

# National Training Strategy for PHC



His Majesty's Government

**Ministry of Health**

**Department of Health Services**

**National Health Training Centre**

1997.

kylds :jf:Yo ;]fsf nflu  
/fli6æ klzlf0f gllt



>l % sf]; /sf/  
:jf:Yo dGqfno  
:jf:Yo ;]f ljefu  
/fli6o :jf:Yo tfnld s|b|  
@)%\$

## eldsf

/fli6æ :jf:Yo glltaf6 lgb[zt e0{:jf:Yo ;]f ljefu :jf:Yo ;]f tyf ;ljwfsf lfd  
of[hgfj 4 9un]; lfd hgziQmsf]lj sf;df kl[tj 4 /xb)cfPsf]5 . o; )kl[tj 4tf cg?k :jf:Yo  
;]f tyf ;ljwfsf txd cfjZos cfwf/et :jf:Yo sfo\$tf? ptkfbg ug{tyf pglx?nf0{  
ljzi6 klzlf0f ;d[ ; #fng ub[ogof-tYo / ;f[ cg?k :jf:Yo lfd sfo{t JolQm?sf];lk  
tyf blftf clej[4 ug{a/fa/ ; 3if{ul/b)cfPsf]5 .

dnf0{ ljZjf; 5 tof/ e0;s[3f] /fli6æ :jf:Yo klzlf0f glltn] klzlf0f ultljwsf]  
ckl/xfo{nf0{cfd;ft ub[;lgof]nt tyf kefjsf/L dNodf :jf:Yo ;]f pknAwstf?nf0{  
; lfd tNofpg pkoQmglit lgOf[edf dfu{lgb[3g k[fg ug]5 .

pQmb:tfj h tof/ ug{:xeful ;DalGwt ;DkOf{: 3 ; :yf tyf JolQmljz]nf0{d wGofb lbg  
rxf65'.



8f= al= Pn= >ij  
dxflgb[3s  
:jf:Yo ;]f ljefu

# k|tfjgf

k|ylds :jf:Yo ;]fsf]dfVbd4f/f ;DkOf{g|fnlx?nf0{cfwf/e't :jf:Yo ;]f k|fg ug{>L %  
sf];/sf/ kOf{k|tj4tf /x\$]5 . g|fnn]nfd];do blv dVo ;d:ofsf]?kdf ;Wofids Pj +  
uOfids blf :jf:Yo hgziQnsf]cefj Joxf]cfPsf]5.

lhNf jf ;]eGf tNf]:t/df k|ylds :jf:Yo ;]f pknJw u/fpg sl/j kQw|xhf/  
:jf:Yosdx?nf0{tfnd k|fg ug{k|blvG5 . ol :jf:Yosdx?nf0{g|lgtD 1fg / ;lksf]  
clej[4 u/L uOfids :jf:Yo ;]f k|fg ug{; lfd jgpg'Ppof 7hf]rgf]t /lx cfPsf]5 .

of]rgf]tnf0{;fdgf ug{/fli6« :jf:Yo tfnd s|b]blw\$fnlg tfnd of]hgf lgdfOf ug{lgwf]  
u/\$]5 . blw\$fnlg tfnd of]hgf ug{/fli6« :jf:Yo hgziQm tfnd glltsf]lj sf; ug{  
cfjZos xG5 . ;]cfjZostfsf]pknJw g}of]sfo{lltsf]lgdfOf xg'xf].

of]sfo{llt tof/Lsf]qmdf ;eQm/fi6«hg;Wof sf]f, g|fn dfkn /f]n 6|ksn OIG:6Rob  
-s]cf0=6l= jf6 cNksfnlg k/fdz{;]f k|fg ePsf]lyof]. o; sfo{lltdf ;d|6Psf p2]o /  
ljifoj:tx?af/]j]t 5nkmsf nflu /fli6« :jf:Yo tfnd s|b]sfo{ll olg6 tyf bft[  
;:yfx?alr r/Ofa4 a]sx?sf]cfof]hgf u/\$]lyof].

of]sfo{llt kl:tsdf lhNf:t/sf tyf tof]eGf tnsf :jf:Yo sfo{tfx?nf0{s;n] sxf+  
s;/l tyf s;af6 k|zllfOf lbg]eG]ljifodf ;lj:tf/ JofVof ul/Psf]5 . o;sf ;fy}o;df  
/fli6«; :yflgo :t/df cfof]hgf ul/g]cfwf/e't ;]fsfnlg, :t/j[4 / ljzi6 k|zllfOf k|fg  
ug{ljleG ;:yfx?sf]eldsf ;DjQwdf klg rrf{ul/Psf]5 .

o; sfo{llt kl:tsfn]g|fnsf ;DkOf{k|ylds :jf:Yo ;]f pknJwstfx?nf0{k|zllf ug]  
lbzdf pkoQmglit lgdfOf ug{lbzjf]v ug{;Sg]ljZjf; ul/Psf]5 .

o;sf nflu k|ljws Pj +jlto ;xof] k|fg ug{;eQm/fi6«; 3 hg;Wof sf]f, of]sfo{llt  
kl:tsf tof/ ug{k|ljws ?kn]cdNo ;xof] ug{/f]n 6|ksn OIG:6Robsf 8f= k|B caf6 /  
>L j| al= SofDkaj]nf0{xdl xfb\$ wGoafb 1fkg ub5f}. o;sf cltl/Qm :jf:Yo ;]f  
ljefusf k]{dxlgb}z 8f= sNofOf/fh kf08] :jf:Yo ;:yf tyf hgziQm]jsf; dxzfvfsf  
lgb}z 8f= of]z]awg k|vfg, kl/jf/ :jf:Yo dxzfvfsf lgb}z 8f= nld /fh kf7s tyf >L  
% sf];/sf/sf cGo clwsf/lx? / bft[;:yfsf k|t|glwx?df xdl wGjfb 1fkg ug{rfxfG5f}



lahof s}l=  
lgb}z  
/fli6« :jf:Yo tfnd s|b]

## klyds :jf:Yo ;]fsf nflu /fli6æ klzlf0f gllt

!= kl/ro

/fli6æ :jf:Yo gllt -;g\((!\_ n]g]fndf nfu'ePsf tyf xg afsl /x\$ :jf:Yo;]f k0ffnlsf k\$/ jf/]kl/eflft u/\$]5 . o;n]:jf:Yo ;]fsf lsl;d 56df0{ltglx?nf0{s;/L ;u7t ug]tyf s;/L pknAw u/fpg]eG]af/df :ki6 Joj:yf u/\$]5 . o; glltsf dx]k0f{ abfx?df klyds :jf:Yo ;]f, ;dbflos tyf ;dbfodf cfwfl/t :jf:Yo ;]fsf]lj:tf/, Plss[ ;]f k0ffnl h:tf ljifox?df a9l hf\$ lb0Psf]5 .

/fli6æ :jf:Yo hgziQmu? of]hgn]:jf:Yo sfo\$tf{?sf]jlu\$/Of u/\$]5 . klo\$ ju0f cfjZos :jf:Yo sdx{?sf];Wof Pj +pglx?sf]sfo{;d] lgwf{Of u/\$]5 . o; of]hgfsf] k0V klf eg\$]:jf:Yo sfo\$tf{Pj +jo+;]sx?sf]ljBdfg ;Wofdf 7hf]lj:tf/ ug{x]hasl gjf}k-r jifl0 of]hgdf klg To;/L :jf:Yo sfo\$tf{?sf];Wofdf lj:tf/ xg]cfzf ul/Psf] 5g . :jf:Yof]rf/ ;]fsf]ljBdfg k0ffnl tyf :jf:Yo sfo\$tf{?nf0{lbPsf]klzlf0fsf];f/fz cg';PL-! df pNny ul/Psf]5 .

klyds :jf:Yof]rf/ ;Da0wl /fli6æ klzlf0f glltn]hgziQmu? of]hgf cg';f/ s;/L ;Wof tyf lsl;dsf]gllt lgwf{Of u/L :jf:Yo sfo\$tf{?nf0{klzlf0f ug]/ pglx?nf0{;Gt]hgs ?kaf6 kl:t:kwl{agfpg]eG]ljifodf lj:t[ ?kdf JofVof u/\$]5 .

- :jf:Yo sfo\$tf{?nf0{s;/L klzlf0f k0fg ug]eG]ljifodf klyds :jf:Yof]rf/ ;Da0wl /fli6æ klzlf0f glltdf o;/L lj:t[ JofVof ul/gsf k5f8l b]fosf sf/Ofx? /x\$ 5g\
- :jf:Yo ;]f ljefu cGtu[ /x\$ ljleG ljefu tyf s0x?sf ;fy}ljz]u/L /fli6æ :jf:Yo tfnd s0sf]of]hgf th0f ug{tyf gllt lgwf{Of ug{/ lrlsl;f zf;q ;sfo tyf kljlws lzlf tyf Joj ;flos tfnd s0sf nflu ;] b:tfj]hsf ?kdf dfu{lgb} ug{.
- :jf:Yo sfo\$tf{?nf0{klzlf0f k0fg ug]vfnf u};/sf/L ;yf tyf bft[ ;yfx?nf0{lgb}zt ug{.
- klyds :jf:Yof]rf/ ;]fsf lf0df lqmfzln sfo\$tf{?nf0{;0f]ht Pj +kefj sf/L dNodf klzlf0f k0fg ug]sfo0f g]j]bf;L eldsfsf]lgjfx u/L :jf:Yof]rf/ ;]fsf] u0f:t/df ;wf/ Nofpg'.

@= glltut p2]o

klylds :jf:Yo ;]fdf :jf:Yosdl{x?nf0{k|zlf0f k|fg ugI:jf:Yo dGqfno, :jf:Yo ;]f  
ljefusf]gllt xf]. of]glltn]klylds :jf:Yo ;]fdf ;nlg sfo\$tf{x?nf0{k|/lDes, lj|zi6  
tyf :t/ clej[4 Pj+;]fsfnlg -0g ;le{ k|zlf0f k|fg ugI]p2]odf s]bt 5 . ;]fut  
tfndnf0{:yfglo :t/df tfnd cfjZostf klxrfg u/l ;yfut ugI tyf /fli6a :t/df  
cfjZostf oslg u/l cfofhgf xg]u/l b0 txdf ljefhg ul/Psf]5 . ;dli6?kdf, pk:jf:Yo  
rf\$], :jf:Yo rf\$] of klylds :jf:Yo s]bdf sfo{t :jf:Yosfo\$tf{Pj+:jo+;]sx?sf]  
k\$]/ lgwf{Of ul/Psf]5 . ;fy}o; glltdf klylds :jf:Yo s]bdf ;nlg gllh lfq tyf  
u};/sf/l ;yfsf sd{f/l tyf lhlf :jf:Yo sfofhosf sd{f/lnf0{klg ;d]sf]5 . of]  
glltdf :jf:Yo rf\$] of klylds :jf:Yo s]bdf ;?jf e0 hfg ;Sg]cltl/Qm:jf:Yo sfo\$tf{  
c-gld= tyf :jf:Yo ;xfossf afx\$ c:ktfnsf sd{f/lx?nf0{k|zlf0f lbg]ofhgf 5g t/ of]  
glltnf0{eliodf g]fnsf ;j}:jf:Yo sdx{x?nf0{;d]g]ul/ lj:tf/ ul/g]nlo /x\$]5 .  
/fli6a :jf:Yo k|zlf0f gllt dht Mbl3\$fnlg :jf:Yo ofhgf]j?k cg?k tof/ ul/Psf]5.

#= glltn]c]sf/ u/\$f l; 4fGtx?

klylds :jf:Yo ;]f ;DaGwl /fli6a tfnd gllt lgDg l; 4fGtx?df cfwf/t 5M

- :jf:Yof]rf/ ;]fnf0{pRr uOf:t/lo tyf ;Gt]fhgs t]ofpgsf nflu :jf:Yo  
sfo\$tf{x?nf0{;lk ljsf; ug{k|zlf0f ug{k|zlf0fsf]dVo k]fhgf xf].
- :jf:Yosfo\$tf{x? k|zlf0f ePk15 s] xG5 eG] ljifodf :jf:Yo ;]f Joj:yfks  
:jf:Yosdl{tyf ;dbfo ;a]eG / hfG ;Sb5g\
- ;a}:jf:Yo sfo\$tf{x?nf0{lbg]k|zlf0fdf Pp6f dx]j kOf{c]lw sfo{f]df cgej a6lg  
;dfj] ul/Psf]xG5, hxf+; lksf]cEof; xG5 / sfo{f]df nfu"ul/G5 .
- ;a}k|zlf0f ult]j]lwx?sf]:t/ cgudg ul/G5 / :jf:Yof]rf/ ;]fsf]uOf:t/df To; sf]  
k]fj d]ofsg ul/G5 . ol b]k\$]fx? k|zlf0f ult]j]lwsf]lj sf; Pj +kl/jtq tkf  
pGdv /xg]g\

\$= cfwf/e't tfnd

xfn ;dbfo, pk:jf:Yo rf\$], :jf:Yo rf\$] tyf klylds :jf:Yo s]bdf?df :jf:Yo  
sfo\$tf{x?sf]; Wofdf lgs}j [4 ePsf]5 . :jf:Yo sfo\$tf{x?sf]; Wof lj:tf/ ug]j t]fg ofhgf  
hlxn]k/f xG5 Tolt a]f :jf:Yo sfo\$tf{x?sf]; Wof thgf]ds ?kdf l:y/ /xg]b]vG5 .

\$= k|zlf0f ;DaGwl j t]fg ofhgf cg'f/ ;a}kb kl't{geP ;Dd / ;Wof lj:tf/ sfo{k/f  
geP ;Dd :jf:Yo sfo\$tf{tyf :jo+;]sx?sf]; Wof a9fpg]sfo{f0{hf/l /flvg]5 .

\$=@ dlxf :jf:Yo :jo+;]lj sf, ;8q], u]ldof :jf:Yo sfo\$tf{ tyf dft[zz' :jf:Yo  
sfo\$tf{x?nf0{cfwf/e't tfnd k|fg ug]sfo{f :jf:Yo dGqfno lhDd]f/ e0/xg]5.  
u]ldof :jf:Yo sfo\$tf{ tyf dft[zz' :jf:Yo sfo\$tf{x? d]b]f6 k|zlf0f]5g]6

pglx?n]hxf+sfd ug[xf]Iolxaf6 xG5 . c-g-dl= tyf c-xj= -hf]; b/ klZrd tyf dVb klZrd ljsf; lqdf sfo{t 5g\pglx?sf xsdf klg klzlfyl{5gfd oxl lj lw nfu" xG5 / Itglx?nf0{:jf:Yo dGqfnon]lqlo klzlf0f s0df klzlf0f k0fg ug5 .

\$# dft[lzz':jf:Yo sfo{tfhf0{klzlf0f ug{klg :jf:Yo dGqfno s}lhDd]f/l xf]. dft[lzz':jf:Yo sfo{tfhf]jt0fg cfwf/e' tfnld klxnf]r/0fsf]gd0f klzlf0f sfo{m xf]. o;sf ;fydf ^ ;ftf kl5sf]bf]r/0f klg o; sfo{mldf /x\$]5 . dft[lzz' sfo{tfhf nflu kyd tyf bf]r/0fsf] tfnld lqlo :jf:Yo tfnld s0| tyf df-lz-sf= tfnld s0x?df k0fg ul/g5 . oxf+; Ddls df-lz-sf= tfnld s0hf0{lhlnf :t/ ;Dd lj :tf/ ul/g5 / To;nf0{/fli6 Pj +yfglo :t/df cfof]nt tfnldnf0{To; lhlnfdf ; #fng ug5f nflu lhDd]f/ agf0g5 .

\$\$ c-g-d=, c-xj= nflu lbg]klzlf0fdf klljws lzlf tyf Joj ;flos tfnld kl/ifb - l;6le6l\_ k0v lhDd]f/l /xg5 . ; b/ klZrd tyf dVb klZrd ljsf; lqsf c-g-dl tyf c-xj= -l;Pd-P= sf xsdf eg]of]nfu" xg] 5g . c-g-d=, c-xj= tyf xly cl;:60nf0{lbg]klzlf0fsf]u0f:t/df ;ejeP ;Dd ;wf/ ul/g]5 . of]nlo kllkt ug{/fli6 :jf:Yo tfnld s0+:jf:Yo ;yf tyf hgziQm ljsf; dxzfvn]dVbd txsf :jf:Yo sfo{tf{klzlf0fsf nflu Ps ;ldt u7g ug5 / To;n]pkoQmklzlf0f kf7dqml tof/ ug5 . o;/l lb0g]klzlf0fsf]:t/af/]klljws lzlf tyf Joj ;flos tfnld kl/ifbn]cgludg ug5 . klzlf0faf6 kllt Jojxf]l/s ;lk, nvg lfdtf, lg0f6 lfdtf tyf ;d:of ;dfwfg ug1 ;lk cflbsf]dNofsg :j?k ; #fng ul/g] k/liff k0ffnlfn0{:b0 Pj +e/kbf]agfpg /fli6 :jf:Yo tfnld s0|/ klljws lzlf tyf Joj ;flos kl/ifbn]ldn] sfd ug5g\

\$% ha kof]t ;w0df k]o\$ txsf :jf:Yo sfo{tf{?sf]pknAw kbdf klt{xG5 ta :jf:Yo dGqfnon] cfwf/e' tfnldsf] sfo{mfnf0{ 36fpg] tyf ;ldt tNofpg] 5 . To; cj:yfdf 5f8] hfg]tyf cjsfz lng]:jf:Yo sfo{tf{tyf :jo+;]sx?nf0{klt:yfkg ug]:jf:Yosdlx?nf0{dfq o:tf]klzlf0f lb0g5 . :jf:Yo dGqfnon]klzlfyl{?sf];w0f lgwf{0f ug5g\ t/ l;6le6l -klljws lzlf tyf Joj ;flos tfnld kl/ifb\_ n]gllh lqsf dVbd:t/sf :jf:Yo sdx?nf0{lbg]klzlf0f eg]hf/l /xg5 .

\$^ :jf:Yo dGqfnon];8]l tyf dlxnf :jf:Yo :jo+;]snf0{klzlf0f lbg]klzlf0fsf] ;efhg ug]sfo{hf0{hf/l /fv]5 . o:tf]klzlf0f ; #fngsf];w0f{lhDd]f/l /fli6 :jf:Yo tfnld s0hf0{xg5 . To;n] lqlo tfnld s0x?af6 ; #fnt klzlf0fsf] :t/af/]cgludg ug]tyf cfjZos ;xof] k0fg ug]sfo{ug5 .

\$& /fli6 :jf:Yo tfnld s0h]lhlnf :jf:Yo sfo{fosf ;xfosx?sf]cfwf/e' tfnldsf nflu klzlf0f sif];w0t tyf ljsf];t ug5 . h;df klyds :jf:Yo ;]f tyf g]fnf ; #fnt :jf:Yo ;]f k4ltsf ljifodf Ps dlxgfsf]cglzlf0fsf] Joj:yf ul/g5 . o;sf cltl/Qmlhlnf :jf:Yo sfo{fosf ;xfosx?sf]lfdtfnf0{a9l klljws ?kdf ; lfd tNofpg ljefu tyf s0x?af6 cNksfnlg klzlf0f ;d] ; #fng xg5 .

\$=\* ;f/fzdf, klylds :jf:Yo ;]fdf ;nlg sfo\$tf{ tyf :jo+;]sx?sf nflu lgDg :yfgx?df kl/lDes klzlf0f lb0g\$ .

dlxnf :jf:Yo :jo+;]s, ;8qL	uf=lj=,= df pknJw :jf:Yo ;:yf tyf u}; /sf/L ;:yf
dft[lzz'sfo\$tf{	lfqlo tfnld s tyf lhlnf :jf:Yo sfof\$0
u ldof :jf:Yo sfo\$tf{	lfqlo tfnld s
:jf:Yo ;xfos, c-g-dl= tyf c-xj=	kljlws lzlf tyf Joj;flos tfnld kl/ifb, gllh klzlf0f s b?, d lb tyf ;b/ klzrdf-rnsf c-xj= sf]tfnld lfqlo tfnld s b?df ;:fng xg\$g\
lhlnf :jf:Yo sfof\$osf ;xfosx?	/fli60 :jf:Yo tfnld s tyf ;Djlgwt dxfzfvfx?
lr st; s, g; {	lr st; f zf:q c lbog ;:yfg

% ;]fsfnlg tfnld

g|fndf kf# blv !% jif{e0f klq a9lsf]cjlwsf nflu ;]fsfnlg tfnldsf lsl;d :j?k lgDg bl[6sf0f /flvPsf]5 . ;]fsfnlg tfnldsf]sfo{g|fndf :jf:Yo ;]fsf]u0f:t/df ;wf/ ug{xf}. pQmnl0 k|ktsf nflu of]Ps k0v Joj:yfkslo klq klq xf]. ;]fsfnlg klzlf0f c0tu{ :jf:Yoklf klq xf]. ;]fsfnlg klzlf0f c0tu{ :jf:Yosfo\$tf{tyf :jo+;]sx?sf] sfo{lfdtfd ;wf/ ug\$ f nflu ul/Psf x/\$ lqm0snfkx?nf0{;d|6Psf]5 . t; y{;]fsfnlg klzlf0f c0tu{ ;klj/j]f0f, kglj {f/ a}S, DofgPn tyf 6\$gsn 0ohn0/x?sf]ljt/Of, leQ]klqs, /]8of]sfo{m cflb ;a}kb\$g\ xfn ;]fsfnlg klzlf0fsf nflu b0 lbg blv b0 dlxgf ;Ddsf]5f0f]5l/tf]sf]f{k0f}xb}cfPsf]5 . gof-klj lw tyf k\$0faf/]hfgsf/L u/fpg of]lj lwnf0{lg/Ct/tf lbg' dxlj k0f{x05 / c0o lj lwsf]k0f}lj :tf/)a9fpb}nlug\$ .

;]fsfnlg klzlf0f Plss[ tyf ;ef]ht xgkb\$ / To;df lgDg s/fx? ;d|6g'kb\$ .

- ;]fsfnlg klzlf0fsf nflu /sd tyf ;dosf] ;ef]hg xgkb\$ o;df xg] ;xeflutf cfwf/et' tfnld rNf cflzs ?kdf :jf:Yo ;:yfx? j0b xg]l:ylt xg'x0g .
- sfo{ljefhgsf]dd{cg?k lj ljw kljlws lfqs lzif\$ tyf ;lknf0{Ps}7fpdf NofP/ klzlf0fsf]k0fs]h agfpg'kb\$ .
- klzlf0f Joj:yfkg ;+ ;Dj 4 5 eg] cfZj:t xg' kb\$ . Joj:yfksx?n]ltglx?sf] hgziQm]s];lk l; s\$ f 5g\e0g]s/f /fd] + aem klzlf0fdf ;xeful xg' kb\$ / lglZrt ?kdf gof+;lk sfo{f0df k0f} xg\$ e0g]s/fdf ljZj:t xg' kb\$ .
- klzlf0f lqm0snfksf nflu Psls[ sf]sf]Joj:yf xg'kb\$ .



ol wf/0ffx?nf0{sfof}og ug{l}dg cg'f/ ljlzi6 dfu{klxlf0Psf]5 .

%! s|x ;]fsfnlg tfnldx? /fli6α ?kdf cfof]hgf ul/g]g\ / dhse/sf rf;f\$  
ljifonf0{tfnlddf ;d]6g\$ . /fli6α ?kdf -bft[; :yfx?sf];xof] ;d]\_ ;#fng xg]  
;]fsfnlg tfnldx? ;fdfotof 5f]f]cj]lwsf]xg\$ . klzlf0f sf]f{:jon]dhse/sf  
ljleG ju\$ :jf:Yo sfo\$tf{?sf];xeflutf cg?k ;fdfoto ljifo j:t\$]k]t]glw]j  
ug\$ . cG ;]fsfnlg klzlf0f :yfglo tj/df cfof]hgf xg\$ / To;df :yfglo :t/df  
b]vPsf ;d:ofx?sf] lg/fs/0fj6 5nkm ul/g\$ . of] klqmf :jff:Yo ;]fsf]  
Joj:yfkgdf ljs]b]s/Of tkn[n]lft xg]5 . :jf:Yo dGafno cGtu{sf :jf:Yo sfo\$tf{  
tyf :jo+;]sx?sf nflu :yfglo :t/df ;#fng xg];a);]fsfnlg klzlf0f?sf]  
cgudg tyf lgoGof lhNf :jf:Yo sfof]on]ug\$ . t/ ;]fsfnlg klzlf0fsf s|x  
efudf u};/sf/l ;:yfsf]nufgl xg ;Sg]5 . sg}ju\$ :jf:Yo sfo\$tf{?sf nflu  
:yfglo txd cfof]hgf xg];]fsfnlg klzlf0fsf]:t/ thgf]ds ?kdf /fli6α :t/df  
cfof]hgf xg]klzlf0fsf]eGf sd xg ;Sg\$ . hxf+;Ddls ;dofjlw cg'f/ :yfglo  
:t/df cfof]hgf xg]klzlf0fsf]cgkft a9G ;Sg\$ .

%@ /fli6α tj/df cfof]hgf xg];]fsfnlg klzlf0fsf lgDg ljz]tfx? /xg\$g\

- klō\$ tx tyf ju\$ :jf:Yosfo\$tf{?sf nflu ;]fsfnlg klzlf0f sf]f{xg\$ / To;df  
Tof]txsf klō\$ :jf:Yosfo\$tf{f0{;xeful u/f0g\$ . pk:jf:Yo rf\$]L ;jf:Yorf\$]L  
tyf klyds :jf:Yo s]b]sf sd(f/lx?sf nflu k]fg ul/g];]fsfnlg klzlf0fsf]sf]f{  
cj]lw ;Dj4 sfoG]msf]cj]zostf cg'f/ lgwf{Of xg\$ . klxnf :jf:Yo :jo+;]s tyf  
;8]lsf xsdf eg]b0-b0 lbgf]sf]f]f{b0 efudf ljefhg u/L ;]fsfnlg klzlf0f k]fg  
ul/g]5 .
- klō\$ sf]f{:j:Yo Joj:yfkg ;'rgf s]b]sf]h:t}o;sf p2]ox?, gof+sfo{f]g ljlzi6  
sfo{z]l cflbsf af/df kl/ro lbg\$ . o; sf]f{df ljleG k]j]lws lf]x? -h:t}  
kl/jf/ lgof]hg, em8fkvfnf /f] lgoGof\_ af6 k]kt 1fg tyf p2]ox?nf0{;d]6g\$ .
- ;fdfotof k]j]lws dxzf]vfx?n-;ejePdf bft[;:yf, /fli6α tyf cGt/f]6α u}  
;/sf/l ;:yfsf];Nnfx tyf ;Ddltdf\_ l;sf0\$]f lj:t] p2]ox? k]t]j ug\$g\ hxf+  
ltglx?n]To; jif\$] sf]f{f0{;dfj} ug]5g\ . :jf:Yo ;:yf tyf hgzlqm]jsf;  
dxzf]vf tyf /fli6α :jf:Yo tfnld s]b]h]To; jif{s]s:tf p2]ox?nf0{;dfj} ug]  
eG]ljifodf ;eQm?kdf lgOf6 ug\$g\  
o;sf nflu ;Dj4 k]j]lws dxzf]vf tyf s]b]x?df Jofks 5nkm ul/g\$ t/ lgOf6  
ug]clwsf/ eg]/fli6α :jf:Yo ;:yf tyf hgzlQm]jsf; dxzf]vf tyf /fli6α :jf:Yo  
tnld s]b]h]f0{xg\$ . ;]fsfnlg klzlf0fsf]klydstf lgwf{Of :jf:Yo Joj:yfkg ;'rgf  
s]b]af6 k]kt ;'rgfsf cfwf/df ul/g\$ .

- ;]fsfnlg klzlf0f sffdf gkfnst nflu pkoQmefusf gdjfx? dfq ;dfjz ul/g\$ . pbfx/0fsf nflu cfdf]u ;Dj4 gdjg gkfnst]efudf dfq ;dfjz xg ;Sb5 hxf+cfdf] lgoeQof ;Dj lQw sfoqmx? ;rfng e0/x\$ 5g\
- :jf:Yo ;]f ljefun]cgdf]g u/\$f]b/sf cfwf/df klzlf0f sffdf ;xeful xg]?nf0{ eQf tyf ;ljwf /sd eQmgl ul/g\$ .
- ljleG bft[; :yf tyf u]; /sf/L ;:yfx?n];]fsfnlg klzlf0f kbf]g ubf{nfusf]vrdf of]bfg ug{; Sg\$g\ . klzlf0f sffdf]u k]olf ;/f\$ / /Vg]h:t};xeful eQf tyf ;kl/]f0f eQf /fli6a :jf:Yo tfnd s]b\$]kzf;lgs Joj:yf cgtuf ;]fsfnlg tfnd sffdf]6 eQmgl ul/ ;fem]l]qo tyf lhNnf txd f k7f0g\$ . of]Joj:yf s;/L sfoq]og ul/G5 eG]s/fsf]lj:t] lj j /Of -cg'Pl @
- k]o\$ ;]fsfnlg klzlf0f sffdf lj lQo Joj:yf tyf pQmsffdf ;xeful k]o\$ :jf:Yo sfo\$tf\$]sdtldf Ps k6ssf]kmf]ck eQof ;DaQwl dfu{lgbz]gnf0{ ;dfjz ul/g\$. kmf]ck eQofsf]dVo p2]o :jf:Yo sfo\$tf\$]f0{p;n]l;s\$]gof+;lknf0{ sfo{lqdf sfoq]og ug{d2t ug{xf]. kmf]ck eQof klzlf0fsf]k]fj dNofsg tyf sfo{lqdf klzlf0sx? alr cge]sf]cfbfg k]fsgf nflu ;d] pkof]u xg ;Sb5 .
- k]o\$ ;]fsfnlg klzlf0f sffdf ;xefulx?nf0{pglx?sf nflu cfjZos yk ;]fsfnlg klzlf0f tyf :yfglo :t/df bl]Vpsf]cfjZostf tyf ;f] kl/rfngdf kl]jws dfu{lgbz]gsf ljifodf 5nkm ug]cj;/ ;dfjz ul/g\$.
- lf]qo Pj +hNnf :t/sf Joj:yfksx?sf]sfo{ljj/Of lj :tf/ u/L ;]fsfnlg klzlf0fsf] kzf;g tyf ;Dj4 sffdf ;dfjz ul/g]5 . /fli6a :jf:Yo tfnd s]b]sffdf] ;fdul] tof/ u/L klzlf0f cfof]hgf ug\$ t;y{of]lhDd]f/L k/f ug{Joj:yfksx?sf]klg bflotj xg\$ .
- k]o\$ ;]fsfnlg klzlf0f sffdf]lj:t] kl]jws dfu{lgbz]gsf]lj sf; ;Dj4 ljefu tyf s]b]x?n]ug\$g\ /tof]/fli6a :jf:Yo glt cg'f/ xg\$ . /fli6a :jf:Yo tfnd s]b]klzlf0f ;fdul]sf]lj sf; tyf tof/Ldf kOf{lhDd]f/ xg\$ . o;sf nflu ;Dj4 ljefu s]b]tyf bft[; :yfx?af6 k/fdz{ln0g\$ .
- k]o\$ ;]fsfnlg klzlf0f sffdf{/ klzlf0sx?n]pglx?sf]l;sfo{elbsfsf ljifodf tof/ u/\$f tf]tl/sfsf]cgudg ug]/ klzlf0s lgbz]sf tof/ ug]lhDd]f/L /fli6a :jf:Yo tfnd s]b]xg\$ .
- /fli6a :jf:Yo tfnd s]b]klzlf0f ;fdul]x?sf]kgM p]kfbgdf klg lhDd]f/ /xg\$ efl]ts Joj:yfkg dxzfvfsf] ;ef]hgdf tl ;fdul]x?nf0{ ;dof]rt tj/n]lj t/Of ul/g\$ .

- Ifqlo tfnld s[ox?n]cfknf] Ifqleq slxn]/ sxf+; ]f sfnlg klzlf0f ; #fng ug[ eG]ljifodf tflnsf tof/ ug5g\
- ; ]fsfnlg klzlf0fsf nflu cGo vfnsf ; fdulx? h:t}DofgPn, Coh n0/, /]8of] sfo[ml cflb tof/ ug{/fli6a :jf:Yo tfnld s[0sf]lhDd]f/L xg5 . o:tf ; fdulx? /fli6a :t/df cfof]hgf xg]klzlf0fdf lgs}g}pkof]l ; flj t xg ; Sg5g\
- dfgj ; fl ljsf; ; 'rgf k0fflnsf]k0f] u/L ; ]fsfnlg klzlf0fdf ePsf]; xeflutf af/]cleny tof/ ul/g5 .

%# ; fdf0tof /fli6a :t/df cfof]hgf xg]; ]fsfnlg klzlf0f lgDg :yfgdf ; #fng xg]5g\

:jf:Yo sfo{tf{f]lsl; d	klzlf0f ; #fng xg]:yn
;fdbflos cujf, dlxf :jf:Yo :jo+, ]s, ; 8gl	uf-lj=; = df /x\$]:jf:Yo ; :yf
df-lz-sf=, uf-lj-sf=, c-xj=, c-g-dl=	lhNf l:yt tfnld s[0]
xly cl; :606, l; lgo/ c-xj=, hg:jf:Yo kl/rfl/sf, lhNf :jf:Yo sfof]osf ; xfosx?	Ifqlo tfnld s[0] pk Ifqlo tfnld s[0]
hg :jf:Yo clws[, lhNf :jf:Yo clws[, Ifqlo Pj -s[0]lo :t/sf sd{f/lx?	/fli6a :jf:Yo tfnld s[0]

/fli6a :t/df cfof]hgf xg]k[0\$ txsf]; ]fsfnlg klzlf0fsf nflu pknAw u/f0g]cgdf]gt /sdsf]6jh -cg' PL #\_

%\$ :Yffglo txdf cfof]f ul/g]; ]fsfnlg tfnldsf ljz]tfx? lgDgfg' f/ xg5g\

- :jf:Yo ; ]f Joj:yfkgdf ljs[0]ls/Of ug]glit cg'f/ lhNf tyf To]eGf tNnf] txsf Joj:yfksx?sf]nflu dVo dVo sfo{? lgwf{Of xg' kb5 . h:t}M lhNf :jf:Yo sfof]o, :jf:Yo rfls cflbdf Joj:yfksx?sf]sfo{r't xg' kb5 / Itglx?n]cfknf] Jojf:yfkgdf /x\$; :jf:Yo sfo{tf{?nf0{; ]fsfnlg klzlf0f k0fg ug5g\tl :yfglo Joj:yfksx?nf0{klzlf0fsf nflu cfjZostf lgwf{Of ug{a9bf]; lk cfjZos xG5 . o;sf ; fy}pglx?nf0{pkoQml; sf0 cgej tyf ; kl/j]f0f e0Of dfkn[ ; ]fsfnlg klzlf0fsf]cgudg ug{klg gof+; lk k0t xg'h?/L xG5 .
- :yfglo Joj:yfksx?nf0{:yfglo txdf cfof]hgf xg]; ]fsfnlg klzlf0fsf nflu pknAw u/fpg lgoldt tyf lglZrt ah0 cfjZos xG5 .
- :yfglo txdf cfof]hgf xg] ; Dk0f{; ]fsfnlg klzlf0f /fli6a kl]lws dfu{lgbZg cg'f/ lgbZt xg5g\

- ;fdfo{otof, :yfglo txd f cfof]hg f xg] ;]fsfnlg klzlf0fn] lgdg r/Ofx?nf0{ k5dfpg5g\
    - s\_ :jf:Yo Joj:yfkg ;'rgf k0ffnlsf]tYofs, ;dbfo;usf]a}s tyf ;kl/j]f0f e0of dfknf klzlf0fsf]cfjZostf lgwf{0f .
    - v\_ l;sf0sf cgejsf]Joj:yfkgdf ;kl/j]f0f e0of tyf cNksfnlg sf]f6 xfl;n ePsf cgej ;dfjZ .
    - u\_ gof+;s\$;lk sfo{f0df sf0f]og ug\$ f nflu ;xof] ug{kmf0k e0of tyf ;]fsfnlg klzlf0fsf]k0fj sfl/tf dNofs g .
  - :yfglo Joj:yfksx?nf0{pglx?sf]klzlf0f s0h]:yfglo Joj:yfksx?df klzlf0f lfdtf lj sf; ug{klzlf0f k0fg ug\$ f nflu lf]qo klzlf0f s0x?nf0{rflxg]tfnl ;fdul tyf sf]f{tof/ ug\$ .
  - 7hf]lhNnf?df lhNnf :t/df Pp0f klzlf0f clws[ tyf ;fgf lhNnf?df klzlf0f ;xfossf]b/al0 sfod ul/g\$ . lhNnfdf ;#fngxg]:yfglo tx tyf /fli0 txaf6 cfof]nt ;Dk0f{;]fsfnlg klzlf0fsf]Joj:yfkg tyf ;0fhg klzlf0f clws[ tyf klzlf0f ;xfosn]ug\$g\ . lhNnf :jf:Yo sf0f]osf ;xfosx?sf]sfo{lf0df lj:tf/ u/L klzlf0f ;Da0wl sf0f]0{klg ;dfjZ l/g\$ .
  - clt/Qme]ts ;f] -h:t)klzlf0f :yn, klzlf0f pks/Of cflb\_ lhNnf txsf :jf:Yo r]s tyf klyds :jf:Yo s0x?df g]pknAw u/f0g\$ .
- %-% ;]fsfnlg klzlf0f;# /fli0 :jf:Yo tfnld s0sf]dhet' sfo\$]lg/Gt/tf c0tu[ ol s/fx? kb5g\
- :jf:Yo ;yf tyf hgziQmlj sf; dxzfvf tyf /fli0 :jf:Yo tfnld s0h];eQm ?kdf lg0f0 u/\$f l;sf0\$ p2]o xfl;n ug\$ f nflu /fli0 :t/df cfof]hg f xg] ;]fsfnlg klzlf0fsf nflu cfjZos ;fdulx?sf]lj sf; ug]of lj sf; ug{;0mf ug]
    - ljefu tyf s0x?sf];0fhgdf o:yf ;fdulx?sf]sfo{f0df kl/lf0f ug].
    - ol ;fdulx?sf]k\$zfg tyf ;df0f]nt lj t/0fsf]Joj:yf ug].
    - kl0\$ ;]fsfnlg klzlf0fsf nflu klzlf0f lgb]zsf tof/ ul/ klzlf0fx?nf0{pQm lgb]zsfaf/]cfZj:t tNofpg].
    - lhNnf Pj +of]e0f tNf]txsf klzlf0fsx?sf nflu klzlf0f ;# ;Dj4 sf]f{k0fg ug] lfdtf lj:tf/ ug{lf]qo klzlf0f s0sf klzlf0fsx/sf];fdfo klzlf0f ;lk lj sf; u/fpg].
    - /fli0 :t/df cfof]nt ;]fsfnlg klzlf0fsf];xof]sf nflu u};/sf/L ;yfx?sf] ;f] kl/rfng tyf ;0fhg ug].
    - lhNfsf nflu ah0 lgb]zsf lj sfl;t ug{tyf :yfglo txd ;]fsfnlg klzlf0f ;#fng ug{lf]qo klzlf0f s0x?nf0{;xof] k0fpg].
    - dfgj ;f] lj sf; ;'rgf k0ffnl cg'f/ klzlf0f sfo{m]x?sf]cleny tof/ ug].

s0blo Pj +flqo txd ; #flnt klzlf0fsf] u0f:t/af/] lgoldt ?kdf cgludg ugI :jf:Yo ; jfdf klzlf0fsf] k6fj dNofsg ubIto;sf]c;/ tyf :t/ ; wf/ug{cfjZos sfd sf/jfxl ugI. /fli6a :jf:Yo tnlld s0b\$ sd{f/Lx?n]:jf:Yosdlx?sf nflu sd}dfq ; jfsnlg klzlf0f ; #fng ugI\ t/ hg:jf:Yo clws[ , lhNf :jf:Yo clws[ tyf flqo Pj +s0blo txsf d0Bsn clws[x?nf0{tflnd lbg]sfd eg]/fli6a :jf:Yo tnlld s0b\$ sd{f/Lx?n]g] ugI\

%^ ; jfsnlg klzlf0f; # ; Da4 flqo tnlld s0b?sf dhet sfo{? lgdgfg'f/ 5gM

- bkrf %\$ df nlvP adfhd :jf:Yosfo\$tf{x?nf0{; jfsnlg klzlf0f k6fg ugI
- lhNf tyf :jf:Yo rfs txsf sd{f/Lx?df cfjZostf lgwf{0f, ;kl/j]f0f ldtf nufotsf klzlf0f ldtf ljsf; ugI.
- lhNf Pj +of] e0f tNf]txdf ; #flnt klzlf0f sfo{mx?sf] u0f:t/ lgoldt ?kdf cgludg ugI :jf:Yo ; jfdf to;sf] k6fj dNofsg ubI u0f:t/ Pj +c;/sf] ; wf/df cfjZos sfd sf/jfxl ugI.
- lhNf:t/df klzlf0f lqmfnsnfksf] ofhg tyf ; jfsnlg klzlf0fsf] tof/L Pj + k6f; lgs ah0 Joj:yfdf ; xofu ugI.

%& ljefu s0b?sf]; jfsnlg klzlf0f; # ; Dj4 dhet sfo{? .

- klzlf0f dkrf pknlaw xfl;n xg]u/L :jf:Yo sdx{?sf]sfo{lfdtfsf]u0f:t/ ; wf/sf nflu klzlf0f ; #fng ug{ tyf kyldstf lgwf{0f ug{:jf:Yo ; :yf tyf hgziQm ljsf; dxzfvnf0{cfjZos ; enfj lbg].
- cgdft ; jfsnlg klzlf0f s0b?df k6fu xg] ; fdulx?sf] sfo{lfdf k/Llf0f ugI sfo{ /fli6a :jf:Yo klzlf0f ; # ldn] sfd ugI.

%\* /fli6a :t/df cfof]hg xg]; jfsnlg klzlf0f ; # ; Dj4 u}; /sf/L ; :yf tyf bft[ ; :yfx?sf]eldsf .

- ; jfsnlg klzlf0fsf nflu cfjZos k{tfjx?sf] ljsf; df ljefu s0b?nf0{ ; xofu ul/ sfo{lfdf u0f:t/ ; wf/sf nflu ; jf:Yo ; jf ljefusf kljlws ljefu tyf s0b?; # ldn] sfd ugI
- /fli6a :jf:Yo tnlld s0b\$ ; xsfo\$tf{x?sf nflu ljlo ; xofu k6fg u/L pglx?sf] klzlf0f ldtf ljsf; df ; xofu ugI-o;sf nflu /fli6a :jf:Yo tnlld s0b?df bft[ ; :yfsf]; xofu df tna e0f vfg]u/L s0x b/a0lx?sf]Joj:yf/xl cPsf]5 .
- klzlf0f ljwsf]Joj:yfkgf dfNbdaf6 /fli6a :jf:Yo tnlld s0b\$ sd{f/Lx?sf nflu k6fg ugI klzlf0f sfo{mx?nf0{; b0 tNofpg ; xofu ugI

- /fli6æ :jf:Yo tfnld s[ɒ] tyf lhNnf :jf:Yo sfof[ɒ]sf]cgdltdf s[ɪ]x lhNnf?df u[ɪ]; /sf/L ; :yfx?n]; ]fsfnlg klzlf0f ; ɱfngdf cfk[ɒ]; f[ɪ] ; fwg tyf hgziQmkɒfu ug{; Sg[ɕ]g\
- ; fdfɒtf of]glit :jlsf/ ug[ɪ]tyf o; nf0{; dy[ɕ] ug[ɪ].

dfly p[ɒ]h[ɪ]vt kljwfg tyf cg[ɪ] ɾl @ df Joj:yf ePsf]afx[ɕ] c[ɒ] cj:yfdf bft[; :yfx?n] ; ]fsfnlg klzlf0fdf lj|Qo nufgl ug[ɪ]5[ɕ]g\ . To; u[ɪ] /l u[ɪ]; /sf/L ; :yfx?n]klg ; ]fsfnlg klzlf0fdf :j t[ɒ] ?kn]nufgl ug{kp[ɒ]g]5[ɕ]g\t/ p[ɒ]lx?n]lglZrt kl[t]j 4tfsf cfwf/df lhNnf of lf[ɒ]df cfof[h]g x[ɕ]; ]fsfnlg klzlf0fdf eg]s[ɪ]x of[ɪ]bfg ug{; Sg[ɕ]g\

^= ljzi6 tyf :t/ clej[4 klzlf0f

o; b:tfj]hdf ljzi6 klzlf0f e[ɒ]gn]:jf:Yo sfo[ɕ]tf[ɕ]?sf nflu p[ɒ]lx?sf]; fdfɒ sfo{lf[ɒ]sf c[n]fjf yk lfdtf tyf lhDd]f/l axg ug{; lfd t[ɒ]fpg lb0g] klzlf0fnf0{ln0Psf] 5 . p[ɒ]fx/0fsf nflu c-g=d-sf nflu lb0g]cf0-o=8l klzlf0f / cltl/Qm:jf:Yo sfo[ɕ]tf[ɕ]f0{lb0g] kɒf[ɪ]zfnf klzlf0f ljzi6 klzlf0f c[ɒ]tu[ɕ] kb[ɕ]g\

:t/ clej[4 klzlf0f e[ɒ]gn]sg}Ps ju[ɕ]f :jf:Yo sfo[ɕ]tf[ɕ]f0{p;sf] of[ɒ]tf j[4 u/l dflynn]:t/df k[ɪ]fpg]klzlf0fsf]lsl; d x[ɕ]. p[ɒ]fx/0fsf nflu cltl/Qm:jf:Yo sfo[ɕ]tf[ɕ]f0{ klzlf0f k[ɒ]fg u/l j|/i7 cltl/Qm:jf:Yo ; xfosdf kb[ɒ]glit ul/ɒ5 .

ljzi6 klzlf0f tyf :t/ clej[4 klzlf0f lfdtf lj:tf/ ug{tyf p[ɒ]k[ɪ]off ; wf/ ug{:jf:yo sdx[ɕ]?sf nflu dx[ɪ]jk[ɒ]f{x[ɒ]5g\ xfn g[ɪ]fndf :t/ clej[4 sfo[ɕ]m[ɒ] ; ɱfng ul/Psf]5[ɕ]\

:jf:Yo ; :yf tyf hgziQmljsf; dxzfvf, nf[ɕ]; ]f cfof[ɪ], k[ɪ]ljws lzlf tyf Joj; flos t[ɒ]nd kl/ifb; ɱ 5nkm u/l /fli6æ :jf:Yo tfnld s[ɒ]h]g[ɪ]fndf ljzi6 tyf :t/ clej[4 klzlf0fsf]cj; / lj:tf/sf nflu k[ɪ]tfj tof/ ug[ɕ] . :t/ clej[4sf nflu lgDg sf[ɪ]f{; dfj[ɕ] x[ɕ] ; Sg[ɕ] .

- dft[zz'sfo[ɕ]tf[ɕ]f6 c-g=d of j|/i7 dft[zz'sfo[ɕ]tf[ɕ]
- u[ɪ]dl0f :jf:Yo sfo[ɕ]tf[ɕ]f6 c-x[ɕ]
- c-g=d= af6 j|/i7 c-g=d=
- c-x[ɕ]= af6 j|/i7 c-x[ɕ]= .

&= klylds :jf:Yo ;]fsf nflu /fli6æ klzlf0f glit sfofj ogsf r/Ofx?  
klylds :jf:Yo ;]f ;DaGwl /fli6æ klzlf0f glitsf]sfofj og /fte/df xg ;Sbg t/ o;sf  
nflu yk}jif{f]; do nflu5 . o;sf]dxlj k0f{sf/Of of]xf]ls o; glitsf]sfofj ogaf6 ljzif  
u/L klzlf0fsf] cEof;df nfu\$ f sd{f/lx?sf] lfdtf clej [4 xgfsf] ;fy}/fli6æ :jf:Yo  
tfnd s0| lflqo tfnd s0| lhmnf l:yt tfnd s0| :jf:Yo rfs l tyf kllds :jf:Yo  
s0\$] lfdtf kpltdhs 9uaf6 ljsl; t xG5 . of]glitsf]k0f{sfofj og kl5 :jf:Yo ;]f  
ljefu cGtu{sf ljefu, s0| tyf bft[; dbfo k0fj sf/L klzlf0f k0fg ug]pglx?sf] lfdtf  
/x\$]s/fdf ljzj:t xg ;Sg\$g\

glit sfofj ogsf]; em0fsfnlg pknIawsf]bf] ]sf/Of eg\$]klzlf0f sfoemlx?nf0{cfufdl  
yk}jif{; Dd ;xofu ug]ljifodf >l % sf]; /sf/ / bft[; :yfx? alr ; emf e0 ; s\$]5 .

hxf+; Ddls, of]glitnf0{k0f{?kdf ljzj:t tlofpg >l % sf]; /sf/ tyf bft[; :yfx? alr  
gof+sfo\$ sfoemlx?af/]5nkm xg'h?/l 5 .

of]glitn]:jf:Yo sfo\$tf{klzlf0fsf]klo\$ cfsf]ffdf kl/jt0 ug]cfux u/\$]50\ecg].  
pbfx/Ofnf0{jt0fg of]hgdf klg lg/Gt/tf lb0g\$ / dWb :t/sf :jf:Yo sfo\$tf{nf0{lbg]  
klzlf0fdf kljlws tfnd tyf Joj; flos tfnd kl/ifbsf]eldsfnf0{lg/Gt/tf lb0g\$ . hxf+  
kl/jt0 cfjZos 5 Tox+r/Ofj4 ?kdf kpltdhs 9uaf6 kl/jt0 ub]nflug\$ . klo\$  
r/Ofdf ul/g]sfo{; DjGwl k]tfj tn n]vP cg'f/ xg\$ .

- r/Of ! Mglitsf]clGtd r/Of tyf ; #f/
- :jf:Yo ;]f ljefusf dxflgbz\$ssf ;fydf ;Dj4 ljefu, s0\$] lgbz\$sn]o; glit  
dfly kglj {f/ tyf ; zflg ug{; Sg\$g\
  - :jf:Yo ;]f ljefusf dxflgbz\$sn] o; glitsf] d:of] bft[; :yf tyf u}; /sf/L  
; :yfx?nf0{ljt/Of ul/ cfjZos /fo dflg ;Sg\$g\
  - clGtd ?k lb0Psf]glit b:tfj]hsf]cgdf]g xg\$ .
  - glit b:tfj]h ljefu, s0| kljlws lzlf tyf Joj; flos tfnd kl/ifb, lrlst; fzf:q  
; sfo, bft[; :yf tyf ; Dj4 u}; /sf/L ; :yfx?df lj t/Of ul/g\$.

-o; r/Ofdf kl/lDes tyf ;]fsfnlg klzlf0fsf]sfoeml tflnsfnf0{klg ; dfjz ul/g\$.

r/Of @ M ; emdOfsf]tof/L

:jf:Yo ; :yf tyf hgziQm ljsf; dxzfzfvfn] a}7hf lhNfx? -dft[zz' sfo{tf{ c-x}p= / c-g=d= w}]ePsf / pglx?nf0{; ]fsnlg klzlf0f rflxPsf lhNfx?\_ df klzlf0f clws[ tyf cGo lhNfx?df klzlf0f ;xfossf]b/aGbl cgdff]gsf nflu ; dyg lbg\$ . ol kbx?sf] sfo{f] lhNnf Joj:yfkg ; dxsf kOf{; b:osf] ; /x xg\$ / ; DalGwt lhNnf leq klzlf0f sfo{f] ; mfng tyf To; sf]; kl/j ]f0f ug{pglx?sf]lhDd]f/L xg\$ .

- :jf:Yo ; :yf tyf hgziQm ljsf; dxzfzfvfn] lhNnf :jf:Yo sfo{f]osf ;xfosx?, hg:jf:Yo clws[, lhNnf :jf:Yo clws[sf] sfo{ lj j/Ofdf ; zfv]g u/L To; df klzlf0f lqmfnsfk ; DaGwl sfo{f]0{; dfj z ug\$ .
- /fli6a :jf:Yo tfnld s[ph] sfo{; dx, klzlf0f ;fdul]sf]ljsf; , klzlf0f klzlf0f, cgludg tyf dNofsg, klzlf0f s[ff]sf] tflns/Of tyf kzf; lgs Joj:yf lj lQo Joj:yf cflbsf nflu sd{f/lx?sf]; u7gfids :j?knf0{kgu7g ug\$ .
- /fli6a :jf:Yo tfnld s[ph]lhNnf txsf sd{f/lx?sf nflu Joj:yfksx?df klzlf0f ;lk lzifsd] lhNnf sfo{cg'Gwfg tyf lzlf]sf]b]6sf]0df cfwf/t e0{sf]f]; fdul tof/ ug{yfn\$] 5 h; df klzlf0f ;DjGwl kzf; lgs Joj:yfnf0{ klg ;dfj z ul/Psf\$ .
- /fli6a :jf:Yo tfnld s[ph]eAgfj6sf cfwf/df sg lhNnf tyf ;dbfodf s]s:tf] klzlf0f ;ljwf -pks/Of tyf ;ljwf ;d]\_ cfjZos 5 eGg]lj ifodf ;j ]f0f u/\$f\$ .
- /fli6a :jf:Yo tfnld s[ph] Ifl]qo klzlf0f s[ph]?sf nflu cfjZos pks/Of tyf ;ljwfsf]cfjZostfsf ;DaGwdf klg ;j ]f0f u/\$f\$ .
- /fli6a :jf:Yo tfnld s[ph]tyf Ifl]qo tfnld s[ph]6 5gf6 ePsf sd{f/lx?n]klzlf0f ;fdul tof/ ug{tflnddf / klzlf0f lj lw lgwf{Of ug{tflnddf efu lng\$g\
- /fli6a :jf:Yo tfnld s[ph]tyf bft[; :yfx? /fli6a :jf:Yo tfnld s[ph]/ Ifl]qo tfnld s[ph]?df bftf?4f/f nufgl xg]kbsf]b/aGbl ug{; xdt ePsf 5g\
- /fli6a :jf:Yo tfnld s[ph]tyf Ifl]qo tfnld s[ph]?n] cfkn]f] k'tsfnodf /x\$ k'tssf]hu\$ Joj:yfnf0{; wf/ u/\$f 5g\ Ifl]qo tfnld s[ph]k'tsfnox?df w}] eGf w}]g]fnl efiffdf n]vPsf k'tsx? /fv]g yfnPsf]5 .
- /fli6a :jf:Yo tfnld s[ph]Ifl]qo tfnld s[ph]sd{f/lx?sf nflu ;fdfGo klzlf0f ;lk ljsf; ; DaGwl lgoldt sfo{f]ml ; mfng kl/De u/\$f]5 . h; df sfo{f]sf]cj:yf cg'f/ klzlf0f ; mfng ug]; lnf0{; dfj z ul/Psf]5 .
- ; /sf/n]klzlf0f ;fdul]sf]ddf ;ef/ Pj -cfkl't\$ nflu Ifl]qo tfnld s[ph]?sf nflu cfjZos ah6 lgsf; f u/\$f]5 .
- :jf:Yo ; :yf tyf hgziQm ljsf; dxzfzfvfnf0{ klzlf0f cfjZostfsf] kfyldstf lgwf{Of lfdtfnf0{; b] tNofpg bft[; :yfx?n]; xof] tyf ;dyg pknAw u/fPsf 5g\
- dfgj ;f] ljsf; ; Pgf kOfnlnf0{/fli6a :jf:Yo tfnld s[ph]sfo{f]odf lj:tf]/t ul/Psf]5 .



- :jf:Yo ; :yf tyf hgziQmljsf; dxzfzvf tyf /fli6æ :jf:Yo tfnld s[0h]k[lj]lws lzlf tyf Joj; flos tfnld kl/ifbdf ePsf]dWbd :t/lo :jf:Yosdl{; ldltsf]a} sdf efu ln0{k|zl0fsf]f{tyf lj lw ; Wf/sf nflu k|tfj tof/ u/3f 5g\
- :jf:Yo ; ]f ljefusf dxflgbzsn]:yfglo txd f cfof]hgf xg]; ]fsnlg k|zl0fsf nflu rflxg]ah]sf]cfsf/ lgwf{0 u/l to; nf0{vr{of]hgfdf ; dfjz u/3f 5g\

r/Of # Mgof b[i6sf]f sfof]ogsf]yfngl

- /fli6æ :jf:Yo tfnld s[0] tyf lf]qo tfnld s[0x?n]; a}:jls[ kbx? cfwf/et k|zl0f ; lk ePsf sdcf/lx?sf]lgolQmu/l kl't{u/3f 5g\
- lhNnf tfnld s[0x?sf]lgdf]ePsf]5 eg]lf]qo tfnld s[0sf]lfdtf tyf ; ljwdf lj:tf/ ul/Psf]5 .
- dft[lzz' sfo\$tf{k|zl0f s[0]lhNnf k|zl0f s[0sf]Ps efu ePsf]5 / df=z-sf=k|zl0f s[0sf sdcf/lx?nf0{lhNnf k|zl0f s[0x?df ; ?jf ul/Psf]5 .
- lhNnf k|zl0f cflws[, ; xfosx?sf] kb:yfkg ul/Psf] 5 . tl kbx?df ; /sf/n] b/a0l ldnfg gu?Gh] bft[; :yfx?n]tl kbx?sf]lj]Qo e/ axg ug]; xdlf hgfPsf 5g\
- lf]qo tfnld s[0x?n]lhNnf joj:yfkg ; dxsf ; a}; b:ox?nf0{Joj:yfksx?sf nflu k|zl0f ; lk sf]f]pknAw u/fPsf]5 .
- lhNnf?n]k|zl0f cfjzostfsf]klxrfg ub]a9tf ; xof]ffds ; k|/j]f0fsf]yfngl u/3f 5g\
- ljefux?n]/fli6æ :t/df cfof]hgf xg]; ]fsnlg k|zl0f ; Da0wl s]x k|tfj k]z u/3f 5g\
- :jf:Yo ; :yf tyf hgziQmljsf; dxzfzvf]tl k|tfj :jlsf/ u/l cfjz0s lg0f]df ku\$]5 .
- ljefux?n]cgdf]bt ; ]fsnlg k|zl0fsf nflu lj:t[ k[lj]lws lgb]zsf tof/ ub]5g\ -o; r/Ofdf to:tf]sf]f]c]lw #-% lbgf]dfq xg]5 \_
- /fli6æ :jf:Yo tfnld s[0h]lzlf0f, l; sf0\$ ; fdu], k|zl0f lgb]zsf cfbl bft[ ; :yf4f/f lj]Qo of]bfg ul/Psf sdcf/lx?sf ; fy tof/ ug]5 tl sdcf/lx?n] ; Nnfxsf/sf ?kdf ge0{; x sfo\$tf\$ ?kdf sfd ub]5g\
- /fli6æ :jf:Yo tfnld s[0] lf]qo tfnld s[0h]k|zl0f lgb]zsfnf0{cfwf/et ?kdf lf]qo k|zl0f s[0] lhNnf tyf :jf:Yo r]s, klyds :jf:Yo s[0]cf]b txd k|zl0f ; Dal0wt k|zl0f sf]f]; /x pkof] ub]5g\
- ljefu, s[0x?; u ldn] ; fli6æ :jf:Yo tfnld s[0h]lhNnf :jf:Yo sfof]osf ; xfosx?sf nflu k|/lDes k|zl0f sf]f]{tof/ u/l pknAw u/fpb]5 .
- k|/lDes k|zl0fsf qm]df k|kt k[lj]lws ; lksf]dl]of]sgsf nflu k[lj]lws lzlf tyf Joj; flos tfnld kl/ifb / lf]qo tfnld s[0x?n]j:tut ; ArgfoQmk]ffds k/l]f ; #fng ub]5g\

r/of \$ M ; b2ls/of

- s|x ; lldt lhlnfdf sfo{t u}; /sf/l ; :yfx?n]lhNnf :jf:Yo sfof{odf ; ]fsfnlg klzlf0f ; #fng ug{k|tfjx? k} u/\$f 5g\ lhNnf :jf:Yo sfof{ox?n]To; dVb]yf/} h;f]k|tfj :jlsf/ u/l c6o k|tfjnf0{c:jlsf/ u/\$f 5g\
- :jf:Yo rf\$|, klylds :jf:Yo s|b| lhNnf tyf lf]qo klzlf0f s|b|?n]klxnf]/fli6e :t/df cfof]nt ; ]fsfnlg klzlf0f sf]f{pknAw u/fpb5g\
- lhNnf clws{x?sf nflu pglx?sf]cfkn} :yfglo txdf ljzi6 klzlf0f lb0G5. :yfglo txdf cfof]nt klzlf0fsf nflu klzlf0f ah} eQngl ul/ ; lPsf]5 .
- ; ]fsfnlg klzlf0fsf]cfjzostf dxz' ; u/\$f ; a}ljefu . s|b|?n]kl/ldes k|tfj tof/ u/l :jf:Yo ; :yf tyf hgziQmljsf; dxzfvfdf k} u/\$f 5g\ o;sf nflu k|ljws lgb]zsf tof/ xb} .
- /fli6e :jf:Yo tfnld s|b| ; ]fsfnlg klzlf0f ljwsf]u0f:t/ tyf kl/df0f lj sf; df k|t:kwl{b]vPsf]5 . o;sf ; fy} ; ]fsfnlg klzlf0f ; # ; DalGwt c6o ; #f/ ; e6qsf] lj sf; k|/De ul/Psf} .
- klzlf0f glltnf0{k0f{M :jlsf/ u/l tyf glltut s/fx?nf0{cfkn} of]hgf rqm]f :yflkt u/l ; a}bft [ ; :yfx?n] ; ]fsfnlg klzlf0fdf ; xeflutf hg]Psf 5g\
- :jf:Yo ; ]f ljefun]cfkn}klzlf0f glltnf0{kglj {f/ u/l ; dof]sh ag]Psf} .
- :jf:Yo Joj:yfkg ; 'rgf k0ffnlsf]tYofsn]:jf:Yo ; ]fdf ; ]fsfnlg klzlf0fsf]k0fj b]vpg yfn\$]5 .

cg; PL ! M :jf:Yofkrf/ ; Jf tyf :jf:Yosfo\$tf{klzlf0f k0ffnl

gkfnf :jf:Yofkrf/ k0ffnl; dbfodf cfwf/t klyds :jf:Yofkrf/ ; Jfnf0{a9L hf\$  
lbPsf]5 . oxf+tlnd kkt ; 8gl tyf dlxf :jf:Yo :jo+; Jsx?n]gjhft lzz' hGdfpg]  
;fwf/Of :jf:Yo lzlf k0fg ug :jf:Yo ; Jfsf x/\$ lqdf ; xofu k0fpg] tyf kl/jf/  
lgofhgnf0{a9jf lbg] h:tf sfd ub cfPsf 5g\ . lgs6 eljiod} ; fdbfos gJfx?n]  
:jf:Yofkrf/ ; Jfsf]JoJ:yfkg tyf klo\$ uf=J=-df pknAwtf cg;f/ :jf:Yo ; Jfsf lqdf  
lj]Qo ; ft kl/rfngsf]lhD]f/L kkt ug\$g\ uf=J=-df pknAw :jf:Yo s0|. pk :jf:Yo  
rf\$lx?n]k0fg\ :jf:Yo tyf cfwf/et pkrf/flDs ; Jf pknAw u/fp5g\ oxfsf  
sd(f/Lx?n]ljz]u/L vfk tyf k0fg\ :jf:Yo; u ; Dal0wt ; Jf k0fg ub cfPsf 5g\

:jf:Yofkrf/ ; Jfsf]csf]tx :jf:Yo rfs xf]. o;df Ps :jf:Yo ; xfos gof+jl/i7 c-xJ=  
k0Vsf ?kdf /xG5g\eg]Ps hgf cglD / Ps hgf c-xJ= /xG5g\ . klo\$ lqjfg lqdf  
/x\$ Pp6f :jf:Yo rfsnf0{t/ clej[4 u/L klyds :jf:Yo s0df ?kGtI/t ul/Psf]5 .  
To;df tlj j6f z0df / w]}hgf sd(f/L /xG5g\eg]pknAw eP ; Dd lrlsI;sg}klyds  
:jf:Yo s0df]k0V /xg]JoJ:yf 5 .

klo\$ lhNfdf lhNf c:ktfn 5g\ . lhNf txd /x\$ :jf:Yo s0x?n]; Dal0wt lhNfdf  
/x\$ klyds :jf:Yo s0| :jf:Yo rfs tyf pk:jf:Yo rf\$lx?n]k0fg ub cfPsf :jf:Yo  
; Jfsf]JoJ:yfkg tyf ; kl/j]f0f ub5g\ . c~rn, lq tyf /fli6a txd a9L ljzi6  
c:ktfn? /x\$ 5g\

lgDg txsf :jf:Yo sfo\$tf{tyf :jo+; Jsx? -h:t}df=z-sf=, uf=jf-sf= ; 8gl tyf dlxf  
:jo+; Jsnf0{:jf:Yo dGqfnon]kl/IDes klzlf0f k0fg ub cfPsf]5 . :jo+; Jsx?nf0{:jf:Yo  
rfsx?df, df=z-sf=nf0{lf]qo tfnd s0| of df=z-sf= klzlf0f s0df / uf=jf-sf=nf0{  
lf]qo tfnd s0df klzlf0f lbg]JoJ:yf 5 .

dWbd txsf :jf:Yo sfo\$tf{-c-xJ= c-g=d= tyf :jf:Yo ; xfos\_ x?nf0{kljlws lzlf tyf  
JoJ;flos tfnd kl/ifb, of kl/ifbaf6 ; Da0wg kkt glh ljBfnx?df klzlf0f lb0G5 . pRr  
txsf :jf:Yo sfo\$tf{-lrlsI; s tyf g; { x?nf0{lrlsI;f zf;q ; sfo of jkl sf0/fnf  
:jf:Yo lj1fg kl]ti7fgn]klzlf0f k0fg ub5g\ ljz]1 :jf:Yo ; Jf ; Da0wl klzlf0f eg]; Dj 4  
kljlws ljefu tyf s0h]pknAw u/fp5g\

gkfnf ; a}:jf:Yosdlx?nf0{; Jfsfng klzlf0f k0fg ug]sg}Psn ; :yf 5g . jf:tjdf  
ljefu, s0x?n]g}bft[; :yfx?sf]; xofu sfo6ml sf0G]og :j?k ; Jfsfng klzlf0f ; Da0wl  
sfo? ub cfPsf 5g\ . /fli6a :t/df To:tf sfo6ml sd}dfq sf0G]t ePsf 5g\o; sf  
cltl/Qm/fli6a tyf cGt/fli6a u}; /sf/L ; :yfx?n]pglx?sf]kl/of]hgdf ljz] klydstf  
lbP/ ; Jfsfng klzlf0fdf 7hf]of]ubfg k0fPsf 5g\ t/ To]s]x lhNfx?df dfq l; ldt 5 .

o; /L ; #flnt ; ]fsfnlg klzlf0f klt 1fg l; knf0{sfo{lfqdf sf0f} og ug{sd}dfq ; km  
blvPsf 5g\

/fli6 :jf:Yo tfnld s0hf0{kl/Des tyf ; ]fsfnlg klzlf0f ; #fng Pj+; øfhg ug  
lhDd]f/L lb0Psf]5 . Jojxfi/s ?kdf o;n]cfkn]f]lhDd]f/Lnf0{k0f M lgjff ug{; s\$]f]  
5g\ cGo ; :yfx?n]k]fg ug[klzlf0f sf0f]mf0{lgolqat ug[clwsf/ of]; + gxb' To; sf]  
k0v sf/of xf].

cg; PL @ M ; ]fsfnlg klzlf0fdf nufgl ug; eGq

!= ljeFu, bft[; :yfx?n]; ]fsfnlg klzlf0fsf dflMbdaf6 sfo{lfdtfdf s]s:tf]pknAw  
xf]; n xg ; Sg5 eGq]ljifodf k|tfj Nofpg5g\ -to:tf]k|tfjdf jiff; Dd r/of j4  
?kdf ; #fng ug; klzlf0f sfo{ml klg kg{; S5\_

@ :jf:Yo ; :yf tyf hgzlqmlj sf; dxzvf n]tl k|tfj :jlsf/ of c:jlsf/ ug{; S5 .

#= /fli6a :jf:Yo tfnld sfo{lf0df k/Llf0f ug{nflg]sh vr{f]n]yfhf]yf ub5 .

\$= klzlf0f slxn]xg]xf]To; sf nflu ljeFu bftfx?n]jiff; Dd /sd pknAw u/fpg]  
k|tj4tf hfx] ub5g\

%= klzlf0fsf nflu k|fg ul/g] /sd /fli6a :jf:Yo tfnld s|df k7f0G5 . ; Da4  
lqmf snfksf]vr{:jf:Yo ; ]f ljeFu tyf k|jlws s|df?df k7f0G5 .

^= /fli6a :jf:Yo tfnld s|n]klzlf0f eQf jfktsf]/sd lf]qo tfnld s|tyf lhNnf  
txdf k7fp5 .

&= bftf ; :yfx?n]; ]fsfnlg klzlf0f k|fg ubf{nflg]lg|Zrt vr{f/]hfgsf/L lng  
; Sg5g\ -o; c|tu; lf]qo tfnld s|df?sf]df]b vr{ lhNnf tfnld s|df ePsf  
vr{ sdf/l tna eQf tyf e|of eQf cflb kb5g\

cg; PL # M ; ]fsnlg klzlf0sf]cgdfllgt /sd

/fli6æ :t/df cfollht ; ]fsnlg klzlf0sf] cgdfllgt /sd tnsf] 6ãhdf k|o\$ jif{ ; ]fsnlg klzlf0f ; #fng ubf{/fli6æ txd xg]vr{lj/0fnf0{bzf0Psf]5 . o; dVb]s|x ; ]fsnlg klzlf0f k|o\$ jif{k|o\$ :jf:Yosdl{tyf :j o+; ]snf0{k|fpg ug{k|g|x65 .

uf=j=,= df pknJw :jf:Yo s b -(0_	; xeful ; Wof	sff{; Wof	sff{k t knaf; Inl6	cj lw
; 8gl=	!%,)))	@,)))	@-#	@ lbg
dlxf :jf:Yo :j o+; ]s	%,)))	^,)))	^- (	@ lbg
; fdbflos gff	@,)))	@,)))	@-#	@ lbg
IhNnf txd			sff{k t IhNnf	
df-lz-sf=	%,)))	@)	@-\$	% lbg
uf-jf-sf=	%,)))	@)	@-\$	!) lbg
c-xj=	^,)))	#)	#-^	!) lbg
c-g-dl=	@,)))	!)	!-@	!@ lbg
Ifl0lo tfnld s b f -%			sff{k t Ifl0	
x-c= l; lgo/ c-xj=	!,@)	^)	!)-!%	!) lbg
h-jf-c= Ih-jf=	#)	\$\$%	&-!@	!) lbg
kzf; lgs sdf(f/l	!,)))	%)	*-!#	^ lbg

of]cfs8fn]lj zif lzlf0f cfjZostf bzfPsf]5 .

- !) b|v !% sff{k|o\$ b0 lbg -@-#) klzlf0f lbg\_ k|o\$ :jf:Yo rlf]s jf ;f]; /xsf] ; ydf .
- b|v !^ sff{hdf &@ lbg b|v !\$\$ lbg ; Dd k|o\$ IhNnf l:yt klzlf0f s|b|f .
- @% b|v \$) sff{hdf @!) lbg b|v ##% lbg ; Dd k|o\$ Ifl0o klzlf0f s|b|f .

o; sf cltl/QmIhNnf tyf Ifl0o tfnld s|b|f?n]; ]fsnlg klzlf0fdf ; xeful k|o\$ :jf:Yo sfo\$tf{nf0{kmf]ck e|of u/fp5g\ slx lglZrt IhNnf?df o:tf]e|ofdf s/la @@) hgf :jf:Yosdl{; xeful u/f065 h; n]s/la \$) j6f :jf:Yo s|b|f sfd u/\$f 5g\

dflysf]wf/Of cg;f/ s|x k|/lDes klzlf0fx?nf0{lg/Gt/tf lb0/xg' cfjZos b|v65 eg] IhNnf txsf sdf(l/nf0{:yfglo txd ; ]fsnlg klzlf0f ; #fng ug{tof/ ug{cfjZos 5. k|o\$ Ifl0lo tfnld s|b|f?nf0{sDtlld # j6f sff{; #fng ug{lfdtf lbnfpg' k5{. k|o\$ sff{df s/la @) hgf ; xeful xg ; sg .

IhNnf klzlf0f s|b|; + Ps k6sdf @) hgf ; xefulnf0{Pp6f sff{df klzlf0f k|fpg ug{lfdtf /xg' kb5 ; fgf IhNnf?sf nflu eg]pknJw klzlf0f ; ljwf g}kofl(xg\$ .