



# Daftarin Dake Bada Kulawa Ga Al'amuran Jinsi

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Daftarin Juya Nazari Zuwa Aiki



UNITED STATES  
INSTITUTE OF PEACE  
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## **WANNAN KUNDI YA SAMU NE BISA WALLAFWAR KATHLEEN KUEHNAST DA DANIELLE ROBERTSON.**

Mawallafan wannan kundi sun amfana daga fasihin tsokacin abokan aiki daga hukumar wanzar da zaman lafiya ta kasar Amurka da a turance ake kira United States Institute of Peace (USIP): David Connolly da Joseph Hewitt da Illana Lancaster da Alison Milofsky da Steve Steiner da Rosarie Tucci da Michael Zanchelli. Har wayau mawallafan suna mika godiya ta musamman ga Sanam Anderlini (International Civil Society Action Network), Gary Barker (Promundo-US), da Pamina Firchow (George Mason University) bisa tsokacin su wajen kyautatuwar wannan kundi. Wata jinjina da godiyar ta musamman har wayau mawallafan suna mika ta ne ga Luba Lukova saboda yin zane mai kyau da kuma Chris Brown wadda ya tsara kundin baki dayan sa.

Ra'ayoyin da aka zayyana a cikin wannan kundi ra'ayoyi ne na mawallafan kadai. Ra'ayoyin basa ala tilas wakiltan ra'ayoyin hukumar wanzar da zaman lafiya ta kasar Amurka wato United States Institute of Peace (USIP). Za'a iya samun kwafin wannan kundi dama sauran rahotanni a adireshin mu na yanar gizo, wato: ([www.usip.org](http://www.usip.org)) har ma da karin bayani akan darasin.

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Gabatarwa: Tsara Shirye-Shiryen Dake Bada Kulawa ga Jinsi .....	2
Ta Wace Hanya Tarzoma Ke Shafan Al'amuran Da Suka Shafi Jinsi? .....	4
Me Zai Faru Idan Shirye-Shirye Basu Dauki Jinsi Da Muhimmanci Ba? .....	7
Hanyoyi Uku Da ake bi Wajen Tantance Jinsi .....	9
Mata, Zaman Lafiya da Bangaren Tsaro .....	10
Dabi'u da Halayen da Akasan Maza Dasu Marasa Illa .....	12
Asali da Alamomi Masu Alaka Da Juna .....	14
CIgaba da Sharhi akan Al'amuran Da Suka Shafi Jinsi .....	16

# Gabatarwa: Tsara Shirye-Shiryen Dake Bada Kulawa ga Jinsi

**T**arzoma da tashin hankali na ruguza al'umma, suna lalata alaka tsakanin jama'a, musamman ma rawar da maza da mata ka iya takawa dama alakar dake tsakanin su. A wuraren da rikice-rikice suka shafa dama inda rikice-rikicen ka iya shafa, dole masu kokarin samar da zaman lafiya su gano tare da warware matsalolin dake haifar da tashin hankalin. Karuwar jefa matasa maza cikin daukar makamai da tashin hankali yana daga cikin abubuwan da ke rura wutar rikici, hakanan yawaitar fyade da cin zarafi da ya shafi jinsi matsala ce da ta shafi dukkan al'umma, kuma wannan matsala ka iya zama wani kurji da zai dami jama'a koda bayan tashin hankalin ya wuce. Ba'a shigarwa ko tsarma al'amuran jinsi acikin tsare-tsare da yawa dake kokarin karewa ko magance faruwar rikice-rikice. Bada kulawa ga kowane jinsi a lokacin tsarawa ko shirya yunkurin magance rikici yana da muhimmanci kuma shine hanya mafi kyau wajen kare afkuwar tarzoma da jaddada zaman lafiya, wannan ba mataki na biyu bane dan haka bai kamata a dauke shi a haka ba.<sup>1</sup> Daftarin dake bada kulawa ga jinsi wajen tsare-tsare daftari ne mai sauki wanda kuma yayi la'akari da yadda ake tsarma jinsi acikin aikace-aikace ko shirye-shirye.

Wannan fahimtar tana da alaka ta kusa-da-kusa da yadda ake lura ko sa ido akan aiwatuwar shirye-shirye — hakan yana nufin tabbatar da cewa an bada kulawa ga jinsi yayin tsara aiki. Gudanar da nazari ko bincike akan jinsin mutane yayin da ake tsara wani shiri ko aiki zai bada haske ga wadanda ke yin tsarin ko shirin ta yadda zasu iya warware kalubalen jinsi da ya shafi tashin hankali. Hakanan za'a samu yanayi da samar da shirye-shirye da ka iya jure duk wata matsala da zata taso daga al'umma ko wasu hukumomi a lokacin da ake aiwatar da shirye-shiryen, dalili shine shirye-shiryen tun da farko sunyi la'akari da bukatun al'umma tare da basu kulawa.

## Taswirar Bada Kulawa Ga Jinsi Yayin Tsara Shirye-Shirye

- Yi Bayani akan Jinsi;
- Yi Jawabi Akan Alakar Dake Tsakanin Jinsi da Nau'oin Tashin Hankali da Muhimmancin Su Ga Yunkurin Samar da Zaman Lafiya;
- Nazarci Hanyar Canja Dabi'ar Mutane Tare Da Zakulo Hanyoyin La'akari Da Jinsi a
- Shirye-Shirye; da
- Samar Da Tartibiyar Hanyar Shigar Da Jinsi Yayin Tsara Shirye-Shirye.



## Shin Dan Wa Aka Samar Da Wannan Kundin?

Wannan kundi ko daftarin an samar dashi ne dan mutanen dake tsara shirye-shirye ko aikace-aikace da kuma suke hankoron tabbatar da bada kulawa ga jinsin mutane yayin tsara aikin su, kodai kwararru ne su akan al'amuran da suka shafi jinsi ko a'a. Daftarin ya halarto tambayoyi masu sauki da ya kamatu jagororin shirye-shirye suyi yayin da suke fuskantar aikin su. Lura da al'amuran jinsi na inganta yadda tsarin aiki zai kasance, kama daga abubuwan da suka shafi inganta al'amuran jinsi zuwa farfado da gudanar da mulki baki

daya—saboda ya zayyano yadda ake samun rashin daidaito game da raba madafun iko acikin al'umma dama sauran daman-makin kyautatuwar al'amura. Daftarin zai taimaka wajen: 1) Nazartan tunanin da ake dashi game da jinsi musamman yayin tsara shiri ko aiki 2) Bincikar wasu al'amura lokacin da ake aiwatar da shiri ko aiki 3) Tabbatar da cewa an tattara muryoyin da suka dace yayin bin diddigin yadda aka aiwatar da shiri ko aiki. Kodayake an samar da wannan kundi ne dan aikin samar da zaman lafiya, amma akwai wasu darussa da kundin ya kunsu da suke da muhimmanci kuma zasu taimaka a fagen ayyukan cigaba dama yankunan da dake da rauni.

# Ta Wace Fuska Tashin Hankali Ke Jirkita Al'amuran Jinsi?

Tashin hankali ba sabon abu bane acikin al'umma. Amma idan tashin hankalin yazo da hatsaniya yana iya tarwatsa al'umma ko kasa. Idan hakan ta faru, tashin hankalin na iya sauya al'amura da dabi'un mutane dama tunanin al'umma cikin gaggawa, kuma yana jirkita irin rawar da mata da maza ka iya takawa a lokacin tarzomar da bayan afkuwar ta. A wani lokacin tarzoma ka iya kirkirar wa mata wani sabon yanayi acikin al'umma.<sup>2</sup> Idan maza suka bar guraben ayyuka ko aka jikkata su koma aka kashe su, mata zasu samu kansu cikin karin gudanar da ayyuka, harkokin siyasa dama taka rawar da ta shafi tattalin arzikin kasa. Amma tashin hankali na iya takaita rawar da mata ka iya takawa dama kallon da ake musu, kuma daukar hakan a matsayin abinda al'umma ta amince dashi na samar da yanayin da ke sa wasu su cigaba da dakile irin

gudummawar da mata ka iya takawa. Misali, kungiyoyin yan ta'adda irin su ISIS sun bijiro da wasu dokoki da suka shafi jinsi dan tabarbarar da zirga-zirgar mata da kuma samar da hukunci mai tsauri ga wadan da suka taka dokokin.

Maza da iyaye mata da yara maza da yara mata suna dandana radadin tashin hankali ta hanyoyi daban-daban, a matsayin wadan da suka ga yadda lamarin ya wakana, wadan da lamarin ya shafa, dama wadan da suka aikata laifin tashin hankalin. Yayin da tashin hankali ya canja al'umma, tunanin yadda dabi'ar maza da mata zata kasance ma na canzawa. Abubuwan da al'umma ta yadda dasu, da ka'idojin al'umma da zaton da iyaye mata, da iyaye maza, da yara maza da mata ke dashi ga jinsi shine "tunanin jinsi."<sup>3</sup>

## Bayani Kan Jinsi da Abinda ake Dauka a Matsayin Al'amuran Jinsi

Ana suffanta jinsi a matsayin wata hanya ko ka'idar tsara al'umma. Al'amarin ya wuce matakin bayyana dan'adam a matsayin namiji ko mace bisa halittarsa. Jinsi wani abune da dabi'un mu ke iya nunawa a daidai kun mu, da matakin al'umma dama hukumomi. Tsarin jinsi wani tsarin hulda ne da ake amfani dashi a matakin kasashe wadda kuma yake nuna irin rawa da mutane zasu iya takawa da zaton da al'umma keyi game da me mutane ka iya yi bisa ga jinsin su, wannan ya shafi maza, mata, yara mata, yara maza da halittar su a matsayin namiji ko mace. Jinsin mutum na iya jirkicewa sakamakon canja al'umma dake wanzuwa saboda cin karo da sabbnin hanyoyin rayuwa da ka'idoji dama zaton da wannan sabuwar al'umma ke dashi a gareshi.



A lokacin da ake tsara dukkan wani shiri, yin nazari akan al'amuran jinsi zai bada haske akan wasu sassa da za'a basu dauki da hanyoyin bullar zaman dar-dar dama abubuwan dake rura wutar tashin hankali. Yin nazarin zai bada damar hango dukkan abubuwan da suka shafi shirin da ake tsarawan, koma menene muradi da burin wannan shirin. Mafi karancin abinda nazari akan al'amuran jinsi zai haifar shine tsarin nan da ake yiwa lakabi da "kaucewa yin illa" yayin aiwatar da shiri.

Rashin daidaita jinsi dama raba iko na iya zama ababen da kan haifar matsanancin talauci, barazanar abinci, mummunan tsarin kiwon lafiya, cin zarafin

mata dama tarzomar da kanta.<sup>4</sup> Idan hanyoyin yunkurin samar da zaman lafiya suka yi la'akari da jinsi, zasu taimaka wajen rage cin zarafi dake da alaka da da jinsi, zasu inganta daidaita jinsi, zasu magance tashin hankali tare da samar da dawwamammen zaman lafiya. Misali ana iya samun shiri ko aikin da zai yi hankoron karfafa tsaro acikin wata al'umma, amma sai an tsara shirin ko aikin ta hanyar fahimtan alakar dake tsakanin iyaye maza da mata, da yara maza da mata da 'yan sanda ko jami'an tsaron. Kyakkyawan shiri ko aiki yana bukarar danganta kansa da abubuwan da suka shafi jinsi.

## Menene Nazari Zuwa Aiwatarwa?

Kowane bangare yana dauke da tambayoyi da sashin rubutacciyar fahimta “nazari zuwa aiwatarwa”. Wadannan sassa an samar dasu ne dan su inganta tsarin ta hanyar nazartan tambayoyi da mutum zai yi dan tabbatar da shirin dake bada kulawa ga jinsi da ya shafi gudanar da mulki a Najeriya, ga misali. Sassan sun bada bayani ko tarihi sannan suka bada karin shawarwari ko haske game da matakan da shiri ko aiki ka iya dauka idan anyi la'akari ko bada kulawa ga jinsi.

### Tambayoyin da Zasu Taimaka:

- Shin ta wace hanya rawa da halayyar maza da mata, matasa da tsofi ta canja yayin fuskantar tashin hankali?
- Shin wadanna irin nau'e-nau'en tashin hankali ne ke faruwa? Suna shafar maza da mata ta fuskoki daban-daban ne ko kuwa ta hanyoyi masu kama-da-juna?
- Shin rayuwa musamman ta fuskar samun ilimin, guraben ayyuka da samun kudin shiga ta canza? In haka ne, takamaimai menene tasirin su akan maza da mata?
- Wane irin nau'in rashin tsaro ake fama dashi? Ta wace hanya wannan rashin tsaro ke shafar rayuwa da al'umma dama kasar?
- Shin damar da maza da mata ke da ita ta fuskar siyasa da tattalin arziki da bunkasa walwala na kama da juna sakamakon tashin hankali? In ba haka bane, menene banbance-banbancen da iyaye maza da mata da yara maza da mata ke dasu?
- Ta wace hanya zaku bayyana tunanin mutane game da jinsin rukunin mutanen da ake shiri game dasu ko al'umma?

### Nazari Zuwa Aiwatarwa: Misalin Kasar Afganistan

Tarihi ya nuna cewa kasar Afganistan tayi fama da yanayin mawuyacin tattalin arziki da fannin tsaro marar kwari. Duk da ci gaban da aka samu a tsarin doka a hukumance, shari'u da yawan su yakai kaso 80 ne ake warware su ta bangaren da bana hukuma ba. A lokacin da ake tsara wani shiri dan karfafa tsarin dokar kasar Afganistan, yana da muhimmanci a fahimci banbance-banbance dama matsayin maza da mata ta fuskar warware rashin jituwa daga mahangar al'umma ko abubuwan da al'umma kan yi. Misali, su waye masu yanke hukunci? Shin mata suna da wakilci a matsayin masu raji, shugabanni ko alkalai dan bada nasu ba'asin game da hanyoyin da ake bi? Zurfafa tambayoyi akan ko maza da mata na iya samu da gabatar da adalci, wannan ya hada yanayin da tarihi ya adana dama abinda ke faruwa yanzu, zai bude wata kofa da zata bada kulawa ga bukatun iyaye mata da yan mata da yara mata. Wasu ayyukan zasu hada da ilimantar da maza dangane da muhimmancin budewa iyaye mata da yan mata da yara mata kafafen samun shari'a dama sauraron gudummawar su wajen kyautata tsarin shari'a dama warware rigingimu.



# Me Zai Faru Idan Shirye-Shirye ko Aikace-Aikace Suka Yi Watsi Da Al'amuran Da Suka Shafi Jinsi?

Kallo na tsanaki akan alakar dake tsakanin tashin hankali, karfin iko da jinsi yana bude wata kafa mai muhimmanci ta fuskantar hanyoyin da rigima ke barkewa dama kafon wanzar da zaman lafiya da watakila rashin kallo na tsanakin zai sa a gagara gano su. Tashe-tashen hankali ko yake-yake ka iya zurfafa rashin daidaito, rage zurga-zurgar iyaye mata da yan mata da yara mata tare da jefa su cikin babbar barazanar fuskantar fyade da cin zarafi mai alaka da jinsi.<sup>5</sup> Tashe-tashen hankali na iya takaita rawar da maza ke iya takawa acikin al'umma tare da takure katabus dinsu, ya jefa matasan su cikin daukar makamai lokacin ta yadda tunanin su zai karkata zuwa fahimtan cewa rigima na iya warware matsaloli.

## Tsarin Da Ya Saurari Jama'a

Koda yake wannan daftari an samar dashi ne dan jagororin shirye-shirye, tambayoyin da aka samar a cikin sa za'a iya amfani dasu wajen tsara shirye-shirye da suka sake bada dama ga jama'a dan jin ba'asin su koma ayi amfani dashi wajen bada horo. Saka masu ruwa da tsaki cikin tattaunawa akan wadannan tambayoyi zai bada haske akan al'amuran da suka shafi jinsi tare da kankare wasu karerayi dama maganganu marasa tushe.

## Nazari Zuwa Aiwatarwa: Misalin Kasar Egypt

Bayan faruwar tashin hankali, zabe na iya zama wani matakin sauyin mulki cikin lumana daga wata gwamnati zuwa wata. Amma binciken ya nuna cewa mata na fuskantar tarzoma da rubi hudu akan yan uwansu maza, inda ake kai musu farmaki lokacin rijistar masu zabe, a mazabu, ko kuma a wasu wurare na gudanar da al'amuran yau da kullum.<sup>6</sup> Ana kaiwa mata masu zabe hari, da 'yan takara, da jami'an zaben, masu raji, ko kuma shugabannin jam'iyyu. A lokacin da aka gudanar da zabe a shekara ta 2011 a kasar Egypt, wassu mata sun fuskanci barazanar saki daga mazajen su idan basu zabi abinda mazan nasu suka jaddada musu ba.<sup>7</sup> Shirye-shiryen da suka gagara magance kalubalen da mata ke fuskanta a tsarin siyasa sun kawo nakasu ga mulkin demokadiyya tare da dakatar da mata daga shiga cikin harkokin siyasa. Iren-iren wadannan barazanoni na alamtata rashin tsaro a cikin al'umma.



## Nazari Zuwa Aiwatarwa: Misalin Kasar Sudan Ta Kudu

Tashin hankali ba kawai yana illa ga al'amuran da suka shafi jinsi ba ne, yana ma ingizawa ko rura wutar tarzoma. Tarzomar kasar Sudan ta Kudu ta fara ne a watan Disamban shekara ta 2013 kuma nazarge-nazarcen da akayi sun maida hankali ne akan al'amuran da suka shafi siyasa. Amma sabon nazarin da akayi ya kalli sadaki ne, ta yadda ake kallon jumlar hajoji a matsayin alkibla daga iyalan ango zuwa iyalan amarya-zuwa tashin hankali.<sup>8</sup> Sadaki mai tsada na iya kawo matsala ga yunkurin aure wanda kuma ka iya haifar afkuwar tashin hankali. Misali, shiga kungiyoyin 'yan tada kayar baya ko aiwatar da satar shanu ta hanyar jikkata jama'a da makamai zai taimakawa maza wajen samun dukiya dan biyan kudin aure. Idan shirin samar da zaman lafiya a Sudan ta Kudu (South Sudan) kawai ya warware matsalolin siyasa da gudanarwa yayi watsi da al'amuran da suka shafi jinsi, tarzomar yau-da-kullum kamar satar shanu za'a manta da ita kuma al'ummomi zasu ci gaba da zama cikin garari.

## Me Yasa Nazartan Al'amuran Jinsi Ke Da Muhimmanci Ga Shirye-Shirye?

Nazari akan tashin hankali yana nufin yin kallo na tsanaki ga abinda ake dashi a kasa, karantar wadan da lamarin ya shafa da wadan da ke aiwatar da lamarin dama duba abubuwa da yawa game da rikicin dan fahimtan inda tashin hankali ke samo asali. Yin nazari akan tashin hankali ta mahangar jinsi yana samar da fahimtan alakar dake tsakanin iyaye maza da mata da yara maza da mata dama sauran rabe-raben jinsi dake fuskantan tarzoma a cikin al'umma, wannan kuma ya hada samun dama da sarrafa arziki da yanke hukunci ko daukar mataki a fannoni da dama.

# Hanyoyi Uku Na Yin Nazari kan Al'amuran Jinsi

Ya kamata yin nazari akan al'amuran jinsi ya tantance ko manufar shiri ta daidaita da lamuran jinsin da al'ummar da ake shirin dan ita ke dasu. Wannan daftari na gabatar da hanyoyi uku na nazartan al'amuran jinsi da zasu yi kallo na tsanaki da suka shafi hukumomi, zubin al'umma da al'adun ta da kuma hanyar kyautatuwar al'amura.



## Mata, Zaman Lafiya da Tsaro

**Hanyar da ta Shafi Hukumata**  
Sauyin Hukumomi



## Dabi'un Maza Marasa Illa

**Mahangar Al'umma da Al'ada**  
Sabon Nazari



## Alamomi Masu Kama Da Juna

**Hanyar Kyautata Lamari**  
Fadada Janyo Jama'a

# Mata, Zaman Lafiya da Tsaro

Fasaltacciyar hanya tana bayani akan yadda ake warware tashin hankali da yaki da ya shafi iyaye mata da sauran mata, tare da zayyana irin rawar da mata suka taka ko suke takawa wajen samar da zaman lafiya. Wannan hanya ta yarda da cewa zaman lafiya da tsaro na samun dawwama idan akayi la'akari da gudummawar da mata ka iya bayarwa kamar takwarorin su maza a fannin kare faruwar tashin hankali, samar da sauki da farfadowa dama jaddada zaman lafiya.

Hujja daga tsarin aiwatar da sidirar kwamitin tsaro na majalisar dinkin duniya mai lamba 1325 ta zayyana cewa mata na shiga cikin al'amuran samar da zaman lafiya, a kodayaushe mahangar su ta shafi daidaita iko da sasanci, bunkasar tattalin arziki, ilimi da tsarin shari'a-duk wadannan abubuwa

ne masu muhimmanci ga samun zaman lafiya mai dorewa.<sup>9</sup> Wani bincike da ya shafi yarjejeniyoyi da yawan su yakai 156 ya gano cewa idan aka samu mata acikin yarjejeniyoyi da suka shafi zaman lafiya, yarjejeniyoyin na iya yin nisan kwana har tsawon shekaru 15 da kuma kaso 35 cikin 100.<sup>10</sup> Saboda haka wannan maudhu'i na mata, zaman lafiya da tsaro yana hankoron karfafa wannan aniya.

Aiwatar da wannan hanya yana bukatar yin amfani da tubarau ko gilashin da zai kalli al'amuran da suka shafi jinsi dan jaddada daidaito tare da inganta shiri dama dokokin da suka shafi abinda zai faru daga baya. Hangen zai bada dama ga masu tsara shirye-shirye su gano tare da warware wasu abubuwa da suka faru dama irin rawar da iyaye mata da 'yan mata zasu taka.

Doka da ta shafi mata, da zaman lafiya da tsaro an rattaba mata hannu ne a kasar Amurka a ranar 6 ga watan Oktoban shekara ta 2017, kamar yadda aka kirata (Public Law No. 115-68) a turance. Ta jaddada kyakkyawa manufar saka mata da taka rawar su a cikin al'amuran da suka shafi zaman lafiya da tsaro da nufin kiyayewa, magancewa tare da sasanta tashe-tashen hankula. Dokar ta tabbatar wa majalisa damar sa'ido akan kokarin Amurka na shigar da al'amuran jinsi a bangaren hulda da kasashen waje, da raya kasa, da ayyukan da suka shafi tsaro a wuraren da tarzoma ko tashin hankali ya shafa.

## Tambayoyi:

- Yaya girman damar da mata suke samu yake lokacin yanke hukunci ko daukar mataki a gidaje, al'umma da gwamnatin kasa?
- Shin mata suna da dama ta dai-dai wa deda da maza a bangaren rike mukamai na hukuma da wanda ba na hukuma ba?
- Menene fyade da cin zarafi da ya shafi jinsi ga maza da mata?
- Shin mata suna da iko akan samun su na kashin kansu da wanda ya shafi iyali? Shin mata na iya gado ko su mallaki kasa ko kadara?
- Menene yancin zirga-zirga? Shin mata na iya yawatawa cikin walwala kuma fiye da yadda aka san fitar su ta kullum?

## Nazari Zuwa Aiwatarwa: Misalin Najeriya

Najeriya ta samu ci gaba ta bangaren sauyawa rundunar sojin ta fasali da rubanya yunkurin yakar kungiya mai tsatstauran ra'ayi ta Boko Haram, amma adaidai lokacin da wannan ke faruwa, kasar ta fuskanci yawaitar 'yan gudun hijira dama bukatun neman dauki. An samu mika mulki cikin lumana, zaben shugaban kasa na shekara ta 2015 nasara ce babba, amma mulki da zai bawa kowa dama yana bukatar yunkuri ba kakkautawa. Masu aikin zaman lafiya a Najeriya dake hankoron kyautatuwar mulki dole su nazarci yadda mulki ke rugujewa ta fuskar jinsi a madafun iko na gwamnati da wanda ba na gwamnati ba, wannan nazari yana bukatar a yi shi cikin nutsuwa. Misali, shin mata nada wakilci



a majalisar kasa, bangaren shari'a, da ma'aikaton gwamnati? A wane matsayi matan ke samun wakilci a wadannan wurare? Nazartan damawa da mata a matakin yanke hukunci a kungiyoyi da yawa, da matsayin su a muhimman batutuwa, gano wadannan al'amura zai taimaka wajen gano matsalolin dake zama tarnaki ga shirye-shirye da suka shafi mulki da gudanarwa. Idan mata basu da wakilci a mukamai na hukuma, jagororin shirye-shirye zasu bukaci samar da bigire ko dandamalin da zai gabatar da mahangar mata ga tsarin hukuma.

# Dabi'un

## Maza Marasa Illa

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Wannan hanya ta dabi'a da al'ada ta nazarci yadda tashin hankali ke shafar dabi'u da suka samu sakamakon wanzuwar al'umma da suka shafi maza da yadda aka dauki aikata tarzoma da maza keyi a matsayin hanyar warware matsaloli.<sup>11</sup> Zama namiji ya kunshi halaye, dabi'u da wassu abubuwa da al'umma ke tsammanin maza su aikata su. Mafiya yawa daga cikin dakarun yaki maza ne, kuma sune ke aikata laifukan tashin hankali lokutan zaman lafiya. Amma maza akan kansu ba masu son tashin hankali ba ne.<sup>12</sup> Wannan mahanga ta aminta da cewa tashin hankali da yanayin tashin hankali wadda ya hada da-cin zarafin da ya shafi jinsi<sup>13</sup>—nada mummunan tasiri ga iyaye maza da yara maza dan haka akwai bukatar yin mai yiwuwa wajen magance shi.

Mahangar halayya da dabi'un maza na bayyana yadda tunani ya canja daga abinda aka sani na cewa maza sune masu aikata tashin hankali zuwa kaulin dake cewa al'amarin maganganu kawai da al'umma ta gina wadda kuma za'a iya amfani dasu wajen jaddada zaman lafiya. Shirye-shirye kamar su “Young Men's Initiative in the Balkans” wadda suka kudurci sauya fasalin dabi'un al'umma ta hanyar aiki da matasa maza a makarantu, da sansanin horar

da matasa lokacin bazara, da koyar da sana'o'i a makarantu, dama amfani da kafafen sada zumunta na zamani dan wayar da kan mutane akan halayen da ake ganin maza na dasu da ba na tashin hankali ba, da girmama mutane masu jinsi mabanbanta. Karbabbiyar dabi'ar maza a wannan fuskar tana kokari ne na bayyana kallon da ake yiwa maza a matsayin yan ingiza tashin hankali da kokarin kawar da tarzoma ko tashin hankali a matsayin wani fanni na rayuwar maza. Wannan hanyar ba tana kunyata iyaye maza da yara maza bane, kawai dai tana yunkuri ne na bada haske akan hanyoyin lumana da halayen kwarai da namiji yake da su<sup>14</sup>. Ga misali, wannan darasi zai bukaci yin tambayar cewa dalilan da suka sa iyaye maza da yara maza basa neman taimakon 'yan'uwa da abokai lokacin da suka shiga dimuwa. Menene illolin halin rashin tabbas ga iyaye maza da yara maza? Akwai abubuwa da yawa da ake ganin maza ne kawai zasu yi-kamar rarraba dawainiyar kula da iyali-yana janyo nunawa ko fifta jinsi da haifar da rashin daidaito. Wannan darasin na baiwa maza damar amfana da hanyoyin lumana da daidaita jinsi.

## Tambayoyin Da Zasu Taimaka:

- Wadanna sharuda ko ka'idoji ne ake tsammanin matashi namiji ya cika kafin a dauke shi "cikakken mutum" acikin al'umma? Shin akwai gibi tsakanin abinda ake tsammani da abinda yake na gaske?
- Wadanna irin sakonnin da suka shafi jinsi da ake amfani dasu wajen shigar da maza cikin kungiyoyin tada kayar baya ko bore ko kungiyoyin tsatstsauran ra'ayi? Shin wadannan sakonnin suna da banbanci da wadan da ake amfani dasu wajen shigar da mata cikin wadannan kungiyoyi?
- Yaya zurfin yin amfani maganganun da suka shafi maza suke ta fannin tashin hankali? Ta wadanne hanyoyi?
- Menene muhimman bukatun maza a lokutan yarjejeniya? Ta wace hanya suka yi banbanci da na mata?
- Shin yaya girman rashin goyon bayan maza yake ga mata ko kin amincewa da shugabancin mata da daidaito a tsakanin jinsi?
- Wane irin hanyoyin za'a bi ko matakai da za'a dauka dan maza su goyi bayan karfafa mata a wuraren da tarzoma ta shafa?

## Nazari Zuwa Aiwatarwa: Misalin Tunisia

Ana gani tare da yabawa ga yadda mika mulkin demokaradiyya ya kasance a kasar Tunisia a matsayin wata nasara daga juyin juya halin kasashen larabawa da ya faru a shekara ta 2011, amma har yanzu kasar na fama da karancin ayyukan yi, lalatattun ma'aikatu da hukumomi dama barazana daga masu tsatstsauran ra'ayi. Dole kasar Tunisia tayi mai yiwuwa dan magance kungiyoyin masu



tsatstsauran ra'ayi daga shigar da matasan kasar cikin kungiyoyin. Rashin aikin yi na karuwa, matasa kuma har suna kara runguman tsohon yayin salon shigar su. Yin tambaboyi akan hanyoyin gargajiya na girma ko zama cikakken namiji zai taimaka wajen fahimtar hanyoyin da kungiyoyin masu tsatstsauran ra'ayi ke shigar da mutane cikin su dama abinda ke jan hankalin matasan wajen shiga kungiyoyin. Ga misali, ta yaya yaro namiji ke zamowa cikakken mutum? Shin samun aikin yi ko wani karfin fadi aji na nuna cewa yaro ya zamo cikakken mutum? Shin a ina matasa maza zasu nemi aiki idan babu aikin? Ana iya lalubo wasu hanyoyin da yara ka iya zamowa cikakkun maza cikin ruwan sanyi.

# Alamomin da Suka Hadu da Juna

Wannan hanya mai hankoron kyautata lamari ta yadda da cewa alamomin jinsi nada saukin sarrafawa kuma al'adun kowace al'umma da tsarin ta da dokokin ta ne suka samar da wadannan alamomi. Wannan fahimta tayi amanna da ra'ayin da ya dauki yanayin al'umma da muhimmanci, bisa la'akari da cewa ba'a warware matsala a kadaice, har sai an tuntubi bangarori daban-daban.

Dukkan mutane suna da jinsi. Yana da muhimmanci ayi la'akari da abubuwa kamar su shekarun mutum, kasancewa mai aure ko a'a, yaren mutum, jinsin mutum, matsayi a cikin al'umma, yare, addini, kuma karsashi na iya shafar abinda mutum ka iya fuskanta a cikin al'umma. Wannan fahimta ta ginu ne akan nazarin dake cewa wasu alamomi na dan'adam da aka tauye suna tuntuban juna su kuma ba za'a fahimce ce su ba a killace.<sup>15</sup> Tare da fahimtar muhimmancin wadannan ababe, wannan darasi ya yi dogon hange da nazari akan alaka da karfin iko game da al'umma dama tasirin a bangaren ikon sarrafa arziki, da zirga-zirga da wasu batutuwan.

Ka'idojin al'umma-musamman rawar da maza da mata kan taka dama zaton al'umma a garesu da ita al'ummar ke dauka a matsayin daidai ko mai amfani-

a wasu lokuta ba sa tirjiya ga canji.<sup>16</sup> Wannan sashi na kokarin fahimtan yadda alamomin da yawa ke shafar tasirin su dama ikon su a wani yanayi, sannan ayi kokarin fahimtan ko al'umma na iya warware kuni-kunjin da ke cikin ta ko a'a. Ta hanyar neman fahimtan tsarin iko, wannan darasi zai taimakawa wannan sashi mai bayani akan inda alamomi suka yi kicibis da juna zai taimaka wajen tunkaran wasu ka'idojin al'umma da suke janyo karfafa rashin daidaito, musamman rashin daidaito da ya shafi jinsi.

## Tambayoyin Da Zasu Taimaka:

- Shin ka'idojin da ake dasu a gida, cikin al'umma ko a matakin kasa suna karfafa ko kalubalantar abubuwan da kan taimakawa ruruwartashin hankali?
- Yaya kafafen yada labarai ke bayyana halayya da dabi'un maza, mata, yara maza da yara mata? Shin nau'in halitta ko kasancewa namiji ko mace na samun wakilci a kafar yada labarai?
- Ta wace hanya rawar da maza da mata ke takawa da bata shafi hukuma ba ke ingiza tashin hankali?
- Me ke samun maza, mata dama jinsi mafi karanci wadan da suka sabawa ka'idojin jinsi? Wace irin sabawa ce ake matukar ki?



- Ta yaya irin dokoki da abubuwan da mutane keyi-kodai a hukumance ko ba'a hukumance ba kan taimakawa ruhuwar tashin hankali?
- Menene ya faru ga mata, maza, da kuma 'yan tsirarun mata da maza waƙanda basu yarda da tsarin jinsi ba? Waƙanne bangarorin rashin daidaito ne aka fi yarda (kin yarda) da su?
- Waƙanne dokoki da halaye ne da ake da su – a hukumance ko ba a hukumance ba – waƙanda ke daidaita bambancin jinsi ko kuma za a iya amfani da su don nuna bambanci?

## Nazari zuwa aiwatarwa: Misalin kasar Ukraine

Matashiyar demokaradiyya a kasar Ukraine zata ci gaba da fuskantar tarjiya da matsala in ba ta magance rabuwar kai dake gabashi da yammaci ba, musamman tun daga shekara ta 2014 lokacin da kasar Rasha ta hade Crimea ajikinta. Kasar tayi fadi-tashin ganin ta tsugunar da tarin mutanen da suka bar muhallai ko gidajen su a 'yan shekarun nan. Kodayake cikin karamin nazari mutum na iya tunanin cewa maza zasu fi samun damammaki ta fuskar tattalin arziki da shirye-shiryen tsugunar da mutane a sabbin muhallan su, da yawa sun sha wuya kafin su samu aiki bayan da tashin hankali ya daidaita su-hakanan samun ayyuka masu mukami irin wanda suka rike a baya ya zama da wahala. Cikin kallo na tsanaki yana da muhimmanci a fahimci yadda wasu dalilai irin su lardin da maza suka fito (gabashin Ukraine) ko yare (yaren Rasha da na Ukraine) na shafar damammakin tsugunar da mutane a sabbin al'ummomin su. Abinda yazo da mamaki shine mata sun samu damammaki da ke da danganta



da tattalin arziki dama damar shiga makarantu da kasuwanni, ga misali. Shirye-shiryen zaman lafiya da suka shafi irin wadannan mutane zasu samu damar fahimtan yadda asali ko alamomin da mutanen da rikici ya daidaita suke shafar su. Hakan kuma na shafar irin rawar da maza da mata zasu taka ta bangaren hukuma da wanda ba na hukuma ba. Shirye-shirye na iya aiki ko tuntuban musamman maza dan fahimtan karin matsin lamba na waje akan dalilan su kin jagorantar tashin hankali a gabashi. Fahimtan wannan al'amari ka iya haskaka sabbin damammaki na yin aiki a al'umomin su.

# Ci gaba da sharhi kan al'amuran jinsi

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**T**sara shiri-kodai manufofi da muradun sa suna yunkurin magance al'amuran jinsi ko a'a-lallai a kodayaushe ya bada kulawa ga al'amuran da suka shafi jinsi. Akwai matakai uku da aka bada shawarar daukan su dan nazartan al'amuran jinsi a yanayi irin na tarzoma. Matakan ko hanyoyin sun banbanta da juna ta fuskar tsarin su-daga wata mahanga ta kusa-kusa akan wasu batutuwa da suka shafi mata ko maza zuwa nazari mai fadi kan abinda maza ko mata kanyi a cikin al'umma.

Shiri ko aiki na iya yin amfani da daya ko da yawa daga cikin matakan. Masu aiwatar da shiri ko aikin na iya farawa da hanya ko darasin da ya shafi mata, zaman lafiya da tsaro amma suna iya gano cewa hanya ko mahangar alamomi masu kamanni da juna tafi muhimmanci. Yayin yanke hukunci game da hanya ko mahangar da za'a dauka, yana da kyau ayi la'akari da munufa da burin da shiri ko aiki yake so ya cimma, kama daga dabi'u da ka'idojin al'umma dama nazartan wani amfani ko gajiyawa ta musamman da kowace hanya ko mahanga zata bayar idan anyi amfani da ita. Tana iya yiwuwa cewa wata hanyar ko mahangar tafi wata. Samar da zaman lafiya a kodayaushe yana lura ne da yanayin da yake a kasa.

Babu wata ka'ida guda daya ta gano wace hanya ko mahanga ce tafi kowacce. Amma yin tambayoyi da nazartan al'amuran jinsi ta hanyar yin amfani da hanyoyin da aka zayyana a baya, zai taimaki masu tsara shiri tare da habaka yiwuwar cimma buri da manufar shiri ko aikin da ake tsarawa.

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## Daftarin Dake Bada Kulawa Ga Jinsi

Daftarin da ke bada kulawa ga jinsi kundi ne da akayi nazari a tsanake wajen samar da shi da zai saukaka yadda za'a rika bada kulawa tare da amfani da al'amuran da suka shafi jinsi yayin tsara wani shiri ko aiki. Saboda aikin samar da zaman lafiya ya dogara da nazartan al'amarin da yake dubawa, daftarin da ke bada kulawa ga jinsi ya gabatar da hanyoyi uku na nazartan al'amuran da suka shafi jinsi-mata, zaman lafiya da tsaro; halaye da dabi'un maza na kwarai; da asali ko alamomi da suka hadu da juna-an samar da su da nufin fuskantar al'amurn jinsi dan kyautata tsara shirye-shiryen jaddada zaman lafiya.

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## Matashiya Game da Hukumar Wanzar da Zaman Lafiya

Hukumar wanzar da zaman lafiya ta kasar Amurka hukuma ce mai zaman kanta wadda majalisa ke samar da kudaden da take aiwatar da ayyukan ta, hukumar tana fatan cewa samuwar duniya ba tare da tashe-tashen hankula ba abune mai yiwuwa, abinda zai iya aiwatuwa, kuma abu mai muhimmanci ga Amurka da tsaron duniya. Wannan hukuma da ake yiwa lakabi da USIP tana aiki dan cimma wannan buri a yankunan da ke fama da tashin hankali, tana aiki cikin hadin gwiwa da jama'a, gwamnatoci da kungiyoyi daga yankunan dan kare tashin hankali zamowa yanayin zubda jini dama dakatar da zubda jinin a inda tarzomar ta kazan ta. Hukumar tana bada horo, da yin sharhi tare da samar kaya da yanayi ga mutane, ma'aikatu da gwamnatoci dan samar da zaman lafiya.



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