



**Habraaca ka-qaybgalka Haweenka & qaybaha
nugul ee bulshada ee Doorashada Golayaasha
Deegaanka Puntland**

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Waxaa jira aqoonsi sii kordhaya oo ah in xasilloonida nabadeed iyo barwaaqada qaran la gaari karo oo keliya marka hay'adahu ay noqdaan kuwa dimoqraadi ah oo ay u dhan yihiin dhammaan qaybaha bulshada, sida haweenka, ragga, dhalinyarada, dadka laga tirada badan yahay, ayna awoodaan inay ka qaybqaataan doorashooyinka si wadajir ah oo aan lahayn wax caqabado ah.

Tirakoobyadu waxay muujinayaan in haweenku ay yihiin kala bar dadka adduunka, hase yeeshe, matalaaddooda siyaasadeed, dhaqan-dhaqaale, iyo ka qaybgalka siyaasadu ay aad u yar yahay marka la eego waddamada soo koraya oo ay ku jirto Dawladda Federaalka ee Soomaaliya ee ay Puntland qaybta ka tahay.

Dastuurka Puntland ee hadda jira wuxuu xaq u siiyey dadka, sinnaanta doorashooyinka, taas oo dhiirrigelineysa dejinta xeerar iyo siyaasado lagu ilaalinayo laguna xoojinayo haweenka, dadka aan xuquuqdooda heli Karin, naafada iyo beelaha laga tirada badan yahay ee Puntland.

Guddiga kumeelgaarka ah ee doorashooyinka Puntland (Transitional Puntland Electoral Commission) wuxuu dejiyey qorshayaal uu dib-u-habeyn kala duwan uu ku sameeyey maaraynta doorashada iyo tilmaamaha si looga dhigo geeddi-socodka doorashada mid lab iyo dhedigba siinaya fursado wanaagsan oo isu dheelitiran . Tani waa tallaabo muhiim ah oo horay loo qaaday si loo xaqiijiyo ballanqaadka Hay'adda doorashooyinka Puntland oo kor loogu qaadayo in la gaaro

doorasho fursad siman siineysa rag iyo dumar ay uga qayb galaan doorashada iyo weliba fursado la mid ah inay helaan dadka laga tirada badan yahay, kuwa naafada ah ee geedi-socodka doorashooyinka.

Marka la soo bandhigayo Tilmaamaha iyo habraacyda khuseeya ragga iyo dumarka iyo ka wada qaybgalka bulshada ee doorashooyinka sanadka 2021, waxaan halkan ku muujinayaa qaddarinta aan u hayo saaxiibadayda gudigga doorashooyinka , shaqaalaha, xoghaynta , saraakiisha kale ee hay'adda doorashooyinka, daneeyayaasha iyo heyadaha kale ee ay wada shaqeynta leeyihiin(partners) hay'adda doorashooyinka.

Ugu dambeyntiina, waxaan jeclaan lahaa inaan u mahadceliyo Safaaradda Switzerland oo bixisay taageero xagga farsamada ah intii lagu gudajiray hawshii horseeday soo saarista tilmaamahan(guidelines)

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1. Hordhac

Iyada oo la adeegsanayo mabaadi'da takoor la'aanta iyo helitaanka xuquuqda siyaasadeed ee ku xusan Baaqa Caalamiga ah ee Xuquuqda Aadanaha ee la ansixiyay 1948. Axdiga Caalamiga ah ee Xuquuqda Madaniga iyo Siyaasadda (ICCPR, 1966), Heshiiska baabi'inta dhammaan noocyada Takoorka ka dhanka ah Haweenka (CEDAW, 1979)) iyo heshiisyo kale oo goboleed oo si cad u qeexaya in ay helaan xuquuqdaas iyada oo aan la kala soocin dadka nooc kasta ha ahaadeene kuwaas oo ay ka mid yihiin tan haweenka.

Iyada oo la raacayo qodobka 3-aad ee dastuurka ku-meelgaarka ah ee Soomaaliya oo caddaynaya in haweenku ay qayb ka noqdaan dhammaan heerarka kala duwan ee dawladda iyo qodobka 12aad ee Dastuurka Dawladda Puntland oo qeexayaa in la ilaaliyo mabda'a sinnaanta muwaadiniinta oo dhan dhinaca doorashadda iyo qodobka 35 farqadiisa (1) ee dastuurka Puntland oo xaqiijinaya kor u qaadista iyo hubinta xuquuqda haweenka, Qodobka 17 (16.1) ee sharciga doorashada dawladdaha hoose ee Puntland oo sheegaya in liiska shanta (5) murashax ee ugu horeeya ay ku jiraan magacyada rag iyo dumarna.

Qodobka 41 farqadiisa (3) ee dastuurka Puntland ayaa si cad u qeexaya in muwaadin kasta uu xaq u leeyahay "u tartamida xil dowladeed sida doorashooyinka haddii uu buuxiyo/buuxiso shuruudaha laga doonayo", Guddiga Ku-meelgaarka ah ee Doorashooyinka Puntland wuxuu halkan ku ansixinayaa kuna soo bandhigayaa habraaca ka-qaybgalka haweenka iyo qaybaha kale ee nugul iyadoo la tixgelinayo in dhammaan bulshadu ka wada qayb qaadato doorshada aan lahayn kala soocid ama kala faquuqid.

2. Soo koobidda tilmaamaha doorashooyinka iyadoo looga qabgelayo hab wada-jir ah

2-1. Aragti (vision)

Si loo suuragaliyo matalaadda saamiga wadajirka ah ee muwaadiniinta, haweenka, ragga, dadka laga tirada badan yahay, kuwa baahiyaha gaarka ah leh (naafada) iyo kooxaha la hayb-sooco, iyada oo loo marayo doorashooyin sida ku cad qodobka dastuurka, waa in Gudigga Doorashooyinku uu soo bandhigo hindise doorasho loo dhan yahay oo u dhacda si xalaal ah, aan eex lahayn oo lagu kalsoonaan karo, oo daahfuran.

2.2. Hawlgalka (mission)

Waxyaabaha asaaska u ah in dooraahadu noqoto mid loo dhan yahay (inclusive) looga qayb galiyo si mug leh dumarka, dadka laga tirada badan yahay iyo kuwa la takooro waxay abuuri doontaa wadiiqooyin cusub, is-dhexgal iyo barnaamijyo wax looga qabanayo arrimaha muhiimka ah ee saamayta ku yeelan kara horumarka haweenka, dadka laga tirada badan yahay, kuwa naafada ah iyo bulshada kale ee la hayb-sooco. Arintani waxay kor u qaadi doontaa fursadaha waxayna meesha ka saari doontaa caqabadaha haysta haweenka, gabdhaha, dadka laga tirada badan yahay ee laga yaabo in caqabaddo la kulmaan inta lagu guda jiro howlaha doorashooyinka Puntland, taas oo abuuri doonta jawi cusub iyadoo maanka lagu hayo dadaalo waxtar leh isla markaasna doorashooyinku ay noqdaan kuwo mira dhal ah mustaqbalkana guulaysta.

2.3 Mabaadi'da Hagaya (Guiding principles)

Guddiga doorashooyinku waxay hoosta ka xariiqayaan muhiimada wax ka qabashada sinaan la'aanta ragga iyo haweenka ee maareynta doorashada, taasina waxay siinaysaa fursado dhamaan qeybaha bulshada reer Puntland inta lagu dhex jiro arimaha doorashooyinka.

Sidoo kale Guddiga doorashooyinka wuxuu xaqiijinayaa sida ay uga go'an tahay in si wadajir ah oo aan kala sooc iyo kala faquuqid lahayn looga qayb qaato doorashada marka laga hadlayo dhinacyada shaqaalaysiinta bulshada noocyadeeda kala duwan.

Dastuurka Puntland iyo xeerka doorashada labaduba waxay siinayaan ururada/xisbiyada siyaasadeed inay fiiro gaar ah u yeeshaan ayna fuliyaan mabaadi'da wadajirka ah (inclusivity) marka la magacaabayo musharixiinta dawlada hoose iyo marka la dhisayo maamulka dawlada hoose iyadoo la tixgelinayo rag iyo dumar iyo kooxaha laga tirada badan yahay iyo kooxaha la hayb-sooco.

3. Ujeeddooyinka, yoolalka iyo xeeladaha la adeegsanayo

1. Haweenka iyo ragga waxay leeyihiin fursado loo siman yahay oo ay kaga qayb qaadan karaan doorashada
2. Dadka laga tirada badan yahay iyo kooxaha la hayb sooco waa in ay si mug leh uga qayb galaan geedi socodka doorashada
3. Gudigga doorashooyinka waa in dhexdiisa laga dareemaa in loo siman yahay oo la wadaago wixii dhexdooda ah si kala sooc la'aan ah.

Ujeedada 1aad:

Haweenka iyo ragga waxay leeyihiin fursado loosimanyahay oo ay kaga qaybqaadan karaan hawlaha doorashada.

- 1.1. Himilada Istiraatiijiga ah:** Waa in lala tashado haweenka iyo ururada haweenka oo la samayo baaritaan ku saabsan caqabadaha hortaagan ka qeyb galka haweenka dhammaan heerarka wareegga doorashada,(election cycle) oo ay ku jiraan caqabadaha la xiriira dhaqanka, arrimaha bulshada, dhaqaalaha, saadka iyo amniga.(logistics and security)
- 1.2. Himilada Istiraatiijiga ah ee:** In la asteeyo bartilmaameedyo(set targets) dhinacyada diiwaangelinta haweenka iyo ragga iyo codbixinta si loo hubiyo in si siman loo helo diiwaangelinta cod-bixiyeyaasha, macluumaadka cod-bixiyayaasha iyo gaaritaanka haweenka iyo ragga si siman.
- 1.3. Himilada Istiraatiijiga ah:** Hubinta amniga iyo yareynta halista dhibaatooyinka iyo qalalaasaha ay la kulmi karaan haweenka iyo ragga codbixiyayaaasha ah, bannaanka iyo gudaha goobaha codbixinta iyo sidoo kale wixii la xiriira howlaha doorashada.
- 1.4. Himilada Istiraatiijiga ah:** in loo kuurgalo oo si dhab ah loo baaro, loona fahmo in dhammaan siyaasadaha iyo sharciyada la xiriira geeddi-socodka doorashooyinka aanay horseedin sinnaan la'aan iyo kala faquqida ragg iyo dumar ee dhanka geeddi-socodka arrimaha doorashada.

- 1.5. **Himilada Istiraatiijiga ah:** In la sameeyo baaritaan ku saabsan natiijada doorashada ee lab iyo dhadig, baaritaana lagu sameeyo rabshadaha la xiriira doorashada, codbixinta, diiwaangelinta, cabashooyinka iyo rafcaanka (iwm) si loo aqoonsado casharrada laga bartay loogana faa'diidaysto habsami u socod-siinta doorashooyinka mustaqbalka.
- 1.6. **1.6. Himilada Istiraatiijiga ah ee:** in la abuurto barnaamijyo iyo tababaro dhiirrigeliya ka-qaybgalka haweenka, codbixiyayaasha, murashaxiinta iyo daneeyayaasha kale(stakeholders)
- 1.7. **Himilada Istiraatiijiga ah:** In xiriir lala yeesho ururada siyaasadda/xisbiyadda arrimaha la xiriira hirgelinta qoondada haweenka iyo u doodista wax ka beddelka sharciga si kor loogu qaado qoondada xeerka doorashooyinka.
- 1.8. **Himilada Istiraatiijiga ah:** In lagu daro Xeerka Anshaxa(code of conduct) qodobbo ka dhan ah tacadiyada lagula kaco Haweenka iyo dadka nugul.

Ujeedada 2aad:

Dadka laga tirada badan yahay iyo kooxaha la hayb sooco waa in ay si mug leh uga qayb galaan geedi socodka doorashada

- 2.1. **Himilada Istiraatiijiga ah (strategic goal):** Waa aqoonsiga kooxaha la hayb-sooco iyo meelaha ay ku nool yihiin si ay u fududaado in la gaaro.
- 2.2. **Himilada Istiraatiijiga ah:** In la sameeyo daraasad iyo baaritaan ku saabsan siyaasadaha, tilmaamaha, hab-

raacyada iyo xeerka khuseeya dadka la hayb sooco si loo hubiyo in aan la hayb soocin iyo in la hubiyo on ay ka qayb qaataan doorashooyinka.

2.3. Himilada Istiraatiijiga ah: In wada tashi lala yeesho kooxaha la hayb-sooco si loo horumariyo loona qaabeeyo habka wacyigelinta iyo hubinta inay ka qayb-qaataan hawlaha doorashada.

2.4. Himilada Istiraatiijiga ah: Sameynta goobo cod-bixinta iyo diiwaan-gelin u gaar ah dadka la hayb sooco iyo dadka naafada ah hadii ay suurtagal tahay iyo in la hubiyo in dadka naafada ah ay helaan agabka ay u baahan yihiin si ay u codeeyaan.

Ujeedada 3aad:

Gudigga doorashooyinka waa in dhexdiisa laga dareemaa in loo siman yahay oo la wadaago wixii dhexdooda ah si kala sooc la'aan ah.

3.1. Himilada Istiraatiijiga ah: Hubinta in hay'adda doorashooyinku samayso hab iyo siyaasado isu dheelitiran si ay dhammaan bulshada qaybaheeda kala duwan uga faa'iidaystaan shaqo helista hay'adda gudeheeda iyo in la dejiyo bartilmaameedyo isu dheelitiraya qorista shaqaalaha ee ragg iyo haween iyo dadka laga tirada badan yahay iyo kooxaha la hayb-sooco (oo ay ku jiraan shaqaalaha goobta cod-bixinta).

- 3.2. Himilada Istiraatiijiga ah:** In la sameeyo habab ay hay'adda doorashooyinku ku horumariyo sinnaanta jinsiga iyo sidoo kale fulinta waajibaadka in haweenka, dadka laga tirada badan yahay iyo kuwa la hayb-sooco ay **helaan** matalaad dhab ah ee heerka kala duwan ee doorashada sida gobolada , degmooyinka iyo xarunta dhexe ee guddiga doorashooyinka.
- 3.3. Himilada Istiraatiijiga ah:** In la dejiyo habab dabagal iyo isla xisaabtan si loo hubiyo in sinnaanta haweenka iyo ragga iyo in loo wada dhan yahay dhammaan heerarka iyo mar xaladaha kala duwan ee doorashada.
- 3.4. Himilada Istiraatiijiga ah:** Horumarinta iyo hirgelinta tababarka ku saabsan jinsiga iyo in dumarka laga qaybgeliyo dhammaan shaqaalaha kala duwan ee hay'adda doorashooyinka oo ay ku jiraan madaxda iyo shaqaalaha kale ee **caadiga** ah.
- 3.5. Himilada Istiraatiijiga ah ee:** Samaynta dadaalo ku saabsan isu dheelitirka raga iyo dumarka tallaabooyinka geeddi-socodka miisaaniyadda hay'adda doorashooyinka si ay si siman uga faa'iidaystaan.

4. Mabaadi'da muhiimka ah ee tilmaamaha habraacan (4. Key principles of the guidelines)

1. Habka 3-1 (3 to one model) waa in la hirgaliyaa taas oo macnaheedu yahay 3-dii murashax ee gole deegaan waa in mid ay noqoto dumar , marka loo eego liiska musharixiinta taasi waxay kor u qaadaya fursadaha ay haweenku kuraas kaga heli karaan

doorashooyinka dawlada hoose. Qaabkan 3, 1 ah waxaa loogu tala galay in uu xaqiijiyo ugu yaraan 30% helitaanaka qoondada dumarka.

2. Liiska musharixiinta degmo kasta waa inuu ku jiraa/ka koobnaadaa ugu yaraan hal musharax oo ka socda kooxaha laga tirada badan yahay si ay ugu suurtagasho kooxaha laga tirada badan yahay inay si buuxda uga qaybgalaan dhammaan heerarka hannaanka doorashada hadii ay degmadaas ku nool yihiin.
3. Dhaqamada durmarka niyad jebinaya waa in laga wacyi geliyaa si haweenka loogu dhiiri geliyo in ay si buuxda ugu u tartamaan kuraasta golayaasha looguna wacyigeliyo inay si buuxda uga qayb-qaataan howlaha doorashooyinka.
4. Hay'adda doorashooyinka, Ururada siyaasadda/xisbiyada waa in ay ixtiraamaan oo ay ka go'an tahay fulinta dhammaan siyaasadaha, habraacyada, xeerarka habdhaqanka, fulinta xeerarka doorashooyinka iyo dastuurka Puntland ee la xiriira qoondada haweenka iyo dadka laga tirada badan yahay.
5. Hay'adda doorashooyinku waxay xaq u leedahay inay diido liisaska murashaxiinta ee aan u hoggaansamin aana waafaqsanayn qaabka 3-1 (3 to one model) ee kor lagu soo sheegay
6. Shaqaalaha amniga doorashada, warbaahinta iyo kormeerayaasha doorashadu waa inay ka koobnaadaan ragg iyo dumarba
7. Dadka leh baahiyaha gaarka ah(naafada) waa in ay helaan qalab u sahli kara in ay codkooda dhiibtan markii ay suurta gal tahay.

8. Hay'adda doorashooyinku waa in si gooni gooni ah ama wadajir u abaabusho shirar la la yeelanayo(coordination meetings) dhamaan daneeyayaasha si awood loogu siiyo dhammaan daneeyayaashu inay fahmaan tilmaamahan (guidelines).
9. Ururada/xisbiyada siyaasadeed waa inay qaadaan talaabooyin dhab ah si loo hubiyo in doorashada loo wada dhan yahay iyo in dhamaan qeybaha bulshada lagu daro oo aan laga tagin.

5. Qaab dhismeedka Tilmaamahan (institutional arrangement)

5.1. Abuuritaanka Guddiga Isku-dubbaridka hawlaha wada-jirka ah Jinsiga (Formation of Gender and Inclusion Coordination Committee)

Si loo sameeyo qaban-qaabada lagama maarmaanka u ah hirgelinta qodobbada ku xusan ee arrimaha Jinsiga waxaa la dhisi-doonaa gudigga hoos ku qoran.

1. Qof ka tirsan komishinka doorashooyinka oo guddiga doorashooyinka arimahaas u xilsaaray -xiriiriye.
2. Xoghayaha, guddiga doorashada -xubin.
3. Qof oo ka socda ururada bulshada rayidka –Xubno.

5.2. In laga caawiyo Guddiga sidii ay go'aan uga gaari lahaayeen arrimaha la xiriira jinsiga iyo in bulshadu si wada-jir ah uga qayb qaadata doorashadda

5.3. In la baaro ficillada, qawaaniinta, siyaasadaha, habraaca shaqada, tilmaamaamayaasha Iyo xeerarka anshaxa arrimaha doorashooyinka inay waafaqsan yihiin mabda'a wada-jir uga qayb-

qaadashada doorashada iyo in arrimahan Gudigga la siiyo si uu go'aan ku qaadan karaan.

5.4. In la helo talo soo jeedin iyada oo loo adeegsanayo koox khabaro oo talo ka bixiya wixii ku saabsan arrimaha jinsiga iyo wada-jir uga qayb qaadashadda geedi socodka.

5.5. In dib u eegis lagu sameeyo habraacan sedexdii biloodba mar iyo wixii kale oo arrimaha komishanka la xiriira

6. Hawlgelinta khabiir ku takhasusay Jinsiga

Khabiirka Jinsiga ayaa siin doona talo bixin farsamo iyo taageero hay'adaha doorashooyinka arrimaha doorashooyinka ee la xiriira ka jawaab celinta wax ka qabashada mudnaanta, sinaanta doorashooyinka ee dhinacyada arrimaha jinsiga iyo awoodsiinta haweenka inta lagu gudajiro howlaha doorashada wuxuna yeelanayaa masuuliyadaha soo socda;

1. In la siiyo taageero farsamo oo ku saabsan arrimaha jinsiga Dhamaan Hay'adda Maamulka Doorashada Puntland
2. In la sameeyo wacyigalin ku saabsan codbixinta dhinaca jinsiga iyo istiraatiijiyadda waxbarashada madaniga iyadoo si dhow loola shaqaynayo Ururadda Siyaadda , Guddiga doorashooyinka iyo daneeyayaasha kale (stakeholders)
3. Horumarinta kormeerida iyo hirgelinta istiraatiijiyadeed ee lagu bartilmaameed-sanayo hoggaamiyeyaasha haweenka iyo murashaxiinta haweenka ah ee hamiga leh
4. In taageero farsamo la siiyaa daneeyayaasha, hay'adaha doorashooyinka, kormeerayaasha sidii looga hortegi lahaa loona

yarayn lahaa rabshadaha doorashooyinka ee la xiriira arrimaha jinsiga

5. In la wanaajiyo tayada farsamada iyo saamaynta isbedel abuurka kara doorashada haweenka iyo in la hubiyo in qoondada haweenka la hirgeliyo ayna hubiyaan ururada siyaasadu in liisaska musharixiintu waafaqsan habka 3-dii Musharaxba 1 Musharax Haween ah (3 to one model)
6. Taageero siinta la –hawlgalayaasha(parteners) doorashada si ay u fahmaan geedi socodka doorashada ee la xiriirta jinsiga, dadka la faquuqo iyo beelaha laga tirada badan yahay.
7. In aqoonsi iyo taageero buuxda la siiyo haweenka hamiga leh ee doonaya inay raadsadaan shaqooyinka maaraynta doorashada

7. Khataraha ama caqabadaha is hortaagi kara fulinta habraacan

Khataraha soo socdaa waxay is hortaagi karaan hirgelinta habraacan:-

7.1. Hirgalinta tilmaamahani(guideline):

⇒ waxuu noqon karaa mid adag haddii ay dhacdo in nidaamka dib-u-habeynta sharciyada uusan u socon si wax ku ool ah iyadoo la waafajinayo qodobbada kale ee siyaasadaha doorashada.

7.2 Hirgelinta tilmaamahani:

⇒ waa la iska indhatiri karaa iyadoo ay sabab u noqon karto dabeecadaha iyo hab-dhaqameedka tartanka aan caafimaad qabin ee ka dhex abuurma ururada/xisbiyada siyaasadeed inta lagu gudajiro howlaha doorashooyinka.

7.3 Tilmaamahani (Guideline):

⇒ waay adag tahay in la hirgeliyo hadii aan la helin dhaqaalaha iyo ilaha kale ee lagama maarmaanka ah in uu hirgalo..