



Report

01-Day Training Session on

Gender Sensitivity & Handling of Litigants

of Gender Based Courts

July 16, 2022



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CONTENTS

1.0 Introduction.....	3
1.1 Need for Training	3
1.2 Objectives	4
1.3 Learning Outcome	4
2.0 Participants	5
3.0 Trainers.....	7
4.0 Schedule Of Training Session	8
5.0 Proceedings.....	11
6.0 Impact Of Training	12
7.0 Quality Of The Training	13
7.2. Resource Person Evaluation	14
7.3 Feed-Back	14
8.0 Concluding Remarks	14
9.0 Group Photo.....	15

1.0 Introduction

Violence of any genre disrupts growth and harmony in a society. When violence permeates through unconscious assimilation; it gets internalized in a society resulting in insensitivity. An insensitive approach and behavior entraps victim of violence in vicious cycle of secondary victimization. In contemporary era, violence directed against an individual owing to their peculiar gender (Gender-Based Violence GBV), constitutes one of the significant concern regarding human rights violations in the world, resulting in gross gender inequality. To externalize structural violence from a society and to ensure equality of citizens; primarily state organizations are obliged to prevent and protect citizens against violence of all forms.

“States likewise are, responsible for creating a legal and policy framework in which everyone’s human rights can be enjoyed and exercised, including protection against violence towards women and children and treating victims/survivors with dignity and respect throughout the criminal justice process, as well as ensuring defendant’s right to a fair trial”¹.

The agonies faced by Victims/Survivors of violence through secondary victimization at the hands of “duty bearers” require instilling of a sense of collective responsibility to protect and prevent a victim against continuing violence. State agencies responsible to implement law for protecting victims require a transformation of behavioral approach in aiding victims/survivors during criminal justice process. A **victim centered approach**² and **Human Rights based approach** as contrary to **system-centered** one, is required to develop the capacities of the “duty-bearers” by understanding basic concept of Gender Based Violence and to have a Gender Perspective in applying tools in aid and assistance of victims of violence.

1.1 Need for Training

The Khyber Pakhtunkhwa Judicial Academy, with logistic support of UNDP’s Strengthening Rule of Law Programme, is closely working on law reforms through capacity building initiatives for judges and the court staff. As a first step, trainings for court staff working

¹ Handbook for Court Support and Preparation Officers (CSPOs) Preparing and Supporting Witnesses of Gender-Based Violence in Court (UNODC Namibia) 2020

² Handbook for Court Support and Preparation Officers (CSPOs) Preparing and Supporting Witnesses of Gender-Based Violence in Court (UNODC Namibia) 2020

in the information centers and court staff working in gender based violence courts were planned to instill Gender Sensitive Approach in the trainees. The trainees were also sensitized on District Legal Empowerment Committees' (DLEC) working for assisting victims on legal aid under DLEC and other legal aid mechanisms.

In this regard out of two orientation/ training sessions, first one-day training session for court staff (including staff at front desks/ information centers dealing with clients) of seven (7) targeted districts was organized at Khyber Pakhtunkhwa Judicial Academy on July 16, 2022.

Initial districts for this project were Peshawar, Kohat, Mardan, Swat, Khyber, Bajaur and Kurram.

1.2 Objectives

The training was designed with an aim;

- To understand the concept of GBV, for introspection and developing an insight on gender centered approach.
- To empathize with litigants and victim/survivor of gender-based violence so as to treat them with dignity and compassion and to protect them from discrimination;
- To provide information about the court process to a litigant so as to assist him/her and to protect him from secondary victimization by corrective behavior.

1.3 Learning Outcome

By the end of training the court staff were expected to be able to;

- Have a sense of collective responsibility for prevention of GBV and protection of Survivors and Victims' against secondary victimization.
- Reflect on their own biases and prejudices so as to deliver a non-judgmental and non-discriminatory service to litigants.
- Assist and support litigants in their engagement with the criminal justice process.

2.0 Participants

Serial	Name	Designation	Station
1.	Mr. Sajjad Ahmad Jan	Assistant	Peshawar
2.	Mr. Muhammad Iqbal	Assistant	Kohat
3.	Mr. Samiullah	Assistant	Bajaur
4.	Mr. Saad Afridi	Assistant	Khyber
5.	Mr. Muhammad Zafar Qureshi	Assistant	Peshawar
6.	Mr. Ziauddin	Assistant	Peshawar
7.	Mr. Aman Ullah Khan	Reader	Mardan
8.	Mr. Imtiaz Hussain	Reader	Kurram
9.	Mr. Shujaat Ali	Mohharir	Kurram
10.	Mr. Alamgir	Stenographer	Swat
11.	Mr. Ibrar Khan	Stenographer	Kohat
12.	Mr. Hussain Ali	Steno Typist	Swat
13.	Mr. Muhammad Waseem	Computer Operator	Khyber
14.	Mr. Abdur Rauf Khan	Computer Operator	Mardan
15.	Mr. Rahat Ullah Shah	Computer Operator	Mardan
16.	Mr. Wajid ur Rehman	Computer Operator	Kurram
17.	Mr. Abdur Raziq	KPO	Kuram
18.	Mr. Rafi Ullah	Senior Clerk	Bajaur
19.	Mr. Noorul Amin	Senior Clerk	Bajaur
20.	Mr. Sayad Zaid Ali Shah	Junior Clerk	Swat
21.	Mr. Muhammad Haroon Malik	Muharar/KPO	Mardan
22.	Mr. Yasin Shah	Junior Clerk	Mardan
23.	Mr. Kashif Hussain	Junior Clerk	Peshawar
24.	Mr. Muhammad Qasim	Senior Clerk	Kurram
25.	Mr. Abdul Munaiem	Junior Clerk	Bajaur
26.	Mr. Muhammad Sajjad	P.S./Incharge Information Centre	Kohat
27.	Ms. Ghazala Syed	Female Support Assistant	Mardan

28.	Ms. Fatma	Female Support Assistant	Swat
29.	Ms. Sana Kausar	Female Support Assistant	Kohat
30.	Ms. Rayeha Majeed	Female Support Assistant	Peshawar
31.	Ms. Makia Bibi	Process Server	Khyber

3.0 Trainers

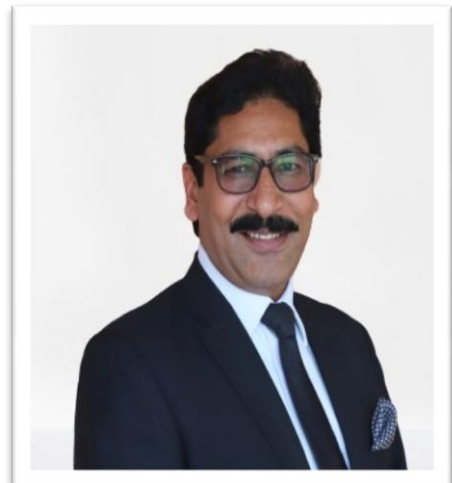
Valerie Khan

A Development & Capacity Building Engineering Expert, specialized in Gender and Child Justice & Rule of Law .



Mr. Sharafat A. Choudry Advocate

Member ICT Child Protection Advisory Board, National Legal Consultant for UNFPA and the author of Law & Development.



4.0 Schedule Of Training Session

S.#	Activities	Resource Person	Duration
1.1	Inaugural Ceremony <ul style="list-style-type: none"> • Registration & Pre-Evaluation • Recitation from the Holy Quran • National Anthem 	Faculty, KPJA	08:30-09:00
1.2	Welcome Address	Director General, KPJA	09:00-09:10
1.3	Group Photo	Photographer, KPJA	09:10-09:15
1.4	An Orientation on; <ul style="list-style-type: none"> • Concept of GBV/Info. Desk Court Staff Support • Understanding Gender Sensitivity and Allied Concepts(impact of GBV on Victim/litigants) • Human Rights Based Approach Vs System Centered Approach 	Mr. Sharafat Choudry Advocate & Ms. Valerie Yousufzai Consultant Gender & Child Justice, Rule of Law	09:15-10:45
Tea Break 10:45 - 11:15			
1.5	Litigant Handling and Support <ul style="list-style-type: none"> • Gender Sensitive Communication: • Why? Where? What? How? Who? When ? • Recognized Good Practices in Litigant Support in Court Processes(Pre-Post Trial) • Witness Support 	Ms. Valerie Yousufzai, Consultant Gender & Child Justice, Rule of Law	11:15-12:45
Prayer & Lunch 012:45 - 01:30			
1.6	Orientation on Legal Aid Support Mechanism <ul style="list-style-type: none"> • District legal Empowerment 	Mr. Sharafat Choudry Advocate	01:30-03:00

	<p>Committees</p> <ul style="list-style-type: none"> • Legal Aid Access • Q/A 		
1.7	<p>Concluding Ceremony</p> <ul style="list-style-type: none"> • Post Training Evaluation • Class Representative Remarks • Wrap up / Certificate Distribution 		<p>03:00</p> <p>Onwards</p>



5.0 Proceedings

5.1 Ms Farah Jamshed, Director General of the Khyber Pakhtunkhwa Judicial Academy in a welcome note highlighted the difference of term Sex from that of a Gender, to provide basis for understanding of the participants.

The Director General welcomed the participants and extended felicitations on their nomination for the subject training. She encouraged trainees to introspect at their own thought process for reforming their approach towards victims/litigants in GBV cases.

Following the inaugural session, the forum was opened up for the academic session.

5.2 Ms Valerie Khan Yousufzai Consultant Gender Expert, Rule of Law jointly conducted orientation session with Mr. Sharafat Choudhry Advocate. The Session focused on an understanding of Human Rights Approach versus System Centered Approach. Participants through experience sharing gained an insight into concept of Equality, Principle of Non-Discrimination, Gender Sensitivity and Gender Inclusion. Following orientation session, participants were taught skills and tools for effective victim/litigant handling. International best practices on victim handling were shared with participants, so they can apply as tools during performance of their professional responsibilities.

5.3 Mr. Sharafat Choudry gave a brief insight on GBV laws to participants besides, focusing on responsibilities of court staff as support person in referring a victim/litigant for legal aid.

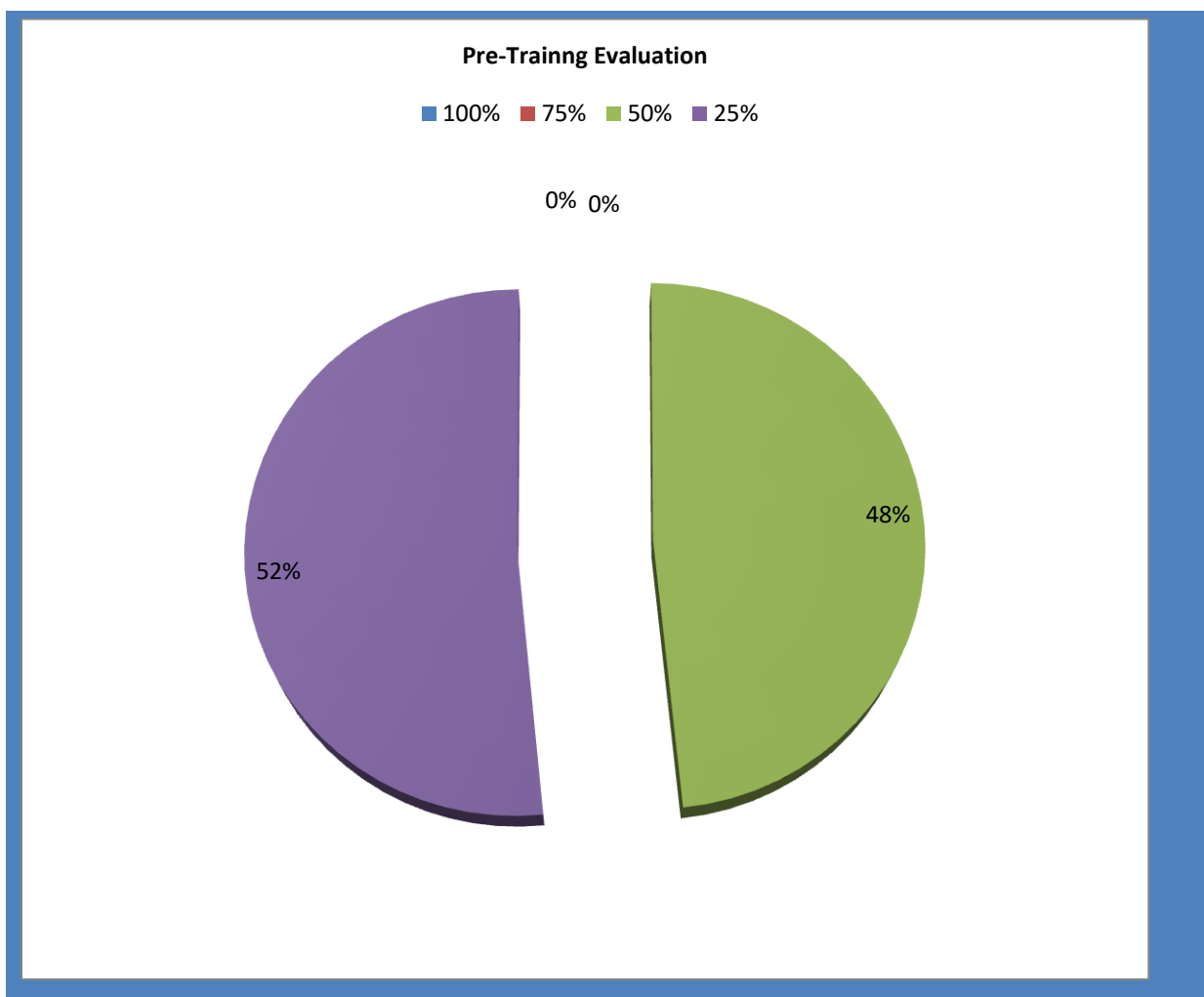
6.0 Impact Of Training

6.1 Significant indicators of the training impact are:

6.2. Whether the training contributed to an improvement in the knowledge of the participants?

6.3 Whether the training will translate itself into practical utility?

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

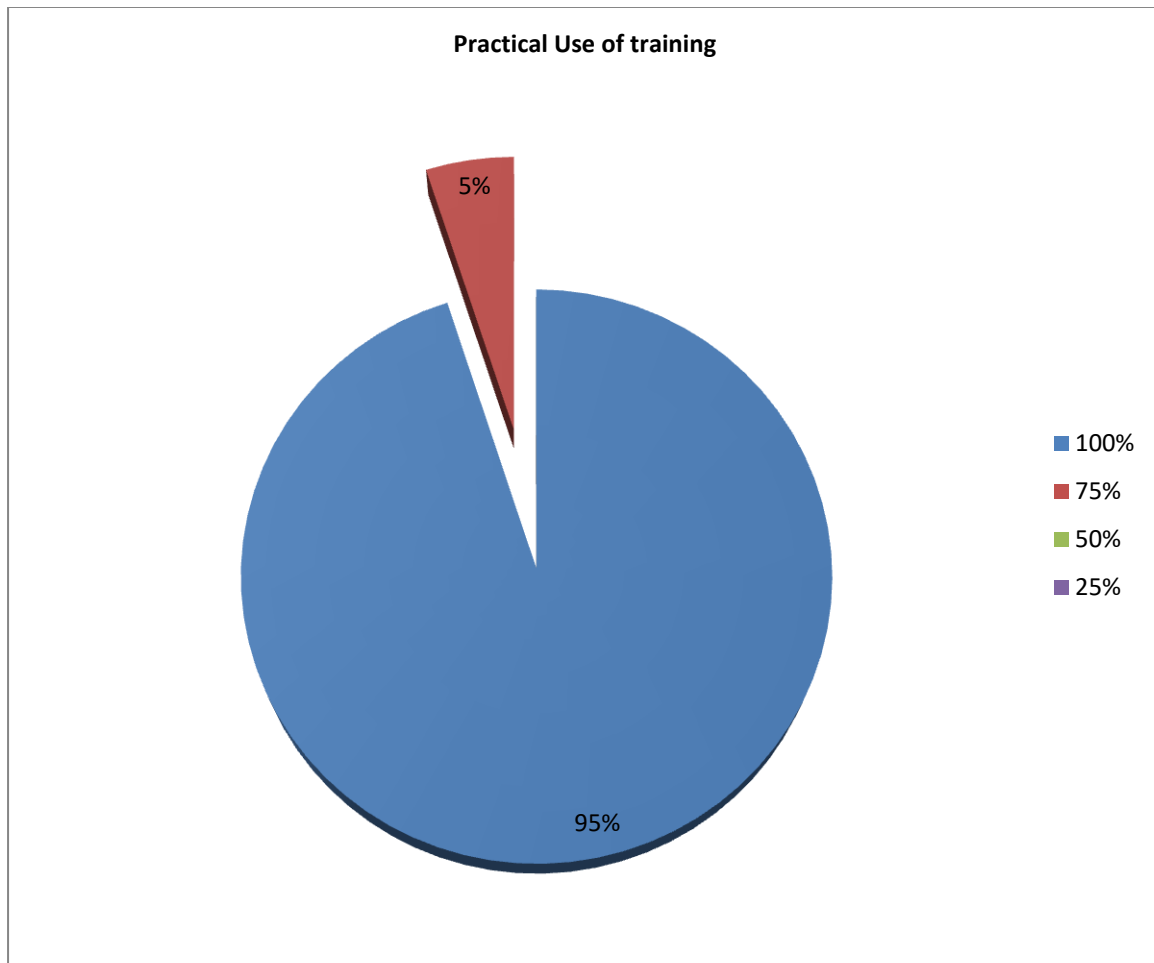


Interpretation of Graph – Pre-evaluation Survey

52% of the participants were of the view that they had 25% proficiency, while 48% of the participants were of the view that they had 50% proficiency in the subject. This validates justification of conducting training session.

7.0 Quality Of The Training

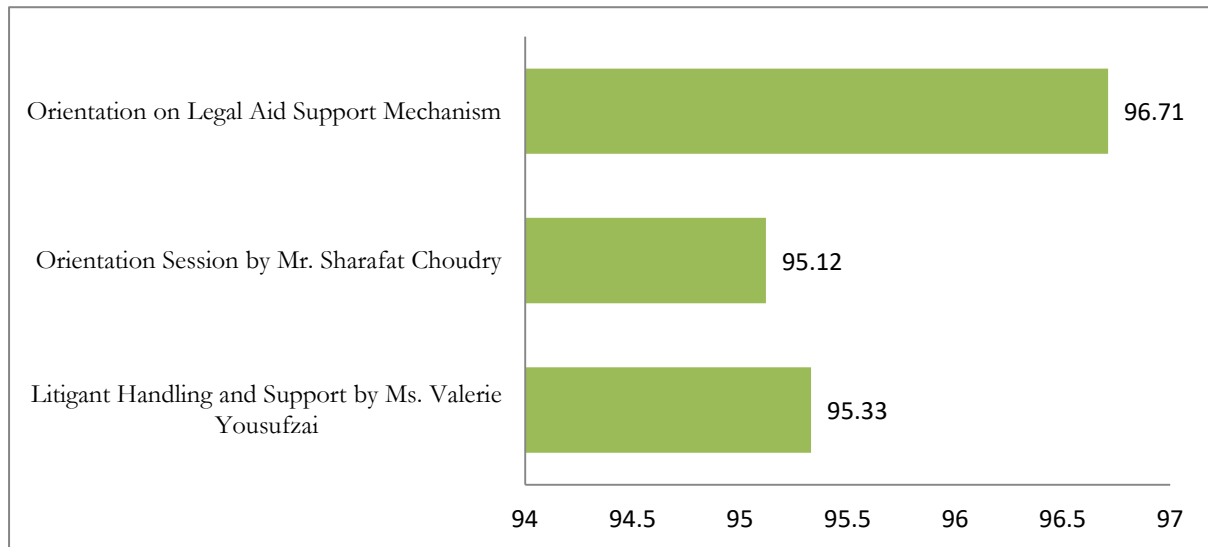
7.1 The quality of the training can be assessed by the participants' evaluation of the resource persons. Moreover, the participants were asked to comment on the overall quality of the training program. Their response and the feedback are shown in graphic form below:



Interpretation of Graph – Post - evaluation Survey

After training Session, 95% of the participants were of the view that they had 100% proficiency, while 05% of the participants found that they had 75% proficiency in the subject. This confirms accomplishment of objectives of trainings session.

7.2. Resource Person Evaluation



7.3 Feed-Back

During the training, the participants gave some useful feedback which is given below, as it is for respecting the transparency and quality controls:

1. Similar trainings should be arranged.
2. Duration of the training should be extended.
3. Refresher trainings for court staff should be frequently held to improve impact in performance of official responsibilities.
4. Resource material may be shared in advance to provide beforehand insight on the concepts. It will make trainings sessions more effective.

8.0 Concluding Remarks

At concluding ceremony, the class representative Mr. Sajjad Ahmad Jan, Research Assistant, District Peshawar acknowledged efforts of Academy for considering court staff for the capacity building trainings. The training, he said provided them an opportunity to learn different perspective and tools for their better performance at work.

The Director General Khyber Pakhtunkhwa Judicial Academy, the Dean Faculty & faculty members and Mr. Ijaz Ali Judicial Focal Person & Courts specialist UNDP were present at the session.

The training concluded with distribution of certificates to the participants.

KHYBER PAKHTUNKHWA JUDICIAL ACADEMY
1-Day Training on Gender Sensitivity & handling of Litigants of Gender Based Courts on July 16, 2022.



Sitting L to R Ms. Ghazala Syed, Ms. Fatma, Ms. Rayeha Majeed, Mr. Noorul Amin, Mr. Ziaud Din, Syed Yasir Shabbir(DI-I), Mr. Sharafat Ali Chaudhry, Mr. Muhammad Shoaib Khan(Dean Faculty), Ms. Farah Jamshed(Director General), Ms. Valerie Khan Yousufzai, Ms. Wadeya Mushatq Malik(DI-II), Mr. Muhammad Zafar Qureshi, Mr. Sami Ullah, Mr. Abdul Munaim, Mr. Sajjad-Ahmad Jan, Ms. Sana Kouser, Ms. Makia Bibi,

Standing L to R-1 Mr. Yasin Shah, Mr. Aman Ullah Khan, Mr. Rahat Ullah Shah, Mr. Abdur Ruuf Khan, Mr. Saad Afridi, Mr. Sayad Zaid Ali Shah, Mr. Rafi Ullah, Mr. Muhammad Haroon Malik, Mr. - Muhammad Waseem, Mr. Shifaat Ali, Mr. Wajid ur Rehman Bangash, Mr. Imtiaz Hussain, Mr. Muhammad Qasim, Mr. Alamgir, Mr. Abdur Raziq, Mr. Ibrar Khan, Mr. Muhammad Iqbal, Mr. Muhammad Sajjad, Mr. Kashif Hussain,

Standing L to R-2 Mr. Hassain Ali