EXPLORING GENDERED EXPERIENCES AND JOB SATISFACTION OF FEMALE PUBLIC LAWYERS IN ILOILO

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ABSTRACT

Females are now well-represented in the traditionally male-dominated field of the legal profession. However, in the Philippines, gender discrimination, such as inequality in hierarchical positions and work assignments, still prevails in the legal field. In addition, the multiple burdens females face hinders them from finding effective work-life balance and affect the general well-being of female public lawyers. Hence, this study aimed to explore female public lawyers' experiences and challenges that affect their job satisfaction. The study also examined the Public Attorney's Office (PAO) policies and practices to ensure gender equity in the workplace. The researchers utilized a descriptive research design and a mixture of qualitative and quantitative methods to gather in-depth insights and provide a more comprehensive analysis. The research participants were selected through Purposive Sampling and were composed of female public lawyers working in Iloilo. The study revealed that female lawyers in PAO believe they neither experience any form of gender discrimination nor maltreatment in the office. However, the study results also indicate that patriarchal structures and views still abound in their workplaces which contribute to overall job satisfaction, along with multiple burdens, and socio-demographic variations. The researchers recommend that the PAO take further action regarding its institutional efforts to employ a more gender-sensitive and inclusive approach to ensuring a healthy working dynamic and environment.