

# Annual Report

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In order to enrich legal education and improve the quality of.....

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## SINDH JUDICIAL ACADEMY

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BATH ISLAND, CLIFTON, KARACHI - 75600

## INFO

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Director General, SJA

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## Foreword

The vision of maintaining judicial competence depends upon the willingness of the judiciary itself to ensure that its members are knowledgeable and skilled in the study of law and its development, and that judges are trained in the application of legal principles and the art of judging. Ever since its creation, the Sindh Judicial Academy according to Section 4 of The Sindh Judicial Academy Act, 1994, is providing legal orientation, training of judicial officers and officials of the district judiciary, law officers and members of the Bar. This judicial education helps judges and staff to broaden their legal knowledge, administrative skills and ethical standards. It is also a primary means of advancing judicial competence and building public trust and confidence in judiciary. The Academy has trained regular batches and conducted several workshops/seminars to enhance the quality of Judicial Education.

In order to enrich legal education and improve the quality of law graduates, SJA is also making some resources available to law students as well and has collaborated

with law colleges across Sindh to arrange annual mock court competitions at the provincial level.

Revamping our academic stature, we are no way behind seeking effective methods for helping ourselves and the experience of our learned colleagues in transforming curriculum and syllabus that shall ensure personal growth, enhanced skills and extended understanding of their roles and responsibilities. It is a fact without doubt that our courts can only come up over the expectations of nearly 200 million people of this country, unless our learned judges and support staff do not have the capacity to carry out their duties effectively. I believe that Sindh Judicial Academy has a clear understanding about the academic needs of our officers and support staff, which shall continue in future with even improved framework.

In the year 2018, Sindh Judicial Academy arranged several programs for skills enhancement of investigation officers, advocates and other stakeholders relevant to justice system. The increasing

demand of learning from judicial officers, court staff and fresh law students, Sindh Judicial Academy formed a number of collaborations with reputable institutions.

I am so delighted to owe my heartfelt gratitude to Hon'ble Chairman, the Chief Justice of High Court of Sindh for every support His honor extended from time to time. Here I am pleased to submit Annual Report 2018 of the Academy to the honorable Board, annexed also the financial report of the Academy.

Justice Khilji Arif Hussain,  
Former Judge Supreme Court  
of Pakistan & Director General  
Sindh Judicial Academy



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# CHAPTER 1: THE EXECUTIVE SUMMARY

Training programs help employees learn specific knowledge or skills to improve performance in their professional roles. Judicial training is a multidisciplinary and practical type of training, essentially intended for the transmission of professional techniques and values complementary to legal education. SJA is a premiere training academy established in May 1992 under a resolution of the High Court of Sindh and thereafter by the Sindh Judicial Academy Act, 1993 for training judges and judicial officers, continuing education of judicial officers, holding conferences, seminars, workshops, and symposia for improvement of judicial system and quality of judicial work; providing information on legal and constitutional research; conducting departmental examinations of members of establishment of subordinate courts and the High Court; publishing of journals, memoirs, research papers and reports; and performing such other specific functions as may be approved by the Board or as may be requisite to further its objectives.

In the year 2018, the Academy under the kind guidance of the Honorable Chief Justice High Court of Sindh and the supervision of the Honorable Director General, has achieved several milestones set on its establishment. The 3rd Provincial Judicial Conference was organized in collaboration with its partners; like Research Society of International Law and Pakistan and Legal Aid Society. The

conference was intended to be a continuation of the previous consultation process which saw the 'Declaration 2017' being unanimously adopted by the stakeholders for the justice sector. The Conference was sought to review the steps undertaken so far in furtherance of the Declaration and to chalk out strategies for a more coordinated effort towards achieving the 'Vision for Justice: 2027'. The Conference invited active participation from its contributors and sought their involvement in extending the reform process.

In order to enrich legal education and improve the quality of law graduates, SJA made some resources available to law students as well, and collaborated with law colleges across Sindh to arrange annual mock court competitions at the provincial level. The second batch of final year law student Internees successfully completed their 3-month Internship at Sindh Judicial Academy started from November 21, 2017 to February 24, 2018.

In order to consider various problems and try to work out ways to solve them, the SJA formed a Think Tank. The objective behind its formation was to provide intellectual input to the Academy with its academic programs, expected challenges to judiciary and their solutions. Mr. Justice Anwer Zaheer Jamali, Former Chief Justice of Pakistan was unanimously selected as 'Chairman' of the 'Think Tank'. Two meetings were conducted during the year. The issues

## Executive Summary

including Delay Reduction, Amendments in procedural laws to ensure inexpensive and expeditious dispensation of justice, Strategies to clear backlog, and Elimination of multiplicity and overlapping of laws to ensure effective enforcement of laws were considered during these meetings.

For strengthening the overall judicial system, Sindh Judicial Academy conducted several training programs for the stakeholders responsible for the judicial process. These trainings include Training of Banking Courts Staff, Police-Prosecution Cooperation Trainings, Advocacy Skill Program for District Bars, Training Program for Mediators/Saalis etc. A Three-Month Pre-Service Training of 41 newly appointed Civil Judge/Judicial Magistrates was also conducted during the year.

Punjab Judicial Academy sent Civil Judges from Punjab for one-week of Academy. One-week skills-based training program was specially designed to broaden the exposure of newly appointed civil judges of Punjab. The participants visited several historical and recreational places including Mazar-e-Quaid, Quaid-e-Azam House, Mohatta Palace etc.

Several meetings between Sindh Judicial Academy and GIZ were conducted to seek cooperation between the two institutions for Rule of Law Roadmap and Reform of the Criminal Justice System in the Province of Sindh. Hon'ble Mr. Justice Khilji Arif Hussain lead the project to achieve the tangible results.

The mediation process in Sindh Province had

been launched by Sindh Judicial Academy with the collaboration of Honorable High Court of Sindh. This huge step towards reforms started with the sanguine hope that free of cost, expeditious, within shortest possible time through the process of mediation, with the consent of contesting parties and voluntary justice would be doled out between two or more than two parties. The Honorable High Court of Sindh designated a District & Sessions Judge to run this mediation center.

To make the Academy a center of excellence, the Honorable DG has been seeking the collaboration with inbound and outbound judicial entities. The Visit to United Kingdom, Mediation Training Center, Rome, Italy, Intensive International Humanitarian Law Course, Switzerland etc. were made to achieve new ideas and techniques for making this Academy a quality institution. A service agreement was also signed with Legal Aid Society to train the lawyers and other participants.

The Academy is looking forward to achieve a bright future. A plan of 4th Judicial Conference is already made. The objective of this conference is that the justice sector actors to discover techniques to perform more proficiently and cost effectively aiming to satisfy public at large. The legal fraternity is invited to submit abstract for the conference.



## CHAPTER 2: THE MANAGEMENT

### Board of Governors



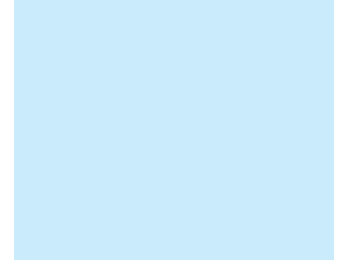
Honorable Mr. Justice Ahmed Ali M. Shaikh, Chief Justice High Court of Sindh & Chairman BoG



Honorable Mr. Justice Irfan Sadat Khan, Senior Puisne Judge, High Court of Sindh, Vice Chairman



Mr. Anwar Mansoor Khan, Attorney General for Pakistan



Minister for Law, Law Department, Sindh Assembly Building, Karachi



Mr. Salman Talibuddin, Advocate General Sindh, Old Annex, High Court of Sindh



Mr. Abdul Naeem Memon, District & Sessions Judge, Larkana



Mr. Mushtaq Ahmed Memon, Senior Advocate & Member of Sindh High Court Bar Association



Barrister Zamin Hussain Talpur, Principal, Indus Law College, Hyderabad



Mr. Shariq Ahmed, Secretary Law, Government of Sindh, Sindh Assembly Building



Honorable Mr. Justice Mr. Justice (R) Nasir Aslam Zahid, Chairman, Legal Aid Society



Mr. Ghulam Rasool Samoon, Registrar, High Court of Sindh, Karachi



Honorable Mr. Justice Khilji Arif Hussain, Former Judge Supreme Court of Pakistan, Director General SJA. Secretary BoG

## PROFILE OF THE HONORABLE MR. JUSTICE AHMED ALI M. SHAIKH CHAIRMAN, BOARD OF GOVERNORS, SJA, CHIEF JUSTICE, HIGH COURT OF SINDH

**M**r. Justice Ahmed Ali M. Shaikh was born on 3rd October, 1961. He earned his early education from Government Pilot School, Larkana and graduation in Science from Government Degree College, Larkana. He read for a law degree from Shah Abdul Latif University, Khairpur.



Judge on 19th September, 2011. From 16th December, 2015 till 14th March, 2017 he remained as senior Puisne Judge. He also acted as Chief Justice, High Court of Sindh, from 03.03.2016 to 12.03.2016 and 04.08.2016 to 10.08.2016. Mr. Justice Ahmed Ali M. Shaikh took oath as the Chief Justice of High Court of Sindh on 15th March, 2017.

On 1st November, 1990, he was enrolled as an Advocate of the subordinate courts while on 15th March, 1993, enrolled as an Advocate High Court.

General Secretary respectively of District Bar Association Larkana while elected as the President of High Court Bar Association Larkana for the period 05.04.2008 to 24.09.2009.

Mr. Justice Ahmed Ali M. Shaikh maintained with ability his leading position at the Bar. In 1994 and 1995 he was elected as Vice President and

Mr. Justice Ahmed Ali M. Shaikh was elevated as an Additional Judge, High Court of Sindh on 25th September, 2009 and taken oath as a confirmed





## Chapter 2: The Management

# PROFILE OF THE HONORABLE MR. JUSTICE KHILJI ARIF HUSSAIN DIRECTOR GENERAL, SJA, SECRETARY, BOG, SJA, FORMER JUDGE SUPREME COURT OF PAKISTAN

**M**r. Justice Khilji Arif Hussain was born on April 13, 1949 and enrolled as Advocate on 15-11-1976.

He was enrolled as Advocate of High Court on 20-06-1978 and as Advocate Supreme Court of Pakistan in the year 1993.

He was elected as Joint Secretary, High Court Bar Association in the year 1984-85, Secretary in the year 1987- 89, 1992-93, 1993-94, elected as member of Pakistan Bar Council for the term 1995-2000 and as Chairman Executive Committee of Pakistan Bar Council in the year 1997.

Justice Khilji Arif Hussain was



elevated as Judge of High Court of Sindh on 27 -08-2002. In November, 2007 he refused to take oath under Provisional Constitution Order.

He was elevated as Judge of Supreme Court on 05-09-2009 and retired on 12-04-2014.

After retirement he attended number of workshops

where Judges of District Judiciary were sensitized on gender and religious biases and case management, etc.

Recognizing his services as Judge of Superior Courts. He was appointed as adhoc Judge of the Supreme Court of Pakistan on 15-12-2015 for one year.

He was appointed as Director General of Sindh Judicial Academy on 17-01-2017.



## OFFICE OF THE DIRECTOR GENERAL

**S**ection 11 of the Act, describes the powers of the Director General of the Academy in the following words:

(1) The Director-General shall be appointed by the Board of Governors, SJA on such terms and conditions as it may determine and shall perform his functions under general directions of the Board.

(2) The Director-General shall be responsible for the maintenance of good order and discipline.

(3) The Director-General shall be the principal accounting officer of the Academy.

The Composition of the Management and Staff of the Academy is set under Section 12 of the Act, which describes the management of the Academy in the following words:

1. Officers and members of the staff of the Academy may be appointed either by direct recruitment, transfer, deputation or otherwise, on such terms and conditions, as may be determined by the Board.

2. The Director-General may:

a) on recommendation of a Selection Committee, constituted by the Board, may appoint members of the staff to posts in Basic Pay Scales up to 16; and

b) On the recommendation of a Selection Committee, constituted by the Board, and with the prior approval of the Chairman, may appoint officers to posts in Basic Pay Scales 17 and above.

## MISSION STATEMENT AND AIMS & OBJECTIVES

### Mission Statement:

**T**he Academy's mission is to bring in conformity, the level of knowledge, skills and attitude of the Judicial Officers discharging their functions in Province of Sindh with the legal instruments and highly regarded customary practices as much as to strictly follow the dictums given by the Apex Courts for such objectives. The Academy bridges the gap between all stakeholders of Justice Sector and ensures their consistent growth and development. The Academy generates, as well as focuses on development of research for developing the curricula and the course material. Developing sensitization amongst all stakeholders of the justice sector of all sorts of discrimination is an important feature of the Academy's mission.

### Aims & Objectives

a) legal orientation and training of members of the subordinate judiciary, law officers and members of the bar;

b) continuing education of members of the subordinate judiciary;

c) holding of conferences, seminars, workshops and symposia for improvement of judicial system and quality of judicial work;

d) providing information on legal and constitutional research;

e) to conduct departmental examinations of members of establishment of subordinate Courts and the High Court;

f) performing such other incidental functions as may be approved by the Board or as may be requisite to further its objectives; and

g) publishing of journals, memories, research papers or reports, and

h) the Academy has constituted a Think Tank, consisting of Honorable Former Judges of Superior Courts for devising visionary guidance to improve various aspects of law education



## THE ACADEMIC ACTIVITIES

### 3RD PROVINCIAL JUDICIAL CONFERENCE

Judicial Conference was organized in collaboration with its partners Research Society of International Law, Pakistan and Legal Aid Society.



Department, s\ Social Welfare and Police.

In his address, Honorable Chief Justice High Court of Sindh Mr.

sought their involvement in extending the reform process.

Justice Ahmed Ali M Shaikh recited lines from the great poet Shah Abdul Lateef relevant to the topic of Justice and

The conference was intended to be a continuation of the previous consultation process which saw the 'Declaration 2017' being unanimously adopted by the stakeholders of the justice sector. The Conference was sought to review the steps undertaken so far in furtherance of the Declaration and to chalk out



strategies for a more coordinated efforts towards achieving the 'Vision for Justice: 2027'. The Conference invited active participation from its contributors and

The Honorable Director General, Sindh Judicial Academy, Mr. Justice Khilji Arif Hussain Former Judge Supreme Court of Pakistan in his address extended a very warm welcome to the August gathering of diversified assembly of professionals comprising of Honorable members of the apex judiciary, judges from the higher courts, members of the district judiciary, government representatives, lawyers, academics, activists, social workers, researchers and other concerned citizens. He also welcomed the invitees from non-judicial departments and branches of the state machinery such as Prisons, Home Department, Law Department, Prosecutions

its timely delivery. He said that he is very optimistic about this conference and hope that we would be able to bring positive changes to our judicial system on the basis of the findings of this event. He also mentioned the declaration of Vision for Justice 2027 and said that we started several initiatives on the basis of it so that we would be able to achieve the goals and purposes of that declaration.





## Chapter 3: The Academic Activities



# THREE-MONTH INTERNSHIP TRAINING PROGRAM, 2ND BATCH

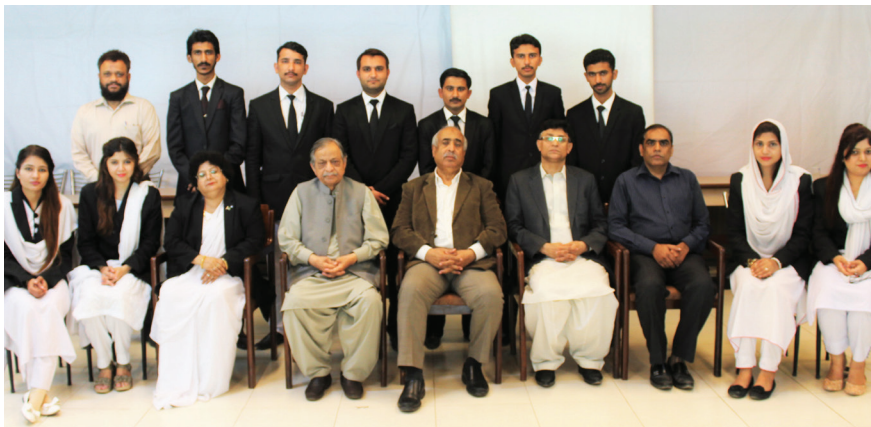
In order to enrich legal education and improve the quality of law graduates, SJA is making some resources available to law students as well, and has collaborated with law colleges across Sindh to arrange annual mock court competitions at the provincial level.

In this regard, the second batch of final

Academy, Ms. Nuzhat Ara Alvi and Mr. Muhammad Shahid Shafiq Senior Faculty Members of the Academy. They also got the chance to acquaint themselves with how the Courts operate in adjudicating the diverse nature of cases

under the supervision of Faculty Members. Hon'ble Director General interacted with the interneers from time to time and shared relevant provisions of Civil Procedure Code.

The objectives of the Program were also achieved through a series of exercises/activities as well as a discussion on applicable laws. Various exercises/activities were



year law student Interneers successfully completed their 3-month Internship at Sindh Judicial Academy started from November 21, 2017 to February 24, 2018. In the course of which, not only they were academically benefited from the invaluable knowledge shared through lectures given by the field experts as well as the regular insightful discussion-based sessions with their Learned Instructors including Honorable Mr. Justice Ali Aslam Jafri, the Consultant Sindh Judicial

through their various stages i.e. the practical aspects of the legal profession.

The objectives of the Program were achieved through a series of exercises/activities as well as a discussion on applicable laws carried out by the Honorable Consultant, Faculty Members of the SJA and experienced Judicial Officers.

During internship, the interneers were able to learn the procedure of a trial. They conducted Mock trial sessions

used to teach students how to prepare for and participate in mock trials, and the knowledge gap was covered by teaching them how to prepare a case for filing in court, draft pleadings, proceed with cases which are filed in courts, as well as overview of applicable laws and their key provisions. The exercises/activities were carried out by the Honorable Consultant, Faculty Members of the SJA and experienced Judicial Officers. Training program was followed by a Mock Trial on family cases.

## POLICE-PROSECUTION COOPERATION TRAINING FOR PROSECUTORS & INVESTIGATION OFFICERS OF SINDH

Sindh Judicial Academy has been engaged intensively with introducing modern teaching methods, like practically engaging the trainees in mock-sessions, teaching through case studies, peer review, through collaborative teaching and inquiry-based learning etc. It was observed that the interest rate of learners increased manifold while practicing teaching through these techniques.

This specially designed program was a joint venture of Sindh Judicial Academy and UNODC. It was a skill-based training program. The training program was based on exercises, mock trial and presentation of trainees.

The pre-assessment and post-assessment of the trainees and the quality of training was the part of the training program. The trainees were taught how to assist and when to assist a Police investigator during a trial or during process of investigation. The Police

investigators and Prosecutors were given exercises whereby an Investigation officer prepared and filed an application before magistrate and the prosecutor on his request assisting him for a training remand in police custody. The prosecutors were taught how and when to assist Police investigation officer during investigation and trial. The investigators and Prosecutors were given exercises whereby an Investigation officer prepared an application for remand in police custody and filed before a court of Magistrate and the prosecutor on his request assisted him for obtaining remand in police custody. They also practiced for drafting and filing revision application. The training program was also assessed as a whole.

Following 5 two-weeks trainings were conducted during the following time slots:

- 15-08-18 to 02-09-18
- 10-09-18 to 27-09-18
- 15-10-18 to 30-10-18
- 12-11-18 to 27-11-18



## Chapter 3: The Academic Activities

## TRAINING OF TRAINERS

**T**raining of Trainers (TOT) was held at Sindh Judicial Academy on 8th & 9th March 2018.

The goal of the Training of Trainers (TOT) process

was to give trainers the background knowledge, skills and practical experience

Director General said that “we gathered here to find out the better ways for carving the training program for producing good Judicial Officers to our judiciary”.

Honorable Director General further added that judicial education at the Academy



No. 64) were collected

2. Consultation from District & Sessions Judges

3. Suggestions and recommendation of MIT



with new enhancement in teaching methodology. It was an effort to find out better way for structuring the training programs for producing good Judicial Officers to our judiciary.

Honorable Mr. Justice Khilji Arif Hussain, Director General, Sindh Judicial Academy, shared that “legal education is a specialized field and adult education is different than the teaching as followed in schools and college levels”.

Describing the objective of the ToT, the Honorable

should aim to share that how a provision of law was to be applied as mere having knowledge would not serve the purpose. Judgment is the ultimate product and such knowledge and skill must be reflected in it.

Prior to designing and planning training program for newly appointed judges, a Training Need Assessment (TNA) process was initiated in three different ways. These were:

1. Survey by designing a form whereby opinion of 149 civil judges (trainees of batch

II, High Court of Sindh

The survey reflected that the trainees of the last batch of civil judges showed their concern to design skill-based training program and each session should consist of exercises and mock trials. Results of the survey were shared with the participants.

A large number of trainees (93%) were of the view that training should cause enhancement in skill.

Honorable DG concluded the training program.





## THREE-DAY CAPACITY BUILDING TRAINING PROGRAM OF STAFF MEMBERS OF BANKING COURTS, SINDH

Dispensing timely and fair justice is the core responsibility of Judiciary. The supporting staff of the courts play an important role to assist

of members of the subordinate judiciary. The Academy has also given training to IBA Islamic System of Banking to District & Sessions Judges along with its regular trainings to various batches of the judges, prosecutors and others.



Judicial Officers as they could serve the purpose efficiently.

According to Sindh Judicial Academy Act 1993, the mandate of this Academy is to provide legal orientation, training of members of the subordinate judiciary, law officers and members of the Bar and continuing education

This course was designed to train the support staff of Banking Courts to expedite the court proceeding in banking case and to introduce modern techniques/ methodologies for resolving the problems. The participants were sensitized with:

- Procedure followed in FIO, 2001
- Functions of Nazir under FIO, CPC and SCCRs
- Job Discription of Accountant

under FRs, GFRs and SCCRs

- Preparation of Budget and Budgetary problems
- Record Keeping under SCCRs



- Matters relating to certified copies
- Precautions by Nazir in Auctions
- Use of CFMS (Case Flow Management System)

Three-day skills-based training program was held at Academy from april 9 to 11, 2018. 29 staff members including Nazir, Accountant, Reader and UDC/ Cashier of banking courts from all over the province attended this program.





## Chapter 3: The Academic Activities

## PRE-SERVICE TRAINING OF NEWLY APPOINTED CIVIL JUDGES/JUDICIAL MAGISTRATES, BATCH NO. 66



The core objective of the training was to sensitize the trainees with practical experience on conducting over-trials falling within the jurisdiction. The three-month training program commenced from May 7, 2018.

Honorable DG said, “We know that you have gone through a very strict process of selection, so your knowledge on law is not questionable; we would

held on August 4, 2018 at Karachi. The Honorable Chief Justice High Court of Sindh Mr. Justice Ahmed Ali M. Shaikh was the chief guest



of the ceremony. Ms. Umm e Farwa and Mr. Rizwan Ahmed Soomro, the trainee judges, hosted the ceremony.

The most experienced and learned educators from legal fraternity with a blend of young and energetic judicial officers provided best of their knowledge in the field of Criminal, Civil and Family Laws etc.

The participants shared their experiences regarding their stay and training.

Honorable Mr. Justice Khilji Arif Hussain, DG SJA, welcomed the Senior Puisne Judge, the chief guest of the inauguration ceremony, and the trainee Civil Judges & Judicial Magistrates.

The Honorable Mr. Justice Ahmed Ali M. Shaikh, Chief Justice High Court of Sindh thanked Honorable DG and Honorable Mr. Justice Nasir Aslam Zahid for providing mentoring to the law students. He shared that the newly inducted judicial officers performed well during recruitment process and were selected as judges.

Addressing to the trainees, the Certificate distribution ceremony Batch 66 was

## Chapter 3: The Academic Activities



## TWO-DAY ADVOCACY SKILL PROGRAM AT DISTRICT BAR KARACHI

The increasing number of applications for internships made the Academy to reconsider training methodology for this vital component of judiciary. Hence, it was proposed to introduce

Karachi Bar Association. It was held at Jinnah Auditorium City Court premises from 3:00 pm to 6:00 pm. Mr. Justice Khilji Arif Hussain, DG SJA, delivered a brief introduction of this training program. He shared that the program would be very useful

topic; “Trial Process – Civil”. Mr. Justice Syed Ali Aslam Jafri, Consultant SJA unfolded the topic on “How to draft bail application?” Starting from



training programs on legal subjects at district level to newly enrolled young lawyers. In this regard, the Honorable Chief Justice High Court of Sindh Mr. Justice Ahmed Ali M Shaikh kindly approved the proposed two-day advocacy skill-based program at District Bars. The first Capacity Building Training Program for the Members of the Bar was held at Karachi Bar. The Program was conducted in collaboration of Sindh Judicial Academy with

for newly enrolled advocates. He delivered a presentation on “Code of Conduct and Court Mannerism” and “How to deal with client?” He also shared the knowledge on verbal and nonverbal communication. Later on, he delivered a presentation on “How interim relief is sought?” and conducted a joint session with Mr. Muhammad Shahid Shafiq, District & Sessions Judge and Senior Faculty Member, SJA on the

the beginning, he sensitized the audience with the ways of drafting a proper bail application. He also conducted a joint session with Ms. Nuzhat Ara Alvi, District & Sessions Judge & Senior Faculty Member, SJA on “Trial Process – Criminal” and gave lectures on Family Court Trial, Pre-Trial & Post Trial proceeding. They also focussed on: How to draft plaint in family cases, How to draft written statement in family cases and How to prepare arguments. Mr. Muhammad Shahid Shafiq delivered a presentation on “How to find case laws? (Manually & E-searching)”.



## Chapter 3: The Academic Activities

## TWO-DAY ADVOCACY SKILL PROGRAM AT DISTRICT BAR HYDERABAD

Sindh Judicial Academy in collaboration with District Bar Association, Hyderabad and High Court Bar Association, Hyderabad, arranged a two-day training program for newly enrolled advocates at the Bar. The President, District Bar Association, Mr. Justice Khilji Arif Hussain were presented to Hon'ble DG and the team of SJA. Honorable Mr. Justice Syed Ali Aslam Jafri shared details of two-day training program and specifically informed about the topics to be discussed during the training.



maintained during course of the transfer of a property. He explained the law particularly relating to agricultural land and exclusion of jurisdiction of civil court in certain matters while referring to



Association, Hyderabad welcomed SJA team. He also appreciated the initiative of the Honorable Chief Justice, Mr. Justice Ahmed Ali M. Sheikh for approving the idea of SJA to arrange training programs at district level for junior practicing advocates. He also welcomed the members of the High Court Bar Association, Hyderabad for participating in the program. He highlighted importance of continuous legal education. At the end, traditional gifts

discussed "Code of Conduct" and "Court Mannerism". He also discussed in detail the attitude of advocates with their clients. He advised to remain fair with clients and always give reasonable legal advice based on their knowledge. Hon'ble Mr. Justice Ghulam Rabbani discussed in detail the stages of criminal trial. He also discussed Land Revenue Act in detail. It was shared that in civil cases one should have an idea of documentation that is normally prepared and

S.172 Land Revenue Code.

### Plantation:

The Honorable delegate planted trees during their visit. After planting trees, it was prayed to make Pakistan a pollution-free country with the availability of fresh air for the upcoming generations.



## Chapter 3: The Academic Activities



## 6-DAY CERTIFIED TRAINING PROGRAMS FOR 'SAALIS'

Sindh Judicial Academy) in collaboration with LAS (Legal Aid Society) designed six-day certified training programs on “Court Annexed Mediation and

and mediation fields through these training programs and also to enable them to mediate between parties and resolve issues timely and in a cost-effective manner. Furthermore, as the strong ADR and mediation skills have not



issues related to Gender and Religious Minorities”. Following four trainings were held during the year:

- 04-10-18 to 10-10-18
- 29-11-18 to 04-12-18
- 06-10-18 to 12-12-18
- 18-12-18 to 24-12-18

The participants were certified as Mediators by SJA after evaluation. The objective of the Project was to build knowledge and capacity of judges and lawyers alike in conflict resolution

been introduced in Pakistan’s legal education, law faculties, Bar Associations, and Bar Council, practicing lawyers, particularly internees, and young lawyers, often feel ignored as they were not trained in the said field and lack in legal knowledge and professional skills. Which shall enable them to mediate between parties and resolve issues in a cost-effective manner and timely fashion.





## Chapter 3: The Academic Activities

## TWO-DAY ADVOCACY SKILL PROGRAM AT DISTRICT BAR THATTA

SJA in collaboration with District Bar Association, Thatta and High Court Bar Association, Thatta arranged a 2-day training program for practicing advocates with years of standing at Bar. The President, District Bar

Mr. Justice Khilji Arif Hussain while discussing code of conduct and court mannerism explained that an advocate should reach court in time, sit in court room properly, dress formally, turn off mobile phone in court room, address



topics to be discussed during the training. Mr. M. Shahid Shafiq discussed family law and how to find case law. Mr. Justice Syed Ali Aslam Jafri



Association, Hyderabad welcomed the team of Sindh Judicial Academy. He also appreciated initiative of the Hon'ble Chief Justice, Mr. Justice Ahmed Ali M. Sheikh for approving the idea of SJA to arrange training programs at district level for junior practicing advocates. He also welcomed the members of the Bar for participating in the program. He highlighted importance of continuous legal education. Traditional gifts were presented to Hon'ble Director General and team of SJA.

to the court respectfully and offer respect to the senior advocates, be cautious in body language, use plain English while addressing to court and do not speak out of context. He also discussed in detail the attitude of advocate with his client. He advised to be fair with clients and always give reasonable legal advice based on the best of your knowledge. This would cause in developing strong professional relationship between advocate and the client. Honorable Mr. Justice Syed Ali Aslam Jafri shared the

and Mr. Muhammad Shahid Shafiq discussed about the bail issues and qualities of a good advocate. Later on, the plantation ceremony was held.



## Chapter 3: The Academic Activities



## 3-DAY TRAINING ON MEDIATION FOR SR. CIVIL JUDGES

Alternative Dispute Resolution includes dispute resolution processes and techniques that act as a means for

litigation, a preference for confidentiality, and the desire of some parties to have greater control over the selection of individual or individuals who would decide their dispute. Sindh Judicial Academy and

of referring cases to ADR. The judges, after going through the training session, were able to be equipped to run the Court-Annexed Mediation centers and handle the cases referred to them by District



disagreeing parties reach at to an agreement short of litigation. It is a collective term for the ways that parties can settle disputes, with the help of a third party. It has gained widespread acceptance in recent years among both the general public and the legal professionals. The rising popularity of ADR can be explained by the increasing caseload of traditional courts, the perception that ADR imposes lesser costs than

TAF (The Asian Foundation) conducted a three-day training program at Academy campus. The training entailed advanced level techniques of Mediation. The participants were trained as Master Trainers. The idea was to create a cohort of distinctive human resource from within the judiciary who are able to work as Mediators at The Asia Foundation's established three ADR Centers and train their fellow judges on the importance

Courts or the High Court for Mediation under section 89 A of the Code of Civil Procedure.





## Chapter 3: The Academic Activities

## EXPOSURE VISIT OF CIVIL JUDGES FROM PUNJAB

**T**wenty-one newly appointed Civil Judges/Judicial Magistrates of Punjab visited the Academy to enhance their professional skills and required judicial conduct. One-week skills-based training program was specially designed to broaden the

- Role of Magistrate under JJSA, 2018
- Order 17, Rule 3 C.P.C. (Order writing)
- Disposal of Cases under "A" "B" "C" Classes (Order writing exercise)
- Injunctive Order (Practice Session)



exposure of newly appointed civil judges of Punjab. Mr. Justice Khilji Arif Hussain, DG, SJA, in the opening session, delivered a brief introduction of the Academy and the training program. Mr. Justice Ali Aslam Jaffri, Consultant, SJA delivered his presentation on "Writing Bail order in Non-bailable offences (Order writing exercise)". Following topics were covered during the training program:

- Remand in Police custody (Exercise)

- Application Orders X, XI, XII, XIII & XVI C.P.C in Civil
- Proceeding and writing order sheet
- How to record confessional statement (Mock Trial)
- Use of Legal Language in Law
- Procedure followed by Family Courts.
- Judgment Writing
- Perjury
- Scrutiny of Civil cases & examination of its



maintainability

- Recording evidence in criminal cases. (Mock Trial)
- Identification Test Parade (Practice Session)
- Recording evidence in civil cases (Practice Session)
- Execution Proceedings
- Transfer of decree
- Writing case diaries in civil cases/proceedings
- Court Mannerism

The participants visited several historical and recreational places including Mazar-e-Quaid, Quaid-e-Azam House, Mohatta Palace, Hawks Bay etc,



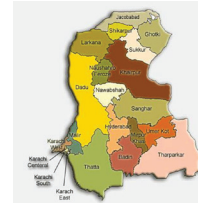
# THE ACADEMIC COLLABORATIONS & DEVELOPMENT PROJECTS





## CHAPTER 4: The Academic Collaborations and Development Projects

## STRUCTURAL REFORMS IN LEGAL EDUCATION IN SINDH



The Commission on Structural Reforms in Legal Education was fully cognizant of the importance of monitoring and evaluation visits to public as well as private universities in the province, which had been imparting law education through Faculty of Law, a Law Department or constituent law colleges and affiliated private law colleges. This report was the set of observations, inferences and recommendations made by the Hon'ble members of the Commission. The Commission visited 42 law institutes, including universities, their law departments and affiliated public and private law colleges in all the districts where law colleges were imparting law education. After a thorough review of law institutes, they may be categorized, very generally, in four broad categories:

1. Low Standard Law Institutes (Need to be de-affiliated or as the case may be)
2. Average Standard Law

institutes (Observed several weak areas but have capacity for improvement)

3. Acceptable Law Institutes (Have reasonable academic facilities, but some areas need improvement)
4. IV. Unauthorized Affiliation of Law Institutes (have unauthorized affiliation with a university having no permission to grant affiliation)

The Commission adopted a fair and uniform strategy to evaluate each institution in the light of Pakistan Bar Council Legal Education Rules, 2015. The Commission acknowledged the input of Mr. Abdul Wahab Baloch, nominee of Sindh Bar Council, Engineer Javed Ali Memon, nominee of Higher Education Commission-Pakistan and Barrister Shabbir Shah, nominee of Advocate-General, Sindh. Their cooperation, at every stage, was much appreciated. Honorable Director General, SJA Chaired the Commission, 14 Judicial Officers participated in the Program.

**Report:**

Honorable Supreme Court of Pakistan constituted Provincial Commissions in the four provinces on Structural Reforms in Legal Education under its Order against the constitutional petition No. 134/2012 titled: "Pakistan Bar Council v/s The Federal Government, etc." The Commission visited 42 law institutes, including universities, their law departments and affiliated public and private law colleges in all the districts where law colleges were situated. and uncontrolled, especially the growth of private law institutions, outdated curriculum, weak pedagogy, insufficient purpose-based academic facilities in law institutions, unavailability of competent law faculty members and inaccessibility of the institution to the students, etc. The inferences made in this report were supported with concrete documentary evidence which have been sought during the visits



## FORMATION AND MEETINGS OF 'THE THINK TANK'

**S**indh Judicial Academy is intended to cater the needs of judicial officers and all the stakeholders within the ambit of Sindh Judicial Academy Act, 1993 and to this regard may initiate studies and prepare reports for onward transmission to Law and Justice Commission of Pakistan, High Court of Sindh and Supreme Court of Pakistan. Law and Justice Commission of Pakistan requested the Honorable DG for submitting recommendations on Delay Reduction, Amendments in procedural laws to ensure inexpensive and expeditious dispensation of justice, Strategies to clear backlog, and Elimination of multiplicity and overlapping of laws to ensure effective enforcement of laws. in timely and cost effective manner. The First Introductory Meeting was held on January 20, 2018. Honorable Mr. Justice Muhammad Mujibullah Siddiqui, Former Judge High Court of Sindh proposed

Hon'ble Mr. Justice Anwer Zaheer Jamali, former Chief Justice of Pakistan as the 'Chairman' of the 'Think Tank, Sindh Judicial Academy'. Hon'ble Mr. Justice Nasir Aslam Zahid, Former Judge Supreme Court of Pakistan seconded the nomination and the meeting unanimously elected His Honor as the 'Chairman' of the 'Think Tank, Sindh Judicial Academy'. Hon'ble Mr. Justice Anwer Zaheer Jamali, former Chief Justice of Pakistan expressed his gratitude on the well-deserved initiative by the Academy. While sharing the observation on the standard of law education, the Chair emphasized on the realistic approaches for standardization from beginning to the highest levels of law education. Therefore, no compromise should intervene at the induction phase of judicial officers. His honor quoted some personal experiences where conventional mind set created a number of problems for judges and litigants alike. For the same purpose, the 'Think

Tank' must work efficiently, as it could help new lawyers and judges to become efficient law officers and avoid conventional mind set. The Chairman also informed that before the next meeting, a few areas would be identified and shared with the members well in time, while the members would be requested to work out the possible solutions. All the members briefly shared their views by referring challenges that were faced by the judiciary from time to time. The 'Think Tank' would provide intellectual input to the Academy with its academic programs, expected challenges to judiciary and their solutions. In the second meeting, proposal sent by Justice Prof. Dr. Ghous Muhammad, former Judge High Court of Sindh, and proposal sent by Dr. Zafar Ahmed Khan Sherwani, former District & Sessions Judge, Members of the Think Tank were also discussed.



## CHAPTER 4: The Academic Collaborations and Development Projects

## MEETINGS FOR SETTING UP COURT ANNEXED MEDIATION CENTERS IN SINDH

**H**onorable DG, SJA shared that a Court Annexed Mediation Center shall go to be set up within SJA and it would serve the district courts, located in Karachi. It was also shared that he was interested in setting up Court



Annexed Mediation Centers at district level and in that regard technical assistance would be appreciated from other stakeholders. These meetings were held on 9, 12, and 15 January, 2018. Secretary Law and Parliamentary Affairs informed that the amendment in section 89A, CPC (about ADR) had been considered and

the proposed amendment would be placed before the house in forthcoming session of Sindh Assembly. Ms. Haya, consultant, shared her recommendations for legislative reforms in Pakistan Prison Act-1894. Mr. Shallwani also informed that the proposed Prison Law had been shared with IG Prisons. While concluding the meeting, Honorable DG, SJA informed the participants of the meeting that Sindh Judicial Academy envisaged its role at the broader level; as a Legal Research Institution along with its primary role of educating judicial officers and other staff members. Dr. Faisal emphasized on academic researches with particular emphasis on topics related to law. In response, Honorable DG, SJA appreciated the idea and shared that there were several good things happening in the society and judiciary as well. In this respect, social and institutional issues must be identified for research work. While elaborating the role



of Sindh Judicial Academy, Honorable DG, SJA informed the delegation that Sindh Judicial Academy was working extensively on the subject. Furthermore, the first Court Annexed Mediation Center would be setup during that month. In this respect, two judicial officers would be part of the proposed centers soon. It was further shared that Government of Sindh was also of the view that Court Annexed Mediation Centers would be another avenue for providing expeditious disposal of pending cases. Mr. Martin informed that World Bank had provided technical assistance to Lahore High Court in establishing the Court Annexed Mediation Centers and in case of need, similar assistance would be available to Sindh. While expressing his concluding remarks, Hon'ble Mr. Justice Khilji Arif Hussain appreciated the cooperation of World Bank and hoped for opening of Court Annexed Mediation Centers soon.



## COURT ANNEXED MEDIATION CENTER, SJA, KARACHI

Mediation is a process where both parties extend their consents voluntarily for discovering their lost happiness and exploring the

initiated late, a mechanism had been made with the sanguine hope that free of cost, expeditious, within shortest possible time through the process of mediation, with the consent of contesting parties and voluntary justice

the realization of a dispute, normally people file case before the Court. As victims or seekers of justice have no other efficacious alternate ways and means for settling down their disputes, so they come before the Courts where



best idea through the neutral and impartial mediator without any expressed judgement, maintaining confidentiality by respecting seekers of justice, within the shortest period of time and finally without restraining or creating hurdles in their litigations, in case mediation fails, the case will be sent back to the court of law. The mediation process in Sindh Province had been launched by Sindh Judicial Academy, Karachi with the collaboration of Honorable High Court of Sindh. Though the process was

would be doled out between two or more than two parties. Resulting that no party would be a loser but both be winners by their consents. Both contesting parties would decide their fortune and fate. The mediator's role is just to revive and create confidence and trust between both parties thereby discovering the damaged and destroyed delight, joy and happiness between two or more than two contestants. Mediation starts with the reporting of a dispute. After

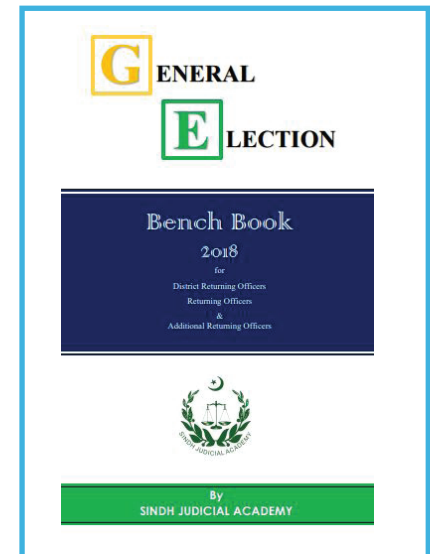
potential disadvantages like expensive justice, huge time loss, physical as well as mental hardships, adversarial system, loss of money, loss of health, loss of relationship and loss of trust and so on are experienced by them. When there are other options and ways to the seekers of justice, without depriving them from pursuing case or maintaining confidentiality and hiding their defense pleas, it is better that other options be preferred.



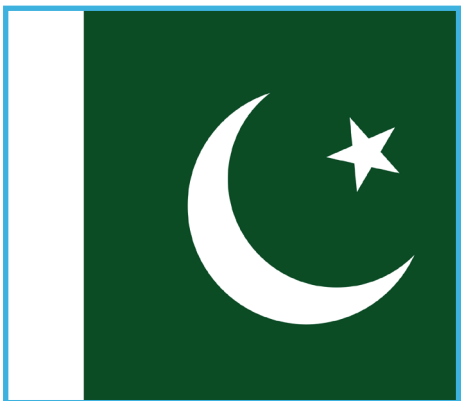
## CHAPTER 4: The Academic Collaborations and Development Projects

## BENCH BOOK 2018 FOR DRO, RO & ADDITIONAL RO

One of the tasks assigned to SJA by Honourable Chief Justice of High Court of Sindh was to equip DROs (District Returning Officers), ROs (Returning Officers) and AROs (Assistant Returning Officers) serving in Sindh, with a ready reflection regarding precedents over Election Laws by the Honourable Superior Courts (Election Tribunals). On arrival of newly promulgated law on election, namely; The Election Act, 2017 and rules framed thereunder as Election Rules, 2017, an immense need was felt to sensitize stakeholders over the subject involved. The people of Pakistan generally and the legal fraternity in particular are highly optimistic that the judicial officers appointed as DROs & ROs demonstrate their professional acumen and relevant experience to warrant peaceful environment for the complete cycle of elections: starting from filing the nomination papers to casting votes till the announcement of the results. Realizing the imperative role of Judicial Officers in General Elections, Sindh Judicial Academy has undertaken this responsibility to facilitate Judicial Officers in discharging their duties as DROs & ROs. This Bench Book 2018 aims to facilitate DROs & ROs with up-to-date provisions of the Laws supported by relevant authorities from the Apex Courts to articulate the Law in the light of glaring case-laws on the subject. Sindh Judicial Academy has broadened its horizons beyond conventional teaching pedagogy to modern teaching methodologies by not only involving judicial officers but all the stakeholders of justice system. The academy has also embarked upon legal research and publications. This manual is an attempt towards excellence in the field of legal research and in-house publications. The multi-dimensional approach of this manual intends to facilitate DROs & ROs with Relevant Laws,



Rules, Case Laws, Material and Guidelines thereby bringing in new perspective, holistic approach in order to add efficiency, vibrancy and relevance to the judicial decision-making process in the upcoming elections. The case-laws, which are given in the bench book, may also be reckoning to the provisions of laws which have been repealed by the Elections Act, 2017 despite this fact those precedents would be of much help to the judicial officers serving as Returning Officers being words of wisdom from superior courts on the subject. The book also elaborates the code of conduct of political parties during and prior to polls. Relevant Law to the offences relating to election day are also given in the book to help officers as ready reference.

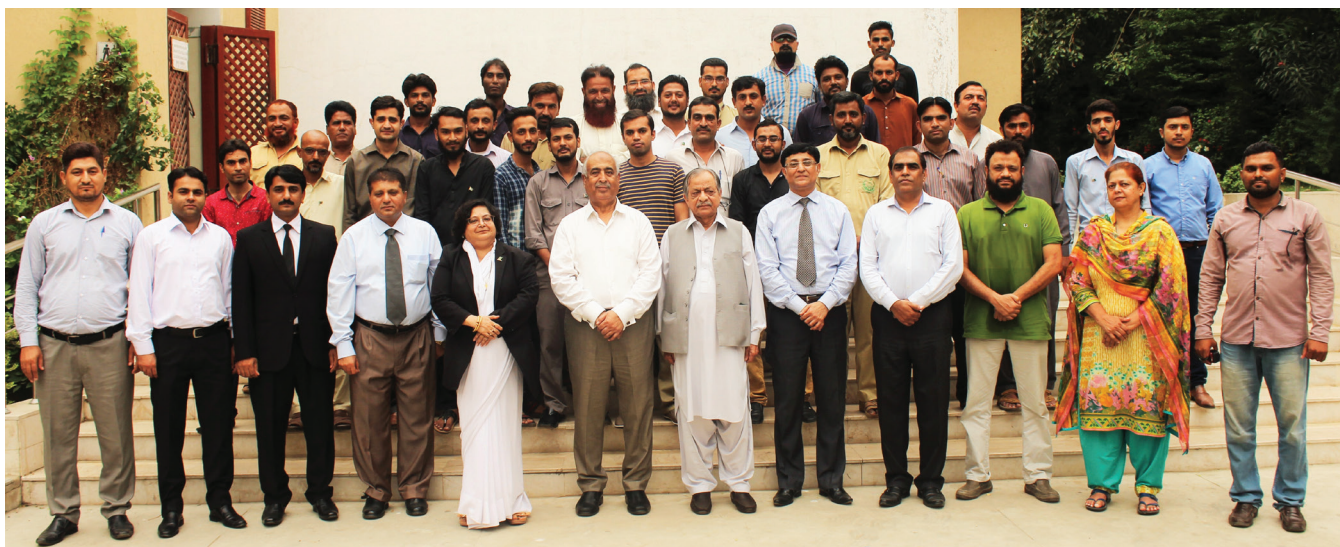


## INDEPENDENCE DAY CELEBRATIONS

Pakistan celebrate Independence Day with patriotic zest. At this occasion, Pakistan's national flag was hoisted at

said, "This day revives our enthusiasm as we rejuvenate our resolve to put our country on track for national progress and prosperity. Mr. Justice Ali Aslam Jafri also made special prayers for the country.

and Mediator, Mr. Ashok Kumar Dodeja planted trees in the lawn of the Academy. Special arrangements were made for celebrating the Independence Day. The staff members made special



Sindh Judicial Academy by the Honorable Director General Mr. Justice Khilji Arif Hussain, Former Judge Supreme Court of Pakistan and Honorable Mr. Justice Ali Aslam Jafri, Former Judge High Court of Sindh and Consultant, SJA. All Faculty Members and the Staff of the Academy were present at the occasion. Prayers were offered for security and progress of Pakistan and wellbeing of the people. Honorable DG

The official festivities took place at the Academy and commenced with the raising of the national flag, singing of national anthem and pray for future prosperity and national cohesion. Honorable Director General, Mr. Justice Khilji Arif Hussain, Honorable Consultant, Mr. Justice Ali Aslam Jafri, Respectable Faculty Members, Ms. Nuzhat Ara Alvi and Mr. Muhammad Shahid Shafiq

arrangements by decorating the Academy with national flags, buntings, banners and posters, badges, balloons and other celebratory items.





## CHAPTER 4: The Academic Collaborations and Development Projects

## UNITED KINGDOM STUDY VISIT

In this tour, the Criminal Justice System, its performance management, use of data and evidence in strategic planning, how it works together to improve performance and the allocation of resources, its impact on the public were thoroughly studied etc. Boyle, Superintendent Matt Thompson, Assistant Chief Constable Jackie Sabire, Adrian Foster Chief Crown Prosecutor, Derek Frame, Head of Extradition, David Cass, Performance Management Unit Head, Senior Crown Prosecutor Mark Carroll, Judge Michael Topolski QC, Her Honour Judge



- Witness Service
- HM Prison High Down
- Westminster Magistrate's Court



The information delivered by distinguished speakers in the form of presentations and briefings on their relative subjects; these speakers include James Jenkins, Asker Hussain HMCPS Inspector, Dr. Jennifer Mailey, Home Office, Stuart Martindale: Data Analyst DFID, Detective Chief Inspector Duncan Young, Chief Superintendent David

Molyneux QC, Head Ms. Linda Harlow, Deputy Senior District Judge Tan Ikram (UK's second most senior Judge) etc. The participants learnt a great deal of information by visiting the following places:

- Crown Prosecution Service
- Bedfordshire Police Headquarters
- Old Bailey, Crown Court, Central Criminal Court



## CHAPTER 4: The Academic Collaborations and Development Projects



## MEDIATION TRAINING AT ADR CENTER ROME, ITALY

**A**sia Foundation facilitated the training and all arrangements for this training were made at ADR Centre Rome, Italy.

were two sessions on each day. The morning session of first day was introductory in nature. Hon'ble Director General shared the progress so far made in Pakistan on the subject of ADR by showing

Chief Justice appreciated the idea and nominated judges as trainees. In the first phase a group of 8 Civil Judges, selected by Hon'ble High Court, were trained at Sindh Judicial Academy and out of them 3 were selected for imparting training from international expert. A group of master trainer was also selected and in all 8 officials visited Italy for training purpose.



It was 5 full-day training program. The trainees were welcomed by the Head of ADR Centre Rome. At this occasion, Consulate General of Pakistan housed in Rome, Italy was also present. He formally invited the Hon'ble Director General and the trainees at his offices for Dinner. As it was Training of Trainer (ToT), detailed discussions were made on effective adult learning techniques, teaching methodologies. There

a presentation. A souvenir was presented to the ADR Centre and the trainer. During introductory session goals of the program and course agenda was discussed. Initial knowledge assessment test was conducted and thereafter main components of basic mediation training were discussed. The Academy, in the first phase, started training process. The matter was shared with the Hon'ble High Court of Sindh and His Lordship, Hon'ble

While returning from Rome, the group stayed in Turkey for a few days and visited a reputed Mediation Centre of Turkey. Sindh Judicial Academy has observed working of two Mediation Centres and noticed their infrastructure which may be adopted while setting up a Mediation Centre here in Sindh.

A formal request is being sent to Honorable High Court for setting up mediation centers at District Hyderabad and Sukkur. A legislative initiative to amend the law has already been submitted to law department by Sindh Judicial Academy.



## CHAPTER 4: The Academic Collaborations and Development Projects

## INTENSIVE INTERNATIONAL HUMANITARIAN LAW COURSE FOR HUMANITARIAN PRACTITIONERS AND POLICY MAKERS, GENEVA, SWITZERLAND

This course was organised by the International Committee of the Red Cross (ICRC), which was held at the ICRC in Geneva from 23rd to 28th September 2018. Mr. Muhammad Shahid Shafiq, District & Sessions Judge and Senior Faculty Member, Sindh Judicial Academy represented the Academy.





## CHAPTER 5: THE ACADEMY IN A GLANCE

### FACULTY:

**T**he permanent faculty of the Sindh Judicial Academy consists of committed academicians having blend of institutional education and field experience.



**Honorable Mr. Justice Khilji Arif Hussain**, former Judge Supreme Court of Pakistan and the Director General Sindh Judicial Academy



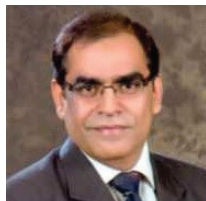
**Honorable Mr. Justice Ali Aslam Jafri**, former Judge High Court of Sindh and Consultant Sindh Judicial Academy



**Ms. Nuzhat Ara Alvi**, District and Sessions Judge



**Mr. Muhammad Shahid Shafiq**, District and Sessions Judge



**Mr. Muhammad Azmat Qazi**, Secretary Sindh Judicial Academy



**Mr. Mohammad Murtaza Khan**, I.T Expert

The department is also responsible for developing and maintaining the official website [www.sja.gos.pk](http://www.sja.gos.pk) of the Academy. The official Twitter account @AcademySindh is also periodically maintained by the I.T department. Moreover, the department is also maintaining and updating its official Facebook page [www.facebook.com/official.sja.page](http://www.facebook.com/official.sja.page).

The I.T department has developed following modules:

- Contact Management System
- File Management System
- Schedule Management System
- Result Management System
- Inventory Control

### IT DEPARTMENT:

IT department of Sindh Judicial Academy ensures the effective and efficient use of Information Technology in enabling the organization to achieve its goals. The department is also responsible for I.T. training to the Judicial Officers in order to equip them with tools of data processing to make them ready to face the upcoming challenges of the modern world.

The department is also responsible for developing and maintaining the local area network; while recently all the networks are upgraded to modern GPON technology. It is also maintaining audio/visual equipment and proceedings.

The bio-matric attendance machine and system are also managed by the I.T department.

The I.T Expert/Faculty Member is the head of I.T Department who reports to the Honorable Director General of Academy. His job is to ensure the effective and efficient use of IT. He is also responsible for designing course outlines on the basis of duration, expertise and level of audience. Additionally, he is also assigned the tasks of writing, preparing and publishing the Newsletters, Annual Reports, Short Reports,

contacts with nominal cost. In September 2008, an exercise of video conferencing

quarter of 2010, M/s CommTel Systems and M/s StarLinks demonstrated the video conferencing technology. M/s



demonstration took place at Sindh Judicial Academy. This was a joint venture between Academy and the Access to Justice Program. In this regard,

Eastman along with aforesaid companies submitted their budgetary quotations for the kind consideration of competent authority. A room for 50 persons for video conferencing will be a part of Academy's new campus.



IT department of Sindh Judicial Academy ensures the effective and efficient use of Information Technology in enabling the organization to achieve its goals.

Two modern OneScreen® hardware & software solution are installed for collaborative video, voice & data conferencing, interactive whiteboarding, screen sharing, annotating, polling, recording, saving, remote management etc.

Minutes of Meetings, and Reporting the Events etc.

#### Classroom at Academic Block

Establishment of e-Classroom for distant learning through Video Conferencing Video conferencing as it beneficial in many ways. It's a real time audio/visual contact among person to person, department to department, institution to institution. On the one hand, it curtails the traveling expenses and time elements as well as establishes personal

a connection was established among Sindh Judicial Academy, High Court of Sindh and PTCL regional office. In the last





## Chapter 5: The Academy in a glance

**LIBRARY:**

The Academy has established air conditioned fully equipped Library having law books on substantive laws, procedural laws, reference section, encyclopedias, up to date copies of Law reports viz PLD, SCMR, P.Cr.LJ., AIR, All England Law Reports, Corpus Juris Secundum, Halsbury's Laws of England, Reported Judgments of the Supreme Court of U.S.A., 72 volumes of Words and Phrases and



also up to date editions of organization.

Law digest etc. The Library is being improved over a period of time and new books and journals are added regularly. The Library is equipped with four Computers having internet connections. We are using DD system of Library

In future, we are planning to make our library accessible on line. At present 8287 books are available in the Library. A chart showing the year-wise purchase of books since 2002 is given below: Magnissi blan ulla The

S.NO	DATE	Number of		Total books (till date)
1	29-10-2002 to 29-12-2002	2002	1649	1649
2	30-12-2002 to 19-12-2003	2003	1491	3140
3	08-01-2004 to 15-10-2004	2004	310	3450
4	03-01-2005 to 21-12-2005	2005	143	3592
5	28-02-2006 to 18-01-2007	2006	107	3700
6	18-01-2007 to 23-01-2008	2007	502	4201
7	23-01-2008 to 12-09-2008	2008	359	4559
8	12-09-2008 to 06-12-2009	2009	263	4823
9	06-12-2009 to 16-08-2010	2010	237	5059
10	13-01-2011 to 06-06-2011	2011	123	5189
11	22-02-2012 to 20-12-2012	2012	137	5327
12	17-01-2013 to 10-01-2014	2013	1355	6683
13	11-01-2014 to 09-01-2015	2014	833	7516
14	10-01-2015 to 13-12-2015	2015	158	7676
15	13-12-2015 to 04-10-2016	2016	99	7775
16	01-12-2016 to 31-12-2017	2017	172	7946
17	01-01-2018 to 31-12-2018	2018	341	8287

## BUILDING:

Academy started its function in a Court Room of the Annexe Building of the High Court of Sindh under the leadership of Late Justice Z.A. Channa, who was the first Director General of the Academy. Later on it was shifted to Bungalow No. 1 and 2 at Bath Island. Then Bungalows No. 3 and 5 were also handed over to the Academy which were being used as hostel for the trainees till March 2013. A massive and huge scale construction and renovation work was carried out in Bungalows No. 1 & 2 while needed repairs were made in



The Bungalow No.4 was also handed over, but due to its much depleted condition its renovation was not considered feasible. In view of increasing day by day requirements it was resolved in the meeting of Board of Governors. held on 21-10-2009 that a residential complex be built in the area comprising Bungalow Nos. 3, 4, & 5, GOR-I, Bath Island for the purpose of housing the students of the

Academy as well as Faculty Members for the City Campus. In order to vacate the premises of Bungalows No. 3, 4 & 5, the furniture / fixture were accordingly shifted to newly allocated flats and vacant possession of these Bungalows was handed over to the in charge Project Director, Hon'ble High Court on 23-5-2013. On November 19, 2016, the groundbreaking ceremony of constructing the new multi-story building for hostel was done. The construction of the hostels is underway in a rapid pace.

### Administration Block

The Administration Block

In Administrative block there is a fully equipped conference room, which is also used for academic purposes like 'Workshop, Conference, programs like Meet the Luminaries'.

### Conference room

At the academic block, we have two air-conditioned simulation rooms, air-conditioned library and fully equipped air-conditioned computer laboratory. The simulation



37



rooms are equipped with all the modern gadgets necessary for instructions and teaching.

### Cafeteria

Within the premises of the Academy well-furnished Air-Conditioned Cafeteria is situated which can accommodate around 150 persons with separate cooking area available.



### Academic Block

At the academic block, we have an air-conditioned simulation room, air-conditioned



## Chapter 5: The Academy in a glance

library and fully equipped air-conditioned computer laboratory. The simulation room is equipped with all the modern gadgets necessary for instructions and teaching. The first Court Annexed Mediation Center is also functioning in Academic Block.

### Hostel Apartments

In March 2013 the then Hon'ble Chief Justice, High Court of Sindh was pleased to allot four flats at the Residential Complex situated at Bath Island to accommodate

trainee judicial officers during their training. The newly allotted flats were accordingly furnished to accommodate 32 trainee judicial officers with all facilities, such as fully furnished Air-Conditioned Rooms, LCDs, Carom Boards, Table Tennis and Chess for recreation in leisure hours.

### Other Facilities

The Academy has all necessary facilities to hold workshops, seminars for 25 persons at a time and other academic and professional activities. The aim

of the present management is to make the Academy a center of excellence. Previously, only few computers and one O.H.P. were available in the Academy. But now the Academy possesses full fledged Resource Centre with 20 New Computers with advance technology and other I.T. related equipment. The work on establishing a modern e-class room with internet facility is likely to start in near future.

### Transport facility

In the year 2015 an air-





conditioned Coaster bus was purchased to provide transport facility to the Trainees during training sessions.



Along with one hundred acres piece of land from N.C. No. 106 of Deh Chuhar, Gadap Town, Karachi for the construction of a new Campus for Sindh Judicial Academy, Honorable Chief Justice of Sindh Mr. Justice Ahmed Ali M Shaikh generously allotted 6000 square yard plot at Thatta District Court for Academy's campus. The possession of the

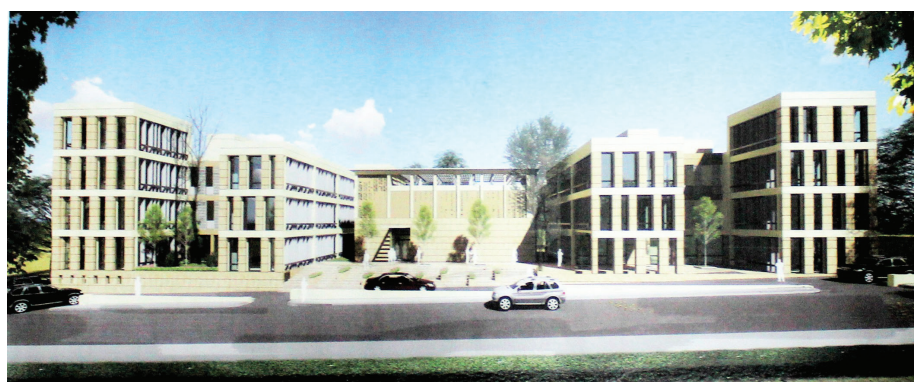
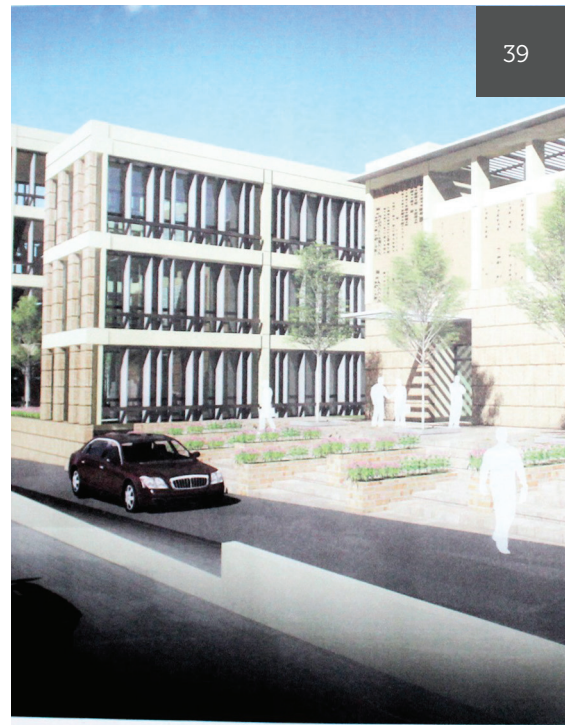
#### Hope for New Horizon

land has been taken by the Honorable Director General Mr. Justice Khilji Arif Hussain for Sindh Judicial Academy. At the occasion an accord was signed between the Honorable DG and the District & Sessions Judge Thatta Mr. Abdul Naeem



Building department is directed to construct a boundary wall on this land to protect the land from misuse. Moreover, a plan for constructing new building for main campus is finalized and the construction will to be started in April 2019. There shall be three towers in the new building of Sindh Judicial Academy namely Academic, Admin and University. Following is the plan for these towers:

Academic Tower	Admin Tower	University Tower
Faculty Rooms (6)	Director General Office	Dean Office
Rest Rooms	Waiting Area	P.A Office
Visiting Faculty Rooms (2)	P.A Office	Faculty Office
Rest Rooms	Rest Rooms	Visiting Faculty Office
Video Conferencing Room (50 persons)	Security Office with 4 work stations	Registrar Office
Class 1 (30 students capacity)	Accounts office with 4 work stations	Class Rooms (5) of 50 persons
Class 2 with stage (50 student capacity)	Rest rooms	Staff work stations
Mock Trial Court	Office Staff Room (2)	Rest Rooms
Library (1) with Computer Setup	Meeting Room (3)	Common Bath Rooms
Cafeteria 75 persons with Kitchen	Mediator's Room (2)	
Common Bath rooms	Visitor's Room	
Trainees Staff Room (5) with Washroom	In charge Office	
	Server Room	
	Supporting staff with 4 work stations	



## Chapter 5: The Academy in a glance

**Finances of the Academy**

The Grant-in-aid by the Government of Sindh is the source to meet financial requirements of the Academy. During the financial year 2017-2018 the annual grant was decreased from Rs.30.00 million to Rs.20.00 Million. Expenditures are as under:

S.NO	PRIMARY UNITS OF APPROPRIATION	JAN	FEB	MAR	APR	MAY	JUN
1	Salary of Officers	1,640,436	1,657,052	1,657,052	1,657,052	1,657,052	1,657,052
2	Salary of Staff	994,450	986,312	986,312	986,608	1,021,421	1,043,174
3	International Trainings			111,190			
4	Medical	103,544	23,171	135,387	73,997	111,193	156,306
5	Telephone	3,498	5,095	3,585	3,867	3,651	3,829
6	Gas	7,120	9,110	7,780	5,020	5,020	8,390
7	Electricity	39,193	62,187		68,444	106,471	637,933
8	Electronic Communication	42,080	11,710	14,660	28,686	13,190	13,190
9	Postage & Courier	3,182	2,780	2,283	1,239	1,568	3,108
10	Water	17,497	9,769	10,498	19,015	22,163	20,226
11	Fuel (P.O.L)	25,690	26,789	67,676	30,690	47,360	49,006
12	T.A/ D.A	21,600	53,794	23,200	35,600	67,722	
13	Honoraria to Guest Speakers				45,000	239,000	785,611
14	Honoraria to Staff						1,593,327
15	Stationary	30,906	8,360	23,835	17,110	71,952	3,790
16	Printing & Publication						25,000
17	Conference/Seminars/Workshops	367,825	(486,750)				
18	Books	37,918			114,427		
19	Uniform & Protective Clothing	44,550	31,200		31,200		
20	Advertisement & Publicity						7,300
21	Contribution & Subscription	39,953	1,128		2,324		2,453
22	Entertainment/Meal for Trainees	131,921	32,684	39,319	42,706	407,944	498,813
23	Conveyance Charges		250		350	15,700	100
24	Transportation Charges					2,110	
25	Professional Charges					1,015,000	
26	Janitorial	3,275	6,435	2,537	18,039	4,838	150
27	Others	23,740	600	44,000	40,955	3,920	4,100
	PURCHASE PHYSICAL ASSETS						
28	Purchase Transport/Vehcile					2,189,000	
29	Purchase Machinery & Equipment		59,006			146,050	50,765
30	Purchase Furniture & Fixture						
31	Purchase I.T Equipment						
32	Purchase Others	1,800	400		18,800	1,000	
	REPAIR & MAINTANANCE						
33	R & M Transport/Vehcile	47,450	5,230	61,500	88,883		18,997
34	R & M Machinery and Equipment	24,548	15,820	19,162	18,650	9,750	22,050
35	R & M Furniture and Fixture	80	550		1,000		
36	R & M Building	974	5,660	420	640	4,057	1,640
37	R & M I.T Equipment	1,640					5,050
	Grand Total	3,654,870	2,528,342	3,210,396	3,350,302	7,167,132	6,611,360

S.NO	PRIMARY UNITS OF APPROPRIATION	Jul	Aug	Sep	Oct	Nov	Dec	TOTAL FOR THE YEAR 2018
1	Salary of Officers	1,694,608	1,694,608	1,694,608	1,694,608	527,534	2,971,254	20,202,916
2	Salary of Staff	1,173,897	1,149,223	1,148,208	1,148,208	1,156,404	1,191,884	12,986,101
3	International Trainings							111,190
4	Medical	59,162	175,618	92,460	160,466	80,780	156,759	1,328,843
5	Telephone	2,994	4,425	3,175	3,851	1,417	4,406	43,793
6	Gas	7,930	7,340	5,030	5,240	8,050	10,050	86,080
7	Electricity		289,240	233,825	158,675	197,524	141,358	1,934,850
8	Electronic Communication	13,180	13,110	13,580	13,230	13,250	13,270	203,136
9	Postage & Courier	1,451	658	797	1,570	2,397	1,009	22,042
10	Water	36,016	29,600	17,497				182,281
11	Fuel (P.O.L)	117,446	30,725	75,235	53,191	29,480	82,966	636,254
12	T.A/ D.A		97,365	71,720				371,001
13	Honoraria to Guest Speakers	80,000	95,000	275,000	145,000	335,000		1,999,611
14	Honoraria to Staff							1,593,327
15	Stationary	105,959	65,563	7,560	1,800	6,534	3,388	346,757
16	Printing & Publication	104,250			13,000	37,200		179,450
17	Cnfrnc/Seminars/Workshops	88,000	175,970	25,125		350,000	1,056,000	1,576,170
18	Books	26,100			6,580	950		185,975
19	Uniform & Protective Clothing			74,283	1,000			182,233
20	Advertisement & Publicity							7,300
21	Contribution & Subscription		2,390	26,057	4,156	25,000	2,618	106,079
22	Entmnt/Meal for Trainees	235,634	123,752	168,108	224,011	156,540	391,835	2,453,267
23	Conveyance Charges	100						16,500
24	Transportation Charges							2,110
25	Professional Charges		50,000					1,065,000
26	Janitorial	1,780		11,590	6,206		12,980	67,830
27	Others	389	6,759	3,520		990	2,400	131,373
	PURCHASE PHYSICAL ASSETS							-
28	Purchase Transport/Vehcile		65,500					2,254,500
29	Purchase Machinery & Equip.							255,821
30	Purchase Furniture & Fixture							-
31	Purchae I.T Equipment							-
32	Purchase Others		4,400				5,035	31,435
	REPAIR & MAINTANANCE							-
33	R & M Transport/Vehcile	1,150	1,280	5,200	11,700	38,690	420	280,500
34	R & M Machinery and Equip.	17,830	4,785	28,725		400	1,400	163,120
35	R & M Furniture and Fixture							1,630
36	R & M Building	2,220	3,750	800	3,280	7,590	1,150	32,181
37	R & M I.T Equipment		6,800	5,600	5,000			24,090
								-
	Grand Total	3,770,096	4,097,861	3,987,703	3,660,772	2,975,730	6,050,182	51,064,746

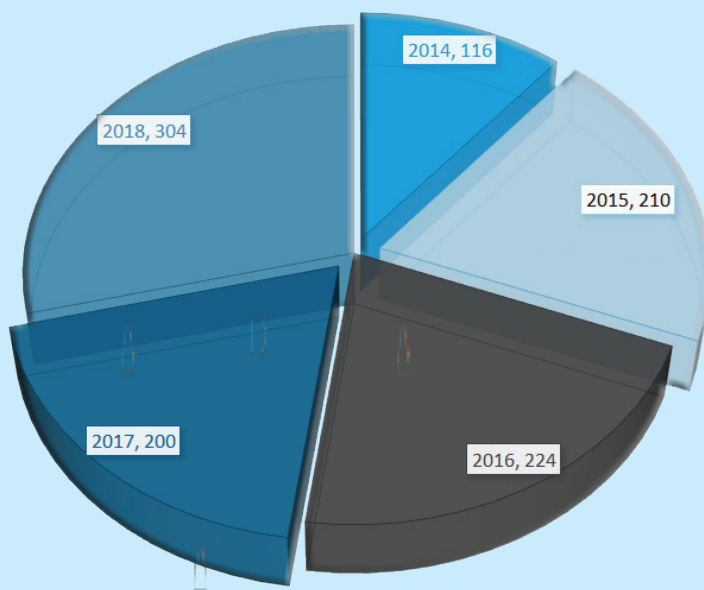


## Chapter 5: The Academy in a glance

Sindh Judicial Academy has achieved unprecedented milestones during 2018. It was the first time that the Academy conducted simultaneous training programs for Judicial Officers, Public Prosecutors and Police officers.

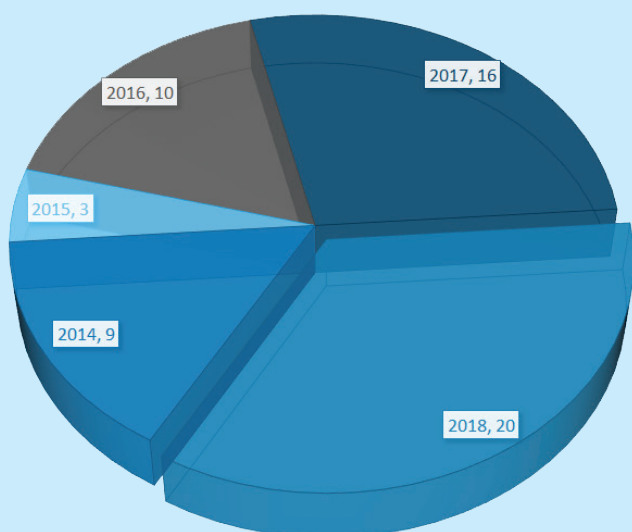
The comparative performance chart of the Academy is presented below:

**Number of days remained busy in training/activities, 2014-2018**

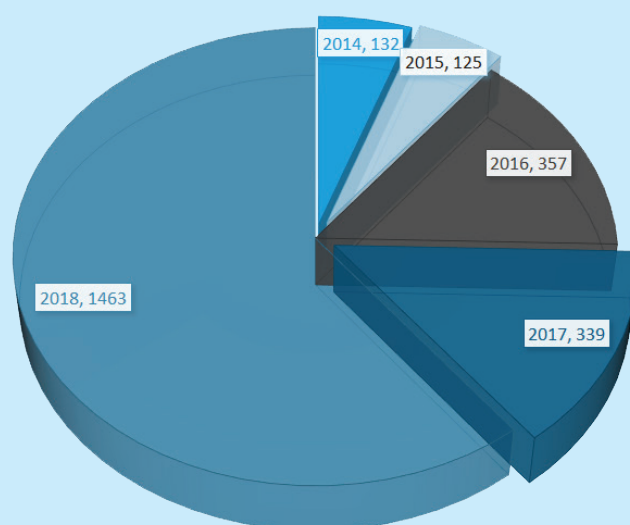


**TRAININGS, WORKSHOPS AND NUMBER OF PARTICIPANTS DURING 2014-2018**

**TRAININGS/WORKSHOPS**



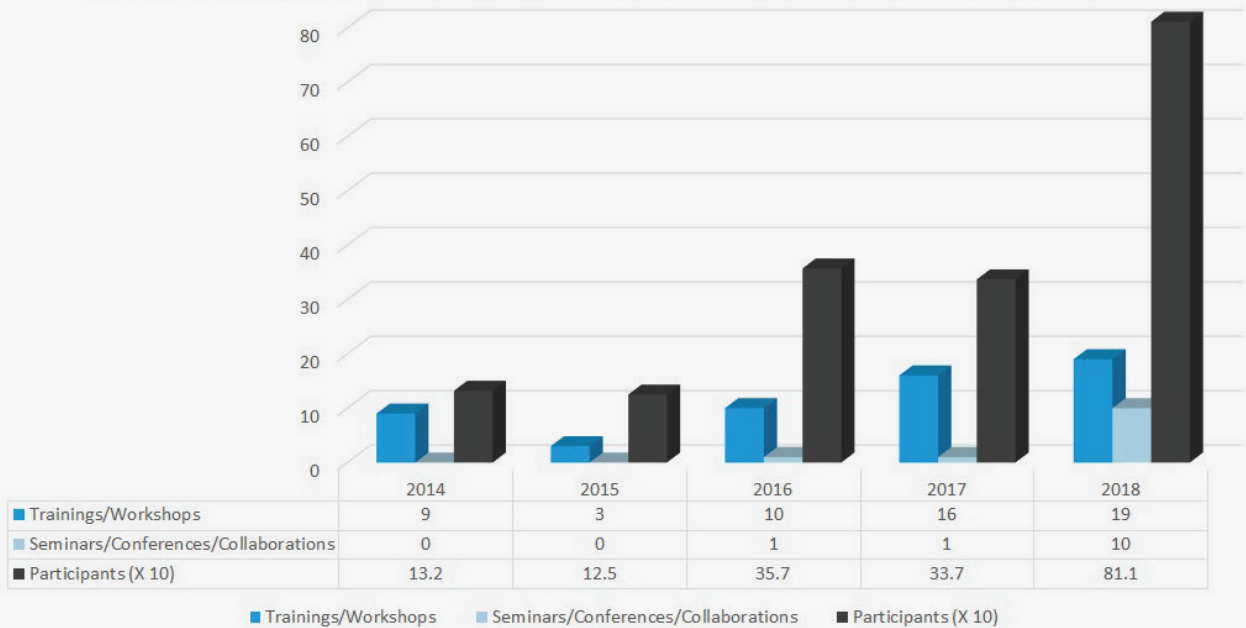
**PARTICIPANTS**



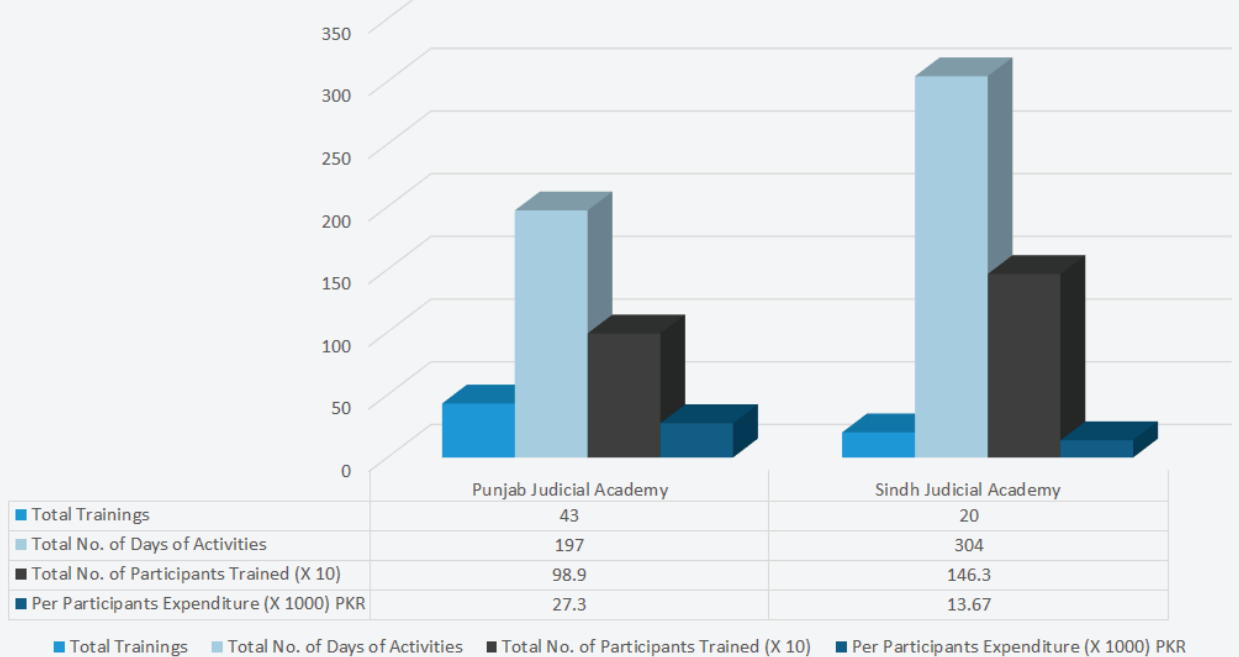
Sindh Judicial Academy has focused on quality of training during the time period in focus. During 2018, the Academy passed out around 811 trainees, which shows its commitment to provide specialized training to all the stakeholders.

The same performance can be seen through the following charts:

## Performance Report from 2014 to 2018, SJA



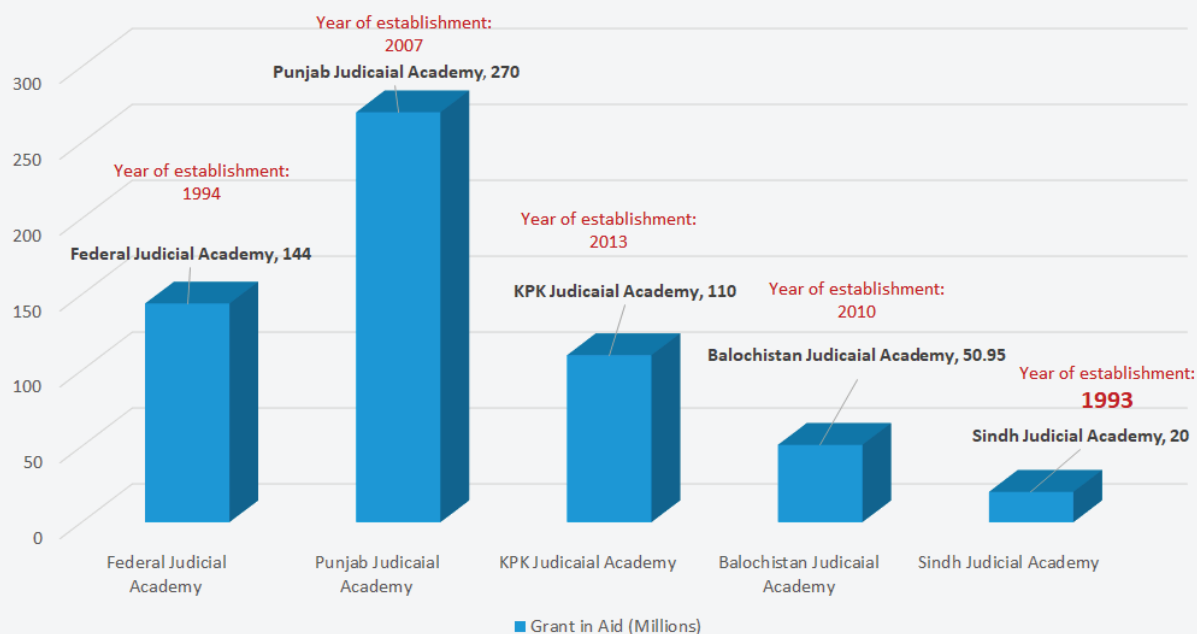
## COMPARATIVE STATEMENT OF SJA & PJA TRAININGS' AND PARTICIPANTS' DATA



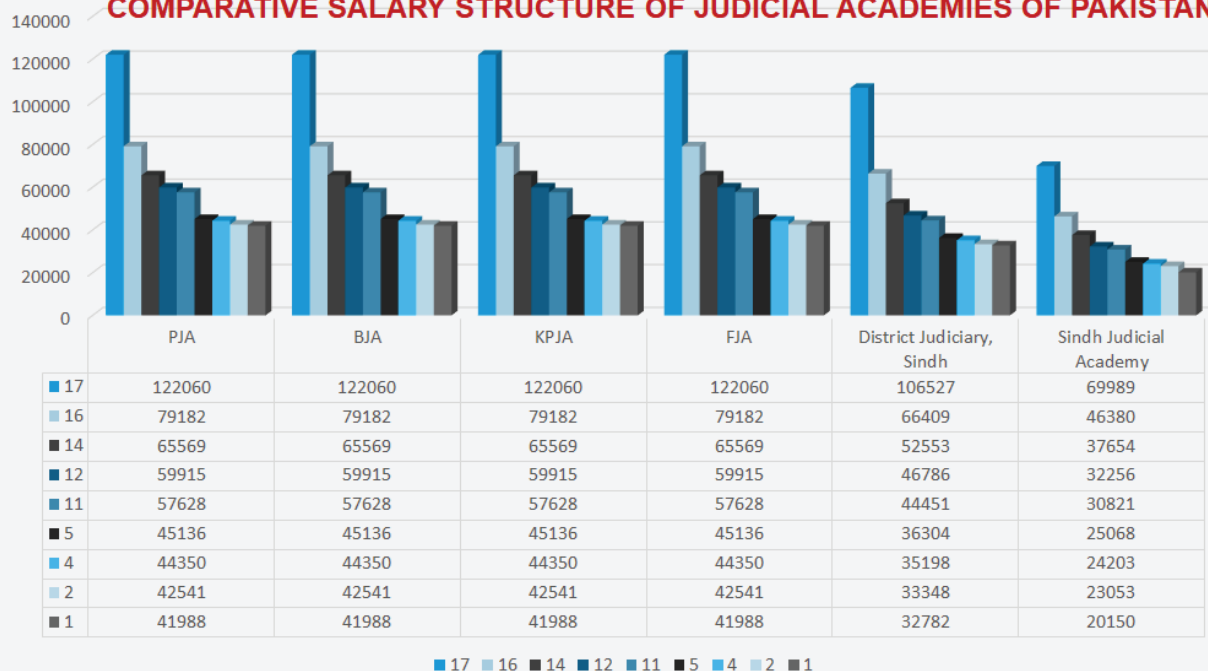
## Chapter 5: The Academy in a glance

Sindh Judicial Academy has exponentially increased its training programs during 2018. During this academic year, the financial obligations also raised considerably. The Academy is expecting a considerable rise in its annual grant for the next year. The comparative financial status of the Academy with other Academies is given below:

### ANNUAL GRANT IN AID (IN MILLIONS) OF JUDICIAL ACADEMIES OF PAKISTAN



### COMPARATIVE SALARY STRUCTURE OF JUDICIAL ACADEMIES OF PAKISTAN





Following is the comparative presentation of the two Judicial Academies: The Punjab Judicial Academy and Sindh Judicial Academy. According to the data, Sindh Judicial Academy trained far more judicial officers and other stakeholders with its very limited financial resources as compared to the resources of Punjab Judicial Academy.

Following chart depicts the performance of both the academies:

