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No. 14034/4/84-Estt (D)
Government of India/Bharat Sarkar
Department of Personnel & Administrative Reforms
(Karmik Aur Prashasnik Sudhar Vibhag)

New Delhi, the 17 February, 1985.

OFFICE MEMORANDUM

Subject:- Employment of women candidates in a state of pregnancy and declared as temporarily medically unfit.

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The undersigned is directed to refer to this Department's Office Memorandum No. 14034/5/75-Estt (D) dated the 19th July, 1976 (Copy enclosed) on the above subject and to state that the present practice of declaring women candidates found to be pregnant of 12 weeks standing as temporarily unfit and their appointment being held in abeyance until the confinement is over, has been under examination of this Department. It has now been decided in consultation with the Ministry of Health and Family Welfare etc. that it shall no longer be necessary to declare a woman candidate as 'Temporarily Unfit' if she is found to be pregnant during medical examination before appointment against posts which do not prescribe any elaborate training i.e. they can be appointed straightway on the job. However, where pregnant women are to be appointed against posts carrying hazardous nature of duties e.g. in Police Organisations etc, and they have to complete a period of training as a condition of service, the existing instructions laid down in this Department's O.M. dated 19th July, 1976 will continue to apply.

Manjula Gupta
(Smt. Manjula Gupta)
Director

To

- (1) All Ministries/Departments of the Govt. of India etc.
- (2) Ministry of Health & Family Welfare (Deptt. of Health (M.S. SECTION) New Delhi w.r.t. their I.D. Note No. 3011/84/MS' dated 2.8.84 .
- (3) Department of Labour w.r.t. their I.D. Note No 981/W.L. dt, 24.11.84.
- (4) Spare copies - 100.