

eKal karN Gnwt h
SBI
emeraKeGds-CM Gds_nig BPBkargar
rbsGgkarBI kmGnþCati (ILO)

An ILO code of practice on HIV/AIDS and the world of work

bkerbCaPasaExpeday
kmþFGbrOBCHUGdSenAkEngkargar kariyal ½GgkarBI kmGnþCati-kmCa
]btñfkaedayRksþkargarshrdæamrk (U.S.D.O.L.)

Ex til a qñ2003



kariyal ½GgkarBI kmGnþCati kmCa



ព្រះរាជាណាចក្រកម្ពុជា រាជរដ្ឋាភិបាល សាសនា នគរបាល
និង យុវជនកម្មសាធារណៈ

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Ex tU a qm2003



kariyal KyGgkarBI kmGnCati kmCa



ព្រះរាជាណាចក្រកម្ពុជា រាជរដ្ឋាភិបាល
ខេត្ត ព្រះនាយករដ្ឋមន្ត្រី

rkSasTdayGgkarB1 kmGnþCatiq12003
CaPasaExpe)ahBmeI kThly Extul a q12003

kare)ahBmþSBþSayrbsGgkarB1 kmGnþCati eKarBtamBFsarTDénGnisBaGnþCatiþBkar
rkSasTcaskl . bEnkardkRsgxnsarénGtBTenHeFT, b)anedayBnMaceFkareStMarGnBaTeT
edayRKanEtBaaKBBrPBénGtBTenHakareRsc . STþnkarftcMg bþkerb®UdakBaküesSNTA
kariyal ýye)ahBmþSayedln, ISM-SITþnigkarGnBaft enATsakkarggkarB1 kmGnþCatiel x CH-1211
TRkgjhSHNv 22 RbeTssls . TsakkarggkarB1 kmGnþCatitTV sHkmncBalkardakBaküTaH.

ISBN 92-2-814906-X

ISBN for Web Version: 92-2-814907- 8 (pdf)

edayeyal eTAtamkarGnþþrbsGgkarshRbCaCati xnsarnigTRmgénkarbgøj énGtBTrbsGgkar
B1 kmGnþCati enHminEmnsEdgeT, b)Sþreyab I Namlyrbeskariyal ýGgkarB1 kmGnþCati Edl
Tak;TgnysñPaBc, abrbsRbeTsNamly thn; bGacFrNamly brBñmaénRbeTsNamlyeT, ly .

mþreyab I Edl)ansHgenAkþGtBTkarsksRsavRCav nigkarcJ rþpl mþepSg2enH Kðakar
TTV xes®UrbsGknbñþl ; ehlykariyal ýGgkarB1 kmGnþCati minEmnCaGkbegitKñtl ;
GknbñþTalgenHeT, ly .

esckþyagGþhamkrNrþbsshRkas pl itpl nigdMñkarénkarpl itminEmnbBaþfaGgkar
B1 kmGnþCatipl karGnþBaftdl shRkasTaMenHeT, ly . pþyeTAij RbshebBñaneXlj namkrNrþbs;
shRkas nigpl itpl nigdMñkarénkarpl itrbssshRkasNamlyenall Bñmannýfa GgkarB1 kmGnþ
CatbðlsFmnhKñMenHeT, ly .

GtBTrbsGgkarB1 kmGnþCati Gacrk)anenAtamkEngl kesovePAFþ bkariyal ýrbs;
GgkarB1 kmGnþCati Edl manenAkþRbeTsCaerch bþkariyal ýþSBþSayGnþCati énGgkarB1 kmþ
GnþCatGaKareI x CH -1211 TRkgjhSHNv RbeTssls . eKGaceTArkesovePAkataLþbþtþTþþ
enAkariyal ýxagel þnHedaymin)acbgr)ak; bTak;TgtamGEmI ³ pubvente@ilo.org sHGeBaI
TsSnæKhTþbseyþg³ www.ilo.org/publins

e)ahBonenRbeTskmca

SHEFGINRKN

GaCtFrCatRbyTsigCHGds_nig RksþsgnþkicRargar bNþbNþl vCacIv³
nigyuñltism,Ta Edl)anCYBñtü nigEksH el kñsarénkarbkERbÉksarenH

]btñfþkaedayRksþkargarshrdæemrk (U.S.D.O.L)

raCFanPj Extl aqñ2003
kmþFGbrþGdSænAkEngkargar
kariyal yGgkarBI kmGnþCati-kmæ

Garmkfa

karqørkral dal énemeraKeGds_nigCHGds_CabBaðSmbBPBel aknæB I bcf®, nánH
nígCabBaðmýEd I mankarRbQmmixKfYeGayxacbMtd I karGPiDAn_nigkarrkraðhkýsgn .
kóþNþbeTSEd I TTV rgpI bHBal xabMtenaHkarrkral dal énemeraKeGds)ankatbný
karGPiDAnGsrabTsSvtSr_eFfGayesdteCUTnexSay Kfamkfhgsnsx nigeffGaysgn
RcbkRcbI KpnI høg . enAkóGntHnsaharaénTbGaRhkk kEngEd I mankarrkral dal emerak
eGdsxal)aneffGaybHBal yagxalka ehlyvbþnHcabephnbegiteLbeGaymanGnþaKmn_
Cabbn; .

e l IsBPBexcpSaeTotenahvabHBal eTAe l bKA RKB²rb nig®KsarrbsBKeK . karrk
ral dal)anbHBal yagxjd l sgí nigsésQamesd²icSgí . emeraKeGds_nigC¹GdsCa
bBa¹l²gK³m⁴k⁵hg⁶d l BPBkargar vabHBal yagF⁷F⁸d l kM⁹at¹⁰p¹¹ it d¹²Man; nigkatbn¹³y¹⁴nU
R)akc¹⁵Nj ehlyng¹⁶F¹⁷Gay)atbgfvikad¹⁸chs¹⁹sn²⁰brbsshRKasel RKBept²¹tamry³
karF²²ok²³énkarp l it karekheT,bt²⁴ BI km²⁵ngkar)atbgC²⁶maj nigbTB²⁷esaFn_ el IsB²⁸nH
eTAeTotemeraKeGds_ nigC²⁹Gds)anbHBal d l sT³⁰d l CaRK³¹nenAkEng³²kargar CaBess
Tak³³Thny³⁴karmakgay nigkarerl³⁵seGbd l km³⁶kr-ney³⁷aC³⁸Ed l p³⁹emeraKeGds_ nigG⁴⁰TTV
rgp l bHBal eday⁴¹saremaraKeGds_nigC⁴²Gds_ karrkral dal énemeraKeGds_nigp l bHBal ;
rb⁴³Sya)anvayRbharyagxjd l RkmCnEd l gayrgeRk⁴⁴hT⁴⁵Spig⁴⁶km⁴⁷ar eday⁴⁸eh⁴⁹hely
karekheT,bn⁵⁰l⁵¹thn⁵²ismPaBeynD⁵³ eF⁵⁴GaykanEtF⁵⁵F⁵⁶Et,bd l bBa⁵⁷k⁵⁸at⁵⁹BI km⁶⁰km⁶¹ar .

dltentHehly GgíkarBl kmGnbCatí)anebþeFtisckþfókarNd³katamry³
ekal karN_GnuthþsBemeraKeGds_nigCH¹Gd²senAkEngkargar. eKal karN_GnuthþenHCa
]bkrN_CMykþkarbgákkarrkral dal emeraKeGds_bnfþnþypI bHBal eTæl kmkrn eyacit
nigR²sarrbsB¹KeK nigpþ nUkarkarBarsgnþkareI I kedahRSayCamlyCm¹H. eKal karN_
GnuthþenHRKbdNþnUkn¹sMan²dtCa karTTV sÁl faemeraKeGds_CMyGdsK¹abBaðsMan;
enAkEngkargar karminerlseGþkþkargar smPaBeynD¹ kareFtisþ nigkarrkSakarS¹at;
karcrcarsg¹ karbgár EftaM nigk¹ EdI CamU dñRK¹kþkarkarBarkarrkral dal én
emeraKeGds_enAkEngkargar .

eKal karN_Gnuthps_GmerakeGds-CMUGds_nigBPBkargarrbsGgkarBI kmGnpCati

eKal karN_enHCasmTþI énkarshkarryagGgkarBI kmGnpCati nigsþbRtPaKI rbsxþI kentCakarshkarCamYngédKGnpCatepSg²eTot. vapþI CakarENnaRakEsþjsMab; fókdknAM neyack shCB nigédKkjsgfepSg²eTotshberobcMyagCak;l ak; nigGnuthþ eKal neya)ayenAkEngkargar eGay)ansmRsbaðtCakmuFbgár ngkarBar kentCasMab; begltyTþsa®SþþteTAeI kmþkr-néyaCit nigEptkepSg²eTot. enHKakarcUrhyaagsMan; rbsGgkarBI kmGnpCaticMhkicxitxMoyERbgTUIBPBel ak kókarRbyTþbqMngemeraK eGds-CMUGds_.

eKal karN_hnFananU kxNkargard²mrmüeday ykmnssSFm' nigvbtþkókar GPiDAnCactHg. vaCaemerondmantM EdI)aneRkbCBaþkókarbmrgedahRsayvb tþnHeGay)ansMtc. manRbeTstictvþbenNH EdI)anTTV eCaKCYmYkMtkókaredahRsaykarrkral dal énemeraKeGds_nigCMUGds_nigeFUGay)anFbRsal nUpI vi)akrbsyadI bKA nigshKmn_rbsBkeK. karGnuthþd²bMtrhbaPTakarsniukMTBfókdknAM rebobedahRsaytam EbbBhuisY eFkarCaédkCamYsgfnsil rhTakGpkemeraKeGds-CMUGds_nigkarGbrM FatþSMH)anglbbAgenAkþeKal karN_CaKnHéneKal karN_GnuthenH nigescklsgomelI cInarbPBédkkjsgfnsMbkarGnuthþeGaymanRbsITPaB.

enHCakarsM, geqatHeTAmx nigCaÉksarQanmxEdI niyayGBbBaðcP, mñ karrBjTk CamonUpI vi)aknaeB I GnaKténkarrkral dal emeraKeGds-CMUGds_nigpI bHBal rbsvaenA kEngkargar . tamry³eKal karN_hGgkarBI kmGnpCatingbeglkarKamT karebþacitþnA fókCati nigGnpCati kókarkarBarSITþescklffnénkmþkr-néyaCit nigGpkemeraKeGds_GkCMUGds_.

matka

TB/2

Garmfa	
1- eKal bNg	1
2- karerBR)as;	1
3- visal PaB nigBaküeBcn_Ed eRbR)askjøeKal karN_Gnuth	2
3-1 visal Pab	2
3-2 -BaküeBcnEd eRbR)askjøeKal karN_Gnuth	2
4- eKal karN_KnH ²	5
4>1>karTTW sÁl fa emeraKeGds_CyH Gds_CabBænAkEngkargar ³	5
4>2>karminerkeGb	5
4>3>SmPaBeynDñ	5
4>4>briyakasRbkbedaysxmal PaBenAkEngkargar	6
4>5>karcrcarsgñ	6
4>6>karBñitüQamrkemeraKeGds_kjøeKal bNgbdesFBkargar	6
4>7>karrkSaPaBstñat;	6
4>8>karbnþksaTMak;Tñlgkargar	7
4>9>karbgár ³	7
4-10 karEfTaNgkarKaNT	7
5- SiTñigkarTTW xisCaTñTA	7
5-1 rdaP)al nigGaCdFrmansmtkic [©]	7
5-2 neyaCk nigGgkarrbseK	11
5>3 kmkr-neyaCit nigGgkarrbseK	15
6- karbgártamry ³ karpSBþSayBtman nigkarGbrM	18
6-1 karpSBþSayBtman nigyTñakarbluskaryl dg	19

6-2 kmvFGbrM	19
6-3 kmvFEdI epkteTAel bBæyndh	21
6-4 Thak;ThgkmvFeI kkSSxPaB	22
6-5 vFankargay ² ShKmT karpaSBukarRBRBth	22
6-6>kmvFcHphl eTAdI shKmn	23
7- karbNhbNhl >>>>>>>>>>>>>>>>>>>	23
7-1>vKbNhbNhl dI GkRKbRKg GkRtBnitu nigmRnTTV bnkargarbKA k	24
7-2>vKbNhbNhl dI mitGbrMth	25
7-3>vKbNhbNhl tNagkmkr-neyacit	25
7-4>vKbNhbNhl mP(sxaP)al ngsutPaBkargar	26
7-5>vKbNhbNhl GFkarkicRargar-eragcRk	27
7-6 vKbNhbNhl kmkr-neyacit EdI bhBal Qam ngsarFatSark ³ nanarbsmnss	28
8- kareFltsQam >>>>>>>>>>>>>>>>>>	29
8-1>karhamXatkjokareRClsersbKA k nigeB(R)askM aljkmkr-neyacit	29
8-2>karhamXatEdI Tak;TgnjokarFanarabrg	29
8-3>karGegttmdankarral dal emeraKeGds	30
8-4>kareFltsQamedaysPKcitb	30
8-5>kareFltsQam nigkarBua)al bnbbBmaneRKalffakkjokarbNbj kargar	31
9- karEfTaMigKmT >>>>>>>>>>>>>>>	31
9-1 smPaBCamlyCvWfFdéTeTot	32
9-2 karpH Rbksa	32
9-3>esvasMl bnkargar nigesvasxPaB	33
9-4>Thak;ThgrvagRknGkpkemeraKeGds_nigRknGkshKmn	34
9-5>GtRbeyaCnEdI TTV)an	34
9-6>karFanasnSx-sutPaBsgn	35
9-7>PaBphl xH nigkarrkSaPaBStyat;	35
9-8>kmvFCMly]btHdI neyacit nigRknRKysar >>>>>>>>>	35

1> eKal bNG

eKal karN_Gnuth̄enH maneKal bNGpjl karENnaMyc̄h̄Tak;TgeTAngkarrkral dal emeraKeGds_nigC̄h̄Gds_enAkEngkargar k̄brbTm̄énkarel kk̄SSxPaBedh, eGaykar Gnuth̄kargarGacRbRBt̄TAtamI kN̄m̄yd̄s̄mrmü. eKal karN_Gnuth̄enHRKbdN̄pel kN̄c s̄Man̄énskm̄PaBd̄txagerkam³

k- karbgárkarc̄l gemeraKeGds_- C̄h̄Gds_-

x- karRKbRKg nigkarkatbn̄ypl bHBal edaysaremeraKeGds_- C̄h̄Gds_enAkEngkargar

K- karEfTaM̄higpl̄ karKarTdI bKA k-km̄kr EdI q̄ nigrgpl bHBal edaysaremeraKeGds_- C̄h̄Gds_-

X- karkatbn̄y karmakgay nigerlseGbeTaeI CnNam̄kedayEp̄kel karsgs̄y bel̄Bitfa bKA enahmanpkemeraKeGds_- C̄h̄Gds_-.

2- kareRbas:

eKal karN̄enH KV@U)aneRbR)asEdh,J³

k- erobck̄lareqlytbc, asl asenAk̄jshRKas shKmn_t̄n; vis̄yana enAkM̄fákCati nig Gnp̄Cati .

x- C̄h̄j eGaymand̄N̄lkarBPakSaKā BēRKalleyabI ; karcrcar nigshRbtbt̄karRKb;T̄grvag rd̄P̄al m̄s̄eragcRk shRKas km̄kr nig t̄nagrbsB̄keK eBTükargar ḠkC̄maj Ept̄kemeraK eGds_nigC̄h̄Gds_nigRKbPaKEdI BakB̄s̄-EdI Gacr̄hbBaPTaM̄shKmnml̄ dan nigGḡkar minEmnrd̄P̄al | .

K- pl̄ n̄URbsITPaBch̄BabbBaerüngT̄, ayk̄karBēRKalleyabI Cam̄yédK̄k̄osgh̄³

- c, abCatieKal neya)ay nigkmp̄Fskm̄PaBkargar

- enAkEngkargar ¼ kicRbmerBogrbsshRKas nig

- eKal neya)ayenAkEngkargar nigEpnkarskm̄PaBkargar

eKal karNGnuthps ~~emerakeGds-CM~~ Gds_nigBPBkargar rbsGgkarB1 kmGnpCati (ALO)

3- visal PaB nigBaküBcn_EdI eRbRaskýeKal karNGnuthp_

3-1 visal PaB

eKal karNGnuthpénHtakEtgeLbjS ~~MbGnuthp~~

k- el hiéyaCk nigbKÁ k-kmkr TaGS- edayrabTaGídkakBaküsM U bñkargar | enAký
viskySaFarN³ nigviskyÉkCn nig

x- el RKbrbPaBénkargar TaMúkar nigminpúkar .

3-2 BaküBcnEdI eRbRaskýeKal karNGnuthp_

~~emerakeGds-HIV~~ ³ vhsEdI eFüGayRbBñPabsñhsarBagkayrbsmnisSchexSay
ehlyEdI enATbñtbNñl eGayekltCMGds_.

~~GíkrgpI bñBal énemerakeGds-CM~~ Gds_ (Affected persons) KíamnisSTaLay
NaEdI TTY rgnlpI bñBal edayphl ; bedayRbeyal BemerakeGds-CM Gds_ .

~~CM~~ Gds_- AIDS ³ CacegámeraKsBaEdI eklteT, gerkayBRbBñPabsñhragkay
chexSay CadñNakkal cgerkayEdI GíkCñl cecj eLgnUcegám énerakSbañNyCñlEdI nh
manTaCñl kasniym nigCñlhark. mkdl bclD, nñHCñGdsBñanmanfañúa)al eGayCa
shes, yenAet, yeyT .

karerlseGy (Discrimination) : CaBaküEdI eRbRaskýeKal karNenH edayeyageTA
tamniymnkyénBakuerlseGy -RtgvKsBñxbr nigkargar | kjsnsBaqñl 1958 -el x111 |
edayKittaBñsñPaBEDI man bñknpkemeraKeGds-CM Gds_ eKal karNenHbriyayTa
karerlseGbdI bKÁ k-kmkrEdI eKdñ bsgSxyfamanemeraKeGds_RBmTaMkarerlseGbdI Cn
TaM, ay edayQrel ITñsharpúPT (Sexual orientation).

bKÁ EdI xñsmtBbñBj kargar (persons with disabilities) CaBaküEdI eRbRaský
eKal karNGnuthpénHeGaysmRsbeTAnonyymnEdI eK)aneGayenAkýsnBaqñl 1983
el x159; sBkarbNñbNñl karsþrl TþABB| kmjnigmxrbr -RtgRbkarsBñBkar | eday
sñADl bKÁ TaLayNaEdI minGacFanabnþ nigCñl eGaykargarGacRbRBñTA)ansmRsb
edaySarEtmanBkarPaBEpkpúkay bñpúcítþ.

neyack (Employer)³ CabkÁ bSibb EdI Cw kMajBI kmjrbSbKÁ k-kmkr eday
mankicSnuakargarph mat; bSresrCal ayI kGkSrbBakGBSITs nigParkicPTV xisRTU
rbsneyaCk nigkmkrneyaCit edayGnäl ameTAtamc,abCati nigkarGnuthCakEsg.
rdap)al GaCtFrSaFarN³ shRKasÉkCn nigbKÁ GaccatTk)anfaCaneyacK.

esvabHbSeBTükargar Occupational Health Service¹ ³ RtV)aneRbR)asenAk
ekal karNenHedayGnäl ameTAtamkarGFb,ayenAkGnisBaqqM 1985 -el x>161! SBI
esvabHbSeBTükargarrhmanesvasxPaBEDI ephatCasManeTAel karerobcMarbgáreRkalfák;
kargar nopl dlbndI neyacK nigmaSeragcRkshRKas kollCabkÁ k-kmkr nigtNag
rbsBKeK edm, eGaymankarerobcM nigFana)annUbriyakasmlyEdI RbkbedaysutPaB nig
sxPaBenAkEngkargar nigvFeFkargaredaysh eGaymanI kxNbbestbptdl píkay nig
pícitpdh, Gnuthkargar. esvabHbSeBTükargarkp dlbppngEdreTAel karcatEcgkargar
eTAdI kmkrneyaCit edm, eFkyagNaeGaysmtPaBkargareqlytbeTangsxnPaB ngsxPaB
píkay pícitpbskmkr-neyacit.

TkEngsmrmüstHbBj kargar (Reasonable accommodation)³ karpaSbjhana b
karEktHbBj kargar b x kEngkargareFILbjkñI kxNbhlyagsmrmü nigEdI GaceGayGíkpl
emeraKeGds_GkCMGds_bnpJl rhkargarenalTeA)anyagRbest .

karBnituQam (Screening)³ KdavFankarEdI tMleGayman kareFitsQam
rkemeraKeGdsedayph ; bksaksHedayRbeyal GEkarRbRbRbbedayerKalfák; Namly
bedaykarsakstrk I TþI etsQamEdI)anGnuthpknymk bkarBüa)al .

ePT nig eyndv (Sex and gender) rvagbris nigSþeKeXlj manI kN³xsebkKAT
ClSaSþnigsgáhsaSþ Bakü{ePT}SMaTAel PaBxisEbkKaxagClSaRsprÉBakü {eyndv}
SMaTAel PaBxisEbkKanUthaTI nigTMak;TMgkñSgñrvagbrisnigSþ thaTeyndv¹)an
PþRCabeTAdI bkÁ nanatamry³ TMak;TMgTMT,ayenAkSgñ ehlythaTenHmankarERb
RbY yagxalBlsgrnb,FmmlyeTAsgrnb,FmmlyeTot . thaTeyndvnanKarERbRbW eTAtam
kthmlychHdtCa GaywNÍsBaati BCsasn_CatBnsasn na ngsxnPaBPthisaSþesdkic²

nig briyakasneya)ay .

CyWanerak ³ -Sexually transmitted infection | CaCygjotamry³karrthePT Edl rh
bBaP CylKameraKepSg²dltCa³ CyWly slyRkab RbemH nigesman; RBmTaCylSg²eTot
Edl eKetgsÁl faCaCyl qytamry³karrthePT (STDs).

karBAbbKA k-kmkr Bkargar (Termination of employment) ³ edayQrel |
niymnkyenAkñGnisBalsBI karBAbbKA k-kmkr Bkargar qñM 1982 -el x 158;
BakuenHmannkyfa CakarbBaAbbKA k-kmkrBkargar Edl CakarpþepþneT, bBPaKmSeragcRk
shRkas.

karbgárcaskI (Universal Precaution) ³ CasþudadZamBakñkarGnuthókarbgár
karcmgerak edayeFlyagNaeGayerKahfákénkarqþemeraKtamry³Qam)ankatþnþeGay
enAticbHt -sthGankarBnül Bishrkñ]bsmksII).

bKA k-kmkrkjóskmPaBmherobry ³ -kñBaküfasþókminerbry Informal sector)
BakuenHmanBnül enAkñ]bsmksII .

tNagbKA k-kmkr (Workers' Representative) ³ edayGnæl ameTAtamGnisBals
SBtNag bKA k-kmkrqñM 1971 -el x 135; CabKA Edl RtU)anTTV sÁl eday c, abCati
bñ kitbTdanEdl kBgmansBI PaBkjñnamCa ÷
k- tNagshCB KñatNageday)anmkBkarcattal bñkare)alHeqñtrbsshCB bñbs;
smaCk-smaCka shCB bñ
x-tNagEdl)anmkBkare)alHeqñt KñatNagEdl RtU)anCabæqñtBkare)alHeqñtedayesrþbs;
bKA k-kmkr Edl eFT, bsmRsbeTAnyc, abCati bñ kitbTdanana bñkCmBogrñ
Edl min)anbBaPkjóskmPaBkargarTMT, ayEdl TTTV sÁl faCabBSITTArsgrbs;
shCB enAkñRbeTsenah .

PaBgayTTVrgeRkah (Vulnerability)³ S_NAdI karxHSTG_Nacsgn_H-esd_Hc[©] nig
brbTvb,Fm' s_NnPaBkargerEdI eF_HGaybK_A k-kmkr gayTTV qjemerak nigs_NnPaBEDI
eF_HGayknarkanEtrgeRkahfakedaysarEtcU rtheF_HkargarT_NenAv_Hekp -GFb,ayBishrsth
Gan]bsm_H).

4- eKal karNKnH²

4>1> karTTV sÁl fámeraKeGds-CM_HGds_ CabBaenAkEngkargar

bBádemeraKeGds-CM_HGds_NenAkEngkargar KYetTTV)annUkaredahRsaydI CM_HTF_H
b_H k_HN_HeTeTotenAkEngkargar . enHCakarcaMacm_HyEdI minEmnRKanEtedaySarkarbHBal ;
kM aM_HB I kmþeN_HT bEn_HEngkargarCaEp_Hkm_Hyéns_HKmn_HU dñ EdI manthaTF_Hg
kókarRbyT_Nbqag edm,katbn_Hkarrkral dal emeraKeGds-CM_HGds_ ngedahRsaypl
bHBal énCM_HhHpgEdr.

4>2> karmerlseG_H

enAk_Hsp_HteF_HGayral kargarGacRbRB_HTAK_HI k_HN_Hmrmü kareKarBsT_Hnnss nig
esck_Hff_HfrbsbK_A EdI manemeraKeGds-CM_HGds_ nigG_HEdI TTV rgpI bHBal edaysar
CM_HhH d_Hch_Hly)anCamhRtUmankarerlseGgc_HB_HbK_A kkmkr edayEp_Hel BtmanfabKEK
manemeraKeGds-CM_HGds_ karerlseG_H nigkarRbmaf makgayc_HB_HG_Hp_HemeraKeGds-
CM_HGds_Ca]bsKáraM_HdI karxitx_HERbgkókarbgárkar_Hkral dal énemeraKenH.

4>3> smP_HBeynD_H

KYet)anTTV sÁl ma_HtdaneynD_HedI Tak;TgnjemeeraKeGds-CM_HGds_ . ®Spay
TTV rgeRkahCagbr_HsedaysarI kN³C_Hsa®Spvb,Fm' sg_H nigehtp_Hl esd_Hc[©]dI eF_HGay
®SpaG_HEdI gayTTV rgkargjemerak nigpI bHBal F_HF_Hedaykarrkral dal emeeraKeGds-
CM_HGds_. drabNakarerlseGbdI eynD_Hk_Hsg_HkanEtx_H nigdrabNa®Spn_Hanth_HT_HTab
enAk_Hsg_H drabenah®Sk_HanEtgayrg_HerkahedaysaremeraKeGds-CM_HGds_. d_Hch_Hly

eKal karNGnuthsBmeraKeGds - C₁Gds_nigBPBkargar rbsGgkarBI kmGnpCati (ILO)

smPaBeynD_{1/2} nigkarpli sITCam₂SdI₃Spac₄NcKn₅Mank₆kareF₇GaykarbgárTbsát;
karrkral dal emeraKeGds_nigCYeGay₈SGacedahRsaypl vi)akénC₉hHTTV)aneCaKC₁₀.

4> b₁riyakasR₂bkbeday₃s₄xmal P₅a₆BenAkEngkarga

edayGn₁l amtamGn₂sBa₃sutP₄a₅Bkargar nigkarbgárs₆P₇a₈B q₉M1981 -el x155;
briyakasenAkEngkarga₁₀KYE₁₁R₁₂bkbedaypas₁₃P₁₄a₁₅B nigsutP₁₆a₁₇B eF₁₈yagNaeGayR₁₉kEpt₂₀
Ta₂₁GsgayRS₂₂ n₂₃bgárkarc₂₄ gemeraKeGds_

briyakasR₁bkbedaypas₂P₃a₄BenAkEngkarga s₅ yagRbeshdI kareR₆R)ask₇ ab₈
kay nigk₉Ma₁₀cit₁₁bsb₁₂k₁₃-km₁₄kr k₁₅karb₁₆bj kargaredayeyal eTAtamsmtP₁₇a₁₈Bkargar
nigedayEpk₁₉tams₂₀P₂₁a₂₂B nig s₂₃P₂₄a₂₅b₂₆cit₂₇bsB₂₈keK.

4> k₁arcrcarsgh

karGnuthp₁neKal neya)ay nigkmyFlsBmeraKeGds - C₂Gds_ GacTTV)annU
eCaKC₃ drabNamanshRbtbtkar nigkareCOT₄cit₅vagnaya₆Ck b₇kA k-km₈kr nig₉Nag
rbsB₁₀keK nigm₁₁baCkar ehlyebCakrNbaMacenaHK₁₂mankarc₁₃rhyagskmBb₁₄kA k-km₁₅kr
EdI p₁₆meraKeGds - G₁₇C₁₈Gds_nigG₁₉TTV rgeRKattedaySarC₂₀Gds_.

4> karBn₁itüQamrkemeraKeGds₂k₃geKal b₄ngbd₅FBkarga

min₁TamTareGayG₂dakBaküs₃Mkargar b₄kkB₅gb₆bj kargar Bn₇itüQamrk
emeraKeGds - C₈GdseL₉ly .

4> k₁arkSP₂BS₃Mat;

K₁neph₂tp₃I Nam₄yEdI t₅heGayG₆dakBaküs₇Mkargar b₈b₉kA k-km₁₀kr bg₁₁j Bl
Btmanpal x₁₂EdI Tak;Tgn₁₃gemeraKeGds - C₁₄GdseL₁₅ly . ehlyb₁₆kA k-km₁₇krk₁₈int₁₉
eGaybg₂₀j BBtmanpal x₂₁TakenHeTAdI b₂₂kA k-km₂₃kr déTeTotEdr . karebkEqkemll
Btmanpal x₂₄Tak;TayNaEdI Tak;Tgn₂₅gemeraKeGds - C₂₆Gds _₂₇t₂₈heFT,b₂₉tam eKal karN₃₀
rkSakar₃₁Mat; EdI smRsbeTA₃₂geKal karNrbsGgkarBI kmGnpCati s₃₃BkarkarBarBtman
pal x₃₄rb₃₅bsb₃₆kA k-km₃₇kr .

4> karbn̄ksat̄m̄k; T̄n̄gk̄jkarb̄nk̄gar

kargøgeraKeGds_B̄m̄nCamU eh t̄n̄karbBaÄbBkargareL̄ly . ebeFobeTAn̄g I k̄N̄D epSḡ2enah Ḡpk̄kemeraKeGdsK̄zacbn̄k̄gar)an drabNaed I RK̄BTüBbaak,faenAmansxPaB m̄m̄h ehlyGacb̄bj k̄gar)an .

4> karbgár

eKGacbgárkarcM̄ gemeraKGds)an . karbgárRKbp̄cM̄ gemeraKGaceF̄T,þtamry³ yT̄saS̄þn̄lychM̄Ed I epþtct̄TAn̄gsonPaBCakEþrbsRbeTs ehlysmRsbn̄vb, Fm̄t̄ot pg.

karbgárGaceF̄T,þ)antamry³karp̄sb̄l̄riyabfénkarRbRBt̄l̄karbegl̄cM̄Hd̄g kar Büa)al nigkarbegl̄teGaymanbriyakassḡnedayK̄nkarerlseGb .

édK̄l̄anaEdl b̄n̄kargarsgh̄sT̄tmannat̄k̄jkarl kk̄skarbgár CaB̄ssseF̄lyag NaeGaymankarp̄sb̄l̄riyabf nigkarRbRBt̄l̄tamry³karp̄l̄ B̄t̄man karGbrM nigkarEkERb k̄hsgh̄ esd̄t̄c̄Ed I naGaymankarB̄Qmn̄gkarqøgeraKeGds_C̄M̄Gds_

4-10 karEfT̄l̄ nigkarK̄t̄

enAk̄jBPBk̄gar samK̄Pab karEfT̄l̄nigkarK̄t̄ K̄CamK̄t̄sk̄k̄kareql̄t̄beTAn̄ emeraKeGds_. bK̄A k-km̄kr T̄yGsr̄n̄T̄ybk̄A k-km̄kr Edl p̄kemeraKeGds_mansiT̄Rkb; RK̄k̄jkarTTV)ann̄vesvasxPaB . minmankarerlseGbdl Ḡk̄T̄denah nigR̄sarB̄keK̄ k̄j kareRbR̄as̄va nigkarTTV pl k̄t̄Bkm̄FI sñs̄sḡn̄ nigEpnkarpl̄ kar]bt̄n̄opSḡ2 Edl)anmk̄Bk̄gareT̄ly .

5- SIT̄ngkarTTV x̄sCaT̄TA

5-1 rdaP̄jal nigGacFr̄m̄nsmt̄R̄c[©]

k-PabTak;TgK̄³ (Coherence) rdaP̄jal T̄UFanaeGaymanPaBTak;TgK̄ nøyT̄saS̄þati nigk̄m̄p̄CatisḠBemeraKeGds_C̄M̄Gds_edayTTV sñl Blsar³sManénBPBkargarcU eTAK̄j EpnkarCati.]TahrN̄dt̄CakarFanafamanT̄n̄agn̄neyaCk bK̄A k-km̄kr Ḡpk̄kemeraKeGds_ḠC̄M̄Gds_Ḡkt̄NagRksþTTV bn̄k̄gargar nigk̄c̄Rarsgh̄ .

x-karcúrthCaBhuisX^{1/3} (Multisectoral participation) GaCáFrmanSmtBicRíthKaeFt na
nígplí karKanT yagTU MU aydI édkkargarT MGSedh, fFkarkarBar nigbgárkarra dal én
emeraKeGds_ edayeFk yagNaeGaymankarcúrhyageRchbHt BlsNakédTUaT, aydltCa
PákgarsaFarN³ sBhÉKcn Ggkarnieyack bKA k-kmkr ríthTalysBakBks

K- ~~T^hak;T^hgs^hbs^h~~³ (Coordination) rda~~E~~lal K^YEt^h nig T^hak;T^hgRKbGn^haKmn_
Ta^hGsenAf^hkCati edaybeg^hteGaymanbriyakass^hbeGaymanGn^haKmn^hnAk^hBPBkargar
nigTaj ykp^h RbeyaCn^hB^hdk^hg^h RBmTa^hédKTa^hGSEd^h BakB^hs karT^hak;T^hgK^YeF^hT^h,
eGayRs^hbeTa^hngvFankar nigesvap^h karka^hTEd^h manerScenAkEng^hkargar .

X- karbgár níkgarel kkÍSSuPaB³ (Prevention and Health Promotion) GaChFr
mansmtkicRVEtephnKmit nigeFkargarCamYédKépSg²enAkúsgjh edh,b l kkÍSSuNhdg
nígkmjFbgárnana CaBessenAkEngokargar.

g- eKal karNENnahmnpBüa)al ³ (Clinical guidelines) enAbNrBeTSedI manneyaCk
TTV xis⁴ UCadMkjkarpli nlesvaETaMxPaBedayphl dI bKA kkmkrenah rdaPi)al K
pli eGaynleKal karNENnahm, CaCHydl neyaCkjkjkarEfTaM nigBüa)al GkpkemeraK
eGds_ GkCHUGds_ eKal karNENnahHKYEpke lesvaEdI manRsab;.

c- *karkarBargħ*³ (Social Protection) rdal KVFanfa bKA k-kmikr TamGSEdI pl
emeraKeGds-CM Gds_ GacTTM)annVGTbeyaCnEdI)anmkBkarGnuthbC abCati nigbt
bBaġanaminGnCagbKA k-kmikrEdI manCMTF idherToteLly . enAkjukarerobcM nigkar
GnuthbkmuFlsXmal PaBsgħi rdal KiykcitTkdakċiBalkariv tħienCMID manPabMin
RbRktInnej kKbtagħiż kar] btbnej Gay)ansmRsB. Ca] TahrNeFLyagNaeGaymankarpli ;
pl kienAeB I NaEdI manħukar nigkar TamTarR)ak] btbnej MabkarBüa)al .

q- karRsavRCav³ (Research) edm, t̄ GayeqlytbeTAngEpnkarCat is GBCHYGdSedm, l̄ na édKl̄sḡn̄ edm, t̄ Fkarvayt̄ n̄UT̄h̄hesckp̄ Ukar k̄kareqbytb̄n̄karral dal énCHYGds_ enAkEngkargasM̄berobcN̄B̄ns̄s̄sḡn̄ n̄gs̄m̄besd̄c̄ehlyngedm, l̄ d̄l̄ kareF̄pn̄ karkatb̄n̄ypl bHBal d̄l̄ esd̄c̄sḡn̄ GaC̄Frman smt̄k̄c̄tel̄ k̄T̄c̄it̄p̄ p̄l̄ karK̄R̄t̄ Gnv̄t̄p̄ n̄gp̄SB̄p̄Sayn̄UrbkK̄h̄l̄j̄ énGRta)anRbmaNRbCasarsh̄GRtaqq̄emeraKf̄jkarskSaGRta eRbvaT̄g; RBmTaJkrNlsksal̄ Edl̄)anGnv̄t̄kn̄gmk. rdaP̄al̄ K̄xit̄xM̄Ex̄ḡp̄l̄ n̄vekal̄ karN_ k̄karBRḡos̄b̄n̄ n̄gekal̄ karNecj bTbBaedm, l̄t̄cn̄ub̄n̄gR̄)af̄enH. karRsavRCavK̄r̄h̄b̄BaP̄ pḡEdrn̄UkarvPaKeI EpikeynD̄k̄dayeRbR̄)askarskSaRsavRCav n̄ḡTh̄n̄yEdl̄)anmkBhieyaCk n̄ḡBGḡkarrbseK n̄ḡBGḡkarEdl̄ t̄n̄ageGaybKA k-km̄kr. RbshebGac eF̄yankarRbmU Th̄n̄yK̄ep̄teGaycM̄ vis̄n̄y² ehlyGaceF̄karvPaKedayb̄b̄keTAtam ePT BC̄asn_ T̄harph̄ePT Gayu kargar th̄aTI n̄ḡK̄EteF̄ET̄, geGayRsb n̄gvb, Fmrbs; RbeTspg. RbshebGaceF̄yan̄t̄etmanynkarmySM̄bbn̄p̄F̄karBn̄it̄uvayt̄l̄ p̄l̄ bHBal ; eGay)anCabCarbcam̄

C- RbPBhiBatt̄³ RbshebGaceF̄yanrd̄P̄al̄ K̄BerkahBPAkSaCam̄yédKl̄sḡnnana n̄gedKU d̄T̄eTot edm,)anRbmaNkarxatbgfvkaEdl̄ Cap̄l bHBal énemeraKeGds_-CHYGds_ehlysh̄ Es̄ȳrkRbPBFnFanenAk̄Rs̄k nigenAqakGn̄p̄Cati edm, Gnv̄t̄kn̄agEpnkaryT̄sa®S̄patish̄ GBCHYGds_EdI k̄genahmanrabbBaP̄ TaJkarerobcN̄GaymanRbB̄ns̄s̄sḡneTotpg .

Q- kartakEtgc,ab; (Legislation)³ edm, ll bb̄Mat̄ecal n̄ukarerlseGbenAkEngkargar nigFana eGaymankarbgár nigkarkarBarsḡn̄ rdaP̄al̄ B̄erkahBPAkSaCam̄yédKl̄sḡn̄ nigḠk CMaj nanaEdl̄ eF̄karph̄l Cam̄yCHYGds_ edm, p̄l̄ n̄URkbxM̄S̄p̄kartakEtgc,ab; ehly RbshebkaM̄acenah®UesbrBn̄it̄ünllc, abkargar nigl̄ixitbTdandéT̄2eTot .

eKal karNGnuthp_sBlemeraKeGds - CMGds_nigBPBkargar rbsGgkarB I kmGnpCati (ILo)

j - *I kxNBSBordaP)al eFkarKanT³ eB I Ed I rdaP)al eFkarP)l nUfvikadH y nigkarP)l ; R)akel kTikcitp)l shRKasCati nigGnpCati eKKYEt thWeGaysBkTTI fvkaTaMenahRBkan; xabnUc,abCati eKarBeKal karNGnuthp_enHRBmTaMekal neya)aynana beKal karNTay T,ayEd I)aneRbR)asCaÉksareKal sMokarerobCKal karNenH.*

d- *karBRgykarGnuthc,ab; (Enforcement)³ GaCFrmansmtkicKYp)l Btman becReTs nigp)l dMbpndI neyaCk nigbKA k-kmkr eGaymanRbsTPaBbHt edh, eGayeqlytbeTA nyc,ab; nigbTbBañana Ed I GacGnuthp)ancBbBaEd I Tak;TgvagemeraKeGds-CMGds_nigBPBkargar. eKKYbeghkarBRgyrchnasmK nigTmgkarEd I CyBRgudI karGnuthp,ab; dt CaRkmGFkarkicRgareragcRk nigtu akarkargar Ed I edaHRsayvivaTED I Tak;TgnB I kmj*

z- *kmkrneyacit enAkjyskmpaBmherabry -Ed I eK)ansAl fasasBhminerabry,¹³ rdaP)al KYBRgk nigeFkarshbSM eGaymankarGnuthpUnkmjFbgáremeraKeGds-CMGds_cMbaHbKA k-kmkrTaMenHedayrabbBaPTaUkmjFrkR)akcNU nigkarkarBarsgá . Rbsn ebCakrNcaMacraP)al KYEterobCM nigbeghlnWfSaSfpedayeRbR)asshKmnmlJ dan eGay)ansmRsb .*

D- *karsMl bnt (Mitigation)³ rdaP)al Kfet kkBskarEfTaMigKanT tamry³kmjFIsxPaB saFarN³ RbBnFIsxsgá nigbkmjFmlychMrbssraCrdap)al Ed I Tak;TgnjkargarenH. rdaP)al KYxitxMlyagNaedh,FananUkarP)l kareRbR)asesvaBüa)al . RbsnebCakrNcaMac; rdaP)al KYedrtCaédkOFkargarenHCamlyngGgkarneyac nigGgkarneyacit bKA k-kmkr edayphl ;.*

Z- *kmnar ngyuCnekjg² 3 enAkjykmjFll bbMatB I kmkrnar rdaP)al KYFanafamankaryk citFkdakCaBessetAel kmnar ngyuCnekjg² Ed I TTl rgpI bHBal edayemeraKeGds-CMW eGds_edayGaNabüa)al bBkmbjRtU)anQWbsabedayCMyH .*

N- Thak;Thigkjt;Hn; nigThak;ThigGnbCati³ rdap)al Ktel kk;s; nigKanT karThak;Thig shkarenAfak;t;Hn; nigGnbCati tamry³PäkgarGnbCathana nigédTajLayEdI Tak;Tg edh,Tak;Taj eGayGnbCatimankarephtkarykcitTlkdakeTAel bBa demeraKeGds-CWGs_enAkjBPBkargar .

*t- CMYGnpCati³ rdaP)al KYcatyFankarbBaB@Ba@Tak:Taj CMYGnpCati EdI smRsbkö
karCYKantdI kmypFCati. eKKYCMj el kTkcitpI karpöepbnKmitTabT,ayEdI pI karkant
dI yUfakarGnpCati edh,katbnßnUtémfaiNqalgemeraKeGds_(fänüärClvit) ehlyBRgk
karph ; nigerB0R)asEsvaBüa)al enH .*

f- PaBgayTTVrgeRKah (Vulnerability) rdaP)al KYcatvFankareGay)anc,asl asCamly
RkmbKÁ kkmkrEdl gayrgeRKahdaysachGds_ ehlyGnm%nluyT\$arsphlm,bdaHrsay
ktbTaT,ayNa Edl eFI GaybKÁ kkmkrgayTTVrgeRKahTAnqkarqgemaKeGds_.
rdaP)al KYxHExq nigFanaeGay)annlkardakeGaymankmuFBogárenAkEngkargasMbbKÁ k
kmkrTahenah .

5-2 neyäck n̄igGgkarbsek

k-eKal neya)aykEngkargar ³ neyaCkKvBérKahBPakSaCamVyRkmblÁ k-kmkr nigt Nag
rbseKedln,erobcMhigGnvtþKal neya)aysmRsbsMbkEngkargar sAbgárkarqjerak nig
karkaBarbblÁ kkmkrmineGaymankarerlseGb nigGímanpkemeraKeGds-CgGds_. bBá
® BinitüsMokMfrageKal neya)ay nigkarGnvtþenAkEngkargarmanEcgkþesckþEnþTl III

x- kicBmerBogfikCati sbl̄k nigshRKas bkEngkargar³ neyaCkKYRbkanxabnUc;ab;
Cati nigkarGnwtþTakT,ay edh,karcrcarel karkNt;tþaTlningI kxNkargarEdI Tak;Tgny
bBaðemeraKeGds-CMgds_CamYbkA k-kmlkr nig tñagrbseK nñgxHExgeFyagNaeGay

mankarpþ karbgár nigkarkarBaremeraKeGds_-CNYGds_ eTAtamkicRbmerBogenAfakCati tamsabóknana nigenAkþkEngkargar bshRKas .

K- karGbrNnigkarbNþbNþl ³ neyaCk nigGgkarrbs, ueKmankarBerkahBPAkSaCamly bKA kkmkr nigGktNagrbseK pþephþ nigBRgjokmjuFenAkEngkargaredh,þþl BtmanGbrM nigbNþbNþl bKA kkmkrBkarbgár nigkarEfTamerakemeraKeGds_-CNYGds_ nigeKal neya)aysBemeraKeGds_-CNYGdsrbsshRKas edayrnhTahFankarEdl sñakatbnþkar erlseGbcBahrGkCNYGds_bekpemeraKeGds_nigkarþl kar] bthðanadl GkgerKaleday sarCNYGds_.

X- pl bHBal el visYesdak ^④ neyaCk RkmbKA k-kmkr nigGgkarrbs, KVerobchMelt yTSaSþGay)ansmRsbedh, ÞanRbmaN nigeFkareqbytbeGay)ansmRsbeTAnþpl bH Bal visYesdak ^④ Edl bgædaysarCNYGdsenAkEngkargarpþl rbsxþ nigkþvisYdeT2 eTot .

g- eKal neya)aysMbbKA k (Personnel policies) ³ neyaCkminRtUpþ karkaMT bGnbAft eGaymaneKal neya)aysMbbKA k bkarBtbttMT, ayNa Edl erlseGbcBahrkmkr neyaCitEdl manpemeraKeGds_brgerkaledaysaremaraKeGds-CNYGdseT, ly . CabessneyaCkKb, l³

- mintMeGayeFitsQamrkemeraKeGds-CNYGdseT, ly el kEl gEtkgkrNBess Edl manEcgkþEptkTI8 éneKal karNenH
- FanaeGay)anfakicRarTah, ayEdl eFUT, bKpnkarerlseGy brakgaydl CnNamak; Edl tu)ansgsly belyfamanpemeraKeGds-CNYGdseT, ly .

- el kT^ıkctG^ıEd I manp^ıkemeraKeGds_ nigC^ıWkasniy mepSg²eTotEd I BakB^ıW^ıgC^ıW eGds_eGaybn^ıWkargark^ıjsnPaBsmRs^ıb tamkarBhıtü nigvay t^ıll rbs^ıK^ıBTü.
- Gac^ıW^ıcbBa^ıkic^ıS^ınükargareTAeI km^ıkr-neyacitNaEd I manC^ıWgds_ k^ısPaB fmfykm^ı minGacbn^ıkargar)an nigedayBhıtüeXlj fary³evl as^ımkBüa)al C^ıW^ıl c,ab;)anGnB^ıftk^ıanh^ısp^ıteTAeTotehlyenah. karbBa^ıkic^ıS^ınükargarerobc^ıGay smRsbn^ıc,abs^ıB^ıkarerlseGb^ı c,abkargar nigkareKarBeTAtamnlivFCaTTA Ed I ^ıTTV)annu^ıkar]bt^ıöBj el j .

c- *T^ılkarensarT^ıkç nig kardakbTvn^ı*³ neyacik K^ıterobc^ıGaymanT^ıgkarm^ıy^ısB^ıkar Ef^ıgsarT^ıks^ıbeGaykm^ıkr-neyacit nigG^ıt^ıNagrbseK ykeTAeR^ıRas;. T^ıgkarenHK^ı bBa^ıkeGay)anc,as;l asBkal³eTS³ Ed I eKGacephnykT^ıgkarenahmkeR^ıRasCaeKal Gag s^ıabdaky^ıel km^ıkr-neyacitNa Ed I mankarerlseGb^ıcmBalkm^ıkr-neyacitepSgeTot eday d^ıgfaG^ıkenahmanp^ıkemeraKeGds_ b^ıl CnNam^ıkEd I)anr^ıll aPeTAel^ıekal neya)ays^ıSP^ı emeraKeGds_-C^ıWgds_enAkEngkargar .

q- *karrks^ıPaB^ıhat;*³ Btmanrb^ıskm^ıkrneyacitEd I TakTgn^ıgemeraKeGds_-C^ıWgds_ K^ıETrkSaT^ıkyags^ıhat; nigrks^ıEt^ık^ıjs^ıksarevCs^ıSp^ıN^ı. karEqkeqremll Éksar Ta^ıgenHRbtbt^ıGayRsbn^ıGnisasns^ıBesvaeT^ıkargarg^ıM 985 -el x 171; nigc,abCat^ı nigkarGnuth^ıl xitbTdanepSg²eTot. karbBa^ıBtmanTa^ıgenHGaceF^ıanc^ıBaHEtel^ı b^ıka^ı k^ısaP^ı)al EtbaN^ıH ehlyBtmanGacbg^ıj eGayek^ıB^ıetk^ıkrNEd I th^ıvedayc,ab; b^ıman kary^ıRBmB^ılsam^ınp^ıl Etm^ı .

C- *karkatbn^ıyeK^ıhfat;*³ nigkarRK^ıbg^ıg³ neyacik RTUFanabriyakaskargarm^ıyEd I man svt^ıPaB nigs^ımal PaB r^ıhmankarGnuth^ıl^ıveKal karN^ıenkarbgárCask^ıl nigFankarEd I p^ıl^ı C^ıl nigkarEfrkSap^ıtp^ın^ıls^ıpar³karBar nigC^ıW^ıse^ıg^ıAbzm . edh, p^ıl^ı karK^ınt^ıd^ı kar pas^ıb^ıkarRbRB^ıl^ıbsb^ıKA eb^ıGaceF^ıan .

ekal kāN Gnuth sBemeraKeGds - CNGds_nig BPBkargar rbsGgkarB I kmGnlpCati (LO)

neyaCkKvbegiteGaymaneRsamGnamVrbsbüs nig®Sp Edl gay®SII rkenATkEngnana
nigKvrobch Gaymankarpjj RbukSa karEfTakMNT nigesvabBaçCjW RbshebmankarI Mak
GaşsVedayTihMnigtM énesvaTaşenHmankMxsenah neyaCk bGkarrbseKKYEsþrk
nukarKaNTBrdar)al nigBlsabBakB1sléTeTot .

Q-kEngkargarEdl kmkrneycitmankarbHBal Qam nigrtasr3rbsmnsScabcall ³
enAkEngkargarEbbenh neyaCkRtUmanvFankarNbEnCacaMacedh,Fanafarkbkmkr-
neyaCitTajGs)anTTV karbNjbNhl sBkarbgárCaskl ehlyeGayBKeKmancMNHdg
GBTMgkarGnutkjeB I Edl manerKahfakkargar ehlyFanafaeKal karNénkarbgárCaskl
)anRbtbtçadrab. catvFankarpjj nV]bkrN_ sPar³ Edl manl kN³gayRsII erbR)as;
dI BKeK.

j - karsibsmI i kxNkargar ³ neyaCk TÜBERKAHCamVrkkmkr nigGiktNagrbseK
edh,batvFankarNsmbsM eGaykmkr-neyaCit Edl manCjBakBnþyCNGds_GacbBj
kargarsmRsb . vFankarNTaşenHmankarerobcMgvij nüebI emagsMboefkar karpjj ;
]bkrNsmPar³BesssMbbBj kargar karpjj »kassMakTTV TanGaharSth; karpjj »kas
smBESþrkesvaBüa)al karpjj »kassmRsbstQbsMakmanCjW kærobch Gayman
kareFikarmineBj emag nigkarvil RtLbmkeFkargarvij .

d- karEsþrkkarkal ³ enAkøspTenkarrbrhKaCaB I rdexV neyaCk nigGgkarrbseK
KvI kTkcitpBaVneyaCkpgKæGayrhcENkkjkarbgár nigEfTajüa)al GkEdl manemeraK
eGds_CNGds_enAkEngkargar ehlyngel kTkcitpGayrdap)al catvFankarCacaMac;Taj
T,ay edh,bBaAbkarrkral dal énCNGds_nigkatbnþynpl bHBal énCNGdh. édkdëTeTot
dtkCarkmRbukSaBaNCkmu nigshCBsBemeraKeGds_CNGds_Gacpjj karKamT dI dMñkar
enH)anEdr .

z- *Kal karpի karBiksa nigkareFitsQamrkemeraKeGdsedaysPKcitի nigrksakrsyut;*
 neyačk Rkmkmkr-neyačit nigGiktNagrbsek թւ կTlcitի Gaymankarpի Rbiksa nigkar
 erbR) asevakanT nigkareFitsQamrkemeraKeGdsedaysPKcitի nigrksapabsyut; EdI pի ;
 edaymՊլսխաP) al EdI mansmtPab .

D- *kmkrneyačitenAkյskmpaBminerobry -EdI eKTTV sԱl facashbminerobry;*³
 neyačkénkmkrEdI eFiskmPaBminerobry KYeFkareslo Gegat nigebGaceFTA) anerobiclegit
 nUkmplfbgár nigefTalshmorkmkr-neyačit Talmenah .

Z- *édkGnpCati*³ neyačk nigGgkarrbsekKycU rhyPakTandՏմրմükնkarubyTbqal
 nյemeraKeGds-CMUGds_Camly nigédKGnpCathana .

5> kmkr-neyačit nigGgkarrbsek

k- *eKal neya)ayenAkEngkargar*³ neyačit nigtNagrbsekKVBerkahBpaksaCamlyneyack
 edm,robcmigGnwtphkal neya)ay smrsbsmbkEngkargar sAbgarkarqgerak nigkarkar
 BarbkA k-kmkr mineGaymankarerlseGbEdI Tak;TgnymemeraKeGds-CMUGds_ bBa^թ
 BhitusmbkHagekal neya)ay nigkarGnwtphenAkEngkargar manEcgkugesckpénթTIII .

x- *kiԲmeBogfikCati sՈհ nighRkas bկEngkargar*³ kmkr-neyačit Kyrbkan;
 xabnllc,abCati nigGnwtphAeB1 crcarBII kxNkargarEdI Tak;TgnybBemeraKeGds-
 CMUGds_CamlybkA k-kmkr nigtNagrbsek nigxHExjeFIyagNaeGaymankarpի karbgár
 nigkarkarBemeraKeGds-CMUGds_enAkյkiԲmeBogfikCati sՈհnana nigenAkյkEng
 kargar%shRkas .

eKal kárNGnuth_sBemeraKeGds_- CMGds_nigBPBkargar rbsGgkarBT kmfñpCati (ILO)

K- *Btman nigkarGbrM* kmkr-neyaCit nigGgkarrbsx¹ KYeRbR)asnUrcnasm² shCB nig
rcnasm³ opSg² nigmeFüa)aygayRs¹ epSg²eTot³ bpl BtmansBemeraKeGds_CMGds_
enAkEngkargar nigbegit¹ Par³GbrM nigeF¹ kmPaBsmRsbs¹ bkmkr-neyaCit nigRK¹ Sar
rbseK edayr¹ manBtmanf²CaeTogTat; Bessc¹ Bals¹ kmkr-neyaCit nigp¹ k¹ repSg²
Ed¹ eKrtUTTV¹)an .

X- *pI bHBal el vis¹ yesdlic²*³ kmkr-neyaCit nigGgkarrbseK KYeFkarr¹ kCam¹
neyaCk edh,erobc¹ begit y¹ s¹ smRsbm¹ edh,eqlytbeGay)ansmRsbeTAn¹ p¹ bH
Bal vis¹ yesdlic² Ed¹ bgáeday CMGds_enAkEngkargarp¹ rbsx¹ nigk¹ vis¹ déT²eTot .

g- *karEyrkkarkaNT -kartsht¹i*³ kmkrneyaCit nigGgkarrbseKKYeFkarBPSaCam¹
neyaCk RBmTa¹ GgkarrbseK nigt¹ Nag¹ s¹ b¹ dædh,erobc¹ m¹ Fb¹ us¹ Gaymankary¹ d¹
G¹ karbgár nigvFT¹ b¹ sátemeraKeGds_CMGds_

c- *eKal neya)ays¹ bbbkA k³ bkkA k-kmkr nigt¹ Nagrbsx¹ Up¹ karKaNT nigCMj eGay*
neyaCk begit nigGnuth¹ Kal neya)ays¹ bbbkA k nigkarBtbt¹ T¹ ayNaEd¹ miner¹ seGb¹
c¹ Bals¹ kmkrneyaCit Ed¹ p¹ emeraKeGds_b¹ g¹ eRka¹ eday s¹ aremeraKeGds_CMGds_

q- *kar¹ Bntün¹ karB¹ BTam³* Gkt¹ Nagkmkr-neyaCit mans¹ k¹ BbBaenAkEng
kargartamry³T¹ gkarén¹ Sar¹ T¹ kç nigkardaky¹ y¹ m¹ Gnuth¹ braykarNG¹ karer¹ seGb¹ T¹ ay
Ed¹ Tak¹ Tgn¹ b¹ Bals¹ emeraKeGds_CMGds_ eTAd¹ GaC¹ Frmansmt¹ kic¹ TTV¹ s¹ eday
c,ab;

C- *karbN¹bN¹pl¹*³ S¹ b¹ t¹ Nagkmkr-neyaCit K¹ robc¹ nigeF¹ karbN¹bN¹pl¹ Gkt¹ Nag
rbs¹ keKS¹ BbBaenAkEngkargar edayel keT,b¹ Bkarrkral dal énCMGds_ kareqlytbd³/4
smRs¹ nigesck¹ B¹ ukarCaT¹ Arbs¹ G¹ p¹ emeraKeGds_CMGds_ RBmTa¹ G¹ EF¹ TaM

Q- karkatbnþerKahfak; nigkarRkbRg : kmkr-neyaCit nigGgkarrbsek KVEstyrk karkant nigeFkicShRbtbtkarCamYneyack edm,tkasutBaB nigbriyakaskargarRbkb edaypasxPaBrhmankarGnuthpdkm®UcBahlkarEfrkSasPar³ nigsPar³CHMységáHbz. kmkr-neyaCit nigGgkarrbsek KHVaytémöUPaBrgerKahénbriyakaskargar nigCHj el k klséGaymankmjuFb³mRsbsmkmkr-neyaCit .

j - karrksaPaBsMat³ kmkr-neyaCit mansiTfml sNÉksarph xü nigÉksarevCsa®ph phl rbseK. sBktNagkmkr-neyaCit KansiTfml sNÉksarph xürbssbkA kNamák; sPemeraKeGds-CMIGdseLly. RkbkrNITaGsebhiyayBlthaTl nigkarTTV xisRtUrbs; shCB KVEtykmkGnuthpveKal karNénkarrksaPaBsMat; nigkarestsMarGnBstrbssamlu Cn dtEdI manEcgenAkjGnisasnSPesvaeBTükargar qM 985 el x 171. .

d- kmkrneyacitenAkjgskmPaBminerbry -EdI eKTTV sÁl facashminerbry; ³ kmkr-neyaCit nigsBktNagrbsekKKBrgkskmPaBkargarrbsxüEdI kmkr-neyaCit TaGsedayshkarCamYPaBakBnana nigkanUKmitptepohnfEdI Cyl dI karbgárkar rkral dal énemeraKeGds-CMIGdS_nigkarkatbnþnUpI bHBal rbsya .

z- PaBgayTTV rgeKah (Vulnerability) ³ kmkr-neyaCit nigsBktNagrbsek BPaks CamYneyaCk edm,FanafaktEdI beginlerKahfakénkarogjemeraKeGds-CMIGdS_EdI manekltet,gyagBitR)akdcBahrkmkmkr-neyaCit ®U)anKitKedahRsay .

D- karKantdI karRbksa kareFitsQamrkemeraKeGdsedaysPKcith nigrksaPaBsMat; ³ kmkr-neyaCit nigsBktNagrbsekFkarCamYneyaCk edm,el kTkcith nigpl karKantdI kareRbR)asesvaplı karRbksa nigkareFitsQamrkemeraKeGdsedaysPKcithnigrksa karSMat; .

Z. édKGNþCatiana³ Sbkt Nagkmkr-néyaCit Tak Lay Kþbeglt nusamKíPaBrvagKáningKá
BRBdnRbeTsmY nigRbeTsmY eTot tamry³Rkmkargar edm, eFV Tþakare lvisYepSg²
Rkmkargartðn; nigRkmkargarGnþCati edm, el kykbBaðmeraKeGds_-CNYGds_enAkþBPB
kargar nigedaybBaP Tak stÞbskmkr-néyaCit pgEdr .

6- karbgártamry³karpSBþSayBtman nigkarGbrM

karpSBþSayBtman nigkmþFGbrManamansar³SManbñedm,RbyTþbqalHeTangkar
rkral dal énemeraKeGds_-CNYGds_nigedm, CMy eGaymankarGteGan nigkarGFüRSYKökþ
cNYNamkmkr-néyaCit . karGbrM manRbsTPaBGacCYbeghsmtPaBdI kmkr-néyaCit
eGayechbgárXHþbqalHñykarqgjemerakeGds_ . karGbrM HþGackatbnþ)anyageRchnUkar
þY)armöngkarmakgay nigbnþeGay)andI Gb,brimanUSPaBEbk)akenAkEngkargar EdI
bNþI mkBþmeraKeGds_-CNYGds_RBmTakMknUkarpasbþriyabf nigkarRbRBtEdI Tak;
TgnþCMyHþHeTotpg . kmþFITaMGSenHKVerobcMþtamry³karBþKahBPakSarvagrðaPi)al
kmkr-néyaCit nigGktNagrbseK edm, FanaeGaymankarKanTBIfakdknMBU nigeGayman
karcU rhýageBj TþygBlsNakPakBakBñGS; karpSBþSayBtman nigkarGbrMreFV
eT,þkþTþgEbk² minRtEtÉksarsresreT@umanrbPaBénkarGbrBþMay (distance
learning) pgEdr . kmþFITaMGSenHKVerobcMþ,þeGaynþRkmRbCaCneKal edAEdI QrelI
Gayu ePT TþarþpiPT (sexual orientation) . I kN³BessénvisYEdI eKbñBj kargar
nigktþEdI naN GayB I krmankarRbRBtþbkbedayerKahfalk; nigbrbTvb,Fm' . eKKYEtþþ;
eGayedaymankareCOcak; nigkareKarBdI bKA mák² . kmþFmitGbrMitDancat;TkfaCa
kmþFEdI manRbsTPaBxS; RbshebleKeGayGikþkemerakeGds_-CNYGds_cU rherobcMñig
GnutþukmþFITaMþH .

6-1 karpSB³SayBtman nigytʃakarþskary I dğ

k- ykl ḫKKYEt pSaPabkmuFbSB³Say BtmanTU M J aysBemeraKeGds-CWNGds_eTang
yTʃakarEd I manRsabenAkjshKmnmlU daenAvisXepSg²enAkjtlun; bRbeTS. kmuFTat
enHKYEpkel PaBrtm^QU nigBtmanfBTaneBI evl asGEmeraKeGds_Glkthqg nigmhqg
bMatCmHOGkis I Ed I Tak:TgngemeraKeGds-CWNGds_GBvFbgárkarcl grbPabKbkrbs;
CWwp I bHBal énCwHmkel bKA nig I TPaBénkarpl karEfTakMNT nigBüa)al .

x- RbsheblGaceFyan kmuFbSB³SayBtmanvKbNhbNhl nigytʃakarKYEtbRBabbeTakj
karGbrEd I manRsab; nigkmuFekal neya)ayFnFanmnss kdlCayTʃasRspGlsxPab
sutPabkargar nigytʃa³lbqalnigkarerlseGb .

6-2 kmuFGbrM

k- yTʃa³GbrM³EterobcM, b edayQreI karBéRkaHBpakSarvagnieyack nigkmkr-
nieyacit nigtnagrbsBkeK ehlyRbsinCaGaceFyanmankarcJ rhabCrdaP)al nigsblb
BakBnsd I manCmaj kijkarGbrM karpl Rbksa nigkarEfTakMpkemeraKeGds-CWNGds_
yTʃenkarGbrM³EteFT, bkgörbPaBmly Ed I pl »kaseGaymankarcJ rhyagskmBl
sNakskekam.

x- eK^QlykcitTkdakcBalkmuFGbrMed I eFT, bkgjeB I bnbj kargar nigerobcM³par³GbrM
Ed I kmkr-nieyacit nigykeTAerbR)aSERKABEngkargar. enAeB I manpl yKbNhbNhl
karcJ rhrbbsbKA k-kmkr^Q)ancatTkfAcacENkmlyénkatBkicRargarEd I QETbNbj .

K- eblsinCasmrム nigGaceFyankmuFTat, ayKYEt³

- bBa³RkbSkmpaBedm, Cyd I bKA kijkar)anRbmaNeRkaffikEd I ekltmancBh
xb -kognambKA xb Eg nigkognamCasmaCkRkm; nigkatbnbynNeRkaffikén
karqgeraKeGds_tamry³karsMccitp karcrcar nigCmaj kijkarR)aRsXyTak:Tg
kdlCakmuFGbrMbgármijpl RbksappEdr .

~~eKal karNGnutþ_sBemeraKeGds - CMGds_nigBPBkargar rbsGgkarBI kmþnþCati (LO)~~

- karykcitTkdakCaBessel karRbRBtblbkbbedayerKahfák; nigktþepSgeTotdþCa
míxrbredI tMæGaykmkr-néyaCitcI ½cHeT,bBkEngmlyeTAKEngmlyeTot EdI
CabcSveFH GayBKeKkanEtRbQmmixnigRkahfákénkarqgemeraKeGds_.
- þþ BtmansBkarqgemeraKeGds_tamry³karcakfáH on nigBtmansGBWFKat;
bnþyerKahfákénkarqgemeraKeGds_enH .
- BRgjukarBPakSarvagmRnþdaP)al néyaCk nigshCBkmkr EdI mkBRbeTs
Citxag nigenAkjtn; .
- el kkBskaryI dgBbBaCJMGds_kjkmþFbNþbNþl vCaCv³EdI kþEtGnutþ
edaysBþrdaP)al nigshRKasmlychH edayshRbtbtkaryagCitsit
CamlyngshCB kmkr-néyaCit .
- el kkBskjokarebkyTþakarEdI epþteTAel Rkmkmkr-néyaCit EdI manvþekþ
nig Sþ
- karþl karcabGarmNCaBessel PaBRbQmmixrbseTAnigRkahfákénkarq
emeraKeGds_ RBmTallyTþarsþpgáEdI GackatbnþPaBRbQmmixTAnigRkah
fákénH -sthemill kþCBL 6>3 énÉksarenH! .
- SgþTffafemeraKeGds_minGacqgtamry³karR)arsþTak,TgKþFmtæT ehly
eKmícaMacecosvagmneGayCþmþGþkþemeraKeGds-CMGds_benlseGþdI Bk
eKeT,ly EþþyeTAvij eKKYETmankarCly]btþKanT nigbgúkassHosH eGay
BKeK)anbnþkargarteTAetot .
- Bnþl ENnaGþl bHBal rbsemeraKeGds_ nigCYbBaþeGaykmkr-néyaCit
TaqGsyI citþkþemeraKeGds_ nigkþGaymankarerlseGþdI kmkr-néyaCit
EdI manþkemeraKeGds_.
- þþ »kasdI Rkmkmkr-néyaCit eGaybriyayecj nigBPakSaGþRbtkþmu nig
GarmNtaþt,ay EdI Tak,TgnþgemeraKeGds-CMGds_.

- bgātkm̄kr-nēyaCit -BessbKĀ kṣxaP)al |kūkarbgāCaskl nigR)abd| eK eGayy | dğBTmgkarEdl ®tUGnvtbnAeB| manerKahfākeklteT,b .
- pñ karGbrSŞŞkarbgár nigBüa)al CŞŞkameraK nigrebg edaysarCŞŞtamenH Tak;TgnyCŞŞGds_ehlyCaBessCŞŞtamenHGacBüa)al eGayCastles,ly)an Edl CabcŞŞFŞŞGaysinPaBsşPaBTtArbskm̄kr-nēyaCit RBmTatMPaBsşBSŞK ekkanEtRbesTeT,b .
- el kkBŞŞEptGnamYrsenA nigGaharrbtBtBtm®tU .
- el kkBŞŞkarRbtbtphēPTEdl mansutPaB edayrHtAyreboberbR)aseRsam GnamYbüs nig ®ŞŞgEdr .
- BRgogeGaymankmyFmitGbrMitnigskmPaBGbrMinpūkar .
- ebCakarcaMac;RtUeFkartamdan vaytémRtVtBnitükmyFGbrndm,Ek | G .

6-3 km̄FEdl eptetTæl bBæynD%

k- Rkbkm̄FtayGSKtēGaymankarykcitTkdakGtBæynD% kudCabBaBÇsasn_nig Tsharpt . km̄FkheptTatŞŞbTbüs cINKEkm̄FkheToteptEteTæl ®ŞŞbEteTA el büs edayeKTTI sÁl faePTTatBtman l kN³xskā ehlymankMrbQmmxngereKahfāk; kxskāEdr .

x- karpñ Btmandl ®ŞŞkb,ttak;Taj eGaymankarcabGarmN_nigeGayy | BéRKahfākénkar qgerak Edl ®ŞŞhanxanCagbüs nigCaBessPaBRbQmmxrbskm̄karnl .

K- karGbrGacCtēGaybüs nig ®ŞŞany | dğ nigmankarRBtBtjsmRsbkj | kxNbd | Kpn tl üPaBGtNacénePTTatBt cMBalkarCt kmtB| km̄j RBmTatMsinPaBphl xö . karebot ebonrMan bkaryayptéPT nigkareRBtBtjigSaKYEtmankarykcitTkdakCaBess .

X- km̄FCYdI ®ŞŞGaymany | dgnusITfbosxö TatjenAkEngkargar nigerKAKEngkargar RBmTatpñ PaBmşskarel kÜÉgedm,karBarxöÉgpñ ;.

ekal karNGnuthsBemeraKeGds - CMGds_nigBPBkargar rbsGgkarBI kmGnpCati (IL)

g-GbrMbbis Kymankarbnskary | dig karvayt || PaBRbQmmxngerKalfák; nigyt§
sa§fdl CMj eGaymankarTTV xis®UkókarbgárxümineGayqgemeraKeGds-CMGds_

c-®UmankmxFbgárd§mRsbsMbbisrhePTCamYbris tamry³karRbksaCamYRknkmkr
TalgenH nigtNagrbseK .

6-4 THak;TMgkmFeli kkSSxPaB

RbsnebGaceFIyankmxFgbrrHrtumanTHak;TMgkā nigkmxFeli kkSSxPaBEDl
ephteTAel kareRbR)asERK0gej ón PaBtantoxagGarmN_ nigbBæsPaBbnBcenAkEng
kargar. RkmRbksakargar KN³kmkarsxPaB nigsutPaBEDl manRsabKacNcephebkpt
eGaymankarerobCT§akar nigkmxFgbrrGaymankary | digel bBædeGds_ THak;TMgenH
KVKlsbBaakBerkalfákénkarcmøgemeraKeGdStamkareRbR)asmid cakeRK0gej óntamsrésrh
kā . el lsBénH®UsgaFfel karesBeRK0gRSvø nigkareRbR)asERK0gej óneFUGaymankar
RbRBnkanEtRbQmmixTangkarqgemeraKeGds_

6-5 vFankargay²sMbbkarkarpasbíkarRbBtþ

k- ek®UgbrMmkr-neyacitTangGSGBlyT§a§pñkarkatbnþerKalfákedaypl nUBtman
Edl Tak;Taj karcabGarmN_ehlyc,as;l as; nigsMrbsbeTangkal evl a. RbsnebCakarcam
)aceK®UeFIyagNaeGaybrisnig§ayrk)annversamGnamYenAeB | Edl ek®UkareRbR)as;

x- ek®UeFIyagNaeGaykmkr-neyacitGacrk niggayerRbR)asesvaEdl GaceFIraKvnic
TaneB | evl a pl karBüa)al nigEfTangkamerak nigCMvbg. RbsnebCakarcamaceK®Uppl ;
eGaynUmd -SMDl)annhabemeraK bpl BtmansGBkmyFbarsbplmd -SMDl nigTKEng
Edl BkeKGacrk)an.

K- cBalkmkr-nieyaCt EdI mankarxIxtfvika eKpjj karGbrIdI manbBaP yT\$as®jsMab;
GkEdI manR)akcNU Tab] TahrN_karpjj BtmansP®lskmPaBrkR)akcNU karkatbnßy
BnGakr nig karpjj R)akkB I kmjj

6-6> kmFchphl eTAdI shKmn_

neyaCk kmkr-neyaCit nigtnagrbsBKeK®vel kTlcitþ nigCmij eGaymankmþFI
pSBþSayBtman nigGbr~~ISG~~karbgár nigBúa)al EfTak~~IK~~pkemeraKeGds-CMUGds_enAkþ
shKmnU dan CaBessenAtamsal aeron . eKRTvel kTlcitþGaymankmþFbHþhl eTAdl ;
shKmn_ edhl,þl »kasdl RbCaCnTbTAeGaysEdgnUTSsn³þhl rbsxh nigCmij karel k
k~~ss~~xmal PaBrbskmkr-neyaCitEdl manpkemeraKeGds-CMUGds_ s~~u~~AkatbnþnU
PaBÉeka nigKm~~it~~EbgEckbœNj ecj G~~IK~~pkemeraKeGds-CMUGdsBlshKmn_ kmþFI
Ebben~~H~~KETGnvtþT,bCamlyn~~o~~smRsbnana Edl CaédKfakCati b~~f~~akmU dan.

7- karbN₃bN₃

ek®VerobcMkNbNþl eGaySmRsbeTAngrkmekal edAnimY² 3 vKGfRKbRkg
GKRTvBhitü nigmñpTTV bnkargarbkk k vKkmkr nigGktNagkmkr vKRBbegál bN
bNþl bnþ-Tabbus nig®Sp vKmitGbrMitþvKñ®PsxaP)al nigsutPaBkargar vKGfKarkic
kargar-eragcRk . cMbhkarerobcMkNbNþl enH eK®UrHrkKmitéqnbDitél I kyagNamn
eGayGsfvkaerch .]TahrN_shRKasTabGSGacEsrknukarKanTBkmvFCatRbyTþg
ChGds_bsþbEdI CabBakBksléTeTot edm, bNþl eRkmbNþl beragcRkshRKasGac
begitRkmbNþl shbshRKaseKphl Etmg . sPar³bNþl GacmanrbPaBxIsK
erch GaRs¹yETAtamRbPBFnFanEdI eKGacrk)an . sPar³TaBenah®UEktMuTAtamTñom
TñabenAmU dan ehlykeGaysmRsbeTAtamkal 3eTS³EdI xisKärvagbus nig®Sp.

eK®UbNñbNñl RÉkeTsTajGseGayecHedaHrsay Kmñt bñrvnicý karRbkanBØ
sasn_RbqalRkmPaKtic CaBësskarRbkanBØsasn_nigTñharePT (sexual orientation).
kñkarbNñbNñl eKKYTaj ykkrNlsksa nigsRar³bNñbNñl Edl)ancat;TkfaCaKmñl .
edaysegteXlj fakareGayblkÁ kbeRgonblkÁ kñgrEgrEmgEtg)anpl l l ¥ eTbtM Gayman
kmñFmitGbrMñtbnARKbCanfák;TajGS; kmñFenH)ankoyCaepikmñyénEpnkarbNñbNñl
RbcamñhAkñkEngkargarEtmbj ehlyKYEtmankarBéRKahCamñyGktNagkmñkr-neyacit .

7-1> *VÍNñbNñl dI GñRKbRKg Gk®tBñtü nigm®TTV bnñkargarbKÁ k*

bEnñhel karcU rñhkñkarpSBþsay pñl Btman nigkmñF GbrMñt Adl kmñkr-neyacit
TajGS; GñRKbRKg Gk®tBñtü nigm®TTV bnñkargarbKÁ k kñkarbNñbNñl pgEdr
edlm, l³

- BRgñsmtPabBeGayekcHBnül ; nigecheqlytbeTajgsNñTajT, ayEdl Tak:Tg
njeKal neya)aysPbBñmeraKeGds-CM Gds_enAkEngkargar .
- TTV)anBtmand%4GBbBñmeraKeGds_ Edl GaceGayekcYBnül dI kmñkr-neyacit
epSgeTot CMhecal nñukarPanRcT, MñT, ayEdl Tak:Tgnñkarral dal énemeraK
eGds_enAkEngkargar .
- Bnül ENnahmñkr-neyacit GñRñlsénkarstosMñl kñNñkargarsmRsb cñBñll
GñmanpkemeraKeGds-CM Gds_edlm, eGayBñkeKbnñbñj kargar)anyHGEglj .
- eGayemll eXlj Gakb, kriya nigkarRbRBñtñs qñjerlseGbdI kmñkr-neyacit Edl
pkemeraKeGds-CM Gds_enAkEngkargar ehly®vedaHrsaykrNñTajGSenah .
- begñsmtPabBñkeKeGayecHpñl karENnahel karerobcñsvasñPaB nigkar]btñö
sgñ Edl GaceFT, bñbCapl RbeyaCndl eragCRK-shRKas .

7-2> **kbNbNb dI mitbbrMb**

GbGbrMbKTTV)annUkarbNbNb Biessedh, eGay³

- eKmankary I dbRkRkanGbksar nigvFbsa®SbnkarbgárCbNGds_ EdI GaceGay eKykemeronTajmll bercokykEpkxHénemeronenHéTApSBbSay nigbergonbnbkj kmvFGbrkmkr-néyaCít EdI kbgobMj kargar .
- mankarPbkrl k nigykctTbkdakcBbllbBabBbCbsasn_TbharePT eynDb nigvb, Fm' kbkarerobcÍksarbNbNb nigkarbergondI kmkr-néyaCít .
- pSarPabkarbergonrbsxb nigTaj ykeKal neya)ayenAkEngkargarEdI manRsab; dbCakarrMan bbaybBbrbBbanptbePT (sexual harassment) bbkarerlseGbdI bKA EdI GsmtPaBenAkEngkargar .
- beglsmtBaBdI Rkmkmkr-néyaCít pgKbGayemll eXlj ktTajT, ayEdI Gt Taj BbKeKeGaykanEtRbQmmxngereRkalfákénkarqgemeraKeGds_.
- pb dbandI kmkr-néyaCít EdI manpbkemeraKeGds_CbNGds_ eGayeHtsbdah RsaysinPaBCWnigpI bHBal rbsCHWedaykarRbngERbgphI rbseK .

7-3> **kbNbNb tMagkmkr-néyaCít**

tMagkmkr-néyaCít ®tuclNayeB I evI akõmagkargareTATTV karbNbNb edh, |³

- BRgsmtBaBeGayeKechBnül ; nigechleqytbetAnysNYTajT, ayEdI Tak:Tg ngeKal neya)aysPbbaemeraKeGds_CbNGds_enAkEngkargar .
- beglsmtBaBeGayeKechBbNbNb eTadI kmkr-néyaCít epSg²eTotkbkmvFGbrM

- kNtrkeGayeXlj ebbkA NaeDl manGakb,kriya nigkarRBRTTxsqj erlseGb dl kmkrneyaCitEdl manpemeraKeGds-CMGds_ enAkEngkargar ehly edaHRsaykrNI TadjenahRbkbedayRbsTPab .
- CxyxHExgeFkyagNaeGaykmkr-neyaCitEdl manemeraKeGds-CMGds_ Gac TTV)annukarstbSM smRsbTayT,ayNaEdl BKeK@tukar .
- pbl dlbplndl kmkr-neyaCit eGayemll eXlj nigkatbnfyktEdl naGayBKeK RbQmmxngerKaHfak; enAkjdNlCltrbsBKeK.
- yl dgeGay)anCakc,asGBkarrkral dal énCMGds_ edh,bl Btmandl kmkr neyaCit TadGSGBkarrkral dal énemeraKenH.
- FanaeGay)anfaBtmanmlychEdl eKTTV)anBkmkr-neyaCit Edl manpemeraKeGds-CMGds_ kGm,jeB| Edl eKmannatCaGktNagGkTadjenah@UrkSaTkCakarSMat; .

7-4> KáNpNal m@lsxaP)al nigsutB@karga

bEnBéI BtmansamBa@ nigkmuFGbrkmkr-neyaCit m@lsxaP)al nigsutB@B karga@TTV nUkarbN@bNal CaBessedh,|³

- eKmankary | dgrKbRKanGBksar nigvFlsRsknkarbgárCMGds_ Edl GaceGay eKykemeroneTApSB@Say nigbergonbnkGmuFGbrkmkr-neyaCit Edl kBgobBj karga@ .
- beghsmtB@BkjkarvaytéTAel briyakaskarga@ nigkNteGayeXlj nUrebob eFIkarga@ btkN@dI GacesT@Gymankarpasb@ bEksM eGayRbestsNAkat; bnfyPaBRbQmmxngerKaHfakénkmkrneyaCitEdl manpemeraKeGds-CMGds_ .

- tamdanBhitüemll faneyaCk)anp^b; nigbnkarKarTeGaymanbriyakas nigd^bN^bkar Gnut^bkargarRbkbedays^bPaB nigsut^bBabenAkEngkargar EdI r^bhmanT^bgkaBkar se^bg^bz^bm EdI Rbkbedaysut^bBaEdrbeT?
- Fanafaral BtmanEdI Tak;Tgn^bba^bGds_ ^(b)T^banrkSaT^bCaS^bhat; dt^bCaÉksar evCSa^bS^bp^b rbskmkr-neyacitEdr. Éksar nigBtmanT^bjenHGacbeg^bdeGayd^b)anEtk^bkrNEdI t^bMac;Nam^b dt^bEdI manEcgenAk^bgeKal karN^bGnut^bén Gg^bkarBI kmGnbCatis^bGBkarkarBarÉksarph x^brbsbKA k-kmkrEtbaN^b.
- p^b dt^bandI kmkr-neyacit eGayemll eXlj nigkatbn^bykt^bEdI na^bGayB^bkeK RbQmn^bgerKahfakenAk^bdt^bN^bCitrbsB^bkeK.
- GacbBa^bkmkr-neyacit eArkesvaBüa)al EdI manRsabenAkEngkargar besvaepSg eTotEdI enAerkaAkEngkargar ehlyEdI eqlytbtaamtRmUkarrbsB^bkeK.

7-5> vK^bN^bN^b GFkarkicRgar-eragcRk

GaC^bFrmansmt^bK^b^(b)T^bUFanafa RkmGFkarkicRgar-eragcRk manmeFüa)ayRKbRKan; k^bökareFGFkarkic^bKar^(b)Bhitü karGnut^bc^bab; nigI xitbTdamnana nigkarb^bBj naT^bp^b kar ENna^bBatteragcRk-shRKas Biessel karbgáremeraKeGds_ C^bM^bGds_ edm,b^bBj naT^b)an enahB^bkeK^(b)UTTV^b)ankarbN^bN^b CaBiessEdI ephtel ly^b\$a^bS^bogár nigkarBaremeraK eGds_ C^bM^bGds_ enAkEngkargar .

vK^bN^bN^b enHn^bdakbBa^bPnU³

- BtmanEdI Tak;Tgs^bodaGnbCatisB^bkargar CaBiesssn^bBa^bI karerlseGb q^b1958 énc,abCatiael x 111 ; -kargar nigmrbr; ehlynic,abCatirBmTa^bI xitbTdan nana .
- vF^bp^b karyI d^bGBemeraKeGds_ C^bM^bGds_ eTAdI kmkr-neyacit nigG^bRKbRKg

- vFbBaP RbFanbTs BCW Gds_ eTakjkiC PCTogTats Blsut BaBkargar nigsxPaB eTakjkarb NlbNhl nanaenAkEngkargar .
- vFCYkmkr-neyaCit eGayTTV)annUpI kflr nigkar] btbhöanaEdI man -dltCakar bNb j sMnbbbT ; nigCYeGayBKeKecHerbR)assITspSg2eTotEdI eKman .
- vFlsegð nigEStyrkkarRbRBbTpTel ls bkarxkxanmh)anGnutcBaltSTfboskmkr-neyaCit EdI manptkemeraKeGds-CMGds_.
- CMaj kókarRbmU nigvPaKThnkyTak;TgnjgbBaGdSenAkjkEngkargar sMabkar skSaeGBedmlsa®þ bkarSkSaBbI bHBal sgm . Kargar®UteF GayRsbeTAny eKal karN_GnuthsH .

7-6 KÍNlbNhl kmkr-neyaCit EdI btbal Qam ngsarFatu3nanarbsmnus

kmkr-neyaCit TakjenH TTV)annUkarbNlbNhl el eKal karNENnaBkarbgárkar qgerak enAeB I EdI manerKAffákeB I bNb j kargar nigkarsergaHbzr . kmvFenH®UpI ; eGaymankarbNlbNhl³

- karpj karse®gáHbzr
- GekkarRbgRby%asak I edm, katbnþerKAffák; EdI bNhl mkBkarbHBal Qam nig sarFatu3nanarbsmnusS-Sthemill]bsmKgBr!
- el kareRbR)as]bkrN_Spar³ sMabkarBarkjgeB I bNb j kargar
- el eKal karNENnaH I ®UGnutþakEsþeB I mankarbHBal Qam nigvtav sarFatu3mnusS

- SITI karTTI)annUkarbHbllenAeB | Ed | manerKahfakenAkEngkargar RBmTak bBaikBkarRbgRby 16minEmnTak:TgEteTAngkardig bsgSvfabKA enallmanpl emeraKeGds -CH GdseT,ly .

8- kareFitsDan

kareFitsQam mineGayeFIT,bjCadacxatenAkEngkargar el kEl gEtmankrNI
BessEdI manEgenAkrijekal karNGnubhenHbaNñH. eRBahfakareFitsQamminEmnCakar
cañac; ehlyEfmlabHBal dl sTñmss nigkitlysrbskmkr-neyaciteTotpg. eday
eh tfal TþI QamGacykeTAbrihar bykeTAerR)asmisnsmRsb ehlyBtmanenHminman
karGnBaffitm®UBlsnakkmkrneyacit bedaycat;TkfaBtmanTalGs; nigehtþI énkareFV
etsçakarTTV xisRtUrbseragcRk-shRKaseT,ly. eTaHbCakareFitsQamrkemeraKeGds_
enAxageRkAkEngkargarkþ kEl,bedayrkSakarsMat; nigCaBessedaymankarRBmeRBog
sPKcitBlsamln nigeFIT,bgedaybkA kSxaP)al EdI manbTBesaFnRKbRKankjI kxNdkSa
karsMat,yaghjtctbHt .

8-1> **karhanXatkögareClerlsbkÁ k nigebrRaskMajkmkr-nieyæit**

kareFitsQamrkemeraKeGds_minkYGaccatTkfaCal kxNnAeBIdakBaküsMkar
gar bksMkargareT,ly . kareFitsphCsarshéTeTot dtCakareFitsBnitükaysm,Ta
mneBIdU bMkargar betshéTeTot EdIekEtgEteFcarbcamBalkmkr-neyacitenah kün
tubogMGayefitsQamrkemll emeraKeGds_eLly .

8-2> *karhamXatEdI TakTgnykarFanarabrg*

k- mn®UTamTareGayman | kxNØfItSPQamrkemeraKeGds_ enAkøKømagkarsnlsksgh
køeKal neya)aypjj karFanaCaTøTA Kømagkarpj karFanaerKøffækkgagar nigerKagkarFana
sksPaBeT,ly .

eKal karNGnuthsBemeraKeGds - CNGds_nigBPBkargar rbsGgkarBI kmGnpCati (n.o)

x- RkmhüFanarabrgmh®UTamTareGaymankareFitsQamrkemeraKeGds_ manöpþ ;
SNggbHbileRkalfákEdl bNþl mkBkargar. RkmhüTalmenaHaceFkar)anRbmaNcNU nig
cNay nigkarKNnakarxatbgEdl bNþl mkBkalfák; nigmrN³PaB edayQreI Tññy
eGBedmlsa®þl RbCaCnTITA .

K- neyaCk minkyclysh eGaymankareFitsNamý Edl Tak;Tgnøkarecj karFanarabrg .
bEnþieyack®UFanarkSaTkBtmanTayEdl eKmanCakarsMateTotpg .

8-3> karGegitandankarral dal emeraKeGds_

karBinitüQamrkemeraKeGdseRkameKal karNGaNamík nigrksaGafkNamík bkareFitsþ
eGBedmlsa®þnAkEngkargarGacGnBaþþGayeFTA)an drabNamankareKarBtameKal karN_
sll FménkarRsavRCawiÜasa®þsll FmvCaCl³ nigkarkarBarSTþKA nigrksakarstMat;. enA
kýkarRsavRCavEbbenh®UmankarBirkaleyabl CamýkmkrneyaCit nigneyack nöGnbCb
dI BkeKGnGdI kþgektlmankýkarsksRsavRCavenh. BtmanEdl TTW)anmih®U)aneRbl
RaskýjeKal bñgerlseGbcBathbkÁ Namý bdl RkmNamýeT,ly. kareFitsþinGaccat;
TlkfaGaNamík)aneTRbsnebbKGacTaj karsnðlan)anfanrNamákmanplkemeraKeGds_ BI
ITþI énkarRsavRCavenah .

8-4> kareFitsQamedaysþcitþ

eKGacRbTHsñPaBEDl kmkrneyaCit manbñngcgeFitsQamEdl GaccatTlk)an
faCaEpkmlyénkmþFeFitsQamedaysþcitþ tamFmþtakareFitsQamedaysþcitþtg
eFIT,genAkEngpþ esvasñPaBshKmn_minEmnenAkEngkargareT . Rbsnebmanesva
evCsa®þsabenalkareFitsQamedaysþcitþnH®UeFIT,bgedaymankarRBmeRBogCal ay
I kgksrBPakkmkr-neyaCit RbsnebmarkaressthGacmankarENnaþNagkmkr
neyaCit .

kareFTtsQamKYEteFT, gedaybKA kEdl mansmtPaB ehlyEdl RbtbthitctrkSa PaBSUyat; nigminebkTM ayeGayekdGIGP Edl ekltelgchBHGkdéT. EpksMan²enA kjdNlkareFTtsQamenHthmankarpjj RbikSamia nigerkaykareFTtsQam Edl qibBaG eynD¹ edh,CysM eGaymankary l dGdknsar nigbNGénkareFTtsQamrkemeraK eGds_ GBKNSm,tþ nigKINvbthnkareFTtsQam nig\TB l én l Tþl eFTtsQammkel l kmkr-neyaCit .

8-5> kareFTtsQam nigkarBüal bnbbBhneKalfäkkäkarbBj karga

k- eB l NEdl mankarRbQmmixetAnigerKalfäkedaykarbHBal Qam vtavsih³ béal ka mnusenAkEngkargar@UmaneKal karNedh,edahRsaynlleKalfäkEdl bNjl mkBkarbHBal ; edayphl ; nigerKalfäkkargar .

x- edayeyageTAeI bRKahfækEdl GaceklteLgedaykarbHBal ytFatEdl manpikemeraK -Qam vtavsih³ béal kamniss! enAkEngkargarenahGikrgerKahKV@U)anTTV karpjj RbikSa Pam²G¹b l viakEpkevCsa³GBbNGcgeFTsfsyrkemeraKeGds_nigG¹ TSAbénkarpjj ; »SfkarBareRkayeB l maneRkalfäk; RBmTakkarbBabéTAkankEngEdl manesvaETaWCsa³Sp smRsb. bnbbBkarsnðanvaytM erKahfäkrbmkék@Ubgj;j CbGikrgerKahhUsITRsb,ab; rbskmkrneyaCit Edl ríhmanTahTMgEbbbTEdI GaceGayTTV)annUkarsgCMWitþ.

9- kareFTamnigKart

SamKPaB kareFTam nigKart CaFatd³ManEdl @vel kykmkeFTtsyldl kar eqlytbeTAnGdseAkEngkargar. eK@UerobCNGaymanynkaredh,el kTlcithSNhn citjj hankarTTV yk nigpjj kareFTamndl kmkr-neyaCit NEdl Efgr)abBlsñPaBpk emeraKeGdsrbssxhd l Gikdét ehlyeK@UFanaeGay)anfamihmankarerlSeGg bmakgay dl GikTahenalleT,ly. kEngkargarkYRbogERbgpjj karRbikSaCmGds_nigpjj karKartsgán

ekal karNGnutþsRímeraKeGds - CMGds_nig BPBkargar rbsGgkarB1 kmþnþCati(ILO)

epSg²eTotd | GþpKemeraKeGds-CMGds_ edh, katbnþyp | bHBal énCmGdSenAkEng enah. enAtamkEngNaEd | manesvaFTa\$PaB eK[®]Uþl karBüa)al eGay)anSmRsb . RbshebkEngkargarknesvaFTa\$PaBeT eK[®]Uþl Btmandl kmkr-néyaCit eGay)and)ansál kEngEd | eKGacTTV esvaFTa\$ | enAxageRkAkEngkargar. Tmak;TmgEbbenhman p | RbeyaCn_GaceGaykmkr-néyaCit nakkarrbsek Bessku²rbsekGaceTAerB(R)aseSva TaJenah)an . PaBCaédKuagrdaP)al néyaCk kmkr-néyaCit nigsþotNagrbsek RBm TaJedKEd | BakB1spSg²eTot kðacFanæGaymankarp| esvarbkbedayRbsTPaB nigkat; bnþynut| esvaTaJenH .

9-1 smPaCanyCMGdsTot

k- karbgárgarqø nigkarBüa)al eraKSba | KþkKVetRKbRKgeGay)aneTAtamkEngkargar dþCaCMGdsTotEdr

x- kmkrnéyaCit manpKemeraKeGdsKY[®]U)aneKEFTa\$KþngGkCMGdsTotEdr kþnky TTV)annUp | RbeyaCn_karsgCMGdsTotEdr niggEngSákenAsmrmü .

K- drabNaGþpKemeraKeGds_enAmansPaB nig | TþaBGaceFkargar)an BþeKKymansTþ CMU rþrbkbkargar RBmTaJkartMlgzannþskþ.

9-2 karp| Rbksa

k- néyaCkKVel kTkcit| kmkrnéyaCitEd | manpKemeraKeGds_ eGayeK)anTTV kar RbksaCamlyGþEd | manCmAj nigCMlyBxageRkAshRKas bþEngNaEd | eKGacTTV)ankar BéRKaheyabl ; dþCakEngsvtPaBkargar Kil andan bþEngNamly Ed | mankarBéRKah eyabl BI CMGds_ehlyGacrksakarSþat)an .

x- edh,þEIGaymanRbsTPaBnUkicRarenH néyaCkKVbicarNael wFankardþxageRkamenH³

- [®]UþBaakR)abd | kmkrnéyaCitBRkmCmAj RkmClydl GþpKemeraKeGdsdþKþ esvakmþshKmn_btþnEd | manCmAj kþkarp| Rbksa nigkarEfTaCMGds_

- RtUbBaakR)abkm̄krn̄neyaCit BGḡkarEdI manpl̄ esvasxPaB b̄m̄pl̄ esvasxPaB EdI manm̄U d̄anenAk̄jshKmn̄rbsx̄ EdI mansar̄Rbeyacndl ; km̄kr-n̄neyaCit EdI pl̄kemeraKeGds_
- @upl̄ eyabl̄ dl̄ km̄krn̄neyaCiteGayCibCam̄yevCbNt̄ b̄ekpl̄ esvasxPaBEDI man Cmaj edm, eFkarvayt̄ Cihandib̄TTI karEfTalib̄shebB̄keKmhTan;)anTTI b̄y eGaykm̄krn̄neyaCitTaJenahRkeGay)anḠkppl̄ esvasxPaBEDI Cmaj ebB̄keKmhman.

K- neyaCkK̄pl̄ eGaykm̄krn̄neyaCitEdI manpl̄kemeraKeGds_n̄WeB I evI aQbsM̄kB̄kargar sm̄RsB edm, eTATTI ykkarB̄erKaHeyabl ; nigEfTalib̄dayRsbtamI k̄Nbl̄karTamTar f̄ikCatik̄k̄tt Gb, brima.

X-karK̄ntdI karB̄erKaHeyabl ; eFILgedh, eGaygay®SII k̄jkarEs̄yrk)anedayB̄maMac; cInayfvka ehlyGacsm̄osMII nUkrNb̄Mac; nigkal 3eTs̄3calacepSg2rbs; ®pb̄bus. rdaP)al km̄krn̄neyaCit nigGḡkarbsM̄nana RBmTaljmasCMyEdI BakB̄k̄karbegit nigpl̄ karK̄ntenH @upasb̄B̄tmanCam̄yK̄ edm, Gnutkm̄FenHeGaymanRbsTPaB .

g- krNhansM̄lbBrBkm̄krn̄neyaCit t̄Nagkm̄krn̄neyaCitK̄CYdI km̄krn̄neyaCitEdI pl̄kemeraKeGds_edm, eGayB̄keKTTI)ankarB̄erKaHeyabl RbkbedayvCaCl³ .

c- esvaB̄erKaHeyabl KYETCmbCbk̄km̄krn̄neyaCitTaJGsb̄lsiT̄ nigḠt̄Rbeyacn̄K̄TTI)an EdI manenAk̄jkm̄Fhanarbssḡh k̄ntedayc, ab; nigEpnkarshM̄l kargar km̄Fpl̄ ; Cmaj k̄jClt EdI CYdI km̄krn̄neyaCitmanpl̄kemeraKeGds_.

q- k̄js̄n̄PaB̄neRKAhfäkk̄jGaCB edaysarCm̄Gds_n̄eyack K̄pl̄ Cbk̄km̄krn̄neyaCitn̄U eB I evI astM̄kB̄kargar edm, ITTI)anesvaB̄erKaHeyabl ;

9-3> esvasM̄l bñkargar n̄igesvasxPaB

k- neyaCk Gacmant̄hak̄jkarCYdI km̄krn̄neyaCitrbsx̄eGaymanI T̄paBTTI »sf Bn̄ürGay)an. edayesvasxPaBmanRsabenAk̄jEnḡkargar esvaTaJenHK̄pl̄ n̄esvabgár s̄xPaBeGay)anTU MU aybl̄tt tamI labedh, GacmanI T̄paBRKbRKgemeraKeGds-Cm̄Gds_

ekal karNGnuthsBmeraKeGds - C_MGds_nig BPBkarar rbsGgkarB1 kmGnpCati(ILO)

nigse®yHneyaCitEdl manp_kemeraKeGds-C_MGds_ edayshkarCamkyrdap₁al nigédKU sManepSg²eTot .

x- esVaTaGenahR_mankarp₁ »SFBNüarGayu nigBüa)al edh, katbnßynVerakSBaC_MGds_ karBéRk₁heyab₁ k₁kararp₁ Gaharbt₁ö nigkarpt₁p₁Enßkarkatbnßyb₁t₁tic₁ nigkar Büa)al C_Mkasniyymm₁ch₁teTot d₁Ca C_MkameraK nigC_Mebg .

9-4> T_MakT_Mgrvg R_mGkp_kemeraKeGds_ nigR_mG_kshKm_

n_yaC_k Gg_karkm_kr-n_yaCit nigbk_kks_kaP₁al enAtamshRKasenah KYETCY s_M edh,beglt₁ GayR_mGkp_kemeraKeGds_Ed₁ CYK_kank_kshRKas b_klyst_Ms_M k₁ karbBa_k Gkp_kemeraKeGds_ eGayc₁ k₁R_m b_ksmakmGkp_kemeraKeGds_ nigK_MTeday Gg_karnanak_kshKmnp₁l :

9-5> Gt_kbeyacnEd₁ T_MTI)an

k- rdaP₁al edaymankarBéRk₁heyab₁ CamkyedK_kbs_krb_ks_k K_MFanaeGay)anCap₁ RbeyaCnRsbc,abEd₁ ®Up₁ eGayeTAGkp_kemeraKeGds_ eF_MLgedayQre₁ ekal karN_ esPaBCamkyGkmanC_MTF_MdeTeTot . B_kekKYETGacEshrk)anp₁ RbeyaCnRbkbeday ecrPaB Besskarbg_kj BkarvD_MénC_MGds_nigsPaBC_MGds_Ed₁ ekltmanc_MBahx_k .

x- n_yaC_k nigGg_karnn_yaC_k nigkm_kr-n_yaCit K_Mbn_kb_kERbgeFkarCamkyrdap₁al edh,l s_Mbs_M n_Mynkararp₁ p₁ RbeyaCnEd₁ manRsabenH eGaysmtamesck_Mkar b_Mukar rbsGkp_kemeraKeGds_r_MmanEpnkar_Ml bn_k b_Mpnkararp₁ C_M]bt_Möl Gkp_kemeraK eGds_.

9-6> karFanaşnþx-sutBaßsgñ

k- rdaþal Ggkarnieyack nigGgkarkmkrneyaCit KYEtcatRKbyFankarcalMacTakGsedh, l Fana)anfaGkp kemeraKeGds_ nigRkm®ksarrbseKTTY)annlkarkarBar nigGtRbeyaCnBl kmþFFanasutBaßsgñ nigEpnkarshl bnlkargar. EpnkarenHk®U)anGnutþgEdr cMBahGkp kemeraKeGds_ nig®ksarrbseK Edl manBRkmGkClydl Gkp kemeraKeGds_ Edl yl eXlj faCaRkmRbQmmxngCñGds_.

x- Epnkar nigkmþFTaMenHKþplj p l RbeyaCndlt2Kä besPaBKicMBahGkp kemeraKeGds_ - GkCñGds_nigGkCñFTidéTeTotEdr .

9-7> Paþpal xü nigkarrsPaßsMat:

k- rdaþal RkmhþFanarabrgÉkCn smakmnieyack KYFanaeGay)anfaral BtmanEdl TakTgeTAnigkarBérKaHeyab l ; karEfTaMkarBüa)al nigbgánédTTY R)ak;)btñþUrksaCakar sMat; cENkÉThñþevCsá®þd l BakBñsCamlyGkp kemeraKeGds_GacGnBaþteGayCnNa mákEsþrk)anedayGnæl amtamGnæasns_BesvasixPaBkñGaCB Edl Ecgkñqñ1985 - l >171 l .

x- PaKITB dþCam®þirBak bñþþdal énkmyFhanarbsssgñ nigEpnkarshl bnlkargar ®UrksakarsMatral BtmanEdl TakTgeTAnigCñGds_ cENkÉThñþevCsá®þd l BakBñs Gkp kemeraKeGds_ eFTLbedayGnæl amtamkarGnutþc_abrbsGgkarB l kmGnbCatisBl karkarBarThñþþpal xürbskmlkr-neyaCit .

9-8> kmþFCMy]btñþl neyacit nigRmRksar

k- eyagtamkarbgðj BTMñþkarrkral dal emeraKeGds_ kmþFCMy]btñþl smack RbEh l ®U)anbegítelb bBRgkbEnheGay)anSmRsb rñTakarpþ esvaepSg2d l Gkp kemeraKeGds_ kñlCasmaCk®ksaredh,KñTd l smaCk®ksarrbseKpgEdr. kmþFlenH®U)an eFTLbedaymankarBérKaHeyab l CamlyGkp kemeraKeGds_nigtNagGkp kemeraKeGds_nig

ekal kar NGnutis BlenerakeGds - CNGds_nig BPBkargar bbsGgkarBI kmGnþCati(LO)

GaceF¹b) anedaymankarshkarCamYrdap) al nigs²BakBn³TeTot edayGn¹ am eTAtamRbPBFnFan nigesck⁴ukar .

x- kmyFenHKypli eGay⁵Sp nUGaTPaBTM)annvesvaEfTa⁶W EdI BakBn⁷CamY CNGds_ CaBess RBmTa⁸pli CbnUtkarcaMac⁹Bah¹⁰SnanépeBaH. kmyFenH¹¹UeqlytbeTA¹²y esck¹³ukarrbsek¹⁴EdI mþy«Bk b¹⁵mþy b¹⁶«BkrbsB¹⁷KeKs¹⁸bedaysarCNGds_ehly k¹⁹Ta²⁰genahrB²¹EhI Gace)ahbgecal karsksaEf²²mTa²³bg²⁴GayeF²⁵kargar ehlyTb²⁶itk²⁷kyeTA CaCnrgereKA²⁸edaysarkareFGaCl²⁹kmp³⁰PT. kmyFenH³¹VGnut³²Ta³³genAtamp³⁴ beATATam shRKas b³⁵rga k³⁶N³⁷eGaymanesvaEbbenhBls³⁸hRKasÉkraCüNam³⁹yEdI enAxageRkA⁴⁰As⁴¹ b⁴²gkar shRKas EdI kmykrn⁴³yaCitk⁴⁴gb⁴⁵bj⁴⁶ kargar .

K- kmyF¹CNY²R³sarmandt⁴Ca⁵

- karGnB⁶tteGays⁷mkB⁸kargar edayk⁹GaN¹⁰Gas¹¹
- karGeBa¹² eGayc¹³U¹⁴rhk¹⁵km¹⁶F¹⁷Gbr¹⁸M¹⁹TTM Btman
- bBa²⁰teGayeTAC²¹Brkm²²Ka²³T b²⁴km²⁵Clyx²⁶H²⁷Eg (Self-help group)
- karCyd²⁸I²⁹R³⁰sarG³¹k³²emeraKeGds_ edh³³,b³⁴Gay³⁵TTM)annukargarEdI GaceRCIs erls b³⁶pli kargareGaysmaC³⁷K³⁸arrbs³⁹km⁴⁰kr EdI kargarenaHmnbHBaI dI kar sksarbseK
- t⁴¹umanvFankarCak;I akm⁴²ych⁴³hdltCakarKa⁴⁴TGbr⁴⁵ap⁴⁶ukar vK⁴⁷N⁴⁸ibN⁴⁹pl vCaCl⁵⁰3 nigpli eGaymankargarCakm⁵¹skSaeGayeTAK⁵²edh⁵³,b⁵⁴Bj⁵⁵ esck⁵⁶ukarrbsB⁵⁷KeK bnb⁵⁸bk⁵⁹bk⁶⁰mþy b⁶¹Ta⁶²mþyrb⁶³bsB⁶⁴KeKs⁶⁵bedaysarCNGds_.
- eF⁶⁶kars⁶⁷bs⁶⁸ CamY⁶⁹sb⁷⁰ nigGg⁷¹karsmaKmepSg⁷²EdI BakBn⁷³r⁷⁴Ta⁷⁵sal aeron EdI k⁷⁶rbsG⁷⁷k⁷⁸emeraKeGds⁷⁹eronenATenah .
- pli CNY⁸⁰hirBa⁸¹tdaypli ;bedayRbeyal
- karcatEcgRKbRKghirBa⁸³ts⁸⁴mb⁸⁵bI Q⁸⁶gesck⁸⁷ukarrbsGikenAk⁸⁸bn⁸⁹

- B'tmanBc,ab; karpjj dñbbñn nigCMySe[®]AH
- CylleFyagNaeGayyl Bc,ab;TM absGECW nigmrN³PaB dtbCakarRKbRKg
híBaotEd I Tak;TgeTAngCJWkarerobcMxitbNñMr tk nigEpnkarepSg²
- CyRkm[®]KarrbseKeGaymanTMak;TMgCamYkmPfsutPabsgñ nigEpnkar
shl bñkkargar
- Cyppj SIT GaykmkrnëyaCit GacebkebovtSmneB I kñnt;
- ENnak[®]KarrbseKeGayeTArkGacFrBakBñS nigesvasxaP)al bøpj eGayeKnU
bBæQHGaCfrBakBñS Ed I eKacTMak;TMg)an .

esckpEnß Th

BtmanBts₁GBbdmI₂s₃®Sp₄nig\TB₅I énC₆Gds_

karBiténeremeraKeGds-C₇Gds_

emeraKeGds_ ³ vhsEd I eFI GayRbB₁P₂BS₃arBag₄kayrbsmnusSchexSay ehlybgjeTACaC₅Gds_ CavhsmüagEd I qgtamry³SarFatu₆ravrb₇bsmnusS dtbCaQam T₈karbsb₉s T₁₀bil rbs₁₁Sp₁₂TikedaHmb₁₃. yn₁₄karc₁₅gC₁₆han 4 rebob K₁₇

- qgtamkarrhePTCam₁Y₂G₃p₄emeraKeGd₅sedayB₆ankarBar → K₇akarq₈Ed I man eRchCageKb₉tt !
- qgtamQam nigpl itpl Qam]TahrNdtbCa³ karbBa₄P QamEd I manemeraKeGds_karv₅kat₆rag₇G₈p₉emeraKeGds_kareRbR)as₁₀m₁₁ mhs₁₂t kareRbR)as;]bkrNm₁₃ns₁₄ts₁₅absakel Es,k .
- qgBm₁pyeTAk₂benAk₃gépeBaH benAeB I ektt
- qgtamkarbM Aedah

emeraKeGds₁minGacq₂tamkarbHBal ragkay k₃ kN₄s; bef₅b nigminGacq₆tamkar eRbR)asbg₇hK₈ tamS₉par³slat bedaykarbrePaKGahar b₁₀GaharEd I sI BG₁₁pk₁₂ emeraKeGds_bkarbrePaKm₁₃ bePSC₁₄Ed I c₁₅nedayG₁₆p₁₇emeraKeGds_nigminGacq₁₈tam ry³mls b₁₉st₂₀ltxa₂₁ly .

emeraKeGds₁anb₂aj RbB₃P₄BS₅arBag₆kayEd I eFI GayragkayRTDeRTam nigebk »kaSeGayCm₇Sp₈Sg²eToteRCot₉C₁₀xt₁₁mnusS)an. G₁₂p₁₃emeraKeGds_GacrSenA)an 10 q₁₄M bel lsB₁₅Oq₁₆M bn₁₇bB₁₈gemeraKenH enAk₁₉xh₂₀G₂₁p₂₂emeraKeGds_B₂₃maneraKsBal₂₄mt b₂₅Gacc₂₆ gemeraKeGds₂₇TAG₂₈déTeTot)an. eraKSBal₂₉urbsemeraKeGds_ben₃₀Gds_rthman³ SPaBGsk₃₁al₃₂raKr₃₃ R₃₄nek₃₅ mankarpasbl₃₆stbBa₃₇ dtbCakar)atbgkarcgc₃₈RskT₃₉; k₄₀Carbcankn₄₁Rkhmel Es,kF₄₂F₄₃BgEbkel RbdabePT nigC₄₄gepSg²k₄₅mat; nigmanehhRkeBj . C₄₆kasniyimmlych₄₇mandltCaC₄₈hark C₄₉akx₅₀k₅₁al C₅₂hms₅₃C₅₄ebg C₅₅W₅₆G₅₇senHe₅₈lt maneL₅₉gedaysarEtkarb₆₀aj RbB₆₁P₆₂BS₆₃arBag₆₄kayEd I eFI Gay ragkayRTDeRTam. eTaHCayagNak₆₅dayk₆₆ry³eB I p₆₇emeraKeGds₆₈HGacmanC₆₉W₇₀ayT₇₁M KaeRch₇₂Nakkal C₇₃Gds_Gacekl₇₄maneL₇₅bj)anRKbeB I ev I a ehlyC₇₆Gds_CaC₇₇ld I minGac

Bü)al CæLly. tamkarsksRsavRCavCaeRch)anbgðj fa eK)anykvaksalMkychMmksak
I,g bEnBnanTTV | Tþl GELly. fðnúarClit (Antiretroviral drugs) GacykmkeRbedh,I
TbsátkarviDñénCHGds_nigBnúarClitGkpkemeraKeGds_. bctP,nøsFTaenHGacrkJjj
)anEtvaefNas; ehlyGkpkemeraKeGds_PaKerchBtman | TPabTjj eLy bEnþnkarNkBg
EtmankarERbRbW yagqabrhk.

emeraKeGds_CaemeraKEdI qabsab; vaGacrsenA)antam I kxNþkychMEtbaNñH va
GaccU eTAKðxðmnisStamkEngdacrl at; nigminGacqgcl tamEs,kEdI KþnrbþeLly .
dþckarkarkBaremeraKeGds_GaceFTA)anedayRKanEteRbR)asr)atkarBarTb;TI eTAngemeraK
dþtCaRsamGnamly bþbkrNkarBarmkychMhdþtCaRsaméd nigmas; {RbshebGaceFTA)an}
]bkrNEdI ykeTAecaHes,k®U agsGat nigsW abemeraKeGay)anRtm®U . emeraKeGds_
GacsabedayTlkGlsævl (Bleach) bkrNabkW (strong detergent) nigTlkekþdaH (very hot
water) -Sthemll esckpEnþTlII).

pI bHBal eTæl kMajB I kmþ nigþCasasþ

enAcqgj2000 GkpkemeraKeGds_CHGds_manCag36I annak; kþjenahman 2½3
éncMnamBkeKrsenAGntUnsahara: TbGa®lk nigRbCaCnCít22I annak;)ansabedaysar
CHGds. enAel BPBeI akRbCaCn3I annak;)ansabkþry³BI 12Ex kþqj2000. Rkb;
tMn:TalGSSIfrgerKaledaysarCHGds_. mnSRKbyYEdI pkemeraKeGds_CHGds_
enAGntUnsaharaenTbGa®lkmanCag25I annak; ehlyCag6I annakenAGasl Cít2I an
nak; enAGaemrkLaTh nigkarbh ehlyCit1I annakenAGaemrkxageCg knhl annakenAGW
xagI ic ehlyCit3½4 I annak; enAGWxagektt nigenAGaslNhl Cítknhl annak; enAGaRhk
xageCg nigmCAnbBa'. eTahbCarebobénkarqgGacmankarpasþþ EtenAtón:TalgenahGRtaqq
emeraKeGdsenAmankarekheLþ .

pI vi)akEdI ekheLgedaymrN³PaBénCHGds_ cMbaHRbCaCnenAGa®lk)anbgðj
yagc,as,farhlttl qj2010 RbeTschM29 EdI GRtaerBva:LgCag2° BI rdægMjU noman
chM50I annak; ticCagGRtakMnhFmþtaEdI mñmanCHGds_. manpI vi)akTak;TgnþePT nig
39

eKal karNGnutp_sBemeraKeGds - CMGds_nigBPBkargar rbsGgkarBI kmGnpCati (n.o)

vypEdr . enAkjRbeTSCaeRch®SpjemerakeGdsSenAvyekpCagbris enAGa®lkmankrNI qgfCagBakkNjl Ca®Sp RkmnnisSED I qgemeraKeGds_manGayuB1 5-49 qñEd I CaRkm mnisSeBj kM abBI kmj Ed I kM abTaljenahCakM abTTV bnk®bar esdlic©nigsgñ ehly kBgEtchTnexSayeTA² . GgkarBI kmGnpCati)an)anspanfa enAel BPBel akmankmkr neyaCipkemerakeGds_Cag201 annak; enAq2020 TlthkM abBI kmprAkjRbeTSED I GRtaeRbvalGxSngfyB10-30° ebefobeTAnjkrNEd I KanCnGds_. ekpEdI)atbg; «Bkbmhy bkjatbg;Ta»«BkTajmhyEd I SabedaysarCnGds_manch141 annak; PaK erchkjctNamBkeK®Ubgj GayQberon nigbgj GaykayCaTpSarénkargar Ed I eFjGayman karbhBal yagxjdI BI kmknar .

CMGds_man\TB1 yagxjdI Ael bkJ nig®ksarrbsBkeK RBmTaHeTAEI lshKmn_kjRTgRTayFM va)anglBaqjeGayeXlj fabBaenHmanPaBFfFfCMBahGikenAkjbnkTajGs; TaJcasnigekpjénsmaCk®ksarEd I qjCnGds_ pl bHBal enAkmtbj nig®ksar KjDakar qjBaqjeGayeXlj BpI bHBal enAkmtshRKas nigritEt xjdI lgeToteTAEI esdlicCati . eGBedmlsa®SpbsCnGds_)anbgj eGayeXlj casBpI bHBal enAkjBPBkargartamEbb EpnCaeRchdtCa³ karralSjdI pl itkmj karerlseGbkjkargar eFjGaymanismPaBeynDk kanEt xjdI nigeFjGaymanerKaHfakcMBahBI kmknarkanEtekheLj bBaadéTeTotEdI eklt manKkarxatbgFnFanmnisS bEnhsRaFeTAEI RbBjsutPab ngsxmal PaBsgñ Ktäm kihgdl sPab ngsxutPabkjkargar .

I kçNEdI naGaymankarBQmmix

- ktjTjTA 3

enAkEngNaEdI mankarM apsITsgñ vb,Fm' nigesdlic©nigenAtamkEngNaEdI sgñslil nigsñkarN_neya)aymin®U)aneKykcitjkdk; enATenahsnénkarral dal emeraKeGds_kanEtekheLj . kóEptkesdlicPaBRkRkCakthsMankjkarbeghsnral dal emeraKeGds_. Gnkrkmpj nigkarxitxMahaXjEgecj BPaBRkRk eFjGayekkanEtrgerKahxjdI

eL_bedayRbQmm_xnigkarq_gemeraKeGds. PaBRkRk)andakK_Mabel_RshGayxR_bnt_sdh,I
rs; nigpt_py_RBarbsx_b edayeF_HGayB_keK_CabB_ak_BSTAn_ykarr_hePTEd_IK_msvt_BAb .
karh_bckmnRKbRkan; TCRmkminsmrmü nigPaBxHGnam_y eF_HGayG_kp_kemeraKeGds_
rgeRkaHkanEtF_FfmeToteTAn_yC_Mb_ITak:TgCamYn_CMGds. Ep_ksgñ nigvb,Fm'
vis_mPaBenAk_jTMak,TMgargar nigb_Ana_MGayQand_Ikarr_hePTEd_IeKmncg; Ed_ICa
Rbkarm_yRbQmm_xnigkarq_gemeraKeGds. \riyabT nigkarRbRB_bhlych_MheTot k_yanTT_I
S_Al faCak_bRbQmm_xEdr . emeraKeGds_Gacq_gtamkarcak,f_Mba_Pk_ys_SQam eday
erBr)asmd mns_Ml b_m)ans_MabemeraK. ehlymanPs_Iagbg_j fa kareR_Ras,f_Mon
nigkareS_BR_KOgRs_w Cam_Ueh_Mta_NGayeKRbRB_bhlych_MhePTB_Mansvt_BAb nigkarRbRB_bh_p
erK_Ogej ónedaycak,tamsrésEdr. karmakgayc_MB_AHG_kp_kemeraKeGdsna_MGayeKkanEt
manb_Mgl ak_I amBkarg_genemeraKeGds_ Caeht_EGayemeraKeGds_rkra_I dal kanEt_x_b
eL_b. K_Mabxagvb,Fm' nigkarb_I)a_MminTT_I S_Al karBiteF_HGaykarral dal mansPaBkanEt
FM_geT_b Ed_I na_MGaymankar_I MakCagm_Mk_jkareF_Bpnkareq_by_tbeGaymanRbs_TPaB_T Tam
enAk_jSHKmn nigc_MB_Ab_KA mäk² .

Ep_ksgñ_Mslil nigneya)ay T_Masneya)ay karr_M aPc,ab:TM ab; Rkbx_X_D,ab;
nigkarC_M karGnvt_bc,abenAmanSPaBGnexSay r_MT_MkarminTT_I S_Al ST_bbs,Gg_karnana
nigkarcrcarr_b karrarad_I karGPvD_AhCaT_bTA nigCaBesseF_HGayrat_Msh_I yFankarel k
k_Mss_MPaBsMan² . enAbN_bbeTsCaeRchEd_I manRbB_Mks_xpi_Ial TnexSaypg k_BgCBak;
b_Ml eKpg nigk_BomankarEk_M rcnasm_MbeT_bspgenah eKB_Ml T_bPaBp_I karEfTaMnig
karBartam_Mkar_Lly .

srbesck_Mkedaysarmankarerl_bg x_MkareKarBs_Tmn_MS eF_HGaykm_krn_yacit
kanEt_rgeRkaHeTAn_yemeraKeGdsE_F_FleT_b² nigminGacedaHRsaych_BllbBa_eGd_SenH)an Bi
eRBaHB_kKeKB_I)akE_SyrkkareF_Ispomedays_Mcit_b karpl_Rlk_Sa karB_üa)al nigkarK_M
ehlyBesseF_HGayB_keKkanEt_mman_I T_bPaBcU r_Mk_jy_tshakarE_Syrkkarkar_M nigkarBarx_b
B_bmeraKeGds_CMGds_ET_Aetot.

- ktþEdI begþerKahfákeTAngkarqgemeraKeGds_ cMBahrkunkmkrnýaCit

SþnPaBénkargarxHgay CMj eGaymanerKahfákeTAngkarqgemeraKeGds_ Cagkargar déTeTot eTaHCabBaðI sManKINNþl mkBkarRbRBþl minbNþl mkBbBaðkargarkðday . xagerkamenHKðacHobBaak;³

- kargarTak;TgnþPaBcI ½ BiesskareFIMNredayeTogTat; nigkarrsenaqþyBPKbar ehlyningédkU
- TltabþkargarenAkEngþEdI manPthisa®SþnAdacqþyBþK ehlyTMak,TMgsgrñig esvasxap)al enAmankMTTab
- karrþhePTdþKá ehlykarcatEcgerobcnebobrserenAtamEbbbrs
- SþnPaBEDI kmþkr-nýaCitmíGacRKbRKgkarBarRbqatHngkarqgemeraK)an
- kargarEdI mankarekobsgatBbrs ehly®Sþanzan³tþTab
- kargarTak;TgnþkarRbfyeRkahfákenAkþGaCBdþCakarbHBal dI Qam pl itpl Qam ehlyningvtasriþrbsmnisS rbYsmitedaymd nigkarbHBal dI QamEdI man plkemeraKeGds_EdI CakEngþkargarRbQmmxngþerKahfákedaysarEt kareFISRbEhs kþkarbgárCasakI nigKþnsPar³RKbRKan; .

tamkarerobrabxagel þnHKYEt bEnþnUBaküfa “Non-work” EdI BaküenHRKbdNþRKB; SþnPaBTaþGS; ríhmanGþKþnkargareFIMnisSRbmU pþakþTRKþ CakEngþEdI eKsgõnfagac rkR)akcINU tictVtamrebobxH¹² KþGacmanKþabEdI CakEngþnþGayqgemeraKeGds_ bñ KþnTBþ CMInePosxH eFI GayeKmanGarmN_fadþCa®WeKe)ahbgecal nigKþnGþFV EdI Cabriyakaskab sgtnaþGaymankarrþhePT bþWeKbgþGayrþhePTEdI RbQmmxngþkar qgemeraKeGds_CaBessmþyEdI Ca®SþommayrsenAkþSþnPaBdþxagel I .

t@NkarBessrbss@b1minerbry¹

kmkrn̄eyacit enAtams@b1minerbry GacTTV pl bHBal CaBessBb l vi)akénCNY
eGds pgEdr edaysar³
T11³ BKeKB@mansTTT esvas@PaB b@TkarBarp l RbeyaCnBlsgr Edl BKeKKYTTI)an
d@kmkrn̄eyacit déTeTot Edl b@kargark@shRKasplkarerobry
T12³ edaysarskmPaBkargarrbsBKeK@mansTTT)annusutPaBhiBa@tNas;
T13³ sarCaténPaBmneTogTat; nigPaBgayrgerKaHBkargarrbseK K@mann@faebmannrNa
m@kGvt@nan enahRbEh l CaCH\TB l d l karxatbgmeFü)ayp l it km̄ b@n@CNY . c@Balmix
CNY k@j@b1minerbry kar)atbgneyacitm@kberchvamanpl vi)akyagF@F@ nigQandl ;
karbiTshRKas. krN@sshRKasq@CNYGds_ehlycabep@nmanCNYb@; enahkarBeg@
ed@TurbsshRKaseTACaeFBü)a@ EfT@PaB nigkarc@Nayef@NüsBGaceF@Gay
x@xatd l karvneyakT@neTAeB l GnaKt eF@Gayks@Fn nigsmaCkeRkambn@ nigsmaC
R@sarGSSg@. krN@shRKasmoberyenAtamt@nCnbT bn@kénkarEfTa@G@nt Ca
er@y² vamanpl bHBal ; b@H\TB l eTAel k@M@B l km̄@vis@kskmjenAeB l enahkar)atbg;
k@M@B l km̄@daysarCNYGds@n@GaymankarFokc@lénp l itpl m@Gahar nigsutPaBm@
Gaharry³eB l Evg. sr@mk@nPaBk@Nhesdi@nPaB@y@yav b@okc@dayasar
k@M@B l km̄@d l p@meraKeGds_ b@n@Gds_ mankarekheLgenAtams@b1minerbry.
TbSark@npl bHBal EdredaysarGtifCnEdl manemeraKeGds_-CNYGdss@; b@n@Tans@;
@U@NayT@neRchs@ns@beTAel efBü)a@ nigEfT@PaB .

1>eyagtamr)aykarN@bseI akGKhaykénGgkarB l km@n@CatienAkic@C@l km@n@Cat@ 1991 Baküfa S@b1minerbry:
@U@aneKy l favas@neTAel karpl it karEckcay nigesvakm@d l mank@t@tac nigCap l itkrEdl manl k@N@ÉkraCü nigrks@
edaypl x@ÉgPaKeRchEdl manenAk@TRkgénRbeT@GP@D@Rch.

eKal karNGnutp sBemeraKeGds - CMGds_nigBPBkgar rbsGgkarBI kmGnþCati (n.o)

SþbñminerobryxHkmanCI CabgbñEg nigxt)anCI kmþkr nigktQI xHedr ehlykarrksñahGacmincNayFnFanesah
bkNayFnFantictEkgRbtbtkarrbsGaCl/kmþ ehlyebR)asnlbecRvTüFnGm; nigCMaj tctEdl pI itPaBmankMltTab
ehlyCaTBTapl nUR)akcNU mineTogTat; nig tctEdl ehlykarCI kmþkreGaybñkargarkñineTogTatEdr. eKTdGsenahSft
enAkjysbñminerobry edaysarPaKeChmimancHbBkar nigktRtaenAkjyBalsI Capñkar edayeKTdGsenahRKanEt cgman
TmakTMgtictE betkyanCamlyTbsar sþbñANTan sþbñGbrñkar nigsþbñbNþbNþl nana bñBaHesvasaFarN³ nig
GtBeyeaCnepSg²eTot. BKeKmin⁴TU)anTTI sAÍ; KMT beakeGayRsbc, abedayrdP)al eT. CanicRal kai 3eTs³bgn Gay
BKeKTdgenahEfkargareRkARRbxþb,ab; ehlyst, EteKTdG)anctHbBkar nigekarBeTAtamTdPabCak; akénc, abyagNa
kiday kBKeKTdgenahBñXj mankarErb⁵ñl kñkarTTI)annlkarKalsgñh c,abkargar nigFankarkarBarenAkEngkargar
eT,ly. pl itkr nigkmþkrnëyaCt enAepkminerobryTat,ayCaTBTAKpnrebobrbbc,as;l aseT -eTaHCA TMgCamannUsmaKm
mlU ðanminpókarshbñkargarCak; akTdgenahkiday; ehlykñkrNPaKeChBKeKminstEnAkjyvisal PaBénkargarshCB nig
GgkarnëyaCkeT (See ILC The dilemma of the informal sector, 78th Session (1991), Report I (1), p
4 (English text).

TMkheyndV

®Sþigbras TTIV \TB| BCñGds_xis²Kä TaHPaBgayrgeRKahfákeTAnþkarqþemeraK
eGds_ nigpI bHBal rbsya. manktþClvsá®ÞærcHEdl eFI GaygayrgeRKahTeAng
karqþemeraKCaobraus sþnPaBminesPaBrbsenAkjySghñEdl eFI Gay®Þhankarl Makkj
karcatyFankarkarBarxHbemeraKeGds_ ehlyeFI GayBñKattTTIV \TB| kanEt xaledaysar
CMGdsenH .

- ®ÞærcHmanbTBesaFn_CaGksñtenAerKambgáb; TaHskmpaBpñéPT nigesdkjC
Clit GaBáhBBah_ bñMakTMgrbsKat; ehtoðaHehlyEdl eFI GayBñKattmnGac
crcareGaymankarrhePTedaysutBaB bñðesFkarrhePTEdl KnsutBaBely .
- vismPaBxagGñacenAkEngkargarbgñj eGayeXlj fa ®ÞayTTIV nukarebotebon
byaypñéPT .
- eKktsMal eXlj faPaBRkRkCakthmlyEdl rhcENkeFI Gay®ÞhanPaBgayrgeRKah
eTAnþCMGds_ CnRkRkenAel BPBel akPaKeChCa®Þ ehlyebkñkrNlsþnPaB
esdkjCñsarFokdmab GñEdl TTIV pI bHBal ;TMgCaekjRSEdl GñTdgenahTU
eKbgñ GayQberon bñUeKI keGayeTAbñBI kmþbñgaCl/kmpñéPT .

- PaBGvCaCa]bsKédl eFVGay®þ BtGacTTV)anBtmanGBWFan karkarBaremeraK eGds_CNGds_ Edl enAel BPBel akslnPaBenHbHBal etAel ®þRchCagbris ehlyenAbNþbeTsxHgaceFVmlyCaBr. kþcNamCnGenþbevsnenAkþRbeTs mlychhPaKeRchCa®þd l mankþmkCamly ehlychh®þfagenahmanCag3¼én cNmamCnGenþbevsnTahGs; sñPaBTaþTxagel bgþj eGayeXlj fa®þþ RbQmmixngkarqgemeraKeGds_x§CagkHtmFum. kþsñPaBéns®ým krNI cabrM aPmankarekheLgedayPaKmSS®ýmenah .
- karTTV bnkEfTaM nigKanTcBahr®þsarEdl manCNGds_ nigsmaCkkþshKmn_ Caer0y²)anFakeTaeI ®þnigekþRsl ehtenHeFVGayBKeKTTV bnkTmkbH®þsar kanEtFfFfLb RBmTaþFVGayR)akcNU fycH nigQandl kar)atbgkarsksa .
- c,absBþþPT karTTV mrtk kardakeTaSTNØ nigkarKanT mannyfa®þd l pl emeraKeGds_ehly)atbgédKU®þedKU)ahbgecal edayxþmanpþkemeraKeGds_ tu)aneKdkecj BlsutBaBhirBaþtonig»kasEþkxagesdHc®þd l bBænHvanþbgþGay BKeKrhPTedh,tkcNU pþþþRKSar CaBesssekþRSEdl gayrgeRkHedaySar kareFGaCl/kmpþþPT .
- karsksa)anbgþj fa ®þþgerKahdayssarqgemeraKeGds_maneRch ebþbobefobeTA nþbris eday®þmanpþkemeraKeGds_ITV karmakgay nigminmankarrabrkBlsgñ CaBesssenAtamCnbT ehtolþcaH®þfagenah®þu)aneKe)ahbgecal bþsenAedayBM mankarEfTaM nigKanTBlsgn. kthTaþenHehlyeFVGayekheLbnUkarKabsgateTA el BKeK eGayBKeKrsenACa®þþesvapþþPTedh,ts; .

eKal karNGnuthsBemeraKeGds - CMGds_nigBPBkargarrbsGgkarBI kmGnpCati (ILo)

- kargarEdl ®SjaneFday)anTTV R)akkH: bkmankarTTV sÁl ; KMaynTTV karrManedayCMGds_Nas;]Ta³ ®SPaKerchbMkargarenAkjSbkmherobry Ca kargarEdl minmansnsxsgñ nigKpkar]btñosvasxPaBkargareT .
- man®ShlycmHtibNÑ ebbRbobefobCamlybñsEdl TTV)ankar]btñagsnsxsgñ besvasxPaBkargar .
- brsmlycMhCaerOy²CaCnrgéRkahén Stereotype nigbTdankjkarRbRBténPABCa brsBit Edl Qandl karrthePTKnsutPab bkarthePTedayminmankary | RBmBl PaKhageTot .
- brsmancMyagerchel ls l benAkjEpkmycMhénRkmkmkrniyeacit Edl gayrg erkah ehlyRbEhl yl exjj fatamry³sñPaBkargarrbsxh bgøj farkmrbsBK eKGacQandl karrthePTedayKnsutPab Camlybrsdlká .
- GñNacEdl pñ eGayrvagbrs nig®SpenahbrsmanthaTlyagsMankjkarstccitbnig el kTkcithGayman\riyabfTTV xis®UcMBallkarbgárxbBemeraKeGds_ nigman ynkarkjkkaredatRsaybBañana .

esckþEnþi TD

karRKbRKgkarqgemeraKeGdsenAkEngkargar

k-karbgárCaskl cNBalpI itpl Qam nigvtßavsrh³

karbgárCaskl cNBalpI itpl Qam nigvtßavsrh³ -Edl eKehAfa { karbgárCaskl } b{ karRbøRby Þasþyda } ; BlaðgerKageLbedaymCämN RKBKRg nigbgárCMyrbssshrdæemirk (CDC) kóqan 1985 edaykarrkral dal énemeraKeGds_ ehlyngt þnu karCabnþnnuyT\$arsfþ edlm, karBarbKA kmnþeBTümineGayqgemeraKedaySarkarbHBal ; Qam . vFankarflnYephtCabzmeTæl karbgárCaskl kñ GayqgemeraKedaysarQam nigvtßavsrh³rbsmnisSRKbrb edayminKitBlsnPaBqgemeraKepSg²rbseKeT .

karbgárCaskl CasþdamþkókarGnuthþkarRKbRKgkarqø Edl eKerþR)askókarEfTakCMytGsenARKbeB1 evl a edlm, katbnþeRkahfák kókgemeraK tamryHsarFatuQam . karbgárCaskl man³

- karbhBal ; nige)ahcal nurbsmiRsþedayRbøRby Þni-dltCamd bvtßitRsþepSg² eTot !
- lagéd man nigeRkay eB1 eFlikRar
- eRþR)asr)ahkarBar dltCaerSaméð GavEvg mas; enAeB1 eFlikarbhBal pál Camly Qam nigvtßavsrh³epSg² .
- kare)ahcal edayRby ÞnþEygnUpI itpl Qam bvtßavsrh³ Edl manemeraK .
- sñatedaysm abemeraKnURbdabRbdasÞar³déTEdI qg .
- kaneGayRtm@uhurbseRþR)as; dltCaerSamBk bextý Edl RbLak; .

x eKal karNENnaHII)ankINTyK nigkarbgárcaskI el karRKbRKgkarqø

- Bednarsh,H.S.; EKLUND, K. J : karRKbRKgkarqø {karbgárcaskI EdI kINTeday SmaKmGnamþeFj Gaemrkkalþ } Access^n Chicago,1995) Vol.11,No,1 .
- mCÄmNø RKbRKgCMWigkarbgáCMW-CDC | mCÄmNø CatisBCMAGds_nigkameraK nigkarbgárcMWebg EptkgáremeraKeGds-CMÅGds³ karbgárcarqøemeraKeGds_kjgkargar kþkarEfrkSasxPaBkmkrnveyaCit ^Updated June, 1999)
- KN³kmkarc,abenAGaRhlkxagt,þ³ : TidBaBTMak,TMgc,abeGds_ ^Project N0.85 | vFankarRKbRKgkarqøCaskI enAkEngkargar -karbgárcaskI ; -1997| Ggkar SxPaBBPBel ak³ eKal karNENnaHII BCWCMAGds_nigCMWSe®AþbnþenAkEngkargar rbsGgkarSxPaBBPBel ak GgkarSxPaBBPBel aksBCMÅGdsestr7 (Geneva 1990).
- WHO/UNAIDS/ICN -GgkarSxPaBBPBel ak GgkarshRbCaCatisBCMÅGds_RkmRbtkSakil anto,dakykarGnþCati | CMWCMGds_nigkEngkargar nigkarbgárcaskI / karBtsGBeemeraKeGds-CMÅGds_SmabKil anto,dak nigap (Geneva ,2000).

~~CHos Man²kōkareFipnkar nigkarGnutþeKal neya)aysBemeraKeGds-CHwGds_enAkEngkargar~~

esckþEnß TB

~~CHos Man²kōkareFipnkar nigkarGnutþeKal neya)aysBemeraKeGds-CHwGds_enAkEngkargar~~

neyack kmkrneycit nigGgarrbsek KÿshkareGay)annVI TþI CavChman
kókarkarKñT edh,begleKal neya)aysBCHwGds_EdI eglytbeGaymantl üPaBeTAngeeskþ
®tükarrbsneyack nigkmkrneycit . eKal neya)ay®tUGnutþabtaMBfakell ehly
eKal neya)ay®UþI CavFankarKñI shKmnTalMñI nñFRKbRKg nigkarBemeraKeGds-
CHwGds_ mñI danRKHéneKal neya)ayenHmankóCBLT16-9 éneKal karNenH rñtAmBTman
SGBemeraKeGds-CHwGds_ rebobqgrbsemaraKeGds_ vFankarGbrñI BrgyokaryI dñy
þI xñSGBerKahfakeday saremaraKeGds_nigCMj eGaymanyTþsa®SKókarkarBemeraK
eGds_ vFankarkarBarCakEsþI EdI kTikcith nigKñTeGaymankarpasþíkarRbRBþI
vFankarEfTaMnigKñTdI kmkrneycit EdI rgerKahfadeday sarCHwGds_minfaBKeKCaGþpl
bëasmaCkrseñCamYGþpemeraKeGdselIy nigeKal karNñmimakgay bñbkanerþeGb
enAkEngkargar .

CHmanxageRkamenH GacRtUrbCachCHos Man²kókarkbegleKal neya)ay nigkmþI³

- begleGaymankN³kmpFkareGds_edaymantNagBfakdknñanxs; GþRKbRKg
kmkr-neycit shCB EþkGPiDñEnFanmnss EþkhñhñI GgþPaBTmakTñg
]sSahkmþEþkeBTükargar KN³kmkrnsxPaBnigsutBaB nigGþpemeraKeGds-
kókkrNlsamkþI RBm .

- KN³kmpFkar®UþMcGþlþaTI nigParkicGñacénkarsñccitþigkarTTI xñs®U
• ®tBñitüc,abCat i nigTmakTñgénç,abTañenahCamYshRKas .

eKal kárN Gnuths BémerakeGds - CüGds_nigBPKargar rbsGgkarB1 kmGnþCati (ILO)

- KN³kmpFkar[®]twayt[¶] GBATB1 karrkral dal énC[¶]Gd[¶]senAkEng[¶]kargar nig esck[¶]ukarrbsG[¶]kemeraKeGds_ b[¶]TTV p[¶] bHBal eday s[¶]arC[¶]Gds_ eday Gnvt[¶]karsk[¶]s[¶] karRsavRCavCamU d[¶]an Edl rkSakarst[¶]at; .
- KN³kmpFkar[®]UbeglateGaymanesvas[¶]PaB nigesvap[¶] BtmanGacrk)anTa[¶]enA k[¶]kEng[¶]kargar Ta[¶]enAk[¶]shKmn_.
- KN³kmpFkar[®]TURBageKal neya)ay ehlyesck[¶]BagenH[®]t[¶]Ueckcayedh[¶],eFV v[¶]esaFnkmp[¶]h nigBnituGn[¶]h[¶].
- KN³kmpFkar[®]K[¶]magfvka Es[¶]trkmU nFBkageRkAshRKasRbsinebka[¶]Mac; ehly k[¶]NtrkFnFanEdl mank[¶]shKmn_.
- KN³kmpFkar[®]Verobc[¶]Epnkarskm[¶]PaB edaymankal vPaK nigekal karN[¶]TV x[¶]s[¶]t[¶]edh[¶],Gnvt[¶]kal neya)ay .
- eKal neya)ay nigEpnkarskm[¶]PaB[®]t[¶]UeckcayeGay)anTU[¶]WU ayenAkEng[¶]kargar tamryH]Ta[¶] k[¶]rbiT[¶]pSB[¶]SayBtman tams[¶]rt skbBa[¶]Cam[¶]yb[¶]b[¶]nkR)akEx kic[¶]OC[¶]ESS vKGbr[¶]NaMngvKh[¶]h[¶]nana. | .
- KN³kmpFkar[®]t[¶]t[¶]Bnituemll \TB1 éneKal neya)ay .
- KN³kmpFkar[®]t[¶]t[¶]BnituageTogTate l[¶]ekal neya)ay bn[¶]bbBmankarBnituemll Caépk[¶]kEng[¶]kargar nigBtmanmkBkageRkAs[¶]BémerakeGds_ nig\TB1 enAkEng[¶]kargar.

RkbCh[¶]hanEdl)anBBNhxagel| KYEt[®]t[¶]udakbBa[¶]eTAk[¶]jeKal neya)ay| B[¶]itrbs; shRKasEdl)aneRKagT[¶]lGnvt[¶]ng)an[®]t[¶]t[¶]BnituRbkbedayecrPaB nigmand[¶]NlkareTAm[¶]CaRBk[¶]tl.