

## **Amategeko ku nyifato y'imibonano mpuzabitsina ku bakozi bitaho amagara y'abantu.**

Abakozi bitaho amagara y'abantu bashobora guhabwa indero bibaye ngomba bagahanwa mugihe bagize inyifato itariyo yerekeye igitsina. Amategeko akurika abwirizwa kwisungwa:

- Abakozi bitaho amagara y'abantu **ntibarekuriwe gukora imibonano mpuzabitsina n'uwo ariwe wese afise imyaka iri musu ya 18 n'aho vyoba birekuwe n'amategeko mu gihugu ciwabo.** Ukuvuga ko batamenya imyaka y'ukuri y'umuntu si imvo ifashe.
- Abakozi bitaho amagara y'abantu **barabujijwe gutanga amahera, akazi, ibintu canke imfashanyo nk'ikiguzi c'igitsina**— harimwo ibintu n'imfashanyo bigenewe abantu batishoboye. Ntibabwirizwa gukoresha nk'imihango bino bintu kugirango abantu bemere kugira inyifato ibatesha agaciro canke ibahohotera. Harimwo no kuriha canke kwemerera umuntu mukorana imibonano mpuzabitsina nk'ubusambanyi canke ukudandaza umubiri..
- Abakozi bitaho amagara y'abantu baboneka nk'abafise ijamba kubo barusha ibintu hamwe n'imfashanyo. Ivyo bibaha ikibanza gikomeye ugereranije n'abantu bakeneye kwitabwaho. Nico gituma, amashirahamwe yitaho amagara y'abantu **ahimiriza bivuye inyuma abakozi kutagira imegenderanire mpuzabitsina n'uwo ariwe wese amerewe nabi akeneye infashanyo yihuta.** Mwene iyo migenderanire ituma igikorwa c'ukwitaho amagara y'abantu kitizerwa na bese.
- Mugihe hari umukozi yitaho amagara y'abantu agize **amakenga canke yiketse** ko hari umuntu mw'ishirahamwe arimwo canke murindi shirahamwe ritanga infashanyo yoba aca kubiri n'amategeko ngenzwe y'inyifato kubijanye n'imibonano mpuzabitsina, **ategerezwa** kubimenyeshya, akurikije **ingingo** zikoreshwa mu kigo akoreramwo.
- Abakozi bitaho amagara y'abantu **babwirizwa gushiraho bakanazigama ukwo akazi** gakorwa bakirinda imyifato mbi itemewe ishimikiye ku mibonano mpuzabitsina bagahimiriza umukozi kwigenza nk'ukwo ingingo ngenderwako z'ukwo abakozi babo bigenza zibivuga. **Abarongoye amashirahamwe besebarafise** uruhara mu gufasha no guteza imbere ingendo zibereye nk'izo.

Amatego y'ishirahamwe IASC avuga kw'ihohoterwa n'ikumirwa rifatiye ku gitsina muyasanga hano:

[http://www.pseataforce.org/uploads/tools/sixcoreprinciplesrelatingtosea\\_iasc\\_english.doc](http://www.pseataforce.org/uploads/tools/sixcoreprinciplesrelatingtosea_iasc_english.doc).

Iki cirwa c'iyi nyifato ibereye categuwe n'umugwi utegura ibikorwa vyo kwitaho no gukingira abantu bahohoterwa bifatiye ku gitsina mw'ishirahamwe: IASC hamwe n'abo mw'ishirahamwe ry'abasobanuzi batagira imbibe: TWB.