

»âÑ Ì sÉÛ ÖÖâÑÈä, á áóíç ò á Ì Í òâÖóç á ½ Ì ä ÓâwÃäÖ Ì äÈä



Í ä Í Î Ö Ä Ì ä ½ á n Ä Ó ä Ö ç Ö n Ä Ó
43, Û ä Ì ä É È ä Ñ Ä p Ö » Ö, Ê ä Ì × Ñ ä Ö - é Ñ ä Ó í Ä,
Ö Ä Í É Ó ä - 390007

»ãÑÌ sÉÛ ÖÖãÑÈã, ááóígò áì ÍòãÖóÇ á½ìã ÓãwÃãò ÌãÈã

Ñ,2015

ÍÉÑ áãÕ^ãã

Ì»Ôð 500

á ÌÕãÊð Á½Êã× ÍÃÔ

»ãÑÈð Ó. 10/-

ÁíÃÇãð áã ÍsÈã»ãÑã øÃã ÄÓãÕ ÑÁĬ ìã ÁíÃÇã Óã¼ãã À ÁÑã ÚsÕ “é” á Ì Êã¾ “æ” Ìí
éÍÒí½

»ÓÕãÑã áãÕ À.

Í»ã×»ð

Íã ÍĬÖ Äìã½ áñÃ ÓãÖÇ ÖñÃÓ

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Ñ”Çð ×bÊ ÍbÔã»×ì, ÖÃíÊÓã

Í sÈÀÕ Ì à

Ê×Ì à »ÓÍÁÍ ÙÑ ‘ Õà áí ÍÍÈ à ÍÍ ÙÑ Õà Ç à Ì Ì à ½ Óà »Í Ñã Ñ à Ì à Á-ÊÊ-×à »Đà ‘ ÁÕ à ¼ à Y ÍÊÊÍ éÍÓàÈ »Í à Õ à Ì È Õ à Ì à Õ à ÍÊ à »Ó À È Í È Í À à Ì à Á à »à ÑÊ à ÓÍ È Ì Í ÁÀ Ó ÕÊ à Í ÚÍ Ç à ÁÕ à Ì »à Ñ »Ó À, Ì à Á à »ÓÍÁÍ ÊÑ à Ê à È Õ »à ÆÕ, »à Í Á Ì Ì à Õ Õ È Ì Ó ½ Õ, Õ à Õ Õ à Ì Õ Í Ó à × »à Ó Õ Ê à Í ÚÍ Ç à ÁÕ à Ì »à Ñ »Ó À. Õ à ¼ àÍ »à ÑÊ à ÓÍ ÁÍ ¼ à Ñ Õ à ¼ à Ç Ñ à éÈ Ó À á Ì Õ à Õ à Ê ¼ à Ì à Í Õ à Õ À, Í À à È Ì Í à Á à »à ÑÊ à ÓÍ Õ à Ì »Ó À á Ì ÊÑ à Ê à éÍ ÓÍ ½ Ñ à Õ à × »à Õ È Õ à ÍÊ à ÊÑ à Æ à Ù À. Õ à ¼ àÍ »à ÑÊ à ÓÍ Ñ »à Ì, ÓÍ Á, Í Ó Ì Ì à Õ À È Í Í à Á à Õ à ¼ àÍ Õ à Õ »Ó, s »Á Ó, »à Ó, Õ à Ñ à Ì Ì ét Í à È Ì »Ó À. Í à Á à Õ à ¼ àÍ »à ÑÊ à ÓÍ á á ÓÍ Ò, á Ò Ì à × Ñ Ì, Õ Õ Ù à, × à Ù Ç, Ì à Ç à Á Õ à Õ Õ à á Í Ñ à Á Í Á à Õ Õ à À. á à »ÓÍ ÁÍ »à ÑÊ à ÓÍ »à Ñ Ì sÈ Ù á Õ à Á, Ê Á à Ó à, Í »à ×, Ó Õ à Õ Ç Í, Õ à »à Õ Ç Í, Á Õ à » à Ì Õ à Ý à » ÁÍ ¼ à Ñ Í à Õ Í »à Ñ à á à Õ À. È »à Õ Ç Õ à ¼ àÍ á »s Ñ à Ê Ì Í á É Õ à Õ à Õ à Ê v Õ Õ Õ à Õ à » ÓÍ ½ Í Í Í Ì ½ Í Ì à »à Ñ ò Ì á Ñ À »à á Í ½ Í Ì à á Ì Í à Ê » Í Ì à »À Í - Õ Ñ à Á - Õ Õ »à Õ Ñ à Á Í Á Í Ì À. á »s Ñ à Ê Í á Ì v Õ. ÓÍ ½ Í á Á »à Õ à × »à Õ È Õ à ÚÍ Ò À. È Ñ à Á Õ Í Ì à Õ Ù à Õ à Ó à Í Õ à Õ Ì à Á Ó Ó Í Á. Õ Õ »à Õ Í Ù Ñ Í Á Ñ Í Á Í Ç á à á ½ 2009 Ñ à Ó à w Á à Õ Ì à Ê à Á à Ú Ó »Ó à Í Ç È Ì Í à Ç Í à Ç Õ Õ È Õ à. á à ½ Ù »Í à Í ½ Õ à á Ì à á Ñ Õ Ì à Ê à × à Ñ à Õ Õ à Õ à Ì Ê à. È Õ ÁÍ ½ Í Ñ à Ì à ½ Ó à » Õ Ñ à Á Í Ç á à Í à Ì È ÍÍ È à Ì Í á Õ à Á é Á à Õ à á Ì à á Ñ Õ Ì à Ñ à ½ Ç à »Ó Õ à Á Í á á.

½ Á Ó à È Á Ì s Õ à s ò ò á Đ à Õ à Ì Ì à »Í Ó »Ñ à Á à Ì à Í Á »Ñ à á à Ñ Í Í Ç Ç à Ó Í ò Õ à »Á Õ à » Õ Ò Í á á Ñ Ì á à Í à Ì È Õ Ê Ñ à Ú à Ê à Í Ó à Í à Á Õ à Õ à Ì Ê à »Ó à. È Ì á à Ê à Ó á Í à Õ -15 Ñ à Õ Á Í Ê Ó à ¼ à Ê Ñ Ù Õ à Ó à Á Ó sÈ Ó à Õ Í Á »Ñ à á à á ½ á Ñ Ó Á á à È »Ó à á Ì È Ì Í ½ Õ Ç Ç à Ê à. á à Ì à Ê à Ì à á Ñ Õ Ñ à Á “ á Đ à Õ à Ì ” Í á Ó à Ñ à ½ Ç à »Ó Õ à Ì Ì » »à È Õ. Ì à Ê à Õ à × v Õ à Í » Õ Ñ à » Ù Õ à Õ È Ú È Õ Ó á à Ì à Ê à Ì à Ñ Ù á ½ ‘ Í à Á á Ì á Ñ »Ó Õ à È Ì à á Ì Õ à Ê Ì ¼ à s Õ à Í Í Ê à Ì à s Õ Ó Í Ñ à Õ Ñ à Á Õ Ñ Ù Ñ »È à á à Ì Ê Ê à Õ À. á à Í s È à »à á à Í à Ì È v Õ à Í » Ç Ç à Á ½ à Á Õ à Ñ à Ì à Ñ à ^ Ì Ì × È Í á à Ì Ê Ê ×. Á Ì s Õ à s ò ò á Đ à Õ à Ì, ½ Á Ó à È á à Í s È à »à Ì Í »à × Ì »Ó Õ à Ñ à Í Ó » Í Ì à À. á Đ à Õ à Ì Í á Ó à Ó à Á Õ sÈ Ó à Õ Í Á »Ñ à á à Õ à Õ Ì à Ó Á á à È »Ó Õ à Ì á à Ñ Ý Ç á à p Õ È Ñ à Á Ú á Đ à Õ à Ì Ì Í á à Đ à Ó à À.

Á ½ Ê à × Í Á Õ
Ì à Õ à Ñ »
Í à Á à á á Ó Õ à

»âÑì sÉÛ ÖÖâÑÈà, ááóíò á ì íòàðóç á½ ìà óâwÀò ìàÈà

í sÈàõ ìàð

- 1.1 ÐàóÈì ÌÈàÓÇ ìà½Óà»í ìà ÖÖâÑÈà ÑãÃ Öð½ÈÖàó Áí½Öðà ÈóàÖ À. áà é íóÈ ÈàÁÒ ìà ìàÈà ÑãÃ ìà Ñã½È×» ÖðÈàÈì ìà íç Áí½Öðà À Áí ÙÈ ÈàÁÒ ìà íõ^àáí ìà Èà×à çàÈÖà ìà À.
- 1.2 áà Ñã½È×» ÖðÈàÈì ìà ìà ÑãÃ ìà Áí½Öðà áí À-
 á. »âÑÈàÓí - íóøí á ì ÑúàÖàáí ìà- ÖÖâÑÈà á ì ×»Èà ìà ÓÜÇ ÑãÃ.
 Ì. ÌàÛ»í ìà »ÑÛà ðÑÓí ìà ½ÓÖàÐ ìà éÀàÖà ìà È ÑãÃ
 ». ìà½Óà»í ìà ÈÑì ìà ×»Èà á ì ðÑÓí á ì »Û ìà Ùíò ÈÖà vÖÖàÖíÑà ááÉà» ÁÓÓàÖàÈí ÑãÃ íõ×Öà ìà íóÁ ìà íÁ.
 ¼ »âÑì á ì íÖÖ ÑãÃ ìà ×ÓÈí Ñã ìà ìà ìà á ì ñàÖà Ùíò.
 ½ »íáíç éYí½ ìà á»Ñ » ÖsÉà ìà ÖÚàÖÑà »âÑÈàÓí ìà Ðð½àÈàÓà Ò ìà æàÈ »ÓÖà ÑãÃ ÖÖ»àó »àÖÈí ìà ìà ìà áÉÖà á ñò ÓàÈ í½Öà Ò×
- 1.3 áà Ñã½È×» ÖðÈàÈì ÈÑà áàÈÖàwÀò »ÓáÓí áàÈàó »âÑì sÉÛ ÖÖâÑÈà á ì ááóíò ìà ííÈ ìà ÑãÃ ÈÑà ìà ááÉà» íõ^àáí ìà ìà ÑãÃ »ÓÖà ÑãÃ ÓÖ»àó ÌÈàÖà À. ÖÖ»àó á ÌàíÈ sÖð»àó À » »âÑÈàÓí ìà ááóíò á ì ÖÖâÑÈà ìà ÁàÜÖç ìà Ù»àÖàÑ» áÓÓí étíáÈ»Èà ÈÑà ÖàÑà ' » á ì ááÉà» Öð»àó íó íÁ À. Óí»ÈàÑ á ááÉà» íõ^àáí ìà ÙàÈ á½ À »àÓÇ »âÑì sÉÛ ÖÖâÑÈà á ì ááóíò ìà ðçà Èíóçí ÁàÜÖç ìà áÁÖ Á ÑÛ^Öí ìà ÁÁÖ ìà ìà á ì çàó vÖÖàÖà ìà ÖàÓà »âÑì½àÓà ìà À.
- 1.4 áà ÙÈáí íáó íáÖà ÓâwÀò Ö^àÈàÓà áíá ÖàÑà ' » Ðð½àÈàÓí ìà ÖàÈ ÓÚà »âÑì sÉÛ vÖÖàÖà» ÖÖâÑÈà, ááóíò á ì íòàðóç ÑãÃ ìàÈà, á½ÑÈà á ì vÖÚÖ ìà ¾ÁÖà ìà »âÑ ÙàÈ ÈÒ À. Óí»ÈàÑ ÑãÃ á ì ÖàÓÖàó, Á»í á ì Ì ìà sÉáí ìà ÑãÃ ìà »âÑ ÑãÃ ÓÖ»àó á ì ÌàÁà ÖàÑà ' » Ðð½àÈàÓí, ÖÖâÑÈà á ì ááóíò íó »âÑ »ÓÈà vÖÖàÖà» ÖsÉà áí ìà ÑÛ^Öí ìà ÐÑà»à À.
- 1.5 ÐàóÈ ÖÖ»àó sÉíç Ñã ìà À » »âÑ »ÓÖà ÑãÃ sÖçÀ, ÖÖâÑÈà á ì ááóíò íÉ íòàðóç Ö½Ö ÖàÑà ' » ñàÖà á ì ááÉà» Öð»àó ÙàÖÖ »ÓÖà ìà ×»ò ìà Èà á ì ÖÖâÑÈà á ì ááóíò íÉ »àÖsÉÛ ÑÛÐÈ Ñã ìà ìà áÉà»àó ÈÖà» sÖð»àóÖí À. áàÖà í½Öà ìà ÍíÖàÙàÈ »ÓÖà á ì Óí»ÈàÑ ÑãÃ ×àÜÇ, ÈàÖàÑ, ççà á ì ÑàÙàÈà ìà ááíÖ ÈÑà ÖàÖà »àó ÍÐÈà áí ÁÓÓà À.
- 1.6 »âÑì ìà ÌÈÖàÈà ÈÓáÚ á ì »àÖ ÖíÈí, sÖÓíÁ½áó, ÍÁà-»ínÁà»À á ì ááÉà ÖíÖð½, ¾Ó ÌÖà ìà ÈÈà »âÑ á ì ÖsÉàÈà ¾Ç ÈÓ ÓÚà ìà ÈÈà »âÑ ìà ÖÈÈ ÍÑàç vÖÖàÖà»à ááóíò á ì ÖÖâÑÈà ìà vÖÖsÉáí ìà ÑãÃ Ñs»Öà áí éÐà »Ó À. ìÖà Á»í íÓí ' áí ìà ÖÖà ìà ÓàÈ ÖÖâÑÈà á ì ááóíò ìà ìà Áí½Ñí éÐà É×. ÖàÈ Á íóíó½È vÖÖàÖàÓí ìà ÍÚ ÁàçàÈà Áí½Ñí ìà »âÑ ìà ÖÖàÑà ìà ááóíò ìà ÖÈà çàó ÓÚ×. Á»í íÓí ' ìà Öð»àÖí »àÓÇ »àÖsÉÛ ìà »ÀÖà» Áí½Ñí »à ¾ÁÖà À »à ÈÓ ÈÒ À íç á ì sÉà ìà ÖÈà ìà Áí½Ñí íó ÐÒà ìà ááíÖ ÁÓÓà ìà ìà ÓÚ.

- 1.7 Áí¼Ñā Í@àÒàáí á Ì Áí¼Ñī Ì Ì ÒĒ ÁÓ ÚÍÒ ÈŌā »āÑĒāÓÍ ÁÑ » sÉŪāÈÓāÈ »āÑĒāÓÍ á Ì ánò Ì Ì Ūā ÁÉÍ ÍÓ Ōā×Ø DÒā Ì áāÍŌ ŌĒ ÁÓŌā À. ¼āŌ »Ōā Ì áŌā »āÑĒāÓÍ ÁÑ Ì ā ÚÓÍŌ ŌĒ ÚÍÒ á Ì ÁÁÍ á »ŌĒā ŌĒ ÑāŌā»í ÑāĀ á » ŌāÉ áÉŌā ŌāŌāÍŌĒā »āÑ »ŌĒā ÚÍÒ.
- 1.8 ÓŌāŌÇÍ Ì Ì ŌĒĒÍ éÍŌÍ½, ŌÍ»í Ì ÑāŪāĒā Ì ÚÍÒ ÈŌā ĐĒĒā»-ŌāŌāŌÇā » á Ì ÁŌā » Áí¼Ñī Ñ¼ĒāÑā éÍŌÍ½Ñā ŌŌāÑā áāŌĒā ÁĒ Ì ā×»í ŌŪāĒā Ì ŌŌāŌÇÍ Ì áŌāŌ »ā éÍŌÍ½, ¼ĒĒāÑā Ñ×ā Ì Ì Ì á Ì ŌāĒÍ Ì Ì éÍŌÍ½ ÑāĀ á »sÑāĒā Ì ŌĐāŌ Ì ÚÍÒ ÈŌā éYÍ½ Ñ »ÍmpŌŌŌ JāŌā Ì āŌŌ Ì ÉĒ ÚÍÒ ÈŌā Ā » Ì ŌÍ ' á Ì á Ì » áŌāĒā Ì »āÑīÑā »āÑ Ì »āŌÇ ÉĒāĒāÇ Ì ā ÍĒā áŌŌÍ- áāĒĒāÑ »āÑ Ì sÉŪ ŌŌāÑĒā, áāŌÍŌ á Ì ÍŌāŌŌÇ Ì ā ½ĐāŌ Áí¼Ñī éĐā »Ō Ā.
- 1.9 ŌŌāÑĒā, áāŌÍŌ á Ì ÍŌāŌŌÇ á½ Ì ā ŌāwĀāŌ Ì āĒā Ì Ì ÑŪĐĒ ÚĒ »āÑ ŌĒĒāĒā éāāáí, ŌÍ½, ÑŌŌ, Ō»Ā (ĀāĀsĀŌ) á Ì ŌāwĀāŌ ŌÍāā Ì Ì »Ōā Ì á »āŌŌā ÑāYÍ Ì Éā ÍÇ Ō »āŌāŌŌ » Ō »Ō ŌŌÇÍ JāŌā ŌŌāÑĒā, áāŌÍŌ á Ì ÍŌāŌŌÇ Ì ā Ēā ÉÍŌÇÍ sÉā ÍāĒ »ŌŌā ĒĒā »āÑĒāÓÍ á Ì Ì ÚĒ áĒĒā ŌÑāĀ Ì »ÍŌāÇ ŌāĒŌā Ì ā. ŌāwĀāŌ Ō×Ōā »í á Ì ÚĒáí Ì DÒā Ì Ñā Ōā¼ā ŌāwĀāŌ sĒŌ Ō »ŌāĒ ÍŌāŌÍ Ì áāĒāŌ áā ŪYÑā ÁŌŌā ÍŌÍāŌÍ É×.
- 1.10 ÉŌ » ÑYāŌŌ á Ì ŌāĐā½Í ŌāwĀāŌ Ì āĒā Ì Ñā½Ē×ā »ā ÑāÍ ĒĒā »āŌ Ì ā ŌāĒāŌŌÇ Ì ā ŌĒĒā Ōā½ĒŌāŌ Ì āĒā ÈŌāŌ »Ō×.
- 2. Ō×Ōā»íĒ**
- ŌŌ »āŌ sÆÍÇ Ñā Ì Ā » ŌŌāÑĒā á Ì áāŌÍŌ Ì ā ŌŪÇ ÑāĀ ŌÑÍāĒ Ōs »Ēā/Ōs »āŌ Ì ā Ì āÑāÇ á Ì ÁāŪŌÇā á ŌŌŌ Ì ā ÁŌŌāŌāĒ Ā. áāŌā Ōs »Ēā/Ōs »āŌ Ōā »ŌāŌā ÑāĀ á Ì »āÑ Ì sÉŪ ŌŌāÑĒā, áāŌÍŌ á Ì ÍŌāŌŌÇ Ì ŌĒāŌŌā ÑāĀ Ì āĒ ÁÇāŌŌā ÁŌŌāŌāĒÍ ÍŌā ÉāŌ Ē ŪŪŌ Ì ā.
- 2.1 áYÍ½ā » ÍŌāā Ì ā Ēā »āÑ ŌŪāĒā ĒĒāÑ ŌāĐā½Í Ñā vŌŌŌāŌā » áāŌÍŌ á Ì ŌŌāÑĒā ÑāĀ »ā Ì ā ÑāŪ¼ ÍŌ ÍāŌ ā Ì Ēā ÍāŌ Ì ā Ì āÑŌ ÑāĀ ĒĒā ŌĒ ŌāŌā ÍāŌ Ì ÑāĀ ÍŌŌāŪ Ì ÍŌ ÍāŌā á½ Ōā Ì »Ū vŌŌsÉā éĐā »ŌŌā.
- 2.2 ŌŪāŌāā á Ì Ē » Ì ā »ā Ā »ā ÑāĀ ŌŌā ÍŌā ÍāŌā.
- 2.3 ÑāŌā »í á Ì »āÑĒāÓÍ Ì ŌŌāÑĒā á Ì áāŌÍŌ Ì ā éĒā ÉÍŌÇÍ ŪāŌŌ »ŌŌā ŌÍŌ ÍŌŌāŪ Ì ÍŌ ÍāŌā Ì ā vŌŌsÉā éĐā »ŌŌā.
- 2.4 ŌŌāÑĒā á Ì áāŌÍŌ Ì ā ÉÍŌÇÍ Ñā ŌĒāŌā ÑāĀ Ì ā Ì - Ì āÇā »āŌ ÍŌŌāŪ Ì ÍŌ ÍāŌā Ì ā vŌŌsÉā éĐā »ŌŌā.
- 2.5 ÌŌā áāŌā ŌŪŌā Áí¼Ñī á Ì Ē Ì ā áŌŌ »āŌ » Ì āŌYÇ Ì ā ŪY Ō×ÍĒ Ì ā Ì Ōā »āŌ ÑāĀ Ì ā »×ŪĒā ¼āŌŌŌā á Ì Ōā »ŌāĒ »ŌŌā.
- 2.6 »āÑ ŌĒĒāĒā éāāáí á Ì ŌÍ½ á½ Ì ā »ā »āŌ ÑāŪāĒā á »Āā »ŌŌā ÑāĀ Ì ā ŌĒāŌŌā vŌŌsÉā JāŌā á áĀ »āŌŌā ÑāĀ Ì ā vŌŌŌā Ì ā á Ì É¼āŌ (ÍŌÍÍÑŌ) Ì ā Ì āŌYÇ éÍŌ DÒā Ì »ñāĒ »ŌŌ.

2.7 ÁÊÀ ÁÊÀ ÖÐ½íÑÀ »ÑÌ SÉÛ ÖÔÑÈÀ, áÓíò á Ì ÍÒÖÓÇÌÀ ÙÝ ÁÓÓÀ ÆÌÀ»Ö ÑÀÌ ÖÖÀÈÌ á Ì ÐÀÌ ÍÓ ÍÀÖ á Ì ÖÀ»ÖÀÈ »ÓÖ.

2.8 »ÑÌ SÉÛ ÖÔÑÈÀ, áÓíò á Ì ÍÒÖÓÇÌÀ ÙÝ ÖËÁÓÀ »ÖÖÌÀ ÚÈÖÓ ánÒ Ö½ ÍÀÈÀ (ÖÌÈÀÈÑ ÓÖÖÑÀ) ÓÀŴÀÒ ÌÀÈÀÁÍÑÀ ÁÀ ÑŞÀÌ ÖÀÑÖ »ÖÖÌÀ ÌÀÌÈÌ ÍÍÖÀÚÌ ÍÓ ÍÀÖ á Ì Á½Û ÈÍÖÖ.

2.9 ÊÓ» »ÑÑÀ ÖÔÑÈÀ á Ì áÓíò »ÑÌÍ ÁÈ½È ÚÀSÖÍ ÌÌÖÖÍ

3. ÚÈÁÍ

3.1 »ÑÌ SÉÛ ÖÔÑÈÀ, áÓíò á Ì ÍÒÖÓÇÑÀ ÖËÁÓÀ ÈÀ×ÑÀ Á½»ÈÑÌÀ Ð½ÓÍ ÁÀ ÌÀÈÀ ÓÀŴÀÒ ÚÈÁÍ »ÑÌ SÉÌ Ñ»ÖÀ ÀÀÀ.

». »Ñ ÖÌÈÀÈ ÁÀ, Ñò, ÓÍ½Í, È¼ÁÌÀ (ÁÀÀSÁÓ) á Ì ÓÀŴÀÒ ÖÍÀÌ ÈÈ Ì»ÖÀÌ ÖÈÈ ¾ÁÀÈÀ ÁÖ.

¼. »Ñ ÖÌÈÀÈ ÁÀ, Ñò á Ì ÓÍ½Í ÌÀ ÌÀÌÀ VÒÁ Í ÖËÁÓÍ (ÀÍVÀ »ÖÖÁ) á Ì ÖË ÖÁÓÀ È¼Ö á Ì ÌÀÖÝÇ ÑÀ ÖË ÖÖ½ÚÀ ÁÀ»À»ÀÒ ÑÀÚÀÈÀ ÍÓ ÍÀÖ.

½. »ÑÌ SÉÛ ÖÔÑÈÀ, áÓíò á Ì ÍÒÖÓÇ Á½ ÁÀ ÌÀÈÀ ÀÀ½ÈÑÀ ÖÈÈ ÖËÁÓÍ »ÖÖÍ.

¾. »ÑÌ SÉÛ ÖÔÑÈÀ, áÓíò á Ì ÍÒÖÓÇÌÀ ÈÍÓÇÍÑÀ (ÖÈÈ ÖËÁÓÀ) ÑÀ ÁÍÚÀÁÍ ÖËÁÓÖ.

¿. Á»ÑÌÀ ÆÀÉ ÖÀ»ÀÖÑÀ ÍÀÚÍ ÁÀÍÖÀ »ÑÌ SÉÛ ÖÔÑÈÀ, áÓíò á Ì ÍÒÖÓÇÑÀ ÖËÁÓÀ »ÖÀ "½ÀÌ" ÌÍÖÀÁÍ ÌÀÑÀÇ »ÖÖ.

4. Á×Ì ÍÍÀÑ

ÉÍÓ Í»ÖÀ Ì. 2 Á Ì 3ÑÀ ÁÇÀÖÖÀ Ö×ÖÀ»Í á Ì ÚÈÁÍ ÍÁÓ ÍÀÖÖÌÀ ÚÈÖÓ Ì¿ ÁÇÀÖÖÍ Á×Ì ÍÍ½Ñ ¾ÀÀ »ÖÖÑÀ ÁÀVÒÀ Á Ì ÀÒÀ ÁÓÓ ÀòÀ ÖÑÒÍÐÈ »ÀÖÖÑÀ.

4.1 ÁÑÖ

4.1.1 ÁÖÖ½SÈÌÀ ÌÌSÉÁÌ á Ì ÖÜÈÖ ÑÀ Òíò ÁÍ½ÖÀÁÍ »ÖÀÌ ÈÑÁ ÁÑÖ ÑÀ ÁÖÖ»ÖÖ ÈÝÉÐ »ÖÀÌ.

4.1.2 ÁÈÈÝÌÀ ÈÑÀÑ ÍÖÀÁÍÑÀ »ÑÌ SÉÛ ÖÔÑÈÀ, áÓíò á Ì ÍÒÖÓÇ Á½ Ö½ ÍÀÈÀ ÈÑÀÑ »ÀÖÈÀ á Ì ÌÀÖÑÍÍ ÁÖÖ»ÖÖ ÁÑÖ ÍÓÈÀ ÍÑÀÇÑÀ ÑÁÓ ÌÀÖÜÇ ÍÐÈÈÀ JÁÓÀ »ÖÖÖÍ.

4.1.3 ÌÀÈÀ ÁÖÖ»ÖÖ ÁÑÖ ÑÀ ÖÌÖÀÀ ÑÀÌÀ Òíò ÒÍÁÌÁÍ ÈÑÁ ÖÍ ÌÀ ÁÍ½ÖÀÁÍ SÉÁÍÈ »ÖÀÌ.

4.1.4 ÖÔÑÈÀ á Ì áÓíò ÍÈ »ÑÌÀ SÉÀÈ ÍÁPÈ »ÖÖÌÀ ÚÈÖÓ ÑÀÖÀ»Í, »ÑÈÁÓÍ á Ì ánÒÌÀ ÁÖÀÖÈÀ ÍÇ ¿»Ö ÁÖÀÌÈÁÓÁÍ á Ì ÍÓÁÍ Ì»À »ÖÀ ÚÍÒ ÈÌÀ ¼ÀÈÖÀ »ÖÀÌ.

4.1.5 »ÑÌ SÉÛ ÖÔÑÈÀ, áÓíò á Ì ÍÒÖÓÇ Á½ ÌÀ ÍÖÈÑÀ Ì »ÀÖÈÁÍÑÀ ÁÀÍÈÀ ÖËÁÓÀ »ÖÀ ÈÌ ÁÀÈÖÀŴÀÒ »ÖÖÍ ÌÀ ÁÍ½ÖÀÁÍ À ÖÑ»Ü »ÖÀÌ.

- 4.1.6 ÓàwÀàÒ ÈíÓÇíÌà sÕà»àÓÌ ÌàÒÝÇ Ò^ààÈà×í (áíÉíÓàÀà)]àÓà »óÕ.
- 4.1.7 ÓàwÀàÒ áì áàÈÒàwÀàÒ áÑÒà»ÓÇ ÈÝí Òcç áìĐÕí áì ÒàÓà ÍĐÈÈáí (Í»ÀàÒ)Ìà áàÍÒ ÑàÃ vÒÕsÉà ½ÍÀÕàÌ (ÍÒàÒàÀÀ)
- 4.1.8 áÑÒ ÑàÃ ÌÒà áì àÌíÒÀÕ ÌĐÈÈáíÌí Òà»àÖ »ÓàÌ ÁÑà »àÑÌà sÉÚÌÌí È½àÕ ÒÈÓ È ÑàÃ ÌàÇà»àÒ ÍítÒàÚÌÌí ÒÑàÕ× »ÓàÌ.
- 4.1.9 »àÑÌ sÉÚ ÒÒàÑÈà, ááÓíGÒ áì ÍÒàÕÓÇ á½ ÁÓÓà »àÒÈà ÌÌàÕàÌ (áìÍÒà½ Ò ' sÔ×ì).
- 4.1.10 ÒÒàÑÈà áì ááÓíGÒ ÑàÃ ÁÒà ÒíGÒ ÁÇàÒ tÒà ÒÑàÈàáí ÌÌàÕàÌ,
- 4.2. ÓàwÀàÒ ÈíÓÇí
- 4.2.1 »àÑÌ sÉÚ ÒÒàÑÈà, ááÓíGÒ áì ÍÒàÕÓÇ á½ ÈÑàÑ áàÉà» ÍÒ^àáíÑà ÓàwÀàÒ ÈíÓÇíÑà á» ÒÓ½áÍÇ, ÒíGÒ ÈíÓÇí, »íÁ áíÍ Í»ÀàÒ áì ÚáÉÍÉà (ÑnÒáÒ) Òà»ÒàÕÒà Á áàÈÒàwÀàÒ ÈíÓÇí ÒàÉ ÒÑÚ ÒàÈÈà ÚíÒ (»nÒàsÁnÀ). ÈÑàÑ ÒÌÈàÈíÈÌà ¼Òà ÑàÁÁÁ (sÍÒàÀ) ÒàÉ ÈÌí áÑÒ »Ó.
- 4.2.2 ÈÑàÑ ÒÌÈàÈíÈÌà Òà½ ÍÀÈà ÌàÈà, ÈsÈàÒÁ, »íÁ, ÌàÒÑí áì ÈíÓÇí á½ Áà½Èà áì ÍÚíç Ìà ¼àÈÈÒà »ÓÒà.
- 4.3 áÑÒ**
- 4.3.1 »àÑÌ sÉÚ ÒÒàÑÈà, ááÓíGÒ áì ÍÒàÕÓÇÌà áÑÒ áì ÒÚàÕÀ ÈÝ ÑàÃ Á È ÒÓ»àÓÌ ÒÍÇ ÁÒàÍÉàÒà ÒÒà ÍítÒàÚàÈ »ÓÒà áì »àÑÌ sÉÚ ÒÒàÑÈà, ááÓíGÒ áì ÍÒàÕÓÇ á½Ìà ÈÑÌà ÁÓÓàÒàÈí áì ÁÒàÍÉàÓàáí áíÚ½Òà, Òà½ ÍÀÈà »àÒÈà Ì ÒÒ½È ÒíÁÌááí áì »àÒÑ Òà»ÒàÕÒà áì ÍÒí½àtÑ» áì ÁÑínÒÀ×ì ÍíÁ»ÀÌ ÒçàÒÌ »ÓÒà (»nÀ»À) ÈÑÌ ÑÈÈ ÍÒà ÍàÀàÌ.
- 4.3.2 »àÑÌ sÉÚ ÒÒàÑÈà, ááÓíGÒ áì ÍÒàÕÓÇ á½Ìà »àÒÈà áì ÌàÒÑíÌà áÑÒ ÍÓ ÌÁÓ Òà½Òà ÑàÃ ÒàÑà ' » Đà½àÈàÓÍ ÒÚ»àÓ áàÍ È ÑàÃ ÈÑÌ ÒàœàÒÑà ÒàÌ.
- 4.3.3 »àÑÌ sÉÚ ÒÒàÑÈà áì ááÓíGÒÑà ÒÒàÑÈà áì ááÓíGÒÌà ÍÍÈÌÑà (ÑÌÁÑnÀÑà) ÒàsÁÑ áíÍç]àÓà ÒÈÈ ÒÈàÒà »ÓÒà áì ÒÒàÑÈà áì ááÓíGÒÌà ÍÍÈÌ vÒÕsÉà (ÑÌÁÑnÀ ÒàsÁÑ), sÕcÀà» »àÒÍÌ ÒÈ Ò§Æ »ÓÒà, sÕÌàÒÑÌÌà ÒàĐàÒÌàÌ »àÒàÒàÈ »ÓÒà ÑàÃÌà vÒÕsÉà » ½ÍÀÕÇ ÑàÃ Ñà½È×à»à Òà»ÒàÕÒà áì á»ÜÇ (áíÁàÀ) ÑàÃÌà vÒÕsÉà sÉáÍàÈ »ÓÒà Á ÒÒàÑÈà áì ááÓíGÒ ÑàÃÌà ÑÌÁÑnÀ ÒàsÁÑÌà ç»àÒÇà »Ó áì ÈÌ ÍÑàÇàÈ »Ó.
- 4.3.4 áàÍ^àà » È½ÀÌà áÀ»àÕÒà ÑàÃ çí»»Ö/ Òà×àwÀ Í½Òà ÍÓà ÍàÀÒà áì ¼àÖ »ÓàÌ ÑíÁ Áí¼Ú ÒíÒ ÈÒà áíYÍ½à» ÒàsÈàÓíÑà ÁÈà ÁÈà sÈÒ »Òà Í½Òà ÒÒà È ÁÇàÒàÌ áì ÈÌ Ò»ÒÌ »ÓàÌ.
- 4.3.5 ÒÒàÑÈà áì ááÓíGÒÑà ÒÒít»wÀ »àÑ (ÍsÁ Í»ÀàÒ)Ìà áíÚ¼ »ÓÒà áì ÈÌ áíÌàÕÒà ÑàÃ ÒÓÚÈà » ÒÒàÈà »ÓàÌ.

- 4.3.6 Á È ÖÑÒ Ô½ ÍÄÈ »à ì à ÁÍ½Öâáí à éÍ¼ Ì ÑÃ ÖÄ à ÍÒÈ ÁÍ½Öâáí ÍÓà ÍÄ à .
- 4.3.7 ÈÑÃ Ì ÖÍÈÈÍ »ÑÌ SÉÚ ÖÖÑÈ à ì ááÓÍÒ Ì à Ê¼ÖÑ ÆÖÖ »ÓÖ «éYÍ½ Ì à ÖÑ » ÁÖ Ì ÈÖ » (»ÍÍÍ ÖÍÖÖ ÖÍÍÍ Ì à ÖÄ) à ì / áÉÖ «ÁÖ Ì ÈÖÖÖ »Ü “ ” (ÖÍÍÍ ÖÍÖ ») SÖâÖÖ à ì ÍÈ Ì ÈÈ ÉÖ ÍÍÖÜÈ »Ö Ì .
- 4.3.8 »ÑÌ SÉÚ ÖÖÑÈ à ì ááÓÍÖÑ à » ÖÖ¼ ÍÇ ÖÖÖ, ÖÖÑÈ ÑÌÁÑÑ ÖâÑ Ì ÍÑÇÈ (áÍÈÄ»Ä) »ÖÖ à ì vÖÍ ÖÈ È ÑÄ ÖÈááí, ÖÖááí à ì vÖÖÖÖÍ ÑÄ ÖÍÒ Ì (áÄ×Ì) vÖÖÈÄ ½ÍÄÖÈ È Ì à ¼ÄÖÖ »Ö Ì .
- 4.3.9 »ÑÌ SÉÚ ÖÖÑÈ à ì ááÓÍÒ Ì à ÖÖÖÇ ÑÄ ÖÖÑÈ à ì ááÓÍÒ ÑÄ Ì ÑÌÁÑÑ ÖâÑ áÖÖ»ÖÍÇ áÑÑ Ñ»Ö ÑÄ ÑÖ»Í ÍÍÖÜÈ »Ö Ì .
- 4.3.10 ¼ÖÖ »Ö Ì ñÍÍÍÍ áÍÖÖ à ì ÖÖ»ÍÖÖ ÖÖ vÖÖÖÖÖÖ ÖÍ½ ÍÓ DÖ Ì »ñÈ »Ö Ì È Ì áÄ»ÖÖÖ à ì ÌÖYÈ »ÖÖ ÑÜ¼ ½ÍÄÖÈ ÈÑ È ÖÖ Ä Ì »Ö ÈÍÇÍ á Ì Ñ½×â»Ö ÖÖÖ Ì .
- 4.3.11 ÑÇÖ á ì ÍÖÖÖÇ ÑÄ ÁÍ¼Ñ ÜÍÖ ÈÖ ÍÈÈÍ Ì ®× ÍÈÖÖÈÄ Ä Ì ÈÑ SÖÇ á ì ÖÖÑÈ Ä Ì ÍÍÍÍ Ì ÍÍÖÜÈ »Ö Ì .

4.4 Á½È.

- 4.4.1 ÖÍÒ ÖÈÍÍ ÍÖÖ »ÑÌ SÉÚ ÖÖÑÈ à ì ááÓÍÒ á½ Ä½È ÖÖÖ Ì .
- 4.4.2 »ÑÌ SÉÚ ÖÖÑÈ à ì ááÓÍÒ Ì à Ñ ÖâÖÖ »Ü Ì à ÇÈ Ì à ÖÖÖÍ/ÖÖÖÍ ÍÓ Ä½È ÖÖÖÖ Ì à á ì ÖâÖÖ étÍÈ»È ÖÈ È ÜÈÖÖ ÑÖ»Í, »ÑÈÖÍ á ì ÖÑÁÍ Ì ÍÈ Ì Èááí ÖÇ ÍÓÑ× Ì ÑÄ ÖÑ Ì ÑÇ ÍÍÍ ÍÄ Ì .
- 4.4.3 ÖâÖÖ ÖÍÄ Ì ÄÜÖÖ, ÖÇÖÖ à ì ÖÜÇ »ÖÖ à ì »ÑÌ »ÖÇ ÈÈ ÄÄ á ì ÖÍ½ÍÄ Ä»ÖÍ ÑÜÖÖ ÑÖ»Í-ÑÁÖ Ì à ÖÜÖÖÖ ÍÖÖÍ ÍÍÖÜÈ »Ö Ì .
- 4.4.4 ÜÈÈáí Ì (áÍÄÖÖ) ÖÑÜ Ì DÖ Ì Ñ Ö¼Ö Ö×Ö áÖ½Ñ ÖÈ Ì à ¼ÖÖ ÈÖÖ »ÖÖ »ÖÖÍÍ ÍÖÖ ÖÑÄÑ Ä½È ÖÖÖ Ì .
- 4.4.5 áÖÖ ÑÜÈÈ ááÍ Ì ÖÖ à ì Ä½È »ÖÖÍÍ à áÖÖ»ÖÈ Ì ÖÈ ÑÍÖ» Ì »Ö Ì .
- 4.4.6 ×¼ á ì á Ì ÖÍ Ì áÖÖÍÖÖ ÖÜÇÇ »Ö Ì Ä½È ÇÜÖÑ Á ÍÍ»Ç »Ö ÜÍÖ È Ì à ÖÖÍ ÍÖÖÖ Ì .
- 4.4.7 ÄÈ ÄÈ áBÖÖÖÍÑ - ×Ü Ì à, Ä Ì à »Ö ×Ü -»ÍÖ-ÖÈáá Ì à, È Ì Ì à (ÑÄ»Ö) ×Ü Ì à, vÖÖÖÖÖ » (ÍÍ×Ö) à ì ÖÍ½ÖÖÖÖ áBÖÖÖÍÑ »ÑÌ SÉÚ ÖÖÑÈ à, ááÓÍÒ à ì ÍÖÖÖÇ á½ Ì à ÍÍÈÍ ÖÑÇ ÈÍÇ ÖÑÖÖ Ì .
- 4.4.8 áÈÖâÖÖ ÖÈááí ÖÈ ÖÖÖ ÖÍÈÍ SÉÍÈ »ÖÖ ÑÄ Ì à ½ÍÄÖÇ »Ö Ì .
- 4.4.9 »Ñ »ÖÖ Ì »ÖÇ »Í »ÑÈÖ Ì à ááÓÍÒ ÍÓ ¼ÖÖ Ì áÖÖ Ì ÈÖ, È Ì áÍ½È Ì áÖ » È Ì Í Ä Ì ÁÍ¼Ñ Ì Ñ»Ö È ÑÄ ÁÖ ÁÖÖ ÜÍÖ tÖÖ ×»Ö È vÖÖÖÖ È Ì Ì à Ñ Ì ÈÍ ÍÖ ÍÄ Ì ÈÑ áÖ vÖÖÖÖÖÖ ÖÍ½ ÈÖ ÈÍ È ÑÄ ÖÍÒ ÖÜÖÖ Ç»Ö Ì .

4.4 10»ãÑÌ sÉÚ ÖÖãÑÈã áì ááÓíGÒÒÜã Áí¼ÑíÑã ¾ÃãÁí »ÓÖãìã ÑãÖã»í áì »ãÑÊãÓíìã ÍÒãÖíì ÍítÖãÚì áãíãì áì vÒÖÜãÓ Ñã½Ê×ì áãíãì ÈÑÁ ÖÖãÑÈã áì ááÓíGÒÍÊ ÍÓãÈãÈã ÍÓã ÍãÃÖã ÑãÃìã ÍÖÈÑãì »ãÖ@ÑíÑã ÖÊãÖã »ÓÖã »ãÑÊãÓí áì ÑãÖã»í ÍÐãÖãÈ»Óãì ÁÊã »ãÑÊãÓí áì ÈÑìã ÍÊãìãÈã áí ÖãÊ ÑãÖã»í Çã-ÑÖÖÈ»Ó, ÈÑì ÈãÖãÑ ÍÓã ÍãÃ, ÑãÚãÈã áãí áì »ãÑÌ sÉÚ ÖÖãÑÈã áì ááÓíGÒ ÖÍÊãÈ ÈÑãÑ Íãì ÈíÑã ÈÑì ÖãÑÖ »Ó.

4.5 Ö×íÊì áì Öã»ãÖ

4.5.1 »ãÑÌ sÉÚ ÖÖãÑÈã áì ááÓíGÒìã ÜÝ ÖãÑã ‘ » áì ÑãìÖã» ÍãÖã ÖÜãÈìã ÈÑãÑ ÍãÖãáíÑã Ö×íÊì ÍÓ ÍãÃãì ÈÑÁ »ÍmpÖãÖìã ÖÜãÒÊã Áí¼ÑíÑã»ì ÑãÃ ÌÖã ÓãÈí áì Ã»ìÍÓí ‘ Öã»ÖãÖÖã, Á »ãÑÌ sÉÚ ÖÖãÑÈã áì ááÓíGÒ ÑãÃìã ÌÖã ÈíÓÇí Öã»ÖãÖÖã áì ÍsÉãÍãÈ »ÓÖãÑã ÑÊÈ »Ó.

4.5.2 ÖðpÈ Óí½íì ×íÊã »ãÊÖã ÑãÃìã ÓsÈã ×íÊãì ÈÑìã »ãÑìã ÖãÈãÖÖÇ áì Óí½íì ÖcÇ »ãÖ»ãÓÇ ÖÍÊ ÍsÉãÍãÈ »ÓÖã, vÒÖÖãÖã» Óí½íìã ÖãÈã áÝÈì »ÓÖã áì »ãÑÌ sÉÚ ÖÖãÑÈã áì ááÓíGÒ á½ ánò Ö×íÊì »Óãì.

4.5.3 ÓãwÃãÒ ÁÓÓãÖãÈì áìÖÜãì Ö×íÊì ÑãÃìã á½ãÑÈã Ì»ã »ÓÖã ÈÑÁ ÓãwÃãÒ ÈÑÁ áãÈÖãwÃãÒ Ö×íÊì ÖsÉãáí ÖcÇìã ÖÖãÈÑã ÖÊãÓí »ÓÖí áì ÈÑìã ÖcÇ Ðã½ãÈãÖã ÈãÒ È ÑãÃìã ÖÐãÖìãáíìã ¼íÁ »ÓÖã.

4.5.4 ÖÖ»ÖãÈ Ö×íÊì ÑãÃìí áÐã½Ñ Öã»ÖãÖÖí áì ÖÖãÑÈã áì ááÓíGÒì ÜÝ áãÖã ÜÊãí ÑãÃ ÖÖãÈìíìã ÙwÃ ÍãÜÖÇã »ÓÖã.

4.6 ÖÖãÑÈã áì ááÓíGÒ ÑãÃ »×ÜÊãìí Öã»ãÖ.

4.6.1 ÖÖãÑÈã áì ááÓíGÒÍÊ »ãÑìã sÉÚí ÍÓã ÍãÃÖã ÑãÃ ÑãÖã»í áì »ãÑÊãÓí ÍãÖã ÖÖãÖÖã »ãÑì ÍãÖí ÍìãÖã ÈÊã áã½Ü Öã»ãÖ »ÓÖí.

4.6.2 »ãÑÌ sÉÚ ÖÖãÑÈã, ááÓíGÒ áì ÍÒãÖÖÇìã ÜÝ ÈãÖãÑ ÍÓã ÍãÃãì ÖÜÑ vÒ»Èãáíìã ÖKÖã ÖÊãÖÖã áì Á ÜãÖ »ãÑ »Óã ÓÍã ÍíÖ ÈÑìã »×ÜÊãÑã ÖÊãÓí »ÓÖí.

4.6.3 Áí¼Ñíì ×»Ò ÍíÖ ÈãÖã ÜÊ ÈÖ »ÓÖã »¾ÃãÃÖãìã ÜÊÖÖ ÑãÖã»í áì »ãÑÊãÓíìã Ö½Ãìì ÑãÚãÈã áì Ñã½Ê×ì ÍÓã ÍãÃÖã.

4.6.4 »ãÑìã sÉãÈãÑã ÖÊãÓí »ÓÖã áì »ãÑÊãÓíìã ááÓíGÒì ÖÜÇ áãÍÖã áì ÍítÖãÜãÈ »ÓÖãìã ÜÊÖÖ vÒÖÖãÖã» ááÓíGÒ ÖÖãáí ÍsÉãÍãÈ »ÓÖã áì ÖãÖãÈ áãÈã» ÍÖããÑã ÁíÃãÖÖ »ãÑÊãÖ-ÑÇãÖãáí ÖÊã áãÖã ÖÖãìã ÍÍÍÇ ÖÊãÖÖã.

4.6.5 Ö¼ éÝí½ ÖÜãÈìã ÍÖããáíÑã ÍÍÊììã (ÑìÁÑñÃìã) ÈãÖãÑ, ÑÁÓ ÖÍÊã ÈãÖãÑ, vÒãÖÖãÖã» (Íí×ìÖ) ÈãÖãÑ áì ÓíÁ½ãÖÖÜã(Öí×ìÖ) ÈãÖãÑÑã ÖÖãÑÈã áì ááÓíGÒìã ÍãÖãì ÖÑãÖã » áãÖÖã ÖÖã.

4.6.6 »ãÖsÉÚ áì éÝí½ìã »ãÖ@ÑíÑã vÒÖÖãÖã» ÖÖãÑÈã áì ááÓíGÒ á½ìã ÈãÖãÑìã áBÒãÖ@Ñì áíìãÖã ÖÖí.

4.7 áã»Ãã»ãÒ ÑãÚãÈã áãÃã »ÓÖã.

- 4.7.1 »ãÑlì sÉU ÖÖãÑÈã, ááÓíGò áì ÍÒàÖÖÇ ÖïÈã áã»Ãã»ãÒ ÑãÚãÈã Ð½ã »ÓÖã, »ãÑ ÑãÑ ÑÚãÖlì ÑÑãáíìã á½ãÑÈãáíì »ã»ã »ÓÖã áì ÖÖ»ãÖã » ÌãlìÖÖ»ãÖã ÖsÈãáí JãÓã áBÒãÖ » ÖÖ » ÍíÁ»Ã »ÖãÖÖã.
- 4.7.2 ÖãÖãÈ ÖïÈãÈ ÁÉí Öcç vÖÖÖãÖã» ááÓíGò áì ÖÖãÑÈã ÑãÑlì ÌÃÖ» JãÓã »ãÑlì sÉU ÖÖãÑÈã, ááÓíGò áì ÍÒàÖÖÇ á½lì ÓãwÃãÖ áã»Ãã áì ÑãÚãÈã ÍÚíçãÃã, ÖÚçã áì ÖSÆ »Óãlì.
- 4.7.3 »ãÖsÉU ÖïÈãÈ áÃã áì Óí½lìã áã»Ããlì, Öí»lì Ì½Öã (ÑãÖ áíí á»ÖííÃÓ)áì Á ÁÉí ÚãÖ ÖÑãÖã ÖÖãÖã ÌÉã- ÁÑ» sÖÓíÁ½ãÖ »ÓÈã Óí»í- tÒã ÖÈã vÒãÍ ÖÈãÖÖí/ ÖãsÈãÖÖí.
- 4.7.4 ÖÑÒÖÖ áÚÖãÖ ÑÛ (ÓãííÃã½ ÈãÖ) È ÑãÑ áì ÑãÚãÈã ÑÛ È ÑãÑ áã»Ãã»ãÒ vÖÖsÉã Íì (Ããã ÖãsÃÑ)lì ÖãsÈãÖÖ
- 4.7.5 ÑãÚãÈã ÖÈã Ìã ÍÚíçÑã ÖÈãÓí ÈãÖ È ÑãÑ Ìã ÖsÈã/ÖãÈlì (ÑãÑÖ) Öã»ÖãÈ »ÓÖã.

4.8 ÍÒÈÍãÖíìÑlìã»lì

- 4.8.1 »ãÑlì sÉU ÖÖãÑÈã, ááÓíGò áì ÍÒàÖÖÇlìã ÚãÖlìã sÉãÈã Ì»ã»ã »ÓÖã ÑãÑ ×ÓÑã ÍÒÈÍãÖ áì ÍÉ»»ÓÇ »ÓÖãÑã áãÖ× áì vÖÖÖãÖã» ÖÖãÑÈã áì ááÓíGò á½lìã ÓãwÃãÖ sÉãÈã Ìã ÑãÚãÈã áãÍÉí ÈsÈãÖÃ (ÍííããÖ) ÈÒãÖ »Óã×.
- 4.8.2 ÓãwÃãÖ ÖxÒã»í áì ÚÉãíìã ÍsÈÈãáíìã áã»ãÖÇã »ÓÖã ÓãwÃãÖ ÌãÈã áì »ãÖÖÑlì áíÃãÑã áíÃ ÈÖ Íãç ÖØ á» ÖãÖ áÉÖã Áí ÁÓÓ ÁÇãÖ Èí ÈÈã ÖÚÖ ÍìÑlìã»lì »ÓÖãÑã áãÖ×.

5. ÖÑãÍì/ÖãÓã×

- 5.1 ÁÒã ÖãÑã ' » ÓÜÇ áíÃ ÚíÒ ÈÖã ÌíÚã ÁÉí áì »ãÑÈãÓíìã Ö½lì ÓÜÇ ÍÓ ÍãÃÖã áì sÉãlìã» ÖÖãÈlìíì Ð½ã »Óãlì »ãÖsÉÚíìã Áí¼Ñíìã áã»ãÖÇã »ÓÖã áì ÌãÖYãÈ »ÓÖãlìã »ãÑÑã ÍÃÖã ÐãÖã ÍÃ»ãÓí ÃãÖÖã ÖãÑã ' » Ðã½ãÈãÓí Öcç ½ãÆ ÖïÈí (ÌÁÈã»ã ÖÃíÖÇã) Öã»ÖãÈ »ÓÖãlìã ÁÓÓ Æ.
- 5.2 »ãÖÈã áì ÌãÖÑíìã áÑÖÑã ÖÈãÓã »ÓÖã, áã»Ãã»ãÒ ÑãÚãÈã á»Ãã »ÓÖã áì Èlì ÍÉ»»ÓÇ »ÓÖã, Áí¼Ñã ÍãÖãáíÑãÃ Öã×Ø »ãÖÖÑí Öã»ÖãÈ »ÓÖã. ÈãÖãÑ ÑãÑlì ÑãÚã½ ¾ÃÖã, ÖÑ½ ÓãwÃãÑã Áã½Èã ÍÒãÖÖã áì ÚÒãÈ ÖÖãÈlì áì ÌãÍÇÈãlì ÖãÈ ÖãÖÖãlìã vÖÖsÉã »ÓÖã YãÍÚã ççã ÖãçãÖÇã JãÓã ÖÖãÑÈã, ááÓíGò áì ÍÒàÖÖÇ á½lìã ÓãwÃãÖ ÌãÈã áì »ãÖÈãáíìã ÍÒÈÍãÖ ÑãÑ ÖÖ»ãÖ ÍÈãlìÐÈ Æ.
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- related training programmes as also management training including small business practices;
- 4.6 by adopting Occupational Safety and Health training curricula in workplace and industry programmes;
- 4.7 Data collection**
- 4.7.1 by compiling statistics relating to safety, health and environment at work places, prioritising key issues for action, conducting national studies or surveys or projects through governmental and non-governmental organisations;
- 4.7.2 by reinforcing and sharing of information and data on national occupational safety, health and environment at work place information amongst different stake holders through a national network system on Occupational Safety and Health;
- 4.7.3 by extending data coverage relevant to work-related injury and disease, including measures of exposure, and occupational groups that are currently excluded, such as self-employed people;
- 4.7.4 by extending data systems to allow timely reporting and provision of information;
- 4.7.5 by developing the means for improved access to information;
- 4.8 Review**
- 4.8.1 An initial review and analysis shall be carried out to ascertain the current status of safety, health and environment at workplace and building a national Occupational Safety and Health profile.
- 4.8.2 National Policy and the action programme shall be reviewed at least once in five years or earlier if felt necessary to assess relevance of the national goals and objectives.
- 5. Conclusion**
- 5.1 There is a need to develop close involvement of social partners to meet the challenges ahead in the assessment and control of workplace risks by mobilising local resources and extending protection to such working population and vulnerable groups where social protection is not adequate.
- 5.2 Government stands committed to review the National Policy on Safety, Health and Environment at Workplace and legislations through tripartite consultation, improve enforcement, compilation and analysis of statistics; develop special programmes for hazardous operations and other focus sectors, set up training mechanisms, create nation-wide awareness, arrange for the mobilisation of available resources and expertise.
- 5.3 The National Policy and programme envisages total commitment and demonstration by all concerned stake holders such as Government and social partners. Our goals and objectives will be that through dedicated and concerted efforts consistent with the requirements of safety, health and environment at work place and thereby improving the quality of work and working life.

- 4.9 by providing medical criteria wherever necessary which will assure insofar as practicable that no employee will suffer diminished health, functional capacity, or life expectancy as a result of his work place activities and that in the event of such occupational diseases having been contracted, is suitably compensated;
- 4.4.10 by providing practical guidance and encouraging employers and employees in their efforts to reduce the incidence of occupational safety and health risks at their places of employment and to impress upon employers and employees to institute new programmes and to improve existing programmes for providing safe and healthful working conditions, requiring employers to ensure that workers and their representatives are consulted, trained, informed and involved in all measures related to their safety and health at work;
- 4.5 Research and Development**
- 4.5.1 by providing for research in the field of safety, health and environment at workplace, including the social and psychological factors involved, and by developing innovative methods, techniques including computer aided Risk Assessment Tools, and approaches for dealing with safety, health and environment at workplace problems which will help in establishing standards;
- 4.5.2 by exploring ways to discover latent diseases, establishing causal connections between diseases and work environmental conditions, updating list of occupational diseases and conducting other research relating to safety, health and environmental problems at workplace;
- 4.5.3 by establishing research priorities as per national requirements; exploring partnerships and improving communications with various national and international research bodies;
- 4.5.4 by ensuring a coordinated research approach and an optimal allocation of resources in Occupational Safety and Health sector for such purposes;
- 4.6 Occupational safety and health skills development
- 4.6.1 by building upon advances already made through employer and employee initiative for providing safe and healthy working conditions;
- 4.6.2 by providing for training programmes to increase the number and competence of personnel engaged in the field of occupational safety, health and environment at workplace;
- 4.6.3 by providing information and advice, in an appropriate manner, to employers and employees organisations, with a view to eliminating hazards or reducing them as far as practicable;
- 4.6.4 by establishing occupational health services aimed at protection and promotion of health of employee and improvement of working conditions and by providing employee access to these services in different sectors of economic activities;
- 4.6.5 by integrating health and safety into vocational, professional and labour

- 4.3.5 by recognising the best safety and health practices and providing facilitation for their adoption.
- 4.3.6 by providing adequate penal provisions as deterrent for violation of laws for the time being in force;
- 4.3.7 by encouraging all concerned to adopt and commit to "Responsible Care" and / or "Corporate Social Responsibility" to improve safety, health and environment at workplace performance;
- 4.3.8 by ensuring a suitable accreditation machinery to recognise institutions, professionals and services relating to safety, health and environment at workplace for uniformity and greater coverage as also authenticating safe management system;
- 4.3.9 by encouraging employers to ensure occupational safety and health management systems, establish them in efficient manner to improve workplace safety and health;
- 4.3.10 by specifically focusing on such occupational diseases like pneumoconiosis and silicosis; developing a framework for its prevention and control as well as develop technical standards and guidelines for the same;
- 4.3.11 by promoting safe and clean technology and progressively replacing materials hazardous to human health and environment;
- 4.4 Awareness**
- 4.4.1 by increasing awareness on safety, health and environment at workplace through appropriate means;
- 4.4.2 by providing forums for consultations with employers' representatives, employees representatives and community on matters of national concern relating to safety, health and environment at work place with the overall objective of creating awareness and enhancing national productivity;
- 4.4.3 by encouraging joint labour-management efforts to preserve, protect and promote national assets and to eliminate injuries and diseases arising out of employment;
- 4.4.4 by raising community awareness through structured, audience specific approach;
- 4.4.5 by continuously evaluating the impact of such awareness and information initiatives;
- 4.4.6 by maximizing gains from the substantial investment in awareness campaigns by sharing experience and learning;
- 4.4.7 by suitably incorporating teaching inputs on safety, health and environment at work place in schools, technical, medical, professional and vocational courses and distance education programme;
- 4.4.8 by securing good liaison arrangements with the international organisations;

- enable effective implementation of the policy;
- 4.1.4 by ensuring that employers, employees and others have separate but complementary responsibilities and rights with respect to achieving safe and healthy working conditions;
- 4.1.5 by amending expeditiously existing laws relating to safety, health and environment and bring them in line with the relevant international instruments;
- 4.1.6 by monitoring the adoption of national standards through regulatory authorities;
- 4.1.7 by facilitating the sharing of best practices and experiences between national and international regulatory authorities;
- 4.1.8 by developing new and innovative enforcement methods including financial incentives that encourage and ensure improved workplace performance;
- 4.1.9 by making an enabling legislation on Safety, Health and Environment at Workplaces;
- 4.1.10 by setting up safety and health committees wherever deemed appropriate;
- 4.2 National Standards**
- 4.2.1 by developing appropriate standards, codes of practices and manuals on safety, health and environment for uniformity at the national level in all economic activities consistent with international standards and implementation by the stake holders in true spirit;
- 4.2.2 by ensuring stakeholders awareness of and accessibility to applicable policy, documents, codes, regulations and standards;
- 4.3 Compliance
- 4.3.1 by encouraging the appropriate Government to assume the fullest responsibility for the administration and enforcement of occupational safety, health and environment at workplace, provide assistance in identifying their needs and responsibilities in the area of safety, health and environment at workplace, to develop plans and programmes in accordance with the provisions of the applicable Acts and to conduct experimental and demonstration projects in connection therewith;
- 4.3.2 by calling upon the co-operation of social partners in the supervision of application of legislations and regulations relating to safety, health and environment at work place;
- 4.3.3 by continuous improvement of Occupational Safety and Health by systems approach to the management of Occupational Safety and Health including developing guidance on Occupational Safety and Health management systems, strengthening voluntary actions, including mechanisms for self-regulatory concept and establishing auditing mechanisms which can test and authenticate occupational safety and health management systems;
- 4.3.4 by providing specific measures to prevent catastrophes, and to co-ordinate and specify the actions to be taken at different levels, particularly in the

- and health.
- 2.5. establishing and developing the research and development capability in emerging areas of risk and providing for effective control measures.
- 2.6. Focusing on prevention strategies and monitoring performance through improved data collection system on work related injuries and diseases.
- 2.7. Developing and providing required technical manpower and knowledge in the areas of safety, health and environment at workplaces in different sectors.
- 2.8. Promoting inclusion of safety, health and environment, improvement at workplaces as an important component in other relevant national policy documents.
- 2.9. Including safety and occupational health as an integral part of every operation.
- 3. OBJECTIVES:**
- 3.1. The policy seeks to bring the national objectives into focus as a step towards improvement in safety, health and environment at workplace. The objectives are to achieve:-
- a) Continuous reduction in the incidence of work related injuries, fatalities, diseases, disasters and loss of national assets.
- b) Improved coverage of work related injuries, fatalities and diseases and provide for a more comprehensive data base for facilitating better performance and monitoring.
- c) Continuous enhancement of community awareness regarding safety, health and environment at workplace related areas.
- d) Continually increasing community expectation of workplace health and safety standards.
- e) Improving safety, health and environment at workplace by creation of "green jobs" contributing to sustainable enterprise development.
- 4. ACTION PROGRAMME**
- For the purpose of achieving the goals and objectives mentioned in paragraphs 2 and 3 above, the following action programme is drawn up and where necessary time bound action programme would be initiated, namely:-
- 4.1. Enforcement**
- 4.1. by providing an effective enforcement machinery as well as suitable provisions for compensation and rehabilitation of affected persons;
- 4.1.2 by effectively enforcing all applicable laws and regulations concerning safety, health and environment at workplaces in all economic activities through an adequate and effective labour inspection system;
- 4.1.3 By establishing suitable schemes for subsidy and provision of loans to

the increasing number of employees working away from their establishment, pose problems to management of occupational safety and health risks at workplaces. New safety hazards and health risks will be appearing along with the transfer and adoption of new technologies. In addition, many of the well known conventional hazards will continue to be present at the workplace till the risks arising from exposure to these hazards are brought under adequate control. While advancements in technology have minimized or eliminated some hazards at workplace, new risks can emerge in their place which needs to be addressed.

- 1.7 Particular attention needs to be paid to the hazardous operations and of employees in risk prone conditions such as migrant employees and various vulnerable groups of employees arising out of greater mobility in the workforce with more people working for a number of employers, either consecutively or simultaneously.
- 1.8 The increasing use of chemicals, exposure to physical, chemical and biological agents with hazard potential unknown to people; the indiscriminate use of agro-chemicals including pesticides, agricultural machineries and equipment; industries with major accident risks; effects of computer controlled technologies and alarming influence of stress at work in many modern jobs pose serious safety, health and environmental risks.
- 1.9 The fundamental purpose of this National Policy on Safety, Health and Environment at workplace, is not only to eliminate the incidence of work related injuries, diseases, fatalities, disaster and loss of national assets and ensuring achievement of a high level of occupational safety, health and environment performance through proactive approaches but also to enhance the well-being of the employee and society, at large. The necessary changes in this area will be based on a co-ordinated national effort focused on clear national goals and objectives.
- 1.10 Every Ministry or Department may work out their detailed policy relevant to their working environment as per the guidelines on the National Policy.

2. GOALS:

The Government firmly believes that building and maintaining national preventive safety and health culture is the need of the hour. With a view to develop such a culture and to improve the safety, health and environment at work place, it is essential to meet the following requirements:-

- 2.1 providing a statutory framework on Occupational Safety and Health in respect of all sectors of industrial activities including the construction sector, designing suitable control systems of compliance, enforcement and incentives for better compliance.
- 2.2 providing administrative and technical support services.
- 2.3. providing a system of incentives to employers and employees to achieve higher health and safety standards .
- 2.4 providing for a system of non-financial incentives for improvement in safety

**NATIONAL POLICY ON SAFETY, HEALTH AND ENVIRONMENT AT
WORK PLACE**

1. PREAMBLE

- 1.1. The Constitution of India provide detailed provisions for the rights of the citizens and also lays down the Directive Principles of State Policy which set an aim to which the activities of the state are to be guided.
- 1.2 These Directive Principles provide
- a) for securing the health and strength of employees, men and women;
- b) that the tender age of children are not abused;
- c) that citizens are not forced by economic necessity to enter avocations unsuited to their age or strength;
- d) just and humane conditions of work and maternity relief are provided;
- e) that the Government shall take steps, by suitable legislation or in any other way, to secure the participation of employee in the management of undertakings, establishments or other organisations engaged in any industry.
- 1.3 On the basis of these Directive Principles as well as international instruments, Government is committed to regulate all economic activities for management of safety and health risks at workplaces and to provide measures so as to ensure safe and healthy working conditions for every working man and woman in the nation. Government recognizes that safety and health of workers has a positive impact on productivity and economic and social development. Prevention is an integral part of economic activities as high safety and health standard at work is as important as good business performance for new as well as existing industries.
- 1.4 The formulation of policy, priorities and strategies in occupational safety, health and environment at work places, is undertaken by national authorities in consultation with social partners for fulfilling such objectives. A critical role is played by the Government and the social partners, professional safety and health organizations in ensuring prevention and in also providing treatment, support and rehabilitation services.
- 1.5 Government of India firmly believes that without safe, clean environment as well as healthy working conditions, social justice and economic growth cannot be achieved and that safe and healthy working environment is recognized as a fundamental human right. Education, training, consultation and exchange of information and good practices are essential for prevention and promotion of such measures.
- 1.6 The changing job patterns and working relationships, the rise in self employment, greater sub-contracting, outsourcing of work, homework and

PREFACE

Millions of workers toil in agriculture fields to help people get agriculture produce to feed citizens; millions work in factories to manufacture much needed clothes and process agriculture produce to turn them in consumer goods; millions work in hazardous conditions in different mines to bring out precious metals, coal and other things, then some workers refine it and millions others work in factories to manufacture goods of economic importance like vehicles from bicycles to airplanes. Hundreds have engaged themselves in construction and hundreds are in service sector. All these workers are exposed to some hazard at work like environmental conditions (heat, cold, rains), noise-radiations-vibration and other physical hazards, chemical hazards, biohazards, mechanical hazards or psychosocial hazards affecting their health and productivity as well. Hundreds die in accidents at work or due to occupational diseases while hundreds of others get maimed and then lead painful life. They are then burden over the family, Government and society as a whole. Most accidents and diseases are preventable. To achieve that support and co-operation of all stake holders is required. Government of India, recognized the importance very late but late is better than never. Government of India published National Policy on Occupational safety, health and environment in 2009. It is now 5 years that the policy is published but no concrete actions seem to have been taken to enforce it. In this situation civil society should raise its voice to demand actions to enforce stated policy. In one of the meetings of the core committee of Jan Swasthya Abhiyan (JSA), Gujarat we discussed this issue when some members sought more information on policy. It was then decided that a presentation should be made at forthcoming State level meeting of partners. Accordingly I presented the policy at the meeting held at Vadodara in April, 2015. It was well received by the audience. It was decided to plan some actions for its enforcement by JSA. We then decided to publish the policy in English and Gujarati for generating wider attention in this pocket book size form. We would be pleased if this booklet becomes vehicle for wider discussion over the issue. I thank Gujarat JSA for the opportunity offered to present this at the State level meeting.

Jagdish Patel
Director, PTRC

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