

**Gender Bias and Feminist Consciousness among  
Lawyers in India: A Comparative Study of Lucknow  
High Court Bench and Chandigarh High Court**

**DISSERTATION**

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# CHAPTER – 1

## 1.1 INTRODUCTION

Women in professions have always remained neglected in the sociology of professions. It is important to locate the structural and other parameters embedded in the society to learn about the existing capitalism within the age-old patriarchal system. It is true that women have already traveled a long way in the crude path of struggle where the task for the women professionals has not been easy. The jobs openings are not equally available for sexes. There might be reservations for the women today to combat the discrimination but the numbers are limited even then. When women have survived and gradually penetrated deep in the age-old male careers successfully, they encounter the gender hierarchies.

Today's women lawyers have learnt to combine family, marriage and their rewarding careers. It poises them with role conflicts. As the men only in the same place and so the women's potentialities were either questioned, disbelieved or unaccepted. It has been quoted that "female traits are detrimental" (Hamade, D. (2011)).

In India deep rooted and pervasive gender bias which marks judiciary does not allow women lawyers to taken seriously. The dominant patriarchal structure still believes that women's are incapable to break the glass-ceiling in the courtrooms. The women in the courts are increasing in number but very few reach on the top level. They privileged on the high post but less in number and always become the victim of discrimination. It's time become alive to the reality that the gender disparity in judicial institutions needs urgent attention. This must encompass dealing will all forms of misogyny, ranging from the everyday acts of discrimination women face, to the more serious encounters with physical and emotional violence.

Researchers have marveled at the continuing lack of gender diversity in the legal profession's most influential and honored positions. After achieving near equal numbers of male and female law school graduates for approximately two decades, the gap between men and women in law firms, legal academia and the judiciary remains stark. Several scholars have argued that due to negative stereotype portraying women either as workplace cutthroats or conversely, as a secretaries or housewives, decision-makers

continue to subordinate women to men in the highest levels of the legal profession. The continuing subordination of women in the legal profession must be challenged and remedied. The implicit gender bias in the legal profession, and it confirmed that gender bias is in fact widely present among female lawyers and judges.

## **1.2 STATUS OF WOMEN IN INDIA**

The sociologists had described the women by propounding different perceptions. In India, the history speaks that the women are considered as a divine force but the multi-cultured Indian society placed the women at different positions. Thus, there is no uniform status of women in the Indian society. However civilization showed the overall upliftment of women's position. According to historian ROMILA THAPER "Within the Indian sub-continent there have been infinite variations on the status of women diverging according to cultural malice's, family structure, class, caste property rights and morals". The Indian philosophy poses the women with dual character. On the one hand, she is considered fertile, patient and benevolent but on the other hand, she is considered aggressor and represents 'shakti'.

## **HISTORICAL BACKDROP**

Women have traditionally occupied marginalized and subservient roles over essentially patriarchal world. Throughout ages, even the judicial systems, supposedly 'egalitarian' in nature, have otherwise failed in alleviating women's sufferings. It has only been now, especially since the 1960's that the rise of feminism, and increasing political, social and cultural awareness about women's issues, that legal frameworks have accorded women a distinct legal status. Nonetheless, a lot is still desired to be done in this regard, and women have to fight still a long battle to achieve true equality. Women are the better half of men and parcel of the society in our country. The status of women in India has been subject to many a great change over the past few millennia. From equal status with men in ancient times, through the low points of the medieval period, to the promotion of equal rights by many reformers, the history of women in India, women have adorned high offices including that of the president, Prime Minister, Speaker of Lok Sabha, Deputy Chairperson of Rajya Sabha and Leader of Opposition, among others.

Indian woman plays a vital role. Her image has changed from that of a housewife to a useful person in almost all spheres. A woman's physical weakness is no longer a barrier in getting herself established in the modern world. It is no longer said, 'behind every man's success there is a woman,' but the new saying is, "by the side of every man, there is a woman, trying to succeed".

### **STATUS OF INDIAN WOMEN IN ANCIENT PERIOD**

Indian women displayed a bright and brilliant record of achievements during the Vedic age of Indian history. They were known not only for their accomplishments but also for their creative and noble contribution to the society. They represented the higher aspirations of the race. The Vedic period represents the golden age especially with the reference to women's elevated society. It has rightly been asserted that the position of women in any society or country provides the real indication of its socio-cultural and spiritual standards. In the Vedic Period, they fully imbibed the cultural values of this ancient land.

Scholars believed that in ancient India, the women enjoyed equal status with men in all fields of life. However, some others hold contrasting views. Works by ancient Indian grammarians such as Patanjali and Katyayana suggest that women were educated in the early Vedic Rig Vedic verses suggest that the women married at a mature age and probably free to select their husband. Scriptures such as Rig Veda and Upanishads mention several women sages and seers, notably Gargi and Maitreyi. According the studies, women enjoyed equal status and rights during the early Vedic period.

### **STATUS OF INDIAN WOMEN IN MEDIVAL PERIOD**

The Indian woman's position in the society further deteriorated during the medieval period when sati among some communities, child marriages and a ban on widow remarriages became part of social life among some communities in India subcontinent brought the purdah practice in the Indian society. Among the Rajputs of Rajasthan, the jauhar was practiced. In some some parts of India, the Devadasis or the temple women were sexually exploited. Polygamy was widely practiced especially among Hindu Kshatriya rulers.

## **STATUS OF INDIAN WOMEN IN BRITISH PERIOD**

Notably, in the British period the position of women had undergone drastic changes mainly due to western impact on the Indian socio-cultural pattern. The concept of equality, liberty and individual secularism, although, arose but limited to ruling class.

European scholars observed in the 19<sup>th</sup> century that Hindu women are “naturally chaste” and “more virtuous” than other women. During the British Raj, many reformers such as Ram Mohan Roy, Ishwar Chandra Vidyasagar, Jyotirao Phule, etc. fought for the upliftment of women. Peary Charan Sarkar, a former student of Hindu College, Calcutta and a member of “young Bengal” set up the first free school for girls in India in 1847 in Barasat, a suburb of Calcutta (later the school was named Kali Krishna Girls’ High School).

## **STATUS OF INDIAN WOMEN IN POST-INDEPENDENCE PERIOD**

Women now in India participate all in activities such as education, sports, politics, media, art and culture, service sectors, science and technology, etc. Indira Gandhi, who served as Prime minister of India for an aggregate period of fifteen years is the world’s longest serving woman prime Minister.

The Constitution of India guarantees to all Indian women equality (Article 14), no discrimination by the State (Article 15(1)), equality of opportunity (Article 16), and equal pay for equal work (Article 39(d)). In addition, it allows special provisions to be made by the state in favour of women and children (Article 15(3)), renounces practices derogatory to the dignity of women (Article 51(A)(e)), and also allows for provision to be made by the State For Securing Just and humane condition of work and for maternity relief.(Article 42). (Asmat & Devi ed. 2012)

## **STATUS OF INDIAN WOMEN IN MODERN INDIA**

The status of women in modern India is a sort of a paradox. If on one hand she is at peak of ladder of success, on the other hand she is mutely suffering the violence afflicted on her by her own family members. As compared with past women in modern times have achieved a lot but in reality they have to still travel a long way. Their path is full of

roadblocks. The women have left the secured domain of their home and are now in the battle field of life, fully armored with their talent. They had proven themselves.

### **1.3 STATUS OF WOMEN IN INDIAN JUDICIARY**

In India, male domination with a complementary suppression of women has been continuing since pre-historic times. There has been discrimination between the male and female child, between man and woman. Women are considered as goods and chattels. They are considered as objects of sense-gratification. The history of suppression of women in India is very long. Indian women “have suffered and are suffering discrimination in silence”. Self-sacrifice and self-denial are their nobility and fortitude and yet they have been subjected to all inequities, inequality and discrimination” (Justice K. Ramaswamy in *Madhu Kishwar vs. State of Bihar*, [(1996)5 SCC148]

India was and still remains as a male dominated country. Gender bias is a term commonly used to describe how far behind women have remained in seizing opportunities for improving their level of living. The law treats women and men as enjoying equal rights. Focusing on gender issues in the context of the social sector development means empowering women as agents of socio-economic change.

Women openly display their power, Knowledge, skill, receiving public recognition and honour. But also females who manage to wield power in societies that try to limit it or decree female submission; where their leadership is stigmatized and their creativity disdained. Women resist and overthrow oppressive traditional and regimes. Women break the rules in defiance of unjust legal and religious authorities. Women pursue their vision in spite of the personal cost.

The most wide spread and dehumanizing discriminations against women are on the basis of the biased perspective. The traditional Indian society is a patriarchal society ruled by the diktats of self-proclaimed caste lords who are the guardians of archaic and unjust traditions. They put the burden of traditions, culture, and honour on the shoulders of women and mark their growth. Status of women in different human societies of the world is different. In almost all the present and contemporary societies it is discriminatory and prejudicial. Nearly all human societies in different parts of the world are male –

dominated. Males are active part and the females only the passive part of the different society, only a thing of enjoyment of males and some societies they are only chattels contractable, saleable and endowed with the duty to serve males and elder females having no material and worthwhile rights. In theory they are respectable but in practice they are the subjects of cruelty, ill-treatment, and all sorts of misbehavior of males.

Since independence government has made concerted efforts towards removing gender biases to ensure that women enjoy equal status with men in the real sense as enshrined in the constitution. But this statement is not totally true. Women remains disadvantaged in many public and private areas of their life, they are underrepresented in the judiciary, in parliament and in senior positions across a range of jobs; and there is still a substantial pay gap between men and women. The present scenario of Indian judiciary there are not enough women lawyers and judges in courts. In India women got right to practice in 1922 and Cornila Sorabji was the first female lawyer enrolled in Allahabad High Court in 1922.

In the male-dominated world of higher judiciary, there are silver lining-women now head the four major and oldest high courts in Mumbai, Delhi, Kolkata and Chennai. With the appointment of Indira Banerjee as the chief justice of Madras HC on March 31, women created history by heading the four historical High Courts, which were among the first few created in colonial India. Madras High Court has six women judges, including the chief justice, while there are 53 male judges (Dhananjay Mahapatra, April 8, 2017). In Indian judiciary women lawyers and judges are continue to facing the discrimination on the basis of gender mainly. There are some examples which show gender disparity and less representation of women in the judiciary harms the women, s dignity and status.

This statistically proven that it is a man's world. There is only one women judge- justice R. Bhanumati- in the Supreme Court as against 25 male judges. Only six women have been appointed as judges of the apex court till now. The 24 High Courts in the country have only 64 women judges compared to 557 male judges, and there is not a single women judge in eight High Courts. While at least 44 names were recommended by the Allahabad High Court collegium to the government recently for appointments as judges, only two of them are women. It took more than four decades after independence for a

woman to be appointed as Supreme Court judge. A woman was appointed to the High Court only in 1959. At no point have there been more than two women judges in the Supreme Court (Mishra, 2016).

The less representation of women in the Indian judiciary makes her less dominating and powerless in front of number of male lawyers in the courtrooms. Their single voice is not so effective and power full among their low post male lawyers. Very few of them have made it to the top levels, and even then their caliber is under great scrutiny. Former Supreme Court judge Gyan Sudha Mishra reportedly told a fellow male judge who was constantly questioning her understanding of an issue, “Stop judging the judge and start judging the matter”. The male lawyers though they are not on the high post they pointed out female lawyers and treat them as weak women not as colleague.

Women lawyer face problems right from when they enter the field. They are generally pinched on every aspect, when they enter in the courtrooms firstly they judged by their clothes, gender, and way of talking, how to deal the cases and how to communicate with their male lawyers who works with them. It's very tough for women lawyers and judges to prove her more competent and eligible for their position which she holds. Several scholars have argued that due to negative stereotypes portraying women either as workplace cutthroats or, conversely, as secretaries or housewives, decision-makers continue to subordinate women to men in the highest levels of the legal profession.

Women also have to deal with men who are either condescending or patronizing. Either they are nasty to you or would want to take you in their protective umbrella. Which is the old boys club? They do not like women who stand on their own dint and are strong individuals. There are many women in the field judiciary now, both at the bar and the bench. However, their participation is meagre. Their representation not equal to men. There is a historical reason also for that woman took to the field late. It will take time for women to get equal representation in the judiciary.

The change that India needs is a new mindset for men about everything which concerns gender. No matter what class, caste and community, this one obduracy refuses to abate. No matter what safeguards and laws are enacted by the state, which it does under

unrelenting pressure from women's groups, there is no banishing the 'benign' contention that boys will be boys, men will be men! This adage holds true not just for India but for the entire globe, steeped as it is in a patriarchal mould (Syeda Hameed, Hindustan times, Nov. 28, 2016).

While the complete ban on women practicing law is now no longer there in most jurisdictions, and women in fact comprise a fairly large percentage of the legal profession, discrimination against women lawyers has not completely ended. Despite their wide spread presence in the profession, and their numerical gains, they are yet to achieve equivalent increases in power and opportunities.

Justice M. Fatima Beevi (retired Supreme Court judge) first female judge of the Supreme Court 1989-1992 said that if there is reservation, more women will get a chance to be appointed in the higher judiciary. Where there is competition, a few get in. With reservation, the number will definitely increase. She also said Indian judiciary is patriarchal. She told about herself when she went to Law College, there were only five girls in her class in first year. The number went down to two or three in the second year, today, in law colleges, we are seeing that a good percentage of the students are women. Even then in the Supreme Court, at any time, there are not more than one or two women judges. Earlier, the law degree holder would have to work as a junior with an advocate and wait to get established. The whole thing has changed. Now, women are starting their own firms very young (Soni Mishra, The Week, Nov.13, 2016).

Justice J.S.Khehar, the current chief justice of India acknowledged the need to improve the ratio of male and female judges and increase appointments in case of the latter. Furthermore, in 2015, Parliamentary Committee on Law and Justice Also recommended that reservation be granted in favor of women as far as the higher institutions of the judiciary were concerned. The suggestions although a means to ensure a more representative judicial wing, have been critiqued on the argument of meritorious appointments.

There is no dearth of women lawyers and lower judiciary judges in the lapse lies in ensuring that they get their dues in what is predominantly a male-dominated profession

further strengthened owing to the hierarchy that sustains it. The lack of female judges and the presence of only one female judge in the final court of appeal brings into focus not only in the context of gender bias and lack of accreditation, but also on the question of representative justice and the need for more female voices to reform a primarily patriarchal society. The apex court in particular, despite acknowledging and admitting to the institutionalized bias, has failed to lead by example in this aspect (Disha Chaudhari, February 17, 2017).

It's disheartening that woman still face discrimination at workplaces and even at home despite walking shoulder to shoulder with their male counterpart.

#### **1.4 RATIONALE OF THE STUDY**

The path of women in the legal profession can very easily be described as a process of continuing challenge. In practically no country in the world have women easily secured for themselves the right to practice the law. The true reason for men's resistance to women lawyers is however more likely because of the law's close relationship to power in society. The legal profession structures power relations between groups and classes by shaping the rules and laws that open or limit opportunities without resort to force, making it the quintessential male power role.

While the complete ban on women practicing law is now no longer there in most jurisdictions, and women in fact comprise a fairly large percentage of the legal profession, discrimination against women lawyers has not completely ended. Despite their wide spread presence in the profession, and their numerical gains, they are yet to achieve equivalent increase in power and opportunities.

Today, India has a large number of women lawyers. Infact in several jurisdictions, the number of female law students is greater than the number of male students. This however does not mean that there is no longer any discrimination against women lawyers. The gender bias exists within the legal profession is evident from the fact that women's participation in the judiciary has lagged its potential. Gender bias in the profession 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.

The Supreme Court of India came into existence in 1950. Since then, until today, only 6 women have ever been appointed judges of the Supreme Court. This, in a country where our Constitution mandates equality for all, and prohibits, inter alia, discrimination on the basis of gender. Does this then mean that although comprising almost half of a 1.25 billion population, only six women, were found suitable, over 67 years to be appointed to the Supreme Court? Or is it a stark testament to the fact that the concept of gender equality has a good shelf life, but little real impact on the ground level, in our country? Quite obviously, the answer is that women are not by any means equal participants in our democracy, particularly in the judiciary (Jayanthi Natrajan, Hindustan times, Apr 06, 2017).

### **1.5 CHALLENGES FACED BY WOMEN LAWYERS AND JUDGES IN INDIAN JUDICIARY**

The progress made by women lawyers noted to believe that there is no longer any discrimination against them and they face no challenges. This however is far from the truth. The number of women is ever increasing, they are still in the minority at the top levels of the legal profession, and although blatant forms of discrimination have been virtually eliminated by the use of legislation as well as a shift in cultural norms, subtle forms of discrimination remain. Institutionalized practices, such as the emphases on billable hours as a measure of productivity and on business development in law firms, create obstacles for many ambitious women lawyers.

- Large income differential between men and women lawyers, with the men increasing their lead over the years.
- The biggest challenge for women lawyers across countries and types of legal practice is undoubtedly balancing their domestic and professional spheres.

- Sexual harassment is a problem that women lawyers have encountered almost since the start of their practice.
- Women often fall prey to gender – based segregation predicated by stereotypical perceptions about their abilities and characteristics, for example; ‘women function well as family lawyers’.
- Remember, India is a country in the world where women regarded as a goddess indeed. But on other hand the male dominated Indian Society apparently lost it’s cultural.

Judiciary is a power for Indian women where she can project herself more powerful and fight for their rights and prove herself more dignified and show their caliber. The main motive to take this topic for research is this judiciary is the most dominating profession and more powerful pillar of every country. India talks about equality in front of law where women and men have equal rights? No. Today women have no equal rights and respect in the country. In judiciary women lawyers and judges also been discriminated even then they are on high rank. This is my main agenda to find out the main reasons behind this glass-ceiling disparity inside the Indian judiciary. What problems they face inside the courts? Why their ratio not increased comparison to male lawyers? How they can achieve equal status at par with men in Indian judiciary?

Gender bias is ingrained in the Indian judiciary. Less representation of females in legal system reflects a deep problem. Women have periodically stormed many male bastions. But despite the doors of the temples of justice- the courts- being open to women for decades, why have so few women entered it as judges? In top Courts lack of women judges clearly reflects gender bias.

Women lawyer made a vociferous plea-the collegium which selects judges must shed its inhibition to choose women lawyers as judges. Women are allowed to practice only in 1922. At present, of the 24 high courts do not have a single women judge. Three just have one. Since 1950, when the Supreme Court was established, only six of its 229 judges have been women {Dhananjay Maghapatra, April 4, 2016(T.O.I.)}.

The representation said how since independence, there have been only six women judges appointed in the Supreme Court out of total 229 judges appointed from 1950 till date.

“The first female judge appointed in the Supreme Court was Justice M. Fatima Beevi from Kerala in 1989. She was later followed by Justice Sujata V. Manohar from Maharashtra in 1994 and in the year 2000, Justice Ruma Pal was appointed from West Bengal and in the year 2010, Justice Gyan Sudha Mishra from Bihar. In 2014, Justice Ranjana Desai from Mumbai was appointed and currently Justice R. Bhanumati from Tamilnadu is the only women Judge in Supreme Court (Krishnadas Rajagopal, Nov. 12, 2015).”

The above data clearly shows that the female ratio comparison to male lawyers is not up to the mark.

This is the another description of the archetypal judge of the Supreme Court of India Gadbois (George H. Gadbois, Jr,2011, judges of the Supreme Court of India) describes in his rigorously researched and recently published work on India Supreme Court judges during the period 1950-1989. He speaks widely of the crisis of under-representation of women in the Supreme Court of India (Latika Vashist, Dec. 1, 2013).

There are lot of incidences which faced by females lawyers in their offices by male colleges which is totally against the norms and not linked with profession. Stories abound of women lawyers being meted out comments and remarks that have little to do with their work. “Tie your hair, I don’t like women with loose hair in my court,” and “Go wash the make-up off your face,” are few examples. In a world where judges eccentricities form the stuff of folklore and legend, these stray remarks might not be seen as extraordinary or extreme. But every such remark from a person occupying a public office of responsibility, in an institution where women have to struggle to be taken seriously, deeply undermines the battle.

The lack of female judges in the Supreme Court brings into focus the need for more female voices to reform a primarily patriarchal society. Researches into women in legal profession remain severely handicapped because of the sore lack of literature available on the subject. Even though there has been a plethora of the studies on gender specific issues, including women in various professions, yet when in the legal profession, literature is mostly conspicuous by its absence.

Buckee (1972) in her unpublished thesis titled “ An examination of the development and structure of the legal profession at Allahabad,1866-1935”, submitted to the London University, has made a study of the legal profession in the United Provinces of India, in a social and historical context. Though her thesis mainly focuses on caste composition, it gives some information about women in the legal profession as well. Paul (1991), on the other hand, confines his study to the legal profession in South India, but parallels can be drawn from his work to study women in the legal profession in Uttar Pradesh. The works of Gooptu (2007) and Vadagama (2011) give valuable information about the problems faced by the first woman lawyer of UP, Cornelia Sorabji, and therefore are quite useful for a study of women in legal profession in Uttar Pradesh. Sen (1999), in her study of the problems and potentials of women professionals across cultural perspectives, the Bar Council of UP, Allahabad, keeps a record of the registered legal practitioners in Uttar Pradesh, which is a virtual treasure mine for a researcher. The High Court of Judicature at Allahabad, in its centenary year publication (1966), also throws a significant light on the historical development of the legal profession in UP, including information on women lawyers (Saurabh Kumar Mishra).

The recent appointments of five judges to Supreme Court did not include a single woman. This despite the fact that the senior most judge in the country ...chief justice of the Bombay high court ...is a woman. Why she or any other woman judge was not appointed remains a mystery. Indira Jaising (Former additional solicitor general and senior advocate, Supreme Court) said that she is not surprised by US Ambassador to United Nations Nikki Helley, s claim that her mother, who studied law in India, was not allowed to sit on the bench as a judge because she was a woman. Even today, out of a sanctioned strength of 31 judges in the Supreme Court, only one sitting judge is a woman. Diversity matters and is expected by the litigants who came from far and wide with their cases to court(Indira Jaising, Hindustan Times, March 30, 2017).

The situation is different today, there are more women entering law schools than men, but not enough survive in the profession. Often young lawyer being treated as sex object by their male collogues at the bar, from making obscene remarks to feeling them up and

down with their male gaze. How can we expect women to survive in this profession without stopping such practices?

The glass ceiling in the judiciary seems very hard to break for women. In spite of the fact that almost the same number of men and women appear for the law exam, the number of women in the higher echelons of the judiciary is woefully low. It is the time to take affirmative action to rectify this skewed ratio. Approximate estimates of women judges in lower courts put the figure at around 28%, while an approximation of women lawyers enrolled appear to be 10% of the total number of lawyers. Significantly, law students appearing for the law exam had almost equal number of men and women (48%). It would be fair to assume, therefore, that it is not lack of education or availability preventing women from being appointed judges in the higher judiciary, but rather, that the higher the process went, from law students, to lawyers, lawyers to lower judiciary, thence to the higher judiciary, the attenuation of women is drastic and terrible. Clearly, women do study law, as they do medicine or engineering. However, when they have to navigate the organizational politics of upward mobility, they begin to fall by the wayside.

Justice Prabha Sridevan very pertinently observes, "In a healthy democracy, the judiciary must be a mirror of the whole society. This is not an argument against merit, but an argument for inclusion...There are many deterrents for a women practitioner of law who is an aspirant to the Bench, all created by the realities of history. They should be removed by those who make the selection by considering gender and its attendant issues. The glass ceiling's there not because they (women) lack merit, but because they are women..."(Jayanthi Natrajan, Hindustan Times, April 6, 2017)

The justice system has become trite for All Boys' Club with restricted entry and limited gender passes. There is an institutionalized gender bias inherent in the bench which, when viewed through a gendered lens, unveils the male dominated courts. There is no dearth of female lawyers which shows that the number of women entering the legal profession is a substantial number, but the bar is also at level (even though women were only allowed to participate in 1922). But the number of females who pass through the cracks in the walls of the courts to occupy the levels as judges and chiefs is a mere handful. Where, then, is the lacuna? Only 12 women have been designated senior

counsels by the Supreme Court so far. Only 8 women have got that distinction in the Delhi High Court and 6 in the Bombay High Court ([November, 2016](#)). India still hasn't had a female attorney general and solicitor general. This data shows us that women need an equal dealing in not only the bench, but also the bar. (Prasad, Shilpa. April 10, 2017.)

Indian constitution in independent India has given them the right to equality and the right against discrimination on the basis of their gender from acquiring any education or practicing any profession of their choice. In spite of this right, the Legal profession did not become a popular choice for women, simply because, in order to be aware of these rights the women had to have a basic level of education. And for a female population which was largely illiterate due to many reasons such as poverty, stringent caste restrictions, restrictive social customs, cultural practices condemning the working of women outside their homes, etc., to name a few, higher education and following a profession were dreams the independence era had managed to ignite, if only, it was in the form of a consciousness of being a subjugated and repressed part of the society largely contributing through many unrecognized forms of labor, underrated and underpaid as a workforce, nevertheless significant to its progress and sustenance. (Orcinus 3, march 22, 2017)

In the meanwhile the Indian judiciary was active in its encouragement of women who took up the legal profession and went on to appoint the first women Judge Hon'ble Justice Anna Chandy to Kerala High Court. Justice Anna Chandy had started her career as an Advocate in 1929 and had been appointed a Munsiff in 1937 thus becoming the first Women Judge in pre-independent India. These two decades also saw the entry into the legal profession of two eminent lawyers who went on to become Honble Justice Leila Seth and Honble Justice Fatima Beevi chief Justices of Himachal Pradesh and Kerala High Court respectively. The former had been an actively practicing advocate in the Delhi, Kolkata and Patna High Courts for more than 15 years and the latter had risen from the position of a Munsiff and had retired as a Supreme Court Judge eventually. Curiously, over the years the representation of women has not increased in the Judiciary corresponding to the initial number of women Judges. The situation is such that there has

been a demand of 33% reservation for women in the Judiciary to bring about parity between the numbers of male and female judges.

## **1.6 OBJECTIVE**

- To analyze the present status of female lawyers in Indian judiciary.
- To review the studies available on the issue of gender bias and feminist consciousness among lawyers in India.
- To examine/measure the extent of feminist consciousness among lawyers in Indian judiciary.
- To find out impact of gender bias on female lawyers at the work place.
- To find for reasons for the absence of women from the bench.

## **1.7 HYPOTHESES**

- The present status of female lawyers in Indian judiciary is not good.
- There are numerous studies available on the issue of gender bias and feminist consciousness among lawyers in India.
- The extent of feminist consciousness among male lawyers in Indian judiciary is moderate whereas among female lawyers it's very high.
- The impact of gender bias on female lawyers at the work place is negative.
- Socio-cultural reasons are responsible for the absence of women from the bench.

## **1.8 RESEARCH METHODOLOGY**

### **UNIVERSE OF THE STUDY**

Universe of the study is Lawyers of Lucknow High Court (Bench) and Chandigarh High Court.

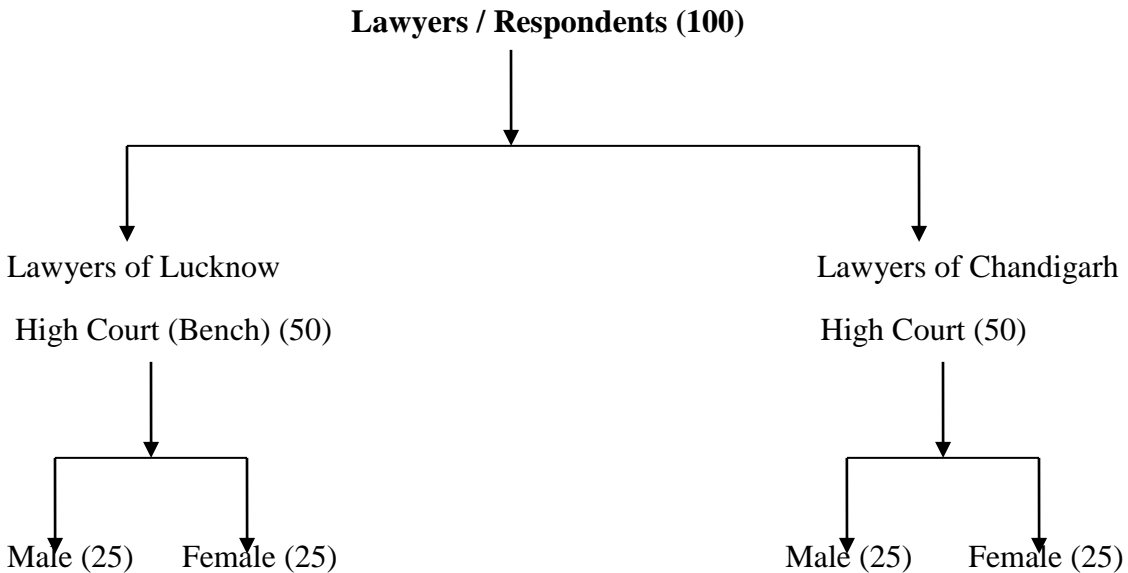
### **RESEARCH DESIGN**

The approach of the research is descriptive and analytical. For data collection about gender biasness and feminist consciousness among lawyers, "questionnaire" has been administered among respondents.

## **SAMPLE SIZE**

100 respondents have been selected by the using Proportionate random sampling. Further, a sample of 50 respondents each from Lucknow High Court (bench) and Chandigarh High Court respectively has been selected for data collection.

The sample size of the study is comprised of -



## **SOURCES OF DATA COLLECTION**

The sources of the data collection are primary and secondary both. Primary data is collected through questionnaire. Secondary data has been collected through books, journals, articles, newspapers, previous research, official statistics, government reports and information drawn from the internet. To analyze data SPSS has been used in research.

## **TOOLS OF DATA COLLECTION: QUESTIONNAIRE IS DIVIDED INTO THREE SECTIONS**

- I. Questions related to Socio-economic background of the respondents.
- II. Questions related to Gender Biases among lawyers.
- III. Questions related to Feminist Consciousness among lawyers.

### **1.9 LIMITATION**

Earlier the researcher wanted to study the nature and extent of gender biasness and feminist consciousness among lawyers and judges of Chandigarh and Lucknow city but while conducting the field work, the researcher faced problems in collecting data from judges. The researcher couldn't find respondents among judges. Some of them outrightly denied to give information about gender biasness in judiciary. That's why later on the researcher decided to focus only lawyers. This is the main limitation of the present study.

### **1.10 ORGANIZATION OF THE STUDY**

This study is organized in four chapters. In first chapter the main concepts of the topic, what is the importance of this study and why it is required in society, significance of the study briefly explained. The topic basically based on gender so it is defined briefly with rationale, methodology, research design, tools and techniques.

In second chapter divided in two parts. In first part review of literature that tells the existed information is available and how much material present on the topic which is chosen for research. It also clarifies our aim of research and what we have to find. Objectives would be drawn on this review of literature. In second part 'Conceptual Framework' is organized. The main purpose of this chapter is to explain and familiar with the common terms which is used in this research. People have their different point of view and opinion of particular issue. This chapter focuses the main terms which is used in judiciary and what is the opinion of those persons who works inside judiciary.

Third chapter' describes the real environment of Indian Judiciary. The chapter explains the truth and real observation of the truth and real observation of the lawyers and judges in the courtrooms. This chapter tells that what female /male lawyers understand the concept of gender bias and feminist consciousness in judiciary. In this chapter 'Research Methods and Analysis of Data' is also briefly defined on the finding which is collected

during the field survey and verbal interview and through questionnaire. Every question is analyzed and compared between male and female lawyers. Observation/answers: what they thought about their profession in judiciary, concept about patriarchy, gender bias, feminist consciousness, gender stereotype and gender discrimination inside the courtrooms.

At last chapter 'Conclusions and Suggestions' is the final result of the findings of the researcher. Numerous studies analyzed and result arises in the form of findings. The researcher creates new solutions based on facts and findings.

## **CHAPTER – 2**

### **GENDER BIAS AND FEMINIST CONSCIOUSNESS AMONG LAWYERS IN INDIA (observation based on secondary sources)**

#### **2.1 INTRODUCTION**

To understand the gender bias and feminist consciousness in judiciary review of literature is done in following way. Gender is everywhere but it is up to you how you deal this concept in this manner the reality comes. People have their different mind set and way of thinking they didn't understand the reality and knowledge about a particular issue. They are unable to give their opinion about that. The review of literature clears the vision and throws light on the hidden truths.

Formal equality for women is explicitly enshrined within Indian law. However notwithstanding formal guarantees of equality, Indian women's lives continue to be characterize by pervasive discrimination and substantive inequality. The understanding of equality that has dominated Western thought since the time of Aristotle has been one of the formal equality. Equality has been interpreted as 'treating likes alike' its constitutional expression in America and subsequently Indian equal protection doctrine, as the requirement that those [who are] similarly situated be treated similarly. (Tussman, Joseph and Jacobus Tenbrock).

Our society suffers from many social evils. One of them is gender inequality. When distinction is made between male and female and unequal treatment is meted out to boys and girls in the society, it is called gender inequality. This inequality is prevalent in many underdeveloped as well as developing countries of the world. Gender inequality is a social construct and is not determined by the biological difference. On the basis of birth there are biological as well as nature differences between the males and females. Gender inequality indicates different type of behaviour which is different in different societies. In the modern developed society, boys are still considered more powerful and strong; which is illogical or contradictory to the laws of nature. So a biased attitude towards girls in known as gender inequality.

The issue of gender inequality in the legal profession continues to prevail in our society. While junior lawyers have an equal representation of men and women, the senior positions are overwhelmingly taken by men. This gender inequality not only affects the women who are working in this profession but all of our society. The problem of gender inequality among lawyers and judges has been a subject of recent and ongoing research, study and action. It is well known that despite women's entrance into law school in relatively equal numbers to men over the past few decades, they remain significantly under-represented in positions of leadership and power across sector of profession.

The editor of The Law Digest and Recorder of Madras, for instance, wrote an article entitled 'Need for Women Lawyers in India' wherein he dealt with the issue in a very progressive manner. Not only did he criticize the denial of women's entry into the legal profession because of their gender, he also pointed out avenues in which they could provide valuable services. He pointed that while women had a 'deep and abiding concern' in 50 percent of all the suits brought to court, their scheming relatives or greedy touts and agents normally handed the matter. He recommended that qualified women practitioners be appointed to alleviate many of the anxieties these women felt entrusting their cases to men. He concluded by saying that it was an injustice to deprive women of this injustice both on a priori grounds and on consideration of expediency. (John J. Paul, 'The Legal Profession in Colonial South India 159' (Oxford University Press: Bombay, 1991)

Bar is reflective of the gender bias that is ever apparent in the legal fraternity; the bench is only illustrative of the extent of this bias. The historical trajectory of appointments to the High Courts and The Supreme Court of India, when viewed through a gendered lens, bring forth a dismal state of affairs which has institutionalized gender bias in the Indian Judiciary.

The Legal Practitioners (Women) Act, 1923 removed all doubts about the eligibility of women to be enrolled and to practice as legal practitioners. This Act expressly provided that no woman would by reason only of her sex be disqualified from being admitted or enrolled as a legal practitioner or from practicing as such. Since this enactment, women began getting enrolled as legal practitioners and their number has been increasing ever since. (M.P. Jain, *Outlines of Indian Legal History* 680 (5<sup>th</sup> ed., Wadhwa: New Delhi,

1990) (2005Rep.). Today we have a large number of women lawyers and judges in India. In fact in several jurisdictions, the number of female law students is greater than the number of male students. But women's are rarely found on the bench. The number of women joining the bar is quite negligible. The number of women judges is even lower. Now women's representation in judiciary is becoming high day by day.

In Indian judiciary some amendments are specially made to favour gender only. In Amendment of Section 154: Code of Criminal Procedure, in sub-section (1), the following provisos shall be inserted, namely:-- "provided that if the information is given by the woman against whom an offence under section 326A, section 326B, section 354, section 354A, section 354B, section 354C, section 354D, section 376, section 376A, section 376B, section 376C, section 376D, section 376E, or section 509 of the Indian Penal Code (45 of 1860) is alleged to have been committed or attempted, then such information shall be recorded, by a woman police officer or any woman officer (The Code of Criminal Procedure, 1973).

The survey of literature helps the researcher to survey the existing written and published material on the topic selected for research. The review given an insight into the problem chosen, and also enhances familiarity with the subject matter. The vital element is to pin point an area, hitherto uncovered or less touched upon. Thus, it is possible to know what work has been done and what areas of the subject remain relatively less studied. Finding a 'gap' in the literature, gives a focus to the research helps in formulating the research problem. Many kinds of published material like books, articles in journals, reports and unpublished research theses have been consulted in the preparation of this research.

## **2.2 REVIEW OF LITERATURE**

**Martin, et.al. (2002)** explains gender bias exists in every society in the world but in different forms. Some where it is in visible form and have deep impact on peoples and somewhere it is in glass-ceiling from which is in invisible form and difficult to analyze. In journal authors justify how female lawyers and judges face gender bias in the courtrooms. Authors also showed and explained the statistics and empirical data of the female lawyers and judges in which they observe the gender biasness and how much they conscious about that. Women's analyzed that the legal system marginalizes or excludes

them as unfair and biased. Author argued that women are more conscious of gender in equality because they occupy a devalued gender status and, as a result have more negative experiences. These experiences impel women, more than men, to develop a feminist consciousness and that this gender difference has implications for the legal institutions. This journal also defines older judges and attorneys should be less conscious of gender inequalities that are younger judges and attorneys (**Brockman 1903, Stepnick and Orcutt 1966; Padavic and Orcutt1997**). O Younger lawyers who grew up during the second- wave women's movement should be more feminist because they grow up in a time when gender ideology and practices were less traditional (**Rindfuss, Brewster, and Kavee1966; Brewster and Padavic 1999**). In addition, it is possible that lawyers and judges attitudes toward gender inequality affect their likelihood of getting married, divorced, or remarried (**Amato and Rogers 1999; Sanchez and Gager 2000**), though we are unable in this study to distinguish among the many martial trajectories that exist and have different meanings and consequences but are obscured by standard measures of "current" martial status (**Barrett 2000**).

**Kaye et.al. (2009)** presents the scenario of American gender gap in Supreme Court Clerkships. In the world of American law, a Supreme court Clerkships is a position Desired By many But attained by few, particularly when it comes to women and minorities although women make up nearly half of all law students, they constitute only about a third of all Supreme Court clerks. This article examines the flow of aspiring clerks from law school to the justices' chambers in recent years in an effort to locate bottlenecks that lead to this gender gap. It is also analyzes whether the justices, as a group or as individuals, hire fewer woman than would be expected in a random draw from a pool of men and women with comparable credentials.

**Sally J. Kenney (2008)** analyzes how the virtual absence of women in high judicial office in the United Kingdom came to concern policy makers expands the understanding of agenda setting. Parliament outlawed the exclusion of women from the legal profession in 1919; The Lord Chancellor did not appoint the first women English High Court Judge, until 1965. The next 20 years saw only five more women added to the High Court bench. The numbers of women in the legal Profession however, were rapidly changing. In 1973,

only 13% of newly admitted solicitors were women and 10% of those who called to the bar (McGlynn 1998, 95).

**Chiu and T. Leicht (1999).** The authors addresses that successful feminization occurs where, (i) occupational growth is rapid, (ii) graduate and specialized degrees are important and (iii) wages are increasing. They also suggest the legal profession was on the road to achieving successful gender integration and feminization during the 1980's. they analyses change in evaluation of legal work settings suggest that changes in the earnings that favour women's successful entry into law are occurring in a context of growing dissatisfaction with legal work settings. In their influential book job queues, gender queues (1990), Reskin and Roos present a relatively pessimistic picture for women's equality as women enter into male- dominated occupations. Reskin and Roos also claim that changes in wage gaps are less indicative of economic progress for women because wage gaps are largely narrowed by declines in real earnings for men rather that increase in real earnings for women. The practice of law is an occupation where women have made impressive progress. It is an elite profession with high status and pay. It also arise changes in the legal profession that favour successful feminization. Female lawyers can be seen through increases in women's proportional representation.

**Volden et.al. (2013)** Scholar's of different universities and colleges demonstrated that female lawmakers differ from their male counterparts by engaging more fully in consensus building activities. Women continue to strive to build coalitions and bring about new policies. Authors of this article observe that women's experiences increased effectiveness in comparison to their male counterparts in stages that depend on consensus building.

**G. Lakshmi (2006)** explains the philosophical study of causation in gender bias policies and in legislature. She explore prejudices of male supremacists are ingrained in the man-made world. Law relating to women in India requires rigorous alterations. Gender bias is being present everywhere. No one can denied it she said, "Research studies suggest that despite legislative steps prejudices, traditional attitudes and practices continue to perpetrate discrimination against women. Gender prejudice leads to denial and discriminated everywhere. The world which has always belonged to the men is still in

their hands, the institution and the values of the patriarchal civilization still survive in larger part. She define women's lives in Indian and the world over are circumscribed by what can be termed as the five 'Ps'- Patriarchy, Productive resources access inadequacy, Poverty, Promotion advancement insufficiency and Powerlessness. Women are subject to incapacities, from a presumed inferiority of discretion and judgment because of her frailty. Women are regarded weak, inferior, biologically incapacitated natural invalids. She also speaks on law is inconsistent in its approach to women. Law, being a reflection of the normative structure, generally (Which is patriarchal) is manipulated and maneuvered to the determinant of women. Discrimination meted out to women in the legal realm, happens to be a manifestation of patriarchal ambience. This reveals the fact that the Indian legal system (like many other systems) is being maneuvered to perpetuate patriarchy. Despite constitutional guarantee of justice, the issue of gender justice gets side tracked, as was evident in the Shah Bano case in India. Thus, the legal mechanism instead of obliterating women's oppression is perpetuating it by either conniving with it or overlooking it. Law frequently is much to women's disadvantage. Even today law is reflected is male rather than female eyes.

**Jensen and L. Martinek (2009)** explains how gender plays differently in the courtrooms and creates imbalance in judicial ambitions of the state courts. They find female and non-white justices have a greater desire to move up in a judicial career than do their white male counterparts. Understanding meaningful differences ambition across race and gender can give us a tool for understanding patterns of diversity in the representation on the bench. Women see the appellate courts as a workplace that allows one to balance work and family more easily than a trial court would.

**Nisar-ul Haq (2005)** defines the discrimination against the women in this journal. She evaluates how women became the victim of discrimination, harassment in male dominated world. She also writes about women rights, policies and NGO's who works for women betterment and empowerment. She also has thoughts of education for women but she mainly focus on women empowerment. She said women need more power to control their lives, to meet their practical and to shape the worlds in which they live in ways that are not themselves oppressive. She tells a greater proportion of women are

literate and more of them are visible at high political levels. At the same time many women are poorer than even before, and women's human rights are being violated on an unprecedented scale. Violence, rape, torture, humiliation, anger and anguish are all too familiar to women around the world. Broadly, commissions dealing with any aspect related to women have stressed that gender-sensitive analysis should be an integral part of policies and programmes. Within their mandate, and for empowering women, in particular through access to productive resources, including education and training.

**Barbara Allen Babcock (1993)** tells us about many states courts have followed the biblical prescription for clarifying vision by investigating gender and justice within their own orbs. In this author describe panels of distinguished judges, lawyers, and academicians try to improve the treatment of women as litigants, lawyers, witness, jurors, and as staff in the justice system. Judith Resnik examined the ideology of a federal jurisprudence reluctant to attend to the effects of gender, and she gives the detail about the influence of gender bias on substantive law. Gender emerged as a “topic for courts” largely because of the necessity women felt to “organize around their participation in legal institution. Gender bias against women litigants, attorneys, and court employees is a pervasive problem with grave consequences. Women are often denied equal justice, equal treatment and equal opportunity.

**Lonsway et.al. (2002)** the role of trial judges in the litigation process is frequently debated. This journal mainly focused on to find out the experiences, observations and opinions of gender biased criteria. In this journal Judith Resnik (1982) has described a movement toward “managerial Judging” which includes the active involvement of judges in the management of schedules, pretrial disputes, and post-trial implementation. Authors explore the role of judicial intervention in one particular context – gender bias occurring in the process of federal litigation. The existence of gender bias in the administration of justice, or even the perception that such bias exists, ultimately undermines the normative authority enjoyed by the American legal system (**Flannery 1989; Haines 1990; Jackson 1997; Kaplan 1994; Round 1988**).

**Riger et.al, (1995)**. Identifies that gender bias as a serious problem in the courts. Consistently, women perceive more bias than do men. Women are more subtle behaviors,

such as sexual teasing or looks or gestures, as harassment. In the courtroom, insulting or discriminatory treatment may come from several sources. Judges comments, tone of voice, or nonverbal body, language may demean female lawyers or may emphasize their ornamental role or in other ways disparage their status. The first purpose of this study, therefore, is to examine the multidimensionality of gender bias. The second purpose is to identify correlates of differences in perceptions of biases. To answer this author analyzed that biased behavior toward female attorneys in the courtroom exists on at least three dimensions: Presence of bias, Instrumental bias and Optimism. Ending bias in the courtroom dynamics may come more quickly from strict enforcement of such codes rather than from attempts to educate and change prejudicial attitudes.

**Bryna Bogoch (1999)** defines that the courtroom serves lawyers and judges as an important site for the construction and maintenance of their professional identity. This paper also analyzes courtroom interaction to determine how gender affects the construction of the professional identity of lawyers and judges and how the professional competence of women lawyers was challenged and undermined.

**Mark S. Hurwitz and Drew Noble Lanier (2003)** represents the diversity arises in political institutions including the judiciary. The judicial system in India occupies a significant place as it enquires the validity of laws, their interpretation and implementation framed by the legislature.

**Kalpana Kannabiran (2009)** studies, on the theme “women and Law” look at women’s life worlds, in some parts, and the extent to which the law has touched them. Where the law has touched lives, the quality of that engagement- legislative, interpretative, positive, restitutive, punitive, - merits critical examination because it is of crucial importance to the precarious standing of women in a patriarchal set-up.

**Rosemary Radford-Reuther (1993)** gives overview of the status and roles of women as a subjugated gender group across race and class lines, and across the divisions between industrialized capitalist and socialist countries. The basic status of women of women under classical patriarchal societies and their division within these societies across class-

race lines. This essay also briefly compares the status of women in Western capitalist societies with women in Eastern European socialist states.

**Jennifer M. Silva (2008)** explores new definitions of femininity; particularly those found in contemporary American college culture, are modified, transformed and reproduced when women enter the military. According to the pre-existing scripts women's understand almost solely as personal, and thus do not realize that these gendered categories shape their experiences as individual women. The deep, hierarchal logic of gender- mainly the notion of nurturing care-takers and of men as steadfast warriors-remains untouched. Women's understanding of their own identities, their relationship to men, and their position in the system of gender are reproduced- even while they undertake cultural work defining themselves as self- determined and empowered.

**Stephen J. Choi and G. Mitu Gulati (2008)** test for the presence of bias in judicial citations within federal circuit court opinions. The findings suggest bias along three dimensions. First, judges base outside –circuit citation decisions in part on the political party of the cited judge. Judges tend to cite judges of the opposite political party less often than would be expected considering the fraction of the total pool of opinions attributable to judges of the opposite political party. Second, judges are more likely to engage in biased citation practices in certain high –stakes situations. These high-stakes situations include opinions dealing with certain subject matter (such as individual rights and campaign finance) as well as opinions in which another judge is in active opposition. Third, judges more often cite those judges who cite them frequently, which suggest the presence of mutual citation clubs.

**According to Steven Keeva (1996)** woman as usually biased on every sphere of their lives. According to report by the ABA's Commission on Women in the Profession, things are going rather well these days for women lawyers-in government and in the federal judiciary. The Persistence of such bias may come as a surprise to many. After all, there are more women than ever practicing law, two women sit on the U.S. Supreme Court, the U.S. attorney general and her top deputy are women, and a woman is – for the first time- president of the American Bar Association (ABA).

**Janice Dilg (2012)** confirms that women who advocated for right to vote understood that enfranchisement was only one step in full citizenship. With the vote, women could pursue a range of economic, civil, and social rights by holding elective office, serving on juries, changing laws, making laws, and enforcing laws. During that time, women moved from not having the right to vote or serve on a jury to having the law degrees and working in every aspect of the legal profession to serving at every level of the judiciary in our state and nations. In this journal women lawyers and judges share their personal experiences that how they achieve their status in the court by the virtue of hardwork, patience, strong determination and be focused on the goal.

**S.S.Sree Kumar (2006)** presents the sociological perspective of Indian women in the legislature. Through this article author provide his views on women reservation that it is formal empowerment which is given by Indian constitution to Indian women's. In this context it is suggested that women parliamentarians may not be mere nominees of women, their work should have impact on society. Their role should not be mere legislation, but efforts should be made to empower women which in a multidimensional phenomenon. Women would bring new ideas in governance. They believe in a sustainable development and their emphasis is on natural resource management. Women representatives working at the grass root level also believe that communal harmony is an important element of the development and they strive to achieve this objective. In India women remained under represented in the decision making bodies in the post independence period despite the fact that they were very active in social reform movements. Women constitute half of our nation's population. But their presence in different democratic bodies has never been commensurate with their demographic strength. This may be due to the influence of patriarchal culture, their relative political apathy, lack of economic independence, low literacy level and lack of political awareness and negative attitude towards women's active participation in public life. The Constitution of India has made provisions to protect the interests of women. Articles 14, 15, 23, 29, 30, 42, 45, 51A deal with welfare and status of women. The post independent era witnessed numerous programmes for the welfare and empowerment of women. In spite of the constitutional and legal provisions and welfare programmes, position of women has not changed.

**Leonie Huddy and Nayda Terkildsen (1993)** defines that the social constructed notions related to girls and women's is the main hurdle in front of their success. Male patriarchy is powerful on the basis of this notion that female are fragile, sensitive, weak, less aggressive and lack of dealing experience. This is the main reason behind the biasness of working women's front. Despite the success of the female candidates in local, state, and national elections, author find that voters' gender stereotypes have potentially negative implications for women candidates, especially when stereotypes by examining the relative importance of typical "male" and "female" personality traits and areas of issue competence for "good" politicians and a hypothetical candidate at different types and levels of office. Everywhere the preference for "male" characteristics at higher levels of office and on the other way, which portray women candidates as insufficiently aggressive or less competent in their dealings.

**Rashmi Shrivastava (2005)** discusses while women constitute nearly half of the electorate in India, their representation in elected bodies including the two houses of parliament has always been negligible. Women candidates have to struggle against great odds, no matter to which party they belong. The old political norms of the Gandhian era have been totally discarded by now, and women find themselves at a great disadvantage in his cut-throat political atmosphere. The low representation given to them by the various political parties on their lists of candidates for the elections to the parliament and state assemblies is not merely an indicator of their inferior political status but reveals their subordinate position in a society and refusal to recognize their right and ability to participate in the nation's development activities. These recent trends in electoral processes in the country reflect the poor status of Indian women in terms of their political participation. The main objective of this paper highlights that the numerical strength of women in decision making bodies poses serious problems. Women are strictly a very small minority group in elected bodies and consequently, in course of time they become the 'silent minority'. This is a universal phenomenon, as mostly women all over the world feel 'loneliness' and 'isolation' in political life. Even then things are different and difficult for an Indian woman with political career, but with her grit and determination, her patience and endurance, today's more enlightened and worldly-aware women will carve a niche for her.

**Laura Van Assendelft (2006)** establishes that although most political science departments in the South now offer at least one course on women and politics or women's studies, the discipline has struggle to integrate feminist pedagogy into mainstream courses. Feminist pedagogy promise to enlighten students, raises their feminist consciousness, and promotes changes in their worldview (**Chandler; Langan and Davison**). The simulation approach offers a unique setting to engage students in this type of reflective discourse. The judicial conformation simulation also provides a unique opportunity for students to experience first-hand the potential influence of the court over issues that affect the daily lives of women.

**M.M. Semwal and Sunil Khosla (2008)** affirms that the Indian judiciary has been honest and independent in the performance of its duties as regard to the executive control and influence. However, under changing socio-economic-politico situations in India people have higher expectations from the judiciary. Judicial activism is but an expanded role of judiciary as it encompasses an area of the legislative vacuum. It is an effort to revitalize the system through the provision of simplest, fastest and inexpensive access to individual. This paper attempts to deal with the questions such as what is judicial activism/? How does Indian Constitution provide judicial activism? How does the concept of judicial activism come into existence in the Indian polity? To what extent the judicial activism has improved the quality of governance in India? Judiciary is playing an activist role to enforce the basic human rights of the underprivileged while playing a vital role in bringing the social change. In human rights jurisprudence, the judiciary has been consistently building new linkages between the egalitarian democratic and free society in tune with the universal socio—political and economic rights. The necessity of judicial intervention arises when the citizen complains about unfair treatment or violation of his rights at the hands of the executive or the legislature. When the executive refuses to carry out the legislative will, the courts step in and ensure the compliance with the legislative mandate. In the words of Justice A.S. Anand, “judicial activism reinforces the strength of democracy and reaffirms faith of public in the Rule of law. If the judiciary was also to shut its door to the citizens who find the legislative as not responding and executive indifferent, the citizen would take to the streets and that would be bad both for the Rule of Law and democratic functioning of the state.

**Gandhi, J.S. (2004)** focuses on certain sociological dimensions of the Indian legal system, particularly the legal profession, judiciary and emergent culture of public interest litigation. Though there are numerous writings on the theme by the legal experts and jurists, but sociological treatment of the subject has been lacking. Such a focus is a dire necessity in order to shape any policy perspective, and also if the goal is to have a diagnostic understanding of the tardiness of the legal system which has often been found out of place while dealing with some pragmatic and urgent social issues. The book, therefore, aims at provoking sociological thinking on such problems faced by our society as are having critical connectivity with the legal order and its legitimacy.

**Schafran, L.H. (1997)** explains what sexual harassment is, how it affects its victims, how victims respond, and that sexual harassers come from all walks of life, including the judiciary. This article is about the credibility of women in the justice system. It mainly focuses on three aspects: collective credibility, contextual credibility, and consequential credibility. In collective credibility custom and law have taught that women are not to be taken seriously and not to believe. Although the laws have changed, social science and legal research reveal that women are still perceived as less credible than men. Contextual credibility that depends upon understanding the context of the claim. Consequential is the opposite of inconsequential. Part of having credibility is being seen as someone of to be taken seriously. Above these aspects women and their issues are not be taken seriously by judiciary. Women lack collective credibility, contextual credibility, and consequential credibility. As a group we are perceived as less than competent than men; the context of the harms for which we seek redress in the courts is often completely foreign to the Trier of fact; and even when the harm is acknowledged, it is often minimized by a de minimize punishment for those who injure us.

**Blodgett, N. and Moss, D.C. (1986)** clearly shows that gender affects the working culture especially when it comes to patriarchal profession mainly judiciary. It seems to be hard for women to survive in this profession. The behavior of male judges harsh among female lawyers. They believed that female lawyers belong at home raising family. He seems to think that men have more of a right to be lawyers. Gender bias is an ugly profession that is peculiar to women lawyers. The sheer numbers of women entering law

practice have forced cracks in what had been a men's club. To be sure, a minority of women lawyers think gender bias can be turned to a women lawyers has emboldened the majority to try to eradicate the unequal treatment. Gender bias emerged as an issue as women lawyers emerged into the profession. Male lawyers assumed that female's lawyers are incompetent and some men, however, contend that women have the advantage in court because of their sex. If a women lawyer, it may seem to the judge that the women are becoming too emotional or agitated. On the other hand, if a woman trying to avoid the sexual stereotype of being an emotional woman tries to be an unemotional, she may be accused of being hard or unfeminine. This label will make her presentation less attractive and perhaps less persuasive. Judges unseemly attitudes toward women lawyers have surfaced in many circumstances, including when women have applied for law clerk jobs or requested admission to practice in court. Gender bias in the courtroom is not limited to women lawyers. The most invidious manifestation of gender bias against women –one that pervades every issue respecting the status of women litigants is the tendency to accord less credibility to the claims of women because they are women.

**Sheehy, E. and McIntyre, S. (2006) explains their** 1993 report, Touchstone for Change: Equality, Diversity and Accountability, the Canadian Bar Association Task Force identified a number of barriers to women's equal participation in the legal profession. One of these was the organization and evaluation of legal work. Touchstone noted that the long and irregular hours demanded disparately affected women, who were more likely than their male counterparts to have child care responsibilities hat conflicted with those demands. (Chapter-4 Legal Workplace Technology and Equality for Women Lawyers: Fortifying or Transforming the "Master's House"? pp. 53-82. by Jane Bailey)

**Mossman, M.J. (2006)** provides an insightful examination of some of the first women to practice law in the United States, Canada, Britain, New Zealand, Australia, India, and Western Europe (Italy, Belgium, and France). Researcher links the historical exclusion of women from the legal profession to present-day exclusion where women often remain as fringe dwellers, encountering glass ceilings, steel doors, and baby dinosaurs. To some extent, women became lawyers without challenging the profoundly gendered nature of

the profession. Becoming a lawyer meant, and to some extent still means, becoming like men because the male culture is so entrenched (dug in) in the profession.

**Sharma, K.L. (1984)** has made a study of sociology of law and the legal profession. Sharma's empirical study focuses on the social stratification and attitudes of lawyers and clients. Sharma makes an observation that the Indian lawyer is litigation, individualistic and influenced by his own family background. What is relevant in this study is the fact that the non-professional features of lawyers, clients play a very pivotal role in the legal process. The 'extra-legal status' of the legal practitioners creates a different legal sub-culture within the formal court procedures. This focus on the socialization, stratification, professionalization and social network of lawyers and clients is a rich field for inquiry. The family court law had discouraged the involvement of lawyers according to the law of 1984, but in practice, majority of the cases show recruitment of professional lawyers by both parties who register a case in court.

**Gandhi, J.S. (1987)** studies of the Indian legal profession is by J.S.Gandhi focus on the relationship between law and the polity from colonial times. He traces the growth of the legal profession in colonial India, and participation of lawyers in political life of the 19<sup>th</sup> and 20<sup>th</sup> century. Gandhi traces the structural and cultural connections between the profession and the polity and culture of criminal justice in the trial courts. The social network of the lawyer's practices in district court is significant. The author emphasizes that the modern legal profession is 'foreign'; it was implanted by the British only as a logical consequences of the extension and establishment of British rule.

**Jaising, Indra (1986)** is a senior advocate of the Supreme Court and editor of 'Lawyers' Journal from 1986. In a collection of essays on personal law framed over a period of 10 years, she discusses the need for a uniform civil code. She criticizes the fact of that are different personal laws for different communities. The Hindu law also needs to be reformulated and brought in line with the constitution. Discussion of maintenance clauses, custody rule and guardian ship rights of women are important issues discussed herein.

**Saxena, Poonam (1977)** approaches the process from a feminist perspective. The impact of judicial activities from a feminist perspective would reveal the stark of realism of its

effect on Indian women, adverse or positive. The process of codification of personal laws which started actively from the early 1950s by the independent legislature, through the promulgation of the constitution, pronouncing equality for men and women, raised the hopes of Indian women. Saxena discusses various cases related to women's security rights and freedom and criticizes the judgments as being predominantly in favor of patriarchy. She has discussed the Hindu Code Bill and also posed severe criticism on the Indian Divorce Act, 1969. The law in this case again not able to give protection to women from other religions, especially in cases of adultery by the husband. Saxena also remarks "The interpretation of the various provisions in the matrimonial laws should be balanced, keeping in view the present day socio-economic scenario only then would we be able to say that Indian courts have really emerged as courts for the Indian people and not merely for Indian men.

Bratton, K. A. & Spill, R.L. (2002) explores differences in the appointments and election method of selecting state high court justices in promoting gender diversity and to explore the effect of existing gender diversity within the political institutions on the selection of women to office. In contemporary politics, some voters appear to value diversity in government (McDermott, 1997); and certainly elite political actors have expressed similar sentiments. Yet scholars rarely address the question of whether existing gender diversity is taken into account when selecting government officials. Most importantly, we demonstrate that existing gender diversity matters in the selection of women to public office. Women had a substantial chance of being appointed to a vacancy on an otherwise all-male court; however, the chance that a woman will be appointed to the bench drops significantly once the court achieves any degree of gender diversity. The goal of increasing gender diversity within the judiciary, findings represent both pessimism and optimism. In this article research suggests pressures to increase gender diversity may be largely satisfied at a relatively low level. State Supreme Court justices themselves have indicated they believe that it may be difficult for women to increase their numbers on the bench (Bakst, 1997). As courts become more diverse, scholars may examine whether the effect of existing diversity continues to operate even as courts become more gender diverse.

**Purkayastha, B ed. (2003)** provides a brief introduction into contemporary thinking and controversies surrounding the study of gender in India. Many of the contemporary debates about gender in India reflect aspects of the older, centuries' long struggle over the "women question". Such debates and disagreements on gender issues have to be understood with reference to the multilingual, multicultural nature of India, which has led to the development of different perspectives on gender, intersectionality, and power inequalities. At least three overlapping dimensions are relevant for understanding how gender is conceptualized in the Indian context. First, there is a tension between scholars who have foregrounded gender and those who adopted a more intersectional approach. Second, the epistemological roots of work on gender are not inevitably based on feminism. Third, there is a considerable emphasis on the role of the nation-state and international structures in fostering gender inequalities. In some regards, there are similarities between the writings on gender in India and the writing on gender of other parts of the world. Themes such as violence against women, which are now global issues, tend to be framed most often in terms of patriarchy whether they are written in the United States, Argentina, or India. India shares with other ex-colonies around the world a research tradition questioning the role of the nations as well as entities with global spheres of influence such as colonial and neocolonial states and multidimensional corporations.

## **2.3 CONCEPTUAL AND THEORETICAL FRAMEWORK**

### **2.31 GENDER**

Gender is about power. Norms, traditions, and values concerning gender have served to maintain a system of inequality in virtually every society. From the moment a person is born, the state is involved in upholding and maintaining gender as an institution: Birth certificates always include the sex of the child (typically, allowing for only two possibilities), sending a message that this is an important axis of difference. State policies often reflect patriarchal norms and may constrain both men's and women's choices. Yet states also may serve as arenas for challenging traditional gender norms (Gordon, 1990). Feminist political sociologists have called attention to both the gendered impact of state policies and structures and how gender ideologies and gendered social patterns shape

politics (Wilson, 1977; Gordon, 1990; Ward, 1990; Orloff, 1993; Bose and Acosta-Belen, 1995).

The term gender is also used to describe the differences in behaviour between men and women which are described as masculine and feminine. The concept of gender in feminist writings and sociological discourses became popular in the early 1970. Some theorists suggest that the biological differences between men and women also result in their mental and physical differences. They argue that biologically, men are physically and mentally superior to women. Other theorists suggest that the biological difference between men and women are exaggerated. The differences are socially constructed by the patriarchal system of the society by which men are described as superior to women. Therefore women become subordinate to men in the society.

Ann Oakley in her book, *sex, gender and society* written in 1972 explores the term gender. Oakley says that in the Western culture women play the roles of the housewife and mother. This is because women are made to play these roles because of their biology. The western culture also believes that any effort to change the traditional roles of men and women in the society can cause damage to the social fabric of the society. Oakley concludes that this view regarding the roles of men and women helps to support and maintain the patriarchal society.

Simone de Beauvoir in her book 'The Second Sex' says that "one is not born, but rather becomes a woman". She explains that gender differences in the society make the man superior through society and family. Gender differences are set in hierarchical opposition such that men are superior and women are subordinate. Women's position is that of the 'other' and women are the continual outsiders. Civilization was masculine to its very depth.

Judith Butler's theorization about gender introduces the notion of performativity, an idea that gender is involuntarily, 'performed' within the dominant discourses of heteroreality. Butler's conception of is perhaps most radical as she asserts that all identity concepts are in fact that effects of institutions' practices, discourses with multiple and diffuse points of origin'. She further states that "sex/gender distinction suggests a radical discontinuity between sexed bodies and culturally constructed gender". This approach questions the way we make constructing of gender identity. Individuals do tend to challenge the way

discourses establish and reinforce certain meanings and institutions such as that of compulsory heterosexuality.

It is difficult to accept a rigid distinction between sex and gender as either wholly biological or singularly cultural. There is a constant shift between conceptualizations of human beings as debates on sex and gender will continue as some will argue in favour of the differences as socially constructed, supported by social institutions like religion, caste, family marriage and so on. The substantial shift in women's lives and expectations since the 1960s clearly explains that the category of feminine has been rather elastic. Women's roles and performances have changed drastically over the past few decades which have added new dimensions to the debates by feminists and others on sex/gender distinctions.

Our society suffers from many social evils. One of them is gender inequality. When a distinction is made between male and female and unequal treatment is meted out to boys and girls in the society, it is called gender inequality. This inequality is prevalent in many underdeveloped as well as developing countries of the world. Gender inequality is a social construct and is not determined by the biological difference.

On the basis of birth there are biological as well as nature differences between the males and females. Gender inequality indicates different types of behavior which are different in different societies. In the modern developed society, boys are still considered more powerful and strong; which is illogical or contradictory to the laws of nature. So a biased attitude towards girls is known as gender inequality.

People usually hold implicit biases related to a variety of social groupings, of which gender is just one. Others include race, religion, ethnic origin, or social class. While it is important to recognize the many different forms of bias, gender bias can often be a useful entry point to exploring bias generally. This is because gender bias is somewhat constant; meaning, women and men have been treated differently (and unequally) in society. In addition, because families are usually made up of relatively even numbers of women and men, people often find it easy to consider their own experience as compared to family members of the opposite gender. In the context of family, people may also be able to see how notions of male and female gender roles vary from generation to generation.

### **2.32 GENDER BIAS**

Gender bias is an unequal treatment in employment opportunity (such as promotion, pay, benefits and privileges) and expectations due to attitudes based on the sex of an employee or a group of employees. Gender bias can be a legitimate basis for a lawsuit under anti discrimination statutes. In India, despite the Ministry of home affairs having set a target of increasing women's representation to 33% in police force, the gender bias is a major hurdle. Gender bias is one of the major issues in many countries and largely in India. This practice is as old as society. A great political thinker Aristotle himself discriminated by stating "women have not strength as men and they are not eligible for outside work". Until 1875 women were not legally defined as persons in The United States (US) and they are denied by visiting until early 20<sup>th</sup> century. Today also religion put many restrictions on women. All this fad indicates that how women were faced discrimination since the early age (Mahadevappa.T.C.).

John Stuart Mill, in his essay on the subjection of women, has optly pointed out that the emancipation or debasement of women is on the whole the surest test and the most correct measures of the civilization of a people or an age. Still the most pervasive and persistently followed discriminations in the one habitually and traditionally plasticized by men against women folk. It is often sarcastically commented that there are only two castes in the world the male and the female.

### **2.33 CONCEPT OF FEMINISM**

Feminism is a broad based philosophical perspective which accommodates various approaches. It is a value system which gives us an alternative way of looking at things. Feminists views in the world a constrict mannerist recognizes diversity in the world it promotes Equality. Feminism displays a respect for nature feminism is an ideology philosophy and attitude of mind. It is not unitary concept but instead a diverse and multi-faced grouping of ideas and action. Feminism is mainly concerned with women's inferior position in a society and with discriminative en-counterred by women because of their sex. Hence all feminists call for change in social, cultural, religious, political and economic fields. They work to reduce inequality and eventually overcome it. It is an

awareness of women oppression and explanation in society at the place of work and within family.

Feminism is not and should not be a typical urban middle class concept. It touches all aspects of social life patriarchy and women oppression is found in all class castes, religion, group and culture. Historically speaking feminist movement occurred in to waves. The first wave refers to the late 19<sup>th</sup> century where feminist movements were mainly concerned with gaining equal rights for women. They mainly demanded equal legal and political right; second wave feminism refers to feminist activities in the late 1960's and 1970's. Here women protest contended around women inequality, especially in family and workplace. Finally in the last 10-15 years there is a third wave referring to differences and inequalities among women themselves.

The word 'feminism' seems to refer to an intense awareness of identify as a woman and interest in feminine problems. The subjugation of woman is a central fact of history and is the main cause of all psychological disorders in society. According to Janet Richards,

*"The essence of feminism has a strong fundamental case intend to mean only that there are excellent reasons for thinking that women suffer from systematic social injustice because of their sex, the proposition is to be regarded as constituting feminism."*

(Richards Janet, 1981)

Feminism is an ideological, philosophy an attitude of mind, a way of looking at anything. It is not one unitary concept but instead of decrease and multi faced grouping of ideas and action. Feminism is mainly concern with women's inferior position in a society and with discrimination encountered by women because of their sex. Hence all feminists call for change in social, cultural, religious, political and economic fields. They work to reduce in equality and eventually to overcome it. "Feminism is an awareness of women's oppression and exploitation in society at the place of work and with the family and the conscious action to change this situation".

Feminism is a movement which demands emancipation, equality and liberation of women and stresses, the need for a social transformation of law, culture and social patterns which release women's potential. Feminism can be defined as the self conscious creation and

vindication of representation of feminine and the position of women in social reality by women themselves in contrast to the accepted common sense or everyday notions which are taken as imbued with masculine conceptions and which are aimed at the emancipation of women. According to Clare Dalton (1987) “feminism is a range of committed inquiry and activity dedicated first, to describe women’s subordination – exploring its nature and extent; dedicated second, to asking both how-through was mechanism, and why for what complex and interwoven reasons –women continue to occupy that position ; and dedicated third to change. (Dr. S.R.Myneni, 2013)

### **2.34 FEMINIST CONSCIOUSNESS**

Feminist consciousness is an aspect of a more general conscious of gender inequality. Consciousness of gender inequality refers to awareness of ongoing social arrangements based on gender that give boys or men systematic advantages and that do not reflect actual abilities, skills or performance. Some people are more conscious of gender than others. Since gender is a part of many issues that are legally adjudicated, consciousness about gender inequality may influence how legal professionals handle gender issues in their work relations and practices. Feminist consciousness is a commitment to a gender politics aimed at eliminating women’s societal disadvantages. Feminist consciousness is a commitment to a gender politics aimed at eliminating women’s societal disadvantages. According to Ethel Klein (1984), feminist consciousness is a belief that (a) women and girls are systematically discriminated against, (b) this dynamic is wrong, and (c) collective action is necessary to correct this wrong. Feminist consciousness as one expression of a heightened awareness of systematic inequality between men and women.

A feminist consciousness is a political achievement, not an automatic response to the experience of gender inequality. Women’s chances of achieving a feminist consciousness are greater than men’s because of their differing experiences of gender bias (Harding 1991, 127). Klein (1984) argues that because a feminist consciousness is premised on women’s experiences of gender inequality, men cannot develop a true feminist consciousness. However, men can (and do) develop feminist sympathy. Feminist sympathy resembles feminist consciousness but is more “an abstract, ideological

commitment to equality” and a diffuse desire for social justice rather than an “international political perspective derived from personal experience” (Klein 1984, 7).

### **CONCEPT OF PATRIARCHY**

Patriarchy is often used term in everyday conversation. The question here is “what is patriarchy?” In casual conversation, whether in English or any other language the term implies “male domination”, “male prejudice (against women)”, or more simply, the term means “the absolute rule of the father or the eldest male member over his family”. Patriarchy is thus the rule of the father over all women in the family and also over younger socially and economically subordinate males. Literally, patriarchy means rule by the male head of a social unit (like family, tribe). The patriarch is typically a societal elder who has legitimate power over others in the social unit.

The term patriarchy is not only a descriptive term that explains how different societies construct male authority and power, but also became analytical category. These changes of the use of the term patriarchy from a descriptive to an analytical category took political and intellectual culture. In the course of time this later led to the development of the discipline of women’s studies or gender studies, when women agitated for their rights. At the universities women demanded that their experiences and points of view be taken seriously that patriarchy has been used critically to explain the main components of authority and power in any social system. The literal meaning of patriarchy is ‘rule of fathers’. It is a term used for male dominance. Despite the rise of feminism and a move towards equality, the majority of the world can still be described as patriarchal. In the UK, most institutions, power is held in the hands of men. Patriarchy in the workplace can best be explained with reference to the glass ceiling.

Patriarchy is a cardinal concept of the radical second-wave feminists, who define it as “a system of social structures, and practices in which men dominate, oppress and exploit women” (Wallby, 1990:214). This use of the concept of patriarchy has enabled the development of some of the most significant feminist ideas and programs worldwide; at the same time, the concept has been criticized, modified, and in many cases abandoned.

Patriarchy is the prime obstacle to women’s advancement and development. Despite differences in levels of domination the broad principles remain the same, i.e. men are in

control. The nature of this control is differing. So it is necessary to understand the system, which keeps women dominated and subordinate, and to unravel its workings in order to work for women's development in the systematic way. In the modern world where women go ahead by their merit, patriarchy there creates obstacles for women to go forward in society. Because patriarchal institutions and social relations are responsible for the inferior or secondary status of women. Patriarchal society gives absolute priority to men and to some extent limits women's human rights also.

The word 'patriarchy' literally means the rule of the father or the 'patriarch'; originally it was used to describe a specific type of 'male dominated family' – the large household of the patriarch which included women, junior men, children, slaves and domestic servants all under the rule of this domination male. Now it is used more generally "to refer to male dominate women, and to characterize a system whereby women are kept subordinate in a number of ways" (Bhasin 2006:3)

Feminists mainly use the term 'patriarchy' to describe the power relationship between men and women. Thus, patriarchy is more than just a term; feminists use it like a concept, and like all other concepts it is a tool to help us understand women's realities.

The concept of patriarchy is defined by different thinkers in different ways. Mitchell, a feminist psychologist, uses the word patriarchy "to refer to kinship systems in which men exchange women" (Mitchell 1971:24). Walby defines "patriarchy as a system of social structures

Patriarchy is a social system in which males hold primary power and predominate in roles of political leadership, moral authority, social privilege and control of property. In the domain of the family, fathers or father figures hold authority over women and children. Some patriarchal societies are also patrilineal, meaning that property and title are inherited by the male lineage. Historically, the term patriarchy was used to refer to autocratic rule by the male head of the family. However, in modern times, it more generally refers to social system in which power is primarily held by adult men.

Feminist theory defines patriarchy as an unjust social system that enforces gender roles and is oppressive to both men and women. It often includes any social, political, or economic mechanism that evokes male dominance over women. Feminist theory

typically characterizes patriarchy as a social construction, which can be overcome by revealing and critically analyzing its manifestations.

Many feminists (especially scholars and activists) have called for culture repositioning as a method for deconstructing patriarchy. Culture repositioning relates to culture change. It involves the reconstruction of the cultural concept of a society. Prior to the widespread use of "patriarchy", feminists used the terms "male chauvinism" and "sexism" to refer roughly to the same phenomenon. Author bell hooks argues that the new term identifies the ideological system itself (that men are inherently dominant or superior to women) that can be believed and acted upon by either men or women, whereas the earlier terms imply only men act as oppressors of women.

Some sociologists, such as Steven Goldberg, argue that social behavior is primarily determined by genetics, and thus that patriarchy arises more as a result of inherent biology than social conditioning. Goldberg also contends that patriarchy is a universal feature of human culture. In 1973, Goldberg wrote, "The ethnographic studies of every society that has ever been observed explicitly state that these feelings were present; there is literally no variation at all." Goldberg has critics among anthropologists. Concerning Goldberg's claims about the "feelings of both men and women", Eleanor Leacock countered in 1974 that the data on women's attitudes are "sparse and contradictory", and that the data on male attitudes about male-female relations are "ambiguous".

Patriarchy describes the institutionalized system of male dominance. So we can usefully define patriarchy as a set of social relations between men and women, which have a material base, and which, through hierarchical, establish or create independence and solidarity among men that enable them to dominate women (Jagger and Rosenberg 1984). Patriarchal ideology exaggerates biological differences between men and women, making certain that men always have the dominant, or masculine, roles and women always have subordinate or feminine ones. This ideology is so powerful that "men are usually able to secure the apparent consent of the very women they oppress". They do this "through institutions such as academy, the church, and the family, each of which justifies and reinforces women's subordination to men" (Millett 1977:35).the patriarchal

system is characterized by power, dominance, hierarchy, and competition. So patriarchy is a system of social structures and practices, in which men dominate, oppress and exploit women.

### **ORIGIN OF PATRIARCHY**

Regarding the existence and origin of patriarchy, traditionalists do believe that men are born to dominate and women to be subordinate. They believe that this hierarchy has always existed and will continue, and like other rules of nature this one too cannot be changed. There are others who challenge these beliefs and say that patriarchy is not natural it is man made and, therefore, it can be changed.

In this regard, Aristotle propounded similar “theories” and called males’ active, females passive. For him female was “mutilated male”, someone who does not have a soul. In his view, the biological inferiority of woman makes her inferior also in her capacities, her ability to reason and, therefore, her ability to make decisions. Because man is superior and woman is inferior, he is born to ruled. He said “the courage of man is shown in commanding of a woman in obeying” (Learner 1989:8-11).

A very important explanation for the origin of patriarchy was given by Frederick Engels in 1884 in his book, *The Origins of the Family, Private Property and the State* (Engels 1940). Engels believes that women’s subordination began with the development of private property, when according to him; the world historical defeat of the female sex took place. He says both the division of classes and the subordination of women developed historically.

Patriarchy, which pre-supposes the natural superiority of male over female, shamelessly upholds women’s dependence on, and subordination to, man in all spheres of life. Consequently, all the power and authority within the family, the society and the state remain entirely in the hands of men. So, due to patriarchy, women were deprived of their legal rights and opportunities patriarchal values restrict women’s mobility, reject their freedom over themselves as well as their property. Subordination means, “Something else is less important than the other thing” (Cobuild 2010:1559). According to Advanced

Learners Dictionary, “subordination means having less power or authority than somebody else in a group or an organization” (Hornby 2003:1296).

The term ‘women’s subordination’ refers to the inferior position of women, their lack of access to resources and decision making etc. and to the patriarchal domination that women are subjected to in most societies. The feeling of powerlessness, discrimination and experience of limited self esteem and self-confidence jointly contribute to the subordination of women. Contemporary feminist theory begins with Simone de Beauvoir’s argument that because men view women as fundamentally different from themselves, women are reduced to the status of the second sex and hence subordinate (Beauvoir 1974). Kate Millet’s theory of subordination argues that women are a dependent sex class under patriarchal domination (Millet 1977).

### **WHAT IS GENDER STEREOTYPE AND WHAT IS GENDER STEREOTYPING?**

A gender stereotype is, at its core, a belief and that belief may cause its holder to make assumptions about members of the subject group, women and /or men. In contrast, gender stereotyping is the practice of applying that stereotypical belief to a person. It is generalized view or preconception about attributes, or characteristics that are or ought to be possessed by women and men or the roles that are or should be performed by men and women. Gender stereotypes can be both positive and negative for example, “women are nurturing” or “women are weak”.

Gender stereotyping is the practice of ascribing to an individual woman or man specific attributes, characteristics, or roles by reason only of her or his membership in the social group of women or men. (UNITED NATIONS HUMAN RIGHTS- office of the High Commissioner) September 2014 “Gender stereotypes and Stereotyping and women’s rights”.

Stereotyping has been defined as “the process of ascribing to an individual general attributes, characteristics, or roles by reason only of his or her apparent membership in a particular group”. This process avoids or renders unnecessary any examination of the individual’s specific attributes or characteristics, abilities, skills, personal circumstance or

emotional or psychological process. When stereotyping is applied to men or women based on the category of males or females, we speak of gender stereotyping. A gender stereotype, which is involved in gender stereotyping, has been defined as a generalized view or preconception about attributes, or characteristics that are or ought to be possessed by women and men or roles that are or should be performed by men and women.

Informally, by virtue of living in a social world, individuals learn the appropriate or expected gendered behavior for their sex. While individuals can accept or resist traditional gender roles in their own presentation of self, gender roles are a powerful means of social organization that impact many aspects of society. For this reason, individuals inevitably internalize conventional and stereotype gender roles, irrespective of their particular chosen gender in the face of strong messaging about the correct gender role for their perceived body (Johnson and Repta, [http://www.sagepub.com/upm-data/40428\\_Chapter2.pdf](http://www.sagepub.com/upm-data/40428_Chapter2.pdf)).

## **2.4 CONCLUSION**

Gender refers to the social characteristics, roles, behaviors, and attributes assigned to men and women in a given socio-cultural context. Gender shapes how we see ourselves and how we see others. It has an impact on which we see as unreliable and dishonest. However, it is important to remember that gender plays a role in all legal contexts, and therefore something that must be considered in all legal analysis.

It is patriarchal ideology which makes us feminine and masculine, which assigns different roles, rights and responsibilities to women and men. But those so-called 'masculine' and 'feminine' qualities are human qualities and not specific to either men or women. Since all works are done by both men and women, there is no reason to differentiate works on the basis of sex. Men made this differentiation of work only for their privilege, for their material benefit. Not every child in the family, just male child is allowed and encouraged to grow and flourish. So the culture which has been developed on the basis of gender should be changed. Family can play a great role by bringing a new dimension in reconstructing the ongoing socialization. Moreover, if men become more like women i.e. look after children and old people, run homes etc. it will make man more

gentle, sensitive and human and will relieve women of some of the burden of work. And if bravery, fearlessness, rationality, efficiency are considered 'male' then women should definitely imbibe and practice these traits. Our double standards of morality and our laws, which give more rights to men, should also be reformed. All that is needed is the recognition of justice and the courage to put an end to this injustice, male discrimination and double standard. Given the fact that patriarchal oppression of women is rooted in the home/family sexuality, and man-woman relationship, so this patriarchal oppression and exploitation of women within families should be protected by "personal matters of families are addressed, analyzed to change.

Time has come to bring a radical change in the dominant ideology of patriarchy. This dominant ideology, which is produced from patriarchal structures, is found in all areas of social relations. It is said that it is not enough to change only family value system, the law of inheritance, property distribution; right over children should also be changed. To bring equality, it is essential to establish equal right between men and women in all respect of life. The responsibilities of women should also be equally distributed. Consciousness is the state of being conscious, awareness of one's own existence, sensations, thoughts, surroundings etc. And to awareness of something for what it is internal knowledge. Feminist consciousness attacks majority positions and points out the injustice of history. A feminist advocates or supports the rights and equality of women. As feminists talked about the equality between male and female for their right and equal status in society. Nowadays we have seen the changes in the status of women this all could done by the consciousness of feminist.

## **CHAPTER-3**

### **GENDER BIAS AND FEMINIST CONSCIOUSNESS AMONG LAWYERS IN INDIA (observation based on Primary sources)**

#### **3.1 RESEARCH METHODOLOGY**

Research methodology is the systematic, theoretical analysis of the methods applied to a field of study. It comprises the theoretical analysis of the body of methods and principles associated with a branch of knowledge.

#### **3.2 SIGNIFICANCE OF THE STUDY**

Gender bias and feminist consciousness and changing status of women are a social aspect which fascinate of those women who wanted the strong equal status in their life. Here a main thing has been considered that Indian feminists who have fought against the inequality between men and women gave a new changed scenario to society. When we see the status of women has gradually changed in society then we have focused on the history of women. It tells us that in ancient period they enjoyed high status and it is revealed as due to the practice of patriarchal family system, the birth of a son was given more importance but still daughters were given all the facilities equal to son here was no discrimination between the son and daughter regarding education and in medieval period after the establishment of Mughal imperialism the status of women became much more pitiable in order to save Hindu religion maintain purity of blood and protect chastity of women. Brahmins made the rules regarding the women much more rigid education of girls was almost finished purdah system got much more encouraged and the age of girls marriage. And in modern time the status of women is quite good they got equal status in society. Previous studies shows that many studies has conducted related to this such as feminist movement, gender equality, feminist philosophy and feminist theory but no study so far has been conducted on “ feminist consciousness and changing status of women” and these findings may prove that status of women is affecting through feminist consciousness.

### 3.3 UNIVERSE OF THE STUDY

Universe of the study is Lawyers of Lucknow High Court (Bench) and Chandigarh High Court.

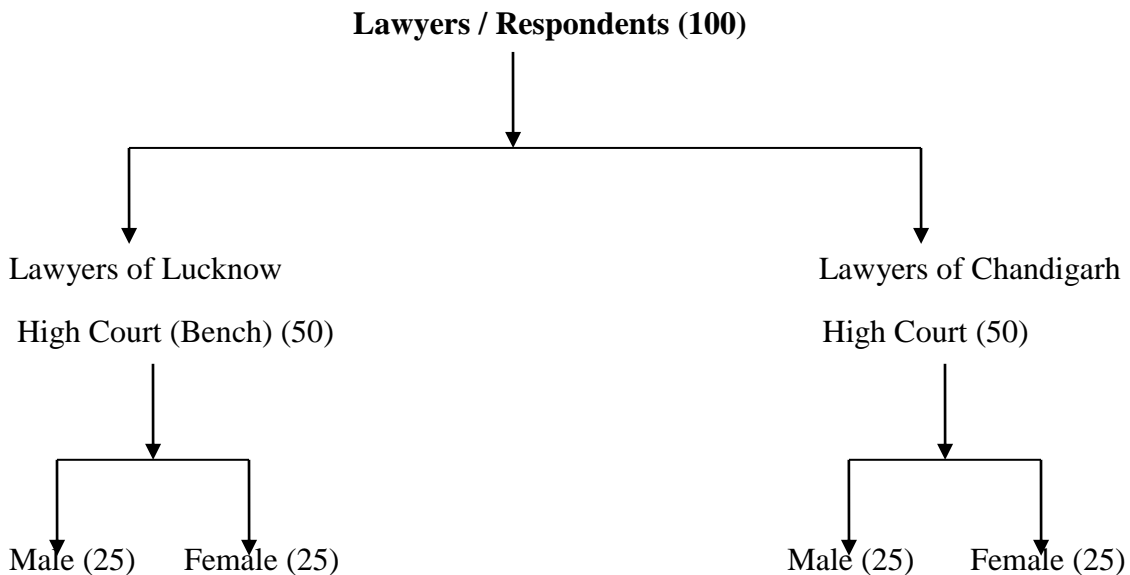
### 3.4 RESEARCH DESIGN

The approach of the research is descriptive and analytical. For data collection about gender biasness and feminist consciousness among lawyers, “questionnaire” has been administered among respondents.

### 3.5 SAMPLE SIZE

100 respondents have been selected by the using Proportionate random sampling. Further, a sample of 50 respondents each from Lucknow High Court (bench) and Chandigarh High Court respectively has been selected for data collection.

The sample size of the study is comprised of -



### **3.6 SOURCES OF DATA COLLECTION**

The sources of the data collection are primary and secondary both. Primary data is collected through questionnaire. Secondary data has been collected through books, journals, articles, newspapers, previous research, official statistics, government reports and information drawn from the internet. To analyze data SPSS has been used in research.

### **3.7 TOOLS OF DATA COLLECTION: QUESTIONNAIRE IS DIVIDED INTO THREE SECTIONS**

- IV. Questions related to Socio-economic background of the respondents.
- V. Questions related to Gender Biases among lawyers.
- VI. Questions related to Feminist Consciousness among lawyers.

TABLE: 1 Age of the Respondent				
STRATA		1.Lawyers of Chandigarh High Court	2. Lawyers of Lucknow High Court	TOTAL
20-40 years	Male	10 (33.33%) (58.82%)	7 (25.00%) (41.18%)	17 (29.31%) (100.00%)
	Female	20 (66.67%) (48.78%)	21 (75.00%) (51.22%)	41 (70.69%) (100.00%)
	Total	30 (60.00%) (51.72%)	28 (56.00%) (48.28%)	58 (58.00%) (100.00%)
40-60 years	Male	14 (73.68%) (46.67%)	16 (80.00%) (53.33%)	30 (76.92%) (100.00%)
	Female	5 (26.32%) (55.56%)	4 (20.00%) (44.44%)	9 (23.07%) (100.00%)
	Total	19 (38.00%) (48.72%)	20 (40.00%) (44.44%)	39 (39.00%) (100.00%)
Above 60 years	Male	0 (00.00%) (00.00%)	2 (100.00%) (100.00%)	2 (100.00%) (100.00%)
	Female	0 (00.00%) (00.00%)	0 (00.00%) (00.00%)	0 (00.00%) (00.00%)
	Total	0 (00.00%) (00.00%)	2 (4.00%) (100.00%)	2 (2.00%) (100.00%)
No Reply	Male	1 (100.00%) (100.00%)	0 (00.00%) (00.00%)	1 (100.00%) (100.00%)
	Female	0 (00.00%) (00.00%)	0 (00.00%) (00.00%)	0 (00.00%) (00.00%)
	Total	1 (2.00%) (100.00%)	0 (00.00%) (00.00%)	1 (1.00%) (100.00%)
Total	Total	50 (100.00%)	50 (100.00%)	100 (100.00%)
%	%	100%	100%	100%

Table 1 illustrates that 58% respondents are between the age group 20-40 years. 70.69% are female respondents and 29.31% male respondents. On comparison of both High Courts' Data it demonstrates that in Chandigarh 60% respondents below the age of 40 works in judiciary and 56% respondents of Lucknow High Court (Bench). Age groups between 40-60 yrs are 39% respondents. In this data 76.92% of male respondents and 23.07% female respondents. Only 2% respondents have above 60 yrs age group in judiciary. And 1% respondent didn't want to reply.

STRATA		1. Chandigarh High Court	2. Lucknow High Court	TOTAL
Lawyers	Male	25 (50.00%) (50.00%)	25 (50.00%) (50.00%)	50 (50.00%) (100.00%)
	Female	25 (50.00%) (50.00%)	25 (50.00%) (50.00%)	50 (50.00%) (100.00%)
Total	Total	50 (100.00%)	50 (100.00%)	100 (100.00%)
%	%	100%	100%	100%

Table 2 illustrates that the sample size is 100 respondents from (50-50 each) from both the High Courts of Chandigarh and Lucknow High Court (Bench). The researcher has applied proportionate random sampling in this case.

TABLE: 3 Martial status of the Respondent				
STRATA		1.Lawyers of Chandigarh High Court	2. Lawyers of Lucknow High Court	TOTAL
Unmarried	Male	4 (26.27%) (66.67%)	2 (11.76%) (33.33%)	6 (18.75%) (100.00%)
	Female	11 (73.33%) (42.31%)	15 (88.24%) (57.69%)	26 (81.25%) (100.00%)
	Total	15 (30.00%) (46.87%)	17 (34.00%) (53.13%)	32 (32.00%) (100.00%)
Married	Male	21 (60.00%) (51.22%)	20 (71.43%) (48.78%)	41 (65.08%) (100.00%)
	Female	14 (40.00%) (63.64%)	8 (28.57%) (36.36%)	22 (34.92%) (100.00%)
	Total	35 (70.00%) (55.56%)	28 (56.00%) (44.44%)	63 (63.00%) (100.00%)
Divorced	Male	0 (00.00%) (00.00%)	1 (50.00%) (100.00%)	1 (50.00%) (100.00%)
	Female	0 (00.00%) (00.00%)	1 (50.00%) (100.00%)	1 (50.00%) (100.00%)
	Total	0 (00.00%) (00.00%)	2 (4.00%) (100.00%)	2 (2.00%) (100.00%)
Others (specify)	Male	0 (00.00%) (00.00%)	0 (00.00%) (00.00%)	0 (00.00%) (00.00%)
	Female	0 (00.00%) (00.00%)	1 (100.00%) (100.00%)	1 (100.00%) (100.00%)
	Total	0 (00.00%) (00.00%)	1 (2.00%) (100.00%)	1 (1.00%) (100.00%)
No Reply	Male	0 (00.00%) (00.00%)	2 (100.00%) (100.00%)	2 (100.00%) (100.00%)
	Female	0 (00.00%) (00.00%)	0 (00.00%) (00.00%)	0 (00.00%) (00.00%)
	Total	0 (00.00%) (00.00%)	2 (4.00%) (100.00%)	2 (2.00%) (100.00%)
	Total	50 (100.00%)	50 (100.00%)	100 (100.00%)
	%	100%	100%	100%

Table 3 illustrates that total 63% respondents married. 65.08% male respondents and 34.92% are female respondents are married. On comparison both High Courts' in Chandigarh 70% respondents are married as compared to 56% respondents of Lucknow High Court (Bench). 32% respondents are unmarried. 2% respondents are divorced. 1% respondent replied others. 2% respondents didn't want to reply. This table establishes that significant number i.e. 63% respondents are married and have chosen law as their profession.

TABLE: 4 Economic Class Background of the Respondent				
STRATA		1.Lawyers of Chandigarh High Court	2. Lawyers of Lucknow High Court	TOTAL
Upper Class	Male	4 (50.00%) (66.67%)	2 (100.00%) (33.33%)	6 (60.00%) (100.00%)
	Female	4 (50.00%) (100.00%)	0 (00.00%) (00.00%)	4 (40.00%) (100.00%)
	Total	8 (16.00%) (80.00%)	2 (4.00%) (20.00%)	10 (10.00%) (100.00%)
Upper Middle Class	Male	4 (23.53%) (44.44%)	5 (41.67%) (55.56%)	9 (31.03%) (100.00%)
	Female	13 (76.47%) (65.00%)	7 (58.33%) (35.00%)	20 (68.97%) (100.00%)
	Total	17 (34.00%) (58.62%)	12 (24.00%) (41.38%)	29 (29.00%) (100.00%)
Middle Class	Male	15 (71.43%) (50.00%)	15 (50.00%) (50.00%)	30 (58.82%) (100.00%)
	Female	6 (28.57%) (28.57%)	15 (50.00%) (71.43%)	21 (41.18%) (100.00%)
	Total	21 (42.00%) (41.18%)	30 (60.00%) (58.82%)	51 (51.00%) (100.00%)
Lower Class	Male	0 (00.00%) (00.00%)	2 (66.67%) (100.00%)	2 (66.67%) (100.00%)
	Female	0 (00.00%) (00.00%)	1 (33.33%) (100.00%)	1 (33.33%) (100.00%)
	Total	0 (00.00%) (00.00%)	3 (6.00%) (100.00%)	3 (3.00%) (100.00%)
No Reply	Male	2 (50.00%) (66.67%)	1 (33.33%) (33.33%)	3 (42.86%) (100.00%)
	Female	2 (50.00%) (500.00%)	2 (66.67%) (50.00%)	4 (57.14%) (100.00%)
	Total	4 (8.00%) (57.14%)	3 (6.00%) (42.86%)	7 (7.00%) (100.00%)
Total	Total	50 (100.00%)	50 (100.00%)	100 (100.00%)
	%	100%	100%	100%

Table 4 illustrates that 51% of respondents belongs to middle class. On comparison both High Courts 60% respondents (lawyers) from Lucknow High Court (Bench) belong to middle economic class background employed as compared to 42% respondents of Chandigarh High Court. On the basis of gender wise analysis of the table in Lucknow High Court (Bench) equal (i.e. 50-50%) proportion of male-female respondents belong to middle class, and in Chandigarh more males belong to middle class as compared to females. 29% respondents belongs to upper middle class in which 68.97% female respondents and 31.03% male respondents. 10% respondents are from upper class respondents have upper class. Only 3% respondents belongs to lower

class, and 7 % respondents don't want to reply. This data establishes that middle class respondents are more in number in judiciary.

TABLE: 5 Category of caste of the Respondent				
STRATA		1.Lawyers of Chandigarh High Court	2. Lawyers of Lucknow High Court	TOTAL
General	Male	13 (35.14%) (59.09)	9 (47.37%) (40.91%)	22 (39.29%) (100.00%)
	Female	24 (64.86%) (70.59%)	10 (52.63%) (29.41%)	34 (60.71%) (100.00%)
	Total	37 (74.00%) (66.07%)	19 (38.00%) (33.93%)	56 (56.00%) (100.00%)
OBC	Male	3 (75.00%) (37.50%)	5 (35.71%) (62.50%)	8 (44.44%) (100.00%)
	Female	1 (25.00%) (10.00%)	9 (64.29%) (90.00%)	10 (55.56%) (100.00%)
	Total	4 (8.00%) (22.22%)	14 (28.00%) (77.78%)	18 (18.00%) (100.00%)
SC	Male	9 (100.00%) (47.37%)	10 (66.67%) (52.63%)	19 (79.17%) (100.00%)
	Female	0 (00.00%) (00.00%)	5 (33.33%) (100.00%)	5 (20.83%) (100.00%)
	Total	9 (18.00%) (37.50%)	15 (30.00%) (62.50%)	24 (24.00%) (100.00%)
ST	Male	0 (00.00%) (00.00%)	0 (00.00%) (00.00%)	0 (00.00%) (00.00%)
	Female	0 (00.00%) (00.00%)	0 (00.00%) (00.00%)	0 (00.00%) (00.00%)
	Total	0 (00.00%) (00.00%)	0 (00.00%) (00.00%)	0 (00.00%) (00.00%)
No Reply	Male	0 (00.00%) (00.00%)	1 (50.00%) (100.00%)	1 (50.00%) (100.00%)
	Female	0 (00.00%) (00.00%)	1 (50.00%) (50.00%)	1 (50.00%) (100.00%)
	Total	0 (00.00%) (00.00%)	2 (4.00%) (100.00%)	2 (2.00%) (100.00%)
Total	Total	50 (100.00%)	50 (100.00%)	100 (100.00%)
	%	100%	100%	100%

Table 5 illustrates total 56% respondents belong to general category. In Chandigarh High Court 74% respondents belong to general category as compared to 38% respondents of Lucknow High Court(Bench). 2<sup>nd</sup> Highest 24% respondents belongs to SC category, in which on the basis of gender among them only 20.83% female respondents as compare to 79.17% male respondents. On comparison of both High Courts' we find that at Lucknow High Court (Bench) 30% respondents belongs to sc caste as compared to 18% respondents belong to OBC category, in which 55.56% respondents are male respondents and 44.44% are females. On comparison of both courts at Lucknow High court (Bench) 28% respondents belong to OBC category whereas Chandigarh High Court only 8% respondents belong to OBC Category. Only 2%

respondents don't want to reply. This table establishes that only in general category highest %of female respondents who works in judiciary.

TABLE: 6 Religion of the Respondent				
STRATA		1.Lawyers of Chandigarh High Court	2. Lawyers of Lucknow High Court	TOTAL
Hindu	Male	13 (50.00%) (40.63%)	19 (46.34%) (59.37%)	32 (47.76%) (100.00%)
	Female	13 (50.00%) (37.14%)	22 (53.66%) (62.86%)	35 (52.34%) (100.00%)
	Total	26 (52.00%) (38.81%)	41 (82.00%) (61.19%)	67 (67.00%) (100.00%)
Muslim	Male	3 (100.00%) (60.00%)	2 (50.00%) (40.00%)	5 (71.43%) (100.00%)
	Female	0 (00.00%) (00.00%)	2 (50.00%) (100.00%)	2 (28.57%) (100.00%)
	Total	3 (6.00%) (42.86%)	4 (8.00%) (57.14%)	7 (7.00%) (100.00%)
Sikh	Male	8 (47.06%) (88.89%)	1 (100.00%) (11.11%)	9 (50.00%) (100.00%)
	Female	9 (52.94%) (100.00%)	0 (00.00%) (00.00%)	9 (50.00%) (100.00%)
	Total	17 (34.00%) (94.44%)	1 (2.00%) (5.56%)	18 (18.00%) (100.00%)
Christian	Male	0 (00.00%) (00.00%)	0 (00.00%) (00.00%)	0 (00.00%) (00.00%)
	Female	0 (00.00%) (00.00%)	0 (00.00%) (00.00%)	0 (00.00%) (00.00%)
	Total	0 (00.00%) (00.00%)	0 (00.00%) (00.00%)	0 (00.00%) (00.00%)
Others	Male	1 (100.00%) (25.00%)	3 (100.00%) (75.00%)	4 (100.00%) (100.00%)
	Female	0 (00.00%) (00.00%)	0 (00.00%) (00.00%)	0 (00.00%) (00.00%)
	Total	1 (2.00%) (25.00%)	3 (6.00%) (75.00%)	4 (4.00%) (100.00%)
No Reply	Male	0 (00.00%) (00.00%)	0 (00.00%) (00.00%)	0 (00.00%) (00.00%)
	Female	3 (100.00%) (75.00%)	1 (100.00%) (25.00%)	4 (100.00%) (100.00%)
	Total	3 (6.00%) (75.00%)	1 (2.00%) (25.00%)	4 (4.00%) (100.00%)
Total	Total	50 (100.00%)	50 (100.00%)	100 (100.00%)
%	%	100%	100%	100%

Table 7 illustrates that 67% respondents belongs to Hindu religion. On the basis of gender among them 52.34% female respondents as compared by 47.76% male respondents. By comparison of both High Courts in Lucknow High Court (Bench) 82% respondents have Hindu religion as compared by 52% in Chandigarh High Court out of the sample of 50. 18% respondents belong to Sikh religion, where equal proportion of male-female 50%-50% represents by this community. By knowing the difference in both courts in Chandigarh High Court 34% respondents belongs to Sikh religion as compared to 2% respondents of Lucknow High Court (Bench).7% respondents belongs to Muslim religion, whereas among 71.43% are male respondents and 28.57% are female respondents. In Chandigarh High Court 6% and in Lucknow Bench 8% are Muslim respondents. 4% respondents belong to others religion and 4% respondents don't want to reply. It establishes that significant number of respondents to Hindu religion.

TABLE: 7 Education level of the Respondent				
STRATA		1.Lawyers of Chandigarh High Court	2. Lawyers of Lucknow High Court	TOTAL
Graduation	Male	7 (41.18%) (31.82%)	15 (51.72%) (68.18%)	22 (47.83%) (100.00%)
	Female	10 (58.82%) (41.62%)	14 (48.28%) (58.33%)	24 (52.17%) (100.00%)
	Total	17 (34.00%) (36.96%)	29 (58.00%) (63.04%)	46 (46.00%) (100.00%)
Post-Graduation	Male	18 (58.06%) (64.29%)	10 (50.00%) (43.48%)	28 (54.90%) (100.00%)
	Female	13 (41.94%) (56.52%)	10 (50.00%) (43.48%)	23 (45.10%) (100.00%)
	Total	31 (62.00%) (60.78%)	20 (40.00%) (39.22%)	51 (51.00%) (100.00%)
Others	Male	0 (00.00%) (00.00%)	0 (00.00%) (00.00%)	0 (00.00%) (00.00%)
	Female	0 (00.00%) (00.00%)	0 (00.00%) (00.00%)	0 (00.00%) (00.00%)
	Total	0 (00.00%) (00.00%)	0 (00.00%) (00.00%)	0 (00.00%) (00.00%)
No Reply	Male	0 (00.00%) (00.00%)	0 (00.00%) (00.00%)	0 (00.00%) (00.00%)
	Female	2 (100.00%) (66.67%)	1 (100.00%) (33.33%)	3 (100.00%) (100.00%)
	Total	2 (4.00%) (66.67%)	1 (2.00%) (33.33%)	3 (3.00%) (100.00%)
Total	Total	50 (100.00%)	50 (100.00%)	100 (100.00%)
%	%	100%	100%	100%

Table 7 illustrates that 51% of respondents are post-Graduate, among them 54.90% are male respondents and 45.10% are female respondents. On comparison of both High Courts 62% of Chandigarh High Court and 40% respondents of Lucknow High Court (Bench) are post-graduate. 46% respondent's level of education is graduation. 52.17% are female graduates as comparison to 47.83% male respondents. On comparison of both High Courts in Lucknow Bench is comparatively high 58% and in Chandigarh High Court 34% respondents are graduate. 3% respondents don't want to reply. Hence, this table demonstrates that significant number of respondents have graduate and post-graduate.

TABLE: 8 Is there 50%-50% ratio of male female lawyers selected by the Judicial Service Commission?					
STRATA		1. Lawyers of Chandigarh High Court	2. Lawyers of Lucknow High Court	TOTAL	
Strongly Agree	Male	1 (13.50%) (14.29%)	6 (42.86%) (85.71%)	7 (31.82%) (100.00%)	
	Female	7 (87.50%) (46.67%)	8 (57.14%) (53.33%)	15 (68.18%) (100.00%)	
	Total	8 (16.00%) (36.36%)	14 (28.00%) (63.64%)	22 (22.00%) (100.00%)	
Agree	Male	3 (37.50%) (75.00%)	1 (8.33%) (25.00%)	4 (20.00%) (100.00%)	
	Female	5 (62.50%) (31.25%)	11 (91.67%) (68.75%)	16 (80.00%) (100.00%)	
	Total	8 (16.00%) (40.00%)	12 (24.00%) (60.00%)	20 (20.00%) (100.00%)	
Not sure	Male	2 (50.00%) (100.00%)	0 (00.00%) (00.00%)	2 (40.00%) (100.00%)	
	Female	2 (50.00%) (66.67%)	1 (100.00%) (33.33%)	3 (60.00%) (100.00%)	
	Total	4 (8.00%) (80.00%)	1 (2.00%) (20.00%)	5 (5.00%) (100.00%)	
Disagree	Male	16 (80.00%) (61.54%)	10 (90.91%) (38.46%)	26 (83.87%) (100.00%)	
	Female	4 (20.00%) (80.00%)	1 (9.09%) (20.00%)	5 (5.00%) (100.00%)	
	Total	20 (40.00%) (64.52%)	11 (22.00%) (31.48%)	31 (31.00%) (100.00%)	
Strongly Disagree	Male	2 (22.22%) (22.22%)	7 (63.64%) (77.78%)	9 (45.00%) (100.00%)	
	Female	7 (77.78%) (63.64%)	4 (36.36%) (36.36%)	11 (55.00%) (100.00%)	
	Total	9 (18.00%) (45.00%)	11 (22.00%) (31.48%)	20 (20.00%) (100.00%)	
No Reply	Male	0 (00.00%) (00.00%)	1 (100.00%) (100.00%)	1 (50.00%) (100.00%)	
	Female	1 (100.00%) (100.00%)	0 (00.00%) (00.00%)	1 (50.00%) (100.00%)	
	Total	1 (2.00%) (50.00%)	1 (2.00%) (50.00%)	1 (1.00%) (100.00%)	
TOTAL	Total	50 (100.00%)	50 (100.00%)	100 (100.00%)	
%	%	100%	100%	100%	

Table 8 illustrates that 51% respondents disagree (31% Disagree+ 20% Strongly Disagree) the male-female not selected in equal ratio by the Judicial Service Commission. On the basis of gender 68.63% male respondents and 31.37% female respondents are disagreed. On comparison both High Courts in Chandigarh High Court 58% respondents and in Lucknow High Court (bench) 44% respondents are Disagreed. 42% respondents agreed (22% strongly Agree + 20% Agree) that male-female selected in equal proportion by the Judicial Service Commission. 73.81% female respondents and 26.19% male respondents are agreed. In Lucknow High Court (Bench) 52% respondents and in Chandigarh High Court 32% respondents are agreed. 5% respondents not sure about the selection of lawyers in Judiciary, and 1% respondent don't want to reply. This data establishes that more number of male agree that by selection procedure is gender biased.

Q. 9 Do women face unequal behaviour treatment in judiciary?				
STRATA		1. Lawyers of Chandigarh High Court	2. Lawyers of Lucknow High Court	TOTAL
Strongly Agree	Male	3 (75.00%) (37.50%)	5 (41.67%) (62.50%)	8 (50.00%) (100.00%)
	Female	1 (25.00%) (12.50%)	7 (58.33%) (87.50%)	8 (50.00%) (100.00%)
	Total	4 (8.00%) (25.00%)	12 (24.00%) (75.00%)	16 (16.00%) (100.00%)
Agree	Male	5 (62.50%) (45.45%)	6 (50.00%) (54.55%)	11 (55.00%) (100.00%)
	Female	3 (37.50%) (33.33%)	6 (50.00%) (66.67%)	9 (45.00%) (100.00%)
	Total	8 (16.00%) (40.00%)	12 (24.00%) (60.00%)	20 (20.00%) (100.00%)
Not sure	Male	1 (16.67%) (33.33%)	2 (66.67%) (66.67%)	3 (33.33%) (100.00%)
	Female	5 (83.33%) (83.33%)	1 (33.33%) (16.67%)	6 (66.67%) (100.00%)
	Total	6 (12.00%) (66.67%)	3 (6.00%) (33.33)	9 (9.00%) (100.00%)
Disagree	Male	12 (60.00%) (57.14%)	9 (52.94%) (42.86%)	21 (56.76%) (100.00%)
	Female	8 (40.00%) (50.00%)	8 (47.06%) (50.00%)	16 (43.24%) (100.00%)
	Total	20 (40.00%) (54.05%)	17 (34.00%) (45.95%)	37 (37.00%) (100.00%)
Strongly Disagree	Male	4 (36.36%) (57.14%)	3 (60.00%) (42.86%)	7 (43.75%) (100.00%)
	Female	7 (63.64%) (77.78%)	2 (40.00%) (22.22%)	9 (56.25%) (100.00%)
	Total	11 (22.00%) (68.75%)	5 (10.00%) (31.25%)	16 (16.00%) (100.00%)
No Reply	Male	0 (00.00%) (00.00%)	0 (00.00%) (00.00%)	0 (00.00%) (00.00%)
	Female	1 (100.00%) (100.00%)	1 (100.00%) (100.00%)	2 (100.00%) (100.00%)
	Total	1 (2.00%) (100.00%)	1 (2.00%) (100.00%)	2 (2.00%) (100.00%)
Total	Total	50 (100.00%)	50 (100.00%)	100 (100.00%)
%	%	100	100	100

Table 9 illustrates that 53% respondents (16% strongly Disagree + 37% Disagree) disagree that women observe unequal treatment in judiciary. 52.83% male respondents and 47.17% female respondents are disagreed. On comparison both data of High Courts' 62% respondents of Chandigarh High Court and 44% respondents of Lucknow High Court (Bench) are disagreed. 36% respondents (16% strongly agree + 20% agree) agreed that women face unequal treatment in judiciary. On the basis of gender 52.78% male respondents and 47.28% female respondents are agreed. In Lucknow High Court (Bench) 48% respondents and 24% respondents of Chandigarh High Court are agreed. 9% respondents are not aware about unequal behaviour inside judiciary. 2% respondents don't want to reply. This table establishes that a significant number 53% of respondents believes that women don't face unequal treatment in Judiciary.

**Table: 10 Do women get less facilities and privileges in judiciary as compared to men?**

STRATA		1. Lawyers of Chandigarh High Court	2. Lawyers of Lucknow High Court	Total
Strongly Agree	Male	2 (100.00%) (50.00%)	2 (25.00%) (50.00%)	4 (40.00%) (100.00%)
	Female	0 (00.00%) (00.00%)	6 (75.00%) (100.00%)	6 (60.00%) (100.00%)
	Total	2 (4.00%) (20.00%)	8 (16.00%) (80.00%)	10 (10.00%) (100.00%)
Agree	Male	4 (80.00%) (20.00%)	7 (43.75%) (63.64%)	11 (52.38%) (100.00%)
	Female	1 (20.00%) (10.00%)	9 (56.25%) (90.00%)	10 (47.62%) (100.00%)
	Total	5 (10.00%) (23.81%)	16 (32.00%) (76.19)	21 (21.00%) (100.00%)
Not Sure	Male	0 (00.00%) (00.00%)	0 (00.00%) (00.00%)	0 (00.00%) (00.00%)
	Female	4 (100.00%) (80.00%)	1 (100.00%) (20.00%)	5 (100.00%) (100.00%)
	Total	4 (8.00%) (80.00%)	1 (100.00%) (20.00%)	5 (5.00%) (100.00%)
Disagree	Male	12 (46.15%) (52.17%)	11 (61.11%) (47.83%)	23 (52.27%) (100.00%)
	Female	14 (53.85%) (66.67%)	7 (38.89%) (33.33%)	21 (47.73%) (100.00%)
	Total	26 (52.00%) (59.09%)	18 (36.00%) (40.91%)	44 (44.00%) (100.00%)
Strongly Agree	Male	7 (58.33%) (70.00%)	3 (60.00%) (30.00%)	10 (58.82%) (100.00%)
	Female	5 (41.67%) (71.43%)	2 (40.00%) (28.57%)	7 (41.18%) (100.00%)
	Total	12 (24.00%) (70.59%)	5 (10.00%) (29.41%)	17 (17.00%) (100.00%)
No Reply	Male	0 (00.00%) (00.00%)	2 (100.00%) (100.00%)	2 (66.67%) (100.00%)
	Female	1 (100.00%) (100.00%)	0 (00.00%) (00.00%)	1 (33.33%) (100.00%)
	Total	1 (2.00%) (33.33%)	2 (4.00%) (66.67%)	3 (33.33%) (100.00%)
Total	Total	50 (100.00%)	50 (100.00%)	100 (100.00%)
%	%	100%	100%	100%

Table 10 illustrates that 61% respondents (17% strongly disagree + 44% disagree) disagree that women get less facilities and privileges as compared to men. 54.10% male respondents and 45.90% female respondents are disagreed. On comparison of both High Courts' data 76% respondents of Chandigarh High Court and 46% respondents of Lucknow High Court (Bench) are disagreed. 31% respondents (10% strongly agree + 21% agree) agree that women get less facilities and privileges in judiciary as comparison to men. 51.61% female respondents and 48.39% male respondents are agreed. On comparison of both High Courts' data 48% respondents of Lucknow High Court (Bench) and 14% respondents of Chandigarh High Court are agreed. 5% respondents are not sure. 3% respondents didn't want to reply. This table establishes that significant number 61% of respondents believes that women get facilities and privileges in judiciary as comparison to men.

Table: 11 Do you think women work equivalently like men in judiciary?				
STRATA		1. Lawyers of Chandigarh High Court	2. Lawyers of Lucknow High Court	TOTAL
Strongly Agree	Male	6 (31.58%) (54.55%)	5 (33.33%) (45.45%)	11 (32.33%) (100.00%)
	Female	13 (68.42%) (56.52%)	10 (66.67%) (43.48%)	23 (67.65%) (100.00%)
	Total	19 (38.00%) (55.88%)	15 (30.00%) (44.12%)	34 (34.00%) (100.00%)
Agree	Male	8 (47.06%) (38.10%)	13 (54.17%) (61.90%)	21 (51.22%) (100.00%)
	Female	9 (52.94%) (45.00%)	11 (45.83%) (55.00%)	20 (48.78%) (100.00%)
	Total	17 (34.00%) (41.46%)	24 (48.00%) (58.54%)	41 (41.00%) (100.00%)
Not Sure	Male	2 (100.00%) (66.67%)	1 (50.00%) (33.33%)	3 (75.00%) (100.00%)
	Female	0 (00.00%) (00.00%)	1 (50.00%) (100.00%)	1 (25.00%) (100.00%)
	Total	2 (4.00%) (50.00%)	2 (4.00%) (50.00%)	4 (4.00%) (100.00%)
Disagree	Male	5 (71.43%) (45.45%)	6 (85.71%) (55.55%)	11 (78.57%) (100.00%)
	Female	2 (28.57%) (66.67%)	1 (14.29%) (33.33%)	3 (21.43%) (100.00%)
	Total	7 (14.00%) (50.00%)	7 (14.00%) (50.00%)	14 (14.00%) (100.00%)
Strongly Disagree	Male	3 (75.00%) (100.00%)	0 (00.00%) (00.00%)	3 (75.00%) (100.00%)
	Female	1 (25.00%) (100.00%)	0 (00.00%) (00.00%)	1 (25.00%) (100.00%)
	Total	4 (8.00%) (100.00%)	0 (00.00%) (00.00%)	4 (4.00%) (100.00%)
No Reply	Male	1 (100.00%) (100.00%)	0 (00.00%) (00.00%)	1 (33.33%) (100.00%)
	Female	0 (00.00%) (00.00%)	2 (100.00%) (100.00%)	2 (66.67%) (100.00%)
	Total	1 (2.00%) (33.33%)	2 (4.00%) (66.67%)	3 (3.00%) (100.00%)
TOTAL	Total	50 (100.00%)	50 (100.00%)	100 (100.00%)
%	%	100%	100%	100%

Table 11 illustrates that 75% respondents (34% strongly agree + 41% agree) agree that women work equivalently like men in judiciary. 57.33% female respondents and 42.67% male respondents are agreed. On comparison of both High Courts' data 78% respondents of Lucknow High Court (Bench) and 72% respondents of Chandigarh High Court are disagreed. 18% respondents (4% strongly disagree + 14% disagree) disagree that women work equivalently like men in judiciary. 77.78% male respondents and 22.22% female respondents are disagreed. On comparison of both High Courts' data 22% respondents of Chandigarh High Court and 14% respondents of Lucknow High Court (Bench) are disagreed. 4% respondents are not sure. 3% respondents didn't want to reply. This table establishes that a significant number 75% respondent believes women work equivalently like men's work in judiciary.

Table: 12 Is there transparency in the procedure of the selection of lawyers?				
STRATA		1. Lawyers of Chandigarh High Court	2. Lawyers and Chandigarh High Court	TOTAL
Strongly Agree	Male	3 (100.00%) (42.86%)	4 (40.00%) (57.14%)	7 (53.85%) (100.00%)
	Female	0 (00.00%) (00.00%)	6 (60.00%) (100.00%)	6 (46.15%) (100.00%)
	Total	3 (6.00%) (23.08%)	10 (20.00%) (76.92%)	13 (13.00%) (100.00%)
Agree	Male	5 (41.67%) (50.00%)	5 (35.71%) (50.00%)	10 (38.46%) (100.00%)
	Female	7 (58.33%) (43.75%)	9 (64.29%) (56.25%)	16 (61.54%) (100.00%)
	Total	12 (24.00%) (46.00%)	14 (28.00%) (53.85%)	26 (26.00%) (100.00%)
Not Sure	Male	1 (16.67%) (50.00%)	1 (33.33%) (50.00%)	2 (22.22%) (100.00%)
	Female	5 (83.33%) (71.43%)	2 (66.67%) (28.57%)	7 (77.78%) (100.00%)
	Total	6 (12.00%) (66.67%)	3 (6.00%) (33.33%)	9 (9.00%) (100.00%)
Disagree	Male	11 (55.00%) (55.00%)	9 (75.00%) (45.00%)	20 (62.50%) (100.00%)
	Female	9 (45.00%) (75.00%)	3 (25.00%) (25.00%)	12 (37.50%) (100.00%)
	Total	20 (40.00%) (62.50%)	12 (24.00%) (37.50%)	32 (32.00%) (100.00%)
Strongly Disagree	Male	5 (62.50%) (45.45%)	6 (66.67%) (54.55%)	11 (64.71%) (100.00%)
	Female	3 (37.50%) (50.00%)	3 (33.33%) (50.00%)	6 (35.29%) (100.00%)
	Total	8 (16.00%) (47.06%)	9 (18.00%) (52.94%)	17 (17.00%) (100.00%)
No Reply	Male	0 (00.00%) (00.00%)	0 (00.00%) (00.00%)	0 (00.00%) (00.00%)
	Female	1 (100.00%) (33.33%)	2 (100.00%) (66.67%)	3 (100.00%) (100.00%)
	Total	1 (2.00%) (33.33%)	2 (4.00%) (66.67%)	3 (3.00%) (100.00%)
TOTAL	Total	50 (100.00%)	50 (100.00%)	100 (100.00%)
	%	100%	100%	100%

Table 12 illustrates that 49% respondents (17% strongly disagree + 32% disagree) disagree that there is transparency in the selection procedure of lawyers. 63.27% male respondents and 36.73% female respondents are disagreed. On comparison of both High Courts' data 56% respondents of Chandigarh High Court and 42% respondents of Lucknow High Court (Bench) are disagreed. 39% respondents (13% strongly agree + 26% agree) agree that there is transparency in the selection procedure of lawyers. 56.41% female respondents and 43.59% male respondents are agreed. On comparison of both High Courts' data 48% respondents of Lucknow High Court (Bench) and 30% respondents of Chandigarh High Court are agreed. 9% respondents are not sure. 3% respondents didn't want to reply. This table establishes that significant number 49% respondents believe that there is no transparency in the selection procedure of lawyers.

Table: 13 Do you think that all the members of the Judicial Service Commission (judicial Appointments Commission) selection board are men.				
STRATA		1. Lawyers of Chandigarh High Court	2. Lawyers of Lucknow High Court	TOTAL
Strongly Agree	Male	2 (100.00%) (33.33%)	4 (54.14%) (66.67%)	6 (66.67%) (100.00%)
	Female	0 (00.00%) (00.00%)	3 (42.86%) (100.00%)	3 (33.33%) (100.00%)
	Total	2 (4.00%) (22.22%)	7 (14.00%) (77.78%)	9 (9.00%) (100.00%)
Agree	Male	3 (75.00%) (37.00%)	5 (55.56%) (62.50%)	8 (61.54%) (100.00%)
	Female	1 (25.00%) (20.00%)	4 (44.44%) (80.00%)	5 (38.46%) (100.00%)
	Total	4 (8.00%) (30.77%)	9 (18.00%) (69.23%)	13 (13.00%) (100.00%)
Not Sure	Male	7 (36.84%) (50.00%)	7 (63.64%) (50.00%)	14 (46.67%) (100.00%)
	Female	12 (63.16%) (75.00%)	4 (36.36%) (25.00%)	16 (53.33%) (100.00%)
	Total	19 (38.00%) (63.33%)	11 (22.00%) (36.67%)	30 (30.00%) (100.00%)
Disagree	Male	10 (50.00%) (55.56%)	8 (61.54%) (44.44%)	18 (54.55%) (100.00%)
	Female	10 (50.00%) (66.67%)	5 (38.46%) (33.33%)	15 (45.45%) (100.00%)
	Total	20 (40.00%) (60.61%)	13 (26.00%) (39.39%)	33 (33.00%) (100.00%)
Strongly Disagree	Male	2 (100.00%) (66.67%)	1 (11.11%) (33.33%)	3 (27.27%) (100.00%)
	Female	0 (00.00%) (00.00%)	8 (88.89%) (100.00%)	8 (72.73%) (100.00%)
	Total	2 (4.00%) (18.18%)	9 (18.00%) (81.82%)	11 (11.00%) (100.00%)
No Reply	Male	1 (33.33%) (100.00%)	0 (00.00%) (00.00%)	1 (25.00%) (100.00%)
	Female	2 (66.67%) (66.67%)	1 (100.00%) (33.33%)	3 (75.00%) (100.00%)
	Total	3 (6.00%) (75.00%)	1 (2.00%) (25.00%)	4 (4.00%) (100.00%)
TOTAL	Total	50 (100.00%)	50 (100.00%)	100 (100.00%)
%	%	100%	100%	100%

Table 13 illustrates that 44% respondents (11% strongly disagree + 33% disagree) disagree that all the members of the Judicial Service Commission selection board are men. 52.27% female respondents and 47.73% male respondents are disagreed. On comparison of both High Courts' data 44% respondents of Lucknow High Court (Bench) and 24% respondents of Chandigarh High Court are disagreed. 30% respondents are not sure. 22% respondents (9% strongly agree + 13% agree) agree that the members of the Judicial Service Commission Board are men. 63.64% male respondents and 36.36% female respondents are agreed. On comparison of both High Courts' data 32% respondents of Lucknow High Court (Bench) and 12% respondents of Chandigarh High Court are agreed. 4% respondents didn't want to reply. This table illustrates that the significant number 44% respondents disagree that the Judicial Service Commission Board are not only men. In this exceptional case 30% respondents are not sure about it.

TABLE: 14 Do you think lack of transparency in the Judicial Appointments effects on women selection?				
STRATA		1.. Lawyers of Chandigarh High Court	2. Lawyers of Lucknow High Court	TOTAL
Strongly Agree	Male	1 (20.00%) (12.50%)	7 (46.67%) (87.50%)	8 (40.00%) (100.00%)
	Female	4 (80.00%) (33.33%)	8 (53.33%) (66.67%)	12 (60.00%) (100.00%)
	Total	5 (10.00%) (25.00%)	15 (30.00%) (75.00%)	20 (20.00%) (100.00%)
Agree	Male	9 (75.00%) (50.00%)	9 (42.86%) (50.00%)	18 (54.55%) (100.00%)
	Female	3 (25.00%) (20.00%)	12 (57.14%) (80.00%)	15 (45.45%) (100.00%)
	Total	12 (24.00%) (36.36%)	21 (42.00%) (63.64%)	33 (33.00%) (100.00%)
Not Sure	Male	3 (42.86%) (60.00%)	2 (33.33%) (40.00%)	5 (38.46%) (100.00%)
	Female	4 (57.14%) (50.00%)	4 (66.67%) (50.00%)	8 (61.54%) (100.00%)
	Total	7 (14.00%) (53.85%)	6 (12.00%) (46.15%)	13 (13.00%) (100.00%)
Disagree	Male	9 (56.25%) (69.23%)	4 (80.00%) (30.77%)	13 (61.90%) (100.00%)
	Female	7 (43.75%) (87.50%)	1 (20.00%) (12.50%)	8 (38.10%) (100.00%)
	Total	16 (32.00%) (76.19%)	5 (10.00%) (23.81%)	21 (21.00%) (100.00%)
Strongly Disagree	Male	3 (37.50%) (50.00%)	3 (100.00%) (50.00%)	6 (54.55%) (100.00%)
	Female	5 (62.50%) (100.00%)	0 (00.00%) (00.00%)	5 (45.45%) (100.00%)
	Total	8 (16.00%) (72.73%)	3 (6.00%) (27.27%)	11 (11.00%) (100.00%)
No Reply	Male	0 (00.00%) (00.00%)	0 (00.00%) (00.00%)	0 (00.00%) (00.00%)
	Female	2 (100.00%) (100.00%)	0 (00.00%) (00.00%)	2 (100.00%) (100.00%)
	Total	2 (4.00%) (100.00%)	0 (00.00%) (00.00%)	2 (2.00%) (100.00%)
TOTAL	Total	50 (100.00%)	50 (100.00%)	100 (100.00%)
%	%	100%	100%	100%

Table 14 illustrates 53% respondents (20% strongly agree + 33% agree) agree that lack transparency in the Judicial Appointments effects on women selection. 50.94% female respondents and 49.06% male respondents are agreed. On comparison of both High Courts' data 72% respondents of Lucknow High Court (Bench) and 34% respondents of Chandigarh High Court are agreed. 32% respondents (11% strongly disagree + 21% disagree) disagree that lack Judicial Appointments transparency effects on women selection in judiciary. 59.38% male respondents and 40.62% female respondents are disagreed. On comparison of both High Courts' data 48% respondents of Chandigarh High Court and 16% respondent of Lucknow High Court (Bench) are disagreed. 13% respondents are not sure. 2% respondents didn't want to reply. This table establishes that the significant number 53% respondent believes that lack transparency in the Judicial Appointments effects on women selection.

TABLE: 15 Do house hold burdens affect the progress and promotions of female lawyers?				
STRATA		1. Lawyers of Chandigarh High Court	2. Lawyers of Lucknow High Court	TOTAL
Strongly Agree	Male	0 (00.00%) (00.00%)	5 (55.56%) (100.00%)	5 (35.71%) (100.00%)
	Female	5 (100.00%) (55.56%)	4 (44.44%) (44.44%)	9 (64.29%) (100.00%)
	Total	5 (10.00%) (35.71%)	9 (18.00%) (64.29%)	14 (14.00%) (100.00%)
Agree	Male	15 (75.00%) (55.56%)	12 (52.17%) (44.44%)	27 (62.79%) (100.00%)
	Female	5 (25.00%) (31.25%)	11 (47.83%) (68.75%)	16 (37.21%) (100.00%)
	Total	20 (40.00%) (46.51%)	23 (46.00%) (53.49%)	43 (43.00%) (100.00%)
Not Sure	Male	1 (25.00%) (100.00%)	0 (00.00%) (00.00%)	1 (14.29%) (100.00%)
	Female	3 (75.00%) (50.00%)	3 (100.00%) (50.00%)	6 (85.71%) (100.00%)
	Total	4 (8.00%) (57.14%)	3 (6.00%) (42.86%)	7 (7.00%) (100.00%)
Disagree	Male	6 (40.00%) (66.67%)	3 (42.86%) (33.33%)	9 (40.91%) (100.00%)
	Female	9 (60.00%) (69.23%)	4 (57.14%) (30.77%)	13 (59.09%) (100.00%)
	Total	15 (30.00%) (68.18%)	7 (14.00%) (31.82%)	22 (22.00%) (100.00%)
Strongly Disagree	Male	3 (50.00%) (50.00%)	3 (60.00%) (50.00%)	6 (54.55%) (100.00%)
	Female	3 (50.00%) (60.00%)	2 (40.00%) (40.00%)	5 (45.45%) (100.00%)
	Total	6 (12.00%) (54.55%)	5 (10.00%) (45.45%)	11 (11.00%) (100.00%)
No Reply	Male	0 (00.00%) (00.00%)	2 (66.67%) (100.00%)	2 (66.67%) (100.00%)
	Female	0 (00.00%) (00.00%)	1 (33.33%) (100.00%)	1 (33.33%) (100.00%)
	Total	0 (00.00%) (00.00%)	3 (6.00%) (100.00%)	3 (3.00%) (100.00%)
TOTAL	Total	50 (100.00%)	50 (100.00%)	100 (100.00%)
%	%	100%	100%	100%

Table 15 illustrates that 57% respondents (14% strongly agree +43% agree) agree that house hold burdens affect the progress and promotions of the female lawyers. 56.14% male respondents and 43.86% female respondents are agreed. On comparison of both High Courts' data 64% respondents of Lucknow High Court (Bench) and 50% respondents of Chandigarh High Court are agreed. 33% respondents (11% strongly disagree + 22% disagree) disagree that house hold burdens affect the progress and promotions of the female lawyers. 54.15% female respondents and 45.45% male respondents are disagreed. On comparison of both High Courts' data 42% respondents of Chandigarh High Court and 24% respondents of Lucknow High Court (Bench) are disagreed. 7% respondents are not sure. 3% respondents didn't want to reply. This table establishes that the significant number 57% of respondents agreed that house hold burdens affect the progress and promotions of the female lawyers in judiciary.

TABLE: 16 Do females get equal opportunities for attaining higher education in Judiciary as compared to their male counterparts?				
STRATA		1. Lawyers of Chandigarh High Court	2. Lawyers of Lucknow High Court	TOTAL
Strongly Agree	Male	4 (57.14%) (28.57%)	10 (50.00%) (71.43%)	14 (51.85%) (100.00%)
	Female	3 (42.86%) (23.08%)	10 (50.00%) (76.92%)	13 (48.15%) (100.00%)
	Total	7 (14.00%) (25.93%)	20 (40.00%) (74.07%)	27 (27.00%) (100.00%)
Agree	Male	15 (55.56%) (65.22%)	8 (47.06%) (34.78%)	23 (52.27%) (100.00%)
	Female	12 (44.44%) (57.14%)	9 (52.94%) (42.86%)	21 (47.73%) (100.00%)
	Total	27 (54.00%) (61.36%)	17 (34.00%) (38.64%)	44 (44.00%) (100.00%)
Not Sure	Male	0 (00.00%) (00.00%)	1 (33.33%) (100.00%)	1 (14.29%) (100.00%)
	Female	4 (100.00%) (66.67%)	2 (66.67%) (33.33%)	6 (85.71%) (100.00%)
	Total	4 (8.00%) (57.14%)	3 (6.00%) (42.86%)	7 (7.00%) (100.00%)
Disagree	Male	6 (60.00%) (60.00%)	4 (57.14%) (40.00%)	10 (58.82%) (100.00%)
	Female	4 (40.00%) (57.14%)	3 (42.86%) (42.86%)	7 (41.18%) (100.00%)
	Total	10 (20.00%) (58.82%)	7 (14.00%) (41.18%)	17 (17.00%) (100.00%)
Strongly Disagree	Male	2 (100.00%) (50.00%)	2 (66.67%) (50.00%)	4 (80.00%) (100.00%)
	Female	0 (00.00%) (00.00%)	1 (33.33%) (100.00%)	1 (20.00%) (100.00%)
	Total	2 (4.00%) (40.00%)	3 (6.00%) (60.00%)	5 (5.00%) (100.00%)
No Reply	Male	0 (00.00%) (00.00%)	0 (00.00%) (00.00%)	0 (00.00%) (00.00%)
	Female	0 (00.00%) (00.00%)	0 (00.00%) (00.00%)	0 (00.00%) (00.00%)
	Total	0 (00.00%) (00.00%)	0 (00.00%) (00.00%)	0 (00.00%) (00.00%)
TOTAL	Total	50 (100.00%)	50 (100.00%)	100 (100.00%)
%	%	100%	100%	100%

Table 16 illustrates that 71% respondents (27% strongly agree+44% agree) agree that females get equal opportunities for attaining higher education in judiciary as compared to their male counterparts. 57.11% male respondents and 47.89% female respondents are agreed. On the basis of comparison of both High Courts' Data 74% respondents of Lucknow High Court (Bench) and 68% respondents of Chandigarh High Court are agreed. 22% respondents (5% strongly disagree+ 17% disagree) disagree that women get equal opportunities for attaining higher education in judiciary. 63.64% male respondents and 36.36% female respondents are disagreed. On comparison of both High Courts' 24% respondents of Chandigarh High Court and 20% respondents of Lucknow High Court (Bench) are disagreed. 7% respondents are not sure. This table establishes that the significant number 71% of respondents believes that women get opportunities for attaining higher education in judiciary as compare to their male counterpart.

TABLE: 17 Do you think women witness unequal treatment in the courtrooms?					
STRATA		1. Lawyers of Chandigarh High Court	2. Lawyers of Lucknow High Court	Total	
Strongly Agree	Male	0 (00.00%) (00.00%)	5 (50.00%) (100.00%)	5 (45.45%) (100.00%)	
	Female	1 (100.00%) (16.67%)	5 (54.55%) (83.33%)	6 (54.55%) (100.00%)	
	Total	1 (2.00%) (9.09%)	10 (20.00%) (90.91%)	11 (11.00%) (100.00%)	
Agree	Male	8 (80.00%) (61.54%)	5 (50.00%) (50.00%)	13 (65.00%) (100.00%)	
	Female	2 (20.00%) (28.57%)	5 (50.00%) (71.43%)	7 (35.00%) (100.00%)	
	Total	10 (20.00%) (50.00%)	10 (20.00%) (50.00%)	20 (20.00%) (100.00%)	
Not Sure	Male	1 (50.00%) (33.33%)	2 (40.00%) (66.67%)	3 (42.86%) (100.00%)	
	Female	1 (50.00%) (25.00%)	3 (60.00%) (75.00%)	4 (57.14%) (100.00%)	
	Total	2 (4.00%) (28.57%)	5 (10.00%) (71.43%)	7 (7.00%) (100.00%)	
Disagree	Male	8 (32.00%) (47.06%)	9 (52.94%) (52.94%)	17 (40.48%) (100.00%)	
	Female	17 (68.00%) (68.00%)	8 (47.06%) (32.00%)	25 (59.52%) (100.00%)	
	Total	25 (50.00%) (59.52%)	17 (34.00%) (40.48%)	42 (42.00%) (100.00%)	
Strongly Disagree	Male	8 (66.67%) (66.67%)	4 (50.00%) (33.33%)	12 (60.00%) (100.00%)	
	Female	4 (33.33%) (50.00%)	4 (50.00%) (50.00%)	8 (40.00%) (100.00%)	
	Total	12 (24.00%) (60.00%)	8 (16.00%) (40.00%)	20 (20.00%) (100.00%)	
No Reply	Male	0 (00.00%) (00.00%)	0 (00.00%) (00.00%)	0 (00.00%) (00.00%)	
	Female	0 (00.00%) (00.00%)	0 (00.00%) (00.00%)	0 (00.00%) (00.00%)	
	Total	0 (00.00%) (00.00%)	0 (00.00%) (00.00%)	0 (00.00%) (00.00%)	
TOTAL	Total	50 (100.00%)	50 (100.00%)	100 (100.00%)	
%	%	100%	100%	100%	

Table 17 illustrates that 62% respondents (20% strongly disagree+ 42% disagree) disagree that women witness unequal treatment in judiciary in the courtrooms. 53.23% female respondents and 46.17% male respondents are disagreed. On comparison of both High Courts' Data 74% respondents of Chandigarh High Court and 50% respondents of Lucknow High Court (Bench) are disagreed. 31% respondents (11% strongly agree+20% agree) agree that women witness unequal treatment in the courtrooms. 58.06% male respondents and 41.94% female respondents are agreed. On comparison of both High Courts' 40% respondents of Lucknow High Court (Bench) and 22% respondents of Chandigarh High Court are agreed. 7% respondents are not sure about unequal treatment regarding women in courtrooms. This table establishes that the significant number 62% respondents believe that women didn't face unequal treatment in the courtrooms.

TABLE: 18. Do women get less employment opportunities in judiciary system as compared to men?				
STRATA		1.Lawyers of Chandigarh High Court	2. Lawyers of Lucknow High Court	TOTAL
Strongly Agree	Male	0 (00.00%) (00.00%)	7 (50.00%) (100.00%)	7 (50.00%) (100.00%)
	Female	0 (00.00%) (00.00%)	7 (50.00%) (100.00%)	7 (50.00%) (100.00%)
	Total	0 (00.00%) (00.00%)	14 (28.00%) (100.00%)	14 (14.00%) (100.00%)
Agree	Male	9 (69.23%) (60.00%)	6 (46.15%) (40.00%)	15 (57.69%) (100.00%)
	Female	4 (30.77%) (36.36%)	7 (53.85%) (63.64%)	11 (42.31%) (100.00%)
	Total	13 (26.00%) (50.00%)	13 (26.00%) (50.00%)	26 (26.00%) (100.00%)
Not Sure	Male	0 (00.00%) (00.00%)	0 (00.00%) (00.00%)	0 (00.00%) (00.00%)
	Female	7 (100.00%) (77.78%)	2 (100.00%) (22.22%)	9 (100.00%) (100.00%)
	Total	7 (14.00%) (77.78%)	2 (4.00%) (22.22%)	9 (9.00%) (100.00%)
Disagree	Male	10 (50.00%) (47.62)	11 (64.71%) (52.38%)	21 (56.76%) (100.00%)
	Female	10 (50.00%) (62.50%)	6 (35.25%) (37.50%)	16 (43.24%) (100.00%)
	Total	20 (40.00%) (54.05%)	17 (34.00%) (100.00%)	37 (37.00%) (100.00%)
Strongly Disagree	Male	6 (66.67%) (85.71%)	1 (25.00%) (14.29%)	7 (53.85%) (100.00%)
	Female	3 (33.33%) (50.00%)	3 (75.00%) (50.00%)	6 (46.15%) (100.00%)
	Total	9 (18.00%) (69.23%)	4 (8.00%) (30.77%)	13 (13.00%) (100.00%)
No Reply	Male	0 (00.00%) (00.00%)	0 (00.00%) (00.00%)	0 (00.00%) (00.00%)
	Female	1 (100.00%) (100.00%)	0 (00.00%) (00.00%)	1 (100.00%) (100.00%)
	Total	1 (2.00%) (100.00%)	0 (00.00%) (00.00%)	1 (1.00%) (100.00%)
Total	Total	50 (100.00%)	50 (100.00%)	100 (100.00%)
%	%	100%	100%	100%

Table 18 illustrates that 50% respondents (13% strongly disagree + 37% disagree) disagree that women get less employment opportunities in judiciary as compared to men. 56% male respondents and 44% female respondents are disagreed. On comparison of both High Courts' data 58% respondents of Chandigarh High Court and 42% respondent of Lucknow High Court (Bench) are disagreed. 40% respondent (14% strongly agree + 26% agree) agree that women get less employment opportunities in judiciary as comparison to men. 55% male respondents and 45% female respondents are agreed. On comparison of both high Courts' data 54% respondents of Lucknow High Court (Bench) and 26% respondents of Chandigarh High Court are agreed. 9% respondents are not sure. 1% respondent didn't want to reply. This table establishes that the significant number 50% of respondents believes that women get employment opportunities in judiciary.

TABLE: 19 Do you think promotion process in judiciary is gender based?					
STRATA		1.Lawyers of Chandigarh High Court	2. Lawyers of Lucknow High Court	TOTAL	
Strongly Agree	Male	0 (00.00%) (00.00%)	4 (66.67%) (100.00%)	4 (50.00%) (100.00%)	
	Female	2 (100.00%) (50.00%)	2 (33.33%) (50.00%)	4 (50.00%) (100.00%)	
	Total	2 (4.00%) (25.00%)	6 (12.00%) (75.00%)	8 (8.00%) (100.00%)	
Agree	Male	4 (66.67%) (57.14%)	3 (25.00%) (42.86%)	7 (38.89%) (100.00%)	
	Female	2 (33.33%) (18.18%)	9 (75.00%) (81.82%)	11 (61.11%) (100.00%)	
	Total	6 (12.00%) (33.33%)	12 (24.00%) (66.67%)	18 (18.00%) (100.00%)	
Not Sure	Male	1 (20.00%) (33.33%)	2 (50.00%) (66.67%)	3 (33.33%) (100.00%)	
	Female	4 (80.00%) (66.67%)	2 (50.00%) (33.33%)	6 (66.67%) (100.00%)	
	Total	5 (10.00%) (55.56%)	4 (8.00%) (44.44%)	9 (9.00%) (100.00%)	
Disagree	Male	16 (61.54%) (61.54%)	10 (62.50%) (38.46%)	26 (61.90%) (100.00%)	
	Female	10 (38.46%) (62.50%)	6 (37.50%) (37.50%)	16 (38.10%) (100.00%)	
	Total	26 (52.00%) (62.50%)	16 (32.00%) (38.10%)	42 (42.00%) (100.00%)	
Strongly Disagree	Male	4 (40.00%) (44.44%)	5 (50.00%) (55.56%)	9 (45.00%) (100.00%)	
	Female	6 (60.00%) (54.55%)	5 (50.00%) (45.45%)	11 (55.00%) (100.00%)	
	Total	10 (20.00%) (50.00%)	10 (20.00%) (50.00%)	20 (40.00%) (50.00%)	
No Reply	Male	0 (00.00%) (00.00%)	1 (50.00%) (100.00%)	1 (33.33%) (100.00%)	
	Female	1 (100.00%) (50.00%)	1 (50.00%) (50.00%)	2 (66.67%) (100.00%)	
	Total	1 (2.00%) (33.33%)	2 (4.00%) (66.67%)	3 (3.00%) (100.00%)	
Total	Total	50 (100.00%)	50 (100.00%)	100 (100.00%)	
%	%	100%	100%	100%	

Table 19 illustrates that 62% respondents (20% strongly disagree+42%disagree) disagree that promotion process in judiciary is gender biased. 56.45% male respondents and 43.55% female respondents are disagreed. On comparison of both High Courts' Data 72% respondents of Chandigarh High Court and 52% respondents of Lucknow High Court (Bench) are disagreed. 26% respondents (8% strongly agree+18% agree) agree that the promotion process is gender biased in judiciary. 57.69% female respondents and 42.31% male respondents are agreed. On comparison Courts' Data 36% respondents of Lucknow High Court (Bench) and 16% respondents of Chandigarh High Court are agreed. 9% respondents are not sure. 3% respondents didn't want to reply. This table establishes that a significant number 62% respondent believes that promotion process in judiciary is not gender biased.

TABLE: 20 Do you think pay gap structure exists in judiciary on the basis of gender?					
STRATA		1.Lawyers of Chandigarh High Court	2. Lawyers of Lucknow High Court	TOTAL	
Strongly Agree	Male	0 (00.00%) (00.00%)	2 (33.33%) (100.00%)	2 (33.33%) (100.00%)	
	Female	0 (00.00%) (00.00%)	4 (66.67%) (100.00%)	4 (66.67%) (100.00%)	
	Total	0 (00.00%) (00.00%)	6 (12.00%) (100.00%)	6 (6.00%) (100.00%)	
Agree	Male	2 (40.00%) (66.67%)	1 (33.33%) (33.33%)	3 (37.50%) (100.00%)	
	Female	3 (60.00%) (60.00%)	2 (66.67%) (40.00%)	5 (62.50%) (100.00%)	
	Total	5 (10.00%) (62.50%)	3 (6.00%) (37.50%)	8 (8.00%) (100.00%)	
Not Sure	Male	1 (25.00%) (20.00%)	4 (50.00%) (80.00%)	5 (41.67%) (100.00%)	
	Female	3 (75.00%) (42.86%)	4 (50.00%) (57.14%)	7 (58.33%) (100.00%)	
	Total	4 (8.00%) (33.33%)	8 (16.00%) (66.67%)	12 (12.00%) (100.00%)	
Disagree	Male	17 (60.71%) (53.13%)	15 (78.95%) (46.87%)	32 (68.09%) (100.00%)	
	Female	11 (39.29%) (73.33%)	4 (21.05%) (26.67%)	15 (78.95%) (100.00%)	
	Total	28 (56.00%) (59.57%)	19 (38.00%) (40.43%)	47 (47.00%) (100.00%)	
Strongly Disagree	Male	5 (45.45%) (62.50%)	3 (33.33%) (37.50%)	8 (40.00%) (100.00%)	
	Female	6 (54.55%) (50.00%)	6 (66.67%) (50.00%)	12 (60.00%) (100.00%)	
	Total	11 (22.00%) (55.00%)	9 (18.00%) (45.00%)	20 (20.00%) (100.00%)	
No Reply	Male	0 (00.00%) (00.00%)	0 (00.00%) (00.00%)	0 (00.00%) (00.00%)	
	Female	2 (100.00%) (28.57%)	5 (100.00%) (71.43%)	7 (100.00%) (100.00%)	
	Total	2 (4.00%) (28.57%)	5 (10.00%) (71.43%)	7 (7.00%) (100.00%)	
Total	Total	50 (100.00%)	50 (100.00%)	100 (100.00%)	
%	%	100%	100%	100%	

Table 20 illustrates that 67% respondents (20% strongly disagree+47% disagree) disagree that pay gap structure is exist in judiciary on the basis of gender. 59.70% male respondents and 40.30% female respondents are disagreed. On comparison of both High Courts' Data 78% respondents of Chandigarh High Court and 56% of Lucknow High Court (Bench) are disagreed. 14% respondents (6% strongly agree+8% agree) agree that pay gap structure in judiciary is based on the gender of the respondent/lawyer. 64.29% female respondents and 35.71% male respondents are agreed. On comparison of both High Courts' 18% respondents of Lucknow High Court (Bench) and 10% respondents of Chandigarh High Court are agreed. 12% respondents are not sure. 7% respondents didn't want to reply. This table establishes that significant number 67% of respondents believes that pay gap structure in judiciary is not based on gender.

TABLE: 21 Do you think that males get more benefits and privileges inside Indian judiciary?				
STRATA		1.Lawyers of Chandigarh High Court	2. Lawyers of Lucknow High Court	TOTAL
Strongly Agree	Male	1 (100.00%) (25.00%)	3 (50.00%) (75.00%)	4 (57.14%) (100.00%)
	Female	0 (00.00%) (00.00%)	3 (50.00%) (100.00%)	3 (42.86%) (100.00%)
	Total	1 (2.00%) (14.29%)	6 (12.00%) (85.71%)	7 (7.00%) (100.00%)
Agree	Male	3 (37.50%) (42.86%)	4 (28.57%) (57.14%)	7 (31.82%) (100.00%)
	Female	5 (62.50%) (33.33%)	10 (71.43%) (66.67%)	15 (68.18%) (100.00%)
	Total	8 (16.00%) (36.36%)	14 (28.00%) (63.64%)	22 (22.00%) (100.00%)
Not Sure	Male	1 (33.33%) (100.00%)	0 (00.00%) (00.00%)	1 (20.00%) (100.00%)
	Female	2 (66.67%) (50.00%)	2 (100.00%) (50.00%)	4 (80.00%) (100.00%)
	Total	3 (6.00%) (60.00%)	2 (4.00%) (40.00%)	5 (5.00%) (100.00%)
Disagree	Male	14 (56.00%) (56.00%)	11 (68.75%) (44.00%)	25 (60.98%) (100.00%)
	Female	11 (44.00%) (68.75%)	5 (31.25%) (31.25%)	16 (39.02%) (100.00%)
	Total	25 (50.00%) (60.98%)	16 (32.00%) (39.02%)	41 (41.00%) (100.00%)
Strongly Disagree	Male	6 (50.00%) (46.15%)	7 (63.64%) (53.85%)	13 (56.52%) (100.00%)
	Female	6 (50.00%) (60.00%)	4 (36.36%) (40.00%)	10 (43.48%) (100.00%)
	Total	12 (24.00%) (52.17%)	11 (22.00%) (47.83%)	23 (23.00%) (100.00%)
No Reply	Male	0 (00.00%) (00.00%)	0 (00.00%) (00.00%)	0 (00.00%) (00.00%)
	Female	1 (100.00%) (50.00%)	1 (100.00%) (50.00%)	2 (100.00%) (100.00%)
	Total	1 (2.00%) (50.00%)	1 (2.00%) (50.00%)	2 (2.00%) (100.00%)
Total	Total	50 (100.00%)	50 (100.00%)	100 (100.00%)
%	%	100%	100%	100%

Table 21 illustrates that 64% (23% strongly disagree+41% disagree) respondents disagree that males get more benefits and privileges inside the judiciary. 59.38% male respondents and 40.62% female respondents are disagreed. On comparison of both High Courts' 74% respondents of Chandigarh High Court and 54% respondents of Lucknow High Court (Bench) are disagreed. 29% respondents (7% strongly agree+22% agree) that males get more benefits and privileges inside the judiciary. 62.07% female respondents and 37.93% male respondents are agreed. On comparison both High Courts' Data 40% respondents of Lucknow High Court (Bench) and 18% respondents of Chandigarh High Court are agreed. 5% respondents are not sure. 2% respondents didn't want to reply. This table establishes that the significant number 64% of respondents believes that males didn't get more privileges inside the judiciary.

TABLE: 22 Do you think women are more systematically discriminated as compared to men in judiciary?				
STRATA		1.Lawyers of Chandigarh High Court	2. Lawyers of Lucknow High Court	TOTAL
Strongly Agree	Male	2 (66.67%) (20.00%)	8 (61.54%) (80.00%)	10 (62.50%) (100.00%)
	Female	1 (33.33%) (16.67%)	5 (38.46%) (83.33%)	6 (37.50%) (100.00%)
	Total	3 (6.00%) (18.75%)	13 (26.00%) (81.25%)	16 (16.00%) (100.00%)
Agree	Male	4 (44.44%) (57.14%)	3 (16.67%) (42.86%)	7 (25.93%) (100.00%)
	Female	5 (55.56%) (25.00%)	15 (83.33%) (75.00%)	20 (70.07%) (100.00%)
	Total	9 (18.00%) (33.33%)	18 (36.00%) (66.67%)	27 (27.00%) (100.00%)
Not Sure	Male	0 (00.00%) (00.00%)	1 (33.33%) (100.00%)	1 (14.29%) (100.00%)
	Female	4 (100.00%) (66.67%)	2 (66.67%) (33.33%)	6 (85.71%) (100.00%)
	Total	4 (8.00%) (57.14%)	3 (6.00%) (42.86%)	7 (7.00%) (100.00%)
Disagree	Male	14 (66.67%) (58.33%)	10 (90.91%) (41.67%)	24 (75.00%) (100.00%)
	Female	7 (33.33%) (87.50%)	1 (9.09%) (12.50%)	8 (25.00%) (100.00%)
	Total	21 (42.00%) (65.63%)	11 (22.00%) (34.37%)	32 (32.00%) (100.00%)
Strongly Disagree	Male	5 (45.45%) (71.43%)	2 (66.67%) (28.57%)	7 (50.00%) (100.00%)
	Female	6 (54.55%) (85.71%)	1 (33.33%) (14.29%)	7 (50.00%) (100.00%)
	Total	11 (22.00%) (78.57%)	3 (6.00%) (21.43%)	14 (14.00%) (100.00%)
No Reply	Male	0 (00.00%) (00.00%)	1 (50.00%) (100.00%)	1 (25.00%) (100.00%)
	Female	2 (100.00%) (66.67%)	1 (50.00%) (33.33%)	3 (75.00%) (100.00%)
	Total	2 (4.00%) (50.00%)	2 (4.00%) (50.00%)	4 (4.00%) (100.00%)
Total	Total	50 (100.00%)	50 (100.00%)	100 (100.00%)
%	%	100%	100%	100%

Table 22 illustrates that 46% respondents disagree (14% strongly disagree+32% disagree) that women are more systematically discriminated as compared to men in judiciary. 67.39% respondents and 32.61% of female respondents are disagreed. On comparison of both High Courts' Data 64% respondents of Chandigarh High Court and 28% respondents of Lucknow High Court (Bench) are disagreed. 43% (16% strongly agree + 27% agree) respondents agree that women's are systematically discriminated as compared to man in judiciary. 60.47% female respondents and 39.53% male respondents are agreed. On comparison of both High Courts' Data 62% respondents of Lucknow High Court (Bench) and 24% respondents of Chandigarh High Court are agreed. 7% respondents are not sure about discrimination in judiciary. 4% respondents didn't want to reply. This table establishes that significant number 46% of respondents believes that there is not any kind of discrimination regarding women is happen in judiciary as compared to men.

TABLE: 23. Do you think males choose law as profession more than females?				
STRATA		1. Lawyers of Chandigarh High Court	2. Lawyers of Lucknow High Court	TOTAL
Strongly Agree	Male	9 (60.00%) (36.00%)	16 (53.33%) (64.00%)	25 (55.56%) (100.00%)
	Female	6 (40.00%) (30.00%)	14 (46.67%) (70.00%)	20 (44.44%) (70.00%)
	Total	15 (30.00%) (33.33%)	30 (60.00%) (66.67%)	45 (45.00%) (100.00%)
Agree	Male	11 (52.38%) (64.71%)	6 (40.00%) (35.29%)	17 (47.22%) (100.00%)
	Female	10 (47.62%) (52.63%)	9 (60.00%) (47.37%)	19 (52.78%) (100.00%)
	Total	21 (42.00%) (58.33%)	15 (30.00%) (41.67%)	36 (36.00%) (100.00%)
Not Sure	Male	0 (00.00%) (00.00%)	1 (100.00%) (100.00%)	1 (25.00%) (100.00%)
	Female	3 (100.00%) (100.00%)	0 (00.00%) (00.00%)	3 (75.00%) (100.00%)
	Total	3 (6.00%) (75.00%)	1 (2.00%) (25.00%)	4 (4.00%) (100.00%)
Disagree	Male	3 (37.50%) (75.00%)	1 (50.00%) (25.00%)	4 (40.00%) (100.00%)
	Female	5 (62.50%) (83.33%)	1 (50.00%) (16.67%)	6 (60.00%) (100.00%)
	Total	8 (16.00%) (80.00%)	2 (4.00%) (20.00%)	10 (10.00%) (100.00%)
Strongly Disagree	Male	2 (66.67%) (100.00%)	0 (00.00%) (00.00%)	2 (50.00%) (100.00%)
	Female	1 (33.33%) (50.00%)	1 (100.00%) (50.00%)	2 (50.00%) (100.00%)
	Total	3 (6.00%) (75.00%)	1 (2.00%) (25.00%)	4 (4.00%) (100.00%)
No Reply	Male	0 (00.00%) (00.00%)	1 (100.00%) (100.00%)	1 (100.00%) (100.00%)
	Female	0 (00.00%) (00.00%)	0 (00.00%) (00.00%)	0 (00.00%) (00.00%)
	Total	0 (00.00%) (00.00%)	1 (2.00%) (100.00%)	1 (1.00%) (100.00%)
Total	Total	50 (100.00%)	50 (100.00%)	100 (100.00%)
%	%	100%	100%	100%

Table 23 illustrates that 81% respondents (45% strongly agree+36% agree) agree that males choose law as profession more than females in judiciary. 51.85% male respondents and 48.15% female respondents are agreed. On comparison of both High Courts' 90% respondents of Lucknow High Court (Bench) and 72% respondents of Chandigarh High Court are agreed. 14% respondents (4% strongly disagree+10% disagree) disagree that men choose law as profession more than females. 57.14% female respondents and 42.86% male respondents are disagreed. 4% respondents are not aware about choosing the law as profession by males or females. 1% respondent doesn't want to reply. This table establishes that significant number 81% respondents agree that law is patriarchal profession.

TABLE: 24 Do you think marriage and family – rising seem to be big hurdles for the progress of women legal practitioners?				
STRATA		1. Lawyers of Chandigarh High Court	2. Lawyers of Lucknow High Court	TOTAL
Strongly Agreed	Male	4 (44.44%) (36.36%)	7 (46.67%) (63.64%)	11 (45.83%) (100.00%)
	Female	5 (55.56%) (38.46%)	8 (53.33%) (61.54%)	13 (54.17%) (100.00%)
	Total	9 (18.00%) (37.50%)	15 (30.00%) (62.50%)	24 (24.00%) (100.00%)
Agree	Male	10 (55.56%) (50.00%)	10 (43.48%) (50.00%)	20 (48.78%) (100.00%)
	Female	8 (44.44%) (38.10%)	13 (56.52%) (61.90%)	21 (51.22%) (100.00%)
	Total	18 (36.00%) (43.90%)	23 (46.00%) (56.10%)	41 (41.00%) (100.00%)
Not Sure	Male	1 (25.00%) (33.33%)	2 (66.67%) (66.67%)	3 (42.86%) (100.00%)
	Female	3 (75.00%) (75.00%)	1 (33.33%) (25.00%)	4 (57.14%) (100.00%)
	Total	4 (8.00%) (57.14%)	3 (6.00%) (42.86%)	7 (7.00%) (100.00%)
Disagree	Male	8 (57.14%) (96.67%)	4 (66.67%) (33.33%)	12 (60.00%) (100.00%)
	Female	6 (42.86%) (75.00%)	2 (33.33%) (25.00%)	8 (40.00%) (100.00%)
	Total	14 (28.00%) (70.00%)	6 (12.00%) (30.00%)	20 (20.00%) (100.00%)
Strongly Disagree	Male	2 (40.00%) (66.67%)	1 (33.33%) (33.33%)	3 (37.50%) (100.00%)
	Female	3 (60.00%) (60.00%)	2 (66.67%) (40.00%)	5 (62.50%) (100.00%)
	Total	5 (10.00%) (62.50%)	3 (6.00%) (37.50%)	8 (8.00%) (100.00%)
No Reply	Male	0 (00.00%) (00.00%)	0 (00.00%) (00.00%)	0 (00.00%) (00.00%)
	Female	0 (00.00%) (00.00%)	0 (00.00%) (00.00%)	0 (00.00%) (00.00%)
	Total	0 (00.00%) (00.00%)	0 (00.00%) (00.00%)	0 (00.00%) (00.00%)
Total	Total	50 (100.00%)	50 (100.00%)	100 (100.00%)
%	%	100%	100%	100%

Table 24 illustrates that 65% respondents (24% strongly agree + 41% agree) agree that marriage and family-rising seem to be big hurdles for the progress of women legal practitioners. 52.31% female respondents and 47.69% male respondents are agreed. On comparison of both High Courts' data 54% respondents of Chandigarh High Court and 34% respondents of Lucknow High Court (Bench) are agreed. 28% respondents (8% strongly disagree + 20% disagree) disagree that marriage and family-rising seems to be big hurdles for the progress of women in judiciary. 53.57% male respondents and 46.43% female respondents are disagreed. On comparison of both High Courts' data 38% respondents of Chandigarh High Court and 18% respondents of Lucknow High Court (Bench) are disagreed. 7% respondents are not sure. This table establishes that the significant number 65% of the respondents believes that marriage and family-rising is big hurdles for the progress of women in judiciary.

TABLE: 25 Do you think clients prefer their cases to be argued by male lawyers?				
STRATA		1.Lawyers of Chandigarh High Court	2. Lawyers of Lucknow High Court	TOTAL
Strongly Agree	Male	2 (28.57%) (18.18%)	9 (52.94%) (81.82%)	11 (45.83%) (100.00%)
	Female	5 (71.43%) (38.46%)	8 (47.06%) (61.54%)	13 (54.17%) (100.00%)
	Total	7 (14.00%) (29.17%)	17 (34.00%) (70.83%)	24 (24.00%) (100.00%)
Agree	Male	7 (50.00%) (50.00%)	7 (58.33%) (50.00%)	14 (53.85%) (100.00%)
	Female	7 (50.00%) (58.33%)	5 (41.67%) (41.67%)	12 (46.15%) (100.00%)
	Total	14 (28.00%) (53.85%)	12 (24.00%) (46.15%)	26 (26.00%) (100.00%)
Not Sure	Male	4 (66.67%) (57.14%)	3 (42.86%) (42.86%)	7 (53.85%) (100.00%)
	Female	2 (33.33%) (33.33%)	4 (57.14%) (66.67%)	6 (46.15%) (100.00%)
	Total	6 (12.00%) (46.15%)	7 (14.00%) (53.85%)	13 (13.00%) (100.00%)
Disagree	Male	8 (50.00%) (66.67%)	4 (57.14%) (33.33%)	12 (52.17%) (100.00%)
	Female	8 (50.00%) (72.73%)	3 (42.86%) (27.27%)	11 (47.83%) (100.00%)
	Total	16 (32.00%) (69.57%)	7 (34.00%) (30.43%)	23 (23.00%) (100.00%)
Strongly Disagree	Male	3 (50.00%) (100.00%)	0 (00.00%) (00.00%)	3 (33.33%) (100.00%)
	Female	3 (50.00%) (50.00%)	3 (100.00%) (50.00%)	6 (66.67%) (100.00%)
	Total	6 (12.00%) (66.67%)	3 (6.00%) (33.33%)	9 (9.00%) (100.00%)
No Reply	Male	1 (100.00%) (33.33%)	2 (50.00%) (100.00%)	3 (60.00%) (100.00%)
	Female	0 (00.00%) (00.00%)	2 (50.00%) (100.00%)	2 (40.00%) (100.00%)
	Total	1 (2.00%) (20.00%)	4 (8.00%) (80.00%)	5 (5.00%) (100.00%)
Total	Total	50 (100.00%)	50 (100.00%)	100 (100.00%)
%	%	100%	100%	100%

Table 25 illustrates that 50% respondents (24% strongly agree + 26% agree) agree that clients prefer their cases to be argued by male lawyers. 50% male respondents and 50% female respondents are agreed. On comparison of both High Courts' data 58% respondents of Lucknow High Court (Bench) and 42% respondents of Chandigarh High Court are agreed. 32% respondents (9% strongly disagree + 23% disagree) disagree that clients prefer their cases to male lawyers. 53.17% female respondents and 46.88% male respondents are disagreed. On comparison of both High Courts' data 44% respondents of Chandigarh High Court and 40% respondents of Lucknow High Court (Bench) are disagreed. 13% respondents are not sure. 5% respondents didn't want to reply. This table establishes that the significant number of 50% respondents believes that clients prefer their cases to be argued by male lawyers.

**TABLE: 26 Do you think women lawyers don't have proper infrastructure facilities like office space and basic facilities?**

STRATA		1.Lawyers of Chandigarh High Court	2. Lawyers of Lucknow High Court	TOTAL
Strongly Agree	Male	2 (40.00%) (18.18%)	9 (47.37%) (81.82%)	11 (45.83%) (100.00%)
	Female	3 (60.00%) (23.08%)	10 (52.63%) (76.92%)	13 (54.17%) (100.00%)
	Total	5 (10.00%) (20.83%)	19 (38.00%) (79.17%)	24 (24.00%) (100.00%)
Agree	Male	7 (77.78%) (43.75%)	9 (47.37%) (56.25%)	16 (57.14%) (100.00%)
	Female	2 (22.22%) (16.67%)	10 (52.63%) (83.33%)	12 (42.86%) (100.00%)
	Total	9 (18.00%) (32.14%)	19 (38.00%) (67.86%)	28 (28.00%) (100.00%)
Not Sure	Male	1 (20.00%) (50.00%)	1 (50.00%) (50.00%)	2 (28.57%) (100.00%)
	Female	4 (80.00%) (80.00%)	1 (50.00%) (50.00%)	5 (71.43%) (100.00%)
	Total	5 (10.00%) (71.43%)	2 (4.00%) (28.57%)	7 (7.00%) (100.00%)
Disagree	Male	13 (48.15%) (68.42%)	6 (85.71%) (31.58%)	19 (55.88%) (100.00%)
	Female	14 (51.85%) (93.33%)	1 (14.29%) (6.67%)	15 (44.12%) (100.00%)
	Total	27 (54.00%) (79.41%)	7 (14.00%) (20.59%)	34 (34.00%) (100.00%)
Strongly Disagree	Male	1 (33.33%) (50.00%)	1 (33.33%) (50.00%)	2 (33.33%) (100.00%)
	Female	2 (66.67%) (50.00%)	2 (66.67%) (50.00%)	4 (66.67%) (100.00%)
	Total	3 (6.00%) (50.00%)	3 (6.00%) (50.00%)	6 (6.00%) (100.00%)
No Reply	Male	1 (100.00%) (100.00%)	0 (00.00%) (00.00%)	1 (100.00%) (100.00%)
	Female	0 (00.00%) (00.00%)	0 (00.00%) (00.00%)	0 (00.00%) (00.00%)
	Total	1 (2.00%) (100.00%)	0 (00.00%) (00.00%)	1 (1.00%) (100.00%)
Total	Total	50 (100.00%)	50 (100.00%)	100
%	%	100%	100%	100%

Table 26 illustrates 52% respondents (24% strongly agree+28% agree) agree that women lawyers don't have proper infrastructure facilities like office space and basic facilities. 51.92% male respondents and 48.08% female respondents are agreed. On comparison both High Court' Data 76% respondents of Lucknow High Court (Bench) and 28% respondents of Chandigarh High Court are disagreed. 40% respondents (6% strongly disagree+34% disagree) disagree that women don't get proper infrastructure in judiciary. 52.50% male respondents and 47.50% female respondents are disagree. On comparison of both High Courts' Data 60% respondents of Chandigarh High Court and 20% respondents of Lucknow High Court (Bench) are disagreed. 7% respondents are not sure. 1%respondent didn't want to reply. This table establishes that the significant number 52% of respondents believes that women don't have proper infrastructure facilities like office space and basic facilities.

TABLE: 27 Do you think dropout rate of women lawyers high?				
STRATA		1.Lawyers of Chandigarh High Court	2. Lawyers of Lucknow High Court	TOTAL
Strongly Agree	Male	3 (50.00%) (23.08%)	10 (66.67%) (76.92%)	13 (61.90%) (100.00%)
	Female	3 (50.00%) (37.50%)	5 (33.33%) (62.50%)	8 (44.44%) (100.00%)
	Total	6 (12.00%) (28.57%)	15 (30.00%) (71.43%)	21 (21.00%) (100.00%)
Agree	Male	9 (52.94%) (52.94%)	8 (44.44%) (47.06%)	17 (48.57%) (100.00%)
	Female	8 (47.06%) (44.44%)	10 (55.56%) (55.56%)	18 (51.43%) (100.00%)
	Total	17 (34.00%) (48.57%)	18 (36.00%) (51.43%)	35 (35.00%) (100.00%)
Not Sure	Male	6 (37.50%) (100.00%)	0 (00.00%) (00.00%)	6 (31.58%) (100.00%)
	Female	10 (62.50%) (76.92%)	3 (100.00%) (23.08%)	13 (68.42%) (100.00%)
	Total	16 (32.00%) (84.21%)	3 (6.00%) (15.79%)	19 (19.00%) (100.00%)
Disagree	Male	4 (57.14%) (44.44%)	5 (100.00%) (55.56%)	9 (75.00%) (100.00%)
	Female	3 (42.86%) (100.00%)	0 (00.00%) (00.00%)	3 (25.00%) (100.00%)
	Total	7 (14.00%) (58.33%)	5 (10.00%) (41.67%)	12 (12.00%) (100.00%)
Strongly Disagree	Male	3 (75.00%) (100.00%)	0 (00.00%) (00.00%)	3 (37.50%) (100.00%)
	Female	1 (25.00%) (20.00%)	4 (100.00%) (80.00%)	5 (62.50%) (100.00%)
	Total	4 (8.00%) (50.00%)	4 (8.00%) (50.00%)	8 (8.00%) (100.00%)
No Reply	Male	0 (00.00%) (00.00%)	2 (40.00%) (100.00%)	2 (40.00%) (100.00%)
	Female	0 (00.00%) (00.00%)	3 (60.00%) (100.00%)	3 (60.00%) (100.00%)
	Total	0 (00.00%) (00.00%)	5 (10.00%) (100.00%)	5 (5.00%) (100.00%)
Total	Total	50 (100.00%)	50 (100.00%)	100 (100.00%)
%	%	100%	100%	100%

Table 27 illustrates that 56% respondents (21% strongly agree+35% agree) agree that the dropout rate of women lawyers high. 53.57% male respondents and 46.43% female respondents are agreed. On comparison of both High Courts' Data 66% respondents of Lucknow High Court (Bench) and 46% respondents of Chandigarh High Court are agreed. 20% respondents (8% strongly disagree+12% disagree) disagree that the dropout rate of women lawyers high. 60% male respondents and 40% female respondents are disagreed. On comparison of both High Courts' Data 22% of Chandigarh High Court and 18% respondent of Lucknow High Court (Bench) are disagree. 19% respondents are not sure. 5% respondents don't want to reply. This table establishes that the significant number 56% of respondents believes that the dropout rate of women lawyers high.

TABLE: 28 Do you think women are grossly underrepresented in leadership roles in the legal profession?				
STRATA		1.Lawyers of Chandigarh High Court	2. Lawyers of Lucknow High Court	TOTAL
Strongly Agree	Male	4 (66.67%) (33.33%)	8 (44.44%) (66.67%)	12 (50.00%) (100.00%)
	Female	2 (33.33%) (16.67%)	10 (55.56%) (83.33%)	12 (50.00%) (100.00%)
	Total	6 (12.00%) (25.00%)	18 (36.00%) (75.00%)	24 (24.00%) (100.00%)
Agree	Male	8 (44.44%) (44.44%)	10 (62.50%) (55.56%)	18 (52.94%) (100.00%)
	Female	10 (55.56%) (62.50%)	6 (37.50%) (37.50%)	16 (47.06%) (100.00%)
	Total	18 (36.00%) (52.94%)	16 (32.00%) (47.06%)	34 (34.00%) (100.00%)
Not Sure	Male	3 (37.50%) (37.50%)	5 (71.43%) (62.50%)	8 (53.33%) (100.00%)
	Female	5 (62.50%) (71.43%)	2 (28.57%) (28.57%)	7 (46.67%) (100.00%)
	Total	8 (16.00%) (53.85%)	7 (14.00%) (46.67%)	15 (15.00%) (100.00%)
Disagree	Male	6 (46.15%) (75.00%)	2 (50.00%) (25.00%)	8 (47.00%) (100.00%)
	Female	7 (53.85%) (77.78%)	2 (50.00%) (22.22%)	9 (52.94%) (100.00%)
	Total	13 (26.00%) (76.47%)	4 (8.00%) (23.53%)	17 (17.00%) (100.00%)
Strongly Disagree	Male	4 (80.00%) (100.00%)	0 (00.00%) (00.00%)	4 (50.00%) (100.00%)
	Female	1 (20.00%) (25.00%)	3 (100.00%) (75.00%)	4 (50.00%) (100.00%)
	Total	5 (10.00%) (62.50%)	3 (6.00%) (37.50%)	8 (8.00%) (100.00%)
No Reply	Male	0 (00.00%) (00.00%)	0 (00.00%) (00.00%)	0 (00.00%) (00.00%)
	Female	0 (00.00%) (00.00%)	2 (100.00%) (100.00%)	2 (100.00%) (100.00%)
	Total	0 (00.00%) (00.00%)	2 (4.00%) (100.00%)	2 (2.00%) (100.00%)
Total	Total	50 (100.00%)	50 (100.00%)	100 (100.00%)
%	%	100%	100%	100%

Table 28 illustrates that 58% respondents (24% strongly agree + 34% agree) agree that women are grossly underrepresented in leadership roles in the legal profession. 57.21% male respondents and 48.28% female respondents are agreed. On comparison of both High Courts' data 68% respondents of Lucknow High Court (Bench) and 48% respondent of Chandigarh High Court are agreed. 25% respondents (8% strongly disagree + 17% disagree) disagree that women grossly underrepresented in leadership roles in the legal profession. 52% female respondents and 48% male respondents are disagreed. On comparison of both High Courts' data 36% respondents of Chandigarh High Court and 14% respondents of Lucknow High Court (Bench) are disagreed. 15% respondents are not sure. 2% respondents didn't want to reply. This table establishes that significant number 58% of respondents believes that women grossly underrepresented leadership roles in judiciary.

TABLE: 29 Do you think women are hindered from career advancement due to stereotypical role expectation?				
STRATA		1.Lawyers of Chandigarh High Court	2. Lawyers of Lucknow High Court	TOTAL
Strongly Agree	Male	2 (33.33%) (40.00%)	3 (42.86%) (60.00%)	5 (38.46%) (100.00%)
	Female	4 (66.67%) (50.00%)	4 (57.14%) (50.00%)	8 (61.54%) (100.00%)
	Total	6 (12.00%) (46.15%)	7 (14.00%) (53.85%)	13 (13.00%) (100.00%)
Agree	Male	8 (50.00%) (47.06%)	9 (56.25%) (52.94%)	17 (53.13%) (100.00%)
	Female	8 (50.00%) (53.33%)	7 (43.75%) (46.67%)	15 (46.87%) (100.00%)
	Total	16 (32.00%) (50.00%)	16 (32.00%) (50.00%)	32 (32.00%) (100.00%)
Not Sure	Male	3 (37.50%) (42.86%)	4 (36.36%) (57.14%)	7 (36.84%) (100.00%)
	Female	5 (62.50%) (41.67%)	7 (63.64%) (58.33%)	12 (63.16%) (100.00%)
	Total	8 (16.00%) (42.11%)	11 (22.00%) (57.89%)	19 (19.00%) (100.00%)
Disagree	Male	8 (61.54%) (47.06%)	9 (64.29%) (52.94%)	17 (62.96%) (100.00%)
	Female	5 (38.46%) (50.00%)	5 (35.71%) (50.00%)	10 (37.04%) (100.00%)
	Total	13 (26.00%) (48.15%)	14 (28.00%) (51.85%)	27 (27.00%) (100.00%)
Strongly Disagree	Male	4 (80.00%) (100.00%)	0 (00.00%) (00.00%)	4 (57.14%) (100.00%)
	Female	1 (20.00%) (100.00%)	2 (100.00%) (66.67%)	3 (42.86%) (100.00%)
	Total	5 (10.00%) (71.43%)	2 (4.00%) (28.57%)	7 (7.00%) (100.00%)
No Reply	Male	0 (00.00%) (00.00%)	0 (00.00%) (00.00%)	0 (00.00%) (00.00%)
	Female	2 (100.00%) (100.00%)	0 (00.00%) (00.00%)	2 (100.00%) (100.00%)
	Total	2 (2.00%) (100.00%)	0 (00.00%) (00.00%)	2 (2.00%) (100.00%)
Total	Total	50 (100.00%)	50 (100.00%)	100 (100.00%)
%	%	100%	100%	100%

Table 29 illustrates that 45% respondents (13% strongly agree + 32% agree) agree that women hindered from career advancement due to stereotypical role expectation. 51.11% female respondents and 48.89% male respondents are agreed. on comparison of both High Courts' data 46% respondents of Lucknow High Court (Bench) and 44% respondents of Chandigarh High Court are agreed. 34% respondents (7% strongly disagree + 27% disagree) disagree that women hindered career advancement due to stereotypical roles in judiciary. 61.76% male respondents and 38.24% female respondents are disagreed. On comparison of both High Courts' data 36% respondents of Chandigarh High Court and 32% respondents of Lucknow High Court (Bench) are disagreed. 19% respondents are not sure. 2% respondents didn't want to reply. This table establishes that significant number 45% of respondents believes that women's stereotypical role harms her from career advancement.

TABLE: 30 Do you think there is deep rooted institutional bias against women in the Indian Judiciary?				
STRATA		1.Lawyers of Chandigarh High Court	2. Lawyers of Lucknow High Court	TOTAL
Strongly Agree	Male	2 (40.00%) (100.00%)	0 (00.00%) (00.00%)	2 (20.00%) (100.00%)
	Female	3 (60.00%) (37.50%)	5 (100.00%) (62.50%)	8 (80.00%) (100.00%)
	Total	5 (10.00%) (50.00%)	5 (10.00%) (50.00%)	10 (10.00%) (100.00%)
Agree	Male	7 (63.64%) (100.00%)	10 (47.62%) (58.82%)	17 (53.13%) (100.00%)
	Female	4 (36.36%) (26.67%)	11 (52.38%) (73.33%)	15 (46.87%) (100.00%)
	Total	11 (22.00%) (34.37%)	21 (42.00%) (65.66%)	32 (32.00%) (100.00%)
Not Sure	Male	4 (33.33%) (57.14%)	3 (50.00%) (42.86%)	7 (38.89%) (100.00%)
	Female	8 (66.67%) (72.73%)	3 (50.00%) (27.27%)	11 (61.11%) (100.00%)
	Total	12 (24.00%) (66.67%)	6 (12.00%) (33.33%)	18 (18.00%) (100.00%)
Disagree	Male	9 (56.25%) (47.39%)	10 (66.67%) (52.63%)	19 (61.29%) (100.00%)
	Female	7 (43.75%) (58.33%)	5 (33.33%) (41.67%)	12 (38.71%) (100.00%)
	Total	16 (32.00%) (51.61%)	15 (30.00%) (48.39%)	31 (31.00%) (100.00%)
Strongly Disagree	Male	3 (60.00%) (75.00%)	1 (50.00%) (25.00%)	4 (57.14%) (100.00%)
	Female	2 (40.00%) (66.67%)	1 (50.00%) (33.33%)	3 (42.86%) (100.00%)
	Total	5 (10.00%) (71.43%)	2 (4.00%) (28.57%)	7 (7.00%) (100.00%)
No Reply	Male	0 (00.00%) (00.00%)	1 (100.00%) (100.00%)	1 (50.00%) (100.00%)
	Female	1 (100.00%) (100.00%)	0 (00.00%) (00.00%)	1 (50.00%) (100.00%)
	Total	1 (100.00%) (100.00%)	1 (2.00%) (50.00%)	2 (2.00%) (100.00%)
Total	Total	50 (100.00%)	50 (100.00%)	100 (100.00%)
%	%	100%	100%	100%

Table 30 illustrates that 42% respondents (10% strongly agree + 32% agree) agree that there is deep-rooted institutional bias against women in the Indian judiciary. 54.76% female respondents and 45.24% male respondents are agreed. On comparison of both High Courts' data 52% respondents of Lucknow High Court (Bench) and 32% of Chandigarh High Court are agreed. 38% respondents (7% strongly disagree + 31% disagree) disagree that in judiciary there is deep-rooted institutional bias against women. 60.53% male respondents and 39.47% female respondents are disagreed. On comparison of both High Courts' data 42% respondents of Chandigarh High Court and 34% respondents of Lucknow High Court (bench) are disagreed. 18% respondents are not sure. 2% respondents didn't want to reply. This table establishes that significant number 42% of respondents believes that in Indian judiciary deep-rooted institutional bias against women exists in glass-ceiling form.

TABLE: 31 Do you think feminist consciousness is more influenced by gender?				
STRATA		1.Lawyers of Chandigarh High Court	2. Lawyers of Lucknow High Court	TOTAL
Strongly Agree	Male	1 (14.29%) (11.11%)	8 (72.73%) (88.89%)	9 (50.00%) (100.00%)
	Female	6 (85.71%) (66.67%)	3 (27.27%) (33.33%)	9 (50.00%) (100.00%)
	Total	7 (14.00%) (38.89%)	11 (22.00%) (61.11%)	18 (18.00%) (100.00%)
Agree	Male	10 (62.25%) (52.63%)	9 (47.37%) (47.37%)	19 (54.29%) (100.00%)
	Female	6 (37.50%) (37.50%)	10 (52.63%) (62.50%)	16 (45.71%) (100.00%)
	Total	16 (32.00%) (45.71%)	19 (38.00%) (54.29%)	35 (35.00%) (100.00%)
Not Sure	Male	4 (44.44%) (80.00%)	1 (25.00%) (20.00%)	5 (38.46%) (100.00%)
	Female	5 (55.56%) (62.50%)	3 (75.00%) (37.50%)	8 (61.54%) (100.00%)
	Total	9 (18.00%) (69.23%)	4 (8.00%) (30.77%)	13 (13.00%) (100.00%)
Disagree	Male	8 (53.33%) (53.33%)	7 (58.33%) (46.67%)	15 (55.56%) (100.00%)
	Female	7 (46.67%) (58.33%)	5 (41.67%) (41.67%)	12 (44.44%) (100.00%)
	Total	15 (30.00%) (55.56%)	12 (24.00%) (44.44%)	27 (27.00%) (100.00%)
Strongly Disagree	Male	1 (50.00%) (100.00%)	0 (00.00%) (00.00%)	1 (20.00%) (100.00%)
	Female	1 (50.00%) (25.00%)	3 (100.00%) (75.00%)	4 (80.00%) (100.00%)
	Total	2 (4.00%) (40.00%)	3 (6.00%) (60.00%)	5 (5.00%) (100.00%)
No Reply	Male	1 (100.00%) (100.00%)	0 (00.00%) (00.00%)	1 (50.00%) (100.00%)
	Female	0 (00.00%) (00.00%)	1 (100.00%) (100.00%)	1 (50.00%) (100.00%)
	Total	1 (2.00%) (50.00%)	1 (2.00%) (50.00%)	2 (2.00%) (100.00%)
Total	Total	50 (100.00%)	50 (100.00%)	100 (100.00%)
%	%	100%	100%	100%

Table 31 illustrates that 53% respondents (18% strongly agree + 35% agree) agree that feminist consciousness more influenced by gender. 52.83% male respondents and 47.17% female respondents are agreed. On comparison of both High Courts' data 60% respondents of Lucknow High Court (Bench) and 46% respondents of Chandigarh High Court are agreed. 32% respondents (5% strongly disagree + 27% disagree) disagree that feminist consciousness is more influenced by gender. 50% male respondents and 50% female respondents are disagreed. On comparison of both High Courts' data 34% respondents of Chandigarh High Court and 30% respondents of Lucknow High Court (Bench) are disagreed. 13% respondents are not sure. 2% respondents didn't want to reply. This table establishes that the significant number 53% of respondents observes that feminist consciousness is more influenced by gender.

TABLE: 32 Do women lawyers tackle women and child issues (domestic violence, gender discrimination, child abuse and violence related to women and children) brilliantly?				
STRATA		1.Lawyers of Chandigarh High Court	2. Lawyers of Lucknow High Court	TOTAL
Strongly Agree	Male	4 (28.57%) (30.77%)	9 (47.37%) (69.23%)	13 (39.39%) (100.00%)
	Female	10 (71.43%) (50.00%)	10 (52.63%) (50.00%)	20 (60.61%) (100.00%)
	Total	14 (28.00%) (42.42%)	19 (38.00%) (57.58%)	33 (33.00%) (100.00%)
Agree	Male	12 (85.71%) (63.16%)	7 (50.00%) (36.84%)	19 (67.86%) (100.00%)
	Female	2 (14.29%) (22.22%)	7 (50.00%) (77.78%)	9 (32.14%) (100.00%)
	Total	14 (28.00%) (50.00%)	14 (28.00%) (50.00%)	28 (28.00%) (100.00%)
Not Sure	Male	3 (60.00%) (50.00%)	3 (75.00%) (50.00%)	6 (66.67%) (100.00%)
	Female	2 (40.00%) (66.67%)	1 (25.00%) (33.33%)	3 (33.33%) (100.00%)
	Total	5 (10.00%) (55.56%)	4 (8.00%) (44.44%)	9 (9.00%) (100.00%)
Disagree	Male	6 (42.86%) (66.67%)	3 (42.86%) (33.33%)	9 (32.14%) (100.00%)
	Female	8 (57.14%) (66.67%)	4 (57.14%) (33.33%)	12 (57.14%) (100.00%)
	Total	14 (28.00%) (66.67%)	7 (14.00%) (33.33%)	21 (21.00%) (100.00%)
Agree	Male	0 (00.00%) (00.00%)	1 (33.33%) (100.00%)	1 (16.67%) (100.00%)
	Female	3 (100.00%) (60.00%)	2 (66.67%) (40.00%)	5 (83.33%) (100.00%)
	Total	3 (6.00%) (50.00%)	3 (6.00%) (50.00%)	6 (6.00%) (100.00%)
No Reply	Male	0 (00.00%) (00.00%)	2 (66.67%) (40.00%)	2 (66.67%) (100.00%)
	Female	0 (00.00%) (00.00%)	1 (33.33%) (100.00%)	1 (33.33%) (100.00%)
	Total	0 (00.00%) (00.00%)	3 (6.00%) (100.00%)	3 (3.00%) (100.00%)
Total	Total	50 (100.00%)	50 (100.00%)	100 (100.00%)s
%	%	100%	100%	100%

Table 32 illustrates that 61% respondents (33% strongly agree + 28% agree) agree that women lawyers tackle women and child issues brilliantly. 52.46% male respondents and 47.54% female respondents are agreed. On comparison of both High Courts' data 66% respondents of Lucknow High Court (Bench) and 56% respondents of Chandigarh High Court are agree. 27% respondents (6% strongly disagree + 21% disagree) disagree that women lawyers tackle women and child issues brilliantly. 62.96% female respondents and 37.04% male respondents are disagreed. On comparison of both High Courts' data 34% respondents of Chandigarh High Court and 20% respondents of Lucknow High Court (Bench) are disagreed. 9% respondents are not sure. 3% respondents didn't want to reply. This table establishes that significant number 61% of respondents believes that women handle women and child issues brilliantly.

TABLE: 33 Does the current system of appointments (of male dominated collegiums) should be changed to include more women on the appointment panel?				
STRATA		1.Lawyers of Chandigarh High Court	2. Lawyers of Lucknow High Court	TOTAL
Strongly Agree	Male	3 (27.27%) (20.00%)	12 (50.00%) (80.00%)	15 (42.86%) (100.00%)
	Female	8 (72.73%) (40.00%)	12 (50.00%) (60.00%)	20 (57.14%) (100.00%)
	Total	11 (22.00%) (31.43%)	24 (48.00%) (68.57%)	35 (35.00%) (100.00%)
Agree	Male	13 (59.09%) (59.09%)	9 (50.00%) (40.96%)	22 (55.00%) (100.00%)
	Female	9 (40.91%) (50.00%)	9 (50.00%) (50.00%)	18 (45.00%) (100.00%)
	Total	22 (44.00%) (55.00%)	18 (36.00%) (45.00%)	40 (40.00%) (100.00%)
Not Sure	Male	4 (50.00%) (80.00%)	1 (50.00%) (20.00%)	5 (50.00%) (100.00%)
	Female	4 (50.00%) (80.00%)	1 (50.00%) (20.00%)	5 (50.00%) (100.00%)
	Total	8 (16.00%) (80.00%)	2 (4.00%) (20.00%)	10 (10.00%) (100.00%)
Disagree	Male	4 (50.00%) (57.14%)	3 (60.00%) (42.86%)	7 (53.85%) (100.00%)
	Female	4 (50.00%) (66.67%)	2 (40.00%) (33.33%)	6 (46.15%) (100.00%)
	Total	8 (16.00%) (61.54%)	5 (10.00%) (38.46%)	13 (13.00%) (100.00%)
Strongly Disagree	Male	1 (100.00%) (100.00%)	0 (00.00%) (00.00%)	1 (50.00%) (100.00%)
	Female	0 (00.00%) (00.00%)	1 (100.00%) (100.00%)	1 (50.00%) (100.00%)
	Total	1 (2.00%) (50.00%)	1 (2.00%) (50.00%)	2 (2.00%) (100.00%)
No Reply	Male	0 (00.00%) (00.00%)	0 (00.00%) (00.00%)	0 (00.00%) (00.00%)
	Female	0 (00.00%) (00.00%)	0 (00.00%) (00.00%)	0 (00.00%) (00.00%)
	Total	0 (00.00%) (00.00%)	0 (00.00%) (00.00%)	0 (00.00%) (00.00%)
Total	Total	50 (100.00%)	50 (100.00%)	100 (100.00%)
%	%	100%	100%	100%

Table 33 illustrates that 75% (35% strongly agree + 40% agree) agree that system of appointments should be changed to include more women on the appointment panel. 50.67% female respondents and 49.33% male respondents are agreed. On comparison of both High Courts' data 84% respondents of Lucknow High Court (Bench) and 66% respondents of Chandigarh High Court are agreed. 15% respondents (2% strongly disagree + 13% disagree) disagree that in current system of appointments should be changed to include more women in the appointment panel. 53.33% male respondents and 46.67% respondents are disagreed. On comparison of both High Courts' data 18% respondents of Chandigarh High Court and 12% respondents of Lucknow High Court (Bench) are disagree. 10% respondents are not sure. This table establishes that the significant number 75% respondents favour to include more women in the appointment panel.

**TABLE: 34 Should we have quota-based reservations for women in the judiciary?**

STRATA		1.Lawyers of Chandigarh High Court	2. Lawyers of Lucknow High Court	TOTAL
Strongly Agree	Male	7 (53.85%) (46.15%)	8 (34.78%) (53.33%)	15 (41.67%) (100.00%)
	Female	6 (46.15%) (28.57%)	15 (65.22%) (71.43%)	21 (58.33%) (100.00%)
	Total	13 (26.00%) (36.11%)	23 (46.00%) (63.89%)	36 (36.00%) (100.00%)
Agree	Male	3 (42.86%) (42.86%)	4 (40.00%) (57.14%)	7 (41.18%) (100.00%)
	Female	4 (57.14%) (40.00%)	6 (60.00%) (60.00%)	10 (58.82%) (100.00%)
	Total	7 (14.00%) (41.18%)	10 (20.00%) (58.82%)	17 (17.00%) (100.00%)
Not Sure	Male	3 (75.00%) (100.00%)	0 (00.00%) (00.00%)	3 (75.00%) (100.00%)
	Female	1 (25.00%) (100.00%)	0 (00.00%) (00.00%)	1 (25.00%) (100.00%)
	Total	4 (8.00%) (100.00%)	0 (00.00%) (00.00%)	4 (4.00%) (100.00%)
Disagree	Male	7 (43.75%) (46.67%)	8 (88.89%) (53.33%)	15 (60.00%) (100.00%)
	Female	9 (56.25%) (90.00%)	1 (11.11%) (10.00%)	10 (40.00%) (100.00%)
	Total	16 (32.00%) (64.00%)	9 (18.00%) (36.00%)	25 (25.00%) (100.00%)
Agree	Male	5 (50.00%) (50.00%)	5 (71.43%) (50.00%)	10 (58.82%) (100.00%)
	Female	5 (50.00%) (71.43%)	2 (28.57%) (28.57%)	7 (41.18%) (100.00%)
	Total	10 (20.00%) (58.82%)	7 (14.00%) (41.18%)	17 (17.00%) (100.00%)
No Reply	Male	0 (00.00%) (00.00%)	0 (00.00%) (00.00%)	0 (00.00%) (00.00%)
	Female	0 (00.00%) (00.00%)	1 (100.00%) (100.00%)	1 (100.00%) (100.00%)
	Total	0 (00.00%)	1 (2.00%) (100.00%)	1 (1.00%) (100.00%)
Total	Total	50 (100.00%)	50 (100.00%)	100 (100.00%)
%	%	100%	100%	100%

Table 34 illustrates that 53% respondents (36% strongly agree + 17% agree) agree that we should have quota based reservation for women in the judiciary. 58.49% female respondents and 41.51% male respondents are agreed. On comparison of both High Courts' data 66% respondents of Lucknow High Court (Bench and 40% respondents of Chandigarh High Court are disagreed. 42% respondents (17% strongly disagree + 25% disagree) disagree that women should have quota-based reservation in judiciary. 59.52% male respondents and 40.48% female respondents are disagreed. On comparison of both High Courts' data 52% respondents of Chandigarh High Court and 32% respondents of Lucknow High Court (Bench) are disagreed. 4% respondents are not sure. 1% respondents didn't want to reply. This table establishes that the significant number 53% of respondents agree that there should be reservation quota for women in judiciary.

TABLE: 35 Do women lawyers have same working hours and work timings as their male counterparts?				
STRATA		1.Lawyers of Chandigarh High Court	2. Lawyers of Lucknow High Court	TOTAL
Strongly Agree	Male	7 (43.75%) (46.67%)	8 (61.54%) (53.33%)	15 (51.72%) (100.00%)
	Female	9 (56.25%) (64.29%)	5 (38.46%) (35.71%)	14 (48.28%) (100.00%)
	Total	16 (32.00%) (55.17%)	13 (26.00%) (44.83%)	29 (29.00%) (100.00%)
Agree	Male	17 (73.91%) (68.00%)	8 (40.00%) (32.00%)	25 (58.14%) (100.00%)
	Female	6 (26.09%) (33.33%)	12 (60.00%) (66.67%)	18 (41.86%) (100.00%)
	Total	23 (46.00%) (53.49%)	20 (40.00%) (32.00%)	43 (43.00%) (100.00%)
Not Sure	Male	1 (33.33%) (100.00%)	0 (00.00%) (00.00%)	1 (16.67%) (100.00%)
	Female	2 (66.67%) (40.00%)	3 (100.00%) (60.00%)	5 (83.33%) (100.00%)
	Total	3 (6.00%) (50.00%)	3 (6.00%) (50.00%)	6 (6.00%) (100.00%)
Disagree	Male	0 (00.00%) (00.00%)	7 (77.78%) (100.00%)	7 (43.75%) (100.00%)
	Female	7 (100.00%) (77.78%)	2 (22.22%) (22.22%)	9 (56.25%) (100.00%)
	Total	7 (14.00%) (43.75%)	9 (18.00%) (56.25%)	16 (16.00%) (100.00%)
Agree	Male	0 (00.00%) (00.00%)	2 (40.00%) (100.00%)	2 (33.33%) (100.00%)
	Female	1 (100.00%) (25.00%)	3 (60.00%) (75.00%)	4 (66.67%) (100.00%)
	Total	1 (2.00%) (16.67%)	5 (10.00%) (83.33%)	6 (6.00%) (100.00%)
No Reply	Male	0 (00.00%) (00.00%)	0 (00.00%) (00.00%)	0 (00.00%) (00.00%)
	Female	0 (00.00%) (00.00%)	0 (00.00%) (00.00%)	0 (00.00%) (00.00%)
	Total	0 (00.00%) (00.00%)	0 (00.00%) (00.00%)	0 (00.00%) (00.00%)
Total	Total	50 (100.00%)	50 (100.00%)	100 (100.00%)
%	%	100%	100%	100%

Table 35 illustrates 72% respondents (29% strongly agree + 43% agree) agree that women lawyers have same working hours and work timings. 55.56% male respondents and 44.44% female respondents are agreed. On comparison of both High Courts' data 78% respondents of Chandigarh High Court and 66% of Lucknow High Court are agreed. 22% respondents (6% strongly disagree + 16% disagree) disagree that women lawyers have same working hours and work timings. 59.09% female respondents and 40.91% male respondents are disagreed. On comparison of both High Courts' data 28% respondents of Lucknow High Court (Bench) and 16% respondents of Chandigarh High Court are disagreed. 6% respondents are not sure. This table establishes that a significant number 72% respondent believes that women have same working hours.

TABLE: 36 Do you think there should be reservation for women in the higher judiciary proposed by Parliamentary Standing committee on law and justice?				
STRATA		1.Lawyers of Chandigarh High Court	2. Lawyers of Lucknow High Court	TOTAL
Strongly Agree	Male	4 (40.00%) (26.67%)	11 (50.00%) (73.33%)	15 (46.88%) (100.00%)
	Female	6 (60.00%) (35.29%)	11 (50.00%) (64.71%)	17 (53.12%) (100.00%)
	Total	10 (20.00%) (31.25%)	22 (44.00%) (68.75%)	32 (32.00%) (100.00%)
Agree	Male	7 (58.33%) (77.78%)	2 (20.00%) (22.22%)	9 (40.91%) (100.00%)
	Female	5 (41.67%) (38.46%)	8 (80.00%) (61.54%)	13 (40.91%) (100.00%)
	Total	12 (24.00%) (54.55%)	10 (33.33%) (50.00%)	22 (22.00%) (100.00%)
Not Sure	Male	1 (50.00%) (50.00%)	1 (33.33%) (50.00%)	2 (40.00%) (100.00%)
	Female	1 (50.00%) (33.33%)	2 (66.67%) (66.67%)	3 (60.00%) (100.00%)
	Total	2 (4.00%) (40.00%)	3 (6.00%) (60.00%)	5 (5.00%) (100.00%)
Disagree	Male	7 (41.18%) (41.18%)	10 (83.33%) (58.82%)	17 (58.62%) (100.00%)
	Female	10 (58.82%) (83.33%)	2 (16.67%) (16.67%)	12 (41.38%) (100.00%)
	Total	17 (34.00%) (58.62%)	12 (24.00%) (41.38%)	29 (29.00%) (100.00%)
Strongly Disagree	Male	5 (62.50%) (83.33%)	1 (33.33%) (16.67%)	6 (54.55%) (100.00%)
	Female	3 (37.50%) (60.00%)	2 (66.67%) (40.00%)	5 (45.45%) (100.00%)
	Total	8 (16.00%) (72.73%)	3 (6.00%) (27.27%)	11 (11.00%) (100.00%)
No Reply	Male	1 (100.00%) (100.00%)	0 (00.00%) (00.00%)	1 (100.00%) (100.00%)
	Female	0 (00.00%) (00.00%)	0 (00.00%) (00.00%)	0 (00.00%) (00.00%)
	Total	1 (2.00%) (100.00%)	0 (00.00%) (00.00%)	1 (1.00%) (100.00%)
Total	Total	50 (100.00%)	50 (100.00%)	100 (100.00%)
%	%	100%	100%	100%

Table 36 illustrates 54% respondents (32% strongly agree + 22% agree) agree that there should be reservation for women in the judiciary proposed by Parliamentary Standing Committee on law and justice. 55.56% female respondents and 44.44% male respondents are agreed. On comparison of both High Courts' data 64% respondents of Lucknow High Court (Bench) and 44% respondents of Chandigarh High Court are agreed. 40% respondents (11% strongly disagree + 29% disagree) disagree that there should be reservation for women in judiciary. 57.50% male respondents and 42.50% female respondents are disagreed. On comparison of both High Courts' data 50% respondents of Chandigarh High Court and 30% respondents of Lucknow High Court (Bench) are disagreed. 5% respondents are not sure. 1% respondent didn't want to reply. This table establishes that significant number 54% of respondents believe that there should be reservation for women in judiciary.

TABLE: 37 Do you think law firms with women hiring partners are more likely to encourage female entry-level candidates?				
STRATA		1.Lawyers of Chandigarh High Court	2. Lawyers of Lucknow High Court	TOTAL
Strongly Agree	Male	4 (28.57%) (57.14%)	3 (37.50%) (42.86%)	7 (31.82%) (100.00%)
	Female	10 (71.43%) (66.67%)	5 (62.50%) (33.33%)	15 (68.18%) (100.00%)
	Total	14 (28.00%) (63.64%)	8 (16.00%) (36.36%)	22 (22.00%) (100.00%)
Agree	Male	8 (53.33%) (38.10%)	13 (59.09%) (61.90%)	21 (56.76%) (100.00%)
	Female	7 (46.67%) (43.75%)	9 (40.91%) (56.25%)	16 (43.24%) (100.00%)
	Total	15 (30.00%) (40.54%)	22 (44.00%) (59.46%)	37 (37.00%) (100.00%)
Not Sure	Male	4 (50.00%) (80.00%)	1 (16.67%) (20.00%)	5 (35.71%) (100.00%)
	Female	4 (50.00%) (44.44%)	5 (83.33%) (55.56%)	9 (64.29%) (100.00%)
	Total	8 (16.00%) (57.14%)	6 (12.00%) (42.86%)	14 (14.00%) (100.00%)
Disagree	Male	6 (66.67%) (50.00%)	6 (75.00%) (50.00%)	12 (70.59%) (100.00%)
	Female	3 (33.33%) (60.00%)	2 (25.00%) (40.00%)	5 (29.41%) (100.00%)
	Total	9 (18.00%) (52.94%)	8 (16.00%) (47.06%)	17 (17.00%) (100.00%)
Strongly Disagree	Male	1 (100.00%) (50.00%)	1 (25.00%) (50.00%)	2 (40.00%) (100.00%)
	Female	0 (00.00%) (00.00%)	3 (75.00%) (100.00%)	3 (60.00%) (100.00%)
	Total	1 (2.00%) (20.00%)	4 (8.00%) (80.00%)	5 (10.00%) (100.00%)
No Reply	Male	2 (66.67%) (66.67%)	1 (50.00%) (33.33%)	3 (60.00%) (100.00%)
	Female	1 (33.33%) (50.00%)	1 (50.00%) (50.00%)	2 (40.00%) (100.00%)
	Total	3 (6.00%) (60.00%)	2 (4.00%) (40.00%)	5 (10.00%) (100.00%)
Total	Total	50 (100.00%)	50 (100.00%)	50 (100.00%)
%	%	100%	100%	100%

Table 37 illustrates that 59% (22% strongly agree +37% agree) agree that law firms with women hiring partners are more likely to encourage female entry-level candidates. 52.54% female respondents and 47.46% male respondents are agreed. On comparison of both High Courts' data 60% respondents of Lucknow High Court (Bench) and 58% respondents of Chandigarh High Court are agreed. 22% respondents (5% strongly disagree + 17% disagree) disagree that law firms with women hiring partners are more likely to encourage female entry-level candidates. 63.64% male respondents and 36.36% female respondents are disagreed. On comparison of both High Courts' data 24% respondents of Lucknow High Court (Bench) and 20% respondents of Chandigarh High Court are disagreed. 14% are not are not sure. 5% respondents didn't want to reply. This table establishes that significant number 59% of respondents agree that law firms with women hiring partners to

encourage female entry-level.

TABLE: 38 Do you think women lawyers across the country are shining with their brilliance and giving a tough competition to their male partners?				
STRATA		1.Lawyers of Chandigarh High Court	2. Lawyers of Lucknow High Court	TOTAL
Strongly Agree	Male	7 (30.43%) (50.00%)	7 (50.00%) (50.00%)	14 (37.84%) (100.00%)
	Female	16 (69.57%) (69.57%)	7 (50.00%) (30.43%)	23 (62.16%) (100.00%)
	Total	23 (46.00%) (62.16%)	14 (28.00%) (37.84%)	37 (37.00%) (100.00%)
Agree	Male	6 (50.00%) (46.15%)	7 (35.00%) (53.85%)	13 (40.63%) (100.00%)
	Female	6 (50.00%) (31.58%)	13 (65.00%) (68.42%)	19 (59.37%) (100.00%)
	Total	12 (24.00%) (37.50%)	20 (40.00%) (62.50%)	32 (32.00%) (100.00%)
Not Sure	Male	5 (100.00%) (62.50%)	3 (75.00%) (37.50%)	8 (88.89%) (100.00%)
	Female	0 (00.00%) (00.00%)	1 (25.00%) (100.00%)	1 (11.11%) (100.00%)
	Total	5 (10.00%) (55.56%)	4 (8.00%) (44.44%)	9 (9.00%) (100.00%)
Disagree	Male	5 (71.43%) (45.45%)	6 (85.71%) (54.55%)	11 (78.57%) (100.00%)
	Female	2 (28.57%) (66.67%)	1 (14.29%) (33.33%)	3 (21.43%) (100.00%)
	Total	7 (14.00%) (50.00%)	7 (14.00%) (50.00%)	14 (14.00%) (100.00%)
Agree	Male	1 (100.00%) (33.33%)	2 (40.00%) (66.67%)	3 (50.00%) (100.00%)
	Female	0 (00.00%) (00.00%)	3 (60.00%) (100.00%)	3 (21.43%) (100.00%)
	Total	1 (2.00%) (16.67%)	5 (10.00%) (83.33%)	6 (6.00%) (100.00%)
No Reply	Male	1 (50.00%) (100.00%)	0 (00.00%) (00.00%)	1 (50.00%) (100.00%)
	Female	1 (50.00%) (100.00%)	0 (00.00%) (00.00%)	1 (50.00%) (100.00%)
	Total	2 (4.00%) (100.00%)	0 (00.00%) (00.00%)	2 (2.00%) (100.00%)
Total	Total	50 (100.00%)	50 (100.00%)	100 (100.00%)
%	%	100%	100%	100%

Table 38 illustrates that 69% respondents (37% strongly agree + 32% agree) agree that women lawyers across the country are shining with their brilliance and giving a tough competition to their male counterparts. 60.87% female respondents and 39.13% male respondents are agreed. On comparison both High Court data 70% of Chandigarh High Court and 68% respondents of Lucknow High Court (Bench) are agreed. 20% respondents (6% strongly disagree + 14% disagree) disagree that women lawyers across the country are shining with their brilliance and giving a tough competition to their male counterparts. 70% male respondents and 30% female respondents are disagreed. On comparison of both High Courts' 24% respondents of Lucknow High Court (Bench) and 16% respondents of Chandigarh High Court are disagreed. 9% respondents are not sure. 2% respondents didn't want to reply. This table establishes that the significant number 69% respondents believe that women lawyers across the country are shining with their brilliance and giving a tough competition to their male counterparts.

TABLE: 39 Do you agree women's are more effective law makers than men?				
STRATA		1.Lawyers of Chandigarh High Court	2. Lawyers of Lucknow High Court	TOTAL
Strongly Agree	Male	3 (27.27%) (37.50%)	5 (45.45%) (62.50%)	8 (36.36%) (100.00%)
	Female	8 (72.73%) (57.14%)	6 (54.55%) (42.86%)	14 (63.64%) (100.00%)
	Total	11 (22.00%) (50.00%)	11 (22.00%) (50.00%)	22 (22.00%) (100.00%)
Agree	Male	2 (25.00%) (33.33%)	4 (25.00%) (66.67%)	6 (25.00%) (100.00%)
	Female	6 (75.00%) (33.33%)	12 (75.00%) (66.67%)	18 (75.00%) (100.00%)
	Total	8 (16.00%) (33.33%)	16 (32.00%) (66.67%)	24 (24.00%) (100.00%)
Not Sure	Male	9 (60.00%) (69.23%)	4 (66.67%) (30.77%)	13 (61.90%) (100.00%)
	Female	6 (40.00%) (75.00%)	2 (33.33%) (25.00%)	8 (38.10%) (100.00%)
	Total	15 (30.00%) (71.43%)	6 (12.00%) (28.57%)	21 (21.00%) (100.00%)
Disagree	Male	7 (58.33%) (43.75%)	9 (100.00%) (56.25%)	16 (76.19%) (100.00%)
	Female	5 (41.67%) (100.00%)	0 (00.00%) (00.00%)	5 (23.81%) (100.00%)
	Total	12 (24.00%) (57.14%)	9 (18.00%) (42.86%)	21 (21.00%) (100.00%)
Strongly Disagree	Male	4 (100.00%) (80.00%)	1 (16.67%) (20.00%)	5 (50.00%) (100.00%)
	Female	0 (00.00%) (00.00%)	5 (83.33%) (100.00%)	5 (50.00%) (100.00%)
	Total	4 (8.00%) (40.00%)	6 (12.00%) (60.00%)	10 (10.00%) (100.00%)
No Reply	Male	0 (00.00%) (00.00%)	2 (100.00%) (100.00%)	2 (100.00%) (100.00%)
	Female	0 (00.00%) (00.00%)	0 (00.00%) (00.00%)	0 (00.00%) (00.00%)
	Total	0 (00.00%) (00.00%)	2 (4.00%) (100.00%)	2 (2.00%) (100.00%)
Total	Total	50 (100.00%)	50 (100.00%)	100 (100.00%)
%	%	100%	100%	100%

Table 39 illustrates that 46% respondents (22% strongly agree + 24% agree) agree that women's are more effective lawmakers than men. 69.57% female respondents and 30.43% male respondents are agreed. On comparison of both High Courts' data 54% respondents of Lucknow High Court (Bench) and 38% respondent of Chandigarh High Court are agreed. 31% respondents (10% strongly disagree + 21% disagree) disagree that women's are more effective lawmakers than men. 67.74% male respondents and 32.26% female respondents are disagreed. On comparison of both High Courts' data 32% respondents of Chandigarh High Court and 30% respondents of Lucknow High Court (Bench) are disagreed. 21% respondents are not sure. 2% respondents didn't want to reply. This table establishes that significant number 46% respondents believe that women's are more effective lawmakers than men.

TABLE: 40 Gender Bias can be a legitimate basis for a lawsuit under anti-discrimination statutes?				
STRATA		1.Lawyers of Chandigarh High Court	2. Lawyers of Lucknow High Court	TOTAL
Strongly Agree	Male	4 (57.14%) (66.67%)	2 (25.00%) (33.33%)	6 (40.00%) (100.00%)
	Female	3 (42.36%) (33.33%)	6 (75.00%) (66.67%)	9 (60.00%) (100.00%)
	Total	7 (14.00%) (46.67%)	8 (16.00%) (53.33%)	15 (15.00%) (100.00%)
Agree	Male	0 (00.00%) (00.00%)	8 (66.67%) (100.00%)	8 (42.11%) (100.00%)
	Female	7 (100.00%) (63.64%)	4 (33.33%) (36.36%)	11 (57.89%) (100.00%)
	Total	7 (14.00%) (36.84%)	12 (24.00%) (63.16%)	19 (19.00%) (100.00%)
Not Sure	Male	7 (53.85%) (53.85%)	6 (60.00%) (46.15%)	13 (56.52%) (100.00%)
	Female	6 (46.15%) (60.00%)	4 (40.00%) (40.00%)	10 (43.48%) (100.00%)
	Total	13 (26.00%) (56.52%)	10 (20.00%) (43.48%)	23 (23.00%) (100.00%)
Disagree	Male	7 (53.85%) (53.85%)	8 (53.33%) (53.33%)	15 (53.57%) (100.00%)
	Female	6 (46.15%) (46.15%)	7 (46.67%) (53.85%)	13 (46.43%) (100.00%)
	Total	13 (26.00%) (46.43%)	15 (30.00%) (53.57%)	28 (28.00%) (100.00%)
Strongly Disagreed	Male	4 (100.00%) (100.00%)	0 (00.00%) (00.00%)	4 (50.00%) (100.00%)
	Female	0 (00.00%) (00.00%)	4 (100.00%) (100.00%)	4 (50.00%) (100.00%)
	Total	4 (8.00%) (50.00%)	4 (8.00%) (50.00%)	8 (8.00%) (100.00%)
No Reply	Male	3 (50.00%) (75.00%)	1 (100.00%) (25.00%)	4 (57.14%) (100.00%)
	Female	3 (50.00%) (100.00%)	0 (00.00%) (00.00%)	3 (42.86%) (100.00%)
	Total	6 (12.00%) (85.71%)	1 (100.00%) (25.00%)	7 (7.00%) (100.00%)
Total	Total	50 (100.00%)	50 (100.00%)	100 (100.00%)
%	%	100%	100%	100%

Table 40 illustrates that 36% respondents (8% strongly disagree + 28% disagree) disagree that gender bias can be a legitimate basis for a lawsuit under anti-discrimination statutes. 52.78% male respondents and 47.22% female respondents are disagreed. On comparison of both High Courts' data 38% respondents of Lucknow High Court (Bench) and 34% respondents of Chandigarh High Court are disagreed. 34% respondents (15% strongly agree + 19% agree) agree that gender bias can be a legitimate basis for a lawsuit under anti-discrimination statutes. 58.82% female respondents and 41.18% male respondents are agreed. On comparison of both High Courts' data 40% respondents of Lucknow High Court (Bench) and 28% Chandigarh High Court are agreed. 23% respondents are not sure. 7% respondents didn't want to reply. This table establishes that significant number 36% of respondents deny that gender bias

can't be a legitimate basis for a lawsuit under anti-discrimination statutes.

TABLE: 41 Do you think in judiciary women lawyers also been discriminated despite their high rank?				
STRATA		1.Lawyers of Chandigarh High Court	2. Lawyers of Lucknow High Court	TOTAL
Strongly Agree	Male	3 (42.86%) (33.33%)	6 (54.55%) (66.67%)	9 (50.00%) (100.00%)
	Female	4 (57.14%) (44.44%)	5 (45.45%) (55.56%)	9 (50.00%) (100.00%)
	Total	7 (14.00%) (38.89%)	11 (22.00%) (61.11%)	18 (18.00%) (100.00%)
Agree	Male	3 (14.00%) (38.89%)	7 (43.75%) (70.00%)	10 (43.48%) (100.00%)
	Female	4 (57.14%) (30.77%)	9 (56.25%) (69.23%)	13 (56.52%) (100.00%)
	Total	7 (14.00%) (30.43%)	16 (32.00%) (69.57%)	23 (23.00%) (100.00%)
Not Sure	Male	3 (42.86%) (60.00%)	2 (40.00%) (40.00%)	5 (41.67%) (100.00%)
	Female	4 (57.14%) (57.14%)	3 (60.00%) (42.86%)	7 (58.33%) (100.00%)
	Total	7 (14.00%) (58.33%)	5 (10.00%) (41.67%)	12 (12.00%) (100.00%)
Disagree	Male	11 (52.38%) (57.89%)	8 (66.67%) (42.11%)	19 (57.58%) (100.00%)
	Female	10 (47.62%) (71.43%)	4 (33.33%) (28.57%)	14 (42.42%) (100.00%)
	Total	21 (42.00%) (63.64%)	12 (24.00%) (36.36%)	33 (33.00%) (100.00%)
Strongly Disagree	Male	4 (57.14%) (80.00%)	1 (25.00%) (20.00%)	5 (41.67%) (100.00%)
	Female	3 (42.86%) (50.00%)	3 (75.00%) (50.00%)	6 (54.55%) (100.00%)
	Total	7 (14.00%) (63.64%)	4 (8.00%) (36.36%)	11 (11.00%) (100.00%)
No Reply	Male	1 (100.00%) (50.00%)	1 (50.00%) (50.00%)	2 (66.67%) (100.00%)
	Female	0 (00.00%) (00.00%)	1 (50.00%) (100.00%)	1 (33.33%) (100.00%)
	Total	1 (2.00%) (33.33%)	2 (4.00%) (66.67%)	3 (3.00%) (100.00%)
Total	Total	50 (100.00%)	50 (100.00%)	100 (100.00%)
%	%	100%	100%	100%

Table 41 illustrates that 44% respondents (11% strongly disagree + 33% disagree) disagree that in judiciary women lawyers also been discriminated despite their high rank. 54.55% male respondents and 45.45% female respondents are disagreed. On comparison of both High Courts' data 56% respondents of Chandigarh High Court and 32% respondents of Lucknow High Court (Bench) are disagreed. 41% respondents (18% strongly agree + 23% agree) agree that women lawyers discriminated despite their high rank in judiciary. 53.66% female respondents and 46.34% male respondents are agreed. On comparison of both High Courts' data 54% respondents of Lucknow High Court (Bench) and 28% respondents of Chandigarh High Court are agreed. 12% respondents are not sure. 3% respondents didn't want to reply. This table establishes that the significant 44% respondents believe that women are not discriminated despite their high rank in judiciary.

TABLE: 42 Do masculine names help female become lawyers?					
STRATA		1.Lawyers of Chandigarh High Court	2. Lawyers of Lucknow High Court	TOTAL	
Strongly Agree	Male	2 (100.00%) (22.22%)	7 (70.00%) (77.78%)	9 (75.00%) (100.00%)	
	Female	0 (00.00%) (00.00%)	3 (30.00%) (100.00%)	3 (25.00%) (100.00%)	
	Total	2 (4.00%) (16.67%)	10 (20.00%) (83.33%)	12 (12.00%) (100.00%)	
Agree	Male	5 (62.50%) (55.56%)	4 (26.67%) (44.44%)	9 (39.13%) (100.00%)	
	Female	3 (37.50%) (21.43%)	11 (73.33%) (78.57%)	14 (60.87%) (100.00%)	
	Total	8 (16.00%) (34.78%)	15 (30.00%) (65.22%)	23 (23.00%) (100.00%)	
Not Sure	Male	5 (62.50%) (83.33%)	1 (50.00%) (16.67%)	6 (60.00%) (100.00%)	
	Female	3 (37.50%) (75.00%)	1 (50.00%) (25.00%)	4 (40.00%) (100.00%)	
	Total	8 (16.00%) (80.00%)	2 (4.00%) (20.00%)	10 (10.00%) (100.00%)	
Disagree	Male	7 (36.84%) (50.00%)	7 (58.33%) (50.00%)	14 (45.16%) (100.00%)	
	Female	12 (63.16%) (70.59%)	5 (41.67%) (29.41%)	17 (54.84%) (100.00%)	
	Total	19 (38.00%) (61.29%)	12 (24.00%) (38.71%)	31 (31.00%) (100.00%)	
Strongly Disagree	Male	5 (41.67%) (55.56%)	4 (57.14%) (44.44%)	9 (47.37%) (100.00%)	
	Female	7 (58.33%) (70.00%)	3 (42.86%) (30.00%)	10 (52.63%) (100.00%)	
	Total	12 (24.00%) (63.16%)	7 (14.00%) (36.84%)	19 (19.00%) (100.00%)	
No Reply	Male	1 (100.00%) (33.33%)	2 (50.00%) (66.67%)	3 (60.00%) (100.00%)	
	Female	0 (00.00%) (00.00%)	2 (50.00%) (100.00%)	2 (40.00%) (100.00%)	
	Total	1 (2.00%) (20.00%)	4 (8.00%) (80.00%)	5 (5.00%) (100.00%)	
Total	Total	50 (100.00%)	50 (100.00%)	100 (100.00%)	
%	%	100%	100%	100%	

Table 42 illustrates that 50% respondents (19% strongly disagree + 31% disagree) disagree that masculine names help female lawyers. 54% female respondents and 46% male respondents are disagreed. On comparison of both High Courts' Data 62% respondents of Chandigarh High Court and 38% respondents of Lucknow High Court (Bench) are disagreed. 35% respondents (12% strongly agree + 23% agree) agree that masculine name helps to female become lawyers. 51.43% male respondents and 48.57% female respondents are agreed. On the comparison of both High Courts' data 50% respondents of Lucknow High Court (Bench) and 20% Chandigarh High Court are agreed. 10% respondents are not sure. 5% respondents didn't want to reply. This table establishes that significant number 50% of the respondents believes masculine name are not help women to become lawyer.

TABLE: 43 Have you ever faced discrimination on the basis of gender?					
STRATA		1.Lawyers of Chandigarh High Court	2. Lawyers of Lucknow High Court	TOTAL	
Strongly Agree	Male	5 (55.56%) (62.50%)	3 (33.33%) (37.50%)	8 (44.44%) (100.00%)	
	Female	4 (44.44%) (40.00%)	6 (66.67%) (60.00%)	10 (55.56%) (100.00%)	
	Total	9 (18.00%) (50.00%)	9 (18.00%) (50.00%)	18 (18.00%) (100.00%)	
Agree	Male	1 (20.00%) (9.09%)	10 (55.56%) (90.91%)	11 (47.83%) (100.00%)	
	Female	4 (80.00%) (33.33%)	8 (44.44%) (66.67%)	12 (52.17%) (100.00%)	
	Total	5 (10.00%) (21.74%)	18 (36.00%) (78.26%)	23 (23.00%) (100.00%)	
Not Sure	Male	3 (100.00%) (50.00%)	3 (75.00%) (50.00%)	6 (85.71%) (100.00%)	
	Female	0 (00.00%) (00.00%)	1 (25.00%) (100.00%)	1 (25.00%) (100.00%)	
	Total	3 (6.00%) (42.86%)	4 (8.00%) (57.14%)	7 (7.00%) (100.00%)	
Disagree	Male	9 (47.37%) (56.25%)	7 (53.85%) (43.75%)	16 (50.00%) (100.00%)	
	Female	10 (52.63%) (62.50%)	6 (46.15%) (37.50%)	16 (50.00%) (100.00%)	
	Total	19 (38.00%) (59.38%)	13 (26.00%) (40.62%)	32 (32.00%) (100.00%)	
Strongly Disagree	Male	6 (50.00%) (75.00%)	2 (40.00%) (25.00%)	8 (47.06%) (100.00%)	
	Female	6 (50.00%) (66.67%)	3 (60.00%) (33.33%)	9 (52.94%) (100.00%)	
	Total	12 (24.00%) (70.59%)	5 (10.00%) (29.41%)	17 (17.00%) (100.00%)	
No Reply	Male	1 (50.00%) (100.00%)	0 (00.00%) (00.00%)	1 (33.33%) (100.00%)	
	Female	1 (50.00%) (50.00%)	1 (100.00%) (50.00%)	2 (66.67%) (100.00%)	
	Total	2 (4.00%) (66.67%)	1 (2.00%) (33.33%)	3 (3.00%) (100.00%)	
Total	Total	50 (100.00%)	50 (100.00%)	100 (100.00%)	
%	%	100%	100%	100%	

Table 43 illustrates that 49% respondents (17% strongly disagree + 32% disagree) disagree that they have never faced discrimination on the basis of gender. 51.02% female respondents and 48.98% male respondents are disagreed. On comparison of both High Courts' Data 62% respondents of Chandigarh High Court and 36% respondents of Lucknow High Court (Bench) are disagreed. 41% respondents (18% strongly agree + 23% agree) agree that they have faced the discrimination on the basis of gender. 53.66% female respondents and 46.34% male respondents are agreed. On comparison of both High Courts' Data 54% respondents of Lucknow High Court (Bench) and 38% respondents of Chandigarh High Court are agreed. 7% respondents are not sure. 3% respondents didn't want to reply. This table establishes that the significant numbers 49% of the respondents disagree that they never face any

discrimination on the basis of gender.

TABLE: 44 Does your gender affect your career opportunities?					
STRATA		1.Lawyers of Chandigarh High Court	2. Lawyers of Lucknow High Court	TOTAL	
Strongly Agree	Male	2 (28.57%) (28.57%)	5 (62.50%) (71.43%)	7 (46.67%) (100.00%)	
	Female	5 (71.43%) (62.50%)	3 (37.50%) (37.50%)	8 (53.33%) (100.00%)	
	Total	7 (14.00%) (46.67%)	8 (16.00%) (53.33%)	15 (15.00%) (100.00%)	
Agree	Male	2 (25.00%) (33.33%)	4 (28.57%) (66.67%)	6 (27.27%) (100.00%)	
	Female	6 (75.00%) (37.50%)	10 (71.43%) (62.50%)	16 (72.73%) (100.00%)	
	Total	8 (16.00%) (36.36%)	14 (28.00%) (63.64%)	22 (22.00%) (100.00%)	
Not Sure	Male	3 (100.00%) (50.00%)	3 (75.00%) (50.00%)	6 (85.71%) (100.00%)	
	Female	0 (00.00%) (00.00%)	1 (25.00%) (100.00%)	1 (14.29%) (100.00%)	
	Total	3 (6.00%) (42.86%)	4 (8.00%) (57.14%)	7 (7.00%) (100.00%)	
Disagree	Male	12 (54.55%) (54.55%)	10 (62.50%) (45.45%)	22 (57.89%) (100.00%)	
	Female	10 (45.45%) (62.50%)	6 (37.50%) (37.50%)	16 (42.11%) (100.00%)	
	Total	22 (44.00%) (57.89%)	16 (32.00%) (42.11%)	38 (38.00%) (100.00%)	
Strongly Disagree	Male	5 (55.56%) (83.33%)	1 (25.00%) (16.67%)	6 (46.15%) (100.00%)	
	Female	4 (44.44%) (57.14%)	3 (75.00%) (42.86%)	7 (53.85%) (100.00%)	
	Total	9 (18.00%) (69.23%)	4 (8.00%) (30.77%)	13 (13.00%) (100.00%)	
No Reply	Male	1 (100.00%) (33.33%)	2 (50.00%) (60.67%)	3 (60.00%) (100.00%)	
	Female	0 (00.00%) (00.00%)	2 (50.00%) (100.00%)	2 (40.00%) (100.00%)	
	Total	1 (2.00%) (20.00%)	4 (8.00%) (80.00%)	5 (5.00%) (100.00%)	
Total	Total	50 (100.00%)	50 (100.00%)	100 (100.00%)	
%	%	100%	100%	100%	

Table 44 illustrates that 57% respondents (13% strongly disagree+38% disagree) disagree that gender does not affect career opportunities. 54.90% male respondents and 45.10% of female respondents are disagreed. On comparison of both High Courts' Data 62% respondents of Chandigarh High Court and 40% respondents of Lucknow High Court (Bench) are disagreed. 37% respondents (15% strongly agree+22% agree) agree that gender affect the career opportunities. 64.86% female respondents and 35.14% male respondents are agreed. On comparison of both High Courts' Data 44% of Lucknow High Court (Bench) and 30% respondents of Chandigarh High Court are agreed. 7% respondents are not sure. 5% respondents didn't want to reply. This table establishes that significant number 51% of the respondents disagree that gender affects the career opportunities.

TABLE: 45 Do women lawyers express more feminist consciousness as compared to men lawyers?				
STRATA		1.Lawyers of Chandigarh High Court	2. Lawyers of Lucknow High Court	TOTAL
Strongly Agree	Male	3 (33.33%) (33.33%)	6 (37.50%) (66.67%)	9 (36.00%) (100.00%)
	Female	6 (66.67%) (37.50%)	10 (62.50%) (62.50%)	16 (64.00%) (100.00%)
	Total	9 (18.00%) (36.00%)	16 (32.00%) (64.00%)	25 (25.00%) (100.00%)
Agree	Male	8 (66.67%) (53.33%)	7 (53.85%) (46.67%)	15 (60.00%) (100.00%)
	Female	4 (33.33%) (40.00%)	6 (46.15%) (60.00%)	10 (40.00%) (100.00%)
	Total	12 (24.00%) (48.00%)	13 (26.00%) (52.00%)	25 (25.00%) (100.00%)
Not Sure	Male	4 (50.00%) (57.14%)	3 (42.86%) (42.86%)	7 (46.67%) (100.00%)
	Female	4 (50.00%) (50.00%)	4 (57.14%) (50.00%)	8 (53.33%) (100.00%)
	Total	8 (16.00%) (53.33%)	7 (14.00%) (46.67%)	15 (15.00%) (100.00%)
Disagree	Male	7 (43.75%) (53.85%)	6 (85.71%) (46.15%)	13 (56.52%) (100.00%)
	Female	9 (56.25%) (90.00%)	1 (14.29%) (10.00%)	10 (10.00%) (100.00%)
	Total	16 (32.00%) (69.57%)	7 (14.00%) (30.43%)	23 (23.00%) (100.00%)
Strongly Disagree	Male	2 (50.00%) (50.00%)	2 (33.33%) (50.00%)	4 (40.00%) (100.00%)
	Female	2 (50.00%) (33.33%)	4 (66.67%) (66.67%)	6 (60.00%) (100.00%)
	Total	4 (8.00%) (40.00%)	6 (12.00%) (60.00%)	10 (10.00%) (100.00%)
No Reply	Male	1 (100.00%) (50.00%)	1 (100.00%) (50.00%)	2 (100.00%) (100.00%)
	Female	0 (00.00%) (00.00%)	0 (00.00%) (00.00%)	0 (00.00%) (00.00%)
	Total	1 (2.00%) (50.00%)	1 (2.00%) (50.00%)	2 (2.00%) (100.00%)
Total	Total	50 (100.00%)	50 (100.00%)	100 (100.00%)
%	%	100%	100%	100%

Table 45 illustrates that 50% respondents (25% strongly agree+25% agree) agree that women lawyers express more feminist consciousness compare to men lawyers. 72% female respondents and 48% male respondents are agreed. On comparison of both High Courts' Data 58% of Lucknow High Court (Bench) and 42% respondents of Chandigarh High Court are agreed. 33% respondents (10% strongly disagree+23% disagree) disagree that women express more feminist consciousness as compared to men. 51.52% male respondents and 48.48% female respondents are disagreed. On comparison of both High Courts' Data 40% respondents of Chandigarh High Court and 26% respondents of Lucknow High Court (Bench) are disagreed. 15% respondents are not sure. 2% respondents didn't want to reply. This table establishes that the significant number 50% of the respondents believes that feminist consciousness is more observed by women as compared to men.

### **3.8 CONCLUSION**

Over the past few decades, significant attention has been devoted to addressing ongoing and pervasive gender bias in law. While it is true that some progress has been made in the identification of barriers and the promulgation of solutions, the significantly gendered dynamics persist. In this chapter empirical data analyzed and the findings prove that there is in some areas of judiciary which are hidden biasness is exists in glass-ceiling form. Women are unaware about that and observe minutely. In some area where men-women are aware they are conscious the situation is different according to the circumstances. In India change occurred where women get freedom, liberty and equality at par with men. From the research findings it will predict that if women get educated , break the boundaries of patriarchal, religious , and cultural norms she will definitely achieved their special status in society.

## CHAPTER 4

### CONCLUSIONS AND SUGGESTIONS

#### 4.1 INTRODUCTION

Gender equality in all spheres of life has been accepted in India through fundamental rights. The constitution of India also guarantees equality of opportunity relating to employment and directs the state to secure equal livelihood, equal pay for equal work and just and civilized conditions of work for all. Despite the rigorous hard work of the state, the economic state of women is lagging behind their male counterparts. The sociologists had described the women by propounding different perceptions. In India, the history speaks that the women are considered as a divine force but the multicultural. Indian society placed the women at different positions. Thus, there is no uniform status of women in the Indian society. However, civilization showed the overall upliftment of women's position.

Women work the most; ironically they earn the least in life. Their special social responsibilities, subordinate status in society, family patriarchy, socio-economic backwardness and proneness to occupation in the unorganized sector with low products and marginalization in employment opportunities account for their poor/low earning capacity. Even as young girls or after marriage women's income is always considered only as a support income. Gainful employment constitutes only a part of the aggregate work performed by a woman day in and day out. Women contribute vastly to the social economy.

Earlier we had lot of discussed on women under the subordination of male in the form of father, brother, husband and boss in Indian society. But in Indian Constitution the agenda for equality is specified in fourteen subsequent articles. In its approach, the Convention covers three dimensions of the situation of women. Civil rights and the legal status of women are dealt with in great detail. In addition, and unlike other human rights treaties, the Convention is also concerned with the dimension of human reproduction as well as

with the impact of cultural factors on gender relations. The legal status of women receives the broadest attention. Women have rights which are written/mentioned in Indian Constitution are not very much aware from that. These rights create feminist consciousness among males and females in Indian judiciary. So we can say more awareness should arise through judiciary in both gender.

Women representatives often run to barriers (especially of family and society) and are hindered from participating effectively. They feel reserved to speak especially when they are in large male dominated assemblies. Those who collect up enough courage and strength to speak receive very little respect or attention. It has been observed that women are invited only to complete the quorum. Further, the officials also pay heed to the needs of upper class women in preference to the needs of peasant women. The rights of women, thus, get systematically nullified by the local bureaucracy.

It is clear that mere reservation is not enough because a women representative lacks qualitative participation due to both internal and external factor. Women's empowerment is not something which involves sincerity, earnestness and capacity and capability on the part of both men and women. It is challenging task in India as even today she can not take any independent decision. She feels subordinate to her husband and even to her son. While women participation is on the rise in almost all sectors in India, the same is not with judiciary, lower or higher.

The preamble is the key to the constitution. It does not discriminate men and women but it treats them alike. The framers of constitution were well aware of unequal treatment meted out to the fair sex, from the time immemorial. In India, the history of suppression of women is very old and long which is responsible for including general and special provisions for upliftment and development of the status of women. Certain provisions are specifically designed for the benefit of women. Undoubtedly, the preamble appended to the constitution of India, 1950 contains various objectives including the equality of the status and opportunity to all the citizens. This objective has been inserted with the view to give equal status to men and women in terms of the opportunity.

Women have traditionally occupied marginalized and subservient roles in over essentially patriarchal world. Throughout the ages even the judicial system, supposedly egalitarian in nature; have otherwise failed in alleviating women's sufferings. It has only been wow,

especially since the 1960's, that the rise of feminism, and an increasing political, social and cultural awareness about women's issues, that legal frameworks have accorded women a distinct legal status. Nonetheless, a lot is still desired to be done in this regard, and women have to fight still a long battle to achieve true equality.

Men and women may be innately different, but does not grant that this fact is particularly pertinent. Masculine and feminine modes of behavior are relevant in as far as they reflect social expectations. Men and women enact different roles, because society expects them to act in these and reward them if they do, punishes them if they do not. Social expectations expressed and enforced through a variety of practices and institutions. A child acquires its earliest knowledge of its destined role in the family. Parents dress their boy and girl children in different ways. They have different codes of behavior for boys and girls. But in my opinion unless we improve the fundamental educational system and bring public awareness in the field of women's rights we cannot attain success in the relevant field. Thus, India is still the male dominated society, although some noticeable changes have taken place but we are yet to come at the level of women's position in the developed countries.

In the modern times the trend relating to the status of women is changing in every society and particularly in India much has been done to give equal status to women with men. The constitution of India has discarded all sex discriminations and sex equality and liberty has been made a fundamental right and the states are directed to remove all sex inequalities and impediments to their personal liberty. In post independence period of Indian life, much has been done for liberation of Indian women in all classes and religions of the country but it cannot still be declared that women have got redemption from the clutches of male domination. Even highly qualified persons have narrow perception related to gender studies and consciousness. There are instances where some male's state forward rejected to say anything on gender consciousness and regarding studies in which legal studies are concerned.

## 4.2 SUMMARY OF THE FINDINGS/OBSERVATIONS

From the primary research, it has been observed that:-

**I Objective-** To analyze the present status of female lawyers in Indian judiciary.

**Observation** – 1. Selection procedure is unfair in judiciary.

2. Clients prefer their cases to be argued by male lawyers.

3. Women lawyers don't have proper infrastructure facilities like office space and basic facilities in the courtrooms in judiciary.

4. The dropout rate of women lawyers high in judiciary.

5. Women are grossly underrepresented in the leadership roles in the legal profession.

Based on this study researcher the present status of female lawyers is not good. In judiciary selection of male-female lawyers is not based on equal ratio. Clients are also preferred their cases to be argued by male lawyers as comparison to female lawyers. Women still faces this biasness in the courtrooms. In courtrooms women don't have proper infrastructure facilities and dropout rate of women lawyers is high as comparison to men. In judiciary women are disgustingly underrepresented in the leader ship roles in the legal profession.

**II Objective** - To review the studies available on the issue of gender bias and feminist consciousness among lawyers in India.

**Observation** – 1. Promotion process in judiciary is not gender biased.

2. Pay gap structure in judiciary is not based on gender.

3. Males didn't get more benefits and privileges inside the judiciary.

4. There is not any kind of discrimination found in judiciary regarding women as compared to men.

5. Marriage and family-rising seem to be big hurdles for the progress of women legal practitioners in judiciary.

6. Current system of appointments (of male dominated collegiums) should be changed to include more women on the appointment panel.

7. There should be reservation for women in the higher judiciary proposed by Parliamentary Standing Committee on law and justice.
8. Women are not discriminated despite their high rank in judiciary.
9. Masculine name are not helped women to become lawyer.
10. Gender didn't affect your career opportunities.

Based on this research work 62% respondents agreed that promotion process in judiciary is not gender biased. 56.45% male and 43.55% female respondents are agreed. On comparison of both high courts 72% respondents of Chandigarh High Court and 52% of Lucknow High Court (Bench) are agreed. On the basis of pay gap structure 67% respondents agree that pay structure is also not based on the gender of lawyer in judiciary. 59.70% male and 40.30% female respondents are agreed. 78% respondents of Chandigarh High Court and 56% respondents of Lucknow high Court (Bench) are agreed. These findings clear the vision that conscious arose in judiciary and it affects the both gender in society. Women are now openly adopt law as profession and achieved high rank in judiciary.

**III Objective** - To examine/measure the extent of feminist consciousness among lawyers in Indian judiciary.

- Observation** –
1. Women lawyers didn't face unequal treatment in judiciary.
  2. Judicial Service Commission Board is not only men.
  3. Women get opportunities for attaining higher education in judiciary as compare to their male counterpart.
  4. Women's didn't face unequal treatment in the courtrooms.
  5. Women get employment opportunities in judiciary.
  6. The feminist consciousness is more influenced by gender.
  7. Law firms with women hiring partners are more likely to encourage female entry-level candidates.
  8. Women lawyers across the country are shining with their brilliance and giving a tough competition to their male counterparts.
  9. Women's are more effective law makers than men.
  10. Respondents never faced discrimination on the basis of gender.

11. Women lawyers express more feminist consciousness as compared to men.

In this study researcher found that status of women lawyers in judiciary is bias free. There is no any kind of discrimination is found in courtrooms. Women got equal employment opportunities. Women have also opportunities to get higher education in judiciary. Women lawyers across the country are shining with their brilliance and giving tough competition to their male counterparts and made remarkable position in society. According to combine responses of respondent's researcher found that women's are more effective law makers than men.

**IV Objective** - To find out impact of gender bias on female lawyers at the work place.

- Observation** –
1. Women get facilities and privileges in judiciary.  
Women work equivalently like men's work in judiciary.
  2. Males choose law as profession more than females. Hence, it is patriarchal profession.
  3. There is deep-rooted institutional bias against women in the Indian Judiciary.
  4. Women lawyers have same working hours and work timings in judiciary.
  5. Gender bias can't be a legitimate basis for a lawsuit under anti-discrimination statues.

Researcher observed that at workplace women get facilities and privileges in Judiciary. They work equivalently like men's work. But this also proved that institutional bias is still existed in judiciary. Although women working hours are comparatively same as men. 81% respondents agreed that males choose law as profession more than females in judiciary. 51.85% male and 48.15% female respondents are agreed. On the comparison of both High Courts' 90% respondents of Lucknow High Court (bench) and 72% respondents of Chandigarh High Court are agreed.

**V Objective** - To find for reasons for the absence of women from the bench.

**Observation** – 1. There is no transparency in the selection procedure of lawyers.

2. Lack transparency in the Judicial Appointments effects on women selection.
3. House hold burdens affect the progress and promotions of the female lawyers in judiciary.
4. Women are hindered from career advancement due to stereotypical role expectation in judiciary.
5. Women have quota-based reservations in the judiciary.

On the basis of empirical research there are some reasons which affect women representation in law profession. These are no transparency in selection procedure of lawyers in judiciary. Women's stereotypical role expectation is the big hurdle in their career advancement. House hold burdens are the main factor which affects their progress and promotions at work place. Women don't have quota based reservation in judiciary. Women only survived on the basis of their capabilities, courage and on their merit base in this profession.

### **4.3 Conclusion**

In India, the attitude of discrimination against men and women has existed for generations and this affects the lives if both the genders. Even though the constitution of India has provided equal rights to both men and women, gender disparity remains. Women are perceived to be disadvantaged at work. The issues regarding gender discrimination have affected the field of law and the legal practitioners as well. The issue is mainly affecting the female lawyers who have just started their profession as a junior under their superior. Although, women in legal profession no longer face gender discrimination which was faced by them earlier, yet there are several unique issues, based on gender discrimination which they have to face.

Law is always given an epoch position for its importance in maintaining the proper decorum, in execution of powers, in tackling various problems which have time and again witness by the globe. Taking Indian Scenario, into consideration, like the other parts of the world, Indian culture has also not allowed women to preach and practice law from its inception. Though women were given immense importance in the ancient times in India, her participation and suggestions were of high values but still even they were kept outside the premises of practicing law and taking it as a means to serve the common.

The observed findings has been elaborately dealt with various aspects of presence of feminine legal professionals, inequality and discriminatory behaviour towards them and consequential problems faced by them due to such discriminations but, still the participation of women in this profession is commendable. She has stretched the ceiling with her undaunted efforts to make a dignified position in all the aspects of legal profession independent of its nature and risks involved with it. Now there are numbers of successful women legal professionals in every area weather it is litigation or corporate firms, judiciary or legal aid, research or academics and many others in the field of law. Efforts for their protection have also been designed at different levels to provide a sense of securing against any sort of discrimination faced by them. Initiatives like, Society of Women Lawyers- India (SOWL). All India Federation of Women Lawyers has been set up to improve interaction of women lawyers at national level. Now, the society has come a long way ahead of those days when people like Sorabji has to fight alone in a male dominated world.

#### **4.4 SUGGESTIONS TO INCREASE WOMEN'S PARTICIPATION IN THE INDIAN JUDICIARY**

Some problem and their remedies are as follows.

1. **Low Status and self-esteem: Need of Up gradation:** Most of the women in judiciary feel inferior to male counterparts in courts. This attitude needs to change to make women confidence level high towards their representation in judiciary.
2. **Dependence upon Men since Childhood: Need of Independence from early stages:** In Indian culture, girls remain dependent upon the father, brother or cousin and this very feeling continue in their married life. We must give capacity building training to girls in schools to be independent. The programmes of free universal education upto the age of 14 should be vigorously implemented. The courses of studies should inculcate the values of gender equality, self-respect, courage, independence, etc., which would help to develop the personalities of girls/women.
3. **Lack of Interest and Knowledge: Need of Enthusiasm and Training:** Patriarchal tag on Indian Judiciary creates less interest among women to take part

in it. Women have not aware about judiciary norms and proper knowledge how to make career in judiciary. They must generate enthusiasm within themselves by making a goal attach themselves to the altar with a spirit of dedication and reverence.

4. **Lack of Support Networks:** The result of women's lack of support networks in the legal profession is that women "aren't given enough challenging, high visibility assignments". This generates a self-perpetuating barrier. If women do not feel like they are supported, they are more likely to leave.
5. **Family and Career:** Women in legal profession are trying to maintain a family burden and workplace load which affects her career opportunities in their personal life. Working women are not treated as equals with men in the legal profession. Certain barriers are in their way of achieving equality in the workplace, and its time for those barriers to be broken.

#### **4.5 SUGGESTIONS FOR FURTHER RESEARCH**

- Change the mind set of peoples regarding judiciary is not a patriarchal profession.
- Give respect to each individual in profession.
- Capability, capacity, understanding is more required in this profession rather than gender.
- Educational level should be high of the individual so that people can be aware about the realities of a particular gender. It decreases the level of gender discrimination.
- Upbringing of the child should be bias free, so the development level of boy/girl child will be remain same. It spread the change among society.
- Socio-Cultural norms should be not more stressed on work behavior. It legitimated only on the limited area.
- The interference of religion is not allowed in education, employment, and in freedom sector of individual.
- Personality should be calm, administrative, mature and more knowledgeable.
- Perception should be based on facts not on traditional mind set and cultural attitudes and norms on a particular concept, thing, thought etc.

- Remove the orthodox thoughts regarding women in society.

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## **Appendix-1**

### **Questionnaire for M.Phil. Dissertation**

Ms. Minakshi  
M.Phil Research Scholar, Department of sociology  
B.B.Ambedkar University, Lucknow – 226025

**Topic: “Gender Bias and Feminist Consciousness among Lawyers in India: A Comparative Study of Lucknow High Court (Bench) and Chandigarh High Court”.**

**Note: Please tick mark (✓) the answer box appropriate to you.**

**Rank options are given below:-**

1. Strongly agree (1)
2. Agree (2)
3. Not Sure (3)
4. Disagree (4)
5. Strongly Disagree(5)
6. No Reply (6)

Sr.no.	Research Questions	Strongly Agree (1)	Agree (2)	Not Sure (3)	Disagree (4)	Strongly Disagree (5)	No Reply (6)
1	Is there 50-50% ratio of male –female lawyers selected by the Judicial Service Commission?	1	2	3	4	5	6
2	Do women face unequal behavior treatment in judiciary?	1	2	3	4	5	6
3	Do women get less facilities and privileges in judiciary as compared to men?	1	2	3	4	5	6

4	Do you think women's work is equivalent to men's work in judiciary?	1	2	3	4	5	6
5	Is there transparency in the procedure of the selection of lawyers?	1	2	3	4	5	6
6	Do you think that all the members of the Judicial Service Commission (Judicial appointments Commission) selection board are men?	1	2	3	4	5	6
7	Do you think that lack of transparency in the Judicial appointments effects women selection?	1	2	3	4	5	6
8	Do house hold burdens affect the progress and promotions of female lawyers?	1	2	3	4	5	6
9	Do females get equal opportunities for attaining higher education in judiciary as compared to their male counterparts?	1	2	3	4	5	6
Sr. No.	Research Questions	Strongly Agree (1)	Agree (2)	Not Sure (3)	Disagree (3)	Strongly Disagree (5)	No Reply (6)
10	Do you think women witness unequal treatment in the courtrooms?	1	2	3	4	5	6
11	Do you think women get less employment opportunities in judiciary system as compared to men?	1	2	3	4	5	6
12	Do you think promotion process in judiciary is gender biased?	1	2	3	4	5	6
13	Do you think pay gap structure exists in judiciary on the basis of gender?	1	2	3	4	5	6
14	Do you think males get more benefits and privileges inside Indian judiciary?	1	2	3	4	5	6
15	Do you think women are more systematically	1	2	3	4	5	6

	discriminated as compared to men in judiciary?						
16	Do you think males choose law as profession more than females?	1	2	3	4	5	6
17	Do you think marriage and family- rising seem to be big hurdles for the progress of women legal practitioners?	1	2	3	4	5	6
18	Do you think clients prefer their cases to be argued by male lawyers?	1	2	3	4	5	6
19	Do you think women lawyers don't have proper infrastructure facilities like office space and basic facilities?	1	2	3	4	5	6
20	Do you think dropout rate of women lawyers high?	1	2	3	4	5	6
21	Do you think women are grossly underrepresented in leadership roles in the legal profession?	1	2	3	4	5	6
22	Do you think women are hindered from career advancement due to stereotypical role expectation?	1	2	3	4	5	6
23	Do you think there is a deep-rooted institutional bias against women in the judiciary?	1	2	3	4	5	6
24	Do you think feminist consciousness is more influenced by gender?	1	2	3	4	5	6
25	Do you think women lawyers tackle women and child issues (domestic violence, gender discrimination, child abuse and violence related to women and children) brilliantly?	1	2	3	4	5	6
Sr. no.	Research Questions	Strongly Agree	Agree (2)	Not Sure	Disagree (4)	Strongly Disagree	No Reply

		(1)		(3)		(5)	(6)
26	Does the current system of appointments (of male dominated collegiums) should be changed to include more women on the appointment panel?	1	2	3	4	5	6
27	Should we have quota – based reservations for women in the judiciary?	1	2	3	4	5	6
28	Do women lawyers have same working hours and work timings as their male counterparts?	1	2	3	4	5	6
29	Do you think there should be reservation for women in the higher judiciary proposed by Parliamentary Standing Committee on law and justice?	1	2	3	4	5	6
30	Do you think law firms with women hiring partners are more likely to encourage female entry-level candidates?	1	2	3	4	5	6
31	Do you think women lawyers across the country are shining with their brilliance and giving a tough competition to their male counterpart?	1	2	3	4	5	6
32	Do you agree women’s are more effective law makers than men?	1	2	3	4	5	6
33	Gender bias can be a legitimate basis for a lawsuit under anti-discrimination statutes?	1	2	3	4	5	6
34	Do you think in judiciary women lawyers been discriminated despite their high rank?	1	2	3	4	5	6
35	Do masculine names help female become lawyers?	1	2	3	4	5	6
36	Have you ever faced	1	2	3	4	5	6

	discrimination on the basis of gender?						
37	Does your gender affect your career opportunities?	1	2	3	4	5	6
38	Do women lawyers express more feminist consciousness as compared to men lawyers?	1	2	3	4	5	6

### Socio-economic background of the respondents.

1. Name: - .....
2. Age (years)
  - I 20-40
  - II 40-60
  - III Above 60
  - IV No Reply
3. Gender: I Male     II Female     III Transgender   
 IV No Reply
4. Martial status: I Unmarried     II Married   
 III Divorced     IV others (specify).....  
 V No Reply
5. Economic class background: I Upper class     II Upper Middle class   
 III Middle class     IV lower class   
 V No Reply
6. Category of caste: I General     II OBC   
 III SC     IV ST   
 V No Reply
7. Religion: I Hindu     II Muslim     III Sikh   
 IV Christian     V Others     VI No Reply

**8.Education: I Graduation**       **II Post Graduation**   
**III Others**       **IV No Reply**

## **Appendix- 2**

### **INTERVIEW WITH A FEMALE JUDGE**

During the field survey I met a female judge of Lucknow and I ask few questions regarding my topic from her. She shares her views with me, what she feels and happened inside judiciary.

Q 1. Women in legal profession are equal at par with men?

Ans. Women are competent and have the courage to prove her on every aspect of life or in workplace. She is equal at par with men.

Q 2. Why women's representation in Judiciary is less?

Ans. Women representation in Judiciary is less because female mind set is not awaked on this profession. She wishes to make her career in teaching, IAS, IPS, and concentrated on other jobs not on judiciary. That's why fewer females present on higher judiciary.

Q 3. Is Judiciary a Patriarchal profession?

Ans. No, Women's can be elevated to higher Judiciary as equal as men. If they are capable, courage and have stamina to face every hard situation brilliantly. It upto women how she accept the challenges. It's not a patriarchal profession now. The ratio of Female's judges in higher judiciary is not the reason of patriarchy. It is only due to negligence of women regarding this profession.

Q 4. When you judge the case of any issue and in front of you both male and female lawyers present the favour of their client. Then what you find who gives best performance?

Ans. Actually, Judges at that time not think about the gender of the lawyers and clients. It is clearly upto the lawyer that how much he/she is capable to present their favour so confidently and brilliantly.