

## **Reading Notes 1**

Gender Gaps in Performance: Evidence from Young Lawyers

by Ghazala Azmat and Rosa Ferrer

In this paper, Azmat and Ferrer explain the gender gaps in earnings and career achievements. In addition to individual and firm characteristics, they suggest that performance differences could potentially explain the observed gender gaps. Since the legal profession uses transparent and homogeneous indicators of performance: number of hours billed to clients and new clients revenue raised, the authors use legal profession data to explore the determinants of gender differences in performance and the links between performance and gender gaps in career outcomes. In conclusion, thi

section 4 presents the results on gender performance gaps along with the analysis of their possible determinants

section 5 presents the link between gender gaps in performance and gender gaps in earnings and career achievement

the authors further explored different hypotheses to find the determinants of the gender gap in performance and found that the presence of preschool-aged children and aspirations explained large part of the gender performance differential. In addition, the authors used the performance differences to explain the gender gaps in career outcomes, apart from the individual and firm characteristics