

Reading notes on "*Gender Gaps in Performance: Evidence from Young Lawyers*"

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Introduction

Gender gap exists among high skilled profession and industries despite male and female having similar educational background. The article represents the gender gap in performance by providing evidences of young lawyers from united state. Gender discrimination on the bases of annual performance has been examined by measuring differences in areas of specialization, the inclination toward overbilling, career aspiration as well as networking behavior. The study examine the gap on performance by providing background information on hours billing and new client revenue which are considered to be two widely used performance measures in legal profession. The article mainly tests number of hypothesis. Firstly, it tests factors that correlate with discrimination at workplace secondly, the effect of maternity: the right time to become parent that focuses on the presence of young children in the house and how it affects the workplace performance lastly , factors related to career concerns. Moreover by linking the literature the paper also analyze the gender gap in performance by examining the gender gap in earning and promotion. A significant share of gender gap is also explained by analyzing the gender gap in aspiration to be promoted. The main idea of the article is to find the gender gap in performance by providing evidences from young lawyer firms. The paper uses evidences from legal industry to assess that how the performance affect the career outcomes across genders. Performance gaps, as defined by the hours billing and new revenue explains a large share of gender gap in earning , as women working hour are more likely to be affected by having young children's while s of men's are not. In addition by examining gender difference among highly skilled professionals in legal profession the researcher found greater gender gaps in workplace performances.

Findings:

The AJD (After the JD) survey of lawyers from 2000 to 2010 in the United States has been used to study the gender gaps in performance, earning and promotion to partner level at law firm. By studying performance measures to find out the gender gap in earning of young US lawyers, the finding of the articles shows that male lawyer bills 10% more hours to clients. For hours billed the gender gap in performance is relatively stable. The study found that male lawyers bring more than twice the amount of business to the firms as compare to female lawyers. Similarly for client revenue, the gender gap is seen to be significant. Furthermore, the data shows that performance gap explains large share of gender gap in earning and promotion to a law firm. Roughly earnings gap between male and female lawyers is 18 log points. The individual and firm characteristics explain 50% of this initial gap. The article also analyzes the link between performance and gender gaps in career advancement. The measure of career advancement used in the article is whether lawyers have achieved partnership status 12 years after law school. The data reveals that male lawyers are approximately 10% more likely to obtain partnership status than female lawyers. In addition the performance measured earlier in the lawyers' career is positively and significantly associated with the likelihood of becoming partner, and it is explaining approximately 40% of the gap.

Moreover, to understand the gender gap in performance, number of hypothesis of why female lawyers may not billing as many hours or raising as much new client revenue as male lawyers has be studied. The finding shows that having young children results in female lawyers billing fewer hours whereas it does not affect male lawyers. In particular, the female lawyers with young children bill approximately 200 fewer hours per year, while male lawyers with young children do not experience a significant decline in the number of hours billed. However, the presence of young children is not only key determinant of gender gap in performance. A significant share of gender gap is also explained by analyzing the gender gap in aspiration to be promoted. The data shows that male lawyers have stronger aspirations to make law firm partner than female lawyers, this explains an important part of the gender performance gap.

The article also founds gender differences in other dimensions, such as area of specialization, time spent networking, tendency to overbill and time spent working on weekends. While these factors influence performance, they do not appear to explain the gender gaps in performance. In addition, the data shows no indication that there are gender differences in assigned tasks, for

example, more or less routine tasks versus those that are more intellectually challenging. The study does not find strong evidence of performance gaps being driven by discrimination at the workplace.

Conclusion:

The article main aim is to find the gender gap in performance by providing evidences from young lawyer firms in United States. Performance gaps, as defined by the hours billing and new revenue explains a large share of gender gap in earning, as women working hour are more likely to be affected by having young children's as compare to men. On the bases of performance measures the articles finds that male lawyers bill 10 percent more hours and bring in more than twice new ideas and business to firm and new client revenue as female lawyers. In conclusion, the results of the article reveal the central role of gender gaps in performance for the analysis of gender differences in career outcomes and its determinants. The main finding of the article shows that the gender-based inequality in earnings and career outcomes in near future not decrease and could even increase as more high-skilled workers based on the performance are being explicitly compensated.