

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

**LOK SABHA  
UNSTARRED QUESTION NO. 2623  
TO BE ANSWERED ON 10<sup>TH</sup> MARCH, 2021**

**BENEFITS TO GRAMIN DAK SEVAKS**

2623. SHRI POCHA BRAHMANANDA REDDY:  
SHRI SANJAY JADHAV:  
SHRI P.V. MIDHUN REDDY:  
SHRI ADALA PRABHAKARA REDDY:  
SHRI KRUPAL BALAJI TUMANE:  
DR. BEESETTI VENKATA SATYAVATHI:

Will the Minister of COMMUNICATIONS be pleased to state:

- (a) whether the Gramin Dak Sevaks (GDSs) are getting the benefits of Employees' Provident Fund (EPF) and Employees' State Insurance (ESI) facilities and if so, the details thereof and if not, the reasons therefor;
- (b) the details of all welfare schemes provided to GDSs;
- (c) the reasons for limiting the working hours for GDSs to five hours daily;
- (d) whether the Government is aware that many GDSs work for more than the said working hours due to their nature of work and if so, the steps taken/being taken by the Government to compensate for the excess working hours; and
- (e) whether the Government proposes to regularize all GDSs and if so, the details thereof and if not, the reasons therefor?

ANSWER

**MINISTER OF STATE FOR COMMUNICATIONS, EDUCATION AND  
ELECTRONICS & INFORMATION TECHNOLOGY  
(SHRI SANJAY DHOTRE)**

)a( No, Sir. Department has no regulation to cover the Gramin Dak Sevaks )GDSs( under Employees' Provident Fund )EPF( and Employee State Insurance )ESI(. The GDSs are holders of a civil post but outside the regular civil service. Hence, they cannot be treated as regular employees. In a civil APPEAL No. 3050 and 3151 OF 2019 of Gurusewak Singh and Others Hon'ble Supreme Court has observed that a GDS is not an employee under the Gratuity Act, 1972. Work done by GDS is part time in nature and for this work, they are paid Time Related Continuity Allowance )TRCA(. In addition, it is imperative for every GDS to have alternate means of livelihood prior to their engagement.

)b( The details of welfare schemes extended by the Government to GDSs are enclosed in **Annexure-I**.

)c( The maximum working hours for GDSs has been restricted to five hours a day as the work of GDS is part time in nature and for this work, they are being paid TRCA. It is imperative for every GDS to have alternate means of livelihood before they are considered for engagement.

)d( No, Sir.

)e( No, Sir. The Gramin Dak Sevaks 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. In addition, it is imperative for every GDS to have alternate means of livelihood for their engagement. Moreover, the Hon'ble Supreme Court in the Judgement pronounced in 1977, held that though the Gramin Dak Sevaks are holders of civil posts, but they are outside the regular civil service. Recently, in a common order dated 17.11.2016 of Hon'ble CAT Principle Bench Delhi in OAs No. 749/2015, 3540/2015 & 613/2015 filed by GDS, the Hon'ble CAT rejected the claim of GDS for parity with regular civil servant.

Promotional Avenues : -

- (1) Gramin Dak Sevaks are considered for absorption as multi-tasking staff in 50% of vacancies on seniority cum fitness basis and 25 % by Competitive Examination.
- (2) Gramin Dak Sevaks upto 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.
- )3( Unfilled vacancies of Postal Assistants out of the promotion quota are offered to Gramin Dak Sevaks subject to fulfillment of educational qualification, age, etc. and they qualifying successfully in the aptitude test.

## ANNEXURE-I

The following welfare schemes are extended by the Government to GDSs:-

- (i) Rs.10,000/- Financial Assistance to families of deceased GDS to meet immediate expenses following Death occurring during duty/outside duty hours.
- (ii) Rs.1,50,000/- Death due to terrorist activity /dacoity, while on duty.
- (iii) Rs.12,000/- Financial Assistance in case of death of GDSs due to riots, attack by robbers and terrorists while not on duty.
- (iv) Rs.25,000/- Financial Assistance in case of death of GDS while being on duty due to accident.
- (v) Rs.5,000/- Funeral Expenses on death of GDS.
- (vi) Rs.20,000/- Financial Assistance in case of major surgical operations in ailments, like cancer, brain hemorrhage, kidney failure/transplant, heart surgery etc.
- (vii) Rs.5,000/- Financial Assistance in case of accident of GDS while being on duty, requiring hospitalization for more than three days.
- (viii) Rs.400/-p.m. Financial Assistance for Indoor Treatment and Rs.200/- p.m. for Out Door Treatment for nutritional diet to GDS suffering from TB from Government Hospital only once for a maximum period of six months, provided that GDS has put in at least six years of engagement.
- (ix) Following Grant of Scholarships under Educational Schemes to the Children of GDS )as per existing terms and conditions:-
  - (a) Rs.1000/- p.m. For IIT, AIIMS and IIM.
  - (b) Technical Education:-Rs.280/- p.m. for Degree and Rs. 190/- p.m. for Diploma.
- (x) Non Technical Degrees:-Rs. 150/-p.m. for BA/B.SC./B.Com, Degree in fine Arts and Rs.940/-p.a.for ITI Certificate Course.
- (xi) Incentive for excellence in academic achievement for 10<sup>th</sup> and 12<sup>th</sup> class:-
  - Rs.1000/- for 1<sup>st</sup> position in the Circle/Region
  - Rs.800/- for 2<sup>nd</sup> position in the Circle/Region
  - Rs.700/- for 3<sup>rd</sup> position in the Circle/Region
  - Rs.600/- for 4<sup>th</sup> position in the Circle/Region
  - Rs.500/- for 5<sup>th</sup> position in the Circle/Region
- )xii( Rs.200/-Scholarship for Physically handicapped children of GDS )for maximum 8 years and as per existing terms and conditions(.
- )xiii( Rs.5000/- Financial Assistance in case of natural calamities, like fire, flood etc.
- )xiv( Rs.6000/- per annum Children Education Facilitation Allowance subject to maximum of two children.
- )xv( Rs.20,000/-Financial Assistance in case of GDS employees suffering from COVID-19.
- )xvi( 180 days maternity leave for the female GDSs.

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