

हुलाक

The Post

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संरक्षक

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सम्पादकीय

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!\$^ cf]ljZj xhfs lbj; dgfp]g] ; DalGwdf ljZj xhfs ; 3n]to u/\$st]o; jif{ @)@) st]gf/f .More than Mail] n] ; d] casst]xhfs lrl7 kqdf dfq l; ldt g/xg] :ki6 ; Gb]z lbPst]5 . xhfsn]casst]lbgdf lrl7 kq afx\$st ; #/ nufotsst cG0 lf]x?df ; d] kl]z u/L j t]dfg gkfnst]xhfssst]cj:yfnf0{cuf8l a9fp]g h?/L b]vG5 . gkfnst]kGwf}of]hgf @)&&*&*-@)*):*! df ; d] xhfs ; j]fnf0{lj]lws/0f ug{g; Sg' kd]v ; d:ofst] ?kdf ln0Pst]xbff xhfs ; j]fnf0{lj]lws/0f u/L xhfs ; 3n]to u/] st]o; jif{ @)@) st]gf/f .More than Mail] nf0{ ; d] ; kmn kfg{cfufdl lbgdf gkfnst] xhfsn]ug]sfddf lj]lws/0f ug{h?/L b]vG5 .

लेख रचनाको लागि अनुरोध

xhfs k|zlf0f s[b] xhfs ;]fsf] kj 4gdf 6]f kl]g] :t/lo, df]ns /
vf]hdhs n]v /rgfx?sf] :j fut ub5 .
n]v=/rgf k7fpbf Sof (Digital) Copy / Hard Copy ; lxt jf 0-d]h ul/Psf]
xgkb5 . kmf]f\$lk ul/Psf n]v /rgf :jlsfo{xg] 5gg\ .
n]v k7fpbf gkfnl eP k|lt km6 -; f0h !\$_ df / cu]h]df eP Times New
Roman -; f0h !@_ df !@)) b]v !,%)) zAbdf k7fpgxf]hf .
k]sfzgyf{ k7f0g] n]v /rgfsf] ; ?df æ f/fzÆ / cG]odf æ Gbe{ ; fdu|Æ
clgjfo{?kdf ; mlg xgkg5 .
n]v /rgf k7fpbf n]vssf]k/f gfd, kb, 7]ufgf / ; Dks{g=pNn]v ug]kg5 .
k|lt n]v /rgfx? k]yldstfsf cfwf/df k]sfzg ul/g] 5g\ . k]sflzt n]v
/rgfx? æhfsÆ nf0{ hfgsf/L glb0{ cG]o kq-klqsdf k]sfzg ug{ kf0g]
5gg\ .
/rgf :jls[t=c:jls[t ug] sf65f6 ug] ; Dk0f{ clwsf/ ; Dkfb s d08ndf
xg5 . c:jls[t n]v /rgf lkmtf{xg] 5gg\ .
n]v /rgfdf JoQm l]rf/ n]vssf :jtg Pjd\ lghl l]rf/x? ePsf]h] ; f]
k|t n]vs :jod\ lh0d]f/ xg' xg5 . ; Dkfb s d08n / k]sfzs hjfknb]l
xg] 5gg\ .
n]v /rgf k7fpg / k]sflzt n]v /rgfsf] kfl/>ldssf nflu xhfs k|zlf0f
s[b], aa/dxn, sf7df8f]hf ; Dks{ug{x]hf .

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विषय सूची

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सञ्चारको हक सम्बन्धी संवैधानिक एवं कानूनी व्यवस्था

- यज्ञप्रसाद भट्टराई
सहसचिव, नेपाल सरकार

विषय प्रवेश :

; fdfGo cydf gful/snf0{/fHo lj?4 ; Hwfgáf/f Jojl:yt, k|ofet / ; A|ft ul/Psf xs clwsf/nf0{df]ns xs elg65 . df]ns clwsf/ dflg; nf0{dflg; sf]?kdf afRg cfjZos kgI dfgj clwsf/af6 ljsl; t ePsf]kf065 . ol xsx; hgtfsf cfwf/e't clwsf/ ePsf]h]o:tf clwsf/sf]pRr:t/lo ; Afof / k|rngsf nflu hf\$ lbPsf]kf065 . df]ns clwsf/ ; DaGwt bZsf] ; Hwfgdf ; A|ft, Jojl:yt / ; /|ft ul/Psf gful/ssf clwsf/ xg\ . df]ns xssf] pkrf/ /fHosf sfd sf/jfxlsf lj?4 k|kt x65 . ; ~rf/sf]xsnf0{df]ns xssf]?kdf g|kfnsf] ; Hwfgn]Jo]j:yf u/\$f]5 .

; a};jTgqtsf]hggl g}larf/ / cleJolQm :jTgqtf xf]. ljrf/ / cleJolQmsf nflu cfd ; ~rf/sf]clwsf/nf0{/fhgllts :jTgqtsf]cfwf/:tDe dflg65 . ; jwflgs ljwzf:qn]lj sf; u/\$f]; ~rf/ ; DaGwl xsnf0{gjlG clwsf/sf]?kdf ln065 . vNnf / kf/bzl{; dfh, r]gZln / l; hGZln hgtf, :j:Yo, :jR5 Pj+g]ts ; fdf]hs Joj:yf, pQ/bfol ; /sf/ Pj+hjfknbXl / ultZln cfd; ~rf/ hut nf\$Tgqsf cfwf/:tDe xg\ . ; dfh / JolQmsf alrdf /x\$ 1fg Pj+ljrf/x;nf0{Ps csfdf ; Dk|f of ug{; Rgf jf ; GbZsf]dflWodaf6 ul/g]kZf/of jf k|sfzgnf0{ ; fdfGotof cfd ; ~rf/ elg65 . ; ~rf/ cGtu\$ b|ionf0{k|tlj]Djt ug]u/L 5flkPsf]zAb lrq, r]gf jf :kzáf/f cge't ug{ ; lsg]lnk jf lrgx, cfjfh jf Wjglaf6 k|kt ug]1fg, ; Rgf, ; GbZ jf dgf]-hg, snf ; fwgáf/f l; lh\$ nlnstnf, lrgsnf, ult ; E't, df]vs ?kdf JoQm ePsf af]vudo cfjfh, Wjgl ; \$] ; d]nf0{hgfp5 . 1fg g}zIQm xf] hg ; Rgf jf ; ~rf/af6 k|kt x65 . ; ~rf/nf0{lzlf jf 1fgsf]k]w/ / cfly\$, ; fdf]hs tyf af]4s lj sf; sf]dflWodsf] ?kdf ln065 .

; ~rf/sf dflWodaf6 ; dfh Pj +fi6sf ; d:of klxrfg xg]/ ; dfwgfsf nflu hgdtsf]lgdf of ug{ ; lsg] ePsf]n]x/\$ bZsf ; Hwfgdf k|sfzg, kZf/of / 5fkfvfg h:tf ; ~rf/ ; DaGwl xsclwsf/ ; lglZrt ul/Psf]x65 . sltko bZx;df ljrf/ / cleJolQmsf]:jTgqtf cGtu\$ g} ; ~rf/ ; DaGwl xsnf0{; dfjZ ul/Psf]kf065 . kl5Nnf]; dodf lgdf of ePsf ; Hwfgx;df ljrf/ / cleJolQm :jTgqtf 5\$}?kdf pNn]v u/L k] :jTgqtfnf0{; ~rf/ ; DaGwl xs cGtu\$ / ; Rgf / uf]klotfsf]xsnf0{5\$ 5\$}xssf]?kdf pNn]v u/\$f]kf065 . ljrf/ / cleJolQmsf]:jTgqtfnf0{k/Dk/fut ?kdf / /fHosf]lgif]v]tds eldsf Gog xg] clwsf/sf]?kdf lnPsf]kf065 . ; ~rf/ ; DaGwl xs / ; Rgfsf]xsnf0{lgif]v]tds eGb klg ; sf/f]tds clwsf/sf]?kdf /fv\$]kf065 . lj 1fg / k]jlwsf]lj sf; sf]sf/of ; Rgfsf dflWodx;df pNn]vglo k|ult xg ku\$] 5 . ; Rgfsf dflWodx; ca s]n k|sfzg / 5fkdf dfq ; lldt ge0{>Ao, bZ0 ; fwgx;, lj B'tlo cgnf0gh:tf dflWodx;df lj slzt e0{o; sf]bfo/f km/flsnf]ePsf]5 .

; -rf/sf] clwsf/ cftuf sğ} klg ksfzg kzf/0fdf k} {k|taŵ gnuf0g] sğ} kf7b
; fdu, n]v cflb ksfzg u/\$f] sf/0fn] To:tf]; -rf/ ; :yf aŵ gul/g] h:tf clwsf/ kbŷgl .
df]ns clwsf/ gful/snf0{k|kt xg] clwsf/ xf] cem To; df klg k|s|ts JolQmf0{dfq k|kt
xg] xs xg . :jtŷqtfx; d|llo] l]rf/ / cleJolQmsf]:jtŷqt f ; aŷŷf k|pV :jtŷqt df]gPsf]
/ l]rf/ / cleJolQm :jtŷqt k|p] u] k|pV df]llo k] ePsf] hgtfsf] l]rf/ tyf cleJolQm
:jtŷqtfsf] ; Af0fsf nflu k] :jtŷqtfnf0{ckjfb :j?k sfgŷl JolQmf0{k|g of] clwsf/
k|p] u] u/\$f] kf0ŷ . of] clwsf/ u} gful/sn]:yfkf u/\$f]; -rf/ ; :yfnf0{k|kt xŷg .
hgtfsf]; xl / :jR5 ; ŷgf kfp] xsnf0{; lglZrt ug{k] :jtŷqtfnf0{k|ofet ul/Psf] xf].
t; y{k] :jtŷqtfsf]; j]v]lgs k|ofelt j:ttM ; -rf/ ; :yf dfk] hgtfsf nflu xf]. cfd
; -rf/sf] bfo/f leq ; /sf/L ; fdbflos / lghl hg; s}k|sf/sf ; -rf/ df]llo x; kbŷgl . cfd
; -rf/sf df]llo x; pk/ hgtfsf]; ŷgf kfp] xs ; lglZrt ug{l]h]d] f/L /x\$] xŷ . hg; s}
l]f / k|sf/sf ; -rf/ df]llo x;n]; df]l]hs bfo]j x; sf] kfngf ug{k|bŷ . hgtfsf]; ; lrt xg
kfp] clwsf/ ; lglZrt ug{cfd ; -rf/ hutnf0{cgzfl; t, dof]bt / Joj; fols agfpg o; sf]
lgodg / cgldg ; d]sf] k|sf] sf/L Joj:yf cfjZos xŷ . cgzfl; t, dof]bt / Joj; fols
cfd ; -rf/sf nflu /fHo, ; du] cfd ; -rf/ hut / gful/s ; d]sf] eldsf ckl/xfo{/xŷ .

सञ्चारको अधिकारको आवश्यकता एवं महत्व:

hgtfn]; To tyosf] hfgsf/L kfp] lgoŷf k|spdf ; xeful xg, ; dfhnf0{ultzln]t k|p] u]
ug{ nf\$]tŷqsf]; :yfut l]sf; / ; b]9s/0fsf nflu :jR5 / l; hŷzln hgdtsf] lgdf] ug{
; /sf/sf sfd sf/jfxlx;nf0{kf/bzl{,pQ/bfol / hjfkb]l agfpg ; -rf/sf] clwsf/ cfjZos
df]llo .

To; ŷ/L /fhgllts zlQmsf] b?kof] lgoŷf ug{; f] h]gs glltsf] af/df hgtfnf0{; ; lrt
ug{; ; TotYo hfgsf/L k|kt ug{, gful/ssf] JolQm] l]sf; ug{, nf\$]tŷqsf]; fy\$ cŷof; ug{
; ; Zf; g sfod ug{ ; dfhsf oyfy{s/fx? aflx/ Nofpg ; d]sf] nflu ; #/sf] xssf] dx]j
/x\$] df]llo .

अन्तर्राष्ट्रिय कानूनी व्यवस्था :

cŷt/f]6o sfgŷdf ePsf] Joj:yfdf df]g clwsf/sf] l]Z] Jofkl 3f]f]offkqsf] wf/f !(n]
k|o\$ JolQmf0{l]rf/ cleJolQmsf]:jtŷqtfsf ; fy} sğ} klg df]llo dfk] ; ŷgf / l]rf/x;
k|kt ug] v]l]g] tyf k; f/ ug]:jtŷqt k|ofet u/\$] 5 . ; a}k|sf/sf] hftlo e]efj pŷdhg
ug] dx; lŷwsf] wf/f \$ -v_ n] hftlo e]efj nf0{k] ; fxg / kl]wŷ ug]; DkOf{k|rf/ k; f/sf
sp]snfx;nf0{l]g] ug]k] / To; nf0{b08glo s; /sf] ?kdf :jlsf/ ug]k] Joj:yf u/\$]
5 . gful/s tyf /fhgllts clwsf/ ; Daŷl cŷt/f]6o k|t1fkqsf] wf/f !(sf] pkwf/f -@_
n] k|o\$ JolQmf0{cleJolQm :jtŷqt xg] df]vs, ln]vt jf sn]ds sğ} df]llo dfk] ; a}

lsl; dsf ; ħgf jf ljr/f/xġ křkt ug[/ lbg] :j tġqtf xg] ; lglZrt u/\$f] 5 . dlxnf lj?4 xg] ; a}křsf/sf eġefj pġdhg ug[; Daġwl dxf; lġwsf]wf/f !\$_@_ -h_ n]hljg ofkgsf nflu ; -rf/ ; fwgxġsf]pkefġ ug[clwsf/sf]JoJ:yf u/\$f]5 . afn clwsf/ ; Daġwl dxf; lġwsf]wf/f !# n]afnaflnsfnf0{ ; ldfs]aġbġh lagf dfġvs, lnlv t jf snfsf]?kdf ; a}lsl; dsf] ; ħgf / ljr/f/xġ vfġġg] křkt ug[/ kġfg ug[:j tġqtfxġ xg] / wf/f !& -s_ afnaflnsf]lxt xg] vřnsf ; ħgf / ; duġ křrf/ k; f/ ug{cfd ; -rf/ dfġodnf0{kř]; fxg ug{/fhosf]bflotj xg] JoJ:yf u/\$f]5 .to; ġ/L sltko cġt/fli6o cfnġyx? , 3fġffkq ; d; n] ; -rf/sf]clwsf/nf0{ křolf ckřolf ?kdf JoJ:yf u/\$f]kf0ġ5 .

अन्य राष्ट्रमा भएको व्यवस्था :

ajhfotdf lnlv t ; ġwfg gePsf]h] ; ħgf jf cleJolQm :j tġqtfnf0{ sfgġl zf; gsf] l; 4fġtcg?k gful/s :j tġqtf]sf] ?kdf ; Af0f ul/Psf] 5 . ; eQm /fHo cdġ/sdf ; ġwfgsf] kġd ; ġġvgāf/f ; gl !&(! bġv g}cleJolQm / kř] :j tġqtfnf0{al-rt ug[ul/L sġġ n]sfgġ agfpg gkřpg]JoJ:yf u/\$f]5 . hgjfb l u0ftġq rġgsf] ; ġwfgsf]wf/f #% n]cleJolQm ug[eġhf xg] ; 3 vfġġg] / kġzġ ug[:j tġqtf gful/snf0{kġfg u/\$f]5 . /fi6sf] ; ġff, dofġf / lxtsf] ; Af0f ug{křofġ gful/ssf]stġo tř]sPsf]h]ckdfg, aQHhtl / emřf]cf/fřkaf6 ; ġlft xg] křofelt ; d; kġfg u/\$f]5 . ef/tsf] ; ġwfgsf]wf/f !(-!_P_ n]gful/snf0{jfs\ tyf křfzġ :j tġqtf]sf] křofelt u/\$f]5 . o; nf0{hgtsf] hfgsf/l křpg]clwsf/ ; ġ ; dġ6Psf] 5 . /fi6sf] ; ġff / cv08tf, jġġzs ; Daġw, ; fj ġlgs ; JoJ:yf / gġtstf sfod /fVg ufnl aQHhtl / cbfntsf]cjxġhf / ck/fwsf]b?ř; fxg /f\$gsf nflu cfjZos křtaġw nufpg ; lsg]JoJ:yf ul/Psf]5 . blġof ckřpsf] ; ġwfg sf]wf/f !^ df JoJ:yf ul/Psf]cleJolQm :j tġqtf]sf]cġt/j:tđf 5křfvfg / cġo ; -rf/ dfġods] :j tġqtf, ; ħgf dfkř ljr/f/xġ lbg] / křkt ug[:j tġqtf, l; hġřds snf ; Daġwl :j tġqtf tyf křl1s Pj +ġ ġlgs cġġf0f ; Daġwl :j tġqtfnf0{ ; dfj ġ ul/Psf]5 . t/ o4sf]ckřj fx křřfpg] lx+řds sfo{ug{přkř/t ug[ljleġ hfthřt, lřġ / ; Dkřfosf] ; Daġwdf vnn kg[sfođf o:tf :j tġqtf] vnn křg{ gkř0g]ul ; ġwfgn] ; ldf lġwfř0f u/\$f]5 . :jl; dxf; 3sf] ; ġwfgsf]wf/f !^ n]ljrf/ / ; ħgsf] :j tġqtf křofet ubġwf/f !& n]5\$} ?kdf ; -rf/ ; Daġwl clwsf/sf]JoJ:yf u/\$f]5 . cfd ; -rf/ cġtuġ /ř0of] 6ġhlehg / ; fj ġlgs ; -rf/sf cġo ; fwg ; d;nf0{of]xs kġfg u/\$f]kf0ġ5 .

ct ljr/f / cleJolQm :j tġq ?kn]ug{křpg]ePđf dfq JolQmsf] ; Ddfg u/\$f]dfġġ]xbf of]clwsf/nf0{dxřj lb0Psf]kf0ġ5 . ; Tosf]p4f6gsf nflu vNnf ; dfhaf6 ; eġ xg]xbf ; /sf/nf0{:jř5řf/L xġaf6 /f\$g / ; dfhsf]l:y/tf / kl/j tġsf alr ; fd-h:otfsf nflu křg of] :j tġqtf cfjZos dfġPsf]5 .

अदालती अभ्यासहरू:

cleJolQm / k] : j tGqtfs] k] ofel't s] n klqsdfly k] taGw nufpg' dfq lgifw ugIge0{ ; fj h]lgs lj ifodf ul/g] l6kk0fl / ; dfGo 5nkmsf lj ifodf ; /sf/áf/f ugI sf/jxlsf lj ?4df ; d] ; AfOf k] bfg ug{/x\$] egl Bigelow vs Virginia sf] d2df ; g] ! (& df cd] /sl ; j f] r cbfntn] JofVof u/\$] 5 .

ef/tsf] ; j f] r cbfntn] Goflos AofVofáf/f ; /sf/nf0{ lj B'tlo ; ~rf/ df] Wodd Psflwsf/ gxg] Jofkl/s lj 1fkgx; klg cleJolQm : j tGqtfs} ?kdf /xg] k] : j tGqt klg jfs\ tyf cleJolQm : j tGqtfs} cleG cE xg] l; 4ft k] tkfbg u/\$] 5 . To; W/L ef/tlo ; j f] r cbfntáf/f Brijbhusanvs State of Delhi ePsf] d2df k] {cgdlt lngkg] u/L sfgG jgf0{5 eg] To] sfgG ab/eful xG5 eG] l; 2fGtaf6 ; awflgs Joj : yfsf] km] f] j 6 u/\$] kf0{5 .

g] k] nsf] ; j f] r cbfntaf6 xdf+ zdf{ ; d] lj ?2 ; Dkfs tyf sfo\$ /L ; Dkfs gj ?rl ; f] k] flxs ePsf] d2df : j : Yo / : j R5 ?kdf cbfntsf] /fo o: tf] ePsf] eP cem /df] xg] lyof] eG] cfzofs; fy k] sflzt n] v ; dfrf/ / ; Dkfslo ; d] taf6 ul/dfdfly sg} cf# k] G uPsf] cj : yf gbl] v0{cbfntsf] /fo ; Dj Gwdf : j : y?kdf l6kk0fl; Dd u/\$] kf0{6 cbfntsf] cj x] h] gdf ; hfo ug] k] G] cj : yf gbl] v] egl JofVof ePsf] kf0{5 .

dfw] sdf/ a: g] lj ?2 ; Fgf tyf ; #/ dGqfno ; d] g] \$fk @) %* lg g &) ! * ePsf] d2df cfk] g] lj rf/ tyf cleJolQmf0{ n] v} j f] h} jf cleJolQmsf cGo hg; S} df] Wod k] fl] u/L ; fy\$ Pj +k] f] sf/L ?kdf lj gf x: t] f] k] cfd ; dbfodf ; #/ ug] : j tGqt f ; d] ; d] lxt ePsf] xG5 eG] cfw/df Pk# Pd= /] 8of] h: tf] cfd lj B'tlo ; #/ df] Wodaf6 : j tGq Pj +Gafw ?kdf lj rf/ tyf cleJolQmsf] : j tGqtfsf] pkef] udf nuf0G] sg] klg k] t] j Wn] cGtt lj rf/ tyf cleJolQmsf] : j tGqt sl07t xg hfg] xbf o: tf] k] taGw klg dgf; j ?kdf sfgGáf/f dfq nufpg ; lsg] xG5 egl JofVof ePsf] kf0{5 .

नेपालको संवैधानिक अभ्यास :

g] k] nsf] cfGtl/d zf; g ljwfg @)) & ; fnb] v g] k] nsf] ; ljwfg @) ! (; Dd df] ns xssf ?kdf jfs tyf k] sfzg : j tGqt f ; DaGw Joj : yf ul/Psf] kf0{5 . t/ j Gb] hoQm k] j wfgx?n] pQm xsnf0{sdhf] tNofPsf] lyof] . g] k] nsf] ; j wflgs cEof; x] f] { @) \$& ; fn cl3 o; k] sf/sf] df] ns xsnf0{ jfs\ tyf k] sfzg : j tGqt f leq} / flvPsf] df g] k] n clw/fHosf] ; ljwfg, @) \$& n] klxnf] k6s wf/f !# df 5fkfvfg / kqklqs ; DaGw xssf] Joj : yf uof] . s] l aGb] hoQm Joj : yf afx\$; dfrf/, n] v jf cGo kf7b ; fdu] k] sfzg ug] k] { k] taGw gnuf0G] ; dfrf/, n] v jf sg} kf7b ; fdu] db] f u/] fkt 5fkfvfg aGb jf hkm] gul/g] jf btf{vf/ h gul/g] k] ofel't k] bfg uof] . g] k] nsf] cfGtl/d ; ljwfg, @) ^# sf] wf/f !% n] k] sfzg, k; f/Of tyf 5fkfvfg ; DaGw xs c] tu\$ lj B'tlo k] sfzg, k; f/Of tyf 5fkf nufotsf cGo hg; S} df] Wodaf6 sg} ; dfrf/,

; Dkfb slo, n|v, /rgf jf cGo sg}kf7b, >Jo b|o ; fdu|sf]k|sfzg tyf k| f/Of ug{jf 5fk g k|{k|taGw gnuf0g] g|kfnsf] ; fj e|f|; Qf jf cv08tf jf ljleG hft, hflt jf ; Dk|pfo alrsf] ; ; DaGwdf vnn kg| /fHob|f|, ufnl a|Hhtl jf cbfntsf]cj x|hg f xg]jf ck/fw ug{b?T; f xg ug]jf ; fj h|gs lzi6frf/ jf g|tstf k|tsh xg] sfodf dgfl; a k|taGw nufpg]u/L sfgG agfP/ /f\$ nufpg kf0g] sg}>Jo, >Jo b|o jf ljB'tlo pks/Ofsf] dflWodaf6 sg}; fdu|sf] k|sfzg tyf k| f/Of u/]jf 5fk]jkt To:tf] ; fdu| k|sfzg tyf k| f/Of ug]jf 5fk] /|8of] 6|nlehg, cgnf0g jf cGo sg}lsl; dsf]l8lh6n jf ljB'tlo, 5fkf jf cGo ; -rf/ dflWodnf0{ aGb, hkmt jf bt{vf/h gul/g] sg}; dfrf/ n|v, ; Dkfb slo, /rgf jf cGo sg}kf7b ; fdu| db|f jf k|sfzg u/]jkt sg}; dfrf/kq, klqsf jf 5fkfvfgf aGb, hkmt jf bt{vf/h gul/g] sfgG adf|hd afx\$ sg}5fkf, ljB'tlo k| f/Of tyf 6|nknfG nufotsf ; -rf/ ; fwgnf0{cj?4 ug{g; lsg] Joj:yf ul/Psf]kf0{5 .

नेपालको संविधानमा भएको व्यवस्था :

atd|fg g|kfnsf] ; h|wfgsf]wf/f !(df ; -rf/sf]xs ; D|Gwl Joj:yf /x\$]5 . h; cGt/ut ; h|wfgsf] ; f|l wf/fsf] pkwf/f -!_df ljB'tlo k|sfzg, k| f/Of tyf 5fkf nufotsf hg; s} dflWodaf6 sg}; dfrf/, ; Dkfb slo, n|v, /rgf jf cGo sg}kf7b, >Jo, >Job|zo ; fdu|sf]k|sfzg tyf k| f/Of ug{jf ; f|gfkjfx ug{jf 5fk g k|{k|taGw nuf0g]5G eG]k|jwfg 5 . t/ g|kfnsf] ; fj e|f|; Qf, e|f|ns cv08tf, /fli60tf jf ; 3lo 0sf0 alrsf] ; ; DaGw jf ljleG hft, hflt, wd|jf ; Dk|pfo alrsf] ; ; DaGwdf vnn kg| /fHob|f|, ufnl a|Hhtl jf cbfntsf]cj x|hg f xg] jf ck/fw ug{b?T; f xg ug]jf ; fj h|gs lzi6frf/, g|tstfsf]k|tsh sfo{ug| >dk|t cj x|hg f ug|/ hftlo 5]f5t Pj +n|us e|efjnf0{b?T; f xg ug]sfodf dgfl; a k|taGw nufpg]u/L P|G agfpg /f\$ nufPsf]dflgg]5G eG]Joj:yf ul/Psf]5 .

pkwf/f -@_ df sg}>Jo, >Job|zo jf ljB'tlo pks/Ofsf]dflWod jf 5fkfvfgfaf6 sg}; dfrf/, n|v, ; Dkfb slo, /rgf, ; f|g jf cGo sg} fdu| db|f jf k|sfzg, k| f/Of u/]jf 5fk|fkt To:tf] ; fdu| k|sfzg, k| f/Of ug]jf 5fk] /|8of] 6|nlehg, cgnf0g jf cGo sg}lsl; dsf]l8lh6n jf ljB'tlo pks/Of, 5fkf jf cGo ; -rf/dflWodnf0{aGb, hkmt jf bt{vf/h jf To:tf] ; fdu| hkmt ul/g5G eG]Joj:yf 5 . t/ o; pkwf/fdf n|vPsf]sg}s/fn]/|8of] 6|nlehg, cgnf0g jf cGo sg}lsl; dsf]l8lh6n jf ljB'tlo pks/Of, 5fkfvfgf jf cGo ; -rf/ dflWodsf]lgodg ug{P|G agfpg aGb|h nufPsf]dflgg]5G eG]k|jwfg /x\$]5.To; u/L pkwf/f -#_ df sfgG adf|hd afx\$ sg}5fkf, ljB'tlo k| f/Of tyf 6|nknfG nufotsf ; -rf/ ; fwgnf0{cj?4 ul/g] 5G eG]Joj:yf ul/Psf]5 .

अन्य कानूनी व्यवस्थाहरू :

sfgG| Joj:yf x?sf] ; Gbedf ljleG P|G, lgod ,sfo|lw tyf lgb|zsfx? / glltx? ; d|

lgdf@f ePsf] kf0[5 . ljleG au{/ lfgsf hgtf alr ; ; DjGw, ; bfrf/, lzi6frf/ Pj +g]tstf sfod /fVg / b}zsf] kqsf]/tf lfgn] cleJolQmsf] :jtGqtfnf0{dof]bt Pj +hDd]f/lk0f{tj/n] :jtGq / lgle\$ e0{pkef] ug{ ; Sg]jftfa/Of ; hgf ug[p2]on] 5fkfvfgf / k}sfzg ; DaGwL Pj, @)\$* ag\$]f]5 . To; u/L /fli6o k; f/Of Pj, @)\$ (n); ljwfgaf/f k]ofelt ul/Psf] hgtfsf] cleJolQm :jtGqtf tyf ; ; lrt xg kfpq]xsnf0{; AfOf Pj +; DabG ug{tyf k; f/Of k]ffnlsf] dflWodaf6 dh'ssf] cfly\$, ; fdlhs tyf ; f:s]ts lqmfnsnfknf0{hg; dlf kb0{ ; a} hflit, efiff, ju{ lfg / wld\$; Dk}pfo alr ; dfgtf, cfk; L ; befjgf / ; fdGh:otfsf]jftfj/Of ; hgf u/L /fi6« efiffsf] dflWodaf6 ; d] hgr]gf hufpg, ; Rgf / ; ~rf/sf lfgdf pknAw cfwlgs kljwlsf] kpf] u/L k; f/Ofsf dflWodx?nf0{ljZj; glo, k}f]sf/L Pj +; b} agf0{/fli6o / cGt/fli6o:t/df ePsf lgiklf Pj +cflwsf]/s ; dfrf/ tyf ; Rgfsf]hfgsf/L cfd hgtfn]kfpq] u/L ; Rgfsf]kjfxnf0{lgjfw ?kn]k; f/Of ug]; DaGwL p2]o /fv\$]f]5 .

/fli6o ; dfrf/ ; ldlit Pj @)!(n); j{fwf/Of hgtfsf] ; ljwf sfod /fVg g]kn leqsf / ljb}zsf ; d] lgiklf Pj +cflwsf]/s ; dfrf/ tyf ; Rgf b}zj; L tyf ljb}zln]klg hfgsf/L kfpq / g]kndf Pstfsf]efjgfsf]j]4sf]; fy}7f] hgdtstf]; hgfdf d2t xf] eG]x]h]b}z tyf ljb}zdf k0f{tyf jf:tljs ; dfrf/ Pj +; Rgfsf]vf]hl u/L k]kt ePsf ; dfrf/ / ; Rgf k}p]usttf{x?df lj t/Of ug\$]f]; fy}; dfrf/x?sf]; dlrt cfbfg k}pfg ; d] ug{Ps /fi6lofkl /fli6o ; dfrf/ ; ldltsf]u7g / To; sf] :j:y Pj +dhj't hu a; fNg Joj:yf ug{o; Pj]sf] dg; fo /x\$]f]5 .

; fy}ljBtlo sf/faf/ Pj, @)^#, ; #f/ ; :yfg Pj, @)^*, /]8of] Pj, @)!\$, xhfs Pj, @)!(, uf]vfkq ; #yfg Pj, @)!(, k] sfpG; ln Pj, @)\$* >dhljl kqsf/ ; DaGwL Pj, @)%!, rnlrq -lgdf@f, k}p}z tyf lj t/Of_ Pj, @)^^, ; Rgfsf]xs ; DaGwL Pj, @)^\$, lj 1fkg -lgodg ug] Pj, @)^^, k] sfpG; ln Pj, @)\$* nufotsf Pj]x? /x\$]f]5g .

lgodfjnlx?df /fli6o ; dfrf/ ; ldlit lgodfjnl, @)\$!, xhfs lgodfjnl, @)@), uf]vfkq skf]zg lgodx?, @)@!,>dhljl kqsf/ ; DaGwL lgodfjnl, @)%#,b/ ; ~rf/ lgodfjnl, @)%\$, db}f ; DaGwL lgodx?, @)%%, rnlrq -lgdf@f, k}p}z tyf lj t/Of_ lgodfjnl,@)%&, ; Rgfsf]xs ; DaGwL lgodfjnl, @)^% nufotsf lgodx? /x\$]f]5g .

To; u/L glltx?df b/; ~rf/ gllt,@)^), ; Rgf tyf ; ~rf/ lfgsf]bl3\$fnlg gllt, @)%(/fli6o rnlrq gllt, @)&! ; Rgf tyf ; ~rf/ kljw gllt, @)&@, af]Aof08 gllt, @)&! cfd ; ~rf/ gllt @)&#, lj 1fkg /lxt -Clean-Feed_ gllt, @)&# nufotsf glltx? /x\$]f]5g .

सञ्चारको हकका सीमाहरु:

:jtGqtf lg/k]f x}b} . j}h /lxt :jtGqtf ; e] klk x}b} . /fi6« / ; dfh ; j}f]lxtsf] vflit/ j}lQms :jtGqtfdf s]l j}h nufpg kfpq]/fHosf]cGt/lglxt clwsf/ klk xf]. k] n] ; dfhsf]cfjZostf / /fli6o kfyldstfnf0{cfd; ft ug{kg] /fi6sf] efiff / ; #s]t ; x}p}b]f

lj ifoj :t' k|sfzg k|zf/Of ug{kg] ; ~rf/sdl{ ; ~rf/ ; #yfn]clwsf/, :j t|qtfsf ; fy}; dfh / /fi6k|tsf]pQ/bf|ot]sf]Vofn /fVg' kg]/ ; dfg /fhgllts, ; ff.s|ts / efyf]ns ; Da|w ePsf lj b|l /fi6sf]; 'rgf / hfgsf/lnf0{klg ; dfj z ug{kg]h:tf bf|ot]x; kfnfg ug{k|b5 .hgtfsf] ; 'lrt xg k|fpg]clwsf/ ; lglZrt ug{cfd ; ~rf/ hutnf0{cgZfl; t, dof|ot / Joj; fols agfpg o; sf]lgodg / cgludg ; d]sf]k|fj sf/l Joj:yf cfjZos x|5 .cfd lj B'tlo ; #f/ df|lodaf6 :j t|q Pj +g|f|v ?kdf lj rf/ tyf cle|olQm :j t|qtfsf] pkef]udf nuf0g] sg}klg k|ta|wn]c|ttM lj rf/ tyf cle|olQmsf]:j t|qtf sl07t xg hfg]x|f To:tf]k|tj|w klg dgfl; j ?kdf sfg|af/f dfq nufpg ; lsg]x|5 .zf; g Joj:yf hlt; 's}pbf/ tyf k|hftf|qs eP klg gful/sx?nf0{k|fpg ul/Psf o:tf df]ns xs tyf :j t|qtfnf0{lg/k]f -Absolute_ ?kdf :j lsf/ ul/Psf]x|b5 . j|b| /lxt :j t|qtf oyfy|f ; e| klg g|xg]x|gfn]To:tf df]ns xs Pj +j t|qtfsf] lglZrt ; ldf t|sPsf]x|5 . o; }cg' f/ ; |wfgn] ; #f/sf]:j t|qtf ,lj rf/ tyf cle|olQmsf] :j t|qtf tyf ; 'rgsf]xs h:tf df]ns xssf]kl/; ldg ; |wfg|af/f t|sPsf] p2|osf nflu sfg|af/f dfq ug{ ; lsg]Joj:yf u/|f]5 . ljw|osl sfg|n] ; |wfg|af/f lgw|/t k|f|hgsf] nflu ; |wfg k|Q df]ns xsdf k|tj|w nufpg]sfo{dgfl; j -Reasonable_ x|kb5 .; #f/sf] k|zf/Of Pj k| f/Of ul/g]sfo{mdsf] /y|b|v / ; #fng ug{sfo{mdnf0{hgd|vl k|fj sf/l tyf >f]fx?sf] ?l' cgsh agfpg tyf cglwst Pj +ckl/kSj ; 'rgfx? k|fj xg glbg o; k|sf/sf] Joj:yf ul/Psf]xf].; #f/sf]xs dfly nuf0g]; ldf |ofof|rt / dgfl; j xg' kb5 .

देहायको अवस्थामा संचारको हक माथि मनासिव प्रतिबन्ध राज्यले लगाउन सक्छ ।

g|k|nsf]; fj |f|; Qf, efyf]ns cv08tf, /fli60tf jf ; |lo 0sf0 alrsf]; ' Da|wdf vnn kfg]u/l ; dfrf/ k|sflzt ug[Pj +lj rf/ cle|olQm ug]sfo{ug{, lj le|g hft, hflt, wd|jf ; Dk|pfo alrsf]; ' Da|wdf vnn kg|u/l ; dfrf/ k|sflzt ug[Pj +lj rf/ cle|olQm ug]sfo{ug{, /f|Hob|f] ug{ ufnl a|Hhtl ug{ cbfntsf]cj|x|hgf xg]sfo{ ck/fw ug{b?T; f|g ug], ; fj |h|gs lzi6rf/, g|tstfsf]k|tsh sfo{ug] >dk|t cj|x|hgf ug]sfo{ hftlo 5j|f5't Pj +n]us e|b|fj nf0{b?T; f|g ug]h:tf sfo{x? ug{.

p|Nnlvt sfo{x?sf]; Dj|wdf ; dfrf/ k|sflzt ug{/ lj rf/ cle|olQm ug{ n|v /rgf n|vg] sfo{x? lg?T; flxt ug{Pj +dgfl; j k|tj|w nufpg /fHon]; S5 .pQm sfo{df dgfl; a k|ta|w /fHon]sfg| agfP/ dfq nufpg' kb5 .

समस्या एवं चुनौतीहर :

; ~rf/sf] xsnf0{df]ns xssf?kdf ; j>wfgdf Joj :yf ul/Psf] 5 / pQm xssf] pkof]u ; j>wflgs ; ldfileq /xl ugk]b5 . k]z :j t6qtfsf]gfdff :j R5Gbt eg]xgxb5 . cfd ; #f/ df]lod kOf?kdf dof]bt, lhDd]f/, hjfkmb]l, pQ/bfol / ljZj :glo xg g ; s]sf] sf/Of cfd ; #f/sf df]loddf k] fl/t ; dfrf/ dof]bt / ljZj ; glo jgfp]sfo{rgf]tkOf{/x]sf]5 . e]ds ; dfrf/sf] lgodg Pj +goGqOf xg g ; s]sf] xbf ; f]sf] lgodg / lgoGqOf ug]sfo{rgf]tkOf{5 . ; df]lhs ; #fn]sf] j]4 ; #}o ; sf] b?kof]u ug]sfo{a9b}uPsf] xbf b?kof]u]sf] lgoGqOf ug]sfo{yk rgf]tkOf{ag]sf]5 . uf]dOf :t/df b/b/fhdf a:g]hgtf tyf ul/a cfjfh]xg hgtfsf ; d:ofx? / pglx? cGofodf k/]sf s'/fx?nf0{phfu/ ug]k]m ; #f/df]lods]f] sddf]qdf Wofg hfg]u/]sf] kf0]5 . kqsf/x?sf] cfrf/ ; k]tfsf] k]fj sf/L sfof]j og]sf] cefj /x]sf]5 . lkt kqsf]l/tfsf] lgodg ug]sfo{rgf]tkOf{/x]sf]5 . ; #f/ df]lod cg' Gwfgdhs / uOf:t/lo xg g ; Sg' klg ; d:ofsf] ?kdf /x]sf] b]V65 .

lj B'tlo ; #f/ df]lods]f] ?kdf /x]sf]/]8of]af6 k] f/Of ul/g]sfoGmdx? ; j {fwf/Of hgtfx?sf] nflu g}k] f/Of ul/g] / cfd >f]fx?nf0{ ; 'lrt ug]p2]on]k] f/Of ul/g] xbf To:tf sfoGmdx? pkof]u, k]fj sf/L Pj +hfgsf/ldhs xgkb5 . ; /sf/L tyf lghl lf]af6 ; #f]nt /]8of]h:tf] cfd ; #f/sf] df]lodaf6 k]fj sf/L Pj +hfgsf/L dhs ; 'rgfx? k]t:kwf]ds ?kdf ; dodf g} k] f/Of ug]{kfp]g' kg]s'/f PkmPd= /]8of] ; #fng ug]k] f/Of ; #yfsf] Joj ; flos lxtsf] nflu hlt ckl/xfo{xG5 To:tf} ; 'rgfx? :j t6q Pj +gjfw?kdf ; dodf g}k]kt ug]kg]s'/f ; j {fwf/Of >f]fx?sf] lxtsf] nflu cem a9l dx]j kOf{xG5 . t ; y{o ; s'/fnf0{klg ; #f/ df]lodn] Wofg lbg' h?/L xG5 . nf]stGqsf] cfwf/:t]esf] ?kdf /x]sf] cfd ; ~rf/ hutnf0{cg]zfl ; t, dof]bt / Joj ; flos agf]pb}lgel\$, t6:y / ; /lft ?kdf ; To tYo ; 'rgf tyf ; dfrf/x]sf] ; Dk]fOf dfk] hgtfsf] ; 'lrt xg]xsnf0{ ; lglZrt ug]{tyf vNnf, kf/bzl{/ g]ts ; dfh ?kf]t/Ofsf] cleoGtfsf] ?kdf cfd ; ~rf/ hutnf0{lj sf ; ug]{cfjZos /x]sf]5 . cfd ; ~rf/lfg]sf] uOf:t/ vl:sg uPsf]xf]sl eG]cj:yf xbf o ; lf]qsf]uOf:t/df clej]4 u/L kqsf]l/tf k]tsf] ljZj ; glotf clej]4 ug]{rgf]lsf] ?kdf /x]sf]5 .

निष्कर्ष:

ljrf/ tyf cleJolQmsf]:j t6qt zGo -Vacuum_ df lqmf]zn xg ; Qm] . To: sf] nflu ; j]k]ydm ; a}gful/sn] ljrf/ tyf cleJolQm :j t6q ?kdf cfbg k]f]g ug] tyf ; f]h]gs dx]j sf]sg}klg ljifodf :j t6q Pj +giklf df]lodaf6 lgjfw ?kdf ; 'rgf Pj +hfgsf/L k]kt ug] ; Sg]cj:yf xgkb5 . ol k]f]f] :yf lj Bdfg ePdf dfq gful/sx?n] ; f]h]gs dx]j sf]sg}klg ljifodf cfk]gf] :j t6q ljrf/ cleJolQm ug]{ ; Qm]5gl . ljrf/ / cleJolQm :j t6qtfsf] pkef]u ug] k]dV df]lods]f] ?kdf /x]sf]o ; clwsf/sf] ; j>wflgs ; lglZrttf xg g ; s]df gful/ssf cGo

sltko /fhgllts clwsf/ kfej t xg klb5gl . cgzfl; t, dofbot / Joj; fols cfd; ~rf/
hutafo dfq hgtfsf]; ; lrt xg kfgp]xs ; lglZrt xg ; S5 . cfd ; ~rf/sf]; du| bfo/f leq
; /sf/L, ; fdbflos / lghl lqaf6 ; ~rf/nt kf7b, >lo, >JobZo, lj B'tlo nufotsf hg; ; }
kfs/sf 5kfi, kfszg, kzf/of jf cgnf0g jf cGo sg} lsl; dsf] l8lh6n jf cGo klj lwsf
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; ~rf/ ; yfsf] kfej sf/L lgodg / cgludg, Joj; fols/of dkm cfd ; ~rf/ hutnf0{vNnf,
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Remuneration: Principles and Practices In Nepalese Civil Service

- Lila Prasad Sharma
Joint Secretary
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Background

Any organization either government or non government has certain predetermined goals and objectives to be achieved. For this, they have to perform many kinds of efforts and tasks using many kinds of resources. These resources are called as means of production. Man, machine, money, mechanism (system), management and information are the most important inputs which are responsible for better production of goods and services. The all above mentioned means of production have their own cost and features. Among them, human resource is the prime factor for producing the goods and providing services and coordinates, mobilizes and utilizes the rest factors. So it is also called the moving and rational means of production.

There are many kinds of human resources having different skills within the different types of government and non government organizations. According to the functions and objectives of a particular organization, these kinds of human resources contribute their specific knowledge, skill, attitude, experience and time for achieving the organization's objectives. In return, they get some monetary and non monetary rewards from the organization where they work. This is the reward for their contribution towards the organization by which they try to survive. This reward is mostly called remuneration which is also termed as salary and allowance as well as incentive. From this point of view, remuneration and reward has the same meaning.

Every organization has their own rules and regulations for paying salary, wages and allowances to their executives and staffs. Mostly it depends upon the scale, nature, performance and profit level in the non government organization whereas it depends upon the government rules and regulations in the government organization.

So this article is based on the analysis of the salary and allowances which the Nepalese civil servants are being paid today and some decades ago with principle and practice perspectives. The structure of salary and other different kinds of allowances and their legal background, increasing trend and many more other issues of civil service paying are gathered in this article.

Dimensional definition of remuneration

Here, the administration of salary and compensations is often known as reward

management. In this regards, now it is better to present a brief description about the basic terminologies which are mostly used to represent the salary and compensations within the organization which are as follows -

- a) **Pay:** Wages and salaries received for performing work. It is financial pay-off for effort.
- b) **Benefits:** These are payments in addition to pay. They can be paid holidays, vacation, leave, pension, gratuity, insurance payments etc. Certain benefits may be legally required and compulsory.
- c) **Services:** They increase employee well-being at no cost or at significantly reduced cost to the employees. They can be housing, food, transport, loans, discount on purchases, children's educational expenses, social/recreational/cultural activities etc.
- d) **Job-related rewards:** They are obtained as a result of job itself. They can be promotion, interesting job assignment, more responsibility, greater job freedom, participation in decision making, opportunity for growth, status, privileges or a smile (positive response from management) etc.

Hence, the reward management is supposed as the logical combination about designing, implementing and maintaining pay systems which help to improve organizational performance.

Now the question is raised why these kinds of facilities (in terms of salary and compensations) are provided to the employees in large scale? What is its concrete purpose? Then the answers will be as follows:-

PURPOSES OF PROVIDING RUMUNERATION

- 1) **Acquire Competent Employees:** competitive and attractive rewards which are responsive to market competition and help attract competent employees.
- 2) **Retain effective work force:** Competitive and attractive reward systems help retain the employees needed by the organization and reduce labour turnover.
- 3) **Motivate employees:** Rewards motivate employees to achieve desired results. They also reinforce desired behavior.
- 4) **Ensure equity:** Rewards should strive for fairness through:
 - Internal equity: Similar pay for similar jobs within the organization.
 - External equity: Comparable pay for similar jobs in different organizations; market-friendly rates.
 - Individual equity: Same pay for individuals in the same job within the organization; fair to employees.
- 1) **Legal compliance:** Reward systems should comply with prevailing laws, regulations and policies of the government.
- 2) **Cost effective:** Reward systems should be cost effective. They should control cost and ensure the lowest cost to the organization.

CONSIDERABLE PRINCIPLES FOR SALARY DETERMINATION

There are many kinds of mostly considerable principles for determining the salary and other benefits in public and private sectors. It depends upon many pulling and pushing factors. However worldwide mostly considerable principles for determining the facilities can be presented as follows:-

Wage Fund Theory:- The wage fund theory was propounded by Adam Smith (1732-1790). According to this theory, the portion of fund accumulated by the rich is used to pay the wage to labors. The wage rate will be high if the fund is big and vice versa.

Subsistence Theory:- The principle developed by David Richards (1772-1823) is considered as the iron law of wages. According to this principle, salary must be paid in such a way that, the labour can be survived. The principle insist on the fact that if more salary than subsistence is provided and again it is difficult to survive them. Similarly, if less salary than subsistence is provided to the labour, the labour and his family member will face the hand to mouth and other many kinds of problem. That's why, the subsistence level salary should be provided.

The surplus value of wages:- This principle says that the labour can be used/purchased paying low cost and the selling price of any goods is determined according to the used time and labour for the production of that goods. Although the principle has some exception, it is being still use.

Residual Claimant Theory:- Francis A. Wallker (1840-1897) had propounded this principle. According to this principle, the four major factors like capital, land, organization and labour are used and the cost of labour (wages) must be paid only after paying the cost of remaining three factors.

Productivity Theory:- This principle is productivity oriented and insists on providing the better salary and modern equipment and machinery so that the productivity of labour will be increased. After that, higher productivity leads lower production cost and lower cost price of product.

Purchasing Power Theory:- This theory mentions the relationship of salary, purchasing power, demand, production like this

$salary \uparrow \Rightarrow purchasing\ power \uparrow \Rightarrow demand \uparrow \Rightarrow production.$

Since the large portion of population is labour force, the salary should be increased to enhance the purchasing power of the nation and mobilize the overall economy.

Bargaining Theory:- Here, the salary is fixed as the bargaining or negotiation between management and labour. Management wants to use the labour with minimum salary

whereas the labour demand more as profit earned. This situation called as bargaining theory.

The above mentioned theories are mostly used in industrial sectors. However, these can also be used in government, semi government and non government organizations.

A GLANCE OF PAYING MANAGEMENT IN NEPAL

There are many kinds of organizations performing their services including government or non government organizations. The government organizations are providing their services to their service receivers around all over the country in many forms which is often called public administration. On the other hand, non governmental organizations are also increasing day by day in number and quality. Mostly after the free market policy and restoration of democracy, the favorable environment is being made for them.

As we know, where there are many more organizations, many more human resources are associated with them automatically. Similarly a huge numbers of employees either they are white coloured or blue coloured are working within these organizations or they are being paid as many bases and criteria. Some organizations are paying as reasonable base and some are not. In short, the paying management in Nepal is not so effective, scientific, uniform and as international standard. The real picture of paying management in Nepal can be seen as:

1. Compensation management in Nepal is largely concerned with pay, benefits and services. The role of direct compensation is important compared to indirect compensation.
2. The goal of compensation management is mainly legal compliance. Minimum wage and bonus are paid to the workers and employees according to law. In the private sector, the goal of compensation management is not only legal compliance but also to acquire and retain competent employees.
3. Minimum Wages

There is no uniformity in wage structure. Since 1996, Wages Committee formed by the government has been fixing minimum wages for various categories of workers. However, all the job provider organizations are not following the recommendations presented by the government committees. It is different as different institutions. That's why, many kinds of conflicts are arising in many organizations associated with salary and other facilities.

4. Job grades are largely prescribed for civil service and public sector enterprises. Job grades in private sector enterprises differ from organization to organization. But government job grades and pay rates are sometimes taken as points of reference in the private sector. Government used to increase pay scale either in every year or in

gapping year however the legal provision is every two year.

5. Incentives and Social Welfare

Piece rate, commission and bonus are used for individual incentives. It is based on performance.

Bonus is used for group and organizational incentives. The Bonus Act has limited the payment of bonus at 10% of profit before tax.

Legally, gender discrimination is not allowed. But some employers pay low rates to women compared to male workers. This is prevalent in some private sector establishments such as construction and tea estates.

Social Welfare provisions are specified by Labour Act.

6. Compensation management in Nepal is changing slightly. The arrival of global companies having a positive demonstration effects in Nepalese organizations mostly in private sector but not in civil service.

LEGAL PROSPECTS AND BEHAVIOURAL SITUATION ABOUT PAYING MANAGEMENT IN NEPAL:

Here in Nepal, many kinds of acts, rules, regulations and code of conducts have been prepared and imposed for compensation management. Many more amendments have also been made on them during the long time periods. Amendments are concerned with many aspects. Similarly, the paying criteria and reward system is also being changed with legislative amendments. The paying pattern has been changing with changing environment of the national as well as international scenarios.

The government organizations are applying the rules made by legislative, executive and other concerned government bodies whereas the different private and nongovernmental organizations are applying their own rules in this regards. However the government involvement is inevitable for making these kinds of rules in private sectors indirectly in many cases. I mean to say that government has made many efforts in forms of committees, commissions and working team to fix the appropriate and scientific salary, wages, compensation and other facilities to the employees.

Although there are many kinds of government employees and organizations are existed but the civil service has been chosen from them in this article. That's why, now I am going to light on legal and behavioral provisions of civil service laws from historical background and prevailing conditions.

HISTORICAL BACKGROUND OF CIVIL SERVICE ACTS IN TERMS OF SALARY AND COMPENSATIONS:

The description of remuneration/paying management of civil service will not be completed if the passed history is not mentioned. The history and the present of paying management of civil service can be classified into the following three headings.

A. THE PERIOD OF RANA REGIME (BS 1903-2007):

There was no formed shape or systematic organizational structure of civil service during the autocratic Rana Regime for 104 years. Similarly there was no vast difference between civil service and military service. At that time, *pajanai pratha* (like spoil system) was existed to manage the staffs basically at Dashain every year. It was important to be closed with Rana rather than to be efficient for selection and continuity. Salary was paid as cash and crops both. There was either no any foreign aid and industrial development or systematic revenue earnings. That's why, the governments were facing financial problem. There was vast discrimination between senior and junior posts in term of paying. Basically the figure of salary and compensation at Rana period was as follow.

- i. Salary had been fixed randomly or haphazardly without any scientific base.
- ii. Due to spoil system, there was no grading system.
- iii. There was massive gap on salary between senior and junior posts.
- iv. Few different level posts had the equal salary that was unjustifiable.
- v. The lowest post 'Tahalu' like helper had been paid Rs 3 per month without any other allowances.
- vi. Every staffs had to contribute some amount of their salary for prime minister and chief saahab.
- vii. There was no any provision like pension, upadan etc.

B. MULTIPARTY DEMOCRACY TO PARTILESS PANCHAYAT(BS 2007-2046)

Many kinds of efforts had been performed for administration reform during this period. Two different pay commissions had been formed in 2008 BS and 2009 BS. The third pay commission had been acted by the first elected government in 2016 BS which was chaired by secretary. After introducing the Panchayat System, the salary had been increased six times from 2022 BS to 2044 BS. But the employees could not feel relief in spite of frequent salary increment. Because there was no fixed policy to manage paying. The paying ratio between higher level and lower level was 1:20 at beginning but it was reached into 1:5 later. The number of civil servant was 27272 in 2017/18 but it reached at 97450 in 2046/47.

This kind of imbalance between the increasing trends of civil servants and decreasing trend of salary, compensations and other facilities introduced the following conditions:-

Economic Indiscipline

Corruption

Lack of Proper Utilization of foreign aid

Ineffectiveness of various projects.

Sustainable Development was remained on the papers.

Increasing cost of prevailing projects.

Unsuccessful Self retirement schemes.

C. AFTER THE RESTORATION OF DEMOCRACY (BS 2046 - TILL NOW)

After People's movement 2046, Salary commission was formed with the chairmanship of Goraksha Bahadur Pradhan on 17 Baishakh 2047 to study the remunerations about public corporation. Immediately after few months, another similar commission led by Nandalal Joshi was formed on 19 Paush 2047. Then the elected Koirala government ignored the reports of Pradhan and Joshi commissions. On 8 Shrawan 2048, new pay commission (Chairman Narkant Adhikari) was formed and a little salary was increased in 2049. Then in 2053, the report of a working team led by Arjun Mani Acharya Dixit was not made public by the government. However, a small portion of salary was increased in 2054.

Nepal Government then formed another high level salary commission on 21 Mankshir 2055. Former secretary Lok Bahadur Shrestha was the leader of the commission. According to the report submitted by the commission, government increased the large amount on salary, allowance and other facilities for all government organs like civil service, police, army, teacher professions. The report was made public on 19 Jestha 2057 by the government.

PREVAILING LEGAL PROVISIONS WITH REFERENCE TO CIVIL SERVICE

The apex foundations for remuneration management in civil service are civil service Act, 2049 and Regulation, 2050 (amendment) that makes many kind of provision in this regards. These provisions are being supported and managed by the government's yearly budget, cabinet decisions, circulars and other periodic documents. After reviewing them, the major provisions about civil servants' remuneration can be gathered once like this:-

Prevailing legal provision about salary and remuneration.

The civil service laws provide the following major compensation structure for civil servants:

Pay and allowances as prescribed from time to time

Medical expenses over the service tenure, equivalent to:

12 months salary for gazetted officers.

8 months salary for non gazetted first class and equivalent.

18 months salary for remaining non gazetted and classless employees.

Pension or gratuity on retirement of the employee.

Disability allowance as prescribed.

One month's extra salary for Festival allowance.

Life insurance coverage

Pension or gratuity for family in case of employee's death.

Payment for accumulated leaves.
10% of salary as provident fund.
Health insurance, travel insurance, etc.

Leave and other Benefits to Nepalese Civil Servants

Nepalese Civil Servants are entitled to the following leave benefits:

Casual Leave: Total 12 days per year. This leave cannot be accumulated.

Home Leave: One day for 12 days of work done (about 30 days per year), this leave can be accumulated for 180 days.

Sick Leave: 12 days in a year, it can be accumulated without limit and employee can cash it on retirement.

Pregnancy Leave: Given to women employees for 98 days, It is paid leave. In addition to it, extra six months pregnancy leave (unpaid) can also be enjoyed.

Pregnancy Care Leave: Given to male employees for 15 days, whose wife is pregnant. This leave is limited to two times over the total service period. It is paid leave.

Child Care allowance: Rs 5000 each is paid to those couple who get pregnancy and pregnancy care leave for newly born child care, upto two children over the total service period.

Death-related leave: 15 days if the employee himself has to be in mourning as per religious prescriptions.

Study Leave: Maximum of three years over the service period. The government may extend it for a further period of two years. It is granted to employees nominated by government for scholarship. It is paid leave.

Exceptional Leave: Total of three years over the service period, but up to one year at one time. Employees can get it only after five year's of service. It is unpaid.

Weekly Leave: one day in a week. Saturday is the leave day.

Public Holidays: They are prescribed by the government decision.

PAY COMMISSIONS' REPORT AND SCHOLARS' OPINION

As mentioned before that the Government of Nepal had formed many more commissions for managing/changing the policies about remunerations/facilities in the history. Such commissions and their reports had their own weight, effectiveness, impressions, importance and uses on certain time. Among them all, now I am going to light on about the pay commission, 2055 separately here.

PAY COMMISSION, 2055

Nepal Government had formed a pay commission chaired by retired secretary Lok Bahadur Shrestha on 1 Poush, 2055. The commission was given the responsibility to assess the effect on revenue sources by increasing the salary equal to one day. The

working period was six months. The report of this commission was made public on 19 Jyestha, 2057 and many of the major recommendations have been applied in the budget of fiscal year 2057/58. Major recommendation of this commission can be pointed out as follows: -

Attractive salary should be paid for better service delivery.

For fulfilling basic needs, the salary of the peon (the lowest level of civil service) should be at least Rs. 3000/-

There should be 1:5 ratio between higher and lower level salary.

Attempt to reach near the SAARC level salary.

The existing "Level Provision" in salary and "Attrition" both must be collapsed.

The salary between the same level administrative and technical staffs should be equalized.

Pension fund should be managed.

"Built in mechanism" based on inflation rate should be adopted rather than the commission culture.

The employee salary should be inter-linked with price index.

The size and volume of the civil service must be balanced.

PAPER PRESENTED BY PROF. DR. BHIM DEV BHATTA ON A WORKSHOP

Prof. Dr. Bhatta is a renowned person in this field and he has contributed so many recommendations, ideas, suggestions, through many more books, articles and so on. He is also a former member of Public Service Commission. He insists on the following points towards the remuneration in his paper "CIVIL SERVICE ADMINISTRATION: CHALLENGE AND RECOMMENDATION" ON 17-18 SHRAWAN 2054: -

Organizational capacities, market price, prevailing pay skills, supply of labor and demand, condition of employee organization and government decision the prime factors or pre-conditions to determine the salary.

The salary pattern must be fixed according to the job description and demand and supply of labor, etc.

The given salary must be sufficient to fulfill the basic/monthly requirement of an ideal family.

The salary structure should be flexible and can be amended as required.

The rational demand of various employee organization should be considered while increasing in salary.

The appropriate, logical and behavioral recommendations of various pay commissions should be respected and implemented.

The required revenue sources must be identified before any increment in salary and facilities.

SUMMARY

The structure of salary and other different kinds of allowances and their legal background, increasing trend and many more other issues of civil service paying are gathered in this article.

After all, the following points further can be summarized:-

The paying system of the government has to be largely analyzed and reformed .

The real and effective inflation rate never been addressed.

The government staffs specially the civil servants are not satisfied and motivated by the remuneration paid to them.

The paying is not match with the responsibility hold by them and their social reputation.

The increment made in this regard never based in certain mechanism and system.

The large and unproductive number of government organization is seems to be responsible to manage the paying system.

After all, even if the government has to do a lot to manage this matter effectively.

RECOMMENDATIONS:-

To fulfill the government objectives and to provide the many kinds of well fare program to the public, the civil servants must be satisfied and motivated. The government always should know this fact because this is the responsibility of government to manage and optimum utilize all the government organs including the civil servants. There may be many kinds of ways to effective and meaningful operation of civil service which may be principal and practical ways. The systematic and effective policies, rational rules and regulations, system based trend, fair and unbiased treat and management, timely adjustment the requirement and enough facilities to survive the small family are the basic requirements for a happy and satisfied civil staff . If any of above is lacking, no employee can perform as the government and ordinary public expects. That's why, to make the civil service productive and creative, all the above are equally important and considerable. But if we categorize the above factors, then we will find that the financial aspect is the most important and unavoidable because it is the means to operate and mobilize all the remaining factors required for a effective management of any kinds of organizations. In short, the financial aspect represent the whole 'remuneration' provided by the organization to the staff for their time and effort. These kinds of economic facilities play vital role in not only the performance but also in the personal life and satisfaction of an employee. That's why, the remuneration should be paid in such a way that all the basic and minimum requirements must be fulfilled easily facing the prevailing inflation. I think this act is directly proportional to the performance as well as the success of any organization. Now a days, the scenario is that the private sectors are paying more then the government sector. Although the government staffs are facing more challenging

and sensitive tasks and responsibilities than the private sector staffs, the pay pattern and financial satisfaction is very much higher in this sector than the government and the motivation level is associated automatically with this. In another hand, the public sector lead by the civil servants has to address almost all the matters of a citizens before and after the death. Above all, we can conclude that the facilities should be matched with the qualitative and quantitative workload of the civil servants in any cost. The following may be useful recommendation in this regards:-

Manage the strong, systematic, permanent, neutral and rational legal and cultural /behavioral base to mobilize the civil sector.

Assess the right and required size and mobilize all the staffs adopting the right man in the right place in the right time.

Fix the duty, responsibility and other aspects of any job.

The effective mechanism for control, monitoring, supervision and evaluation of individual staff and particular unit.

The required standards and criteria for this must be prepared timely for this.

Job analysis, job enlargement, job enrichment and other managerial activities must be exercised on the required time.

Fix the basic factors to have a normal happy life for any staff considering the prevailing surrounding as well as the inflation.

Then determine the appropriate and scientific pay schedule for the staffs.

Only social reputation is not sufficient to have a complete life. So they must be paid matching their social reputation, responsibility and market situation.

The paying structure must be based on scientific calculation and the economic analysis which is almost lacking today.

The yearly adjustment on this is most necessary.

The paying should be equalized as the paying structure of the SAARC as far as possible.

In addition to the above, the following facilities must be provided to the civil servants to highly motivate them:-

rational pay

rent allowance

transportation allowance

health allowance

educational allowance for at least two children

rational insurance allowance

personal security and job security

easy and cheap housing loan

free treatment for old and retired staffs

Compulsory force leave to refresh and higher productivity.

The timely adjustment on the above all.

The present status of civil staffs is not completely boring but not completely satisfactory. So now it is the time to convert it towards more better than today. If we adopt the above mentioned recommendations, we will get success in some extent in the future.

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कार्यसम्पादनमा उत्प्रेरणाको भूमिका

सीता रेग्मी
मुख्य प्रशिक्षण
हुलाक प्रशिक्षण केन्द्र

पृष्ठभूमि

सञ्चालक सफलता नभएको कारणहरूको अध्ययन गर्दा, कार्यसम्पादनमा उत्प्रेरणाको भूमिकाको बारेमा धेरै अध्ययनहरू भएको छ। उत्प्रेरणा भनेको त्यो प्रक्रिया हो जसले व्यक्तिलाई आफ्नो काममा लाग्न र आफ्नो क्षमताहरूको उपयोग गर्न प्रेरित गर्दछ। उत्प्रेरणाको अभावले कार्यसम्पादनमा ऋण प्रभाव पार्छ, जसले गर्दा कार्यसम्पादनमा देखापर्ने समस्याहरूमा सामना गर्नुपर्छ।

उत्प्रेरणा

उत्प्रेरणा भनेको त्यो प्रक्रिया हो जसले व्यक्तिलाई आफ्नो काममा लाग्न र आफ्नो क्षमताहरूको उपयोग गर्न प्रेरित गर्दछ। उत्प्रेरणाको अभावले कार्यसम्पादनमा ऋण प्रभाव पार्छ, जसले गर्दा कार्यसम्पादनमा देखापर्ने समस्याहरूमा सामना गर्नुपर्छ।

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 sgk]lg JolQmaf6 ; Dkflbt ; dfg :t/sf] sddf lb0g] k/:sf/, b08, ; hfo Pj +dNof\$g csf] JolQm ; /x g] xgk5{ . sfo{ ; Dkfbgsf] cfwf/df xg] dNof\$gdf a:tutt / lgiklftf xG5 eg] / JolQmf0{ lb0g] ; ljwdf e]fej ul/bg] eG] ljZj; sd{f/Lnf0{ lbnfpg ; s]f tyf sfd cg; f/sf] ; fwg >f] pknAw u/fpg ; s]f sfo{ Dkfbg kfej sfl/ xG5 .

sgk]lg sd{f/Lnf0{ tf]sPsf] lhd]f/l s] slt / s:tf] eof] eg] dfg ug] tyf dNof°g ug] lj lw sfo{ Dkfbg dNof\$g xf] . sg] cfux jf k]f] xaf6 ljrInt ge0{ Gofol]rt dNof\$g ug{ ; lsof] eg] g} sfd ug{ sd{f/Lnf0{ xf] nf ldN5 . sd{f/Ln] ; DkGg u/\$]f] sdfs] cfwf/df ul/g] dNof°g sfo{ Dkfbg dNof\$g xf] . o; sf] dVo p2]o sd{f/Lnf0{ p; sf] ; jn / bj h bj] klfsf] hfgsf/l lb0 ; jnnf0{ cem a9l ; jn agfpg] / bj h kl x6fpg] pkfo ; eafpg' xf] .

उत्प्रेरणा सम्बन्धी सिद्धान्तहरू

(क) अब्राहम मस्लोको आवश्यकताको सोपान सिद्धान्त (Maslow's Hierarchy of needs theory):

cfjZostfx? txut ?kdf /x\$]f xG5g\ / ; f]l ?kdf dfq kl't{xg ; S5g
 tNnf] cfjZostf k/f xgf; fy dflyNnf] cfjZostf dx; ; ul/G5,
 zf/l/s cfjZostf, ; /lffsf] cfjZostf, ; fdlhs cfjZostf / cfd; Gtli6sf] cfjZostf
 d]l]! / @ tNnf] txsf / #, \$ / % dflyNnf] txsf cfjZostf xg] .
 tNnf] txsf cfjZostfsf] kl't\$]f aflx/l ?kaf6 efl]ts a:t]sf] k]k]laf6 xG5 eg] dflyNnf]
 txsf cfjZostfsf] kl't{cgelt / :jaf]vaf6 xG5 .
 cfjZostf kl't{ePkl5 dfg; sfdkl't :j tM pTk]l/t eP/ sfd ug{yfnb5 .
 o; l; 4f]tdf cfjZostfsf] ; f]kg lgDgfg; f/ ePsf] dfgG5M

				cfld; Gtli6sf] cfjZostf
			; Ddfg	j]4, ; hglzntf
		; fdlhs	dfg kl'ti7f	/ p] ; fxsf
	; /lffsf] cfjZostf	k]k] :g], dfgotf,	x]; ot,	nflu
zf/l/s cfjZostf	JolQmut ; /lff hljgsf] ; /lff	; mlgtf	ljZj;	rxf\$]f]
uf; , af; , skf;	gf\$]l/sf] ; /lff	ldqtf	; Ddfg klxrfg	/ v]h\$]f]
Salary	Pension plan, QWL	Friends at work	Job title	j:t'
				Challenging job

(ख) हर्जबर्गको २ तत्व सिद्धान्त (Herzberg's two factor theory):

dfhg; nf0{sfdk|t pTk||/t dfq xf0g lg/f; cj:yfdf klugaf6 /f\$g' klg plQs}cfjZos x65 .

xh]u[n] pTk||/offsf t]jx?nf0{@ efudf afB\$}f 5g\ . h; d]w] maintenance factor n] dflg; sf]pTk||/offsf]cj:yfnf0{C0ffids xg glb0{c; GtI6 xgaf6 /f\$b5 eg]motivational factors n]dflg; nf0{pTk||/t tNofp5 .

dfhg; nf0{pTk||/t tNofpg job enlargement / enrichment b] }sf]cfjZostf kb5 .

Maintenance factor df lg]g ljifo kb5gM

; :yfsf]gllt / k]zf; g

; k/lj]f0f

Superior ; [usf]; Da6w

; dfg txsf ; xsdl{ [usf]; Da6w

tna

gf\$/Lsf]; %Iff

JolQmut ; %Iff

sfd ug]jftfj/0f

; fdf]hs l:y]t

dftxtsf sdf/Lx? ; [usf]; Da6w

Motivational Factor सँग सम्बन्धित विषयहरू:

pknAwL -Achievement_

pQ/bfloTj -Responsibility_

df6otf -Recognition_

k]ult -Advancement_

; u7gsf]lj sf; -Growth_

sfd -Work itself_

(ग) Douglas MC Gregor's Theory X and Theory Y

dfhg; sf]:jefj, rfxgf, k]s|t / Jojxf/nf0{l]Zn]f0f ubf{b0{y/L :jefj x65g\ . h; nf0{lg]g @ df6otf?af6 pTk||/t ug{; lS5M

Negative motivation अर्थात् Theory X को मान्यता:

dfhg; x? :oj +sfd ug{?rfpb]gg) sfd 7]lg]k]s|tsf x65g,

To:tf dflg; x?nf0{sfd nufpg lgo6q0f, w]sl, cfb]z h:tf ; xf/f lngk5{

lgbZg gkfP sfd gu/l a:5g)
; /lfnf0{a9L dxTj lbg5g\ / sd cfsfHf /fV5g\.

Positive motivation अर्थात **Theory Y** का मान्यता:

dflg; sfd ug{vzL dfGg]/ vzL tNof0Pdf /fdf]sfd ug{xG5g)
cf} t dfG5]lhdD]f/l :jlsf/ ug{tof/ xG5g)
lhdD]f/l / sfdk\|t ; ts{tyf /rgfids xG5g\ ,
ctM pTk\|sn]; #7gdf theory Y nf0{a9fjf lbg kpTg ugk5{.

(घ) **Theory Z**

k\|tkfbs William Auchi

X / Y b\}k\sf/sf u0f ldl>t t] f]k\|tsf]l; 4fGt
cd\|sl / hfklgh Joj:yfkgf /fdf klf ; dfjZ u/l k\|tkflbt .

(ङ) **Victor vroom** को **Expectancy theory**

olb dflg; n]k\ofkt nfe jf k\|tkm k\|kt ug[ljZjf; u5{eg]tof]sfd ug{pTk\|t xG5,
o; l; 4fGt cg; f/ sdf{f/ln]d\]gt slt dfqdf u5{eGg]s'f p; nf0{k\|kt xg]cfzf jf
glthf jf pkn\wldf lge\ /xg5 . To; }cg; f/ p; sf]sfo{; Dkfbg :t/ 36L jf a9L xG5 .
o; l; 4fGt cg; f/ pTk\|off eg\sf] k\|tkmsf] ; #jgf -Expectancy_, k\|tkm k\|tsf]
cfsfHf]sf]; fdyb -valence_ / k':sf/ / sfo{Dkfbgsf]; DaGwsf]pkh xf].
i.e. Mot vat on = valence × expectancy × instrumentality
o; sf nflu sfd / To; af6 k\|kt xg]nfe, nfe k\|t sdbf/sf]ljZjf; / cfsifQf tyf sfd
ug[lfdtfsf]cgel't cfjZos k5{.

(च) **Equity theory**

k\|tkfbs J. Stacy Adams

o; l; 4fGt cg; f/ JolQm]cfk\hf0{Gof; #7g / ; dfg Jojxf/ ul/Psf]5 5g eGg]s'f
x\sf /fV5g\ . ; fy}; ljwf / knf0bfsf]; DaGwdf cfk\gf ; xsdl{; /xsf]ck\ff /fV5g\ .
cfk\gf] lfdtfn]k\|kt u/\sf]pkn\wL / ; xsdl\sf] lfdtfn]k\|kt u/\sf]pkn\wLsf]; dfg xf]
eGg]rfxG5g\ cyf\

$$\frac{\text{Output by a person}}{\text{Inputs by a person}} = \frac{\text{Output by another}}{\text{Inputs by another}}$$

Distributive justice ; u ; DalGwt o; l; 4fGtdf c; dfg ; ljwf input/output n]c; Gtli6
a9fpg]/ ; dfgtfsf]Joj:yfn]yk d\]gt / phf\zn eP/ sfd u/fp5 eGg]dfGof /flvG5 .

(घ) Three Needs Theory

कॉर्कफ्स MCदेलान्ड

o; l; 4f6t cg' f/ pknAwL, zIQm / ; DaGwsf]cfjZostf kl't{ePdf dfq JoIQm pTk//t x65 eGg]dfIlg65 . h; df Igdg s'/fx? kb5gM

Need for achievementM rgf]l kOf{sfd, pGlt, lj sf;

Need for af liat onM c6t/JoIQm ; DaGw, ; fyl tyf ; xsdl{6usf]lgs6tf,

Need for powerM c?nf0{k6fj kfgI lgo6qOf ugI cfk6gf]zIQm lj :tf/ ugI

(ज) ERG Theory

कॉर्कफ्स Alderfer

dfIlg; Igdg # klfx? -cfjZostf_ x?sf]k6fj sf/L kl/kl't6]dfq pTk//t x65 eGg]df6otf o; l; 4f6tdf /x6f]5 .

Existence NeedsM uf; af; skf; -zf/LI/s / ; %Iff ; DaGwL_

Related needsM lj rf/ ; f]f0 / cg6l'tsf]lj Igdg -; fdfIhs_

Growth needsM lfdtfsf]plrt / cykOf{k6f] -cfdff]gt_

उत्प्रेरणाको प्रकार

-!_ ; sf/fTds pTk//off / gsf/fTds pTk//off

-@_ df]b]s tyf u} df]b]s pTk//off

-#_ JoIQmut tyf ; fdIxs pTk//off

-\$_ cf6tl/s tyf afXo pTk//off

उत्प्रेरणा बढाउने विधिहरू:

!= 4Ps sf]k6fj sf/L, j]flgs / k6ffnlj 4 Joj :yf ugM

Pay -Performance based and enough as per inf at on_

Promot on -lgiklf, kf/bzl{/ systemat c agfpg]

Praise /fdf]sfdsf]kz+f / unt sfdsf]/f6syfd tyf ; wf/sf]jftfj/Of Igdff

Prize

@= Part cipat ve Management ckgfpgM Igo66 k6sf, cgIudg dNof°g tyf c6o Joj :yfk6slo klfx?df oyf]rt ; xflutf .

#= sfo{hljgsf]uOf -QWL_ ; %Iift ugM

; %Iift, :j :Yos/ / pkoQm sfo{jftfj/Of -:yn_

Simplif cat on / rotat on nfu"ugI

Job nature nf0{pkoQm x6]u/l enrichment / enlargement ub]hfg]

\$= p27odhs loj:yfkg -MBO_ nfu"ug[
 loQmut / ; #7gfidS nlo lgwf{Of kZrft PsIs[t nlo ; d] lgwf{Of u/L sfo{ug[
 jftfj/Of lgdf{Of ug[
 p27of{dV feedback k}ffnl nfu"ug[

उत्प्रेरणा र कार्यसम्पादनको सम्बन्ध

lghfdtl ;]fdf pTk{Off sf] ljBdfg cj:yf ; e{fOf cllbog kltj}bg, @)^* df pTk{Offsf] ; du| :t/ dfkg ug{ kfr j6f tTjx;nf0{dh tTj dfg\$] 5 . ; j{fOfsf ; xefulx?sf] pQ/ ljZn}fOf ubf{sh % c°df ; a}Gbf a9L sfo{Dkfbg / ; k/Lj]fOf tTj n}kPsf]h]o; nf0{klnfn] tTj sf] ?kdf klxrfg ug{ ; lsG5 .

pTk{Offsf] ljifo sfo{Dkfbg ; # cGt/lglxt eP/ cfp5 . ; #7gsf] p27o kflktsf nflu ; fdLxs kpf; xgkg] ePsf]h] loQmsf] Psn kpf; af6 ; #7g ; kmn xg ; Sb} . ; #7gdf sfo{Dkfbg / pTk{Offsf]; sf/flds ; DaGw /xG5. pTk{Off, blftf / lfdtfsf]sh of} sfo{Dkfbg xg]ub5 . t; y{; #7gdf sdf/L blf, of}o, cgejl eP/ jf agfP/ dfq xb} pglx?nf0{plrt jftfj/Of lbP/, pglx;sf] cfjZostfsf]; Daf}g u/L ; #7gsf] p27o xfl; n ug{k}/t ug{k}b5 .

sdf/Lx?n] cfkkgf] lgs6td ; k/Lj]fsn] ug[sdfs] dNofsg j :tut xf] / sddf ; wf/ ug{ ; lsg]u/L k}7kf}fOf jf lgb}zg kf0of] eG] rfxgf /fv\$] xG5g . o; }/L ; xsdlx? ; xof}l xfbg\ / cfk; df ldn] sfd ug{?rfpg] eG] wf/Off /x\$] b}vG5. o; }/L ; xfossf] sfo{fdtf / blftf tyf sfo{Dkfbg :t/ ; # klg pTk{Offsf] ljifo hf]8Psf] b}vG5 . o; /L ; #7gfidS nlo kflktdf pTk{Off, ; k/Lj]fssf] eldsf / sfo{Dkfbgsf] cGof}ofl>t ; DaGw /xG5 .

नेपालको निजामती सेवामा उत्प्रेरणा

sfg}df ePsf loj:yfx? h:t}; ?jf, kb:yfkg, tflnd, cllbog epOf tyf b08 k/:sf/sf ; fy}sdfs] lhDd]f/L nufotsf] j:tut / lgiklf sfof}og gxgSf cltl/Qm cf]fG5t /fhg}ts k}fj cflbn] lghfdtl sdf/Lsf] pTk{Offsf] :t/ Tolt ; Gtf}hgs b}vb} . csf] tkm{Gogtd cfwf/e't cfjZostfx?sf] kl/kl't{; d] gxg]df}b} ; lawfn] t emg\ dg] n sdhf] xg]g}eof]. ; fob o; }sf/Ofn] xfhf >d ahf/df /x\$] pDbf elgPsf hgziQmx? lghfdtl ;]fdf k}j } ug{ Tolt OR5s ePsf] kf0b} . s}x ; do kln] lghfdtl ;]fdf pTk{Off sf] cj:yf ; e{fOf ul/Psf] lyof]. @)^* ; fndf ul/Psf] pQm cllbog ; e{fOf cg' f/ \$^% lghfdtl sdf/Lx? dfq pTk}/t /x\$] b}vPsf]h] l; #] ; fj h]lgs k}zf; gdf pTk{Offsf] cj:yf af/] ; fdf6o cgd}g ug{ ; lsG5 . oBkl lghfdtl ;]fdf /x\$] pTk{Off df}hbf cj:yfsf ; sf/flds / gsf/flds klfnf0{ lg}g cg' f/ pNn} ug{ ; lsG5 .

!= ; sf/flds cj:yf
 ; lldt >fj ; fwg ePklg ; jfk|t cfslif
 j|t ljsf; sf]cj; /
 ; fdfllhs k|ti7f
 lghfdtl ; jfnf0{; /llft elaiosf] ?kdf ln0g]
 ; jfsf]; /lff
 cj sf; kl5 lgj|Qe/0fsf] Joj :yf
 cj sf; kl5 klg ; /sf/L ; jfk|t cfsif

@= gsf/flds cj:yf
 6oğ cfly\$; ljwf -tna-eQf_
 j|Q ljsf; of]hgf gxb'
 ; jf ; ljwdf lje
 Right man in right place gxb'
 sfo]ftfj/0f cg'sh gxb'
 sfo{lhld]f/L :ki6 ?kdf lje]lht gul/g'
 b08 / k':sf/ kfej sf/L gxb'
 :jo+ptk|t eP/ ug]sf]klg pkoQm dNofsg gx'ghjh qmdzll ptk|off 36b}hfg]cj:yf /xg'

नेपालको निजामती सेवामा उत्प्रेरणाका अवरोध तत्वहरू

sfo{lhld]f/L :ki6 gxb'
 kb / cgejsf]plrt sb/ gxb'
 ; dfg cj; /sf]cfwf/df j|Q ljsf; kPffnl gxb'
 JolQmut j|Q ljsf; sf kof|t kfjwfg gxb'
 ; ?jf / kb:yfkg kPffnl j]flgs / Jojxfl/s gxb'
 tflnd, ; ldgf/ tyf cjnf\$g ep0fsf]cj; /df ; dfgtf gxb'
 tna eQf tyf c6o ; ljwf hljgofkgsf nflu kof|t gxb'
 k':sf/ / b08sf]Joj:yf ptk|offnf0{kj b]wg ug]vfnsf]gxb'
 sfo]jftfj/0f cg'sh gxb'
 ; jf ; ljwf ckof|t tyf c; dfgtf
 sfo{Dkfbg ; 's sf]cefj / sxl ePsf sfoffnodf klg cfkrfl/stfdf ; lldt 5
 sfo{lj j/0fsf]cefj n] sfo{; Dkfbg kfej sf/L gxb'

नेपालको निजामती सेवामा कायम रहेको उत्प्रेरणको तहलाई प्रभावकारी बनाउन निम्न उपायहरु अवलम्बन गर्न सकिन्छ :-

glthfdhs sfo{flnsf clgjfo{agf0gkgI
tna eQsfj]Joj:yfnf0{jf:tljs w/ftndf Nofpg]
sfo{Dkfbg kf];fxg sfj] / sfo{Dkfbg alr'sf];DaGw
sfo{hldj]f/l / sd{f/Lsf]dgf]anlr ;Gthg Nofpg]
sd{f/Lsf]of]otfsf]lasf; / pTk]Offsf kfjwfgx?
/fhglts/Ofaf6 dIQm
sfo{ftfj/Of / sfo{;/lffsf]cj:yfdf ;wf/
;dfg cj; / / nfe
sd{f/L kl/jf/ / ;Gtltsf]x]rfx
sd{f/Lsf]tgfjnf0{oyf]rt Joj:yfkg
sfo{;DaGwnf0{sdfs]pknAw; # cfj 4 ugI
sfo{:j tGqtfsf]Joj:yf
jfx:tlfk af6 dQm
jIQ ljsf; sf nflu ;dfg cj; /
;fdlhs ;/lff
nlge ; #7g ; #yfsf]lasf;
cfly\$ tyf u} cfly\$; ljwf alr ; fd-h:otf / ;Gthg

उत्प्रेरणा संस्कृति स्थापनाका लागि अपनाउनुपर्ने चक्र :

j:tut sfo{ljj/Of tof/ ul/ nfu' ug{kgI
7f] sfo{hgf / sdfs]ljefhg ugI
sfo{;Dkfbg ug{cfjZos kgI;fwg >f]sf]dfkg -standard_ lgdf] ugI
cgludg ;kl/j]f0fsf ;'sx? agf0{glthfdVl cEof; ugI
ck]lft nlo / ;Dkflbt sdfs]dNof\$gsf]thgf / ;ldlff ugI
k]kt pknAwl cg' f/ ;wf/, b08 / k':sf/sf]cEof; ugI
;Dej eP ;Dd Right man in the right place sf]OdfGbf/ sfof]og ugI

निष्कर्ष

; #7gn]lgZrt nlo / p2]o lnPsf]xG5 . sd{f/Lsf] ; mlgtf / sfo{f6} tl nlo /
p2]ox; k]kt ug{; lsG5 . To; sf]nflu lfdtfjfg, of]o, OdfGbf/ / lgkOf{sd{f/Lsf]cfjZos
xG5 . sd{f/Lsf]nflu plrt tfind, clloog / cGo jIQ ljsf; sf s'/fx; klg plQs}cfjZos

xG5 . t/ ; w}sd{f/Ln]cfk]g]of]otf / lfdtf kOf{?kdf kpf] ub5 eG]cj:yf /xbg . sfo{ k]qmf]sf] 1fgsf] cefj, cftl/s c; Gtf]f, dfgl; s aGb, sfo{k]tsf]c; Gtf]f, sfdsf] thgdf Gog kfl/>lds, j]Q]j sf; sf cj; /x;sf] sdl, sd{f/Lx? k]t ul/g]Jojxf/ h:tf sf/Ofx?n] ubf{sd{f/L sfdk]t lqmfzln gxg]/ lhD]f/Ltf jxg ug{g?rfpg]cj:yfdf klb5gl . o:tf] cj:yfdf sd{f/Lsf]of]otf / lfdtnf0{cfzfltt ?kdf kl/rfng ug{sfo{Dkfbg pTk]Offnf0{ cfjZos dflgG5 . pTk]Offn]sd{f/Lnf0{; Gtli6 kpf]g ug{f; fy}sfo{k]t pI; flxt / hfU?s agfp5 eG]dfGof /xG5 . t; y{pTk]Off / sd{f/Lsf]sfo{Dkfbg alr ; sf/flDs ; DaGw /x\$] dflgG5 .

sd{f/L k]t ; sf/flDs Jojxf/ / plrt sb/ ePdf pm lg:jfyl{/ OdfGbf/L xG5 . cfk]df kl/kSj tfsf]cgej ub5 / sfo{Dkfbgdf a9fQ/L Nofpg kptg ub5 . o; sf]nflu Joj:yfksn] sd{f/Lsf]dgf] } flgs kj]Qnf0{a%g'cfjZos xG5 . c?nf0{kpfj kfg{; Sg]gjlgtd lj rf/wf/fnf0{ cufNg]c;sf]; d:ofnf0{af]w ug] sfdk]t ; r]tf / xf]; of/L ckgfpg]h:tf kj]Q sd{f/Ldf kfp]g ; lsG5 . o:tf lj]w uOfx;sf] dNofsg / ljZn]fOf gu/L Joj:yfksn] sd{f/L k]t plrt Jojxf/ ug{; Qmg . sd{f/Lsf]JolQmut uOf kj]Qnf0{dNofsg u/] sfo{Dkfbgdf plrt cj; /=:Jojxf/ pknAw u/fpg' kb5 .

सन्दर्भ सूची

- gjlgtd kzf; lgs bli6sfOf, ; flkg dfl; s, dsfn'k]sfzg ux kl/dflh{ t}f]; ;s/Of @)&\$; fj flgs lfq Joj:yfkg hjfk]b]xtf, g]tstf / Joj; flostf, kwL k]sfzg, klxnf]; ;s/Of @)&%, pbo /fgfdu/
- lghfdtl ;]f bkOf, @)&!
- lghfdtl ;]fdf pTk]Off ; DaGwL ; e]fOf k]tj]bg, @)^*

हुलाक बचत बैक एवं धनादेश सेवाको वर्तमान अवस्था र विकल्प

- जानुका सुवेदी
उप सचिव
केन्द्रीय धनादेश कार्यालय

हुलाक बचत बैक सेवाको परिचय:

cfly\$ jif{@)##.#\$ df 6o9 cfo ePsf hgtfdf sxl /sd art ug[afglsf]lj sf; u/fpg tyf 5l/Psf]khl Psls[t u/l b7 lj sf; df 6]f kbfpg]p2]osf ; fy art a\$;]f z' ePsf] x]. klxnf]r/Ofdf \$ j6f lhNnfaf6 z' ePsf]of] ;]f r/Ofj 4 ;kdf lj :tf/ xb}cf-a=@)%.%! ; Dddf lhNnf xhfs sfoffno / Onfsf xhfs sfoffno u/l !!& j6f xhfs sfoffnox?af6 ; #fng ePsf]df qmdz 36b}uP/ rfn'cf-a=)&&/&* df cf0kUbf hDdf ^% j6f xhfs sfoffnox?df ; lldt ePsf]5 . Cof nufgl ug[cgdlit eg]%(j6fn]dfq kfPsf 5g\ . xhfs P9, @)!(cftu\$ hf/L ePsf]xhfs art a\$ lgodfjnl, @)## / xhfs art a\$ sfo{ ; #fng lgb]zsf @)^^ adf]hd of] ;]f xhfs sfoffnox;4f/f ; -rfng xb}cfPsf]5 .

xhfs art a\$nf0 kfj]sf/L 9un] ; #fng ug[sfddf xhfs ;]f ljefunf0 ; xof]u / ; Nnfx lbg xhfs art a\$ lgodfjnl, @)## cg; f/ ; -rf/ tyf ; #gf klj]w dGqfnosf ; lrj]sf]cWlftfdf xhfs art a\$; Nnfxsf/ ; lldt /x\$]f]5 . of] ; lldt xhfs ;]f ljefusf dxflgb]z, cy{dGqfno / gkfn /fi6«a\$sf kl]tlglw ; b:osf] ;kdf Pj +s]b]o wgf]z sfoffno kpV ; b:o ; lrj]sf] ;kdf /xg]Jo] :yf 5 . of] ; lldtsf]a7s jif\$]f]b0 k6s a:gkg]Jo] :yf 5 . art a\$; -rfngdf s]b]o lgsfosf]eldddf /xl sf/faf/sf] ; dG]o ug] / s]b]o lx; fj /fVg]sfo{o; sfoffnon]ub5 . vftfjnf -art stf{ sf ;kdf sd{f/L / cfd gful/sx; /x\$]f 5g eg]nufgl ; -rf/ tyf ; #gf klj]w dGqfno / cftu\$sf sd{f/Lx;df dfq xg]u/\$]f]5 .

xfn ; #fngdf /x\$]f ^% dWb]gkrfdf ; #flnt %\$ / 3f6df ; #flnt !! j6f a\$ 5g\ . art a\$sf]sh bflot]M ! cj{ %\$ s/f\$, #% nfV @\$ xhf/, #*\$.-, sh ; DklQM ! cj{*% s/f\$, ^ (nfV, (^ xhf/ %##.-, sh gkrf sl/j #@ nfV /x\$]f]5 . sh lgflk}stf{^ xhf/ ^ ; o pglGt ; 5g\eg]Cofl ; Vof #!)% /x\$]f]5 . xfn art a\$xn] ; fwf/Of vftfdf ^ / h]7 gful/s vftfdf & kl]tzt Aofh kbf]g ub}cfPsf 5g\ . nufglsf]clwstd /sd ; \$ nfV %) xhf/ ; Dd /x\$]f]5 h:sf]Aofhb/ * kl]tzt tfl]sPsf]5 . To; }u/L ^ s/f\$; Dd lgflk ePsf]df @ hgf / ;]eGbf a9L lgflk ePsf]df # hgf art a\$df sfd ug]sd{f/Lnf0 @ kl]tzt ; xlnot Aofhb/df ; ! nfV; Dd Cof kbf]g ug]Jo] :yf 5 . ^% xhfs sfoffnodf wgf]z tyf art a\$; °6j9/ h8fg ul/Psf]df xfn \$* xhfs sfoffnoaf6 ; °6j9/ dfknt sfd e0/x\$]f]5 .

धनादेश सेवाको परिचय

xhfs sfoffnox? dfknt Ps :yfgaf6 csf]:yfgdf /sd k7fpg] ; DjGwl sfoffno wgf]z

; Jf elg65 . o; cftuf cftl/s / jblzs u/l b0 ksf/sf ; Jf ; flnt 5gl . cftl/s
 wgbz ; Jfsf] ; ?jft lj = @)#! cflZjg @# blv / jblzs wgbz ; Jf @)#& azfv ! utblv
 ePsf]xf]. o; ; Djwl sfo\$]Joj:yfkg tyf ; eflhg ug{sbllo wgbz sfofno /x\$]5 .
 o; sfofnosf]:yfkf @)#! df ePsf]xf]. ufZj/f xhfs sfofno, xhfs lgbzgfnox?, lhNnf
 xhfs sfofnox? / Onfsf xhfs sfofno u/l %@) :yfgdf wgbz ; Jf nfu" ePsf] ePt
 klx xfn of]; Jf gu0o 5 . of]; Jf xhfs ; Jf Pj @)!(/ wgbz lgodfjnl, @)#! cg; f/
 ; flnt 5 .

cftl/s wgbz ; Jf dfkm klt kkg ?=),,)).- k7fpg ; ls65 . ; f]jkt nllg]sldzg
 ?@)@.- tflsPsf]5 . To; }u/l jblzs wgbz ; Jfdf cfbg kfbg xg]/sdsf]xb klt kkg
 ef=?= %),,)).- / ; f]jktstf]sldzg g?=\$().%) tflsPsf]5 . ablzs wgbzsf nflu ef/t,
 hf\$g, stf/, x^as^a, yfOnof08, dnl; of, oP@= ; u ; Demf ePsf]5 eg]xfn ef/t; u dfq
 sf/f]f/ e0/x\$]5, To]klg ut cf jdf ; kkb]x / dofllbdf dfq ; lldt /Xof]. xfn sf7df08f]
 afx\$ cftl/s wgbz ; Jf z6o kfo 5 . wgbz rqrmsf]df kZsl :j?k ef/taf6 qdf]; s ?kdf
 kft xg] ef=?=(,)),,)).- kft x65 . of] /sd / gkfn] ; /sf/af6 ; do ; dodf ljlgofhg
 xg] /sd wgbz rqrmsf]df hldf x65 . xfn wgbz rqrmsf]df sblbdf ?= @,\$,&*,@%#.- /
 lhNnf?df ?= !,#,&,(,\$*.- u/l hldf ?= #,&,%*,@)!.- /x\$]5 .

केन्द्रीय धनादेश कार्यालयको प्रमुख जिम्मेवारी

sbllo wgbz sfofnodf sh !# hgfsf]b/afbl ; hgf u/l ; flx adf]hd kbkl't{ul/Psf]
 5 . ; dudf wgbz Pj +art a\$; Djlw bxfosf sfo\$; o; sfofno dfkm ; fng x65gl . -
 != sblbdf wgbz ; fng sf]f -rqrmsf]_ sf]; fng,
 @= cflcftl/s / jblzs wgbzsf] sbllo lx; fj /fVg] /sd kftl / sfo{ ; fng :t/sf
 sfofnonf0 sf]f]sf]cjZos /sd k7fpg]
 #= wgbz / art a\$; Djwl ; °6j0/ ; fng ug[u/fpg]
 \$= art a\$;sf]sbllo lx; fj /fVg]
 %= wgbz / art a\$; Djwl lx; fa lg/Llfof kl/lfof / lgoqof ug]
 ^= Plsst sblb] lx; fasz]kltabg ug]
 &= cg; lr Pj +mf/dx; cWofalws ug] :jls[t u/fpg]/ 5kf0{u/l sfofnodf k7fpg]
 *= lhNnfaf6 df]; s / jflif\$ lj/Of ; sng ug]
 (= cfazos sfo]lw tof/ ug]/ nfu' u/fpg]
 != ; Jf lj:tf/ / sfof]ogsf nflu sfofnd / c6o lj/Of agf0{ljefudf kZ ug]
 !!= ; Nnfxsf/ ; ldt, d6qfno / ljefusf]lgbz Pj +f]sPsf c6o lhld]f/l adf]hd sfo{ug].

विद्यमान समस्याहरु:

!= Pq sfgg / glltut ; d:ofx;
xhfs Pq, @)!(, xhfs art a\$ lgodfjnl, @)## / xhfs art a\$ sfo{ ; #fng
lgb[zsf @)^^ ; do ; fk]f ; zfwg gxb'
art a\$ klt:kwl{?kdf a]sE l; 4ft, gd{ , Jojxf/ cg?k ; #fng ug{gxb'
lglfk ; \$ng ug] a\$df /sd /Vg] lemg]; DaGwdf tf]sPsf ; ldf ; do ; fk]f gxb'
vftfx?df lj]wtf gxb' ,
nufglsf] lfq ; fB/f] xg; cfsif\$ of]hgfsf] cefj / klr/ dfqdf /x\$; ; efjgf x?
k]tsf]pbfl; gtf,

धनादेश सेवामा

Pp6f kqaf6 k7fpg]/sdsf]; ldf j|4 gePsf]
b:t/ lgwf{Of Pj +dxzh b/df ; d; fdlos kl/j t6 gePsf]
l; ldt /sdsf]dfq eQmgl ug{ ; lsg]ePsf] Online af6 sf/f]f/ ubf[System sf]
q6lsf]sf/Ofaf6 ; /sf/ / ;]fufx]sf]/sdsf]; /If ug]l]ifo,
thgflds ?kdf pRr dxzh b/ tyf emem6nf]u0fgf k4tl,

@= hg zlQm Pj +; u7g ; Argf ; DjGwL ; d:of
kf]jlws k]s]tsf]sfdff nflu ! hgf klg kf]jlws b/jGbl / sd{f/L ge}; a}kzf; lgs
k]s]tsf]hgzlQm]lgj f\$ u/\$f]
xhfssf]; fu7flgs ; Argf k'/fg]ePsf]xbf pkoQm b/aGbl gxb' / ePsf]b/jGbl klg
kl't{gxb]
sd{f/Ldf Joj; flostfsf]cefj, tyf kpfkt tflnd gxb';
; ?jf kPffnl cgdfg of]o gxb' ,
sd{f/L kf]; fxg eQf pknAw u/fpg]Joj:yf gePsf].

#= kf]jlws ; d:ofx;
a]s^a ; °6j0/ / gjlg kl]lwsf]cjnd]g ug{g; Sg' tyf k'/fg]k4lt / k]spfs}kfnf
/fli60 c6t/fli60 ?kdf Networking gxb'
lghl lfq; u ; xsfo{ug]kpf; gul/g' .
cTo6t]I9nf]eQmgl xg]sfuhl k]sp

\$= /fli60 rf; f]/ kyldstfdf gk/\$f]ljifo ePsf]h]sfo6md / ah0 ljlgof]hgdf pbflzgtf Pj +
; dlrt kpfu xg g; s\$]f]

%= cgludg / dNof°g sfo{kəfj sfl/ gxg' / kltj bgsf]; dlrt pkoŋu gxg]
 ^= krf/ k; f/sf]sdln]ubf{hgr}gf / pī; fxdf sdl,

अवको विकल्प

!= dflysf ; d:ofx;df pRr txsf]rf; f]/ kfyldstfsf ; fy Wofg s[|b|t u/L ; a}klfdf Jofks ; wf/ ug]. of
 @= artstf\$] /sd lkmtf{lbo a\$xi;nf0 vf/h u/L aGb ug]. of
 #= art a\$xi;nf0 cGo a\$xi;df x:tfGt/Of ug].

pk/fQm ljsNk dWb]; d:ofx;df pRr txsf]rf; f]/ kfyldstfsf ; fy Wofg s[|b|t u/L Jofks ; wf/ ug] ljifo clxn\$]f] klt:klw{ / pbf/ls/Ofsf] kl/k]fdf Tolt ; fble\$ b]lvbG . lsgg] sfgg, hgziQm klj lwsf] lqdf cfdh kl/jtG u/L 7hf] nufgl / kpf; ; lxt cGo a\$xi; # klt:kwf{ug{; Sg] aGkg]xG5 . art a\$ / cGo a\$xi;df ul/jl / /f]n]ynf k/\$]f] a[/ Ai6kl6 phf]fg o]f alrsf]h:t}cGt/ /x\$]f]5 . To; h]art a\$df ul/g]yk nufgl Tolt k]tkmdhs b]lvbG .

bf}f]lj sNkdf s/f ubf{xfn; Dd o; lqdf ul/Psf]nufgl, cfh; Dd hgtfn]u/\$]f]lj Zjf; , o; lqdf lqoflzn hgziQmsf]>d / efjgf dflj kxf/ xg hfG5 . cfj @)&\$:% df ljlgof]hg Pq dfknt art a\$ vf/h ug{u/\$]f]lgOfG klG sfoff]og xg ; sG .

clxn\$]f] ; Gbedf t}f] ljsNk a9l pkoQm b]lvG5 . o; cg'f/ art a\$xi;nf0 cGo a\$xi;df x:tfGt/Of ubf{bxfosf kmOfb Pj +; j n klfx; b]lvG5g]

!= art a\$df ; DkOf{ artstf{ COf, ; DkIQ, bflotj ; lxt x:tfGt/Of ubf{ ; a\$]f] plrt Joj:yfkg / ; jfvG xg].

@= ; do ; fk]f Pj +klt:kwl{?kdf a]sE l; 4fGt, gd{ , Jojxf/ cg?k ; #fng ug{; lsg]
 #= hgtfsf]lj Zjf; Pj +o; lqdf lqoflzn hgziQmsf]>d / efjgf plrt ; jfvG tyf sb/ xg]/ /fhuf/L a9g]

\$= buq lqdf ; d] art ug]afgl]sf]lj sf; e}5l/Psf]/sdsf]; bkoŋu xg]/ xfn buq lqdf ku\$]f]; jfnf0 kəfj sfl/ tfk} \$ lg/Gt/ tf lbg ; lsg].

%= yk >f] ; fwg nufgl cfj Zostf gkg]/ xfn; Dd o; lqdf ul/Psf]nufgl]sf]; bkoŋu xg]
 ^= a]s^a ; °6jG / / gjlg klj lwsf]cjnljg ug{; lsg]

&= art, hgziQm klj lw / lj k]f]f]sf lqdf /x\$]f] krf/ dfqdf /x\$]f] ; efjgxf?sf] pkoŋu xg]

*= blf Pj +k]f]lws hgziQmāf/ ; #fng xg] xbf klt:kwf{ Joj; flostf / kəfj sfl/t a9g]

(= b0 klf larsf cgej / l; sf0af6 ; wf/ u/L nfe]lj t xg ; lsg] tyf b]xf]f]kg x6f0 sfoff]ogdf Ps;ktf Nofpg ; lsg].

उपसंहार

wgfbz / art a\$ bj}; jfdf ; do ; klf ; kdf kg/fjnf\$g u/l o; lfgdf :yflkt
; fu7flgs ; Argfx;sf]pkof] ub]k]t:kwl{ Joj; filos / hgdèl agfpg, /fh:j a2l ug{ klj lw
oOm hgziQmsf] ljsf; ug{ o]fx;sf] ljb]zg] qmd sd ug{ /ld6[]; sf/f]f/sf]jw, ; /lft /
e/kbf]agfpg, lghl lfg; u ; xsfo{ug{tyf /fhosf]bflo]j / hgtfsf]ljZjf; cfhg ug{o;
; jfsf]; dlrt Joj:yfkg af/]cljndj k]qmf cufl8 a9fpg h/L 5 .

सन्दर्भ सामग्री

xhfs Pq @)!(,
xhfs art a\$ lgodfjnl @)##,
xhfs art a\$ sfo{; #fng lgb]zsf @)^^
wgfbz lgodfjnl @)#!
clloog k]tj]bg tyf art a\$; wf/ sfo{of]hgf,
jflif\$ sfoqmd Pj +jlgof]hg Pg,
lhNnf xhfs sfofhoaf6 k]kt dfl; s Pj +jflif\$ k]ult k]tj]bgxç,
s]blo wgfbz sfofhosf]jflif\$ cfly\$ ljj/of,
cfjlws ; ldff / k]tj]bgxç,
cfk]g}sfo{cgèjxç .

सुशासनका आयाम तथा भावी कार्यदिशा

- दुर्गा प्रसाद भुर्तेल
उपसचिव

संस्कृति, पर्यटन तथा नागरिक उड्डयन मन्त्रालय

पृष्ठभूमि:

; Zf; gnf0{; j { fwf/Of ; dbfosf] ; demsf] l jifo xf0g h: tf] u/ l Ps j kt, cdt{/ lSni6
cjwf/Off tyf l jifosf] ?kdf l r qOf ug[u/ \$f] kf0G5 . ; Zf; g zAbsf] klxnf] kpf] l j Zj a\$ n]
; g! (* (df u/ \$f] b] vG5 . j b] z s ; xfoffsf] kpf] sf/ l pko] xg g; sl hgtfsf] hljg: t/
cfzfltt p7g g; Sgdf zf; g k] pffnldf v/ fal / x\$ f] l j Zn] of ; lxt ; f] sf] Right tracking ug[
pkfo jf ; bsf] ?kdf ; Zf; gsf] cjwf/Off cufl8 Nof0Psf] kf0G5 . ; /n ?kdf j%bf ; Zf; g
hgtfsf] cgè'tdf v] l] ng] l jifo xf] . h; sf] nflu / fHosf] sfdsf/ j fxl sf] cToQd Joj: yfkg
ul/Psf] xG5 . o; / l ; Zf; gnf0{ gful/s / / fHosf] ; DaGwnf0{ kl/ eflift ug[?k/ \ / fsf] ?kdf
l ng ; l sG5 . ctM / fHosf] clwsf/ nf0{ l j sf; kpf] hgdv pkof] ug[; dlrt k] pffnlnf0{ ; Zf; gsf]
?kdf l ng' pkoQm xG5 . zf; g ; #fngdf c; n sfoZ] l / ; #sf/ -manner of governing_
ckgfp] ; Zf; gsf] cfwf/: tDe dflgG5 .

सुशासनका आयामहरू:

Freedom House Index, Global Integrity Index, Country Policy and Institutional Assessment, Open Budget Index, l j Zj a\$ n] kpf] ldf NofPsf] Worldwide Governance Indicators-WGI_ cflb h: tf l j Zj df k] r ngdf / x\$ f ! \$) e] bf a9l k] sf/ sf dfkg ug[l j l wx? nf0{ cllbog ug[xf] eg] ; Zf; gsf l g] g rf/ j 6f dhet cfodx? / x\$ f] b] vG5 .

क. राजनैतिक आयाम: axh jfb, sfg] l / fHo, l j s] b] s/ Of= df g] clwsf/ , ; xeflutf / ; 'rgdf kx] r

ख. आर्थिक आयाम: ; dfj z] l tyf ; dtfdhs cfly\$ glt, ; fdlhs ; 'lff / Gof, pQ/ bfol vr{.

ग. व्यवस्थापकीय आयाम: 5l/ tf] / ; lfd ; /sf/, Jofj; flostf, sfo] lftf cflb .

घ. नैतिक र सदाचार आयाम -Ethical/corruption_ M kf/ blz{ f, e] b] frf/ k] t l g d] tf, hgdv l .

j kEd ?kdf ; d] b] Psf] / l j Zj Jofkl ?kdf j 9l dxTj kfPsf] l j Zj a\$ af6 ; g! (((^ kl5 cEof; df Nof0Psf] ; Zf; g Worldwide Governance Indicators-WGI_ sf] dVo 5 j 6f ; 's / ; f] sf] ; Hkt JofVof oxf ; dfj z] ul/Psf] 5 .

; fdf] otM tyf thgf] ds ?kdf x] b] f ; Zf; gsf ; 's x? sf] cfwf/ df lghfdt l ; j] fsf] eldsf l g] gfg' ; f/ sf] b] vG5 .

lghfdt l ; j] fsf] dxTj kOf(eldsf / xg] ; 's x? M Government Effect veness / Regulatory Quality sfod ug{.

Rule of Law / Control of Corruption .

;

Voice and Accountability: It captures the perceptions of the extent to which a country's citizens are able to participate in selecting their government, as well as freedom of expression, freedom of association, and a free media.

Political Stability and Absence of Violence: It measures the perceptions of the likelihood of political instability and/or politically motivated violence, including terrorism.

Government Effectiveness: It captures the perceptions of the quality of public services, the quality of civil service and degree of its independence from political pressures, the quality of policy formulation and implementation, and the credibility of the government's commitment to such policies.

Regulatory Quality: It captures the perceptions of the ability of the government to formulate and implement sound policies and regulations that permit and promote the private sector development (PSD).

Rule of Law: Captures perceptions of the extent to which agents have confidence in and abide by the rules of society, and in particular the quality of contract management, property rights, the police, and the courts, as well as the likelihood of crime and violence.

Control of Corruption: Captures perceptions of the extent to which public power is exercised for private gain, including both petty and grand forms of corruption, as well as capture of the state by elites and private interests.

नेपालको सन्दर्भ:

gkfnfndf ljutblv g}; jwflgs kfjwfg, ; zf; g ; DaGwl Pq, e|6frf/ lgo6q0f ; DjGwl sfgg, lghfdtl ; Jf ; #fng ; DjGwl sfgg nufot sfggl / ; #yfut ; Argf dfknt ; zf; g kjbWgsf] cEof; xb}cfPsf]5 . tyflk xidf kpf; kof(t / ; Gtflfhs b]vPsf]cj:yf 5g . ; a}lfq, ju{ / ; dbfosf]kxlr / ; xeflutfnf0{; lglZrt u/L zf; g kPffnl ; lfd, hgdvL / pQ/bfol agfpb} n}hfg' cfhsf]cfjZostf xf]. ; Hwfg kbQ dfl}ns xssf]jf:tljs cge|t ug{; Sg]jftfj/Of l; hgf ug{g}Jofjxf|/s ?kdf ; zf; g xf]. ; Hwfgn]; fj}hgs kzf; gnf0{:jR5, ; lfd, lgiklf, kf/bzl{ e|6frf/dQm hgpQ/bfol / ; xeflutfdhs agfpb} /fHoaf6 kpfq ul/g]; Jf; ljwdf hgtsf]; dfg / ; xh kxlr ; lglZrt u/L ; zf; gsf]k|ofelt ug]Joj:yf u/}sf]5 .

goff ; Hwfg adfl}nd lgjffg dfknt ; a}txdf /fhgllts ; Argfx? tof/ e}dhs /fhg]ts l:y/tftknt pGdv ePsf]jtdfg ; Gbedf ; fj}hgs lfqdf kf/blztf / kfej sf/Ltf sfod u/L pQ/bfoltj jxg ub}3/cflugd ; Jf kofpg, lj sf; kzf; gsf]lfdtf clej]4 ug} cgt/tx Pj + cgt/; /sf/ ; dgjo kPffnlfnf0{ kfej sf/L agfpg' tyf zf; g ; #fngdf ; bfrf/ / ldtJolotf

sfod u/l hgljZjf; cfhg ug{g}; Zf; gsf dhe't rgf]tsf]?kdf /x\$ 5gl .

नेपालमा सुशासन प्रवर्द्धनका लागि गरिएका प्रबन्धहरू

gkfnstf]; ljwfgn]; Zf; gnf0{/fhosf]bflo]j sf]?kdf :jlsf/ u/\$f].
; Zf; g Joj:yfkg tyf ; #fng Pq @)^\$ / lgodfjnl @)^^ n] vf; u/l kzf; lgs
; Zf; gsf]klfdf hf\$ lbPsf].
lghfdtl ; Jf Pq @)\$ (n]r:t ; Jf kjfx / pQ/bflo]j sf]ls6fg u/\$f]5 .
e]6frf/ lgjf/of Pq @)^%
; 'rgfsf]xs ; DjGwl Pq @)^\$ / ; f]; DaGwl lgodfjnl tyf lgb]zsf .
; DklQ zl4s/of Pq
cfly\$ sfo]lw lgodfjnl
e]6frf/ lj?4sf]/ofglit tyf sfo]hgf @)^%
clVtof/ b?kof]u cg; Gwfg cfo]u Pq
; Jf cleofg, hguhf; f]Joj:yfkg, ; /sf/L lgof6 ; /nls/of nufotsf lgb]zsfx?.
ol klf ; Daf]ug ug{; #blo ; ldlt, cfo]ux?, ; tsf]f s]b] nufot ljle6g ; #yfut kj Gw
ul/Psf]5 .

सुशासनको दृष्टिबाट नेपालको प्रमुख समस्याका पक्षहरू निम्नानुसार उल्लेख गर्न सकिन्छ ।

cfT;/ /sf/ ; dg]o, zf; g ; #fng / lj sf; .
; Jf kjfx ; DjGwl glit, sfg6 / dfkb08 thdf / sfo]jog .
gjlg klj]wsf]pkof]u .
; a}txdf pkoQm ; #rgfut Joj:yf tyf hgziQm Joj:yfkg .
kf/blz}f / pQ/bflo]j jxg ug[k]pffnlsf]lj sf; .
lfdtf lj sf; Pj +sfo]h]lut ; wf/ .

सुशासन प्रवर्द्धनका लागि अपनाउनु पर्ने रणनीति:

- != ; /sf/L sfdsf/jfxl kf/bzl{tyf kfej sf/l agfpg ; fu7lgs, sfg6l, k]pffnlut / Jojxf/ut
; wf/ ug[h; sf]nflu ; Jf; ljwfnf0{156f\$1/tf]k]pfg ug{sfg6l / glitut :ki6tf Nofpgsf
; fy}cfw]gs klj]wsf]pkof]u / ; 'rgfsf]kx]rdf clej]4 ug[kb5 .
- @= lj sf; cfo]hgf sf ; d:of ; dfwgsf nflu t]sf n ; d:of ; dfwg k]pffnl cj n]lag ug].o; sf]
nflu pRr:t/lo t]sf n ; d:of ; dfwg s]b]sf] :yfkgf ug\$ f ; fy}j:tk/s cgludg /
cgludgsf]klg kgM cgludg k]pffnl :yfkgf ug] tyf ugf; f]Joj:yfkg ; 6q kfej sf/L
agfpg' kb5 .
- #= /fhgllts tyf kzf; lgs lf]gsf kbflwsf/Lsf]sfo{ Dkfbg :t/nf0{dfkgof]o agf0 nfu"ug].

\$= ; fj hlgS lgsfosf sfd sf/jfxl klt ; sf/flds 5lj lgdff ugI. o; sf] nflu ; fj hlgS lgsfosf sfoqnd sd vlrhf/ ; fdfhs gdqfsf]?kdf ; DkGg ugI tyf lglZrt dfkb08sf cfwf/df kf/bzl{?kdf sfo{ ; Dkfbg u/L hgljZjf; cfhg ugI l jifo dxIj kOf{xG5 .

%= cGt/ ; /sf/ ; dgjo / ; xsfohf0{kqfj sf/L agfpg].

^= ; Jf kjfx Pj +j sf; Joj :yfkqdf gful/s ; dfh, ; xsf/L Pj +ghl lfqnfo{cfj 4 ugI.

&= lghfdlt ; Jfsf]/fli6o gllt / dfgj ; zfwg lj sf; ofhgf agfpg]/ ; duj lfdtf lj sf; df hfB lbg].

सुशासन प्रवर्द्धनका लागि भावी कार्यदिशा:

; 3lo zf; g Joj :yfsf] cjnDag kZrft hgtf; lu kqolf ; DalGwt ; Jf kjfx / lj sf; sf] Joj :yfkgsf] bflotj jxg ubI ; bfrf/oQm / cfwlgs klj lwdf cfwf/t lj lwsf] zf; g sfod ugI l jifo ; zf; gsf] xsdf bl3sfnlG ; fj /xg' kb5 . o; sf] kfktsf nflu dfly pNn]vt /Ofgllt ckgfpb}ljleG cfofdx?df Gogtd ?kdf lgDg pkfox? sfoffj odF Nofpg' jf-5glo xG5 .

क. राजनीतिक आयाम

>f]sf]kf/blz{f / ; :ki6 dfkb08df cfwf/t :jR5 lgjffg kqffnl.
 clelolQmsf] :j tGqf / vhf ; #f/ lfqsf] kqofelt ubI ; b9 ; rgsf] xssf] sfoffj og.
 /Ofgllts kltj 4tf; lxtsf] pbfx/Oflo gtlj h; df sDtdf ; fwf/Of lgo6nf0{dlGqkl/ifbaf6
 lgo6 u/L glltut lgo6 gelgof] \.
 zflGt; /lffsf] plrt kjGw.
 cGt/tx ; dgjo / ; xsfo{

ख. आर्थिक आयाम

lk-ahB 5nkm, hgtfn]a%g]kqstsf]kqsfzg / nj/fk/lifof ; lxtsf]kf/blz{ahB kqsf .
 ; fdfhs ; /lff, ljdf / cf/lifof ; lxtsf] ; dfjZl / ; dtf glltsf] sfoffj og.
 lghl, ; xsf/L / ; /sf/L alrsf] # vDj]glltsf] sfoffj og, lj rfnof lgo6qof.

ग. व्यवस्थापकीय आयाम

; dodf g}dn / k':ts hgtfdf kllg ; Sg] ; /n / uOf:t/lo ; fj hlgS ; Jf kjfx .
 ; bfrf/oQm ; fj hlgS kzf; g -lzi6rf/ cleofg,j8fkqsf] sfoffj og, sfo{ Dkfbg ; Demf]f,
 Joj :yfkq k/lifof, Watchdog agency sf] lfdtf lj sf; h:tf Joj :yfkSlo cfhf/sf] kpfu
 dfknt_ .
 ljBtlo ; zf; g kj bllg -pbfx/Ofsf]nflu ef/tsf]JAM cfof; - hgwg a\$ vftf, cfwf/ sf8{
 dfjfoN lj t/Of dfknt ; /sf/L ; Jf / /fxt nllft lolQms}vftfdf t?Gt pknAw u/f0g] .

Conducive environment for Private Sector Development (PSD)
Contract Enforcement and Rule of law implementat on

घ. नैतिक र सदाचार आयास

ej6frf/df z6o ; xgzlntfsf]gllt .
cfrf/; lxtf lgdf0f / sf0f0j og dfkmf g}ts ; :yfdf ?kft/Of .
glthfd\l cgludg / ; f]sf]cfwf/df k/:sf/ Pj +b08 Joj :yf .
ldtJolotf cjndag u/L gd0f k0z0 .
; fj h]lgs ; :yfdf vhf / kf/bzl{lgolQm k0ffnl :yfkf .

निष्कर्ष:

hgtfsf]nflu ; zf; g eg0f]ugf; fj/ ; d:ofklt ; j0hgzn ; /sf/ g}xf]. ; /n / ; he
; fj h]lgs ; j]sf]pkn\wtfaf6 g} ; zf; gsf] hu alnof] agfpg ; ls65 / hgljZjf; cfh0
ug{; ls65 . ; 0fl6ts ?kdf sg}cjwf/0ffsf]jx; ug{; xh eP klg sf7df08f0f kfgl lkpg
djh0rl cfof]hgfs}lgdf0f h?/L x65 .xdf oftoft / dfnkf; sf0f0odf First Come First
Serve x65 e6g]cgelt lbnf0 ; bfrf/sf 6fk' -Island of Integrity_ df ?kft/Of ug{ ; dod}
k':ts / dnvfb ufpf 0d klg]; lglZrt ug{/ ; fj h]lgs >f]sf]cglrt bf0g sd u/} dfq}klg
gful/snf0{; zf; gsf] kf/Des cgelt lbnfpg ; ls65 . jkQ/ ?kdf / bl30fndf ; j0wflgs
dd{cg?ksf]; 0lo zf; gsf]sf0f0j og / goff ; fj h]lgs zf; g -New Public Governance_ sf]
cjndag u/L ; xsfo0f]; :s[taf6 g}; zf; gsf]Jofjxfl/s cfof; ug{; ls65 .

सन्दर्भ सामग्री

gkfnfsf]; ljwfg
k6wf}of]hgfsf]cfwf/kq
ljZj a0sf ; zf; g ; Dj 4 kltj0gx?
gkfn ; /sf/sf]cf=j=@)&&~)* sf]ah0
sdfb klqsfsf ljle6g c0

नेपालमा प्रशासनिक नेतृत्व: अवस्था र अपेक्षा

- श्रीधर गौतम
उपसचिव
नेपाल सरकार

साराशं

गतिज कब जे भन्ने (नेति) छ। गतिज सँगै नै लससोसँगै कडव गेखे कसै (नेति) छैन।
दखिदखि जे खिदखि कडव जे सँगै कडव /खिदखि सदिदि/नेति) चकित्त) छ; ओति) नेति) नेति) गतिज
कडव) उगै; (Sb5 . गतिज) लदति) अगै; (Sb5 . o; स) नै लोलोमति) :ज:यो ब) व ; #7गस))
अ/नेति) कडव) -; #7गस) च) र)ो, प2)ो, ; दाल)त स)गै, ; द)ग क)स)ित्स) ल)ज)स)ि च)ो ध)स
; #7गस) ; #)ंग) c)j:य) ज) ति/स)ि, च)ब)z) ; #7गस)ि)व)स)ि_ च)ो)ज)Z)os ; ज)न) ख)।. च)ि)द)ग)z)ि; g,
l)z)ि)ff, त)l)nd, c)l)w)स)ि/ क)ि)ो)fo)l)h)g, l)j)g) स)g)x) :t)l)ff) l)oj) :y)k)स)lo :j)fo)Q)ि, ; e)j) l)ff)df) :j)l)j)z)lo
c)l)w)स)ि/ क)ि)g)g, गतिज) लदति) नेति)°)g क)z)र)it) द)ख)ि)k)डव) ; #7गस)ि) क)डव)स)ि) e)l)ds)i) l)bg) s)fo)l)j)j) /of
c)l)g)j)fo)ub)z)is)fo) {D)k)fb)g) नेति)°)g) a)k)l)fa)6) / To; स)ि)च)w)w)df) k) /:s)i/ b)08) न)u)fo)ts)i) p)k)fo)x)af)6
k)z)i; l)gs) गतिज) d) ; w) / u)g) ; (Sb5 .

विषय प्रवेश

गतिज) P)स) लदति) छ)। ; ज)न्ति) छ)।. स)न्ति) छ)।. u)o) छ)।. ; स)न्ति) क)े)j) छ)।. ; d)ख)न्ति) {च)क)ि)त))
d)fu)di) l)x)8)fp)g ; S)g) v)j)l) छ)।. गतिज) कब जे भन्ने (द)क) ख)ि)o)g . s) ; नेति) {b)j)fp)g ; S)g) j)f) x)ि)o)fp)g
; S)g) :j)ef)j) k)g) x)ि)o)g) . g) t) o) ; d)h)स)i) d)fly)N)nf) च)ि)ff) छ)।. g) t) /f)h)g)l)l)t) j)f) k)z)i; g)स)i)
d)fly)N)nf) k)g) . p)bf)x) /o)fs)i) न)ै ल)u) s)g) ; b)z)is)i) k)w)g)d)g)l) j)f) d)g)l) x)b)di) d)k) गतिज) x)b)di) . s)g)
/f)h)g)l)l)ts) b)ns)i) k)डव) j)f) d)h)स)i) d)Vo) ; l)r)j) j)f) s)g) ; l)gs)fos)i) ; l)r)j) j)f) s)fo)z) /l) k)डव) j)f)
s)fo)fo)ho) k)डव) j)f) p)ke)l)mf) ; l)dl)ts)i) c)w)l)ff) j)f) g)u) /k)l)ns)fs)i) d)di) / j)f) u)fp)k)l)ns)fs)i) c)w)l)ff) j)f) ; 3
; #y)fs)i) k)डव) x)b)di) गतिज) g)x)g) ; S5. To)j) p) ; स)ि) k)b) j)f) भन्ने (x)।.

प्रशासनिक नेतृत्व

कडव) ; l)gs) n)lo) x)l) ; n) u)g) { s)di) /l)x) ? / ; /f)z) / j)fn) x) ? n)fo) { p)k)l) / t) u)g) ; f)y) c)j) Z)os
j)ft)j) /of) to) u)g) ; S)g) u)o) , लदति) , s)fo) { / :j)ef)j) o)Q)m) गतिज) न)fo) { k)z)i; l)gs) गतिज) d)fg) ; (Sb5 .
k) /k) /f)ut) c)j)w) /o)ff)df) k)z)i; l)gs) गतिज) e)g)gn) s)g) ; #7गस)ि) क)डव) e)P)k)l)5 :j) t)M) x)g) d)fl)g)G)yo)l) .
k)bd) k)l)k)l)5 c)k)nh)fo) {k)k)tt) j)w)l)gs) c)l)w)स)i) / z)l)Q)ns)i) k)डव) d)k)nt) :j)ef)l)j) s) ?k)df) p) ; n) गतिज)
u)g) ; S5 e)g) d)fg)ot)f) :y)fl)kt) l)yo)l) . c)fw)l)gs) d)fg)ot)f) To) :t) / x)g)। . Si)tu)at)ional) z)h)l) j)f) o) :t))
g)l)j)g) l)oj) :y)k)स)lo) l)j)lw) ? s)i) p)k)of)l) u) / l) k)l)xn) e)g)bf) c)lan) , r)g)ff)l)x) ? s)i) a)l)ra)6) l) ; h)g)l)ds
; d)w)fg) l)gs)N)g) ; S)g) / c)o) ; #7g)x) ? n) c)g)S) /of) u)g) { x) ; o)td) ; #7gn)fo) { k)bf)g) ; S)of) of
l)j)ut) e)g)bf) v) ; }k)m) /s) k) /g) e)g) c)fw) /df) k)z)i; l)gs) गतिज) x)l) j)f) d)k) k)b)di) l)oj) :y)k)स) 5)6)bf)pg)
k)g) d)fg)ot)f) /x)z)i) 5 . गतिज) h)g)dh)ft) ge)o) { l)j) s) ; u)g) ; (S)g) c)j)w) /o)ff) :y)fl)kt) e)P)स)i) 5 .

नेपालको प्रशासनिक नेतृत्व

gkfnst prR Joj:yfksx? / lgsfou? kdf kdvst]elstsf / xst JoIQm? dWb; lldtn] dfq blvg] u/L / gful/sn] dx; ; ug] u/L ; wf/ ug{ ; st] kf05 . ax; Vos stf/Lx? df hflu/sf]nflu hflu/ vfg]kj]Q 5 . c; n gtl]sf]nflu s]s]ugkb5 e6gdf /df] u hfgsf/ klg 5gl . t/; tl s'fx?nf0{Joxf/df ptfg6 knkndf rls/xst 5g. kl/0fddf To:tf kzf; sx? dfq 1fgl Joj:yfks cyf gtl] ; lk / snst]/df]1fg ePsf t/ cfkth]cfd; ft ug6 r'st 5gl . ; lldt stf/Lx?n]gtl] ; Da6wdf kkt 1fg / sf}nnf0{Joxf/df ptfg{ ; st] blv65. pbfx/0st] ?kdf w]h]lr6g]gfd xg shdfg l3l; a, eujfg sf0{fnf; ; b's ?0f . gkfnst] kzf; lgs gtl]sf]cj:yfnf0{b}fo adf]hd ; jn klfx? / sdhf] klfx?sf] cfwf/df ljZn]f0f ug{ ; lS65 .

सबल पक्षहरू

lghfdtl ; jdf xbf{of]otf kpfnlst]cfw/df 5gf6 e0{; fj hlgst kzf; gsf; jRr gtl] dVo ; lrj; dd klgl]dfu{vhf 5. kzf; lgs gtl] dgfnodf ; lrj, ljefulo kdv xb}sfofno kdv]n]ng]:yflkt cEof; 5 . ol ; a}stf/Lx? of]otf kpfnlst]cfw/df 5gf6 ePsf x65gl. gtl]sf]cj; / kpfq ub}sfod d'sfod / lgldQsf]kfjwfgx? / cEof; ug]ul/65 . sfo{t kb e6f dfl]Nnf]kbf sfo{dtsf]cfw/df xg]j9]f dfknt gtl] cj; / lbg]sfgg / cEof; /lx cPsf]5 . lfgut lj1tst]pkof] ug]x't' l]zi7 >0f]df sn:6/ lgdf u/L gtl]sf]cj; / lbg]cEof; z? ul/Psf]5 . sfo{dkfbg ; of]st]k]rng dfknt lfdtf k:knbgsf]cj; / kpfq u/L gtl]sf]nflu pkoQm ljw z? ul/Psf]5 . ; jf kj zkl5 prR gtl]df klgl]j]Qky :ki6 kfl/Psf]5 . /fhkqf't kyd / ljefulo kdvdf pQ/flwst/ of]hg nfu' ug{ ; lsg]sfggl kfjwfg gtl] ljsf; sf]nflu cufl8 ; fl/Psf]dfg ; lS65 . gtl] dNof'g ; ldtst]Joj:yf ul/Psf]5 . dNof^asgst cfwf/dfl]jflif\$ sfo{kult, gltl]Zn]f0f lfdtf, gtl] lfdtf, lg0f]lfdtf, ; jfuxl; Gtlie, jPhkmb6f6 ; dxsfo{ kzfut ; jhgZlntf, cGt/j0lQms ; Da6w ; hgfdst tyf /rgf]ds ; wf/ nufotnf0{; dfj z ul/Psf 5gl .

कमजोर पक्षहरू

gkfnst]; fj hlgst kzf; gdf lzlf, tflnd / lfdtl]sf; sfsfo{mdx?sf]pkof] kzf; gsf] lxt / p6gt]st nflu ug{ ; lSPsf]5gl . j0]zst clwogdf jflif\$ s/f8f}vr{x65 . stf/Ln] l; s] klg cfp5gl t/ pglx?af6 /fhon]ckjfb afx\$ sxl lng ; st]cj:yf 5gl . Pp6f pbfx/0f hkf; /sf/n]@)!^ blv z? u/\$f]h]l8=P; =gfdst 5fj]Qlnf0{lnp: x/\$ aif{@} hgfsf b/n]:gftsfQ/ clwogst]nflu klt JoIQm ! s/f8 @) nfvsf]x/fx/L vr{u/] k9g k7f065 . clwog ; s] kmlsPkl5 pglx?af6 /fhon]s]ng] s; /l lng] sg}of]hg g}5gl . of

t Ps k|tlglw pbfX/Of dfq x|]. o:tf yk}5fQj|Q 5g|. h:t}ci6|nofsf] hd|lsf] sf|/ofsf] ahfotsf] gj}sf] ef/tsf] rlgf]cflb cflb . :jb}zl / lj}bz| cglu6tl t|fndx? / uf|7lx?sf] x|jut klg p:t}5 . k}zf; lgs kbdf dflly k|lg|w}}6f af6f]hgaf6f}af6 klu|klg :j tM g}t|lj k}kt xg]sfgg| loj:yf /xgh|g}t|lj ; jn xg ; s}g|. g}t|lj k|l|f0f ug|k4lt lj sf; ug{|; lsPgl . g}t|lj lfdtf dNof^asg u/l pkoQm lo|Qmf0{pkoQm :yfgdf kb:yfkg ug{g; Sbf ; d:of cfof} .

/fhgllts k}efj / bjfjdf sfdug|Yes-man culture sf sf/Of pRr k}zf; sn|g}t|lj lfdtf udfpb}uPsf]5 . loj; flos szntf k}p}z}g ug|6bf /fhgllt1nf0{l/hfP/ l|xlt :jfy{k}f ug{ p4t pRr loj:yfkssf] sf/Of k}zf; lgs g}t|lj sf] ; jntf b|vPgl . pbfX/Ofsf nflu /fh}sf] :yfgdf ; ?}f kfg jf cj sfz kl5sf]lgolQm kfgpsf]nflu cfk|gr|lfdtf / v|lsf]pkofu| gu/l /fhgllt1sf]rfxgf adf|hd sfd ul/lbg|lj s|t k|j|Qn|h/f uf8b}uPsf]5 .

hf|vd p7fP km; g] t/ sfdg}gu/|alrg|dfq ge0{df}sf k/|k/:s|t klg xg ; lsg| k|j|Qn|r}gf}l lng w|}h|cf6ug{5f8b}hfg|qmd a9b}uPsf|h|g}t|lj lfdtfdf lflos/Of e0/x}sf] 5 . ; d}x sfo{; :s|t / ; xeflutfdhs ; :s|tdf x|; xb}uPsf w|}b|6f}tx? 5g|. k/:sf/ loj:yfkgnf0{j:t|gi7 agfpg g; Sbf ckjfb afx} k/:sf/sf]nflu of|o lo|Qm|e6bf c|on| To:tf|cj; / k}fpg|u/}sf] sf/Of v/fjx?nf0{v/fj s}/xg x|}fPsf] ; fy}c; n sfd ug|}sf] p|k|}offdf ; d}t| lfols/Of ePsf]5 .

sd{f/lsf]sfo|j|j/Of / sfo{Dkfbg dNof^og sd}f08l agf0Psf sf/Of sd{f/lsf]dNof^og g}ePgl . o; sf]rf}km{|c; / j|Q lj sf; sf kf6f}f b|vof] . lghfdtl ; j}f k/:sf/sf]pbfX/Of x|}f} . sg}cd}sd{f/Lnf0{o; k|nl k/:sf/df l; km|/; ug|}f}of]lsgsl px|f % aif{b|v o; } sfof}odf al; /xg' ePsf]5 . o; n|s}; Gb}z| lb65 . s|lghfdtl ; j}f k/:sf/ bl3}f}nl|g ; j}f kbs x|< of Ps cfly} aif}el/df p|s|6 sfd u|}f}ktsf]k/:sf/ < To:t}csf|pbfX/Of sg} Ps sfof}odf sfo{t Ps hgf sd{f/Ln|u/}sf]sfd p; sf]dxzfzvf c}tu{sf p ; /xsf c}o sd{f/lsf]thgdf /df]5 elgg}/lx65 t/ lagf sg}sf/Of sg}cd} lo|Qmf0{Ps jif{k|g gk|b}p; sf]:yfgaf6 x6fP/ sg}csf|sd{f/Lnf0{/fVg}; Ddsf]sfo{ul/65 . o:tf k|j|Qn|g}t|lj lj sf; sf]; jndf lgs}k}eflj t u/}sf]5 . g To|k|l8t sd{f/lsf]g}t|lj lj sf; xg ; Sof]g t To:tf|eldsf v|lg|lg0f6 stf{g}c; n g}t|lj sf]x|; ot k}fpg|nfos /Xof] . g}t|lj lj sf; sf] nflu gljgtd 1fg|k|j|lw / cg; Gwfgdf pRr dx|j / nufgl xg}kg}f xdf}df o; nf0{Go}g rf; f| lbg|u/}sf]kf0}5 . k}zf; sdf /x}sf]1fg / ; lksf]klg pkofu| ug|}f} pbf|; gtf b|v65 . ljleG v|n| loj:yfkg h:t}lj kb, a}a, dfgj ; zfwg, ; f| ; fwg nufotdf loj; flostf Go}g/x}sf] cj:yf 5 . z? ul/Psf s}xl gljg lj|w / tl/sf cf}k}rf|/stfdf ; ldt ckjfb afx} glthf lbg g; s}sf]cj:yf 5 . pbfX/Ofsf]nflu sfo{Dkfbgdf cfw|/t k|j|; fxg k}offnl, ckjfb afx} ljut b|v /x}sf]sfo{Dkfbg s/f/, clk|; c6f}d}z}g, 0lj|8^a,cgnf0g cgludg cflbn|ck|lft glthf lbg ; s}g|. ol ; ahf0{rnfodfg u/fpg|g}t|lj x|/ To; s}sdln|ubf{o:tf|cj:yf /lx/x}sf]5 . clwsf/ s|}b|t ug|dfgl; stfn|ubf{df}txtsf g}t|lj lfdtf ePsf}n|cj; / g}

gkfpj]l:ylt lj Bdfg /x\$]5 .

नेतृत्व गर्न कुनै पनि निकायको प्रमुख नै हुनु पर्ने हो ? वा जरूरी छैन ? कसरी ?

; #7gsf] g]lj ug{ dht kdv xgkb5 . oBlk ; #7gsf] kdv g}gxbff klg cfkngf] x]; otaf6 g]lj ug{ ; lsg5 . pbfx/0fsf] nflu Pp6f d6qfnosf] k]zf; lgs kdv ; lrj x65 . ; lrjsf] kbdf xg] sdf(f/ln) d6qfnosf] k]zf; lgs g]lj k]bfg ug] kblo x]; ot g}x65 . cj lh1f; f /x65 . ; lrj afx\$sf c?n]s; /l g]lj k]bfg ug] < of] klg ; e] 5 . dxzfzvfut ?kdf ; x; lrjn] zfvfut ?kdf pk; lrjn] ; f]e6bf tn zfvf clws[tn]/ o; y/L c?x?n]. cfkngf] dxzfzvf c6tu\$ / c6t/ zfvf, dxzfzvfalrdf c?nf0{ k]efj kfg] / dglhTg] z]hl / Jojxf/ k]bzg ub] pbfx/0flo ag] g]lj k]bfg ug] cj; /af6 sf]l klg algrt xbg] \ .

cfknl'sfo{t sfofnosf ; a}sd(f/lx?sf]af/df hfgsf/L /Vg] ; a}df cfb/efj / :g]lefi k]s6 ug] ; #7gsf] p2]o / glltsf af/df hfgsf/ xg] ; #7g; lu ; Dal6wt P6] sfgg, sfuhft nufotsf af/df cBfj lws e0{xg] sfofno ; dosf] kl/kfngf Pj d\ cfkngf] lh]d]f/l]sf] s]dsf] r:t sfo{ Dkfbg ug] x/kn Odf6bf/ / g]tsjfgsf] gd6f k]t't ug] cfkngf] tj/af6 s; \$] ; d:of tyf ug] ; f] b]v] ; g]df To; sf] ; d]wfgsf] k]bTg ug] ; d]xd] sfd ug] k]bf; ug] c6o zfvf / sd(f/l]sf] s]dd; ; xof]u ug] c6o sd(f/L, zfvf, dxzfzvfalr cfjZos ; d]g]o ug] sg] r]gf]lk0f{e]l]dsf lb0]df ; xh :j]lsf/ ug] ; r]gf kl]lw -sDko6/ 6f0]k^a, lk]6/, k]ro]s; , k]r]f]\$kl, :Sofg, c6f]z]g, j]e; f0]sf]cfwf/e't kl]df hfgsf/ /xg] t]ls sg} ; dodf ; fdf]o s]dn]cfkngf] sfo{ Dkfbgdf cNeng gcfcf] \ hfg\$]f]l; s]pg]/ ghfg\$]f]l; s] x/kn ; e] ; a} lj ifodf hfgsf/ /xg] nufotsf sfo{x?n]g]lj lj sf; df 6]f k]b]5 .

प्रशासनिक नेतृत्व विकासको भावी दिशा

एक जना प्रशासकले नेतृत्व विकासका लागि व्यक्तिगत रुपमा गर्ने के

c]lloog- cfkngf] ; #7gsf] c]lloog, ; /f\$]f/jfnfsf]rf; f]ugf; f\$]f]c]lloog, ; #7g; lu ; /f\$]f/ /Vg]P6], lgod, sfo]lw, ljutsf b:tfj]h, ; #7gaf6 k]s]lzt :df]/sf nufotsf]c]lloog, cfkngf] ; #7g h:t}ljZ]sf c6o dh]ssf ; #7gsf] c]lloog .

cf]ldfgz]f; g-; dosf]kl/kfngf, k]o\$ sfo]f g]tstf / Odf6bf/L k]bzg .

Joj; f]lostf]k]bzg- q6l /lxt sfo{ Dkfbgsf nflu 1fg, ; lk / l]d]tdf lgvf/ xg].

t]lnd- cfk]h]f0{ ; od; f]k]f cBfj lws ul//xg]. sfo{ Dkfbg; lu hf]8Psf sg}klg ; j]ndf cfk]h]f0{hfgsf/ u/fpg cfjZos t]lnd lng].

; r]gf Joj:yfkg- k]zf; lgs sfo]f ; r]gf z]lQm xf]. o; sf]l8lh6n ; fy}k]r]o]nut t]l/h l56f]e]p]pg ; lsg]u/L Aojl:yt ug] t]fsl smart performer a6g ; lsof] \ .

sDko6/ ; fy} ; r]gf kl]lwd]l xg] cfkngf] s]dsf] nflu cfjZos kg] sDko6/ / ; r]gf kl]lwsf]pkof]u ug] 1fg / ; lk xfl; n ug]. h?/L k/\$]f]a]hf ; xof]u gePsf]sf/Of sfd

/f]sg]cj:yf gcfcf] \.

Wofg, of]ufEof; / zf/l/s Jofofd- lolQmf0{zf/l/s, dfg]; s / cfl]ds ?kdf b?:t /Vg ; s]f p; sf] sfddf To; sf] k]efj kg]xbff laxfgsf]lx8f0 ; fy}of]ufEof; nufotaf6 bl]gsl z? ug].

cf0k/}f]/ ug]kg]sfdsf]Joj:yfkgdf dfq s]b]bt ge0{yk ; wf/sf]nflu x/kn kp]g ug].

u]tJo to ub]sfo{cufl8 a9fpg]Jj:t]t of]hgfsf]gfddf cndn gug].

c?n]ub]cfPsf]tl/sf e]bf km/s goff tl/sf cjn]lag ub]x/kn ; wf/sf]kp]g ug].

sg]df]h]xhf ljgf lgZjfy{?kdf lj] }k0f{lg0f0 lng]/ sfoff]og ug].

कर्मचारीहरूमा नेतृत्व विकासका लागि संगठनले गर्न सक्ने

शिक्षा एवं तालिमको उपयोग- 5fj]Qdf lj b]z]l c]lwoogsf w}]cj ; /x? sd{f/lx?n] k]kt ul//x}f 5g]. c]lwoogsf]nflu s/f]f] /sd j]liff ?kdf vr{e0/x}f]cj:yf 5 . g]l]j lj sf; t]fnds}gfddf ; d] w}]sd{f/lx? lj le]g dh'sdf u0g}/x}f 5g . :jb]z]df klg lj le]g vfn] t]fnd, uf]7l e0{x}f 5g]. t/, To:t]c]lwoog / t]fndaf6 k]kt 1fg, ; lk / kl]j]t{ wf/0ffsf] JolQmf0{pkof] ug]7f] sbd r]fnPsf]k0b] . To; sf]nflu j]xt sfoff]hgdf agfpg' kg]68] sf/f]cj]Zostf bl]v65 .

संस्थागत सुधार- nf] ; j]f cfof]df leadership assessment Centre sf]nflu 5}Psf0 v8f ug]h; n] g]l]j u0f / lfdtfsf]lgZklf hfrf u/] l; km]/; u/}f]cfwf/df sfoff]o k]v j] ljefulo k]v j] ; lr]sf]g]l]j sf]cj ; / lbg Pp6f cfwf/ lb65 .

व्यवस्थापकीय सुधार- at]dfgdf z? ul/Psf] Performance Contract nf0{ddf; f/ cufl8 a9fpg] sg]vfn]x:t]f]k lagf Managerial Autonomy k]pfg u/l l; h]gzlntfnf0{k]f]; fxg u/l lfdt] k]bz]sf]cj ; / h]6f0]bg] sd{f/l]sf] Performance Appraisal nf0{kf/bzl{axkfq]f/f dNof^asg xg] / sfof]j/Ofnf0{:ki6 u/l dfkgof]o ; }s agfP/ nfu' ug] / ; f]l glthfsf cfwf/df k/:sf/ b08nf0{Jojl:yt ug] clwsf/ k]fof]hgdf sg]s]h:of0{gug]t]fsl dftxtsf sd{f/l]sf]g]l]j lfdt] ; d] lj sf; xg; Sg] Teamwork and Part cipatory Culture sf]lj sf; ug] x/} ; f]h]gs lgsfosf]k]z; lgs k]vsvf nflu Succession Plan clgjfo{ug] ; ?jfnf0{rlqmo agfpg] t]fsl cfk]h]f0{pkoQm xg] :yfgdf sd{f/l ku}f]cj:yfdf p]s]7 glthf lbg ; Sg]bl]v65 . g]l]j dNof^asg ; ldt]nf0{k0f{functional agfpg] lj]jw Joj:yfkg-; do, a]a, kl/j t]g]cf]b_ / lj]jwtf Joj:yfkg]plrt pkof] ug] ; Sg]agfpg].

नीतिगत सुधार- ; e] xg] lf]x?df k]z; snf0{s]l :j]j] }lo clwsf/ ; d] ; }kg] lbg] t]fsl l; h]gzlntfsf]pkof] ug] ; Sg]/ hf]vd p7fpg ; d] j]w]lgstf k]kt x65 . nf] ; j]f cfof]n]g]l]j dNof^og ug] ; Sg]sf]gg] Joj:yf ug]{plrt bl]v65 . ; ?jfnf0{rlqmo agfpg] Joj:yfnf0{sfg]l ?kd}clgjfo{ug] ; s]f sd{f/l]n]sg}lgsfosf]el]dsf cfk]h]f]nflu pkoQm e]g ; Sg]/ Toxl lf]gdf p; sf]g]l]j lj sf; ; xh xg]bl]v65 . xdf]df ; lldt cEof; df /x}f]

sfo{ Dkfbg ; #f}f=s/f/ ; DaGwdf ; Zf; g Pq / lghfdtl ; Jf Pqdf sxl Joj :yf ul/Psf]ePklg
:ki6 lgodfjnl / lgb[zsf]cefj 5 . To; sf]lgdf h?/L b]v65 .

निश्कर्ष

g}l] JoIQndf lgxlt ljzlf v]l ePsf] / g}l] ljsf; ; d} ug{ ; lsg] ; Gbedf cfknh]
OdfGbf/ kpf; ubf{klg w} ; wf/ ug{ ; lsg5 . 7hf s'f u/ ; kmn g}l] 7xl/g]xf0g of] t
c?af6 xg]cfkngf]sd\$]dNof°gsf]glthf xf]. h]/f]of]Toxl km5 . /fdf u0fx? /f]b}uPdf
ltg}emfub}hf65g\ . cGttf]j]f ; kmn glthf lb65g\ . ctM xfdl ; ah]oxl lbzdf sfo{ug{
kb5 . c; n kzf; lgs g}l] aflx/L ljZjaf6 vfh] Nofpg]xf0g xfdlx? g}To; sf]nflu tIk/
xgkb5 . c?n]sxl u/g eGg]; f} Tofb}dh]s]u/ / ug{ S5' eGg]; f}sf]hfuft u/fpg'kb5 .

सन्दर्भ सामग्रीहरू,

dofnl, ufklgy -@)&)/fHo ; #fngsf cfwf/x?
; f} ; fdfu ; fkg klAns}g
nf\$; Jf cfof] sfol] lw
j ; f08x? opmcm.gov.np, mofaga.gov.np, npc.gov.np
lghfdtl ; Jf Pq @)\$ (/ lgodfjnl @)%
nf\$; Jf cfof]sf]tof/L slffsf nflu tof/ kfl/Psf ljleG lzfssf gf0x?

विश्व हुलाक दिवस सन्दर्भ: नेपालको हुलाकले अत काचुली फेरोस !

- वेदप्रसाद भण्डारी,
कार्यालय प्रमुख
गोश्वारा हुलाक कार्यालय

cfh cS6f] / (tfl/v, cyff{ ljZj xhfs lbj ; dgf0g]lbg . ljZj xhfs ; 3sf]!(^(sf] 6f]sof]dx; efkZrft gkfn nufot ljZj xhfs ; 3sf ; a); b:o /fi6x;n]k|o\$ jif{cS6f] / (tfl/vnf0{ljZj xhfs lbj ; sf] ?kdf dgf0{/x\$ 5g\ . ljZj xhfs ; 3sf]:yfkf cS6f] / (; g\!*&\$ df ePsf]lyof]eg]gkfnf klg ; g\!*&* ; fndf klxnf]xhfssf]:yfkf ePsf]lyof] . ; -rf/sf nflu xhfssf]kpf] kflrg ; dob]v ePsf]0{txf; 5 . lr7lkq cf] f/k; f/sf nflu xhfs x;sf]:yfkf ePsf]lyof] . xhfs ;]fsf]kx| /sf/sf]hgtfk|tsf]clgjfo{bfloj ePsf] xbf gkfnf]; ljwgsf]cg; lr % -*_ df ; 3lo ; /sf/sf]bflojdf /flvPklg o; lf]sf]; wf/ k|t ; /sf/, sd{f/l / ; /f\$ /jnf lgsfosf]oy]6 Wofg ku\$]eg]b]vPsf]5g . gkfnf ; 'rgf tyf ; -rf/ lf]df kljlwsf]lj sf; gxbf; Dd xhfssf]cf]k0f{lj ut lyof] . xhfs lx8bf p; n] af\$]efnfsf]6k\$]306l aHbf dnfdl klg /f]sGy]eg]xhfs hgtf / ; /sf/sf]; ' lyof] . o; f]elg/kbf ; 'rgf kljlwsf]pkof]un]xhfs lj:yfkt uof]eG]ts{gkfnf dfq unt /x\$] b]v65 lsgeg]; 'rgf kljlwsf]lj sf; / pRrtd\pkof] u/\$ bzx;df xhfs clxn]klg rn\$} 5g\ . lr7lkqj6 dfly p7] ljleG ;]fdknt kljlwsf]pkof] ub{elj:o cfsng u/L ; 'rgf kljlwnf0{g}6Ss/ lbg]u/L xhfsj:tx;sf]; sng, 9]fgl / lj t/0fdf lj lw, ult / kljlwsf]plrt pkof] ub{ljZj; , Joj; fo, /fhZj / gknt, ; a}a4 u/\$5g\ . sltko xhfs / lghl sl/o/ sDkgLx;sf]cfk]ljdfg, /h, 8fg / kfglhxfh ; d; 5g\ h; jf6 ;]fnf0{c6o k|t:klwGbf l56f] /tf] lj t/0fdfknt Jofj; flos ; wf/df kn8sf]df/\$5g\ . xhfsdfknt aunfbzsf]kf]6n Soff; sf8{ yf0h08sf]nihli6s ;]f, rlgf]lj B'tlo Jofk/, hfkgf]jrt a\$, cd]v/sf] /fxbfgl ;]f, ebfgsf]offtoft ;]f, ef/tsf]xhfs hljg jldf, cfib ; #f/df xhfs lf]df ePsf gjkljt{x? xg\ . w}}bzsf xhfsx; lghls/0f ul/g; lghl sDkgL; u ufleg' jf ; /sf/L g}ePklg 5\$};]f / ; d\$sf];kdf ; -rflnt xgh]klg o; sf]dxTj phfu/ u5{. xdf]l5d\$] dh's ef/tdf ; -rf/ dGqfnodf b0{hgf ; lrj /xg]Joj:yf 5, h; df Pshgf xhfs ; lrj xg\ eg]8fs ljefu Ps 5\$}; d\$ xf]h; df sd{f/Lx; egf]v cjsf; ; Dd xhfsd}/lx/x65g\ . o:t} ljefu / 5\$}; d\$sf]Joj:yf kfs:tf, aunfbz, >lnsf / ckufg:tf, d; 5 . dflNbE; / ebfgsf xhfsx; k0f{; /sf/L :jfldTj sf kflws/0fsf];kdf ; -rflnt 5g\ / ol bā}gknt pldv 5g\ . clk]sdf n] fyf] cf] lgofdf lsl/jf6l, cd]v/sdf eg]hbnf tyf Pl; ofdf gkfnf xhfsx; ; #f/d}lk5l8Psf xhfsx; cGtu\$ kb5g\ h; nf0{ljZj xhfs ; 3sf]xhfs lj sf; ; 'sf\$df clGtd >0lfd /v]f6 gkfnf eg]ol ; a}s/f cfsf; sf]km ePsf 5g\ .

; #f/df xhfssf]ul/df klj lwn]k]t:yfkg ug\$]f; f6f]ablnbf]; do; u}Jofj; fols; u}gfkrf
 p6dV xb}hfbf g]kfnsf] xhfs ; J]f clxn\$]f] cj:yfdf Ps lsl; dn]lgsf]xg sl7g sf0]fsf]
 lj/fdl ag\$]f]5 . Psflt/ ; f/f ljZj g}sf]f]f; emdOf; u hlw/x\$]f]j]hf ; #f/sf xhfs ; J]fx;n]
 cTofjZos ; fdu]x; tyf cf]flw-pks/Of ; \$ng, 9]fgl / lj t/Of u/L dxdf/Lsf]n8f0df b}znf0{
 ; fy lb0{fv\$]f 5g\eg]g]kfndf ut r} b]lv a6b /x\$]f]c6t/f]60 xhfs cfh; Dd vNg ; s\$]f]
 5g . ns8fpg / lale6g ; dodf hf/L lgin]w]fsf jlrklg ; /sf/L sd{f/Lx;sf ; DklQ ljj/Of
 ; \$ng, 9]fgl / lj t/Ofj f6 tyf s7lg ; dodf ; d] cfk]gf]lfdtf cg; f/ cf6t/l/s tkm\$]f]xhfs
 ; J]fsf]lgoldttfn]o; sf]j t}f]g ; dodf klg slt dx]j /x\$]f]5 e6g]ljifo ; /f\$]f]jfnf lgsfon]
 dgg\ ug{ h;L 5 . sg}; do k]jl gf/foOf zfxsf kfnb]lv t]sflng /fhkl/jf/, b/jfl/of
 ef/bf/ tyf l; kfxlsf /; bkfgl, dbf, af?b, xltof/, b:tf]h / sfuhkq af\$]g]yfk]n]/ sfut]
 xhfssf]lj/f; t af\$]f]g]kfnsf]xhfs cfk]rfl/s ;kdf la; #!(#% df :yfkgf ePsf]g]kfnsf]
 ; a66bf h]f]; /sf/L lgsfo xf]. lj; #!(#* df klxn]l6s6 k]sfzg u/\$]f] lj; #!)# ; fndf
 ljZj xhfs ; \$]sf]; b:o ePsf]/ lj; #!)!^ ; fnb]lv ab]z]s lr7l cfbfgk}f]g z; u/\$]f]h:tf
 k]7eld af\$]f]xhfs sg}; do ; a66bf Jo:t / b/b/fh; Dd kxr ePsf]; /sf/L sfof]no lyof].
 o:tf]lgsfo, hxf]sfd ug{/fd}df]lgVof]/ h; sf]/fli60 Pj+c6t/f]60 ; Dj6w / klxrf]g klg
 /fd}lyof] s}s; /L sfnultn]of]ca:yf; Dd cf0{kl}of]/ cl:t]j sf]nflu ; \$if{t 5 e6g]ljifo
 cfhsf]ljZj xhfs lbj; sf]dh lr6tg xf].

; lldt sd{f/Lx;sf] :jfy\$]f sf/Of la; #!)^! ; fndf xhfs ; dx vf/]h u/L k}z; gdf
 lalng u/fpg'g}g]kfndf xhfs 0ltxf; , o; sf]ul/df, tyf sfo\$zntf ktgsf]z;]ft ePsf]
 tyf xhfssf nflu sfnf]; do z; ePsf] oyfy{xf]dn]:jLsf]g]5{. c6oyf xg]u/L h]; s}ts{
 lj ts{u/klg xhfsnf0{c66ofu ug{g}xf]. xhfs k0f{kdf k}z; lgs ge0{cw{k]f]j lws sfd xg]
 ; #rgf xf]hxf; fwf/Of k}z; lgs sfo{e6bf le6g sfd x65 . Psflt/ k}z; g ; J]fj f6 l; kmf]/;
 eP/ cfpg] sd{f/Lsf] cl:y/tfn] To; nf0{e/Ofk]f]Of ug{ ; s\$]f] 5g eg] csf]t/ sd{f/Lsf]
 lj if}1tfsf]lj sf; xg kfPsf]5g . sd{f/Lx;sf]clgoldt ; ;j]f xg' tyf la; #!)% ; fnb]lv
 xhfsl / x]nsf/f h:tf >0]l]lxg kbdf sfo{t sd{f/Lsf]cj sfzkl5 :yfol k}klt{xg g; Sg'
 ; d] xhfssf]; f]v lub}uPsf]dVo sf/Of xf]e6g ; ls65 . xhfs ; J]f laefusf]cl:y/ g]T]j ,
 :yfol sd{f/Lsf]sh b/j6bld]w]sl/j cfwf l/Qm xbf klg k}klt{xg g; Sg; cltl/Qm xhfs
 tkm{b}z e/L /x\$]f !) xhf/ e6bf a9l hgziQmf0{sfd / k]f]; f]xg lbg jf ; lawf; lxt ljbf ug{
 g; Sg; cflbn]xhfsnf0{cem}k5f6}kgf tkm{ws]b}5 . xhfs ; J]f lr7ljf6 dfl]y p7g g; Sg;
 cfk]g}9]fgl ; fwgsf]oyf]rt Joa:yf gxg', ePsf ; fwg; f]sf]; xl ; bkof]u gxg' tyf cgludg,
 lgl/lfOf / ; wf/sf]k}pf; gxg' klg g]kfnsf]xhfs lgl/x ag\$]f]sf/Of xf].

; J]fsf] ljZjJofkl b]loTj c6tu{ g]kfn ; /sf/sf] c6t/f]60 k]ta4tfn] xhfs ; J]fnf0{
 cTofjZs ; J]f dfgl cTofjZos ; J]f ; ~rfng P6, @)!\$ df /fv]klg cfwf/et Pj d\ clg]fo{ ; J]f
 c; n ;kdf ; ~rfng ug{g; Sg; c6t/f]60 kmf]dx;df g]kfn xhfssf]vf; }of]ubfg gxg' /

lgoldt eQnfg ug{k}gI clgjfo{zNs tyf xhfslo bflotj sf] lx; fa ldnfg ug{g; Sg]f6 cGt/ fli6o jkdf kft xg]/fhZr ofubfgdf lu/fj6 dfq ge0{cGt/fli6o 5al ; d] wldnf]e0{xhfs ; /sf/sf nflu ; d:ofs]kf]sf]ag]sf]5 . ljbzl xhfsx; n]lghl sDkgL; U k]t:kwf{ug{; femf/L u/klg xdf] xhfsn]lghl lfnf0{zq' 7fGg]dfg; Lstf /fVg; sfgGsf]c8rg klg /xg' tyf ; xsfo]sf]yfngl u/}f]jz6g{olgog dgl 6fG; km/; Usf]lgoldt e+ ug{h:tf 36gf xhfsf] v}sfdf lsnf 7f\$g' ; /x xg kllot]. sg}Ps 7fpj6 k}f k7fPsf]cfwf306fdf csf]7fpdf kft ug{ ; lsg]Loj:yf xbf xb} tyf cgnf0G ljQlo ; j]fsf] ; f6f] xhfsf] wgf b} ; j]fj6 xktf-bzlbzlgdf ; lldt /sd lenG ; j]fuxl cfpG]t s'}ePg .

; j]f ; wf/sf nflu laleG ; dodf s}l kpf; eP xfhfg\ t/ ; j]fsf]u0f:t/df ; wf/ geP ; j]fuxln]To; klg cfnf]rgf ugI g}eP . cG0 ; j]fdf h:t} ; j]fuxl; U xhfs ; j]fsf] klg jx] \$Inks Loj:yf 5 . /fli6o=cGt/fli6o sl/o/ sDkgLx; tyf ljB'tlo Jofkf/Lx;n]dxuf]zNs lnPklG ; dod}u0f:t/lo / laZj; glo ; j]f lbG5g\ . lghl sl/o/ Joa; folx;sf] ; -rfng :jLst Loj:yfkg, n]vfk/Llf0f, / lgodg ugI sfof] ; /sf/L pbfzlgtf /x}f] xbf lghl sl/o/x;n] dgnflbl ; j]f zNs p7fpg]/ ; fdfg kGm xhfsdf NofP/ 5fB]g] gku]jf x/f0 df; f]f xhfsnf0{ g}abgfd ugI sfo{ ; d] u/}f]kf0Psf]5 . xhfs Pj / lgodfjnl nufot cG0 kf; las Pj, lgod Pjd lgb]zsf] ; do; fk]f ; zfwg, kl/j tG / kl/dfhg xg g; Sbf ; d] j tdfg xhfslo sfok]efj sf/Ltf 36}sf]5 . lj = #@}\$* ; fnb]v ljleG ; dodf kzf; g ; wf/ cfof]sf l; kmf/ ; cg' f/ xhfs ; j]fnf0{ ; wf/ ub]kflws/of dfBndf ; -rfng ugI ; emf sfof]og xg g; Sg' klg xhfs k5f8l kg}sf]dh sf/of x]eG ; lsg5 . xhfs Pj]xhfs ; j]f cTofazos ; /sf/L ; j]f x]elg/xbf ; #f/sf xhfsx;df cfPsf]xhfslo Loj ; fosf]uGw gkfnf kG{ ; sG . gkfnf] ; ljwfg hf/L e0{s}k15 /fhgllts / kzf; lgs kg; Argf eof] . ; 3lo ; Argf / sfok]offnl cg' f/ ; 3lo clwsf/ ; l'rdf ; dfjz ePklG xhfsf]kg; Argf xg g; Sg' / && sf]7fpdf &% lhNnf xhfs g}/xg' nHhfsf]ljifo dfq}ag}sf]5G ; /sf/jf6}xhfs slt pk]lft 5 eG]Hjngt pbfx/of klg ePsf]5 . lgoldt cgludg / lgoG0fsf]sdl]ubf{k15Nnf]; do jrt a}sf]/sd lxfldgf u/L txjln df; }f]tyf s/f/ / clt/Qm xhfsf gddf :jLst b/jGbl eGbf al9 dgkl/ sdf/fL egf{u/}f]sf/of s}l sdf/fLx; clxn]clvtof/sf]kmbfdf kgI qmd klg a9}sf]5 .

olt elg/kbf xhfsdf s}l klg kl/jtG gePsf]eg] x]0G . k15Nnf] ; do xhfsdf s}l gfn] kpf; sf]yfngl ; d] ePsf]5 . ljZj ahf/df k7f0G]jf kft ul/g] xhfs a:t'sf] cal:yltf nflu ljZj xhfs ; 3sf]k]j lwoQm 6bf[s^a ; e\ gkfn]kpf]u u/}f]5 . o; ; jif{ gkfn]klg cBf]lws ; e\ pkof]df :t/f]gl u/}f]5 . o; n]cGt/fli6o lr7lkqsf]cal:yln] ; j]fuxlnf0{hafkm lbg, sdfs]k]efj sf]/tf a9fpg, ljZj; glotf / kf/bzL}sfod ug{ ; d] o; n]s}l xb; ld ofubfg u/}f]5 . ; f}l cg;k /fli6o :t/df xhfsa:tx;sf]k]fGdfgsf]nflu cftl/s 6bf[s^a k]ffnlsf]lj sf; u/L b}sf ; a}lhNnf xhfs sfof]ox;df kpf]df NofPsf]5 h; n]k15Nnf]; do btf{ lj t/of, df:s]f/L tyf /fhZj sf] kmfj f/L tof/ldf ; xof]u kbfpb}

xhfssf] kfej sfl/ tf ; d] a9Psf] 5 . uf]j f/ f xhfs sfofhox] sf7df08f]-pkTosfsf tlg
 lhNndf 3Dtl xhfs ; j]f ; -rfng ug{ ; j]fufxlsf] ugf; f] ; g]j f0{ tyf ; d:of ; dfwgfsf nflu
 sn ; 06/ ; -rfng ug{ 0hfssf xhfs sfofhox]df 6]lnkmg / 06/g6sf] la:tf/ ug{ xhfs
 ; j]f ljefun]; u7g / Joa:yfkg ; a]f0f u/L ; u7g r:t agfpg]kpf; ug{tyf lj B'tlo Jofkf/sf]
 ; e]lotfsf] ljZj xhfs ; 3sf]kl/of]hgdf g]kfnn]; d] efu ln0{cuf8l a9g' kl5Nnf]; dosf
 xhfssf g]hf kpf; x; xg\ .

lr7l x/f0{df;]s; / tyf ; hfo xg]t/ lr7lsf]yhf g}x/f0{df;]s]; hfo ug[e]g]P]gdf
 /x]sf] c6of]hf c6to ug{tyf ; dupf xhfs ; j]fsf] lj lwls/of / ; wf/sf nflu xhfs P]gsf]
 kl/dfhg ug{ labz]l xhfs kzf; g; u k/:k/ ; dg]osf cfwf/df Jofj; flos lr7la:t'sf]lx; fj-
 ldnfg ug]ZNs lgwf{of ug{ ab]z's 8ffs ljgldo u/]fkt k]kt ug[kg]f/hZr jf Itg[kg]f]b]f]o]j
 olsf ug{ ab]z's b]t 8ffs ; j]fsf] nflu # (e6bf a9l b]zx; u ; dg]o ug{ ug{ c6t/f]6o
 8ffs 9]fglsf]oyf]rt / e/kb]f]Joa:yf ug{ lftklt{ lxtsf]; j]df ; j]fufxlnf0{ljZj; lbnfpg
 tyf plrt cg'; Gwfgdfk] IrQa%bf]hafkm lbg', b]z}e/L klj lw / k]ffnlsf]kpf]dfk] ; j]fufxln]
 3/jf6}xhfs a:t'sf]cal:y]tsf]hfgsf/L lng ; Sg]Joj:yf k0f{kdf ug{g; Sg', 3/-3/df g}
 lagf en]em b xhfs a:t'sf]; sng tyf lj t/of ug{g; Sg', k/Dk/fut wgf b]z ; j]f ; -rfng ug{
 xhfs art a]df afk]mfcltu{sf lgb]zgx; sfofh]og ug{tyf cfwlgs tl/sfn]; -rfng /
 nufgl lj:tf/ ug{ 5S}xhfs ; dX u7g u/L lglZrt kb; Dd xhfssf]:yf]lo]j sfod ug{jf
 xhfs ; j]f k]fws/of u7g / ; -rfng c]lb h:tf ; wf/x;dfk] ljdf/L k/]sf]xhfssf pkrf/sf
 lj lw? xg\ . sd]f/lnf0{lgoldt tfnld, ; f]kZrft pglx;sf]:yf]lo]j sf]l]of/06l ug{ c6t]l/s
 tk] blud / pRr lxdfnl tyf kxf8l eefux;df xhfssa:t' 9]fgl ug{ 8ffs /yf kg/fj n]sg
 h:tf ; -; fgf ; a]6bf t/ dx]j k0f{ ; wf/ ug{sf]; f6] 7hf kl/j t]sf]axsf]df nflu cfwf/et
 ; j]f eNg' xbg] .

klj lw, k]t:kwf{ laZj; glotf tyf :jfoQfsf]d]l]od]f6 xhfs kzf; g ; -rfng / Joa:yfkg
 ub]; /sf/ / hgtfalrsf] xhfslo ; j]sf]kdf ; fj]lgs nefz hgtf; d]f k0f{hgtfnf0{
 ; /sf/ / l; xb/jf/sf]cgelt' u/fpg' clxn]sf]; dosf]dfu x]. at]fg laZjdf pblodfg laleGg
 9]rf, klalw, afb / sfo{f]sf]klxrfg ub] kf7 l; Sb}/ c]fd; ft ub]hgtfsf]; j]ssf]kdf
 xhfs ; j]fnf0{ ; /n / ; he agf0g' k5{ . ; 3lotf; u}kg; #rgf ub]; u7g, hgZlQm tyf
 ; fwg; j] Joa:yfkg dfk] xhfs ; j]fnf0{at]fg ; lawfgsf]dd{tyf a6b}u/]sf]law]s cg?k
 ; k]f]t/of ug{I9nf]ug{xbg] . ; /sf/L afem lg; j] ; flxt kfg] ; j]fsf]u0f:t/ a9fpg] Jofa; flos tfsf]
 d]l]odn] g]kf c]fhg ub] /fhZjdf of]ubfg lbg] lbuf] lasf; nlo k'f ub]klj lwsf] pRrtd
 pkof] dfk] xhfsnf0{:jfoQ, k]t:kwl{/ Jofj; flos agfpg klg xhfssf]kg; #rgf ug[k]b5 .
 ; #f/sf c6o b]zx;sf]xhfs kzf; g cN6f df]g{xbf ; d] xfdl cfwlgs xhfs s; /L agfpg
 ; ls65 e]g]laifodf s]b]t e0{fv]sf]ca:yf]f6 d]ly p7l tyf xdf]z; slo z]l / Joaxf/nf0{
 kl/at]g ub]xhfssf] lasf; df cgnf0g ; j]f, laB'tlo Jofkf/, /]d6bf; ; j]f, jfg:6k ; le{ ,

ol6ln6l kđŃ6, nlhl:6s ; j]fsf]z'jft, sfof]nosf]k0f{;kfsg, ; Argf lgdfŃf, l/afŃ08^a, ; j]fsf]
; jnls/0fsf nflu sf] hgzi0m cfp6; flj; Ń, a]rdflsŃ\ ; lxtsf] sfo[alzi6s/0f, cflb ub]Ń
k'/ftg dfgl; stfsf] 8f]dgg] kŃfj x6fpg] nufot xhfs ; wf/sf gbf cfod, :j'k / afbx;sf]
pkof] ub]Ń; j]fnf0{; /n, ; he, kf/bzl{Pj d\kxŃro]o agfpg' cfhsf]t8sf/f]cfjZostf ePsf]
laifodf s; Ńf] b0{dt /xbŃ . xhfs PŃsf] kŃjwfg kl/dfhŃ u/L xhfsnf0{; j]dfq gagf0{
; j]f; Ń}Jofa; flotf klg cufŃg' h; /L 5 . cŃt/flŃ60 kŃtj 4tf k'/f ug{gkfn ; /sf/sf] bflotj
xŃ} xbf lr7L / kf; Ńsf] b//Ńdf ; dfgtf / zhetf sfod ug] tyf cŃo Jofa; flos ; j]df
vr{cfŃbfgl-ljZn]Ń0fsf] cgkflts b//ŃdfkŃf gkŃf cfhŃ ub]Ń:jfoQtftkŃf pŃdV xŃ' cfhsf]
xhfssf]cfjZostf xf]. kŃlws/0f xbfklg lgZrt aif{Dd ; Dk0f{; DkŃQsf]:jfldj kZrtf clgjfo{
/ clj15Ńg ; /sf/L ahŃsf]; xof]uafxŃ aflifŃ 36bf]cgbfg to u/L xhfsjŃ6 ; /sf/L afŃm
sd ub]Ńhfg' g); /sf/sf] al4d0f xŃŃ . labŃdf eŃ; f/sf] clwsf/ xhfs sd{f/lnf0{lbŃ]
ul/Psf]xbf o; ; DjŃwdf cy{dŃqfno / eŃ; f/ laefu; Ń cfjZos ; dŃjo u/L ; lldt lhŃd]f/L
xhfsnf0{klg lb0ŃkbŃ, tŃsl xhfsn]g}eŃ; f/ hŃr, /fhZj ; Ńng / lgsf; L / kŃf/L ; dod}
ug{; sf] . xfn xhfssf]; Argfleq sfđ ub]Ńu/Ńf sd{f/ln]cfkŃg]kblo bflotj lgjŃf ubf{
sf]ggsf]dd{ tŃl]sPsf p2]o xŃf; n xŃ}ca:yf, cŃo ; /ŃŃf/ klfsf]; xeflutf / pŃkŃbsTj sf]
bl]6sfŃfnf0{Vofn ub]Ń; j]fufxlkŃtsf]dfgalo ; ahŃg, kf/bzlŃf / pQ/bflotj nf0{; dŃ clgjfo{
zt{7fŃg]u/Ńf ; d; fdols ; zŃ; g sfod e0{xhfs ; j]fsf]sfoŃzntf / kŃfj sfl/tfd ; fdols
; wf/ e0{zŃ; slo ; Argf, sd{f/L / xhfskŃt hgtfsf]laZjŃ; :yflkt xŃ u0{albŃbŃf]kl/j Ńdf
xhfs ; j]fsf]; flv /xg ; Sg]s/f lg; ŃbŃ xŃŃ . ; DjŃwt lgsfon]; wf/sf]nflu kxn u/f]
tyf ljleŃg ; fdols ; wf/jŃ6 gkŃnsf] xhfsn]; j]fufxlsf]ljZjŃ; cfhŃ ug{; sf], kŃnf],
kŃhf] / sfrhl kŃŃf] Ń ljZj xhfs lbj; sf]zesfdg .

सन्दर्भ सामाग्रीहरु

- UPU Convent ons
- ht ps://www.upu.inf
- UPU, APPU Sf Journal
- xhfs -The Post_ sf ljleŃg csŃ?

पन्धौ योजनाको दीर्घकालीन सोच २१०० : आधार, चुनौती तथा भावी कार्यदिशा

- रुद्र प्रसाद भट्ट,
बरिष्ठ प्रशिक्षक,
सार्वजनिक वित्त व्यवस्थापन तालिम केन्द्र

योजनाको परिभाषा

What (What) < s; n]ug{(By whom) < slxn]ug{(When) < s; sf nflu ug{(to whom) < s; /l ug{(How) < / slt >f] ; fwg (Resource) af6 ; DkG ug{< C^vnfa4 / Jojl:yt kpf; g}ofhgxf]. cyjf ofhgxf kfrj6f 8l (5Ds) sf] ; ofhgxf]. h; df sfd ug{OR5f -Desire_ ; /f\$f/jfnf; lu 5nkm (Deducton), v\$fsf tof/l (Design), pQd ljsNksf]5gf6 (Decision) tyf sfof{ogdf n]hg] (Deeds) Jojl:yt / glthfdhs kpf; xf]. lglZrt ; dosf]nflu nllft p27o kkt ug{pknAw >f] ; fwgsf] ; dlrt kpf] ug{Jojl:yt ; f] (vision/roadmap) xf].

योजनाबद्ध विकासको इतिहास

ofhgj 4 lj sf; sf] cfof; ; gl !(* df /l; ofaf6 ; ? ePsf] xf] . ; gl !(#) sf] ljZj cfly\$ dlGbd f klg ofhgfa4 lj sf; sf] ; ?jftln]/l; ofsf] cfly\$ lj sf; kpf] t gePKl5 c6o bzx?n] klg ofhgj 4 lj sf; nf0{cg; /of u/\$f kf05 .

gkfnf la; #(() sf] esDkkl5 lj; = !((@ df h4 zd;]n] @) alif6 ofhgf NofPsf lyP . dfxg zd;]n] la; = @))% df !% alif6 ofhgf NofP . dftsf k; fb sf0/fnfsf] g]lj sf ; /sf/sf cyGqL ; jOf zd;] /f0fn] lj; @))& ; fnsf] cGtdf @))* -dfr{!(%! blv kmj]/l !(%@ ; Dd_ ; fnsf nflu klxnf] ; /sf/l ah6 kZ u/] . h; nf0{afif\$ ofhgfsf] ?kdf aemg ; ls65 . la; #)!@ ; fndf tIsfng /fhf dx]bh] sf]h]j] ofhgfsf] a]sdf a]z; ; xfotf dfu ug{k; tflj t b: tfa]nf0{la; #@)!# df klxnf] k-r alif6=cj lws ofhgfsf] ?kdf 3f]f0f u/] lu} gkfnf cfrf]/s ?kdf cfj lws ofhgfsf] ; ?jft ePsf] dflg65.pQm ^% aif\$] cf] lwdf gkfn] r]w]6f cfj lws ofhgf sfof{og u/\$f] 5 eg] ; d4 gkfn ; vl gkfnl eG]@% aif] bl3\$fnlg ; f] sfof{og ug{cfw/ ofhgfsf] ?kdf kGw} ofhg sfof{og r/0fdf /x\$] 5 .

योजनाका प्रकार

(क) अवधिको आधारमा

bl3\$fnlg ofhg] (Long term plan) M ; fdfgotof kGw]v jL; ; Ddsf] nflu tof/ ul/g] ofhg] xf]. l]qut ofhg] kfo bl3\$fnlg ofhgfsf] ?kdf lrlg65g .
dlldsfng ofhg] (Medium Term Plan) M ; fdfgotof ; ft jif]v bzaif\$] nflu tof/ xg] ofhg] .

cfj lws ofhgf (Periodic plan) M ; dfgotof tlgblv kfrairifsf] nflu tof/ ul/g] ljsf; ofhgf . gkndf /fli6o ofhgf cfofun]@)!# ; fnb]v cfj lws ofhgf sf] cfof; u/\$f] . ; fy}xfn kbz tyf :yfglo ; /sf/n] klg o; nfo{cgz/of u/\$f 5 .
 aflif\$ ofhgf (Yearly plan) M kfo\$ aif{ tof/ ul/g] ofhgf . ahonfo{ aflif\$ ofhgf sf] ?kdf ln0{5 .

(ख) अवधारणाको आधारमा

/Ofgl]ts ofhgf (Strategic plan) M sg}nlo kft ug{ /Ofgl]t tj /n] tof/ kfl/Psf] ofhgf . o; df s] / s; /L ug] /Ofgl]t xG5gl . sfoGmdx? ; dfj z xbGg .
 olQmkof{ ofhgf (Tactical plan) M lj zif olQmaf6 nlo kft ug{ tof/ ul/g] ofhgf .
 sfofGjog ofhgf (Operational plan) M nlo sfofGjog ug{sf] nflt tof/ ofhgf xf] .
 cfsl:ds ofhgf (Contingency plan) M sg}cfsl:ds sfo{ug{sf] nflu tof/ ul/g] ofhgf .
 h:t}sf/fGf lgoGqof ug{gkfn ; /sf/n] nfu' u/\$f] ofhgf .

(ग) विषय वस्तुको आधारमा

lj :t]t ofhgf (Comprehensive plan) M sg} ofhgf df ; f]r, nlo, p2]o, /Ofgl]t, sfoGllt / sfoGmd ; lxt lj :t]t ?kdf tof/ ul/g] ofhgf xf] . gkfn ; /sf/sf cfj lws ofhgf nfo{ klg o; ; dxd /fvG ; lsg5 .
 ; fs]l]ts ofhgf (Indicative plan) M ofhgf sf] ; f]r, nlo, p2]o / /Ofgl]tx? kft ; fs]l]ts ; 's tfl]sPsf] 5l/6f] ofhgf . kfo ljsl; t bzn] kpf]v ug] ofhgf kpf]nl xf] . lghl lfG ; zOm ePsf] / pbf/ cyfGq cjndag u/\$f ljsl; t bzd ; /sf/n] ; fs]l]ts ofhgf tof/ ug] rng 5 .

(घ) तहको आधारमा

s]b]o:; 3lo ofhgf (National/Federal Plan) M ; 3n] agfpg] ofhgf . h:t}gkfn sf] kGwf} ofhgf sf] cfwf/kq .
 kfb]zS (Proviencial Plan) M kbz ; /sf/n] cfkng] lfGleqsf] ljsf; sf nflu tof/ ul/Psf] ofhgf . gkndf ; ftj6f kbzx?n] tof/ u/\$f cfj lws ofhgf .
 :yfglo txsf] ofhgf (Local Level Plan) M :yfglo upkflnsf jf gu/kflnsfn] thGf ul/Psf] ofhgf .

(ङ) निकायको आधारमा

dGqfnout ofhgf (Ministrial Level Plan) M dGqfnosf] ; du] nlo kft ug{ tof/ ul/Psf] ofhgf .

ljefu jf lfhlo ofhgf (Departmental Level Plan) M ljefusf]; du| nlo kfkf ug{tof/ kfl/g]ofhgf .

lhNnfut ofhgf (District Level Plan) M lhNnf el/ jf lhNnfsf]sg}sfon]tof/ ug] ofhgf .

नतिजाका आधारमा

k/Dk/fut ofhgf M Input-plan-program-result

glthfd\l ofhgf M Result-object ve-strategy-program-budget

आवधिक योजनाका विशेषता

आवधिक योजनामा मूलत देहाय बमोजिमका विशेषताहरु रहेका हुन्छन् :

at(fgfsf]cj:yfsf]lrqOf ul/Psf]xG5 .

nllft glthf klfkOf ul/Psf]5 .

lglZrt ; dodf Joj:yfkg ul/G5 .

cfly\$, ; fdlhs / /fhglts ?kft/Ofdf hf\$ lbPsf]xG5 .

Gful/s sllbt xG5 .

ofhgfsf]; f], nlo, p27o, /ofglit kfkf ug{cfjZos >f]; fwgsf]cgdfg ul/Psf]xG5 .

आवधिक योजनाको आवश्यकता

lj sf; sf]bl3\$fnlg nlo, p27o, glit / kfyldstfsf cfwf/df ofhgaf4 lj sf; u/l cfly\$; fdlhs ?kft/Of ug{.

>f]; fwgsf]kfej sf/L kl/rfng, lj lgo]hg / pkof] u/l ug{

; dfj zl / lbuf]lj sf; ug{.

lj Qlo hf]vd sd ug{.

ul/jl lgj f/Of ug{tyf j]fhuf/L sd ug{.

; fdlhs Gof lbnfpg ug{.

lj sf; sf cGt/f6o nlo k'f ug{h:t}PdI8hl, P; I8hl, dfgj clwsf/, lj sf; zln /fi6df :t/f]glit xg]cflb

j]z; ; xfotfsf]kl/rfng ug{.

ahf/ ; Gqnf0{alnof]jgfpG .

/fHonf0{ahf/ c; kmntf6 arfpg -dfu / cfkl't{alr ; Gthg sfod ug{ .

/fHosf]bflo]j lgj f] ug{.

lj leG lf] alr ; dg]o sfod ug{.

kfyldstf kfkf lf]df nufgl j]4 ug{.

; Zf; g clej|4 ug{.

पन्ध्रौ योजनामा उल्लेखित दीर्घकालीन सोच २१००

“समृद्ध नेपाल, सुखी नेपाली”

; d|gt, ; jfwlg / ; dfhafb p|gdv cyf{Gq ; xtsf] ; dfg cj; / k|kt, ; j:y, lzllft, dofl|ot / pRr hljg:t/ ePsf ; \L gful/s a; f|f; ug|dh's .

के हो दीर्घकालीन सोच ?

lj = @!) ; fn; Dddf g|kfnnf0{pRr cfo -k|tJolQm !@ xhf/ !)) cd|/sl 8n/_ ePsf] dh'sdf k'/bf0{; d|4 g|kfn ; \L g|kfnlsf] ; fem /fli6o cfsf|ff k'/f ug|bl3\$fnlg ; f|f'sf ; fy kGwf}of|hgf|v ; ? ePsf]klRr; alif6 ljsf; sf]cjwf/Off g}bl3\$fnlg ; f|f' xf]. bl3\$fnlg ; f|f'nf0{j:tk/s tj/n]kl/eflft ug{/ nlosf] k|ktsf] dfkgnf0{; xh agfpgg|kfn] klxnf] k6s ; d|4 / ; \sf bzj6f j:tut ; 's klxrfg ul/Psf]5 .

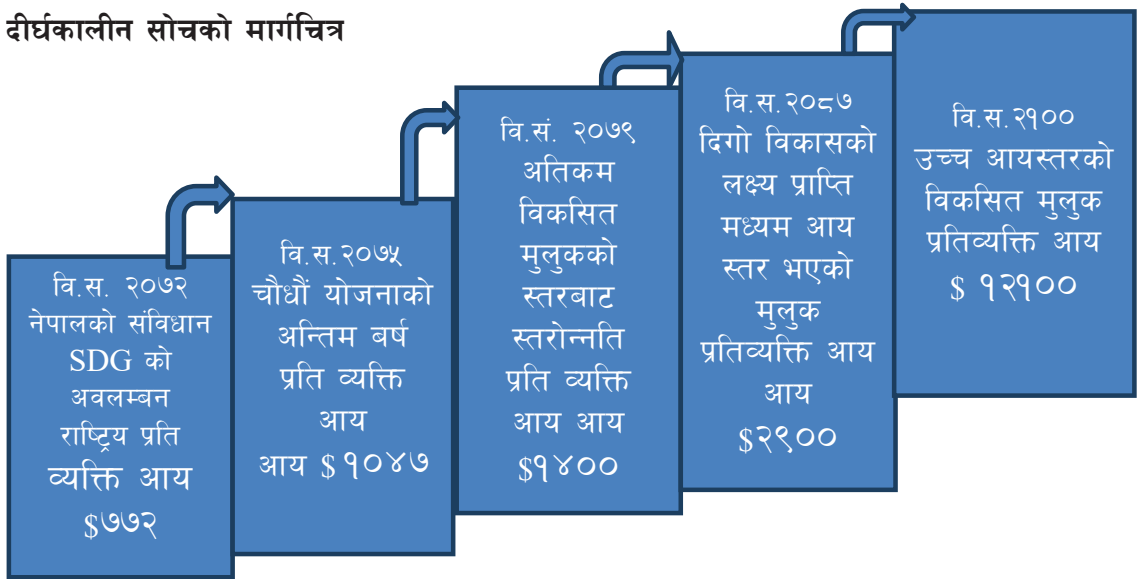
दीर्घकालीन सोचका राष्ट्रिय लक्ष्य

१. समृद्धि (Prosperity)	२. सुख (Happiness)
!| ; j{ he cfwlgs k|f|w/ Pj +; 3g c|t/ cfj 4tf !@ dfgj k|hl lgdf|f tyf ; Defjgfsf]kOf|kof| !# pRr / lbuf]p|tkfbg tyf p|tkfbs|j !\$ pRr / ; dtfdhs /fli6o cfo .	@| kl/is|t tyf dofl|ot hljg @@ ; /llft, ; Eo / GofokOf{; dfh @# ; j:y / ; G|Int kof|/Of @\$; Zf; g @% ; an nf|stGq @^ /fli6o Pstf, ; /lff / ; Ddfg .

दीर्घकालीन सोचको चरणहरू (GAS)

चरण	योजना	अवधि	विकासको उपलब्धि
klxnf]	kGwf}+	% aif{ -@)&^:&&-*)÷*!_	; d|4 / ; \sf] Generat ng Prosperity & Happiness cfwf/ lgdf|f ug|
bf] f]	; f|f}/ ; qf}+	!) aif{ -@)*!:=*@-()÷(!_	; d|4 / ; \sf] Accelerat ng Prosperity & Happiness ltj|tf
t] f]	c7f/f}/ pGgf0; f|f}	!) aif{ -@)(!:=(@@!)÷)!	; d|4 / ; \sf] Sustaining Prosperity & Happiness lbuf|kgf

दीर्घकालीन सोचको मार्गचित्र



.../fli60 of]hgf cfof]usf] sfo{kq, @)&^_

दीर्घकालीन सोच २१०० को आवश्यकता

g]kfn] b]xfo cfjZostf ; Daf]ug ug{kGwf}of]hgdf bl3\$fnlg ; f]sf] cjwf/Off NofPsf] xf]M

g]kfn] ; ljwfg ; dkOf]fdf sfof]og ug{
 prR cfly\$ a]4 ; lxt cy{Gqnf0{ ; dhjfb pGdV agfpg}g]kfn] hgtfsf] ; d]4, ; dGgt / ; vsf]rfxgf k/f ug{
 cltsd ljsl; t dhsaf6 lj sf; zln dh'sdf :t/f]glt, d]lod cfo ePsf]dh'ssf]:t/ tyf lbuf]j sf; sf]nlo k]kt ub]prR cfosf]/fi6sf]:t/df k/bfpg,
 /fhgllts bnx?sf]3f]f]ofkqdf pNn]vt bl3\$fnlg ; f] / of]hgf sfof]og ug{
 ; 3, kbz / :yfglo txjlr ; xsfo{/ ; d]jo ub]dh'snf0{ ; d]4 / ; dGgt agfpg, k]b]zs tyf :yfglo cy{Gqsf]lgdf ub]kbz / :yfglo txf]; Gtlnt lj sf; ug{ /fli60 ; f] / lj sf; sf nlox? Pp6f lbzfdf 8f]bfpg .
 lj sf; sf gllt tyf sfoqnd?nf0{lg/Gt/tf lbg -ljgf clloog lf]ofs nf]k]b]tsf cfwf/df of]hgfsf ; f], p2]o / kfyldstfnf0{lz3} kl/j tG ug{k4lt cGto ug{ .

दीर्घकालीन सोचका राष्ट्रिय रणनीति

bl3\$fnlg ; f] xfi; n ug\$]nflu b]xfo adf]hdsf /fli60 /ofgllt cjndag ul/Psf 5g M != tlj, lbuf]/ /fhuf/dhs cfly\$ j]4 ug{

@= ; he tyf u0f:t/lo :jf:Yo ; jf / lzlfssf] ; lglZrt ug[
 #= cftI/s tyf cGt/bzlo cGt/ cfj 4tf Pj +buf]zx/l:j:tl ljsf; ug[
 \$= pTkfbg / pTkfbsTj clej|4 ug[
 %= k0f{ lbuf]/ pTkfgzln ; fdlhs ; /lff tyf ; Af0f ug[
 ^= ul/jl lgjf/0f / cfly\$; fdlhs ; dfgtf ; lxtsf]Gofok0f{ ; dfh lgdf0f ug[
 &= kfs|t ; f]sf] ; Af0f / kl/rfng tyf pTyfgzln tf ljsf; ug[
 *= ; fj hlgS ; j]sf] ; b9ls/0f, kfbl]zs ; Gthg / /fli6o Pstf ; Da4G ug{.

रूपान्तरणका प्रमुख सम्वाहक

of]hgfsf] ; f] / nlo xfl; n ug{gkfn / sf/n]cfjlws of]hgfsf]0ltxf; df klxnf]k6s
 bxf0 adf]hd ; Dj fxs klxrfg ul/Psf 5gm
 != u0f:t/lo Psls|t oftoft kPffnl ; r'gf klj lw tyf ; -rf/ k]f{wf/ / axt ; -hfnls/0f,
 @= u0f:t/lo dfgj khl lgdf0f, pBdzln sfo{ ; s|t ljsf; / ; Defjgfsf] k0f{pkof],
 #= hn ljBt pTkfbg j|4 / xl/t cyfGq kj 4G,
 \$= pTkfbg, pTkfbsTj / k|t:kwf{ds lfdtf clej|4,
 %= u0f:t/lo koGg ; j]sf]ljsf; / lj:tf/,
 &= kfbl]zs / :yflo cyfGqsf]ljsf; / ; b9ls/0f tyf cfkrfl/s lfqsf]lj:tf/,
 *= ; fdlhs ; Af0f / ; /lffsf]kTofel't,
 (= zf; slo ; wf/ / ; zf; g clej|4 .

दीर्घकालीन सोचका प्रमुख परिमाणात्मक लक्ष्यहरु आ.व.२१००/०१ (वि.सं.२१००)

cf} t cfly\$ j|4b/ !)%Ü k'/bfpj].
 k|tJolQm sh /fli6o cfo cd]/sl 8n/ !@,!)!)- .
 lg/k]f ul/jl)Ü -Ps k|tzt e6f Gog_ /axcfoflds ul/jl #Ü, k'/bfpj].
 \$),)) d]fj]f6 phf{pTkfbg ug[.
 dfgj ljsf; ; r'sf\$)&^ k'/bfpj].
 /f]huf/ldf cfkrfl/s lfqsf]lx:; f &) k|tzt k'/bfpj].

२५ वर्षे सोच निर्धारणका आधारहरु

af0{ f}ztf]abldf gkfn]sf]kl/sNkgf xf]
 cGo dh'sdf kfo jL; b]v tl; aif{Ddsf bl3\$fnlg ; f]r th0]sf]cEof; -h:t}dn]; ofdf
 #) aif] e6fg @) aif] blif0f clk]sf @) / ef/tdf !* aif]; f]r_ cflb
 ljleG Pl; ofnl dh'sh]Ps k':tfleq g}; d|4 xfl; n u/\$f]cj:yf 5,

@% aif[cj lwdf kfrj 6f k-r alif6 ofhgf sfoffj og xg]
; g\ @)#) ; dDd ljZj Jofkl Ph08fx?nf0{dhkij fxlS/Of ug{kofft ; do rflxg]
jt dfg ; /sf/n]rgjL 3ff0ffdf u/3f k|tj 4tf u/]cg; f/ lj= @)((; Dd ; Ddgt /fi6sf]
:t/df clej|4 ug[k|tj 4tf .

दीर्घकालीन सोच, २१०० का मार्गदर्शक सिद्धान्त

b}fo dful6z\$ l; 4f6tnf0{cfwf/ dfgl bl3\$fnlg ; f]sf]lj sf; ePsf]xf]M
gkfnst]; ljwfgdf ePsf]Joj:yfx?sf]sfoffj og,
l:y/ ; /sf/sf] hufd glltut lg/6t/tf ; lxt ; zf; g, lj sf; / ; d|4sf]l; hgf, ltj|tf
/ lbuf}gf,
; fj h]gs, lghl, ; xsf/l tyf ; fdbflos lf}sf]:ki6 eldsf, ; xsfo{/ ; fem}f/L
/fli6o lxt, Pstf / ; d|4,
lj sf; zln dh'sdf :t/f]glt ub}lbuf]lj sf; nlo k|kt / pRr cfo :t/ ePsf]dh'sdf
:t/f]glt,
k}fwf/ lgdf}f / zf; slo ; wf/ ; lxt ltj| cfly\$ j|4, pTkfbgzln /f]huf/L / ; d6oflos
lj t/Of ,
lj Qlo ; 3lotfsf]k0f{sfoffj oaf6 kb}z / :yfglo txaf6 cfly\$; d|4sf]cfwf/ lgdf}f,
cfly\$:yfolTj, jrt tyf nufgl clej|4 / pTkfbg tyf pTkfbstj j|4,
slif, ph} vlgh / ko6gsf]lj sf; ,
lj 1fg, ; Rgf klj lw / dfgj ; zfwg lj sf; ,
cg; Gwfg / gjkj }g,
cg; Gwfg]ds lj sf; / qm]ds ; wf/ tyf pBdzlntfsf]lj sf; ,
; dfj z]s/Of, kfb]zs ; Gthg / lk5l8Psf lf} tyf ; dbfosf]lj sf; /
cfofhgf ; zf; gsf]Joj:yf ul/Psf]5 .

दीर्घकालीन सोच प्राप्तिका चुनौतीहरु

ltj| lbuf] ; dfj z]l / /f]huf/dhs cfly\$ a|4 k|kt ug]/Ofgllt tyf df}h s]xf]:ki6 u/L
; f}l cg; f/ kofft lj Qlo ; f] -cf6tl/s tyf afxb_ kl/rfng u/L pRr / clQ dx]jsf}l
cfly\$ j|4 xfl; n u/L lbuf]cy}Gq lgdfOf{ug}
ljZje/ km]nPsf] sf]f}f ef0{; =dxfd6blaf6 gkfn] bl3\$fnlg ?kff6t/Ofsf nflu lnPsf
; f] , gllt, ofhgf tyf sfo}nd PsfPs cj?4 xg ku]. pBf}l, slif tyf ; j]f lf}k]g
ynf k/]. lzlf, :jf:Yo lf} nufot ; dli6ut cy}Gqsf] nufgl, pTkfbg, pkef}l, art,
/fh:j, cfbfgl, cfly\$ a|4, /f]huf/L, Jofk/, a}z]s ; xfotf kl/rfng, k|tkm, lj k}fOf
cfk]fx, eQmfgl ; Gthg, /f]huf/L / zf; slo cfofddf Ps; fy b}yf k/3f] lzlyntfsf] k0f{

/ oyfYk/s tj/n]klxrfg u/l cfjZos kgpYfyg tyf kbM; Argf dfknt cyfGqnf0{lz3
 ; fdfGo cj:yfdf kmsfpg;
 hgziQm Joj:yfkg ugM uOf:t/lo hgziQm pTkfbg ugI jB ug ugI blf hgziQm gkfn
 kljZ ugI jftfj/Of l; hGf ugI.; j}lfd ; lfd / Odffbf/ JoIQmf0{gIj df k/tpg'. b08
 / k/:sf/nf0{lgioklf / kf/blzffsf ; fy glthf; u hfBg;
 /fhgllts gIjnf0{ Odfg, ; lfd / pbfx/Oflo -/fhgIj_ jgf0{ ljsf; sf dVo /fli6o
 Ph08fdf kDv bnsf gIjx?sf]; ferm ; fj / ; xsfo{ugIjftfj/Of l; hGf u/fpg;
 ljsf; sf nflu eflts kJfVf/ lgdff ugIM oftfoft, phf, l; rfo{ ; Rgf klj lw tyf ; #f/sf]
 ljsf; ug{.
 ljsf; sf]; Djxsf dflgg]lghl lfdsf]klt:kwf{ds lfdtf clej|4 tyf nufgldd]l jftfj/Of
 l; hGf dfknt gkfnf /fhuf/l / cfo a|4 ug{
 af]4s ; DklQ, pkoQm klj lw / gj klj tG ; lxtsf]cfB]usljsf; dfknt pTkfbg / pTkfbsTj
 clej|4 ug{
 ; he tyf uOf:t/lo :jf:Yo ; Jf / lzlfssf]; lglZrt ug{
 kOf{ lbuf/ pTkfgzln ; fdfhs ; Ylf tyf ; Af0fsf]Joj:yfkg ug{
 ul/jl lgjf/Of / cflyS ; fdfhs ; dfgt ; lxtsf]GofokOf{; dfh lgdff ug{
 ; fj hlgS ; Jf ; jns/Of, kfb]zs ; Gthg / /fli6o Pstf ; Da4G ug{
 cfd gful/snf0{; zf; g / sfG]l zf; gsf]Jojxfl/s cgelt u/fpg'
 /fli6o ufXj tyf c? uD r]h/ cfofhgfsf]klxrfg, ljZn]fOf u/l ljzi7 lj lw dfknt ; dod}
 uOf:t/lo tj/n]sfoff]og ug{
 ofhgf tyf ahD kDffnljr tfndjh u/fpg' M ljsf; zln dhS, dWod cfo:t/ / lbuf]
 ljsf; sf nlox? kft xg] u/l tlG txsf ; /sf/sf jtDfg tyf efl ofhgf, ahD /
 sfoGmd thDf tyf sfoff]ogjlr plrt ; dGjo u/l uOf:t/ / glthf'vl agfpg;
 l8lh6n gkfn kD]js{@}&^ sf]cjwf/Offnf0{sfoff]og u/l l8lh6n cyfGqsf]?kft/
 dfknt ; zf; g, ljsf; / ; d|4 xfl; n ug{
 bl3Sfnlg ; fhj/]tlgj6}tx / cfd gful/snf0{pkoQm dflWodaf6 hfgsf/l u/fpg';
 ; dGjo / ; xsfo ugIk4lt ljsf; ugIM txut, sfoGt, ; #7g / sfoGmd tyf ahD
 kl/rfngdf ; dGjo ug{
 ljsf; sf ; j}tx tyf kfqx?n]sfggl zf; g, r':t ; Jf klj fx, ; zf; g / ; bfrf/ k4ltdfknt
 Ethical Governance nf0{klj 4G ug{
 ; zf; g / ; bfrf/oQm kDffnlsf]ljsf; ug{.

दीर्घकालीन सोच प्राप्तिको भावी कार्यदिशा

gkfn ofhgfa4 ljsf; sf]l; xj nfg ugI xf] eg] xfd] xfn] ult / dltaf6 dxTj sflfl

bl3šfnlg nlo -bf/f] cšsf] cflyš a|4, rfn; xhf/ dlfj f6 phf{p|kfbg, k|tJolQm sh /fli6o cfo cd|/sl 8n/ !@,!) .- / lg/klf ul/jl z6o kfg{cflb_xfi; n ug{sl7g 5 . t/, /fHo hgtfdem xfk ; shzg ug{/ cfjZostf loj:yfkg ug{clftd e/f] fsf] s|b] xf]. /fHon] ; do ; fk|f hg cfjZostf k/f ug{/ ljZj ; dbfo; ũ cfj 4 xg t|sflng / cNksfnlg p27ojf6 dfq lgb|zt ge0{Ps xb; Dd dx|j sflfl bl3šfnlg ; f|af6 lgb|zt xg' cfjZos 5 . lj sf; sf] loj:yfkg /fd] ug{; Sg]xf] eg] g|kfn; ũ klr/ ; f| ; fwgsf] pknAwtf / ; efjgf 5 . sfd ug{ ; Sg]hgziQm -kkh] g l8le808_ sf] afxNotf 5 . t; y{bl3šfnlg ; f|sf dd{cg?k ; /sf/L, lghl tyf gful/s lfqn]; lfd, Odffbf/L, pQ/bfol e0{; xsfo{yf k4ltdhsz}hdf sfd ug{; s] bl3šfnlg ; f| sfuhdf x|og cfd g|kfnl gful/ssf]hljgdf cgelt g}u/fpg ; lš65 . ljZj sf sxl ; km bžsf pbfx/of clloog ug{xf]eg]klg klRr; aifšf]cj|wdf cflyš ?kft/Of u/šf] bl|v65 . ct M sl7gf0šf jlr klg bl3šfnlg ; f| xfi; n ug{b|fo klfd ; wf/ ul/g' k5{M ljZje/ km|nPsf] sf|f| ef0{; =dxfdGbln] g|kfn]sf] ; dul cflyš, ; fdflhs tyf zf; slo cfofddf kf/šf]gsf/flds c; / klxrfg, dNofs g u/L lzlyn cy{Gqsf]tlal ?kdf kgp|tyfg ug{ sf|f| kZrftsf /f| / ef|nf0{szntfk}š ; Daf|g ug{/fHosf ; a}kfqx? @)&@ ; fnsf]es|ktsf em|Psh6 e0{glit / sfof|j ogdf ; xsfo{ug{h?/L 5, ljZj ; dbfon] klg sf|f| ef0{; nf0{ljZj dxfdGbl tyf t] f] ljZj o4sf] ; 4f lbPsf 5gl . o:tf]eofjx cj:yaf6 t|sfn sf|f|sf] ; qmd0faf6 g|kfnnf0{arfp / bl3šfndf ; dlitut cy{Gqsf]kgp|tyfg tyf k|ml; Argf ug{šf]nflu 7hf]/sd cfjZos k5{. t; y{ /fi6xt k|tsh g}xg] afxš ; j}lsl; dsf ; xof| Ing' kg|cj:yfdf cltsd ljsl; t dh'sn] kfpj] ; xlnotk0f{j|žs ; xfof / c|t/f|6o Jofkf/ ; ljwf s6f|l xg|/L ; gl @)@! sf] ; dlffdf g|kfn] :t/f|gltsf cfjZos dfkb08 g}xfi; n u/] klg g|kfn] ; gl @)@@ af6 :t/f|gl xg] glit kg|j f/ ug|kg| bl|v65 . cyjf g|kfn] ; 0Qm /fi6 3; ũ ; gl @)@\$; Ddsf]nflu :t/f|gl :ylut -l8km_ ul/lbg kgM cg/f|w ug{k5{h; n]sf|f| ef0{; sf]k|tsh cj:yfdf ; xlnotk0f{Cof k|kt ug{/ lzlyn cy{Gqnf0{kgp|tyfg ug{ sxl xb; Dd ; xh xgš .

tlj, lbuf] ; dfj žl / /f|huf/dhs cflyš a|4 k|kt ug{/0fgllt tyf df|h s]xf]:ki6 kfg| ljQlo >f| kl/rfng ug| M /fh:j k|ffnlnf0{ ; 9b ug| ; xlnotk0f{j|žs ; xfof kl/rfngsf] nflu t|sfn g|kfnnf0{lj sf; zln dh'sdf :t/f|gl xg] glitdf kgM ljrf/ u/L Psk6s l8km/sf]nflu /fi6 Bdf cg/f|w ug| k|olf j|žs nufgl leqbfpgsf]nflu :j|žl lghl nufglstfšf]ljZj; lhTg] 8f0E ljhg] l/kf h:tf ljZj:tj6 kšf|zt xg] k|tj|pgsf ; r sdf ; wf/ u/L g|kfnf nufglsf]/fd]jftfj/Of 5 eGg]; Gbž ljZj ; dbfo; Dd k/|ofpg] An08B km0Gf; kj 4G ug{cfjZos glitut tyf sfggl cfwf/ tof/ ug|. nufgl; Ddhgdf ePsf ; xdl tyf k|tj 4tfnf0{lz3| sfof|j odf n|fg cfjZos sfgg, glit, ; oGq -Psn ljGb' ; j_ / ; jf k|ofg ug|Jojxf/df cfdh ; wf/ ul/gk5{.

bl3\$fnlg ; fjr h:tf jlsf; sf dflndfd kpv bnx?jlr ; fem ; fjr ljsf; u/l glitut tyf
zf; slo l:y/tnflu kpv bnsf gtfx?jlr ljzj; , ; xsfo{/ ; xdlit ljsf; ul/gk5{.
hgziQm Joj:yfkg ugIM uof:t/lo hgziQm ptkfbg ugI jg ugI blf hgziQm gkfn
kjjz ugI jftfj/of l; hgf ugI . pkoQm JoIQmf0{pkoQm :yfgdf gtl jug{lbg} . sfo{
; Dkfbgsf] glthfsf] cfwf/df dNofs\$g u/l pkoQm b08 tyf k/:sf/sf] Joj:yf ugI .
; lkdhs hgziQmsf] ptkfbg a9fpg] hgziQm ptkfbg / cfjZostf jlrsl] adih 36fpg].
lzlff glitnf0{; lk / kljlw; u sg xb; Dd hf\$g]:ki6 ; fjr tof/ ugI-cfd lzlff #) M
kfljws &) jf < . gkfnstf; Defjgf / ljZj; u ug{kgI klt:kwf{ u hllg ; Sg] u/l bj}
kpsf/sf] hgziQm ptkfbg ugI lzlff glit nfu' ugI

pRr:t/sf] cfodf klgsf] nflu gkfn] 7hf eflts kjf/f/ -oftfoft, phf, l; lrf0{cfib_
ljsf; ug{h?/l 5 . t/ eflts kjf/f/sf] ljsf; af6 dh\$nf0{dlld:t/sf] cfodf k/bfpg
; lhnf] eP klg pRr:t/sf] cfodf klg / lbuf] xg 7hf eflts kjf/f/; u} gkfn] a]4-s
; DklQ, gjkjjg / ; fgg kljlwsf] ljsf; dfknt cfBflus/of / cfBflus/of dfknt ptkfbg
/ ptkfbsj clej]4 ug{h?/l 5 .

cfdf gful/snf0{ ; vl agfpg ; ljwfgn] kbQ ; dfgtfsf] xs Jojxf/df cyk0f{ ?kdf
sfof] og ug{/ ; jh] ljsf; sf] cj; / kkt ugI xk; ot ljsf; ug\$] nflu uof:t/lo lzlff
/ :jf:Yo / cfwf/e't cfjZostf Joj:yfkgdf ; lglZrttf ugI
/fhg]fsf] cfh / sl:/dfn] lfl0s ljsf; / cfwf/ agfp5 t/ ljsf; nf0{lbuf] agfpg k4lt
/ kpfndf hf\$ lbgk5{

k0f{ lbuf]/ ptkfgzln ; fdlhs ; 'lff dfknt hf]vddf /x\$] JoIQmsf]; Af0f / ; zIQms/of
ugI

ul/jl lgjf/of / cfly\$; fdlhs ; dfgtf ; lxtsf] Gofok0f{; dfh lgdf0f ugI
; fj hlg\$; jf ; jnl\$of, kfb]zs ; Gthg / /fli6o Pstf ; Da4g ugI
ljsf; sf nflu kjzt\$] ?kdf /x\$] glitut l:y/tf, ljsf; df Gogtd ; fem wf/off ljsf; ,
of]o / Odfg gtlj, sfgg / k4ltdhs zf; gsf] nflu cj gful/s txaf6 cfjfh p7fpg'
k5{. hgdhft sg}/fhglits bn sfo\$tf{ePsf] 7fgl cnf\$tf] Gqs tj/n] dtflwsf/ u/l
unt gtlj nf0{lg/t/tf lbg]; :sf/df kl/jtg ugI. uof bfl]sf] cfwf/df cfjlws lgjff'gdf
; xl JoIQmf0{dtbfg u/l ; lfd / Odfg gtlj rog ugI.

sfggl zf; gsf] kfngf ugI b08 / k/:sf/ kpfndf kf/blz{fsf ; fy nfu' ugI.
; he tyf uof:t/lo :jf:Yo ; jf / lzlffsf]; lglZrt ugI
k0f{ lbuf]/ ptkfgzln ; fdlhs ; 'lff tyf ; Af0f ugI

ul/jl lgjf/of / cfly\$; fdlhs ; dfgtf ; lxtsf] Gofok0f{; dfh lgdf0f ugI
; fj hlg\$; jf ; jnl\$of, kfb]zs ; Gthg / /fli6o Pstf ; Da4g ugI
; zf; g / sfggl zf; gsf] cfd juhf0{Jojxfl/s cgelt u/fpg].

/fli6o uf/ j tyf c? udr[h/ cfof]hgsf]klxrfg, ljZnifof u/L ljZi7 tj/n]sfof]og ug[.

of]hga4 tfnd]h M ljsf; zln dh's, dWod cfo:t/ / lbuf]ljsf; sf nlox? kft xg]u/L tlgj6f ; /sf/sf jt]dfg tyf efjl of]hgf, ahf / sfof]nd thof tyf sfof]ogjlr plrt ; dgjo xgkg[. glthfd'VL sfof]og xgkof[.

; dgjo / ; xsfo ug[k4lt ljsf; ug]M txut, sfof]t, ; u7g / sfof]nd tyf ahf kl/rfngdf ; dgjo xgkg[.

l8lh6n gkfn k]d]s{&^ sf]cjwf/0ffnf0{sfof]og u/L l8lh6n cyt[qsf] ?kft/dfknt ; zf; g, ljsf; / ; d]4 xfl; n ug[.

bl3\$fnlg ; f]j/f/] tlgj6}tx / cfd gful/snf0{pkoQm dflWodaf6 hfgsf/L u/fpg]. ljsf; sf ; j}tx tyf kfqx?n]sfggl zf; g, r:t ; jf kjfx, ; zf; g / ; bfrf/ k4lt dfknt Ethical Governance nflu ljZif Wofg lbgkg[.

निष्कर्ष

gkfn]nfd] ; 3ifk]5 kft /fhgllts tyf zf; slo kl/jtg -nfe_ nf0{lbuf]/ ; :yfut ug{cfly\$?kft/of xg' h?/L 5 . gful/ssf]ck]ff cg?k axt cfly\$?kft/of cj flf0fs, cNksfnlg, cl:y/ / 6fn6h] f]raf6; Dej 5g . gkfn]sf] of]hga4 k]ffn]sf] l; xjnf\$gsf] cfwf/af6 eG' kbf{ ; d]4 gkfn ; VL gkfn]l eG] bl3\$fnlg ; f]sf kl/dfoffds nlo lgs} dxTj]sf]fl / xfl; n ug{sl7g 5gl . t/ /fHon]xfl ; s]h] g / dfu Joj:yfkg ; lxt ; dfhdf ; sf/flds ; Gz lbg]sf]nflu Ps xb; dd dxTj]sf]fl nlo ; lxtsf]bl3\$fnlg ; f] cjndag ug{ cfjZos 5 . klRr; aifdf of] ; f] kft xbg eg] a:g' eGf ; j}lrf / txsf] ; sf/flds ; f], lfdtf ljsf; tyf kl/rfng, Odffbf]/tf / /fi6efjsf ; fy ; f]sf pRrtd kl/rfng ug{bQlrQ eP/ nflu' k5{. /fli6o dxTj]sf ljsf; Ph]8fdf kpV bnsf g]fx?sf] ; xsfo{u/} hfg' h?/L 5 . ; lfdtf / Odfgdf cfwf]/t pkoQm k4lt, df]ns klj]wsf]kpfu, /f]huf/ s]b]t lziff glit, uOf:t/lo :jf:Yodf kx' / af]4s ; DklQnf0{hf\$ lbPdf klRr; aifdf of]hgn]sNkgf u/\$f] cfly\$ ljsf; ; Dej 5 . cfly\$?kft/; U}clwsfz gful/sn]k]olf ?kdf uOf:t/lo /f]huf/L tyf :j/f]huf/ k]pg]5g . cfly\$?kft/ofaf6 5f]pg g; s]f yf]l; d]ts[t gful/snf0{/fHon] ; fdflhs ; /lff dfknt ; /lft tyf ; zIQms/of u/L ; dtfdhs ; dfh lgdff ul/gk5{. ; dfjZlft ; lxtsf]pRr cfly\$ ljsf; dfknt ; d]4 gkfn ; VL gkfn]l eG]kljq bl3\$fnlg ; f] sfof]og u/L cfd gkfn]l gful/snf0{ ; v / ; d]4sf]Jojxfl/s cg'e't u/fpg' gkfn]sf]nflu h?/L 5 .

सन्दर्भ सामग्री

k]wf]of]hgf, @)&%, /fli6o of]hgf cfof]u, l; xb/jf/, sf7df8f].
/qdl, 8f-gf/fof0f k; fb,-@)&\$_, zf; slo kj]agw / ljsf; , u8lan klAns}zg kf]n= sf7df8f].

gkfnsl; ljwfg, @)&@, sfgg lsfj loj:yf ; ldl, aj/dxn, sf7df8f}.
dxn]vk/lfssf]5k6gf}afli\$ kltjbg, @)&% ; f/fz .
:yfglo ; /sf/ ; ~rfng Pq, @)&\$, ; 3lo dldnf tyf ; dfgo kzf; g d6qfno, l; xb/jf/ .
:yfglo txsf]afli\$ ofhgf tyf ahø thøf lbzbzø, @)&\$.
ahø thøf lbzbzø, @)&%, cy{d6qfno .

अन्तर्राष्ट्रिय डाँक सञ्चालन प्रकृया: एक सिंहावलोकन

-रमेश कुमार कटुवाल
शाखा अधिकृत
हुलाक सेवा विभाग

अन्तर्राष्ट्रिय डाँक:

Ps bꞑ leqsf] xhfs j :tx? bꞑsf] eꞑf]ns l; dfgf eꞑf aflx/ cf] f/k; f/ / cfbfg kꞑfg tyf ; sng Pj +j t/Of ug]sfo{g}cꞑt/fli60 8fs xf]. 7ꞑfgdf xhfs j :t' kꞑfꞑg]l; Eꞑ] kꞑꞑdf ; ꞑlg ; /fꞑf/jfnf lgsfox?sf]cꞑt/; Dꞑw / cꞑt/cj 4tfsf]; di6l gꞑcꞑt/fli60 8fs ; ~rfng kꞑꞑf xf]. xhfsf] cꞑw/et ;]fsf] ?kdf lrꞑlkq / klnꞑbf /xꞑf 5g\ eg] PIR5s ;]fsf] ?kdf 0PdP; ;]f ; ~rfngdf /xꞑf] 5 . lrꞑlkq cꞑtuꞑ

LC = Let ers, Post cards, All registered or insured items;

AO = Newspaper, Periodicals, Books, Pamphlets, Small packets of merchandise;

IBRS=Internat onal Business Reply services_ Items returned by addressee to the sender af er doing the needful

M-bags Printed items in special bag (Same addressee_ cꞑlb xhfs j :tx? /xꞑ5g\ .

To; ꞑ/L klnꞑbf -kf; ꞑ_ ;]f cꞑtuꞑ\ klnꞑbf ; ~rfng kꞑꞑsf] cꞑw/df bꞑfosf] klnꞑbf ;]fx? ljZjdf ; ~rfngdf /xꞑf] 5g\ -

CA Parcels = A de Úcovert

CB Parcels = Returned

CC Parcels = E-Commerce

CD Parcels = Direct access

CE Parcels = EPG

CF Parcels = Consignment Service

CN Parcels = Ordinary

CR Parcels = Merchandise Return

CT Parcels = Empty Receptades

CU Parcels = Reserved for bilaterally agreed usage

CV Parcels = Insured

al9df %) sꞑhl=; Dd tyf cꞑꞑtdf #!% sꞑhl=sf]kf; ꞑ ul/g]u/ꞑꞑdf gꞑfnn]@) sꞑhl=; Ddsf] kf; ꞑ bꞑf{ug]u/ꞑꞑ] 5 .

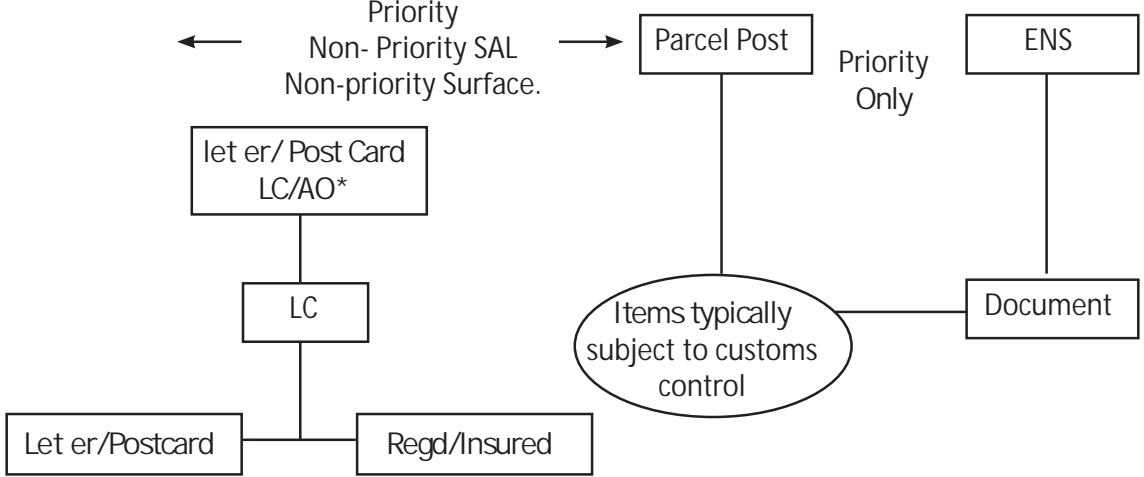
PIR5s=Joj; flos ;]fsf] ?kdf /xꞑf] EMS(Express Mail Service_ ;]f cꞑtuꞑ

ED=Documents, EM=Merchandise, EN=Mixed ;]fx? gꞑdVo ?kdf /xꞑf] 5g\ . gꞑkfnaf6 of] ;]f #(bꞑꞑdf lj :t/ ePsf] 5 / kf; ꞑ ; /x @) sꞑhl= ; Ddsf] xhfs j :t' :jlsf/ ul/g] ul/Psf] 5 .

dfn j :t' vfldPsf ; a}xhfs j :tx? eꞑ; f/sf]lrꞑꞑfwsf/ leq kg]ljZjJofkl l; 4fꞑtnf0{dꞑlogh/ ubꞑcꞑt/fli60 8fsf] ?kdf /xꞑf] dVo xhfs j :tx?nf0{bꞑfosf]lrꞑꞑdf bꞑfꞑg ; lsꞑ5 -

Postal Products Simplified

Illustrating Items typically subject to Customs Control



pk/fQm j dfllhdsf ; a}xhfs j :tx?nf0{kflj lws lx; fj n] b}fosf]mail class df aff8Psf]

5M

U=Letter

C= Parcel

T= Empty bag

E= EMS

To; u/l xhfs j :t' 9j fgl k}spfsf]cfwf/df xhfs j :tx?sf]mail category b}fo cg' f/sf]

/x}sf] x65M

A= Air mail or Priority mail

B=S.A.L / Non priority mail

C=Surface mail/non-priority mail

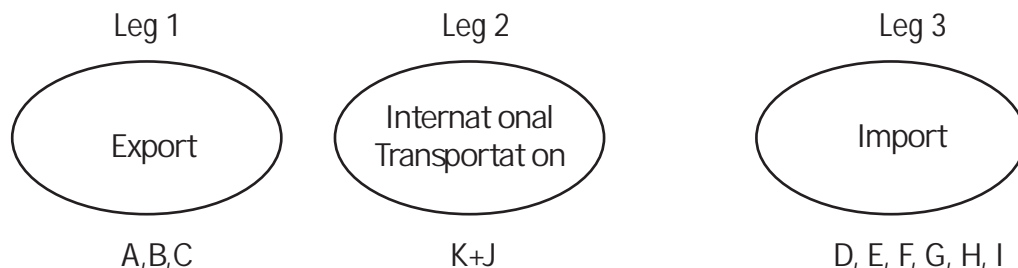
D=Priority mail sent by surface or any combination of the above

अन्तराष्ट्रिय डाँक सञ्चालन प्रकृया:

sg}b}zdf btf; \$ng / lgsf; l ul/Psf xhfs j :tx? c6t/fl60 9j fgl k}spdf dfkml
 u6tJo b}zdf kbfl lgodfg' f/ 7}lfgdf ljt/Of ug[k}spfsf]; dli6 g}c6t/fl60 8fs ; ~rfng
 k}spdf xf]. ljZj xhfs ; 3n]k}tjlgwt u}sf; ; Djlgwt b}zsf]e6; f/ sfggn]lgsf; l ug{/f\$
 nufPsf afx}sf, xhfs k}zf; gn]t}sf}dfk08 leqsf xhfs j :tx? tflsPsf]; /lff dfk08
 k/f u/l xhfs k}zf; gn]u}fsaf6 btf{ug[u5{. xjfo dfu{ hn dfu{jf ; tx dfu{f6 u6tJo
 xhfs /x}sf] b}zdf kbflpg] sfo{ul/65 . of] k}spdf pTkQl / u6tJo xhfs k}zf; g, e6; f/
 Po/nf06; jf c6t/fl60 9j fglstf{cflbsf]; dg]oflds / Psls[t kpf; /x}sf] x65 . gkfn]

cGt/f(60 8f's ; ~rfngsf] nflu ljZj xhfs ; }sf] IPS. POST Sof ware kpfu ug[u/\$f] 5 . pQm ; °6jφ/df xhfs j:t' btf{ ; \$ng, ljbz rnfgl, 8f's kl/jxg tyf uGtJo xhfsdf kuKl5sf]xhfs j:t'sf]kfk(tl, eG; f/ k\$pf, lj t/Of s[Qb; Dd kbfpG] ufxsnf0{va/ ug[lj t/Of ug[; Ddsf spfsnfkx?sf] A blv I ; Ddsf Event x? Scanning ul/65 . cGt/f(60 8f's ; ~rfng k\$pf / ; f] cGtuG ul/g] Scanning sf] sfdnf0{bxfocg; f/ k:tt ul/Psf] 5M

Country (NP) Country (CH)



dfly pNn]vt bZ gkfn NP n] uGtJo xhfs ePsf] bZ :jl6h/Nof08 CHnf0{ xhfs j:t' lgoft ug[qmddf ufxsaf6 ; \$Int xhfs j:t'df gkfnsf] bfloTj leg 1 / leg 2 ; Dd /x\$] 5 . uGtJo dh'sdf xhfs j:t' kuKl5sf] ; DkOf{ bfloTj eg] uGtJo bZsf] /xg] u5{ . gkfn] :jl6h/Nof08nf0{ xhfs j:t' k7fpbf gkfn Exporter e0{A, B, C Event scan u5{ / l:j6h/Nof08n] Importer sf] ?kdf D,E,F,G,H,I Event scan u5{ . af6f\$] 6f(6h6 ; ljwf lbg] bZn]K / J event scan u5{ Pj +/ltn]:jl6h/Nof08af6 gkfn] xhfs j:t' k7fpbf ol bZx? qmZM Exporter / Importer sf] ?kdf /x\$ xG5g . IPS.POST df pknAw @) j6f user x?n] pk/fQm jdf]hd A blv I ; Ddsf Oe]6x? :Sofg ub5g . h; nf0{Exporter Importer n] ug[sfdsf] ?kdf bxfocg; f/ :ki6 kfl/Psf] 5M

Exporter

- EMA: Post ng/collect on
- EMB: Arrival at outward of ce of exchange
- EXA: Item presented to export customs/security
- EXB: Item held by export customs/security
- EXD: Item held at outward of ce of exchange
- EMC: Departure from outward of ce of exchange
- EXX: Export cancellat on
- EMJ: Arrival at transit of ce of exchange
- EMK: Departure from transit of ce of exchange

Importer

EMD: Arrival at Inward of ce of exchange
EDA: Held at inward of ce of exchange
EDB: Item Presented to import customs
EME: Held by import customs
EDC: Item returned form customs-Import_
EMF: Departure from Inward of ce of exchange
EDD: Item into Sort ng Centre
EDE: Item out of sort ng center
EMG: Arrival at delivery of ce
EDF: Item held at delivery depot
EDG: Item out for physical delivery
EDH: Item arrival at collect on point for pickup
EDX: Import terminated
EMH: Unsuccessful -Physical_ delivery
EMI: Final delivery

Leg 1

Origin administrat on jf Export ug{xhfs kzf; gn]j}zshfs j:t'sf]btf{ ; sng / ; l6? ug[sfo{ul/G5 . Ir{llkqsf] xsdf ; fgf -P_ , demhf -G_ / 7hf kqx? tyf ; fgf kofs{x? -E_ cg' f/ format separat on u/\$f kqsf] tih/cfsf/ cg' f/ gkfn ; /sf/n] lgwf{Of u/\$f] dxzhsf cfwf/df Ir{llkq btf{ug{; lsG5 . To; u/L tih / b/L cg' f/ lgwf{Of ul/Psf]xhfs b/b}sf cfwf/df kf; n / O}dP; ; jf klg btf{ul/G5 . xhfs j:t' btf{u/\$f]hf0{ "A" event, ljlgo xhfsdf NofPsf]nf0{ " B" event, Bag afwl u}tJo xhfsf]nflu rnfq u/\$f]hf0{"C "event scan ul/G5 . l; ldt oh/ lfdtf / eG; f/ sfo}lw ; DaGwl hl6ntf cflbsf sf/Of; a}j}zshfs j:tx? b}e/af6 btf{ug{rgf}l /x\$]5 .

Leg 2

gkfn aflxl/g] clwsfz xhfs j:tx? xj0dfu{ dfknt aflxl/g] u/\$f]5 . Leg 2 df cGt/fi6o 9jfglstf{/ 6fih6sf ljifox? dVo /xG5g . gkfn] cflwsf/s ?kdf 6fih6 ; ljwf cGo b}x?nf0{k}pfg gu/\$f]eP klg xdf]xhfs j:tx? cGo b}x?df of]k}sp k/f u/} dfq ; DjGwt u}tJodf kU5g . k}tlbg k}t u}tJosf]nflu cf}t # s}hl eGbf sd xhfs j:t'ePdF To; nf0{cf}kg dh / k}tlbg k}t u}tJo cf}t # s}hl eGbf a9L xhfs j:t'ePdF To; nf0{Snf}h dh sf]?kdf k7f0g]ul/G5 . Open transit df k}ks xhfs kzf; gn]Jofu vf}hl kgM ; l6? u/} jf pQm Jofunf0{cfk}gf]Jofu leq xfn} jf cfk}gf]b}zsf]xhfs j:t'df ; dfj}z u/L u}tJo dh'sdf xhfs j:t'k7fp5 . ; fpbl c/jn]sl/a #* dh'ssf]nflu gkfnf]klnGbf

; jf / ef/tn]sl/j ; jh; f]clkt]sl dh'ssf] nflu lr¶lkqx? Open transit u/l k7fpg]u/\$f] 5 . To; u/l Snt]h 6f]Gh6df uGtJo xhfsdf dfq Jofu vfl]nG5 . To:tf]xhfs j:t'x? ePsf] Consignment route transit xb}hfg]u5{. 6f]Gh6 b}zsf]Po/kf]Gsf]xhfs k}z; g -Airmail Unit_ ; dlf k}z xg]eP EMK / EMJevent scan ul/G5 cGoyf Airlines x?n] cfk]hg]hxfh p8g]Dd Intra-line / cfk]hg]hxfh gePdf csf]hxfhnf0{lgodfg; f/ xhfs j:t'x:tfGt/Of u/l Interline transshipment dfknt uGtJo xhfsdf xhfs j:t'k}ofp5g\ . pTklQ xhfsdf] xhfs j:tk]tsf]bflolj Leg1 / Leg2 ;Dd /x\$]f]xG5 . Open transit sf]nflu b}z?lj r ; Dem]f ePsf]xg' k5{cGoyf 6f]Gh6 ; ljwf lbg]dh'sn] miss sent ; /x Jojxf/ u/l dxE] dxzh lng kfpg]ljZj xhfs ; }sf]lgod /x\$]f]5 .

Leg 3

Import ug]jf kfks/ lj t/s xhfsdf] ?kdf /x\$]f]of]xhfs k}z; gsf]eldsf dxTj kOf{/x\$]f]xG5 . x/\$ b}z?n]:ki6 kl/eflft ?kdf xhfs j:t'lj t/Ofsf]nflu Postal code tyf addressing system sf]lj sf; u/\$]f]xgk5{. High-rise building ePsf zx/x?df Parcel locker, b}z}df home delivery, post box delivery, same day delivery, window delivery sf]kj Gw ul/Psf]xG5 . 8]ne/l sf] 3/h' dfkb08 ; fj h]lgs ul/Psf]xgk5{/ ; f]xl cfwf/df ljZj xhfs ; }n] xhfs ; j]nf0{yk ljZj; glo k]tikwl{agfpg klxNo}; ? u/\$f] pay for performance / quality link to remunerations df g]kn ; d] cfj 4 xg ; Dej xG5 . Import ug]xhfsdf dhtM xhfs j:t'k]kt u/k]5 Of ce of Exchange n] ; fdg]sf]bag vfl]b}ubf{.Dl scan, eG; f/ k7fPsf]/ lkmf{cfPsf] pQm sfof]ion]xhfs j:t'k]kt u/\$]f].G] scan, u]xsnf0{vj/ u/\$]f].EDH] scan tyf 8]ne/l u/\$]f]EM] jf 8]ne/l xg g; s}sf]EMH scan ug]ul/G5.

pk/fQm jdf]hdsf] 8f's ; -rfng k}spdf lgDg jdf]hdsf] Electronic Data Interchange -EDI_ messaging sf]l; hg]f ePsf]xG5 / pQm EDI messaging cfwlgs xhfs ; -rfng k}spdf]nflu UPU n]clg]fo{u/\$]f]5 .

S.N.	Messaging to	Messaging version	By whom/ what shall be done ?
01	Post to Post	PREDES 2.1	OE Exporter; 'C' scan, 'K' Scan
		RESDES 1.1	OE Importer; 'D' scan
		PRECON	OE, Exporter; 'C' Scan
		RESCON	OE, Importer; 'D' Scan
		ITTMATT 1.5.0	OE, Exporter; CDS. Post- CN22,23,CP72
		CUSRSP	OE, Importer; CDS. Post- CN22,23,CP72
02	Post to Airlines	CARDIT 47	OE; Bag Closing (Automat c)
		RESDIT 74	OE ; Bag Receiving (Automat c)
		RESDIT 21	Airlines; Through their System

S.N.	Messaging to	Messaging version	By whom/ what shall be done ?
03	Post to Customs	CUSITM	Dest nat on OE; CDS. Post, CN22,23,CP72
		CUSRSP	Dest nat on Customs; Asycuda world

३. अन्तर्राष्ट्रिय डाँक सञ्चालनको व्यवस्थापकीय पाटो:

३.१ महशुल व्यवस्थापन:

Ir¶lkqx?sf] dxzh b/ Joj:yfkg sfo{ k]rnfn] / rgrf:lk0f{/x\$]f] 5. P, G, E format separat on u/l Ir¶lkqx?sf] !! category c]tu{ cyff(\ @), #%, &%, !&%, @%), #&%, %)), &%), !))), !%) / @))) u]dsf cnu cnu Ir¶lkqsf]cnu cnu b/ lgwf{Of ugk5{. gkfn UPU sf] Transitional System sf] Group 4 df /x\$]f] 5 . Second addit onal Protocol to the Universal Postal Convent on 2019 Art.II -Art. bis 28 added_ Terminal dues Self Declarat on rates for Bulky -E_ and small packets -E_ let er post items sf] !& cg' f/ Transitional System sf] b]zn] Transitional System s} b]zdf jflif\$ @% 6g jf ; f] e]gf a9L t]h ePsf E format sf Ir¶lx? k7fpbf/ !& cg' f/ Transitional System af6 Target System sf] b]z?df jflif\$!)) 6g jf ; f] e]gf a9L t]h ePsf Ir¶lx? k7fpbf self-declared rate nfu"ugk5{x65 . ; jf]ws ; : t]df xhfs ; jf k]bfg u/l /x\$]f] gkfnh: t]xhfs k]z: gnf0{ To; /l hf/l ug[Self-declared rate a9fpg] b]fj o; sf/Of k5{sl ; f] b/df g}lgZlrt k]tzt /sd hf] Quality linked to terminal dues c]tu{ xhfs j: t' vf; u/l Ir¶lkqsf] Terminal dues u]ofg ugk5{x65 . UPU sf] POC n]x/\$ jifdf b0{k6S Transitional / Target System sf b]z?sf] Terminal dues sf] u]ofg ug{k]t]l snfu]d / k]tufdf kqsf] b/ lgwf{Of u/l ; f] h]gs ug[u5{. To; u/l kf; h ; j]sf] nlu klg k]t l s=uf= / k]tufdf kf; h]sf] b/ ; f] jdf]hd ; f] h]gs ug[u/\$]f] kf065 . To; h]f0{ cfwf/ dfgl b]z?n] xhfs dxzh b/ lgwf{Of ug[u5g\ . OPdP; ; j]sf] nflu EMS Operat onal Guide df ; f] h]gs u/l Psf] b/sf cfwf/df b//b lgwf{Of ul/65 .

३.२ अत्यावश्यकिय औजारहरु:

क) Forwarding table/ Routing table:

Po/nf06; x?sf] x/\$ jifdf] cS6f]/sf] rfyf] xk]tfsf] cl]td lbg -cf0tj/_ af6 dfr\$]f] rfyf] xk]tfsf] zlgj f/; Dd Winter schedule tyf dfr\$]f] rfyf] xk]tfsf] cl]td lbg -cf0tj/_ af6 cS6f]/sf] rfyf] xk]tfsf] zlgj f/; Dd Summer schedule xg]u5{. gkfn]sf] xj]f0 8f's 9] fgl ug[x/\$ Po/nf06; af6 of] Flight Schedule k]kt u/l IPS=Postsf] system df entry ug{ clg]fo{ x65. l]lgdo xhfs -OE_ sf] let er, Parcel tyf EMS zfvf?n] b]xfosf] rout ng/ forwarding

table tof/ u/l sfd ugkxg5M

.....Post of ce				Forwarding Table for Internat onal dispatches Origin Of ce of Exchange.....						Valid from.... /..... /..... Valid to..... /..... /.....								
Dispatch for	Departure				1stAeroport of Transit				2ndAeroport of Transit				Arrival at Destination					
					Arrival		Reforwarding		Arrival		Reforwarding							
	Day	Time	Flight	Route	Day	Time	Day	Time	Flight	Route	Day	Time	Day	Time	Flight	Route	Day	Time

ब) Closing Table:

lj lgdo xhfsn] cfkngf] x/\$ sfobgxd?df k[os ufjlof] nflu Bag afflg] qmddf tof/ ugkxg5 table closing table xf]. xj f0hxhfsf] p8fg ; do; fu tbfldotf sfod ug[u/l Po/kf{ ; fdg kfof0; SgkgI; do ebf slt cl3 Jofu jfwl ; Sg]/ sg ; dodf z? u/l sg ; dodf cGto ug[eG]kj ofhgf o; df tof/ ul/Psf]xG5. o; sf]gdgf bxfjdf]hd /xsf]5M

.....Post Of ce				Closing Table for Internat onal Dispatches Origin Of ce of Exchange.....						Valid from.... /..... /..... Valid to..... /..... /.....							
Day 1 (Monday)																	
Dest nation	Service Responsible	Closing date	Start of Closing t me	End of Closing t me	Vehicle Departure t me	Handover t me the airport	Flight Departure			Transit Airports and Reforwarding Flights					Remarks		
							Day	Time	Flight	Airport No.1	Flight	Airport No.2	Flight				

pk/fQm j df]hdsf] forwarding/rout ng table / Closing table sf cfwf/df lj lgdo xhfsn] Sort ng plan tof/ ugkxg5 . o; df STD-Scheduled t me of Departure / STA-Scheduled

time of arrival of xfd] lgo6q0f gePklg LHOT- Latest Handover time on departure -time between our CARDIT and STD_ / LHOD-Latest Handover time on destination of xhfsSf] ks8 xg] xbf ; f] ; donf0{ ; dfof]hg / kg{ dfof]hg u/l /xgkg{x65 . o; sf]c; / Leg 1 sf] sfo]bg 36fpg] tyf Leg2 nf0{yk lh]d]f/ u/fpgdf dVo ?kdf /x65 .

ग) Work FlowChart:

g]kn; /sf/sf c6o sfof]nox?n] ; Jf kjfx j8fkq ; fj]h]gs u/]em]xhfs sfof]nox?df cftl/s Joj:yfkg]nflu Ir]llkq, kf; h, EMS ; J]sf]workfowchart tof/ ul/Psf]x65 . o; df xhfs j:t'sf]btf{ ; sng, ; l6E, ljlgdo xhfs k7fpg] ; do, Toxf]sf]kf]] ; E ; do, Bagj]llg] ; do, AMU k7fpg] ; do, p; n]Po/nf06; nf0{x:tf6t/Of ug] ; do cflb ; j}pNn]v ePsf]x65.

घ) E2E process mapping:

sg]b]z]sf]Ps sgdf btf{ePsf]xhfs j:t'ljZj sf]csf]sgdf /x]f]7]ufgf]fnfnf0{lj t/Of xbf; Ddsf] ; do u0fgf u/l k]o]s xhfs j:t' / k]o]s b]z]sf]nflu Inbound / Outbound b]]sf] n]v]hf]v]f u/l lgsflnPsf] ; do g}process mapping x]. of]lg/t/ k]s]f lsg x]eg]e6; f/sf lgodx?, xj]f0hxfhsf ?6x?, sfo]k]offnl cflbdf cfpq ; Sg]k]m]j]bnn]k]ks / k]f]s alrsf] ; do 3l6a9l e0/x]f]x65 . ; Jf u0f:t/ lgwf]Of ug] lfltkl't{sfod ug{/ sfo{Dkfbg dfkg ug]{o; n]d2t u5{ QCSmail bigdata, GMS tyf sfo]c]ge]sf cfwf/df of] ; do lgwf]Of ul/65.

ङ) KPI;s, PI Tracker:

ljZj xhfs ; 3n]x/]s xhfs j:t'sf] ; J]sf]Key Performance Indicator/ Performance Indicator Tracker ; fj]h]gs u/]sf]x65 . ljZj Jofkl dfkb08 ; u x/]s b]z]sf]xhfs]sfo{Dkfbg dfkg ul/g]xbf pQm dfkb08x?sf]hfgsf/l /fv] nlo k]kt xg]u/l sfo{Dkfbg cfjZos x65.

३.३ सम्भौताहरु:

c6t/fl]6o 8f's ; ~rfng k]s]p]df c6t/fl]6o 8f's /]v]f Joj:yfkg dx]jk0f{x65 . xj]f0 8f's 9]f]gl ug]s]Dkglx? ; u Intra-line agreement tyf Connectng f]ght sf]nflu Inter-line agreement of k]xnf]carrier n]j]f xhfs ; J]f ljefun]ug]k5{. u6tJo b]z]x? j9l e6bf a9l ; d]6g]5]5f5]Po/nf06; x? ; u 8f's 9]f]gl ; Deff]f ug]s]df g]dVo rgf]lsf]?kdf /x]f]5 . Open transit ; ljwf ljgf 8f'ssf]ljZjJofkl ; ~rfng c; Dej k]fo xg]xbf ; Da6wlt b]z]x? ; u transit ; ljwfsf] ; Deff]f clgjfo{x65 . c6oyf xhfs j:t'lkmtf{xg]jf 8]ne/L u/]klg miss sent ; /x dx]E]f/sd p]k]lQ xhfsn]transit xhfsnf0{ltg]kg]x65 . 8f's ; ~rfngsf k]o]s ultljwx?sf]EDI messaging xg]kg]clgjfo{Joj:yf ul/Psf]/ e6; f/h6o ; r]gxf? cfbfgk]p]fg

ug{ ; Da6wlt bzx? ; U Data sharing agreement ug{k5 . xhfs ; Jfsf] sfo{ Dkfbgdf Cross Border inspect on/facilitat on ug{e6; f/n} / uf08 x08nlE tyf p8fg / 9jfglsf] ; Jf Po/nf06; n]lbg]xbf e6; f/ tyf Po/nf06; ; U xhfsn]Service Level Agreement clgjfo{ ?kdf ug{k5 UPU sf]kfjwfg /x5 .

३.४ Compendiums हरु अद्यावधिक गर्ने:

clgjfo{ ; Jf ePsf]xbf Let ers/Parcel Sf]online compendium ; jn]xg{ldNgU/L UPU sf]website df pknAw 5 . cuhl / klr efiiddf pknAw xg]p0m compendium x?df ; Da6wlt bzn]kfbg ug{dVo ; Jfx?, 8]ne/L dfkb08, ; Dks{JolQm?, xhfs ljbf nufotsf ljifox? cBjlws ug{ul/65 . EMS ; Jfsf] ; Da6wdf EMS Operat onal Guides df ; Jf ; ~rfngsf] nflu dfly pNn]vt cfjZos lj/0fx?sf ; fy}EMS sf] bzut lx; fj ug{Imbalance rate Merchandise / Documents sf]cnu cnu b/ jf klt l= / kltuf b/ lgwf{of u/L ; fj h]lgs ul/Psf]x65 . gkfndf misrouted eP/ cfPdf jf gkfn]sg]bznf0{6f6h6 ; ljwf lbgkg{ePdf ; j] ; Da6wlt b// u0fgf u/L ljZje/Lsf bzx?nf0{cf7j6f Category df jf8Psf] Transit Compendium df UPU sf]j ; f06 dfknt ; fj h]lgs ug{k5{ . e6; f/ ; Da6wlt 55f55} ; Tgf / lj/0fx? hf/L ug{jf ; lrt ug{Customs Compendium sf]Jo :yf ul/Psf]xbf ; f]l cg' f/ tl compendium x? cBjlws ul/gk5{ .

३.५ सेवा मापदण्ड तथा गुणस्तरीय सेवा व्यवस्थापन:

ljZj xhfs ; 3n]xhfs ; Jfsf] Joj :yfkgsf]nflu Technical Standards / EDI Messaging Standards to u/5f] x65 . h: t] S9- Postal Receptade Ident f er, S10- Ident f cat on of Postal Item-13 Characters Ident f er, S42, Addressing System, S58- Security Standard of Postal of ce, S59-Security of of ce of exchange and Air Mail Unit dVo /x5f 5g\ . To; U/L EDI Massaging StandardsdfM33MITMATT V1,M40MEMSEVT v3.0, M41MPREDES V2.1, M42MeVN- Electronic Verif cat on Notes, M43M CUSITM V1, M44M CUSRSPV1, M47M CARDIT V1.2 M49MRES DIT V1.1, cflb dVo /x5f 5g . pk/f0m adf]nd technical tyf EDI messaging standard k'f ub{ubf{u0f: t/lo ; Jf kjfxfsf] ; lgZrttsf]dfkg GMS k]ffnla6 u/L lgZrt sf]jlw k'f u/L UPU af6 x/5 xhfs kzf; gn]A, B,CGrade sf] Cert f cate kfpg]u56 .

३.६ पोष्टल कोड तथा ठेगाना प्रणाली व्यवस्थापन:

ljZjdf kqrf/ ug{k]6n sf] clgjfo{ePsf / gePsf dh5x? 5g\ . gkfn] ; 3lo Joj :yf ckgf0; skl5 ; fljssf k]6n sf]x? kl/jt6 ug{h?/L blvPsf]5 . k]6n sf]sf] ; Vof, g]la/ jf cl/ jf bj5f cfwf/df sf] lbg]nufotsf ljifodf ljZj cEof; nf0{x}L ; /n /

ljlemg]kf]6n sf8 kPffnl ljsf; ugkg]b]v65 . a9bf]zx/ls/0f; ; 8s kPffnl]ljsf; , eJg lgdff kPffnl / dfkb08df cfPsf]kl/jt6 ; u} :yfglo tx; u}sf]; dgjodf GPS kPffnl dfkmf 3/ / ; 8s gdal/E kPffnl]JoJ :yfkG ugkg]b]v65 . o; ; u ; u}cf6tl/s 8f's /y]sf]Jo :yfkG / 8b6h ; f]sf]lj/0f cBf]lws ugkg]x65 .

३.७ इ-कमर्श र व्यापार सहजीकरण:

xhfs ;]sf] ljZjJofkl ; wf/ / ; jf kPffnl]df cfPsf] kl/jt6 ; u} hgtfsf] 3/b]h] Dd ku\$]of] ; jfnf0{hgtfsf] hghlj sf; u hf8g 3/h' 0-sdz\$] ljsf; df hf8 lbgkg]x65 . 0-sdz\$]nflu Operat onal Readiness, Digital Readiness / Payment Readiness ug{; Da4 dgfnox?n] cu; /tf ln0 ; /f\$]jfnf ljrsf] plrt ; dgjodf sfd ugkg]x65 . 0-sdz\$] sf/f]f/sf]?kdf @ s]lh=e6bf sd t]h]sf xhfs j :tx? vf; ul/ ; fgf kofs8]sf]?kdf xhfsn] klxNo}b]v bt{ lj t/0f, ljlgdo ub}cfPsf]k065 . ; fgf tyf d]l]od pBdl]sf]-MSME's sf] Jofkf/ ; x]hs/0f ug{xhfs j :t\$] ; j{ he Track and Trace, xhfs j :t\$] ; /lff, ; /lft / l56f\$]l/tf] 9]fgl kPffnl, Seamless customs tyf Merchandise Return Service sf] nful lg/6t/sf]JoJ :yfkG h?/l b]v65 .

३.८ Remunerat on:

c6t/f]60 8f's ; -rfng kPffnl]df Psb]zn]csf]b]z]sf]8f'ssf]; -rfng, x: t6t/0f, lj t/0f sfo{u/]fkt xhfs j :t\$] k\$]/, t]h / ; vofsf]cfwf/df :yflkt lj lw k4lt cg?k lx; fa ldnfg ugkg]x65 . Ir]lkq ;]sf] Terminal dues, kf; f ;]sf] Inward land Rates and ECOMPRO rates, 6f]6h6 rfh{ EMS sf] Imbalance rate, Air Conveyance dues, Internal Air conveyance dues sf] u0fgf4f/f g} c6t/f]60 8f's n]y]sf] lx; fa ldnfg x65 . p0m lx; fa l]stf]sf] ; di6l g}remunerat on xf] hf] xhfs ;]sf]dVo cfo; f] xf] . IPS=Postdf Account ng data entry / Account ng process af6 c6t/f]60 8f's n]y]f JoJ :yfkG ug{; lsg6 eg]UPU clearing System df cfj 4 xg ; Sg]lj sNk klg /x\$]f]5 .

४. अन्तर्राष्ट्रिय डाँक सञ्चालनमा सङ्कटवेयरको उपयोग:

४.१ IPS. Post Sof ware:

ljZj xhfs ; 3sf] ; flj s]sf] IPS Light nf0{ :t/f]gtl ul/Psf] Web Based Sof ware sf] ?kdf IPS. Post /x\$]f]5 . h; nf0{g]kfn] ; g] @)@ sf] hgj/l !% b]v ; -rfngdf NofPsf] xf] . o; df EMS, Let er, Parcels, All mail classes, Domest c Processing, Customs, Track & Trace, Reports, Nat onal Management, Local Management, Ut lit es, Account ng data entry / Account ng Process sf !@ j6f Icon x?df A b]v l ; Ddsf] Import, Transit jf Export ubf\$]f]5\$}event x? entry ug]ul/65 .

4.2 QCS mail:

IPS.Postdf entry u/\$f ; a}ljj/0fx? Ps}fy QCS mail df uP/ ; \$nlt tyf kltjblt / e08f/0f eP/ /x65g\ . o; n] ; ak\$sf/sf EDI message nf0{ux0f u/L Performance, Track & Trace / Report sf dVo ljj/0fx? tof/ ug[u5{. Performance cgtuf Volume, Ratio / Time & Transmission sf]ljj/0f ; u\$lt ePsf]x65 . Track & Trace df items, Receptade -Bag_ Dispatches / Consignment sf] track & trace ug{ldN5 . Reports cgtuf Parcels, let ers, EMS / Dispatches sf]report x? /x\$ f x65g\ .

4.3 QCS Mail Big Data:

ljZj xhfs ; \$sf]PTC n]kl5Nnf]; do QCS mail sf]ljsl; t ?kdf ljsf; u/\$f]QCS mail big data df dVo u/L ITMATT, BPMS, IQRS /xfn; fn}UPU COVID-19Informat on Sf] lcon x? /x\$ f x65g\ . ITMATT leq Monthly report, Prime Declarat on level, Securex customs cflb ljj/0f /flvPsf x65g\ . BPMS cgtuf E-packet Account ng ul/65 . IQRS cgtuf Monitor dispatches, PREDES vs ITTMAT Receptade scanning performances, IQRS Global Report ng, Compliance report cflb /x\$ f x65g\ . IPS.Postjf IPS df ePsf] EDI messaging nf0{cfwf/dfgl UPU n] tof/ u/\$f]oxl data sf cfwf/df xhfs sf] ; du| sfo\$ f] cgludg / Quality Control ul/gk5{gsl k/Dk/fut cgludg / sfuhl kltjbg .

4.4 Global Track & Trace System:

; j { fwf/0fn]; d} browse ug{ldNg]globaltracktrace.ptc.post df xhfs j :tx?sf]item ID entry u/L cj:yfsf]hfgsf/L lng ; ls65 . ; fxl Joj:yf IPS.Postsf]Track & Trace df klg /x\$ f]x65 . 3/h' Ir¶lkqsf]nflu g]kfn] Postal Internal Tracking System -PIIS_ df xhfs j :t\$ f] /\$8{ug]xbf www.gpo.gov.np Sf]website dfkml\ Domest c Tracking ; lj wf pknAw u/f0Psf]5 .

4.5 GCSS (Global Customer Service System):

xhfs j :tx?sf]ljZjJofkl vflhtnf; sf]nflu kpfu xg]of]kpfndf sl/a !*) bzs f @ () ebf a9L sn ; j6/x/nf0{Link ul/Psf]5 . Internat onal Post Corporat on -IPC_ 4f/f ; ~rflnt GCSS sfct/; Da6w EPG, PRIME, UPU Parcels / EMS ; lu /x\$ f]5 .

4.6 SMART System:

EMS ; jfdf kpfu xg] Smart Report ng System cgtuf Cockpit, Monitoring hub, Report ng hub / Tracking hub dVo icon x? /x\$ f x65g\ . Monitoring hub cgtuf Export, Transport, Delivery / End to End sf Outbound ; Da6wL kltjbg pknAw

x65g\ . Report ng hub c6tu6 PFPV3 reports, monthly performance, M 40 (EMSEVT V3) compliance, EMS in bound in customs summary k|tj6gx? /x6f x65g\ . Cockpit icon n] Service performance, Data inquiry, Elapsed time calculations, service Information / Awards Compliance sf]af/]rf6{tyf 8foufd ;lxtsf]k|tj6g ug]u5{.

8.9 i-Care System:

EMS ; j]sf]inquiry System nf0{1July, 2020 af6 EMS Co-operative n]; flj ssf]GCSS inquiry System sf]; \$f kpf]udf NofPsf]k|pffnl xf]. EMS ; j]f ; Da6wL cTofjZos ; P6gix?, EMS sf]vf]hlsf]hfgsf/L sfo{-rfng l/kf6LE, 8bf; j]6{tyf dVo u/L sn ; 6/ ; d]sf] sfo{o; c6tu6 ul/65 . Pshgf i-care manger, cfjZos Ph6 / sn; 6/ oh/x?n]EMS ; f]vlvf]hl, k|toQ/, ljZjultljlw nufotsf ljifox?df cBfjlws /xg]u56\ .

8.4. CDS. Post:

dfnj:t'vflDpsf ; a}xhfs j:tx? e6; f/sf]lf6flwsf/af6 k]fx xgkg[ePsf]h]ljZj xhfs ; 3af6 k]l4t Custom Declarat on System Sof ware ; a}xhfs k|zf; gn] clgj fo{ kpf] ug]kg]x65 . o; df b]fosf icons x? /x65gM

ConfigurationM Gray Color icon

1. Manage Users 2. Manage my preferences 3. Manage Organizat on preference 4. Manage rules for customs Declarat on 5. View/Generate my CDS manifest 6. Manage EDI exchange 7. Manage organizat on specif c exchange rates

ReportM Black color icon

1. Manage mail class rules 2. Browse prohibited and restricted art des 3. Edit or delete prohibit on/restrict on 4. Insert my prohibit on/restrict on 5. Outbound items report 6. Inbound items report 7. Outbound ITMATT QA/Compliance report 8. ITMATT outbound feed 9. ITMATT outbound errors 10. Search Declarat ons by name, Address Descript on 11. Track Importers Report.

OperationMRed colors icon

1. Create declarat on for outbound item at post 2. Create declarat on for inbound item at post 3. Outbound item watchdog 4. Validate anonymous declarat on for unident f ed packets 5. Validate anonymous declarat on for ident f ed items

UPU codelist 160a sf cfw/df x/6 b]zsf]CDS af6l; h6f xg]ITMATT sf]Messaging Version nf0{CDS.Post df sD]tldf % / a9ldf ; a}xhfs k|zf; g; u Messagingversion conf gure ul/65 . xhfs j:tx?df btf{sfp66/df nuf0Psf]CN 22/23 sf] Custom Declarat on Form

x? CDS.Post sf cfwf/df Print ug{ tyf Inbound / outbound items b} \$f] ; 'rgf ; \$ng, e08f/0f / x: tfgt/0f -transmission_ ug{ sfo{o; df ul/65 . gkfn]sf] eG; f/df klg Asycuda world ; ~rfngdf cfPsf] ; Gbedf Asycuda world ; U CDS.Post sf] integrat on ePkZrft eG; f/nf0{xhfsn] k7fPsf] CUSITM message sf] kfo0/ : j?k eG; f/n] Asycuda world \$#@ jf ; f] eGbf a9lsf] version af6xhfsnf0{CURSP message kpfG ug{ ; Dej xG5 . uf]xsn] 3/d} df] f0n PK; af6 klg xhfs j : t' btf\$] nflu Customs Declarat on Form eg{ ; Sg] jf sfpG6/df pknAw sDko6/df uf]xs : jom] jf uf]xssf] tkmf6 xhfs] sd{f/Ln] k]f]s kfkssf] ljj/0f tyf Customs Declarat on Form sf] ljj/0f eg{ ; S5gl . of] ljj/0f CDS Kiosk / CDS API af6 klg upload/forward ug{ ; lsg5 .

CDS.Post/CDS बाट सिर्जना हुने ITMATT message को हुलाक प्रशासनलाई देहायको महत्व रहेको

छ:-

- != Dashboards nf0{of]hgf thdf ug{.
- @= s/ lgwf{0f ug{
- #= uf]xs ; f]yf]f]hl tyf bfljdf pQm tYof° pkof]ul xg ; Sg].
- %= Sortng tyf 8]ne/L ; DaGwl of]hgf thdf ug{.
- ^= Postal Supply chain df manual work lj : yf]kt ug{.

EAD/CUSITM को भन्सार प्रशासनलाई महत्व:

- != xhfs j : t' hfrkf; sf] nflu cf0klGk} {hf]vd tyf ljQlo dNof°g ug{.
- @= xhfs j : t' cfudgk} {Release or hold sf] k} { 'rgf / l; kmf/ ; ug{
- #= uf]xs tyf cGo lgsfosf] xhfs j : t'sf] inquiry handling ug{.
- \$= Manual sfdnf0{ 36f0 : jrflnt ; 'rgf cfbfgkpfG / ; /lff ; DalGw lg0f6x? Ing d2t ug{.
- %= cgludg tyf Intelligence 0sf0df yk pkof]ul ; 'rgf xg].

४.९ Global Monitoring System (GMS):

xhfs ;]fsf] u0f: t/lo ;]f ; lgZlrttfsf] nflu ljZj xhfs ; 3sf] Internat onal Bureau n] Joj : yfkg u/\$f] of] k]ffnldf cfj 4 bZx?n] test items x?sf] cfbfgkpfG u/L UPUSf jfXo ljz]f1 dfknt\ ; ~rfng glthfsf] dNo°g ul/65 . of] k]ffnl cGtu{ GMS STAR (GMS, Stat st cal System for Analysis and Reports) dfknt I/kf]LE ul/65 . ljlgdo xhfs -OE_ sf] dVo kj z4f/ hxf xhfs j : t' jflxl/g/ leqlg] u5G) Toxf RFID Gate h8fg u/L xhfs j : t'sf] : jrflnt scan ug{ sfo{ul/65. o; sf] d]modaf6 Leg3 cGtu{sf] sfo{ Dkfbg : t/ / E2E Process mapping df cfjZos ; xof]u ldN5 .

उपसंहारः

c6t/f60 8fs ; ~rfng kspfsf] ; Da6wdf ljZjxhfs ; 3af6 :yflkt lj lw / k4ltsf] kfnfg x/\$ xhfs kzf; gsf]u0f:t/lo xhfs ;]f ; lgZlrttfsf]klxnf]zt{xf]. xhfs j:tx? k7fpg]ufxssf] ; f] b]v z?ePsf] of] kspf xhfs j:t' kfk u/k15sf] kfkssf] kltlqmfdf uP/ k/f x65 . xhfs j:t' kfk / ; sng, 9jfgl=kl/jxg, e6; f/ kspf, lj t/of s]b; Dd k%of0 ; dodf ufxsnf0{vj/ u/l ; /n lj t/of sfo\$]x/\$ r/ofdf vf; kspfx? k/f ul/gk5{. xhfs j:tx?nf0{xhfs sdlh]jf e6; f/n]jf Po/nf06; n]jf :jo+k[ksn]sxl ubf{jf gubf\$]k]o\$ sfdsf]lgodfg; f/ l; nl; n]f/ scanning xgk5{. olt; Ddsl ljZj df .Zl level sf] ; /lff lb0g] ljZj g]fx?sf] /lffsf]; rgsf]kfklt, uff]otf, ljZn]f0f, lgo6q0f, ; Gthg tyf ; dgjo hlt ul/65 Toltg]?kdf xhfs j:t\$]security, visibility, reliability, postal supply chain integration, EDI messaging / digitization sf] nflu sfd ul/Psf] x65 . t; y{Logistics co. / sl/o/x?sf] k]tikwl{jhf/df xhfs ;]fsf] k]tikwl{/ u0f:t/lo ;]f ; lgZlrttf ub}; /f\$]jfnfx?; usf] ljZjf; / ; dgjo, ; :yfut lfdtf ljsf; , Joj; flos ; f] / klj lw x:tf6t/of tyf dflg; sf]sfd u/f0jlrsf]; Gthgaf6 g}xhfs ;]fnf0{b}zleq hghlljsf; lu cfj 4 ug]/ c6t/f60 hutdf b}zsf]uf}j sf]?kdfk:tt ug]cfwf/ tof/ xg; S5 .

सन्दर्भ सामग्री:

<http://www.upu.int>

Operational Readiness for E-commerce 2016-2020 Project Templates from UPU

UPU Conventions

Letter Post Regulations

Parcel Post Regulations

हुलाक सेवा र व्यवसायिकता

- सुधा रेग्मी
शाखा अधिकृत,
नेपाल सरकार

पृष्ठभूमि

clxn\$]ljZjnf0{; *gf kljlwsf]ou elg65.; f/f laZj o; s}rdTsf/df df]xt eP/ a; \$]f] 5 . clxn] laZjd-rdf b]lvPsf] ljsf; , ; lQms/Of, pGgt, k]lt oxl ; *gf kljlwsf] sf/Of g}; Dej ePsf]xf] eGbf cTolQm gxf]hf . ; *gf kljlwsf] hggL ; #f/ lf]sf] cfwf/ xhfs ;]f g}xf] . j]bs sfndf gf/b Clif nufot k/]f, 3f}f h:tf kzkHnf0{; *gf cfbfg k}bfg ug] dfllwdsf] ?kdf lrlqt u/\$]f] kfOPaf6 k]lrg sfn b]lv g}; *gf ; #f/sf] dxTj ; zQm ?kdf /x\$]f] k]6 x65 .

k]lrg sfn b]lv k]rngdf /x\$]f] ; Gb}z jfxssf] cfwlgs ?k xhfs xf] . lr]lkq, kf; h, ; *gf cflb Ps 7fpaf6 csf] 7fpdf nfg] Nofpg] k}ofpg] sfo{ ug] ; Argnf0{ ; fdfGtof xhfs eg] lrlg65 . kl5Nnf] ; do ; *gf kljlwdf cPsf] ljsf; sf] 5nf^n] ubf{ xhfs ca ; Gb}z jfxssf] ?kdf dfq /x}, of] Jofk/ Aoa; fo ug] ynf] nufot 1fg s]b]sf] ?kdf klG lrlgg ynf]sf] 5 . ; *gf k}ofpg] dxTj kOf{ dfllwdsf] ?kdf /x\$]f] xhfs ;]f ; /sf/sf] cfwf/et bfloTj eP klG Joj; flostf ljsf; ug] / gkrfdhs sfo}hl c]n]dag ug] kl/k]odf w}}h;]f b}zdf xhfs ;]fnf0{; #yfg, k]lws/Ofdf ?kGt/Of ul/Psf] 5 jf sltko b}zdf ; fj]h]gs lghl ; fem]f/L cawf/Ofdf ; d] ; #fng ul/Psf] 5 .

नेपालमा हुलाक सेवा :

/fhfsf] ; Gb}z hgtfdf / hgtfsf] ; Gb}z /fhfdf k}ofpg bt'ssf] Joj: yf w}} klxn}f6 ePklG cfwlgs gk]nsf]lgdfOf kZrft dfq xhfs ;]f cflwsf]/s / Joj:yt ?kdf yfngl ePsf] xf] . /; b kfgl cflb u?E]j: t' yfknfdf af\$] ;]f cfbfg k}bfg ug]nf0{yfkn}/ lr7L tyf sfuh kq cfbfg k}bfg ug]nf0{sfut] xhfsn]; Daf]g ug]u/\$]f] kfOPsf] 5 . loltahf xhfs rnfpg] sfodf gk]nl ; }f ; #lg xg]ub}y]. lj} #!(#% df dfq 5\$}; Argfsf] ?kdf .gk]n xhfs 3/0 sf]: yfkgfaf6 dfq xhfs ; Argfut ?kdf cuf8L a9\$]f]xf].

: yfkgfsf] ; ?jft lt/ xhfslnf0{v} vfg lbg]rng ePsf]df lj} #(&) kl5 tnjl xhfsL lgoQm u/L xhfs ; eGqnf0{: yfol ?k lbOPsf] kf065 . lj} #(() df k]of} 8fs /}ydf hfrsl /fVg] Joj: yf ul/ ;]fsf] uOf: tl/otdf hf\$ lb0of]. k}n} 8fs k}of0/x\$]f]df lj} #))% df ;]f ; #fng ePsf : yfgdf /h tyf df}af6 ; d] 8fs 9jfgl ug] glt c]n]dag ul/Psf] kf065 . xhf'ssf] ;]fnf0{r: t b?: t agfpg hfr 6fh], bf}xf 6fh] ; d] kl/rfng ul/GYof]. 58s] r\$ hf# ul/ xhfsln]; dodf clgoldttf u/df 7f]sf] 7fp sf/afxl ul/GYof] hg kl/k]l6n] ubf{ xhfs lgoldt / Aoa: yt aG ; s\$]f] lyof].

lj ÷ ≠@))& sf] kl/j tġ, @)!# sf] of]hgj 4 lj sf; k|spsf] yfngl kZrft xhfs ; j]sf] ; Vof]ds / uoff]ds lj sf; pNn]yo ?kdf eof]. lj ÷ ≠@)!# ; fndf gkfn ljZj xhfs ; 3df cfj 4 ePkZrft gkfn]sf]xhfsn]cġt/fli6o dfġotf k|kt uof] To; kZrft gkfnl l6s6 6ff; Psf lr7lkq ; ≠/e/ g]klg yfn]. @)!& ; fndf xhfs ; j]f ljefu dġqnosf]zfvfsf] ?kdf : yfkgf kZrft xhfs Pġ, lgodfjnl thġf eof]/ xhfs ; j]sf]Jo] : yfkg lglZrt sfo]lw lgod cg' f/ xg yfNof]. @)! df cfġt/s wġfbz / @)## df xhfs jrt a\$sf] ; j]f ; ?jft ; ≠}xhfs ; j]fn]cfly\$ lfġdf ; d] pkl:ytl b]vpg kġof]. ; gl !(*@ df Plzof k|zġt lf]qo xhfs ; ≠7gsf] ; b:otf k|kt u/]kZrft cġt/fli6o :t/sf] ; /; xof]u, k/fdz{ klj lw gkfn]sf] xhfs lfġdf lelq0 /x\$]5 tyflk xhfs lfġnf0{ ; do ; fk]f ; bġ agfpg]lbzdf pNn]ylgo k|ult xg g ; s\$]l]ttf]oyfy{xdf ; fd' 5 .

हलाक सेवामा व्यवसायिकता:

kz]f Joj ; fo dfkmġ ; ≠7gf]ds / Jo]Qmut pknAwl k|kt ug] / ; fa]lgs ?kdf ; d] ; Ddf]gt xg] cj:yfnf0{ Joj ; flostfsf] ?kdf a%ġ ; ls65 . lglZrt p2]o k|kt]sf nflu ; fwg >f]nf0{plrt ; of]hg ug] sfo{ ; ≠7g leqsf] hgziQm] ug]ub5 . 1fg, ; lk, lfdtf cyfx ePsf] kl/l:ylt cg?k sfo{ug] lg0f0 lng ; Sg]hgziQm ; ≠7gsf cdNo lglw xg\ . hgziQmf0{phf]zn agf0/fVg, st]oj]w u/f0/fVg, kl/>dl / sfo{k|t dl/dġg] agf0/fVg] sfoġf ; ≠7gsf]Jo] ; flos ; Defjgfn]kġfj kfb5 . pkoQm ; ≠7g ; Argf, /fdf]tnj, cfly\$ pkfhġsf cj ; /x?, lfdtf pkof]u xg] ; Defjgf ; ≠7g k|t cfd df]g ; sf] wf/Off, ; xsdl\$]f] Jojxf/ cf]bn] ; d] ; ≠7g leqsf]Jo] ; flostfnf0{hgf0/x\$]f xġ5gl .

gkfn]sf] xhfs ; j]sf] ; Gbedf s/f ubf{Jo] ; flostfsf ġġtd cfwf/x? klg o; lfġdf gePsf]oyfy xf]. ; Dk0f{ ; fa]lgs kz]f ; g nyfln / etfeE e}x\$]f]cj:yfdf To; sf]k|o]f df/ xhfs lfġdf al9 g}k/\$]f]5 . sd{f/ldf pTk]Off / dġġan ġġ 5 . rġf]tk0f{sfd ug{ kfp]g]cj ; /, j]Q]j sf; / exposure clg job mobility sf]cj ; / gxbf sd{f/lsf] : yflo]j sd 5 . ; j]f k|afxdf lalawtf b]vg ; s\$]f]5ġ, ; rġf k|alwsf]k0f{pkof]u ug{ ; lsPsf]5ġ, hġtf ; j]f k|jfx b]v ; ġt6 xg ; s\$]f]5ġ, nuf]gsf]thġdf k|tkm ġġ 5, km:j?k ; ≠7g klg Joj ; flos xg g ; s\$]f]cj:yf 5 / cfhsf]xhfs cfġt/s / afXo bā} ?kdf lg/fzdf g}5 .

xhfs ; j]sf] lj]zi6s/0fsf] nflu @)\$& ; fndf lghfdtl ; j]df 5\$} xhfs ; dX u7g ul/Psf]lyof]h ; n] xhfs lfġsf] sfo{kġfj sf/Ltfnf0{a9fPsf]lyof]g}hgziQm rnfodfg klg Pp6} ; dX leq /xbf hgziQm]sf]cefj xg]cj:yf klg lyPg t/ @)^! ; fndf xhfs ; dX vf/]h eP kZrft xhfs lfġ lbg k|tlbg cwf]ult tkm(hfb5 . sfo{cġej ePsf hgziQm lbg k|tlbg 36b}hfg]qmd ; ≠}xhfssf]el]io klg cġof]ndf /x\$]f]j tġfg cj:yfdf o; sf] ; xl Jo] : yfkg ug{clg]fo{h:t}e0 ; s\$]f]5 .

व्यवसायिक सम्भावनाका आधार:

NPM, NPG nufotsf zf; slo r]n]; wf/sf]nflu bjfj l; hgf ePsf]/ value for money
kli6 ug{kgIcj:yf /x\$}

cf6tl/s / afXo ?kd}klg kl/at6sf]nflu bjfa l; hgf ePsf]

a9bf]Aoa; flos aftfa/Of :j/f]huf/ / cfDlge{tf tkm{/fHo ;; dfh / JolQmsf]; d] b9tf /x\$}

COVID 19 h:tf dxfdf/L, lakbn] e-commerce tkm{; f]g ; /sf/nf0{ afWo agfPsf] / ; a{fwf/Ofnf0{k}t u/\$}

hg Ifq lk5l8Psf]5 To; nf0{cuf8L Nofpg}k; :t cj; / x65g) hxffg}fZotf 5 Toxf emg l56f]phf{zn jftfj/Of agfpg ; ls65, hg Ifq lj u\$}5 agfpg] sfd ugIcj; / Toxf g} j9L x65 . xhfssf]sfo{k}stn}ubf{o; ; u7gnf0{; f/}; fgf]; u7g agfpg t g; lsPnf t/ kof{t dfqdf kljwsf]kpfu u/} sfo{afem cg?k; ; do cg?k 5l/tf]agfpg ; ls65 . k; :t hgziQm ePsf]x6f ltgnf0{value add u/} 1fg cgej phf{pkofu u/} w}}pknAwl xflng ug{klg ; ls65 . abfut ?kdf e6gkbf{xhfsdf lglg sfo{ug{clgjo{e0; s\$}5 .

; u7g ; Argfsf]kg6jnf\$g ugI sfo{afem sfo{k}st cg?k ; Argf lgw{Of ugI xhfs Ifq leq}hgziQm l6sf0/fVg xhfs ; dx lgdff ugI ; Fgf klj lw ; Da6wl cllbog u/\$f / ; f] Ifqdf rf; f] /fVg] hgziQm leqpg, xhfsl / xNsf/f h:tf xhfssf] core functon df ; mlg xg]sdf/f/Lnf0{:yfol kbklt{ugI.

Onfsf xhfs sfofhosf]; Vof, Ifq ; Da6wdf k6/fjnf\$g ugI/ sfo{ogdf nhfg] . cltl/Qm xhfsnf0{:yflgo :t/df uffg; ; j]f Ifq / Jofj; flos Ifq :ki6 5\$fg] Joj; fosf] bfo/f lj:tf/ ugI parcel, logist c material, public transport sf] Ifqdf klg xft xflNg].

xhfs jrt j\$sf]bfo/f lj:tf/ ugI goff scheme NofP/ Jo; flos wf/Offaf6 cl3 a9g] lghl Ifqsf sl/o/ sDkgl; u ppp df\$ndf ; xsfo{ugI

Pq, lgod lgodfjnlfsf]; do ; fk]f ; wf/ u/L ecommerce nf0{a9fjf lbg]sfo{ugI c6t/f60 ; Da6wdf lj:tf/ ugI b7 leq / b7 jflx/sf 7hf / ljzif ; j]fufxsf lgdL goff scheme, of er package k6fg ugI business promot on nf0{Wofg lbg]

xhfs Ifqdf Joj; flos sfo{ug{; Sg]; Argf h:t}lkmf6]ns Jo'f] jrt j\$, EMS df Joj; flos of]hgfsf]/OfglL Nofpg].

klrf/k; f/df hf\$ lb0 cfk6f ; jn klfnf0{lj1fkgsf]?kdf pkofu u/L hgdfg; nf0{xhfs ; j]f tkm{cfsliff ugI.

Agency funct on sf c6o sfo{sf]vfhl ugI.

Joj; flos agfpg]; Gbedf core funct on / agency funct on 5\$P/ goff /OfglLtsf ; fy

nflg ; ls65 . jf:tlj s ; jfufxlsf]ck]ff / ltgn]ltg{ ; Sg] ; j]fsf]dNosf]cfwf/df Joj ; fosf of]hgf Nofpg' kb5 . Joj ; fosf ljljw klfdly clwoog ljZn]fOf u/L jt]dfg cj:yf / ck]ff lj r ; Gthg Nofpg] sfof]lw of]hgf sfof]og ug{ ; lsP xhfs lfq Joj ; flos ag ; Sb5 .

gkfn ; /sf/n] ; vl gkfnl ; d2 gkfn] nlo lnPsf] 5 . laBt h:tf k]f]f/df b2 cf]ldge{ agb}uPsf] 5, pBf]u, snsf/vfgf v]l]g] v]l]ng]qmdf a9fQ/L ePsf] 5 . b2 hlt ; d4 agb}hf65 xhfsnf0{cj ; / klq l ; hgf x65 . ; fy}ljZj ; usf]a9bf]c6t]qmf]sf sf/Of clwsfz b2df gkfnl klu ; s3f]t/ ltgsf]g06f]gkfn ; u}hf]8Psf]xbf gkfnl ; fdg, ptkfbgsf] dfu e/xg] 5 . h ; n]ubf{xhfs lfqn]cfpg]lbgdf Jofks business kpg] ; Defjgf /x65 . t ; y{ efl]nsf] ; Dal4sf] ; Dafxs ag / cfhsf]nflu cfzf hufpg klq xhfs lfqn]cfh]f6 Aoa ; flos ag] /Of]lgt th]f ug{/ sfof]ogdf nflu' cfaZos 5 . xhfssf]k/Dk/fut sfo{ lbg k]tlbg 3l6/x3f]cj:yf]df ljZj sf w}b2n]laz]f /Of]gt]sf ; fy xhfssf] ; zQns/Of / ; l49ls/Ofsf of]hgf lbg k]tlbg NofPsf 5g\ t/ gkfn xhfsn] To ; tkm{vf ; }rf ; f]gb]vfp' la8dagf xf] . o ; tkm{ ; Dal6wt ; a3f]wofg hfg' h?/L e} s3f] 5 .

; do kl/l:ylt kl/j2 cg?k cfkmf0{?k6t/Of ug{ ; s]f xhfs ; Argfn]sfd / dfd k2:t}k]kt u/3f klq pbf/Of 5g\ . kl5Nnf] ; do leotgd, yf0{xhfs nufotn]df/3f]5nfu c6o b2sf]nflu pbf/Oflo ag3f] 5 . olx s/fnf0{dgg ub}ljZj xhfs ; 3n] ; d2 cfk]gf kl/of]hgf dfkm{ kl5Nnf s]x aif{b]v xhfsnf0{cfly\$; Dafxssf]s]bdf ?k6t/Of ug]kpf ; u/3f 5g\ .

Jo ; fosf ljljw klfdly clwoog ljZn]fOf u/L jt]dfg cj:yf / ck]ff lj r ; Gthg Nofpg] sfof]lw of]hgf sfof]og ug{ ; lsP gkfn]sf]xhfs lfq Joj ; flos ag ; Sb5 . b2df b]vPsf] larf]n]ofsf]/huh, snf]hf/lnf0{ ; d2 s]x xb ; ld lgo6qOf ug{ ; ls65 . jf:tjdf xhfssf] ; b9ls/Ofn] ; zf ; gsf]k6f]df klq of]ubfg lbg ; Sg]b]v65 .

र अन्त्यमा :

k/Dk/fut cjwf/Ofdf cj]sf]xhfs rNg}g ; Sg]dx ; ' ; u/} x/3 b2n]xhfs lfqdf goff goff /Of]llt lnP/ cuf8l j93f]cj:yf]df gkfn]sf]xhfs lfqn]f0{klq ; f]x cg?k Joj:yfkg ug]k]b]v65 . xhfsnf0{lghls/Of ug] k]lws/Of jf :jfoQ lgsfodf nlu]jf Joj:yfkg s/f/ ug] sfo{k3pf l56f]5l/tf]agfpg] ; j]fsf] :ki6 dfkb08 tof/ u/L goff ; f] / sfof]hgf]sf ; fy cl3 j9g]sfo{gkfn]sf]xhfs ; j]fsf] lfqdf l9nf]e0 ; s3f] 5 . xhfs ; j]nf0{gk]f]dhs agf]pb}o ; sf]k]ef]sfl/tfsf nflu c6t/fli6o cEof ; nf0{cf]d ; fy ug{ ; ls65 . yf0Nof08 kf]6n] h :tf]logist c postal service, swiss post n]h :tf]post bus, e-post, India Post n]j r t a3df NofPsf]h :tf]goff goff l :sd, Bhutan Post sf]Philately ; Dal6w of]hgf /sfof]md nfu' u/L xhfssf]rf]k]l{Joj ; fo lj :tf/ ug{ ; ls65 . ; g] ! (*& df sl/j *) s/f3 o/f] 3f6df /x} ; w/f/sf]kpf ; yfn3f]Deutch Post sf]h :tf]/Of]llt lnP/ cfh}cl3 a9g]xf]eg]gkfn]sf]xhfs

sxl jifgf goff ?k/ InP/ cfpq ; Sgdf ljZj :t xg ; lsg5 .

सन्दर्भ सामग्रीहरू

xhfs Pq / xhfs lgodfjnl
clt/Qm xhfs lgodfjnl
xhfs klqsfsf ljlefg c\$X?
UPU ,APPU sf journal cflb .

व्यापक र अविलम्ब सुधारको प्रतिक्रिया रहेको हुलाक सेवा

- प्रशिक्षक कृष्ण प्रसाद हुमागाई
हुलाक प्रशिक्षण केन्द्र

dfgj ; Eotfsf]lj sf; ; E}h?/L va/ cfbfg kpfgsf nflu Irqllkq tyf n}vf} cflbsf]kpf] ePsf]kf065 . o:tf Irqllkq tyf n}vf}sf]jfxssf]?kdf k/Jf, afh, 3f}f h:tf kz' klfxf?sf] pkof] xg] u/}f lsb}tl /x}f 5g . t}sfng zf; sx?n] ; }gf cfbfg kpfgsf nflu b'tx? v6fpg]ub} . gkfn]s6]fn klf h:t}hg; dlf ; }gf tyf ; Gb} k}ofpg ; /sf/n] krf/sx?sf] klg Joj:yf ul/Psf] kf065 . cflwsf/s tj/n] ljZjdf ; g!^^) df ahfotsf /fhf rfn{ l}tln!^^) df General post of ce :yfkf u/}f] 0ltxf; kf065 . gkfn]sf ; Gbedf Irqllkq cfbfg-kpf ugp2Zon] t}sfng /off k}wfgdql /off}ok l; xsf] zf; gsfndf lj qnd ; j-t! (#% df .gkfn xhfs 3/0 sf]:yfkf ePsf] kf065 . To:t}/fhZj Itg] df}ods] ?kdf gkfn]sf] cflg}xhfs l6s6 lj} =! (#* af6 k}sfzg ePsf] / z?jftdf !, @ / \$ cgf b/sf l6s6 k}sfzg ul/Psf] tYox? E}665 . cflg} ; /xb leq l; ldt gkfn]sf] xhfs ; }sf] l} lj} =! ((# df ef/t; E l}ab}lo ; D'f} e0{gkfn l6s6 6f; } Irqllkq k7fpg yfn] kZrft lj :tf/ ePsf] xf] . ljZj /ud-Rdf eg] gkfn lj} =@)!# df ljZj xhfs ; }sf] ; b:otf k}t ul/ cfjZos tof/L kZrft lj} =@)!^ af6 cflrfl/s tj/n] kj } kPsf] b}V65 .

nfd] 0ltxf; af}sf] xhfs ; jnf0{yk Joj:yt, k}sf] / hgd}v agfpg lj} =@)! (df xhfs ; }f P} cfP kl5 xhfs ; }f ljefun] xhfs ; }sf] Joj:yfkf ub} cfPsf] 5 . ; ~rf/ tyf ; }gf klj lwsf] ck}ffst lj sf; Pj +x}rsf] cefj sf jlr ; dfrf/ tyf :f}gf cfbfg-kpfgsf] k}v sfo{xhfsaf6 g}xg] ub} of} . pQm sf}nf08df xhfs cfd gful/ssf] ; v b}M/sf] ; flf dfq ge0{hghgsf] ljZj; / e/f] f cfh} ug{ ; d} ; Kfm ag}sf] kf065 . ; fob cfd dfg; sf ; v b}M/sf ; dfrf/x?sf] cfbfg kpfgnf0{kl} 6 bz}df k0osd{dfgg} xbf gkfn]sf] xhfsn] . ; }f lx k/df] wd} nf0{dh}g agfPsf] 5 . :yfkf sfndf Irqllkq cf] fk; / ug] sfddf s}b}t xhfsn] cfhe}h} hgtfsf] dfu / ; }gf klj lwsf] lj sf; nf0{cfd; ft ub} cflg} ; }df s}x kl/dfh} ; d} ub} cfPsf] 5 . gkfn]sf] xhfs ; }sf] lj Bdfg ; }fx; b}fo adf}hd /x}f 5gM- != cfwf/et ; }fx?M Irqllkq, xhfskq, xj0kq, 5fkf sfuhkq, ; fgf kofs}, cGwf; flxTo, kf}6 /}tf}t} kl}gf h:tf ; }fx? kb}g .

@= ljzi6ls}t ; }fx?M /hi6k ; }f / ladf ; }f .

#= Jofj; flos ; }fx?M wgf} ; }f ,art a} ; }f, b}t 8fs ; }f, lk}mf6}h, kf}6 aS; ; }f, Ph} ; l ; }fx? kb}g .

xfn gkfn]sf] xhfs ; }f ; ~rfng / Joj:yfkgsf nflu ; ~rf/ tyf ; }gf klj lw d}qfno, xhfs ; }f ljefu, xhfs ; }f ljefu c}t}t /xg] ul/ \$ j6f s}b}o sfoffox?, \$ j6f lgb}z}gfno, &) j6f lhNnf xhfs sfoffox?, *\$@ j6f Onfsf xhfs sfoffox? / #)&\$

cltl/Qm xhfs sfoffox? ; -rfngdf /x\$fi 5g . tl sfoffox?df sl/a !& xhf/ hgziQm
sfo{t /lx ; jf klijx e0{/x\$fi} 5 . ; jf sllbt k/Dk/fut xhfs lrllkq tyf ; fgf kf; h
cf] f/k; f/df l; ldt /x\$fi} ljut tlg bzsd ; -rf/ tyf ; Hgf klj lwdf cfPsf] lta| ljsf; n]
o; sf]sdfsdf ; d] pNnVyo dfqdf sdl Nof0[bof]. ; Hgf klj lwdf] ljsf; ; u}ljZj sf sltko
bzn]; dofgsh ; j]df lj lj lws/Of ub{k/Dd/fut xhfsnf0{Jofj ; flos xhfsdf kl/Of ubf{xdf]
xhfs ; dosf]dfu cg; f/ ablnPg jf egf]abNg ; lsPg . cfh !\$@ cf]j ifdf kfOf rfnb}u/\$f]
gkfn xhfs ; j]fsf]Ofdf/ ; ldlf ubf{of} /lffds cj:ydf cf0{u\$fi} 5 . k/Dk/fut ; u7g
; Arfg, ; dofgsh klj lwdf] cefj, l; ldt >f] ; fwg, Hofb}c:yl/ g]lj tyf Gog dgf]n oQm
sdff/L h:tf rkdf /x\$fi} ahf xhfs ; dxsf] vf/hln] sdff/L] knfog dfq ge0{b/alGb g}
kfo vfnl /xg]/ ; :yfut :fengf / ldtfdf g}xf; cfPsf]cj:yf 5 .

; -rf/ lfd df cfPsf gljg k4ln]Psftkm{xhfsf]sdfdf pNnVyo xf; cfPsf]/ csf]tkm
xhfs ; j]fsf]lj snkdf lghl lfd sf sl/o/ ; j]fn] ; j]fuf]xsf]dg lhTb}uPsf]atdfg kl/k]df
xhfsnf0{cfkmg]cl:ffj hfufpg rgf]t ykPsf]5 . oBlk ljZj sf clwsf; lj sl; t / pboldfg
/fi6sf xhfsx? ; -rf/sf] dfwodaf6 Jofks ?kft/Of e0{Jofkf/ Jofj ; fosf] dfwod agg
; fkm ePsf 5g . pQm xhfsx? ; dosf]dfu cg; f/ cfklnf0{cfwlg klj lwdf / gjlgtd
Jofj ; flos sfdtkm; kmftk] \$ nlds/x\$fi 5g . cd]/sf, hfkfg, hdl tyf ef/t h:tf bzsf
xhfs ; j]fnf0{pbfx/Oflo xhfsf ?kdf lng]ul/65 .

gkfnf] xhfs ; j]fn] klj kl/jltf ; Gbedf ; fgltgf ; wf/sf kpf; gu/\$f] xffg, t/
; dosf] lffj] j]sf cuf8 tl kpf; x? gu0o ; fljt ePsf 5g . sl/j \$ xhf/ sfoffo /
/fi6Jofk ; -hfn ePsf]gkfnf]xhfs ; j]fsf]jtdfg cj:yfnf0{b}fo adf]hd l; xjnf]sg ug{
; ls65 H

ljBdfg ; d:of / sdhf]lx?sf]lgd ; ldlf xg g; s\$fi]
kpo ; j]df ; d] uof:t/ sfod ug{g; lsPsf]
xhfs ; j]f cfkmg] ; j]f / Jofj ; flostfsf]blawdf /x\$fi]
; dofgsh / b'bzl{sfgg tyf sfoff]hg to xg g; s\$fi]
k/Dk/fut / kspfdlv sfoff]h Jofkt /x\$fi]
kfej sf/L hg; Dks{/ ugf; f]; gjf0{; Gqsf]cefj /x\$fi]
; do; fk]f klj lwdf kxlr / ; f]sf]pkof] xg g; s\$fi]
kl/jltf kl/jz cg; f/ ; j]df lj lj lws/Of xg g; s\$fi]
dfu adf]hdsf ; j]fnf0{kfylds/Of ug{g; lsPsf]
Joj:yfklso :ojfOtf gxbf g]lj cl:y/ e0{; u7g cNdlnPsf]
kxfgf eP/ hfg] dhdfg vfg]/ sfz]hl af\$] km]sg]cgldg kDffndf ; wf/ cfpg g; s\$fi]
xhfs j :tsf]8]hle/ldf l9nf; !tl xbf ljZj ; glotf / e/f] f sdhf] ePsf]
sdff/Lnf0{hhd]f/ / hjfkmb]x agfpg g; lsPsf]

Jofj ; flos k[stlsf]sfdsf nflu ag[šf] ; Jf ; d[v[h ul/g'
 b/a[bl adf]hd kbkl{gxg'
 clwsf/ s[bb]s/of / lh[D]j/l ljs[bb]s/ofsf]k/Dk/fut z[hd]f ; wf/ gxg'
 xhfs ; Jfsf]c[fof]kOf{cj:yfn]xhfs[sd]k[?sf]pTk[?off tyf dgf]n lfols/of ePsf]
 xhfs ; Jfsf]cfwf e[bf a9l lx: ; fsf] ?kdf /x[šf] cltI/Qm xhfs[sf] sd{f/lx?sf] ; Jfsf]
 zt{:ki6 gePsf]
 xhfs ; Jf ; /sf/sf]dh g[]j]sf]kfyldstfdf gk/šf] / ; fwg ; f]sf] ; jyf cefj /x[šf]
 c[tf/f[6o ; dbfo; usf 6ld[gn 8bhx? cBfjlws ug{g; lsPsf] clws j Sof]fsf sf/of
 dh'ssf]5lj wldn xb[]uPsf] cflb.

xhfs ; Jf cfwf/et ?kdf ; -rf/sf]dfllod g}xf] / o; n]k/Dk/fut ; Jfnf0{kl/Tofu ug{
 ; Sb[] / ug{x[bb] , t/ oyfl:yltf ; -rf/ tyf ; 'rgf kljlwsf] l[]df ePsf] Itj] lj sf; n] cfd
 hgdfg; n] ; d] xhfs ; Jfsf]cfl]rto dfl y g}k[]g p7fpg yfn; s[šf]cj:yf 5 . xhfs ; Jdf
 sfo{t sd{f/lx?n]af/Daf/ .cem}xhfs 5 /<l .xhfs a[bf ePsf]5[]<l .xhfs[sf]s]sfd 5
 / <l h:tf k[]gx?sf] ; fdg ug{kl//x[šf]5 . Psftkm(>f] ; fwgsf]cefjsf sf/of sd{f/lx?
 sfo{yndf ; fdf[6o ; ljwaf[6 ; d] al-rt xg'kl//x[šf]5 eg]csf]tkk[]xhfs k[tsf]hgdfg; sf]
 ljsif[]n] ; d] o; df sfo{t hgziQm ; d] xtk[] ePsf]cj:yf 5 . o:tf]cj:yfdf xhfsnf0{
 oyfl:yltf /Vg'c[fofo x[65, t; y{gkfn xhfs ; Jfn]ljZ]sf c[6o b[]sf Jofj ; flos / ; Kfm
 xhfsnf0{cg[s/of ub[]x[]f]xhfsn]klg b[]fo cg' f/ Jofks / cljnda ; wf/sf]kxnsbd lng'
 ckl/xfo{e} ; s[šf]5 M

हुलाक सेवाको सवलिकरणका लागि अबिलम्ब चाल्नु पर्ने ठोस कदमहरु :-

k[]Q ; Jfsf]uOf:t/df Wofg lbg]
 t[]sflng / lb3[]flng of]hgf / sfo[]bzf to ug]
 Jofj ; flos xhfs d[]l P[] , sfg[] / sfo[]lw th[]f ug]
 ; dosf]dfu d'tfl]s ; Jdf lj]lws/of ug]
 clwsf/sf]clwstd k[]ofof]hg u/l tNnf lgsfox?nf0{lh[D]j/ agfpg]
 ; /sf/sf]c[6o glltx? ; d] xhfs d[]l agfpg]
 :jfoQ ; #7g / l:y/ Joj:yfkgsf]k[]w ug]
 ; 3lotf cg[s]hsf]cfl]rTokOf{ ; #7lgs kgM; Argf ug]
 :ki6 sfo[]j/of, sfo[]j/of cg' f/sf]b/a[bl / b/a[bl adf]hd kbkl{šf]k[]w ug]
 l:y/ sd{f/l ; #6q, sfo[]f]m d'tfl]s hgziQm lj t/of / k/:sf/ / b08 ; lxtsf]lh[D]j/l[sf]
 k[]w ldnfpg]
 sd{f/l[sf]egf{k[]qmf :ki6, k[]tZkwf{ds / kf/blz{agfpg]

; dofgsh klj lwdf kxlr, ljsf; tyf pkofl / klj lwdf; jf klj fxdf hf8 lbg] gful/ssf]dfu adf]hdsf]e/f] forl]o / ljZj; glo ; jf kljfx ; lglZrt ug] hgziQm kftl, ljsf; pkofl / ; ef/ ; lxtsf] kfej sf/l hgziQm of]hg thof / ptkl/t / pRr dg]n oQm hgziQm ljsf; ug] xhfsnf0{h; f]u/]klg rN5 eGg]; f]af6 dfyl p7] sd{f/l Joj : yfkgdf Right man Right Place sf]dfotfnf0{cElsf/ ug].

; jf cgsHs sfofno n]c]p6 / 9]fglsf ; fwg / cfjZos ; fwg ; f]sf]kljGw ldnfpg] ufZj/f xhfs h:tf xhfs s]b]sf]cjl:ylt sfok]s]t ; xfb]f]/ gful/ssf]; xh kxlr oQm : yfgdf lgw]of ug]

jt]fg ; 8s tyf xjfo{otfoft Joj:yfnf0{Wbfg lb0{dftxtsf xhfs sfofno x?; usf] kof]t ; dg]odf 8ffs /]v]sf]kg/fj n]f\$g ug].

pknAw crn ; DklQsf]clwstd Joj; flos pkofl of]hg agf0{sfof]ogdf Nofpg] clt/Qm xhfs sf hgziQmsf]; j]sf]zt{ : ki6 agf0{cfjZostfg; f/ b/a]bl ; dfo]hg ul/ pQm hgziQmsf]; dlrt pkofl ug].

ljZj xhfs ; 3; usf]; lqno ; xsfo{Pj +ljZj sf cGo ; /f]f/jfnf xhfsx?; usf]e/f] f]kOf{ l]klflo ; DaGw sfod ug].

सेवामा विविधिकरण

; ~rf/ tyf ; Rgf klj lwsf]lf]df ePsf]lta] ljsf; n]xhfs sf]k/Dk/fut sfof]om : jeflj s ?kdf 36\$]5 . kl/Ofd:j?k ljZj sf ; km xhfs x?n]cfk]gf ; j]df lj]wls/Of dfk] xhfs ; j]fnf0{Jofj ; flos/Of ug{:fkm ePsf 5g, ; Rgf klj lwsf]ljsf; n]xhfs sf]sfo{Jofk/f df sld cfPsf]oyfyhf0{c]fd; fy ub]UPU n]o; jif\$]ljZj xhfs lbj; sf]gf/f 'More than Mail' to ub]ca xhfs lr]lkqdf l; ldt xg g; Sg] : ki6 ; GbZ lbPsf]5 . t; y{ xdf]xhfsn]klg pk/fQm ; wf/sf sbdsf ; fy; fy}b]f]og; f/ ; j]df lj]wls/Of ug{ckl/xfo{5 M

१. सञ्चार क्षेत्र (Communication Market):

lr]lkq -; flj sdf /x\$] ; a}lsl; dsf_

6]n sdolgs]g ; j]f

0G6/g6 kpfos ; j]f

6]nlehg kpfos ; j]f

klngbf ; j]f -cf]tl/s tyf jfxo_

b]t 8ffs ; j]f

3]tl xhfs ; j]f

0-kfj6
Kffj6 jS; ;jf

२. **दुवानी बजार (Transport Market):**

0{sdz{
sfuf{; }f -cftl/s, afXo, x/3 lfdtfd_
66; kf6{; }f

३. **आर्थिक क्षेत्र (Financial Market):**

xhfs jrt a\$; }f -; a\$ nflu / ; a}zvf lJBlto ; }f ; lxt_
lJBlto wgfbz ; }f -dlg 66; km/ tyf /ld6l; ; }f ; lxt_
xhfs jldf ; }f
a}S^a Phl6; ; }f -lJbT, vfgkfgl, 6lnkrfg, 066/g6 cflbsf]ljn k6l6 _
; fdilhs ; /lf eQf tyf kl; g eQfngl ; }f
s/ ; \$ng ; }f

४. **खुद्रा बजार (Retail Market):**

xhfs :6zg/L ; }f
bu6 lhNnfd ; ky dNo k; n
l; dsf8{tyf l/rfh\$8{lJ t/Of
xhfs lsgdjh s6b]

५. **फिलाटेलीसेवा (Philately Services) :**

lkmf6jhs kj 46 ; }f
l6s6 lj qnl lJ t/Of

उपसंहार

lJZj sf lj le6g b7sf Jofj ; flos / ; Kfmd xhfsf cgejaf6 k6flj t e0{gkfn ; /sf/n] klg kl5Nnf]; do ; }f s6b]t xdf]xhfsnf0{klg Jofj ; flos xhfsdf ?kft/Of ug]glit lnPsf] 5 . xhfs ; }fsf]; anls/Ofsf]cfjZostfnf0{Wofg lb0{h?/l ; 6mfj lng gkfn ; /sf/ ; ~rf/ tyf ; rgf klj lw d6qnon\$]ldlt @)&%.%)\$ ut\$]d6ql:t/sf]lgOf6af6 .xhfs ; }f ; wf/ sfobn] u7g e0{ ; f]sfo{bnn]cfkngf]tkmf6 kl]tj6g ; d] lb0{ ; s\$]5 . ; f]sfo{bnn]kz u/\$f ; 6mfj x? dWb] ; }fsf]lj lj lws/Ofsf] bfo/fnf0{cem} km/flsnf] agf0{ ; f] kl]tj6gn] cfl]ofP

adfljhd ; wf/ Pj +kgM; Argfsf] sfof0{ cljnDa cufl8 a9fpg' ckl/xfo{ 5 . xhfs ; j]fsf] ; dofgsh ; wf/sf nflu ; -rf/ tyf ; f'fgf klj lw dGqfno / xhfs ; j]f ljefusf] cuDfl eldsf 5 t/ rf]knl{tof/L / kf/Dedf 7hf]nufgl cfjZos kg[xhfs ; j]fsf]Jofks / cljnDa ; wf/ Pj + kgM; Argfsf nflu ; -rf/ tyf ; f'fgf klj lw dGqfno PSn\$]kpf; kofkt xbg, pQm kpf; kgM 6fN6h]; wf/df l; ldt xg klg]/ dhet ; d:of oyjt /xg]vt/f /xG5 . t; y{ o; sfo\$ f nflu ; j]f r sfo\$ f/L txaf6}:ki6 lgbZg / cy{dGqfno, /fli6o offhgf cfof] tyf ; /f\$ f/jfnf dGqfnosf]; @Qm kxnaf6 cfjZos sfgg; u}:ki6 tTsflng Pj +b3\$fnlg sfof]hgf ; d] to e0{sfof]ogdf n]hgf ; s\$]v08df dfq ; \$6df /x\$]f]xfdf]xhfs ; j]fnf0{.cfxf 0 xhfsU df ?kfgt/ ug{; ej xg]b]vG5 .

cgTodf, ; d:t xhfssdlx{?df aif{@}@ sf]ljZj xhfs lbj; sf]cl; d zesfdgf ; xltU xbf{x]i9nf]xG5 cfh\$af6 hfuf].
 eflhl xfDg clxn\$af6}; wf/ ug{nfuf}..
 w]}s'/f abNg5 cfk\$af6 yfnf]
 Jofj; flostfsf]hu cfh\$af6 xfnf]..
 xdf]cfkmg}kf}vn]cfxfU xhfs agfpf
 ; a}ldnl pNnfz k}\$ xhfs lbj; dgfpf.

सन्दर्भ सामग्री

xhfs ; j]f Pj tyf lgodfjnl
 xhfs klqsfsf ljleG csx?
 xhfs ; j]f ; wf/ sfof]nsf]k]tj]bg

नेपालको संविधानको विकासक्रममा स्थानीय शासन

- मदन कुमार बजगाई
प्रमुख प्रशासकिय अधिकृत,
भुम्लू गाउँपालिका, काभ्रेपलाञ्चोक

dfgj ; Eotfsf] ; ?jftnf0{xlf{ cflbd ; dbfosf dflg; x? ; fdlxS ; /lffsf] nflu ; ; fgf
em08 tyf ; f]em08sf] Pp6f g]f agfpb}o:t}; dx?sf] Plss/0faf6 /fHox? xb}sfnt/df
dxfg ; fdHox?sf] lj sf; ePsf] dflgPsf] 5 . t; y{ ljZjdf /fHosf] cjwf/0ffsf] ; ?jft g}
:yfglo :t/sf /fHox?af6 ePsf] kf0G5. kf}f0fs ; dodf ef/tlo pkdxflalko lfqdf xf] jf
kflrg /f]g lujs ; Eotfdf xf] ; ; fgf /fHox? 0ltxf; sf kfgfx?df kfwgtfsf ; fy ; d]6Psf]
b]vbf :yfglo txsf] ; fblestf dfgj ; Eotfsf] ; ?af6 g}/x\$] b]vG5 . ; fdHox?sf] lqdf
xbf zlQmzfnl s]b]sf] cleftsf] ?kdf /xg] / s]b] sdhf] xbf :jfoQ Psf0sf] ?kdf /xg]
:yfglo zf; slo Psf0x?sf] k0f{k]t:yfkg sg}lj sNkaf6 gxg]ePsf] hgtf; u k]olf hf]Psf
:yfglo txx? kflrg ; do b]v ; rgf ; #/ / oftoftsf] ; ldtfsf] cfhsf] ; dodf klg
lgj \$Nk zf; slo Psf0sf] ?kdf :yflkt xb}cfPsf] b]vG5.

g]kfnf]zf; g k]ffnlsf] 0ltxf; nf0{s]hfg]xf]eg]k]lrgsfndf vf; u/l a4-sfing ; dodf
u0f/fHox?sf] cl:t]j /xl ; \$] ; \$sf] ?kdf s]bbp /fHo /x\$] b]vg kf0G5 . k]lrgsfndf
g]k]rfot tyf k]rfnl nfuotsf :yfglo zf; g ; #fngsf] sfo{ug] ; 0G /x\$] kf0G5 .
ls/f]tsfn tyf dfgb] tyf cz]df\$] ; dodf klg :yfglo ; fd]tx?n] :yfglo txsf] s]b]sf]
dftxtdf /xl zf; g ; #fng ug]u/\$] kf0G5 . Plss/0f kZrft k]l{ls/f]l kb]zsf] lsk6sf]
?kdf lb0Psf]/h:j clwsf/ tyf s]b]sf] k]tlglwx?n]:yflgo ?kdf Tofxf]sf]cfjZostf cg?k
प्रयोग गरेको पाइन्छ । १९९० को मुलुको ऐन पश्चात राणा शासन कालमा विभिन्न अड्डा गोश्वाराहरूको
dfk] /ljleG sfnv08df # (, #%, #^ lhNnfsf]:yfkgf u/l zf; g ; #fng u/]f klg Jojl:yt
sfg]sf]eg]cefj /x\$] kf0G5 .

g]kfnf] ; j]v]lgs lj sf; qmddf :yfglo zf; gnf0{ ; ? b]v g}w]yf] ; Daf]wg ePsf] kf0Psf]
5 h; sf] ; Daf]wdf lq]dfg; f/ rrf{ul/G5 .

नेपाल सरकार वैधानिक कानून २००४

o; ; ljwfgsf] efu \$ wf/f !^ df æ /sf/af6 ag\$] lqodfg; f/ of]o 7xl/Psf pd] ku\$]
hgtfsf] j]f]af/f % b]v !% lgj]rt ; b:ox?sf] Ps ufd k]fot x/\$] ufd jf ufd ; dxdf
/xg\$. loglx?n] cfk]g}k]wfg k# rG]g]e egl pNn]v ul/Psf] 5 eg]wf/f !& df æ/\$; x/
jf ahf/sf] gful/s lfqdf klg To:t} lsl; daf6 !) b]v %) lgj]rt ; b:ox?sf] Ps gu/
k]fot /xg\$ egl pNn]v ul/Psf]af6 ; f] ; ljwgn]:yflgo lgsfosf] ?kdf ufd k]fot / gu/
k]fotsf] Joj:yf ; ljwgdg g}u/\$] b]vG5 . ; fy} ; flx ; ljwfgsf] wf/f !* df k]wfg k]rx?n]

cfk; af6 jf cfkngf ; b:ox? dWb]f6 !% b]v @) ; b:osf]lhNnf kGrfot 5f6g]/ h; n]cfk] mgf]k]wfgkGr cfk]5f6g]JoJ:yf pNn]v 5 .

; fy}wf/f !(df æufd / gu/ kGrfotn]; /sf/sf]/v]b]v clwgd /xl cfk]ngf]Onfsfleg cfk] mgf]cf]dbfgln]e\$P; Dd hgtfsf]; d]4, sNofOf / lzlf ; Da6wl sfdx?, ; 3/ ; knf0, ; 8s, 9n, kh kf}f kf6L, wdZfnf, afw k6 agfpg] uf} / /vG] jQl kfgl]sf]0Gthfd, xf6ahf/sf]a6bf]:t kf/]Des / cfw/]lzlf, 3/}h' Ondâf/f jQndlnf0{/f]huf/sf] a6bf]:t 0Toflb hgtfsf] cfly\$; fdf]hs p6gt / ; v zlf]t xg]sfd ug} egl clwsf/ lb0Psf]5 . ufd / gu/ kGrfotx?n] lhNnf kGrfotsf] /v]b]v, clwgd /xl dfly n]vPsf] sfd ug] 5gl egl pNn]v ePaf6 o; ; h]wfgn]ufp tyf gu/ kGrfotsf]sfo{f]qsf]?kdf lj sf; sf lj]w klfnf0{dfq}tf\$}sf]56 a? .cfk]ngf]cf]dbfdln]e\$P ; Dd...e6g]pNn]v ePaf6 /fh:j p7fpg]jf cf6tl/s ; f] kl/rfng ug] jf sg}cf]dbfgl ug]clwsf/ /x\$]; d] s/f k]6 x65 .

wf/f @) æd lhNnf kGrfotn]cfk]ngf]lhNnfsf]lgld0 ; /sf/af6 kfPsf]khl cfk]ngf]sfdsf] lgld0 cfw /fvl jf]sl cfw cfk]ngf]dftxtsf kGrfotx?nf0{jfB6}5g). ; f]j]fBl]bbf kGrfotx?n] cfk]ngf]Onfsfaf6 hit ?k6p p7fpg ; Sb5g\ ; s] Dd ptl g}bdf; fxln]hx}f; Dd x65 ldnf0{ jfBl]bgk5{ Onsf Onfsdf kGrfotx?n] ; f] ?]kof ; /sf/af6 agfP lgod adf]hd vr{ ug]5{æ egl pNn]v ePaf6 s]b]h]lhNnf tyf uf} / gu/ lf}df /fh:j jfBkn]Bsf]; d] JoJ:yf ug]{v}f]h\$}/ ; f]ubf{:y]lgo lgsfosf]lf}dtsf]cfw/df /sd cgbfg pknAw u/fpg]tyf ; f] sf]vr{s]bb ; /sf/n]agfPsf]dfkb08 adf]hd xg]u/L ; h]wfgd JoJ:yf ul/Psf]kf065 .

; fy}wf/f @! df lhNnf kGrfotnf0{ ; /sf/ lgoQm j8xf]sdsf]; Nnfxsf/ tyf dbbuf/sf] ?kdf pNv]v u/\$f]h]lgjffrt lgsfosf]x}; ot s]b] lgoQm sd{f/L e6bf lgdg:t/df /flvPsf] b]v65 .

; f]xl ; h]wfgsf]efu % wf/f \$* df æ06; fkm zl3] / ; he lx; fj ; u lb0g]kj6w xg} . z?sf b]f]gl tyf kn]b]f/L d2fx? P6 / lgodn]tf]sg]a6b]h / b]v]vdf /xl, ufd kGrfotx?n] xg}5g]æ egl pNn]v ePaf6 ; f] ; h]wfgn]:y]lgo lgsfonf0{; fdf6o b]f]gl tyf kn]b]f/L d2fx? xg]clwsf/ ; h]wfgd g}tf]sPsf]b]v65 .

नेपालको अन्तरिम शासन विधान २००७

of] ; h]wfgsf]k]tfjgdf ca pk]t bZsf]zf; g k]hft]lqs kâtl cg' f/ ; fng ug]{egl pNn]v ul/Psf]lyof]. o; ; h]wfgsf]wf/f ^ df ufd kGrfot zlf\$df æ /sf/n] ufd kGrfotx? v8f u/L Itglx?nf0{:jfoQ zf; g ; #yfsf]?kdf sfd ug]{cfjZos clwsf/ lbg}æ e6g]s/f pNn]v u/L :y]lgo lgsfosf]?kdf ufd kGrfot /xg]; j]wfgs JoJ:yf u/\$f] kf065 .

नेपाल अधिराज्यको संविधान २०१५

of] ; ljwfgdf df]ns xssf] af/df pNn}v ePsf] eP klG :yfglo zf; g / ljs}lGbs/Ofsf] af/df sg}s/f pNn}v ePsf] kf0bG . :yfglo zf; gsf ; DaGwdf of] ; ljwfg dfG b}vG5 .

नेपालको संविधान २०१९

of] ; ljwfgsf] wf/f !(-@_df ljs}lGbs/Of / ljleGg txdf hgk}tlglwdhs Joj:yfsf af/df pNn}v ug}sf ; fy} efu * df upf; ef gu/; ef upf kGrfot gu/ kGrfot lhNnf ; ef ; DaGwL Joj:yf ug}sf ; fy} of] cGt/utufd kGrfot Pj @)!(nfu' e0{ufd kGrfotx?sf] :yfglo ; fy}ljleGg d2fx?sf] ; ?jftl tyf cGtd lsgf/f ug}clwsf/ :yflgo lgsfonf0{k}ofof]hg ug} ; lsg] ; d} Joj:yf u/L :yfglo zf; gsf]nflu ; :yfut cfwf/ v8f u/L clwsf/ k}ofof]hg ug} Joj:yf ; d} ul/Psf]kf0G5 . t/ @)#* ; fndf dfq} o; ; ljwfg nfu' eP kZrft klxf] cfd lgjffg xg ; s}f]c}toGt}sdhf] sfof]ognf0{ ; \$} ub5 .

नेपाल अधिराज्यको संविधान २०४७

of] ; ljwfgsf] wf/f \$& sf]pkwf/f \$ df /fHosf lgb}zs l; 4fgt cGtu}M d}ljs}lGbs/Ofsf] dfllodaf6 hg}tnf0{zf; gdf clwsflws ; lDdtInt xg]cj; / h6f0 k}hftGtsf nfex? pkof} ug} ; Sg]Joj:yf sfod ug} /fHosf]dVo bfoTj xg} . æ egl pNn}v ePsf]afx\$:yflgo ; /sf/ zf; gsf ; Gbedf ; f] ; ljwfgdf sg}s/f pNn}v ePsf]kf0bG . tyfkl of] ; ljwfg cGtu} :yfglo :jfoQ zf; g Pj @)%% tyf ; f]cGtu}sf lgodfj nl tyf lgb}zsfx? lgd} e0{:yfglo lgsfodf /fhg}ts tyf cfly\$ clwsf/sf] kpf]usf] nflu o; cl3sf Joj:yfx?sf] thgdf w} dfqdf clwsf/ lglf}k}ofs]Joj:yf ul/Psf]kf0G5.

नेपालको अन्तरिम संविधान २०६३

of] ; ljwfgdf /fHosf] ; 3lo zf; g k}pffnl ; lxtsf] kgM ; Argf ul/g] / :yfglo :jfoQ zf; gsf]Joj:yf ug}{ljs}lGbs/Of tyf :yfglo :jfoQ zf; g ; DaGwL lgsfosf]lgjffg ul/g] / ; f] lgjffg geP; Ddsf]nflu lhNnf gu/ / upf :t/df cGt/d :yflgo lgsfo u7g ul/g] /fh:j kl/rfng / Joj:yf sf ; Gbedf g}kn ; /sf/ / :yflgo :jfoQ zf; g ; DaGwL lgsfox? b}sf] lhDj]f/ldf /fh:j kl/rfng / jfBkmfB xg]egl pNn}v 5 . of] ; ljwfgn}o; cl3 sfod /x}f t/ lgjffg xg g; sl lqroflzn ?kdf sfo{ug}g; s}f :yfglo lgsfox?nf0{/fhg}ts bnsf] ; xeflutfd lqroflzn u/f0{:yfglo zf; gsf]cGt/d Joj:yfkg u/}f]b}vG5 .

नेपालको संविधान २०७२

:yflgo txsf] ?kdf kOf{:j ?ksf] :yfglo zf; gsf] hGdbftf g}xf] o; n] :yflgo txsf]

u7g tyf clwsf/x?sf] ; fy} c6t/; Da6wx?sf af/df ; d} ljljw ljifox? pNn} u/\$f] kf0G5 . ; ljwfgsf]wf/f %^ /fHoz; lQmsf]j fBkmfB ; 3lo kp} / :yfglo tx u/l tlg txdf ul/g] tlgj6}txn]; ljwfg adf]hd /fHozlQmsf]kpf] ug[kfjwfg /x\$]pNn} 5 .

wf/f ^) df kfs[ts ; f} tyf ljQ cfof]sf]l; kmf/; df /fh:jsf]j fBkmfB xg]Joj:yf /x\$]5 . efu !& df :yflgo sfo{f]nsfsf]u7g tyf Goflos ; ldt]sf]u7g; Da6wl Joj:yfx? pNn} ul/Psf 5g]eg]efu !* df :yfglo Joj:yf]ksfsf]u7g tyf clwsf/ ; rlsf af/df / efu !(df :yfglo cfly\$ k}ffnsf]af/df pNn} ul/Psf]5 . efu @) df ; 3 kp} / :yflgo txsf]c6t/; Da6wsf]af/df pNn} ul/Psf]5 eg]cg'; rlx?df :yfglo txsf]Psn clwsf/ tyf ; 3 kp} / :yfglo txsf]; fef clwsf/sf ; rl k};tt ul/ sfo{lhdd]f/Lsf] :ki6 ljefhg ul/Psf]5 .

gk]nsf]j t}dfg ; ljwfg nfu"eP kZrft ; f]c6tu{sf]:yfglo zf; gsf]sfof]ogsf]nflu ljle6g cfb}x?, :yfglo tx lgjffg P} @)&# :yfglo ; /sf/ ; mfng P} @)&\$, sdf/f/L ; dfof]hg P} @)&\$ c6t/ ; /sf/l ljQ Joj:yfkg P} @)&\$ /fli6o kfs[ts ; f} tyf ljQ cfof] P} @)&\$ nufotsf ; 3lo sfg}x? tyf ; fef clwsf/sf ljifox?df kp} / ; /sf/ tyf :yfglo ; /sf/sf lgsfox?af6 P} lgod sfof]lw tyf lgb}zsf]kdf ; of}; Vofdf sfg}x? lgdf} e0{nfu"u/} :yfglo zf; gnfo{Jojl:yt agfpg]sfo{xb}u/\$f]5 .

अन्तमा

; fef clwsf/sf ljifox?df ; 3lo / kfb}zs sfg}x?n] kof}f k}t gug{ sdf/f/Lsf] ; dfof]hgsf sf/of bu}df]sf :yfglo txsf sdf/f/Lsf] 3g}j 36b}hfg; hgk}tlglwsf] ldtf lj sf; sf nflu kof}t sfo{ xg g; Sbf sdf/f/L / hgk}tlglw ljr sfo{ ; Dkfbgdf ; fdGh:otf sfod xg g; Sg; lgtut Joj:yfkg e6bf klg cf}bfgl vr}sf] Joj:yfkgdf :yfglo txsf hgk}tlglw tyf sdf/f/L s}b}t xg' tyf /fhg]ts kj}f}x, hgr}gfsf] ; d} cefj, sfl}e8 !(sf]gsf/f]ds c; /sf ; fy}lhdd]f/ lgsfosf]dfu}z} tyf cgludg dNof\$g ; kl/j}f}ofdf kof}t}tf gcfPsf]sf/of hgck}ff cg?k sfd gePsf]elgPtf klg jf:tjdf :yfglo :yfglo txn] ; Dkfbg u/\$f sfo{x? qmdz k}fj sf/l xb}uPsf]b}vPsf]5 .

:yflgo txsf]:jfoQtsf]nflu xfnsf] ; ljwfg kpQ clwsf/ lf} leq /x} kof}t ; f} ; fwg h6fpg ; Sg]b}v65 . :yfglo zf; gsf]af:t]s sfof]ogsf]nflu :yfglo txn]g}sf}g} agfP/ sfof]og ug[Joj:yf ePsf]x}gn]lj Bdfg sfg}l kfjwfgx? :yfglo txsf]Joj:yfkg ug{cfwf/e't ?kdf kof}t 5gl. ; 3lo tyf kp} sfg}df ePsf ckof}t}tfnf0{k/f ug{g}:yfglo sfg} rfxg]ePsf]to; df /x\$} ckof}t}tfnf0{c; /sf]?kdf ln}t}tsfn :yfglo sfg}sf] lgdf} u/l nfu"u/fpg] / ; 3 / kp}sf sfg} lgdf} eP kZrft qmdzM :yfglo sfg}nf0{ ; fdGh:otf sfod u/fpb}hfg]xf]eg]:yfglo txsf]sfg}l klfnf0{; an tyf ; 3lo / kfb}zs sfg}df g}l}bfol c; / kfg]cj:yfdf :yfglo sfg} klg ; Sb5 . :yfglo sfg}sf]lj sf; n]

gkfnsl; ljwfgsl/a & bzssfl0ltxfaf6 kft j tdfg ; ljwfgdf yk kl/dfhg u/l cem; an
:yfglo zf; g :yfkgsflcfwf/ :tDe afg ; Sb5 .

सन्दर्भ सामग्रीहरू

gkfn ; /sf/ j\flgs sfgg @))\$
gkfnsl]cgtl/df zf; g ljwfg @))&
gkfn clw/fHosfl; ljwfg @)!%
gkfnsl; ljwfg @)!(
gkfn clw/fHosfl; ljwfg @)\$&
gkfnsl]cgtl/d ; ljwfg @)^#
gkfnsl; ljwfg @)&@
:yfglo ; /sf/ ; fng Pgg @)&\$

निजामती प्रशासनमा सुधार

- नवराज पराजुली
शाखा अधिकृत, नेपाल सरकार

lghfdtl ; jf dhsl kzf; g ; -rfng ug[:yfol ; ॐq xf]. o; n]hgtfnf0{; fj hlgS ; jf
kijfx, zflGt ; /lff, ljsf; lgdf0f, /fHo ; -rfng / Joj:yfkg ug{sf ; fy}; /sf/n]to ug{glit
th0f ug{dxlj k0f{; ॐfj lbg] glit sf0f{og ug{tyf glit sf] ljinZ0f ug{h:tf dxlj k0f{
lh0d]f/l jxg ub5 . ljZjdf n6 k0ffnlaf6 sd{f/l egf{ug{ k4lt eE e0{xfnsf] of]otf
k0ffnlsf]cfwf/df sd{f/l 5gf6 ug{k4ltsf]; kmrtfk]5 ; -rfng e0/xsf] 5 . gkfnf l j = २००८
; fndf klans ; le{ sld; gsf] u7g ePkI5 a; sf] of]otf k0ffnlsf] hu lj = २) !#
; fndf lghfdtl ; jf P0 nfu' ePkI5 cem}dha't eof]. sl/a ^# jif{nfd] ; do; Dd lghfdtl
; jfn]cg5 cf/fx-cj/fx kf/ ub{cf0/xsf] 5 . ; /sf/sf] ; kmrtf / c; kmrtf g] lghfdtl
sd{f/l sf] sfdaf6 cfp] k]tkmaf6 dx; ; xg] s/f xf]. ljleG cf]bf]hg tyf ॐ6sfnlg
cj:yfdf ; d] lghfdtl sd{f/l /fi6x ; jf ug{vl6Psf] clj:d/0flo 0ltxf; 5 . xfn ; ॐlo
zf; g k0ffnlsf]canlag ePkI5 ; ॐdf ; ॐlo lghfdtl ; jf, k0Zdf k0Z lghdtl ; jf / :yfglo
txdf :yfglo ; jf u/l lghfdtl ; jfsf] kgM, Argf ePsf] 5 tyfkl ; a}txsf]; jf ; -rfngsf]
nflu cfjZos sf]gf] lghdf e0; s5] 50 .

lghfdtl ; jf of]otf k0ffnlsf]cfwf/df 5gf6 ePsf sd{f/lx?sf]Joj; flos ; ५7g xf]. of]
/fHosf]:yfol kzf; lgs ; ॐqsf] ?kdf /xsf]x65 . ljZjdf ; jk]yd kl/lffsf]df]odaf6 sd{f/l
5gf6 Dof08l/g sd{f/lT6qdf rlgn]; ?jft u{/sf]lyof]. ahfotdf gy5f6-60]hg P\$6, १८५३
/ cd]/sdf k]8N6g l; len ; le{ l/knd{PS6, १८८३ nfu' eP kl5 cfwlgs lghfdtl ; jfsf]
; ?jft ePsf]df]lg65 . gkfnf l j = २००७ df k]hftGq :yfgf eP; ॐ}klans ; le{ sld; gsf]
:yfgf eof]/ of]otf k0ffnldf cfwf/t sd{f/lT6qsf]cEof; ug{kpf; x? eP . lj = २००९
df Pd Pg arsf]; ॐ]hs]jdf ul7t j r sld; gn]lbPsf]l; kmf/; sf]cfwf/df j t0fg lghdtl
kzf; gsf]vssf tof/ ul/of]/ xfnsf]lghfdtl kzf; gsf]:j ?k lj = २०१३ ; fnb]v cf]krf]/s
?kdf ljsl; t eof].

राणाकालमा खड्गनिशान अड्डालाई कर्मचारी सम्बन्धी काम गर्ने निकायको रूपमा विकास गरिएको
lyof] ; f] ; dodf xdf] sd{f/lT6q khgl kyfdf cfwf/t lyof]. k]hftGq :yfgf; ॐ}klans
; le{ sld; g, of]otf k0ffnlsf]cEof; , lghfdtl ; jf ; DaGwl sf]gf, dGqino tyf ljefu h:tf
; Argf lgdf0f u/l cfwlgs k2ltsf]ljsf; ug{vf]h0f]. lj = २०१३ ; fndf lghdtl ; jf P0
nfu' u/l Joj]:yt ug{; ? ul/Psf]lghfdtl ; jdf k-rfotsfndf nf5 ; jf cf0f]unf0{lgndag
/ rf]af6f6 hyfefjl sd{f/l lgo]m ug]sf] eof]. २०३२ ; fndf e]faxf/ ykfsf]cl]olftdf
ag5]kzf; g ; wf/ ; ldltsf]l; kmf/; df lghfdtl ; jdf /fhglts lgo]m a6b ul/of]. k]hftGq
kgM:yfgf kZrft lghfdtl ; jf P0gn] of]otf k0ffnlfnf0{ k0f{cf]d; fy ub{sd{f/l sf] ; jfsf]

; /lffsf]k|ofel't ul/of]. o; ; ũ} krf{v8f u/} hg; s}sd{f/lnf0{x6fpg].krf{k|yfl x6f0of]. pkoQm pldbjf/sf]5gf6 lgiklf, kf/blz{/ kfej sf/l 9un]ug{nf\$; Jf cfof]unf0{yk kfej sf/l agf0of]. dh's ; 3lo ; Argfdf uP ; ũ} ; fj hlg s kzf; gsf] ; d] k6M Argf ug] Joj:yf gkfn'sf] ; ljwfgn] u/] ; ũ} s|bdf ; 3lo lghfdlt ; Jf k6zdf k6z lghfdlt ; Jf / :yfglo txdf :yfglo ; Jf u7g tyf ; #fng xg] :ki6 Joj:yf ePsf] 5 . ; jwflgs Joj:yf adfllhd g}tlg}txsf] ; u7g ; Argf / b/a6bl gkfn /sf/n] :jls[t u/\$f]5 . ; 3df \$* xhf/ ^)^, k6zdf @@ xhf/ @(& / :yfglo txdf ^^ xhf/ &! (u/l sh ! nfv #& xhf/ ^^ b/a6bl :jls[t ePsf]5g\ . pQm b/a6bl lghfdlt ; Jf tyf c6o ; /sf/l ; Jfaf6 sd{f/l ; dfof]hg P6, 2002 adfllhd ; 3 # (xhf/ %##, k6zdf !# xhf/ &() / :yfglo txdf #! xhf/ &)* hgf u/l sh lghfdlt sd{f/l / c6o ; /sf/l ; Jfsf ; flj s :yfglo lgsfo, k|ti7fg ; ldt nufotsf lgsfoaf6 u/l sh ((xhf/ %&@ hgf sd{f/lx?nf0{ ; dfof]hg ug]sfd ; Dk6g ePsf] 5 . olt xbf xb}klg tlg}txsf lghfdlt ; Jf tyf c6o ; /sf/l ; Jfsf]u7g, ; #fng, ; Jf ; ljwf tyf ; t{Joj:yf ug] ; d; fdlos sfg6 th6fsf]sfd eg]cem}klg ; Dk6g xg ; s\$]56 .

sl/a 5 bzs e6bf nfd]cfof; df klg clxn] dd lghfdlt kzf; gnf0{kfej sf/l, lgiklf, kf/blz{ k|f6dfgof]o k|ffnl gePsf] c; lfd, sdhf] / e|6rf/ p6dv /x\$]e6g]cf/flk nllg] u/\$f] 5g\ .olt nfd]cjlwdf klg xfdn]gful/s, /fhglltsd{tyf sd{f/l :jod cfmh}uj { dx; ; ug{; Sg]sd{f/l6qsf]lj sf; ug{; s\$] 56} . o; df dVo sf/0fx?df cl:y/ /fhgllts k|ffnl, sd{f/l'sf]JolQmut :jfy{ sd{f/l6qdf /fhgllts/0f, k|f6dfgof]o j|Q k|ffnlsf]lj sf; gxg' cflb /x\$] 5g . ; fy}sd{f/lx?df klg l56}wgl xg]t|0ff a9bf]5 . csf|t/ cl:y/tfdf sd{f/l6qnf0{luhf]n /x} lglxt :jfy{k/f ug] ; dx klg plQs}lh6d]f/ 5 . o:t]cj:yfdf /x\$]lghfdlt kzf; gnf0{; wf/ u/l lubf] ; fvnf0{arfpg' clxn\$]k|dv rgfl]t /x\$] 5 .

clxn] ; 3lo lghdlt ; Jfsf]u7g, ; -rfng / ; Jfsf zt\$; Da6wdf Joj:yf ug{ag\$] ljw6s ; 3lo ; #bdf 5nkmsf]qmdf /x\$] 5 . lghfdlt ; Jfsf]dft[P6sf] ?kdf xg] ; 3lo lghfdlt ; Jf P6n]g}k6z lghdlt ; Jf, :yfglo ; Jf, c6o ; /sf/l ; Jf tyf lghl l6df ; d] dfu6z6 ub5 . o; y{ kzf; lgs k6M Argf ug]pkoQm ; dodf lghfdlt ; Jfdf Jofks ; wf/ ug{ ckl/xfo{5 . o; sf]lgldQ lg6g lj ifox?df ; wf/ ug{kl6msf/n]lj ifo p7fg ug]hdsf]u/\$f]5 .

ljZjJofkls/0f, pbf/ls/0f tyf lglhs/0f h:tf sf/0fn]x6df]k|t:kwl{lfdtf qmdzM sdhf] a6b}uPsf]5 . o; cj:yfdf ljZjJofkl ?kdf k|t:kwf{ug{; Sg]u/l 5gf6 k|ffnl'df ; wf/ ul/g' ; fy}sfo{t sd{f/lnf0{lfdtf clej|4 ul/g' kb5 . eQ]v's/lnf0{chf]k} wfl/nf] agfPh:t} sd{f/lnf0{ ; lfd agfpg' klxnf] cfjZostf /x\$] 5 . h; n] ; dosf] dfu / k|jlwsf]lj sf; cg?ksf] ; Jf lbg ; sf] . o:t} ; 3lo lghfdlt ; Jf P6df ; a6bf a9L rrf{/x\$]lj ifo xf] k|k|t{. zfvf clws[t, pk; lrj tyf ; x; lrj h:tf kbdf lnlv t k|t:kwf{dfknt kbflgl t u/f0g' x66 e6g]Psf]t/ / o; /l kbflgl t jf k|k|t{ul/g' cfjZostf 5 e6g]csf]k|k|t{ax; xg]u/\$f] 5 . lghfdlt kzf; gnf0{k|f6dfgof]o agfpg clws[t txdf Psk6s zfvf clws[t df / clws[t

eGbf tNnftx gfoa ; laf jf vl/bf/ txd f Ps k6sdfq kl:t.kw{ds kl/lff dfknt kbkl't{ul/g' pkoQm xG5 . o; f] ug{; lsPdf lgdhdtl ; jdf w}xb; Dd kJfgdptf sfod xg ; S5 eg] glit lgdff txd klg cgejn]vfl/Psf]JolQm klg u0 sfoffjogoffo / ; d; fdlos glit thg xg klb5 . ; fy}kbkl'tdf ug[kg]csf] ; wf/ eg}sf] ; dxut a9]f -Aofr kpfzg_ kPffnl nfu' ug{ xf] .o; n]ubf{sd{f/Ln}sf 5f} k9g lt/ nllg] tyf sf7df08f} nufotsf ; x/ sQb|t xg] ; d:of cfpbg . t/ of]kPffnl nfu' ubf{Wofg lbg' kg[klf s]5 eg]sd{f/Lx?nf0{Ps jf b0{ jifdf lfdtf ljsf; ; DaGwl cledVls/of clgjo{?kdf ul/g' kb5 .

; wf/sf] csf] klf eg}sf] ; dfj zls/ofsf] kfjwfg xf] . ; dfj zls/ofsf] kfjwfg .df5f lbg] eGbfklg df5f dfg{l; sfgg] h:t}xg' kg[ePsf]h] ; ? ; jf klj z jf ; jf cjlwdf Ps k6sdfq lb0g' kb5 . h; n]ubf{Pp6}JolQm]k6s k6s nfelng]eGbfklg cj ; / gkfPsf]h]cj ; / kft ug{; Sb5g .to:t}csf]ljifo kJfgdgoffo ; ?jf tyf a9]f kPffnlsf]lj sf; xf] .JolQm] ; jf klj z u/]kZrft d]f] ; ?jf slxn]/ sxf xG5 / slt jifdf a9]f xG5 cgdflgt ; do yxf kfp g ; sf] . h; n]ubf{lghfdtl ; jfsf]clxn}sf]eluf]h ; ?jf, a9]f kPffnldf pNnVo ; wf/ cfp5 / To; sfodf nllgkg]hgzlQmdf ; d] s6f]t xg hfG5 . ; fy}x/}sd{f/Lnf0 x/} txd dhssf] ljleG eluf]ndf / x/} ; /s/L ; eGqdf sdfs h u/fpg]rlqmo ; ?jf kPffnl sfod ul/g' kb5 . h; n]ubf{JolQmf0{gkfnsf]e:w/ftnsf]af/df 1fg xg u0 glit lgdff tyf glit sfoffjog txd jf:tljstf cfp g klb5 . o; f] ug{; lsPdf xfn zx/df a; } ; x/sQb|t glit lgdffsf] 9frr jf:tljstfdf cfwl/t xg hfG5 . olb sG; N6g; L sQb|t glit lgdff ge0 jf:tljstfdf cfwl/t glit lgdff xg ; sdf ; jf kljfxsf]u0f:t/ uj{ug{nfos xg klb5 .

; 3lo zf; g kPffnl cg?k ; u7g ; Argf / b/aGbl ; Vofsf]Pslg ug{cfjZos . clxn] sltko sd{f/L d/Ld} sf d ug]/ sltko knt lbnf blvG5g . o; sf]nflu cfrTotfsf cfwl/df b/aGbl yk36 ug{kb5 h; n]lghfdtl ; jf st}sf d ljlxg / st}sfodfem a9l xg lbbg .

gkfndf clxn] ; Dej tM Oltxf; d}; a)eGbf a9l sd{f/LtGq / /fhgllts g]Tjalr b/L a9}sf] bVg ; lsG5 . bj}klfn]Psn]csf]hf0{lJzjf; gug]cj:yf /x}sf]5 .Psflt/ /fhglltsd}x?sf] sd{f/LtGq kl/rfngdf ?rl a9}sf]5 eg]csf]tknt{sd{f/Lx? klg /fhglltdf a9l ; lqmo xg] u/}sf 5g . cem}; jufxln]; d] /fhgllts efj /Vbf t lqklifo c; demb/L a9}sf]5 . o; n] qmdzM sd{f/LtGq kl}tsf]cljZjf; a9fPsf]5 .sd{f/Ln]/fhgllts efj sd / /fhgllt1n] sd{f/Lnf0{cfkngf]nfesf]lgldQ pkofu gu/L : j tGq kPffnlsf]lj sf; df hf} lbg ; sdf cfk; L ljZjf; sf]jftfj/of a9g hfG5 .

ljlQo ; zf; g klj bVg ub} ; jR5 / kf/blz{; jf kPffnlsf]lj sf; ug{; fj hlg s kzf; gsf] ; aGbf 7hf]rg]t xf] . lbgfglbg el6rf/hGo ultljwdf ; fj hlg s kb xfl; n u/}sf JolQm? ; mlg /x}sf] ; drrf/ cfp g /fdf] ; s} xf0g . of] sfo{glit eGbf lgotl, kPffnl eGbf klj]Q tyf ; f] ; #st / dNodfGotfsf]pkhsf] ?kdf df]Psf] blvG5 . clgoldttf ug]hf0{ kqrfp, xTs8l tyf h]gh] eGbfklg To; sf] dhsf/of g}lg/fs/of ug{lb3}flng ; dfwfg xf] h; sf]

nflu glltut kPffnldf ; wf/, ; Jf ; ljwdf a9fQ/L, lghfdtl c:ktfndf lghfdtl sdf/Lnf0{lgMzNs pkrf/ xg}JoJ:yf, ; ft j6}kPzdf lghfdtl c:ktfnsf]lj:tf/, sdf/L / kl/jf/sf] :jf:Yo aldf u/fpg] lzz':ofxf/ sQbx? ; -rfng ugI lghfdtl sdf/Lsf ; Gttl k9g]ljBfno vfl]g]/ lj:tf/ ugI ; Gttl 5fj]lQ a9fpg]h:tf ljifo Pgd :ki6 JoJ:yf ug{pkoQm xG5 . To:t}sdf/Lx?sf]sfofho lgoldttsf]lglDQ JolQmut ; jf/L ; fwg e6bklg sf7df08f}nufot ljleG :yfgdf 7hf a; x? -Pslst kl/jxg_ ; -rfng ug{ ; lsG5 .

sfo{ Dkfbg dNofsg kPffnlnf0{sfo{ Dkfbg:t/; E tfindh ldnfb}b08 k/:sf/ kPffnlsf] kfej sfl/tf a9fpg ; lsG5 .sfo{ Dkfbg dNofsg kPffnlnf0{j:tigi7 agfpg ; P's / dfkb08sf] lj sf; ugI tyf cbZ0 dNofsg kPffnlnf0{ ; wf/ ug{kb5 . pk; lrj / ; x; lrjdf lj1JolQm lgoQmsf] lj ifon] clxn] lghfdtl sdf/Lnf0{vA} t/tat agfPsf] 5 . of] JoJ:yf cd]Lsf, ahfot h:tf dh'sdf kPfl; 4 e0{x6f0Psf]ljifo xf]. olb lghfdtl ; Jdf of]otfkPffnl e6b km/s 9un]JolQm? lgoQm ul/of]eg]/fhglltsbnsf zElrGtsdfq lgoQm xg] hyfefjl lgoF6 xg ; Sg] uffotf eAxg] sdf/Lsf]j]lQ]sf; /f]sg] tyf lghfdtl sdf/L / lgoQm ePsf sdf/Lx?alr cfk; l ljZj; sf]sdl xg]e0{ ; Jf kjjxfdf ; d; gs/flDs c; / kg{hf65 .

; 3lo ; Argf lgdff ; E ; fj hlgS kZf; gsf] klG k6M Argf eof] / ; fxl adfllhd sdf/Lsf]; 3, kPz / :yfglo txd ; dfonhg ug{sfo{ ; DkG eosf]5 . ; 3df, kPz / :yfglo txd ; dfonhg xg]sdf/Lx?nf0{cj; / ; ljwf h:tf ljifodf ; 3lo lghfdtl ; Jfn]g}pkoQm kfjwfgsf]JoJ:yf ug{kb5 . ; 3, kPz / :yfglo txalrsf]kZf; lgs cGt/; DaGwsf]; DaGwdf klG o; Pgn]plrt JoJ:yf ug{kb5 . o; sf]lglDQ ; 3lo ; /sf/n]; a}txdf kZf; lgs pkl:ylt dfkm ; dgjo / ; xsfo{ubf{pkoQm xG5 .

lghfdtl sdf/Lx?n]; fdLxs ; fbfahlsf]lglDQ 6B olgog xg]ljifo csf]dx]k0f{klf xf]. lghfdtl ; Jfsf 6B olgogx?n]sdf/Lnf0{clgjfo{?kdf ; #7t u/fpg] cfkng]; #7gdf cfa4 sdf/Lx?sf]dfq ugf; f]; Gg] u/\$f]h:tf ljifox? obfsb ; Gg] ul/G5 .h; n] ubf{ sdf/Lx?alr adh jf sfo{ftfj/0fdf ; d; c; / kg{hfg]xbf Pp6dfq cflwsf]/s 6B olgog /Vg pkoQm xG5 .

lghfdtl ; Jdf ; do ; dodf .hg]lni6... / ..kZlni6.sf]dteb ; Gg] ul/G5 . x/\$; Jfsf] cfkng]ljzi6 klxrf / ljzi6tf xg]ePsf]h]cem}a9l :kZnf0hZg tkm{cuf]8 a9g' kb5 . Pp6}JolQm Ps}k6s w}}6f ljifosf]lj1 xg g; Sg] ePsf]h] xfn e0/x\$] JoJ:yfnf0{yk ljzli6s/of / JoJ; flys/of tkm{qm]ds ; wf/ ug{/df]xG5 .

cGtodf, dh'ssf]:yfol ; /sf/sf]?kdf /xg]sdf/LtGq ultlzn, lgikl, kf/blz{ t6:y, Pj+; Jf kjjxfnf0{dh wd{7fG}xg'sf ; fy}ljBdfg ljs]tx?sf]cGtou/L lghfdtl ; Jfnf0{ ; fdf]hs ?kdf kltli7t kZfsf]?kdf lj sf; ug{sdf/Lx? klG cul; / xg' kb5 . t/ o; nf0{ sg ult lbg]eG]dVo ljifo gllt lgdffsf]xf]. clxn\$] ; do ; fj hlgS kZf; gdf cfdh kl/j tG ug]pkoQm ; do xf]. ; fgf] / r':t ; #7g ; Argf, j]lQ lj sf; sf kof]t / ; dfG cj; /,

kłęsf/l cgludg tyf dMofg kPffnl, b08 k':sf/sf]plrt Joj:yfkg, tlg txalrsf]k|zf; lgs
; dembf/l tyf ; xsfo{ sdf{f/LtGqdf xg]/fhgllts/Ofsf]cGTo, ; Ddfgk}§ hljgofkg ug]u/L
; Jf ; ljwdf a9fQ/L tyf pRr dgfañoQm sdf{f/LtGqn]dfq ; d[4 gkfnsf] ; kgf ; fsf/ xg]
xgfn]otflf/ Wofg lbg h?/L 5 .

सन्दर्भसूची,

dğfnl, uf]kgfy, /fHo ; #fngsf cfwf/x?, ; f]kfg dfl; s -२०७२
vgfn, /fhg, ; fj hlgS Joj:yfkg ; fdlos jx; , ; f]kfg dfl; s .
; <lo lghfdtl ; Jfsf]u7g, ; ~rfng / ; Jfsf zt{ ; DaGwdf Joj:yf ug{ ag\$}f]ljwφs,
२०७५, ht ps://hr.parliament.gov.np/np/bills/HcepLnIb
ljleG jifo lj1sf n} tyf /rgf, kqklqsf

दिगो विकास लक्ष्य र नेपालको सन्दर्भ

- देवराज भण्डारी

शास्त्रा अधिकृत,

राष्ट्रिय क्षयरोग नियन्त्रण केन्द्र, ठिमी, भक्तपुर ।

j tdfg ou lbuf]lj sf; sf]ou xf]. bf] f]ljzj o'4 kl5 ; ;f/df lj sf; sf]lta| nx/ rln/xbf
jftfj/Oflo klfnf0{lj rf/ gu/L cGw wGw ul/Psf]lj sf; n]kfs|ts ; fwg>f]sf]clws bf]xgdfq
u/g o; n]hnjfo' kl/jtG, cf]hg txsf]ljgfz, ljZjAofkl piOfdf, h]js lj]lwtfdf xf; , lta|
hg; Vof a|4, u/lal tyf ef\$sd/L tyf c; dfgtdf a|4, h:tf ljZjAofkl ; d:ofx? a9] hfg
yfn]. a9bf]k]f/f/ lgdfQf, cfly\$ lj sf; nufotsf lj sf; sf lqmfnsnfkx?n] dfgj :jf:Yo,
kfs|ts ; f] / ; du| jftfj/Ofdf gsf/flds c; / kf/k|5 ljZj ; dbfosf] jftfj/Of ; Af0fsf]
cleofg; }l}lbuf]lj sf; sf]cjwf/Off cfPsf]xf].

vf; u/L !(&) sf]bzsf6 lj sf; nf0{jftfj/Of; }u hfB] xG{yflnPsf]kf0G5 . ; g\ !(&!
sf] jftfj/Oflo eljio ; DaGwL x|N; Gsl ; Dd]hg, ; g\ !(&@ sf] dfgj kof]/Of ; DaGwL :6sxfQ
; Dd]hgn]lbuf]lj sf; sf]klxrfgsf]cfwf/ lgdfQf u/\$f]kf0G5 . ljZjAofkl ?kdf ; g\ !(*) sf]
bzsf6 lbuf]lj sf; sf]cjwf/Off cfPsf]xf]. . ; g\ !(*# df lbuf]lj sf; sf]nflu u7g ePsf]
a6Nof08 sld; gn] ; g\ !(*& df lbuf]lj sf; ; DaGwL xdf] ; fem eljio gfdS k|tj]bg tof/
u/L ; Om /fi6x \$sf] \$@ cf]dx; efaf6 kfl/t ul/of]. o; nf0 sfof]og ug{ ; g\ !(@ sf]
af]hnsf]l/of]b h]g]/ofdf ljZj sf !& /fi6x?sf]pkl:yltf k]/L lzv/ ; Dd]hgn]Ph]8f @!,
h]js lj]lwtf dxf; GwL, hnjfo' kl/jtG ; DaGwL kf?k dxf; lGw / ag ; Af0f ; DaGw l; 4ft
kfl/t eP .

g]kfnf klg Ph]8f @! sfof]og, h]js lj]lwtf / hnjfo' kl/jtG ; DalGw dxf; lGwdf
x:tf|f/; }cf7f]of]hgaf6 lbuf]lj sf; ; DaGwL glltx? aGg yfn]sf]kf0G5 . ztflb|sf]z? aif{
; g\@)) b]v ; g\@)!% ; Ddsf nflu ; x>f|bl lj sf; nlo cGtu\$ ul/al tyf ef\$sd/L Gogls/Of
ug] kfylds lzlf]sf]; lglZrttf ug] n]us ; dfgtf sfod ug]nufotsf cf7j6f nlo / tl
nlox?nf0{sfof]og ug{@} j6f uGtao / ^} j6f ; 'rsx? nfu"ul/P . ol nlox? vf; u/L
lj sl; t dh'sx?n] cNklj sl; t dh'sx?sf lj sf; sf nflu to ul/lbPsf lyP . g]kfnf of]
cjlw tfl]sPsf]nlo kflktsf nflu cgsh lyPg . bzjif[hgo4,)^/^# sf]cf]b]hg, ; ljwfg
; efaf6 goff ; ljwfgsf]lgdfQf, lj = +@)&@ dxfe\$Dk, ef/tsf]gfsfaGbl / Sofn]8/ km]/Ph:tf]
jif]R5]; /sf/df xg]kl/jtGsf sf/Of o; sfoqmdn]cfzfltt pknAwL lbg ; sgg\ . ol ; ldfsf
afahb g]kfn]pk/fOm sfoqmd ; -rfng u/L w]yf] kult xfl; n gu/\$f]eg]x]G . ; dupdf
; g\ !((sf]thgdf ul/al \$@ k|tztaf6 @! k|tztdf emg{ kfylds txdf egf] / a9] (^
% klg; lzz; n]us ; dtfb/ kfyldstf / dfllofids txdf qmdzll)-(/ !>) klg; lghfdlt
; j]df dlxnsf]pkl:ylt b]f]a/ xg; afn d]ob/ !^@ af6 #* df emg{ Prcf0eL ; qmdOfb/)@

(% af6)-)%emg{ dftb[ob/ *%) af6 36] @%* df cfpq' ; sf/flds kl/0ffd xg eg]sdhf/ u0ffldstf, a9bf]hnjfo'kl/jtg, phf{; \$6, zf; slo lfdtf cflbdf ; wf/ ug[kg]b]v65 .

; x>fAbL ljsf; nlon]k/f ug{g; s\$ f nlox?nf0{; d] 6\$] ; 0Qm /fi6; 3n]ljsf; sf gljgtd cfodx?nf0{yk ul/ goff nlo ; d] sfod u/] ; g\@)!^ b]v ; g\@)#) ; Ddsf]nflu ; 0Qm /fi6 3sf]&) cf]dx; efaf6 ; g\@)!% ; [6]a/ @% df UN0 sf !(# j6f /fi6x?n]x:tfif/ u/L kfl/t cfly\$, ; fdfhs / jftfj/0flo cft/; Gthg sfod ug{; xdlu ul/Psf ljsf; sf ; feif vfsfx? g]lbuf]ljsf; nlo xg\ . of]Post 15 development Agenda x]h; n]Transforming world; 2030 gf/f to u/\$f]5 . o; df !& nlo, !^(uGtAo / @#(; r'sx? /x\$ 5gl . of] dhtM ; x>fAbL ljsf; nlosf]pknAwldf 6\$] to ePsf]dfq ge0{c; dfgtf / dfgj clwsf/ h:tf hl6n d2fx?sf] ; Daf]vg ug{vfl]hPsf]5 . ol nlox? dflg; -People_, k]j]L -Planet_, zflGt -Peace_ ; d]4 -Prosperity_ / ; fem]f/L -Partnership_ u/L 5U Ps h:tf ljZjAofkl sfof]hgf xg]hg ljZjAofkl, Psls[t, ; fdlxs, cljeflht / cft; [alGwt 5gl . o; sf ; qj6f nlox?df k]j]laf6 ul/al tyf ef\$d/lsf] cfto ug] u0f:t/lo lziff, ;jf:Yo, n]us ; dfgtf, ;jR5 phf{ /f]huf/L ; hgf ug] n]us ; dfgtf sfod ug] h]j s lj]wtfsf] ; Af0f ug] zflGt / Gofok0f{; dfh lgdff ug] / o; sf] nflu laZjAofkl ; fem]f/L sfod ub]ol nlox? xfl; n ug]p2]o /x\$]5 . ; g\@)#) ; Dddf xfl; n ug[kg]lbuf]ljsf; sf nlox?n] ; x>fAbL ljsf; nlosf cw/f nlo ; d]6Psf] cfly\$, ; fdfhs / jftfj/0flo ; fy} ; :yfut cfofd ; d]6Psf] ljZjAofkl ljsf; sf]sfo{ rL /x\$] Bot om up approach af6 tof/ ul/Psf] ; 0Qm /fi6 3sf !(# j6}; b:o /fi6x? ; DdInt /x\$ 5gl .

सहश्राब्दी विकास लक्ष्य (MDGs) को कसीमा दिगो विकास लक्ष्यहरु (SDGs):

; x>fAbL ljsf; nlox? g]lbuf]ljsf; nlox?sf cfwf/zlnf ePsf]h]o; sf]c]lwoog ug{sf] nflu o; sf ; dfgtf / leGtfx?sf]thgf]ds c]lwoog ug[kg]x65 . h; nf0{lg0g adf]hd pNn]v ug{; ls65 .

समानताहरु:

- bajh]ljZjAofkl ljsf; sf G0gtd ; r'sx? ; Daf]vg u/\$f 5gl .
- ; x>fAbL ljsf; nlosf]cfwf/df lbuf]ljsf; sf nlox? to ePsf xg\ .
- bajh]ljZj fkl ?kdf ljsf; sf Ph08fx?nf0{kl/efliff u5gl .
- ljZjaf6 ul/al, ef\$d/L, clzlffsf]pGdhg ug]dh wo0 /x\$]5 .
- bajh]cfly\$, ; fdfhs / jftfj/0flo klfx? ; d]6\$ kf065 .
- ba)!% jifsf]nflu to ePsf nlox? xg\ .
- bajhf0 ; 0Qm /fi6 3lo lgsfon]nfu"u/sf]xf] .

भिन्नताहरू:

MDGS	SDGS
; g\ @))) b]v @)!% ; Ddsf] nflu to u/\$f]lj sf; sf nlox?	; g\ @)!^ b]v @)#) ; Ddsf] nflu to u/\$f]lj sf; sf nlox?
; fdf]hs ; 'sdf dfq knf\$; ul/Psf]	cfly\$, ; fdf]hs / jftfj/0flo cfodx? ; d]6Psf]
Top Down Approach af6 7hf / wgl bzn]agfPsf	Bot om up Approache af6 Inclusive Partcipat on canlag ul/Psf]
kl/0ff]ds nlodf hf\$ lb0Psf]	u0f: t/lo nlodf hf\$ lb0Psf]
dfgj clwsf/ / c; dfgtfsf]j f: tf gu/LPsf]	dfgj clwsf/ / c; dfgtfsf] ; Daf]wg ul/Psf]
lj sf; f]dv bzx?df dfq nfu' ul/Psf]	lj sl; t / clj sl; t ; a] bzx?df nfu ul/Psf]
w}}nlox? cfw ug]vfnsf ePsf] h: t] u/lal / ef\$d/Lnf0{cfwf ug] h: t] ul/al tyf ef\$d/Lnf0{cfwf ug]	w}}nlox? ; Go ug]vfnsf /x\$] h: t] Zero Hunger, No poverty
* nlo, @) uGtAo / ^) ; 'sx? sfod ul/Psf]	!& nlo, !^(uGtAo, @#(j6f ; 'sx? sfod ul/Psf,
cgludg, dNof\$gdf nllft gul/Psf]	cgludg, dNof\$g / hjfkn]xtfdf Wofg lb0Psf]
Predecessor of SDGs, Base line of SDGs	Redef ned & delineated to certain extent from MDGs,

dfly pNn]v ul/Psf]tflnsf cg' f/ ; x>f]bl lj sf; nlof]s; ldf ; g\ @)!@ df af]hnsf] l/of]b hg]l/of]f ePsf]l/of + @) ; Dd]hgdf lbuf]lj sf; nlox? to ePsf]kf065 . ; g\ @))) df to ePsf ; x>f]bl lj sf; nlox?df ; d]6Psf cfly\$, ; fdf]hs tyf jftfj/0flo cfodx? ; g\ @)!% df kf]t ePsf] lbuf]lj sf; nlo ; Dd cf0k]bf pQm cfodx?sf]cnj f /fhg]ts, zf; slo, dfgjlo, ; fi: s]ts, kf]j lws, ; dfj z]ls/of, dfgj clwsf/ tyf c; dfgt h: tf hl6n d2fx? ; d] ; dfj z] ePsf 5g\.

दिगो विकास लक्ष्य कार्यान्वयन: नेपालको सन्दर्भ

g]k]nsf] ; Gbe]f pNn]v ubf{g]k]fnn] ; a]w]lgs, sf]g]l, ; :yfut tyf ; Argfut Joj: yfx? u/\$f] 5 . g]k]nsf] ; lj wfgsf] k]t]j gdf lbuf]lj sf; k]tsf] k]ta4tf, #! j6f df]nsx?df Joj: yf, /fhosf lgb]z]s l; 4f]t tyf gl]tx?df /fhg]ts, cfly\$, ; fdf]hs, jftfj/0flo, zf; slo,

; ff:s]ts, l]sf; f]ds, ; fdf]hs GofO tyf ; dfj z]s/Ofsf l]jifox?nf0{ :ki6 ?kdf ; dfa]z
ul/Psf]5 . r]w]of]hgn]z? u/]sf]lbuf]l]sf; n]los]sf]of]j]ognf0{k]Gwf of]hgn]l]gs}dxTj
l]bPsf]5 . l]buf]l]sf; n]lox?sf]sf]of]j]ogn]k]Gwf of]hgn]l]j = #& (; Dddf g]k]nnf0{clt
sd l]sl; t b]zaf6 l]sf; zln b]zdf :t/f]Gt ugI/ l]j = #&)* & ; Dddf p]Rr d]l]od cfo:t/ ePsf]
dh]sdf :t/f]Glt xb}^; vl g]k]nl, ; d]4 g]k]n, sf]bl3}sf]nlg ; f]j @!)) to ul/Psf]5 . o; sf]
n]flu sfo]qmd tyf ah]b]df l]buf]l]sf; n]lo cg; f/ ah]b] ; f]s]ts/Of z? ul/Psf] k]f]b]z]s
tyf :yfglo of]hgf th]df l]b]b]z]g tof/ ul/Psf] sf]of]j]os]n]flu g]ll]tut tyf ; #yfut ; #rgf
to ul/Psf]h: t]l] goff t]Yof]s P]g th]df, ; #bdf l]buf]l]sf; tyf ; ; f; g ; l]dt, k]wfgd]G]q]sf]
c]l]b]l]ftdf p]Rr:t/lo s]l]b]b] l]gb]z]s ; l]dt, /f]li6o of]hgf cfof]us]f] p]k]f]l]b]l]sf] g]t]l]j df l]buf]
l]sf; n]lo sf]of]j]og tyf ; d]G]o ; l]dt u7g, of]hgf cfof]us]f] ; b:osf] ; of]h]s]t]j df l]jifout
sfo{ ; l]dtl u7g h:tf ; #yfut ; #rgfx? sf]of]j]ogdf /x]sf] 5g\ .

/f]li6o of]hgf cfof]un] g]k]nsf] ; G]bedf l]buf]l]sf; sf n]lox? -at]dfg ca:yf / e]j]l
dfu[r]q]M @)!^~)_)_ th]df u/]sf] ca:yf /x]sf] 5 . o; df l]buf]l]sf; n]lo sf]of]j]og
ugI ; G]bedf .k]f]r cf0U ; G] l]gw]f]Of u/]sf] 5 . tl ; G]x]z qmdz]M -!_ k]fyldst]sf] kl]xrfg
-l]dentf]caton_ -@_ g]ll]tut d]l]b:yt]f -l]n]strum]ents_ -#_ ; f]j]sf] n]uf]gl -l]n]vestm]ent_ -\$_
; #yfut tof/l -l]n]st]it]ut]ions_ / -%_ l]buf]l]sf; sf] sf]of]j]og -l]m]p]l]em]entat]on_ 5g\ . l]buf]
l]sf; n]lo sf]of]j]ogs]f]l]znl; n]df s]off]nl k]b]z]n]k]b]z]sf ; f]wg ; f]j]x?sf]kl]xrfg ; l]xt .l]buf]
l]sf; n]lox?M s]off]nl k]b]z]sf] c]fwf/ t]Yof]s k]t]ab]g]l ; f]j]h]l]gs ul/ ; s]sf] 5 h; n]n]lox?
sf]of]j]ogs]f]n]flu ; f]j] ; f]wgs]f]kl]xrfg ; l]xt j]t]dfg ca:yf / e]l]j]ios]f]dfu[r]q :ki6 p]N]n]v
u/]sf] 5 .

g]k]ndf ; ft k]b]z / &#%# :yfglo ; /sf/x? :yf]kgf e0; s]sf] x]g]n] l]buf]l]sf; sf
n]lox?sf]sf]of]j]ogs]f]af]em k]f]b]z]s / :yfglo ; /sf/x?df /x]G5 . l]buf]l]sf; sf n]lox?sf]
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Importance of Agro-Economy for Socio-economic resilience in Local Level- Challenges and Opportunities

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Abstract

The State and Residual power is divided into three tiers of government after the promulgation of new constitution in 2015. Unbundling report finalized the constitutional functions of each tier, the agriculture and livestock belong to the Power of Local Level. As it is lifeline of rural people, it plays the key role for high, inclusive economic growth. Significant growth in agriculture sector has remained stagnant over decades and issues are yet to be solved. Nepali economy is suffering from low agricultural production and productivity since long. Developing agriculture as remunerative, market oriented, competitive occupation is one of a current needs. Local governments are the government in the vicinity of local people. By formulating proper policies and better implementing them, new youth could be attracted in agro-economy. Thus, local levels are in mainstay for the Socio-Economic Resilience to generate, share and sustain the prosperity.

Key Words

State Power, Agrarian, GDP, Productivity, Value Chain, Gaps and Constraints, Resilience, Socio-economic Transformation.

Introduction

The new constitution was promulgated in 2015, the unitary structure was divided into three levels namely the Federation, the State and the Local Levels (The Constitution of Nepal, Article 56). The Distribution of State power and Residual powers vested in the matters enumerated in different Schedules, Schedule-8 enumerates the List of Local Level Power, among them Agriculture and animal husbandry, agro-products management, animal health, cooperatives, agro-roads etc. are also under the jurisdiction of Local Levels.

Agriculture sector contributes 27% of National GDP and employing 60.4% of people, has key role for the high and inclusive economic growth (15th Periodic Plan). Agriculture with livestock is the major means of the livelihood resulting income increment, poverty alleviation and upliftment of living standard of Nepali people. Rural sociology is basically characterized by agriculture and peasant farming (Boguslaw, 1972) which represents agrarian values. Nepalese agrarian economy is mainly rural based, centered upon the

production, consumption, trade, and sale of agricultural commodities, including plants and livestock.

Transferring agriculture as self-reliant, sustained and competitive export oriented industry for achieving inclusive and sustainable economic growth is one of a mission of Nepal Government. (15th Periodic Plan). Agricultural growth is the precursor to the massive and unprecedented reduction in rural poverty. Therefore, it is the main source of national economy and the major engine of pro-poor growth.

Challenging Issues

The critical issues in agriculture development are poor investment in agricultural research (improved seed, fertilizer, insurance, appropriate technology), irrigation, rural road network and land reform, market infrastructure, public support services and low value addition. Low productivity is the main challenge, causing low economic, political and social empowerment indices. Thus, rural people are abandoning farming and it has not been developed yet as a remunerative market oriented competitive occupation. It seems, the major issues in agriculture sector have been the same since a decade and national policies can not attract new generations towards agriculture.

The major aim of agriculture based least developed countries lies in reducing poverty, enhancing economic growth and resolving economic woes. The restructuring of the state provided opportunities to ensure sustainable food production, implement resilient practices for improving agriculture governance even from the Local Levels.

Background and Supportive Literatures

Nepal's economy is very backward and lagging, agriculture practices are characterized by higher level of diversification in terms of climatic and geographic variations, with peculiar characteristics. (Hagen, 1998). With respect to this, the Prime Minister Agriculture Modernization Project (PMAMP) was launched in 2016, with ultimate objective of specialized production in specific products area.

Gross Domestic Product (GDP) growth originating in agriculture is about two times more effective in reducing poverty than GDP growth originating outside the sector, thus agricultural growth is highly effective in reducing poverty. (World Bank, 2008). During an economic downturn, an external income shock or financial crisis, agriculture can act "as a buffer, safety net, and as an economic stabilizer". Stringer (2001). The agriculture-rural accommodation policies and successful performance are crucial for poverty alleviation and rural development. (Chaudhary, D., 2018).

Many policies, plans and programmes have been implemented in this sector. Something is started but proper equilibrium among destination, track and speed for the development of agriculture sector significantly is not established successfully. However, pragmatic implementation is a major challenge, Agriculture Development Strategy (2015-2035) of

Nepal Government is hoped to be a milestone in transforming agriculture from subsistence to commercialization. Thus, it is of much importance to identify the gaps and constraints and mechanisms to reduce the gaps and address the constraints from Local Level.

Critical Analysis

The Constitution of Nepal, 2015, Schedule-8 contains Local Level Powers, point 15 enumerates the matters- Agriculture and animal husbandry, agro-products management, animal health, cooperatives, agro-roads etc. Unbundling/Detailing of List of Exclusive and Concurrent Powers of the Federation, the State (Province) and the Local Levels Provisioned in the Schedule 5,6,7,8,9 of the Constitution of Nepal, 2073 finalized the constitutional functions of Local Levels. Based on this report, Local Level could formulate relative policies, prepare laws, directives and implement programmes accordingly. Effective actions of Local Level could be helpful for resilience of Local people and catalyse for achieving Sustainable Development Goals (SDGs).

Significant growth in agriculture has remained stagnant over decades. As Agriculture is a diverse sector, local knowledge and skills are to be translated and its development should be taken as social movement with mainstay roles of Local Levels. Indeed, the vigour and sincerity with significant potential the Local Level work to enhance production, productivity and economic status of rural people, will determine to a large extent the success of federalism in Nepal.

Being focused to the traditional agriculture pattern, present scenario and need assessment and way out for the improvement in Local Level, we should think about the following questions:

What are the constitutional functions of Local Levels related to agriculture finalized by Unbundling Report and their role in socio-economic resilience?

How agricultural production and productivity can be increased and agriculture can be industrialized for more employment and income generation?

How it can be developed as a remunerative, market oriented competitive occupation and local people could be attracted?

Local Governments are basically focused for social services and welfare in the vicinity of local people. As agriculture is a major lifeline in rural area, for its betterment, Local Levels must be focused on agricultural research, development and innovation, infrastructure development, application of proper technology etc. Due to geographic variation and bio-diversity difference, there is much potential, even in a single Local Level. After the identification of comparative beneficiary sectors they may coordinate and perform collaborative works with different Non-State Actors. By formulating proper policies and better implementing them on viz. soft loan, insurance agricultural inputs, irrigation facility and appropriate technology- youths could be attracted in this occupation. By coping with different climate change adaptation programmes, the

agriculture resilient practices will be fruitful for increasing production and productivity.

Local Levels themselves know and feel the real problems and essence of agriculture for socio-economic betterment of local people. They could create value chain and manage for product commercialization and marketing, which could be helpful for developing agriculture as remunerative, market oriented competitive occupation and more local people could be attracted.

Conclusion

The constructive ideas while dealing with the operational as well as policy-level constraints will be helpful for implementing the best practices in Local Governments. Building up the consensus between community and Local Government to determine a common goal for agro-development and catalyse to formulate better policy and act on plans are most essential. Unveiling the prevailing challenges of Agro-economy in Local Level will be significant for attaining efficient, quality and sustainable socio-economic transformation via agriculture development in rural areas of Nepal.

Proper implementing the related constitutional functions of Local Levels results increased agricultural production and productivity, helpful for making the agriculture as remunerated competitive occupation and attracting the local people on agro-economy. The agro-friendly policies and effective implementation are essential for economic development. By exploring the opportunities in Agro-Economy the Socio-economic resilience and sustainable development can be achieved in Local Levels.

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Economic impact of COVID-19

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Background

Nepalese economy is mysterious. When the whole world was hugely affected by depression, only a slight impact was seen in Nepal. But when the world was later facing the COVID-19 curve, Nepal's COVID infection rate started climbing. Time, circumstances, and people varies, so we cannot assume every nation holds same theory even if some indicators are common.

The human cases of COVID-19 were first reported by officials in Wuhan city, China in December 2019 whereas, the first case in Nepal was confirmed on 23rd January 2020 when a 31-year old student, who had returned to Kathmandu from Wuhan tested positive for disease. Initially the rate was sluggish in comparison to the world case scenario. Between January and October, Kathmandu has become the worst hit province and district respectively. Nepal has highest number of active cases among SAARC nations in term of COVID-19. (Source: Kantipur Daily (12th October, 2020)).

COVID-19 pandemic in Nepal is a part of worldwide spread of corona virus, due to which whole world is suffering a huge financial loss. Nepal could not be aloof from the same. However, the impact of COVID-19 in Nepalese economy can be found to have positive as well as negative impacts, which are discussed in detail in this paper.

The coronavirus COVID-19 is affecting 213 countries and its territories around the world and 2 international conveyances. Total cases of COVID-19 all over the world by 23rd September, 2020 is 31,783,676, total death is 975,471, total recovered case is 23,400,797, total deaths per million is 125.1. With respect to Nepal, there are 66,632 total cases, 429 deaths, 48,061 are recovered, 18,142 active cases and total deaths per million is 15, with the total population of the Nepal 29,253,870. Whereas, by 12th October, 2020 there are 10,800,000 total cases, 636 deaths and 75,804 are recovered. This depicts, the cases are multiplying in Nepal. (Source: www.worldometers.info > coronavirus).

Effects of COVID-19 on global economy

The global economy has experienced the biggest contraction after the Depression of 1930s. The health as well as economic crisis emanated from COVID-19 has given rise to poverty, unemployment and income inequality. The effects of COVID-19 have been catastrophic. IMF (International Monetary Fund) has estimated 4.9% of contraction of GDP in world economy. As per IMF, Asian economy will contract by 1.6%. Similarly, economy of India will be contracted by 4.5%; economy of China will expand by 1% and

the economy of Nepal will remain in 1% in 2020 (Source: Monetary Policy 2020/21).

Nepal is a land locked country, surrounded by three sides by India and one side by China. It is certainly interesting to see such figures in a nation like Nepal. A single decision of our neighboring nation adversely affects our economy. Being in between two huge nations where the catastrophe is numerous increased, it is not easy to heal the nation. To see positive figures of GDP of Nepal while the world economy is drowning in negation, it is not a bad signal though we cannot deny the fact that it is not great either. It is true that over 65% of trading is done with India alone. Having around 1050 KM of open border is probably one main reason. Even basic consumable goods are imported in huge quantity, but still our economy is managing to remain at positive pace unlike robust economic growth seen in past three years despite lockdown since 11th of Chaitra where almost all economic activities were almost closed except very few critical sectors.

The economic indicators are somewhat considerable. Inflation has remained at 3.49%, Import is decreased by 19.6% whereas, export is increased by 8.9%, Inflow of remittance has increased by 23%, Balance of Payment is in surplus of 51.46 Billion, foreign exchange reserve is adequate enough to import merchandise and services for 15.6 months whereas for merchandise import for 17.3 months. (Source: Current Macroeconomic and Financial Situation 2020/21). As we are having favorable and timely monsoon, our agricultural productivity is believed to be more productive. Though COVID-19 has impacted service sectors like tourism, health and hospitals, educational institutes, banking industries, small and big business houses, almost all sectors are opened loosely except educational sectors. Some of the Industrial sectors were closed whereas some were partially and somewhere they were fully operated considering basic safety measures.

To curb the situation of global health crisis and a great challenge worldwide, lockdowns and maintenance of social distance was strictly implemented. Despite these attempts, we are increasingly seeing positive active cases, as well as deaths due to COVID-19. We cannot fully rely on the data sources around COVID-19 as many are still left to be checked up, even if once checked, there are chances of re-occurrence and spreading of it in the community. Unemployment, semi-employment, salary freezes, are a few new norms, despite no deduction in overhead cost. Most shutters are closed down due to inability to pay rent as well as unable to minimize operational as well as employee cost. New business houses are forced to closed down due to inability to pay installments in banks and insurance companies. These are just a few cases of sufferings visible in the current economy.

Positive impacts

Every clouds have its silver linings. This holds true in our economic perspectives in these days as well. At this time, digital gateway for financial access like mobile/ internet/

SMS banking, phone pay, ConncetIPS, e-sewa, POS, were massively used. Use of ATM facilitat on and other online payment mode like ConnectIPS were made free for t me. NRB ordered BAFIs to not to impose any fees for ATM users on withdrawal from any BAFIs to discourage cash transact ons. Many BAFIs launched new modality for collect on of deposits and delivering loans to their clients. These were some examples of promot on of going digital which is simpler, easier, faster, convenient and economic way of doing financial transact ons. However, safety measures to avoid unauthorized use of money via ATM cards, Mobile, POS etc. has to be caut ously made. Agricultural product vity including KaushiKhet and hydroponics has been enhanced, Lands that were barren since longer period of t me has been used for product on. Unessental expenses of cit zens have been reduced. Online business has foster up. Pollut on free environment made people fresh, fine and healthy result ng in decrease in opportunity cost. People who were having mechanical life in city got t me to enjoy with their families. These were some few not ceable posit ve changes seen at the t me of this pandemic.

Negative impacts

However, we are not untouched by problems. Unemployment, poverty and inequality has risen up. It is tough for businessman to cont nue small and/or new businesses. Nat onal and internat onal fights were halted. Stock market dedined. It also had a huge impact on trade and tourisms. This has resulted a situat on of panic buying of goods and services, hoarding, shortages, art ficial rise in inf at on and so on.

Travel restrict on has adversely af ected tourism sector. Nat onal plan of 'Tourism year 2020' had been canceled which resulted in huge loss in investment of government and private sectors. Educat onal inst tut ons are closed down for uncertain period of t me. Food supply chain has been badly af ected. Poverty and inequality rate has risen up. Remit ance has slow down. People are having hard t me to have access to basic health care which will certainly have long term ef ect in their health.

Some other facets of COVID-19:

Government Sector:

Dif culty in at aining basic health amenities

Students being deprived of going to Schools & colleges, educat onal & training inst tutes, consultancies

Basic amenities like access of foods & beverages, groceries, and other consumable goods are badly af ected

Homeless people are in pity condit on

Subsidies provided by government are likely to be misused

Corrupt on has been increased

Daily wage based workers are having problem in managing daily consumable goods;

shutters are being closed; unable to pay rent
 Unemployment on rise
 Per capita income declining
 Inflow of remittance will be declined resulting in decline in GDP
 National saving will be decreased
 Increase in recurrent expenditures esp. in sanitizers, masks, updated technologies for disaster management as well as video-conferencing; decrease in capital expenditures & financial management
 Revenue collection won't be effective as financial activities are declined, people are not able to pay installments, many of the offices are closed down
 Patients other than COVID-19, are adversely affected as they won't have easy access to hospitals and in long run they become chronic patients
 Huge population growth
 Inappropriate economic diplomacy

Real Sector:

Increase in poverty & inequality
 Lower Saving
 Social crime, theft & robberies, cybercrime, hacking activities etc. will be increased
 Population will be increased in long run
 Lower production
 Export & Import both will decline
 Depression rate is high, which may lead to increase in suicides
 Unemployment and semi-employment problems as most of the industries are unable to afford their cost
 Patients other than COVID-19 are not able to get health related services

Banking sectors:

Excess Liquidity
 Investment declines
 Increase in Non-Performing Assets and bad loan
 Unable to collect EMIs and interest on loan
 Decrease in Return On Assets & Return On Equity
 Interest rate on deposit as well as loan will decline
 Chances of increase in cybercrime & risk in digital banking
 Unable to collect interest from loan
 Foreign exchange reserve will be declined due to low inflow of remittance, decrease in export, trade deficit, etc.
 Chances of higher unemployment, semi employment

High chances of merger & acquisition among BAFIs.
Decrease in profitability

External sector:

Trade deficit
Decrease in foreign exchange reserve
Devaluation of our currency
Decrease in inflow of remittance
Unemployment & semi employment problems
Import & export both decreases
Brain drain & muscle drain will be controlled
Chances of misuse of foreign aids & grants

Examples of other countries

Though it's a great challenge to deal appropriately with this pandemic, many countries are making plans and policies to go through it. Japan has suggested a good plan for the same. According to them, 'bad things can't be forsaken for all good times'. Using risk assessment models in principles, humans can continue to live well.' They announced the 'newlife model' calling the people to be prepared to follow this model for an extended period of time and learn to live and work with the virus lurking around the corner. Looking closely at those newlives model it can be seen that Japanese government established these very practical set of those SOPs using principles of rationality, science and risk assessment. Since the enemy can't be completely eliminated, it is necessary to learn to coexist with the virus following safety measures (Source: Interesting health updates for the times! By Goan Observer Team).

Prime Minister of New Zealand reports the nation is able to manage to get the virus under control, except Auckland which still has some restrictions in effect. They say it is a result of the stringent lockdown the Government has imposed in the early phases of COVID spread, including strict measures at the borders.

Government of Canada focused on strong social distancing in their premises and travel restriction rules. It served the nation with Canada Emergency Wage Subsidy.

Same is the case of United States, COVID-19 pandemic there is largely disruptive, adversely affecting travel, financial markets, shipping and other industries due to which there is sharp rise in unemployment, stress on supply chain, decrease in government income, collapse of travel, tourism and hospital industry, reduced consumer activities. To solve this, Federal government of United States declared emergency forming 'White house Corona Virus Task Force'. It mobilized national guard in most affected areas. United States focused on social distancing measures and workplace hazard controls.

Likely, Nepal is following the same. It has strictly imposed lockdown, focused

on maintaining social distance, compelled use of masks to all citizens, discouraged movement of people above 60 and below 12 years, travel restrictions, restriction on operation of educational institutions for uncertain period of time though some schools and colleges begun taking class virtually or through television channels, operation of most essential organizations through job shifting and alternate day provisions and other rules as suggested by WHO. A good thing is, it is highly focused on digitalization.

Way forward . . .

What can be done to foster our economy amidst of this situation is shown below:

Government:

Coordinate with federal, state and local government to solve unemployment related problems via collaboration with BAFIs, Telecom, Nepal Electricity Authority, Nepal Food Corporation and others in either way they can

Plans and policies to be formed to resume industries, business houses, corporate houses, work related to construction by considering basic safety measures

Job shifting, job rotation, work from home options

Rescheduling of offices, schools and colleges, small and big enterprises in different days and times could be done

Encouraging every organization to create some rooms for quarantine

Encouraging involvement of private sectors, cooperatives and business houses

Strict lockdown to restrict movement of people for the period of Dashain and Tihar

Banks and Financial Institutions (BAFIs):

Subsidy, refinancing, educational loan (based on certificate not collateral), interest rate and time based waiver

Lower interest rate to be imposed on agro-based economy, SMEs, retail and corporate banking products in coordination with Nepal government and central bank

Banks can be tied up with hospitals and show availability of rooms for isolation in advance, availability of ICUs and NICUs and make digital payment thereby; giving loans to medical hubs at cheaper interest rate for a period of 5-10 years to make buildings for isolation as well as enhancing hospital network in all the districts with similar facilities, this not only helps to have basic health amenities but also flourishes economic activities in long run

Virtual banking services including account opening, providing loans and serving customers with other banking products and services

Encouraging digital gateway for both deposit and loan products

Banks can assist government to take barren lands in lease from general public and those land can be used in enhancing agricultural productivity which eventually helps

in generating employment opportunities, reduction in import as well as enhancing national saving and investments.

Conclusion

The pandemic of COVID-19 is uncertain, being habituated to it and serving on own by considering basic safety measures is the only way out. We have gone through many of such calamities in our nation. We have been able to overcome only with our unified efforts. This pandemic will also last, resulting in increased GDP in upcoming days. As said in 'New Life Model' developed by Japan, we cannot completely eliminate the enemy (COVID-19 virus) so let us learn to coexist with the virus following safety measures.

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सार्वजनिक प्रशासन र विकास निर्माणमा यसको भूमिका

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संघीय मामिला तथा सामान्य प्रशासन मन्त्रालयमा कार्यरत

dfgj ; Eotfsf]lj sf; ; # ; #}; fj hlgS kzf; gsf]lj sf; ePsf]kf0{5 . hj sl dfg; sf] sf\$] b]v sfqf] ; dd gful/ssf] ; j]df ; dkt e0{ ; jf kpfos lgsfo ; fj hlgS kzf; g xf] . b}zleqsf] zflGt ; /lff ; fj e} ; Qf sfod /fVgsf nflu k]t/lff ug] / hgsNofOf ; DalGw ljleGg sfo{ug]lgsfonf0{ ; fj hlgS kzf; g elG5 . ; fj hlgS kzf; gnf0{nf\$skzf; g / hgkzf; g klG elG5 . kzf; g -Administration_ zAb NoflGg efiissf] Administare jf6 cfPsf] xf] . h ; sf]cy{hgtfsf] ; jf ug{ hgtfsf]x]lj rf/ ug{xf] . ; fdfGtof ; fj hlgS kzf; g dh'ssf] ; ljwfg / lglb{6 sfGgn]dfubzG ub5 . ; fy}dh'ssf]zf; g ; -rfng ug] ; zOm dflMod kzf; g xf] . nf\$tfllGqs zf; g Joj :yf ePsf dh'sx?df hgrfxg cg?ksf ljleGf Pq, glltx? lgjfrt ; /sf/n]lgdf0f{ub5 . It Pq lgodsf]sf0f]ogsf nflu ; fj hlgS kzf; goGqsf]lgdf0f{ePsf] xG5 . zf; g ; -rfng ; /sf/ / kzf; goGqsf] ; fdLxs kpf; jf6 xg]ub5 .

dh'ssf]zf; g Joj :yf ; -rfng, Joj :yfkG tyf /fhosf]tkmf6 cfdgful/sx? ; dlk kjfx ul/g] ; fj hlgS ; jf , ; ljwfx?df ; j{fwf/Of gful/sx?sf] ; /n, ; xh, ; Ddfg Pj +, dfg tj/n] ; j]df kx]r jf k]t]glw]j ; lglZrtf sfod ul/ ; zf; gsf]k]lofelt ug]lgsfo, ; #yf, :yfOl ; eGqsf] ?kdf :yflkt lgsfo ; fj hlgS kzf; g xf] . ; fy} ; do ; dodf xg]u/\$f /fhg]ts kl/jtGaf6 ;]ht Pq, gllt, lgod, offhg tyf sf0mdx?sf] v'fsf lgdf0f ug] kzf; g xf] . /fhg]ts t'xaf6 kfl/t Pq, lgodx?sf]kfej sf/L sf0f]og ul/ /fhosf]tkmf6 cfdgful/sx?nf0{ ; jf kjfx ug]kzf; g xf] . ; fj hlgS kzf; gnf0{kf/bzl{ hjfkb}l / kfej sf/L agfpg u7g ePsf ; ldltx? h :t} kzf; g ; wf/ cf0f]ux?, sf0fnx? tyf ; Djlgw cG0 ; ldltx?af/f cfjZos cllwog kl5 lj]w ; enj tyf l ; knf/ ; x? k]kt ul/ ; jf kjfx ug]lgsfo g} ; fj hlgS kzf; g xf] . /fhosf]cfbz{fnf0{Jojxf/df ?kGt/Of ug] ; fdflhs k}spf g} ; fj hlgS kzf; g xf] . o ; n] /fhosf]rl/q lgdf0f, hgtfsf]OR5f / cfjZoQmfx? kl/klt{/ ; Eotf Pj + ; #s]tsf] lj sf; df of]ubfg kofp5 . ; g!(^) sf]bzs b}l k/Dk/fut ; fj hlgS kzf; g kl/jtG ; Djlgw g0f sf0f]l / cjwf/Offx? lj sl ; t ePsf] 5 . b}zsf] /fhg]ts, cfly\$, ; fdflhs kl/jtG ; # ; #} ; fj hlgS kzf; gsf] sfo{lf0df klG ; dofgsh Jofks kl/jtG ePsf] 5 . gkfnf k]hftGqsf] :yfkG xg' eGbf cuf8l gkfnf] ; fj hlgS kzf; g /fhg]ts x :tlfkjf6 cnu /xg ; s\$]lyPg . /off zf; gsf n ; dd b/jfl/o if80Gqsf]l ; sf/ eof]/ ; fj hlgS kzf; gdf /off kl/jf/sf ; b:ox? / Itgsf ; dy\$ x?sf nflu dfq hflu/ vfg] etl{ s]b] agf0Psf] lyof] . /fhfx?n] kb khglnf0{kzf; slo cgzf; g sfod ug] dflMod jgP . k-rfotsfnlg kzf; g zf; g Joj :yf l6sfpsf] dflMod aGof] . /fhf / /offx?sf] x}sdL cfb}z}kfnGf gug]sd{f/Lnf0{

kba6 avf{t ul/GYof} . klxnf] k6s lj ÷ ÷@)!# ; fndf lghfdtl ; jf Pgsf] thdf ePkI5
 gkfnstf] ; fj hlgS kzf; gsf] lqdf slds ?kdf ; wf/ tkmsf]af6f]lnb}cfPsf]kf05 . axblno
 loj:yf ePkI5 sdff/LtGqsf]nfstGqLs/Of eof]/ To; kl5 ; fj hlgS kzf; gnf0{; do ; fk]f
 agfpg ; do ; dodf kzf; g ; wf/ sfobnx? u7g xb}hfg]/ pQm sfobnx?n]kzf; g ; wf/sf
 lj]w ; emj kZ u/] ; u} ; fj hlgS kzf; gdf gjlgtd cjwf/Ofsf]lj sf; xb}cfkngf]lhDd]f/L
 / pQ/bfloTj jxg ubf; ; Zf; gdVL] ; fj hlgS kzf; g lasf; xb}cfPsf]5 .

सार्वजनिक प्रशासनको महत्व

- != dh'ssf] ; awf]lgs nstGqsf]cjwf/Ofnf0{cfd; ft u/]sf] ; Gbedf nstGqsf nfex? cfd
 hgtf ; dl/ ; /n, ; xh / ; dfg tj/n]lj t/Of ug{.
- @= ; jf ; +rfng / loj:yfkg4f/f glt lgdf / df]bf sfgöx?sf]kfej sf/L sfob]og ug{.
- #= ; lawfgn]cfd; ft u/]sf] ; 3, kbZ / :yfglo tx larsf] ; DaGw ; xsf/Ltf ; ; xcl:tj /
 ; dg]o sf]l; 4fGtdf /lx ; Zf; g d]l sfo{ ; #s]tsf]lj sf; ug{.
- \$= ; fj hlgS ; f] ; fwgx?sf]hj kmb]xtf / lhDd]f/lk] \$ kl/rfng ul/ ; jf kjfxdf gful/sx?sf]
 cykOf{; xeflutf u/f0{hg; fwf/Ofsf]hghljg ; /n, ; xh agfpg / pGgtl / ; d]4 kft
 ug{.
- %= hgtfnf0{uOf:tl/o ; jf kPfg ul/ dh'ssf] cfly\$, ; fdlhs / bluf] lj sf; nf0{kj 4g
 ug} .
- ^= ; jdf cfd gful/ssf dg]n pRr agf0 ; /sf/sf sfo{?nf0{kfej sf/L ?kdf ; DkGg ul/
 ; Zf; g sfod ug{.
- &= ; /sf/ / hgtfsf] ; DjGw :yflkt ; j]sf]?kdf
- *= ; j]sf]klxrfg, kxh / k]tlglw] sfod ul/ /fHo loj:ydf ; j]sf] ; dfg lx: ; hf/L ; lgl:rt
 ug{.
- (= ; jf kPfxsf dflodaf6 hg; Dks{ :yfkf, /fHosf] pQ/bfloTj jxg tyf gful/ssf]
 cfjZoQmx?sf] ; Ddfg / ; jdf kl/dfhg ug{.
- !)= ; /sf/sf]laZj ; glotf, awf]lgstf sfod ug{/ hgtfsf] ; fj efd; Of ; AfOf ug{.
- !!= zft, ; d]4, pGgt, loj]l:yt Pj+; dtfdhs /fHo loj:y :yfkf ug{.

विकास निर्माण:

lj sf; f]ds sbfsnfksf] pGgt, k]lt, kl/dfOf]ds tyf uOf]ds j]4 Pj+; sf/f]ds
 kl/jtGnf0{lj sf; elg5 . ; fy}bZsf]cfly\$, ; fdlhs, /fhg]ts, ; #s]ts, ; fu7lgs tyf
 loj:yfkslo klf nufot ; du]kof]/Oflo klfx?df xg]Ps ; fy ; sf/f]ds kl/jtG g]lj sf;
 xf]. lasf; jxcfodls, axklifo, xpb2Zlo cjwf/Of xf]. of]jtG /sf/n]lnPsf] ; d]4

gkfn ; Vl gkfnL eG]gf/fnf0{k0f{f kpfu ugI tJ klg xf]. gful/s cfdlge{ ePsf]cgelt
 klg xf]. ofhgj 4 Pj +>[vrfj 4 ?kdf ul/g]; sf/flds sfo{bzf klg xf]. ; fy}cNklj sl; t
 cj:yfj6 56sf/f kfpghf0{klg lng] ul/G5 . ljsf; ; Djlgw gjlg cjwf/Off ; gl!(\$ (df
 cd]/sfsf tIsfng /fi6klt Truman lbPsf]efif0faf6 ePsf]dflgG5 . pgn]cfkngf]efif0fdf
 clj sl; t lfdx?sf]; wf/ tyf j|4sf nflu pknAw a]flgs p6gl / cfBflus kJltx?sf]kn0bf
 lng Pp6f ; fx; l gof sfo{mddf ; jf/ xg' kb5 . hg k|ftflGqs lgZklf sf/f]f/sf]cjwf/Offdf
 cfwf/t lasf; sfo{md xf]eG]s'/fnf0{cuf8L ; f/\$f lyo . ljsf; Ps lj:t|t / jxcfofdfs
 cjwf/Off ePsf]h]ljsf; nf0{Ps bli6sf0faf6 dfq xg}{ldNbq . o; sf]kl/eflft ; fkl]fs tyf
 lfdut ?kdf ul/Psf]xG5 . ljsf; n]; fdlhs, cfly\$, /fhg]ts, kof{/Oflo, j]flgs, dfg]o,
 ; f:s|ts nufot gful/ssf]; jf{Lof hljg ; u ; Djlgwt ; DkOf{cfofdnf0{; d6\$]xG5 . ljsf;
 gjlgtf tkm{p6dv xg' xf]. ljsf; n]clj sl; t lfdaf6 ljsl; t lfd tkm\$]af6f/Rg' xf]. ; fy}
 oyfl:yldf xg]; sf/flds kl/j t6 g}ljsf; xf]. cfly\$ bl:6sf0faf6 ljsf; nf0{xhf{bzf]sh
 ufx:y ptkfbgdf ePsf]j9fQ/L Pj +k|tJolQm cfodf ePsf]j|4 g}ljsf; xf]eG]df6otf cfly\$
 ljsf; n]/Vb5 . To:t}; fdlhs lfdf ePsf]kl/j t6 ; dfgtf ; fdlhs Gofosf]; lglZrttf
 l; dfGts[t juhf0{; zIQms/Of ugI; eG ; fdlhs ljsf; n]/Vb5 . To:t}/fhlg]ts :yflotj,
 k|ftflGqs dNodfGofsf]cgZ/Of, sfggl zf; gsf]; lglZrttf, hg; xeflutf, kf/blztf, kOf{k|j
 :jt6qtf h:tf klfsf]; lglZrttf xg' /fhg]ts ljsf; xf]. hljs Pj +kof{/Oflo ; Gthg, lbuf]
 ljsf; , kfs]ts ; Dkbfx?sf]; AfOf / ; j+4G kof{/Oflo ljsf; xf]. To:t}bzf]sh ; du]efu]ns
 lfdf ; Gtlnt tj/af6 ; 8s, laBt, oftfofsf ljleG pks/Of, ; #/ klj lw ; fy}ef]ts
 kJfxf/x?sf]ljsf; tyf lgdfef ef]ts ljsf; xf]. ; gl! (*) sf]bzsd fcfPsf]ljZjJoflks/Of
 / cfly\$ pbf/ls/Ofsf]nx/ ; u+; u}ljsf; df gofkg k|t eof]. To:t}; gl@)) sf]; x; flAb
 ljsf; nlox? tyf ; gl@))@ df ; DkG lbuf]ljsf; ; Djlgw ljZj ; Ddhg h:tf cGt/fli66
 kxnx?n]klg ljsf; df gof df\$fln6L cgZ/Of ePsf]kf0G5 . gkfn]sf]; Gbedf klg lj = #)!#
 ; fndf kyd k-rjlif6 ofhgfsf]th\$ / To; sf]sfo{og ; u}ljsf; k|spfnf0{lg]Zrt dfkb08
 jgf0{ofhgfa4 Pj +qmds ?kdf cuf8L a9fpb}bzf]sh pknAw ; f] ; fwgx?sf]pRrtd kpfu
 ul/ bznf0{ljsf; sf]uf]b]df 8f]ofpg]; f] ; lxt ofhgfa4 ljsf; n]lg/Gt/tf kfpb}cfPsf]
 5 . gkfn]sf]ofhgfa4 ljsf; n]ljz]f u/] ptkfbg tyf /fhuf/L a9fpg] cfly\$ j|4 ugI
 s]if, pBfu, ko6g, hn; f] lfd]ljsf; ugIoftfoft, ; -rf/, lzlf nufotsf lfdf kJfxf/
 lgdfef ugI cfwf/e't cfjZoQm kl/klt{ugI jftfj/Of ; AfOf ugI lbuf]ljsf; , ul/al Gofgs/Of
 ugIh:tf pZ]o ln0{sfo{msx?, ofhgfx? ; #fng ub]cfPsf]5 . ljsf; ofhgfn]dh'ssf]
 ; dli6ut ljsf; df ck]lft pknAw xfl; n ug{ ; s\$]5q . tfklg cfly\$, ; fdlhs kJfxf/
 lgdfef, ul/jL lgj/Of tyf dfgj ; rsdf eg]sxl xb; Dd ; wf/ ePsf]kf0G5 . dh'ssf]ljsf; sf
 nflu ; #fng ul/g]ofhgfsf]; kmntsf]nflu b9 /fhg]ts k|ta4tf, dh'ssf]ljsf; sf]:ki6
 b/bli6 ; lfd kzf; g, Joj:yfkg ; sb lglh lfd, ; sb Jofks hg; xeflutf, ljsf; sf]pkoQm

k|j|w / d|s| hsf] rog tyf ; sf/flds ; fdlhs dNo ; #s|tsf] cfjZostf kb5 . dhssf] lj sf; ; /sf/sf]PSnf]kpf; n]dfq ; Dej 5g . h; sf]nflu ; /sf/, lghl lfq, ; yfglo lgsfo, u}; /sf/l ; #yf, gful/s ; dfh / ; DkOf{hgtfsf]; xeflutf / ; xsfo{sf nflu pkoOm jftfj/Of ckl/xfo{/xG5 . ; fy}lj sf; dfkgsf ; rsx? b}fo adf]hd 5g .

sh ufx:y pTkfbg, sh /fli6o cfo, k|tJoOm cfodf xg]j|4,
s|ifsf]cfwlg]ss/Of, Jofj ; flos/Of
cfB]lus lfq]sf]lj :tf/ / pRr pTkfbg
b}df pknAw ; f] ; fwgsf] pRrtd kpf]u
/fhg]ts b} zlOm ; lfd k}zf; g / hg; xeflutf
/fhg]ts :yf]oTj, OdfGbf]tf Pj +/fhg]ts ; #sf/sf]lj sf;
; dtfdhs ; dfh lgdfOf, ; fdlhs Gof / dfga clwsf/
ul/jl lgjf/Of / /f]huf/Lsf kpfkt cj ; /sf]; hg
k}f]w/ lj sf; / Jojl:yt zx/ls/Of
dfgj r]gfsf]:t/df j|4 .

निष्कर्ष :

lj sf; lgdfOf ; /sf/sf]klxnf]kfyldstfsf]lfq x]. lj sf; flds sbfsnfkx?sf]; -rfng ug]cleef/f ; fj]h]gs k}zf; gsf]xG5 . ; fj]h]gs k}zf; g leq /fhgllt / k}zf; g b]}c}sf] ; dw/ ; DjGwn] ; 3lotfsf]dd{/ efjgf cg?k lj sf; sf]ult cuf8l j9fpg ; lsG5 . txut ; /sf/sf]lj r ; dG]o, ; xsfo{tyf ; xcl:t]j sf]l; 2ft cg?k lj sf; lgdfOfsf]ultzntfsf nflu ; fj]h]gs k}zf; gn]dx]j kOf{eldsf v]lg5 . o; }f6 g}; /sf/sf]; f] ; d} g]kn ; vl g]knln] ; fy}tf kfO{/f]huf/Lsf cj ; / ; hg ug]b]yl ul/jl lgjf/Of ; d} xg]ck]ff ug{ ; lsG5 .

सन्दर्भ सामाग्री :

; fj]h]gs k}zf; g M 8f=j|4k; fb e08f/l
k}zf; gsf s/f M k}f=8f-eldb] eS
; fj]h]gs k}zf; gsf lj|jw cfodx? M gj/fh ltj f/l

सूचना प्रतिधि र विकास

- कमल घिमिरे

ना.सु.

बैदेशिक रोजगार विभाग

kl5Nnf] b0{ bzssf] cGt/fnnf0{ xg] xf] eg] ; *gf klj lwsf] lj sf; / lj :tf/n] l; a]uf] ljZj nf0{ ; fB/f] dfq} agfPsf] 5g . dh'ssf] cfBfl]us/0fb]lv lzlf, :jf:Yo, slif, ko6g nufot cfly\$ a]4sf ; *snf0{g}bl/nf]/ lj sl; t tNofPsf] 5 . g]kfnf; ; *gf, ; -rf/ tyf klj lwdf ePsf] Jofks kl/j tGn] w]} g]kfnlsf] cfly\$ nufot blgs hljgnf0{ sfofkn6 u/f0lbPsf] 5 . dflg; n] km] knf0{ ; bkof]v dfq u/xf] 5g) cfkng] z]lfs ; fdu] agfPsf 5g, dfaf0n, 066/g6 clg k'} ; -hfnnf0{ . a]s^a sf/faf/sf nflu 306f] a]sdf nf0g a:g] / 6f\$g lng] h:tf enem6 clxn] xdf cfaf / s]k0b/sf dfp; df Toj]klg 306f]lv ldg6 / ; \$08df u0fgf xg yfn\$] 5 . bZlj bZdf s/f ug{xftxtdf dfaf0n / 066/g\$] zhetfn] s/f ug\$; fy} ljZjdf xg] va/nf0{ t]sfn] Nof0lbG5g . km]f] lvRg] ult ; Gg] lei8of] xg] /]8of] ; Gg] v]h v]lgh: tf axpkof]v ; fdu] / 7hf] ; fyl ag\$] dfaf0ndfkm] goff kl/j tGn] af6] b]vfpb} cfknt / 0i6ldqs] ; DaGwnf0{ a9fof] ljZj ; dfh; fu gftf hf]8lbPsf] 5 . dlxgf] lbg nufP/ k/bZdf kl/jf/ jf cfkntnf0{lr7L k7fPk15 k]oQ/ kfgp dlxgf] lbg]sf] k]tlff ug]k]s/f ufdlOf e]df cfh o:tf oyfy{b]tultdf 0ltxf; alg/x\$] 5g .

lj 1fg / klj lwsf] df]lodaf6 cfh ljZjdf 6f9f-6f9f 5l/P/ /x\$] /fhox; klg glhs xg kl\$] 5g . ; *gfsf] df]lod /]8of] 6lel= / kqklqs] 6]nkrf] , 066/g6 cflbaf6 xfdl sf]fd} a;] ; #f/sf ultljw cjut ug{ ; S5f} . df6/ , xj0hxhf cflbaf6 xfdl Ps 7fpaf6 csf] 7fpdf 5f6] ; dodf klg ; Sb5f} . ljleG lsl; dsf ; *gf df]lodaf6 xfdl /fli6o / cGt/fli6o ultljwl; t ; DalGwt /x\$] 5f} ; *gf eGgn]efiff, xpefp, 0; f/f, lrq1fg, tyof^a, /E, gS; f / lqmf]snfk cflb ljleG df]lodaf6 b0{JolQm jf ; dxalr ul/g] ; *gf / hfgsf/lnf0{hgfp5 . n]ys, x]f0 :kz ; \$] rf6{/ 8foufd cflbaf6 klg ; *gfsf]kljfx xg]ub5 . aenfpG v]lgh] /fd/L aenfpG' / a%gkgh] a%gdf ; *gfsf]wf/0ff c8\$] 5 . ; -rf/ Ps JolQmaf6 csf]JolQmf ; *gf tyf 1fg k%ofpg]k]qmf xf] . ; fdf6otof ; *gf klj lw eGgn]s]k0b/ , ; 'd, ljB'tlo 066 b' ; -rf/sf]Pslst klj lwnf0{ aenfp5 .

ljZj kl/bZ0 lgs}pT; fxhgs bl]vPsf] ; *gf klj lwsf] lj sf; nf0{ ; xl / axhglxtsf/L pkof]v ug] k]r/ ; Defjgf 5 . g]kfnf o; sf] pkof]v]sf] ; jfnf ; *gf klj lwsf] ljZj Jofkl jftfj/0f / l5d\$] bZx;df ePsf]lj sf; n]ubf{ ; -rf/ / ; #bdf ePsf]c]tolws a]4 / To; sf] km: j; k pks/0f / klj lwsf] km 6f]pbf] ahf/ , gjwgf9o / lzllft ju\$]f/f o; sf] a9bf] pkof]v tyf pT; fxl o]f]ju\$]f]kpf; n]ubf{xfdl sx]f o; sf] kpf]v al9/x\$] 5 . bZ / ; dfhsf] cfly\$ tyf ; fdlhs lj sf; sf nflu of]hgfa4 9En]o; sf]lj sf; ug{afsl g}5 .

klxn] dflg; x; 7hf 7hf pBf] cf0lbP xGyof] 7hf Joj; fo ; -rfng e0lbP xGyof] eGg] rfxgf /Vby]. t/, clxn]dflg; sf]Tof]; f]df kl/j tG cfPsf]5 . clxn]dflg; df n3' ljQ, n3' a\$ / n3' pBf]h:tf cjwf/Offsf]lj sf; ePsf]5 . o; sf]kpv sf/Of 5l/P/ /x\$]; fgf; fgf] khl / af]4s lfdtnf0{Ps}7pbf Nof{7hf]agfpg]/ To; nf0{hxrf cfjZostf 5, Toxf cflklt{ ug]xf]. o:tf]sdfnf0{; xh tl/sfn]k'f ug{; 'rgf klj lwn]lgs}; 3fPsf]5 .

j :t' sxf ptkfbg xG5, To; sf]dfu sxf e0/x\$]5 / Tof]j :t'sf]cflklt{sxf / s; /l ug{ ; lsG5 eGg h:tf s'/fsf]; lhn}hfgsf/l lng klg ; 'rgf klj lwn]d2t k'ofp5 . dfg]lo uNtl jf sdlsdhf]l kQf nufpg]/ To; nf0{sfg]l sf/afxl ug]dfq xfQg, j :t'sf]dfu / cflklt{nf0{ ; xl 9Eaf6 kl/rfng u/] cufl8 a9fpg]s'/fdf klg ; 'rgf klj lwsf]7hf]dx]j /x\$]5 . xfdln] kl/sNkgf u/\$]; dfhjbsf nflu klg ; 'rgfklj lw klxn]v18'snf]ag\$]5 .

g]fn s]lflk]wfg bZ xf]. clxn]ljZj df g}s]l]fsf]ptkfbg 36b}u0/x\$]c]j:yf 5 . Psftkm{ h]lufsf]dNodf lbgk]tlbg a]4 ePsf]5 eg]csf]km{s]l] ptkfbgdf sdl cf0/x\$]5 . dlwkJ]l{ tyf vf8l dh'sdf s]l] ptkfbg lgs}sd xG5 . xfdl g]knsf]lrtjgdf ptkfbg ePsf]t/sf/l Ps lbgd}tl dh'sdf k'ofpg ; S5f}. Tof]sdf tl dh'saf6 km]g u/\$] e/df ; Dej xbg . To; sf nflu ; 'rgf klj lwsf]lj sf; xg' cfjZos 5 .

ol pbfx/Of k;t' ug\$]sf/Of s]xf]eg]casf]ljZj ahf/df ; 'rgfklj lwn]g}/fhdfu\$]sf] sfd u/\$]5 . ljZj sf]sg 7pbf sg j :t'sf]dfu 5 / To; sf]cflklt{s; /l ug{; lsG5 eGg] s'/f yxf kfpd klg ; 'rgfklj lwn]; xof] kbfp5 . ; 'rgfklj lwsf]lj sf; n]dhs dfq xfQg, ljZj cy{Gqnf0{g}goff lbfz k]pfg u/\$]5 .

; 'rgf klj lwsf]lj sf; n]xnf rf]km{; kdf km8sf]df/\$]5 . s]l jif{cufl8; d; 'rgf klj lwsf af/]f; fdfG hfgsf/l gxg]n]; d] o; klj lwsf]plrt kpf] ug{yfn\$]5gl . dfg] lj sf; / bZsf]; jf]lOf lj sf; sf nflu ; 'rgf tyf ; -rf/ klj lwsf]kxlrn]7hf]cy{/Vb5 . klj lw / To; af6 k]kt xg ; Sg]; j]fx]df kxlr xg]JolQm / /fi6n]lj sf; sf ; 'sfx]df 7hf pkn]w]x; xfl; n u/\$]5gl . klj lw / ; j]df kxlr gePsf / sd kxlr ePsf JolQm tyf /fi6x; lj sf; sf b]i6sf]fn]lgs}k5f8 k/\$]5gl .

g]kndf 0G6/gb kpf]stf{Ps s/fB ^% nfv xf/fx]/ldf ku\$]5gl . of]g]knsf]sh hg; Vofsf]sl/a %%=% k]tzt xf]. kl5Nnf]; do klj lwdf cfPsf]lj sf; / ; fdf]hs ; -hfnn] 0G6/gb; u dflg; nf0{hf]g]sfd u/\$]5 . To; h]cfh ljZj sf]sh hg; Vofsf]sl/a %!@ k]tzt 0G6/gbdf hf]8Psf 5gl .

0G6/g] gn 6]ns]olgs] g olgog -cf06]o_n]ljZj sf]sh hg; Vofsf]sl/a %!@ k]tzt 0G6/gb kxlr ku\$]5 tyofs ; j]h]lgs u'of]. pQm tyof^hsf0{cyz]q]x;n]; dfhnf0{yk ; dfjZl agfpg Pp6f dx]j kOf{pkn]w ePsf]pNn]v u/\$]lyP . Toxl cjwf/Offn]g}ljZj df 0G6/gb]sf]kxlr a9/x\$]5 .

cleJolQm :j tGqtf / ; 'rgfsf]xs dflg; sf o:tf dfl]ns clwsf/ xg]h; sf]cefjdf g t

dflg; sf]JolQm]n]k0f{f kfp5, g dfgj ; dfhsf]lj sf; xG5 . g t dfgj ; Eotfsf]; jf]s]6
 pkn]lwsf ;kdf /x\$]nf\$tlGqs Joj:yf g}rNg ; S5 . ol xsx;sf]pkof] tyf sfof]ogsf
 nflu ; Rgf / ; ~rf/sf dflod / klj]lwx;sf] cfjZostf xG5 . ; Rgf / ; ~rf/sf dflod /
 klj]lwx;sf] hlt w}]lj sf; xG5, cleJolQm / ; Rgfsf]xssf]pkof] klg Tolt g}; xh, ; /n
 / Jofks xG5 .

dflg; n]nVg hfg]k]5 cleJolQm ug] / ; Rgf kfp] lfg]df 7hf] km8sf] df/\$]f] lyof] eg]
 5fkfvf]gfsf]cf]j isf/ ePk]5 ; Rgf / 1fgsf]lj :tf/sf ; fy}cleJolQm :j tGqtdf klg P]t]xf] ; s
 kl/j tG z; ePsf]lyof] . /]8of]t/Ésf]cf]j isf/, To; kl5 6]lnk]g, /]8of]k; f/Of / 6]lnleh
 k; f/Ofn] dfgj ; dfh, /fhgllts Joj:yf / ; f:s]ts tyf cfly\$ 9frdf g}7hf]kl/j tG]sf]
 z?cft eof] . clxn]cfP/ l8lh6n klj]lwsf]lj sf; n]ubf{; Rgf tyf ; ~rf/ klj]lwn] dfgj
 ; dfhsf]; a}ult]lwdf cetk] { csNkglo / olf]tsf/L kl/j tG Nofpb}5 .

clxn]; a}Gbf w}]hg; Dks{rflxg]lgsfox; ; /sf/L, u}; /sf/L ; :yfx; hgtfsf]; j]df
 sfd ul//x\$]f ; j]h]lgs lgsfox; , pBf] tyf Jofk/hu, lzlf, :j:Yo, koG 0Toflb sg}klg
 lfg ; Rgf tyf ; ~rf/ klj]lwsf]pkof]ljgf sfd ug{; Qm] .

cf]d; ~rf/sf] lfg]df klg clxn]kqklqsfx; sfuheGbf 006/gb / af]Aof08dfk] Jofks
 lfg / kf7s; Dd klu/x\$]f 5gl . /]8of] / 6]lnlehgx; klg /]8of]t/Éaf6 eGbf 006/gb /
 af]Aof08dfk] Jofks / ljZjJofkl bz\$ / >f]f; Dd klu/x\$]f 5gl . jf:tjdf 006/gb]sfuhsf]
 ckl/xfo{f, rsf]dNo / jftfj/Of ljgfznf0{lj :tf/}k]t:yfkg ub]5 . o:t}u/L ; lldt /]8of]
 t/Ésf]; lldt lfdt / aflotfnf0{klg 006/gb]lj :yflkt ub]5 . km:]k sfuh, 5fkfvfgf
 / /]8of]t/É agb eP klg cvaf/, /]8of]/ 6]lnlehg .; f0a/:k] ldf lgaf] ;kdf rNg ; S5gl .

csf]t/ df]fOn km]gsf lj]w / csNkglo pkof]un]ubf{cfly\$ sf/f]f/b]v lnP/ Od]h /
 006/gb]h:tf ; j]f klg df]fOn km]gn]lbg yfn\$]5 . df]fOn km]gn]cvaf/, /]8of] 6]lnleh
 / 006/gb klg ; ~rfng u/] JolQmut / cf]d; ~rf/sf ; a}Gbf zl3] ; :tf] / ; lhnf]dflodnf0{
 lj kG hgtfsf] xftxtdf k}of0/x\$]f]5 . ca ; Rgf / 1fgsf kf7o, nV, >Jo, >JobZ
 cflb sg}klg ;kdf /x\$]f ; fdu]nf0{.l8lh6f0h] u/] j] ; f06df /Vg / 006/gbdfk] ljZjel/
 km]h]fpg ; lsg5 . 006/gb / s]k]b/ rnfpg hfg]hf] s]h]cfk]g]lj rf/, ; Rgf / 1fgsf sg}
 klg ljifoj:t' tyf ; fdu] sg}klg ;kdf rfx\$]f]ah]df ljZjel/ lkm]h]fpg ; S5gl . 006/gb]h:tf]
 ; lhnf] l56f] pb/ / nf\$tlGqs dflod / klj]lw dfgj ; dfhn]klxn]k6s pkof] ul//x\$]f]5 .

विकाससँगै विकृति पनि

006/gb]sf]lj]zi6 uOfn]ubf{o; sf kpf]ustf{/ pker]mf]k] klg c; lldt / lj]w tyf
 lj]l]rq rl/qs]f 5gl . cft°sf/L, x]of/f, of]ck/fw]b]v ; a\$]f]lxt rfxg]k/f]k]sf/Lx;n]006/
 gb]sf]Jofks kpf] ul//x\$]f 5gl . kpf]ustf\$]f]lj]wtf / kpf]sf j]w, cj]w, dfgjLo / cdfgjLo
 pZ]on]ubf{clxn]006/gb lj]fbdf klg km]b}uPsf]5 .

gkfnst] ; fdlhs cfly\$?kft/0fdf o; nf0{kofit dfqdf pkofu ug{ ; lPsf] 5g .
 ; Rgf ; -rf/ klj lwsf]Jofks pkofusf]dfu{k} : t u/L o; af6 ; lht nfex?nf0{ljsf; klqmfdf
 cem kfej sf/L ?kdf ; dflxt ug{ cfjZos 5 . o; sf nflu ljBt\ tyf pnhf\$] clgoldt
 pknAwtf / a9bf]pnhf{; s6nf0{lgo6q0f ug] o; lfd] /fHon]pRr kfyldstf lbg\$; fy}
 /fHo afx\$sf lfdx?sf] nufgl a9fpg kf]; flxt ug{ cfjZos 5 . o; u/L ; Rgf klj lwh6
 ck/fwx?sf]lgo6q0fsf nflu dhat sfggl / ; :yfut k6w; lxt b?kofu / o; sf gsf/flDs
 klfx?sf] 6gls/0fsf nflu kfej sf/L lgodg Joj:yf sfod ug] o; ; Da4 ; fwg?nf0{
 ljnfl; tfsf ; fwgsf ?kdf lng]gkfnl dfgl; stdf kl/jt6 Nofpg klg plQs}cfjZos 5 .
 ; Rgf ; -rf/ klj lw ; Da4 k]fxf/x?sf]kofit Joj:yf ug] / ePsf k]fxf/x?sf] dd\$; Def/
 ; Af0f / clwstd pkofudf hf\$ lbg] ; Rgf ; -rf/ klj lwsf lfd] cfjZos kg]u0f:t/lo /
 blf hgziQm pTkfbgsf nflu o; ; Da6wL kfj lws lzlfdf hf\$ lbg]/ bZsf]lj sf; sf kfyldstf
 kft lfdx?df o; nf0{hf\$g cfjZos 5 .

Psflt/ olt w}krf0bf xb}ubf{sDko6/, 066/g6, km] aS, 6jl6/h:tf ; fdlhs ; -hndf
 ul/g]unt kpfusf]qmd rlnP/ hg-hljg si6s/ / qf; blk0f{ag\$]5 . lj bZl cfk/flws
 ; dxdfq ge0{sxl gkfnl klg ; f0a/ ck/fwh:tf]sS[osf]hfnfd] km] \$f va/ ; -rf/dfloddf
 cf0/x\$ 5gl . lj 1fgn]km8sf]dfb}ubf{rf]L klg j}flgs tl/sfaf6 xg]8/ a9\$]s/fn]w}
 gkfnl dg qf; t 5 . cfzfltt j}flgs p6gt xg'cfk]uf uf]j sf]lj ifo xf]tyflk o; s}bZkofu
 xbf JolQm dfq xf0g l; E]bZn]cy\$6qs]7hf b36gfnf0{em]gkbf]/x\$. sltkonf0{t yxf
 geP/}Vofn 7\$fn]o:tf h36o ck/fwsf]kf; fd] km] fpg g; Snf klg e6g ; l6g t; y{o; df
 hgr]gf / ; r]gf t xg]5{.

; Rgf klj lwnf0{cfwf/ agfP/ jf csf\$] sDko6/nf0{nlo agf0{sfggn]lgifw u/\$f]
 lqmfnsfk ug]hf0{; f0a/ ck/fw elg65 . ljBtlo ; Argaf6 j}flgs ; -hfnleq xg]u/\$f
 ck/fw cyf\$; Rgf klj lwnf0{bZkofu u/L cZnf0{xflg gf\$; fgl k?ofpg]; a}vfnsf sfohf0{
 ; f0a/ ck/fw dflg65 . 066/g6 / PS; fg6 u hf\$]; f0a/ ck/fwnf0{cfwlgS pks/; u gfd
 h/fOP klg cflv/ ck/fw ck/fw}xbf]x\$. 066/g6; u hf]8P/ ug]cfj-5glo sfo{o; df kg]
 xgh]o; df ; mlg JolQm sDko6/ tyf 066/g6h:tf cIofwlgS tyf ofl6qs pks/0fdf kfQm
 a6g]g]eP . s; \$]JolQmut cj:yf; ; fdlhs xflg tyf glts cfr/0fdf ul/g]kxf/sf lj ifo
 o; df ; dl665gl . xfn gkfnf P46Pd sf86 k}f rf]L ePsf ; jhdgzln lj ifon]rrf{kf0/xbf
 ; r] xgkg]; Nnfx / ; em]nf0{lnP/ ; -rf/dflod ; lqmo 5gl eg]kx/L ; E7g o:tf lu/fx]sf]
 vflhl sfof plQs}nfluk/\$]5 . P46Pd sf8]dflg; nf0{gub /sd af\$] lx8bf x/fpg]
 rf]L xg]8/af6 6f9f /fVg]dfq ge0{hg; s}a]hf cfk]gf]vftdf ePsf]a}sf]ljBtlo dl]; g jf
 P46Pd ayaf6 k}f lgsfNg ; xh agf0lbPsf]x65 . t/ cfh ; ljwf g}; °6sf]bfo/fdf klbf
 hgdfq; nf0{eoelt agf0lbPsf]5 . lj bZl lu/fx] dfq ge0{gkfnl ; d] csf\$]P46Pdaf6
 cglwst ; kaf6 k}f rf]u/\$]s/fn]gkfnl hgtfdf Ps lx; fan]qf; tyf pQm dl]; gk]tsf]

cljZjf; pTkGg xg' : jfelfj s}xf].

dxfgu/lo kx/L ck/fw dxzfvfsf cg' f/ bfla/efbf a9L ; f0a/ ck/fw ug{sf] ; Vof a9\$] kf0g' rgrf]lsf] s'/f xf] . dxzfvfsf cg' f/ nueu () kltzt ck/fw km] asaf6 xg] u/\$f] kf0P; u} ; f0a/ ck/fwdf P46Pdaf6 k}f rrl, ajs^a cgnf0g, rnlrq kltlnk, j# ; f06 Xofs, s#lsf gfddf cf08L agfP/ k}f dflg] u/\$f] h:tf blgs ; ftblv bzj6f sll; t 36gf kf0Psf]alen65 . o; df kx/L cg' Gwfg Ao/fh]yfn\$]cg' Gwfg k|z+glo cjZo 5 oBlk Pstf / ; xsfof ; a\$] ; r]gf g}o:tf ; d:of ; dfwfg ug{dh klf agnfg\ .

; g!*) df klf; af6 ; f0a/ ck/fw hGd\$]kf0G5 . klf; sf sk8f agfpg] sf/vfgsf dflns hf] km d]L h\$]f8f] : jrfnt sDko6/ dl; g agfPsf]Toxfsf sdbf/n] xftdv hf] af6] uDg] eof] eGg] 8/n] ; f] pBf]sf] ; Argfnf0{ Wj : t agfpg] sfo{ u/\$f] 36gf g}o; sf] ; ?jtsf]lsQdf ; /lft a6of] . ; Rgf kljwsf]b;kofu a9bf ; dfh / dfgj lgod / ; Argfsf kvf 9Ng yln; s\$] 5g\ . dfgj tf dSsf0/x\$}5 . lj; Eln]/fHo g}k|t8gdf kg{ S5, ctM o; df Wofg nuP/ ; r]gfsf]dfu{/f]g' ; a\$]lxtdf gxfhf .

dfaf0n, sDko6/, Nofk6k, 6bfa cflb j]flgs pks/Ofsf dflodaf6 kpfu xg] ; dflhs ; -hndf rl/q xTofsf 36gf a9g'sf]sf/Of c; r]gf xf] . cghfg JolQmf0{ ; fyl agfpg] c; n] /fv\$ t:jL/ , ljrf/ , jf lel8of]nf0{ nf0s ug] ; f/ ug] ug{ klg hf]vd agb}u0/x\$] a%g ; lsG5 . unt Odh vfh] wDsl lbg] ufnl unfh ug] unt ; GbZ kljfx ug] g]ts rl/q xTof ug] ufo ; Rgf tyf krf]dfu] ug{ ; a} ; f0a/ ck/fwsf ck/fwl 7x5G\ . cZnlN lel8of] csf]df k7f0lbg] ef0/ ; agfP/ c;sf]dfaf0n, sDko6/df k7f0 ; Dkof{tYof° gi6 kfl/lbg]h:tf h36o ck/fwlN] sfggsf]dfv] ; f^ahf]df aflwgkg]lgod 5 . k|talGwt nfu" kbfy{ xftxltof/ tyf ; Alft jGohGtsf]cE, 5fnfnf0{laql ug] nflu lj 1fkg ul/Psf cdfgjlo sDdn] ; f0a/ ck/fwsf]lfqnf0{Jofks agfPsf]5 . sDko6/ sfoGdsf] ; f] ; q rll/G5 . hfnl gf 5fk]sfo{ xf] \ of t gSsnl kpf0fkq agfpg]h:tf 3l0ft sfof ljB'tlo pks/Ofs}kpfu xG5 . ; dflhs b:krf/n]cfh lj 1fgsf]kult clezfk alg/x\$]5 . ctM ; j\$]7 kf0f]sf]df]g; sf]dNo : jtm lu/\$f]efg xG5 . JolQmut tyf kfl/jfl/s hljgnf0{ ; Tofg; ug{xf] \ of abnfsf]efjgf /fv] g} ; f0a/ ck/fwnf0{xltof/ agfpg]sfo{cfk]df 3fts sfo{xf] . o; df kf; jf8{ sDko6/h:tf ; f] / ; fwgnf0{ ; /lft /Vg / ; r]gf ckgfpg' al4dfg] xfhf . unt ; Rgf tyf ljrf/ ef0/n ag] u/\$f]xgn]klg ; r]gf tyf hgr]gf plQs}cfjZos blvG5 . JolQmut ; kdf dfq ge0{cfly\$, ; dflhs, kfl/jfl/s tyf l; EfbZ tyf k'f ljZjnf0{ss]osf]e8vf/df kfg] ; f0a/ ck/fwn] sll; t tyf lgl30fl lgr sfo\$] ; 4fnf0{af\$5 . o:tf ; d:ofnf0{cfdf gful/sn]Psh6 eP/ lg?T; flxt kfg] ; a\$]ana'tf kpfu xg]5{lsgeg]of]cfhsf]hNbf]Nbf]lj s/fn ; d:of xf] .

सन्दर्भ सामाग्री

; Rgf tyf ; -rf/ kljlw lgt @)&
ljB'tlo sf/f]f/ Pq tyf lgodfjnl

तथ्याङ्क मण्डारणमा संकेत नाम तथा नम्बरको प्रमाणिकताको आवश्यकता

- सुनिल कुमार के.सी.

कम्प्युटर अधिकृत,

संघीय मामिला तथा सामान्य प्रशासन मन्त्रालय

lj ÷ ≠ @)* sf] hgu0fgfsf nflu klxnf] k6s sfuhdf ePsf tYof°x₂nf0{ sDko6/sf] dfllodaf6 e08f/0f ug{ k/Dk/fsf] yfngl ePsf/ o; /L e08f/0f ul/Psf] tYof° nf0{ cfj Zostfg; f/ kzfivg u/L l56f] 5l/tf] ?kdf kl'tj'bg lgsfNg yflnb} cfPsf] xf] . o; /L gkfnfnd sDko6/sf] kpflysf] z?jft eP kZrft ljleGg ; dodf ljleGg vfnsf tYof°x₂ clen}ls/0f xb}xfn w}h; f] ; /sf/L tYof°x₂ sDko6/sf] kpflyaf6 kzfivg e0{ cfj Zostf cg?ksf ljleGg kl'tj'bgx₂ kftt ug{ul/b} cfPsf] kf065 . hgu0fgf, jflif& ah&sf ; fy ; fy}cgludg dNof&gsf nflu cfj Zos tYof°x₂ tyf blgs sfo{ ; Dkfbgsf qmddf /flvg] tYof° tyf clen} g}lsg gxf] \ ; a} tYof°x₂ sDko6/sf] kpfly u/} ljB'tlo ?kdf e08f/0f ul/g]ul/Psf] 5 . o; /L e08f/0f ul/Psf tYof°x₂ dlo} s}l ; /sf/L sfofhx₂ n] cfkmgf] j} ; f06, dfaf0n Pk jf cGo ljB'tlo pks/0fsf dfllodaf6 ; j{ fwf/0fsf hfgsf/l sf nflu ; d} ; f] hlgS ?kdf /flvg] ul/Psf] 5 .

ljleGg ; /sf/L lgsfox₂df 5l/P/ /x}f tYof°x₂sf] e08f/nf0{ Ps cfk; df cGt/ cfj 4tf sfod u/L a9L eGbf a9L ; 'rgf tyf hfgsf/L gful/sx₂ ; dlf pknAw u/fpg ljleGg j} ; f06 tyf dfaf0n Pk; sf] kpfly dfkmf ljB'tlo zf; gnf0{ clej] 4 ug{ ; /sf/ nflu/x}f] 5 . ljleGg j} ; f06 tyf dfaf0n Pk; sf] kpfly a9b} hfbf o; df Ps?ktf sfod ug{ Pj d\ lgodg ; d} ug{ ljB'tlo zf; g u} of] hgf -e-Government Master Plan_ tyf ljB'tlo ; /sf/ cGt/ cfj 4tf kpfly S{-e-Government Interoperability Framework_ ; d} sf cfwf/df gkfn ; /sf/n] ; 'rgf tyf ; -rf/ klj lw glIt, ljB'tlo sf/faf/ P} tyf lgodfjnl, ; /sf/L lgsfosf] j} ; f06 lgdfOf tyf Joj : yfkg ; DaGwl lgb]zsf, gkfn ; /sf/sf] ; 'rgf klj lw kPffnl -Joj : yfkg tyf ; -rfng_ lgb]zsf, ; /sf/L lgsfosf dfaf0n Pk; x₂sf] dfkb08 nufotsf ljleGg glIt, P} , lgodfjnl, lgb]zsf, dfkb08x₂sf] ; d} sf] Joj : yf ul/ sfoff] ogdf Nof0Psf] 5 . oBkl ljleGg lgsfodf e08f/ ul/P/ /flvPsf tYof°x₂df kpfly ul/Psf ; } gfd tyf gDa/x₂df Ps?kdf gePsf] h} o: tf tYof°x₂nf0{ Ps cfk; df cGt/ cfj 4tf u/f0{ cfj Zostf cg?ksf ljleGg ; 'rgf tyf hfgsf/L kftt ug{ ; xhtf e0{x}f] cj : yf 5} . ljleGg lgsfosf] tYof°df kpfly ePsf ljleGg lsl; dsf gfdx₂ -efly] ns gfd, lhNnfsf] gfd, kb}zsf] gfd, : yfglo txx₂sf] gfd, sfofhx₂sf] gfd cflb_ Ps} ksf/sf g/x}f] pOm gfdx₂nf0{ aemfpg kpfly ul/Psf ; } gfd tyf gDa/x₂ Ps} ksf/sf] g/x}f] Pj d\ Ppof lgsfon] kpflydf NofPsf] ljleGg kPffnldf ; d} km/s km/s ; } gfd tyf gDa/ /flvg] u/}f] kf0Psf] 5 . ljleGg kPffnldf kpfly e0{x}f] ; } gfd tyf gDa/x₂sf] dfgsls/0f gxbf tyf cfkmv; l /flvg] u/}f] ; } gfd tyf gDa/x₂sf] kpfly n] clg] fo{ ?kdf /flvgkg] tYof°x₂df ; fd-hZotf sfod xg g; Sbf gkfn ; /sf/n] lgwf] of u/}f] sltko nlox₂sf] kPult

lj j/Of ; dodf g} ; xh tl/sfaf6 kfk t ugdf ; d} sl7gf0{cf0/x\$} b]V65 . o ; n]ubf{tYodf cfwl/t /x} ugkg] sltko lgofoxi ; d} ; dodf xg g ; s\$}l:ylt ljBdfg /x\$} b]V65 .

sg} klg tYof° e08f/Of ug{k} { ; \$} nflu cfjZos kg] ; \$} gfd tyf gDa/xi sf] dfgsls/Of ug] / pQm ; \$} gfd tyf gDa/xi dfq kpf] ug{cflwsfl/s lgsfoaf6 :jLst ln0{ ; fxl adf]hd c; lgsfox;n] kpf] ug{kg] xG5 t/ gk]nsf] ; Gbedf o ; /L :jLst lnP/ kpf] ePsf] b]Vb} . s}l lgsfon] tYof° e08f/Ofsf nflu cfk]hf0{cfjZos kg] ; \$} gfd tyf gDa/xi cfk]gf] lgsfoaf6 :jLst u/f0{ nfu" u/\$} b]V65 oBkl ; a} lgsfox;n] ; d} ; fxl ; \$} gfd tyf gDa/xi kpf] ug{kg] af]Wofds Joj :yf ul/Psf] hfgsf/Ldf cfPsf] 5} . o ; ljifo hfgsf/Ldf cfPsf] xGyof] eg] hgu0fgdf kpf] ePsf] ef]f]ns gfd, lhNnsf] gfd, k}zsf] gfd, :yfglo txxi sf] gfd nufot cGo gfdnf0{hgfp g /flvg] ljleG ; \$} gfd tyf gDa/nf0{ljleG lgsfon]leG leG ?kdf kpf] u/} cfk]v' ; l ?kdf tYof° e08f/Of ug{cj :yf g} xg] lyPg . pbfx/Ofsf] nflu s]b]o tYof° ljefun] hgu0fgsf] tYof° e08f/Ofdf kpf] u/\$} lhNnsf] ; \$} gDa/ Pp6f /fv\$} kf0G5 eg] lgj ffg cfof]n] dtbftf gdfj nlsf] tYof° e08f/Ofdf kpf] u/\$} lhNnsf] ; \$} gDa/ cs} /fv\$} kf0G5 . o:t}u/L /fli6o lsfavfgfn] ljleG sfof]oxi hgfp g kpf] u/\$} ; \$} gDa/ / sd}f/L ; -rosf]f tyf gful/s nufglsf]f nufotsf lgsfox;n] ; fxl sfof]oxi hgfp g kpf]df NofPsf ; \$} gDa/xi km/s km/s ?kdf kpf] u/\$} kf0G5 . o:tf lgsfoxi sf] tYof° nf0{Ps cfk; df cGt/ cfj 4tf gul/ 5\$ 5\$} ?kdf kpf] ul/bf ; Dd t sg} ; d:of xb} t/ cGt/ cfj 4tf ubf{kfk xg] glthf eg] ; f} cg?ksf] kSs} cfpg] b]Vb} . lsgls ol lgsfox;n] kpf] u/\$} lhNnsf] ; \$} gDa/ tyf sfof]osf] ; \$} gDa/xi Pp6}ge0{km/s km/s /x\$} b]V65 . o ; n]ubf{s} klg k}6 xg hfG5 eg] Pp6f lgsfon] e08f/Of u/L csf] lgsfo; u ; feif ug{ ; lsg] tYof° xi klg k]of\$ lgsfox;n] 5\$5\$} ?kdf e08f/Of ubf{pknAw ; lldt ; f} ; fwsf] ; d} cfjZostf eGbf a9L kpf] xg uPsf] b]V65 .

प्रदेश नं १ अन्तर्गतका जिल्लाहरूको नाम	केन्द्रीय तथ्यांक विभागले प्रयोगमा ल्याएको संकेत नम्बर	निर्वाचन आयोगले प्रयोगमा ल्याएको संकेत नम्बर
tfkn]h ^a	!)!	!
; v]f; ef	!)@	%
; f]h\Da'	!)#	!!
cf]vn9Ef	!)\$!#
vf}f ^a	!)%	!@
ef]hk/	!)^	&

प्रदेश नं १ अन्तर्गतका जिल्लाहरूको नाम	केन्द्रीय तथ्यांक विभागले प्रयोगमा ल्याएको संकेत नम्बर	निर्वाचन आयोगले प्रयोगमा ल्याएको संकेत नम्बर
wgsdf	!)&	*
tjlyd	!)*	^
kfr-y/	!)(@
Onfd	!!)	#
erfkf	!!!	\$
df]a	!!@	(
; g; /l	!!#	!)
pbok/	!!\$!\$

बागमती प्रदेश अन्तर्गत भक्तपुर जिल्लाका स्थानीय तहको नाम	केन्द्रीय तथ्यांक विभागले प्रयोगमा ल्याएको संकेत नम्बर	निर्वाचन आयोगले प्रयोगमा ल्याएको संकेत नम्बर
rflubf/foof gu/kflnsf	#)&!)	%@**
eQmk/ gu/kflnsf	#)&@	%@(
dWok/ lydl gu/kflnsf	#)&#	%@()
; ðlj gfos gu/kflnsf	#)&)\$	%@(!

dfly pNn] ul/P adf]hd pTkGg xg hfg]; d:ofsf]; dfwgsf nflu gkfn ; /sf/n] xfn ljB'tlo tYof°df kpf]udf /x\$; ; \$] gfd tyf gDa/x;nf0{kfylds tYof° ; \$ng ug[Igson] dfgsls/of u/L ; Dalwt lgsfoaf6 :jls]t kkt u/L cflwsfl/stf kkt ; \$] gfd tyf gDa/x; dfq ljB'tlo tYof° e08f/0fdf kpf]u ug{nufpg]JoJ:yf cljnDa ug{kbf . pbfx/0fsf] nflu s]b]o tYof° ljefun]hgu0fgsf nflu kpf]udf Nofpg]lhNnfsf]gfd, kpf]sf]gfd nufotsf cGo lj]j/0fsf nflu kpf]udf Nofpg ; Sg]; \$] gfd tyf gDa/nf0{dfgsls/of u/L gkfn ; /sf/af6 :jls]t eP kZrft dfq kpf]udf Nofpg ; ls65 . o; }u/L klxn]g}e08f/0f e0{ s\$ tYof°x;sf] xsdf klg cflwsfl/s ; \$] gfd tyf gDa/ adf]hd kpf]udf /x\$; ; \$] gfd tyf gDa/nf0{ldnf0{ cflwsfl/s gfd / pQm gfdnf0{hgfp]; \$] gfd tyf gDa/ ; j]h]lgs ug[IJoJ:yf ldnfpg' kb5 . o; sf ; fy}Ps eGb a9l kPfflx; Pscfk; df cGt/ cfj4tf ubf{ ; d] cflwsfl/s ; \$] gfd tyf gDa/ adf]hd dfq}xg]JoJ:yf ldnfpg' kb5 . eljodf ; d] sg}; \$] gfd tyf gDa/x; kpf]u ug[kg]c]j:yf kg]ePdf To:tf ; \$] gfd tyf gDa/x; kpf]udf Nofpg' k]{clg]fo{ ?kdf dfgsls/of u/L cflwsfl/stf kkt ug[kg]sf]gl jf glltut JoJ:yf xg'h?/L 5 . o; sf ; fy}kpf]ofstf kkt ePsf cflwsfl/s ; \$] gfd tyf gDa/x;nf0{cflwsfl/s dfl]odaf6 ; a} lgsfo / gful/ssf nflu ; xh ?kdf kx]r xg]JoJ:yf ldnfpg' cTofjZos b]v65 .

xfn tYof° e08f/0fdf kpfu e0{x}sf cJojl:yt ; s] gfd tyf gDa/sf]dfgsls/0f u/L
 bfxf]kfg ePsf tYof° x;df Ps?ktf sfod u/L 5l/tf]lsl; dsf]tYof° e08f/0f ug[kg]b]vPsf]
 5 . o; n] lJBtlo zf; g Joj:yfsf] cfwf/et ; Argfnf0{yk alnof] agfpb}; /sf/af6 kpfg
 ul/g]; Jf ; lJwfx;nf0{lJBtlo dfModaf6 hgtf; Dd kfofpg yk ; xhtf kpfg ug[b]vG5 . Pp6}
 ; s] gfd tyf gDa/x?sf]kpfu ePsf lJleGg kPffnlx?nf0{cGt/ cfj 4 u/L lJleGg lsl; dsf
 kJlt lJj/0fx? Pp6}7fpaf6 ; xh ?kn]pknAw u/fpg ; lsg]xbf gkfn ; /sf/af6 lgwf/t
 lJleGg nlox;sf]kPlt lJj/0fx; ; xh ?kdf pknAw xg]b]vG5 . ; dupf Ps?ksf]; s] gfd
 tyf gDa/x?sf]kpfuaf6 tof/ xg]5l/tf]lJBtlo tYof° e08f/0fn]tYodf cfwf/t lGof6 lng
 ; xofu kfof0{lJBtlo tYof° sf]kpfu dfkm lJBtlo ; zf; g tkm{yk an klG hfbf l8lh6n
 gkfn]sf]cjwf/0ff adf]hd sfo{xg]jftfj/0f lGdf0f xg u0{bzn]lnPsf]æ; d[4 gkfn ; vL
 gkfn]sf]kl/sNkgfnf0{; fsf/ kfg{; lsg]b]vG5 .

सन्दर्भ सामाग्री:

- gkfn]sf]; lJwfg
- lJBtlo zf; g u;of]hgf -e-Government Master Plan_
- lJBtlo ; /sf/ cGt/cfj 4tf kP]S{-e-Government Interoperability Framework_
- ; rgf tyf ; -rf/ klj lw glt, @)&@ lJBtlo sf/faf/ Pq @)^\$ tyf lgodfjnl @)^%,
- ; /sf/L lgsfosf]j; f06 lGdf0f tyf Joj:yfkg ; DaGwl lgb[zsf, @)^*
- gkfn ; /sf/sf]; rgf klj lw kPffnl -Joj:yfkg tyf ; -rfng_ lgb[zsf, @)&!
- ; /sf/L lgsfosf dfaf0n PK; x;sf]dfkb08, @)&%
- ht ps://cbs.gov.np/wp-content/uploads/2018/12/Geographical-codes.xls
- ht p://voterlist.election.gov.np/bbvr/index_2.php

१४७ औ विश्व हुलाक दिवशमा पत्रलेखन प्रतियोगितामा प्रथम स्थान प्राप्त पत्र

ldltM)&&=:^:@!

>ldfg dxflgbz's Ho,"
xhfs ; Jf lje fu,
aa/dxn, sf7df8f}.

विषय: हुलाक सेवालार्ई कसरी सुधार गर्न सकिन्छ भन्ने बारे पत्र लेखन सम्बन्धमा ।

dxflbo,

gkfnf xhfs ; Jf ; -rfngsf] nflu xhfs ; Jf lje fusf] dftxtdf #((& xhfs ; Argf
cg' f/ ; /b/ Pp6f xhfs ; Argfn] hg; Vofsf] cfwf/df &%)% hgfnf0{/ ef]fl]ns cfwf/df
#^* @ ju{lsnfl]d6/ a/fa/ sfo{fnf0{se/h xg]u/L ; Jf kjfx e0{xsf] ; Gbedf o; jif{lJzj
xhfs ; 3n]to u/\$f]gf/f "More than Mail " nf0{; fy\$ agfpg lxhfs ; Jfnf0{s; /L ; wf/
ug{; ls65 <...efg]ljifodf ckrhf0{nfu\$ f, b]v]ef]u\$ sxl ljr/x? abfut ?kdf tkl; ndf
pNn]v u/L >ldfg ; dlf kx u/\$f]5'.

तपसिल:

cfwgs ; r'gf kljwsf] ljsf; , pbf/jfb tyf lglhs/Of h:tf cfofdx?n] ; du| ljZj s}
cfly\$ tyf ; fdf]hs kDffnldf 7hf]kl/jtg cf0{l]sl; t bzx?n]6]nkmg, kmafS; , 0{d]
n, 0G6/g6, 0{kf]6 cflb ljB'tlo xhfsx? ; -rfngdf NofPsf] tyf kf; h / nflh:6ssf]
nflu xjfo{fu{ hndfu{ ; txldfu{af6 xhfs ; Jf ; -rfng u/L xhfssf]ljZj; lhTg ; km
ePsf] cj:yfnf0{dllogh/ u/L gkfnf clwsf; lrllkqsf kf\$fx? dfq xhfs j:t\$
?kdf k/Dk/fut tl/sfn]cfoft lgoft ul/gsf] ; f6]sxl cfwgs kljwd6] xhfs ; Jfsf]
cjwf/Off nfu"ug[.

xhfs ; Jfsf]lj sf; sf]nflu UPU / APPU h:tf cGt/fll60 ; :yfaf6 kf/:kfl/s ; xof]u
kfk't u/L ; xof]usf]plrt pkof]u ug{tyf j]b]zsf tflnd ep0fdf hfgxg]pRr g]l]j txn]
ljsl; t bzn] ; -rfng u/\$f]xhfs ; Jfnf0{gkfnf sxl g sxl tIsfn]nfu"ul/b}hfg].
xhfs ; Jf cfofjZos ; Jf ePsf]h]o; ; :yfnf0{jfoQ ; :yfsf]?kdf lj sf; ug{ o; sf]
g]l]jstf{dxflgbz'snf0{slDtdf % jif{cj lw /xg]Jo;:yf xgkb5 .

xhfs ; Jf ; -rfngsf]nflu eg] Nof0Psf P6, lgod, sfo]lw / lgb]zsfnf0{; :f]vg ul/
; Jf ; ljwf / phf{zn hgziQm /xsf] ; #7g agfpb} wgfz ; Jf / xhfs art a\$nf0{
cgnf0gdf ; -rfng u/f0 ; do cg' f/ ; -rfng ug{g; lsg] ; Jf / pd] klusf]hgziQm

36fpb}hfg].

xhfs[sf]ejg lgdfuf ubf{xhfs ; 6xl sfp66/, xhfs art a\$ / wgfzb ; jf ; ~rfng ug{ ; lsg]lsl; dsf dfkb08nf0{ljr/ u/l u/fpg].

kf; h dx; h h; /l j}zsbz cg; f/ km/s km/s 5 . To; u/l lhNnf leq, kpbz leq, kpbz aflx/ euf]ns ljs6tf / b'l x]l lgwf{of u/fpg].

rlg, hfkfg h:tf dh'sn]h:t}156f]5l/uf]xhfs k/ofpg g]kndf klg xjf0{dfu{/ a; af6 8fs ; ~rfng u/fpg]/ o; sf]nflu xfn e0{/x\$]Ps sfofnon]; Dem]f ug] csf[lgson] eOfgl lbg]csf[:yfgdf sfd u/fpgkg] cj:yfsf]; \$f hg lhNfn]8fs Joj:yfkg ug]kg] x]Tox]sf]lhNnf xhfsnf0{8fs 9]fglsf]; Dem]f blv sfd nufpg]/ /sd eOfgl ; Ddsf] lhDd]f/l lbg' kg].

xhfsnf0{156f]5l/uf] ljzjfl; nf]/ cfdlge{ agfpg \$=% lhNnfsf]l/a /f\$ kg]u/l lgoldt Pp6f ; fg]uf8l lx8f0{lr]lkq blv ljp ljhg, jg:klt, vfBfg, nOfsk8f, a6bf:tlsf ; fdg, dl; g cf]nf/ nfufotsf ofjt j:tx? kfksn]; xh ?kn]k]t ug]u/l 3Dtl xhfs ; jf ; ~rfngdf Nofpg].

gfd dfqsf]b]t 8fs ; j]nf0{P]ah]; h:tf]cfs]ds afxg uf8ldf /fvl ; ~rfng u/fpg]. 6]nkmgdf kpf]u xg]l; d / l/rfh{sf8{xhfs sfofno?af6 ljql lj t/of u/fpg].

xhfs ; wf/sf]nflu lfg]lo uf]7ldf p7\$ hNbf aNbf ljifonf0{sfof]ogdf n]hfg] . ljefu / lgbz]gfnof?n]dftxtdf slDtdf ^ dlxgdf Ps k6s l6KkOfL ; emj ; lxtsf] cgludg ug].

lhNnfsf ljleG 8fs a%g]aemfpg]:yfgdf ; xhls/ofsf]nflu kx/l]sf]c:yfol r\$kf]6 h:t} xhfs[sf]kf]6 ; 8s 5pd]/fvl 8fs ; ~rfng u/fpg].

xhfs bz]loflk ; ~hfn ePsf] ; /sf/l lgsfo ePsf]h] :yflgo lgsfosf] ; Argf cg; f/ ufpk]nsf / gu/k]nsfsf] s]bdf Onfsf / j8f sfofno /x\$:yfgdf c-x'sf= /fvl ; ~rfng u/fpg].

lhNnfsf ljleG 8fsnf0gdf lx8g] 8fs afxs / xhfsLx?nf0{nf\$NofOfsf/l lj1fkg ; DalGw ; r'gf ; Gbz ePsf] ; fg]Dolhs cl8of]; fp08 dfkn 8fsnf0g]sf ufpfj:tldf ; Gb] z ; gfpb}lx8fpg].

lhNfn]cfkmg]lhNnfleq xhfs ; j]nf0{k]fj]sf/l agfpg x/\$ lfg]lo uf]7l ; ? xg' k] { j]lilf\$; dlff uf]7l ; ~rfng u/fpg] .

Æ æ

kq n]vs
lw/]b] e08f/l
xhfs clwst
lhNnf xhfs sfofno, ; Nofg

हलाक प्रशिक्षण केन्द्रद्वारा विभिन्न स्थानमा सञ्चालित तालीमका सहभागीहरु वितरण

xhfs k|zlf0f s|b|, aa/dxn
सफ्टवेयर तथा सूचना प्रविधि तालिम कार्यक्रम
ldltM @)&^.)&.@\$ut]b|v @)&^.)&. @(; Dd
d'sfdM xhfs k|zlf0f s|b|, aa/dxn

क्र. सं	प्र.प. नं.	पद	प्रशिक्षार्थीहरुको नाम, थर	कार्यालय
!	\$#%)	vl/bf/	sh k|; fb 8fful	lhNnf xhfs sf0fho, ko7fg
@	\$#!	vl/bf/	xl/ k|; fb kfb|	lhNnf xhfs sf0fho, affs]
#	\$#@	gf; =	r|]/fh g|kfn	lhNnf xhfs sf0fho, wgsbf
\$	\$#%#	gf; =	pdfsf|t /|dl	lhNnf xhfs sf0fho, dgfa
%	\$#%\$	vl/bf/	nld0f ltdlN; gf	xhfs lgb|zgfno, sf:sl
^	\$#%%	gf; =	gj/fh lu/l	lhNnf xhfs sf0fho, tfknjh ^a
&	\$#%^	vl/bf/	clgtf cofh	lhNnf xhfs sf0fho, c3f|v|rl
*	\$#%&	vl/bf/	sdf/ kf|yjh	lhNnf xhfs sf0fho, wflb ^a
(	\$#%*	vl/bf/	lgzf /f0{	lhNnf xhfs sf0fho, tgx'
!)	\$#%(	vl/bf/	ltns /fh j9f	lhNnf xhfs sf0fho hfh/sf|
!!	\$#^)	vl/bf/	hltjxfb/ /fgdu/	lhNnf xhfs sf0fho, /f|k|f
!@	\$#^!	vl/bf/	buf{jxfb/ yk|f	lhNnf xhfs sf0fho, ; v|j; ef
!#	\$#^@	vl/bf/	; dg 9sfn	lhNnf xhfs sf0fho, ndh ^a
!\$	\$#^#	vl/bf/	ek|b| e08f/L	xhfs lgb|zgfno, ; v|z
!%	\$#^\$	vl/bf/	0Zj/ cfrfo{	lhNnf xhfs sf0fho, /; jf
!^	\$#^%	vl/bf/	oj/fh ltdlN; gf	lhNnf xhfs sf0fho, l; Gwhl
!&	\$#^^	vl/bf/	ck|f kf|jh	lhNnf xhfs sf0fho, emkf
!*	\$#^&	vl/bf/	/fh|b| k|; fb zdf{	lhNnf xhfs sf0fho, ; g; /l
!(	\$#^*	vl/bf/	xif{jxfb/ kg	lhNnf xhfs sf0fho, jfln ^a
@)	\$#^(	vl/bf/	; /f|h dg|nl	lhNnf xhfs sf0fho, dsjfgk/
@!	\$#&)	vl/bf/	; dg vltj8f	xhfs lgb|zgfno, df|^a
@@	\$#&!	gf; =	uf|kfn k|; fb clwsf/L	lhNnf xhfs sf0fho, gjfsf|
@#	\$#&@	vl/bf/	sdf/ y|j|f	lhNnf xhfs sf0fho, nlntk/
@\$	\$#&#	vl/bf/	l8Nnl axfb/ duftl	lhNnf xhfs sf0fho, sfe|]

ਖਹਿਸ ਕ|zlf0f s|b|

ਕਾਰ્યાਲਯ ਸਭਚਾਲਨ ਤਥਾ ਵਯਵਸਥਾਪਨ ਪ੍ਰਸ਼ਿਕਸ਼ਣ ਕਾਰਯਕ੍ਰਮ -੨੦੧੬, ਚੌਥੋ ਸ਼ਤਰ
ldltM @)&^.)*)* ut]b|v)(!! ut]; Dd

ਕ੍ਰ.ਸੰ.	ਪ੍ਰ.ਪ.ਨੰ.	ਪਦ	ਨਾਮ ਥਰ	ਕਾਰਯਾਲਯ
!	\$#&\$	v|/bf/	Åbogf/fo0f erf	uf7j f/f ਖਹਿਸ ਸਫੋਹੋ, l8Nnlahf/
@	\$#&%	v|/bf/	dlgf cofh kf08]	uf7j f/f ਖਹਿਸ ਸਫੋਹੋ, l8Nnlahf/
#	\$#&^	v|/bf/	cghf kf8]h	uf7j f/f ਖਹਿਸ ਸਫੋਹੋ, l8Nnlahf/
\$	\$#&&	v|/bf/	/fh|b| cofh	uf7j f/f ਖਹਿਸ ਸਫੋਹੋ, l8Nnlahf/
%	\$#&*	v|/bf/	lx/fnfn cfrfo{	lhNnf ਖਹਿਸ ਸਫੋਹੋ, bf ^a
^	\$#&(	v|/bf/	Clif/fh s3 l=	lhNnf ਖਹਿਸ ਸਫੋਹੋ, bf ^a
&	\$#*)	v|/bf/	sdnrGb| cofh	lhNnf ਖਹਿਸ ਸਫੋਹੋ, g|fsfਠ
*	\$#*!	v|/bf/	/d3/fh 9sfn	lhNnf ਖਹਿਸ ਸਫੋਹੋ, :of ^a hf
(	\$#*@	v|/bf/	js{; gf/	lhNnf ਖਹਿਸ ਸਫੋਹੋ, aenf ^a
!)	\$#*#	v|/bf/	k|tef cfrfo{	Onfsf ਖਹਿਸ ਸਫੋਹੋ, abjn, ?kGb}L
!!	\$#*\$	v|/bf/	sdf/ kf|v|h	lhNnf ਖਹਿਸ ਸਫੋਹੋ, wflb ^a
!@	\$#*%	v|/bf/	afns|0f h}L	lhNnf ਖਹਿਸ ਸਫੋਹੋ, h0nf
!#	\$#*^	v|/bf/	lgdhf zdf{	lhNnf ਖਹਿਸ ਸਫੋਹੋ, lrtjg
!\$	\$#*&	v|/bf/	clhgf >|7	lhNnf ਖਹਿਸ ਸਫੋਹੋ, lrtjg
!%	\$#**	v|/bf/	/df kf8]h	lhNnf ਖਹਿਸ ਸਫੋਹੋ, nln tk/
!^	\$#*(	v|/bf/	ljgo rfw/l	lhNnf ਖਹਿਸ ਸਫੋਹੋ, k; f{
!&	\$#()	v|/bf/	07j/ crfo{	lhNnf ਖਹਿਸ ਸਫੋਹੋ, /; jf
!*	\$#(!	v|/bf/	/fd axfb/ kl/of/	lhNnf ਖਹਿਸ ਸਫੋਹੋ, sfnlsfਠ
!(	\$#(@	v|/bf/	xd/fh wdnf	ਖਹਿਸ lgb3zgfno ; v3,
@)	\$#(#	v|/bf/	rgb3snf j :ofn	lhNnf ਖਹਿਸ ਸਫੋਹੋ, kfnkf
@!	\$#(\$	v|/bf/	hojl/ wfdl	lhNnf ਖਹਿਸ ਸਫੋਹੋ, afh/f
@@	\$#(%	v|/bf/	pldhf j fln]kf|v|h	lhNnf ਖਹਿਸ ਸਫੋਹੋ, ; lg; /l
@#	\$#(^	v|/bf/	/fh|b| k; fb zdf{	lhNnf ਖਹਿਸ ਸਫੋਹੋ, ; lg; /l
@\$	\$#(&	v|/bf/	zfgtl zdf{crfo{	lhNnf ਖਹਿਸ ਸਫੋਹੋ, /f}x6
@%	\$#(*	v|/bf/	l|k|b| gf/fo0f zfx	lhNnf ਖਹਿਸ ਸਫੋਹੋ, ; kt/l
@^	\$#((	v|/bf/	k0ff{cfrfo{	lhNnf ਖਹਿਸ ਸਫੋਹੋ, sfe|]
@&	\$#))	v|/bf/	clDasf ltdln; gf	lhNnf ਖਹਿਸ ਸਫੋਹੋ, eQmk/
@*	\$#)!	v|/bf/	k| axfb/ zflx	lhNnf ਖਹਿਸ ਸਫੋਹੋ, hfh/sfਠ

xhfs k|zlf0f s[|b| aa/dxn
हल्कारा उत्प्रेरक प्रशिक्षण कार्यक्रम
ldltM @)&^).(.@ ut]b]v @& ut]; Dd
dsfdM g]kfnu-h, affs]

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!	\$\$)@	xNsf/f	o1dl0f 9sfn	xhfs lgb]zgfno, ; V]I
@	\$\$)#	xNsf/f	uf]j Gb k ; fb 9sfn	xhfs lgb]zgfno, ; V]I
#	\$\$)\$	xNsf/f	lepb' jnl	lhNnf xhfs sfofno, alb6f
\$	\$\$)%	xNsf/f	sfn' u'? ^a	lhNnf xhfs sfofno, alb6f
%	\$\$)^	xNsf/f	bfg axfb/ yfk lf]l	lhNnf xhfs sfofno, ko7fg
^	\$\$)&	xNsf/f	hgs axfb/ sdfn	lhNnf xhfs sfofno, ko7fg
&	\$\$)*	xNsf/f	nld0f cfrfo{	lhNnf xhfs sfofno, bf ^a
*	\$\$)(	xNsf/f	aem]gf rfw/L	lhNnf xhfs sfofno, bf ^a
(	\$\$!)	xNsf/f	sfnl axfb/ vql	Onfsf xhfs sfofno, dflNg]f ; Nofg
!)	\$\$!!	xhfsL	z]f]f/fd vql	Onfsf xhfs sfofno, n]fd ; Nofg
!!	\$\$!@	xNsf/f	dfn axfb/ zfxl	lhNnf xhfs sfofno, hf]h/sf]b
!@	\$\$!#	xNsf/f	cd/ axfb/ yfkf	lhNnf xhfs sfofno, hf]h/sf]b
!#	\$\$!\$	xNsf/f	led axfb/ 8f]ul	lhNnf xhfs sfofno, /f]k]f
!\$	\$\$!%	xNsf/f	b] axfb/ a9f	Onfsf xhfs sfofno, g]k]f{ /f]k]f
!%	\$\$!^	xNsf/f	pborgb] kofs/]h	Onfsf xhfs sfofno, dflnsf7f6f hDnf
!^	\$\$!&	xNsf/f	xl/ k|; fb h}L	Onfsf xhfs sfofno, l8Nnlrf] hDnf
!&	\$\$!*	xNsf/f	j]b/fh h}L	Onfsf xhfs sfofno, hlawf sfnlsf]b
!*	\$\$!(	xNsf/f	bfg axfb/ lji6	Onfsf xhfs sfofno, sf]af9f sfnlsf]b
!(	\$\$@)	xNsf/f	xl/gf/fo0f >]7	lhNnf xhfs sfofno, b]h]v
@)	\$\$@!	xNsf/f		lhNnf xhfs sfofno, b]h]v
@!	\$\$@@	xNsf/f	; ltf/fd wf]L	lhNnf xhfs sfofno, affs]
@@	\$\$@#	xNsf/f	k]Xnfb l; * lzv	lhNnf xhfs sfofno, affs]
@#	\$\$@\$	xNsf/f	P] sfzl/fd s] l=	lhNnf xhfs sfofno, ?sd
@\$	\$\$@%	xNsf/f	lzj k|; fb uf]d	lhNnf xhfs sfofno, ?sd
@%	\$\$@^	xNsf/f	hulbz P]	lhNnf xhfs sfofno, slknj : t'
@^	\$\$@&	xNsf/f	k6]j /L s]l{	lhNnf xhfs sfofno, slknj : t'

xhfs k|zlf0f s[|b|
हल्कारा उत्तरेरक प्रशिक्षण कार्यक्रम -२०७६, ६८ औं सत्र
ldltM @)&^.!).!(ut]b|]v @\$ ut]; Dd
d'sfdM pbok/, uf03f6

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!	\$\$@*	xNsf/f	kbd axfb/ sfsf{	Onfsf xhfs sfofno, /f]f,pbok/
@	\$\$@(xNsf/f	uf]kls]of kf]v]h	Onfsf xhfs sfofno, s6f/l pbok/
#	\$\$#)	xNsf/f	lbks nfn rf]w/l	Onfsf xhfs sfofno, xl8of pbok/
\$	\$\$#!	xNsf/f	pk]b| ofbj	Onfsf xhfs sfofno, rSs/, wglff
%	\$\$#@	xNsf/f	/fw]ofd ; fx	lhNnf xhfs sfofno, wglff
^	\$\$\$#	xNsf/f	afa/fd /]dl	Onfsf xhfs sfofno, d]f]hl lrtjg
&	\$\$\$	xNsf/f	ch]g k; fb k/fhhl	Onfsf xhfs sfofno, /Tgg/, lrtjg
*	\$\$#%	xNsf/f	; /f]h sdf/ pk]l]ofo	lhNnf xhfs sfofno, /f]x6
(	\$\$\$^	xNsf/f	efu gf/fo0f ; fx	lhNnf xhfs sfofno, /f]x6
!)	\$\$\$&	xNsf/f	; k]fn ; fx	lhNnf xhfs sfofno, /f]x6
!!	\$\$\$*	xNsf/f	; Demgf lu/l	Onfsf xhfs sfofno, l; d/f af/f
!@	\$\$\$#(	xNsf/f	/fdgf/fo0f k; fb ofbj	Onfsf xhfs sfofno, dx]b| cfbz{ af/f
!#	\$\$\$)	xNsf/f	s]of axfb/ ahf{du/	lhNnf xhfs sfofno, l; Gwhl
!\$	\$\$\$!	xhfsf	; /f]h sdf/ ykf	lhNnf xhfs sfofno, l; Gwhl
!%	\$\$\$@	xNsf/f	caw]z sdf/ erf	lhNnf xhfs sfofno, dx]Q/L
!^	\$\$\$#	xNsf/f	/fd Åbo e08f/l	lhNnf xhfs sfofno, dx]Q/L
!&	\$\$\$\$	xNsf/f	/fh gf/fo0f ; fx	lhNnf xhfs sfofno,; nf]l
!*	\$\$\$%	xNsf/f	/fhl /fpt a/}	lhNnf xhfs sfofno, ; nf]l
!(	\$\$\$^	xNsf/f	6] axfb/ v8]f	lhNnf xhfs sfofno, cf]vn9]f
@)	\$\$\$&	xNsf/f	lgns07 e]s/fo{	Onfsf xhfs sfofno,g]h] ,; f]h'v]da'
@!	\$\$\$*	xNsf/f	kzklt gfy rf]w/l	lhNnf xhfs sfofno,g]nk/f; l
@@	\$\$\$#(	xNsf/f	0Zj/l dxtf]	lhNnf xhfs sfofno, g]nk/f; l
@#	\$\$\$)	xNsf/f	s]ofaxfb/ kl/of/	lhNnf xhfs sfofno,vf]fu
@\$	\$\$\$!	xNsf/f	n]v gfy e]s/fo{	lhNnf xhfs sfofno, vf]fu
@%	\$\$\$@	xNsf/f	ãf]/sf k; fb sfg'	lhNnf xhfs sfofno,k; f{
@^	\$\$\$#	xNsf/f	e]f]gy k; fb ofbj	lhNnf xhfs sfofno,k; f{

xhfs k|zlf0f s[b,
काउन्टर तथा डाँक व्यवस्थापन प्रशिक्षण
ldltM @)&^!!! ut]b]v @)&^!!!^ ut]; Dd
d\$fdM ; v[

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!	\$\$\$	gf; =	k[axfb/ zfxl	xhfs lgb; zgfno, ; v[
@	\$\$%	vl/bf/	3gZofd rfw/l	xhfs lgb; zgfno, ; v[
#	\$\$%^	gf; =	r8fdl0f e08f/L	lhNnf xhfs sfoffno,
\$	\$\$\$&	vl/bf/	sh k; fb 8ful	lhNnf xhfs sfoffno,
%	\$\$\$*	gf; =	cd/l; +3tl{	lhNnf xhfs sfoffno,
^	\$\$\$(	vl/bf/	hlt axfb/ /fgf du/	lhNnf xhfs sfoffno,
&	\$\$^)	gf; =	3d08axfb/ e08f/L	lhNnf xhfs sfoffno,
*	\$\$^!	vl/bf/	uf]j Gb xdfn	lhNnf xhfs sfoffno,
(	\$\$^@	vl/bf/	df]t/fd e08f/L	lhNnf xhfs sfoffno,
!)	\$\$^#	vl/bf/	d\$Gb l/hfn	lhNnf xhfs sfoffno,
!!	\$\$^\$	vl/bf/	6fk axfb/ zflx	lhNnf xhfs sfoffno,
!@	\$\$^%	vl/bf/	/fd axfb/ kl/of/	lhNnf xhfs sfoffno,
!#	\$\$^&	gf; =	zfgtl zflx	lhNnf xhfs sfoffno,
!\$	\$\$^*	gf; =	vu[b] axfb/ lj; l=	lhNnf xhfs sfoffno,
!%	\$\$^(	gf; =	nldof k; fb pkfwofo	lhNnf xhfs sfoffno,
!^	\$\$&)	vl/bf/	thf/fd /jfdl du/	lhNnf xhfs sfoffno,
!&	\$\$&!	gf; =	dfg axfb/ jnl	lhNnf xhfs sfoffno,
!*	\$\$&@	vl/bf/	; mo 3tlqu/	lhNnf xhfs sfoffno,
!(	\$\$&#	gf; =	/fh[b] lj; l=	lhNnf xhfs sfoffno,
@)	\$\$&\$	vl/bf/	; fdf b]L ykfdu/	lhNnf xhfs sfoffno,
@!	\$\$&%	vl/bf/	dfg axfb/ ; bf/	lhNnf xhfs sfoffno,
@@	\$\$&^	vl/bf/	dfg l; * P]l	lhNnf xhfs sfoffno,
@#	\$\$&&	gf; =	uofz bQ /fjn	lhNnf xhfs sfoffno,
@\$	\$\$&*	vl/bf/	k0f{k; fb kf08]	lhNnf xhfs sfoffno,
@%	\$\$&(	gf; =	z\$/ k; fb 9sfn	lhNnf xhfs sfoffno,

xhfs k|zlf0f s|b|, aa/dxn
सफ्टवेयर तथा सूचना प्रविधि तालिम कार्यक्रम
ldltM @)&^.!.@.)@ut]b|v @)&^.!.@.)&; Dd
d'sfdM xhfs k|zlf0f s|b|, aa/dxn

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!	\$\$*)	vl/bf/	gf/fo0fl e\$/f0{	xhfs ;]f laefu, aa/dxn
@	\$\$*!	vl/bf/	rGb sdf/L dlvof	xhfs ;]f laefu, aa/dxn
#	\$\$*@	gf= =	; /lff sflkn]	uf]jf/f xhfs sfoffo, l8Nnlahf/
\$	\$\$*#	vl/bf/=	/flwsf Gofkfg]	uf]jf/f xhfs sfoffo, l8Nnlahf/
%	\$\$\$	vl/bf/	kBf sdf/L af:sf0f s\$jh	lhNnf xhfs sfoffo, Onfd
^	\$\$\$%	gf= =	/f0f sdf/L s6]fn	lhNnf xhfs sfoffo, pb/k/
&	\$\$\$^	vl/bf/	l6sf /fpt	lhNnf xhfs sfoffo, pbok/
*	\$\$\$&	vl/bf/	/f]xt k; fb ; j]l	lhNnf xhfs sfoffo, t]y]d
(	\$\$\$**	gf= =	; ho zfx	lhNnf xhfs sfoffo, l; Gwknrf\$
!)	\$\$\$*(	vl/bf/	ladn af:tf]hf	lhNnf xhfs sfoffo, lrtjg
!!	\$\$\$()	vl/bf/	/d] sdf/ /fo	lhNnf xhfs sfoffo, ; kt/L
!@	\$\$\$(!	vl/bf/	b] sdf/ ofbj	lhNnf xhfs sfoffo, l; /xf
!#	\$\$\$(@	vl/bf/	cR0td ; fksf0f	lhNnf xhfs sfoffo, k; f{
!\$	\$\$\$(#	gf= =	; /]b| k; fb ofbj	lhNnf xhfs sfoffo, af/f
!%	\$\$\$(\$	vl/bf/	/~hg kfn	lhNnf xhfs sfoffo, /f]x6
!^	\$\$\$(%	vl/bf/	ldlyn] 7fs/	lhNnf xhfs sfoffo, wglff
!&	\$\$\$(^	vl/bf/	dx]b| k; fb e/	lhNnf xhfs sfoffo, gjnk/f; l
!*	\$\$\$(&	vl/bf/	l8Nnl/fd Gofkfg]	lhNnf xhfs sfoffo, gjnk/f; l
!(	\$\$\$(*	vl/bf/	xl/ZrGb| s]zl	lhNnf xhfs sfoffo, ?sd
@)	\$\$\$((	vl/bf/	xs{axfb/ >l;	lhNnf xhfs sfoffo, uNdl
@!	\$\$\$))	vl/bf/	6]la/ laS=	lhNnf xhfs sfoffo, uNdl
@@	\$\$\$)!	gf= =	6\$ k; fb e08f/L	lhNnf xhfs sfoffo, kfnkf
@#	\$\$\$)@	vl/bf/	g/] sdf/ kf; l	lhNnf xhfs sfoffo, alb0f
@\$	\$\$\$)#	vl/bf/	/fh]b|; * wfdl	lhNnf xhfs sfoffo, s#gk/
@%	\$\$\$)\$	vl/bf/	; lt; sdf/ dxQf]	lhNnf xhfs sfoffo, dx]Q/L
@^	\$\$\$)%	vl/bf/	; /]b| ykf	lhNnf xhfs sfoffo,:of ^a hf
@&	\$\$\$)^	vl/bf/	cf; df0f u? ^a	lhNnf xhfs sfoffo,:of ^a hf

हुलाक कार्यालयका टेलिफोन नम्बरहरु

!	xhfs ; jf ljefu-aa/dxn	)!-\$@\$\$!!^	@&	x÷ ‡g jL/lbgu/)*#-%@)!&%
@	xhfs ; jf ljefu-aa/dxn	)!-\$@\$\$!!&	@*	x÷ ‡g = kfjv/f)^!-\$^^^%)
#	xhfs ; jf ljefu-aa/dxn	)!-\$@@(#@!	@(	x÷ ‡g kfjv/f)^!-\$^***^
\$	Æ Æ knbfS;	)!-\$@\$\$!\$#	#)	x÷ ‡g = kfjv/f)^!-\$^%#@#%
%	Æ Æ n|yf zfvf	)!-\$@%\$*\$!	३१	lh÷'sf; k; f{)%!-%#@#%(
^	lkmf6llns tyf xhfs l6s6 Joj:yfkkq sfoffno-aa/ dxn	)!-\$@\$\$!*(%,	३२	lh÷'sf; k; f{-knbfS; _)%!-%#@#@\$^
&	Æ Æ knbfS;	)!-\$@\$\$^%#	३३	lh÷'sf; af/f)%#-%%)\$%
*	Æ Æ l8Nnlahf/	)!-%&!#*@@	३४	x‡g; lbkfon)(\$-\$)\$!\$(
(	ufZj f/f xhfs sfoffno l8Nnlahf/-sn ; Q6/	)!-\$-\$!(%(&	३५	x‡g;lbkfon -knbfS; _)(\$-\$)\$)%@
!)	Æ Æ sfoffno kpdv	)!-\$-\$#\$(	३६	lh÷'sf; tfkn|^a)@-\$-^)!@#
!!	Æ Æ n|yf zfvf	)!-\$-\$@!%(\$	३७	lh÷'sf; kfiry/)@-\$-@)!)\$
!@	ufZj f/f xhfs sfoffno l8Nnlahf/-; fgf kofsϕ	)!-\$-\$#&*(*	३८	lh÷'sf; Onfd)@&-@%)%)
!#	Æ Æ OPdP;	)!-\$-\$#)*#	३९	lh÷'sf; Onfd -knbfS; _)@&-@%)\$%%
!\$	Æ Æ l8Nnlahf/	)!-\$-\$#(!\$	४०	lh÷'sf; Onfd)@&-@%))%)
!%	Æ Æ cg; Gwfg	)!-\$-\$#@*(!	४१	lh÷'sf; emkf -kpdv_)@#-\$%%&&(
!^	Æ Æ kzf; g	)!-\$-\$!@(@\$,	४२	lh÷'sf; emkf -art a\$ _)@#-%@)@^
!&	Æ Æ kzf; g	)!-\$-\$@(!@\$	४३	lh÷'sf; emkf (PCO))@#-%@)&@^
!*	xhfs k|zlf of s|b| aa/dxn -sfoffno kpdv_	)!-\$@^@&&)	४४	lh÷'sf; t|jyd)@^-\$^)!@\$
!(	xhfs k|zlf of s|b| aa/dxn	)!-\$@^@%&(,	४५	lh÷'sf; wgsbf)@^-%@)!%*
@)	xhfs k|zlf of s|b| aa/dxn	)!-\$@^#!!@	४६	lh÷'sf; wgsbf -knbfS; _)@^-%@)!%*
@!	s|bbp wgfz sfoffno aa/ dxnsfoffno kpdv	)!-\$@&&\$@	४७	lh÷'sf; ; g; /l)@%-@@)!))
@@	Æ Æ aa/dxn	)!-\$@\$\$@)!^	४८	lh÷'sf; ; g; /l -knbfS; _)@%-@^(@^
@#	ufZj f/f x÷ sf= -lq€+j÷	)!-\$-\$@)@)	४९	lh÷'sf; effhk/)@(-\$@)!!^
@\$	x÷ ‡g lj /f6gu/	)@!-%@^^%	५०	lh÷'sf; ; wj f; ef)@(-^)!%@
@%	x÷ ‡g= lj /f6gu/ -knbfS; _	)@!-%@&&()	५१	lh÷'sf; ; kt/l)#!-%@)^&
@^	x÷ ‡g = jL/lbgu/ -knbfS; _	)*#-%@)#\$	५२	lh÷'sf= l; /xf)##-%@)!*

43	lhx'sf7 pbok/	)#%-\$@)!#(	90	lhx'sf7 gjnk/f; l)&*-%@)!\$!
44	lhx'sf7 vff ^a	)#^-\$@!)(	91	lhx'sf7 slknj:t')&^-%^)!(#
45	lhx'sf7 ; fjhvda'	)#*^-^@)!!#	92	lhx'sf7 c3fvfrl)&&-\$@)!)*
46	lhx'sf7 cfyn9 ^a uf	)#&-%@)!!#	93	lhx'sf7 /ffk)**^-\$@)!@\$
47	lhx'sf7 wglff	)\$!-\$@)!^@	94	lhx'sf7 ?sd)**-%#)!@#
48	lhx'sf7 dxfl/l	)\$\$-%@))\$)	95	lhx'sf7 hfh/sfð)*(-\$#)*#
49	lhx'sf7 ; nfxl	)\$^-%@)!^!	96	lhx'sf7 hfh/sfð -knofS; _)*(-\$#)@^
50	lhx'sf7 l; Gwhl	)\$&-%@)!@!	97	lhx'sf7 bhjv)*(-\$@)!\$(
51	lhx'sf7 bfjhvf	)\$(-\$@)!*	98	lhx'sf7 affs])*!-%@)%#
52	lhx'sf7 ko7fg	)**^-\$@)))^	99	lhx'sf7 albðf)*\$-\$@)!!*
53	lhx'sf7 bf ^a	)*@-%@)%\$	100	lhx'sf7 8ffk)*&-%@)%&
54	lhx'sf7 ; Nofg	)**-%@)!!	101	lhx'sf7 du')*\$&-\$^)%\$
55	lhx'sf7 /fjx6	)%-%@)!&\$	102	lhx'sf7 sflnsfð)*\$&-\$@)!)(
56	lhx'sf7 lrtjg	)%^-%@)^!	103	lhx'sf7 hðnf)*&-%@)^
57	lhx'sf7 dsjfgk/	)%&-%@)###	104	lhx'sf7 xðnf)*&^-%^)!^
58	lhx'sf7 dsjfgk/	)%&-%@)!#&@	105	lhx'sf7 sphnl)(!-%@)!%@
59	lhx'sf7 dsjfgk/ (PCO)	)%&-%@)**	106	lhx'sf7 c5fd)(&^-%@)!^
60	lhx'sf7 /; jf	)!)-%\$)!%\$	107	lhx'sf7 aer ^a)(@-\$@)!%@
61	lhx'sf7 gjfsfð	)!)-%@)%(	108	lhx'sf7 afh/f)(&-%\$)!\$^
62	lhx'sf7 l; Gwkfnrf\$	)!!-^@)!!^	109	lhx'sf7 bfrhf)(#-\$@)!@
63	lhx'sf7 sfeknf-rf\$	)!!-\$(!)&	110	lhx'sf7 a78l)(%-%@)!#*
64	lhx'sf7 wflbE	)!)-%@)!!\$	111	lhx'sf7 88llw/f)(^-\$@)!\$!
65	lhx'sf7 nlnk/	)!)-%@)!#\$	112	lhx'sf7 s-rqk/)((-!-%@)!\$^
66	lhx'sf7 eQnk/	)!)-^!\$)!%#	113	lhx'sf7 s-rqk/)((-!-%@)&&(\$
67	lhx'sf7 :of ^a hf	)^#-\$@)!#	114	lhx'sf7 /fd5fk)\$*%\$)%#
68	lhx'sf7 ufj/vf	)^\$-\$@)!!@	115	0x'sf7 bds)@#-%*)@%#
69	lhx'sf7 dgf ^a	)^^-\$@)%#%	116	0x'sf7 0g?jf)@%-%^)!%&
70	lhx'sf7 tgxf	)^%-%^)!!#	117	0x'sf7 aban)&!-%\$)%(\$
71	lhx'sf7 ndh ^a	)^^-%@)!!#	118	0x'sf7 l; nu9l)(\$-\$@)!@
72	lhx'sf7 kjf	)&&-\$@)!)*	119	0x'sf7 th; lk/)*@-%@)##*
73	lhx'sf7 jfln ^a	)**-%@)!%(\$	120	0x'sf7 06x/l)@%-%^)!\$^
74	lhx'sf7 Doflubl	)^(-%@)@@@	121	0x'sf7 06x/l (PCO))@%-%^)%#%#%
75	lhx'sf7 d'tf ^a)^(-\$@)@@			
76	lhx'sf7 uNdl)&(-%@)!*@			
77	lhx'sf7 ?kGbxl)&!-%@)!^			
78	lhx'sf7 kfnkf)&%-%@)!\$^			
79	lhx'sf7 gjnk/f; l)&*-%@)!#!			

