

Gender Promotion Gaps and Career Aspirations

Online Appendix

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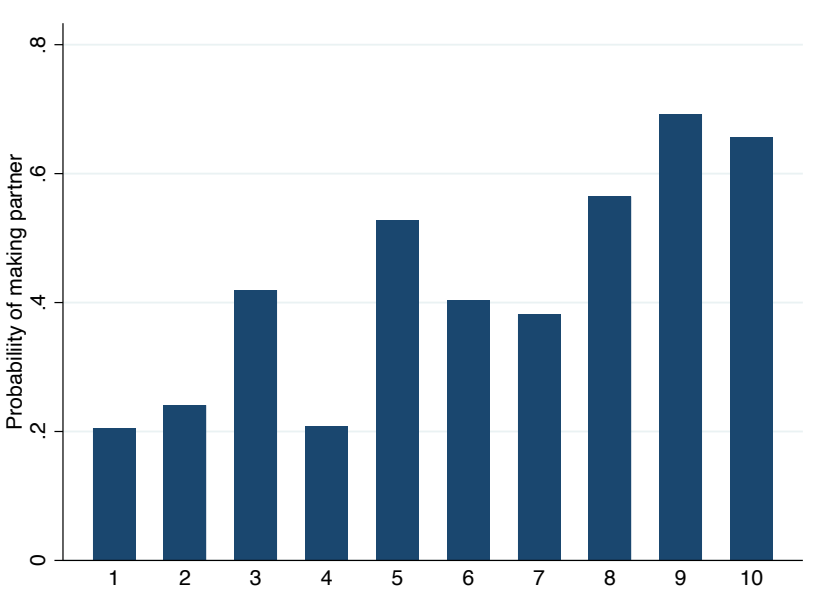
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A Additional Empirical Results

Figure A.1: Career Aspirations and Actual Promotion



Note: The figure reproduces Figure 2, using the full support of the aspirations variables, rather than 3 bins as in Figure 2.

Table A.1: Gender Promotion Gap (main set of coefficients)

	Promoted to Partner				
	(1)	(2)	(3)	(4)	(5)
Female	-0.122*** (0.038)	-0.120*** (0.039)	-0.124*** (0.039)	-0.124*** (0.039)	-0.132*** (0.040)
Age		-0.008* (0.005)	-0.011** (0.005)	-0.011** (0.005)	-0.010* (0.005)
Black		-0.105 (0.084)	-0.087 (0.085)	-0.082 (0.086)	-0.093 (0.090)
Hispanic		-0.177** (0.075)	-0.137* (0.078)	-0.132* (0.078)	-0.151* (0.082)
Indian		-0.004 (0.203)	0.014 (0.203)	0.010 (0.203)	0.020 (0.209)
Asian		-0.080 (0.074)	-0.086 (0.075)	-0.083 (0.075)	-0.096 (0.078)
Rank UG Uni.			-0.007 (0.006)	-0.007 (0.006)	-0.005 (0.006)
Rank Law School			-0.011 (0.020)	-0.011 (0.021)	-0.019 (0.023)
Rank in LS Class			-0.090*** (0.027)	-0.089*** (0.027)	-0.066** (0.029)
Job Offers			0.004 (0.008)	0.003 (0.008)	0.001 (0.009)
Debt after LS			-0.002 (0.009)	-0.002 (0.009)	-0.004 (0.009)
Married				0.024 (0.045)	-0.006 (0.047)
No. Children				-0.006 (0.035)	-0.000 (0.036)
Child under 4 yrs				0.004 (0.088)	0.011 (0.090)
Constant	0.541*** (0.026)	0.812*** (0.141)	1.297*** (0.216)	1.286*** (0.219)	0.772 (0.511)
Observations	679	679	679	679	679
Adjusted R^2	0.013	0.022	0.042	0.038	0.044

Note: This table reproduces Table2 showing the main set of coefficients. * denotes significance at the 10% level, ** denotes significance at the 5% level, and *** denotes significance at the 1% level. For definitions of the variables, see Table 2.

Table A.2: Gender Aspiration Gap (main set of coefficients)

	Career Asp.				
	(1)	(2)	(3)	(4)	(5)
Female	-1.699*** (0.245)	-1.642*** (0.248)	-1.614*** (0.249)	-1.524*** (0.251)	-1.586*** (0.254)
Age		0.002 (0.029)	-0.014 (0.030)	-0.042 (0.032)	-0.023 (0.032)
Black		-1.025* (0.542)	-0.956* (0.549)	-0.953* (0.552)	-0.912 (0.564)
Hispanic		-0.792 (0.483)	-0.834* (0.498)	-0.817 (0.502)	-0.693 (0.516)
Indian		-1.094 (1.304)	-0.781 (1.302)	-0.709 (1.301)	0.115 (1.317)
Asian		-0.258 (0.478)	-0.320 (0.480)	-0.325 (0.481)	-0.135 (0.489)
Rank UG Uni.			-0.018 (0.039)	-0.018 (0.039)	-0.004 (0.040)
Rank Law School			-0.411*** (0.131)	-0.383*** (0.132)	-0.361** (0.143)
Rank in LS Class			-0.194 (0.174)	-0.135 (0.176)	-0.033 (0.185)
Job Offers			0.136*** (0.052)	0.137*** (0.052)	0.137** (0.054)
Debt after LS			0.046 (0.058)	0.041 (0.058)	0.032 (0.058)
Married				0.077 (0.289)	0.039 (0.295)
No. Children				0.329 (0.225)	0.356 (0.229)
Child under 4 yrs				0.352 (0.562)	0.373 (0.570)
Constant	7.366*** (0.164)	7.402*** (0.905)	10.202*** (1.387)	10.521*** (1.403)	5.548* (3.218)
Observations	679	679	679	679	679
Adjusted R^2	0.065	0.067	0.084	0.088	0.120

Note: This table reproduces Table 3 showing the main set of coefficients. * denotes significance at the 10% level, ** denotes significance at the 5% level, and *** denotes significance at the 1% level. For definitions of the variables, see Table 2.

Table A.3: Gender Promotion Gap and Aspirations

	(1)	(2)
	Promoted to Partner	Promoted in Same or Better Firm
Female	-0.231** (0.091)	-0.047 (0.086)
Mid Aspirations	0.043 (0.087)	0.112 (0.082)
High Aspirations	0.238*** (0.079)	0.316*** (0.075)
Female \times Mid. Asp	0.181 (0.112)	0.064 (0.106)
Female \times High. Asp	0.224** (0.107)	0.010 (0.101)
Constant	0.962** (0.394)	-0.076 (0.372)
Observations	679	679
Adjusted R^2	0.116	0.094

Note: * denotes significance at the 10% level, ** denotes significance at the 5% level, and *** denotes significance at the 1% level. In column (1), the dependent variable takes value 1 if the individual made partner by 2012 and 0 otherwise. In column (2) the dependent variable takes value 1 if the individual made partner by 2012 at the firm where he or she was employed in 2007 or at a firm that is larger, and 0 otherwise. All columns include *Individual*, *Education*, *Family* and *Firm* controls. For definitions of the variables, see Table 2.

Table A.4: Facing Harassment or Demeaning Comments

	(1) Comments
Female	0.165*** (0.031)
Age	-0.000 (0.004)
Black	0.045 (0.063)
Hispanic	0.115* (0.060)
Indian	0.219 (0.146)
Asian	-0.012 (0.055)
Rank UG Uni.	-0.003 (0.005)
Rank Law School	0.014 (0.016)
Rank in LS Class	-0.011 (0.021)
Job Offers	-0.009 (0.006)
Debt after LS	0.012* (0.007)
Married	0.003 (0.033)
No. Children	-0.009 (0.026)
Child under 4 yrs	-0.056 (0.064)
Constant	0.014 (0.360)
Observations	570
Adjusted R^2	0.077

*Note:** denotes significance at the 10% level, ** denotes significance at the 5% level, and *** denotes significance at the 1% level. For definitions of the variables, see Table 2.

Table A.5: Fertility and Promotion

	Predicted (Promoted to Partner)
Female without child	0.001 (0.012)
Female with child	0.047*** (0.013)
Male with child	0.043*** (0.011)
Constant	0.462*** (0.009)
Observations	679
Adjusted R^2	0.034

*Note:** denotes significance at the 10% level, ** denotes significance at the 5% level, and *** denotes significance at the 1% level. We follow the methodology in Bertrand, 2013 to assess the link between the ex-ante probability of being promoted and fertility outcomes. The dependent variable, Predicted (Promotion to Partner) is 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 2012 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. The results show that there is positive selection into having children. Lawyers with a higher ex-ante probability of being promoted end up having children more often, on average.

Table A.6: Aspirations and Children

	Children (1)	Children (2)	Promoted (3)	Promoted (4)
Mid Aspirations	0.106** (0.047)	0.166** (0.074)	0.153*** (0.055)	0.153*** (0.055)
High Aspirations	0.131*** (0.045)	0.230*** (0.068)	0.351*** (0.053)	0.351*** (0.054)
Female	-0.010 (0.034)	0.109 (0.077)	-0.062 (0.040)	-0.069 (0.075)
FemalexMid. Asp		-0.087 (0.096)		
FemalexHigh. Asp		-0.191** (0.092)		
FemalexChildren			0.057 (0.047)	0.052 (0.062)
FemalexChildren				0.010 (0.087)
Constant	1.222*** (0.351)	1.110*** (0.356)	1.001** (0.416)	1.002** (0.416)
Observations	679	679	679	679
Adjusted R^2	0.148	0.152	0.117	0.115

Note: * denotes significance at the 10% level, ** denotes significance at the 5% level, and *** denotes significance at the 1% level. *Children* refers to whether the lawyer has children by 2012. *Promoted Partner* is a dummy variable taking value 1 if the individual made partner by 2012. All columns include *Individual*, *Education*, *Family* and *Firm* controls. For definitions of variables, see Tables 2 and 4. The results show that higher aspirations are positively related to children for men, but unrelated or negatively correlated for women (Columns (1) and (2)). Children are uncorrelated with the probability of promotion for both men and women (Columns (3) and (4)). The results in this table and Table A.5 highlight that the endogenous decision of having children (due to aspirations) may mask the impact of fertility decisions on promotions.

Table A.7: Descriptive Statistics: Survey wave 1, conditional on response in survey wave 2

Panel A: Socio-economic characteristics						
	Women		Men		Difference	
	mean	sd	mean	sd	b	t
Age	30.23	4.65	30.95	4.17	0.72	(1.47)
White	0.84	0.37	0.88	0.33	0.04	(1.03)
Married	0.52	0.50	0.64	0.48	0.11	(2.07)
No. Children	0.29	0.66	0.51	0.89	0.22	(2.61)
Child Aged under 4	0.08	0.27	0.20	0.40	0.12	(3.27)
Observations	488		574		1062	

Panel B: Pre workplace variables						
	Women		Men		Difference	
	mean	sd	mean	sd	b	t
Rank UG Uni.	13.11	3.44	13.09	3.10	-0.04	(-0.12)
Rank Law School	5.00	0.94	5.00	1.03	0.12	(1.03)
Rank in LS Class	2.23	0.89	2.36	1.09	0.09	(0.77)
Job Offers	2.90	2.42	2.71	2.51	-0.12	(-0.44)
Debt after LS	4.83	2.20	4.82	2.27	0.01	(0.03)
Decision Lawyer	3.92	1.03	3.99	0.94	0.09	(0.77)
Stay Lawyer	3.54	1.42	3.53	1.36	0.01	(0.08)
Practice Law	1.13	0.34	1.14	0.35	0.00	(0.10)
Other Career	0.82	0.39	0.81	0.40	-0.00	(-0.05)
Goal Power	2.98	1.26	2.99	1.20	0.04	(0.32)
Observations	488		574		1062	

Panel C: Workplace variables						
	Women		Men		Difference	
	mean	sd	mean	sd	b	t
Size Firm	287.40	556.37	266.47	342.54	-20.93	(-0.39)
Private Firm	0.96	0.20	0.95	0.21	-0.01	(-0.32)
Av High Resp. Tasks	2.36	0.96	2.40	0.79	0.04	(0.42)
Av Low Resp. Tasks	1.91	0.70	1.95	0.46	0.04	(0.61)
Share Women firm	33.01	16.85	29.32	19.80	-3.69	(-1.84)
Comments	0.23	0.42	0.06	0.24	-0.17	(-4.33)
Observations	488		574		1062	

Note: This table reproduces Table 1 using wave 1 (2002), restricted to those individuals who are observed billing at least one hour in wave 2 (2007). For definitions of variables, see Table 1.

B Appendix: Dictionary of variables

Table B.1: Variable Definitions

Variable Name	Question Description	Values	Year
Rank UG Uni.	Bracketed Rankings based on the 1996 and 2003 U.S. News reports for undergraduate	1 (lowest) to 17 (highest)	2002
Rank Law School	Bracketed Rankings based on the 1996 and 2003 U.S. News reports for Law School	1 (lowest) to 7 (highest)	2002
Rank in LS Class	Lawyer's rank among the own cohort in law school	1 (Top 10%) 2 (Top 25%), 3 (2nd qtr), 4 (3rd qtr), 5 (4th qtr)	2002
Job Offers	Number of job offers received after graduating and before taking the current position	Total number	2002
Debt after LS	Debt after LS is the amount of debt accumulated by the lawyer (as of 2002)	US Dollars (8 bins)	2002
Decision Lawyer	How satisfied are you with your decision to become a lawyer?	1 (highest) to 6 (lowest)	2002
Stay Lawyer	If the decision were up to you, approximately how much longer would you like to stay with your current employer?	1 (already looking for another position), 2 (less 1 yr), 3 (1-2 yrs), 4 (3-5 yrs), 5 (5+ yrs))	2002
Practice Law	When you entered law school, did you intend to practice law?	1 (Yes), 2 (No), 3 (Unsure)	2002
Other Career	Did you consider any of the following other careers in addition to or instead of law?	No. of other careers	2002
Goal Power	How important was the goal of becoming influential in a powerful profession in your decision to attend law school?	1 (irrelevant) to 5 (very important)	2002
Size Firm	Number of individuals employed in the organization	Total number	2002
Private Firm	Type of organization	1 (private firm) 0 (other org.)	2002
Av High Resp. Tasks	Proportion of time spent on high responsibility tasks	1 (none) - 5 (all)	2002
Av Low Resp. Tasks	Proportion of time spent on low responsibility tasks	1 (none) - 5 (all)	2002
Share Women firm	Approximately what proportion of the lawyers in your workplace are women?	0-100%	2002
Comments	Have you experienced demeaning comments or other types of harassment in your place of work by virtue of your race, religion, ethnicity, gender, disability, or sexual orientation?	1 (Yes), 2 (No)	2002
Hours Worked	Annual number of hours worked	1000s of hours	2007
Hours Billed	Annual number of hours billed	1000s of hours	2007
Hours Weekend	Annual number of hours worked on weekends	1000s of hours	2007
Move Firm	If individual moved firm before 2007	1 (Yes), 2 (No)	2007
Career Aspiration	How strongly do you aspire to make (equity/non equity) partner within your firm?	1 (lowest) to 10 (highest)	2007
Career Expectations	How would you rate your chances, as a percentage ranging from 0 to 100, of attaining (equity/non equity) partnership in your firm?	0-100%	2007