

### **Legal Sector Spring Back, Loses 500 Jobs in May**

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The Am Law Daily

<http://www.americanlawyer.com/PubArticleALD.jsp?id=1202603349219&slreturn=20130510134907>

The increased number of job loses in May shows that the legal profession is going through interesting employment fluctuations. The Bureau of Labor Statistics, reports that in April, the legal sector added 2,100 jobs and an additional 3,100 in March. Nonetheless, earlier in the year, the legal industry lost 2,900 positions in January and February. The efforts to add jobs in the past two months did not help much and there was a 500 job loss in May 2013. Currently, the legal sector employs about 1.13 million people and in comparison to national statistics, the U.S. economy added 175,000 jobs in May. However, the national unemployment rate went up to 7.6 percent. The report does not give specific details as to why the legal profession is undergoing employment instability, but the report does highlights the importance of maintaining a stable workforce.

### **Men and Family Responsibilities Discrimination (FRD)**

Work Life Law

UC Hastings College of the Law

<http://worklifelaw.org/frd/men-and-frd/>

Regardless of gender norms, both men and women have family obligations to take care of and the workplace needs better accommodations when it comes to this topic. Studies of younger generations of men (Generation X & Y) show that men are facing higher rates of discrimination when they need more support to take care of their children or other family members. Men of generation X & Y are less likely to be interested in long hours and additional work responsibilities and would rather spend more time with their families. Although FRD is illegal, men face this type of discrimination in forms that include: being criticized for being a caregiver, or being the recipient of snide remarks about masculinity or sex roles; being disciplined for not meeting quotas or performance standards that could not be met because they took leave; and receiving unwarranted negative performance evaluations that reference distractions or absences. Women also face similar situations, but this report shows that gender norms and constructed biases play a big role for men in particular.

### **Summer Employment Provisions for First Year Students**

NALP Board of Directors

April 25, 2013

<http://www.nalp.org/uploads/NALPnow/PartVD1ProvisionalChangeApril2013.pdf>

Employment provisions for first year law school students were revised and changed in mid April. NALP's Board of Directors approved the provisional changes, which will take effect immediately and will remain in effect for 2013-2014. The permanent adoption of the changes will occur in spring 2014. The changes are that law schools should not begin offering one-on-one career counseling or application reviews to 1L students before October 15 (except for part-time students). Additionally, prospective employers and 1L students should not start any contact with one another and employers must not interview or make employment offers before December 1<sup>st</sup>. Finally, all offers to 1L students for summer jobs must remain open for at least two weeks after the date of the offer. These changes will impact law firm offerings, employment opportunities, and student's career goals. However, they will also assist in reducing employment pressure and in maintaining student's ability to focus on their studies.

### **Clash! Eight Cultural Conflicts That Make Us Who We Are**

Hazel Rose Markus and Alana Connor

May 2, 2013

Culture Clashes

<http://www.cultureclashes.org/book/>

In this book, cultural psychologists Hazel Rose Markus and Alana Conner reveal that many of the conflicts of modernity originate from the clash between independence and interdependence. This clash occurs not only across gender, racial, and class lines, but also in regional, religious, and national struggles. Through the culture cycle, Markus and Conner demonstrate how our cultural backgrounds not only influence our relationships with others, but also shape our perception and behaviors within the school and workplace.

### **Lessons from the leading edge of gender diversity**

Joanna Barsh, Sandra Nudelman, and Lareina Yee

April 2013

McKinsey & Company

<http://cwb.uschamber.com/sites/default/files/lessons.pdf>

In their study of 22 US companies, Barsh, Nudelman, and Yee interview senior leaders for personal insights on gender diversity. The results suggest a positive correlation between the proportion of women on boards and the proportion of women on top teams. This correlation supports the notion that finding qualified female directors can accelerate progress towards gender diversity. Furthermore, the research enhances the importance of executive buy-in, corporate culture and values, and systematic talent-management processes. The overall themes in the study indicate that for top performance companies, diversity is personal, culture and values are at the core, improvements are systematic, and boards spark movement.