

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

UNSTARRED QUESTION NO:4188
ANSWERED ON:02.05.2012
PROMOTION POLICY
Verma Shri Sajjan Singh

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

- (a) whether the system followed in giving promotions in Government services is transparent and clear;
- (b) if so, the details thereof;
- (c) whether there is a need to formulate a more effective policy by the Government in this regard so as to save female employees from various types of maltreatment as well as exploitations faced by them; and
- (d) if so, the detailed outlines of the policy framed or proposed to be framed in this regard?

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) & (b): The promotions are effected as per provisions in the Recruitment Rules for the respective posts which are transparent and clear. 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 clear.

(c) & (d): The Recruitment Rules and the guidelines on Departmental Promotion Committee are gender neutral and the question of any maltreatment and exploitation of women employees does not arise.

The Conduct Rules provide that no government servant shall indulge in any act of sexual harassment of any women at her work place. A permanent Complaints Committee, with the status of Inquiring Authority under Disciplinary Rules headed by a senior woman officer has been set up in the various Ministries and other Government offices to inquire into complaints of sexual harassment.