

Standing Order No. 11/2016

Guidelines for pregnant and breast feeding Police mothers at workplace.


Pregnancy of a working woman has been a 'Hot Button' issue since women became part of the Police/armed forces. The supervisor/Incharge Unit should create supportive working environment in order to safeguard the health, safety and welfare in workplace for pregnant and breast feeding Police officials. On the other hand, the pregnant or breast-feeding Police mothers has the responsibility to accept a reasonable solution that accommodates her and allows her to fulfil the core functions of her position, even if the solution offered is not her preferred option.

The concerned Supervisor/Incharge Unit will ensure that the duties or the work assigned to the pregnant official don't pose risk to her health and safety and that of the child. There are some jobs which could be unsuitable and involve risk thus these may be avoided. The guidelines to be followed in case of pregnant and breast feeding mothers are as under:-

1. The concerned pregnant Police officials will submit her belt rest advice by the Govt. Medical practitioner (doctor) with her Supervisor/Incharge unit as well as to the Incharge Police Establishment Branch (PEB) through proper channel.
2. Utmost compassion should be shown by the Supervisor/Incharge unit while assigning duties to the pregnant officials and should try to adjust the duties of such Police officials within the unit itself. However, in case of any difficulty, he may inform to I/C PEB for providing the substitute.
3. The pregnant official may be exempted from wearing uniform except in urgent/special duties.

4. The pregnant ORs' may wear Khaki Salwar-Kameej whereas ASI and above rank may wear Khaki Sari-Blouse during pregnancy on duty. The uniform fabric should be made available in Clothing Store, Police Lines, Sector-26, Chandigarh.
5. No route/rally/dharna/excessive-noise place duties should be assigned to pregnant officials.
6. No duty with weapon be assigned to pregnant officials.
7. Desk job duties may be given to the pregnant official but long sitting hours may be avoided.
8. Excessive working hours may be avoided.
9. Standing duty for long time may be avoided and no pregnant official be deputed for such duty.
10. OSD/Travelling duties may not be assigned to pregnant officials.
11. The pregnant officials and female officials whose children are less than three year of age should not be assigned night duties in routine.
12. The pregnant women become more tired easily, so they should be given frequent rest breaks on request.
13. Longer and extra breaks may be provided to the breast-feeding mothers on request.
14. Pregnant officials should be made aware of the leaves which they can avail during pregnancy or after the birth of child.

All SDPOs, DSPs, SHOs and Incharge units shall ensure strict compliance of above mentioned guidelines.


Inspector General of Police,
UT, Chandigarh.

No. 5592-63 /UT/E-6, Dated Chandigarh the: - 23/08/2016

Copy to:

1. SSP/UT, SSP/Ops., SSP/Security & Traffic, SSP/Hqrs.
2. The Director, Health Services, Chandigarh Administration, Chandigarh.
3. The Director Social Welfare Department, Chandigarh Administration, Chandigarh.
4. The Chairperson, State Legal Authority, UT, Chandigarh.
5. All DSPs.
6. All SHOs.
7. Rd to W/IGP
8. I/C Computer Cell