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* **IN THE HIGH COURT OF DELHI AT NEW DELHI**

+ **W.P.(C) 15620/2024 & CM APPL. 65574/2024**

KARAMVIR SINGH

.....Petitioner

Through: Mr. A. Velan, Ms. Navpreet Kaur,
Mr. Nilay Rai, Mr. Prince Singh,
Mr. Jageewan Singh Ranyal & Mr.
Tushar Gupta, Advocates.

versus

ENGINEERS INDIA LIMITED

.....Respondent

Through: Mr. Rajshekhar Rao, Senior
Advocate with Mr. Ayan Kumar
De, Mr. Shivang Singh, Ms.
Pallavi Anand, Mr. Abhimanyu
Garg & Ms. Sonal K. Singh,
Advocates.

CORAM:

HON'BLE MR. JUSTICE PRATEEK JALAN

ORDER

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12.08.2025

1. This writ petition concerns the petitioner's application for the post of Management Trainee, Human Resources ["HR"], through a campus recruitment conducted by the respondent – Engineers India Limited ["EIL"], at the Indian Institute of Management, Ranchi, where the petitioner was pursuing his Master of Business Administration ["MBA"] degree with a specialisation in Human Resource Management.
2. The petitioner's application was successful, and an appointment letter was issued on 13.06.2024. However, EIL withdrew the appointment by the impugned communication dated 03.09.2024, on the ground that he



was found medically unfit for the employment, considering the job profile and responsibilities of the position.

3. This decision was based on the petitioner's diagnosis of thalassemia. Both parties have submitted various medical documents, but they dispute the implications of the petitioner's health condition.

4. During the pendency of the writ petition, several attempts were made to find a mutually acceptable resolution. I am informed today by Mr. Rajshekhar Rao, learned Senior Counsel for respondent – EIL, that EIL has decided to withdraw the impugned communication dated 03.09.2024. Consequently, a fresh appointment letter will be issued to the petitioner by 31.08.2025.

5. Learned counsel for both parties assure the Court that the parties will approach the employer-employee relationship with the shared objective of enabling the petitioner to perform his duties for EIL to the best of his abilities.

6. The petitioner's case in the writ petition is that he is medically fit to perform the duties of the position, subject to periodic monitoring and medical evaluation. Mr. Rao also submits that EIL will approach the petitioner's employment in a manner consistent with the requirement of reasonable accommodation, in accordance with law.

7. With these objectives in mind, learned counsel for the parties have agreed that the petitioner's present health condition be assessed by an independent medical board. The Medical Superintendent of the All India Institute of Medical Sciences ["AIIMS"] is requested to constitute a board of specialists with appropriate expertise to review the petitioner's medical documents, examine him, and submit a report to both parties, detailing his



current medical condition and the likely treatment protocol.

8. The petitioner and the representative of EIL will approach the Medical Superintendent, AIIMS, on 19.08.2025, who is requested to take steps as expeditiously as possible.

9. The aforesaid arrangements are agreeable to both parties.

10. The writ petition, alongwith pending application, is disposed of, in these terms.

PRATEEK JALAN, J

AUGUST 12, 2025

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