

Saman Mughal

From: Salma Athar <Hrofficer.kp@chipconsulting.org>
Sent: Tuesday, October 22, 2024 10:44 AM
To: 'Saman Mughal'
Subject: FW: [EXT] Complaint of Work harassment and mental torture
Attachments: Screenshot_20241010-201738.jpg; 20241008_163512.aac; AS asad.aac; nusrat bhaji.aac

From: ABBAS, Waseem [mailto:wabbas@who.int]
Sent: Saturday, October 12, 2024 2:32 PM
To: Salma Athar <Hrofficer.kp@chipconsulting.org>
Cc: AFRIDI, Sarfaraz Khan <afridis@who.int>; AURANGZEB KHAN, Mazhar <zebma@who.int>
Subject: Re: [EXT] Complaint of Work harassment and mental torture

Dear Salma,

Below email is for your action.

Regards

Waseem Abbas

On Oct 12, 2024, at 10:53 AM, AFRIDI, Sarfaraz Khan <afridis@who.int> wrote:

Dear Mr. Waseem
FYI and to conduct detail investigation into the matter through Female Investigator as the complainer is female in this case and have gender sensitivity. No male should be involved in view of some of the comments.

Best Regards

Dr. Sarfaraz Khan Afridi
MBBS (Pesh), M.Trop. Paeds (UK), DTCH (UK)
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From: Sobia Ghulam <sobiaghl@gmail.com>
Sent: Thursday, 10 October 2024 8:27 PM
To: AFRIDI, Sarfaraz Khan <afridis@who.int>
Subject: [EXT] Complaint of Work harassment and mental torture

Assalamualaikum,

Dear sir/mam,

My name is sobia ghulam and I am currently working as a CHW (community health worker) in hayatabad 2 phase 1 area 5.

Subject :Work harassment and mental torture

I received a warning letter from CTC Hr department which stated that there is a complaint by Hussain (UCDO)PHASE 1 uc hayatabad 2 for latecomings,communication problems and not sharing the location. it was mentioned in the warning letter that you have been reported for late comings and not sharing the location also having communication problems by your current and previous AS (area supervisor) to Hussain and then he forwarded the complaint to hr dept.(The warning letter is attached below)

After that I spoke to my previous and current AS to discuss about the problems but both the AS told me that we have not reported you to anyone and my current AS mam nusrat told me that you had late comings issue previously but since I told you about the issue you have been coming on time.Also my current AS Miss Nusrat told me that Hussain asked me that which worker is weak so that I can report but she said to Hussain that I don't have any worker that are weak and all are good.To which Hussain said to mam Nusrat that what about sobia ghulam is she weak should I report her to which mam Nusrat responded that no she is perfect at her job.Also mam Nusrat told me that I swear to God that I have not reported you about any communication problems.Mam Nusrat told me all of this on a call and also AS Asad (my previous As) also told me this on call and I have the call recordings of both conversations(The call recordings are attached below).

I also visited the CTC office concerning the warning letter and I met the HR manager I told her that I have a 3 years son and my husband also goes to his office so there is no one to take care of him so I have to drop him to my sister's house which is located in phase 6 hayatabad that's why I came late a few days so the HR manager told Hussain to transfer me to phase 7 hayatabad so that there are no late comings because I am currently residing in phase 7.After that I met with the phase 7 UCDO to ask about the location of my work in response to that Hussain insulted me in front of all the workers yesterday that why you met him and I won't transfer you now even if the HR manager tells me to transfer you.ALSO when I was going to the CTC office he offered me to go with him in his car to which I declined and repeatedly offers me to go with him in his his car despite my decline every time.

He reported me without any reason.

He has been reporting me for a long time again and again.

Additionally, Few months back I gave an interview of AS post to HR dept and during my test Hussain told me that you have to sit with me in my office daily(clearly having wrong intentions) to teach you about data e.t.c otherwise I will never recommend you to the HR dept and I won't let you to be promoted.

He is mentally torturing me and harassing me again and again not letting me do my job peacefully.I want you to take a strict action against him.

I shall be very thankfully to you for this act of kindness.

Thank you,
Your's truly
Sobia ghulam

Date 10/10/2024