



**DAWLADDA DEEGAANKA SOOMAALIDA ITOOBIYA**  
**DHOOL GAZETA**

**Somali Regional State of Ethiopia**

**የኢትዮጵያ ሶማሌ ክልላዊ መንግሥት**

Qimaha ያንዱ ዋጋ Unit Price	Dhool Gazeta Waxaa Soo Saara Golaha Xildhibaanada Dawladda Deegaanka Soomaalida Itoobiya	✉ 392
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Bayaan Tirsi 175/2009 Bayaanka Aasaasida Shirkadda Horumarinta Shaqo Abuurka ee Tacab iyo Maal,... ..Bog 1	<b>አዋጅ ቁጥር 175/2009</b> ታዲያዊ ማል የሥራ ዕድል ፈጠራ ልማት ድርጅት ለማቋቋምና ለ... .. ገጽ 1	Proclamation No. 175/2017 Ta'ab and Mal Job Creation Development Enterprise establishment Proclamation...Page 1
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<p><b><u>BAYAAN TIRSI 175/2009.</u></b></p> <p><b><u>BAYAANKA ASAASIDA SHIRKADDA HORUMARINTA SHAQO ABUURKA EE TACAB IYO MAAL EE DDSI</u></b></p> <p>Maadaama oo ay lagama maarmaan noqotay in la abuurto lana helo Dhalinyaro iyo Bulsho isku sharafta, isku ixtiraamta, iskuna qadarisa Shaqada, Xoogsiga iyo Muruq-maalka kana xishoota mashaqeystenimada, Baryada iyo Gacan-hoorsiga.</p> <p>Maadaama oo ay lagama maarmaan noqotay in kor loo qaado Garaadka iyo garashada Dhalinyaradeena si ay uga Faa'ideystaan fursadaha Shaqo ee Deegaanka.</p> <p>Maadaama oo loo baahday in la garaadka iyo maskaxda Shacabka laga tiro Aragtida xun ee ku salaysan Quudhsiga iyo yareysiga shaqooyinka qaarkood oo horseeda mashaqeystenimada.</p> <p>Hadaba, iyadoo laga duulayo Qodobka 49(3)(B) Dastuurka Dib loo habeeyay ee Deegaanka, waxaa la bayaaminayaa sidan:-</p>	<p><b>አዋጅ ቁጥር 175/2009</b></p> <p><b><u>ታዲያዊ ማል የሥራ ዕድል ፈጠራ ልማት ድርጅት ለማቋቋም የወጣ አዋጅ</u></b></p> <p>ሠርቶ ራሱን በመቻል፣ በሥራ ወዳድነት የሥራ ባህል የተላበሰ፣ በመሥራት የሚኮራና እንደከብር የሚቆጠር እንዲሁም አለመሥራት እንደነውርና ሥንሸና የሚታይበት ስሜት የተላበሰ የወጣት ኃይልና ማህበረሰብ መፍጠር አስፈላጊ ሆኖ በመገኘቱ፤</p> <p>የክልላችን ወጣቶች በክልሉ ውስጥ በተፈጠረው የሥራ ዕድሎች ተጠቃሚ እንዲሆኑ የወጣቱን አመለካከትና ግንዛቤ ማዳበር አስፈላጊ ሆኖ በመገኘቱ፤</p> <p>አንዳንድ ሥራዎች ማሰማራት እንደነውር የሚቀጠርበት የስንፍናን ባህሪን የሚያዳብሩ የተዛባ አመለካከቶች ከህብርተሰቡ ውስጥ ለማስወገድ በሥራ የሚከብር ህዝብ ማደራጀት አስፈላጊ ሆኖ በመገኘቱ፤</p> <p>በተሻሻለው የክልሉ ህግ-መንግሥት አንቀጽ 49(3) ሀ) መሠረት የሚከተለውን አውጇል፡፡</p>	<p><b>PROCLAMATION NO:- 175/2017</b></p> <p><b><u>A PROCLAMATION TO PROVIDE FOR THE ESTABLISHMENT OF TA'AB AND MAAL JOB CREATION DEVELOPMENT ENTERPRISE</u></b></p> <p>WHEREAS, it is found necessary to build a youth force and society that give due respect, dignify and credits themselves as being a worker, work oriented and self-sufficient society.</p> <p>WHEREAS, it is found necessary to improve the understanding and consciousness of the youth so as to be the advantageous of the job opportunity created in the Regional State.</p> <p>WHEREAS, it is found necessary to remove and bring radical change on the negative social beliefs that demoralizing certain works of category that encourages to be idle society.</p> <p><b>NOW, THEREFORE,</b> in accordance with Article 49(3, A) of the Revised Constitution of Regional State, it's hereby proclaimed as follows:</p>
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**QAYBTA KOOWAAD**

**GUUD AHAAN**

**1. Cinwaan Gaaban**

Bayaankan waxaa loogu yeedhi karaa **“Bayaanka Aasaasida Shirkadda Horumarinta Shaqo Abuurka ee Tacab iyo Maal ee Bayaan Tirsi 175/2009”**

**2. Qeexid**

Haddaan haboonnanta eraygu siin micnakale bayaankan dhaxdiisa;

1. **“Shaqo”** ama **“Shaqaaale”** ama waxaa loola jeedaa dhaqdhaqaaq iyo hawlkaasta oo lagu meeleeay shaqaalaha hoostaga Shirkadda oo ay kamid yihiin Shaqaalaha Xaafadaha, Kuuliga, Dirawelnimada, Nadaafadda, Cunto karinta, Timojarisya, Qurxinta Dadka, Samaynta Kabaha, Baalashka, Gaadhi-gacanka, Beeraha, Naaxinta Xoolaga iyo wixii lamid ah.
2. **“Deegaan”** Waxaa loola jeedaa Deegaanka Soomaalida Itoobiya.
3. **“Xafiis”** waxaa loola jeedaa Xafiiska Madaxweynaha.
4. **“Gole”** Waxaa loola jeedaa Golaha Maamulka Shirkadda ee lagu aasaasay bayaankan.
5. Bayaankan gudihiisa ereyada loo xeeriyay labku waxay sidoo kale dhaqangal ku yihiin Dhedigga.

**QAYBTA LABAAD**

**3. Aasaasid**

1. Waxaa hab waafaqsan Bayaankan lagu aasaasay Shirkadda Horumarinta Shaqo Abuurka ee **Tacab iyo Maal** ee Dawladda Deegaanka Soomaalida Itoobiya oo wixii hadda ka dambeeya loogu yeedhi doono **“T.M”** oo ah Shirkad dawlli ah oo leh dhammaan xuquuqaha sharciiyeed, iskeedna u taagan.
2. Shirkaddu wuxay hoos tagtaa Xafiiska.

**ክፍል አንድ**

**ጠቅላላ**

**1. አጭር ርዕስ**

ይህ አዋጅ **“የታዓብ እና ማል የሥራ ዕድል ፈጠራ ልማት ድርጅት ለማቋቋም የወጣ አዋጅ ቁጥር 175/2009”** ተብሎ ሊጥቀስ ይችላል።

**2. ትርጓሜ**

1. **«ሥራ ወይም ሠራተኛ»** ማለት ለድርጅቱ ተጠሪ የሆኑ ሠራተኞች የተመደብ ማንኛውንም የሥራ እንቅስቃሴ ሲሆን የቤት ውስጥ ሠራተኛ፣ የጉልበት ሠራተኛ፣ አሽከርካሪዎች፣ የዕዳት አገልግሎት፣ የምግብ አዘጋጅነት፣ ፀጉር ማስተካከል፣ የሳሎን አገልግሎት፣ ጫማ ሰፊት፣ ዳስትሮ፣ የእጅ ጋሪ፣ የእንስሳት ማዲላብና የእርሻ ሥራዎች እና ሌሎች ተዛማጅ ሙያዎችን ይጨምራል፤
2. **«ክልል»** ማለት የኢትዮጵያ ስማሌ ክልል ነው፤
3. **«ጽ/ቤት»** ማለት የርዕሰ መስተዳደሩ ጽ/ቤት ነው፤
4. **«ቦርድ»** ማለት በዚህ አዋጅ መሠረት የተቋቋመ የድርጅቱ የሥራ አመራር ቦርድ ነው፤
5. በዚህ አዋጅ ውስጥ በወንድ ጾታ የተደነገገው የሴትንም ጾታ ይጨምራል።

**ክፍል ሁለት**

**3. ስለመቋቋም**

1. በኢትዮጵያ ስማሌ ክልላዊ መንግሥት የታዓብና ማል የሥራ ዕድል ፈጠራ ልማት ድርጅት ከዚህ በኋላ **«ትኬም»** እየተባለ የሚጠራ የህግ ሰውነት ያለውና ራሱን የቻለ የክልሉ መንግሥት የልማት ድርጅት ሆኖ በዚህ አዋጅ ተቋቋሟል፤
2. የድርጅቱ ተጠሪነት ለርዕሰ መስተዳደሩ ጽ/ቤት ይሆናል።

**PART ONE**

**GENERAL**

**1. Short Title**

This Proclamation may be cited as the **“Ta’ab and Mal Job creation Development Enterprise establishment, Proclamation No 175/2017”**

**2. Definitions**

Unless the context requires otherwise in this proclamation;

1. **“Job or employee”** means any job or work position assigned by any of the staff of Enterprise such as domestic workers, daily labour, driving, cleaner, cooker, Berbers, beauty salon, show making, show cleaning, Carriage, farming livestock fattening and other related works.
2. **“Region”** means the Ethiopian Somali Region.
3. **“Office”** means the office of the Regional President.
4. **“Council”** means the managing council of the Enterprise referred to in hereafter;
5. Provisions of this proclamation set out in the masculine gender shall also apply to the feminine gender.

**PART TWO**

**3. Establishment**

1. Ta’b and Ma’l Job creation Development Enterprise of Ethiopian Somali Regional State (hereinafter referred to as **“TM”**) Is Hereby established as Autonomous Public Enterprise Having its own Legal Personality.
2. The Enterprise shall be accountable to the Office.

**4. Raasamaalka**

Shirkaddu waxay yeelanaysaa raasamaal aan ka badnayn Shan Boqol oo Milyan oo birr (5 00,000,000) oo u kala qaybsan lacag ahaan iyo qalab ahaan.

**5. Xarunta Shirkadda**

Xarunta Guud ee Shirkaddu waxay noqonaysaa Magaalada Jijiga haseahaatee waxay xarumo iyo laamo ka furan kartaa meelkasta oo deegaanka kamid ah oo loo arko lagama maarmaan.

**6. Ujeedooyinka Shirkadda**

Shirkaddu waxay yeelanaysaa Ujeedooyinka hoos ku xusan:

1. Inay abuurto Lana helo Dhalinyaro iyo Bulsho isku sharafta, isku ixtiraamta, iskuna qadarisa Shaqada, Xoogsiga iyo Muruq-maalka.
2. Inay kor u qaado Garaadka iyo garashada Dhalinyaradeena si ay uga Faa'ideystaan fursadaha Shaqo ee Deegaanka.
3. Inay garaadka iyo maskaxda Shacabka laga tiro Aragtida xun ee horseedka u ah mashaqeystenimada.

**7. Awodaha iyo Waajibaadka Shirkadda**

Shirkaddu waxay yeelanaysa awoodaha iyo waajibaadyadan hoos ku xusan:

1. Iyada oo kala shaqeynaysa cidaha kale ee ay khusayso, waxay curisaa siyaasadaha, istaraatiijiyadaha, Qorsheyaasha, Barnaamijyada iyo Mashaariicda lagu dar-dar gelinayo hawlaha shaqo abuurka iyo Tacabka dhalinyarada Deegaanka. Islamarkaana dhaqangelisaa marka loo ansixiyo.
2. Waxay sameysaa daraasadyo loogu kuur galayo Baahida Shaqooyinka Deegaanka ka jira iyo duruufaha ku gedaaman islamarkaana dajisaa xalkooda.

**4. ስለድርጅቱ መነሻ ካፒታል**

የድርጅቱ የተፈቀደ ካፒታል አምስት መቶ ሚሊዮን የኢትዮጵያ ብር ሲሆን ይኸውም በዓይነትና በጥሬ ገንዘብ የተከፈለ ነው።

**5. የድርጅቱ ዋና መሥሪያ ቤት**

የድርጅቱ ዋና መ/ቤት በጅጅጋ ከተማ ውስጥ ሆኖ እንደአስፈላጊነቱ በክልሉ ውስጥ ቅርንጫፍ ጽ/ቤቶችን ሊያደራጅ ይችላል።

**6. ስለድርጅቱ ዓላማዎች**

ድርጅቱ የሚከተሉት ዓላማዎች ይኖሩታል፡-

1. መሥራት የሚወድ፣ እንደከብሩ የሚቆጥር እና ራስን መቻል የሚያከራ የወጣት ኃይልና ህዝብ መፍጠር፤
2. ወጣቶች በክልሉ ውስጥ በተፈጠረው የሥራ ዕድሎች ተጠቃሚ እንዲሆኑ የክህሎትና የአመለካከት ዘይቤን ማገልበት፤
3. አለመሥራትን የሚያበረታታ የተዛባ አመለካከት ከህዝቡ ውስጥ እንዲወገድ ማድረግ፤

**7. የድርጅቱ ሥልጣንና ተግባራት**

ድርጅቱ የሚከተሉት ሥልጣንና ተግባራት ይኖሩታል፡-

1. ከሚመለከታቸው አካላት ጋር በመተባበር የድርጅቱን የሥራ ፈጠራ እንቅስቃሴዎች/ ተግባራት ለማፋጠን የሚያስችሉ ፖሊሲዎች፣ ኢስትራቴጂዎች፣ ዕቅዶች፣ ፕሮግራሞችና ፕሮጀክቶች ያመነጫል፤ ሲፀድቅም ሥራ ላይ ያውላል፤
2. የክልሉ የሥራ ፍላጎት ሁኔታ እና የዘርፉን ተግባሮች ለማወቅ /ለመለየት/ የሚያስችል ጥናት ያካሂዳል፤ እንዲሁም መፍትሄዎችን ያመነጫል፤

**4. Initial Capital of the Enterprise**

The authorized capital of the Enterprise is Birr 500, 000.000 (Five Hundred Million Birr) which is fully paid up in cash and in kind.

**5. Head Office**

The head quarter of the Enterprise shall be in jig-jiga and may have branch offices elsewhere in the Region as may be necessary.

**6. Objectives of the Enterprise**

The Enterprise shall have the following Objectives:

1. To build and ascertain a youth force and society that give due respect, dignify and credits themselves as being worker, labourer and self-sufficient.
2. To enhance the understanding and consciousness of the youth so as to be the advantageous of the job opportunity created in the Region.
3. To bring radical change on the negative social beliefs those discourage to be work oriented-society.

**7. Powers and Duties of the Enterprise**

The Enterprise shall have the following Powers and duties:

1. In collaboration with other concerned organs, Design policy, strategies, plans, programs and projects for enhancing the job opportunity development and building youth efforts and upon approval implement it.
2. Undertakes various researches and studies aimed to promote and advance the employment opportunity in the Region and underling constraints and forward remedy.

3. Waxay dejisaa siyaabaha fursadaha shaqo abuurka lagu gaadhsiinayo Dhalinyarada ku nool Deegaanka islamarkaana xaqiijsaa in adeegga shaqo abuurka si caadalad ah loo gaadhsiiyay Dhalinyarada.
4. Waxay Xarumaha iyo cidaha shaqaale-doonka ah ee Deegaanka u dhamaystirta, u Qoondeysaa islamarkaana ku meelaysaa shaqaalaha buuxin kara Xirfadda iyo shuruudaha looga baahanyahay.
5. Waxay isku dubaridaa shaqooyinka dhalinyarada lagu meelaynayo lana socotaa hawlahooda shaqo islamarkaana kormeer iyo dabogal ku samaysaa in dhalinyaradu sida ku haboon u gudanayaan waajibaadkoodii.
6. Iyada oo la kaashanaysa cidaha ay khusayso waxay Jaangoysaa Heerka mushaaharka iyo Cunooyinka ay yeelanayaan shaqooyinka kala duwan waxaanay dabogal ku samaysaa fulintooda.
7. Waxay masuul ka tahay khaladaadka iyo dhibaatooyinka ay shaqada dhexdeeda ku geystaan shaqaalaha ay ku meelaysay meelaha kala duwan, sidoo kalena waxay ka ilaalisaa una doodaa tacadiyada iyaga loo geysto, faahfaahintana sharcibaa xeerin.
8. Waxay Dhiirigelisaa una raadisaa illo Maaliyadeed oo deyn iyo deeqba ay helaan dadka ka shaqeysta Shaqooyinka la quudhsado ee ay ka midka yihiin Farsamada Kabaha, Baalashlaha iyo Timo-jaristu.
9. Waxay heshiiska shaqaaleynta la gashaa Xarumaha iyo cidaha shaqaale-doonka ah kahor meelaynta Shaqaalaha.

3. የሥራ ዕድል ፈጠራ እንቅስቃሴዎች ለሁሉም የክልሉ ወጣቶች የሚደርስበት ሁኔታ ይገደፋል እንዲሁም የተፈጠሩ የስራ ዕድል በፍትሃዊ መንገድ ለሁሉም ወጣቶች እኩል ተጠቃሚ ማድረጉን ያረጋግጣል፤
4. በክልሉ ውስጥ የሚገኙ ተቋማትና ሌሎች ሰራተኛ ፈላጊዎች ተፈላጊው የሥራ ችሎታና ክህሎት የሚያሟሉ ሠራተኞችን ይመድባል፤ ያስማራል፤
5. ወጣቶችን ወደ ሥራ የሚሰማሩበት ሥራዎች ያስተባብራል እንዲሁም ወጣቶች የሚመደቡባቸው የስራ ዘርፍ በአግባቡ የተዋጡ መሆናቸውን ይከታተላል፤ ይቆጣጠራል፤
6. ከሚመለከታቸው አካላት ጋር በመተባበር የተለያዩ የሥራ ዘርፎች የሚኖራቸው የደመወዝ መጠን እና ጥቅማ ጥቅሞች ይወስናል፤ አፈፃፀሙም ይከታተላል፤
7. በተለያዩ የስራ ዘርፎች ያሰማራቸው ወጣቶች በስራ ላይ ለሚያደርሱት ጥፋቶችና ችግሮች ተጠያቂ የመሆን እንዲሁም በእነርሱ ላይ ሊደርስ የሚችለው አደጋና ጎጂ ተግባራት በማጠበቅ ይከራከራል፤ ዝርዝሩ በህግ ይወስናል፤
8. የበታችነት አመለካከት የተላበሱ የጫማ ማስፋት፤ የደስትሮነትና የፀጉር ቆራጭነትን ሥራዎች ላይ የተሰማሩ ሰዎች በዕርዳታም ሆነ በብድር መልክ የፋይናንስ ድጋፍ እንዲያገኙ ያበረታታል የፋይናንስ ምንጭም ይፈላልጋል፤
9. ሠራተኞችን ከማሰማራቱ በፊት የሠራተኞች ፈላጊ ተቋማትና አካላት ጋር የስለሠራተኛ አቅርቦት ውል ይዋዋላል፤

3. Devise equitable and fair opportunities of creating various job opportunities for unemployed Youth force living within the Regional state.
4. Assign, deploy and employ job-seekers who have the skill and other requirements required by the institutions and other employee seekers in the Regional state.
5. Coordinate the process of youth assignment and deployment activities and also follow up and supervise the manner and whether the workers are performing their duties properly.
6. In collaboration with other concerned organs, determine the scale of the wage, salary and allowance set for the various classes of positions of the Enterprise. follow up its implementation.
7. Shall held liable for any irregularity and defects caused by the employees it assigned to perform various duties, represent and protect from any abuse against them. Details shall be determined by law.
8. Encourage and seek financial sources in form of loan or donation for persons engaged or working in depressed works such as show making, shows clean-up and Barbers.
9. Before deploying a worker, Enter into employment exchange contract with undertakings and other body seeking workers.

- 10. Waxay iyadoo adeegsanaysa Warbaahinta kala duwan ee Deegaanka sameeysaa abaabul iyo tababaro wacyi galineed joogto ah oo bulshada deegaanka lagaga badalayo aragtiyada xun ee shaqooyinka qaarkood laga haysto iyo Mashaqeystenimada.
- 11. Waxay iyada oo la kaashanaysa Cidaha ay khusayso bixisaa Tabobaro khaas ah oo lagu kobcinayo aqoonta iyo xirfadda dhalinyarada Shaqo abuurka loo samaynayo.
- 12. Waxay tirikoobtaa islamarkaana Diiwaangelisaa Xirfadda iyo Aqoonta ay leeyihiin dhalinyarada shaqo-abuurka loo samaynayo.
- 13. Iyada oo ticraac ku samaynaysa Xirfadda iyo Aqoonta dhalinyarada waxay ku meelaysaa shaqooyinka ka banaan ilaha kala duwan ee deegaanka.
- 14. Waxay jaangoysaa Mushaharka iyo Heerka gunno ee ay qaadanayaan Shaqaalaha kala duwan ee Xarumaha Shirkadda.
- 15. Waxay sameysaa Astaan, Aqoonsi iyo Halku dhigyo lagu garto Shaqaalaha Shirkadda.
- 16. Waxay Abaalmarin iyo Shahaado sharaf siisaa Dhalinyarada si fiican ugasoo baxda Xilka iyo Waajibaadka shaqo ee loo igmaday sidoo kalena waxay talaabooyin Anshax ka qaadaa shaqsiyaadka ku kaca falal wax u dhimaya sumcada iyo magaca Shirkadda, faahfaahintana sharcibaa lagu xeerin.
- 17. Waxay soo iibsataa Agabka iyo Qalabka lagama maarmaanka u ah Hirgelinta Waajibaadkeeda Shaqo.

- 10. የክልሉን የተለያዩ መገናኛ ዘዴዎች በመጠቀም በህብረተሰቡ ውስጥ ጎልቶ በሚታይበት አንደድ ሥራዎች እንደነውር የሚቆጠርበት የተዛባ አመለካከት ለማቅረፍ ተከታታይነት ያለው የግንዛቤ መስጫና ሥልጠናዎች ማካሄድ፤
- 11. ከሚመለከታቸው አካላት ጋር በመተባበር የሥራ ዕድል ለሚፈጠርላቸው ወጣቶች ሙያቸውንና ክህሎታቸውን ለማጎልበት የሚያስችል ልዩ ልዩ የሥልጠና ፕሮግራም ይሰጣል፤
- 12. የሥራ ዕድል ፈጣሪ ፕሮግራም ተጠቃሚ የሚሆኑ ወጣቶች ያላቸውን ሙያዎችና ክህሎት ይመዘግባል እንዲሁም መርጃ ይሰበስባል፤
- 13. የወጣቶችን ሙያና ክህሎት መሠረት በማድረግ በክልሉ ውስጥ በሚገኙ የተለያዩ የሥራ ዕድሎች ባለው ክፍት የሥራ ቦታዎች ሠራተኞችን ይመድባል፤
- 14. በድርጅቱ ውስጥ በተደራጁ የተለያዩ የሥራ ማዕከላት የሚሰማሩ ሠራተኞች የደመወዝና የአበል መጠን አጥንቶ ይወስናል፤
- 15. የድርጅቱን ሠራተኞች መለያ ዓርማ፣ መታወቂያና ሌላ ይቀርባል፤ ያወጣል፤
- 16. የተሰጣቸው የስራ ድርሻ እና ኃላፊነት በአግባቡና ውጤታማ መንገድ ያከናወኑ ወጣቶች ሽልማትና የምስክር ወረቀት ይሰጣል፤ የድርጅቱ መልካም ስምና ሞንሰ በሚጎዳ ተግባራት ላይ የተሰማሩ ግለሰቦች ላይ የሥራ ምግባር እርምጃዎች ይወሰድባቸዋል፤ ዝርዝሩ በህግ ይወሰናል፤
- 17. ሥልጣንና ተግባሩን ለመወጣት የሚያስችሉ ዕቃዎችና መሣሪያዎች ከውጭ በማስገባት ይጠቀማል፤

- 10. Undertake regular mobilization and awareness creation programs aimed to bring about radical change on the negative social perception towards categories of depressed works through various mass media in the Region.
- 11. In cooperation with the concerned organs, organize and provide special training programs building for the professional competence and skill of the youth to be offered with the job opportunities.
- 12. Register and compile statically data on types of vocations and skills of professions of the Youth who the employment opportunities are to be offered.
- 13. in reference to the vocation and skill of the Youth, Recruit and assign the Youth on the various vacancies within the Region.
- 14. Decide on the amount of wage, salary and allowance payable to the various Employees deployed in the centers of the Enterprise.
- 15. Issue its own emblem, identity card and slogan to distinguish the staff of the Enterprise from others.
- 16. shall award prize and Gifts to Youth force who carried out their duties and responsibility entrusted to them without standing performance, also takes disciplinary measures against personnel who has committed grave disciplinary offense that damages the Prestige and goodwill of the the Enterprise. Details shall be determined by law.
- 17. May purchase and import Machineries and Equipment required for carrying out its responsibility.

18. Waxay ururisaa islamarkaana qaadaa Lacagaha kazoo xerooda Adeegyada iyo Shaqooyinka ay qabtaan Dhalinyarada ku hoos jirta Dalada Shaqaalaha Shirkadda iyo sidoo kale lacagaha kazoo xerooda agabka shirkadda.

19. Waa mulkiile hanti, waxay galaysaa heshiisyo waana la dacweyn karaa waxna way dacweyn kartaa.

20. Wuxuu qabataa hawlaha hale ee lagu gaadhayo ujeedooyinka loo aasaasay Shirkadda.

**8. Qaabdhismeedka shirkada**

Shirkaddu waxay yeelanaysaa:

- 1. Golaha Shirkadda oo loogu yeedhi doono "Gole"
- 2. Maareeye Guud iyo kuxigeenka maareeyaha guud oo uu soo magacaabo Madaxweynuhu.
- 3. Geedi-socodyada iyo shaqaalaha kale ee lagama maarmaanka ah.

**9. Xubnaha Golaha**

- 1. Xubnaha Golaha oo uu ku jiro shirgudoonku waxaa tiradooda go'aaminaya islamarkaana Magacaabayisa Golaha Hawlfulinta marka uu soo hordhigo Madaxweynuhu.
- 2. Maareeyaha Guud ee shirkaddu waxa uu noqonayaa xubin ka tirsan golaha ahna Xoghayaha Golaha.

**10. Awoodaha iyo Waajibaadka Golaha**

Golaha waxa uu leeyahay awoodaha iyo waajibaadka soo socda:

- 1. Waxay jiheeyaan iskuna dubaridaan shaqooyinka Shirkadda,
- 2. Waxay diyaariyaan siyaasadda guud ee Shirkadda waxayna dabagalaan fulinteeda.

18. በድርጅቱ ሥር በተደራጁ ወጣቶች አማካይነት በተከናወኑ ሥራዎችና በሰጡት አገልግሎቶች ተገቢው ክፍያዎች ያስከፍላል ይሰበስባል፤ እንዲሁም ከድርጅቱ ዕቃዎችና መሣሪያዎች በመጠቀም የሚያስከፍለው ክፍያዎች ይሰበስባል፤

19. የንብረት ባለቤት ይሆናል፤ ውል ይዋዋላል፤ በስሙ ይከሳል፤ ይከሰሳል፤

20. ዓላማውን ለማስፈጸም የሚያስችሉ ሌሎች ተግባራት ያከናውናል፤

**8. ስለድርጅቱ አቋም ድርጅቱ፡-**

- 1. ከዚህ በኋላ "ቦርዱ" እየተባለ የሚጠራ የድርጅቱ የሥራ አመራር ቦርድ፤
- 2. በክልሉ ርዕሰ መስተዳድር የሚሾም አንድ ዋና ሥራ አስኪያጅና ምክትል ሥራ አስኪያጅ፤
- 3. አስፈላጊው የሥራ ክፍሎችና ሠራተኞች፤ ይኖሩታል፡፡

**9. ስለቦርዱ አባላት**

- 1. የቦርዱ አባላት ሰብሳቢውን ጨምሮ በርዕሰ መስተዳድር አቅራቢነት በክልሉ መስተዳድር ምክር ቤት የሚሰየሙ አባላት ይኖሩታል፡፡
- 2. የድርጅቱ ዋና ሥራ አስኪያጅ የቦርዱ አባልና ፀሐፊ ሆኖ ያገለግላል፡፡

**10. የቦርዱ ስልጣንና ተግባር**

ቦርዱ የሚከተሉት ሥልጣንና ተግባራት ይኖሩታል፡-

- 1. የድርጅቱን የሥራ እንቅስቃሴ በበላይነት ይመራል፤ ያስተባብራል፤ ይቆጣጠራል፤
- 2. የድርጅቱን ሥራዎች የሚመለከቱ የፖሊሲ ጉዳዮች እንዲዘጋጁ ያድርጋል፤ ሲፀድቅም ሥራ ላይ መዋሉንም ይከታተላል፤

18. Collect and charge revenues received from Services delivered and works done by Youth union organized by the employees under the umbrella of the Enterprise. as well as other incomes generated from the materials of the Enterprise.

19. to own property, enter into contracts sue and be sued in its own name;

20. To carry out such other activities as would enhance the attainment of its objectives.

**8. Organizational Setup of the Enterprise**

The Enterprise shall have ;

- 1. a Managing council (hereinafter "the Council ") ;
- 2. A General Manager and deputy Manager to be appointed by the president of the Regional government.
- 3. The necessary core process and staffs.

**9. Members of the council**

- 1. The number of members of the council including the chairperson shall be determined and designated by the Executive council of the region፣ upon the recommendation of the President.
- 2. The General Manager of the Enterprise shall be member of the Council and shall serve as the secretariat of the Council.

**10. Duties and Responsibilities of the Council**

The Council shall have the following Duties and Responsibilities;

- 1. Directs and organizes the overall operations of the Enterprise.
- 2. Devices the overall policy issues of of the Enterprise and follows up its execution.

- 3. Waxay qiimayn ku sameeyaan shaqada Shirkadda, qorsheyaasha Shirkadda waxaanay talooyinka lagama maarmaanka ah u gudbiyaan Golaha Hawlfulinta.
  - 4. Waxay dib u eegis ku sameeyaan codsiyada uu usoo Gudbiyo Maareeyaha Guud ee ku saabsan horumarinta qaabdhismeedka Shirkadda.
  - 5. Waxay xaqiijiyaan in dhamaan hantida Shirkadda la ilaaliyo loona maamulo hab dhaqaale ahaan haboon kana tarjumayso lahaanshiyo iyo wadaniyad.
  - 6. Waxay ka go'aan gaadhaan magaaabista gadhwadeenada geedisocodyada kala duwan ee Shirkadda marka uu usoo gudbiyo maareeyaha guud.
  - 7. Waxay Go'aamin hawlaha kale ee uu usoo gudbiyo Maareeyaha guud.
- 11. Nidaamka Shirka ee Golaha**
- 1. Kulanka caadiga ah ee Golaha Shirkaddu wuxuu qabsoomayaa saddexdii biloodba hal mar, hase yeeshee, markasta oo ay lagama maarmaan noqoto wuxuu yeelan karaa kulan deg deg ah oo aan caadi ahayn.
  - 2. Shirarka golaha wuxuu ku qabsoomayaa marka ay xubnaha goluhu intooda badan joogaan ( 50+1)
  - 3. Go'aanada goluhu waxay ku meel marayaan cod hal dheeri ah ee xubnaha ka soo qayb galay shirka. Hase yeeshee, hadii codka xubnuhu uu is le'eg noqdo waxaa lagu go'aan qaadan dhanka uu shir gudoonku u codeeyo.
  - 4. Iyadoo arrimaha lagu xusay qodobkan sidooda ahaanayaan, goluhu wuxuu dajisan karaa nidaam u gaar ah oo shirarkiisa.

- 3. የድርጅቱን ሥራዎችና ዕቅዶች ይገመግማል፤ አስፈላጊው የውሳኔ ሀሳብና አስተያየት ለክልሉ መስተዳድር ም/ቤት ያቀርባል፤
- 4. በድርጅቱ ዋና ሥራ አስኪያጅ በ ስለተቋሙ አዳራሻጅት ለማሻሻል የሚቀርብለት ጥያቄዎች ላይ ውሳኔ መስጠት፤
- 5. የድርጅቱ ንብረት በአግባቡ መያዙንና መጠበቁን እንደሁም የበለቤትነትና ሃገራዊ ስሜት በተለባስ ኢኮኖሚያዊና አዋጅ በሆነ መንገድ ሥራ ላይ የዋለ ስለመሆኑ በቅርብ ይከታተላል፤ ያረጋግጣል፤
- 6. በድርጅቱ ሥራ አስኪያጅ አማካኝነት የሚቀርብለትን እጩ የሥራ ሐላፊዎች ሹመት መርምሮ ያጸድቃል፤
- 7. በድርጅቱ ስራ አስኪያጅ አማካኝነት በሚቀርቡለት ሌሎች ተዛማጅ ጉዳዮች ላይ ይወስናል፡፡

**11. ስለቦርዱ ስብሰባ**

- 1. ቦርዱ ቢያንስ በየሦስት ወሩ አንድ ጊዜ መደበኛ ስብሰባ ይኖረዋል፤ ሆኖም አስፈላጊ ሆኖ ሲገኝ በማናቸውም ጊዜ አስቸኳይ ስብሰባ ሊያደርግ ይችላል፡፡
- 2. ከቦርዱ አባላት መካከል ከግማሽ በላይ ከተገኙ ምልዓተ ጉባኤ ይሆናል፡፡
- 3. የቦርዱ ውሳኔዎች በድምጽ ብልጫ ያልፋሉ፤ ሆኖም ድምጹ እኩል ለእኩል የተከፈለ እንደሆነ ሰብሳቢው ውሳኔን ድምጽ ይኖረዋል፡፡
- 4. የዚህ አንቀጽ ድንጋጌዎች እንደተጠበቁ ሆነው ቦርዱ የራሱን የስብሰባ ድንብ ሊያወጣ ይችላል፡፡

- 3. Evaluate the overall activities regarding the operations, the Plans of the Enterprise and present all necessary suggestions to Executive council of the Region.
- 4. Review all proposals submitted to it by the General Manager regarding to the improvement of the organizational setup of the Enterprise.
- 5. Ensure and oversee that all the assets of the Enterprise is properly maintained and managed in a economical manner, allied with sense of ownership and locality.
- 6. To approve the employment and, assignment of senior officers of the Enterprise submitted to it by the General Manager of the Enterprise.
- 7. Decide on such matters as may be submitted to it by the General Manager of the Enterprise.

**11. Meetings of the Council**

- 1. The Council shall have a regular meeting once every three month; it may, however, convene extraordinary meetings at any time as deemed necessary.
- 2. There shall be a quorum where more than half of the members of the Council are present.
- 3. The decisions of the Council shall be passed by simple majority vote of the members present at the meeting; provided, however, the chairman shall have a casting vote in case of a tie;
- 4. Without prejudice to the provisions of this Article the Council may issue its own rules of procedures governing the conduct of meetings.

**12. Awoodaha iyo Waajibaadka Maareeyaha guud**

Maareeyaha guud ee Shirkaddu waxa uu yeelanaayaa awoodaha hoos ku cad

1. Wuxuu Hagua, maamulaa islamarkaana kormeeraa shaqooyinka Shirkadda.
2. Wuxuu isku dubaridaa xafiisyada Shirkadda, diyaariyaa qaabdhisheedka, mushaharka iyo gunooyinka Shaqaalaha una gudbiyaa Golaha marka la ansixiyana dhaqangaliyaa.
3. Wuxuu magaca Shirkadda ku furaa akawnka xisaabadka shirkadda wuuna dhaq dhaqaajiyaa.
4. Wuxuu diyaariyaa islamarkaana Golaha hordhigaa qorshaha wakhtiga gaaban, dhex iyo midka fog kuna dhaqmaa marka loo ansixiyo.
5. Wuxuu Golaha u gudbiyaa kana ansixiyaa shaqaalaynta iyo shaqo ka eriga Gadhweenada Shirkadda.
6. Wuxuu hab waafaqsan shuruucda khuseeya ee maamulka Shirkadda ku shaqaaleeyaa, maamulaa, dalacsiyaa, caydhiyaa shaqaalaha Shirkadda ee kabaxsan qodob hoosaadka shanaad ee kor ku xusan
7. Wuxuu hab waafaqsan qorshaha Shirkadda ku fasaxaa kharashaadka lacagta lagu fulinayo shaqooyinka sidoo kalana dabagalaa meel marinteeda/isticmaalkeeda.
8. Wuxuu matalaa Shirkadda marka cid sedexaad heshiis ama cilaqaad shaqo la yeelanayso
9. Wuxuu diyaariyaa, u Gudbiyaa Golaha kana warbixiyaa isticmaalka miisaaniyada rubuc kasta oo sanad miisaaniyadeedka

**12. ስልጠና ሥራ አስኪያጁ ሥልጣንና ተግባር**

የድርጅቱ ዋና ሥራ አስኪያጁ ከዚህ በታች የተመለከቱት ዝርዝር ሥልጣንና ተግባራት ይኖሩታል፡-

1. የድርጅቱን የአለት አለት ሥራዎች በበላይነት ይመራል፤ ያስተባብራል፤ ይቆጣጠራል፤
2. የድርጅቱን ጽ/ቤት ያደራጃል፤ የድርጅቱን የሥራ መዋቀር፣ የሠራተኞችን ደመወዝና አበል እያዘጋጀ ለቦርዱ ያቀርባል፤ ሲፀድቅም ተግባራዊነቱን ይከታተላል፤
3. በህግ መሠረት በድርጅቱ ስም የባንክ ሒሣብ ይካፈላል፤ ያንቀሳቅሳል፡፡
4. የድርጅቱን የአጭር፣ የመካከለኛና የረጅም ጊዜ እቅድ፣ መርህ ግብርና በጀት አዘጋጅቶ ለቦርዱ ያቀርባል፤ ሲፈቀድም በስራ ላይ ያውላል፤
5. ተጠሪነታቸው ለሥራ አስኪያጁ የሆኑ የድርጅቱን የሥራ ኃላፊዎች ቅጥርና ስንብትን በሚመለከት ለቦርዱ አቅርቦ ያፀድቃል፤
6. በዚህ አንቀጽ ንዑስ አንቀጽ 5 የተደነገገው እንደተጠበቀ ሆኖ አግባብነት ባለው ህግና በድርጅቱ የአስተዳደር ደንብ መሠረት ሠራተኞችን ይቀጥራል፤ ያስተዳድራል፤ ያሰናብቃል፤
7. ለድርጅቱ በተፈቀደለት በጀት እና የሰራ መርህ ግብር መሰረት ገንዘብ ወጪ ያደርጋል፤ የባንክ ሂሣብ ያንቀሳቅሳል፤
8. ድርጅቱ ከሶስተኛ ወገኖች ጋር በሚያደርጋቸው ግንኙነቶች ተቋሙን ይወክላል፤
9. የሩብ ዓመት የሥራ አፈፃፀም ዘገባዎችንና የሂሣብ አጠቃቅም ሪፖርቶችን አዘጋጅቶ ለቦርዱ ያቀርባል፤

**12. Powers and duties of The General Manager**

The General Manager of the Enterprise shall have the following powers and duties:

1. Directs, administers and supervises the activities of the Enterprise.
2. Shall organize the office of the Enterprise, formulate the organizational structure of the Enterprise, salary scale and allowances of the employees of the Enterprise, submits to the Council for approval and implement upon approval.
3. Opens and operates bank accounts in the name of the enterprise.
4. Prepare and present to the council the short, medium and long term work program of the enterprise and implement same upon approval;
5. Present to the council for approval, the employment and termination of senior officials of the Enterprise.
6. Employ, administer, promote and terminate employees of the Enterprise other than those stipulated under sub-article 5 hereof in accordance with the appropriate law.
7. Effect expenditures in accordance with the approved work program of the Enterprise. as well as Fellow up its implementation;
8. Represent the Enterprise in its dealings with third parties;
9. prepare and submit to the council the quarterly reports on the activities and financial operations of the Enterprise;



10. Hadba sida ay baahidu tahay ayuu awoodaha iyo waajibaadyadiisa shaqaalaha Shirkadda ugu wakiishaa.

**13. Awooda iyo Waajibaadka Kuxigeenka Maareeyaha Guud**

- 1. Waxuu fuliyaa shaqooyinka uu u xilsaaro Maareeyaha Guud.
- 2. Wuxuu matalaa maareeyaha guud ee Shirkadda marka uu maqan yahay ama uunan shaqada gudan Karin.

**QAYBTA SADDEXAAD**

**QODOBO KALA DUWAN**

**14. Illaha Miisaaniyada Shirkadda**

Miisaaniyada Shirkaddu waxaa laga helayaa illahan:

- 1. Miisaaniyada kabista ah ee ay Dawladu u qoondayso.
- 2. Dakhliyada kale ay ka hesho adeegyada ay Shirkaddu bixiso.

**15. Nidaamka xisaabaadka**

- 1. Shirkaddu waxa ay yeelan islamarkaana xafidi diwaano xisaabaad oo saxan
- 2. Diwaanada xisaabaadka iyo dhokumeentiyada lacageed ee shirkada waxaa sannad walba baadhis ku sameyn hanti dhowrka Guud ama hantidhawro idman oo uu isagu wakiishay.

**16. Wareejinta Xuquuqeed**

Dhamaan Awoodihii iyo waajibaadyadii Xafiisyada kala duwan lagu siiyay Bayaanada ama Xeer-nidaameedyo ee la xidhiidhay Shaqo abuurka Dhalinyarada waxaa hab waafaqsan Bayaankan loogusoo wareejiyay Shirkadda.

10. ለድርጅቱ ሥራዎች ቅልጥፍና በሚያስፈልገው መጠን ሥልጣንና ተግባሩን ለድርጅቱ ሠራተኞች በውክልና ሊያስተላልፍ ይችላል፤

**13. ሰድርጅቱ ምክትል ሥራ አስኪያጅ**

- 1. በድርጅቱ ዋና ሥራ አስኪያጅ ተለይተው የሚሰጡትን ተግባራት ያከናውናል።
- 2. የድርጅቱ ዋና ሥራ አስኪያጅ በማይኖርበት ወይም ሥራውን ለማከናወን በማይችልበት ጊዜና ሁኔታ እርሱን ተክቶ ይሠራል።

**ክፍል ሦስት**

**ልዩ ልዩ ድንጋጌዎች**

**14. ሰለጠኛት**

የድርጅቱ በጀት ከሚከተሉት ምንጮች የሚገኝ ይሆናል፡-

- 1. የክልሉ መንግሥት የሚመደብ የማቋቋሚያ ድጎማ፤
- 2. ድርጅቱ ከሚሰበሰበው የአገልግሎት ክፍያ፤

**15. የሂሳብ መዛግብት**

- 1. ድርጅቱ የተሟሉና ትክክለኛ የሆኑ የሂሳብ መዛግብትን ይይዛል።
- 2. የድርጅቱን የሂሳብ መዛግብትና ገንዘብ ነክ ሰነዶች በክልሉ ዋና ኦዲተር ወይም እርሱ በሚሰይማቸው ሌሎች ኦዲተሮች በየዓመቱ ይመረመራል።

**16. መብትና ግዴታን ስለማስተላለፍ**

በአዋጅ ወይም በድንብ መሠረት ለሌሎች የክልሉ መንግሥት አካላት ተሰጥቶ የነበሩ ሰለጠኞች የሥራ ዕድል ፈጣሪ የሚመለከቱ መብትና ግዴታዎችን በዚህ አዋጅ መሠረት ለድርጅቱ ተላልፏል።

10. The General Manager may delegate part of his powers and duties to the officials of the Enterprise to the extent necessary for the efficient management of the Enterprise,

**13. Powers and Duties of the Deputy Manager**

- 1. Performs duties entrusted to him by the General Manager.
- 2. acts as the General Manager of the Enterprise where he/she is absent or unable to discharge his duty;

**PART THREE**

**MISCELLANEOUS PROVISIONS**

**14. Sources of Finance of The Enterprise**

Sources of Finance of The Enterprise shall be from the following sources;

- 1. budgetary subsidy made by the Government
- 2. Income received from the Services delivered by it.

**15. Books of Accounts**

- 1. The Enterprise shall keep complete and accurate books of accounts.
- 2. The books of accounts and financial documents of the Enterprise shall be annually audited by the Auditor General or by auditors assigned by him.

**16. Transfer of Rights and Obligations**

All Rights and Obligations given to different bureaus by proclamation or regulation relating to the livestock development and marketing are hereby transferred to the Enterprise.

**17. Sharciyada Aan Dhaqangalka Ahayn**

Sharci kasta oo qodobada bayaankan ka soo horjeeda ma laha fulitaan sharci.

**18. Awooda Soo Saarida Xeer-nidaameed iyo Awaamiirta**

1. Golaha hawl Fulinta Deegaanku waxay soo saari karaan Xeer-nidaameedka lagama maarmaanka u ah hirgalinta bayaanka.
2. Goluhu wuxuu soo saari karaa awaamiirta lagu hirgalinayo qodobada bayaankan iyo xeer-nidaamdeeka ku soo baxa hab waafaqsan farqada 1<sup>aad</sup> ee qodobkan.

**19. Mudada dhaqangalka Bayaankan**

Bayaankan wuxuu dhaqangalayaa laga bilaabo marka lagu soo daabaco Dhool Gazeta.

**CABDI MAXAMUUD CUMAR  
MADAXWAYNAHA DDSI**

**17. ተፈጻሚነት ስለማይኖራቸው ሕጎች**

ከዚህ አዋጅ ጋር የሚቃረን ማንኛውም ህግ በዚህ አዋጅ የተሸፈኑ ጉዳዮችን በተመለከተ ተፈጻሚነት አይኖረውም።

**18. ደንበና መመሪያ ስለማውጣት**

1. የክልሉ መስተዳድር ምክር ቤት ይህንን አዋጅ ለማስፈጸም የሚያስፈልጉትን ደንቦች ሊያወጣ ይችላል።
2. ቦርዱ ይህንን አዋጅና በአዋጁ መሰረት የሚወጡትን ደንቦች ለማስፈጸም የሚረዱ መመሪያዎችን ሊያወጣ ይችላል።

**19. አዋጁ የሚፀናበት ጊዜ**

ይህ አዋጅ በክልሉ ዶል ጋዜጣ ታትሞ ከወጣበት ቀን ጀምሮ የፀና ይሆናል።

**ጅግጅጋ ሐምሌ 6 ቀን/2009 ዓ.ም**

**አብዲ መሃሙድ ዑመር  
የኢትዮጵያ ሱማሌ ክልላዊ መንግሥት ፕሬዝዳንት**

**17. Non-Applicable Laws**

No Laws, regulations, directives or customary practices that are inconsistent with this proclamation shall be of any effect with matters provided for under this proclamation.

**18:- Power to Issue Regulation and Directives**

1. The Regional Administrative Council may issue regulations necessary for the implementation of this Proclamation.
2. The Council may issue directives necessary for the implementation of this Proclamation and the regulations issued pursuant to sub Article 1 of this Proclamation.

**19 :- Effective Date**

This Proclamation shall enter into force upon the date of its publication in the State Dhool Gazeta.

**ABDI MOHAMUD UMER  
PRESIDENT, SOMALI REGIONAL  
STATE OF ETHIOPIA**