

# Takardar Tsangwama da Cin-fuska Bayanin Gaskiya

Tsangwama da Cin-fuska sun gama gari amma halaye ne marasa kyau na wurin aiki. Wani muhimmin bangare na kiyayewa shi ne tabbatar da cewa ma'aikata da abokan aiki (gami da masu sa kai, membobin kwamitin, yan kwangila da sauransu.) sun sami kwanciyar hankali a wurin aiki. Hana tsangwama da Cin-fuska suna ba da gudunmawa don kirkirar wannan yanayi mai aminci.

## 1. Gabatar da tsangwama da Cin-fuska

*Hoto 1 - Ma'anar Tsangwama da Cin-fuska*

Tsangwama rashin ladabi ne, zagi, ko halayyar tsoratarwa ko rashin dacewar amfani da karfin iko da nufin sa mutum jin ya wulakanta ko kunya.

Cin-fuska shi ne Idan tsangwama ta zama don asalin mutum ko matsayinsu kamar don shekarunsu, jinsi, kabilia, nakasa, addini, kasancewa mace/namiji Galibi akwai tanadin doka kan Cin-fuska.

GASKIYA: Tsangwama da Cin-fuska kalmomi ne da galibi ake amfani wajen musanya ma'anoninsu. Tsangwama halayya ce Mara kyau da rashin ladabi yayin da Cin-fuska take dabi'a Mara kyau saboda asalin mutum kamar shekarunsu, jinsi, launin fata, kabilia, nakasa, addini, kasancewa mace/namiji. A wasu kasashen wadannan halaye da suka danganci asali 'halaye ne masu kariya' wandanda ake nufin haramun ne yin rashin ladabi ko rashin ya kamata ga wani saboda wadancan halaye.

GASKIYA: Mutanen da suka fuskanci wadannan halayen marasa dacewa suna iya fuskantar damuwa, rashin gamsuwa a wurin aiki kuma su so barin wurin aikin. Ma'aikatan agaji da suka fuskanci tsangwama da Cin-fuska sun bayar da rahoton gajiyawa, takaici, rashin karfin gwiwa, karayarwa, tsoro da rashin amincewa (Charity Commission, 2020; Konterra Group, 2019; Independent 2019; Shale 2018; UNAIDS, 2018; UNICEF 2019).

GASKIYA: Kowane mutum na da 'yancin a bi da shi cikin mutunci da girmamawa a wurin aiki kuma dukkan Kungiyoyi ya kamata su dauki kowace irin tsangwama ko Cin-fuska da gaske. Yakamata Kungiyoyi su samar da kyakkyawan yanayin aiki wanda zai ba kowa damar jin an daraja shi. Kungiyoyin jagoranci da masu daukar ma'aikata ya kamata su jagoranci ci gaba da al'adar hada kai tare da rashin yarda da tsangwama da Cin-fuska.

GASKIYA: Duk ma'aikata da abokan tarayya su ji dadin kawo korafi ba tare da fargaba ba fansa.

GASKIYA: "Tashin hankali da Cin-fuska cikin duniyar aiki na ci gaba da zama ruwan dare, wanda ya shafi dukkan kasashe, sana'o'i da tsare-tsaren aiki... Hakan na rage darajar mutane kumabai dace da aiki mai kyau da adalcin zamantakewa ba."<sup>1</sup>

### 1.1. Misalan tsangwama da halayyar Cin-fuska

GASKIYA: Cin-fuskada tsangwama na iya zama a kan daya ko ma'aikata da yawa kuma na iya zama lamari daya ko ya ratsa cikin dīmbin dabi'u, daga nau'ikan tsoratarwa, kamar duka, zuwa wasu nau'ikan dabara kamar watsi da mutum.

GASKIYA: Cin-fuska da tsangwama na iya faruwa ba tare da shaidu ba, a fuska-da-fuska hulfa, kazalika a rubuce da kuma ta yanar gizo.

Misalai:

- Taben jiki da ba a so.
- Bayanan da ba a so game da shekarun mutum, sutura, bayyana, kabilanci ko aure matsayi, barkwanci wanda mutum ya dauki nauyi, zagi, tsegumi.
- Yin watsi da ware mutum daga yin aiki da / ko mu'amala.
- Rashin kiyaye bayanan sirri.
- Ihu da amfani da kalaman batsa.
- Nuna alamomi, tambura, hotuna da dai sauransu wadanda kan iya cutarwa.
- Zegin mutum.
- Kafa lokutan gama aiki da ba zai yiwu ba.
- Nacewa sukar da ba ta dace ba.
- Tsangwama ta yanar gizo.

## 2. Tsangwama da Cin-fuska matsala ce ta duniya

GASKIYA: Tsangwama da Cin-fuska wurin aiki ya yadu. Babu wasu alkaluma na duniya da ke nuna yaduwar amma rahotanni da aka wallafa a tsakanin sassan jin kai sun nuna cewa tsangwama da Cin-fuska na ko ina (duba hoto na 2).

<sup>1</sup> International Labour Organisation (Kungiyar Kwadago ta Duniya)(2019) *Kawar da tashin hankali da Cin-fuska a cikin duniya na taron No. 190, Shawarwarin A'a. 206, da kuma Shawarwarin da ke biye*. Akwai a: [https://www.ilo.org/wcmsp5/groups/public/---dqreports/---dcomm/---publ/documents/publication/wcms\\_721160.pdf](https://www.ilo.org/wcmsp5/groups/public/---dqreports/---dcomm/---publ/documents/publication/wcms_721160.pdf)

Nazarin kungiyoyi game da tsangwama da Cin-fuska ya ruwaito:

- Oxfam: kashi daya bisa uku na ma'aikatan sun shaida ce wa sun fuskanci tsangwama , nuna wariya ko amfani da mulki yadda bai dace ba. Wasu ma'aikatan hadin gwiwa su ma sun fuskanci tsangwama daga ma'aikatan Oxfam (Hukuma Mai zaman kanta, 2019).
- Save the Children: 28% na ma'aikata sun fuskanci barazana ko wariya kuma 15% Cin-fuska a cikin shekaru uku da suka gabata (Shale 2018).
- Binciken ma'aikatan UNAIDS (2018): 58% na ma'aikata sun fuskanci mummunan rashin kulawa; 64% nuna wariya; da kuma kashi 43% na cin zarafi daga hukuma.

### **Matsayi na duniya akan wuraren aiki amintattu**

GASKIYA: Al'ummar duniya sun bayyana karara cewa tashin hankali da Cin-fuska a duniyar aiki ba za a yarda da su ba kuma dole a dakatar.

GASKIYA: A ranar 21 ga Yuni, 2019, Kungiyar Kwadago ta Kasa da Kasa wajen Kawar da Rikici da Cin-fuska a cikin Yarjejeniyar Taron Duniya (Lamba. 190) da Shawarwarin (Lamba. 206) an aiwatar da su. Wadannan sune ka'idodin kasashen duniya na farko da nufin kawo karshen tashin hankali da Cin-fuska a cikin duniyar aiki da baiwa ma'aikatan duniya hakkin watayawa a duniyar aiki ba tare da tashin hankali da Cin-fuska ba.

## **3. Hakkin kungiyoyi**

GASKIYA: Dole ne kungiyoyi su sanya manufa mai karfi da sadarwa mai kyau wacce ke bayyana kudirinsu na bunkasa daraja da girmamawa a wajen aiki. Wannan na iya zama wata manufa ce dabani, ko sanarwa da ke kunshe cikin manufofin kariya ko manufofidon ma'aikata.

GASKIYA: Hakkokin kungiya don kare ma'aikata da abokan hulda daga tsangwama da Cin-fuska sun hada da duk wani wuri da ake gudanar da ayyuka, kamar ofisoshi, filaye, gidajen baki har ma da ayyukan zamantakewar da suka shafi aiki.

GASKIYA: Kungiyoyi dole ne su san 'tsangwama ta yanar gizo'. Tsangwama ta yanar gizo ya hada da martani mara dadi ko imel da aka aiko daga na'urur kungiya ko amfani da software ta kungiya da Wi-Fi. Hotunan abokan aiki da aka sanya a shafukan yanar gizo ba tare da izinin su baza a iya la'akari da tsangwama.

GASKIYA: Dole ne manajojin bangare su fahimci rawar da za su taka wajen magance kowace irin tsangwama da Cin-fuska .

## **Alhakin ma'aikata da abokan hadin gwiwa**

GASKIYA: Duk ma'aikata da abokan tarayya suna da alhakin nuna halayya ta hanyoyin da ke tallafawa hadaka da juriya a wurin aiki. Kowane mutum na da alhakin aiwatar da manuofin kungiyar kuma a shirye yake ya kalubalanci da kuma ba da rahoton halaye marasa kyau.

GASKIYA: Mutanen da ke tsangwamar ko Cin-fuska wasu na iya daukar nauyin a tuhume shi a karkashin dokar manyan laifuka ko kanana ya danganta da girman laifin.

## **Samar da al'adar girmamawa**

GASKIYA: Kafa al'adar kungiya wanda ke habaka daraja da girmama kowa za ta taimaka hana halayen da ba su dace ba. Kungiyoyi ya kamata su isar da bayyanannen sako a duk fadin kungiyar cewa ba za a yarda kwatakawata da dukkan tsangwama ko halayyar Cin-fuska ba.

GASKIYA: Manyan shugabanni dole ne su nuna karfafan dabi'u wadanda suke ababen koyi yadda al'adar darajawa da girmamawa take.

## **Manuofin yaki da Tsangwama da Cin-fuska, Sadarwa da Horarwa**

GASKIYA: Dole bayyanannun manufofi su sadar da:

- Wadanne halaye ake dauka tsangwama da Cin-fuska .
- Tasirin wadannan halayen kuma me yasa ba a jure su.
- Sakamakon wadannan halayen.
- Yadda ake korafi.
- Ta yaya za a amsa korafe-korafe.
- Hakkin dukkan ma'aikata da abokan tarayya wajen halayensu.

GASKIYA: Duk ma'aikata da abokan tarayya dole ne a fadakar da su game da manufar tsangwama da Cin-fuska ta hanyar tarbiyya da horo. Dole wannan ya hada da:

- Hakkokin da daukar nauyi na ma'aikata da abokan aiki.
- Yadda ake korafi.
- Jajircewar kungiyar wajen amsa duk wani korafi.

GASKIYA: Yakamata aiwatar da manuofin ya zama akai-akai don yayi tasiri ciki har da:

- Rubutattun bayanan korafe-korafe
- SakamakonKorafe-korafe

GASKIYA: Dole ne a tsara hana tsangwama da Cin-fuska a hada tare gunaguni kan kungiya da manufar ladabtarwa.

## 4. Tallafi ga wadanda suka dandana tsangwama ko Cin-fuska

GASKIYA: Duk wanda ya fuskanci tsangwama ko Cin-fuska ya kamata a bashi tallafi cikin sirri. Wannan tallafi na iya hadawa da koyaswa, ba da shawara, sulhu da dai sauransu.

GASKIYA: Kowa na iya bayar da rahoton tsangwama ko Cin-fuska; mutumin da ya fuskanci tsangwama ko Cin-fuska ya kamata ya yanke shawarar kai korafi.

GASKIYA: Ya kamata a dauki matakai kan korafe-korafe cikin gaggawa daidai da manufofin kungiya da hanyoyin aiki.

GASKIYA: Shiga tsakani hanya ce ta rashin son kai wanda ke neman warware rikici wanda ba shine a karshen ci gaba ba.

GASKIYA: Ana bukatar matakai na ka'ida, gami da horo da korafi a inda tsangwama ko Cin-fuska ke ci gaba ko tsananta.

GASKIYA: Ya kamata a kula da binciken zargin tsangwama ko Cin-fuska a matsayin laifin da za a yi ladabtarwa . Ya kamata bincike ya:

- Yi hanzari, cikakte kuma ba nuna son kai.
- Karbi shaida daga shaidu.
- Yi la'akari da shaida daga wanda ake zargin yayi tsangwama ko yayi Cin-fuska da mai korafi.
- Hadar da lokacin da za'a magance korafin.
- Kasance mai sirri.
- A ajiye bayanin.

GASKIYA: Inda aka tabbatar da korafi, dole ne a dauki matakai daidai da manufofin tsari da hanyoyin aiki.

## 5. Me ya kamata ku yi yanzu?

MATAKI- Yi bitar manufofin kungiyoyi game da Cin-fuska da tsangwama akan wannan Takardar Bayanin-gaskiya kuma a yi gyara kamar yadda ake bukata, ko gabatar da wani in babu shi da.

MATAKI- Binciki dokokin kasarku don ganin idan Cin-fuska ya sabawa doka don ku fahimci alhakin kungiya da na mutum.

MATAKI- Sadar da aiwatar da alkawuran hana tsangwama da Cin-fuska ga dukkan ma'aikata da abokan aiki.

MATAKI- Gano hanyoyin samun tallafi ga wadanda suka fuskanci tsangwama da Cin-fuska a wurin aiki.

# Nassoshi

- Hukumar Sadaka ta Ingila da Wales (2020) *Bayanin sakamakon wani bincike, Asusun Ceton Yara (Asusun Ceton Yara na Birtaniya)*. Yana nan a: [https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/870390/The Save the Children Fund Save the Children UK Inquiry report.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/870390/The Save the Children Fund Save the Children UK Inquiry report.pdf)
- Kwamiti Mai Zaman Kansa kan Rashin da'a ta hanyar jima'i, Kididdiga, da Al'adu Canji (2019) *Rahoton karshe na kwamiti mai zaman kansa kan rashin da'a ta hanyar jima'i, kididdiga da al'adu Yuni 2019*. Akwai a: [https://cdn.oxfam.org/s3fs-public/oxfam\\_ic\\_final\\_report-en.pdf](https://cdn.oxfam.org/s3fs-public/oxfam_ic_final_report-en.pdf)
- Kungiyar Kwadago ta Duniyar (2019) *Kawar da tashin hankali da Cin-fuska aduniyar aiki Lamba. 190, Shawarwarin Lamba. 206, da kuma Kudirin da ke biyo baya*. Akwai a: [https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms\\_721160.pdf](https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms_721160.pdf)
- Kungiyar Konterra(2019) *Kungiyar Neman Afuwa ta Kasa da Kasa - Sake duban walwalar ma'aikata*. Akwai a: <https://www.amnesty.org/download/Documents/ORG6097632019ENGLISH.PDF>
- Shale, S (2018) Bincike mai zaman kansa na al'adun wuraren aiki a Save the Children UK; Rahoton karshe 28th Oktoba 2018. Ceton Yara. Akwai a: <https://www.savethechildren.org.uk/content/dam/gb/reports/independent-review-of-workplace-culture-at-save-the-children-uk.pdf>
- UNAIDS (2018) *Rahoto kan aikin kwamitin kwararru masu cin gashin kansu akan riga-kafi da matakai kan tsangwama, hadar da Cin-fuska ta fuskar jima'i; Tsangwama da cin zarafinta amfani da iko a Sakatariyar UNAIDS*. Akwai a: [https://www.unaids.org/sites/default/files/media\\_asset/report-iep\\_en.pdf](https://www.unaids.org/sites/default/files/media_asset/report-iep_en.pdf)
- UNICEF (2019) Rahoton kwamiti kungiyar aiki mai zaman kansa kan nuna banbancin jinsi a wurin aiki, cin zarafin mata, musgunawa ta amfani da matsayi yadda bai dace ba Mayu 2019. Akwai a: [https://www.unicef.org/sites/default/files/2019-06/Independent-Task-Force\\_report\\_EN.PDF](https://www.unicef.org/sites/default/files/2019-06/Independent-Task-Force_report_EN.PDF)

Wannan daftarin an fitar da shi ne daga aikin da Burtaniya ta bayar da tallafi (UK Aid) daga gwamnatin Burtaniya. Duk da haka, ra'ayoyin da aka bayyana, da bayanin da ke ciki ba lallai su zama na ko sahhalewar gwamnatin Burtaniya ba wadda ba za ta karbi alhakin wadannan ra'ayoyin ko bayanan ko dogara da aka yi akai ba.

An shirya wannan wallafa don jagora ga kowa game da sha'anin da ake magana akai kawai, kuma bay a zama shawara ta kwararru. Bayanin da ke cikin wannan wallafabai kamata ayi aiki da shi ba tare da samun takamaimanshawarwarin kwararru ba. Lamba an bayar da wakilci ko garanti (bayyananne ko wanda akai nufi) dangane da daidaito ko cikar bayanan da ke cikin wannan wallafar, kuma, gwargwadon yadda doka ta ba da izini, babu wata kungiya ko wani mutum da ke da hannu wajen samar da wannan daftari karbar ko daukar wani alhaki, ko nauyi aikin kulawar wani sakamako na duk wanda yayi, ko ya ki aikatawa, wajen dogaro da bayanan da ke cikin wannan wallafa ko kowace yanke shawara dangane da shi.

Game da rahotannin Kayan aikin Cibiyar Kayayyaki da Tallafi RSHi: Cibiyar Kayayyaki da Tallafi RSH suna samun kudade daga Ofishin UK na Kasashen waje, Ofishin Kasashen rainon Ingila da Ci gaba (FCDO). Kayan aikin Cibiyar Kayayyaki da Tallafi RSH

Options ke samar da hidimomin Cibiyar Tallafi (Support Hub) ta jagorantar wani hadin gwiwa, tare da Social Development Direct (SDDirect) a matsayin jagorar fasaha da aiwatarwa har da GCPS Consulting (GCPS), Terre des Hommes (TdH) da Sightsavers.

Masana da aka shawarta, kungiya: Angie Bambose, GCPS Consulting.

Shawarar da aka ambata: Bambose A (2021). Takardar Bayanin Gaskiya game da Tsangwama da Cin-fuska. Cibiyar Kayayyaki da Tallafi RSH, London, UK: RSH Cibiyar Kayayyaki da Tallafi.