

# Discussion on Major Obstacle of Women Lawyers with Reference to Gender Disparity and Sexual Harassment

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**Abstract:** *Throughout history, women have been inadequately represented in the legal profession. In recent years, there has been a notable disparity in the graduation rates between women and men in law school. However, it is noteworthy that women constitute just 38% of the total lawyer population and 22% of equity partners. Fortunately, there has been a gradual increase in these figures over the past few decades, and numerous legal firms are actively striving to enhance diversity among their partner demographics. Although significant progress has been made by the legal profession in addressing this disparity, there remains a considerable distance to be covered. This paper delves further into the underlying reasons for this lack of representation, explores strategies for law firms to enhance their performance, and outlines our efforts to promote diversity and inclusion in contemporary law firms.*

**Keywords:** Women lawyers, Gender Disparity, Sexual Harassment, legal profession