



## គម្រោងប្រតិបត្តិល្អរបស់អង្គការមិនមែនរដ្ឋាភិបាល

### ក្រុមនៃគោលការណ៍ជាសីលធម៌ និង បទដ្ឋានអប្បបរមាសំរាប់អង្គការមិនមែនរដ្ឋាភិបាលនៅក្នុងប្រទេសកម្ពុជា

ខែសីហា ឆ្នាំ២០០៧ (កែសម្រួលលើកទី១០)

ផ្ទះលេខ : ៩-១១ ផ្លូវលេខ : ៤៧៦ សង្កាត់ទួលទំពូកៗ

ប្រអប់សំបុត្រប្រៃសណីយ៍លេខ : ៨៨៩ ភ្នំពេញ ព្រះរាជាណាចក្រកម្ពុជា

ទូរស័ព្ទ : (៨៥៥-២៣) ២១៤ ១៥២ ឬ ២១៦ ០០៩

ទូរសារ : (៨៥៥-២៣) ២១៦ ០០៩

ទូរស័ព្ទវ៉ែត : ០១២ ៨៧៥ ១៦០

សារអេឡិចត្រូនិច: [ngogpp@ccc-cambodia.org](mailto:ngogpp@ccc-cambodia.org)

គេហទំព័រ: [www.ccc-cambodia.org](http://www.ccc-cambodia.org)

# matika

bBkfa.....	1
etGCaKal bNgenRkm?.....	1
etRkm begiteLgsmGikNaxd?.....	2
etGCaRovtbnRkm?.....	2
etmanGkenAkjRkm? .....	3
etRkmngRtuGnutpdayrebbNa? .....	4
niymny.....	5
eKal karN.....	10
bTdanGb,brma.....	12
1> ebskkmu nigKIN temo.....	12
2> GP)al kc©.....	12
3> smkPaB -xag kj nigxagerKA! .....	13
4> hiBaotB.....	13
5> KNenyuPaB nigtmPaB.....	14
6> KINPaB.....	14
7> FnFanmnSS.....	14

# bBKfa

## etGCæKal bNngénRkm?

RkméneKal karN\_CasII Fm' nigbTdanGb,brmasMbGgkaminEmnrdaP)al enA  
 kŕRbeTskm&a RtU)anbegiteLgedayRkínkargarmYEdI CaGktINagénshKmn\_  
 GgkaminEmnrdaP)al enAkŕRbeTskm&a nig mbBaPnUmteKI MBsINakGgkar  
 minEmnrdaP)al nig bNpGk BakBkŕkicGpivDAEndeT<sup>2</sup>eTotCæRch. dNnrkar  
 takEtgRkmenH RtU)ansRmbsRmI edayKerMagRotbtj YbsGgkaminEmnrdaP)al  
 (NGO GPP) énGgkarslslsu

RkméneKal karN\_CasII Fm' nigbTdanGb,brmasMbGgkaminEmnrdaP)al enA  
 kŕRbeTskm&a manekal edAedm,fxSa nig eFV[RoesheLgnUbTdanénkarRotbtj ¥  
 kŕGgkardI shKmnGgkaminEmnrdaP)al TaŕmU . RkmenHkManekal edAedm,I  
 Fana[manCMhOTkicitBisaFarN<sup>3</sup>nesckpffŕ rbsbKA mak,<sup>2</sup> nig Ggkamina  
 sMbefV[RoesheLgdI visyGgkaminEmnrdaP)al nigRositPaBénkmufGgkar.

eKal karN\_TadjenH KNDreI KINtémCasII Fm' nigcriyaFm' EdI CaRbeyaCn\_  
 d'sMan,shRbeTskm&a edayrmbBaP CamlybTdananaénkarRotbtj enAkŕGgkar  
 -TadkŕRsk nigsakI el ak'. RkboxNENenyüPaBenH dkRsgcej nUPaBxŕd  
 BbNHDgnana EdI takEtgeLgCasakI nigBbrbTsgmBésskŕRbeTskm&a.

RkméneKal karN\_CasII Fm' nigbTdanGb,brmasMbGgkaminEmnrdaP)al enA  
 kŕRbeTskm&a bgŕj BItSn<sup>3</sup>visyRnKämYGBekal karN\_ nigbTdanRotbtj Yana  
 EdI ENnaBkargarrbsGgkaminEmnrdaP)al .

### etRkmbegleLgslMbGkNaxb?

RkmeneKal karN\_CasII Fm' nigbTdanGb,brmasMbGgkaminEmnrdaP)al enA  
kugRbeTskm&a KsMbGgkaminEmnrdaP)al EdI mancM NabGarmiN\_TajLayNaEdI  
mancMbBaCamY RksyBakBhs nigkBgmanRtbttkarkargaryagtcbMtry<sup>3</sup>eBI 3qM  
RkmenHKManI kN<sup>3</sup>sPKcitp

GgkaminEmnrdaP)al TajLayNaEdI eRCiseriscHtBl xael RkmRtuyI RBm  
RokanxobUKNenyuPaBcMBaleKal karN\_CasII Fm' nigbTdanGb,brmananaEdI  
manenAkugRkmenH.

GgkaminEmnrdaP)al cu rnkMManTajGgkaminEmnrdaP)al Cati nigGnpCati.

### etGCabvtbnRkm?

RkmeneKal karN\_CasII Fm' nigbTdanGb,brmasMbGgkaminEmnrdaP)al enA  
kugRbeTskm&a BRguel mU danna edayRtU)ancabepmCamY EksaredhmsBl  
RkmsII Fm'sMbGgkaminEmnrdaP)al nig GgkarmhaCnenAkugRbeTskm&a.

esckBageI kT11enRkmsII Fm'sMbGgkaminEmnrdaP)al nigGgkarmhaCn  
enAkugRbeTskm&a CaPasaGgeKos RtU)anerobcMLgedayKN<sup>3</sup>kmpFkarnayken  
GgkarslsksknAkugqM995. bnbnkesckBbagRkmenHRtU)anbkERbCaPasaExp  
edayshBhsnkp -CabN GgkaminEmnrdaP)al ExpmY; nigRtU)anpSBpSaydI ;  
GgkaminEmnrdaP)al Expnana. eRkaymkeTot shBhsnkpRtU)anCMYseday  
Ggkarsprkm&a. CamYngkicShRtbttkarbsGgkarsprkm&a rvagbNpGgkar  
Caerch RkmsII FmRtU)anBhitu nigEksM eLgvij . Ggkarsprkm&a)anbnp

pSBpSayRkmsll Fm'sMabGgkarminEmnrdaP)al nigGgkarmhaCn kory<sup>3</sup>eBl CaeRch qdlnpnbmk.

enAkjgqM 2004 KerMagRtbtPj YbsGgkarslslsu rihshRtbtPjkarCamY Ggkarsprkm&a )ancabeppeFikarsRmbsRmV takEtgRkmfj {eKal karN\_Casll Fm' nig bTdanGb,brmasMabGgkarminEmnrdaP)al enAkjRbeTskm&a}.

eKal karN\_Casll<sup>9</sup> RtU)andakbBaP enAkjRkmfj {eKal karN\_Casll Fm' nig bTdanGb,brmasMabGgkarminEmnrdaP)al enAkjRbeTskm&a} Edl RtU)andkRsg; ecj Bl {Rkmsll Fm'sMabGgkarminEmnrdaP)al nigGgkarmhaCn}.

Tmg; nig bTdananaKWTajGs;

### ethanGkTenAkjRkm?

eKal karN\_Casll Fm' KlamU danRkHlsMab; eKal karN\_Casll Fm' nigbTdan Gb,brmasMabGgkarminEmnrdaP)al enAkjRbeTskm&a nigedayQreI KInTemsU rbsGgkar<sup>3</sup>

- . kicShRtbtPjkar
- . esckpKarB nigsmFmkjkarTlak;Tmg
- . KInPaB
- . RosITPaB
- . PaBebkclhr

maneKal karN\_Casll<sup>9</sup> RtU)andakenAkjRkmenH. eKal karN\_TadjenamanbMNg ppI karENnaM GgkarRtbtPjargarRokbedayvCaCl<sup>3</sup>sMabGgkarminEmnrdaP)al



# niymny

## KNenyiPaB

KWmtPaBkqkarTTV xSRtUcBaHskmpaBTajLayNarbsxh beFCatNag  
[Ggkarxh kqkarBnül Bral skmpaBrbsxh bskmpaBénGgkar.

## svnkmp

CakarBinitüpkamYel IsánPaBhiBaftö bKNnlrbsbKA Namak; brbs;  
GgkarmY. svnkmpGacrinmanpgEdrnUkarBinitüel karbBj I kxNAna c,ab;  
nigbTbBaftépSg<sup>2</sup>.

## svnkmpñ

CakarBinitüel RkbKNnl nighiBaftöTajGsrñKænAeBl EtmY.

## vBañbRt

CacñNrkarenkarbBaakfa GgkarmYekarBtam I kxNAna bTdan Cak;l ak;  
TajLay.

## Rkm

CaÉksareyag nigeKal karN\_nhmYsñabGgkamana EdI vaCYbBaakBl  
ebskkmp Kñntñ nigeKal karN\_rbsGgkar. RkmCYpSarPabKñntñ  
eKal karN\_nig ebskkmpTajenHeTAnigbTdanénkarRtbtj YbsGgkar.

### TMaspl RbeyaCn\_

CaTMasmyrvagpl RbeyaCnEkCnrbsbKA mäk; nigkatBKicvCaCl<sup>3</sup>rbs;  
Kat: TMasenHGacmanmincaYac;Tal EtTak;TgnrgerG I ykakeT.

### sll Fm

CakenSameneKal karN\_sll Fm' bKINtM .

### smFm'

yttFm' PaBminl NGog bPaBRtmRTU.

### eKal edA

esckpfqmyEdl erobrabil Tpl enkmufmYEdl eKR)afacg)anslabry<sup>3</sup>eBl  
yüGEgü.

### GP)al kic©

Caekal neya)ay nigrcaasmkbsGgkamYsMbeFKarsMccitp Edl rihman  
RkmRokSaP)al bKA k nigGk BakBnsq<sup>2</sup>eTot.

### eKal bMNg

esckpfqCak;l akmySBl Tpl cgerKayEdl eKR)afacg)anslabry<sup>3</sup>eBl  
enAküGMLgeBl evl akMnt;NamY. eKal bMNgEpkel eKal edA TisedArbskmyFl  
mY beoskkmpihrsGgkar.

### eKal karN\_

Cæsckpfog bñcBBNnaGIGEdI KYeFV bñinKYeFV vaerdrabBVFannana  
rggRBEdnkMNT;-)araEmRt! beKal karNENnaMajLay sMabkarbBj Parkic© nig  
KINtM EdI GP)al el Gakb,kriyarbsmnsSmäk<sup>2</sup>.

### karKbKq

dMNRkarenkareFVpnkar diknaM catEcq nigemll xisRtUel mnsSenAkqRkm  
mly edm,IsMceKal edA.

### ebskkmp

ebskkmkMNTBITisedAsU rbsGgkar. vabgøj fa ehtGVanCaGgkarmly  
ekltmaneLg.

### GgkaminEmnrdaP)al

GgkaminEmnrdaP)al KQaGgPaBmyEdI manI kqN<sup>3</sup>pñkar minEmnCardæ  
minEstgrkpl cMnj sMabkA EdI RtU)anbegiteLg edm,IsMcnUeKal bMNgmBit  
R)akd.

### kaminEstgrkpl cMnj

GgkarEdI minEstgrkpl cMnj b={minedm,R)ak,cMnj} KQaGgkarEdI man  
eKal bMNgsmAnedm,bMReyaCn\_saFarN<sup>3</sup> edayminKitBkarrkpl cMnj eT,ly.

### KNPæ

CakarBj )antankarrBjTk I TPaBénpl itpl besvabBj )antam  
karrBjTk rbsmnisS bKmmnisSedl CaGkTTV pl edaypal BKKeMagbesva.

### Gk BakBks

bKÁ bKmedl man\TB l eTael l bFTV \TB l BGgkarbskmpaBrbsGgkar.

### bTdaæ

escckfçTay LayNæd l Bnül BGTd l GgkarKveFidm, l[ mankarRtbtj enA  
kçGgkar. vRtU)aneKeR)asedm, laskarBj kargarrbsGgkar.

### Gb,rma

KmmhbkmticbblEdl eKRBM TTV yk)an bGacsM)c)an.

### nirnpæ

Cal TPaBEdl GacbnpTAGnaKt.

### tMpaæ

PaBebkcmh niggnPTTV ykkarRt vBhitü CasaFarN<sup>3</sup>Edl katbnRysmtPaB  
rbsGgkarmYEdl BakBksGgkar l VbnMbeFiddayminesplRtg.

# KINtM

CmEdl dkCabenaKjxhmnsS bKmmnsS. enAkjGgkamY KINtM RtU  
)anEspjecj tamry<sup>3</sup>Gakb,kriyaral éfPpsbKA kRkbrb.

# Tsn<sup>3</sup>visy

CakarceXij nigsermc [ )anrbsGgkamYnWbPaEdl Cmij nigel kTkkcitp[ GmY  
GacekltmaneLgnaeBl GnaKt.

# eKal karN\_

eTahCaGgkaminEmnrdaP)al Cab;Tak;TinnngskmpaBcaerchepsg<sup>2</sup>Kā bEnBkeK  
manGkTTV pl nhmY KIsaFarN<sup>3</sup>Cn. eygmaneKal edAedm,eFM[ RoesreLgnU  
saxmal PaBrbsRbCaCnEdI BkeygeFkarCamY. eygebCacitlyagmitmaM eKarBtam  
nUeKal karN\_CasII Fmdtxagerkam<sup>3</sup>

- eKal bMNgrbsGgkaminEmnrdaP)al KWFkarPaBcaedKCamYGk BakBhsana  
edm,kicGPiDAh\_ RokbedaynirnpPaBénsngkmCa edayQrel mU dan ytfm'  
smPaB tmaPaB KNenyüPaB nigkarekarBSitfmsS. -1>1!
- GgkaminEmnrdaP)al manTssn<sup>3</sup>visy nigeKal neya)ayRtmRtU nigEkraCü  
EdI minsitenArkamsR0rdaP)al bmsmU nFeLly. -1>2!
- GgkaminEmnrdaP)al mincMNH[ bmineFkarbM[ KN<sup>3</sup>bksneya)ayNamly  
eLly. -1>3!
- ral skmpaBrbsGgkaminEmnrdaP)al ngrtUR0R0tLbedayminertseGg  
BCsasn\_ RokanbkSBK KNbkSneya)ay menakmnvCa GkpkemeraKeGds\_  
sasna BkarPaB CnCatI GayubePteLly. -1>5!
- GgkaminEmnrdaP)al ngekarBKUNtemø esckp00 R0vtlsarsp nig sasnarbs;  
shKmnEdI xüpp karbM. -2>1!
- kicShR0tbtkarrbsGgkaminEmnrdaP)al mYCamYGgkaminEmnrdaP)al déT  
nngQrel I mU dan smFm' karBPakSa nigekarBKæTAvij eTAmk. -3>1!

- . GgkarminEmnrdaPaI nigFanafa karTMak;TMgCamYm&SmU nFRokbeday  
KNenyuPaB nigtmPaB. -3>5!
- . GgkarminEmnrdaPaI nigshkarCamYRoCaBI rdæ rdæPaI km&Ca nigGikBakB&S  
deT<sup>2</sup>eTot edm,el k&k&S&K&NPaB&C&vPaBrsenArbsRoCaBI rdæ -4>1!
- . GgkarminEmnrdaPaI nigeb&acit&roR&asyF&sa&S&f&hg&S&skmp&st&bed&R&sayral ;  
bBa& TM&as; nigC&M& aH. -5>2!

-c&M&Na&M el xen&A&g&rg&g&R&k&c&k K&M&a&T&I&t&e&I x&e&n&e&K&a&l karN&e&n&A&g&E&k&s&a&r&e&d&m&e&n  
R&k&m&s&I&I F&m' b&e&n&p&a&n&e&K&a&l karN&x&e&R&t&U&an&E&k&s&M&I b&n&p&n&e&L&g&v&i&j edays&m&a&C&k  
R&k&n&k&a&r&g&a&r!



### 3> ~~smkP~~ *xagkñngxagerkA*

#### xagkñ

3>1> GgkarminEmnrdaP)al RtUerobcRbCmkrM kB%manCaeTogTat; nigmankMn tRta TkCaÉksar.

3>2> bKÁ k fákRk bRkGrtUC' bRbCmCaeTogTat; kñgekaI bMNgedm, bFkars bccitp ehlyral karRbCmRtUmankMn tRtaTkCaÉksar.

#### xagerkA

3>3> r)aykarN RbcaMny RtU)aneFELg nigGacykmkemll )anRkbeBl .

3>4> karR)as y Tak; TgBkarérGgÁsfvkan gRtUBBN\_nayagRtmRtUGGt s BañN ekaI bMNg kmFI nigTm s mT p l rbsGgkarminEmnrdaP)al .

3>5> GgkarminEmnrdaP)al RtUcl rhenAkñ bNbj kargarnana edm, bI k k Bskar sRmbsRmV karpSBpSayB%man karEckrM kbTBesaFn\_nigkarRb b t t l ¥

### 4> *hiBaot*

4>1> GgkarminEmnrdaP)al RtUmankarCm b BaRbcaMny I hiBaot bbsGgkarTatymU edaysvnr EdI man I kñ<sup>3</sup>sm, tPkbRkan; bmankarTTV sÁI ;

4>2> GgkarminEmnrdaP)al RtUGnut t amekaI neya)ay nltivFI nigRb b Rk b RkG hiBaot bal ay I kñGkSr nigc, as; I as;

**5> KNenyiPaB nigtmPaB**

5>1> GgkaminEmnrdaP)al RtUpp CbisaFarN<sup>3</sup>Cn RbCaBl rdBkneKal edA Gkptl ;  
CMY nigrdaP)al nUBzmandRtmRtUsBlskmpaBnana hrBaftB nigbNpBzmand  
BakBnsEt<sup>2</sup>eTotrbsxh.

5>2> GgkaminEmnrdaP)al RtUmaneKal neya)ayCal ayl kNGkSrmY sPTMas;  
pI RbeyaCn\_EdI GnutpBaRkb,smackRknRokSaP)al nigbKA k.

**6> KNPA**

6>1> GgkaminEmnrdaP)al RtUeFkarRtU Binitu nigvaytemCaetogTateI karRbRkg  
Ggkar nigkmpFrbsxh.

6>2> GgkaminEmnrdaP)al RtUFana[mankarcU rhBlsINakRknRbCaBl rdaKal edA  
enAkudNrkarGPivDAh.

**7> FnFannms**

7>1> GgkaminEmnrdaP)al RtUman nigGnutpUeKal neya)ay nignitiVFsBbkA k  
EdI )ansresrCal ayl kNGkSryagc,as;l as; nigsmrmu.

7>2> thaTI nigkarTTV xisRtUrbsGkRkbRkg nigbKA kRtU)ankNt; nigsresrCa  
l ayl kNGkSryagc,as;l as;

7>3> bKA kmak<sup>2</sup>enGgkaminEmnrdaP)al RtUmankarvaytemBocapMl karRbtttj  
kargar.

7>4> GgkaminEmnrdaP)al RtUmaneKal neya)ay nignitiVhanaedm,elkkBS;  
smFmenEynDWnigmnsSPaktic.

7>5> GgkaminEmnrdaP)al RtUmaneKal neya)ay nignltivFlyagc,as;I asmYsBkar  
bNgtvarbsbKÁ k sMokarBarp l RbeyaCn\_nigsitfbsbKÁ kRkbrb.