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 advertisement 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 a considerable 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, we are of the firm opinion that such restrictions are contrary to Article 15 of the Constitution according to which no citizen shall on the grounds only of sex be deprived of equal protection of law. 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 such 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 Superintend Offices under them for strict compliance.

( K. C. R. Mitra, I.B.)
DEPUTY SECRETARY TO THE GOVT. OF INDIA.
Tel. No. 501 12 15

To
All Ministries/Departments of the Govt. of India.
No.14034/10/86-Estt(I) New Delhi the 5 June 1986.

Copy to:
1. The President's Secretariat, Rashtrapati Bhavan, New Delhi.
2. The Vice-President's Secretariat.
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.
10. Supreme Court of India, New Delhi.
12. Railway Board, New Delhi.
14. All Attached and Subordinate Offices of Personnel & Trg.
15. All Sections of Deptt. of Personnel & Trg.

18. Spare copies - 100.

(K.S.R. KRISHNA RAO)
DEPUTY SECRETARY TO THE GOVT. OF INDIA.
Tele. No. 301 12 25.

esj/-