

A STUDY OF WOMEN LAWYERS IN COIMBATORE DISTRICT

M. Shanthi
Research Scholar- Ph.D.
Department of History
Govt. Arts and Science College
Coimbatore
Tamil Nadu

Dr. K.Elizabeth Lavanya Pappy
Assistant professor in History
Department of History
Govt. Arts and Science College
Coimbatore
Tamil Nadu

Abstract

Majority of women is seen very good in almost every walk of life. Yet, there are problems to be addressed to women. In recent years, the number women lawyers has been growing but very few of them to be popular in their profession. This article tries to interpret the facts related in establishing the sex differences that exist in the legal profession. Four factors have been identified as major causes for imbalance of women in legal profession. The factors are discrimination, sexual harassment, stress and impersonal treatment survey method was applied and data collected by using questionnaire among 100 women lawyers. It is seen from the investigation, women experience inequality in all the recognised areas and also it upset women lawyers in respect of job satisfaction. Therefore it is required to take necessary steps to raise the level of participation of women lawyers by reducing the sex oriented problems.

Keywords: Job satisfaction, gender equality and stress.

Introduction:

The track of women in legal profession can be narrated as a series of constant demand. The rank of women in India has experienced important changes. Women became excelling in every field due to their involvement and positive government interventions. Women still face various problems amidst all development and achievement, with onset of mechanism for social change, it is necessary to look wide into channels for developing women, directing the issues related with them and find ways to attain continuous development for the larger segment of the society.

More than 6 lakhs persons are practicing as lawyers in India. Individual lawyers are principle service providers the legal profession is an important branch of the equipment for streaming moral principles.. Courts will not be in a position to manage justice successfully without well organised profession of law: suits cannot organised in favour or organised the parties; Truth cannot be fold properly presented before the court. A consistent system of practicing law suggest a properly equipped and will organised bar and well regulated occupation for arguing cases is a great requirement to strengthen the standard of law. Normally, practicing law in India has been male dominated profession.

Less than 7% of women are working as judges in high courts today out of total number judges. The supreme court has only three women judges in the 58 years of its existence. According to the Bar council of Tamilnadu , 2011 there are 7691 women advocates, where men are around 44429 in number.

The legal procedure should take steps and collect structured information about women advocates experience in areas such as promotion, guidance opportunities, money given to loss, different work plans, contentment levels and gender intimation (De borah L Rhode 2001). Prejudice not only found in legal profession, but also

it found in colleges where law is taught. Sex has an effect among the law college students during their legal studies, Thus differences begins even during their college studies .Therefore it is necessary to point out on the issues that open way for sex differences.(Angus MeFadyen 2005) has directed the attention on the major problems about women advocates like career development, difference in pay, time need for work and life and sex differences, (Charles.P 2003) has reported that sex has very strong effect on occupational patterns of advocates. (Sankad Gurunath 2017) recommended that the law students should be made known different obstacles addressed by women advocates like sex bias, sex torture, less chances for promotion, pay differences and job satisfaction(Cartin Mills 2010) has reported that 25% of lawyers want to leave the job due to tension and lengthy working hours. People who work in different fields undergo stress but people who work as lawyers undergo more stress like pressure in job, frightful professional relations and never ending time limit.

There fore the problems faced by women advocates are categorised into 4 .They are:

- 1.Prejudicial Treatment
2. Intimidation
3. Tension
- 4.Unbiased Treatment

This research study interest to study in finding the possible sex hindrances for the progress of women advocates and comes out with ideas through which women are given same rights as men previous studies to women advocates is presented in the following paragraph.

Review of related studies:

Nancy c. Jurik (2006) has remarked that women are under related in terms of authority, rank and salary. It also identified that sex plays a major role, even though it makes resemblance. Women are not given same opportunities as men and denied rights based on sex. Men are good in handling their job and life compared to women. Women wanted to leave the job because they are unable to challenge with demands of work and life.

F.M.Kay, etc,(2004) have found that majority of women employed in jobs with low pay and less number of women found working in highly paid jobs. It also identified that there exist sex difference between men and women in terms of salary, promotion, authority, freedom, hope of growth and job satisfaction.

Aspasia Tsaoussis (2003) has revealed that lawyering is one of the strong and merciless job. Which has once male dominated but now women are entering in the field law equally men. It also showed that sex difference is highly seen in salary and status. Domestic work and child bearing are the major causes for women are to be less successful in their jobs.

Shanta Astige (2011) has reported that women have proved that they are no way inferior male counterparts. Though women faced obstacles in their job, they proved are efficient in handling client, mediation and skill. The study showed that less number women is found in higher cadre of the legal profession despite of opposition to unjust in law.

Methodology and Sample:

It is a descriptive research and it will give a clear picture on the issues and prospects of women advocates. The primary data was collected from bar council, journals books and web sites.

A Sample of 100 women lawyers were selected in Coimbatore and the study carried out during the year 2018-19. Since the study is descriptive one, it tries to describe the gender related issues of women lawyers. 4 types factors part of the article.

Data Analysis:

In order to find out if there is any relationship between gender equality and discrimination, Harassment, stress and impersonal treatment, chi-square test is performed.

S.No	Factors	Calculated value	df	Table value	Level of significant
1.	Discrimination	13.55	4	9.488	S
2.	Harassment	11.40	4	9.488	S
3.	Stress	9.33	1	3.841	S
4.	Impersonal Treatment	18.05	2	5.991	S

From the above table, it found that there is significant relationship between,

Gender equality and Discrimination

Gender equality and Harassment

Gender equality and Stress

Gender equality and Impersonal Treatment

The results show that there exist social obstacles in different factors taken for the study. Women advocates are discriminated duo to their gender. In order to rectify the problem, women advocates are to be provided hassle free work situation. Sexual harassment found among women advocates which is a major issue for them. This can be reduced by adding more women lawyers in the bar council, sexual harassment may be reduced. As women are mostly engaged with household work and child care, they could not spend more time for their profession. Therefore, for women lawyers, it can be adjusted by measures like adjustable working hours, work from home, crèche in work place etc, sex based obstacles are existed to put them behind male lawyers and so it is main reason for stress. It is stated by the respondents that the clients afraid to give cases to women advocates even though they are experienced in their job only because they are women. Women advocates are experiencing stress duo to working with the problems of client daily and thinking for a solution of it.

In order to find out if there is any significant difference between job satisfaction and discrimination, sexual harassment, stress, Impersonal treatment, t test is performed.

Hypothesis(1): Increase of discrimination does not affect job satisfaction of the women lawyers

Variables_---→Discrimination Job satisfaction- Mean 0.768 – t value 5.954

t- value for the factor “Discrimination” is found to be 5.954 at 0.01 level of significance and rejects the hypothesis(1). Hence the increase in discrimination affect the job satisfaction of the women lawyers.

Hypothesis(2) Increase of ‘ Harasment” does not affect the job satisfaction of the women lawyers.

Variables----→ Harassment

Job satisfaction --- Mean 0.922 t-value 6.716

t- value for the factor ‘ Harassment’ is found to be 6.716 at 0.01 level of significance and rejects the significance and rejects the hypothesis(2). Hence the increase of Harassment affect the job satisfaction of women lawyers.

Hypothesis (3) Increase of stress does not affect job satisfaction of women lawyers.

Variables---→ Stress

Job satisfaction – Mean 0.871 – t value 6.712. t-value for the factor ‘stress’ is found to be 6.712 at 0.01 level of significance and rejects the hypothesis (3). Hence the increase in stress affects the job satisfaction of women lawyers.

Hypothesis (4) Increase of impersonal treatment does not affect job satisfaction of women lawyers.

Variables----→ Impersonal Treatment

Job satisfaction-----→ Mean 0.604 – t- value 1.934

t- value for the factor ‘Impersonal treatment’ is found to be 1.934 at 0.05 level of significance and accepts the hypothesis (4). Hence the impersonal treatment does not affect the job satisfaction of women lawyers.

Conclusion:

This study will include different form and variety to the job satisfaction of women lawyers in terms of gender issues. It reports that the respondents are highly affected by the problems like discrimination, harassment and stress sexual harassment and stress are found to be main cause for women leaving the profession. Therefore it is important to take proper steps to reduce depreciation level of women lawyers by reducing that higher level of problem lower level of the job satisfaction.

It is necessary to verify the hidden obstacles in legal profession that affects both the profession and individual performance. It is also necessary that male lawyers join hands and support women lawyers to take up challenging assignments . This will create a safe and equal work environment and boost up women empowerment.

References:

- Aspasia Tsaoussia (2003) female lawyers as pragmatic problem solvers: Theory and practice of Representative Negotiation, pp. 198-210
- Cartin Mills (2010) Effect stress Management techniques for Lawyers, Ark Group.
- Charles P.Chen (2003) Gender barriers in the legal profession: Implications for carrier development of female law students, Jou rnal of Employment counselling , 40 (2), PP 65-79
- Shanta Astige (2011) A Sociological Study of Women lawyers in Gulbarga district, Golden Research Thoughts, 1(6), PP. 1-4.
- Marina Angel (2006) women of all colours steered to contingent position in law schools and law firms, Chicano- Latino Law Review 26(169),PP.168-179.
- Nancy C.Jurik (2007) Doing Justice, Doing gender , women in law and criminal justice occupations, Thousands Oaks , calif; sage publications.
- Bar council of Tmilnadu and Puducherry report (2011).