

**GOVERNMENT OF INDIA  
MINISTRY OF COMMUNICATIONS  
DEPARTMENT OF POSTS**

**RAJYA SABHA  
UNSTARRED QUESTION NO. 1136  
TO BE ANSWERED ON 29<sup>th</sup> JULY 2021  
SHORTAGE OF GRAM DAK SEVAKS**

1136 **SHRISANJAY SETH:**  
**SHRI K.C.VENUGOPAL:**

Will the Minister of Communications be pleased to state:

- (a) whether there is shortage of Gram Dak Sevaks (GDS) in the country and if so, the number of vacant posts as well as the actual number of Dak Sevaks in the country ;
- (b) whether Government has constituted any Committee to look into the salary structure, other service matters and problems of GDS and if so, whether Government has implemented the recommendation of the committee and if so, the details thereof and if not, the reasons therefor; and
- (c) the other steps taken by Government to regularize all GDSs in the country?

ANSWER

**MINISTER OF STATE FOR COMMUNICATIONS  
(SHRI DEVUSINH CHAUHAN)**

- (a) No Sir. There is no shortage of GDS in the country. Vacancies keep occurring on continuous basis in the GDS due to discharge on attaining of 65 years of age, death, voluntary discharge, absorption into department on the basis of examination or promotion on seniority-cum fitness etc. Therefore filling up of GDS vacancies is a continuous process which is undertaken through various cycles of GDS online engagement process in phased manner.
- (b) Yes Sir . A One-man committee was set up by the Government of India for examining the conditions of service and emoluments and other facilities available to the Gramin Dak Sevaks (GDS). The Government has implemented major recommendations, which were approved. Six recommendations have not been agreed to by the Government and hence not implemented, whereas nine recommendations are under examination. Details are at **Annexure**.
- (c) The Gramin Dak Sevaks are holders of Civil posts, but they are outside the regular civil service as observed by the Hon'ble Supreme Court in it's judgment dated 22.04.1977 in the case titled Superintendent of Post Offices etc. Vs P.K.Rajmma etc. Moreover, they work for a minimum of four hours and maximum five hours a day. This work is part time in nature and for this work, they are being paid Time Related Continuity Allowance (TRCA). In addition, it is imperative for every GDS to have an alternate means of livelihood prior to their engagement. Therefore, the GDS cannot be regularized. Principle Bench Delhi in OAs No. 749/2015, 3540/2015 & 613/2015 filed by GDSs, rejected the claim of GDS for parity with regular civil servant vide a common order dated 17.11.2016.

The GDS are provided with several opportunities for absorption in regular Civil posts as under: -

- (i) Gramin Dak Sevaks are considered for absorption as Multi-Tasking Staff (MTS) in 50% of vacancies on seniority cum fitness basis and 25 % by Competitive Examination.
- (ii) Gramin Dak Sevaks up to the age of 50 years are considered for recruitment for 50% of vacancies of Postman cadre and 25% of vacancies of Mail Guard cadre by way of Competitive Examination.
- (iii) Unfilled vacancies of Postal Assistants/Sorting Assistants/ Postman / Mail Guard out of the promotion quota are offered to Gramin Dak Sevaks subject to fulfilment of educational qualification, age, etc.and qualifying successfully in the aptitude test.

**(i) Following approved recommendations of Kamlesh Chandra Committee report have been implemented:-**

- (i) TRCA and Allowances.
- (ii) Enhancement of GDS Gratuity.
- (iii) Service Discharge Benefits
- (iv) 180 days Maternity Leave to female GDS.
- (v) Composite Allowance.
- (vi) Cash Conveyance Allowance.
- (vii) Combined Duty Allowance.
- (viii) Risk and Hardship Allowance.
- (ix) Issuance of Identity Cards.
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- (xi) Children Education Facilitation Allowance.
- (xii) Limited Transfer Facility.
- (xiii) Emergency leave.
- (xiv) Disciplinary aspects i.e. GDS (Conduct and Engagement) Rules, 2020.

**(ii) Following recommendations have not been agreed to by the Government:-**

- (i) Enhancement of paid leave from 20 to 30 days.
- (ii) Accumulation & Encashment of paid leave subject to maximum of 180 days.
- (iii) Composite allowance to ABPM in X, Y and Z class cities.
- (iv) Enhancement of working hours to 8 hours.
- (v) Discharge on last day of the month in which GDS attains the age of 65 years.
- (vi) All single-handed Branch Post Offices to be double handed.

**(ii) Following residual recommendations are under examination by the Government:-**

- (i) Medical Treatment Assistance/Group Health Insurance/ESIC Scheme for GDSs.
- (ii) Revision of Method of calculation of Income/Cost and issue of revised revenue Norms of Branch Post Offices.
- (iii) Financial upgradation to Gramin Dak Sevaks on completion of 12 years, 24 years and 36 years of engagement.
- (iv) Ex-gratia payment during put off period be revised to 35% from 25% of the wages and DA drawn immediately before put off period.
- (v) The contribution of department in Circle welfare fund (CWF) to be increased from Rs.100/-per annum to Rs.300/- per annum.
- (vi) The scope of CWF be extended to cover immediate family members such as spouse, daughters, sons and dependent daughters-in-law.
- (vii) 10%hike in the prescribed limits of financial grants and assistance in the Circle Welfare fund.
- (viii) Addition of Rs.10,000/- for purpose of Tablet/Mobile from the Circle Welfare Fund in the head "Financial Assistance" from Fund by way of loans with lower rate of interest (5%).
- (ix) The coverage of GDS Group Insurance Scheme be increased from Rs.50,000/- to Rs. 5,00,000/-.

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