

**FEDERAL REPUBLIC OF SOMALIA**

**GUDDIGA KMG AH EE XULISTA (GKX)**

**FOOMKA CODSIGA XUBINNAMADA  
GUDDIGA MADAXABANNAAN EE XUQUUQUL INSAANKA QARANKA**

*(Waa in dhammaan codsadeyaashu buuxiyaan foomkan oo ay la socdaan lifaaqyada loo baahan yahay)*

**Tixraac: TSP/NIHRC/FORM/2025/001**

**Nooca: 1.0 – Abriil 2025**

**Waqtiga ugu Dambeeya ee Gudbinta: 25 Maajo 2025, 11:59 habeenimo (saacadda Muqdisho)**

**Cinwaanka Email-ka ee Gudbinta: tsp.secretariat@mfhrd.gov.so**

**Bayaanka Xog-ilaalinta**

Guddiga KMG ee Xulista (TSP) waxaa si buuxda uga go’an ilaalinta xogtaada shaqsiga ah iyo midda xasaasiga ah. Dhammaan xogta lagu bixiyo foomkan codsiga iyada oo si taxaddar leh loo ilaalinayo waxaa loo adeegsanayaa oo keliya qiimaynta codsiyada, ilaalinta ka-qaybgal loo dhanyahay, iyo u hoggaansanaanta shuruudaha sharciga ah. Xogtan waxaa heli kara oo kaliya xubnaha Guddiga KMG ah ee Xulista, kuwaas oo dhammaantood ay xaddidayso waajibaad sharciyeed oo dhanka ilaalinta sirta ah.

Iyadoo la raacayo qaab-dhismeedka isla xisaabtanka qaran, xogtii loo baahdo waxaa sidoo kale eegi kara hay’adaha madax-bannaan ee korjoogteeya ama bahwadaag sifo sharci ah loogu fasaxay, si loo hubiyo xaqsoornimada iyo daahfurnaanta hannaanka xulista. Xogtaada looma shaacin doono dadweynaha ama cid aan sharcigu u oggolayn, haddii aanad si cad oggolaansho ugu bixin ama aysan jirin sabab sharci ah oo lagu saleynayo.

Dhammaan diiwaannada codsiyada waxaa si ammaan ah u kaydinaya Wasaaradda Qoyska iyo Horumarinta Xuquuqul Insaanka (MoFHRD), iyadoo la waafajinayo siyaasadaha ilaalinta xogta qaranka iyo heerarka caalamiga ah. Wixii su’aalo ah ee ku saabsan sida xogtaada loo maareynayo, fadlan kala xiriir Xoghaynta Guddiga KMG ah ee Xulista: **tsp.secretariat@mfhrd.gov.so**

**TILMAAMAHA CODSADAYAASHA**

Foomkan waxaa loogu talagalay dadka raba inay isu soo sharaxaan xilka Xubnaha Guddiga Madaxa Bannaan ee Xuquuqul Insaanka Qaranka (GMXIQ). Si taxadar leh u akhri tilmaamahan ka hor intaadan foomka buuxin. Haddii aad raaci weyso tilmaamahan waxaa dhici karta in codsigaaga laga reebo tartanka.

Guddiga KMG ah ee Xulista (TSP) waxay u taagan yihiin sinnaanta fursadaha, helitaanka adeegyo loo siman yahay iyo ka qaybgalka dhammaan bulshada, iyadoo la ilaalinayo mabaadi’da takoor la'aanta iyo fududaynta adeegyada. Dadka naafada ah ee u baahan caawin gaar ah ama qaabab kale oo ay foomka ku buuxin karaan, fadlan ha ka waaban inay la xiriiraan Xoghaynta GKX si loogu caawiyo (faahfaahinta xiriirka eeg tirsiga 7aad ee hoose).

* 1. **Shuruudaha U-Qalmitaanka**

Hubso inaad buuxisay dhammaan shuruudaha ku xusan qaybta B ka hor inta aadan soo codsan, sida jinsiyadda Soomaaliga, inaadan ku jirin xil siyaasadeed ama garsoor, iyo inaan lagugu aqoon fal-dembiyeed ama anshax-xumo.

* 1. **Sida loo Buuxinayo Foomka**
* Waa in dhammaan qaybaha loo soo buuxiyaa si run oo sax ah.
* Calaamad “X” saar sanduuqa ku habboon jawaabtaada (Haa/Maya).
* U adeegso luuqad fudud oo cad, hana ka tagin meelaha waajibka ah (A ilaa E).
* Qaybaha C iyo D, isticmaal tusaaleyaasha la bixiyay marka aad qorayso waxbarashadaada iyo waayo-aragnimadaada shaqo.
* Haddii aad qabtid baahi gaar ah oo kaa horjoogsanaysa buuxinta foomka, la xiriir Xoghaynta GKX waqtiga kama dambaysta ka hor.
  1. **Macluumaadka Ikhtiyaariga ah**

Qaybta F waxay leedahay su'aalo ku saabsan xogta shakhsiga ah, looguna talagalay in lagu hubiyo ka-qaybgalka dadka laga tirada badan yahay sida haweenka, dadka naafada ah, iyo bulshooyinka la hayb-sooco. Buuxinta qaybtaan waa ikhtiyaari, mana saameynayso qiimeynta codsigaaga. Xogtaan waa mid qarsoodi ah.

* 1. **Lifaaqyada**

Ku soo xir dhammaan dukumentiyada loo baahan yahay sida ku qoran qaybta G. Haddii aysan lifaaqyadu dhamaystirnayn, codsigaaga waa laga saari karaa tartanka.

Haddii aad u baahan tahay caawimaad diyaarinta lifaaqyada, fadlan la xiriir Xoghaynta sida ugu dhaqsaha badan.

* 1. **Luuqadda Codsiga**

Foomkan waxaa lagu heli karaa Soomaali iyo Ingiriisi. Codsaduhu waa inuu doortaa hal luqad oo uu ku buuxiyo foomka oo dhan. Lama oggolaan doono codsi ku qoran luuqado isku qasan.

Qaabab kale sida qoraal weyn ama maqalka codka ayaa la heli karaa haddii la codsado.

* 1. **Habka iyo Shuruudaha Dirista Codsiga**

Si loo xaqiijiyo hufnaanta qiimeynta iyo cadaaladda codsadayaasha, waa inaad si adag u raacdaa tilmaamahan :

* Codsigu waa inuu ahaadaa mid kombiyuutar lagu buuxiyay iyadoo la adeegsanayo foomka rasmiga ah (Word).
* Lama aqbalayo foom gacanta lagu qoray, sawir laga qaaday, ama qaab la baddelay, haddii aysan jirin ogolaansho gaar ah oo Xoghayntu bixisay.
* Ha baddelin qaabka ama qaab-dhismeedka foomka.
* Dhamaan codsiyada waa in si digital ah (email ahaan) loo diraa, haddii aan hab kale lagu heshiin.
* Haddii aad raaci weyso shuruudaha qaabkan, waxaa laga yaabaa in codsigaaga la diido ogeysiis la’aan.
  1. **Kama Dambaysta Dirista iyo Taageerada Gaarka ah**

Foomka oo dhamaystiran iyo lifaaqyada waxaa loo soo dirayaa ugu dambayn **25 Maajo 2025, 11:59 PM (Saacadda Muqdisho)** cinwaanka email-ka: tsp.secretariat@mfhrd.gov.so

**Codsiyada waqtiga dhaafa ama aan dhamaystirnayn lama qiimayn doono.**

Haddii aad tahay qof naafo ah oo aad u baahan tahay caawimaad gaar ah sida qoraal weyn ama maqal lagu hago, fadlan la xiriir Xoghaynta GKX sida ugu dhaqsi badan:

**tsp.secretariat@mfhrd.gov.so**

Waxaa laguu fidin doonaa adeeg fududayn si loo hubiyo sinnaanta fursadaha iyo ka-qaybgalka codsadayaasha oo dhan.

**FOOMKA CODSIGA XUBNAHA GUDDIGA GMXIQ – SOOMAALIYA**  
(Waxaa buuxinaya dhammaan codsadayaasha, iyadoo la soo raacinayo lifaaqyada la dalbaday.)

1. **MACLUUMAADKA SHAQSIGA AH**

|  |  |
| --- | --- |
| **Xogta laga rabo** | **Jawaabtaada** |
| 1. Magaca oo Saddexan |  |
| 2. Taariikhda Dhalashada |  |
| 3. Goobta Dhalashada |  |
| 8. Cinwaanka Deegaanka |  |
| 9. Taleefonka Gacanta |  |
| 10. Cinwaanka Email-ka |  |

1. **JINSIYADDA IYO XAQIIJINTA U-QALMIDDA**

Fadlan si run ah uga jawaab su’aalaha soo socda. Ku **Lifaaq** dokumentiyada caddeynaya haddii loo baahdo (eeg qaybta lifaaqyada).

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1. **Ma haysataa caddeyn muujinaysa inaad tahay muwaaddin Soomaaliyeed (tusaale, baasaboor, dhalasho, ama aqoonsiga qaranka)?** | | | | |
| **Haa** |  | **Maya** |  | → Fadlan X saar sanduuqa ku habboon. |
| *→ Haddii jawaabtaadu tahay "Haa,” ku lifaaq dukumenti caddaynaya.* | | | | |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1. **Hadda xil siyaasadeed ama mid laguu doortay ma haysaa (tusaale, Wasiir, Xildhibaan, Guddoomiye Gobol ama Degmo) heer dowladeed oo kasta (federaal, dowlad-goboleed, gobol ama degmo)?** | | | | |
| **Haa** |  | **Maya** |  | → Fadlan X saar sanduuqa ku habboon. |
| *→ Haddii jawaabtaadu tahay “Haa,” faahfaahi xilka iyo hay’adda ama golaha aad ka tirsan tahay:* | | | | |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1. **Ma ka shaqaysaa boos maamul ama farsamo oo ka tirsan hay'ad dowladeed (Xoghayaha Joogtada ah, Agaasime Guud, Agaasime Waaxeed, Madax-Qaybeed, La-taliye sare)?** | | | | |
| **Haa** |  | **Maya** |  | → Fadlan X saar sanduuqa ku habboon. |
| *→ Haddii jawaabtaadu tahay “Haa,” faahfaahi xilka iyo hay’adda aad u shaqayso:* | | | | |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1. **Ma ku jiraan waajibaadkaaga shaqo ee hadda, awood go’aan-qaadasho saameyn leh (maareynta miisaaniyadda, dejinta siyaasadda, ama maamulka barnaamijyada)?** | | | | |
| **Haa** |  | **Maya** |  | → Fadlan X saar sanduuqa ku habboon. |
| *→ Haddii jawaabtaadu tahay "Maya," si kooban u sharax waajibaadkaada shaqo ee hadda:* | | | | |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1. **Ma tahay Xoghayaha Guud ama La-taliye Sharciyeed ee Guddoomiye Baarlamaan (heer Federaal ama Dowlad-goboleed)?** | | | | |
| **Haa** |  | **Maya** |  | → Fadlan X saar sanduuqa ku habboon. |
| *→ Haddii jawaabtaadu tahay “Haa,” faahfaahin dhammaystiran ka bixi:* | | | | |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1. **Ma tahay qof ka tirsan Garsoorka (Garsoore, Diiwaanhaye, Maamule Sare)?** | | | | |
| **Haa** |  | **Maya** |  | → Fadlan X saar sanduuqa ku habboon. |
| *→ Haddii jawaabtaadu tahay “Haa,” sheeg xilkaaga iyo hay’adda aad shaqayso:* | | | | |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1. **Weligaa hay’ad awood qaanuuni u leh si rasmi ah ma kugu heshay inaad ku xadgudubtay Dastuurka Federaalka Soomaaliya?** | | | | |
| **Haa** |  | **Maya** |  | → Fadlan X saar sanduuqa ku habboon. |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1. **Weligaa xil ma lagaaga qaaday anshax-xumo ama ku takrifal awoodeed dartiis?** | | | | |
| **Haa** |  | **Maya** |  | → Fadlan X saar sanduuqa ku habboon. |
| *→ Haddii jawaabtaadu tahay “Haa,” sheeg: sanadka, sababta, iyo xilka aad haysay:* | | | | |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1. **Ma jirtaa baaris dambiyeed oo ciqaab keeni karta oo hadda lagaaga wado gudaha Soomaaliya ama waddan kale?** | | | | |
| **Haa** |  | **Maya** |  | → Fadlan X saar sanduuqa ku habboon. |
| *→ Haddii jawaabtaadu tahay “Haa,” faahfaahin buuxda ka bixi, dalka iyo halka baaristu marayso:* | | | | |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1. **Ma lagugu soo oogay ama ma lagugu xukumay dembi uu aqoonsan yahay xeerka ciqaabta Soomaaliyeed?** | | | | |
| **Haa** |  | **Maya** |  | → Fadlan X saar sanduuqa ku habboon. |
| *→ Haddii jawaabtaadu tahay “Haa,” faahfaahi dembiga, taariikhda, iyo xukunka:* | | | | |

1. **HEERKA WAXBARASHADA**

Liis garee heerarka waxbarashadaada adoo ka bilaabaya tan ugu dambeysay. Ku qor jaamacadda, kuliyadda, dugsiyada sare ama hoose ee aad dhammaysatay. Haddii aad hadda dhigato, ku qor “Socota” sanduuqa sanadka dhamaynta.

*Isticmaal qaabka tusaalaha ah ee hoos ku xusan:*

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Heerka Waxbarashada** | **Shahaadada** | **Takhasuska (hadii uu jiro)** | **Magaca Xarunta Waxbarashada** | **Dalka** | **Sanadka Dhamaynta** |
|  |  |  |  |  |  |
|  |  |  |  |  |  |
|  |  |  |  |  |  |
|  |  |  |  |  |  |
|  |  |  |  |  |  |

***Fiiro gaar ah***: Tusaalaha hoose waa hage oo kaliya. Codsadayaasha waxaa lagu dhiirrogelinayaa in ay si sax ah oo run ah ay uga hadlaan waxbarashadooda.



1. **WAAYO-ARAGNIMADA SHAQO**

Liis garee shaqooyinkaagii ugu muhiimsanaa adoo ka bilaabaya kan hadda ama kii ugu dambeeyay. Ku qor dhammaan shaqooyinka xiriirka la leh xilkan aad doonayso.

*Isticmaal qaabka tusaalaha ah ee hoos ku xusan:*

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Cinwaanka Xilka** | **Hay’adda** | **Qaybta** | **Muddada (Ka–Illaa)** | **Masu’uuliyadaha Muhiimka ah** |
|  |  |  |  |  |
|  |  |  |  |  |
|  |  |  |  |  |

***Fiiro gaar ah***: Tusaalaha hoose waa hage oo kaliya. Codsadayaasha waxaa lagu dhiirrogelinayaa in ay si sax ah oo run ah ay uga hadlaan waayo-aragnimadooda.



1. **QORAAL KOOBAN (PERSONAL STATEMENT)**

|  |
| --- |
| Fadlan si kooban u sharax sababta iyo ujeedada aad uga qaybqaadanayso inaad noqoto Xubin ka mid ah Guddiga Madaxa Bannaan ee Xuquuqul Insaanka Qaranka (GMXIQ).  (**Ugu badnaan**: 500 oo erey) |

1. **MACLUUMAADKA IKHTIYAARIGA AH**

**Fiiro gaar ah**: Xogtaan waxaa loo ururinayaa keliya si loo xaqiijiyo ka-qaybgalka iyo matalaadda loo dhan yahay. Macluumaad kaaga qaybtaan **wax saamayn ah kuma yeelan doonto qiimaynta codsigaaga**, waana mid qarsoodi ah. Waxaa si gaar ah loogu talagalay in uu ka taageero Guddiga KMG-ga ah ee Xulista fulinta waajibaadka ka-qaybgalka iyo matalaadda ee ay Dastuurka iyo Sharci Lr. 16 farayaan — gaar ahaan Qodobka 11(4) ee Dastuurka Ku-meel-gaarka ah ee Federaalka iyo Qodobka 7aad ee Sharci Lr. 16 — si loo dhiirageliyo ka-qaybgalka haweenka, dadka naafada ah, iyo xubnaha beelaha laga tirada badan yahay ama la hayb-sooco.

|  |  |  |
| --- | --- | --- |
| **Macluumaadka Ikhtiyaariga ah** | **Response** | |
| 1. Jinsigaaga |  | → Ku qor "**M**" haddii aad tahay lab, "**F**" haddii aad tahay dheddig |
| 2. Ma tahay qof naafo ah? |  | → Ku qor "**Haa**" ama, "**Maya**" midda jawaabtaada ku habboon. |
|  | → *Haddii “Haa” aad tiri, fadlan faah-faahi:* | |
| 2. Ma ka tirsan bulshada laga tirada badan yahay ama la hayb sooco? |  | → Ku qor "**Haa**" ama, "**Maya**" midda jawaabtaada ku habboon. |
| → *Haddii “Haa” aad tiri, fadlan faah-faahi:* | |

1. **LIFAAQYADA LOO BAAHAN YAHAY**

Please attach the following documents.

Fadlan ku calaamadi sanduuqa “**X**” dukumentiyada aad soo lifaaqday:

|  |  |
| --- | --- |
|  | Nuqul ka mid ah caddaynta jinsiyadda Soomaaliya (Baasaboor/Aqoonsi/Dhalasho) |
|  | Shahaadooyinka iyo caddeymaha waxbarashada |
|  | Warqadaha caddeynta shaqooyinka aad soo qabatay |
|  | Caddeymaha macluumaadka ikhtiyaariga ah (haddii ay ku khuseyso) |
|  | Ugu yaraan laba (2) warqadood oo tixraac xirfadeed ah |