generated increasing attention on the value of pro bono to contribute to public interest goals.

This is the first in-depth analysis of the Turkish pro bono landscape since the Index launched in 2014. The 2022 Index received submissions from five law firms. 35 percent of fee earners were engaged in pro bono and provided an average of 5.5 hours of pro bono, with 19 percent offering ten or more hours. Partners were engaged at a rate of 32.1 percent and offered an average of 2.4 hours of pro bono, with 37 percent of them offering ten or more hours.

FIRM NAME	AVERAGE HOURS PER FEE-EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
Dentons	3.8	13.4
Kavlak Law Firm	14.7	50
Kinstellar	0	0
White & Case	12.7	45

²² Article 164/4 and Article 55 of the Lawyers Act



REUTERS/ Murad Sezer





13. LARGE PRO BONO MARKETS

This section sets out country-level analyses for three markets with a particularly high degree of pro bono infrastructure (Australia, England and Wales, and the United States).



AUSTRALIA

Australia has a well-developed pro bono culture, one that functions through the will of the legal fraternity, rather than through legal mandates. A structured approach to pro bono in Australia has developed over the past 15 years and is supported widely by government and non-government agencies. In 2007, the National Pro Bono Aspirational Target (better known as National Pro Bono Target) for lawyers, of 35 hours per lawyer was established.

Although pro bono legal services are still voluntary, the large network of Australian organizations that support the strategic delivery of pro bono legal services provides those in need with greater access to justice.²³ In 2020 the Australian Pro Bono Centre, in consultation with the In-house Pro Bono Steering Committee, opened the National Pro Bono Target to in-house signatories. This allows in-house lawyers to commit to performing at least 20 hours of pro bono legal services per year.²⁴

Responding firms from Australia reported a total of 128,558 hours, delivered by Large Firms at 138,404.7 hours and 50 hours by Small Firms.

Among responding firms, fee earners recorded an average of 42 hours, at a rate of engagement of 66 percent, with 41 percent of those engaged in pro bono offering ten or more hours of pro bono. Partners engaged at a rate of 53 percent and provided an average of 15.2 hours of pro bono, with 21 percent of those engaged in pro bono going over ten hours.

FIRM NAME	AVERAGE HOURS PER FEE-EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
Accenture	-	-
Allen & Overy	22.5	56.1
Ashurst LLP	43.9	45.7
DLA Piper	53.8	43.6
Dentons	9.3	15.4
Johnson Winter & Slattery	46.8	52.8
K&L Gates LLP	17.8	40.9
King & Wood Mallesons	56.7	37.9
Lanna Lawyers	-	-
White & Case	39.3	71.2

²³ Pro Bono Practices and Opportunities in Australia I. Introduction II., <https://www.lw.com/admin/Upload/Documents/Global%20Pro%20Bono%20Survey/pro-bono-in-australia-3.pdf>.

²⁴ Australian Pro Bono Centre | History of Pro Bono in Australia, <https://www.probonocentre.org.au/information-on-pro-bono/history-of-pro-bono/>.



REUTERS/ Clodagh Kilcoyne

ENGLAND & WALES

The success of pro bono in England and Wales is due in part to the support of robust infrastructure. In the last 20 years, several NGOs have been established to provide specialised pro bono opportunities to lawyers in England and Wales, ranging from international organisations to human rights focused services, from those sourcing pro bono opportunities for barristers in England and Wales to citizen advice centres offering legal clinics, and services specialised in sourcing corporate and commercial pro bono support for NGOs and social enterprises.

Law firms have also been proactive. In 2014, the UK Collaborative Plan for Pro Bono was set up to develop the UK's pro bono infrastructure and encourage more law firms to commit to a minimum of 25 pro bono hours per fee earner per year. The Collaborative Plan has been increasing both in terms of membership – at the time of writing, over 60 leading national and international law firms were members – and in the amount of pro bono work completed by its members, with over 50 percent of lawyers engaged in pro bono (according to 2019 figures)²⁵. The success of the UK Collaborative Plan in increasing pro bono provision also inspired, in 2019, the creation of the In-House Pro Bono Group, an association of in-house counsel that aims to foster a pro bono culture among in-house lawyers²⁶. The strong presence of pro bono within the legal profession in England and Wales is evident in the annual UK Pro Bono Week. In 2021, the 20th edition of the celebration featured more than 50 events and, for the first time, representatives from across the UK organised sessions²⁷.

Following years when social impact organisations and society have suffered the consequences of the COVID-19 pandemic and economic turbulence, we expect need for pro bono in England and Wales to grow. Lawyers are preparing themselves to expand the amount of pro bono they deliver, and this is shown in at least three trends. First, local pro bono groups are being established across

England and Wales to coordinate pro bono support outside of London and to be in closer contact with the beneficiaries, be they individuals or local NGOs. Second, there is a growing interest in pro bono among in-house legal teams, a development that has the potential to hugely increase the number of lawyers doing pro bono work to support and offer business expertise to UK-based NGOs and social enterprises. Finally, pro bono culture is becoming more institutionalised in law firm operations. In 2019, 88 percent of members of the UK Collaborative Plan counted pro bono work toward determining bonuses, and 30 out of 45 UK law firms that took part in the UK Collaborative Plan Report employed a (full- or part-time) pro bono professional. Moreover, an increasing number of leading law firms are hiring dedicated pro bono associates.

The responding firms from England & Wales contributed a total of 369,329 hours of pro bono. and this year 54 firms and in house teams in England & Wales responded to the pro bono Index survey, with 48.8 percent of fee earners engaging in pro bono at an average of 25.7 hours with 35 percent recording ten or more hours of pro bono. 43 percent of partners engaged in some kind of pro bono work and reported an average of 11.5 hours. 23 percent of the partners rendered ten or more hours of pro bono.

The data shows that the pro bono infrastructure in this region is well established, with all the responding firms indicating that they have some elements of infrastructure in place. 94.1 percent have a formal pro bono policy and 88 percent have formal pro bono eligibility criteria, however only 12 percent had a formal diversity commitment in place. Firms with a pro bono policy in place reported an average of 41.2 hours of pro bono compared to 29 hours where there was none. Similarly, firms with formal eligibility criteria recorded an average of 42.9 hours, compared to 9.4 hours where there was none.

²⁵ <http://probonoplan.uk/what/projects/>

²⁶ <http://inhouseprobono.uk/>

²⁷ <https://probonoweek.org.uk/2021report>

Legal clinics and individual clients were the leading source of pro bono clients, followed by clearing houses and partnerships with other law firms then law societies and other sources. In terms of most selected areas of pro

bono focus, access to justice ranked highest (71 percent), then immigration, refugees and asylum (65 percent), followed jointly by LGBT+ rights (59 percent) and human rights (59 percent).

FIRM NAME	AVERAGE HOURS PER FEE-EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
Accenture	-	-
Akin Gump Strauss Hauer & Feld LLP	33.9	26.1
Allen & Overy	19.7	34.2
Anglo-Thai Legal	52	100
Arnold & Porter	57.6	89.6
Ashurst LLP	24.3	33.3
Bates Wells	17.9	44.9
Cadwalader, Wickersham & Taft LLP	7.2	6.6
Charles Russell Speechlys	6.9	15.9
Cleary Gottlieb Steen & Hamilton LLP	16.4	35.7
Cooley LLP	36	48.1
Crowell & Moring LLP	14.6	32.4
DLA Piper	26.5	33.3
Debevoise & Plimpton LLP	63.8	66.4
Dechert LLP	94	100
Dentons	17.4	48.2
Duane Morris LLP	36.3	73.7
Faegre Drinker	17.3	24.2
Freshfields Bruckhaus Deringer	53.9	44
GSK	12.9	-
Gibson, Dunn & Crutcher LLP	48.9	57.1
Gide Loyrette Nouel	9.4	33.3
Goodwin Procter LLP	10	27
Hogan Lovells LLP	45.2	62.1
Jenner & Block LLP	132.3	100
K&L Gates LLP	22.8	44.8
KINGSLEY NAPLEY	14.7	31.9

FIRM NAME	AVERAGE HOURS PER FEE-EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
Katten Muchin Rosenman LLP	17.5	34.3
Kirkland & Ellis LLP	13.3	44.6
Latham & Watkins	35.3	59
Linklaters LLP	-	-
Mayer Brown LLP	22.3	42.2
McGuireWoods LLP	5.5	16.7
Milbank LLP	31.6	58.1
Minhas Law Associates Ltd.	20	60
Mishcon de Reya LLP	18.8	31.8
Morrison Foerster	55.3	63.3
Orrick	67.3	95.2
Osborne Clarke	3.8	11.5
Paul Hastings LLP	29.5	56.1
Reed Smith	77.1	65.6
Ropes & Gray	35.5	70.1
Schulte Roth & Zabel LLP	3.2	15
Shearman & Sterling LLP	54.8	60.7
Simmons & Simmons LLP	18.8	12.7
Skadden, Arps, Slate, Meagher & Flom LLP	63.2	66.2
Step toe	16.7	14.7
Sullivan & Cromwell LLP	8.5	20.8
White & Case	16.8	40.7
Wilmer Cutler Pickering Hale and Dorr LLP	11.4	33.3
Winston & Strawn LLP	-	-
Womble Bond Dickinson (UK) LLP	0.7	1.6



UNITED STATES

The United States continues to maintain an impressive role in pro bono leadership globally, with the largest number of pro bono partners in the world.²⁸ The pro bono legislative framework remains the same as in 2020, with nine states requiring attorneys to report their pro bono hours.

The years between 2020 and 2022 continued to present many challenges to the most vulnerable communities in the United States. Challenges relating to the pandemic have persisted, and several other political and legal changes have been implemented presenting an affront to different rights across the country. However, these challenges have also created opportunities for pro bono lawyers to step up and support in relation to relevant social justice issues.

The overturning of *Roe v. Wade* was a watershed moment for reproductive health and abortion rights, and the legal profession has responded swiftly across the US. For example, in New York, the Attorney General in partnership with 24 national law firms and eight non-profits established a pro bono task force and hotline to provide people who live in the state and those visiting with referrals, know-your-rights information, and resources on how to access abortion.²⁹

A number of mass shootings, including tragic incidents in Uvalde, Texas, Highland Park, Illinois and Buffalo, New York - coupled with the recent rolling back of some firearms restrictions - have also galvanized the profession, with many firms offering pro bono legal and litigation support to organizations and individuals working to combat gun

violence.³⁰ In addition, organizations working to reduce gun violence have taken action to increase representation on these matters. For example, Everytown for Gun Safety Support Fund established a three-million-dollar litigation fund to help advance gun violence prevention through the courts.³¹

The legal community also responded to the increased attacks on LGBT+ rights in the US - including Florida's "Don't Say Gay" Bill - that place significant limits around conversations about gender identity or sexual orientation in schools,³² and the ruling by the Texas Supreme Court allowing parents to be investigated on grounds of child abuse and neglect for supporting gender affirming care for their children.³³ Several US firms have advocated for transgender women and girls participating in sports, as well as challenged restrictions or prohibitions on healthcare professionals attempting to provide or refer youth for gender affirming treatment.³⁴

The legal profession in the US also continues to deploy pro bono in response to crises abroad. In addition to many firms offering pro bono support to individuals fleeing the Ukraine crisis and non-profits working to support these individuals,³⁵ several US firms have offered their pro bono support to the Ukraine itself. A US firm is representing the Ukraine on a pro bono basis before the European Court of Human Rights in a petition filed in response to Russia's invasion³⁶ and represented Ukraine pro bono before the International Court of Justice, resulting in a decision ordering Russia to suspend its military operations.³⁷ Pro bono support was also deployed in response to

28 The "Report on the Nature and Prevalence of Pro Bono Partner Roles Globally", published in February 2020 by the Australian Pro Bono Centre, the Pro Bono Institute in Washington DC, the Thomson Reuters Foundation and DLA Piper, accessible at <https://www.trust.org/publications/i/?id=4960b6d8-17c2-48cd-8c98-6d4f85213672>

29 <https://ag.ny.gov/reproductivehealth>

30 <https://www.paulweiss.com/practices/pro-bono/practice-overview/gun-violence-prevention-efforts>; <https://www.cov.com/en/pro-bono/reducing-gun-violence>; <https://www.gibsondunn.com/gibson-dunn-receives-giffords-law-centers-2021-richard-d-odgers-pro-bono-partner-award/>

31 <https://everytownsupportfund.org/press/breaking-everytown-law-launches-3m-litigation-fund-dedicated-to-advancing-gun-violence-prevention-through-the-courts/>

32 <https://www.politico.com/news/2022/05/17/florida-fight-dont-say-gay-00032512>

33 <https://www.nytimes.com/2022/05/13/us/texas-supreme-court-abuse-transgender-children.html>

34 <https://www.cooley.com/-/media/ab96b8ffb68c4038ba131d7d8c6b9306.ashx>

35 <https://www.natlawreview.com/article/law-firms-respond-to-russia-s-invasion-ukraine-how-legal-industry-public-can-help>

36 <https://www.reuters.com/legal/litigation/ukraine-turns-us-law-firm-quinn-emanuel-russia-human-rights-case-2022-03-22/>

37 <https://www.cov.com/en/news-and-insights/media-mentions/2022/03/ukraine-has-changed-the-world-has-it-also-changed-law-firms>

the Afghanistan crisis. The American Bar Association, in partnership with a number of entities, launched the Afghanistan Response Project to facilitate pro bono legal support to Afghan refugees and those in Afghanistan who continue to require their advocacy.³⁸ Over 20 law firms and corporations, mobilised resources, and their lawyers to respond to Afghanistan crisis, through legal representation and humanitarian parole applications on short order, as well as advocating for the expeditious and fair processing of applications for Afghan migrants.

The 2022 Index data indicates that the US contributed 2,551,439 hours in pro bono. We received submissions from 54 firms and in house teams, up from 45 in 2020. 75 percent of fee earners engaged in pro bono work at an average of 60.76 hours, with 63.6 percent offering ten or more hours of pro bono. Among partners, 70.6 percent of

partners recorded pro bono hours at an average of 45.98 hours each, with 49.88 percent performing ten or more hours of pro bono.

The data shows that the top three most commonly selected areas of pro bono focus were access to justice at 71 percent, disability rights at 42.8 percent, and human rights at 42.8 percent.

Finally, we see integration of innovative approaches to offering pro bono necessitated by the COVID 19 pandemic that continue to be employed, including embedding technology and enhancing legal trainee engagement and training through pro bono. The initiatives range from virtual assistance programs, virtual legal clinics, and remote assistance for victims of domestic violence.

FIRM NAME	AVERAGE HOURS PER FEE-EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
Accenture	-	-
Akin Gump Strauss Hauer & Feld LLP	87.3	87.7
Allen & Overy	37.3	45.2
Aon Corporation	-	-
Arnold & Porter	89.7	80.1
Ashurst LLP	28.8	55.6
Baker Donelson Bearman Caldwell & Berkowitz, PC	23.5	38.7
C.R. & F. ROJAS ABOGADOS	-	-
Cadwalader, Wickersham & Taft LLP	17	27.5
Cleary Gottlieb Steen & Hamilton LLP	70.5	69.4
Cooley LLP	61.7	47.2
Crowell & Moring LLP	66.3	69.9
DLA Piper	54.7	65.2
Debevoise & Plimpton LLP	102.9	67.7

38 https://www.americanbar.org/advocacy/rule_of_law/afghanistan-response/

FIRM NAME	AVERAGE HOURS PER FEE-EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
Dechert LLP	89.9	100
Dentons	29.5	30.4
Duane Morris LLP	40.9	63.8
Eversheds Sutherland (US) LLP	40.7	49.2
Faegre Drinker	40.9	57.6
Freshfields Bruckhaus Deringer	84	69.9
GSK	12.1	-
Gibson, Dunn & Crutcher LLP	88.5	72.1
Goodwin Procter LLP	32.1	49.6
Hogan Lovells US LLP	108.6	91.9
Jackson Lewis P.C	7.8	21.1
Jenner & Block LLP	152.4	100
K&L Gates LLP	30.1	39
Katten Muchin Rosenman LLP	36.4	39.8
Kirkland & Ellis LLP	38	58.9
Kramer Levin Naftalis & Frankel, LLP	95	66.6
Lanna Lawyers	-	-
Latham & Watkins	54.5	72.2
Linklaters LLP	-	-
Loeb & Loeb LLP	33.8	30.2
Lowenstein Sandler LLP	53.9	53
Mayer Brown LLP	48	51.2
McGuireWoods LLP	29.2	50.6
Morgan Lewis	65.6	100
Morrison Foerster	72.2	66.8
Orrick	174.5	98.1
Paul Hastings LLP	87.5	100
Reed Smith	50.9	47.2
Ropes & Gray	54.4	68.6
Schulte Roth & Zabel LLP	72.6	53.2
Seyfarth Shaw	19.8	38.6
Shearman & Sterling LLP	70.7	100
Sheppard, Mullin, Richter & Hampton LLP	35.8	49.3
Skadden, Arps, Slate, Meagher & Flom LLP	134.3	79
Step toe	64.2	71.2
Sullivan & Cromwell LLP	49.7	48.1
White & Case	70.9	71
Wilmer Cutler Pickering Hale and Dorr LLP	116.8	99.9
Winston & Strawn LLP	76	98.7



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