

**Online Appendix for “Gender Gaps in Performance: Evidence from Young Lawyers,” Ghazala Azmat and Rosa Ferrer
Additional Tables and Figures**

TABLE A.1 – ADDITIONAL DESCRIPTIVE STATISTICS

	Male Lawyers			Female Lawyers			P-Value
	Obs.	Mean	Std. Dev.	Obs.	Mean	Std. Dev.	
Difficulties in meeting billable hours requirements:							
Not enough Assignments	684	0.18	0.39	441	0.19	0.40	0.52
Partner discounted hours (or did not give them full credit)	684	0.10	0.29	441	0.11	0.31	0.56
Personal choice	684	0.29	0.45	441	0.34	0.47	0.09
Health issues	684	0.06	0.23	441	0.16	0.36	0.00
Less likely to bill for actual hours worked compared to colleagues	684	0.14	0.35	441	0.18	0.39	0.07
Too much time spent on pro bono	684	0.05	0.20	441	0.04	0.20	0.80
Too much time spent on administrative tasks	684	0.30	0.46	441	0.32	0.47	0.48
Career aspirations and proxies							
How strongly do you aspire to attain the Equity Partner position within your firm?	378	7.44	0.15	269	5.43	0.21	0.00
Comparing specific job offers you received from employers you considered, how important were the prospects of advancement in making your [first job] choice?	376	5.35	0.78	266	4.97	0.11	0.00
If the decision were up to you, approximately how much longer would you like to stay with your current employer?	374	4.03	0.07	263	3.96	0.08	0.52
How satisfied are you with your decision to become a lawyer?	377	2.10	0.05	269	2.23	0.06	0.12

Notes: The variable *Difficulties in meeting billable hours requirements* is the reported difficulties in meeting billable-hours requirements and was constructed based on the question: “which of the following posed difficulties in meeting your billables in 2006?” (the seven possible (non-mutually exclusive) reasons are reported in the first panel of the table). Career aspirations are measured based on the second wave of the AJD survey (2007) question: “How strongly do you aspire to attain the Equity Partner position within your firm?”, where the possible answers ranged from 1 (Not at all) to 10 (Very High). The proxies for career aspirations are all from the first wave of the AJD survey (2002). The proxy for prospects for advancement is based on a question regarding respondents' first job choice: “Comparing specific job offers you received from employers you considered, how important were the prospects of advancement in making your choice?”, where the possible answers ranged from 1 (Not at all Important) to 7 (Extremely Important). The proxy for satisfaction with your current job is based on the question: “How satisfied are you with your decision to become a lawyer?”, where the possible answers were 1 (Extremely satisfied), 2 (Moderately satisfied), 3 (Neither satisfied nor dissatisfied), 4 (Moderately dissatisfied), 5 (Extremely dissatisfied) and 6 (It's too soon to tell). The proxy for time with your current employer is based on the question: “If the decision were up to you, approximately how much longer would you like to stay with your current employer?”, where the possible answers were 1 (I am already looking for another position), 2 (less than a year), 3 (1-2 years), 4 (3-5 years) and 5 (More than 5 years).

TABLE A.2: ADDITIONAL DESCRIPTIVE STATISTICS

	Male Lawyers			Female Lawyers			P-Value
	Obs.	Mean	Std. Dev.	Obs.	Mean	Std. Dev.	
Over the total life of the legal matters you handled over the last three months, how frequently were you:							
Task (Meeting with Clients)	684	2.76	1.56	441	2.85	1.51	0.38
Task (Updating Clients)	684	3.50	1.61	441	3.59	1.57	0.35
Task (Formulating Strategy)	684	3.10	1.67	441	3.46	1.62	0.00
Task (Traveling to Court/Clients)	684	2.52	1.52	441	2.58	1.35	0.85
Discriminatory experiences by virtue of race, religion, ethnicity, gender, disability or sexual orientation							
Perceived Discrimination (Demeaning Comments)	684	0.06	0.24	441	0.19	0.40	0.00
Perceived Discrimination (Missed Desirable Assignment)	684	0.06	0.24	441	0.13	0.34	0.00
Perceived Discrimination (Client Request another)	684	0.07	0.25	441	0.10	0.30	0.09
Perceived Discrimination (Supervisor Request Another)	684	0.05	0.22	441	0.05	0.22	0.98
Perceived Discrimination (Other)	684	0.03	0.17	441	0.10	0.31	0.00
Perceived Discrimination (Obtained Desirable Assignment)	684	0.18	0.39	441	0.25	0.44	0.01

Notes: *Task* (..) refers to tasks performed by the lawyer responsible for keeping the client updated, formulating strategy, traveling to make court appearances or to meet clients, or holding face-to-face meetings with clients. The variables on the frequency of different tasks performed are based on the question: "Over the total life of the distinct legal matters you have worked on over the past three months, on how many of them were you..." *Perceived Discrimination* (..) refers to the self-reported discrimination questions due to race, religion, ethnicity, gender, disability, or sexual orientation regarding experiencing demeaning comments, missing out on a desirable assignment, client requests that someone else handle a matter, having a colleague or supervisor requesting someone else to handle a matter, or other form of discrimination, as well as obtaining a desirable assignment.

TABLE A.3 – SUMMARY TABLE

	Difference in endowments (X)	Difference in coefficients (β)
Significant Large Effect	Career Aspirations	Career Aspirations Children < 4 years
Significant Small Effect	Areas of Law	Areas of Law
	Working Weekends	
	Networking	
Insignificant	Billing Behavior	
	Employer Discrimination	
	Law School Ranking	
	UG Uni. Ranking	

Notes: This table summarizes the main factors studied in the paper as determinants of gender gaps in performance, after controlling for individual and firm characteristics, educational variables and region of residence. *Career Aspirations* refer to how strongly the lawyer aspires to obtain an equity partnership. *Areas of Law* refer to the proportion of time devoted to each of 27 different legal disciplines. *Billing Behavior* takes the value one if the lawyer responds that he or she is less likely to bill for actual hours worked compared to colleagues as a reason for difficulty in meeting billables and zero otherwise. *Networking* is the amount of time a lawyer spends attending networking functions and/or participating in recreational activities (e.g., golf) for networking purposes with other lawyers or clients. *Working Weekends* is the amount of time a lawyer spends working away from the office or firm on weekends. *UG Uni Ranking* and *Law School Ranking* are bracketed rankings based on the U.S. News reports of 1996 and 2003 for undergraduate and law school studies, respectively. *Employer Discrimination* refers to the set of variables used in the paper to measure possible channels of discrimination in the law firm. For detailed definitions of the variables, see Tables 1, 5, 6, 8, 10 and 13.

TABLE A.4 – RATIO OF HOURS WORKED TO PERFORMANCE

	Aggregate Performance/Hours Worked									
	Conversion Rate \$50 [1]	Conversion Rate \$100 [2]	Conversion Rate \$150 [3]	Conversion Rate \$200 [4]	Conversion Rate \$250 [5]	Conversion Rate \$300 [6]	Conversion Rate \$350 [7]	Conversion Rate \$400 [8]	Conversion Rate \$450 [9]	Conversion Rate \$500 [10]
Female	-0.246*** [0.0808]	-0.123*** [0.0424]	-0.0818*** [0.0303]	-0.0612** [0.0247]	-0.0489** [0.0216]	-0.0406** [0.0197]	-0.0348* [0.0185]	-0.0304* [0.0176]	-0.0269 [0.0170]	-0.0242 [0.0166]
Age	-0.0134 [0.00869]	-0.00809* [0.00456]	-0.00630* [0.00326]	-0.00541** [0.00265]	-0.00487** [0.00232]	-0.00452** [0.00212]	-0.00426** [0.00199]	-0.00407** [0.00190]	-0.00392** [0.00183]	-0.00380** [0.00178]
Married	0.210** [0.103]	0.115** [0.0540]	0.0837** [0.0386]	0.0679** [0.0315]	0.0585** [0.0275]	0.0521** [0.0251]	0.0476** [0.0235]	0.0442** [0.0225]	0.0416* [0.0217]	0.0395* [0.0211]
1 Child	0.0912 [0.135]	0.0373 [0.0709]	0.0194 [0.0507]	0.0104 [0.0413]	0.005 [0.0361]	0.00141 [0.0330]	-0.00116 [0.0309]	-0.00308 [0.0295]	-0.00458 [0.0285]	-0.00578 [0.0277]
2 Children	-0.0316 [0.133]	-0.0204 [0.0696]	-0.0167 [0.0498]	-0.0148 [0.0405]	-0.0137 [0.0355]	-0.013 [0.0324]	-0.0124 [0.0303]	-0.012 [0.0289]	-0.0117 [0.0279]	-0.0115 [0.0272]
3+ Children	-0.0642 [0.163]	-0.0424 [0.0854]	-0.0352 [0.0610]	-0.0315 [0.0497]	-0.0294 [0.0435]	-0.0279 [0.0397]	-0.0269 [0.0372]	-0.0261 [0.0355]	-0.0255 [0.0343]	-0.025 [0.0334]
Child Aged <4	-0.165 [0.120]	-0.0739 [0.0630]	-0.0435 [0.0451]	-0.0283 [0.0367]	-0.0192 [0.0321]	-0.0131 [0.0293]	-0.0088 [0.0275]	-0.00554 [0.0262]	-0.00301 [0.0253]	-0.000987 [0.0246]
White	0.0154 [0.101]	0.0127 [0.0531]	0.0118 [0.0380]	0.0114 [0.0310]	0.0111 [0.0271]	0.0109 [0.0247]	0.0108 [0.0232]	0.0107 [0.0221]	0.0106 [0.0213]	0.0106 [0.0208]
Tenure	0.0381** [0.0157]	0.0219*** [0.00824]	0.0165*** [0.00589]	0.0139*** [0.00480]	0.0122*** [0.00420]	0.0112*** [0.00383]	0.0104*** [0.00359]	0.00982*** [0.00342]	0.00937*** [0.00331]	0.00901*** [0.00322]
Constant	2.182* [1.205]	-0.279 [0.633]	-0.152 [0.452]	-0.0884 [0.369]	-0.0504 [0.322]	-0.0251 [0.294]	1.170*** [0.275]	1.149*** [0.263]	1.132*** [0.254]	1.119*** [0.247]
Firm Controls	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Region Fixed Effects	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Education Controls	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Observations	903	903	903	903	903	903	903	903	903	903
R-squared	0.077	0.071	0.073	0.08	0.088	0.098	0.106	0.114	0.12	0.126

Notes: * denotes significance at the 10% level, ** denotes significance at the 5% level, and *** denotes significance at the 1% level. For definitions of variables, see Table 1. Ratios are computed for full-time workers. We calculate the annual hours of work, assuming a 50-week work year. *Aggregate Performance* is computed using the conversion rate to transform client revenue dollars into an hours billed equivalent and sum lawyers' hours billed and (hours billed equivalent) client revenue. The median hourly billing rate for associate lawyers in the US is \$200.

TABLE A.5 – ALL 27 AREAS OF LAW

	Hours Billed	Client Revenue	Ln(annual earnings)	Average percentage of time in each area of law		
	[1]	[2]	[3]	[4]	[5]	[6]
				Female	Male	P-value
Female	-0.0815** [0.0321]	-0.330*** [0.108]	-0.0703** [0.0311]			
General Practice	-0.00233 [0.00151]	-0.00159 [0.00506]	-0.00297** [0.00146]	1.47	1.76	0.602
Antitrust	0.0029 [0.00180]	-0.00322 [0.00603]	0.00219 [0.00174]	1.75	0.91	0.105
Bankruptcy	-0.000425 [0.00127]	-0.00301 [0.00425]	0.000218 [0.00123]	2.25	2.69	0.588
Civil Litigation	0.000821 [0.000669]	-0.00430* [0.00225]	0.00029 [0.000648]	27.99	29.58	0.506
Civil Rights	0.00134 [0.00234]	0.0186** [0.00786]	0.00231 [0.00227]	1.59	0.78	0.067
Commercial	0.000355 [0.00117]	0.00278 [0.00392]	0.00179 [0.00113]	3.29	4.55	0.172
Criminal	-0.00323** [0.00134]	-0.00301 [0.00451]	-2.37E-05 [0.00130]	1.52	3.12	0.026
Employment (union)	-0.0015 [0.00229]	-0.00392 [0.00769]	0.00289 [0.00222]	0.27	0.54	0.489
Employment (manag.)	-0.000592 [0.000969]	-0.00374 [0.00326]	0.000927 [0.000939]	6.99	3.59	0.004
Environmental	0.000136 [0.00153]	-0.00565 [0.00514]	0.00143 [0.00148]	1.65	1.68	0.96
Family	-0.00152 [0.00112]	-2.98E-05 [0.00376]	-0.00107 [0.00108]	3.90	1.97	0.024
Corporate	-0.000178 [0.00111]	-0.00314 [0.00371]	0.00105 [0.00107]	5.23	6.18	0.363
Immigration	0.00138 [0.00180]	-0.00151 [0.00606]	-0.00320* [0.00175]	1.00	0.49	0.247
Intellectual Property	0.00029 [0.000804]	-0.00114 [0.00270]	0.00391*** [0.000779]	5.69	11.76	0
Municipal	-0.000125 [0.00188]	0.00231 [0.00632]	0.00392** [0.00182]	0.72	1.18	0.342
Injury (plaintiff)	-0.00756*** [0.00182]	0.0189*** [0.00612]	0.000946 [0.00176]	1.17	1.74	0.283
Injury (defend)	0.00328*** [0.000816]	-0.00325 [0.00274]	-0.001 [0.000790]	5.35	6.75	0.288
Wills and Trusts	-0.00329*** [0.00122]	-0.000411 [0.00410]	-0.00337*** [0.00118]	4.61	2.37	0.012
Public Law	0.000507	0.00892	0.00198	2.17	0.65	0.008

	[0.00167]	[0.00563]	[0.00162]			
Real Estate (commercial)	-0.000405	-0.00126	0.000779	6.41	6.36	0.972
	[0.000947]	[0.00318]	[0.000917]			
Real Estate (personal)	-0.00260*	-0.00385	-0.00132	1.63	1.22	0.457
	[0.00153]	[0.00514]	[0.00148]			
Securities and Mergers	0.00183	0.00228	0.00176	3.19	4.32	0.246
	[0.00120]	[0.00403]	[0.00116]			
Tax	-0.00125	-0.00226	0.000958	2.72	1.86	0.278
	[0.00137]	[0.00459]	[0.00132]			
Health	-0.000493	-0.00185	-0.000677	1.79	1.28	0.111
	[0.00174]	[0.00583]	[0.00168]			
Insurance	0.000734	-0.0037	-0.00202**	2.07	1.06	0.024
	[0.00105]	[0.00352]	[0.00102]			
Worker Compensation	0.00165	-0.00354	-0.00107	5.20	2.92	0.441
	[0.00139]	[0.00468]	[0.00135]			
Others	-0.000701	-0.00734	0.00145	2.35	1.72	0.44
	[0.00153]	[0.00515]	[0.00149]			
Constant	0.436	0.533	9.856***			
	[0.472]	[1.586]	[0.470]			
Individual Controls	Yes	Yes	Yes			
Firm Controls	Yes	Yes	Yes			
Region Fixed Effects	Yes	Yes	Yes			
Education Controls	Yes	Yes	Yes			
Observations	974	974	974	974	974	974
R-squared	0.373	0.116	0.469			

Notes: * denotes significance at the 10% level, ** denotes significance at the 5% level, and *** denotes significance at the 1% level. *Areas of Law* refer to the proportion of time devoted to each the following legal disciplines: General Practice, Antitrust, Bankruptcy, Civil Litigation, Civil Rights, Commercial Law, Criminal Law, Employment Law (Management), Employment Law (Unions), Environmental Law, Family Law, General Corporate Law, Immigration Law, Insurance, Intellectual Property, Municipal Law, Personal Injury (Plaintiff), Personal Injury (Defense), Probate (Wills and Trusts), Public Utilities and Administrative Law, Real Estate (Commercial), Real Estate (Personal), Securities, Tax Law, Health Law, Workers' Compensation and 'Other' areas.

TABLE A.6 – CHILDREARING

	Hours Billed		New Client Rev.	
	[1]	[2]	[3]	[4]
Female	-0.0981*** [0.0319]	-0.0478 [0.0421]	-0.317*** [0.104]	-0.377*** [0.139]
Children	-0.0275* [0.0167]	-0.0370** [0.0185]	-0.05 [0.0547]	-0.0573 [0.0609]
Children aged < 4		0.0343 [0.0362]		0.0381 [0.119]
Female*Children	0.00333 [0.0390]	0.0779* [0.0460]	-0.129 [0.128]	-0.161 [0.151]
Female*Children aged < 4		-0.220*** [0.0751]		0.0751 [0.247]
Constant	0.588 [0.486]	0.653 [0.486]	0.342 [1.591]	0.366 [1.598]
Individual Controls	Yes	Yes	Yes	Yes
Firm Controls	Yes	Yes	Yes	Yes
Region Fixed Effects	Yes	Yes	Yes	Yes
Education Controls	Yes	Yes	Yes	Yes
Observations	974	974	974	974
R-squared	0.312	0.319	0.078	0.079

Notes: * denotes significance at the 10% level, ** denotes significance at the 5% level, and *** denotes significance at the 1% level. *Children* refers to the lawyer's number of children. *Children aged < 4* takes the value 1 if the lawyer has a child of 3 years of age or younger. For definitions of all the variables, see Table 1.

TABLE A.7 – FERTILITY I

	Predicted (Hours Billed)		Predicted (Client Revenue)	
	[1]	[2]	[3]	[4]
Female without child	0.0187 [0.0175]	0.019 [0.0174]	-0.011 [0.0242]	-0.0112 [0.0241]
Female with child	0.0295* [0.0168]	0.00379 [0.0192]	0.038 [0.0232]	0.0364 [0.0266]
Male with child	0.0109 [0.0148]	-0.00446 [0.0159]	0.0511** [0.0204]	0.0615*** [0.0220]
Male with child (age 0)		0.0433 [0.0432]		-0.0244 [0.0599]
Female with child (age 0)		0.041 [0.0529]		-0.014 [0.0734]
Male with child (age 1)		-0.0125 [0.0455]		0.0801 [0.0631]
Female with child (age 1)		-0.00773 [0.0533]		-0.0821 [0.0739]
Male with child (age 2)		0.00566 [0.0586]		-0.166** [0.0812]
Female with child (age 2)		0.0639 [0.0648]		-0.0819 [0.0899]
Male with child (age 3)		0.00483 [0.0559]		0.125 [0.0775]
Female with child (age 3)		0.043 [0.0487]		0.0655 [0.0675]
Constant	1.760*** [0.0115]	1.760*** [0.0114]	0.400*** [0.0158]	0.400*** [0.0158]
Observations	974	974	974	974

Notes: * denotes significance at the 10% level, ** denotes significance at the 5% level, and *** denotes significance at the 1% level. The dependent variables, Predicted (hours billed) and Predicted (client revenue), are constructed by regressing controls for characteristics prior to entering the legal profession (*Undergraduate Uni Ranking*, *Law School Ranking*, *Judicial Clerk*, *Moot Court*, *General Journal*, *Specific Journal*, *Undergraduate GPA*, a dummy for missing *Undergraduate GPA*, *Law School GPA*, a dummy for missing *Law School GPA*), as well as age and its higher order term. “Female without child” is a dummy variable that equals one if the respondent is a female who reports having no children at the time of the survey. “Female with child” (“Male with child”) is a dummy variable that equals one if the respondent is a female (male) who reports having at least one child at the time of the survey. The omitted category “Men without children” is a dummy variable reflecting that the respondent is a male who reports having no children at the time of the survey. Columns (2) and (4) specify the ages of young children (i.e., age between 0 and 4).

TABLE A.8 – FERTILITY II

	Client Revenue		Annual Hours		Ln(annual Earnings)	
	[1]	[2]	[3]	[4]	[5]	[6]
	Male	Female	Male	Female	Male	Female
Year of birth of first child	0.399	1.178	-1.126	-2.078	10.04***	7.743**
	[1.443]	[0.893]	[2.840]	[4.818]	[1.762]	[3.507]
Years before birth of first child:						
One	0.414	1.144	-1.143	-1.994	9.930***	7.620**
	[1.440]	[0.893]	[2.833]	[4.798]	[1.759]	[3.505]
Two	0.181	1.197	-1.519	-2.17	9.883***	7.712**
	[1.429]	[0.892]	[2.805]	[4.804]	[1.745]	[3.502]
Three	0.191	1.15	-1.223	-2.033	9.840***	7.591**
	[1.432]	[0.893]	[2.816]	[4.819]	[1.748]	[3.504]
Four	0.182	1.198	-1.353	-1.857	9.840***	7.683**
	[1.431]	[0.889]	[2.815]	[4.790]	[1.748]	[3.491]
Five	0.183	1.148	-1.058	-1.84	9.765***	7.763**
	[1.432]	[0.890]	[2.817]	[4.795]	[1.748]	[3.495]
Six	0.157	1.15	-1.116	-1.661	9.806***	7.580**
	[1.429]	[0.890]	[2.811]	[4.792]	[1.746]	[3.493]
Observations	316	223	316	223	316	223

Notes: * denotes significance at the 10% level, ** denotes significance at the 5% level, and *** denotes significance at the 1% level. Each row reports the coefficient on the dummy variable indicating the year of the first birth or the number of years before the birth of the first child. The date of the first birth of a child is calculated from the 2007 survey, and we use the 2002 responses to compute the client revenue, hours worked and earnings associated with the years prior to the first birth. Each row compares these outcomes in the years prior to the pregnancy associated with the first birth; we are able to do so for up to six years in the past.

TABLE A.9 – SELECTION INTO BILLING HOURS

	Pr(Bill Hours)		
	[1]	[2]	[3]
Female	-0.0375*** [0.0127]	-0.0343*** [0.0129]	-0.0431 [0.0509]
Law School Ranking		0.0205*** [0.00560]	0.0198*** [0.00701]
Female*Law School Ranking			0.00182 [0.0102]
Constant	-0.0806 [0.138]	-0.177 [0.124]	-0.174 [0.126]
Individual Controls	Yes	Yes	Yes
Firm Controls	Yes	Yes	Yes
Region Fixed Effects	Yes	Yes	Yes
Observations	2,733	2,667	2,667
R-squared	0.612	0.611	0.611

Notes: * denotes significance at the 10% level, ** denotes significance at the 5% level, and *** denotes significance at the 1% level. *Law School Ranking* is the bracketed ranking based on the U.S. News reports of 1996 and 2003 for law schools redefined such that the higher the value, the more prestigious the educational institution.

TABLE A.10 – DESCRIPTIVE STATISTICS
(USING AJD WAVE 2 RESTRICTED TO THOSE IN AJD WAVE 3)

	Male Lawyers			Female Lawyers			P-Value
	Obs.	Mean	Std. Dev.	Obs.	Mean	Std. Dev.	
Total Earnings (\$)	410	152,140	74,463	293	132,735	70,149	0.00
Hours Billed (annual)	410	1,843	514	293	1,691	485	0.00
New Client Rev. (\$)	410	62,159	206,622	293	23,591	74,303	0.00
Target Hours to Bill	346	1,566	678	244	1,499	712	0.10
Hours Worked (per week)	410	53.97	11.32	293	49.26	13.35	0.00
Age	410	35.97	4.55	293	35.20	4.91	0.02
Marriage	410	0.82	0.38	293	0.75	0.44	0.08
Children	410	1.23	1.24	293	0.84	0.93	0.00
White	405	0.86	0.35	285	0.75	0.44	0.00
Tenure (years)	409	5.23	2.51	293	5.42	2.45	0.48
Private Law Firm	410	0.95	0.22	293	0.94	0.25	0.42
Size of Workplace > 100	388	0.45	0.50	271	0.46	0.50	0.59
Law School Ranking	392	5.01	1.10	282	5.06	1.10	0.65
UG Uni Ranking	395	17.08	5.88	288	17.15	5.82	0.82
Judicial Clerk	410	0.03	0.17	293	0.04	0.19	0.56
Moot Court	410	0.35	0.48	293	0.38	0.49	0.36
General Journal	410	0.24	0.43	293	0.22	0.42	0.64
Specific Journal	410	0.24	0.43	293	0.29	0.45	0.23

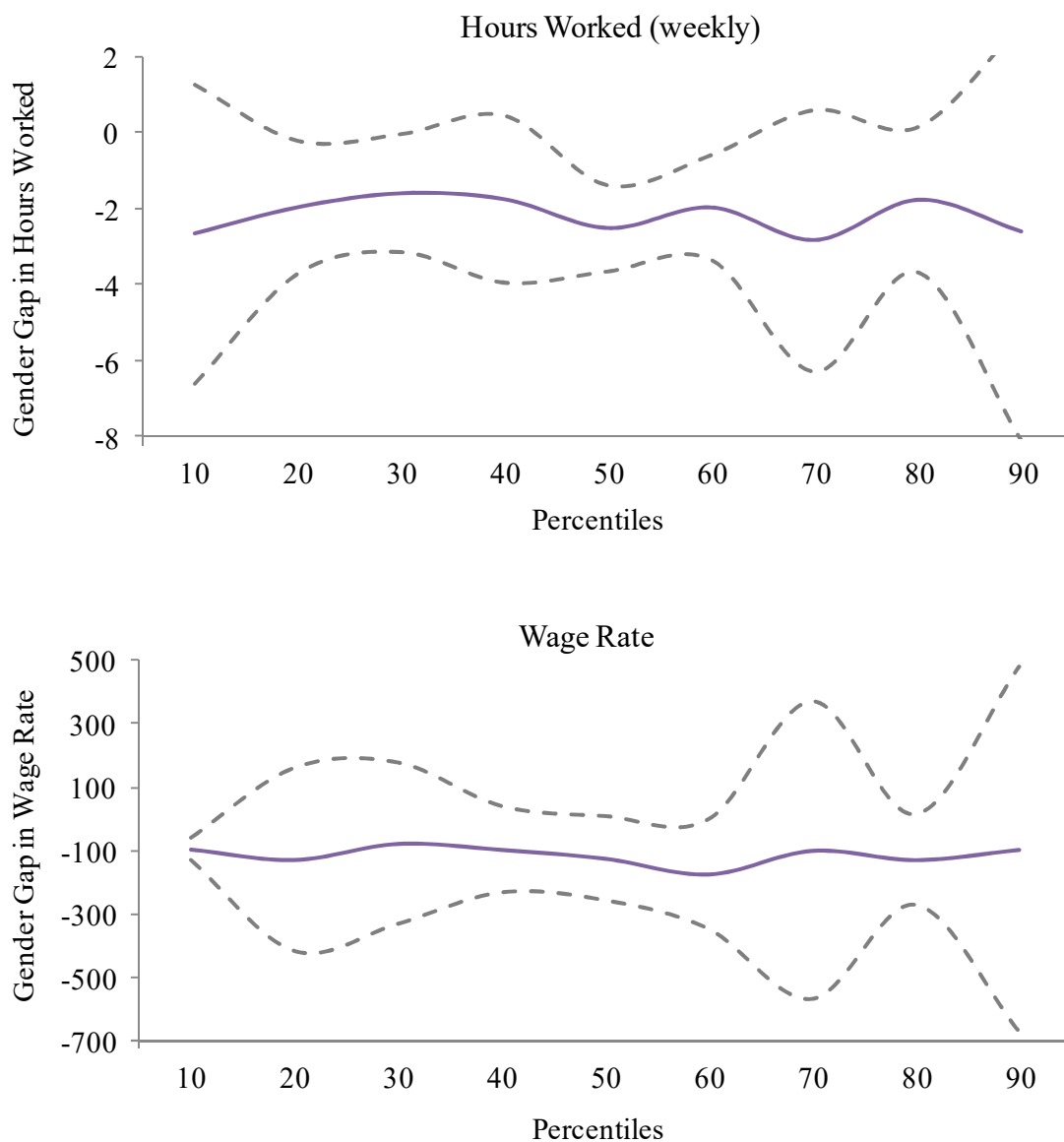
Notes: This table replicates Table 1 but excludes those who respond to AJD Wave 2 (2007) but not AJD Wave 3 (2012). For definitions of all variables, see Table 1.

TABLE A.11 – MAIN PERFORMANCE AND EARNING RESGRESSIONS
(USING AJD WAVE 2 WITH AND WITHOUT RESTRICTING TO THOSE IN AJD WAVE 3)

	Hours Billed		New Client Rev.			Earnings		
	[1]	[2]	[3]	[4]	[5]	[6]	[7]	[8]
Female	-0.0974***	-0.106***	-0.326***	-0.436***	-0.101***	-0.109***	-0.0395	-0.055
	[0.0320]	[0.0375]	[0.105]	[0.148]	[0.0313]	[0.0349]	[0.0292]	[0.0340]
Hours Billed							0.319***	0.277***
							[0.0305]	[0.0376]
New Client Rev.							0.0351***	0.0292***
							[0.00908]	[0.00919]
Age	-0.0116***	-0.00923**	-0.0116	-0.0166	-0.00228	0.00695*	-0.00027	0.00872**
	[0.00334]	[0.00438]	[0.0109]	[0.0173]	[0.00327]	[0.00407]	[0.00301]	[0.00393]
Married	0.0645	0.0584	0.242*	0.309	0.00422	0.0137	-0.025	0.0012
	[0.0401]	[0.0478]	[0.131]	[0.189]	[0.0393]	[0.0445]	[0.0358]	[0.0423]
1 Child	-0.00012	-0.0263	0.0913	0.0398	0.0249	0.00707	0.00763	-0.0068
	[0.0520]	[0.0620]	[0.170]	[0.245]	[0.0509]	[0.0577]	[0.0463]	[0.0545]
2 Children	-0.0172	-0.00356	-0.0755	-0.16	0.0299	0.00482	-0.0157	-0.042
	[0.0513]	[0.0621]	[0.168]	[0.246]	[0.0502]	[0.0578]	[0.0459]	[0.0548]
3+ Children	-0.0787	-0.0454	-0.12	-0.305	0.0958	0.0392	0.0783	0.0155
	[0.0635]	[0.0771]	[0.208]	[0.305]	[0.0622]	[0.0718]	[0.0567]	[0.0685]
Child Aged <4	-0.0162	-0.029	-0.187	-0.173	-0.0168	-0.0238	0.0192	0.0151
	[0.0462]	[0.0554]	[0.151]	[0.219]	[0.0453]	[0.0516]	[0.0412]	[0.0487]
White	-0.0279	-0.0205	0.0132	0.0147	0.0312	0.0162	0.0278	0.00483
	[0.0389]	[0.0472]	[0.127]	[0.187]	[0.0381]	[0.0439]	[0.0346]	[0.0413]
Tenure	0.0126**	0.0157**	0.0414**	0.0441	0.0175***	0.0220***	0.0110**	0.0169***
	[0.00603]	[0.00711]	[0.0197]	[0.0281]	[0.00591]	[0.00661]	[0.00538]	[0.00628]
Full-Time	0.497***	0.469***	0.127	0.131	0.504***	0.459***	0.288***	0.281***
	[0.0628]	[0.0750]	[0.205]	[0.297]	[0.0615]	[0.0698]	[0.0582]	[0.0686]
Constant	1.742***	1.693***	0.195	0.405	11.01***	11.23***	10.49***	10.58***
	[0.359]	[0.509]	[1.172]	[2.012]	[0.351]	[0.473]	[0.322]	[0.450]
Firm Controls	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Region Fixed Effects	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Education Controls	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Areas of Law	No	No	No	No	No	No	Yes	Yes
Respond To AJD 3	-	Yes	-	Yes	-	Yes	-	Yes
Observations	974	660	974	660	974	660	974	660
R-squared	0.311	0.327	0.08	0.089	0.403	0.438	0.534	0.537

Notes: * denotes significance at the 10% level, ** denotes significance at the 5% level, and *** denotes significance at the 1% level. The analysis is done using AJD Wave 2 but Columns [2], [4], [6], [8] include only those individuals who respond to AJD Waves 2 and 3. For definitions of all the variables, see Table 1.

FIGURE A.1 – PERCENTILES OF THE GENDER GAPS IN HOURS WORKED AND HOURLY WAGE



Notes: This figure provides the gender coefficient of the quantile regressions ranging from 0.10 to 0.90 in hours worked (expressed in 1000s of hours) and hourly wage rate (total earnings/hours worked), after controlling for individual, education and firm characteristics, as well as region fixed effects. Confidence intervals (dashed line in gray) are at the 5% confidence level.

Additional data sources

Below, we briefly describe additional data sources used to verify our main findings:

National Association for Law Placement (NALP)

NALP is an association of legal professionals that conducts research on the legal profession. It is also one of the funders of the *After the JD Study*, together with the American Bar Foundation and other associations. For more than 10 years, NALP has conducted an annual survey of the law firms in the NALP Directory of Legal Employers. From this survey, they produce a report entitled “Patterns & Practices: Measures of Law Firm Hiring, Leverage, and Billable Hours.” This report presents findings on firm-reported hours worked and billable requirements, as well as on hiring trends for entry-level associates, summer associates and laterals, summer program outcomes, and partner to associate ratios, or leverage. The report includes nationwide figures and information disaggregated by firm size and region represented in the Directory. The NALP data are not disaggregated by gender but allow us to verify the validity of the target hours (to bill) variable. As in our data, we find that the average target is between 1,800 and 1,900 hours per year and billable hour requirements are increasing in firm size. In particular, firms in NALP report a target of 1,886 billable hours on average. We find an average annual target of 1,801 hours billed.

National Association of Women Lawyers (NAWL)

NAWL conducts an annual survey addressed to the law firms identified by the ALM law magazine “American Lawyer” as the 200 largest firms in the U.S. (AM Law 200). This firm-reported survey aims to investigate gender differences in lawyers’ career progress. Gender differences in raising new client revenue (also known as “rainmaking”) were a major focus of the 2009 survey. The survey indicates that nearly half the firms (46 percent) have no female lawyers in their top 10 rainmakers and that another third (32 percent) of firms have only one female lawyer among the top ten rainmakers in the firm. Approximately 15 percent of firms have two female lawyers among the top ten rainmakers, and the remaining firms (6 percent) have three or four female rainmakers in their top ten. Consistent with these figures, nearly three quarters of firms (72 percent) have no women among the top five rainmakers in the firm. As the NAWL survey focuses on large firms, we check the gender gap in new client revenue when restricting our sample to lawyers in large firms (i.e., with 500 or more lawyers). For large firms, we find gender gaps in performance that are comparable with those for the sample as a whole.

Survey of Law Firm Economics (SLFE)

SLFE is an annual survey conducted by ALM Intelligence on a sample of U.S. law firms designed to provide benchmarks for law firm management. The SLFE surveys report information on earnings and hours billed and a number of other dimensions such as the size of the firm and region. For the years 2010, 2011 and 2012, some of these variables are disaggregated by gender. The SLFE surveys report information on earnings and hours billed and a number of other dimensions such as the size of the firm and region. We find that, in line with our findings, there are gender differences in firm-reported hours billed and earnings. On average, for the three years of the survey, firms report that female lawyers billed 1,721 hours, while male lawyers billed 1,794. They also report annual earnings of \$133,825 for female lawyers and \$141,651 for male lawyers. For the year in which we concentrate our analysis, 2007, the SLFE sample

does not disaggregate results by gender; however, there are no major differences with respect to the surveys for which we observe gender, 2010 to 2012. The SLFE sample, however, substantially under-represents lawyers in large firms, while our sample is nationally representative. The measures are aggregated over all associate lawyers (i.e., all lawyers on the partnership track), irrespective of years of experience.

Major, Lindsey & Africa's Partner Compensation Survey (MLA)

The MLA survey contains detailed information on the annual amounts of new client revenue originated by partners. The survey, sent to partners who were all employed by the AM Law 200 firms, also includes demographic information, practice metrics and subjective information. Two surveys were conducted in 2010 and 2012 by MLA, a legal search firm, in collaboration with ALM Legal Intelligence through online questionnaires. The survey finds that, on average, male partners (79 percent of the sample) originate approximately \$2 million in new business for their firms, while female partners contribute approximately \$1.4 million. The survey also finds a gender gap in earnings among partners of approximately 30 percent.