CHAPTER 1

INTRODUCTION AND DESIGN OF THE STUDY

1.1 INTRODUCTION

The profession of law is one of the growing and lucrative professions all over the world. Lawyers are held in high esteem in a society, as they are a force for the perseverance and strengthening of constitutional government. Law profession includes lawyers practicing in private sector, solo practitioners and those working in law firms and also comprise of lawyers engaged in Government, corporations, organizations and law school professors and judges.

Globalization has far-reaching consequences on the law profession. It has also increased the pace and complexity of law practice. This prompts many lawyers who cannot cope, to leave the practice. The path of women in the law profession can be described as a process of continuing challenge. Though, Lawyers are the guardians of modern law system, previous studies by (Tsaoussis 2011), Kay et al (2014), (Shanta 2011), Ching & Brian (2001) show that, in this profession, women are not given equal rights and also they don’t occupy a remarkable position.

The status of women in India has undergone major changes. With the active involvement of women activists and positive Government interventions, women have started excelling in almost all the fields. Still only few women are found in higher levels of the law profession. The Supreme Court has seen only six woman judges in the 65 years of its existence. At present, there is only one women judge in the Supreme Court, out of 28
judges (Department of Justice 2015a). Currently, the 24 High Courts in the country have 68 women judges where men are 627 in number. In High Courts, today, women count 10.85 percentage of the total number of judges. (Department of Justice 2015b). In Tamil Nadu there are 7691 women lawyers, where there are 44,429 male lawyers (Bar Council of Tamil Nadu 2011). This accounts only to 14.76% of women lawyers in Tamil Nadu, where men account to 85.24%.

Gender bias in the profession of law is reflected at several levels:

- First, in the proportion of women lawyers;
- Second, in the attrition rate of women advocates, and
- Finally, in the lack of high positions that women lawyers occupy, be it in the bar, in law firms or in the judiciary.

In recent years, the law profession has undergone significant changes, with rapidly rising numbers of women among its membership. During the past three decades, the number and prominence of female lawyers have grown dramatically. Women entering the law profession as well as law colleges have increased in recent years. But this doesn’t mean that women are given equal preference in the law profession.

A wide array of research finds that, women’s opportunities are limited by factors other than conscious prejudice. Major barriers include unconscious stereotypes, inflexible workplace structures, states Castan & Jeannie Paterson (2010), sexual harassment is identified by Leskinen et al (2011) and (Rhode 2001), and gender bias by Gorman & Kmec (2009) and (Lopez 2008) in the justice system. Women aren’t given equal opportunity to show their potential. Women face subtle but often self-perpetuating cycles of gender bias that limit their career choices. Thus, gender serves as a main
factor in professional development; a women lawyer is evaluated above all else as a women.

The concepts used in the study and the reviews related to the issues of women in the law profession are presented as under:

1.2 REVIEW OF LITERATURE

Reviewing of previous studies is important in order to have a better understanding about the topic, to know what has been done already, to recognize how it has been researched and to find out what are the key issues. Thus, reviews related to the study are presented in two sections namely: concepts and past studies.

Concepts deal with definitions related to the terms in law profession. Reviews deal with identified past studies related to the problems and prospects of women law professionals. These are presented in the following section:

1.2.1 Review of Concepts

Though a concept can carry many meanings, this study uses the following concepts in the view given below:

1.2.1.1 Lawyer

Lawyer is a person, whose profession is to give legal advice and assistance to clients and represent them in court or in other law matters.
1.2.1.2 Law profession

Law profession is the body of individuals qualified to practice law in a particular jurisdiction.

Childress (2007) states that, law profession includes lawyers practicing in private sector, solo practitioners and those working in law firms and also comprises of lawyers engaged in Government, corporations, organizations and law school professors and judges.

1.2.1.3 Bar association

A bar association is a professional body of lawyers. Some bar associations are responsible for the regulation of the law profession in their jurisdiction. Others are professional organizations dedicated to serving their members; in many cases, they are both.

1.2.1.4 Judge

Judge is a public official appointed to decide cases in a court of law.

1.2.1.5 Public prosecutor

A Public Prosecutor is a law officer who conducts criminal proceedings on behalf of the Government or in the public interest.

1.2.1.6 Economic status

Economic class is a set of concepts in the social sciences and political theory centred on models of social stratification in which people are grouped into a set of hierarchical social categories, the most common being
the upper, middle, and lower classes. 'Household income' is used as the criterion to measure the economic status of a family.

1.2.1.7 Corporate law

Corporate law (also "company" or "corporations" law) is the study of how shareholders, directors, employees, creditors, and other stakeholders such as consumers, the community and the environment interact with one another. Corporate law is a part of a broader company’s law.

1.2.1.8 Criminal law

Criminal law is a body of rules and statutes that defines conduct prohibited by the government because it threatens and harms public safety and welfare and that establishes punishment to be imposed for the commission of such acts.

1.2.1.9 Family law

Family law can be defined as statutes, court decisions, and provisions of the federal and state constitutions that relate to family relationships, rights, duties, and finances.

1.2.1.10 Labour law

Labour law also known as employment law mediates the relationship between workers (employees), employers, trade unions and the Government. Collective labour law relates to the tripartite relationship between employee, employer and union.
1.2.1.11 Civil law

Civil law is a body of rules that delineate private rights and remedies, and govern disputes between individuals in such areas as contracts, property, and family law.

1.2.1.12 Administrative law

Administrative law is a set of procedures created by administrative agencies (Governmental bodies of the city, county, state or Federal Government) involving rules, regulations, applications, licenses, permits, available information, hearings, appeals and decision-making.

1.2.1.13 Constitution law

Constitutional law is the body of law which defines the relationship of different entities within a state, namely, the executive, the legislature, and the judiciary.

1.2.1.14 Consumer law

Consumer law involves all of the regulations and statutes that seek to create a more equitable balance for buyers in the marketplace and prevent sellers from using dishonest tactics. A consumer is any individual who purchases goods or services, which may be sold by manufacturers, wholesalers, or retailers.

1.2.1.15 Law of taxation

Tax law is the body of rules under which a public authority has a claim on taxpayers, requiring them to transfer to the authority part of their income or property.
1.2.1.16 Intellectual property law

Intellectual property law is a concept of law which refers to creations of the mind for which exclusive rights are recognized. Under intellectual property law, owners are granted certain exclusive rights to a variety of intangible assets, such as musical, literary, and artistic works; discoveries and inventions; and words, phrases, symbols, and designs. Common types of intellectual property rights include copyright, trademarks, patents, industrial design rights, trade dress, and in some jurisdictions trade secrets.

1.2.1.17 Debt recovery law

Debt recovery law governs situations where one party is unable to pay a monetary debt to another.

1.2.1.18 Banker’s law

Banking law refers to the legal aspects of the duties of the bank and legal aspects related to various banking instruments. Attorneys who practice in this area of the law handle everything from customer disputes and complaints against a bank, to complex litigation between domestic and foreign institutions, their investors, the Government, and other parties.

1.2.1.19 Solo – practitioner

Solo practitioner is a person, who through a regular program of study, is learned in legal matters and has been licensed to practice in the court of law.
1.2.1.20  Law firm

A law firm is a business entity formed by one or more lawyers to engage in the practice of law. The primary service rendered by a law firm is to advise clients (individuals or corporations) about their legal rights and responsibilities, and to represent clients in civil or criminal cases, business transactions, and other matters in which legal advice and other assistance are sought.

1.2.1.21  Public interest

Public interest is a common concern among citizens in the management and affairs of local, state, and national Government.

1.2.1.22  Discrimination

Discrimination is the prejudicial and / or distinguishing treatment of an individual based on their actual or perceived membership in a certain group or category, in a way that is worse than the way people are usually treated.

1.2.1.23  Sexual harassment

Sexual harassment includes unwelcome sexual advances, requests for sexual favours, and other verbal or physical conduct of a sexual nature that tends to create a hostile or offensive work environment.

1.2.1.24  Work life balance

A comfortable state of equilibrium achieved between an employee’s primary priorities of their employment position and their private lifestyle.
1.2.1.25  Stress

Stress is the body's reaction to a change that requires a physical, mental or emotional adjustment or response. Stress can come from any situation or thought that makes a person feel frustrated, angry, nervous, or anxious.

1.2.1.26  Job satisfaction

Job satisfaction is how content an individual is with his or her job. It is the level of contentment a person feels regarding their job.

1.2.1.27  Maternal wall

Maternal wall is a term referring to stereotypes and various forms of discrimination encountered by working mothers and mothers seeking employment.

1.2.1.28  Career

Career is the progress and actions taken by a person throughout a lifetime, especially those related to that person's occupations. A career is often composed of the jobs held, titles earned and work accomplished over a long period of time, rather than just referring to one position. This study uses this term in connection to the long term sustainability and advancement of women in law profession.

With the understanding of these concepts, the review of literature pertaining to the area of the study is presented below:
1.3 REVIEW OF PAST STUDIES

Research has been conducted by various researchers at the national and international level so as to explore the problems and prospects of women law professionals. Brief reviews of such important studies are quoted in the following section:

1.3.1 Gender Discrimination

Anandhi (1995) has explored in her research that, women constitute almost half of world population. But their economical and political status is lower than that of men in all countries. The author states that, inequity against women is a fundamental injustice to humanity and constitutes a crime against human dignity. Hence, special attention should be given to the needs and problems of women as one of the weaker sections of the society.

Baker (2002) in his research focused on finding out the economic rewards given to women in four professional degrees namely: law, medicine, M.B.A.s, and social science and psychology doctorates. The results of the study indicate that women are attracted to legal profession compared to other professional degrees as they feel it comfortable in terms of labour force participation, career re-entry and earnings. The findings of the study reveal that female participation rates are less than men’s, and drop during the peak childbearing years. Female law graduates have comparable earnings to men in the private sector, substantially less in State Government employment, and exceed male earnings by 20 percent in the U.S. government sector.

Hersch (2003) has stated that there is a large unexplained gender pay gap even after controlling work-related and personal characteristics. This impenetrable pay gap may be due to discrimination. The author has proposed the reasons for pay gap. The first is because women lawyers spend less time...
than male lawyers and so they lag behind their male counterparts. The second reason is male and female lawyers differ in their average values of individual and work-related characteristics, such as years of work experience, hours billed etc. Thus the gender wage disparity would be due to this difference in average characteristics. The other reason quoted for pay disparity is more women are entering the legal profession only in recent days, and so they require some more time for growth. Although the gender disparity will narrow as women gain experience in the legal profession, a gap due to family status is likely to persist.

Hatamyar & Simmons (2004) in their study attempted to find out the gender differences that persist in the discipline of attorney’s in Oklahoma. Results of the study prove that, female attorneys are less disciplined than their male colleagues. But clients of women attorneys are found to be more satisfied than the clients of male attorneys. It is because women are better listeners, better communicators, better understand nonverbal cues, more concerned about maintaining relationships and are more caring than men lawyers. This attitude helps the women lawyers to maintain a good relationship with their clients.

MacMillan et al (2005) stated that, in terms of designation, half of the female respondents had been solicitors for less than 10 years, whereas half of the men had been for more than 21 years. Regarding gender suitability, there were certain beliefs regarding type of work done by men and women lawyers. 65.6% of female respondents believe that there was a perception within the profession that men or women are better suited to certain types of work. 36% of men shared that view. There were very few areas where there was a strongly held perception that, men or women would be better suited to that type of work. The one exception was family law which was seen as
having a female dimension. In respect of construction, corporate and criminal law, a majority of female respondents believed that, there was a perception that, men were better suited to these areas. Women were found in majority of those working in the areas of residential conveyance, civil litigation, family/matrimonial and employment law. With regard to pay and experience, steadily increasing gender pay gap began to emerge after the first five years in practice.

Gorman (2006) in her study has explored the impact of gender inequality involved in promotion and hiring in law firms. The findings of the research indicate that, there is an assumption among the law firms that, male lawyers are better performers and women lack competence. The decision makers in the law firms weigh gender more heavily in promotion decisions, irrespective of their skills. The author states that, this difference might be due to the dissimilarity in the allocation of cases and clients to male and female lawyers. Women are not provided with challenging cases to prove their ability. Thus, women lawyers should work more to prove them better than their male counterparts.

Nicolson (2006) argues that, it is necessary to eradicate current patterns of discrimination and disadvantage. He also argues that, quotas and decision-making preferences do not necessarily conflict with appointment or promotion on merit, and hence the consequent unfairness to other applicants is more apparent than real. Existing measures are unlikely to eradicate discrimination in the law profession. Thus, it is essential to appropriately design and implement quotas and decision-making preferences that reverse patterns of exclusion.

State Bar of California (2006) has explored various issues like gender bias, age discrimination, and transgendered attorneys in obtaining
employment or advancing in the law profession. The results of the study indicate that, women attorney’s encountered unfair or inappropriate treatment in their law offices and in courtrooms because of their gender. Unfair treatment in the workplace included unequal pay, denial of promotion or advancement and denial of good assignments. The findings regarding age discrimination reveals that, age is not treated as a negative factor in how a person is treated in the law workplace, except for new lawyers seeking jobs. Results regarding transgender show that, they face discrimination and bias in the workplace, the courtroom and in other law venues. They reported experiencing inappropriate jokes and comments, denial of promotion and good work assignments, marginalization and unequal pay. Thus, the research suggests education for attorneys and lawyers, as well as enhanced enforcement of policies.

Susan Ehrlich Martin & Nancy Jurik (2007) have observed in their study that, women are underrepresented in terms of power, status and pay. The research has also identified that, gender plays a main role, even though it makes no difference. Women are deprived rights based only on their gender and are not given equal opportunities as men. The research has found that, men are good at managing their work and life compared to women. Women opt to quit the profession as they could not compete with the demands of work and family. The study has explored that, law profession is highly strengthened by informal social networks and bar associations, which demands a lawyer to spend extra time apart from their working hours. Women who are unable to make out to such socializing are considered to lack in client development and commitment to the practice of law. The study concludes with a note that, a women lawyer is evaluated above all else as a women.
Sushma (2007) stated that, women are found to be under-represented in terms of positions and power. Women workers undergo occupational and industrial segregation and wage disparities based on gender. The author proposes the reasons for inequality in women’s employment as deficit in women’s themselves such as lack of skills, lack of interest in promotion or choices of women like difficulty in balancing work and personal life or circumstances such as trends in rational labour market needs.

Webley & Duff (2007) in their study investigated why women are not remaining and progressing within, the solicitors’ profession at the same rate as men. The author states that women invest less in their education as well as in their career than men. And thus, they get less out by pay and promotion at the same rate as men. The author suggests women lawyers to invest more in their career in order to reach higher echelons of the profession. Women solicitors are found to quit the profession in larger numbers than men. The reason for this attrition is the pay gap between male and female solicitors, slower promotion prospects of women, lack of flexibility in the workplace, long hour’s culture, the difficulty of fitting their work patterns into a male paradigm, poor management practices and dehumanization of the individual by the firms. The research also investigated on part-time law practice and the results indicate that to be unsuccessful.

Jillian Cavanagh & Ron Fisher (2008) states that, women in law profession in Australia, undergo multifaceted challenges in their workplace and it is highly important to frame policies that support the participation of women. Policies should give equal opportunities to men and women in terms of power and status. This action not only enhances personal and cultural growth of women lawyers but also improves the workplace experiences of other women lawyers. Thus workplace policies influencing constant
advancement of workplace experiences of women lawyers are vital in today’s scenario for women to attain complete growth.

Lopez (2008) in her study aims at finding the status of women in the law profession, to discover the hurdles faced by women law professionals and to provide suggestions for the problems found. The author has noted that, there is a drastic change in the progression of women in law profession. Though the rate of women entering the law profession has increased massively, women aren’t found in large numbers in upper grades of the profession. The law system is highly gender biased as only very few women are found at the top level instead of their massive numbers in the profession.

The research has categorized discrepancy in terms of income, opinion about the competency level and opinion about dedication to the practice of law. Financial gap between men and women gets widened as women with same level of experience as men do not receive same financial compensation as men. The research has found that, women respondents weren’t satisfied with their prospects for progression in law and has also noted that their opportunity for progression is not as good as men. This insufficient opportunity is a main hurdle for the success of women law professionals. The study has explored that, female lawyer’s encounter inequity in terms of employment, upward mobility, and type of cases they deal, financial compensation, verbal abuse and sexual harassment. Women lawyers aren’t treated and respected as male lawyers. The study has concluded that, gender plays a significant role in most of the aspects of law profession.

Gorman & Kmec (2009) in their article has attempted to find out whether women’s upward mobility prospects decline as they climb organizational hierarchies. The results of the study prove that, the female
mobility disadvantage is greater. It is concluded that, efforts to recruit women into the lower rungs of job ladders will not eliminate women’s underrepresentation at the top. The research suggests that, the employers and policy makers should think seriously about the possibility that biases in selection, decision-making systematically impede the advancement of women after the point of hire and indeed that, such biases operate with increasing force as women rise higher. They propose that, shattering the glass ceiling requires new policies, at both the organizational and Governmental levels, to reduce or constrain these biases.

Kim (2009) proposes and employs the Avalanche Perspective in analysing the entry of women into the Korean judiciary. The Avalanche Perspective is a window through which the progressive changes for women in the Korean judiciary can be viewed and investigated. The author states that, a quantitative increase of women into the judiciary does not necessarily guarantee qualitative changes towards parity in law and in the society. Male dominance continues to be a factor blocking the advancement of women into the judicial and political arenas in Korea.

Michelson (2009) states that, employment opportunities for women lawyers in China, has increased to a great extent but they are found to be less successful than their male counterparts in terms of both income and partnership status. The reason for this variation is because women lawyers are found to have lesser experience than their male colleagues. Women are found to have shorter careers than men due to temporary and permanent exits because of parenthood and overt gender discrimination. So women do not hold their jobs as lawyers for as long as men do. The author suggests that, the gender gap in lawyers’ income will instinctively disappear if women continue
to enter the bar and if cohort replacement increases female representation among lawyers with the most work experience.

Angel et al (2010) state that, women lawyers still need to fight for equality in compensation and promotion commensurate with their contributions to the highest grossing law firms in the U.S. Women lawyers are disadvantaged relative to men partners not because they are less productive in generating revenue for their law practices but because of discrimination. The results also indicate that, women partners are compensated less than their men partners. The study disproves the claims that, women lawyers are paid less than their men colleagues, because they devote less time to their careers, are less productive, or opt for lower paying more egalitarian law firms.

Levinson & Danielle Young (2010) in their research tried to find out implicit associations between Judge/Male and Paralegal/Female and between Work/Male and Home/Female. Results of the study indicate that the respondents associate men with judges, and women with paralegals. Similarly the respondents associate men with work and women with the home and family. The results of the study indicate that, participants hired the male and female candidates at approximately the same rates, regardless of participant’s gender or the resume they saw. The study has found that inequality exists even among the next generation of law practitioners. The author suggests that, law school students should be trained first for reducing gender bias and law schools, law firms and other agencies should encourage the participation of women by hiring more number of women.

Rose (2010) proclaims that, the courts should use gender-neutral language to communicate effectively to judges, lawyers, students, and the public. The continued use of male-gendered terms to refer to all people can no longer be seen as a good manner. The increased use of gender-neutral
language by the Court is a goal worthy of attention. She suggests law clerks already having role in editing opinions can be trained to check for gender-neutral language.

Woodington (2010) stated that, sex discrimination towards women in the law profession remains a pervasive social problem despite the improvements for women in the law workplace over the past few decades. One of the main reasons this problem continues to persist is the largely unaddressed cognitive components of sex discrimination. Recent statistics reveal that, the continuing presence of sex discrimination on salaries and promotion rates of women and men in the law profession. This striking disparity among women and men reflected in law compensation and promotion statistics. Crucial step towards establishing complete gender equality in the law profession is essential.

Shanta (2011) has observed that employment has given women economic independence and feeling of importance. But women aren’t treated equally as men. Women lawyers undergo inequity against male lawyers. Though men and women are equally qualified women aren’t given same pay as men. Women are paid less compared to male colleagues with same experience. She adds that legal profession in India undoubtedly specifies a purely male dominant environment. Though there exist lot of hurdles some women legal professionals has succeeded in diverse aspects of the legal profession like dealing with clients, drafting, pleadings and presentation in the court. She includes that women lawyers are better at dealing things in an effective manner. Women are not found in much numbers in the higher echelons of the profession. Many women lawyers are satisfied with their social as well as their professional life. Women’s role in the legal profession
has a distinct role in the society and can equally compete with men in serving
the nation through practicing law.

1.3.2 Sexual Harassment

Ching & Brian (2001) attempted to explore the discrimination and
harassment in law firms in United States. Many corporate firms in United
States has taken measures to promote equal opportunities and minimize
sexual harassment conducts, law firms are yet to achieve this measures. The
authors state that, many women and minorities are found leaving their career
as they feel the probability of becoming a partner is less. The work schedule
is a major burden for all lawyers, but particularly for women who want to
balance their work and home life. The findings of the study reveal that, there
exists glass ceiling (Glass ceiling is a political term used to describe "the
unseen, yet unbreachable barrier that keeps minorities and women from rising
to the upper rungs of the corporate ladder, regardless of their qualifications or
achievements), which should be eliminated.

Rhode (2001) in her study has come out with solutions for the
issues faced by women lawyers. The law system should take initiatives and
collect systematic information about the women lawyers experience in areas
such as promotion, leadership opportunities, compensation, alternative work
schedules, satisfaction levels and sexual harassment. It recommends policy
makers to develop adequate policies and practices concerning flexible and
reduced schedules, family leaves, telecommuting, child care assistance,
domestic partners, disability accommodations, and related quality of life
initiatives. Organizations should develop sexual harassment policies to ensure
adequate procedures for receiving complaints, providing effective sanctions,
and preventing retaliation and to treat sexual harassment as a form of
professional misconduct.
Kay & Gorman (2008) in their research focused on finding out the experiences of women lawyers in terms of law education, gender imbalance, career entry and hiring, sexual harassment, work/family conflict, promotion and upward mobility and gender gap in the earnings level. The results of the study indicate that, women’s law school experience differ from that of men’s experience. Women lawyers were found in more number in less rewarding jobs, and work settings than male lawyers. Women lawyers undergo gender discrimination, including sexist behaviour, harassment, demeaning comments, and a negative courtroom environment. Women lawyers were found to be disadvantaged in the promotion process. Women lawyers earn substantially less than male lawyers.

Castan & Jeannie Paterson (2010) observed that, the women lawyers are found less in number in the higher positions of the law profession. More women are found in the entry level and associate level positions in the law firms. The reason for women quitting the law firms is due to the male dominated work environment and inflexible workplace culture that is prevailing in the law firms. In addition to this discrimination, sexual harassment has also been the reason for high attrition rate of women lawyers. Less number of women in law profession restricts the choice of law firms to choose from the limited choice of lawyers. Similarly judges are also to be opted from a small group of lawyers who are available. Women being primary care-takers of their children and family responsibilities they feel complicated to accomplish the growing demands of the law firms. This is where women lawyers loose out from the competition. Low numbers of women in law profession should be an issue if high concern to the law community. Female law students should be educated on the various options available to them in law. Thus the policy makers and law firms should work on flexible workplace structure and culture that includes more women in it.
And also alternative ways should be adopted to measure the commitment and merit other than time spent in the office.

1.3.3 Work Life Balance

Anleu (1993) has found that women earn about twice as less as men and the gap is getting enlarged day by day. The two main reasons for this wage gap are intermittent in the career of women due to maternity and women are focused only in ‘so called’ female areas of law. Opportunities of women are restricted due to glass ceilings. The research has found that many women lawyers leave the profession on account of incongruity between parenthood and law. In contrast the author has stated that women in the legal profession do not contend with the men for the same position or same job. Though there is raise in the level of participation of women in the legal profession, there lies a need for them to be placed in the same position as men. The research suggests that the work environment of the profession have to be modified and different methods should be adopted that gives more opportunities to women.

Roche (2003) attempted to find out the obstacles faced by women lawyers. The women lawyers felt gender stereotype as main hindrance for their career progression. There is an assumption that, women lawyers give priority to their families and therefore they are less responsible and more frequently absent from work. Thus, the author suggests that, women lawyers have to prove that having family responsibilities does not hinder their competence and their performance at work and they have to work harder than men and spend a lot of energy fighting this belief.

Angel (2006) states that, denial of high paid jobs and powerful positions such as permanent professors in law schools and equity partners diminish the number of women in law profession. The study states that,
married men with spouse to take care of their personal responsibilities are found to be good performers at work. Whereas, women who are assumed to be primary care-givers are expected to manage both personal and job related responsibilities in which they are presumed not efficient as men. Though the number of women getting into law school has increased massively, the number of women quitting the law profession has also enlarged. Women are found inadequate in high paid and secure jobs and found excessively in low paid and insecure law jobs. The author states that, biased organizational culture prevailing in law profession keeps women away from high esteemed positions, status and power.

Berenson (2006) has stated that, women lawyers are found to be struggling to balance their professional and personal commitments. The author suggests that, flexible workplace policies have to be implemented to help the women lawyers to achieve a better work and life balance. Enhancing the work-life balance of women lawyers will help them to achieve equal opportunities and advance to top positions of the profession. It is necessary to identify, develop and promote the adoption and implementation of effective alternative employment policies and practices that encourage and enable hiring and retention of women in the law.

Dau-Schmidt et al (2006) stated that, men are more likely to be married (84 percent vs. 75 percent) and less likely to be divorced (4.8 percent vs. 12.8 percent), although both men and women live with essentially the same number of children (1.82 and 1.79, respectively). Women are half again as likely to be married to a spouse with an intense job (63 percent vs. 40 percent for men), while the men are twice as likely to be married to a homemaker (14 percent vs. 7 percent for women). The women’s spouses earn far more than the men’s spouses ($89,900 vs. $33,600) and the men account
for a larger share of household income than do the women (79.9 percent vs. 60.9 percent) and are substantially more likely to provide more than two-thirds of the household income (72.5 percent vs. 42.4 percent).

Hamsaveni (2006) has found in her study that, women employee’s career is based on their family commitment, which shows that women are not career oriented. Refusal to hire a women because she might become pregnant, discharging a pregnant female worker, refusal to hire a married women, taking away seniority rights after pregnancy leave are the factors highly affecting career growth of women employees and it should be eliminated. The results of the study has explored that, many women deny their promotion, as it might require more time at work which affects personal life. Apart from financial necessity to support family, attaining economic independence has been identified as main reason for women taking up a job rather than to achieve career goals. Child birth and child care is found to be the major reason of career breaks of women’s career. Gender gap keeps increasing in terms of pay, promotion and hiring. Thus, these areas are to be concentrated in order to have an inclusive growth.

Porter (2006) in his study found the difficulties faced by women in their career after their maternity. The researcher stated that, maternal wall influences women with children in their job in the factors like recruitment, upward mobility, and pay and also on their termination. Performance of women’s work is highly affected by pregnancy and maternity leave. The continual demand of child-rearing duties which restricts more time at home has a negative impact on their work. Though maternal wall affects women in all occupations, women in law profession experience it more. Women undergo discrimination in the assignment of cases once pregnancy is announced. The author stated that, in Toledo the number of women at the top
in the law profession is low and adds that, women are paid less than men for which family responsibilities have been found as the major reason. The research has found that, having children is the main cause for the inequity that exists between men and women. It’s been found that, family is the main hurdle for women to succeed. Family responsibilities of women make them diverge from their professional work.

Margaret Thornton & Joanne Bagust (2007) has explored that, pregnancy plays a vital role in the career growth of women lawyers as the nature of work gets transformed from highly competitive job to low competitive job. Considering this fact, majority of women working in law firms don’t prefer to take maternity leave as that would create a negative mark in their career. Those women lawyers who take maternity leave are expected to lose their promotion opportunity even though they deserved being promoted. Many lawyers experience high level of imbalance between their work and personal life. Due to which many women lawyers opt to quit the corporate practices and prefer to go to public-sector or smaller firms which doesn’t demand much of their time. The study suggests that, in order to have a better work and life balance, flexible work strategies should be developed.

The research has identified that, men never give up their work for the sake of family responsibilities. It’s been found that, majority of the women lawyers are disenchanted with the negative effects on their careers and they are found to quit the profession in more numbers. As law profession expects lawyers to be available all the time, women lawyers couldn’t compete in this criterion with men and lose their competency. Law profession also involves extensive travelling, which again decreases the chance of choosing a women lawyer. Knowledge of law, expertise in practice, administrative skills and marketing skills are some of the important criteria that increases the
competency and are to be developed by women lawyers. The study has concluded that, even after omitting maternity and childcare, women are not entitled to high paying cases. Though discrimination has reduced to a large extent in recent days compared to the past, women are still found to be placed in less paying lower grade jobs which show some kind of indirect discrimination exist on women lawyers.

Tsaoussis (2007) has stated that, lawyering is one of the sturdiest and most competitive professions, which was once male-dominated profession. But now women started excelling in the field of law equally with men. Women have made an excellent advancement in attaining gender justice. But still there are various elements that affect gender equivalence, which is highly challengeable to eradicate. The results of the study prove that, gender disparity is highly found in income and rank. The main reason for women to be less successful is that, women are over–burdened with domestic work and child rearing duties.

Ankita Surabhi (2009) states that, maternity leave and child bearing is found as the main hindrance for women lagging behind men in law careers. Maternal wall has been identified as the main reason for the disparity in pay and promotion. The author states that there exists large disparity between the career path of male and female lawyers. The law system rewards men more than women lawyers. Women were found in lower status, position and less remunerative jobs. Thus women have to work twice harder than men in order to acquire equal status as men.

Dau-Schmidt et al (2009) focused on finding out the differences that gender makes in professional life and personal life of lawyers and also analyses the differences in income and career satisfaction between men and women lawyers. The study has found that, women perceive themselves to be
more truthful, kind hearted and broad-minded than men. Women also assume that they engage themselves more in helping others than men. While, men believe themselves to be more violent, confident and skilful than their female colleagues. They also think that, men have more desire for money than women. The research has found that, considerable discrepancy has been found in the income and career satisfaction between men and women lawyers. It is been found that, childcare responsibilities and household works have been found as the main reason for women being paid less than men lawyers. Thus, the career growth of women is highly affected by their child care responsibilities assuming that they won’t work over time or prefer to travel.

Walker & Stephanie Ramasamy (2009) propose that, women are found in large numbers than men at entry level of the law profession, but career growth of women are not matching with those of men. Law firms find it difficult to bridge the gap between the career progression of men and women lawyers. Billable hours is used as the key factor used to measure a lawyer’s performance and the demands of lawyer-client relationship makes the working environment hostile for women lawyers with children. Women are burdened with traditional child care and house hold works, women lawyers find it difficult to balance their work and family. Thus the author suggests the law firms to take initiatives to improve the participation and progress of women in the law profession.

Swagata Raha & Sonal Makhija (2012) identified that, many women continue to quit from the law profession during pregnancy and while bringing up the child, due to the imbalance between their personal and professional life. The results of the study have proved that, maternity breaks have an unfavourable effect on the career of women lawyers. As permanence is the first quality expected from a lawyer by the clients, maternity breaks put
women into disadvantage. Another important aspect to be a successful lawyer is networking, which is again affected by career breaks of women lawyers. These types of work conditions puts women into critical situation where most women are supposed to choose either their career or children, and both together aren’t possible for the majority of women lawyers. The author has identified that, most of the women lawyers do not go further than the associate level. The study has listed the following as some of the important problems faced by women litigators: inadequate sanitation facilities, overcrowded women’s work rooms in courts and in many cases lesser fees than their male counterparts. Clients often prefer male lawyers with less experience than women with more experience or skill. The study was concluded with a positive note that women started over performing men both in terms of education and income.

1.3.4 Stress

Mills (2010) has found that, nearly quarter of lawyers want to quit the profession due to stress and long working hours. Though people working in all the fields undergo stress, what makes it more stressful for law professionals is that pressure of competition, professional interactions and never ending deadlines. Even lawyers receiving high pay aren’t satisfied with the profession which depicts money can’t replace the value of satisfaction. Most lawyers are dissatisfied with the law profession due to work life balance. Especially this is found high in women lawyers. Balancing the family responsibilities along with professional duties has been found as the constant reason of stress. Some lawyers choose to remain in the profession despite of the stress they undergo and get addicted to unhealthy behaviours like alcoholism and drug abuse. In extreme cases it is causing break down or even suicide. The author states that there is an assumption that lawyers who
work for long hours and who undergo stress can only be a successful lawyer. But a lawyer can be successful if though he works for short hours. The author proposes that stress and anxiety should be eradicated which are unhealthy and which are ultimately limiting your potential. By eliminating stress and ensuring good mental health lawyers can work more effectively and productively.

Leskinen et al (2011) in their study investigated the frequency of gender harassment in two different male dominated work settings: military and law profession. In order to identify the occurrence of gender harassment the authors included the variables like gender harassment, unwanted sexual attention, intention to change the career, sexual compulsion, job satisfaction and stress. The findings of the study reveal that, women in both the profession undergo gender harassment. Women law professionals are found to have lesser job satisfaction and high level of stress due to negative work settings. Women in both work settings military and law profession are found to suffer from health problems due to the stress they experience out of their job. The author states that, gender harassment creates an unfriendly environment for women that disadvantage them in their performance.

Kay et al (2014) has found that, more number of women is found in the least paid jobs and less number of women is found in highly paid jobs. The research has identified that, there exists gender inequality between men and women in terms of income, upward mobility, power, autonomy, prospects of growth and levels of job satisfaction. These differences exist irrespective of their experience, where women having similar experience as men are not given equal opportunity as men. The study has identified discrimination in various aspects like upward mobility, exit and re-entry to practice, in terms of income, area and type of practice and job satisfaction, by excluding women in
informal meetings and by refusing challenging assignments. Women were found to be more dissatisfied than men in terms of balancing their work and life and stress they undergo in law practice. The study has identified that it is vital in this current scenario for the law professionals to tackle the following issues: work life balance, profits, status and morals, gender inequity, sexual harassment in the law profession and health issues.

1.3.5 Job Satisfaction

Cantrell et al (2007) in their study examined whether gender affects career choices of lawyers, whether lawyers are satisfied with their jobs and work life balance. The results of the research indicate that, gender has no impact on the career patterns of lawyers. Irrespective of their gender, lawyers have to make their job interesting and challenging. The study has come out with an unusual finding that, not only women experience conflict between their work and life, even male lawyers are affected. Both male and female lawyers expect some quality time with their friends and family. Thus it is revealed that work-life balance is an issue that is equally important to men as it is to women. Lawyers feel that, law is an engaging and satisfying career.

Stake et al (2008) carried out a research investigating the factors relating to various personal and job characteristics, including income from the practice of law and career satisfaction. It compares the responses across various demographic groups, including type of practice, gender, race, and ethnicity. The findings of the research reveal that, women earn substantially lower than men. The cause for this variation in the income level is because women are found to be working fewer hours than men due to child care responsibilities. With respect to career satisfaction, it seems that women are particularly sensitive to hours, probably due to greater family responsibilities.
Haddon & Andrew Hede (2009) carried out a research with an objective to find out whether lawyers are satisfied with their personal and professional lives. The findings of the study reveal that, many respondents reported that they are supposed to work long hours with little flexibility. But still they agree that they have high level of control and autonomy over their work. The findings reveal that, many lawyers expect their work environment to be more flexible by giving options like flexi-time, a compressed work week, telecommuting and part-time work available. They believe these options would help them to manage their work and life in a better way. The results indicate that, work interferes with home life more than home interferes with work life, when it comes to time and energy. On the other hand, home life enables lawyers to regain the energy lost from working. The author states that, lawyers surveyed appear to feel capable, effective and satisfied with them overall.

John Monahan & Jeffrey Swanson (2009) in their research had tried to find out the job and life satisfaction of lawyers in Virginia. The results of the study indicate that, there is no significant gender difference in life satisfaction of lawyers. Though, men score significantly higher than women in the “balance” between their work and personal or family lives, there is no significant overall gender difference in job satisfaction. This gender difference in law graduates’ full-time employment is largely accounted for those having children at home.

Gower (2011) stated that, large numbers of women graduates are found graduating from law school and entering the law profession, but they are not found in large number in partnerships in large law firms. The main reason for this disparity is dissatisfaction of women lawyers towards the profession. The author states that, women lawyers who try to balance both
their career and family get dissatisfied which leads them to leave the law firm for a position that has the time flexibility required to juggle family needs. The author suggests that, efforts to raise the quantity of women lawyers reaching partnership candidacy must first address the reasons for job dissatisfaction, ways to correct dissatisfaction. The author suggests that, law firms should try to remove the barriers that impede female associate from successful careers, problems such as interrupted periods of employment and quality-of-life issues will decrease, and more females will be considered for firm partnerships.

Organ (2011) stated that, lawyers in Minneapolis are satisfied with their career disproving the claims of other authors. Lawyers with more years of experience are found to be satisfied than lawyers with less years of experience. As the early years of practice may be filled with some dissatisfaction because one’s first job may not be as satisfying or fulfilling as one might desire. The author suggest that, lawyers should focus not only on learning the law, but should also develop better self-understanding so that they can direct their efforts in practicing law into practice areas and job contexts that are more likely to be fulfilling their values, skills, and preferences. The results also indicate that, lawyers in the public sector and in public interest work are found to have greater satisfaction than those lawyers in private practice, particularly those in larger firms. Women lawyers are found satisfied as their male counterparts although their satisfaction with specific aspects of the job context and setting may differ from that of their male colleagues. The author recommends helping the law students to develop more realistic expectations about law practice and developing better self-understanding in forming professional identity will enhance the job satisfaction of future lawyers.
1.3.6 General Studies

Tripathi (1999) states that a country can’t progress by neglecting women and a country’s development can’t be attained unless the growth of men and women are paralleled. The contribution of women towards economic development is significant but they are not provided with reasonable pay. Thus the participation of women has to be encouraged to attain development and women are to be paid reasonably.

Krakauer & Charles (2003) explained in their study that, gender has a very strong impact on the career patterns of lawyers. The author throws light on the various issues experienced by female lawyers and provides suggestions to avoid or minimize those barriers for the future lawyers. The author suggests various ways to facilitate career development of female law students. Law schools should provide career counselling for female law students to help them attain self-awareness by having an open discussion through which the students are capable of making a decision about their career. Thus, it helps the students to self-explore and self-understand themselves. The author recommends that, the law students should be made aware of the various barriers addressed by women law professionals like gender bias, sexual harassment, lesser opportunity for promotion, income differentials and work-family conflict. The ways through which the female law students address the barriers should be discussed by the counsellors. The author proposes that, female law students and lawyers experience a feeling of exclusion at various stages of their career. Thus, the law students should be helped to develop their skills on various law activities early in their law career to avoid this sort of negative feelings.

Duff & Webley (2004) stated that, women solicitors opt to quit the profession due to the rigid work practices, perceived lack of career
progression for women and little value being attributed to women solicitors, their strengths, skills and commitment. The author suggests that the profession should adopt more flexible working arrangements, as law practice is still based on a traditional office working culture where all solicitors were required to work full-time and be present in the office for the whole of each working day. They also added that, technological advancements have to be made such that face-to-face client contact or court appearances could be done at home or in other comfortable locations. The study has observed that promotion prospects of women lawyers were limited either because they had children or by virtue of being female.

Ronit Dinovitzer & John Hagan (2006) in their study focused on the effects of geographic mobility within the law profession in order to explore how moving can alter the forms and value of capital-human, social, or symbolic necessary for professional advancement. The findings of the study reveal that, geographic mobility can be a source for the emergence of new inequalities within the profession, so that lawyers moving from one jurisdiction to another do not receive full value for their credentials. They have also found that geographic mobility can exacerbate existing inequalities in the profession.

Childress (2007) states that, law profession includes lawyers practicing in private sector, solo practitioners and those working in law firms and also comprises of lawyers engaged in government, corporations, organizations and law helping societies, law school professors and judges. The author quotes that, a person who wants to be lawyer must have an extensive dedication to the job. Lawyers specialize in certain area of law based on their interest, high income and practical likelihood in spite of their official certification. The author has stated some of the following traits as
important attributes for a lawyer, namely specialization in the type of law being practiced, formal body language, self-acting, should consider the need of the client rather on their own need and should work for the welfare of the public. The relationship between a lawyer and a client helps in formulating the behaviour of the lawyer and also gives them awareness about the reality. The author has declared that the entry of women into the law profession has increased massively, but still their participation is not even in the fields of law being practiced.

Mukherjee (2007) stated that, lawyers are looked upon as a kind of manipulator or fixer who in many ways fails to represent society's basic values and attitudes. Change in law profession in India is essential in order to give equal opportunity to women in the law profession. Education seems the most favourable point of entry and offers greater leverage for productive change than reform at any other point in the law system. For such change, the way a lawyer thinks, acts and conducts themselves have to be changed in order to make law service as a powerful tool for justice in an unequal society.

Mossman (2009) in her article on the biography of the first women in Indian law profession i.e. Cornelia Sorabaji, stated that, the experiences of Sorabaji reflect the challenges she faced to practice law in India due to the constraints of gender, race, class, religion and politics. Though she was not allowed to practice law, she alternatively chose to become a law advisor for women who were precluded from men. Despite the fact that she experienced lot of hindrances, she was a pioneer woman in the law profession and has set path to upcoming law professionals.

Murugendra (2012) in his study proposes the need of change in law education to restructure the law profession in India. He states that, change in law profession is essential to bring out societal changes in terms of gender
equality. Law serves as an important medium to attain socio-economic development. In current scenario, law is looked up as a tool of social change. Thus, law education should not only produce good lawyers, but should also create cultures, law abiding citizens who know the concepts of human values and human rights and serve humanity and encourages equality. The author suggests that, a lawyer must be tolerant, must listen to their clients patiently, should be rational, and work hard and must have critical understanding of human perceptions and values.

On reviewing the various literatures, it can be concluded that:

1. There is a large income differential between men and women lawyers, with the men increasing their lead over the years.
2. There is substantial gender segregation of law work; there exists difference in the type of law being practiced by men and women and also in the type of cases and clients they deal.
3. Even after controlling the factors such as hours worked, experience, school attended, type of employer, type of work, and type of job sought, it is clear that, discrimination based upon gender is the major predicator of success in law.

The reviews are summarized in Table 1.1.
<table>
<thead>
<tr>
<th>S. No</th>
<th>Authors</th>
<th>Work Done</th>
<th>Findings, Suggestions</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Anandhi (1995)</td>
<td>Women and legal environment.</td>
<td>Economic and political status of women is lower than that of men in all countries. Female participation rates are less than men lawyers and drop during the peak childbearing years.</td>
</tr>
<tr>
<td>2.</td>
<td>Baker (2002)</td>
<td>The influx of women into legal professions: An economic analysis.</td>
<td>Economic and political status of women is lower than that of men in all countries. Female participation rates are less than men lawyers and drop during the peak childbearing years.</td>
</tr>
<tr>
<td>3.</td>
<td>Hersch (2003)</td>
<td>The new labour market for lawyers: Will female lawyers still earn less?</td>
<td>There is a large unexplained gender pay gap between men and women lawyers even after controlling work-related and personal characteristics. Female attorneys are less disciplined than their male colleagues.</td>
</tr>
</tbody>
</table>

Table 1.1 Summaries of Reviews
<table>
<thead>
<tr>
<th></th>
<th>Author(s) (Year)</th>
<th>Title</th>
<th>Summary</th>
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<tbody>
<tr>
<td>8.</td>
<td>State Bar of California (2006)</td>
<td>Challenges to employment and the practice of law facing attorneys from diverse backgrounds: Results from a 2005 online poll of California attorneys.</td>
<td>Women lawyers undergo unfair treatment in the workplace which includes unequal pay, denial of promotion or advancement and denial of good assignments.</td>
</tr>
<tr>
<td>11.</td>
<td>Webley &amp; Duff (2007)</td>
<td>Women solicitors as a barometer for problems within the legal profession-Time to put values before profits.</td>
<td>Women are not remaining and progressing within the solicitors’ profession at the same rate as men.</td>
</tr>
<tr>
<td>13.</td>
<td>Lopez (2008)</td>
<td>The future of women in the legal profession: Recognizing the challenges ahead by reviewing current trends.</td>
<td>Women entering the law profession have increased massively, but women aren’t found in large numbers in upper grades of the profession.</td>
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<td></td>
<td>Author(s) (Year)</td>
<td>Title</td>
<td>Summary</td>
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<td>16.</td>
<td>Michelson (2009)</td>
<td>Gender inequality in the Chinese legal profession.</td>
<td>Employment opportunities for women lawyers has increased to a great extent but they are found to be less successful than their male counterparts in terms of both income and partnership status.</td>
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<tr>
<td>No.</td>
<td>Author(s)</td>
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<tr>
<td>22.</td>
<td>Ching &amp; Brian (2001)</td>
<td>Determination and harassment in law firms.</td>
<td>The work schedule is a major burden for women lawyers, who want to balance their work and home life. Glass ceilings should be eliminated.</td>
</tr>
<tr>
<td>23.</td>
<td>Rhode (2001)</td>
<td>The unfinished agenda, women and the legal profession.</td>
<td>The law system should take initiatives to minimize the inequality against women lawyers in areas such as promotion, leadership opportunities, compensation, alternative work schedules, satisfaction levels and sexual harassment.</td>
</tr>
<tr>
<td>26.</td>
<td>Anleu (1993)</td>
<td>Women in the legal profession: Theory and research.</td>
<td>There is a wide wage gap between men and women for which the main reasons are break in the career of women due to maternity and women are focused only in so called female areas of law.</td>
</tr>
<tr>
<td>27.</td>
<td>Roche (2003)</td>
<td>Feminization of the legal profession in Venezuela.</td>
<td>Gender stereotype is the main hindrance for the career progression of women lawyers.</td>
</tr>
<tr>
<td>No.</td>
<td>Author(s) (Year)</td>
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<tr>
<td>29.</td>
<td>Berenson (2006)</td>
<td>Creating workplace solutions for women attorneys</td>
<td>Women lawyers are found to be struggling to balance their professional and personal commitments.</td>
</tr>
<tr>
<td>31.</td>
<td>Hamsaveni (2006)</td>
<td>A study on the factors influencing the career development of women employees in Chennai city.</td>
<td>Women employee’s career is highly dependent on their family commitment, thus women are not career oriented.</td>
</tr>
<tr>
<td>32.</td>
<td>Porter (2006)</td>
<td>Re-defining superwoman: An essay on overcoming the maternal wall in the legal workplace.</td>
<td>The maternal wall influences women with children in their job in the factors like recruitment, upward mobility and pay and also on their termination.</td>
</tr>
<tr>
<td>34.</td>
<td>Tsaoussis (2007)</td>
<td>Female lawyers as pragmatic problems solvers: Negotiation and gender roles in Greek legal practice.</td>
<td>Gender disparity between male and female lawyers is found to be high in terms of income and rank.</td>
</tr>
<tr>
<td>No.</td>
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<tr>
<td>35.</td>
<td>Ankita Surabhi (2009)</td>
<td>Women lawyers: Their experiences</td>
<td>Maternity leave and child bearing is found as the main hindrance for women lagging behind men in law careers.</td>
</tr>
<tr>
<td>37.</td>
<td>Walker &amp; Stephanie Ramasamy (2009)</td>
<td>Advancing and retaining women in the legal profession.</td>
<td>Women are found in large numbers than men at entry level of the law profession, but career growth of women are not matching with those of men.</td>
</tr>
<tr>
<td>38.</td>
<td>Swagata Raha &amp; Sonal Makhija (2012)</td>
<td>Challenges faced by Indian women legal professionals</td>
<td>Women continue to quit from the law profession during pregnancy and while bringing up the child, due to the imbalance between their personal and professional life.</td>
</tr>
<tr>
<td>40.</td>
<td>Leskinen et al (2011)</td>
<td>Gender harassment: Broadening our understanding of sex-based harassment at work.</td>
<td>Women in the law profession undergo gender harassment. Women law professionals are found to have lesser job satisfaction and high level of stress due to negative work settings.</td>
</tr>
<tr>
<td>41.</td>
<td>Kay et al (2014)</td>
<td>Turning points and transitions: Women’s career in the legal profession, a longitudinal survey of Ontario lawyers.</td>
<td>More number of women are found in the least paid jobs and less number of women are found in highly paid jobs.</td>
</tr>
<tr>
<td>44.</td>
<td>Haddon &amp; Andrew Hede (2009)</td>
<td>Work-life balance: Results of Queens Land Law Society (QLS) survey.</td>
<td>Lawyers are found to suffer from the symptoms of depression more than usual, feel constantly under strain, losing sleep etc.</td>
</tr>
<tr>
<td>46.</td>
<td>Gower (2011)</td>
<td>Legal discrimination? Alternatives to the traditional linear equity partnership track.</td>
<td>Women lawyers are found to be dissatisfied about the profession.</td>
</tr>
<tr>
<td>47.</td>
<td>Organ (2011)</td>
<td>What do we know about the satisfaction/dissatisfaction of lawyers?</td>
<td>Lawyers with more years of experience are found to be satisfied than lawyers with less years of experience.</td>
</tr>
<tr>
<td>48.</td>
<td>Tripathi (1999)</td>
<td>Perceptions on Indian women: Current scenario and future prospects.</td>
<td>The contribution of women towards economic development is significant, but they are not provided with reasonable pay.</td>
</tr>
<tr>
<td>50.</td>
<td>Duff &amp; Webley (2004)</td>
<td>Women solicitors as a barometer for problems within the legal profession-time to put values before profits.</td>
<td>Women are not remaining and progressing within the solicitors’ profession at the same rate as men.</td>
</tr>
<tr>
<td>51.</td>
<td>Ronit Dinovitzer &amp; John Hagan (2006)</td>
<td>Lawyers on the move: The consequences of mobility for legal careers.</td>
<td>Geographic mobility can be a source for the emergence of new inequalities within the profession, and so lawyers moving from one jurisdiction to another do not receive full value for their credentials.</td>
</tr>
<tr>
<td>52.</td>
<td>Childress (2007)</td>
<td>“Lawyers”, encyclopaedia of law and society.</td>
<td>Lawyers should specialize in the type of law being practiced, should have formal body language, self-acting, should consider the need of the client rather on their own and should work for the welfare of the public.</td>
</tr>
<tr>
<td>53.</td>
<td>Mukherjee (2007)</td>
<td>Law schools and legal education in India.</td>
<td>Lawyers are looked upon as a kind of manipulator or fixer who in many ways fails to represent society's basic values and attitudes.</td>
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<tr>
<td>55.</td>
<td>Murugendra (2012)</td>
<td>Need to relook legal education in India</td>
<td>Lawyers must be tolerant, must listen their clients patiently, should be rational, and work hard and must have critical understanding of human perceptions and values.</td>
</tr>
</tbody>
</table>
1.4 RESEARCH GAP

Review of previous studies show that, there is no specific Indian study to measure the impact of gender on the career of women lawyers. There are no much related studies to measure the impact of gender discrimination, sexual harassment, work-life balance, stress and job satisfaction. This is a wide gap to be filled up by Indian researchers. The study aims to fulfil this gap.

Foreign studies that are available have focused only on the issues faced by women lawyers and not on how it affects the career of women lawyers. In this study career refers to advancement in terms of position, power and pay. Thus, this study throws light on how gender impacts the career of women law professionals.

1.5 STATEMENT OF THE PROBLEM

Since independence, many developmental and alleviatory programs were launched for the welfare of women. So many legislations were passed hoping to ensure gender justice and gender equality. As a result, so many individuals have found space for assertion and individual empowerment. Still, women lag behind men in terms of power and status due to various barriers.

Though women enter law school in equal number to men, they are not found in higher grades of the profession as men. Thus, this research aims to assess the reasons of gender inequalities that persist against women lawyers in areas of remuneration, promotions, and other professional opportunities in law. Thus, it is essential to look over the ways to minimize these barriers in
order to motivate equal participation of women lawyers and enhance their work life balance and satisfaction in their profession.

1.6 NEED FOR THE STUDY

The proportion of women in the total lawyers of this sector is considerably low (85.24% of men to 14.76% of women). This study will offer constructive suggestions for the women lawyers to overcome the hurdles and attain equal growth. This study will be useful for the policy makers to frame policies that foster the development of women in the profession of law. Such policies help in bringing in many women talents into the law profession, which not only enhances individual participation but also helps in promoting the women community as a whole. Thus, there arises a need to find out:

1. Why there is a gender gap in the participation level of women in the law profession?
2. Do women in this profession exit the profession due to work life imbalance?
3. Do women in law profession undergo sexual harassment?
4. Are women lawyers satisfied with their profession?
5. Do women law professionals undergo stress or stress related illness?

With these questions in background, the following objectives are framed for the study.

1.7 OBJECTIVES OF THE STUDY

The study throws light on the factors influencing the career of women lawyers in the study area. It will identify the various issues hindering the growth of women lawyers in Tamil Nadu. The study results will also help
in enhancing equal rights for women at their workplace as it results in equal opportunity for women. The research will also disembark its objectives and provide recommendations for the advancement of women law professionals.

The motive of the study is to examine the impact of gender on the career of women lawyers in Tamil Nadu State, India. The objectives of the study are:

1. To find out the impact of gender on career of women law professionals.
2. To examine the prevalence of sexual harassment of women lawyers.
3. To identify whether women law professionals suffer from work–life imbalance.
4. To determine whether women law professionals experience stress and related illness.
5. To find out the level of satisfaction of women lawyers towards their profession.

1.8 HYPOTHESES

Hypothesis is a testable proposition about the relationship between two or more events or concepts (Saunders et al 2007). There are two statements of a hypothesis: the statement that the parameter takes a particular value, which is stated as $H_0$; and the statement that the parameter fails in some alternative, which is stated as $H_a$.

On reviewing various literatures, it can be concluded that, the following are the most influencing factors that affect the career of women lawyers:

✓ Gender Discrimination
Thus, these five variables are found to have an impact in ascertaining the career of women lawyers. So there arises a need to test these variables through appropriate hypotheses. Based on these, the following research hypotheses were framed for the test:

H<sub>01</sub> Scope of career remains the same irrespective of the gender.

H<sub>02</sub> Economic class of the respondents and gender discrimination are independent of each other.

H<sub>03</sub> Number of cases handled by the respondents and gender discrimination are independent of each other.

H<sub>04</sub> Profession and sexual harassment are independent of each other.

H<sub>05</sub> The age of the respondents and sexual harassment are independent of each other.

H<sub>06</sub> Economic class of the respondents and sexual harassment are independent of each other.

H<sub>07</sub> Experience of the respondents and sexual harassment are independent of each other.

H<sub>08</sub> Gender of the respondents and work and life balance are independent of each other.

H<sub>09</sub> Gender of the respondents and stress are independent of each other.
H₀₁₀ The age of the respondents and stress are independent of each other.

H₀₁₁ Number of children of the respondents and stress are independent of each other.

H₀₁₂ Economic class of the respondents and stress are independent of each other.

H₀₁₃ Annual income of the respondents and stress are independent of each other.

H₀₁₄ Experience of the respondents and stress are independent of each other.

H₀₁₅ Number of cases handled by the respondents and stress are independent of each other.

H₀₁₆ Gender of the respondents and level of job satisfaction are independent of each other.

1.9 SCOPE OF THE STUDY

The presence of women in law profession will help in addressing various issues related to women rights, violence and child rights, thereby addressing the most crucial human right violations that is prevailing in the society at the present context. Hence, an attempt has been made to study the factors disturbing the development of women lawyers such as gender discrimination, sexual harassment, stress, work-life balance and job satisfaction.
In future, researchers may concentrate on:

1. Exploring the work histories of both men and women to ascertain the reasons for existing disparities,
2. Ascertaining whether law practitioners keep up with technology and changes in law.
3. Effects of mobility in law profession.
4. Finding out the alternative careers and part-time work arrangements for law practitioners.
5. Identifying whether women face challenges while getting married because of choosing law as their profession.

1.10 LIMITATIONS OF THE STUDY

The limitations of the study are as follows:

1. The study was conducted in Tamil Nadu, and the population is limited to 7691 women lawyers. Thus, the study was limited to the geographical limits of Tamil Nadu only.
2. The findings of the study are given based on the limited coverage of the blocks selected.
3. The subjects surveyed are only female lawyers, judges and public prosecutors.
4. This study is restricted only to law professionals and thus the results of the study cannot be generalized to women in other profession.
1.11 CHAPTER SCHEME

The study has been divided into five chapters

CHAPTER 1 INTRODUCTION AND DESIGN OF THE STUDY

The chapter deals with the introduction of the law profession in current scenario followed by review of the literature of the previous studies relevant to women law professionals. The chapter comprises of both Indian and Foreign studies which examine the problems faced by women lawyers across the world. The chapter also encompasses of terminologies related to law profession and reviews summarized in table and research gap. This chapter also covers the statement of the problem, need for the study, objectives of the study, the scope and limitations of the study, and the chapter scheme.

CHAPTER 2 METHODOLOGY

This chapter presents the research methodology, which includes the research design, population of the study, sampling frame, sampling method, sample size, methods of data collection, tools for data collection, period of the study and pilot study, validity and reliability test and framework of analysis.

CHAPTER 3 AN OVERVIEW OF LAW PROFESSION

The chapter presents the conceptual framework of the present study which includes an overview of law profession in India and Tamil Nadu, and participation of women in law profession and their problems and prospects.
CHAPTER 4  ANALYSIS AND INTERPRETATION OF DATA
The fourth chapter presents the data analysis and interpretation related to the factors affecting the growth of women lawyers in Tamil Nadu.

CHAPTER 5  FINDINGS, SUGGESTIONS AND CONCLUSION
The fifth chapter begins with the findings of the primary data collected and the corresponding suggestions and implications were given to the policy makers to enhance the participation of women in law profession thereby improving the economy of the nation; the chapter ends with the conclusion and future enhancements of the study.