

**A literature review of corporate social responsibility
in Chinese law firms**

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1. What is a literature review

Essentially, a literature review is a comprehensive overview of previous research on a specific topic. The overview not only shows the researcher the extent of research on a topic, but also shows the reader the information that is not yet known. It also integrates the previous research more closely with the research topic of the current researcher, which not only lays the foundation for new research directions, but also provides the framework of importance (Creswell, 1994, p21-22). Pare et al. (2016) believe that literature review plays an important role in the development of knowledge, providing supporting evidence for practice, and providing guidance for the development of new theories and future research. The process of selecting a research topic and reviewing the literature will help shape the design and methodology of the entire study.

1.2 Purpose of the research review

The literature review can provide researchers with the logical connotation of the rationality of the research. Without literature review, it would be difficult to define the needs and logic behind the concept and empirical academic research, resulting in confusion (Lim et.,al 2022). After conducting literature research and clearly defining the concept, I could

accurately define the research object and limit the research scope, so as to obtain more accurate research results.

By reviewing some existing literature in a specific period, we can find the weaknesses and shortcomings of some literatures. This not only helps to discover or demonstrate the need to explore a particular research question, but also helps to better form an argument for further research. (Berg, 2009, p.388). Literature review can quickly and comprehensively understand the latest achievements in the research field. It also enables researchers to gain an up-to-date understanding of the current progress and state of the field, reducing the possibility of researchers' biased understanding of some topics from their own professional knowledge (Lim et.,al 2022). In this way, the in-depth analysis of previous research directions is conducive to the scientific construction of our own research projects and the search for innovation or reference methods in the research.

In preparing to conduct research, it may be difficult to determine appropriate methods. While there are many research ideas to choose from, choosing which approach to adopt is not easy. Specific technical issues, such as previous research topics, selected research methods, methods of

data collection and analysis, measurement tools, and statistical analysis methods, need to be studied in order to find the mutual adaptation between research topics and research methods. By summarizing and integrating different research methods, we can provide reference and inspiration for our own research. In the same context, it is possible to try to imitate what other researchers have done in terms of research methods, design methods and data collection methods in order to solve the problems in the plan.

By questioning the literature and analysing the contents of the discussion part in detail, I began to gradually form a unique way of thinking. I began to think about whether there were issues that had been studied but had not been fully explored. And I thought, why do we need to go further and have a deeper discussion? Is there any valuable research yet to be done that needs to be explored? Perhaps there is a single research method that cannot fully capture the real conclusion, and comprehensive and accurate research results can only be obtained by the comprehensive application of a variety of research methods. These questions and discussions have specific and important guiding significance for me to expand my research thinking, clarify the research direction and choose appropriate research methods. By thinking and exploring these key questions in depth, I have

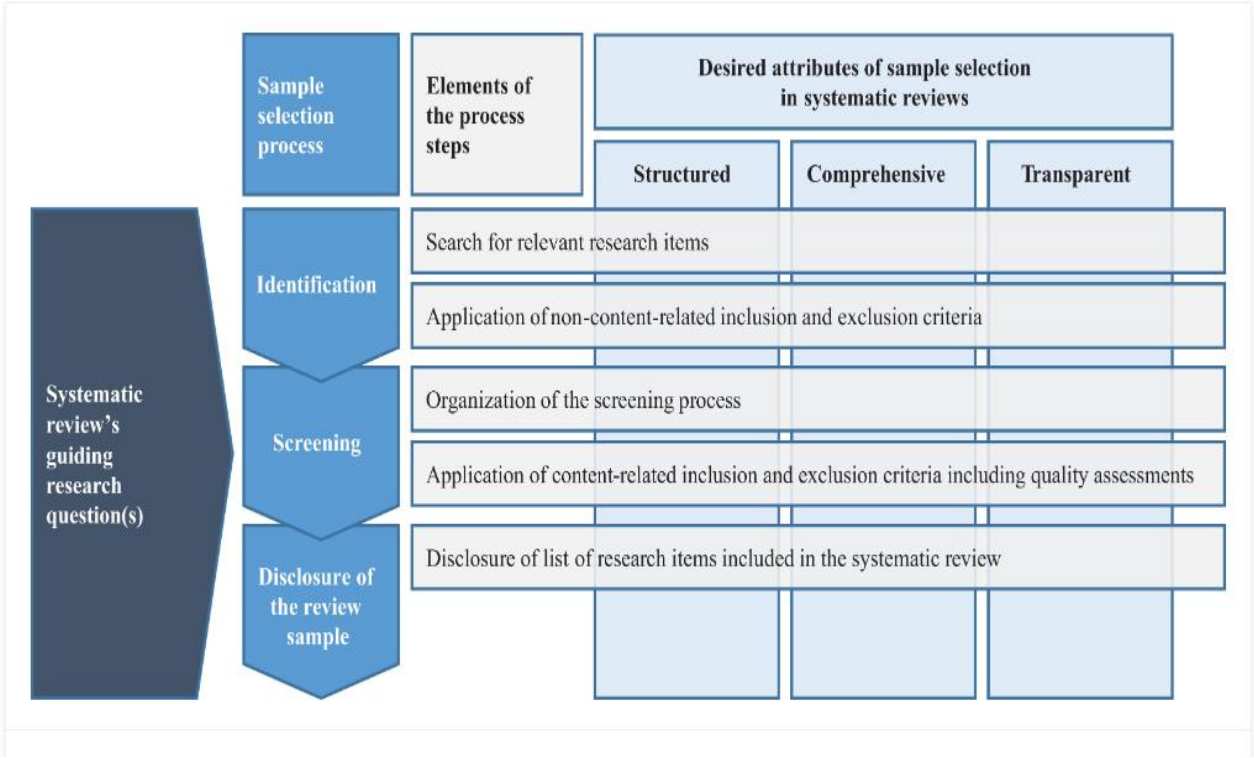
been able to expand my cognitive boundaries in some cases and provide more in-depth and innovative ideas for my research.

1.3 Structure and procedure of literature review

Literature review generally consists of the following parts: the significance and content of the review; Definition of concepts and scope of literature; The process of literature retrieval and acquisition and the summary and description of the literature collection actually used for review; Literature review; References. Key components of a systematic literature review include structured review execution and a high degree of transparency in the review methodology applied. By taking such an approach, the audience can better understand the results produced by the key parts (Booth, 2016). Further, Hiebl(2023) points out that the literature review should be transparent, integrated and structured. The basic review methods of literature review include: a. Chronological method, which describes and evaluates related studies according to the chronological order of research activities or literature publication; b. Subject classification, that is, the whole subject area is divided into several sub-fields according to a theoretical system, and the literature within the sub-fields are described and evaluated respectively; c. Type classification, that is, all documents are divided according to their content in terms of theory, technology and application, and described and evaluated

respectively.

Figure 1 Systematic Literature Reviews of Management Research.Hiebl, M. R. W. (2023)



2. 100 sources

	Author	Year	Question/topic/problems	Contribution(s)	design	Why relevant	references
1	Steven Vaughan Linden Thomas & Alastair Young	2015	Symbolism over substance? Large law firms and corporate social responsibility	At its core, corporate social responsibility (CSR) focuses on a company's impact on the surrounding environment. Despite their important economic and geographical influence (and, as a corollary, their potentially significant impact), and despite the diversity of disciplinary and conceptual lenses used to study CSR, little existing work has focused on law firms and their own CSR policies. This article fills in some of the gaps.	In August 2014, we looked at The websites of the top 100 UK law firms ranked by trade publication The Lawyer. Most of the top 100 companies have spoken to the wider world about corporate social responsibility. Few companies explain why they are committed to CSR. If companies do disclose CSR, the information tends to be grouped around three areas: (i) unpaid and community giving; (ii) Diversity and inclusion; (iii) Environmental issues	important This is the literature directly related to the corporate social responsibility of law firms. Legal profession CSR big law Diversity pro bono sustainability	DOI: 10.1080/1460728x.
2	Birgit Spiesshofer	2021	Be careful what you wish for: a European perspective on the limits of CSR in the legal profession	The application of corporate social responsibility norms must be tailored to the specific roles and responsibilities of lawyers. This applies in particular to their ability (1) to act as businesses and	The legal profession is - or should be - involved in corporate social responsibility in many ways and in many ways, including business and human rights. In principle, CSR requirements apply to the legal profession. However, the specific circumstances of lawyers and law firms as service	Important Defines law firms, bar associations and bar associations as "firms" within the meaning of all international corporate social responsibility norms, such as the United	DOI: 10.1080/1460728x

				service providers, (2) to act as gatekeepers regarding their customers' "CSR compliance", and (3) to act as "legal" counsel. An important factor is the independence of lawyers. Lawyers must not be associated with their clients and their conduct, except for certain duties under law.	providers and judicial institutions must be taken into account in order to establish practical ethical standards that safeguard independence, the human right to access to justice and the rule of law and protect lawyers from liability. It needs to modify the application of CSR requirements, particularly in the core functions of the legal profession, further developed by law organisations and law firms.	Nations Global Compact, the United Nations Guiding Principles, the OECD Guidelines for Transnational Enterprises and the ISO 26000 Guidelines for Social Responsibility. Therefore, these CSR specifications apply in principle to law firms and lawyers.	
3	Vanessa C.Burbano , John Mamer, Jason Snyder	2018	Pro bono as a human capital learning and screening mechanism: Evidence from law firms	Studied a CSR activity in the context of the top 200 law firms in the United States, participating pro bono. We show that because pro bono participation allows junior lawyers to play an extended role, firms can benefit from these engagements through human capital learning and screening mechanisms. The findings suggest that companies whose pro bono activities provide an extended role for junior employees can	Panel regression and logistic regression were used Investigations into corporate social responsibility as a human capital management tool show that companies benefit from such activities because employees value their meaning, which affects motivation and retention. Through pro bono companies can benefit from an important social responsibility activity. Formalize this argument in the legal services industry, using panel data sets from the top 200 law firms to provide primary evidence, formal models, and empirical results to support the argument.	General relevance. Law firms involved in corporate social responsibility, mainly from pro bono services can benefit from such activities	doi.org/10.1002/smj.294

				benefit from pro bono activities regardless of whether employees value the meaning or social impact of pro bono work.			
4	Noronha, C., Tou, S., Cynthia, M.I. and Guan, J.J.	2013	Corporate Social Responsibility Reporting in China: An Overview and Comparison with Major Trends	Summarise the laws, regulations and guidelines for CSR practices in China from 1978 to 2006	The main report trends such as GRI-G3 are compared to further understand the development of CSR in China. A literature review of previous studies on CSR in China, especially those only in Chinese, was also conducted.	Important CSR in China 1978-2006	doi.org/10.1002/csr.1276
5	Shanshan Yao	2023	Corporate Social Responsibility Regulatory System Based on Sustainable Corporation Law Pathway	Grey correlation analysis (GRA) can be used to assess whether the sustainable corporate law path has an impact on corporate social responsibility practices, with an accuracy of 85%. The relationship between sustainable corporate law and corporate social responsibility is complementary, and the relationship between the two is more than 80%. Based on the path of sustainable company law, through the	The purpose of this paper is to examine the links between CSR regulation and sustainable corporate law approaches. In order to investigate this relationship and whether they support each other, TOPSIS- grey correlation analysis is proposed.	General relevance. grey relational analysis; sustainable corporation law pathway; regulatory system.	doi.org/10.3390/su1502

				implementation of regulatory system, enterprises can better assume social responsibilities, so as to promote the comprehensive, sustainable and healthy development of enterprises.			
6	Carroll, A.B. and Shabana, K.M	2010	The Business Case for Corporate Social Responsibility: A Review of Concepts, Research and Practice.	CSR can reduce costs by allowing companies to achieve tax benefits or avoid heavy regulation. Companies can also reduce the risk of stakeholder backlash through CSR activities. The legitimacy and reputation argument holds that CSR activities can help enterprises strengthen their legitimacy and reputation by proving that they can meet the competitive needs of their stakeholders and make profits at the same time. By adopting certain CSR activities, companies may be able to build strong relationships with	First, some historical background and perspective are provided. In addition, it briefly discusses the evolving understanding of CSR and some of the long-established traditional arguments for and against corporate social responsibility for anything other than the pursuit of profit and maximizing their own financial well-being. Finally, the business case is discussed in more detail. The goal is to describe and summarize the implications of the business case and to review some of the concepts, studies, and practices that have come to characterize this development philosophy.	Important The concept, research and practice of corporate social responsibility are reviewed	doi.org/10.1111/j.1468-2.x

				their stakeholders and gain their support in the form of lower employee turnover, access to a higher talent pool and customer loyalty.			
7	HAO LIANG, LUC RENNEBO OG	2017	On the Foundations of Corporate Social Responsibility	It is found that a company's CSR rating is closely related to the legal sources in its country/region. Legal origins are a stronger explanation than the "do good, do good" factor or firm and country characteristics (concentration of ownership, political system and globalization) : companies from common law countries have lower CSR than those from civil law countries; Companies with the highest corporate social responsibility rating in Scandinavian civil law. Evidence from quasi-natural experiments, such as scandals and natural disasters, suggests that civil	A survey of 23,000 companies from 114 countries was conducted using corporate social responsibility (CSR) ratings and a regression analysis method. At the macro level, our results reveal the role of legal origins in driving financial and other economic outcomes, and at the micro level, our findings help us understand the factors that drive corporate social responsibility.	Highly correlated It provides research methods and basic knowledge of the origin of corporate social responsibility	LIANG, H. and RENNEBO the Foundations of Corporate Social Responsibility. The Journal of Business Ethics 853-910. https://doi.org/10.1111/

				law firms are more responsive to CSR shocks than common law firms.			
8	Hongdao Q, Bibi S, Khan A, Ardito L, Nurunnabi M.	2019	Does What Goes Around Really Comes Around? The Mediating Effect of CSR on the Relationship between Transformational Leadership and Employee's Job Performance in Law Firms.	Research provides evidence that transformational leaders are more inclined to sustainable business practices, thereby supporting corporate social responsibility activities; The model confirms that transformational leadership has a significant impact on employees' attitudes towards CSR. Fourthly, our model proposes the mechanism by which leadership affects employee performance. More specifically, we provide evidence that CSR, through the introduction of CSR organizations, and in addition, practitioners can learn from this research how to develop themselves into transformational leaders with CSR as a core strategic value for their law	Measurements were made under a cross-sectional study design concept focused on single point data collection, using methods such as common method bias	General correlation The Relationship between transformational leadership and Corporate Social Responsibility of Law firms	doi.org/10.3390/su11123

				firms. Our research provides important evidence for decision-makers involved in designing employee-related policies that enhance their ethics and motivate them to remain loyal, committed to the organization, perform above expectations, and work hard to achieve personal and organisational goals.			
9	Claudia Carr	2019	Corporate social responsibility, human rights and law firms	The increase in corporate power and influence has led to a growing focus on corporate accountability. The social impact of companies, including law firms, includes any interaction with human rights. This paper argues that Australian law firms should become more actively involved in human rights standards and ensure that in doing so they are not inadvertently complicit in human rights abuses. It		General correlation Human rights, corporate responsibility, lawyers and the legal system	Carr, C. (2019). Corporate responsibility, human rights and law firms. <i>Alternative Law Journal</i>, 44(2), 220-225.

				identifies key areas of human rights where law firms' actions may affect human rights and recommends the adoption of corporate responsibility practices and policies.			
10	Li wenlin	2021	Mandatory Corporate Social Responsibility? Legislative Innovation and Judicial Application in China	This paper makes an empirical study of China where corporate social responsibility legislation is earlier. The empirical analysis of Chinese court cases reveals the meaning of CSR law in judicial practice, whether CSR is mandatory, and in what types of disputes CSR is relevant or decisive. Among various findings, this paper shows that corporate social responsibility laws are not as useless as widely expected. The meaningful application of the law is due to its compatibility with China's legal infrastructure and sociopolitical	An empirical study is made on Chinese court cases.	correlated Corporate Social responsibility, Company Law, Chinese enterprises	doi.org/10.1093/ajcl/ava

				system. Chinese courts have made innovative applications of CSR in a variety of contexts that go far beyond the traditional Western-led focus on directors' fiduciary duties. China's experience shows that corporate social responsibility law is more of a standard of judicial review than a standard of corporate conduct, further confirming the importance of judicial capacity in enforcing vague laws.			
11	Seth Carnahan, David Kruscynski, and Daniel Olson	2017	When Does Corporate Social Responsibility Reduce Employee Turnover? Evidence from Attorneys Before and After 9/11.	Corporate social responsibility will be the most effective way to reduce the turnover rate caused by the preference for more meaningful work. We found empirical support for this idea using microscopic data on lawyers employed by large law firms. We found that firms with high levels of CSR had slightly lower rates of	Multiple logical models are used for empirical analysis It shall also be inspected with robustness tests	General correlation Corporate social responsibility law firm turnover rate	Seth Carnahan, David Kruscynski, and Daniel Olson, 2017: When Does Corporate Social Responsibility Reduce Employee Turnover? Evidence from Attorneys Before and After 9/11. 1932 – 1962, https://doi.org/10.5465/1.3517000

				defections to start-up law firms and career changes, and were more likely to move to non-start-up law firms out of a preference for meaning.			
12	Marc Goergen,Salim Chahine, Geoffrey Wood, Chris Brewster,	2019	The relationship between public listing, context, multi-nationality and internal CSR,	Explore the correlation between public listing and the existence of corporate social responsibility. Code in specific institutional Settings and assess whether Mnes differ in any way from their local peers based on international comparative surveys. We found that listed companies and companies in civil law countries were more likely to have corporate social responsibility statements. Multinationals are also more likely to have corporate social responsibility statements that are independent of their country of origin.	Multi-stage data analysis, sample matching and non-sample matching	Relevant Corporate governance; Legal institutions; Corporate social responsibility (CSR); MNEs; Country of domicile pressures	https://doi.org/10.1016/j.jbs.2019.05.008 . (https://www.sciencedirect.com/journal/journal-of-business-strategy/article/pii/S0929119917300000)

13	Bibi, Sughra, Asif Khan, Hongdao Qian, Achille Claudio Garavelli, Angelo Natalicchio, and Paolo Capolupo .	2020	"Innovative Climate, a Determinant of Competitiveness and Business Performance in Chinese Law Firms: The Role of Firm Size and Age	This study enriches the literature by empirically evaluating the impact of corporate innovation climate on organizational learning and employee innovation behavior and its impact on corporate competitiveness and business performance. In addition, it addresses the interaction of firm size and age on the relationship between the above variables.	This study achieved its objectives by developing a comprehensive study design that analyzed complex relationships in a dataset of 408 Chinese law firms using a covariance based structural equation model (SEM) and regression techniques. The results show that there is a significant positive correlation between enterprise innovation climate and organizational learning and employee innovation behavior. It is also found that organizational learning has a significant positive effect on employees' innovation behavior. At the same time, organisational learning and employee innovation behavior have a significant positive impact on enterprise competitiveness and business performance.	General correlation Business and operation of Chinese law firms	Bibi, Sughra, Asif Khan, Achille Claudio Garavelli, Angelo Natalicchio, and Paolo Capolupo. 2020. "Innovative Climate: A Determinant of Competitiveness and Business Performance in Chinese Law Firms: The Role of Firm Size and Age" <i>Sustainability</i> 12, 12, 1-15. https://doi.org/10.3390/s12121250
14	Kornmann, J., & Adolfsen, M.	2010	CSR activities within service corporations: A case study about how four legal jurists and their service corporation conduct CSR activities with primary focus on SME law firms.	The purpose of this article is to interview four jurists to explore how they have undertaken corporate social responsibility activities within their service firms, with a focus on smes law firms. The surveyed enterprises tend to focus their CSR	Qualitative case studies are used. The most suitable method is the combination of deductive method and partial induction. The main data included semi-structured interviews. Secondary data is used for comparison with manufacturing companies.	Highly correlated My research is the corporate social responsibility of law firms. This article mainly analyses the corporate social responsibility of law firms and provides relevant literature and writing ideas	Kornmann, J., & Adolfsen, M. 2010. "CSR activities within service corporations: A case study about how four legal jurists and their service corporation conduct CSR activities with primary focus on SME law firms."

				activities on social activities, as these are closely related to their core business.			
15	Kim, Hakkon, Kwangwo o Park, and Doojin Ryu.	2017	"Corporate Environmental Responsibility: A Legal Origins Perspective: JBE."	Examines the determinants of corporate environmental responsibility (CER) and the relationship between the legal regime and CER as measured by a unique set of global environmental cost data. The results of our analysis suggest that a firm's legal origins can influence cers, which requires a long-term management perspective	The relationship between legal regimes and cers as measured by a unique set of global environmental cost data. Our results suggest that the legal origin of rms affects cers, which requires a long-term management perspective. Specifically, our results show that civil law firms have significantly higher levels of CER than common law firms. In addition, the auxiliary test results show that there is a significant nonlinear relationship between manager shareholding and CER.	General correlation The implementation of environmental responsibility in corporate social responsibility under civil law system may be better than that under common law system, so I can make a comparison in my research. It can also be used as a small research direction, namely, the influence of legal sources on corporate social responsibility.	Kim, Hakkon, Kwangwo Ryu. 2017. "Corporate Environmental Responsibility: A Legal Origins Perspective: JBE." <i>Journal of Business Ethics</i> 140 (3): 381-402. doi: https://doi.org/10.1007/s10551-016-2641-1 . https://www.proquest.com/business/corporate-environmental-responsibility-legal/docview/186853
16	Kucharska, Wioleta and Rafał Kowalczyk .	2019	"How to Achieve Sustainability? —Employee's Point of View on Company's Culture and CSR Practice."	The study uses a micro-level approach to advance knowledge about stakeholder involvement in CSR by exploring employee-centric organisational cultures, corporate social responsibility practices, and a personalized view of a company's	The structural equation model based on 539 cases was applied. To better understand how employees perceive CSR practices, the model includes control variables such as company size and position within the company. Our findings suggest that corporate reputation is a powerful mediator of the relationship between CSR	Important To provide some ideas for my research, I can try to understand whether the corporate culture sent by law firms will affect the implementation of corporate social	doi: https://doi.org/10.1002/csr.1696 .

				reputation to sustain a company's growth and improve its performance.	practices and corporate performance, and that the long-term oriented cultural dimension has the greatest impact on CSR practices.	responsibility in law firms.	
17	Huang Siqi;Mai Yong;Yan Jingrui;	2023	Can Better Judicial Quality Decrease CSR Decoupling?A Quasi-natural Experiment Based on Circuit Court Establishmen	It provides new scenarios and ideas for the literature on the effect evaluation of Chinese judicial system. Reform policy. For the first time, this study examines the relationship between the improvement of judicial quality and the decoupling of corporate social responsibility from the perspective of social value, and finds that better judicial quality is conducive to reducing the decoupling of corporate social responsibility. Second, it extends the existing literature on factors affecting CSR decoupling from a formal institutional perspective. From the perspective of formal system, this study focuses on whether and how the establishment	In terms of research methods, the establishment of circuit courts as a quasi-natural experiment can avoid the problems of reverse causality and measurement error caused by using a single index to measure the effect of policies	General correlation From the perspective of policy practice, I find that better judicial quality plays an important role in reducing the decoupling of corporate social responsibility, which opens up my research thinking.	10.16538/j.cnki.fe m.20230326.203

				of circuit courts affects the decoupling of corporate social responsibility, which enriches the research on the influencing factors of the decoupling of corporate social responsibility. Third, in terms of research methods, the establishment of circuit courts as a quasi-natural experiment can avoid the problems of reverse causality and measurement error caused by using a single index to measure the effect of policies. Fourthly, from the perspective of policy practice, it is found that better judicial quality plays an important role in reducing the decoupling of CSR, which provides theoretical support for the deep reform of China's judicial system.			
18	Yudong peng	2021	The Legalization Research of China's Corporate Social Responsibility —As the View of <i>Article 86 of Civil Code</i>	The inclusion of CSR in Article 86 of China's Civil Code in 2020 can be seen as a development of Article 5 of China's Company Law. The	Legal doctrine and interpretation.	General correlation The practical application of CSR in Chinese law will have far-reaching	10.27656/d.cnki.gzgzu.2021.000088

			principles of civil law in the civil code can provide value to the CSR provisions, such as the principle of fairness, the principle of good faith, the principle of public order and good customs and the principle of green behavior. Secondly, as a principle, article 86 can be applied to legal judgment through the functions of legal principles: guidance, judgment and assessment. The guiding function leads to article 86 dealing with the interpretation of other corporate social responsibility laws. The judgment function is used by judges to create new legal rules when it involves the function of assessment to guide CSR principles to resolve conflicts between different legal principles. Although the principled practice approach helps the application of CSR provisions in legal		guiding significance for legal practitioners, but whether there is a gap between theory and practice needs to be analyzed on a case-by-case basis.	
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				decisions, it also gives judges too much discretion. In order to limit reasonable discretion, CSR standards can be used to fill the gaps in CSR provisions.			
19	Nigel Jones	2021	The role of employer/educator collaboration in improving the wellbeing of lawyers	This paper considers whether the chances of achieving these goals would increase if the two stakeholder groups worked together more effectively, and what that collaboration might look like. It focuses on British careers. It is written from the perspective of employers, particularly large law firms based in the City of London. It is based largely on the author's first-hand experience. It also considers the approach of other employers and the wider stakeholder community, including the third sector, based on personal correspondence and published literature. It explains why these		Partial correlation Considering lawyers' benefits at the employer level is partly related to leadership and corporate social responsibility.	doi.org/10.1080/03069400.2021.2005348

				employers are placing greater emphasis on lawyers' health, what steps they have taken and what they believe have had a positive impact, and how training for prospective employees can be changed to help them stay healthy. Its goal is to foster debate between educators and staff about what better collaboration might look like. And how to change training for future employees to help them stay healthy. Its goal is to foster debate between educators and staff about what better collaboration might look like. And how to change the training of future employees to help them stay healthy.			
20	Paula Baron	2015	The Elephant in the Room? Lawyer Wellbeing and the Impact of Unethical Behaviours	A number of recent major empirical studies in Australia have found that unethical behaviour such as bullying, intimidation, discrimination and harassment is widespread in		General correlation The corporate social responsibility of law firms should also pay attention to the well-being and physical and	DOI: 10.1080/13200968.2015.1035209

				legitimate workplaces. These acts have a clear gender divide, with women overrepresented among victims and men overrepresented among perpetrators		mental health of lawyers, which is also one of the manifestations of corporate social responsibility.	
21	Paula Baron & Lillian Corbin	2017	The unprofessional professional: do lawyers need rules?	Lawyer rules, even rules related to values, in order to act in an ethical way. Many lawyers find it difficult even to insist on this point. The specific example we give is about uncivilized behavior in the workplace. If lawyers find it difficult to uphold incivility, it raises questions about their ability to uphold more complex and difficult values, such as putting the public interest ahead of the private interests of their clients.		Partial correlation Lawyers' own value will also affect the substitution of private interests for public interests, resulting in conflicts of interest	DOI: 10.1080/1460728x.2017.1397402
22	Adele J. Bergin & Nerina L. Jimmieson	2014	Australian Lawyer Well-being: Workplace Demands, Resources and the Impact of Time-billing Targets,	This study provides evidence of the type of workplace demands and resources experienced by Australian lawyers. It provides further insight into the	A questionnaire was used The participants were 384 lawyers (236 women and 144 men; Four unknown) who are currently working as full-time solicitors in Australia (n = 378) or trainee solicitors (n = 3)	Partial correlation It can be compared with the literature public service mentioned above, the choice between	DOI: 10.1080/13218719.2013.822783

				range and prevalence of stressful outcomes experienced by Australian lawyers, and supports previous research findings that lawyers experience alarming levels of psychological distress. Importantly, this study provides new insights into the impact of time-billing practices, often commented upon by the legal community, on the wellbeing of Australian lawyers. The results provide evidence that lawyers with high billable time goals experience greater workplace demands, fewer resources, more anxiety, stress, job dissatisfaction, and less/work-life balance.		charging and free or the corresponding problems caused by the high pressure of time charging	
23	Zhang Y, Wang P, Kwon J	2021	CSR in China: Does Being Close to the Central or Local Government Matter?	The effect of distance between countries on CSR also applies within countries, and our results support the argument that distance is correlated with CSR.	In this study, 5,147 listed companies in Shanghai and Shenzhen Stock markets from 2009 to 2018 were selected from the China Securities Market and Accounting Research (CSMAR) database as research	Partial correlation Consider whether the CSR of law firms is negatively correlated with the distance from the central	doi.org/10.3390/su13168770

					objects to analyze the influence of geographical distance between companies on listed companies.	or local government.	
24	Li K, Khalili NR, Cheng W.	2019	Corporate Social Responsibility Practices in China: Trends, Context, and Impact on Company Performance.	This study analyses the trends, context, and impact of corporate social responsibility (CSR) initiatives on corporate performance and productivity in China. Companies operating in regions with lower economic conditions (GDP per capita) appear to be less motivated to implement environmental and social sustainability projects than companies operating in regions with better economic conditions.	Environmental and social responsibility data on 34,000 CSR projects released by 839 companies in 31 provinces between 2006 and 2016 was used. Clustering methods as well as common least squares and fixed effects panel regression models were analyzed to provide insight into background, trends and influences. The impact of CSR programs on company productivity and financial results. The results of data processing and modelling indicate that: (a) most projects focus on improving the environmental sustainability of companies (as compared to society); (b) The implementation of environmental and social projects had a positive impact on the company's performance; (c) The impact of trends, Settings and projects varies by time, type of company and location (province).	Partial correlation We can discuss whether economic development affects the implementation of CSR	doi.org/10.3390/su11020354
25	Zhou, P., Arndt, F., Jiang, K.	2021	Looking Backward and Forward: Political Links and Environmental Corporate Social Responsibility in China	This study aims to enrich our understanding of the relationship between political	Using a dataset containing observations of 17,690 Chinese companies, we found that the presence of party branches leads to	General correlation It can be used for reference to discuss whether	doi.org/10.1007/s10551-020-04495-4

				linkages and the adoption of environmental corporate Social responsibility (ECSR) investments. In addition to political connections at the individual level, that is, personal contacts between entrepreneurs and government officials, we propose that in China, branches of the Communist Party of China (CPC) be created in private enterprises as an organizational and institutionalized dimension of political connection building. Drawing on the theory of social exchange, this paper details how branches of the Communist Party of China play a role in private enterprises and how entrepreneurs are motivated by the logic of reciprocity to participate in ECSR	enterprise-level emergencies such as ECSR investment and centralized governance, financial constraints, and regional emergencies such as market system development, which are important moderating factors affecting alliance formation. These findings have ample implications for understanding ECSR activity and extending social exchange theory beyond the individual level where it is usually applied.	political association will affect the CSR implementation of law firms.	
26	Karin Buhmann	2006	Corporate social responsibility: what role for law? Some aspects of law and CSR	Through its discussion, observations and examples of the role played in CSR by law in the	The theoretical point of departure is based in legal science. Through a discussion of various contexts of CSR in which law and legal standards	General correlation Consider whether corporate social responsibility	doi.org/10.1108/14720700610655187

				abstract as well as the statutory sense, by international, supranational and national soft and hard law and documents, and by public regulation as well as corporate self-regulation, the paper is of value to corporate managers, public regulators, NGOs and individuals with an interest in CSR, including as an aspect of corporate governance.	feature, the article questions the conception that CSR is to do “more than the law requires”. CSR is discussed with the triple bottom line as a point of departure, focussing on social (esp. labour and human rights) and environmental dimensions.	functions as informal law	
27	Olesen, A., & Hammerslev, O.	2022	Lawyers' pro bono work in Denmark.	Voluntary legal work was previously unsystematic, carried out tacitly as a private affair between local lawyers and clients. At the same time, legal voluntary work slowly changed as law firms began to merge in the 1980s, the restructuring of the universal welfare state coincided, and voluntary work in the third sector took on greater responsibility. Inspired by British and American law firms, the voluntary work of a handful of large new law firms	This chapter is based on an analysis of documents from issue 632 of the Danish Bar Association's trade journal, published between 1976 and 2018, and interviews with lawyers from Scandinavian countries. The results of empirical research on the structure and rationale that have dominated and defined the trajectory of lawyers' volunteer work over the past four decades suggest that volunteer work targeting those most in need has always been included in the narrative of Danish lawyers - but has changed over time.	Relatively important About 40 years of data statistics and analysis on the pro bono services of Danish lawyers for corporate social responsibility have been conducted, which has important reference significance for the whole research topic.	Olesen, A., & Hammerslev, O. (2022). Lawyers' pro bono work in Denmark. In S. Cummings, F. C. M. D. S. E. Silva, & L. Trubek (Eds.), Global Pro Bono: Causes, Consequences, and Contestation (pp. 446-476). Cambridge University Press.

				became businesses based on brand strategies and corporate social responsibility programmes aimed at large organisations, communities and other potential business partners. Changes in the voluntary division of Labour have indirectly led independent practitioners and lawyers in small law firms to focus their voluntary work primarily on the grassroots tradition of private clients and "on-call lawyers".			
28	Whyte, A. Boon, A.	2022	An explosion of legal philanthropy?: The transformation of pro bono legal services in England and Wales	The tradition of pro bono public legal work (hereinafter "pro bono") has existed in England and Wales for centuries and was adopted, along with many other traditions, by the legal systems of the British colonies. The question we address here is how pro bono legal services in jurisdictions have changed and why.	Note the infrastructure provided (structure of unpaid services), the amount and nature of the work performed (type of unpaid services) and the pathogenic factors behind the current model (pedigree of unpaid services). The answer to our question has to do with understanding the importance of unpaid service. This would help to address practical issues, such as the reliability of pro bono provision in supporting access to justice, as well	correlation Provides a UK reference to corporate social responsibility for law firms	doi.org/https://doi.org/10.1017/9781108567251.007

					as theoretical issues, such as the importance of providing access to justice.		
29	Macbean, N., Nesossi, E.	2015	Living Up to Human Rights Responsibilities: Lawyers and Law Firms in the Chinese Authoritarian Context	Explores the responsibility of non-state actors - particularly lawyers and law firms - to protect human rights, and examines the challenges and dilemmas they face when operating in authoritarian environments.		Partial correlation Whether human rights responsibility is related to corporate social responsibility to some extent	doi.org/10.1057/9781137463173_9
30	Santos, S.	2019	Reflecting on dignity in the lawyer-client relation in a pro bono environment	Reflect on dignity by suggesting that it be understood as a relational concept, emphasizing the relationship between lawyer and client in the absence of payment for legal services. The institutionalization of pro bono service and the influence of corporate social responsibility discourses and indicators within law firms can challenge this concept of dignity. From forms of professional ethics based on the idea of helping others in personal and non-organizational	In terms of methodology, interviews were conducted with lawyers in solo practice and lawyers in law firms with pro bono policies, and corporate social responsibility reports were collected from these firms. From forms of professional ethics based on the idea of helping others in personal and non-organizational ways, to forms of business careers that are integrated and promoted by companies, unpaid activities become another criterion for internal and external evaluation.	Related. Provides a standard for corporate social responsibility within and outside law firms	Santos, Susana. "Reflecting on dignity in the lawyer-client relation in a pro bono environment." (2019).

				ways, to forms of business careers that are integrated and promoted by companies, unpaid activities become another criterion for internal and external evaluation.			
31	Lynch-Wood, Gary.	2008	"Legal and responsible?"	Corporate social responsibility is an underdeveloped field for law firms. Because they are not obvious polluters and their services do not exploit child Labour or sweatshops. However, when it comes to CSR it may require companies to re-evaluate their responsibility practices and relationships with stakeholders, and may provide a source of ongoing and productive debate.		General correlation It is pointed out that the development of corporate social responsibility in law firms is relatively lacking	Lynch-Wood, Gary. "Legal and responsible?." Amicus Curiae 74 (2008): 24.
32	Chambliss, E.	2010	Measuring law firm culture	Sets out a research agenda to study the culture of large law firms and explains how this research will contribute to legal ethics and organizational theory	Focuses on two groups of questions that are particularly suitable for investigation by large law firms. First: What is the significance of organizational culture relative to professional networks and subgroups? To what extent do organization members influence lawyers' understanding of "how	General correlation To understand the connotation of corporate social responsibility of law firms, it is necessary to discuss the organizational culture of law firms	doi.org/10.1108/S1059-4337(2010)000052004

					things are done"? Second: How can organisational culture be maintained? What are the cultural integration mechanisms in a diverse multi-office organization? This chapter draws on a pilot study of law firm culture of 500 law firms.		
33	Pringle, J. K., Harris, C., Ravenswood, K., Giddings, L., Ryan, I., and Jaeger, S	2017	Women's Career Progression in Law Firms: Views from the Top	Law remains an attractive career path for women. However, there is evidence that the legal profession for women has stagnated, with only a small number of women advancing from law graduates to partner. In this study, we investigated how gender and class processes affect women's career advancement. A significant contribution has been our exploration of the different perspectives held by women partners in Auckland's top law firms.	Drawing on Acker's gendered process (1990, 2006a) plus the accumulation of appropriate capital for progress, we analyzed 52 interview transcripts. Women lawyers themselves are divided on how gender and class processes affect their career progression. Female partners accept the legal hierarchical employment model and are confident in their roles and status. Women below the partner line, while frustrated by the personal and professional demands of success, do not show the power to change.	General correlation Consider the discrimination and other related issues experienced by women lawyers in their career development	10.1111/gwao.12180.
34	Walsh, J.	2012	Not Worth the Sacrifice? Women's Aspirations and Career Progression in Law Firms.	Women with a strong desire to advance to partnership don't necessarily shy away from the need for a balanced	The research reported in this paper is based on multiple questionnaires conducted among a sample of 2,000 female lawyers. The names of solicitors and their	The development of female lawyers in England and Wales is investigated to provide the	doi.org/10.1111/j.1468-0432.2012.00607.x

				lifestyle. However, all women lawyers, including those with a strong desire to work together, believe that their opportunities for advancement are relatively limited. The nature of the work-family/life culture in law firms, as well as the availability of flexible working, had the most significant impact on women lawyers' perceptions of their ability to advance professionally.	working addresses are from the Law Society of England and Wales' Society of Women Bar database. A total of 808 questionnaires were collected, with a response rate of 40.4%. The analysis in this article is limited to female lawyers who completed the survey (N = 384) and work as associates and associates (i.e., non-partners) in private practice law firms. The respondents included 227 employees (59%) and 157 assistants (41%).	corresponding ideas for the research.	
35	Martin R. W. Hiebl	2023	Sample Selection in Systematic Literature Reviews of Management Research	This paper addresses this gap and analyses this important part of system evaluation in more detail. In particular, it conducted critical reviews of systematic literature reviews published in the Academy of Management Yearbook and the International Journal of Management Review between 2004 and 2018. Based on this methodological literature review, this paper presents	Greater disclosure could improve transparency in future reviews of management research systems. Potential ways to improve this transparency include disclosing the reasons for limiting review time, disclosing the list of research items included in the review sample and how to find them, and disclosing the reasons for focusing on empirical or non-empirical research items.	Important Guide the writing method of systematic literature review	https://doi.org/10.1177/1094428120986851

				the issues to be considered in the most critical selection in the sample selection process.			
36	Kunisch, S., Denyer, D., Bartunek, J. M., Menz, M., & Cardinal, L. B.	2023	Review Research as Scientific Inquiry.	In this paper, present review research as a class of research surveys that use prior research as data sources to make intellectual contributions to academia, practice, and policy. We begin by tracing the evolution of review research inside and outside management, including the articles published in this topic, and provide an overall definition of review research. We then argue that consistency of purpose and methodology across multiple forms of review research is essential for high-quality review research.	To achieve this, we discuss several review purposes and criteria for assessing the rigor and impact of review studies, and discuss how these and review methods are consistent with their purposes. Our paper provides guidance for conducting or evaluating review studies and helps establish review studies as a credible and legitimate scientific endeavor.	important Literature review scientific guidance research	doi.org/10.1177/10944281221127292
37	Lê, J. K., & Schmid, T.	2022	The Practice of Innovating Research Methods	A two-tier "iceberg" model of methodological innovation is developed, showing that important principles guide the	Based on a review of published qualitative management research, highly innovative academic papers were identified, i.e., papers that demonstrated substantial	important Helps guide and encourage more creative use of methods in future research.	doi.org/10.1177/1094428120935498

				innovative use of organisational research tools. These principles are very clear in the introduction of the method, the theory and the method are combined, and the innovation method is reflected. Our model demystifies most of the underlying processes of innovative research methods. We hope it helps guide and encourage more creative use of methods in future research.	novelty in each part of the research process. We examine these papers in detail to demonstrate their novelty, highlighting the specific ways in which scholars have innovated on three interrelated parts of the research process: data generation, data analysis, and presentation of research results.		
38	Hassan, Y., Pandey, J., Behl, A., Pereira, V. and Vaz, D.	2023	CSR authenticity and micro-foundations of business: a systematic review	Current market conditions are driving companies to plan, design and implement corporate social responsibility (CSR) policies that are relevant to their business practices. Authenticity is an important aspect of the micro foundation of CSR, which shapes the way CSR initiatives influence stakeholders, including customers, partners, existing members of the	In this study, systematic literature review (SLR) was used to synthesize relevant literature on the authenticity of corporate social responsibility. In order to explore the authenticity of corporate social responsibility, a total of 34 research results were selected.	The research provides powerful theoretical and managerial implications. In particular, future research on the topic provides direction	https://doi.org/10.1108/CCSM-11-2021-0213

				organization and shareholders. This requires a synthesis of past studies on the authenticity of CSR in order to provide directions for future research			
39	Emad Mohamm ad Abu Eid	2023	Library Corporate Social Responsibility: A Systematic Literature Review	Analysis of the paper reveals four themes of library social responsibility: workplace and staff, stakeholders, environment and community. Topics have varying degrees of concern.	This review is a systematic review of library social responsibility adopted between 2010 and 2021. Searches were made in English and Arabic databases.	General correlation The research method of systematic literature review has reference significance	doi.org/10.1080/01930826.2022.2159243
40	Archie B. Carroll	2016	Carroll's pyramid of CSR: taking another look	The authors evaluate several features of the model that were not emphasised at the time of the initial release: morality permeates the pyramid; Inherent tensions and trade-offs; It is a whole, unified whole; Its sustainable stakeholder framework, and; Its global applicability and use in different situations.	Revisited the famous Carroll Pyramid of Corporate Social Responsibility (CSR). It then summarizes the four-part definition framework on which the pyramid was created.	Important The important Carroll Model in corporate social responsibility	doi.org/10.1186/s40991-016-0004-6
41	Latapí Agudelo, M.A., Jóhannsdóttir, L. & Davídsdóttir	2018	A literature review of the history and evolution of corporate social responsibility	This paper's theoretical contribution to the CSR literature begins by providing a unique historical review of the	Limit the scope of research to subject areas directly related to the evolution and history of the concept, and consider that they have been rigorously peer-reviewed	Consistent with my research topic of corporate social responsibility, it belongs to the basic conceptual	doi.org/10.1186/s40991-018-0039-y

				evolution of academic understanding of the concept and of public and international events that have played a role in shaping society's expectations of corporate behaviour.	and indicated that scholarly or institutional publications are of appropriate quality for this SLR.	definition	
42	Archie B. Carroll	2021	Corporate Social Responsibility: Perspectives on the CSR Construct's Development and Future	There is a good chance that many of the changes and innovations brought about by this pandemic will become organizational and managerial fixtures, injecting new understanding into the concept of corporate social responsibility	The period 1950-1999 is viewed. Two, right The period 2000-2020 is given. Finally, thoughts about the future. Put forward the new normal of corporate social responsibility. Hopefully, these observations.	Consistent with my research topic of corporate social responsibility, it belongs to the basic conceptual definition	Carroll, A. B. (2021). Corporate social responsibility: Perspectives on the CSR construct's development and future. Business & Society, 60(6), 1258-1278.
43	Carroll, A.B. and Brown, J.A.	2018	Corporate Social Responsibility: A Review of Current Concepts, Research, and Issues	Political corporate social responsibility; CSP-CFP relationship and CSR business case; Upstream/downstream corporate social responsibility; Corporate social responsibility, corporate social activism and corporate social responsibility in emerging economies are their responsibilities. In the final analysis, it	The purpose of this chapter is to introduce and overview the topic of corporate social responsibility (CSR). The approach is to introduce the importance of the topic and review the evolution and development of the concept, which includes exploring the implications of the topic and related competing and complementary frameworks. These related concepts include: business ethics,	Important. Core concepts are defined in relation to each other	https://doi.org/10.1108/S2514-

				is argued that the theme of corporate social responsibility continues to be on an upward and sustainable trajectory in both conceptual development and practice.	stakeholder management, sustainability, corporate citizenship, creating shared value, conscious capitalism, and goal-driven business. Often used interchangeably with CSR, these concepts have more in common than they have differences.		
44	Mark S. Schwartz and Archie B. Carroll	2003	Corporate Social Responsibility: A Three-Domain Approach	A three-domain approach is proposed in which the three core domains of economic, legal and moral responsibility are described in the framework of the Wien model. The Wien framework produces seven categories of CSR based on the overlap of three core areas. Suggest and classify enterprise examples according to the new model, then discuss limitations and teaching and research implications.	Extrapolating from Carroll's four areas of corporate social responsibility (1979) and the Corporate Social Responsibility Pyramid (1991), an alternative approach to conceptualizing corporate social responsibility (CSR) is proposed	I explored alternative conceptualization methods of corporate social responsibility and broadened my research thinking and starting point.	https://doi.org/10.5840/beq2003134 35
45	Archie B. Carroll	2009	A History of Corporate Social Responsibility: Concepts and Practices	The purpose of this article on the concept and practice of corporate social responsibility (CSR), referred to simply as "Social responsibility" (SR)	It considers how the concept of corporate social responsibility can expand from its focus on a small number of stakeholders close at hand to a more far-reaching and inclusive, and eventually global, scope.	Understanding the development of key concepts and the phased enrichment process in the field of practice helps to have a deeper	doi.org/10.1093/oxfordhb/9780199211593.003.0002

				in the period before the rise and dominance of corporate form business organizations, is to outline how the concept and practice of SR or CSR has developed, manifested itself, and flourished.	In addition, it briefly considers the organizational activities and changes that have been made to adapt to these new initiatives, until it is fully institutionalized today.	understanding of one's own research topic	
46	Wayne Visser	2009	Corporate Social Responsibility in Developing Countries	It proposes a corporate social responsibility model for developing countries, and then summarizes and recommends future research. It is clear from this article that developing countries are becoming increasingly important in the theory and practice of corporate social responsibility.	Different methods for classifying corporate social responsibility (CSR) literature in developing countries are proposed. It then reviews research conducted at global and regional levels before considering the main drivers of CSR in developing countries.	Important My research needs to consider developing countries, so it fits in with my research topic	doi.org/10.1093/oxfordhb/9780199211593.003.0021
47	Lin liwen	2021	Mandatory Corporate Social Responsibility? Legislative Innovation and Judicial Application in China	Corporate social responsibility laws are far from useless, as is commonly assumed. The meaningful application of the law is due to its compatibility with China's legal infrastructure and sociopolitical system. Chinese courts have innovatively applied	As an early adopter of corporate social responsibility legislation in China, this paper makes an empirical study. Empirical analysis of Chinese court cases reveals the meaning of CSR law in judicial practice, whether CSR is actually mandatory, and in what types of disputes CSR is relevant or determines the outcome.	Important The differences and connections between CSR and legal enforcement are deeply discussed in China	doi.org/10.1093/ajcl/avaa025

				corporate social responsibility in a variety of contexts, going far beyond the traditional Western-led focus on directors' fiduciary duties. China's experience shows that corporate social responsibility law is not so much a standard of corporate conduct as a standard of judicial review, which further confirms the importance of judicial competence in the implementation of fuzzy law.			
48	Ji yang & Luo xiaodong	2022	State Capitalism and Corporate Social Responsibility: State Influence on the Firm	Political connections between business and government agencies. Various channels used by the Chinese Party and State to influence the adoption and dissemination of CSR in Chinese enterprises. National bureaucratic fragmentation and dual objectives that affect the effectiveness of the implementation of	Review the literature to examine the role of the Chinese government in shaping corporate social responsibility (CSR) activities.	General correlation This paper profoundly expounds how the state and politics affect the implementation of CSR in China.	doi.org/10.1093/oxfordhb/9780198837367.013.22

				national corporate social responsibility policies Situations in which civil society demands for CSR may weaken or strengthen the influence of the state on CSR			
49	Tim Bartley	2018	Beneath Compliance: Corporate Social Responsibility and Labor Standards in China	The discourse and practice of corporate social responsibility have expanded greatly. But restrictions on workers' rights remain prominent. Reveals problems with factory auditing and corporate compliance initiatives that allow exploitative practices to continue despite support for corporate social responsibility.	This chapter examines the real impact of SA8000 certification and other private standards using quantitative data from a sample of workers and factories in Guangdong Province.	Generally important The mixed research methods of qualitative and quantitative are adopted to provide ideas for my research	doi.org/10.1093/oxfordhb/9780198794332.003.0005
50	Benedict Sheehy	2019	CSR and Environmental Law: Concepts, Intersections, and Limitations	It focuses on the international focus of CSR and compares it with regulatory approaches. After discussing the main environmental principle - he who pollutes pays	Illustrate this relationship by examining the elements and ideas that make it up. It first regards the scope of corporate social responsibility as a kind of private international law and holds that corporate social responsibility does include environmental responsibility. Reviews early corporate environmentalism	important The key point is to elaborate the relationship between the environmental responsibility of corporate social responsibility and environmental law, to explore its content and essence. And	doi.org/10.1093/oxfordhb/9780198802280.013.11

					movements and their impact on corporate social responsibility and environmental regulation, and further considers the nature and scope of environmental law, primarily as a domestic regulatory regime. Finally, compare and draw a conclusion	part of my research direction	
51	Dai yi 戴怡	2017	律师事务所企业社会责任研究——以企业社会责任报告为研究对象 Research on Corporate Social Responsibility of law firms -- Taking corporate social responsibility Report as the research object	Law firms can establish appropriate organisations, develop standards, introduce pilot programs and cooperate to optimize CSR, including enhancing the operability of relevant laws and regulations, engaging young lawyers, and forming people-oriented values of social responsibility. Relevant organizations shall be established, standards shall be formulated, pilot cooperation shall be carried out, and corporate social responsibility mechanisms of law firms shall be optimized.	The first part is an overview of the social responsibility of law firms. The second part, after clarifying the connotation of social responsibility, constructs the vertical system of social responsibility of law firms according to the logic of corporate social responsibility, analyzes the contents at all levels, and provides reference for the practice of social responsibility of law firms. The third part mainly analyzes the status quo of law. Summarize the commonalities, differences and obstacles in corporate social responsibility practices	This research direction is completely consistent with my research topic, and it is one of the few Chinese papers directly related to the research topic.	戴怡.(2017).律师事务所社会责任研究(硕士学位论文,武汉大学).https://kns.cnki.net/KCMS/detail/detail.aspx?dbname=CMFD202001&filename=1017179399.nh
52	孟剑 Meng jian	2012	企业社会责任中法律与道德的关系——对	Corporate social responsibility	To a certain extent, most enterprises abide by	The legal and moral concepts	doi:CNKI:SUN:ZDW F.O.2012-02-021.

			话北京中凯律师事务所郝雅玲律师. The Relationship between law and morality in Corporate Social Responsibility -- A conversation with Hao Yaling, a lawyer from Beijing Zhongkai Law Firm.	should be from the connotation and extension of two perspectives. Corporate social responsibility not only includes law, but also includes morality, but law is the lowest line, the moral requirements have different connotations	various domestic laws and regulations in their operation and development. Why are their CSR not highly evaluated?	of corporate social responsibility are put forward	
53	Zhou xiaoxia 周晓霞	2013	我国公益律师群体形成机制研究 Study on the Formation Mechanism of public interest lawyers in China	This study enriches the research perspective of the legal professional community, increases the experience sample of legal sociology, and fills the gap in the research of public interest lawyers. It is also expected that sociological empirical research can provide a theoretical response to the dilemma of public interest lawyers. It has promoted the reconstruction of lawyers' professional values and the adjustment of their professional structure	This study uses social space theory and civil society theory to analyse the formation mechanism of public interest lawyers, adding experience and materials to the rational cognition of public interest lawyers, helping to improve the consensus of public interest lawyers in resolving social conflicts and strengthening the professional group of lawyers.	This research is about the development of public interest lawyers in China, which overlaps with my research field and has important reference value.	https://kns.cnki.net/KCMS/detail/detail.aspx?dbname=CDFD1214&filename=1013179793.nh
54	Yuan ding 袁丁	2013	律师伦理研究 Research on Lawyer Ethics	This thesis is a comparative study of lawyer ethics in different countries.	Firstly, the differences between utilitarian ethics, right ethics and duty ethics, contract ethics,	The ethics of lawyers themselves are closely related to	[1]袁丁.(2013).《律师伦理研究》博士学位论文,武汉大学).https://kns.cnk

				First of all, what is the profession, what is the professional ethics, what is the lawyer's professional ethics; Then discuss the value, function and goal of lawyer ethics; Finally, different fields of lawyer ethics are discussed	virtue ethics, caring ethics and egoistic ethics are discussed. Secondly, it discusses the ethical responsibility of lawyers, including the state of responsibility, the reason of responsibility, the obligation, the responsibility and the ability of responsibility, and the different reasons of the ethical responsibility of lawyers. Finally, it discusses lawyers' ethical dilemmas and their solutions, including internal ethical dilemmas and external ethical dilemmas and their solutions.	the corporate social responsibility of law firms, so it has important reference value for my research topic.	i.net/KCMS/detail/detail.aspx?dbname=CDFDLAST2018&filename=1013210483.nh
55	刘明辉 Liu minghui	2016	禁止招聘广告性别歧视项目调查研究报告 Report of the Project on Banning Gender Discrimination in Recruitment Advertisements	Proposed legislation for a Regulation Prohibiting Discrimination on the basis of Sex in Recruitment Advertisements, which includes: defining discrimination on the basis of sex: establishing a reversal of the burden of proof rule and requiring producers of recruitment advertisements to specify the real requirements of occupational qualifications; Special supervisory	On the basis of sorting out the provisions prohibiting gender discrimination in Chinese laws and collecting relevant provisions in foreign countries, using empirical research and literature comparison, it is found that a large number of recruitment advertisements have gender discrimination provisions. Found four cases of gender employment discrimination in our country, there are many gaps in relevant legislation, labor inspectors are also facing the dilemma of law enforcement ambiguity.	It involves gender discrimination in corporate social responsibility, which is consistent with part of my research direction.	Law School of China Women's University. doi:CNKI:SUN:FQSP.0.2016-00-009.

				bodies and their duties should be set up to encourage the public to report discriminatory recruitment advertisements			
56	Yang hui 杨慧	2015	Social influence of gender Discrimination in employment of female college students 女大学生就业性别歧视的社会影响	Gender discrimination in employment not only worsens female students' employment opportunities, but also seriously undermines their self-confidence. They may develop feelings of resentment and injustice, which may affect family happiness and social harmony.	After discussing the gender discrimination in college recruitment and its different forms of composition, based on the data of special survey and interview, this paper examines the degree and social impact of female college students suffering different forms of gender discrimination in recruitment. Form. The results showed that 80 percent of female college students had experienced one or more forms of gender discrimination in the job search process, and nearly three-quarters of them had experienced both overt discrimination	The employment discrimination involving female groups, which overlaps with my research topic, has reference value.	Chinese Women's Institute, All-China Women's Federation doi:CNKI:SUN:FNYJ.0.2015-04-010.
57	Peter Kuhn, Kailing Shen	2013	Gender Discrimination in Job Ads: Evidence from China	Almost two-thirds of the change in advertising gender preference occurred within the company, and one-third occurred within the corporate * career cell. Overall, these patterns are not well explained by models of company-level hostility, glass ceiling models, or	The analysis method of regression estimation is adopted. Of the 1,051,706 job ads studied, 41 percent required a bachelor's degree or higher, 46 percent required some postsecondary education, and 13 percent required a high school degree or less. Overall, more than one in 10 ads on the site expressed a gender preference; Male and	Direct literature on occupational gender discrimination in China has reference value for my research direction.	https://doi.org/10.1093/qje/qjs046

				consistent gendered across firms of broad occupational categories	female preferences were equally divided. About 80 percent of ads require at least one year of experience.		
58	Hardies K.	2023	Prevalence and correlates of sexual harassment in professional service firms.	Limited research on sexual harassment in professional service firms (PSFS) law firms and accounting firms	Data was collected from 321 Belgian employees (155 female and 166 male) at global accounting and law firms. The prevalence of sexual harassment in PSFS based on traditional sexual harassment programs and non-male harassment programs is reported.	Investigated the latest status quo of some professional service companies in Belgium, such as law firms, which enriched the breadth of literature for my research direction	doi:10.3389/fpubh.2022.1082088.
59	Devlin, Beth	2022	Gender inequality in corporate law firms in Ireland: Recommendations for reform	Examines gender inequality in corporate law firms in Ireland, with a particular focus on proposals to reform the profession with the aim of ensuring greater participation of female lawyers in senior management positions. Although women now make up more than half of all practising lawyers, they have been significantly under-represented in corporate law firm partnerships.	Adopt and prove Sandra Friedman's substantial equality model. The breadth and comprehensiveness of the model is important to demonstrate the potential of these recommendations in ensuring gender equality within the industry.	To provide reference for my research by proposing reforms aimed at reducing gender inequality in the industry	10.5525/gla.thesis.82859
60	Valeria Insarauto	2022	Dissatisfied, but not discouraged: the effects of French female lawyers perceiving gender	Examines how female lawyers' perceptions of gender discrimination	Quantitative analysis of data collected from an online survey of 663 Parisian female lawyers (separate logistic	Examines the perspective of professional discrimination of lawyers in Paris,	doi.org/10.1093/jpo/joac013

			discrimination	affect their personal work experiences, particularly their attitudes to work and careers, with a focus on under-researched cases in France.	regression method)	France, and provides data support for my research in different countries.	
61	Ethan Michelson	2009	Gender Inequality in the Chinese Legal Profession	Although employment opportunities for women lawyers have increased substantially in quantity, their careers are inferior in quality to those of their male counterparts in terms of income and partnership status. In China's legal profession, women's careers are significantly shorter, which is probably the most important reason for their lower pay and lower chances of becoming a partner in law firms	The results of quantitative data from four sources suggest that gender inequality in China's private and highly market-driven legal profession is a microcosm of a larger pattern of women's disadvantage in China's growing urban labor markets.	A few literatures study the gender discrimination of female lawyers in Chinese law firms, which has important reference value	DOI:10.2139/ssrn.1328500
62	Kasey Considine	2016	Gender Dynamics in China's Legal System: Comparative Analysis with the United States	This paper examines the gender dynamics in China's legal system, gives a comprehensive overview of the situation of female legal practitioners in China, and compares it with that in the United	The gender gap was measured using quantitative and qualitative data to map trends in the experience of gender differences and the legal profession's perceptions of gender issues. Comparative analysis using the same types of quantitative and qualitative data from the	Professional discrimination of Chinese female lawyers, and the method of comparative analysis. It not only provides me with the literature basis, but also provides me with the	Considine, K. (2016). Gender Dynamics in China's Legal System: Comparative Analysis with the United States.

				States.	United States to provide a baseline from which to examine trends and views specific to China.	research method of comparative analysis	
63	LICANDRO , Oscar	2023	Corporate Volunteering: definition and relationship with Corporate Social Responsibility.	The aim is to establish a definition of corporate volunteerism, which will help to analyse how this concept can be linked to the concept of corporate social responsibility and contribute to the theoretical development of corporate volunteerism,		It overlaps with my research and has certain reference value	doi.org/10.17163/ret.n25.2023.07。
64	Chen qiushi	2023	经济法视角下加强企业社会责任的路径 The path of strengthening corporate social responsibility from the perspective of Economic law	From the perspective of economic law, corporate social responsibility should be included in the scope of legal supervision and protection, and discusses the shortcomings of the implementation process of corporate social responsibility, combined with the economic law analysis of corporate social responsibility to explore ways to improve.		Starting from economic law, it provides legal ideas to fulfill corporate social responsibility in China	doi:CNKI:SUN:HLTYT.0.2023-05-045.
65	Rong Ding,	2022	Do women drive corporate social	Higher representation of	Investigate the impact of female directors on	Starting from the role of women,	https://doi.org/10.1016/j.irle.2022.10

	Tinghua Duan, Wenxuan Hou, Xianda Liu, Ziwei Xu,		responsibility? Evidence from gender diversity reforms around the world	female directors on boards increases participation in socially responsible activities, which is reflected in higher environmental and social rating scores. We also document that the role of female directors in promoting corporate social responsibility is stronger in countries with high social norms and in common law systems	corporate social responsibility (CSR) using the introduction of statutory gender quotas, which have led to exogenous changes in female representation on corporate boards worldwide. This effect is more pronounced in countries with higher gender equality or common law legal systems.	to provide evidence that women can increase more diversity and improve the performance of corporate social responsibility in common law countries, we can see whether the same situation will occur in law firms	6097
66	Zhao Xudong, Xi n Haiping	2021	On the Incentive and Punishment Mechanism of Moral Corporate Social Responsibility	A commitment to moral responsibility cannot be enforced by law, but it can be guided. Through soft incentives and punishment measures, enterprises with a good sense of moral responsibility can gain more profits, while those with a poor sense of moral responsibility will be punished accordingly. The characteristics of the regulatory system with incentive and punishment mechanism as the core meet the multi-directional	The main design method is to make suggestions. In the system design, we can learn from foreign advanced experience, and construct incentive and punishment measures at the level of government and industry organization. We also need to supplement the corresponding supporting measures to ensure the feasibility of the system implementation	The moral aspect of corporate social responsibility is also what my research direction needs to investigate. Therefore, how to correctly understand the moral responsibility in corporate social responsibility is also an issue that needs to be focused on	10.16092/j.cnki.1001-618x.2021.09.009

				needs of ethical corporate social responsibility.			
67	Wang Mengyan	2021	Advertising effect of corporate social responsibility—Based on the quasi natural experiment of advertising law in 2015	The moral aspect of corporate social responsibility is also what my research direction needs to investigate. Therefore, how to correctly understand the moral responsibility in corporate social responsibility is also an issue that needs to be focused on	This paper studies how the promulgation of the New Advertising Law in 2015 affects the performance of corporate social responsibility by using the method of difference and difference	With the introduction of China's new Advertising Law in 2015, there are new studies on the impact of advertising investment on corporate social responsibility. I can also discuss how law firms can achieve better corporate social responsibility in advertising investment.	doi:CNKI:SUN:GFJM.0.2021-11-020.
68	Zhang Liping	2021	Study on countermeasures of enterprise moral construction	It is found that the Chinese public is quite satisfied with the evaluation of the moral status of entrepreneurs and local enterprises, but from the data of corporate responsibility cognitive evaluation and responsible behavior evaluation, the interest needs and responsibility of enterprises are still important factors affecting the moral behavior of entrepreneurs.	Mainly make suggestions. Strengthen the regulating function of ethics to individual behavior and interpersonal relationship; At the same time, the economic activities of entrepreneurs also need the regulation and regulation of ethics, and strive to achieve the common progress of group morality and individual morality of professional groups.	An important part of Carroll's pyramid theory is morality, so the study of moral issues is also to improve the richness of the subject.	. doi:CNKI:SUN:JJSS.0.2021-12-006.
69	Wu Qingao	2011	Shaping corporate	From the Angle of		Law firms should	

			social responsibility image to enhance corporate moral competitiveness	shaping corporate social responsibility image, this paper tries to explain how to enhance their moral competitiveness and promote sustainable development of enterprises.		also actively shape the image of corporate social responsibility, which provides me with some ideas for reference	doi:CNKI:SUN:LBYT .0.2011-09-019.
70	Zhu huiyu	2015	Whose standard? What moral justification? -- Ethical review of international standards of corporate Social Responsibility	To some extent, the existing international standards of corporate social responsibility have problems such as lack of consensus, lack of diversity and distortion of tools, weakening their own moral rationality. In view of this, we should actively participate in the formulation of international standards of corporate social responsibility, promote the internationalization of international standards, enhance their moral rationality and practical feasibility.		To review China's corporate social responsibility and international standards, and make suggestions to participate in the development of international standards of corporate social responsibility.	10.15995/j.cnki.llyj.2015.06.017
71	Joyner, B.E., Payne, D	2002	Evolution and Implementation: A Study of Values, Business Ethics and Corporate Social Responsibility	Defines and traces the emergence and evolution of the concepts of values, business ethics and corporate social	Emphasis is placed on a historical perspective, tracing the concepts and evolution of business ethics and corporate social responsibility.	It defines the concepts of corporate social responsibility and moral responsibility,	doi.org/10.1023/A: 1021237420663

				responsibility in the business literature to illustrate the increasing public emphasis on these issues over time. The two organisations that successfully dealt with these issues were analysed to identify the links between values, ethics and corporate social responsibility as they were incorporated into the company's culture and management.		which belong to the basic knowledge of the research content.	
72	Whelan, Christopher J. and Ziv, Neta	2012	Law Firm Ethics in the Shadow of Corporate Social Responsibility	Examines developments in corporate social responsibility practices involving outside counsel and their impact on lawyer professionalism, and expresses cautious optimism about the power of the market to redefine lawyers' public commitment	The study deals with the development of corporate social responsibility practices of outside counsel and their impact on lawyers' professionalism. The phenomenon of corporate social responsibility is a part of global capitalism and private regulation that applies to the solicitors' services procured by corporate clients. CSR policies apply to lawyers in a number of areas: employment requirements for diversity and flextime, the ethics and justice system, ADR, and reporting and gatekeepers. We discuss the implications of this	Discusses the external role of lawyers in corporate social responsibility. As an important external supplier of enterprises, lawyers also play a decisive role, which provides the extension of knowledge theory for my research topic and broadens my thinking.	Available at SSRN: https://ssrn.com/abstract=2164615

					development for the concept of professionalism and question the assumption that lawyers are independent of global capitalism, where social norms are increasingly seen as market assets.		
73	Mridula Goel Preeti E. Ramanathan	2014	Business Ethics and Corporate Social Responsibility – Is there a Dividing Line?	Assume that corporate social responsibility as practiced today is a subset of business ethics, while other dimensions of the overall ethical framework remain undiscovered.	The concepts of business ethics and corporate social responsibility are explored and it is argued that meaningful CSR should be viewed in the context of a holistic paradigm of business ethics	Discusses the concepts of business ethics and corporate social responsibility.	doi.org/10.1016/S2212-5671(14)00175-0
74	M. Tina Dacin, Jeffrey S. Harrison, David Hess, Sheila Killian & Julia Roloff	2022	Business Versus Ethics? Thoughts on the Future of Business Ethics	Jeffrey Harrison seeks to transcend Freeman's age-old fallacy of separation, which juxtaposes business with ethics/society into a forced choice or trade-off. David Hess's answer to the classic question "If legal, is it ethical?" Contemporary perspectives are presented that explore the role of law in promoting or hindering stakeholder oriented purposes and governance structures. (Jeffrey Harrison) encourages scholars	The opinions of five scholars are summarized by means of summary comments. The focus of this review is to use recent developments in business and human rights law to demonstrate the importance of integrating law, public policy and business ethics.	There are five perspectives on corporate social responsibility and ethics that offer a variety of alternative research ideas	/doi.org/10.1007/s10551-022-05241-8

				to look beyond the strategic or ethical presuppositions of companies to explore important questions at the intersection of strategy and ethics. Sheila Killian proposes that business models may be intrinsically ethical or intrinsically immoral in their design, and she studies business systems, their ethics, and who they serve.			
75	Annor da Silva Junior, Priscilla de Oliveira Martins-Silva, Vitor Daher Coelho, Anderson Fioresi de Sousa	2023	The corporate social responsibility pyramid: its evolution and the proposal of the spinner, a theoretical refinement	Analyse the evolution of the corporate Social Responsibility (CSR) pyramid conceived by Archie B. Carroll. Based on theory and empirical evidence, this paper proposes a new analytical model: "CSR Spinner".	In order to propose this new model, the author presented a conceptual paper. This model considering four dimensions (moral, economic, legal, and charitable) has a central bearing and three blades derived from the center in its structure. In the center of the CSR spinner, the ethical dimension is located, while in the leaf the other dimensions are located. In the "CSR Spinner", the role of the ethical dimension is to animate the model, defining the direction and speed of rotation of the impeller to produce the total CSR.	Innovates Carroll's pyramid theory of corporate social responsibility and puts forward the theoretical refinement. It is the latest research result and has great reference value.	doi.org/10.1108/SRJ-05-2021-0180
76	Ilka Marie Frerichs &	2023	Research streams in corporate social	A systematic overview of	Bibliometric techniques were used to analyze	The combination of	doi.org/10.1007/s11301-021-00237-

	Thorsten Teichert		responsibility literature: a bibliometric analysis	corporate social responsibility research provides such a classification. Previous conceptualizations of CSR research mapped the literature from the perspective of individual authors, presenting different and partially inconsistent classifications	references to 1902 CSR journal articles, such as citation, core/peripheral, factor and network analysis. In doing so, we provide an overview of the core of CSR research, identify different research streams, describe the themes of their major publications and recent developments, and make recommendations to stimulate future research in and across research streams	process-oriented and micro-level research, critical approaches, and the merging of topics from different research fields provides a wealth of literature support for further research.	6
77	Zhang qing	2015	Study on the Transfer Burden System of Environmental Public Interest Litigation Lawyers' Fees	The article thinks that the corresponding improvement should be carried out. From the establishment of a sound legal system, the establishment of a third-party fund compensation system, environmental public interest litigation lawyers incentive system, accelerate the coverage of environmental public interest litigation lawyers, the establishment of a sound judicial assistance system and other aspects	Makes a comparative analysis of the existing environmental public interest litigation system by using law hermeneutics and puts forward some relevant suggestions	The concept of environmental public interest litigation and corporate social responsibility of law firms is similar, which may be one of the key research directions.	https://kns.cnki.net/KCMS/detail/detail.aspx?dbname=CMFD201902&filename=1019845894.nh
78	Zhang liang	2016	Research on the role of Lawyers in Chinese public interest	In the actual judicial environment, the function of public		Focusing on the study of public interest litigation	https://kns.cnki.net/KCMS/detail/detail.aspx?dbname=

			litigation system 律师在我国公益诉讼制度中的作用研究	interest litigation lawyers is not well played. The prosecution of public interest litigation cases is difficult, the lack of lawyers to protect public interest litigation, the enthusiasm to participate in public interest litigation is not high, and the difficulty of investigation and evidence collection. The reason is that the legal system restricts the plaintiff's qualification, the evidence is unreasonable or the burden is too heavy.		in China, we can understand the differences and difficulties between public interest litigation and environmental public interest litigation, as well as the obstacles lawyers encounter in public interest litigation	CMFD201701&filename=1016775462.nh
79	颜明婷 Yan mingting	2014	Current situation and Optimization measures of lawyers as community legal public Service providers -- Taking Guilin City as an example 律师作为社区法律公益服务者的现状及优化措施 ——以桂林市为例	It is an important part of public legal service to create a new type of social compound legal service.	Using survey interview, comparative analysis, normative analysis and other methods. By sorting out and deeply analyzing the activities of lawyers in the face of social transformation issues, through empirical investigation, the investigation materials, documents and other documents are analyzed, and then the possibility of system development is studied. Lawyers enter the community as legal advisers from the perspective of legislation	Taking a single city as a sample, this paper studies the positive influence and difficulties brought by lawyers as public welfare providers of legal services, which are also some directions that need to be further studied in my research topic.	https://kns.cnki.net/KCMS/detail/detail.aspx?dbname=CMFD201501&filename=1014320119.nh

					and implementation		
80	Song siyu 宋思雨	2011	律师职业与公共法律援助的矛盾与对策研究 A Study on the contradiction and Countermeasures between Lawyer's Profession and Public Legal Aid	How to balance legal aid and legal work is the problem that the development of legal profession should pay attention to	Empirical research was conducted in one of China's largest law firms involving field work and in-depth interviews. Use a sociological approach to find out why the problem arises in the current situation. The purpose is to promote the participation of legal aid and shape lawyers' sense of social responsibility	This paper puts forward some countermeasures of legal public welfare aid.institutionalizing the existing structure of big law firms to ensure the quantity and quality of legal aid.	https://kns.cnki.net/KCMS/detail/detail.aspx?dbname=CMFD2011&filename=1011094022.nh
81	钟子妍 Zhong ziyang	2021	律师事务所绩效考核研究与设计 Research and design of performance appraisal of law firm	The law industry is in a critical period of vigorous development and continuous transformation to modernization and scale, management level has become a particularly important factor restricting the development of law firms. Building a reasonable and efficient performance appraisal system is one of the important measures to improve the management level of law firms and improve the management system of law firms. It is of great significance to improve the overall service	This paper adopts the method of case study, uses Delphi method to determine the evaluation indicators of each dimension, uses the analytic hierarchy process to assign weights to the evaluation indicators of each level, and designs the performance evaluation system.	From the inside of the law firm, in-depth understanding of whether its corporate social responsibility is affected by economic benefits.	https://kns.cnki.net/KCMS/detail/detail.aspx?dbname=CMFD202301&filename=1022824660.nh

				management level of law firms and promote the long-term development of law firms			
82	Bocean CG, Nicolescu MM, Cazacu M, Dumitriu S	2022	The Role of Social Responsibility and Ethics in Employees' Wellbeing	Acting responsibly and ethically towards organizational stakeholders, social responsibility and organizational ethics have a significant positive impact on employee well-being.	For empirical analysis, we surveyed 423 employees from Romanian organizations. Using structural equation model, we analyze the relationship between social responsibility, organizational ethics and employee welfare, emphasizing the positive impact of organisational ethics and responsible behavior on employee welfare.	Ethics equals internal perspective and social responsibility equals internal responsibility. This dichotomy allows my research project to study the well-being of lawyers in law firms.	https://doi.org/10.3390/ijerph19148838
83	Josie Fischer	2004	Social Responsibility and Ethics: Clarifying the Concepts	Different expressions of the relationship between social responsibility and ethics, various uses of the terms and contrasting views on the link between morality and ethics are identified. While this analysis does not address any of the difficult substantive issues, it provides conceptual clarity.		The distinction between the concepts of social responsibility and ethics is also the focus of my research	doi.org/10.1007/s10551-004-2545-y
84	John M. T. Balmer, Kyoko Fukukawa & Edmund R. Gray	2007	The Nature and Management of Ethical Corporate Identity: A Commentary on Corporate Identity,	Opens up the topic of corporate ethical identity: We consider this to be a new and very prominent area of	The AC 2 ID corporate identity test model is used as the starting point to explore the particularity of the moral form of corporate identity. Key	Stakeholder theory, different interpretations of relevant key concepts.	doi.org/10.1007/s10551-006-9278-z

			Corporate Social Responsibility and Ethics	academic research on ethics and corporate social responsibility, suggesting that the management of ethical identity requires a more social, conversational corporate practice and a higher level of critical reflexivity.	insights are drawn from the conceptualization of corporate social responsibility and stakeholder theory.		
85	Berniak-Woźny J, Kwasek A, Gąsiński H, Maciaszczyk M, Kocot M	2023	Business Case for Corporate Social Responsibility in Small and Medium Enterprises—Employees' Perspective.	According to employees, the most important benefits of participating in CSR are building trust, building relationships with customers and improving image. Incentives such as improved profitability or sustainability play a much smaller role. From the theoretical point of view, the research results define the scope and scale of smes' participation in CSR activities, and point out the main benefits of smes' participation in CSR activities.	A structured survey conducted in the empirical section. During this time, questionnaires were distributed to respondents according to the standards of CAWI technology. The results were compiled using SPSS Statistics.	General correlation Part of the research methods and sample objects can be used for reference, and small and medium-sized enterprises are concerned. My research will also focus on small and medium-sized law firms.	doi.org/10.3390/su15021660
86	Fiona M. Kay Robert Granfield	2022	Altruism at Work: An Integrated Approach to Voluntary Service among Private Practice Lawyers	The legal profession, among others, claims a duty of service, requiring its	Using a hybrid approach based on 30 interviews and a survey of 845 lawyers, a comprehensive framework on altruism	Charity, public service	https://doi.org/10.1017/lsi.2022.42

				members to volunteer their services. It also summarizes the direction of promoting charity under the background of lawyer professional service	was developed to explain how volunteerism occurs in the course of legal practice. The analysis reveals the psychological characteristics, collective norms, exchange relations and organizational dimensions that shape lawyers' voluntary service		
87	Myles McGregor-Lowndes, Frances Hannah	2011	Marketing charitable bequests to lawyers	The solicitor expressed frustration that this information had been obtained from the charity and we recommended that the charity take some action to rectify the situation. The proposal to enhance the solicitation of legacies was made in conjunction with the proposal for a future legacies study route involving solicitors.	Because the study was exploratory, a variety of qualitative survey methods were conducted. These include interviews and focus groups, as well as website analysis	Exploratory research and based on very little literature. My research also has such problems at present. I hope to be inspired by this article	doi.org/10.1002/nvsm.413
88	Jin Dong	2022	The Institutionalization of Pro Bono in China	Examines the development of public welfare in China from the perspectives of law, government, society and legal service market, and demonstrates that public welfare is increasingly institutionalized in the Chinese context	The development of pro bono in China is discussed from four dimensions	CSR Pro bono China	10.2991/assehr.k.20504.179
89	Shuxia Zhang,	2023	Dual effects of corporate	This study proves that corporate	The empirical results show that rational CP has	philanthropy	https://doi.org/10.1002/mde.3819

	Deyue Kong, Liping Xu, Ruiyu Xu		philanthropy on firm value: Evidence from China	philanthropy (CP) has dual attributes by theorizing and examining the existence of rational CP and irrational CP and their opposite effects on corporate value	a positive impact on enterprise value, while irrational CP has a negative impact on enterprise value. Further analysis shows that the negative impact of irrational CP on corporate value is stronger in corporate foundations and state-owned enterprises. The research results can coordinate the theoretical contradiction and empirical divergence between the efficiency view and the agency view in the current research.	Corporate Social responsibility China	
90	Balman, Alfons Chatalova, Lioudmila Valentinov , Vladislav Gagalyuk, Taras	2016	When Growth Obliges: Social Responsibility of Farms in Light of the Technological Treadmill	The legitimacy and necessity of supporting the agricultural sector was discussed. We asked to what extent existing economic conditions allow the agricultural sector to benefit from agricultural innovation on the one hand and to meet social expectations on the other	The analysis is based on two concepts: the agricultural treadmill theory assumes that the agricultural sector is under permanent economic stress, and the concept of corporate social responsibility assumes that companies are interested in complying with social expectations.	philanthropy responsibility in Carroll's pyramid model of CSR is analysed	10.22004/ag.econ.245072
91	Kam C. Chan Xunan Feng	2017	Corporate philanthropy in a politically uncertain environment: does it bring tangible benefits to a firm? Evidence from China	The observation that the results of non-state-owned enterprises (non-SOEs) are more pronounced than soes confirms the idea that non-soes are more	Two testable hypotheses are tested. (1) When faced with political uncertainty, enterprises will make more CP, and (2) after making CP contribution in uncertain times, enterprises will get tangible benefits in the	Political uncertainty corporate philanthropy responsibility Chinese enterprises	doi.org/10.1080/1351847X.2018.1518252

				willing to establish political ties with new urban leaders through CP rather than soes during times of political uncertainty.	future. Using a sample of listed companies in China, we document that a firm on average increases its CP significantly during periods of political uncertainty.		
92	Liping Xu, Shuxia Zhang, Pan Xu, Ning Liu, Guannan Zhao & Liang Zhao	2017	A Concealed Wrongdoing of Corporate Philanthropy: Evidence from China	Rational charitable donation behavior gradually weakened, while irrational charitable donation behavior was strengthened. It is a new trend of interest transfer that listed companies have strong motivation to transfer profits by registering charitable foundations	Data of listed companies in 2008 and 2013 after the Wenchuan earthquake were used in this paper, and 1,104 companies were used in this paper. Most of the data comes from the CSMAR database and Sina Corp., a publicly traded company. Data processing and statistical testing relied on SPSS 23.0 and STATA 14.0.	corporate philanthropy responsibility Covert immorality	doi.org/10.1007/s11266-017-9842-4
93	Wang, Jie, Wanwan Wang, Qinghe Yang	2021	Regional cultural diversity and corporate philanthropy: evidence from Chinese dialects	The influence of regional cultural diversity on corporate philanthropy is investigated. We find a negative correlation between regional cultural diversity and corporate philanthropy. Mechanism analysis shows that the relationship between regional cultural diversity and corporate charitable behavior is more significant in the companies	The sample included all Chinese A-share non-state-owned enterprises listed on the Shanghai and Shenzhen stock exchanges from 2009 to 2018, with 5,963 observations. The financial data are from the China Securities Market and Accounting Research (CSMAR) database. Multiple regression method was used for analysis	Corporate philanthropy regional cultural diversity	doi.org/10.1080/16081625.2021.2012702

				with low CEO empathy and media coverage, indicating that regional cultural diversity reduces corporate charitable behavior by affecting the altruistic motivation and reputation motivation of enterprises.			
94	Ethan Michelson	2006	The Practice of Law as an Obstacle to Justice: Chinese Lawyers at Work	By linking the screening practices of Chinese lawyers to their socioeconomic insecurities and the popular stereotypes that inform and legitimize their screening decisions, this paper identifies institutional and cultural barriers that affect the official judicial system and the legal profession.	Through the observation of the interaction between lawyers and clients in Beijing law firm as the main data source, a total of 48 times of observation (45 unique cases)	Lawyer's economic problems Obstacles to justice Lawyer's discourse and fraud	doi.org/10.1111/j.1540-5893.2006.00257.x
95	Bernadette Loacker	2022	Does the Ethos of Law Erode? Lawyers' Professional Practices, Self-Understanding and Ethics at Work	A comprehensive framework of practical ethics is constructed, which explores the professional practice, self-understanding and ethics of lawyers working in the context of the civil law system. The study extends normative and practice-based	The empirical research is designed based on qualitative research and provides "exemplary insights" into how changes in the Austrian legal system shape the professional practice and negotiation of lawyer identity and professional ethics at the micro level.	Lawyer's professional ethics	doi.org/10.1007/s10551-022-05276-x

				research into business and professional ethics.			
96	Zheng jie Hu ruoting	2019	Mediating state – society disputes in China: Outsourced lawyers and their selective responses	The selective response of Chinese lawyers in the process of legal consultation and the strategic defense of state power in dispute resolution make them a governance tool to maintain stability. Their participation contributed more to legal repression than to the development of contemporary Chinese law.	Using quantitative and qualitative methods, this paper explores the dual role of Chinese lawyers in national dispute resolution programs from an actor-centered perspective	Lawyer third party governance Dispute resolution	doi.org/10.1177/0920203X19887
97	Cheng-Tong Lir Wang,Sida Liu &Terence C. Halliday	2015	Advocates, experts, and suspects: three images of lawyers in Chinese media reports	The article calls for more attention to the image of lawyers in the comparative study of Chinese media and legal profession	Based on the analysis of 669 media reports on Chinese criminal cases from 1979 to 2009, this paper puts forward the types of lawyers' media images: defenders, experts and suspects. Even when lawyers are portrayed as defenders of suspects, media portrayals of their role are empty and lawyers may be considered unnecessary and dispensable. Moreover, the portrayal of the lawyer in the case story is dualistic, depending on the media's substantive judgment of the outcome of the case.	Dual image of lawyer Narrative research	doi.org/10.1080/09695958.2015.1028942

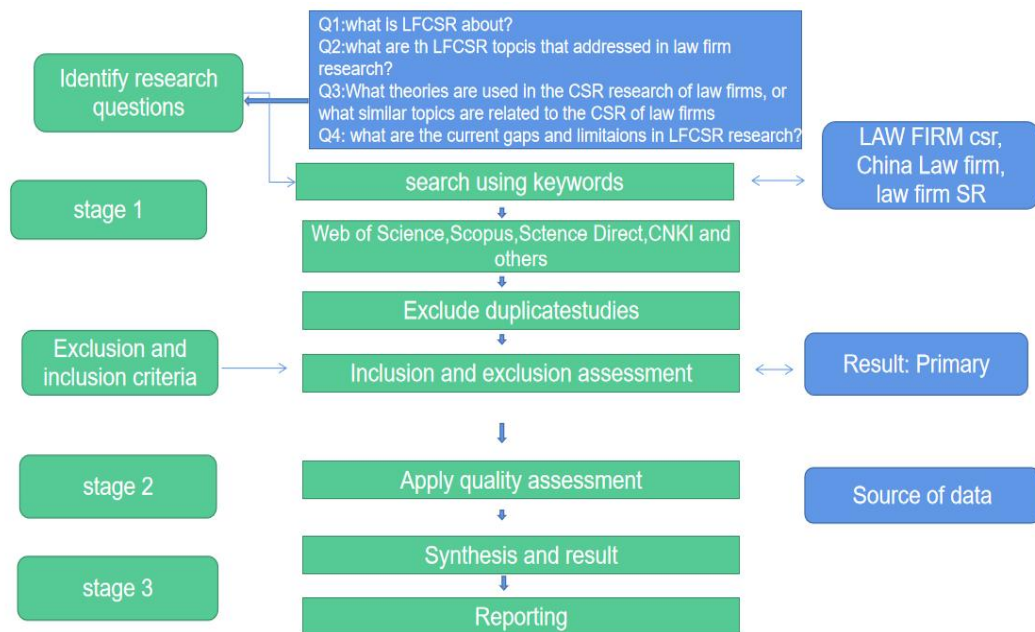
98	Mary Nell Trautner	2011	Tort Reform and Access to Justice: How Legal Environments Shape Lawyers' Case Selection	The legal environment influences lawyers' decisions, and these differences have important implications for who has access to the civil justice system, as well as consumer and medical protection more generally.	Forty-two lawyers in two states, Colorado and Texas, were interviewed to encode and analyse the transcripts using standard grounded theory approach techniques.	Grounded theory Lawyer case selection Legal environment	10.1007/s11133-011-9203-3
99	Elliott Nkoma	2021	Rural and urban primary school heads' perspectives on staff appraisal systems in Zimbabwe: A phenomenological approach	The study aims to explore the views of rural and urban primary school principals on the staff assessment system in Zimbabwe's Masvingo province	Qualitative method based on phenomenological design is adopted. Five rural primary school principals and five urban primary school principals with at least 14 years of experience were deliberately chosen. In-depth, face-to-face phenomenological interviews were conducted to gather participants' life experiences with teacher performance evaluation systems. The data was transcribed verbatim and analysed by subject.	Phenomenological research methods	doi.org/10.1177/17411432209833
100	Sualiha Abdulkader Muktar, Binyam Fekadu Desta, Heran Demissie Damte, Wubishet Kebede Heyi, Elias	2022	Exploring the opportunities and challenges of female health leaders in three regional states of Ethiopia: a phenomenological study	The aim of this study is to explore and describe the experiences, opportunities and challenges women face on their way to becoming leaders in the health sector.	This study was conducted using the phenomenological method of qualitative inquiry. The approach was chosen for its merits to narratively explore and describe the lived stories and shared experiences of women leaders in the healthcare system. A purposive sampling	Research method Phenomenological research from personal life, study and work experience	doi.org/10.1186/s12889-022-13871-w

Mamo Gurmamo, Melkamu Getu Abebe, Mestawot Getachew Mesele & Mesele Damte Argaw				technique was used to identify six women leaders. Semi-structured interviews were conducted through telephone by the investigators. The qualitative data analysis was conducted parallel with data collection, using steps of thematic analysis.		
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3.1 Review protocol for the study

Review protocols are designed to reduce bias in research. This involves several steps and parts (Kitchenham,2004). The formation of a revised protocol is considered essential, especially when performing a systematic literature review, as it identifies the phases required to implement LFCSR.

Figure 2 : Research procedure



3.2 Search strategy and research selection process

The search strategy begins with searching relevant articles on corporate social responsibility of law firms in academic online databases. The following Online databases were used: Scopus, ScienceDirect, Web of Science, Emerald, Springer, JSTOR, Wiley Online Library, Taylor and Francis Online. SAGE, ProQuest. In addition, CNKI(use Chinese for searching language), a Chinese journal search website, is used to cover the Chinese corpus.

In the search policy, both the "OR" AND "operators are used. The" OR "operator is applied within a group, And the" and "operator is applied between groups. The keyword used to search for relevant publications is Group 1.“ China Law firm CSR” and “China law firm SR” Group 2: “discrimination Chinese lawyers” or “ Chinese Lawyer ethics” Group 3: “ legal aid China law firm” or “pro bono China law firm”

The research selection process aims to identify papers that meet the research question and are included in the criteria. Initially, (217) studies were retrieved from a database search using predefined keywords. (128) studies were ignored due to irrelevance based on their abstract, results and conclusions, and (89) studies were retained. The exclusion criteria also include a full-text scan of the remaining studies, where (66) studies are excluded . Finally, (21) articles are selected as the final selection. In addition, the results are based on the PRISMA search procedure.

3.3 Quality evaluation standard

To determine the quality of the article from the following aspects:

Whether it is relevant to the corporate responsibility topic of the law firm CSR

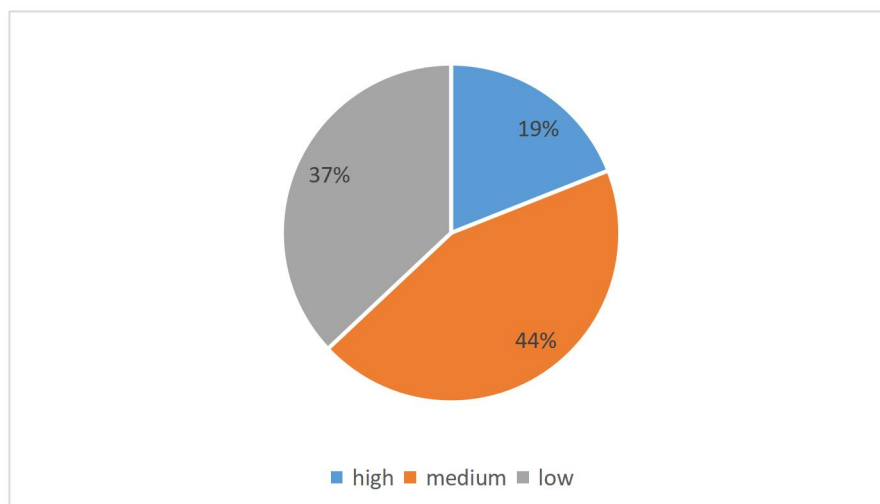
Whether published in a peer-reviewed journal

Whether the research methods used are clearly described

Whether there is a statistical analysis method

Scoring grades can be used to quickly identify the quality of the literature. Emnd (2023) quotes Nidhra's views to classify the literature into high, middle and low grades. If each condition is satisfied, it is 4 points; that is, if high quality meets three conditions, it is 3 points for medium quality; if only two conditions are less than or equal to 2 points, it is low quality.

Figure 3: Quality distribution map of 21 literatures



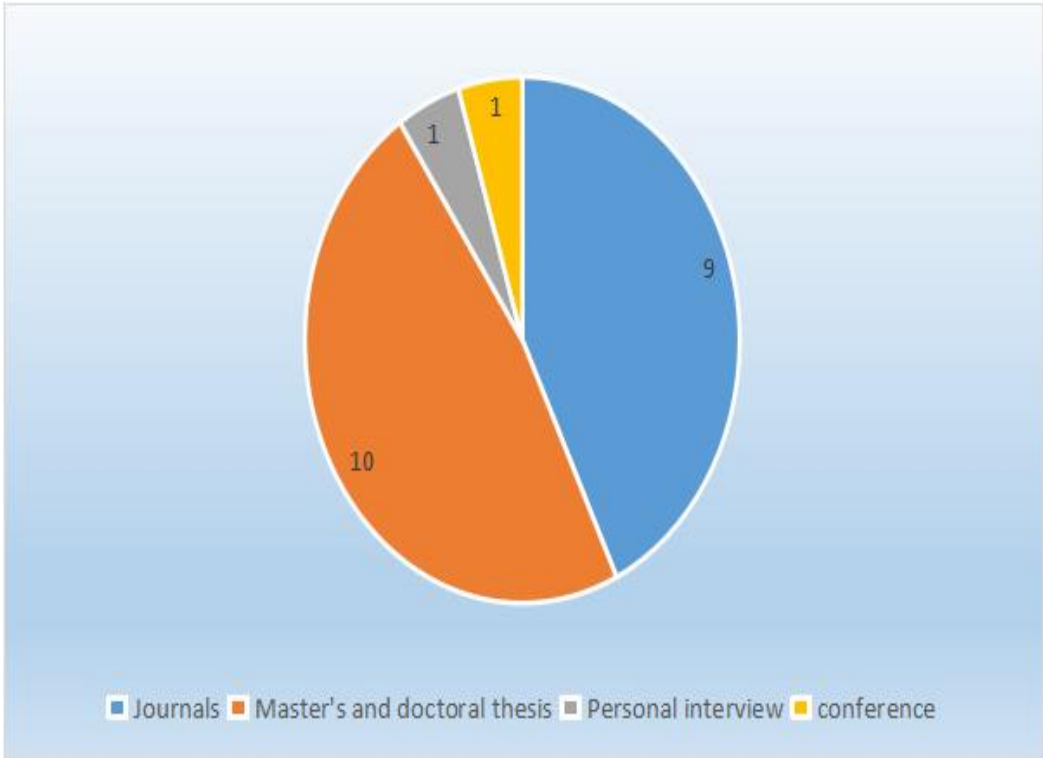
3.4 Data synthesis

Data extraction and classification followed the views of Liang and Turban (2011). Focus on the literature with high or medium quality in (21) papers for in-depth mining, so as to ensure the quality and credibility of the research, and identify meaningful topics and ideas for classification and coding to find common ground and create better connections. (Samsuddin et al., 2020). After analysing the theme of LFCSR, it is found that the existing research mode and future development trend are mainly as follows: 1. How should LFCSR develop in the future, and what models should researchers and practitioners explore? 2.The construction of Chinese lawyers' ethics and their professional ethics 3. Research on the Causes of gender discrimination among Chinese lawyers. 4. How to improve the legal aid and public service(pro bono) system for lawyers?

3.5 Publication sources summary

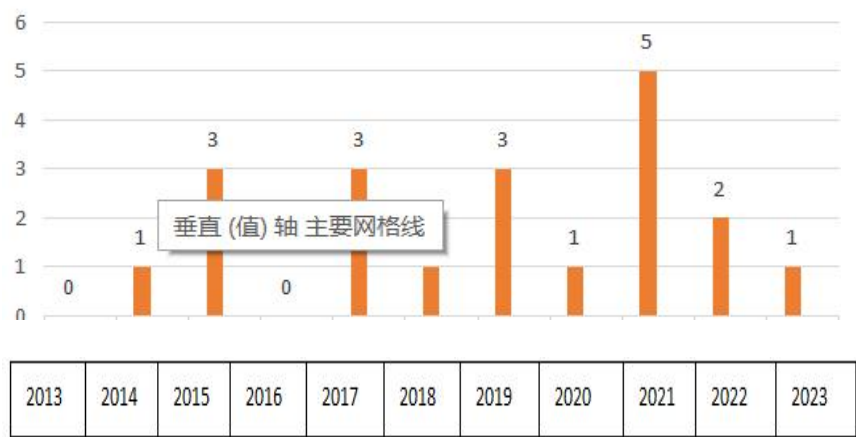
Most of the publications evaluated in this literature review came from CSR related journals and Chinese Master and doctoral thesis.

Figure 4: Map of literature source distribution



3.6 Summary of publication time of literature

Figure 5 : Statistics of the year of publication

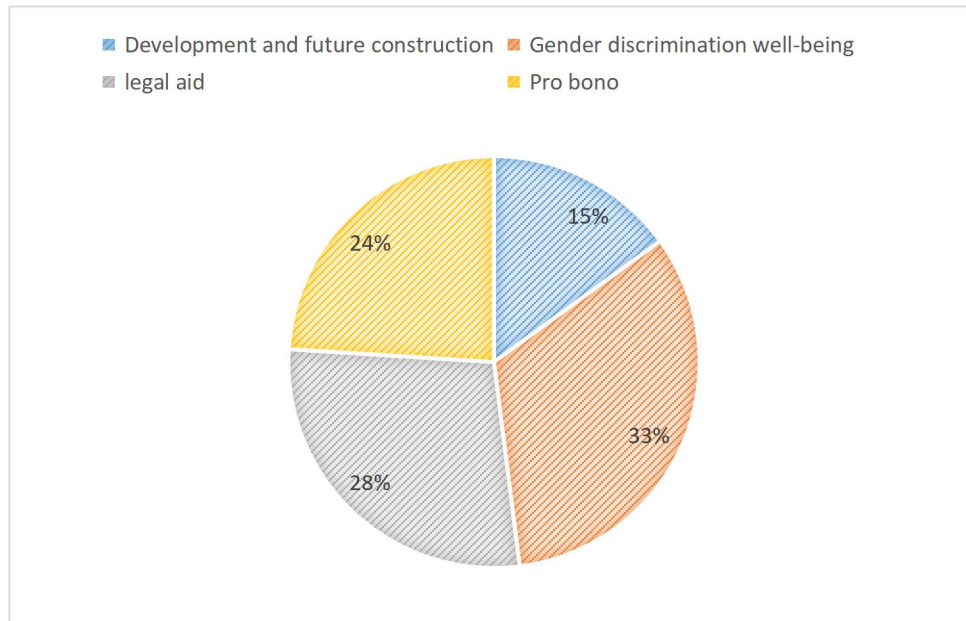


The literature publication in the ten years most relevant to the subject is summarized. It can be seen that the publication is distributed in stages, and in some years no article is published at all. There were three published in 2015, 2017 and 2019. Five in 2021, perhaps due to an increase in research by law firms on the well-being of their staff during the pandemic, such as online work.

3.7 Results

Returning to the previous classification theme, there are three articles that point out that the CSR of law firms needs to be gradually explored and improved, which is a field less studied. Seven articles touched on ethical responsibilities, such as alleviating gender discrimination within law firms and improving working conditions and employee benefits. There are six references to legal aid. There are five articles on pro bono

Figure 6: Distribution of topics examined



3.8 Discuss

Through the analysis, I think the existing research problem is that there are relatively big gaps in the literature in terms of quality, quantity and relevance. There is a scattered layout among various concepts. It seems that the connotation concept of corporate social responsibility has not been integrated and a widely recognized academic concept has not been established. Moreover, few scholars have focused their attention on the CSR research of Chinese law firms. An article Dai(2017) mentioned some suggestions on strengthening the CSR construction of law firms. It is a paper that directly introduces the CSR of Chinese law firms in the title of Chinese journals. According to the time and subject classification, the number of literature on gender discrimination among Chinese female

lawyers published in Chinese journals in the last 10 years is also very limited. Gender discrimination is more of a sensitive topic in mainland China (liu,2016 Yang,2015). In some cases, the moral and ethical responsibilities of lawyers are still mainly from the normative perspective of their professional groups (Yuan,2013). Legal aid and pro bono's views expressed in Chinese literature are more regarded as a kind of legal responsibility and national obligation (Zhang,2016, Chen,2023).

4. A literature review of corporate social responsibility of law firms not limited to Chinese literature

Birgit(2021) states that law firms, bar associations and bar associations are "businesses" within the meaning of all international norms of corporate social responsibility (such as the United Nations Global Compact, the UN Guiding Principles, the OECD Guidelines for Multinational Enterprises and the ISO 26000 Guidelines for Social Responsibility). Therefore, these corporate social responsibility norms apply in principle to law firms and lawyers. In addition, corporate social responsibility (CSR) in the legal profession should extend beyond in-house lawyers to include foreign lawyers working for other firms. As some large law firms evolve from traditional lawyers to commercial

enterprises, lawyers, law firms and bar associations should be treated like any other business and should adhere to corporate social responsibility (UNGPs,2011). Whelan(2012) conformed to this view and communicated that lawyers, as employees of outside firms, would have an impact on their professionalism if CSR was applied by outside firms. Back in 2011, the European Union (CCBE,2013) updated its CSR strategy and communicated that CSR is the norm that every law firm needs to follow. It is not only a law firm as an enterprise, but also the embodiment of professional ethics and industry norms of lawyers. Chinese scholars have conducted research on the origins and evolution of the Western notion of social responsibility. They argue that this concept originated from a moral perspective, gained traction in legal discussions, found practical application in the economic realm, and eventually became promoted and implemented within the economic and trade spheres. While there has been no universally agreed-upon definition of corporate social responsibility in the past, it is generally understood as the responsibility of an enterprise to enhance the interests of stakeholders and contribute to the common welfare of society. This responsibility arises when a company operates within legal boundaries, actively generates profits, and assumes accountability towards its shareholders (Cui, 2015).

In addition, Dai (2017) proposed that three core terms, namely "law

firm," "society," and "responsibility," serve as defining elements for the concept of social responsibility within law firms. These terms provide a framework for analysing the nature and characteristics of corporate social responsibility specifically in the context of law firms. Ethic responsibility is a form of policy and practice that incorporates a higher level of expectation that most people believe is required than legal responsibility. Carroll (2016) believes that ethics is a deeper code of conduct than legal responsibility. It is expected to actively cover the scope that cannot be touched by law at all times under any circumstances, which is also driven by the values, groups and individuals of the whole society. Fischer (2004) found a point of view in some management literature that the difference between ethics and morality lies in the fact that social responsibility is that people "have" ethics, while organizations "have" social responsibility to protect and improve the social operations they are in. The ethic of social responsibility is that the organization must protect and enhance the society in which it plays a role. Ethics is the individual in the organization. Morality, on the other hand, the organization itself does not, because it is the product of the individual. Scholars have proposed (Qiao, 2019) that lawyers' moral responsibility is based on social morality. This responsibility is a universal moral constraint. The moral responsibility of lawyers refers to the responsibility that lawyers should bear for violating professional ethics. Stipulating the moral responsibility of lawyers is

conducive to improving the quality of lawyers. To fulfill the duties of a lawyer, ideological quality and professional quality are essential. As the spiritual realm of human being, ideological quality not only restricts professional quality under certain conditions, but also determines the trend of professional quality. Higher standards and requirements were put forward for lawyers, and lawyers were advocated to serve the public and develop the spirit of dedication. In addition, He(2008) proposed five points. He believes that any responsibility is not purely external, and any responsibility can only be exercised and fulfilled through the beliefs of a particular person. If responsibility does not translate into personal conviction, people will naturally do everything possible to avoid it. The lawyer's professional ethics comes from the will of the vast majority of lawyers; The lawyer's moral responsibility is the lawyer's responsibility for violating the non-mandatory moral requirements. Compared with other responsibilities, the scope of lawyer's moral responsibility is more extensive. Lawyer's moral responsibility is related to lawyer's professional belief, which is a kind of moral consciousness; As a kind of conscious obligation, the moral responsibility of lawyers has the nature of "self-discipline", which can form specific motivation, intention and purpose, and urge people to comply with social norms. In addition, Liu(2022) believes that professional ethics is a code of ethics to be followed within the industry and an integral part of social morality, which

needs to be combined with industry-specific professional and technical evaluation ethical standards. This expertise requires specific people to provide services to society in their specific areas of expertise, resulting in a professional ethic regulated by social norms and norms. This kind of professional ethics is deeply affected by social legal order, and professional ethics also develops in the constant changes of social legal order, but the overall law of social groups and the cultivation of personal quality. However, there are also opposing voices. Zheng (2020) argued that the selective strategy of Chinese lawyers for cases is completely to safeguard the rule of the state, without reflecting corresponding responsibilities and obligations.

Paula (2015), an Australian scholar, held that it is the moral responsibility of law firms as organisations to improve the welfare of lawyers. Legal professionals employed by law firms should also have corresponding professional and ethical obligations Claudia (2019). The social responsibility of law firms also influences the inclusion of content related to human rights, and human rights issues are central to the bottom line of good corporate citizenship and health (Olufemi, 2008). Carroll (2021) also predicted that human rights would never be ignored in the future development direction of CSR. Some scholars (Chen,2019) pointed out that under China's authoritarian and centralized national conditions, lawyers face serious challenges in terms of their responsibility to protect

human rights. Nigel(2021) believes that law firms have an obligation to care about the well-being of their lawyers, especially how to safeguard the legal interests of their own employees in the context of telecommuting or other situations during a pandemic. Scholars such as Claudiu believe (2022) that responsible and ethical behavior of companies and organizations will also have a significant positive impact on employees' well-being.

Gender equality for lawyers

Michelson E(2009) pointed out in her research on Chinese female lawyers that although the number of female lawyers in China has been increasing since the restoration of the lawyer system more than 20 years ago, there is a significant gap between them and male lawyers in terms of promotion and career. The analysis also points out that gender inequality in China's highly market-oriented legal industry is actually a result of China. That suggests women are at an overall disadvantage in China's growing urban labor market. A study published by L. Smith and Amy L. Smith in 2012 also showed that gender was important to most respondents and that the career development of female lawyers in China did not play a positive role. Liang (2017) believes that women may not be suitable for legal business with logical thinking as the core of professional gender discrimination is closely related to traditional social

gender roles, and does not conform to the image of fierce court confrontation, and is not independent and lack of confidence in the male-dominated legal industry. In Beth and Sommers' study, nearly 40% of the respondents also believe that gender has a greater negative impact on the career development and success of female lawyers in China than that of female lawyers in the United States and Britain. The Law Society of New Zealand reports that women account for nearly 45 per cent of practising certificates awarded to all lawyers working in law firms across the country. In general, the average age of women is lower than that of men and at a more elementary level (Lawtalk 2016,p833). Nearly half of the gender makeup of New Zealand's largest law firms is female, but sadly only one in five law firm partners or directors are women. Judith (2017) reveals the complex relationships within law firms that lead to gender inequality, but this has not led to a fundamental shift in the development of ambitious female lawyers. It is even more ironic that the legal profession, which seeks equal rights for others, does not pay enough attention to its own intrinsic responsibility, namely equal justice and morality. Further, the number of women entering the legal profession has increased dramatically, but women are far less likely than men to be partners in law firms, and women's expressed desire for advancement is also influenced by circumstances such as family (Janet,2012).Paula(2017) finds that seeing recent professional rules banning bullying and

uncivilized behavior by lawyers, Not only to other lawyers but also to clients or agents. Devlin(2022) argues that there are more female lawyers in Irish law firms than male lawyers, but their performance is still weaker than that of male lawyers. If the reform is carried out, the desired direction is to provide internal training without gender bias. On the contrary, if compared with the proportion of female lawyers, Steven's (2015) study found that British law firms had been worried about the diversity of legal workplace in the past. Although the proportion of women and ethnic minorities increased, most of them worked in small or un reputable firms. Ding(2022) showed that women will promote CSR, and gender equality is also conducive to CSR performance. In addition, Valeria (2022) investigated French law firms and found that gender discrimination also existed. The results showed that discrimination had an impact on the career prospects of female lawyers, but had no correlation with the intention of female lawyers quitting. Law firms with a higher degree of CSR adaptation have a lower turnover rate of lawyers than those with a lower rate of CSR adoption (Seth,et.,al2017). There are also documents showing that professional gender stereotypes have an impact on the recruitment and performance evaluation of lawyers in law firms (Negowetti,2015). Bibi et al (2020) also verified the relationship between leadership and corporate social responsibility of lawyers.

Pro bono and legal aid

The institutionalization of pro bono services and the internal corporate social responsibility of law firms can help special groups gain respect and better integrate into society (Santos,2019). In China, public welfare is generally regarded as a form of service for the public interest. (Dong,2022). Fu(2022) confirms the previous authors' views and further proposes his own understanding from a linguistic perspective. Pro bono legal service refers to lawyers providing free legal help to the poor and needy. It is not a widely known English phrase or a common concept. China does not have a systematic public service practice system. The concept of pro bono overlaps with the existing legal aid system and is often seen as one of its components. In fact, there is no similar or identical word to describe public welfare in Chinese. China's Ministry of Justice has put forward the concept of free services for lawyers, namely "lawyer sponsorship", which has two main forms. One form is that lawyers should provide free legal services in criminal and civil cases, especially for practitioners. On the other hand, they don't need to undertake the actual work themselves. In Beijing and Shanghai, well-funded law firms enable other law firms to provide pro bono services or legal aid by paying legal representation fees to legal aid agencies (Ragan, 2001: p155). Zhou (2013) pointed out that legal aid lawyers built by the government also play a potential role in awakening

lawyers and assuming social responsibilities in order to ensure that poor people can afford lawyers. Lin's (2017) findings suggest that legal aid in China is a positive development; But problems such as the lack of transparency in financial thresholds still need to be improved. Among the pro bono services in Denmark, the voluntary work of the few large new law firms is for companies with corporate social responsibility programmes, targeting large companies, communities and other potential business partners. In contrast, lawyers in small law firms focus their voluntary work primarily on private clients (Olesen,2022). Whyte and Boon (2022) reviewed pro bono in England and Wales and his understanding was that the public needed to understand the importance of pro bono and that the provision of such services could improve the reliability of judicial activity in relation to judicial proceedings. Vanessa (2018), based on an experiment conducted by an American law firm, found that junior employees can benefit from public interest activities regardless of whether they attach importance to the significance or social impact of public interest work. However, Steven (2015) believes that pro bono is probably only a part of the cultural capital of corporatized lawyers, and in addition, pro bono only improves the skills of paralegals or trainee lawyers. Kay (2022) also shares the previous author's view that pro bono helps to enhance the reputation of law firms and is only a means to pursue the long-term development of law firms. Externally, as law

firms, external service firms often only participate in activities that can create value for the company (Kornmann,& Adolfsson, 2010). Even Cheng(2014) pointed out that some members of the public have a lot of negative views on lawyers, and even hold opinions about the necessity of the existence of lawyers, let alone pro bono and other services. Yan(2014) believes that lawyers, as public service providers in the community, enter the society from the perspective of legislation and executor to help the society and give back to the society. Most companies use philanthropy as a practical way to demonstrate good citizenship when it comes to charitable giving. This is done to enhance or increase the reputation of the company, not necessarily for noble or self-sacrificing reasons. And business giving is not necessarily expected in a moral or ethical sense (Carroll 2016). Vesser(2011) believes that in developing countries, CSR is most often associated with charities or charitable organizations. However, as a developing country, employees of all kinds of enterprises in China are basically subject to compulsory intervention by the state or the administration and will be subject to compulsory donation (wang,2023). The disclosure of donations of British law firms in 2015 shows that the bigger law firms accomplish the most tasks of donations, and nine of the top ten law firms have completed corresponding donations (steven,2015).

Research Gap

The topic focuses on ethical responsibility and charitable responsibility in corporate social responsibility of Chinese law firms. Chinese literature and English literature directly and highly related to its content are not abundant. By using the above-mentioned scoring system to screen the quality of literature, it is found that almost all the papers written in Chinese cannot be called high-quality literature in terms of research methods and research paradigms. There is a lot of literature in Chinese that likes to talk about what problems are found, how to fix them, how to build a governance system. However, there has been little reflection on why this is the case. Perhaps because of political sensitivities or other reasons, when it comes to sexism, researchers are adept at avoiding the hard questions, mostly limiting themselves to surveying the scale and statistics of these phenomena, and seemingly preferring the economic ramifications of sexism rather than delving into the underlying nature of the problem. In terms of legal aid and public welfare services, the authors of articles published in Chinese talked more about the advantages of legal aid and public welfare services, but did not reveal enough about the disadvantages.

Compared with the follow-up, not limited to Chinese literature, corporate social responsibility of law firms worldwide is also one of the emerging research directions, and no scholars have conducted comprehensive

systematic research. It also intersects with some interdisciplinary fields of study, such as ethics. It also focuses on gender discrimination and public service. For example, gender discrimination, employee welfare and so on can be pointed to the category of human rights. As Carroll (2021) said, human rights will be the focus and hotspot of research on the development direction of CSR in the future. How to further define the ethical responsibility of lawyers, professional ethics and moral responsibility in corporate social responsibility may be the field I delight to further explore in the future.

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