

kl/ro M

x/\$ b7sf] /fli6@ ljsf; cleofg tyf ; fdfhs ptyfgsf] x/lf0sf u}; /sf/L
; :yfx?sf] dxTj k0f{eldsf /x\$] 5 . ; /sf/ / lghl lf0afx\$ gful/s ; dfhsf] Ps
dxTj k0f{ c#sf] ?kdf ; u17t lx; fan] ; fdfhs ljsf; df lqmfzln u}; /sf/L
; :yfx?sf] cleofg klta4tfsf ; fy cufl8 al9/x\$] 5 . o; cy0f u}; /sf/L
; :yfx? eg\$] ; dfhsf cfj Zostf / Itgsf efj gxf?sf] klTlgw a6g ku\$] 5g\

dlxnf tyf ; fdbflos ; fdfh (Wocas) ; fdfhs ljsf; sf lf0x?df lj Bdfg
; d:ofnf0{klxrfg / ; fdfwfg ubI; fdfhs x]; on] klxrfg u/L ; a}hflt ; Dk0fo
lk5fl8Psf , k5fl8 kfl/Psf ju{/ ; dbfosf alrdf xg] jf ul/g] lje0 Pj +; dfhdf
ln#sf] cfwf/df xg] jf ul/g] lje0nf0{r]g4f/f sd u/L cfly\$ Pj +; fdfhs?kn]
kl/jt0 u/L ; d6gt ; dfhsf]l; h0fsf nflu ; :yfn] cfj Zostfcg; f/ tflnd, uf]7L,
c6t/lqmf sfo0mdx? lg/6t/ ubIcfPsf] 5 . @)%\$; fndf :yfkf e0{btf{ePsf]o;
; :yfn] cf^gf] :yfkf sfnb]v g} dfgj clwsf/sf] ; Af0f ; Da40 ubI; fdfhs /
cfly\$; dfgtfsf] nflu ; dbfosf JolQm?nf0{ ; "lrt ug{ ; :yfn] sfo0] hgf tyf
ljifout ; ldlt u7g u/L ; :yfsf] ultljwnf0{ ; do; fk]f agf0{Jofks ultlzn /
hlj6t agfpg] sfo0f k0Tgzln /lxcPsf] 5 .

; :yfsf]dllo / df6otf

kf/lbz0f ; xefuldhs, klqmfut ljsf; , khftfl6qs ; fdlxs ljsf; , ; dxut
efjgf, n#s ; j0gzlntf, 6ofodf cfwf]t ; d6gt ; dfhsf]lgdf0f .

; :yfsf]kl/sllkgf (Vision)

cfly\$ / ; fdfhs?kn] ; Dk6g, l; h0gzln, cfdlge0, lje0/lxt ; dljsf; tyf
; dtfdns, ; d6gt ; dfhs]:yfkf .

Vb0 (Mission)

- » :yflgo ; f] ; fwgsf]clwstd kl/rfng u/L ; dbfodf dlxnf tyf k?ifsf]nflu
ljle6g cj ; / / ; xeflutfsf]clej [4 ubIcfly\$ / ; fdfhs?kn]; zIQms/Of ugI.
- » ; fdfhs / cfly\$ cfdlge{tfsf]nflu ; :yf / ; dbfosf]lfdtf clej [4 ugI.

nlo (Goal)

- » cfly\$ / ; fdfhs ; zIQms/Ofsf] nflu r]gfdhs , ; lkdhs / cfodhs
sfo0mdx? ; ~rfng u/L dlxnf, k?if tyf lk5l8Psf]; dbfonf0{cfdlge0 agfp].
- » dlxnf / k?ifnf0{ ; dfg cj ; / k0fg ubI dlxnf?sf]lg0f0 klqmfdf tyf ; f]
; fwgdf kxF / lgo6qof k0fpgsf] nflu ; :yf / ; dbfosf]lfdtf celj [4
sfo0mdnf0{hf0 lbg].
- » :yflgo ; f] ; fwgsf]kl/rfngnf0{dxTj lbb}c6o ; xof]ux? sfo0mdsf]k040 ugI.

- » dlxnf, afnaflnsf tyf lk5fl8Psf ju{x?sf]cj:yfdf ; wf/ Nofpg tyf pglx?nf0{ kg M sl7g kl/l:yltdf klq glbg :yflgo tj/df ePsf kxnx?sf] ; dyg ub{ clwsf/sf]nflu j sfnt ug{.
- » ; :yfut lj sf; sf]Pj +; :yfsf]kl/sNkgf k'f ug{cGo lgsfox?; E ; DaGw lj :tf/ ub{; Dk0f{lqmfnsnfkdf ; dlj sf; nf0{dh kj fxlS/Of ug{.

p27o (Objective)

- » clzlft / c;xfo dlxnf, k?if tyf lk5fl8Psf] ; dbfosf] hljg:t/df, ; wf/ Nofpg, r]gfdhs, ; lkdhs tyf cfodhs sfoqmdx? kpfj sf/L 9un] ; ~rfng ug{.
- » dlxnf{x?sf] ; f]t, ; fwg / lgofo klqmfdf kxF / lgoGof a9fpg n]us lj Zn]fOf, tflnd, uf]7L, cj n]sg ed0fsf]cfof]hgf ug{.
- » cf]krfl/s tyf cgf]krfl/s sfoqmdsf ; fy}hg; Wof, jftfj/Of, dlxnf :jf:Yo tyf dft[zz' sNofOf; DaGwl sfoqmdsf]cfof]hgf u/L ; ~rfng ug{.
- » n]us ; dfgtfsf]nflu k/fdz{ ;]f, g]U lj sf; tflnd n]us ; r]gf tflnd, uf]7L, cGt/lqmf sfoqmd ug{.
- » dlxnf, afnaflnsf tyf lk5fl8Psf}k5fl8 kfl/Psf] ; dbfosf] ; j EOf lj sf; Pj + cfwf/e't cfj Zostf k'f ug{lj leGg k\$f/sf]lj sf; tyf ;]fsf sfoqmd ug{.
- » dfgj a]ljvg, 3/h' lx:f tyf dlxnf{x?sf] sfggl xs-clwsf/sf]nflu sfggl k/fdz{ ;]f, sfggl ; flf/tf tflnd, j sfnt sfoqmd ug{.
- » ; dfg p27o ePsf cGo ; 3 ; :yfx?; E kf/:kl/s ; DaGw cfbkbfq, ; dgj o, ; xofu, ; xsfo{tyf P\$oa4tf j]4 ug{.
- » ul/a tyf h]bf/ 5fq 5fqfx?sf]k7gkf7gsf] ; xofu]sf]nflu 5fqj [Q sfoqmd ; ~rfng ug{.
- » ; dtfdhs ; dhfsf] :yfkgyf{ lj leGg ; 3 ; :yf, ; dbfodf / cGo lgsfox?sf] lfdtf clej]4sf] nflu of]hgf uf]7L sfoq]og, cgludg / dNof\$g ; DaGwl tflnd, uf]7L cflb sfoqmd ; ~rfng ug{.

; :yfsf lqmfnsnfk

- » dlxnf, afnaflnsf tyf lk5fl8Psf ; dbfosf] xs clwsf/ ; AfOf / ; Dj 4g ug{ p27on] dfgj clwsf/jfbl tyf dlxnfclwsf/jfbl ; 3 ; :yfx?n] ; ~rfng u/\$f lqmfnsnfkx?df ; lqno?kdf P\$oa4tf tyf ; xeflutf .
- » dlxnf]j ?4 xg] 3/h' lx:f sf] /f\$yfdsf lj ifodf k/fdz{ ;]f tyf sfggl ; r]gf sfoq]nf uf]7L, cGt/lqmf sfoqmdx?sf]cfof]hgf / ; ~rfng .
- » ; do ; dodf lj leGg :jf:Yo lzlj/x? ; ~rfng .
- » ul/a tyf h]bf/ 5fq 5fqfx?nf0{cfly\$; xofu @)%% ; fnb]v lg/Gt/ .
- » c;xfo dlxnf{x?sf] nflu lglzNs sfggl k/fdz{ tyf ;]f kbfq, dlw:y sfo{ cfj Zostfcg' f/ kx/L kzf; g / cbfntdf d2f bfo/ ug{ ; xofu .
- » clzlft dlxnf tyf lk5fl8Psf] ; dbfodf k]9 :sh ; ~rfng .

- » dlxfnf?nf0{cfo cfhgdf ; xofu k?ofpg xft]:jl6/ agf0, knfli6s emhf agf0{ hfd, hhl, 6df6f]s]k, cfn'lrk; , bndf7 agfpg]tflnd cflb ; ~rfng .
- » cGt/fli60 >lds dlxfnf lbj ; sf] ; Gbedf x/\$ aif{ hh' tyf cGt/lqmf sfoqmdx? ; ~rfng .
- » ; do ; dodf kjrg, ; ef, uf]7L, sfozfnf, 5nkm, cGt/lqmf sfoqmdx?sf] cfof]hgf / ; ~rfng .
- » ; xhstf{ ; xhls/Of ; DaGw (G-TOPOF) tflnd ; ~rfng .
- » Canada Neapl Gender in Organization / Sambikash Aviayn Nepal Sf] ; xofudf n]us ; j]hgln dlxfnf k?if ; dlj sf; , ; #]gf ; dX ultzln, ; DaGw lj:tf/, ; :yfut lj sf; efu !, G-TOF of]hgf thdf, ; f] kl/rfng cflb lj leGg tflnddf ; xeflutf / ; ~rfng .

cfly\$ klf

o; ; dfhsf] ; ~rfng dVotM ; b:otf zNs, cfhljg ; b:otf zNs cgbfg xg]ub5 .
 cGo sfoqmd ; ~rfngsf]nflu afXo ; xofu k]kt /sd .

lxdf; l lx/flj; df hfkfgsf] ; xofudf ul/a tyf h]g]bf/ lj Bfyl{5fqj [Q sf]fsf]nflu km]f3f6df 8uf / k; n ; ~rfngsf]nflu Pp6f 6\$] cfDbfgl ; f]sf]?kdf /x\$]5 .

sfoqgt ÷ /oflgt

- » ; dfhsf]p2]o kl/kl{tyf ; dtfdhs ; dfhsf]:yfkgy{lj leGg sfoqmdx? ug].
- » n]us ; j]hgln ; :yfut / ; dbfo :t/df lfdtf clej [4 tflndx? ; ~rfng / ; dg]o ug].
- » kjrg, ; ef, uf]7L, sfozfnf, 5nkm, cGt/lqmf sfoqmdx?sf] cfof]hgf / ; ~rfng ug].
- » ; f] kl/rfng ; DaGw lj:tf/, of]hgf thdf, cgudg, dNofsg tflndx? ; ~rfng ug].
- » ul/a tyf c; xfo dlxfnf?nf0{sfggl k/fdz{j sfnt cflb ; }f k]fg ug].
- » n]us ; j]hgln ; xhstf{ ; xhls/Of (G-TOPE g]lj lj sf; DaGwL tflndx? ; ~rfng ug].
- » cfodhs, ; lkdhs sfo\$] ; fy}; fdlhs lj sf; sf sfox? ug].
- » ul/a tyf h]g]bf/ 5fq 5fqf?sf]5fqj [Q sf]fsf] ; xofu ug].
- » 3/]' lx:fsf]/f\$yfd / lj?4sf cleofgx? ; ~rfng ug].

sfo{ldlt ÷ lj ifout ; ldlt

; :yfsf sfoqmdx? lgwf{Of, of]hgf thdf, ; DaGw lj:tf/ Pj + sfof]ogdf ; xeflutfdhs z]ldf ; b:ox?nf0{ ; zQm?kdf cfu]8 a9fpg (hgfsf]sfo{ldltsf] ; fy}^ j6f pk; ldlt u7g ul/Psf]5 .

- hg; Dk\$; ldl
- sfo{no Joj :yfk; ; ldl
- sfo{md Joj :yfk;
- cfly\$ Joj :yfk;
- ; dlj sf; ; ldl
- cgudg ; ldl

sfo{f

o; ; dfhsf] sfo{f xfn sf:sl lhNnfeq lj leq lk5fl8Psf ; dbfo /x\$] :yfgdf /x\$]5 . elj iodf cfo lhNnfx?df ; d] sfo{no :yfkf ug{; lsg\$.

cklft kefj

c; xfo, clzllft ul/alsf] /yfdlg /x\$] ; dbfo lk5fl8Psf] ju\$ dlxf, k?if tyf afnaflnsf? nfeffj t xg\$g\ . hg; s} sfo{ubf{klg fo; sf] uoffds kltkmsf nflu hf\$ lb0g\$.