SHARP
Society for Human Rights & Prisoners' Aid

Federal Judicial Academy

Embassy of the Federal Republic of Germany Islamabad
Embassy of the Fed. Rep. of Germany

Strengthening Her Advocacy for Rights & Protection

SHARP-Women

Five-Day Capacity Building Programme — Agenda

Orientation Session | Intensive Training on GBV Prevention (3 Days) | Exposure Visit

Confirmed dates: 7–11 September 2026 **Venue:** Federal Judicial Academy (FJA), Islamabad

Total Participants: 25 Young Female Lawyers

Supported by: Embassy of the Federal Republic of Germany, Islamabad

Programme Structure

Day	Date	Component	Focus Area	Time
Day 1	Monday, 7 Sep	**Orientation Session**	Programme orientation and foundations — women lawyers' leadership & ethics, and the human-rights, women's-rights and GBV-protection frameworks	08:30 – 15:30
Day 2	Tuesday, 8 Sep	**Training Day 1**	Understanding GBV and the international legal framework; trauma-informed, survivor-sensitive lawyering	09:00 – 15:15
Day 3	Wednesday, 9 Sep	**Training Day 2**	Domestic GBV law in practice — procedure, evidence and the medico-legal response; justice-sector coordination; climate, environment & gender	09:00 – 15:30
Day 4	Thursday, 10 Sep	**Exposure Visit**	Institutional mechanisms, referral pathways & networking	08:30 – 20:30
Day 5	Friday, 11 Sep	**Training Day 3 + Closing**	Women's leadership, community advocacy & outreach; human trafficking; consolidation and closing	08:30 – 13:30

Day 1 — Monday, 7 September 2026

Orientation Session: SHARP-Women Initiative & Foundations of Human, Women's-Rights & GBV-Protection Frameworks

Time: 08:30 – 15:30

Time	Session	Details	Methodology	Facilitator / RP
08:30 – 09:00	**Registration & Attendance**	Participants' arrival & registration; distribution of materials and name badges; attendance marking; introduction of participants	Manual	SHARP Team
09:00 – 09:30	**Opening & Welcome Remarks**	Recitation from the Holy Quran; welcome by SHARP & the Federal Judicial Academy	Plenary	DG FJA + Chairman SHARP + German Diplomat
09:30 – 09:45	**Baseline Pre-Assessment**	Pre-training knowledge assessment to establish participant baseline	Written Test	SHARP Team
Tea Break (09:45 – 10:00)				
10:00 – 11:00	**Women's Rights in International Law: From Gender Equality to Protection and GBV Prevention**	SDG 5: gender equality and women's empowerment targets; CEDAW: key provisions, state obligations and application in Pakistan; CRC & ICCPR: protections for women and girls; UNSCR 1325: Women, Peace and Security	Presentation + Q&A	Mr. Muhammad Naveed Khan (Faculty Member, FJA)

Time	Session	Details	Methodology	Facilitator / RP
11:00 – 11:30	**Introduction to SHARP & the SHARP-Women Project**	SHARP's mandate, programmes and institutional partnerships; the SHARP-Women initiative: goals and the Women Human Rights Champions concept	Presentation	Ms. Sonia Mansoor (SHARP Coordinator)
11:30 – 12:30	**Human Rights & Women's Rights Frameworks**	Rights of women under the Constitution of Pakistan; the Universal Declaration of Human Rights; core international human-rights instruments and Pakistan's constitutional & treaty obligations	Presentation + Discussion	Ms. Samina Iqbal Khan (Faculty Member, FJA)
Lunch & Prayer Break (12:30 – 13:30)				
13:30 – 14:30	**Understanding Gender-Based Violence (GBV)**	Concepts, types and dynamics of GBV; the GBV context in Pakistan; intersectionality — how gender, class and ethnicity shape vulnerability	Presentation + Discussion	Ms. Bushra Kokeb (Faculty Member, FJA)
14:30 – 15:15	**Group Activity: Themes, Expectations & Vision**	In small groups, participants map their understanding of core themes onto flipcharts, then carry out a gallery walk to review and comment on each other's work; each group presents its flipchart and a vision for their engagement as women lawyers	Group Work + Gallery Walk + Presentations	Participants + SHARP Team
15:15 – 15:30	**Day 1 Reflection & Way Forward**	Key takeaways from Day 1; overview of training Days 2–4; participant feedback (working tea)	Plenary	Participants + SHARP Team

Day 2 — Tuesday, 8 September 2026

Training Day 1: Understanding GBV & the International Legal Framework — Trauma-Informed, Survivor-Sensitive Lawyering

Time: 09:00 – 15:15

Time	Session	Details	Methodology	Facilitator / RP
09:00 – 09:30	**Recap & Energizer**	Participants lead the recap of Day 1, each sharing one key takeaway; Q&A to clarify open points; participant-led energizer to set the tone for the day	Group Activity	Participants + SHARP Team
09:30 – 10:30	**National & International GBV Protection Instruments**	Overview of the legal architecture that protects women from GBV. National instruments: constitutional guarantees and Pakistan's GBV-related legislation — e.g., the Protection against Harassment of Women at the Workplace Act, 2010; anti-rape and criminal-law provisions (including the Anti-Rape (Investigation and Trial) Act, 2021); and the provincial domestic-violence laws — together with their institutional enforcement mechanisms. International instruments: CEDAW (including General Recommendations 19 & 35 on gender-based violence), the Declaration on the Elimination of Violence against Women (DEVAW), and the Beijing Declaration & Platform for Action. How these instruments translate into protection, remedies and state obligations in practice	Presentation + Discussion	Malieka Farah Deeba, Ibadat International University
Tea Break (10:30 – 10:45)				
10:45 – 12:00	**Trauma-Informed Legal Support**	Understanding the psychological impact of trauma on GBV survivors; empathetic communication and survivor-sensitive	Presentation + Reflection	SHARP RPs

Time	Session	Details	Methodology	Facilitator / RP
		interviewing techniques; confidentiality and do-no-harm principles		
Lunch Break (12:00 – 13:00)				
13:00 – 14:00	**Leadership, Ethics & Professional Responsibilities**	Leadership role of women lawyers in promoting access to justice; professional ethics and confidentiality; role of women lawyers in preventing GBV; standards of professional ethics and judicial conduct	Presentation + Discussion	Syed Muhammad Haroon (Faculty Member, FJA)
14:00 – 15:00	**Role Play: Handling Cases with Sensitivity & Ethics**	In pairs and small groups, participants act out lawyer–survivor interactions, rotating through the roles of lawyer, survivor and observer so each experiences every perspective; they practise trauma-informed communication, legal advice and documentation, then give and receive structured peer feedback before a facilitated group debrief draws out lessons	Role Play (rotating roles) + Peer Feedback	SHARP RPs + Participants
15:00 – 15:15	**Day 2 Reflection & Feedback**	Key learnings from participants; written daily feedback forms (working tea)	Plenary + Feedback Form	Participants + SHARP Team

Day 3 — Wednesday, 9 September 2026

Training Day 2: Domestic GBV Law in Practice — Procedure, Evidence, Medico-Legal Response & Justice-Sector Coordination

Time: 09:00 – 15:30

Time	Session	Details	Methodology	Facilitator / RP
09:00 – 09:30	**Recap & Q&A**	Participants lead a recap of Days 1–2, each contributing one insight; participant-led energizer	Plenary + Q&A	Participants + SHARP Team
09:30 – 10:30	**GBV Laws, Procedural Safeguards & Appreciation of Evidence**	GBV legal frameworks in Pakistan; the FIR process, investigation, legal protections and confidentiality obligations; rights of survivors under Pakistani criminal and civil law; appreciation and handling of evidence in GBV cases	Presentation + Q&A	Mr. Aziz Ahmed (SCJ, PHC)
Tea Break (10:30 – 10:45)				
10:45 – 12:15	**Interactive Panel: Justice-Sector Coordination & the Judicial Perspective on GBV**	A moderated panel bringing together the judicial, police and prosecution perspectives on GBV. Judicial interpretation of human rights and GBV in Pakistani courts; gender-sensitive judicial decision-making; justice pathways for survivors (procedural and substantive considerations); strategic litigation — leveraging international law in domestic courts, case preparation and landmark GBV jurisprudence; ADR and mediation in family and gender-related disputes; courtroom communication and judgment writing. Police response to GBV, investigation procedures and practical challenges in case reporting; the prosecution process and evidentiary requirements; inter-institutional coordination and access to justice; participant Q&A	Panel + Interactive, Moderated Q&A	Moderated by Mr. Muhammad Amir Munir (Faculty Member, FJA); Panelists: Ms. Pari Gul Tareen, SP/HQ ICT Police & Syeda Qurat ul Ain Adnan, SPP, Federal Criminal Prosecution Service
Lunch Break (12:15 – 13:15)				

Time	Session	Details	Methodology	Facilitator / RP
13:15 – 14:15	**Understanding the Medico-legal Framework & Victim Protection Measures**	Role of medico-legal services in GBV response and prosecution; the process of medico-legal examination in cases of sexual and physical violence; key components of medico-legal documentation and evidence collection; rights, dignity, consent, confidentiality and protection needs of survivors during medical examinations; victim protection measures and witness support	Interactive Presentation + Q&A	Dr. Shaukat Ali Khan (Forensic Expert)
14:15 – 15:15	**Climate Change, Environmental Justice & Gender**	The gendered impacts of climate change and environmental degradation in Pakistan — one of the world's most climate-vulnerable countries: how disasters, displacement and resource scarcity heighten women's and girls' exposure to GBV and erode their rights and livelihoods; and the role of women lawyers in advancing environmental justice and protecting climate-affected and displaced women	Presentation + Discussion	SHARP RP
15:15 – 15:30	**Day 3 Reflection & Feedback**	Key insights from participants; written feedback forms collected; Exposure Visit preview (working tea)	Plenary + Feedback Form	Participants + SHARP & FJA

Day 4 — Thursday, 10 September 2026

Exposure Visit: Institutional Mechanisms for Legal Protection & Survivor Support

Time: 08:30 – 20:30

Time	Session	Details	Methodology	Facilitator / RP
08:30 – 09:00	**Pre-Visit Briefing & Departure**	Gathering at the Federal Judicial Academy; briefing on visit objectives, protocols, observation guidelines and note-taking methodology; distribution of visit reflection worksheets	Briefing	SHARP + Participants
09:00 – 10:30	**Visit 1: Supreme Court of Pakistan**	Guided tour; briefing by an SCP official; participant observations and Q&A	Guided Visit + Q&A	FJA
11:00 – 12:00	**Visit 2: Federal Ombudsperson Secretariat for Protection Against Harassment at Workplace (FOSPAH)**	Briefing on implementation of workplace-harassment laws, complaint procedures, inquiry mechanisms, remedies available to women, and the Ombudsperson's role in promoting safe workplaces; Q&A	Guided Visit + Q&A	FJA
12:30 – 13:30	**Visit 3: National Forensic Agency**	Guided tour of procedures and forensic documentation processes; participant observations and Q&A	Forensic Lab Observation + Q&A	SHARP
14:00 – 15:30	**Visit 4: UN-Women**	Engagement with UN-Women and project donor representatives; interaction on Germany's and UN-Women's commitment to women's rights, rule of law and human rights in Pakistan; networking and inspiration session for participants	Interaction + Networking	SHARP
16:00 – 16:30	**Exposure Visit Reflection & Debrief**	Participants complete their visit worksheets and jointly synthesise cross-cutting learnings with light facilitation	Group Reflection + Plenary	SHARP + Participants

Time	Session	Details	Methodology	Facilitator / RP
18:30 – 20:30	**Recreational Dinner + Preparation for Final Training Day**	Key takeaways integrated into an advocacy-planning exercise over dinner; participants identify one institutional link they will pursue post-training; preview of the Day 5 agenda	Individual + Group Activity	Participants + SHARP

Day 5 — Friday, 11 September 2026

Training Day 3 + Closing: Women's Leadership, Advocacy & Community Outreach

Time: 08:30 – 13:00

Time	Session	Details	Methodology	Facilitator / RP
08:30 – 09:00	**Recap & Integration Q&A**	Participants summarise key learnings across the four days and raise outstanding questions for peer discussion; participant-led energizer	Plenary Q&A	Participants + SHARP Team
09:00 – 10:00	**Community Legal Awareness & Public Speaking**	Community-outreach methodologies and legal-literacy approaches; engaging communities and youth in rights-based advocacy; participants pair up to prepare and deliver short public-speaking pieces, give peer feedback, then perform for the wider group to build confidence	Brief Input + Paired Practice + Peer Feedback	SHARP RP
Tea Break (10:00 – 10:30)				
10:30 – 11:30	**Human Trafficking & Migrant Smuggling: A Survivor-Centred Legal Response**	Concepts and definitions distinguishing trafficking in persons from the smuggling of migrants; Pakistan's legal framework — the Prevention of Trafficking in Persons Act, 2018 and the Prevention of Smuggling of Migrants Act, 2018; the gender dimension of trafficking (women and girls as disproportionately affected, and its links with GBV, forced labour and exploitation);	Presentation + Discussion	Mr. Aatif Afzal (Project Director, SHARP)
11:30 – 11:45	**Post-Assessment & Written Evaluation**	Post-training knowledge assessment (same format as the pre-assessment, to measure knowledge gain); written participant evaluation form for programme feedback	Written Assessment + Evaluation	Participants + SHARP Team
11:45 – 12:30	**Closing Ceremony**	Closing remarks by DG FJA and SHARP; to be graced by an Honourable Judge of the Supreme Court of Pakistan as Chief Guest; message from the German Embassy; group photograph	Formal Ceremony	FJA + SHARP + Participants
12:30 – 13:00	**Closing Lunch & Departures**	Closing lunch; farewell & departures	Lunch	FJA + SHARP + Participants