



Employers

EMPLOYABILITY AND UNIVERSITY EDUCATION IN THE FIELD OF LAW



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Barcelona, 2024

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EXECUTIVE SUMMARY

This report provides a cross-sectional overview on the employability of graduates in Law, specifically, graduates of Law degrees and Master's Degree in Legal Practices.

Data on graduate employability are analysed from the point of view of different stakeholders (*alumni* and companies and organisations that recruit graduates) on the employability of graduates: surveys on satisfaction, employment outcomes and employers' opinions. In addition, basic data is collected on the degrees analysed.

The main results of this report are shown below.

Supply and demand

- > Demand for public places in Law degrees exceeded supply by 154% in the academic year 2020-2021.
- > Only 24% of places in the Master's Degree in Legal Practices are offered at public fees.

Recent graduates' satisfaction

- > Most graduates choose to pursue a particular degree for vocational reasons. Although this is also the case for Law graduates. The proportion is lower than the Catalan Higher Education System (SUC) average (61% vs. 73%), given that they value employment opportunities in the field. In the case of the Master's Degree in Legal Practices, most graduates choose it for employment reasons.
- > Graduates in the field of Law show high overall satisfaction with the degree (7.7 vs. 7.4 corresponding to the average SUC degree), while the satisfaction of graduates in the Master's Degree in Legal Practices is lower than that of the SUC degrees and the average SUC master's degree (6.4 vs. 7.3).
- > Nevertheless, most people in this field would take their degree again: 82% in the case of the Bachelor's Degree in Law and 81% in the case of the Master's Degree in Legal Practices.
- > Graduates in the field of Law gave a score of 7.3 for satisfaction with external placements, while in the Master's Degree in Legal Practices they rated them at 6.7. A significant margin for improvement is observed in terms of satisfaction with the TFG and TFM, rated 5.5 and 6.4 respectively, values that are much lower than their SUC benchmarks.

Recent graduates' job placement

- > Graduates in this field demonstrate very good **job placement**. 88% of Law graduates and 93% of Master in Law graduates found employment three years after graduating. However, these values are slightly lower than the SUC average (91% and 94%, respectively).
- > **Employment quality** in this field is also good. Approximately 7 out of 10 graduates in the field of Law perform specific tasks of their degree three years after completing their studies, have a relatively low rate of temporary employment and lower than the SUC average, have a slightly higher income, and have a high level of job satisfaction.

How the level of skills training is assessed in relation to their usefulness for the job

- > Theoretical education and the capacity for learning and independent learning are the skills that receive the highest scores regarding the level received during studies in the field of Law.
- > In comparison, the skills that receive the lowest ratings are English, technological and digital skills, and creativity and innovation (with ratings significantly lower than the respective SUC averages). In fact, considering the level of usefulness of the skills for the workplace, technological and digital skills and English are those with the greatest deficits both in the Bachelor's degree courses in the field of Law and in the Master's Degree in Legal Practices.

Employers' opinion on recent recruits

- > A little more than half of the employers of graduates in the field of Law say that they have difficulties when recruiting (56%), a figure which drops to 38% for employers of male and female lawyers. The main cause of these difficulties is the lack of graduates with the necessary skills for the job.
- > There is no consensus on a major shortfall in education and training in the field of Law. In contrast, six out of ten of the Master's Degree in Legal Practices students point to the need to improve the ability to apply the knowledge acquired in their Law studies to defence, as well as the ability to choose a strategy for defending the client's interests. This skill is also the one that is most worked on during the students' period of external internships in companies.
- > In spite of the shortcomings detected, employers in this field are satisfied (with ratings between 7.1 and 7.3) with the skills of recent graduates in this field and with the skills of placement students.
- > The skills that will become more important in the future according to employers are digital literacy and the management of complexity and ambiguity.

INTRODUCTION

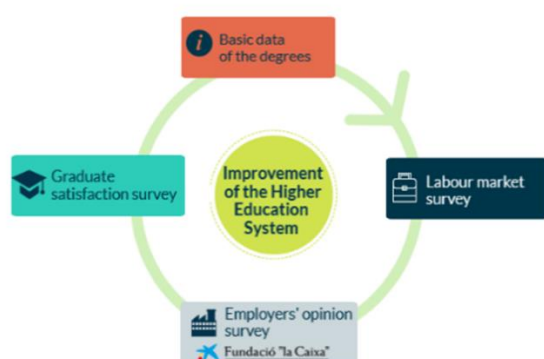
The expansion of university systems in Catalonia and elsewhere has intensified the diversification of the functions performed by universities, which have become institutions that go beyond their historical role associated with teaching and research. Today we usually refer to four missions: teaching, research, innovation and service to society (EUROPEAN COMMISSION, 2022). The emergence of the so-called *knowledge society*, associated with this expansion, has emphasised the role of universities in the **employability of graduates**, understood not only as obtaining work – which may depend more on the economic situation and employment policies – but also as the capacity of universities to design "training with a profile that responds to the skills and qualifications requested in the labour market" (RODRÍGUEZ ESPINAR *et al.*, 2007, 338).

The emphasis on analysing graduate employability profiles also coincides with the emergence of demands for accountability for expansive university systems that require increased public spending. It therefore makes sense for university quality agencies to make available to the university community a set of resources to assess the quality and impact of higher education from an employability perspective (BRENNAN, 2018). In this regard, one of the strategic courses of action of AQU Catalunya that enables this objective to be achieved is that of "facilitating access to quantitative and qualitative data, in an integrated way, to improve the quality of the Catalan Higher Education System" (AQU CATALUNYA, 2022).

This document compiles the key data analysis related to the field of Law. These reports for each field, seven of which have already been published, are intended to provide evidence to help university decision-makers in the political and academic spheres to adopt decisions aimed at improving university education from an employability perspective. Additionally, this knowledge also has the potential to support current and future students in making informed decisions about their career paths.

Figure 1 shows the sources of information included in this analysis.

Figure 1. Sources of the information analysed



We should point out that this report includes and analyses the results of the last edition of the **employer survey**, which gathers opinions on university education from companies, organisations and institutions that hire Law graduates. A new feature of this latest survey is the section on the professional skills that have been worked on the most and require the most improvement by **work placement students**.

INDICATORS FOR DEGREES IN THE FIELD OF LAW

Basic data on Law degree programmes

The map in figure 2 shows the supply and demand data for places in the degrees included in the field of Law taught in Catalonia in the academic year 2020-2021.¹ By contrast, Figure 3 shows information on the supply of Master's Degree in Legal Practices. In addition, data are provided for three key indicators: the performance rate, the drop-out rate in the first year² and the number of graduates.

Demand for public places in Law degrees exceeded supply by 154% in the academic year 2020-2021.

- > The total number of places available for Law degrees was 3,659, of which around half were public.
- > In the case of the Master's Degree in Legal Practices, no data on demand is available. However, it should be noted that it is a Master's degree that qualifies students for the legal profession, and only 24% of the total number of places offered are at public fees.

¹As for university degrees, the field of Law includes the Bachelor's Degrees in Law, which are taught at all Catalan universities (except the Technical University of Catalonia), and the Bachelor's Degree in Global Governance, Economics and Legal Order at the Ramon Llull University.

² The performance rate is calculated by dividing the number of credits passed by the number of credits enrolled by students in a course. The first-year drop-out rate shows the percentage of students who do not re-enrol in the following year (including another degree). For further information, please [see the glossary](#) on the "University Studies in Catalonia" website.

Figure 2. Supply and demand indicators for Law degrees (academic year 2020-2021)³

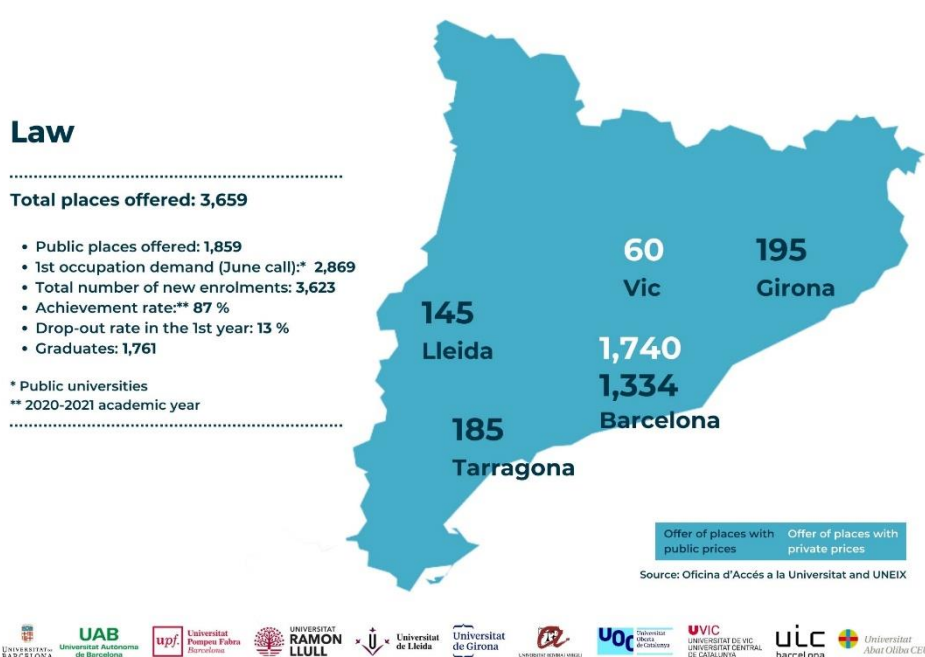
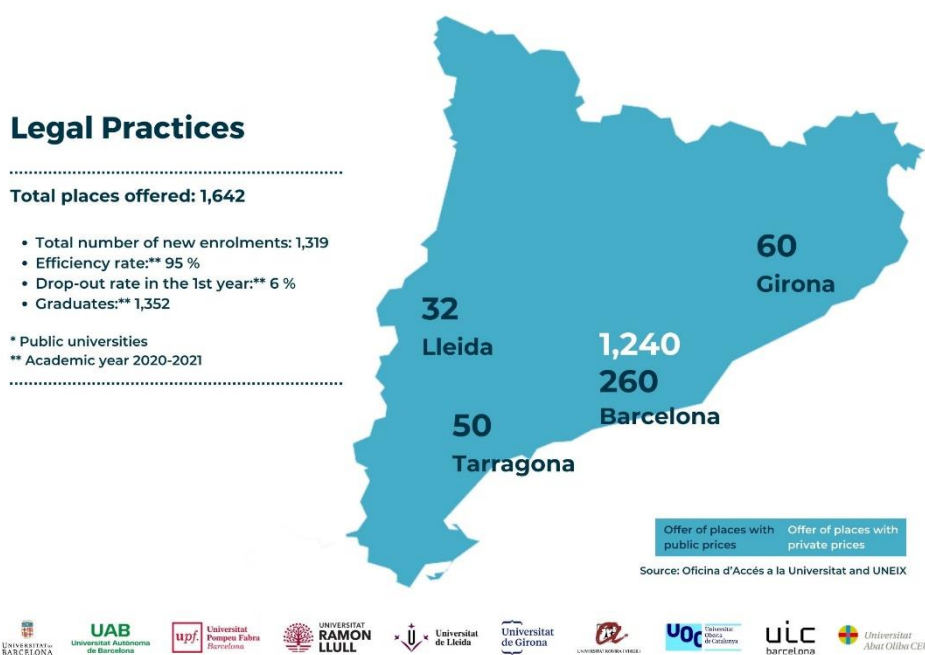


Figure 3. Master's in Law indicators (academic year 2020-2021)



³ The map shows the data for aggregated degrees included in the field.

Graduates' satisfaction with their university education in the field of Law

The data analysed in this section comes from the **satisfaction survey**,⁴ an annual survey carried out since 2015 by Catalan universities in coordination with AQU Catalunya. This survey asks recent graduates how satisfied they are with different aspects of their educational experience. The results below are based on data for the last three available years (2020, 2021 and 2022) for the **Law degree programme (Law degrees and Master's in Law)**. The overall SUC response rate to the satisfaction survey for the last three years is 27%, reaching almost 28,000 responses. For Master's, the response rate is 26%, covering more than 16,000 responses.

Table 1. Sample, population, response rate and sampling error for the satisfaction survey of graduates in the field of Law and Master's in Law and in the Catalan Higher Education System (SUC) as a whole (2020-2022)

	Sample	Population	Response rate	Sampling error
Degrees in the field of Law	1,322	5,585	23.7%	2.4%
Total SUC degrees	27,962	103,731	27%	0.5%
Master's in Law	787	4,141	19%	3.2%
Total SUC Master's degrees	16,274	62,901	25.8%	0.7%

⁴ <https://www.aqu.cat/en/Studies/Surveys-and-thematic-studies/Bachelor-and-Master-s-graduate-satisfaction-survey>

Reason for choosing to study, overall satisfaction and willingness to repeat studies

More than half of the Law graduates choose the degree because of their vocation. However, the main motivation for the Master's Degree in Legal Practices is work-related.

- > In Law degrees, 61.4% indicate that they chose the degree because they liked it, although this value is lower than that obtained for the SUC degrees as a whole (73%). In contrast, the proportion of people who chose the degree because of the employment opportunities available is significantly higher in the field of Law (27%) than in the SUC degrees as a whole (14%).
- > In the case of the Master's Degree in Legal Practices, most students take it for reasons related to the job market. These include the fact that it is a good job opportunity (24%), to progress in their professional career (29%) and because it is a compulsory requirement to be able to work in the legal profession (this is the main reason described in the "Other" category, with 23%).

Table 2. Main reasons why people chose to take the Bachelor's degree course

	Personal interest	Good career prospects	Cut-off mark	Others
Degrees in the field of Law	61.4%	26.8%	2.7%	9.1%
Total SUC degrees	73.2%	14.1%	5.3%	7.4%

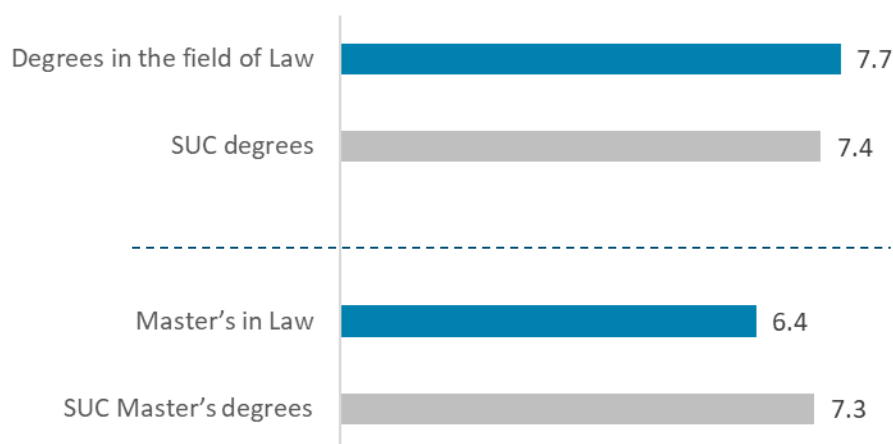
Table 3. Main reasons why people chose to take the Master's degree course

	Personal interest	Access to a PhD	Good career prospects	Professional career progression	Others
Master's in Law	19.3%	4.6%	23.6%	29.2%	23.3%
Total SUC Master's degrees	33.7%	8%	14.9%	35.4%	7.9%

Overall satisfaction with the studies taken by Law graduates is high (7.7) and much higher than the satisfaction of those who took the Master's in Law (6.4).

- > Law graduates have a higher overall satisfaction (7.7) than that corresponding to all SUC degrees (7.4).
- > Meanwhile, graduates in the Master's Degree in Legal Practices have a significantly lower overall satisfaction (6.4) than that of all SUC Master's degrees (7.3).

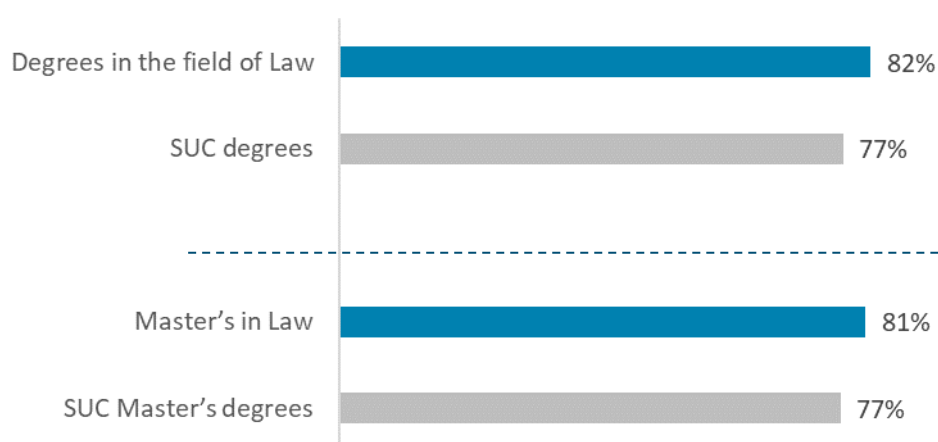
Figure 4. Overall satisfaction with the degree studied



Roughly 8 out of 10 graduates would repeat their degree.

- > 82% of Law graduates would go on to study the degree again. This percentage is higher than the average for SUC degrees (77%).
- > Despite low satisfaction with the Master's Degree in Legal Practices, 81% would repeat the degree, which is 4 points higher than the overall SUC percentage. This aspect tends to be observed in Master's degrees that enable students to exercise a specific profession.

Figure 5. Percentage of people who would repeat the degree programme

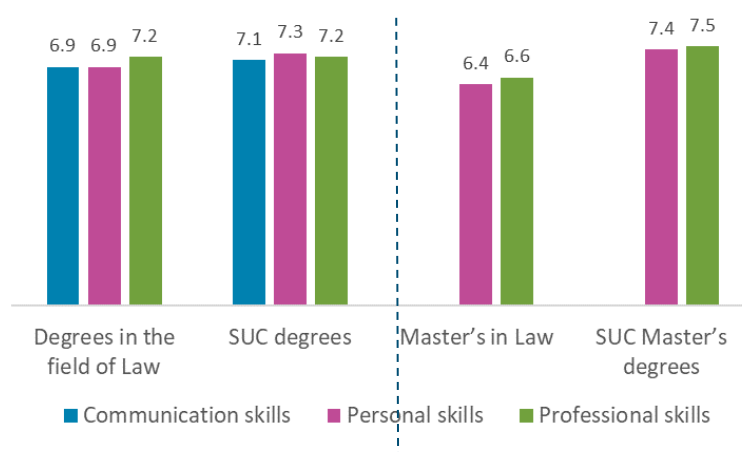


Satisfaction with the skills acquired, the external work placements and the bachelor's degree final project (TFG/TFM)

Graduate satisfaction with communication skills, person skills and professional activity skills is at the low end of the scale.

- > Despite the good assessment, satisfaction is lower than in the SUC as a whole for communication and personal skills.
- > In the case of the Master's in Law, the satisfaction corresponding to personal skills (6.4) and skills for professional activity (6.6) is significantly lower than the SUC overall (7.4 and 7.5, respectively).

Figure 6. Degree to which the education received improved certain skills, according to graduates



The TFG in Law and the TFM in Master's Degree in Legal Practices leave much room for improvement, while satisfaction with external work placements is similar to the SUC average.

- > Graduates' evaluation of the TFG and TFM in terms of usefulness or degree of satisfaction is significantly lower than the SUC average.
- > Satisfaction with external work placements is high among Law graduates, and slightly lower in the case of the Master's Degree in Legal Practices.

Figure 7. Satisfaction with external work placements⁵

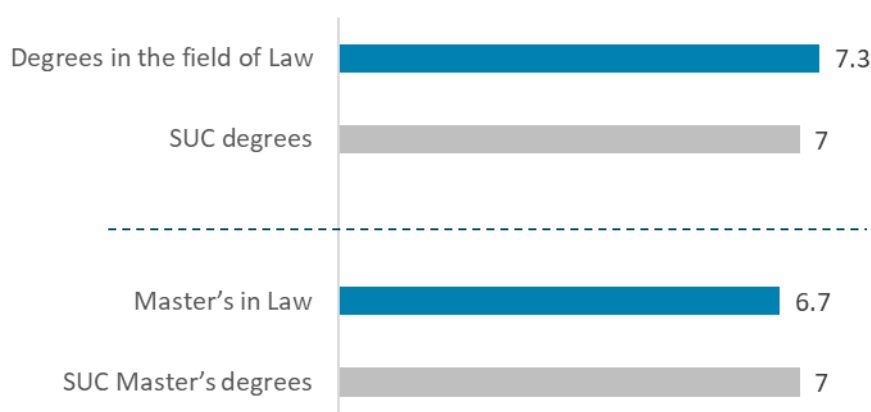
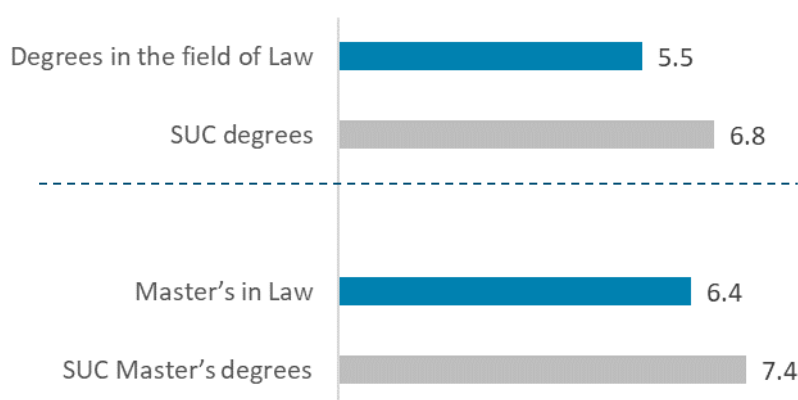


Figure 8. Satisfaction with the TFG/TFM⁶



⁵ The assessment statement in the questionnaire is as follows: "External work placements have allowed me to apply the knowledge acquired during the degree course."

⁶ For degrees, the assessment statement in the questionnaire is as follows: "The bachelor's degree final project was useful for consolidating skills from the degree programme" For the Master's in Law, the assessment statement in the questionnaire is as follows: "I am satisfied with the TFM".

Job placement for Law graduates

The data analysed in this section comes from the **employment outcomes survey**, an annual survey carried out by Catalan universities in coordination with AQU Catalunya. This survey asks about factors related to the employment activity of graduates and the quality of that employment activity (job suitability, contractual stability, earnings, etc.). The following results are based on data from the most recent survey (2023) which includes the population of those graduating in the 2018-2019 academic year, in the case of Bachelor's degrees, and in the 2017-2018 and 2018-2019 academic years, in the case of Master's degrees.⁷

The following table shows the samples of graduates who have answered the survey, both for all Law-related degrees and the Master's in Law, as well as the corresponding values for the SUC as a whole.

Table 4. Sample, population, response rate and sampling error of the employment outcomes survey of Law graduates and SUC graduates overall (2023)

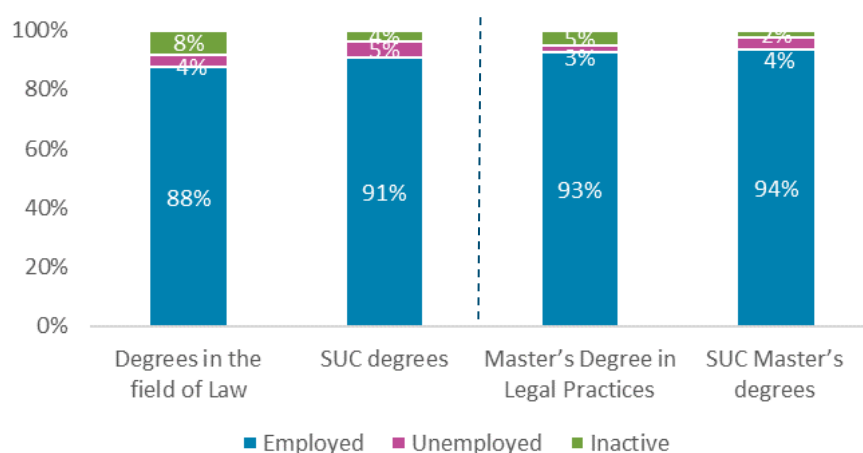
Degrees	Sample	Population	Response rate	Sampling error (±)
Law	828	1,739	47.6%	2.5%
Total SUC degrees	20,998	40,025	52.5%	0.5%
Master's in Law	821	2,235	36.7%	2.8%
Total SUC Master's degrees	15,423	40,753	37.8%	0.6%

⁷ The data presented in this report are weighted according to stratified sampling by degree and sampling unit.

Very good graduate job placement three years after graduating in Law.

- > 88% of graduates in Law are employed three years after obtaining their degree (vs. 91% for all SUC degrees). For those with a Master's Degree in Legal Practices, 92.5% are employed, 1 percentage point less than for all SUC Master's degrees.
- > The percentage of graduates in these degrees who are inactive stands out, which, both in the case of the degrees in the field of Law and the Master's Degree in Legal Practices, is double the value corresponding to the SUC as a whole. The main reason for inactivity in this group is the continuation of studies and/or competitive examinations. It should be noted that both Law graduates and legal professionals are employed, in a higher proportion than the rest, in the public administration sector.

Figure 9. Employment, unemployment and inactivity rates of graduates (2023)



75% of Law graduates carry out specific job functions related to their degree.

- > For Master's degrees in Law, 69% of graduates take on roles specific to the legal profession within three years of obtaining the degree, and 17% take on roles specific to their previous degree, not the Master's.
- > These percentages are considerably higher than those corresponding to the SUC as a whole.

Figure 10. Percentage of people who carry out specific job functions related to the degree course (2023)

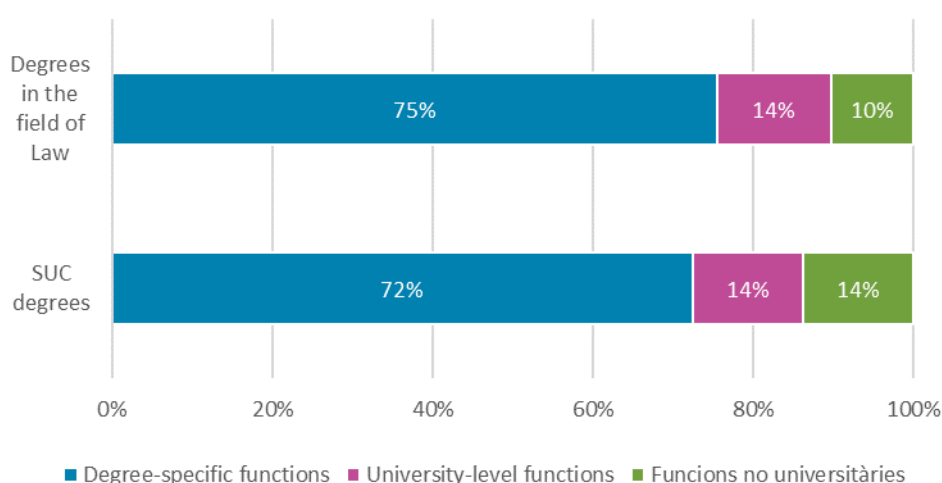
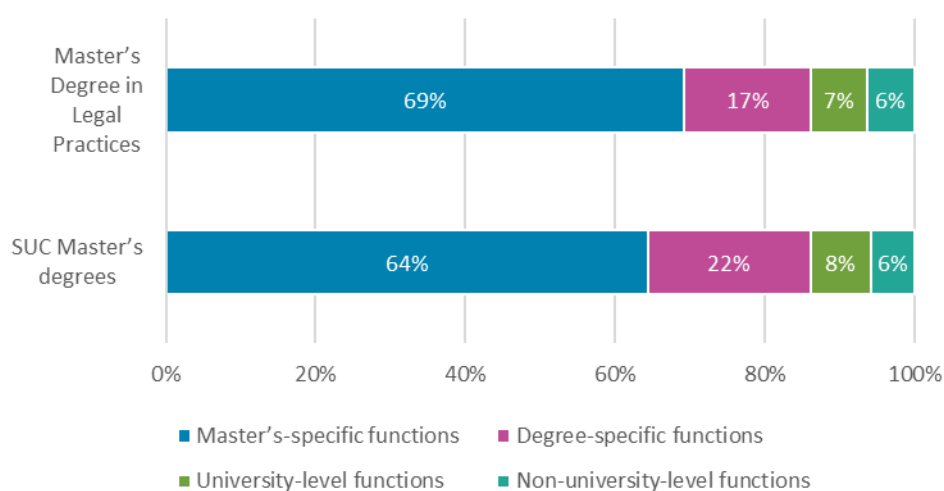


Figure 11. Percentage of people who perform specific job functions related to the Master's degree (2023)



Law graduates enjoy more job stability than the SUC average.

- > Permanent contracts account for 69% of both graduates in the field of Law and graduates in the Master's Degree in Legal Practices. This figure is 5 percentage points higher than the SUC average in the case of Bachelor's degrees, and 3 percentage points higher in the case of Master's degrees.
- > Furthermore, the proportion of people working with a self-employed contract stands out in the case of the Master's Degree in Legal Practices: 18%, which is double the percentage corresponding to the SUC average (9%).

Figure 12. Distribution of types of contracts for Law graduates (2023)

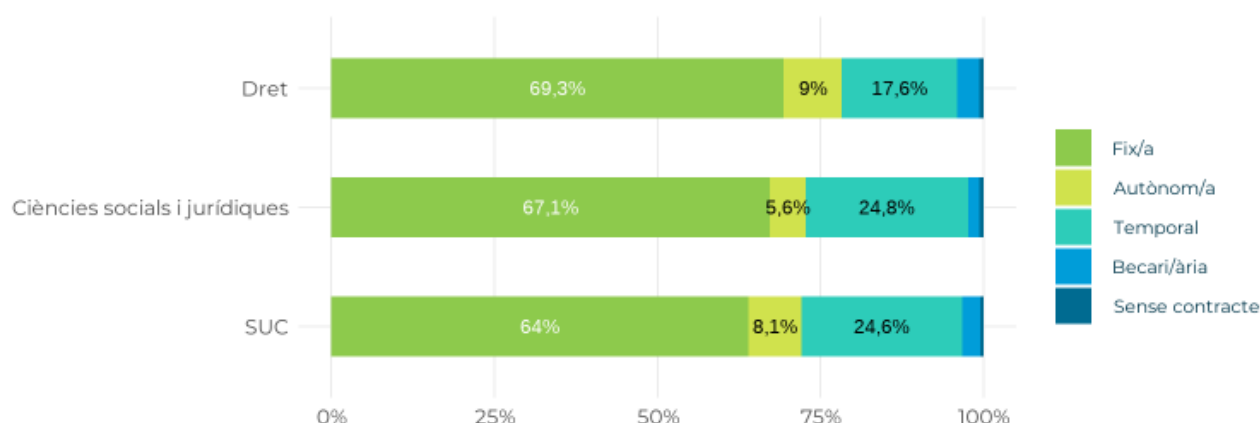
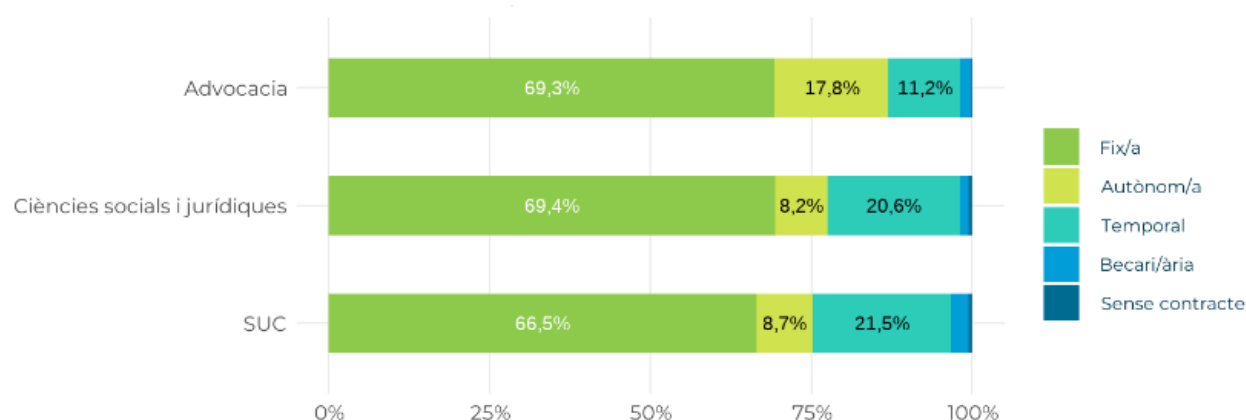


Figure 13. Distribution of types of contracts for Master's Law graduates (2023)



An average salary for Law graduates is higher than the corresponding figure for Social Sciences and the SUC as a whole.

- > The average gross monthly income of Master's graduates in Law is also higher than that of their counterparts in Social Sciences and the SUC.

Figure 14. Distribution of gross monthly salaries for full-time Law graduates (2023)

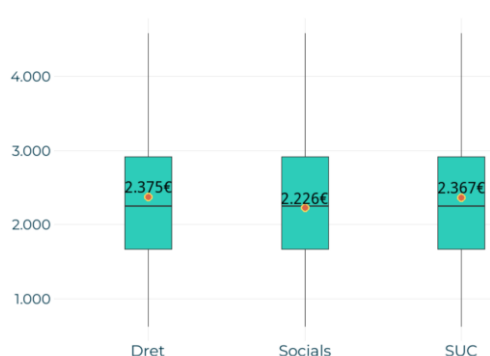
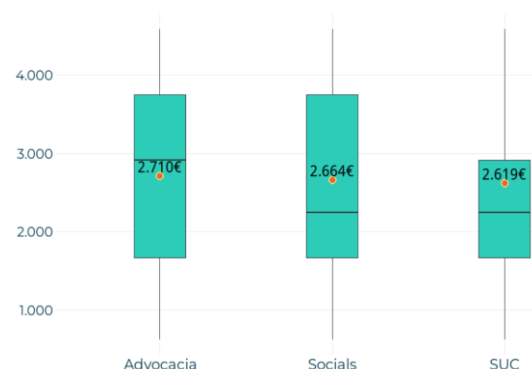


Figure 15. Distribution of gross monthly salaries for graduates of the Master's in Law who work full time (2023)



Overall job satisfaction is rated very highly by Law graduates, similar to the average for other degree programmes.

- > The overall job satisfaction of Law graduates is 7.9 (on a scale of 0 to 10), and 8 for Master's in Law graduates.
- > Overall job satisfaction in the Social Sciences and the SUC, both for Bachelor's and Master's graduates, ranged only between 8 and 8.2.

Figure 16. General satisfaction with the work of Law graduates, scale from 0 to 10 (2023)



Assessment of competence education during the course

Theoretical training and independent learning are the most highly valued skills in terms of the education received in the field of Law, both for the Bachelor's degree and the Master's Degree in Legal Practices.

- > These skills are also the most prominent in the SUC's Bachelor's and Master's degrees as a whole.
- > In contrast, the level of English language proficiency is rated as insufficient, which is also a general aspect in the SUC as a whole. Likewise, the low level of achievement in creative skills and technological and digital skills is also noteworthy, with values close to 5 and significantly lower than the SUC benchmark.

Figure 17. Assessment of the education received by graduates, by skills, in 2023 (scale from 0 to 10)

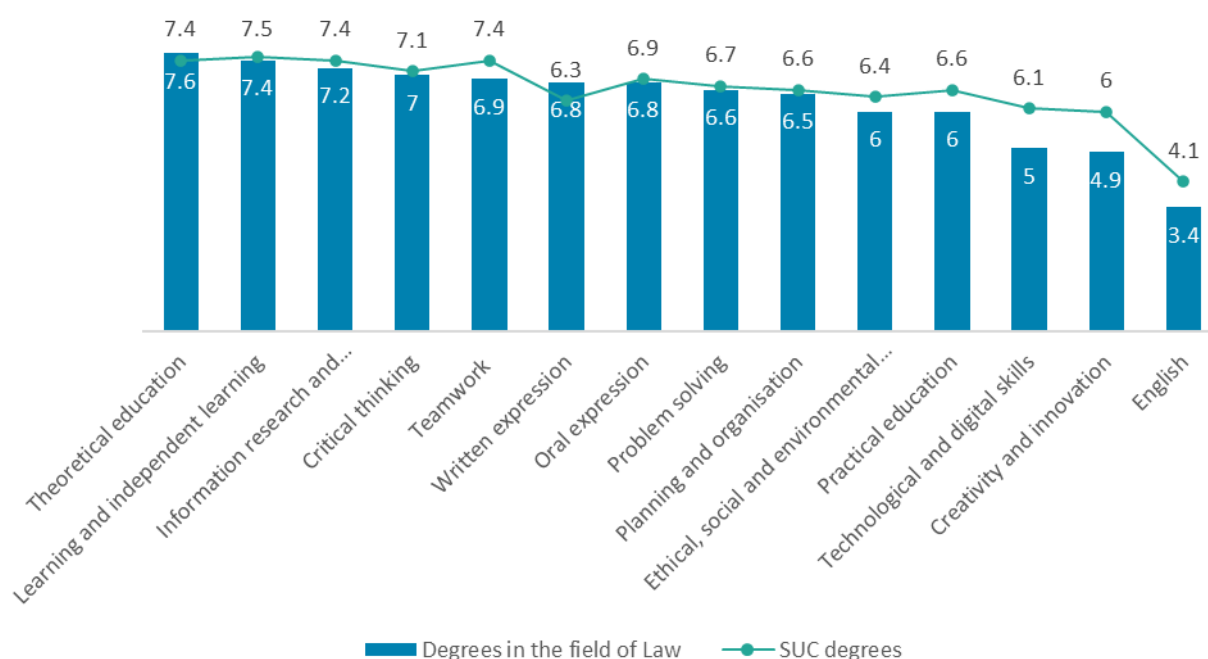
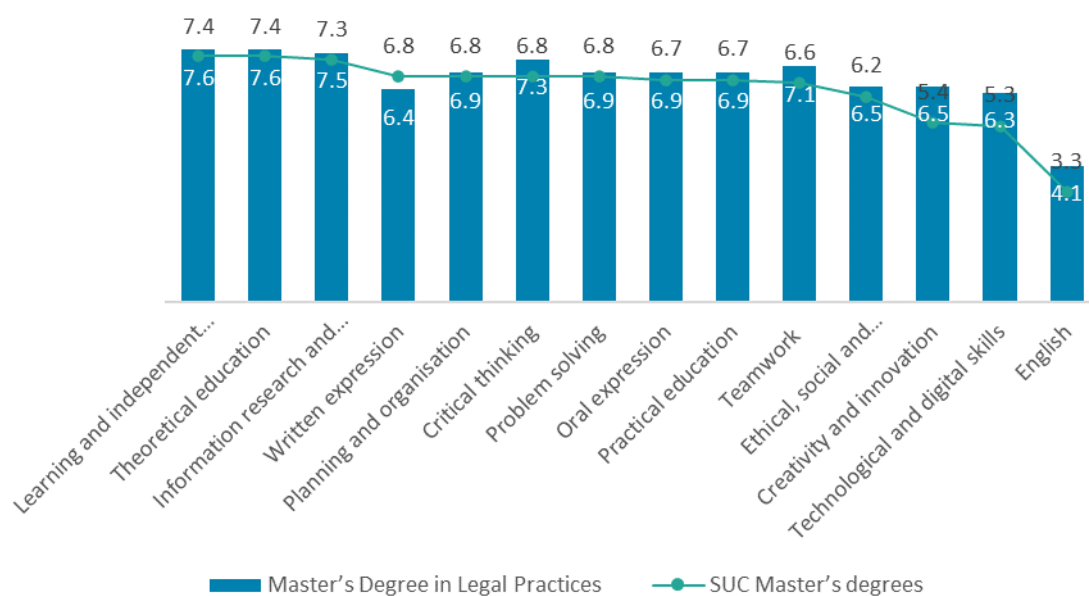


Figure 18. Assessment of the education received by Master's graduates, by skills, in 2023
(scale of 0 to 10)

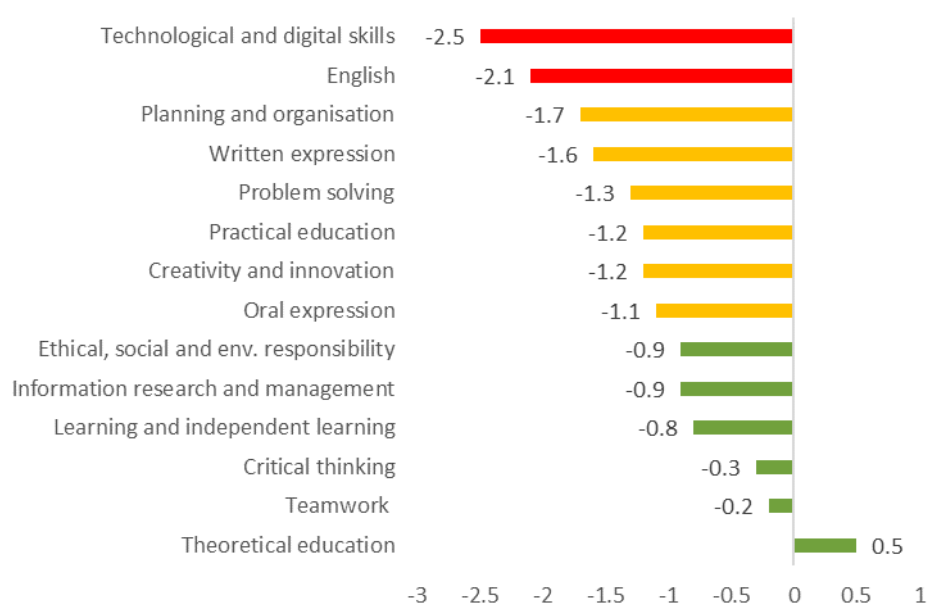


Educational shortfall

The main educational shortcomings in the field of Law regarding usefulness in the workplace are in IT and English skills.

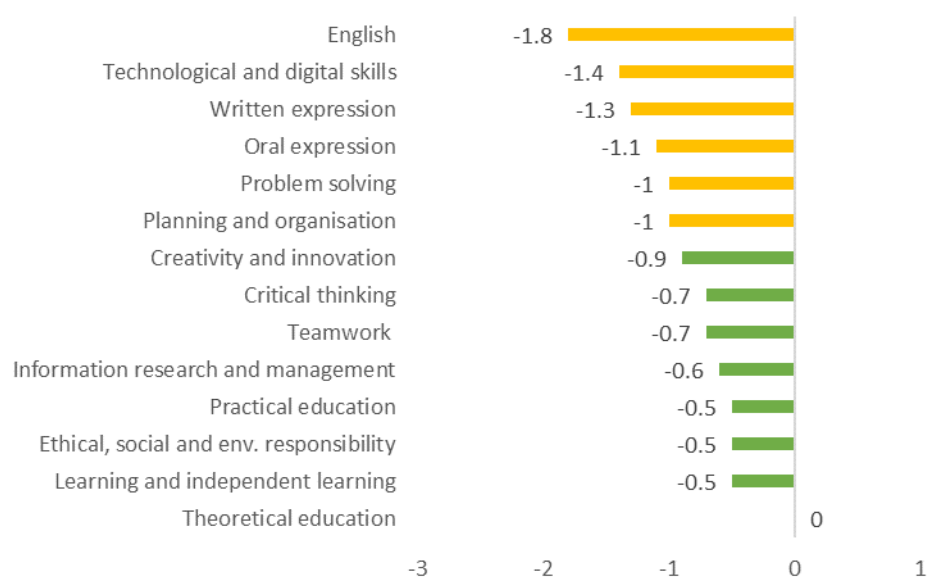
- > However, there is also significant room for improvement in the acquisition of other skills. As for the Master's Degree in Legal Practices, there is a significant deficit in the skills of planning and organisation and written expression, among others. In the case of the Master's in Law, there are notable deficits in written and oral expression.
- > In contrast, theoretical education appears to be the area in which the value of the education received is higher than its usefulness in the world of work.

Figure 19. Educational shortfall in Law degrees, by skills (2023)⁸



The table shows the difference between the education provided to work on each skill and the usefulness of the skill for work, according to graduates. Therefore, a negative score means that the usefulness of a skill is greater than the education provided to work on it, which indicates an educational shortcoming. For example, if graduates rate the education provided for language proficiency at 2.2 and the usefulness of this skill for work at 4.7, the result is an educational shortcoming of -2.5. Therefore, an optimal result of the difference between usefulness for the job and assessment is 0 or close to 0 (neither an educational shortfall nor an excess of education). The results are shown for graduates who perform university functions in their jobs.

Figure 20. Educational shortfall in the Master's in Law, by skills (2023)⁸



Employers' opinion on how Law graduates and Master's in Law graduates are educated.

Scope and methodology of the employer survey

This section contains the results of the third edition of the **employer survey**, a three-yearly survey carried out by AQU Catalunya to find out the opinion of companies and organisations based in Catalonia (hereinafter, employers) as to whether university education responds to their needs. The ultimate aim of the study is to provide the university system with information that will enable it to assess whether the educational offer needs to be adapted to the needs of the labour market. New to this edition of the employer survey is a question about the skills of work placement students.

The questions upon which the study is based are as follows:

- > How satisfied are employers with the training of **recent graduates**?
- > How satisfied are employers with the education received by **work placement students**?
- > What factors explain the difficulties employers face when recruiting?
- > Which competences should be improved?

The fieldwork was carried out through the sending of mass e-mails between May and July 2021 to employers that have signed an internship agreement with the SUC universities and/or appear in their job banks. We assume that this list of employers ($n = 29,865$) constitutes the universe of the graduate labour market in Catalonia. We also enlisted the help of professional associations and chambers of commerce to disseminate the questionnaire. In the end, a total of **2,423 employers** responded to the survey, of which **1,729** had recruited recent graduates and/or taken on work placement students. **61 employers took part in the survey in the field of Law. Among these, 39 organisations had hired recent graduates and 40 were taking on work placement students in this field. A total of 37 single employer organisations took part in the Master's in Law and 21 employers who had recruited recent graduates and 28 organisations that took on work placement students in Law.**

It should be noted that the main difficulty of this survey is to access this group of people. In particular, it is difficult to obtain a well-defined universe of employers with associated contact details. Indeed, it is common in the literature to find that university employer databases are used as a sampling frame of graduate employers (BYRNE, 2022).

Secondly, employer surveys –and online surveys in general– tend to have a low response rate (BYRNE, 2022; MANFREDI *et al.*, 2008).

Finally, it is important to note that numerous methodological studies – both quantitative and qualitative – highlight that, although the results of a survey with relatively few responses should be treated with caution, a low response rate does not mean that the sample is unrepresentative (GROVES, 2006; METERKO *et al.*, 2015).

Below are the results of the third edition of the employer survey. Firstly, it describes the factors and difficulties faced by employers when recruiting; secondly, it details the skills of graduates that these companies believe should be improved; it goes on to discuss the skills most worked on during the

work placement period and those that work placement students most need to improve; and, finally, the skills that will be most relevant in the future in the field of Law according to the organisations themselves are mentioned.

Number of employers that responded to the survey

Table 5. Number of answers from employers that recruit graduates and take on work placement students

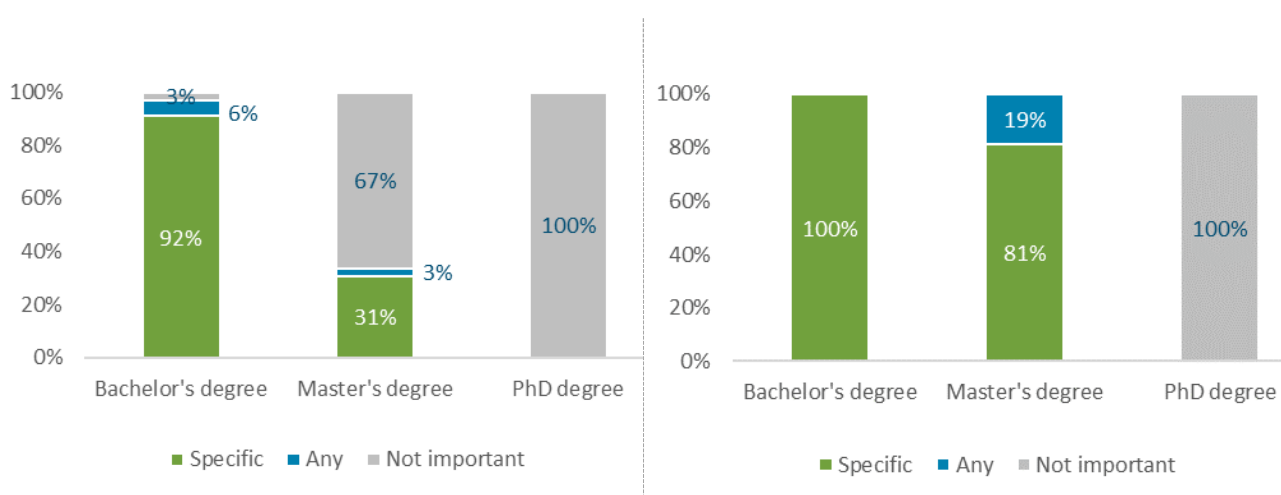
Degrees	No. who hire	No. taking on students	Total number of unique answers
Degrees in the field of Law	39	40	61
Master's in Law	21	28	37

Factors and difficulties when recruiting graduates

When hiring new recruits, almost all employers who hire in the field of Law consider it important to have a specific degree in this field, and 1 out of 3 value the fact of having a Master's degree.

- > In contrast, having a PhD is not an important aspect for recruitment in this field.
- > When recruiting newly qualified lawyers, there is a consensus on the importance of having a specific Bachelor's and Master's degree (100% and 81%, respectively). In fact, legislation regulates the legal profession and specifies the requirement to have a Law degree and a Master's Degree in Legal Practices in order to practise law.

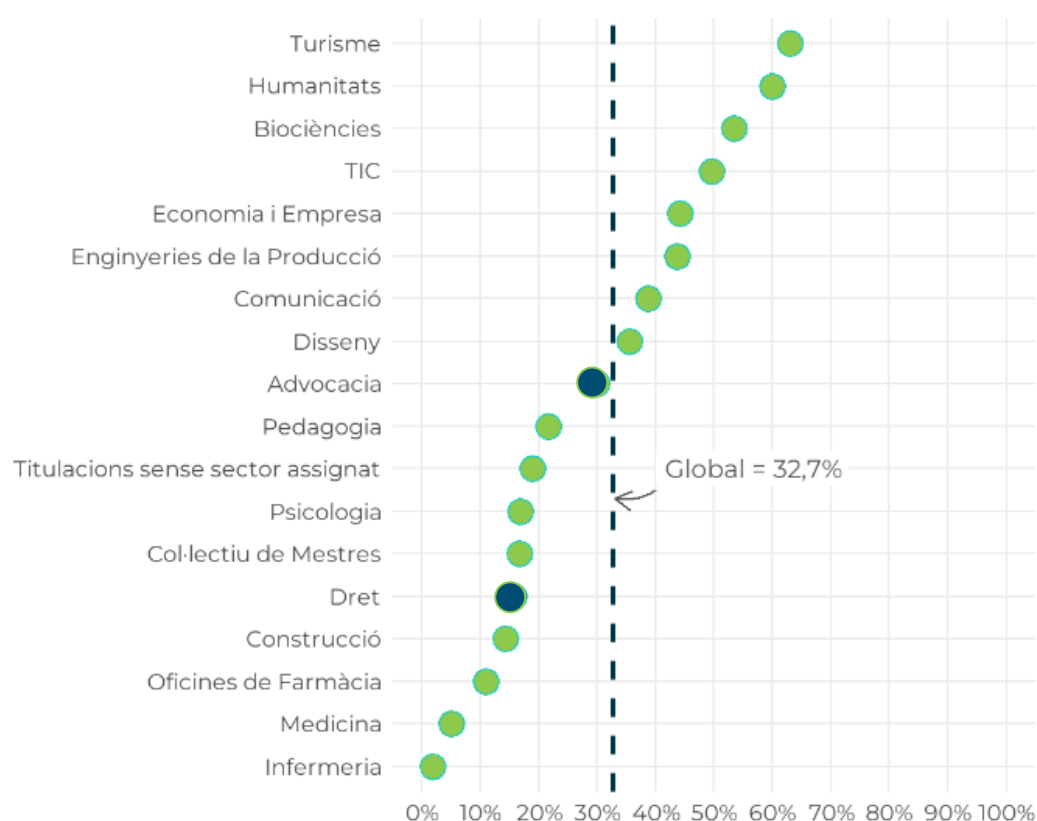
Figure 21. Important factors when considering Law graduates as job candidates job candidates



A high level of English is not an important factor when hiring graduates in the field of Law for a large number of employers in the field.

- > In particular, 16% of employers stated that having a high level of English was an important factor when hiring Law graduates, rising to 30% in the case of companies hiring Master's in Law graduates (similar to the average value for all sectors considered in the survey, which was 33%).

Figure 22. Importance of having a high level of English in the recruitment process, by sector included in the employer survey



More than half of the surveyed employers of Law graduates (56%) say that they have difficulties in hiring new professionals.

- > This percentage is slightly higher than the overall average result (54%) of the 18 occupational fields compared.
- > For Master's in Law graduates, the percentage of companies reporting difficulties drops to 38%.

Figure 23. Employers of Law graduates with difficulties in hiring (%)

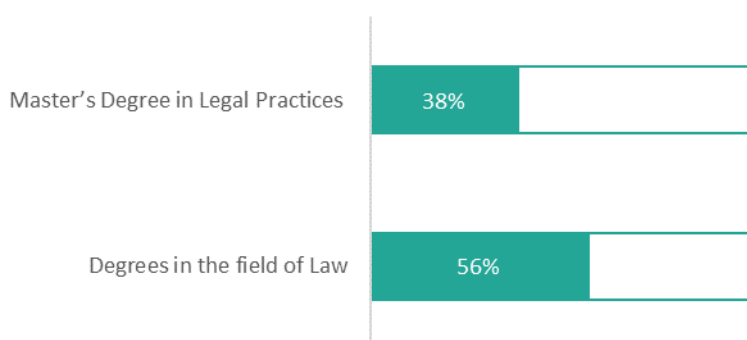
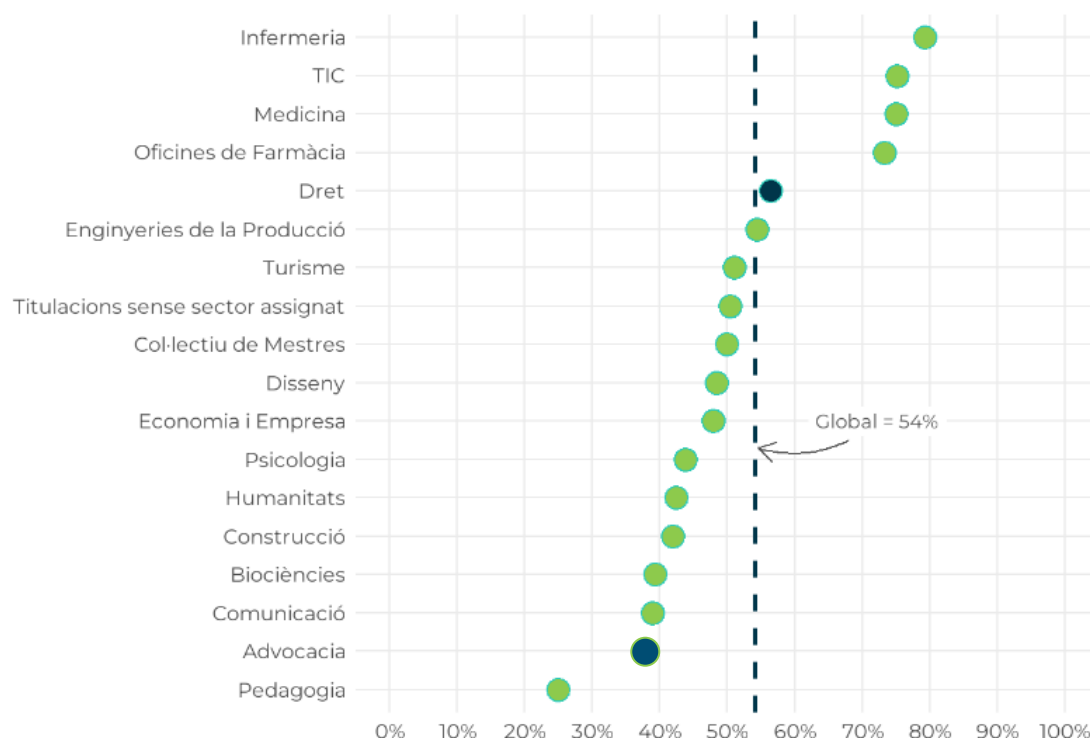


Figure 24. Comparison of companies who face difficulties when recruiting, by sector included in the employer survey



The shortage of graduates with the necessary skills is the main problem when it comes to hiring new staff.

Table 6. Reasons for the difficulties in hiring the appropriate profiles of Law graduates

	% Degrees in the field of Law	% Master's in Law
Lack of graduates with the necessary skills for the job	61%	50%
Other reasons	30%	25%
Limited resources to adequately publicise job vacancies	17%	25%
No availability to move around location	9%	
Non-acceptance of the type of working day	4%	25%
Non-acceptance of the contract type	4%	
Non-acceptance of the salary	4%	25%
Shortage of graduates in this field	4%	12%

Satisfaction and skills to be improved by recent Law and Master in Law graduates⁹

Employers of Law graduates are not in agreement on the need to improve a certain skill in the education and training they receive.

- > Approximately one in four employers highlight the need to improve knowledge and understanding of public and private law in any context, as well as the ability to recognise ambiguity and deal with legal uncertainty.
- > They also emphasise the need to improve knowledge of the legal, management and commercial environment of the profession.

Table 7. Skills that recent law graduates need to improve

Skill	n	Percentage
Knowledge and understanding of theories, concepts, values, principles and rules of public and private law in an institutional, social, national and global context.	11	28%
Ability to recognise ambiguity and deal with legal uncertainty.	11	28%
Knowledge of the legal, organisational, resource planning, management and commercial environment of the profession.	10	26%
Client orientation: ability to create a good relationship with clients.	9	23%
Intellectual independence, including the ability to ask and answer convincing questions about law and legal systems.	8	21%
Ability to work with a variety of data (textual, numerical and statistical).	8	21%
Effective communication with people without legal training.	7	18%
Ability to produce a synthesis and a reasoned choice between alternative solutions.	6	15%
Seeking continuous improvement: effective use of comments, willingness to recognise and correct errors.	5	13%
Ability to identify conflicts of interest and the techniques to resolve them, as well as the use of professional secrecy and confidentiality.	4	10%
Applying the procedures for determining, invoicing and settling fees and expenses associated with professional activity.	2	5%
Knowledge of the principles and values of law, justice and ethics.	2	5%

⁹ In the employer survey questions on skills, employers are asked to choose between one and five skills that they think recent graduates should improve. Therefore, the percentages shown represent the percentage of employers that have selected a given skill.

In the case of companies that hire recently-graduated lawyers, more than half point to the need to improve the ability to apply the knowledge acquired in their Law studies to defence, as well as the ability to choose a strategy for defending the client's interests.

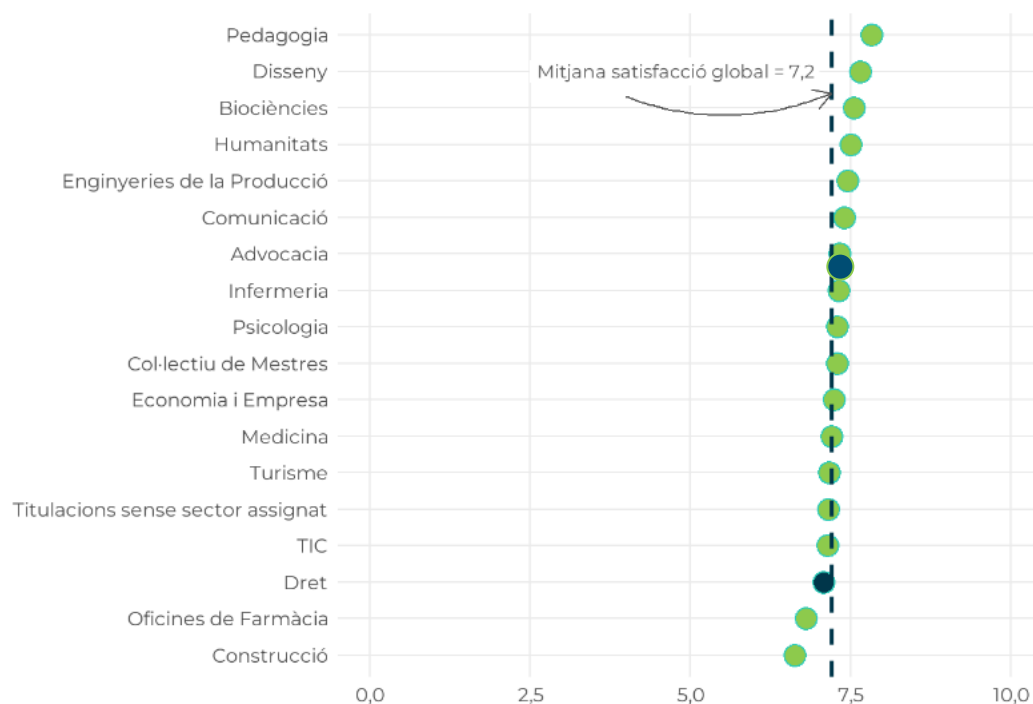
- > There is also a need to improve knowledge of the legal, management and commercial environment of the legal profession; the ability to create a good relationship with clients; knowledge of techniques for establishing facts in proceedings; effective communication; and the ability to recognise ambiguity and deal with legal uncertainty.

Table 8. Skills to be improved by recent graduates of the Master's Degree in Legal Practices

Skill	n	Percentage
Ability to apply the knowledge acquired in the studies of Law to the jurisdictional defence or through alternative methods to the jurisdictional channel.	13	62%
Ability to choose the strategy for the defence of the client's interests.	12	57%
Knowledge of the legal, management and commercial environment of the legal profession.	8	38%
Client orientation: ability to create a good relationship with clients.	7	33%
Knowledge of techniques to establish the facts in the proceedings.	6	29%
Effective communication with people without legal training.	6	29%
Ability to recognise ambiguity and deal with legal uncertainty.	6	29%
Knowledge of the principles and values of law, justice and ethics.	5	24%
Applying the procedures for determining, invoicing and settling fees and expenses associated with professional activity.	2	10%
Ability to identify conflicts of interest and the techniques to resolve them, as well as the use of professional secrecy and confidentiality.	2	10%
Knowledge of the responsibilities linked to the exercise of professional activity and the operation of free legal.	2	10%
Knowledge of the rights and deontological duties of the lawyer.	1	5%

Despite the educational shortcomings detected, employers rate graduates' skills in the field of Law with a very good score (7.1). In the case of the Master's in Law, on the other hand, satisfaction increased to 7.3.

Figure 25. Average employer satisfaction with the skills of recent graduates, by sectors included in the survey (scale from 0 to 10)

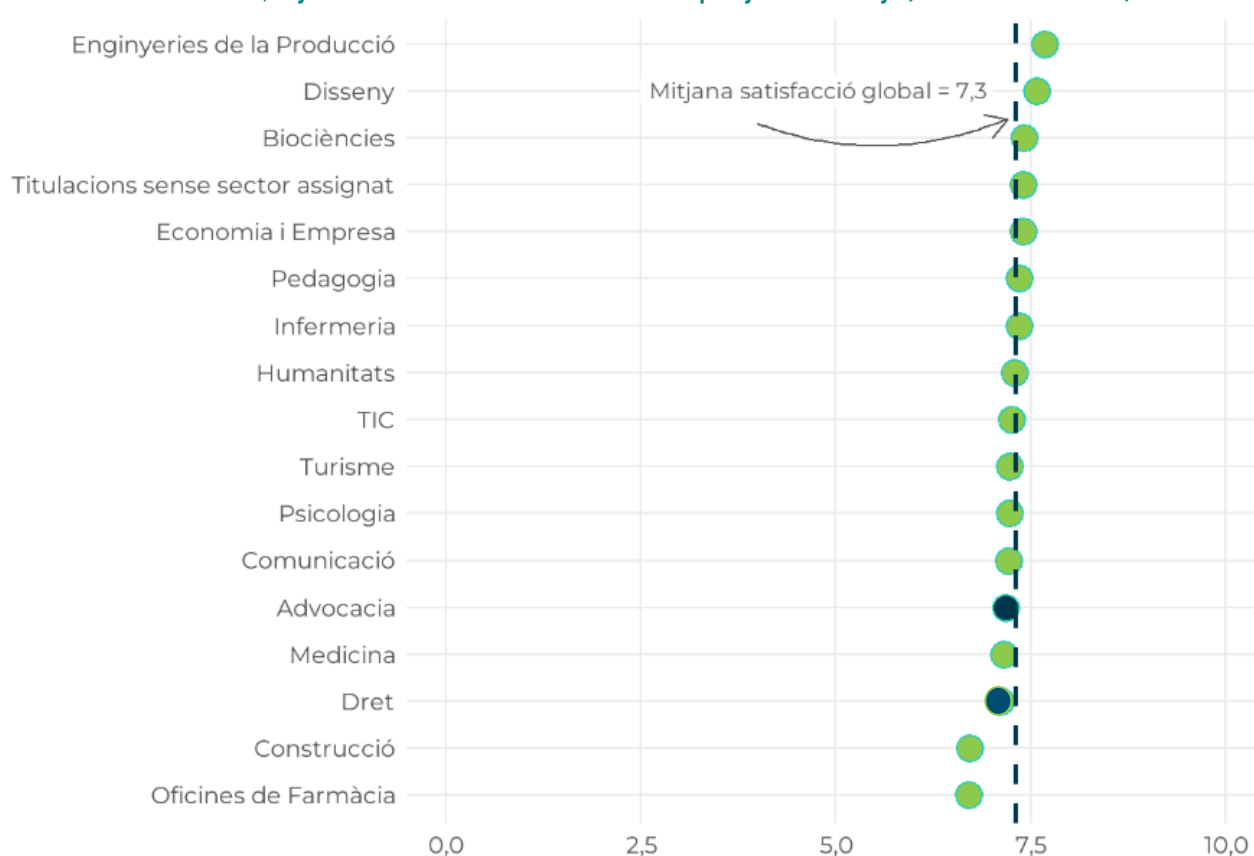


Employers' opinion of the university work placement services and of students on work placements in the field of Law

Satisfaction among employers in the field of Law with students on work placements is noteworthy.

- > In particular, students are rated 7.1 in the field of Law and 7.2 in the case of the Master's Degree in Legal Practices. These values are close to the average obtained in the sectors analysed as a whole (7.3).

Figure 26. Comparison of the average satisfaction with the skills of work placement students, by sectors included in the employer survey (scale of 0 to 10)



Skills that have been worked on the most during the work placement period

During the work placement period for Law degrees, knowledge of the legal, managerial and commercial environment of the profession is the aspect most frequently addressed.

- > This statement is shared by 40% of the companies that have taken on work placement students.
- > In contrast, client orientation is not a skill that is practically worked on during the work placement period, while the companies indicate that it is one of the skills that should be further improved in graduate education.

Figure 27. Comparison between the percentage of employers who select a skill that graduates need to improve and the skills they have worked on during the work placement period (Law degrees).

(The ranking shows the position of each skill from the most selected to the least selected).

Competència	Percentatge (graduats/ades)	Percentatge (pràctiques)	Rànquing (graduats/ades)	Rànquing (pràctiques)
Coneixement i comprensió de teories, conceptes, valors, principis i normes de lleis públiques i privades en un context institucional, social, nacional i global.	28,2	27,5	1	3
Capacitat per reconèixer l'ambigüitat i afrontar la incertesa en la llei.	28,2	17,5	2	7
Coneixement de l'entorn jurídic, organitzatiu i de planificació de recursos, de gestió i comercial de la professió.	25,6	40,0	3	1
Orientació al client: capacitat per crear una bona relació amb els clients.	23,1	10,0	4	11
Independència intel·lectual, inclosa la capacitat per preguntar i respondre qüestions convincents sobre el dret i els sistemes legals.	20,5	27,5	5	2
Capacitat per treballar amb una varietat de dades (textuals, numèriques i estadístiques).	20,5	27,5	6	4
Comunicació efectiva amb persones sense formació jurídica.	17,9	20,0	7	5
Capacitat per produir una síntesi i una elecció raonada entre solucions alternatives.	15,4	17,5	8	8
Cerca de la millora contínua: ús eficaç dels comentaris, voluntat de reconèixer i corregir errors.	12,8	12,5	9	9
Habilitat per identificar conflictes d'interessos i les tècniques per resoldre'ls, i també l'abast del secret professional i la confidencialitat.	10,3	12,5	10	10
Aplicació dels procediments de determinació, facturació i liquidació d'honoraris i despeses associats a l'activitat professional.	5,1	5,0	11	12
Coneixement dels principis i els valors del dret, la justícia i l'ètica.	5,1	20,0	12	6

Students in the compulsory work placements for the Master's Degree in Legal Practices work more intensively on the skills that the institutions believe are important for them to continue to improve.

- > In particular, these skills are the ability to apply the knowledge acquired to legal defence or through alternative methods, the ability to choose a strategy for the defence of the client's interests, and knowledge of the legal, management and commercial environment of the legal profession.

Figure 28. Comparison between the percentage of employers who select a skill that graduates need to improve and the skills they have worked on during the work placement period (Master's in Law).

(The ranking shows the position of each skill from the most selected to the least selected).

Competència	Percentatge (graduats/ades)	Percentatge (pràctiques)	Rànquing (graduats/ades)	Rànquing (pràctiques)
Capacitat per aplicar els coneixements adquirits en els estudis de Dret a la defensa jurisdiccional o a través de mètodes alternatius a la via jurisdiccional.	61,9	53,6	1	1
Habilitat d'elecció de l'estratègia de defensa dels interessos del client.	57,1	50,0	2	2
Coneixement de l'entorn jurídic, de gestió i comercial de la professió d'advocat.	38,1	35,7	3	3
Orientació al client: capacitat per crear una bona relació amb els clients.	33,3	25,0	4	6
Coneixement de tècniques per establir els fets en els procediments.	28,6	32,1	5	4
Comunicació efectiva amb persones sense formació jurídica.	28,6	7,1	6	12
Capacitat de reconèixer l'ambigüitat i fer front a la incertesa en la llei.	28,6	28,6	7	5
Coneixement dels principis i valors del dret, la justícia i l'ètica.	23,8	21,4	8	7
Aplicació dels procediments de determinació, facturació i liquidació d'honoraris i despeses associats a l'activitat professional.	9,5	10,7	9	11
Capacitat d'identificar conflictes d'interessos i les tècniques per a la seva resolució, així com l'abast del secret professional i la confidencialitat.	9,5	17,9	10	9
Coneixement de les responsabilitats vinculades a l'exercici de l'activitat professional i el funcionament de l'assistència jurídica gratuïta.	9,5	17,9	11	10
Coneixement de drets i deures deontològics de l'advocat.	4,8	17,9	12	8

Outlook

Digital literacy is the most important skill in the future in the field of Law.

- > It includes knowledge of digital technologies, digitisation and artificial intelligence applied to law, as well as knowledge of law in the technological and digital sphere.
- > The management of complex and ambiguous cases is also relevant.

Figure 29. Skills or knowledge which, according to the employers, will become more important in the future

A word cloud visualization showing the skills and knowledge employers expect to become more important in the future. The words are arranged in a circular pattern, with 'Digital literacy' and 'Complexity and ambiguity' being the most prominent. Other visible words include 'Legislative interpretation', 'Customer service', 'Public administration', 'Company', 'Communication', 'Fiscal conflicts', and 'Hybrid profiles'.

Legislative interpretation
Digital literacy
Complexity and ambiguity
Customer service
Public administration
Company
Communication
Fiscal conflicts
Hybrid profiles

CONCLUSIONS

Law graduates have a **good job placement rate** and **good working conditions** three years after obtaining their degree. More specifically, this field stands out for the high percentage of people who carry out tasks specific to their degree in the workplace and for a low proportion of temporary employment.

Overall satisfaction with the studies is higher in the case of the SUC degrees than in the Master's in Law, a pattern that is also observed in satisfaction with the external work placements. In contrast, the TFG and TFM receive much lower ratings than the SUC average. Even so, 8 out of 10 people would repeat the same course of study.

As far as **employers** are concerned, just over half of the organisations surveyed stated that they have **difficulties in recruiting graduates** in the field of Law, a figure that drops to 38% in the case of organisations employing lawyers. The main cause of these difficulties is the lack of graduates with the necessary skills for the job.

According to the employers' opinion, there is no consensus on a **major shortfall in education** and training in the field of Law. In contrast, six out of ten of the Master's Degree in Legal Practices students point to the need to improve the ability to apply the knowledge acquired in their Law studies to defence, as well as the ability to choose a strategy for defending the client's interests. This skill is also the one that is most worked on during the students' period of external internships in companies.

In spite of the shortcomings detected, **employers in this field are satisfied** (with ratings between 7.1 and 7.3) **with the skills** of recent graduates in this field and with the skills of placement students.

The **skills that will become more important in the future** according to employers are digital literacy and the management of complexity and ambiguity.

DATA SHEET

Employer survey

Technical information of the 3rd edition of the employer survey (2021-2022)

Population	Organisations likely to have hired recent graduates from universities in Catalonia over the last three years
Sampling frame	Companies, organisations and institutions that have signed a work placement agreement and/or are listed in Catalan universities' job banks.
Survey type	Online. Software used: SurveyMonkey
Average time taken	6' 45"

Summary of the responses to the 3rd edition of the employer survey (2021-2022)

Sampling frame (all sectors)	29,865
Population of employers in the field of Law	Unknown
Responses (all sectors)	2,423
Response rate (all sectors)	8.11%
Response from employer organisations in Law	61 (Degrees in the field of Law) + 37 (Master's in Law)

RELATED STUDY PROGRAMMES

Bachelor's degrees delivered in the 2021/2022 academic year

	UB	UAB	URV	UdG	UdL	UPF	URL	UIC	UOC	UAO-CEU	UVic-UCC
Law Degree	√	√	√	√	√	√	√	√	√	√	√
Global Governance, Economics and Legal Order Degree							√				
Master's in Law	√	√	√	√	√	√	√	√	√	√	

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