
Why do women bill fewer hours?

We found that women put in fewer billable hours, partly because they are more likely to have child care duties than men. Another hypothesis is that demeaning comments and experience of discrimination discourage women from career advancement, hence they focus less on billable hours.

Both explanations ring true, but we need to quantify their importance.

Task: Explore variation in billable hours

1. Estimate a regression model of billable hours on department indicators, the presence of child care duties and discrimination experience *using the sample of male associates* only. Note the resulting coefficients and their statistical significance.
2. Use the resulting **MODEL** card to predict billable hours *for female associates*. You will get a prediction exhibit. For example, if your model is **1X**, and in the hole you see 5, take the card **1X5** as the result.
3. Note the difference between the actual and predicted hours (“bias”), both in hours and in percentage terms. How do you interpret the difference?
4. What is the average difference in billable hours between men and women? How much of this is explained by job characteristics, the presence of child care duties and discrimination experience?
5. (Optional) Do the reverse prediction: estimate how much male attorneys would have worked, had they behaved the same way as females. Compare the results.

Presentation and discussion

How much of the performance gap is gender related, vs care and discrimination related? What are the implications for the firm’s HR policy?