

gkfn ; /sf/  
lzlff tyf vjhsb dGqfno  
# j if[cGtl/d ofhgf thGf vfsf  
-@)^\$÷)^%-@)^^÷)^^&\_

of] tlg aif[ cGtl/d ofhgf thGf vfsf ; j} lzlflij b, ofhgfstf{ tyf ; j { fwf/Ofsf] ; enfj  
; sng ug[p2]oaf6 /vlpSf]xf] tkf0{x?sf sxl ; enfj x? eP tnsf] 7pfgdf k7f0{ ; xofp  
ul/lbgxg cg/fv ul/G5.

gkfn ; /sf/

lzlff tyf vjhsb dGqfno

sZ/dxn, sf7df08f}

**email Address**

**moestat@mos.com.np**

gkfn ; /sf/  
lzlff tyf vjhsb d6qfno  
# j if[ctt/d ofhgf thdf vfsf  
-@)^\$÷)^%-@)^^÷)^^&\_

! kl/ro  
!≠ k[7eld

; fdfilhs 2 kft/0f lzlffsf]kxF / u0f:t/df lge{ ub5 . o; \$f]dfllodaf6 ; dfhn]; r]; ; lfd  
/ pTkfbgzln tyf ; fdfilhs kl/j t6klt ; hu gful/ssf]kl/sNkgf u/\$f]x65 . To; h]lzlffnf0{  
; fdfilhs tyf cfly\$ lj sf; sf]cfwf/lznf dflg65 . cfwlgs ; dfhn]lzlffnf0{; fdfilhs pTyfg  
ug{ gful/s oflotfsf]lj sf; ug{ dfgj lo dNo / df6otfnf0{cfd; ft ug{ c6t/fli60 efj gfsf]  
sb/ ug{ gful/ssf]cfly\$ lfdtf clea[4 ug{ kfs[ts ; f] tyf ; fdfilhs k/Dk/f / ; s[tsf]  
; Af0f tyf ; Daw6 ug\$; fy}/fi6klt kq / >dklt ; Ddfg u/L gofFgofF1fg, ; lk / klj lwsf]  
lj sf; df ; dfofhg ug{ ; Sg]axcfoflds oflo hgziQm pTkfbg ug[; fwgsf] 2 kdf cl^usf/  
u/\$f]5 .

cfwf/e't tx; Ddsf]lzlff kkt ug{kfpg' x/\$ gful/ssf]g}lu\$ clwsf/ xf]. cfwf/e't txsf]  
lzlffdf ; a\$; dfg kxF ; lglZrt ug{o; txsf]lzlffnf0{clwsf/sf] 2 kdf :yflkt ug{  
; s]dfq ; dtfdhs ; dfhsf]kl/sNkgf ug{; ls65 . casf]gofFgkfn lgdf[0df lzlffsf]cj ; / /  
nufglfd dlxf, blnt, ckE, ul/a, lk5l8Psf ju{ hflt, hghflt, dwzL, a6a k6lj t tyf  
lj :yflktx2nf0{k]oIf lx:; hf/ agf0g' kb5 . /Hosf]kfyldstfd k/\$f ju{2nf0{dfllods  
lzlff; Dd 5fqa[0 ; lxtsf]lgMzNs lzlff pknJw u/f0g' kb5 . ca /fHon]cfwf/e't txsf  
; ahf0{Ps}k\$;sf]lzlff pknJw u/fpg] ; a\$Nk; d] ug{k65 . o; sf nflu ; f]ladf]hdsf]  
kf70sd tyf kf70k':ts lgdf[0f sfo{tIsfn}yflg' kb5 . ; fy}o; sf nflu ; f]lcg2k lzlffsf]  
tof/lsf]Joj :yf xg' kb5 .

o]fj u\$]ck]ffcg2k klj lws lzlffsf]a9bf]dfu k'/fug{sfdsf] ; #f/ (world of work) df  
; lhn}laSg ; Sg] (salable) ; lkoQm hgziQm pTkfbg u/L sfo{ahf/sf]dfu k'/fug{ef]flns  
lj lj wtf / :yfglo ; f] ; fwgsf]cfwf/df Jofj ; flos lzlffsf]lj sf; / lj :tf/ ug{k65 . ; j \$f  
nflu lzlff-/fli60 ; flf/tf cleofgnf0{k6fj sf/L agfpg lk5l8Psf ; dbfo, blnt, nf]k]dV  
hghflt Pj d\dlxfnj u\$]Plsg klxrfg u/L cgr]krf]s sfo{mndf0{nllft ju{/ lfg (targeted  
group and area) df dfq s]b]t ug[u/L sfo{dx2 to ug{k65 . dfllods lzlffsf]kxF  
lj :tf/ ug{:yfglo lgsfosf]k]oIf ; m]gtfdf lj Bfno gS; f]gsf cfwf/df lj Bfno vfl]g] ufEg]  
/ :t/a[4 ug[h:tf sfo{dx2 Nofpg' kb5 . o; sf nflu lj Bfyl{; aVof, ef]flns cj :yf /  
cfwf/e't txsf]lj Bfno ; aVofnf0{cfwf/ df6g' kg[x65 . bu6 tyf lxdfnl lfg / z]fs 2 kn]

lk5l8Psf ul/a, 5fqf, blnt, ckfE, lk5l8Psf ju{ hflt, hghflt, dwzL, åå kþlj t tyf lj :yflktx¿nf0{ ; d}g] u/L /fli6@ lj Bfnosf] cjwf/0ffcg' f/ cfj f; lo ; lj wf; lxtsf] lglZLNs lj Bfno lzIff pknJw u/fpg] Joj :yf ug{ kb5 . pRr lzIffnf0{dfgj ; #fwg lj sf; (human capital) of]hgfsf] ¿kdf o; txnf0{/fli6@ cy{¿qdf oy]6 of]ubfg lbg]/ cGt/fli6@ ¿kdf kl't:kwl{jgfpq SofDk; :jfoQtf k0ffnl nfu"ug{ kb5 . lzIff k] fnf0{cfslif¿ / dof]bt agfpg lzIffsf k] fut olgogsf] kl/rfngdfkm¿ u0f:t/lo lzIff ; lglZrt ug] u/fpg] kl/kfl6sf]lj sf; ug{ kb5 .

hgcfbfb]hg-@ af6 cleJoQm hgefj gf, ; a}f nflu lzIff cleofg, ; x; flabl lj sf; nlo kflkt tyf cGt/fli6@ d-rdf /flon]u/\$f kl'ta4tfx¿ k/f ug{ tyf nf\$tgqnf0{ ; yfut ug{ goff kl/jtgqnf0{ cfd; ft ug{ / plnlvt tYox¿sf cfw/df lzIffnf0{ hljgfkof]ul, ; fble\$, /fl]uf/dhs, ; lkdhs tyf ptkfbgdhs agfpg lj Bfno txsf]lzIffsf ; fy}pRr Pj d\kl]j lws lzIffdf ; d] ; dtfdhs kxF / u0f:t/ ; lglZrttf ug{ lzIff tyf v]hsb dGqfnon] kg]Psls/0f, kg]lgd0f, kg]Myfkgf h:tf dhddnf0{cfd; ft u/L of]lqj ifl@ cGt/d of]hgf lgd0f u/\$f]5 .

**!= clbfj lws l:ytsf] ; dlff**

sh uix{y ptkfbgdf j [4, ul/al lgj f/0f, dfgjlo lj sf; df ; xof]u, yk /fl]uf/lzf] l; hgf, ; GtInt lj sf; df 6]f, :yfglo :jfoQ zf; g P]sf] sfof]j og / n]lus ; dfgtf Nofpg] cfzosf ; fy sfof]j ogdf NofOPsf]bz]f of]hgfsf]xfn; Ddsf]pknIAw tn lbOPcg' f/ /x\$]5 .

bz]f of]hgfsf]dVo dVo kl/df0fflds nlox¿ / pknIAw¿

qm; #; r'sx¿	of]hgf ; ? xgkj \$f] l:yit	of]hgfsf] cGtodf lnOPsf] ck]lft nlo	of]hgfsf] cGtodf lnOPsf] ; fdfGo j [4sf] cj :yf	xfnsf] pknIAw
!=	; flf/tf			
-s_ ; flf/tf b/ -^± j if{	%%=%	&)	^*	
-v_ ; flf/tf b/ -!%± aif{	\$ (=	^#	^!	
-u_ ; flf/tf n]lus ; dtf ; r'sf <sup>a</sup> \$ (Literacy Gender Parity Index)	)=^	)=*	)=&%	)=^!
@=	k] { kfylds lzIff ECD ; d]t			
-s_ ; xh}b]vg]egf{b/	!%	#@	#)	!=\$

#=	kfylds tx				
	-s_ kj {kfHzlffaf6 slff ! df egf{b/	@!	\$)	#&	!*
	-v_ ; xh}b]vg]egf{b/	!!*	!!)	!!!	!#*_*
	-u_ vb egf{b/	*@	()	* (	*&=\$
	-3_ 5fqfsf]kltzt	\$%	\$&	\$^	\$*
	-a_ tflnd kfk t lzifs cflzs tflnd kfk t; d] - kltzt_	%@	!))	!))	&)
	-r_ dlxf lzifs -kltztdf_	@^	#)	#)	#)
\$=	lgDg dflblds tx				
	-s_ ; xh}b]vg]egf{b/	%*	^%	^\$	&!-%
	-v_ 5fqf kltzt	\$@	\$%	\$\$	\$^=^
	-u_ tflnd kfk t lzifs - cflzs tflnd kfk t; d] - kltztdf_	-	!))	!))	^&
% =	dflblds tx				
	-s_ ; xh}b]vg]egf{b/	#&	\$%	\$\$	%^=&
	-v_ 5fqf kltzt	\$!	\$%	\$#	\$^=^
	-u_ tflnd kfk t lzifs cflzs tflnd kfk t; d] - kltztdf_		!))	!))	%(
^ =	pRr dflblds tx				
	-s_ ; xh}b]vg]egf{b/		@#	@@	
	-v_ ; fdbflos pRr dflblds lj Bfno ; aVof		@)%	@)%	%#%
& =	kflj lws tyf Jofj ; flos tflnd				
	-s_ lgoldt tflnd		&!))		@),#\$%
	-v_ cllksfnlg tflnd		@#%%%		!%,*)
	-U_Annex Program ; ~rfng	!%	&%		!%
	-3_ ; lk kdfofls/of		\$)))		#\$&!)
* =	pRr lzlff				
	-s_ ; xh}b]vg]egf{b/	\$-%	^	%=&%	^
	-v_ vhf lj Zj lj Bfno				-

	-u_ kj l0ftf k0f0fkq txsf]lj:yfkg	;j}	;j}		cfhzs 2kdf ePsf]
(=	o]f tyf v]hsb				
	-s_ ;fdbflos lj sf; df o]f kl/rfng	(@^	#)))	@*))	\$*)
	-v_ o]f kg]lyfkgf		!)))	*))	-
	-u_ o]f tyf v]hsb lj sf; s]b\$]f]:yfkgf		&)	&)	-
	-3_ /fli60:t/sf]k':sf/		!&%)	!&%)	%@%

**!# ; d:of / rgf]lx**

- bzf]f]hgf sf]o]j o]gsf]cj lwe/ g}a6aaf6 l; lh[ ; d:of kd v rgf]lsf 2kdf /x0f]. of]hgf sf]o]j o]gsf]qmdf b]vPsf dVo-dVo ; d:ofx 2nf0{b}foad]hd k]t't ul/Psf]5 -
- s= lz]lffdf u0f:t/sf]kl/efiff / dfkb08 j :tut 2kdf lgwf]0f xg g; s\$].
  - v= 6o]td cfwf/et e]ts tyf z]lfs k]f]w/ pknAw u/fpg g; s\$].
  - u= lg/]l]f]of tyf cgudgk]ffnl k]f]j sf/l xg g; s\$].
  - 3= lz]lfs lj Bfyl]cgkftsf]kg]M dfo]h]g xg g; s\$].
  - r= ; fdbflos lj Bfnox 2sf]Jo]j :yfkgdf ; dbfonf0{; ls0 agfpg]sfo]df ; /f\$]/j fnfx 2sf] ; xdtl / lj Z]f; lng g; Sbf ck]l]ft 2kdf kmbfol xg g; s\$].
  - a= blnt, hghft, cflbjf; l, dlxnf, dw]z, ckf8u, ul/a tyf lk5l8Psf ; dbfonf0{ ; Daf]vg ug]sfo]md k]f]j sf/l xg g; s\$].
  - r= lj Bfno lz]lffsf]Psls]t cj wf/0ff sf]o]j ogn]k0f]t]f gk]Psf]cfpg g; s\$].
  - 5= v]hsb lf]0sf v]hf8lx 2sf]k] fut lj sf; ck]l]ft 2kdf xg g; s\$].
  - h= b]z lj sf; sf nflu ck]l]ft 2kdf o]f kl/rfng sfo]d ; ~rfng xg g; s\$].

**!\$ cj ; //; an klfx**

- s= /fli60 tyf c]t/f]i60 d~rdf g]k]fnn]u/]sf]kl]ta4tfsf sf/0f nufgl j [4df lg/]t/tf /xg' / km:j 2k lz]lffdf ; /sf/l nufgl a9b}hfg'.
- v= b]zdf rin/x\$]f]a6asf]l:y]ltdf kl]g lz]lffkl]t cfd gful/ssf]rf; f]a9b' tyf xfn zfl]t :yfkgf e0; s\$]cj :y]df lz]lffsf]dfu a9b}hfg'.
- u= b]zdf lj Bdfg a6asf c]t]l/Qm bft[ ; dbfoaf6 lz]lff lf]0df ul/Psf] nufgl / ; xof]u lg/]t/ /xg'. km:j 2k cfwf/et lz]lffsf]k]f]w/ lj sf; xB}u0ff]ds j [4tkm]p6d v xB} hfg'.
- 3= ; r]gf tyf ; ~rf/ kl]lwsf]lj sf; n]; du|lz]lffsf]lj sf; / lj :tf/df cj ; / l; h]gf xg'.
- a z]lfs ; r]gf tyf Jo]j :yfkg k]ffnl]; du|z]lfs lg0f6sf]cfwf/lznfsf] 2kdf lj sl; t xB}hfg'.
- r= lz]lffsf]lf]0df lghl nufgl p]n]v]o 2kdf a9b}hfg'.
- 5= lz]lfflf]0sf]lj sf; df ; /f\$]/ ; d]x alnof]xB}hfg'.
- h= v]hsb hutdf c]t/f]i60 d~rdf g]k]fnsf]; xeflutf / k]t]ltdf ; wf/ xB}hfg'.
- em# o]f]fx 2df b]z lj sf; / nf\$]tfl]qs kl]qmfkl]t rf; f]a9b}hfg'.

@= b/b[i]6 (Vision)

; ašf nflu u0f:t/lo cfwf/et lziff ; lglZrt u/L ; r] ; lfd / ptkfbgzln gful/s tof/  
ug[ oj f j u{/ lj z]f u/L lk5l8Psf ; dbfoxčnf0{ j hf/sf] dfucg' f/ Joj ; flos lziffsf]  
dfllodaf6 cflyš pkfhgdf ; lsø tNof0{ul/al / ; dflhs c; dfgtf Gogls/of ug[ / pRr  
lziffnf0{/fli6ø tyf cGt/fli6ø ?kdf kl:t:kwL{ j gf0{ ; ' :st, cfwlgs, nfštfllqqs Pj d\  
; dfj žl ; dtfdhs ; dfhsf]kl/sllkgf g}lziff lfgsf]cušfdl b/b[i]6 (vision) x].

#= bl3šfnlg /ofglits ; f]

bzlfFofhgfsf]bl3šfnlg ; f]nf0{lg/Gt/tf lb5}# j if[ cGt/d ofhgdf kg:yfk'gf, kglgdf, f,  
; dflhs ; dfj žls/of tyf kg]Psl/ofnf0{dh /ofglitsf čkdf cjndag ubšlziffsf]u0f:t/  
clej [4 ug[ hjfkmb]l :yfglo lgsfoaf/f ljBfnodf cfwf/t Joj:yfkg k'ffnlsf]lj sf; ug[  
bl3šfnlg ; f] ln0Psf]5 .

s= lj s[>ls/ofsf] cjwf/0ffcg'k :yfglo :jfoQ zf; g Pšsf] dh dd'nf0{Vbfgdf /fvL  
z]fs ofhg l'gdff / Joj:yfkg'sf]pQ/bfioj :yfglo lgsfodf / lj Bfno ; -rfngsf]  
lhDd]f/l :yfglo:t/df lzifs / cleefj s; d] /xšf] Joj:yfkg ; ldltnf0{lb0{ ; fšf  
nflu cfj Zos ; ]f / 6]f pknAw u/fpg]cjwf/0ffnf0{lg/Gt/tf lb5}lj Bfno tyf z]fs  
; :yfxčsf]kg:yfk'gf tyf kglgdf'sf nflu :yfglo lgsfo tyf gful/s ; dfhsf]; lqmo  
; xeflutf hšfpg hfš lb0gš .

v= lziffsf]; Argfnf0{; du|lj Bfno lfg k4ltcg'k ; Argfsf]lj sf; u/L lj Bfno lziffnf0{  
; dtfdhs ; dfj žl cjwf/0ffsf čkdf lj sl; t ubš]nšfg slff !-\* nf0{cfwf/et lziff  
/ slff (-!@ nf0{dfllolds lziff -; fwf/of kll1s / Joj ; los wf/\_ df6b)slff ! blv !@  
; Ddsf] z]fs sfočmdxčnf0{lg/Gt/tf lb5}o; sfočmdnf0{lj Bfno lziffsf čkdf  
sfoffj og ug{kf7oqmd, k/Liff, lzifs lj sf; / u0f:t/df ; wf/ u/L sfoffj og ul/gš .

u= cgfkrfl/s / kllj lws tyf Joj ; flos lziffsf] sfočmdaf6 cfrfl/s lziffdf /  
cfrfl/s lziffaf6 cgfkrfl/s tyf kllj lws tyf Joj ; flos lziffdf kj ž ug[šfočmd  
agf0{ ; fšf] sfoffj og ugšf ; fy} cgfkrfl/s lziffnf0{ hlj gfkoful tyf cfodhs  
sfočmd; E hf]8gš . cfrfl/s lziffdf cfwlgs klj lwsf] kofudf hfš lb0gš eg]  
cgfkrfl/s lziffdf nlrnf] ; do, b/ ; xofu / lj ifo slbt agf0gš . To; } u/L  
Joj ; flos / kllj lws lziffdf ; lk lj sf; sf]klfdf hfš lb5}kofu'fids klf / sfočt  
l; sf0df hfš lb0gš . kllj lws klzifsxčnf0{klzif0dfknt ; an Pj d\cgdlit-kqoQm  
agf0gš .

3= ; ašf0{lziffsf]dhwf/df Nofpg j šllks lziff, cgfkrfl/s lziff / vhf lziff tyf b/  
l; sf0sf cj ; /xč lb0{lziffnf0{; dsiftf kšfg u/L cfrfl/s lziffdf ; dfls/of ubš]  
nlugš .

a= lj leG lj ifout lfgxčdf pIs[6 lj z]f1 tyf kll1s hgziQm pknAw u/fpg]b[i]6n]pRr  
lziffnf0{; zQm / cfwlgs/š/of ubš]nšfg]glit ln0gš .

r= ljBfno txb]v g}ojfx;nf0{kl/rfng ugI/ pglx;sf] zf/ll/s, afl4s, ;fdflhs /  
; j]lflsds lj sf; sf ; fy} gful/s lzIffdf hf\$ lb0g\$ . kgMgdf0f, kgMyfkgf tyf  
; fdfllhs ; dfj zls/0fdf oj fj u{nf0{kl/rfng ul/g\$.  
5= dlxfn, blnt, ckfE, lk5l8Psf ju{ hflt, hghflt, dwzL, aGakl8t tyf lj:yflkt  
cflbsf] cj:yfnf0{Wofgdf /fvL u0f:t/lo lzIffdf pglx;sf] kxF a9fpg ; sf/flsds  
lj e]ls/0fsf lj z]f sfoqmd ; ~rfng ul/g\$ .

**\$= p2]ox;**

o; cGtl/d of]hgfsf p2]ox; b]foadfl]hd to ul/Psf 5gM  
s= ; flf/tf, ; flf/fQ/, cfodhs / hlj gflkof]ul cgflkrfl/s lzIff sfoqmdx; lj z]ftM ul/a,  
lk5l8Psf ju{ nfkf]dv ; dbfo, dlxfn tyf aGa kflj t hflt-hghfltsf] hljg:t/  
psf:g dbt k]ofpg]u/L ; ~rfng ugI  
v= u0f:t/lo lzIffsf] kl/efiff / dfkb08sf] lj sf; u/L ; dfg:t/sf] cfwf/e't lzIffsf]  
k]ofelt ugI/ o; txsf]lzIffnf0{lgMNs, ; a{ he / clj fo{agfpg]  
u= ; a\$ nflu lzIffsf] ; Gbedf ckfEsf nflu lzIffsf cj ; /x;df kxF a9fpg lj z]f  
Joj :yf ugI  
3= kflj lws tyf Jofj ; flos lzIffsf] kawg u/L /fli6 tyf cGt/fli6 sfo{ ahf/sf]  
dfucg; f/ u0f:t/lo ; lkoQm kflj lws hgziQm pTkfbg ugI  
a lzIffnf0{ ul/al lgj f/0fsf] dflbdsf ; kdf ln0{ ; lfd, pTkfbgzln, cgzfl; t tyf  
; fdfllhs kl/j tGkl't ; hu, cfdlge{ Pj d\ :j fj ndal gful/s efj gfsf] lj sf; ug{/  
/fli6 tyf cGt/fli6 rgf]lx;sf]; fdgf; d] ug{; Sg]of]lo gful/s tof/ ugI  
r= pRr lzIffnf0{ ap]s[6 kfl]s lzIffE sf] txd f lj sf; u/fpE} kl/j ItE ; Gbenf0{  
cfd; ft ub] klg Psls/0f / efj gfls Pstf Pj d\ u0ffldstfnf0{ hf\$ lbE}  
cg; Gwfgdhs Pj d\ Jzj aem]sf]kl't :kwl{hgziQm pTkfbg ugI  
5= kl/j ItE ; Gbedf dhssf]; du|lj sf; df oj fj u\$]cxd\eldsf xg]tYonf0{cfd; ft u/L]  
pglx;sf] zf/ll/s, dfgl; s Pj d\; j]lflsds lj sf; sf ; fy}; fdfllhs Psls/0fdf a9fj f  
lbg b]zdf cfj Zos kgI; lfd, ; an / cgzfl; t oj f hgziQm tof/ ugI.

**%= /0fgllt**

bzf]Fof]hgfn]lnPsf /0fglltx;nf0{lg/Gt/tf lbE}b]fosf /0fglltx;nf0{kd]v ; kdf cl^v sf/  
ul/g\$ .

**s p2]osf nflu**

s=! ; flf/tf, ; flf/fQ/, cfodhs / hlj gflkof]ul cgflkrfl/s lzIff sfoqmdx; :yfglo u}  
; /sf/l / ; fdbflos ; 3; :yfx; tyf gful/s ; dfh; E ; xsfo{u/L ; ~rfng ugI.  
s=@ :yfglo lgsfonf0{ ; J] Joj :yfk gdf ; fem]f/L ug{ sfof]j og ug{/ cgludg tyf  
dNoflg ug{clwsf/ ; DkGg ugI.  
s=# cgflkrfl/s lzIffdf ; ds]ftf k]fg u/L cflkrfl/s lzIffdf ; dfls/0f ugI.

s-\$ cgfkrfl/s lzlfssf] sfo\$ d ; ldfGts[ Pj d\ nfkf] dv hghfltx; sf ; dbfodf nllft u/l ; -rfng ug].

s-% oflotf / lfdtfsf] cfwf/df cgfkrfl/s lzlffaf6 cfkrfl/s lzlfdf / cfkrfl/s lzlffaf6 cgfkrfl/s lzlfdf hfg ; Sg]u/l z]fs ; Argf agfpg].

v p2]osf nflu

v=! uof:t/lo lzlfssf] kl/efiff / dfkb08sf] ljsf; u/l ; dfg:t/sf] cfwf/et lzlfssf] k]ofelt ug{ z]fs ; yfx; sf] kg:yfkgf tyf kglgdff]sf] ; -rfng sfo\$ :yfglo lgsfo tyf gful/s ; dfhnf0{lhDd}f/ agfpg].

v=@ uf]m lzlf tyf gu/ lzlf of]hg / lj Bfno ; wf/ of]hgfsf] cfwf/df Psdl6 cgbfg ; lw}lj Bfnodf pknAw u/fpg].

v=# lj Bfno :t/lS/of sfo\$ dnf0{ lj :tf/ u/l uof:t/lo lzlfssf nflu k] ; ffg cgbfg pknAw u/fpg].

u p2]osf nflu

u=! ; a\$ nflu lzlfssf] ; Gbedf ckfEsf nflu lzlfssf cj ; /x; df kxF a9fpg 5fqa[Q, lglzNsa[Qsf ; fy}pglx; sf] lfdtfsf cfwf/df ; fj h]gs ; j]df ; xeful u/fpg].

u=@ ckfEtsf] klxrfg ug{ n]fhf]f s]b\$]lj :tf/ u/l ; f]s]b\$] sfo\$ zntf a9fpg].

3 p2]osf nflu

3=! Jofj ; flos / cfodhs ; lk ljsf; sf nflu ; yfut ; Argfdf ; d] kl/j tG ub] k]lj lws tyf Jofj ; flos lzlffaf6 cfwf/et tyf d]lod:t/lo ; lkoQm k]lj lws hgziQm cfkl't{ ug{ ahf/sf] dfucg; f/ pkof]ul ; lksf] klxrfg u/l tflnddf Aofkstf / lj lj wtf Nofpg].

3=@ k]lj lws lzlf tyf Jofj ; flos tflnddf ; /sf/l-lghl lf]sf] ; femf/Ltfdf sfo{s/f/ (Performance Contract) sf cfwf/df ; fj h]gs nufgl lj :tf/ ug].

3=# dlxf, blnt, ckfE, lk5l8Psf ju,{ hfl, hghfl, dwzL, aGa k]lj t tyf lj :yflktx; sf nflu k]lj lws lzlf tyf Jofj ; flos tflnddf 5fqa[Q, cfj; ; lawf, zNs ; xlnot cf]bsf] lglZrt sf] lgwf{of ug].

3-\$ 3/h' tyf ; fgf pBdx; nf0{ k] ; ffg ug] u/l cfkn} k/Dk/f cgshsf] pBfu Jofj ; fonf0{kawg ug]vfnsf] ; lk ljsf; u/l cfdlge{ agfpg].

3-% k]lj lws lzlfdf Internship/on the job sfo\$]f nfu"ug].

a p2]osf nflu

a=! ; /f\$]j fnfx; sf] ; xeflutf / ; m]gtfdf slff !-!@ sf] lj Bfnolo lzlf ; Argf k] ; knf0{kof]lj sf; u/l k/Llfof sfo\$ d ; -rfng ug].

a=@ kl/j lt ; Gbedf ; a)k\$]f/sf lzlfssf] kf70sd tyf kf70; fdullsf] kl/dfhg ug].

a=# kf70sdnf0{k]fj sf/L; kdf sfo\$] og ug{ ; dfogsh lzlfssf] z]fs oflotf a9fpg] -Upgrade\_ / pkof]ul tflndsf d]lodaf6 lzlfssf] lzlf l; sf0 ; lk / lfdt a9fpg].

## r p2]osf nflu

r=! pRr lzlfdf nfut cfk/0fsf]l; 4f6tcg' f/ Psdl6 cgbfg k0ffnl nfu"ug].

r=@ pRr dfwbls tx / pRr lzlfdf blnt, ckfE, lk5l8Psf ju{hflt, hghflt, dwzL, åå kēflj t tyf lj :yflktx;sf]lzlfdfnf0{lg/Gt/tf lbg lj Bfyl{; xlnot sfo\$ð / 5fqfx;sf nflu 5fqf 5fqa[Qsf]f dfkmt z]fs ; xlnot sfo\$ð ; ~rfng ug].

r=# ljZj ljBfnof0{Pp6}5ftf Pj (Umbrella act) cftu /fvL SofDk; :jfoQtf k0ffnl (Institutional autonomy system) qmdzM nfu"ub]hfg].

## 5 p2]osf nflu

5=! ojf kl/rfng tyf ojf k/lif0f -auditing\_ sfo\$ð ; ~rfng ug].

5=@ lj ljw sf/0fn] lzlfdfnf0{ lg/Gt/tf lbg g; s\$ f ojf x;nf0{ a\$lnks lzlfdfkmt pglx;sf]lzlfdfnf0{lg/Gt/tf lbg].

5=# lj Bfno txb]v g}v]hsb tyf ojf lj sf; ; DaGwL sfo\$]f ; dfo]hg ub] n]hfg].

## %= ; du|/0fgllt

### %=! z]fs lj s]bls/0f

ljBfnosf] Joj:yfkg lj s]bls/0fsf] 9fFfdf ul/g\$ . o; sf nflu ljBfnodf cfwf/t Joj:yfkgdf hf\$ lb0g\$, h; sf]hafkmb]xtf :yfglo lgsfoklt xg\$ . ; zf; g, Joj:yfkg, ; f] kl/rfng, tyf u0f:t/sf] ; lglZrttsf nflu ljBfnof0{ :jfoQ tyf lhDd]f/ agf0g\$ . ljBfnon]; fdlhs n]yf k/lif0f u/L cfly\$ sf/f]f/ tyf ljBfnosf]sfo{ Dkfbgdf kf/blz{fsf] l; 4f6t ckgf0g\$ .

uflj ; / gu/kflnsfh:tf :yfglo lgsfox; cfwf/et lzlfdf]of]hg tyf Joj:yf ug{lhj ; / gkf dfwbls ljBfnosf]of]hg tyf Joj:yf ug{ lhDd]f/ xg\$g\ . of]hg / Joj:yfkgleg ljBfnosf] ; d]ls/0f, ; dgjo, ; f]sf] kl/rfng, ; ~rfng lgb]zsf tof/ ug{ cfkmyf] lfgflwsf/leq /xl u0f:t/sf nlo lgwf{0f ug{lhDd]f/ /xg\$g\eg]ljBfno Joj:yfkg ; ldt ljBfnosf]Joj:yfkg tyf ; ~rfng ug{lhDd]f/ /xg\$g\

### %=@ ; dfj z]ls/0f

sfoqmdsf]sfof]j ogdf ; dfj z]ls/0fnf0{; fem /0fglltsf ; kdf ln0g\$ . ljBfnosf]; ~rfng tyf Joj:yfkgdf dlxf, blnt, cNk; aNos hghflt, ckaU tyf ; ljwfljxlj ju\$] ; xeflutfdf ljz]f Wofg lb0g\$ . ol juaf6}lzlfssf]cflklt{ug]/0fglltsf]lj sf; ul/g\$ . dlxf, blnt, nfkf]dv hghflt, dwzL, ojf, ul/a Pjd\lk5l8Psf ju\$]pRr lzlfdf kxF a9fpg cgbfgsf ; fy}; xlnot b/sf]z]fs C0fsf]; d] Joj:yf ul/g\$ .

**%# Pslst sfoffj og Joj :yf**

ljzif ;kn]lk5l8Psf ju\$]pTyfgsf nflu lfg tyf ju{ljzif nllft sfoqmdx; ljsf; u/L Pslst ;kdf sfoffj og ul/g5 .

**%- \$ lfdtf clej [4sf]Joj :yf**

s]bbp :t/b]v ;dbfosf] tx; Dd lziff; # ;DalGwt ;/f\$]/jfnf sfoffno, ;3 ;:yf Pjd\ hgziQmx;sf]lfdtf ljsf; sf nflu ljleI sfoqmdx; ;~rfng ul/g5 .

**%- % ; Rgf klj lwsf]pkofu**

cf]krfl/s tyf cg]krfl/s lziff lfgdf ePsf pkn]Awx;nf0{; :yfut ;kdf ;Rgf kjfx ug{ ;Rgf ;~rf/ kl]lwsf] kofudf hf\$ lb0g5 . z]fs ljsf; df ;Rgf tyf ;~rf/ klj lwsf] lsf; nf0{; :yfut agfpb}nlug5 .

**%- ^ lj Bfno nufgl tyf cgbfg k0ffnldf ; wf/**

ljBdfg ljBfno cgbfg k0ffnldf cfjZos ;wf/ ul/g5 . vr{ pkofu tyf k]lt kl]tj dg; DaGwl kl]qmfdf ;wf/ u/L lziffsf]; du]ljsf; df hf\$ lb0g5 . nufgl]b]i6sf]fn] /fli6e ;flf/tf sfoqmd / cfwf/et lziff ;j\$ nflu ;dfg ;kdf lglZns pknAw u/fpg] df]blds lziff nfut ;fer]bf/Ltf (cost sharing) df cfwf/t xg] u/L :yfglo lgsfox;af6 ;~rfng u/fpg] Jofj ;flos lziffsf]nufgl ;lfdtf k]lt s/f/ (performance based contract) sf cfwf/df ;rfng xg]/ pRr lziff nfut cfk'0f (cost recovery) df cfwf/t xg]u/L txut ?kdf Psdl6 cgbfg (block grants) k0ffnl nfu"ul/g5 .

**%- & kf7dqmd ljsf; sfoffj og kl]qmf**

kl]jt\$ ;Gbe]f slff ! b]v !@ ;Ddsf /fli6e kf7dqmd kf; kcg;ksf]kf7dqmd, kf7a; fdull tyf ;Gbe{; fdull]kl/dfhg, ljsf; Pjd\sfoffj og kl]qmfdf hf\$ lb0g5 . axkf7ak':tssf]cjwf/0ffcg'; f/ kf7ak':ts / c6o kf7a; fdullx;sf]p]kfbg / lj t/0fdf lghl lq]sf]; m]gtf clej [4 ul/g]5 . :yfglo dft]fifl afnafnsfx;sf]l; sf0 ;lglZrtfsf nflu lj Bfno Joj :yfkf ;ldlt]:yfglo lgsfosf]k/fdz]f lziffsf]df]bd efiffaf/]lg0f6 lng5g\

**%- \* lj Bfyl{dNof^sg / k0ffnls/0f M**

r/0fa4 ;kdf slff ;ft; Dd cgQL0f{ug{gkf0g] u/L pbf/ slff]lgt Joj :yf nfu" ul/g5 . lj Bfyl]txut Gogtd l; sf0pkn]Aw xfi; n u;g\eg]; lglZrttfsf nflu lj Bfnodf lg/Gt/ dNof^sg k4lt nfu"ug{l]Bfnof0{; xofu ul/g5 . pkrf/]tds lziff k4ltsf]; jf k]fg ug] kfjwfg klg /flvg5 . lhNnf:t/lo k/Liff slff cf7df lhNnf txsf]Joj :yfkf ;~rfng xg5 . k/Liff k4ltnf0{; b] agfpg k]of] lhNnfdf kl]j lws ;xofu pknAw u/f0g5 .

xfnst]P; =Pn=; L= af\${/ pRr dflwolds lzIff af\$ {kOf{:jfoQtfsf ; fy /fli60 k/LIff af\$df  
 ;kfGtl/t xg\$ . slff !) sf]k/LIff /fli60 k/LIff af\$dfknt kdfOf-kq kdfg ug]u/L lfglo  
 :t/df ; ~rfg ul/g\$ . slff !@ sf]k/LIffsf]/fli60 k/LIff af\$df]JoJ:yf tyf ; ~rfg ug\$ .

ljlel cfrfl/s jf cgfrfl/s ; kaf6 cfhg u/\$f] l; sf0pknIawnf0{ lgdf0ffTds tyf  
 ; wf/ftds dNof<sup>a</sup>s g / kdfOfLs/Of; E cfa4 ul/g\$ . cfrfl/s/cgfrfl/s lzIff xfl; n ug]  
 ljBfylx; k/LIffsf cfw/df Pscsf]wf/df cpg ; Sg\$g\ vhf tyf cfrfl/s lzIff hg; S}  
 k4ltaf6 klq bog k/f ug{; lsg]JoJ:yf xg\$ .

**%= sfoqnd**

**s= ; flf/tyf cfodhs sfoqnd**

*rfn"sfoqnd* bzf}ofhgdf sfof]ogdf cfPsf ; km sfo\$dx; h:tM nilft ; dbfo lj zif  
 u/L dlxf, lk5l8Psf hghflt / blntj u\$ dlxfnf0{kf]; fxg ug{xfn ; ~rflnt kf9 ; flf/tyf,  
 cfodhs sfoqnd / alrðf lj Bfno 5f8g] afnaflnsf; sf] sfoqnd / sfoqnd sfof]og  
 klqmfdf ; wf/ u/L lg/Gt/tyf lb0g\$ .

*ljzif sfoqnd* clbog tyf ; e]f0fsf cfw/df klxrfg ul/Psf lk5l8Psf hghflt, dwzL,  
 nfkf]dv hflt, lzIffa6 j|-rt of, ckfE Pjd\blntx; sf]; flf/tyf clej [4sf nflu ljzif  
 Pslst kofs] lgdf0f u/L sfof]og ul/g\$ . o; lsl; dsf] sfoqnd :yfglo lgsfosf]  
 ; of]stjdf ; Dalwt ; /\$f/jfnfx; sf]; dx tyf ; fdbfos ; <sup>a</sup>S-; yfx; sf]; xelutdf  
 ljBfnodf cfwl/t u/L sfoqnd sfof]og ul/g\$ .  
 ; ljwfljxlg ju{ ljzif u/L dlxf, dwzL, blnt, lj:yflktx; nf0{ lzIffdf ljzif 5faj [0,  
 ; flf/tyf nf0{s]if, ko6g, :yfglo pBfu cflbh:tf cfocfhg tyf ; lkdhs sfoqnd; E ; dfofhg  
 ug]tyf cfw/et :jf:Yo sfoqnd cflbnf0{kofs]hsf ; kdf lj sf; u/L Pslst ; kdf sfof]og  
 ul/g\$ .

z = xhf/df

s; ;	sfo\$ð	# j if]cGtl/d of]hgf cj lwsf]sh		cf=j= @)^\$÷)^%		cf=j= @)^%÷)^^		cf=j= @)^^÷)^^&	
		nlf	ahø	nlf	ahø	nlf	ahø	nlf	ahø
!	; flf/tyf, ; flf/fQ/ / lg/Gt/ lzIffsf nflu cgfrfl/s lzIff s= cfwf/et ; flf/tyf v= ; flf/fQ/ lzIff u= ; lk=cfodhs sfo\$ð 3= a\$lnks lj Bfno lzIff a=alrðf lj Bfno 5f8\$ afnaflnsf nflu lzIff -lhNnf_	!!!()) &(\$@*& &*)	!!!()) %%^)! #!@))	#&#))) @e#))) e\$))	#&#))) !%&#)) (^))	#&#))) #!)) e#))	#&#))) @!&)) !))	#&#))) e%(@*& e())	#&#))) !*!%)! !!^))
@	; fdbfos clbog s]b]-cføf_	!@( ^))	!@()) @!))	#( @))	#()) &))	\$% @))	\$%)) &))	\$% @))	\$%)) &))
\$	; fdbfos clbog s]b] dfknt ; flf/tyf sfo\$ðdf ICT sf]køf]u	% @))	@))	! %)	%)	@ !))	!))	@ !))	!))

%	clt l; dftst / nfkfdv hghflt x; - s; 68f, agsl/of, /fp6] ; /h, xfo, /fhl, ls; fg, nlf, d] s; al8of, rlf, af] a/da; bgj f, d; x/, ; tf/ cflbsf nflu cfwf/et ; flf/tf lzlf	@)))))	@)))))	%))))	%))))	&%)	&%)	&%)	&%)
^	Joj:yfkg ; wf/ tyf sfo\$ cgludg		#%)		!!))		!@))		!@))

v= j \$llks lj Bfno lzlf -b/ lzlf tyf vhf l; sf0\_ sfoqmd

*rfn" sfoqmd* bzf} ofhgdf sfofj ogdf cfPsf ; km sfoqmd x; , h: tll lj Bfnoafix/ /x\$  
afnaflnsf; sf nflu cglkrfl/s klyds lzlf, klyds lzlf lj: tf/ sfoqmd, ; dbfodf  
cwfll/t j \$llks lj Bfno lzlf sfoqmd h: tf sfoqmd x; nf0{ :yfglo lgsfo tyf ; fdbflos  
; :yfx; sf]dfusf cfwf/df lg/t/tf lb0g\$ .

*ljzlf sfoqmd* lj Bfno pd] ; dxsf ; a}lsl; dsf afnaflnsf; sf] lj Bfno lzlfdf kxF  
clej]4 ug{ b/ lzlf tyf vhf l; sf0 k4ltsf] vhf lj Bfno Joj:yf ul/gsf ; fy]  
afnaflnsf; sf] l; sf0 Pj d\ 1fgsf] ; ds ltf lgwf] of ug{ pkoQm ; e]qsf] lj sf; u/l  
sfoqmd x; ; ~rfng ug] / cglkrfl/s lj Bfno lzlf Pj d\ vhf lj Bfnodf kj z ug] Joj:yf u/f0{  
kdf0fls/0fsf] Joj:yf ldnf0g\$ .

z = xhf/df

s; ; #	sfo\$	# j if] cft/d ofhgf cj lwsf] sh		cfj= @)^\$)^%		cfj= @)^%)^^^		cfj= @)^^)^&	
		nlf	ah	nlf	ah	nlf	ah	nlf	ah
!	Vhf a\$llks lj Bfno lzlf -lhNnf_	!%	!%)	%	%)	%	%)	%	%)
@	vhf a\$llks lj Bfno lzlf sfo\$ @* dcf] fl lzj / ; dt_	!)))))	%))))	\$)))	@)))))	\$)))	@)))))	@)))	!)))))

u= kj {klyds lzlf=k/IDes afnlj sf; s|b|

*rfn" sfoqmd* bzf} ofhgdf sfofj ogdf cfPsf ; km sfo\$ dx; , h: tll ; dbfodf cwfll/t  
afnlj sf; s|b| x; nf0{ sfoqmdsf ; kdf lg/t/tf lbb]dfusf cfwf/df lj: tf/ ul/g\$ .

*ljzlf sfoqmd* k]o\$ ; fdbflos klyds lj Bfnox; df ! j if] kj {klyds slf sfoqmdsf ; kdf  
; ~rfng ug] Joj:yf qmdz] nfu" ul/g\$ . lk5l8Psf hghflt, dwz]L, nfkfdv hflt Pj d\  
blntx; cj] :yt lf] klxrfg u/l ; dbfodf cwfll/t k/IDes afnlj sf; s|b| h0{ Pslst  
sfoqmd; E ; df ofhg u/l sfofj og ug{ ljzlf Joj:yf ul/g\$ . ; fdbflos afnlj sf; s|b|  
; ~rfngsf] lh]df :yfglo lgsfo, cdf ; dx, pke]mf ; dxnufotsf ; fdbflos ; a\$-  
; :yfx; nf0{ lb0g\$ .

ζ = xhf/df

s† ; *	sfo\$đ	# j if{cŕt/d ofhgf cj lwsf]sh		cf=j= )^\$÷)^%		cf=j= )^%÷)^^		cf=j= )^^÷)^&	
		nlf	ahđ	nlf	ahđ	nlf	ahđ	nlf	ahđ
!	kŕ{ kŕylds lzlf=kl/ldes afnlj sf; sđb :yfkf	(())	\$\$%))	#))	!\$*%))	#))	!\$*%))	#))	!\$*%))
@	lk5l8Psf hghft, dwžl, nfkŕdV hft Pjd\ blntxζ cj:l:yt lŕg klxrfg u/l ; dbfodf cfwf/t kl/ldes afnlj sf; sđb :yfkf	\$))	!(*)	!))	\$(%)	!%)	&\$@%)	!%)	&\$@%)
#	k/fgf afnlj sf; sđb : -rfng	!^%#@	@\$%#^^%	!^%#@	*!&***	!^%#@	*!&***	!^%#@	*!&***

### 3= cfwf/et lzlf

**rfn" sfođm** cfwf/et lzlfdf xfn sfod /x\$ŕ] lgnzNs lzlf / lj Bfno ; wf/ ofhgdf  
cfwf/t cgbfsg] Joj:yfnf0{lg/t/tf lb0g\$ . blnt, hghft, dlxf cŕExζ tyf cŕly\$  
b[6sf0fn] lk5l8Psf afnafnlsfζsf nflu xfn kŕfg ul/ŕ} cŕPsf] 5fqj [Q Joj:yfnf0{yk  
kl/dfhg\$ ; fy nfu"ug] Joj:yf ul/g\$ . dftŕiffdf kŕylds lzlfkŕt ug{kŕpg] clwsf/sf  
; lglZrttsf nflu dfus] cfwf/df lj :tf/ ubŕnlug\$ .

**ljzif sfođm** cfwf/et lzlf slff Psb]v cŕ7; Ddsf] xg\$ . cfwf/et lzlfnf0{clwsf/sf  
ζkdf ; lglZrt ug{nllft ju\$ nflu ljzif kŕ] ; fxdhs sfođmζ ; -rfng ul/g\$ / of]  
sfođm]nf0{r/0fa4 ζkdf cuf18 a9f0g\$ . ; fdbflos lj Bfnosf] ; -rfng, /yby / Joj:yfkg  
ug\$ nflu lj Bfno Joj:yfkg ; ldltnf0{ ; lfd Pjd\clwsf/ ; DkG agf0{lj Bfnosf] Joj:yfkg  
; dbfoáf/f ug] Joj:yf ldnf0g] tyf :yfglo lgsfonf0{pQ/bfol agfpg] ; @qsf] lj sf; ul/g\$  
. lj Bfno g\$ ; fĭgsf cfwf/df cfwf/et lzlfdf kxŕsf] ; lglZrttf ug] sfođm]nf0{cuf18 a9f0g\$  
. ; :yfut kŕylds lj Bfnofζnf0{ ; dŕ ; xfof kŕfgu/l dhse/ ; dfg u0f:t/sf] ; ahf0{Ps]  
k\$ŕ/sf] cfwf/et lzlf pknAw u/fpg] u/l sfođmζ to ul/g\$ .

ζ = xhf/df

s† ; *	sfo\$đ	# j if{cŕt/d ofhgf cj lwsf]sh		cf=j=(@)^\$÷)^%		cf=j=(@)^%÷)^^		cf=j=(@)^^÷)^&	
		nlf	ahđ	nlf	ahđ	nlf	ahđ	nlf	ahđ
!	blnt kl/jf/sf afnafnlsfζnf0{ 5fqa[Q	@#&))	*@(%)	&&))	@^(%)	&())	@&^%)	*!))	@*#%)
@	%) % 5fqf 5fqa[Q	#!*))	!!#))	!)\$))	#^\$))	!)^))	#&!))	!)*)	#&*))
#	lj Bfno ; wf/ ofhgfsf cfwf/df klŕt lj Bfyl\$ŕ ζ= #).- sf b/n] lj Bfnof0{cgbfg	!#@))	#(^))	\$#))	!@())	\$))	!#@))	\$))	!#&))
\$	lzlf sf nflu vŕB sfođm= vfg]h lj t/0f -@^ lhNnf - s0ffŕlsf % lhNnf ; dŕ_	!^*)	\$^))@)	%^))	!%##\$))	%^))	!%##\$))	%^))	!%##\$))

%	; dflxt sfo\$đ ckfĒ afnaflnsfx; sf nflu 5fqaQ	lziff cġtuġ	#e\$))	!)!\$@&	!)*)	##*)(	!)*)	##*)(	!)*)	##*)(
---	---	----------------	--------	---------	------	-------	------	-------	------	-------

a= dflwlds lziff

*rfn" sfoqmd* dflwlds lziffdf kxF j9fpg xfn ; ~rflnt ul/alsf] /yfdlg /x\$ř blnt, lk5l8Psf hghflt, ; lxbf 5f7f5f7L, ågakl8t, dlxf tyf ckfĒx;nf0{ dflwlds tx; Dd lglzls lziff lbg] sfoqmdnf0{ lg/ġt/ť lb0g\$ . lj Bdfg cj :yfdf kbfg ul/Psf] lj Bfno k':tsfnosf sfoqmdnf0{yk kl/dfhg\$ř ; fy lj :ťf/ ul/g\$. 5fqf 5fqj [Qsf]ř dfkmġ \j Bfno lziffj6 pRr lziffdf 5fqfx;řf] ; xeflutf clej [4 ug] sfoqmdnf0{ ; wf/ u/l o; nf0{cem Jofks ; kdf lj :ťf/ ul/g\$ .

*lj zřf sfoqmd* dflwlds lj Bfnolo lziffsf] ; Argf slff (-!@ sfod ug{ r/0fa4 ; kdf sfoqmdx; ; ~rfng ul/g\$. dflwlds lziffsf] tx ; fwf/0f / kllj lws tyf Jofj ; flos lziffsf] ; kdf lj sf; u/l sfofġ og ug{ kř fwf/ tof/ u/l sfofġ og ; ? ul/g\$. :yfglo lgsfo tyf lghl lfġsf] ; dř ; xeflutf hġf0{ Jofj ; flos lziffsf] cj ; / j [4 ug{ nllft lfġdf lj zřf sfoqmdsf]lj :ťf/ ul/g\$ .

o; txdř tflsPsf] u0f:t/lo dfkb08sf cfwf/df ; fwf/0faf6 Jofj ; flos / Jofj ; flosaf6 ; fwf/0f lziffdf kř z křpg] ; xh k0ffnlsf]lj sf; ul/g\$. dlxf, blnt, ckfĒ, dwzL, ågā kġlj t, cfly\$ tyf ; fdflhs ; kn] clt lk5l8Psf ju\$ř] cj :yfnf0{wfbgdf /vL u0f:t/lo dflwlds lziffdf pglx;řf] kxF a9fpg lj zřf kř] ; fxgdhs sfoqmd ; ~rfng ul/g\$. lj Bfno g\$; fa\$gsf cfwf/df dflwlds lziffsf] kxF lj :ťf/ ul/g\$. ; fy}kftnf]a:tl / eřfllns lj s6tf tyf ul/a, ågā kġlj t, cfly\$ tyf ; fdflhs ; kn] clt lk5l8Psf ju\$ř nflu cfj f; lo ; lj wf; lxtsf] dflwlds lziff pknAw u/fpg] Jofj :yf ul/g\$ .

ġ= xhf/df

sř ; ÷	sfo\$đ	# j if[ġġl/d oflġgf cj lwsf]sh		cf-j = @)^\$÷)^%		cf-j = @)^%÷)^^		cf-j = @)^^÷)^&	
		nlf	ahġ	nlf	ahġ	nlf	ahġ	nlf	ahġ
!	dflwlds lziff 5fqaQ -^)^ xhf/ lj Bfyl\$ř nflu h; df \$) xhf/ 5fqf nfeflġj t xġ]u/L _	!*)))	#)^))	^))	!)@))	^))	!)@))	^))	!)@))
@	slff !! / !@ ; ~rflnt ; fdbflos pRr dflwlds lj Bfnosf nflu lzlfs cgbfg	@@&(	@#^% ^	^\$#	^^&\$	&\$#	&&!@	*\$#	(@&
#	s0ffġl c-rndf slff !! / !@ ; ~rflnt ; fdbflos pRr dflwlds lj Bfnosf nflu yk lzlfs cgbfg	^)	!!&))	@)	#())	@)	#())	@)	#())
\$	s0ffġl c-rnsf ; fdbflos dflwlds lj Bfnox;řdf	\$*(&*	@\$\$()	!%#^	&&^*	!^#!#	*!%&	!&!@(<	*%^^%

	c\llog/t ; a}lj Bfyl\$ nflu lglzNs lzIff lbg klt lj Bfyl{z= %).- sf b/n] lj Bfnonf0{cgbfg								
%	s0fffl c-rnsf ; fdbflos lj Bfnoxzdf c\llog/t ; a} 5fqfxzsf nflu -dfi; s cfwf/et txd{ z= !)) / df\blids txd{ z= !%) sf b/n]!) dlxgfsf nflu_ 5fqalQ s= cfwf/et tx v= df\blids tx	(^%&@ !\$@*@	(^%&@ @\$@@	#)^## \$%#)	#)^## ^&(%	#@!^% \$&&&	#@!^% &!#%	##&&\$ \$( (%	##&&\$ &\$(@
^	; fdbflos lj Bfnodf sIff !! / !@ c\llog/t 5fqfxzsf nflu 5fqalQ - h\qbf/ @) Ü, blnt @) Ü, ckfE @) Ü, lk5l8Psf] hghflt @) Ü / cfly\$ z kdf lk5l8Psf]j u(@) Ü	(^))	\$*)))	#e))	!^)))	#e))	!^)))	#e))	!^)))
&	; fdbflos df\blids lj Bfnodf c\llog/t nf\kfdv hghfltsf nflu lj zif 5fqalQ	!%))	&%))	%))	@%))	%))	@%))	%))	@%))
*	blnt kl/jf/sf ; a} lj Bfyl{zsf nflu lglzNs df\blids lzIff pknJw u/fpg klt lj Bfyl{ z= %).- sf b/n]lj Bfnonf0{ cgbfg	!&!%(	@)*%*!	!^)#)	^#)!^	!#*^##	^(#!&	!%\$( (^	&^@\$*
(	ckfE lj Bfyl{zsf nflu 5fqalQ	\$&&)	!&#@e	!%(	%&\$	!%(	%&\$	!%(	%&\$

**r= klj lws lzIff tyf Jofj ; flos tflnd**

**rfn"sfocmd** xfn ; ~rflnt 5f] (non-credit) / nfd]cj lwsf]klj lws lzIff tyf Jofj ; flos tflnd / lj Bfno lzIffdf Pslst z kdf ; ~rflnt Jofj ; flos tflnd; Da6wl lj zif sfocmd - annex program) nf0{lg/Gt/tf lb0g\$. k/Dk/fut ; lk (indegeneous skills) sf]kdf0fls/Of ug] sfocmdnf0{cleofgsf z kdf ; ~rfng ug]u/L rfn"sfocmdnf0{lg/Gt/tf lb0g\$. ; fdbflos-gllhlfq ; femf/ldf :yfglo 3/h' tyf ; lk lj sf; s|b| tyf ; fdbflos ; a3-; yfdkmt dfusf cfwf/df Ond klzIff s|b|:yfkf ug]sfocmdsf ; fy}klj lws lzIffsf]u0f:t/ clej [4 ug] klj lws klzIffs klzIff0fnf0{lg/Gt/tf lb0g\$ .

**lj zif sfocmd** lk5l8Psf hghflt, dwzL, nf\kfdv hflt Pj d\blntx; cjI:yt Ifq klxrfg u/L ; 3g z kdf cfocfhgpdv Jofj ; flos tflnd sfocmd ; ~rfng ul/g\$. lj zif u/L oj fxzsf z]lfs of]otfsf]cfwf/; d]nf0{Wbfgdf /fvL :j b]zdf sf ug]tyf j b]z /fhuf/df hfg]cj ; / l; hf ug{tflndsf lj zif sfocmdx; ; ~rfng ul/g\$. /fhuf/lzf nflu ; lk

sfoqndfknf :jbzdf sfd ug{tyf jbz /fhuf/df hfg}sf nflu o; ksf/sf tflndx;  
 ;~rfng ubf{/sf/-lghllf; femf/ldf cfwf/t tflnd sfoqnd ;~rfng ul/g\$ . :yfglo  
 kl/jz ; xfpbf] pBf] Joj; fo ;~rfng ug{ rfxg] pBdlsf] dfusf cfwf/df nfut  
 ; femf/l; lxtsf] tflnd sfoqndsf l:sdx;sf]lj sf; u/l sfofj og ul/g\$ . klj lws lzlfnf0{  
 pRr lzlf]tx; Dd lj sf; ug{/ofglit to ul/g\$ . k/Dk/fut ; lk (Indigenous Skills) Sf]  
 kdf0f]s/of u/l dfl]Nnf]txsf]lzlf]sf cj; /x; l; hgf ul/g\$ . klj lws klzlf]sx;sf nflu  
 cgdlt-kqsf]Joj :yf nfu"ul/g\$ .

z = xhf/df

s† ; †	sfo\$đ	# j if{c}tl/d of]hgf cj]lwsf]sh		cf-j = @)^\$÷)^%		cf-j = @)^%÷)^^		cf-j = @)^^÷)^^&	
		nlf	ahđ	nlf	ahđ	nlf	ahđ	nlf	ahđ
!	s=lgoldt tflnd v=cnksfng tflnd u= Pg\$; sfo\$đ -lj Bfno_ 3= ; lk kdf0f]s/of	@\$))) !)))) \$% \$%))	^))))) ^))))) ^))))) ^)))))	*)))) %))))) !%) !@))	!*)))) !*)))) !*)))) !*))))	*))))) @))))) !%) !%)	@))))) @))))) @))))) @)))))	*))))) %))))) !%) !*)	@))))) @))))) @))))) @)))))
@	dlxf, blnt, ckfE, lk5l8Psf ju{ hflt, hghflt, dwzL, aġa kēflj t tyf lj:yflktx;sf nflu klj lws lzlf tyf Aofj; flos tflnddf 5fqaQ	!@)) !@)) !@)) !@))	!\$\$)) !\$\$)) !\$\$)) !\$\$))	\$)) \$)) \$)) \$))	\$*) \$*) \$*) \$*)	\$)) \$)) \$)) \$))	\$*) \$*) \$*) \$*)	\$)) \$)) \$)) \$))	\$*) \$*) \$*) \$*)
#	/fhuf/l]sf nflu ;lk tflnd -hgf_	\$@^\$) \$@^\$) \$@^\$) \$@^\$)	(^))))) (^))))) (^))))) (^)))))	&^\$) &^\$) &^\$) &^\$)	!&))))) !&))))) !&))))) !&)))))	!%) !%) !%) !%)	#))))) #))))) #))))) #)))))	@!))))) @!))))) @!))))) @!)))))	\$^))))) \$^))))) \$^))))) \$^)))))
\$	ab]zs /fhuf/l]sf nflu dfudf cfwf/t tflnd	^)) ^)) ^)) ^))	()) ()) ()) ())	!%) !%) !%) !%)	@@)) @@)) @@)) @@))	#)) #)) #)) #))	\$)) \$)) \$)) \$))	!%) !%) !%) !%)	@@)) @@)) @@)) @@))

5= pRr lzlf

rfn'sfoqnd pRr lzlf]sf]; Argdf /x\$]k]l0ftf kdf0f-kqtxnf0{k0f{z;kdf lj :yfk ul/g\$  
 . o; ; Daġwl sfggl kljwfg / ; Argfut kl/jtġ ug]Joj:yf ldnf0g\$ . pRr lzlfdf nfut  
 cfk/0fsf]l; 4fġtsf cfwf/df sfoqnd ;~rfng ug]sfohf0{lg/ġt/tf lb0g\$ . pRr lzlf]sf]  
 ; :yfut ; Argfnf0{Jofjxfl/s tj/n] lqlo:t/df lj sf; ub]n]hfg lqejg ljZlj Bfnosf  
 cfa]us lzlf0f ; :yfx;nf0{c; lqlo ljZlj Bfnox; ; E ; Daġwg ub]nfg]glltnf0{lg/ġt/tf  
 lb0g\$ . ljleġ ljZlj Bfnox;nf0{lgoldt ug]{5ftf Pġsf]cj wf/0ffnf0{sfofj ogdf Nof0g\$  
 . jtdfg ljZlj Bfno cgbfg cfof]unf0{kzf; slo, ; :yfut / sfggl klfd ; wf/ u/l  
 ljZlj Bfnox; lgodg ug]; :yfsf]z;kdf lj sl; t ul/g\$ .

ljzlf sfoqnd ljZlj Bfno cgbfg cfof]udfknf Psdl6 cgbfg (Block Grants) k0ffnldf  
 cfwf/t SofDk; :jfoQtf k0ffnl qmdzM nfu" ug] lqlo ljZlj Bfno :yfk ul/g\$ ; Daġwl

;/f\$f/jfnf tyf ;dbfox; ; nfut ;femf/ltfsf] gllt cjndag ul/g\$ . dflgt  
 ljZj lj Bfnosf] cjwf/0ffnf0{sf0f] ogdf Nof0g]/ :gfts0/ txd f cllbog ug lj Bfyl; nf0{  
 ;fdbflos ljsf; ; jdf kl/rfng ug sf0md ; -rfng ug{kl]; flxt ul/g\$ . kltezfnl t/  
 cfly\$ sf/0fn] pRr lzlf cllbog ug [cj; / gkPsf ju{nf0{5faj [0, lglZns j [0 / lj Bfyl{  
 ;xlnoth:tf sf0mdx; ; -rfng ul/g\$ . pRr lzlfdf lfdtf clej [4 ug\$ nflu sf0mdx;  
 ; -rfng ul/g\$g\

z = xhf/df

s# ; #	sfo\$#	# j if [cgtl/d of]hgf cj lwsf] sh		cf=j = @)^\$÷)^%		cf=j = @)^%÷)^^^		cf=j = @)^^÷)^^&	
		nlf	ah	nlf	ah	nlf	ah	nlf	ah
!	pRr lzlfdf 5fqf 5fqa[0	!@^))	!)^*))	@^*))	@\$^*))	\$@))	#^*))	%^*))	\$^*))
@	lj kg ju\$ nflu C0f tyf cgbfg	\$^))	!%^*))	!\$^))	\$*%#\$	!\$^))	\$*%#\$	!&^))	%*(#@
#	lqej g ljZj lj Bfnosf cflEs SofDk; nf0{:jfoQtf	^	^&^*))		@@^*))		@@^*))		@@^*))
\$	vhf ljZj lj Bfno :yfkf / ; -rfng	!	^%*))		!%*))		@^*))		#^*))
%	;fdbflos ;DaGwg k[kt SofDk; x\$sf nflu eflts tyf z]fs lfdtf clea[4	!)	!!@^*))		#&^*))		#&^*))		#&^*))
^	;fgf ljZj lj Bfnosf;nf0{ ;gdf cfwl/t nufgl	#	##&^*))		!!@^))		!!@^))		!!@^))
&	pRr lzlfdf u0f:t/ ;wf/ tyf cg; Gwg ; :s[t		@\$^*))		*^*))		*^*))		*^*))
*	k0ffnlut Joj:yf / ;wf/ - u0f:t/ k0ffnl, u0f:t/ ;lgIZrtf / ljZj ;lgotf_	@	!@@\$^		\$&^))		\$&^))		\$)*\$^

h= lzlfdf u0f:t/ lj sf;

rfn"sfoqmd lzlf tflnd / cllbkg cgdltsf]lj Bdfg cj:yfnf0{lg/Gt/tf lb0g\$ . lj Bfno  
 lzlf sf ; a}txdf sDk0b/ ; flf/tfsf]pkofu ug [gllt cjndag ul/g\$ . lj Bfno txd ; rgf  
 tyf ; -rf/ klj lw; DaGwl lj ifox;sf] cllbkg ug [gllt cjndag ul/g\$ . ; a}tflnd ck[kt /  
 cflzs tflnd k[kt lj Bfno txd sfo{t lzlf sx;nf0{bz dlxg]; j]fsnlg tflnd lb0g\$ .  
 lzlf tflnddf ; rgf ; -rf/ klj lwsf] k0f]unf0{ k]; fxg ul/g\$ . lzlf tyf v]sb  
 dGqfnocGtu{sf ; a}txdf sfo{t sd{f/Lx;nf0{nfdf] / 5f0f] cj lwsf] tflnd k0fg ug  
 sf0mdnf0{lg/Gt/tf lb0g\$ .

ljzif sfoqmd ufpFtyf gu/ lj sf; ; ldt tx;Dd / ;fdbflos lj Bfnosf;df qmdzll  
 k':tsfno :yfkf ug [k5l8Psf lf0x;df lj leG z]fs ; :yfx;nf0{k':tsfnos; vflg tyf  
 ; -rfng ug{yfglo lgsfo tyf ; 3-; :yfx;nf0{k]; flxt ul/g\$ . lzlf sf ; a}txdf  
 u0f:t/sf] kl/efiff ls0fg u/L l; sf0sf j:tut ; r'sx; ; dfj z ePsf] dfkb08sf] cfwf/df  
 ; ds lftf lgwf{0f u/L cflkrfl/s Pjd\cgflkrfl/s lzlf sf bj}wf/df ; df0fhg ul/g\$ . ; fy}

k/liff, cgludg Pj d\ ; kl/j ]f0f k0ffnlfnf0{ k0fj sf/l tNof0g5 . k':tsfno; Da6wl gltsf] Joj :yf ul/g5 .

k/liffsf glthfnf0{ lzlffsf] u0f:t/ / lzlfsc;sf] dNoflg ug[; fwgsf ; kdf pkof] ul/g] kl/k6lsf] ljsf; ul/g5 . u0f:t/lo lzlffsf sfo6md ; ~rfngsf nflu :yfglo txsf z]lfs Joj :yfxs;nf0{-ufpflziff ; ldt, gu/ lzlff ; ldt, lj Bfno Joj :yfkq ; ldtfnf0{ Joj :yfkq tflnd k6fg ul/g5 .

lj Bfnolo lzlffsf]; Argf slff ! b]v !@ ug[ qmddf klyds lzlfssf] of]otf k0f0fkq tx / tflnd k0kt tyf dNobds txsf lzlfssf] of]otf :gfts=:gfts0/ tyf tflnd k0kt ug[ k0k sfo{cuf18 a9f0g5 .

ε = xhf/df

s† ; †	sfo6d	# j if{c6t/d ofhgf cj lwsf]sh		cf=j=@)^\$÷)^%		cf=j=@)^%÷)^^		cf=j=@)^^÷)^&	
		nlf	ah0	nlf	ah0	nlf	ah0	nlf	ah0
!	kl/jltf ; cbedf kff70sd kf70; fdul - dft0fiff ; dt_ kl/dfhg, ljsf; / k0flws/of -laifo_	^)	!!\$%))	^)	##%))	^)	##%))	^)	\$&%))
@	:yfglo kf70sd tyf kf70; fdul lgd0fsf nflu cledvls/of - hgf_	( )))	\$% )))	# )))	!% )))	# )))	!% )))	# )))	!% )))
#	kff70sd kf70; fdul ; Da6wl c]wbog cg'; Gwfgsf nflu ; flts]b]:yfkqf -c0f_	!	! )))			!	! )))		
\$	lj Bfno txsf lzlfsc;sf nflu tflnd	@*)%#@	^\$#)^!&		@!\$#%#(		@!\$#%#(		@!\$#%#(
%	Joj:yfkq tflnd	!***%	#)^*@)		!))(\$)		!))(\$)		!))(\$)
^	Dffudf cfwfl/t lzlfstflnd		!@%^^%(		\$!&%%#		\$!&%%#		\$!&%%#
&	; :yfut lfdtf clea[4		&)\$%)@		@#\$*#\$		@#\$*#\$		@#\$*#\$

dfgj ; :fwg ljsf; sf nflu ; :yfut ljsf; of]hgf sfo6d] og ug{/ cg'; Gwfg tyf ljsf; df cfwfl/t tflnd ; ~rfng ug5f nflu ; Dal6wt lgsfosf] eflts, ; :yfut / Joj :yfxslo ; Argdf ; wf/ ul/g5 .

**em v]hsb ljsf; sfo6md**

**rfr' sfo6md** v]hsb / clt1/Qm lqmfnsnfknf0{lj Bfnob]v pRr lzlff; Ddsf sfo6md; E cfa4 ub]:yfglob]v c6t/fli60 :t/; Ddsf kl't:kwl{v]hf8l pTkfbg ul/g5 . v]hsb ljsf; df 6]f k0fopg lj Bfno:t/b]v ; ~rfng x6} cfPsf] clt1/Qm lqmfnsnfk; Da6wl sfo6dnf0{kl/dfhg u/L lg/6t/tf lb0g5 .

**lj zlf sfoqmdM** kjoš dflwlds lj Bfnodf Ps Ps vhsb lzlfssf]JoJ :yf ugIglntnf0{qmdzM nfu"ul/g5 . o; lsl; dsf]JoJ :yf ubf{lj zlf ; kn]ââ kēlj tx;nf0{klydstf lbg]u/l to ul/g5 . vj koēgnf0{ kâ4g ugI vnsf sfoqmdx; ; ~rfng ul/g5 . vhsbnf0{ JoJ ; fodhs agrpg lfdtf clej [4; DaGwl sfoqmdx; ; ~rfng ul/g5 .

z = xhf/df

S# ; #	sfoqđ	# j if [cgt/d of hgf cj lwsf] sh		cf=j= @)^\$÷)^%		cf=j= @)^%÷)^^		cf=j= @)^^÷)^^&	
		nlf	ahø	nlf	ahø	nlf	ahø	nlf	ahø
!	dlxnf, blnt, lk5l8Psf ju{ hflt, hghflt, dwzl, ââ kēlj t tyf lj :yflkt ; dxaf6 ; fdbfos dflwlds lj Bfnodf vhsb lzlfssf] JoJ :yf ugI	!)))	^%)))	@))	!#)))	\$))	@^)))	\$))	@^)))

**` = ojf ljsf; tyf :sfpl6<sup>a</sup> sfoqmd**

kl/jitf ; Gbedf ; do; fk]f ojf ljsf; glt Nof0{ ; fdlhs ; kfgt/0fsf nflu ojf ljsf; sfoqmdx; ; ~rfng ul/g5 . :sfpl6<sup>a</sup>nf0{lj Bfno lzlfv g}cfa4 ugI km(lj zlf sfoqmdx; Nof0g5 .

z = xhf/df

S# ; #	sfoqđ	# j if [cgt/d of hgf cj lwsf] sh		cf=j= @)^\$÷)^%		cf=j= @)^%÷)^^		cf=j= @)^^÷)^^&	
		nlf	ahø	nlf	ahø	nlf	ahø	nlf	ahø
!	ojf ; zlQms/0f (School to work transit)	%)))	#)))		!)))		!)))		!)))
@	dlxnf, blnt, ckE, lk5l8Psf ju{ hflt, hghflt, dwzl, ââ kēlj t tyf lj :yflkt ojf x;nf0{ ; fdlhs ljsf; lgdf@fdf ; xeful u/fpg]	!)))	!%))		%))		&))		#))
#	ojf cl8l6E	!	%))	!	@%)	!	@%)		

**6= eflts lgdf@ tyf kgMlgdf@; DaGwl sfoqmdM**

rfn"sfoqmdM xfn ; ~rflnt cfofhgfut eflts lgdf@ tyf kgMlgdf@; DaGwl sfoqmdnf0{yk kofjstf{d}l agf0{lg/t/tf lb0g5 .

**lj zlf sfoqmdM** ââaf6 lflt ku\$ f lj Bfno, ; f]s@b, lhNnf lzlf sfno, z]fs tflnd s@b, lf@lo lzlf lgb;gfnonufotsf ; :yfx;sf]ddf, ; wf/ tyf kgMlgdf@ ul/g5 . :yfglotxdf ; Dkfbg xg]lgdf@; DaGwl sfoqmd pkef@mf ; ldltdfkmf sfoqj og ugI JoJ :yf ldnf0g5 .

z = xhf/df

s; ≠	sfo\$đ	# j if[ct/d of]hg		cf=j=@)^\$÷)^%		cf=j=@)^%÷)^^^		cf=j=@)^^÷)^^&	
		nlf	ahđ	nlf	ahđ	nlf	ahđ	nlf	ahđ
!	sifsf7f lgdfđf	!*)))	^&%)))	%)	!*&%)))	&)))	@^@%)))	^)))	@%)))
@	;dfixt ; f; siff	!@)	#@**)	\$)	!)(^)	\$)	!)(^)	\$)	!)(^)
#	Nfy/hfyf sđb :yfkdf	@*	@\$#^	(	&*#	!)	*&	(	&*#
\$	Zf;rfno lgdfđf	!@)))	!\$\$)))	\$)))	\$*)))	\$)))	\$*)))	\$)))	\$*)))
%	Vf;gkfglsf] ; lj wf lgdfđf	!@)))	!@)))	\$)))	\$)))	\$)))	\$)))	\$)))	\$)))
^	lj Bfno kgm yfkdf	()))	@%)))	#)))	&%)))	#)))	&%)))	#)))	&%)))
&	dlxf, blnt, lk5l8Psf ju{ hflt, hghflt, ãã kēflj t tyf lj:yflkt ; dxz ; d;nf0{ ; dđg] u/l cfj fl; o lxdfnl÷buđ 5fqj j f; lgdfđf	#	#)))))		!)))))		!)))))		!)))))

^= zlfjs Joj :yfk

s= lj Bfno Joj :yfk

lziff lfđleqsf /fli60, lfđlo, tyf :yfglo txsf clwsf/, pQ/bfloTj, tyf hjfknblxtfnf0{ ; /sf/n]ug; ; zf; gsf]kg; ; r;gf; ; f;ldnfg ul/gđ .

cfwf/e't lziff -!-\*\_ / dflwlds lziff -(!@\_ Joj:yfkg, kzf; g tyf cflyđ b[6n]5b&)  
klxrfgd; ; ~rfng xgđg\ . lj Bfno cfwf/e't //cyj f dflwlds txsf ; kdf dfq ; ~rfng xgđg\

v= lzifs Joj :yfk

lj Bfno Joj :yfk ; ldltn] lziff tyf vhsb dđqfnosf] lgbzgcg; f/ clwfkg cgdlt-kq  
lnPsf lzifsx; dđwaf6 lgolQm ugđ . lj Bfno Joj :yfk ; ldltn] lzifs lgolQm ubf{klt:kwl{  
tyf kf/bzl{5gfđ klqmf cjndag ugđ . lzifssf] ; j f / ; lj wsf ; t; ; lgodfg; f/ xgđ .  
cfwf/e't lziffdf sg}klg l/Qm b/aGbldf dlxf, blnt, tyf cđo ; lj wflj xlg ju{nf0{lGolQm  
ul/g]s/fdf kfyldstf lb0gđ .

kfylds tx tyf :gfts pQLof{dflwlds txsf lzifssf] of]otf a9fpg]cj ; / kđfg ul/gđ .  
xfn kfylds txdf clwfkg/t P; Pn; l of]otf ePsf tyf :gfts -al-P8= afxđ\_ of]otf e0{  
dflwlds txdf clwfkg/t lzifsx;nf0{jf-5glo of]otf xfl; n ug] tflndsf cj ; / kđfg  
ul/gđ .

axsiff lzif0fdf ljzi6tf ePsf lzifsx;sf]5b&}; dđ lgdfđf ug[klj wfg /flvgđ .

cfwf/et txsf lzlfz tyf dflwlds txsf lzlfz bj \$f nflu j [Q lj sf; sf 5b&f5b&}kf6f /xg\$g\ . lzlfzsf] oflotf tyf sfo{ Dkfbg lfdtnf0{ j [Q lj sf; / kfl/>lds; E ; DalGwt kfl/g\$ . lzlfz lgj [Qe/Of sfjf :yfkf ul/g\$ .

z = xhf/df

s† ; *	sfo\$đ	# j if{cŕtl/d ofhgf cj lwsf]sh		cf-j = @)^\$÷)^%		cf-j = @)^%÷)^^		cf-j = @)^^÷)^^&	
		nlf	ahđ	nlf	ahđ	nlf	ahđ	nlf	ahđ
!	lzlfz ;]f cfof]ust] ; :yfut lj sf; , lzlfz egf{ ; ]f ztđf ; wf/ s= :yfol cllofkg cgbdt -tlg tx_ v= lzlfz a9jf -tlg tx_ u= vhf kltoflutf - tlg tx_	&))))) &))))) !)))))	@\$))))) #\$))))) \$()))))	\$))))) ^))))) %))))))	()) !#)) !&))	#))))) %))))) #)))))	*))))) !!))))) !^)))))	@))))) %))))) @)))))	&))))) !)%))))) !^)))))
@	; ]f lgaQ lzlfz xz sf nflu lga[Qe/Of tyf cŕo ; lj wf		@*%)))))		*%)))))		(%)))))		!)%)))))
#	lzlfz tnj eQf		#*#%)))))		!!^)))))		!@^%)))))		!\$!)))))

u= cfly\$ Joj :yfkf

cfly\$ gllt lj Bfnosf]:jfoQt f a9fpglt/ nllft xg\$ . nlrnfkg tyf pQ/bfloj ; lglZrt ug{cgbfgsf axj \$llks pkfo ckgf0g\$, h:t} Psdl6 cgbfg, ; zt{cgbfg, kfl}; fyg cgbfg . ; lj wflj xlgj u{ tyf lfgsf nflu cfly\$ ; xfotdf lg/t/ j [4 ub]nlug\$. lj Bfnofz nfo{ lb0cfPsf]cgbfgdf /fHon]s6f]l ug[5đ . lj Bfnof0{ s[bl tyf :yfglo bj } lgsfoaf6 cfly\$ cgbfg pknAw u/f0g\$. uflj ; , gkf, lhj ; h:tf :yfglo lgsfosf]of]ubfg slt xg]egl /fHon]to ug\$. pQ/bfloj tyf kf/blz{f cfly\$ cgbfgsf cfwf/et lj z]ftf xg\$g\

&= ; :yfut ; Argfsf]lj sf;

lzlfz ; DalGwt glltsf]kg/fj nfg\$g ug{/ glltut ; Nnfx ; emfj xz sf nflu lzlfz gllt lgwf{Of ; ldltnf0{ ; lsf tNof0g\$. pRr lzlfzdf uOf:t/ clej [4 ug{kfl]s ; dXsf] ; mlgtf xg]u/L Pp6f cg' Gwfg kl/ifb\u7g u/L sfo{ ; -rfng ul/g\$. lj Zj lj Bfno cgbfg cfof]ucgtu\$ uOf:t/ ; lglZrttf / dfgotfsf nflu ; ds]ftf lgwf{Of kl/ifb\$]u7g ul/g\$. lzlfz tyf vhsb dŕqfnocgtu\$ /x\$]z]lfs hgziQm lj sf; s]bhf0{dfgj ; #fwg lj sf; ug[ ; :yfsf]z kdf lj sf; ug{lfdtf clej [4 ub]nlug\$. pRr dflwlds lzlfz kl/ifb\ / k/Llf lgoGqof sfofHonf0{Psls[ u/L lj Bfno txsf] cltd afx& k/Llffng]; :yfsf]z kdf lj sf; ul/g\$ .

**\*= sfggl klfd Joj :yf**

lzlff lfqsf] ; Argfut tyf sfodhs ; dfofhg ug{ lzlff ; E ; DaGwlt sfgg ; wf/ ul/g\$ .  
lgMNs tyf clgjfo{ cfwf/et lzlffnf0{ lgodsf] bfo/fdf Nof0g\$ . lj Bfno lfq k4ltsf]  
sfofj ogdf ; xofu k%ofpg lzlff Pq, lgodfj nl tyf lgbLzsfx;df ; zfwg ul/g\$ .

**(= ah\$÷; fwgsf]cgdffg / Joj :yf**

lzlffdf sh /fli6@ ah\$sf] xfnst] cz sl/a !^ kl|tztfn0{ qmdzM j [4 u/L nlug\$ . xfn  
sfofj ogdf /x\$ cfof]hg; E ; Dj lGwt sfoqmdsf] xsdf ; /sf/ / bft[ ; dbfoalr ePsf]  
; Derf] fadfl]nd ah\$sf] Joj :yf xg\$ . yk tyf lj zlf sfoqmdsf] xsdf cltl/Qm ah\$sf] Joj :yf  
ul/g\$ .

**!)= sfofj og k4ltdf ; wf/**

**!)= lzlff**

s= lzlff-l; sf0 lsøfsnfkdf ckllft ; wf/ Nofpg lj Bfnodf cfwf/t lzlfs tflnd /  
køf]stf{cgsh xg]u/L kf7@; fdulx; lj sf; ug{ sfo\$dnf0{; b\$ ul/g\$ .

v= lj Bfno cgbfg k0ffnldf ; wf/ u/L lj Bfnodf ; f\$]lgsf; f hfg]køw ldnf0g]5 .

u= ; fdlhs k/Llf0fnf0{ sfggl dfotf lbg] Joj :yf ug{ cfj Zos sfggl Joj :yf ldnf0g\$ .

3= cgludg, dNof^\$g tyf ; kl/j ]f0f k0ffnldf ; wf/ ug{ :yfglo lgsfo, u}; /sf/L ; \$ ; :yf  
tyf gful/s ; dfh, lzlfs olgog / ; :yfut lj Bfno cflb; E ; xsfo{ul/g\$ .

a= slff !-!@ sf]lj Bfnolo ; Argf sfod u/L ; du|lzlffsf]kfyldstfsø lgDgfg; f/ /xg\$ .

!= cfwf/et lzlff

@= cgf]krf]s lzlff / vhf lzlff tyf b' l; sf0

#= dflwlds lzlff

\$= kl]j lws lzlff tyf Joj ; flos tflnd

%= k] {kfylds÷kfl/Des afnlj sf; lzlff

^= pRr lzlff

**!)@ of tyf v]hsb**

of fj uhf0{bzsf] ; fdlhs lj sf; df ; lsø ; xeful u/f0{pglx;sf] hljg:t/ dfly p7fpg of f  
cl8l6^sfoqmd ; ~rfng ul/g\$ .

v]hsb lj sf; sf]; Gbedf gkfn]pTs[6 k\$z\$ ug]; Defj gf ePsf v]hx;df pRr kfyldstfsf  
; fy nufgl clej Mb ul/g\$ .

**!!= cgludg / dNof^\$gsf] Joj :yf**

lj Bfno lzlffsf] u0f:t/sf]; lglZrttfsf nflu s[b]v lj Bfno tx; Dd lg/Llf0f; ; kl/j ]f0f /  
cgludg sfohf0{; b\$ ug]; øqsf]lj sf; ul/g\$ . lg/Llf0f; ; kl/j ]f0f / cgludgnf0{køf]sf/L  
agf0{; dtfdhs / u0f:t/lo lzlff xfl; n ug{ lfqut sfo\$dsf]lhDd] f/L Pj d\pQ/bflo]j ; d];  
:yfglo lgsfodf k]ofof]hg u/L sfo\$dx;sf] køf]sf/L sfofj ogsf] nflu E; f]køf] agfpb}

lg/Llf0f, ;kl/j]f0f / cgludg ;xofu sfo\$đ ;~rfng u/L o; k0ffnlnf0{ ;xofuk0f{/ lfdtfjfg agfpb}nlug\$ .

**!@ ; dli6ut sfo\$đ tyf cgdflgt ahđ**

Sf, #	sfo\$đ	# j if{c6t/d ofhgf cj lwsf]sh ahđ	cf-j= @)^\$÷)^% Sf nflu ahđ	cf-j= @)^%÷)^^ Sf nflu ahđ	cf-j= @)^^÷)^^& Sf nlu ahđ
!	; flf/tf tyf cfodhs sfo\$đ	@\$)^) (!	&^#!^)	*#)#^)	*!@%&!
@	j\$lnks lj Bfno lzlf -b/ lzlf tyf vhf l; sf0_ sfo\$đ	%!)%))	@%#))	@%#))	%))
#	k] {kfylds lzlf ÷ k]/Des afnlj sf;	#) (&!^%	!)!%***	!)\$)^#*	!)\$)^#*
\$	cfwf/e't lzlf	!)^)\$!@&	#\$()&)(	##\$&)(	##&*&)(
%	dfnld s lzlf	&^%!%#	@\$%)#)	@%\$^#)	@^%\$ (#
^	k]j lws lzlf tyf Jofj; flos tflnd	!^^\$\$))	#&&#))	%&(*))	&)&#))
&	pRr lzlf	#\$!#&\$^	!)%&#\$	!!!&&#\$	!@\$)@&*
*	lzlfdf u0f:t/ lj sf;	**^))(*	@(\$%#^^	@(%#^^	@(%/#^^
(	v]hsb lj sf; sfo\$đ	^%)))	!#)))	@^)))	@^)))
!)	ojf lj sf; tyf :sfpl6 <sup>a</sup> sfo\$đ	%)))	!&%)	!(%)	!#))
!!	ef]ts lgdf0f tyf kgM lgdf0f; Da6wl sfo\$đ	&#)\$#!^	@)%(&\$#	@*)(*#)	@\$#\$&\$#
!@	Zf]fs Joj :yfk g	\$!#)&%)	!@\$*( )))	!#^#%)))	!%!*#%))
!#	Rffn"; fwf/of tkn\$]vr{	!!#@*^%%	#\$@@%\$	#&^\$*!)	\$!\$!@(!
	<b>hDdf</b>	<b>()*&amp;@&amp;!</b>	<b>@&amp;())\$&amp;#\$</b>	<b>#)%&amp;^#e*</b>	<b>#e#!^*(</b>

z = xhf/df