



The IAWL
**Gender
Scorecard**
2025

**LAW
FIRMS**

Institute for African Women in Law



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Executive statement

The Institute for African Women in Law Gender Scorecard provides statistics on the representation of women in associate and managerial positions at law firms employing a minimum of ten to fifteen associates in selected countries. This data is crucial for analyzing women's representation in law firms in relation to their proportional representation in leadership roles. Access to this information is essential for measuring women's presence and for developing effective strategies to tackle the challenges that women in law face as they seek leadership positions within the legal profession.

The legal field has traditionally been dominated by men, with women significantly underrepresented in leadership positions. While progress has been made in recent years, more efforts are needed to achieve gender equality. The lack of women in decision-making, managerial, and leadership roles impacts the bottom line of businesses, law firms, and society.

The 2023 research conducted by the Institute for African Women in Law (IAWL) on Women in Law and Leadership in Kenya, Nigeria, South Africa, and Senegal highlights several factors contributing to the underrepresentation of women in leadership roles within the legal field. These factors include disparities in negotiation and networking skills, a lack of institutional mentoring opportunities, and pervasive gender biases accompanied by negative stereotypes about women.

The Gender Equality in Law Campaign (GELC), launched in 2024, is essential for addressing these challenges. It aligns with IAWL's core vision of empowering women in law through training, advocacy, research, and mentorship. The Gender Scorecard represents the initial step toward achieving gender equality in leadership roles within the legal field, as it will inform future initiatives to support women's advancement in this domain.

IAWL acknowledges that gender is a social construct and that the definition of the term "gender" differs among societies and changes over time. While recognizing a variety of gender identities, this project utilizes the binary classification of male and female to represent men and women on the scorecards. We use visual representations of binary male and female rather than the self-identified gender identity of the individuals.



The Gender Scorecard provides data collected at the end of last year. The data referenced in this edition was gathered the previous year. Therefore, some of the information presented may not reflect the most up-to-date numbers after the data was collected. We encourage law firms to respond to our data requests. IAWL does not take responsibility for outdated websites.



The information referenced in this edition was gathered at the end of February 2025. As a result, some details may not reflect the most current numbers since the data were obtained. While we strive to ensure accuracy and reliability, we acknowledge that data and insights may evolve over time. We assume no responsibility for outdated websites or sources.

We encourage you to reach out if you have credible updates, corrections, or additional verified information. Your contributions help us maintain accuracy and improve the quality of our content.

For any updates or clarifications, please contact us at
info@africanwil.org



WHO

Seventy eight (78) law firms with a minimum threshold of three hundred and sixty five (365) associates from seventeen (17) African countries.



WHAT

Statistics on the representation of women in leadership and managerial positions in law firms.



SOURCE

Publicly available data on the websites of the law firms profiled.



RANKS

Managing Partners, Partners, Senior Associates, Associates.



GENDER

Visual gender representation of the binary male and female and not the self-identified gender identity of the individuals.



The Gender Scorecard project surveys law firms, focusing on the roles of Managing Partner, Partner, Senior Associates, and Associates. The total number of individuals surveyed at each law firm may not accurately reflect the full count of individuals in positions such as Senior Partner and Of Counsel, among others. To ensure consistency across countries, we excluded these positions from our methodology.

AT A GLANCE

The IAWL
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78
Law firms



2844
Lawyers

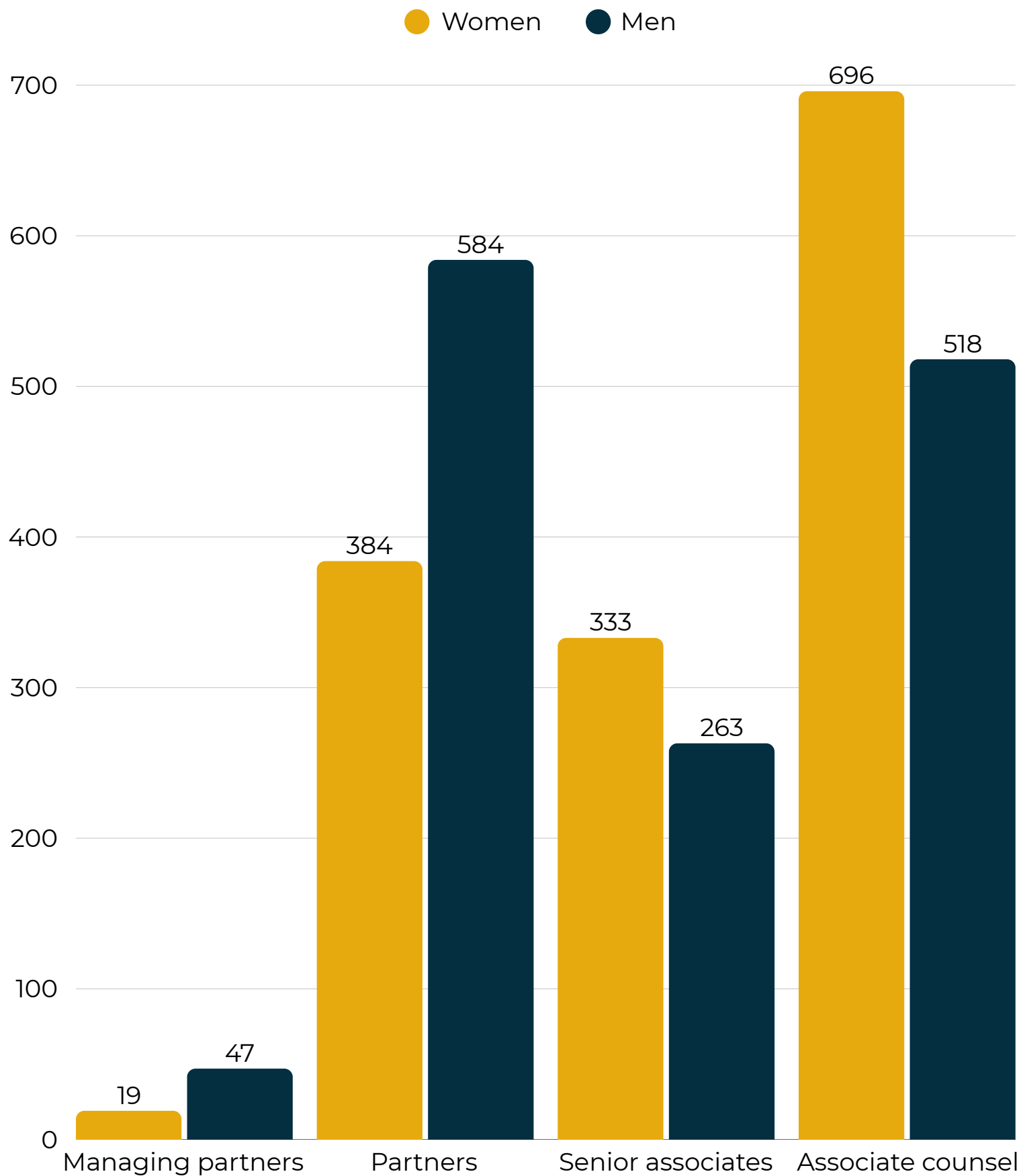


1432
Female



1412
Male

DATA AT A GLANCE



Female to male ratio

Country averages

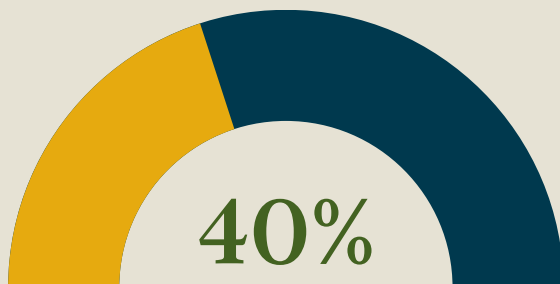
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Egypt

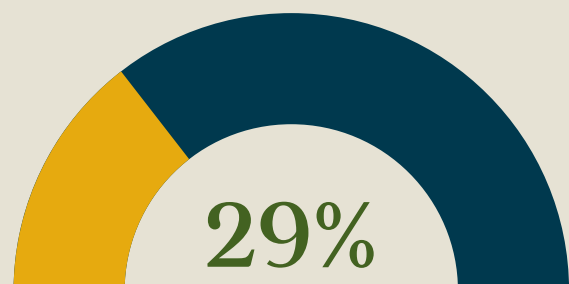
Total firms surveyed: 5

MANAGING PARTNERS



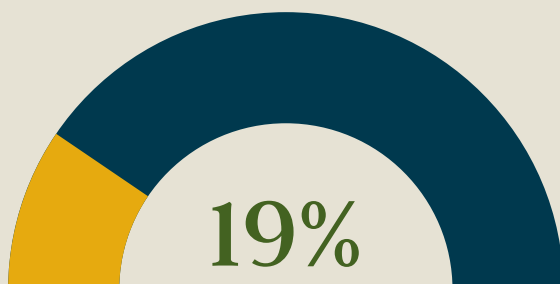
2/5

PARTNERS



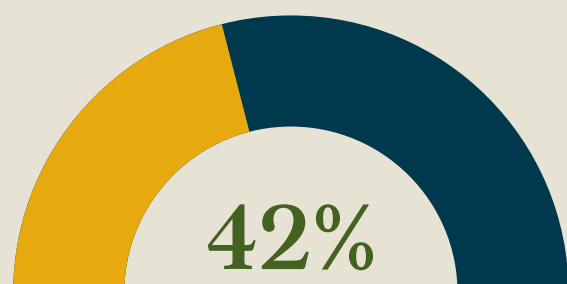
14/56

SENIOR ASSOCIATES



5/27

ASSOCIATES



22/52

FEMALE



MALE

Country averages

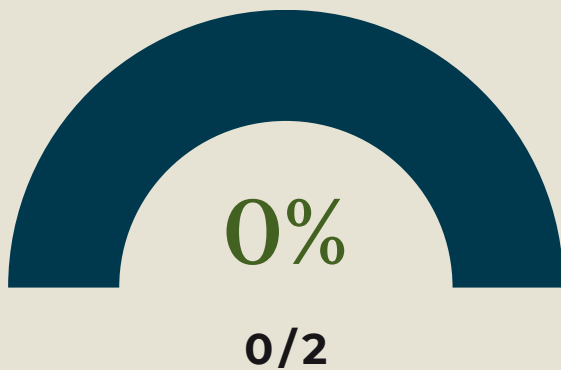
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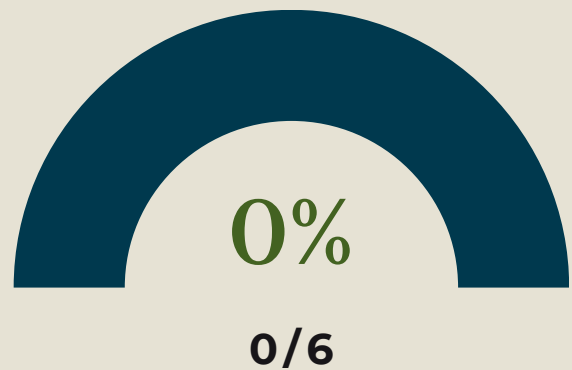
Ethiopia

Total firms surveyed: 2

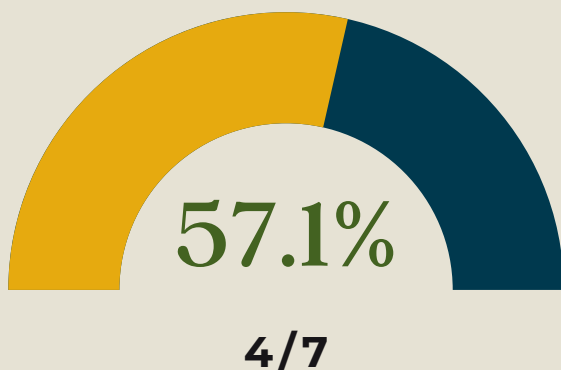
MANAGING PARTNERS



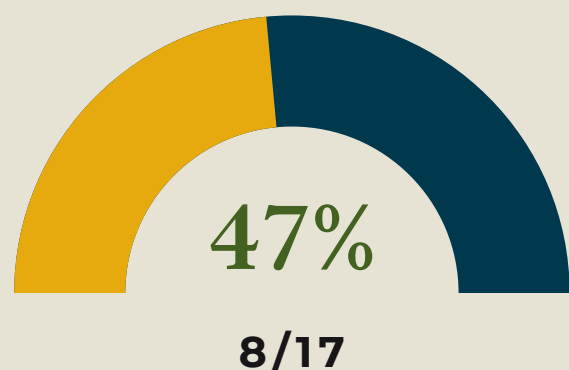
PARTNERS



SENIOR ASSOCIATES



ASSOCIATES



FEMALE   MALE

Country averages

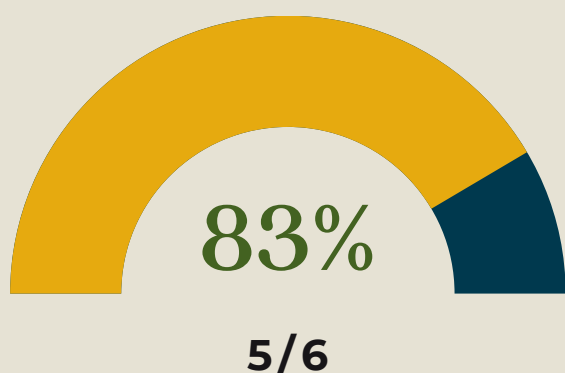
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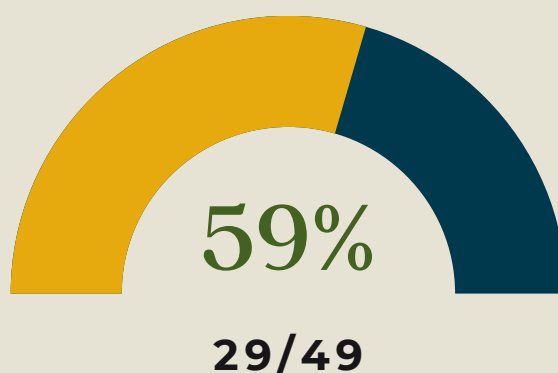
Ghana

Total firms surveyed: 7

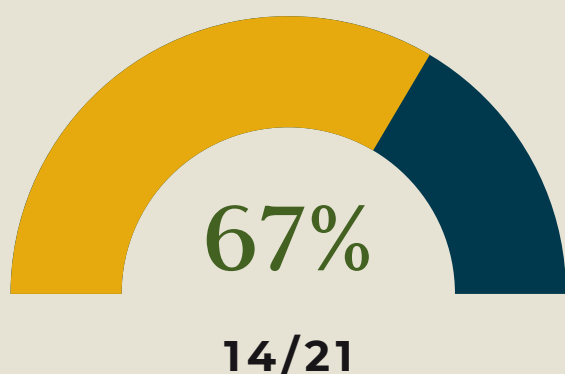
MANAGING PARTNERS



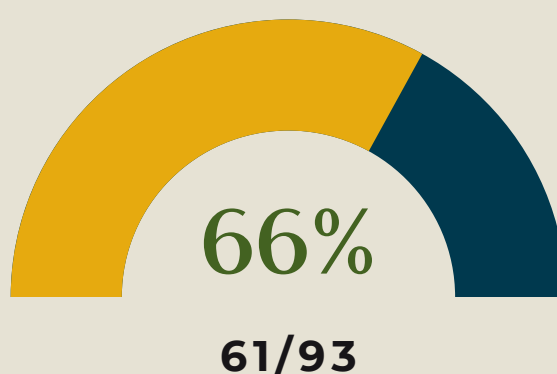
PARTNERS



SENIOR ASSOCIATES



ASSOCIATES



FEMALE   MALE

Country averages

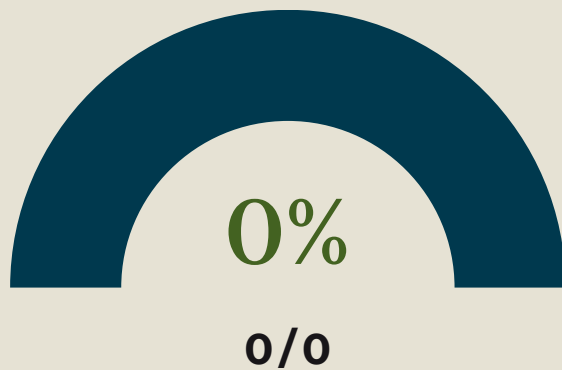
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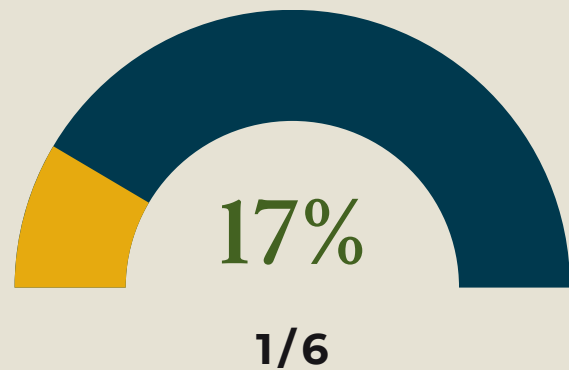
Ivory Coast

Total firms surveyed: 2

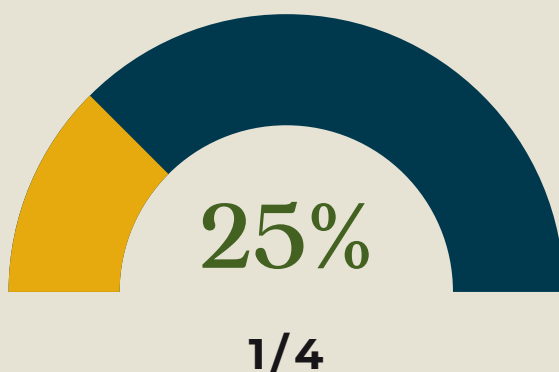
MANAGING PARTNERS



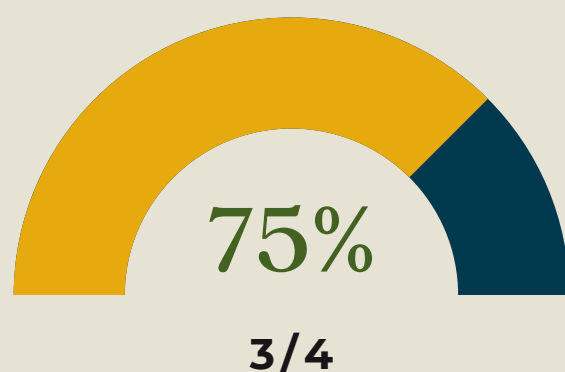
PARTNERS



SENIOR ASSOCIATES



ASSOCIATES



FEMALE



MALE

Country averages

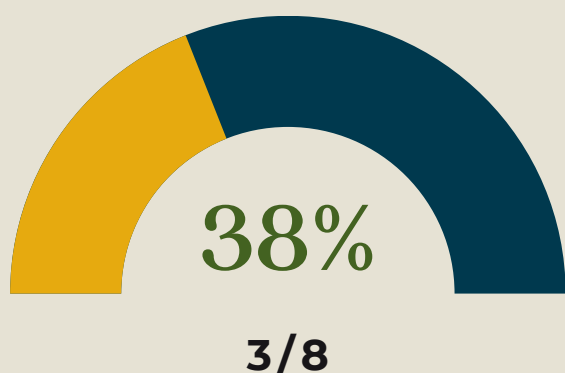
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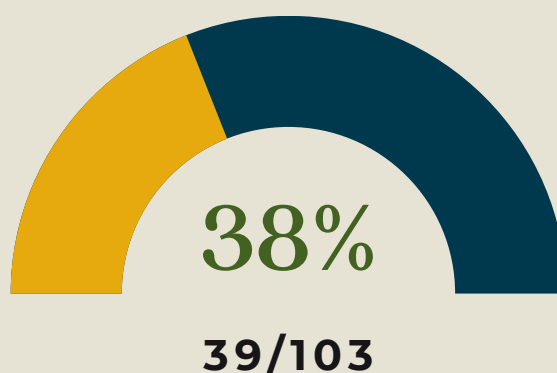
Kenya

Total firms surveyed: 8

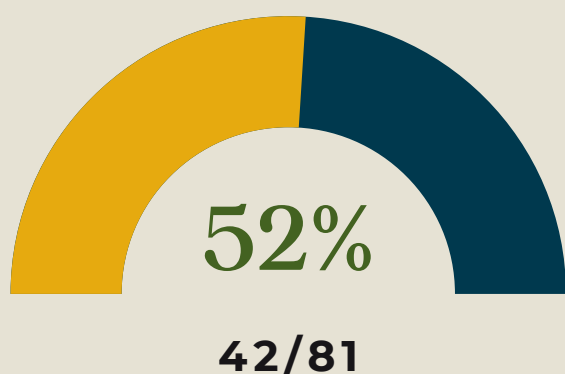
MANAGING PARTNERS



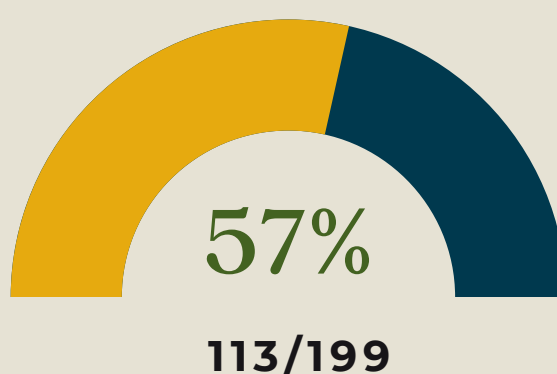
PARTNERS



SENIOR ASSOCIATES



ASSOCIATES



FEMALE   MALE

Country averages

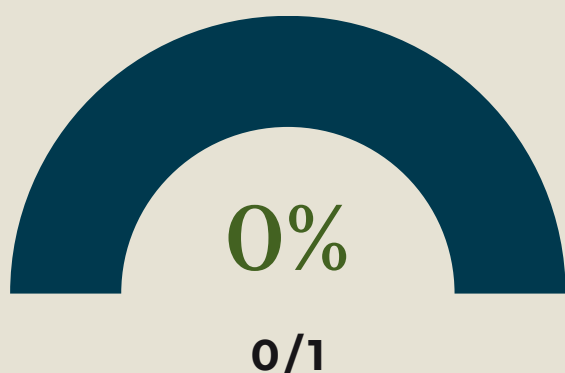
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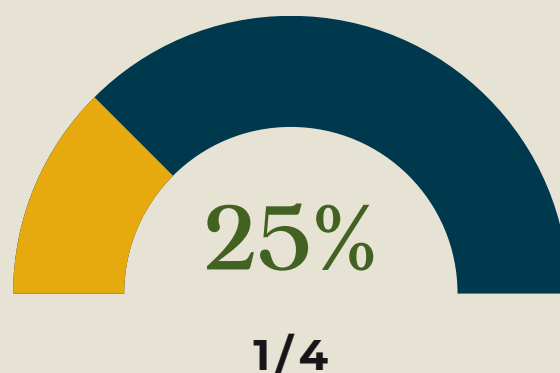
Liberia

Total firms surveyed: 1

MANAGING PARTNERS



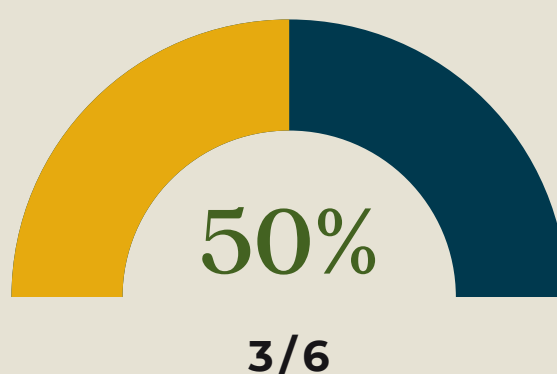
PARTNERS



SENIOR ASSOCIATES



ASSOCIATES



FEMALE   MALE

Country averages

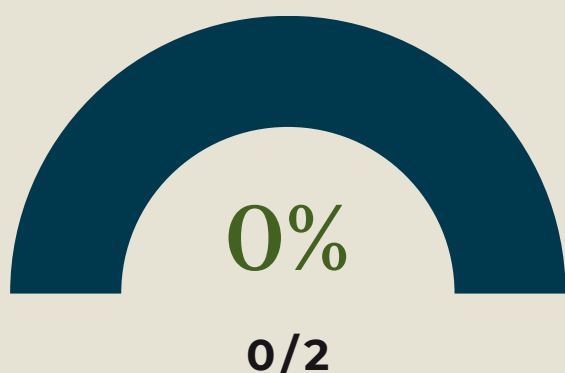
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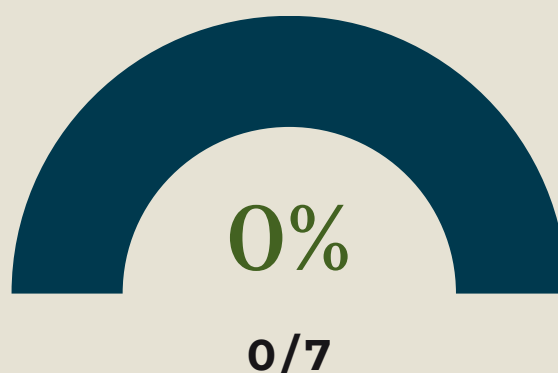
Morocco

Total firms surveyed: 2

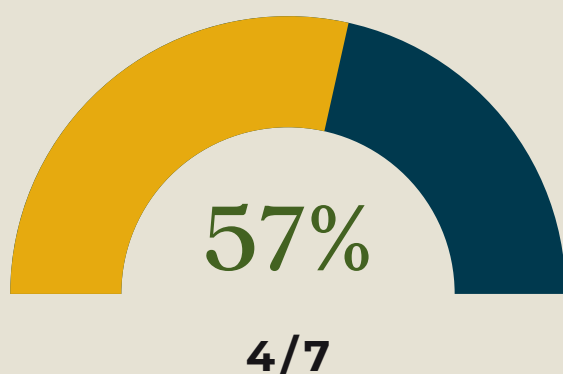
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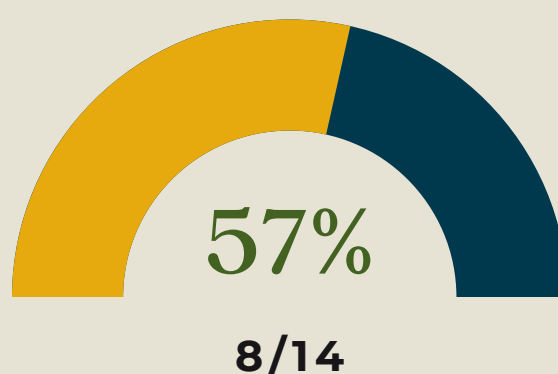
PARTNERS



SENIOR ASSOCIATES



ASSOCIATES



FEMALE  MALE 

Country averages

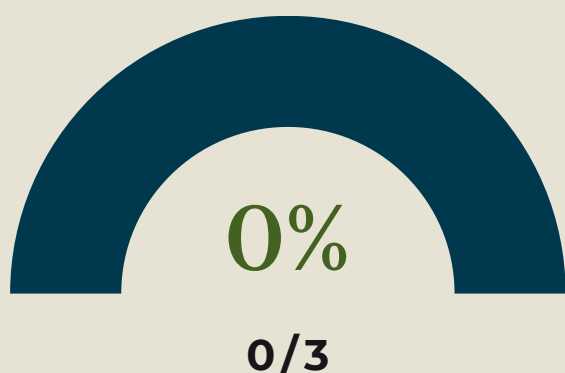
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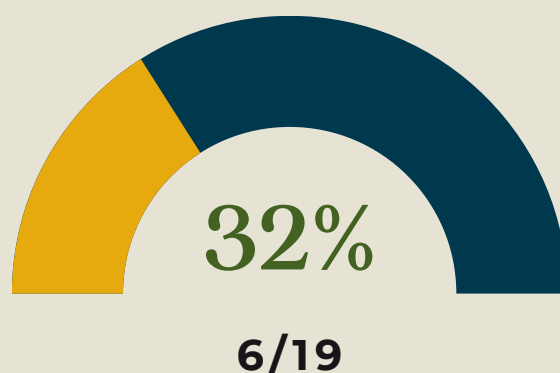
Mozambique

Total firms surveyed: 3

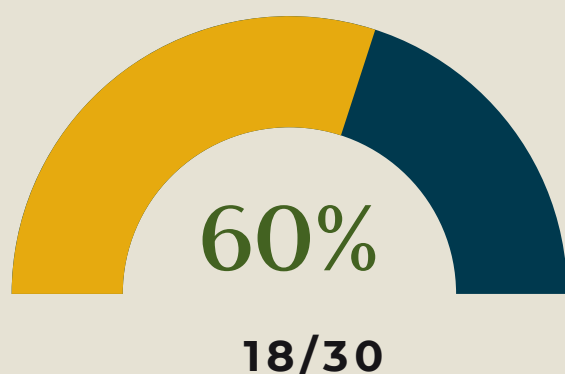
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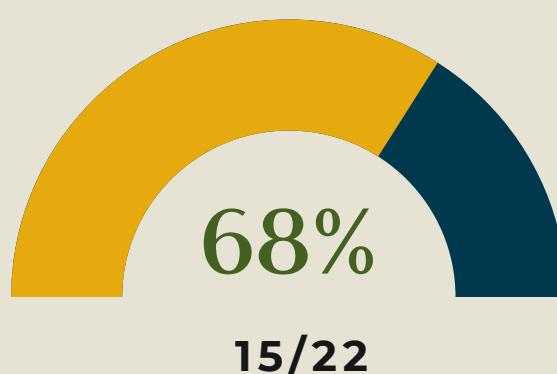
PARTNERS



SENIOR ASSOCIATES



ASSOCIATES



FEMALE   MALE

Country averages

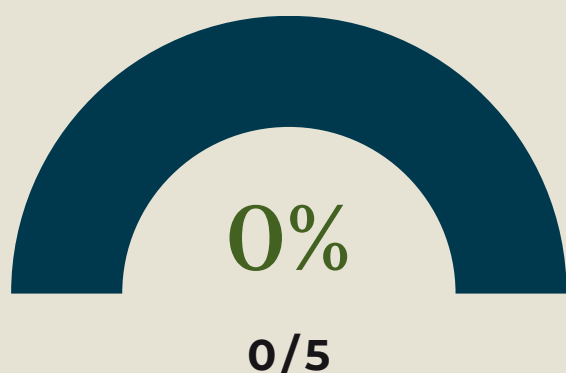
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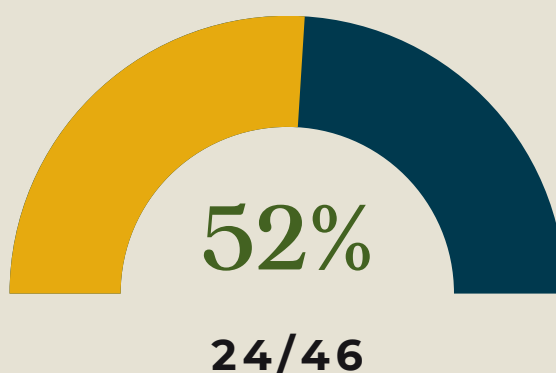
Namibia

Total firms surveyed: 5

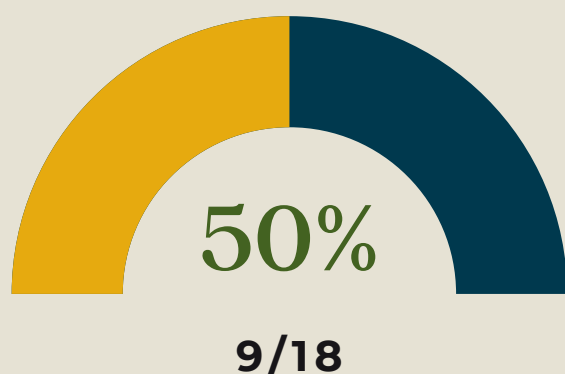
MANAGING PARTNERS



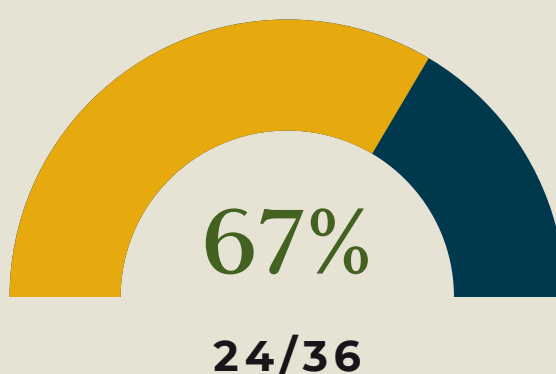
PARTNERS



SENIOR ASSOCIATES



ASSOCIATES



FEMALE   MALE

Country averages

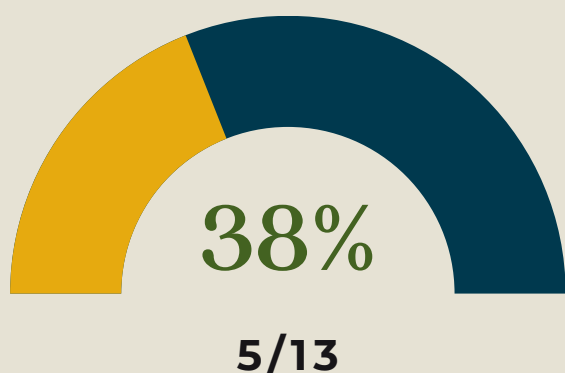
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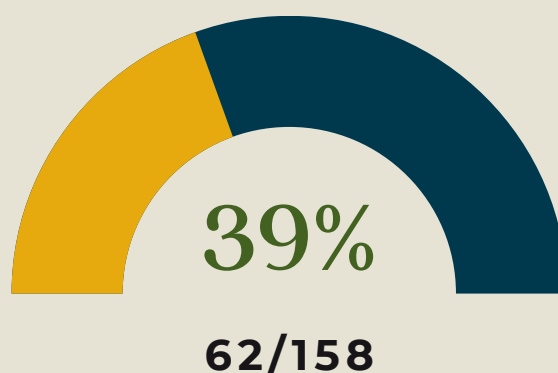
Nigeria

Total firms surveyed: 12

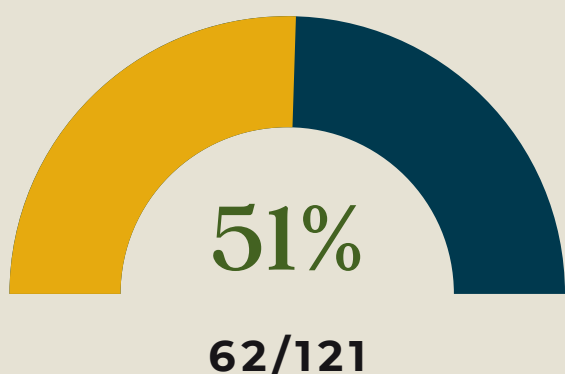
MANAGING PARTNERS



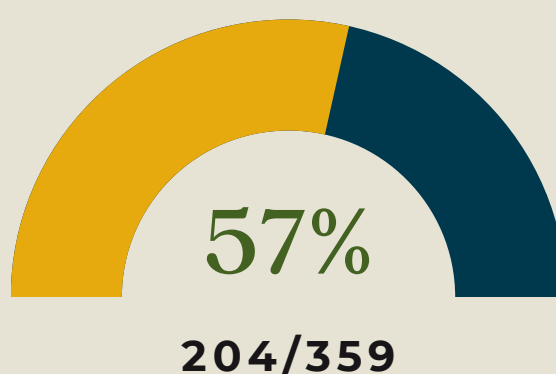
PARTNERS



SENIOR ASSOCIATES



ASSOCIATES



FEMALE   MALE

Country averages

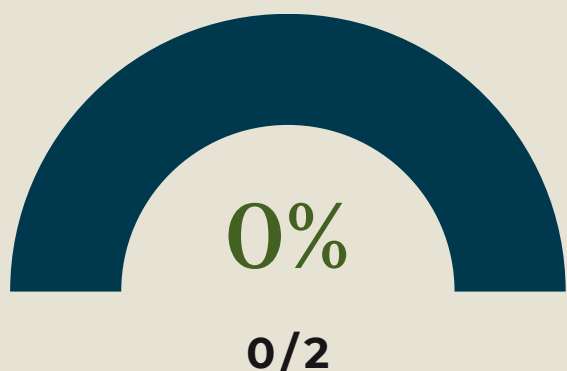
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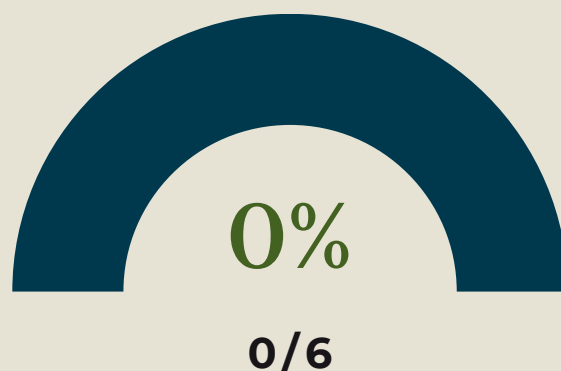
Senegal

Total firms surveyed: 2

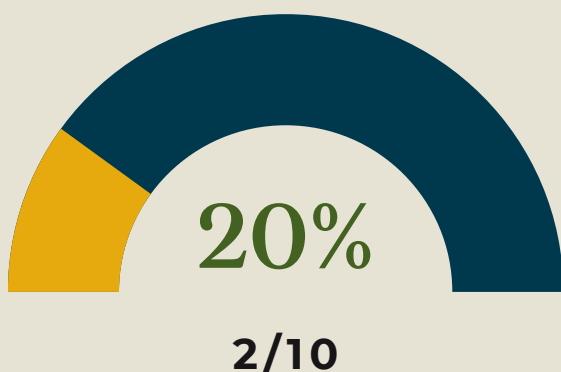
MANAGING PARTNERS



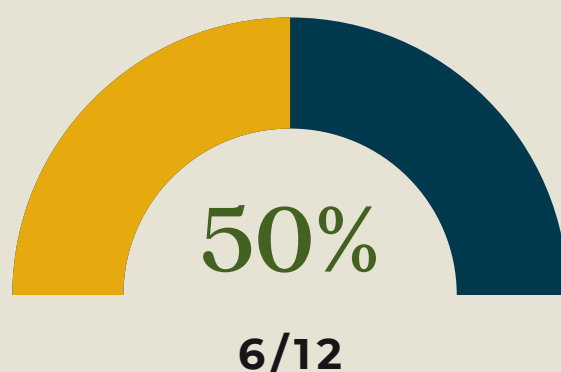
PARTNERS



SENIOR ASSOCIATES



ASSOCIATES



FEMALE   MALE

Country averages

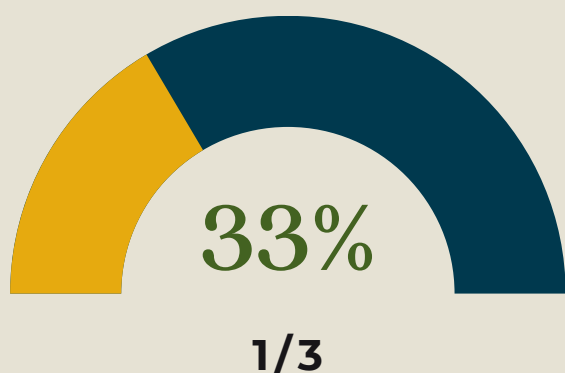
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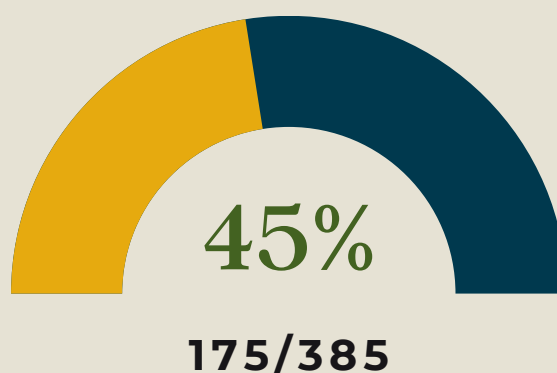
South Africa

Total firms surveyed: 8

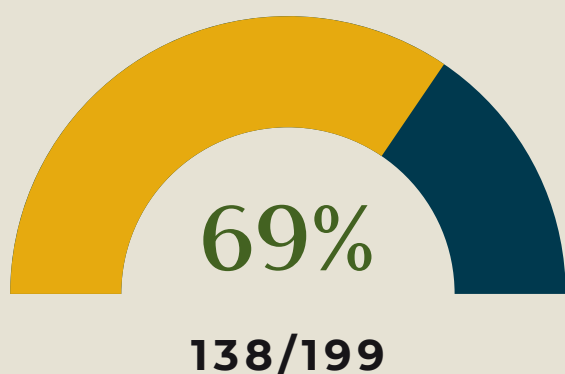
MANAGING PARTNERS



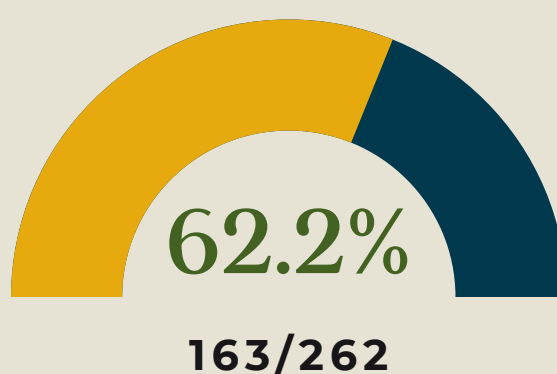
PARTNERS



SENIOR ASSOCIATES



ASSOCIATES



FEMALE   MALE

Country averages

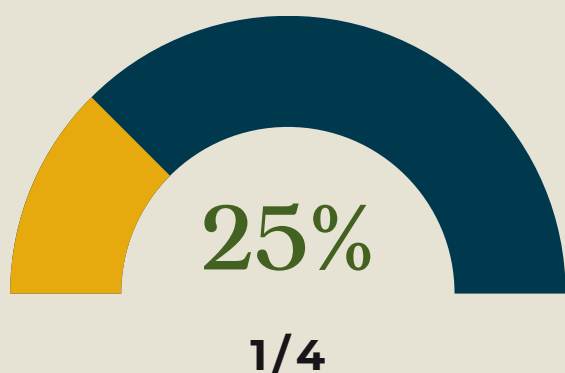
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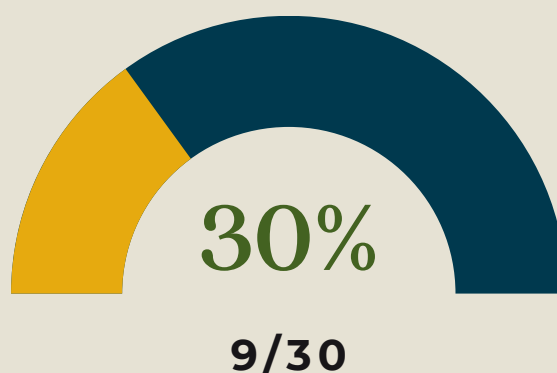
Tanzania

Total firms surveyed: 7

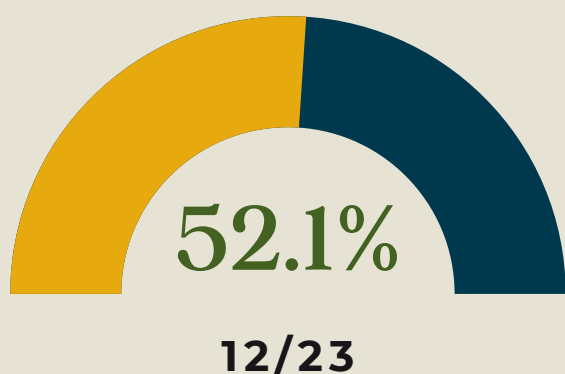
MANAGING PARTNERS



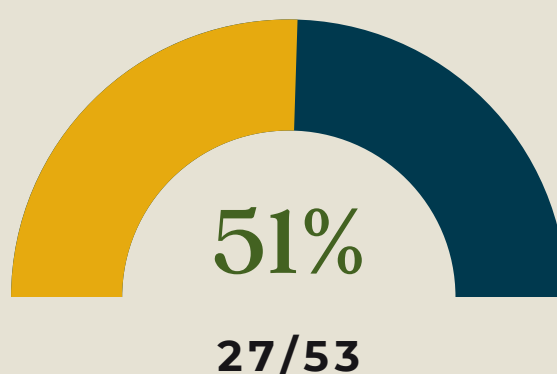
PARTNERS



SENIOR ASSOCIATES



ASSOCIATES



FEMALE   MALE

Country averages

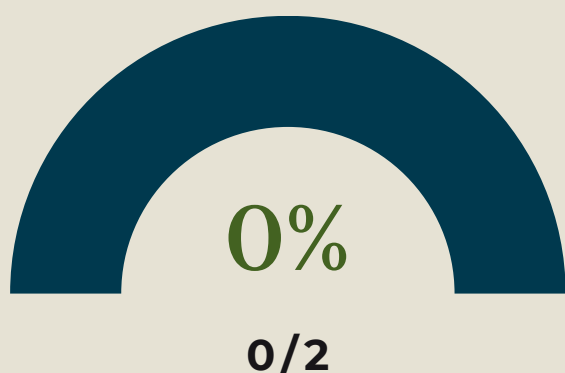
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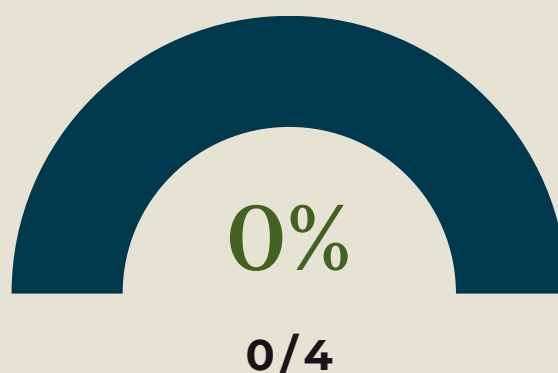
Tunisia

Total firms surveyed: 2

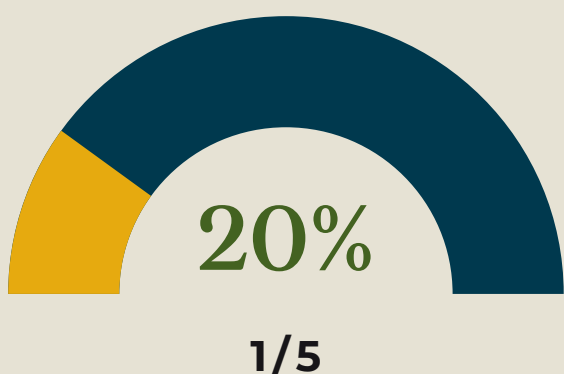
MANAGING PARTNERS



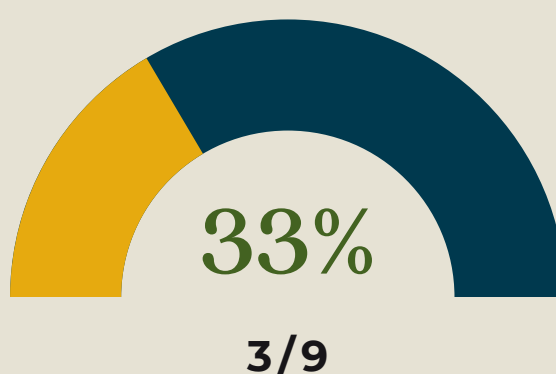
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SENIOR ASSOCIATES



ASSOCIATES



FEMALE   MALE

Country averages

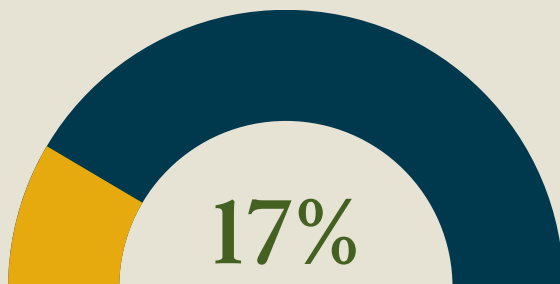
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Uganda

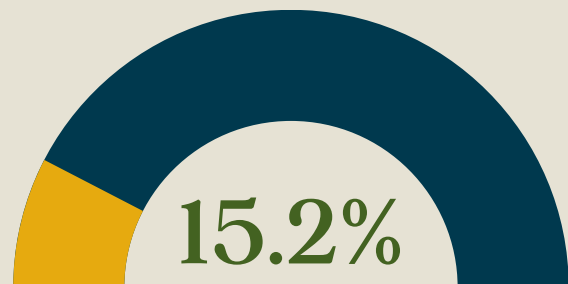
Total firms surveyed: 5

MANAGING PARTNERS



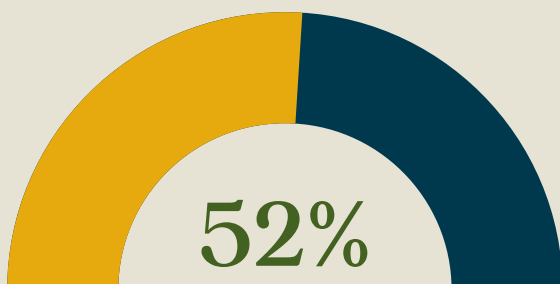
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PARTNERS



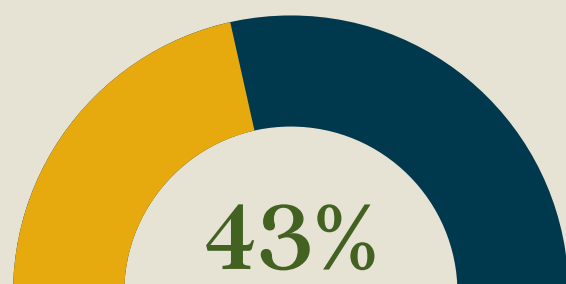
7/46

SENIOR ASSOCIATES



16/31

ASSOCIATES



18/42

FEMALE   MALE

Country averages

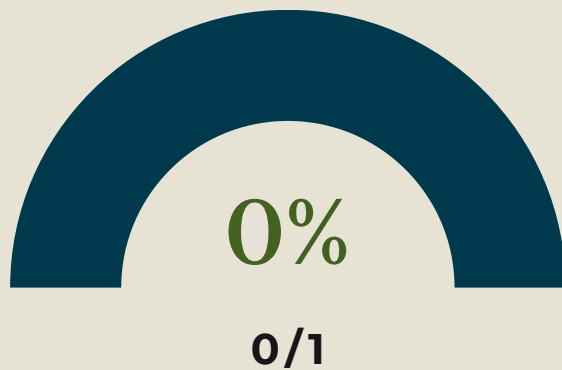
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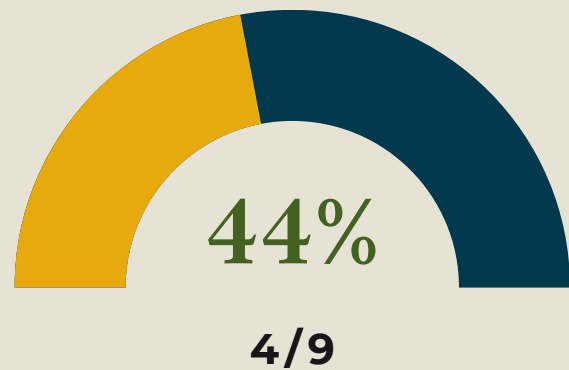
Zambia

Total firms surveyed: 1

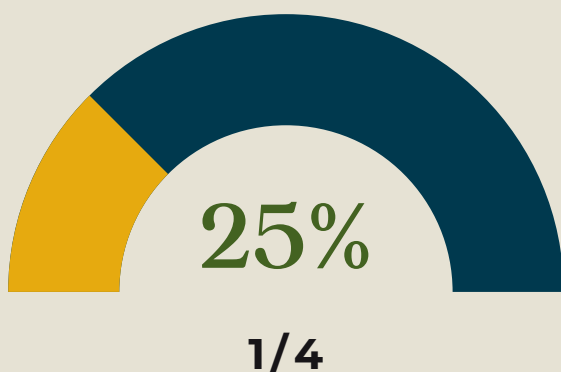
MANAGING PARTNERS



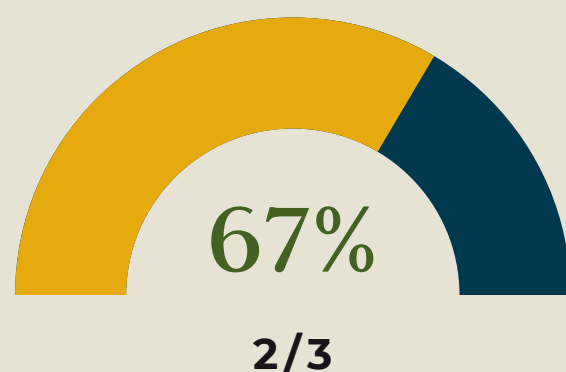
PARTNERS



SENIOR ASSOCIATES



ASSOCIATES



FEMALE   MALE

Country averages

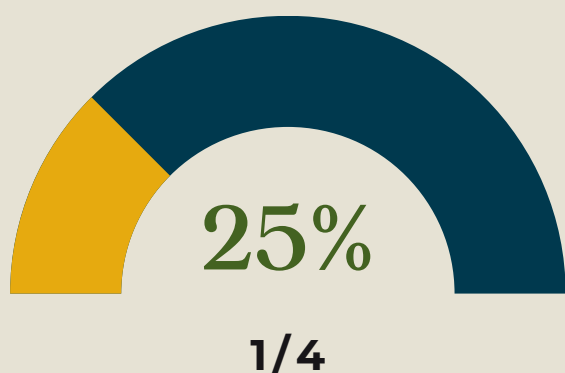
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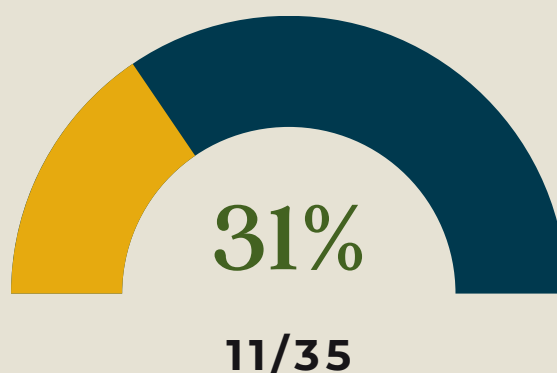
Zimbabwe

Total firms surveyed: 6

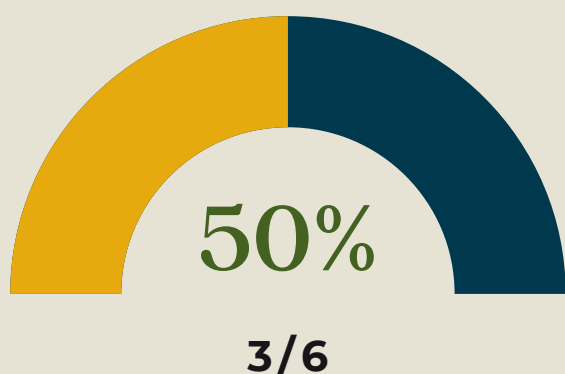
MANAGING PARTNERS



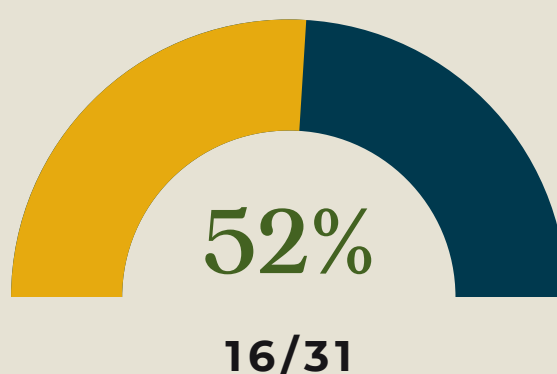
PARTNERS



SENIOR ASSOCIATES



ASSOCIATES



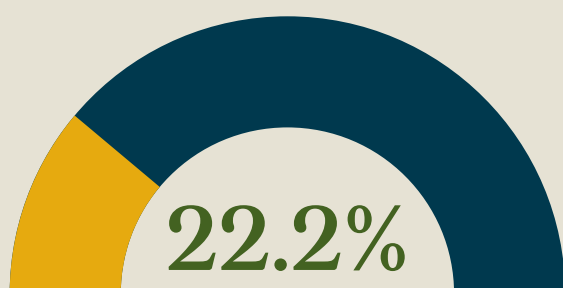
FEMALE   MALE

Regional averages

North Africa

Total firms surveyed: 9

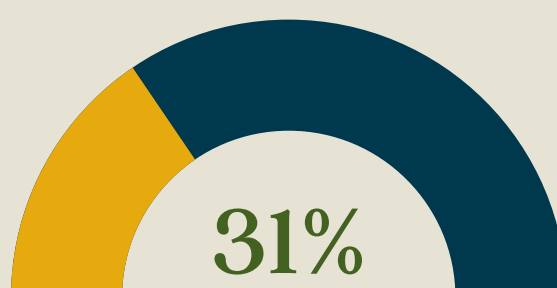
MANAGING PARTNERS



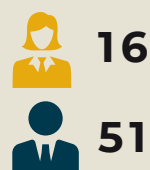
TOTAL = 9



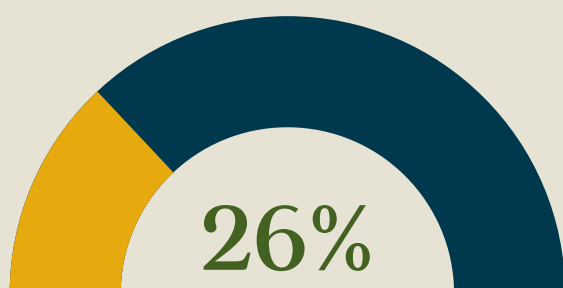
PARTNERS



TOTAL = 67



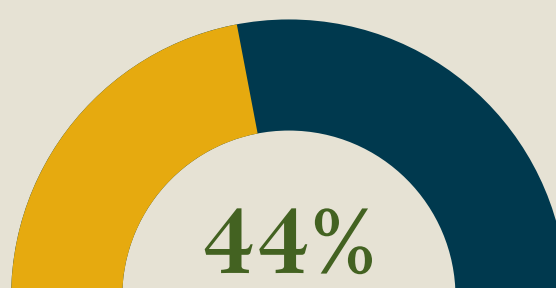
SENIOR ASSOCIATES



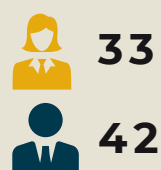
TOTAL = 39



ASSOCIATES



TOTAL = 75

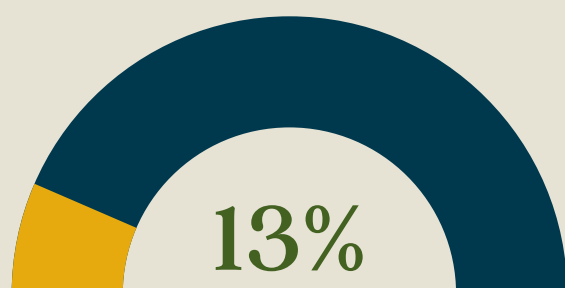


Regional averages

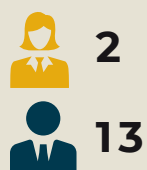
Southern Africa

Total firms surveyed: 23

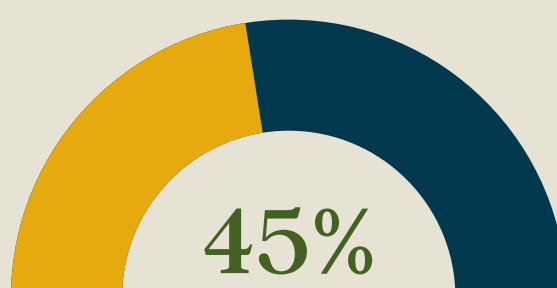
MANAGING PARTNERS



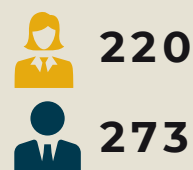
TOTAL = 15



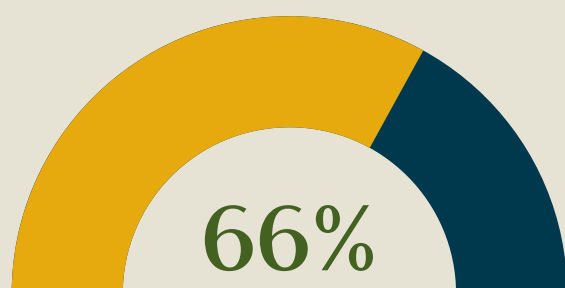
PARTNERS



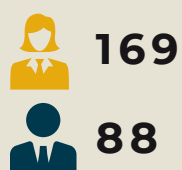
TOTAL = 494



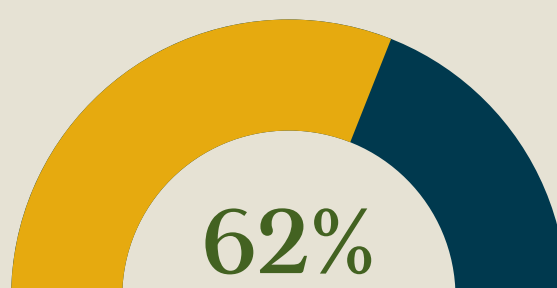
SENIOR ASSOCIATES



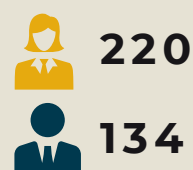
TOTAL = 257



ASSOCIATE COUNSEL



TOTAL = 354



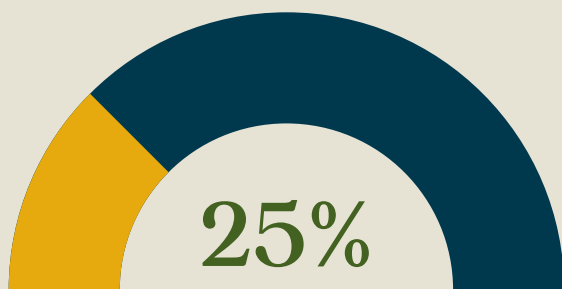
Regional averages

The IAWL
**Gender
Scorecard**
2025

East Africa

Total firms surveyed: 22

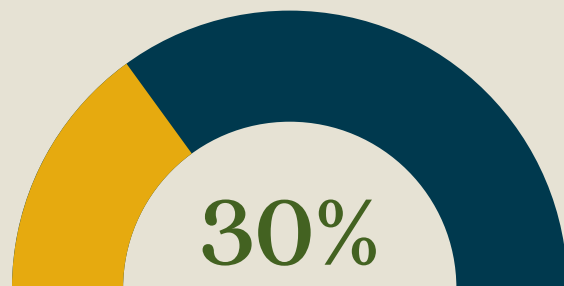
MANAGING PARTNERS



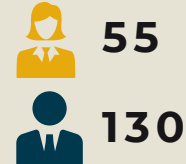
TOTAL = 20



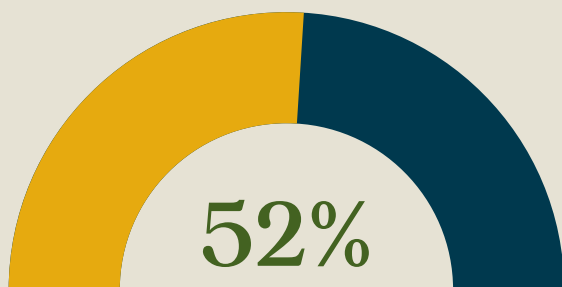
PARTNERS



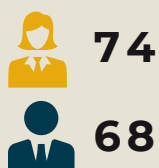
TOTAL = 185



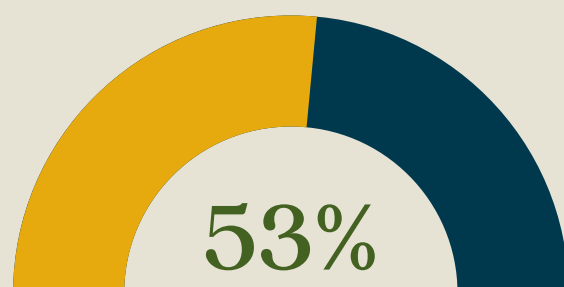
SENIOR ASSOCIATES



TOTAL = 142



ASSOCIATE COUNSEL



TOTAL = 311



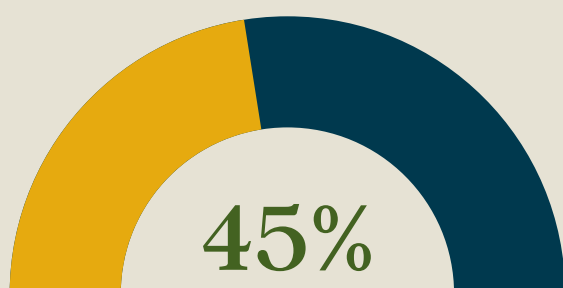
Regional averages

The IAWL
**Gender
Scorecard**
2025

West Africa

Total firms surveyed: 24

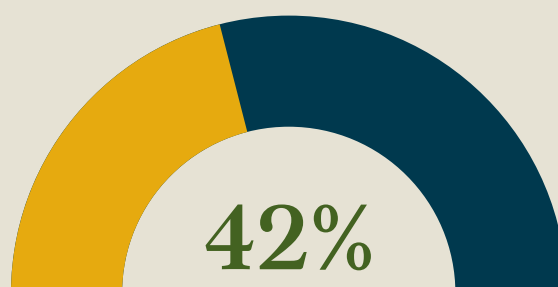
MANAGING PARTNERS



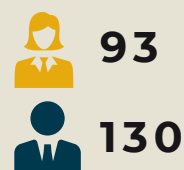
TOTAL = 22



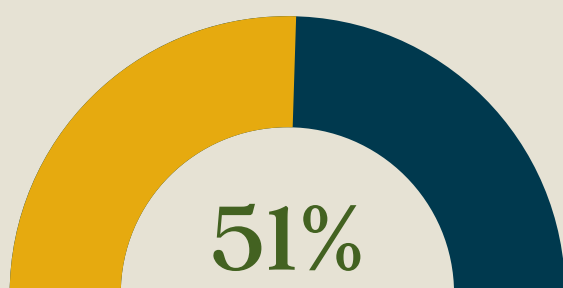
PARTNERS



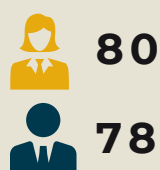
TOTAL = 223



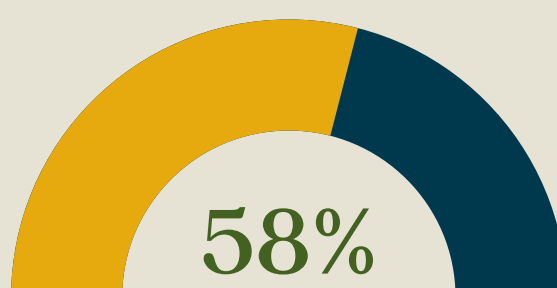
SENIOR ASSOCIATES



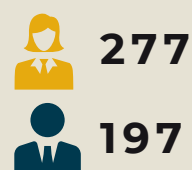
TOTAL = 157



ASSOCIATE COUNSEL

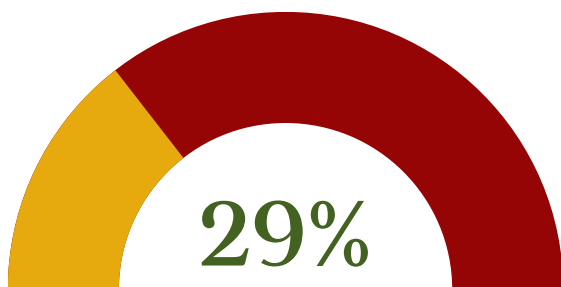


TOTAL = 474



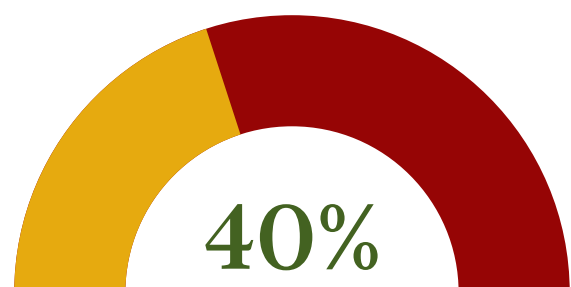
Overview of the Number, Diversity, and Ranking of Law Firms in the Gender Scorecard

MANAGING PARTNERS



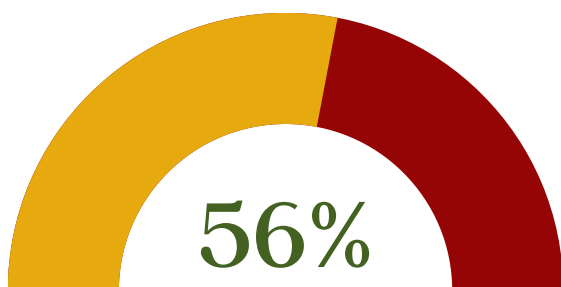
Females - 19
Males - 47
Total - 66

PARTNERS



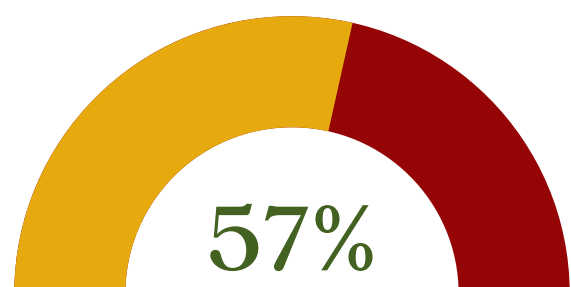
Females - 384
Males - 584
Total - 968

SENIOR ASSOCIATES



Females - 333
Males - 263
Total - 596

ASSOCIATE COUNSEL



Females - 696
Males - 518
Total - 1214



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