



REPORT

ONE-DAY ORIENTATION SESSION ON GENDER RESPONSIVE & SENSITIVE RECRUITMENT PROCESS FOR COURT STAFF

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JAIL ROAD, PESHAWAR, KHYBER PAKHTUNKHWA, PAKISTAN

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EXECUTIVE SUMMARY

The Khyber Pakhtunkhwa Judicial Academy (KPJA), in collaboration with Rozan, organized a One-Day Orientation Session on Gender Responsive & Sensitive Recruitment Process for Court Staff on July 13, 2024. The session was attended by 24 court staff from District Peshawar, Swat, Kohat, and Khyber. This orientation was a key initiative aimed at enhancing the participants' understanding of gender sensitivity in recruitment processes, promoting gender diversity in the judiciary, and ensuring a conducive environment for female applicants.

The session began with an inaugural ceremony, where Mr. Jehanzeb Shinwari, Director General of KPJA, emphasized the importance of integrating gender-sensitive practices into the recruitment processes within the judiciary. The academic sessions covered a range of topics, including understanding gender-based violence (GBV) and gender responsiveness, best practices for gender-sensitive recruitment, and addressing challenges in implementing these practices. Expert speakers, including Mr. Babar Bashir, Managing Director of Rozan, and Mr. Asad Hameed Bangash, District & Sessions Judge, provided valuable insights and practical strategies through presentations, case studies, and interactive discussions.

Participants engaged in group activities to develop gender-responsive strategies that could be implemented in their respective districts. These activities encouraged collaboration and practical application of the concepts discussed during the academic sessions. The activity concluded with a certificate distribution ceremony.

Overall, the orientation session successfully achieved its objectives of raising awareness about gender sensitivity in recruitment, providing practical tools for creating a gender-responsive work environment, and fostering a deeper commitment to gender diversity within the judiciary. The positive feedback from participants underscored the value of the training and highlighted the need for ongoing efforts to strengthen gender parity in the judicial sector.

INTRODUCTION

In pursuit of joint venture, through MoU the Khyber Pakhtunkhwa Judicial Academy and Rozan, a Non-Governmental Organization, working for a violence free society, has planned a series of Orientation Sessions for judicial officers and court staff involved in the process of recruitment of human resource for district judiciary.

The Khyber Pakhtunkhwa Judicial Academy is statutorily mandated to impart training to all justice sector stakeholders, to hold conferences, seminars, workshops, and symposia in matters relating to court management, administration of justice, law, and development of skills in legislative drafting, and to establish liaison with research institutions, universities and other bodies.

Likewise, Rozan, in collaboration with UN-Women, partners with public sector institutions to strengthen their capacity to prevent and respond to Gender Based Violence and Gender Sensitive and Responsive Environment. Currently, it has initiated a project titled “Improving Gender Parity for Strengthening Gender Responsive Justice in Pakistan”. The project aims to strengthen the delivery of gender responsive justice by increasing gender parity within the justice sector institutions, including the judiciary KP & Baluchistan.

RATIONALE OF ORIENTATION SESSION

Pakistan lies at the lower end of the gender parity index globally, with very limited representation of women in various professions and minimal involvement in the overall economic sphere. Similarly, women’s representation in justice sector institutions is also very low. A key factor limiting women's access to the justice system is the predominance of men in response services, including the judiciary. This male dominance creates cultural barriers and a non-facilitating environment that discourages women from approaching formal institutions. Barriers such as a lack of female staff, inadequate infrastructure and services to support women, and insufficient legal knowledge overlap within these institutions, resulting in limited progress for women engaging with the justice system.

The recruitment process of staff requires proactive and well planned approach on one hand and to promote gender parity and responsiveness on the other, to ensure maximum participation. The aim of the orientation session was to engage the court staff of the district judiciary on concepts of gender sensitivity and responsiveness and how these can be incorporated into the recruitment process of female aspirants. It also focused on creating conducive work environment for women in the judiciary.

LEARNING OBJECTIVES

The objectives of training were to;

1. enhance awareness about gender sensitivity recruitment process.
2. understand policies and guidelines of Judiciary in making recruitment process gender sensitive.
3. ensure a conducive environment for female applicants.
4. promote participation of women in open competitive process of recruitment.
5. increase commitment promoting gender diversity in judicial sector.

Inaugural Ceremony:

- **Welcome Address:** Mr. Jehanzeb Shinwari, Director General KPJA
 - **Highlights:** The Director General emphasized the significance of gender-sensitive recruitment processes in the judiciary and the importance of creating a conducive environment for female. He highlighted the need for active participation of the participants to promote gender diversity within the judicial sector.

Academic Sessions:

1. **Understanding GBV, Gender Parity, and Importance of Gender Responsiveness**
 - **Speaker:** Mr. Babar Bashir, Managing Director, Rozan
 - **Focus:** Provided a comprehensive overview of gender-based violence (GBV), gender parity, and the critical role of gender responsiveness in the judiciary. The session emphasized the impact of these factors on recruitment processes and the importance of integrating gender sensitivity into the judicial system.
2. **Best Practices for Gender Sensitive Recruitment Process in Judiciary (Case Studies)**
 - **Speaker:** Mr. Asad Hameed Bangash, District & Sessions Judge
 - **Focus:** Discussed practical approaches and best practices for implementing gender-sensitive recruitment processes within the judiciary. The session included case studies to illustrate successful strategies and the challenges faced in ensuring gender parity.

3. **Interactive Discourse on Challenges in Gender Responsive Recruitment Process (Q&A)**

- **Speaker:** Mr. Zia ur Rehman, Dean Faculty, KPJA
- **Focus:** Engaged participants in an interactive discussion about the challenges encountered in implementing gender-responsive recruitment processes. The session encouraged participants to share their experiences and provided a platform for addressing common obstacles.

Group Activities:

- **Group Work on Gender Responsive Activities**
 - **Participants:** All
 - **Focus:** Participants were divided into four groups to develop and present gender-responsive activities that could be incorporated into the recruitment process. The group work fostered collaboration and allowed participants to apply the concepts discussed in the sessions to real-world scenarios. It was followed by group presentations by each group leader.

Concluding Ceremony:

In the concluding ceremony the Director General KPJA distributed certificates to all participants in recognition of their successful participation and completion of the orientation session. A souvenir was also given to the Mr. Babar Awan, Managing Director Rozan by the Director General KPJA as token of appreciation.

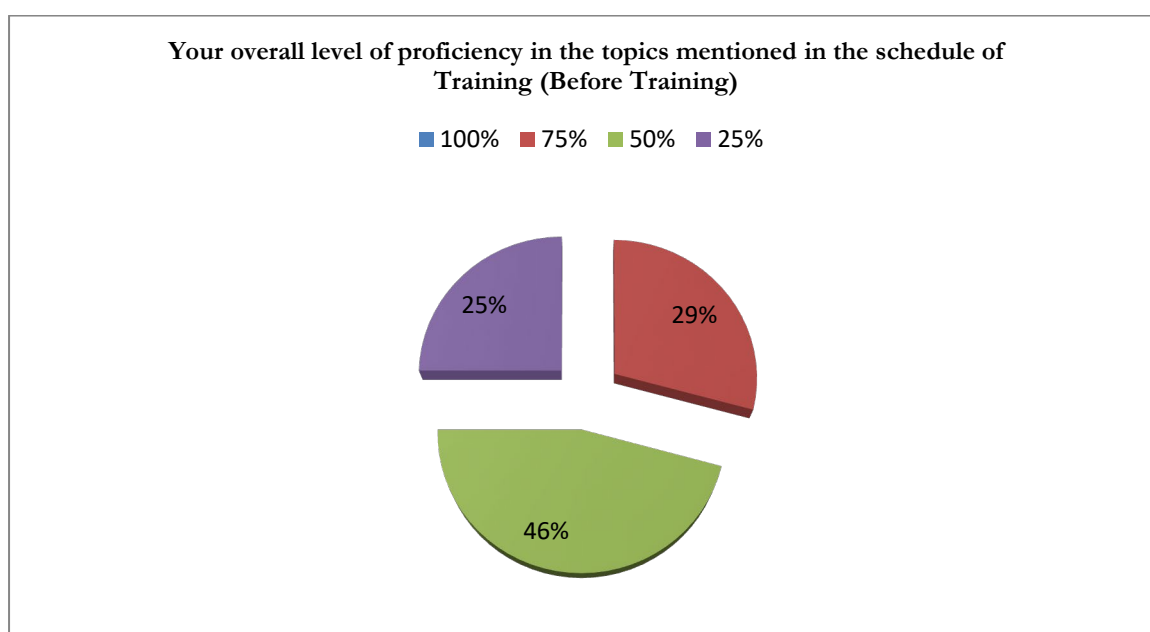
IMPACT OF THE TRAINING

Quality of the training can be assessed by participants' evaluation of the resource persons. Moreover, the participants were asked to comment on the overall quality of the program. Their response and the feedback are shown in graphic form below:

Significant indicator of the training impact is:

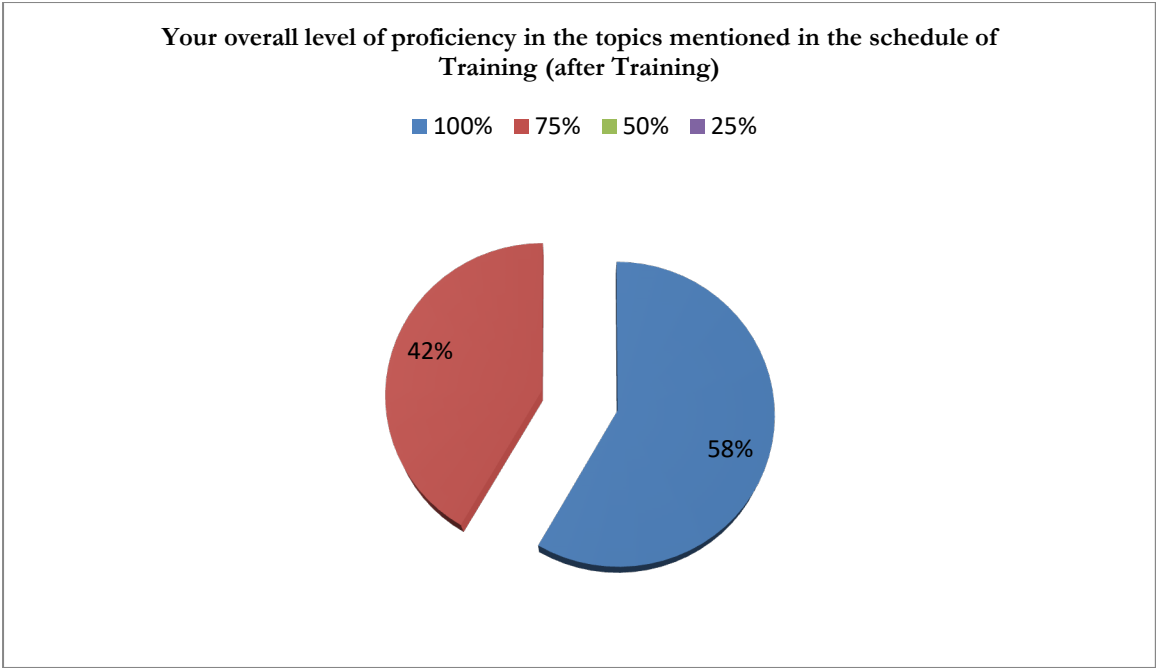
Whether the training contributed to improvement of the knowledge, skills and attitudes of the participants?

Pre-& post-evaluation questionnaires were designed to cater for this aspect. Relevant feedback obtained from the participants is reflected below:



Interpretation:

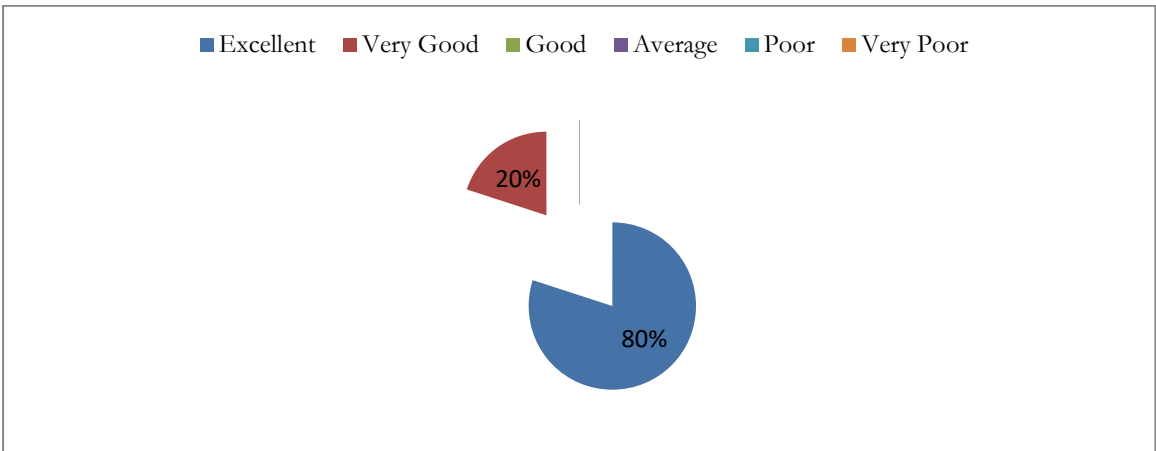
The graphical data reveals that the majority of trainees (71%) had low to intermediate proficiency (25%-50%) in the training topics, highlighting a significant need for foundational skill-building. While 29% had advanced knowledge (75% proficiency), none were fully proficient, emphasizing the importance of a comprehensive training program to address varying knowledge levels.



Interpretation:

The post-training graphical data shows a remarkable improvement, with 58% of trainees achieving full proficiency (100%) and the remaining 42% reaching advanced proficiency (75%). This marks a significant shift from the pre-training state, where no trainees had full proficiency and only 29% were at the 75% level, demonstrating the training's effectiveness in bridging knowledge gaps.

QUALITY OF THE TRAINING



20% of the trainees rated the overall quality of the training program to be very good

80% of the trainees rated the overall quality of the training program to be excellent

RESOURCE PERSONS EVALUATION

The effectiveness of the resource persons was evaluated based on participants' feedback, reflecting their satisfaction and the perceived impact of the sessions. Below is a summary of the evaluation results:

#	Topic	Resource Person	%
1	Interactive Discourse on Challenges in Gender Responsive Recruitment Process (Q&A)	Zia Ur Rehman	90.01
2	Best Practices for Gender Sensitive Recruitment Process in Judiciary (Case Studies)	Mr. Asad Hameed Bangash	84.58
3	Understanding GBV, Gender Parity and Importance of Gender Responsiveness	Mr. Babar Bashir	80.96

Interpretation:

- **Top Performer:** Zia Ur Rehman received the highest rating of 90.01% for his interactive discourse on the challenges in implementing a gender-responsive recruitment process, indicating that this session was particularly well-received and impactful for the participants.
- **Case Studies and Best Practices:** Mr. Asad Hameed Bangash's session on best practices for a gender-sensitive recruitment process, supported by case studies, was rated at 84.58%, reflecting its relevance and practical value to the attendees.
- **Understanding GBV and Gender Responsiveness:** Mr. Babar Bashir's session on understanding gender-based violence (GBV), gender parity, and the importance of gender responsiveness was rated at 80.96%, showing a solid level of engagement and effectiveness.

Overall, the resource persons were well-received, with all sessions scoring above 80%, demonstrating the success of the training in effectively addressing key topics related to gender-responsive recruitment in the judiciary.

FEEDBACK

Throughout the training session, participants provided valuable feedback, which is summarized below:

Overall Conduciveness of the Training Environment

- **Feedback:** "The training environment was very conducive to learning. The sessions were well-paced, and the interactive format kept us engaged throughout the day. The balance between theory and practical application was excellent."

Impact on Professional Development

- **Feedback:** "This orientation has significantly enhanced our understanding of how gender sensitivity can be integrated into recruitment. We feel more equipped to advocate for and implement changes in our recruitment processes that will promote gender diversity in the judiciary."

Suggestions for Future Training

- Feedback: "It would be great to have more time for each session, especially on the practical implementation of gender-sensitive recruitment strategies. We also think additional follow-up sessions could help reinforce these concepts and track progress in our respective districts."

CONCLUSION

The One-Day Orientation Session on Gender Responsive & Sensitive Recruitment Process for Court Staff, held on July 13, 2024, successfully met its goals of enhancing participants' understanding of gender sensitivity in recruitment and promoting gender diversity within the judiciary. The session provided valuable insights, practical strategies, and opportunities for collaborative learning.

Participants left with a stronger commitment to implementing gender-responsive practices, ensuring a more inclusive and equitable recruitment process in their respective districts. This orientation marks a significant step towards fostering gender parity in the judicial sector.

ANNEXURES

- **ANNEX-A: LIST OF PARTICIPANTS**
- **ANNEX-B: SCHEDULE OF TRAINING**
- **ANNEX-C: TRAINING IN PICTURES**

ANNEX-A: LIST OF PARTICIPANTS

S. No	NAME	DESIGNATION
1	Mr. Tanveer Ahmad	Computer Operator
2	Mr. Muhammad Arif	Senior Clerk/COC
3	Mr. Sahib Khan	Bailiff
4	Ms. Makia Bibi	Process Server
5	Ms. Adeena Nasir	Junior Clerk
6	Ms. Sana Kouser	Junior Clerk
7	Mr. Aqeeq Ahamd	Junior Clerk
8	Ms. Ghazal Shahab	Junior Clerk
9	Mr. Muhammad Sajjad	Junior Clerk
10	Sayed Abdul Aziz Bukhari	Computer Operator
11	Mr. Amjad Khan	Computer Operator
12	Mr. Yousaf Ali	Senior Clerk/COC
13	Sayad Zaid Ali Shah	Junior Clerk
14	Ms. Sumera	Computer Operator
15	Ms. Naheed Begum	Junior Clerk

16	Ms. Fatma	Female Support Assistant
17	Mr. Manzoor Khan	Civil Nazir
18	Mr. Amjad Ali Khan	Assistant
19	Mr. Sardar Hussain	Computer Operator
20	Ms. Maria Komal	Computer Operator
21	Ms. Hina Urooj	Computer Operator
22	Mr. Ibrahim	Junior Clerk
23	Syed Muhommad Uzair	Junior Clerk
24	Ms. Yousra Sami	Junior Clerk

ANNEX-B: SCHEDULE

Proceedings	Timing	Resource Persons
Registration	0800-0830	Faculty
Inaugural Ceremony	0830-0900	Academy
Introductions	0900-0915	Faculty
Understanding GBV, gender parity and importance of gender responsiveness	0915-1030	Mr. Babar Bashir, Dev: Practitioner & Managing Director, ROZAN
Tea Break	1030-1100	
Best Practices for gender sensitive recruitment process in judiciary (Case Studies)	1100-1230	Mr. Asad Hameed Bangash, DSJ/Judge Consumer Court, Peshawar
Interactive Discourse on challenges in gender responsive recruitment process(Q&A)	1230-1300	Mr. Zia-ur-Rehman, Dean Faculty, KPJA.
Lunch Break	1300-1400	
Group Work (Participants to be divided in 04 groups for working out gender responsive activities followed by group presentations).	1400-1500	Faculty
Taking Pledges	1500-1520	Participants
Concluding Ceremony & Certificate Distribution	1520-1550	Academy

ANNEX-C: TRAINING IN PICTURES











