

The Need for Legal Incubators in Pakistan



A Baseline Study Prepared by Peace & Justice
Network (PJN)

A Need for Legal Incubators in Pakistan



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ABOUT PEACE & JUSTICE NETWORK (PJN):

The Peace & Justice Network (PJN) is a registered network of Civil Society Organisations (CSOs) working across Pakistan (in all provinces and territories, including GB and AJK) to help build institutions which can strengthen democracy, deliver quick and inexpensive justice, and manage conflict in a way that protects the fundamental rights of citizens. PJN focuses on 1) Sustainable Development Goal (SDG) 16, which states that peace, justice and strong institutions are needed to enhance access to justice and institutional accountability, 2) Community Legal Services to ensure legal empowerment for the poor & vulnerable must be available and 3) Demand-driven legislative & judicial reforms for strengthening the Rule of Law in Pakistan are of great importance.

PAPER RATIONAL:

Access to justice is a never-ending problem in Pakistan since millions of people cannot afford the cost of legal representation. From the demand side, while access to counsel remains woefully inadequate, a great number of lawyers, especially female lawyers, are brief-less (lacking clients). Unlike medical education in Pakistan that stresses practical skill development, our legal education system is devoid of practical training for lawyers. Curricula followed by law colleges are outdated and law college syllabi lack important courses like legal research,

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advocacy, communication and business skills for lawyers. These factors speak to the need for postgraduate capacity building program for lawyers like legal incubators in Pakistan. In order to assess the need for legal incubator programs in Pakistan, Peace & Justice Network (PJN) has conducted a baseline study that gauges the challenges that young lawyers face in the courts, when it comes to their professional needs and how to best utilize their potential for building a culture that enhances pro bono/low bono work in Pakistan. The survey analyzes the perceptions that young lawyers with respect to the development of their professional excellence in their early years of their practice and how they feel about the need for legal incubator programs in Pakistan.

1) Research Background & Analysis

Access to justice is a never-ending problem in Pakistan since millions of people cannot afford the cost of legal representation. When justice is less than equal and generally unavailable, it compromises the integrity of democratic societies and the promises they make to their citizenry. It is incumbent on those vested with the responsibility of ensuring the availability of justice to utilize whatever means possible to foster access to justice equally for everyone, and especially for society's most vulnerable and marginalized groups. While access to affordable lawyers in Pakistan can be difficult for most people, it is exceptionally difficult or oftentimes impossible for individuals who lack the economic resources to retain quality private counsel. The situation is further complicated when the availability of NGOs or publicly funded lawyers is virtually non-existent.

Low and moderate-income people represent a sizable gap in the current legal market since they earn too much to qualify for free legal aid but not enough to afford traditional firm rates. This leaves them with little access to reliable and affordable legal assistance, and as a result, more people than ever are going to court without the legal help they need.

There are no credible bar examinations or institutionalised Continuing Legal Education (CLE) and professional development programs. As a result, there is sustained deterioration in the kind of legal skills one can develop in the country and a large number of young lawyers remain unemployed and live barely above the poverty line.

To address these issues, creative new models are emerging that provide legal graduates with the tools to start their own firms or independent legal practices. The development of an incubator to train law graduates, first launched in New York City in 2007, has proven to be an effective tool for supporting and resourcing new lawyers committed to advancing social justice. Incubators that support new lawyers have been successful in training lawyers to create sustainable practices, in helping to develop their professional skills and ultimately in enhancing access to justice.

The goals of a legal incubator programs (much like social entrepreneurship models) are twofold. First, incubator programs are designed to develop a workforce of young lawyers by facilitating a smooth transition to solo practice through capacity building in professional skills development and in business and law firm management. Incubators are providing their participating lawyers with an array of educational and practice management tools. In-kind support from legal service vendors enable incubator participants to test-drive a wide variety of resources designed to support their practices, create efficiencies and enable the delivery of services at lower costs.

The other goal is to provide uninterrupted, high-quality and affordable legal services for low and moderate-income segments of society. Incubators are aggressively advancing social

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responsibility through pro bono services and orientations to low- and moderate-income populations.

To determine the ultimate need and replicability of the US-based legal incubator model in the context of the Pakistani legal system, Peace & Justice Network (PJN) has conducted a baseline study to assess the gap in our current system and the role that legal incubators can play to reduce this gap.

The nature, structure and design of incubators vary greatly from one program to another. The survey demonstrates that the development of incubators has been organic. There is no template for their design and operations. While many are sponsored by law schools, several are collaborative efforts, and some are sponsored by other entities such as bar associations and foundations, legal aid programs, law firms and nonprofit organizations. The services offered by incubators, the funding sources and the range of legal services provided by the participating lawyers to their clients all vary considerably from one program to another.

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2) Baseline Study Methodology

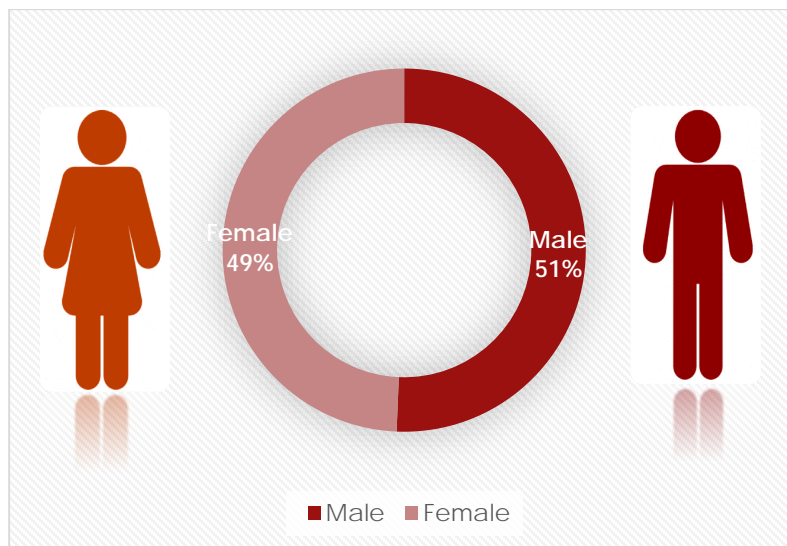
The objective of this survey is to gauge the challenges that young lawyers face as they transition into the practice of law and into the Pakistani judicial system. The survey takes into account their needs and how to best utilize their potential for building a culture of pro bono/low bono work in Pakistan. The survey analyzes the perception that young lawyers have about professional excellence in early years of practice and their overall assessment of the need for legal incubator programs in Pakistan. The results of this survey have enabled PJN to better engage in effective program design that ultimately serves the needs and interests of stakeholders.

In order to assess the need for legal incubator development in Pakistan, Peace & Justice Network (PJN) has conducted a baseline study of 7 major bar associations in Pakistan that includes the following:

1. Islamabad Bar Association
2. Lahore Bar Association
3. Peshawar Bar Association
4. Karachi Bar Association
5. Haripur Bar Association
6. Rawalpindi Bar Association
7. Quetta Bar Association



PJN has conducted its field survey by surveying 86 lawyers who have an average length of practice of 5 years and 7 months. A total of 48 male and 38 female lawyers participated in the survey.



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Respondents (lawyers) have acquired their LLB and LLM degrees from 14 law colleges and universities. They include the following:

1. International Islamic University Islamabad
2. University of Azad Jammu & Kashmir
3. Al Meezan Law College, Rawalpindi
4. Ayub Law College, Haripur
5. Hazara University
6. Hamdard School of Law
7. Islamia University Bahawalpur
8. Lincolns Inn
9. Muslim Law College, Rawalpindi
10. Law College, Peshawar University
11. Punjab University
12. S. M. Law College, Karachi
13. University Law College
14. University of the West of England



A majority of the lawyers who participated in PJN's baseline study were from the Punjab University (18), Peshawar University (18) and International Islamic University (26).

Consultations with Stakeholders on Legal Incubator Program:

In order to have a better understanding of what stakeholders would look for in a legal incubator program, PJN conducted series of consultations with university faculty members, law students, bar association representatives, international experts, civil society organizations and lawyers. These consultations greatly helped PJN to design its questionnaire for the baseline survey. These stakeholders include the following:



- International Legal Incubator/Developer of the first legal incubator, Fred P. Rooney
- University Law College Principle Dr. M. Catalina Allende
- Bahria University Department of Law Head of Department Mr. Rauf and faculty members
- International Islamic University Director Shari'ah Academy Prof. Dr. Muhammad Munir,
- Islamabad High Court Bar General Secretary Mr. Waqas Malik
- Lahore High Court Human Rights Committee Chairperson Mr. Waheed A. Chahudhri
- District Bar Association Islamabad Lawyers
- GlobalShapers Representatives
- Representatives from Society for Human Empowerment & Rural Development (SHER) - CS

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- Representatives from Society for Human Rights and Prisoners' Aid (SHARP) – Civil Society
- District & Session Judge Islamabad

Questionnaire Validity:

In order to validate the questionnaire, PJN shared it with the experts for their feedback and also engaged in a trial run using a small group of lawyers. Based on the feedback it received, PJN has fine-tuned the questionnaire.

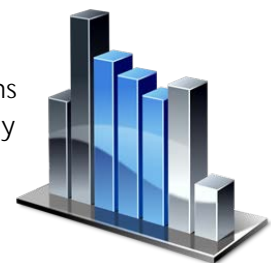


Confidentiality:

Individuals who participated in the survey were assured that all of the information gathered for the survey would be considered strictly confidential.

Statistical Scale:

The following table will be used for presentation of the mean score of questions ranking. In following table, a mean score is 1 equals a very high intensity perception on given question whereas 5 indicates a very low response from the respondents (lawyers) who participated in this Survey.



Very Low	4.51 - 5.00
Low	3.51 - 4.5
May Be / Moderate	2.51 - 3.5
High	1.51 - 2.5
Very High	1.00 - 1.5

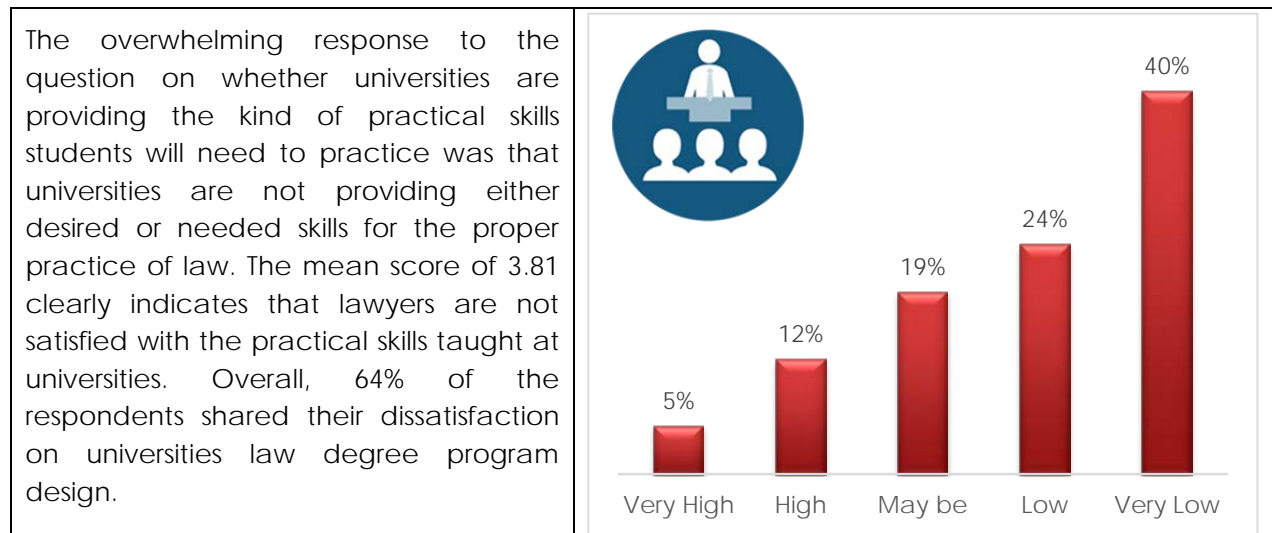
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3) Baseline Survey Data Analysis

An analysis of the questionnaire designed for the baseline study has been divided into three sections. Section one provides an analysis of the role that law universities & colleges play in the capacity development of students. Section two analyzes the challenges lawyers face in their legal practices and Section three focuses on legal incubators as models for the professional skills development of lawyers.

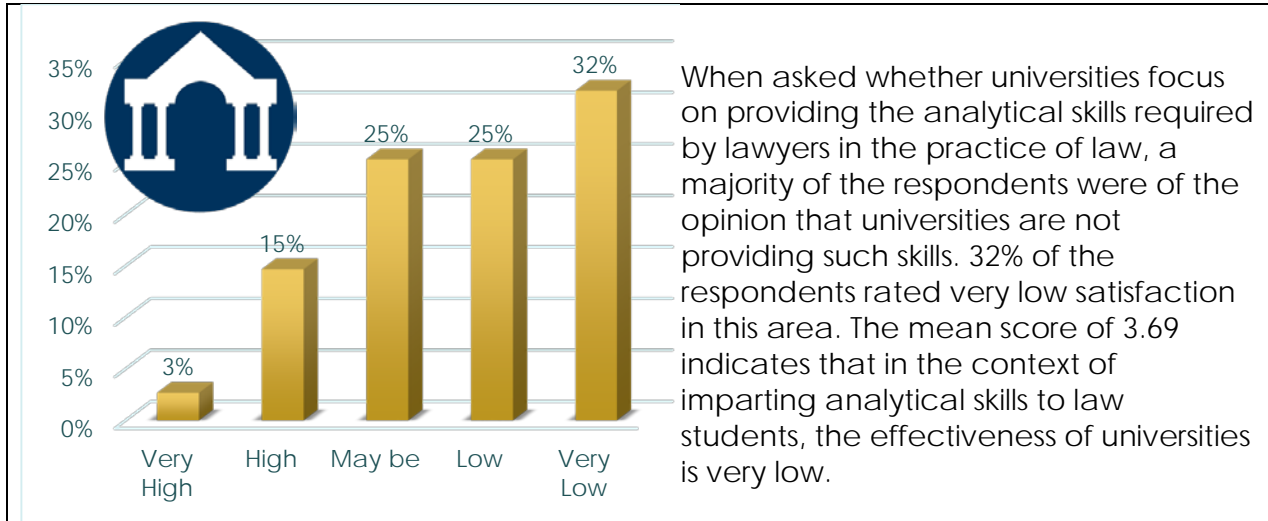
SECTION I: LAW UNIVERSITIES & COLLEGES ROLE IN CAPACITY DEVELOPMENT OF STUDENTS

Q1) To what extent do you think universities are providing the kind of practical skills that students require to practice law?

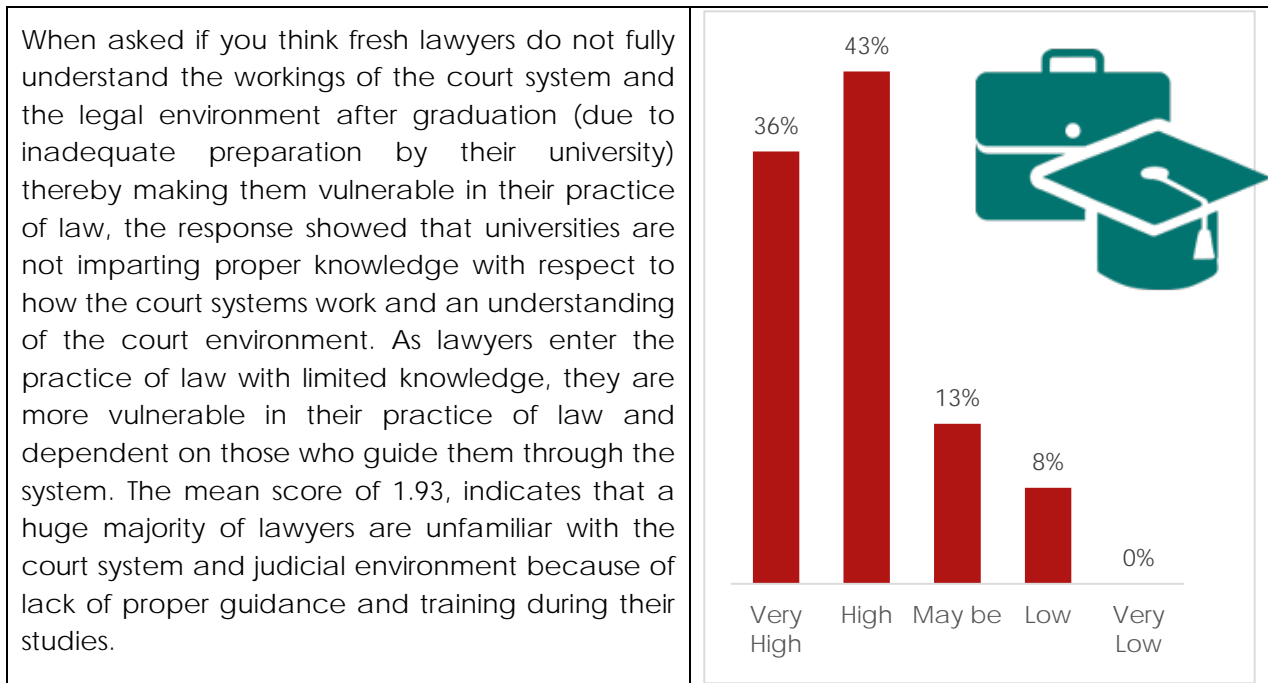


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Q2) To what extent do you think universities are providing analytical skills that law students will need to effectively practice law?

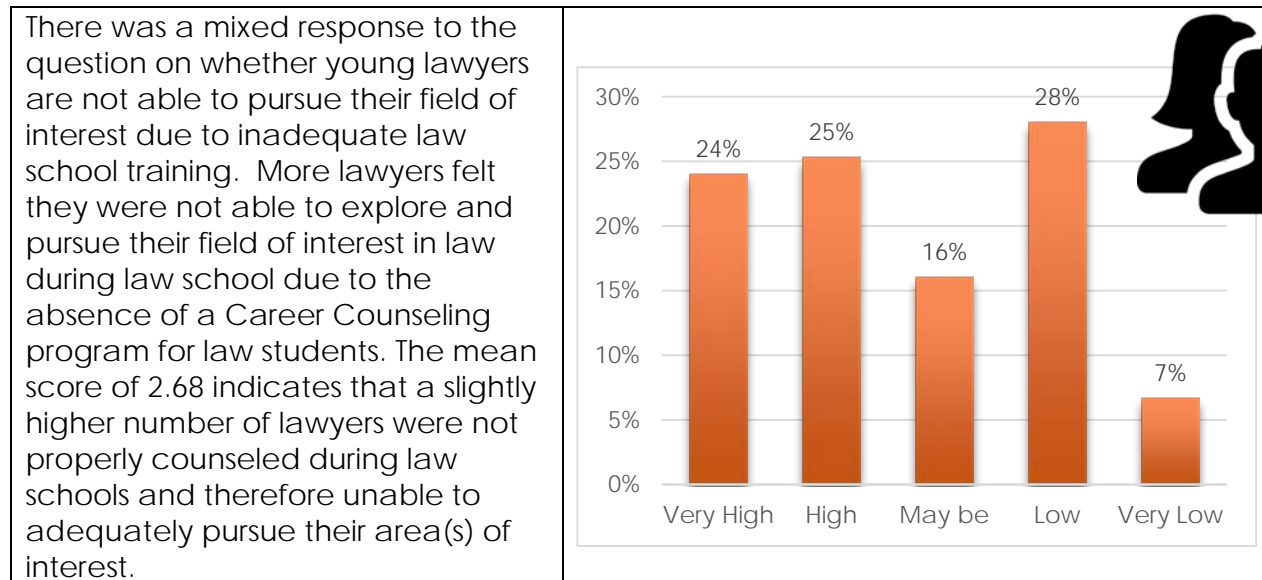


Q3) To what extent do you think that after graduation fresh lawyers do not fully understand the workings of the court system and judicial environment and are therefore in a vulnerable position with respect to their practice of law?

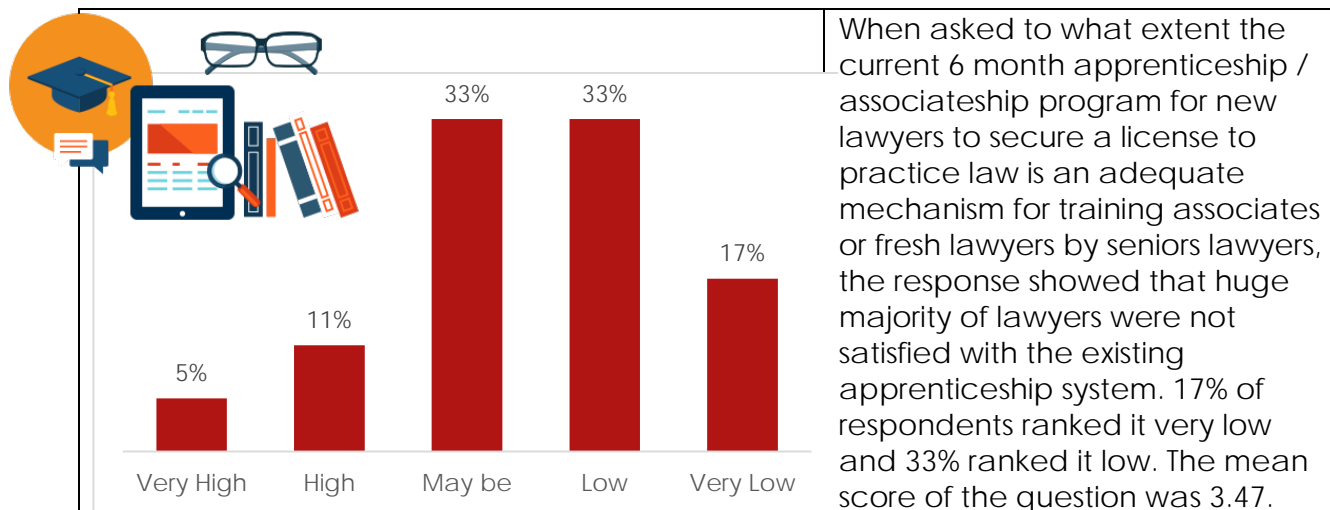


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Q4) To what extent do you think young lawyers are not able to pursue their field of interest due to inadequate law school training?



Q5) To what extent do you think current 6-month apprenticeship / associateship programs for new lawyers as a requirement for licensure is a successfully structured mechanism for training associates or fresh lawyers by senior lawyers?

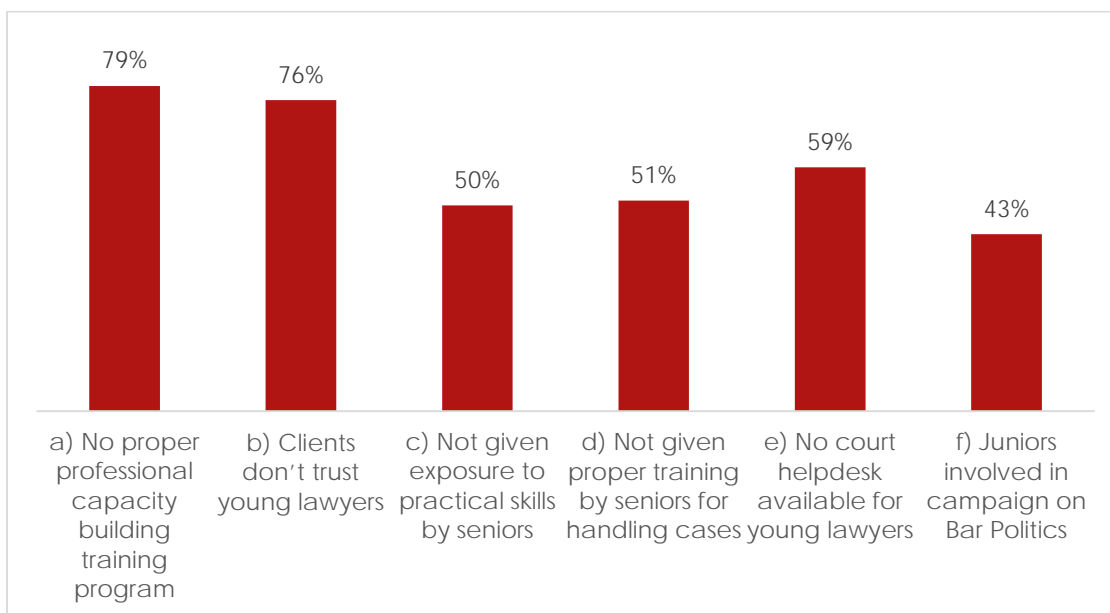


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SECTION II – CHALLENGES LAWYERS FACED DURING LEGAL PRACTICE

Q6) What challenges have you faced or are you facing during your early years of practice?

Based on the responses from lawyers, gaining a client's trust is one of the most critical challenges a young lawyers face. An inability to meet this challenge can lead lawyers to leave the practice of law to join another other profession that can better ensure their livelihood. The second most important challenge expressed by lawyers is the absence of a proper professional capacity-building training program. The third challenge is the lack of court-based helpdesks that provide guidance for young lawyers. Other important challenges include a lack of proper and ongoing training or professional development to enhance the practical skill development for senior lawyers and the exclusion of junior lawyers in Bar elections for leadership positions within the Bar.



In addition of above challenges, there are some other challenge that has been highlighted by lawyers. These challenges include the following:

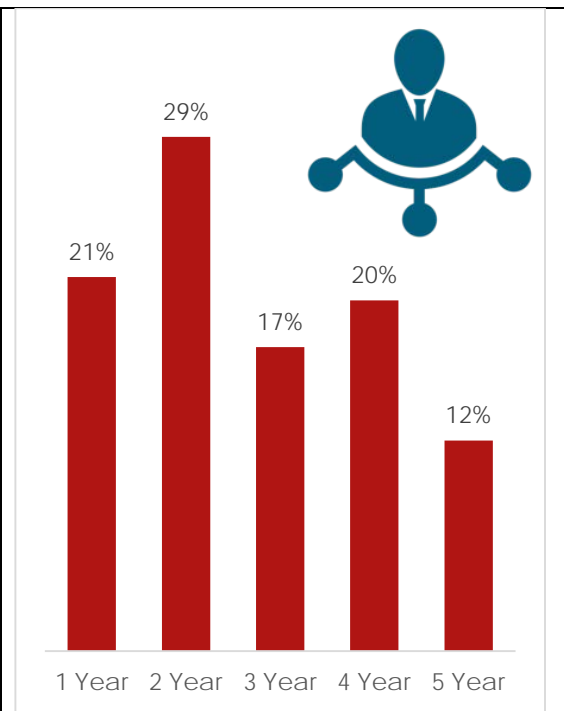
- Low rate of client fees that young lawyers can charge
- Lack of appreciation for the role of junior lawyers by senior lawyers
- Lack of available space on court premises for new lawyers to set up their offices
- Lack of living accommodations for lawyers who come from different cities
- There is no financial support mechanism for junior lawyers

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Q7) How much time under traditional training model as an associate working with a senior lawyer does it usually take for a fresh lawyer to establish a solo or independent law practice?

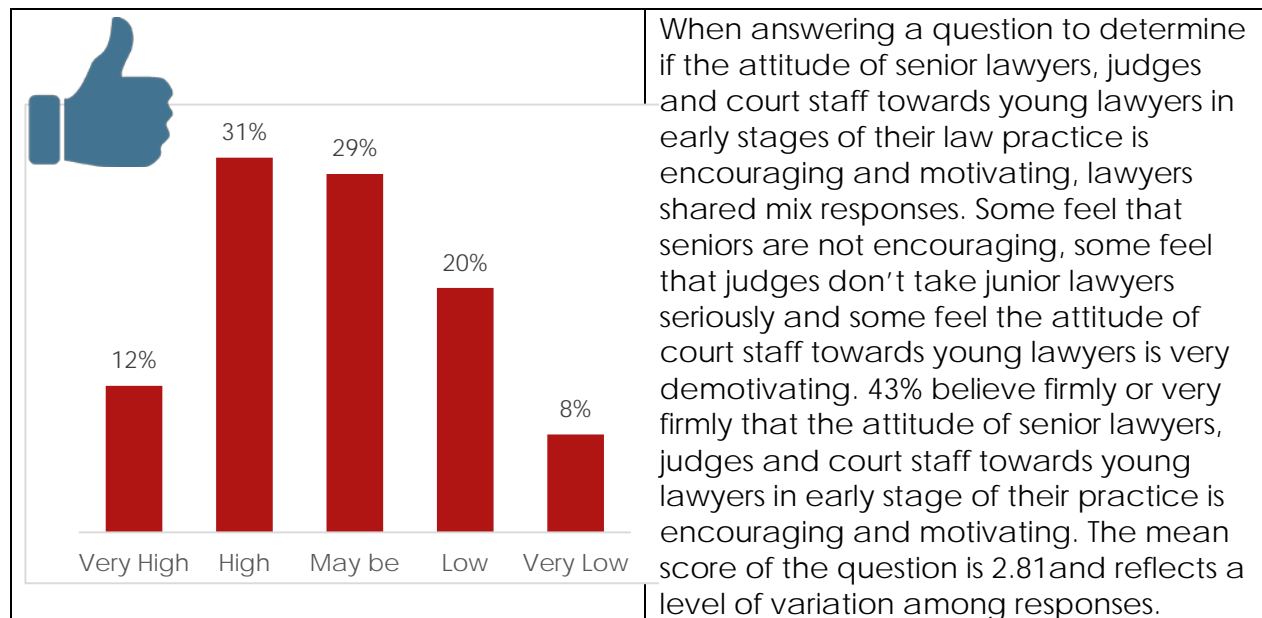
This question is very critical in nature as it assess the practicality of the current apprenticeship model approved for fresh law graduates by the Pakistan Bar Council. This data shows great variation in responses as respondents think that the time it takes depends on the individual, his or her interpersonal skills and the personal connections the individual has.

As per data, some lawyers feels that based on the current training model, it takes one year to reach the level required to sustain an independent practice, whereas the same number of respondents feels it takes 4 years to become an effective lawyer in solo practice. After computing the average scores, data shows that it generally takes around 2 years and 8 month to become a private practice lawyer.

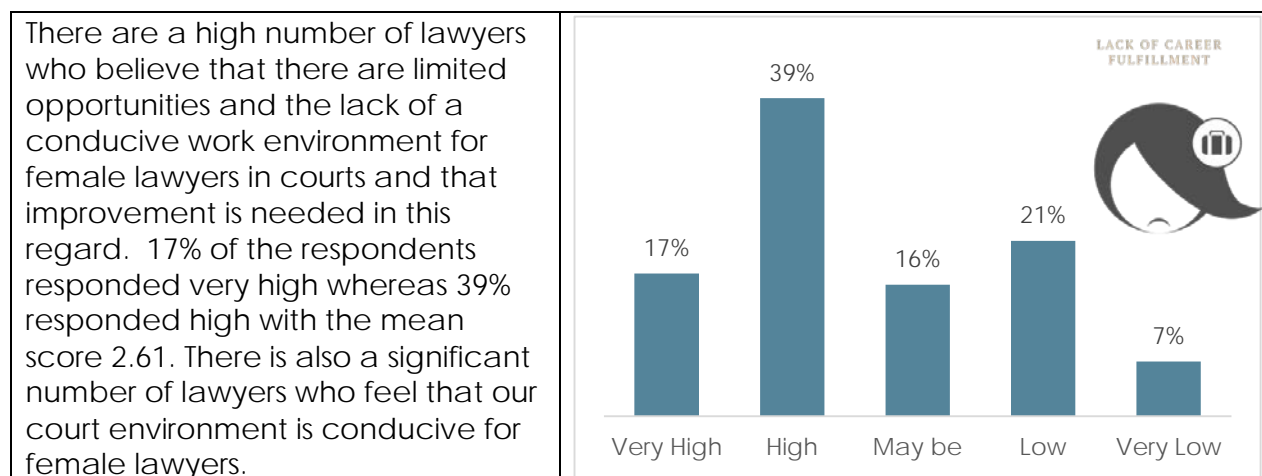


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Q8) To what extent do you find the attitude of senior lawyers, judges and court staff towards young lawyers in the early stages of practice to be encouraging and motivating?

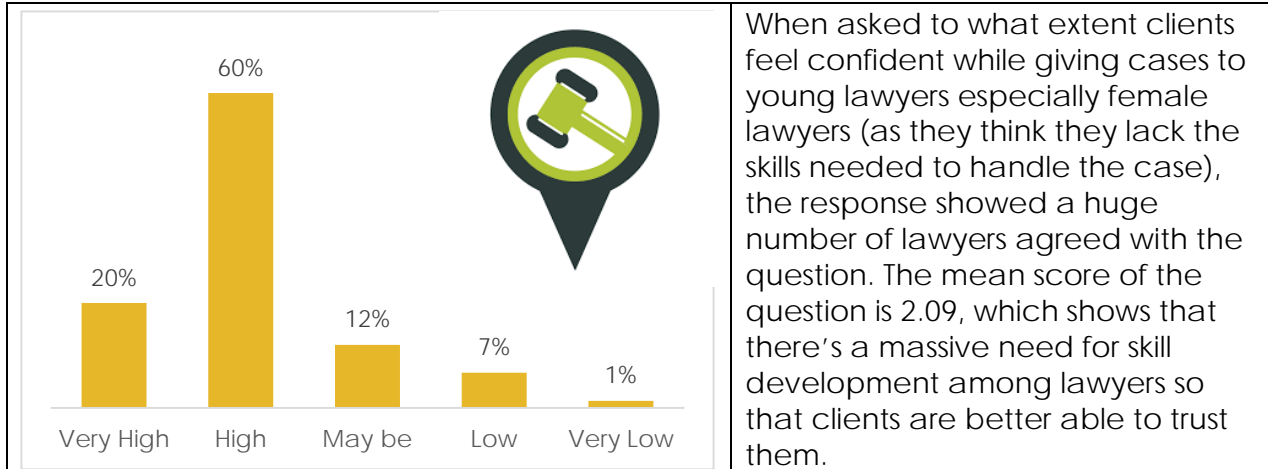


Q9) To what extent do you think there are limited opportunities and the availability of conducive work environment for female lawyers in courts?

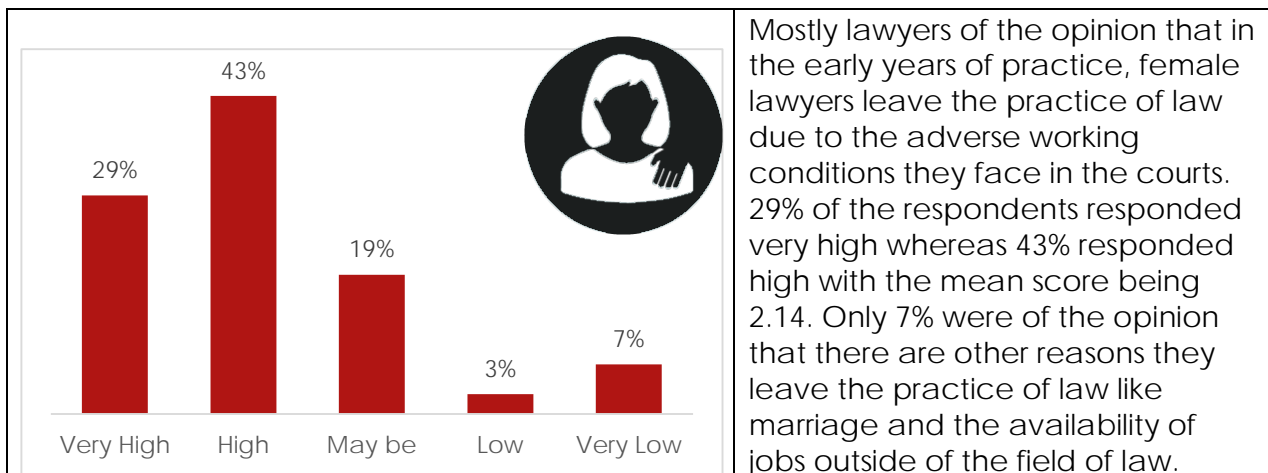


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Q10) To what extent do you think clients don't feel confident when giving cases to young lawyers especially female lawyers as they think they lack the skills needed to effectively handle the cases?

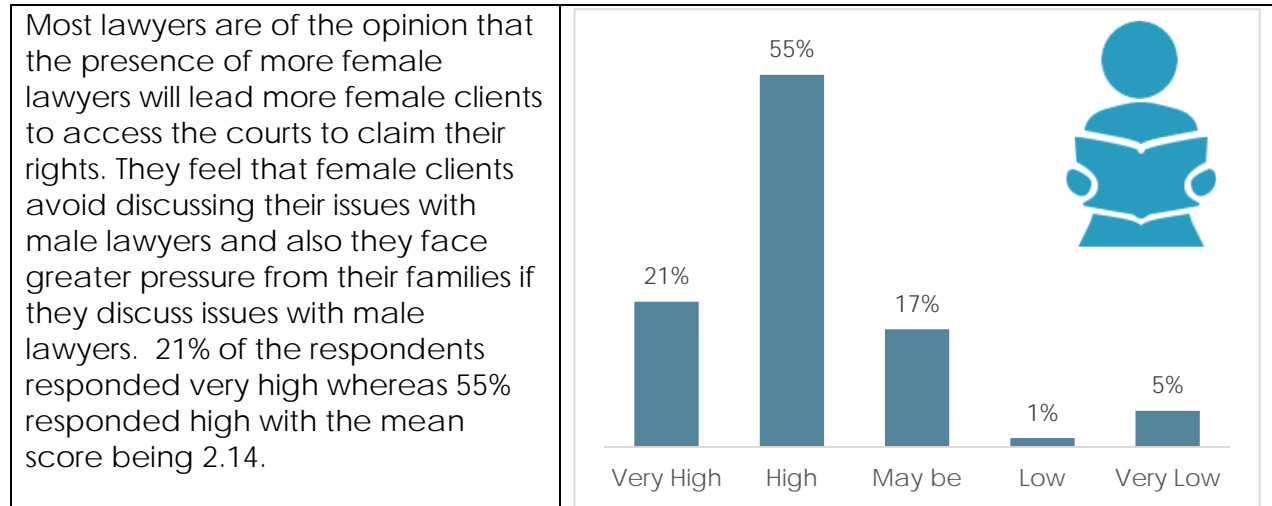


Q11) To what extent do you think female lawyers leave the practice of law due to adverse working conditions they face in the courts?

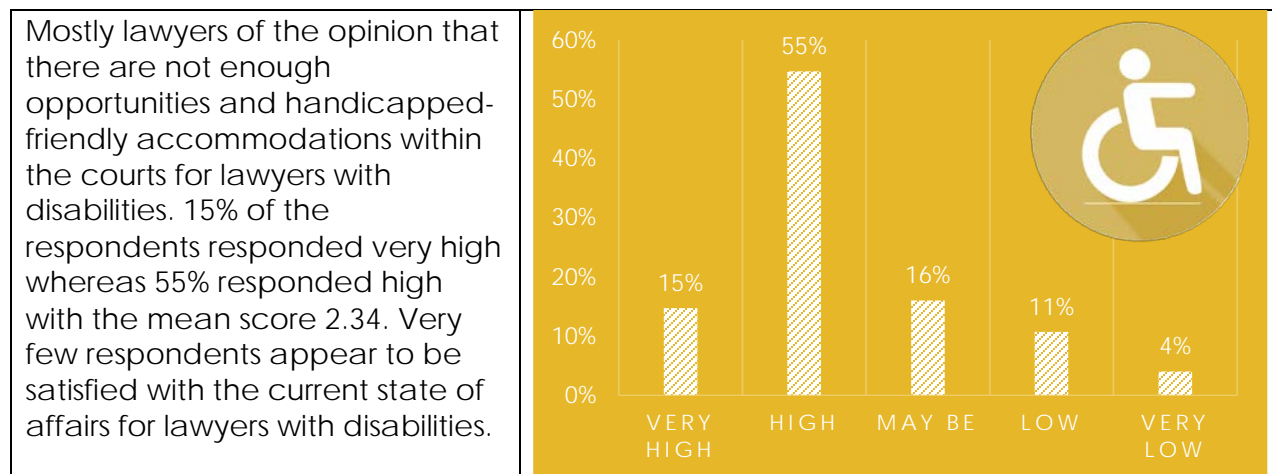


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Q12) To what extent do you feel that by presence of more female lawyers, more female clients will access the courts the claim their rights?

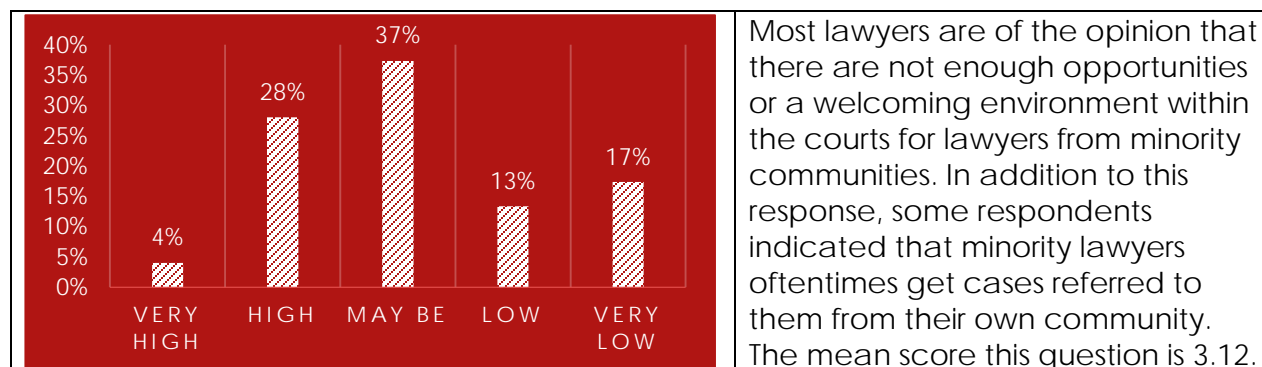


Q13) To what extent do you think there are not enough opportunities and handicapped-friendly accommodations within the courts for lawyers with disability?

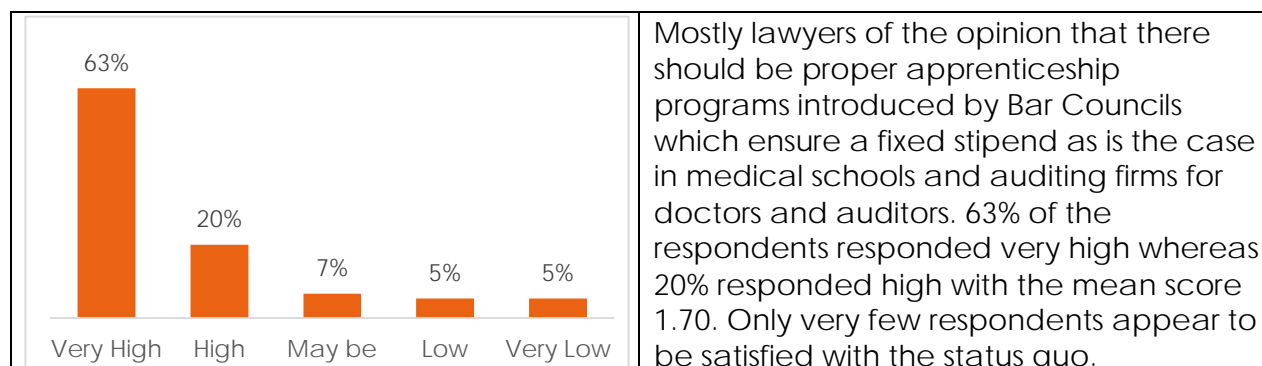


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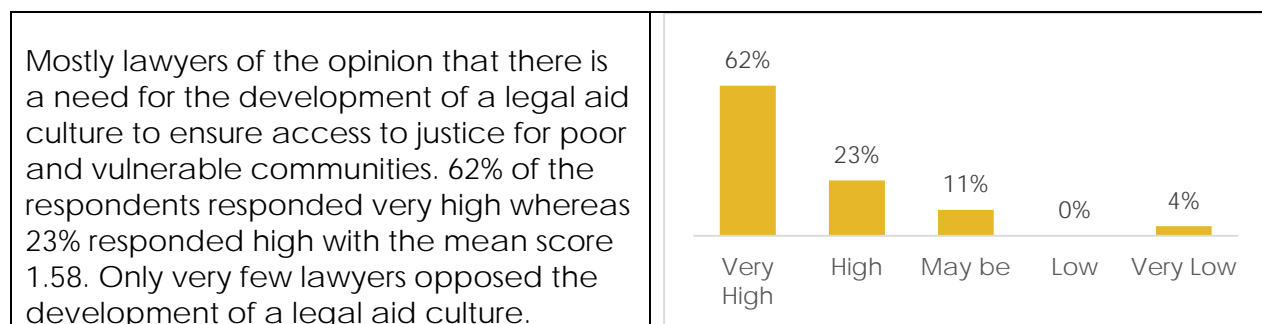
Q14) To what extent do you think there are not enough opportunities or a welcoming environment within the courts for lawyers from minority community?



Q15) To what extent do you think there should be proper apprenticeship programs introduced by Bar Councils which ensure a fixed stipend, as is the case in medical schools for young doctors or for auditing firm articleships for students?



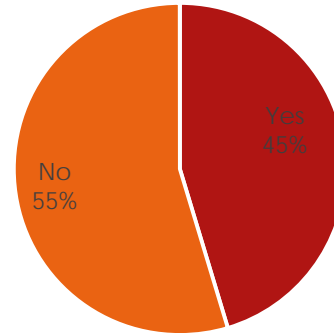
Q16) To what extent do you think there is a need for development of a legal aid culture to ensure access to justice for poor and vulnerable communities?



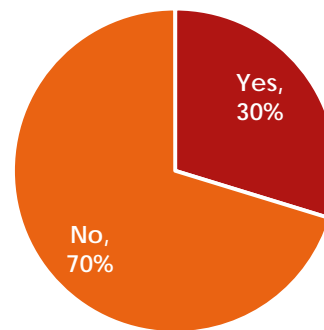
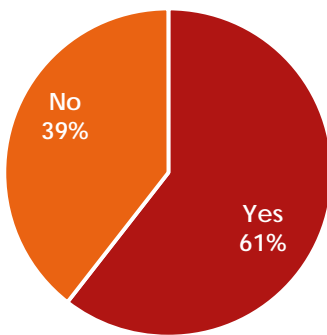
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Q17) Do you know about District Legal Empowerment Committees and the Bar's Free Legal Aid Committee developed for the provision of legal aid to those who can't afford to pay for the services of a lawyer?

Mostly lawyers responded that they know nothing about District Legal Empowerment Committees and the Bar's Free Legal Aid Committee developed for provision of legal aid to those who can't afford to pay for the services of a lawyer. 45% of the respondents said yes to this question whereas 55% said no to this question.

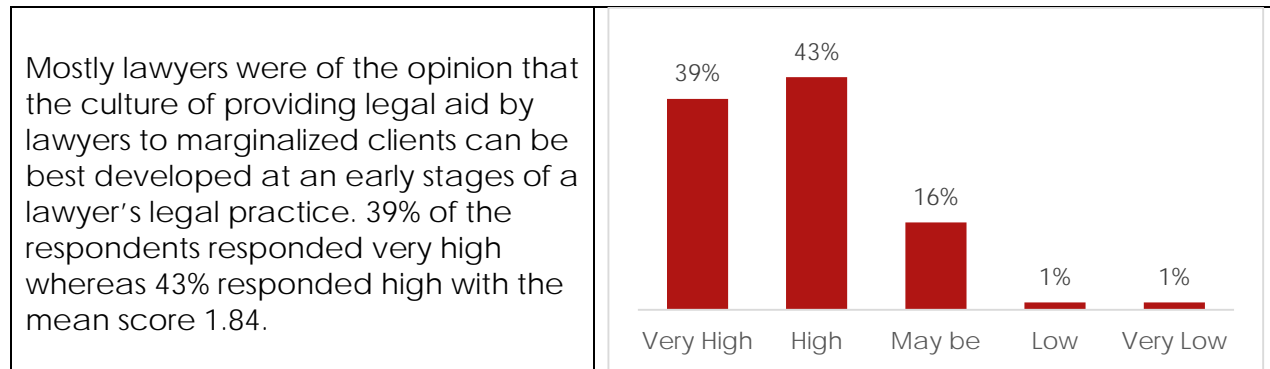


If we bifurcate data among male and female respondents, 61% of male lawyers responded that they were unaware of the existence of District Legal Empowerment Committees and the Bar's Free Legal Aid Committee developed for the provision of legal aid to those who can't afford to pay for the services of a lawyer. In the case of female respondents, only 30% of them responded that they are aware of District Legal Empowerment Committees and the Bar's Free Legal Aid Committee.

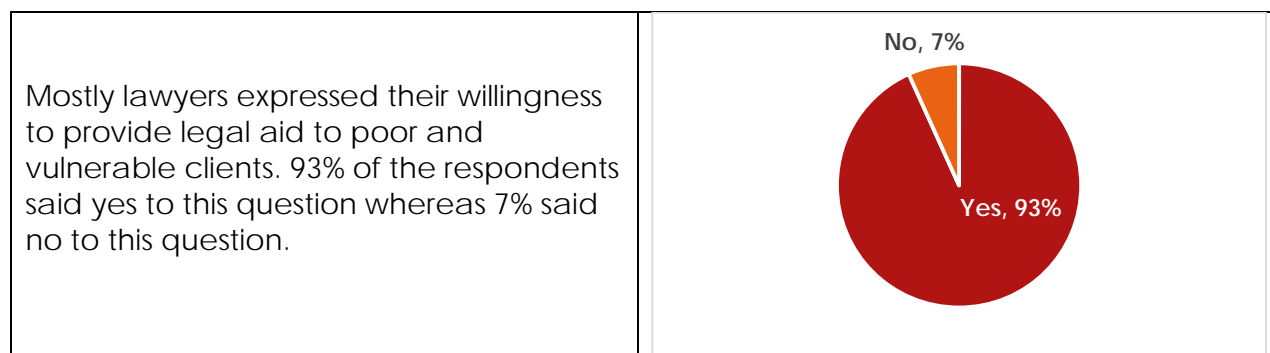


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Q18) To what extent do you think the culture of providing legal aid by lawyers to marginalized clients can be best developed at an early stages of a lawyer's legal practice?



Q19) Do you like to provide legal aid to poor and vulnerable clients?



If we bifurcate data among male and female respondents, 92% of male lawyers and 95% of female lawyers affirmed their willingness to provide legal aid to poor and vulnerable clients.

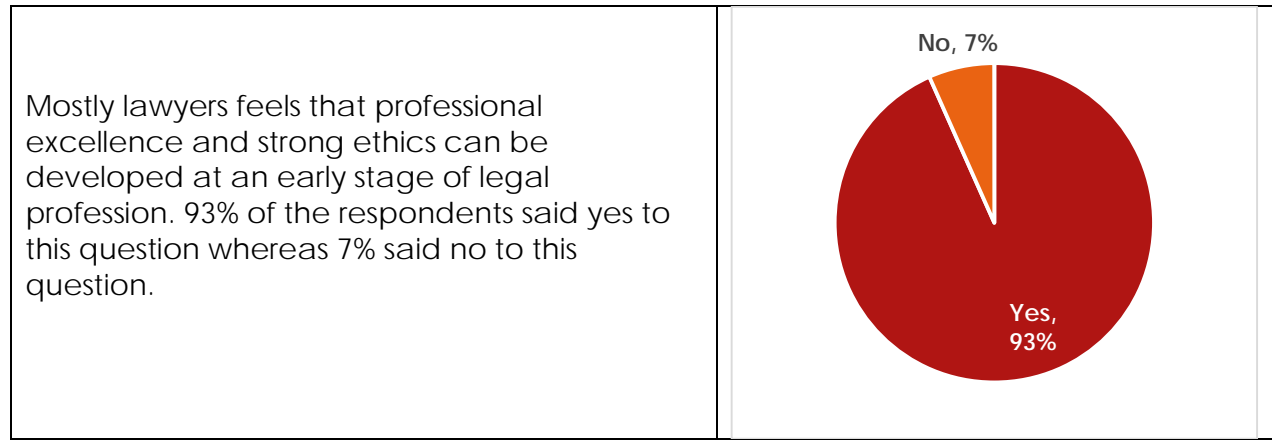


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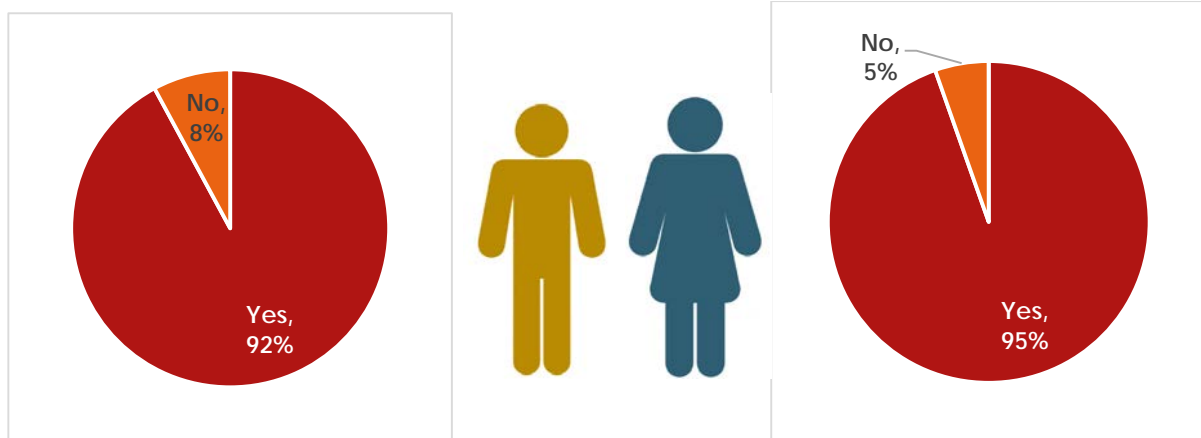
SECTION III - LEGAL INCUBATORS AND A LAWYER'S PROFESSIONAL SKILLS DEVELOPMENT

An assessment of the need for legal incubator programs in Pakistan as a way of building the professional capacity of young lawyers and of ensuring increased access to justice for poor and marginalized communities

Q20) Do you think professional excellence and adherence to the ethical practice of law can be developed at an early stage of professional development?

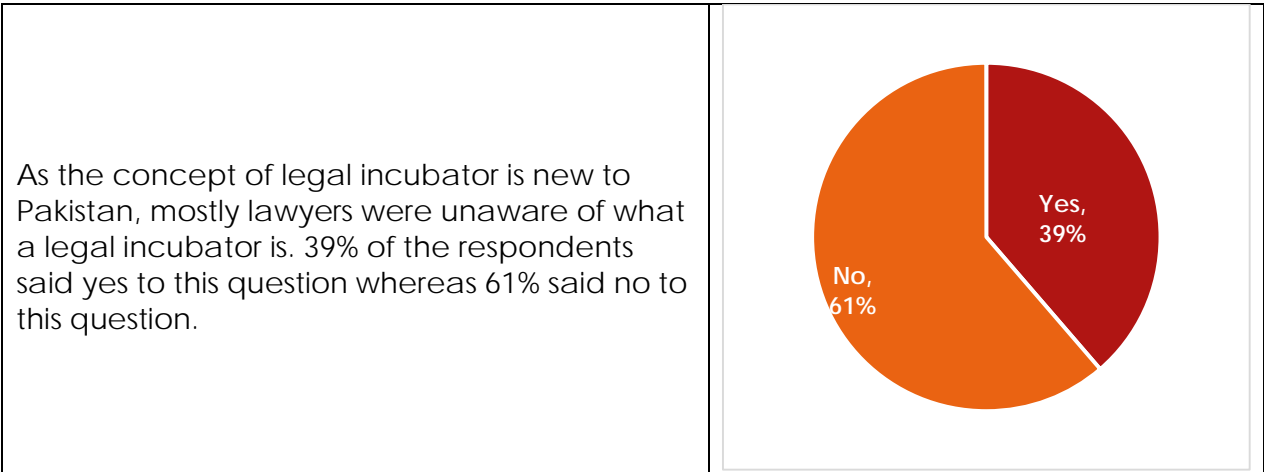


If we bifurcate data among male and female respondents, 92% of the male lawyers and 95% of female lawyers responded that professional excellence and adherence to the ethical practice of law can be developed at an early stage of legal profession.



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Q21) Do you know what a legal incubator is?

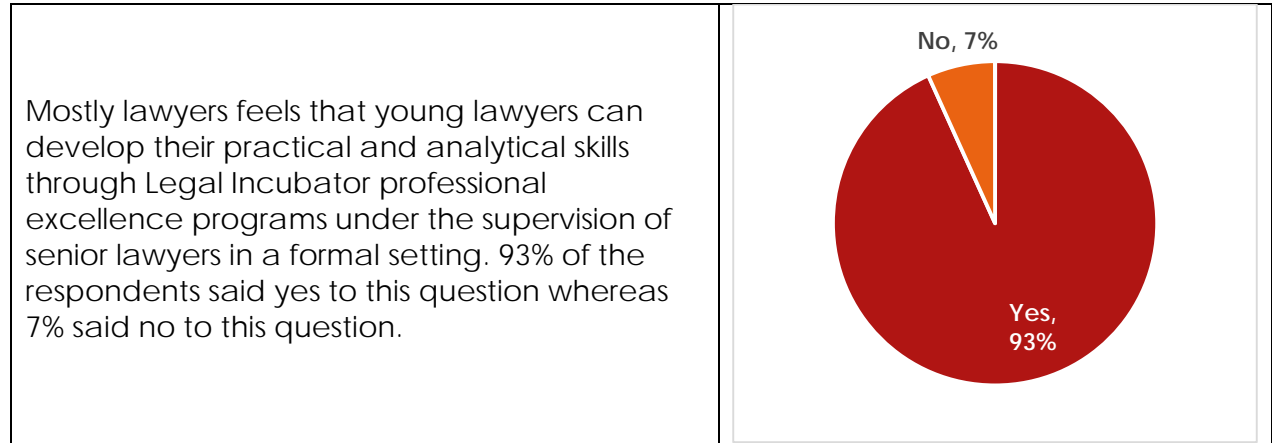


If we bifurcate data among male and female respondents, 61% of the male lawyers and 62% of female lawyers were unaware of what a legal incubator is.



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Q22) Do you think young lawyers can develop their practical and analytical skills through a legal incubator professional excellence program under the supervision of senior lawyers in a formal setting? (Please note: This question was posed after respondents became aware of what a legal incubator is.)

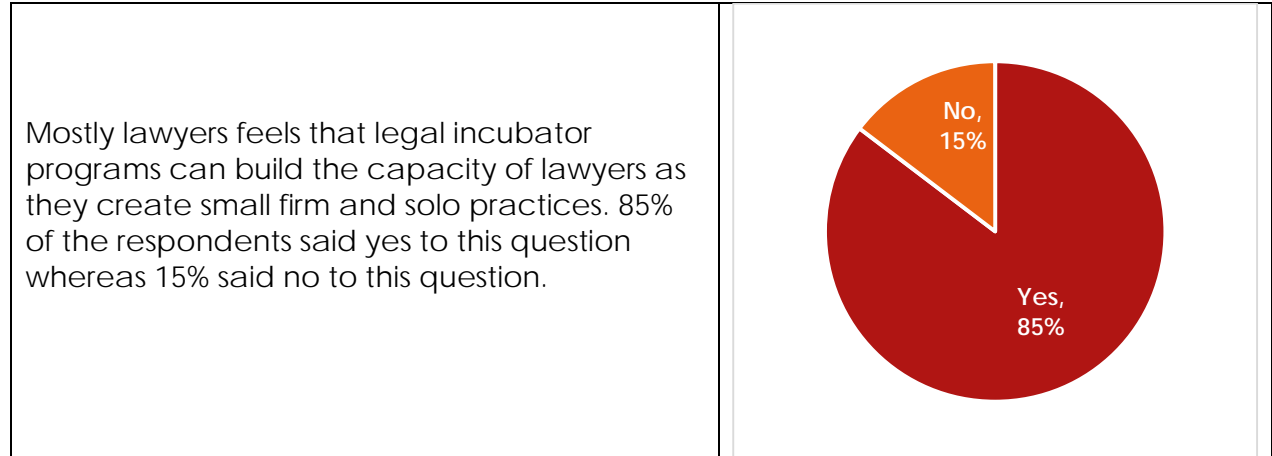


If we bifurcate data among male and female respondents, 100% of the male lawyers and 86% of female lawyers responded in favour of the statement that young lawyers can develop their practical and analytical skills through legal incubator professional excellence programs under the supervision of senior lawyers in a formal setting.



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Q23) Do you think legal incubator programs can build your capacity in starting your own small firm and solo practice?

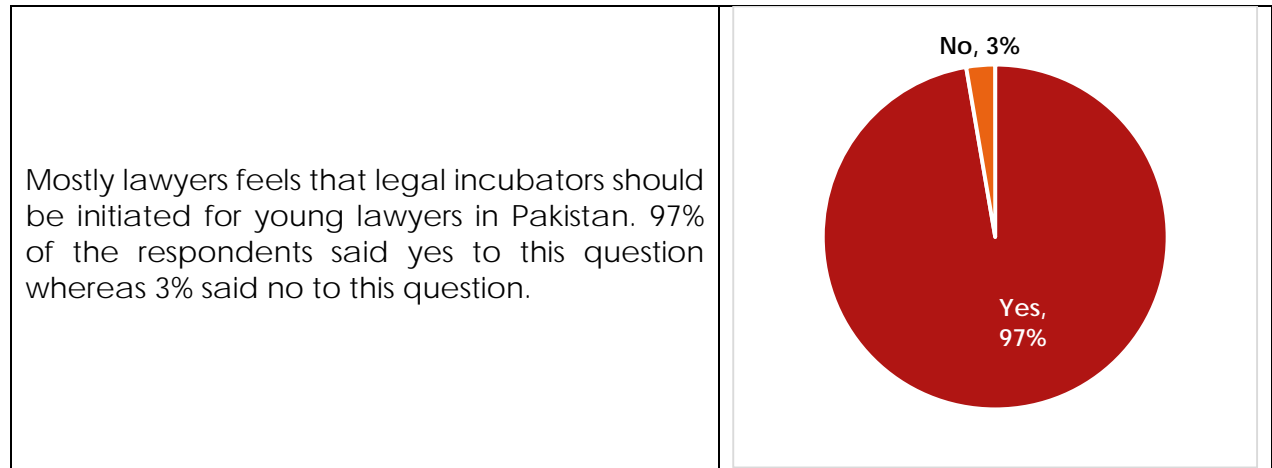


If we bifurcate data among male and female respondents, 82% of the male lawyers and 89% of female lawyers responded in favour of the statement that legal incubator program can build the capacity of lawyers as they create small firm and solo practices.



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Q24) Do you think that legal incubators should be initiated for young lawyers in Pakistan?

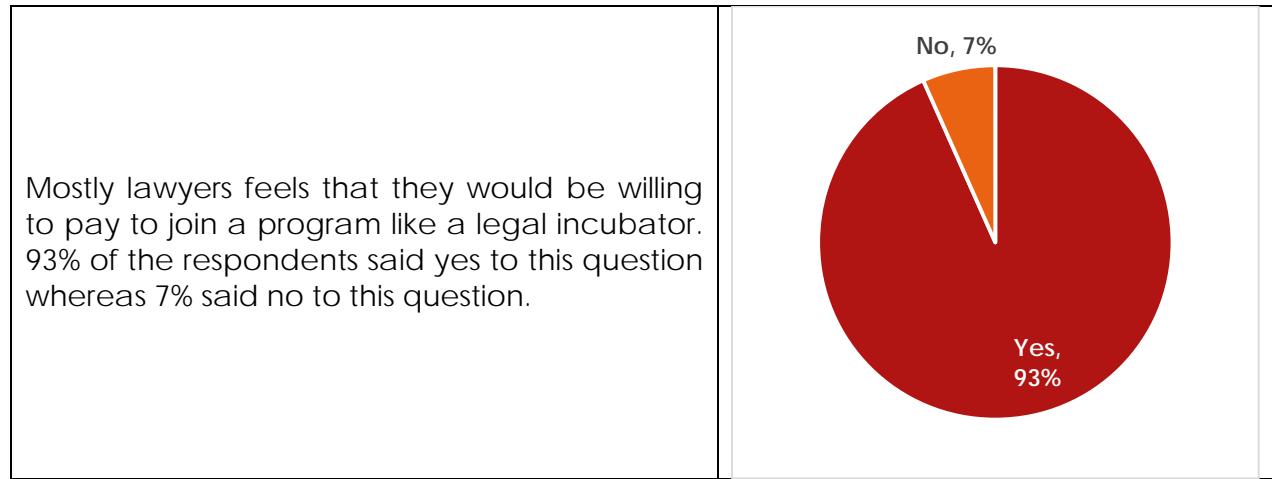


If we bifurcate data among male and female respondents, 97% of male and female lawyers responded in favour of the statement that legal incubators programs should be initiated for young lawyers in Pakistan.



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Q25) Will you be willing to pay to join such a program (legal incubator)?

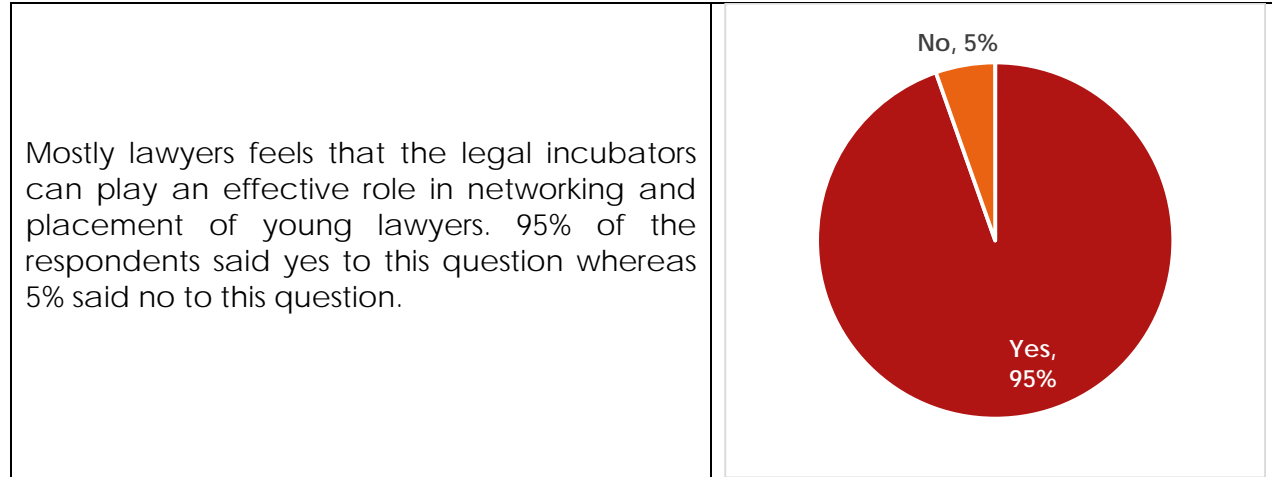


If we bifurcate data among male and female respondents, 92% of the male lawyers and 95% of female lawyers responded in favour of the statement that they would be willing to pay to join a program like legal incubator. In the case of female respondents,



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Q26) Do you think a legal incubator can play an effective role in networking and placement of young lawyers?



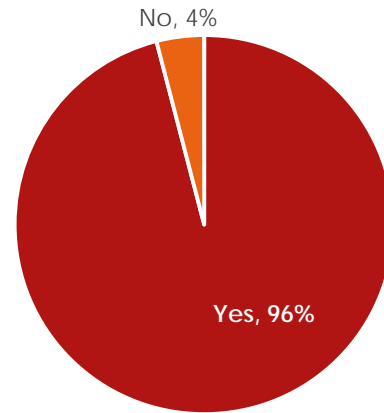
If we bifurcate data among male and female respondents, 92% of the male lawyers and 97% of female lawyers responded in favour of the statement that legal incubators can play an effective role in networking and placement of young lawyers.



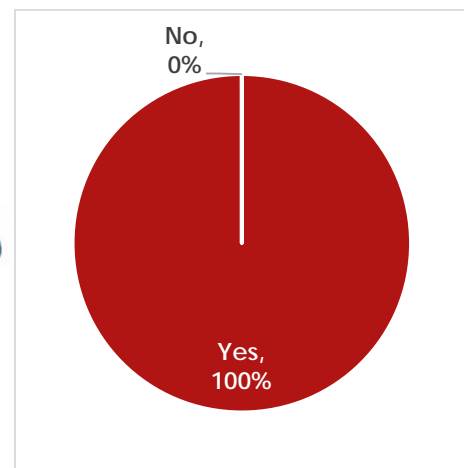
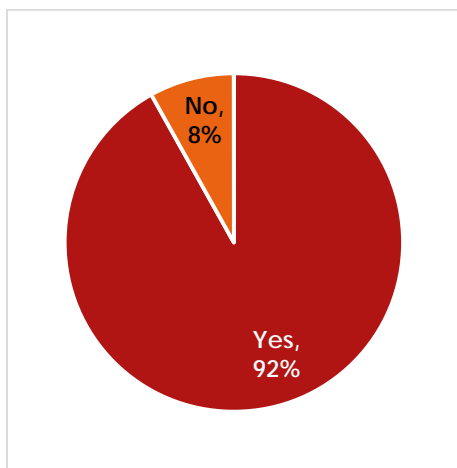
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Q27) Do you think legal incubators can play an effective role in structuring apprenticeship program for fresh law graduates in Pakistan?

Mostly lawyers feels that the legal incubators can play an effective role in structuring apprenticeship program for fresh law graduates in Pakistan. 96% of the respondents said yes to this question whereas 4% said no to this question.



If we bifurcate data among male and female respondents, 92% of the male lawyers and 100% of female lawyers responded in favour of the statement that legal incubators can play an effective role in structuring apprenticeship program for fresh law graduates in Pakistan.



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4) Key Findings:

Based on the data analysis, following are the key findings of the research,

The Role that Law Universities & Colleges Role in Capacity Development of Students

- ✓ Universities are not providing adequate practical skill training that law graduates need to engage in the professional practice of law. Lawyers are not satisfied with the skills taught at universities with respect to the practical working and analytical skills development needed to effectively practice law in Pakistan.
- ✓ Universities are not providing practical knowledge of how the court system works. As lawyers enter in the practice of law with limited knowledge, it make them potentially more vulnerable and much more dependent on others to whom they look for mentoring and guidance.
- ✓ Lawyers think that they were not able to explore and pursue their field of interest in law during law school due to the absence of law students career counseling programs.
- ✓ Lawyers are not satisfied with the existing six-month apprenticeship system they need to compete to secure their license to practice law since the system lacks structure and standardization.
- ✓ Lawyers note that the lack of trust that clients have for young lawyers to be one of the most critical challenge they face. This challenge can lead law graduate and fresh lawyers to abandon the practice of law for some other profession since they are forced to work to ensure their livelihood. The second most important challenge highlighted by the lawyers is the absence of a proper professional capacity-building training program. The third is the unavailability of helpdesks in the courts that offer guidance and support to young lawyers. Other important challenge is that senior lawyers do not provide them with proper training on how to handle a case or provide them with exposure to the practical skills that lawyers need. Other concerns included a failure to involve junior lawyers in bar associations and the lack of space that new lawyers need to be able to work in or around the courts.

Challenges Lawyers Faced During Legal Practice

- ✓ Lawyers surveyed indicated that the average time it takes for a lawyer to start an independent practice to be 2 years and 9 months. However, the overall amount of time

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it takes to be successful is impacted by the individual, his or her personality, drive to succeed and connections within society.

- ✓ Lawyers feel that the attitude of senior lawyers, judges and court staff towards young lawyers in their early years of their practice causes them to feel discouraged and unsupported. While some of the lawyers expressed the feeling that senior lawyers tend to treat fresh lawyers like clerks, others feel that judges don't take junior lawyers seriously and the overall attitude of court staff towards young lawyers is very demotivating.
- ✓ A high percentage of lawyers are of the opinion that there are limited opportunities and the availability of a conducive work environment for female lawyers in the courts. This is an issue that lawyers surveyed feel must be adequately addressed and corrected.
- ✓ Mostly lawyers feel that clients lack confidence in young lawyers, especially female lawyers, and believe that young lawyers lack the proper skills needed to handle their cases competently.
- ✓ Most lawyers believe that in their early years of practice, female lawyers leave court practice due to unwelcoming court environment they face. Others mentioned marriage and the lure of non-court lawyering jobs like in companies as reasons why female lawyers abandon court practice.
- ✓ Mostly lawyers are of the opinion that an increase in the number of female lawyers will lead more female clients to seek access courts to claim their rights. Additionally, they contend that female clients avoid discussing legal issues with male lawyers since interaction with males leads to pressure from family members who do not support their choice of a male lawyer.
- ✓ Most lawyers agree that there are few opportunities for lawyers with disabilities and that the court environment is not access-friendly.
- ✓ Mostly lawyers agree that there are fewer opportunities and an unwelcoming environment within the courts for lawyers from minority communities. It was noted that lawyers from minority communities oftentimes get cases from within their own communities.
- ✓ There should be a proper apprenticeship program introduced by Bar Councils that ensure a fixed stipend for fresh lawyers, as is the case in medical schools for young doctors or auditing firms for fresh auditors.
- ✓ There is a need for development of a legal aid culture among lawyers in order to ensure greater access to justice for poor and vulnerable communities.
- ✓ Mostly lawyers have no idea about the role of District Legal Empowerment Committees and Bars' Free Legal Aid Committees as established in the courts for the provision of legal aid to those who can't afford the cost of retaining a private attorney.
- ✓ The culture of providing legal aid by lawyers to marginalized clients can be best developed at an early stage of a lawyer's legal practice.
- ✓ Mostly lawyers are willing to provide legal aid to poor and vulnerable clients.

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For Legal Incubator as Lawyers Professional Skills Development Program

- ✓ Mostly lawyer feels that professional excellence and respect for the ethical practice of law can be developed at an early stage of one's involvement in the legal profession.
- ✓ As the concept of legal incubation is new to Pakistan, mostly lawyers are not aware of what a legal incubator is and what potential benefits it can provide.
- ✓ Mostly lawyers feel that young lawyers can develop their practical and analytical skills through a legal incubator professional excellence program under the supervision of a senior lawyer in a formal setting.
- ✓ Mostly lawyers feel that legal incubator programs can build the capacity of lawyers as they create their own small firms and solo practices.
- ✓ Mostly lawyer feels that programs like legal incubators should be initiated for young lawyers in Pakistan.
- ✓ Mostly lawyers feel that they would be willing to pay to join a program like a legal incubator.
- ✓ Mostly lawyers feel that legal incubators can play an effective role in networking and the placement of young lawyers.
- ✓ Mostly lawyers feel that a legal incubator can play an effective role in structuring apprenticeship programs for fresh law graduates in Pakistan.

Annexure

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Annex A – List of Recognized Institutions Awarding Degree in Law in Pakistan

As per Pakistan Bar Council, following 28 universities have mandate to award law degree in Pakistan.

Sr. #	Degree Awarding Law Institutions in Pakistan	City	Province/Territory
1	University of the Punjab	Lahore	Punjab
2	Karachi University	Karachi	Sindh
3	University of Sindh	Hyderabad	Sindh
4	University of Baluchistan	Quetta	Balochistan
5	Bahauddin Zakria University	Multan	Punjab
6	Peshawar University	Peshawar	Khyber Pakhtunkhawa
7	Gomal University	Dera Ismail Khan	Khyber Pakhtunkhawa
8	Shah Abdul Latif University	Khaipur	Sindh
9	Islamia University,	Bahawalpur	Punjab
10	Hamdard University	Karachi	Sindh
11	International Islamic University	Islamabad	Federal Capital
12	Lahore University of Management Sciences (LUMS)	Lahore	Punjab
13	University of Sargodha	Sargodha	Punjab
14	Government College University	Faisalabad	Punjab
15	Dadabhoy Institute of Higher Education	Karachi	Sindh
16	University of South Asia	Lahore	Punjab
17	Hazara University	Mansehra	Khyber Pakhtunkhawa
18	The University of Azad Jammu & Kashmir	Muzaffarabad	AJK
19	The University of Gujrat	Gujrat	Punjab
20	The Islamia College (Chartered University)	Peshawar	Khyber Pakhtunkhawa
21	The Abdul Wali Khan University	Mardan	Khyber Pakhtunkhawa
22	Federal Urdu University of Arts, Science & Technology	Karachi	Sindh
23	The University of Lahore	Lahore	Punjab
24	The Leads University	Lahore	Punjab
25	Shaheed Benazir Bhutto Women University	Peshawar	Khyber Pakhtunkhawa
26	Bahria University	Islamabad	Federal Capital
27	Qurtuba University	D. I. Khan	Khyber Pakhtunkhawa
28	Shaheed Zulfiqar Ali Bhutto University of Law	Karachi	Sindh

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Annex B – Questionnaire

PJN’s Center for Legal Excellence & Research (CLER)

This survey will gauge the challenges that young lawyers are facing in the courts, their needs and how to best utilize their potential for building culture of pro bono/low bono work in Pakistan. The survey analyze the perception of young lawyers on their professional excellence in early years of their practice and need of legal incubator program in Pakistan.

Note: All the information will be kept confidential

Bar Name: _____ Lawyer Name: _____ Contact # _____

Information Required

- a) Gender: Male Female
- b) Education (Degree):
- c) Name of University/College:
- d) Year of Practice (Year)
- e) Area of Practice (Civil, Criminal, Family, Others): _____
- f) Monthly Income (approx.)

Question	1 Very High	2 High	3 May be	4 Low	5 Very Low
1) To what extent do you think universities are teaching the practical skills lawyers need in practice?					
2) To what extent do you think universities are teaching the analytical skills lawyers need in practice?					
3) To what extent do you think upon graduation, fresh lawyers who are not clearly aware of the workings of the court system and the court environment (due to a lack of instruction by the university) are more vulnerable?					
4) To what extent do you think young lawyers are not able to explore their field of interest due to a lack of proper career counseling by their law school?					
5) To what extent do you think completion of the current 6 month apprenticeship / associateship program lawyers need to secure a license is an effective mechanism for training associates / fresh lawyers by seniors?					

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6) What challenges have you faced/facing during your early years of practice?

- a) No proper professional capacity building training program available
- b) Clients don't trust young lawyers
- c) Not given exposure to practical skills by seniors
- d) Not given proper training by seniors for handling cases
- e) No court helpdesk available for young lawyers
- f) Juniors not encouraged to become involved in Bar politics/policymaking
- g) Others (Please specify): _____

7) How much time under traditional the training model of associate by seniors does it usually take before a lawyer can start an independent practice on his/her own?

- 1 Year
 2 Year
 3 Year
 4 Year
 5 Year or more

Question	1 Very High	2 High	3 May be	4 Low	5 Very Low
Challenges at Early Stage					
8) To what extent do you find the attitude of senior lawyers, judges and court staff towards young lawyers in early days encouraging and motivating?					
9) To what extent do you think there is not enough opportunities and a welcoming work environment for female lawyers in courts?					
10) To what extent do you think clients don't feel confident while giving cases to young lawyers, especially female lawyers, as they think they are not skilled enough to handle the cases?					
11) To what extent do you think female lawyers leave court practice due to a non-supportive/friendly court environment?					
12) To what extent do you feel that by the presence of more female lawyers, more female clients will access the courts for their rights?					
13) To what extent do you think there enough opportunities or access-friendly environment for lawyers with disabilities?					
14) To what extent do you think there enough opportunities and a welcoming/friendly court environment for lawyers from minority community?					
15) To what extent do you think there should be proper apprenticeship program introduced by Bar Councils which ensure a fixed stipend, as in the case with medical schools or auditing firms and young doctors and auditors?					

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Legal Aid					
16) To what extent do you think there is a need for the development of a legal aid culture in order to ensure increased access to justice of poor and vulnerable communities?					
17) Do you know about the implementation of District Legal Empowerment Committees and Bar's Free Legal Aid Committee developed in courts for the provision of legal aid to those who can't afford?	Yes		No		
18) To what extent do you think culture of providing legal aid by lawyers to marginalized clients can be developed best at an early stage of their legal practice of law?					
19) Do you like to provide legal aid to poor and vulnerable clients?	Yes		No		

LEGAL INCUBATOR – Analyzing the need of for a legal incubator program in Pakistan for building the capacity of young lawyers and ensuring access to justice for poor and marginalized communities

Question	Yes	No
20) Do you think professional excellence and respect for the ethical practice of law can be developed at an early stage of legal profession?		
21) Do you know what a Legal Incubator is?		
22) Do you think young lawyers can develop their practical and analytical skills through a legal incubator's professional excellence program under the supervision of senior lawyers in a formal setting?		
23) Do you think legal incubator program can build your capacity to start your own small firm or solo practice?		
24) Do you think such a program should be initiated for young lawyers in Pakistan?		
25) Would you be willing to pay to join such a program?		
26) Do you think legal incubators can play an effective role in networking and the placement of young lawyers?		
27) Do you think legal incubators can play an effective role in the structuring of apprenticeship programs for fresh law graduates in Pakistan?		

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