

mùkj i nsk 'kkl u  
 vkokl vuhkx & 5  
 I f; k & 434@9&vk&5&2000&115b799  
 y[kuÅ %fnukd %15 Qjojñ 2000

dk; kÿ; &Kki

'kkl u }kjk i nZ ea 'kkl uknsk I f; k&2449 @9&vk&5&99&115bz@ 99 fnukd 14 fnl Ecj] 1999 tkjh  
 fd; k x; k Fk ft l ea Nk/h Jskh dsfodkl i kf/kdj.ka }kjk fo'kSk {k= fodkl i kf/kdj.ka ea ofj"B Lrj  
 ds rduhdh fo'kSkKka dh l ok, ami yC/k djkus grq0; oLFk dh xbZ Fkh vlg dñ cM& i kf/kdj.k tgka l s  
 vl; Nk/s i kf/kdj.ka ds fy, fo'kSk miyC/k dj, x, Fk ogla ij LFKukUrj.k@l okfuofuk ds  
 QyLo: i ofj"B Lrjh; vf/kdkjh miyC/k ughajg x, gA , d h fLFkr dh l EHKouk l nð gh jgsxA  
 pfd l e; & l e; ij LFKukUrj.k vkfn ds QyLo: i fLFkr cnyrh jg l drh gS bl fy, ; g mfpr  
 jgsx fd LrEH&2 ea mfYyf[kr i kf/kdj.k bl dk; kÿ; Kki dk gokyk nrs gq s l Ec) fd, tk jgs  
 vf/kdkjh ds uke l s l Ec) hdj.k vknš tkjh djA ; g Hh mfpr gskx fd vknš ikfjr djus l s i nZ  
 LrEH&1 dsfodkl i kf/kdj.k ds mik; {k l sfopkj Hh dj yA mi jkDr 'kkl uknsk ea vko'; drkuñ kj  
 vkf'kd l akaku dj fuEu 0; oLFk dh tkrh gS%

fodkl i kf/kdj.k dk uke tgl; dsef;  
 vfhk; Urk@e[; uxj fu; kst d]  
 e[; @ofj"B y[kf/kdkjh dks vfrfjDr  
 mRrjnkf; Ro fn; k tkrk gA

fodkl i kf/kdj.k@fo'kSk {k= fodkl  
 i kf/kdj.k tgladk mRrjnkf; Ro fn; k tkrk gA

1

2

- 1- y[kuÅ
- 2- dkuij
- 3- vkxjk

jk; cjsyh v; k; k&QSt kcknA  
 mluko&'kpykxat] cknk] >kd h] fp=dWA  
 vyhx<+e[; y[kf/kdkjh dks Nk/edj½ fQjkt kckn&  
 f'kdkgkckn] eFkjk&olnkouA

- 4- xkft; kckn
- 5- ejB@xkft; kckn

gki M&fi y[kvki e[ fQjuxjA  
 l gkjuij] gfj}kj] ea jh&ngjknw] nwoSyh] xaksh fo'kSk {k=  
 fodkl i kf/kdj.kA

- 6- cjsyh@ejknckn
- 7- okjk.kl h@bykgkckn

u&hrky >hy ij {k= fo'kSk {k= fodkl i kf/kdj.kA  
 folW; kpy&fetkij fo'kSk {k= fodkl i kf/kdj.kA

dì; k mi jkDrkuñ kj dk; ðkgh l fuf'pr djusdk d"V djA bl l EcWk ea i nZ ea tkjh 'kkl uknsk  
 ds vuñ kj 'kSk vknš ; Fkor~jgsA

Hkonh; ]  
 vry dekj xlrk  
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ifrfyfi fuEufyf[kr dks l pufkZ , oavko'; d dk; bkg h gsrq i f'kr %&

1- v/; {k} l eLr fo'kSk {ks= fodkl ikf/kdj.k} m0 iDA

2- miK; {k} l eLr fodkl ikf/kdj.k} m0 iDA

3- xMZOkyA

vkKk I s  
ntu n; ky  
I a Qr I fpoA

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I ok ep]

1&miw; {k]  
I eLr fodkl ikf/kdj.k]  
mRrj inskA

vkokl vutkx&1

y[kuÅ %fnukd %21 ekp] 2000

fo"K; %fodkl ikf/kdj.k }kjk I Eiknr fd; s tkusokys dk; ka ea ikjnf'kr I fuf'pr fd; k tkukA  
egkn; ]

mi; Dr fo"K; ij ep svki ls; g dgus dk funsk gwK gSfd tu ifrfuf/k; ka I kekl; tu rFk  
vU; OJk ka ls 'kkl u dks bl vk'k; dh f'kdK; ra ikr gkrh jgrh gSfd fodkl ikf/kdj.k }kjk  
vkoV u rFk vU; dk; ka ea ikjnf'kr I fuf'pr ugha dh tk jgh gS mnkj.k Lo: i ; fn fdl h 0; fDr  
us igys l s Hk k.M vkoV u vFok i ahdj.k dh tek /kujk'k dh oki l h vkn ds l Ecu/k ea vkonu ns  
j[kk gS ijUrql ml ds vkonu@iR; konu ij fopkj u djds ckn eafn; sx; s i fKuk&i=ka ij dk; bkgh  
dj yh tkrh gS vU; i oZ eafn; sx; svkonu i= vfuLrkjr jg tkrsgA ftl dsfy; sl kekl; 0; fDr; ka  
dks ikf/kdj.k ds fofHku foHkx ka ea b/kj&m/kj nKuk iMrk gS ijUrql gh rF; ka dh tkudkj h ugha gS  
ikrh gS bl ls ,d rjQ fodkl ikf/kdj.k ka dh dk; bkgh ij l ak; mRiUu gsk gS nu jh rjQ mlga  
dfBukb; ka dk l keuk djuk iMrk gS ; | fi bl l Ecu/k ea 'kkl u }kjk l e; & l e; ij fodkl  
ikf/kdj.k ka dks ; g funsk fn; sx; sgSfd vkoVr dh tkusokyh ifj l EifRr; ka dh l ph ikf/kdj.k ea  
mi; Dr LFku ij inf'kr dj nh tk; rFk vkoVr ifj l EifRr; ka dh l ph Hh izdk'kr dj nh tk; A  
; g Hh funsk fn; sx; sgSfd fodkl ikf/kdj.k ka rFk 'kkl u }kjk tkjh fd; sx; sfu; ek@mifof/k; ka dh  
ifr; ka ,d dkmUj dsek; e l sl kekl; tu rFk tu ifrfufek; ka dks fu/kZjr 'k d ydj miyC/k  
dj; h tk; A

2- mijDr funsk ka ds cktm Hh 'kkl u ds l Kku ea ; g rF; yk; k x; k gSfd ikf/kdj.k }kjk  
ikjnf'kr I fuf'pr ugha dh tk jgh gS vr, o mijDr dks n[krs gq s ep svki ls; g Hh dgus dk  
funsk gwK gSfd ; fn fdl h vkoVh ; k vU; bPNd 0; fDr }kjk fodkl ikf/kdj.k dh fdl h i=koyh  
vFok vfHy[k dks n[kus vFok mudh ifr miyCk djkus dk vujk fd; k tkrk gS rks fodkl  
ikf/kdj.k }kjk i=koyh fn[kus vFok ml dh ifr; ka miyCk djkus ds fy; s ,d fo"Kk d{k LFkfr  
fd; k tk; ftl l s fu/kZjr frfK o l e; ij fdl h mRrjnk; h 0; fDr dh n[kj[k ea ml s vfHy[k  
fn[k; k tk l ds rFk fu/kZjr 'k d tek djus ij okNr vfHy[k dh ifr; ka miyCk gS l dA bl  
izkj vfHy[k fdl h Hh ml 0; fDr }kjk n[k tk l drk gS ftl dk fd ml izj.k eafgr fufgr gkA  
ikf/kdj.k ds miw; {k }kjk fyf[kr dkj.k crks gq s fdl h vfHy[k fn[kk@ifr miyCk djkus l s  
bl dkj Hh fd; k tk l drk gS ijUrql ,d s l Hh bl dkj dk 0; kjk ikf/kdj.k ckWZ dks vxyh cBd ea  
miyCk dj; k tk; skA ikf/kdj.k bl gsrq vko'; d 0; oLFk l fuf'pr dj ys rFk fnukd 01 vi&]  
2000 l s bl dk fO; k b; u l fuf'pr dj os 'k d fu/kj.k viusLrj l sdj l drsgA bl 0; oLFk  
dk 0; kid i l kj ipkj Hh l fuf'pr fd; k tk; rkfd l Hh dks ykk fey l dA

Hkonh; ]  
vry dekj xlrk  
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I 4; 307/41@9&vk0&1 &2000 rnfukad

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ifrfyfi fuEufyf[kr dsl pufkz , oavko'; d dk; bkgb gsrqif"kr %&

- 1- v/; {k} l eLr fodkl ikf/kdj.k mRrj inska
- 2- l EcfU/kr] fodkl ikf/kdj.k dsl Hh ukfer l nL; x.kA
- 3- fodkl ikf/kdj.k {k= l sl EcfU/kr ekuuh; l k n@ek0 l nL;} fo/kku l Hk@fo/kku ifj"knA
- 4- vkokl cu/kj mRrj insk y[kuAA
- 5- xkMZ Qkby vkokl vutkx&1

vkKk l s  
jkeo{k i l kn  
l a Ør l fpoA

i kkd]

vry d&kj xlrk]  
I fpo] vkokl ]  
mRrj insk 'kkl uA

I ok eþ

¼½ v/; {k] mùkj insk tyfuxe] y[kuÅÅ  
½ e.Myk; Þr@v/; {k] fodkl i kf/kdj.k] y[kuÅÅ@dkuij@vixjk@bykgkckn@ejB  
¾ vkokl vk; Þr] m-iz vkokl , oafodkl ifj"kn] y[kuÅÅ  
¼½ mi k/; {k] fodkl i kf/kdj.k] dkuij@vixjk@y[kuÅÅ@xkft; kcknA  
½ iz[k vkfk; Urk] ykd fuelzk foHkxA

fo"i; % kf/kdj.k ea I fonk ij py jgs dk; kã ds fy; s fooknã dks fui Vkus gsrq vkch/Vj I Z dk i Sry  
xfBr fd;k tkukA

egkn;]

bLVV fCYMI Z , I kãI , 'ku] mùkj insk 'kk[kk ds }kjk 'kkl u ds I Kku ea fuEu rF; yk; s  
x; sg&%

¼½ fCYMI Z@Bdnkj ds }kjk i kf/kdj.k ea I fonk ij gk jgs fuelzk dk; kã ds fy; s fd; s tk jgs  
bdjkjukes ea ; g i kfo/kku jgrk gSfd nksã ea fookn mRiUu gkus dh fLFkr ea i kf/kdj.k ds  
mi k/; {k vkch/Vj gkxA

¼½ fCYMI Z , I kãI , 'ku dh ekx gSfd mDr 0; oLFk , d i {k; gã ftI foHkx I smudk fookn gS  
mi h ds foHkx; {k dk vius foHkx dh vj >oLko LokHkrod gSvr%Q\$ yk fu'p; gh fu"i {k  
ughags I drkA mDr fLFkr eaU; W'y vkch/Vj dk gksã vko' ; d gã

2- 'kkl u dh fu"i {k izkkl u dh ulfr dks /; ku eaj[krs gq i Lrkfor gSfd vkch/Vj ku ds fy; s  
vkch/Vj I Z dk , d i Sry] ftI ea ykd fuelzk foHkx rFk tyfuxe ds vodk'k i klr v/k{k.k vkfk; Urk  
¼ yD'ku xM½ rFk ml I s Åij ds in ds vkfk; Urk] vkokl , oafodkl ifj"kn] i kf/kdj.k I ok rFk  
ikfydk I ok ds vodk'k i klr e[; vkfk; Urk] ftudh vius dk; Zky ea Nfo cgr vPNh jgh gk rFk  
I R; fu"Bk dh [; kfr 'kd I sijsjgh gk Lrj ds vf/kdkjh gk cuk fy; s tk; A

3- vr%vki I svujgk gSfd vki vius {k= I smDr Jskh ds , s vf/kdkj; kã ftUga vkch/Vj ds  
: i ea dk; Z djuse ea #fp gk rFk i Lrj 2 eamfYyf[kr 'krã ijh djrs gk rFk ftUga vkch/Vj gsrq  
vki mi; Þr I e>rs gk dh I ph 'kkl u dks , d ekg ea fhktokus dk d"V djaftI I sfd mi jDr  
i Sry dk xBu 'k?kz fd; k tk I dã

Hkonh;]  
vry d&kj xlrk  
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mUkj insk 'kkl uA

I ok ep

- 1- vk; 0r  
vkokl ,oafodkl ifj"kn  
104, egkrek xkth elx] y[kuAA
- 2- I eLr mik/; {k} fodkl i k/kdj.k ,oa  
fofu; fer {k= fodkl i k/kdj.kA

vkokl vuhkx&6

y[kuA %fnuka %26 vi&y] 2000

fo"k; %vkokl foHkx }kjk tkjh fd, x;s i qjhf{kr ukxfjd vf/kdkj i= ds vuq kj dk; 0kgh fd;k tkuA

egkn;]

mi; 0r fo"k; ds l aak ea vkokl foHkx ds vUrxr fodkl i k/kdj.k@m0 i0 vkokl ,oa fodkl ifj"kn grq 'kkl u dh ikjnf'krk ,oavU; ifrc) rkvla dks I fuf'pr djus grq tkjh fd, x;s i qjhf{kr ukxfjd vf/kdkj i= dh ,d&,d ifr l ayku djrsgg e s; g dgus dk funsk gvk gSfd di;k ukxfjd vf/kdkj i= eamfYyf[kr ifrc) rkvla ,oa0; oLFkvla ds vuq kj f0; kko; u grqbl dk 0; kid ipkj ,oaid kj fd;k tk, rFk ukxfjdka dks vko'; d I fo/kk, ainku fd;k tk, A

2- di;k dr dk; 0kgh l s iR; d elg ds iEke l lrg ea 'kkl u dks Hh voxr dj;k; k tk, A

I ayXud %mij0rkuq kjA

Hkonh;]  
nhu n; ky  
I a 0r I fpoA

I 4; k ,oafnuka rn0

ifrfyfi fuEufyf[kr dks l pukFkZ ,oavko'; d dk; 0kgh grq i f'kr %&

- 1- futh l fpo] ek0 vkokl ea h th dks ek0 ea h th ds voykdukfKZ %hns ifr; ka e&
- 2- futh l fpo] ek0 jkT; ea h th vkokl dks ek0 jkT; ea h th ds voykdukfKA
- 3- LVkQ vkfQl j] e[; I fpo] m0 i0 'kkl uA
- 4- funskd] l puk ,oatul EidZ foHkx y[kuA dks bl vugk ds l kfk fd os di;k vkokl foHkx }kjk tkjh i qjhf{kr ukxfjd vf/kdkj i= dk l ekpj i=ka ,oanjin'ku ij 0; kid ipkj&i d kj djkus dk d"V dja 1/4 kp ifr; ka e&
- 5- foHkx ds l eLr vf/kdkjhx.kA
- 6- vkokl foHkx ds l eLr vuhkxA

vkKk l }  
nhu n; ky  
I a 0r I fpoA

i&kd]

nhu n; ky]  
I a Ør I fpo]  
mRrj inšk 'kkl uA

I ok eþ

- (1) mi k/; {k]  
I eLr fodkl i k/kdj.k]  
mRrj inškA
- (2) v/; {k]  
I eLr fo'kšk {k= fodkl i k/kdj.k]  
mRrj inškA

vkokl vu&x&5

y[kuÅ %fnukd %1 eb] 2000

fo"K; %fodkl i k/kdj.k ds vfhk; arkvlæ dls dEI; Wj ds dk; kdk if'k{k.k fn; k tkukA  
egkn;]

mi; Ør fo"K; dh vlg vkidk /; ku vkd"V djrs gq ep; s; g dgus dk funšk gqk gS fd  
fodkl i k/kdj.k ds dk; k ea fuR; i fr dEI; Wj dh c<rh mi; kxrk , oa vko'; Drk dls n[kr s gq  
vfhk; arkvlæ dls dEI; Wj ij dk; Zfd, tkus gsq if'k{k.k fn; k tkuk vfr vko'; d gÅ foHku fodkl  
i k/kdj.k ea dEI; Wjhdj.k dk dk; Z ipfyr gS vlg ; g vk'kk gS fd 'k?k gh cM; i kus ij fodkl  
i k/kdj.k ea dkOh dk; Z dEI; Wj ij gkus yxæA vr% bl gsq foHku dk feZla dls if'k{k.k fd; k  
tkuk vijgk; Z , oa vko'; d gÅ

(2) mi; Ør ds Øe eadi; k vius&vius fodkl i k/kdj.k ea fo'kšk&{k= fodkl i k/kdj.k ea als  
nsud oru@odpkt@I fonk ij dk; jr bPNd I gk; d vfhk; arkvlæ voj vfhk; arkvlæ ds uke  
dEI; Wj if'k{k.k gsq 'kkl u dls 10 fnukæ ds Hhrj mi yC/k djkus dk d"V djÅ bl I Ecl/k eady 40  
voj vfhk; arkvlæ rFk 10 I gk; d vfhk; arkvlæ nsud oru@odpkt@I fonk½ ds ukæ dh if'k{k.k gsq  
vko'; Drk gÅ

vkKk I }  
nhu n; ky  
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i 8kd]

I 4; Hh jMMh  
fo'ksk I fpo]  
vkokl foHkx]  
m0 iD 'kkl uA

I ok ep]

1- mi/k; {k] I eLr fodkl i kf/kdj.k] mRrj inSkA  
2- v/; {k] I eLr fo'ksk {ks= fodkl i kf/kdj.k] mRrj inSkA  
3- fu; æ-d i kf/kdkjh] I eLr fofu; fer {ks= mRrj inSkA

vkokl vuHkx&5

y[kuÅ %fnukd %18 vxLr] 2000

fo"k; %fodkl i kf/kdj.k ea tKW cfi I dsvk/kj ij dEI; Wj I sdk; Z djkus tkusfo"k; dA

egkn;]

'kkl u ds I Kku ea ;g vk;k gSfd dfri; fodkl i kf/kdj.k ea dEI; Wj I pkyu grq dkbZ dlfed miyCek ughag\$ ftl I sØ; fd; sx; s dEI; Wj ka dk i kf/kdj.k ea }kjk I efor mi; lœ ughagk ik jgk gSvlg I kfk gh i kf/kdj.k ea dk dk; Z Hh i Hkfor gsjgk gA

2- vr%'kkl u Lrj ij bl I eL; k ij fopkj fd; k x; k vlg I E; d fopkjki jkr ;g fu.k; fy; k x; k fd ftl i kf/kdj.k ea dEI; Wj I pkyu grq dkbZ dlfed miyC/k ughag\$ rksml i kf/kdj.k ea }kjk i kf/kdj.k ea LFkfir i kf/kdj.k ds dEI; Wj dk mi; lœ djrs gq s ^tKW cfi I (Job basis) ds vk/kj ij fdl h ckjgh dEI; Wj @ I KIVos j dU YVh h QeZ I s; g dk; Z djf fy; k tk; A bl dk; Z ds fy; s vf/kdre fuEuku kj Hkqrku fd; k tk I drk gS%

dk; Z dh Jskh	ifr ekuo fnol	ifr ekuo ekg
MkV/k buVh I Ecu/h	#0 77-00	#0 2000-00
i kskfex I Ecu/h	#0 115-00	#0 3000-00

3- ;g Hh Li"V fd; k tkrk gSfd i kf/kdj.k ea }kjk mDr dk; ka ds fuLrkj.k grqu rks fdl h Hh izdkj dk fu; Dr vlnsk fuxr fd; k tk; sk vlg u gh dk; ka ds fuLrkj.k djus okys ckjgh 0; fDr; ka dk dkbZ eLVjjky gh cuk; k tk; skA ckjgh dEI; Wj @ I KIVos j dU YVh h QeZ ds ftu dfeZ; ka }kjk i kf/kdj.k ds dEI; Wj fo"k; d dk; ka dk fuLrkj.k dj; k tk; sk] ml fuLrkjr dk; Z dh iR; d dk; Z fnol okj ml dh ifo"V i kf/kdj.k ea cuk; s x; s , oaj {ks , d ykkcpd ea fd; k tk; sk rFk ml dk Hkqrku ykk cpd ea dh x; h ifo"V ds vu kj gh fd; k tk; skA i kf/kdj.k ds mi/k; {k }kjk ulfer vf/kdkjh iR; d dk; fnol ds I eki u ij dk; Z dk Hkrd I R; ki u djxk vlg rnk jkr ykcpd ea vdr ifo"V ds Hh I R; kfir djxkA mi jDr dk; ka dk Hkqrku I h/s I Ecu/h QeZ ds fd; k tk; skA

4- di ; k mi jDrku kj dk; Z bgh I fuf'pr djkus dk d"V dja , oavui ky u vk[ ; k 'kkl u ds Hh miyCek dj; A

Hkonh;]  
I 4; Hh jMMh  
fo'ksk I fpoA



I 4; %3406(1)@9&vk&5&2000 rnfukdA

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ifrfyfi %&

- 1- vkokl vk; Ør] m0 iØ vkokl , oafodkl ifj"kn dksI pufkA
- 2- icU/k funskd] m0 iØ vkokl I 2k] y[kuÅ dksI pufkA
- 3- vf/k'kkl h funskd] vkokl cU/k] m0 iØ dksI pufkA , oavko' ; d dk; bkg h grqi f'krA

Hkonh; ]  
I at; Hk jMMh  
fo'kSk I fpoA

i 8kd]

Jh vry dekj xlrkj  
I fpo vkokl ]  
m0kj insk 'kkl uA  
y[kuÅA

I ok ep]

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I elr fodkl ikf/kdj.k  
mRrj inskA

vkokl vutkx&1

y[kuÅ %fnukd %28 vxLr] 2000

fo"i; %tu&ekul dh I eL; kvkdk Rofjr fulrkj.kA

egkn;]

'kkl u dks turk I s'kdk; ra ikr gks jgh gdf ikf/kdj.kA ea NK/s Lrj ds vf/kdkjh rFk  
depkjh mudh I eL; kvkdsfujkdj.k ea #fp ughayrs gA mik/; {k Hh mudh f'kdk; ra I qus ds fy; s  
dk; ky; eamiyC/k ughagks ikrsgA QyLo: i turk dh I eL; kvkdk I ek/kku ughagks ikrk gA bl I s  
'kkl u dh Nfo /mry gks ds I kFk gh I kFk tu&ekul ea ikf/kdj.k dh I okvka ds ifr vl UrkSk  
ifjyf{kr gks jgk gA

bl I Ecu/k ea vki I s; g dgus dk ep sfunSk gvk gSfd 'kkl u dh ulfr tu&ekul dksfu"i {k  
Rofjr] I e; c) ,oa fouerki wkZ I ok miyC/k djuk gA vr% I E; d- fopkjki jkr egkefge Jh  
jkt; iky ; g funs'kr djrs gdf insk ds I Hh ikf/kdj.kA ds mik/; {k I lrg ea pkj fnu %xyokj  
I s'k0kj rd 1/2 ifrfnu i0Z fu/kkZjr I e; ds vuq kj 2 ?k. Vs turk dh f'kdk; ra ,oa I eL; kvkds  
fujkdj.k gsrq 0; fDrxr : i I s ikf/kdj.k dk; ky; ea turk I s feydj mudh I eL; kvkdk Rofjr  
fulrkj.k I fuf'pr djka

bu vknSkdk vuiky dMkZ I s I fuf'pr fd; k tk; A

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