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## ***ABOUT US***

WHITE BLACK LEGAL is an open access, peer-reviewed and refereed journal provide dedicated to express views on topical legal issues, thereby generating a cross current of ideas on emerging matters. This platform shall also ignite the initiative and desire of young law students to contribute in the field of law. The erudite response of legal luminaries shall be solicited to enable readers to explore challenges that lie before law makers, lawyers and the society at large, in the event of the ever changing social, economic and technological scenario.

With this thought, we hereby present to you

# **SKILL DEVELOPMENT AND PROFESSIONAL GROWTH IN LEGAL EDUCATION**

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## **Introduction**

In India, obtaining social, economic, and political justice has been greatly aided by the professional study of law. By virtue of some academic activity that is subject to rules and regulations set forth by a regulatory body, the profession denotes a domain of systematic conduct. Individual behavior is governed by these established standards for the benefit of the general public and the environment. Building faculty capacity is one aspect of professional development in legal education. Self-satisfaction and guaranteeing "sarve bhavantu sukhnah sarve santu niramaya" are also part of the profession's goal.

The welfare of the profession, society, and the individual are all greatly enhanced by making a thoughtful career choice. As a result, choosing a career requires careful consideration. A concept known as ikigai exists. The phrase "know your calling" is a Japanese expression that refers to following one's passion or interests. It is beneficial when someone pursues a career that aligns with their interests. On the other hand, some people find their interest area very early on, while others find their ikigai later. They know what they want out of life and pursue their goals.

People no longer consider law to be their last resort; rather, it is now their first choice and ideal career. Law is therefore in high demand, which is a welcome change after engineering and medicine. The legal profession is a noble one, and as economies expand more quickly, nations will need more judges, advocates, and educators.

Three key characteristics are necessary for a profession: knowledge, attitude, and skill sets. A barrier will arise if someone possesses knowledge but is unable to express it in a courtroom or classroom. Therefore, necessary skill sets, including writing, oratory, and communication

skills, as well as the appropriate attitude to go along with them, should be in place to guarantee that learning is accompanied by knowledge. Therefore, it would be problematic if someone had a bad attitude but knowledge and skills. Problems would also arise from an inability to collaborate with others. K.S.A., or knowledge, skill sets, and attitude, are essential for any successful professional in the legal field. Gyanmarg, bhaktimarg, and karammarg are emphasized in ancient Indian wisdom as ways to accomplish one's life objectives. Therefore, good knowledge, skill sets, and attitude are essential for any profession. Reading anything one can get their hands on is the first step towards becoming a voracious reader, which is necessary for knowledge acquisition.

A law school may offer more than the minimum required by the Bar Council of India, which oversees legal education in the country. To scale up knowledge acquisition, this is one requirement that can be adhered to strictly. Second, bhaktimarg requires one to earn knowledge; wisdom cannot arise without devotion. One aspect of devotion could be locating the ideal mentor. Therefore, a lot of academic questions can be answered if one has the right mentor. As a result, mentoring is crucial, and it helps if a student has a good mentor—a teacher, an advocate, or a lawyer. Following a thorough understanding of the law is karammarg. To improve skills, one has to get on track and work. So, in this gyan, bhakti and karma come handy.

The well-known phrase "We the people of India" opens both the Indian Constitution and the preambular declarations. It discusses the Constitution's origins. This Constitution was created by the Indian people, who are the sovereign. It specifies the types of government, including democratic, secular, socialist, and sovereign. Additionally, it outlines specific rights that individuals will receive. Therefore, it discusses social, economic, and political justice as well as freedom of speech, thought, religion, and worship. In addition, it guarantees the nation's sovereignty and integrity as well as equality of status and opportunity. Finally, it guarantees the enactment and adoption of the Constitution through the Enactment Clause. So, law professionals should always keep this cardinal declaration in mind.

Every law school is required to have a free legal aid center with paralegal volunteers on staff because law students and instructors should do everything in their power to ensure that anyone in need of legal assistance receives it at the appropriate time. In order to guarantee that those who cannot afford legal aid can receive it for free, the paralegal volunteers collaborate with the

District Legal Services Authority.

From Article 12 to Article 32 of the Indian Constitution, which outlines the fundamental rights of all people, the Bill of Rights of the United States served as a major source of inspiration. All human rights for all were established by the United Nations in 1945 with the adoption of the Universal Declaration of Human Rights. The law is a tool for social change that guarantees equality, justice, liberty, and fraternity.

Directive principles are significant instructions to the State that are not enforceable, but fundamental rights can be used against the State. Among other things, Articles 38 and 39 guarantee an inclusive society. Articles 41, 45, and 46 address issues pertaining to employment, education, and the well-being of the underprivileged segments of society. One of the fundamental rights is the right to education. People can make significant contributions to the nation's well-being when they have an education.

The 42nd Amendment to the Indian Constitution was ratified in 1976, adding fundamental duties that had not been included in the original document. Ten essential responsibilities were suggested by the Swarna Singh committee. The 86th Amendment to the Constitution was later added in 2002. Under Article 51A of the Indian Constitution, there are currently eleven duties in all. We have lived in a duty-bound society since the beginning of time. The fundamental obligations outlined in the Constitution have not been adhered to by non-citizens. Professionalism will naturally emerge if one remembers these core responsibilities, as they, among other things, guarantee excellence in both individual and group endeavors.

Some of the fundamental responsibilities include valuing and preserving the rich legacy of our complex, composite culture; protecting and enhancing the natural environment, including forests, lakes, rivers, wildlife, and compassion for all living things; defending and preserving India's sovereignty, unity, and integrity; defending the nation and performing national service when called upon; and fostering harmony and a spirit of common brotherhood among all Indians, despite differences in religion, language, and regional sectionality. This is also crucial for the development of humanism, a scientific temper, and an attitude of reform and inquiry. Therefore, this is a basic obligation that calls on each of us to pursue excellence in both our individual and group endeavors. The 86th Amendment was added to guarantee children's access to education and to help the country continuously reach new heights of success.

According to this, a parent or guardian must give his child or ward, as the situation may be, educational opportunities between the ages of six and fourteen. Thus, these 11 core responsibilities are crucial, thorough, and intricate.

Indian society is known for its diversity, equity, and inclusivity. Therefore, people should be treated with dignity so that they feel that they are all the same and that there is no distinction or discrimination. Every time new laws are passed or existing ones are modified, knowledge—which is all-pervasive—is made visible. Furthermore, the potential for the future appears to be very exciting with the development of AI. But I have no doubt that artificial intelligence will continue to be artificial. It won't surpass the intelligence of humans. It must be made sure that classroom study is used to learn and share new information whenever possible. The case-based study approach is the most effective way to engage young students because it makes the subjects simple to understand. However, the prerequisite for the case study method is that students should come prepared to class. Otherwise, there is a chance of the faculty being too fast and not discussing the provisions of the law- the job of the teacher becomes a little daunting.

Therefore, a great deal of new information and abilities are needed whenever faculty development programs and refresher courses are attended. Additionally, every faculty member must participate in a Faculty Development Program (FDP) in accordance with the National Assessment and Accreditation Council's (NAAC) mandate. I would like to add that we should keep up with the latest accreditation standards, such as NAAC, NIRF, and QS Ranking, as they are excellent and are making systems highly competitive.

### **Education Based on Outcomes**

Some people are unfamiliar with the idea of outcome-based education, or OBE, but law was already an outcome-based field with internships. The field of law is already very dynamic, fascinating, and outcome-based. Additionally, there is a strong network of alumni who can feel a connection to the school and can be very influential.

Students make significant contributions to the value of many prestigious universities; they provide the necessary endowment funds, which is very encouraging. Employers, instructors, alumni, and students are the four primary stakeholders. These four stakeholders are crucial, and

they should cooperate to create institutions of the highest caliber. Building world-class institutions requires the cooperation of all stakeholders and won't happen overnight.

Although teaching is a noble profession, students do not prioritize it. However, the profession will undoubtedly suffer if there are not enough qualified individuals to pursue teaching as a career. Given its high level of competition and promising future, teaching can be a viable career choice.

Since seminars, conferences, guest lectures, workshops, colloquiums, and online sessions are venues for knowledge creation and sharing—two crucial processes—they ought to be given more attention.

### **Multidisciplinary Method**

One area where we can make improvements is in legal research, particularly empirical research, which involves visiting the field and speaking with people. Collaboration with other disciplines should be encouraged as a multidisciplinary approach because the five-year law program was originally designed with a very integrated approach. For example, political science, sociology, history, and economics are non-law subjects that should be taught with a legal flavor in the B.A.LL.B. program, but it appears that this much-needed integration is missing. In silos, the courses are taught. For instance, the economic effects of legislation and vice versa should be covered when a faculty member teaches economics. Multidisciplinary research is possible with these integrated approaches.

With more than 25 National Law Universities and numerous other prestigious institutions on the horizon, it is also necessary to cultivate academic leadership abilities. In addition to the qualified individuals needed to run these institutions, they will require middle- and senior-level faculty. But how does one acquire these abilities? They need to ask for and accept constructive criticism from their peers, seniors, and juniors in order to keep getting better.

Setting priorities is also necessary in the area of time management. Making a list of the urgent and significant tasks is the simplest way to accomplish this. Therefore, it is possible that a class at nine o'clock is both urgent and significant.

The time can be changed or postponed, though, if someone needs to go to the gym during an

exam. Therefore, the emphasis should be on a balanced approach even when something is urgent and significant.

Relationship Between Mentor and Mentee Classrooms and exams are crucial and urgent in the academic world. But health is also one of the most crucial factors because without it, one cannot realize their full potential. The relationships between mentors and mentees are also crucial in forming both the teacher and the students. Certain student mentees are assigned to teachers, and they stay in constant communication with one another. Therefore, students' knowledge curves significantly improve when they receive quality mentoring. In the same way, a teacher who finds a good mentee will also become a good professional. Relationships between mentors and mentees should therefore be highly valued.

Every time someone listens, their listening skills get better. Krishna was teaching Arjuna in Mahabharat, and they were exchanging written notes. This is based on Shrutis, which is significant because Shruti-based education is participatory and listening to the thoughts of others has great influence. Chat-GPT is one of the many potent IT tools that have emerged in the current technological era. They should not be blindly trusted, but they can be used if someone wants to. These tools can be helpful, but you must modify them to suit your needs and avoid intellectual dishonesty.

### **Development of Skills**

Next up is skill development. Knowledge, aptitude, and disposition are crucial. A skill is the capacity to perform an action precisely and successfully. Since law professors are involved in many different activities these days, time management is still a major problem. They somehow don't have enough time for their hobbies or their field of study because they are teaching, planning conferences, and handling administrative duties.

### **The ability to make decisions**

Since there are many options available and one must make many decisions these days, one needs to improve their decision-making abilities. Because people deal with problems on a daily basis, problem-solving abilities are also crucial. Therefore, in order to solve a problem, one must first identify it, then determine its cause, then look for alternative solutions, consult with relevant parties, choose the best solution, and put it into action.

## **Management Skills**

Then, whether a lawyer is an advocate, a teacher, or an associate in a law firm, management skills are crucial. The "POSCORB" theory is a well-known management theory that states that after planning, organizing, and staffing, you need people to carry out the plans, coordinate, and budget because everything requires expenses. Since I was assigned the topic of professional development and skill-building techniques, I am talking about some of the abilities that a professional should possess.

Ability to Lead Mahatma Gandhi, the father of the country, once argued that the best leadership is servant leadership. To feel that one is there to serve others is what this means. However, there are various forms of leadership, such as team leadership, autocratic leadership, etc. Every leadership style has advantages and disadvantages of its own. Imagine the best leader you've ever met, try to learn about leadership from them, and try to be like them. That's the best way to learn a certain leadership style.

## **The Difficulties of Legal Education**

There are additional difficulties with legal education, such as the fact that Indian law professors are not permitted to practice. Unlike some nations, such as the United States, where law professors practice and teach, the judiciary is elevated. Article 124 allows for the appointment of distinguished jurists as Supreme Court judges in addition to advocates and judges. However, no one has been appointed in that category as of yet. As a result, law professors are prohibited from practicing law and are responsible for training and directing advocates. In contrast to the medical field, where a professor teaches students in the morning and spends the evening with a patient, this leaves a gap in the curriculum since the teacher is instructing future legal professionals without any practical experience. Thus, education there is very all-encompassing. Legal education somehow lacks that, and this needs to be investigated.

Because they are smart and aware of the many resources available to them when they enroll in the law program, students are able to cope. However, because they are not exposed to the industry or courtroom practice, the teacher occasionally falls short. Along with the absence of institutional support, that is one of the primary obstacles. This can occasionally persuade a teacher to spend two years studying abroad. Although there may not be institutional funding or policies to support this endeavor, people are much more aware now. There weren't many ways

to communicate before. It is now difficult to separate wheat from chaff because the knowledge corpus doubles every six months or less.

Things were slower in the past, and there weren't as many mobile apps. These days, they keep you informed about developments. We learn about court proceedings virtually in real time if the court is considering a case involving same-sex marriage. This is now a problem as well. One must contend with the abundance of information on social media. We thus have very little time to do much more because of this. Additionally, compared to a developed economy, the opportunities may be fewer for law teachers in particular. Then, juggling teaching, research, and institution building can be extremely difficult for a teacher. If a teacher is not a good researcher, then one's future prospects may be compromised because Academic Performance Indicators (APIs) are needed for promotions and more.

In some instances, the Indian Supreme Court has ruled that legal education is crucial. The Supreme Court noted in *Mahipal Singh Rana v. State of U.P.* that legal education must be improved. Legal education has therefore continued to be a problem in some way, although it has greatly improved with the establishment of National Law Universities. Numerous private universities that prioritize high-quality legal education are emerging. Their advisory boards, infrastructure, and faculty are all excellent. Although there is potential if we attend state universities, the quality is getting better.

Under a number of restrictions, foreign law firms are permitted to practice in India by the Bar Council. This is because we must open our doors if we wish to practice outside. Additionally, as Gandhiji once said, we should open doors and windows to allow for the flow of new ideas, but we should not allow those ideas to overtake us; instead, we should stand firmly on our own two feet.

In a similar vein, the Supreme Court emphasized the need to raise the standard of legal education in *Madras Bar Association v. Union of India*, ruling that the BCI has the authority to control legal education in India. Under the Advocate Act of 1961, the Bar Council of India oversees legal education in the country.

For all parties involved, the backlog of cases continues to be a difficult undertaking. Nearly five million cases are still pending at various levels, which is a significant amount. This is a

significant number, and on average, there are only five or six people involved in each case. Therefore, it is very difficult if cases take a long time. People might stop trusting the system.

Many courts, judges, and advocates are required to address this backlog. There is also a need for high-quality legal education providers. Therefore, we require comprehensive development. And in order for things to get better, all parties involved must come forward. For instance, National Law Universities only have a small number of seats and very little infrastructure. The gap is still enormous. Good private and public universities typically fill the gap. According to the Supreme Court's ruling in *V.C. Mishra v. Bar Council of India*, law schools have an obligation to offer high-quality legal education and to make sure that their curricula and instructional strategies are updated on a regular basis. The Bar Council of India provides the minimum number of courses i.e., fifty-two for an honour's degree, but many law schools in India are teaching seventy or eighty or more courses.

In order to guarantee prompt justice, artificial intelligence will be crucial. Most people were forced to adopt technology by COVID. Because Microsoft has developed an autopilot tool that can read documents up to hundreds of pages long, perhaps things will get better in the next five or ten years. Assume that an insurance claim has been filed. The entire document will be read by this auto-reader, and if a question is raised about the fatalities in this case, it will read the entire document and indicate whether or not no fatalities occurred. It will then list all the injuries if someone asks if this case involves any, and it will provide a feasibility analysis if they ask if this claim is legally feasible.

One can always take more courses than the BCI requires, but the BCI offers the bare minimum. That will undoubtedly raise the curriculum's caliber. Some universities need to update their course offerings that haven't been altered in years. Teachers should get together once a semester to talk about their curricula and add any new or overlapping material. This is a very beneficial exercise because the syllabus will be updated frequently and the curriculum will be updated in a timely manner.

The classroom must be highly participatory. Some students are unable to carry their phones in their pockets after COVID, and they check social media every five or ten minutes to see if any of their friends have liked or messaged them. In classrooms, this is a major distraction. Cell phones are not permitted in courtrooms. Advocates and judges do not use them, and clients are

not permitted either. However, this problem is growing significantly in classrooms, even for highly intelligent students. Because of their inability to self-control, students struggle to concentrate for longer than fifteen or twenty minutes at a time. This is really concerning, and mentors ought to advise students to set priorities. Prioritizing the lectures is necessary because they are more significant, and the instructor should make them engaging to prevent students from checking their phones during class. The Socratic method can be useful in fostering an interactive classroom environment. The importance of providing law students with top-notch instruction and training was emphasized in *B. Sukhdev Singh v. Bhagatram Sardar Singh Raghuvanshi*. The legal system won't improve until we have highly knowledgeable and well-trained students. And I'm confident that things are getting better.

The last two or three decades have seen significant advancements in the legal profession. During the period of independence, prominent figures such as Prime Minister Nehru, Sardar Patel, and Mahatma Gandhi joined the legal profession. They were all law-abiding individuals, but after a period of decline, things are now improving. Reading Mahatma Gandhi's autobiography "My Experiments with Truth" will reveal that he was unable to speak when he was first standing in court. He looked at his client, trembling with fear, wondering what the client might be thinking about him. He writes that after tears began to fall down his cheeks, he returned the client's fees.

That was when Mahatma Gandhi's wonderful personality first emerged. To a certain degree, things are still the same today. Today's students will find it difficult to argue in front of the court if they are asked to stand in the courtroom. We must address this because those were different times, and after five successful years in law school, students can be prepared for practice in any career they choose through initiatives like moot courts and courtroom exercises.

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