



Sex Discrimination in the Legal Profession

David Laband, Bernard Lentz

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The results of this extremely data-rich study reveal that women attorneys are victimized by less obvious forms of discrimination. Based on results of surveys conducted by the ABA in 1984 and 1990, this work challenges the notion that legislation outlawing discrimination actually works. Setting controls for a whole host of individual, firm, and locational characteristics, the study determined that although hourly earnings of female lawyers do not differ appreciably from those of male lawyers, the incidence of promotion from associate to partner is greater for men than for otherwise comparable women. Lentz and Laband also found evidence of sexual harassment and other less-tangible aspects of sex discrimination in the legal workplace. This book is essential reading for law firms, labor economists, feminist scholars, and human resource professionals.

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