

Female Professionals in The Criminal Justice System of Pakistan: An Empirical Study of Challenges

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Received: 13-05-2025	Revised: 26-06-2025	Accepted: 11-07-2025	Published: 06-08-2025
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ABSTRACT

This study investigated the experiences of female lawyers judges, police officers regarding discrimination and examine the power relations in the criminal justice system of Gujrat. It examines the difficulties and challenges of female lawyers judges, police officers in their daily professional life. This research emphasizes on qualitative method to investigate the issues females faces in criminal justice system in Gujrat. In order to carry out the study empirically, A questionnaire containing multiple- choice questions will be designed and distributed amongst women police officers, advocates, judges and asked to give their input regarding the issues they face in performing the dual jobs, which includes household chores and also the job related duties. The main results of this thesis found that female lawyers in Pakistan, are facing discrimination in terms of resistance from society and colleagues in the legal profession. The substantial challenges they face in daily professional life are, low income and implicit harassment etc. Based on the found results this can be concluded that the stereotype of women in the society makes it difficult for women to acquire the higher status in the criminal justice system of Gujrat. The power structure in the legal profession is male driven and they have set the hierarchies according to them. The difficulties and challenges of females in criminal justice system of Pakistan are overlooked easily but they are trying to overcome and struggling to establish their identity in the criminal justice system of Pakistan.

Keywords: Female professionals, Criminal Justice System of Pakistan, Stereotypes of women, Male Dominant Society

INTRODUCTION

The term criminal justice system as the compound system of institutions building and maintaining internal stability within the society. One of the very main purposes of this system is to allow social control, law enforcement, the solution of criminal cases, or the punishment of wrongdoing (Myren, 1972; Friedmann, 2015). Wormer and Bartollas (2021) assert that the way criminal justice operates is highly impacted by the broad array of duties and experiences that human beings go through in their respective lives. It demonstrates the importance of the laws and procedures that will be considerate of

gender issues. Among the group of female offenders in the criminal justice system, those who are suffering from the dual problem of mental disorder and drug use disorder - commonly referred to as COD - are a prominent subgroup. We cannot talk about rehabilitation of a person and integration of this person into community without involvement of effective programs that solve both problems. According to Sacks (2004), interventions designed for women in the criminal justice system have the power to improve results and lead to the prevention of repetitive crimes. Their participatory approaches empower women by changing women's and girls' attitudes, behaviours, and even public and private policies that result in women being more actively engaged in crime prevention. This is simply because women take a more active role in the process. The involvement of these individuals proves very significant for us to get gender equity in criminal justice system and to make the communities safer (Shaw, 2016). To attain the goal of the elimination of violence and prevention of women, there is a need to know the way they perceive the system of criminal justice, particularly in cases of domestic violence. Because other than law their decision-making process involves certain variables they should be accompanied by the support systems together with the legal measures (Antal, Szigeti, & Stoleru, 2011). In female child sexual abuse cases, the female offender normally receives a less extreme punishment compared to male perpetrators. Also, male's victims are believed to be more numerous compared to the one accused as a female. According to them, it is necessary to be sophisticated balanced in dealing with women offenders and their treatment in the criminal justice system, since these women are subject to inequality in punishment and the gender of victims. This is what is put forward by Weinsheimer et al. (2017). With respect to socioeconomic and health conditions, the incidence of sickness, and relegation to worse status, women who are in the criminal justice system are likely to suffer more than men. It is equally important to meet their health and social needs to help them lead a better life and reduce their exposure to the criminal justice system (Janca, 2020). This will, of course, decrease their tendency to go back into the system. Those people who oppose the gender theory have proven that women criminals do face the unfair treatment by the criminal justice system as well as they have highlighted that the modern world should put a focus on their condition. Franklin (2008), in view of providing gender- specific policies and practices, is attributed to the knowledge of the distinctive difficulties women undergo during the criminal justice process. Women can find themselves in a variety of ways in the justice system: as advocates, employees and unpaid workers in different types of work. As Cox (2012) indicates, to achieve justice and reforms from the system, the participation of everyone involved is necessary. Along the way there has been an increase in the female prison population, as such it has come into the sphere of policy and research problem. Evans (2013) tackles the issue of gender responsive techniques in the field of imprisonment and rehabilitation by conducting thorough research on the experiences of the entering the criminal justice system by women and girls. This comprehensive exploration on female criminality and females who are involved in the criminal justice system mainly in the United States will highlight those factors that cause female criminal behaviour and patterns associated with the same and their solutions.

LITERATURE REVIEW

In accordance with Mehdi's (2017) view, female judges in Pakistan struggling to effectively balance the roles of their professional and personal sphere. This is especially because they contribute the major responsibility of taking care of their families. During the last decade, Pakistan has witnessed a high number of female judges, particularly in courts of family issues. This phenomenon has prevailed, especially, in the family courts. Yet, there are several pitfalls that the gender equality supporters in this sphere still need to overcome (Holden, 2018). As discussed by Rasool and Rasool in their 2020 study, very scarce knowledge of Pakistani attorneys and judges about DNA evidence hamper the admission of this evidence into criminal trials. The main problems faced by Pakistani lawyers when they talk in English are mostly concerning grammar and the language mistakes which are made during court hearings (Baloch, 2021). Usually volunteers who give free legal advice interact with sensitive material, so they must be taught about confidentiality (Munir, 2012). In Pakistan female police officers join the

force to ensure both their own security and the security of their fellow women throughout the country. There are a variety of problems such as gender-biased barriers to advancement, inadequate initial training, and a lack of personnel that they are facing among these issues (Amos-Wilson, 1999). Based on the findings of Rehman et al. (2019), the female police officers have faced various obstacles that greatly hamper their performance such as psychological and sexual harassment, job related stress, family life balance complications and others. In law enforcement, there is a common mistrust that leads to lack of trust in police officers, as well as rejection of the rights accorded to criminal suspects according to the law. (Mohammad & Conway, 2005) According to Ullah et al. (2022) police officers in Peshawar, Pakistan are exposed to high levels of psychological distress like stress, anxiety, depression and PTSD due to their work.

In their opinion, having an equal balance between her police work and personal responsibilities for a female police officer in Islamabad and Rawalpindi may not be as effective as for a male (Hussain et al., 2022). What is more, there are many other cultural barriers that make women not to be in the legal field and not to increase their career in this area in Pakistan. Established customs, family expectations and gender roles are factors which veil occupational paths women can take, according to Assad Aftab (2008). As far as the legally related field is concerned, when it comes to the reconciliation of their professional and domestic responsibilities, female attorneys encounter few problems distinguishable from the difficulties that only come up for them. The barriers due to a language discrepancy often mean a high demands on the possibilities to grow one's career and continuity of one's career path according to Rehman and Roomi (2012). It could be that Pakistani female lawyers do not have much opening to mentorship and networking programs, but these attributes are vital for career advancement (Hussain et al., 2022). In Pakistan, out of ten women who are arrested by the police have either been humiliated physically or sexually. Additionally, Thomas Dq and Gossman (1992) indicate that the existence of unequal societal structures in law enforcement agents themselves can be seen when the government prefers not to punish persons who violate the law. Female police officers usually don't deal with prejudice due to their gender. This type of prejudice can occur in the police force and could be from the general population too. As Ahmad states (2020), discrimination implies that people are unequally treated, harassed and have pun of their career advancement and chances. Proper training and resources that especially designed for female law enforcement professionals who are risking their lives might also be a difficulty in the process. (Harris & Goldsmith, 2010). This means that these programs will not have gender-sensitive training camps and the females will not be provided with the clothes and equipment required for safety.

The literature analysis shared earlier brought out the light on some global trends of the problems that female workers are experiencing worldwide. Unfortunately, in Europe, Asia, Africa and Americas, there is still discrimination and prejudice aimed at the female professionals that is related to their reproductive status. Research examined by Silvestri and Tong (2020), Mehdi (2017), and Holden (2018) indicates a case of under-representation at the level of leadership, and reduced chances for professional development within organizations as well as being subjected to mistreatment based on discrimination. Women, the world over, encounter a major challenge which is to find the balance between her career and her home. Women are over-burdened with routines such as housekeeping and caring at home, in addition to their professional employment due to traditional sociocultural norms and role expectations (Rehman & Roomi, 2012; Krishnan & Kumar, 2022). This is because women usually tend to be following the traditional gender role models. As indicated by Alobeid et al. (2020) and Johnson et al. (2012), women working in male-dominated fields very often encounter sexual harassment, fear about their personal security, among others. These include law enforcement and the legal profession, along with those areas connected with STEM - namely, science, technology, engineering, and mathematics. However, especially for women, these crucial resources being the professional networks and mentoring opportunities are not readily available which are crucial for professional development. Along with Hussain et al. (2022), and Leserman and Epstein (1981) state

that these constraints might limit people's scope to develop their skills and further anguish their hopes of attaining power at work. Social ideology and cultural codes of conduct can be a very powerful challenge to the career development of women. The problem of traditional gender roles especially in Asia and Africa region limits women's ability to attain higher education and better employment opportunities according Berti and Bordia (2015), Masengu (2016). When it comes to the issues related to women in the work environment, the implementation of the current regulation and organizational settings often fails to provide sufficient help and adjustments for their specific requirements. This covers shortcomings that include lack of support for women returning to work after taking a time off, no regulations that address the implications of gender, and providing only basic leave for parents (Cho et al., 2020; Baruah, 2004). Some other aspects of the problem include laws that marginalize gender issues from being addressed.

Across the world and every continent, women who are presiding power as judges, lawyers, or police officers all have experienced different forms of gender biases and discrimination. As a result, both, misconceptions about performance capacity and duties of women and prejudice from both peers and clients appear, as well as a poor representation of females in powerful positions (Silvestri, Tong, 2020; Mehdi, 2017). Generally, however, balancing professional work with personal, family and other roles can pose a great challenge. Women extravagantly face gender inequality because of the norms of society that demand them to take on serious job responsibilities and in addition to this to take advantage of the home chores and take care of other people (Rehman & Roomi, 2012; Krishnan & Kumar, 1992). Sexual assault and personal safety issues do not seem to get much attention from most of the people, particularly, public sector component. As indicated by Alobeid et al. (2020) and Johnson et al. (2012), women who work in these sectors often experience hostile work atmospheres, and they also may confront safety not only within their organizations but also during their work off the premises. These women working in these domains often face hurdles that seem to undermine their career advancement. In search of what is being referred to, I must say that I stumbled upon the cultures of institutions which prefer male colleagues than women, career paths that are determined by gender and lead to promotion and a situation of limited access to professional networks and mentoring. In several places globally the societal and cultural norms of the area hinder women from having equalitarian access to and being on the same page with the justice system of the area. Berti and Bordi (2015) and Masengu (2016) have confirmed that the criminal justice system often creates barriers that frustrate or delays the active participation of women in officer roles. These shortcomings tend to downplay or even neglect the needs of female jobs seekers. They may, as well, be undermined by the customs of society that usually place women in lesser positions thus limiting their capability of handling these jobs. Instances of this crunch are breaks support professional, infer facilities, and in some cases, policies that do not include gender sensitivity (Cho et al., 2020; Baruah, 2004). Moreover, exemptions, such as absent rules that value concerns and needs related to gender, occur.

RESEARCH METHODOLOGY

All the research questions were addressed by the researcher through quantitative analysis. Quantitative research is a systematic empirical approach used to collect, analyze, and interpret numerical data to understand and explain phenomena. It emphasizes measurement, statistical analysis, and quantification of relationships between variables (Creswell & Creswell, 2017). Surveys and questionnaires are structured instruments that use standardized questions to collect data from a sample of participants. They allow researchers to gather information on attitudes, behaviours, or opinions and are often administered online or on paper (Dillman, Smyth, & Christian, 2014). Researchers can also access and analyze existing datasets, such as government surveys, databases, or archival records, to answer research questions. This approach is known as secondary data analysis (Heaton, 2004). Descriptive statistics, including measures of central tendency (e.g., mean, median, mode), measures of variability (e.g., standard deviation), and frequency distributions, summarize and present data in a meaningful way

(Field, 2013). Inferential statistics are used to make inferences and draw conclusions about populations based on sample data. Techniques include hypothesis testing, regression analysis, analysis of variance, and chi-square tests (Hinkle, Wiersma, & Jurs, 2003). Researchers employ statistical software packages such as SPSS, SAS, or R for efficient data analysis. These tools facilitate complex statistical calculations and data visualization (Pallant, 2020). Data visualization techniques, such as graphs, charts, and plots, are used to visually present quantitative findings. These representations aid in result interpretation and communication (Tuft, 2001). While keeping in view these points, the researcher defined the research objectives and questions. After that the data was collected through semi structured questionnaire from a large sample of female lawyers, and police officers. The researcher used stratified random sampling to ensure representation from different areas of Gujrat. The researcher employed statistical software (e.g., SPSS) to analyze the survey data, including descriptive statistics and inferential tests.

RESULTS AND FINDINGS

Demographic Analysis

This section describes the demographic analysis of the respondents i.e. female police officers. This demographic analysis comprises of their age, education, experience and marital status.

Table-3.1: The Demographic Analysis of the Age of Female Police Officers

	Age	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	26--30	5	35.7	35.7	35.7
	31--40	7	50.0	50.0	85.7
	41--50	2	14.3	14.3	100.0
	Total	14	100.0	100.0	

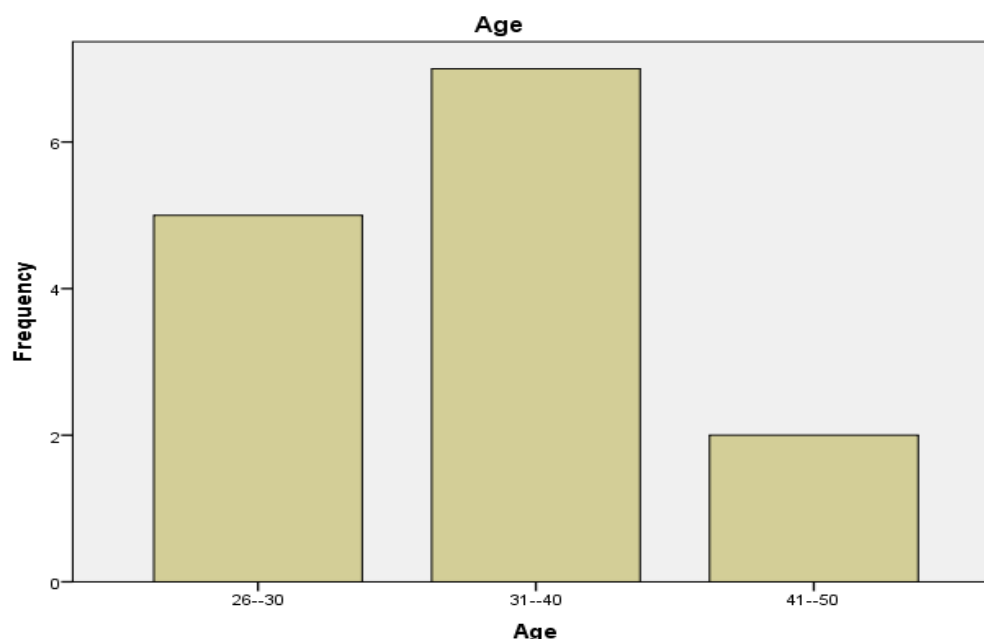


Figure-3.1: The Distribution of Age of Female Police Officers

An examination the distribution of age of female police officers indicates that the officers are concentrated in a certain age bracket of between 31 and 40 years, the number constituting 50% of the total. Such a depiction hints at the reality of many female police within the same service. The 26 -30 age group forms the largest age bracket, which accounts for 35.7% of the population. In this sense, younger individuals in their thirties are quite abundant. Conversely, the 41-50 age groups are the smallest segment, at 14.3% which means fewer officers tend to be in their later years. With the addition of all percentages, we get clearly see the distribution of ages in the sample and that they contribute up to 100%. The prevalence of officers in the workforce across the 31--40 age bracket implies a mature and experienced group of individuals that maybe faces certain challenges that are unique to them. In this regard, their challenges could be distinct from those of their younger or older counterparts. These demographic features, in turn, provide a sound basis for an in-depth examination of the hurdles that are unique to women police officers (of various age groups) and their needs. Therefore, useful answers could be obtained by learning what specific support and intervention strategies are needed to prevent certain hurdles for each of the mentioned age groups.

Table-3.2: The Demographic Analysis of Education of Female Police Officers

Education	Frequency	Percent	Valid Percent	Cumulative Percent
Matric	3	21.4	21.4	21.4
Intermediate	7	50.0	50.0	71.4
Graduation (2 years)	4	28.6	28.6	100.0
Total	14	100.0	100.0	

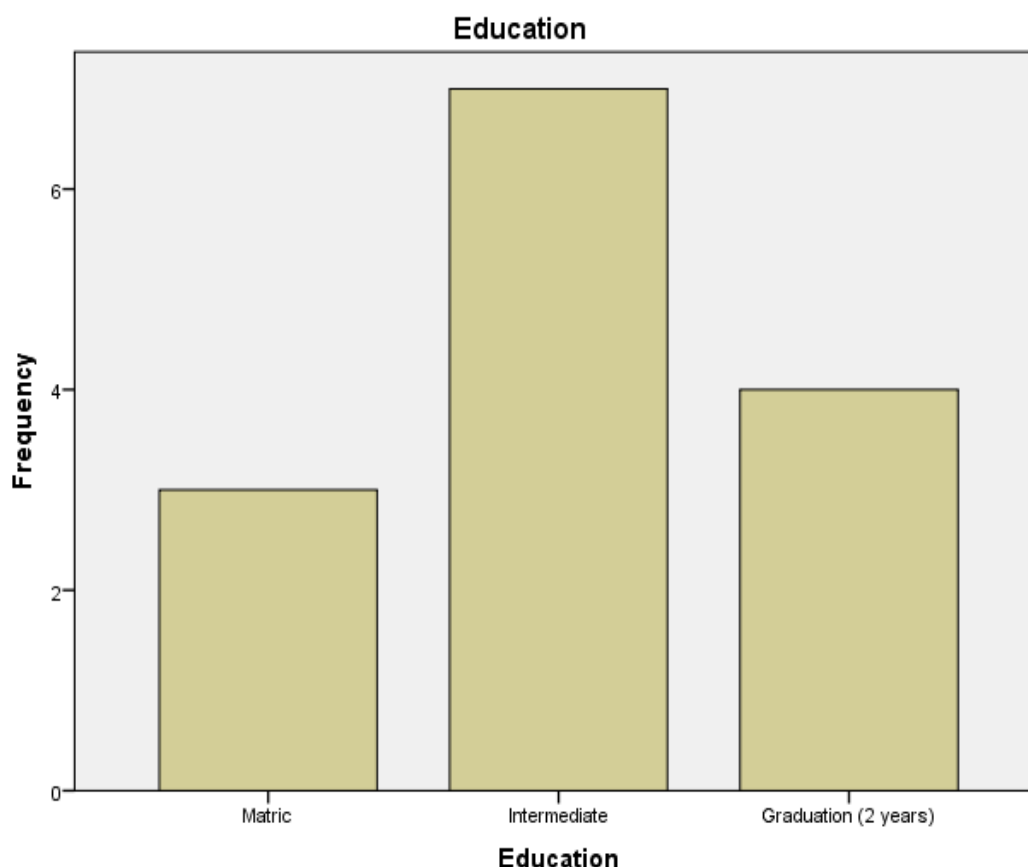


Figure-3.3: The Distribution of Education of Female Police Officers

The academic qualifications of the female police officers vary from low to high. It highlights the wide range of qualifications of the respondents among female police officers. The findings illustrate that almost the half of the responders, 50% of them, have a completed Intermediate education which is the basic level of education of those who took part in the research. This is followed by 28.6% who high school graduates long to those people who left it at graduating, because those people who comprise the remaining 21.4%. The large number of female officers educated at the Intermediate level indicates that about .5 of the officers received some education beyond the basic compulsory time but did not pursue studies to the level of attaining a bachelor's degree. The officers who have studied up to Graduation constitute a pretty good part of the total number, more than a third of the study sample, hence the largest category which may signal a high chance of higher education before starting policing as a career choice. The Matriculation is a minimal-level certificate that is indicated by the smallest group of officers surveyed as illustrated on the pie chart. Summing up, utilization of this distribution leads to general overview, which covers the gender distribution of university graduates within the police force. This disparity in educational qualifications means that we are confronted with a workforce, which is thinking in different academic ways, has diverse knowledge bases and could have different viewpoints when dealing with challenges faced within the industry.

Table-3.4: The Correlation Shows the Pearson Correlation Coefficient between Variables

	Correlations	Professional	Financial	family	Social
Professional	Pearson Correlation	1	.081	-.441	-.615*
	Sig. (2-tailed)		.784	.115	.019
	N	14	14	14	14
Financial	Pearson Correlation	.081	1	-.335	.325
	Sig. (2-tailed)	.784		.242	.257
	N	14	14	14	14
family	Pearson Correlation	-.441	-.335	1	.277
	Sig. (2-tailed)	.115	.242		.337
	N	14	14	14	14
Social	Pearson Correlation	-.615*	.325	.277	1
	Sig. (2-tailed)	.019	.257	.337	
	N	14	14	14	14

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

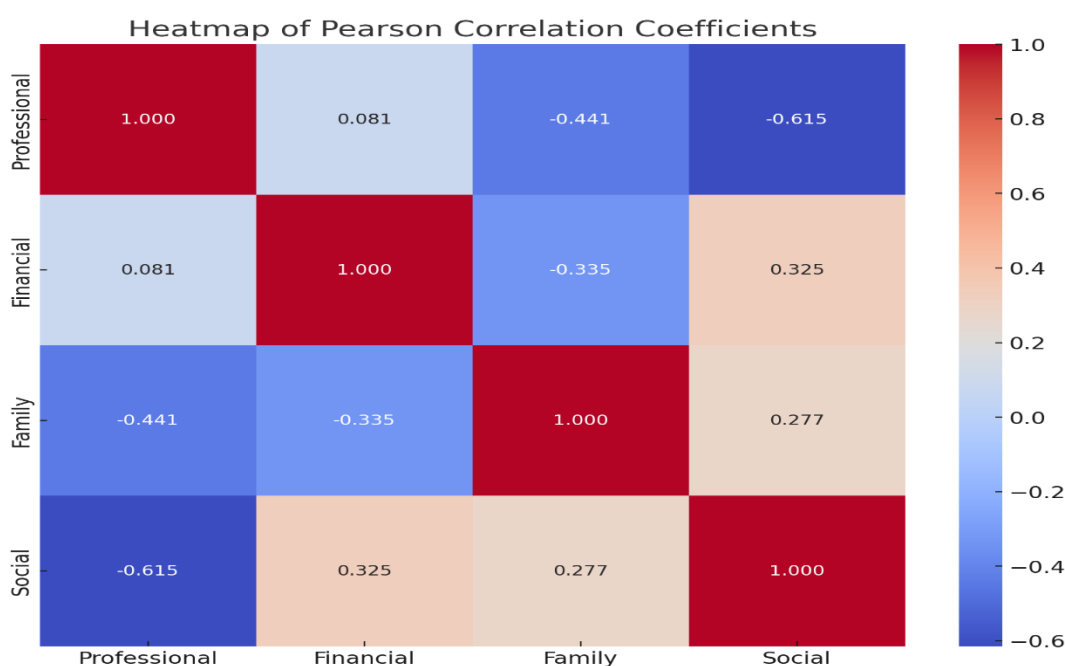


Figure-3.5: Heatmap of Pearson Correlation Co-efficients for female police officers

The correlation shows the Pearson Correlation coefficients between four variables: This research considers the obstacles w.r.t to career, relationships, finance, and interpersonal bonds with a sample size (N) of 10 individuals for each. Here's a summary of the key findings: Here's a summary of the key findings: Professional and Social: A clear negative correlation of $= -.615$ has been recorded, this passes the test of 0.05 significance. These findings suggest that there is an inverse relationship between professional and social challenges among the female police officers who took part in the survey: the stronger the professional challenges the fainter the social challenges or the opposite. Professional and Financial: The resulting is $.081^*$ which is not significant ($p = .784$). This implies however that there is no strong linear correlation between work and financial problem for this pool of youthful population. Professional and Family: The negative correlation takes the form of $-.441$ with a significance level of 115. While this correlation is not a strong one, but it does indicate a moderate inverse relation between professional challenges and family challenges, the latter mean that as the chances of having stronger professional stress increases, there are less possibilities of family stress and might also be otherwise as the professional stress may decrease with family stress. Financial and Family: Coefficient of correlation is $-.335$ ($p = .242$) which fitting into the moderate inverse set means this relation is not statistically significant. This could likely mean that those officers who have more financial burdens, somehow are associated with fewer family problems, even though those do not logically support such. Financial and Social: The coefficient is $.325$ with a P-value of $.257$, implying stand for a purely consequential relationship yet nil statistically significant for all. This may imply that the officers who have a host of financial obstacles are also not socially stable which is in no way a strong or highly significant line of thought. Family and Social: A moderately positive correlation of $.277$ is not statistically significant ($p = .337$), suggesting that we are dealing with an area where the officers who concern themselves with their family issues a little bit more might also have a slight bit more social difficulties, but this trend is not confirmed by the data. The connection between Professional and Social problems on the ep those is what significantly stands out and some would cut here would be of great value in our further study or intervention. It is also worthy to mention that giving a reason/cause for a relationship doesn't necessarily imply that there is a direct link, hence, the variables that are not considered may as well influence these relationships in the study.

This section describes the demographic analysis of the respondents i.e. female lawyers. This demographic analysis comprises of their age, education, experience and marital status.

Table-3.7: The Analysis of the Age of Female Lawyers

	Age	Frequency	Percent	Valid Percent	Cumulative Percent
	18--25	4	20.0	20.0	20.0
	26--30	9	45.0	45.0	65.0
Valid	31--40	5	25.0	25.0	90.0
	41--50	2	10.0	10.0	100.0
	Total	20	100.0	100.0	

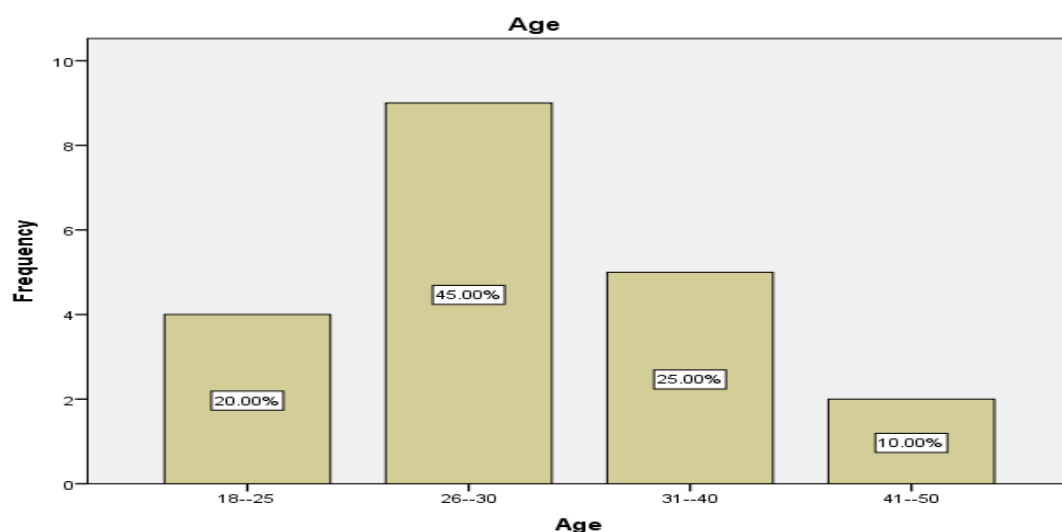


Figure-3.8: The Distribution of Age of Female Lawyers

The result of the data presented in Table 1 indicates that the female respondents were mostly from 26 to 30 years with 46% falling within that age group, pointing to the large representation of the entry level hires. The ladies in the row of the youngest lawyers, aged 18--25 years old (20%) were a significant number but what is more is that it as a sign of the of the growth of fresh talent in the legal sphere. While this is the case with age groups from 31-40 that take 25% of the sample, 41-50 aged ones, with an 10% making up the whole sample, are more permanent and experienced layers of the profession. The young people chronicle passing might result from several reasons that include a career transition, major professional change or effect of tackling the long-standing and major challenges facing the sector. In the framework of the gap in career growth among women lawyers Table 1 reveals a certain unpredictability in the legal professional career. This could trigger the necessity of support institutions that are targeting this very group. Furthermore, the lawyers with more maturity serve as role models from whom the young people can acquire challenges to next layer of achievement, positive thinking, and mutuality within the whole independent and fully functioning field.

Table-3.9: The Analysis of Education of Female Lawyers

	Education	Frequency	Percent	Valid Percent	Cumulative Percent
	LLB	19	95.0	95.0	95.0
Valid	LLM & ABOVE	1	5.0	5.0	100.0
	Total	20	100.0	100.0	

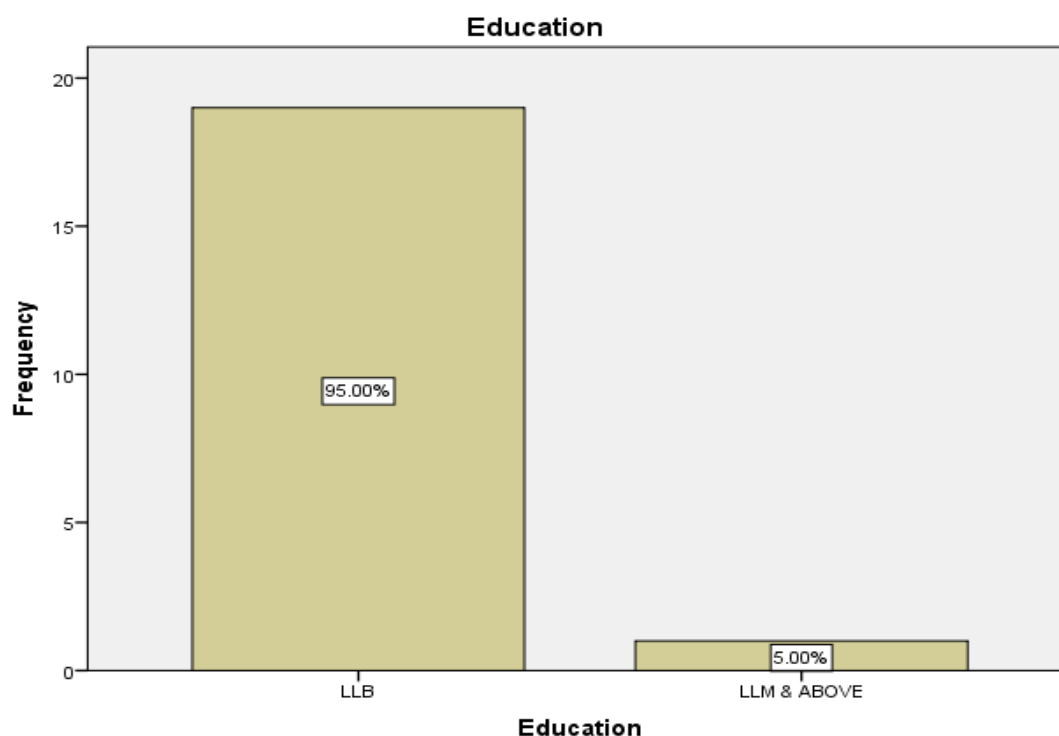


Figure-3.10: The Distribution of Education of Female Lawyers

The 'Education level' table reveals the fact that out of the responders 95% held a LLB degree while 5% had a higher degree of LLM or higher one. This allocation represents the IT field where the Bachelor of Laws is an indispensable requirement for starting work. Being qualified is one of the reasons why the woman lawyers are needed. Sometimes, the professional persons who are working in the field of law show their demand for LLB degree mainly to confirm the measure of their competence by receiving complete legal information for the profession of law. On the other hand, under the law, female lawyers specialized degree count LLM degree or higher, which is what we can only think of it as being female lawyers only seeking specialized knowledge or hurrying to academic research or high-level consultancy within the system of legal. On top of that, the LLB degree is usually the most fundamental education component, so that these programs will enable participants to be well informed not only on the traditional issues of legal practice, but also on emerging challenges.

Table-3.11: The Correlation Shows the Pearson Correlation Coefficients between Variables of female Lawyers

	Correlations	Professional	Financial	family	Social
Professional	Pearson Correlation	1	.285	-.318	.024
	Sig. (2-tailed)		.223	.172	.921
	N	20	20	20	20
Financial	Pearson Correlation	.285	1	.202	.229

	Sig. (2-tailed)	.223		.394	.332
	N	20	20	20	20
Family	Pearson Correlation	-.318	.202	1	.528*
	Sig. (2-tailed)	.172	.394		.017
	N	20	20	20	20
Social	Pearson Correlation	.024	.229	.528*	1
	Sig. (2-tailed)	.921	.332	.017	
	N	20	20	20	20

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

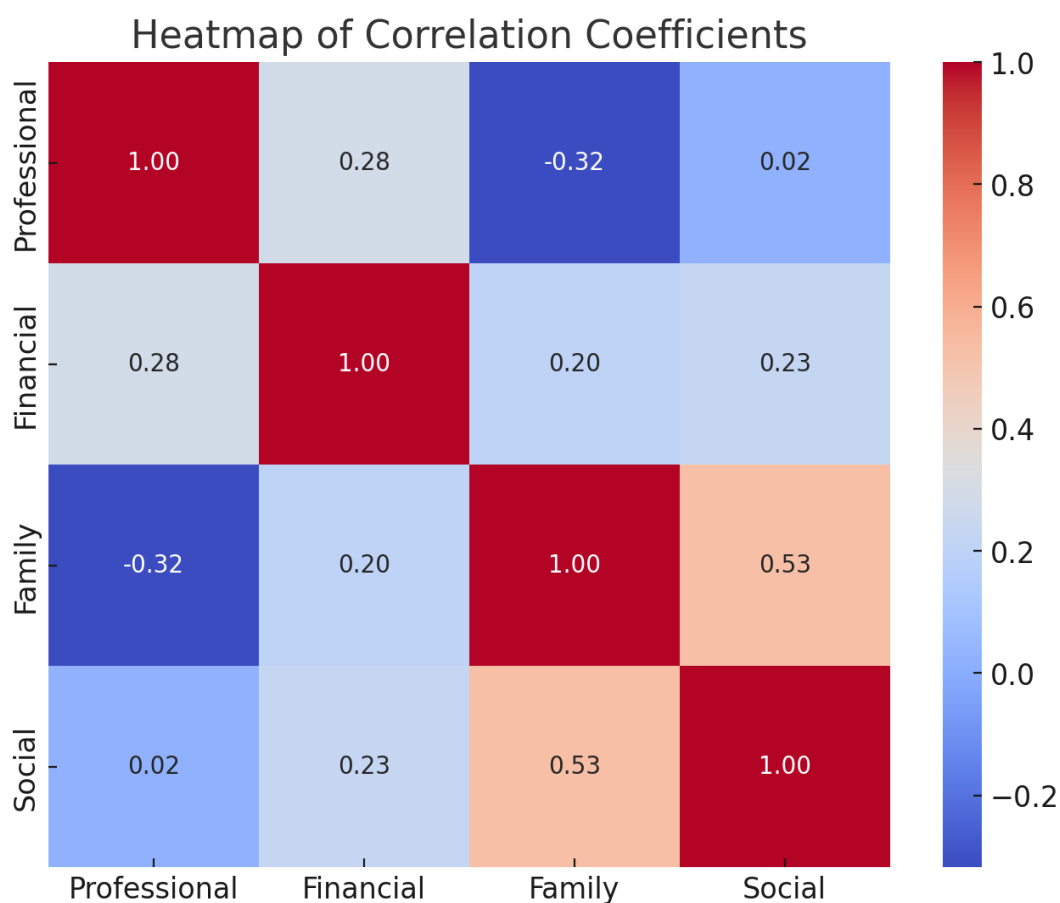


Figure-3.12: Heatmap of Correlation Coefficients of female Lawyer Profession

The heatmap together with the supporting statistical data permit showing how complicated the situation of female's lawyers are and shows their interdependency of the challenges. We observe a moderate positive significant relationship between family and social difficulties ($r = 0.528$, $p = 0.017$). Thus, as one challenges increase the other will tend to follow in similitude and on the statistical significance. The trend in this case implies the reality that everyday life of family duties and intrinsic working obligations might influence how somebody deals with people around them at workplace and reinforce the argument that personal life is a key to law profession socialization in working atmosphere. However, we might observe a moderate, but non-significant link between the professional and money-related conditions ($r = 0.285$, $p = 0.223$), which could mean that on some occasion negative career experience might coincide with the lack of financial resources. But with statistical significance being the case here it is important to mention that the relationship of these factors can't be asserted with confidence from this data set. Surprising fact is that there is negative correlation coming between family ($r = -0.318$, $p = 0.172$) and professional (family) challenges ($r = -0.318$, $p = 0.172$), indicating as one rise in career, the other may be decreasing or the other way round. In general, the correlation can't be explained as a precise pattern because it is not confirmed by statistical significance. The weak links of family and social difficulties ($r = 0.024$, $p = 0.921$) and financial troubles either with family issues ($r = 0.202$, $p = 0.394$) or social difficulties ($r = 0.229$, $p = 0.332$) indicate that they can be work most independently from each other as much as they. The data convinces of the complexity of problems which make up women lawyers' professional duties and shows the world of professional and personal which is interconnected to each other. The absence of noticeable connections in the remaining topics does not come at heart of significance but instead draws up the situation where people have different, and sometimes personal settings. The close relation between family and social problems highlights a possible focus of targeted support and intervention; it indicates that a holistic approach in terms of professional development should be considered and not restricted to women's professional life only, because they live in a social context.

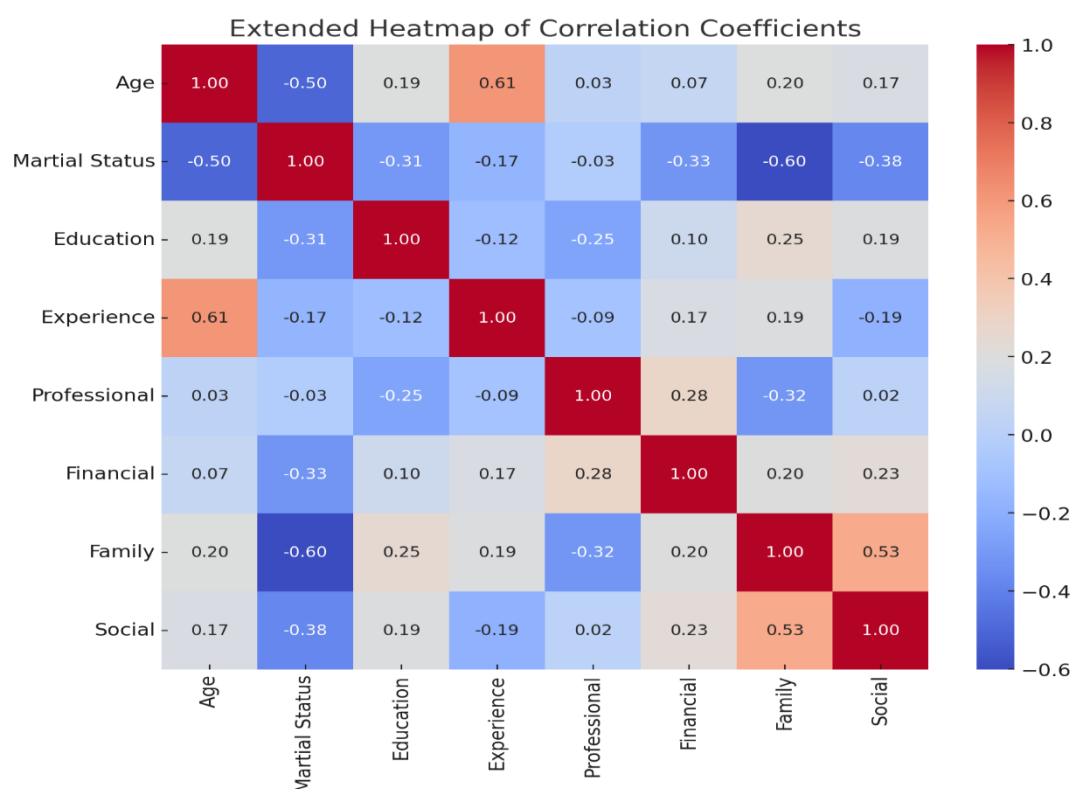


Figure-3.13: Extended Heatmap of Correlation Coefficients

The series of extended heatmaps of the correlation coefficients offer a perspective us supporting the elaborate web of interactions between the factors in female lawyers. An important relation does exist between age and experience ($r = 0.613$, $p = 0.004$), which can be measured by the concept that the more years a person has lived ($r = 0.613$, $p = 0.004$), the more experience may also gain. Moreover, there is a strong inverse correlation between the age and the marital status of women lawyers ($r = -0.502$, $p = 0.024$) indicating that younger women lawyers tend are unmarried and as they grow older, they tend to be more married. Family difficulties and being single tend to correlate with a thread about -0.601 ($p = 0.005$) shows that marriage might be a source of support that makes it possible for a person to overcome family challenges better. However, this is an even more important revelation as it points out that social support structures form the focal point in the easing of any family related pressures. As well, close relationship between family problems and social issues is established ($r = 0.528$, $p = 0.017$) which may underline that if the lawyer cannot deal with the complicated situation of the family properly this may in turn influence his or her social aspects of the life, for instance, adversely affect his or her social networking. Education data does not show associations with the array of factors besides itself, and this proves that the distant chances of education growing marital status, age, experience, or other problems in people's lives may be thin or determined by other parameters, which the study did not investigate. The data indicates that as professional and financial aspects become more noticeable ($r = 0.285$) indicating their relationship exists but having a weak correlation which makes the significance level to be considered insignificant within this group of samples. On the other hand, the figure could denote a possible connection where job-related difficulties might happen around the same time as financial problem appears, which the authors intend to explore further. The segregation map situates the experiences of female lawyers as complex with some relationships being stronger and determined, as they show the effect of having diverse personal circumstances from age to marital status and family.

DISCUSSION AND CONCLUSION

The present study had two research questions which were mentioned in the first chapter. As far as the first research question is concerned, the present study concludes that the investigation of the correlation data exposes a complicated network of how personal qualities and work-related challenges coincide in the experiences of female lawyers. The conclusion that there is a substantial correlation between age and experience is a very typical one that indicates a natural progression in any field, including the legal profession. According to the findings of the study, there is a direct correlation between personal life and professional concerns. The negative link between marital status and family problems is shown by the fact that younger female solicitors are more likely to be single. This group seems to face more family-related concerns, as demonstrated by the fact that they are more likely to be single. The significance of this discovery lies in the fact that it agrees with the strong relationship that exists between family and social challenges. It exemplifies how personal life complications may influence professional social surroundings. The absence of significant links with education suggests that obtaining a high level of education is vital; yet, it may not be the deciding element in resolving professional, financial, family, or social challenges. This is because education is not one of the most important factors. According to this, it seems that those who have completed advanced legal education may not be protected from the practical challenges that they face in the field. Moreover, the weak connection between professional and financial concerns suggests that there may be a linkage between the two, which suggests that other factors that have not been taken into consideration may influence these characteristics. In other words, it shows that difficulties in one's professional life would not always result in financial difficulties, at least not in a consistent manner for everyone. Not only does the heatmap analysis provide valuable insights into the experiences of female solicitors, but it also demonstrates that marital status has a substantial influence on problems that affect families and society. A complete plan for helping in the legal profession should, according to the findings, take into consideration the many aspects of an individual's personal life. Supportive techniques may include the implementation of flexible work hours, the provision of assistance with family care, and the introduction of initiatives to enhance the

balance between work and personal life. The use of these strategies has the potential to improve the standard of living of female solicitors and to foster a professional environment that is more equitable and productive.

Recommendations

This study proposed the following scenarios for the future.

- It becomes important for the concerned government of Pakistan to extend sincere resources belonging to women what are involved in the law-and-order administration in the form of training, technical support as well as other resources. The partnership between the Justice Centre, government and the community, to the best of, are better able to assist local authorities in improving the justice and behavioural health facilities of women.
- Such a government should put in place facilities and material that are trauma-informed and gender-responsive, also should collect and disseminate the field-specific research work intended for the women that are involved in justice system.
- This directory of many departments involved in the administration of Criminal Justice should include a Unit for the women caught up in the justice system. This sort of activity must be directed towards the issues like drug treatment, child supervision and behavioral health.
- If the government is to drive the issue of women in the framework of the justice system, it must consider a gender-based approach to this problem. Therefore, the practice should focus more on the common barriers that can help both the program administrators for behavioral health and correctional field in coming up with gender responsive programs in different locations of the country.
- Government, in addition, needs a program that will facilitate the access of information and research based on gender fields of the women who may have interacted with the justice system. Resources that are trauma-informed and gender-responsive should also be made available to the women justice system members.

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