



Chapter IX

Suggestions and Recommendations



CHAPTER-IX

SUGGESTIONS AND RECOMMENDATIONS

9.1 Introduction

The research is undertaken to study empowerment of women through legal profession in the selected units in Chennai. The researcher adopts the survey method to collect data. It is a challenging task as identifying employed women lawyers itself was arduous in the first place. It proves the fact to the researcher that women lawyer's participation in the workforce. To extract data from women lawyers though educated and employed was an onerous job and it indicated that still women lawyers are in the grip of traditional upbringing. The study not only confirms some known information about women lawyer but also bring to light some unknown particular about women lawyers.

9.2 Suggestions

- Women lawyers contribute a much larger share of their earnings to basic family maintenance than do men, especially those belonging to economically and socially weaker groups.
- Raising female earning power may be critical in increasing the effective demand for education, health and family planning services necessary for improving women's status.
- Increase in women lawyers income translates more directly into better health and nutrition for children and the family.
- Imaginative and unorthodox methods need to be developed to bring political and administrative change.

- Women lawyers' representation in certain posts especially in decision-making level to be stepped up.
- Counseling services to be made available to women lawyers at workplace to help them cope with stress.
- To strengthen family ties quality time with family to be set aside as women lawyer finds little time to spare during the week.
- Maternity leave for women lawyers and social benefits should be given.
- Working conditions of women lawyers should be made safe and secure to inspire more women to enter the legal profession.

9.3 Recommendations

- Due to the sharp increase in crimes against women in the last five years, women lawyers should come forward on their own to provide legal assistance to poor women facing sexual harassment and gender discrimination, said Principal District Judge V. Balasundara Kumar (2012). "Crime against women has registered a threefold increase between 2005 and 2011. Harassment against women in work places was also on the rise. Section 144 of IPC provides adequate protection for women and women lawyers. It is recommended that they should read the law well and create awareness among women".
- According to Eqbal (2011) said that he belonged to the old school of thought and wanted women lawyers to read the Acts and Sections carefully and then interpret them. And learning the fundamental of law is most important. With the help of digital library, it is recommended that women lawyers can maintain client relationship and can develop confidence.
- With modernization women lawyers are pushed back due to lack of skill development and training. Hence, the women lawyer association should come forward to provide free skill development and training programs to equip women lawyers with the necessary ability to face the change process. They should be motivated to be part of the change process to enable them to alleviate poverty.

- There are many laws safe guarding the welfare of working women. The maternity benefits act 1961 is applicable to all those who are not covered under the Employee state insurance scheme. Under this act, a woman can get 12 weeks maternity leave, six weeks before and six weeks after delivery. The benefit consists of payment of average daily wages and provision regarding nursing breaks. Various acts also make provision for setting up crèches for children of women lawyers.
- Law is one of the most admired professions and high in social ranks. Law provides access to important positions in business, government and politics. Poor participation of women in politics and business is most probably due to the small importance of women lawyers. Members of the legal elite preside over power and the property relationships, play a leading role in legislative bodies that write the law. It is recommended that the government has to take steps to increase the entry of women into legal profession. In India, most members of the parliament and legislative assemblies are lawyers.

9.4 Conclusion

The socio-cultural environment of India has changed rapidly in the last five decades. Women today have become aware of their rights and their potential and are proving themselves in various fields. The latest mantra for improving the status of women is empowerment. By this it is generally meant decision making powers, mobility, control over resources and political participation and community participation of women. Of course these conditions are seemed to be improved. But it is far from being satisfactory. These are only small steps but in right direction.

Women lawyers are important instigators of radical change – change in the freedom to spend, in being able to pursue their careers and in achieving a measure of flexibility in the role relationships at home. These are no small changes although they had been brought about by individual efforts of these employed women lawyers. Their efforts need to be supplemented by a more serious realization and greater efforts by various sections of the urban society to develop mechanisms whereby the assimilation of Women lawyers within its fold is made easier.