

GENDER DIFFERENCES IN CAREER SATISFACTION AND WELL-BEING OF LAWYERS

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ABSTRACT

This study aimed to understand the gender differences in lawyers' financial and mental well-being and career satisfaction. For this study, 220 lawyers (110 male and 110 female) associated with different legal firms in Lahore were selected. For data collection, three scales—the Financial Well-Being Scale by Ortiz (2016), the Career Satisfaction Scale (CSS) by Greenhaus et al. (1990), and the Short Warwick Edinburgh Mental Well-Being Scale (SWEMWBS, 2007)—were used, and analyzed later by using inferential statistics. The findings found the roles of the field of specialization, family type, educational level, and marital status influential in determining the significant differences in the career satisfaction and financial and mental well-being of lawyers. Moreover, a positive correlation was found between financial and mental well-being, age, monthly income, and years of experience. The findings highlight the need for inclusive policies to reduce gender disparity and improve the status of lawyers.

Keywords: lawyers, Gender, Financial well-being, Career Satisfaction, Mental well-being

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Introduction

Lawyers play an important role in advocacy, guidance, and litigation. Therefore, they considered the administrator of the judicial system. The growing number of women in the legal profession is changing the stereotypical beliefs about this profession. There is evidence that the increasing number of women in law is bringing more courteousness, civilization, manners, and gentility to this profession (Aumir, 2015). According to Vasu & Vasu (1990), the proportion of women in the legal profession is increasing yearly. They further reported that twenty years prior, around four percent of females were law students; today, they represent over forty percent of the graduating law students. However, in the case of Pakistan, this profession is still male dominated. Many female students graduate each year with a law degree, but few seem to adopt the profession. Because of gender discrimination in the male-dominated field, women change their profession (Anwar & Komal, 2015). Moreover, female lawyers face problems in the legal profession due to the absence of a conducive environment. Men mostly dominate courts and bar councils. Most of them carry with them stereotypical beliefs and biases (Shaheen & Ali, 2017).

Omer (2016) reported that general barriers and unjust societal behavior towards women fall in both professional and personal lives. Now, women have equal access to education. However, as professionals, they are still struggling to gain recognition when they try to enter into male-dominated professions such as the legal profession. When women choose to work as lawyers, they are expected to stop practicing after marriage and children. However, women from eminent families are generally better positioned to gain acknowledgment and success. In this profession, researchers also reported challenges faced by women lawyers and judges that hinder their equal participation in the legal profession in Pakistan and worldwide. Firstly, there is no reasonable standard based on which the Judicial Commission appointed the candidates in the High Court and the Supreme Court. Secondly, sexual and other forms of harassment are common in the legal profession. The judicial system and the bar sometimes appear as unaccountable institutions towards complaints of sexual harassment and other misconduct against attorneys and judges. These matters are seldom considered important. Moreover, thirdly, because of the traditionally male profession, there is a lack of will, even resistance, to provide facilities to female lawyers and judges, such as separate washrooms in courtrooms, maternity leave, and childcare.

According to Brenner (2014), gender inequality in the legal profession has been a global subject of continuous research and action. Although opportunities for female lawyers have

increased in recent years, they face discrimination in leadership positions and power when it comes to practice. Consequently, they earn lower incomes on average than men do.

Smithey (2017) also highlighted that female advocates earn less pay than males. The most recent results of the Bureau of Labor Statistics show that the gender pay gap in the legal profession (not controlled by training and experience) was as high as 40 percent in 2015. This means females earned 60 % of each dollar made by a man. While law firms make millions, females still make significantly less than male lawyers. The income gap has expanded by \$5,000 in five years. One of the essential explanations behind this difference is that men can get more clients than female lawyers because people perceive that female lawyers do not perform well due to family responsibilities. Therefore, female lawyers must confront financial problems, than their male colleagues. McNaab McNaab & Wass (2004) also reported differences in the financial well-being of male and female advocates in the United Kingdom, and the female lawyers have less access the higher positions. They further reported that gender discrimination in the earnings of lawyers has been associated with several factors, such as differences in work experience and family responsibilities, or it may also be due to differences in abilities, preferences, or job placement.

Researchers also studied the lack of gender equality in the legal profession and its relation to other factors, such as the wage gap and career satisfaction (Levinson & Young, 2010). Many other aspects can stimulate an individual's level of career satisfaction, like pay, enrichment, working environment, authority or power, social interaction, and the career as such (Kriti, Shekhar & Jayashree, 2012). Some factors affect career satisfaction in a positive way, such as age, income, opportunity for advancement, and financial rewards (Hill, 2011). Barret (1980) stated that marriage is also a factor that would be positively correlated with marital status and that married people have greater job satisfaction than either single or divorced.

According to Calaguas (2017), career satisfaction affects not only the emotional well-being but also the mental well-being of an individual. According to the organizational theory, the financial and career satisfaction of an employee increases the mental well-being of individuals. Some variables like stress, lack of self-confidence, nervousness, tension, and excessive consumption of drugs not only affect the work performance of an individual but also psychological well-being. Because work performance and mental well-being of an employee are related to each other (Wright & Cropanzano, 2000).

The legal profession is also considered stressful. Despite cases, some factors also affect the psychological well-being of lawyers. These factors can be more broadly considered as the workload associated with law practice, financial pressure, the competitive and adversarial nature of law practice, and the perception of some lawyers that they have limited control over decisions. Working long hours is stressful and isolating, increasing the possibility of a lawyer's depression (Weresh, 2014).

Many empirical studies highlighted lawyers' psychological stress due to client demands, long hours, and job dissatisfaction. Studies conducted in the United States and Australia narrated that lawyers have poor mental health (Larcombe, Finch, & Sore, 2015).

Similarly, in 1999, the Law Society of Western Australia researched lawyers. In-depth interviews were taken from the lawyers. One of the variables was the standard of living, which is further classified into employment conditions, physical and mental illnesses, and Family and Social Life. This study found that young lawyers faced client pressure, had less salary than senior lawyers, and worked under strict time pressures. The majority of the lawyers were suffering from physical and mental disorders, including fatigued, ulcers, not being able to fall asleep, crying, hopelessness, lack of self-esteem, resentment, and anxiety. Many lawyers quit the legal profession early because they feel more severe symptoms have developed by staying within it (Medlow, Kelk & Hickie, 2011). Unfortunately, due to a dearth of data in Pakistan, these issues must be studied in law. Therefore, this study investigated the gender differences in lawyers and the possible factors influencing their financial well-being, career satisfaction, and mental well-being.

Analyzing lawyers' status is needed to identify the essential factors responsible for their well-being in the legal profession. This study contributes to the existing literature by adding the status of Pakistani lawyers. It may be used as a guide for higher authorities and policymakers to take necessary measures to reduce the gender gap, wage gap, and other barriers in this profession by promoting the well-being of lawyers.

Theoretical Framework

Ryff & Keyes (1995) proposed that people who are pleased with their careers have good mental health. They are easily able to ‘broaden and build’ themselves. Individuals with mental well-being are more innovative, enthusiastic, socially connected, healthy, and productive. Career satisfaction gives confidence to the individual, which increases mental well-being. The level of career satisfaction identifies an individual's physical and mental well-being. Worker who are less satisfied or happy with their job may have high mental disorders, which in turn affect society's economic prosperity. Employees who are not satisfied with their careers job satisfaction suffer from severe psychological problems.

According to the Affect Theory proposed by Locke in 1976, career satisfaction depends upon what an employee receives and what he expects to receive from his job. The theory further explains that different aspects of a job determine whether the individual is satisfied or dissatisfied with his career, such as when received benefits are less than the expected rewards, it causes dissatisfaction. However, when a person's expectations are met, it causes satisfaction. It makes a positive impact on the life of an individual, as compared to the individual who is not satisfied with different aspects of jobs. The assumptions of the above-mentioned theories are applied to understand the status of lawyers within the limited scope of this study.

Objectives of The Study

- To understand the gender differences in the legal profession.
- To examine male and female lawyers' financial well-being, career contentment, and mental well-being.
- To determine the factors that might influence male and female lawyers' financial well-being, career satisfaction, and mental well-being.

Hypotheses

The following research hypotheses were tested to achieve the objectives of the study:

1. There is a significant gender difference between the financial well-being of lawyers.
2. There is a significant gender difference in the career satisfaction of lawyers.
3. There is a significant gender difference in the mental well-being of lawyers.
4. The financial well-being of lawyers tends to differ by living in nuclear and joint families.

5. Career satisfaction of lawyers tends to differ by living in nuclear and joint families.
6. The mental well-being of lawyers tends to differ by living in nuclear and joint families.
7. The marital status of lawyers tends to influence their financial well-being.
8. The marital status of lawyers tends to influence their career satisfaction.
9. The marital status of lawyers tends to influence their mental well-being.
10. The education status of lawyers tends to influence their financial well-being.
11. The education status of lawyers tends to influence their career satisfaction.
12. The education status of lawyers tends to influence their mental well-being.
13. The occupational status of lawyers tends to influence their financial well-being.
14. The occupational status of lawyers tends to influence their career satisfaction.
15. The occupational status of lawyers tends to influence their mental well-being.
16. Correlation exists between Lawyers' income and financial well-being
17. Correlation exists between lawyers' income and career satisfaction.
18. Correlation exists between lawyers' income and mental well-being.
19. There is a correlation between lawyers' age and financial well-being.
20. There is a correlation between lawyers' age and career satisfaction.
21. There is a correlation between lawyers' age and mental well-being.
22. There is a correlation between lawyers' job experience and financial well-being.
23. There is a correlation between lawyers' job experience and career satisfaction.
24. There is a correlation between lawyers' job experience and mental well-being.

Method

Participants

The present study was quantitative and conducted by survey. The targeted population consisted of advocates in different law firms in Lahore. This study comprised 220 advocates (110 males and 110 females) with job experience of at least 2 years and associated with different legal firms in Lahore, selected conveniently.

Research Instruments

In the present work, three different scales, the financial well-being scale constructed by Ortiz (2016), consisted of 10 items and has a marginal reliability of 0.89. The career satisfaction scale (CSS) developed by Greenhaus et al. (1990), which consisted of a 5-item Cronbach Alpha

for this instrument, was 0.87. The Short Warwick Edinburgh Mental Well-being Scale (SWEMWBS, 2007), constructed by experts from the University of Warwick (Stewart-Brown, Weich, Clarke, and others), University of Edinburgh (Platt), and NHS Health Scotland (Parkinson), consisted of 7-items with a 0.89 Cronbach's alpha score established by Vaingankar et al., (2017). Moreover, for demographic information, a separate per forma was used. All measures were used after fulfilling the formal process of obtaining permission.

Procedure

After sharing the study's objectives, consent was taken from the respondents. The entire data was collected from different law firms in Lahore. Respondents were assured that the confidentiality of the information would be kept off the record and requested to provide valid information related to the study.

Data Collection And Data Analysis

The collected data was analyzed using an Analysis of variance (ANOVA), a T-test, and correlation to test the study's hypotheses. The Statistical Package for Social Sciences (SPSS) was used for data analysis.

Results

Table. 1

Independent sample t-test measuring the differences in the financial, career, and mental well-being of the male (N=110) and female (N=110) Lawyers

Variables	Female		Male		t (df)	p
	M	SD	M	SD		
Financial well-being	22.59	7.40	23.37	6.21	.848(.218)	.397
Career satisfaction	11.73	5.06	11.93	4.60	.307(.218)	.759
Mental well-being	27.88	8.84	26.35	9.38	-1.242(.218)	.216

p> .05

Table. 2

Independent sample t-test comparing the mean difference in the financial, career, and mental well-being of female and male lawyers belonging to Nuclear (N=72) and Extended (N=148) families.

Variables	Nuclear		Extended		t (df)	p
	M	SD	M	SD		
Financial well-being	20.79	5.10	24.04	7.30	-3.82(191.13)	.000
Career satisfaction	14.16	4.14	10.70	4.74	5.54(158.87)	.000
Mental well-being	22.65	6.40	29.29	9.48	-6.11(195.70)	.000

*p< .01

Table. 3

Independent sample t-test comparing the mean differences in the financial, career, and mental well-being of female and male lawyers with LLB (186) and LLM (34)

Variables	LLB		LLM		t (df)	p
	M	SD	M	SD		
Financial well-being	22.02	6.34	28.20	7.12	-4.72(43.07)	.000
Career satisfaction	12.31	4.68	10.20	5.33	2.15(218)	.032
Mental well-being	26.83	8.54	28.67	11.89	-1.08(.218)	.280

*p< .05

Table. 4

Analysis of variance of lawyers' marital status and their financial well-being

Variables	SS	df	MS	F	P
Between Group	359.62	2	179.81	3.960	.020
Within Group	9854.30	217	45.412		
Total	10213.92	219			

*F value significant at $p < .05$

The financial well-being scores of lawyers found significant differences across the three categories of their marital status $F(2, 217) = 3.960, p < .05$. For further analysis, the post hoc turkey's HSD was run. The post hoc results indicate that the lawyers' who were married ($M = 24.16, SD = 6.42$) scored significantly higher in financial well-being than those who were single ($M = 21.59, SD = 6.80$) or separated/divorced/widow ($M = 24.12, SD = 8.24$)

Table. 5

Analysis of variance of lawyers' marital status to pursue Career Satisfaction

Variables	SS	df	MS	F	P
Between Group	72.867	2	36.433	1.571	.210
Within Group	5033.242	217	23.195		
Total	5106.109	219			

*F value significant at $p > .05$

Table. 6

Analysis of variance of lawyers' marital status to pursue Mental Well-being

Variables	SS	df	MS	F	P
Between Group	716.653	2	358.326	4.431	.013
Within Group	17550.275	217	80.877		
Total	18266.927	219			

*F value significant at $p < .05$

The mental well-being score of lawyers was found to be significantly different across the three categories of their marital status $F(2, 217) = 4.431, p < .05$, which is later analyzed using post hoc Turkey's HSD. The post hoc results indicate that the lawyers who are separated/divorced/widowed ($M = 33.56, SD = 12.88$) scored significantly higher mental well-being than the single lawyers ($M = 26.59, SD = 9.54$) and married ($M = 26.63, SD = 7.63$)

Table. 7

Analysis of variance of lawyers' specialization to pursue financial well-being

Variables	SS	df	MS	F	P
Between Group	1658.14	5	331.62	8.259	.000
Within Group	8555.78	214	39.980		
Total	10213.92	219			

*F value significant at $p < .05$

The score of the financial well-being of lawyers had significant differences over the six categories of their specialization $F(5,214)=8.259$, $p < .05$. The post hoc results indicate that the tax lawyers ($M=30.61$, $SD=6.61$) scored significantly higher in financial well-being than the General lawyers ($M=21.09$, $SD=6.09$), criminal lawyer ($M=24.07$, $SD=6.07$), civil lawyers ($M=21.08$, $SD=7.03$), family lawyers ($M=22.15$, $SD=5.10$). Other comparisons did not reveal any significant results.

Table.8

Analysis of Variance of lawyers' specialization to Pursue career satisfaction

Variables	SS	df	MS	F	P
Between Group	645.13	5	129.02	6.190	.000
Within Group	4460.97	214	20.84		
Total	5106.10	219			

*F value significant at $p < .05$

The score of the career satisfaction of lawyers found significant differences across the six categories of their specialization $F(5,214)=6.190$, $p < .05$. The post hoc results indicate that the general lawyers ($M=13.52$, $SD=5.01$) scored significantly higher in the career satisfaction than the tax lawyers ($M=7.38$, $SD=5.02$) and banking/corporate lawyers ($M=9.70$, $SD=4.40$). Other than this, no significant results were found in other groups.

Table. 9

Analysis of variance of lawyers' specialization to pursue mental well-being.

Variables	SS	df	MS	F	P
Between Group	949.99	5	189.99	2.348	.042
Within Group	17316.93	214	80.92		
Total	18266.92	219			

*F value significant at $p < .05$

The score of the career satisfaction of lawyers had significant differences over the six categories of their specialization $F(5,214)=2.348$, $p < .05$. The post hoc results indicate that the banking/cooperates lawyers ($M=31.22$ $SD=12.06$) scored significantly higher in the mental well-being than the general lawyers ($M=25.40$, $SD=9.20$). Other group comparisons did not show any statistical differences at $p < .05$.

Table 11

The Pearson correlation between Age, Monthly Income, year of Experience, Financial well-being, Career satisfaction, and Mental well-being (N=200)

Variables	F.W.B	C.S	M.W.B	Age	Monthly.Inc	Year of Experience
F. Well-being		-.569**	.350**	.276**	.418**	.316**
Career satisfaction			-.472**	-.182*	-.364**	.200*
M. Well-being				.206**	.221**	.219**

* $p < .05$, ** $p < .01$

The results found a negative correlation between financial well-being and career satisfaction. In contrast, a positive correlation was found between financial well-being, mental well-being, age, monthly income, and year of experience. Significant positive relationships were found between career satisfaction and years of experience. A negative correlation was found between career satisfaction, mental well-being, age, and monthly. There was a significant positive relationship between mental well-being, age, monthly income, and year of experience

Discussion

The results revealed the absence of gender differences in the financial well-being of lawyers, which is in contrast with the findings of Rhode (2011) and Chan, Poynton, and Bruce (2014). There could be many reasons behind this finding, such as a limited sample size with limited scope and the absence of diverse background variables. Additionally, government initiatives such as gender-sensitive training 2016 in the Punjab Judicial Academy (PJA) training program might be the factors (Gender Parity Report, 2017). The results did not reveal any significant gender differences in the career satisfaction of lawyers. This finding is opposed to the findings of other research (Young & Wallace, 2009), which stated that due to family responsibilities, there is a chance of having less career satisfaction in women's careers. Moreover, there is no significant difference between the mental well-being of male and female lawyers, which is inconsistent with the findings of Hori (2010).

This study's findings revealed that lawyers from extended families have better financial and mental well-being than those who belong to the nuclear family, which is consistent with a finding of Mokomane (2012). The results showed that lawyers from the nuclear family have higher career satisfaction than those from the extended family. This result is similar to the study of Sheron Kaji (2014). The result supported the hypothesis and revealed the significant difference in the financial well-being of lawyers, as LLM lawyers scored higher in financial well-being compared to LLB lawyers, which is consistent with the findings of Auturupane et al. (2013). Several studies (Menard, 2014; Graham & Paul, 2010) highlighted that an additional year of study increases financial satisfaction. It was also proposed that the education status of lawyers tends to influence lawyers' career satisfaction. The data also supported this hypothesis. The interesting finding of this study was that the career satisfaction of LLB lawyers was higher than that of LLM lawyers. The findings showed that married lawyers scored significantly higher in financial well-being than those who were single or separated/divorced/widowed. A study by Lerman (2002) supported this finding that marriage benefits financial well-being. At the same time, the lawyers who are separated/divorced/widowed have higher mental well-being than the lawyers who are single and married, which is inconsistent with the findings of Trivedi, Sareen, and Dhyani (2009).

The idiosyncratic findings of this study were that tax lawyers have higher financial well-being than general, criminal, civil, and family lawyers. In contrast, the general lawyers scored significantly higher in career satisfaction than the tax and banking/cooperates lawyers, and the

mental well-being of the banking/cooperates lawyers scored significantly higher than the general lawyers. The findings showed a negative correlation between financial well-being and career satisfaction, which may be explained through the affect theory (1976), as financial well-being does not seem valued by respondents. A positive correlation was found between financial well-being, mental well-being, age, monthly income, and year of experience, which is consistent with the study of Golberstein (2015). The current study showed that career satisfaction and years of experience have a significant positive relationship, supported by Singh and Sinha (2013). Whereas a negative correlation was found between career satisfaction, mental well-being, age, and monthly income, these findings are inconsistent with the findings of Ryff & Keyes (1995) and Willem & De Jonghe (2007). One of the variables, mental well-being, is significantly positively correlated with lawyers' age, monthly income, and year of experience. This finding agrees with the findings of Diener and Oishi (2000).

Conclusion

It is vital to have a comprehensive understanding of the legal profession. This study concentrated on financial well-being, career satisfaction, mental well-being, and other demographics influencing lawyers. This study concluded that no significant gender differences were found in lawyers' financial well-being, career satisfaction, and mental well-being. It was also examined that lawyers living in the extended family scored higher in financial and mental well-being than those from the nuclear family. Whereas in career satisfaction lawyers living in nuclear families scored higher than those living in extended families. Beside this, analysis shows that LLM lawyers scored higher in financial well-being than LLB. While, career satisfaction of LLB lawyers was higher than LLM lawyers. However, no significant difference was found between the mental well-being of LLB and LLM lawyers. Married lawyers have significantly higher financial well-being than lawyers who are single or separated/divorced/widowed. The financial well-being of tax lawyers was found to be higher than that of general lawyers, criminal lawyers, civil lawyers, and family lawyers. General lawyers scored higher in career satisfaction than tax and banking/corporate lawyers. The mental well-being of banking/cooperates lawyers was higher than that of general lawyers. In this study context, the reasons for these diverse results emphasize the need for qualitative research.

Moreover, the study revealed that the lawyers who select this profession for other reasons have significantly more financial well-being than those who choose this profession due to gender, family pressure, and passion. No significant differences were found between lawyers' career satisfaction and mental well-being due to the preference for adopting this profession. The reasons for these results are beyond the scope of this study. In the end, a negative correlation was found between financial well-being and career satisfaction. In contrast, a positive correlation was found between financial well-being, mental well-being, age, monthly income, and year of experience. A significant positive relationship was found between career satisfaction and years of experience. A negative correlation was found between career satisfaction, mental well-being, age, and monthly income. A significant positive correlation was found between mental well-being, age, monthly income, and year of experience. The significant aspect of this study is to reveal the status of lawyers for government and policymakers to aid them in taking initiatives for improvements by curbing the factors that influence lawyers' performance in their legal profession. Keeping in view different constraints, such as the non-availability of lawyers, time restriction, and security issues in firms and resources, this study is limited to a small sample of 200 advocates from different firms located in Lahore

Recommendations:

Some of the suggestions for conducting further studies are as follows:

- 1) Sex and gender disaggregated data should be available to understand gender dynamics in the legal profession.
- 2) A comprehensive study containing data from different cities all over the country can be conducted to understand the prevailing status and to devise policies.
- 3) This study can be conducted with further variables related to lawyers' professional and personal characteristics.
- 4) Gender-sensitive training programs can play a vital role in reducing gender inequality in the legal profession
- 5) A comprehensive policy is recommended to increase lawyers' mental and financial well-being and career satisfaction.

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