

A Study In Understanding The Empowerment Of Women In Legal Profession With Special Reference To Thanjavur City

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Abstract

The issue of the function of women in society is one that generates a large amount of attention, and their contribution to the development and growth of society is well recognised. It is generally accepted in many parts of the world's varied geographical areas that cultural practices play an important part in the formation of national identities. The name "Bharat-Mata" has been used by Indians throughout history to refer to their nation. However, there is a lack of comprehension of the genuine meanings and repercussions that are associated with this phrase. The phrase "Bharat-Mata" is often used by people from India to refer to their homeland, and it is seen as a sign of devotion and admiration by its users. It is a commonly held belief that a significant component of patriotism and a person's sense of national identity is the ability to demonstrate respect and admiration for one's country. There are almost as many females as there are men among the whole world's population. It is generally agreed that women in modern India have reached parity with males in terms of their representation in a variety of fields, including but not limited to the media, the service sector, politics, sports, arts and culture, and education. According to the annals of history, Indira Gandhi held the position of prime minister of India for a total of fifteen years, making her the woman who held the position with the longest tenure of any female prime minister in the annals of the world. Not only does the Constitution of India guarantee gender equality, but it also gives the state the authority to enact affirmative action programmes. These policies are intended to combat the myriad of societal, economic, educational, and political

obstacles that women face. The phrase "fundamental rights" refers to a variety of protections that are extended to citizens. These protections include, but are not limited to, the guarantee of equality before the law and equal protection under the law, the prohibition of discrimination on the basis of religion, race, caste, sex, or place of birth, and the assurance of equal opportunity in employment. In this specific setting, the relevance of the Constitution's Articles 14, 15, 15(3), 16, and 39(a), 39(b), and 39(c) stands out as especially important. There are about 6,000,000 people working in the legal sector in India, making it the second biggest legal profession in the world. The majority of service providers are sole proprietorships, sole proprietorships owned by families, and small enterprises. The vast majority of businesses place a high priority on resolving domestic legal issues and successfully navigating the hostile litigation system in the nation. Rather than being considered just as a service, the notion of legal services as a "noble profession" led to the construction of severe regulatory systems. These mechanisms were put in place because of the concept.

Keywords: Women Empowerment, Legal Profession, Employee attrition, Multivariate analysis of variance.

Introduction

It is now generally accepted that the empowerment of women is an essential component of a prosperous and forward-thinking society. This is a sentiment that has gained widespread support in recent years. Kofi Annan, who served as the previous secretary-general of the United Nations, is quoted as saying that empowering women is the most effective tool for development. It has been reported that the previous President of India, APJ Abdul Kalam, issued a remark in which he indicated that the empowerment of women may help to the development of a decent family, community, and country. The idea of empowering women entails providing them with the opportunity to exercise agency in the formation of their personal and professional life while simultaneously assuring parity in all areas, including the social, economic, political, and legal arenas. This is what is meant by the term "women's empowerment." The contemporary climate of gender equality has resulted in a rise in the number of men and women working side by side in the same physical space in the

workplace. The phenomenon of globalisation has resulted in a considerable revolution in international trade, which has led to an increase in the involvement of nations and an improvement in the accessibility to the economies of each country's individual home country. As a direct consequence of this occurrence, the legal services business has been hit with repercussions that are both quantitative and qualitative in nature. When it comes to the representation of corporations in legal matters, the provision of legal services has undergone a fundamental transformation over the course of the previous ten years. Before the 1990s, only a small amount of study had been done on project financing, the protection of intellectual property, environmental protection, corporate taxation, infrastructure contracts, corporate governance, and investment law. There were only a select few legal firms that could muster the required resources to embark on a project of this kind. The business that provides legal services has a high need for the services of experts. There has been a substantial growth over the course of the last several years in the number of law firms, in-house counsel, and individual lawyers that provide legal services to companies. Because of this, there is now a larger body of knowledge and expertise in this domain as a consequence. The primary focus of these emerging law firms is centred on the creation of loan instruments, infrastructure and electricity contracts, project finance agreements, as well as contracts pertaining to international investment, joint ventures, and technology transfer, according to the findings of the research conducted by Joshi (2020). A prominent sign that the legal sector is undergoing significant change is the growing preference for using Advanced Debt Recovery Solutions (ADRS) rather than traditional adversarial litigation.

After doing research on the influence that women have had on a variety of areas, researchers discovered that the fields of journalism, academia, and medical were among the first to feel the affects of the presence of women in those sectors. In recent years, it has been clear that feminism has had an effect on sectors that have historically been controlled by males, including as politics, law, management, and the public service sector. Families from many different types of socioeconomic classes, including those who identify with traditional, conservative, and backward views, have been affected by the current uptick in the rate of poverty. Over the last forty years,

there has been a substantial cultural shift that is being generally regarded as a "revolutionary" development due to the growing presence of women in the legal area and their ascent to higher positions in that field. Many people in the social, economic, and political arenas believe that lawyers have a substantial amount of power. It is a well-known fact that males predominate in most professional fields, including academics, accounting, architecture, investment banking, and management consulting. The same may be said of the subject of law. Despite the fact that in recent decades there has been progress achieved in terms of the number of women enrolling in law schools and working entry-level jobs, gender discrimination is still a widespread problem in the legal profession. Because of this pervasive prejudice, the career paths of male and female lawyers continue to diverge significantly from one another. Despite major variations in national and legal systems, there is a clear connection between the experiences of women who have worked in the legal profession and one another.

Historically, there has been a paucity of female representation within the legal profession, notably in law school graduation rates and solicitor jobs, as well as other occupations that entail legal work, although with a wide meaning of the term. One reason for this lack of participation might be attributed to the fact that law school is a male-dominated field. The revision of the admission standards for legal practise in these countries needed a legal alteration, which might be done by legislative action or the development of common law. These nations are referred to in the sentence as "the nations" in this sentence. Officially, there were no barriers in place preventing the involvement of women in the industry of New Zealand. Their participation in the profession, on the other hand, is strikingly similar to that of those in other countries where there were explicit admission requirements. According to the findings of this study, social limits may have a more significant influence than legal restrictions on an individual's capacity to engage and participate in a given profession. The participation of women in the legal profession has experienced considerable shifts in recent years, which may be linked to a number of different socioeconomic reasons. The worldwide women's movement, the democratisation of higher education, the progress of birth control methods, and the acceptance of attitudes that are supportive of families are some examples of these changes.

There is, however, a large degree of universality despite the fact that there may be some differences depending on the cultural or national backgrounds of the individuals involved.

Review of Literature

Indian women were awarded basic and constitutional rights after India's independence in 1947 and the adoption of the Indian Constitution in 1950. These rights were intended to protect Indian women's social standing and place in Indian society. The rights that were given were equality, protection from discrimination based on gender, and the freedom to pursue any profession, amongst other benefits. The contributors of the Indian Constitution were aware of the relevance of women's participation in the advancement of society when they wrote it. Due to a number of obstacles, including an unsupportive work climate, poor salary, and restricted possibilities in comparison to their male counterparts, traditionally speaking, women in India did not choose to pursue careers in the legal field in large numbers. Nevertheless, this pattern has begun to break apart over the course of the last twenty years. Recent events have shown an uptick in the general level of improvement seen in working conditions. It is of the utmost importance to make ensuring that female attorneys obtain the required assistance in order to enable the breaking down of communication barriers that may occur between male lawyers and female clients in specific circumstances. It is impossible to exaggerate how important it is for legal practises to embrace the concept of women's empowerment and put it into practise.

In addition, it is of the utmost importance to ensure that our female lawyers are strategically assigned to cases that will provide them the most possible experience working in the legal sector. In order to comply with the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redress) Act of 2013, multi-national firms that have branch or subsidiary offices in India routinely appoint female attorneys from inside the company to serve as independent members of internal complaints committees. It is possible that an increasing trend of women electing to pursue careers in the legal profession is being suggested by the growth in the presence of women in high-level executive jobs that have been noticed in top-tier organisations. In the context of an investigation into the participation of women in the field of law, it is of the utmost

significance to take note of the slow but irrefutable rise of women to important positions in the judicial system.

The problem of gender equality, in particular as it relates to women, is addressed in the fourteenth article of the legally binding text that is now under review. This article provides a summary of the statutory laws that guarantee equal treatment of men and women in the eyes of the law. According to the terms of Article 14, it is required that every person within the geographical jurisdiction of India must be granted the right to equal protection under the law and equality before the law, without any discrimination whatsoever. This right must be accorded in accordance with the rules of the Indian Constitution. In the Indian Constitution, Article 15 makes it illegal to discriminate against someone based on their religion, race, caste, gender, or place of birth. According to the requirements of Article 15(1), it is stated that every person has the right to access and seek information about oneself that is being processed by any organisation or body. This right includes the ability to access the information as well as the ability to seek it out. This includes the right to get a copy of such information, as well as the right to be informed of the purpose and legal basis for the processing of such information. It is required that the state abstain from participating in practises that are discriminatory against persons merely on the basis of their religion, race, caste, sex, or place of birth. This is a requirement from the state. In accordance with the requirements of paragraph 3 of Article 15, the state is required to make particular arrangements for the welfare of children and women. The equality of opportunity in matters that are pertinent to public employment is the topic of Article 16 of the Constitution. Article 16(1) of the governing constitution provides that all persons have the right to equal chances in terms of employment or appointment to any post under the state. This right extends to all positions under the state. The basic rights to freedom of speech and expression are protected in Article 19, which is part of the constitution. According to paragraph one of Article 19, people have the right to freely express themselves and speak their views without interference.(a). The protection of individual liberty and the sanctity of human life are the subjects of Article 21 of the Constitution. A person's right to personal liberty and life cannot be taken away from them without following the appropriate legal processes. It is necessary for the state to guarantee that

both men and women have equal access to adequate means of subsistence in accordance with the Directive Principles of State Policy, notably Article 39 and 39(a), which state that this obligation falls on the state.

Methodology

The authors applied both primary source and secondary sources for collecting the data related to the study, different secondary sources like EBSCO, Google Scholar etc are used to gather the information. The researchers also used closed ended questionnaire for collecting critical factors related to the study, nearly 150 respondents were chosen based on convenience sampling and nearly 146 respondents have provided fully filled questionnaires. The authors used SPSS data for making the analysis, the major analysis involved are Correlation analysis and MANOVA analysis.

Hypothesis

There is no mean difference between enhanced career growth and opportunities and empowerment of women in Legal Profession

There is no mean difference between increased need of legal services and empowerment of women in legal Profession

There is no mean difference between fiduciary requirements in legal professions and empowerment of women in legal profession

Analysis

This portion of the study is involved in providing a critical analysis on the data collated by the researcher and the major tools used are frequency analysis, correlation analysis and Multivariate analysis of variance (MANOVA)

The first part involves in providing the frequency analysis on two main aspects which are: Social barriers are reducing in legal profession and Opportunities to work in major corporates

Table 1: Social barriers are reducing in legal profession

(Source: Created by the researchers)

Social barriers are reducing in legal profession	Frequency	Percent
Strongly Disagree	10	6.8
Disagree	8	5.5
Neutral	20	13.7
Agree	39	26.7
Strongly Agree	69	47.3
Total	146	100

The first point to ponder is to understand whether Social barriers are reducing in legal profession. the analysis reveals that 47.3% of the respondents have strongly agreed that the social barriers are reducing which enables women to enter into legal profession, moreover 26.7% have agreed also noted is that 13.7% of the respondents were neutral to the statement.

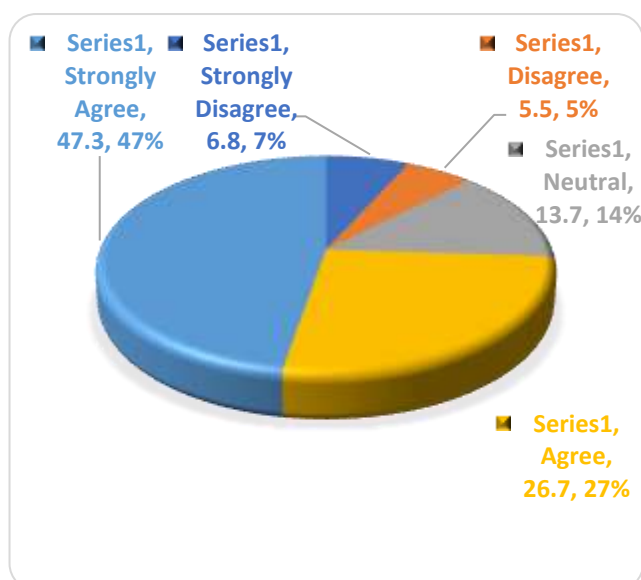


Fig 1: Social barriers are reducing in legal profession

(Source: Created by the researchers)

Table 2: Opportunities to work in major corporates

(Source: Created by the researchers)

Better career prospects	Frequency	Percent
Strongly Disagree	10	6.8
Disagree	15	10.3
Neutral	18	12.3
Agree	60	41.1
Strongly Agree	43	29.5
Total	146	100

The next part is to understand whether organisation Opportunities to work in major corporates. The analysis shows that 41.1% have agreed, 29.5% have strongly agreed to the statement.

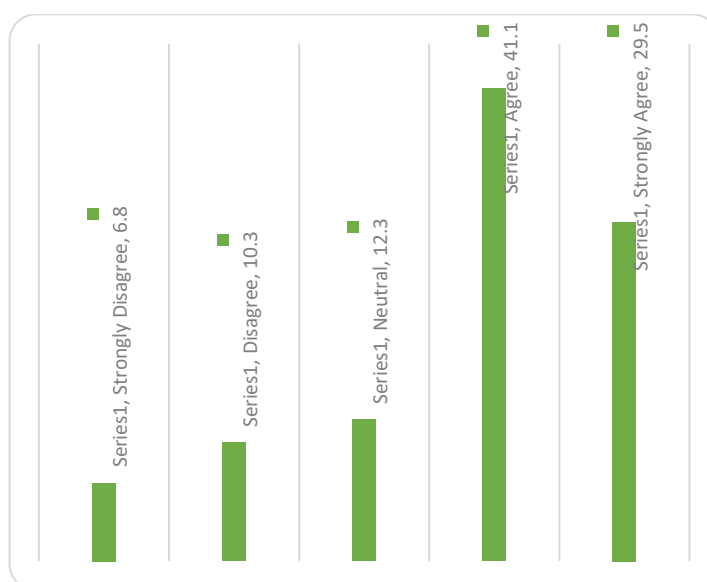


Fig2: Opportunities to work in major corporates

(Source: Created by the researchers)

Correlation analysis

The second step of analysis is to measure the nature of relationship between the independent variables: Career Growth and opportunities; Increased need of legal services; Fiduciary requirements with dependent variable: Women Empowerment in Legal Profession

Table 3: Correlation Analysis

(Source: Created by the researchers)

Correlation between Dependent and Independent variables	Career Growth and opportunities	Increased need of legal services	Fiduciary requirements	Women Empowerment in Legal Profession
Career Growth and opportunities	1	.889**	.824**	.859**
Increased need of legal services	.889**	1	.859**	.868**
Fiduciary requirements	.824**	.859**	1	.825**
Women Empowerment in Legal Profession	.859**	.868**	.825**	1

From table 3, it is noted that the coefficient of correlation between Career Growth and opportunities and Women Empowerment in Legal Profession is +0.859, also the coefficients between Increased need of legal services and Women Empowerment in Legal Profession is +0.868 , and coefficients between Fiduciary requirements and Women Empowerment in Legal Profession +0.825. Hence there exist higher positive association between the variables and hence considered that Women Empowerment in Legal Profession in increasing

Multivariate Analysis of Variance (MANOVA)

The last part of the analysis is involved in testing the hypothesis which was set by the researchers.

Table 4: MANOVA Analysis 1

(Source: Created by the researchers)

Descriptive Statistics	Mean	SD	N			
Career Growth and opportunities	4.18	1.12	146			
Women Empowerment in Legal Profession	4.09	1.107	146			
Effect		Value	F	Hyp	Error df	Sig.
Intercept	Pillai's Trace	0.937	1076.034b	2	144	0.00
	Wilks' Lambda	0.063	1076.034b	2	144	0.00
	Hotelling's Trace	14.945	1076.034b	2	144	0.00
	Roy's Largest Root	14.945	1076.034b	2	144	0.00
Source	Dependent Variable	SS	df	MS	F	Sig.
Corrected Model	Career Growth and opportunities	.000a	0	.	.	.
	Women Empowerment in Legal Profession	.000b	0	.	.	.
Intercept	Career Growth and opportunities	2556.99	1	2556.99	2037.09	0.00
	Women Empowerment in Legal Profession	2441.16	1	2441.16	1990.35	0.00
Error	Career Growth and opportunities	182.007	145	1.255		
	Women Empowerment in Legal Profession	177.842	145	1.226		
Total	Career Growth and opportunities	2739	146			
	Women Empowerment in Legal Profession	2619	146			
Corrected Total	Career Growth and opportunities	182.007	145			
	Women Empowerment in Legal Profession	177.842	145			

Based on table 4 it is noted that the Pillai's Trace is 0.937, Wilks' Lambda is 0.063 and Hotelling's Trace is at 14.945 all have significance value of 0.00, hence null hypothesis is rejected and alternate hypothesis is accepted, therefore it is concluded that there is a mean difference between enhanced career growth and opportunities and empowerment of women in Legal Profession

Table 5: MANOVA Analysis 2

(Source: Created by the researchers)

Descriptive Statistics		Mean	SD	N		
Increased need of legal services		4.29	1.199	146		
Women Empowerment in Legal Profession		4.09	1.107	146		
Effect		Value	F	Hyp	Error df	Sig.
Intercept	Pillai's Trace	0.935	1030.044b	2	144	0.00
	Wilks' Lambda	0.065	1030.044b	2	144	0.00
	Hotelling's Trace	14.306	1030.044b	2	144	0.00
	Roy's Largest Root	14.306	1030.044b	2	144	0.00
Source	Dependent Variable	SS	df	MS	F	Sig.
Corrected Model	Increased need of legal services	.000a	0	.	.	.
	Women Empowerment in Legal Profession	.000b	0	.	.	.
Intercept	Increased need of legal services	2692.66	1	2692.66	1874.07	0.00
	Women Empowerment in Legal Profession	2441.16	1	2441.16	1990.35	0.00
Error	Increased need of legal services	208.336	145	1.437		
	Women Empowerment in Legal Profession	177.842	145	1.226		
Total	Increased need of legal services	2901	146			
	Women Empowerment in Legal Profession	2619	146			
Corrected Total	Increased need of legal services	208.336	145			
	Women Empowerment in Legal Profession	177.842	145			

Based on table 5 it is noted that the Pillai's Trace is 0.935, Wilks' Lambda is 0.065 and Hotelling's Trace is at 14.306 all have significance value of 0.00, hence null hypothesis is rejected and alternate hypothesis is accepted, therefore it is concluded that there is a mean difference between Increased need of legal services and empowerment of women in Legal Profession.

Table 6: MANOVA Analysis 3

(Source: Created by the researchers)

Descriptive Statistics	Mean	SD	N			
Fiduciary requirements	4.03	1.144	146			
Women Empowerment in Legal Profession	4.09	1.107	146			
Effect		Value	F	Hyp	Error df	Sig.
Intercept	Pillai's Trace	0.935	1039.040b	2	144	0.00
	Wilks' Lambda	0.065	1039.040b	2	144	0.00
	Hotelling's Trace	14.431	1039.040b	2	144	0.00
	Roy's Largest Root	14.431	1039.040b	2	144	0.00
Source	Dependent Variable	SS	df	MS	F	Sig.
Corrected Model	Fiduciary requirements	.000a	0	.	.	.
	Women Empowerment in Legal Profession	.000b	0	.	.	.
Intercept	Fiduciary requirements	2368.11	1	2368.11	1808.29	0.00
	Women Empowerment in Legal Profession	2441.16	1	2441.16	1990.35	0.00
Error	Fiduciary requirements	189.89	145	1.31		
	Women Empowerment in Legal Profession	177.842	145	1.226		
Total	Fiduciary requirements	2558	146			
	Women Empowerment in Legal Profession	2619	146			
Corrected Total	Fiduciary requirements	189.89	145			
	Women Empowerment in Legal Profession	177.842	145			

Based on table 5 it is noted that the Pillai's Trace is 0.935, Wilks' Lambda is 0.065 and Hotelling's Trace is at 14.431 all have significance value of 0.00, hence null hypothesis is rejected and alternate hypothesis is accepted, therefore it is concluded that there is a mean difference between Fiduciary requirements in legal professions and empowerment of women in Legal Profession

Conclusion

In the twenty-first century, there has been a noticeable increase in the amount of focus placed on the topic of empowering women. This emphasis can be seen on a national as well as a worldwide scale. The promotion of women's empowerment is a significant aspect in supporting inclusive participation within the legal profession. This will eventually lead to a good influence not only on society as a whole but also on the global community as a whole. Through advancing women's access to resources and opportunities, we want to boost the health and prosperity of households as well as businesses. It is generally agreed upon that the view that society now has of female attorneys is one that is unflattering. Instead of being considered as selfless persons, people have the impression that they are just interested in monetary gain. In a society that is still developing, it is essential for female

solicitors to make contributions that are fair to the progression of the profession. Therefore, improving their conventional position should be considered an essential initial step in the day-to-day operations of female attorneys. In order to guarantee that there is sufficient representation of women working in the legal field. To increase the percentage of women who work in the legal profession is one of the key goals of this project.

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