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## **GENDER STEREOTYPES IN THE LEGAL PROFESSION**

Equality is the main condition of democracy. Any society that claims to be democratic must ensure equal opportunities for all its members. Equal treatment for all people in legal circles refers to the basic idea that every person, whatever their gender, ought to be addressed equally under the law. It requires offering equal chances to men, women, and people with various perspectives on gender and equal access to justice inside the legal system. Eliminating gender discrimination in the legal system is significant for constructing a just, equal, and diverse society. Gender discrimination and biases have long been incorporated into legal practices, which result in unequal treatment and opportunities for women and persons of race. We may strive towards erasing systemic inequities, reducing gender-based violence, expanding access to legal remedies, and empowering individuals to engage fully in society by pursuing gender equality [1]

Despite the rapid change in the gender composition of the legal profession, the seeds of invidiousness continue to cling to the feminine, particularly in relation to authoritative positions. Women tend to be clustered at the lower echelons of the typical law firm hierarchy and the percentage of women partners remains less than 25% in both common law and civil law countries. Even if women are promoted, they are more likely to be assigned to less prestigious salary or non-equity partnerships. The masculinized nature of senior leadership positions not only creates an environment in which it is difficult for women to progress, but also enables men to extract an increasing share of surplus labour from women. The dichotomy is built upon a deeply embedded substructure of gender difference that is by no means peculiar to law [2]

Gender differences everywhere in the globe hurt women economically, resulting in stark economic inequities. [3] Despite accounting for half of the world's working-age population, women account for around a third of the global labour force. There are around 700 million fewer women

employed than males, and even when they are, they typically labour in less secure positions with fewer career options, poorer working conditions, and lower pay (UN 2016, DablaNorris and Kochhar 2019, Bertay et al. 2020). It is also widely acknowledged that women's engagement in several economic activities, such as asset ownership and financial market participation, remains significantly lower than that of males [4]

In addition, employment-related problems are a significant obstacle to the appointment of women judges. Issues such as the glass ceiling effect, unfriendly work environment, different female mentors, and monetary rewards can lead to dissatisfaction and early exit of female lawyers from the legal profession [5]

A shocking number of people automatically assume legal professionals to be male, according to new research from The University of Law (ULaw) ahead of International Women's Day on 8th March. The university's study revealed that only 4% of men picture someone working in the legal industry to be female, while almost half (42%) said they picture someone in the industry to be male. The research also revealed that only a quarter (25%) of females see themselves fully represented in the legal system, with one in ten (10%) females stating they do not feel represented in the legal system at all. This is unsurprising, as only 6% said they expect someone in the legal industry to be from a working-class background [6]

Attorneys from the National Organization for Women's Legal Defense and Education Fund, in cooperation with the National Association of Women Judges, designed a program to call attention to "gender bias" in the law, decision making, and courtroom interaction in state judicial systems. To make this change strategy palatable to judges and other gatekeepers in the legal system, the program was focused on collecting state-specific information about "gender bias." Such bias was defined as existing when people are denied rights or burdened with responsibilities solely on the basis of gender; people are subjected to stereotypes about the proper behavior of men and women which ignore their situations; people are treated differently on the basis of gender in situations where gender should make no difference; [and] men or women as a group can be subjected to a legal rule, policy or practice which produces worse results for them than for the other group [7]

Thus, gender bias includes both overt discrimination and more subtle practices. The program was designed as part of the judiciary's continuing judicial education efforts and employed a new approach, creation of gender bias task forces, to document such bias in the courts (Schafran, 1987). The first such body, the New Jersey Supreme Court's Task Force on Women in the Courts, was established in November 1982 by that state's Chief Justice

to investigate three issues: whether gender stereotypes affect the substantive law or impact on judicial decision making; whether a person's gender affects his or her treatment in the legal and judicial environment; and, if so, how to ensure equal treatment for women and men in court [7]

Though men and women are lawyers they tend to focus their practice in certain areas that they are accustomed to. For example, women work more government cases involving children and Child Protective Services, perhaps because it draws on their motherly caring instincts. So, we see that the reason these men and women work certain cases is likely reflective of biases, whether explicit or implicit [8]

There is not a large body of research on the idea, however the concept that the areas of law that men practice, like business, are separated from the areas of law that women practice, like juvenile cases, shows that men and women have different interests, but likely because outside sources and biases influenced those interests [8]

According to research, only 25% of equity partners in law firms are women. Compared to men, women lawyers are 29% less likely to be promoted to partners in the firm, thus for every 100 women promoted to partners, 141 men are promoted to partners at the same time. When we compare these percentages of female lawyers in management positions (29%), we see that this falls short of the percentage of women who hold management positions in the entire workforce (37.4%). Thus, it becomes abundantly clear that women lawyers are facing a lack of leadership and partnership opportunities, even beyond those of the average women workers. These lack of leadership and partnership opportunities negatively harm women as they allow men to continue to dominate the power and status in the legal field, and even further the pay disparity, because individuals in leadership roles make more money than individuals who are not. Thus, this disparity impacts other gender disparities that women lawyers are facing [9]

In conclusion, at the current stage of transformation taking place in various spheres of social life, initiatives aimed at confirming the equality and equality of women and men face obstacles inherited from the past. These are, in particular, pseudo-traditions promoted by old slogans, a deep attitude towards gender equality, defining parameters for certain population groups, as well as distorted and false knowledge about the real forms and real scales of discrimination faced by men. and women in modern life. As a result, today every second person claims that there is gender inequality in society.

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## **THE HISTORY OF POLICING IN CANADA**

At this moment, there are over 69,000 police officers working across Canada, in addition to roughly 30,000 support personnel. Financed to the tune of nearly \$15 billion per year, Canadian police are highly skilled and equipped with the latest technology [1]. Many officers, and particularly those in senior positions, are expected to have both professional training and