या पाठ्यक्रमात योजनाची सूची तीन चरणांमध्ये विभाजन गरिलेली आहे:

**प्रथम चरण:** लिखित परीक्षा (Written Examination) पूर्णांक : २००

**द्वितीय चरण:** सक्षमता परीक्षा (Competency Test) पूर्णांक : ३०

**तृतीय चरण:** अन्तर्वांत (Interview) पूर्णांक : ३०

### प्रथम चरण : लिखित परीक्षा योजना (Written Examination Scheme)

<table>
<thead>
<tr>
<th>विषय</th>
<th>पूर्णांक</th>
<th>उत्तरांक</th>
<th>परीक्षा प्रणाली</th>
<th>प्रश्नसंख्या x अंक</th>
<th>समय</th>
</tr>
</thead>
<tbody>
<tr>
<td>गovernance, Management, Public Accountability, Ethics and Professionalism</td>
<td>७०</td>
<td>४०</td>
<td>Critical Analysis &amp; Problem Solving</td>
<td>४ प्रश्न x २५ अंक</td>
<td>३ घण्टा</td>
</tr>
<tr>
<td>मानव अधिकार (Human Rights) तथा Drafting and Reporting Skills</td>
<td>७०</td>
<td>४०</td>
<td>Critical Analysis &amp; Problem Solving</td>
<td>४ प्रश्न x २० अंक</td>
<td>३ घण्टा</td>
</tr>
</tbody>
</table>

### द्वितीय चरण : सक्षमता परीक्षा (Competency Test)

<table>
<thead>
<tr>
<th>विषय</th>
<th>पूर्णांक</th>
<th>परीक्षा प्रणाली</th>
<th>समय</th>
<th>कैफियत</th>
</tr>
</thead>
<tbody>
<tr>
<td>Case Presentation</td>
<td>२०</td>
<td>व्यक्तिगत प्रस्तुतिकरण (Ind.Presentation)</td>
<td>५० मिनिट</td>
<td></td>
</tr>
</tbody>
</table>

### तृतीय चरण : अन्तर्वांत (Interview)

<table>
<thead>
<tr>
<th>विषय</th>
<th>पूर्णांक</th>
<th>परीक्षा प्रणाली</th>
</tr>
</thead>
<tbody>
<tr>
<td>Board Interview</td>
<td>३०</td>
<td>बोर्ड अन्तर्वांत (Board Interview)</td>
</tr>
</tbody>
</table>

**प्रत्येक पाठ्यक्रमातील योजना विभाजनाने होणाऱ्या क्रमांकावर विशेष ध्येय करावी:]

१. लिखित परीक्षा माध्यम भाषा नेपाली वा अंग्रेजी अथवा विषयातील अंग्रेजी संपूर्ण आणि पूर्ण ठरलेले असलेले प्रश्नांक मात्र ३० मिनिटात उत्तर देऊन देण्यात येईल. प्रथम व द्वितीय चरणात देखील म्हणजेच उत्तरांक २५ अंक आहेत.

२. प्रत्येक प्रश्नांकमध्ये ४ विकल्पांची संख्या आहे.

३. प्रत्येक प्रश्नांकातील उत्तरांक २५ अंक आहेत.

४. क्रमचयी प्रश्नांकांमध्ये प्रत्येक प्रश्नांकमध्ये उत्तरांक ३० मिनिटात देणे अशा प्रकारे आहे जसे की क्रमांक काॅनून, ऐन, नियम, विनियम, तथा सूचना परीक्षांकांमध्ये लिहिलेल्या अन्तर्भूत अर्थव्यवस्थेच्या महत्त्वाच्या संदर्भांमध्ये देखील प्राप्त करण्यासाठी आवश्यक आहे.

५. प्रत्येक प्रश्नांकांमध्ये उत्तरांक ४० मिनिटात असलेले असलेले प्रश्नांकांमध्ये प्रश्नांकांमध्ये सम्बंधित गाठने आवश्यक आहे.

६. प्रत्येक प्रश्नांकांमध्ये प्रश्नांकांमध्ये प्रश्नांकांमध्ये सम्बंधित गाठने आवश्यक आहे.

७. प्रत्येक प्रश्नांकांमध्ये प्रश्नांकांमध्ये प्रश्नांकांमध्ये सम्बंधित गाठने आवश्यक आहे.

८. प्रत्येक प्रश्नांकांमध्ये प्रश्नांकांमध्ये प्रश्नांकांमध्ये सम्बंधित गाठने आवश्यक आहे.

९. प्रत्येक प्रश्नांकांमध्ये प्रश्नांकांमध्ये प्रश्नांकांमध्ये सम्बंधित गाठने आवश्यक आहे.

१०. प्रत्येक प्रश्नांकांमध्ये प्रश्नांकांमध्ये प्रश्नांकांमध्ये सम्बंधित गाठने आवश्यक आहे.

११. प्रत्येक प्रश्नांकांमध्ये प्रश्नांकांमध्ये प्रश्नांकांमध्ये सम्बंधित गाठने आवश्यक आहे.

१२. प्रत्येक प्रश्नांकांमध्ये प्रश्नांकांमध्ये प्रश्नांकांमध्ये सम्बंधित गाठने आवश्यक आहे.

१३. प्रत्येक प्रश्नांकांमध्ये प्रश्नांकांमध्ये प्रश्नांकांमध्ये सम्बंधित गाठने आवश्यक आहे.

१४. प्रत्येक प्रश्नांकांमध्ये प्रश्नांकांमध्ये प्रश्नांकांमध्ये सम्बंधित गाठने आवश्यक आहे.

१५. प्रत्येक प्रश्नांकांमध्ये प्रश्नांकांमध्ये प्रश्नांकांमध्ये सम्बंधित गाठने आवश्यक आहे.

२०७९/०६/२५
1. Governance and Development
   1.1 Concept, principles and dimensions of governance
   1.2 Envisioning Governance and Public Services
   1.3 Federal system: federal, provincial and local level governance
   1.4 Public service delivery and its effectiveness
   1.5 Public policy-policy formulation, implementation, monitoring and evaluation
   1.6 Geopolitics and rights of land-locked and least developed countries
   1.7 Aspects of development - economic, social, political and institutional
   1.8 Nepalese economy and issues relating to planning, mobilization of resources, growth and development
   1.9 Role of development partners in development and foreign aid mobilization, Civic engagement
   1.10 Fiscal Federalism and its practices in Nepal
   1.11 Financial Administration: Auditing and Budgeting - Budget Formulation, Implementation, Monitoring, Evaluation and Financial control system
   1.13 Diversity management and Status of social diversity in Nepal
   1.14 Issues relating to poverty, hunger, unemployment, population and migration
   1.15 Welfare schemes, social protection and social security for weaker/vulnerable groups of the population in Nepal

2. Professional Ethics and Values
   2.1 Essence, determinants, consequences and dimensions of ethics
   2.2 Human values
   2.3 Principles of public life
   2.4 Spiritualism in public affairs management, Spirituality at works
   2.5 Ethical guidance, ethical issues in public sector management
   2.6 Corruption: Challenges and corruption control strategies
   2.7 Public accountability, transparency
2.8 Understanding professional values, professional standards, professionalism in workplace
2.9 The foundation values for public service - integrity, impartiality, dedication, empathy, tolerance and compassion

3. **Management Concepts and Practice**
   3.1 Management: Concept, principles, functions, scope and role, level and skills of manager
   3.2 Contemporary challenges for managers; contemporary issues of management in Nepal
   3.3 Human resource management: Concept, functions and different aspects
   3.4 Planning: Concept, principles, nature, types, cycles and instruments
   3.5 Leadership: Concept, function, leadership styles, leadership and management
   3.6 Coordination: Concept, types, techniques of effective coordination
   3.7 Communication and counselling: Concept, communication processes and barrier to effective communication, techniques for improving communication
   3.8 Decision making: Importance, types, problem solving techniques, improving decision making
   3.9 Supervision, Monitoring and Quality Control
   3.10 Organizational behavior, work culture, motivation and morale
   3.11 Resource allocation and utilization
   3.12 Training techniques and reporting

4. **Professionalism and Management Issues and Practice**
   4.1 Nature and scope of management in public organization
   4.2 Staff management, collective bargaining and unionism
   4.3 Conflict management: concept, approaches, levels of conflict, causes of conflict and conflict management strategies
   4.4 Negotiation skills, method and significance of dispute settlement
   4.5 Grievance handling and role of management to the grievance handling
   4.6 Change management: concept, sources of organizational change, resistance to change, management of resistance to change
   4.7 Crisis management
   4.8 Emotional intelligence and its relevance in public management and governance
   4.9 Time management: concept and strategies for effective time management
   4.10 Participative management: concept, importance, techniques of participation
   4.11 Stress management: concept, causes and sources of stress, techniques of stress management
   4.12 Labour migration management, Disaster Management, Technology management, Information management, Performance Management, Team management, Talent management, Risk management
   4.13 Administrative regularities
Part I – (80 Marks)
(4 Questions × 20 marks for each question = 80 Marks)

1. State Policy on Human Rights in Nepal
   1.1 Democratic norms and values, rule of law and human rights
   1.2 Constitutional and legal commitments on human rights
   1.3 Role of Government and National Human Rights Institutions (NHRIs) for protection and promotion of human rights
   1.4 Actors for human rights promotion: state agencies, National Human Rights Commission (NHRC) and other human rights commissions, civil society organizations, academia among others
   1.5 Actors for human rights protection: NHRC, courts and tribunals, crime investigation and prosecution agencies
   1.6 Preventive measures of human rights protection and promotion and their significance
   1.7 Impunity and state accountability on protection and promotion of human rights.
   1.8 Monitoring and investigation of human rights issues and role of NHRC Nepal
   1.9 Settlement of human rights cases
   1.10 Enforcement of human rights related decisions
   1.11 Sustainable Development Goals and their status from human rights perspective
   1.12 Challenges and opportunities of human rights protection and promotion in the Federal setup
   1.13 Transitional justice and role of Truth and Reconciliation Commission (TRC) and National Human Rights Commission (NHRC) for victim justice

2. International Human Rights System and Actors
   2.1 UN human rights mechanism
   2.2 International system of promotion and protection of human rights
   2.4 Judicial measures: International tribunals and courts dealing with human rights issues, European Court of Human Rights,
   2.5 Role of international organizations on the promotion and protection of human rights: OHCHR, thematic special rapporteurs, UN Human Rights Council and other UN agencies
   2.6 Role of International Criminal Court on the Protection of human rights
   2.7 Role of inter-governmental and international non-governmental sector on the promotion and protection of human rights such as APF of NHRIs, INGOs, NGOs and Media.
   2.8 Human rights and its relation with humanitarian laws (peace time and war time)
   2.9 Implementation of international humanitarian laws
   2.10 International human rights treaty monitoring, UPR Process, State reports, General Recommendations, comments and concluding observations.
   2.11 Rome statute and ICC
   2.12 Geneva Convention
   2.13 Common Article of Geneva Convention and Implementation of Human Rights Law
   2.14 Globalization and Human Rights
3. Human Rights Law and Treaties

3.1 Human Rights International Bill: Universal Declaration of Human Rights, 1948, and Twin Covenants and Optional Protocol (ICESCR and ICCPR)

3.2 Law and practice on civil, cultural, economic, political and social rights

3.3 Law and practice on the issues of torture and inhuman and degrading treatment and racial discrimination

3.4 Rights of women in line with Convention on the Elimination of all forms of Discrimination Against Women (CEDAW), 1979 and aftermath

3.5 Rights of children in light of Convention on the Rights of the Child (CRC), 1989 and aftermath

3.6 International Convention on the Elimination of all forms of Racial Discrimination (ICERD), 1965

3.7 Minority rights with focus to vulnerable groups: Indigenous groups, Dalits, HIV infected people, Transsexual minorities, Senior citizens, Migrant workers among others

3.8 State obligations on the respect for human rights

3.9 Positive discrimination as a respect for human rights

3.10 Human Rights and UN Charter

3.11 Parlemo protocol and its enforcement

3.12 American, European, African Convention on human rights and consideration for Asian Convention and SAARC

3.13 Human Rights implied on the ancient traditions (Hinduism, Buddhism, Confucianism, Islamic Jurisprudence and Christianity)

4. Human Rights and Development Issues

4.1 The nexus between, social justice, social inclusion and human rights

4.2 Empowerment of disadvantaged groups and their human rights dimension

4.3 National and International development on Human Rights Based Approach to development

4.4 National and International developments on the issue right to live in peace

4.5 National and International Law and practice of right to environment

4.6 Human rights advocacy and outreach programs for the protection and promotion of human rights

4.7 Significance of human rights education, information and training for sustainable human development

4.8 Human rights and good governance

4.9 Federation, Province and Local Government obligations for safety and security issue of Human Rights defenders

4.10 Conflict Management (Region, Social, Caste Base, Community base)

4.11 Torture and Other Cruel, Inhuman, or Degrading Treatment or Punishment, Arbitrary Arrest or Detention (Arrest Procedures and Treatment of Detainees)


4.13 Labour Rights and its situation in Nepal

5. Major Human Rights Issues

5.1 Trafficking in human persons including human organs

5.2 Internal displacement and migration

5.3 Conflict and violence
5.4 Enforced disappearances
5.5 Illegal use and employment of children
5.6 Human rights education, civic sense and public awareness
5.7 Discrimination and unequal treatment based on region, religion, gender, race, caste, etc.
5.8 Different forms of traditional malpractices, causes and measures to control
5.9 Rule of law versus impunity
5.10 Violence against women, children and senior citizens
5.11 The rights of Dalits
5.12 Poverty (in context of obstacle for enjoying human rights)
5.13 Rights of the Persons with disability
5.14 Environment and Human Rights
5.15 Business and human rights, consumer rights

6. Related Legislations, Enforcement Mechanisms & Humanitarian Intervention
6.1 Human Rights provision in Constitution of Nepal, 2072
6.2 National Human Rights Commission Act, 2068
6.3 National Human Rights Commission (Complaint, Punishment & Compensation Determination) Regulation, 2069
6.4 Human Trafficking and Transportation (Control) Act, 2064
6.5 The Consumer Protection Act, 2075
6.6 The Act relating to Children, 2075
6.7 The Public Health Service Act, 2075
6.8 The Right to Food and Food Sovereignty Act, 2075
6.9 The Act relating to Compulsory and Free Education, 2075
6.10 The Act relating to Rights of Persons with Disabilities, 2074
6.11 Witchcraft-related accusation (Offence and Punishment) Act, 2072
6.12 The Caste-based Discrimination and Untouchability (Offence and Punishment) Act, 2068
6.13 Functions, Duties and Powers of Constitutional thematic Commission
6.14 Human rights movement in Nepal
6.16 Mediation and role of stakeholders
6.17 Dynamics of conflict and its management
6.18 Human rights obligation of state and role of oversight institutions
6.19 Methodology and indicators of human rights monitoring
6.20 Existing Strategic Plan of National Human Rights Commission of Nepal

7. Human Rights Protection during State of emergency, Armed Conflict, Civil Strife
7.1 Human Rights protection during State of Emergency and Civil Strife
7.2 International Conventions and Treaties Permitting Use of Arms
7.3 Code of Conduct of Law Enforcement Officials While Using Arms
7.4 Illegal Mobilization and Detention Control mechanism
7.5 State of Emergency Procedure
7.6 Judicial Guarantees
7.7 Administration of Justice and Right to Fair Trial

8. Research Methodology
8.1 Concept, meaning and characteristics of scientific research
8.2 Types of research: Fundamentals and applied research; quantitative and qualitative research; inductive and deductive research.
8.3 Research Proposal, Research Methodology, Data Collection and analysis through the lens of human rights laws and mechanisms, Research Report
8.4 Sampling and types of sampling
8.5 Importance of research and study in protection and promotion of human rights
8.6 Report Writing Modality for Human Rights protection (investigation and monitoring) and promotion.

Part II – (20) Marks
(1Question × 20 Marks = 20 Marks)

9. Drafting and Reporting Skills
9.1 Speech
9.2 Press release
9.3 Message
9.4 Memorandum of Understanding
9.5 Media Techniques
9.6 Academic Writing

Note: The questions of Part II of Papar II will be asked in English language. The answer of these questions must be written in the same language (English language).

<table>
<thead>
<tr>
<th>पत्र</th>
<th>विषय</th>
<th>भाग</th>
<th>अंकभार</th>
<th>परीक्षा प्रश्नातीती</th>
<th>प्रश्नसंख्या × अंक</th>
<th>समय</th>
</tr>
</thead>
<tbody>
<tr>
<td>II</td>
<td>मानव अधिकार (Human Rights) तथा Drafting and Reporting Skills</td>
<td>I</td>
<td>80</td>
<td>Critical Analysis &amp; Problem Solving</td>
<td>4 प्रश्न × 20 अंक</td>
<td>3 घण्टा</td>
</tr>
<tr>
<td>II</td>
<td></td>
<td>II</td>
<td>20</td>
<td>Subjective Long Answer Type</td>
<td>1 प्रश्न × 20 अंक</td>
<td></td>
</tr>
</tbody>
</table>