

Writing

About the paper

BOARD

Nevertheless, in my own view, this paper contains at least two logical fallacies when doing its analysis.

In this paper, the authors show the gender difference of career outcomes. First, they show that the gender gaps exist persistently in recent years. Second, they investigate what causes the gender differences with some different performance measures. In this step, they got two take-aways: (i) the effect of the existence of young kids in their home differs significantly between male and female lawyers; and (ii) other explanations does not explain the gender gaps. Third, the authors also investigate the relationship between gender gaps and performance in the employees' career, but other reasons do not contribute to such gaps. In conclusion, the authors find two takeaways: (i) gender gaps exist persistently among the U.S. lawyers in recent years; and (ii) gender gaps in earnings partly come from the career performance.

This paper uses survey data from two years of 2002 and 2007 to examine whether there are gender gaps in the legal profession. The author chooses billed hours and new client revenue as two measures of performance..... Throughout the study, the authors verified the significance of different variables by multiple linear regression. The main idea of the paper is that gender gaps in earnings and promotion exist in the legal profession and, aspirations and child-rearing both are the non-negligible determinants.

The authors examine the persistent performance gap between genders in the legal profession and attempt to explain potential determinants of this gap. The ramifications of this performance gap can help potentially explain the existence of both earnings and advancement gaps between genders. The authors also argue that their results can be extrapolated to other high-skilled professions and help explain the overall persistent wage and advancement gaps between genders.

This paper mainly used the method of linear regression to analyze the differences between male and female lawyers' professional performance. Based on previous studies, authors proposed some hypotheses that may influence the results. After that, some variables were defined according to these hypotheses. Finally, regression analysis was conducted to verify whether these assumptions had an impact on male and female performance differences.

The authors use data from After the JD, a national, longitudinal survey of lawyers in the United States to study the gender gap in the performance of lawyers in the US and the determinants. Azmat and Ferrer used two methods to measure gender gap in the performance. One is the Hours Billed, and the other is the New Client Revenue

In the article “Gender Gaps in Performance: Evidence from Young Lawyers”, Ghazala Azmat and Rosa Ferrer (2017) focused on two problems related to gender gaps in performance. One is what determinants cause the gender gaps existing in performances. The other is how gender gaps in performances influence career outcomes. In order to measure lawyers’ performance, the authors introduce two methods: hours billed and new client revenue which are two fundamental variables in authors’ following models.

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