

**-!\_ kl/ro**

; dhdaf dlxf / k?if jlr /xsf ehefj kof  
JoJ : yfsf sf/0fn] ; du|lj sf; df ; d; g/fdf  
kefj kl//xsf]tYo ; j g dgg ug{yflnPsf .  
gkfnf lj =; # ; fnb|v g|ofhgj 4 lj sf; sf  
kof; yfngl ePsfjeP tkfg hg; vofsf]cwfefbf  
a9L lx; ; f cfu6sf dlxfx?sf] ; s0 ; xelut  
g/xsf]h]ckllft kltkm xfl; n xg g; sxf]xbf  
dlxfx?sf]o; tkndxj kof]ofubfg cfofj Zos  
7flgPsf . To; u/L elj iosf s0f]f/sf ?kdf  
xlf]g]ul/Psf afnafnsf?sf]klg a]4 lj sf; /  
h]j g j rfj 6sf nflu cfj Zos sfo]ug]lj sf; sf  
clgj fo{zt}e0{ sxf]5 . dlxf / afnafnsf  
lfqdf /fHon] lj leG dxf; Gwx?df x: tlf/  
ul; sxf]lj leG sfo]ofhg? lgdf ePsf /  
tT; Dj Gwdf lj leG Pg; lgodx? lgdf e0]nfu'  
e/xsf ePklg hg; dbfo; Dd Itgx? kefj sf/L?kdf  
sfo]og og xg g; Sbf ; d:ofs hl6ntfx? sfod]  
/xsf bl]vG5g\ : yfglo ; /sf/sf ?kdf : yfikt  
lhNnf lj sf; ; ldltn]o; lfqdf Psls[ /  
; dg]ofds?kdf sfo]u/L ; j {fw/Of gful/snf0  
r]gzln / hfuf s u/f0{ ; Eo; ; : s[ Pj +  
; dtdhs ; dhsf]lgdf ug]kg]cleef/fnf0  
kof?kdf j f]v u/sf] .

t; y{lhNndf dlxf / afnafnsf lfqdf  
/xsf lj leG ; d:ofx? / r]g]tx?sf]klxrfg  
-n]v]fh]v\_ / laZn]of Pj e]f]tl/s / jfxo ; f  
/ ; fwg -dfgjlo, e]ts / cly\$. x?sf]clwsflws  
kl/rfng u/L lj Bdfg cj : yfj f6 k]ltPgdv xg]  
kof; ; j ?k lhNnf lj sf; ; ldltnf0]ofhg thof,  
sfo]og og, cgludg, dNofs g c]b lfqdf ; 3fpg  
: yfglo : j foQ zf; g Pg @)%% sf]bkni ! (-)\_!  
cg; f/ dlxf / afnlj sf; pk; ldltn u7g  
ul/Psf] .

**-@\_ cf]lrTo**

dlxf / afnlj sf; sf lfqdf : yfglo : j foQ  
zf; g Pg sf]bkni !\* ( r -!\_ / -@\_ df t]f]Psf  
lhNnf lj sf; lfqeqsf dlxfx?sf]p]yfgsf]

nflu cfj Zos ofhg] tof/ u/L sfo]og og ug]  
/fli6 gllt cg?k cgfy afnjflnsf, c; xfo  
dlxf, a4, ckfu tyf czOm?sf]; Af0f ; Dj Gw  
sfo]ug] / fdf]hs s/]lt x6fpg]tyf r]h]j 0L  
Pj e]f]l/sf]; Af0f ; Dj Gw sfd ug]u/fpg]sfo?sf  
cltl/Qm afn / dlxf clwsf/sf]cgelt /  
pkof]sf nflu ofhg] 4 ; u7t / ; dtdhs?kdf  
; j h]f0{; d0l cl3 a9]kg]cfj Zostf /xsf] .  
kyd cfj lws lhNnf lj sf; ofhgdf ; fdf]hs  
lnu lj e0, j fn>d z]f]of ; 8s afnafnsf?sf]  
qnd s a4, r]h]a0l a]lavg Pj j fn ofg z]f]of,  
ckfukgf, j fnj flnsf kof]v]kaf6 al-rt ; /lft  
dft]j ; Dj Gw 1fg ; lk / r]g]sf]cejf, afn  
lzz' tyf dft[d]ob/ a9L ePsf]j flNof] : yfsf  
d]o]sf sf/s /f]x?sf]; dlrt JoJ : yfkg]sdl,  
j fn sk]f]of, dft[sk]f]of, dlxf ; flf/tf b/df  
sdl, j flnsf?sf]l]z]f]sf]k]kdf sdl ; fdf]hs  
lj sf; sf k]f]w/x? : j R5 lkpg]kfg ; he z]f]fno,  
; w]f/Psf]r]Nxf]lj Bfno ; j f:Yo r]s]sf]plrt  
lj sf; g]xg'h:tf ; d:ofx? pNn]v ul/Psf 5g\  
tT; j Gwdf cfj Zos sfo]sf] nflu lglb(6  
p2]ox?d]l]o]dlxf / afnafnsf]; du|:yltdf  
; wf/ ug]klg Ps /xsf] . oxl p2]o k]k]tsf  
nflu afnafnsf / dlxfx?sf nflu k-rj ifl6  
ofhg] @)%\*÷%(b]v @)^@÷^# thof e0]  
sfo]og]ogsf]r/Ofdf ; d; 5 . ofhg] 4?kdf  
ul/Psf ol kof; x?nf0{lg/Gt/ Pj +; dlrt  
JoJ : yfkg u/L j fl~5t ; km]tf xfl; ntkn]5\$]  
lj lzi6?kdf lhNnf lj sf; ; ldltnf0; s0?kdf  
; 3fpg dlxf / afnafnsf pk; ldltn sfo]lw  
Pj +; ~rfng lgl]zsf, @)% ( hf/L ul/Psf] 5 .

**-#\_ p2]zo**

dlxf / afnlj sf; pk; ldltn sfo]lw /  
; ~rfng lgl]zsf]p2]ox? o; ksf/ 5g\  
dlxf / afnafnsf?sf lfqdf /xsf lj leG  
tx, lfq / ju\$ ; r]g, tYofsx?sf]  
j lu\$[?kdf ; sng, lj Zn]of, cBfj lws /

bf]f]f]k] f]x]s/Of ug{; xof]v k]vofpg].  
dlxf / afnlj sf; sf lfqdf lj Bdfg  
; d:ofx?sf]t]tsfng / bl3\$fnlg ; d]w]g]sf  
nflu uflj ; ; lhNnf Pj s]b]t/sf ; /sf/L  
cw{/sf/L Pj +; u7t gllh u]; /sf/L ; 3;  
; yfx? ; u ; dg]o ; xof]v / sfo]t ; Dj Gw  
lj sf; nufot pkoQm; e]g]sf]lj sf; ug]  
dlxf / afnlj sf; sf lfqdf sfo]ul//xsf  
lj leG ; /sf/L, u]x] /sf/L tyf ; u7t  
; yfx?sf]sfo?sf]lgoldt cgudg, k]f]k]f]of  
lbg].  
r]h]a0l a]lavg, ofg z]f]of / b]jofk/fnf0  
lg?T; flxt Pj sd ug{; xof]v k]vofpg].  
dlxf / afnafnsf]p]yfgsf nflu lz]f]f,  
: j f:Yo nufotsf lj lw lfqdf ; fdf]hs  
kl/rfng u/fpg].  
dlxf / afnlj sf; sf lfqdf sfd ug]lj leG  
lgsfo / ; 3 ; yfx?sf]; yfut lfdt lj sf; sf  
nflu ; xof]v k]vofpg].  
; dbfos]1fg ; lk / r]g]f:t/df ; wf/ u/L  
afnclwsf/, dlxf clwsf/sf]cgelt /  
k]ltzln?kdf pkof]sf nflu ; 3fpg].  
lgs]6 ksf/sf afn>d lj ?4 Jofks ; fdf]hs  
; r]g]f a4 ug{; 3fpg].

**-\$\_ /Ofglit**

dlxf / afnlj sf; pk; ldltnf0{r:t, b?:t  
/ kl/Ofdd]v agfpg b]xofsf]Ofglit clVtof/  
ul/g\$ M  
dlxf / afnlj sf; ; Dj Gw lfqdf ; d:of /  
cj ; /sf]v]fh]v] Pj +; Zn]of, ofhg] klxrfg,  
ofhg] thof, sfo]og og, cgludg, dNofs g  
ubf]afnclwsf/ / dlxf clwsf/df cfwf/Lt  
cj wf/Ofnf0{pkof]v ul/g\$ .  
c]y\$, ; fdf]hs / e]f]f]hs?kdf kl5k/\$f  
j u]x?nf0{ k]f]y]d]st]sf; fy} ; dtd]vL  
(equitable) gllt cj ndj g ul/g\$  
afnafnsf / dlxfx?sf]p]yfgsf nflu  
lj leG tx / lgsfo?df bj]j / j sfnt ug]  
afnafnsf / dlxfx?sf]; d:ofs]juxgtf /

lj s/fn l:ylt (intensity and vulnerability of  
problem) sf]klxrfg, lj Zn]of u/L Itgx?sf]  
oyf]rt ; r]g, JoJ : yfkg / k]f/ k]f/sf]  
nflu ; ~rf/ ; fdf]ulx?sf]clwstd'pkof]v  
ul/g\$ .  
c]f]tl/s / jfxo ; f] ; fdf]ulx?sf]JoJ : yfkg,  
kl/rfngsf nflu ; fef]f/L (partnership approach)  
df sfo]m]x? ; ~rfng ul/g\$ .  
lg/Gt/ / : yfol?kdf sfo]t /xg] u/L  
pk; ldltn]JoJ : yf ul/g\$ .

**-%\_ sfo]g]lt**

dlxf / afnlj sf; sf lfqdf ; s0?kdf j ]f]gs  
/ kefj sf/L 9u]f6 cfj lws / j flf\$ ofhg]  
thof ug]ok; ldltnf0; 3fpg ; fdf]hs lj sf;  
z]v]fnf0{h]d]f/ / ; lfd tNof0\$ .  
dlxf / afnlj sf; lfqdf j lu\$[ tYof\$ Pj  
; r]g]sf]; sng cBfj lws Pj +; Zn]of u/L  
lhNnsf]oyfy{l:ylt clen]v ug{ k\$zfz  
Pj +; k]f/ k]f/sf nflu ; r]g tyf clen]v  
s]b]h]f0{; xof]v k]vof0\$ .  
uf]f]sf; ; ldltn tyf gu/k]f]nsf?df klg  
dlxf / afnlj sf; pk; ldltn u7g u/L cfj Zos  
sfo]; ~rfngsf nflu kxn ul/g\$ .  
: yfglo lgsfo? ; lj ifout sfo]nox? ; gllhfq  
tyf lj leG ; 3 ; yfx? ; u ; dg]o u/L dlxf  
/ afnlj sf; ; Dj Gw ofhg] klxrfg, thof,  
sfo]og og, cgludg, dNofs g / ; d]l]f]sf]lgoldt  
JoJ : yf u/L o; lfqdf lhNnf lj sf; ; ldltn]  
kl]t]glwsf ?kdf pk; ldltn]sfo]ug\$ .  
lhNnf lj sf; ; ldltnf0; xelutfdhs ofhg]  
thof, cgludg / ; d]l]f]kl]j]g]x? lgoldt?kdf  
k]t]t ug]JoJ : yf ul/g\$ .  
pk; ldltn]cf]k]g]sf]of]f]n] / lf]nf0]JoJ l:yt  
ug{cfj Zostf cg; f/ lj leG t]n]d, e]d]of,  
; l]dg/, vofnl, cleofg, k]f/ k]f/ ; fdf]ulx?sf]  
d]l]b]d]af6 Jofks ; r]g]sf]sfo]m]x? ; ~rfng  
ug{Sg\$ / o; sf nflu lhNnf]eqsf j f jfxo  
lgsfo, /fli6 tyf c]t/fli6 u]x] /sf/L ; 3

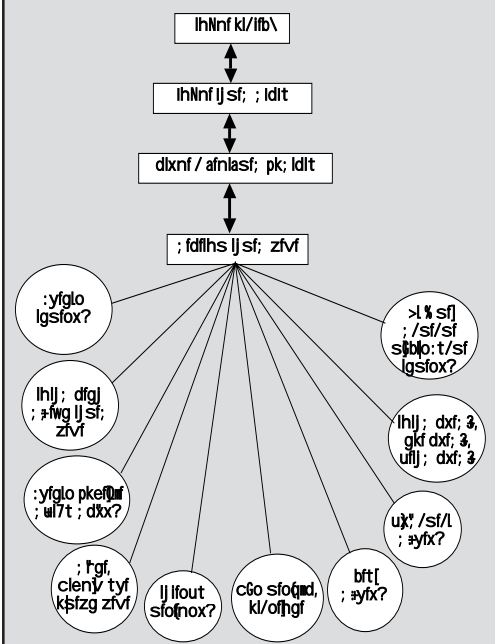
; yf Pj bft [ : yfx? ; u ; xofu cfbfgkbfq ug / sfo{ -rfng ug{ Sg\$ .

-^\_ ;+:yfut Joj:yf  
:yfglo :j foQ Zf; g Pj]sf]bknf ! (-!\_ cg' f/ pk; ldltsf]u7g u/L pkbknf -@ df plnny eP cg; f/ pkeQm; dxsf kl]t]glw, u; /sf/L ; :yfsf kl]t]glw, dlxnf, lk5l8Psf j u; a[4]hlj ; ; dfh; j]L tyf lj zif1 ; dfj } xg u/L bxfq cg; f/sf]dlxnf / jfnj]sf; pk; ldltsf]u7g ul/Psf\$ M

-!\_ lhnf lj sf; ; ldltn]t]f\$]dlxnf  
lhj ; ; b:ox? d]w]Pshgf ; of]hs  
-@\_ lhnf kl/ib; b:ox? d]w]af6  
lh=j ; ; n]t]f\$]dlxnf  
; b:ox? @ hgf ; b:0  
#\_ dlxnf / afnlj sf; sf lf]qdf sfd  
u/L/x\$] lhnf:yt :yfglo  
u; ; =x?sf lh=j ; =af6 dgflgt  
kl]t]glw? @ hgf ; b:0  
-\$\_ uf=j ; =clw]f=pk]w]lf?  
d]w]af6 lh=j ; =af6 dgflgt  
k?if ! hgf ; b:0  
-%\_ hghft ; ; u7gx? d]w]af6  
lh=j ; =af6 dgflgt dlxnf ! hgf ; b:0  
-\*\_ yf? ; khf / j f]dfen -cflbj f; L  
; dxsf kl]t]glw?d]w]af6  
lh=j ; =af6 dgflgt # hgf ; b:0  
-( \_ dlxnf lj sf; clwsf, dlxnf  
lj sf; zfvf sfo]no, e/tk/ ; b:0  
-!@\_ sfo]nd clwsf, ; fdl]hs  
lj sf; zfvf, lh=j ; ; lrtjg ; b:0 ; lrj

:yfol cfdlGqt ; b:0  
-!\_ lh=j ; =af/f t]f]Psf dlxnf / afnaf]nsf  
; DaGwl sfo]f ; 3fpg]bft [ :yfsf kl]t]glw?

^=! ;+:yfut ;+/rgf



-&\_pk; ldltsf] sfd, stfo / clwsf/  
c; xfo dlxnf sfg]l ; xfo]f ; Dj Gwl Joj :yfk g ug].  
c; xfo, cgfy / ck]e afnaf]nsf]Joj :yfk g / kg:yfk g ; Dj Gwl sfo]f ; 3fpg].  
blnt / lj kGg j fnj flnsf 5f]qfa]Qsf]Joj :yf sf nflu ; xofu ug].  
n]us ; dlj sf; ; Dj Gwl lhnf:t/sf ; ; yf, sfo]nonf]g]t]j bfo] eldsf lgj fx ug]; fy]lt]glx?sf of]hg, sfo]nd cflbsf] (gender auditing) ; fdl]hs lnu lj e] k/L]f]of]sfo]ug] / ; wf/sf nflu k[7k]f]of lbg].  
dlxnf lj ?4 xg]3/n]lx;f / e]efj, r]h]la]l a]flavg lj ?4 j snt, hgr]gf, ; fdl]hs kl/rfng cflb sfo; ; fng Pj + xofu ug].  
Pr-cf]e-P8\ kl]8t dlxnf kg]myfk g sf nflu ; xofu ug].

pk; ldltsf]sfo]f/L lgsfosf ?kdf lhj ; sf] sfo]no, ; fdl]hs lj sf; zfvf]sfo]ug].  
a]ss]lg]of]6 clen]ysf]l]hd]f/L ; lrj sf xg].  
; ldltsf]j]sdf cly\$ kzf; g lj lgodfj nl cg; f/ a]s eQf tyf ; lj wf pkn]w u/f]og].  
clw]fsf]cgkl:yltdf klg a]s a:g clg] fo eP]df pk; ldltsf ; b:ox?n]cfk]w]af6 clw]f rog u/L a]s a:g; lsg].  
a]sdf dg]f; j dfl]k]ss]sf/of lj gf nu]tf/ tlg k6s; Dd ; xeful gxg]; b:osf]; b:otf l/Qm xg].  
-(\_ sf]ifsf] Joj:yf  
lhnf/l]sf dlxnf / j fnj flnsf]sf]p]tyfg / clwsf/ :yfk]t ub; ; dtfdhs ; dfhsf] lg]f]sf nflu vr]ug]l/L dlxnf / jfnj]sf; pk; ldltsf, lhnf lj sf; ; ldltsf, lrtjg, @)%( sf]g]d]df 5\$]v]tf v]f]l Ps s]f]sf]Joj :yf ul/g\$. s]f]df b]xfo cg; f/sf /sd /xg] M  
lhnf lj sf; ; ldltsf k]k]t xg]/sd  
>L % sf] /sf/j f6 k]k]t xg]/sd  
lj leG lgsfo, JolQm ; ; yf j f bft [ :yfx?j f6 k]k]t xg]/sd  
bfg, bft]o, r]G]bf]f6 k]k]t xg]/sd  
s]f] :yfglo lj sf; clwsf/L jf ; lrj / n]yfk]nsf]; e]Qmb:tv]ta]f6 ; fng ul/g\$. s]f]sf]n]yfk/L]f]of lhnf lj sf; ; ldltsf]goldt kl]q]mf cg; f/ g]xg].  
-!)\_ cGo Joj:yf  
lhnf lj sf; ; ldltsf]pk; ldltsf]sfd, stfo / clwsf/ ; b:ox?sf]yk]36 j f l]hd]f/L ; Da]w]df cfj Zostf cg; f/ Joj :yf ug; Sg\$.  
lhnf lj sf; ; ldltsf]u7g e0]sfo]t dlxnf tyf afnlj sf; pk; ldltsf]u7g sfd, sfo]f]lx? o; ]g]z]sf c]tuf eP u/]f]d]f]gg].

-\*\_ j]7s / sfo]k]offnL  
pk; ldltsf]j]s ; fdl]G]ot]M k]to\$ dx]g]sf] Psk6s j :g\$. o; sf c]l/Qm]hg; S; dodf klg c]sl:ds j]s a:g; Sg\$. pk; ldltsf] j]s clw]fsf]cg]d]tdf ; lrj n]af]f]pg].  
; ldltsf]a]sdf ; ldltsf ; b:ox?sf c]l/Qm lj if]of] ; ; Dj 4 lj 1 j f kb]f]wsf/l]nf]of]cf]d]G]of ug] lsg].