

FINAL REPORT

Baseline Study on the Working Conditions of Male and Female Lawyers in Kuala Lumpur and Selangor

Commissioned by:

ASSOCIATION OF WOMEN LAWYERS (AWL)
Co-ordinated by Meera Samanther on behalf of AWL

In collaboration with:

HUMAN RIGHTS COMMISSION OF MALAYSIA (SUHAKAM)
WOMEN'S AID ORGANISATION (WAO)

Prepared by:

Dr Lai Suat Yan (Chief Consultant)
Dr Kuppusamy Singaravelloo
Dr Nurjaanah Chew Li Hua
Dr Sarina Mohamed



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Association of Women Lawyers, Malaysia
H-2-12, Block H, Plaza Damas,
Jalan Sri Hartamas 1,
50480 Kuala Lumpur

E-mail: meera_samanther@yahoo.com

Mobile: 012-3138850

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FOREWORD

Women Lawyers represent 51 percent of the Malaysian Bar (“the Bar”). Statistically, this validates the position that the recruitment of women into the legal profession is fair.

Once in though, do equal opportunities abound and are their voices heard?

The Baseline Study is a project commissioned by Association of Women Lawyers (AWL) in collaboration with SUHAKAM (Human Rights Commission, Malaysia) and Women’s Aid Organisation, Malaysia (WAO). The Bar in supporting this Survey, has displayed its commitment to achieving equality within its ranks. This is heartening, for the Survey has raised many issues and provided much needed data that points to the uneven playing field for women within the profession.

Are women represented equally in leadership positions within the Bar? Of the 15 members of the Bar Council Committee, only 5 are women. Of the past 27 Bar Presidents, only 2 have been women. The constitution of committee members at the various State Bars, also show that women are gravely under-represented.

What of legal positions within the profession itself? The Survey has shown that 68% of legal assistants today are female and yet men dominate in the positions of consultants, sole proprietors and partners. This is indicative of the existence of barriers of upward mobility that affect women – unfortunately, in a profession that should be the bastion of equality and fairness. Even the respective areas of practice were touched upon, revealing a delineation of areas by gender and current social expectations.

What of working conditions for women? We are all familiar with the notions of sexual harassment and sexual propositioning. The only issue is, whether they should be tolerated.

At the recent Bar AGM, a male member of the Bar passed a sexist comment. It was received with amusement, without any backlash. There was neither a show of disapproval, nor a reprimand from the Bar Council members.

This would not have been the case had it been a racist comment, or a speech peppered with ‘hate’ remarks. The Bar, our fortress of justice, would have immediately expressed outrage and demanded a retraction of all or any statements.

Freedom of expression is often used as a response when women condemn sexist statements. However, should we use that, or tolerate it being used, to venture away from the paradigm of human rights? There is no hierarchy of rights, and the freedom to express oneself does not trump over the right to live a life free of violence and abuse, be it verbal or otherwise. There are limits, more so when the wonderful concept of ‘freedom’ is involved. Freedom of expression there should be, as long as it neither impinges on, nor obstructs other human rights.

Society today has set the parameters for hate speech and racist comments. The same should apply for comments with sexist connotations.

This Survey relates to a particular group of women, namely, lawyers. The Survey has also, through its qualitative research, confirmed that gender inequality exists within the legal professional sphere. The Bar now has to rise to the fore. It is uniquely placed to be the forerunner in eradicating gender inequality amongst our ranks. Fairness, equal treatment, equal opportunity and equal access, regardless of gender, should now be the ethos it promulgates and applies across the board.

The Survey confirms the uneven playing field that female lawyers are faced with. The challenges that female lawyers face are distinct and unique from male lawyers. The most obvious challenge is striking a family-work balance. We are beyond the debate about whether men and women are equal in the legal profession. Whilst men and women have similar professional demands, women have different demands that society expects of them when it comes to home life and it is these differences that need to be recognized

The Survey and its findings, has been invaluable in raising the issues that have previously been left to brood and fester in dark places. It will help create awareness, and will also be a step forward towards making us conscious of how we inadvertently (or sometimes consciously as the case may be) propagate sexism through our words and conduct in our daily doings at the workplace, in court and at home.

AWL acknowledges the important contribution of Dr Lai Suat Yan as the chief consultant who spent sleepless nights working on this Baseline Study within a short time frame that was given to us. Dr Lai also played a critical role in providing a feminist perspective to this study, which had a major impact on the study. A big thank you to Dr Kuppusamy Singaravelloo, as our most able statistician, from whom I have personally learnt so much about statistics now. My sincere thanks to Dr Nurjaanah Chew Li Hua and Dr Sarina Mohamed for being part of the research team. It was Datuk Khaw Lake Tee of SUHAKAM to whom I owe much of my gratitude, for personally introducing me to the team of researchers from the University of Malaya. Datuk Khaw diligently attended and gave valuable input at all our research meetings despite her heavy schedule. My sincere thanks to Ivy Josiah, Executive Director of WAO for her contribution, in particular towards the questionnaire.

The study would not have been possible but for my dear friend Sheena Gurbakash, who spent countless lattes with me in 2010, lamenting issues faced by women lawyers. The discussions that we had, formed the genesis of this Baseline Study. The support and friendship from the AWL Executive Committee over the years has been essential in ensuring that this study took off the ground. Our appreciation to United Nations Population Fund (UNFPA) Malaysia for their generous financial support.

Finally my sincere thanks to the many respondents who participated in this survey and in particular, to those who spoke out frankly about their challenges to the researchers, is much appreciated.

On a final note, the AWL Executive Committee 2014, would like to propose that the Bar consider introducing a Gender Sensitisation Programme for all lawyers entering the legal profession. This will set the context and train young legal minds to be more respectful and sensitive to the opposite sex and to avoid violating and offending the rights of others.

Thank you.

Meera Samanther
President
Association of Women Lawyers

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EXECUTIVE SUMMARY

BACKGROUND

The Baseline Study on the Working Conditions of Male and Female Lawyers in Kuala Lumpur and Selangor is commissioned by the Association of Women Lawyers (“AWL”) in collaboration with the Human Rights Commission of Malaysia (“SUHAKAM”) and the Women’s Aid Organisation (“WAO”). It was undertaken in response to anecdotal evidence received by AWL of gender discrimination within the legal profession, and the lack of awareness of the Sexual Harassment Complaints Mechanism (“the Mechanism”) that has been established by the Malaysian Bar. This study is the first of its kind carried out in Malaysia, centered on gender issues which may be faced by those in the local legal profession.

The main objective of this study is to ascertain the working conditions of lawyers within Kuala Lumpur (“KL”) and Selangor, aiming to identify the prevalence of gender-discriminatory practices or other gender-based issues within the Malaysian legal profession, particularly those which may affect women lawyers. Projected outcomes include raising awareness on the status and working conditions of women lawyers within the legal profession in Kuala Lumpur and Selangor, raising awareness of the Mechanism, sensitizing the Bar Council on gender discrimination issues, and forwarding the findings of the study to the Professional Standards and Development Committee of the Bar Council for the formulation of suitable programs to effectively address the issues identified.

METHODOLOGY

The methodology adopted to conduct this baseline study is feminist in approach, utilizing the concepts of direct and indirect gender discrimination in studying the status and working conditions of female lawyers *vis-à-vis* male lawyers. Both quantitative and qualitative methods are used to obtain data. This combined method will add breadth by encompassing a much larger sample group, and adds depth by incorporating qualitative interviews with selected female and male lawyers to understand certain phenomena in detail. In particular, adopting a feminist approach in the qualitative interviews will allow the study to

incorporate an understanding of the various issues faced by lawyers at the workplace from the perspective and experiences of female and male lawyers themselves. Based on the objectives of the research and a few of the questions that AWL provided, a team of four consultants, which included a gender expert-cum-social scientist, two legal experts, and a statistician from the University of Malaya consulted the literature on this topic and developed the questions in the survey. Throughout the whole process, AWL, SUHAKAM, and WAO were consulted and they provided invaluable input.

In order to select respondents for the study, a desktop-based stratified random sampling procedure was used. Selection was based on the list of registered lawyers as at December 2012, which provided a sampling frame of 9,631 lawyers, comprising 51 per cent of female lawyers and 49 per cent of male lawyers. While a sample of 450 lawyers was initially targeted for the quantitative survey, constraints and limitations led to the final number of respondents totaling 198 i.e. a 44 per cent response rate. Of these respondents, 103 were female (52%), while 95 were male (48%). This percentage is more or less reflective of the composition of the lawyers by sex in the targeted population. Other selection criterion included ethnicity, location i.e. urban and rural, and job positions i.e. partners, legal assistants,¹ consultants, and sole proprietors. Qualitative data gathered from the survey focused on gender issues in the workplace, such as sexual propositions and other gender-based discrimination.

Altogether 30 respondents were chosen for the qualitative interview, to allow for the inclusion of all the different types of gender issues or discriminations faced by respondents in the local legal profession. Of these respondents, 21 were female, while 9 were male, based on a 7:3 male to female ratio derived from the percentage of respondents by sex who answered in the affirmative to any of the qualitative questions in the survey in relation to gender issues faced at the workplace.

¹ Throughout the text of this report, the term “legal assistant” has been consistently used. It is to be noted that at the time of finalizing the report, the current term in usage in the legal profession is “legal associate”.

MAIN FINDINGS

The main findings of the study consist of quantitative and qualitative data. The quantitative findings analyzed from the gender angle can be delineated into four types as follows:

- a) The hierarchy of the job position held,
- b) The attrition rate,
- c) The leadership role in the Executive Committee of the Bar Council, the KL as well as the Selangor state Bar, and
- d) The working conditions gathered from the survey.

Based on the list of registered lawyers for three time frames, namely, as at March 2011, December 2011 and December 2012, it was found that female lawyers dominated in the lower rung of the job hierarchy as legal assistants comprising over 60 per cent. In contrast, male lawyers dominated at the higher rung as consultants comprising approximately 75 per cent in the three time frames studied. While the percentage of female sole proprietors increased slightly over the three time frames, by December 2012 there was only 35 per cent of female sole proprietors compared to 65 per cent of her male counterpart. Furthermore, even as the percentage of female partners increased slightly from approximately 41 per cent in March 2011 to 42 per cent in December 2012, it was still dominated by male lawyers.

The attrition rate analyzed in two time frames, namely, March to December 2011 and December 2011 to December 2012, found that it was slightly higher by approximately 2 per cent for female lawyers in each time frame at 5.9 per cent and 10.6 per cent respectively. Similarly, a slightly higher percentage of female in comparison to male lawyers moved to another firm. In tandem with these findings, a higher majority of males (over 75%) remained in the same firm in both time frames. These findings suggest that more male lawyers, particularly those who are satisfied with their job remained with the same firm.

In terms of the gender trends in leadership roles as reflected in the membership of female lawyers in the Executive Committee of the Bar Council, the KL and Selangor state Bar Committees, it was found that overall their representation is significantly much lower

compared to male lawyers. Nonetheless, the representation of female lawyers in the Selangor Bar is the most encouraging as it increased from 23 per cent for the 1992-2002 period to 35 per cent for the 2003-2013 period. This is followed by the representation of female lawyers in the Executive Committee of the Bar Council which also experienced an increase from 7 per cent to 17 per cent in the same time period. However, the representation of female lawyers in the Executive Committee of the KL state Bar decreased from 23 per cent (1992-2002) to 19 per cent (2003-2013). The domination of male lawyers in leadership roles was so prevalent that only two female lawyers were ever at the helm of the Executive Committee of the Bar Council as Presidents while there were no female lawyers who had held a similar position for both the KL and Selangor state Bars.

The quantitative data on the working conditions obtained by the survey can be divided into five main categories. In the first category concerning litigation, it was found that the male lawyers surveyed dominated in all these areas of practice in litigation: civil litigation, banking litigation and criminal litigation. In comparison the female lawyers surveyed dominated in conveyancing.

In the second category related to income pattern, the earnings of females at the point of entry into the profession were found to be lower than those of males. Statistically, the annual gross income of 79 per cent of female compared to 60 per cent of male lawyers were at RM35,000 and below when they started legal practice. However, over a period of time the income differentials had gradually diminished and the income of female lawyers had, at times, even exceeded that of male lawyers for certain categories of income. For example, in 2012, after working for a few years, 42 per cent of female compared to 35 per cent of male lawyers had a total gross annual income of below RM60,000. Furthermore, for certain categories of income in 2012 there was a higher percentage of female lawyers as follows:

- a) RM90,001-RM120,000 (10 per cent of female to 9 per cent of male lawyers),
- b) RM120,001-RM200,000 (15 per cent of female to 13 per cent of male lawyers),
and
- c) above RM300,000 (14 per cent of female to 13 per cent of male lawyers)

However, there was a higher percentage of male lawyers for two other income categories, namely, RM60,001-RM90,000 (21 per cent of male to 15 per cent of female lawyers) and RM200,001-RM300,000 (10 per cent of male to 5 per cent of female lawyers). A more detailed analysis based on the number of years that a male and a female lawyer had been active in the legal practice arrived at a similar conclusion that while at the point of entry female lawyers earned less than male lawyers this had diminished over time and at certain categories of income female lawyers even earned more than male lawyers.

The third category concerning job satisfaction found that female lawyers were slightly more satisfied than male lawyers with: (a) work condition, (b) benefits, (c) prospects for promotion, and (d) mentoring. Male lawyers were slightly more satisfied with pay. Nonetheless, none of these differences were statistically significant. Non-Malay lawyers were less satisfied with most of the aspects examined in this study in comparison with Malay lawyers.

In the fourth category concerning being sexually propositioned, approximately 10 per cent of respondents, comprising mainly female respondents had experienced this during the course of work. However, a majority of respondents were either not aware or unsure of the existence of the Code of Practice on the Prevention and Eradication of Sexual Harassment at the Workplace adopted by the Bar Council. Forms of sexual propositions identified from the responses in the survey as well as the qualitative interviews included suggestive remarks, physical harassment, and suggestive invitations. The qualitative data on the response of the respondents when faced with such incidents further showed that there is a high tendency of such incidents going unreported. This could be attributed to a few factors such as the lack of awareness of relevant mechanisms that have been put in place by the Bar Council, the perceived ineffectiveness of these mechanisms, fear of jeopardizing their career, the incidents were one-of and because respondents were able to handle it themselves. It was found that those who are younger are more likely to be sexually propositioned. Those who sexually propositioned them were not limited to their colleagues, clients or bosses in the firm but also included a judge and other figures of authority such as police officers and prison guards.

The fifth category on the effects of the care-giver role on female lawyers' career found that in comparison to male lawyers, they were more affected by their commitment to attend to children or other members of the family. These adversely impacted their career advancement and development. The impact is most felt when they have to attend to children below 7 years old. Notably, 70 per cent of the respondents were married. From this figure, 62 per cent of married respondents have 1-2 children, 25 per cent have more than 2 children while the remaining 13 per cent have no children. Furthermore, almost one third of male respondents' wives were housewives while 93 per cent of female respondents' husbands were working full-time with none as househusbands. Given this, it is not surprising that female lawyers are more affected than male lawyers due to having children. More female lawyers had also been bypassed for promotion as a result of their need to attend to either children or other members of the family, or both. Notably, younger in comparison to older respondents tended to have to care for other members of the family. The quantitative survey complemented by the qualitative interviews provided in-depth details of the discriminations faced by working mothers which included lesser remuneration and chances of promotion and advancement.

Overall, the quantitative data on the prevalence of sexual propositions and gender-based issues showed that 61 of the 198 respondents (approximately 31 per cent) answered in the affirmative when asked if they had ever faced such issues. It is to be noted that a respondent may cite more than one category of gender discriminatory practices. Respondents also provided varied answers to the question of forms of gender-discriminatory practices they had faced or witnessed during the course of their work. Several broad categories of such practices were identified to include bias against gender, for example, the tendency for clients preferring male lawyers over female lawyers than vice-versa, bias against female lawyers in litigation, gender discrimination in terms of salary and promotion, bias against successful female lawyers who are perceived to sleep their way to the top, the exertion of power dynamics and notably bias against working mothers which had been discussed earlier.

Based on these findings, the study was able to ascertain the more prominent forms of gender-discriminatory practices present in the legal field today, with the top three as follows:

- a) Bias towards male lawyers. This is referred to in the literature as intangible discriminations such as preference for male lawyers to handle cases or being assigned big cases or having more networking opportunities which led to an increase in business. This was cited by 3 males and 21 female respondents.
- b) Bias against working mothers. This was cited by 6 male and 15 female respondents.
- c) Being sexually propositioned. This was cited by 3 males and 17 female respondents.

The study also illuminated how these issues were commonly dealt with, namely, by ignoring it or taking personal measures to handle it, or perceived by those working in that environment based on the qualitative and quantitative data provided by the sample of respondents.

RECOMMENDATIONS BY RESPONDENTS

Several recommendations on ways to handle the different gender-based issues raised were brought up by the respondents. On dealing with sexual propositions, the recommendations include actions that could be taken at both the personal and institutional levels. At the personal level, actions to be taken include female lawyers avoiding being alone with clients and declining inappropriate invitations not related to their work. At the institutional level, recommendations include holding awareness campaigns, building support networks, and establishing clear policies on sexual harassment at the workplace. The objective is to better protect and provide support for those affected so that they know what to do, where to turn to for support as well as not blaming themselves for these incidents. Specifically, raising awareness on the issue of being sexually propositioned as well as gender based discrimination whether direct or indirect should be integrated as part of the compulsory courses for chambering students or as sharing sessions under the Certificate of Legal

Practice. In terms of the support network, the composition should also include senior male lawyers to lend it more credibility and to debunk the perception that it is only of concern to female lawyers. Those affected can also turn to their male superiors for support in light of the fact that many of them are in positions of power.

Other recommendations by the respondents include the enactment of a Gender Equality Act, and for the Bar Council to provide proper channels of support for female lawyers. For working mothers, it is recommended that they are afforded more flexibility in terms of working hours in order to provide them a better balance between their career and family obligations. Some recommendations for consideration include the provision of a day-care center and a breast-feeding room at the workplace and a one month paternity leave for men to share in the caring responsibilities.

All these recommendations can be considered by the AWL or a steering committee in working towards the betterment of working conditions for female lawyers in particular and for all lawyers in general. As discussed during the feedback for the initial draft of the report the AWL/steering committee may also include other strategies such as for the Bar Council to amend the form for registration of lawyers so that the main areas and other areas of practice for lawyers are captured and for flexible working hours for working parents to avoid reinforcing stereotypical gender roles.

LIMITATIONS

Limitations that were faced throughout the course of the study included a short time period of only 8 months to conduct the study, process the data, analyze the findings and write the final report. Further, it was difficult to secure appointments with lawyers due to the demanding nature of their profession, leading to only 198 responses being received, instead of the initial targeted 450 respondents. The number of lawyers that could be interviewed in a day by an enumerator was also limited by the geographical spread of the lawyers. While the percentage of female and male respondents were reflective of the targeted population, the percentage of lawyers of Malay and Indian descent fell short. Similarly, the percentage of lawyers by job positions were not reflective of the targeted population with consultants

being the least well represented with only 3, making it insignificant for the quantitative findings. However, their responses were useful for the qualitative aspects of the study.

CHAPTER 1

BASELINE STUDY ON THE WORKING CONDITIONS OF MALE AND FEMALE LAWYERS IN KUALA LUMPUR AND SELANGOR

1.1 BACKGROUND OF STUDY

The Baseline Study on the Working Conditions of Male and Female Lawyers in Kuala Lumpur and Selangor is conducted by the Association of Women Lawyers (“AWL”) in collaboration with the Human Rights Commission of Malaysia (“SUHAKAM”) and the Women’s Aid Organisation (“WAO”). This study stemmed from AWL’s concerns regarding anecdotal evidence received pointing to the existence of gender-discriminatory practices within the legal profession in Malaysia. Discussions were held with several women lawyers in 2011, during AWL’s Brainstorming Session in Kuala Lumpur, in which some of them shared their experiences of being sexually harassed and intimidated in the course of their careers.² Further, many of the lawyers were unaware of the Sexual Harassment Complaints Mechanism (“the Mechanism”) that had been set up by the Malaysian Bar.

At the initial planning stages, AWL considered carrying out a survey in order to gather empirical evidence of sexual harassment faced by lawyers, due to the lack of awareness of the Mechanism and the lack of reported cases. After further discussions, it was decided that the research would be broadened to study the working conditions of women lawyers in Kuala Lumpur (“KL”) and Selangor, which would include studying elements of direct discrimination as well as indirect discrimination, all of which may have a dampening effect on the participation of women in the legal profession.

This is the first study to be done in Malaysia centered on identifying and deconstructing gender issues which may be present in the working conditions of the local legal profession. No other similar study has to date been undertaken in the country by any professional body.

1.2 OBJECTIVES

The main purpose of this study is to ascertain the working conditions of lawyers within Kuala Lumpur and Selangor, their level of job satisfaction, and to identify the existence of any form of gender discrimination, if any, in the legal profession in Malaysia. The specific

² For details see *Praxis*, July-September 2013, “Baseline Study on the Working Conditions of Male and Female Lawyers in Kuala Lumpur and Selangor”. pp 28-29.

objectives of this study are to ascertain the status and profile of women lawyers in KL and Selangor, to ascertain the working conditions of women lawyers, and to identify issues and areas of concern for women lawyers.

1.2.1 To Ascertain the Status and Profile of Women Lawyers in KL and Selangor

A baseline profile of women lawyers working in KL and Selangor is established through data gathered on the number of registered women lawyers, the number of women lawyers who are sole proprietors and partners in firms, the number of women lawyers engaged in gendered areas of practice of the law, the societal expectations of areas of law which women lawyers should be practising, and how many women lawyers hold leadership positions in the Bar Council, and the executive committees of the KL Bar and Selangor Bar.

1.2.2 To Ascertain the Working Conditions of Women Lawyers

Through ascertainment of working conditions of women lawyers, this study will attempt to identify the prevalence of both direct and indirect forms of discrimination experienced by them in the workplace.

(a) Direct Gender Discrimination

Direct gender discrimination occurs where a person is treated differently to their detriment as a result of their gender. An example of direct gender discrimination is sexual harassment, which is unwelcome sexual behavior that could come in the form of suggestive comments or physical advances. The effects of such discriminatory acts in the legal profession are far reaching; negatively affecting staff morale, as well as stifling women's careers in the field. AWL and its members have received anecdotal evidence of women lawyers facing direct gender discrimination in the course of their professional work. This study aims to collect verifiable data about the extent of such discrimination in order to highlight areas for both AWL and the Bar to co-operate in order to redress such situations.

(b) Indirect Gender Discrimination

Indirect gender discrimination occurs when demands are made on employees without due regard given to the various social expectations demanded of women. For example, the expectation that lawyers are to clock in long hours at work does not take into account the need for some women lawyers to care for their families. Women lawyers who are unable to work such expected long hours may thus lead to her career options being limited.

Such discriminatory practices stem as far back as university-level, in which it has been identified that women law students have been advised to move away from certain “male-dominated” areas of law, including criminal, corporate, and corporate litigation. Indirect discrimination thus may have a direct impact on the working conditions of women lawyers, and this study aims to examine the prevalence of such practices and how it affects women lawyers in KL and Selangor.

1.2.3 To Identify Issues and Areas of Concern for Women Lawyers

Data collected in this study will be able to provide information identifying different issues and areas of concern for women lawyers, which will assist AWL together with the Bar in the implementation of programmes addressing such issues. The information will also be used to provide the basis for professional development for both women coming into the profession as well as those currently practising.

1.3 OUTCOMES

The projected outcomes of this study include:

- (a) Raising awareness on the status of women lawyers, their working conditions and concerns within the legal profession in Malaysia.
- (b) Raising awareness of the existence of a sexual harassment complaints mechanism within the Bar Council, and to sensitise the Bar Council on gender discrimination issues; and
- (c) To forward the findings to the Professional Standards and Development Committee of the Bar Council for the formulation of appropriate programs to effectively address issues identified.

1.4 LITERATURE REVIEW

In the course of identifying the different possible gender-related issues and scenarios that could be faced by female lawyers in the legal profession, it is helpful to look at several related academic studies that have been previously conducted. Analysing the outcomes of those studies will also give better insight when comparing those results with the present data obtained from the qualitative and quantitative methods employed, in determining if the gender-related issues faced are prevalent in the legal profession as a whole.

For the purpose of this literature review, different journal articles concerning varied gender-related issues in the legal profession were examined. These articles have been sourced from

jurisdictions outside Malaysia, as no similar study has yet been conducted within the country. The articles examined covered different areas of gender-related work issues, namely job satisfaction, career advancement opportunities, sexual harassment, and remuneration. One study which gave an overview of the different gender discriminatory practices against female lawyers in the workplace and its impact on their overall job satisfaction is by Laband and Lentz, titled *“Is There Sex Discrimination in the Legal Profession? Further Evidence on Tangible and Intangible Margins”*.³ This study was conducted on a random probability sample of 3,018 lawyers of all ages, addressing aspects of the respondents’ work environment, job history, and educational background.

Among the issues covered by this study included treatment of females in the legal profession with regard to promotions, remuneration of female lawyers compared to their male counterparts, and overall job satisfaction. While the writers found that there was no evidence of overt discrimination against female lawyers as far as earnings and promotional opportunities are concerned, he suggested that there is the existence of covert discrimination which included female lawyers being afforded lesser networking opportunities and being assigned less challenging tasks; which may correlate directly to the results showing that women lawyers experience lower overall job satisfaction than their male counterparts.

Another interesting study examined was *“Feminist Legal Theory, Feminist Lawmaking, and the Legal Profession”* by Bowman, Grant, and Schneider which attempted to explain the complex interaction between theory and practice with respect to the interaction between feminist legal theories and the development of feminist lawmaking and substantive law practice, and the impact of feminist legal theories on the way law is practised.⁴ The importance of this interrelationship was expounded upon by the writers, who asserted that the practice of such theories has resulted in innovative feminist lawmaking efforts and produced important critiques of the legal profession, especially in terms of abolishment of gender-discriminatory practices and allowing better integration of females in the legal profession.

³ David N. Laband and Bernard F. Lentz. Spring 1993. *“Is There Sex Discrimination in the Legal Profession? Further Evidence on Tangible and Intangible Margins”*, The Journal of Human Resources, Vol. 28, No. 2. Pp. 230-258.

⁴ C.G. Bowman, Cynthia Grant, and E.M. Schneider. 1998. *“Feminist Legal Theory, Feminist Lawmaking, and the Legal Profession”* in *Cornell Law Faculty Publications*. Paper 136. pp. 249-271.

1.4.1 Job Satisfaction

Several articles focused on the job satisfaction of female lawyers, including *“Even Lawyers Get the Blues: Gender, Depression and Job Satisfaction in Legal Practice”* by Hagan and Kay; and *“Do Professional Women have Lower Job Satisfaction than Professional Men? Lawyers as a Case Study”* by Chiu.⁵ The first study conducted concluded from the data gathered that male and female lawyers experience similar levels of job satisfaction, but female lawyers have a greater tendency to suffer from feelings of depression or despondency. This is significantly influenced by their working conditions which included gender differences in occupational power, differences in perceived powerlessness and concerns of the consequences of having children. He also inferred that female lawyers are more likely to internalize feelings of dissatisfaction, which lead to them reporting similar levels of job satisfaction as their male counterparts. The results of the latter study, conducted on a sample of full-time lawyers in private practice that graduated during the period of 1980 to 1990, showed that women experience lower job satisfaction, attributed to four related aspects: influence, promotional opportunity, financial rewards, non-competitive atmosphere and time; all of which recorded lower satisfaction rates by female respondents.

Another study conducted on members of the Quebec Bar, titled *“Crossroads to Innovation and Diversity: The Careers of Women Lawyers in Quebec”* showed that attrition rates are higher in women than men, due to their dissatisfaction with the ability to balance their work and personal life.⁶ Two articles, titled *“The Interactive Effects of Gender and Mentoring on Career Attainment: Making the Case for Female Lawyers”* and *“The Benefits of Mentoring for Female Lawyers”* respectively, further examined the effects of mentoring on female lawyers, and found that female lawyers who were mentored by senior male lawyers reported having greater job satisfaction rates due to accruing, among others, better monetary and promotional opportunities.⁷ The results of these two studies seems to point to a direct correlation between the influence held by senior male lawyers and the impact they can have on the shaping of a female protégé’s career in the legal field.

⁵ John Hagan and Fiona Kay. March 2007. *“Even Lawyers Get the Blues: Gender, Depression and Job Satisfaction in Legal Practice”*, *Law & Society Review*, Vol. 41, No. 1. Pp. 51-78; and C. Chiu, 1998. *“Do Professional Women have Lower Job Satisfaction than Professional Men? Lawyers as a Case Study”*, *Sex Roles*, Vol. 38, Nos. 7/8. pp. 521-537.

⁶ Fiona, M. Kay. 2002. *“Crossroads to Innovation and Diversity: The Careers of Women Lawyers in Quebec”* McGill Law Journal, Vol. 47. pp. 699-745.

⁷ Aarti Ramaswami, George F. Dreher, Robert Bretz, and Carolyn Wiethoff. 2010. *“The Interactive Effects of Gender and Mentoring on Career Attainment: Making the Case for Female Lawyers”*, *Journal of Career and Development*, Vol. 37, No. 4. pp. 692-716; and Jean E. Wallace. 2001. *“The Benefits of Mentoring for Female Lawyers”*, *Journal of Vocational Behaviour*, Vol. 58. pp. 366-391.

1.4.2 Remuneration

The issue of women lawyers and remuneration was examined by Wood, Corcoran and Courant in *“Pay Differences Among the High Paid: The Male-Female Earnings Gap in Lawyers’ Salaries”*, on a sample consisting of male and female graduates of Michigan Law School.⁸ The findings showed that while both male and female respondents worked long hours and were highly paid, male lawyers appear to make more money than their female counterparts. This phenomenon was attributed to women’s earnings being negatively affected by taking time off work to care for their children. The results also showed that while female law graduates begin their careers earning only slightly less per year than male graduates, the gap widens considerably, and 15 years later, females earn only 60% of what their male counterparts are paid. The writers sum up the findings as male lawyers enjoying considerable earnings advantage and a higher rate of growth in earnings as compared to female lawyers, clearly a gender-discriminatory practice.

1.4.3 Sexual Harassment

Articles zooming in on sexual harassment issues faced by lawyers were also examined, namely *“Sexual Harassment within the Legal Profession: Estimating Average Levels in Metropolitan Areas”* by Kohlman, and *“The Impact of the Proportion of Women in One’s Workgroup, Profession and Friendship Circle on Males’ and Females’ Responses to Sexual Harassment”* by Goldberg.⁹ The first study focused on the different scenarios on sexual harassment, while the latter examined the influence of differing gender contexts on responses to sexual harassment.

The first study showed that sexual harassment was a prevalent issue within the law firms of the metropolitan areas of the United States, leading to a hostile or abusive working environment. The different forms of harassment included making sexual advances of a physical or verbal nature, sending obscene pictures, and making lewd comments. One prominent variable present in the study was the age, with junior associates being more likely to be a target of sexual harassment compared to senior associates. Another variable present was marital status, in which it was found that single or divorced female lawyers reported higher levels of sexual harassment than those who are married.

⁸ Robert G. Wood, Mary E. Corcoran and Paul N. Courant. July 1993. *“Pay Differences Among the High Paid: The Male-Female Earnings Gap in Lawyers’ Salaries”*, *Journal of Labor Economics*, Vol. 11, No. 3. pp. 417-441.

⁹ Marla H. Kohlman. Fall 2004. *“Sexual Harassment within the Legal Profession: Estimating Average Levels in Metropolitan Areas”*, *Michigan Sociological Review*, Vol. 18. pp. 64-81; and Caren B. Goldberg. September 2001. *“The Impact of the Proportion of Women in One’s Workgroup, Profession and Friendship Circle on Males’ and Females’ Responses to Sexual Harassment”*, *Sex Roles*, Vol. 45, Nos. 5/6. pp. 359-374.

1.5 METHODOLOGY

The methodology adopted to conduct this baseline study is feminist in approach, utilizing the concepts of direct and indirect gender discrimination in studying the status and working conditions of female lawyers *vis-à-vis* male lawyers. Both quantitative and qualitative methods are used to obtain data. This combined method will add breadth by encompassing a much larger sample group, and adds depth by incorporating qualitative interviews with selected female and male lawyers to understand certain phenomena in detail.¹⁰ In particular, adopting a feminist approach in the qualitative interviews will allow the study to incorporate an understanding of the various issues faced by lawyers at the workplace from the perspective and experiences of female and male lawyers themselves.¹¹ Best efforts were taken in conducting this study to ensure that the resulting sample of lawyers in the survey are representative of the members of the Bar within the two jurisdictions along the basis of sex, location, areas of practice, types of practice, and years called to the Bar. The data collected are as follows:

- (a) A review of data on female and male lawyers in KL and Selangor within the Bar Council and state Bar committees. Specifically, an analysis of the data on the gender trend in leadership roles as reflected in the composition of the Executive Committee of the Malaysian Bar Council, the KL Bar and the Selangor Bar from 1992-2013 and a gendered analysis of the attrition rate from 2011-2012 will be presented in chapter 2.

- (b) While the initial plan was to carry out a survey on an approximate of 450 lawyers in total, comprising both female and male lawyers practising within KL and Selangor, the team realized after the pilot survey that this was not possible due to three reasons. Firstly, time limitations as the time period was only 8 months in total which include processing the data, analyzing the findings and writing the final report. Secondly, it was proven to be particularly difficult to get appointments with lawyers due to the demanding nature of their profession. Some of the appointments made had to be rescheduled at the last minute, sometimes for three times mainly because lawyers could not make it.¹² Thirdly,

¹⁰ For a comparison of the characteristics of qualitative and quantitative research see W. Lawrence Neuman. 2000. *Social Research Methods*. Boston: Allyn and Bacon, pp.16-17; and for why feminists like qualitative research methods see Toby Epstein Jayaratne and Abigail J. Stewart. 1991. "Quantitative and Qualitative Research Methods in the Social Sciences" in *Beyond Methodology: Feminist Scholarship As Lived Research*. Bloomington: Indiana University Press. pp. 89-92.

¹¹ Reinharz Shulamit. 1992. "Feminist Interview Research" in *Feminist Methods in Social Research*. New York: Oxford University Press.

¹² At times the rescheduling was requested by the part-time student enumerators, for example, when they got lost on their way or due to last minute rescheduling of their classes.

unlike surveying householders or consumers whereby an enumerator can interview at least 4 to 5 persons a day at the same location or nearby location, this was not possible in our study. On average, the research team managed to arrange two lawyers per day for each enumerator as most lawyers were free only after 2 p.m. or due to the geographical location of those who agreed to be interviewed which are far apart. In rare cases, the team managed to secure only one or three interviews a day for each enumerator. Due to these factors, the team received 198 responses at the conclusion of the study. The questions in the survey were developed by a team of four consultants, which included a gender expert-cum-social scientist, two legal experts, and a statistician from the University of Malaya in consultation with AWL, SUHAKAM, and WAO. The findings and its analysis are presented in chapter three.

- (c) Assuming that both male and female will raise gender issues the initial plan was to conduct in-depth interviews with approximately 15 male and female lawyers respectively, to gather personal feedback on their concerns and issues faced within the legal profession. This means that a total of 30 respondents comprising equally 50 per cent of male and 50 per cent of female lawyers were targeted. However, based on the ratio of male and female respondents who raised gender issues in the survey, the male to female ratio was subsequently revised to 3:7. This means in-depth interviews were conducted with a total of 9 (30 per cent) male lawyers and 21 (70 per cent) female lawyers. The findings and analysis of the qualitative data are presented in chapter four.

1.5.1 Sampling Frame of Quantitative Data for Survey

The list of registered lawyers as at December 2012 consisted of 9,631 lawyers which formed the sampling frame for this study. The team was provided with three sets of lists, i.e. one each for March 2011, December 2011, and December 2012 according to the Bar Council's Registry. The number of lawyers within each of the three sets was 8529, 9028, and 9631 persons respectively. **Table 1** presents the distribution of the lawyers by position and gender for the three timeframes. The total number of lawyers has risen steadily from March 2011 till December 2012. In terms of gender, there was more or less an equal representation of male and female lawyers for each of the period, namely March 2011, December 2011 and December 2012. Specifically, in March 2011 there were approximately 51 per cent of male lawyers and 49 per cent of female lawyers whilst in December 2012, the situation reversed with slightly more female lawyers at 51 per cent compared to male lawyers at 49 per cent.

Noteworthy, is the fact that there were more females among legal assistants while males dominated the positions of consultants, sole proprietors and partners. In March 2011, there were approximately 67 per cent of female legal assistants and this increased slightly to approximately 68 per cent in December 2012. In contrast, for the three timeframes there were approximately 75 per cent of male consultants compared to 25 per cent of female consultants. Consultants typically comprised retired judges or lawyers who are retained due to their reputation and ability to attract and retain clients. While the percentage of female sole proprietors increased slightly over the three timeframes, by December 2012 there was only 35 per cent of female sole proprietors compared to 65 per cent of her male counterpart. Furthermore, even as the percentage of female partners increased slightly from approximately 41 per cent in March 2011 to 42 per cent in December 2012, it is still dominated by male lawyers. In other words, female lawyers dominate at the bottom rung of the job hierarchy while male lawyers at the top and higher rung. This finding is consistent with statistics gathered in the Victorian Women Lawyers report in which it is found that there is still inequity in women’s and men’s status in private law firms with women underrepresented at the partner level.¹³

**Table 1: Distribution of Lawyers by Position and Gender
(March 2011 – December 2012)**

	Mar 2011		Dec 2011		Dec 2012	
	Male	Female	Male	Female	Male	Female
Consultants	72	22	73	24	77	27
Sole Proprietors	885	437	910	479	953	510
Legal Assistants	1060	2124	1146	2347	1214	2615
Partners	2333	1596	2376	1673	2468	1767
Total	4350	4179	4505	4523	4712	4919
Grand Total	8529		9028		9631	

Based on the increasing number of lawyers across the three lists as well as the fact that 2012 contained a list that is more recent, December 2012 formed the best basis for the quantitative survey to be conducted. Some amendments were done to the December 2012 list, especially when the list had cities that are placed in the wrong state. In many cases, the city was quoted as Selangor which was replaced with names of the cities based on the postcode provided. Likewise, Kepong which was listed under Selangor but carried the “5xxx” postcode was eventually placed under FT Kuala Lumpur. Likewise, Cheras is

¹³ Victorian Women Lawyers, 1999. *Taking Up the Challenge: Women in the Legal Profession*. Melbourne: Victorian Women Lawyers. p. ii.

geographically split into two, i.e. under FT Kuala Lumpur and the other under Selangor. Cheras that carried postcode “5xxxx” was moved to FT Kuala Lumpur and those under “4xxxx” were placed under Selangor. The distribution of lawyers by district and position can be seen in **Table 2**. For the survey, those in Putrajaya were excluded, as their numbers were relatively too small.

Table 2: Population of Lawyers by District

Distribution by district	Position				Total
	Partner	Sole Proprietor	Consultant	Legal Assistant	
FT KL & Putrajaya	2670	761	81	2755	6267
Ulu Langat	229	107	0	97	433
Kuala Selangor	6	5	0	2	13
Kuala Langat	7	11	0	5	23
Klang	160	84	2	142	388
Petaling	1067	456	21	795	2339
Gombak	83	28	0	27	138
Ulu Selangor	3	5	0	2	10
Sepang	5	3	0	2	10
Sabak Bernam	5	3	0	2	10
Total Population	4235	1463	104	3829	9631
Distribution (row %)	44.0	15.2	1.1	39.8	100.0

Using a proportionate sampling distribution from the total, capping the maximum sample size at 450, the size of partners is determined to be 198, while that for sole proprietors is 68, consultants at 5 and for legal assistants, 179. The small sample distribution, especially for sole proprietors and consultants led to the reexamination of the distribution which meant that these number have had to be readjusted, thus a disproportionate sample (**Table 3**).

Table 3: Sampling Using Disproportionate Distribution

Sample by district	Position				Total
	Partner	Sole Proprietor	Consultant	Legal Assistant	
FT KL	54	27	27	76	184
Ulu Langat	30	8	0	20	58
Kuala Selangor	4	1	0	4	9
Kuala Langat	4	5	0	4	13
Klang	30	8	1	30	69
Petaling	22	16	7	22	67
Gombak	20	6	0	10	36
Ulu Selangor	1	2	0	1	4
Sepang	2	1	0	2	5
Sabak Bernam	3	1	0	1	5
Total Sample (N)	170	75	35	170	450
% Distribution	37.8	16.7	7.8	37.8	100.0

Furthermore, attention was given to ensure that there is sizeable number of lawyers from smaller cities. By so doing, the proportion of consultants increased to 7.8 per cent and that for sole proprietors increased to 16.7 per cent. This model is proposed to be a better fit than those shown in **Table 4**.

Table 4: Sampling by Proportionate Distribution

Sample by district	Position				Total
	Partner	Sole Proprietor	Consultant	Legal Assistant	
FT KL	125	36	4	129	293
Ulu Langat	11	5	0	5	20
Kuala Selangor	0	0	0	0	1
Kuala Langat	0	1	0	0	1
Klang	7	4	0	7	18
Petaling	50	21	1	37	109
Gombak	4	1	0	1	6
Ulu Selangor	0	0	0	0	0
Sepang	0	0	0	0	0
Sabak Bernam	0	0	0	0	0
Total Sample (N)	198	68	5	179	450
% Distribution	44.0	15.2	1.1	39.8	100.0

One of the key foci of the sampling frame was to examine the distribution of the lawyers by the level of urbanization, which is urban, semi-urban and rural. **Table 5** below shows the distribution of the lawyers according to urban-rural differentials. However, the table indicates that the categories “semi-urban” and “rural” could be combined to represent a better picture and also to capture sufficient number of sample cases to study.

Table 5: Sampling Frame – Disproportionate Distribution by Location

Location	Sole		Legal		Total
	Partner	Proprietor	Consultant	Assistant	
Urban	126	57	35	138	356
Semi-Urban	30	8	0	20	58
Rural	14	10	0	12	36
Total sample (N)	170	75	35	170	450
% Distribution	37.8	16.7	7.8	37.8	100.0

Note: Urban – includes FT Kuala Lumpur (and FT Putrajaya), and districts of Petaling, Gombak and Klang. Semi-urban is represented only by Ulu Langat; while that for rural comprises Kuala Selangor, Sabak Bernam, Hulu Selangor, Sepang, and Kuala Langat.

The data in **Table 6** focuses on the distribution by level of urbanization and gender.

Table 6: Sampling Frame – Disproportionate Distribution by Level of Urbanisation and Gender

	Partner		Sole		Consultant		Legal		Total	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
	FT KL	27	27	14	13	14	13	38	38	93
Ulu Langat	15	15	4	4	0	0	10	10	29	29
Kuala Selangor	2	2	1	0	0	0	2	2	5	4
Kuala Langat	2	2	3	2	0	0	2	2	7	6
Klang	15	15	4	4	1	0	15	15	35	34
Petaling	11	11	8	8	4	3	11	11	34	33
Gombak	10	10	3	3	0	0	5	5	18	18
Ulu Selangor	1	0	1	1	0	0	1	0	3	1
Sepang	1	1	1	0	0	0	1	1	3	2
Sabak Bernam	2	1	1	0	0	0	1	0	4	1
Total (N)	86	84	40	35	19	16	86	84	231	219

1.5.2 Sampling Procedure

The list of registered lawyers as at December 2012 was used to select the respondents using a desktop based stratified random sampling procedure. This is done using the following sequence:

- (i) Position (Sole Proprietors, Partners, Legal Assistants, Consultants)
- (ii) Gender (Male, Female)
- (iii) Ethnicity (Malay, Chinese, Indian, Others)
- (iv) Age group (36 years and below, Above 36 years)
- (v) Location (Urban, Rural)

Once this frame was done, a procedure to obtain a random selection of respondents was performed using Microsoft Excel (under Data Analysis). This procedure avoided researcher bias in selection of the targeted respondents. This was followed by the researchers calling up the sample identified for an appointment to pursue with the interview proper. Field interviewers were recruited and trained before they were allowed to meet with the identified sample.

1.5.3 Actual Respondents

A pilot test was carried out using the draft questionnaire on 41 respondents. The questionnaire was duly amended to allow for required changes and subsequently administered for the actual study. The questionnaire for the survey is attached as Appendix I. In designing the questionnaire previous studies were consulted. Specifically, Q21 on areas of practice and Q24 on working conditions were adapted from Laband and Lentz's study,¹⁴ Q25 on sexual harassment and Qs43-45 on gender issues or gender discrimination faced at the workplace were adapted from the University of Stirling website,¹⁵ and Q30 on the consequences of having children, Q31 on the consequences of having to take care of family members and Q38 on job satisfaction were adapted from Hagan and Kay's study.¹⁶ Other

¹⁴ David N. Laband and Bernard F. Lentz. Spring 1993. "Is There Sex Discrimination in the Legal Profession? Further Evidence on Tangible and Intangible Margins", *The Journal of Human Resources*, Vol. 28, No. 2. P. 249; p 251.

¹⁵ www.diversityandequality.stir.ac.uk/.../gender-questionnaire-student_00, accessed on 2/5/2013.

¹⁶ John Hagan and Fiona Kay. March 2007. "Even Lawyers Get the Blues: Gender, Depression and Job Satisfaction in Legal Practice", *Law & Society Review*, Vol. 41, No. 1. Pp. 51-78; and C. Chiu, 1998. "Do Professional Women have Lower Job Satisfaction than Professional Men? Lawyers as a Case Study", *Sex Roles*, Vol. 38, Nos. 7/8. pp. 521-537.

than that, a few other sources were consulted.¹⁷ Some questions were also added in line with the objectives of this study as well as to ensure consistency and flow.

In the actual survey, although a sample of 450 was initially targeted, due to the constraint of time, the demanding nature of the profession which led to lawyers' refusal and their geographical distribution, the study managed to survey 198 lawyers. This means that the response rate is 44 percent. Notably, the percentage of female (52%) and male (48%) lawyers who responded more or less mirrored that of the target population studied with 51 per cent of female and 49 per cent of male lawyers. The distribution of the respondents' categories as against original targets can be seen in **Table 7**. The targeted number of consultants in the study could not be met for the various reasons stated. In particular, the team found that as a group, the consultants were the most reluctant to be interviewed. Likewise, there was a slight dip in achieving the targeted number of sole proprietors as well as Malay and Indian respondents.

Table 7: Targeted and Actual Number of Respondents by Selection Criterion

Criterion	Targeted sample size	Actual	Success rate
Sole Proprietors	75	24	32.0
Partners	170	101	59.4
Consultants	35	3	8.6
Legal Assistants	170	70	41.2
Male	220	95	43.2
Female	230	103	44.8
Malay	156	57	36.5
Chinese	176	94	53.4
Indian	95	37	38.9
Others	23	10	43.5
Urban	410	180	43.9
Rural	40	18	45.0

¹⁷ These sources include Calista Lai. 2009. "Motivating Employees Through Incentive Programs". Bachelor's Thesis, School of Business Administration, Jyväskylä University of Applied Sciences; Nurliyana Mohd Syazali. 2009. "Occupational Stress and Job Satisfaction Among Public Employees: A Case Study of MOSTI". Master of Public Administration Research Report, Faculty of Economics and Administration, University of Malaya; and Kok Kheong Wong. 2007. "A Study of Job Stress Among Executives in Furniture Industry". MBA Research Report, Faculty of Business and Accountancy, University of Malaya.

1.5.4 Analysis

Apart from the basic descriptive presentation using percentage in the analysis, statistical tests are performed using Chi square test for association between variables, t-test for difference between mean values for variables with dichotomous attributes, and mean values for variables with more than two attributes using Anova. Cronbach Alpha is used for test of reliability. The Cronbach Alpha value determines the extent of reliability of a social construct, ranging from 0 to 1. It is usual that the value should be at least 0.50 to be reliable. Reliability analysis for each of the key constructs from the questionnaire can be seen in **Appendix II**. At the multivariate analysis, a multiple linear regression is utilized to determine the significant variables that influence job satisfaction among lawyers.

1.5.5 Qualitative Data

The qualitative data focuses on gender issues in the workplace which include being sexually propositioned and being discriminated against due to one's gender whether in terms of remuneration and incentives, working hours, promotional opportunities, mentoring or performance appraisal as captured in Questions 25 and 44 respectively in the quantitative survey. In addition, Questions 43 and 45 provide the space for respondents to raise other gender issues or gender discriminations that they have encountered in the workplace. Respondents who indicated yes to any of these four questions were then considered for a follow-up qualitative interview. Selected respondents were asked more in-depth questions in order to gather a more detailed description of the issues raised, the actions taken, the effects endured due to the incidents and proposals to minimize such incidences as well as inculcating a more-gender-friendly working place. The two questionnaires for the qualitative interview, one for the issue being sexually propositioned and another for gender issues or gender discriminations faced at the workplace are attached as Appendix III and Appendix IV. The questionnaires for these qualitative interviews were adapted from three sources, namely, the websites of the University of Stirling and the University of Pittsburgh and the Sexual Harassment Investigation Checklist.¹⁸

In terms of the selection of cases for in-depth interview, the main objective is to ensure that the different types of gender issues or gender discriminations are represented. Therefore, respondents who answered "yes" to being sexually propositioned as well as raised any gender issues in question 43, and/or 44 and/or 45 were first selected. After these cases were chosen, the remaining respondents were selected to ensure that the various gender issues raised were represented and as far as possible to ensure that there were at least two persons raising the same issues being selected so that a better understanding of the issue

¹⁸ www.diversityandequality.stir.ac.uk/.../gender-questionnaire-student_00, accessed on 2/5/2013; www.pitt.edu/, accessed on 7/9/2013; and www.calcpa.org/Content/Files/HR%20PDFs/harass_list.pdf.

and its various effects and manifestations could be captured. For cases of being sexually propositioned, the more frequent the respondents rated the occurrence, the higher the chances of being selected. Other than that age group was a consideration to ensure representation in these two age groups, namely, at 40 years old and below and above 40 years old. This will allow for the capturing of differences in experiences, if any, be it the way they handle it or the forms of sexual propositions faced.

From the answers provided for the quantitative survey and interviews the main categories or themes delineated are bias towards a particular gender, bias against working mothers, bias against female lawyers in litigation, bias against female lawyers in terms of salary and promotion, bias against successful female lawyers, and the exertion of power dynamics. In the category bias towards a particular gender more cases of bias against females are indicated not only by females themselves but also by male lawyers. This category can further be delineated into sub-categories based on issues such as preference for male lawyers to handle big cases and better networking opportunities for male lawyers as females are more constrained in terms of movement and drinking activities. For cases of bias against male lawyers, the sub-categories identified includes having more social networking opportunities for female lawyers as they are perceived to be more approachable, preferential treatment for female lawyers who are given more flexibility and “intra-gender” discrimination as female lawyers who are considered as attractive are more well-treated in general. In terms of bias against working mothers, the forms it takes include lesser remuneration in terms of bonus and increment, lesser chances to be promoted and having to prove themselves more. The exertion of power dynamics refers to the ways in which male lawyers, clients or agents behaved in order to intimidate female lawyers.

Altogether, thirty respondents were chosen for the qualitative interview as this figure allows for capturing all the diverse issues raised as well as ensuring that both female and male lawyers were represented. In addition, efforts were made to include those of different ethnicity, age and geographical location. In terms of the ratio of selection it was based on the male to female ratio of 3:7. This ratio was decided upon based on the percentage of respondents by sex who answered in the affirmative to any of the four questions (Question 25, 43, 44 and 45) in relation to gender issues faced at the workplace. The ratio was based on the responses received by end of October in which 35 female lawyers compared to 13 of their male counterpart indicated “yes” to being sexually propositioned and/or faced gender issues or gender discrimination at the workplace. In terms of percentage this works out to 72.9 per cent of female lawyers and 27.1 per cent of male lawyers. Therefore, out of every 10 lawyers who indicated “yes” to the questions mentioned, three male lawyers were interviewed with the remaining comprising the opposite sex. Based on this ratio, 21 female and 9 male lawyers were interviewed over a period of 39 days (11/11/13 - 19/12/13). Of these interviews, 23 were conducted face-to-face and the remaining seven via the

telephone. While efforts were made to conduct a face-to-face interview, due to time factor this was not always possible as the said lawyer might have been busy and the study had to be concluded by a certain time frame. Consent forms were generally signed prior to the interview. However, for interviews via telephone, the forms were either emailed or faxed to them before or after the interview. This is because when the call was made for an appointment, after facing scheduling difficulties, the said lawyer agreed to be interviewed via the telephone on the spot. Due to time factor, the first twenty cases were selected in early November, two weeks before the survey was scheduled to be completed on 15 November. The remaining ten respondents were selected after the completion of the survey. In addition, from time to time, new respondents had to be chosen when those selected declined to be interviewed.

CHAPTER 2

QUANTITATIVE DATA ANALYSIS ON GENDER TRENDS IN LEADERSHIP ROLES AND ATTRITION RATE

2.1 INTRODUCTION

The gender trend in leadership roles in the Malaysian Bar Council, Kuala Lumpur (KL) Bar, and Selangor Bar can be analyzed based on the composition of male and female lawyers in its Executive Committee. Specifically, the participation of female lawyers in these three executive committees is studied to determine whether women have been taking up more leadership roles which may reflect the standing of female lawyers in the profession - how they are perceived by their peers, as well as their confidence to take up such positions.

It is to be noted that the statistics used in this analysis is based on information provided by the Malaysian Bar Council, as well as those available on the websites of the Malaysian Bar Council, KL Bar, and Selangor Bar. Members of these executive committees are elected during their respective annual general meetings (“AGMs”). The gender trends for each executive committee will be examined separately for the Malaysian Bar Council, the KL Bar, and the Selangor Bar respectively; looking at developments over two 11-year periods, beginning from 1992 up to 2013.

In addition, the attrition rate of male and female lawyers is studied based on the statistics provided by the Bar Council. This will contribute to gauge if female lawyers compared to their male counterpart seems to be more satisfied with their work.

2.2 MALAYSIAN BAR COUNCIL

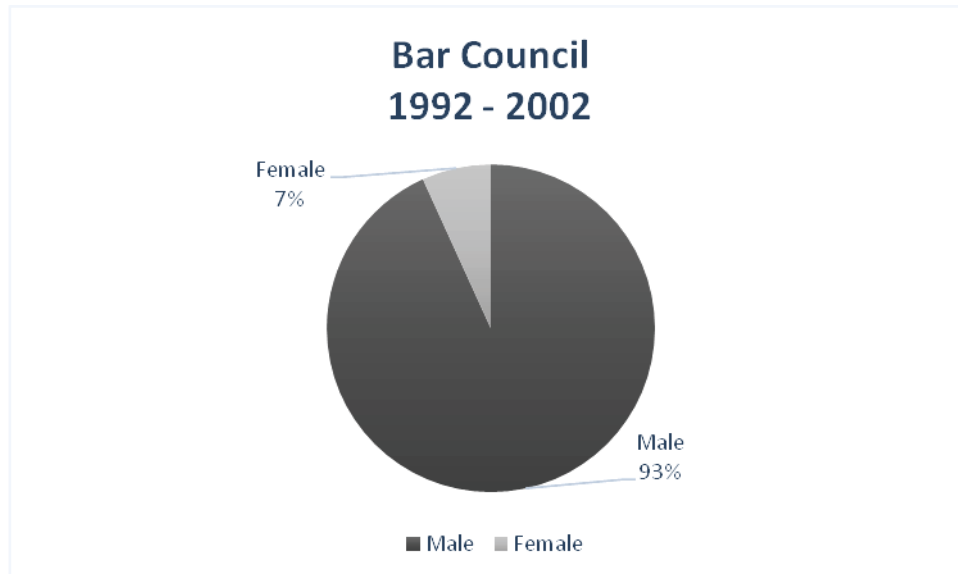
2.2.1 1992 – 2002

Prior to 1992, the representation of females in the Malaysian Bar Council were extremely limited, and for many years the number remained at 0; save for a number of years in which only 1 female was an executive committee member, and two years where there were 2 female representatives.

Beginning from 1992, there had always been at least 1 female on the Bar Council, which could reflect the increasing awareness of the need for female representation. From 1992 up to 2001, the number of female executive committee members more or less fluctuated

around 1 to 3 each year until an increase to 5 in 2002, which is a minimal yet noticeable jump.

Figure 1: Membership of Bar Council from 1992 - 2002



Over this decade, the male executive committee members would greatly outnumber the females, representing almost always over 90 per cent of the 36 committee members. During this period, female representation was at a minimum in the 1993/1994 session, with only 1 female on the committee – constituting a mere 2.78 per cent.

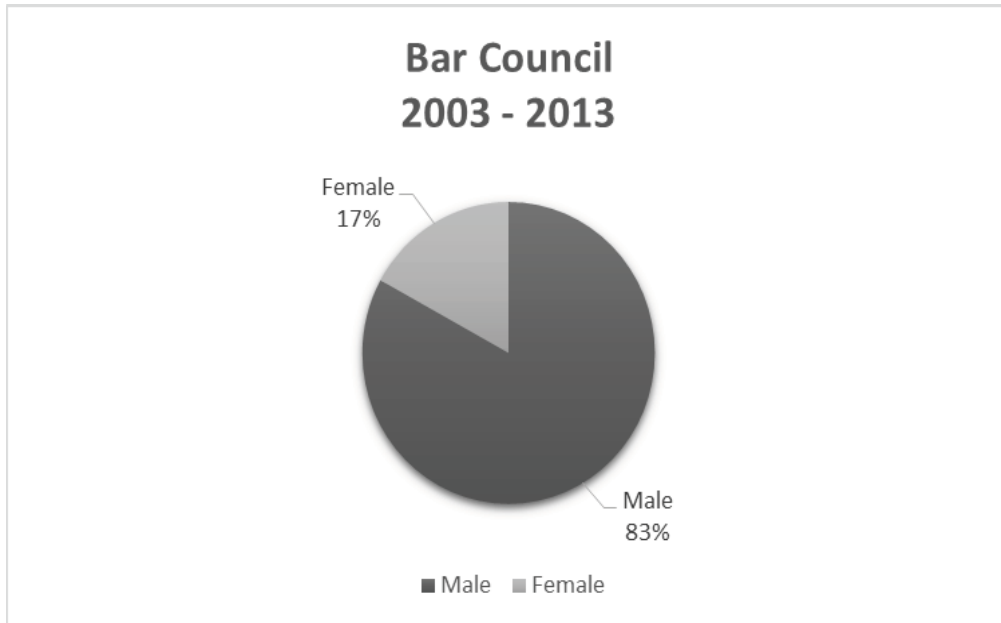
Although there had been an increase in the number of female Bar Council members to 5 in the 2002/2003 session, it is clear that the trend during this decade leaned sharply towards male participation. Over this period of time, a total of 370 male members had taken up Bar Council membership giving them a representation of 93.2 per cent, as compared to only 27 female members who made up the remaining 6.8 per cent. The slight jump in 2002/2003 however, seemed to mark a turning point in terms of the number of female Bar Council members, which will be discussed next.

2.2.2 2003 – 2013

The female representation in the Bar Council in this 11-year period appears more promising than the previous decade, with the minimum number of women lawyers in the executive committee never dropping below 5. From 2002/2003 to the 2008/2009 session, the number of female members alternated between 5 and 6, with an exceptional 7 in 2003/2004. This picked up from the 2009/2010 session onwards, with the number of female representatives

remaining steady at 7 until the 2012/2013 session, decreasing the percentage of male representation.

Figure 2: Membership of Bar Council from 2003 - 2013



While this may not seem like a large increase when examined yearly, an overview of the decade's statistics shows a marked increase of female participation in the Bar Council – there had been 62 females on the Bar Council within this 11-year period. This brings up the percentage of female participation to 17.17 per cent, a notable 10.36 per cent difference from a mere 6.8 per cent the previous decade. Accordingly, this lowers the percentage of male representation in the Bar Council to 82.83 per cent, following a decrease of 71 male members.

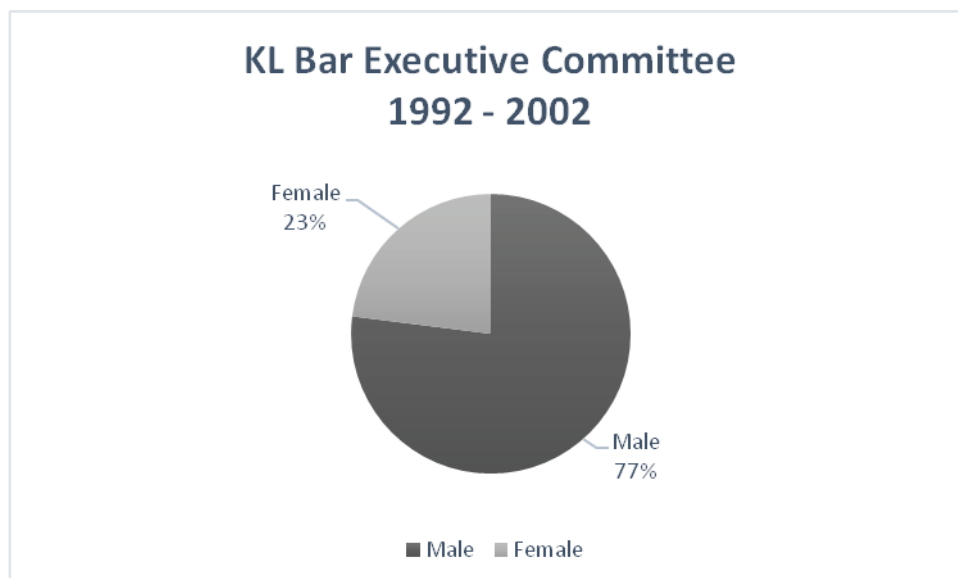
From the above statistics, it can be summarized that the gender trends of Bar Council membership show a steady rise of female participation, though minimal. The number of male members still remains significantly larger than female members. In terms of being at the helm as Presidents, it is dominated by male lawyers as only two female lawyers had held that position, namely, Hendon Hj Mohamed (1995-1997) and Ambiga Sreenevasan (2007-2009).

2.3 KL BAR EXECUTIVE COMMITTEE

2.3.1 1992 – 2002

The number of female executive committee members of the KL Bar showed a minimal increase within this span of 10 years. With only 1 female executive member from 1992 to 1993, and none consecutively for the 1994/1995 and 1995/1996 sessions, the initial part of this decade showed that female representation in the KL Bar executive committee was at a minimum, with male members making up the majority with an average of 9 members. From 1996 to 2002, females began to play a slightly more active role, moving towards having 2 to 4 female committee members per session.

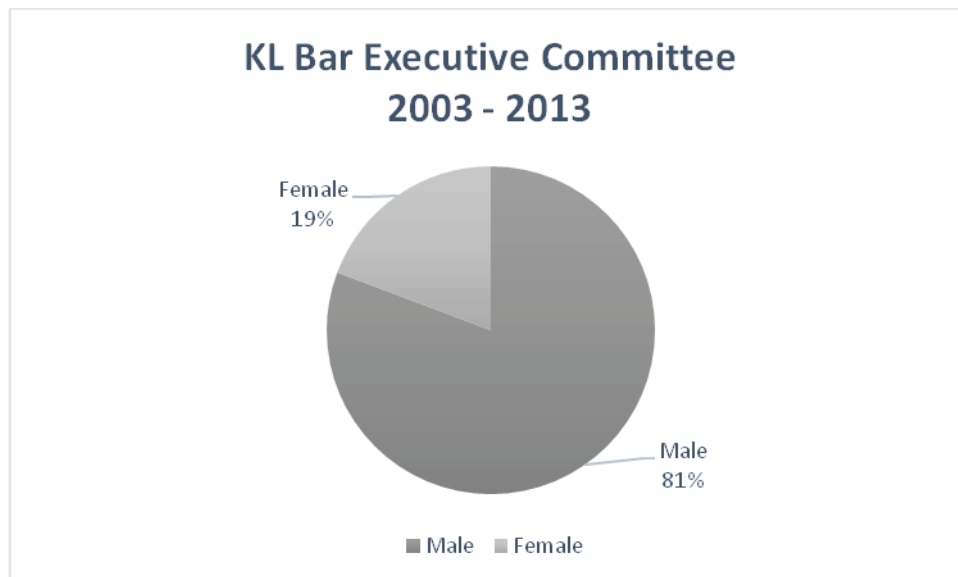
Figure 3: Membership of KL Bar Executive Committee from 1992 - 2002



The total number of KL Bar executive committee members remained somewhat steady, having 8 to 10 members in total per session. When the number of females increased slightly towards the latter part of the decade, the number of males decreased from an average of 9 to about 5 to 6 per session, almost balancing out the representation of male and female members on the committee. Still, for this 11-year span, the overall percentage of male executive members at 77 per cent markedly outweighed female executive members who comprised a mere 23 per cent of total members.

2.3.2 2003 – 2013

Figure 4: Membership of KL Bar Executive Committee from 2003 - 2013



While the latter part of the previous 11 years showed a promising upward trend of female KL Bar executive committee members, the 2003 – 2013 period started off with a dip in female members to 2, and this trend continued almost steadily throughout the years, only peaking slightly in the 2012/2013 session with 5 female executive committee members. In the 2006/2007 session, there were no female members present on the Executive Committee, showing a complete lack of female representation.

The number of female executive members decreased during this 11-year period. This is in contrast to the significant increase in the number of male executive members, due to the number of KL Bar executive committee members rising to about 13 or 14 total members in the more recent years. This meant that the average number of male members on the executive committee every session was roughly double the number of female members, if not more. This is evidenced, for example, in the 2010/2011 session where the number of male executive members was 11, while there were only 3 female executive members – a trend which continued until the 2013/2014 session.

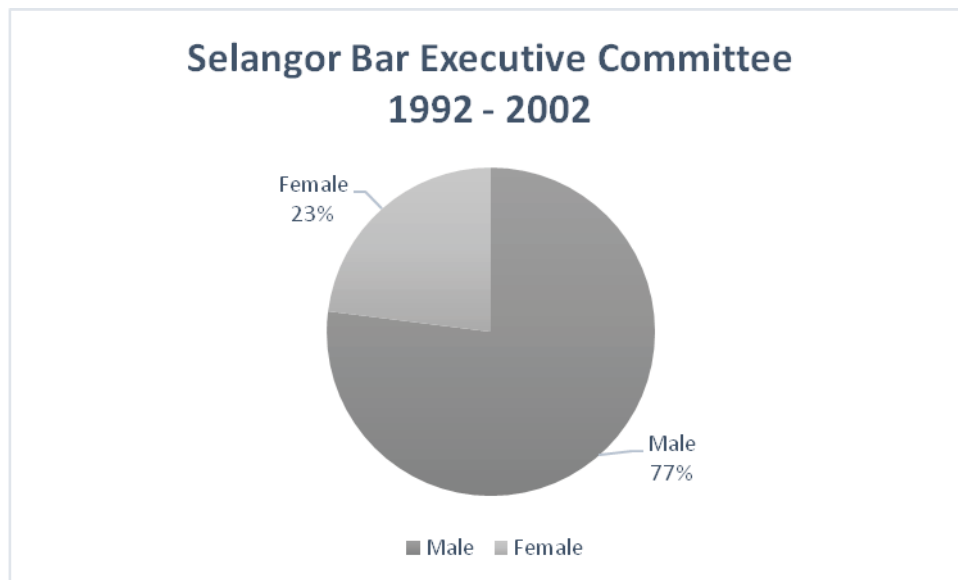
Within this 11-year period, the overall statistics showed that male representation in the KL Bar executive committee had increased from the previous decade, from 77 per cent to 80.74 per cent - a notable 3.74 per cent increase; whereas female representation had also dropped 3.74 per cent, from 23 per cent to 19.26 per cent. These statistics show a decline in female participation in the KL Bar executive committee, and male members retain clear-cut

dominance in terms of membership of the committee. Not only that, the post of President had only been held by male lawyers since its inception.

2.4 SELANGOR BAR EXECUTIVE COMMITTEE

2.4.1 1992 – 2002

Figure 5: Membership of Selangor Bar Executive Committee from 1992 - 2002

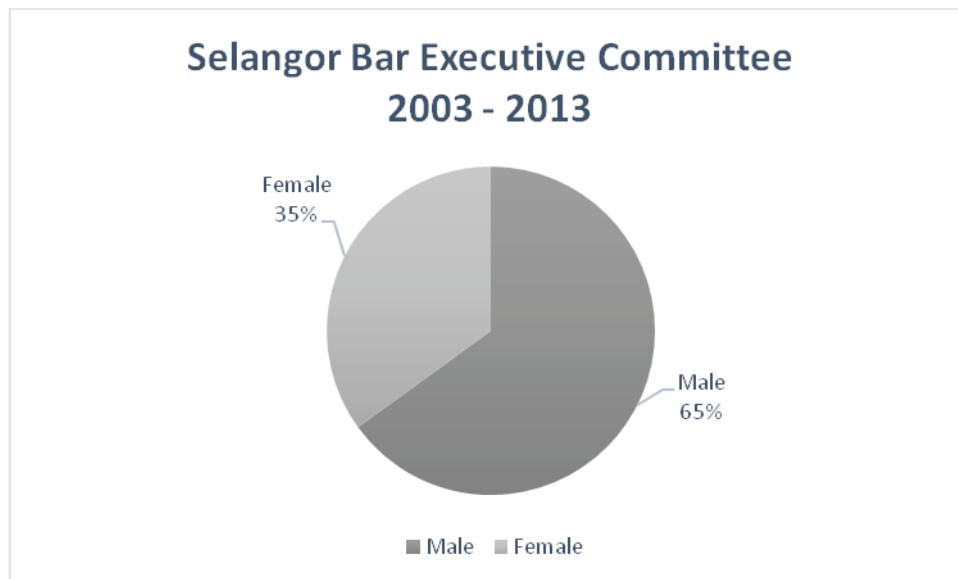


The number of female executive committee members of the Selangor Bar throughout this period remained somewhat steady, with female representation ranging from 1 to 3 members yearly, with 3 being the most common. The total number of executive committee members did not vary much from 9 to 11 members. This meant that the number of male executive members was also quite standard year by year, with an average of 8 male members per session.

As the number of female executive members did not show any real increase, the overall percentage of female executive members for the decade remained low compared to the males, with only 23 per cent representation compared to 77 per cent male representation.

2.4.2 2003 – 2013

Figure 6: Membership of Selangor Bar Executive Committee from 2003 - 2013



The trend during this period showed a notable increase of female members in the Selangor Bar executive committee, averaging from 4 to 6 members per year. While the number of total Selangor Bar executive committee members increased to an average of 13, a proportionate increase of female executive members accompanied it, maintaining male representation at an average of 8 to 9 executive members per session.

The increase of female executive members to about double per session compared to the previous decade reflects correspondingly on the overall statistics, with the percentage of female representation in the Selangor Bar executive committee making a significant 12% increase, from 23 per cent to a remarkable 35 per cent. Further, while the total number of male executive members had increased from 87 in the previous decade to 91, the percentage had actually dropped a notable 12 per cent, from 77 per cent to 65 per cent. These statistics showed that the number of females actively taking up leadership roles in the Selangor Bar executive committee has shown a significant increase in recent years as compared to the years before. Nevertheless, the post of the Chair had never been held by any female lawyer since its inception.

2.5 ANALYSIS OF THE GENDER TREND IN LEADERSHIP ROLES AGAINST THE MEMBERSHIP NUMBERS

As at December 2012, the total number of members of the KL and Selangor Bars combined was 9,631, with roughly 51% of that total consisting of female lawyers – almost equal, and in fact a slight majority, to their male counterparts. This fact however is not reflected in the participation of females in each Bar’s respective executive committees, in which it can clearly be seen from the statistics as laid out above that males hold a noticeable majority of such leadership roles.

2.6 ANALYSIS OF THE ATTRITION RATE OF MALE AND FEMALE LAWYERS

Three sets of data were obtained from the Bar Council comprising membership in Kuala Lumpur and Selangor in March 2011, December 2011 and December 2012, respectively. These files were merged by name and subsequently examined on their status of legal practice. An analysis was performed to examine the employment status of lawyers using the data provided by Bar Council of Malaysia by gender. Two time frames were examined, i.e. for the period March to December 2011 (covering 10 months), and between December 2011 and December 2012 (covering 13 months). The results are analysed against gender, as presented in **Table 1** below.

Table 1: Employment Status of Lawyers

	March – December 2011		December 2011-December 2012	
	Male (n=4829) %	Female (n=4921) %	Male (n=5122) %	Female (n=5503) %
New entry	9.6	15.4	11.9*	17.9
Served in the same firm	79.8	70.5	75.5	65.4
Moved into a different firm	3.9	5.9	4.6	6.2
Quit from service	6.7	8.2	8.0	10.6
Total (%)	100.0	100.0	100.0	100.0

Note: * - includes 1 person who returned to legal practice.

For the period March till December 2011, new entrants into the legal profession comprised 9.6 per cent of the male lawyers. For females the proportion is 15.4 per cent. A large majority of the males (79.8%) as against 70.5 per cent of the female lawyers remained in the same firm. More female lawyers (5.9%) compared to male lawyers (3.9%) moved to another

firm. Likewise, 8.2 per cent of the female lawyers and 6.7 per cent of the male lawyers left legal practice.

Between December 2011 and December 2012, new entries into legal practice comprised 17.9 per cent among females and only 11.9 per cent among males. There are more male (75.5%) than female lawyers who continue to serve the same firm. A slightly higher proportion of female than male lawyers move to different firms. Similar to the findings in 2011, a higher percentage of female lawyers left legal practice, namely, at 10.6 per cent compared to 8 per cent of male lawyers who did so.

These findings suggest that more male lawyers, especially those who are satisfied with their job, continue to stay in the same firm. This proportion is lower for female lawyers and is supported by a higher proportion of female than male lawyers who either moved into another firm or chose to quit legal practice. The higher attrition rate among female lawyers in this study reflects the findings of women lawyers in Quebec that arrived at a similar conclusion.¹⁹ Furthermore, the study in Quebec also established that this is due to female lawyers' dissatisfaction with the ability to balance their work and personal life.²⁰ The same reason may also apply in this study as the quantitative and qualitative data findings in Chapter 3 and Chapter 4 respectively will show that having children had an adverse effect on female lawyers' career and that one of the main category of discriminations faced at the workplace is those directed at working mothers.

¹⁹ Fiona, M. Kay. 2002. "Crossroads to Innovation and Diversity: The Careers of Women Lawyers in Quebec" McGill Law Journal, Vol. 47. pp. 699-745.

²⁰ Ibid.

CHAPTER 3

QUANTITATIVE SURVEY DATA ANALYSIS

3.1 BACKGROUND OF RESPONDENTS

A total of 198 respondents were surveyed in this study, comprising 24 sole proprietors, 101 partners, 70 legal assistants, and 3 consultants in the legal profession. However, the analysis of quantitative data only took into account 195 respondents, omitting the data collected from the 3 consultants. This is due to such small figures not being statistically significant for the purpose of quantitative data analysis.

Data in **Table 1** shows a higher representation of females in all categories except those aged 50 years and above, where there are more males. This is largely due to a big group of legal assistants (64%) who are aged 30 years or below. A large proportion of partners fall into the age group of 41 to 50 years (42%). There are more Chinese and Indian respondents than Malay in this study.

While approximately two-thirds of the respondents are married, 59 per cent of legal assistants are still single. There are more male than female respondents who have children. Approximately 90 per cent of all sole proprietors and partners have children while this proportion is lower among legal assistants. In line with this observation, approximately 60 per cent of legal assistants have children below 7 years of age. This proportion is only approximately 40 per cent for the other two groups of lawyers. Those with children, especially those below 7 years of age, are deemed to require more time to attend to them than if the children are older. Only 44 per cent of male respondents have children below 7 years of age while the proportion is 51 per cent for females.

Following the stereotyping of status by gender, almost one third of the male respondents have their wives managing the house (housewives) while 93 per cent of the female respondents have their husbands working full time. None of the husbands of the female respondents are househusbands (or male homemakers).

There are more female than male respondents who have been in active practice of law for 5 years or below, mostly due to the higher number of younger female legal assistants (**Table 2**). Both sole proprietors and partners have switched firms more compared with legal assistants. Consistent with their age of entry into legal practice, approximately two-thirds of legal assistants have been in such a position up to three years unlike over 40 percent of the other two groups who have served more than 10 years in the same firm. **Table 2A** confirms

that the experience of switching firms is related to the number of years a lawyer is in active practice of law. The longer the respondents have been in legal practice, the higher chances

Table 1: Demography of Respondents

Characteristics	Gender		Position			Total (n=195)
	Male (n=95)	Female (n=100)	Sole Proprietor (n=24)	Legal Assistant (n=70)	Partner (n=101)	
Age (years)						
30 & below	28.4	30.0	20.8	64.3	6.9	29.2
31 – 40	26.3	36.0	37.5	27.1	32.7	31.3
41 – 50	24.2	29.0	20.8	7.1	41.6	26.7
More than 50	21.1	5.0	20.8	1.4	18.8	12.8
Ethnicity						
Malay	28.4	30.0	12.5	38.6	26.7	29.2
Chinese	46.3	47.0	50.0	45.7	46.5	46.7
Indian	20.0	18.0	37.5	12.9	18.8	19.0
Others	5.3	5.0	0.0	2.9	7.9	5.1
Marital Status						
Single	28.4	41.0	33.3	58.6	18.8	34.9
Married	69.5	56.0	66.7	40.0	77.2	62.6
Widowed/Divorced	2.1	3.0	0.0	1.4	4.0	2.6
Number of Children						
None	10.3	16.9	12.5	24.1	9.8	13.4
1 – 2	61.8	57.6	81.3	65.5	53.7	59.8
> 2	27.9	25.4	6.3	10.3	36.6	26.8
Number of Children below 7 years						
None	55.9	49.2	62.5	37.9	56.1	52.8
1 – 2	41.2	45.8	37.5	58.6	39.0	43.3
> 2	2.9	5.1	0.0	3.4	4.9	3.9
Spouse's Mode of Employment						
Full time	60.6	92.9	68.8	85.7	73.1	75.4
Part time	7.6	7.1	12.5	7.1	6.4	7.4
Home maker/ Retiree	31.8	0.0	18.8	7.1	20.5	17.2

of them switching firms, especially among sole proprietors and partners. For the former, it is likely that this was done before they decided to establish their own firm. **Table 2** also shows that all sole proprietors and approximately two-thirds of the partners manage firms that are

small, namely, having up to five employees. The legal assistants are spread all over from small to larger firms.

Table 2: Background of Respondent's Profession

Characteristics	Gender		Position			Total (n=195)
	Male (n=95)	Female (n=100)	Sole Proprietor (n=24)	Legal Assistant (n=70)	Partner (n=101)	
Number of Years in Active Practice of Law						
Below 1	5.3	2.0	0.0	5.7	3.0	3.6
1 – 5	22.1	34.0	25.0	62.9	5.0	28.2
6 – 10	18.9	17.0	16.7	14.3	20.8	17.9
11 – 15	23.2	17.0	25.0	11.4	24.8	20.0
16 – 20	18.9	21.0	20.8	5.7	29.7	20.0
More than 20	11.6	9.0	12.5	0.0	16.8	10.3
Number of Times Switched Firms						
Never	28.4	26.0	25.0	44.3	15.8	27.2
1 – 3	63.2	60.0	75.0	45.7	69.3	61.5
More than 3	8.4	14.0	0.0	10.0	14.9	11.3
Tenure in Current Firm						
Less than 1 year	9.5	6.0	4.2	10.0	6.9	7.7
1 – 3 years	29.5	31.0	20.8	55.7	14.9	30.3
4 – 9 years	24.2	35.0	33.3	28.6	29.7	29.7
10 years and above	36.8	28.0	41.7	5.7	48.5	32.3
Nature of Current Firm						
Sole Proprietorship	17.9	18.0	95.8	14.3	2.0	17.9
Partnership	82.1	82.0	4.2	85.7	98.0	82.1
Location of Current Firm						
FT Kuala Lumpur	62.1	58.0	41.7	65.7	60.4	60.0
Selangor	37.9	42.0	58.3	34.3	39.6	40.0
Firm Size (employees)						
1	6.3	14.0	70.8	0.0	3.0	10.3
2 – 5	53.7	46.0	29.2	35.7	64.4	49.7
6 – 10	16.8	12.0	0.0	20.0	13.9	14.4
11 – 20	6.3	7.0	0.0	8.6	6.9	6.7
21 – 50	7.4	11.0	0.0	17.1	5.9	9.2
Above 50	9.5	10.0	0.0	18.6	5.9	9.7
Urban-Rural Location						
Urban	91.6	90.0	83.3	90.0	93.1	90.8
Rural	8.4	10.0	16.7	10.0	6.9	9.2

Table 2A: Number of Times Switched Firms by Position and Number of Years in Active Practice of Law

Number of Years in Active Practice of Law	Number of Times Switched Firms	Position		
		Sole Proprietors	Legal Assistants	Partners
5 years or below	Never	16.7	56.3	25.0
	1 – 3 times	83.3	39.6	75.0
	4 – 6 times	0.0	4.2	0.0
	Total (n) %	(n=6) 100.0	(n=48) 100.0	(n=8) 100.0
6 – 10 years	Never	0.0	20.0	19.0
	1 – 3 times	100.0	80.0	66.7
	4 – 6 times	0.0	0.0	0.0
	Total (n) %	(n=4) 100.0	(n=10) 100.0	(n=21) 100.0
More than 10 years	Never	35.7	16.7	13.9
	1 – 3 times	64.3	41.7	69.4
	4 – 6 times	0.0	41.6	16.7
	Total (n) %	(n=14) 100.0	(n=12) 100.0	(n=72) 100.0

Table 3 explores some of the possible reasons why sole proprietors and equity partners have decided to establish their own practice. Results show that 90 per cent of female respondents as against 85 per cent of male respondents deem flexi-hours as one of the important reasons for the decision to establish their own firms. Being lucrative does not seem to make a difference between both genders but collectively approximately 82 per cent each deem it as another important factor. For 55 per cent of female respondents, the ability to spend more time with their children was mentioned as highly important. In comparison, 23 per cent of male respondents stated this as highly important.

Approximately two-thirds of both genders claim ability to spend more time to care for other family members as either important or highly important. There appears to be little difference between sole proprietors and partners in their decision to establish their own firm in all four aspects above. The study obtained slightly more sole proprietor respondents from rural areas than other categories of lawyers.

Not many respondents stated holding leadership positions at the Bar Council or State Bar Committees (**Table 4**). Only 7 per cent of female and approximately 4 per cent of male respondents affirmed holding such positions. Among the three groups, more partners stated

holding such positions than sole proprietors or legal assistants. Between the Bar Council and the state level bar committees, the proportion is higher for the Bar Council.²¹

In terms of work hours, 71 per cent of sole proprietors spend less time in office than the proportion for legal assistants and partners (26% and 46%, respectively). Legal assistants thus spend more time at work in the office compared to sole proprietors and partners.

Table 3: Reasons for Sole Proprietors and Equity Partners to Establish Own Practice

Characteristics	Gender		Position		Total
	Male	Female	Sole Proprietor	Partner	
Flexibility in terms of work schedule	(n = 52)	(n = 48)	(n = 23)	(n = 77)	(n = 100)
Highly Unimportant	5.8	10.4	13.0	6.5	8.0
Unimportant	9.6	0.0	0.0	6.5	5.0
Important	32.7	29.2	21.7	33.8	31.0
Highly Important	51.9	60.4	65.2	53.2	56.0
It is more lucrative	(n = 52)	(n = 48)	(n = 23)	(n = 77)	(n = 100)
Highly Unimportant	3.8	4.2	4.3	3.9	4.0
Unimportant	13.5	14.6	8.7	15.6	14.0
Important	57.7	56.3	65.2	54.5	57.0
Highly Important	25.0	25.0	21.7	26.0	25.0
It allows for more time to care for my children	(n = 47)	(n = 38)	(n = 15)	(n = 70)	(n = 88)
Highly Unimportant	10.6	10.5	13.3	10.0	10.2
Unimportant	14.9	10.5	13.3	12.9	13.6
Important	51.1	23.7	33.3	40.0	38.6
Highly Important	23.4	55.3	40.0	37.1	37.5
It allows me more time to care for my other family members	(n = 51)	(n = 48)	(n = 22)	(n = 76)	(n = 98)
Highly Unimportant	9.8	10.6	13.6	9.2	10.2
Unimportant	21.6	21.3	13.6	23.7	21.2
Important	52.9	34.0	40.9	44.7	43.9
Highly Important	15.7	34.0	31.8	22.4	24.5

²¹ Based on the random sampling of the quantitative survey.

Annual gross income of over three-quarters of females (79%) were at RM35,000 and below when they started legal practice. This scenario remained the same in 2012 after working a few years – 42 per cent of female respondents had total gross annual income of below RM60,000 and below as compared to 35 per cent for males. In 2012, 61 per cent of legal assistants earned an income of RM30,000 to RM60,000.

The findings from **Table 4** is reinforced further in **Table 5** which shows that 61 per cent of female lawyers who have served in the legal practice for five years or below received RM35,000 or less when they first entered legal practice in contrast to only 12 per cent of male lawyers. Among those who have served more than 10 years in legal practice, 93 per cent of female lawyers received RM35,000 or below compared with 81 per cent among male lawyers. By 2012, income differentials between male and female lawyers have diminished.

Table 4: About Respondents Activities, Work Hours and Income

Characteristics	Gender		Position			Total (n=195)
	Male (n=95)	Female (n=100)	Sole Proprietor (n=24)	Legal Assistant (n=70)	Partner (n=101)	
Holding Leadership Position in Bar Council and/or State Bar Committee						
Yes	4.2	7.0	0.0	4.3	7.9	5.6
No	95.8	93.0	100.0	95.7	92.1	94.4
Number of Positions in Bar Council						
None	96.8	95.0	100.0	97.1	94.1	95.9
One	2.1	3.0	0.0	0.0	5.0	2.6
Two	1.1	1.0	0.0	1.4	1.0	1.0
Three	0.0	1.0	0.0	1.4	0.0	0.5
Number of Positions in State Bar Committee						
None	97.9	98.0	100.0	98.6	97.0	97.9
One	2.1	2.0	0.0	1.4	3.0	2.1
Work hours per Week						
Below 40 hours	6.3	11.0	16.7	1.4	11.9	8.7
40 – 45 hours	27.4	38.0	54.2	24.3	33.7	32.8
46 – 50 hours	24.2	18.0	8.3	22.9	22.8	21.0
51 – 55 hours	9.5	11.0	0.0	14.3	9.9	10.3
56 – 60 hours	12.6	7.0	4.2	17.1	5.9	9.7
Above 60 hours	20.0	15.0	16.7	20.0	15.8	17.4
Total Annual Gross Income						
RM20,000 or below	16.3	24.5	21.7	12.9	25.8	20.5
RM20,001 – 35,000	43.5	54.1	56.5	34.3	57.7	48.9
RM35,001 – 50,000	30.4	13.3	17.4	41.4	8.2	21.6
RM50,000 – 65,000	5.4	5.1	4.3	8.6	3.1	5.3
Above RM65,000	4.3	3.1	0.0	2.9	5.2	3.7
Total Annual Gross Income in 2012						
Below RM30,000	3.4	2.1	0.0	2.9	3.2	2.7
RM30,000 – 60,000	31.8	39.6	45.5	60.9	15.1	35.9
RM60,001 – 90,000	20.5	14.6	27.3	21.7	11.8	17.4
RM90,001 – 120,000	9.1	10.4	9.1	7.2	11.8	9.8
RM120,001 – 200,000	12.5	14.6	4.5	4.3	22.6	13.6
RM200,001 – 300,000	10.2	5.2	4.5	1.4	12.9	7.6
Above RM300,000	12.5	13.5	9.1	1.4	22.6	13.0

Table 5: Income Levels by Gender and Number of Years in Active Practice of Law

Gender	Gross Income	Number of Years in Active Practice of Law		
		5 years and below	6 – 10 years	More than 10 years
Male	... upon Entry into Legal Practice			
	RM35,000 and below	11.5	72.2	81.3
	More than RM35,000	88.5	27.8	18.8
	Total (n) %	(n=26) 100.0	(n=18) 100.0	(n=48) 100.0
Female	... upon Entry into Legal Practice			
	RM35,000 and below	61.1	76.5	93.3
	More than RM35,000	38.9	23.5	6.7
	Total (n) %	(n=36) 100.0	(n=17) 100.0	(n=45) 100.0
Male	... in 2012			
	RM60,000 and below	76.9	35.3	11.1
	RM60,000 – 120,000	19.2	41.2	31.1
	More than RM120,000	3.8	23.5	57.8
Total (n) %	(n=26) 100.0	(n=17) 100.0	(n=45) 100.0	
Female	... in 2012			
	RM60,000 and below	80.0	29.4	15.9
	RM60,000 – 120,000	17.1	47.1	22.7
	More than RM120,000	2.9	23.5	61.4
Total (n) %	(n=4) 100.0	(n=10) 100.0	(n=21) 100.0	

Table 6 presents the description of the areas of practice of respondents. The majority of female respondents (52%) indicated conveyancing and a further 22 per cent stated civil litigation as their main area of practice. In contrast, male respondents are more involved in civil litigation (36%) and conveyancing (27%), in descending order of importance. Notably, 11 per cent of male lawyers' main area of practice is in criminal litigation. However, not even a single female lawyer indicated this as their main area of practice. The dominance of male lawyers in litigation is further reflected in all areas of practice (second half of **Table 6**) as 33 per cent of male lawyers are involved in civil litigation compared to 26 per cent of female lawyers. Furthermore, there are 25 per cent of male lawyers involved in banking litigation compared to 11 per cent of female lawyers and 16 per cent of male lawyers in

criminal litigation compared to 10 per cent for female lawyers. In contrast, there is a higher percentage of female compared to male respondents who are involved in family law, will drafting and administration, and taxation under all areas of practice.

Table 6: Main Areas of Practice

Characteristics	Gender		Position			Total (n=195)
	Male (n=95)	Female (n=100)	Sole Proprietor (n=24)	Legal Assistant (n=70)	Partner (n=101)	
Main area of practice						
Civil Litigation	35.8	22.0	29.2	28.6	28.7	28.7
Banking Litigation	7.4	4.0	0.0	7.1	5.9	5.6
Alternative Dispute	2.1	1.0	4.2	1.4	1.0	1.5
Corporate	6.3	15.0	0.0	15.7	9.9	10.8
Conveyancing	27.4	52.0	50.0	31.4	43.6	40.0
Intellectual Property	1.1	1.0	0.0	1.4	1.0	1.0
Criminal Litigation	10.5	0.0	12.5	2.9	5.0	5.1
Family Law	1.1	1.0	4.2	0.0	1.0	1.0
Torts and Insurance	2.1	1.0	0.0	2.9	1.0	1.5
Construction Law	2.1	0.0	0.0	2.9	0.0	1.0
Medical Law	0.0	1.0	0.0	0.0	1.0	0.5
Others	4.2	2.0	0.0	5.7	2.0	3.1
All areas of practice ("Yes" Only)			<i>Multiple answers permitted</i>			
Civil Litigation	32.6	26.0	41.7	20.0	32.7	29.2
Banking Litigation	25.3	11.0	8.3	17.1	20.8	17.9
Alternative Dispute	16.8	10.0	8.3	15.7	12.9	13.3
Corporate	43.2	24.0	41.7	21.4	39.6	33.3
Conveyancing	29.5	21.0	33.3	17.1	28.7	25.1
Intellectual Property	13.7	8.0	12.5	12.9	8.9	10.8
Criminal Litigation	15.8	10.0	16.7	11.4	12.9	12.8
Family Law	30.5	34.0	45.8	20.0	37.6	32.3
Torts and Insurance	17.9	15.0	20.8	15.7	15.8	16.4
Construction Law	24.2	10.0	20.8	20.0	13.9	16.9
Medical Law	3.2	7.0	4.2	4.3	5.9	5.1
Employment Law	27.4	14.0	29.2	14.3	22.8	20.5
Shariah Law	5.3	2.0	0.0	4.3	4.0	3.6
Will Drafting & Admin.	45.3	54.0	62.5	40.0	53.5	49.7
Taxation	1.1	3.0	4.2	1.4	2.0	2.1
Maritime Law	2.1	1.0	0.0	2.9	1.0	1.5

In terms of the main area of practice, most sole proprietors and partners are involved with conveyancing and civil litigation, while legal assistants are involved in conveyancing (31%), civil litigation (29%) and corporate (16%). In all areas of practices, other than main areas, sole proprietors and partners practice more in civil litigation, corporate matters, conveyancing, family law and will drafting and administration. Legal assistants commonly practice will drafting and administration more than any other areas.

An equal proportion of both male and female respondents self-selected their areas of practice (**Table 7**). However, the proportion of respondents who self-selected their main area of practice is highest among sole proprietors and partners compared to legal assistants. There appears to be no difference between male and female respondents in all the factors for self-selecting their areas of practice, except location of firm and family commitments, advised by lecturers, and less demanding work, where female respondents show larger proportions than males. Good benefits are reported in higher proportions by legal assistants than by partners and sole proprietors.

In terms of total proportion of important and highly important factors, own interest, good prospects for upward mobility and good work benefits stand out for legal assistants.

Table 7: Choice and Factors Influencing Areas of Practice

Factor	Gender		Position			Total (n=195)
	Male (n=95)	Female (n=100)	Sole Proprietor (n=24)	Legal Assistant (n=70)	Partner (n=101)	
Choice of main area of practice						
Self-Selected	77.9	78.0	91.7	67.1	82.2	77.9
Assigned	22.1	22.0	8.3	32.9	17.8	22.1
Factor affecting choice of main area of practice (<i>self-selected only</i>)						
Own Interest						
Highly Unimportant	5.4	3.9	9.1	2.1	4.9	4.6
Unimportant	6.8	5.2	4.5	4.3	7.3	6.0
Important	39.2	44.2	45.5	42.6	40.2	41.7
Highly Important	48.6	46.8	40.9	51.1	47.6	47.7
Good prospects for upward mobility						
Highly Unimportant	5.4	3.9	9.1	4.3	3.7	4.7
Unimportant	13.5	15.8	13.6	8.5	18.5	14.7
Important	51.4	57.9	59.1	51.1	55.6	54.7
Highly Important	29.7	22.4	18.2	36.2	22.2	26.0
Good benefits						
Highly Unimportant	5.4	2.7	14.3	2.1	2.5	4.0
Unimportant	14.9	16.0	19.0	8.5	18.5	15.4
Important	59.5	53.3	38.1	63.8	56.8	56.4
Highly Important	20.3	28.0	28.6	25.5	22.2	24.2
Location of firm						
Highly Unimportant	16.2	5.3	22.7	2.1	12.3	10.7
Unimportant	35.1	23.7	18.2	31.9	30.9	29.3
Important	39.2	48.7	50.0	48.9	39.5	44.0
Highly Important	9.5	22.4	9.1	17.0	17.3	16.0
Family Commitments						
Highly Unimportant	23.0	6.6	18.2	6.4	18.5	14.7
Unimportant	35.1	23.7	27.3	34.0	27.2	29.3
Important	33.8	40.8	36.4	44.7	33.3	37.3
Highly Important	8.1	28.9	18.2	14.9	21.0	18.7
Proximity with friends						
Highly Unimportant	28.4	15.8	13.6	14.9	28.4	22.0
Unimportant	35.1	48.7	54.5	48.9	34.6	42.0
Important	28.4	28.9	22.7	25.5	32.1	28.7
Highly Important	8.1	6.6	9.1	10.6	4.9	7.3

Advice by lecturers						
Highly Unimportant	55.4	43.4	40.9	42.6	55.6	49.3
Unimportant	31.1	47.4	45.5	40.4	37.0	39.3
Important	13.5	9.2	13.6	17.0	7.4	11.3
Advice by senior practitioners						
Highly Unimportant	36.5	28.9	40.9	21.3	37.0	32.7
Unimportant	27.0	36.8	36.4	34.0	29.6	32.0
Important	32.4	27.6	4.5	40.4	30.9	30.0
Highly Important	4.1	6.6	18.2	4.3	2.5	5.3
Less demanding						
Highly Unimportant	39.2	22.4	40.9	27.7	29.6	30.7
Unimportant	35.1	40.8	31.8	42.6	37.0	38.0
Important	24.3	27.6	13.6	27.7	28.4	26.0
Highly Important	1.4	9.2	13.6	2.1	4.9	5.3

3.2 WORKING CONDITIONS

More female respondents considered their work conditions as being highly satisfactory (**Table 8**). Contrary to expectation, a large proportion each of sole proprietors and partners had low satisfaction of their work conditions compared with legal assistants.²²

Table 8: Working Conditions by Gender and Position

	Gender		Position			Total (n=193)
	Male (n=93)	Female (n=100)	Sole Proprietor (n=24)	Legal Assistant (n=69)	Partner (n=100)	
Level of Satisfaction						
Low	44.1	41.0	62.5	24.6	50.0	42.5
Average	33.3	32.0	25.0	44.9	26.0	32.6
High	22.6	27.0	12.5	30.4	24.0	24.9

Source: Computed from Table A1, Appendix V.

Note: Low (up to 34 points), Average (35 – 37 points), and High (38 points and above).

²² Being owners of the firms they operate, they may be stressed out by the variety of aspects they have to provide for their employees while expecting good returns. Note that most of sole proprietors have smaller firms. Both sole proprietors and partners in contrast to legal assistants have different roles to play in the legal profession.

Table 9 presents basic tests on differences between attributes on total working conditions. Despite the existence of differences between gender, and urban-rural location of firm, the t-tests conducted prove to be insignificant on total working conditions for law practitioners.

Table 9: Statistical Tests on Total Satisfaction of Working Condition

	Gender	Ethnicity	Marital Status	Location (Urban/Rural)
Total Working Condition (B24)	Male: 35.06 Female: 35.73 t=-1.199, df=191, p>0.05	Mean value for Malays and Others higher than for Chinese & Indian; F=3.758, p<0.05	Single: 36.37 Married: 34.83 t=2.728, df=186, p<0.01	Urban: 35.41 Rural: 35.44 t=-0.040, df=191, p>0.05
Test Decision	Not Sig.	Sig.	Sig.	Not Sig.

Figure 1 shows the mean scores for satisfaction level of working conditions is highest among Malay and Other respondents.

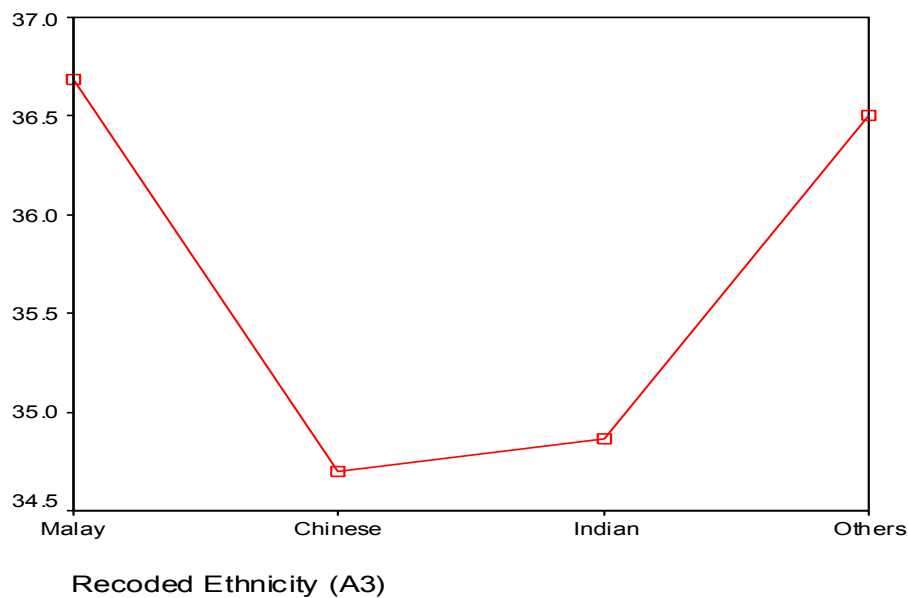


Figure 1: Plot of Mean Score for Working Conditions by Ethnicity

Upon exploring specifically on items '*financial rewards are great*' (B24A), '*I have long working hours*' (B24C), and '*I suffer from work overload*' (B24J) as against length of work in a week (A18), initial annual gross income (A19) and current annual gross income (A20) using partial correlation and examining the effect of gender, it can be noticed from **Table 10** that B24A is correlated with current annual gross income when gender is held constant. B24C and B24J are both consistently correlated with A18 when gender is a constant.

Table 10: Correlation Analysis on Working Conditions

-- PARTIAL CORRELATION COEFFICIENTS ---

Controlling for.. Sex

	B24A	B24C	B24J	A18	A19	A20
B24A	1.0000	-.2094**	-.3063**	-.0971	.0249	.1623*
B24C	-.2094**	1.0000	.4763**	.3356**	.0961	-.0300
B24J	-.3063**	.4763**	1.0000	.2298**	.0410	-.1181

Note: B24A – ‘Financial rewards are great’, B24C – ‘I have long working hours’, B24J – ‘The firm has a flexible work policy for lawyers’, A18 – ‘Length of work hours per week’, A19 – ‘Total annual gross income when first started practice’, A20 – ‘Total annual gross income in 2012’.

3.3 PERCEPTION ON GENDER PREFERENCES IN LEGAL PRACTICE

Data in **Table 11** shows that more females than males agree that ‘female lawyers are requested to dress attractively when meeting clients’ and that ‘male lawyers command more respect than female lawyers regardless of their seniority by other lawyers’. For the former, more sole proprietors tended to agree. There is no clear variation in the responses of the respondents according to gender and their position for the other statements.

Table 12 presents the findings from respondents on whether they have been sexually propositioned. Only 9.7 per cent of respondents stated that they have experienced sexual propositions in the course of their work. Sixteen per cent of female respondents have experienced such propositions as compared to only 3 per cent of males. A t-test shows that the gender difference in this aspect is statistically significant. Such incidents among sole proprietors (12%) are the highest among the three groups followed next by 10 per cent of legal assistants and 8 per cent of partners. However, the differences among the three groups are found to be statistically insignificant. By age, the older the lawyers, there is a lower chance of them being sexually propositioned. This finding is consistent with the results of a study conducted in the metropolitan areas of the United States.²³

²³ Marla H. Kohlman. Fall 2004. “Sexual Harassment within the Legal Profession: Estimating Average Levels in Metropolitan Areas”, *Michigan Sociological Review*, Vol. 18. pp. 64-81.

Table 11: Gender Preferences in Work

Working Conditions	Gender		Position			Total (n=195)
	Male (n=95)	Female (n=100)	Sole Proprietor (n=24)	Legal Assistant (n=70)	Partner (n=101)	
<i>I often get comments about my appearance and attire at work</i>						
Not applicable	1.1	1.0	4.1	0.0	1.0	1.0
Disagree	73.7	79.0	62.5	78.6	78.2	76.5
Agree	25.2	20.0	33.4	21.4	20.8	22.5
<i>Male lawyers command more respect than female lawyers regardless of their seniority by other lawyers</i>						
Not applicable	0.0	1.0	0.0	0.0	1.0	0.5
Disagree	89.5	75.0	79.2	85.7	80.2	82.0
Agree	10.5	24.0	20.8	14.3	18.8	17.6
<i>Client prefer male lawyers in handling their cases</i>						
Not applicable	0.0	1.0	0.0	0.0	1.0	0.5
Disagree	80.0	84.0	70.9	87.2	81.1	82.0
Agree	20.0	15.0	29.1	12.8	17.9	17.5
<i>Female lawyers are requested to dress attractively when meeting clients</i>						
Disagree	80.6	68.0	62.5	73.9	77.0	74.1
Agree	19.4	32.0	37.5	26.1	23.0	25.7

Over two-thirds (68%) of sole proprietors indicated that they are not aware of such a mechanism at their firm (**Table 13**). Perhaps such firms do not have this mechanism. This is quite consistent with half of the proportion of partners who also stated the same. In contrast, only 37 per cent of legal assistants stated they did not know of the existence of such a mechanism in their firm. Nonetheless, a similar percentage of partners and legal assistants (57 % each) either stated “no” or “unsure” of the existence of this mechanism while for sole proprietors it is at 82 per cent. Close to 55 per cent of both genders and respondents of all positions state that they are not aware or were unsure of the existence of the Code of Practice on the Prevention and Eradication of Sexual Harassment at the Workplace adopted by the Bar Council since 2007.

Table 12: Incidents of Sexual Propositions

	Extent of Sexual Proposition							
	0 (Never)	1	2	3	4	5	6	7 (Very often)
Frequency	176	5	6	5	0	1	2	0
Percent	90.3	2.6	3.1	2.6	0	0.5	1.0	0
	Gender		Position			Total (n=195)		
	Male (n=95)	Female (n=100)	Sole Proprietor (n=24)	Legal Assistant (n=70)	Partner (n=101)			
Sexual Propositions								
Yes	3.2	16.0	12.5	10.0	7.9	9.7		
No (Never)	96.8	84.0	87.5	90.0	92.1	90.3		
Mean Score (of 7)	0.05	0.42	0.29	0.23	0.24	0.24		
Note: For gender, $t=-2.771$, $df= 124.95$, $p= 0.006$ (Significant). For position, Anova shows $F= 0.045$ and $p= 0.956$. Thus, insignificant.								
	Age (years)							
	30 and below (n=57)	31 – 40 (n=61)	41 - 50 (n=52)	More than 50 (n=25)				
Sexual Propositions								
Yes	12.3	6.6	5.4	0.0				
No (Never)	87.7	93.4	84.6	100.0				
Mean Score (of 7)	0.24	0.20	0.44	0.00				
Note: For age, Anova shows $F= 1.503$ and $p= 0.215$, insignificant.								

Table 13: Level of Awareness of Avenues for Mechanisms to Address Sexual Harassment

Characteristics	Gender		Position			Total (n=195)
	Male (n=95)	Female (n=100)	Sole Proprietor (n=24)	Legal Assistant (n=70)	Partner (n=101)	
Aware of mechanism to address sexual harassment in your firm						
Yes	41.1	38.8	18.2	42.9	42.6	39.9
No	46.3	48.0	68.2	37.1	49.5	47.2
Unsure	12.6	13.3	13.6	20.0	7.9	13.0
Bar Council has adopted the Code of Practice on the Prevention and Eradication of Sexual Harassment at Workplace since 2007 and mechanism to lodge a complaint on this issue						
Yes	45.3	45.0	41.7	41.4	48.5	45.1
No	29.5	36.0	41.7	31.4	31.7	32.8
Unsure	25.3	19.0	16.7	27.1	19.8	22.1

Some of the possible reasons for incidence of sexual proposition is explored through a correlation analysis as presented in **Table 14**. Gender certainly influences sexual propositions, as well as other elements as captured by statements such as *'I often get comments about my appearance and attire at work'*, *'Male lawyers command more respect than female lawyers regardless of their seniority by other lawyers'*, *'Clients prefer male lawyers in handling their cases'*, and *'Female lawyers are requested to dress attractively when meeting clients'*.

Table 14: Correlation Analysis on Incidence of Sexual Propositions

	Sexual propositions	Gender	Age	Ethnicity
Sexual propositions	1.000	.206**	-.003	.069
Gender	.206**	1	-.154*	-.025
Age	-.003	-.154*	1	.255
Ethnicity	.069	-.025	.255**	1
Financial rewards are great	-.097	-.010	.011	-.107
I often travel outstation/overseas for work related matters	-.075	-.035	-.188**	-.032
I have long working hours	.002	-.120	-.073	.007
I have time to spend with my family	-.197**	.059	.088	-.058
Work atmosphere is friendly	-.042	.106	-.044	.037
I am respected by my superiors	-.013	.037	-.427**	-.161*
I take full responsibility for the cases given to me	.100	.073	.165*	.085
I often get comments about my appearance and attire at work	.155*	.007	-.038	.023
Male lawyers command more respect than female lawyers regardless of their seniority by other lawyers	.292**	.214**	.075	-.055
Clients prefer male lawyers in handling their cases	.226**	-.019	.046	-.065
Female lawyers are requested to dress attractively when meeting clients	.218**	.187**	-.016	-.095

3.4 ABOUT PAY

The level of satisfaction for pay is highest among sole proprietors (37%) followed next by partners (30%) and the lowest for legal assistants (**Table 15**). More female than male respondents tended to have a low level of satisfaction of their pay.

Table 15: About Pay by Gender and Position

	Gender		Position			Total (n=181)
	Male (n=88)	Female (n=93)	Sole Proprietor (n=19)	Legal Assistant (n=67)	Partner (n=95)	
Level of Satisfaction						
Low	13.6	20.4	15.8	22.4	13.7	17.1
Average	55.7	55.9	47.4	56.7	56.8	55.8
High	30.7	23.7	36.8	20.9	29.5	27.1

Source: Computed from Table A2, Appendix V.

Note: Low (up to 16 points), Average (17 – 19 points), and High (20 points and above).

None of the key independent variables could explain the variations in the variable total satisfaction of pay (**Table 16**). This is very likely due to low variations in the dependent variable (C26) itself.

Table 16: Statistical Tests on Total Satisfaction with Pay

	Gender	Ethnicity (Anova)	Marital Status	Location (Urban/Rural)
Total Satisfaction with Pay (C26)	Male: 18.44 Female: 18.31 t=0.402, df=179, p>0.05	Mean value for Malays and Others higher than for Chinese & Indian; F=1.831, p>0.05	Single: 18.17 Married: 18.41 t=-0.745, df=174, p>0.05	Urban: 18.39 Rural: 18.25 t=0.240, df=179, p>0.05
Test Decision	Not Sig.	Not Sig.	Not Sig.	Not Sig.

Note: Mean score for satisfaction: Malay – 18.65; Chinese – 18.51; Indian – 17.88; Others – 17.13.

Figure 2 shows the satisfaction level of pay is highest among Malay respondents.

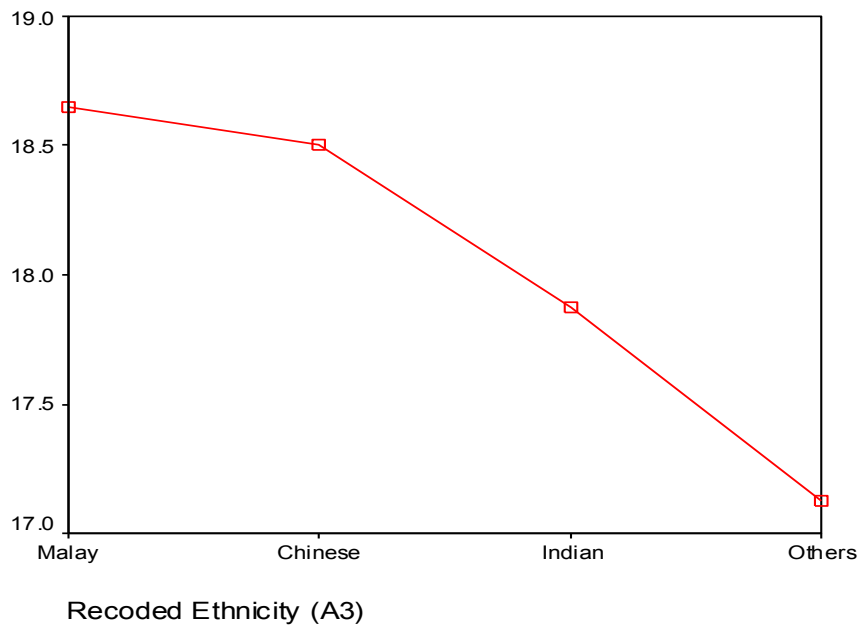


Figure 2: Plot of Mean Score for Pay by Ethnicity

Total satisfaction of their pay is found to be not correlated with most of the independent variables as in **Table 17** except ethnicity. The negative sign indicates that Malay lawyers are more satisfied than Chinese or Indian lawyers with their pay. However, this difference is not statistically significant (*t-test*). Nevertheless, a Chi-square (χ^2) test shows ethnicity is significantly associated with satisfaction level with pay (**Table 18**).

Table 17: Correlation Analysis on Satisfaction with Pay

	Total satisfaction of Pay	Male and female lawyers at the firm are treated equally in terms of remuneration (C26g)
Gender	-0.030	-0.099
Work hours per week	-0.038	0.063
Preliminary annual gross income	0.079	0.089
Current annual gross income	0.075	0.043
Age	0.025	0.015
Ethnicity	-0.159*	0.150*
Marital status	0.117	0.030

Based on **Table 18**, Malay and Chinese lawyers are equally satisfied (average or high level) with their pay compared to Indian lawyers. Ethnicity is also significantly correlated with the statement '*Male and female lawyers at the firm are treated equally in terms of remuneration*'. However, the signage is positive to indicate that there is unidirectional agreement with the statement regardless of ethnicity despite having some differences across ethnic groups.

Table 18: Satisfaction Level of Pay by Ethnicity

About Pay	Ethnicity			
	Malay (n = 54)	Chinese (n = 87)	Indian (n = 32)	Others (n = 8)
Satisfaction Level				
Low	16.7	8.0	34.4	50.0
Average	51.9	69.0	34.4	25.0
High	31.5	23.0	31.3	27.1

Note: $\chi^2=22.790$, $df=6$, $p=0.001$, sig

Table 19: Statistical Tests on "Male and female lawyers at the firm are treated equally in terms of remuneration"

Gender	Ethnicity (Anova)	Age	Marital Status	Location (Urban/Rural)
Male: 3.33 Female: 3.20 $t=0.175$, $df=186$, $p>0.05$	$F=1.977$, $df=3$, $p>0.05$ Mean value for Indians is highest as against Others, Chinese and Malays.	Those aged above 50 years have the highest mean value, followed by those aged 30 years and below. $F=0.625$, $p > 0.05$.	Single: 3.24 Married: 3.16 $t=-0.225$, $df=181$, $p>0.05$	Urban: 3.27 Rural: 3.17 $t=0.647$, $df=179$, $p>0.05$
Not Sig.	Not Sig.	Not sig.	Not Sig.	Not Sig.
Gender	Total annual gross income (2012)			
	< RM60K	RM60-120K	> RM120K	
Male				
Disagree	3.4	8.0	6.5	
Agree	96.6	92.0	93.5	
Female				
Disagree	10.3	19.0	12.5	
Agree	89.7	81.0	87.5	

Note: For male, $\chi^2=0.531$, $df=2$, $p=0.767$, not sig.; For female, $\chi^2=0.943$, $df=2$, $p=0.624$, not sig.

Results in **Table 19** shows that none of the background variable indicates any significant gender discrimination. Thus it can be construed that there is no significant gender discrimination in terms of remuneration and this is consistent with all categories of salaries in 2012.

3.5 BENEFITS

A composite score for benefits and its influence by gender and position of lawyers is presented in **Table 20**. Although gender is not a significant factor in relation to benefits as a form of motivation, more female (32%) than male (25%) lawyers tend to place it as highly important to motivate them to work at the current firm. Similar observations are noted by legal assistants (38%) in contrast to only 17 per cent by sole proprietors and 25 per cent by partners. Yet, position of lawyers is found to be statistically insignificant in relation to benefits as an important factor to motivate them to work at the current firm.

Table 20: Importance of Benefits as a Motivating Factor by Gender and Position

	Gender		Position			Total (n=187)
	Male (n=94)	Female (n=93)	Sole Proprietor (n=24)	Legal Assistant (n=69)	Partner (n=94)	
Level of Importance						
Low	38.3	32.3	45.8	29.0	37.2	35.3
Average	37.2	35.5	37.5	33.3	38.3	36.4
High	24.5	32.3	16.7	37.7	24.5	28.3

Source: Computed from Table A3, Appendix V.

Note: Low (up to 16 points), Average (17 – 19 points), and High (20 points and above). For gender, $\chi^2=1.524$, $df=2$, $p=0.467$, not sig.; For position, $\chi^2=5.688$, $df = 4$, $p = 0.224$, not sig.

However, some discernible difference can be witnessed in terms of marital status and location of firm (**Table 21**). Lawyers who are single tend to have higher score for benefits than those who are married. Those from rural areas placed more importance on benefits to motivate them to work at the current firm.

Table 21: Statistical Tests on Importance of Benefits as a Motivating Factor

	Gender	Ethnicity	Marital Status	Location (Urban/Rural)
Importance of Benefits (D27)	Male: 17.10 Female: 17.91 t=-1.561, df=185, p>0.05	Mean value for Malays and Others higher than for Chinese & Indian; F=2.036, p>0.05	Single: 18.26 Married: 17.03 t=2.248, df=181, p<0.05	Urban: 17.33 Rural: 19.31 t=-2.123, df=185, p<0.05
Test Decision	Not Sig.	Not Sig.	Sig.	Sig.

Mean score for satisfaction of overall benefits is highest among Malay and Other respondents (**Figure 3**).

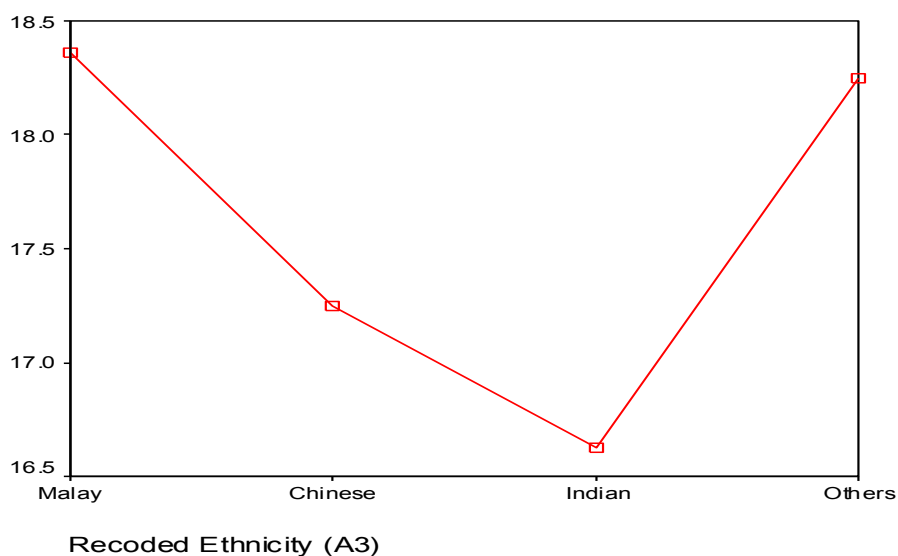


Figure 3: Plot of Mean Score for Benefits by Ethnicity

Table A3 (Appendix V) shows that gender did not have much influence on most items (such as annual bonus, salary increment or insurance coverage) that make up benefits. However, more male than female lawyers placed celebration or team building events to motivate them better. However, females more than male lawyers tended to place importance on insurance coverage to motivate them to work. The difference in job position has an impact on the types of benefits seen to be important to motivate respondents to work. For legal assistants, perks such as annual bonus, salary increments, insurance coverage, paid trips or holidays are important. Similarly, *'good prospects for career advancement'* also play an important factor in motivating them to stay on in the current firm. For sole proprietors,

benefits do not seem to motivate them as they are already owners of the firm and perhaps they are motivated by other factors such as business advancement. In Maslow’s hierarchy of needs theory, sole proprietors and partners can be deemed to be on the higher tier with legal assistants at the lower tier.

3.6 MENTORING

Figure 4 shows legal assistants and female lawyers receiving mentoring by a senior lawyer when they first joined legal practice. The association of gender to being mentored is noted to be statistically significant at $\alpha = 0.10$.

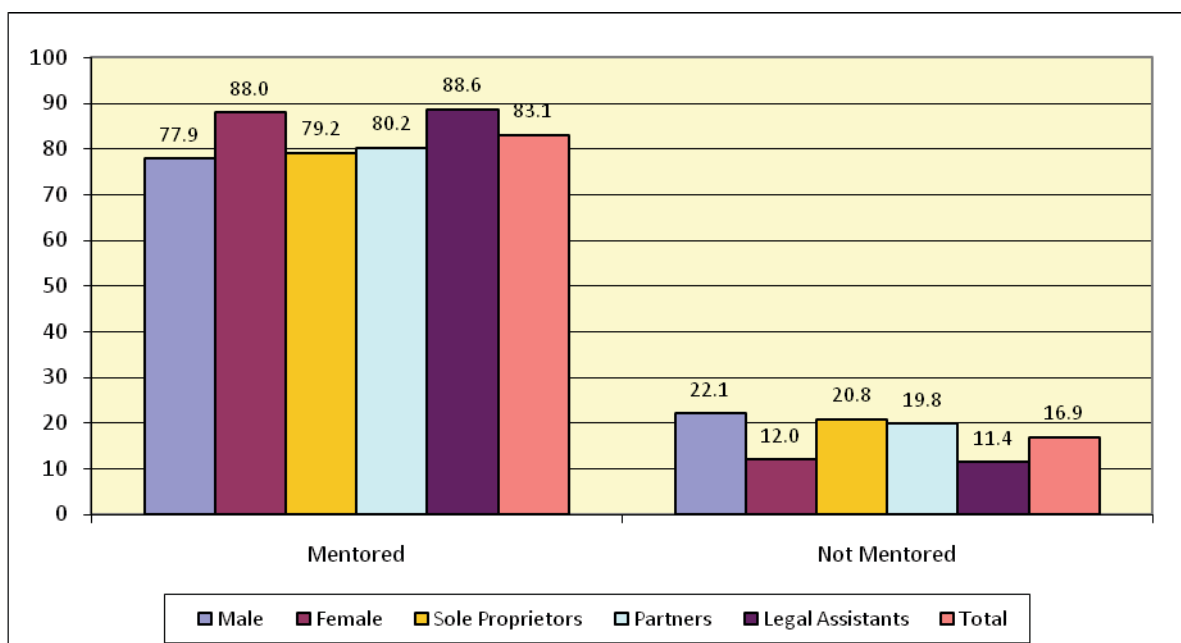


Figure 4: Proportion Mentored When First Joined Practice

Note: For gender, $\chi^2 = 3.539$, $df=1$, $p=0.085$, sig. at $\alpha = 0.10$; For position, $\chi^2 = 2.360$, $df = 2$, $p = 0.307$, not sig.

The majority of the mentee were mentored by a male mentor (**Figure 5**). Ninety per cent of sole proprietors were mentored by male mentors. Interestingly, only approximately half of the partners had a male mentor. This difference in the mentoring scenario is significant according to position of the lawyers. The remaining partners were either mentored by a senior female lawyer or jointly by both male and female mentors.

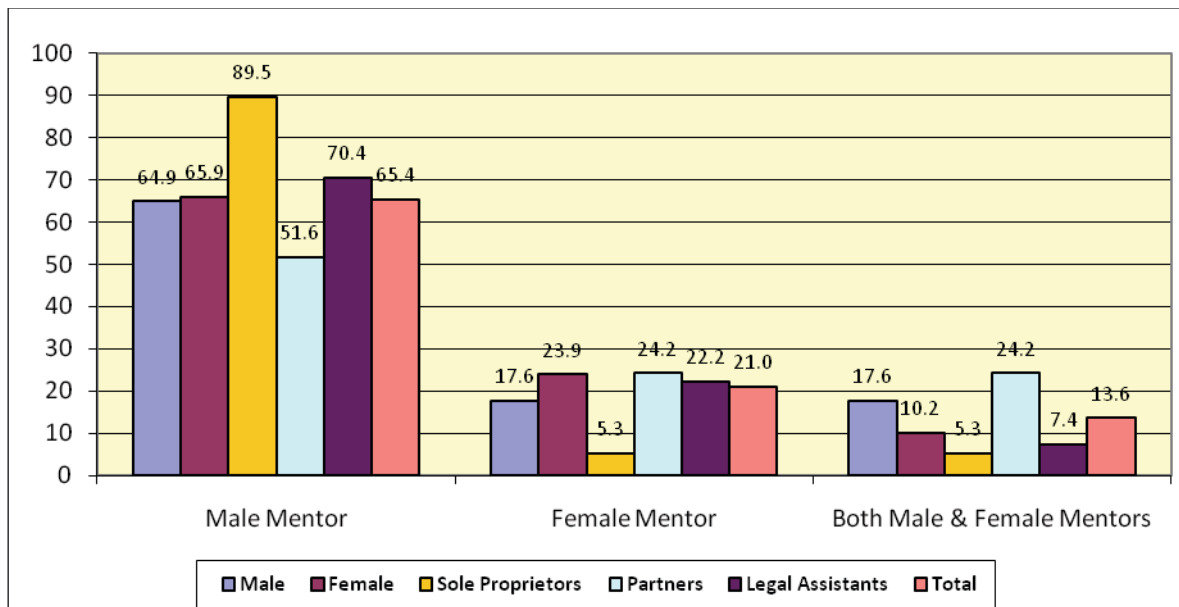


Figure 5: Gender of Mentor who Mentored Respondents upon Entry into Legal Practice

Note: For gender, $\chi^2 = 2.361$, $df=2$, $p=0.307$, not sig.; For position, $\chi^2 = 14.774$, $df = 4$, $p = 0.005$, sig.

Table 22 shows that more female than male respondents had an average and a high level of satisfaction with their mentors when they first entered legal practice. This relationship is statistically significant. On the other hand, a larger proportion of legal assistants had a high level of satisfaction of being mentored while almost 85 per cent of sole proprietors had either an average or a high level of satisfaction. However, the association by position to satisfaction of being mentored is not statistically significant.

Table 22: Mentoring Experience by Gender and Position

	Gender		Position			Total (n=128)
	Male (n=62)	Female (n=66)	Sole Proprietor (n=24)	Legal Assistant (n=11)	Partner (n=93)	
Level of Satisfaction						
Low	38.7	21.2	16.7	27.3	33.3	29.7
Average	29.0	34.8	41.7	18.2	31.2	32.0
High	32.3	43.9	41.7	54.5	35.5	38.3

Source: Table A4, Appendix V.

Note: Low (up to 13 points), Average (14 – 15 points), and High (16 points and above). For gender, $\chi^2=4.774$, $df=2$, $p=0.092$, sig. at $\alpha = 0.10$; For position, $\chi^2 = 4.206$, $df = 4$, $p = 0.379$, not sig.

Only gender appears to be significantly different (**Table 23**) only at $\alpha = 0.10$. This indicates that female respondents had a higher satisfaction score than male respondents. Other independent variables in the table are found to be insignificant.

Table 23: Statistical Tests on Total Satisfaction with Being Mentored

	Gender	Ethnicity (Anova)	Marital Status	Location (Urban/Rural)
Total Satisfaction with Mentoring (E29)	Male: 14.31 Female: 15.11 t=-1.874, df=126, p<0.10*	Mean value for Malays and Indians higher than for Chinese & Others; F=1.022, p>0.05	Single: 14.84 Married: 14.63 t=0.649, df=123, p>0.05	Urban: 14.71 Rural: 14.82 t=-0.141, df=126, p>0.05
Test Decision	* Sig. at $\alpha = 0.10$	Not Sig.	Not Sig.	Not Sig.

Mean score for satisfaction of overall benefits is highest among Malay respondents (**Figure 6**).

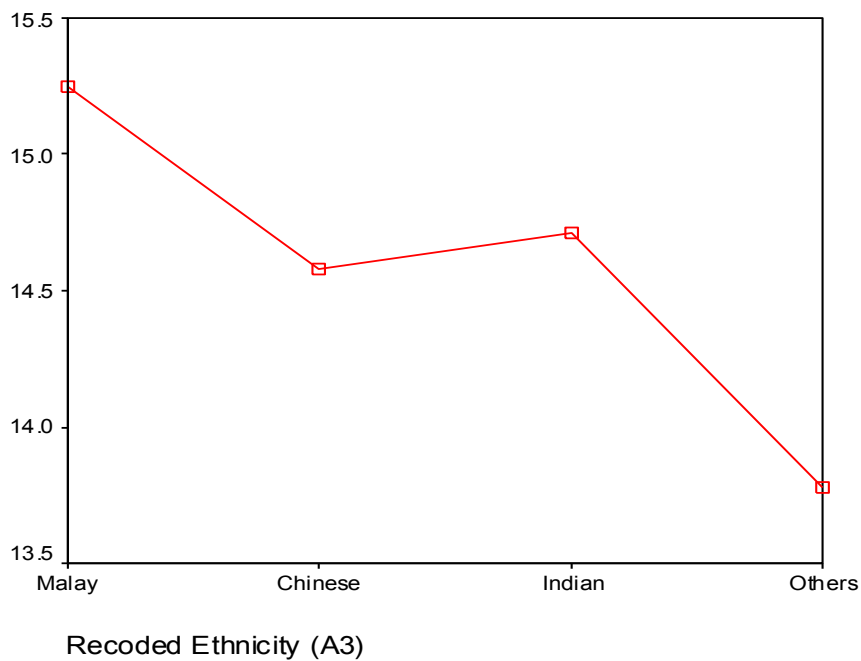


Figure 6: Plot of Mean Score for Mentoring by Ethnicity

3.7 FAMILY COMMITMENTS

This section examines the impact of having children or the need to care for other family members on their career.

3.7.1 Impact of Having Children on Their Career

Data presented in **Table 24** shows that a high proportion of female (41%) than male (23%) respondents state that involvement in caring for their own children had adverse effects on their career. This finding is supported by two studies which noted the various adverse impacts that caring for children may have on the career of a female lawyer, namely, in terms of experiencing higher attrition rate compared to male lawyers and of receiving lower income compared to their male counterpart.²⁴ A large proportion of male (43%) as against only one third of female respondents state that family commitment does not affect their career much. Sole proprietors in comparison to legal assistants tend to state that attending to children does not affect their career.

Table 25 presents the analysis of the impact of (i) total number of children, and (ii) total number of children below 7 years old on their career. It is believed that children below 7 years old would require greater attention than older children. From the table, it is evident that respondents who have more than 2 children aged below 7 years old experienced higher impact on their career. This includes loss of seniority, delay in promotion, pressure to return to work earlier during maternity/paternity leave, unreasonable workload after returning to work, less case files, difficulty in getting leaves and annual incentives (see **Table A5, Appendix V**).

Table 24: Level of Impact of Having Children on Career by Gender and Position

	Gender		Position			Total (n=128)
	Male (n=62)	Female (n=66)	Sole Proprietor (n=24)	Legal Assistant (n=11)	Partner (n=93)	
F30						
Level of Impact on Career						
Low	42.6	32.6	61.5	31.8	36.1	38.3
Average	34.4	26.1	23.1	31.8	31.9	30.8
High	23.0	41.3	15.4	36.4	31.9	30.8

Source: Table A5, Appendix V.

Note: Low (up to 9 points), Average (10 – 15 points), and High (16 points and above). For gender, $\chi^2=4.142$, $df=2$, $p=0.092$, sig. at $\alpha = 0.10$; For position, $\chi^2 = 3.706$, $df = 4$, $p = 0.447$, not sig.

²⁴ Fiona, M. Kay. 2002. "Crossroads to Innovation and Diversity: The Careers of Women Lawyers in Quebec" McGill Law Journal, Vol. 47. pp. 699-745; and Robert G. Wood, Mary E. Corcoran and Paul N. Courant. July 1993. "Pay Differences Among the High Paid: The Male-Female Earnings Gap in Lawyers' Salaries", *Journal of Labor Economics*, Vol. 11, No. 3. pp. 417-441.

Table 25: Level of Impact of Having Children on Career by Number of Children

	Total No. of Children		No. of Children below 7 years old			Total (n=107)
	1 - 2 (n=74)	> 2 (n=33)	None (n=48)	1 - 2 (n=54)	> 2 (n=5)	
F30						
Level of Impact on Career						
Low	36.5	42.4	45.8	35.2	0.0	38.3
Average	32.4	27.3	27.1	31.5	60.0	30.8
High	31.1	30.3	27.1	33.3	40.0	30.8

Source: Table A5, Appendix V.

Note: For total no of children, $\chi^2=0.411$, $df=2$, $p=0.814$, not sig; For no of children below 7, $\chi^2=4.832$, $df=4$, $p=0.305$, not sig.

The size of a firm does not have any bearing towards the impact of caring for children on their career. Small and large firms tend to show similar distribution of the impact (**Table 26**). A larger proportion of Malay and Chinese respondents face high impact on their career as a result of caring for children compared to Indian respondents. The latter reported having low impact on their career. However, the relationship between ethnicity and the extent of impact on work is not statistically significant. The difference by ethnic groups does not seem to be significant using an Anova test (**Table 27**). However, **Figure 7** shows that 'Other' respondents have the highest mean score for this aspect.

Caring for children seems to have a higher impact on female respondents as shown by the significant difference in the mean value. Other demographic variables such as age and location are insignificant. As shown in **Table 28**, respondents aged 41 and above report lower impact on their career due to caring for their children. This is most probably because the children are old enough to take care of themselves (see also **Figure 8**).

Table 26: Level of Impact of Having Children on Career by Size of Firm and Ethnicity

	Size of Firm (Employees)		Ethnicity			
	1 – 5 (n=70)	> 5 (n=37)	Malay (n=29)	Chinese (n=47)	Indian (n=28)	Others (n= 3)
F30						
Level of Impact on Career						
Low	38.6	37.8	27.6	36.2	57.1	0.0
Average	30.0	32.4	41.4	29.8	21.4	33.3
High	31.4	29.7	31.0	34.0	21.4	66.7

Source: Table A5, Appendix V.

Note: For Size of the firm, $\chi^2=0.072$, $df=2$, $p=0.964$, not sig. For ethnicity, $\chi^2=8.748$, $df=6$, $p=0.188$, not sig.

Table 27: Statistical Tests on Impact of Having Children on Career

	Gender	Ethnicity (Anova)	Age	Location (Urban/Rural)
Impact of having children to Career (F30)	Male: 11.75 Female: 14.72 t=-3.093, df=67.611, p<0.05	Mean value for Malays and Indians higher than for Chinese & Others; F=1.082, df=3, p>0.05	Mean value is highest for junior lawyers; F=0.775, df=3, p>0.05	Urban: 13.01 Rural: 13.17 t=-0.106, df=105, p>0.05
Test Decision	Sig.	Not Sig.	Not sig.	Not Sig.

Note: Only married respondents are relevant to this analysis.

Table 28: Level of Impact of Having Children on Career by Age of Respondents

	Age (years)			
	30 and below (n=6)	31 – 40 (n=40)	41 - 50 (n=39)	> 50 (n=22)
Level of Impact on Career				
Low	16.7	32.5	41.0	50.0
Average	50.0	32.5	28.2	27.3
High	33.3	35.0	30.8	22.7

Source: Table A5, Appendix V.

Note: For age, $\chi^2=3.580$, df=6, p=0.733, not sig.

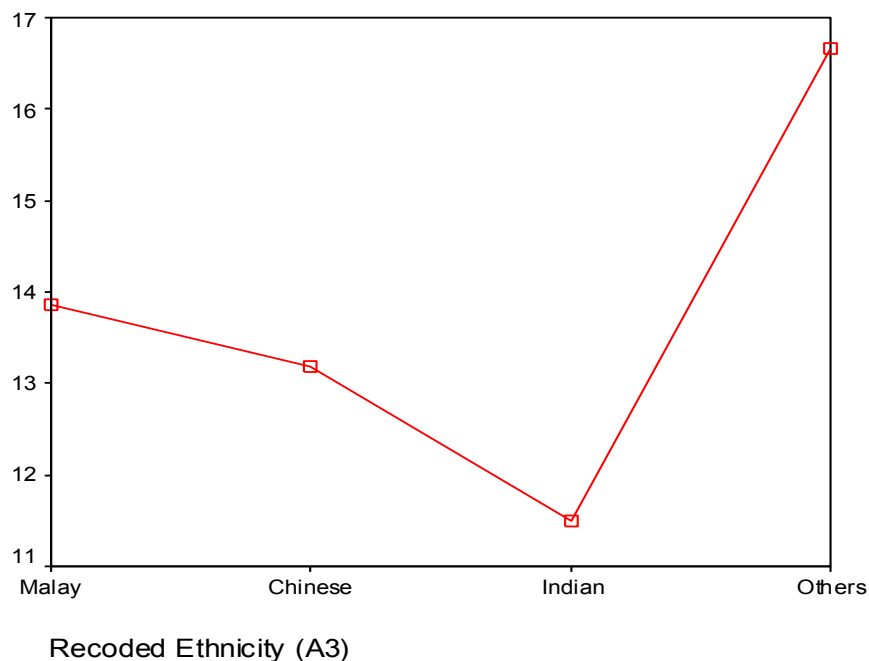


Figure 7: Mean Score of Impact of Family Commitment on Career by Ethnicity

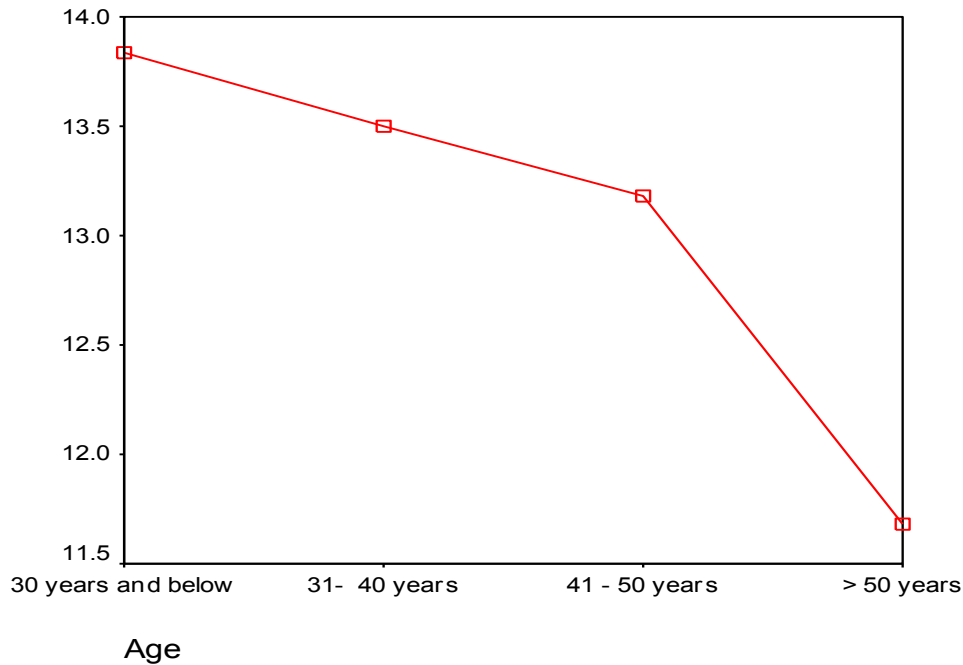


Figure 8: Mean Score of Impact of Caring for Children on Career by Age

For some, family commitments have hindered their career advancement and development. Among those who stated that they have been bypassed for promotion, 55 per cent indicated that having children had a high level of impact on their career (**Table 29**). Of those who have not been bypassed for promotion, 28 per cent indicated that having children had a high level of impact on their career. Notably, 62 per cent of married respondents have 1-2 children, 25 per cent have more than two children while the remaining 13 per cent have no children.

Table 29: Level of Impact of Having Children on Career by Gender and Position

	Bypassed for Promotion?	
	Yes (n=11)	No (n=96)
F30		
Level of Impact of Having Children on Career		
Low	27.3	39.6
Average	18.2	32.3
High	54.5	28.1
	$\chi^2=3.261$, df = 2, p = 0.196, not sig.	

Source: Table A5, Appendix V.

Note: F30 – ‘As a result of having children, have you experienced any impact on your career?’

Tables 30 to 32 explore the impact of family commitments (F30) on the career of sole proprietors and equity partners by marriage and gender. Comparing all three tables, it is evident that being married is the sole factor that impacts on their career. In terms of

gender, family commitments only influences the decision of female sole proprietors and equity partners to establish their own practice (at $\alpha = 0.10$).

3.7.2 Impact of Caring for Other Family Members on their Career

Data in **Table 33** shows that a high proportion of female (33%) compared to male (19%) respondents state that caring for other members in their family affect their career. Gender differences in this respect is significant at $\alpha = 0.10$ for female respondents only.

Table 30: Correlation Analysis of Family Commitment on Key Variables (married sole proprietors and equity partners only)

Correlations

		F30	A16	Travel Outstation	Long Work Hours	Time with Family	Friendly Atmosphere	Flexible Work Policy	Work Overload
F30	Pearson Correlation	1	.292*	.046	-.046	.060	.094	-.094	.120
	Sig. (2-tailed)	.	.014	.647	.642	.548	.345	.346	.228
	N	103	70	103	103	103	103	103	103
A16	Pearson Correlation	.292*	1	.066	-.234*	.348**	.252*	.299**	.217
	Sig. (2-tailed)	.014	.	.564	.038	.002	.025	.007	.055
	N	70	79	79	79	79	79	79	79
Travel Outstation	Pearson Correlation	.046	.066	1	.168	-.130	.019	.065	.122
	Sig. (2-tailed)	.647	.564	.	.065	.152	.835	.477	.180
	N	103	79	122	122	122	122	122	122
Long Work Hours	Pearson Correlation	-.046	-.234*	.168	1	-.531**	-.204*	-.096	.355**
	Sig. (2-tailed)	.642	.038	.065	.	.000	.024	.293	.000
	N	103	79	122	122	122	122	122	122
Time with Family	Pearson Correlation	.060	.348**	-.130	-.531**	1	.469**	.257**	-.368**
	Sig. (2-tailed)	.548	.002	.152	.000	.	.000	.004	.000
	N	103	79	122	122	122	122	122	122
Friendly Atmosphere	Pearson Correlation	.094	.252*	.019	-.204*	.469**	1	.431**	-.228*
	Sig. (2-tailed)	.345	.025	.835	.024	.000	.	.000	.012
	N	103	79	122	122	122	122	122	122
Flexible Work Policy	Pearson Correlation	-.094	.299**	.065	-.096	.257**	.431**	1	.131
	Sig. (2-tailed)	.346	.007	.477	.293	.004	.000	.	.151
	N	103	79	122	122	122	122	122	122
Work Overload	Pearson Correlation	.120	.217	.122	.355**	-.368**	-.228*	.131	1
	Sig. (2-tailed)	.228	.055	.180	.000	.000	.012	.151	.
	N	103	79	122	122	122	122	122	122

*. Correlation is significant at the 0.05 level (2-tailed).

**. Correlation is significant at the 0.01 level (2-tailed).

Note: F30 – ‘As a result of having children, have you experienced any impact on your career?’, A16 – ‘For sole proprietors and equity partners, reasons that influenced their decision to establish own practice’.

Table 31: Correlation Analysis of Family Commitment on Key Variables (married male sole proprietors and equity partners only)

Correlations

		F30	A16	Travel Outstation	Long Work Hours	Time with Family	Friendly Atmosphere	Flexible Work Policy	Work Overload
F30	Pearson Correlation	1	.134	.088	.058	-.075	-.016	-.040	.239
	Sig. (2-tailed)	.	.392	.508	.661	.571	.907	.761	.068
	N	59	43	59	59	59	59	59	59
A16	Pearson Correlation	.134	1	.039	-.124	.176	.027	.139	.340*
	Sig. (2-tailed)	.392	.	.798	.415	.247	.859	.362	.022
	N	43	45	45	45	45	45	45	45
Travel Outstation	Pearson Correlation	.088	.039	1	-.003	-.128	.054	.072	.109
	Sig. (2-tailed)	.508	.798	.	.984	.304	.670	.564	.384
	N	59	45	66	66	66	66	66	66
Long Work Hours	Pearson Correlation	.058	-.124	-.003	1	-.548**	-.091	-.097	.349**
	Sig. (2-tailed)	.661	.415	.984	.	.000	.468	.436	.004
	N	59	45	66	66	66	66	66	66
Time with Family	Pearson Correlation	-.075	.176	-.128	-.548**	1	.301*	.179	-.391**
	Sig. (2-tailed)	.571	.247	.304	.000	.	.014	.151	.001
	N	59	45	66	66	66	66	66	66
Friendly Atmosphere	Pearson Correlation	-.016	.027	.054	-.091	.301*	1	.335**	-.210
	Sig. (2-tailed)	.907	.859	.670	.468	.014	.	.006	.090
	N	59	45	66	66	66	66	66	66
Flexible Work Policy	Pearson Correlation	-.040	.139	.072	-.097	.179	.335**	1	.144
	Sig. (2-tailed)	.761	.362	.564	.436	.151	.006	.	.247
	N	59	45	66	66	66	66	66	66
Work Overload	Pearson Correlation	.239	.340*	.109	.349**	-.391**	-.210	.144	1
	Sig. (2-tailed)	.068	.022	.384	.004	.001	.090	.247	.
	N	59	45	66	66	66	66	66	66

*. Correlation is significant at the 0.05 level (2-tailed).

**. Correlation is significant at the 0.01 level (2-tailed).

Note: F30 – ‘As a result of having children, have you experienced any impact on your career?’, A16 – ‘For sole proprietors and equity partners, reasons that influenced their decision to establish own practice’.

Table 32: Correlation Analysis of Family Commitment on Key Variables (married female sole proprietors and equity partners only)

Correlations

		F30	A16	Travel Outstation	Long Work Hours	Time with Family	Friendly Atmosphere	Flexible Work Policy	Work Overload
F30	Pearson Correlation	1	.358	.069	.013	.042	.089	-.101	.105
	Sig. (2-tailed)	.	.067	.655	.934	.787	.565	.515	.496
	N	44	27	44	44	44	44	44	44
A16	Pearson Correlation	.358	1	.091	-.321	.507**	.522**	.525**	.096
	Sig. (2-tailed)	.067	.	.608	.064	.002	.002	.001	.589
	N	27	34	34	34	34	34	34	34
Travel Outstation	Pearson Correlation	.069	.091	1	.344**	-.104	.006	.036	.126
	Sig. (2-tailed)	.655	.608	.	.009	.445	.963	.794	.356
	N	44	34	56	56	56	56	56	56
Long Work Hours	Pearson Correlation	.013	-.321	.344**	1	-.465**	-.299*	-.182	.344**
	Sig. (2-tailed)	.934	.064	.009	.	.000	.025	.180	.009
	N	44	34	56	56	56	56	56	56
Time with Family	Pearson Correlation	.042	.507**	-.104	-.465**	1	.646**	.396**	-.321*
	Sig. (2-tailed)	.787	.002	.445	.000	.	.000	.003	.016
	N	44	34	56	56	56	56	56	56
Friendly Atmosphere	Pearson Correlation	.089	.522**	.006	-.299*	.646**	1	.586**	-.235
	Sig. (2-tailed)	.565	.002	.963	.025	.000	.	.000	.081
	N	44	34	56	56	56	56	56	56
Flexible Work Policy	Pearson Correlation	-.101	.525**	.036	-.182	.396**	.586**	1	.097
	Sig. (2-tailed)	.515	.001	.794	.180	.003	.000	.	.475
	N	44	34	56	56	56	56	56	56
Work Overload	Pearson Correlation	.105	.096	.126	.344**	-.321*	-.235	.097	1
	Sig. (2-tailed)	.496	.589	.356	.009	.016	.081	.475	.
	N	44	34	56	56	56	56	56	56

** . Correlation is significant at the 0.01 level (2-tailed).

* . Correlation is significant at the 0.05 level (2-tailed).

Note: F30 – ‘As a result of having children, have you experienced any impact on your career?’, A16 – ‘For sole proprietors and equity partners, reasons that influenced their decision to establish own practice.’

Table 33: Level of Impact of Caring for Other Family Members on Career by Gender and Position

F31	Gender		Position			Total (n=128)
	Male (n=83)	Female (n=91)	Sole Proprietor (n=24)	Legal Assistant (n=11)	Partner (n=93)	
Whether involved with caring for other members in the family to affect your career						
Low	80.7	67.0	75.0	66.2	78.7	73.6
Average/High	19.3	33.0	25.0	33.8	21.3	26.4

Source: Table A5, Appendix V.

Note: Low (up to 7 points), Average/High (8 points and above). For gender, $\chi^2=4.183$, $df=2$, $p=0.058$, sig. at $\alpha = 0.10$; For position, $\chi^2 = 3.041$, $df = 2$, $p = 0.219$, not sig.; F31 – ‘As a result of caring for other members in family has had any impact on your career?’

Table 34 presents the analysis on (i) the total number of children, and (ii) total number of children below 7 years old to establish whether caring for other family members affects their career. Forty seven per cent of those who have no children experience average or high impact on their career due to caring for other members in the family. This may be due to their availability to care for other family members.

Table 34: Level of Impact of Caring for Other Members of the Family on Career by Number of Children

F31	Total No. of Children			No. of Children below 7 years old			Total (n=114)
	None (n = 17)	1 - 2 (n=67)	> 2 (n=30)	None (n=63)	1 - 2 (n=46)	> 2 (n=5)	
Whether involved with caring for other members in the family to affect your career							
Low	52.9	77.6	80.0	76.2	71.7	80.0	74.6
Average/High	47.1	22.4	20.0	23.8	28.3	20.0	25.4
			$\chi^2=4.986$, $df=2$, $p=0.083$, not sig				$\chi^2=0.359$, $df=2$, $p=0.836$, not sig

Source: Table A6, Appendix V.

Note: F31 – ‘As a result of caring for other members in family has had any impact on your career?’

The size of a firm also does not influence respondent’s involvement in caring for the needs of the members of the family. More Malay and Chinese respondents than Indian and Other respondents have had to attend to members of the family while at work. However, both size of firm and ethnicity are not significantly associated with their level of involvement to care for other members of the family (**Table 35**).

Table 35: Level of Impact of Caring for Other Members of the Family on Career by Size of Firm and Ethnicity

	Size of Firm (Employees)		Ethnicity			
	1 - 5 (n=70)	> 5 (n=37)	Malay (n=55)	Chinese (n=77)	Indian (n=32)	Others (n= 10)
F31						
Whether involved with caring for other members in the family to affect your career						
Low	70.0	78.4	70.9	71.4	81.3	80.0
Average/High	30.0	21.6	29.1	28.6	18.8	20.0
	x ² = 1.535, df = 1, p = 0.229, not sig		x ² = 1.565, df = 3, p = 0.667, not sig			

Source: Table A6, Appendix V.

Note: F31 – ‘As a result of caring for other members in family has had any impact on your career?’

Younger respondents tend to face the need to care for other members of the family. Thirty six per cent of those aged 30 and below and 30 per cent of those aged 31 – 40 scored average/high in relation to caring for other members of the family (**Table 36**). Fewer of the older respondents have to attend to other members of the family.

Table 36: Level of Impact of Caring for Other Members of the Family on Career by Age

	Age (years)			
	30 and below (n=53)	31 - 40 (n=54)	41 - 50 (n=44)	> 50 (n=23)
Whether involved with caring for other members in the family to affect your career				
Low	64.2	70.4	81.8	87.0
Average/High	35.8	29.6	18.2	13.0

Source: Table A6, Appendix V.

Note: For age, x² =6.361, df = 3, p=0.095, sig at α=0.10.

The demand on the younger respondents to care for other members of the family has an impact on their career, with the Anova test indicating that there is a significant difference (**Table 37**). Female respondents report higher incidence of caring for other members of the family, just as they spend more time caring for children as discussed before. The score for males is lower than females and the difference is statistically significant. Malay and Other respondents score highest on the impact of caring for other members of the family on their career (**Figure 9**). However, ethnicity and location of firm are not significantly associated with their level of involvement to care for other members of the family.

Table 37: Statistical Tests on Impact of Caring for Other Members of the Family on Career

	Gender	Ethnicity	Age	Location (Urban/Rural)
Impact of having to care for other members of the family on Career (F31)	Male: 6.13 Female: 7.21 t=-2.607, df=148.32, p<0.05	Mean value for Others and Malays are higher than for Chinese and Indians; F=0.875, df=3, p>0.05	Mean value is highest for junior lawyers; F=2.941, df=3, p<0.05	Urban: 6.72 Rural: 6.47 t=0.345, df=172, p>0.05
Test Decision	Sig.	Not Sig.	Sig.	Not Sig.

Note: Only married respondents are relevant to this analysis.

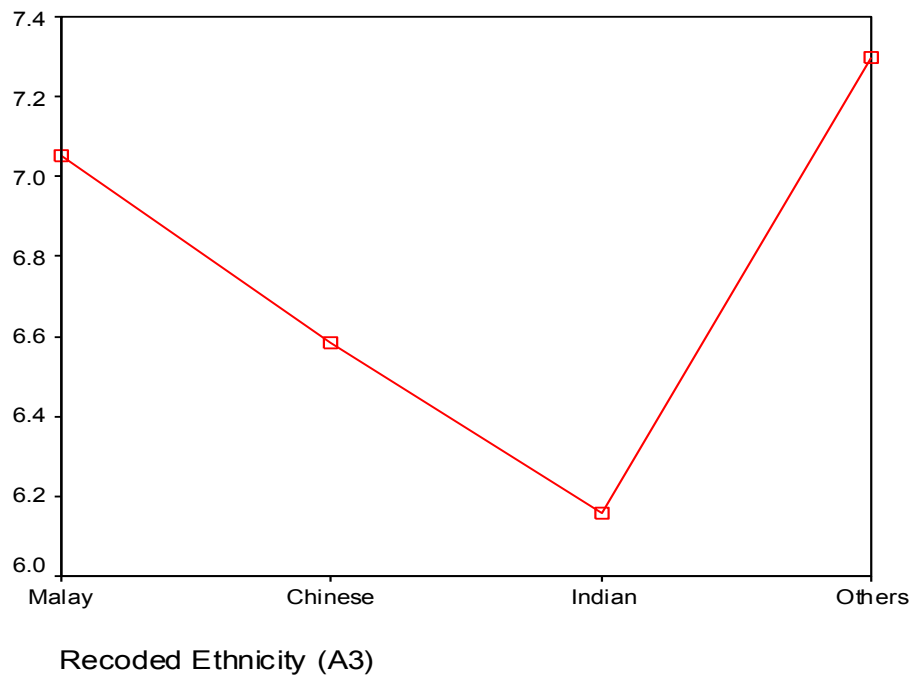


Figure 9: Mean Score of Impact of Caring for Other Members of the Family on Career by Ethnicity

Interestingly, 71 per cent of respondents state that their involvements in caring for members of the family have led to them being bypassed for promotion (**Table 38**). In contrast, only 23 per cent of those who do not need to attend to family members during work hours are bypassed for promotion. The difference is statistically significant.

Table 38: Level of Impact of Caring for Other Members of the Family on Career by Promotional Prospects

F31	Bypassed for Promotion?	
	Yes (n=14)	No (n=160)
Whether involved with caring for other members in the family do affect their career		
Never	28.6	77.5
Occasionally/Always	71.4	22.5
	$\chi^2 = 15.847, df=1, p=0.000, sig$	

Source: Tables A9 & A10, Appendix V.

Note: F31 – ‘As a result of caring for other members in family has had any impact on your career?’

F31 (*Impact of attending to needs of members of the family on career*) only has a significant correlation with (i) current annual gross income, (ii) decision to establish own legal firm, and (iii) ‘more time to others’ (**Table 39**).

Respondents were asked to state their level of agreement or disagreement with the statement that ‘*female lawyers are perceived to place family commitments over career*’. A high proportion of both male (64%) and female (76%) respondents strongly agree/agree with the statement (**Table 40**). In fact, a higher percentage of females support the statement. In terms of position, three quarter of sole proprietors compared to a slightly lower proportion of legal assistants and partners strongly agree/agree to this statement.

**Table 39: Correlation Analysis of Impact of Attending to Other Members of Family on Career with Key Variables
(sole proprietors and equity partners only)**

Correlations

		F31	Work Hours Per Week	Annual Gross Income	Annual Gross Income 2012	A16	More Time to Others
F31	Pearson Correlation	1	-.056	.010	-.163*	.226*	.287**
	Sig. (2-tailed)	.	.459	.895	.036	.045	.006
	N	174	174	171	165	79	91
Work Hours Per Week	Pearson Correlation	-.056	1	.135	-.065	-.125	-.045
	Sig. (2-tailed)	.459	.	.063	.382	.242	.652
	N	174	195	190	184	90	104
Annual Gross Income	Pearson Correlation	.010	.135	1	-.050	-.054	.114
	Sig. (2-tailed)	.895	.063	.	.500	.618	.258
	N	171	190	190	184	87	101
Annual Gross Income 2012	Pearson Correlation	-.163*	-.065	-.050	1	.012	-.141
	Sig. (2-tailed)	.036	.382	.500	.	.913	.172
	N	165	184	184	184	81	95
A16	Pearson Correlation	.226*	-.125	-.054	.012	1	.816**
	Sig. (2-tailed)	.045	.242	.618	.913	.	.000
	N	79	90	87	81	90	90
More Time to Others	Pearson Correlation	.287**	-.045	.114	-.141	.816**	1
	Sig. (2-tailed)	.006	.652	.258	.172	.000	.
	N	91	104	101	95	90	104

*. Correlation is significant at the 0.05 level (2-tailed).

**. Correlation is significant at the 0.01 level (2-tailed).

Note: F31 – ‘As a result of caring for other members in family has had any impact on your career?’

Table 40: Response to Statement that Female Lawyers are Perceived to Place Family Commitments over Career by Gender and Position

Characteristics	Gender		Position			Total (n=195)
	Male (n=95)	Female (n=100)	Sole Proprietor (n=24)	Legal Assistant (n=70)	Partner (n=101)	
Female lawyers are perceived to place family commitments over career						
Strongly agree	9.5	21.0	25.0	14.3	13.9	15.4
Agree	54.7	55.0	50.0	55.7	55.4	54.9
Disagree	32.6	21.0	16.7	27.1	28.7	26.7
Strongly disagree	3.2	3.0	8.3	2.9	2.0	3.1

3.8 OPPORTUNITY TO NETWORK WITH LAWYERS/CLIENTS

An almost equal proportion of female (69%) and male (71%) respondents are satisfied with the opportunity to network with lawyers or clients. This indicates that there is not much difference in the opportunity to network between both male and female lawyers. However, there is a significant association between position and level of satisfaction of opportunity for networking. Interestingly, 85 per cent of partners are satisfied with the opportunity for networking followed by 57 per cent by legal assistants and 47 per cent of sole proprietors (Table 41). This may reflect the nature of work in each position.

Table 41: Satisfaction of Opportunity to Network with Lawyers/Clients by Gender and Position

	Gender		Position			Total (n=169)
	Male (n=80)	Female (n=89)	Sole Proprietor (n=17)	Legal Assistant (n=70)	Partner (n=82)	
Not satisfied	28.8	31.5	52.9	42.9	14.6	30.2
Satisfied	71.3	68.5	47.1	57.1	85.4	69.8

Source Table A7, Appendix V.

Note: Not satisfied (up to 14 points), and satisfied (15 points and above). For gender, $\chi^2=0.147$, $df=1$, $p=0.739$, not sig.; For position, $\chi^2=18.924$, $df=2$, $p=0.000$, sig.

Table 42 shows that ethnicity and location significantly influence the satisfaction level of respondents in terms of their opportunities to network. Figure 10 shows Malays score highest in terms of satisfaction score of opportunity to network with lawyers/clients. Marital status (single vs married) and gender does not significantly influence their satisfaction level on opportunity to network.

Table 42: Statistical Tests on Satisfaction of Opportunity to Network with Lawyers/Clients

	Gender	Ethnicity (Anova)	Marital Status	Location (Urban/Rural)
Opportunity to Network with Lawyers/Clients	Male: 15.66 Female: 15.06 t=1.523, df=167, p>0.05	Mean value for Malays, Indians and Others are higher than for Chinese; F=3.805, p<0.05	Single: 15.00 Married: 15.48 t=-1.142, df=163, p>0.05	Urban: 15.45 Rural: 14.20 t=1.800, df=167, p<0.10
Test Decision	Not Sig.	Sig.	Not Sig.	Sig. at $\alpha=0.10$

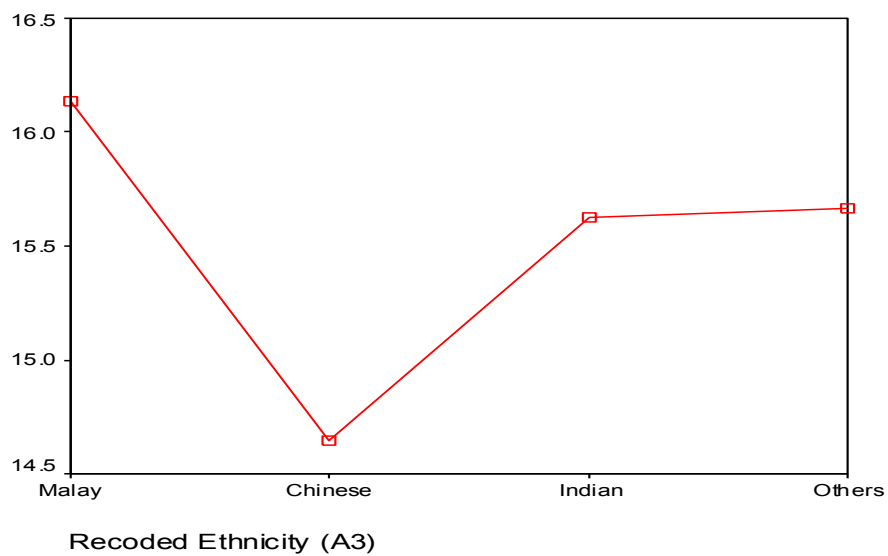


Figure 10: Mean Score of Satisfaction of Opportunity to Network with Lawyers/Clients by Ethnicity

Contrary to the expectation that having children may restrict opportunities for networking, the result in **Table 43** indicates otherwise.

Table 43: Satisfaction of Opportunity to Network with Lawyers/Clients by Number of Children

	Total No. of Children			No. of Children below 7 years old			Total (n=114)
	None (n = 15)	1 - 2 (n=65)	> 2 (n=30)	None (n=59)	1 - 2 (n=46)	> 2 (n=5)	
G33							
Satisfaction level of Opportunity to Network with Lawyers/Clients							
Low	20.0	29.2	23.3	23.7	28.3	40.0	26.4
Average/High	80.0	70.8	76.7	76.3	71.7	60.0	73.6
			$\chi^2=0.730, df=2, p=0.694,$ not sig				$\chi^2 = 0.775, df=2,$ $p=0.679,$ not sig

Source: Computed from Table A7, Appendix V.

Note: G33 – ‘Opportunity to network with lawyers/clients’.

3.9 PROSPECTS FOR PROMOTION

Table 44 illustrates that female compared to male respondents have a slightly higher level of satisfaction in terms of promotional prospects. While inconsistent with findings in the study of professional women such as lawyers in Chiu’s work, it is to be noted that this difference is not statistically significant.²⁵ Furthermore, the sample of Chiu’s group consists of younger female and male lawyers who are homogenous. The same cannot be said of this study. In terms of position, sole proprietors experience the lowest level of satisfaction. There exists a significant association between the satisfaction level and prospects for promotion with the position of lawyers.

Table 44: Satisfaction Level of Prospects for Promotion by Gender and Position

	Gender		Position			Total (n=131)
	Male (n=74)	Female (n=57)	Sole Proprietor (n=18)	Legal Assistant (n=43)	Partner (n=70)	
Satisfaction on Promotional Prospects						
Low	25.7	21.1	50.0	23.3	17.1	23.7
Average	50.0	47.4	22.2	55.8	51.4	48.9
High	24.3	31.6	27.8	20.9	31.4	27.5

Source: Table A8, Appendix V.

Note: Not satisfied (up to 14 points), and satisfied (15 points and above). For gender, $\chi^2=0.953, df=2, p=0.621,$ not sig.; For position, $\chi^2=10.740, df = 4, p = 0.030,$ sig.

²⁵ C. Chiu, 1998. “Do Professional Women have Lower Job Satisfaction than Professional Men? Lawyers as a Case Study”, *Sex Roles*, Vol. 38, Nos. 7/8. pp. 521-537.

Table 45 shows that (i) having children, and (ii) having children below 7 years old do not have significant association with their level of satisfaction in terms of prospects for promotion. Likewise, there is no significant difference in the level of satisfaction of prospects for promotion by gender, ethnicity, marital status and location (**Table 46**). Other respondents score highest on satisfaction of prospects for promotion (**Figure 11**).

Table 45: Level of Satisfaction of Prospects for Promotion by Number of Children

H34	Total No. of Children			No. of Children below 7 years old			Total (n=91)
	None (n = 10)	1 - 2 (n=58)	> 2 (n=23)	None (n=51)	1 - 2 (n=38)	> 2 (n=2)	
Satisfaction on Prospects for Promotion							
Low	10.0	29.3	17.4	21.6	28.9	0.0	24.2
Average	70.0	39.7	60.9	45.1	52.6	50.0	48.4
High	20.0	31.0	21.7	33.3	18.4	50.0	27.5
	$\chi^2 = 5.270, df=4, p=0.261,$ not sig			$\chi^2 = 3.382, df=4,$ $p=0.496,$ not sig			

Source: Computed from Table A8, Appendix V.

Note: H34 – ‘Factors taken into consideration by firm for purposes of promotion’.

Table 46: Statistical Tests on Level of Satisfaction of Prospects for Promotion

	Gender	Ethnicity (Anova)	Marital Status	Location (Urban/Rural)
Satisfaction on Prospects for Promotion	Male: 25.14 Female: 25.72 t=-0.866, df=129, p>0.05	Mean value for Others is larger than Malays, Chinese and Indians; F=0.817, p>0.05	Single: 25.25 Married: 25.45 t=-0.270, df=125, p>0.05	Urban: 25.24 Rural: 26.77 t=-1.376, df=129, p>0.05
Test Decision	Not Sig.	Not Sig.	Not Sig.	Not Sig.

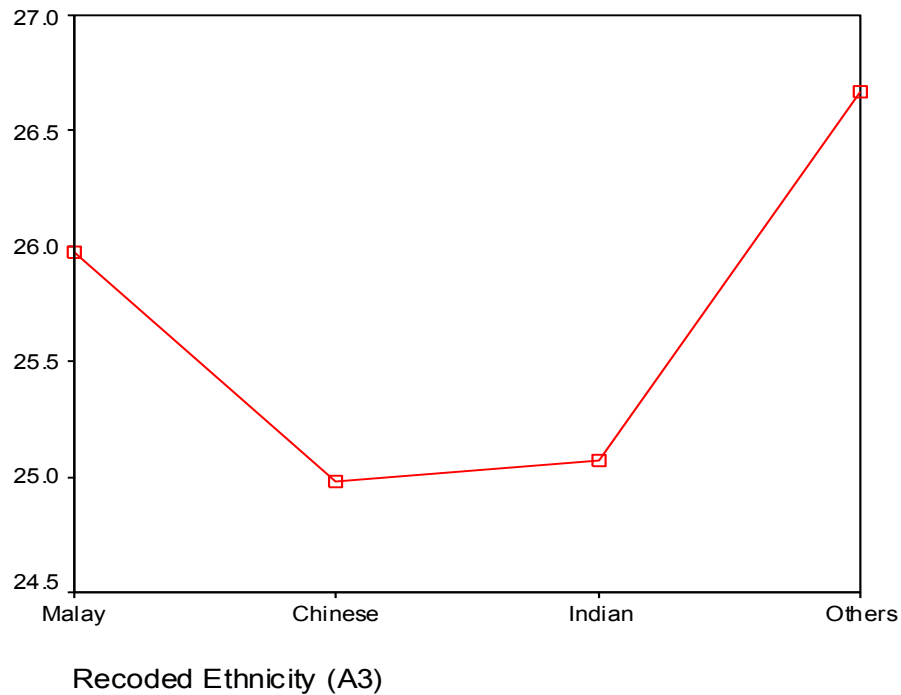


Figure 11: Mean Score of Satisfaction of Prospects for Promotion by Ethnicity

3.10 OVERALL JOB SATISFACTION

This section examines the determinant of job satisfaction among lawyers based on these statements: (i) *'I would recommend this job to a friend'*, (ii) *'I would recommend this firm to a friend'*, (iii) *'Given a choice, I would choose this job as my profession again'*, (iv) *'I am satisfied with substantive mix of work'*, (v) *'I am satisfied with efficiency at this firm'*, and (vi) *'Overall, I am satisfied with my job'*. These statements imply overall satisfaction on respondent's own profession and the legal firm they serve now. Thus, a high score would imply high level of satisfaction.

Position is significantly associated with the overall level of job satisfaction. There is a high proportion of both sole proprietors (35%) and legal assistants (36%) who indicated low satisfaction level. Other factors such as gender (**Table 47**), total number of children as well as number of children below 7 years old (**Table 48**) are not significant in influencing overall job satisfaction of lawyers. Only ethnicity shows a weak significance with overall job satisfaction (**Table 49**, see also **Figure 12**).

Table 47: Satisfaction at Job by Gender and Position

	Gender		Position			Total (n=193)
	Male (n=95)	Female (n=98)	Sole Proprietor (n=23)	Legal Assistant (n=70)	Partner (n=100)	
Satisfaction at Job						
Low	24.2	29.6	34.8	35.7	19.0	26.9
Average	35.8	27.6	21.7	32.9	33.0	31.6
High	40.0	42.9	43.5	31.4	48.0	41.5

Note: Not satisfied (up to 14 points), and satisfied (15 points and above). For gender, $\chi^2=1.649$, $df=2$, $p=0.438$, not sig.; For position, $\chi^2=8.424$, $df=4$, $p=0.077$, sig. at $\alpha=0.10$.

Table 48: Satisfaction at Job by Number of Children

	Total No. of Children			No. of Children below 7 years old			Total (n=126)
	None (n=17)	1 - 2 (n=75)	> 2 (n=34)	None (n=66)	1 - 2 (n=55)	> 2 (n=5)	
Satisfaction at Job							
Low	35.3	29.3	20.6	19.7	36.4	40.0	27.8
Average	41.2	26.7	23.5	30.3	23.6	40.0	27.8
High	23.5	44.0	55.9	50.0	40.0	20.0	44.4
	$\chi^2=5.074$, $df=4$, $p=0.280$, not sig			$\chi^2=5.415$, $df=4$, $p=0.247$, not sig			

Table 49: Statistical Tests on Satisfaction at Job

	Gender	Ethnicity (Anova)	Marital Status	Location (Urban/Rural)
Satisfaction at Job	Male: 28.67 Female: 29.51 $t=-0.832$, $df=191$, $p>0.05$	Mean value for Others is larger than Malays, Chinese and Indians; $F=2.492$, $p<0.10$	Single: 28.12 Married: 29.55 $t=-1.353$, $df=186$, $p>0.05$	Urban: 28.95 Rural: 30.50 $t=-0.895$, $df=191$, $p>0.05$
Test Decision	Not Sig.	Sig. at $\alpha=0.10$	Not Sig.	Not Sig.

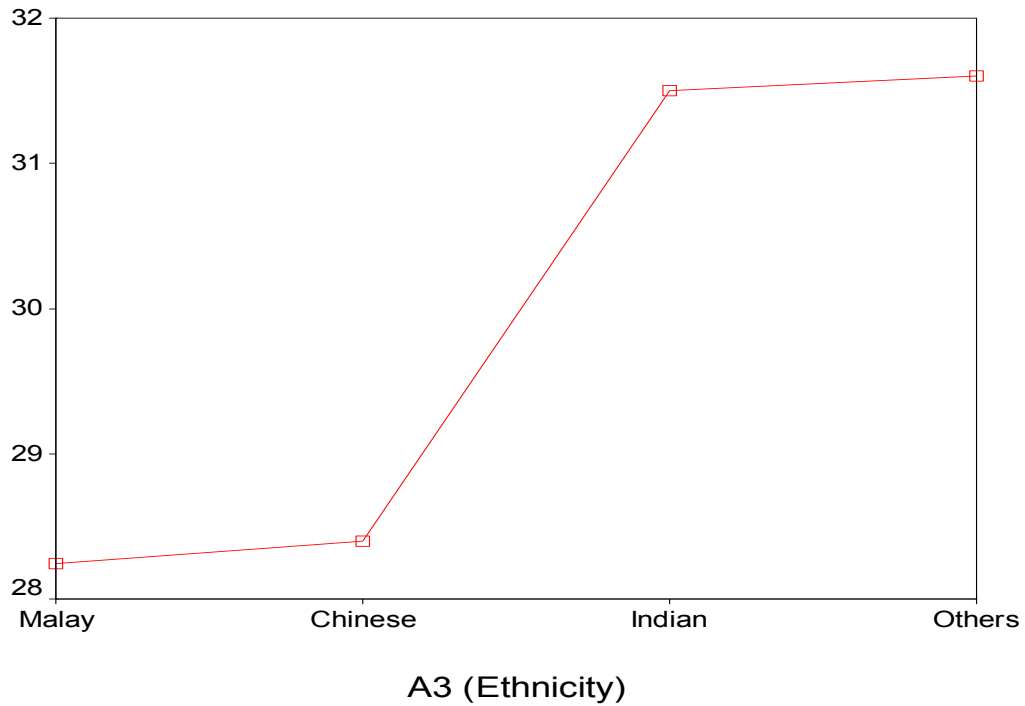


Figure 12: Mean Satisfaction at Job Score by Ethnic Group

Based on the mean values of assessment on overall job satisfaction, male and female respondents score more or less the same for all the items in **Table 50**. There is also not much difference in the score in terms of the position of lawyers.

Table 50: Mean Values of Assessment on Satisfaction at Job

Satisfaction at Job (Mean, 1-7)	Gender		Position		
	Male (n=95)	Female (n=100)	Sole Proprietor (n=24)	Legal Assistant (n=70)	Partner (n=101)
Recommend job to friend	4.17	4.33	3.96	4.01	4.49
Recommend firm to friend	5.00	5.22	5.08	4.80	5.34
This job as profession	4.40	4.50	3.88	4.50	4.55
Satisfied with substantive mix	5.11	5.05	4.96	4.70	5.37
Satisfied with firm's efficiency	4.78	5.16	5.33	4.66	5.11
Overall, am satisfied with my job	5.22	5.25	5.29	4.77	5.54

Table 51 presents the findings that overall job satisfaction is not correlated to the number of children, total work hours and gross income.

Table 51: Correlation Analysis between Overall Job Satisfaction (I38) with Number of Children, Work Hours and Gross Income

Correlations

		I38	No. of Children < 7	Work Hours Per Week	Annual Gross Income	Annual Gross Income 2012
I38	Pearson Correlation	1	-.121	-.052	-.044	.110
	Sig. (2-tailed)	.	.092	.476	.553	.138
	N	193	193	193	188	182
No. of Children < 7	Pearson Correlation	-.121	1	.098	.013	-.293**
	Sig. (2-tailed)	.092	.	.174	.859	.000
	N	193	195	195	190	184
Work Hours Per Week	Pearson Correlation	-.052	.098	1	.135	-.065
	Sig. (2-tailed)	.476	.174	.	.063	.382
	N	193	195	195	190	184
Annual Gross Income	Pearson Correlation	-.044	.013	.135	1	-.050
	Sig. (2-tailed)	.553	.859	.063	.	.500
	N	188	190	190	190	184
Annual Gross Income 2012	Pearson Correlation	.110	-.293**	-.065	-.050	1
	Sig. (2-tailed)	.138	.000	.382	.500	.
	N	182	184	184	184	184

** . Correlation is significant at the 0.01 level (2-tailed).

Note: I38 – Overall job satisfaction

A further correlation analysis was carried out. **Table 52** shows that Mentoring (E29), caring for members of the family (F31), networking with lawyers/clients (G33), and reasons for female lawyers leaving the firms (J41) are the only four key variables that could explain the variation in Overall Job Satisfaction (I38). Caring for members of the family (F31), and reasons for female lawyers leaving the firms (J41) impacted negatively on overall job satisfaction.

Table 52: Correlation Analysis between Total Satisfaction Score (I38) and Key Composite Variables

		Correlations										
		I38	B24	C26	D27	E29	F30	F31	G33	H34	J40	J41
I38	Pearson Correlation	1	.047	.064	-.028	.232**	-.138	-.214**	.251**	.061	-.214	-.307**
	Sig. (2-tailed)	.	.522	.393	.699	.009	.157	.005	.001	.490	.095	.002
	N	193	191	180	187	127	107	174	168	131	62	95
B24	Pearson Correlation	.047	1	.145	.347**	.305**	.160	.260**	.213**	.325**	.273*	.175
	Sig. (2-tailed)	.522	.	.053	.000	.001	.102	.001	.006	.000	.033	.092
	N	191	193	179	186	126	106	172	167	130	61	94
C26	Pearson Correlation	.064	.145	1	.122	.354**	-.015	.026	.131	.163	.234	.083
	Sig. (2-tailed)	.393	.053	.	.104	.000	.886	.747	.098	.075	.072	.438
	N	180	179	181	178	120	98	163	162	121	60	89
D27	Pearson Correlation	-.028	.347**	.122	1	.138	.122	.167*	.137	.487**	.191	.246*
	Sig. (2-tailed)	.699	.000	.104	.	.128	.222	.030	.079	.000	.143	.018
	N	187	186	178	188	123	102	169	166	126	60	93
E29	Pearson Correlation	.232**	.305**	.354**	.138	1	.207	.205*	.043	.005	.294	.033
	Sig. (2-tailed)	.009	.001	.000	.128	.	.057	.028	.664	.959	.121	.812
	N	127	126	120	123	128	85	115	106	94	29	53
F30	Pearson Correlation	-.138	.160	-.015	.122	.207	1	.707**	-.234*	.162	.261	.154
	Sig. (2-tailed)	.157	.102	.886	.222	.057	.	.000	.025	.149	.229	.319
	N	107	106	98	102	85	107	96	92	81	23	44
F31	Pearson Correlation	-.214**	.260**	.026	.167*	.205*	.707**	1	-.097	.132	.241	.188
	Sig. (2-tailed)	.005	.001	.747	.030	.028	.000	.	.225	.153	.071	.084
	N	174	172	163	169	115	96	174	157	118	57	86
G33	Pearson Correlation	.251**	.213**	.131	.137	.043	-.234*	-.097	1	.365**	-.143	-.137
	Sig. (2-tailed)	.001	.006	.098	.079	.664	.025	.225	.	.000	.279	.204
	N	168	167	162	166	106	92	157	169	113	59	88
H34	Pearson Correlation	.061	.325**	.163	.487**	.005	.162	.132	.365**	1	.007	.162
	Sig. (2-tailed)	.490	.000	.075	.000	.959	.149	.153	.000	.	.965	.215
	N	131	130	121	126	94	81	118	113	131	37	60
J40	Pearson Correlation	-.214	.273*	.234	.191	.294	.261	.241	-.143	.007	1	.703**
	Sig. (2-tailed)	.095	.033	.072	.143	.121	.229	.071	.279	.965	.	.000
	N	62	61	60	60	29	23	57	59	37	62	54
J41	Pearson Correlation	-.307**	.175	.083	.246*	.033	.154	.188	-.137	.162	.703**	1
	Sig. (2-tailed)	.002	.092	.438	.018	.812	.319	.084	.204	.215	.000	.
	N	95	94	89	93	53	44	86	88	60	54	95

** . Correlation is significant at the 0.01 level (2-tailed).

* . Correlation is significant at the 0.05 level (2-tailed).

Note: I38 – Overall level of job satisfaction, B24 – Working Conditions; C26 – About pay; D27 – Benefits; E29 – Mentoring; F30 – Family commitments (having children); F31 – Family commitments (caring for other family members); G33 – Opportunity to network with Lawyers/Clients; H34 - prospects for promotion, J40 – Reasons for male lawyers to leave the firm, J41 - Reasons for female lawyers to leave the firm.

Table 53 shows the result of a multiple regression on total overall job satisfaction (I38) as a dependent variable with a number of independent variables as predictors of the variance in the dependent variable. The results show that overall job satisfaction is only influenced significantly by three factors, i.e. (i) location of firm, (ii) gender (at $\alpha = 0.10$), and Opportunity to network. All other variables are insignificant. The model could explain only 49 percent of the variations in the dependent variable.

Table 53: Multiple Regression Analysis between Total Satisfaction Score (I38) and Key Composite Variables

	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
Constant	-15.828	18.062		-.876	.387
Location	9.559	4.481	.399	2.133	.040
Gender	4.986	2.745	.311	1.816	.078
Age	.916	2.416	.096	.379	.707
Ethnicity	1.814	1.774	.189	1.022	.314
Marital Status	-2.823	8.558	-.051	-.330	.744
No. of Children	-.371	1.273	-.058	-.291	.773
No. of Children < 7	-1.888	1.707	-.215	-1.106	.277
No. of years in active practice	-.900	1.086	-.169	-.829	.413
B24	-.324	.353	-.169	-.918	.365
C26	1.075	.662	.276	1.623	.114
D27	.149	.392	.064	.380	.707
E29	.832	.542	.280	1.535	.134
F30	-.188	.319	-.125	-.587	.561
F31	.472	.512	.178	.921	.364
G33	1.356	.495	.523	2.739	.010
H34	-.441	.445	-.174	-.991	.329

Note: Dependent Variable: I38 (Overall level of job satisfaction); $R^2 = 48.9$ percent.

B24 – Working Conditions; C26 – About pay; D27 – Benefits; E29 – Mentoring; F30 – Family commitments (having children); F31 – Family commitments (caring for other family members); G33 – Opportunity to network with Lawyers/Clients; H34 - prospects for promotion.

3.11 SUMMARY OF THE MAIN FINDINGS

The analysis of the quantitative data covered 195 of the 198 total respondents. Three consultants were omitted due to the small figure not being statistically significant in analyzing quantitative data. The study covered a good proportion of all positions in the legal profession capturing more females from the younger age group and a larger proportion of males representing the older age group. The main findings of the quantitative survey are as follows:

- (i) The study finds that the number of firms worked in depended on the length of service in the legal profession, and this again is highest among males. In terms of

position, the number of firms worked in is highest among partners and sole proprietors. More male respondents have moved firms and this mobility is influenced by age. Partners and sole proprietors have also switched firms more.

- (ii) Not many respondents have held leadership positions with Bar Council, Bar Committees, or the state level committees. This could not be avoided due to the random selection process of the respondents.
- (iii) Income pattern of females at the point of entry into the profession is found to be lower than those of males (**Table A14**). However, over a period of time, this difference has diminished and their income has, at times, even exceeded that of male lawyers for certain category of income. (**Table A15**).
- (iv) Male lawyers surveyed dominated in all these areas of practice in litigation: civil litigation, banking litigation and criminal litigation. In comparison the female lawyers surveyed dominated in conveyancing.
- (v) Female lawyers are slightly more satisfied than male lawyers with: (a) work condition, (b) benefits, (c) prospects for promotion, and (d) mentoring. Male lawyers are slightly more satisfied with pay. Nonetheless, none of these differences is statistically significant.
- (vi) Non-Malay lawyers are less satisfied with most of the aspects examined in this study in comparison with Malay lawyers.
- (vii) Ten per cent of respondents, mostly females, stated that they have been sexually propositioned.
- (viii) Eighty-two per cent of sole proprietors and fifty seven per cent of partners and legal assistants are unaware of the mechanism to address sexual harassment at the workplace.
- (ix) Fifty five per cent of both genders are unaware of the Code of Practice on the Prevention and Eradication of Sexual Harassment adopted by the Bar Council in 2007. Similarly, fifty five per cent of lawyers of all positions are unsure of the existence of the Code of Practice on the Prevention and Eradication of Sexual Harassment adopted by the Bar Council in 2007.
- (x) Female lawyers are more affected by their commitment to attend to children or other members of the family. These have adverse impact on their career advancement and development. The impact is most felt when they have to attend to children below 7 years old. More female lawyers have also been bypassed for promotion as a result of their need to attend to either children or other members of the family, or both. Notably, younger in comparison to older respondents tend to have to care for other members of the family.

- (xi) Partners are more satisfied with their opportunity to network with lawyers/clients, and their overall job satisfaction.
- (xii) Single lawyers (compared with married lawyers) expect better benefits to motivate them to work. This could be due to lower commitments in family and financial aspects while the married ones may have found the workplace that would suit their commitment to family and financial aspects. The latter could be related to job security. Single lawyers may have nothing to lose to move to another firm.
- (xiii) The overall job satisfaction of lawyers is influenced by a) location of firm (urban vs rural), b) gender and iii) opportunity to network with lawyers/clients.

CHAPTER 4

QUALITATIVE DATA ANALYSIS

4.1 INTRODUCTION

The qualitative findings for this study focus on gender issues and are based on respondents' answers for Qs 25, 43, 44 and 45 as well as on the follow-up interviews conducted with 30 lawyers. From this figure, nine are males and 21 are females based on the male to female lawyer ratio of 3:7. Since in qualitative study, statistical significance is not an issue, the responses from consultants are included based on the fact that gender issues were raised as well. The gender issues raised are analyzed based on sex as the main variable. Where relevant the age and ethnic dimensions are included.

From the 198 responses received, 61²⁶ lawyers responded in the affirmative when asked if they have ever been sexually propositioned and/or faced gender issues or gender discrimination at the workplace. This means that approximately 31 per cent of the respondents highlighted one gender issues or another whether it is being sexually propositioned, discriminated against as a working mother, a female litigation lawyer or as a successful female lawyer or in terms of salary and promotion. In general, male lawyers are more highly regarded in comparison to female lawyers.

Of these 61 respondents, 19 comprised male lawyers with 42 female lawyers. This means that approximately 30 per cent were male while 70 per cent were female. Of the 19 males, three of them raised only issues affecting women while another three raised gender issues faced by both male and female lawyers. In comparison, only one female lawyer raised gender issues faced by male lawyers. As suggested by the responses received, this is very likely due to the fact that on the whole, female lawyers faced more obstacles at the work place and are more likely to be discriminated against.

From the answers provided by respondents in the quantitative survey, the six categories or themes delineated are bias towards a particular gender, bias against working mothers, bias against female lawyers in the area of litigation, bias against female lawyers in terms of salary and promotion, bias against successful female lawyers and the exertion of power dynamics. Where relevant the findings of previous research on the gender aspect in the legal profession are integrated in the discussion. Respondents' recommendations to better

²⁶ In fact there were 63, but two were not counted as the response was either unrelated to gender issue or that the respondent indicated having no knowledge of the matter despite answering "yes".

protect and support lawyers in general and female lawyers, in particular, who face the brunt of gender discrimination, are also included. In addition to the focus on the gender aspect, the issue of price-cutting in the legal profession as raised by two respondents will be highlighted since it has an impact on the working condition of lawyers.

4.2 SEXUAL PROPOSITIONS (Q25)

In the survey, respondents were asked if they had ever been sexually propositioned by a colleague, client, or boss in their firm; and if “yes”, how they had dealt with it. Seventeen of the 42 female respondents, and three of the 19 male respondents answered in the affirmative. Thus, a total of 20 out of 61 respondents stated that they had been on the receiving end of sexual propositions before. In the case of female lawyers, they also reported receiving sexual propositions from various categories of persons, including a judge and figures of authorities such as prison guards and police officers who wolf whistled and sexually harassed the lawyer concerned in the course of her duty to see her client for criminal cases.

In terms of age, eight female lawyers experienced being sexually propositioned are at 40 years old and below and nine are above 40 years old. However, five respondents from the latter group remarked that the sexual propositions happened to them when they were younger, including while being a chambering student. As they, who are mainly their own bosses now, advanced in age these incidents happened less often or have stopped. This finding is consistent with the results of a study of the legal profession conducted in the metropolitan areas of the United States that junior compared to senior associates are more likely to be the target of sexual harassment.²⁷ All the three male lawyers who indicated being sexually propositioned are between 20-30 years old or are still relatively new to the profession.

From their responses, three broad categories of sexual propositions can be drawn: suggestive remarks, physical harassment, and suggestive invitations. While these are three separate categories, those who had been sexually propositioned might have been subjected to more than one form of sexual propositions.

(a) Suggestive Remarks

Six female respondents relayed their experiences of being on the receiving end of suggestive remarks, which is a type of verbal harassment. They were subjected

²⁷ Marla H. Kohlman. Fall 2004. “Sexual Harassment within the Legal Profession: Estimating Average Levels in Metropolitan Areas”, *Michigan Sociological Review*, Vol. 18. pp. 64-81.

to inappropriate remarks, such as comments on their physical body parts, their appearance, and being told that they resembled a particular pornography actress by a male colleague. Suggestive remarks also came in the form of inappropriate use of term of endearments, such as being called 'baby' and 'darling' in a professional setting instead of their names; and also cracking dirty jokes or using offensive language such as 'screw' in their presence. The respondents reacted to such remarks mostly by keeping their distance and ignoring the perpetrators. Two respondents took it upon themselves to tell the perpetrators that such remarks were inappropriate, and even explained that they ought to be treated in a professional manner, as they were within a professional setting.

(b) Seven respondents, including three male lawyers, stated that they had been physically harassed in one way or another before. Such harassment included clients trying to physically take advantage of them, touching them inappropriately such as holding their hands, sitting on their lap and even trying to kiss them without their consent. Two of the female respondents noted that their first reaction to such a situation was to walk away or to find an excuse to leave, unsure of how best to respond. One male respondent laughed it off and another averted his lips. Almost all of the respondents stated that they did not report the actions of the perpetrator to any authorities, choosing instead to let the situation go with the exception of a male lawyer. He reported the incident to the Human Resource Department to protect himself in case the female perpetrator claimed the reverse took place.

(c) Suggestive Invitations

One of the most common forms of sexual propositions, which were faced by 12 of the respondents, including two male respondents, was in the more subtle form of invitations to go out for seemingly innocent activities, such as to have lunch, to have a drink, or for after-work social functions. Many such invitations came from clients, asking them out on the pretext of discussing work matters. A few of the respondents were also asked out by colleagues, and one was even asked to stay late after work by her senior colleague. In the case of a male lawyer, he was asked out and subjected to physical advances by a female pupil in chambers. Examples of other more blatantly inappropriate invitations included being offered to go on a fully-paid holiday trip by a client, and asked out to spend a weekend on a yacht, all of which happened within the setting of a professional workplace. Most of the respondents politely declined such invitations, some even stating that they were already in a relationship in order to get away from the situation. As for dealing with clients, some respondents stated that they

would exercise their discretion to only accept invitations to go out by their clients if they felt that the invitation was genuinely extended to discuss work-related matters.

In addition, there appears a need to be sensitized to what constitutes inappropriate behavior such as staring at the erogenous zones of the female anatomy and organizing a visit to a strip club during an overseas company trip. There appears to be no consideration of the female lawyers' interests and feelings.

4.2.1 Tendency of Non-Reporting of Incident

Lawyers mostly did not report being sexually propositioned for a number of reasons. Firstly, the incident was generally a one – off incident or even if it happened repeatedly as in the case of being invited out, the female/male respondents were able to manage it. Secondly, a few female lawyers observed that even if they reported being sexually propositioned, it would be hard to prove wrongdoing given that there was no witness. There is also a perception among a few lawyers that the Code of Practice on the Prevention and Eradication of Sexual Harassment established by the Bar Council has no legal effect or is a toothless mechanism. A lawyer even went to the extent of saying that there was no one to oversee the implementation of the Code.

Thirdly, for young female lawyers who had just started their career, there was concern that reporting such incidents would adversely impact their advancement. In recounting her experience, a young female lawyer shared that the strategy she adopted was to avoid or find an excuse to move away politely due to fear of offending the client and lose the business for the firm. Her concern was understandable given that even a rejection of an advance could have had severe repercussions. A female lawyer indicated that she lost her long term client after she rejected his advances. She observed that while she was in a position to do so as it was her own business, others may not be as lucky as she was. Nonetheless, a female lawyer in the age group of 40 and above recounted how in her younger days she took the risk and told off a lawyer more senior to her by banging the table although she worried for a while about the consequences. As a pupil in chambers in the firm, she was not clear of the hierarchy.

4.2.2 Effects of Sexual Propositions

Some of the adjectives used to describe their emotions as a result of being sexually propositioned include “uncomfortable”, “upset”, “angry”, “shocked”, “fear”, “disrespected” and “violated”. As shared by a female respondent, “You feel violated. It is imprinted, the

memories are there.” In addition, there were feelings of self-blame as two female lawyers asked if it was their fault that occurred. None of those who had been sexually propositioned said that it affected their work as the incidents were one-off, they had no dealings with the perpetrator after that or that they were able to handle it. A respondent even shared that she was strong enough to handle it and that “other bigger issues outweigh it, for example, meeting deadlines and bringing in the income”. Yet another respondent shared that what occurred made her stronger and that over time she earned respect and developed the persona that she was “a no-nonsense person”. Nonetheless, the lawyers interviewed suggested some recommendations so that those who are sexually propositioned are better protected and have a place to turn to for support.

Interestingly, a young male lawyer who had been sexually propositioned a few times noted that it did not matter as much to him. This is likely due to the fact that as a man he did not feel threatened or that he was in danger. Moreover, he asserted that he was able to handle it professionally.

4.2.3 Recommendations for Action in Cases of Sexual Propositions

Recommendations proposed by lawyers who were sexually propositioned to better protect themselves include actions at the personal/individual and institutional level. At the individual level one of the strategies used by female lawyers is to avoid being alone with clients. When this is unavoidable to ensure that the door is open during the consultation. A ‘three feet distance’ policy can also be adopted personally by lawyers when with lawyers and their clients/colleagues to prevent unwanted touching or inappropriate behaviour.

Other than that, there are lawyers who hold to the policy of not doing any marketing or entertaining their clients or acceding to invitations. However, this personal decision is affected by the area of practice and the legal firm concerned particularly when entertaining clients has been part of the legal culture. In addition, there appears a need for lawyers to be sensitized to what constitutes inappropriate behaviour, such as staring at parts of the female anatomy and the inappropriateness of organizing a visit to a strip club during an overseas company trip. There appears to be no consideration of the female lawyers’ interests and feelings.

At the institutional level, the recommendations range from awareness campaigns to building a network of support and a clear policy on sexual harassment. The recommendations are as follows:

(a) Awareness campaigns

While the proposal for the awareness campaign is to focus on young female lawyers, it can be broadened to include male lawyers as well since they are sexually propositioned as well. Sharing sessions should focus on educating and equipping young lawyers as to what to do and where to get support if they are sexually propositioned as those interviewed shared that they wished they had such information then. It is also important to know that they are not the only ones facing the problem as well as the understanding that it is not their fault.

The compulsory courses for chambering students should include integrating awareness raising on the issue of being sexually propositioned as currently the courses are only academic in nature. Alternatively, it can be incorporated as sharing sessions under the Certificate of Legal Practice (CLP). The issues covered can be broadened to include other gender issues or discriminations.

(b) Building a Network of Support

There is a need to build and set-up a support network for those who are sexually propositioned to go to in times of need. However, the support network should not only comprise female lawyers; male senior lawyers need to be involved too. This will lend the network more credibility and the awareness will also be greater. When needed, those who are sexually propositioned can also turn to their male bosses or superiors for support given that many of them are in positions of power. The perpetrators will then realize that it is embarrassing and not just a female issue.

(c) Establish a Clear Policy of Sexual Harassment

A clear policy on sexual harassment needs to be established in firms that do not have one. As part of the policy, for example, visits to strip clubs are not to be organized as part of or during a company trip. Managing partners of firms are to acknowledge the policy. In addition, there is a need to ensure the effectiveness of the Code of Practice on the Prevention and Eradication of Sexual Harassment adopted by the Bar Council.

4.3 GENDER-DISCRIMINATORY PRACTICES (Qs 43, 44, 45)

In terms of gender discriminatory practices, 53 of the 61 of the respondents, a clear majority, answered in the affirmative when asked if they felt that they had experienced any

form of gender discrimination, whether they had witnessed gender discriminatory practices in the workplace, or whether there is any gender-based issue in their workplace. Based on their answers, six different categories of gender-discriminatory practices can be delineated: bias towards a particular gender, bias against working mothers, bias against female lawyers in the area of litigation, bias against female lawyers in terms of salary and promotion, bias against successful female lawyers, and the exertion of power dynamics. It is to be noted that a respondent may cite more than one category of gender discriminatory practices.

(a) Bias Towards a Particular Gender

This is a broad category that captures gender bias in the legal profession not addressed in the various specific categories of bias such as in the area of litigation or bias targeted at a specific group of working lawyers such as mothers and successful female lawyers. Altogether there were nine responses from male lawyers and 22 from female lawyers that fall under this category. The category of bias towards a particular gender can further be divided into bias towards males and bias towards females.

(i) Bias Towards Males

Most of the responses, from 3 males and 21 female respondents, indicated that there exists a bias in favour of males in the legal profession. One notable example of a gender-bias act is that male lawyers are often said to be given more work opportunities by bosses, such as being offered big cases to handle or allocated more files while female lawyers are often overlooked. This problem could perhaps stem from the perception that male lawyers are preferred by clients as noted by seven respondents. Male lawyers are also deemed to be more confident and aggressive compared to female lawyers. Further, two female lawyers noted that clients feel that female lawyers are incapable of carrying out their job, leading to a lower level of trust – female lawyers thus have to work harder in order to earn respect from their clients.

There is also a popular notion that male lawyers have better social networking opportunities; with such ease of networking being attributed to being able to drink and socialize more freely. Female Muslims who don the headscarf are particularly affected in this regard as this can have an effect on the salary and business generated for the firm.²⁸ As noted by a female partner, male lawyers were not restricted in this regard and could indulge in the night life which

²⁸ In comparison, Malay female and male lawyers are in demand to comply with the Bumiputra equity particularly if a firm wishes to do business with government based corporations or businesses that have this requirement.

included going out for drinks and massages as part of networking to entertain clients. She further cited this as the reason why she would not get corporate work.

The items mentioned under this category such as lesser networking opportunities for women and being assigned less challenging work can be understood as “sex discrimination on intangible margins” as analyzed by Laband and Lentz in their study which suggested the existence of this form of covert discrimination²⁹ or indirect gender discrimination.

(ii) Bias Towards Females

On the other end of the spectrum, two female and six male respondents stated that the bias leaned more in favour of females. Various reasons are given with one male respondent citing social networking opportunities by virtue of them being more approachable. Another male respondent even went on to say that female lawyers were preferred by bosses, as they were more meticulous, paying more attention to detail, while another asserted that superiors tended to afford female lawyers better treatment, giving them more flexibility in their work.

Interestingly, two female respondents mentioned the prevalence of what can be described as “intra-gender” discrimination within female lawyers, where those who are younger, and more physically attractive will be given better job opportunities by their superiors, and are preferred by clients as well – giving them access to much better networking opportunities. A male respondent also stated that pretty female lawyers tended to get better remuneration.

Such practices seem to reflect the notion that society is more accommodating towards persons deemed to be more attractive, discriminating against others who do not fit into stereotypical ideals of “beauty”. However, two pretty female lawyers protested against the perception that they got work by virtue of their looks alone, as they had to be good at what they did as well.

(b) Bias Against Working Mothers

A particularly notable form of discrimination, which was picked up by 15 female respondents and six male respondents, is against female lawyers who are

²⁹ David N. Laband and Bernard F. Lentz. Spring 1993. “Is There Sex Discrimination in the Legal Profession? Further Evidence on Tangible and Intangible Margins”, *The Journal of Human Resources*, Vol. 28, No. 2. Pp. 230-258.

working mothers.³⁰ Undoubtedly, many mothers who remain in the workforce do not wish to give up their job – however, their career opportunities are seen by many to have been negatively affected by the need to cater to their familial obligations. A female respondent stated that female lawyers who took a few months of maternity leave did not obtain the same remuneration as their male counterparts, such as not getting a bonus or increment, even though they had worked productively throughout the months where they were not on leave. This indicates that there is systemic discrimination against working mothers in the firm. Three female respondents and one male respondent further stated that working mothers were seen as being less efficient and more inclined towards their family commitments, which leads to their chances for promotion and career advancement being hampered. One female respondent expressed dissatisfaction with this situation, saying that working mothers should be given equal opportunities to job benefits and opportunities, so long as they were able to continue producing quality work, without the need to discriminate against them.

Due to the long working hours, a number of female lawyers with very young children are said to quit their jobs in order to look after their children. Another female lawyer also experienced being bullied by a few senior male counsels due to her status as a working mother. The stereotyping of and discrimination towards working mothers may also have led to the notion that female lawyers have to fight harder in order to prove themselves capable in the workplace.

The qualitative data that provides a more detailed picture of the gender discrimination experienced by working mothers at the workplace is consistent with the quantitative findings in chapter 3 that caring for children has a greater impact on the career of female lawyers. Furthermore, among some of the adverse impact for female lawyers related to their mothering roles reported in studies conducted elsewhere are that it can cause an income gap for female lawyers³¹ (which is reflected in the qualitative findings of this study), and led them to a tendency to feel depressed due to the fear of the occupational consequences of having children.³²

³⁰ One female and one male respondent each who mentioned family commitment as the reason for the gender issues /discrimination faced in the survey form are included in this category.

³¹ Robert G. Wood, Mary E. Corcoran and Paul N. Courant. July 1993. "Pay Differences Among the High Paid: The Male-Female Earnings Gap in Lawyers' Salaries", *Journal of Labor Economics*, Vol. 11, No. 3. pp. 417-441.

³² John Hagan and Fiona Kay. March 2007. "Even Lawyers Get the Blues: Gender, Depression and Job Satisfaction in Legal Practice", *Law & Society Review*, Vol. 41, No. 1. Pp. 51-78; and C. Chiu, 1998. "Do Professional Women have Lower Job Satisfaction than Professional Men? Lawyers as a Case Study", *Sex Roles*, Vol. 38, Nos. 7/8. pp. 521-537.

(c) Bias Against Female Lawyers in Litigation, Particularly Criminal Litigation

In general, female lawyers are considered as not only less able but also less suited compared to male lawyers in litigation. This is not only due to the preference of clients but also due to the perception of male and female lawyers themselves. Specifically in criminal litigation, safety issues are cited as a consideration for female lawyers since they may encounter hardcore criminals who may threaten and harass them. It is thus not surprising that results from the survey showed that there is not even one female lawyer who indicated criminal litigation as her main area of practice (See **Table 6**, Chapter 3, page 35).

However, based on the experiences of a female lawyer who have handled criminal cases before, it is not the client but the hostile environment encountered at the police station and prison where she was sexually propositioned that she decided against specializing in criminal litigation. Male lawyers are also seen as more suited for litigation work as they seem better able to take the long hours and stress associated with it. Furthermore, they are perceived to have the '*oomph*' factor. According to a female lawyer's experience, even the judge seemed to treat male counsels more favourably than female counsels in court proceedings.

From the observations made by two female lawyers there are generally very few senior female lawyers in litigation. The exception is in the area of family law which is perceived to be more suitable for female lawyers. Other than that, female lawyers have also made inroads in banking litigation. Overall, there seems to be a dominance of male lawyers in civil litigation as well. Responses to the survey support this contention as 22 per cent of female lawyers indicated civil litigation as their main area of practice compared to approximately 36 per cent of male lawyers. (See **Table 6**, Chapter 3, page 35).

In addition, there is a racial dimension as the preference in the litigation world is first for male Indian lawyers. According to the observation of a female lawyer, after chambering most female Indian lawyers would opt for litigation during her time though she was not sure if this was still the case. She observed that some Indian male lawyers would undermine female Indian lawyers. According to her, "If a female Indian lawyer opens up and talks, it is considered unbecoming or

[she is] a bitch. If a man does so, he is considered as determined.” The gender ideology of appropriate feminine and masculine behaviour subscribed in the culture of an ethnic group can thus have an adverse impact on the career of female litigators.

(d) Gender Discrimination in Terms of Salary and Promotion (Career Advancement)

Four female lawyers experienced gender discrimination in terms of salary and promotion (career advancement). Two examples are highlighted here to illustrate the blatant discrimination in pay or advancement that may occur in certain firms. In the first example, a female lawyer who was then a fresh graduate said that she was given a salary of a few hundred Ringgit less than her male colleague. She did not confront her employer (male boss) about it but simply brushed her dissatisfaction under the carpet. In the second example, a female lawyer left her previous firm to open her own firm because there was no career advancement for her. Instead of promoting her as partner, she was asked by the managing partner (male) to join as an in-house lawyer for a client's company. Since all the partners at the firm were male, she strongly felt a certain degree of chauvinism amongst them. There seems to be blatant discrimination in this particular firm as senior female legal assistants who expressed interest to be made partners are typically sent off as in-house lawyers to other firms. Notwithstanding, that this offer may be a good one, the fact remains that the advancement of female lawyers as partners is hampered in the firm.

One male lawyer opined that the general perception in the society is that males should get a higher salary than females because males have more responsibilities toward the family. According to him, since most employers were male, the gender bias perpetuated. Similarly, a female lawyer shared that a Chinese developer told her that he would rather give work to a male lawyer than her, not because she was inefficient but, because he had more financial burden. Notably, the cultural mentality of the place that women and men occupy in a particular society can impact upon women's remuneration as the narrative above shows.

(e) Bias Against Successful Female Lawyers

The preference for male lawyers and the higher regard in which they are held either by clients, judges or staff in the courts can be attributed to the sexist culture in which men are more well regarded than women and seen as more capable and having more authority. It appears that due to this there is a pernicious gender stereotyping that when a female lawyer is 'successful', it is assumed that she sleeps her way to the top as obvious from the comments that three female lawyers who have made it received either from male lawyers or

other professionals involved in the legal transaction or by those present. As examples, here are two comments made of successful female lawyers: i) “She just jiggles and the files will come running. No need to do anything. For women lawyers it comes easy, just sleep your way up.”; and ii) “Why you are very good, what have you done to all the people, pass cases to you, they ‘keep’ you?” The insinuation is that the female lawyer concerned offers sexual services as a kept woman to ensure the files fall onto her lap. Nonetheless, this kind of assumption is not necessarily made by males alone but also by female lawyers. A female lawyer observed the handicap that female lawyers encountered and makes the observation that “female lawyers have to work harder than their male counterpart in order to earn respect and trust”.

(f) Exertion of Power Dynamics

Another gender issue which was raised by a few respondents was how some male lawyers, clients or parties to the legal transaction tended to use ways to intimidate female lawyers, either by raising their voice or by physically aggressive body movements. A female respondent shared that she did feel intimidated, and that they were not respected even though they were able to handle matters as well as their male counterparts. This seems especially true in courtroom situations, where male lawyers tend to exude a very dominant persona in a bid to intimidate opponent female lawyers as pointed out earlier.

4.3.1 Recommendations for Action in Cases of Gender-Discriminatory Practices

The recommendations for action range from those that are specific for a particular group such as working mothers to a general one that offers avenues for redress for both male and female lawyers in cases of discriminatory practices. These recommendations are as follows:

(a) Recommendations Specific for Working Mothers

Suggestions on ways to facilitate the balancing of a woman’s career and family obligations include integrating necessary facilities such as a daycare centre and a breastfeeding room in the workplace, implementing part-time working hours to accommodate women who have familial obligations, or by allowing working mothers to work from home or work in shifts. In a firm in which this is practiced there are two shifts; one the morning shift at 7 a.m. and another shift at 12 noon. Another possibility is to implement a cost-sharing system where overhead costs including office space and marketing costs are shared with lawyers’ earnings being based on the cases that each handles. This would enable lawyers including female lawyers who are also mothers to have their own firm which in turn would enable

the flexibility needed. As shared by a female lawyer who decided to start her own firm after she gave birth, she found not only flexibility but also working less with more or less the same income. This was made possible by the fact that she had the experience and ability to bring in her own clients.

There is also a recommendation to provide one month paternity leave for male lawyers so that they can also share in the caring role. Nonetheless, the male lawyer who proposed this was also wondering if it would be used properly or abused, for example, to go for drinks or gambling although he noted that younger male lawyers would in all likelihood share in the caring responsibilities.

(b) Enactment of a Gender Equality Act

The enactment of a Gender Equality Act to provide recourse for lawyers who are discriminated against be it in terms of pay, bonuses or promotion.

(c) Bar Council to Provide Proper Channels of Support for Female Lawyers

There is a concern voiced that female lawyers are not well protected in the legal fraternity. They are open to a lot of blackmails, criminal intent, harassment and fraudulent clients. It is suggested that the Bar Council provide proper channels to give support and to protect female lawyers.

4.4 OTHER OBSERVATIONS: BETWEEN BUSINESS AND JUSTICE

Based on the current trend, generating an income can, at times, be at the expense of justice. Instead of lawyers undercutting each other by offering discounts or the banks controlling the market rate, the recommendation is for the Bar Council to regulate the legal fees.

APPENDIX I



APPENDIX I: Questionnaire Survey

A. DEMOGRAPHY

1. Age
 20 - 30 years 31-40 years 41-50 years 51 - 60 years
 More than 60 years
2. Sex
 Male Female
3. Ethnicity
 Malay Chinese Indian
 Others (*please specify*): _____
4. Marital Status
 Single Married Widowed Divorced
 Others (*please specify*): _____
5. If you are married, which of the following best describes your spouse's current mode of employment?
 Full time Part-time Homemaker Retired
6. Number of children (*if applicable*):
 None 1 2 3
 4 5 More than 5
7. Number of children below 7 years old:
 None 1 2 3
 4 5 More than 5
8. Number of years in active practice of law
 Less than 1 year 1-5 years 6-10 years 11-15 years
 16-20 years 21-25 years 26-30 years 31-35 years
 36-40 years 41 years & above
9. Please state the year you were admitted to the Malaysian Bar: _____
10. Please state the number of times you have switched firms since your first job in this field:
 Never 1-3 times 4-6 times 7-9 times
 10 times & above
11. Please state your tenure with the current firm:
 Less than 1 year 1-3 years 4-9 years 10 years & above
12. Nature of the firm set up
 Sole Proprietorship Partnership
13. (a) Location of the firm
 Kuala Lumpur [go to 14] Selangor [go to (b)]

(b) Which district?
 Hulu Langat Petaling Gombak Kuala Langat
 Kuala Selangor Sepang Klang Hulu Selangor
 Sabak Bernam

14. Your position in the firm

- [] Sole Proprietor [] Legal Assistant [] Senior Legal Assistant
 [] Salaried Partner [] Equity Partner [] Consultant

15. Size of the firm (number of lawyers in the firm including yourself)

- [] 1 [] 2 – 5 [] 6 – 10
 [] 11 – 20 [] 21– 50 [] Above 50

Question 16 is for **sole proprietors and equity partners only**. If you are not, go to 17.

16. Please **circle** to indicate how important is each of the reason below in influencing your decision to establish your own practice.

Factor	Highly Unimportant (1)	Unimportant (2)	Important (3)	Highly important (4)
a) Flexibility in terms of work schedule	1	2	3	4
b) It is more lucrative	1	2	3	4
c) It allows me more time to care for my children	1	2	3	4
d) It allows me more time to care for my other family members including spouse, parents, in-laws and relatives.	1	2	3	4
e) Others (<i>please specify</i>): _____	1	2	3	4

17. (a) Are you holding any position of leadership in the Bar Council and/or State Bar Committee?
 Yes [go to (b)] No [go to 18]

(b) Please give details below:

Position in Bar Council/ Bar Committee(s)	Position in State Bar Committee/ Sub-Committee(s)
1.	1.
2.	2.
3.	3.
4.	4.
5.	5.
6.	6.
7.	7.

<p>Example:</p> <ol style="list-style-type: none"> 1. President, Malaysian Bar 2. Co-chairperson, Human Rights Committee 3. Member, Professional Standards and Development Committee 	<ol style="list-style-type: none"> 1. Chairperson, KL Bar Committee 2. Deputy Chairperson, Young Lawyers Committee 3. Member, Social, Arts & Culture Committee
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18. On average, how many hours do you work per week?

- | | |
|---|--|
| <input type="checkbox"/> 40 – 45 hours | <input type="checkbox"/> 46 – 50 hours |
| <input type="checkbox"/> 51 – 55 hours | <input type="checkbox"/> 56 – 60 hours |
| <input type="checkbox"/> Above 60 hours | <input type="checkbox"/> Others (<i>please specify</i>): |

19. What was your total annual gross income [including your share of profit (if any) AND your income before tax and other deductions] when you first started practice after being duly admitted to the Bar?

- | | |
|--|--|
| <input type="checkbox"/> RM20,000 or below | <input type="checkbox"/> RM20,001–35,000 |
| <input type="checkbox"/> RM35,001–50,000 | <input type="checkbox"/> RM50,001–65,000 |
| <input type="checkbox"/> Above RM65,000 | <input type="checkbox"/> Others (<i>please specify</i>): |

(Or if you have worked for less than a year, please estimate your annual income based on your salary per month)

20. What was your total annual gross income [including your share of profit (if any) AND your income before tax and other deductions] for the year 2012?

- | | |
|--|--|
| <input type="checkbox"/> RM30,000–60,000 | <input type="checkbox"/> RM60,001–90,000 |
| <input type="checkbox"/> RM90,001–120,000 | <input type="checkbox"/> RM120,001–200,000 |
| <input type="checkbox"/> RM201,000–300,000 | <input type="checkbox"/> RM300,001–400,000 |
| <input type="checkbox"/> Above RM400,000 | <input type="checkbox"/> Others (<i>please specify</i>): |

(Or if you have not completed a calendar year in practice for the year 2012, please estimate your annual income based on your salary per month)

21. Area(s) of Practice

Area of Practice	Main Area of Practice (please tick ONLY ONE)	Other Area(s) of Practice (please tick ALL that apply)
Civil Litigation (General)		
Banking Litigation		
Alternative Dispute Resolution		
Corporate		
Conveyancing		
Intellectual Property		
Criminal Litigation		
Family Law		
Employment Law		
Torts and Insurance Law		
Shariah Law		
Will drafting, Probate & Administration		
Taxation		
Maritime Law		
Construction Law		
Medical Law		

Others (please specify):		
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22. As for the main area of practice, is it self-selected or assigned?
 Self-Selected Assigned

23. If the **main area of practice** is self-selected, what are the factors affecting your choice? (Please **circle** the relevant column opposite each factor)

Factor	Highly Unimportant (1)	Unimportant (2)	Important (3)	Highly important (4)
a) Own interest	1	2	3	4
b) Good prospects of upward mobility	1	2	3	4
c) Good benefits [remuneration & annual incentives, e.g. bonus, year-end firm trips]	1	2	3	4
d) Location of firm	1	2	3	4
e) Family commitments	1	2	3	4
f) Proximity with friends	1	2	3	4
g) Advice by lecturers	1	2	3	4
h) Advice by senior practitioners	1	2	3	4
i) Less demanding	1	2	3	4

B. WORKING CONDITIONS

24. To ascertain your current working conditions, please **circle** the relevant column which best represents your level of agreement with each of the statements below.

Statements	Strongly disagree (1)	Disagree (2)	Agree (3)	Strongly agree (4)
a) Financial rewards are great	1	2	3	4
b) I often travel outstation/overseas for work related matters	1	2	3	4
c) I have long working hours	1	2	3	4
d) I have time to spend with my family	1	2	3	4
e) Work atmosphere is friendly	1	2	3	4
f) I am respected by my superiors (if applicable)	1	2	3	4
g) I take full responsibility for the cases given to me	1	2	3	4
h) I have always been encouraged to take on more complex and difficult matters regardless of my gender	1	2	3	4
i) The firm has a flexible work policy for lawyers	1	2	3	4
j) I suffer from work overload	1	2	3	4
k) I often get comments about my appearance and attire at work	1	2	3	4
l) Male lawyers command more respect than female lawyers regardless of their seniority by other lawyers	1	2	3	4
m) Clients prefer male lawyers in handling their cases	1	2	3	4
n) Female lawyers are requested to dress attractively when meeting clients	1	2	3	4

D. BENEFITS

27. Please state how important are the following in motivating you to work at your firm (please **circle** the relevant column which best represents your level of importance).

Benefits	Highly unimportant (1)	Unimportant (2)	Important (3)	Highly important (4)
a) Annual bonus	1	2	3	4
b) Salary increment	1	2	3	4
c) Celebration or other fun team-building events	1	2	3	4
d) Insurance coverage including medical	1	2	3	4
e) Paid trips / holidays	1	2	3	4
f) Good prospects for career advancement	1	2	3	4

E. MENTORING

28. (a) When you first joined practice, were you mentored by a senior lawyer in the firm?

- Yes [go to (b)] No [go to 29]

(b) Please indicate which of the following apply (you may tick both, if applies)

- Male senior lawyer Female senior lawyer

29. Please **circle** the relevant column which best represents your level of agreement with each of the statements below.

Statements	Strongly disagree (1)	Disagree (2)	Agree (3)	Strongly agree (4)
a) My experience of being mentored has helped me to establish a successful law career	1	2	3	4
b) My experience of being mentored has helped me to become a sole proprietor/partner/senior legal assistant in the firm [<i>not applicable to legal assistants</i>]	1	2	3	4
c) My experience of being mentored has helped me to gain more clients, files and referrals	1	2	3	4
d) Generally, mentors are senior female lawyers/partners in the firm	1	2	3	4
e) My mentor(s) understood my family commitments	1	2	3	4
f) Mentoring is a waste of time	1	2	3	4

F. FAMILY COMMITMENTS

If you **do not have children**, please **proceed to Q31**.

30. As a result of **having children**, have you ever experienced the following? Please indicate your level of agreement with the following items by placing a **circle** at the appropriate column.

Statement	Never (1)	Rarely (2)	Usually (3)	Always (4)
a) Loss of seniority	1	2	3	4
b) Delay in promotion	1	2	3	4
c) Pressure to return to work during maternity/paternity leave	1	2	3	4
d) Pressure to work from home whilst on maternity/paternity leave	1	2	3	4
e) Unreasonable work load after maternity/paternity leave	1	2	3	4
f) Less case files	1	2	3	4
g) Difficulty in extending maternity/paternity leave	1	2	3	4
h) Difficulty in obtaining flexible hours	1	2	3	4
i) Loss of annual incentives	1	2	3	4

31. As a result of **having to take care of your family members** [including spouse, parent(s), in-law(s) and relative(s)], have you ever experienced the following? Please indicate your level of agreement with the following items by placing a **circle** at the appropriate column.

Statement	Never (1)	Rarely (2)	Usually (3)	Always (4)
a) Loss of seniority	1	2	3	4
b) Delay in promotion	1	2	3	4
c) Less case files	1	2	3	4
d) Difficulty in obtaining flexible hours	1	2	3	4
e) Loss of annual incentives	1	2	3	4

32. “Female lawyers are perceived to place family commitments over career.” Please indicate your level of agreement with the statement above.

[] Strongly agree [] Agree [] Disagree [] Strongly disagree

G. OPPORTUNITY TO NETWORK WITH LAWYERS / CLIENTS

33. Please **circle** the relevant column which best represents your level of agreement with each of the statements below.

Statement	Strongly disagree (1)	Disagree (2)	Agree (3)	Strongly agree (4)
a) Working with this firm provides me with the opportunity to network	1	2	3	4
b) My firm provides me with the opportunity to network <i>within</i> my working hours	1	2	3	4
c) My firm provides me with the opportunity to network <i>outside</i> my working hours	1	2	3	4

d) My superior(s) have never made it difficult for me to network	1	2	3	4
e) Networking has resulted in me gaining more clients	1	2	3	4

H. PROMOTIONAL PROSPECTS

34. The following are factors taken into consideration by your firm for purposes of promotion. Please **circle** the relevant column which best represents your level of agreement on each of the following.

Factor	Strongly disagree (1)	Disagree (2)	Agree (3)	Strongly agree (4)
a) Number of years of service in the firm	1	2	3	4
b) Volume of business generated by the lawyer	1	2	3	4
c) Rate of 'success' in litigation (<i>if applicable</i>)	1	2	3	4
d) Good references / comments by clients	1	2	3	4
e) Recommendation of the immediate superior in the firm	1	2	3	4
f) Good working relationship with superior	1	2	3	4
g) Attitude	1	2	3	4
h) Diligence and hard work	1	2	3	4
i) Others (<i>please specify</i>):				

35. (a) Have you ever been bypassed for promotion?

Yes [go to (b)] No [go to 36]

(b) Was/were there any specific reason(s) cited by your firm for such an action?

Yes [go to (c)] No [go to 36]

(c) Please state the reason(s) cited.

Question 36 is for **legal assistants, senior legal assistants and salaried partners only**. If you are not, go to 37.

36. What are the prospects of your promotion within the next two years?

[] Not good [] Unsure [] Good [] Already at the top tier

Question 37 is for **partners only**. If you are not, go to 38.

37. Please indicate the **promotional path** you went through.

- [] LA to Senior LA to salaried partner to equity partner
- [] LA to Senior LA to salaried partner
- [] LA to Senior LA to equity partner
- [] LA to salaried partner

- [] LA to equity partners
 [] Others (*please specify*): _____

I. SATISFACTION AT JOB

38. Please **circle** the number at the relevant column which best represents your level of agreement with the statements below.

Statement	Strongly Disagree (1)	(2)	(3)	(4)	(5)	(6)	Strongly Agree (7)
a) I would recommend this job to a friend	1	2	3	4	5	6	7
b) I would recommend this firm to a friend	1	2	3	4	5	6	7
c) Given a choice, I would choose this job as my profession again	1	2	3	4	5	6	7
d) I am satisfied with substantive mix of work	1	2	3	4	5	6	7
e) I am satisfied with efficiency at this firm	1	2	3	4	5	6	7
f) Overall, I am satisfied with my job	1	2	3	4	5	6	7

J. LAWYERS' TURNOVER

39. (a) In the past one year, have any lawyers left the firm?
 [] Yes [go to (b)] [] No [go to 42] [] Unsure [go to 42]

(b) How many lawyers have left the firm? (*you may estimate*)

Male: _____ person(s)

Female : _____ person(s)

40. What are the main reasons for the **male** lawyers to leave the firm? (Please **circle** the relevant column opposite each item below)

Reasons for leaving	Strongly disagree (1)	Disagree (2)	Agree (3)	Strongly agree (4)
a) Better pay	1	2	3	4
b) Location of firm	1	2	3	4
c) Better prospect of partnership	1	2	3	4
d) Better chance for career advancement	1	2	3	4
e) Work overload	1	2	3	4
f) Flexible working hours in another firm	1	2	3	4
g) Sexual harassment	1	2	3	4
h) Others (please state): _____				

41. What are the main reasons for the **female** lawyers to leave the firm? (Please **circle** the relevant column opposite each item below)

Reasons for leaving	Strongly disagree (1)	Disagree (2)	Agree (3)	Strongly agree (4)
a) Better pay	1	2	3	4
b) Location of firm	1	2	3	4
c) Better prospect of partnership	1	2	3	4
d) Better chance for career advancement	1	2	3	4
e) Work overload	1	2	3	4
f) Flexible working hours in another firm	1	2	3	4
g) Sexual harassment	1	2	3	4
h) Others (please state): _____				

42. (a) In the past one year, have any lawyers joined the firm?
 Yes [go to (b)] No [go to 43] Unsure [go to 43]

(b) How many lawyers have joined the firm? (*you may estimate*)

Male: _____ person(s)

Female : _____ person(s)

K. GENERAL

43. (a) Can you think of an occasion at work where you feel you were treated less favourably or discriminated against due to your gender?

Yes [go to (b)] No [go to 44]

(b) If yes, please elaborate:

44. (a) Are you of the view that female lawyers are treated less favourably than male lawyers or *vice versa* in terms of remuneration and incentives, working hours, promotional opportunities, mentoring and appraisal / performance management?

Yes [go to (b)] No [go to 45]

(b) If yes, please elaborate:

45. (a) Is there anything else on gender issue at your workplace that you wish to share with us?
[] Yes [go to (b)] [] No [END. THANK YOU VERY MUCH]

(b) Please elaborate:

THANK YOU VERY MUCH

This Section is for Enumerator's Use Only

Respondent's Name (for follow-up purposes only): _____

Firm's Name & Address:

Date: _____

Start Time: _____

End Time: _____

Enumerator's Name: _____

Contact No of Enumerator: _____

Number of attempts: 1. 1st attempt 2. 2nd attempt 3. More than twice

APPENDIX II

APPENDIX II: Table for Reliability Analysis for Main Quantitative Constructs

Table for Reliability Analysis for Main Quantitative Constructs

Question No.	Factor	No. of Items	Cronbach Alpha
16	Reason to establish own practice	4	0.7746
23	Factors affecting choice of main area of practice	9	0.7787
24	Working conditions	13	0.4243
26	About pay	7	0.2581
27	Benefits	6	0.8527
29	Mentoring	5	0.7176
30	Impact of having children on career	9	0.8879
31	Impact of attending to other family members on career	5	0.9058
33	Opportunity to network with lawyers/clients	5	0.8170
34	Promotional prospects	8	0.8615
38	Satisfaction at job	6	0.8188
40	Reasons for male lawyers' turnover	7	0.7035
41	Reasons for female lawyers' turnover	7	0.7568

Reliability analysis for each of the key constructs can be seen in the table above. Unlike findings of pilot study conducted and subsequent modifications made to the questionnaire, two variables below (as in composite Questions 24 and 26) fell below the satisfactory margin of reliability. It is believed that in the actual survey, respondents may have not been sincere in answering statements under both variables, perhaps to avoid direct access of their answers by their management. All other variables recorded above satisfactory readings of Cronbach Alpha, of above 0.5, a reliable measure of construct.

APPENDIX III

APPENDIX III: Qualitative Interview: Interview Questions Pertaining to Being Sexually Propositioned

Qualitative Interview Baseline Study on Working Conditions of Male and Female Lawyers in Kuala Lumpur and Selangor

Interview Questions Pertaining to Being Sexually Propositioned

Introduction:

You indicated in the questionnaire survey that you have been sexually propositioned and the in-depth questionnaire is to understand it more in depth and to explore what can be done to improve, minimize or prevent such incidences.

1. Can you please indicate the number of occasions that you have been sexually propositioned?
2. Please describe in more detail how you were sexually propositioned in each of the incident?
(The interviewer will be given a copy of the respondent's response to the survey so that the question can be amended depending on the response i.e. whether there is sparse or a lot of details given in that questionnaire survey.)
3. What is your understanding of being sexually propositioned?
4. In each of the incident, is it by the same person?
5. Who is the person in each of the incident (i.e. superior in your firm, colleague, judge, client, agent for purchaser or seller in conveyancing, etc)?
6. Did you keep a journal, diary, or record of the events you've described? (If so, request a copy).
7. Do you remember when each of the incidents took place?
(If this is in the journal, diary or record this question can be omitted)

8. In each of the incident, where did it take place?

(If this is in the journal, diary or record this question can be omitted)

9. Is any of the incidents still happening?

10. How did the incident/s affect you?

11. Specifically, did the incident/s affect your work?

12. If “yes”, how did the incident/s affect your work?

13. How did you respond to each of the incident?

14. Did you indicate in each of the incident that the behaviour was unwelcome?

15. If “yes”, how? If “no”, were there any reasons why you did not do so?

(Note that in most cases, it seems that the respondent did not indicate that the behaviour was not welcome)

16. Were there any witnesses?

17. If “yes”, who?

18. Did you tell anyone what happened?

19. If “yes”, to whom and when?

20. Why did you choose to tell that person?

21. What did that person do about it?

22. Did you lodge a formal complaint about the incident/s?

23. If “yes”, to whom? (e.g. Bar Committee, your HR Manager, your superior, etc)

(Note, in most cases if not all, it seems that no complaint is lodged).

24. If you lodged a formal complaint, do you have any documentation pertaining to your complaint? (If so, request a copy).
25. If you did not lodge a formal complaint, were there any reasons why you decided against it?
26. Do you know of any lawyers who have been sexually propositioned?
27. If “yes”, do you know what actions were taken to handle the incident?
28. How do you think your workplace/the legal fraternity could be improved to minimize or prevent such incidences from occurring?

APPENDIX IV

Appendix IV: Qualitative Interview: Interview Questions Pertaining to Gender Discrimination/ Gender Issues at the Workplace.

**Qualitative Interview
Baseline Study on Working Conditions of Male and Female Lawyers
in Kuala Lumpur and Selangor**

Interview Questions Pertaining to Gender Discrimination/Gender Issues At the Workplace

Introduction:

You indicated in the questionnaire survey that you have faced/there are gender discrimination/gender issues at the workplace, the in-depth questionnaire is to understand it more in depth and to explore what can be done to improve, minimize or prevent such incidences.

1. Can you please explain in more detail the gender discrimination and/or gender issues faced at the workplace?

(The interviewer will be given a copy of the response so the question can be amended depending on the response i.e. whether there is sparse or a lot of details given in the questionnaire survey by the respondent)

2. Is this what you personally experienced and/or what you observed happening at the workplace?
3. Is this still ongoing?
4. What role does the person (who initiated the gender discriminatory behaviour) in each of the incident have in connection with your work (i.e. superior in your firm, colleague, judge, client, agent for purchaser or seller in conveyancing, etc)?

5. Have you ever raised this matter/ issue with your superior/ Bar Council/ Committee/ AWL?
6. Have your colleagues ever raised this matter/ issue with your superior/ Bar Council/ Committee/ AWL?
7. If, “yes”, for question 5 and/or 6 please describe the response/actions taken when the matter was raised.
8. With regards to the response/actions taken, has the situation improved somewhat?
9. If “yes”, please describe the improvement seen.
10. Or if the situation has become worse as a result of raising the matter please explain how.
11. How did the incident/s affect you?
12. Specifically, did the incident/s affect your work?
13. If “yes”, how did the incident/s affect your work?
14. Do you think this type of gender discrimination/gender stereotyping is common at your work place/in your profession as a lawyer?
15. How do you think your workplace/ the legal fraternity could be improved to minimize or prevent such gender discriminatory/gender stereotyping incidences from happening?

APPENDIX V

APPENDIX V: Quantitative Data: Tables A1 – A15

Table A1: Extent of Agreement With Statements on Current Working Conditions

Working Conditions	Gender		Position			Total (n=195)
	Male (n=95)	Female (n=100)	Sole Proprietor (n=24)	Legal Assistant (n=70)	Partner (n=101)	
Financial rewards are great						
Strongly disagree	4.2	3.0	0.0	5.7	3.0	3.6
Disagree	32.6	37.0	50.0	42.9	25.7	34.9
Agree	53.7	50.0	41.7	45.7	58.4	51.8
Strongly agree	9.5	10.0	8.3	5.7	12.9	9.7
I often travel outstation/overseas for work related matters						
Strongly disagree	15.8	15.0	12.5	10.0	19.8	15.4
Disagree	45.3	56.0	62.5	45.7	51.5	50.8
Agree	35.8	22.0	16.7	38.6	24.8	28.7
Strongly agree	3.2	7.0	8.3	5.7	4.0	5.1
I have long working hours						
Strongly disagree	3.2	7.0	0.0	2.9	7.9	5.1
Disagree	35.8	40.0	45.8	31.4	40.6	37.9
Agree	36.8	37.0	37.5	41.4	33.7	36.9
Strongly agree	24.2	16.0	16.7	24.3	17.8	20.0
I have time to spend with my family						
Not Applicable	0.0	1.0	0.0	0.0	1.0	0.5
Strongly disagree	2.1	7.0	4.2	7.1	3.0	4.6
Disagree	23.2	12.0	8.3	27.1	12.9	17.4
Agree	63.2	58.0	83.3	52.9	60.4	60.5
Strongly agree	11.6	22.0	4.2	12.9	22.8	16.9
Work atmosphere is friendly						
Not applicable	0.0	1.0	0.0	0.0	1.0	0.5
Strongly disagree	2.1	1.0	4.2	2.9	0.0	1.5
Disagree	6.3	7.0	12.5	5.7	5.9	6.7
Agree	67.4	51.0	62.5	61.4	56.4	59.0
Strongly agree	24.2	40.0	20.8	30.0	36.6	32.3
I am respected by my superiors (if applicable)						
Not applicable	42.0	41.0	87.5	1.4	58.4	41.5
Strongly disagree	2.1	1.0	0.0	0.0	3.0	1.5
Disagree	3.2	1.0	0.0	4.3	1.0	2.1
Agree	41.1	41.0	8.3	70.0	28.7	41.0
Strongly agree	11.6	16.0	4.2	24.3	8.9	13.8

I take full responsibility for the cases given to me						
Not applicable	1.1	0.0	0.0	0.0	1.0	0.5
Disagree	1.1	2.0	0.0	4.3	0.0	1.5
Agree	45.3	39.0	37.5	50.0	37.6	42.1
Strongly agree	52.6	59.0	62.5	45.7	61.4	55.9
I have always been encouraged to take on more complex and difficult matters regardless of my gender						
Not applicable	1.1	0.0	0.0	0.0	1.0	0.5
Strongly disagree	3.2	0.0	8.3	1.4	0.0	1.5
Disagree	10.5	18.0	25.0	12.9	12.9	14.4
Agree	50.5	37.0	33.3	50.0	41.6	43.6
Strongly agree	34.7	45.0	33.3	35.7	44.6	40.0
The firm has a flexible work policy for lawyers						
Not applicable	0.0	2.0	8.3	0.0	0.0	1.0
Strongly disagree	4.2	4.0	8.3	5.7	2.0	4.1
Disagree	10.5	18.0	0.0	17.1	15.8	14.4
Agree	55.8	52.0	54.2	58.6	50.0	53.8
Strongly agree	29.5	24.0	29.2	18.6	31.7	26.7
I suffer from work overload						
Not applicable	0.0	1.0	0.0	0.0	1.0	0.5
Strongly disagree	16.8	13.0	8.3	4.3	23.8	14.9
Disagree	48.4	56.0	62.5	52.9	49.5	52.3
Agree	22.1	23.0	12.5	31.4	18.8	22.6
Strongly agree	12.6	7.0	16.7	11.4	6.9	9.7
I often get comments about my appearance and attire at work						
Not applicable	1.1	1.0	4.2	0.0	1.0	1.0
Strongly disagree	30.5	22.0	16.7	24.3	29.7	26.2
Disagree	43.2	57.0	45.8	54.3	48.5	50.3
Agree	20.0	17.0	29.2	18.6	15.8	18.5
Strongly agree	5.3	3.0	4.2	2.9	5.0	4.1
Male lawyers command more respect than female lawyers regardless of their seniority by other lawyers						
Not applicable	0.0	1.0	0.0	0.0	1.0	0.5
Strongly disagree	40.0	25.0	29.2	41.4	26.7	32.3
Disagree	49.5	50.0	50.0	44.3	53.5	49.7
Agree	10.5	17.0	16.7	12.9	13.9	13.8
Strongly agree	0.0	7.0	4.2	1.4	5.0	3.6
Client prefer male lawyers in handling their cases						
Not applicable	0.0	1.0	0.0	0.0	1.0	0.5
Strongly disagree	25.3	26.0	16.7	28.6	25.7	25.6
Disagree	54.7	58.0	54.2	58.6	55.4	56.4

Agree	17.9	8.0	20.8	10.0	12.9	12.8
Strongly agree	2.0	7.0	8.3	2.9	5.0	4.6
Female lawyers are requested to dress attractively when meeting clients						
Strongly disagree	37.6	23.0	33.3	24.6	33.0	30.1
Disagree	43.0	45.0	29.2	49.3	44.0	44.0
Agree	16.1	24.0	29.2	20.3	18.0	20.0
Strongly agree	3.2	8.0	8.3	5.8	5.0	5.7

Table A2: About Pay

About Pay	Gender		Position			Total (n=195)
	Male (n=95)	Female (n=100)	Sole Proprietor (n=24)	Legal Assistant (n=70)	Partner (n=101)	
The firm negotiates pay with lawyers based on experience						
Strongly disagree	2.1	2.1	4.3	2.9	1.0	2.1
Disagree	14.7	10.3	8.7	15.7	11.1	12.5
Agree	57.9	63.9	65.2	70.0	53.5	60.9
Strongly agree	25.3	23.7	21.7	11.4	34.3	24.5
My pay depends on annual job evaluation						
Strongly disagree	11.0	7.3	13.6	2.9	12.6	9.1
Disagree	26.4	31.3	36.4	25.7	29.5	28.9
Agree	51.6	52.1	40.9	57.1	50.5	51.9
Strongly agree	11.0	9.4	9.1	14.3	7.4	10.2
I am being paid well						
Strongly disagree	8.4	6.2	8.3	10.0	5.1	7.3
Disagree	30.5	22.7	33.3	40.0	15.3	26.6
Agree	57.9	60.8	54.2	44.3	71.4	59.4
Strongly agree	3.2	10.3	4.2	5.7	8.2	6.8
My pay depends on the number of hours billed to client						
Strongly disagree	15.8	16.3	8.3	22.9	13.1	16.1
Disagree	57.9	55.1	45.8	64.3	53.5	56.5
Agree	25.3	24.5	41.7	11.4	30.3	24.9
Strongly agree	1.1	4.1	4.2	1.4	3.0	2.6
My pay depends on the location of the firm						
Strongly disagree	22.1	27.8	20.8	18.6	30.6	25.0
Disagree	51.6	56.7	62.5	50.0	55.1	54.2
Agree	24.2	13.4	16.7	27.1	13.3	18.8
Strongly agree	2.1	2.1	0.0	4.3	1.0	2.1

My pay depends on the area of law that I practice (e.g. corporate, arbitration, litigation or matrimonial disputes)

Strongly disagree	8.4	12.2	4.2	10.0	12.1	10.4
Disagree	29.5	34.7	29.2	37.1	29.3	32.1
Agree	51.6	37.8	45.8	41.4	46.5	44.6
Strongly agree	10.5	15.3	20.8	11.4	12.1	13.0

Male and female lawyers at the firm are treated equally in terms of remuneration (including pay, bonuses and salary increments)

Strongly disagree	1.1	1.0	0.00	1.5	1.0	1.1
Disagree	4.3	11.5	15.0	9.0	5.9	8.0
Agree	55.4	54.2	55.0	53.7	55.4	54.8
Strongly agree	39.1	33.3	30.0	35.8	37.6	36.2

Table A3: Benefits

Benefits	Gender		Position			Total (n=187)
	Male (n=95)	Female (n=93)	Sole Proprietor (n=24)	Legal Assistant (n=69)	Partner (n=101)	
Annual bonus						
Highly unimportant	5.3	2.2	12.5	0.0	4.3	3.7
Unimportant	12.8	11.8	25.0	8.7	11.7	12.3
Important	51.1	48.4	33.3	49.3	54.3	49.7
Highly important	30.9	37.6	29.2	42.0	29.8	34.2
Salary increment						
Highly unimportant	5.3	2.2	12.5	0.0	4.3	3.7
Unimportant	9.6	9.7	8.3	8.7	10.6	9.6
Important	45.7	47.3	45.8	42.0	50.0	46.5
Highly important	39.4	40.9	33.3	49.3	35.1	40.1
Celebration or other fun team-building events						
Highly unimportant	13.7	7.3	16.7	4.3	13.3	10.5
Unimportant	32.6	45.8	54.2	40.6	34.7	39.3
Important	48.4	31.3	20.8	47.8	38.8	39.8
Highly important	5.3	15.6	8.3	7.2	13.3	10.5
Insurance coverage including medical						
Highly unimportant	9.5	5.3	16.7	4.3	7.2	7.4
Unimportant	29.5	21.1	20.8	24.6	26.8	25.3
Important	49.5	47.4	41.7	52.2	47.4	48.4
Highly important	11.6	26.3	20.8	18.8	18.6	18.9
Paid trips/holidays						
Highly unimportant	13.7	6.3	16.7	2.9	13.4	10.0
Unimportant	38.9	46.3	33.3	42.0	45.4	42.6
Important	36.8	34.7	33.3	42.0	32.0	35.8
Highly important	10.5	12.6	16.7	13.1	9.3	11.6
Good prospects for career advancement						
Highly unimportant	6.4	1.1	8.3	2.9	3.1	4.2
Unimportant	5.3	9.5	8.3	8.7	6.3	7.4
Important	38.3	43.2	54.2	29.0	45.8	40.5
Highly important	50.0	46.3	29.2	59.4	44.8	47.9

Table A4: Being Mentored When First Entered Legal Practice

Level of agreement	Gender		Position			Total (n=195)
	Male (n=95)	Female (n=100)	Sole Proprietor (n=24)	Legal Assistant (n=70)	Partner (n=101)	
My experience of being mentored has helped me to establish a successful law career						
Strongly disagree	6.6	2.1	12.5	4.4	2.1	4.3
Disagree	15.4	10.3	12.5	10.3	14.6	12.8
Agree	56.0	57.7	37.5	60.3	59.4	56.9
Strongly agree	22.0	29.9	37.5	25.0	24.0	26.1
My experience of being mentored has helped me to become sole proprietor/partner/senior legal assistant in the firm (not applicable to legal assistants)						
Strongly disagree	9.1	2.8	4.2	na	4.0	5.8
Disagree	27.3	20.8	20.8	na	26.0	23.9
Agree	42.4	48.6	50.0	na	46.0	45.7
Strongly agree	21.2	27.8	25.0	na	24.0	24.6
My experience of being mentored has helped me to gain more clients, files and referrals						
Strongly disagree	6.3	6.2	4.2	5.9	7.0	6.3
Disagree	36.8	34.0	33.3	32.4	38.0	35.4
Agree	47.4	46.4	45.8	50.0	45.0	46.9
Strongly agree	9.5	13.4	16.7	11.8	10.0	11.5
Generally, mentors are senior female lawyers/partners in the firm						
Strongly disagree	16.8	10.1	8.3	8.6	18.0	13.4
Disagree	63.2	32.6	66.7	61.4	63.0	62.9
Agree	20.0	23.2	25.0	28.6	16.0	21.6
Strongly agree	0.0	4.0	0.0	1.4	3.0	2.1
My mentor(s) understood my family commitments						
Strongly disagree	9.5	11.5	8.3	5.7	14.4	10.5
Disagree	37.9	32.3	37.5	25.7	41.2	35.1
Agree	41.1	46.9	45.8	60.0	32.0	44.0
Strongly agree	11.6	9.4	8.3	8.6	12.4	10.5

Table A5: Impact of Having Children (Family Commitment) on Work

Characteristics	Gender		Position			Total (n=195)
	Male (n=95)	Female (n=100)	Sole Proprietor (n=24)	Legal Assistant (n=70)	Partner (n=101)	
Loss of Seniority						
Never	85.5	74.5	86.7	78.3	80.0	80.5
Rarely	11.3	17.6	13.3	17.4	13.3	14.2
Usually	1.6	7.8	0.0	4.3	5.3	4.4
Always	1.6	0.0	0.0	0.0	1.3	0.9
Delay in Promotion						
Never	83.6	78.0	85.7	86.4	78.7	81.1
Rarely	14.8	16.0	14.2	9.1	17.3	15.3
Usually	1.6	6.0	0.0	4.5	4.0	3.6
Pressure to Work During Leave						
Never	72.1	52.0	78.6	63.6	60.0	63.1
Rarely	21.3	16.0	0.0	22.7	21.3	18.9
Usually	6.6	24.0	14.3	9.1	16.0	14.4
Always	0.0	8.0	7.1	4.5	2.7	3.6
Pressure to Work whilst on Leave						
Never	65.6	56.0	78.6	54.5	60.0	61.3
Rarely	24.6	10.0	0.0	27.3	18.7	18.0
Usually	9.8	24.0	14.3	13.6	17.3	16.2
Always	0.0	10.0	7.1	4.5	4.0	4.5
Unreasonable Work Load						
Never	75.4	52.0	85.7	50.0	65.3	64.9
Rarely	21.3	26.0	0.0	31.8	25.3	23.4
Usually	1.6	18.0	7.1	18.2	6.7	9.0
Always	1.6	4.0	7.1	0.0	2.7	2.7
Less Case Files						
Never	68.9	48.0	64.3	54.5	60.0	59.5
Rarely	26.2	34.0	7.1	36.4	32.0	29.7
Usually	4.9	14.0	21.4	9.1	6.7	9.0
Always	0.0	4.0	7.1	0.0	1.3	1.8
Difficulty in Extending Leave						
Never	67.2	59.2	78.6	50.0	64.9	63.6
Rarely	26.2	18.4	7.1	31.8	23.0	22.7
Usually	6.6	18.4	7.1	18.2	10.8	11.8
Always	0.0	4.1	7.1	0.0	1.4	1.8
Difficulty in Flexible Hours						
Never	72.1	58.0	78.6	59.1	65.3	65.8

Rarely	24.6	18.0	14.3	36.4	18.7	21.6
Usually	3.3	20.0	7.1	4.5	13.3	10.8
Always	0.0	4.0	0.0	0.0	2.7	1.8
Loss of Annual Incentives						
Never	78.7	68.8	100.0	72.7	70.3	74.3
Rarely	19.7	14.6	0.0	18.2	20.3	17.4
Usually	1.6	14.6	0.0	9.1	8.1	7.3
Always	0.0	2.1	0.0	0.0	1.4	0.9

Table A6: Impact of Having to Take Care of Other Family Members on Work

Characteristics	Gender		Position			Total (n=195)
	Male (n=95)	Female (n=100)	Sole Proprietor (n=24)	Legal Assistant (n=70)	Partner (n=101)	
Loss of Seniority						
Never	86.9	79.1	90.0	78.5	84.4	82.9
Rarely	13.1	13.2	10.0	13.8	13.3	13.1
Usually	0.0	6.6	0.0	7.7	1.1	3.4
Always	0.0	1.1	0.0	0.0	1.1	0.6
Delay in Promotion						
Never	80.7	76.9	90.0	69.2	83.1	78.7
Rarely	19.3	11.0	10.0	20.0	12.4	14.9
Usually	0.0	11.0	0.0	10.8	3.4	5.7
Always	0.0	1.1	0.0	0.0	1.1	0.6
Less Case Files						
Never	75.9	68.5	75.0	66.2	75.6	72.0
Rarely	20.5	15.2	5.0	21.5	17.8	17.7
Usually	3.6	12.0	15.0	10.8	4.4	8.0
Always	0.0	4.3	5.0	1.5	2.2	2.3
Difficulty in Flexible Hours						
Never	74.7	55.4	60.0	52.3	74.4	64.6
Rarely	19.3	23.9	25.0	30.8	14.4	21.7
Usually	3.6	17.4	10.0	15.4	7.8	10.9
Always	2.4	3.3	5.0	1.5	3.3	2.9
Loss of Annual Incentives						
Never	83.1	74.7	90.0	72.3	80.9	78.7
Rarely	13.3	15.4	5.0	18.5	13.5	14.4
Usually	3.6	7.7	0.0	9.2	4.5	5.7
Always	0.0	2.2	5.0	0.0	1.1	1.1

Table A7: Opportunity to Network with Lawyers / Clients

Opportunity to network with lawyers/clients	Gender		Position			Total (n=195)
	Male (n=95)	Female (n=100)	Sole Proprietor (n=24)	Legal Assistant (n=70)	Partner (n=101)	
Working with this firm provides me with the opportunity to network						
Strongly disagree	1.1	3.0	4.2	2.9	1.0	2.1
Disagree	4.2	10.1	0.0	12.9	5.0	7.2
Agree	64.2	64.6	79.2	61.4	63.0	64.4
Strongly agree	30.5	22.2	16.7	22.9	31.0	26.3
My firm provides me with the opportunity to network within my working hours						
Strongly disagree	2.1	5.1	8.3	2.9	3.0	3.6
Disagree	15.8	15.2	8.3	28.6	8.0	15.5
Agree	60.0	62.6	62.5	55.7	65.0	61.3
Strongly agree	22.1	17.2	20.8	12.9	24.0	19.6
My firm provides me with the opportunity to network outside my working hours						
Strongly disagree	2.1	4.1	8.7	4.3	1.0	3.1
Disagree	7.4	19.4	13.0	24.3	6.1	13.5
Agree	66.0	56.1	52.2	58.6	64.6	60.9
Strongly agree	24.5	20.4	26.1	12.9	28.3	22.4
My superior(s) have never made it difficult for me to network						
Strongly disagree	3.7	5.6	27.8	0.0	3.6	4.7
Disagree	4.9	8.9	5.6	5.7	8.4	7.0
Agree	69.1	62.2	55.6	75.7	59.0	65.5
Strongly agree	22.2	23.3	11.1	18.6	28.9	22.8
Networking has resulted in me gaining more clients						
Strongly disagree	1.1	1.0	8.3	0.0	0.0	1.0
Disagree	5.3	8.2	8.3	10.0	4.0	6.7
Agree	64.2	64.3	54.2	67.1	64.6	64.2
Strongly agree	29.5	26.5	29.2	22.9	31.3	28.0

Table A8: Promotion Prospects

Promotional prospects (Factor)	Gender		Position			Total (n=195)
	Male (n=95)	Female (n=100)	Sole Proprietor (n=24)	Legal Assistant (n=70)	Partner (n=101)	
Number of years of service in the firm						
Strongly disagree	1.1	1.0	8.7	0.0	0.0	1.0
Disagree	7.4	12.4	8.7	8.7	11.1	9.9
Agree	63.8	59.8	56.5	66.7	59.6	61.8
Strongly agree	27.7	26.8	26.1	24.6	29.3	27.2
Volume of business generated by the lawyer						
Strongly disagree	2.1	2.1	8.7	1.4	1.0	2.1
Disagree	11.7	11.3	0.0	23.2	6.1	11.5
Agree	52.1	52.6	56.5	50.7	25.5	52.4
Strongly agree	34.0	34.0	34.8	24.6	40.0	34.0
Rate of "success" in litigation (if applicable)						
Strongly disagree	3.9	1.7	16.7	0.0	1.4	3.0
Disagree	31.6	22.0	22.2	40.0	20.8	27.4
Agree	50.0	49.2	38.9	48.9	52.8	49.6
Strongly agree	14.5	27.1	22.2	11.1	25.0	20.0
Good references/comments by client						
Strongly disagree	1.1	1.0	8.7	0.0	0.0	1.1
Disagree	12.8	9.4	13.0	17.6	6.1	11.1
Agree	68.1	59.4	47.8	63.2	67.7	63.7
Strongly agree	18.1	30.2	30.4	19.1	26.9	24.2
Recommendation of the immediate superior in the firm						
Strongly disagree	2.1	1.0	8.7	0.0	1.0	1.6
Disagree	14.9	17.5	21.7	11.6	18.2	16.2
Agree	70.2	52.6	56.5	65.2	59.6	61.3
Strongly agree	12.8	28.9	13.0	23.2	21.2	20.9
Good working relationship with superior						
Strongly disagree	1.1	1.0	8.7	0.0	0.0	1.0
Disagree	6.4	6.2	8.7	1.4	9.1	6.3
Agree	70.2	63.9	56.5	75.4	63.6	67.0
Strongly agree	22.3	28.9	26.1	23.2	27.3	25.7
Attitude						
Strongly disagree	1.1	1.0	8.7	0.0	0.0	1.0
Disagree	2.1	2.1	4.3	0.0	3.0	2.1
Agree	41.5	49.5	39.1	52.2	42.4	45.5
Strongly agree	55.3	47.4	47.8	47.8	54.5	51.3

Diligence and hardwork						
Strongly disagree	1.1	1.1	8.7	0.0	0.0	1.1
Disagree	4.3	4.2	4.3	4.4	4.2	4.3
Agree	35.9	42.1	39.1	48.5	32.3	39.0
Strongly agree	58.7	52.6	47.8	47.1	63.5	55.6

Table A9: Being Bypassed for Promotions

Promotional Prospects	Gender		Position			Total (n=195)
	Male (n=95)	Female (n=100)	Sole Proprietor (n=24)	Legal Assistant (n=70)	Partner (n=101)	
Have you ever been bypassed for promotion?						
Yes	8.4	9.0	16.7	10.0	5.9	8.7
No	91.6	91.0	83.3	90.0	94.1	91.3
Was/were there any specific reason(s) cited by your firm for such an action?						
Yes	25.0	44.4	25.0	42.9	33.3	35.3
No	75.0	55.6	75.0	57.1	66.7	64.7

Table A10: Prospects for Promotion in Next Two years

For legal assistants, senior legal assistance and salaried partners only	Gender		Position			Total (n=195)
	Male (n=95)	Female (n=100)	Sole Proprietor (n=24)	Legal Assistant (n=70)	Partner (n=101)	
What are the prospects of your promotion within the next two years?						
Not good	2.4	4.3	0.0	2.9	4.8	3.4
Unsure	47.6	44.7	0.0	55.9	14.3	46.1
Good	35.7	38.3	0.0	33.8	47.6	37.1
Already at the top tier	14.3	12.8	0.0	7.4	33.3	13.5

Table A11

General	Gender		Position			Total (n=195)
	Male (n=95)	Female (n=100)	Sole Proprietor (n=24)	Legal Assistant (n=70)	Partner (n=101)	
Can you think of an occasion at work where you feel you were treated less favourably or discriminated against due to your gender?						
Yes	2.1	18.0	16.7	8.6	9.9	10.3
No	97.9	82.0	83.3	91.4	90.1	89.7

Table A12

General	Gender		Position			Total (n=195)
	Male (n=95)	Female (n=100)	Sole Proprietor (n=24)	Legal Assistant (n=70)	Partner (n=101)	
Are you of the view that female lawyers are treated less favourably than male lawyers or vice versa in terms of remuneration and incentives, working hours, promotion opportunities, mentoring and appraisal / performance management?						
Yes	9.5	18.0	8.3	11.4	16.8	13.8
No	90.5	82.0	91.7	88.6	83.2	86.2

Table A13

General	Gender		Position			Total (n=195)
	Male (n=95)	Female (n=100)	Sole Proprietor (n=24)	Legal Assistant (n=70)	Partner (n=101)	
Is there anything else on gender issues at your workplace that you wish to share with us?						
Yes	10.5	17.0	8.3	15.7	13.9	13.8
No	89.5	83.0	91.7	84.3	86.1	86.2

Table A14: Total Annual Gross Income When First Started Practice by Number of Years in Active Practice and Gender

Sex * Annual Gross Income * No. of years in active Crosstabulation

No. of years in active				Annual Gross Income					Total
				RM20,000 or below	RM20,001 - 35,000	RM35,001 - 50,000	RM50,001 - 65,000	Above RM65,000	
Less than 1 year	Sex	Male	Count			4	1		5
			% within Sex			80.0%	20.0%		100.0%
	Female	Count		1	1			2	
			% within Sex		50.0%	50.0%		100.0%	
	Total		Count		1	5	1	7	
			% within Sex		14.3%	71.4%	14.3%	100.0%	
1 - 5 years	Sex	Male	Count		3	15	2	1	21
			% within Sex		14.3%	71.4%	9.5%	4.8%	100.0%
	Female	Count	7	14	10	2	1	34	
			% within Sex	20.6%	41.2%	29.4%	5.9%	2.9%	100.0%
	Total		Count	7	17	25	4	55	
			% within Sex	12.7%	30.9%	45.5%	7.3%	3.6%	100.0%
6 - 10 years	Sex	Male	Count	2	11	3	1	1	18
			% within Sex	11.1%	61.1%	16.7%	5.6%	5.6%	100.0%
	Female	Count	3	10	1	1	2	17	
			% within Sex	17.6%	58.8%	5.9%	5.9%	11.8%	100.0%
	Total		Count	5	21	4	2	35	
			% within Sex	14.3%	60.0%	11.4%	5.7%	8.6%	100.0%
11 - 15 years	Sex	Male	Count	5	11	3	1	1	21
			% within Sex	23.8%	52.4%	14.3%	4.8%	4.8%	100.0%
	Female	Count	6	8	1	2		17	
			% within Sex	35.3%	47.1%	5.9%	11.8%	100.0%	
	Total		Count	11	19	4	3	38	
			% within Sex	28.9%	50.0%	10.5%	7.9%	2.6%	100.0%
16 - 20 years	Sex	Male	Count	5	9	2		1	17
			% within Sex	29.4%	52.9%	11.8%		5.9%	100.0%
	Female	Count	7	14				21	
			% within Sex	33.3%	66.7%			100.0%	
	Total		Count	12	23	2		38	
			% within Sex	31.6%	60.5%	5.3%		2.6%	100.0%
21 - 25 years	Sex	Male	Count		4				4
			% within Sex		100.0%				100.0%
	Female	Count	1	5				6	
			% within Sex	16.7%	83.3%			100.0%	
	Total		Count	1	9			10	
			% within Sex	10.0%	90.0%			100.0%	
26 - 30 years	Sex	Male	Count	2	1	1			4
			% within Sex	50.0%	25.0%	25.0%			100.0%
	Female	Count		1				1	
			% within Sex		100.0%			100.0%	
	Total		Count	2	2	1		5	
			% within Sex	40.0%	40.0%	20.0%		100.0%	
31 - 35 years	Sex	Male	Count		1				1
			% within Sex		100.0%				100.0%
	Total		Count		1			1	
			% within Sex		100.0%			100.0%	
41 years and above	Sex	Male	Count	1					1
			% within Sex	100.0%					100.0%
	Total		Count	1				1	
			% within Sex	100.0%				100.0%	

Table A15: Current Total Annual Gross Income by Number of Years in Active Practice and Gender

Sex * Annual Gross Income 2012 * No. of years in active Crosstabulation

No. of years in active				Annual Gross Income 2012							Total		
				Below RM30,000	RM30,000 - 60,000	RM60,001 - 90,000	RM90,001 - 120,000	RM120,001 - 200,000	RM201,000 - 300,000	RM300,001 - 400,000		Above RM400,000	
Less than 1 year	Sex	Male	Count		4					1			5
			% within Sex		80.0%					20.0%			100.0%
	Female	Count		2									2
			% within Sex		100.0%								100.0%
Total	Count		6						1			7	
		% within Sex		85.7%					14.3%			100.0%	
1 - 5 years	Sex	Male	Count	1	15	5							21
			% within Sex	4.8%	71.4%	23.8%							100.0%
	Female	Count		26	5	1	1						33
			% within Sex		78.8%	15.2%	3.0%	3.0%					100.0%
Total	Count		41	10	1	1						54	
		% within Sex	1.9%	75.9%	18.5%	1.9%	1.9%					100.0%	
6 - 10 years	Sex	Male	Count		6	5	2	2	1	1			17
			% within Sex		35.3%	29.4%	11.8%	11.8%	5.9%	5.9%			100.0%
	Female	Count		5	3	5	1	1	1	1	1		17
			% within Sex		29.4%	17.6%	29.4%	5.9%	5.9%	5.9%	5.9%	5.9%	100.0%
Total	Count		11	8	7	3	2	2	2	2	1	34	
		% within Sex		32.4%	23.5%	20.6%	8.8%	5.9%	5.9%	2.9%	2.9%	100.0%	
11 - 15 years	Sex	Male	Count	1	3	4	5	1	4	2	1		21
			% within Sex	4.8%	14.3%	19.0%	23.8%	4.8%	19.0%	9.5%	4.8%		100.0%
	Female	Count	1	3	4	1	6	1	1				17
			% within Sex	5.9%	17.6%	23.5%	5.9%	35.3%	5.9%	5.9%			100.0%
Total	Count		6	8	6	7	5	3	1			38	
		% within Sex	5.3%	15.8%	21.1%	15.8%	18.4%	13.2%	7.9%	2.6%		100.0%	
16 - 20 years	Sex	Male	Count	1		3		7		3		2	16
			% within Sex	6.3%		18.8%		43.8%		18.8%		12.5%	100.0%
	Female	Count	1	2	2	1	4		6	4			20
			% within Sex	5.0%	10.0%	10.0%	5.0%	20.0%		30.0%	20.0%		100.0%
Total	Count		2	5	1	11		9	6			36	
		% within Sex	5.6%	5.6%	13.9%	2.8%	30.6%		25.0%	16.7%		100.0%	
21 - 25 years	Sex	Male	Count					1	2	1			4
			% within Sex					25.0%	50.0%	25.0%			100.0%
	Female	Count				2	2	2					6
			% within Sex				33.3%	33.3%	33.3%				100.0%
Total	Count				2	3	4	1				10	
		% within Sex				20.0%	30.0%	40.0%	10.0%			100.0%	
26 - 30 years	Sex	Male	Count			1			1	1			3
			% within Sex			33.3%			33.3%	33.3%			100.0%
	Female	Count							1				1
			% within Sex						100.0%				100.0%
Total	Count			1				2	1			4	
		% within Sex			25.0%			50.0%	25.0%			100.0%	
41 years and above	Sex	Male	Count				1						1
		% within Sex					100.0%						100.0%
Total	Count					1						1	
		% within Sex				100.0%						100.0%	

AWL MISSION

- 1.1 The Association of Women Lawyers is responsible for the promotion of the rights, welfare and professional development of women lawyers and law graduates in Malaysia.
- 1.2 It is an organisation to eliminate discrimination and ensure full and equal participation of women lawyers and law graduates in the legal and related fields.
2. The Association of Women Lawyers aims to ensure the attainment and full enjoyment of all rights for women from all walks of life based on principles of substantive equality.
3. The Association of Women Lawyers aims to advance justice for all individuals.

AWL OBJECTIVES

1. To promote and increase the participation of women in all levels of judicial, legal and public institutions.
2. To provide education, gender sensitization and awareness in legal and related fields.
3. To monitor laws, legislation, policies and practice directions and to advocate reforms that ensure promotion of equality and eradication of all forms of discrimination against women.
4. To promote the adoption and implementation of international human rights standards, principles and norms.
5. To collaborate nationally, regionally and internationally with interested groups that share similar aims and objectives.
6. To liaise with other Women Lawyers Groups at the national, regional and international levels.
7. To provide a professional and social network for women lawyers and law graduates in Malaysia.