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No. 14034/10/86-Estt(D)
Government of India
Ministry of Personnel, P.C. and Pensions
(Department of Personnel and Training)

New Delhi, the

5 June, 1986.

Subject:- Recruitment of women candidates to Central Civil Services/Posts.

The undersigned is directed to say that recently a few instances have come to the notice of this Ministry where the advertisements for filling up vacancies in certain categories of posts contained a stipulation that women were not eligible for the posts. The reason given by one Organisation was that the plant for which the posts were advertised was located at some distance from the city and operated in shifts and for extended hours and that it was considered that it might not be possible for women candidates to reach the place of work and return therefrom at odd hours by the public transport. When this fact was brought to the notice of the Prime Minister, he expressed his displeasure at such exclusion.

2. Whatever may be the reasons, this, apart from being reminiscent of underestimating the potential of women is clearly violative of Article 15 of the Constitution according to which no citizen shall on the grounds only of sex be ineligible for, or discriminated against in respect of any employment or office under the State. The proper course of action where some difficulty is envisaged in the matter of availability of public transport or any other difficulty for that matter would be to remove those difficulties by providing necessary facilities rather than excluding women candidates from recruitment.

3. The Ministry of Finance etc. are requested to bring these instructions to the notice of all Attached and Subordinate Offices under them for strict compliance.

(Signature)
(K.S.R. KRISHNA RAO)
DEPUTY SECRETARY TO THE GOVT. OF INDIA.
Tele.No. 201 12 15

To

All Ministries/Departments of the Govt. of India.

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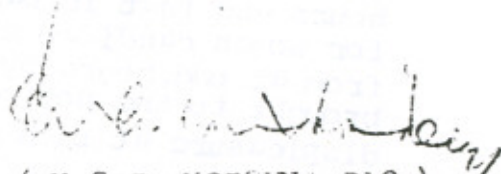
New Delhi, the

5 June, 1986.

Copy to:-

1. The President's Secretariat, Rashtrapathi Bhavan, New Delhi.
2. The Vice-President's Secretariat
3. Prime Minister's Office, South Block, New Delhi. Ref. d. l. letter No.17(1159)/86-PMS dt. 19/26-5-1986.

4. Union Public Service Commission, New Delhi.
 5. Staff Selection Commission, New Delhi.
 6. Deptt. of Public Enterprises (Ministry of Industry), New Delhi, with the request to circulate these instructions : amongst the Public Sector Undertakings.
 7. The Comptroller and Auditor General of India, New Delhi.
 8. Rajya Sabha Secretariat (Admn. Branch), New Delhi.
 9. Lok Sabha Secretariat (Admn. Branch), New Delhi.
 10. Supreme Court of India, New Delhi.
 11. Central Vigilance Commission, New Delhi.
 12. Railway Board, New Delhi.
 13. Director, LBS National Academy of Admn., Mussoorie.
 14. All Attached and Subordinate Offices of Personnel & Trg.
 15. All Sections of Deptt. of Personnel & Trg.
 16. Shri P. Muthuswamy, P.B. No. 2468, Madras-600 028.
 17. Smt. Satya Choudhari, P.O. Lakhinder, Hoshiarpur.
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