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# KHYBER PAKHTUNKHWA JUDICIAL ACADEMY

02-Day Orientation Session for Court Staff on Gender-Based Violence (GBV)  
(12-13 September, 2024)



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Standing L to R-1: Mr. Muhammad Asif, Mr. Ahsan Khan, Mr. Shauzeeb Ali, Mr. Najeem-Ullah, Mr. Qaiser Abbas, Mr. Muhammad Salman, Mr. Muhammad Ayub, Mr. Abdul Munaim, Mr. Safwan ur Rehman, Mr. Muhammad Abbas, Mr. Imad Ullah, Mr. Ahsan Hassan, Mr. Hassan Yasir, Mr. Imran Hassan, Mr. Khalid ur Rehman, Mr. Faisal Hassan, Mr. Farooq ur Rehman.

Standing L to R-2: Mr. Shahid Zaheer, Mr. Anwar Hassan, Mr. Kamal Hassan, Mr. Javed Khan, Mr. Saad Ullah.

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**KHYBER PAKHTUNKHWA JUDICIAL ACADEMY, OLD SESSIONS COURT BUILDING, JAIL ROAD, PESHAWAR, KHYBER PAKHTUNKHWA, PAKISTAN**

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## EXECUTIVE SUMMARY

The 02-Day Orientation Session for Court Staff on Gender-Based Violence (GBV), held on **12th and 13th September 2024**, aimed to enhance the understanding and responsiveness of court staff regarding Gender-Based Violence. Organized by the **Khyber Pakhtunkhwa Judicial Academy (KPJA)** in collaboration with **UNDP** and other partners under the "**Deliver Justice Project**," the session sought to create a gender-responsive infrastructure and equip court officials with the knowledge, skills, and tools necessary to support GBV victims. Court staff from target districts, including **Bajaur, Chitral, and Kurram**, participated in the training.

The primary objective of the training was to raise awareness about GBV, deepen understanding of the challenges GBV survivors face in accessing justice and provide participants with the necessary tools to support survivors effectively. The training was designed to foster an interactive and comprehensive understanding of GBV, covering topics such as trauma, stereotypes and survivor-centric processes. Resource persons from KPJA and the judiciary shared their expertise, enhancing participants' understanding of GBV and their ability to assist survivors in accessing justice.

This report provides a detailed overview of the training. It begins with the executive summary, followed by the background, aim of the orientation sessions and training objectives. The proceedings section offers a day-by-day account of the sessions, while the impact and quality of the training sections evaluate its effectiveness. The resource persons' evaluation and feedback sections provide insights from participants and facilitators. The report concludes with annexure, including a list of participants, the training schedule and photographs from the event.

## BACKGROUND

With the support of the European Union, UNDP, UN Women and UNODC are implementing the project “*Promoting Rule of Law and Enhancing the Criminal Justice System in Khyber Pakhtunkhwa including Merged Districts, and Balochistan*” – the **Deliver Justice Project**. The overall objective of the Project is to strengthen the rule of law and equal access to justice, particularly for women and marginalized groups. The Project aligns with government priorities and policies including the KP Rule of Law Roadmap (2018), Tribal Decade Strategy (2020-2030), and KP Women’s Empowerment Policy (2017).

The Project has three specific objectives:

1. Support reform processes to ensure delivery of people-centred justice.
2. Enhance access to justice for all, particularly women and less privileged groups.
3. Improve service delivery of the security sector in line with constitutional safeguards and international standards.

Orientation sessions for court staff on GBV falls under objective 3 of the Deliver Justice Project.

## AIM OF ORIENTATION SESSIONS

The orientation session had duration of two days. The aim of the orientation sessions for court staff on Gender-Based Violence is to create a conducive environment for women in courts through gender-responsive infrastructure and initiatives in selected districts of KP by supporting the KP District Judiciary.

## TRAINING OBJECTIVES

The orientation sessions for court staff have three key objectives:

1. To increase awareness and knowledge of GBV.
2. To increase understanding of the challenges GBV victims/survivors face in accessing justice.
3. To provide with the knowledge, skills and tools to better support GBV victims/survivors.

## PROCEEDINGS

The daily activities of this 02-days Specialized Training and lecture synopses are briefly encapsulated below:

### DAY 1: 12TH SEPTEMBER 2024

#### Inaugural Ceremony:

**Chair:** Mr. Jehanzeb Shinwari, Director General KPJA

**Welcome Address:** Mr. Jehanzeb Shinwari, Director General KPJA

**Highlights:** Director General, KPJA emphasized the importance of creating a supportive and gender-sensitive court environment for GBV survivors. He further stressed the need for awareness and understanding of GBV among court staff to ensure fair justice and support for victims.

**Guest Remarks (UNDP Representative):** Ms. Salma Zeb, Legal Aid & ADR Officer, Rule of Law Programme, UNDP expressed UNDP's support for enhancing the criminal justice system in KP through capacity-building initiatives for court staff.

#### Academic Sessions:

- **Key Concepts and Types of GBV**

**Speaker:** Mr. Arshad Ali Mohmand, Civil Judge/JM Dargai at Malakand

**Focus:** Provided foundational knowledge on Gender-Based Violence (GBV), including its various forms and impacts on victims. Participants discussed the social and legal definitions of GBV and the role of courts in addressing such cases.

- **Myths and Stereotypes & Trauma**

**Speaker:** Ms. Zeba Rasheed, Judge Consumer Protection Court, Kohat

**Focus:** Addressed common myths and stereotypes associated with GBV that hinder victims' access to justice. The session also explored the psychological trauma experienced by survivors and the need for trauma-informed approaches within the judicial system.

## DAY 2: 13TH SEPTEMBER 2024

### Morning Review:

Participants reflected on key takeaways from Day 1, sharing feedback and discussing the application of learned concepts in their daily roles.

### Academic Sessions:

- **Challenges for Survivors to Access Justice & Components of Women's Access to Justice**

**Speaker:** Ms. Faryal Zia Mufti, District & Sessions Judge/Director Instructions, KPJA

**Focus:** Examined the legal, social, and general barriers GBV survivors face in accessing justice. The session emphasized the importance of creating survivor-centric court processes to improve their experience and ensure equal access to justice.

- **International and National Best Practices & Handling GBV Victims/Survivors: Role Play Exercise**

**Speaker:** Mr. Asad Hameed, Judge Member Inspection Team, Peshawar High Court

**Focus:** Shared international and national best practices for managing GBV cases. Participants engaged in role-play exercises to better understand and practice handling GBV survivors in court, with a focus on compassion, confidentiality, and professionalism.

### Concluding Ceremony:

**Closing Remarks:** The class representative thanked the KPJA for organizing the orientation and highlighted the practical knowledge gained from the training. Mr. Jehanzeb Shinwari congratulated the participants and emphasized the importance of implementing the training lessons in their daily work to better support GBV survivors.

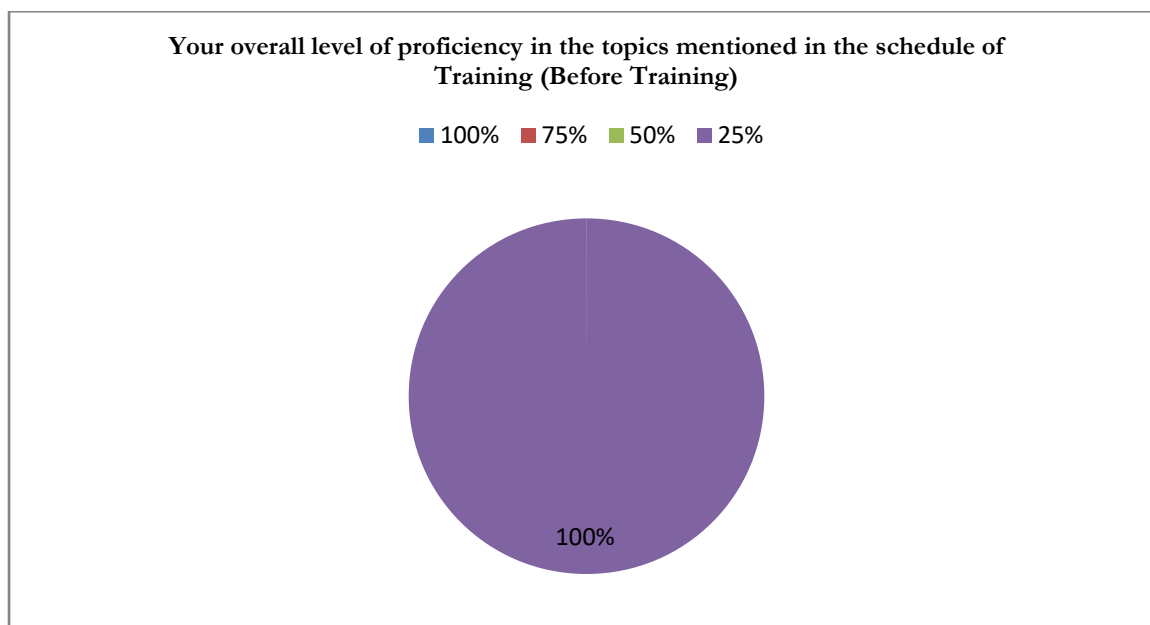
**Certificates:** Distributed to all participants in recognition of their successful completion of the training.

## IMPACT OF TRAINING

Significant indicator of the training impact is:

Whether the training contributed to increase in the knowledge and skills of the participants?

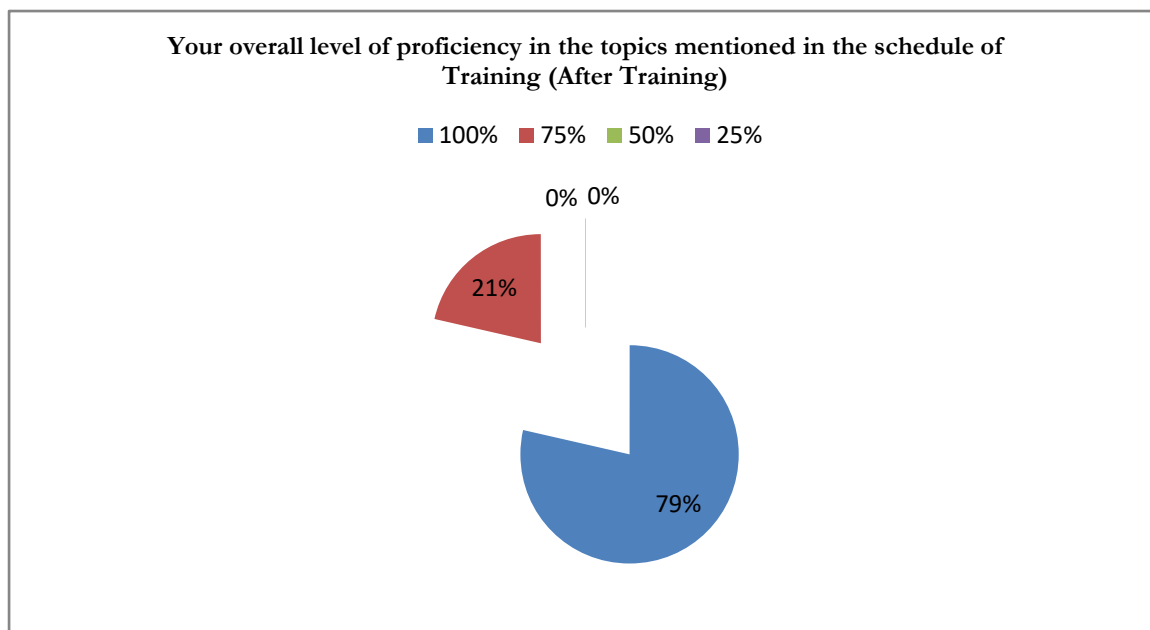
The pre-& post-evaluation questionnaire was designed to deal with this aspect. The relevant feedback obtained from the participants is reflected below:



### Interpretation:



The above pie-chart represents the level of trainee's proficiency in the topics of the training schedule before the commencement of the subject training:

■ Represents 25% level of proficiency- indicated by 100% of the trainees.



**Interpretation:**

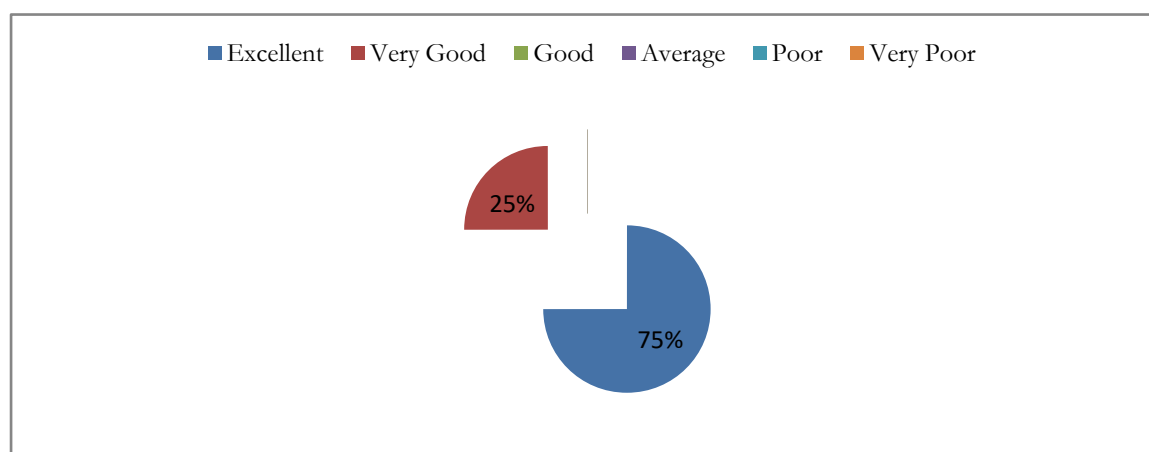
The above pie chart represents the level of trainee's proficiency in the topics of the training schedule after the conclusion of the subject training:

-  Represents 75% level of proficiency- indicated by 21% of the trainees.
-  Represents 100% level of proficiency- indicated by 79% of the trainees.

## QUALITY OF THE TRAINING

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

### OVERALL QUALITY OF TRAINING PROGRAM



- 25% of the trainees rated the overall quality of the training program to be very good
- 75% of the trainees rated the overall quality of the training program to be excellent

### RESOURCE PERSON EVALUATION

| Resource Person      | Topic  | Percentage |
|----------------------|--|------------|
| Ms. Faryal Zia Mufti | Components of Women's access to justice            | 96.11      |
| Ms. Faryal Zia Mufti | Challenges for survivors to access justice         | 95.44      |
| Mr. Asad Hameed      | International and national Best Practices          | 92.22      |
| Mr. Asad Hameed      | Handling GBV victims/survivors: Role play exercise | 90.93      |
| Ms. Zeba Rasheed     | Myths and stereotypes                              | 89.02      |
| Ms. Zeba Rasheed     | Trauma   | 88.22      |
| Mr. Arshad Ali       | Key Concepts                                       | 87.14      |
| Mr. Arshad Ali       | Types of GBV                                       | 85.88      |

## FEEDBACK

The participants shared their feedback after the training, which is summarized under the following headings:

- **Extend Training Period:** The participants remarked that training should have been for at least a week.
- **Organize More Frequently:** The participants urged that such trainings should be organized more often.

## CONCLUSION

The 02-Day Orientation Session for Court Staff on Gender-Based Violence effectively provided participants with essential knowledge and practical skills to better support GBV survivors within the court system. The sessions covered a range of topics, from foundational concepts of GBV to survivor-centric best practices, helping court staff to better understand and navigate the complexities of GBV cases. The training reinforced the importance of empathy, confidentiality, and professionalism when dealing with survivors, and participants expressed a high level of satisfaction with both the content and delivery of the training. This orientation marks a positive step towards a more gender-responsive justice system in Khyber Pakhtunkhwa.

**ANNEXURE**

**ANNEX-A: LIST OF PARTICIPANTS**

**ANNEX-B: SCHEDULE OF ACTIVITIES**

**ANNEX-C: TRAINING IN PICTURE**

**ANNEXURE-A: PARTICIPANTS**

| <b>S.No</b> | <b>Name</b>                    | <b>Designation</b> | <b>Station</b> |
|-------------|--------------------------------|--------------------|----------------|
| 1.          | Mr. Mohammad Ayub              | Computer Operator  | Bajaur         |
| 2.          | Mr. Muhammad Salman            | Stenographer       |                |
| 3.          | Mr. Muhammad Rizwan Ullah Khan | Senior Clerk       |                |
| 4.          | Mr. Abdur Rahman               | Senior Clerk       |                |
| 5.          | Mr. Abdul Munaiem              | Junior Clerk       |                |
| 6.          | Mr. Imdad Ullah                | Junior Clerk       |                |
| 7.          | Mr. Saeed Ullah                | Junior Clerk       |                |
| 8.          | Mr. Muhammad Abas              | Junior Clerk       |                |
| 9.          | Mr. Javid Khan                 | Muharrir           |                |
| 10.         | Mr. Shahid Zaman               | Stenographer       | Chitral Lower  |
| 11.         | Mr. Altaf Hussain              | Computer Operator  |                |
| 12.         | Mr. Khalil Ur Rahman           | Senior Clerk       |                |
| 13.         | Mr. Hazrat Yusaf               | Computer Operator  |                |
| 14.         | Mr. Fateen ur Rahman           | Computer Operator  |                |
| 15.         | Mr. Arbab ul Haq               | Stenographer       |                |
| 16.         | Mr. Faisal Hassan              | Computer Operator  |                |
| 17.         | Mr. Muhammad Asif              | Stenographer       |                |
| 18.         | Mr. Qaiser Abbas               | Senior Clerk       |                |
| 19.         | Mr. Najeebullah                | Reader             |                |
| 20.         | Mr. Khurshid Ali               | Senior Clerk       |                |
| 21.         | Mr. Javid Hussain              | Muharrir           |                |
| 22.         | Mr. Kamal Hussain              | Naib Qasid         |                |
| 23.         | Mr. Shams Ur Rehman            | Reader             |                |
| 24.         | Mr. Imtiaz Hussain             | Junior Clerk       |                |
| 25.         | Mr. Aslam Khan                 | Computer Operator  |                |
| 26.         | Mr. Qaiser Abbas               | Senior Clerk       |                |
| 27.         | Mr. Najeebullah                | Reader             |                |
| 28.         | Mr. Khurshid Ali               | Senior Clerk       |                |

## ANNEXURE-C: SCHEDULE

| Date and Time   | Sessions                          | Facilitator   |
|---|-----------------------------------|---|
| 08:00-08:15hrs  | Registration                      | KPJA  |
| 08:15-08:20hrs  | Recitation from the Holy Quran    | KPJA  |
| 08:20-08:25hrs  | National Anthem                   | KPJA  |
| 08:25-08:30hrs  | Welcome remarks                   | DG, KP Judicial Academy   |
| 08:30-08:35hrs  | <i>Group Photo</i>                | KPJA  |
| 08:35-08:45hrs  | Pre-training questionnaire        | KPJA  |
| <b>Part 1: Key Concepts and Context</b>                       |                                   |   |
| 08:45-10:00hrs  | Session 1A: Key Concepts          | Mr. Arshad Ali Mohmand,<br>Civil Judge /JM Dargai at<br>Malakand                            |
| 10:00-11:15hrs  | <i>Session 1B: Types of GBV</i>   | Mr. Arshad Ali Mohmand,<br>Civil Judge /JM Dargai at<br>Malakand                            |
| 11:15-11:45hrs  | Tea Break                         |   |
| <b>Part 2: Challenges for GBV survivors to access justice</b> |                                   |   |
| 11:45-01:00hrs  | Session 2A: Myths and stereotypes | Ms. Zeba Rasheed, Judge<br>Consumer Protection Court<br>Kohat /District & Sessions<br>Judge |
| 01:00-02:15hrs  | Session 2B: Trauma                | Ms. Zeba Rasheed, Judge<br>Consumer Protection Court<br>Kohat /District & Sessions<br>Judge |
| 02:15- onwards  | Lunch & Prayers                   |   |

### Agenda - Day 2 (13<sup>th</sup> September, 2024)

| Date and Time                                   | Sessions   | Facilitator   |
|---|--|---|
| <b>08:00-08:30hrs</b>                           | Reflections from Day 1                                 | KPJA  |
| <b>Part 3: Survivor-Centric Court Processes</b> |  |   |
| <b>08:30-09:15hrs</b>                           | Session 3A: Challenges for survivors to access justice | Ms. Faryal Zia Mufti,<br>District & Sessions Judge/<br>Director Instructions, |

|                       |  |   |
|-----------------------|--|---|
|                       |  | KPJA  |
| <b>09:15-10:00hrs</b> | <i>Session 3B: Components of Women's access to justice</i>   | Ms. Faryal Zia Mufti,<br>District & Sessions Judge/<br>Director Instructions,<br>KPJA |
| <b>10:00-10:30hrs</b> | Tea Break  |   |
| <b>10:30-11:45hrs</b> | Session 3C:International and national Best Practices Survivor centric court processes<br>Legal Aid | Mr. Asad Hameed, Judge<br>Member Inspection Team<br>Peshawar High Court,<br>Peshawar  |
| <b>11:45-01:00hrs</b> | Session 3D: Handling GBV victims/survivors:<br>Role play exercise                                  | Mr. Asad Hameed, Judge<br>Member Inspection Team<br>Peshawar High Court,<br>Peshawar  |
| <b>01:00-01:20hrs</b> | Post-training questionnaire  | KPJA  |
| <b>01:30-02:00hrs</b> | Closing remarks and certificate distribution   | KPJA  |
| <b>02:00 onwards</b>  | Lunch and Prayers  |   |

**ANNEX-C: TRAINING IN PICTURES:**

Inaugural ceremony





Mr. Arshad Ali Mohmand, Civil Judge /JM Dargai at Malakand delivering lecture on Key Concepts & Types of GBV



Ms. Zeba Rasheed, Judge Consumer Protection Court Kohat /District & Sessions Judge on Myths and Stereotypes



Reflections from Day 1



Lectures of Ms. Faryal Zia Mufti, District & Sessions Judge/ Director Instructions, KPJA on “Challenges for survivors to access justice” & “Components of Women’s access to justice”



Mr. Asad Hameed, Judge Consumer Protection Court Peshawar /District & Sessions Judge on “International and national Best Practices Survivor centric court processes Legal Aid” & “Handling GBV victims/survivors: Role play exercise”



Closing Remarks and Certificate Distribution












  
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Sitting L to R: Mr. Arshad Haq, Mr. Ahsan Ali, Mr. Lal Shah (Dn-IT), Syed Munoor Ali Shah (Sudhar) (HR/HR), Dr. Qazi Anab Ullah (SOP/PS), Mr. Dost Muhammad Khan (SDAL), Mr. Shauzeeb Sharwan - (Director General), Mr. Zia ur Rehman (Dosa Facility), Mr. Haq Khan (Dn-Inv-3), Mr. Faraz Zia Mulla (Dn-Inv-1), Mr. Waqar Ali (Dn-Inv-RE), Mr. Sajid Anwar (Adopt Officer), Mr. Abdul - Rahman, Mr. Muhammad Hameed Ullah Khan,  
 Standing L to R-1: Mr. Muhammad Asif, Mr. Ahsan Khan, Mr. Sharif Ali, Mr. Najib Ullah, Mr. Qaiser Abbas, Mr. Muhammad Salim, Mr. Muhammad Anab, Mr. Abdul Majeed, Mr. Salim ur Rehman, Mr. Muhammad Abbas, Mr. Imad Ullah, Mr. Amir Hameed, Mr. Hameed Hameed, Mr. Khalid ur Rehman, Mr. Faraz Hameed, Mr. Faraz ur Rehman,  
 Standing L to R-2: Mr. Shahid Zaman, Mr. Javed Hameed, Mr. Javed Khan, Mr. Saad Ullah