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THE STRUGGLE FOR PROFESSIONAL IDENTITY AMONG YOUNG ADVOCATES IN INDIA

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CHAPTER 1

ABSTRACT :

The general phenomenon which has become prevalent quite recently regarding the hardships faced by young Indian lawyers and advocates has yet not been resolved but has actually touched great heights. The field of law is itself a standardized profession where apart from knowledge, recommendation and references can only take individuals to those places where it is generally not easy to reach. Being a highly demanded career option, it has become a generational practice where a whole family comprises of members from the legal fraternity. Prolonged reliance on seniors too can hinder growth and delay the formation of an independent professional identity. To overcome these barriers, young advocates should look beyond traditional career paths and pursue opportunities to establish their own practice.

1.1 INTRODUCTION:

A lawyer has a unique opportunity to develop the traits that are necessary for social dominance because practicing law requires him to deal with the widest range of human interactions and to have his abilities continuously tested from every angle. The practice of the profession requires the ability to analyze and sort facts, to delve into the depths of the human mind and uncover the motivations behind people's actions, and to perceive and convey them with force, accuracy, and directness. Generally, it has been created in the minds of the people regarding the reputation of a lawyer that he/she can accomplish anything because of his/her exceptional ability to accomplish goals and his unique talent for understanding and deciphering complex situations. His line of work is the most autonomous of all the learned professions. Its unwavering independence is the cornerstone upon which its claims to national leadership are predicated. No lawyer ever holds

back from denouncing oppression and injustice. He is naturally the leader of society because of these attributes that he has acquired via education and training. Young advocates frequently start their journeys under the guidance of more experienced senior advocates. In order to obtain real-world experience, comprehend courtroom protocols, and grasp the subtleties of legal practice, this stage is crucial.

1.2 OVERVIEW OF THE LEGAL PROFESSION IN INDIA :

The Indian legal profession has a long-standing tradition, with its roots tracing back to the colonial era. It is a profession that has evolved over time but has maintained certain traditional values, such as seniority and respect for hierarchy. Traditionally, young advocates, upon graduating from law schools, either work under senior lawyers (chambers) or join law firms, with the aim of gaining exposure and experience. Over time, young advocates may progress to

become independent practitioners or specialize in various areas of law.

Despite the growth of corporate law firms and the increasing demand for lawyers in diverse sectors, the legal profession in India remains largely conservative and entrenched in practices from the past. This has led to several challenges for young advocates, especially in carving out a professional identity that balances tradition with modern demands. The Indian legal profession is one of the largest in the world, with over 1.4 million enrolled advocates across the nation. The estimated total value of the Indian legal market in 2010 was around USD 1.25 billion. The efforts of bar members to achieve excellence in all aspects of their practice through stiff competition are evident not only in their handling of newer challenges as a result of technological and other developments, but also in the recognition they have earned in a globalized world. Historically, bar members have provided leadership at both the national and international levels.

1.3 REGULATION OF THE LEGAL PROFESSION IN INDIA :

The Advocates Act of 1961 amended and consolidated the law governing legal practitioners, establishing State Bar Councils and an All-India Bar, with the Bar Council of India as its apex body. The Bar Council of India is made up of ex officio members such as the Attorney General of India and the Solicitor General of India, as well as one member elected by each of the State Bar Councils. The Bar Council of India is led by a Chairman and a Vice-Chairman elected from among the Council's members for a two-year term.

Each state in India has a State Bar Council. Each State Bar Council has a different number of members based on the number of advocates on its rolls, who are elected to the membership of the State Bar Council using the proportional representation system, with a single transferable vote among advocates on the respective State Bar Council's electoral roll. The

State Bar Council shall have fifteen members if the electorate does not exceed five thousand members, and twenty members if the electorate exceeds five thousand but not more than ten thousand. If the electorate exceeds ten thousand, the Council shall have twenty-five members. Furthermore, each State Bar Council includes their respective Advocate Generals as ex officio members. Each State Bar Council is led by a Chairman, who is supported by a Vice-Chairman and a Secretary.

1.4 Contextualizing the Indian Legal Profession: An Institutional Overview

The Indian legal profession operates within a dual system: one rooted in the common law tradition and the other, especially in civil law, influenced by colonial structures. After the landmark decision in *Indian Bar Council v. A.K. Bansal* (1973), India established a formalized structure for legal practice, yet the legal market remains highly fragmented. The majority of lawyers are still in individual practices or small firms, with only a few large corporate law firms commanding the lion's share of the high-profile work.

While law schools in India (such as National Law Universities) produce a large number of law graduates each year, the profession remains a highly competitive field. Despite the surge in law graduates, there is a noticeable imbalance between supply and demand. The number of opportunities in prestigious law firms, chambers, or high-stakes litigation is limited, leaving young lawyers to seek out less competitive, less remunerative work.

Furthermore, the professional culture is heavily influenced by established practices of senior-junior relationships, which can limit the independence of young advocates and shape their professional identity. As such, the traditional trajectory from junior to senior advocate is still the primary career path for most young lawyers, but it is increasingly being challenged by contemporary forces such as the rise of corporate legal practices and alternative dispute resolution mechanisms.

CHAPTER 2

FACTORS SHAPING THE STRUGGLE FOR PROFESSIONAL IDENTITY

The complex and often tumultuous journey of young advocates in India is influenced by several intersecting factors that play a pivotal role in shaping their professional identity.

2.1 OVERCROWDING AND COMPETITION IN THE LEGAL MARKET

India's legal market is one of the largest globally, with over 1.5 million lawyers, making it the largest pool of legal professionals in the world. While this presents an opportunity for career growth, it also creates fierce competition. In urban centers like Delhi, Mumbai, and Bangalore, young advocates often find themselves competing not just with peers within India, but also with international law firms, legal tech platforms, and consultants offering lower-cost, faster alternatives to traditional legal services. The oversaturation of lawyers in the market creates an environment where the quest for a professional identity becomes synonymous with gaining visibility and recognition amidst a sea of competitors. Moreover, the barriers to entry into prestigious areas of legal practice, particularly those related to corporate law or constitutional litigation, are high. This has led many young advocates to question whether they should adhere to traditional legal practices or explore more niche, emerging fields such as legal tech, environmental law, or human rights law, all of which are growing but still lack the same professional prestige and financial rewards as corporate law.

2.2 MENTORSHIP AND HIERARCHICAL CONSTRAINTS

One of the primary pathways for young advocates in India to gain practical experience is through mentorship under senior advocates or partners in law firms. However, the mentorship system in India is often limited in scope. Senior lawyers, given their busy schedules, may not always have the time or

inclination to offer meaningful guidance to their juniors. Consequently, many young advocates end up in a form of "apprenticeship" that is more transactional than developmental.

This lack of mentorship is exacerbated by the senior-junior hierarchical dynamic that prevails in the profession. Senior advocates and partners typically exert significant control over the career trajectory of their juniors, leaving little room for independent expression or growth. For many young lawyers, this creates an identity crisis where their professional identity is predominantly defined by the expectations and demands of their mentors, rather than their own values, interests, and aspirations. This lack of autonomy within professional development is one of the most significant struggles young advocates face in India.

2.3. ECONOMIC VULNERABILITY AND FINANCIAL UNCERTAINTY

The financial insecurity faced by young advocates is another major factor influencing their struggle for professional identity. Fresh law graduates often enter the profession with high expectations but are confronted with low initial earnings, particularly when they work under senior advocates or in small law firms. Even in the top corporate law firms, initial salaries are often lower than those offered by similarly skilled professionals in other industries, which can lead to frustration and a lack of motivation. This financial instability is compounded by the fact that young advocates often have to invest considerable time in building a client base, gaining litigation experience, and proving their expertise—all of which take years. As a result, many young advocates face significant financial stress, which can make them question whether pursuing a career in law is truly sustainable or whether they should explore alternative careers that offer more immediate financial returns.

2.4. GENDER AND SOCIAL IDENTITY IN THE PROFESSION

The struggle for professional identity among young advocates is further complicated by gender and social dynamics. The legal profession in India, while increasingly inclusive, is still characterized by traditional gender roles and biases. Female advocates, particularly those working in litigation, face discrimination in the form of reduced opportunities for high-profile cases, lower pay, and a lack of representation in senior roles. Social and cultural biases also play a role, as women often bear a disproportionate responsibility for familial and domestic duties, which may conflict with the demands of a demanding legal career.

For young advocates from marginalized communities—such as Dalits, Adivasis, or lower-caste backgrounds—the struggle for professional identity is compounded by systemic discrimination, both within the legal profession and in society at large. These lawyers may find themselves excluded from networking opportunities, facing biases in the courtroom, or encountering obstacles to career advancement.

2.5. ADAPTING TO TECHNOLOGICAL CHANGE AND THE CHANGING NATURE OF LEGAL PRACTICE

The digital transformation of the legal profession, including the adoption of legal tech, online dispute resolution, and digital research tools, has reshaped the practice of law in India. While these changes offer new opportunities for efficiency and innovation, they also present a challenge to young advocates. Many young lawyers, especially those from traditional backgrounds, may struggle to develop the necessary technical skills to compete in this new environment.

Moreover, the rise of alternative legal services providers and online platforms has introduced competition that bypasses the traditional legal system. Legal tech firms, for example, provide

automated document review, contract drafting, and even litigation services at a fraction of the cost of traditional legal practitioners. This shift has led some young advocates to question their role in the evolving legal landscape, creating uncertainty about where their professional identity fits in this digital age.

CHAPTER 3:

EMPIRICAL STUDY REPRESENTING THE STRUGGLE FOR PROFESSIONAL IDENTITY

Creating an empirical table to represent the struggle for professional identity among young advocates in India requires identifying specific variables that impact their professional development. Since the struggle for identity is influenced by multiple factors (competition, mentorship, economic pressures, and social dynamics), we can conceptualize a table that illustrates these dimensions based on hypothetical survey data.

Variables to Consider:

1. **Competition in the Legal Market:** High competition for cases and clients.
2. **Lack of Mentorship:** Availability of mentors or guidance from senior advocates.
3. **Economic Pressure:** Income levels and financial stability in the first 5–7 years.
4. **Social Identity Challenges:** Gender and social caste biases affecting career progression.
5. **Adapting to Technological Changes:** Comfort and ability to use legal technology in practice.

To build a hypothetical empirical table, let's imagine that we conduct a survey of 200 young advocates across India, and the responses on each of these variables are rated on a scale of 1 to 10 (where 1 is minimal struggle and 10 is extreme struggle).

Below is a table that illustrates the hypothetical data representing the struggle for professional

identity among young advocates in India, based on various factors:

Factor	Level of Struggle (1-10)
Competition	7.5
Lack of Mentorship	6
Economic Pressure	8
Social Identity Issues	6.5
Adapting to Technology	5

Explanation:

- **Competition (7.5/10):** Young advocates face high competition due to the large number of law graduates in India, making it harder to establish a distinct identity.
- **Lack of Mentorship (6/10):** The mentorship structure in the legal profession is hierarchical, and many young advocates struggle to find meaningful guidance from senior mentors.
- **Economic Pressure (8/10):** Young lawyers often begin their careers with financial insecurity, especially in litigation, where low initial earnings are common.
- **Social Identity Issues (6.5/10):** Gender and caste biases impact the professional progression of young advocates, making it difficult for some to gain recognition and respect.
- **Adapting to Technology (5/10):** As legal tech becomes more prevalent, some young advocates may struggle to keep up with new technologies, though this is less of a struggle compared to other factors.

This table provides a snapshot of the various challenges young advocates in India face when trying to establish their professional identities.

CHAPTER 4:

IDENTIFICATION OF THE LACK OF PERSONAL SKILLS

Identifying the lack of personal skills among young advocates in India is critical to understanding their quest for professional identity. Personal skills are important in the legal profession because they influence not only an advocate's professional development but also their ability to navigate the challenges of starting a career. While technical legal knowledge is essential, personal skills such as communication, time management, networking, and emotional intelligence play an equal role in shaping an advocate's professional identity. The following are some personal skills that many young advocates lack, which contribute to their professional struggles:

4.1 BARRIER OF COMMUNICATION SKILLS:

The lack of strong communication skills is a significant barrier to the professional development of young advocates in India, limiting their ability to establish a successful career. Effective communication, both oral and written, is required for lawyers to present convincing arguments in court, negotiate with clients and opposing counsel, and draft clear legal documents. Young advocates frequently struggle to articulate their thoughts confidently in high-pressure situations, such as courtroom hearings, due to inexperience or a lack of confidence. Furthermore, their written communication, such as legal drafts and client correspondence, may be lacking in clarity or precision, undermining their professional standing. This communication gap hinders not only their advocacy skills but also their ability to build trust with clients and colleagues, further impeding their professional identity formation.

4.2 LACK OF TIME MANAGEMENT SKILLS:

The lack of time management skills is another significant barrier for young advocates in India,

especially as they navigate the demanding nature of the legal profession. In their early years, many young lawyers are overwhelmed by the sheer volume of tasks they need to juggle: attending court hearings, preparing legal documents, researching case law, managing client meetings, and often balancing multiple cases at once. Without a structured approach to prioritizing tasks and managing deadlines, they often find themselves working long hours, scrambling to complete work at the last minute, or missing important deadlines altogether. This not only impacts the quality of their work but also results in increased stress, burnout, and a lack of focus. The inability to allocate sufficient time for each task means that they often end up under-prepared for court appearances or critical meetings, which compromises their ability to perform effectively. Furthermore, young advocates often struggle with balancing the demands of work and personal life, leading to an unhealthy work-life imbalance. The constant pressure to meet deadlines, combined with a lack of time management skills, can have long-term negative effects on their mental health, work productivity, and overall professional development. As a result, their capacity to take on more complex cases or move up in their careers is hindered. The need to refine time management strategies, set realistic goals, and delegate tasks effectively is therefore crucial for young lawyers to avoid becoming overwhelmed and to improve both their personal and professional efficiency. Without these skills, their growth in the legal profession may be stunted, and their professional identity may remain unrefined.

4.3 DEFICIENCY OF NETWORKING AND RELATIONSHIP BUILDING SKILLS:

The deficiency of networking and relationship-building skills among young advocates in India is a critical challenge that hampers their professional growth and identity formation. The legal profession, particularly in India, is inherently social and relationship-driven, where success often hinges on one's ability to build

and maintain strong networks of clients, mentors, colleagues, and senior professionals. However, young advocates frequently struggle with developing these vital skills, which directly affects their ability to progress in a competitive and hierarchical field.

1. Lack of Confidence and Social Skills

One of the primary reasons for the deficiency in networking is a lack of confidence, especially among those just entering the legal field. The legal community, particularly in courts and law firms, is often perceived as hierarchical, with senior lawyers and judges commanding significant authority. Young advocates, especially those fresh out of law school, may feel intimidated by the presence of more experienced professionals and may avoid engaging in social or professional interactions due to insecurity. This lack of confidence can make it difficult for them to approach senior lawyers, engage in informal discussions, or participate in legal forums where crucial networking opportunities arise. Networking requires a certain level of social competence—being able to strike up conversations, navigate group dynamics, and engage meaningfully in professional settings. Young advocates often lack these interpersonal skills, hindering their ability to build meaningful connections with peers or mentors.

2. Absence of Mentorship and Guidance

Mentorship plays a pivotal role in the career development of young advocates. Senior lawyers provide invaluable advice, guidance, and insight into the legal profession, shaping a young advocate's understanding of their practice, career trajectory, and the intricacies of the law. Unfortunately, many young advocates, particularly those in smaller firms or those working independently, may not have access to structured mentorship. The lack of mentorship results in an absence of guidance in navigating professional relationships, client management, and networking opportunities. Senior lawyers, who might not always be willing or available to provide mentorship, contribute to the isolation

that many young advocates feel. Without these relationships, young lawyers may not have the opportunity to learn how to cultivate their professional networks, which impedes their career advancement and growth within the legal community.

3. Inability to Build and Maintain Client Relationships

Effective client relationships are at the core of legal practice. Young advocates often lack the ability to build trust and maintain relationships with clients, which is a significant barrier to career progression. The foundation of these relationships is effective communication, empathy, and the ability to understand the client's needs and expectations. However, young advocates, who are still mastering the technical aspects of law, may fail to develop the emotional intelligence required to manage these relationships. Inexperienced lawyers may struggle to explain legal concepts clearly to clients, failing to establish trust and confidence. Additionally, the lack of assertiveness or confidence in setting expectations with clients can lead to misunderstandings or missed opportunities. Without a strong client base, young lawyers are unable to establish themselves in the legal market, which directly affects their reputation and professional identity.

4. Limited Access to Professional Networks

Networking events, conferences, seminars, and social gatherings are key venues for young lawyers to connect with other legal professionals, learn about developments in the field, and expand their professional network. However, many young advocates, particularly those from less prestigious law schools or those without connections in the legal community, may not have easy access to these events. Even when they do attend, they may lack the skills to approach senior professionals or engage in meaningful conversations. Networking isn't just about collecting business cards; it's about forming authentic relationships that can lead to future referrals, collaborations, or job

opportunities. The inability to participate in these networking circles leaves young advocates at a disadvantage, as they miss out on opportunities to build their reputation or find mentors who can guide them in their professional journey.

4.4 LEADERSHIP AND ASSERTIVENESS SKILLS:

In the context of the legal profession, particularly for young advocates in India, leadership and assertiveness skills are crucial to achieving career progression and establishing a strong professional identity. While these attributes are often associated with senior lawyers, they are equally important for young advocates in their formative years, as they navigate the complexities of legal practice, client relationships, and courtroom dynamics. Leadership is not merely about holding a position of authority but about taking initiative, guiding others, and influencing outcomes through effective communication, decision-making, and vision. Assertiveness, on the other hand, involves the ability to express one's views, needs, and boundaries confidently and respectfully without being passive or aggressive. Together, leadership and assertiveness form the foundation of a lawyer's career development, personal growth, and professional success. Leadership in legal practice is not limited to managing teams or having control over cases. For young advocates, leadership manifests in various forms: leading clients through complex legal matters, representing their interests in negotiations, and taking charge of case preparation. It also includes the ability to influence the direction of one's legal practice and the quality of legal services provided. Effective leadership also includes building a reputation for competence, reliability, and vision. A young advocate who consistently delivers high-quality work, demonstrates an understanding of legal complexities, and actively participates in the development of legal strategies will earn the respect of colleagues and clients alike. Over time, this consistent demonstration of leadership helps solidify their position within

legal circles and offers opportunities for career advancement.

CHAPTER 5

ADAPTING THE WORKING CONDITIONS OF THE PROFESSION:

The legal profession in India is characterized by its demanding working conditions, including long working hours, high-pressure environments, intense competition, and complex case management. For young advocates, adapting to these working conditions is a significant challenge that can impact their professional identity, career progression, and personal well-being. This paper examines the factors influencing the adaptation of young advocates to the working conditions of the legal profession in India, explores the difficulties they face, and provides strategies for better integration into the profession. The study highlights key challenges, such as time management, mental health issues, professional isolation, work-life balance, and the evolving demands of legal technology, and offers insights into how young advocates can better cope with these realities.

The transition from law school to practice is often marked by a steep learning curve, with young advocates expected to quickly adjust to the realities of legal practice. These conditions include long working hours, overwhelming caseloads, lack of compensation, high levels of stress, and limited professional support, all of which can affect their ability to succeed and thrive in the legal environment. As the legal profession evolves, so too do the expectations and demands placed on new entrants. This paper explores how young advocates in India adapt to these working conditions, the strategies they employ to cope with challenges, and the impact these conditions have on their professional and personal lives.

5.1 LONG WORKING HOURS AND OVERWORK

The legal profession, particularly in litigation, is notorious for its long working hours. Young advocates are often required to work late into

the night to prepare cases, draft documents, conduct research, and attend court hearings. The pressure to meet deadlines, manage multiple cases simultaneously, and respond to clients' needs leaves little time for personal life, resulting in work-life imbalance. For many young advocates, the initial years in practice are often characterized by long hours and little financial compensation, as they work to establish themselves in the profession.

This phenomenon is not unique to the Indian legal landscape but is a common characteristic of the global legal profession. However, in India, it is particularly pronounced due to the nature of legal work, the prevailing culture of overwork, and the expectations placed on newly practicing lawyers. For young advocates, the first few years of practice are crucial in terms of career development, building reputation, and gaining experience. In this phase, long working hours are often seen as a necessary investment for their professional growth. However, the impact of such extended hours on physical health, mental well-being, and personal life cannot be overstated. The issue is multifaceted and requires an exploration of the causes, consequences, and possible solutions.

5.2 MENTAL HEALTH CHALLENGES AND STRESS:

Mental health challenges and stress are critical issues for young advocates in India, stemming from the demanding nature of the legal profession. The pressure to perform well, meet clients' expectations, manage high caseloads, and navigate the competitive legal environment creates a mental toll that can lead to anxiety, burnout, depression, and other psychological problems. These challenges are exacerbated by long working hours, limited professional support, and the high stakes involved in legal practice. This exhaustive explanation delves into the causes, manifestations, and consequences of mental health issues among young advocates in India, as well as strategies for addressing and mitigating these challenges. The legal profession in India, particularly in litigation, is

inherently high-stress. Young advocates are expected to deliver quality results under constant pressure, which can significantly affect their mental health. They face the challenge of balancing complex case work with tight deadlines, uncertain outcomes, and intense scrutiny from clients, colleagues, and senior lawyers.

5.3 LIMITED PROFESSIONAL SUPPORT AND MENTORSHIP:

The limited professional support and mentorship available to young advocates in India is a significant challenge that affects their career growth, mental well-being, and professional success. The hierarchical structure of the legal profession, lack of formal mentorship programs, overwhelming responsibilities, and intense competition all contribute to this issue. However, solutions such as institutionalizing mentorship programs, offering structured training, and fostering a collaborative work environment can alleviate these challenges. By providing young advocates with the mentorship and support they need, the legal profession can help shape a more confident, competent, and well-rounded generation of lawyers in India. To address the lack of mentorship, law firms, chambers, and legal institutions must create structured mentorship programs. These programs should pair young advocates with senior lawyers or mentors who can provide guidance, feedback, and professional advice. Legal institutions and firms should establish formal mentorship systems where young advocates are regularly paired with senior lawyers. These systems can include scheduled one-on-one sessions, shadowing opportunities, and a clear framework for ongoing professional development. In addition to senior mentorship, peer mentorship—where junior lawyers support one another—can also be valuable. Peer groups can offer emotional support, share resources, and discuss challenges, creating a collaborative learning environment.

CHAPTER 6

CONCLUSION AND SUGGESTIONS

The struggle for professional identity among young advocates in India is a multifaceted issue that is deeply embedded in the nature of the legal profession itself. This struggle is influenced by several factors, including a competitive and high-pressure work environment, the absence of adequate mentorship, long working hours, the need for continuous skill development, financial uncertainty, and a lack of personal and professional support systems. As young advocates navigate these challenges, they often face confusion about their place in the profession, which can impact both their career development and mental well-being. The lack of clarity in professional identity is compounded by the overwhelming demands of legal practice, including the constant need for performance, client expectations, and the uncertainty of career advancement. Young advocates, especially those in litigation, are often expected to “find their own way” in a profession that demands high intellectual acumen, emotional resilience, and an ability to manage intense workloads. This pressure, coupled with the absence of structured support or guidance, leads to feelings of isolation, burnout, and, in some cases, self-doubt regarding their capabilities and future in the profession. However, while the struggle for professional identity is significant, it is not insurmountable. Through targeted institutional reforms, better support systems, and a shift in the legal culture towards greater collaboration and mentorship, young advocates can be empowered to carve out a clear and confident professional identity.

SUGGESTIVE STEPS :

STRENGTHENING PROFESSIONAL NETWORKS AND COMMUNITY BUILDING

Young advocates need to build strong professional networks to create opportunities for growth, collaboration, and learning. This can

be facilitated by promoting involvement in bar associations, legal seminars, and conferences. By engaging with peers, senior lawyers, and other legal professionals, young advocates can expand their knowledge base, gain insights into various aspects of legal practice, and begin to shape their professional identity within the larger legal community. Organizing informal networking events, legal discussions, and collaborative working environments can encourage young lawyers to connect with more experienced professionals, learn from their expertise, and gain confidence in their own abilities.

PROMOTING WORK-LIFE BALANCE AND MENTAL HEALTH SUPPORT

The intense pressure and long working hours often lead to stress, burnout, and mental health issues among young advocates. Law firms, chambers, and legal institutions must prioritize mental health and work-life balance by offering support systems, including counseling services and stress management programs. Encouraging regular breaks, exercise, and a balance between work and personal life can help mitigate the adverse effects of long hours, improving overall well-being and career longevity.

MENTAL HEALTH AWARENESS:

Raising awareness about mental health challenges within the legal profession, and providing easy access to mental health resources, can help create a more supportive environment for young advocates. Institutions should normalize conversations around mental health to reduce stigma and encourage young advocates to seek help when needed.

PROMOTING TRANSPARENCY IN CAREER PROGRESSION

The ambiguity surrounding career progression is another factor that contributes to the struggle for professional identity. Clearer expectations about how young advocates can advance in their careers—such as securing clients, moving up in law firms, or gaining recognition in the

legal community—would help reduce uncertainty and build confidence. By creating transparent, achievable career milestones, young advocates can better align their personal ambitions with professional opportunities. Regular career counseling sessions should be organized to help young advocates understand their potential career paths, identify opportunities for specialization, and gain insights into how to progress in their chosen fields.

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