

**GOVERNMENT OF INDIA
PERSONNEL,PUBLIC GRIEVANCES AND PENSIONS
LOK SABHA**

UNSTARRED QUESTION NO:2314
ANSWERED ON:28.03.2012
PROCEDURE FOR PROMOTION
Pandey Shri Ravindra Kumar;Premdas Shri

Will the Minister of PERSONNEL,PUBLIC GRIEVANCES AND PENSIONS be pleased to state:

- (a) whether procedure relating to promotion in the Government services is transparent and fair;
- (b) if so, the details thereof;
- (c) whether a more effective policy is required to be made to protect women against various kinds of humiliations and exploitations;
- (d) if so, whether any outline of the said policy has been prepared or proposed to be prepared; and
- (e) if so, the details thereof?

Answer

Minister of State in the Ministry of Personnel, Public Grievances and Pensions and Minister of State in the Prime Minister's Office.
(SHRIV. NARAYANASAMY)

(a) to (b): The promotions are effected as per provisions in the Recruitment Rules for the respective posts which are transparent and fair. The Departmental Promotion Committee(DPC) constituted for making recommendation in regard to fitness of officials for promotion are guided by the instructions on the subject which are also transparent and fair.

(c) to (e): The Supreme Court in the case of Vishakha & others versus State of Rajasthan laid down guidelines to prevent sexual harassment of woman at work place and these have been incorporated in the Central Civil Services (Conduct) Rules, 1964 and Central Civil Services (Classification, Control and Appeal) Rules, 1965. Detailed instructions have been issued by Department of Personnel and Training from time to time. Complaints Committees have been formed in the Ministries/Departments and attached/subordinate offices to enquire complaint of sexual harassment in working places in Government Organisations. Ministry of Woman & Child Development have also introduced a comprehensive Bill on this issue in the Parliament for prevention of such harassments in all working places including private sectors and unorganized sectors.