

Empirical Study on Women Lawyers and Work Life Balance

Sujata Seth¹, Sidra Shaik², Ganesh Gadekar³

Asst. P ROfessor¹, 5th Year LLB², Asso. Professor³

Nalanda Law College, Gorai, Borivali (W), Mumbai, Maharashtra, India

Abstract: *Work-life balance is described as the 'juggle' between manifold role one play in her own life. It is not about women fitting between a family and home – although that is certainly an important part of it. Each of women advocate regardless of their age, marital status, family type, monthly income, can find a balance that enable her to combine work with other responsibilities.*

It is essential to highlight the domains of job and family, as they are widely seen as the most important components of individuals' lives. Any divergent requirements between professional and personal life might result in disputes and adversely affect the welfare of employees. The inherent tension between professional and personal spheres requires heightened concentration in order to achieve a desirable balance between these two domains. There is a growing worry among contemporary women activists on the achievement of an acceptable balance between their professional and familial responsibilities. Professionals in the field of advocacy, including women, are not immune to this phenomenon. Hence, it is crucial to evaluate the equilibrium between professional and personal life for womenlawyers. The findings of the survey indicate that women have chosen the occupation of 'Advocate' with the intention of meeting the essential requirements of their families, aligning their professional profile with their educational credentials, and pursuing a career that is in line with their personal interests. However, it is imperative to establish a harmonious balance between professional and personal spheres.

Keywords: Work life balance, Women lawyers, Family, Legal profession, advocates, socio-economic factors

I. INTRODUCTION

Work-life balance refers to the relationship between one's professional and personal life. Equilibrium refers to the state of preserving a comprehensive sense of harmony in one's life (Clark, Koch, & Hill, 2004). According to Clark (2000), it is characterized as 'contentment and effective performance in both work and home, with minimal friction between roles'. Emphasizing the domains of work and family is crucial, as both are considered the most significant aspects of individuals' lives. Any conflicting demands between work and family life can lead to conflicts and have a detrimental impact on the well-being of workers. The conflict between work and life necessitates increased focus in order to attain a satisfactory equilibrium between the two.

II. STATEMENT OF PROBLEM

In India, women have a position of enhanced status. They are working together to share their role in all aspects of life alongside men. Presently, women are present in various professional domains such as Foreign Service, Indian Administrative Service, Indian Police Service, medicine, education, business, as Company Directors, air hostess, nurse, politicians, and more. Additionally, they also assume domestic roles as mothers, wives, sisters, daughters, mother-in-laws, and so on. Currently, the presence of women in legal services has become increasingly prevalent, demonstrating their competence in performing tasks on par with their male counterparts. While women have made a significant impact in their legal profession, finding a balance between their personal and professional lives continues to be a challenge. Work-life balance, often known as personal and professional life balance, pertains to an individual's amount of importance placed on personal and professional activities. It refers to the condition of achieving a state of balance where the needs of one's personal, professional, and familial life are all addressed in equal measure. Attaining a

harmonious equilibrium between professional and personal spheres is a rare and arduous endeavor. In this particular context, the researcher has deemed it imperative to investigate the impact of life's complexity and dynamism on the work-life balance of womenlawyers. The current investigation examines the work-life balance among women campaigners.

III. OBJECTIVES OF THE STUDY

The study aims to examine the work-life balance of women lawyers in the Coimbatore-Bar Council in Tamil Nadu. The objective of the study was to examine the potential correlation between socio-economic factors and the work-life balance of womenlawyers.

IV. TOOLS FOR DATA ANALYSIS

The statistical tools employed to examine the impact of socio-economic characteristics on women's advocacy for work-life balance were percentages, mean scores, and the Chi-square test.

V. ANALYSIS, FINDINGS AND INTERPRETATIONS:

Socio-economic profile of Women Advocate:

Socio-economic plays a vital role in influencing our day-to-day operations. They, actually influence our action with reaction. Socio-economic variables, such as, age, marital status, nature of family, annual family income, experience and age of children were considered in the present study. The following table shows the socio-economic variables of the study sample of women advocate.

Table1–Socio-economic Variable of Women Lawyers

Socio-economic Variable	Numbers	Percentage
Age:		
Upto30years	36	12.0
31–40years	98	32.7
41-50 years	98	32.7
Above50years	68	22.6
Marital Status:		
Married	251	83.7
Unmarried	49	16.3
Nature of Family:		
Nuclear	264	88.0
Joint	36	12.0
Monthly Income:		
UptoRs.25,000	11	3.7
Rs.25,001–50,000	84	28.0
Rs.50,001–1,00,000	82	27.3
AboveRs.1,00,000	123	41
Age of Children:		
Below5years	17	5.7
5to10years	75	25.0
11to15years	109	36.3

Above15years	99	33.0
Experience: Upto5Years	20	6.7
6–10years	63	21.0
Above10years	208	69.3

Source: Primary Data

The above table showed the socio-economic profile of the respondents. Age is considered as an important factor since it measures an individual level of understanding towards certain things or events and helps in reaction. From the study, it was found that 12 per cent of women lawyers are below 30 years of age, 65.4 per cent of them are between 31 – 50 years of age and remaining 22.6 per cent are above 50 years of age.

A married woman is backed with more responsibilities than an unmarried one. It was found that 83.7 per cent of women advocate were married and 16.3 per cent of them are unmarried. A nuclear family is a small family consisting up to 4 members in a family and joint family consisted of 5 or more members in a family.

Based on the type of family, women lawyers were categorized into nuclear and joint family they belong to, it was found that 88 per cent of them belong to nuclear family while 12 per cent are not.

As an advocate, it becomes essential to know how much amount they earn per month. so monthly income was considered, it was found out that 3.7 per cent of women lawyers are earning below Rs.25,000 per month, 28 per cent of them are earning in the range between Rs.25,001 to 50,000, 27.3 per cent of them were earning in the range between Rs.50,001 to Rs.1,00,000 and remaining 41 per cent of them were earning above Rs.1,00,000 per month.

Experience is one's applicability of knowledge in a particular field. In the present study, 6.7 per cent of women lawyers have experienced for 10 years, 21 per cent of them have experienced in their job for six years but below 10 years, between for 10 years,

33.3 per cent have experienced for 11 years but below 15 years, 39 per cent of them have experienced for more than 15 years.

Reason for preferring 'Advocate' by Women as a Profession:

A profession is a job carried out by an individual acquired through special educational instructions and training. A person is called to be a professional based on the specialized knowledge one has in the particular field, through effective training and practice. There are certain reasons like specialized in particular field, interest, parental profession, to meet basic needs of family and many more can be preferred to choose 'Advocate' as a profession. Thus, it becomes important to analyse the reason to prefer 'Advocate' as profession by women.

Table 2-Reason for Preferring Advocate Profession as women – Garrett Ranking

Problems	Mean Score	Rank
Work profile matches with my educational qualification	60.76	2
Job profile matches with my interest	48.47	4
High paying job	47.38	5
Stressless	39.86	6
Challenging job nature	51.48	3
To meet the basic needs of my family	61.93	1
No other option	8.00	8
My Parental Profession	32.00	7

Source: Primary Data

The above table showed the reason for preferring ‘Lawyers’ as women profession. It was found that ‘to meet the basic needs of my family’ secured first rank with Garrett mean score of 61.93. The second rank was given to ‘work profile matches with my educational qualifications’ with Garrett mean score of 60.76. Third rank was secured by ‘Challenging job nature’ with Garrett mean score of 51.48. Subsequent rank were given to ‘Job profile matches with my Interest’, ‘high paying job’ and ‘stress less’ with Garrett mean score 48.47, 47.37 and 39.86 respectively. ‘My parental profession’ secured seventh rank with Garrett mean score of 32 and least rank was secured by ‘no other option’ with score of 8.

It can be concluded that women, to meet basic needs of family, work profile matches with her educational qualifications, and job profile matches with interest, haven chosen ‘Advocate’ as her profession.

Women Advocate and Work Life Balance - Means score ranking:

There is a need for work-life balance among women when compared to men. Women played a vital role in a family. Work-life balance can be compared with a bicycle. She must pedal in order to balance her wheel on a ride, if not; she may meet with an accident. To check whether an advocate women by her profession able to make smooth ride or not (work-life balance), the following statements were asked to rank based on her opinion.

Table 3 – Opinion of Work-life balance of Women Lawyers

Opinion of women-lawyers	Mean Score	Rank
I can access flexible work schedule in my field.	2.92	4
As professionals, I am able to balance my work-life personal without any assistance	2.96	2
Work-life balance is important especially for women than male	3.54	1
Work-life balance helps in women empowerment	2.93	3
Work-life balance is needed to come out stress and work-pressure	2.66	5

Source: Primary Data

The above table depicted to get opinion from women lawyers about her balance towards personal and professional life. It was found that the statement: ‘Work-life balance is important especially for women than male’ secured 1st rank with a mean score 3.54, followed by ‘as professionals, I am able to balance my work-life without any assistance’ with mean score 2.96. Subsequent ranks were provided to ‘work-life balance helps in women empowerment’ and ‘I can access flexible work schedule in my field’ with a mean score of 2.93 and 2.92 respectively. Least rank was secured by ‘Work-life balance is needed to come out stress and work-pressure’ with mean score 2.66.

Socio-economic Variables and Work-Life Balance:

Work-life balance is described as the ‘juggle’ between manifold role one play in her own life. It is not about women fitting between a family and home – although that is certainly an important part of it. Each of women advocate regardless of their age, marital status, family type, monthly income, can find a balance that enable her to combine work with other responsibilities. Thus, the researcher has analysed whether there exists any relationship between socio-economic variables of women with work-life balance. The following hypothesis was framed:

H01: Socio-economic variable of women lawyers does not have significant relationship with Work-life balance

Table 4 – Relationship between socio-economic profile and work life balance of women lawyers

Socio-economic Variables	Chi-square value	p-value	DoF	S/NS
Age	16.076	0.013	6	S
Marital Status	6.509	0.039	2	S
Nature of family	4.747	0.093	2	S

Monthly Income	7.113	0.524	8	S
Experience	6.430	0.599	8	S

Chi –square analysis revealed that calculated chi-square value was greater than table value at 5 per cent level for the socio-economic variables viz., age, marital status, nature of family, monthly income (Table 4). Thus, the null hypothesis, no significant relationship between socio-variables and work-life balance was rejected. Hence, there existed significant relationship between socio-economic variables and work-life balance.

VI. CONCLUSION & RECOMMENDATION

Work-life balance refers to the equilibrium of work and personal life. Women professionals who choose to work outside of their home environment can encounter higher levels of stress and emotional distress. Contemporary women activists are increasingly concerned about attaining a satisfactory equilibrium between their job and family obligations. Women, who are professionals in advocacy, are not exempt from this. Therefore, it is imperative to assess the work-life balance of womenlawyers. The survey revealed that women have selected the profession of 'Advocate' in order to address the fundamental needs of their families, align their work profile with their educational qualifications, and pursue a job that aligns with their own interests. Nevertheless, there is a requirement for effective equilibrium between work and personal life, and the study proposed the following recommendations:

Work-life balance offers women the adaptability and assistance necessary to handle the growing intricacies of contemporary living, which involve several responsibilities such as dual-learning families, childcare, and elder care, among others.

According to women lawyers, an increase in working hours is associated with a decline in work-life balance. Intermittent periods of leisure are necessary.

Regarding work, women have numerous challenges linked to stress, such as compromised health and well-being, resulting in reduced productivity. In order to support women, she must actively participate in the activities of her preference.

The implementation of an effective work-life balance plan can have a substantial impact on both one's professional and personal lives.

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