CHAPTER-VII

RESEARCH FINDINGS, SUMMARY AND CONCLUSION

The final chapter summarizes the findings of the studies. It includes the broad conclusions derived, and tries to pose the problems through a realistic analysis of the data. It attempts a detailed and important enquiry for further studies in this regard. The chapter concludes with suggestions which are intended to the women in legal profession, particularly in solving some of their professional problems. The focus of this study is to find out the major problems faced by women in legal profession, and also to study the factor and problems relating to the dual role of professional women, and to analyse the specific or relevant data on such issues which affect professional women. This was attempted through a quantitative a qualitative analysis of data to understand the changing perspectives in the domestic lives of professional women, taking into account women in legal profession as a specific case.

After verifying the hypothesis in analatical and summary part it is discussed and some of the hypothesis are proved and some are partially proved, and facts and figures are presented by using appropriate charts.

**Results of the Study :**

The research study was conducted with the following hypothesis for verification in the light of the research findings.

The hypothesis stands vindicated in the light of the research findings. Legal profession is highly male dominated and a few women lawyers are found in this profession. This is particularly more sharing when compared to medical profession where large number of female
doctors are found practicing in different specializations. Similarly we find large number of women in the teaching profession at primary secondary and at higher education level.

Hypothesis is partially true since a good number of women lawyers belonging to the higher strata of the society are given education. However a few women lawyers enter the legal profession for lack of employment opportunities elsewhere or they aspire to become lawyers for setting married as legal practice by women in sound suitable to some who are in search of a well settled then also like women lawyers. These situation are not common in all cases. Hence the hypothesis can be considered as partially true. The hypothesis can not be considered as valid as there are no restrictions on women lawyers for promotions to higher judicial appointments. We find a few women as high court and supreme court judges in India.

The hypothesis too is untenable on the same ground. Restrictions or marginalizing women lawyers by the court is a myth. There are no legal or administrative barriers against women lawyers. Hence it is not correct to assume that women lawyers are restricted and marginalized by the court due to gender barriers and constraints. The opinion of majority of respondent women lawyers during the field survey has also confirmed this.

- The first hypothesis states that clients prefer men lawyers to women lawyers for presenting their cases in the court of law is indicted by the research study as 50.66% of the respondent women advocates have supported the statement in their responses during the field survey. However, an almost equal number of respondent women advocates constituting 49.34% did not subscribe to the views expressed by the majority of women advocates. Hence, the hypothesis is not fully or largely endorsed by the respondent women advocates.

- The second hypothesis states that women lawyers lag behind men lawyer in taking up opportunities in criminal cases of clients has not been vindicate by the responses of majority of respondent
women lawyers. Majority of i.e. 58.28% of the women lawyers covered by the study have rejected the view that women lawyers lag behind men-lawyers in taking up opportunities in criminal cases of clients. A lesser number of respondent women lawyers (32.45%) have however agreed with the view that women lawyers lagged behind men lawyers in this direction. Further a small number of respondent women lawyers (9.27%) were non committed in this context.

➢ The third hypothesis states that there is bright future for women lawyers in the legal profession has been substantially supported by a good majority of i.e. 66.56% of the respondent women lawyers. However, a good number of respondent women lawyers (33.44%) have subscribed to the majority opinion. The hypothesis is deemed to be largely vindicated by the research study based on the responses of majority of respondent women lawyers. Further the increasing number of women entering into the legal profession in recent years also provides further proof in this context.

➢ The fourth hypothesis states that marriage prospects improve for women lawyers due to legal profession. This has been supported by majority of 68.06% of unmarried women advocates covered by the study, lesser number of i.e. 31.94% of respondent women advocates have not subscribed to this view. Taking into account the views of majority of unmarried women advocates it can be concluded that the hypothesis is proved correct as per the research findings.

This part of the thesis provides a summary of major findings and conclusions. Based on the findings the results of the hypothesis have been derived and presented here. A few suggestions have also been offered on the basis of the discussion with the respondent women lawyers during the field survey.

The following findings and conclusions have emerged from the field survey. Based on the findings a few suggestions have been offered.
The study has revealed that majority of the respondent women advocates were in the younger age group of 25-30 years (37.09%) followed by those in the age group of 40-45 years (30.46%), and a lesser number of others in the age group of 31-35 years (14.90%) and 36-40 years (17.55%).

The age composition indicates that women advocates covered by the study had limited experience in the legal profession.

Large majority of the respondent women advocates (88.74%) were Hindus while Muslims and Christians constituted only 5.63% and 4.64%.

The religions affiliation of the women advocates conformed with the general demographic feature based on religion in the study area.

Caste affiliation too indicated the demographic trends in the study areas as majority of them belonged to upper caste groups.

Married and unmarried women advocates constituted 47.68% and 49.34% of the total. Hence, women advocates covered by the study belonged to the junior level of the legal profession with limited legal experience.

Marital status of the respondent women advocates indicates that majority of them belonged to the junior level of their legal profession with lower duration of legal practice.

Majority of the respondent women advocates possessed BA, LLB degrees (52.98%), while lesser number of others had their legal degrees with B.Sc, B.Com and with a Master’s degree in Law. The general trend of combining Arts degree (BA) with Law degree has been observed among the majority of women advocates covered by the study.

Educational background of the majority of respondent women advocates indicates that there is a several preference among the arts graduates in taking up legal profession.
The study has revealed that majority of the women advocates (50.99%) belonged to nuclear families while the substantial number of others (45.70%) belonged to joint families. The responses indicate a gradual disintegration of joint family system and emergence of nuclear families.

The traditional practice of the father assuming the headship of the family is found by the study as indicated by majority of women advocates (53.97%). A few cases of mother or the respondent advocates herself discharging the duty as head of the family have been mentioned during the field survey. Despite changes in the social customs and practices the headship of the families is still assumed by the father in our family management system.

Majority of women advocates belonged to families with 1-5 members (65-56%) followed by those with more than 6 members (34.44%). Size of the family has implications in terms of economic burdens and also social obligations. Hence the advocates belonging to the first category of family size have lesser economic and social responsibilities compared to latter category.

The annual family income of the respondent women advocates varied from a moderate amount of Rs. 60,000 (46.36%) for majority of them to a higher level annual income of Rs. 10 lakhs or more for smaller number of women advocates (2.32%).

Large size of the family membership and moderate annual income compels the women advocates to struggle for a higher professional income. Majority of them belonged to this socio-economic class families.

Encouragement and motivation is needed while choosing professional career, majority of women advocates (68.21%) were encouraged to take up legal profession by family members. A small number of women advocates were encouraged to take up legal profession by relatives (13.58%), friends (7.28%), colleagues (1.32%) and others (9.60%).
It is clear from the responses that encouragement to take up legal profession has mainly come from internal sources (family members) as against external sources like friends etc.

- Majority of women advocates (84.77%) have expressed the view that they have made the right choice of profession. A very small number of respondent women advocates (13.25%) have regretted their choice of legal profession. The responses lead to the conclusion that proper care and foresight which is very necessary in choosing professional career have been exercised by the women advocates in choosing this highly competitive legal profession though a few have failed in this direction.

- The motivation to take up self employment led to majority of women advocates (61.33%) to take up legal profession. A few other respondents indicated that they were led by factors like social status, passion for legal profession and for economic compulsion to support family led to their choice of legal profession. Hence self employment considerations have resulted in the choice of legal profession by the women advocates. This is a right consideration in view of the difficulty of getting suitable paid jobs.

- A few women advocates (40) felt that they had not made right choice of the legal profession, and attributed it to circumstances which led to their choice, and also because they had no other choice. A handful of respondents felt that they joined the profession as the profession was a hereditary one for them. The responses indicate that these respondent women advocates had no proper plan or perspective in choosing the legal profession.

- Professional experience of majority of women advocates varied between 1-4 years in case of majority of the respondents (47.35%). A good number of others (38.08%) had 5-15 years of professional experience.

    Women advocates covered by the study were largely junior with inadequate experience in the profession.
The incidence of discontinuance of the legal profession is limited to a smaller number of women advocates (22.19%), while majority of the women advocates (77.81%) were practicing without any interruption or discontinuance in their professional career. This indicates that women advocates were well settled in their legal profession, and demonstrated the fact that women can thrive in the legal profession like their male counterparts.

Discontinuing of the profession by some women advocates (67) covered by the study was caused by marriage purposes (43.28%), involvement in other works (13.43%) health problem (10.45%) and financial problems (5.97%).

Obviously women are prone to surrender their independence in the post marriage period. This can also happen with women advocates as indicated by the responses of the women advocates covered by the study.

Majority of respondent women advocates (73.84%) expressed the view that women lawyers got justice in legal profession while lesser number of others (26.16%) did not agree with the majority view. Legal provisions and administration of justice ensure equal justice to men and women lawyers alike.

Gender inequality has led to the unequal justice to women lawyers according to those who felt that equal justice is not given to women lawyers. This stand can not be vindicated by legal standards in any secular and democratic country.

A large number of women advocates (59.27%) faced problems while practicing as junior lawyers, while a substantial number of women lawyers (40.73%) covered by the study did not face any problems during the phase of their legal profession. Majority of the lawyers (80.45%) faced financial problems while practicing as junior lawyers. Mental strain and physical strain were experienced by 12.85% and 6.70% of the women lawyers who faced problems during their early period of practice.
Junior lawyers had to struggle hard to settle in their legal profession as the profession is highly competitive. During their early period of practice their professional earnings are meager. Hence, financial problems is obviously felt by them.

- Mother-in-law servants and others took care of children of the women advocates who are married and have children. Responses indicate that children’s care is taken up by others and mother-in-law in majority of cases. A few women advocates have entrusted the work to servants. Hence, the responses of the married women advocates indicate that the traditional practice of looking after the children by mother-in-law and by others in the family is prevalent in the tradition bound society of ours.

- The importance of women lawyers in legal profession has sociological implication. Majority of respondent women advocates (61.59%) maintained that the women lawyers have the duty of conveying women information and knowledge of law, and their rights under law to help in the effective integration in the empowerment of women. A substantial number of women advocates (17.53%) felt that the women advocates have the responsibility of raising the status of women. A small number of women advocates (9.27%) indicated that they should support the women lawyers in their personal and professional lives. The importance of women lawyers in legal profession involves the work of raising consciousness of the law and rights relating to women, and for their development and enhancement of their social status.

Legal practice in criminal field has been largely dominated by male lawyers. However, women lawyers have been making their presence in this area, majority of women lawyers covered by the study (58.28%) did not agree with the view that women lawyers are lagging behind in this area of legal practice. However, a substantial number of respondent women lawyers (32.45%) did agree with the view that women lawyers lagged behind in criminal field of legal practice.
With extensive entry of women lawyers in the field of legal practice gender discrimination will not be found in any field of public service including legal practice.

- Preference for men lawyers by clients in relation to women lawyers is found by majority of respondent women lawyers (50.66%), though an almost equal number of respondent women lawyers (49.34%) did not agree with the majority view. The preference for men lawyers by clients is mainly due to the prevalence of the social set up based on male domination and also the general impression of the suitability of male lawyers for the legal practice.

- Majority of the respondent women lawyers have asserted that there is healthy competition in the legal profession though a good number of other women lawyers did not subscribe to this view. The field of legal profession is highly competitive. Hence it is hard work and competence ultimately ensure success in the field.

- The perception of women lawyers about the opinion of men lawyers shows good amount of differences. A majority of the respondent women lawyers felt that men lawyers had the positive approach that women lawyers should be given equal opportunities in the profession. However, a substantial number of them felt that this profession was not suitable for women lawyers in the opinion of men lawyers. There is a positive change in the traditional mindset that women do not fit into professions which are mainly dominated by men like legal profession etc.

- Majority of women lawyers (84.44%) felt that there is a sense of togetherness and team work in the field of legal profession. This positive approach is good for the success of women in legal profession.

There is a positive approach among the women lawyers which is indicated by their affirmation that there is a sense of togetherness and team work in the field of legal profession. This positive approach is good for the success of women in legal profession.
Court atmosphere and conditions in the court are comfortable for the women lawyers according to majority of respondent women lawyers (80.46%). It is another indication of a good area of professional life for women in legal practice in a fast changing social equations between men and women.

Legal profession is indicated as suitable for women lawyers and the court atmosphere and conditions in the court are considered as comfortable. Legal practice is a good area of professional life for women in our fast changing social equations between men and women.

Majority of women respondent women lawyers (58.28%) have indicated that there is adequate space for leisure time for women lawyers in their court premises. Such facilities encourage women lawyers to take up their legal profession with comfort and ease and they can overcome the pressure of work during hectic legal work.

Approach of senior lawyers towards junior lawyers is not very encouraging as indicated by the responses of majority of women advocates covered by the study. Senior lawyers encouraging or recognizing the success of junior lawyers is found ‘minimum’ or ‘to some extent’ indicating indifference towards the latter. This is an unhealthy trend in the legal profession. It calls for a change in the mindset of senior lawyers as the professional ethics call for a more cohesive environment.

There is need for a change in the mindset of senior lawyers. They should encourage junior lawyers and recognize their success. The approach of the senior lawyers must be more encouraging.

Freedom to junior lawyers in handling cases and providing of financial assistance by senior lawyers is good in setting healthy professional traditions. Responses of women advocates indicate a mixed reactions in this context, though majority of them indicated that freedom in handling cases and providing of
financial assistance were provided to junior lawyers by senior lawyers. There is need for a positive approach by the senior lawyers in this direction.

A more positive approach by the senior lawyers in the direction of giving freedom to junior lawyers in handling cases and providing of financial assistance is needed.

Security to women lawyers by the government about their personal and professional career has not been asserted by majority of respondent women advocates (60.26%), though a good number of them (34.11%) have mentioned that security to women lawyers has been given by the government. There is need for such a security as the policy of women empowerment and development has been a national priority in the present context.

- Workplace problems and quarrels do have their impact on the profession of women lawyers. However, majority of the respondent women lawyers have denied such a situation (54.64%). It is the duty of both the judicial authorities and the Bar Association to ensure congenial atmosphere in the court premises.

- Women lawyers do face situations of fear and hesitation in their legal practice in matters like drafting of the presentation submission of the same and in arguing the case. However, responses of majority of women lawyers (61.59%) denied such occurrences, though a good number of others (38.41%) did agree with such situations happening in their profession.

  The situations of fear and hesitations could be overcome with experience and determination to successes in the legal profession.

- Women advocates are prone to face problems when courts pronounce adverse orders in the cases handled by them. Clients are likely to take a hostile stand. However, experience has taught women lawyers to face such problems. Hence, they don’t consider any problem arising out of adverse court orders as indicated by
majority of respondent women advocates (54.64%). A lesser number of women advocates (45.36%) did mention problems when court orders are adverse. Problems of clients during such circumstances need not be attributed to only women advocates. They can as well affect male advocates too.

Responses of the women advocates suggest that clients are to be convinced about the legal aspects or they prefer the clients to go in for appeal to higher courts. Ultimately women advocates have to convince the clients about their sincerity and suggest alternative ways of fighting the case.

- Majority of women advocates (66.56%) felt that there is bright future for women lawyers in the legal profession though a lesser number of them (33.44%) were not sure about the same. There is always scope for hard working advocates in legal profession. Government policies are also favourable for women in different professions.

- Financial insecurity is always faced by a few respondent women advocates (28.86%) while such insecurity is faced sometimes according to more number of women advocates (71.14%). Responses in this context were received by only 201 women advocates. Initial financial insecurity is felt in almost all independent professions including legal profession where competition is severe.

- The attitude of differentiating women lawyers by men lawyers is found according to some respondent women lawyers (26.49%). However, majority of respondent women lawyers (73.51%) did not subscribe to this opinion. Here, there is a proper awareness among the lawyers that differentiation on the basis of gender is not desirable in any profession including legal profession.

- Large majority of respondent women lawyers (78.15%) affirmed that they gave equal devotion to their legal profession as men lawyers. However, a lesser number of respondent women lawyers (21.85%) mentioned that they could not do the same. This is obvious as married women lawyers have to look after the domestic work too.
Marriage of women lawyers obviously comes in the way of their full devotion to their legal profession. They have to give equal attention to their domestic responsibilities.

Women lawyers are found to attend to their work daily as indicated by majority of respondent women lawyers (87.42%). However a few respondent women lawyers differed from the majority opinion (12.58%). A few women lawyers found it difficult to attend to their legal practice regularly due to their commitment to family work and children. Hence, this perception of the few respondent women lawyers.

Economic independence is necessary for women as perceived by large majority of respondent women lawyers (94.70%). This perception is quite natural as the contemporary opinion of intellectuals professional and social workers is in favour of this type of independence for women in our society, as women have been discriminated against by men folk in social and economic fields.

Women lawyers have been receiving some facilities during the course of their legal profession. Such facilities include scholarships during studies, specific training, fee concession, free hostel and others. These facilities have been provided to women for pursuing legal studies to enable them attain social and economic independence.

Financial support is received from the government to the women lawyers. Majority of the respondent women lawyers (69.54%) indicated that financial support came from government, while a few others (23.51%) mentioned financial supports from social welfare department and others mentioned that financial support came from other sources (6.95%). The financial support to women lawyers enhances their morale and instills confidence in them.

Legal profession for women is not favoured in a tradition bound and patriarchal society. Religious taboos come in the way of women exposing in such social interactions with clients, Judicial
authorities and men lawyers. Hence, majority of respondent women lawyers (52.32%) mentioned in their responses that religion did not support their legal profession, while a lesser number of respondent women lawyers (29.80%) felt that religion did support them in their legal profession. A small number of women lawyers did not respond (17.88%). Religion should not be mixed with professional life for men or women in a secular country like ours.

- Responses of large majority of women advocates (96.36%) indicate that they are practicing law as private advocates, while a lesser number of other respondent women advocates (3.64%) were practicing as Government Advocates (P.P.). Obviously there is lesser scope for legal practitioners to work in the government judicial service.

There is lesser scope for women lawyers in judicial service. Hence practicing as private advocates in courts have been more common for them.

- The number of women advocates getting stipend from the state is limited are i.e. (22.52%), while all others do not get the benefit of stipend (77.48%). This facility is given to only a limited number of women advocates as per Government guidelines.

- The study has revealed that 68 women lawyers covered by the study have been receiving stipend. Of these 27 women advocates received stipend from women and child development welfare department (39.71%), 8 from prosecution department (11.76%), 3 from NGO’s (4.41%), and 30 women advocates received stipend from other agencies (44.12%).

The facility of stipend is limited to a few women advocates. Government should extend their facility to more number of women advocates to encourage more participation in this male dominant profession.

- Majority of the women advocates (106) have been working in lower courts followed by those in High Court / District Court /
those working in all these courts, account for 54, those in District Court (37), and those in High Court (12). It is clear from the responses that majority of the women advocates are involved in practicing in lower courts.

Research findings have indicated a greater number of women advocates practicing in lower courts. This trend should be altered by women advocates by involving in legal practice at higher courts.

- Private practice is preferred by large majority of women advocates (85.10%), while a smaller number of respondent women advocates (14.90%) preferred to work as government lawyers. Scope for government service as lawyer is limited one. Hence, preference is always more for private practice.

- Suitability of legal practice for women is affirmed by large majority of women advocates (89.40%). A few respondent women advocates did not subscribe to the majority opinion.

The age old perception of men only are suitable for legal profession is no more acceptable to the present generation of women advocates.

- Social status has been enhanced in the society due to the legal profession as mentioned by large majority of respondent women advocates (88.41%). However, a very small number of respondent women advocates (1.66%) have informed that their position in the society has decreased due to their legal profession. A good number respondent women advocates (9.93%) have indicated that there is no change in their position in the society due to their legal profession.

Women lawyers do enjoy a better social status due to their involvement in legal profession, since legal knowledge provides them legal strength, and obviously it is a right movement in the direction of women empowerment.

- Women advocates covered by the study are handling both civil and criminal cases as indicated by majority of respondent women
advocates. A good number of respondent women advocates (23.84%) have been handling only civil cases, while a small number of respondent women advocates (4.97%) have been handling criminal cases. It is the inclination and competence of the women advocates which suits them in handling the type of cases in their profession.

- There is a desire to continue the legal profession even after their marriage among majority of 113 respondent women advocates (78.47%) out of a total number of 144 unmarried women advocates. However, a small number of 15 respondent women advocates (10.42%) did not wish to continue their legal profession after their marriage. An almost equal number of 16 respondent women advocates (11.11%) were not sure of their future decisions about continuing in the legal profession after their marriage. Women are likely to lose some amount of personal freedom after their marriage. Hence, women advocates have to overcome family obstacles to continue in their professions. However, majority of unmarried women advocates have decided to continue in their legal profession after their marriage. This indicates the changing outlook of the young generation among the educated women.

- Majority of unmarried women advocates (68.06%) expressed the view that marriage prospects will improve if a woman joins legal profession. However, a smaller number of respondent women advocates (31.94%) did not subscribe to the majority view. A self-employed and an earning woman like an advocate is preferred by many while choosing the bride. Hence, marriage prospects may improve for unmarried women advocates in many cases.

- Family life is likely to be disturbed if women advocates continue in their profession. This view has been supported by a substantial number of respondent women advocates (42.36%). However, majority of respondent women advocates did not subscribe to this view (57.64%). The family life may be disturbed if the dependent members in the family are more. Such disturbance may not occur in nuclear families of women advocates.
There is a greater degree of satisfaction among women advocates covered by the study about their legal profession as indicated by large majority of respondent women advocates (75%). Satisfaction about the professional life is helpful in achieving greater success and economic betterment.

Parents encouraged majority of respondent unmarried women advocates to take up the legal profession (46.53%). Friends encouraged 11.81% of the respondent women advocates, and relatives encouraged 6.25% of the respondent women advocates to take up legal profession. A substantial number of respondent women advocates (35.42%) entered the legal profession on their own decision.

Self decision is more useful as the inherent capabilities and interest are likely to provide greater stimulus to work hard and succeed in the legal profession.

It is found through field survey that unmarried women advocates do some hours of work relating to their court cases. Majority of them spend 2-3 hours (58.33%) followed by others (22.22%) who spend 3-5 hours, and a few unmarried advocates (19.44%) spend 1 hour per day.

Preparation of the legal cases for presentation need proper study and hence the unmarried women advocates who are junior in the profession are found sincere in this important aspect of their profession.

Legal profession is found challenging by majority of unmarried women advocates (62.50%) covered by the study. A lesser number of 32 women advocates (22.22%) found the profession easy and manageable. While a small number of 10 respondent women advocates (6.94%) found the profession little difficult. A still small number of respondent women advocates (5.56%) felt the profession is a very difficult one. A minimum number of respondent advocates found the profession as usual and routine.
Motivated young and unmarried women advocates found the legal profession challenging and such approach is positive and useful in the long run.

- Majority of young unmarried women advocates (47.92%) expressed the view that the importance of women lawyers in legal profession was to convey women information and knowledge of law and their rights under law. A lesser number of women advocates (29.17%) expressed the view that the importance of women lawyers was to help in the effective integration in the development of women. Further, few women (unmarried) advocates (22.92%) stressed that the importance of women lawyers in legal profession was to support other women lawyers in their personal and professional lives.

Perceptions of unmarried women advocates about their importance in legal profession indicate a good deal of variation. But their perceptions are largely positive and imaginative. It indicates good prospects for them in the legal profession.

The perceptions of the respondent unmarried women lawyers are quite positive and imaginative.

**Suggestions:**

Procurement of work, is the most difficult task for lawyers. The traditional mode of procuring work is through their personal reputation. Through the Bar and through network of social relationships, especially through colleagues at various levels, procurement of work becomes more problematic for women lawyers, as women cannot be as daring and outgoing as men, and her social circle is limited to that of woman. In mofussil areas the difficulties of women lawyers is till more than in the urban areas. In mofussil courts women have to deal directly with the clients. These difficulties can be solved if banks, institutions, organizations and state come forward and nominate the women lawyers.
Caste and religious barriers have been working strongly against the entry of women from backward caste and dalit groups and those from minority religious groups into the legal profession. The study has revealed this adverse trend due to the society’s rigid and traditional approach in discouraging women from these caste and religious groups entering this elite area of legal profession. There is need for encouraging women from these caste and religious groups to take up legal profession government and non-government organizations should play an active role in this direction.

The study has revealed that a good number of junior women lawyers face financial problems due to meager earnings and severe competition. This problem needs consideration by the government and the Lawyer’s Associations. Financial support must be provided to the deserving young women lawyers who cannot afford to meet their maintenance expenses in the absence of their family sources. Financial assistance in the form of stipends and scholarships by the government and from the senior lawyers would be quite helpful. Lawyer’s Associations too could help junior women lawyers.

It is found from the research study that senior lawyers are prone to curtail the freedom of junior women lawyers in handling the court cases. This conservative approach and the mind set need to be changed so that junior women lawyers work freely in handling their legal cases and develop their legal capabilities.

Representation of women lawyers in judicial appointments at various levels from lower courts to higher courts and at the supreme court is found inadequate. Hence there is need for providing greater representation for women lawyers in judicial appointment at various levels.

Women lawyers should try to take up assignments as legal advisors to private firms, banks and statutory bodies like universities and municipal corporations etc to augment their income from legal practice.
Families of women lawyers should give all material and moral support to enable them to devote more time and energy in their legal practice. Family members should divest the women lawyers of their duties towards their children and the family affairs.

Legal rights of women in different areas have been ensured by the state and central governments. They relate to marriages, property rights, family harassment, anti dowry act, representation to women in Panchayat Raj Institutions, reservation for women in services etc. It is the moral duty of the women lawyers to enlighten the women’s organizations and the general public about the legal rights of women in their socio-political life and to protect their interest. Women lawyers with their legal knowledge can play a proactive role in ensuring women’s rights and privileges and work for the women empowerment in general.