

gkfn ; /sf/

>d tyf oftfoft Joj :yf dGqfno

j 0|zs /fhuf/ k@4@ af@{

/ofgllts ofhgf

@)^&÷^* - @)&!÷&@

laifo ; ĦL

laifo

kh

efu !

!=	k[7eld	!
@=	kðv ; jfn tyf rbfjtx?	%
#=	kl/sNkgf tyf Wbø	&
\$=	p27o	(
%=	/0fgllt	(
^=	glthfdhs /0fgllts ofhgf	!)
&=	sfoqmd Joj :yfkq	@)
*=	cgludg	@!

efu @

(=	sfo{ofhgf	@#
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cg, ĦL

!=	; xefulx?sf]; ĦL	\$\$
@=	vjl, sdhfjl, cj ; / tyf eo lj Znifof	%^
#=	nlhsn krdj s{	%*

efu !

!= k[7eld

!≠ gkfn / jD]zs >dahf/

/f]huf/L dfgj hljgsf] ; jfkws dxTj k0f{ cfj Zostf xf] . o; sf] dflldaf6 pknAw xg] cfoaf6 g}JolQm]cfknyf]/ kl/jf/sf] ; a}k\$fi/sf cfj Zostfx?sf]kl't{ugI kof; ub5 . To; p]pTkbfgzln / nfebfol /f]huf/Lsf nflu ; a}k0Tgzln x65g\ /f]huf/Lsf nflu b7sf] ; ldf jflx/ u}/f]huf/Ldf ; mUg xg]kl'sof jf ; mUg /x\$fi]cj :yfnf0{>d kjf; g elg65 .

gkfn df xfn em8}) kltzt 3/w/Ldf jD]zs /f]huf/df uPsf jf uP/ kms\$fi ; b:ox? /x\$fi]cgdfg 5 . sh 3/w/Lsf]sl/j #) kltztn]lj k]f0f /sd klt ub5g (CBS, 2009) . cf= j= @)^%÷^^ df gkfn df lj k]f0f /sd ?= @)(=& cj {cyff /fli60 cfof]!* kltzt /sd leqlof]-cy{dfno, @)^&_ . kjf;gsf]nfut u6TJo:yfg cg'f/ km/s kgIu/\$fi] kf065 . ef/tdf ; a66bf ; :tf]kb5 eg]o/fk / cdll/sfsf lj sl; t dhsit/ hff a9l vr{ nflu]u/\$fi]5 . ; hffkdf, >d kjf; g gkfnlx?sf]cflhlj sf /0fgllt -livelihood strategy_ sf]cTo6t dxTj k0f{kf6f]/ b7sf] ; sD0fsfnlg cy{oj :yfsf] cfwf/:tDesf]?kdf :yflkt xg kl\$fi]5 e6bf cToIQm gxf]hf .

o; jlrdf !(((*.((sf] thgdf cf6tl/s >dflqsf]kl/; 'sx?df pNnyglo kl/j t6 xg ; s\$fi]5g . Hofnf kfg]sddf !% jif6flysf dlxnsf] ; xeflutdf ; ldf6t a[4 e]!%≠! af6 !(= kltzt kl\$fi]5 . ; fxl cj lwdf hg; wof / /f]huf/Lsf]cgkft *\$# af6 36] *!≠ ePsf]5 . % blv !\$ jif{pd] ; dxsf afn>ldsx?sf]cgkft ##=(kltzt kl\$fi]5 . ojfx? s[if tyf c6o k/Dk/fut k7fklt cfliff xg ; s\$fi]5gg\ . gkfn df !% jif6flysf >dahf/df pknAw / cfly\$ ultjlwdf ; lso xg ; Sg]hg; wof !,!*,\$&))) /x\$fi]5 . To; dWb] !,!,%,!) /f]huf/Ldf ; mUg 5g\eg]@,(,&))) a7f]huf/ /x\$fi]5g\ . pknAw >dZIQm dWb] #%,%) ,))) cwa7f]huf/ /x\$fi]5g\ . nueu #! kltzt dflg; x?nf0{ k/f ; dosf]/f]huf/L pknAw 5g . of]:yltdf x/\$ jif{s/lj \$ nfv dflg; x? >dahf/df kj7 ugIu/\$fi]tYofsn]b7fp5 ->d ; a]f0f @))(_ . To; dWb]Ps 7hf]hdft lj Bfno 5f8\$fi] ojfx?sf]/x\$fi]5 . lzlff lj efusf]tYofs cg'f/ @)^& df dfq ! nfv #@ xhf/ lj Bfylx? P; =on=; l= df cglQ0f{ePsf lyP . >dahf/df kj7 ugI o:tf clwsfz ojfx? sg}tfnld, klzlf0f / Jofj ; fols ; lk lj gf g}kj7 ugIub5g\

ljutdf lj sf; sf kof; x?af6 cftl/s /fhuf/lst]l; hgf, cfocfhg / ; dGofosf lfgdf
pNnyglo pknAwl xfl; n ug{ ; lSPg . nldabf /fhgllts ; sDofsf, af/Daf/ bxfil/g
>lds / Joj:yfkg jlrsf ; d:ofx?, cft/fl60 cflys dGbl, zflgt ; /lff Joj:yfsf]
ckefj sf/ltn] ubf{lgbl lfgsf] dgfandf pNnyglo ?kdf Afl; cf0{ckllft nufgl xg
; ls/xsf] 5g . To:t} k]olf j]z nufglst] kjfxdf klg To; sf] kefj kl//xsf] 5 .
cfBflus pTkfbg, phf{pTkfbgsf lfgdf klta4 nufgl klg ljleG vfnsf cj/f]vsf sf/Of
sfoGj og xg g; ls/xsf]l:yln]ubf{/fhuf/l l; hgfdf c; / kl//xsf]5 . kjfvl/ nufotsf
lfgdf /fHon]u/\$f nufglaf6 klg koflt /fhuf/lst]l; hgf xg ; ls/xsf]5g .

pNnyvt k[7elddf gkfindf cftl/s >dahf/ lgs}; slrt xg ku\$]5 . /fhuf/lst]vflhl
ugx?sf] ; vofdf ctolws a[4 / cftl/s /fhuf/sf cj ; /x?sf] ; srgsf sf/Ofn] ubf{
ab]z /fhuf/ b]zsf nflu aflbids ePsf] 5 . km:j?k j]z /fhuf/df hfgx?sf]
; vofdf lbgfblbg a[4 xB}u/xsf]5 .

!=@ j]z /fhuf/df byf k/\$f kj]Qx?

cfkjf;g ; dXm /fhuf/lst nflu ljbz hfgx?df sd pd]sf / ; fklift ?kdf lzllft
ojfx?sf] ; vof a9l blvG5 . cln ; DkGg ju\$ JolQm? a9l cfsif\$ uGtJotkm lgDg
dVbdju\$ dn]zof tyf vf8l dhstkm / ljkGgju\$ JolQm? ef/tlo >dahf/df a9l
s[blt xg] kj]Q blvG5 . o; sf] nflu cfjZos nufgl eg] jrtaf6, crn ; DklQsf]
lj lqmaf6, kl/jf/ jf ; DaGwlsf] ; xofuaf6, lj lQo ; :yfsf] C0faf6, jf ufdlof lfgsf ; fx'
Jofkf/L; E]sf]C0faf6 cfkl't{xg]u/\$f] 5 . o; sf nflu pglx?n]rsf]Jofhb/ lrgkG]xG5 .
lj k]f0fsf]kj]Q xbf{em8}cfwf vf8l dhstx?af6 klt xg]u/\$f]kf0G5 .

7hf]; dXdf >d cfkjf; (Mass labor migration)M xfn gkfnaf6 em8}lbgf]gf}o eGbf a9l
dflg; x? j]z /fhuf/df hfg]u/\$f 5g\ . j]z /fhuf/df hfg]kj]Q dhse/ kfo
; ah; f]ufdlOf Pj +zx/L lfg, ; dbfo / ; dxsf JolQm?df plQs}a9bf]blvG5 / ax; vof
c:yfol ?kdf uPsf 5g\

cbf sfdbf/sf]afxlotfM ab]z /fhuf/df hfg]gkfnlx?df clwsfE -em8}&! kl'tzt_
cbf xg] u/\$f 5g\ . ; lldt ; vofdf hfg] blf sfdbf/x?df sf:6&g ; k/ef0h/
On]S6k og, d]g, sDo6/ ckf/, 8f0j / , 6]sgsn NkfG6 ck/f/, k\$S; g dg, :6ln knlj \$f/
; /lff sd{f/lx? /xsf 5g\ . To:t} cw]lf sfdbf/x?df l; sdl{ d]g xllk/, On]S6sn jf
d\$flgsn xllk/, ; xfos ss, jf/, km6 clkm, sd{f/L, n08k ck/f/x?, dfnlx?, knDa/x?,
Unf; s6/x?, k]6 s66h/x? xG5g\eg]cbf sfdbf/x?df lnsG/÷:jlk/x?, slif dhb/x?,

; /lff uf8x?, kl/r/x?, cfBflus sdbf/x?, ljdff:y nsf nfB/x?, / ah Jofox? /x\$ f 5g\

a9bf]uGtJo:ynMcfid gkfnl >ldsx?sf nflu klxn]ef/t Psdfq uGtJo:yn xg]ub{of]eg] clxn]:yfol kjf;l / 5fBf]; dosf nflu gkfnlx? ljZj sf ljleGg dh'sdf km]nPsf 5g\ 8fS6/, 0lGhlgo/, kflBfksx? h:tf a9l blf hgziQm o/fk, cd]v/sf, ci6]noftkm{hfg]ub5g\ eg]cw]bf / cb]f hgziQmsf]7hf]efu dn]zof, stf/, ; fpbl c/j, oP=0€ / c6o vf8l dh'sx?df a9l s]blt ePsf 5g\ t/ cem]klg ef/t hfgx?sf]; Wof lgs}7hf]/x\$]5 .

dlxnf ; xeflutfMxfnsf] dxTj kOf{kj [Q a]z /fhuf/sf] lfd]f dlnfx?sf] a9nf]?rl / ; xeflutf x]. j]z /fhuf/df hfgx?d]b] dlnfx?sf] cgkft !! kl'tzt; Dd kl\$ f 5 (UNIFEM) / kl'of jif{of]; Wofdf a[4 xB]u/x\$]5 . lgoGqofdvl glit tyf sfgGsf sf/Ofn]cem]klg dlnfx? emg\hfl]vdoQm cgfkrfl/s dfu{j f dflBdsf] kOf]u ug{af]b 5g\ cgejaf6 dlnfx?n]k?ifn]eGbf a9l lj k]fOf k7fpg]u/\$]b]vG5 .

Jo ; flos ljsf; Mlghl lfd]f j]z /fhuf/ Jo ; fosf] ljsf; csf] dxTj kOf{k]f x]. o; n]ubf{clxn]k]of ?kdf ahf/ vfhl, cledvls/Of, ; lk ljsf; , sdbf/x?nf0{j]z /fhuf/df k7fpg] sfdnf0{Ps Jo ; fosf] ?kdf cElsf/ ug] Ohfht k]t sDkglx? / lj k]fOfsf] kl'sofdf ; 3fpg] ; u]7t Pj +c; u]7t ; :yfx?sf] ; Wofdf h:tf l]df sDkg] p]n]y]glo a[4 ePsf]5 . o; u/l xfn Jo ; fo, oftfoft h:tf c6o lfd]f ck]of ?kdf nfe]lj t ePsf 5g .

!# j]z /fhuf/ k]4G afB\$]:yfkGf

; /sf/n]j]z /fhuf/ k]4Gsf nflu gofF; efj gfx?sf] vfhl ug{/ Jo ; yfkgsf] sfof0{ a9l Jo]l:yt Pj +k]f]sf/l agfpg, / j]z /fhuf/ / Jo ; fonf0{e/kb] ; /lft / dof]bt agfpg, sdbf/ / pglx?sf] kl/jf/nf0{ ; fdlhs ; /lffsf klj wfgx?sf] ljsf; df of]ubfg lbg j]z /fhuf/ Pq, @)^\$ sf] bkm #* df ePsf] Jo ; yf cg' f/ >d tyf oftfoft Jo ; yf dGq] jf /fHodGq]sf] c]b]lftdf ljleGg lgsfosf] kl'tlg]w]j /xg] Ps lj]zi6 lgsfosf]?kdf @)^% ; fndf j]z /fhuf/ k]4G afB\$]:yfkGf u/\$]5 . afB\$]f] eldsf lGdg 5gM

- **j]z /fhuf/ ahf/ ljsf; ug] gofFct//fli6** >d ahf/sf] vfhl'sf nflu c]b]og u/fpg] tyf j]z /fhuf/sf]cj ; / tyf hfl]vd af/] c]b]og cg' Gwfg ug]u/fpg]

- **j** ɔz /fɪhuf/ ; Dj Gwl ; ʔgf Joj:yfkg ug j ɔz /fɪhuf/ kə4ɔsf] nflu ; ʔgf ; sng, kʔfvg ug / ; ʔgf kʔfzg ug.
- **s** ɪ Joj:yfkg ug j ɔz /fɪhuf/ sNof0sf/L sf]sf]kl/rfng ug[u/fpg].
- **j** ɔz /fɪhuf/df uPsf sdbf/sf]xs lxt ; Af0f / sNof0sf/L sfo{ug j ɔz /fɪhuf/ldf uPsf sdbf/sf] lxt ; Af0f ; Dj Gwl cfj Zos sfo{ ug[u/fpg] ljbʔaf6 kmslɔPsf sdbf/sf] ; lk, kʔl / lghn] l; sʔf] klj lw pkofu jf /fi6ktdf nufpg]sfoɔmd thɔf sfof]og, cgludg / dNof]g ug sdbf/sf] ; fdlhs ; /If /0fgllt tyf sfo{of]hgf tof/ ug[u/fpg] / j ɔz /fɪhuf/df uPsf dlxf sdbf/sf] lgl0 ; /lft u]sf]:yfkgf u/L ; #fng ug. ; fy}cEeE e0{kmsPsf, czQm / c; ldnf0{cf]wfkrf/ ; xfotf kʔfg ug.
- **g** llt lgdff]df ; xofu kʔofpg] gkfn ; /sf/nf0{ ljleGg ljifodf ; ɛmj tyf ; Nnf lbg] -- ljleGg dh; E ul/g] >d ; Denf]f; Dj Gwl cfj Zos sfo{ug j ɔz /fɪhuf/ Joj; fonf0{ ; /lft, Joj]:yt / dof]ot agfpg tyf sdbf/ / Joj; folsf] xs]xtsf] ; Af0f ug ; DaGwdf cjndjg ug k]g] cNksfng / lbwɔfng gllt thɔf u/L kʔ ug j ɔz /fɪhuf/ P]sf] sfof]og ; DaGwdf ; dli6ut ?kdf clbog ug] ; fy}sf]g]sf] k]g]fjnf]g ug k]g] b]vPdf ; f]f] k]g]fjnf]g u/L cfj Zos ; wf/sf] nflu ; ɛmj lbg] ; jf zNs tyf k]4ɔ vr{ lgw]0f ug ; DaGwdf gkfn ; /sf/nf0{k/fdz{lbg] / gkfnl sdbf/n] labʔdf sdfPsf] cfo ; /n / ; he tl/sfn]gkfn leqɔfpg] ; Dj Gwdf cfj Zos kəGw ldnfpg tyf lj k]f0f Pj +; lksf] p]tkfbglzn l]df pkofu ug] nflu k/fdz{lbg].
- **l** godgsf] nflu ; xofu ug j ɔz /fɪhuf/ ; Dj Gwl sfgɔ lakl/t sg} sfd sf/jxl s; ʔf6 eP u/]sf] kf0Pdf cfj Zos sf/jflxf] nflu ; DalGwt lgsfodf n]v k7fpg] Ohffht k]kt j ɔz /fɪhuf/ Joj; fol, cledvls/0f, / ; lkdhs tflnd ug ; #yfs]cgludg ug[u/fpg].
- **c** ledvls/0f tyf tflnd sfoɔmd ; #fng ug j ɔz /fɪhuf/ cledvls/0f tflnd lbg]; #yf bt]f{ug{of]otf t]g]sf ; fy}tflndsf]kf7ɔqmd thɔf / ; j]s]t ug ; lk lj sf; , pBdlzntf tyf efiff tflnd sfoɔmd ; #fng ug j ɔz /fɪhuf/; Dj Gwl r]gfdhs sfoɔmdx? /]Bof] 6]hlehg tyf kqk]sf]f/f lgoldt ?kdf k]f/ k]f/ ug[u/fpg]. dlxfn?n]cledvls/0f tflndsf]nflu lt/]sf]zNs ; f]wef{lbg]. hgr]gfdhs tyf cledvls/0f sfoɔmd tof/L, kʔfzg tyf k]f/ ug /
- **k**]tj]g tof/ ug]cfknh]; ~rfng u/]sf]sfo{x?sf] aflifɔ kl]tj]g gkfn ; /sf/ ; dl] kʔ ug.

!\$ sfoj lw tyf ; ldf

/Ofgllts ofhgf thdf ubf{ pknJw ; fdfullx?sf] clbog, af\$sf sdf(lx?; E 5nkm, kmf\$; ; dx 5nkm -; /sf/L ; :yf, lj sf; ; femf/, kqsf/, 6\$ olgog, Dofgkfj / Phf; , gful/s ; dfh Pj +u} ; /sf/L ; :yf, kZ] f/x?, cfkj f; af6 kms\$ sf sdbf/ / o:tf sdbf/sf ; :yfx?; E_ ul/of]. ; f]sfoqnd af/]af\$sf ; b:ox?; E 5nkm u/L /Ofgllts ofhgf thdf klqmf cl3 a9fpg ; xdl t kkt ul/of]. /Ofgllts ofhgf thdfsf nflu ; /f\$ /jfnfx? ; E tlg lbg] ; xeflutfds sfozfnf cfofhgf u/L 5nkm ul/Psf] lyof]. ; xefulx?sf] ; Fl cg! Fl ! df lb0Psf]5 .

cGt//li60 cfkj f; ; u7g (IOM) sf] ; xofu tyf >d tyf oftoft Joj :yf defno Pj + jD]zs /fhuf/ ka46 af\$sf] kxndf @)^& cliff9 blv cfIzjg ; Dd ; DkGg ePsf kmf\$; dx 5nkmx? tyf ; /f\$ /jfnfx?; E sf] ; xeflutfds sfozfnfsf l; kmf/zx? clenv u/L of]/Ofgllts ofhgf thdf ul/Psf]5 .

@ jD]zs /fhuf/ lqsf kv ; jfn / rgtlx?

jD]zs /fhuf/af6 kkt xg]nfe kv?kdf ; du jD]zs /fhuf/sf] rqm -k|yfgk] \$f] tof/L, ; klj sf; , cledvls/ofblv lnP/ k|yfg_ uGtJo dh\$df ; Af0f, ; %lft ?kdf lj k]of k7fpg] klqmf, lj k]ofsf] pTkfbg lqdf nufgl, ; fdlhs kFl / kmscfPkI5 ; dfhdf kg]Psls/of; Dd / To; ; E ; DalGwt sfggl, ; :yfut kofnlsf] kefj sf/L Joj :yfkGdf lge{ ub5 . o:tf k]f(x? lj sf; xE} uPsf 5g\ tyfkl olgsf] kefj sf/L Joj :yfkG / sfof]j ogdf cem}; jfnx? /x\$ 5g\

cledvls/of tyf ; r]gmjD]zs /fhuf/df hfg rfxg}sf nflu /fhuf/L, cjndag ug[kg] klsf / ; Da4 hfyl; Da6wL cfj Zos ; Dk0f{s/fx?sf] k] hfgsf/L u/fpg ; lsPsf] 5g h; n]ubf{w}df; x?n]klsf tyf /fhuf/Lsf qmddf ljleG ; d:of eflb}cf0/x\$ 5g\ oyfydf, jD]zs /fhuf/sf clwsfz ; d:ofx? ; rgsf]sdl jf ckof(ttsf]sf/ofn]l; hgf xg]u5g\ cledvls/of kefj sf/L xg g; Sbf sdbf/x? uGtJo dh\$ / dfudf cf0kg]lj lw ; d:ofx?sf]; fdgf ug{c; dy{xg]u/\$ 5g\ cfly\$; flf/ff, ; DalGwt bZsf]; fdlhs ; fS[ts lj z]rtfx?, eiff ; d]sf lj ifodf kefj sf/L cledvls/of ug{ ; lsPsf] 5g . sfo{yndf xg] b36gf, u}sfggL s[fsnfksf sf/of h] kg], dlxfx?sf]df; s tyf zfl//ls z]f0f tyf :jbZ tyf lj bZdf xg]7ul h:tf ; d:of sdbf/n]eful/x\$ 5g . xdf]lgodg 9fFf /

; xhls/0f kl|s0fdf w]} ; d:ofx? /x\$ 5g\h; n] ubf{yk} sdbf/x? lj zif u/L
dlxnf? cgfkrf/ls dfu{; dftg aflb0 xg]u5g\ ; :yfut C0f ; he gx0f cem]klg
lgs}7hf}; w0fdf dflg; x? cgfkrf/s C0fbftf?df lge{ 5gV rsf]Jofhb/ -!%
b]v #) kl|tzt; Dd_ df C0f ln0{hfg aflb0 5g\ a9l nfe kl|t xg]/ sd hf]vd
ePsf ahf/sf] vf]hl, pkof] / k0fj sf/L tYofE / ; Ygf k0ffnlsf] lj sf; ug{
; lsPsf] 5g . k|yfgk} {/ cfudg; E ; Dal6wt kl|qmf0f0{/n / Joj:l:yt agfpg'
klg cfj Zos ePsf]5 .

Jo; flos ; :sf/M j0]zs /f]huf/ Jo; fo; E ; Da4 lghl lf0sf Ohfht kl|t
; :yfx?df Jo; flos lfdtf / ; :s[t]sf] kof|t dfqdf lj sf; xg ; s\$] 5g eg
pglx?; Da4 Ph]6x?sf] cgludg / lgu/fgl ug] kl/kf6l a; \$] 5g . o; n] ubf{
pglx?sf sfd sf/jfxl tby]fbl, clglZrt, ckf/bzl{/ ; d:ofdhs xg]u5g\
lj le6g Ohfht kl|t sDkglx?, pglx?sf Ph]6x? / pglx?sf sfd sf/jfxl lj?4 a[4
x0]u/x\$ ph/L / ugf; f]sd ug{klg Ps rgf]l xf]. Ohfht kl|t sDkglx?sf] tyf
kl|s0fsf] k0fj sf/L cgludg ug] / unt cfr/0f / Joj xf/nf0{s8f0sf; fy sf/jfxl
ug]kl/kf6l a; fpg ; lsPsf] 5g .

sdbf/sf] lfdtf / u0f:t/M dfgj ; :fwgsf] blftf / u0f:t/df p; n] kfp] /f]huf/L
lge{ ub5 . dfgj lo ; :fwgsf] Jo; yfkgf] b]6n] g]kfnf ; fd' yk}; d:ofx? 5g\
j0]zs /f]huf/df hfg]&) kl|tzt0bf a9l dflg; lj gf sg}; lk jf blftsf x05g\
o; n] ubf{pglx?n] cS; / vt/gfs, kmf/ / cf]d; Ddfgd f r0 kl]g] vfnsf sddf
; m]g xgkg] sd kfl/>lds kl|t ug] / a9l hf]vdsf]; fdgf ug]kg]l:ylt /x\$]5 .

xs clwsf/sf] k]ofelt Mu0tJo dh0df sdbf/x?sf] cfwf/e't xs clwsf/sf] /lf ubf
hf]ld / sl7gf0\$] ; fdgf ul//x\$ / r/d zif0fdf k/\$f sdbf/x?sf nflu
cgludg, ; Af0f Pj +; fdf]hs ; /lfsf kl] wfgx?sf] lj sf; ug] km(xfn; Dd k0fj sf/L
sfd xg ; s\$] 5g . b]zsf] s0gllts ; 00q sdhf] /x\$] / u0tJo dh0x?df sfd
ug]ljzi6 j0]zs /f]huf/ ; Da4 lgsfox?sf] lj sf; xg g; s\$]l:ylt 5 . kmntM
g]kfnl sdbf/x? / lj zif u/L dlxnf sdbf/x?sf nflu c]ofj Zos c]sl:ds ; j]fx?
klg ; dodf pknAw u/fpg ; lsPsf] 5g . To:t} c]sif\$ kl] wfgx? ; d]sf >d
; Dem]fx? ug{/ To; nf0{dlxnf sdbf/sf cfj Zostf?kl|t kof|t ?kdf ; Dj 0gzln
agfpg klg ; lsPsf] 5g . xfn; fn} :yfkgf ul/Psf >d ; xrf/Lx? klg k0fj sf/L
e} s\$ 5gg\

lj k70fM xfn ldqd08nl, gftf-; Da6wl, x08L, cf^gf] jf c?sf] a\$ vftfdknt
g]kfnlx?n] lj k70f k7fpg] u/\$f] kf0G5 . w7h] 3/ knlskf cfmh]; fydf lnP/ cfpqg
u/\$f] klq kf0G5 . x08ldfknf cem] sf/f]f/ xg] u/\$f] 5 eg] c6o ; :yfut
lgsfodfknf lj k70f k7fpg] qnd a9df] 5 . dh5sf] lj sf; df ab]zs /fhuf/sf]
ofubfgnf0{clwstd\u/fpg lj k70fsf] ptkfbgdhs nufglf nflu cfly\$; flf/tf
nufotsf cfsif\$ kofs]hx? thdf / sfof] og ug{; lsPsf]5g .

;fdlhs ;7lff / sNof0sf/L Joj:yfM ab]zs /fhuf/df hfg] clwsfz g]kfnl
sdbf/x?n] 7ulnufotsf ljleGg hf]vdx?sf] ;fdgf ub5g\ / sfo{yndf klq
hf]vdoQm sfddf ; mlg xg] ub5g\ . cfmh]; ldt ; DklQ a7] jf wltf] /fv]
pglx?n]cfjZos /sdsf]Joj:yf u/\$f x65g\ pglx? 7ulsf]lzs/ ePdf, cs:dft
/fhuf/L vfl; Pdf, uDel/ b36gdf k/df, zfl//ls jf dfgl; s zflf0f jf cf3ftdf
k/df, cueu jf d[o"ePdf To; n] pglx?sf] k'}kl/jf/sf] eljio hf]vddf kb5 .
j]ab]zs /fhuf/sf]; fdlhs nfut 36fpg]kpf]hgsf nflu kl/jf/ sNof0sf sfo\$dx?
klq kof(t ?kdf ; mfng ug{; lsPsf]5g .

kgMyfkg tyf kgMlss/0fMc:yfol ?kdf sdsf nflu lj b]zPsf sdbf/x? lkntf{
xg]s/f cjZodefjl 5 . t/ lknt{k]s0fsf]Joj:yfkg, pglx?n]k]kT u/\$f 1fg, ; lk,
;fdlhs kfl / cfosf] ptkfbgzln kof], ;dfhdf pglx?sf] kgPsls/0fdf
;xhls/0fsf nflu Joj:yt kof; z? xg ; s\$]5g . lj b7af6 kmsg] sdbf/sf]
tYofl gxgh]o:tf ; dxnf0{kbfq ul/g]; jf kefj sf/L xg ; s\$]5g .

af\$] gfdM ; /\$f/jfnfx?sf] ; jfn af\$] gfd ; d]df /x\$] 5 . af\$] gfd
ab]zs /fhuf/ ka4g af\$ sf] abnf csf]gfd ; d] k]tfj ePsf]5 -ab]zs
/fhuf/ af\$ jf gfd ab]zs /fhuf/ sNof0sf/L af\$. af\$] vjl, sdhf]L,
cj ; / tyf qf; :eo lj Zn]f0f cg'; fl @ df lb0Psf]5 .

#= kl/skqf tyf Vb

#= kl/skqf (Vision)

ab]zs /fhuf/ ka4g af\$¹Ps doft¹ ab]zs /fhuf/sf]ka4g² tyf sdbf/sf]xs lxt
; Alf0f Pj -sNof0sf/L sfo\$ nflu ; lfd :jfoQ ; :yf xg\$.

¹ ;7lff, nfebfol / ; dfg

² Joj ; fo / ahf/

#-@ **Wb** (Mission)

ab]zs /fhuf/ Joj ; fonf0{Jojl:yt agfpb}; lkoQm cgzfi; t / pTkfbgln >dzlQmsf] ?kdf g]kfnl sdbf/sf]klti7f clea[4 ug[.

#-# **dfu**z\$ l; 4fGt

dflly pNny ePsf kl/sNkgf tyf Wb kkt ug{af\$]b}fosf dfu\$z\$ l; 4fGt cjnd]jg ug\$M

- ; **dGj oM**; :yfut k0ffnl lj sf; sf nflu]; /f\$]/jfnfx? ; E ; dGj o tyf ; xsfo{ ug{af\$]dhet sfo{xg\$.
- **kf/blz\$M**; /f\$]/jfnf tyf ; j {fwf/Of hgtf ; dlf kf/blz{xg]u/L af\$]cf^gf sfd sf/jfxl tyf cGt/lqmf ug\$.
- **lgiklftM** af\$]ab]zs /fhuf/ sfoQmd lgiklf ?kdf xg]u/L]cf^gf]sfo{]ftfj /Of k4g ug\$.
- **blftf tyf kefjsf/LtM**tlnd sfoQmd dfknt af\$]cf^gf sd{f/Lx?nf0{kzfut ; lk ljsf; u/L kkt u/\$f ; lk, 1fg tyf cgej ;]f kbfq ubf{tyf cfknhf0{ tfl]sPsf sfo{; Dkfbg ubf{pkofu ug{clekl/t ug\$.
- ; **dtf tyf Gofom j**]zs /fhuf/df dlxf, ul/j, lk5l8Psf ju{ / blnt ; dbfonf0{; dfg cj ; / pknAw u/fpg af\$]cf^gf sfoQmdx? ; #fngdf ; dtf, ; dfgtf / Gofosf]l; 4fGt cg' /Of ug\$.
- **hjknb]ktM**af\$] sd{f/L cf^gf sfo{klt pQ/bfol xg\$g, sfo{; Dkfbg klt hjfknblx x\$}; j {fwf/Of klt lhDd]f/ xg\$g .
- **laBtlo ; zf; gM** ab]zs /fhuf/ lf]sf] Joj :yfk, ; dGj o tyf ; xh sfoQf ; Rgf, ; ~rf/ tyf klj lwsf]kofu ab]zs /fhuf/ ; wf/sf]kdv cE xg\$.

\$= p27ox?

kl/sNkgf tyf Wbφ kfk't ug{af\$6f p27ox? b}fo adfllnd xg5gM

- a)lzs /f]huf/ldf hfg] sfdbf/sf] ; jf tyf cfDbfgl cfsif\$ tNofpg a)lzs /f]huf/ Joj ; fo k46÷Joj :yfkq ugI
- a)lzs /f]huf/df uPsf sfdbf/sf]xs lxt ; Af0f tyf sNof0sf/L sf0f ; wf/ ugI
- ; jfu]xlnf0{k}fg ul/g] ; jf k]fx ; xh / ; /n u/fpg]
- a)lzs /f]huf/ k46 af\$6f0{ ; lfd / Joj ; flos ?kdf ; :yfut ugI

%= /0fglltx?

dflysf p27o kfk't ug{af\$6]lgDg /0fglltx? cjndjg ug5M

s= hghfu/Of tyf hgr]gM j)lzs /f]huf/df hfg rfxg}sf nflu /f]huf/L, cjndag ugk]klsφ, ; Da4 hf]ld, cj ; / tyf rgf]L ; Da6wl cfjZos ; Dk0f{s/fx? af/]k] hfgsf/L u/f0g5 .

v= ; r'gf k0flnM ; r'gf ; hfn tyf klj lwsf]pkofu u/L af\$ {cfkm} / :yfglo ; #f/ dfllbd tyf c6o ; :yf; E ; dgjo u/L cfwf/et ; r'gf ; sng tyf k]fx ul/g5 .

u= >d ahf/ k46M clbog tyf cg' Gwfg u/L j)lzs /f]huf/Lsf nflu ; /lft u6tJodf /fd]cfo xg ; Sg]gofFahf/ k46 ul/g5 .

3= ; lk ljsf; M a)lzs /f]huf/L nflu cfjZos ; lk af\$ {cfkm} jf c6o ; :yfx? ; E ; xsfo{u/L pknJw u/f0g5 . cfjZostf cg' f/ cledvls/Of Pj +k] {/f]huf/L tflnd k}fg ul/g5 .

a= /f]huf/ldf ; xof]M/f]huf/Lsf cj ; / ; Dj Gwl hfgsf/L lg/t/ k]fx ul/g5 . ; /n / ; xh ?kdf C0f Aoj :yfkq ug{laQlo lgsfo; E ; dgjo ul/g5 . sfdbf/n]kfk't ugk]cgdlit ÷:jLs[t klqmfdf ; xhls/Of ul/g5 . dlxfx?sf] nflu ; /lft j)lzs /f]huf/sf lf] klxrfg ul/g5 .

r= xsixtsf] ; Af0M sfdbf/sf] sNof0sf/L sfo{xslxt ; Af0sf nflu b'tfj; ÷>d ; xrf/L ÷ sNof0sf/L clws [sf] ; dgjo / kl/rfng ul/g5 . k}jL, jsfnt tyf

hljgbfgsf ; fy}bžleq / aflx/ xg]7ul sd ug{; xofu křof0gđ . pNn]vt xs
lxt ; Dj Gwl /0f]gltx? sf0f] og ubf{n]Es ; dfgtfnf0{Wbfgdf /fvL ul/gđ

a= ; 7lff / ; xofuM d]s sf kl/jf/ / cu eu ePsf Pj+ lj/fdl e0{kmsđf ; a}
sfdbf/nf0{cflyđ ; xfof křfg ul/gđ . 5faj [L, lzz' :ofxf/ s]b, :jf:Yo ;]f
; xofu / ; 7lft ux ; Dj Gwl ;]f dfkb08 tof/ u/L křfg ul/gđ . jž/f] sf]
qmddf cu eu / czQm e0{kmsPsf sfdbf/sf]kl/jf/nf0{:jf:Yo pkrf/ ; xofu
ul/gđ . afđ]o:tf sfo{; DkGg ug{u} ; /sf/L tyf lghl lf]sf] ; E ; dgj o
tyf ; xsfo{ugđ .

r= lj křof Joj :yfkGM lj křofs] j wflgs kj fxs] kj 4g ug{; dgj o tyf ; xsfo{
ugđf] ; fy} lj křofs] ptkfbgdhs kř]sf] nflu l:sdsf] Aoj :yf ug{; xofu
ul/gđ . a]žs /f]huf/af6 kms0 ; lk / pBdzlntf tflnd křt u/đf
sfdbf/nf0{n3' shf{křfg ug{laQlo lgsfo; E ; dgj o ul/gđ

5= křMyf]kf / křM e]hgM a]žs /f]huf/af6 cfkltdf kl/ kms{cfPsf dlxnf
sfdbf/sf]křMyf]kf / křM e]hg ul/gđ

h= ; yfut ; b]ls/0fM a]žs /f]huf/ kř4g afđ] ; yfut ; b]ls/0f ul/gđ

^= glthfdhs /0fgllts of]hg

o; v08df afđ] kl/sNkgf, Wbđ tyf /0fglltx? Joaxf/df ?křt/0f ug{ cfj Zos
sfoqmdx? h:t}nlf, pkn]wx? -clekfo, kl/0ffdx? tyf dVo lqmfnsnfkx? ; Hřkt ?kdf
pNn] ul/Psfđ -x]kf] cg; Ĥl # - nlhsn kř]s{9fFf_ .

^= nlf -křfj_

a]žs /f]huf/l]sf]a]t lfđ ; 7lft, ; Ddf]gt / ; b] x]k]tli7t ePsf]xgđ .

^@ pknllwx?maf\$sf pknllwx? lgDg xg\$gM

pknllw !Ma)lzs /fhuf/ldf hfg]sfdbf/sf];]f tyf cfDbfgl cfsif\$ tlnofpg a)lzs /fhuf/ Joj ; fo k44g÷Joj:yfkg xg\$

af\$[j)lzs /fhuf/df hfg rfxg]sf nflu /fhuf/L ; Da6wl cfjZos ; DkOf{s/fx?sf] kj]hfgsf/L u/f0{sfdbf/x?nf0{u6tJo dhs / dfu6f cf0kg]lj]w ; d:ofx? / logsf ; dfwfgsf laifodf ; ; lrt ug\$. Jofks ?kdf 1fg, ; lksf]lj sf; / :t/ls/of u/L blf dfgj ; #fwgsf]lj sf; sf dflbdaf6 ; Ddfghgs sfd / a9l kf/>lds kkt ug]j)lzs /fhuf/ldf hfg; Sg]:yltsf]l; hgf ug\$. af\$[sd hf]vd ePsf a9l nfe kkt xg]b]zsf] vf]hl u/L o:tf b]zsf]k6fj sf/L pkof]u ug]klqmf sf ; DjGwdf tYofF / ; Ygf kOfnlsf] lj sf; u/L ; j{he agfpg\$. a)lzs /fhuf/ ; DjGwl sfg6x? cBfalws ug{d:of6f tof/ u/L a)lzs /fhuf/ Joj ; fonf0{Joj ; flos tyf sfdbf/-d6l agfpg cfjZos k6tg ug\$. o; pknllw c6tu\$ af\$[lgDg rf/ sfo6md ug\$M

kl/Offd !=) a)lzs /fhuf/df hfg rfxg]sfdbf/sf]r]gf tyf hfU/of lj sf; xg\$Mof] kl/Offd hgr]gf Pj +hfU/of lj sf; df s]6t /xg\$. o; c6tu\$ j)lzs /fhuf/df hfg rfxg]sf nflu /fhuf/L, cjndag ug]kg]k]s6f / ; Da4 hf]vd ; Da6wl cfjZos ; DkOf{s/fx?sf]kj] {hfgsf/L u/fpg]sfo{xg\$.

of]kl/Offd c6tu\$ lgDg sfo{; #fng ul/g\$M

!= /fhuf/ ; DjGwl ; r]gfdhs sfo6md kl/dfhg / lj:tf/ ug]o; c6tu\$ a)lzs /fhuf/ldf hfg rfxg]sfdbf/nf0{k6fg ul/g]r]gfdhs sfo6md pTkfbg u/L lale6g dflbdaf6 k]f/ ug] lale6g ; #yf Pj+:yfglo lgsfo ; E ; xsfo{u/L c6t/lqmf sfo6md ; #fng ug] ; 8s gf6s sfo6md ; #fng ug]tyf j)lzs /fhuf/ ; befjgf /hbt klxrfg=lqmf]zn ug]h:tf lqmf]snfk ; #fng ul/g\$.

!@ cledVls/of sfo6md ; #fng ug] ; f]c6tu\$ cledVls/of tflnd kf76qmd kl/dfhg u/L kl]zlfssf]kl]zlf0f / cledVls/of tflnd ; #fng ul/g\$. cfjZostf cg; f/ dlxfx?sf]nflu ljz]f cledVls/of tflnd ; #fng ul/g\$. k]yfg ug{cl3 ul/g]cledVls/of cgludg ug{>d tyf oftfoft Joj:yf defno, j)lzs /fhuf/ laefu, af\$ {tyf lj sf; ; fem6f/ h:t}c6t//fli66 cfk]f; L ; #7g, UNIFEM cflb ; lDdInt Ps cgludg ; 66q lqmf]zn u/f0g\$.

kl/0ffd @= aḅ]zs /f]huf/df hfg]/ hfg rfxg]sfdbf/sf]ahf/dvL ;lk lj sf; xgḅM
aḅ]zs /f]huf/sf nflu cfj Zos hgziQm tyf ; lksf]cḅbog u/L sfdbf/x?df o:tf ; lk
lj sf; ul/gḅ . ; f]sf]nflu lgdg sfo{; #fng ul/gḅM.

@! ;lk lj sf; sfoḅmd cfof]hgf ugM jḅ]zs /f]huf/sf] nflu cfj Zos kgI
;lk=hgziQm cḅbog tyf klxrfg u/L ;lk lj sf; tfnld kf7ḅqmd tof/ Pj+
kg/fj nfḅg ul/gḅ . o; cḅtuḅ aḅ]zs /f]huf/ ; Dj ḅwl ;lk lj sf; sf nflu ; -hfn
tof/ ugI ;lk lj sf; tfnld sfoḅmd ; #fng ugI 3/h' sfdbf/sf ?kdf hfg]
dlxnf?sf nflu efiff lj z]f ; lkdhs tfnld ; #fng ugI tyf tfnld sfoḅmdsf]
cgldg ugI sfo{; Dkḅg ul/gḅ .

@@ aḅ]zs /f]huf/ Joj:yt agfpg cfj Zostf cg',f/ cḅo tfnld, sfoḅnf,
cḅt/lqmf uf]l cfof]hgf ugM aḅ]zs /f]huf/l sf nflu cfj Zos kgI cḅo
sfoḅmdx?sf]cfj Zostf cḅbog u/L sfoḅmd l8hf0g ugI tyf ; f]cg',f/sf tfnld,
sfoḅnf tyf uf]l cfof]hgf ul/gḅ .

@# k/fdz{k}jl ; jf kḅfg ugM aḅ]zs /f]huf/l sf nflu k/fdz{k}j lbftf
tfnld ; ḅq÷; #fn tof/ ugI k/fdz{k}jl ; Dj ḅwl ; fdfull tof/ ugI tyf
k/fdz{k}jl ; jf kḅfg ugI -afḅ{ :yfglo lgsfo, ; fdbfos tyf cḅo u} ; /sf/l
; :yf dfrnḅ_ sfo{; Dkḅg ul/gḅ .

@\$; fj ḅlgs ; ḅj f0{ugM afḅḅ} ; #fng u/\$f lqmf snfkx?sf] nflu ; fj ḅlgs
; ḅj f0{sfoḅm lw tof/ u/L ; fj ḅlgs ; ḅj f0{sfoḅmd cfof]hgf ul/gḅ .

kl/0ffd #=> cḅt/fli6α >d j hf/df kxF cleaḅ ePsf]xgḅM aḅ]zs /f]huf/l sf cj ; /
a9fpg lj Bdfg tyf gofFahf/ cḅbog÷cg' ḅwfg u/L sfdbf/sf]ahf/df kxF cleaḅ
ul/gḅ . ; fy}uḅtJo dhḅsf sḅglts lgoḅux? dfrnḅ sfdbf/ k7fpg afḅḅ} ; xofu
kḅfg ugḅ . aḅ]zs /f]huf/ ; Dj ḅwl Pḅ, glt, tyf lgod kg/fj nfḅg ug{d:ofḅf tof/
ul/gḅ . o; kl/0ffd cḅtuḅ lgdg sfo{; Dkḅg ul/gḅM

#! aḅ]zs /f]huf/l sf]nflu ahf/ cḅbog ugM o; cḅtuḅ gofF>d ahf/ klxrfg
ug{cḅbog÷cg' ḅwfg ugḅsf] ; fy}dfḅḅf >d ahf/sf] thgfids cḅbog ul/gḅ .
uḅtAo dhḅx? ; ḅ lākiflo jftf{ug{cl3 sḅglts lgoḅu Pj+aḅ]zs /f]huf/
Joj; folx? ; ḅ 5nkmn sfoḅmd ; #fng xgḅ . >d ; Demḅf d:ofḅf tof/ u/L
defnodf l; knf/lz ul/gḅ . o:tf sfo{afḅḅ}cḅbog tyf cg' ḅwfg zfvfn]; ḅgf

; sng u/l tyf cfjZostfg; f/ lj zlf1 jf ljbz l:yt s6gllts lgoftusf]; xofu
ln0{tof/ ug5

#=@ uGtJo dh5df sdbf/ k7fpg s6gllts lgoftu dfrnt kxn ug uGtJo dh5df
sdbf/ k7fpg /fhbtjff;x? tyf >d ; xrf/Lx?nf0{ ; :yfut ; xofu sfoqnd
; #fng ul/g5 . s6gllts lgoftu dfrnt /fhuf/btff tyf Joj; fol alr ; Dj Gw
:yfkf ubfgkfnl s6gllts lgsfo, u} cfjf; lo gkfnl / Aoj; fol dfrnt ; Dj lGwt
bzdf /fhuf/Lsf ; hgf ul/g5 . cfsif5 uGtAo dh5x?df asfo{dfrnt (Job Fair)
tyf pRr:t/lo jftf{tyf 5nkm sfoqnd ; #fng ul/g5 .

ab]zs /fhuf/ gllt lgod cBfjlws ug{cWbog u/L l;kril/z ug ab]zs
/fhuf/ ; Dj GwL Pq lgodsfl kcfj sf/Ltf kg/fj nfg u/L ; zfvgsf nflu d:ofbf
defnodf k7f0g5 .

kl/Offd \$=> Aoj; folsf] lfdtf ljsf; e} pQ/bf0tjdf j4 ePsf] xg5M ab]zs
/fhuf/df ; #lg Joj; folsf] laj /of tof/ u/L pglx?sf] lfdtf ljsf; ul/g5 . ; fy}
pTs[6 Joj; folnf0{k/:sE u/L ab]zs /fhuf/ Joj; fo cfrf/ ; lxtf kngf u/fpg
; xofu k7of0g5 . o; kl/Offd cgtuf lgDg sfo{; #fng ul/g5M

\$= Joj; folsf] lfdtf ljsf; ug o; lqmfnsfk cgtuf ab]zs /fhuf/ ; Dj GwL
Joj; fodf ; #lg Joj; folsf] lj j /of cwfjlws ubfo:tf Joj; folx?sf] lfdtf ljsf;
cfaZostf cWbog u/Lg5 . Joj; folx?sf] nflu cledvls/of sfoqnd,
tflnd=sfozfnf=uf]7L cfofhgf ul/g5 . ahf/ k46sf nflu Joj; fol ; lxtsf]
edof sfoqnd cfofhgf ug]h:tf sfo{; DkGg ul/g5 .

\$=@ Joj; folx? nf0{pkl/t tyf ; Ddfg ug cfrf/ ; lxtf af/] cledvls/of ug]
tyf pTs[6 Joj; folnf0{k/:sE ug]sfo{ul/g5 .

pknlw @M ab]zs /fhuf/df hfg] sdbf/ tyf jD]zs /fhuf/ Joj; folx?sf] xslxtsf]
; Af0f / k46 ug]

af8h] s6gllts Pj +u} s6gllts ; 06q Pj +; ~hfnx?sf] lfdtf clea[4, >d ; Denf]fx?
la:tf/, u}cfjf; lo gkfnlx? tyf 68 olgogsf]; ~hfn ; d]sf]; #lgtfdf cgludg tyf
lgu/fgl k0ffnl ljsf; , x6nf0g / ; /lft u[sf] Joj:yf, / cfsl:ds p4f/ ug] k0ffnl sf]
ljsf; u/L sdbf/sf] xs lxt ; Af0fdf ; xofu k7ofpg5 . af8h] gkfnl /fhbtjff; /
>d; xrf/Lx?sf] eldsfnf0{ ; b9 u/fpg cfjZos sfo{ ub} uGtJo dh5sf cflws/Ls

; :yfx?; E[sf] ; #f/ ; Dk{f0fnf0{ ; b0 agf0{p4f/ tyf ; AIf0sf nflu kēfj sf/L cfkn}j f
j xklflo kfj wfgx?sf] lj sf; ug5 . uGtJo dh'sx?; E ul/g] >d ; Dem}fdf ; fdfllhs
; /Iffsf kfj wfgx? ; dfj z u/L j 0]z /fhuf/sf]; fdfllhs nfut 36f0g5 .

o; pknJw cGtuŁ af8h]lgDg % sfoQmd ; #fng ug5M

kl/Offd %= cfly\$; xfotf tyf p2f/ sfo{kēfj sf/L ePsf]xg5M a0]z /fhuf/df u0{
d[0' ePsf sdbf/sf kl/jf/ tyf cE eE ePsf Pj +lj/fdl e0{kms\$ f sdbf/nf0{
lgodfg' f/ tflsPsf] ; dod} cfly\$; xfotf pknJw u/f0g5 . a0]z /fhuf/df u0{
laleG sf/0fn]sl7gf0df k/\$f sdbf/sf]p2f/ ul/g5 . o; kl/Offd cGtuŁ lgDg sfo{
; DkGg ul/g5M.

%! d[s sf kl/jf/ / cEeE ePsf Pj- lj/fdl e0{kms\$ f ; a}sdbf/nf0{cfly\$
; xfotf kēfg ug5 j 0]z /fhuf/df hfg] sdbf/n] kēfg] cfly\$; xfotf ; Dj GwL
dfkb08 / sfo]lw tof/ u/L lgodfg' f/ kēfg] cfly\$; xfotf af/] cfd ; #f/sf]
dfllodaf6 ; ' lrt ul/g5 . cfly\$; xfotfsf] ; ljwf ladf ; /x pknJw u/fpg
; :yfut kxn ugI sfo{ul/g5 .

%@ sdbf/sf]p2f/ sfo{ug5 af8h] o; cGtuŁ czQm b36gdf k/\$f, k[s[ts
k\$fk, b]l lakQL tyf cfly\$ dGblaf6 kēfij t sdbf/nf0{:j bz lkmtf{ugI labzdf
cnkq k/\$f zj ; dodf :j bz Nofpg ; xofu ugI Pj +cnkq k/\$f zj lhNndf
k\$ofpg ; xofu ugI sfo{ug5 .

kl/Offd ^= ; fdfllhs ; /Iff sfoQmd lqmfIzn /x\$]xg5M o; kl/Offd cGtuŁ a0]z
/fhuf/df /x\$ sdbf/sf]lhNnfut ; 'gf ; \$ng u/L ; fdfllhs ; /Iff ;]f h:t}5fqa[t,
lzz' :ofxf/ s0b|/ :j f:Yo ;]f kēfg ul/g5 . ; f]sf]nflu lgDg sfo{ ; #fng xg5M

^! z]fs lj sf; sfoQmd ; #fng ug5 o; cGtuŁ ; fdfllhs ; /Iff sfoQmdsf]
-5fqj [L, lzz' :ofxf/ s0b, :j f:Yo ;]f ; xofu / ; /Ift ux_ dfkb08 tof/ ugI
j 0]z /fhuf/df ePsf]sdbf/x?sf]lhNnfut 8f6f kkt ugI lhNnfut sf0f lgwf{0f
u/L 5fqa[t lat/0f ugI / 5gf0sf] cfwf/df 5fqa[tsf] cgludg ugI u/fpg] sfo{
; #fng ul/g5 .

^@ lzz' :ofxf/ s0b| ; #fng ug5 lzz' :ofxf/ s0b ; #fng ug{cfkj f; L dlxfn
sdbf/x?sf]olsG tYof\$ kkt u/L lzz' :ofxf/ s0b\$]nflu sf0f lgwf{0f ugI lzz'

:ofxf/ s|b|; #fng ugI; :yfx?sf]klxrfg Pj +5gf6 ugI tyf lzz' :ofxf/ s|bsf] lgoldt cgludg ugI sfo{; DkGg ul/g5 .

^# :jf:Yo ;]f ;xofu kbf]g ugI o; cgtuf j}f] sf]qmddf cEeE / czQm e0{ km]sf sfdbf/sf]kl/jf/nf0{:jf:Yo pkrf/ ;xofu ugI ;]fsf]k\$[t lgwf{0f ugI -zf/ll/s, dfgl; s / sfggl pkrf/_ ;]f kbfos ;:yf jf AolQmsf] 5gf6 ugI / km]sf sfdbf/sf]:jf:Yo l:y|t cl|bog ugI sfo{xg5

kl/offd &= ab]zs /f]huf/af6 larNnl e0{km]sf sfdbf/sf]kj:yfkg xg5M j]zs /f]huf/af6 larNnl e0{km]sf sfdbf/sf]nflu Joj ; fo l]sf; tyf ; lk clea[4 sfoqmd ; #fng u/L :j/f]huf/ tkm{clek|/t ul/g5 . o:tf Joj ; fo ; #fngsf nflu n3' shf{pkn]w u/fpg afBh]laQlo ; :yf; E ; dgj o ug5 . l]k]f0f Joj:yfkg ug{sfo{ of]hgf tof/ u/L ; xofu kbf]g ul/g5 . o; kl/offd cgtuf lgdg sfo{; #fng xg5M

&! Joj ; fo l]sf; sfoqmd ; #fng ugI o; cgtuf labzdf l; s\$]l; k :j bzdf kofu ug{rfxg] / larNnl e0{km]sf :j/f]huf/df ; #lg xg rfxg] sfdbf/x?sf nflu n3' tyf ; fg Joj ; fosf]l:sd th]f u/L lat/0f ul/g5 .

&@ dlxf sfdbf/x?sf]pBdzlntf l]sf; ugI o; \$] nflu dlxf pBdzlntf kf7oqmd tof/ ugI dlxf sfdbf/ d]w]af6 pBd ug{rfxg]kl]zlfyl{5gf6 ugI 5gf6 ePsf dlxfnf0{ n3' Joj ; fo ; hgf÷Joj:yfkg tyf ; lk clea[4 t]nd kbf]g ul/g5 .

&# lak]f0f Joj:yfkgdf ;xofu kbf]g ugI o; cgtuf l]Qlo ; :yf tyf cGo ; /f\$]/jfnfx?; E cgt/lqmf u/L l]k]f0f p]kfbglzn sfoqf nufgl ug{cfjZos l:sd tof/l tyf l]t/0f ug{; xofu kbf]g ul/g5 . ; fy}l]k]f0f Joj:yfkgf nflu Ps sfo{of]hgf agf0{nfu"ug{; xofu ul/g5 .

&\$ n3' shf{Joj:yfsf]nflu laQlo ; :yfx?; E ; dgj o tyf ; xsfo{ugI afBh] t]nd k]t u/\$f ; xefulx?nf0{ :j/f]huf/l]sf] nflu n3' shf{ kbf]g ug{laQlo lgsfo; E ; dgj o ug5 .

kl/offd *= sfdbf/sf]xslxtsf]k]ofelt xg5M ab]zs /f]huf/df hfg]sfdbf/sf]xslxt ; Dj Gwl l]ifo hgr]gf sfoqmd ; dfj z u/L ; r]gf k]fx ul/g5 . ; fy}labzdf /x]f sfdbf/nf0{l]godfg' f/ sfggl ; xotf pkn]w u/f0g5 .

*=! xslxt ; Dj Gwl sfggl kljwfg af/]; ; lrt ugll o; cgtuf sdbf/sf] xslxt ; Dj Gwl laifo hgr]gf sfoqndd ; dfj z u/l ; ; lrt ug] sfggl ; xfotfsf] nflu sfggl ; Nnfxsf/sf] ; Jf pknJw u/fpg] cfj Zostf cg' f/ Blood Money pknJw u/fpg] sfo{xg\$.

*=@ ab]zs /fhuf/ldf xg] sfggl ljk/ tsf sfo{lg?I; flxt xg] sfoqnd ; #fng ugll sfggl kljwfg ; Dj Gwl hgr]gf sfoqnd ; #fng tyf ab]zs /fhuf/df hfg] sdbf/nf0{cf^gf ugf; f k]olft JoQm ug]cj ; /sf] nflu hotline ; #fng ug] sfo{ ; DkGg ul/g\$.

kl/0ffd (= ab]zs /fhuf/af6 kns^fPsf cfPsf dlxnf sdbf/sf] kg:yfkg tyf ; fdlhs kgM ofhg ePsf] xg\$M ab]zs /fhuf/af6 kns^fPsf kg:yfkgf ugkg] dlxnf sdbf/x?sf] nflu afXo ; :yf 5gf\$ u/l o:tf] kg:yfkgf sfo{ u/f0g\$. dlxnf sdbf/sf] nflu dh\$ leq tyf aflx/ cfjf; uX ; #fng ul/g\$. o:tf dlxnf sdbf/nf0{pBdlzntf ljsf; sfoqnd dfknt :j/fhuf/ xg ; xofu kbfq ul/g\$. o; kl/0ffd cgtuf lgDg sfo{; #fng xg\$M

(=! dlxnf sdbf/sf] kg:yfkgf ; Dj Gwl sfoqnd thdf tyf sfof] og ugll ab]zs /fhuf/af6 kns^fPsf kg:yfkgf ugkg] dlxnf sdbf/x?sf] klxrfq ul/g\$. o:tf] kgM yfkgf sfoqnds] sfof] og afXo ; :yf dfknt u/f0g\$. dlxnf sdbf/sf] nflu dh\$ leq tyf aflx/ cfjf; uX ; #fng ul/g\$. o:tf dlxnf sdbf/nf0{pBdlzntf ljsf; sfoqnd dfknt :j/fhuf/ xg ; xofu kbfq ul/g\$. o; kl/0ffd cgtuf lgDg sfo{; #fng xg\$M

(=@ dh\$ aflx/ tyf dh\$ leq ; //lft uX ; #fng ugll o; cgtuf af\$] ; //lft uX :yfkgf u/l ; #fng tyf dg] fdlhs k/fdz{ ; Jf kbfq ug] sf] nflu of]o÷bif ; fdlhs ; :yfsf] klxrfq / 5gf\$ ug\$. af\$] ; //lft uX ; #fng ; Dj Gwl sfo{ ; #fng lgb]zsf tof/ u/l cgludg ÷lg/Llfof ug] sfo{; DkGg ug\$.

pknJw #M; Jfuf]lnf0{kbfq ul/g]; Jf kjfx ; xh / ; /n u/fpg]

af\$] :yfglo lgsfo Pj +hNnf:t/sf ; /sf/L, uX ; /sf/L tyf lghl lqsf ; :yfx?; E ; xsfo{u/l ab]zs /fhuf/ ; Jf ; Jfuf]lsf] lhNnfd k'ofpg\$. Af\$] ab]zs /fhuf/ ; Dj Gwl ; Ygf k'offnl tyf axklilo ; eGq lqoflzn u/fpg\$. o; pknJw cgtuf af\$] lgDg sfoqnd ; #fng ug\$M

kl/0ffd != ; Rgf loj:yfkg ul/Psf] xg\$M o; kl/0ffd cgtuf ; Rgf ; ~hfn tyf 8f6fj z tof/ ug] cGo lgsfo; E ; Rgf ; Dks{:yfikt ug] tyf ; Rgf ; #f/ ug] h:tf lgDgfg; f/sf sfo{; DkGg ul/g\$M

!)=! ; Rgf ; ~hfn tof/ ug] o; cgtuf cfkjf;l ; f] s]b\$] ;]f la:tf/ ug] lhNnf:t/df ; /sf/L ; yfglo lgsfo tyf u} ; /sf/L ; #yf; E ; Rgf ; ~hfn tof/ ug] sfo{xg\$.

!)=@ ; Rgf k0ffnl tof/ ug] o; cgtuf af\$[j] b]z /fhuf/ ; DjGwl cfwf/et tYofI ; \$ng (Baseline survey) / 8f6fa z l8hf0g ug] tyf 8f6fa z ; ~hfn tof/ u/L ; Rgf cfbfg kbfg ug] sfo{ug\$.

kl/0ffd != lj b z df /x\$] sdbf/s] p4f/ tyf ; xof] sf] nflu jxklflo ; eGq :yfkgf xg\$M o; kl/0ffd cgtuf /fli60 tyf cgt//fli60 :t/df laleGg ; eGqx? tof/ u/L kl/rfng ug\$] ; fy} p2f/ sf]f :yfkgf ul/g\$. ;]sf] nflu lgDg sfo{ul/g\$M

!!=! >d, u} cy{k//fi6<dGafno / cgt/fli60 lj sf ; ; fer]f/ tyf cgt//fli60 u} ; /sf/L ; #yf ; nlg jxklflo ; eGqs] :yfkgf sf] nflu l; krl/z ug] o; cgtuf ; eGqs] eldsf lgwf{0f ug] pQ/bf0j tyf sfo] lw tof/ u/L kxklflo ; eGq lqmf0zn u/f0g\$.

!!=@ dVo uGtlo dh\$ x? -vf8l / dn]zof _ df /x\$] bt]fj; df sdbf/ p4f/ sf]f :yfkgf ug{kxn Pj +; xof] ug] af\$[j] p4f/ sf]f Joj:yfkg lgb]zsf tof/ u/L p4f/ sf]f :yfkgf ug{of]ubfg ug\$.

!!# g]fnl bt]fj; df k]t]glwdh\$ g]fnl ; dbfo, u} cfj; lo g]fnl / :yfglo clwsf/sdl{; lDdlnt ; dGj o k0ffnl :yfikt ug{kxn Pj +; xof] ug] af\$[j]; dGj o k0ffnl :yfkgf ug{kG]dh\$ x? klxrfg ub] /fhbt]fj; dfknt ; Da4 kl; E ; ~rf/ u/L ; xdtl k]kt ug\$.

!!\$:yfglo:t/df sdbf/x?nf0{;]f pkn]w u/fpg] o; cgtuf ; a}lj sf; lqdf qmdz] j f\$] sf]f o :yfkgf ug] :yfglo:t/df ; dGj o / ; xsfo\$ f nflu sfo{lj lw lgb]zsf tof/ ug] ;]f kj fx ; DjGwl sfo{lj lw (Standard Procedure) th0f ug] sfo{ xg\$.

pknlw \$Mab]zs /f]huf/ k46 af\$hf0{ lfd / Joj ; flos ?kdf ; :yfut ul/g\$

af\$[cf^gf] j tdfg ; Argfdf cfjZos ; wf/ u/l cfrhf0{ ab]zs /f]huf/sf] lfd cfjZostf cg' f/sf] ; jf kbfug ug{ ; Sg] Ps ; lfd / Joj ; flos ; :yfsf] ?kdf lj sf ; ug\$. ; f]sf]nflu lgDg sfo{mdx? ; #fng ul/g\$M

kl/Offd !@= jf\$[] ; :yfut ; b]ls/of xg\$M af\$hf0{ t]sPsf] sfo{ ; DkGg ug{ ; u7gf]ds k]M Argf tyf sfo{ ; #fng lgb]zsf tyf ljlgodfj nl :jls[e0{sfo{og xg\$. af\$hf0{cfjZos ; a}sd{f/lx?sf] cfrhf0{ xg\$. ; f]sf]nflu lgDg sfo{ ; DkGg ul/g\$M

!@= af\$[] k]M Argf ug] af\$[] ; u7g tyf Joj:yfkg (O&M) ; e]f0f ug] ; :yfut k]M Argf :jls[ug] af\$[]sfo{ ; #fng lgb]zsf tyf ljlgodfj nl tof/ tyf :jls[ug] af\$[]sd{f/l Pj +aQlo clwsf/sf] nflu Pg ; z]vgsf] d:of] tof/ u/l k] ug]sfo{xg\$.

!@@ ; dGjo ; ~hfn lqmf]zn ug] af\$[] Ps ; dGjo ; ~hfn u7g ug] cfudg slfd >d 8]s :yfkf ug] af\$[] ; b:ox? d]b]f6 k/fdz{tyf cgludg 0sf0{u7g ug] ; Dj4 lgsfox?df Ps ; Dks{ ljGbsf] Aoj:yf u/l ; #fn tof/ ug] af\$[] sfo{f] lj :tf/ ug{cl]bog u/l l ; knf/z ug]sfo{xg\$.

kl/Offd !== sd{f/lx? sfo{p]k]t ePsf xg\$M af\$[] of]hgf cg' f/sf] sfo{ ; Dkfbg ug{sd{f/l clek]Offdf Wbfg lbg\$. sd{f/lnf0{sd k]t clek]t ug{af\$[] sfo{ ; Dkfbgdf cfwf/t ; ljwf kbfug ug\$. ; fy}sd{f/lx? lfdtf ljs ; of]hgf tof/ u/l sfo{og ul/g\$. of]kl/Offd c]tu[lgDg sfo{ ; DkGg xg\$M

!#= sfo{ ; Dkfbgsf cfwf/df af\$[]sd{f/lx? nf0{ ; ljwf kbfug ug] o ; c]tu[sfo{ ; Dkfbg ; 's tof/ u/l :jls[t]sf]nflu l ; knf/z ug] sfo{ ; Dkfbgsf] cfwf/df sd{f/lnf0{ ; ljwf kbfug ug]sfo{xg\$.

!#=@ sd{f/lx? lfdtf ljsf ; ug] af\$[]sd{f/lx? lfdtf ljsf ; cfjZostf klxrfg u/l sd{f/lx? lfdtf ljsf ; sfo{md ; #fng ug\$.

&# githfdhs vlsfllgithf-; Efnf]lgDg 5gM

kfej	pknljw	kl/Ofd	lqmfnsfk
aÞ]zs /f]huf/l[sf] axt lřq ; %lft, ; Ddfłgt / ; bŀ xŀ k tli7t ePsf]xgŀ	!MaÞ]zs /f]huf/l[df hfg] sfdbf/sf]; Jf tyf cŀbfgl cfsifŀ tNofpg aÞ]zs /f]huf/ Joj ; fo kŀ4ŀ=Joj :yfk g xgŀ	!=) aÞ]zs /f]huf/df hfg rfxg]sfdbf/sf] r]gf tyf hfu/0f lj sf; xgŀ @=) aÞ]zs /f]huf/df hfg]/ hfg rfxg] sfdbf/sf]ahf/dVl ; lk lj sf; xgŀM #=) cŀt/fli6ŀ >d j hf/df kxF clea[4 ePsf]xgŀ \$=) Aoj ; folsf]lfdtf lj sf; e]pQ/bfło]j df j [4 ePsf]xgŀ	!= /f]huf/ ; Dj ŀwl ; r]gfdhs sfoŀmd kl/dfhŀ / lj :tf/ ugI !=@ cledVls/0f sfoŀmd ; řfng ugI @! ; lk lj sf; sfoŀmd cfof]hgf ugI @= aÞ]zs /f]huf/ Joj:l:yt agfpg cfj Zostf cg; f/ cŀo tflnd, sfoŀnf, uf]7l cfof]hgf ugI @# k/fdz{; Jf kŀfg ugI @\$; fj hłgs ; g]f0{ugI #=! aÞ]zs /f]huf/l[sf]nflu ahf/ cllbog ugI #=@ uŀtJo dhŀdf sfdbf/ k7fpg sŀgllts lgof]u dfknt kxn ugI ## aÞ]zs /f]huf/ gllt lgod cBj lws ugI cllbog u/l l; knfl/z ugI \$=! Joj ; folsf]lfdtf lj sf; ugI \$=@ Joj ; folx? nf0{p]k]t tyf ; Ddfg ugI
	@= aÞ]zs /f]huf/df uPsf sfdbf/sf]xs lxt ; Alfŀ tyf sNofŀsf/L sfoŀf ; wf/ xgŀ	%=) cflyŀ ; xfotf tyf p2f/ sfo{ kfej sf/l ePsf]xgŀ ^=) ; fdfłhs ; %lff sfoŀmd lqmfłzn xgŀ &=) j]f] j f6 larNnl e0{kms{cfPsf sfdbf/sf]; fdfłhs kŀM yfk g ul/Psf] *) sfdbf/sf]xs lxtsf]k]ofelt xgŀ (=) jÞ]zs /f]huf/j f6 kms{cfPsf dlxfn sfdbf/sf] kŀ:yfk g tyf ; fdfłhs kŀ ; ŀf]hg	%=! d]s sf kl/jf/ / cu+ eu+ ePsf Pj- lj /fdl e0{kmsŀŀ ; a]sfdbf/nf0{cflyŀ ; xfotf kŀfg ugI %@= sfdbf/sf]p2f/ sfo{ugI ^=! z]f]s lj sf; sfoŀmd ; řfng ugI ^=@ lzz' :ofx/ s]b ; řfng ugI ^# :jf:Yo ; Jf ; xof]u kŀfg ugI &=! Joj ; fo lj sf; sfoŀmd ; řfng ugI &=@ dlxfn sfdbf/x?sf]pBdzlntf lj sf; ugI &# lj k]fŀf Joj :yfkgsf]nflu ; xof]u kŀfg ugI &\$ n3' shf{Joj :yfsf]nflu laQlo ; :yfx?; E ; dŀj o tyf ; xsfo{ugI *=! sfgŀl k]j wfg af/]; ; lrt ugI *=@ aÞ]zs /f]huf/l[df xg]sfgŀ lj kl/tsf sfo{lg?I; flxt xg]sfoŀmd ; řfng ugI (=) dlxfn sfdbf/sf]kŀ:yfk g ; Dj ŀwl sfoŀmd thŀf tyf sfof]j og ugI (@ dhŀ aflx/ tyf dhŀ leq ; %lft uŀ ; řfng ugI

kəfj	pknJw	kl/Ofd	lqmfsnfk
		ePsf]xg\$	
	#= a)lzs /f]huf/ lqsf ; j]fuf]xnf0{ kbf]g u/lg]; j]f kj]fxdf ; /ntf / ; xhtf cfpg\$!)=) a)lzs /f]huf/ ; r]gf Aoj :y]k]gf ul/Psf]xg\$!!=) :j]b]z tyf lj]b]zdf j]xkl]flo ; e]q :y]k]gf e]j]b]zdf /x\$]f] sf]dbf/sf]p4f/ tyf cfj]Zos ; xof]u ku\$]f] xg\$!)=! ; r]gf ; ~hfn l]gd]f ug] !)=@ ; r]gf k]offnl tof/ ug] !!=! >d, u]k, cy{k//fi6«d]Gqfno / c]Gt/fli6 l]j sf; ; f]em]f/ tyf c]Gt//fli6 u] ; /sf/L ; :yf ; m]lg j]xkl]flo ; e]qsf] :y]k]gfsf]nflu l; k]m]l/z ug] !!=@ d]Vo u]GtAo dh]sx? -vf]8l / dn]l]zof _ df /x\$]f]b]t]j]f; df sf]dbf/ p4f/ sf]f :y]k]gf ug{k]xn Pj +; xof]u ug] !!=# g]k]fn] b]t]j]f; df k]l]t]l]g]l]wd]h]s g]k]fn] ; db]fo, u] cf]j]f; lo g]k]fn] / :y]fg]lo cl]wsf/sd]l{; l]D]d]nt ; d]G]o k]offnl :y]f]l]kt ug{k]xn Pj +; xof]u ug] !!=\$:y]fg]lo:t/df sf]dbf/x?nf0{; j]f pknJw u/fpg]
	\$= a)lzs /f]huf/ k]p4g af\$]Ps ; l]fd / Jofj ; f]los ; :y]fsf]?kdf lj]sl; t xg\$!@=) j]f\$]f]; :y]fut ; b]q]s/Of ePsf]xg\$!#=) sd]f]f/lx? sfo{ p]k]l]t ePsf xg\$g\	!@=! af\$]f]k]G]M Argf ug] !@=@ ; d]G]o ; ~hfn l]q]m]fl]zn ug] !#=# sfo{; D]k]f]bg]sf cf]wf/df af\$]f] sd]f]f/lx? nf0{; lj]wf k]bf]g ug] !#=@ sd]f]f/l]sf]l]fd]t]f l]j sf; ug] !#=# af\$]f]nflu e]f]t]s ; f]d]ful] Joj :yf ug]

&= sfoqmd Joj:y]k]g

af\$]f] l]g]of]f]g; f/ of] /Of]g]l]ts of]h]g]sf] sfoq] og af\$]f] ; l]r]j]fn]on] ug\$. /Of]g]l]ts of]h]g]sf] ; G]be]df af\$]f] e]l]ds]f sfoq] og of]h]g]f tof/ ug] ah] l]al]g]of]h]g ug] / ky k]p]z]g ug]xg\$. /Of]g]l]ts of]h]g]sf] ; du]k]u]l]td]f sfo\$]f/L l]g]b]z]snf0{p]Q/b]fo]l ag]f]pg af\$]f] l]gh; E sfo{ ; D]k]f]bg ; D]em]f]f ug\$ tyf of]h]g]f sfoq] og ug{k]xn Pj + c]G]o d]ef]no÷; :y]f]x?; E ; D]ks{ tyf ; d]G]o a]9]f]pg sfo\$]f/L l]g]b]z]snf0{ cf]a]Zos cl]wsf/ k]l]of]of]h]g ug\$. af\$]f] sfo\$]f/L l]g]b]z]sn] a]f]l]i]f] sfoq]md l]7]s ; d]od]f ; D]k]G]g xg]u/L ; l]r]j]fn]od]f sfo{t sd]f]f/l]sf] e]l]ds]f Pj + sfo{ l]j]ef]h]g u/L ; f] e]l]ds]f l]g]j]f]x ug] cf]j]Zos]t]f]g; f/ cl]wsf/ k]l]of]of]h]g ug]g .

of] /Of]g]l]ts of]h]g]f sfoq] og ug{k]xn af\$]f] sfo{t h]g]z]l]Q]m k]off]t g]e]P]sf]n] cf]j]Zos]t]f] cg; f/ y]k h]g]z]l]Q]m Joj :yf ug]k]g\$. y]k h]g]z]l]Q]m Joj :yf g]e]P; D]d /Of]g]l]ts of]h]g]f]d

pIny ePsf sfo{ug{oflotf kluf kzfslx?; E lgodfg' f/ ; Denf]f u/L afXo hgZlQmsf] pkofu ug]JoJ :yf ul/g\$.

s_ /Ofgllts ofhgf sfofj og sfo{6fhl

af\$[n]lgDgfg' f/sf]Ps /Ofgllts ofhgf sfofj og sfo{6fhl u7g ug\$. of]6fhl]sf]sfo{ /Ofgllts ofhgf cg' f/ aflif\$ tyf rfdflzs sfo{md tof/ u/L sfofj og ug] u/fpg]tyf rfdflzs Pj +aflif\$ kplt kl]tj dg tof/ ug] u/fpg]/ kl]tj dg af\$[f k]t't ug]xg\$.

lgbz's ; ofhs

; xfos lgbz's ; x-; ofhs

kl]t]glwx? -cfj Zostfg' f/ af\$[f sd{f/lx? ; b:ox?

v_ /Ofgllts ofhgf cgludg 6fhl

Af\$[n]/Ofgllts ofhgfsf]sfofj og cgludg ug{cf^gf ; b:ox? dVbaf6 pglx?sf] l]qut ljz]f1tfsf]cfwf/df cgludg 6fhl u7g u/L lqnoflzn u/fpg\$.

(= /Ofgllts ofhgfsf]cgludg

/fli6e ljsf; gllt; E ; Dj4tf

Af\$[f sfo{?n]>d tyf oftfoft JoJ :yf defnosf]/fhuf/ k46 /Ofgllt tyf /fli6e ofhgf cfof]sf]lqail6 ofhgfsf /Ofglltx?df ofubfg kfofpg]5g\ /fli6e /fhuf/ glltdf kg/fj nfg jf cBfj lws ePdf ; f]cg' f/ af\$[n]cf^gf glltdf kg/fj nfg u/L sfofj og ug\$.

cgludg vfsf

/Ofgllts ofhgfsf]kplt cgludg ug{af\$[n]Ps cgludg k]j s{tyf cgludg ofhgf tof/ ug\$. cgludg ubf{lgDg lj ifodf Vbfg lb0g\$M

s_ /Ofgllts ofhgfsf ; f'sx?; E cfj 4 e0{dVo sfo{mdsf]nflu ah\$ JoJ :yf,

v_ sfo{mdsf]klqmf Pj + f's, tyf

u_ kl/ofdf tyf pkn]w ; f's k]t eP gePsf]cgludg ul/g\$.

o:tf sfođf :ynut ; eIf0f tyf ađłzs /fhuf/ ; rgf k0fnlsf]pkofł ul/gđ .

cgłudg ; fwg

/0fgłłts ofłhgf tyf sfođmsf] cgłudg ug{ afđđ] lgłdg cgłudgsf ; fwg÷; dfułłsf] pkofł ugđM

- cgłudg ofłhgf
- ; ^6j o/ kofsłh
- ađłnf0đ ; eIf0f 8f6f
- :ynut ; rgf
- afđđsf]kult kłłtj đg
- t] f]kłfaf6 ln0g]; rgf

cfwf/et ; rgf -ađłnf0g_ ; eIf0f

cgłudg tyf dNofłg sfođf] nflu ; rś to ug{ cfwf/et ; rgf ; eIf0f ul/gđ . ; lrjfnon]; rgsf]n]fhf]yf u/L tflsPsf]9fFdf afđđ; dlf kłłtj đg kđ ugđ . lgłdt kłłtj đg, :ynut eđ0f tyf ; /fđf/jfnfx?; fśf]; e0m cgłudg / ; ldłffsf cfwf/df ; rfnug ul/Psf sfdsf]cgłudg ul/gđ .

; ldłff

Afđđ{ Pj +>d tyf ofłfoft Joj:yf dēfnon] rđđłłzs÷afłłfđ ; ldłff ugđg . ofłhgfsf] dWbfjłw dNofłg @)&) ; fnsf] k]f4đ ul/gđ . dWbfjłw dNofłg /fli6e=cłt//fli6e k/fdzłftfaf6 u/f0gđ . dWbfjłw dNofłgsf]nflu k/fdzłftfsf]sfo{lj a/0f tyf kf/L>łds afđđ]lgwf{0f ugđ . k/fdzłftfn]dWbfjłw dNofłgsf]kłłtj đg afđđsf sfođf/L lgbđzs ; dlf kđ ugđ .

ofłhgfsf]cłtd dNofłg @)&! ; fnsf]cłt0df ul/gđ . cłtd dNofłg /fli6e=cłt//fli6e k/fdzłftfaf6 u/f0gđ . cłtd dNofłgsf]nflu k/fdzłftfsf]sfo{lj a/0f tyf kf/L>łds afđđ]lgwf{0f ugđ . k/fdzłftfn]cłtd dNofłgsf]kłłtj đg afđđsf sfođf/L lgbđzs ; dlf kđ ugđ .

efu @

(= sfo{ofhgj

(=! aflif\$ sfo{ofhgj

/ofgllts ofhgjsf]sfofj og af\$ {cfkm} tyf afxo ; :yfsf]; jf kofu u/l ug\$. /ofgllts ofhgjsf] cfwf/df ; lrjfnon] tof/ u/\$f] aflif\$ sfoqnd tyf ah\$ af\$sf] :jls[tdf sNof0sf/L sfj]sf]/sd pkofu u/l sfofj og ug\$.

(=@ ah\$

l? = bz nfvdf...

kl/OfFd	aif{ !	@	#	\$	%	hDdf
!) a\$]zs /fhuf/df hfg rfxg] sfdbf/sf] r]gf tyf hfU/Of ljsf; xg\$	25=62	31=64	33=95	36=44	38=04	165=69
@) a\$]zs /fhuf/df hfg]/ hfg rfxg] sfdbf/sf] ahf/dvl ; lk ljsf; xg\$M	19=5	28=65	31=95	38=85	46=15	165=1
#) cGt/fli6\$ >d jhf/df kxF clea[4 ePsf]xg\$	42=3	49=3	53=6	59=3	65=9	270=4
\$) Aoj; folsf] lfdtf ljsf; e} p0/bfioj]df j[4 ePsf]xg\$	6=3	4=25	4=4	4=7	5=35	25=0
%) cfly\$; xfof tyf p2f/ sfo{ kefj sf/L ePsf]xg\$	70=8	75=95	76=3	76=5	77=05	376=6
^) ; fdfhs ; /lff sfoqnd lqnoflzn xg\$	2=6	2=9	3=4	3=4	3=9	16=2
&) j]f] jf6 larNnl e0{ kms{fPsf sfdbf/sf] ; fdfhs k\$M yfkg ul/Psf]xg\$	1=86	5=21	4=71	5=11	5=41	22=3
*=) sfdbf/sf] xs lxtsf] k]ofel't xg\$	2=21	2=55	2=55	3=05	3=05	17=55
(=) j\$]zs /fhuf/jf6 kms{ cfPsf dlxf sfdbf/sf] k\$:yfkgf tyf ; fdfhs k\$; ofhg ePsf] xg\$	14=85	18=95	19=4	23=3	23=5	100

kl/0ffd	aif{ !	@	#	\$	%	hDdf
!)=) a)lzs /f)huf/ ; r'gf Aoj :yfk'gf ul/Psf]xg\$	5=1	6=2	7=0	9=0	8=7	36=0
!!=) :jbz tyf ljbzdf jxklflo ; eGq :yfk'gf e} ljbzdf /x\$]f] sfdbf/s] p4f/ tyf cfjZos ; xofu ku\$]f]xg\$	0=1	7=55	4=45	9=25	7=65	29=0
!@=) jf\$]f] ; :yfut ; b)l's/of ePsf]xg\$	0=7	1=8	1=2	1=3	1=7	6=7
!#=) sdf/lx? sfo{ ptkl/t ePsf xg\$g\	12=7	11=2	61=7	12=4	62=2	159=2
hDdf	191=94	234=95	242=91	270=2	286=4	1230=54
; ~rfng vr{	11=36	12=0	12=0	12=5	12=5	60=36
cG0 ; :yf ; b)l's/of -laefu, defno_	2=5	3=0	3=0	3=5	4=0	16=0
sh hDdf	205=8	249=95	246=91	286=2	302=9	1306=9

hDdf ah\$ cfjZostf ? !, #), ^ (,), ,)) ÷

(# af\$]f]cfo; f]

a)lzs /f)huf/ k4g af\$ { e cf= j=)^&÷^* sflQs !% ut]; Ddsf]vr{s6f0{sh ?
%*, !%, &*, \$*^÷@) af\$ /x\$]f]5 . /ofglits of)hgf cg; f/sf sfo{; DkGg ug{af\$]f]; /b/
df]; s cfbfgl -)^&÷^* sf]kyd # dlxgfsf]cfwf/df_ ? # s/f\$ / xfn af\$ /sd kofft
xg\$.

(= \$ sfo{of)hgf

a)lzs /f)huf/ k4g af\$]f]cfufdl % aif\$]sfo{of)hgf lgDg 5gM

(=\$! sfo{of}hgf

; #fng cjlwM@)^&÷^* bljv @)@&!÷&@

..?= bz nfvdfü

lqmofsnfk ÷; xlmofsnfk	sfz9uf ÷ nlf (Target)	; dofalw -jif{rf}flzs_						pQ/bfioTj	; ft -dfgj ; zfwg, pks/of cflb_						
		jif{!			@	#	\$		%	nfut -jif{			hddf		
		!	@	#					!	@	#	\$	%		
kl/offd != r}gf tyf hfuf/of a[4 ePsf]xg5															
!-! /f}huf/ ; DjGwl ; r}gfdhs sfoqmd kl/dfhg / lj :tf/ ugI															
!-! hgr}gfdhs sfoqmd pTkfbg, k\$zfg Pj -k f/of ugI															
s_ laBtlo dfvbd															
• sfoqmd pTkfbg ÷k f/of	@\$# efu		17	18	52	52	52	52	tflnd zfvf	4=0	6=24	6=24	6=24	6=24	28=96
• 8sd}6pTkfbg			1		1				tflnd zfvf	0=15	0=15				0=30
• Spot pTkfbg	@% a6f	2	2	1	5	5	5	5	tflnd zfvf	0=5	0=5	0=6	0=7	0=7	3=0
• Spot k f/of	@\$)) k6s	240	240		480	480	480	480	tflnd zfvf	1=2	1=3	1=4	1=5	1=6	7=0
• Scroll pTkfbg Pj + k f/of	#*) k6s		51	27	78	78	78	78	tflnd zfvf	0=15	0=15	0=15	0=15	0=15	0=75
• ; r}gf k f/of	lale6g								tflnd zfvf	1=0	1=1	1=2	1=3	1=4	6=0

lqmfsnfk ÷; xlmfsnfk	sfz9uf ÷ nlf (Target)	; dofalw -jif{r@flzs_							pQ/bfioTj	; ft -dfgj ; zfwg, pks/of cflb_					
		jif{!			@	#	\$	%		nfut -jif{					
		!	@	#						!	@	#	\$	%	hDdf
v_ /lBof} Pkm= Pd sfoqmd															
• sfoqmd pTkfbg Pj -k f/of	@^ k6s - %@ efu_	18	16	18	52	52	52	52	tflnd zfvf	2=0	2=2	2=5	2=8	3=0	12=5
• Pkm= od= af6 k f/of	@#(@) k6s		4160		4680	4680	5200	5200	tflnd zfvf	5=82	6=55	6=55	7=28	7=28	33=48
• lhun pTkfbg	@% j6f		2	3	5	5	5	5	tflnd zfvf	0=15	0=15	0=16	0=17	0=17	0=8
• lhun k f/of - /lBof} Pkm= od=_	!\$)) k6s		7200		8100	8100	8100	8100	tflnd zfvf	1=1	1=3	1=4	1=6	1=7	7=1
• ; rgf k f/of	laleGg								kzf; g zfvf	1=45	1=5	1=55	1=6	1=6	7=7
u_ 5fkf dflld															
• ahjbg ksf; g	!%	1	1	1	3	3	3	3	kzf; g zfvf	0=3	0=3	0=4	0=5	0=5	2=0
• cfo ; fdfull ksf; g	laleGg								tflnd zfvf	2=2	2=2	2=3	2=3	2=5	11=5
• SofnQ8/ ksf; g	% j6f			1	1	1	1	1	kzf; g zfvf	0=3	0=3	0=4	0=5	0=5	2=0
!-!@ ; /sf/l u} ; /sf/l, ; fdbflos ; :yf Pj +:yfglo lgsfo ; E ; xsfo{u/l cGt/lqmof sfoqmd ; #fng ugI	!#% j6f	4	8	8	25	30	30	30	tflnd zfvf	2=0	2=7	3=3	3=4	3=6	15=0
!-!# ; 8s gf6s sfoqmd ; #fng ugI	#) lhNnf		2	2	6	6	7	7	tflnd zfvf	0=6	1=0	1=0	1=3	1=4	5=3

lqm0fsnfk ÷; xlm0fsnfk	sfz9uf ÷ nlf (Target)	; dofalw -jif{r0flzs_							p0/bf0tj	; ft -dfgj ; zfwg, pks/0f cflb_					
		jif{!			@	#	\$	%		nfut -jif{					
		!	@	#						!	@	#	\$	%	hDdf
!-!\$ j0]zs /fhuf/ ; befjgf /fht klxrfg=lqm0flzn ugI	\$ hgf				1	1	1	1	tflnd zfvf		0=5	0=6	0=7	0=8	2=6
!=@ cledVls/0f sfoqnd ; #fng ugI															
!=@! cledVls/0f tflnd kf70qnd kl/dfhg ugI	! k6s					3			tflnd zfvf			0=5			0=5
!@@ dlxnf?sf]nflu cledVls/0f tflnd ; #fng ugI	@)) k6s		10	20	40	40	45	45	tflnd zfvf	0=9	1=2	1=4	1=6	1=8	6=9
!@# cledVls/0f tflndsfnflu klzlfssf] klzlf0f ; #fng ugI	\$(hgf			9	20	20	20	20	tflnd zfvf	0=3	0=8	0=8	1=0	1=1	4=0
!@\$ dlxnf?sf] cledVls/0f tflnd zfls ; f\vegflbg]	lgoldt								tflnd zfvf	1=0	1=0	1=2	1=3	1=5	6=0
!@% cledVls/0f tflnd lbg]; #yfs]cgludg ugI									tflnd zfvf	0=5	0=5	0=5	0=5	0=5	2=5
hDdf										25=62	31=64	33=95	36=44	38=04	165=69
kl/0ffd @- a0]zs /fhuf/df hfg]/ hfg rfxg]sfdbf/sf]ahf/dVl ; lk lj sf; xg5M															
@-! ; lk lj sf; sfoqnd cfofhgf ugI															
@-! j0]zs /fhuf/sf] nflu cfjZos kgI ; lk=hzlQm c\lbog u/l klxrfg ugI	@ j6f				1			1	tflnd zfvf		1			1=2	2=2

lqm0fsnfk ÷; xlm0fsnfk	sfz9uf ÷ nlf (Target)	; dofalw -jif{rf0flzs_							pQ/bf0tj	; ft -dfgj ; zfwg, pks/0f cflb_					
		jif{!			@	#	\$	%		nfut -jif{					
		!	@	#						!	@	#	\$	%	hDdf
@!@ tfnlđ kf7dqnd tof/÷kq/fjnf\$g ugI	!& j 6f			5	3	3	3	3	tflnd zfvf	0=5	0=5	0=5	0=5	0=5	2=5
@!# ab]zs /fhuf/ ; Dj 6wl ; lk lj sf; sf nflu ; ~hfn tof/ ugI	lhNnf @! j 6f- lgoldt								tflnd zfvf	0=05	0=05	0=05	0=05	0=1	0=3
@!\$; lk lj sf; tflnd sfoqnd ; #fng ugI	!),))) hgf		500	500	1500	2000	2500	3000	tflnd zfvf	14=0	20=0	25=0	30=0	36=0	125=0
@!% tflnd sfoqnds] cgludg ugI	!!) j 6f - lgoldt_								tflnd zfvf	0=05	0=1	0=1	0=1	0=1	0=45
@!^ 3/h' sfdbf/sf ?kdf hfg]dlxnfx?sf nflu efff lj zif ; lk dhs tflnd ; #fng ugI	@^)) hgf		200	200	500	500	600	600	tflnd zfvf	3=9	5=0	5=0	6=2	6=4	26=5
@@ ab]zs /fhuf/ Jojl:yt agfpg cfj Zostf cg; f/ c6o tflnd, sfozfnf, uf]7l cfofhgf ugI															
@@! tflnd cfj Zostf cWooog ugI	@ k6s				1			1	tflnd zfvf		0=3		0=3		0=6
@@@ cfj Zostf cg; f/ sfoqnd l8hf0g ugI	@ k6s				1			1	tflnd zfvf		0=1		0=1		0=2
@@# tflnd, sfozfnf tyf uf]7l cfofhgf ugI	!% j 6f			3	3	3	3	3	tflnd zfvf	1=0	1=0	1=0	1=2	1=3	5=5
@# k/fdz{; j f k]fpg ugI															
@#! k/fdz]ftf tflnd ; 06q÷; hfn tof/ ugI	@ k6s				1			1	cWooog, cg; Gwfg -cc_ zfvf		0=15		0=15		0=3

lqmfsnfk ÷; xlmfsnfk	sfz9uf ÷ nlf (Target)	; dofalw -jif{r@flzs_						pQ/bfioj	; ft -dfgj ; zfwg, pks/of cflb_						
		jif{!			@	#	\$		%	nfut -jif{					
		!	@	#						!	@	#	\$	%	hDdf
@#=@ k/fdz{; Dj Gwl ; fdfull tof/ ugI	lgoldt							cc zfvf		0=2	0=2	0=3	0=3	1=0	
@\$; fj hlgS ; gj f0{ugI															
@\$=! ; fj hlgS ; gj f0{ sfofj lw tof/ ugI	! j 6f				1			cc zfvf		0=15				0=15	
@\$=@ ; fj hlgS ; gj f0{ sfofmd cfofjhgI ugI -:ynut tyf laBtlo df\bd - /l8of]	* j 6f				2	2	2	2	cc zfvf		0=1	0=1	0=1	0=1	0=4
hDdf									19=5	28=65	31=95	38=85	46=15	165=1	
kl/0ffd #-) cGt/fli6@ >d j hf/df kxF clea[4 ePsf]xg\$															
#=! a@]zs /f]huf/lst]nflu gofFahf/ c\Wbog ugI															
#=! gofF>d ahf/ c\Wbog÷cg; Gwfg ugI	& j 6f			2	2	1	1	1	cc zfvf	3=0	2=0	1=5	1=5	1=5	9=5
#=!@ df]hb >d ahf/sf] thgf]ds c\Wbog ugI	# j 6f			1	1			1	cc zfvf	2=0	2=2		2=3		6=5
#=!# uGtAo dhSx? ; G lakl]lo jftf{ug{sbgllts lgof]y, cGt/fli6@ ; w ; :yf, /f]huf/bftf Pj + a@]zs /f]huf/ Joj ; folx? ; G 5nkmn sfofmd ; #fng ugI	% j 6f			1	1	1	1	1	cc zfvf	2=0	2=2	2=4	2=6	2=8	12=0

lqm0nsnfk ÷; xlm0nsnfk	sfz9uf ÷ nlf (Target)	; dofalw -jif{r0flzs_							pQ/bf0l0j	; ft -dfgj ; zfwg, pks/0f cflb_					
		jif{!			@	#	\$	%		nfut -jif{					
		!	@	#						!	@	#	\$	%	hDdf
#-!-\$ >d ; Demfxf d:of0f tof/ u/l defnodf l; knf/lz ugI	& j6f			3	1	1	1	1	cc zfvf	0=3	0=2	0=2	0=2	0=2	1=1
#=@ u0tJo dh5df sdbf/ k7fpg s0glts lgo0u dfknt kxn ugI															
#=@! /fhbt0jf; x? tyf >d ; xrf/lzf sf0f0 dfknt sdbf/ k7fpg; yfut ; ; xofu k0fg ugI	cfjZostf cg; f/ (j0f b0zdf			4	5	6	7	9	ofhg tyf cgudg - ofc_ zfvf	20=0	25=0	30=0	30=0	35=0	140=0
#=@@ >d 8js :yfkgf Pj + ; f0ng ugI	^ b0z			2	3	4	5	6	ofc zfvf	10=0	12=0	15=0	18=0	20=	75=0
#=@# /fhuf/bt0f tyf Jo; fol alr ; Dj0w :yfkgf ugI	% b0z			1	1	1	1	1	ofc zfvf	1=0	1=0	1=0	1=0	1=0	5=0
#=@\$ gkfnl s0glts lgsfo, NRN / Aoj; fol dfknt ; Dj0wt b0zdf /fhuf/lzf cj; / ; hgf ugI kxn ugI	% b0z			1	1	1	1	1	ofc zfvf	1=0	1=1	1=2	1=3	1=4	6=0
#=@% ; efJo u0tAo dh5x?df 0sfo{d0hf -Job Fair) tyf pRr:t/lo jftf{ tyf 5nkm sfo0md ugI	!) b0z		1	1	2	2	2	2	ofc zfvf	2=0	2=2	2=3	2=4	2=6	11=5
#=# a0]zs /fhuf/ glt lgod cBfjlws ugI {c0lbog u/l l; knf/lz ugI															
#=#! a0]zs /fhuf/ ; Dj0wl P0y lgodsf] k0sf/Ltf k0/fj n0sg ugI	# k6s			1	1			1	cc zfvf	0=5	0=7			0=7	1=9

lqmfsnfk ÷; xlmfsnfk	sfz9uf ÷ nlf (Target)	; dofalw -jif{r@flzs_							pQ/bfioj	; ft -dfgj ; zfwg, pks/of cflb_					
		jif{!			@	#	\$	%		nfut -jif{					
		!	@	#						!	@	#	\$	%	hDdf
#=#-@ Pq lgod tyf gllt ; zfwgsf nflu d:ofdf tof/ u/l defnodf l; knfl/z ugI	# k6s			1	1			1	cc zfvf	0=5	0=7			0=7	1=9
hDdf									42=3	49=3	53=6	59=3	65=9	270=4	
\$-) Aoj ; folsf]lfdtf lj sf; e)pQ/bfioj df j [4 ePsf]xg\$															
\$=! Joj ; folsf]lfdtf lj sf; ugI															
\$=!-! Joj ; folsf]lj /of cwfj lws ugI	lgoldt									0=1	0=1	0=1	0=1	0=1	0=5
\$=!-@ ab]zs /f]huf/ Joj ; fodf ; nlg Joj ; folx?sf]lfdtf lj sf; cfaZostf cllbog ugI	@ k6s				1			1	tflnd zfvf		0=15			0=15	0=30
\$=!-# Joj ; folx?sf nflu cledVls/of sfoqnd ; #fng ugI	\$ j 6f				1	1	1	1	tflnd zfvf	0=5	0=5	0=5	0=5	0=5	2=5
\$=!-\$ Joj ; folx?sf nflu c6t/lqmf, sfozfnf, uf]7l ; #fng ugI	!@ j 6f		2	2	2	2	2	2	tflnd zfvf	1=2	0=6	0=7	0=8	0=9	4=2
\$=!-% ahf/ k46sf nflu Joj ; fol ; lxtsf]e0of sfoqnd cfof]hgf ugI	^ j 6f			2	1	1	1	1	kz f; g zfvf	4=0	2=4	2=6	2=8	3=2	15=0
\$@ Joj ; folx? nf0{ptk}t tyf ; Ddfg ugI															
\$=@-! Joj ; folsf cfrf/ ; lxtf af/]cledVls/of ugI ; xofu k6fg ugI	% k6s			1	1	1	1	1	tflnd zfvf	0=1	0=1	0=1	0=1	0=1	0=5

lqmfsnfk ÷; xlmfsnfk	sfz9uf ÷ nlf (Target)	; dofalw -jif{rflz_							pQ/bfioj	; ft -dfgj ; zfwg, pks/Of cflb_					
		jif{!			@	#	\$	%		nfut -jif{					
		!	@	#						!	@	#	\$	%	hDdf
\$-@@ pTs[6 Joj ; folnf0{ k/:s[ugI	% hgf			1	1	1	1	1	kpa\$g lj sf; zfvf	0=2	0=2	0=2	0=2	0=2	1=0
\$-@# Joj ; folnf0{; Ddfg ug{kz#f kq kbfq ug{	@) hgf				5	5	5	5	kpa\$g lj sf; zfvf	0=2	0=2	0=2	0=2	0=2	1=0
									hDdf	6=3	4=25	4=4	4=7	5=35	25=0
kl/Ofd % cfly\$; xfotf tyf p2f/ sfo{kfej sf/l ePsf]xg\$															
%=! d[s sf kl/jf/ / cu eu ePsf Pj- lj /fdl e0{kms\$; a)sfdbf/nf0{cfly\$; xfotf kbfq ugI									sNoff)fsf/l zfvf						
%=! cfly\$; xfotf af/] cfd ; #f/s]dfNbdaf6 ; ; lrt ugI	@^ k6s -; fktflxs_		52		52	52	52	52	sNoff)fsf/l zfvf	0=1	0=1	0=1	0=1	0=1	0=5
%!=@ cfly\$; xfotf ; Dj Gwl dfkb08 / sfoj lw tof/÷kl/dfhg ugI	@ k6s				1			1	sNoff)fsf/l zfvf		0=15			0=15	0=3
%!=# tflsPsf]; do leq lgodfg; f/s]cfly\$; xfotf kbfq ugI	dfu adf]hd								sNoff)fsf/l zfvf	65=0	65=0	65=0	65=0	65=0	325=0
%!= \$ cfly\$; xfotfsf] ; lj wf ladf ; /x pknJw u/fpg ; #yfut kxn ugI	cj]Zostf cg; f/								sNoff)fsf/l zfvf	0=1	0=1	0=1	0=1	0=1	0=5
%=@ sfdbf/s]p2f/ sfo{ugI															
%=@! czQm b36gdf k/\$f, k[st[ts k\$fk, b]l lakQl kfej t sfdbf/nf0{ ; j b[kmtf{ugI	cj]Zostf cg; f/								sNoff)fsf/l zfvf		3	3=2	3=3	3=5	13=0

lqmfnsnfk ÷; xlfmfnsnfk	sfz9uf ÷ nlf (Target)	; dofalw -jif{r@flzs_						pQ/bfioLj	; ft -dfgj ; zfwg, pks/Of cflb_						
		jif{!			@	#	\$		%	nfut -jif{					
		!	@	#						!	@	#	\$	%	hDdf
%=@ cfly\$ dGblaf6 køflj t sfdbf/nf0{:j bž lkmtf{ugI	dfu adfIhd							sNoff)fsf/L z fvf		2=0	2=2	2=3	2=4	8=9	
%=@# labždf cnkq k/žf zj ; dodf :j bž Nofpg ; xofu ugI	dfu adfIhd							sNoff)fsf/L z fvf	5=0	5=0	5=0	5=0	5=0	25=0	
%=@\$ cnkq k/žf zj lhNnfdf kžofpg ; xofu ugI	cfj Zostf cg; f/							sNoff)fsf/L z fvf	0=6	0=6	0=7	0=7	0=8	3=4	
								hDdf	70=8	75=95	76=3	76=5	77=05	376=6	
kl/Ofdd ^=; fdfilhs ; /lff sfoqmd lqmfIzn xgž															
^=! žlfs lj sf; sfoqmd ; #fng ugI															
^=!=! ; fdfilhs ; /lff sfoqmdsf]-5faj [L, lzz' :ofxf/ s[b, :j f:Yo ;]f ; xofu / ; /lft u _k dfkb08 tof/ ugI	^ j 6f			2	1	1	1	1	sNoff)fsf/L z fvf	0=1	0=1	0=1	0=1	0=1	0=5
^=!@ j ž]zs /fhuf/df uPsf sfdbf/x?sf] lhNnfut 8f6f kllkt u/L Jojl:yt ugI	lgoldt								sNoff)fsf/L z fvf		0=15	0=15	0=15	0=15	0=6
^=!# lhNnfut sfžf lgwf{Of u/L 5fqa[ft lat/Of ugI	% k6s	1			1	1	1	1	sNoff)fsf/L z fvf	0	0	0	0	0	0
^=!\$ 5gfžsf]cfwf/df 5fqa[tsf]cgludg	&% k6s			15	15	15	15	15	sNoff)fsf/L z fvf	0=15	0=15	0=15	0=15	0=15	0=75

lqmfsnfk ÷; xlmfsnfk	sfz9uf ÷ nlf (Target)	; dofalw -jif{rflz_							pQ/bfioj	; ft -dfgj ; zfwg, pks/Of cflb_					
		jif{!			@	#	\$	%		nfut -jif{					
		!	@	#						!	@	#	\$	%	hDdf
ug{u/fpg]															
^!% j b]z /fhuf/ ; Dj GwL ; f]vsfo{ugI	% j 6f			1	1	1	1	1	cc zfvf	0=2	0=2	0=2	0=2	0=2	1=0
^@ lzz':ofxf/ s[b]; #fng ugI															
^@! cfk]f; l dxnf sfdbf/x?sf]olsg tYofs k]kt ugI-lzz':ofxf/ ;]fs]nflu_	lgoldt								sNoff)fsf/L zfvf	0	0	0	0	0	0
^@@ lzz':ofxf/ s[b\$] nflu sf]f lqwf{Of ugI	% k6s			1	1	1	1	1	sNoff)fsf/L zfvf	0	0	0	0	0	0
^@# lzz':ofxf/ s[b] ; #fng ugI; :yfx?sf] klxrfg Pj +5gf] ugI	@) j 6f				5	5	5	5	sNoff)fsf/L zfvf		0=05	0=05	0=05	0=05	0=2
^@\$ lzz':ofxf/ s[b\$] lgoldt cgludg ugI	@) j 6f				5	5	5	5	sNoff)fsf/L zfvf		0=1	0=1	0=1	0=1	0=4
^# :jf:Yo ;]f ; xof]u kbfg ugI															
^#! j]/f] sf]qmddf cu eu / czQm e0{k]s]sf sfdbf/sf]kl/jf/nf0{ :jf:Yo pkrf/ ; xof]u ugI	dfu ad]hd								sNoff)fsf/L zfvf	2=0	2=0	2=5	2=5	3=0	12=0
^#@ ;]f kbfos ; :yf jf AolQmsf]5gf] ugI	cj]Zostf cg; f/								sNoff)fsf/L zfvf	0	0	0	0	0	0
^## k]s]sf sfdbf/sf] :jf:Yo l:ylt cl]bog ugI	lgoldt								sNoff)fsf/L zfvf	0=15	0=15	0=15	0=15	0=15	0=75
									hDdf	2=6	2=9	3=4	3=4	3=9	16=2

lqm0fsnfk ÷; xlm0fsnfk	sfz9uf ÷ nlf (Target)	; dofalw -jif{rf@flzs_							p0/bf0lj	; ft -dfgj ; zfwg, pks/0f cflb_					
		jif(!			@	#	\$	%		nfut -jif{					
		!	@	#						!	@	#	\$	%	hDdf
kl/0ffd &= ablz s /fhuf/af6 larllnl e0{kmls{cPsf sfdbf/sf]kj:yfkg ePsf]xg5															
&=! Joj ; fo lj sf; sfoqnd ; #fng ugI									tflnd zfvf						
&=!=! labzdf l; s\$]l; k :j bzd f kbfu ug{rfxg] sfdbf/sf]lj j /0f k{kt ugI	% k6s		1	1	1	1	1	1	tflnd zfvf	0-15	0-15	0-15	0-15	0-15	0-75
&=!@ kmlsPsf sfdbf/x?sf] :j /fhuf/df ; #lgtf clwog ugI	@ k6s			1				1	tflnd zfvf		0-3			0-3	0-6
&=!# ; eJ0 n3' tyf ; fgf Joj ; fosf]l:sd th0f u/l lat/0f ugI	@) j6f			5	5	5	5	5	tflnd zfvf		1-0	1-0	1-0	1-0	4-0
&=!\$ n3' tyf ; fgf Joj ; fo ; hgf sf]nflu pBdzntf lj sf; tflnd ; #fng ugI	\$)) hgf		40	90	90	90	90	90	tflnd zfvf	0-4	0-9	0-9	1-0	1-0	4-2
&=!% n3' tyf ; fgf Joj ; fo ; #fng ug{; lk cleaI tflnd kbfu ugI	\$)) hgf		40	90	90	90	90	90	tflnd zfvf	0-6	1-0	1-0	1-2	1-2	5-0
&=!^ n3' tyf ; fgf Joj ; fo Joj :yfkg tflnd kbfu ugI	\$)) hgf		40	90	90	90	90	90	tflnd zfvf	0-4	0-9	0-9	1-0	1-0	4-2
&=@ dlxnf sfdbf/x?sf]pBdzntf lj sf; ugI															
&=@! dlxnf pBdzntf lj sf; sf]nflu kf70qnd tof/ ugI	! k6s			1					tflnd zfvf		0-2				0-2
&=@@ dlxnf sfdbf/ dlw0af6 pBd ug{rfxg] klzlfyL{5gf0 ugI	!^) hgf			40	40	40	40	40	tflnd zfvf		0-05	0-05	0-05	0-05	0-2

lqm0fsnfk ÷; xlm0fsnfk	sfz9uf ÷ nlf (Target)	; dofalw -jif{r0}llzs_							p0/bf0lj	; ft -dfgj ; zfwg, pks/0f cflb_					
		jif{!			@	#	\$	%		nfut -jif{					
		!	@	#						!	@	#	\$	%	hDdf
&=# 5gf0 ePsf dlxnfnf0{n3'Jo; fo ; hgf=:Jo;:yfkg tyf ; lk clea[4 tflnd k0fg ug]	!) hgf				40	40	40	40	tflnd zfvf		0=4	0=4	0=4	0=4	1=6
&# lj k0f0f Jo;:yfkgf]nflu ; xof0u k0fg ug]															
&=#! lj k0f0f ; Dj Gwdf c0t/lqm0f sfo0md ug{ ; xof0u ug]	% k6s			1	1	1	1	1	cc zfvf	0=15	0=15	0=15	0=15	0=15	0=75
&#=@ lj k0f0f Jo;:yfkgf] nflu sfo{of]hgf tof/ ug{ ; xof0u ug]	% k6s			1	1	1	1	1	cc zfvf	0=05	0=05	0=05	0=05	0=05	0=25
&=\$ n3' shf{Jo;:yfsf]nflu laQo ; :yfx?; E ; dgjo tyf ; xsfo{ug]															
&=\$=! laQo ; :yf; E ; dgjo u/l n3' shf{! :sd tof/ ug]	@) j0f				5	5	5	5	tflnd zfvf	0=06	0=06	0=06	0=06	0=06	0=3
&=\$=@ j0f/f0 jf6 kmSl{ tflnd k0kt u/\$f sfdbf/nf0{n3' shf{ sfo0md c0tu0f C0f k0fg ug{laQo lgsfo; E ; dgjo ug]	cjJzostf cg; f/								tflnd zfvf	0=05	0=05	0=05	0=05	0=05	0=25
hDdf										1=86	5=21	4=71	5=11	5=41	22=3
kl/0ffd *= sfdbf/sf]xs lxtsf]k]ofell't xg\$															
*=! sf0gl k0j wfg af/] ; lrt ug]															
*=! xs lxt ; Dj Gwl	% k6s		1		1	1	1	1	sNoff)fsf/L	0=06	0=1	0=1	0=1	0=1	4=6

lqmfsnfk ÷; xlmfsnfk	sfz9uf ÷ nlf (Target)	; dofalw -jif{rflz_							p0/bfioj	; ft -dfgj ; zfwg, pks/of cflb_					
		jif{!			@	#	\$	%		nfut -jif{					
		!	@	#						!	@	#	\$	%	hDdf
sfgg] klj wfg af/]hfgsf/L u/fpg]									z fvf						
*-!@ sfgg] ; xfofsf] nflu sfgg] ; Nnfxsf/sf] ;]f pkn]w u/fpg]	cj]Zostf cg; f/								sNoff)fsf/L z fvf	0-2	0-2	0-2	0-2	0-2	1-0
*-!# Blood Money pkn]w u/fpg]	cj]Zostf cg; f/								sNoff)fsf/L z fvf	1-7	2-0	2-0	2-5	2-5	10-7
*@ a]z]s /fhuf/Ldf xg]sfgg] l]kl/tsf sfo]g?I; flxt xg]sfo]gmd ; #fng ugI															
*-@! sfgg] klj wfg ; Dj Gwl hgr]gf sfo]gmd ; #fng ugI	% k6s			1	1	1	1	1	sNoff)fsf/L z fvf	0-1	0-1	0-1	0-1	0-1	0-5
*-@@ a]z]s /fhuf/df hfg]sfdbf/n]cf'gf ug] ; f k]olft JoQm ugI cj ; / kbfg ug{x6nf0g ; #fng ugI	lgoldt								sNoff)fsf/L z fvf	0-15	0-15	0-15	0-15	0-15	0-75
									hDdf	2-21	2-55	2-55	3-05	3-05	17-55
kl/0ffd (= a]z]s /fhuf/af6 krls{cfPsf cfPsf dlxnf sfdbf/sf]kg:yfkg tyf ; fdf]hs k6]l ofhg ePsf]xg5															
(=! dlxnf sfdbf/sf]kg:yfkgf ; Dj Gwl sfo]gmd th]f tyf sfo]g]og ugI															
(=! j]f] df c; km Pj + kl]8t dlxnf sfdbf/ / kg:yfkg ;]f cfjZos kg\$] ; Wof klxrfg ugI	lgoldt								sNoff)fsf/L z fvf	0-1	0-1	0-1	0-1	0-1	0-5
(=!@ kg:yfkgf ;]f kbfg ugI ; fdf]hs ; #yfsf] klxrfg tyf 5gf6 u/L	cj]Zostf cg; f/								sNoff)fsf/L z fvf	0-1	0-1	0-1	0-1	0-1	0-5

lqmōsnfk ÷; xlmōsnfk	sfz9uf ÷ nlf (Target)	; dofaw -jif{rflz_							pQ/bfioj	; ft -dfgj ; zfwg, pks/of cflb_					
		jif{!			@	#	\$	%		nfut -jif{					
		!	@	#						!	@	#	\$	%	hDdf
; Den}f ugI															
(-@ dh5 aflx/ tyf dh5 leq ; /lft u{x ; #fng ugI															
(-@! ; /lft u{x ; #fng ugI	:jbz # ljbz ^			1	2	3	3	3	sNoff)fsf/L zfvf	4=0	6=0	6=0	8=0	8=0	32=0
(-@@ ; /lft u{x ; #fng tyf dgf] fdfllhs k/fdz{ ; jfsf]nflu ofllo÷blf ; fdfllhs ; yfsf]klxrfg / 5gf0 ugI	% j6f - lgoldt_			1	1	1	1	1	sNoff)fsf/L zfvf	0=05	0=05	0=1	0=1	0=1	4=0
(-@# ; /lft u{x ; #fng ; Dj6wl sfo{ ; #fng lgbIzsf tof÷kl/dfhg ugI	@ k6s		1					1	sNoff)fsf/L zfvf	0=1			0=1		0=2
(-@\$; /lft u{xsf] cgludg ÷lg/lifof ugI cgludg÷; dgj o ; ldl a}S ; dt_	!#@ k6s	12			24	24	36	36	sNoff)fsf/L zfvf	0=5	0=7	1=0	1=0	1=2	4=4
hDdf									14=85	18=95	19=4	23=3	23=5	100	
kl/0ffd !)= aDlzs /flhuf/ ; Rgf Aoj :yfkq ul/Psf]xg5															
!)=! ; Rgf ; -hfn lgdflf ugI															
!)=! cfkj] ; L ; flt s[bl (MRC) sf] ; jf la:tf/ ugI	% lhNnf	1			1	1	1	1	cfkj] f; L ; flt s[bl	2=7	3=5	4=0	4=5	5=0	19=7
!)=!@ lhNnf:t/df ; /sf/L ; yfglo lgsfo tyf u{x ; /sf/L ; yf; G ; Rgf ; -hfn tof/ ugI	&% lhNnf			10	40	75	75	75	cfkj] f; L ; flt s[bl	0=7	2=7	3=0	3=0	3=5	12=9

lqmfnsnfk ÷; xlfmfnsnfk	sfz9uf ÷ nlf (Target)	; dofalw -jif{rflz_s_						pQ/bfioTj	; ft -dfgj ; zfwg, pks/Of cflb_						
		jif{!			@	#	\$		%	nfut -jif{					
		!	@	#						!	@	#	\$	%	hDdf
!)=@ ; Rgf k0ffnl tof/ ugI															
!)=@! j0lzs /fhuf/ ; DjGwl cfwf/et tYofI ; \$ng (Baseline survey) ugI	@ k6s		1				1	cfkj f; L ; fjt s6bl		2=0				2=0	4=0
!)=@@ a7nf0g ; eIf0f ugI	@ k6s			1			1	cfkj f; L ; fjt s6bl		1=5			1=5		3=0
!)=@# ; Rgf k0ffnl l8hf0g ugI	! k6s			1				cfkj f; L ; fjt s6bl	10=1=1 c6tuft						
hDdf									5=1	6=2	7=0	9=0	8=7	36=0	
kl/Ofdd != : jbz tyf ljbzdf jxklflo ; 06q : yfkgf e)ljbzdf /x\$ sfdbf/sf]p4f/ tyf cfjZos ; xofu ku\$]xg\$															
!!=! >d, uX, cy{k/fi6«dGqno / c6t/fli60 ljsf; ; fembf/ tyf INGOs ; nlg jxklflo ; 06qs]:yfkgfsf]nflu l; knfl/z ugI															
!!=! ; 06qs]eldsf, pQ/bfioTj tyf sf0j lw tof/ u/L :yfkgfsf]nflu l; knfl/z ugI	@ k6s -aif{ % df kl/dfhg ugI			1			1	ofc zfvf		0=2			0=2	0=4	
!!=@ jxklflo ; 06q lqmf0zn ugI	lgoldt							ofc zfvf		0=05	0=05	0=05	0=05	0=2	
!!=@ dVo u6tAo dhsx? -vf8l / dn]zof _ df /x\$]bt]jf; df sfdbf/ p4f/ sf] :yfkgf ug{kxn Pj +; xofu ugI															
!!=@! p4f/ sf] Joj:yfkg lgb]zsf tof/ u/L defnodf l; knfl/z ugI	@ k6s - r]y]aif0f kl/dfhg			1			1	ofc zfvf		0=2			0=2	0=4	

lqmfsnfk ÷; xlmfsnfk	sfz9uf ÷ nlf (Target)	; dofalw -jif{r@flzs_						pQ/bfioj	; ft -dfgj ; zfwg, pks/of cflb_					
		jif{!			@	#	\$		%	nfut -jif{				
		!	@	#						!	@	#	\$	%
!!=@ p4f/ sfif :yfkf ug{ofubfg ug}	lgoldt							ofc zfvf		2=0	2=0	2=0	2=0	8=0
!!# gkfnl btj f; df kl lgldhs gkfnl ; dbfo, NRN / :yfglo clwsf/sdl{ ; lDdlnt ; dgjo kffnl :yflkt ug{kxn Pj +; xofu ug}														
!!#-! ; dgjo kffnlsf] cfj Zstf kg dhsx? klxrfg ug}	lgoldt							ofc zfvf	0	0	0	0	0	0
!!#=@ /fhbtj f; dfknf ; Da4 kf; G ; -rf/ u/L ; xdtl k t ug}	lgoldt							ofc zfvf	0	0	0	0	0	0
!!\$:yfglo:t/df sfdbf/x?nf0{; jf pknJw u/fpg]Jo]yf ug}														
!!\$=! af\$sf]sfo{f lj :tf/ ug{clwbog u/L l; knf/z ug}	% lj sf; lfq			1	2	3	5	cc zfvf		0=2	0=2	0=2	0=4	1=0
!!\$=@ ; a}lj sf; lfqdf qndzljf\$sf]lfqlo sfoffo :yfkf ug}	@			1			1	kzf; g zfvf		5=0	2=0	7=0	5=0	19=0
!!\$# :yfglo:t/df ; dgjo / ; xsfo\$flu sfo]lw lgb]zsf tof/ ug}	!			1				kzf; g zfvf		0=1				0=1
!!\$-\$; jf kjfx ; DjGwl Sfo{lj lw (Standard Procedure) thdf÷kl/dfhg ug}	@			1	1			kzf; g zfvf	0=1		0=2			0=3

lqmofnfk ÷; xlmofnfk	sfz9uf ÷ nlf (Target)	; dofalw -jif{rfdflzs_						p0/bfioj	; ft -dfgj ; zfwg, pks/of cflb_					
		jif{!			@	#	\$		%	nfut -jif{				
		!	@	#						!	@	#	\$	%
							hDdf	0=1	7=55	4=45	9=25	7=65	29=0	
kl/0ffd !@- jf\$[f]; :yfut ; b0ls/of ePsf]xg\$														
!@-! af\$[f]k0M Argf ugI														
!@-! af\$[f]; u7g tyf JoJ:yfkg (O&M) ; eIfof ugI	@				1		1	kzf; g zfvf		0=1		0=1		0=2
!@-!@ k0M Argf :jls[ts]nflu defnodf kz ugI	@				1		1	kzf; g zfvf		0	0	0	0	0
!@-!# af\$[f]sfo{; #fng lgb]zsf tyf ljlgodfjnl tof/ tyf :jls[t klt ugI	@				1		1	kzf; g zfvf	0=5				0=5	1=0
!@-!\$ af\$[f]sd{f/l Pj + la0lo clwsf/sf]nflu P0 ; zfwgsf]d:of0f tof/ u/l kz ugI	!				1			kzf; g zfvf		0=5				0=5
!@-@ ; d0j o ; -hfn lqmoflzn ugI														
!@-! af\$[f] -; b:ox? dW0af6_ ; d0j o, k/fdz{ tyf cgludg 0sf0{u7g ugI	lgoldt							ofc zfvf	0=1	0=1	0=1	0=1	0=1	0=5
!@-@ cfudg slfdf >d 8]s :yfkgf ugI	lqejg lj dfg:yndf				1			ofc zfvf		1=0	1=0	1=0	1=0	4=0
!@-# ; Dj 4 lgsfox?df Ps ; Dks{lj Gb\$[f]Aoj :yf ugI	lgoldt							ofc zfvf	0=1	0=1	0=1	0=1	0=1	0=5
							hDdf	0=7	1=8	1=2	1=3	1=7	6=7	

lqmfsnfk ÷; xlmfsnfk	sfz9uf ÷ nlf (Target)	; dofalw -jif{rflz_						pQ/bfioj	; ft -dfgj ; zfwg, pks/Of cflb_					
		jif{!			@	#	\$		%	nfut -jif{				
		!	@	#						!	@	#	\$	%
kl/Ofd !#-) sdf/lx? sfo{pTkl/t ePsf xg5g\														
!#-! sfo{; Dkfbgsf cfw/df sdf/lx? nf0{; ljwf kbfq ugI														
!#-! sfo{; Dkfbg ; Ts tof/ u/l :jls[tsf]nflu l; knf/z ugI	aflif\$ lgoldt							kzf; g zfvf	0=2	0=2	0=2	0=2	0=2	1=0
!#-!@ sfo{; Dkfbgsf] cfw/df sdf/lnf0{; ljwf kbfq ugI	lgoldt							cfly\$ kzf; g zfvf		1=5	2=0	2=5	2=5	8=5
!#@ sdf/lsf]lfdtf ljsf; ugI														
!#-! sdf/lsf]lfdtf ljsf; cijZostf klxrfq ugI	@ k6s			1			1	kzf; g zfvf	0=15			0=2		0=35
!#-@@ sdf/lsf]lfdtf ljsf; sfoqmd ; #fng ugI	tflnd !! hgf -:jbzl tyf lj bzl			3	2	2	2	tflnd zfvf	1=5	1=0	1=0	1=0	1=0	5=5
	l:ylt cllbog eð0f !) k6s		1	1	2	2	2	kzf; g zfvf	2=5	2=5	2=5	2=5	2=5	11=5
	cjnfg eð0f !) k6s		1	1	2	2	2	kzf; g zfvf	3=0	3=0	3=0	3=0	3=0	15=0
	cllbog eð0f :jbz \$				1	1	1	1	kzf; g zfvf		0=5	0=5	0=5	0=5

lqmfnsnfk ÷; xlfmfnsnfk	sfz9uf ÷ nlf (Target)	; dofalw -jif{rf}flzs_						pQ/bfioTj	; ft -dfgj ; zfwg, pks/Of cflb_						
		jif{!			@	#	\$		%	nfut -jif{					
		!	@	#		#	\$		%	!	@	#	\$	%	hDdf
!## af\$§f]nflu eflts ; fdfull Joj :yf ugI															
!#=#! kmg{/ , dlzg cfhf/ tyf ; jf/l ; fwg v/lb ugI	cjZostf cg; f/	h						kz f; g z fvf	5-35	2-5	2-5	2-5	2-5	15-35	
!#=#@ ejg lgdff ugI	hldg tyf ejg					1		1	kz f; g z fvf			50=0		50=0	100=0
									hDdf	12-7	11-2	61-7	12-4	62-2	159-2
									sh hDdf	205-8	249-95	246-1	286-2	302-9	1306-9

cg; Ħl !M; xefulx?sf]; Ħl

jDŁzs /fĥuf/ kj46 jf8{
/0fgllts ofĥgf thĥf sfožfnf ufĥl

:yfgMkof/f8f0ĥ xf0ĥ, gu/sf0
ldltM@)^&÷^ @\$ bĥv @^ ; Dd

; xefulx?sf]gdfj nl

l;=g+	Gfd	Kb	;=yf
1.	lbgz xl/ clwsf/L	;lrj	>d tyf oftfoft Aoj :yf dĥqfno
2.	:yfgzj / b] sf0f	sfoĥf/L lgbzs	jy/fk-jf8{
3.	k0f{rGb eš/f0{	; x-; lrj	>d tyf oftfoft Aoj :yf dĥqfno
4.	dfxg s[0f ; fksf0f	dxflgbzs	jy/fj=
5.	; /t bf;	k0v	cĥt//fli60 cĥkjf; L ; u7g
6.	x+ /fh j fln]	j l/i7 pkflb1f	gĥnf
7.	; f0 n06ĥ	cĥb1f	lkkn knf]d
8.	r68]j / cfrfo{	pk-; lrj	>d tyf oftfoft Aoj :yf dĥqfno
9.	/fhg >ĥ7	; 0fĥs	olĥ; ĥm
10.	sh k fb sfsl{	sfĥflb1f	lkPgl; l;
11.	afj' /fd kĥt	lk=P;	oĥf sfoĥkl/rfng
12.	xf0 k fb clwsf/L	j l/i7 pkflb1f	
13.	led k fb ; j0l	kflb1fks	l6=0"
14.	dfxg sdf/ j :g]		Pg=16=0ĥ;
15.	j bl gfy sf0/fnf	pk; lrj	/fli60 ofĥgf cfofĥ
16.	lbt t sdf/ >ĥ7	lgbzs	CTEVT
17.	dš6b clwsf/L	lgbzs	jy/fk-jf8{

l; =g+	Gfd	Kb	; =yf
18.	kllj n cofh	pk-; lrj	>d tyf oftfoft Aoj :yf dGqfno
19.	s[0f k fb bj f8L	pk-; lrj	>d tyf oftfoft Aoj :yf dGqfno
20.	j §07 pkflbfo	zfvf clwsf	>d tyf oftfoft Aoj :yf dGqfno
21.	06; sf]t]flg; L	sfoqnd clwsf	cGt/fli60 cfkj f; L ; u7g
22.	xdnfn clwsf/L	gf=; '	j }f}k}j f}f{
23.	x0Gt hfzL	lgbzs	P=8An=6=; L
24.	; d/ ykfk	; b:o	lhkn06
25.	dIQm gfy bf;		P=Pg=6=0=P
26.	sdn tfdfE	; lrj	Pg=P=Pkmk=P
27.	kllj n zdf{	kl/of]hgf lj sf; tyf l/kfl}E clwsf	cGt/fli60 cfkj f; L ; u7g
28.	dGh' u?E	cVbIf	kf}vL
29.	klj off u?E	of]hgf ; of]hs	cGt/fli60 cfkj f; L ; u7g
30.	dbg dxt	pkflbIf	Pkm0P= Pg
31.	slkn b] l3ld/]	; xhstf{	sf]of6
32.	/3' l3ld/]	; xhstf{	sf]of6

knf; ; dx 5nkm

dVo ; /f\$ /j fnf

>d tyf oftfoft Aoj :yf dGqfno jDjzs /fhuf/ laefu , jDjzs /fhuf/ kj 4g jfB{

:yfgM>d tyf oftfoft Aoj :yf dGqfno, ; ef slf

ldlt M@)^&÷)\$÷)&, zbnj f/

; xeflux?sf]gfdj nl

l; -g+	gfd	kb	; :yf
1.	yfgZj / b] sfBf	sfof/L lgbZs	j }/fjkj fB{
2.	dfxg s[0f ; fksfBf	dxflgbZs	j }/fj efu
3.	rGbZj / cfrfo{	; x-; lrj	>d tyf oftfoft Aoj :yf dGqfno
4.	/flwsf coff	zfvf clwst	>d tyf oftfoft Aoj :yf dGqfno
5.	lul/hf zdf{	lgbZs	j }/fjkj fB{
6.	dSnb clwsf/L	lgbZs	j }/fjkj fB{
7.	k bk ; j B	zfvf clwst	>d tyf oftfoft Aoj :yf dGqfno
8.	hgs /fh kGt	zfvf clwst	>d tyf oftfoft Aoj :yf dGqfno
9.	>l k fb clwsf/L	zfvf clwst	>d tyf oftfoft Aoj :yf dGqfno
10.	k dnf cfrfo{	zfvf clwst	>d tyf oftfoft Aoj :yf dGqfno
11.	lg/h kfBh	zfvf clwst	>d tyf oftfoft Aoj :yf dGqfno
12.	lnnf gfy bxfn	; x-; #fns	j }/fjkj fB{
13.	OGb b] kf08]	zfvf clwst	j }/fjkj fB{
14.	?b k fb e\$	zfvf clwst	j }/fjkj fB{
15.	xdnfn clwsf/L	gf=; '	j }/fjkj fB{
16.	kZgf zfSo	kl/ofhgf lj sf; tyf l/kf E clwst	cGt/fli6 cfk]f; L ; #7g
17.	k j n zdf{	kl/ofhgf lj sf; tyf	cGt/fli6 cfk]f; L ; #7g

l; =g+	gfd	kb	; :yf
		l/kf 6E clwsf	
18.	kdf e\$/f0{		j }/f k-j f {
19.	klsf/ /fh kf {	sfg clwsf	j }/f k-j f {
20.	gj /fh 9 {	zfvf clwsf	j }/f k-j f {
21.	Ps b clwsf/l	zfvf clwsf	j }/f k-j f {
22.	l6sf /fd cfrfo{	zfvf clwsf	j }/f k-j f {
23.	j \$07 clwsf/l	zfvf clwsf	
24.	ch sdf/ sfs {		j }/f k-j f {
25.	/3' l3ld/]	; xhstf{	sf of6
26.	l k b y kf	; xof l	sf of6

knf; ; dx 5nkm

cGt/fli6α ; u7g

-olgnl, cf0=Pn=cf], cf0=cf]Pd, P; :8=; L _

:yfgMj]z /huf/ kjw6 jf{ ; ef slf

ldlt M@)^&÷)\$÷!)

; xeflux?sf]gdfj nl

l; =g	gfd	kb	; :yf
1.	lj gf ykfk	sfoqnd clwsf	cf0{Pn cf]
2.	:yfgZj / b] sfϕf	sfof/L lgbz	j}f}k}j f}{
3.	s[0f bj f8L	; x-; lrj	>d tyf oftfoft Aoj :yf dGqfno
4.	zIQmbf l; x-	olgnl	sfoqnd clwsf
5.	dS6b clwsf/L	lgbz	j}f}k}j f}{
6.	0/fϕ 8du]	:jL; lj sf; lgoϕ	sfoqnd clwsf
7.	klj n zdf{	kl/ofhgf lj sf; tyf l/kf6E clwsf	cGt/fli6α cfk] f; L ; u7g
8.	lul/hf zdf{	pk-; lrj	j}f}k}j f}{
9.	xdnfn clwsf/L	gf=; '	j}f}k}j f}{
10.	lnnf gfy bxfn	; x-; #fns	j}f}k}j f}{
11.	/3' l3ld/]	; xhstf{	sflϕof6
12.	lbk b yfkf	; xofϕl	sflϕof6

knf; ; dx 5nkm,
gful/s ; dfh

:yfgMab]zs /fhuf/ k446 af8{
ldit M@^ hhf0(!)

; xeflux?sf]gdfj nl

l;=g+	gfd	kb	;:yf
1.	:yfg]j / b] sf0f	sfo\$fl lgb]zs	j]f]k]j f8{
2.	k]j f nfd	pk- dxflgb]zs	lhkm06
3.	s]j /fh kf08]		NTV, /fhuf/, lhkm06
4.	lktf]j f/ e\$/f0{		
5.	wg j xfb/ tfdfE	c]b]f	oknfg
6.	k] k] fb j f: t]f]f	pk]b]f	cf]66]Pn Aoj ; fo ; w
7.	gj /fh s] ; l		kn]g
8.	v8u j xfb/ >]7	c]b]f	
9.	/fhg ltdnl; gf	pk- dxflgb]zs	Pg6km
10.	v]dnfn j /fh'	c]b]f	
11.	b]]b e\$/f0{	; Dj fbbftf	sf]tk/ b]gs
12.	;]b h+ ykf	; lrj	
13.	s]f k] fb ; j]l	c]b]f	
14.	an axfb/ tfdfE	pk]b]f	
15.	s]f k] fb bj f8l	pk-; lrj	>d tyf offtoft Aoj :yf d6qfno
16.	d]Gb clwsf/l	lgb]zs	j]f]k]j f8{
17.	lul/hf zdf{	lgb]zs	j]f]k]j f8{
18.	k]f] e\$/f0{	;]gfc]ws]f	j]f]k]j f8{

l; =g+	gfd	kb	; :yf
19.	k hj n zdf{	kl/of hgf lj sf; tyf l/kf 6E clwst{	c6t/fli60 cfkj f; l ; u7g
20.	/3' l3ld/]	; xhstf{	sf of6
21.	lbk b yfkf	; xof l	sf of6

knf; ; dx 5nkm,
; /sf/ l lgsfo

:yfgMab]z /fhuf/ k46 af{
ldlt M@ (hhf0{ @)!

; xeflux?sf]gdfj nl

l; =g+	gfd	kb	; :yf
1.	k0f{rGb e\$/f0{		>d tyf offtoft Aoj :yf dGqfno
2.	wgGho enf	; x -; lrj	
3.	:yfgZj / b] sf0f	sfo\$/l lgbZs	j }/f}k}f0{
4.	ld7' ykf	zfvf clwsf	
5.	lx/f kf0h	zfvf clwsf	>d lj efu
6.	l; hgf ltj f/l	zfvf clwsf	>d tyf offtoft Aoj :yf dGqfno
7.	klj off u?E	offhgf clwsf	cGt/fli60 cfk}f; l ; u7g
8.	klhj n zdf{	kl/offhgf lj sf; tyf l/kf]6E clwsf	cGt/fli60 cfk}f; l ; u7g
9.	led k fb e\$/f0{	zfvf clwsf	>d lj efu
10.	s[0f k fb bj f8L	pk-; lrj	>d tyf offtoft Aoj :yf dGqfno
11.	dSGb clwsf/l	lgbZs	j }/f}k}f0{
12.	lul/hf zdf{	lgbZs	j }/f}k}f0{
13.	j bl gfy sf0/fnf	pk-; lrj	/fli60 offhgf cfofu
14.	xd nfn clwsf/l	gf=; '	j }/f}k}f0{
15.	uHHf j xfb/ Pd=; l	zfvf clwsf	uX dGqfno
16.	lj Zj k\$z Gofkfg]	zfvf clwsf	

l; =g+	gfd	kb	; :yf
17.	j fj' /fd kf08]	zfvf clwsf	
18.	/3' l3ld/]	; xhstf{	Sf]of6
19.	lbk]b yfkf	; xof]l	Sf]of6

knf; ; dx 5nkm
kzfut ; dX

:yfgMabllzs /fhuf/ k446 af8{
ldlt M#) hhf0{@)!

; xeflux?sf]gdfj nl

l;-g	gfd	kb	;:yf
1.	; fGj gf b] sf0f	clwsf	df0L gkfn
2.	/f] g l; Ubh	pklgbzs	Pg= cf=j l
3.	ls/of k fb eš	cg; Gwfg	Pg=j P
4.	s[Of k fb Gofkfg]	sfgg lj b	lkkn knf]d
5.	; fd n06h		lkkn knf]d
6.	bn j xfb/ wfdl	sfoqmd ; efhS	j /š
7.	klj off u?E	ofhgf clwsf	cft/fli60 cfkj f; l ; u7g
8.	klj n zdf{	kl/ofhgf lj sf; tyf l/kf6E clwsf	cft/fli60 cfkj f; l ; u7g
9.	:yfgZj / b] sf0f	sfof/L lgbzs	jyfkj f8{
10.	dS6b clwsf/L	lgbzs	jyfkj f8{
11.	afn s[Of u?E	Kldv sfoqmd clwsf	lg8; gkfn
12.	lj ZOf j xfb/ vql	sfof/L lgbzs	o]f sfofkl/rfng
13.	dx[b kf08]	; eflit	lk-Pg=; =;
14.	8f-kd l; x lj i6	; fxos kdV	l6=0"
15.	xd nfn clwsf/L	gf=; '	jyfkj
16.	lul/hf zdf{	lgbzs	jyfkj
17.	s[Of k fb bj f8l	pk-; lrj	>d tyf offfoft Aoj :yf dGqfno
18.	dGh' u?E	clwlf	kf}vl

l;=g	gfd	kb	;=yf
19.	/3'13ld/]	; xhstf{	sf]of6
20.	lbk]b yfkf	; xof]l	sf]of6

knf; ; dx 5nkm,

labzaf6 knsf ; dx

:yfgMab]zs /fhuf/ k4g af{-ldlt M* cui6 @)!_

; xeflux?sf]gdfj nl

l;g	gfd	kb	;yf
1.	0Cb/f j :g]	cWbIf	k]f; sf]rf]f/L
2.	uf]d t08sf/	pkf]bIf	
3.	l6sf lnDj '	lkl8t	
4.	dS6b clwsf/L	lgb]zs	j]f]k]j f}]
5.	wg sdf/L tfdfE	lkl8t	
6.	uuf j xfb/ tfdfE		
7.	uf]f u?E		kf]vL
8.	klk ykf	; b:o	kf]vL
9.	lgd]f e\$/f0{	lgb]zs	kf]vL
10.	lul/hf zdf{	lgb]zs	j]f]k]j f}]
11.	k]f] e\$/f0{	; f]gf clwsE	j]f]k]j f}]
12.	xd nfn clwsf/L	gf=, '	j]f]k]j f}]
13.	klj gf u? ^a		c]t/fli60 cfk]f; L ; u7g
14.	k]h]n zdf{	kl/of]hg] l]sf; tyf l/k]f]E clwsE	c]t/fli60 cfk]f; L ; u7g
15.	lgd]f v8sf		j]f]k]j f}]
16.	/3'l3ld/]	; xhstf{	s]f]of6
17.	lbk]b]ykf	; xof]l	s]f]of6

cg; rl @lvjl, sdhfj, cj ; / tyf eo ljZnif

Strength vjl	Weakness sdhfj	Opportunity Cj ; /	Threats qf ;
<p>!= j fB(u7gsf]nflu sfggl cfwf/ ePsf] @= j fB\$[f]; b:ox?sf]Aoj :yf / ; lrjfnosf]Aoj :yf #= j fBsf]cfkmg}sfif - j 3/f] sNof0sf/L sfif_ sf]Aoj :yf / ; #fng \$= j fBdf ; a}; Bj 4klfsf] kltlglwTj %= sfggdf sfd, stfo / clwsf/sf]:ki6 Aoj :yf ^ j fB{sfofno (unctional_ 5 & lgb]zsf]tof/L kpltdf. * p4f/ sfo{; -rfng ug{ ; Sg]lfdtf (hgr]gf sfoqmd ; -rfng !)-cledvls/of tflndsf nflu kf7oqmd / kf7ok'ts lj sf;</p>	<p>!= kefj sf/L ; dgj osf]sdl @= kg:yfkgf klf cfemhdf k/\$f] #= s]b\$[f ; Argf \$= dfkb08df cfwf/tdf standard sfo]lwsf]Aoj :yf xg j fB] %= sdhfj sfo{lfdtf tyf ; slrt sfo{ ; Dkfbg ^= s6gllts lgor]unf0(>d s6glltdf kl/rfng ug{g; Sg' &= ; u7g ; yfut xg g; s\$[f] *= c:ki6 :j foQtf (= ; /sf/af6 ahf lj lgor]ng gxb' !)= j fB\$[f]sfofno{Aoj l:yt ug{ lgb]zsf / sfo]lw gxb' !!= cfkmg}sd{f/L ; eGqsf]Aoj :yf xg g; Sg' Gog hgziQm kbklt{gePsf] !@= lfq÷x]; ot ÷:t/ :ki6 gePsf] !#= sfggl c:ki6tf -pQ/bfioTj sf]kl't _ !\$ sitko sddf bfxf]fkgf cgludg</p>	<p>!= sfdbf/sf]; Wofdf j [4 @= ; lk cfhg / pkofu ug]; efj gf #= uGtAo dhsx?sf]lj :tf/ ePsf] / dfudf j [4 \$= a3/f]huf/ cyf{Gqsf]kdV cfwf/ xg' %= j B]zs /f]huf/lmf0{Aoj l:yt ug{kz:t cj ; / ^= ; yfut ; b]ls/ofsf]cj ; / &= lj k]f0fdf j [4 *= j 3/f]sf]bzut tyf ; lkut lj lj lws/of / kj w6 ug] (= c6o dh\$; E kl't:kwf{a9\$] !)= j 3/f]huf/lsf]d4f clwsfz 3/ kl/j f/ ; E cfj 4 xg' !!= bzdf oj f hgziQmsf]j fxNotf xg' !@= vNnf c6t/fli60 >d j hf/ / bzsf] >dziQmsf]j [4 !#= ; B] 4 ; a}klf af6 ; xofu -; /sf/ ÷Aoj ; fol ÷lghl lfq=ghul/s ; dfh / sfdbf/_ !\$= j B]zs /f]huf/ kl't j 9bf]cfglf0f</p>	<p>!= sfdbf/x? hf]vddf k/\$f] @= cn]v]j 4 sfdbf/sf]; Wof j 9\$[f] #= a9bf]; fdf]hs dNo (social cost) \$= /fhg]ts cl:y/tf / kl'tj 4tfsf] cefj %= afB\$[f]; b:o ; Argf cfj ZostfeGbf j 9l ^= vNnf ; ldfgfsf]pkofu u/L hfg] k\$[t j 9g]-ef/t ; Esf] &= :yfglo pwf] Pj -snsf/vfgdf >dziQmsf]cefj *= aB]zs /f]huf/df xg]7uldf j [4 - /fli60 tyf c6t/fli60 _ (= j 3/f]Aoj ; fol kl'tsf]lj Zj f; df xf; !)= c; /lff ofq zffof >d zffof (= j 3/f]j f6 kmsg]dlxnfx?df ; fdf]hs sn\$sf]qf; !)= a3/f= df j 9bf]b366f / d[0' -; /lffsf]</p>

Strength vjl	Weakness sdhfj	Opportunity Cj ; /	Threats qf ;
<p>!!= ; Dj lGwt lgsfo ; E ; xsfo{ !@ cfkj f; l >f] s[b\$]f] :yfkgf !# ; j fufxlnf0{[56f]5l/tf] ; j]f kj fx ePsf] !\$= ; fdfllhs tyf lj sf; ; femf/af6 ; xofu kfk !%= dVo ; /f\$]/jfnfx?; E sfof{ds ; Dj Gw :yflkt</p>	<p>!% lgwfk/t bflotj kOf{; Dkfbg xg g; sg' !^= kpfk{t j hf/sf]vfh / clwog cg'; Gwfg xg g; s\$]f] !&=sd{f/l\$] lfdtf clej [4 xg g; s\$]f] !* = ; dgj osf]sdl !(= j f:tlj s ; /f\$]/jfnfx?sf] kltlgw]j sf]sdl @) j f\$]f]k]sf] sf/l ; Argfsf]sdl, af]n]af\$] @!= cgt/fli6 ahf/ kj 4gdf b/f]kxF gklg' @@= cbIf / clzllft sdbf/</p>	<p>; Wofdf j [4 cfly\$ ofubfgdf j [4 !%= b]sf]sbgllts ; Dj Gwdf lj :tf/sf sf/of j 9bf]sbgllts lgo]ux?sf]pkl:ylt !^= lj k]ofnf0{/fli6 pTkfbgdhs lf]gdf pkofu ug{; lsg] !&= sdbf/ k7fpg a9bf]cgt/fli6 klt:kwf{ !* sfo]msf]nful kofk{t dfqdf ah Aoj:yf !(= g]kfnl sdbf/sf]dfu / klti7f /df]xg' @)= /fli6 / cgt/fli6 rf; f\$]clej [4 @!= blf hgziQmsf]pTkfbg / Aoj ; fosf] lj lws/of</p>	<p>cefj_ !!= /fhg]ts x:tlfk / cl:y/tf !@ kltalGwt dh\$df sdbf/ hfg]qmd j 9bf] !#= AolQmut ?kdf / :jls[t j] / a]z]ls /fhuf/df hfg]j 9bf]kj [Q !\$= b36gfsf sf/of d[o'xg]/ cEeE xg\$]f]; Wof a9bf] !%= cfly\$ dlGbsf sf/of sdbf/ kmsG] qmd /x\$]f] !^= /fuf/btff dh\$sf]>d ; Dj GwL gllt</p>

cg' rl #Mnlhsn krlj s{

gkfn ;/sf/

>d tyf oftfoft Joj :yf dGqfno

abllzs /fhuf/ k44g af\$}

/Ofglts ofhgf -nlhsn krlj s{

cj lwM@)^&÷^* blv @)&!÷&@ -% aif{

;f/fz	;Ps	kl6of0\$fi cfwf/	dxTj k0{cgdffg
nlf -kfej_Mabllzs /fhuf/l\$flf; /llft, ; Joj:yt / ; Ddfigt xB} kltli7t ePsf]xg\$	<ul style="list-style-type: none"> • @)^& cfiif9sf]thgdfd gofFuGtJo dh\$af6 blf tyf cw6lf sdbf/sf]dfudf a[4 e} abllzs /fhuf/ Joj ; fo cfrf/l\$ dflldaf6 o:tf sdbf/ k7fpg ; lfd xg\$g • lj krf /sd pTkfbglzn lfd pkofu e}:yfglo /fhuf/lfd ofubfg k%ofPsf]xg\$ • labzaf6 kmsg]) kltzt e6bf a9l sdbf/n]af\$sf]sfo{tyf ; jf ; xofyl tyf pkofyl e6g\$g 	laefusf]kltj dg gkfn /fi6«a\$sf] kltj dg ; eifof kltj dg	
clekfo -pknllw_			
pknllw !Mabllzs /fhuf/lfd hfg]sdbf/sf]; jf tyf cfdofgl cfsif\$ tNofpg abllzs /fhuf/ Joj ; fo k44g÷Joj :yfk\$ xg\$	@)&!÷&@ ; DddfM <ul style="list-style-type: none"> • abllzs /fuf/df hfg'kj {; lkdhs tflnd ln0{uPsf %) kltzt sdbf/sf]cfdofgl clea[4 ePsf]xg\$ • u6tAo dh\$sf s6glts lgofu j f6 kfg]; jdf sdbf/sf]kxF @)^& cfiif9sf]thgdf a9\$]xg\$ • @)^* cfiif9 e6bf kl5 sdbf/sf]abllzs /fhuf/lfd h6f nllg]nfutdf sdl cfPsf] xg\$; eifof kltadg af\$sf]afliif\$ kltj dg af\$sf]afliif\$ kltj dg	s6glts lgofux?af6 cfj Zos ; xofu kkt xg\$.

;f/z	;Ps	kl6oN\$fi cfwf/	dxIj kM{cgbfg
	<ul style="list-style-type: none"> • @)^& cfi9sf]thgdf 7ulsf]ph/L ; Wofdf aflif\$ % kltztsf]b/n]sh @% kltzt sdl ePsf]xg\$ 	laefusf]aflif\$ kltj dg	
<p>pknUw @= a)lzs /f]huf/df uPsf sdbf/sf]xs lxt ; Af0f tyf sNof0sf/L sfo0f ; wf/ xg\$</p>	<p>@)&!÷&@ ; DddM</p> <ul style="list-style-type: none"> • lj b7df cnkq k/L hfgsf/Ldf cfPsf]() kltzt zj gkfn lemsf0{; Dj lGwt IhNnfd k7f0g\$ • sNof0sf/L sfo0md j f6 nfeffj t ; j fu]x]sf]; Wof #) kltzt n]j [4 xg\$ • cn]j 4 sdbf/sf]; Wof @% kltztn]G0g xg\$ 	<p>af\$]aflif\$ kltj dg</p> <p>af\$]aflif\$ kltj dg</p> <p>af\$]aflif\$ kltj dg</p>	
<p>pknUw #= a)lzs /f]huf/ lf0sf ; j fu]x]nf0{k]bfg u/Lg]; j f kj fxdf ; /ntf / ; xhtf cfp\$</p>	<ul style="list-style-type: none"> • p4f/sf]/sd @)& ; Dd IhNnf kzf; g sfofno dfknf pnkAw ePsf]xg\$ • :yfglo kzf; g÷lgsfo; E ; d]j o u/L @)& ; Dd ; a)IhNnfd ; hfn :yfkf ePsf]xg\$ 	<p>af\$]aflif\$ kltj dg</p> <p>af\$]aflif\$ kltj dg</p>	<p>IhNnf:yt lgsfox?af6 ; xofu xg\$.</p>
<p>pknUw \$= a)lzs /f]huf/ k4g af\$0{ ; lfd / Joj ; flos ?kdf ; :yfut ul/g\$</p>	<ul style="list-style-type: none"> • @)&@ ; fn ; Dddf af\$] ; Argf kl/j t0 e0{5l/tf]/ ; fg]xg\$ • @)^* ; fn leq j f\$0{cfj Zos sd(f/lx?sf]b/j Gbl :j ls[e]; a)sd(f/lx?sf] cfklt{e} s\$] xg\$ • @)&@ ; fn ; Dddf af\$0{kzf; slo tyf laQlo clwsf/ klt xg\$ 	<p>af\$]aflif\$ kltj dg</p> <p>af\$]aflif\$ kltj dg</p> <p>af\$]aflif\$ kltj dg</p>	<p>; /sf/n]af\$] k0; Argf ug\$.</p>

; f/z	; Ps	kl6o0\$fi cfwf/	dxTj k0f{cgbfjg
kl/0ffdx?			
pknIjw !Ma0]zs /f]huf/ r qmsf ; a}r/0fx?sf]JoJ :yfkqdf u0fflds kl/j t0 xg\$			
!-) a0]zs /f]huf/df hfg rfxg]sdbf/sf]r]gf tyf hfU/0f lj sf; xg\$	cf= j= @)&@÷&# ; Dddf a0]zs /f]huf/ldf hfg]*) kl]zt sdbf/ ; r]gf Pj +cledvls/0f sfoqmd j f6 nfeffj t xg\$g	af\$ \$f]afliif\$ kl]tj dg	
@-) a0]zs /f]huf/df hfg] / hfg rfxg]sdbf/sf] ahf/dvL ; lk lj sf; xg\$M	j}f] hfg]sdbf/x? dWb]@)^& cfiif9df @ kl]zt blf / @% kl]zt cw0lf /x\$0df @)&@÷&# ; Dddf ; lkoQm tfnld ln0 hfg]sdbf/ dWb]blf hgziQm !% kl]zt / cw0lf %) kl]zt xg\$g\	laefusf]afliif\$ kl]tj dg	
#-) cGt/fli60 >d j hf/df kxF clea[4 ePsf]xg\$	@)&!÷&@ ; DddfM <ul style="list-style-type: none"> • @)^& cfiif9 ; Dddf % dh5 ; 6 >d ; Dem]f ePsf0f yk & dh5x?sf nflu d:off tof/ u/l !@ k7of0Psf]xg\$ • % b]v & j 6f gofF; /IIf dh5df sdbf/sf]kxF ; lglZrt xg\$ 	af\$ \$f]afliif\$ kl]tj dg laefusf]afliif\$ kl]tj dg	
\$-) Aoj ; folsf]lfdtf lj sf; e}pQ/bfioj df j [4 ePsf]xg\$	@)&!÷&@ ; DddfM <ul style="list-style-type: none"> • Aoj ; fol ; 3af/f tof/ kf/\$f]cfrf/ ; lxtsf]kingf @)^& cfiif9df @% kl]zt ePsf0f %) kl]zt k7ofpg]sfo{xg\$ • tfnld ÷cj nfg÷ ed0f÷uf]7L af/f %)) Aoj ; fol clek]t ePsf xg\$g • kl]t j if{! hgf Aoj ; folsf b/n]% j 6f pTs[6 Aoj ; fol k/:s[xg\$g, / c6o @% hgf szn Joj ; foln]k[]; flxt k/:sf/ kl]t ug\$g 	af\$ \$f]afliif\$ kl]tj dg af\$ \$f]afliif\$ kl]tj dg af\$ \$f]afliif\$ kl]tj dg	
pknIjw @- a0]zs /f]huf/df uPsf sdbf/sf]xs lxt ; Af0f tyf sNo0fsf/l sfo0f ; wf/ ePsf]xg\$			
%-) cfly\$; xfotf tyf p2f/ sfo{k0fj sf/l ePsf] xg\$	<ul style="list-style-type: none"> • @)^* a}fif b]v ; Dks0f cfPsf d[s sf kl/jf/ / cu eu ePsf Pj- lj /fdl e0{kms\$ f ; a}sdbf/n]tflsPsf]; do leq lgodfg; f/sf]cfly\$; xfotf kl]t u/\$f xg\$g • p2f/sf]nflu cGt//fli60 ; hfn @)^* kf]f b]v lqmoilzn xg\$ 	af\$ \$f]afliif\$ kl]tj dg af\$ \$f]afliif\$ kl]tj dg	

;f/z	;Ps	kl6o0\$ f cfw/	dxTj kll{cgbfg
^=) ; fdfllhs ; /lff sfoqmd lqmfllzn xg\$	@)&!÷&@ ; DddfM <ul style="list-style-type: none"> • dfkb08 cg' f/ &% lhNnfsf @,))) j fnj flnsfn]5fqj Ql kllt u/\$f xg\$g • slDtdf klg @)) hgf afnaflnsf lzz' :ofxf/ sllbaf6 nfeffj Lt ePsf xg\$g • cfkj f; gsf]qmddf d[o'ePsf / cu eu ePsf sfdbf/sf kl/j f/sf %)); b:on]lgzNs :j f:Yo ; J]f kllt u/\$f xg\$g • ; Dksdf cfPsf lkl8t sfdbf/x?sf]-dfgl; s÷zfl//ls_ kl8f k\$[t sf cfw/df %) klltzn]pkrf/ ; J]f kllt u/\$f]xg\$ 	af\$ \$f]afllif\$ kllt dg af\$ \$f]afllif\$ kllt dg af\$ \$f]afllif\$ kllt dg af\$ \$f]afllif\$ kllt dg	
&=) j]f] j f6 larNML e0{ klls{cfPsf sfdbf/sf] ; fdfllhs kGM yfkg ul/Psf] xg\$	@)&!÷&@ ; DddfM <ul style="list-style-type: none"> • j]f] j f6 klls{cfPsf \$)) bllv %) sfdbf/x?n]l; s] cfPsf]; lksf] pkofl u/\$f xg\$g • j]f] j f6 klls{Psf sfdbf/ dWb]!%) bllv @))) sfdbf/x?sf]sdf0{cfodhs lqmfnsnk h:t} t/sf/L, kmknh, g; {L, kzknfng h:tf lfgdf nufgl ePsf]xg\$ 	af\$ \$f]afllif\$ kllt dg af\$ \$f]afllif\$ kllt dg	
*=) sfdbf/sf]xs lxtsf] kllfel't xg\$	@)&!÷&@ ; DddfM <ul style="list-style-type: none"> • j]f] df u0{7luPsf %) klltzt sfdbf/n]sfggl pkrf/ ; J]f kllt u/\$f xg\$g • j]f] df n]j 4 e0{uPsf sfdbf/sf]d[o'ePdf ; a)d[sssf xsj fnfn]lgodfg' f/sf] cfly\$; xfotf kllt u/\$f xg\$g • a]lzs /f]huf/df u0{d[o'ePsf sfdbf/sf]kl/j f/n]cfly\$; xfotf kllt ug]; Dj Gwdf &% lhNnfd ; ; lrt ul/Psf]xg\$ 	af\$ \$f]afllif\$ kllt dg af\$ \$f]afllif\$ kllt dg af\$ \$f]afllif\$ kllt dg	

; f/fz	; P's	kl6o0\$ f cfwf/	dxlj k0{cgbfg
(=) j 0lz /fhuf/j f6 kns{cfPsf dlxfn sfdbf/sf] k0M yfkgf tyf ; fdfhs k0M ; ofhg ePsf]xg\$	@)&!÷&@ ; DddfM <ul style="list-style-type: none"> • j 0lz df u0{cfktdf kl/ Pj +kl8t e0{knsPsf !)) hgf dlxfn sfdbf/nf0{kl/jf/ ; 6 k0M yfkgf u/f0g\$ • larNnl e0{knsPsf dlxfn sfdbf/sf]lgDtl % j 6}lj sf; lfgdf ; /lft ux tyf dgf] fdfhs k/fdz{s0bx? ; #fngsf]JoJ :yf ul/g\$ • ; /lft ux[df /x\$ f dWb]@)) hgf dlxfn sfdbf/ pBdzln lj sf; tfnld af6 nfeifj t xg\$g, lrglx?dWb]!) hgn]cf`g]pBd ; ? ug\$g 	af\$sf]afli\$ kl]j 0g af\$sf]afli\$ kl]j 0g af\$sf]afli\$ kl]j 0g	
pknljw #- a 0lz /fhuf/ lfgsf ;] fufxlnf0{k0fg u/lg];] f kj fxd f ; /ntf / ; xhtf cfp\$g			
!)=) a 0lz /fhuf/ ; Pgf Aoj :yfkgf ul/Psf] xg\$	@)&!÷&@ ; DddfM <ul style="list-style-type: none"> • @)^& ciff9 d; fctdf j 0lz /fhuf/df hfg\$dfdbf/x?n]%% lhNndf cfwf/e't ; Pgf kl't u/\$f xg\$g • /fhuf/dhs ; r]gf ; Dj Gwl ; Pgf *%) 306f kzf/0f ePsf]df kl'taif{!#^} 306f kl\$] xg\$ • cfkj]f; L ; f] s0bdf kl]tlbg ==n];] f lnPsf]df == ; Wofn];] f ;] f lnPsf]xg\$ • @)^* kf]f ; Dddf j 0lz ; Pgf ; Dj Gwl x6nf0gsf]Aoj :yf xg\$ • ; -hfn / lj B'tlo ; Pgf kj fx online service @)& ; fn blv sfof]j og cfp\$g]5 	af\$sf]afli\$ kl]j 0g af\$sf]afli\$ kl]j 0g af\$sf]afli\$ kl]j 0g af\$sf]afli\$ kl]j 0g af\$sf]afli\$ kl]j 0g	
!!)=) lj bzd f /x\$ f] sfdbf/sf]p4f/ tyf ; xof]sf]nflu j xklflo ; 06q :yfkgf xg\$	<ul style="list-style-type: none"> • j xklflo ; 06q)^* r0 ; Dddf lqoflzn xg\$ • dVo u6tAo dh\$ x? -vf8l / dn]zof_ df /x\$ f]bt]f f; df @)^(leqdf p4f/ sf]f]sf] :yfkgf ePsf]xg\$ 	af\$sf]afli\$ kl]j 0g af\$sf]afli\$ kl]j 0g	

;f/z	;Ps	kl6o0\$fi cfwf/	dxlj k0f{cgbfg
pknljw \$= a0]zs /fhuf/ ka40 af\$Ps ; lfd / Jofj ; flos ; :yfsf]?kdf lj sl; t xg\$			
!@=) jf\$[f] ; :yfut ; b0]s/0f ePsf]xg\$	<ul style="list-style-type: none"> • @)^* leq sfo\$fl lgbz;s; E sfo{; Dkfbg ; Demf]f xg\$ • @)^* ; fn leq jf\$[f]sfd, sf/j fxl / cgludg / dNof]g ug]Ps ; 06qsf]lj sf; u/l sfo{kf/De ePsf]xg\$ • @)^* ; fn leq jf\$[f]k0; Argf :jls[t e}k0; Art ; u7gflds :j?k cg; f/sf]Psf0{? ; lrjfnodf :yfkf e}sfo{kf/De e}s\$[f]xg\$ 	af\$[f]afli\$ kljt 0g af\$[f]afli\$ kljt 0g af\$[f]afli\$ kljt 0g af\$[f]afli\$ kljt 0g	
!#=-) sd{f/lx? sfo{ ptk\ t ePsf xg\$g\	<ul style="list-style-type: none"> • @)^(; fn leq sd{f/lx?sf]lfdtf tyf j]0 lj sf; sf]of]hgf :jls[t e}nfu'e0{; s\$] xg\$ • af\$[f]sfo{; Dkfbgsf]cfwf/df ; lj wf k0fg ug]l:sd @)^* r0 leq :jls[t e} sd{f/lx?sf] ; lj wf pglx?sf]sfo{; Dkfbg :t/ ; E hf]0Psf]xg\$ 	af\$[f]afli\$ kljt 0g af\$[f]afli\$ kljt 0g	
dVo lqmfnsfkx?			
!-= /fhuf/ ; Dj 0wl ; r]gfdhs sfo0md kl/dfhg / lj :tf/ ug]			
!@= cledVls/0f sfo0md ; rfnug ug]			
@=! ; lk lj sf; sfo0md cfof]hgf ug]			
@= a0]zs /fhuf/ Jofj:yt agfpg cfj Zostf cg; f/ c0o tflnd, sfozfnf, uf]7l cfof]hgf ug]			
@# k/fdz{; }f k0fg ug]			
@\$; fj hlg\$; g]f0{ug			
#-= a0]zs /fhuf/l\$fnflu gofFahf/ c\0bog ug]			
#=@ u0tJo dh\$df sdbf/ k7fpg s0gllts lgo]u dfk0f kxn ug]			
# # a0]zs /fhuf/ glit lgod cBfj lws ug]{c\0bog u/L l; knf/z ug]			

dVo lqmfsnfkx?
\$=! Joj ; folsf]lfdtf lj sf; ugI \$=@ Joj ; folx? nf0{p1k /t tyf ; Ddfg ugI
%=! d[s sf kl/j f/ / cu eu ePsf Pj- lj /fdl e0{kms\$ f ; a}sfdbf/nf0{cfly\$; xfotf kbfq ugI %=@ sfdbf/sf]p2f/ sfo{ug}
^=! z]lfs lj sf; sfoqnd ; #fng ugI ^=@ lzz':ofxf/ s]b ; #fng ugI ^=# :jf:Yo ;]f ; xofu kbfq ugI
&=! Joj ; fo lj sf; sfoqnd ; #fng ugI &=@ dlxnf sfdbf/x?sf]pBdzlntf lj sf; ugI &# lj k]of Joj :yfgsf]nflu ; xofu kbfq ugI &\$ n3'shf{Joj :yfsf]nflu laQlo ; #yfx?; E ; dgj o tyf ; xsfo{ug}
*=! sfggl klj wfg af/] ; ; lrt ugI *=@ a]z]s /f]huf/ldf xg]sfgg lj kl/tsf sfo{lg?I; flxt xg]sfoqnd ; #fng ugI
(=! dlxnf sfdbf/sf]kg:yfgf ; Dj Gwl sfoqnd th]f tyf sfof]og ugI (=@ dhs afix/ tyf dhs leq ; /lft ux ; #fng ugI
!)=! ; Fgf ; -hfn lgdf]f ugI !)=@ ; Fgf k]ffnl tof/ ug
!!=! >d, ux, cy{ k//fi6«dgqfno / cGt/fli6e lj sf; ; femf/ tyf INGOs ; n]lg j xklflo ; eGqsf] :yfgsf]nflu l; knf/z ugI !!=@ dVo uGtAo dhsx? -vf8l / dn]zof _ df /x\$]b'tfj; df sfdbf/ p4f/ sf]f :yfgf ug{kxn Pj + ; xofu ugI !!# g]kfnl b'tfj; df kl]t]glwdhs g]kfnl ; dbfo, NRN / :yfglo clwsf/sdl{; lDdInt ; dgj o k]ffnl :yflkt ug{kxn Pj +; xofu ugI !!=\$:yfglo:t/df sfdbf/x?nf0{;]f pknJw u/fpg]

dVo lqnofnfx?
!@! af\$%&]kqM, Argf ug{ !@-@ ; dgj o ; -hfn lqnoflzn ug{
!#-! sfo{; Dkfbgsf cfwf/df af\$%&f sd{f/lx? nf0{; lj wf kpfq ug{ !#-@ sd{f/l\$%&]lfdtf lj sf; ug{ !#-# af\$%&f]nflu eflts ; fdfull Joj :yf ug{