



Illinois Wesleyan University Digital Commons @ IWU

John Wesley Powell Student Research
Conference

1994, 5th Annual JWP Conference

Apr 23rd, 9:00 AM - 4:00 PM

Women in Private Practice

Barb Kube

Illinois Wesleyan University

Michael Seeborg, Faculty Advisor

Illinois Wesleyan University

Follow this and additional works at: <http://digitalcommons.iwu.edu/jwprc>

Kube, Barb and Seeborg, Faculty Advisor, Michael, "Women in Private Practice" (1994). *John Wesley Powell Student Research Conference*. 31.

<http://digitalcommons.iwu.edu/jwprc/1994/posters/31>

This Event is brought to you for free and open access by The Ames Library, the Andrew W. Mellon Center for Curricular and Faculty Development, the Office of the Provost and the Office of the President. It has been accepted for inclusion in Digital Commons @ IWU by the faculty at Illinois Wesleyan University. For more information, please contact digitalcommons@iwu.edu.

©Copyright is owned by the author of this document.

WOMEN IN PRIVATE PRACTICE

Barb Kube and Dr. Michael Seeborg*, Department of Economics, IWU

A recent survey conducted by the American Bar Association (ABA) revealed that females account for 40-50 percent of law school enrollment and around 22 percent of our nation's lawyers. While there is no evidence of direct wage discrimination, 54 percent of female lawyers (and 29 percent of male lawyers) feel that men have a greater chance of becoming involved with firm management.

Using Dr. Barbara Bergmann's model of labor market overcrowding as a theoretical framework, this study proposes that stereotypes and society's perceptions about what is "normal" actually divide the legal labor market into two separate labor markets--one for male and the other for female lawyers. My research analyzes two separate samples. First, a sample of 45 lawyers from the National Longitudinal Survey of Youth (NLSY) is examined for evidence of wage and attitudinal differences among males and females. Second, data on four hundred randomly selected lawyers was obtained from the Martindale-Hubbell Law Directory (MDH), and it is studied with respect to educational background, experience, areas of practice and in-firm status.

Unlike the ABA survey, my results indicate that significant wage differences do exist for young lawyers. OLS regression and cross-tab analysis of the NLSY data reveals that, even after controlling for experience, female attorneys earn \$16,539.18 less than their male colleagues. This is consistent with Bergmann's theory. LOGIT regression and cross-tab analysis of the MDH sample offers further support. While my results do not find significant evidence of crowding in the specific areas of practice, they do reveal that some crowding may be present with respect to partnership status. Specific findings will be presented at the conference.