

राष्ट्रीय आदिवासी छात्र शिक्षा समिति
(जनजातीय कार्य मंत्रालय के अंतर्गत
एक स्वायत्त संस्थान, भारत सरकार)
भू-तल, गेट नंबर-3ए, जीवन तारा बिल्डिंग,
संसद मार्ग, नई दिल्ली-110001
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National Education Society for Tribal Students
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NESTS/H-1/95/HR/Clarification/2025-26

Date: 30.05.2025

(Comp. No. 29779/Note#16)

CIRCULAR

Subject: Joining of female candidates upon receipt of offer of appointment during pregnancy period – clarification thereof.

NESTS HQrs is in receipt of a number of representations, of late, seeking clarification about the joining of female candidates during the pregnancy period. In this connection, various questions raised are clarified as under: -

S. No.	Question raised	Clarification
1.	Can a pregnant woman be permitted to join duty during pregnancy period on receipt of offer of appointment?	Yes, she may be allowed to join provided the doctor does not medically find her unfit to join duty.
2.	If yes, whether she is entitled to salary for the period of vacation that follows immediately her joining?	She is entitled to a vacation salary only after completion of 5 months (150 days) continuous service excluding vacation. Circular of even number dated 21 st May 2025 available at S. No.#115 under circular head on the website of NESTS may be referred to.
3.	Whether she will be considered eligible for maternity leave immediately after joining the post?	Yes, she is eligible for maternity leave subject to fulfillment of the conditions under Rule-43.

This issues with the approval of the competent authority.

Sd/-

(Anupam Sonalkar)
Joint Commissioner

Copy to: -

1. All Nodal Officers, State EMRS Society.
2. All Principals of Eklavya Model Residential School (EMRS).