





karBüayampShpSavivaTrh Edl CakmptönesckpögábenH RtU)aneFVLg RsbtamkartWBCBkTI  
12 EpkTI2 -k! énc,ab,spBkargar . karpShpSaenahmin)ansHCaeLly ehlyr)aykarNpShpSa  
minSHCa el x Kan chéF¶116 Ex ]sPa qál2003 RtU)anbBaümkel xaFkardanénRkmRbikSaGaCa  
kNþal enAéF¶123 Ex ]sPa qál2003 .

### smaSPaBRkmGaCakNþal

GaCakNþal eRCIsersedayPaKhèyaCk<sup>3</sup> el ak Gk rl

GaCakNþal eRCIsersedayPaKhèyaCk<sup>3</sup> el ak Th span;

RbFanGaCakNþal -eRCIsersedayGaCakNþal TaðBr<sup>1,3</sup> el ak matFüü ril dl

esckIsermc nig esckpögáb;

edayeyagtammU danrbsRkmRbikSaGaCakNþal xagele eFkarseRmc nig ecj esckpögábdtxag  
eRkamCakaredaHrsayeBj el j énvivaT<sup>3</sup>

**cMlobBaïT1**<sup>3</sup> svnakarGaCakNþal minRtU)anBnüal eBl ehlyRtUdMNIk kartamkal brécaTKINT;  
Tk .

**cMlobBaïT2**<sup>3</sup> néyaCkRtUþBaðb(kareRbR)asclNat;fäkkmkkrGENjt . kmkrnéyaCitTaðGsEdl  
eFkarel IsBl 3Ex RtUcateTAKgkicSnüamankINteBl evl ac,as;l as; b=kcSnüa  
minkINteBl evl ac,as;l as; nig TTV )antamGRta nig R)akbEnþeBj nUþl  
RbeyaCnTaðGsEdl mansMabkmkrnéyaCiteFkareBj emag .

néyaCkRtUþl sINGTUatpgEdr dl kmkrnéyaCitEdl eFkarTTV )anticCag  
R)ak,Qü Gb,brma nUtémx(sKärvagR)ak,Qü BitR)akd nig R)ak,Qü Gb,brma b=  
R)ak,Qü Gb,brma sMabkargarbEnþemagEdl RtUGnutþtam .

el IsBenH néyaCkRtUþgsINGTUateTA [ kmkrnéyaCitEdl eFkarCabeNþH  
GasnèdayKanTTV )ankarQbsMak . sINGenHRtUesþTAngr)ak,Qü mlyé¶  
sMabé¶mly<sup>2</sup>énéfQbsMakEdl man .

PaKfaldGSRtUseRmc ( )ankicRmerBog sBlémSNGTtatEdl RtUbgkğry<sup>3</sup>  
eBl mYExcabBéfçj esckpğÁbenH . RbsinebKankarRmerBogkğry<sup>3</sup>eBl  
kMNtenHeT nëyaCkCaGkTTV bnkel éfçMNayrkKNenyükrmäk; Edl RBm  
eRBogedayPaKl kmkrnëyaCitedm,bBaakGBlcMhSNGEdl nëyaCkRtUbg;[  
kmkrnëyaCit . bnabmknëyaCkRtUbgñUtémSNGdt)anbBaakedayKN  
enyükrenahkğry<sup>3</sup>eBl mYExcabBéfçjBañr)aykarN\_rbsKNenyükr .

**cMabBaïT3**<sup>3</sup> nëyaCkRtUpñ nUbnbKil andanEdl manTñM pñngdakERKcMh13 ehly ERKcMh  
13 enaHRtUdakenAkğbnbKil andan . ERKTañenaHRtUdak;[ mankğry<sup>3</sup>eBl  
1ExcabBéfçj esckpğÁbenH .

**cMabBaïT4**<sup>3</sup> nëyaCkRtUeckbnbKil andanCaBfEpk . mYEpksMabkmkrnëyaCitbus nig  
mYEpksMabkmkrnëyaCitnarl . r)adymYRtUerbedm,kNÉpkbus nig narl  
ehlyr)adjenHRtUmankBsxS;l pñ -Gb,brma2EmRt; nig RbEvgEvgI pñ nig  
RtUeFGBlvtBsgab; edm,kNÉpkmyBÉpkmyeTot . kicRarenHRtUeFKğry<sup>3</sup>eBl  
1ExcabBéfçj esckpğÁbenH .

**cMabBaïT5**<sup>3</sup> nëyaCkRtUdak;[ manbgñbus nig bgñnarl nig bnb;Tik enAkğbnbKil andan b=  
enAkEngNamYBKil andanEdl GaceTAdl edaymin)acedrel bB20EmRtBKil an-  
dan . kicRarenHRtUeFKğry<sup>3</sup>eBl 1ExcabBéfçj esckpğÁbenH .

**cMabBaïT6**<sup>3</sup> nëyaCkRtUpñpğbnbKil andanñu»sfTaldGSEdl manrayenAkğ]bsmññ  
Rbkasel x330 qñM2000 -c,abcmgén]bsmññHPabCamY esckpğÁbenH; .  
kicRarenHRtUeFKğry<sup>3</sup>eBl 1ExcabBéfçj esckpğÁbenH .

**cMabBaïT7**<sup>3</sup> nëyaCkRtUpñ cMhbnbRKbRkanEdl smamaRteTAngcMhkmkrnëyaCitrbS;  
nëyaCk edm,eRbR)asCaTarkdan nig bnbbM)Akñ . RbsinebhëyaCkKpnI TPaB  
pñ nUPaBgayRsnl sMab;TarkdanET nëyaCkRtUbgéfcMNayrbskmkrnëyaCit  
énkareRbësvaEfrkSaekpñAxagerKA . kññnëyaCkRtUpñ nUbnbmYenAkğ  
brévNeragcRkEdl GaceRbCabnbM)Akñ)an . kicRarTañenaHRtUeFKğry<sup>3</sup>eBl  
1ExcabBéfçj esckpğÁbenH .

**cMubBaTB<sup>3</sup>** nÿyaCkRtUpþ nUbgÁchMh 16 enAkÿbrÿvNeragcRkS (kareRbR) asrbskmpkr  
nÿyaCiteragcRkTajGs; . bgÁnhMÿ<sup>2</sup>RtUpÁþ; TkenAkÿbnb; ehlyTkrRtUpÁþ;  
RkbemagEdI kmkrnÿyaCitkBgFkarenAkÿbrÿvNeragcRk . karpasþþTajenH  
tUbbj kÿry<sup>3</sup>eBI 1Ex cabBéfþj esckþgÁbenH .

**cMubBaTP<sup>3</sup>** eragcRkRtUGnutþLgvij nUkarkat;Tkr)akPaKTanshCBBR)akExrbskmpkrnÿya  
Cit nig RbKI R)akPaKTanshCBEdI RbmU )aneTA [shCB . karkat;TkenHRtU  
cabepþneFþabéfþþkR)akel kerKay nig RtUeFþþBalkmpkrnÿyaCitNaEdI enA  
eBI NamÿyesþMal ayl kGkSr [kat;Tkr)akPaKTanshCBenH . nÿyaCkRtU  
þþ; [RksÿsgÁkic<sup>©</sup>kargar nig yunitism, Ta pgEdr nUkarbBaakrbskmpkr  
nÿyaCitTajGsEdI )aneFþþNþsMat;Tkr)akPaKTanshCB dðEdI )antMkÿ  
Rbkar 5 énRbkasel x 305 .

**cMubBaTI<sup>0</sup>**<sup>3</sup>eragcRkRtUGnutþLgvij CabnñnUkarGnutþmnrbsxðkÿkarpþ kargarbenñ  
emageTAGkRslém: Gay Fmþavij dðEdI )anþþ; [mneBI skmpArbssshCBenA  
Exemsa 2003 .

## svnakar nig Psþtag

kal brÿcā nig TkEngÿensvnakar<sup>3</sup> 05 mifma 2003 -8m00 - 12m:éfþt;g;/  
el xaFkardanénRkmRbkSaGaCakNþI mCÁmNþ PþBj GaKar {A}  
vifþsþars sgát;Tenþasak;PþBj .

## Psþtag<sup>3</sup>

- !- kareqþyþbCal ayl kNGkSrEdI nÿyaCk)anbBaðmkenAéfþþ14 mifma 2003
- @ kareqþyþbCal ayl kNGkSrEdI kmkrnÿyaCit)anbBaðmkenAéfþþ14 mifma 2003
- #- c,abcmgkic<sup>©</sup>Snuactéfþþ122 ]sPa 2003 EdI nÿyaCk)anbBaðmk
- \$- r)aykarNþShpSaEdI GgþPaBGFkarkicRargar)anbBaðmk
- %- c,abcmgþBaþQþHkmkrnÿyaCitEdI yl RBm [katR)akPaKTanshCBBR)akEx
- ^- bTbBaþþkÿrbseragcRktgþhaÁ
- &- kareqþyþCaksþNrbSGkRslqñ swa nig erOn canfn

## segosNN0g

néyaCkKWaeragcRkkatedrEdl CV kmkrnéyaCkcmh 660nak; . enAmEx]sPa 2003  
kmkrnéyaCit)aneFkaresisWTAnéyaCknUsNNbdtxagerkam<sup>3</sup>

- !- sM {kmkrGENit} TalGsedl eFkarenAeragcRkRtUbpTACa {kmkrFmpta} vij .
- @- sBRgkbnbKil andan nig bEnfnERK [RKbcMh 12 .
- #- sMNdnbenAKil andanCaEpikbus nig Epiknarl [dacBKaedaymanr)ad] .
- \$- sM manbnb;Tik nig bgAnAkjbnbKil andan .
- %- sM manfAbTüdtEdl kNN todayRokas el x 330 ctqad2000 .
- ^- sMrobcM manTarkdan nig bnbnb)Akbi .
- &- sM manbgAncmh 15 nig manTikRKbRKansMabeRbR)askjbgAnmly<sup>2</sup> .
- \*- sM eragcRkGnutpLgvij nUkarkat;TikR)akPaKTansmaCkshCBBR)akExrbs;kmkr  
néyaCkmak<sup>2</sup>Edl )anesisM kat;Tikenah nig RbKI R)akPaKTanTajenahETA [shCB .
- 9- sM eragcRkbBaibkareriseGgnngGikRslém: Gay kjkareFkarbEnfnemag .

néyaCk)anbdesFsNNsMabG; ehlyenAéf¶ 5 ]sPa 2003 erOgkRtU)anbBaieTAm¶p  
GFkarkicRargarénRksjsgAnkicRkargar nig yuntism,Ta . m¶pGFkarkicRargar)anerobcM  
mankarpShpSaEdl eFVLgenAéf¶ 9 ]sPa 2003 kjkicRbRgedm,l edahRsayvivaTkargarrh.  
néyaCkxkxanmin)ancU rñkarRbCpShpSaenHeT ehlykarRbCpShpSaRtUel keTAeFAnAéf¶ 12  
]sPa 2003. néyaCkxkxancU rñmgeTotkjkarRbCpShpSaenH . bnabmk naykdan  
GFkarkicRargar)anerobcMankicRbCpShpAkjbrévN eragcRkkatedr tghá enAéf¶ 16 ]sPa  
2003. m¶pQpH eRsg I Imk Bhaykdan GFkarkicRargar)aneFkarRbCpShpSa ehly el ak I m  
vNÑ)ancU rñ kjnamnéyaCk . ehlytNagkmkrCU rñ 5nakKW Ék Rsmal/ Km mal ts/ by  
kl üan/ qn saxa nig I m Fita. karRbCpShpSamnpt; I Tpl Gt Edl kjgenahnéyaCkmnyI RBm  
cbBaibkaresisMigel INamlyrbs;kmkrnéyaCiteT ehlyKpnkarRBmeRBogEdl eFVLgrvagnéyaCk  
nig kmkr néyaCiteT.

bnabmkRksygsgÁkicPargar nig yunitism,Ta)anbBaúSINWOGSAbokaredaHRsaytamGaCa kNpl .

enAé¶¶I 28 ]sPa 2003 PaKItaGsenvivaTRtU)anCbidNngGÁkaI brécaé¶¶Fsvnakar é¶¶I 5 mifma 2003 . enAé¶¶I 28 ]sPa 2003 enHEdr sÁNIsÁtmanbEnBrtU)aneFÁLgeTakanKPaKl edayel xaFkardanRkmRbókSaGaCakNpl kognamRkmGaCakNpl . enA é¶¶I 3 nig 4 mifma kar eqlytbCal ayl kGkSrRtU)anTTYI PaKItaGBr . sÁNEdl eFÁTakannéyaCkKW estÁ,abcmg kicÁnúaEdl erBosAbCVI bKÁ k . sÁNHyepSgeTot )aneFÁTakannéyaCkpgEdrKW estÁ,ab; cmgr)aykarNrbsGgÁkarkargarBl kmGnpCati (ILO) sÁBil kÁNkargarenAkgeragcRkrbs; néyaCkenat . eTÁhbCanéyaCk)aneqlytbnu sÁNIsÁMycÁMkÁday Etr)aykarNrbs; (ILO) nig kicÁnúaEdl erBosAbkarCVI bKÁ kmmEBl Edl eFÁBNj min)anbBaúmkeT . bEnnéyaCk )an ept,abcmgkicÁnúaEdl erBosAbCVI kmkrnéyaCitEdl cabepneFÁkarbnabBEx]sPa 2003 .

enAevl aemag6 nig 15naTI é¶¶I 4 mifma el akRsl yUsúDI tÁNag [néyaCk)anTÁsÁeTakan; el xaFkardanRkmRbókSaGaCakNpl nig estÁÁnúaEBl svnakar . KánmU ehtÁNamYRtU)an p¶¶; [edhm,bBaakGÁmU ehtÁfakarBnúaeBl CakarCaMaceT . el xaFkardan )anR)abel akRsl yU súDI fa sÁNIsÁtueFÁCal ayl kÁNGkSr bÁmanGÁkNamákRtUeTA bgáj xÁenÁsvnkarenAé¶¶Ánab; mmeBl Edl GaCakNpl sÁrcGÁsÁNIsÁnúaEBl . Kán sÁNIsÁal ayl kGkSrRtU)anbBaú mk nig KánGÁkNamákmkgáj xÁkÁgnamnéyaCkenAÉsvnakarsÁrcGÁkarsÁnúaEBl bÁkánkar p¶¶ mU ehtÁsÁbkarBicarNarbsGaCakNpl enAeT .

## karrkeXlj éngGÁhtu

RkmGaCakNpl )ancgRkgGgÁhtEdl rkeXlj dÁxageRkamenH<sup>3</sup>

- 1- cÁMhkmkrnéyaCiténÁkÁgeragcRkman 660nak: cÁMhénHKÁyageTÁtamPstÁagCal ayl I kGkSrEdl néyaCkpt¶¶; [ . PstÁagrbsskmkrnéyaCitEdl famancÁMhél ÁBÁ00 nakKW eyageTÁtamcembypal matrbskmkrnéyaCit RÁnEtCakar)ansÁnedayEpÁ

- el karGegät bänH . mankarRBmerBogel cMhenH fakar)anspnrbsnëyaCkman PaBc,as;l as;Cag ehlyedayEpKel kMNtehtBitrbseragcRk .
- 2- kmkrmycMhenAkügeragcRkrbsnëyaCk mansänPaBCa {kmkrFmpta} nig xdeTotCa {kmkrGENt}. kmkrGENtTTV )anR)ak,Qü 700erol kümyemag ehlymin)an TTV GRtaR)ak;temb;stakargarbEnhemaget bk%TV R)akbEnnenAeBI BkekeFkar enAeFGaTitü b=éFüNüenaleT . kmkrGENtkän)an TTV pgEdrnUkarQbsstak Rbcakäm b= karQbsstakepSgeTotEdI c,abkargar)ankMNt; . tamFmptakmkrRtU )aneK [stkrküsänPaBCakmkrGENtrhtEdI ; 2 qäm. karrkeXlj xagel lenHKWlyag eTAtamcembypäl matrbs;tNagkmkrnëyaCitEdI minmankarCMas; .
- 3- manERKET 2 b=3 bänHhenAkübnöKil andan . manPaBxusKäcBakHPsttagEdI PaKI TaüBr)anptl ;[ . enAkücembypäl mat; kmkrnëyaCit)anniyaybBaakeTot faman ERKcMhet 2 bänH . nëyaCkGvtman ehlyGEdI )anbBaümktak;Tgnw bBaäenH RkanEtCakareqlytbCal ayl kNGkSrEdI bBaümkmmeBI svnakarbänH . Rkm GaCakNpl )ankMNt;favaminmankarcaMackükarEstgrkfacembysakSenHCakarRtm RtüenaleT EdI cMHERK ticCagcMEdI c,ab;tW .
- 4- bnöKil andanbcü,nän)anEbgEckCaEpkrbus nig narenaleT . PaKI TaüBr)anRBm erBogKäel cMncenH .
- 5- bcü,nkänbgänAbnöKil andanET . manPaBxusKäcBalcembysakSeTAel cmäypü BbgämkkänbnöKil andan . enAküÉksarl ayl kNGkSrEdI )anbBaümknëyaCk GHGagfa bgämancmäy 20 EmRt BbnöKil andan EtkmkrnëyaCitGHGagfabgä; mancmäy 100 EmRtBbnöKil andan . enAkücembypäl matrbsBkek kmkrnëyaCit )anBnülfapaBminRsbKärvagGEdI )anbBaümkrbsPaKeli bBaäenH Klfa bgänGacman cmäy 20 EmRtBbnöKil andanEmn bänpdm,ETAdI bgänahkmkrnëyaCitRtUedr CMij GaKarEdI karedrenahmancmäyRbEhI 100EmRt . nëyaCkGvtpanküsvnakar KanI TPaBedm,bdesFkarel keLgenHeT . RkmGaCakNpl KanmU ehtGEdI minTTV ykkarBnülrbskmkrnëyaCitenaleT ehly)anrkeXlj fa edm,ETAdI bgän; enahvamancmäyRbEhI 100 EmRtBbnöKil andanEmn .

- 6- nëyaCknaeBI bcc, nänHminpł ; [RKbRKannU»sfEdI tWenAkü] bsmkšbSRokas  
 el x 330 qā2000 enaHeT . manPaBxsKā eTael bBaēnHcbBaHÉksarl ayI kç  
 GkSrEdI PaKItajBr)anbBađmk . nëyaCk)anbBađfa)anpł »sfTajGs;)antM  
 ehlykmkrnëyaCitfaman»sfEtbhRbePTbaNĀEdI CakEsp)anpł ;[ . »sfTaj  
 enahman fāK fāKxñ fāK nig kal sūh . enAkücemby sakSrbSkmkkr  
 nëyaCitniyayfa Kil anbdaykaEdI eFkareBj emagenAeragcRkenaHpl BtmanTaj  
 enH[ . nëyaCkKpnvtman enATenaHedM, bdišFesckfifogenHeT . RkmGaCakNpł  
 Kpnml ehtNamyedM, minTTV ykPsttagGbbBaēnHeT .
- 7- bcc, nänHKnTarkdan b=bnbb)AkheT b=] bkrNeRbR)asenAkügeragcRkeT . bBaē  
 enHmankarRBmerBogKāedayEpktamGgāhtēdI manenAküÉksarl ayI kçNGkSr  
 EdI PaKItajBr)anbBađmk .
- 8- eragcRkGnBaft [māyEdI bb)AkūQbsmakry<sup>3</sup>eBI knĀemagchBrdgkūmyé<sup>9</sup>ł  
 edM, bb)Akū KWBkknĀemag nig resol knĀemag . eBI QbsmakēnHRtuykmneBI  
 smk)ayé<sup>9</sup>łtg; nig mneBI bBašKargar smkmyé<sup>9</sup>ł . māyecj BbrēvNedM, bb)A  
 kūrbsxñ . PaKItajBr)yl RBmeTael ry<sup>3</sup>eBI sm, Tan30naTl tamGgāhtā Éksar  
 bBađmk Cal ayI kçGkSrbSnëyaCk nig cemby sakSpal matrbskmkrnëyaCit .
- 9- manbgā;13 enAkügeragcRk . GgāhtēnH)anyI RBmedayPaKItajLay kbēnPKmkkr  
 eqlyCaksINpł matfa bgā;3ēnbgā;Tajenah KWBbbaKā kkaroyal y ehlykmkr  
 minGacerbR)as;)aneT .
- 10- TiksmāberbR)asenAkübgāEdI kmkrGacerb)anenah minRKbRKaneT . kmkr)an  
 pł Psttagfa bgā;Tajenahman TiksmāberbR)asRKbRKanFmptaEt2emagbēNĀkū  
 myé<sup>9</sup>ł bnābB2emagenah kmkrRtUeteTAdgTikBGNūykeTAerbR)as; enAkübgā;  
 edayxñÉg . nëyaCk min)aneqlybdiesFngPsttagenHeT . RkmGaCakNpł Kpn  
 ml ehtNamyedM, minTTV ykPsttagenHeT .
- 11- nëyaCk )anbBađkarkatPaKTanshCB BR)ak,Qū kmkr . kmkr)anpł ;  
 Psttag [fa nëyaCkFab)ankatR)akPaKTanshCB BR)ak,Qū kmkrTajLay EdI  
 )aneFšNenaHeLg . bBaēdI manchthtēl xaedaykmkrnmāk<sup>2</sup>EdI )ans<sup>9</sup>ł kat;



karpa k n a l m a n k a r B n ü a r y <sup>3</sup> e B l k m t 1 5 é f s m a b d n r k a r G a C a k N þ l G a c G n B a ð t i [ e F V T A ) a n T a l ;  
E t P a K I T a d B r y l R B m <sup>3</sup> .

e n A k ö g e r O g e n H T a d n e y a C k T a d t m a g r b s B k e K m i n ) a n c U r h k ö g s v n a k a r e T e h l y n e y a C k m i n ) a n  
p þ m U e h t i s m a b k a r B n ü a e B l e T .

e n A e B l s v n a k a r n a é f 1 5 m i f m a 2 0 0 3 R k m G a C a k N þ l ) a n s y t m a g k m þ r G B k a r  
y l R B m r b s B k e K c b B a H k a r B n ü a e B l . t m a g k m þ r T a d e n a H ) a n e q b y f a B k e K c g ;  
m a n k a r B n ü a e B l e b s v n a k a r G a e F V T A ) a n e n A é f 1 2 m i f m a 2 0 0 3 b e F V m e f q n a H .  
b n a b m k e l x a F k a r d a n é n R k m R b k S a G a C a k N þ l ) a n T a k ; T g C a m l y n g e m F a v r b s ; n e y a C k  
t a m r y <sup>3</sup> T i s B V e t K a t m i n G a c b B a k f a K a t G a c c U r h k ö g s v n a k a r e n A é f 1 2 m i f m a 2 0 0 3  
b e n A m m e f q n a H ) a n E d r b e t e T . B t m a n e n H ) a n p þ e T A [ t m a g k m þ r e n A k ö g b n b s v n a k a r  
e h l y B k e K ) a n s m c c i t f a B k e K m i n y l R B m B n ü a e B l e T e b K a n P a B c , a s ; l a s ; f a s v n a k a r  
G a c e F V T A ) a n e d a y K a n B n ü a r y <sup>3</sup> e B l 1 5 é f q n k a r e d a H R s a y t a m r y <sup>3</sup> G a C a k N þ l . e d a y K a n  
k a r R B m e R B o g G B k a r B n ü a r y <sup>3</sup> e B l 1 5 é f q n H R k m G a C a k N þ l m i n G a c p þ k a r B n ü a e B l ) a n e T  
e h l y s v n a k a r ) a n e F V L g e d a y G v t p a n P a K h e y a C k R s b t a m R b k a r 2 1 é n R b k a s e l x 3 3 8 .

c m n c b B a ð T 2 <sup>3</sup> R s b t a m b T b B a ð p é n m a r t a 6 6 é n c , a b k a r g a r R b e T s k m G a q a m 1 9 9 7  
k m þ k r n e y a C i t T a d G s ; G a c e F k a r y k Q i ) a n E t t a m e B l e v l a e T a h k ö g e f r e v l a k m n t k þ  
- ] T a h r N \_ m a n k a l b r e q a k m n t c , a s ; l a s ; b e T a h k ö g e f r e v l a m i n k m n t k þ - ] T a h r N \_  
K a n k a l b r e q a k m n t c , a s ; l a s ; . R s b t a m m a r t a 6 8 k i c S n ü a k a r g a r s a k l , g k ¾  
G n B a ð t [ m a n C a G t b o r m a n R t m 3 E x s m a b n e y a C i t 2 E x s m a b k m þ r É k e T s n i g m l y E x  
s m a b k m þ r F m p t a . K a n k r N i n a m l y E d l r y <sup>3</sup> e B l é n k i c S n ü a k a r g a r s a k l , g G a c  
e l s B B E x e n a H e T . e n A e B l c b r y <sup>3</sup> e B l s a k l , g k m þ r N a e d l e n A e t e F k a r [ n e y a C k  
e n a H R t U e t T V ) a n k a r p a s b þ z a n <sup>3</sup> r b s x b e T A C a k m þ r e T o g T a t ; e h l y R t U e t ) a n d a k ;  
b B a ð k ö k i c S n ü a m a n k m n t e f r e v l a c , a s ; l a s ; b = k i c S n ü a m i n k m n t e f r e v l a c , a s ; l a s ;  
t a m G R t a R ) a k Q i e B j d b t R m U [ m a n k ö g c , a b ; . R s b t a m m a r t a 9 k m þ k r n e y a C i t G a c  
R t U ) a n k m n t f a C a k m þ k r n e y a C i t C a b ; l a b ; b k m þ k r n e y a C i t m i g m a l G a R s y e l s B P a B

<sup>3</sup> Rbkasei x338 marta30

énmárgarRmU . kargar mǵmál KúwAeTaeI kargarTajLayEdI tamFmptaRtU  
bBj [cbkǵry<sup>3</sup>eBI mYxb<sup>4</sup>. edaymínKitGúCINatfákkmkkr bKicSñúa eyagtam  
maRta10 nigmaRta 104énc,abkargar kmkrnéyaCítTajGs;eTahbCakmkkrnéyaCít  
mǵmál kǵday; RtU)anFanarUR)ak,Qú Gb,brma nigI kǵNkargarGb,brma.

sánPaBkmkrGENjt EdI néyaCk)anGnutkngmk mínEmnCasánPaBénkicSñúa  
kargarmanSBI PaB EdI TTV sÁI ; bKINt;[ man kǵc,abkargarénRbeTskmCaeT .  
tamkarGnutp\_ néyaCkCII kmkrGENjt yDcagry<sup>3</sup>eBI )ankINtkmkkrTajenHmín  
Gaccat;Tkfa Cakmkrmǵmál Rsbtam niymnyénmaRta10 énc,abkargareT .  
TninnigenH BkeKRtUetsfénAkǵ kicSñúakargarsakI ,g bKicSñúakargarmankINt;  
efrevI ac,as;l as;bKicSñúakargarminkINtefrevI ac,as;l as;

kmkrsakI ,gKúakmkkr EdI mankINtry<sup>3</sup>eBI sakI ,gc,as;l asenAkǵkicSñúa  
kargarbbsxú . ry<sup>3</sup>eBI enHmínGacel sBZExeTsbkkmkrÉkeTs . kmkrdéT  
eTotTajGs; tamniymnyrbsxú RtUetCakmkreTogTat;tamkicSñúakargar man  
kINt; bKINkINtefrevI ac,as;l as; . kmkrTajGsenH -GksakI ,g bKicdéT  
eTot;mansitTIV )anR)ak,Qú Gb,brma nigR)ak;]btbepSg<sup>2</sup> dtman Ecgkǵescqp  
CúdnVgel x17 qá1000. kmkrTajGsenHkúmansitTIV )anpg EdrnUGRtaeBj  
el j sbkargarbEnfemag nigkargaréFQbskak RBmTajQbbNüCasaFarN<sup>3</sup>  
dtmanEcgkǵc,abkargarRsab; . BkeKkúmansitQbskakRbcabáVdtmanEcgkǵc,ab;  
kargarpgEdr .

néyaCkminGaceKcevsBkarkarBarEdI c,abkargarptI ;[ kmkr edaykarCII kmkrEpK  
el mU dan tamemagdt)anekiteLgkǵsINMogenHeT . KánmU dan NamYEdI  
GnBafti[mankarerseGgEbbenHkǵc,abkargareLy . CakarBitNas;fa kargarmin  
eBj emagRtU)anGnBafti[man . CnNa EdI eFkarticCagkargareBj emag Cnenah

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<sup>4</sup> c,abkargarqá1997 maRta10

mansitT) anpl RbeyaCnGsénkargareBj emag -R)ak;Q / karQbs /  
 R)ak;]btñ . I . |RsbtamsmaRténPaKryénkargareBj emag EdI BkeKeFV.  
 edaysarkngmk néyaCk)anpl R)ak;Q dI kmkr tíCagR)ak;Q Gb,brma  
 EdI )anFana kmkrTajenaHRTUEtTTV )ansNgnUchTkr)akénPaBxisKä rvagTik  
 R)akBitR)akdEdI BkeK)anTTV nigR)ak;Q Gb,brmaEdI )anFana bR)ak;Q  
 Gb,brmasMbKargarbEnhemagEdI )anFana. BkeKkRUTTV )anpg EdrnUsNng  
 chBalkarxkxanmin)anpl pI RbeyaCnepSg<sup>2</sup>dtCa karQbsRbcakm EdI c,ab;  
 tRmU [ man .

cNcbBaàTB<sup>3</sup> eyagtamRbkasel x330qñ2000 shRKasEdI mankmkrnéyaCit  
 eRchCag50nak; RtUetmanKil andanmyEdI yagehacNasmanTm20EmRtkaer: .  
 shRKas; EdI mankmkrnéyaCiteRchCag200nak; RtUmanERKcmh2PaKry én  
 bKÁ krbsxñ . edaynéyaCkmankmkrnéyaCit660nak; enaHRTUetmanbnb;  
 Kil andan EdI manTmTm pmGacdakERK)ancmh13ERK .

cNcbBaàT4<sup>3</sup> KanbTbBaànc,ab)NaEdI Ecgc,as;l as; GBcNcbBaà énkareBg  
 EckbnbKil andan [ dacBKásMbkmkrRbsnigRseT . kknb RkmGacakNpl  
 )anBicarNael maRta242énc,abkargar nigRbkasel x330 qñ2000 EdI RtU erobcm  
 [ manKil andanenAkjKEngeFkar nigkatBKicPArbsnéyaCktam maRta  
 229énc,abkargarkEcpggEdrfa néyaCkRtUefrTm kxNkargar EdI pl ;[ man  
 Gnamyl Mbkmkrbsxñ . bTbBaàTajenaHRTU)anbRsayeyagtamsptl  
 énmaRta 38-2; énrdepmBaà1993énRbeTskmCa EdI Ecgfa c,abkarBarClvit  
 kitlys nigesckpfrbsRbCaBl rdæ . RkmGacakNpl )anBicarNaenAkjTm  
 plc,abenHfakVEtpl Kil andanFm pmly . enAkjbrbTénvb,FménRbeTskmCa  
 RkmGacakNpl BicarNafa edm,l[ karRbRbitAel bus nigRsp[ manesckpfr  
 Kil andanRtUetmanr)abEbgEck [ dacBKärvagGkCjNbs nigRsl . kmkr)anpl ; Psp  
 tagfa enAeBl Kil andak-Kil andayka bevCbNt Bhitüragkay bRtUedah  
 Gavekasxül ; kmkrCaRshankarl MaknigxiseGonCaxMgenAcBalmxkmkr Cabus

enAkübnöKil andanenah . RkmGacäkNpI kXij pgEdrfa karpI r)admedm, I  
EbgEckbnöKil andanrvagRbs nigRsl[ dacBKäenH nëyaCkmincINayfvka  
erChbnöT . dñehyeTb RkmGacäkNpI yI fa nëyaCkRtUEbgEck  
bnöKil andan [ dacBKärvagbusnigrsp ehlyRtUpI r)adRKbRkan;I medm, I)adEpik  
TadBrkM emil eXij KäEpikmyeTAEpikmyeTot .

cINöcbBaäT6<sup>3</sup> maRta229 énc, abkargartRmU [ mankarerobcM [ manI kXijNñ  
GnamyI SmbesckRtUkarénkareRbR)asbnöKil andanenah . PsItag)an bgäj fa  
edim, eTAdI bgänAküTkEngöbcñ, nänH kmkrRtUedrcM ayRbmaN100 EmRt Bbnö;  
Kil andan . edaykmkrénAkübnöKil andan GacrgkarÖcabbNpI mkBl  
karrakrScaedm RkmGacäkNpI rkeXij fa cM ayenahminbM Bj tamtRmUkarsGBl  
karerobcM namyI ¥ : EdI c, abtRmU [ manenahET . RkmGacäkNpI rkeXij fa  
nëyaCkRtUerobcM manbnö; Tik nigbgñ; EdI sñ enAkübnö; Tik enah b= enAkEngNa  
epSgeTotEdI GaceTAdI edaymincaMacedr qñyCag20EmRt .

cINöcbBaäT6<sup>3</sup> Rbkasel x330 qñ2000 kINT; fa nëyaCkRtUpI faBTü  
CaGb, brmadI bnöKil andanenAküKEngEFlkar . edayminKitGBlPaBminRsbKä  
rvagnëyaCknigkmkreTaeI cINöcbBaäenH RkmGacäkNpI rkeXij fa nëyaCkRtU  
manfaBTüdtmanEcgkñbBaäenRbkasel x330dtmanPaBmkCamlyesckpögabenh  
enAkübnöKil andanRKbeBl evI a .

cINöcbBaäT7<sup>3</sup> maRta186énc, abkargartRmU [ shRKasTadLayEdI mankmkrCaRsp  
erChCag100nak; RtUEtbege [ manTarkdanmy nigbnö; smöb)AktimlyenAkü  
brévNrbsxñ benATkEngCit<sup>2</sup>enah . ebhëyaCkminGacmanI TPaBeFñeT kmkr  
mansITöbocM arkdan smöb)keedaynëyaCkCaGkecj esahy cINay . PaKITadBr  
)anRBmerBogKäfa KpnTarkdanenAkübrévNeragcRkeT ehly kñbnö; smöb)A  
kñenAkübrévNeragcRkEdr . eyagtammarTa186 nëyaCk RtUbegeTarkdan

bþil ; [ kmkrnimák;²nUfvkasMbesvaeRbR)as;TarkdannenAkEng epSgeTot . nýyaCk  
kRtUbegl(bnb)AkthenAkögbrévNeragcRkpgEdr .

cMNicbBaàTB³ eyagtamRbkasel x52 cHéf¶110 kmØ 2000 shRKasTaldGs;  
RtUpl bgÁ;[)anRtmRtUnigmanGnamYl¥ . sMoshRKas Edl mankmkrerch  
Cag150nak; EtticCag1000nak; RtUmanbgÁ6shabkmkr150nakdldg ehlybEnñ  
bgÁmYerogral kmkr50nakbEnñeTotEdl el lSB1150nakenaH . edaysCagfa  
shRKasentHmankmkr660nak; nýyaCkRtUpl bgÁcM16 . CagenHeTaeTot  
edm,IRsb tamRbkar6énRbkasel x52 nýyaCkRtUFanafa bgÁnimY² RtUmanTik  
RkbRKan,Cab,Canic© sMokareRbR)as;[)ansmrmüerogral emag Edl kmkreFlkar  
enAkögbrévNenaH . nýyaCkRtUbaAbkarGnutp\_ Edl bgM kmkreTAdgTikeday  
xHÉgBGNgTikedm,lykeTaeRbR)asenAkögbgÁ;teTaeTot . CagenHeTot bgÁ;  
nimY²RtUet)ansgeLgtamtRmUkarsagsgénRbkasel x52 .

cMNicbBaàTP³ maRta129énc,abkargarEcgfa kmkrGacGnBafti[ katR)akPaKTan  
shCBBR)akQñ rbsxñ . Rbkasel x305 Rtgrbkar5Ecgfa enAeBl Edl kmkr  
sMccitpRbsitfbsxñ tammaRta129énc,abkargar nýyaCkCabkatBkicRtUeFlkar  
katR)akPaKTanenaH . CagenHeTaeTot nýyaCkRtUpl eTA [RksygkargarnUl iit  
rbskmkrTaldGs;Edl )aneFISNlSll katR)akbgPaKTan enaH .

Psttag Edl kmkr)andakCb -kögTRmgCabBaEdl manclhtbl xaedaySmaCk  
shCB; sBBtmanl GitrbskmkrTaldGs; Edl )anesblgedayRtmRtUfa [ kat;  
R)akPaKTanshCB rbsxñ . kmkr)anbnpTotfa tamkarBit nýyaCkFabkat;  
R)akPaKTanshCBtambBa Edl pl ;[edayshCBrcmkehly enAmneBl man  
skmpaBkdikmpnAExemas qñ2003 . ehtdclhly eTbRkmGaCa  
kNal rkeXlj fa nýyaCkGacGnutkarkatPaKTantamsND)anddmanPsttag Edl  
xHfab)anGnutBmmk ebmankaryl RBmBlSmaCkshCBmak;² sM eFlecl  
nigdclhly RtUTTV ykkarGnutpénkarkatPaKTanshCBddEdl xñ )anGnutpmm

eBl bBaAb,skmpPaBenHCabnAn; . CagenHeTot neyaCkKydakCbUWl ixtsMat;  
PaKTanenahETARksygkargarRsbtamRbkar5enRbkasel x305 .

cMncbBaAT10<sup>3</sup> maRta12 enc,abkargarhammin [mankarerlseGgRbqab] ng  
kmkrneyaCit kygkarcat;tabkargar edaysGagel karGnutpiskmpPaBshCB .  
kmkr)anbgaj Psitagfa rhttdl eBl mankdikmpEdl eFVLgenAkogExemsa qam2003  
edm,ITamTarsNgTUat;cbBaHkarrMl aPbDanEdl eFVL GkrRsl em: Gay rgrbys eday  
sarGkrRkbRkg GkrRsl em: Gay )aneFkarbEnnemagCaeTotTat; eTahbCa min)an  
ral efRday . GkrRsl em: Gay )aneFkarbEnnemagCaeTogTat;Fmpta eTahbmin)an  
erogral efRday . bnabBmankdikmpnaHmk neyaCk Qb;[ el akRsl em: Gay  
eFkarbEnnemag ehlykayk GkrCttsGat BKEngesSgeTot ensHRkasenH [eFkar  
bEnnemagenAkEngEdl GkrRsl em: Gay FabeFbmmk . Psitag )anbgaj eTotfa  
smaCkmakénGkrRkbRkg)anR)abGkrRsl em: Gay edaypal fa ml ehttdl eKQb;[  
KateFkarbEnnemagKWRBaHettThaTrbsKatenAkogskmpPaBshCB -kygkdkmpna  
Exemsaqam2003 . neyaCkmin)anbdesFneTAngkar bgaj PsitagNamlyen  
PsitagTajenHeT . RkmGacakNjal Kanehtpl Namly Edl Ky [minTTY yk  
PsitagEdl kmkrbgaj CbkogcMncbBaenHeT .

tamsrténPsitagenAcBalmx RkmGacakNjal rkeXlj fa karbdesFnincat;  
[el akRsl em: Gay eFkarbEnnemag KQaskmpPaBenkarerlseGgRbqab]ngnag  
edaysartThaTrbsnagkygskmpPaBshCB enaHKWdkmpna Exemsa qam2003 .  
karerlseGgEbbenH KWTU)anhamXatenAkogc,abkargar . neyaCkRtUoBaAbkar  
GnutpikarerlseGgEbbenHCabnAn; ehlyTTY ykkarGnutpEdl Fob;[el akRsl em:  
Gay eFkarbEnnemagdtknogmk nigkygkmtmydt;Fobman mmeBl kdkmpna  
Exemsaqam2003 .

## kinntsal cgerkay

GaCakNpl cgrkSatkCakMtehtubsxüfa bBaðenH)andakmkküdmNakkal éndMNI  
 karedaHRsayvivaTénGaCakNpl . PaBc,as;l asmyenARTgifa cMNe bBaðPaKerchEdI  
 RtUedaHRsay KWabBaðsamBaðmítatampüc,ab; EdI GacCU rmedaHRsayenAküjkarpsHpSa  
 ebhëyaCk)ancU rmenAküjdmNIrkaredaHRsayvivaT edaybMNgI ¥.

## htbl xarbs,smackRkmGaCakNpl

GaCakNpl eRCiseriseLgedayPakhëyaCk<sup>3</sup>

eQpH<sup>3</sup> Gk rl

htbl xa<sup>3</sup> -----

GaCakNpl eRCiseriseLgedayPaKkmkrniëyaCit<sup>3</sup>

eQpH<sup>3</sup> Th span;

htbl xa<sup>3</sup> -----

RbFanRkmGaCakNpl<sup>3</sup>

eQpH<sup>3</sup> mas;Füü rindI

htbl xa<sup>3</sup> -----

esckpögabenh ngPabkatBkic© KPakITaJBr bnabBry<sup>3</sup>eBI 8éf)ankngpteTA rab;  
 Bëf)di PaKITaJenH)anTTM esckpögabenh el kEl gEtPaKINamYénPaKITaJBrenH )andakBakü  
 bNjCWasCal ayI kGkSr eTaeI xaFkardanénRkmRbikSaGaCakNpl kgy<sup>3</sup>eBI kinnt;.

ebPaKINamY)andakBakübNjCWasngesckpögabenhedayRtmRtUehly enaHPaKINa  
 mYénPaKITaJBrenHGacdakBakübNjgeTAtu akarextpRkng bGaceFKtkmpLkeGA .

esckpögabenhPabkatBkic© KPakPam ebKPakITaJBr)anRBmeRBogKä Cal ayI kGkSr  
 mmeBI karChdNjGBeesckpögabenh bebKPakCabkatBkic©UGnutftamGnsBaðm EdI man  
 Ecgc,as;l as;fa xüminGacCWasngesckpögabEbbenH)aneT .