



## KHYBER PAKHTUNKHWA JUDICIAL ACADEMY

02-Day Orientation Session for Court Staff on Gender-Based Violence (GBV)

(9-10 September, 2024)

Funded by  
the European Union



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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 9th & 10th September 2024, aimed to enhance the understanding and responsiveness of court staff regarding Gender-Based Violence. The session was organized by the Khyber Pakhtunkhwa Judicial Academy (KPJA) in collaboration with UNDP and other partners under the Deliver Justice Project, to create gender-responsive infrastructure and to give court staff with the knowledge and skills to better support GBV victims. Court staff from target Districts i.e. Khyber, Swat, Kohat, Peshawar and Mardan participated in the session.

The orientation's primary objectives was to raise awareness of GBV, increase understanding of the challenges GBV survivors face in accessing justice, and equip participants with the necessary tools to support these survivors more effectively. The training was structured to promote an interactive and comprehensive understanding of GBV, including trauma, stereotypes, and survivor-centric court processes.

This report is structured to provide a comprehensive overview of the training. It begins with the executive summary, followed by the background, aim of the orientation sessions and training objectives. The proceedings provide a detailed account of each day's sessions, while the impact of the training and quality of the training sections evaluate its effectiveness. The resource persons' evaluation and feedback part offer insights into the participants' and facilitators' perspectives, and the report concludes with annexure including the list of participants, schedule, and training pictures.

## 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-centered 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 fall 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 session for court staff on Gender-Based Violence was 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.

## TRAINING OBJECTIVES

The orientation session for court staff had 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 for better support to the GBV.

## TARGET PARTICIPANTS, DISTRICTS AND FACILITATORS

The selected participants for the GBV orientation session were court staff (both male & female) working at District Court level in Khyber Pakhtunkhwa. The orientation session had 25 participants. The districts in KP under the Deliver Justice Project were: Peshawar, Swat, Chitral, Khyber, Kurram, Bajaur, Kohat and Mardan.

Facilitators and Trainers from Khyber Pakhtunkhwa Judicial Academy and District Courts conducted the training. The training for Court Staff on GBV, as per following schedule, was arranged.

## PROCEEDINGS

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

### DAY 1: 9TH SEPTEMBER 2024

#### **Inaugural Ceremony:**

- Chair: Mr. Jehanzeb Shinwari, Director General, KPJA
- **Welcome Address:** Director General, KPJA welcomed the participants and emphasized the importance of understanding GBV and its implications in the judicial system, particularly in creating a supportive environment for victims.

#### **Academic Sessions:**

##### **Key Concepts and Types of GBV**

- Speaker: Mr. Asif Raza, Senior Civil Judge, Hangu
- Focus: The session introduced the key concepts of GBV, explaining its various forms and how it manifests in society. The discussions also focused on the legal definitions and the importance of recognizing GBV in its multiple forms to ensure proper support for survivors.

##### **Myths and Stereotypes & Trauma**

- Speaker: Ms. Zeba Rasheed, Judge Consumer Protection Court, Kohat
- Focus: Ms. Rasheed dispelled common myths and stereotypes surrounding GBV. The session also covered trauma that survivors experience, stressing the need for sensitivity and proper handling in judicial settings.

### DAY 2: 10TH SEPTEMBER 2024

#### **Morning Review:**

The day started with reflections from Day 1. Participants shared feedback and key take aways from the previous sessions, leading to further discussions.

## **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: The sessions explored the obstacles GBV survivors face in accessing justice, including systemic barriers and social stigmas. Ms. Faryal Zia Mufti provided an in-depth analysis of how these challenges can be addressed through better support systems and legal processes.

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

- Speaker: Mr. Asad Hameed, Member Inspection Team, Peshawar High Court
- Focus: Mr. Asad Hameed led a session on international and national best practices for handling GBV cases. He concluded with a role-play exercise where participants practiced interacting with GBV survivors, emphasizing empathy and survivor-centric approaches.

## **Concluding Ceremony:**

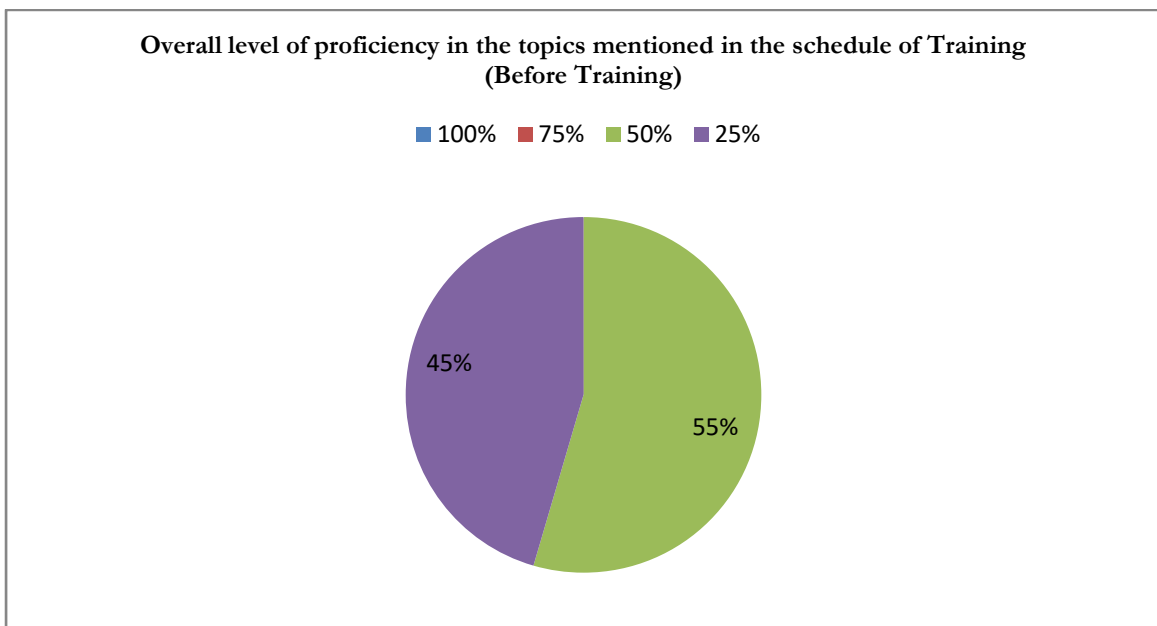
- Chief Guest: Mr. Jehanzeb Shinwari, Director General, KPJA
- Remarks: Director General, KPJA praised the participants for their active engagement and encouraged them to apply the lessons learnt in their professional roles.
- Guest Remarks: Ms. Caitlin Chittenden, Rule of Law Specialist, UNDP, emphasized the importance of continued training in gender-responsive justice practices.
- Certificates: Certificates were distributed to participants.

## IMPACT OF TRAINING

Significant indicator of the training impact is:



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

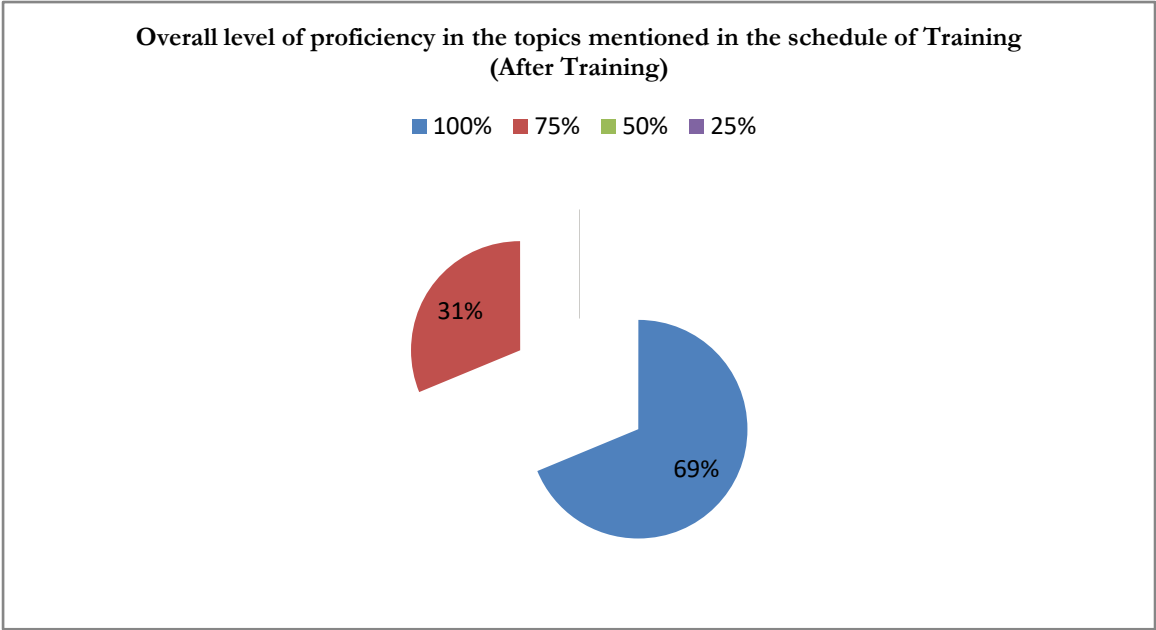
The pre-& post-evaluation questionnaire was designed to deal with this aspect. The relevant feedback obtained from the participants is reflected below:



### 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 45% of the trainees.
-  Represents 50% level of proficiency- indicated by 55% of the trainees.



**Interpretation:**

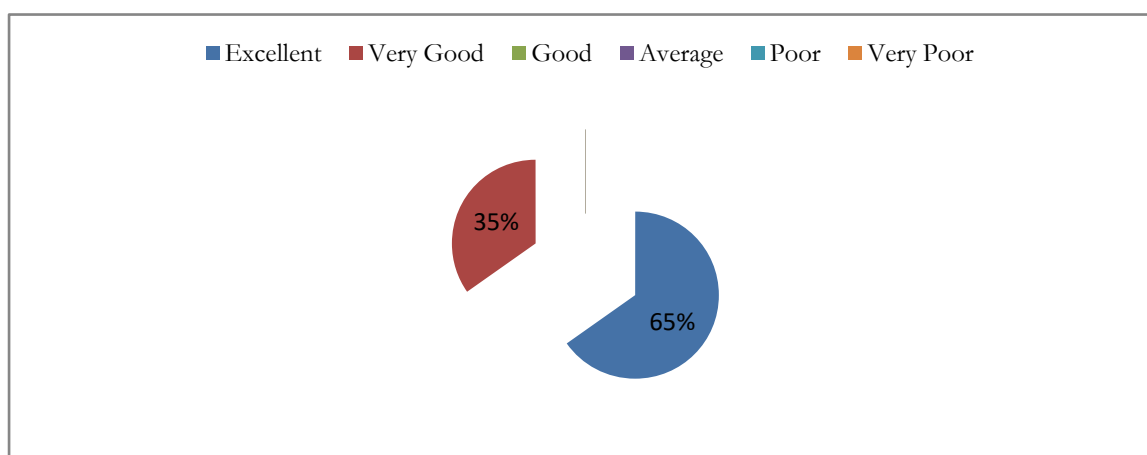
The above pie chart represents the level of trainee’s proficiency in the topics of the training schedule after the conclusion of the subject training:

-  Represents 75% level of proficiency- indicated by 31% of the trainees.
-  Represents 100% level of proficiency- indicated by 69% 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



35% of the trainees rated the overall quality of the training program to be very good

65% 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	94.98
Ms. Faryal Zia Mufti	Challenges for survivors to access justice	94.44
Mr. Asad Hameed	International and national Best Practices	91.11
Mr. Asad Hameed	Handling GBV victims/survivors: Role play exercise	90.03
Ms. Zeba Rasheed	Myths and stereotypes	90.02
Ms. Zeba Rasheed	Trauma	89.22
Mr. Asif Raza	Types of GBV	84.09
Mr. Asif Raza	Key Concepts	83.33

## FEEDBACK

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

### 1. Duration of Training

- **Extend Training Period:** The participants remarked that training should have been for at least a week.

### 2. Frequency of Training

- **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 successfully 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

S.No	Name	Designation	Station
1.	Mr. Muhammad Shoaib	Stenographer	Kohat
2.	Mr. Muhammad Khalid	Computer Operator	
3.	Mr. Kamal Shah	Reader	
4.	Ms. Sana Kouser	Assistant	
5.	Mr. Hamad Ahmad	Computer Operator	Mardan
6.	Mr. Salih Muhammad	Junior Clerk	
7.	Ms. Aiman Saleh	Reader	
8.	Ms. Khadija Bibi	Reader	
9.	Ms. Shaheena Anwar	Reader	
10.	Mr. Niaz Muhammad	Senior Clerk	Swat
11.	Mr. Shabir Ahmad	Steno-Typist	
12.	Mr. Aziz-ur- Rashid	Junior Clerk	
13.	Mr. Javid Ali	Senior Clerk	
14.	Mr. Imran	Junior Clerk	
15.	Mr. Irfan Ullah	Computer Operator	Khyber
16.	Mr. Arshad Ali	Stenographer	
17.	Mr. Muhammad Sahid Khan	Reader	
18.	Mr. Farman Ullah	Assistant	Peshawar
19.	Mr. Mansab Ali	Reader	
20.	Mr. Muhammad Imran	Reader	
21.	Mr. Tahir Khan	Reader	
22.	Ms. Gulnar	Computer Operator	
23.	Mr. Kashif Khan	Computer Operator	
24.	Mr. Gul Rehman	Stenographer	
25.	Mr. Iskal Shoukat	Steno-Typist	

## 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. Asif Raza, Senior Civil Judge , Hangu
10:00-11:15hrs	<i>Session 1B: Types of GBV</i>	Mr. Asif Raza, Senior Civil Judge , Hangu
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 Consumer Protection Court Kohat
01:00-02:15hrs	Session 2B: Trauma	Ms. Zeba Rasheed, Judge Consumer Protection Court Kohat
02:15- onwards	Lunch & Prayers	

Agenda - Day 2 (10<sup>th</sup> September, 2024)

Date and Time	Sessions	Facilitator
08:00-08:30hrs	Reflections from Day 1	KPJA
<b>Part 3: Survivor-Centric Court Processes</b>		
08:30-09:15hrs	Session 3A: Challenges for survivors to access justice	Ms. Faryal Zia Mufti, District & Sessions Judge/ Director Instructions, KPJA
09:15-10:00hrs	<i>Session 3B: Components of Women's access to justice</i>	Ms. Faryal Zia Mufti, District & Sessions Judge/ Director Instructions, KPJA

10:00-10:30hrs	Tea Break	
10:30-11:45hrs	Session 3C:International and national Best Practices Survivor centric court processes Legal Aid	Mr. Asad Hameed, Member Inspection Team, PHC
11:45-01:00hrs	Session 3D: Handling GBV victims/survivors: Role play exercise	Mr. Asad Hameed, Member Inspection Team, PHC
01:00-01:20hrs	Post-training questionnaire	KPJA
01:30-02:00hrs	Closing remarks and certificate distribution	KPJA
02:00 onwards	Lunch and Prayers	

## ANNEX-C: TRAINING IN PICTURES:

### Inaugural Ceremony



Mr. Asif Raza, Senior Civil Judge, Hangu- delivering lecture on Key Concepts & Types of GBV



Lecture of Ms. Zeba Rasheed, Judge Consumer Protection Court Kohat /District & Sessions Judge on “Myths and stereotypes” and “Trauma”



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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# KHYBER PAKHTUNKHWA JUDICIAL ACADEMY

## 02-Day Orientation Session for Court Staff on Gender-Based Violence (GBV)

(9-10 September, 2024)



UN  
WOMEN



String L to H

Mr. Manzob Ali, Mr. Karim Khan, Mr. Lal Shadi (De-IT), Syed Munsoor Ali Shah Bakhtiar (BPKO), Mr. Iqbal Muhammad Khattak (SIAL), Mr. Saleem Zafar (UNDP), Mr. Jinnah Shariq (Director General), Mr. Zahir Rehman (Deputy Director), Ms. Hira Khattak (De-IT), Ms. Farhat Zia Malik (De-IT), Ms. Wagah Ali (De-IT), Ms. Sajid Anwar (Admin Officer), Ms. Kanwal Shah, Mr. Gool Rehman.

Standing L to R

Ms. Arshad Ali, Ms. Hira Ullah, Munawwar Shouk, Mr. Nisar Muhammad, Mr. Haris Akmal, Mr. Ahsan Rafiq, Mr. Javed Ali, Mr. Muhammad Saif Khan, Mr. Muhammad Imran, Mr. Anwar Saifi, Ms. Khadija, Mr. Shabir Ahmad, Ms. Gulzar, Mr. Saad Kooner, Mr. Imran, Mr. Saib Muhammad, Mr. Iqbal Shoukat, Mr. Muhammad Khalid, Mr. Farman Ullah, Mr. Shabbir Ahmad, Mr. Tahir Khan.