REIMAGINE JUSTICE FOR CHILDREN (RJ4C)

Four-Day Judicial Training Programme
Federal Judicial Academy
09:00 am – 17:00 pm
04 – 08 July 2026

Lead Observer/Facilitator: Valerie Khan | Child Rights, GEDSI & Rule of Law Consultant

PART I - COMMON FOUNDATIONS

Formal opening · Pre-training assessment · Glossary · RJ4C framework · Cross-cutting principles · Non-linear J4C model · Climate justice & J4C · International child rights standards · Pakistan's legal obligations · Competency framework · Child-centered courts

- **Day 1 : Session Learning Objectives**

Opening : Formal introduction to the four-day training

- Establish a respectful, trust-based learning environment grounded in personal judicial values and a shared commitment to child rights.
- Complete the individual pre-training assessment (20 min) to establish a competency baseline for comparison with the post-training assessment on Day 4.
- Reflect on personal values, strengths, and professional commitment as the human foundation of child-sensitive justice.

Session 1 : Glossary & key concepts

- Identify and precisely define the five child categories that frame this entire training: **children at risk of coming into conflict with the law; children in conflict with the law; child victims; child witnesses; and children involved in family and civil proceedings,** understanding that each carries distinct legal meanings and distinct judicial obligations.
- Identify terminological gaps between international child rights standards and Pakistan's legal system, and apply child-sensitive, rights-based language in judicial decisions and courtroom communication.

Session 2: What is Justice for Children? Framework & cross-cutting principles

- Explain the concept of Justice for Children, identify all categories of children it covers, and articulate its six core priorities.
- Apply the cross-cutting and guiding principles of Justice for Children as binding procedural obligations across all three parts of this training.
- Map the six core priorities to Pakistan's constitutional provisions and identify where legislative or policy gaps require judicial action.

Session 3 : The child's journey in court proceedings

- Understand the non-linear nature of a child's journey through the justice system and explain why a single child may simultaneously be a child victim, a child witness, a child subject of family and civil proceedings, or a child in conflict with the law, and why this non-linearity intensifies judicial protective obligations.
- Distinguish the distinct procedural obligations triggered by the roles of child victim, child witness, and child subject of family and civil proceedings, or child at risk and child in conflict with the law, and identify the procedural risks specific to each role at every stage of the child's journey.

Session 4: Climate justice and its relationship to Justice for Children

- Explain how climate change shapes children’s vulnerability, risk, and access to justice, and why climate justice is relevant to the RJ4C framework.
- Identify entry points for the judiciary to uphold the rights of children affected by climate-related harm across all categories addressed in this training.



For these two cohorts, the sessions will be delivered on 7th July at 2.15 pm

Session 5 : International child rights standards & Pakistan's legal obligations

- Identify the international child rights standards and instruments applicable across all three parts of this training, and explain the judiciary's obligation to interpret domestic law consistently with those standards.

- Identify Pakistan's constitutional obligations and domestic legislation relevant to all five child categories covered in this training.
- Explain the five judicial functions required for child rights implementation: constitutional harmonisation, alignment with international standards, procedural safeguarding, proportionality, and gap-filling through principled interpretation.

Session 6 : Competency framework

- Identify the knowledge, skills, and attributes required to deliver Justice for Children across all five child categories.
- Reflect critically on personal competencies, identify specific areas for development, and commit to a personal learning pathway.

Session 7 : Child-centered courts: environmental, procedural & behavioural adaptations

- Understand and identify the environmental, procedural, and behavioural adaptations required to establish a child-centered court for all categories of children, applicable across all three parts of this training.
- Understand and identify required reasonable procedural accommodation for children with disabilities in any capacity before the court, free of credibility bias.
- Understand and identify the judicial conduct, tone, and demeanour that must be adopted to protect the dignity and wellbeing of every child who comes before the court.

- **Day 1 : Programme**

09:00–09:45 am	**Formal opening: four-day training** Registration Welcome Note by FJA and UNICEF Pakistan Representatives · round of introduction · three-part structure overview + objectives · individual pre-training assessment (20 min) ◆ ***Activity 1 : Tree of Values, Strength and Justice***
09:45–10:30	**Session 1 : Glossary & key concepts** Interactive mixed-match exercise · precise definition and distinction of the five child categories · terminological gaps between international child rights standards and Pakistani legal nomenclature · child-sensitive language in judicial practice ◆ ***Activity 2 : Mix and Match***

— Working Tea 10:15 – 10:30 —

10:30–11:10	**Session 2 : What is Justice for Children? RJ4C global agenda & cross-cutting principles** Six core priorities · cross-cutting and guiding principles as binding judicial obligations across all three parts
11:10–11:50	**Session 3 : The child's journey in court proceedings** Non-linear J4C model · the five child roles and their distinct procedural obligations · procedural risks and judicial responses at every stage · overlapping proceedings: i.e. when one child is simultaneously a child victim, a child witness, and a child subject of family and civil proceedings ◆ ***Activity 3 : Mapping the child's journey***
11:50–12:30	**Constitutional mapping & gallery walk (continuation)** Groups map the six RJ4C priorities to Pakistan's constitutional provisions and how these constitutional safeguards accompanies the child in the journey described during the previous session; examples drawn from all five child categories; identify potential gaps ◆ ***Activity 4: Constitutional mapping***

— Hi-Tea 12:30 – 13:30 —

13:30–13:45	**Sesssion 4: Climate justice and its relationship to RJ4C** Climate change as a driver of child vulnerability, displacement, and risk · the relevance of climate justice to the rights of all five categories of children · the judiciary's role in upholding child rights in a changing environment · linking climate justice to the RJ4C framework
13:45–14:20	**Session 5: International child rights standards & Pakistan's legal obligations** International child rights standards and instruments applicable across all three parts of this training · Pakistan's domestic legislation for all five child categories · interactive group work on legal framework ◆ ***Activity 5 : Gallery Walk - international legal framework***
14:20–14:55	**Continuation:** Domestic legislation + judicial functions ◆ ***Activity 6 : Quizz and Win***

— Lunch 15:00 – 15:40 —

15:40–16:15	**Session 6 : Competency framework** • Knowledge, skills, and attributes required to deliver Justice for Children across all five child categories. • Reflect critically on personal competencies, identify specific areas for development, and commit to a personal learning pathway. ◆ ***Activity 7 : Competency framework exploration***
16:15–16:55	**Session 7: Child-centered courts: environmental, procedural & behavioural adaptations** Environmental adaptations: separate waiting areas, courtroom layout, privacy measures, media restrictions · procedural adaptations: scheduling, breaks during testimony, testimonial aids, simplified communication · behavioural adaptations: tone, language, neutrality, explaining outcomes to children · accommodation for children with disabilities · applicable to all three parts of this training Courtroom audit: groups identify environmental, procedural, and behavioural gaps and propose concrete improvements for their own courts ◆ ***Activity 8 :*** **Child-centered courts : mock hearing & audit (continuation)**
16:55–17:00	**Day 1 wrap-up** Key take-aways from the common foundations · preview of Day 2: children in conflict with the law

PART II : CHILDREN IN CONFLICT WITH THE LAW

Arrest · Diversion · Trial · Sentencing · Avoiding Detention · Independent Monitoring · Recovery & Reintegration · M&E

- **Day 2 : Session Learning Objectives**

Session 8 : Children in conflict with the law: arrest & investigation

- Apply the rights of children in conflict with the law at the point of arrest and investigation: minimum age of criminal responsibility, age determination, immediate legal aid, child-sensitive communication, and social investigation report as a mandatory judicial tool.
- Hold justice actors accountable for any failure to respect these rights and provide appropriate judicial redress.

Session 9 : Children in conflict with the law: diversion & restorative justice

- Apply diversion as the legally mandated and judicially preferred response for children in conflict with the law; understand at which stage it can most effectively be applied; and ensure implementation with freely given, informed consent.
- Promote restorative justice as the standard approach to child justice; distinguish it from formal diversion; and assess both in the Pakistan context.

Session 10 : Children in conflict with the law: trial & sentencing

- Apply the principles of a child-sensitive trial: right to be heard, urgency principle, child-appropriate environment, preliminary inquiry and social investigation report, and full due process guarantees.
- Evaluate sentencing options and disposition measures; argue advantages and limitations of alternatives to custodial measures; and apply the best interests of the child to every sentencing decision.

Session 11 : Children in conflict with the law: avoiding detention

- Apply the principle that deprivation of liberty must always be a measure of last resort and for the shortest appropriate period, while the ultimate goal is to end child detention, and evaluate the judicial and institutional steps required to make this a practical reality.
- Identify and uphold the rights of children in conflict with the law who are deprived of liberty: education, skill development, health, family contact, recreational activities, mental health and psychosocial support, protection from violence, humane treatment, and preparation for reintegration.

- **Day 2 : Programme**

09:00–09:25	**Day 2 opening : bridge from Part I** Connecting the common foundations to Part II · the five child categories applied to today's content · overview of Day 2 arc
09:25–10:30	**Session 8 : Children in conflict with the law: arrest & investigation** Rights of children in conflict with the law at the point of arrest · minimum age of criminal responsibility · age determination · immediate legal aid · child-sensitive communication · pre-trial assessment · social investigation report · applicable international child rights standards and domestic legislation ◆ ***Activity 9 : Through the child's eyes***
	— Tea break 10:30 – 10:45 —
10:45–11:50	**Session 9 : Children in conflict with the law: diversion & restorative justice** Diversion as a legal obligation and judicial priority · rationale and legal basis · Juvenile Justice Committee: composition, procedure, diversion options · restorative justice measures · consent requirements · advantages, limitations, and preconditions

11:50–13:00	◆ ***Activity 10 : In Situ Mock Juvenile Justice Committee session - Challenge Accepted!*** **Session 10 : Children in conflict with the law: trial & sentencing** Child-sensitive trial: right to be heard · urgency principle · non-intimidating environment · preliminary inquiry and social investigation report · sentencing principles and disposition measures · alternatives to custodial measures · the presiding officer's obligations at every procedural step
	— Lunch 13:00 – 14:00 —
14:00–15:00	**Session 11 : Children in conflict with the law: detention as a measure of last resort and for the shortest period possible** Detention as a measure of last resort and for the shortest period possible: legal basis and practical application · rights of children deprived of liberty: education, skill development, health, family contact, mental health and psychosocial support, recreational activities, protection from violence, humane treatment · applicable international child rights standards and domestic legislation ◆ ***Activity 10: Ending the detention of children in conflict with the law***
	— Tea break 15:00 – 15:15 —
15:15–16:05	**Continuation Part I: judicial tools** Integrated scenario: a child in conflict with the law from diversion refusal through trial, sentencing, and detention placement; groups apply child rights standards, sentencing analysis, and detention rights checklist ◆ ***Activity 11 : Group work***
16:05–16:55	**Part II judicial tools : group application** Groups apply Part II judicial tools to anonymised case materials from their own jurisdictions: assess age determination procedure, social investigation report review, sentencing analysis, detention rights checklist (case law review)
16:55–17:00	**Day 2 wrap-up** Key take-aways · preview of Day 3 morning: independent monitoring, reintegration, and M&E for children in conflict with the law

Day 3 | Part II: Independent Monitoring, Reintegration & M&E
Part III opens: Children at Risk, Child Victims & Child Witnesses

- **Day 3 Morning : Session Learning Objectives [Part II, continued]**

Session 12 : Independent monitoring of places where children in conflict with the law are deprived of liberty

- Identify international child rights standards and domestic obligations applicable to independent monitoring of places where children in conflict with the law are deprived of liberty.
- Distinguish monitoring mechanisms: judicial, national human rights institution, parliamentary, civil society, international, and complaint-based, and understand their respective mandates.
- Apply a structured monitoring methodology: planning, information gathering, child-sensitive interviewing, actionable recommendations, and follow-up; and understand how rigorous monitoring drives institutional accountability and reform.

Session 13 : Children in conflict with the law: recovery, healing and reintegration

- Plan for the reintegration of a child in conflict with the law from the earliest stage of the justice process, understanding reintegration as a judicial as well as a social obligation.
- Identify essential reintegration pathways (probation, continuity of care, social services, community support, and family reunification where consistent with the child's best interests) and design programmes that prevent re-offending and restore the child's dignity.
- Encourage and facilitate the meaningful participation of the child and of their parents or guardian in all reintegration planning and processes.

Session 14 : Monitoring & evaluation of Part II judicial practice

- Establish a vision, baseline, and measurable child justice indicators for proceedings involving children at risk of coming into conflict with the law and children in conflict with the law.
- Use self-assessment and monitoring findings to generate concrete, time-bound improvement commitments and contribute to systemic reform of child justice in Pakistan.

Day 3 Afternoon : Session Learning Objectives [Part III begins]

Session 15 : Children at risk of coming into conflict with the law: prevention & safeguarding

- Define 'children at risk of coming into conflict with the law' and 'children in need of care and protection', establishing that these categories substantially overlap: children at risk are, first and foremost, children in need of care and protection.
- Identify vulnerability, risk, and protective factors; apply primary, secondary, and tertiary prevention approaches; and understand the judiciary's role in multi-sectoral prevention.

Session 16 : Child victims and child witnesses in criminal proceedings: legal position, pre-trial safeguards & secondary victimisation prevention

- Identify the distinct legal position of child victims and child witnesses in criminal proceedings and the rights to which they are entitled under international child rights standards and domestic legislation.
- Apply pre-trial safeguards to protect child victims and child witnesses from harm, intimidation, and re-traumatisation at the investigation and pre-trial stages.
- Identify all forms of secondary victimisation and apply active judicial management to prevent each of them, understanding that secondary victimisation is a direct violation of the child victim's or child witness's right to dignity and protection from further harm.

Session 17 : Judicial management of testimony and cross-examination of child victims and child witnesses

- Apply developmentally appropriate questioning standards in proceedings involving child victims and child witnesses.
- Intervene immediately and effectively when cross-examination is aggressive, humiliating, or developmentally inappropriate, while maintaining fair trial guarantees.

- Apply trauma-informed credibility assessment: understand how trauma affects memory, emotional presentation, and consistency; and ensure judicial reasoning never implies moral blame or disbelief without specific evidentiary basis.
- Manage in-camera proceedings, testimonial aids, and support persons in accordance with international child rights standards and domestic legislation.

- **Day 3 : Programme**

09:00–09:20	**Day 3 opening : recap of Day 2** Connecting day 2 to the overview of day 3
09:20–10:20	**Session 12 : Independent monitoring of places where children in conflict with the law are deprived of liberty** Monitoring mechanisms: judicial, national human rights institution, parliamentary, civil society, international, complaint-based · monitoring methodology: planning, information gathering, child-sensitive interviewing, recommendations, follow-up · applicable international child rights standards and domestic obligations
10:20–10:50	**Monitoring simulation** Simulated monitoring visit to a fictional detention facility; participants produce structured findings and actionable recommendations ◆ ***Activity 12 : Monitor the rights of a child in conflict with the law derpived of liberty: simulation***

— Tea break 10:50 – 11:05 —

11:05–12:05	**Session 13 - Children in conflict with the law: reintegration** Reintegration as a judicial and social obligation · planning from the earliest stage · essential pathways: probation, continuity of care, social services, community support, family reunification · meaningful participation of the child and family
12:05–13:00	**Session 14 - Monitoring & evaluation of Part II judicial practice** Vision, baseline, and international indicators for children in conflict with the law · self-assessment · UNICEF J4C Report Card · personal improvement commitments ◆ ***Activity 13 : How should we measure progress towards child justice?***

— Lunch 13:00 – 14:00 —

Part III begins · Children at Risk, Child Victims & Child Witnesses

14:00–14:50	**Session 15 - Children at risk of coming in conflict with the law: prevention & safeguarding** Definition of children at risk and overlap with children in need of care and protection · vulnerability, risk, and protective factors · primary, secondary, and tertiary prevention · stigmatisation · multi-sectoral collaboration · national prevention planning as a judicial concern ◆ ***Activity 14 : Risk & protective factors - group analysis***
14:50–15:40	**Session 16 - Child victims and child witnesses: legal position, pre-trial safeguards & secondary victimisation prevention** Distinct legal position of child victims and child witnesses · rights under international child rights standards and domestic legislation · contextual vulnerability and risk factors · pre-trial safeguards · secondary victimisation: identification across all risk indicators and active judicial prevention

— Tea break 15:40 – 15:55 —

15:55–16:50	**Session 17- Judicial management of testimony and cross-examination** Developmentally appropriate questioning · preventing aggressive and humiliating cross-examination of child victims and child witnesses · trauma, memory, and credibility assessment through a developmental and trauma-informed lens · support persons · in-camera proceedings · testimonial aids ◆ ***Activity 15 - Rewriting cross-examination***
16:50–17:00	**Day 3 wrap-up & preview of Day 4** Key take-aways from Part II completion and Part III opening · preview of Day 4: mock child-centered criminal hearing, children involved in family and civil proceedings, judicial leadership, integrated capstone simulation, M&E, and formal closing

PART IV : CHILDREN INVOLVED IN FAMILY AND CIVIL PROCEEDINGS

DAY 4: Mock Child-Centered Criminal Hearing · Children Involved in Family & Civil Proceedings · Judicial Leadership · Integrated Capstone · M&E · Formal Closing
Best interests of the child · Participation · Protection proceedings · Delay · Maintenance & succession · ADR · Judicial leadership · Systemic reform · Post-assessment · Commitment cards · Certificates

- **Day 4 : Session Learning Objectives**

Session 18 : Children involved in family and civil proceedings (Part 1): best interests & participation

- Operationalise the best interests of the child as a structured, five-step judicial obligation in all proceedings involving children in family and civil matters, and demonstrate that reasoning transparently in every judicial order and judgment.
- Ensure the meaningful participation of children: systematically hear their views, give those views due weight, protect them from pressure to choose between parties, and record and reflect their views clearly in judicial reasoning and orders.
- Conduct or direct in-chambers interviews that are safe, gender-responsive, non-leading, and developmentally appropriate; assess parental influence or coaching through structured analysis; and ensure all findings form part of the judicial record.

Session 19 : Children involved in family and civil proceedings: protection, delay, maintenance, succession & ADR

- Apply the tests of necessity, suitability, and proportionality before ordering removal of a child from family care; treat institutionalisation as last resort and for the shortest period possible; and accompany any separation order with a plan for family-based alternative care, review mechanism, and, where appropriate, a reunification pathway.
- Manage delay in family and civil proceedings as a stand-alone child rights violation: apply strict case management, require specific justification for every adjournment, and prioritise child-related matters.
- Address children's rights to maintenance, succession, inheritance, and property; prevent informal override; and subject any guardian of property to regular judicial oversight.
- Apply child rights standards to ADR processes, ensuring ADR never displaces judicial oversight of the child's best interests and is never used to resolve serious offences against children informally.

Session 20 : Judicial leadership and systemic reform

- Perform the judicial roles in proceedings involving child victims, child witnesses, and children in family and civil proceedings: arbiter, procedural protector, guardian of dignity, courtroom manager, constitutional and international standards interpreter, and coordinator of protective responses.
- Promote inter-agency coordination, identify systemic gaps, fill legislative gaps through principled interpretation, and apply a transformative justice approach: trauma-informed reasoning, recognition of intersectional vulnerabilities, transparent judgments recording children's voices.

Session 21 : Monitoring & evaluation of Part III judicial practice

- Identify key indicators for monitoring whether child victims, child witnesses, and children in family and civil proceedings receive rights-compliant justice.
- Use self-assessment findings to develop concrete, time-bound improvement commitments for one's own court.

Formal closing

- Synthesise four days of learning: common foundations, Part II, and Part III, into a personal Justice for Children judicial practice framework.

- Articulate specific commitments covering Part II and Part III proceedings.
- Demonstrate competency development through comparison of pre- and post-training assessments.
- Identify further knowledge platforms, peer learning, and institutional mechanisms for continuous improvement.

- **Day 4 : Programme**

09:00–09:10	**Day 4 opening : bridge from Day 3** Recap of Part III opening from Day 3 · transition from child victims and child witnesses in criminal proceedings to children involved in family and civil proceedings · overview of Day 4 arc
09:10–10:00	**Mock child-centered criminal hearing** Role-play: Judge, Prosecutor, Defence Counsel, Child Victim/Witness, Support Person, Court Officer · observers complete observation checklist · debrief on privacy, questioning standards, judicial intervention, and dignity of the child victim or child witness ◆ ***Activity 16 : In Situ Mock child-centered criminal hearing***
10:00–10:50	**Session 18 : Children involved in family and civil proceedings (Part 1): best interests & participation** Child as rights-holder in family and civil proceedings · best interests as a structured five-step judicial obligation · hearing children in custody, guardianship, maintenance, and protection proceedings · conducting child-sensitive in-chambers interviews · assessing parental influence or coaching · applicable international child rights standards and domestic legislation ◆ ***Activity 17 : Applying the right to be heard in custody proceedings; scenario exercise***
	— Tea break 10:50 – 11:05 —
11:05–12:05	**Session 19 : Judicial leadership and systemic reform** Six judicial roles in Part III proceedings · inter-agency coordination: child protection, social welfare, mental health and psychosocial support, legal aid, education · systemic gaps in Pakistan · from compliance to transformative justice: trauma-informed reasoning, intersectional vulnerabilities, transparent judgments that record children's voices
12:05–13:00	**Session 20 : Children involved in family and civil proceedings (Part 2): protection, delay, maintenance, succession & ADR** Protection proceedings: necessity, suitability, proportionality · institutionalisation as last resort · separation orders and family-based alternative care plans · delay as a stand-alone child rights violation · children's rights to maintenance and child support · succession, inheritance, and property rights · children in ADR · case study: custody dispute with allegations of domestic violence and parental alienation (case laws)
	— Lunch 13:00 – 14:00 —
14:00–14:50	**Integrated capstone simulation : overlapping criminal, civil, and protection proceedings** Complex scenario: a child who is simultaneously a child victim, a child witness, and a child subject of family and civil proceedings; groups apply criminal procedural safeguards, best interests analysis, privacy protections, inter-agency coordination, and secondary victimisation prevention across all proceedings simultaneously; plenary debrief on non-linear judicial reasoning

	◆ ***Activity 18 : Integrated capstone simulation; overlapping criminal, civil, and protection proceedings***
14:50–15:25	**Session 21 : Monitoring, evaluation & self-assessment** Indicators for child victims, child witnesses, and children in family and civil proceedings · self-assessment: how child-centered is my court? · UNICEF RJ4C Report Card 2025 ◆ ***Activity 19: Self-assessment; how child-centered is my court for child at risk, victims, child witnesses, and children in family and civil proceedings?***

— Tea break 15:25 – 15:40 —

15:40–17:00	**Formal closing : four-day training** Four-day knowledge consolidation exercise · individual post-training assessment · commitment cards covering Part II (children at risk and children in conflict with the law) and Part III (child victims, child witnesses, and children in family and civil proceedings) · closing address by FJA and UNICEF Representatives · certificate distribution ◆ ***Activity 20 : Commitment cards : Part II and Part III***