

†RÛvi bxnZgvj v Ges
ev⁻ evqb wbt` @kKv

wW.tbU



6/8 ûgvqb ti vW, eK - we
tgvnvâ§ cj, XvKv - 1207

1. wW.tbU-Gi cwi vPvZ

wW.tbU (tWt'fj ctgU wi mvPctbUI qvK) evsj vt' tki GKwU A-gjvcdvfvMx Dbqtb MtelYv cUzovb hv Ab'vb' MtelYvi cvkvcvk evsj vt' tki A_šwZK Dbqtb I `wii`a wetgvPtb Z_ I thvMvthvM chv³ i e'envi wbtq 2001 mvj t_tK KvR Ki tQ|

MtelYv cUzovb wntmte Kvhpjg 'i'i' cUgw' tK Z_ Ges thvMvthvM chv³ w' t'q wKfvte Dbqtb Kiv hvq tmw' tK wW.tbU cUvb gtbvthvM wQj | Z_ I thvMvthvM chv³ i gva'tg `wii`a wetgvPtb t' t' t' wW.tbU gVch'qi MtelYv t' t' kx w' kx MtelK' i `wó AvKI t' Ki tZ m'lg ntqtQ|

wW.tbU Gi wfkB

Ggb GKwU mgvR e'e'v, thLv'tb Z_ I Ávb, m'ú' `Zwi Ges m'ú' i m'j geU'tbi gva'tg mKtj i AskMhY wbowZ nq Ges `wii`a wetgvPtb fvgKv ivtL|

wW.tbU Gi wgb

ZwiEK MtelYv Ges wvfb'KgmP ev'evq'tbi gva'tg cUz Z_ Ges Ávb w' t'q `wii`a wetgvPb, A_šwZK Dbqtb Ges kwš-cUzovq i "ZcY'fv'gKv ivLvi gva'tg wW.tbU evsj vt' k Ges evsj vt' tki evB'ti GKwU MtelYv cUzovb wntmte cUzovZ ntZ Pvq|

wW.tbU -Gi j' t' mgn

- Z_ I Áv'tbi Dbqtb Ges Zv ep'ei cwi m'ti wvbgq Kiv
- Z_ I thvMvthvM chv³ Ges Dbqtb mspvš-bwZ cU'q'tb m'p'q fvgKv ivLv
- `w' t' Y Gw'qv Ges Zvi evB'ti i Z_ chv³ I Dbqtb mspvš-Aw'ÁZv wvbgq Kiv|

wW.tbU-Gi D't' k'

- RvZxq Dbqtb I `wii`a wetgvP'tbi j' t' t' wvfb'c'ai'tbi MtelYv cwi P'j bv Kiv Ges MtelYv ä Z_ I Ávb Z_ chv³ i gva'tg cU'vi Kiv;
- Z_ I thvMvthvM chv³ tK KwL, "t' t'", wK' t' v, AvB'x Aw'Kvi, m'p'Z'Zv `Zwi Ges Dbq'tbi Rb' ` t' Zv ep'xi Kv'tR m'ú'š Kivi j' t' t' KvR Kiv;
- M'g I kn'ti RbM'tYi R'xeb R'w'Kvi gvb Dbq'tb Z_ I thvMvthvM chv³ w' f' t' m'evmg'ni Rb' wvfb'c' e' emw'qK g't'Wj `Zwi Kiv;
- evsj vt' tki t' c' t' t' Z Dbq'tbi m'v' Z_ chv³ i m'ú'š Ki Y w'el qK bw'Z'g'v v mspvš-MtelYv cwi P'j bv Kiv;
- Rbmvavi t'Yi AskMhY I t'lgZ'v'ep'xi j' t' t' t' t' k I w' t' t' k wvfb'c'bw'Z' t' Z c' f' v' t' d' j' t' Z m'lg Ggb cU'vi Y' t' K Drm'w'Z Kiv;
- M'g'Y R'xeb R'w'K'vq Z_ I thvMvthvM chv³ i Kv'h'K'w'ii Zv m'w'oi j' t' t' t' ZY'g'j ch'q' ` t' Zv ep'xi KvR Kiv|

wW.tbU c'Aw'w' R'x t'Kš'k'j cwi K'í bv 2010 Gi Av'l Z'vq Gi Kg'm'P'x t'j v't'K cU'w'g'K'f'v'te 6 w'U _x't'g f'v'M Kiv ntqtQ| _x'g' t'j v' nj :

1. Z_ I Áv'tb c'š'ek'w'ia'K'vi
2. A_šwZK Dbq'tbi Rb' e' emvq cU'Z't'hw'M'Z'v ep'x
3. m'j'v'm'b I g'v'b'w'ia'K'vi
4. g'v'b'e m'ú' ` Dbq'tb
5. cU'z'ov'b'K m'lg'Z'v ep'x
6. A_šwZ Ges Dbq'tbi bw'Z m'ú'w'K'Z MtelYv

wW.tbU bviXtK cwi eZfbi „i“ZcYPhj K wntmte t`L th wKbv cwi evi Ges wbtRi tMvôxi gta` cwi eZf AvbtZ Prq| wW.tbU bviXi flgZvqtbi j tfl` mnvqK fngKv ivLtz Prq| mofvte m`u` e`e`vcbv, wki hZf Lv`i` i wivcE`v wvôZ Ki tbi gva`tg Mn`vj xi A`BwZtZ bviXi th fngKv eZGvfb mviw wtkji Kvto` KZ| bviXi Dbq`b c`iv cwi evi | RvZxq Dbq`b AZ`S`„i“ZcY`c`fve tdtj | GRb` wW.tbU bviXi Dbq`b Ges flgZvqtbi j tfl` m`PZbfvte Zvi Kvhf`rg Pwvj tq hvt`Q| wW.tbU Dcj wä Kti tQ th bviXi MvZwewa, w`xvš`tbl qvi flgZv Ges m`u`f`i gwj Kvbv Zvt`i ewoi cj`l`i` i`v`iv w`bq`š`Z| wW.tbU gtb Kti bviXi A`BwZK, mvgvRK Dbq`b mtefcwi bviXi flgZvqtbi Rb` flgZvi cp: e`Ub AZ`S`-Ri`ix|

hw`l` a`ti t`bl`qv`nq` bviX Ges cj`l` GKB a`tbi P`tci gta` t`_tK KvR Kti Zvici l` c`Z`v`tb` flgZvi Amg KvVtgv A`t`K mgq t`Kv`bv`Kv`fR` bviXi c`Y`AskM`h`Y`t`K` evavM`O`' Kti | A`t`K mgq GB w`el`q`w` GKw` wj` ½`%`el`g`n`xb` Kv`fRi` cwi`tek` ^Zix`Z` evav` t`q` | wj` ½` c`fl`cvZ, Mrevav` avi`Yv, t`b`w`ZevPK` avi`Yv` Ges` c`w`Z`v`b`K` Aw`e`Pvi` / Ab`v`q` t`K` tiva` Kti` t`UK`m`B` Dbq`b Ges bviXi flgZvqtbi w` t`K` Gw`M`t`q` hvl` qvi` Rb` wW.tbU`i` GKw` c`Y`%` t`R`U`vi` b`w`Z`g`v`j` vi` c`w`q`v`Rb`| GB b`w`Z`g`v`j` v` c`Z`v`t`bi` Af`š`ti` l` ev`B`ti` i` Kg`R`v`t`U` m`P`Z`b` c` t`fl`cm`g`n` w`P`w`y`Z` Kti`t`Q, hv` wj` ½` `el`g`c`Y` mgv`Re`e`v`q` Bw`ZevPK` cwi eZf`b` fngKv` ivL`te`|

GB b`w`Z`g`v`j` v` Av`f`-Av`f`-KZ`Z`/Aw`ac`Z` c`Y`m`s`-w`Z`t`Z` emevmi` Z` mevi` gvb`w`KZ`v`q` Bw`ZevPK` cwi eZf` Av`t`e`|

4. wW.tbU`i` t`R`U`vi` b`w`Z`g`v`j` vi` D`f`l`k`:

t`R`U`vi` b`w`Z`g`v`j` vi` gj` D`f`l`k` nj` wW.tbU`i` Kg`f`Px` Ges` c`k`f`i` Kg`P`Z` bviX`i` flgZvqtbi` gva`tg` mgZv`/b`v`q`c`i`v`q`b`Zv` `vc`b` Kiv` Ges` cj`t`li` m`t`z` bviX`K` mgv`b`f`v`te` Dbq`b`i` Askx`vi` wntmte` Mto` t`Z`v`j` vi` Rb` m`m`, mn`th`Mx` c`Z`v`b` l` b`w`Z`w`b`a`f`i` Ke`y` t`K` c`f`w`e`Z` Kiv`| GB b`w`Z` t`Kv`b`f`v`te`B` cj`t`li` c`Z` w`e`t`l` ev` `el`g` m`w`i` D`f`l`k` c`b`x`Z` b`q`| Z`te` A`t`b`K`f`fl`t` w`e`g`v`b` ev`e`Z`v`q` bviXi` c`Z` Bw`ZevPK` AM`h`a`Kvi` w`P`w`y`Z` Kiv` n`t`q`t`Q`| t`R`U`vi` b`w`Z`g`v`j` vi` c`w`b` D`f`l`k` t`j` v` nj`:

- o GB b`w`Z`g`v`j` vi` gva`tg` wW.tbU`i` Kg`f`v` wj` ½` w`el`q`K` b`w`Z`g`v`j` v` m`u`f`K`m`P`Z`b` n`te`b` Ges` bviX` Kg`f`v` Zvt`i` Awa`Kvi` c`Z`v`b` Ki`t`Z` cwi`te`b`;
- o wW.tbU`i` Kg`f`i` gta` mgvb` m`u`K`v`c`t`bi` t`fl`t` t`R`U`vi` b`w`Z`g`v`j` v` w` Kvb`t` Rbv` wntmte` KvR` Ki`te`;
- o GB b`w`Z`g`v`j` vi` gva`tg` wW.tbU`i` bviXi` c`Z` Ges` bviXi` Rb` cwi` Pw`j` Z` Kv`fRi` AM`h`w`Z` m`u`f`K`c`fl`cvZ`g`y` w`x`v`š`-M`h`Y` Ki`t`Z` cwi`te`;
- o t`R`U`vi` m`u`w`K`Z` avi`bvi` c`w`Z`v`b`x`Ki`t`bi` t`fl`t` Gw` b`w`Z` c`b`q`t`bi` c`x`w`Z` wntmte` KvR` Ki`te`;
- o t`R`U`vi` mgZv` Ges` mvg`Z`vi` Dbq`b`i` t`fl`t` GB b`w`Z`g`v`j` v` e`envi` Kiv` hv`te`| GB b`w`Z`g`v`j` v`t`K` c`w`q`v`Rb` Ab`h`v`q`x` cwi` eZf, cwi` gv`Rb` l` cwi` ea`b` Kiv` hv`te`;
- o wW.tbU`i` Ges` Gi` Askx`vix` ms`MV`b` t`j` v`t`Z` GKw` t`R`U`vi` ev`Ue` cwi` tek` ^Zix` Kiv` th`Lv`tb` bviX` cj`l` GK`m`v`t`_gh`P`vc`Y`Ae`v`b` Ges` cwi` `u`wi` K`k`x`v` w`b`t`q` KvR` Ki`te`|

5. b`w`Z`g`v`j` vi` gj` fngKv` Ges` KvVtgv`:

wj` ½` mgZvqtbi` ms`M`t`g` bviXi` (cj`t`li` l` l`) flgZvqtbi`K` c`w`v`b` w` t`q` wW.tbU`i` GKw` 5` t`+` w`e`n`k`o` t`R`U`vi` mgZv` Ges` flgZvq`b` KvVtgv` Ab`mi`b` Ki`te`|

bviXi` flgZvq`b` ej`t`Z` Zvi` w`b`t`Ri` R`x`eb` Ges` Pvi`c`v`t`ki` RMr` m`u`w`K`Z` w`x`v`š`-M`h`Y`i` flgZv`f`K` tev`S`v`tbv` n`q`| GB` KvVtgv`i` mnv`f`h` wW.tbU`i` Zvi` ms`MV`w`b`K` b`w`Z`g`v`j` v` Ges` Kg`f`Px` cwi` Pw`j` bvi` t`fl`t` wj` ½` mgZv` ms`P`v`š`-w`el`q` t`j` v` L`f`R` t`ei` Ki`t`Z` cwi`te`| GB` KvVtgv` Dbq`b`i` t`fl`t` wW.tbU`i` th`me` w`el` t`j` vi` c`Z`d`j` b` t`L`t`Z` P`v`q` th`gb` wj` ½` mgZv,` gvb`ewa`Kvi,` `wi` `q,` Z`t`_` c`w`k`wa`Kvi` BZ`w`|

III) KgrDbqb

Kgr i Rb Dbqbgj K clikqiyi tqtij 1/2 elg Kiv ntebv | Gaitbi clikqiyi clikqrb Abmvti brix cij tli AskMhY wbdz Kite | ms vi cql t_k brix Ges cij l Kgr i Rb tRvi mPZbZv epgj K clikqiyi Avtqrb Kiv nte | KgrDbqb Kvhqti Avl Zvq tRvi mPZbZvK h3 Kiv nte |

IV) AvPi b f 1/2 x

- o tRvi mgZvK w.tbui gj msvMvbK gj tevta Ask wntmte MhY Kiv nte | w.tbui Kgr GB gj tevtaK jvj b Kiteb;
- o w.tbui Kvri tqtij brix cij tli gta tKvbn cv_R vKtebv | brix Kgr i ciz cZ q Ges ctiv q fite Kiv thKvbn AegvbnKi gse kw thvM Aciva etj MY nte;
- o ms vi Af shi brix-cij l Dftqi Rb GKU mpy mgfivcbeGes my i Kvri cwi tek wbdz nte;
- o AbvKv qZ NUBvi nvZ t_k brix Kgr i i qvi Rb thSbnqivb bxZgvj v cbqb Kiv ntqtQ | tRvi mPZbZv Ges thSbnqivbxi wel tq Kiv Rb GKRb Dct ov wbtqvM t qv nte |

V) Qul

tfvweK cwi w vZtZ brix-cij l wbeftl mKj KgrubgewZ wbgq Abhvqx Qul tfvM Kitz cvi teb:

- o AvRZ Qul (Earned Leave)
- o %wgvEK Qul (Casual Leave)
- o wPwKrmv Qul (Medical Leave)
- o gvZZKvj xb/wcZZKvj xb Qul (Maternity/Paternity Leave)
- o wk qivKvj xb Qul (Study Leave)
- o m'vewJK'vj Qul (Sabbatical Leave)
- o Kbm'vj tUwY Qul (Consultancy Leave)
- o Amvavi Y Qul (Extra Ordinary Leave)

gvZZKvj xb Qul

GKRb wbcqgZ brix Kgrvix m'uY Kgrvteb c_l q ul mshbi cZtKi Rtbfi mgq mtePP 4 gvm Kti GKRb Zvj Kvfb/wbeuZ msike wPwKrmK ntZ cIB mnuqctKtUi wfvEtZ cyteZtb gvZZKvj xb Qul cvteb |

wcZZKvj xb Qul

m'uY Kgrvteb q Rb mshbi Rtbfi mgq mtePP 10 w tbi Rb cyteZtb wcZZKvj xb Qul cvteb |

VI) teZb Ges mjeav

mgagr Kvri Rb tctj Abhvqx brix cij l DfqB mgfivte teZb Ges Abvb mjeav cvte | tRvi tft teZb Ges mjeav i tqtij tKvb elg Kiv nte bv | mKj mjeav GKU wbn 0 mg Ges c tqtci Rb mgfivte dj tjc Avtm |

VII) ct vbz

GB cZovb Atc qvKZ teik bixt i tR o ct ct vbz DrmwnZ Kti | mgvb thvM Zv Ges AvfAZv AvtQ Ggb brix cij tli tqtij w.tbui tR o ct bixtK AMkaKvi tq |

VIII) e w3MZ ^Q

- brix Kgr i Rb clikqrbxq mjeav mn Avj v v Uqtj tui e ev vKte |
- brix Kgr Kvhqti wtekl clikqrb wbdz Kiv nte wtekl fite ivtzi agY Ges mvU'Kvj xb Kvri mgta (hw ev t hv mbe bvnq) |

II) nqi wlb Ges`y Rv

thšb nqi wlb mgn`v mgvat`bi Rb` wW.tb`Ui thšb nqivbx tiva bwiZ m`u`K`m`PZbZv e`w` Kiv nte Ges GB bwiZ e`env`ti i gva`tg Kgf`i w`b`vc`E`v weavb w`b`w`D`Z Kivi Rb` w`b`w`i`g mgq ci ci GB bwiZi ch`f`j vPbv Kiv nte|

III) w`m`ve e`e`v`cbv

w`m`ve e`e`v`cbv w`ef`v`M ev`RU `Zix Ges Aw`_`R ch`f`j vPbv e`e`v`q AskM`b`i`Yi gva`tg Aw`_`R Kw`v`tg`v Ges m`u` ` e`e`v`cbv PP`q tR`U`vi mgZv w`b`w`D`Z Ki`te|

IV) tR`U`vi t`K c`b`v av`v`q i`f`c`v`š`i Kivi t`K`š`k`j

Kg`m`Px Ges c`b`Z`o`v`b`i m`K`j av`i`Yv, f`v`ebv Ges `f`i tR`U`vi bwiZ ev`ev`q`b`i GK cv`tk t`_`t`K`I w`W`tb`U, `v`b`x`q Rv`Z`x`q Ges Av`š`R`w`Z`K ch`f`q mi Kiv`x c`b`Z`o`v`b, MYgva`g, w`k`f`v`c`b`Z`o`v`b Ges temi Kiv`x c`b`Z`o`v`b`m`g`f`ni t`b`U`I qv`t`K`P gva`tg tR`U`vi mgZv`t`K c`b`v av`v`q i`f`c`v`š`i Ki`t`Z ms`K`i`e`x`|

V) t`b`U`I q`w`i`K`S` Ges G`v`W`f`v`t`K`m`x

t`b`U`I q`w`i`K`S` Ges G`v`W`f`v`t`K`m`x Kvh`f`u`tg (c`k`v`k`b`v, MYgva`tg c`P`v`i`w`f`h`v`b, mgv`tek, msj`vc, Av`t`j vPbv m`f`v, m`v`š`w`Z`K Dc`v`cbv Ges Ab`v`b` Z`_` c`P`v`i`i t`K`š`k`j) tR`U`vi mgZv c`b`Z`B Ki`te|

M) Kg`m`Px A`v`x`K`i

I) Kg`m`Px c`w`i`K`i`b`v Ges t`K`š`k`j

tR`U`vi mgZvi j`f`i Ges Z`E`m`g`n`t`K w`W`tb`Ui Kvh`f`u`t`g`i c`w`i`K`i`b`v Ges e`e`v`cbvi t`f`i`t`i` D`f`i`k`i` w`n`t`m`te t`b`q`i w`b`d`q`Z`v Kg`m`Px w`ef`v`M t`te:

- m`K`j Kg`m`Px w`P`w`y`Z` Kiv, c`w`i`K`i`b`v, b`K`k`v Ges g`j`v`q`b c`b`u`q`v`q` tR`U`vi mgZvi `e`n`k`o`t`K m`u`³ Kiv|
- msj`vc, m`n`t`h`w`M`Z`v Ges Aw`a`K`Z`i` f`l`g`Z`v, m`u` ` Ges `w`q`Z`i t`k`q`i Kivi t`f`i`t`i` b`v`i`x`-`c`j`t`i`i` Rb` tR`U`vi m`t`P`Z`b`Z`v ev`o`v`b`v`i t`K`š`k`j t`K` h`y`³ Kiv`te|
- t`K`š`k`j `Z`ix Ges dj`v`d`j ch`f`j vPbvi Rb` tR`U`vi w`e`t`k`i`Y w`b`g`f`Y`K`v`v`t`g`v`i e`env`ti Kg`m`Px D`r`m`w`n`Z Ki`te|

II) Kg`m`Px e`e`v`cbv

m`K`j B`D`i`b`t`U`i e`e`v`c`k tR`U`vi bwiZi m`v`_` m`u`³ c`w`i`t`g`q (c`w`i`g`v`c Kiv hv`q G`g`b) D`f`i`k`i` Ges Kiv`f`u`g Gi D`c`i c`w`i`K`i`b`v Ges w`e`e`i`Y t`te| Kg`m`Px e`e`v`c`k`M`Y Kg`m`Px `t`j`i gva`tg tR`U`vi bwiZ ev`ev`q`b Ges t`K`š`k`j w`b`a`f`i`Y`i Rb` `w`q`Z`c`b`B | Z`v`i`v` A`e`k`B`

- tR`U`vi mgZvi mg`_`f`b`/m`n`v`q`Z`v`K`i`f`i Kvh`f`u`tg Kg`m`w`b`t`q`M Ges ev`RU` e`U`t`b`i t`f`i`t`i` tR`U`vi t`K c`b`v`b` t`q`v w`b`w`D`Z Ki`te|
- m`K`j c`k`i`/Kg`m`Px w`W`tb`Ui m`w`e`R tR`U`vi bwiZ Ges t`h`t`K`v`b Rv`Z`x`q tR`U`vi bwiZ w`e`t`e`P`b`v` K`i`i` G`K`i`U tR`U`vi ev`ev`q`b c`w`i`K`i`b`v `Z`ix Ki`te|
- m`K`j c`k`i`/Kg`m`Px Kg`P`Ges m`j`e`a`v`f`v`M`t`i` i Rb` tR`U`vi m`t`P`Z`b`Z`v c`k`f`l`Y h`y`³ Ki`te|
- Kg`m`Px e`e`v`c`k g`v`b`e m`u` ` Ges g`v`K`g`x`P m`v`_` Av`t`j vPbv m`v`t`c`t`f`l` e`w`i`R tR`U`vi c`k`f`l`Y`i c`w`i`K`i`b`v `Z`ix Ki`te|
- c`b`Z`K Kg`m`P`v`c`k`i` Kg`P`v`i`x Ges m`j`e`a`v`f`v`M`x` D`f`q ch`f`q b`v`i`x`i` c`b`q`v`R`b`x`q`Z`v w`b`a`f`i`Y`i Rb` A`b`j`e`v`a` m`i`b`u`e`o` Ki`te|

- weifbachfug wv.tbU Gi cKf I Kgmpx e'e'vcbvq Kgctf 30% brix tbZZi_vKte|

N) Kgmpxi tRÜvi cwi exfY Ges gj'vqb c×wZ

Kgmpxmgf Zv' i tRÜvi bmxZ Ges tKSkfj tRÜvi mgZv j'f' ARfbi Rb' Zv' i tPónq wKfvte Zviv mdj ev e' _
ntqfQ Zvi eYbv Ges wefkfY, Zv' i Avf's+xY `f'Zv `Zix Ki fZ nte| G' f'v ntj v t

- Kgmpx kbv³KiY chfug GKwU Baseline `vcb Kivi Rb' GKwU tRÜvi teRj vBb Rwi c Kiv thb Zvi wfvÉfZ cieZxRvj xb AMwZ cwi gvc Kiv hvq|
- Kgmpxi Kvhfug Ges cfve cwi g'YMZ Ges 'YMZ Df'fvte wefepbv Ki fZ mKj Kgmpx ti KW'ev `f'f' cövtY thb tRÜvi m'ú³ nq Zv wvÖZ Kiv|
- mweR j'f' Ges wv' Ø Df'f' k' Gi mvf_ m'ú³ tRÜvi cfweZ wv' RK wba'fY Kiv Ges GB wv' RKmgfni wvqgZ cwi exfY I chf'j vPbvi Rb' e'e'v Kiv|
- Kgmpx f'f'f' cZ'f' wv' Ø tRÜvi m'ú³KZ mgm'v Ges Kgmpx Kvhf'ugi tRÜvi wv'f' cfve Mfel Yv, wefepbv Kf'i Zv wvÖZ Kiv|
- Kgmpx cÖZte`tb Kvhfug Ges Ab'vb' aif'Yi mieivnKZ e'e'v thgb Mfel Yv, Ges `f'Zv ep'xi Rb' M'pxZ KgPvix cÖk'f'Y Ges Db'qb BZ'w' i cY'f'i KW'f' I qv wvÖZ Kiv|
- wv.tbU i `Zix mKj bmxZ, m'f'PZbZvi DcKiY Ges Ab'vb' cöyvc'f'/KvMRc'f' wvqgZ tRÜvi `wv'KvY t'f'K chf'j vPbv Kiv nte|
- wv.tbU chf'q'f'g mKj Kgmpx Ges cKf'f' tRÜvi cwi exfY I gj'vqY (GEM) c×wZf'K m'ú³ Ki f'f'|

ms'f'vRb 1: UxKvmg'f':

tRÜvi

tRÜvi ntj v brix Ges cj'f'li Øviv cwj Z mvgwRKfvte `Zix f'ugKv hv Zv' i wj f'f' wfvÉfZ Av'f'wcz| tRÜvi ntj v R'xew'Av'f'bi mivmwi m'f' Ovov eis Zv' i mvs'wZK cwi g'Üf'j brix I cj'f'li ntj Av'kvbj'f'c Av'Pi'f'Yi aif'Yi wfvÉfZ brix cj'f'li m'v'k' Ges `emv'k' wefepbv/cix'f'v Kivi gva'g| GB mKj f'ugKv m'vaviYZ wv' Ø `vb Ges mg'f'qi t'c'f'f'Z wba'f'i Z nq|

tRÜvi wefkfY

brix-cj'f'li weifb'w'f'ugKv ntj Aw'f'f'Z nI qv AmgZv'f'K w'P'v'Z Kiv ev Zv' i g'f'a' Amg 'f'gZvi m'ú³K'Ges Zv' i R'xeb, `f'` Ges Kk'f'j i lci GB mKj AmgZvi cfve tRÜvi wefkfY w'P'v'Z Kf'i Ges Kvhf'ug Aem'Z Kf'i | te'w'ki f'vM mgv'f'R 'f'gZv thfvte weZiY Kiv nq Zv tevSvq th `f'` i 'f'lvq brix'f' i m'ú³ i lci wvqS'Y Ges A'f'c'f'vKZ Kg e'envi Kivi m'f'vM Av'f'Q Ges w'v'v's'-Zix'f'Z Zviv Kg AskM'f'Y Kf'i | `f'` i f'f'f'f' tRÜvi wefkfY cÖqB m'jeavw'AZ brix'f' i `f'`, Aei'x brix w'Kif'f'c `f'` w'el'qK mgm'vi mgv'v'bv c'vq Ges Zv Aw'Z'f'ug Kivi ev Aw'f'f'v'Y Kivi c'wv'f' Rbv f'`q| tRÜvi wefkfY cj'f'li v Zv' i f'ugKvq mvgwRK cf'v'f'ei d'f'j th `f'` S'f'K Ges mgm'vi m'v'x' nq Zv c'K'v'k Kf'i |

tRÜv'f'f' i w'bi'f'c'f'Zv

tRÜvi mgZv ARf'bi cÖ'f'v'q'w' w'bi'f'c'f' nI qv Ges Aw'aKvi cvl qvi chf'q Aek'B mgZv/ w'bi'f'c'f'Zv cwi gvc wvÖZ Kivi j'f'f'f' cÖqB Hw'Z'vnmK Ges mvgwRK m'jeav ew'AZ'f' i'f'K 'f'w'Zc'f'Y f'`l'qvi w'v'v's'-nq, hv gw chf'q brix-cj'f'li Kvhf'ug'f'K m'j'f'v Kf'i |

tRÜvi mgZv

tRÜvi mgZv A'`ntj v brix, cj'f'li mgvb gh'f'v c'vte| tRÜvi mgZv mgAw'aKvi, `w'qZi, m'f'vM, m'jeav, Av'Pi'Y Ges brix-cj'f'li i gj'f'f' w'ba'f'Y cvl qvi gva'g|

cāvb avivq i/cvšī (Mainstreaming)

cāZōvb, bwiZ Ges KgmPxi cāZ `wōcvZ Kti mgvR, cwi evi Ges e`w³MZ Rxeṭb ṭh Kvhpjg wōṭ`KZ nq | GB mKj cāZōvb bwiZ Ges KgmPx cj`ṭi b`vq bixi cāqRb Ges AvMōni cāZwqvn wōṭZ Kti Ges bix-cj`ṭi gṭā` mKj mjeav mgvb fṭe ṭ` l qvi e`e`v wōṭZ Kti | GUV Avq, mṣú` Ges mṭhvM Gi we`gvb `elg` Kgvq |

ṭRŪvi mṭPZbZv

Dbqḡb Kgx⁹ntmṭe bix Ges cj`l-Gi `KwZ, MōYṭhvM`Zv Ges bix cj`ṭi weifbōcāqRb, AvMō Ges AwāK ṣi`ZcY⁹welqwi ṭṭṭṭ H bix cj`l weifbōṭe mjeavcōB Ges eva` nq | ṭRŪvi weṭkH⁹Yi gvaṭg ṭRŪvi bwiZ e`envi Ges ceāviYvi cbweṭePbv Ges ṭRŪvi wfbōZv mṣūtK⁹ṭh ÁvbvR⁹ cKvk nṭqṭQ Zv ṭRŪvi mṭPZb bwiZ⁹ ṣi`ZjctqṭQ | KZ⁹ṭṭ w.tbṭUi mKj Kg⁹K Dcṭiwj w⁹Z bwiZi cāZ mṣyb ṭ`Lvṭbvi Avnevb Kiṭe |