

Amategeko yerekeye imyitwarire ku bijyanye n'imibonano mpuzabitsina agenga abakozi b'imiryango iharanira imibereho y'ikiremwa muntu

Abakozi b'imiryango iharanira imibereho y'ikiremwa muntu **bashobora kwihanangirizwa – ndetse no kwirukanwa – kubera imyitwarire itemewe ijyanye n'imibonano mpuzabitsina.** Bagomba gukurikiza aya mategeko:

- Abakozi b'imiryango iharanira imibereho y'ikiremwa muntu **ntibemerewe gukorana imibonano mpuzabitsina n'uwo ari we wese uri muni y'imyaka 18, kabone n'iyobyaba byemewe mu gihugu cyabo.** Kuvuga ko batigeze bamenya imyaka nyayo y'umuntu si impamvu ihabwa agaciro.
- Abakozi b'imiryango iharanira imibereho y'ikiremwa muntu **ntibemerewe kwishyura imibonano mpuzabitsina bakoresheje amafaranga, akazi, imfashanyo z'ibiribwa n'ibikoresho-** – harimo n'imfashanyo z'ibiribwa n'ibikoresho cyangwa serivisi bigenewe gufasha abatishoboye. Ntibagomba gusezeranya abandi ibi bintu kugira ngo bemere imyitwarire iyo ari yo yose ibasuzuguzwa cyangwa ibagamijeho indonke. Ibi birimo kwishyura cyangwa gutanga amafaranga nk'impano hagamijwe gukorana imibonano mpuzabitsina n'indaya.
- Abakozi b'imiryango iharanira imibereho y'ikiremwa muntu bafite ubushobozi buri hejuru y'ugenewe imfashanyo z'ibikoresho n'ibiribwa cyangwa serivisi. Iki kibashyira mu mwanya wo hejuru ugereranyije n'abantu bakeneye ubufasha. Kubera iyo mpamvu, imiryango iharanira imibereho y'ikiremwa muntu **ishishikariza cyane abakozi bayo kudakorana imibonano mpuzabitsina n'uwo ari we wese wagizweho ingaruka** n'ibiza byibasiye ikiremwa muntu. Bene iyo mibonano ituma ibikorwa by'imiryango iharanira imibereho y'ikiremwa muntu igirirwa ikizere gike.
- Iyo umukozi w'umuryango uharanira imibereho y'ikiremwa muntu afite **impungenge cyangwa se akeka** ko hari umuntu wo mu muryango akorera cyangwa undi muryango ukora ibikorwa byo gufasha ushobora kuba ari kwica amategeko arengera ikiremwa muntu yerekeye imyitwarire ku bijyanye n'imibonano mpuzabitsina, **agomba** kubivuga aciyemunzira zishyirwaho n'ishami akorera.
- Abakozi b'imiryango iharanira imibereho y'ikiremwa muntu **bagomba gushyiraho kandi bagahozaho** uburyo bw'imikorere butuma hatabaho imyitwarire itemewe ijyanye n'imibonano mpuzabitsina kandi bagashishikariza abakozi babo kwitwara nk'uko byagenwe **mu mategeko agenga imyitwarire yabo. Abayobozi bese** bafite inshingano zo gufasha no guteza imbere imikorere ituma ubu buryo buhoraho.

Amahame ya IASC yerekeye ikoresha ry'ibikorwa bishingiye ku mibonano mpuzabitsina n'ihohoterwa wayasanga hano: http://www.pseataaskforce.org/uploads/tools/sixcoreprinciplesrelatingtosea_iasc_english.doc. Iyi nyandiko yo muri uru rurimi yakozwe ku bufatanye n'Itsinda rya IASC Rishinzwe Kubazwa inshingano ku bantu bagizweho ingaruka no kubarinda ikoresha ry'ibikorwa bishingiye ku mibonano mpuzabitsina n'ihohoterwa ndetse na Translators without Borders.