

From: Shahid Ali/Regional Coordinator-KP [mailto:shahidali@ctc.org.pk]
Sent: Wednesday, 5 January 2022 6:26 pm
To: 'KHAN, Faizan' <khanfai@who.int>; 'ABBAS, Waseem' <wabbas@who.int>
Cc: 'AURANGZEB KHAN, Mazhar' <zebma@who.int>; 'Naila Nizam' <naila@ctc.org.pk>; 'KHURSHID, Muhammad Naveed' <khurshidm@who.int>; 'KHAN, Saifullah' <skhan@who.int>; faysal@ctc.org.pk
Subject: RE: [EXT] FW: confidential; harassment issues SMT Block

Dear Waseem/Faizan,

This is refer to the complaint received against UCPO Sarmad Waleed UC Landi Arbab – Peshawar that he recommended a female FLW for termination after she refused to entertain his demands and he still harasses the FLW by sending her text messages (complaint is attached as Annex-A).

To investigate the allegations leveled against UCPO Mr.Sarmad Waleed, the CTC team (PTPP) and People team (CBV) visited UC Landi Arbab dated 24th December 2021.

Since the complaint did not mention the name of the victim, or the staff member who reported the incident, the inquiry team could not ask any specific person about the reported issue but conduct a session with UC staff on workplace harassment to allow them to record their complaints. However, none of the staff made any complaint of harassment or bad behavior of UCPO Mr. Sarmad Waleed. Although the PEOPLE team shared their cell numbers if they are reluctant to say anything in front of all, they can contact them later. However, still they have not received a single complaint about UCPO Landi Arbab.

This case may be considered closed till further complaint is received from UC staff.

Regards,



Shahid Ali
Regional Coordinator - KP
CHIP Training & Consulting Pvt. Ltd
Peshawar | www.ctc.org.pk
Contact:0349-7760730

From: KHAN, Faizan [<mailto:khanfai@who.int>]
Sent: Thursday, November 18, 2021 1:59 PM
To: Shahid Ali/Regional Coordinator-KP <shahidali@ctc.org.pk>
Cc: ABBAS, Waseem <wabbas@who.int>; AURANGZEB KHAN, Mazhar <zebma@who.int>; 'Naila Nizam' <naila@ctc.org.pk>
Subject: FW: [EXT] FW: confidential; harassment issues SMT Block

Dear Shahid

Please share report for management review.

Regards
Faizan Khan

From: MOHAMED, Gedi
Sent: Thursday, 18 November 2021 1:25 PM
To: KHAN, Faizan <khanfai@who.int>
Cc: ABBAS, Waseem <wabbas@who.int>; AURANGZEB KHAN, Mazhar <zebma@who.int>; KAMRAN, Waheed <kamranw@who.int>; KHURSHID, Muhammad Naveed <khurshidm@who.int>; KHAN, Saifullah <skhan@who.int>
Subject: RE: [EXT] FW: confidential; harassment issues SMT Block

Dear Faizan,

Kindly go ahead.

Regards,

Gedi

From: KHAN, Faizan <khanfai@who.int>
Sent: Thursday, 18 November 2021 9:18 AM
To: MOHAMED, Gedi <mohamedge@who.int>
Cc: ABBAS, Waseem <wabbas@who.int>; AURANGZEB KHAN, Mazhar <zebma@who.int>; KAMRAN, Waheed <kamranw@who.int>; KHURSHID, Muhammad Naveed <khurshidm@who.int>; KHAN, Saifullah <skhan@who.int>
Subject: FW: [EXT] FW: confidential; harassment issues SMT Block

Dear Sir

Your kind approval is requested for a joint inquiry by CTC and People team.

Regards
Faizan Khan

From: Shahid Ali/Regional Coordinator-KP [<mailto:shahidali@ctc.org.pk>]
Sent: Wednesday, 17 November 2021 5:22 PM
To: KHAN, Faizan <khanfai@who.int>; ABBAS, Waseem <wabbas@who.int>
Cc: 'Naila Nizam' <naila@ctc.org.pk>; laiba@ctc.org.pk
Subject: [EXT] FW: confidential; harassment issues SMT Block

Dear Faizan/Waseem,

Below complaint has been received against;

1. UCPO Ateeq Ur Rehman UC Deri Baghbanan
2. UCPO Sarmad Waleed UC Landi Arbab

3. UCPO Muhammad Moazzam UC Bhana Mari.

WHO PO approval is requested to conduct a joint meeting with Peoples team to investigate the issues reported.

Regards,



Shahid Ali
Regional Coordinator - KP
CHIP Training & Consulting Pvt. Ltd
Peshawar | www.ctc.org.pk
Contact:0349-7760730

From: KHURSHID, Muhammad Naveed [<mailto:khurshidm@who.int>]
Sent: Wednesday, November 17, 2021 3:39 PM
To: 'Naila Nizam' <naila@ctc.org.pk>; Bushra Saeed <bushra.saeed@people.com.pk>
Cc: Tufail Ahmed <tuahmed@unicef.org>; KHAN, Faizan <khanfai@who.int>; ABBAS, Waseem <wabbas@who.int>; KHAN, Saifullah <skhan@who.int>; Shahid Ali <shahidali@ctc.org.pk>
Subject: confidential; harassment issues SMT Block

Dear Ms. Naila and Ms. Bushra

FYI and process as per SOPs

Regards
Dr Naveed Khurshid

From: Saeed Ahmad <saeed@sohailinc.com>
Sent: Thursday, November 11, 2021 11:44 AM
To: KHURSHID, Muhammad Naveed <khurshidm@who.int>
Subject: [EXT] harassment issues

Dear Doctor sb,

Hope this finds you well.

This is regarding our earlier discussion wherein you had asked to share with you if IMPACT team comes across any issues in the UCs. Based on our recent interactions, following are two complaints that UC staff have shared with us.

1. Deri Baghbanan: During our brainstorming sessions with the Frontline workers (4-9 October), some FLWs from Deri Baghbanan complained about their UCPO. The allegations are:
 - a. Harassment,
 - b. Bad behavior and use of foul language with the FLWs. Has favorites in the team who give him information about anyone who complain about his behavior etc.
 - b. Not present in the UC usually - he lives nearby, comes in the morning and leaves his bag and goes back. comes again if there is a visit by someone from the ERU etc.

c. Some refusals are his relatives. Whenever the team visits, these families tell them that they have talked to the UCPO and have sorted the matter out with him.

2. Landi Arbab: In our group discussion in the EOC on the 9th, FLWs complained about harassment issues from UCPO. They said that he recommended termination of an FLW who refused to accept his demands. He now sends messages to her to talk him now. The FLW who shared this said that the victim is her friend. I asked her to take screenshots of the messages from the victim and share it. I followed again yesterday and she said the victim is not willing to share the screenshots out of fear.

Interestingly the UCDO (Shakeela) of the same UC shared another side of the harassment allegations during the group discussion on the 9th in the EOC. She said there are FLWs in Landi Arbab who harass a young male UCDO and threaten that they will lodge a harassment complaint against him if he does not befriend with them.

The stories of fights among FLWs over friendship with male supervisors is also common in the UC.

3. There are talks about harassment and misuse of authority in Bana Mari as well. All the three UC supervisors are not at good terms with each other. The UCDO talked about fake activities (such as community sessions etc) by UCCO. The UCCO talked about an ineffective UCPO. Apparently the UCCO is the most powerful person and influences the community behavior with FLWs for his personal gains.

I understand these are not specific information and may not be much helpful. But as you already know, giving specific information is rare in the UCs because of a number of reasons. However, detailed discussions with the staff by a team from ERU may be helpful in getting to the truth.

Thank you,
Saeed

--

Saeed Ahmad

Sohail Inc

www.sohailinc.com

Karachi | Islamabad | Lahore | Peshawar

Cellphone: +92 333 5178 004

Skype: saeed.yousafzai