



# RBhraCaNacRkkmCa Cati sasna RBHmhakSRT

RkmRbikSaGaCakNpl  
mCAmNth PNBj / GKar (A) / vifl  
sFars/ sgat;Tengasak/ xNthMarin  
TdsB/Tdsar<sup>3</sup> -855-23;220 793

sNntOgel x<sup>3</sup> 98/04  
kal briaTenesckpgo,<sup>3</sup> éFtl30 Ex Fila2004

esckpgoAbGaCakNpl  
-eFtlLgEpktammaKta 313 énc,absBkargar;

Rkmhtn eRht yU ej on

-PaKheyaCk!

ng  
shCBkmkrkmCa

-PaKkmkrnèyaCit!

Btmanl NitGBPaKheyaCk

- GiktINag<sup>3</sup> 1- el ak )aT eFOn RbFanrdal Rkmhtn
- 2- el ak Ebn slfang CMYkarrdal
- 3- el ak Lú hág tINagsmakmkatedr
- 4- el ak esg eLg CMYkarrdal

Gasydan<sup>3</sup> pHel x646 púCatel x2 sgat,cak,GERgeRkam xNthanCly raCFanPNBj

TdsB<sup>3</sup> 023 219 687 Tdsar<sup>3</sup> 023 219 687 .

Btman I Bit GB Pa K km kr n e ya Cit

- Gkt Nag <sup>3</sup> 1- cay s Pa m P s R m b s R m l sh B h s h C B k m k r k m e a
- 2- s s rdæ R b F a n s h C B R b c a k m h t e r h A y e j o n
- 3- x n s r i y a G n R b F a n s h C B R b c a k m h t e r h A y e j o n
- 4- e R s o g N a r i t s m P s R m b s R m l sh B h s h C B k m k r k m e a

Gasydan <sup>3</sup> p h e l x 7 8 8 p h e l x 4 7 4 s g a t b g R B l v t x N e M a r m n r a C F a n P a B j

T b s B <sup>3</sup> 0 1 2 - 8 6 6 6 8 2 T b s a r <sup>3</sup> k a n .

### bBaäkög vivaT

-enAkög) aykar NpShp SaminSHCa !

- 1> s M L R k m h t R b m U b g - k a t G v t p a n ! e B l k m k r n e y a C i t m k e F k a r y W m p k a l c M h 5 n a T l - s r b k o g m y E x m k y W 3 0 n a T e T b d a c R ) a k r g a n 5 d u l e r ! . c B a h k m k r E d l m k e F k a r y W e d a y s h c r a c r b m a n b B a e p S g 2 t a m k a r C a k E s g m i n R t U p p c R ) a k r g a n 5 d u l a e L y n i g m i n R t U b k s r b c U k o g k a r m k y W R b c a k e T e b m k y W e d a y y a n C M h x t b s h c r a c r . P a k R k m h t m i n E k P a B t a m k a r e s t i s t o s k m k r e L y e r B a h e h t i f a e b R k m h t m i n R b m U b g r b s k m k r k m k r n a M a y k b o g m k e k a s l b t a m c i t p r o g 2 x h .
- 2> T a m T a [ R k m h t s g e f B n i t u k a y s m , T a C u k m k r T a d G s v i j - k n o g m k k m k r ) a n e c j e f B n i t u e d a y x h E g ! r y 3 e B l b b a d o g e R k a y e n H m U e h t i f a k a r e c j e f B n i t u k a y s m , T a C a k a t B k i c © r b s n e y a C k E d l m a n E c g k o g c , a b s B k a r g a r . P a k R k m h t m i n E k P a B s g e f B n i t u k a y s m , T a e n H e d a y e h t i f a e n H C a l k a N k o g k a r b o B j l i x i t m a n n o g T T V k m k r n e y a C i t [ c U b o k a r g a r .
- 3> T a m T a r [ R k m h t e F k i c © S n u a k a r g a r m a n f r e v l a k M t ; E d l m a n r y 3 e B l y t C a g m n K W 2 E x m p g . e b r y 3 e B l b n k i c © S n u a k a r g a r e l s B B r q a M c a t ; T k C a k i c © S n u a m i n k M t ; f r e v l a e d a y m U e h t i f a r y 3 e B l E d l R k m h t e F k i c © S n u a m m a n r y 3 e B l x o B k . R k m h t r k S a C M r k o g k a r G n u t p t a m c , a b s B k a r g a r .
- 4> T a m T a r k a r s M a k k a r g a r k n e f Q a e r o g r a l E x c B a h R s f e d l m a n e p e B a h e d m , e T A B n i t u s x P a B - e m l e p e B a h ! e d a y r k S a R ) a k Q u e k a l R b c a b F n i g R ) a k r g a n e n A d E d l m U e h t k W g b o y k l y e n H e d m , e T A e d a h R s a y k o g k a r e F s a h t y - e F W N r n i g e f B n i t u e p e B a h ! . P a k l

Rkmh minÉkPaBtamsNrbbsgbhEly mü ehtifa minyutFmcbBaHGkeFKareBj  
el j ehlyminmanépeBaH.

5> TamTar [Rkmh mebkTüreragpl itkmpedm, I [ kmkrnéyaCitclü mnknhemag edaymü ehtu  
fa edm, gayRsvl kükarminRberCotKävaybgjsMbeBl éfñgedm, )ankEngRCkerkayeBl  
)ayéftgrt . rÉPaKRkmh minÉkPaBtamsNrbbskmkreLy edayel kmü ehtifa  
edm, karBarsMar<sup>3</sup>min [ )atbg; .

### GMNacytBFkarrbsRkmRbikSaGaCakNpI

RkmRbikSaGaCakNpI TTY GMNackükarecj esckpögábenH kükEpkTBr -x; CBKTI12  
énc, absBkargarqá1997/ RbkassBkarbegitRkmRbikSaGaCakNpI -el x338 éfñ11 ExFü  
qá12002! / RbkassBRkmRbikSaGaCakNpI el x099 chéfñ121 Exemsa qá12004/ RbkassBl  
karÉtgtajsmaCkRkmRbikSaGaCakNpI el x103 chéfñ126 Exemsa qá12004 nig vFansGBl  
ntivFRkmRbikSaGaCakNpI qá12004 nig el x 265 chéfñ113 Exkkáda qá12004! nigvFansGBl  
ntivFRkmRbikSaGaCakNpI -Edl PabCa]bsñRbkasel x099 chéfñ121 Exemsa qá12  
2004! .

karBüayampShpSavivaTkargarrñEdl CakmütñesckpögábenH RtU)aneFVLgenAéfñ105  
Exvicka qá12004 Rsb tamCBKTI12 EpkT2-k; énc, absBkargar . kar pShpSaenah PaKITajBt)an  
ÉkPaBSHCanyKä)an7cñNcel livaTTajGs:12cñNc ehlymin)ansHCanyKä5cñNc . r)aykarN  
minSHCael x 2799k>b>¼Gk> chéfñ118 Exvicka qá12004 RtU)anbBámkel xaFkardanRkm  
RbikSaGaCakNpI enAéfñ119 Exvicka qá12004 .

### smaSPaBénRkmGaCakNpI <sup>3</sup>

- GaCakNpI eRCserisedayPaKheyaCk<sup>3</sup>el ak ekA fac
- GaCakNpI eRCserisedayPaKkmkrnéyaCit<sup>3</sup>el ak I lv swNñ
- RbFanRkmGaCakNpI eRCserisedayGaCakNpI TajBtxagel I<sup>3</sup>el ak Kg; pl ø

svnakar nig Psftag <sup>3</sup>

kal brëcã nigTKEngsvnakar<sup>3</sup>

-el KT1 enAéf¶109 ExFtqã2004 evl aemag2<sup>3</sup>00resol enAel xaFkardanRkmRbikSaGaCakNþl .

-el KT2 enAéf¶121 ExFtqã2004 evl aemag9<sup>3</sup>00Rbik enAel xaFkardanRkmRbikSaGaCakNþl .

sakñ nigGikCmaj eRkABPaKl <sup>3</sup>Kan .

Psftag Edl RkmGaCakNþl ykmmBicarNaman <sup>3</sup>

k-)anTTV BPaKheyaCk <sup>3</sup>

1- I xitepPsftag chéf¶118 ExFtqã2004

2- I kþk<sup>3</sup>Rkmhñ erhã ylej on

3- vBaðnbvãt chbBaBaNCkmp chéf¶128 ExFtqã1999

4- kicSniakargar -cmø; kMN t;frevl a6Ex chéf¶122 Exsha qã2003 rbs;vat slin

5- kicSniakargar -cmø; kMN t;frevl a1qã chéf¶122 Exsha qã2003 rbs;sh kkala

6- kicSniakargar -cmø; kMN t;frevl a6Ex chéf¶119 Exsha qã2003 rbs;eGon ranh

7- kMN teh tþShpSavivaTkargarrñ enAéf¶116 Ex]sPa qã2001

8- bTbBaæpkjgrbsRkmhñ erhã ylej on .

x-)anTTV BPaKkmkrneyaCt <sup>3</sup>

1- I xitCbdMNgrbssshBhshCBkmmkrkmCa chéf¶106 ExkBað qã2004 .

K-)anTTV BRksykargar nig bNþbNþl vCãCl<sup>3</sup>

1-kMN teh ténkarpShpSavivaTkargarrñ chéf¶105 Exvicika qã2004

2-r)aykarNedahrSayvivaTkargarrñminshCa chéf¶118 Exvicika qã2004 rbsnaykdan

GFkarkicRargar .

X-karbgøj nig eqlyCaksSNsakSnPaKkmkrneyaCt nig PaKheyaCkkj svnakar .

g- PaKl adBr)ansMckj svnakarfa<sup>3</sup> esckþgãbenHmncabkatBkicel PaKpm .

esckpsegberogkß

Rkmhukatedreht ylej ón manGasydanel x646 púCatèl x2 sgátcakGERgeRkam xNðhanCly raCFanPBJ mankmkrniyaCit srb 625nak; . enAéF107 ExkBað qá2004 bsb GFkarkicRargarxNðhanCly )anTTY bNjrbbskmkrniyaCit TamTar [Rkmhukatedr eRhtyU ej ón EkI GrI kxNðkargarcMh 12cMnc . bñabB)anTTY bNjgenHmk bsbGFkarkicRargar xNðhanCly )aneFkarsMbsM nigedatRsaydi ;TitabjragcRkCabnñab; ehly)aneFkarpShpSa vivaTenHCael kcggeRkayenAéF105 Exvicika qá2004 edayTTY )anI TðI sHCangKäcMh 07 cMncel karTamTarcmh12cMnc . cMncminsHCacMh 05cMncenah mandt)anerobrabsxagel I . tMnagkmkrniyaCit nigRkmhmsMñhBr [ bBaðcMncminsHCangKäenH eTARkmRbkSaGaCakNþI edm,eFkaredatRsaybñp . cMncbBaðminsHca 05cMnc RtU)anbBaðmkrkmRbkSaGaCakNþI enAéF119 Exvicika qá2004 . bñabB)anTTY sMñMogenHmk enAéF109 ExFúqá2004 PaKITabj GsénvivaT RtU)anRkmRbkSaGaCakNþI ekaHemAmkeFsvnakar enAeVl aemag 2<sup>3</sup>00resol Cael k TñI bñp edayPaKhèyaCksM keBl svnakarenHeTAéF0Rkay BbRbaHpaKhèyaCkCabrvI bñBj ebskkmpñAeRkARbeTs minGacmkcu rhmsvnakar)anenAéF0ñH ehlyedaymankarÉkPaBBkmkr niyaCit RkmRbkSarGaCakNþI )ansMcel kéf\$svnakareTAéF121 ExFúqá2004 vij EdI CaéF0 svnakareI kT2 .

enAkj svnakareI kT2enH RkmRbkSaGaCakNþI )anel kTkkcitþI KPakITabjsgxag [ bñp karcrcac edm,EsgrkdñNaHrsayvivaTenHCamlyKä tamkarpShpSaeRkamrðPaB nigTsSn<sup>3</sup>QH-Qñ niym eday)anTTY )anI TðI sHCacMh 03cMnc el karTamTar 05cMnc KñMñcbBaðTñI/ Tñ nigT5 . dñch RkmRbkSaGaCakNþI ngel kykEtcMncT2 nigTBenHmkBicarNa nigeFkaredat RsayEtbañH .

karrkeXij Ggáhtu<sup>3</sup>

- eRkayB)anBñitüel kMñteh ténkarpShpSavivaTkargarrñ
- eRkayB)ansþbkarbgáj R)abrbsPaKRkmhñ nigkmkrniyaCit dñerobrabsxagel I nig enAkj kMñteh ténsvnakar
- eRkayB)anBñitüÉksarepSg<sup>2</sup> dñmanerobrabsxagel I

eygrkeXlj fa <sup>3</sup>

### bBaPaBCatM NagbMt <sup>3</sup>

eragcRkenHmankmkrcMh625nak; ehlykqjenah shCBkmkrkmCamansmaCkCag 300 nak; . shCBenHminTanmanPaBCatM NagbMtenAkqRkmhT . enAkqsvnakar shCBniyayfa ngerobcMakBaküsM PaBCatM NagbMt . dech RkmRbkSaGaCakNpl yI eXlj fa shCBminTan; manI xitbBaakBPaBCatM NagbMteT .

### cMncbBaøT2

- 1- RkmhT)ancabdMnrkar)anCag4qamhly ehlyknqmkRkmhTminEdI ecj éfBnitüsPaB [ kmkrnéyaCiteT edayPaRRkmhTGHGagfa mmeBI cU eFkar kmkrRtUmansMteBTü nigbBaakGasydan ehlyknqmkmankicSnüapal mat.fangeFisMteBTüedayxüÉg .
- 2- kmkrnéyaCitTamTar [RkmhTmecj éfBnitüsPaB cbBaHkmkrEdI cU eFkar cabBqam 2002mk nigGkEdI manvBaabonBteBTümanbBaakeQpRkmhT erhÄyÿj ón enAel enah BèRBaHc,ab;T [ néyaCkecj éfBnitüsPaBenH . éfBnitüsPaBenah mancMh10>100 erol .

### cMncbBaøTB

- 1- kmkrTamGsmankicSnüakargarmanfrevI akMtry<sup>3</sup>eBI 6Ex.
- 2- PaKkmkrnéyaCit )anTamTar [eFkicSnüamanfrevI akMtenH manry<sup>3</sup>eBI 12Exmly BèRBaH 6Ex KWy<sup>3</sup>eBI xBk . PaRRkmhTminGaceFtam)aneT ehlyPaKhéyaCk GHGagfa RkmhTneFkicSnüamly 6ExenH Kwdm,emll CMrkmkr faetkmkrnéyaCitman smtPaB bkan .
- 3- enACitptkicSnüamly<sup>2</sup> RkmhT)anCbdMngdI kmkrnéyaCit [mkckicSnüabnptmRtU tamc,ab; KwdMng 10éffm .
- 4- mankmkrnéyaCitCagBakkNpl éncMhkmkrTamGs; )anbnkicSnüamanfrevI akMt; enHel sB2qamhly . ehtdechehly eTbkmkrTamTar [RkmhT TTV ykkkmkrnéyaCit EdI )aneFkarel sBI 2qamLgeTA keyCakkmkrnéyaCitmankicSnüaminmankMnt;frevI a vij .

http://kirkarefiskipstic 3  
cMncbBaøT2

eyagtamsprténmarTa 247 -K! énc, absBkargar qáM 997 néyaCkRtUEtecj éfBhitü s&PaB eTA [ kmkrnéyaCitrb&xü marTa247-K! -4! Ecgfa { I k&N&D I tM [ néyaCkcatEcgnigerobc&dayecj esah&y&xüÉg³ karBhitüs&PaBnéyaCitkmkr d&manEcgk&g&cMnc -k! én marTaenH. } ehlyk&marTa 247-k! énc, absBkargar) anEcpggEdrfa Rks&gTTV bnkvis&y kargar RtUecj Rbkask&M t³ I k&N&D I RtUBhitüs&PaB enAeBI ersb&K& k&fl&nigerC&ser&syk eF&kareL&gvij Bhitüs&PaBCakal k nigBhitüs&PaBCaB&ess . eTaH&Cam&TanmanRbkas&f&fid RtU) anerobc&M&gedayRks&gTTV bnkvis&y kargarenAeL&y&k&day k&R&kmR&bk&Sa&Ga&C&k&N&pl y l ; eXlj fa marTa247énc, abkargarqáM 997 ) anpl mU dan&c, abR&K&bR&K&anedm, Isn&dan&fa néyaCkman katB&kic&g&é&f&Bhitüs&PaBd I kmkrnéyaCit edayrabb&Baú Ta&g&é&f&Bhitüs&PaBenAeBI ersb&K& k& fl&Gt&b&y&k&marTa247-K! -4! b&Ba&k&y&ag&c, as&fa enAeBI Ed I Rbkas&f&RtU) aneF&L&g van&g&tRmU [ néyaCkbg&é&f&Bhitüs&PaBd I kmkrnéyaCit .

müageTot Rbkas&rhel x 09 s&KG c&H&é&f&119 Exmkra qáM 994 s&B&karBhitüs&PaB s&M&b&C&n&Cat&Exp nig&C&n&bre&T&S&Ed I m&ke&F&kare&Ak&g&R&be&T&sk&m&Ca&K&W&W [ néyaCkbg&é&f& s&M&b&karBhitü s&PaB&r&b&s&kmkrnéyaCit&pg&Edr . enAk&g&es&ck&pg&á&b&mn² R&kmR&bk&Sa&Ga&C&k&N&pl ) an&B&g&Ep&ke&T&A&e&I Rbkas&rhel x 09 c&H&é&f&119 Exmkra qáM 994 Ed I RtU) aneF&L&g&er&k&am&c, abkargarqáM 992 Ed I Cac, abm&y RtU) an&C&M&V&edayc, abkargarqáM 997 . R&b&kar&7 é&n&R&b&kas&en&H) an&Ec&g&y&ag&c, as&fa sh&R&K&as b&R&km&h&in&RtU&tec&j é&f&Bhitüs&PaB&r&b&s&kmkrnéyaCit . k&á&é&n&p&R&kmR&bk&Sa&Ga&C&k&N&pl man&T&S&n³&pl&y&K&a&c&B&a&R&bk&as&e&l x09enH fa&et&R&b&kas&en&Hen&Aman&Gan&Pa&B&K&ti&y&t&G&n&u&t&pb&K&an -s&th emll es&ck&pg&á&ber&O&g&kp&y&N&ay&F&it&Gat 60%04 nig&mt&C&M&as&Ed I Pa&b&Ca] b&s&m&K& . eTaH&C&ay&ag Nak&é&day enAk&g&er&O&g&kp&n&H R&kmR&bk&Sa&Ga&C&k&N&pl k&t&S&Mal eXlj fa marTa247 énc, abkargarqáM 1997 manmU dan&K&ti&y&t&R&K&b&R&K&an; Ed I t&R&M&U [ néyaCk RtU&e&t&bg&é&f&Bhitüs&PaB&r&b&s&kmkr néyaCit&man&g&TTV kmkrnéyaCit [ cu eF&k&ar-s&themll es&ck&pg&á&bel x 64%04-Em&Xü&H&á&min! .

eyagtamkar&b&K&say&x&ag&e&l I néyaCkman&kat&B&kic&R&ti&y&t&RtU&bg&é&f&Bhitüs&PaB&C&h&kmkr néyaCit&r&b&s&xü . k&g&s&M&N&O&gen&H kmkrTa&g&S&) an&ec&j R) ak&eday&xüÉg bg&é&f&Bhitüs&PaB&r&c eT&b&y&kv&Ba&ð&nb&K&te&B&T&üb&Ba&k&karBhitüs&PaBen&H eTA [ néyaC&k&ed&m, b&B&J I k&á&N&K&g&kar&cu eF&kar . kar [ kmkrnéyaCit&ec&j R) ak&eday&xüÉg&mn&ed&m, Bhitüs&PaBen&H mineF&I [ néyaC&k) an&r&c&pt

BkatBkicRtiytpldmanEcgkögmaRta7 énRbkasrnxagelInigmaRta247 -k; énc,abspkargar  
 1997)aneLly . bEnmBel enH maRta377énc,abkargarEcgfa GkRbRBitpl IsnigmaRta247 b=
 el IsnigRbkassBl karENnaGnutIsBeBTükargarRtUpphæTas BinYCaR)akBmYryém0120!éf¶  
 eTAbryhksb-360!éf¶(R)akQü eyagRbcabf¶InigRtUpphæTasdakBnþaKarBmYqamIdl R)akqam  
 beTasNamYk)ankögcmNameTasTajBf . maRtaenHbBaakfa ebshCaneyacKmin)aneFltam  
 maRta247enHeT néyacKngTTV rgnUkarBinYCaR)ak; nigpphæTastamc,ab; .

ehtöbch RkmRokSaGaCakNþl stcfa néyacKRTUetsgR)akéf¶ttBnitüsPaBrbs;  
 kmkrnéyacitcmh 10>100eroI kömäk; CbeTAKmkkrnéyacitTajGs;Edl )aneFlkargarkögeragcRk  
 enHcabBedmqam2002mk ehlykövBaðonbRt enaH RtUmanbBaakeQhRkmhñ erhÁyEj ón enAel l  
 enaHpgEdr nigRtUecj R)ak; [ kmkrnéyacitEdl minTan)anBnitüsPaB edm,l( )aneTABnitü  
 sPaB. -sthemil esckpögábsINbrOgel x<sup>3</sup> 02/03-Ctsþj stcenaéf¶121 Ex]sPa qam2003/  
 esckpögábsINbrOgel x<sup>3</sup> 21/03-Lýal ; kmDa stcenaéf¶108 ExFúqam2003 esckpögábs;  
 sINbrOgel x<sup>3</sup> 19/04-k,al ekaH2 stcenaéf¶121 Ex]sPa qam2003/ esckpögábsINbrOg  
 el x<sup>3</sup> 53/04-Kg; hg stcenaéf¶126 Exkkala qam2004/ esckpögábsINbrOgel x<sup>3</sup> 60/04-  
 yNayFltGat stcenaéf¶116 Exsha qam2004 esckpögábsINbrOgel x<sup>3</sup> 63/04-saj Evl  
 stcenaéf¶124 Exsha qam2004 nig esckpögábsINbrOgel x<sup>3</sup> 64/04-EmXüthÁmin stcena  
 éf¶127 Exsha qam2004! .

### cINicbBaðTB

enAkögcmwcnH RkmRokSaGaCakNþl nigeFlkarBicarNadtxageRkam<sup>3</sup>

- ry<sup>3</sup>eBl énkicSniukargarmanfrevl akm t;
- PaBCatINagbMtrbssshCB
- kicSniukargarmanfrevl akm t;køyeTACakicSniukargarmanfrevl aminkm t; .

1-ry<sup>3</sup>eBl énkicSniukargarmanefr<sup>3</sup>evl akm t;

maRta67-2! énc,abkargar)anEcgfa {kicSniukargarEdl eFVLg edaykarRBmerBogKä  
 edaymankm t,frevl aBitR)akd minGacmanry<sup>3</sup>eBl el lsb2qam)aneLly. >>>} tamsprténmaRta



PaBminRtUydtFmsMabkkrnyeaCitdeTeTot . -stheml sMwOgel x 04%03-Rkmhth 11 da sMwOgel x06%04-Rkmhth CUsb sMwOgel x24%03-Rkmhth fb vth sMwOgel x 61%04-Rkmhth ebs hth ngsMwOgel x 62%04-Rkmhth Glsh ; . bEnBel enH knymk RkmRbkSaGaCakNpl kYansnlanfa shCBEdl minmanPaBCatMnagbmt minmansITykCemh pl RbeyaCnmk [RkmRbkSaGaCakNpl eFKaredaHRsayEdr -stheml sMwOgel x31%03- hq va sMwOgel x60%04-yNayFit Gat ngsMwOgel x99%04-Rkmhth eGGayeG; ; .

### 3-kicSnuakargamanfr<sup>3</sup>vl akMtkoyeTACakicSnuakargamanfrevl aminkMnt;

marTaT67 vakuxMwDenc,abkargarqam1997 Edl Ecgfa {kicSnuakargarEdl eFwLg edaykarRBmerBogKa edaymankMnt,frevl aBitR)akd minGacmanry<sup>3</sup>eBl el lSB2qamNaneLy. kicSnuanenH GacbnpsarCafpbg berchdg)an drabNakarbnpsarCafpnaH manfrevl aGtbrimamin el lSB2qam. } bEnBel enH marTaT73 vakuxMwE )anEcgfa Rbsheb kicSnuamanfrevl ael lSB6Ex kmkrnyeaCitRtU)aneKChdMngmmchM10efqGkarpTrl tenkicSnuabkarminbnplgvij enkicSnuaa . ry<sup>3</sup>eBl ChdMngmmenH RtUkMnt; [dl ;15efqcbalkicSnuamanfrevl ael lSB1qam ebKankarChdMngmmeT kicSnuarUonkqfrevl aesKangfrevl aEdl )ancUkicSnuakadwbg bRtU cat;Tkfa CakicSnuakankMnt,frevl aBitR)akd eblfrevl aenkarbnkicSnuanenael lSB1frevl a Edl mankMntkqmarTa67 .

knymk manmtiy l eXlj xskael marTa67enc,abkargarenH mtixhly l eXlj fa karbnpsar Cafpnh sMwAeTael lskmpaBenkarbnp mtixhToty l eXlj epSgBenH. kqkrNenH ry<sup>3</sup>eBl Edl EcgkqmarTaT67 vakuxMwD Kwannlyfa ry<sup>3</sup>eBl srbenkicSnuatagGs; edaysarEtPaBmin c,as;l asenmarTaenHehly dcheygkYEtBicarNael lbrbTenmarTaenH edm,ly l BGtbyBitR)akd rbsva . c,abkargarkmGaman l MGogeTAgkicSnuamanfrevl aminkMnt; d)manEcgkqmarTa67 vakuxMwD7 nigTB . ml eh tedl mankar l MGogenH mkBkicSnuamanfrevl aminkMntCmj [man snpsakargar Edl mansar<sup>3</sup>sMan,MabkkrnyeaCit ehlykManpl RbeyaCnsmabonyeaCkEdr BerBalkargarry<sup>3</sup>eBl Evg el kTkcitp [mankarebCacitpFKargarrbskmkrnyeaCit .

CamYKaenHedr esckpNnabosGgkarBl kmGnpCati (ILO) el x166 qam1982 vakuxMwD TB )anEcgfa kicSnuaedl manry<sup>3</sup>eBl kMnt; minRtU)aneKerblsMabcbalkargarry<sup>3</sup>eBl EvgeT . esckpNnabosGgkarBl kmGnpCati (ILO) enHkYanbBaakpgEdrfa kicSnuaedl manry<sup>3</sup>eBl

kNNt; KYEt kay Cakic Snua Ed I manfrevl aminkNNt; Rbsnebhieya Ckbnkic Snua Caerchdg. eTahl  
 CaesckfNnabh minmancgkat Bkic Eday kva CaborbTmly Ed I manRbeya Cn\_smbkarbkRsay  
 marTa67 enHedr . ebsinCaeyg Bhituemll Rbvtp, abkargargqam 1997 eygeXlj fa eKeFhsckp  
 RBagc, abenH CaPasa) arad bnbomkeTbbkERbCaPasaExp . fbbGtB Tc, abCaPasaExp enH RtU) an  
 Gnmbeday rds Pakeday kbinmarTa67 vakux 1972 enH manPaBmnc, as: l as: . ehtenHehly  
 eygGacBicarNaGtB TedmCaPasa) arad Edr edm, ly l ; PasaExp [ )anc, as: . marTa67 vakux 1972  
 enHmannly CaPasa) arad fa *Le contrat de travail conclu pour une durée déterminée ne peut être  
 conclu pour une durée supérieure à deux ans. Il peut être renouvelé une ou plusieurs fois  
 pour autant que le renouvellement n'entraîne pas un dépassement de la durée maximale de  
 deux ans.*

dëcH Pasa) arad bBaakc, as, fa kic Snua Ed I manry<sup>3</sup>eBI kNNt; kay Cakic Snua manfrevl a  
 minkNNt; Rbsnebkarnb Namly eFV ry<sup>3</sup>eBI srbënkic Snua kargarmannry<sup>3</sup>eBI el lSB2qam  
 eh t p l cgerkay ebeyage l marTa73 vakux 1975 kNNt Ael ry<sup>3</sup>eBI srbënkic Snua Ed I mannly  
 fa ry<sup>3</sup>eBI 2qam Aköy marTa67 vakux 1972 kNNt mannly fa ry<sup>3</sup>eBI srbënkic Snua kargarpgeDr .

enAköygerOgenH kmkrnieyaCit TamTar [ Rkmh t n TTV ykkmkkrnieyaCit mankic Snua man  
 frevl akNNt; ehly Ed I )aneFkarköygeragcRkel lSB2qam LgeTA sM kmkrenahkay Cakmkrmankic<sup>o</sup>  
 snua Ed I manfrevl aminkNNt; . eyagtamkarbkRsayxage l l RkmRbkSaGaCakNpl yl eXlj fa  
 kic Snua kargarmannfrevl akNNt; Gacköy eTACakic Snua kargarminkNNt; frevl a kal Nary<sup>3</sup>eBI  
 srbënt Mak; TMgkargarenaH manfrevl ael lSB2qam. dëcH karTamTarrbs kmkrnieyaCit Ed I sM  
 kic Snua manfrevl akNNt; el lSB2qam LgeTA [ köy eTACakic Snua kargarmannfrevl aminkNNt; Bit  
 CaRtmRtUtamc, ab; . -sthemll sM M Ogel x10%03-h Saksh t cel x sM M Ogel x02%04-  
 sNaKarkabDyaNa nigsM M Ogel x81%04-Rkmh t neGevRh h; ! .

eday sM Ogel Gg h tu Gg h, ab; Pst tag nigkarpt eh t p l xage l l RkmRbkSaGaCakNpl  
 ecj nvesckp sM c nigesckp g ab d t xage rkamenH<sup>3</sup>

sM c nigbgAb;

- 1- bgAb; [ Rkmh t n eRh t y h j on ecj ef Bhitüs x PaBd l kmkrnieyaCit Ed I )ancU bM l  
 kargarcabBedmqam 2002 ehly k BgeFkarenAköy Rkmh t nenHenAeBI bc b, nñcMh 10>100  
 erol . karsgR) akenH RtUeFkögry<sup>3</sup>eBI 7ef neRkay Bbsckp g ab enH cU CaFrman .

