

**Inquiry Report**

**On**

**Workplace Harassment by UCOO, UCPO and UCCO**

**UC: Faqirabad, Tehsil City  
District Peshawar,**

**Inquiry Report by:**

**CHIP Training & Consulting Pvt. Ltd.**

**Submitted to:**

**WHO-PO**

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## 1. Background:

An anonymous complaint regarding workplace harassment was lodged on Prime Minister's Performance Delivery (PMDU) Pakistan Citizen Portol (PCP) against UCOO Ms. Moazma, UCPO Mr. Tahir and UCCO Mr. Saqib (UC: Faqirabad) on 16<sup>th</sup> May 2024. (*Attached as Annex A*).

### 1.1 Allegation.

According to the complaint, UCOO Ms. Moazma, UCPO Mr. Tahir and UCCO Mr. Saqib were involved in workplace harassment where they bother their staff and unnecessarily extend our working hours.

## 2. Methodology:

In order to probe the matter, CTC conducted Investigation of the matter in the field on 30<sup>th</sup>, May 2024. Individual meetings with the following staff members were conducted.

- AS Ms. Gul e Nargis, AS Ms. Tahira Imran, AS Ms. Bushra, ALSM Ms. Alveena, ALSM Ms. Nadia, CHW Ms. Fozia, CHW Ms. Sadia, CHW Ms. Azeema, CHW Ms. Maryum, CHW Ms. Khadija, CHW Ms. Sabiha, CHW Ms. Hasina, CHW Ms. Samina Bibi, CHW Ms. Sarwat Faisal, CHW Ms. Ambreen and CHW Ms. Ghazala (*Written statements attached as Annex-B*)
- UCOO Ms. Moazma, UCPO Mr. Tahir and UCCO Mr. Saqib. (*Written statement attached as Annex-C*)

## 3. Key findings:

Allegations against UCOO Ms. Moazma, UCPO Mr. Tahir and UCCO Mr. Saqib.	UC Staff statements (AS, CHWs and ALSM )	Investigation Committee Remarks	Evidence
UCOO Ms. Moazma, UCPO Mr. Tahir and UCCO Mr. Saqib nitpicks on their staff	The staff have witnessed no such activity, nor has any incident occurred indicating their involvement in micromanagement	According to the majority of the staff members UCOO Ms. Moazma, UCPO Mr. Tahir and UCCO Mr. Saqib are doing their job in professional manner ,and support towards their staff and no such activity has been	Statements of the staff in (Annexure-B)

	or criticism toward work.	observed at all expect where staff performance are weak they are counselling and encouraged to do better	
UCOO Ms. Moazma, UCPO Mr. Tahir and UCCO Mr. Saqib make us stay till late hours without any work	The staff reported that they are dedicated and highly professional in their work ethics, and send them home on time unless it campaign days which takes abit extra time.	According to the majority of the staff members UCOO Ms. Moazma, UCPO Mr. Tahir and UCCO Mr. Saqib are doing their job in a professional manner following official timings as per their TOR's	Statements of the staff in (Annexure-B)
Staff dignity to be protected from UCPO Mr. Tahir and UCCO Mr. Saqib and let them work	On the contrary, UCPO Mr. Tahir and UCCO Mr. Saqib complete all their tasks, and sit separately upstairs room	According to the statement of majority statements the work environment is very conducive and they feel very comfortable working with UCOO Ms. Moazma, UCPO Mr. Tahir and UCCO Mr. Saqib .	Statements of the defendants (Annexure-C)

#### 4. Conclusion:

- It has been observed during the investigation that UCOO Ms. Moazma, UCPO Mr. Tahir and UCCO Mr. Saqib already knew about the compliant and its nature. The official compliant since 17<sup>th</sup> May, 2024. UCPO Mr. Tahir was called by TDO Ms. Robina informing him of compliant made against UCPO Mr. Tahir and UCCO Mr. Saqib where they reached the DHO office and answered queries about complaints (*Annex-C*). Also Based on 24<sup>th</sup> May, 2024 CHW Ms. Sahiba when she visited ERU for training their District Coordinator Dr. Younas Orazkai had mentioned her that complaint has been lodged on your Supervisors for which we will come for inquiry. On 28<sup>th</sup> May, 2024 program team visited faqibabad for training where District Coordinator Dr. Sardar Alam inquired CHW's if they are any issue from their supervisors so mention it to (*Annex-B*).
- It was noted that before any questions were asked of the staff, they already had answers prepared regarding any issues with UCOO Ms. Moazma, UCPO Mr. Tahir, and UCCO Mr. Saqib. They expressed a preference to continue working with them.
- Based on all one-on-one sessions with the staff, it was revealed that they do not have any issues with UCOO Ms. Moazma, UCPO Mr. Tahir, and UCCO Mr. Saqib. The staff

members find them to be very professional, they have not been asked to stay late, and they work together like a family.

- It is pertinent to mention that whoever lodged the complaint against UCOO Ms. Moazma, UCPO Mr. Tahir, and UCCO Mr. Saqib did not come forward during the investigation proceedings, nor did they authenticate the allegations made in the complaint. It is possible that these allegations were false or that the complainant simply became apprehensive, knowing that UCOO Ms. Moazma, UCPO Mr. Tahir, and UCCO Mr. Saqib had been lodged against them.

## **5. Recommendations:**

- UCOO Ms. Moazma, UCPO Mr. Tahir, and UCCO Mr. Saqib have been cleared of all allegations against them since no one stepped forward to share any evidence, rendering the allegations baseless.
- It is recommended that complaints of this nature be kept confidential so that if complainants do step forward, they feel comfortable sharing their views and investigation is free from any influence for the improvement of the program