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Rate of Part-Time Work Among Lawyers Unchanged in 2012 — Most Working Part-time Continue to Be Women

Most large law firms have made part-time schedules available to their experienced lawyers for many years, but overall the number of lawyers working part-time continues to be very small, and in 2012 the percentage of lawyers working part-time remained unchanged compared to the prior year. In 2012, as in 2011, just 6.2% of lawyers were working part-time, and most of them, over 70%, were women. This reflects the fact that women are much more likely to be working part-time than men. Among women lawyers overall, 13.5% work part-time; among female partners, 11.7% are working part-time; and among women associates the figure was 10.1%. This contrasts with a rate of just 2.7% among all male lawyers. All these figures remain essentially unchanged from 2011. These are among the findings of the most recent analyses of the *NALP Directory of Legal Employers*, the annual compendium of employer information published by NALP. The *2012-2013 Directory* comprises listings from primarily large law firms and includes part-time use information for almost 1,100 individual law offices and firms and over 116,000 lawyers.

The lack of part-time lawyers at law firms distinguishes private law firm practice from both the U.S. workforce as a whole and from more defined segments of the workforce. According to the Bureau of Labor Statistics (BLS), about 13.7 % of employed individuals during 2012 usually worked part-time, as did a similar percentage (13.1%) of those employed in professional specialties as a whole (e.g., architects, engineers, lawyers, and physicians). These rates contrast markedly with the 6.2% rate among lawyers at major law firms.

In 2012, nearly all law firm offices, over 98%, allowed part-time schedules, either as an affirmative policy or on a case-by-case basis, but as has been the case since NALP first compiled this information in 1994, very few lawyers are working on a part-time basis, even though the percentage of offices allowing part-time schedules has increased from 86% over that time period. In 1994, just 2.4% of partners and associates were working part-time. By 2011 and 2012, the number of lawyers working part-time stood at 6.2%, after reaching 6.4% in 2010. Likewise, although associates continue to be more likely to be working part-time than partners, part-time work among associates has increased only incrementally, from 4.0% in 1994 to 5.3% in 2010 and then edging down to just over 5% in 2011 and 2012. The growth rate of part-time work among partners has been greater, rising from 1.2% in 1994 to

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3.6% in 2010 and 3.5% in 2011 and 2012. Other lawyers, such as of counsel and staff attorneys, show the highest rate of part-time work, over 19%, compared with about 17% in 2006, the first year with comparable information. In 2012, nearly all associates working part-time (89.4%) are women; among partners working part-time, 65.1% are women. (See **Table 1.**) It is worth noting that, while the distribution of part-time associates among men and women has changed little over the six years that NALP has compiled this information, the distribution of part-time partners among men and women has shifted more notably — in 2006 almost 72% of part-time partners were women; in 2012 that figure was about 65%, and it had been as low as 64% in 2010.

“In the aftermath of the recession, we have seen a small decline in the utilization rate of part-time programs by lawyers in law firms,” noted James Leipold, NALP’s executive director. “This mirrors a similar decline in utilization in other professional specialties, like engineers, architects, and physicians, though the rate for lawyers remains far below that for the other professions. In times of economic uncertainty, there seems to be less willingness to embrace part-time professional work. As law firms continue to add a higher percentage of non-associate, non-partner lawyers to their professional mix, a group of lawyers that now has the highest part-time utilization rate, we might expect the overall figure for lawyers to go up a bit in the future,” Leipold concluded.

NALP’s most recent data also reveal that part-time use varies a great deal by geographic location. The three largest markets — Chicago, New York City, and Washington, DC — account for one-third of the lawyers reflected in the *Directory*, and show a sharp dichotomy with respect to part-time lawyers. Part-time partners are much more common in both Chicago and Washington, DC — at 3.8% and 4.8%, respectively — than in New York City (2.1%) — as are women partners working part-time (about 14% in Chicago and 16% in Washington, DC versus 7.8% in New York City). Part-time associates are also more common in Chicago (4.4%) and Washington, DC (5.9%) compared with New York City (4.0%). The percentages of women associates working part-time in Chicago and Washington, DC are 9% and 11.6%, respectively, compared with 8.0% in New York City.

Looking at all cities, the presence of part-time partners varies even more. (See **Table 2.**) For example, part-time partners are most common in Seattle and San Francisco, with more than 9% of partners in those cities working part-time. Part-time women partners are most common in Seattle and San Francisco as well, along with Baltimore. But in half a dozen cities, fewer than 2% of partners are working part-time, and in three of these cities no male partners at all were reported as working part-time.

Cities also vary with respect to part-time associates, from less than 3% in Miami and Houston to close to 9% or more in Denver, Portland, and San Francisco. (See **Table 3.**) No male associates were reported as working part-time in six cities, including Charlotte and Columbus. The highest percentages of women associates working part-time were reported in Denver (17.9%) and in Baltimore and Philadelphia, at just over 16% each.

Six states, or portions of states not covered by the cities above, had sufficient information for a parallel analysis. Following the national patterns, all had higher percentages of part-time associates than

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part-time partners. The percentage of partners working part-time was highest in New York State outside of New York City, at 4%, as was the percentage of women partners working part-time, at 14.2%. Connecticut had the highest percentage of part-time associates at 8.5%, and the highest percentage of women associates working part-time at 14.8%.

Entry-level lawyers in search of part-time schedules found their options more limited. Nationally, somewhat less than half of offices that offered a part-time option precluded entry-level associates from using that arrangement, and just over 14% had an affirmative part-time policy that made the option available to all lawyers. Nonetheless, an entry-level lawyer’s chances of finding part-time work were somewhat higher in Cincinnati, Columbus, Boston, Denver, Indianapolis, and Minneapolis. The cities least likely to offer a part-time option to entry-level lawyers include Nashville, Detroit, and St Louis.

Table 1. Part-time Work at Law Firms in 2012 — Summary by Lawyer Type

	Total #	% Part-time	% Who Are Women Working Part-time	% Who Are Men Working Part-time	% of Women Working Part-time	% of Men Working Part-time	% of Part-time Lawyers Who Are Women
Partners.....	52,958	3.5%	2.3%	1.2%	11.7%	1.5%	65.1%
Associates	48,734	5.1	4.5	0.5	10.1	1.0	89.4
Other lawyers*.....	14,933	19.5	11.4	8.1	30.5	12.9	58.6
Total	116,625	6.2	4.4	1.8	13.5	2.7	70.7

* Includes counsel/of counsel, staff attorneys, and senior attorneys.

Source: 2012-2013 NALP Directory of Legal Employers.

About NALP: Founded in 1971, the National Association for Law Placement, Inc.[®] (NALP) is dedicated to continuously improving career counseling and planning, recruitment and retention, and the professional development of law students, lawyers, and its members. NALP maintains an online archive of press releases at www.nalp.org/pressreleases. For additional information about NALP research, contact Judith Collins (jcollins@nalp.org), Director of Research, or James G. Leipold (jleipold@nalp.org), Executive Director, 202-835-1001. Mailing address: National Association for Law Placement, 1220 19th Street, NW, Suite 401, Washington, DC 20036-2405.

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Table 2. Part-time Lawyers — Partners at Law Firms — 2012

	ALL PARTNERS				% of Woman Partners Working Part-time	% of Men Partners Working Part-time	% of Part-time Partners Who Are Women	# of Offices
	# of Partners	% Part-time	% Who Are Women Working Part-time	% Who Are Men Working Part-time				
Total	52,958	3.5	2.3	1.2	11.7	1.5	65.1	1,083
By # of Lawyers Firm-wide:								
100 or fewer lawyers	4,884	2.8	1.7	1.1	8.6	1.4	59.4	163
101-250 lawyers	12,101	3.8	2.3	1.5	11.8	1.9	60.0	175
251-500 lawyers	10,718	3.5	2.4	1.1	11.9	1.4	68.2	175
501-700 lawyers	7,642	3.7	2.2	1.5	11.4	1.9	59.6	179
701+ lawyers	17,613	3.5	2.5	1.0	12.4	1.3	70.6	391
Offices in:								
Atlanta	1,439	3.1	2.2	1.0	11.5	1.2	68.9	27
Austin	286	0.7	0.7	0.0	3.3	0.0	100.0	13
Baltimore	262	8.0	4.6	3.4	24.0	4.2	57.1	5
Boston area	1,510	4.2	3.4	0.9	16.1	1.1	79.7	31
Charlotte	456	3.3	2.2	1.1	13.3	1.3	66.7	11
Chicago	3,454	3.8	2.7	1.1	13.7	1.3	71.8	54
Cincinnati	332	4.2	3.9	0.3	20.3	0.4	92.9	9
Cleveland	526	2.5	2.3	0.2	12.0	0.2	92.3	8
Columbus	436	3.0	2.8	0.2	14.5	0.3	92.3	12
Dallas	830	1.0	0.8	0.1	4.7	0.1	87.5	22
Denver	599	4.8	3.5	1.3	14.7	1.8	72.4	23
Detroit area	584	2.2	2.1	0.2	9.2	0.2	92.3	8
Grand Rapids	397	2.5	1.8	0.8	10.6	0.9	70.0	8
Houston	1,114	1.0	0.6	0.4	3.5	0.4	63.6	32
Indianapolis	457	1.8	1.5	0.2	8.3	0.3	87.5	6
Kansas City	568	3.0	2.5	0.5	13.7	0.6	82.4	7
Los Angeles area	2,054	3.6	2.2	1.4	11.2	1.8	60.8	69
Miami	573	2.3	1.2	1.0	5.1	1.4	53.8	17
Milwaukee	646	4.6	3.6	1.1	17.2	1.4	76.7	6
Minneapolis	1,251	7.4	3.4	3.9	15.1	5.1	46.7	18
Nashville	304	6.3	2.3	3.9	12.7	4.8	36.8	7
New York City	6,096	2.1	1.3	0.8	7.8	1.0	63.1	102
Northern NJ/Newark area	828	2.1	1.4	0.6	8.8	0.7	70.6	18
Northern Virginia	213	2.3	0.9	1.4	8.0	1.6	40.0	9
Orange Co., CA	551	3.3	2.2	1.1	14.6	1.3	66.7	22
Philadelphia	797	4.8	3.1	1.6	16.6	2.0	65.8	12
Phoenix	603	3.8	1.0	2.8	5.1	3.5	26.1	16
Pittsburgh	290	1.7	1.7	0.0	9.8	0.0	100.0	7
Portland, OR area	324	7.7	1.9	5.9	9.4	7.3	24.0	10
Raleigh/Durham	263	3.8	1.5	2.3	6.8	2.9	40.0	11
San Diego	275	6.9	2.2	4.7	10.7	5.9	31.6	17
San Francisco	1,170	9.1	4.8	4.3	19.1	5.7	52.8	43
San Jose area	810	5.6	3.1	2.5	15.8	3.1	55.6	38
Seattle area	673	9.8	4.6	5.2	19.4	6.8	47.0	23
St. Louis	767	6.6	3.9	2.7	18.3	3.5	58.8	8
Tampa	200	2.5	1.5	1.0	10.0	1.2	60.0	9
Washington, DC	4,775	4.8	3.2	1.5	15.8	1.9	68.0	97
Wilmington	296	1.7	1.7	0.0	8.6	0.0	100.0	11

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(Table 2, continued)

	ALL PARTNERS				% of Woman Partners Working Part-time	% of Men Partners Working Part-time	% of Part-time Partners Who Are Women	# of Offices
	# of Partners	% Part-time	% Who Are Women Working Part-time	% Who Are Men Working Part-time				
States:								
Connecticut.....	586	3.4	2.0	1.4	9.9	1.7	60.0	12
Other areas in Florida.....	539	0.4	0.4	0.0	1.7	0.0	100.0	22
Kentucky.....	510	2.4	2.0	0.4	9.7	0.5	83.3	7
Other areas in New Jersey.....	220	1.8	1.8	0.0	10.3	0.0	100.0	6
Other areas in New York State..	1,088	4.0	3.1	0.9	14.2	1.2	77.3	12
Other areas in Texas	193	1.0	0.5	0.5	2.9	0.6	50.0	7

Source: The 2012-2013 NALP Directory of Legal Employers. For law firms that repeated firm-wide part-time counts for each office listing, counts were retained for just one office to avoid double counting. The number of offices from which use is calculated is shown in the last column. Some city information includes one or more offices in adjacent suburbs. Orange County includes offices in Costa Mesa, Irvine, and Newport Beach. The San Jose area includes offices in Menlo Park, Mountain View, Palo Alto and E. Palo Alto, Redwood Shores/Redwood City, San Jose, and Sunnyvale. The Northern New Jersey/Newark area includes offices in Newark, Short Hills, Roseland, West Orange, Florham Park, Hackensack, Morristown, Parsippany, Westfield, Bridgewater, and Woodbridge. Northern Virginia includes offices in Falls Church, McLean/Tyson's Corner, Fairfax, Reston, Vienna, and Alexandria. State figures exclude cities reported separately.

Table 3. Part-time Lawyers — Associates at Law Firms — 2012

	ALL ASSOCIATES				% of Women Associates Working Part-time	% of Men Associates Working Part-time	% of Part-time Associates Who Are Women	# of Offices
	# of Associates	% Part-time	% Who Are Women Working Part-time	% Who Are Men Working Part-time				
Total	48,734	5.1	4.5	0.5	10.1	1.0	89.4	1,083
By # of Lawyers Firm-wide:								
100 or fewer lawyers.....	2,650	4.9	4.2	0.7	9.5	1.3	85.4	163
101-250 lawyers.....	7,187	4.9	4.5	0.4	10.2	0.8	91.0	175
251-500 lawyers.....	8,021	5.4	4.8	0.7	10.7	1.2	87.8	175
501-700 lawyers.....	7,430	5.1	4.6	0.5	10.2	0.9	90.5	179
701+ lawyers.....	23,446	5.0	4.5	0.5	9.8	0.9	89.7	391
Offices in:								
Atlanta.....	1,204	4.9	4.4	0.5	9.7	0.9	89.8	27
Austin	175	5.1	2.9	2.3	7.1	3.8	55.6	13
Baltimore.....	136	7.4	7.4	0.0	16.1	0.0	100.0	5
Boston area	1,581	7.0	6.3	0.7	13.8	1.3	90.1	31
Charlotte.....	290	3.4	3.4	0.0	8.9	0.0	100.0	11
Chicago.....	2,590	4.4	4.1	0.2	9.0	0.4	94.7	54
Cincinnati.....	148	5.4	4.7	0.7	11.5	1.1	87.5	9
Cleveland	337	8.0	6.8	1.2	14.9	2.2	85.2	8
Columbus.....	245	6.5	6.5	0.0	14.7	0.0	100.0	12
Dallas	727	3.7	3.6	0.1	9.0	0.2	96.3	22
Denver.....	460	9.8	7.6	2.2	17.9	3.8	77.8	23
Detroit area	247	6.9	6.1	0.8	14.4	1.4	88.2	8
Grand Rapids	125	3.2	3.2	0.0	6.7	0.0	100.0	8
Houston	1,144	2.6	2.4	0.2	6.3	0.3	93.3	32

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(Table 3, continued)

	ALL ASSOCIATES				% of Women Associates Working Part-time	% of Men Associates Working Part-time	% of Part-time Associates Who Are Women	# of Offices
	# of Associates	% Part-time	% Who Are Women Working Part-time	% Who Are Men Working Part-time				
Indianapolis.....	202	5.0	4.0	1.0	9.1	1.8	80.0	6
Kansas City.....	326	3.1	2.8	0.3	6.2	0.6	90.0	7
Los Angeles area	2,434	5.1	4.4	0.7	9.3	1.3	86.4	69
Miami.....	384	2.6	2.3	0.3	5.4	0.5	90.0	17
Milwaukee	357	3.4	3.1	0.3	8.0	0.5	91.7	6
Minneapolis.....	681	4.8	4.4	0.4	9.0	0.9	90.9	18
Nashville	192	7.8	6.8	1.0	14.8	1.9	86.7	7
New York City	11,458	4.0	3.6	0.4	8.0	0.7	89.9	102
Northern NJ/Newark area	686	7.0	6.4	0.6	14.2	1.1	91.7	18
Northern Virginia.....	208	6.3	4.3	1.9	12.3	3.0	69.2	9
Orange Co., CA.....	594	4.0	3.7	0.3	10.2	0.5	91.7	22
Philadelphia	820	7.9	7.7	0.2	16.3	0.5	96.9	12
Phoenix.....	358	4.7	4.2	0.6	9.7	1.0	88.2	16
Pittsburgh	206	6.3	5.8	0.5	13.0	0.9	92.3	7
Portland, OR area	158	8.9	7.0	1.9	14.1	3.8	78.6	10
Raleigh/Durham	148	4.1	3.4	0.7	7.9	1.2	83.3	11
San Diego.....	356	4.8	4.8	0.0	11.3	0.0	100.0	17
San Francisco.....	1,350	8.7	7.3	1.3	14.1	2.8	84.6	43
San Jose area	1,247	6.7	5.0	1.8	11.9	3.0	73.8	38
Seattle area.....	410	6.6	5.6	1.0	11.9	1.8	85.2	23
St. Louis.....	385	6.2	6.2	0.0	13.9	0.0	100.0	8
Tampa	125	3.2	2.4	0.8	5.0	1.5	75.0	9
Washington, DC.....	5,196	5.9	5.4	0.6	11.6	1.1	90.3	97
Wilmington.....	296	5.1	4.7	0.3	11.6	0.6	93.3	11
States:								
Connecticut.....	410	8.5	7.8	0.7	14.8	1.5	91.4	12
Other areas in Florida	333	5.4	5.4	0.0	12.1	0.0	100.0	22
Kentucky.....	216	5.1	4.6	0.5	10.1	0.9	90.9	7
Other areas in New Jersey.....	133	3.0	3.0	0.0	7.1	0.0	100.0	6
Other areas in New York State..	659	6.8	6.8	0.0	13.4	0.0	100.0	12
Other areas in Texas	121	0.0	0.0	0.0	0.0	0.0	—	7

Source: The 2012-2013 NALP Directory of Legal Employers. For law firms that repeated firm-wide part-time counts for each office listing, counts were retained for just one office to avoid double counting. The number of offices from which use is calculated is shown in the last column. Some city information includes one or more offices in adjacent suburbs. Orange County includes offices in Costa Mesa, Irvine, and Newport Beach. The San Jose area includes offices in Menlo Park, Mountain View, Palo Alto and E. Palo Alto, Redwood Shores/Redwood City, San Jose, and Sunnyvale. The Northern New Jersey/Newark area includes offices in Newark, Short Hills, Roseland, West Orange, Florham Park, Hackensack, Morristown, Parsippany, Westfield, Bridgewater, and Woodbridge. Northern Virginia includes offices in Falls Church, McLean/Tyson's Corner, Fairfax, Reston, Vienna, and Alexandria. State figures exclude cities reported separately.

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Table 4. Availability and Use of Part-time Schedules at Law Firms — 2012

	AVAILABILITY			USE BY ALL LAWYERS							# of Offices
	Part-time Available*	Not Available to Entry level**	Affirmative Policy Applicable to All**	# of Lawyers	% Part-time Lawyers	% of Lawyers Who Are Women Working Part-time	% of Lawyers Who Are Men Working Part-time	% of Women Lawyers Working Part-time	% of Men Lawyers Working Part-time	% of Part-time Lawyers Who Are Women	
Total	98.5	45.8	14.3	116,625	6.2	4.4	1.8	13.5	2.7	70.7	1,083
By # of Lawyers Firm-wide:											
100 or fewer lawyers	90.3	59.7	6.0	8,486	5.3	3.3	2.0	11.7	2.7	63.1	163
101-250 lawyers	98.5	55.3	10.1	22,055	6.3	4.1	2.2	14.1	3.1	65.3	175
251-500 lawyers	100.0	44.6	15.0	21,781	6.3	4.6	1.7	14.5	2.5	72.8	175
501-700 lawyers	100.0	55.7	5.2	17,563	6.4	4.5	2.0	13.5	2.9	69.5	179
701+ lawyers	100.0	32.7	23.1	46,740	6.2	4.6	1.6	13.2	2.5	74.0	391
Offices in:											
Atlanta	100.0	45.7	8.6	3,105	6.2	4.5	1.7	13.8	2.5	72.4	27
Austin	88.9	43.8	18.8	522	4.6	2.9	1.7	9.6	2.5	62.5	13
Baltimore	100.0	57.1	14.3	466	13.7	8.8	4.9	29.7	7.0	64.1	5
Boston area	100.0	29.7	18.9	3,458	8.2	6.2	2.1	18.0	3.1	75.0	31
Charlotte	94.1	50.0	12.5	877	6.2	4.8	1.4	17.1	1.9	77.8	11
Chicago	96.8	45.9	13.1	6,808	5.6	4.2	1.4	13.1	2.0	74.9	54
Cincinnati	100.0	20.0	10.0	567	7.1	6.0	1.1	21.7	1.5	85.0	9
Cleveland	100.0	44.4	11.1	1,047	6.2	4.9	1.3	15.3	2.0	78.5	8
Columbus	100.0	20.0	6.7	821	5.0	4.3	0.7	14.6	1.0	85.4	12
Dallas	96.8	53.3	10.0	1,740	3.4	2.8	0.6	9.5	0.9	81.4	22
Denver	96.3	50.0	11.5	1,270	8.5	5.6	2.9	17.2	4.3	65.7	23
Detroit area	100.0	60.0	0.0	916	5.1	3.8	1.3	13.4	1.8	74.5	8
Grand Rapids	87.5	42.9	15.3	651	5.8	2.5	3.4	10.5	4.4	42.1	8
Houston	94.6	45.7	11.4	2,571	3.5	2.1	1.3	7.1	1.9	61.8	32
Indianapolis	100.0	25.0	0.0	758	4.0	2.8	1.2	10.0	1.6	70.0	6
Kansas City	100.0	55.6	11.1	1,119	7.6	5.0	2.6	16.0	3.8	65.9	7
Los Angeles area	98.8	46.3	13.4	5,082	6.7	4.5	2.2	12.9	3.4	67.1	69
Miami	100.0	31.6	15.8	1,049	3.7	2.4	1.3	7.4	2.0	64.1	17
Milwaukee	100.0	42.9	0.0	1,089	5.9	4.2	1.7	15.2	2.3	71.9	6
Minneapolis	100.0	23.8	23.8	2,191	9.1	5.0	4.1	15.4	6.1	54.8	18
Nashville	100.0	75.0	0.0	550	8.9	5.1	3.8	17.3	5.4	57.1	7
New York City	100.0	46.7	15.6	19,779	4.5	3.6	0.9	10.1	1.4	79.3	102
Northern NJ/Newark area	100.0	57.9	10.5	1,839	6.0	4.7	1.3	15.4	1.9	78.2	18
Northern Virginia	100.0	33.3	25.0	449	6.0	3.3	2.7	13.8	3.5	55.6	9
Orange Co., CA	96.0	54.2	16.7	1,198	4.7	3.8	0.8	14.2	1.1	82.1	22
Philadelphia	100.0	43.8	18.8	1,884	8.2	6.1	2.1	17.7	3.2	74.2	12
Phoenix	100.0	57.9	10.5	1,045	6.0	3.3	2.7	11.7	3.8	55.6	16
Pittsburgh	100.0	62.5	12.5	575	5.0	4.0	1.0	13.6	1.5	79.3	7
Portland, OR area	100.0	50.0	8.3	514	9.5	4.1	5.4	14.0	7.7	42.9	10
Raleigh/Durham	100.0	50.0	25.0	454	7.0	3.7	3.3	12.1	4.8	53.1	11
San Diego	100.0	30.0	25.0	692	8.4	5.3	3.0	15.7	4.6	63.8	17
San Francisco	100.0	39.6	20.8	2,870	12.2	7.5	4.7	18.9	7.8	61.4	43
San Jose area	97.9	37.0	17.4	2,252	8.4	5.1	3.3	15.3	5.0	60.3	38
Seattle area	100.0	42.9	17.9	1,221	12.2	7.0	5.2	21.3	7.7	57.7	23
St. Louis	100.0	60.0	10.0	1,317	9.5	6.0	3.5	20.2	5.0	63.2	8

(continued)

(Table 4, continued)

	AVAILABILITY			USE BY ALL LAWYERS							# of Offices
	Part-time Available*	Not Available to Entry level**	Affirmative Policy Applicable to All**	# of Lawyers	% Part-time Lawyers	% of Lawyers Who Are Women Working Part-time	% of Lawyers Who Are Men Working Part-time	% of Women Lawyers Working Part-time	% of Men Lawyers Working Part-time	% of Part-time Lawyers Who Are Women	
Tampa.....	100.0	50.0	16.7	357	3.4	2.2	1.1	8.1	1.6	66.7	9
Washington, DC.....	100.0	42.6	18.3	11,883	7.7	5.5	2.3	15.8	3.5	70.6	97
Wilmington.....	100.0	50.0	8.3	640	3.6	3.3	0.3	10.9	0.4	91.3	11
States:											
Connecticut.....	100.0	41.7	33.3	1,219	8.6	7.1	1.6	20.2	2.4	81.9	12
Other areas in Florida.....	100.0	66.7	0.0	984	4.2	3.3	0.9	10.4	1.3	78.0	22
Kentucky.....	100.0	54.6	0.0	859	6.3	4.7	1.6	16.0	2.3	74.1	7
Other areas in New Jersey.....	100.0	57.1	14.3	393	4.6	3.3	1.3	12.0	1.8	72.2	6
Other areas in New York State..	100.0	50.0	0.0	1,977	7.6	5.3	2.3	16.2	3.4	70.0	12
Other areas in Texas.....	100.0	77.8	11.1	386	2.8	1.6	1.3	5.6	1.8	54.5	7

* Percentages are based on all offices and reflect availability either as an affirmative policy or on a case-by-case basis.

** Percentages are based on offices that make part-time work available.

Source: The 2012-2013 NALP Directory of Legal Employers. For law firms that repeated firm-wide part-time counts for each office listing, counts were retained for just one office to avoid double counting. The number of offices from which use is calculated is shown in the last column. Some city information includes one or more offices in adjacent suburbs. Orange County includes offices in Costa Mesa, Irvine, and Newport Beach. The San Jose area includes offices in Menlo Park, Mountain View, Palo Alto and E. Palo Alto, Redwood Shores/Redwood City, San Jose, and Sunnyvale. The Northern New Jersey/Newark area includes offices in Newark, Short Hills, Roseland, West Orange, Florham Park, Hackensack, Morristown, Parsippany, Westfield, Bridgewater, and Woodbridge. Northern Virginia includes offices in Falls Church, McLean/Tyson's Corner, Fairfax, Reston, Vienna, and Alexandria. State figures exclude cities reported separately.