

Special Report

# **Gender Diversity at Thailand Law Firms**

2022



Legal**Media**360



# Introduction

Legal industry rankings are an important benchmarking tool for buyers of legal services. They offer a clear indication as to which law firms and lawyers are most active, have the highest market reputation, and are working on the most significant legal matters – an independent seal of quality and assurance.

Increasingly, diversity and inclusion policies have become a consideration in the selection of outside counsel. Using data driven analysis of the latest rankings, this **Legal Media 360** special report assesses gender diversity at the largest multi-practice law firms in Thailand.

The report examines data at three levels: **1)** firm wide; **2)** by practice area; and **3)** by individual lawyer rankings. It will reveal:

- Which firms are most gender diverse;
- Whether gender diverse firms are more successful than male dominated firms;
- Whether female lawyers are being afforded the same opportunities as men; and
- If rising star data implies a more gender balanced future.



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# Methodology

Results are based on the analysis of lawyer rankings in the following international publications: *asialaw*, *Benchmark Litigation*, *Chambers and Partners*, *IAM1000*, *IFLR1000*, *IP Stars*, *Legal 500*, and *World Trademark Review 1000*. These have been selected based on their multilateral research process, where peer and client reviews as well as submissions are used to determine the rankings.

For the purposes of this report, due to the variance in the categorization at atomic levels, lawyer rankings have been reclassified by **Legal Media 360** to bring them together in a common scale without distorting the differences in the range of the values. This has been achieved by referring to the definitions provided by the publications.

Lawyers have been grouped on a five-tier scale:

- **Senior Statesperson:** Retired/semi-retired influential lawyers with close relationships with major institutional clients. Mainly work as a consultant.
- **Tier 1:** Leading lawyers who have an outstanding reputation and a strong track record for leading the most significant matters.
- **Tier 2:** Highly regarded lawyers who are active on significant matters.
- **Up and Coming Lawyer:** Lawyers establishing their reputation and have been recognised for assisting on significant matters. Potential to be a tiered lawyer in the future.
- **Notable Practitioner:** Lawyers who have had some market recognition and been on some notable matters. Not yet a tiered lawyer.

The 2022 dataset covers rankings published from June 2021 to June 2022. This timeframe ensures that similar matters submitted by the firms and evaluated by the above publications fall into the same research cycle.



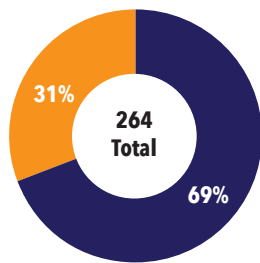
# Findings

## Overall Gender Statistics

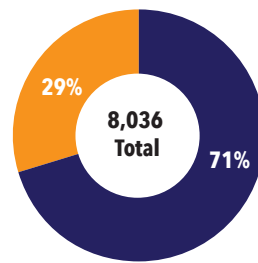
In the eight publications examined, a total of 264 lawyers in Thailand were recognized.

The national average male to female ratio for Thailand law firms is 69 to 31 percent which, as can be seen from the charts, is comparable to the overall Asia average of 71 to 29 percent:

Male to Female Ratio: Thailand

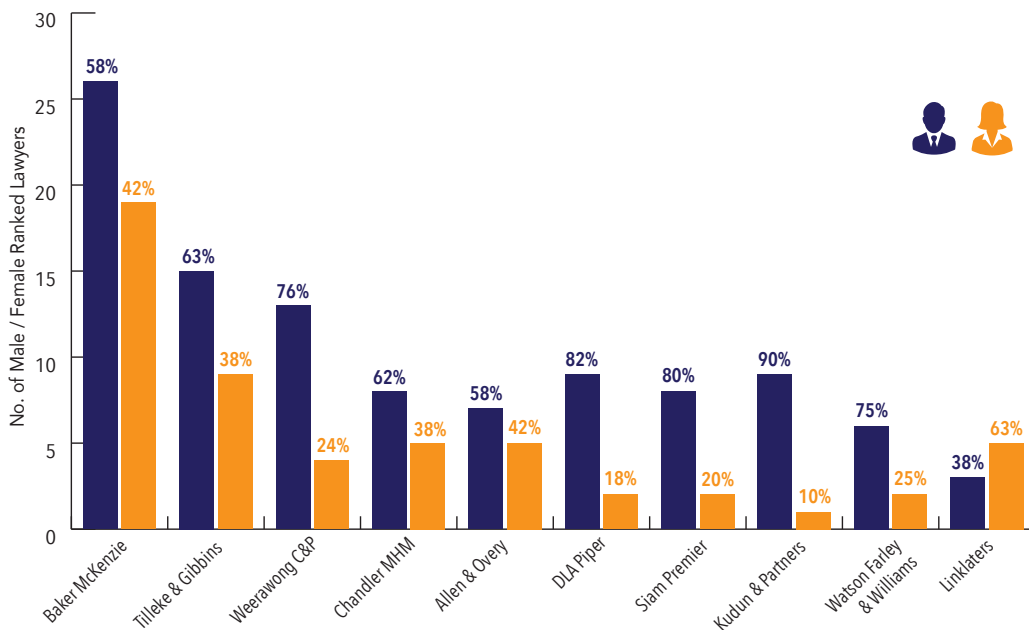


Male to Female Ratio: Asia



## Firm Level

### Top 10 Firms with the Most Lawyer Recognitions



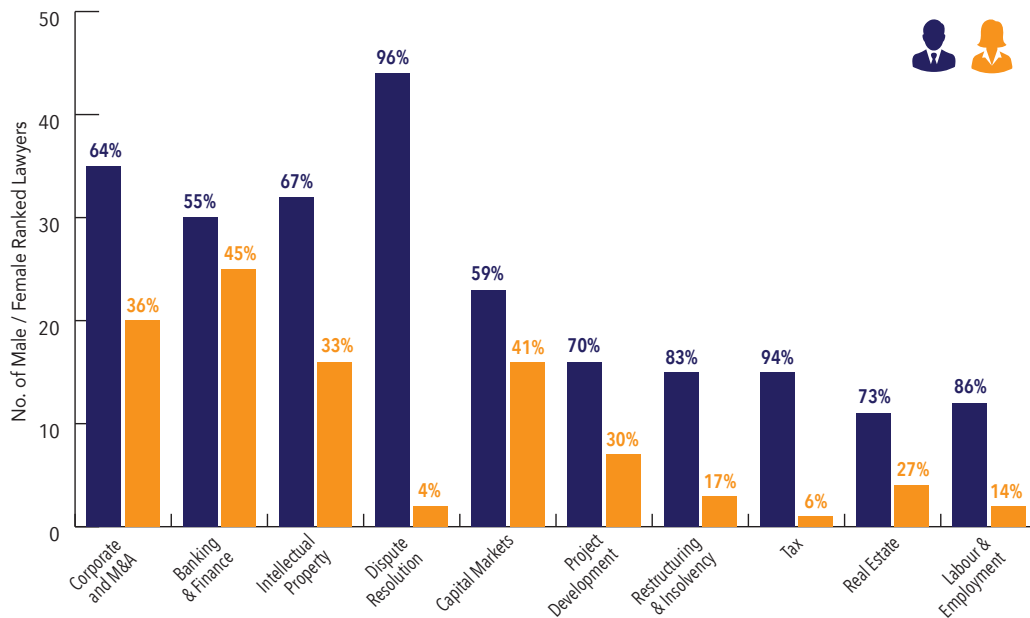


**Commentary:** Examining the law firms with the greatest number of lawyer recognitions reveals:

- Only five of the top 10 firms have better gender diversity ratios than the national average;
- Allen & Overy and Baker McKenzie are the most gender balanced firms;
- Linklaters has the greatest overall gender imbalance in favour of women; and
- Kudun & Partners and DLA Piper has the greatest overall gender imbalance among domestic and international firms (respectively) in favour of men.

## Practice Area Level

### Gender Representation by Practice Area

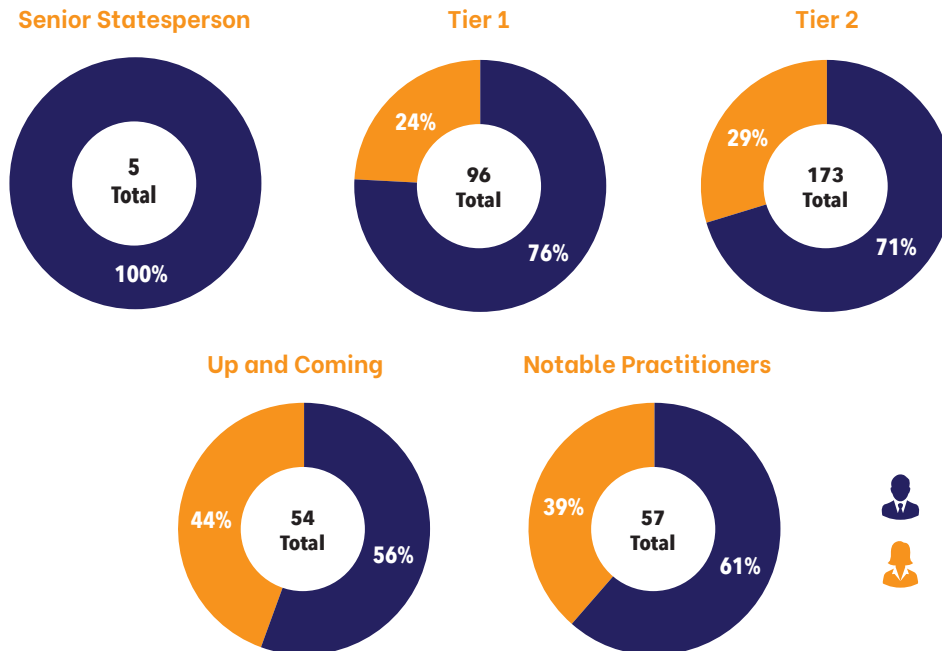


**Commentary:** The above chart shows the top 10 practice areas by recognized lawyer count. It is clear from the data that women lawyers are under-represented in most of the 10 practice areas, with diversity clearly lacking in the areas of Dispute Resolution and Tax. Interestingly, for Banking and Finance which is normally male dominated is the most gender balanced practice area in Thailand.



## Lawyer Levels: Gender

### Breakdown of Gender by Tier



**Commentary:** The lawyer tiers can be seen to reflect the development cycle in a lawyer’s career. Senior Statesperson represents those lawyers in their senior years. Tier 1, 2 and Notable Practitioners are lawyers at partner level, while Up and Coming Lawyers reflect the future representation of a law firm.

While partner level lawyers are predominantly male, the gender ratio for Up and Coming lawyers clearly shows that the market is shifting to be more gender balanced.

### Top Lawyers by Practice Area with the Greatest Number of Tier 1 Rankings

#### Banking and Finance

-  Jessada Sawatdipong, Chandler MHM
-  Stephen Jaggs, Allen & Overy
-  Wilailuk Okanurak, Linklaters
-  Sawanee Sethsathira, Baker McKenzie

#### Capital Markets

-  Veeranuch Thammavaranucpt, Weerawong C&P
-  Wilailuk Okanurak, Linklaters
-  Pornpan Chayasuntorn, Linklaters
-  Suparek Auychai, Allen & Overy



### Corporate and M&A

 **Wilailuk Okanurak**, Linklaters

 **Suparek Auychai**, Allen & Overy

### Intellectual Property

 **Darani Vachanavuttivong**, Tilleke & Gibbins

 **Nandana Indananda**, Tilleke & Gibbins

 **Say Sujintaya**, Baker McKenzie

 **Alan Adcock**, Tilleke & Gibbins

 **Rutorn Nopakun**, Domnern Somgiat & Boonma

### Dispute Resolution

 **Chinnawat Thongpakdee**,  
Herbert Smith Freehills

 **Wynn Pakdeejit**, Baker McKenzie

 **Surasak Vajasit**, R&T Asia

 **Thawat Damsa-ard**, Tilleke & Gibbins

**Commentary:** A breakdown of the top lawyers with the most Tier 1 recognitions shows that female representation at the top level is fairly well represented. This suggests that (besides Dispute resolution) female lawyers are leading the most significant cases or deals in Thailand which is unique compared with other Asia jurisdictions covered by **Legal Media 360**.

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