



Experiences of Systemic Drivers of Wellbeing Amongst Barristers

Summary Report

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Acknowledgement of Country

We acknowledge Aboriginal and Torres Strait Islander people as the Traditional Owners and custodians of the land and waterways upon which our lives depend.

We acknowledge and pay our respects to ancestors of this country, Elders, knowledge holders and leaders – past and present. We extend that respect to all Aboriginal and Torres Strait Islander peoples.



About us

At First Person Consulting (FPC) we partner with for-purpose organisations who seek to achieve real-world impact. We draw on our expertise in evaluation, applied systems thinking, and design to develop tailor-made solutions for complex environmental, health, and social justice challenges.

Suggested citation

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Executive Summary

First Person Consulting, in collaboration with the Victorian Bar and on behalf of the Victorian Legal Services Board + Commissioner (VLSB+C), surveyed Victorian barristers on the systemic factors that influence lawyer wellbeing. In total, 376 of the 2,279 registered barristers took part - a response rate of 16.5%.

On balance, barristers report that working in the law has a positive impact on their wellbeing.

Just over half of respondents (51.1%) reported a positive or extremely positive impact – compared with 35.6% of non-barrister respondents in the earlier System Effects survey. 27.5% reported a negative or extremely negative impact.

High levels of stress and pressure is the most strongly experienced factor in the survey.

54.1% of respondents strongly agreed it applied to them – followed by intense workloads (38.9%), a culture of perfectionism (34.6%), difficult or complex areas of work (34.3%), and poor work-life balance (33.4%).

The factors barristers most want addressed largely mirror those they most strongly experience.

Asked to select the factors most important to them, respondents ranked high levels of stress and pressure first (41.4%), followed by intense workloads (29.3%), poor work-life balance (27.1%), and the culture of perfectionism (21.4%).

Interestingly, the clearest exception is difficult or complex areas of work – 82.6% agreed it applied to them, yet only 9% selected it as a priority. This suggests that the nature of the work is a big driver of wellbeing, but also an accepted one, and that the surrounding factors are what should be the priority to address.



Introduction

- The lawyer wellbeing work
- The barrister project
- Reason for taking a systems approach



Lawyer Wellbeing as a Systems Problem

The VLSB+C's Lawyer Wellbeing Systems Theory of Change reframes poor lawyer wellbeing as a systemic problem, rather than a matter of individual resilience.

- Supporting lawyers to stay safe and well while delivering high-quality legal services is a shared goal across Victoria's legal system, and a key priority of the Victorian Legal Services Board and Commissioner (VLSB+C). Despite this, evidence consistently shows that poor lawyer wellbeing persists – around one-third of lawyers report experiencing moderate to severe psychological distress, rising to 45% for early career lawyers.
- In April 2025, the VLSB+C launched the [Lawyer Wellbeing Systems Theory of Change](#) – a framework developed with First Person Consulting (FPC) over 2024 and 2025 through surveys and workshops across the sector. The framework treats poor lawyer wellbeing as a complex problem – one produced by many interacting factors, rather than any single cause.
- The cornerstone of the framework is the System Effects study. More than 1,100 Victorian lawyers each mapped the factors that influence their wellbeing, and the analysis distilled more than 8,850 individual factors into a set of 45 that operate across four levels – individual, interpersonal, organisational, and sectoral.
- The Theory of Change identifies desired outcomes in the short, medium and long term across these levels, and is supported by a set of follow-on projects across the sector. The framework and the full System Effects survey results are available on the VLSB+C website.



Background to the Project

This project tests how the systemic drivers of lawyer wellbeing apply to Victorian barristers.

Barristers are a distinct cohort within Victoria's legal profession, comprising around 9% of all registered lawyers. The System Effects study captured responses from nearly 100 barristers, but a dedicated exploration of how the 45 factors apply to this cohort was identified as a valuable next step.

As one of the follow-on projects under the Theory of Change, First Person Consulting – in collaboration with the Victorian Bar – designed and implemented a survey of barristers. The survey, distributed in September 2025, tested which factors are more or less influential for barristers, and whether any additional, cohort-specific factors exist.

The findings will help the Victorian Bar identify and prioritise wellbeing activities as part of a multi-year wellbeing strategy.

Reason for taking a systems approach

Taking a systems view helps identify where action on wellbeing will have the greatest impact.

Much research has been done into the causes of poor wellbeing amongst lawyers. These studies have identified* a range of factors such as:

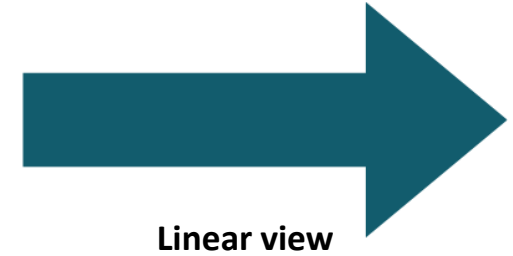
- High levels of stress and pressure
- Work-life balance
- Long working hours
- Bullying and harassment
- Discrimination, such as sexism, racism, and elitism.

However, the factors that drive wellbeing vary for each individual, based on the context within which they work, who they work with, and things unique to themselves. Recognising this means shifting from thinking about the issue as linear – a straight line from cause to effect – to systemic, where a range of factors all influence each other, with poor wellbeing the emergent result.

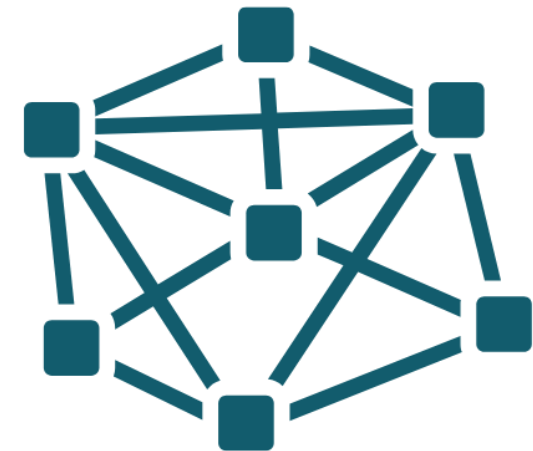
Considering how the factors connect to each other helps identify which areas are the most important to focus on – and, in turn, where bigger and more impactful shifts within the Victorian legal system are possible.

The results of that process formed the underpinnings of the Lawyer Wellbeing Systems Theory of Change, launched in April 2025 – reframing our understanding of what the ‘real’ problem or need is in relation to lawyer wellbeing. This survey builds on that foundation by exploring how the factors apply to barristers.

From this...



To this...



* For example: Mental Wellbeing in the Legal Profession: A Global Study, 2021, International Bar Association.



Methodology



Survey approach

All 2,279 registered barristers in Victoria were invited to take part in a three-part survey.

The survey had three parts:

- About the respondent – age bracket, identified gender, and the overall impact of working in the law on their wellbeing.
- Experiences of the factors – how strongly respondents agreed that each of 42 factors* applied to them, on a five-point scale from ‘strongly disagree’ to ‘strongly agree’.
- Priorities – respondents were shown the factors they strongly agreed with, and selected up to four they considered most important.

Survey responses were analysed using descriptive statistics – reporting the proportion of respondents selecting each response option. Respondents could also comment in their own words; those insights informed the full survey report.

This summary report presents whole-of-cohort results – the experiences of Victorian barristers as a group.

With 376 respondents – 16.5% of all registered barristers – the findings provide a sound picture of the cohort as a whole, though they are less generalisable to sub-groups within the Bar.

Respondents who preferred not to disclose their gender or age, or who preferred to self-describe, are included in all results.

** While the original System Effects process identified 45 factors that drive poor lawyer wellbeing. Three were not included in this survey – staff retention (organisational), less funding or resourcing for parts of the sector, and not enough positions to meet demand for jobs (both sectoral) – as they were not identified as relevant to the barrister context.*

The wording of factors was tailored to the Bar context, for example referring to ‘barristers’ rather than ‘lawyers’.



Results

In total, 376 barristers started the survey and 324 finished it – 16.5% of the 2,279 barristers registered in Victoria at the time.



Who responded

In total, 376 barristers (16.5% of the Bar) responded to the survey.

Of those who provided their gender, 55.9% of respondents identified as male and 42.2% as female; the remainder preferred not to say, or to self-describe (n=374).

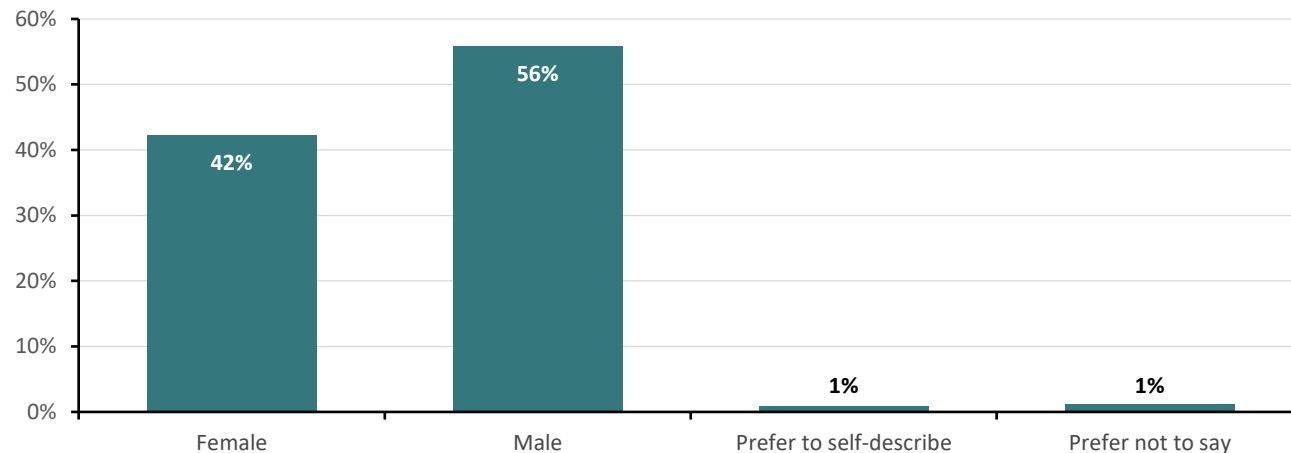
Two in five respondents (41.1%) were aged 35–44. A further 23.7% were aged 45–54, 20.5% were 55 or older, and 13.6% were aged 18–34 (n=375).

Compared with the profile of the Bar*, women were somewhat overrepresented - 42.2% of respondents, compared with 34.5% of registered barristers (n=2,279). Around one in five female barristers responded, compared with one in seven men.

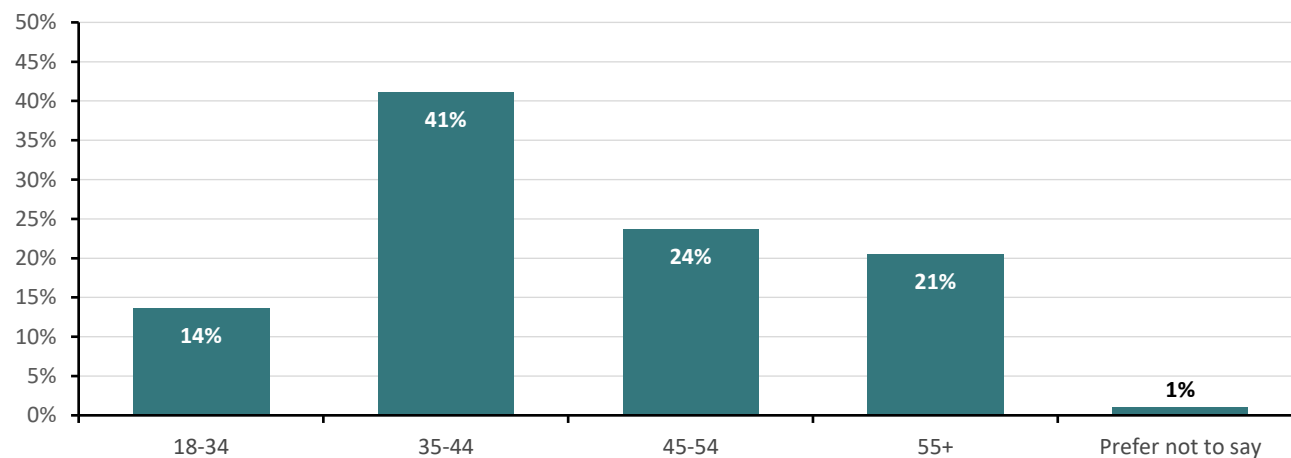
By age, the main gap is at the older end. In 2025, Barristers aged 55 or older made up more than a third of the Bar (35.6%) but one in five respondents (20.5%).

The results therefore tend to reflect the experiences of barristers aged under 55, and are slightly weighted towards women relative to their share of the Bar.

Identified gender of respondents (n=374)



Age bracket of respondents (n=375)





Wellbeing from working in the law

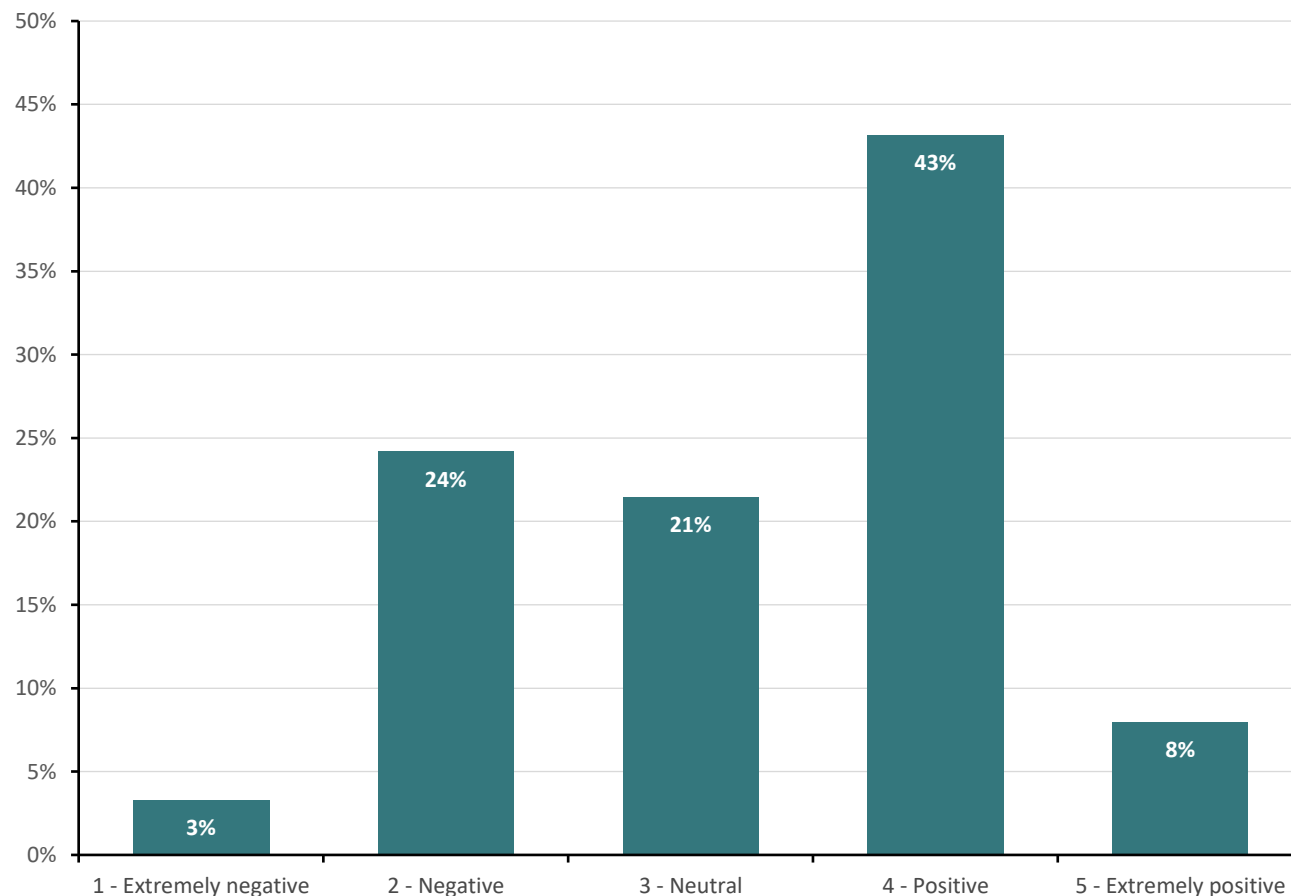
On balance, barristers report that working in the law has a positive impact on their wellbeing.

Just over half of respondents (51%) reported that, on balance, working in the legal sector has a positive or extremely positive impact on their wellbeing (n=364).

27% reported a negative or extremely negative impact, and 21% a neutral one.

That said, more than one in four barristers reporting a negative impact is a substantial minority. The factors explored in the following pages help explain why.

On balance, the impact working in the legal sector has on respondents' wellbeing (n=364)





Comparison with the broader legal sector

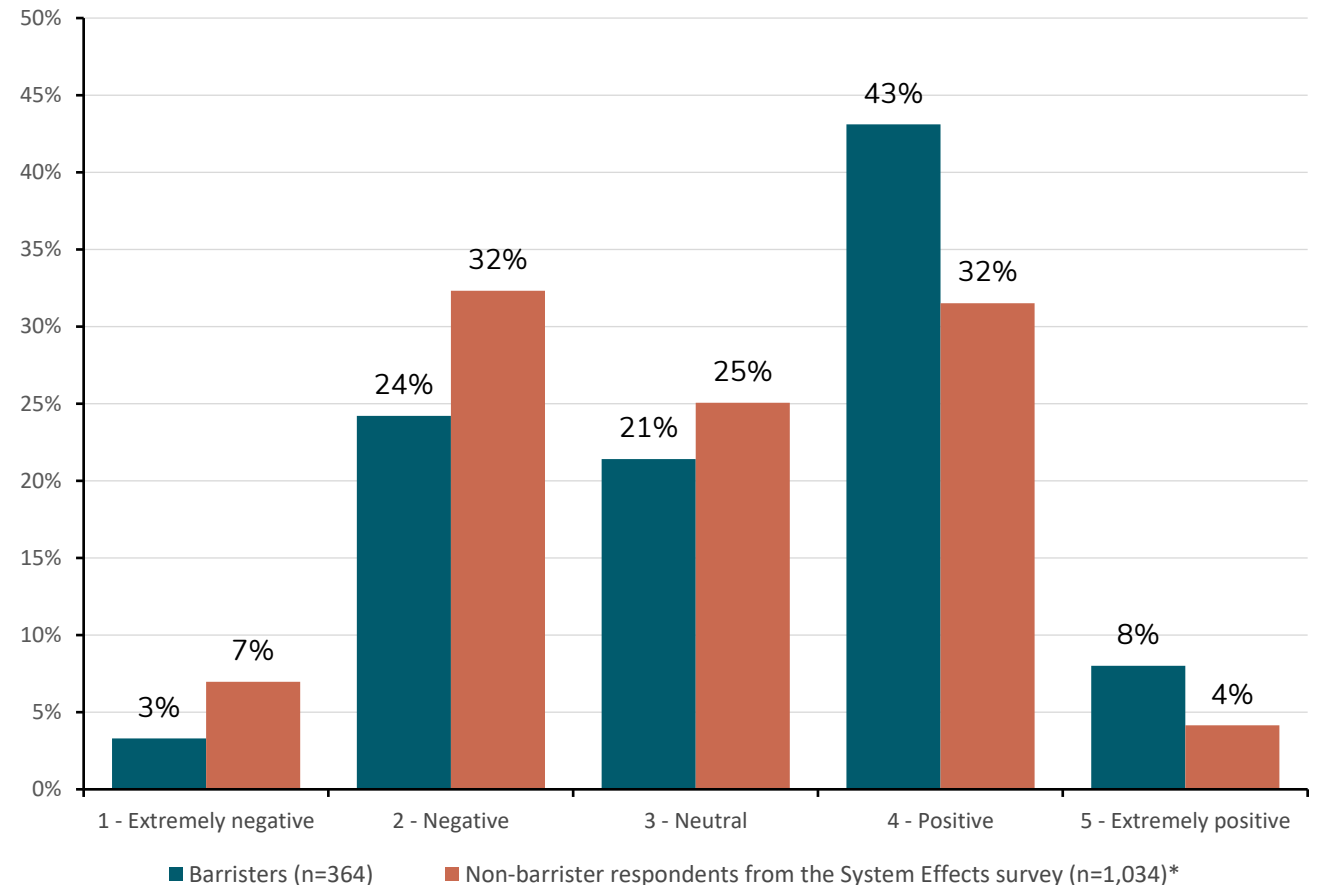
Barristers report a more positive impact on their wellbeing than the broader legal sector.

51.1% of barristers reported a positive or extremely positive impact – compared with 35.6% of non-barrister respondents in the earlier System Effects survey.

Notably, extremely negative responses were also less common – 3.3% of barristers, compared with 7.0%.

A central premise of the System Effects work is that different parts of the legal system experience the factors differently. These results reinforce the value of exploring how barristers specifically experience them. [The full System Effects results are available on the VLSB+C website.](#)

Self-reported impact on wellbeing: barristers compared with System Effects respondents



* i.e. Lawyers from different sectors such as government, corporate, small practices, community legal, and so on.



Experiences of the 42 factors

Respondents were asked how strongly they agreed that each of the 42 factors applied to them. Throughout this report, a 'factor' is a driver or influence on poor wellbeing identified through the System Effects process.

Five factors stood out, with a third or more of respondents strongly agreeing that they applied to them:

- High levels of stress and pressure (54.1% strongly agree)
- Intense workloads, long work hours and time demands (38.9%)
- Culture of perfectionism and unreasonable expectations (34.6%)
- Difficult or complex areas of work and the volume of material (34.3%)
- Poor work-life balance or inability to switch off (33.4%)

The following pages present the results for each of the four levels. Factors are ordered by the proportion of respondents who strongly agreed. Full factor descriptions are provided in the Appendix.



Individual-level factors

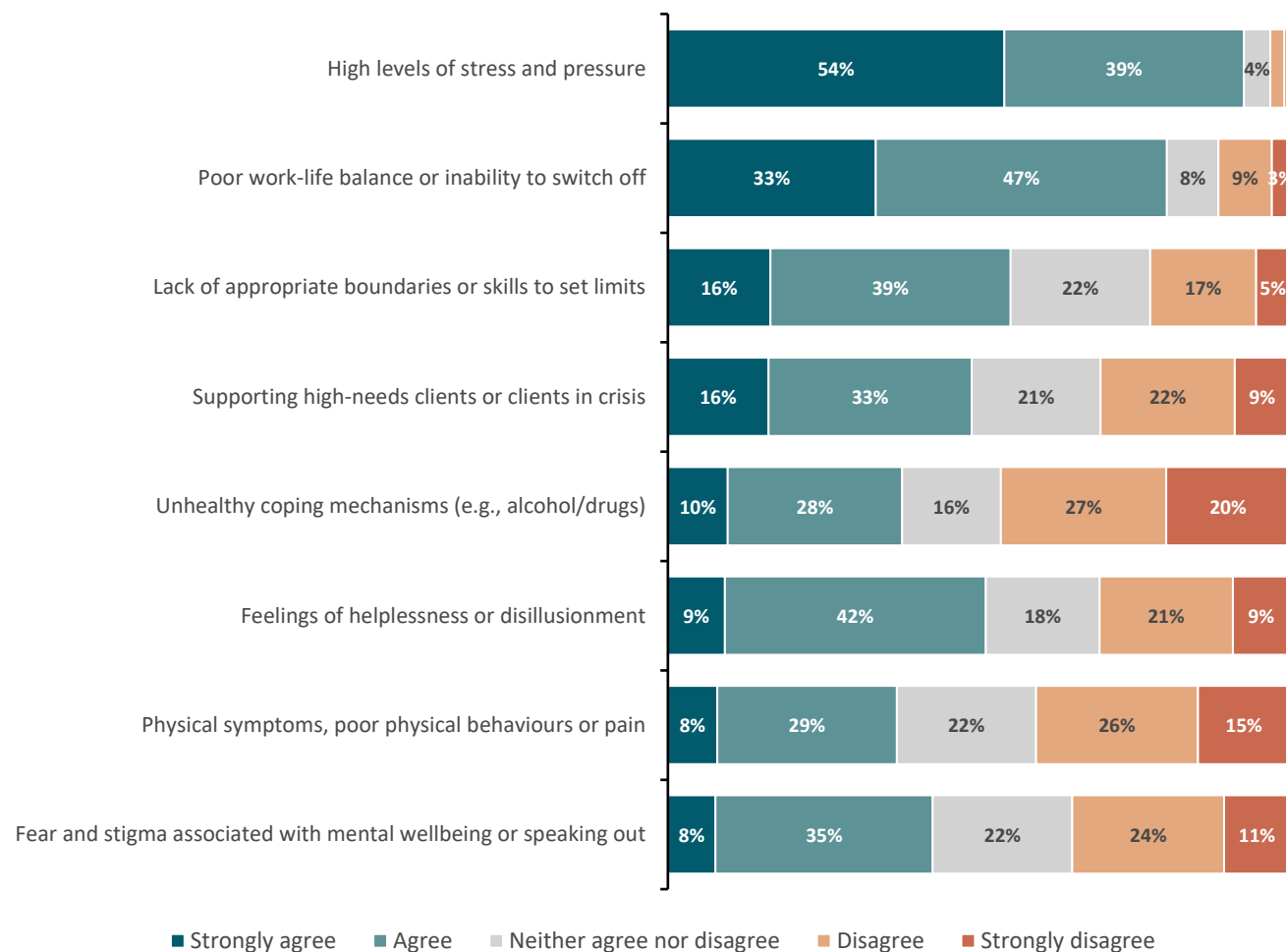
High levels of stress and pressure is the most strongly experienced factor in the survey.

54.1% of respondents strongly agreed that high levels of stress and pressure applied to them, with a further 38.5% agreeing – 92.6% in total.

Poor work-life balance or inability to switch off followed – 33.4% strongly agreed, and 80.3% agreed overall.

Interestingly, views were most divided on unhealthy coping mechanisms – 19.8% strongly disagreed that these applied to them, while 9.6% strongly agreed.

Individual-level factors, ordered by strong agreement (n=350–353)



Interpersonal-level factors

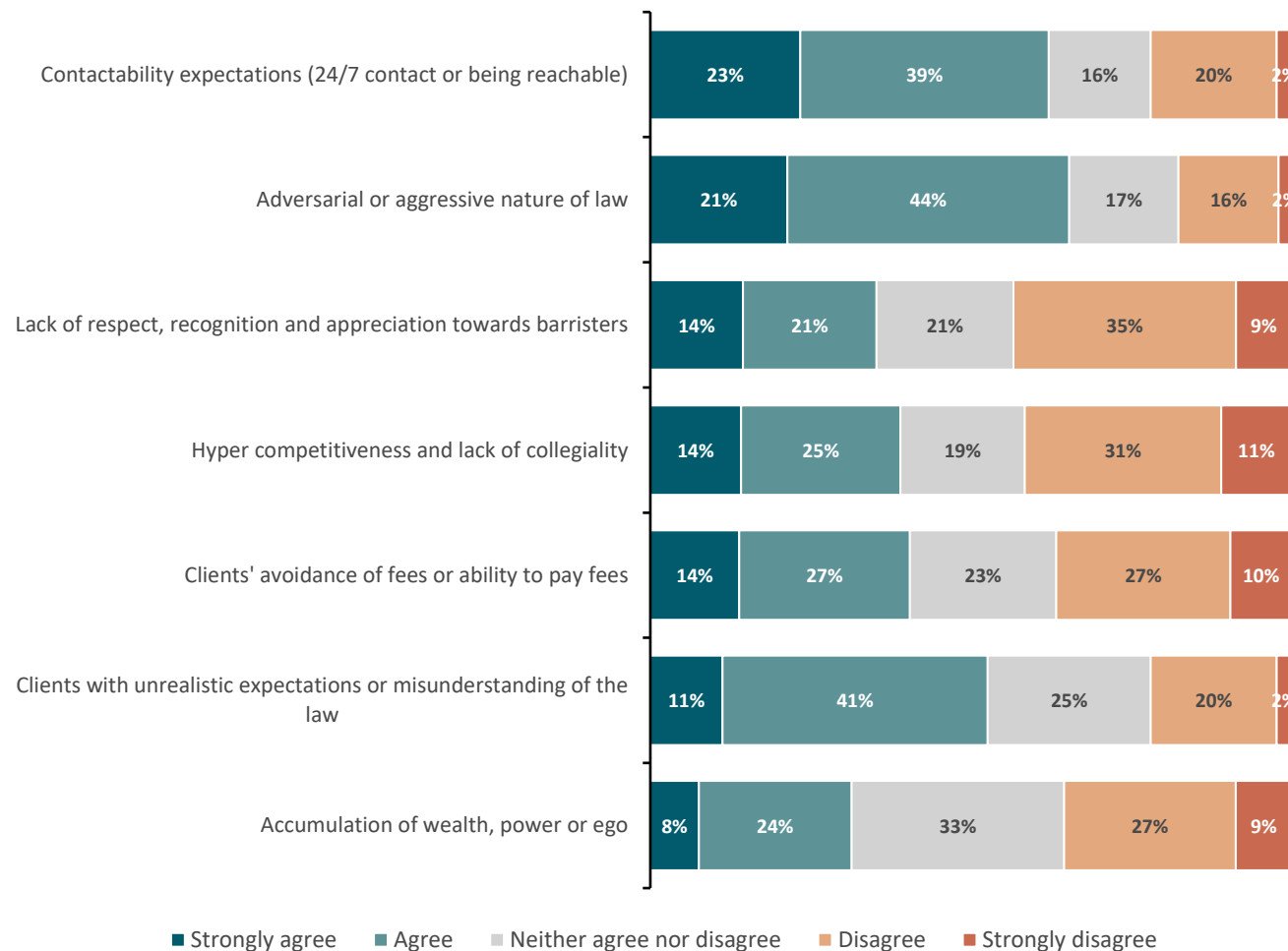
Expectations of being constantly contactable stood out at the interpersonal level.

23.4% of respondents strongly agreed that contactability expectations applied to them, with 62.1% agreeing overall.

The adversarial or aggressive nature of law followed closely – 21.4% strongly agreed, and 65.3% agreed overall.

Just over half of respondents (52.6%) agreed that clients with unrealistic expectations applied to them, though few felt this strongly (11.3%). This suggests a widely shared but less intense experience.

Interpersonal-level factors, ordered by strong agreement (n=344–346)



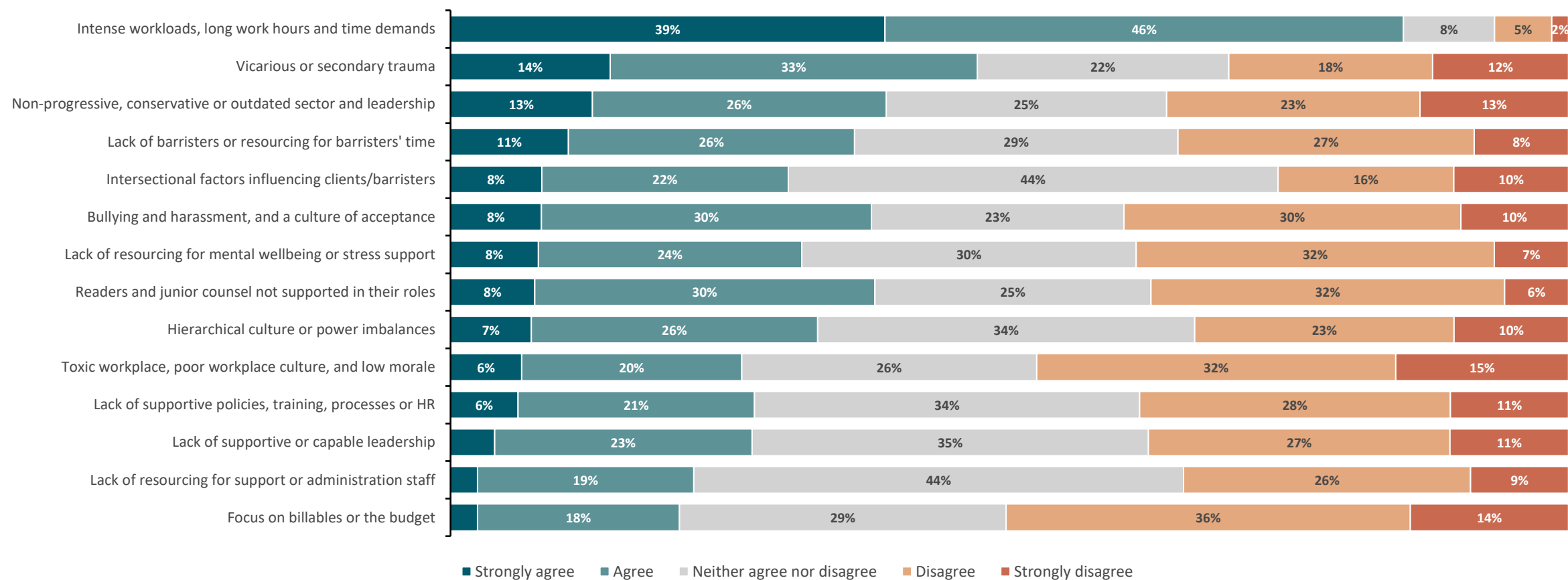


Organisational-level factors

Intense workloads, long work hours and time demands were by far the most strongly experienced organisational factor – 38.9% strongly agreed, and 85.2% agreed overall.

Notably, several organisational factors drew high neutral responses – over 40% for intersectional factors and for resourcing of support staff – suggesting they are less prominent in barristers' experience.

Organisational-level factors, ordered by strong agreement (n=329–332)



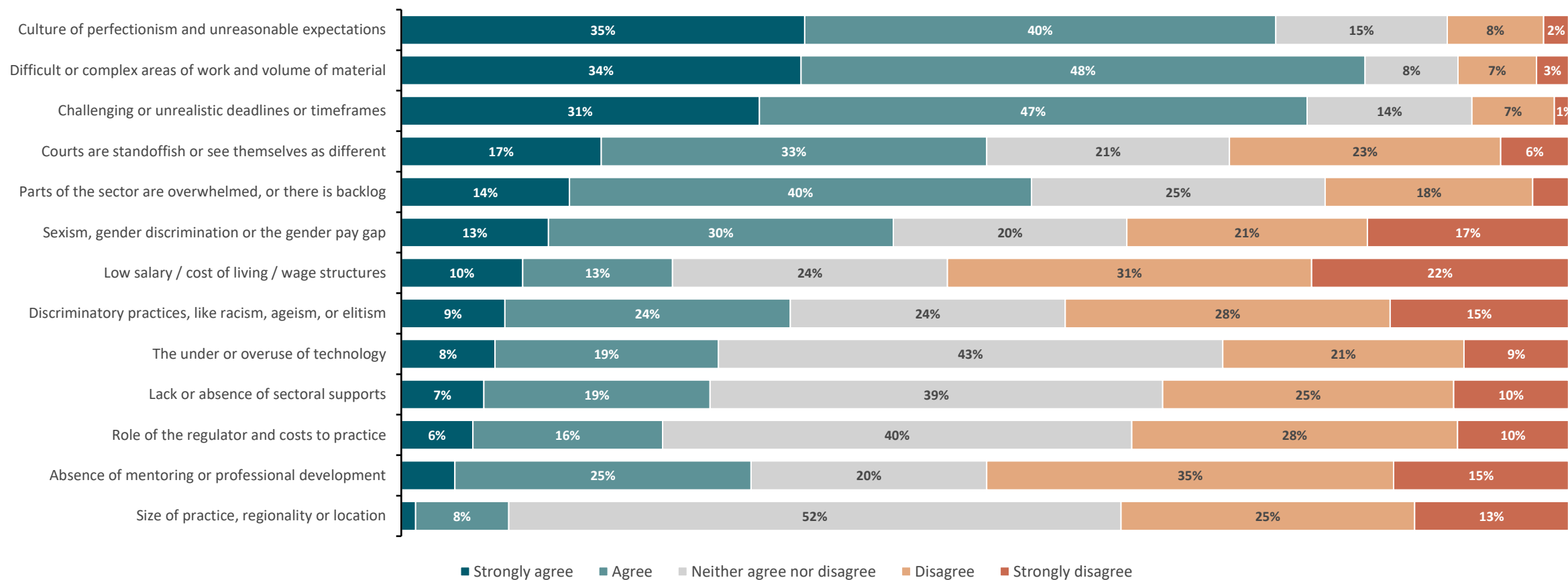


Sectoral-level factors

Culture of perfectionism, difficult and complex work, and challenging deadlines were the most strongly experienced sectoral factors – each with around a third strongly agreeing, and three-quarters or more agreeing overall.

Sectoral factors less connected to day-to-day practice – such as the role of the regulator, or the size and location of practice – drew high neutral responses.

Sectoral-level factors, ordered by strong agreement (n=324–327)





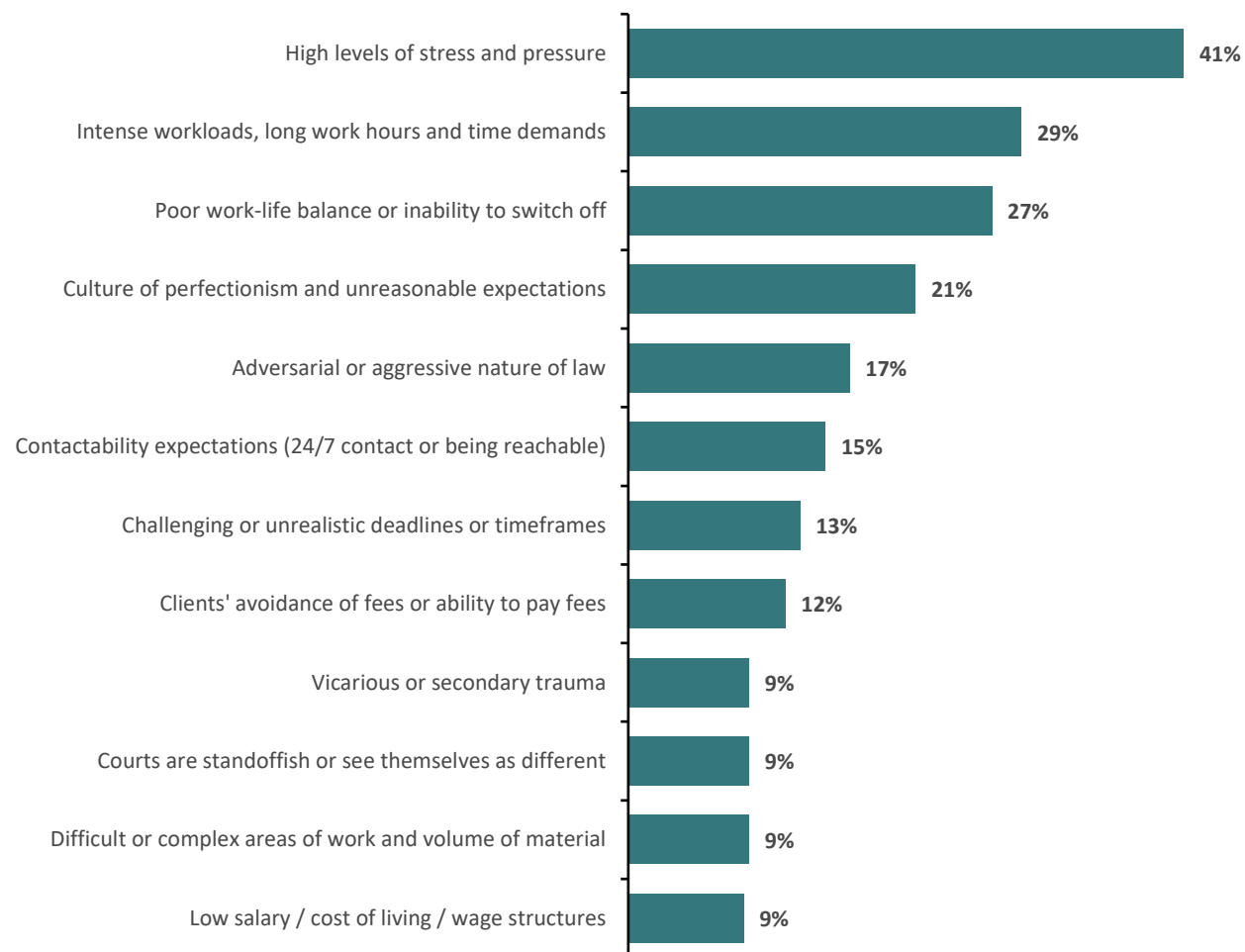
Priority areas for action

The factors barristers most want addressed largely mirror those they most strongly experience.

Respondents selected up to four of the factors they strongly agreed with as the most important to them (n=266). High levels of stress and pressure ranked first, selected by 41.4% – followed by intense workloads (29.3%), poor work-life balance (27.1%), and the culture of perfectionism (21.4%).

Interestingly, the clearest exception is difficult or complex areas of work – 82.6% agreed it applied to them, yet 9.0% selected it as a priority. This suggests the selections reflect where barristers believe attention could make a difference, rather than only what they experience most strongly.

Most important factors, as selected by respondents (n=266)





Conclusion

This survey set out to understand how Victorian barristers experience the systemic factors that influence lawyer wellbeing, and which of those factors matter most to them.

The results show that the stressors associated with working in the law do impact on barristers' wellbeing. On balance, barristers report a less negative impact than the broader legal sector – but the same or similar factors, including intense workloads, poor work-life balance, and a culture of perfectionism, are strongly and widely experienced.

These results provide the Victorian Bar and the VLSB+C with an evidence base for tailoring wellbeing initiatives to barristers – both where experiences are most intense, and where barristers themselves see the greatest need for attention. As with the broader System Effects work, shifting these factors will take sustained action across individual, interpersonal, organisational, and sectoral levels, and progress will need to be tested over time.

For more information, please visit the [Lawyer Wellbeing section of the VLSB website](#) or contact lawyerwellbeing@lsbc.vic.gov.au



Appendix

There were 42 factors presented to barristers in this survey:

- Individual-level (8 factors)
- Interpersonal-level (7 factors)
- Organisational-level (14 factors)
- Sector-level (13 factors)

While there were 45 factors identified through the System Effects process some were not applicable to the Barrister operating context. Minor rewording occurred in some cases, while three factors were not included in the survey.

- Challenges in retaining staff / staff retention (organisational factor)
- Less funding or resourcing (sectoral factor)
- Not enough positions to meet demand for jobs (sectoral factor)



Factors that drive poor lawyer wellbeing

Individual	Interpersonal	Organisational	Sectoral
• Fear and stigma associated with mental wellbeing / speaking out / taboo • Feelings of helplessness / disillusionment / stagnation • High levels of stress and pressure / high stakes • Lack of appropriate boundaries / skills to set limits / individual resilience / burnout • Physical symptoms / poor physical behaviours / pain • Poor work-life balance / self-care routines / inability to switch off • Supporting high-needs clients / clients in crisis / lack of support available to support clients • Unhealthy coping mechanisms (alcohol / drugs)	• Adversarial / aggressive nature of law • Clients avoidance of fees / ability to pay fees / payment • Clients with unrealistic expectations/ difficult clients / clients' own misinformation or lack of understanding of the law • Contactability expectations (24/7 contact or being reachable) / phone always on • Hyper competitiveness / lack of collegiality / lack of professional network • Lack of respect / value / recognition / appreciation by different people in the system towards barristers • Personal / organisational accumulation of wealth and power / profit driven / greed / ego	• Age / readers and junior counsel / juniors mistreated / juniors not supported / exploited • Bullying and harassment / culture of acceptance • Focus on billables / budget as they incentivise inefficiency • Hierarchical culture / power imbalances between management and staff / roles in sector • Intense workloads / long work hours / time demands • Intersectional factors influencing clients / barristers • Lack of appropriate / supportive policies / training / processes / HR • Lack of barristers or resourcing for barristers' time • Lack of resourcing for mental wellbeing support / stress support / lack of (or appropriate) mental wellbeing support (self or client) • Lack of resourcing for supporting / administrative staff • Lack of supportive / capable managers / micromanagement / poor communication • Non-progressive / conservative / outdated sector / management or leadership approaches / lack of flexibility • Toxic workplace or sector / poor workplace culture or attitudes / low morale • Vicarious or secondary trauma / vicarious stress	• Absence of mentoring / professional development for staff • Courts are standoffish / see themselves as different / special • Culture of perfectionism / unreasonable expectations / hyper-critical culture / fear of making mistakes • Deadlines or timeframes • Difficult / complex areas of work / matters / volume of material • Discriminatory practices - racism / ageism / elitism • Lack / absence of sectoral supports / accountability or enforcement (OHS, WorkSafe, LIV, or other mechanisms for supervision) • Low salary / cost of living / wages / wage structures / transparency • Parts of the sector are overwhelmed / backlog (court backlog) • Role of the regulator / regulatory systems and processes / costs to practice • Sexism / gender discrimination / male favouritism / gender pay gap • Size of practice / regionality or location of practice • Use / overuse of technology

A description for each factor is provided on the following pages.



Individual-level Factors

Factor	Description
Fear and stigma associated with mental wellbeing / speaking out / taboo	Barristers often fear that discussing mental health concerns could negatively impact their careers, leading to silence on issues such as harassment or bullying, particularly among younger women. This silence is reinforced by concerns that their experiences will be dismissed, met with negative reactions, or lead to no changes within the workplace.
Feelings of helplessness / disillusionment / stagnation	A pervasive perception that systemic issues within the legal profession cannot be addressed leads to feelings of helplessness, disillusionment, and a sense of being stuck, which contributes to a lack of progress and motivation.
High levels of stress and pressure / high stakes	High-profile cases with demanding clients contribute to intense stress and pressure. Barristers are required to juggle multiple competing demands and deadlines, leading to high-stress environments where mistakes carry significant consequences.
Lack of appropriate boundaries / skills to set limits / individual resilience / burnout	Many barristers struggle with setting appropriate boundaries and limits, which are critical for managing personal well-being. Without these skills, they face an increased risk of burnout and decreased resilience.
Physical symptoms / poor physical behaviours / pain	Barristers may experience physical discomfort, pain, or injury, often related to the sedentary, desk-bound nature of their work, which contributes to their overall decline in physical well-being.
Poor work-life balance / self-care routines / inability to switch off	Excessive work demands hinder barristers' ability to engage in self-care and maintain a healthy work-life balance. Many find it difficult to 'switch off,' leading to deteriorating mental and physical health.
Supporting high-needs clients / clients in crisis / lack of support available to support clients	Working with clients in crisis, such as those facing mental health issues or domestic violence, places additional stress on barristers, who may feel unable to provide sufficient support beyond legal advice.
Unhealthy coping mechanisms (alcohol / drugs)	Many barristers resort to unhealthy coping mechanisms, such as alcohol and recreational drug use, to deal with the high stress of their profession. These behaviours are often normalised in social and networking contexts.



Interpersonal-level Factors

Factor	Description
Adversarial / aggressive nature of law	The legal profession often fosters an adversarial culture between individuals, where opposing practitioners are seen as enemies, promoting competitiveness, hostility, and a 'win-at-all-costs' mentality rather than collaboration towards positive outcomes.
Clients' avoidance of fees / ability to pay fees / payment	Barristers frequently encounter difficulties with clients avoiding or delaying fee payments, which creates financial strain and the need for constant follow-ups to ensure payment.
Clients with unrealistic expectations / difficult clients / clients' own misinformation or lack of understanding of the law	Clients can be extremely demanding, placing unrealistic expectations on barristers, often stemming from a lack of understanding of legal processes, which adds to the stress and pressure of the profession.
Contactability expectations (24/7 contact or being reachable) / phone always on	Barristers face constant pressure to be available at all hours, with clients and colleagues expecting immediate responses, which undermines work-life balance and contributes to chronic stress.
Hyper competitiveness / lack of collegiality / lack of professional network	A culture of intense competition within the legal profession discourages collegiality and mutual support, leading to isolation and the absence of strong professional networks.
Lack of respect / value / recognition / appreciation by different people in the system towards barristers	Barristers often feel undervalued and unappreciated by clients, colleagues, and the public, with high-quality work expected as the norm, but rarely recognised or celebrated by others.
Personal / organisational accumulation of wealth and power / profit driven / greed / ego	In many legal settings, there is a strong emphasis on accumulating wealth and power, with a focus on maximising billable hours and profit margins, often at the expense of staff well-being and meaningful client outcomes.



Organisational-level Factors

Factor	Description
Age / Readers and junior counsel / juniors mistreated / juniors not supported / exploited	Readers and junior counsel may experience high demands and a lack of support.
Bullying and harassment / culture of acceptance	Bullying and harassment are pervasive in many legal environments, particularly towards junior barristers and women regardless of seniority, with a culture that often accepts or ignores such behaviour, contributing to a toxic work environment.
Focus on billables / budget as they incentivise inefficiency	The overwhelming focus on billable hours and meeting budgets incentivises inefficiencies, often forcing barristers to work long hours, prioritising profit over quality of work and professional development.
Hierarchical culture / power imbalances between management and staff / roles in sector	The Bar can be characterised by rigid hierarchies and power imbalances, which impacts their well-being.
Intense workloads / long work hours / time demands	Barristers are frequently required to handle unmanageable workloads, with long work hours and overtime becoming the norm, leading to chronic stress and burnout as they struggle to meet high expectations.
Intersectional factors influencing clients / barristers	Minority groups within the legal profession face additional challenges due to systemic disadvantages. Factors such as gender, race, disability, and caregiving responsibilities affect both clients and barristers, leading to unequal opportunities and experiences.
Lack of appropriate / supportive policies / training / processes / HR	Lack of appropriate policies, training, and processes to support mental well-being, with Bar-sponsored interventions often seen as a weakness, leaving barristers without adequate resources for stress management or personal development.



Organisational-level Factors

Factor	Description
Lack of barristers or resourcing for barristers' time	A shortage of barristers leads to increased workloads where barristers often perform tasks outside billable hours to meet deadlines, further exacerbating stress and work pressure.
Lack of resourcing for mental wellbeing support / stress support / lack of (or appropriate) mental wellbeing support (self or client)	Lack of resources or commitment to provide mental health and stress support to barristers. There is often a reluctance to address mental health issues, which are seen as weaknesses rather than legitimate concerns.
Lack of resourcing for supporting / administrative staff	Barristers are burdened with administrative tasks due to a lack of adequate support staff, which contributes to increased workloads and less time for legal work.
Lack of supportive / capable managers / micromanagement / poor communication	Poor leadership of teams of barristers working on a brief, combined with micromanagement and ineffective communication, result in a lack of guidance and support for barristers.
Non-progressive / conservative / outdated sector / leadership approaches / lack of flexibility	The legal sector often operates with outdated, conservative leadership approaches that resist change and flexibility, particularly regarding work-life balance and well-being. Generational differences and entrenched views about 'how things are done' limit the progress of the profession.
Toxic workplace / poor workplace culture / low morale	Toxic culture is characterised by poor behaviour, lack of respect, and difficult interpersonal relationships. This environment fosters low morale, with systemic issues like bullying and intimidation perpetuating negative attitudes and dissatisfaction.
Vicarious or secondary trauma / vicarious stress	Barristers experience vicarious trauma or stress as a result of dealing with emotionally difficult or traumatic cases, such as those involving crime, family breakdowns, or vulnerable clients, without receiving adequate support or preventive measures.



Sectoral-level Factors

Factor	Description
Absence of mentoring / professional development for staff	Mentoring and professional development opportunities are often lacking in the legal profession, with senior barristers failing to provide sufficient guidance to junior staff.
Courts are standoffish / see themselves as different	Courts and judges can be standoffish and rude, diminishing barristers with public embarrassment or ridicule. The courts may impose unrealistic deadlines, contributing to an adversarial and inflexible atmosphere.
Culture of perfectionism / unreasonable expectations / hyper-critical culture / fear of making mistakes	A culture of perfectionism dominates the legal profession, where practitioners face hyper-critical environments and fear making mistakes.
Deadlines or timeframes	Unrealistic deadlines and timeframes imposed by courts, clients, and seniors create immense pressure for practitioners.
Difficult / complex areas of work / matters / volume of material	The inherent complexity of legal work, combined with the sheer volume of material that practitioners must navigate, makes the profession particularly challenging.
Discriminatory practices / racism / ageism / elitism	Discriminatory practices, including racism, ageism, and elitism, are prevalent in the profession.
Lack / absence of sectoral supports / accountability or enforcement (OHS, WorkSafe, LIV, or other mechanisms for supervision)	There is often a lack of accountability and enforcement for poor workplace behaviours in the legal profession, with unions and WorkSafe practices not being adequately utilised. This leads to unchecked mistreatment.



Sectoral-level Factors

Factor	Description
Low salary / cost of living / wages / wage structures / transparency	Barristers face financial pressures due to remuneration that does not reflect the long hours, high stress, and cost of living.
Parts of the sector are overwhelmed / backlog (court backlog)	Certain areas of the legal system, such as courts and tribunals, are overwhelmed by case backlogs, leading to delays in resolution and response times. This increases stress for barristers who are waiting for progress on their cases and adds to their workload.
Role of the regulator / regulatory systems and processes / costs to practice	Regulatory systems and processes in the legal sector can be perceived as burdensome, adding unnecessary administrative work and stress. Compliance with these regulations, including high costs to practice, can feel like an additional obstacle rather than a support.
Sexism / gender discrimination / male favouritism / gender pay gap	Sexism and gender discrimination are prevalent in the legal profession, with male favouritism often influencing career opportunities. Women frequently report workplace harassment, a gender pay gap, and a lack of accommodation for family or pregnancy-related needs.
Size of practice / regionality or location of practice	Barristers working in smaller practices or regional areas may experience higher demands and limited support, as they are often disconnected from wider networks and resources available to those in larger, metro-based practices.
Use / overuse of technology	The increasing use of technology in the legal profession has raised expectations for constant contact and immediate responses, which makes it difficult for barristers to switch off from work. In some cases, there is a lack of proficiency with new technology, creating additional stress.