

tfInd >fnf efu #
Training Package # 3

; dlj sf; ; jhgzln ; fdbflos lj sf; Gender Responsive Community Development

tfInd lgbIzsf #
Training Module 3

; dlj sf; ; jhgzln ; DaGw lj :tf/ Gender Sensitive Linkages

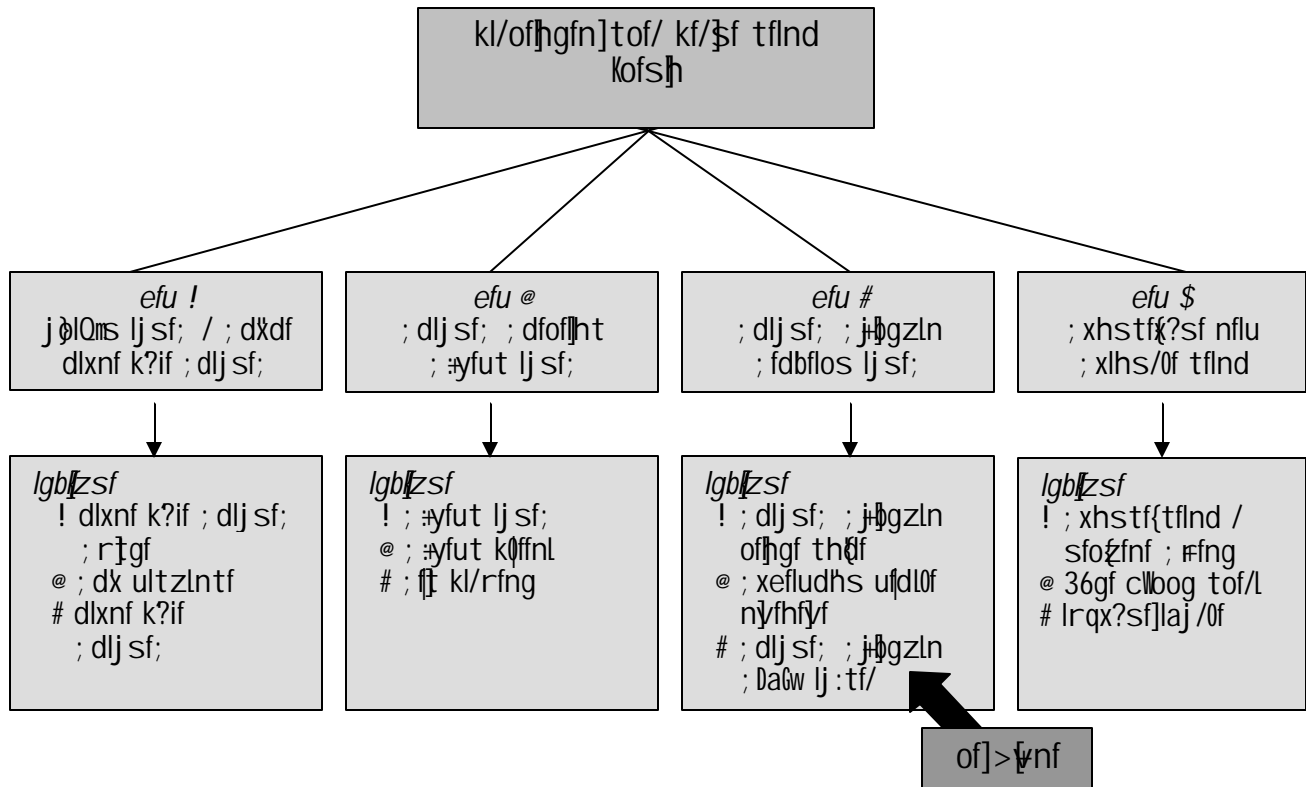


Sofg8f gkfn dlxfn k?if ; dfgtfsf]nflu ; :yfut lj sf; kl/of]hgf
Sofg]8og cIt/f[60 lj sf; lgo]s] ; xof]df

; dlj sf; ; jhgzn ofhgf thof lgbzsf jf/df

kl/ro

of]tflnd lgbzsf Sofgl8og c6t/f60 ; xofu ; :yf CIDA sf]; xofudf ; #flnt Sofgf8f gkfn dlxfn
k?if ; dfgtfs]nflu ; :yfut lj sf; kl/of]hgfn] tof/ kf/}sf] tflnd kofsh >vnf dWb}sf]x]. o;
>vnfsf rf/ efu / x/}sf tlg jf j9L lgbzsf 5g\



tflnd kofshnf0{ dV0 rf/j6f efux?df ljeflht ul/Psf] 5 . x/} efudf tlg jf tlg6bf a9L
lgbzsf? 5g\

- efu ! Mj0lQms lj sf; / ; d\xdf dlxfn k?if ; dlj sf;
- efu @ M; dlj sf; ; dfoflht ; :yfut lj sf;
- efu # M; dlj sf; ; jhgzn ; fdbfos lj sf;
- efu \$ M; xhstf{?sf nflu ; xlhs/of tflnd

efu # M; dlj sf; ; jhgzln ; fdbflos lj sf;

; dlj sf; ; Dj hgzln ; fdbflos lj sf; efu cftuť tlg j 6f lgbzsf? 5g\

lgbzsf ! M; dlj sf; ; Dj hgzln ofngf thđf / cgludg
lgbzsf @ M; xefuldhs ufdlof n\fhf\f
lgbzsf # M; dlj sf; ; Dj hgzln ; Da6w lj :tf/

dfylsf ; j }lgbzsf? Rff/ v08df lj eflht 5g\

v08 ! Mzif\$sf]k[7eld j f/đf hfgsf/l
v08 @ M; xefuldhs lqmfnsfkx?
v08 # M; Gbe{; fdulx?
v08 \$ M; xoful lraqx?

v08 ! Mzif\$sf]k[7eld j f/đf hfgsf/l

k[7eld cftuť lj zifM ; xhstf{?nf0{ lj ifo
j :t\$]j f/đf dVo cjwf/0ff lbg vflhPsf]5 .
of] lbbzđ ; xefulx?sf] nflu kf7đ ; fdulxsf]
?kdf kofit xg] 5đ . ; xhstf{] o;

lgbzsfnf0{ cem} pkoful agfpg / ; xlhs/of
sfo{ kefj sf/l j gfpq :yfglo kl/l:ylt; u đh
vfg] c6o yk ; f{x?sf] vflhl / kofu ugkg]
x65 .

v08 @ M; xefuldhs lqmfnsfkx?

k[7eldsf]cfwf/df g}lqmfnsfkx? to ul/Psf
56f\ o; lgbzsfdf kofu ul/Psf lqmfnsfkx?
pbfx/0fsf nflu dfq k}tt ul/Psf xg\ Pp6}
cjwf/0ffnf0{ k}6 kfg\$] nflu Ps e6bf j 9l
gdđf lqmfnsfk / ; fdulx? klg /flvPsf 5g\
t; y{ o; df ePsf ; Đkof{ cEof; x? tflndsf
qmddf ; dfj ž ug{g}k5{e6g}h?/l klg 5đ .

; xhstf{?n] ol cEof; x?nf0{ gdđf cyjf
pbfx/0fsf] ?kdf lng' kg] x65 . cEof; 56bf
lb0Psf afx\$ c6o yk cEof; x? ; xhstf{]
; do; :yfglo kl/l:ylt / nllft ; đxsf]j f:t]j s
cfj Zostf x]l pko0m blvg] lqmfnsfk] dfq
rog ug{kb5 .

v08 # M; Gbe{; fdulx?

o; lgbzsf] t] f] efudf tflnd ; #fng
lj lwx?, cfhf/x? / ; Gbe{ ; fdulx? ; dfj ž
ul/Psf 5g\ . ; xhstf{] c6o ; fdulx?sf] yk

; sng tyf tof/l u/l tflndsf] cfj Zostf
cg' f/ kofu ug{ck]ff ul/Psf5 .

v08 \$ M; xoful lraqx?

tflnddf kofusf nflu pko0m lraqx? klg o; df
cfj Zostf; f/ ; dfj ž ul/Psf 5g\

lj ifo ; Fl

; dlj sf; ; jhgZln ofhgf thof lgbZsf sf]af/df	I
efu # M ; dlj sf; ; Dj hgZln ; fdbfos lj sf;	II
lgbZsf @ Mdlxnf k?if ; dlj sf;	
v08 ! Mk7eld	!
kl/ro	!
dVo cj wf/Offx?	!
nhus ; rj ; Dks{; DaGw lj :tf/ s]xf}	!
; DaGw lj :tf/ lsg nhus ; ahgZln xgk5{<	@
v08 @ M ; xefuldhs lqmf snfk	#
lqmf snfk ; Vof g+! Mkf/IDes cEof;	#
lqmf snfk ; Vof g+@ Mnhus ; dfgtf	%
lqmf snfk ; Vof g+# M ; DaGw lj :tf/sf cj wf/Offj f/]1fg	&
lqmf snfk ; Vof g+\$ M ; DaGw lj :tf/sf knfObfx?	(
lqmf snfk ; Vof g+% M ; /f\$ f/j fnf?sf]klxrfg	!!
lqmf snfk ; Vof g+^ M ; /f\$ f/j fnf lj Zn]fof	!#
lqmf snfk ; Vof g+& M ; ~rf/ s]psnfk Msnf / ; :s[ft bl3f\$]edof	!%
lqmf snfk ; Vof g+* M kefj sf/L ; ~rf/sf c]hf/x?sf]klxrfg	!*
lqmf snfk ; Vof g+(Mnhus ; Dj hgZln ; DaGw lj :tf/ ofhgf tof/ ug]	!(
lqmf snfk ; Vof g+!) M ; DaGw lj :tf/ s]psnfkdf h08/ r:dfs]lj sf; / kofu	@!
lqmf snfk ; Vof g+!! M lbufkgsf nflu sfo{ofhgf	@#
lqmf snfk ; Vof g+!@ M cgludg	@\$
v08 # M ; Gbe{; fdulx?	@&
; Gbe{; fdul ; Vof ! M gkfnl pvfgx?	@&
; Gbe{; fdul ; Vof @ M h08/sf s/xf? - Sex : dlxnf / k?if j lrsf]h]j s legtf	@*
; Gbe{; fdul ; Vof # M h08/ r:df eg\$]s]xf}<	@(
; Gbe{; fdul ; Vof \$ M ; /f\$ f/j fnf?sf] ; m]gtfs] nflu h08/ ; Dj hgZln ; Dks{	
; DaGwsf]kl/ro)
; Gbe{; fdul ; Vof % M snf / ; :s[ft bl3f\$]edof	##
; Gbe{; fdul ; Vof ^ M h08/ / ; #f/ lj Zn]fof -sl7/r] ; 8s gf6s	#\$
; Gbe{; fdul ; Vof & M ; xeful ; :yfx?af/f nhus ; jhgZln ; Dks{lj :tf/sf nflu kofu	
ul/Psf s]l c]hf/ Pj s]psnfkx?	##%
; Gbe{; fdul ; Vof * M ; Dks{; DaGw lj sf; sf tx / r/Ofx?	#^
; Gbe{; fdul ; Vof (M ; Dks{; DaGw kg/fj nf\$g ofhgf]r\$]ni6	#*
; Gbe{; fdul ; Vof ! M ; Dks{; DaGwsf pkn]lw? kg/fj nf\$g ug]klqmf	#!
; Gbe{; fdul ; Vof !! M tlnsfx?	\$(
; Gbe{; fdul ; Vof !@ M zIQmzfnl kf]6/ / lrgx?	\$^
; Gbe{; fdul ; Vof !# M u} ; sf]h08/ ; dfgtf kof; df ; dfrf/kqs]eldsf	\$&
; Gbe{; fdul ; Vof !\$ M h08/ ; Dj hgZln af] / tof/ ug]c]j Zos s]l ; enfj x?	\$*
; Gbe{; fdul ; Vof !% M kefj sf/L njL ; fwgsf lj z]ftfx?	\$(

v08 ! M[k7eld

kl/ro

h08/ ; ft ; yfnf0{ cfId-lge/ j gfp ; DaGw
-; ks{ lj :tf/ cfj Zos 5 . o:tf ; ft ; yfsf
nflu n]us lj Zn]of ug{/ n]us ; dfgtf kl]tsf]
kl]ta4tf Hofb)dxTj k0f{5 . ; xl 7f5sf ; xl JolQm
cfk]nf] lfdtfaf/] ; r] geP; Dd pglx?sf] ; jf
pkof]ul x6g . ; dbfon] ; yfsf sdfs] / To; sf]
dxTj af/]ghfg] Dd h]bf/ sd{f/L jf :jod\] s
kfpq / ; dbfosf] ; ft kl/rfng xg sl7g x65 .

of]hgf xg' kb5 . o:tf]of]hgf szn / kefj sf/L
dfu{bzg ug{; xfos x65 .

o; lgb]zsf] s]l leGg ksf/sf] ; DaGw lj :tf/
of]hgf tof/ ug{ ; yfx?nf0{ ; 3fpg] p27o
/Vb5 . To]xf]n]us ; Dj hgzln ; DaGw lj :tf/ .
dVo s'f eg]sf] ; yf leq dlxfnf k?if
; /f]sf/jfnfx? tyf c6o aXo ; /f]sf/jfnfx?nf0{
cfk; L kmfObf xg] ; DaGw lj sf; ug{u}; =; *?nf0{
; xof]u ug]lj ifodf s]b]t xg' xf].

5f0s/ldf eGg] xf] eg] ; yfx?sf] ; DaGw lj :tf/

<p>; dlj sf; ; jhgzln ; DaGw lj :tf/ tfind lgb]zsf]p27o</p> <ul style="list-style-type: none"> ▪ ; yfsf ; xefulx?nf0{ ; /f]sf/jfnfx?; usf] ; DaGw lsg n]us ; Dj hgzln xg h?/L 5 eGg] aemfpg . ▪ u} ; ; xefulx?nf0{ ; yfsf]n]us ; Dj hgzln sfo{of]hgf thof ug{ ; sfg . ▪ tnsf s'fx?df ; xefulx?nf0{ ; xof]u ug{ <ul style="list-style-type: none"> ○ ; DaGw lj :tf/ sfo{of]hgfsf]d:of] tof/ ug{. ○ ; yfsf ; 'gf ; fdul / s]fsnfkx?nf0{n]us bl]6sf]fn]hfFaem ug{. ○ ; a}u} ; x?sf] nflu dfu]zq ug] lbuf] n]us ; Dj hgzln ; DaGw sfod ug] sfo{of]hgfsf]d:of] tof/ kfg{.

dVo cjwf/0ffx?

; DaGw lj :tf/ (Linkage) : ; Dks{ ; DaGw lj :tf/
eg]sf] Pp6f b0{klflo of]u jf hf]g] sfd xf].
o; sf]/fd]glthf glltut ; #f/ / ; hfn /df]
ePdf dfq k]kt x65 .

; hfn (Networking) : ; hfn eg]sf] ; s0 ; Dks{
; yflkt ug{xf]h; n] ; DaGw lj sf; ub5 .

; ~rf/ (Communication) : Pp6f JolQmsf]lj rf/
/ efjgfnf0{:ki6 ?kn]k] f/ ug] / csf]JolQm]
:ki6 ?kdf aem]k]sf] g} ; ~rf/ xf].

h08/ ; r] ; Dks{ ; DaGw (Gender Sensitive
Linkage) : of]o:tf] ; Dks{xf]h; jf6 dlxfnf /
k?if b]h] ; dfg nfe kfp65g\ o; df Pp6fnf0{
xfgl k]ofP/ csf]h]kmfObf lng ; e] x6g .

; dX lgdff (Coalition-Building) : lj leGg
; yfx? alrsf] ; lqmo ; DaGw ; Dks{a9fpg' jf
gftf hf]g' g} ; dX lgdff xf]h; jf6 ; fd]xs
rf; f]sf ljifo jf d2fnf0{ ; eQm ?kdf cuf]8
a9fpg ; ls65 .

n]us ; r] ; Dks{ ; DaGw (Gender Sensitive Linkages) S]xf]<

dlxfnf tyf k?if b]h]sf] ; dfg kmfObfsf]nflu xg]
; Dks{ ; DaGw g} h08/ ; r] ; Dks{ ; DaGw
(Gender Sensitive Linkage) xf] . ; dfg kmfObf
eGg] ; fy}dlxfnf / k?if ; dfg ; xeflutf ; dfg
dxTj / ; dfg kmfObf eGg]alem5, h; df b]h]sf]
; dfgtf / lj leGgtsf ; fy}cf-cfk]nf] lj lj w
eldsfsf]sb/ ul/65 .

h08/ eGgn] dlxfnf / k?ifsf] ; fd]l]hs
; fFs[ts ?kdf :yflkt eldsf / lhDd]f/L xg\
; fdf]otof h08/sf] kl/efiiff dlxfnf / k?ifsf]
sfo{ / lhDd]f/Ldf dfq ; lldt ge0{pglx? Ps
csf{alrsf] ; DaGw ; E klg ; DaGwt 5, h; df
dlxfnf / k?if ba} clgjfo{ ?kdf ; dl]Psf
x65g\

; dlj sf; ; jhgzln ; DaGw lj : tf/

dlxnf / k?ifsf]leGf leGg}; fdfllhs eldsf / lhDd]f/Lsf]JofVof ub{ki6 kfg{of]h08/ eGg] zAb kofu ePsf]5 . ; dosf]/kntf/ / ; fFs]ts k?ng; E}h08/ eldsf klg kl/j tG xb}cfPsf] 5 . pbfx/Ofsf]nflu M t/f0sf dlnf / k?ifsf] v]l ls; fgl ; DaGwl eldsf kxf8sf dlnf / k?ifsf]eGbf w]}km/s /xsf]kf0G5 . To:t}u/L

; DaGw lj : tf/ lsg n}us ; Dj hgzln xg'kb5 <

; dfh / kl/jf/n]lgwf{Of u/\$f]n}us eldsfn] ubf{cS; / hljgdf dlnf / k?if ck]ff / cge]x? km/s?kn] dx; z ub5g\ . ol km/s cge]sf sf/Of xfd] ; #f/nf0{ xG] tl/sf / 3/kl/jf/ ; dbfodf ul/g]lgOf6df ke]j kfb5 .

olb dlnf / k?ifnf0{; dfg ?kn]lgOf6 k\$Pfdf ; xeful u/f0Pg eg] o:tf lgOf6x? ; GtInt xGg\ / Ps ; dxn] c\$Gbf a9L knf0bf p7fp55 . afnaflnsf]lxtdf dlnf / k?if ldn] ; sG e}sfu u/Gg\eg]afnaflnsf]n] klg bMv kfp55g\ kmntMdgdfj , ck]Ggtf jf rfv x/fpg]ub5 . ; /sf/L kl/or]hg c; km xg] / u}; x? aGb xg]sf/Of klg oxl xf].

s]n s'/f dfq}u/] ; yfx? n}us ; Dj hgzln xg ; SbGg\ pglx?n]s'/f u/h:t}sf klg ug{ kb5 . k?if sfo\$fl ; b:on] dfq ; /sf/L clwsf/L / bft[:yf; u eG u/] jf u}; n]

sg} klg gkfnl dlnfn] cfhefl]n h] h] sfd u5G\ tl sfdx? lxhf] xh/cfdfsf] knfdf dlnfn] ubGy]jf ug{ xG]vof] / vln k?ifn] dfq ug]rng lyof] . o; h]h08/ eldsf 7f5 , ; do ; s]t / kl/l:yltcg; f/ km/skm/s xG5 jf kl/j tGzln 5 .

; dbfodf HIV-AIDS sf] ke]j sf] n}us lj Zn]fOf dlnfx?sf]; dxdf dfq s]bG eP/ ug{ ; Sb5 / <

lj leG ; /f\$]jfnfx?; E n}us ; Dj hgzln eP/ ; DaGw lj sf; ug{ ; yfsf dlnf / k?ifsf] ; m]Gtf lgDg s'/fx?df xg cfj Zos 5 M

- ; DaGw lj : tf/ of]hgf tof/ kfg{.
- n}us ; dfgtsf ; GbZ ; j} sPfsnkdf ; dfo]hg ug{.
- dlnf / k?ifnf0{ ; sf/f]ds / dxTj kOf{ tl/sfn] k]tt ug] zAb, 5lj / ; f'gfsf sPfnfx? 5gfG ug{.
- ; yfnf0{ afXo ; Dks{ u/fpg / To; sf] ; dxleq hfgsf/L u/fpg .
- ; DaGw lj : tf/sf] dNof\$g ug{ / To; nf0{ efjL sPfsnkdf pkofu ug{.

; xhstf{f0{; b}nj

- dlnf / k?if b] \$f]; dfg / ; sG ; xeflutfsf nflu uf]l]Lsf]j ftj /Of agfpg].
- ; xefulx?n]/df0nf]u/L l; Sg]cge]t'sf nflu ; xfuldhs k\$Pcf ckgfpg].
- j ftj /Ofnf0{pT; fxb} / hlj Gt agfpg].
- n}us ; Dj hgzln tf b]v]fpg]
 - ! = dlnf / k?if ; xhstf\$]pkl:ylt u/fP/ .
 - @ = clw]ftf, kl]tj }s, k]ttstf{x?sf]eldsfdf kn}kfn]dlnf k?if ; j }nf0{; dG] .
 - # = ahf ahfdf s; n]s; n]efu lnof] s; n]s; n]wofg lbP/ ; Gof}u#of] s; n]cl5L u#of] cflbsf]cgludg ug] / k\$Pcf abn] dlnf k?ifnf0{; dfg ; xeful u/fP/ .
 - \$ = cfj Zostfg; f/ ; xhls/Ofdf a9L wofg k#ofP/ .

v08 @ M; xefuldh's lqmfnsfkx?

lqmfnsfk ; Wof g≠! Mkf/IDes cEof;

p27o M
; xefulx?n]ufj]7lsf p27ox?af/] :ki6 1fg lng5gV ; %lft, ; Ddfigt dx; ; ugI/ af]gnf0{ kfl; flxt xg5g\
dhet k7g M
ufj]7lsf pb7ox? s]xg\k ufj]7l ; km kfg{; xefulx?n]s; /l ldn] sfd ub5g\k
; dofj lw M
! ! ÷ @ 306f .
lj lw M
lxdlrd a9fpg](Icebreaker), ; xhstf\$]cu] f0df 5nkm .
; fdulx? M
lNknkrf6{/ sndx?, d0fsf8{ 7hf]kftsf]cfsf/df sfl6Psf xl/of]sfuhsf 6qmf? lNknkrf6{ jf af0df agfPsf ?vsf] km / xufx?sf] lrg, olb gkfnl pvfgnf0{lxdlrd a9fpg jf kl/rosf nflu kofu ug]xf]eg]pvfg n]vPsf sfuhsf 6qmf? / /fv]efBf].
tof/l M
?vsf]lrg agfpg] cfj Zos ; fdfgx? hddf ug]. ; xefuldh's z?j ftsf]lj lw 5fg] olb pvfg kofu ug]xf]eg]pvfg n]vPsf 6qmf? tof/ ug] ; Gbe{; fdul ; Wof ! Mg]kfnl pvfgx? xg].
r/0fx? M
!= ; xefludh's 9uj f6 kl/rosf]z?j ft ug]. @= vfgf vfg] ; do / ;]gsf] ; do, aflx/ hfg] ; doaf/df ; xdltdf klg ufj]7lsf]Jo] :yf ldnfpg]. # ; j} ; xefulx?nf0{o; ufj]7laf6 ck]ff ul/Psf s'fx? kfn]kfn]eGg nufpg]. lNknkrf6{jf af0df l6kf6 ub]5nkm ug]. olb ; j} ; xefulx? ; flf/ 5g\eg]pglx?n]cfkmg]ck]ffnf0{ d0fsf8{jf kft cfsf/sf]sfuhdf n]g nuf0{ck]ff j [f agfP/ leQdf 6fFg]. o; ufj]7ldf sg ck]ff k/f ug] ; ls65, sg ; ls6g :ki6 atf0lbb)5nkm ug]. \$ ufj]7lsf]lj ifox?sf]ems k]t't ug]. k]tfljt p27ox? / cfzfltt pkn]wsf]JoVof ug]. ; xefulsf]5nkm]df d2t ug] :ki6 kfl/lbg] cfj Zos k/df ; Rofpg]/ ; xdltdf klg]. %= ufj]7lsf]gllt-lgod tof/ kfg\$]nflu dl:tis d6yg u/l ; fdlx ; demf/l sfod ug]. ol gllt-lgodx? dxTj k0{ ePsf xgn]k]o\$; xefulx?n] ; j}dlxf tyf k?if ; xefulx?nf0{ ; lqmotfk] \$ gllt-lgods]kfgf ug]{kfl; flxt ug]. ^= gllt-lgodnf0{leQdf 6fFg].
; dfkg M
▪ ; xefulx?nf0{; dxn]agfPsf] gllt-lgods] ; dl]ff ug]{nufpg]. dh ; Gbzdf kgM hf\$ lbg]-; xhstf\$]nflu ; emfj xg]. ▪ /fdf] 6 sfd ; Dkg ePsfdf tfnl ahfpg] ult ufpg] 76df]laf6 k] Ggtf pTkGg ug].

; xhstf6f0{; emj

- ; xefuldhS kl/rosf]nflu ; emj M ; xefulx?nf0{hf8l agfpg nufpg]. ktoš hf8lnf0{pvfg 6Ssf n]vPsf]ef8fj f6 lj le6g gkfnl pvfg 6Ssf n]vPsf]sfuh l6kg nufpg]. hf8lx?nf0{pvfgdf ePsf] n]us ; 6b7df 5nkmm u/f0{kfn}kfnf]cf-cfkn]f]kl/ro lbb}pvfgsf]n]us ; 6b7 e6g nufpg].
- c6o ; xefuldhS z?jftsf]cEof; sf]nflu ; xhstf6f]tflnd lgb]zsf x6].

dh ; 6b7x?

- ; j}lj rf/ dNojfg 5g\
- ktoš ; xefulx?n]; j }dlxnf / k?ifx?sf]; s6 ; xeflutfsf]nflu k]l; flxt ugk65 .

slQsf]/fd] bVg ; SgX65 < ; j } ; xefulx? /fd/L bVgsf] nflu bj }cfFf h?/L 5 eGg] s/fdf ; xdl t ePkI5 kfn]kfnf]; xefulx?nf0{n]us r:df nufpg lbg]. n]us r:dfnf0{s] sf]k]lssf]?kdf lnPsf 5g\< æfdln]; w)n]us r:df nuf0/x\$ f 5f}eGg] sNkgf ug{ kb5{o; n]dlxnf / k?ifnf0{ldn} lqof6 ug\$]nflu plrt jftj /Ofsf]; hgf ub5A eGg] dh ; GbZ lgsfNg].

; dfkg M

- dh ; GbZsf] ; dlIff ug]j f ; xefulx?nf0{of] s]fsnfksf] dh ; GbZsf] ; dlIff ug{ nufpg].
- sfd /fd] E ; DkGg ePsf]f tfnl ahfpg] ult ufpg] 76bn]laf6 k|Ggtf pTkGg ug].

; xhstff0{; enj

- of]tflnd lgbZlsf n]us ; r]gf tflnd ln0; s\$ f ; xefulx?sf nflu tof/ ul/Psf]5 . s]fsnfk @ n]cfwf/e't n]us cjwf/Ofj f/df kgtfhu u/fp65 hg cl3Nnf] lgb]zsfx?df b]f0{; lsPsf] 5 . olb ; xefulx? n]us ; r]gf tflnd glnPsf eP ; xhstff]of] tflnddf n]us ; r]gfsf] klfnf0{ plrt ?kdf lj :tf/ ugkb5 . ; Gbe{; fdul g+@ / ; Gbe{; fdul ; Vof # xGxf] \
- o; s]fsnfkaf6 lqDg dVo ; GbZ lgsfNgk5{.
- xfd] ; dbfo / kl/jf/sf] ; DkGgtfsf] nflu dlxnf / k?ifsf] sfd / of]ubfg ; dfg?kdf dxIj Of{ 5g\
- ; yf agfpgdf dlxnf / k?if bj }df cfj Zos blftf / 1fg xG5, t; y{bj }nf0{; yfdf ; mUg u/fpg' k5{.
- xfdln]; w)n]us r:df nuf0/x\$ f 5f}eGg] sNkgf ug{kb5{ o; n]dlxnf / k?ifnf0{ldn} lqof6 ug\$]nflu plrt jftj /Ofsf]; hgf ub5 .

n]us r:df M r:dfs] Pp6f efujf6 dlxnf?sf] ; xeflutf, cfj Zostf tyf jf:tlj stf / csf] efujf6 k?ifx?sf] ; xeflutf, cfj Zostf / jf:tlj stfx? bVgX65 . tkf0\$]b]i6 eg\$]b] }cfFf]f6 b]Vg]s/fx?sf] ; lD>Of xf]. h; /L xfdlnf0{/fd/L bVgsf]nflu bj }cfFf cfj Zos xG5, To; }u/L kl/jf / / ; dbfo ; vl xGsf] nflu dlxnf / k?ifjlr ; dfg cfwf/df ; fe]bf/L xGkb5 . dlxnf / k?if bj }f km/s oyfyhf0{a%g tyf k?ifx?sf] ; d] ; xof]u k]kt ug{dlxnf?sf]dfq ; yfdf klg n]us b]i6sf] /flvg' plQs}cfj Zos xG5 <

lqnfnsfk ; Wof # M; DaGw lj : tf/sf cjwf/Offaf/]1fg

p27o M
; xefulx?n]; DaGw lj : tf/sf cjwf/Offx?af/df 1fg kft ug5g\
dhet k7g M
; DaGw lj : tf/ eg\$]s]xf< ; DaGw lj : tf/ lsg dxTj kOf{5 <
; dofj lw M
! 306f .
lj lw M
zf/ll/s s0fsnfk / b7o, ; dx sfo{dh; qdf k t'tls/Of / 5nkm u/l cjwf/Offsf]lj sf; .
; fdulx? M
lNknkrf6{, dfs{ / @ blv # lkm6]r0 .
tof/l M
<ul style="list-style-type: none"> ▪ of]s0fsnfk tof/lsf]nflu ; xhstf6]; Gbe{; fdul \$ M; /f\$]/jfnfx?sf]; nlgtsf]nflu h08/ ; Dj hgzln ; Dks\$; DaGwsf]kl/ro j f/]k] {cllbog ugk5{. ▪ /wlg r0 vllg]j f agfpg]-pbfx/Ofsf]nflu lahhlsf]tf/ j f alnof]; fdulj f6_ r0 sf]fsf]; j]t/j f6 b7g ; lsg]u/l df0]xgk5{. ▪ cfj Zos ; fdulx? hDdf ugI.
r/Ofx? M
<p>1= ; xefulx?nf0{r0 Ps csf0f lbg nufpg]. of]s]xf< of]hf]8Psf]5 ls Pp6}6sf]df 5 ls, lj le6 b0mfx? Ps csf0f b/f]u/l hf]8Psf 5g< h:tf k7gx?af6 5nkm cull8 a9fpg] ; yfx?n] Psnf Psn} sfd ubf{ cfzftlt ; kmf kfg ; Om0g\ e6g] ; Gb7 lgsflg].</p> <p>2= ; xefulx?nf0{pleP/ 7hf]37f agfpg nufpg]. 37fleq dlxf / k?ifx?nf0{ldl>t u/] /Vg]. pglx?sf v\$fx? crn ePsf]rnufpg g; lsg]ePsf]sllkgf ug{nufpg]. 37fsf ; j}dlxf?sf]xft uFg nufpg]. s7l xftx? uFg gklg]x6f 37f 66g klg ; S5 . To; kl5 ; j}k?ifx?nf0{xft uFg nufpg]. km/ s7l xftx? uFg gklg]x6f 37f 66g klg ; S5 . h; /l dlxf / k?ifx? lj gf 37f kOf{xg ; s0 To; }u/l dlxf / k?ifx?sf] ; xeflutf lj gf ; dbfo / u} ; sf]lgOf6 lng]sfd kOf{xg ; St0 e6g]; Gb7 lgsflg].</p> <p>3= ^ hgf ; Dd ; xeful ePsf ; fgf ; dx? agfpg]. ; dx?nf0{au} ; sf]; DaGw lj : tf/A sf] cjwf/Off j f/df 5nkm ug{nufpg].</p> <ul style="list-style-type: none"> ▪ u} ; sf]; DaGw lj : tf/ eg\$]s]xf< tkf0\$]; dxn]o; nf0{s; /l kl/eflft ub5 < ▪ tkf0\$]; yfsf nflu ; DaGw lj : tf/ ug{lsg cfj Zos 5 < <p>4= dh; qdf ; j} ; dxsf]kl]tj0g k t't ug{nufpg]. lNknkrf6df ; dx?n]klxrfg u/\$f sf/Ofx? l6kf0 ugI.</p> <p>5= k]o\$; dx?n] lgsfn\$] lgrf\$ / klts0fx?df 5nkm u/l ; ferf ; xdlf lgsflg] / lNknkrf6df l6kf0 ugI.</p>
; dfkg M
<ul style="list-style-type: none"> ▪ ; DaGw lj : tf/ eg\$] ; ks{ : yfkgf ug{x]h; n] ; yfnf0{cfkg]nlo xfl; n ugdf ; xof]u u/l knf0bf k0f05 . ▪ a/fdf]sfdA ePsfdf tfnl ahfpg] ult ufpg] 76df]laf6 k] gtf pTk6g ugI.

; xhstf6f0{; brj

dh ; Gz?x?

- JolQm j f ; :yfx?n]PSn}j f cnllu}sf d ubf{pknlAw w}]xg ; Qjg .
- 3/fo; L ; fdblos / u} ; sf]lg0f6 k\$6f dlxf / k?if bj \$f] ; xeflutf lj gf k0f{xg ; Sb6 .
- ; DaGw lj :tf/ eg\$] ; ks{:yflkt ug{xf].
- ; DaGw lj :tf/n] ; :yfsf]nlo xfl ; n u/l knf0bf lng ; xof]u ug{kb5 .
- ; :yfsf]nlo xfl ; n ug{/ ; :yfsf] cfm]j] jftj /0fdf kl/j t6 ug] k\$6fdf ; xof]u ug] s'fx? g} /0fg]ts ; DaGw lj :tf/ xg\

lqnofsnfk ; Wof \$ M; DaGw lj : tf/sf knf0bfx?

p27o M
; xefulx?n]; DaGw lj : tf/; E; DaGwt knf0bf / ; d:ofx? klxrfg ug{; Sg5g\
dhet k7g M
; :yfsf]nflu ; DaGw lj : tf/sf knf0bfx? s]s]xg\k ; xofyl ; :yfx?; E; DaGw lj : tf/ ubf{s]; d:ofx? x65g\k ; :yfn]; DaGw lj : tf/ ug5f dh p27ox? s]s]xg\k
; dofj lw M
! blv @ 306f .
lj lw M
; xhstf5f]cu] f0df 5nkm, ; dx cEof; .
; fdulx? M
INknkrf6{dfs, knf0bf / vt/f ; d:of n]vPsf ; fgf sfuhsf 6qmf? .
tof/l M
; xhstf6]; Gbe{; fdul ; Wof \$ M vf; u/L p27o / knf0bfx? /fd/l clwog ugkb5 . 6fklj f6 lrff lensg]cEof; sf]nflu sfuhsf 6qmf? tof/ ug]. knf0bf / vt/f n]vPsf tyf sxl vfnl 6qmf? /vlg].
r/Ofx? M
1= ; DaGw lj : tf/sf lj leG knf0bfx?sf]vfl ub{ ; Dj fb cl3 j 9fpg]; Gbe{; fdul ; Wof @ j f6 dh j ffx? lng]. 2= lrff lensg]cEof; sf af/df atfpg]. lj : t[lj j /of tn lbOPsf]5 . 3= lrff lensg]cEof; u/fpg]. cfknf] knf0bf ; xefuln]6fklj f6 sfuhsf]6qmf lemsl ; j h] ; Gg]u/L k9g]. To; kl5 of]knf0bf xf]ls xf0g JoVof ug]. sfuhsf vfnl 6qmf xft kfgn] ; :yfsf] c6o ; :yf jf JoQm; E5f]; DaGw lj : tf/j f6 xg] Pp6f knf0bf j f ; d:of eGg nufpg]. 4= knf0bfx?nf0{INknkrf6df l6kf6 ug]. ol knf0bfx?n]u}; nf0{; DaGw lj : tf/ lsg cfj Zos 5 eGg] s/f atfpg5g\ . ol knf0bfx?n]xhdlnf0{; DaGw lj : tf/sf p27ox? klxrfg ug{ ; xofyl u5g\egl ; xefulx?nf0{atfpg]. 5= ; xefulx?nf0{; DaGw lj : tf/sf tnsf pb7ox?nf0{cnu cnu ; \$] lbg nufpg]M ▪ sfgg / glt ▪ 5lj ; wf/ ▪ cfbfg kbfq ▪ ; dgj o ▪ ; eQm sfo6md ▪ pQ/bfloitj / kl]tj dg 6= To; kl5 INknkrf6df n]vPsf knf0bfx? x]l kl05sf nflu pkoSt ; \$] 5fGg] . ; Gbe{ ; fdul \$ xg].
; dfkg M
▪ ; DaGw lj : tf/sf cftl/s tyf afx0 knf0bfx? jf/df cfkn]of sg}Ps ; xefulnf0{; dl]ff ug{nufpg]. ▪ /fdl]sfd ePsfdf k] Ggtf JoQm ug] tfnl ahfpg].

; xhstf{?sf]nflu ; enfj

; DaGw lj : tf/sf knf0bfx?

- ; sf/flDs afXo ; DaGw÷; Dks{lj : tf/sf sxl kdV knf0bfx? lgDg xg ; S5g\W
 - ; :yfsf]; sf/flDs 5lj aGg]tyf ; dbfosf]ljZjf; k\kt xg].
 - ; :yfn]k\pfg ugI;]fsf]k\rf/ xg]
 - hfgsf/lSf]cfbfg k\pfg
 - k\lj lws tyf cfly\$; f\tx? k\kt xg]
 - eflts tyf cfly\$; xofu kfgp ; Sg]; dGj o tyf ; xsfo{a9g]
 - gofFcj ; /x? k\kt xg]
 - ; @Qm sfoGmdx? ug{ ; lsg]
 - ; /sf/sf glltx?sf]kfngf xg]
- ; sf/flDs cftl/s ; DaGw÷; Dks{lj : tf/df lgDg knf0bfx? xg ; S5g\W
 - kbflwsf/L ; b:o tyf sd{f/lx?sf]; :yfdf ; \lgtf / rf; f]a9g]
 - c?nf0{ ; :yfk\k cfs\ft ugI/ pglx?sf]; sG ; \lgtf a9fpg]
- Gbe{ ; fdull \$ M ; /f\$F/jfnfx?sf]; \lgtfsf]nflu h08/ ; Djhgzln ; Dks\$; DaGwsf]kl/ro cWooq ugI.

; Dæflj t dh ; GbZx?

- ljleGg ; /f\$F/jfnfx?; @ ; :yfn] ljleGg k\p\hgsf nflu ; DaGw lj : tf/ ub5g\ . ; :yfn] kdV ; /f\$F/jfnfx?; E ; DaGw /fVg]ljleGg pbZ o / knf0bfx? xG5g\
- sxl ; /f\$F/jfnfx?n] ; :yfnf0{c?eGbf a9L knf0bf u/fp55g\ loglx?nf0{k\fyldstf lbg' kb5 .
- ; DaGw lj : tf/n] ; :yfsf]nlo / p2Z o k\k\tdf ; xofu ub5 . o ; f] ubf{ ; :yfsf ; b:ox?sf] klG ljZj ; glotf / klxrfq a9b5 . o ; jf6 g\T]sf]; Ddfg / cffd ljZjf ; a9b5 . JolQmf0{dfq knf0bf k\ofpg]t/ ; :yfsf]nlo / p2Z o k\k\tdf ; xofu gklG] ; DaGw lj : tf/ pkoQm xf0g . o:tf knf0bf lng]JolQm?n]jf:tjdf ; :yfnf0{cfkmgf]:jfy{dfq k\p\ ub5g\

Ir\ff lemG]cEof;

; xhstf{]sfuhsf 6qrfx? tof/ ugI. s\ldf ; DaGw lj : tf/sf knf0bfx?, s\ldf a\knf0bf jf ; d:of nVg]/ sxl vfnl /fVg]M

klxnf]k\$F/ M knf0bfx?

- ol 6qrfx?df cftl/s / afx@ ; DaGw lj : tf/sf knf0bfx? nVg]. ; Gbe{ ; fdull @ df o ; sf]; F\ /x\$F] 5 . ol jBfx?nf0{cfkmg}z\bdn nVg ; lS65 . :yfglo cgejsf cfwf/df pbfx/0fx? k\tt ugI.

bf] f]k\$F/ M vt/fx?

- ; j] ; DaGw lj : tf/jf6 knf0bf dfq xBgg\ . To; h]sxl sfuhsf 6qrfdf ; :yfn]unt ; :yf jf JolQm; E ; DaGw lj : tf/ ubf{eflg' kgI ; d:of jf JoxfG]{kgI xfgl nVg]. pbfx/0fsf nflu /fhlgTls/0f xg] eI6 ; :yf; E ; fem\l xg]; :yfsf]; #fns jf sd{f/l rlgg]p2Zon]xg] ; DaGw, cfkmgf]; :yfsf bzG / Jojxf/ ljK/Lt ugI ; :yf; E ; DaGw xg] cflb . ; xhstf{] :yfglo jf:tjstfd cfwf/t gsf/flDs jBfx? ykg].

t] f]k\$F/ M vfnl

- of]cEof; df vfnl sfuh l6kg]; xefuln]; :yf jf JolQm; E ; DaGw lj : tf/ ubf{xg]Pp6f knf0bf jf vt/f atfpg kg5 .

lqndfsnfk ; Wof % M ; /f\$ f/j fnfx?sf]klxrfg

p24o M	<ul style="list-style-type: none"> ▪ ; xefulx?n]cfkn]f]; :yfsf cftl/s / j fXo ; /f\$ f/j fnfx? klxrfg ug{; Sg\$g\ ▪ ; xefulx?n]klxrfg ul/Psf ; /f\$ f/j fnf; E ; DaGw=; Dks{l j : tf/sf]dxIj a%g\$g\
dhet k7g M	<ul style="list-style-type: none"> ▪ ; :yfsf cftl/s / j fXo ; /f\$ f/j fnfx? sf]sf]xg\ ▪ sg ; /f\$ f/j fnf; E ; DaGw=; Dks{l j : tf/sf]dxIj s]5 <
; dofj lw M	! 306f .
lj lw M	; xhstf\$]k tlt / 5nkm, ; dX sfo{; dX k tlt / dh ; qdf 5nkm .
; fdulx? M	!nkrf6{tof/L, tlg /u\$ f 6lsf -/ftf] lgnf]/ kx]hf]j f c6o sg}tlg /u_ .
tof/L M	; xhstf6] ; Gbe{ ; fdull \$ M ; /f\$ f/j fnfx?sf] ; n]lgtfsf] nflu h08/ ; Dj hgzln ; Dks\$; DaGwsf]kl/rosf]/fd/L clbrog ug{k b5 . !nkrf6{n]v] tof/ /Vg]-tflnsf ! xg]. rflxg]; j } ; fdfg e]hf kfg].
r/Ofx? M	<p>1= ; :yfx?n] c6o ; :yfx?; E ; DaGw /Vg' cfk;L lxtdf x65 e6g] s/f atfpg]. o; /L ; DaGwdf /xg] ; j } ; :yfx? ; /f\$ f/j fnfleq kb5g\ . pbfx/Ofsf nflu lh=] =, g=kf=, uf=] =, h: tf ; fj h]lgs ; :yfx? lj le6g sf/Ofn] dxIj kOf{ ; /f\$ f/j fnf xg\ . ol ; :yfn] ; dbfodf jf lhNnfd f cjl:yt u} ; x?nf0{ ; fdflhs k ti7f / df6otf b65g\ ; :yfx?n] pk/fQm lgsfo; E ; 'rgfsf] cfbfg kbfg ug{sfg6L ?kn] klg h?/L 5 . To; afx\$ ol ; :yfx?af6 ; xofu / >f]x? klg pkn]w xg ; Sb5g\ cem e6g]xf]eg]o: tf]; DaGwj f6 b] } ; :yfn] km0bf lng ; Sb5g\ b] h]lbg]/ kfp]g]ub5g\ pbfx/Ofsf nflu :j f:Yo lf]df sfid ug]@ j 6f ; :yfn] cfk; df tflnd lgb]zsf, kf]6/ j f c6o klj lw ; f6f; f6 u/] Ps csf]f0{kmf0bf k]ofpg ; S5g\</p> <p>2= afXo ; /f\$ f/j fnfaf6 k]6 5l\$g]cftl/s ; /f\$ f/j fnf sf]xg\ e6g]5nkm u/fpg]. k]o\$sf] @# j 6f pbfx/Of lgsf]lg].</p> <p>3= ; :yf cg' f/sf ; dX agfpg]. cf7 e6bf j 9L sg}; :yjf f6 ; xeful 5g\eg]b0]j 6f ; dX agfpg]. klx n]g}n]v/fv\$]f]@ j 6f !nkrf6{k]o\$; dXnf0{lbg]. Pp6fdf cftl/s / csf]df afXo ; /f\$ f/j fnf n]vPsf]xg\$ -tflnsf ! ; /f\$ f/j fnfsf]klxrfg xg] bflxg]kl\$sf] dxn clxn]o; cEof; df vfnl 5f8g e6g] of]dxn cfudl cEof; df el/g\$.</p> <p>4= ; dXn]ug]@ j 6f sdfs j f/df JofVof ug]M</p> <ul style="list-style-type: none"> ▪ ; :yf leqsf ; j }cftl/s ; dxaf]; f]g]-; #fns, sfo\$ f/L / c6o ; ldltx?_ b]]kl\$sf] cftl/s n]vPsf]dxndf ol ; j \$]f]; 'L agfpg]. ▪ ; :yfn] jt]dfgdf ; DaGw jgfPsf jf lgs6 eljiodf ; DaGw sfod ug{ rfx\$ f ; :yfx?nf0{b]]kl\$}afXo dxn c6tu\$; 'Ls[ug]. ▪ k]o\$; 'Ls[ePsf ; dXx? ; :yfsf nflu slQsf]dxIj kOf{5g\ e6g]5nkm u/fpg]. /ftf] 6lsf-Hofb}dxIj kOf{ glnf] 6lsf-dxIj kOf{/ kx]hf] 6lsf-sd dxIj kOf{bz]fpg]u/L k]o\$; /f\$ f/j fnfsf]5]pdf pkoQm /u\$ f]6lsf 6fFg]. <p>5= ; dXnf0{cfkn]f] !nkrf6{dh ; qdf k t't ug{nufpg]. ; /f\$ f/j fnf dxIj kOf{ePsf] / gePsf]s; /L lqSof]n ul/of]5nkm ug{k]f]; fXg ug].</p>

- ; dxx?n]w]; Deflj t ; DaGw - ; /f\$ /j fnf_ sf]klxrfg u/l s; hf0{a9l / s; hf0{sd dxlj k0f{ePsf]klxrfg u/\$f x65g\ sg}; DaGw ; kmn xg]gxb]af/]dl:tis d6yg ug{nufpg]. k|ts0fx?nf0{lk|nkrf0df l6kf0 ub]hfg]. o:tf k|ts0fdf ; :yf; E ; f|t eP gePsf] s:tf]; ~rf/ glit k0f] ePsf] ; :yf jf:tjdf g}; DaGw lj :tf/ k|t k|tj 4 eP gePsf] b]}; :yfn]km0bf kfpq]l:y|t eP gePsf]/ /fdf]of]hgf eP gePsf]s/f cfpq ; Sb5 .

; dfkg M

- ; sf/f|ds / lbuf]; DaGw u/fpg]t]j x?sf]; dlff ug].
- /fdf]sfd ; DkGg ePsf]df tfnl ahfpg]ult ufpg]/ vl; ofnl k\$6 ug].

; xhstff0{; emj

clxn]k0f] ePsf]tf|nsf csf]cEof; df km] k0f] xg]x0f s0fsnfksf]cG|odf To; nf0{?ofNg' x0g .

lqmfnsfk ; Wof ^ M ; /f\$F/j fnf lj ZnifOf (Stakeholders Analysis)

p24o M
lj leGg ; /f\$F/j fnf; E ; DaGw lj : tf/sf]knfObf lj ZnifOf ug{; xefulx? ; dy{xg5g\
dhet kZg M
lj leGg ; /f\$F/j fnf; E ; DaGw lj : tf/sf knfObf s]s]5g\
; dofj lw M
! 306f .
lj lw M
; dX lqmfnsfk, dh; qdf k tlt, ; xhstf\$]cu] f0df 5nkm .
; fdulx? M
lqmfnsfk % M ; /f\$F/j fnfx?sf]klxrfqdf ; xefulx?n]tof/ kf/\$f l?nkrf6? .
r/Ofx? M
1= ; dX lqmfnsfk jf/]j tfg]. ; xefulx? cfkmh] lqmfnsfk % M ; /f\$F/j fnfx?sf]klxrfqdf tof/ kf/\$f]Pnkrf6{; lxt k/fq}; dXdf hfg]. ; xefuln]bflxg]lt/sf] vfnl dxn eg{ kb5 . <ul style="list-style-type: none"> ▪ o; dxndf ælsg ; DaGw lj : tf/Æ eGg]vfnl 7f5 eg]. ▪ tkf0sf]; ;yfn]nl]vPsf ; /f\$F/j fnf; E lsg ; DaGw lj : tf/ ug{rxf\$]xf] Ps Ps u/] 5nkm ug[/ n]v]. ▪ o; dxndf nl]vPsf] s'/fsf] lj ZnifOf ug[. s] of] ; DaGwn] ; ;yfdf ; fRrs} knfObf xG5 <
2= ; j } ; dXdf klu] ; xhstf6] k]gsf] hj fkm bg] sg} :ki6ls/Of lbg j f cfj Zostfg' f/ kff] ; fxg ug{; xofu ug[.
3= ; dXx?nf0{ dh; qdf k t't ug{ nufpg] . ; DaGw lj : tf/n] k%ofpg] lj leGg knfObfaf/] 5nkm u/fpg]/ lgDg k]gdf 5nkm u/fpg]. <ul style="list-style-type: none"> ▪ s] ; j } ; DaGwn] ; ;yfnf0{knfObf g}u5{t < xf0g eg]o:tf]; DaGw lsg xG5 < ▪ ; ;yf ; DaGw ; ks\$]f]knfobf JolQmn] -dfq_ lng' l7s xf]ls xf0g < slt l7s xf]slt al]7s xf]< ▪ ; ;yfn]kpf]hg j f knfObf g; fl]rsg ; DaGw lj : tf/ ubf{s:tf]kl]tkm xG5 <
; dfkg M
<ul style="list-style-type: none"> ▪ ; xhstf{cfkmh] j f sg}; xefulnf0{o; cEof; n]lj leGg ; f\$F/j fnf; E ; DaGw lj : tf/ ubf{ b]v]g]knfObf / ; d:ofj f/]; dl]ff ug[ug{nufpg]. ▪ /fd]sf]sd ; DkGg ePsf]df tfnl ahfpg] ult ufpg]/ vl; ofnl k\$6 ug[.

; xhstf{?sf]nflu ; emj

o; cEof; sf dh ; Gbzx? M

- ; :yfn]c6o lj le6g ; :yf; E lj le6g kpf]hgsf nflu ; Da6w lj :tf/ ub5g\ dxTj k0f{; /f3f/j fnfx?; E ; :yfn]; Da6w a9fpg]lj le6g clek]o / km0bf xg ; Sb5g\
- sxl ; :yfn]c?n]e6bf a9l km0bf ub5g\o:tf ; :yfnf0{kfyldstf lbg' kb5 .
- ; Da6w lj :tf/sf ; sf/flds klfx?df ; :yfsf]5lj ; wfg] ; dbfosf]ze]5f kfg] :t/lo ;]f, kbfq ug] ; r'gf cfbfg kbfq ug] k]j lws / cfly\$ >f] xfl; n ug]xg ; Sb5g\
- cftl/s ; Da6w lj :tf/sf ; sf/flds klfd sfo\$fl sd{f/l / ; b:ox?n]cfkmyf] ; m]dgtfn]dxTj kfPsf]7fgl ; :yfsf]p6gtdf p] ; f'xk] \$ of]ubfg ug{; Sb5g\ pglx?sf]hfzn]c?nf0{klg ; xeful xg, sfof]o ; -rfng ug{/ lj le6g k\$fl/n]; :yfnf0{; xof]u ug{p] ; fx kbf x65 .
- ; Da6w lj :tf/n]; :yfsf]nlo / p2]o xfl; n ug{; xof]u ub5 . o; f]ubf{; :yfsf JolQm?sf]klg ljZjf; glotf / 5lj a6g hf65 . o; jf6 g]j]k]t ; Ddfg / cftdljZjf; a9b5 . t/ ; :yfsf]nlf / p2]onf0{sg}km0bf gug]t/ JolQmf0 dfq km0bf ug]xg' x6g . o:tf JolQm?n]; :yfnf0{cfkmyf] lxtdf kof]u u/l ; :yfsf]abgfdl ub5g\

; xfos lqmfnsfk ; Wof & M ; ~rf/ sþfsnfk M snf / ; :s[t lb3f\$]eð0f

p24o M
; xefulx?n]kþj sf/L ; xofuL ; DaGw lj : tf/sf] nflu nþas ; Dj hgzn ; ~rf/ ; hgf ugI ; lksf]lj sf; ug{; Sg5g\
dhet k7g M
; xefulx?n]s; /L ; xofuLx?; E kþj sf/L ; ~rf/ ub5g\
; dofj lw M
@.% 306f .
lj lw M
; dX sþfsnfk, 5nkim .
; fdulx? M
; xhstf[n]5fgsf jf ; Gbe{; fdul ; Wof % M snf / ; :s[t bl3f\$]eð0f->f]x?} f6 5flgPsf ; ~rf/sf ; fdulx?, b0]6f leQ]lrqx?, b0]6f gkfnl nþs ultx? / rf/ jf ; fþGbf j 9L gkfnl pvfg 6Ssf?, lNkkrf6{dfs{ .
tof/L M
æbl3f\$]tof/LÆ df j 0f6 ul/Pcg; f/ bl3f{tof/ ugI.
r/Ofx? M
1= ; xeful?nf0{ ; xofuLx?; E ; ; DaGw agf0{sfod /Vg kþj sf/L ; ~rf/ xgkb5 e6g] ; s] ug]snf / ; :s[t bl3f\$]kl/ro lbg]. xfdl ; Gbznf0{j ; o/, leQ]lrq, gf6s, zësfdgf sf8x? cflb lj le6g tl/sfx?df /Vg ; S5f; ol ; fdulx? k/dk/fut zþlsf oflgs wf/off a9fpg] jf nþas ?kn] ; jhgzn xg ; S5g\ . csf] r/Ofsf] sþfsnfk k/Dk/fut / cfwlgs bj} ; ~rf/sf ; fwgnf0{kþu u/L nþas ; Dj hgzn j gfpq xfd] ; lknf0{tvm6 tof/ ul/Psf]5 .
2= tlg jf kfFj6f nþas r:dfsf k7gx?sf] lj sf; ; xefulðhs 9u]f6 ug{ nufpg] jf cflzs?kdf lj sf; ul/Psf]nþas r:df ; Rof0{k/f ug{lbg]. nþas r:dfx? leQ]lrq, pvfg 6Ssf / ultx?df -loglx? ; j} ; ~rf/sf cþf/ xg\ nþas ; Dj hgzn]tsf]n]fhf]f ug{kþu ul/g5 . nþas r:dfsf] ; hgsf]nflu ; xhstf[n]0{; þnfj xgI.
3= snf / ; :s[t bl3f\$]eð0fdf nþas ; Dj hgzn]tsf]kþu s; /L x65 j 0f6 ugIM
<ul style="list-style-type: none"> ▪ ; xefulx?nf0{-s_ -v_ / -u_ tlg ; dXdf ljefhg ugI. olb uf]7Ldf Pse6bf j 9L u} ; sf kl t glwx? ; xeful 5g\eg]lj le6g u} ; sf kl t glwx?sf] ; dX klg j gfpq ; lsg5 . ▪ ; j e6bf klxn] ; dX--s_ bl3f{-s_df hfg5g\,to; }u/L ; dX--v_ bl3f{-v_ / ; dX--u_ bl3f{-u_df hfg5g\ ; dX--s_ n]leQ]lrqdf nþas ; Dj hgzn]tsf]n]fhf]f ug5g\ eg] ; dX--v_n]pvfg 6Ssfdf / ; dX--u_n]ultx?df nþas ; Dj hgzn]tsf]n]fhf]f ug5g\ ▪ k]o\$; dXn]cf-cfkn]f kl t glw / l6kf0stf{5f6g]5g\ 5nkimdf dfuþz6 ug{nþas r:dfsf kfFblv ; ftj 6f k7gx? lNkkrf6df 6fFl k]o\$:yfgdf /flvg5 . ▪ ; dX kl t glwn] k]o\$; dXsf] clb]ftf ug5g\eg] l6kf0stf{n] 5nkimsf j þfx? lNkkrf6df l6g5g\ ▪ @) ldgþ kl5 ; xhstf[n] ; dX--s_ nf0{bl3f{-v_df, ; dX--v_nf0{bl3f{-u_df / ; dX -u_nf0{bl3f{-s_df ; g{ ; s] ugI. ; j} ; dXn]Ps}k6sdf ; g{kþ5 . bf] f]k6ssf] :yfgdf ; dXx?n]5nkim u/L lNkkrf6df yk gofFj þfx? n]g' kb5 . To; sf]!% ldgþ kl5 ; xhstf[n]k6M sl/j !) ldgþ; Dd ; dXsf kl t glwx?n]csf] :yfgsf]clb]ftf ug{ ; s] ug{kþ5 .

- lb3f{-u_df ufosn]k]o\$; dx? cf-cfkn] : yfgdf rfBf] eGbf rfBf] cf0kl]gsf] nflu b0] 6f ultx? UffpG\$ / bf] f]k6s cg/fw cg' f/ k]o\$; dx]sf]nflu ultsf] tof/l ug{ kb\$.

4= s[fsnfksf] ; do ; lSpkI5 ; xhstf[] ; j } ; xefulx?sf] ; fydf leQ]r]q , pvfg 6\$sf / ultx?df n]us ; Dj hgzln]tsf]lj Zn]f0f ug]. 5nkm ; Dj lGwt tl]g] 6f : yfgx?df xg\$.

; dfkg M

- ; xefulx?nf0{ n]us ; Dj hgzln ; ~rf/ j f/\$] o ; s[fsnfkj f6 l ; lSpf s/fx?nf0{ ; f/fzdf eGg nufpg].
- sfd /fd] E ; DkGg ePsf]df yk8l j hfg]ld7f]ult ufpG] 76df]lj f6 x ; fpG].

; xhstf[] ; e]f]

; GbE ; fdull ; Wof % M snf / ; s[ft e]0f - ; f]x?n]l ; Pglhcf\$; b:o ; :yfx?n] n]us ; GbZ k] f/Of ug{kof] u/\$f pbfx/Ofx? k]t't ub\$.

n]us r:df M ; xhstf[] ; xefulx?n] sfo{x? slt rfBf] ; DkGg u5G\ eGg] pglx?sf] lfd]tsf] /fd] hfgsf/l xg\$. o ; sf] cfwf/df ; xhstf[] lg0f0 ug{ kb\$ ls -s_ n]us b]i6sf]f]sf] ; xefuldhs lj sf; df ; xhls/Of ubf{/ -v_ cf]zs tof/ ePsf]n]us b]i6sf]f]nf0{ ; Rof0{kOf{ug{k]t't ubf{ ; do ePdf ; xhstf[] ; ~rf/sf cf]f/x?sf] n]yfh]yf ubf{ ; xefulx?n] kof] ug] n]us ; Dj hgzln]tsf tl]g]v kfFj 6f kZgx?sf] lj sf; df ; xhls/Of ug]. ; do gePdf ; xefulx?nf0{ cf-cfkn] n]us b]i6sf]f]x? lj sf; ug{ lbg] ; xhstf[] tn lb0Pcg' f/sf ; xefulx?n] ; hgf ul/ ; s\$ j f kof] u/\$f n]us b]i6sf]f] b]y]pg ; Sg\$. olb tn lb0Psf b]i6sf]f]x? kof] ul/ ; lSpf] eP ; xefulx?nf0{ol n]us b]i6sf]f]x?nf0{pglx?sf] ; Gt]f]sf]nflu ; Rof0 k/f ug{nufpg] M

cf]zs n]us r:df

!_ k]o\$ pvfg 6\$sf, leQ]r]q / ultx?n]dlxn / k?ifx?j lrsf] ; DaGwdf s:tf] ; GbZ lb65 <
 @_ s]dlxn / k?ifsf]j f/df l]r]qOf ePsf wf/Ofx? j f/df dlxnfx?n] ; xhtf (Cofortable) dx ; '
 u/\$f 5g\<
 #_ s]dlxn / k?ifsf]j f/df l]r]qOf ePsf wf/Ofx? j f/df k?ifx?n] ; xhtf (Cofortable) dx ; '
 u/\$f 5g\<
 \$ _ lsg 5g\j f lsg 5gg\<
 %_ of] ; s[tdf o]f s[fs]x?df ol pvfg 6\$sf, leQ]r]q / ultx?n]s:tf]k]fj kfb\$ <
 ^_ ; xefulx?nf0{gof] E]x? ykg nufpg]<
 ▪ ; ~rf/ ; fdulx?sf]n]us ; Dj hgzln]t 5fGg lj leGg k\$ f/sf n]us b]i6sf]f]x?sf] ; hgf ug{ ; lsg5 . ; Gbe{ ; fdull ; Wof ^ ; dlj sf; / ; ~rf/sf cf]f/ lj Zn]f0f M pbfx/Ofsf] nflu sl7/f] ; DaGw ; 8s gf6s, l ; Pglhcf] ; 8s gf6ssf] sfo{ ; Dkfbgdf n]us / ; ~rf/ k]f]sf]n]yfh]yf ug{kof] u/\$f n]us b]i6sf]f] xg].

o ; s[fsnfkj f6 lgsflnPsf dVo ; GbZx?

- k/Dk/fut / cfw]gs b]y]fn] ; ~rf/ ; fwgx?n]n]us ; dfgtdf kj wG ug]lfd]t /fv5g\
- ltglx? ; E dlxn j f k?ifx?sf]bhf{36fpg]z]st klg 5 . xfdlx?n]dlxn / k?ifx? j /f] /l lg0f6stf\$] ?kdf dx]kOf{ / ; fdbflos lj sf; df kOf{ ; xeful 5g\egl xfd] ; ~rf/j f6 kj wG ug{ ; hu xg' kb\$.
- xfd] ; ~rf/x? ; flf/tfd cfw]l/t gePdf sd ; flf/ cf]t]l/s / afAo ; xof]lx? lj z]f u/L lg/lf/ dlxnfx? ; Dd kl]g\$g\

bl3f\$]tof/L ubf{
 plrt pvfg 6Ssf, leQ]lrqx? / ultx?sf]5gf6 ug]. of]cEof; df kofu ul/Psf cwf leQ]lrqx?,
 pvfg 6Ssf / ultx? Jff c6o ; -rf/sf c]f/x? c?e6bf w]j 9L n]us ; Dj hgzln 5g\
 o; df alnof]cfwf/sf]thgf]ds lj Zn]f0f xg' cfj Zos 5 .
 bl3f{-s_ M klxnf] :yfgdf 5flgPsf leQ]lrqx? 6fFg]. bl3f{-s_ lj z]f u/L c?e6bf j 9L n]us
 ; Dj hgzln xgkb5 e6g]s/f ; Deng' kb5 . leQ]lrqx?df ; Wof n]g' kb5 . leQ]lrqnf0{s6fsnfk
 z? xg66bf cl3 ; xefulx?n]gb]g\eg] INknkrf66]5f]g' kb5 .
 bl3f{-v_ M bl3f{-v_ sf] :yfgsf]leQdf rf/j 6f pvfg 6Ssf? 6fFl /Vg]. pvfg 6Ssf? 5\$5\$}
 sfuhsf]6qmfdf 7hf clf/df 5flkPsf]xgkb5 . ; Dej 5 eg]o; nf0{snf bl3f\$ 6qmf? h:t}b]vg]
 agfpg, /Eg sfuh jf d; lsf]kofu ug]. pvfg 6Ssf?nf0{s6fsnfk z? xg66bf clu ; xefulx?n]
 gb]g\eg] INknkrf66]5f]g' kb5 .
 bl3f{-u_ M lb3f{-u_ nf0{leQ]lrq / pvfg 6Ssf] :yfgaf6 g; lgg] :yfgdf /Vgkb5 . o; :yfgdf
 ; fgf ; dx?n] :yfg kl/j tg ubf{ Ps k\$ /sf b0] 6f g]fnl ult upg] :j od\} s a:b5 .
 bl3f{-s_ bl3f{-v_ / bl3f{-u_ x/\$ df Ps Ps j 6f n]us b]i6sf]f 6fFg].
 k]o\$:yfgsf]nflu INknkrf6{/ sndx? lbg].

lqndfsnfk ; Wof * M kpfj sf/L ; ~rf/sf cfhf/x?sf]klxrfg

p24o M
; xefulx?n]; xofylx?; E ; ~rf/ kj fx ug]plrt pkfox?sf]klxrfg ug]g\
dhet k4g M
; /f]sf/j fntx?; E u}; =; =sf ; ~rf/ kj fx ug]; fwgx? -cfhf/x?_ s]s]xg\
; dofj lw M
\$% ldg\ .
lj lw M
; dx s]psnfk .
; fdulx? M
lr7xf -v]hsf]nflu tof/ kf/Psf_] lNknkrf6{ dfs{ ; Gbe{; fdul ; Wof & xg{.
tof/L M
; fg] sfuhsf] 6sfdf gdbg ; ~rf/sf cfhf/ / ; fwgx? n]vg] . ; j}; xefulx?nf0{b0{k6s ; Ddsf] nflu kl]g] u/L lr7xf? agfpg]. lr7xf agf] s]l x; fpg] vfnsf] / s]l n]us lj klfsf cfhf/x? n]vg] s]l vfnl lr7xf? kl] /v]g]. ; xhstf]h]; q z? xgeGbf cufl8 g) jgf0; Sg'kb5 .
r/Ofx? M
1= ; j}; xefulx?nf0{cf]f jGb ug{nuf0{lbg e/l]sf]nflu n]us r:df nufPsf] s]Nkgf ug{nufpg]. 2= ; xefulx?nf0{sfdsf]j f/]f JofVof ug] / efBf]j f 6f]klaf6 Ps-Psj 6f sfuhsf]6qnf lemsg nufpg]. of] k\$]psf] cg' /of ub] klxnf] cEof; ; lsgf; fy kgM bf] f] k6s bf]f/afpg] -; xhstf]h]0{; emj xg]. 3= loglx? gdbg cfhf/ xg\egl :ki6 ug]. u}; x?n]cj :yf / cfj Zostfcg' f/ cfhf/ 5fg ; Sg]g\ t/ dh j]fx? plrt / n]us ; jhgzln cfhf/ 5fg' kb5 .
; dfkg M
; j}; xefulx?nf0{cf]f jGb ug{nuf0{lbg e/l]sf]nflu n]us r:df nufPsf] s]Nkgf ug{nufpg].

; xhstf]h]0{; emj
<ul style="list-style-type: none"> ▪ lr7xf?nf0{efBf]j f 6f]klaf /fv] /fd/]l b]fpg]. ▪ ; j}; xefulx?nf0{efBf]j f 6f]klaf6 Ps-Ps j 6f lr7xf lemsg nufpg] t/ ; xhstf]h]geg] Dd v]vg g]nufpg]. ▪ Pp6f ; xefulnf0{lr7xf v]vg nuf0{; j]h]; Gg]u/L k9g nufpg]. c? jfsl ; xefulx?nf0{kl9Psf] cfhf/ plrt cfhf/ xf]eg]xf]xf]eGg nufpg]. ▪ olb kl9Psf] cfhf/ plrt 5g] jf xFfpg] vfnsf] 5 eg] ; j}; xefulx?nf0{æxf x]f eGg nufpg]. ▪ olb ; xefulx?n]vfnl lr7xf lemsdf p; nf0{Pp6f plrt cfhf/sf]gfd lbg nufpg]. ▪ o; }u/L Ps Ps ub]; j}; xefulx?nf0{lr7xf v]vg nufpg]. ▪ lNknkrf6df ; xefulx?n]k9sf cfhf/ jf s]psnfksf]gfd l6kf\ ug]. lNknkrf6sf]Psf kl] 17s cfhf/ jf s]psnfk csf]kl] j]7s cfhf/ jf s]psnfk /v]g]. ▪ klxnf]r/Ofsf]lr7xf lemsg]k\$]f ; l]Pk15 bf] f]r/Ofdf lr7xf lemsg]cEof; ug{nufpg].

; xfos lqmfnsfk ; Wof (M n)us ; Dj hgZln ; DaGw lj :tf/ ofhgf tof/ ugI

p24o M	; xefulx?n]n]us ; Dj hgZln ; DaGw lj :tf/ ofhgf tof/ kfgI lj lw hfgG5gV o:tf]ofhgf sf] d:of] tof/ kfgI5g\
dhet kZg M	n]us ; Dj hgZln ; Dks{ofhgf tof/ ugI lj lw s]xf}<
; dofj lw M	# 306f .
lj lw M	; xhs tf\$]cu] f0df 5nkm / ; dX lqmfnsfk .
; fdulx? M	sfnf]/ cG @ /usf dfs{, /j/sf]es08f]-geP sfuhsf]j gfP xG5_ lkmkrf6{.
tof/L M	; s] Dd of]s]fsnfk To; lbg sf]klxnf]xf] \ cl3Nnf]lbgdf tnsf tof/L u/L /Vgkb5 . k]o\$; dxn]k]of] ugI Pp6f Linkage Grid tof/ kfgI -tfnf \$ xG] o; df lkmkrf6{f0{t} f]kf/] k]of] ul/G5 . Grid df !) b]v !% j 6f klj i6sf nflu kof]t 7f5 xg' kb5 . s]l a9l kl't tof/ ul//Vg' /fd]xf]. ; :yfx?n]ug]tof/L M cl3Nnf]lbg sf]cG]olt/ ; a}; :yfnf0{Ps Ps hgf l6kf5 ug]dfG5]kl'tj]5s (Recorder) rGg nuf0/Vg]. h; n]ef]nkN6 t]ndx?df c]pgcl3; Dd s]fsnfk \$ / % af6 ; :yfsf c]t/s / jfxo ; /f\$]/jfnfsf]; rL tof/ kfgI5g\ o; f]eP ufi7]sf]; do art xG5 . ; ah]3b] xG]; Sg] u/L lkmkrf6{tof/ kfgI, o; df tn atfPcg; f/ # j 6f afXo ; /f\$]/jfnfsf]; rL /Vg].
r/Ofx? M	1= ; j]f0{cf]f lrdn] cfhsf lglDt h08/ r:df nufPsf]sNkgf ug]eG]. k]o\$ lj xfg o; f] ubf{pglx?nf0{s]l gofVf]h]h:t]n]l5 ls < 5nkm ug]. 2= adlxnf] ak?if] as]fs]l eG]v]h v]hpg]. sg}; xefullt/ es08f]k]of] ; xhstf] adlxnf] eG]5g\ es08f]xft kfgIdfG5]adlxnf] ; E s/f ubf{xfdln]hfgkg]Pp6f s/f eG]5g\ To; kl5 es08f]s; j]f0{l]p/ pgn]ak?if] eG] ; Sb5g\ es08f]k]of]dfG5] To; }u/] xfdln]k?if; E s/f ubf{hfgkg]Pp6f s/f eG] kb5 . csf]kN6 es08f]k]of]sf tl JolQm]as]fs]l eG] ; Sb5g\ o; kN6 es08f]; d]pg]s]fs]l -s]f jf s]l ; E k]f]sf/l ?kdf s/f ubf{k]of] xg] sg} s/f eG]5g\ . ; j]f] k]nf] ku'-h] of] qmd b]f]ofpg]. es08f]k]of] JolQm]dlxnf, k?if jf s]fs]l s]l klg eG] ; Sb5g\-o; c]of; n]dlxnf, k?if / s]fs]l alrsf]k]f]sf/l ; -rf/ tl/sf km/s xG5 eG]b]f]5_ . 3= ; :yfx?n]s; /L Linkage Grid k]of] ub]5g\ eG]s/f]sf]k]z]g ug] -lg]z]g tn lbOPsf] 5_ . 4= Linkage Grid sf] k]z]g ; lsPkI5 ; xefulx?nf0{ ; :yfut ; dxdf kgu]7t xg eG]. k]t]j]sn]lkmkrf6{f o; cl3 g}tof/ kf/]Grid k]z] ug]. 5= ; a} ; dxn] 5nkmsf lglDt cfk]g] g]f rG] / ; xhstf] atfPh:t} u/L k]of] b]f]ofpg]. 6= ; dxsfo\$]j]h] ; xhstf{ ; j]t/ ku] k]z]sf]hj fkm lbg]/ :ki6 ug]ug]kb5 . 7= dh; qdf eh] eP/ ; dxsf]kl't]hg k]z] ug{nufpg]. 8= o:tf]Linkage Grid ; :yfsf]nflu lsg dx]j k]of]5 eG]s/fdf 5nkmsf]cu] f0 ug].

; d f k g M

- ; xhstf{cfkmh} j f sg}; xefulnf0{ o; cEof; n} lj leGg ; /f\$ f/j fnf; E ; DaGw lj : tf/ ubf{b}lv g}krf0bf / ; d: ofj f/]; dliff ug{ug{ nufpg].
- /fd]]sfd ; DkGg ePsf]df tfnl ahfpg] ult ufpg]/ vl; ofnl k\$6 ug].

; xhstf{f0{; emj

; xefulx?n]o; lgb]zsf sf lj leGg s}fsnfksf]; DaGw / lg/Gt/ tf j Efn; ; E} eGg]; xhstf{f]; lglZrt ug{ kb\$. pbfx/0fsf] nflu of] s}fsnfk klxn]; DkGg s}fsnfkdfly yk xf]. s}fsnfk % df ; xefuln] ; /f\$ f/j fnf; E ; DaGw lj : tf/ lsg cfj Zos 5 eGg]/ k}v ; /f\$ f/j fnf?sf]klxrfg u/\$f lyP .

o; cEof; sf dh ; Gb}x? M

- ; DaGw lj : tf/ of]hgfn] ; yfx?nf0{ lj leGg ?kdf cfkm}f b]gs s}fsnfkdf ; ~rf/ / ; DaGwsf klyldstfnf0{; dfof]hg ug{; xof] ub\$. o; jf6 vr{36g]/ k}fj a9g]x65 .
- ; DaGw lj : tf/sf nflu s; }f0{ hjfkm}l u/fpg] kb\$. o; af6 n]as ; Djhgzln k\$}f ; lhn} cjnd]j ug{; ls65 . :ki6 lhd}f/l / sfo{tfnf ePsf]of]hgfn]ol s}fsnfk ug{; xof] ub\$.

; DaGw of]hg (Linkage Grid) k}f] 3d] x}k}k}z}l M

- tlgj 6f jfxo ; /f\$ f/j fnfsf]; }l ePsf]gd}f lkm}krf6{tof/ kfg]-tfnf \$ x}].
- lkm}krf6{f0{leQdf 6fEg].
- ; }ldf klxn]; /f\$ f/j fnf; E ; j eGbf szn / k}fj sf/l ; ~rf/ jf ; DaGw lj sf; ug]pkfo s]xg ; Sb5 5nkm u/fpg]. To; kl5 bf] f]/ t] f\$]j f/}f Ps jf j9l pkfo / cf}f/x?sf]; emj k}t xg ; Sg\$. ; xefulx?nf0{of}f pkfo dfly s]b} xg eGg] a9ldf @ j f # eGbf gj 9fpg].
- klxrfg ePsf k]o\$ cf}f/sf nflu Pp6f ; s] /f]g]. pbfx/0fsf nflu Newsletter p}n} ePdf tf/f ; s] lbg]. To; }u/l zesfdgf sf8{ ; yfsf]af] / , 8kdf cflbnf0{ ; ~rf/sf cf}f/sf]dxndf n]g]/ ; s] klg lbg].
- k]o\$; /f\$ f/j fnfsf lglDt s/xn] / sf] n]vPsf] dxn eg] sddf ; xhstf{f] ; xof] ug]. o; /l n]vg] sf]c}tu} dlxnf ls k?if ls b]}eGg]k}g ug]. K?if eP Pp6f r}q}df cf}f / x}f /x\$]cgx}/ jg}pg]dlxnf eP To:t}; s]df lgw/df :ki6 b]vg]u/l 6lsf agfpg].
- sg}k}g eP ; dfwfg ug].

; xfos lqmfnsfk ; Vof !) M ; DaGw lj :tf/ s[fsnfkdf h08/ r:dfs]lj sf; / k[ff]

p24o M
; xefuln?n]h08/ r:df agf0{o; sf]k[ff] ; DaGw lj :tf/ of]hgdf ug5g\
dhet k7g M
; DaGw lj :tf/ of]hgfnf0{n]us ; Dj hgzn s; /L jgfp]g<
; dof]lw M
@ 306f .
lj lw M
; xhs tf[s]cu]f0df 5nkm / ; dX sfo{/ dh ; qdf k tlt .
; fdulx? M
lkmkrf6{ k]o\$; dXsf]nflu sfnf]dfs{ / c6o @ /usf dfs{, kl5Nnf]lqmfnsfkdf tof/ kf/\$f]; DaGw lj :tf/ of]hg, klxn]tof/ kf/\$f]lkmkrf6{.
tof/L M
lkmkrf6df ; DaGw lj :tf/ of]hg tof/ kfg]. o; df b0{dxn /xg5g\bl]k]s]k]m]fs dxndf /o; c]hf/n]n]us ; dfgtfnf0{s; /L k]w6 ub5 / b]lxg]dxndf 'nfut' n]vg]. k]o\$; dXsf nflu / kltx? tof/ kfg].
r/Ofx? M
efu s M h08/ r:df tof/Lsf]9ff
1= kl5Nnf]s[fsnfkdf tof/ ePsf]Linkage Plan jf/]atfpg]. ol s[fsnfknf0{s; /L n]us ; Dj hgzn jgfp]g ; ls65 < 5nkm u/fpg].
2= ; xefulsf hjfkmf0{lkmkrf6df l6kg]. pglx?nf0{cfkm]z]b k[ff] u/L dh z]b lgsf]ng d2t ug]. # bl]v % j6f ; Dd ; fwf/of k7g tof/ kfg]. ; yfsf ; DaGw lj :tf/ s[fsnfknf0{dnofsg ug]ol k7gn]h08/ r:dfs]?k lng]5g\ -gdgf tn lb0Psf]5_ of]h08/ r:dfs]tlg kl't tof/ kfg{tlg hgf :jod;]s v]lg' x] \ o; }alr of6f v]h v]hpg ; ls65 .
4= cfufdl lqmfnsfkdf k[ff] ug]u/L ; dXx?sf]k]gu7g u/] , k]o\$nf0{Pp6f kl/of]hg 5fg nufpg]cyj f ; j]h]Ps ; fy sfd ug]u/L Pp6]kl/of]hg 5gf6 ug{; xof] ug].
efu v M h08/ r:dfs]k[ff]
1= of]s[fsnfk jf/]JofVof ug]. k]o\$; yfn]cfkm] ; DaGw lj :tf/ of]hgdf @ dxn ykg] 5g\ Pp6f dxndf "o; c]hf/n]n]us ; dfgtfnf0{s; /L k]w6 ub5" / c]sf] 'nfut' n]vg] -lqmfnsfk (x] t]l]nsf ^ x] . ; dXnf0{klxNo}tof/ kf/\$f]lkmkrf6{/ efu s df tof/ ePsf]h08/ r:df lbg].
2= n]us r:dfs]k[ff] u/L ; dXn]k]o\$; ~rf/sf c]hf/n]s; /L n]us ; dfgtf k]46 ug{ ; Sb5 5nkm u/fpg]. ; j} ; /f\$]j fnsf nflu nllg]vr{cgdfg u/L cl6td dxndf eg].
3= dh ; qdf k tlt / 5nkm u/fpg]. 5nkmsf qmddf n]us bl]6sf]faf6 ; DaGw / ; #f/sf s[fsnfksf of]hg agfpg]cfj Zostfdly 5nkm ug].
; dfkg M
• ; xhstf{cfkm]j]f sbj}; xefulnf0{o; cEof; n]lj le6g ; /f\$]j fnf; E ; DaGw lj :tf/ ubf{ bl]vg]kmf0bf / ; d:of jf/]; dl]ff ug] ug{nufpg].
• /fd]sfd ; Dk6g ePsf]fnl ahfpg]ult ufpg]/ vl; ofnl k\$6 ug].

; xhstf{nf0{; emj

- h08/ r:df tof/ kbf{; xhstf{nf0{; emj ; xeflux?sf]k[7eld aem] pglx?nf0{lj ifo, 9fFf, kxF / eldsf jf/]kZg ugkb5 .

o; cEof; sf]dh ; GbZ M

; yfn]n]us ; Dj hgzln ; DaGw / ; ~rf/ of]hgf tof/ ug{h?/L 5 . o; af6 M

- o ; /f]sf/jfnf; E]sf]; DaGw / ; ~rf/ n]us ; Dj hgzln aG5 .
- o dlxnf k?if bj }sf]; m]lgtfdf ; DaGw / ; ~rf/ of]hgf tof/L, sfof]og / dNof]sg xg' kb5 .
- o ; yfn]blftf k]kt u/]sf sd nfut jf ljgf dNof] ; DaGw=; ~rf/ c]hf/ / s]fsnfksf] 5gf] ug].
- o ; do / k]t]gsf]; bkof]u ug{Pp6f dfq ; /f]sf/jfnf; E ; yfsf]j]s ; lldt ug]/of]gl]t lng].
- o Ps k6sdf w]}; yf; E ; DaGw lj : tf/ xg ; Sg]s]fsnfk /f]g]. pbfx/of v]nf e]3f6, zesfdgf sf8{k7fpg] w]}; j6f lj ifout sfof]ox?; E j]s, 8kdf k]bzg c]lb .

h08/ r:dfs]gd]f 9fFf

lj ifo a:t' (Content) : n]us klf / ; GbZnf0{; DaGw / ; ~rf/sf s]fsnfkdf s; /L ; dfj Z ug].
 cfsf/ (Form) : z]b / ; j?k n]us ; Dj hgzln xf]hf <
 kxF (Access) : s]; do, vr{ : yfg / s]fsnfksf z]h] ; xeful dlxnf / k?if bj }sf lglDt pkoQm
 xf]hf < s]fs]lsf]x]r]fx ug]Jo]j:yf r]lxPnf <
 eldsf (Role): o; ; E ; Dj lGwt s]fsnfk af/]dlxnf / k?if ldn] lGof] u5G\ s]; yfsf]k]t]glw]j
 dlxnf / k?if bj]u5G\ s]lhD]df/L / df]otf dlxnf / k?if bj }sf]xG5 < k]t]glw]j dlxnf / k?if
 bj]u5G\ s]lhD]df/L / df]otf dlxnf / k?if bj }sf]xG5 <

lqmfnsnfk ; Wof !! M lbuf]kgsf nflu sfo{of]hgf (Work Planning for Sustainability)

p24o M	; xefulx?n]; ;yfsf]cgd]hg k]t ug]u/l n]us ; Dj hgzln sfo{of]hgfsf]/of]glit tof/ kfg{ ; Sg\$g\
dhet k]g M	d:of] sfo{of]hgf ; ;yfa6 s; /l cgd]hg u/fpg]< o; nf0{af]lifs sfo{of]hgdf s; /l ; dfj z ug]< ; DaGw lj : tf/ 6f]lnf0{s; /l sfd u/fpg]<
; dofj lw M	!-% 306f .
lj lw M	; xhstf\$]cu] f0df 5nkm / ; dX sfo{dh; qdf k tlt .
; fdulx? M	tn lb0Pcq; f/ lknkrf6df sfo{of]hgf tof/ kfg]. dfs{x?; sfo{of]hgfsf 9fFf? .
tof/L M	lknkrf6df sfo{of]hgf 9fFf tof/ ug]-tflnsf g=& xg]
r/Ofx? M	1= uf]7ldf ; xeflux?n]u/\$f]/fd]sdfs]tfl/km ug]. tkf0h]tof/ kf/\$f]n]us ; Dj hgzln ; DaGw lj : tf/ sfo{of]hgf ; ;yfdf kul]5 s] ug] egl ; fl]g]. o; df s] ubf{ ; ;yfn] c]of]lws knf0bf k]pnf e]g]5nkm ug]. 2= ; Gbe{ ; fdul ; Wof * M ; DaGw lj : tf/sf cj : yf / r/Ofx?j f/]JofVof ug]. tflnsf g= * kg/fj nf\$g ug]9fFf j f/]klg 5nkm ug]. ; DaGw lj : tf/ r/Ofj 4 ?kdf x65 M ; j fn, ; DaGw, ; 3f, ; xof] / ; xsfo{. 3= tflnsf g=& sf]klxn] tof/ kf/] /fv\$] 9fFf 6fFg]. ; Hdf ePsf s]fnsfksf]cy\$] ; dl]ff ug]. 4= ; ;yfut ; dXnf0{of]9fFf yk 36 u/l kg]kl/dfhg ug]{k] ; flxt ug]. 5= ; xefulx?sf]:ofgf]; dX agfpg]. 6= dh; qdf ; dXx?nf0{k t't ug]{nufpg]. 7= lsg lbuf]of]hgf r]lx65 < e]g]/ ; xefulx?n]; ;yfdf kms]5 ug]{elbsf af/]dh; qdf 5nkm rnfpg].
; dfkg M	; xhstf{cfkm]j]f sg}; xefulnf0{o; cEof; n]lj leG ; /f\$/jfnf; E ; DaGw lj : tf/ ubf{ b]vg]knf0bf / ; d:of]f/]; dl]ff ug] ug]{nufpg]. sfd /fd] ; DkG ePsf]f] t]nlahfpg] ult ufpg]/ vl; ofnl k\$6 ug].

; dlj sf; ; jhgzln ; DaGw lj :tf/

lqndfsnfk ; Wof !@ M cgludg (Monitoring)

p24o M
; xefulx?n]; DaGw lj :tf/sf]cgludg ug[t/lst kQf nufpg]5gV o; sf]9fFfnf0{kl/dfihf ug]5g\
dhet k7g M
; :yfn]s; /l ; DaGw lj :tf/sf]cgludg ug[<
; dofj lw M
!-% 306f .
lj lw M
; xhs tf]sf]cu]f0df 5nkm / ; dx sfo{dh; qdf k tlt .
; fdulx? M
; Gbe{; fdull ; Wof M (/ ; Gbe{; fdull ; Wof M !) sf cfj Zos kltx? .
tof/L M
k]o\$; xefulsf lglDt ; Gbe{; fdullsf kl't tof/ ug[.
r/Ofx? M
1= JolQmsf ; DaGw / ; :yfut ; DaGwsf ; dfgtfaf/]5nkm u/fpg]. tnsf ol ; DaGwdf hf\$ lbg]M
▪ JolQmut ; DaGwx? ; do ; fy kl/j t\$ xG5g\ xdf] ldq / kl/lrt JolQmx? cfp5gV hf65g\ . sg} ; DaGw k]f9 jGb5g\ . sg} x]sf xB} hf65g\ . ; :yfsf] xsdf klg o:t} xG5 . ; :yfn] k]lt ubx kl/j t\$ xB} hf6f sltko ; /f\$]jfnfx?sf] dx]j klg j 95 slQsf]365 .
▪ ; :yfn]h; n]a9l km0bf lb65g To:tf gofF; :yfx?; u ; DaGw a9fpB}hf65 . klxn\$]f sltko ; :yf÷; /f\$]jfnfsf] dx]j sd xg yf]b5 . ; fem]f/x?; E ; DaGw lj :tf/ ug[; j]Qd / ; j]Gbf k]fj sf/L t/lst klg ablnb}hf65 . o; }sf/Ofn]ubf{cgludg h?/L 5 .
2= ; dxn]ug]kg]sfdaf/]atfpg]. ; dxn]cfkm]g]f / kl'tj]s rog u/L ; Gbe{; fdull ; Wof (M ; DaGw lj :tf/ kg/fjnf\$gsf]r\$ lni6df dl:tis d6yg u/L o; nf0{kl/dfhg ug[; dx] g]f dfkm] ; Gbe{; fdullsf kof]t kl't pkn]w u/fpg].
3= ; dxn?nf0{k t't ug{nufpg]. km]jbn / ; wf/ ul/Psf aBfx? ; xhstf]n]l6kb}hfg].
4= csf]sfdsf]JofVof klg ug[. ; dxn]klxn]h:t}Pshgf 6f]hl g]f / kl'tj]s rog ug[/ ; Gbe{; fdull ; Wof !) M ; DaGw lj :tf/sf pkn]w ; dl]ff ug[k\$]dfly dl:tis d6yg u/f0{ ; Gbe{; fdullsf kof]t kl't pkn]w u/fpg].
5= tflnsf ; Wof & sf]cfwf/df cfkm]f]; :yfsf j t]dfgsf]dVo ; /f\$]jfnfx?; E]sf]; DaGwsf] ; dl]ff ug[.
6= ; dxn?nf0{k t't ug{nufpg]. km]abn / ; wf/ ul/Psf aBfx? ; xhstf]n]l6kb}hfg].
; dfkg M
/fd]sf]sd ; Dk6g ePsf]df tfnlahfpg] ult ufpg]/ vl; ofnl k\$6 ug[.

; xhstf{; emj

o; cEof; sf ; Deflj t dh ; Gbzx? M

- sg}goFs/fnf0{; kmrtfk}§ ; dfolhg ug{ pbfx/0fsf nflu ; :yfdf n}us ; Dj hgzln ; DaGw lj :tf/ ckgfpg, Pp6f lbuf]sfo{ofhgf cfj Zos kb5 . o:tf]lbuf]sfo{ofhgfn] ; /f\$ /j fnf; E\$; DaGwdf lg/t/tf / r/0fa4 ?kdf kl/kSstf Nofpg ; xofu ub5 .
- ; DaGw lj :tf/ spfsnfknf0{; :yfsf]lgoldt sfoGmddf ; dfj z ug{ kb5 . o; af6 ; :yfsf blgs spfsnfkx?sf]dfNodaf6}; DaGw lj :tf/sf km0bf lng ; ls65 .
- ufj]7lsf ; xefulx? cfkmh]d:ofbf tof/ u/\$f]n}us ; Dj hgzln ; DaGw lj :tf/ ofhgfsf /fhbt h:t} xgV /fhbt]h:t}ofhgfnf0{; :yfdf 5nkrm u/f0{; Dj l6wt ; a\$; dembf/l / ; :yfsf sfo{; ldt / Joj :yfkj klfa6 cgdffg u/fpg' kb5 .

v08 # M ; Gbe{; fdul|x?

; Gbe{; fdul ; Vof ! M gkfnl pvfgx?

- kfn] K0o df/]kfk, -lj j fxs] j jhdf a khfnf0{; f; h] nug uf77]; dfpg lbb} sGofbfg ul/; s] kl5 of]s/f eGb5g, o; df klxnf] j fSofzn] lhDd] f/L / bf]f] j fSofzn] Ppof vjhGfsf] ?kdf dlxnf0{k|t't u/\$f]b]vG5_ .
- afEnl cf0df0\$]xftaf6 dflgjh]klg lelf InbG .
- 5f7f eP v; L, 5f7L eP km, l{-olb 5f7f kfof]eg]dlxnf]kf]fo0m vfgf kfp5g\5f7L eof]eg] vfgf klg /fd[]xbG, Joj xf/ klg /fd[]kfp5gg\ / c; %lft dx; ; ug[kg]afllotf xG5_ .
- 7hf]3/fgfsL 5f7L c; n xG5] h; /L 7hf]gblsf]kfgl ; Enf]xG5 -c; n eg\$]0dfGbf/ cgzfl; t cf1fsf/L / cfb/o0m_ .
- hEf rNof]s/f a%of]-k?ifsf]al4dfgl / rnfvlsf]AofVof_ .
- b0]6L :j:f:gl]sf] kf0 sfg k; L /f0{-o; n] p; sf] bj} :j:f:gl]sf] rfxgf / OR5fnf0{k/f ug{ c; lfdtf b]vfp5_ .
- cf0df0\$]lslslsn]xG5 -dlxnf s/f6]/ ukm ug{dg k/fpg]xG5g\o; h]ufflotf /fvbGg\efg] egf0 xf] .
- v\$eP h0f slt slt .
- lj j fx u/] 3/ u0; s]kl5 5f7L k/f0\$L e0{fo; h]p; n]cf^gf]nflgjh]lk6]klg, df/]klg ; xgk5{ o; df s]sf]0ht g cfj?s .
- 5f7L d/L a8f 3/ u0{-5f7L jf dlxnf dbf{g t lrGtf g sxl gf\$; fg 5_ .
- 5f7L d/L ufn]6f/L .
- /f8sf 5f7L ; f8 -lj w] fsf 5f7Lx? clgolGqt / cg'; fzgxlG xG5g\.
- æh; sf 5f7f p; sf wg, h; sf uf0{p; sf]j gÆ .
- cfuf]tflg'd9fsf] s/f ; Gg'a9fsf]-k?ifsf]g}zlQmsf]; %lff / Gofgf]kg ; ft] xG\efg] .
- kf]yl af:of]eg] w/lfd nu] dfgk5{/ 8f8f s6fP/ kmfl]gk5{-dlxnf0{bj fpgk5{olb pglx?n] afh]eg]x6fpg'k5{ .
- æ5f7fsf]gtf xf8sf]gtf / 5f7Lsf]gtf kftsf]gtfÆ -5f7fsf]gtf lbuf]/ dxTj k0f{ 5f7Lsf] lf0fs / dxTj xlg_ .
- dfdfsf]wg knk\$]>f4 .
- l9nf]xf] \5f7]xf] \
- hxfgf/Lsf]; Ddfg xG5, Toxf0Zj / vzl xG5g\

; Gbe{; fdull ; Wof @ M h08/sf s'/fx? - Sex: dlxf / k?if jlrsf]hlj's legtf

h08/ ; fdilhs ?kdf agsf]dlxf / k?if jlrsf]eldsf / p0/bf0tj xf]. o:tf eldsf / p0/bf0tj
; do cfly\$ l:ylt / ; dhsf sf/0f j blng ; Sb5g\ To; sf/0f h08/ eGgn]dlxf jf k?if dfq ge0{
tl b0{jlrstf] ; DaGw klg xf]. o; n]dlxf / k?if jlrsf]lj z]ftf, lfdtf / Joj xf/kltsf]ck]fnf0{
; d05 .

h08/ zAbn]dlxf / k?ifnf0{km/s lhDd]f/l / ; fdilhs eldsf lgj f\ ub{xsg]kl/j znf0{hgfp5 .
pbfx/0sf nflu t/f0\$ / kxf8sf dlxf k?ifn]v]l ug]tl/sf / cfkn]eldsf km/s lsl; dn]jemb}
xs(5g\ ; o j if{cl3sf]g]kndf dlxf / k?ifsf]eldsf cfhsf]eGbf lgtft km/s /xsf]kf05 .

; dfh / kl/jf/n]lgw/t u/\$f]eldsfj f6 dlxf / k?ifn]c\$; / cnlu}k\$/sf]ck]ff / cgej ub5g\
ol cgejj f6 xfdln]blgofh0{x0] / 3/ ; dbfodf cyjf cfkn]sfo{lfd uf ug]lg0f0nf0{c; / klb5 .
o; /l ljleG txd ul/g]lg0f0df olb dlxf / k?ifsf]; dfq ; m]gtf ePg eg]; GtInt lg0f0 xg
; Sb0 . kmnt M Pp6f ; dxn]csf]Gbf j 9L km0bf lng] kl/of]hg; km j f lbuf]gxb ; Sg]tyf dlxf /
k?if jlrsf]; DaGw ; vdo gxb ; Sb5 .

n]us ; dtf (Gender Equity) :

of]dlxf / k?if bj }kl't lgiklf xg]k\$0f xf]. lgiklftf ; lglZrt ug{k/Dk/fut / ; fdilhs lj e0x?
x6f0{dlxf / k?ifnf0{; dfq w/ftndf sfd ug{lbgkb5 . ; dtfn]; dfgtfd klG ; xof] ub5 .

n]us ; dfgtf (Gender Equality) :

n]us ; dfgtn]dlxf / k?if jlrsf ; dfgtf / legtf tyf pglx?n]lgj f\ ug]ljlew eldsf?nf0{
; dfq dxlj lb05 . o; n]lgDfg; f/sf]lfd dlxf k?ifsf ; dfq l:ylt bzfp5 M
!_ cfkn]clwsf/sf]cEof; ug{
@_ /fhg]ts,cfly\$; fdilhs / ; f:s[ts lj sf; df of]ubfg ug{
#_ k'kt glthfx?j f6 nfe p7fpg .

n]us lj Zn]f0f (Gender Analysis) :

lj sf; sf s0fsnfkn]dlxf / k?ifdf kfg]km/s kefj / plgx?sf n]us eldsf / p0/bf0tj df kg]
kefj nf0{dlxf / k?if ; DaGwl tVof\$n}(Gender Disaggregated Data) k;60fp5 .

o:tf km/s vfn]eldsf, p0/bf0tj / kefj lsg / s; /l < eG]u0fftds lj Zn]f0f klg h?/l 5 .

; z0ns/0f (Empowerment) :

; z0ns/0f dlxf / k?if bj 0f nfu"x05 . o; j f6 pglx?n]cfkn]hljgsf]lgoG0f k'kt ug] cfkn]
sfo{; 'l (Agenda) cfkn]tof/ ug]zlk xfl; n ug] ; d:of ; dfwfg ug] / cftdige{ xg]ub5g\
; z0ns/0f (Empowerment) :

; Gbe{; fdull ; Wof # M h08/ r:df eg\$[s]xf}<

cf^gf]h08/ r:dfdf r:df nufPsf]5' eGg]; f]f}. Pp6f h08/ r:dfaf6 tkf0[n]dlxnfsf]; xeflutf
cfjZstf / jf:tlj stf bVgX65 . csf]lzzfaf6 k?ifsf]; xeflutf cfjZostf / jf:tlj stf bVg'x65 .
tkf0\$[x]f0 / b[6sf]f eg\$[tkf0\$[f bj}cfvfn]h]b]y\$[f 5g\o; sf]; eQm ?k xf].

h08/ eg\$[f]dlxnf / k?if alrsf]; DaGwsf]af/df xf]. h08/ ; dfgtf eg\$[f]dlxnf / k?ifsf]; dfg
dxlj ; fy}pglx?sf ; dfgtfx? / leGgtfx? o; df cfp5g\ xfdlnf0{dlxnf / k?ifsf]; dfg ; Ddfghgs
; femf/L rflxPsf]5 . To; u/L vZL, ; VL / :j :Yo kl/jf/ / ; dbfo sfod x65 . h; /L /fd/L bVgsf
nflu b0[6]cfv f rflx65g\

h08/ r:df eGgn]w]l]rhx? x65g\ h08/ r:dfsf]Pp6f ?k u}; jf ; /sf/n]cf^gf]lgoldt sfoQmd
/ ; :yf Joj :yfkGdf dlxnf k?if ; dfgtf xG]sfddf, Joj xf/ ug]sfoGdf nf\$ lk0tf xil; n ub}5 .

-pbfx/0fsf]nflu M h08/ r:df tflnd sfoQmdsf]nflu k]o\$ k6s tflnddf k0f]u ug{; lS65 hf]k]o\$
j flif\$ of]hgf th0f ubf{k0f]u ug{; lS65 . ; Dks\$; DaGwsf]lqmfnsfkdf h08/ ; Dj hgZlntf s:tf]5
/ slt ; km 5 eg] xG]d2t u5{

o:tf]h08/ r:df k0f]u ubf{k]o ol lj z]ftfx? x65g\

- of]p; h]agfp5 h; n]k0f]u ug]xf].
- of]Pp6f kZgsf]; F l xf] r\$ lni6 xf]j f k/Lif0f tflnsf xf].
- of]lgoldt ?kdf k0f]u x65 -dflysf]pbfx/0f xG] \
- of]zAb j f lraqsf]?kdf / \$8{ul/65 .
- 36ldf b0{k]t h08/ r:df k]o\$; :yfn]cf^gf]sfof]nosf]knf0ndf jf ; a]h]bVg]7fp0f /fVg' k5{
h; n]ubf{; a]h]rflxPsf a]h h08/ r:dfsf]k0f]u ug{kfp5g\
- ; :yfdf dVo blQm? h; n]; :yfsf]of]hgf th0f / sfoQmd lj sf; ug]u5G\pglx?nf0{h08/
r:dfsf]af/df kl/roffds tflnd -o; sf]k0f]u lsg / s; /L ug]k5{eGg]af/df_ / Psk]t h08/
r:df lbgk5{-h:t}M; :yfsf sfo\$[f/L ; b:o, Joj :yfs, lkn]8 sd{f/Lx?_
- Pp6f h08/ r:dfdf k]oh; f]!) j 6f eGbf sd kZg x65g\
- k]o\$ aBdf dlxnf / k?ifsf]lglZrt jf:tlj stfdf nlf ul/Psf]x65 .
- hxfFpkoQm x65, s0 / s0fx?sf]lglZrt jf:tlj stf klG ; dfj Z ul/Psf]x65 .
- w]h; f]h08/ r:dfx?df lGdg s'fx? /flv65g\ of]hgf th0f, sfof]og, cgludg, dNof]g, cflb .
c6o h08/ r:dfn]oldWb]Pp6f sfd nlf u/L k0f]u u/\$[f]kf065, h:t}M ; #f/ ; fwgdf h08/
; Dj hgZlntfsf]cgludg ug]h:tf]k]6/sf]dNof]g, kg/fj nf\$g cflbdf ug]ul/65 .

; Gbe{; fdull ; Wof \$ M ; /f\$ f/j fnfx?sf]; #lgtfsf]nflu h08/ ; Dj hgZln ; Dks€; DaGwsf] kl/ro

Pp6f ; :yfn]PSn}sxl ug{; Sbg jf yf}]dfq ug{; S5 . pglx?n]csf] E ; eQm knf0bf xg]; DaGw sfod ugk5{. of]; Dks€; DaGw dVo s/f xf]. ; Dks€; DaGwx? glltut ; #f/sf]dfwbdaf6 lj :tf/ ug{ ; lsG5 .

; Dks€; DaGw lj gf sbg}; DaGw :yfkgf xEg / ha; Dd ; DaGw lj sf; eP/ xsbg tj ; Dd Hofb}sd ; DaGw xG5 / ; lldt ; /; xofu kfOG5 .

olb Pp6f ; :yfsf]; Dks€; DaGw jf hf\$0n]dlxnf / k?if bj \$f]lgZrt cfj Zostf / jf:tlj stfnf0{ lj rf/ ubg jf cfj Zos k/df s0l / s0fx?sf]j:f:tlj stf cg' f/sf]cfj Zostfnf0{Wofg lbbg eg]To:tf] ; :yfn]kl/jf/sf]cfj Zostfnf0{k/f ug{; Sbg g t ; dbfo / /fi6sf]lgdf0df g}sxl ofubfg lbg ; S5 . h08/ ; Dj hgZln ; Dks€; DaGw ofhgfn]dlxnf / k?if bj hf0{knf0bf lbG5 . o; f]ubf{pglx?nf0{h08/ ; dfgtftkn(a9l pI; flxt ub5 .

h08/ ; Dj hgZln ; Dks€; DaGw hfBg]sfd xf] h; n]dlxnf / k?if bj hf0{; dfg knf0bf lbG5 .

; Dks€; DaGwsf]p27o M

Pp6f u}; n]kIof\$; /f\$ f/j fnf jf ; DalGwt lgsfosf]; Dks€; DaGwaf6 s]pknAw lngsf]nflu ; do; f] / ; fwgsf] vr{ ugI xf] lj rf/ ugk5{ . p27o lj xlg ; Dks€; dgj on] ; :yfnf0{ knf0bf xEg . jf:tj df cfj ZostfeGbf a9l ; :yfx?; E ; #f/ ugI g0j s{v8f ugIu/df To; af6 ; :yfsf]; f] vf0lbg]/ ; :yfnf0{rflxg]p27onf0{la:tf/)kfvf nufpg]u/\$f]bl]vPsf]5 .

Pp6f ; fdflhs lj sf; sf]lfgdf sfd ugI; :yfsf ; Dks€; DaGw lj sf; ug\$ f s0f]sf/0fx? 5g\ tl xg M sfggL=glItlgod ; DaGwL M

sfggL / kzf; lgs cfj Zostf kl/kl't\$]nflu glltlgod kfnf]sf]nflu lj leG lgsfox?; E ; DaGw÷; ks{ sfod ugk5{xG5 .

OHht÷5lj lgdf0f M

; :yfsf]kl'ti7fg tyf 5lj lgdf0f ug{klg lj leG lgsfo÷; dX; E ; DaGw÷; ks{sfod ugk5{xG5 .

cfbfg k0fg jf ngb0sf]nflu M

; :yfsf]cgej , ; :yf; E ePsf ; r'gfx? / ; fdulx? Pj +lj lw klj lwsf]cfbfg k0fg ug\$ f nflu klg ; DaGw÷; ks{l j :tf/ ugkb5 .

; dgj o M

sbg}klg lqmf]snfkdf ; dgj o ugI cleofg ; #fng ugI/ ; DalGwt ; :yf; E / ; /f\$ f/j fnfx?; E ; dgj o ugI sfo\$ f nflu klg ; DaGw÷; ks{l j :tf/ cfj Zos xG5 .

; eQm sfoGnd ugIM

lj leG ; /; xofu]sf]cfbfg k0fg ugI; fy}ef]ts ; f]x?sf]; d] ; eQm ?kdf pkefu ugI sfd klg ; DaGw÷; ks{l j :tf/ u/7 dfq ug{; lsG5 .

pQ/bfloTj / kl'tj hg M

; :yfsf ; b:o ; DalGwt kzf; lgs lgsfo, cfd ; dbfo h; kl't ; :yf pQ/bfol 5 tyf kl'tj hg lbgkgI bfloTj /x\$ f]xG5 To:tf afXo / cftl/s bj}; /f\$ f/j fnfx?; E klg ; DaGw÷; ks{l j :tf/ xg' cfj Zos xG5 .

; Dksξ; DaGw lsg h08/ ; Dj hgZln xgk5{<

xfdf]kl/jf/ / ; dfhn]lbPsf]h08/ eldsf cg; f/ kfoM dlxf / k?ifsf]eldsf / hljgsf]cgej km/s km/s ePsf]kfoG5 . o] leG vfnf]cgej n]ubf{xfdl]; dfhnf0{xg]tl/sfdf / xfdf]3/fo; l / ; fdbflos lg0f6 k]qmfdf w]}km/s kb5 .

olb dlxf / k?if lg0f6 k]qmfdf ; dfg ?kn]; xeful ePgg\eg]lg0f6 k]qmf g}; dfgkts x5g / Pp6f ; dxnf0{a9L km0bf k]g]vfnf]lg0f6 xG5 . ha dlxf / k?if cf-cf^gf]OR5fcg; f/ ; lqmo ?kdf sfd ubGg\tj afnafnsfx? kl]8t xG5g\ ToxFvfln emu8f xG5 . clgR5f xG5, lj /lw xG5 . o:tf] ePdf ; dbfodf ; /sf/L of]hg c; km xG5 . u}; ePdf t?ct}sfomd aG5 .

; /f]jfnfx?sf] h08/ ; jhgZln 9uaf6 ; Dksξ; DaGw :yfkgsf]nflu dlxf / k?if ; dfg ?kdf ; xeful xgkb5 . h:t}M

- pglx?sf]; Dksξ; DaGw of]hgfsf]th]f Design ug].
- ; a]lqmfnsfkdf h08/ ; dfgtfsf]; Fgf ; dflxt ug].
- zAbx?,5fk jf kefj x?; ; f/ ; fwgx? o:tf]kof] u/f]h; n]ubf{k?if / dlxfnf0{; sf/flds / cy]kOf{?kdf k]t't ul/of] \

hgtnf0{; Mlg u/fpg]o:tf]tl/sf ckgcf]h; n]ubf{sfomdx?df lg/lf/x?sf]klg kxF xf] \ pglx?sf]; Dksξ; DaGw lqmfnsfkdf{sfomj og ug].

pglx?sf]u}; = af6 aflx/sf]; dxdf k]tlg]Mj u/fpg]/ cf^gf cftl/s ; b:ox?nf0{k]tj]hg lbg nufpg].

; Dksξ; DaGwsf]dNof]g ug]/ pglx?n]h]l; s]f 5g\tof]l; sf0 eljiodf ul/g]lqmfnsfkdf ; wf/ ug]f]nflu nfu'ug].

h08/ ; Dj hgZln=; Dksξ; DaGwsf km0bf? M

ha; Dd ; yfdf h08/ ; Dj hgZln ; s]tsf]lj sf; x5g, ta; Dd o; n] dlxf k?if bj}cftl/s ; /f]jfnf s; hf0{klg kefj kfbG . -h:t} sfom/L ; ldl, ; fw/of ; b:ox? jf sdcf/Lx?_ ha; Dd dlxf / k?if bj}lg0f6 k]qmfdf ; lqmo xg]; yfut ; jfnx?df kOf{hfgsf/L k]t / ; r] xg] cf^gf of]ubfg dxTj kOf{ePsf]dx; ; ug]x5g\ta; Dd plgx? cf^gf]p]; Stf / ; yfdf kl]ta4tf x/fp5g\ o:tf]cj:yfdf ; yfsf] k]lt 7kk /flsG5 .

bftfx,cG0 ; 3-; yfx?; /sf/L clwsf/Lx? / cG0 kefj zfnl AolQmx?n]; Dksξ; DaGwsf]nflu /fd]sf] ug]; dbfonf0{km0bf k]ofpg]tyf ; s0 tyf p]; fxl ; b:o / sdcf/Lx? ePsf ; yfx? dfq 2rfp5gV To:tf ; yfx2nf0{dfq ; xof] ub5g\

glltut ; DaGw :yfkgsf nflu ul/g]; f/ tyf gGj slE ; yf leq / ; yf jflx/ ; d] xg'kb5 . o:tf k]pfx?df dlxf tyf k?if b]sf]; Mgtf xgkb5 .

n]us?kn]; jhgZln ; DaGw=; k]sf w]}cftl/s km0bf 5g\h:t}M

- dlxf zzQms/of ; yfx?df k?ifsf]; Mgtf sG}sG]df dfq xG5 . cf^gf >ldtl, 5f]L, lbbl- alxgl]sf]; Mgtf k?ifx?af6 To; ahf dfq :jls] xG5, ha ; yfsf sfomdx? cf^gf ; b:ox?sf kl/jf/sf k?if ; b:ox?; Dd k]g ; S5g\
- ; yfn] s] ug] s; /L ug] eG] s/fx?df dlxf k?if bj}; Mgtfn] dlxf / k?ifsf km/s cfjZostf, km/s cgej x? / lj]zi6 blftfx? Nofp5 / ; yfnf0{dxTj kOf{of]ubfg lbG5 .
- ; yfsf]Jo; yfkgsf a9L kefj sf/L xG5 .

dlxf / k?if ; yfsf]; b:osf]?kdf ; yf k] zsf]nflu cfs]ft xG5g\ ; ldltdf ; lqmo eldsf v]5g\

ha pglx? ; lqmo xG5g\ pglx?n] ; :yfsf] nflu sxl u/\$f] jf lbPsf] dx; ; u5G\ . Uf} ; af6 kZ:f kfPdf pglx? ; :yfklt ; dkt / sfo{?df ; sD?kn] ; mlg xG5g\

hQ8/ ; Dj hgzln afxð ; Dks£ ; DaGwaf6 w} knf0kf xG5 . sxl dVo knf0kfx? lgDg 5gW

- ; :yfsf]këfj ÷5lj /fd[]xg] ; fdf]hs lj Zjf ; a9g]u0f: t/ a[4 xg].
- tkf0sf] ; :yfnf0{hQ8/ ; ft ; :yfsf]?kdf cG0 ; :yfnf0{ ; xof] ug{ ; Sg].
- tkf0£f] ; :yfsf]hQ8/ ; Dj hgzln ; :yf eg] 5\$}:yfg / klxrfg xg].

- cf^gf] ; lk / ;] fsf nflu ahf/ v[]g] ; :yfsf] ; :yfut lfdtf clej [4 xg].
- sgk]g sfoGmddf ; xeful xg, ; femf/L ug{ ; eQm sfoGmd ; :fnng ug{a9l cj ; / xg\$.
- cG0 ; :yfx? ; E ; :rgf / l ; sf0sf] cfbfg-kbfg,tflnd / cG0 ; fdulx?sf] cfbfg kbfg ug] cj ; / vNb5 / ; eflj t ; j fnx?df hQ8/ lj Zn]f0f ug{ ; lsG5 .
- ; :yfsf ; sf/flds sfdsf]5fk k/\$f ; dbfo tyf lghl lfQj f6 ; :yfnf0{ ; xof] hDfpg ; xof] k05 .
- :yfglo tj/df tkf0£f] ; :yfsf] l:ylt dha't xg\$, h ; n] :yfglo ; /sf/nf0{ >l % sf] ; /sf/sf]hQ8/ lj eD 36fpg]gllt / kl]tj 4tfdf 6]f lbg\$f ; fy} ; fdbflos lj sf ; offhgdf dxnfsf] ; xeflutf a9fpg d4t ug\$.
- ldNbf]hNbf] ; :yfx? vf ; u/L hQ8/ ; j fndf ; u7g / ; udx? v8f ug\$]nflu glltut cj ; / tkm{cuf]8 a9g ; lsg\$.
- tkf0£f] ; :yfsf] ;]f kbfgsf] dxTj a9g] 5 / u} ; sf] Pq lgodfj nl / btf{gjls/0f cflb s/fdf lj j fb xg\$g .

; Gbe{; fdull ; Wof % M snf / ; :s[t bl3f6f]e#0f

o; cEof; df kofu xg]k/Dk/fut / cfwlgs g]kfnl ult / pvfgx? tn lb0Psf 5g\ s#fsnfk ; Wof % xg]. tldWb] s]l n]us ; jhgzln 5g\veg] s]l o:tf 5gg\ . ; fy} s]l n]us ; jhgzln kf]6/sf pbfx/0fx? ; d] ; dfj] ul/Psf 5g\

n]us ; jhgzln pvfgx? M

-ol pvfgx? dlxf ; f:s[ts p]yfg s]b]j lb]f; dxfln]:sh kltoflutj f6 tof/ kfl/Psf xg\

- ; dfhdf 5f]f 5f]Lsf]7f# lj ? j f /flg]df6f]h:t}xf].
- /fi6sf]k#v cfj Zostf eg]f]; j }s#fsnfkdf dlxfx?sf]; xeflutf xf].
- dlxf k?ifsf]; j }s#fsnfkdf ; xeflutf euj fgsf]j /bfg xf].
- afRgnf0{vfg / kfg]h:t}b] lj sf; nf0{dlxf / k?ifsf]; dfg ; xeflutf rflx65 .
- dlxf / k?if ; dfhsf cleG cE xg\PSn]s]l ug{; ls6g .
- k?ifsf]k]lt dlxfsf]; xof]df e/ k5{b]sf]k]lt dlxf k?if ldn] sfd ug# e/ k5{.
- dlxf k?ifsf]; DaGw gE df; sf]h:tf]xf].
- Pp6f kv]fn]p8g ; ls6g .

Gender Biased pvfg / kflnt plStx?

- 5f]L h6d]wtl{w:g] 5f]f h6d]wtl{p7g].
- 5f]Lsf]; DaGw df0tl; E Ps]5g .
- cf0df0#]xfFg'x6g, kftsl dfq xfF5g\
- 9fh, zb] rfs/, hgj / / gf/L - lognf0{lk6g}k5{.
- s#fs]ldf j fj sf]cwlG, hj fgldf n]lg]sf]cwlG, lj wj f eP 5f]fsf]cwlG, cf0df0{slxn}:j t6q xg'xbg .
- cf0df0#]; Nnfx lbPsf]/fd]xf0g .
- 5f]L csf]sf]wg, k/fof gf; f].
- 5f]/L cGdfP/ d KjFv h:t} xn'sf] / C0f d'St ePF.
- 5f]/fsf] sdfO afa' cdfnfO{, 5f]/Lsf] sdfO vf]nfnfO{ .

; Gbe{; fdull ; Vof ^ M h08/ / ; #f/ lj Znif0f -s17/fu ; 8s gf6s_

p27o M

nfnu9 s17/fu c:ktfnaf6 ePsf]; 8s gf6s d-rgaf6 h08/ / ; #f/sf]c0t0i6 klxrfg u/l j sfnt ug].

lj Znif5 M

l; Pghl=cf] af/f cfof]nt h08/ / ; Dks{; DaGwl uf]7lsf ; xeful af/f h08/ ; #f/sf]lj Znif0f ul/Psf] lyof].

h08/ r:df M

Pp6f kfFaE]h08/ r:df kofu ul/Psf]lyof].

- k|tlt - dlxf / k?if a/fj / ; Vofdf :6]hdf cfPsf lyP <
- cfj fh - dlxf / k?if ; xeful ePsf lyP / plQs}dxTj k0f{s/fx? afh]sf lyP <
- lg0f0Mg]f / lg0f0stf{s] lyof]< dlxf ls k?if <
- efiff / kefj Meiffdf h08/ ; dfj z ePsf]lyof]< s]dlxf / k?if bj]h]; lhnf]dx; ; u/\$f lyP < zAb kofudf dlxf / k?if bj]sf]; xeflutf b]vGyof]<
- s]eldsf k0z0g k/fgf] s/f b]x]ofpg]vfnsf]lyof]ls h; n]dlxf k?if e0efj u/] r0 k0ofpg]sfd u50<
- kefj Molb Pp6f dlxf / Pp6f k?ifn]of]gf6s k0z0gl x]eg]pglx?n]p:t}k|t|qmf JoQm unf0< s]Tof]k|t|t tl bj]bz\$sf]nflu plQs}; sf/flds / kefj sf/l x05 <

h08/ lj Znif0f ; DaGwl s]L AofVof -; 8s gf6ssf]

oBlk ToxfFneau hit dlxf lyP plQ g}k?if lyP t/ k?ifn]g}a9l dVodVo s/fx? afh]sf lyP . k?ifn]g}7hf]cfjfhdf / a9l afh]sf lyP cflwsf/ls cfj fh / g]Tj lng]/ lg0f0 ug]k?if g]lyP .

; fFs[ts cj/f]sf fj hb klz bz\$xnfo{; Da4 u/l x0f{-hxifK?ifsf]bjfj / kefj a9l g}lyof] gf6snfo{ce] kefj sf/l jgpg ; lsGyof] . o; f]ubf{; sf/flds Jofjxfl/s kl/j t0 xg] / pglx?n] s17/fu ; DaGwl oyfy(yxf kfpg]/ pglx?sf]; dbfonfo{; r] u/fpg]s/f cfk0; zQm xg ; Sg]lyof].

dgg ug\$ f nflu pbfx/Of

; dxn]pglx? s; /l s17/fu nfu\$ dlxfnfx?nf0{; xofu ug{OR5s 5gV s; /l pglx?sf k?ifx?nf0{ ; xdt u/fp5g< ufp5f dlxfnfx?n]s; /l g]fn]pglx?nf0{u/\$f]b]o]xf/ af/]8fS6/nf0{e0g] / ; fy} >ldfg / >ldtl / h]l ; f; " / pgsf >ldfg ; Ddfghgs tl/sfn] o; ; jndf 5nkm ul//x\$ lyP .

efiffdf dw/ lsl; dn]h08/ ; dfj z ePsf]lyof]t/ kefj k/fg]9/f\$]ePsf]h] bjfj u/\$f]/ dlxfnsf] sdhf] / k?ifsf] lg0f0s eldsf lyof].

; Gbe{ ; fdull ; Wof & M l ; Pghlcf] kl/of]hgf cgt/utsf ; xeful ; :yfx?n] n]us ; jhgzn
; Dks{ ; DaGw lj : tf/sf nflu kof] u/}f ; DaGw lj : tf/ cf]h/sf pbfx/Of Pj +s}fsnfkx?

CNGO sfoqnddf ; xeful ; :yfx?af/f ; DaGw ; Dks{lj : tf/sf nflu kof] ul/Psf s}l ; fwgx?sf
pbfx/Of

- n]us ; Dj hgzn clej fbg -gd: t}f] ; \$f_
- tflnd, sfozfnf, cflbdf kof] ul/g]:6] g/L ; fdulldf n]us ; Dj hgzn ; Gb}x? 5f6g]
- lj z]f cj ; /df n]us ; dfgtfsf ; Gb}zoQm zesfdgf sf8x? k7fpg]
- ; :yfsf]n]us ; Dj hgzn]tf ; DaGwL s}fsnfk em]sg]af] ; o/
- ; :yfsf kq klqsdf n]us ; Dj hgzn]tfsf p]n]x? 5fkg]
- tflnd, ; ef ; e]lj tsf Jofg/df n]us ; DaGwLzn gf/fx? /fVg]
- n]us ; j fndf ; 8s gf6sx? ug] tflndx?df dlxf tyf s}lx?sf blgs ; d:of em]sfpg]e]dsfx?
clego ug]
- dlxfx?sf] ; Ddfg ug]vfn]pvfg 6Ssf agfpg]k]tofl]ut] ug]
- dlxf j]lj vg, 5]f5't, af\$; lsf]cf/f]k, k5fl8 h:tf dlxfsf clwsf/df cf3ft kg]s'fx? lj?4
cleofg rnfpg]h}8/ ; DaGwdf /]8of]tyf ; dfrf/ kqdf lgoldt :tDex? rnfpg]
- bft[; :yfx?nf0{h}8/ ; DaGwL s}fsnfkx? Jff/]cl]bfj lws hfgsf/L k7fpg]
- ; :yfsf]h}8/ tflnd tyf c}o h}8/ ;]fx? Jff/]5nkmm rnfpg]

; Gbe{; fdull ; Wof * M ; Dks{÷; DaGw lj sf; sf tx / r/Ofx?

dfgj ; DaGw lj sf; sf txx? h:t}; ÷yfsf; DaGw÷; k\$ lj :tf/nf0{xg}; lsg5 . ; DaGw lj sf; sf]klqmf
; fdfgo kl/roaf6 z? x65 / lj sl; t x6}hf65 .

; Dks\$; DaGwx? \$ txdf lj sf; x65g\

- s_ wf/Offut tx
- v_ lj Znifof ug]tx
- u_ ofhgf thof / sfo]og tx
- 3_ kg/fj nfg tx

-s_ wf/Offut tx M

; Dks\$; DaGw lj sf; ug{cl3g}u}; ÷; ÷sf] sfof/l af\$ / Joj :yfkgn] ; Dks\$; DaGwsf] af/df :ki6
a%g' kb5 . wf/Off :ki6 ge\$g jf nlf lgwf/of ge0\$g ; Dks\$; DaGwnf0{ktfldstf lbg' eg\$fu} ; sf]
; do / ; f] lgikm ; Dks\$; DaGwsf]nflu v] kmf'g' dfq xf].

of] tflnd kofsh ; ÷yfx?nf0{pglx?sf]; DaGw÷; k\$ lj :tf/ sfof0{nlodvl, n]us 2kn]; jhgzln
tyf ; xl lj Znifofaf6 kl/Offddhs agfpg d2t ug]b]6sf]af6 tof/ kfl/Psf]xf].

-v_ lj Znifof tx M

o; txdf ; ÷yfsf lhd]f/ ; b:ox?n]lgDg lj Znifof ug{cfj Zos 5 . h:t}M

- cf6tl/s / afXa ; /f\$]j fnfx?sf]klxrfg ug].
- k]o\$; /f\$]j fnfx?sf]dxlj lgwf/of ug].
- x/\$; /f\$]j fnfaf6 k]kt xg]kmf0bfx? klxrfg ug].
- k]o\$ dVo ; /f\$]j fnfx?nf0{; mlg u/fpg 5gf6 ug]. k]o\$ lqmfnsfkx?sf]nflu pkoQm
; do / lhd]f/ AolQmsf]lgwf/of ug].
- k]o\$ lqmfnsfk slt h08/ ; Dj hgzln tl/sfaf6 ug{; lsg5 < k]o\$ lqmfnsfkn]s; /l
h08/ ; dfgtnf0{clej]4 ug{; S5 tyf lj Znifof ug].
- lqmfnsksf]nfut tof/ ug].

-u_ ofhgf thof / sfo]og tx M

dflysf]lj Znifofn]u} ; nf0{; Dks\$; DaGwaf6 xg]kmf0bfsf]ofhgf tof/ ug{df\$fb65 . o; afdf cfP/
u} ; sf]; Dks\$; DaGw ofhgfdf ul/Psf]; do / nufgl]a9l kmf0bf ug{; ÷yfsf]afli\$ sfo]hgf leq}
; DaGw÷; ksf0{; dfj] ul/65 .

w]}; Dks\$; DaGw cfj Zostfx? ljgf nufgl jf yf] nufglf k]kt ug{; lsg5 . o; sf] nflu
; /f\$]j fnfnf0{u} ; sf]lgoldt lqmfnsfkdf ; dfj] 2 u/] ; ÷yfsf]sfo{k]ltsf]; dlff jf va/ klqsf
lgsfNg]jf c6o ; dfrf/ ; fdulx? glltut ?kdf g}; a}; Dks\$; DaGw ; femf/x?nf0{lj t/of u/] ug{
; lsg5 cyjf ; ÷yfsf lgoldt sfo]mdx?af6 ; d]; DaGw÷; k\$]j 9fpg]kmf0bf lng ; lsg5 .

; a}; fwg / lqmfnsfknf0{h08/ r:dfaf6 hfrg' kb5 . sfo]hgf thof / sfo]ogdf dlxnf / k?if
bj]nf0{kOf?kdf ; mlg u/fpg]. pkoQm ; dodf sfl / s]fx?nf0{klg ; Dks\$; DaGw :yfkf sfof
; mlg u/fpg]h; n]pglx?sf]68sf/f]cfj Zostfsf]; dfwfg lbg ; sf] \

-3_ kg/fj nfg tx M

; Dksξ; DaGw lqmfnsnfksf]cfj lws cgludg ugξf nflu Pp6f h08/ r:df knf/fd tof/ u/L ; Ælg ugI
lgoldt cgludgn] ; Dksξ; DaGwsf] ofhgj sfotj og eP gePsf] s/f byfp5 . o; n] ; Dksξ; DaGw
ofhgjdf pNn]vt p27o÷knf0bf kkt eP gePsf] k/Lf0f ub5 . ; kmntf / c; kmntfsf] k5fl8sf
sf/Ofx? lj Zn]f of ug{/ csf]j ifξf] ; Dks{÷; DaGw ofhgj cgt]qmflds tl/sfn] ; wf/ ugξf]nflu o; n]
d2t u5{.

r/Of - ! kl/ro ÷; Æf/ M-; jfn_

o; r/Ofdf u} ; ; DaGw÷; Dksξf r/x?n] cfklnf0{ c6o ; /fξf/jfnfx?; Æ kl/lrt u/fp5 ; Æf/ z?
u5{. sxl ; /fξf/jfnx?; E vfln gd|eP/ cj ; / x]] ; Æf/ ugI. tkg a9l kfyldstf kkt ; /fξf/jfnf
; E sf] ; DaGwnf0{ ; yfnf0{xg]knf0bf lj rf/ u/L ; DaGw ; kξnf0{c6o r/Ofdf a9fp5]n]hfg' k5{.

r/Of - @ lj Zj f; sf]lgdf / cfbfg kbf M-; DaGw_

; /fξf/jfnfx?n]Ps csfξf]lj Zj f; lhTgk5{. o; sf]nflu s/f ugI ; fgf / ; fdul cfbfg kbf ugIe
3f6 ugIug{k5{h; n]ubf{cfk; l lj Zj f; , bxf]f]rfv / e/f] f ug{; ls65 .

r/Of - # ; DaGw hf]lqmfnsnfkx? M-; 3if{

cfk; l e/f] f / lj Zj f; a9b}uPsf]lj sf; ; eQm; dfg lsl; dsf / ; /sf/L sfonon]w] } lqmfnsnfkdf
; xeflutf u/ξf 5g\ . ; eQm; xeflutf / Ps csfξf sfonon]x?df ; xeflutf tyf eflts ; xof]sf
kξofx?sf]lj :tf/ ub]n]hfg' kb5 . afn lbj ; , dlxfn lbj ; tyf o:t}c6o ktf/dhs sfdaf6 ; eQm
sfdsf] ; ?jft ug{; ls65 .

r/Of - \$; eQm sfoξ; f] ; xof] M-; xof]_

of]r/Of ; Dksξ; DaGw lj sf; sf] ; a9cbf 7hf]r/Of xf]. Pp6fn]csf]nf0{ ; eQm sfo]nd, cyj f cgbfg
lbg]j f c6o ; xof]sf]cfbfg kbf xg ; S5 .

; Gbe{; fdull ; Wof (M ; Dksξ; DaGw kg/fj nřsg ofhgfsf]rřlni6

- 1= ; :yf; 6 ; Dksξ; DaGw ofhgf 5 ls 5g / Toř]klg h08/ ; Dj hgZln 5 ls 5g <
- 2= s]of]sfo6j og of0o 5 < olb 5 eg] ; :yfsf]j flifξ sfo6mddf ; dfj ř ul/Psf]5 ls 5g <
- 3= ; :yfleg sřxl lglZrt JolQm ; Dksξ; DaGw ofhgf sfo6j ogsf]nflu tflsPsf 5g\ -h:t}M ; Dksξ; DaGw ; ldlt_ 5g\eg]tl JolQm? dlxnř k?ifsf]k0f{ xeflutf lglZrt x6ř kg]s/df :ki6 5g\
- 4= ; Dksξ; DaGw ofhgfsf] pknIAwsf] ; DaGwdf 5nkm / lj Znřf0f ug{\ . -tn /flvPsf] pknIAwsf] lj Znřf0f tflnsf k0f] ug{\ ol lqmfnsnfkx? slt h08/ ; Dj hgZln 5g\ -h08/ r:df k0f] ug{\ tkf0ξf] ; :yfleg cgudg / kg/fj nřsg ug]rng 5 ls 5g < olb 5 eg]slt k0f] sf/l 5 < 5g eg]ls 5g t <
- 5= tkf0ξf] ; :yfn] ; Dksξ; DaGw lqmfnsnfk0{ slt dxj lbPsf] 5 < ; ař] o; s/fnf0{ lj Zj f; u5g\t < 5nkm ug{\
- 6= ; :yf leqsf ; Dksξ; DaGw uf]7ldf efulnPsf ; xefulx? cem; lqmo g)5g\
- 7= ; Dksξ; DaGw ofhgdf ; /řf/j nř ; :yfx?n]dx; ; u/řf ; d:of, c; / / l; sf0x? j f/řf 5nkm / lj Znřf0f ug{\
- 8= lj utdf tkf0ξf] ; :yfn] u/řf ; Dksξ; DaGw lj sf; ofhgf lqmfnsnfkaf6 xfl; n u/řf pknIAwx?sf]; řl agfpg; \ h:t}M

lqmfnsnfk	lhDd]f/ JolQm	pknIAwx? -; řf /řg; \	/df]pknIAw / sd pknIAw xgřf sf/0fx?

pknIAw ; řf

- 1= cfzf u/]e6bf a9l pknIAw křt eof].
- 2= ofhgf u/]cg; f/sf]pknIAw křt eof].
- 3= cfřz s pknIAw dfq xfl; n eof].
- 4= sřl klg pknIAw ePg .

; Gbe{; fdull ; Wof !) M ; Dks€; DaGwsf pknIAwx? kg/fj nf\$g ug[k/qmf

!= Pp6f ; :yfsf]; Dks€; DaGw ; DaGwl lqmfnsnfkx?sf]sfof]j ogdf kkt ; km tf / pknIAwx?sf] kg/fj nf\$g / o; f] ubf{sltsf] h08/ ; Dj hgzln tl/sfn] ePsf] 5 . ; f] x0]. s] o:tf] s/f ; xefludhs 9Eaf6 ; :yfsf dVo ; b:ox?alr ePsf]5 <

kg/fj nf\$g k\$pfdf jXo ; xhstf\$]; xofu kefj sf/L xg ; S5 t/ ; :yf leq ; DaGw÷; ks{ lj : tf/sf] tflnd lnPsf JolQm 5gV kg/fj nf\$gdf pglx? ; mlg 5g\eg]afXo ; xhstf{gx6f klg km/s kb0 .

- Pp6f h08/ r:dfsflj sf; ug[-cyjf lqmfnsnfk g^=jf G& df tof/ ePsf]h08/ r:dfnf0{; wf/ ug].
- r\$lni6 k0fU ug].
- ; Dks€; DaGw 6fhlaf6 ; enfj ÷k[7kf]rof lng].

@= elj iosf]nflu ; Dks€; DaGwsf]nlf lgwf{0f ug].

- ; Dks{÷; DaGwsf ; /f\$]/j fnfx?sf]; rlnf0{kg/fj nf]sg jf kl/dfhg ug]/ kfyldstfsf] cfwf/df 5gf0 ug].
- k]o\$; E ; Dks€; DaGwsf]p27o / kmf0bfx? klxrfg ug]Ps j if0tf sXl kl/j t0 ePsf] 5 eg] To; sf]klxrfg ug{ \
- k]o\$; /f\$]/j fnf; E ; eflj t ; Dks€; DaGw cfhf/sf]5gf0 ug{ \ utj if\$fl]; sf0nf0{ pkofU ug{ \ c; km lqmfnsnfknf0{x6fpE}; km lqmfnsnfkdf abNg; \
- ol ; a lqmfnsnfknf0{h08/ r:dfdf /fVg'; \tfls ltglx? h08/ ; Dj hgzln 5g\50gV of]hgf th0f / sfof]j og bl]vg]dlxnf / k?if bj \$f]; lqmo ; xeflutf 5 50 eg]s/f lglZrt ug{; lsof] \

#= Pp6f gofF; Dks€; DaGw of]hgf agfpg; \

- dfly g#@ df kkt ; rgfx?af6 kfyldstf kkt lqmfnsnfk 5gf0 ug{ V tkf0\$fl]j flif\$ sfoqmdf; do / vr{j rt ug]tl/sfn]/fVg'; \
- h08/ r:df / ; Dks€; DaGw of]hgfsf] r\$lni6 6fFg'; \cgludg ug{ \ / r\$lni6df eg{ \

; dlj sf; ; jhgzln ; DaGw lj :tf/

\$)

; Gbe{; fdull ; Wof !! M tflnsfx? (Worksheets)

tflnsf ! M ; /f\$ /j fnfx?sf]klxrfg

; /f\$ /j fnf		
cf\$tl/s	dxlj	

jfxo	dxlj	

lqmf\$nfk g=# xqI

tflnsf @ M ; DaGw lj :tf/sf knfObfx?sf]klxrfg

cf\$tl/s	dxlj	; DaGw lj :tf/ lsg <

jfxo	dxlj	

lqmf\$nfk g=\$ xqI

tflnd >vnf # M ; dlj sf; ; jhgzln ; fdbflos lj sf; c\$tu\$ lgb]zsf #

tflnsf % M n)us ; Dj hgzln ; Da6w lj :tf/sf]dMofsg ugIn)us b[6sf0f

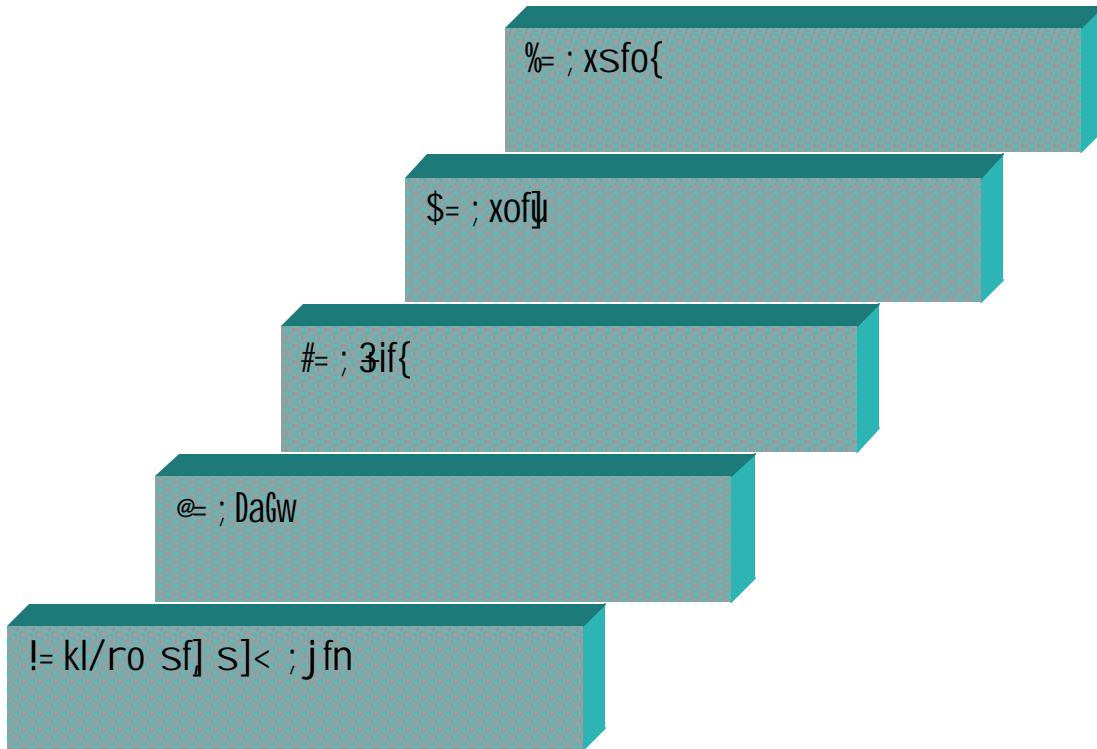
lqofsnfk g=^ B x0f
; GbEf{; fdul g=# M n)us b[6sf0f s]xf]< x0f

tflnsf & M n;us ; dj hgzn ; DaGw lj :tf/ M lbuf]sfof]hg 9Fr

sdfs]lj j /Of	s; /L sfd ; DkGg ug	sf]lhDd]f/ <	; dofj lw
; :yfn]n;us ; Dj hgzn ; DaGw lj :tf/ sfof]hgfsf] kg/fj nfg, kl/dfhg / :jlsf ug			
n;us ; Dj hgzn ; DaGw lj :tf/ sfof]hgfnf0{; :yfsf] j flif\$ sfof]hgfd ; df]hg ug			
sfof]j /Of ; lxtsf] ; DaGw lj :tf/ 6f]h u7g			
lqofsnfk g=^ B sf] uf]7ldf tof/ ePsf n;us bl]6sf]f kl/dfhg u/L n;us ; Dj hgzn ; DaGw lj :tf/ s]fsnfksf] cgludg ug			

lqofsnfk g=!! xg

tflnsf * M kg/fj nf\$g ugI9fFf



of]sfof]lnsf kōfψ ugIksōf

- != cf^gf] ; DaGw÷; ks{lj :tf/ of]hgf / To; df ul/Psf] ; /f\$]/jfnf; E]sf] ; dGw÷; ks{lj :tf/sf] p2]onf0{xg]xf] \
 - x/\$; /f\$]/ jfnfx?; E]sf] ; DaGwsf]j tōfg l:ylt sg txd 5 < To; sf]lj Zn]fōf u/L To; txd pQm ; /f\$]/jfnfsf]gpfFn]g'xf] \ ; j } ; /f\$]/jfnf0{oxl k\$ōf ug]xf] \ ; j \$]gfd /ftf]/un]n]vg]xf] \
- @= o; /L of]hgf ul/Pcg' f/ ; a) ; /f\$]/jfnf; E]sf]j tōfg ; DaGwsf]lj Zn]fōf ug]xf] \ s]of] ; DaGw ; t]fhgs ?kn] ljsl;t xE\$ < kψlt ePsf] 5ls 5g < lsg / s;/L < 5nkm ug]xf] \ / ljj /of n]vg]xf] .
- #= ; DaGw÷; Dk\$ lj :tf/sf]lgIzrt p2]o / knf0bf ePsf]5ls 5g < 5nkm ugI/ rf6(df n]vb} hfg].
- \$= o; /L kg/fj nf\$g n]vPsf]rf6hf0{csf]kg/fj nf\$gsf nflu ; /lft /fvg].

; Gbe{; fdull ; Wof !@ M zIQmzfnl kfj6/ / lraq?

zIQmzfnl kfj6/sf]lj zjftfx? M

- :ki6 7hf]/ ; /n l8hf0g ePsf].
- hgtfnf0{sfu ug{pI; flxt ug{vfnfsf] -hgtfx?nf0{sfu ug{pI; flxt ug{kfj6/ g}lgl:s0 kfj6/efbf a9l zIQmzfnl x65_
- dlxfn / k?if bj hf0{j/fj/ ?kdf clst ug{. pglx? h08/ /6fgaf6 :j t6q xgk5{. h;n] pglx?nf0{cj dNog ug{ / lsgf/f nufpg]sfu u5{/ lnEeHdf ; lldt u5{.
- ol s/fx?sf]cfwf/ ljeH gu/f} a? lj lj wtfnf0{dxlj lbpF. h:t}M h08/, hftlotf, /u, hft, ju{wfld\$, efl]ts / dfgl; s lfdtf
- s]ol ; Ddfghgs 5g\ loglx?n]kl]t/f] ug{blg]cj :yf 5 ls <
- e/; s sg}zAb gxg' jf s]L zAbdfq xg' / snf / l8hf0gn]g}; GbZ lbg] ; #f/ ug{xbgk5{. ; flf/ jf lg/lf/ AolQm hf]; S]a%g]; GbZ xbgk5{.
- h08/ - cj nldj t efiif kof] ug{.
- s/la @) lkn6 6f9faf6}k9g jf xg{ldNg]/ c; / lbg]xbgk5{.
- hlj Gt / /u]g xbgk5{.
- :yfglo jf:tlj stf ptfg]xbgk5{.

; Gbe{; fdull ; Wof !# M u} ; sf]h08/ ; dfgtf k0f; df ; dfrf/kq (News Letter)sf]eldsf

- tkf0h] ; a)nllft ; dXnf0{AolQmut ?kdf e0g ; Sgx6g .
- tkf0h]h08/ ; jfnx?nf0{l; w}/ :ki6 ?kn]vfl ug{/ AofVof ug{; Sgx65 . o; n]dflg; x?nf0{ h08/ ; dfgtf eg\$]s]xf]< / x/\$ JolQm]dlxnf / k?ifsf]lg0f6 klqmfdf k0f{; femf/ xgsf] nflu s]ug{; ls65 e6g]a6ng d2t u5{. u} ; ; b:ox?n]5nkmm, dl:tis d6yg / ; dfrf/n] lbPsf dVo ; Rgf / syfx?nf0{dgg\u/L ; xldtdf kl6g sXl ; do kkt u56\; xefuldf h08/ ; DaGwl a6mf0nf0{ulx?ofp5} pglx?n]lj Zjf; nf0{; jnls/of ug[h08/ eldsf kl/j t6sf]nflu jsfnt ug[kl]tj 4tf a9fpg ; dfrf/ kqdf pNn]vt lj rf/x?n]d2t ub5g\
- h08/ ; dfgtfsf]j f/0f :j t6g ?kdf / ; /lft tj /n]wf/0ff agfpg] ; lhnf]af6f]g}; dfrf/ kq xf]. h08/ ; dfgtfsf]wf/0ff gofF5 . w]h; f]dflg; x?df :ki6 gePsf]/ gldnf0Psf]cj:yfdf 5 . Pp6f ; dfrf/kq jf a[]/n]sg}ahf a7s jf 5f6f] 5nkmmdf x6f elgPsf / ; lgPsf s/fx?nf0{k66lns/of ub5 . ; dfrf/-kq ; /lft x65 / jf/Djf/ b6f]ofP/ x6I; lsg]x65 . o; n]dflg; x?df cf^gf]h08/ ; jfn ; DaGwl ; 6ngf / a6mf0nf0{AolQmut ?kdf / l7s ; dodf k6f]fhul ug{cj; / lb65 .
- ha Pp6f u} ; n]cf^g}; dfrf/ kq lgsfN5, To; sf]lj ifo j :tdf p; s}k0f{lgo6q0f x65 . tkf0\$]; dfrf/kqn]h08/ ; jndf kkt dVo dflbd (Media) x?nf0{/ yk ; 6mfj ; lxt h08/ l/Qm:yfg eg[]/ h08/ ; jnsf]dxTj ulx?ofpg sfd u5{. tkf0h]o:tf]klg kfgp ; Sgx65 ls tkf0\$]; dfrf/ kqdf lg:s\$]f nY, syfx? dVo dflbd (Media) df lg:sg kl6 ; S5g\ o; n] ; dfrf/ dflbdnf0{h08/ ultzIntfj f/]:ki6 xg / To; nf0{k\$zfdf Nofpg ; xh agf0lb65 .
- Pp6f ; dfrf/ kqn]lf}; sf]5lj / k6fjnf0{; jnls/of ub5 . h08/ >f]; :yfsf]?kdf ; lqmo eP/ kl/jf / / ; dfhnf0{kmf0bf k6ofpg]vfn]h08/ ; Dj hgzln sfox? ug[]; :yfsf]?kdf o; n] pglx?sf]>ldfg jf >ldtl (Spouse) / kl/jf/nf0{; xdt u/fpgdf d2t u5{ls pglx?n]u} ; sf] nflu lbPsf]; do / >d sfd nflg]/x5 .
- Pp6f u} ; sf]dN0, dxTj / rl/qnf0{; dfrf/ kqaf6 bVg ; ls65 . o:tf]yk ; Rgfn]u} ; , bftf / ; /f\$]/jfnfalrsf]; DaGw a9fpg d2t ub5 .
- ; dfrf/ kq h08/ ; dfgtfsf]; jndf njl ug[] Pp6f ; fwg xf]. of]kfo Pp6f ; /lft ; fwg xf]. o; n]dflvs k|tlt u5{u} ; sf ; b:ox?n]; do nufP/ cf^gf]; Rgfnf0{xfl; of/lk] \$ sb] o; dfknt k7fp5g\ vf; u/L cln ; jhgzln ; jfnx?df=u} ; sf g]fx? cfdg]; fdg]5nkmm e6f Pp6f ; dfrf/ kqaf6 cf^gf]lj rf/ AoQm ug{kfp6f ; lhnf]dx; Z u56\ha pglx?nf0{sg} s/fsf]tIsfn hj fkm lbgk5{; fy}ha hgtfn]h08/ ultzIntfsf]s/f a%6g\oltahf of]af6f] ; xh x65 . pglx?n]cf^gf]; Rgfnf0{; dfrf/kqdf xfl; of/lk] \$ sb], To]; dfrf/ kqn]klg u} ; sf kj Qmfx? pNn]y u/] a9l h; f]dflvs 5nkmmf]nflu tof/L u56\
- u} ; sf]; kmntf / ; b:ox?sf]s8f kl/>d tyf :j o;]f ; dfrf/ kqn]klxrfg ub5 .
- ; dfrf/ kqdf nY /rgf lj rf/ / 5nkmmaf6 lnP/ n]v65 . o; sf]glthf kfo Mu} ; n]/fd/l kl/eflft nlo / sfo6nd tof/ ub5 .

; Gbe{; fdull ; Wof !\$ M h08/ ; Dj hgzln af] / tof/ ug{cfjZos sxl ; emjx?

- af] /sf]cfj /of tkf0\$[; ;yfsf]rl/q k|t't ug{vfnst]xgk5{.
- ; /n 5f0f / tll0f zAb / j fSox? k0f] ug{ \
- h08/ ; lxtsf]efiff k0f] ug{ \
- uflknS; / knf0fx? ; dfj z ug{ \h; df dlxnf, k?if s0f / s0L ; dfg ?kdf ; dfj z xgk5{.
- lrqx? / knf0fx?n]tkf0\$[; ;yfn]sfd ul//x\$[b]v]fpg' k5{. knf0fx? 5flg lbg06bf klxn]x]] ; knf; G cfPsf]5 eg]dfq 5flg lbgk5{.
- tkf0\$[u} ; sf]sfd slt dxlj k0f{5 atfpg; V 5f0s/ldf ; ;yfsf]b'b]6, nlo, p2]o / pkn]lAwx? n]vg; \. tkf0\$[u} ; n] nllft ; dbfosf ; dxnf0{ s] s] knf0bf lb65 pNny ug{ \
- tkf0\$[u} ; khftflGqs, kf/bzl{ / lhDd]f/ 5 eG]s]/f JoQm ug{ \
- tkf0\$[u} ; sf ; j o+]s, :6fkm / bftfx? slt dxlj k0f{5g\ aofg ug{ \. ; a]f0{tkf0\$[; ;yfsf]kl/jf/sf]Ps efu xg cfXj fg ug{ \
- tkf0\$[af] / /ulG sfuhdf 5kfpG; h; n]ubf{cfsif\$ x65 .
- k9g ; lhnf]6f0k klj lw k0f] ug{ \ V 7hf]clf/df cf7fsf]b]6 sdhf] ePsf a9f a9ln]klg k9g ; Sg]xgk5{.
- af] / knf]8 ug{ \h; n]ubf{; fdf0o vfddf /Vg ldnf] .
- af] /df ; Dks{7]ufgf /Vg; \ / ; Dks{; Fgxf? af] /sf] cj lwe/sf] nflu aw ePsf]s]/f :ki6 ug{ \
- sd{f/l / sfo{ldlt ; b:osf]gfd gn]vg; \sgls pglx? kl/j t0zln x65g\

; Gbe{; fdull ; Wof !% M kēfj sf/L njL ; fwgsf lj zjftfx?

-lrll, ult, 5f0f]:frgf, eldsf-lgj fx, k|t'tls/Of, efifOf, Vofnl, vNnf 3/, af] /x?_

1= ; /sf/; E kēfj sf/L ?kdf njL ug\$ f nflu sxl s/fx?

2= ; /n :ki6 ; fēf] ?kdf ; GbZ /Vg' \

3= tkf0\$ f]; :yfn]vfh\$ f]s'f lbP ; /sf/sf]nflu ; xof] klg ; Sg]s'fx? ki6 /Vgxf] \

▪ ; dbfosf km0bsf s'fx? s]xg ; S5g\ki6 /Vgxf] \

▪ pkoQm ePdf ; /sf/L clwsf/lx?nf0{ jf /fhg]ts g]fnf0{ km0bf xg] s'fx? klg /Vgxf] \

▪ ; dbfonf0{ km0bf xg / ; /sf/nf0{ /fd] xg] s'fx? ; fj h]gs ; #f/ dfWdaf6 :ki6 /Vgxf] \

4= tkf0\$ f]; :yfdf w]}; b:o 5gV ; :yfsf]sfddf nflu k/\$f xg kg]ts{k|t't ugxf] \

5= c6o ; 3 ; :yf jf ; fdbflos ; dXn]tkf0\$ f]k|tj :jlsf/ u/L d2t u/\$f]/\$8{lbg' \

6= ; Ddfghgs k4lt / efiff kof] ug' \

7= ; /sf/sf]k|tlqmf ; Ddfghgs ?kn]lngxf] \ ; :yfsf]dfu ; /sf/af6 k'f ul/Pdf t]sfn To; sf] lrllaf6 jf ; fj h]gs dfWdaf6 kZ:f ugxf] \ . /fhg]ts JolQm jf ; /sf/L sd(f/lx?n]cf^gf]kof; nf0{kZ:f / ; Ddfg ug]; :yfnf0{a9L d2t ub\$.

8= olb ; /sf/L lgsfon]tkf0\$ f]; :yfsf]klfdf vln k|tlqmf lbg dfq ; km eP klg vZl eP/ w6ojfb 1fkg ug' \ . olb ; /sf/L klaf6 xbg e]g] hjfkm cP klg plQms}; Ddfg /vl k|tlqmf lbgk5{.

9= /fhg]tsdlx? / ; /sf/L clwsf/lx?nf0{tkf0\$ f]cg/f]w :jlsf/ u/\$f] w6ojfb lbg' \ dxlj k0f{s'f s]xf]eg]tkf0\$ f]; b:ox?jlr Ps csf]f0{c; km]tf ; /sf/L klfnf0{cf/fk nufpg]:y]t c]pg' xbg . tkf0\$ f]; dXnf0{; #7t /Vb}z]f]Gtj] \$ tkf0\$ f]ejl /Ofg]lt / ; donf0{l]rf/ ug' \