



## **kaarkabuundeeynta ee Fiscal Employer Agent (FEA) Su'aalaha badanaa la isweydiyo**

### **Waa maxay ujeeddada kaarkabuundeeynta?**

Ujeeddada kaarkabuundeeynta waa inuu kaa caawiyo inaad xulato IRIS consultant agency (ICA) oo ku saleysan arimaha adiga kuugu muhiimsan. kaarkabuundeeynta ayaa ku siinaya macluumaad Ku saabsan sida ay xubnaha hadda jira u dareemayaan FEA. kaarkabuundeeynta wuxuu kaloo bixiyaa macluumaadka xirrirka iyo xaqiiqooyinka kale ee ku saabsan FEA-yada ee laguu heli karo si aad uga xulatid

### **Halkee ayuu ka imanaya macluumaadka ku kujira kaarkabuundeeynta?**

Macluumaadka qaybta sahaminta kaqeybqaalaha wuxuu ka yimaadaa sahanka kuqanacsanaanta Ka-qeybqaalaha gobolka ee 2020 Xaqiiqda ururka ee qaybta Macluumaadka Dheeraadka ah waxay si toos ah uga timaadaa FEAs.

### **Waa maxay Sahanka kuqanacsanaanta Ka-qayb-galaha?**

Sahanka kuqanacsanaanta Ka-qayb-galaha ayaa ah aruurinta sanadlaha ah ee su'aalaha loo diray xubnaha hadda ka tirsan FEA kasta si ay uga soo ururiyaan jawaab-celinta ku saabsan khibradahooda FEA. Gobolka ayaa ururiya oo falanqeeya jawaabaha sahanka si loo ogaado sida ay kaqeybgalayaashu ugu faraxsan yihiin FEA-kooda iyo sida ugu wanaagsan ee ay FEA kooda uga caawiso buuxinta baahiyahooda.

### **Maxaa loola jeedaa faa'iido la'aan iyo faa iido?**

Nooca qeeybta hay'ada kujirto kaarkabuundeeynta waxay qeexaysaa nooca hay'ad kasto ee MCO ah. Urur aan faa'iido doon ahayn waa koox loo habeeyey ujeedo aan ahayn soo saarista faa'iido taas oo qeybna ka mid ah dakhliga ururka loo qeeybineen agaasimayasheeda ama saraakiisheeda. Hay'ad faa'iido doon ah waa ganacsi ku shaqeeya ujeeddada samaynta macaash.

**kaarbuundeeeynta ee Fiscal Employer Agent ( FEA)**  
**Hagaha cabirka**

| Sahanka kaqeeybgalaha |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                 |  |              |         |           |                |   |           |               |   |                 |               |   |           |               |   |             |         |   |       |
|-----------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------|--|--------------|---------|-----------|----------------|---|-----------|---------------|---|-----------------|---------------|---|-----------|---------------|---|-------------|---------|---|-------|
| Cabir                 | Qanacsananta guud ahaan                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                 |  |              |         |           |                |   |           |               |   |                 |               |   |           |               |   |             |         |   |       |
| Ilaha Xogta           | <p>Sahanka Qanacsanaanta ee 2020 – isugeeynta buundooyinka iyadoo la adeegsanaayo xogta su'aalaha sahanka soo socda:</p> <ol style="list-style-type: none"><li>1. Ma la xiriiri kartaa fiscal employer agent-gaaga markii aad u baahatid?</li><li>2. Intee jeer ayaad ka heshaa caawinta aad uga baahan tahay fiscal employer agent-gaaga ?</li><li>3. Sidee cad ayeey fiscal employer agent-gaaga kuugu sharaxaan walxaha adiga</li><li>4. Sidee taxadar leh ayuu fiscal employer agent-gaaga kuu dhageystaa?</li><li>5. Sidee xushmad leh ayuu Fiscal Employer Agent kuula dhaqmayaa?</li><li>6. Guud ahaan, intee ayaad jeceshahay fiscal employer agent-gaaga ?</li></ol> |                 |  |              |         |           |                |   |           |               |   |                 |               |   |           |               |   |             |         |   |       |
| Nidaamka Qiimeynta    | <table><tr><th>Buundooyinka</th><th>Xiddigo</th><th>Qiimenyta</th></tr><tr><td>90.0% - 100.0%</td><td>5</td><td>Heer sare</td></tr><tr><td>80.0% - 89.9%</td><td>4</td><td>Aad u wanaagsan</td></tr><tr><td>70.0% - 79.9%</td><td>3</td><td>Wanaagsan</td></tr><tr><td>60.0% - 69.9%</td><td>2</td><td>Dhexdhexaad</td></tr><tr><td>&lt; 60.0%</td><td>1</td><td>Liita</td></tr></table> <p>Boqolkiiba dhammaan jawaabaha su'aalaha sahaminta ee “Aad loogu qanacsanyahay” ama “si saa’id loogu qanacsanyahay.”</p>                                                                                                                                                           |                 |  | Buundooyinka | Xiddigo | Qiimenyta | 90.0% - 100.0% | 5 | Heer sare | 80.0% - 89.9% | 4 | Aad u wanaagsan | 70.0% - 79.9% | 3 | Wanaagsan | 60.0% - 69.9% | 2 | Dhexdhexaad | < 60.0% | 1 | Liita |
| Buundooyinka          | Xiddigo                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Qiimenyta       |  |              |         |           |                |   |           |               |   |                 |               |   |           |               |   |             |         |   |       |
| 90.0% - 100.0%        | 5                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Heer sare       |  |              |         |           |                |   |           |               |   |                 |               |   |           |               |   |             |         |   |       |
| 80.0% - 89.9%         | 4                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Aad u wanaagsan |  |              |         |           |                |   |           |               |   |                 |               |   |           |               |   |             |         |   |       |
| 70.0% - 79.9%         | 3                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Wanaagsan       |  |              |         |           |                |   |           |               |   |                 |               |   |           |               |   |             |         |   |       |
| 60.0% - 69.9%         | 2                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Dhexdhexaad     |  |              |         |           |                |   |           |               |   |                 |               |   |           |               |   |             |         |   |       |
| < 60.0%               | 1                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Liita           |  |              |         |           |                |   |           |               |   |                 |               |   |           |               |   |             |         |   |       |

| Cabir              | Jawaabid                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                |         |           |                |   |           |               |   |                |               |   |          |               |   |             |         |   |       |
|--------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|---------|-----------|----------------|---|-----------|---------------|---|----------------|---------------|---|----------|---------------|---|-------------|---------|---|-------|
| Ilaha xoga         | <p>Sahanka Qanacsanaanta 2020 - isugeyn buundooyinka iyadoo la adeegsanaayo xogta su'aalaha sahanka soo socda:</p> <ol style="list-style-type: none"><li>1. Ma la xiriiri kartaa wakiilka loo shaqeeyahaaga maaliyadeed markii aad u baahatid?</li><li>2. Intee jeer ayaad ka heshaa caawinta aad uga baahan tahay Fiscal Employer Agent?</li></ol>                                                                                                                                            |                |         |           |                |   |           |               |   |                |               |   |          |               |   |             |         |   |       |
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| Buundooyinka       | Xiddigo                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Qiimenyta      |         |           |                |   |           |               |   |                |               |   |          |               |   |             |         |   |       |
| 90.0% - 100.0%     | 5                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Heer sare      |         |           |                |   |           |               |   |                |               |   |          |               |   |             |         |   |       |
| 80.0% - 89.9%      | 4                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Aad u wanagsan |         |           |                |   |           |               |   |                |               |   |          |               |   |             |         |   |       |
| 70.0% - 79.9%      | 3                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Wanagsan       |         |           |                |   |           |               |   |                |               |   |          |               |   |             |         |   |       |
| 60.0% - 69.9%      | 2                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Dhexdhexaad    |         |           |                |   |           |               |   |                |               |   |          |               |   |             |         |   |       |
| < 60.0%            | 1                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Liita          |         |           |                |   |           |               |   |                |               |   |          |               |   |             |         |   |       |
| Cabir              | Tayada wadahadalka                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                |         |           |                |   |           |               |   |                |               |   |          |               |   |             |         |   |       |
| Ilaha xogta        | <p>Sahanka Qanacsanaanta 2020 - isugeyn buundooyinika iyadoo la adeegsanaayo xogta su'aalaha sahanka soo socda:</p> <ol style="list-style-type: none"><li>1. Sidee cad uyuu Fiscal Employer Agent arrimaha kuu sharxaa?</li><li>2. Sidee taxadar leh ayuu Fiscal Employer Agent kuu dhageeystaa?</li><li>3. Sidee si xushmad leh uu Fiscal Employer Agent uu kuula dhaqmaa?</li></ol>                                                                                                          |                |         |           |                |   |           |               |   |                |               |   |          |               |   |             |         |   |       |
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| Buundooyinka       | Xiddigo                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Qiimeynta      |         |           |                |   |           |               |   |                |               |   |          |               |   |             |         |   |       |
| 90.0% - 100.0%     | 5                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Heer sare      |         |           |                |   |           |               |   |                |               |   |          |               |   |             |         |   |       |
| 80.0% - 89.9%      | 4                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Aad u wanagsan |         |           |                |   |           |               |   |                |               |   |          |               |   |             |         |   |       |
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| < 60.0%            | 1                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Liita          |         |           |                |   |           |               |   |                |               |   |          |               |   |             |         |   |       |