

# Three-Month Pre-Service Training Program for Newly Appointed Civil Judges & Judicial Magistrates (Batch-70)

(FROM 03 JULY – 09 SEPTEMBER 2023)



## Background Context

❖ Civil judges and judicial magistrates play a crucial role in the administration of justice. To prepare the Newly Appointed Civil Judges and judicial Magistrates for the vacant positions of their roles and responsibilities within the legal system, a three-month training course was designed under the wise guidance of Hon'ble Mr. Justice Nadeem Akhter, Judge High Court of Sindh and Director General Sindh Judicial Academy. This training program covered:

- Legal Knowledge and Skills
- Judicial Ethics and Conduct
- Case Management
- Courtroom Procedures
- Communication Skills
- Mediation and Alternative Dispute Resolution
- Judicial Independence
- Professional Development
- Personal Development

❖ The core objective of the training was to sensitize the trainees with practical experience in conducting over-trials falling within their jurisdiction. Also, it was aimed to equip newly appointed Judicial Officers with the necessary knowledge, skills, and attitudes to perform their duties competently and ethically within the judicial system.

❖ Recently the Hon'ble High Court of Sindh appointed 90 Civil Judges & Judicial Magistrates on 09 May 2023 on vacant posts.

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## Brief Introduction

❖ Recently the Hon'ble High Court of Sindh appointed 90 Civil Judges & Judicial Magistrates on 09 May 2023 on vacant posts. The Sindh Judicial Academy arranged a "Three-Month Pre-Service Training Program for 45 Newly Appointed Civil Judges & Judicial Magistrates (Batch-70)" from 03 July to 09 September 2023 at Sindh Judicial Academy (SJA).

## Salient Proceedings

❖ In the Introductory Session, after the recitation of selected verses from The Holy Quran, **Mr. Muhammad Shahid Shafiq** (District & Sessions Judge/Senior Faculty Member, SJA) delivered the welcome address and briefed on Code of Conduct and SOPs to be followed during the training. He also discussed the theme of this training program and supervised the Pre-Assessment test.



❖ On Day 01, the first, second, and third sessions were also conducted by **Mr. Muhammad Shahid Shafiq** on “Understanding the Concept of Justice in Islam” and discussed:

- Concept of ‘Addal’
- Duties of Judge in the light of ‘Holy Quran’ and ‘Sunnah’
- Relevant Verses of the Holy Quran
- Relevant ‘Ahadees’

❖ **Mr. Shafiq** elaborated on “Orientation for the start of Judicial career.” He expounded on the subject by discussing the following subsequent topics:

- Relationship with senior and junior
- Judge as a team leader:
- Planning the first day in the court
- Concept of leader
- Judicial leader
- Relationship with the staff

❖ **Mr. Muhammad Shahid Shafiq** explained “Judicial Conduct & Mannerism.” He shared the “International Best Practices on Judicial Ethics” and also shared “Superior Courts’ Verdicts.” For a better understanding of the topics discussed, the participants were given some exercises.

❖ Further, **Mr. Shafiq** discussed “What to do?” He guided the participants to:

- Be honest
- Law knowing
- Avoid the general public, litigants, advocates
- Follow superior courts’ verdicts

❖ **Mr. M. Shahid Shafiq** shared that in relentless pursuit of excellence, the Judicial Officers need to satisfy the hierarchy of distinguished legal authorities including the District Judge, Registrar, Member Inspection Team, Monitoring Judge, Chief Justice, and Chief Justice of Pakistan. He also shared Successful Examples of ‘Judicial Service as a Carrier’ and mentioned that many judges from the district judiciary became judges of the Supreme Court and many advocates from the bar became judges of the Supreme Court. He

discussed the Growth Assessment in terms of Personal Vs. Institutional. He also discussed the “Rule of Law Index” under the following criteria:

- What are the reasons for it?
- Who is responsible?
- What would be my role in improving the system?

❖ He also explained, “How to Assess Self-Ability?” in which he shared the following points to ponder:

- I summoned 10 people in a day for an appearance to give evidence at 8.30 a.m.
- I do not talk to whom I am supposed to serve
- I enjoy powers and do not feel responsible for being the judge
- I only command and do not advise or help
- I expect respect and do insult those who come across me
- I decide the future of people by citing examples from the past

❖ On Day 02, the first and second sessions were conducted by **Mr. Hamid Saeed** (Image Consultant) on the subject of “Dressing Manners.” In this subject, he delivered presentations and covered the following topics:



- Importance
- Elegance with Economy
- Dressing and appearance
- Dining etiquettes
- Table setting
- Dining protocol

❖ **Mr. Saeed** also shared that proper dressing is not a substitute for Education, Training, Experience, Skill, and Moral character. Further, he shared the purpose of dressing according to the Holy Quran and explained the four stakeholders who affect our dressing. He also described the formula for proper dressing and especially the look of a judge. He distinguished between Attention Vs. Distractions and Dos and Don’ts of the proper dressing.

❖ **Mr. Hamid Saeed** shared that dining etiquette is a complex and refined set of social customs that enhance the dining experience. He also shared that it encompasses greetings, setting the tone with warm exchanges, and formal dinners that elevate these customs to grand levels, even at the world's highest formal dinners. Further, he described that the key elements include meticulously arranged place settings, the significance of the napkin, and the importance of posture and elbow etiquette. As the meal progresses, he further elaborated, serving food with precision and grace becomes a symphony of flavors, all underscored by the art of etiquette. Understanding subtle cues for excusing oneself and handling unexpected dining challenges ensures a seamless evening, he further added. Mr. Saeed resolved that this blend of tradition and refinement transforms a simple meal into a cultural experience beyond the ordinary.

❖ The second and third sessions were conducted by **Mr. Naveed Ahmed Soomro** (Additional District & Sessions Judge) on the subject "FIR, non-cognizable." He discussed the following subsequent topics:



- FIR and relevant law
- Criminal trial
- FIR and relevant columns
- Schedule-II (tabular statement of offences)
- Non-cognizable offence and procedure
- Case law
- Direct complaint under Section 200 of Cr.P.C.
- Grounds of dismissal of complaint
- How complaint made?
- Complaint nature
- Preliminary inquiry
- Important case laws

❖ On Day 03, the first, second, and third sessions were conducted by **Mr. Fahim Ahmed Khan** (District & Sessions Judge) on the subjects "Time Management, Stress



Management and Human Psychology and Developing Personality." He covered the subjects by unfolding the following subsequent topics:

### Time Management

- Time management – basic concept & discussion with activity
- Elements of time management
- Time management styles
- Steps for managing your time
- Poor time management snatches from you...
- Dacoits to time management – the other side...
- Technology & time management
- Benefits of time management
- Understanding of judicial culture
- Time management being judged - activity [ year/month/week/day/hourly planner ]
- Case management - activity
- Relationship between time management & stress

### Stress Management

- Introduction to stress management
- Stress in the Judicial system
- Mind sciences and Stress Management
- Coping strategies for Judicial Officers
- Building Resilience
- Case studies and Interactive Discussion
- Conclusion and Action Plan

### Human Psychology and Developing Personality

- Introduction to Human Psychology
- II. Self-Awareness and Self-Reflection
- Personality Development
- Emotional Intelligence
- Communication Skills
- Conflict Resolution and Interpersonal Skills
- Motivation and Goal Setting
- Self-Care and Well-being
- Interactive Activities and Group Discussions
- Conclusion and Action Plan

❖ The fourth session was conducted by **Hon'ble Mr. Justice Zulfiqar Ahmed Khan** (Judge, High Court of Sindh). The Hon'ble Judge delved into





“Judicial Biases and their De-biasing.” He also explored “Therapeutic Judging: A Mechanism of Judicial Healing.” To elaborate on the topics, he delivered a presentation and covered:

- Overview (Sources of Bias)
- Types of Biases
- General overview of types
- Specific judicial biases
- Consequences and practical effects
- Common theoretical causes of some cognitive biases
- Individual differences in decision-making biases
- Reduction techniques

❖ On Day 04, the first and second sessions, **Mr. Naveed Ahmed Soomro** delivered a presentation on “Criminal Court Trial” and discussed the theme by:

- FIR and relevant law
- Criminal trial
- FIR and relevant columns
- Schedule-II (tabular statement of offences)
- Non-cognizable offence and procedure
- Case law
- Direct complaint under Section 200 of Cr.P.C.
- Grounds of dismissal of complaint
- How complaint made?
- Complaint nature
- Preliminary inquiry
- Important case laws

❖ The third and fourth sessions were conducted by **Mr. Zeeshan Manzoor** (Additional District & Sessions Judge) on the subject of “Family Court Trial.” He covered the subject, and its subsequent themes and discussed:



### Chief Substantive Laws

- Muhammadan Law (Special Reference to D F Mula's)
- Muslim Family Laws Ordinance, 1961
- Dissolution of Muslim Marriages Act, 1939
- Guardian and Wards Act, 1890

- Divorce Act, 1869
- The Hindu Marriage Act, 2017

### Chief procedural law

- The (West Pakistan) Family Courts Act, 1964
- Exclusive jurisdiction
- Plaint: primary pleadings
- Before court without jurisdiction
- Court of jurisdiction
- Service upon defendants
- Written statement
- Pre-trial and issues
- Recording of evidence
- Post-trial proceedings
- Timeline for dissolution of marriage suit
- Special provisions

❖ On Day 05, in the first session, **Mr. Muhammad Shahid Shafiq** conducted an assessment on “Criminal Law.”

❖ The **Hon'ble Mr. Justice Abdul Malik Gaddi** (former Judge High Court of Sindh) conducted the second and third sessions of the “Family Court Trial.” He expounded on the subject by discussing the following topics:



- Introduction of Family Laws
- Procedure followed in Family Court
- Admission of plaint
- Service of summons
- Exercise: order writing

❖ The Hon'ble Judge mentioned the following facts:

“At the time of admission of the plaint in family cases, first of all, the Reader of the court will make submission note at the back of the memo of plaint, and then the plaint will be placed before the Judge. A Judge has to go through the contents of the plaint whether the same is showing cause of action. Secondly, the judge has to see whether he has territorial jurisdiction to entertain the suit. Whether the suit is properly stamped.

If the Judge is satisfied regarding all the ingredients mentioned above then he admits the Suit by making an admission order.

Order:

Admit. Register subject to legal exception. Issue summons/notices to the defendant through bailiff as well as registered Post A.D/TCS.

To make a service of summons, the court has to adopt the procedure of service provided under CPC.

If the summons is not served through ordinary mode, then the court orders to paste the summons at the outer door of the house of the defendant.

After pasting the summons at the outer door, the court has to record the statement of the bailiff and the Sharah of the bailiff must be supported by two witnesses of the locality.

If the Judge is satisfied that pasting has been made then the court adopts the substitute mode of service by way of publication at the cost of the plaintiff."

❖ **Mr. Justice Gaddi** engaged the participant in an exercise of order writing.

❖ In the third and fourth sessions, **Mr. Naveed Ahmed Soomro** delivered an "Administration of Criminal Justice" presentation. He discussed the "Identification test parade" and "Practice session with mock and exercise."

❖ He elaborated on 'Why an identification parade?' and 'What stage, can it be held?'. He further elaborated on 'What can be identified?'. He advised the participants to list the purpose and things for which the test can be held.

❖ **Mr. Soomro** shared the procedures and identification parade memo. He also shared the relevant case laws.

❖ On Day 06, the first session was conducted by **Hon'ble Mr. Justice Abdul Malik**

**Gaddi** on the subject of "Family Court Trial." He covered the following topics:

- Recording of evidence
- Examination-in-chief
- Cross-examination: Mock trial-scripted
- Recording of evidence

❖ The **Hon'ble Judge** shared the following facts in detail:

"As per section 11 of the Family Court Act, 1964, the family court shall examine the witnesses produced by the parties in such order as it deems fit.

The court shall not issue any summons for recording his evidence unless, within 3 days of the framing of issues, any party intimates the court that it desires a witness to be summoned through the court and the court is satisfied that is not possible for such party to produce the witness.

As per section 11(3) of the Family Court Act, 1964, a witness shall give their evidence in their own words.

As per section 11(4) of the Family Court Act, 1964, the family court may permit the evidence of any witness to be given using an affidavit-in-evidence.

- What to do when a witness after filing an affidavit-in-evidence enters the witness box?

The court has to ask a witness as to whether he has filed the affidavit-in-evidence. If he accepts the contents of the affidavit as well signature on it. The court has to write in the following manner:

"I do hereby verify the contents of my affidavit-in-evidence filed before this court. The contents of my affidavit-in-evidence have been read over to me by my counsel and the same are true and correct and bear my signature.

After that, the opposite party's counsel will conduct cross-examination upon the witness."

- Purpose of cross-examination

The main purpose of cross-examination is to impeach the accuracy, credibility, and general value of the evidence given in the shape of examination-in-chief/affidavit-in-evidence to sift the facts already stated by the witness to detect and expose discrepancies or the elicit suppressed facts which will support the case of a cross-examining party."

Further, **Mr. Justice Gaddi** gave the following assignment with some questions on "recording evidence":

"A contracted marriage with B; dower was fixed as Rs.1,00,000/- which was payable on demand; at the time of marriage dowry articles were given to A by her parents which were shifted at the house of B; due to strained relation A filed a suit for dissolution of marriage by way of khula as well as return of dowry articles or in lieu an amount of Rs.500,000/-.

Marriage was dissolved at the pre-trial stage; however, the following issues were framed:

1. Whether the dower amount was paid to A by B at the time of marriage?
2. Whether A is entitled to the return of dowry articles which were given to her by her parents at the time of marriage?
3. What should the decree be?"

❖ The second and third sessions were conducted by **Mr. Naveed Ahmed Soomro** on the subject of "Remand." He discussed:

- Types of remand
- Remand orders
- What does remand mean?
- Relevant laws and provisions
- Salient points of s. 167 Cr.P.C.
- Difference between 167 & 344 Cr.P.C
- Important points
- When remand may not be allowed
- When remand may be allowed
- Requirements of police rules
- Parts of remand order
- Sample orders

- Art of writing orders (practical exercise for writing remand orders)

❖ The fourth and fifth sessions were conducted by **Hon'ble Mr. Justice Athar Saeed** (former Judge of the Supreme Court of Pakistan). He delivered a presentation on "Judge as Taxpayer." He covered the following subsequent subjects/topics:



- Historical background of tax laws in Pakistan
- What is tax?
- How many types of taxes are there in Pakistan?
- Who collects taxes from us on behalf of the government?
- Important definitions
- Which income is exempt from taxation?
- Who has to file an income tax return?
- Why should I file my tax return?
- drawbacks of being a non-filer
- What is the last date for filing of income tax returns?
- Who has to file a wealth statement?
- What is e-filing?
- Why e-service?
- Who is required to file an income tax return online?
- Who can file online income tax return
- Steps for e-filing of
- Income tax return
- Where online income tax return will be filed?
- Process to get registration with FBR and generation of NTN
- Registration with FBR
- Process to file an annual return of income tax?
- Process to file wealth statement
- How to submit the finalized tax return?

❖ On Day 07, in the first and second sessions, **Mr. Naveed Ahmed Soomro** revised the previous day on the subject of Remand.

❖ The third session was conducted by **Mr. Zeeshan Manzoor**. He gave practical exposure to writing case diaries in family cases.

❖ The fourth session was continued by **Mr. Zeeshan Manzoor** on the subject of "Procedure of Dissolution of Marriage under Christian and Hindu Laws." He explored the subject by covering:

- **Marriage and its dissolution under Christian Law**

- Christian marriage: a sacrament
- Celebrated Christian maxim
- Difference between Christian marriage & Muslim marriage
- Law relating to Christian marriage
- Solemnization of Christian marriage
- Law relating to divorce amongst Christians in Pakistan
- Grounds with husband to pray for divorce
- Grounds with wife to pray for divorce
- Discrimination
- Petition for nullity of marriage
- Judicial separation
- Competence of husband and wife to give evidence as to cruelty or desertion
- Re-marriage
- Bar of suit for criminal conversation

- **Marriage and its dissolution under Hindu Law**

- Dharm(A): A moral code of behavior
- To whom Hindu law does not apply
- Sources of Hindu law
- Smritis
- Smritis changes with time
- Sruti
- Sruti versus Vedas
- Custom
- Marriage in Hindu law
- Objectives of Hindu marriage
- Marriage ceremonies
- Number of wives/husbands
- Relevant law of land as applied in Sindh
- Conditions of Hindu marriage
- Registration of Hindu marriage
- Forum & procedural law
- Procedure to follow
- Ceremonies of marriage
- Void marriages
- Judicial separation
- Grounds for judicial separation/termination of marriage
- Nullity of marriage

- Termination of marriage by mutual consent
- Re-marriage

❖ On Day 08, Mr. Muhammad Shahid Shafiq conducted an assessment on the topic of "Family Law."

❖ On Day 09, the first and second sessions were conducted by **Mr. Naveed Ahmed Soomro**. He revised the previous day. He also discussed the following:

- How to record statements under section 164 Cr.P.C.
- Mock and exercise in the light of judgments of Apex Courts and feedback
- How to record statements under section 164. Cr.P.C.
- Mock and exercise in the light of judgments of Apex Courts and feedback
- Remand (procedure & practice)
- Art of writing orders (exercise for writing remand orders)

❖ The fourth session was conducted by **Mr. Muhammad Shahid Shafiq** on the subject of "Criminal Court Trials." He enlightened the subject by sharing knowledge on the supply of documents and providing legal aid.

❖ On Day 10, the first and second sessions were conducted by **Mr. Haleem Ahmed Memon** (Additional District & Sessions Judge) on the subject of "Criminal Court Trial." In this subject, he taught the following topics:



- Framing Charge
- Relevant law and case law
- Amendment/alteration in charge
- Exercise (give the task to prepare charge of several crimes for their better understanding)
- How and when to apply sections 249 & 249-A Cr.P.C. (exercise & writing orders)
  - Provisions of law related to Charge
  - What is charge?
  - Object of Charge

- What are the essentials of charge?
- What is a fair trial and how the framing of charge has assumed the importance of insertion of Article 10-A of the Constitution?
- What is a defective charge and what are its consequences?
- When a charge is to be altered?
- When new evidence emerges during trial
- Any apparent error in the original charge is pointed out
- When any absconder accused is arrested and he is to be tried jointly with other accused already facing trial
- After the charge has been altered or amended the court may proceed with the trial or it may commence the trial afresh
- Right of prosecution and the accused to recall re-summon and reexamine the witnesses concerning such alternation or addition to the charge
- How to ensure timely submission of police report/challan under s. 173 Cr.P.C
- Power to stop proceedings when no complainant
- Scope of Section 249 Cr.P.C
- Not applicable in case of a private complaint
- Order is to be passed only after recording reasons
- Not necessarily applicable in cases when witnesses are not in attendance since the language of the provision is of the widest amplitude
- Order in this provision is temporary and not final as neither resulted in acquittal nor conviction
- Although s. 249 is very wide in its terms but resort it is to be made by the Magistrate in cases in which there are special circumstances that make it difficult or impossible to proceed with the case in normal course as provided under the code
- Nonavailability of witnesses can be grounds for proceedings under this provision
- What is the duty of the Court while invoking s. 249 Cr.P.C
- What is the meaning of “release of accused” in the present context

- The proceedings are revived on the application of the complainant or the prosecution as and when witnesses are available
- Section 249-A of Cr.P.C
- Power of Magistrate to acquit accused at any stage
- Basic ingredients of s. 249-A
- When the filing of the application is necessary?
- When the filing of an application is not necessary?
- Section 249-A is applicable to private complaints

❖ The third session was conducted by **Qazi Muhammad Naeem Siddiqui** (Former ADJ) on the subject of “Institution of Civil Suit.” In this subject, he defined:



#### • **Institution of Civil Suits**

- Objectives
- Challenges
- Outcomes
- Section 249-a is applicable to private complaints
- What to do on presentation
- Summons, what it means
- Summons for disposal of the suit. (o. 5, r. 1, 5)
- Summons for settlement of issues, (o. 5, rr. 1, 5)
- Filing written statements, when required
- Proforma “d”
- Order xi
- Proforma “b”
- Proforma “e”
- Order xvi rule 01
- Proforma “f-i”
- Proforma “f-2”
- Proforma “g”
- Reference by court (stagewise)
- Reference by parties (stagewise)
- Factors to take into account when assessing the possibility of alternative dispute resolution
- Applicability of management techniques in the appellate stage
- Order ix-a (case management and scheduling conference)



- Order xli rule 01 (a form of appeal. What to accompany memorandum)
- Order xli rule 27 (production of additional evidence in appellate court)
- Order xli- rule 30 (judgment in appeal)
- Applicability

❖ **Qazi Muhammad Naeem Siddiqui** continued the successive session on “Injunction under CPC and Specific Relief Act, 1877.” In this subject, he defined:

- Grant of injunction under CPC and Specific Relief Act, 1877
  - Objectives
  - Challenges
  - Outcomes
  - What is a temporary injunction?  
The Code of Civil Procedure, 1908
  - Section 94 supplemental proceedings
  - Order xxxix temporary injunctions and interlocutory orders  
The Specific Relief Act, 1877
  - Injunctions generally
  - Perpetual injunctions
  - Section 55 mandatory injunction
  - Section 56 injunction when refused
  - Section 57 injunction to perform negative agreement
  - Temporary or interim injunction
  - Mandatory injunction

❖ On Day 11, the first session was conducted by **Mr. Ameer Uddin** (Additional District & Sessions Judge). He delivered a presentation on “Communication and presentation skills.”



❖ The second session was conducted by **Hon’ble Mr. Justice Fahim Ahmed Siddiqui** (Former Judge, High Court of Sindh) on the subject of “Communication Skills.” In this subject, the Hon’ble Judge unfolded:

- Introduction to the Communication Skills
- Importance of Effective Communication



- Impact on Personal and Professional Relations
- How Communication is Perceived
- Hearing Process
- Conveying Message
- Effective communication
- Ineffective Communication
- Effective Communication
- Types of Communication
- Importance of Communication for Judges
- Perceiving and Responding by a Judge
- Communication Goal
- Barriers to communication
- Communication Technology
- Improving Communication Skills
- The third and fourth sessions were conducted by **Mr. Naveed Ahmed Soomro**. It was a practice session in which Mock Trial and Exercises on the Administration of Criminal Justice was done. In this practical session “How to record confessional statements?” was practiced. Moreover, superior court decisions and guidelines were also discussed.

❖ On Day 12, the inaugural session was led by the **Hon’ble Mr. Justice Fahim Ahmed Siddiqui**. During this session, the Honorable Judge provided an insightful presentation on the topic of “Writing Official Letters with Practical Exercise.” He delved into this subject matter by examining the following key aspects:

- What is a Letter?
- Why Are Letters Important?
- Different Types of Letters
- Parts of a Letter
- Formal letter
- Informal letter
- Demi-Official Letter or Semi-Official Letter

❖ The second session was also conducted by **Hon’ble Mr. Justice Fahim Ahmed Siddiqui** on the subject of “Writing Case Diaries with Practical Exercise.” He extensively covered the following topics:

- What is a legal case diary?
- What is the purpose of a legal case diary?
- Component of Case Diary
- Brief Summary

- Arrangements of Record
- Parts of File
- Main File
- Who is responsible for keeping diaries?
- Form No. 1 of Sindh Civil Court Rules
- Should Judge Write the Diary

❖ The third session was conducted by **Mr. Naveed Ahmed Soomro** on “Confession of Accused (Section 164 Cr.P.C.).” He discussed the effect of jurisdiction. He also discussed who can apply for a confession statement. Moreover, Mr. Soomro elaborated on Confession and its structure.

❖ **Mr. Naveed Ahmed Soomro** continued the successive session and delivered an “Inquest Report & Exhumation” presentation. He extensively covered the subject by discussing the following topics:

- ❖ Section 174 Cr.P.C
- ❖ Section 176 Cr.P.C
- ❖ Police Rules 25.31, 25.32, 25.33, 25.34 & 25.35
- ❖ Police Forms 25.35(1) A, B & C
- ❖ Guidelines for Exhumation

❖ Mr. Soomro also discussed the Important Case Laws.

❖ On Day 13, the first and second sessions were conducted by **Mr. Iqbal Detho** (Chairman, Sindh Human Rights Commission) on the subjects of “Understanding Human Rights and Fundamental Rights as guaranteed under the Constitution of Pakistan.” In this subject, he covered the following topics:



- Basic concepts of human rights, origin, and historical development
- Why human rights thinking?
- Causal link/violators/abusers
- Origins/visions of human rights
- Philosophical visions
- Political/social movements/revolutions
- What is a right?

- The Sindh Protection of Human Rights Act, 2011 was amended in 2022. SHRC has the following powers and functions
- Constitutional & legal framework and institutional mechanism for the protection and promotion of human rights
- Fundamental rights
- Article 10: No arbitrary arrest and detention
- Article 17: Asad Ali Vs. province of Punjab (PLD 2021 Supreme Court 770)
- In Suo Moto notice case human rights case No.17599 (2019 SCMR 247)
- International human rights conventions and their compliance
- Core human rights treaties
- Protection and promotion of human rights in Pakistan

❖ The third session was conducted by **Br. Rida Tahir** (Advocate High Court of Sindh) on the subject of “Gender Mainstreaming.” She delved into the subject by examining the following key aspects:



- Problem Context
- Introduction to the concept of Gender Mainstreaming
- Legislation
- Institutional development including the National Gender Policy Framework
- Gender Empowerment and Social Change
- Future Policy Options

❖ The fourth session was conducted by **Mr. Muhammad Shahid Shafiq** on the subject of “Role and Responsibility of the Justice Sector Stakeholders Viz. Police, Prosecution and Judiciary.”

❖ On Day 14, the first two sessions were conducted by **Mr. Iqbal Detho** on “UN Conventions & Monitoring Mechanisms.” He extensively unfolded the subject by discussing the following topics:

- Inter: Bill of Human Rights
- Core Human Rights Treaties
- Process (UNCRC): How a treaty comes about

- Principles of Treaty Ratification
- Domestic implementation of international instruments
- Reporting periodicities under the treaties
- State Reports
- What to report on
- What CO&Rs?
- CO&R Guidelines
- Format of CO&Rs
- Follow-up mechanism to Concluding Observations
- Follow-up methods
- Policy & Mechanisms
- National level strategies
- Partnering with

❖ The next two sessions were conducted by **Br. Rida Tahir**. She delivered a presentation on the subject of “Implementation of the International Human Rights Treaties.” She discussed international human rights treaties with examples from the important case laws in Pakistan. She also discussed the United Nations Convention on the Rights of the Child (UNCRC) and the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW). Further, Ms. Tahir elaborated on the National Commission on Status of Women v. Government of Pakistan.

❖ On Day 15, the first four sessions were jointly conducted by **Mr. Muhammad Shahid Shafiq, Mr. Iqbal Detho, and Br. Rida Tahir**. They extensively covered the following subjects with their respective subsequent topics:

### **Elements of Juvenile Justice Administration & JJSA**

- Elements
- Importance of Police Officers in the JJ System
- Police Responsibilities Under JJSA
- Probation responsibilities Under JJSA
- Prosecution responsibilities Under JJSA
- Prisons responsibilities Under JJSA
- Actions by the Presiding Officers (Juvenile courts)
- Actions by the District and Sessions Judges

### **Terms and Concepts of Juvenile Justice**

- Men's rea
- Actus rea
- Doli incapax
- Maturity criterion/adulthood/childhood
- Waiver procedure
- Diversion /Restorative Justice
- Probation/Parole /Reclamation

### **The International Instruments Relevant to Juvenile Justice Administration**

- Riyadh Guidelines
- The Beijing Rules
- The UN Rules for the Protection of Juveniles Deprived of their Liberty
- Additional UN Rules: The UN Minimum Rules for Non-Custodial Measures: the 'Tokyo Rules' (1990)
- The Standard Minimum Rules for the Treatment of Prisoners

### **Child Marriage Case Laws**

- PLD 2022 Sindh 1
- P L D 2023 Federal Shariat Court 265
- P L D 2022 Federal Shariat Court 1
- Shariat Petition No.01/I of 2017

### **Introduction to Diversion and Restorative Justice**

- What is diversion?
- Conditions of diversion
- Diversion options can include
- Restorative Justice
- Benefits of restorative justice
- Legal issues
- Examples of restorative justice schemes

❖ On Day 16, the first and second sessions were conducted by **Dr. Arif Rajput** (Additional District & Sessions Judge). He delivered a presentation on the subject of “The Prevention of Electronic Crimes Act, 2016.” He covered the following topics:



- Unauthorized data access (hacking)
- Financial frauds & Forgery
- Cyber Terrorism
- Child Pornography

- Cyber Stalking
- Spamming
- Spoofing
- Offence against dignity/modesty of natural persons
- The Purposes of the Law
- Scheme of Law
- The Applicability of the Law
- Offence
- Bird's Eye view of offences
- CH-III: Establishment of Investigation Agency and Procedural Powers for Investigation
- CH- IV: International Cooperation
- CH- V: Prosecution and Trial of Offences
- CH-VI: Preventive Measures
- CH-VII: Miscellaneous
- General Provisions
- Prevention of Electronic Crimes Investigation Rules, 2018
- Crime Scenes
- Important Case Laws
- How to Complain?

❖ **Dr. Arif Rajput** continued to the third session. He delivered a presentation on “Importance of Forensic Evidence and How to Interpret Forensic Reports?”. He scrutinized the subject by discussing the following topics:

- A case is only as strong as its evidence
- Importance of Forensic Evidence
- Laws relevant to Forensic Evidence
- Some important types of Forensic Evidence
- Case Laws on Some Advanced types of Forensic Evidence
- D.N.A (Deoxyribonucleic acid) Profiling
- First Forensic DNA Case
- STR Analysis (Three outcomes of comparison between the crime scene and reference sample)
- Comparison of DNA profiles-MATCH
- Case Laws on conviction based on D.N.A
- Digital Evidence
- Cell Phones as Source of Evidence
- Case laws on cell phones as a source of evidence
- Video Evidence
- Categories of video tampering attacks
- Video Authentication

- Mode of Proof
- Case laws on conviction on Video evidence
- E-mail
- Case law on the probative value of E-mail
- Web Browsers
- Voice Identification Spectrograph
- Deception detection test (lie detection tests/techniques)
- Lie detector or polygraph test
- Theory behind polygraph test
- Narco-analysis test
- The brain mapping test
- Misc. Case Laws on Forensic Evidence
- Interpretation of Forensic Reports
- Chemical Examiner Report
- DNA Report

❖ In the final session of the day, **Br. Rajput** shared the important case laws of The Prevention of Electronic Crimes Act, 2016.

❖ On Day 17, the first three sessions were jointly conducted by **Mr. Iqbal Detho** and **Br. Rida Tahir**. They delivered information on the following subjects and their subsequent topics:

### **Child Rights Framework: Gaps Between Legislation & Effective Implementation**

- Legal Framework/Regime
- Child Rights Legal Framework in Pakistan
- Constitutional Provisions
- General laws
- Child Labour Legal Framework (Special laws)-Federal
  - Mines Act, 1923;
  - Factories Act, 1934;
  - Children (Pledging of Labour) Act, 1933
  - Road Transport Workers Ordinance, 1961;
  - Shops & Establishments Ordinance, 1969;
  - The Employment of Children Act, 1991.
  - Bonded Labor System Abolition Act, 1992
- Legal Framework (Special laws)-Provincial
  - Sindh Factories Act, 2015
  - Sindh Shops & Commercial Establishments Act, 2015
  - Sindh Bonded Labor (System )Abolition Act, 2015
  - Sindh Minimum Wages Act, 2016



- Sindh Prohibition of Employment of Children Act, 2017
- Sindh Maternity Benefits Act, 2018
- Child Labor Global data
- Child Labor National data
- VAC Legal Framework (Special laws)- Federal
- Criminal Law (amnd) -2006
- Criminal Law (Amnd)-2011
- Criminal Law (Second Amendment) 2016
- Criminal Law (Amendment) (Offence of Rape) Act 2016
- Child Rights Laws in Sindh
- Violence Against Children (VAC) National Data
- VAC Child Marriage National Data
- VAC Birth Registration National Data
- Juvenile Justice Prison Data
- Health/Education related Child Right Laws in Sindh
- Child Mortality Data
- Stunting in Pakistan
- Child Mortality Rate
- Polio in Pakistan
- Anthropometric Indicators
- Segregation Data
- Enrollment Data
- Out of School National Data
- Institutional Mechanisms at District Level
- Legal aid Mechanisms at the District level
- International Obligations
- UN Convention on the Rights of Child
- Budget Cycle
- District/Provincial/National Child Protection Systems/Programs
- Duplication/Confusion

### **Protection Against Harassment of Women at the Workplace**

- Gender-based violence (GBV)
- Problem Context: Women's Rights In Pakistan
- Underreporting? Fear of retaliation
- Sexual Harassment at the Workplace
- What was wrong with the definition in the 2010 Workplace Harassment Case?
- The 2022 Amendment
- A landmark judgment by the SC on workplace harassment
- The judgment

- Are former employees given protection?
- Who does the Act protect?
- Who is an employee?
- Definition of Workplace
- Inquiry Committee & Procedure
- Confidentiality
- If the Inquiry Committee finds the accused to be guilty
- Appeal against minor and major penalties
- Responsibility of the Employer
- Other provisions in the law: Harassment
- Insulting the modesty of any woman
- Taking Action

❖ The fourth session was conducted by **Mr. Muhammad Shahid Shafiq** on the subject of "Recording evidence electronically and protection of victim and witness."

❖ On Day 18, the first and second third sessions were jointly conducted by **Mr. Iqbal Detho, Br. Rida Tahir, and Syed Kausar Abbas** (Advocate High Court of Sindh) on the following subjects/topics:



### **Bonded Labor Terms**

- Slavery
- Forced Labor
- Debt Bondage
- Serfdom

### **Orientation on Bonded labor issues and laws**

- What is Bonded labor?
- How bonded labor is violation of HR?
- Origins/causes/reasons
- Limitations/Challenges
- International law: Slavery
- Bonded labor defined
- Bonded Labour System (Abolition) Rules, 1995
- Functions & Responsibilities DVC
- Consequences for non-compliance

### **Difference between Trafficking in Persons and Smuggling of Migrants**

- Introduction and Background
- What is Trafficking in Person?

- What is the Smuggling of Migrants?
- Difference between TIP & SOM
- Pakistan Prevention of Trafficking in Persons Act, 2018
- Pakistan Prevention of Smuggling of Migrants Act, 2018

❖ Third session was conducted by **Ms. Sadaf Asif** (District & Sessions Judge) on the subject of “The Anti Rape (Investigation and Trial) Act, 2021).” In this subject, she shared the following topics:



- Objectives and Tools of the Act
- Hurdles In Achieving Beneficial Results of the Act
- Ways to overcome the hurdles
- Scenario-Based Questions
- Section 13 of the Act: Evidence & Guidelines
- The Convention on the Elimination of All Forms of Discrimination (CEDAW)

❖ **Ms. Surkhab-un-Nisa** (Civil Judge & Judicial Magistrate) conducted the final session of the day. She explored the subject “The Anti-Rape (Investigation and Trial) Act, 2021).”



❖ On Day 19, the first session was conducted by **Mr. Haleem Ahmed Memon** (Additional District & Sessions Judge). He delivered a presentation on “Criminal Courts Pre-Trial Stages.” He discussed the disposal of police reports in A, B, & C Classes and involved the participants in an exercise of order writing.

❖ The next two consecutive sessions were conducted by **Ms. Ambreen Aslam** (District & Sessions Judge) on the subject of “Criminal Court Trial.” She discussed the following topics:



- Relevant provisions of law
- Procedure of examination-in-chief, cross-examination, and Re-examination of a witness

- Nature of leading questions
- Nature of admitted facts
- Objections from defense during examination-in-chief
- Order on objections

❖ The final session of the Day 19 was conducted by **Mr. Javed Ahmed Keerio** (District & Sessions Judge) on the subject of “Introduction to Family Laws in Pakistan.” In this subject, he discussed the following Family Laws:



- The Muslim Family Laws Ordinance, 1961
- The West Pakistan Rules under the Muslim Family Laws Ordinance, 1961
- The West Pakistan Family Court Act, 1964
- The West Pakistan Family Courts Rules, 1965
- 5) The Dissolution of Muslim Marriages Act, 1939
- The Sindh Child Marriages Restraint Act, 2013 (Sindh Act XV of 2014)
- The Dowry & Bridal Gifts (Restriction) Act, 1976
- The Dowry & Bridal Gifts (Restriction) Rules, 1976
- The Marriage Function (Prohibition of Ostentatious Displays and Wasteful Expenses) Ordinance II of 2000
- The Guardians and Wards Act, 1890
- The Sindh Court of Wards Act, 1905
- The Muslim Personal Law (Shariat) Application Act, 1937
- The West Pakistan Muslim Personal Law (Shariat) Application Act, 1962
- The Shariah *Nizam-e-Adl* Regulation, 2009
- The Conciliation Courts Ordinance, 1961

❖ On Day 20, the first three consecutive sessions were conducted by **Mr. Hatim Aziz Solangi** (Additional District & Sessions Judge). He delivered a presentation on “Criminal Court Trial.” He discussed the following topics:



- What is a complaint and what is the purpose of filing a complaint?
- Who is the complainant?
- Difference between FIR and complaint.
- Difference between inquiry and Investigation.
- Difference between Adversarial and inquisitorial.
- Before whom complaint can be filed?
- Procedure of filing the complaint.
- Cognizance order on a direct complaint by the magistrate
- Format for dismissing the complaint without taking cognizance
- Format of direct complaint against police officers for non-submission of final report
- Order on direct complaint triable by sessions court
- Preliminary inquiry in direct complaint held by Judicial Magistrate directed by Sessions Court
- Proceedings when Direct complaints received to magistrate from sessions or other courts against police officials
- Relevant Case Laws

❖ The fourth session was conducted by **Hon'ble Mr. Justice Abdul Rasool Memon** (former Judges High Court of Sindh) on the subject of "Criminal Court Trial." The Hon'ble Judge shared his extensive knowledge with a blend of his experience.



❖ On Day 21, the first session was conducted by **Mr. Javed Ahmed Keerio** on "Writing Judgment in Criminal Cases." He delivered a presentation on the subject and discussed the following topics:

- Basic ingredients of judgment
- Mode of delivering judgment.
- Language of Judgment. Contents of judgment.
- Judgment in alternative.
- Sentence of death
- Court not to alter judgment

- Copy of judgment, etc., to be given to the accused
- Judgment when to be translated.
- Requirements of A judgment
- Style of the judgment
- Classify the evidence
- Don't forget to discuss arguments and defense plea
- Relevant Case Laws

❖ The second session was conducted by **Mr. Khurram** (Deputy Director, FIA) on the subject of "How Statement of accused is recorded." In this subject, he elaborated on the subject and shared his experience.



❖ Third and fourth sessions were conducted by **Mr. Moula Bux Solangi** (Civil Judge & Judicial Magistrate, SJA) on the following subjects:



- Proceeding under Sections 523 & 550 Cr.P.C.
- Arrest, Remand and Bail

❖ On Day 22, the first session was conducted by **Mr. Javed Ahmed Keerio** on the subject of "Law of Perjury (section 193 PPC)." In this subject, he extensively discussed the following topics:

- Giving false evidence
- Statement on Oath
- False statement
- Fabricating false evidence
- Punishment for false evidence
- Giving or fabricating false evidence with intent to procure conviction of a capital offense
- Giving or fabricating false evidence with intent to procure conviction of an offense punishable with imprisonment for life or a term of seven years or upwards
- Using evidence known to be false
- Issuing or signing false certificate
- False statement made in declaration which is by law receivable as evidence

- Using as true such declaration knowing it to be false
- Section 476 Cr.P.C
- Court which may hold a trial
- Discretion of court
- Prompt action necessary
- Who may move court

❖ The second session was conducted by **Mr. Faiz Shah** (Prosecutor General, Sindh) on the subject of “Role of Prosecutor before submission of challan in the court of law.” He, with a blend of his experience, shared valuable knowledge on the subject and also replied to queries concerning the topic.



❖ The third session was conducted by **Mr. Abdul Naeem Memon** (District & Sessions Judge). He gave a presentation on “Form and Register Used in Criminal Courts.” He shared the mechanism for Data/Information. He explained the forms and registers used in criminal courts and instructions for the inspection of Criminal Courts.



❖ On Day 23, the first two sessions were conducted by **Mr. Muhammad Shahid Shafiq**. He discussed how to schedule for Trial in a Criminal Case. He also elaborated on the role of the Magisterial Court in the dispensation of Justice. Further, Mr. Shafiq shared the sentencing policy and guidelines.

❖ The third session was conducted by **Mr. Aslam Shaikh** (Additional District & Sessions Judge) on the subject of “Maintaining Case File (Criminal).” He enlightened the participants by discussing the following subsequent topics:



- Meaning of case file
- Creation of case file
- Source of case file
- Parts of the case file
- Organizing of case file

- Updating of case files
- Use of case file
- Accessibility to parties
- Relevant books

❖ **Mr. Muhammad Shahid Shafiq** led the final session on the “Writing Orders Under Sections 249 & 249-A Cr. P.C). He also oversaw the Mock Trial to broaden understanding of the subject and to hone the legal skills of the participants.

❖ At the end of Day 23, an Assessment was jointly conducted by **Mr. Muhammad Shahid Shafiq** and **Mr. Moula Bux Solangi** on Section 550 & 523 Cr.P.C.

❖ On Day 24, the first and second sessions were led by **Mr. Waseem Ahmed** (Senior Civil Judge) on “Jurisdiction of Civil and Family Courts.” In this session, he discussed the following topics:



- Civil procedure
- Substantive & procedural law
- Stages
- Jurisdiction of the civil courts
- Courts to try all civil suits unless barred
- Subject to provisions herein contained
- Jurisdiction not right
- Fraud or malafide acts
- Plenary jurisdiction
- Independent of any statute
- Inquiry about jurisdiction
- Nullity in the eyes of law
- Technicalities of CPC
- Objections to jurisdiction
- Consent of parties
- Private international law
- Implied bar
- Election
- Power of court to return or reject
- Jurisdiction of family courts
- Application by father
- Rule 6 FRC
- Ordinary residence
- Private international law
- Application of CPC in family matters



- Diaries

❖ In the third session **Mrs. Munawwar Sultana** (District & Sessions Judge/Senior Faculty Member, SJA) conducted a Mock Trial on “Alternative Dispute Resolution.”



❖ The final session was conducted by **Mr. Sibghatullah Patoli** (Senior Civil Judge) on the subject of “procedure where dispute concerning land, etc., is likely to cause a breach of peace.” He elaborated on the following topics:



- Section 145 Cr.P.C.
- What is the intent/purpose of the legislature for the enactment of the provision of 145 Cr.P.C.?
- What requirements are required to be fulfilled for assuming the jurisdiction under Section 145 Cr.P.C.?
- Who can file an application under section 145 Cr.P.C. before Magistrate?
- Procedure after the filing of an application under this section
- What if any party to such proceedings dies?
- What if the subject matter is a crop or other produce of the property which may be subject to speedy and natural decay?
- Can the criminal court pass a final order as to the rights of parties in respect of land etc. in question under section 145 Cr.P.C.?
- Which court will resolve/settle the dispute related to immovable property that is not likely to cause a breach of the peace?
- Title of guardian to the custody of the ward

❖ On Day 25, the first two consecutive sessions were conducted by **Mr. Saad Qureshi** (District & Sessions Judge) on the subject of “Trial in Civil Court.” He discussed the following topics:



- Presentation & Admission of Complaint
- Particulars of a Complaint

- Absence of signature
- Territorial Jurisdiction
- Misdescription of party
- Cause of action
- Elements of cause of action
- Jurisdiction
- Limitation
- Territorial Jurisdiction
- Service of Summons
- Substituted service
- Impleading or deleting parties to suit
- Exercises: order writing

❖ The third session was conducted by **Mrs. Munawwar Sultana** on the subject of “Trial in Civil Court.” She explained Orders XI and XII CPC and Oral examination and production of original documents followed by a practice session.

❖ **Mrs. Ambreen Aslam** ran the final session of Day 25 on the subject of “Trial in Civil Court.” She explained the framing of issues followed by an exercise on order writing.

❖ On Day 26, the first three consecutive sessions were conducted by **Hon’ble Mr. Justice Salahuddin Panhwar** (Judge, High Court of Sindh) on the subject of “Criminal Trial.” The Hon’ble Judge shared his wisdom on the subject and answered the questions asked by the participants.



❖ The final session was led by the esteemed **Hon’ble Mr. Justice Adnan-ul-Karim Memon** (Judge, High Court of Sindh) focusing on the topic of “Land Revenue Laws and their application.” During this session, the Honorable Judge imparted his expertise on the subject and addressed inquiries from the participants.



❖ On Day 27, the first session was conducted by **Mr. Umer Sajjad Chawan** (Advocate High Court) on the subject of “Who is a Child?.” He



defined the child from the perspective of international law, constitutional and national law, and provincial law.

❖ The second session was also conducted by **Syed Miqdad Mehdi** (Advocate High Court) on the subject of “What is Child Abuse and Child Labor.” He discussed the following subsequent subjects and their respective topics:



### **Defining Child Protection as a Children's Right**

- Child Abuse
- Child Sexual Abuse (PPC 377-A)
- Commercial Sexual Abuse
- Commercial Sexual Abuse – Sex Trafficking
- Online Sexual Abuse

### **Child domestic labor (CDL) International Laws**

- What constitutes child domestic labor (CDL) in domestic work?
- CDL harms children
- Challenges to child protection and CDL

### **Child Domestic Labour (CDL) Federal and Provincial Laws**

- What research shows
- Federal Protections for Children Engaged in Child Domestic Labour (CDL)
- Provincial Protections for Children Engaged in Child Domestic Labour (CDL)

❖ The third session was conducted by **Mr. Malik Tahir Iqbal** (Chief Executive Officer, Legal Right Forum) on the subject of “Legal Framework on Child Protection and Children's Rights.” He covered the following topics:



- International laws
- UN Convention on the Rights of the Child (UNCRC) Four Guiding Principles
- International Covenant on Civil and Political Rights

- International Covenant on Economic, Social and Cultural Rights (ICESCR)
- Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW)
- Convention on the Rights of Persons with Disabilities (CRPD)
- South Asian Association for Regional Cooperation (SAARC) Convention and SAARC Convention on Regional Arrangements for the Promotion of Child Welfare in South Asia
- Relevant Case Laws

❖ The final session was led by **Mr. Umer Sajjad Chawan** on the “Overview of National Laws.” He covered the subject by extensively explaining the following topics:

- Constitutional Child Protection Laws
- National Child Protection Laws
- Zainab Alert
- *National Commission on the Rights of Child*
- *The Prevention of Electronic Crimes Act, 2016*

❖ On Day 28, **Mr. Umer Sajjad Chawan** led all the sessions of the day. He covered the following Acts:

- The Juvenile Justice System Act, 2018
- The Anti-Rape (Investigation and Trial) Act, 2021
- Criminal Law Amendments related to Sexual abuse/offences
- The Sindh Prohibition of Employment of Children Act, 2017
- The Sindh Child Protection Authority Act, 2011

❖ On Day 29, the first session was conducted by **Mr. Umer Sajjad Chawan** on the following Acts:

- The Sindh Child Protection Act, 1955
- The Sindh Child Marriages Restraint Act, 2013
- The Sindh Prohibition of Employment of Children Act, 2017

❖ The second session was conducted by **Ms. Valerie Khan** (Consultant Child Protection, Justice with Children, GESI) on the subject of “Victim (and child) centric investigation skills, rights of a child as a victim witness.” She discussed the following topics:



- Child and Survivor-Centric Legal Representation
- “Survivor”? “Victim”? Terminology
- Professional roles and responsibilities
- Child Victim-Witnesses Have Rights
- Children who are identified as child victim-witnesses as part of an active criminal or civil investigation
- Children whose criminal cases have been determined and now seek redress for rights violations based on a verdict in the criminal court
- Children who are victims/survivors of CDL who have NOT yet come into contact with law enforcement (and who may need legal representation to ensure they receive appropriate protections as crime victims)
- Children (CDL) who are exposed to sexual abuse or exploitation in the juvenile and criminal justice system
- What to Know Before Meeting Your Client
- Common Reactions to Traumatic Exposure
- Trauma and Children
- Trauma and Children – Establishing Trust
- Distrust of Authority
- Fear of Reprisal
- Safety Planning
- Interviewing Tips
- Practice Pointer
- Interviewing Children
- Client Interviews and Meetings

❖ The third session was jointly conducted by **Ms. Valerie Khan** and **Adv. Umer Sajjad Chawan**. They explained the subject “Exploring and applying Standard Operating Procedures.”

❖ In the fourth session, **Ms. Valerie Khan** and **Mr. Umer Sajjad Chawan**. They oversaw the Post-Test Assessment and also collected the Feedback of the participants.

❖ On Day 30, the first session was led by **Mr. Muhammad Shahid Shafiq** on the subject of “Overview of Civil Procedure.” He elaborated on Inspection and Local Inspection Order XVIII Rule 18 and Order XVIII Rule 26.

❖ In the second session, **Mrs. Munawwar Sultana** delivered a lecture on the subject of “Overview of Civil Procedure.” She discussed “Imposing cost under sections 35 and 35-A C.P.C.” and “Inheritance power of a Civil Court.”

❖ The third session was also conducted by **Mrs. Munawwar Sultana** on the subject of “Sindh Civil Court Rules.” She elaborated on Case Management, Cause List Management, and Court Management.

❖ The final session of the day was led by **Mr. Javed Ahmed Keerio**. He delivered a lecture on the subject of “Sindh Civil Court Rules.” He elaborated on the role and responsibilities of Nazir, Record Keeper, and Reader/Sheristedar. Mr. Keerio also shared the Important Provisions of Sindh Civil Court Rules.

❖ On Day 31, the first session was conducted by **Mr. Muhammad Shahid Shafiq** on the subject of “Qanun-e-Shahadat, 1984.” He unfolded the subject and discussed Primary and Secondary evidence and the demeanor of the witness. Mr. Shafiq also gave the exercises and supervised the Mock Trial with the script to expand participants' comprehension of the subject matter and refine their legal expertise.

❖ The second session was conducted by **Mrs. Munawwar Sultana** on the subject of “Civil Trial.” She explained how to avoid adjournment in civil cases. She also explained the exercise of discretionary powers in civil cases.

❖ The third session was also led by **Mrs. Munawwar Sultana** on the subject of “Qanun-e-Shahadat, 1984.” She discussed the relevancy of evidence collected through modern devices and explored electronic evidence along with experts' evidence.

❖ The final session was conducted by **Mr. Javed Ahmed Keerio** on the subject of “Qanun-e-Shahadat, 1981.” He elaborated on the



powers of the court under Article 161 and refreshing memory

❖ On Day 32, the first session was conducted by **Mr. Haleem Ahmed Memon** on the subject of “Overview of Civil Procedure.” He taught “Inspection & local Inspection Order XVIII Rule 18 and Order XVIII Rule 26.”

❖ The second session was jointly conducted by **Mr. Muhammad Shahid Shafiq**, **Br. Syed Shahbal Ali** (Advocate High Court of Sindh) and **Mr. Ahsan Shahid** (Advocate High Court of Sindh) on the subject of “Qanun-e-Shahadat, 1984.” They unfolded the Primary and Secondary evidence and demeanor of the witness. They also oversaw the Mock Trial with a script to a broader understanding of the subject and to sharpen the legal skills of the participants followed by exercise.



❖ The third session was led by **Mr. Faisal Siddiqui** (Advocate Supreme Court of Pakistan). He discussed the Public Expectations of the Judicial System and the Role of the Magistrate in the Dispensation of Justice with suitable examples.



❖ The fourth session was conducted by **Hon'ble Mr. Justice Adnan-ul-Karim Memon** on the subject of “Land Revenue Laws and their application.”

❖ On Day 33, the first session was jointly conducted by **Mr. Muhammad Shahid Shafiq** and **Mr. Sabghatullah Patoli** on the subject of “Unpacking Gender constructs: Enhancing Understanding of Gender Concepts.” They discussed the barriers to Justice, Access to Justice, Justice Chain Analysis, Gender wobbling, and gender sensitivity. They also engaged the attendees in input plus exercise.

❖ The second session was led by **Dr. Summaiya S. Tariq** (Police Surgeon, Karachi) on “Collection of Medical Evidence in GBV

Cases.” She delivered a presentation on Medical Jurisprudence and the Collection of Medical Evidence in GBV Cases.

❖ The third session was jointly conducted by **Mr. Muhammad Shahid Shafiq** and **Mr. Waseem Ahmed** on the subject of “International Legislation and policy framework in the GBV cases.” In this subject, they discussed the following topics:

- The United Nations Convention on the Elimination of All Forms of Discrimination Against Women
- The United Nations Convention on the Rights of the Child
- The United Nations Convention Against Transnational Organized Crime
- The Universal Declaration of Human Rights
- Trafficking in Persons and Smuggling of Migrants Protocols

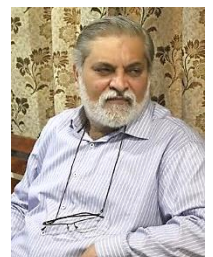
❖ On Day 34, the first session was jointly conducted by **Mr. Muhammad Shahid Shafiq** and **Ms. Surkhah Un Nisa** on the subject of “National Legislation and Policy Framework in the GBV Cases.” They discussed the following topics:

- The Constitution of Pakistan, 1973
- The Pakistan Penal Code, 1860
- The Code of Criminal Procedure, 1898
- The Anti-Rape (Investigation & Trial) Act, 2021
- Case Studies

❖ **Mr. Muhammad Shahid Shafiq** and **Ms. Surkhah Un Nisa** continued to the next session and delivered a presentation on “Presenting GBV cases in the Courts – DO's and DONT's.” They elaborated on the submission of the final report/challan and the Case Management.



❖ The third session was jointly facilitated by **Ms. Ambreen Aslam** and **Mr. Aftab Shoaib** (Representative, UNODC) on the subject of “Coordination and Cooperation





among the Stakeholders.” They investigated the subject and discussed the following subsequent subject:

- Role of duty officer of Police Station
- Role of Investigation Officer
- Role of Prosecutor
- Role of Magistrate supervising investigation
- Role of Trial Court

❖ On Day 35, the first session was led by **Mr. Muhammad Shahid Shafiq** on the subject of “Victim & Witness Protection.” He expounded on Provincial legislation for witness protection, Female victim protection during the investigation, and Victim & witness protection during the trial.

❖ In the second session, **Mr. Qazi Muhammad Naeem Siddiqui** conducted a Mock Trial on “Gender-Based Violence.”

❖ The third session was jointly led by **Mufti Najeeb** and **Mr. Iqbal Maitlo** (District & Sessions Judge) on the subject of “*Adal-o-Insaaf*.” It was a very informative session. The participants were enlightened on the subject on the basis and principles of Islam.



❖ In the fourth session, Post-Assessment and Trainers’ Evaluation was overseen by **Mr. Arsalan Masood** (Representative of UNODC).



❖ On Day 36, the first session was conducted by **Mr. Javed Ahmed Keerio** on the subject of “Civil Trial.” He explained ex-parte proceedings and engaged the participants in an exercise for writing orders and shared relevant Case law. He also explained the ‘Order’.

❖ Thereafter, the participants visited the Forensics Lab at Garden, Karachi accompanied by **Mr. Muhammad Murtaza Khan** (I.T. Expert/Faculty Member, SJA). The participants were given a



presentation on the subject of the history, functions, and domain of the department. They were also shared with statistics of the cases solved by the department using modern techniques. Further, the participants visited the different sections and observed the working of experts.

❖ On Day 37, the first session was conducted by **Mr. Muhammad Shahid Shafiq** on the subject of “\_\_\_\_\_.” In this subject, they discussed the following topics:

- \_\_\_\_\_

❖ The second session was conducted by **Hon’ble Mr. Justice Hassan Feroze** (Former Judge, High Court of Sindh). The Hon’ble Judge discussed the Criminal Trial. He also shared the Law on Bail.



❖ The third session was conducted by **Dr. Imran** (Chairman, of Transformation International Wellness Clinics) on the subject “Importance of Harmony within Holistic Wellbeing Transformation.”



❖ The fourth session was led by **Hon’ble Mr. Justice Adnan-ul-Karim Memon**. In this session, His Lordship shared his professional experience.

❖ On Day 38, the first and second sessions were conducted by **Mr. Moula Bux Solangi** on the subject of “How to initiate proceeding under sections 87/88, 512, and 540 Cr.P.C.?”

❖ The third session was conducted by **Mr. Naveed Ahmed Soomro** on the subject of “How to initiate proceeding under sections 87/88, 512, and 540 Cr.P.C.?”

❖ The fourth session was conducted by **Hon’ble Mr. Justice Nadeem Azhar Siddiqui** (Former Judge, High Court of Sindh) on the subject of



“Sindh Civil Court Rules and High Court Rules and Orders.”

❖ On Day 39, the first session was conducted by **Mrs. Munawwar Sultana** on the subject of “The Specific Relief Act, 1877.” She taught the Types of Relief and discussed the Suit for Possession, and Suits for Specific Performances.

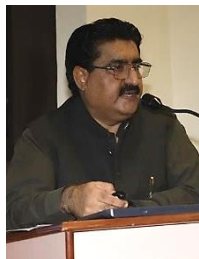
❖ The second session was led by **Hon’ble Mr. Justice Abdul Malik Gaddi** (Former Judge, High Court of Sindh) on the subject of “Law of Limitation.”

❖ The third session was conducted by **Br. Dr. Huma Sodher** (Advocate Supreme Court of Pakistan) on the following topics:

- Nature of litigation under the partnership business module
- Role of the civil judge during adjudication
- Concept of private, public/ listed companies and important terms used in the Companies Act, 2017



❖ The fourth session was conducted by **Mr. Asadullah Abro** (Director of Training, Training Management, and Research Wing, SGA&CD, Government of Sindh) on ‘General Provisions of Land Revenue Laws applicable in Sindh’ and ‘Introduction of legal & title documents and how these are maintained in relevant registers.’



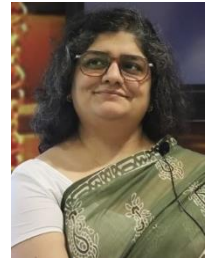
❖ On Day 40, the first session was conducted by **Mr. Javed Ahmed Keerio**. He delivered the presentation on the “Principles of General Clauses Act.”

❖ The second and third sessions were conducted by **Mufti Muhammad Dawood** (Naib Mufti and Lecturer, Jamia-tul-Uloom-il-Islamiyyah, Allama Banuri Town, Karachi) on the subject of “Law of Inheritance.”



He unfolded the subject in the light of Islamic principles and discussed the relevant verses of The Holy Quran and narration from Hadith.

❖ The fourth session was jointly conducted by **Dr. Ayesha Pirzada** (Supervisory Consular Assistant, US Embassy, Islamabad) and **Mr. Philip Fernandez** (American Citizen Services, Karachi Consulate General) on the subject of “Small Claim & Minor Offences Ordinance, 2002.” In this subject, they discussed the following topics:



- Role of a judge in the referral process
- Referral order
- Treatment of cases on successful or unsuccessful mediation

❖ On Day 41, **Mr. Javed Ahmed Keerio** ran the first session and delivered a presentation on “Official communication with High Court through District and Sessions Judge.”

❖ The second session was conducted by **Mr. Moula Bux Solangi** on the topic of “Prison Inspection (Procedure and Practices Writing Report).”

❖ The third and fourth sessions were led by **Mr. Haleem Ahmed Memon**. He explored the subject of “Execution Proceedings” by delivering a presentation.

❖ On Day 42, the first session was conducted by **Mrs. Munawwar Sultana** on the subject of “Small Claim & Minor Offences Ordinance, 2002.” She talked about the Jurisdiction and Procedure and Introduction to Law. She also supervised a practice session.

❖ The second and third sessions were conducted by **Mr. Javed Ali Korejo** (Senior Civil Judge) on the topic of “Functions of Consumer Court in Sindh.” He elaborated on the subject through an interactive presentation.



❖ The fourth session was conducted by **Mr. Javed Ahmed Keerio** on the topic of “When to pay a surprise visit to the Police station and how to write a report?.”

❖ On Day 43, the first and second sessions were conducted by **Mr. Hatim Aziz Solangi** on the topic of “How to write a Research Paper.”

❖ The third session was conducted by **Mr. Muhammad Shahid Shafiq** on the topic of “Writing Paper Research.” He explored the subject and discussed the important points to remember for conducting the research.

❖ The fourth session was jointly conducted by **Hon’ble Mr. Justice Amir Hani Muslim** (Former Judge Supreme Court of Pakistan), **Hon’ble Mr. Justice Adnan-ul-Karim Memon** and **Hon’ble Mr. Justice Nadeem Akhtar** (Judge, High Court of Sindh and Director General, SJA) on the subject of “Code of Conduct.” The Hon’ble Judges explained the topic with the blend of their precious experiences.



❖ On Day 44, the first and second sessions were conducted by **Dr. Farhana Shahid** (Senior Doctor) on the topic of “Leadership.” In this session, she defined the leadership in the following manner:



- Who is your leader?
- What is leadership?
- Leadership- a process
- Leadership Traits
- Trait versus Process
- Assigned versus Emergent
- Characteristics of a leadership
- Types of Leaders
- Attributes of a good leader
- Leadership and Management
- Manager versus Leader
- Leadership is creating a vision

- Attributes for a manager
- Management is getting things done
- Four Steps of Leadership –John Maxwell
- Leadership Competencies
- Team Building leadership strategy
- What is a team?
- Team Building
- Preparation for Effective Team Building
- Teamwork Doesn’t Come Naturally
- Real Teams Are Rare
- McGregor’s Influence
- Total Person Insight
- The Leadership Grid®
- Hall’s Contributions
- Team-Building Skills for Leaders
- Consideration and Structure
- Improving Consideration Skills
- Improving Structure Skills
- Additional Leadership Qualities
- Character
- Emotional Intelligence
- Employees as Leaders
- Valued Team Members

❖ At the end of the session, she conducted a Leadership Self-Assessment through a questionnaire “The Black and Mouton Managerial Grid.”

❖ The third and fourth sessions were conducted by **Mr. Muhammad Shahid Shafiq** on the topic of “Book Review.” He provided some books to the participants for review to prepare a Presentation.

❖ On Day 45, the first session was conducted by **Mr. Muhammad Shahid Shafiq**. He continued the topic of “Book Review.” Again, he provided some books to the participants for review to prepare a Presentation.

❖ The second session was conducted by **Hon’ble Mr. Justice Abdul Malik Gaddi** on the subject of “The Court Fee Act, 1870.”

❖ In the third and fourth sessions, **Mr. Muhammad Shahid Shafiq** performed revisions followed by a series of Mock Trials. He also superintended the presentations given by the attendees and discussed the assignments.



Moreover, he supervised the activities of additional lectures.

❖ On Day 46, the first session was conducted by **Mr. Muhammad Shahid Shafiq** on the topic of “Contempt on the Face of the Court.”

❖ The second session was conducted by **Mr. Sarmad Mahar** (Data Processing Officer/Programmer, I.T. Department, High Court of Sindh) on the topic of “Case Flow Management System.” He explored



❖ In the third session, **Mr. Muhammad Shahid Shafiq** performed revisions followed by a series of Mock Trials. He also oversaw the presentations given by the attendees and discussed the assignments. Moreover, he supervised the activities of additional lectures.

❖ The fourth session was conducted by **Mr. Moin Azhar Siddiqui** (Advocate High Court of Sindh) on the subject of “The Contract Act, 1872.” In this session, he covered all the important provisions of the Act.



❖ On Day 47, in the first session, **Mr. Muhammad Shahid Shafiq** performed revisions followed by a series of Mock Trials. He also oversaw the presentations given by the attendees and discussed the assignments. Moreover, he supervised the activities of additional lectures.

❖ The second and third sessions were led by **Mr. Muhammad Aqil** (Advocate Supreme Court of Pakistan) on the following subjects:

- The Specific Relief Act, 1877
- The Contract Act, 1872



❖ In the fourth session, **Mr. Muhammad Shahid Shafiq** performed revisions followed by a series of Mock Trials. He also oversaw the

presentations given by the attendees and discussed the assignments.













