

## Taageerida Ganacsiyada Yar-yar si Loo Fuliyo Xeerarka Shaqada iyo Shaqaalaha ee Minneapolis

**Main Street Alliance** iyo **Workplace Justice Lab** oo ka qeyb ah jaamacada **Rutgers** ayaa wada galay iskaashi xiiso leh, iyada oo taageero ay ka heleen **W.K. Kellogg Foundation**, si loo fahmo istiraatiijiyadaha ugu haboon ee taageeraya soogalootiga iyo dadyago nidaamku si dadban u takooro o oleh ganacsiyada yar-yar si loo abuuro shaqooyin caafimaad qaba, cadaalad ah, iyo shaqooyin sinaan ku salaysan iyada oo la raacayo sharciyada shaqaalaha iyo shaqaleysiinta. Waxaan ka wada shaqeyneynaa qeybta fulinta sharciyada shaqaalaha ee Minneapolis (**Minneapolis' Labor Standards Enforcement Division**) iyo milkiileyaasha ganacsiga yar-yar si loo helo xal wax ku ool ah ee caqabadaha gaarka ah ee carqaladeeya inay si buuxda u guulaystaan ganacsiyadaas iyo bulshadooduba.

In kasta oo ganacsatada qaar ay si ula kac ah u qaataan dhaqan ganacsi oo ka faa'iideysanya shaqaalaha, kaas oo u baahan sharci xoogan oo ilaaliyo xuquuqda shaqaalaha, haddana ganacsiyada badankood waxa ay door bidayaan istiraatiijiyad ku saabsan hormarinta iyo maalgashiga shaqaalahooda hadii ay helayaan taageero dawladeed iyo ka hortag sax ah.

Waxaan si gaar ah u danaynaynaa inaan taageerno ganacsiyada aadka u yar-yar ee ay leeyihiin soogalootiga iyo milkiileyaasha si dadban nidaamku u takooro oo caqabado badan la kulma, oo ay ka mid tahay helitaanka raasmaal iyo adeegyo taageera. Annaga oo si qoto dheer leh u fahmayna waaxyaha muhiimka ah iyo shabakadaha ganacsiyeed ee ay ku shaqeeyaan, yoolkayagu wuxuu yahay in aan soo saarno ama ogaano xiliga iyo ka hortaga ugu muhiimsan ee taageeraya ganacsatada si ay u noqdaan kuwo sameeya faa'iido iyaga oo isla markaana bixinaya shaqooyin tayoleh. Mashruucan waa kii ugu horreyay ee noocan oo kale ah, wuxuu na horsed u noqon karaa faa'iidooyin muhiim ah u yeelan karaa shaqaalaha, ganacsiyada, iyo dhaqaalaha maxalliga ah.

Wagtigan jooga, magaalooyinka iyo gobolada Mareykanku, waxan kala soocaa taageerada ganacsi yar-yar iyo meel marinta shaqada. Xitaa marka ay howlahan si guud ugu qoran yihiin isla wakaaladda ama xafiiska, caadiyan iyagu si wada jir ah uma shaqeeyaan. Taas macnaheedu waxa weeye in ay jirto fursad ay iska kaashadaan taageerida ganacsiyada yar-yar iyo in ay ka caawiyaan inay u hogaansamaan xeerarka shaqada.

Magaalad Minneapolis waxa ay si gaar ah loogu meeleeay si wax looga qabto caqabadahaas maadaama ay u leedahay taariikh in ay ku yaalaan ganacsiyo yar-yar oo xoogan leh, xurunta shaqaalaha iyo in ay jiraan waxaaha magaalada Minneapolis ee xoqooda madaniga iyo tan fullinta sharciyada shaqaalaha (City of Minneapolis Department of Civil Rights, Office of Labor Standards Enforcement Division, and the Minneapolis Small Business Office). Martigaliyayaasha mashruucuhu waxay sahaminayaan arrimahan 6-dii bilood ee la soo dhaafay. Waqtigaan, MSA waxay u la xidhiidheen 325 ganacsi iyo 27 ururda bulshada (community organizations). Isla markaana, kooxda cilmi-baadhistada ee jaamacada Rutgers ayaa iyaguna baadhayay xeerarka iyo daraasaad muwduucan ku aadan si ay u fahmaan dadaallada lagu taageero ganacsiyada yar-yar ee dowladaha iyo ururada adduunka ka jira ee hirgalay.

Tallaabada xigta ee mashruuceena waa ka soo qeybgalka dhamaan dadyawga hawshan saamayso oo aad adigu ku jirtid! Xubnaha wareegan waxa ka mid ah milkiilayaasha ganacsiga yar-yar, wakiillo ka socda ururada bulshada, barayayaal, iyo xubno dowladda ka tirsan. Si wada jir ah, xubanaha wareeggan ayaa tilmaami doona oo fulin doona faragalinta cusub ee tijaabada ah ee loogu talagalay in loo abuurto shaqooyin wanaagsan soogalootiga iyo dadyawga nidaamku si dadban u takooro ee reer Minneapolis ah. Intaa waxaa sii dheer, wareegga ayaa bixin doona jawaab celin si loo habeeyo loona qaabeeyo mashruucan tijaabada ah oo dhawaan bilaabmandoono. Mashruucan tijaabada ah oo ah kii ugu horeeya ayaa loo sameeyay si ay u helaan taageerada joogta ah oo ku saabsan in ay laga kaalmeeyo hawlaga ganacsiga ee ku aadan mushahar bixinta (payroll), wakhti ilaalinta (time-keeping), iyo maqal-maamulka (point-of-sale) taas oo aad muhiim u ah in ay ganacsatadu raacaan xeerarka ku aadan shaqada iyo shaqaalaha. Iyada oo taageero laga helayo xubnaha golaha ee Koski, magaaladu waxay siineysaa lacag lagu caawiyo hirgelinta mashruucan tijaabada ah. Dabcan, waxaa jira faahfaahin badan oo la go'aaminayo oo waxaan u baahan nahay fikradahaaga si aan u hubinno inuu mashruucan tijaabada ah guuleysto.

## **Martigaliyayaasha Wareegan ee**

### Main Street Alliance

Main Street Alliance (MSA) waa haayad ay aasaaseen hoggaamiyayaasha ganacsiga yar-yar 2008. MSA waxay abaabushaa ganacsiyo yar-yar in ay ka qeyb galaan loolanada ku saabsan arrimaha muhiimka u ah ganacsatada, shaqaalahooda, iyo bulshada ay u adeegaan. MSA ayaa ujeedadeedu tahay inay dhisto ganacsato awood badan, is-maalgalin kara, dad kala duwan ka qeyb yihiin- oo ganacsataduna xubin ka noqdaan ururka ganacsatada yar-yar kaa oo wax ka badali kara wararka dhaqaalaha, siin kara awood siyaasadeed, oo ku guuleysan kara dib u habaynta siyaasada ee milkiilayaasha ganacsiga yar-yar, shaqaalaha, iyo jaaliyadaha.

### The Workplace Justice Lab @ Rutgers University

Workplace Justice Lab ee Jaamacada Rutgers wuxuu u jiraa inuu wax ka qabto sinnaan la'aanta dhaqaale iyada oo loo marayo taageeridda, xoojinta, iyo kobcinta hal-abuurnimada ee waxyaha dowladda iyo abaabulka. Waxaan tan ku sameyneynaa dhisidda bulshooyinka firfircoon iyo ku tababar, fullinta cilmi baadhisyo heer sare ah, iyo bixinta tababaro takhasus leh iyo tabar dheeri.

## **WadaHawlgalayayaasha Mashruuca**

### Minneapolis Office of Labor Standards Enforcement Division

Magaalada Minneapolis ee Xarunta Fulinta Halbeega Shaqada ee Minneapolis ayaa la asaasay sanadkii 2017 si loo dhaqan geliyo fasaxa marka uu qofku xanuunsanyahay, Mushaarka ugu Yar, iyo qaynuunnada mushaharka. Tan iyo markii la asaasay waaxdan, waxa ay bixisay ku dhawaad 4,000 oo la-talin ah waxaanay uruuriyeen ku dhawaad \$700,000 oo ku salahay sameynta 10,000 oo shaqaale ah. Waaxdan waa hoggaamiye qaran oo ku saabsan fulinta sharciyada shaqaalaha.