Mafi ƙarancin Ka'idodin Aiki

Kariya daga Cutarwa da Cin Zarafi ta fuskar Jima'i ta nasu Ma'aikatan (MOS-PSEA)[1]

Wannan fassara ƙungiyoyi Social Development Direct da Translators without Borders suka shirya don dalilin bayani kawai kuma ƙungiyar jagorantar ƙungiyoyi IASC baza su iya bada tabbacin ingancin shi ba. Sigar da aka amince da shi shine na Turanci kawai wanda ke shafin IASC a Mafi Karancin Ka'idodin Aiki - Kariya daga Cutarwa ta hanyar jima'i da Cin Zarafi ta hanyar Jima'i ta naku Ma'aikatan.

Don bada kariya daga cutarwa ta hanyar jima'i da cin zarafi ta hanyar jima'i (PSEA) daga naku ma'aikatan ana buƙatar bin jerin Mafi Karancin Ka'idodin Aiki don PSEA (MOS- PSEA). MOS-PSEA ya bi tsarin sannanen Mafi Karancin Ka'idodin Tsaro don Tsare Ma'aikata (ko MOSS), wanda ya zama dole ma tsarin UN don tabbatar akwai jerin buƙatu wanda dukkan hukumomin dole su bi don tabbatar da tsaron ma'aikata.

<u>Menene waɗan nan MOS-PSEA?</u>

MOS-PSEA suna dangane da:

1. Maganar akan Alƙawarin Kawar Cutarwa ta hanyar jima'i da Cin Zarafi ta hanyar Jima'i daga Ma'aikatan UN da wanda ba na UN ba, Augusta 2008
2. Sake nazari na Duniya akan Kariya daga Cutarwa ta hanyar jima'i da Cin Zarafi ta hanyar Jima'i daga Ma'aikatan UN, NGO, IOM da IFRC, Yuli 2010
3. Muhimman Ka'idodi Shida na IASC Game da Cutarwa ta hanyar jima'i da Cin Zarafi ta hanyar Jima'i, Yuni 2002

<u>Menene muhimman abubuwan MOS-PSEA?</u>

Ginshiki huɗu na aikin PSEA a yanzu na bada tsarin don hanyar. Waɗannan sune:

1. **Gudanarwa da daidaita aiki:** Haɗa ka'idodi masu tasiri da aiwatarwa; Shirye-shiryen haɗin kai; Ɓangare na musamma / jami'in tuntuba don PSEA.
2. **Shigar da jama'ar al'umma na gida cikin ayyuka da tallafa musu:** Ingantaccen da cikakkiyar sadarwa daga HQ zuwa ma'aikatan da suke fili akan (a) menene zasu yi don jawo hankalin masu karbar taimako akan PSEA (b) yadda zasu ƙafa ingantaccen tsarurrukan karbar korafi na cikin al'umma.
3. **Kariya:** Ingantaccen da cikakkiyar hanyoyi don tabbatar da jawo hankali akan SEA tsakanin ma'aikata; ɗaukar ma'aikata yadda ya kamata da duba ingancin aikinsu.
4. **Bada amsa:** Akwai hanyoyin karbar korafi na cikin gida da na bincike.

[1] An tattauna waɗannan MOS tsakanin mambobin IASC PSEA TaFo; ana kan haɗa takardar kuma shine yake wakiltar matsayin tunanin Ma'aikatan na musamma wato Task Forces' a yanzu.

	(PSEA) Mafi Karancin Ka'idodin Aiki don Kariya	Muhimman Manuniya
1	**Samar da Ka'idodi masu Inganci da Aiwatarwa**	● Ka'idar wanda zai bayyana ka'idodin halayya, hadda ayyukan cutarwa ta hanyar jima'i da cin zarafi ta hanyar jima'i (SEA), kuma akwai tsarin aiki don aiwatar da ka'idar. ● An sanar da ma'aikata da manyan ma'aikata na yanzu akan ka'idodin (a matakan HQ da na fili) sau da yawa (kamar a lokacin gabatarwa zuwa aiki da ƙarin horo).
2	**Shirye-shiryen Haɗin gwiwa**	● Mujallar babban sakataren majalisar dinkin duniya (ST/SGB/2003/13) ko dokokin aiki da ya dace na haɗe a sharuddan kwangila gabadaya. ● Akwai hanyoyin karbar yarjejeniya a rubuce daga ƙungiyoyi ko ɗai-ɗaikum mutane da suke shiga tsarin haɗin gwiwa da hukumar da cewa suna sane kuma zasu bi ka'idodin PSEA.
3	**Awararren sashen / mahimmin ma'aikaci an sadaukar da shi ga PSEA**	● Awararren sashen / mahimmin ma'aikaci yana da alhakin gaba ɗaya don haɓakawa da aiwatar da manufofin PSEA da ayyukan. ● Ɓangaren ko/mahimmin ma'aikaci ana buƙatar su dinga bada rahoto akai-akai zuwa manyan ma'aikata akan cigaban su na PSEA ta babban ma'aikaci musamman na PSEA. ● Ma'aikata da ke ma'amala da PSEA sun tsara alhakin PSEA a cikin bayanin aikin su, kimanta aikin ko makamancin haka. ● Sun samu horo mai tsari akan PSEA kuma lokacin da suka ajiye na ayyukan PSEA yazo daidai da matakin aiwatarwa da ake buƙata a yanayin halin yanzu na ƙungiyar.

	(PSEA) Mafi Karancin Ka'idodin Aiki don Kariya	Muhimman Manuniya
4	**Ingantaccen da cikakkiyar sadarwa daga babban ofishin (HQ) zuwa ma'aikatan da suke fili akan abubuwan da ake tsamanni game da jawo hankalin masu karbar taimako akan PSEA**	● Ma'aikatan babban ofishin (HQ) sun bada sanarwa daki-daki abubuwan da suke tsamanni game da ƙoƙarin wayar da akan masu cin gajiyar shiirin akan PSEA (gami da bayani kan ka'idodin halayya na ƙungiyar da tsarin rahoto). ● HQ sun raba misalai na kayan aikin fadakarwa da kayan aiki wadanda za ayi amfani dasu don ayyukan wayar da kan masu cin gajiyar.
5	**Ingantaccen hanyoyin karbar korafi na cikin al'umma (CBCM), hadda taimakon wanda abun ya shafa.**	● HQ suna karfafa ofisoshin su na fili don shigar tsarurrukan karbar korafi na cikin al'umma wanda aka shirya ta haɗin gwiwar al'ummar aikin agaji kuma an sauya ma wurare na musamman. ● Akwai jagoranci da ake bada a fili akan yadda za'a tsara hanyar karbar korafi na cikin al'umma CBCM don tabbatar an yi la'akari da yanayin al'adu tare da maida hankali akan shigar da al'umma. ● Akwai tsarin sa ido da bitar hanyoyin karbar korafi. ● Kungiyar sun rubuta jagoranci akan yadda za'a taimakawa wanda abun ya shafa.
6	**Ingantaccen hanyoyin ɗaukar aiki da duba ingancin aikin ma'aikata**	● Kungiyar suna tabbatar da cewa ana buƙatar dukkan an takarar su rattaba hannu kan dokar ɗabi'a ƙafin a basu kwangila. ● Kowane ƙungiya sun yi alƙawarin inganta tsarin duba wuraren aiki na baya na kowane ma'aikata da kuma tabbatar babu rashin da'a daga wurin da suka yi aiki a baya. ● Sa ido da tsarin duba ingancin aiki hadda tabbatar da halartar horarwa akan Dokokin Aiki (ko irin haka) wanda ya hada da PSEA. ● Ingancin aikin babban gudanarwa ya hada da kirkirada yanayin da ke hana kariya daga amfani da dama da cin zarafi ta fuskar jima'i kuma ana karfafa aiwatar da ST/SGB/2003/13 kokuma ka'idar aiki.

	(PSEA) Mafi Karancin Ka'idodin Aiki don Kariya	Muhimman Manuniya
7	**An ƙafa ingantaccen da cikakkiyar hanyoyin tabbatar da jawo hankali akan SEA tsakanin ma'aikata**	● Ma'aikata suna samun ƙarin horo akalla sau ɗaya a shekara akan ka'idodin halayya, koyo game da tsarin karbar korafi da bada rahotanni akan rashin da'a da kuma sakamakon sabawa waɗannan ka'idodin. ● Horo akan rashin da'a (musamman ambaton SEA) na daga cikin tsarin gabatarwa zuwa aiki. ● Ma'aikata suna sane akan wajibin kai rahoton SEA/rashin da'a kuma sun san akwai wani ka'ida don Kariya daga fansa.
8	**Korafin cikin gida da hanyoyin bincike a wurin.**	● Rubutattun hanyoyin aiwatar da korafe-korafe / kulawa da rahoto daga membobin ma'aikata ko masu cin gajiyar suna nan. ● Ana sanar da ma'aikata akai-akai yadda zasu tura wani korafi/kai ƙara da kuma hanyoyin magance waɗannan. ● An bada Tsayayyen hanyoyin bincike ko daidai da haka kuma ana amfani dashi a matsayin jagora a lokacin bincike. ● Kwararrun ma'aikata suke yin binciken wanda kuma sun samu horo akan binciken da za'a bi a hankali kamar zargin cutarwa da cin zarafi ta fuskar jima'i SEA. ● Ana yin bincike cikin watanni uku kuma ana sanar da wanda ya kawo korafin akan sakamakon binciken. ● An ɗauki mataki akan korafe-korafe da aka samu hujjojin goyon bayan su ta ladabtarwa ko dakatar da kwangila kuma, idan ba haka ba, mai shin ya iya bada hujjojin meyasa ba sai an yi hakan ba.