

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

**LOK SABHA
STARRED QUESTION NO. 367
TO BE ANSWERED ON 18TH MARCH, 2026**

**IMPROVING THE WORKING CONDITIONS AND WELFARE OF GRAMIN DAK
SEVAKS (GDS)**

**†*367. SHRI CHAVDA VINOD LAKHAMSHI:
SHRI MADHAVANENI RAGHUNANDAN RAO:**

Will the Minister of COMMUNICATIONS be pleased to state:

- (a) the details of the concrete steps taken to improve the working conditions and welfare of Gramin Dak Sevaks (GDS);
- (b) the details of the total number of postal employees successfully onboarded on Dak Karmayogi and Integrated Government Online Training (IGOT) portal for digital capacity building;
- (c) whether there is currently a significant gap between the sanctioned and working strength of postal employees at present and if so, the details of the steps being taken to fill the vacancies;
- (d) the details of the latest round of job fairs conducted by the Government to release vacancies for new candidates; and
- (e) the details of workforce development in Sidhi Parliamentary Constituency?

**ANSWER
MINISTER OF COMMUNICATIONS AND DEVELOPMENT OF NORTH EASTERN
REGION
(SHRI JYOTIRADITYA M. SCINDIA)**

- (a) to (e) A statement is laid on the Table of the House.

STATEMENT TO BE LAID ON THE TABLE OF LOK SABHA IN RESPECT OF PARTS (a) TO (e) OF THE LOK SABHA STARRED QUESTION NO. 367 FOR 18TH MARCH, 2026 REGARDING “IMPROVING THE WORKING CONDITIONS AND WELFARE OF GRAMIN DAK SEVAKS (GDS).”

- (a) Details of the steps taken by the Department of Posts to improve the working conditions of Gramin Dak Sevaks (GDS) and for their welfare are provided in **Annexure**.
- (b) At present 4.55 lakh employees, including GDS, are onboarded on the Dak Karmayogi portal and 4.58 lakh employees, including GDS, on the Integrated Government Online Training (iGOT) Karmayogi platform for digital capacity building.
- (c) There is a gap in the sanctioned and working strength of postal employees. Vacancies arising due to retirement, promotion and other administrative reasons are filled up on a regular basis, in accordance with the Recruitment Rules and extant instructions of the Government of India.
- (d) The latest round of the Job Fair (Rozgar Mela) in which Department of Posts participated was carried out on **24.10.2025** by the Government in which **8,295** new employees were handed over the offers of appointment.
- (e) For workforce development in the Sidhi Parliamentary constituency, 347 employees were recruited in the period 2021 to 2025.

Annexure referred to in reply to Part (a) of Lok Sabha Starred Question No.*367 regarding Concrete steps taken by the Department of Posts to improve the working conditions and welfare of Gramin Dak Sevaks (GDS)

Sl. No. Details of steps taken

- 1 Enhancement of the maximum gratuity limit for GDS from ₹60,000 to ₹1,50,000 on discharge from service
2. Enhancement of the severance amount from ₹1,500 per year of engagement to ₹4,000 per year of engagement, along with an increase in the maximum limit from ₹60,000 to ₹1,50,000 at the time of discharge
3. Provision for engagement of one dependent of a deceased or missing GDS on compassionate grounds in 100% of cases, removing the condition of indigency subject to fulfilment of eligibility conditions.
4. Upward revision of wages [known as Time Related Continuity Allowance (TRCA)] and other allowances, such as, Composite allowance, Cycle maintenance allowance, Combined duty allowance, Risk and Hardship Allowance, Boat Allowance etc.
- 5 Enhancement of the Department's contribution to the Service Discharge Benefit Scheme (SDBS) from ₹2,400 per annum to ₹3,600 per annum.
- 6 Introduction of Maternity leave of 180 days for women GDS.
- 7 Introduction of Emergency Leave up to 5 days for GDS.
- 8 Introduction of On-Request Limited Transfer Facility through a transparent online process to facilitate consideration of transfer request of GDS.
- 9 Introduction of a scheme of three financial upgradations in the form of fixed additions of ₹360 per month, ₹460 per month and ₹600 per month to the monthly wages on completion of 12 years, 24 years and 36 years of service, respectively.
- 10 Increase in the amount of financial grant/financial assistance by 10% from the Circle Welfare Fund for different purposes, like, funeral expenses of GDS, death due to terrorist activities/extremist activities, accident while on duty, major surgical operations (e.g, cancer, brain hemorrhage, kidney failure, transplant, heart surgery etc.), hospitalization due to accident, scholarships for children of GDS, nutrition diet to GDS suffering from TB, Incentives for excellence in academic achievement in class X and XII for dependent children of GDS, natural calamities and Covid.
- 11 Extension of the facility of compassionate engagement to cases where a GDS is incapacitated from performing duties in compliance with the provisions of the Rights of Persons with Disabilities (PwBD) Act, as well as to the dependents of regular departmental employees.
12. Provision of mobile handsets to GDS Branch Postmasters for carrying out postal and financial transactions, thereby improving their working conditions.
13. Increase in the overall limit of financial assistance from Rs. 50,000 to ₹1,00,000 from the Circle Welfare Fund by way of loan at a low rate of interest of upto 5% per annum for the following purposes.
 - Construction of one room with flush toilet - Rs. 50,000/-
 - Purchase of computer/ Laptop - Rs. 20,000/-
 - Purchase of Moped/Scooter/ Motorcycle - Rs. 20,000/-
 - Purchase of Mobile/ Tablet- Rs. 15,000/-
 - Purchase of Electric Two-Wheeler- Rs. 50,000/- or 80% of the total cost of the vehicle whichever is less @3% simple interest
