

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

**LOK SABHA
UNSTARRED QUESTION NO. 1800
ANSWERED ON 29TH JULY, 2026**

SERVICE CONDITIONS AND WELFARE OF GRAM DAK SEVAKS

1800. SHRI G LAKSHMINARAYANA:

Will the Minister of COMMUNICATIONS be pleased to state:

- (a) whether the Government has undertaken any review of the service conditions, workload, remuneration and welfare benefits of Gram Dak Sevaks (GDS) and if so, the details and outcome thereof;
- (b) the details of sanctioned strength, persons in position and vacancies of Gram Dak Sevaks as on date, State-wise;
- (c) the details of revisions made in the Time Related Continuity Allowance (TRCA), allowances, social security benefits, leave provisions and other welfare measures for Gram Dak Sevaks during the last five years;
- (d) whether the Government has received any representations from Gram Dak Sevaks regarding regularisation of services, pensionary benefits, parity with departmental employees and other service-related issues and if so, the details thereof along with the action taken thereon; and
- (e) whether the Government proposes to introduce any additional measures to improve the welfare, career progression and social security coverage of Gram Dak Sevaks?

ANSWER

**MINISTER OF STATE FOR COMMUNICATIONS AND RURAL DEVELOPMENT
(DR. PEMMASANI CHANDRA SEKHAR)**

(a) & (c) The review of service conditions and workload of Gramin Dak Sevaks (GDS) is a continuous process. The workload of the GDS is reviewed on a triennial basis. Their remuneration i.e., Time Related Continuity Allowance (TRCA) and other allowances are revised approximately every ten years based on the recommendations of a committee constituted by the Department, following the Central Pay Commission for regular employees. The last such review was undertaken through a committee constituted in November, 2015. The Committee submitted its report in November, 2016. Based on its recommendations, and in consultation with the nodal Ministries and Departments, including Ministry of Finance and the Department of Personnel & Training, the service conditions, TRCA structure, allowances, social security benefits were enhanced, Leave entitlements were also revised, including introduction of maternity leave of 180 days for female GDS. During the last five years, welfare measures have also been strengthened through enhanced Circle Welfare Fund contribution, higher financial assistance for purchase of tablets/mobile phones and computers, concessional loans for construction of Branch Post Office accommodation and purchase of two-wheelers/electric vehicles, and increased financial assistance in cases of serious illness, accidents while on duty and other contingencies.

(b) The State-wise details of sanctioned strength of GDS, persons in position and vacancies of Gramin Dak Sevaks is given at **Annexure**.

(d) Representations regarding regularization, pensionary benefits, parity with departmental employees and other service-related issues are received from time to time. However, GDS are governed by rules framed under the executive powers of the Central Government that are distinct from the rules applicable on regular Government employees. The Hon'ble Supreme Court has held that GDS are holders of civil posts outside the regular Civil Service, therefore, their service is not counted for pension.

(e) GDS are covered under various welfare measures, including financial assistance from the Circle Welfare Fund for contingencies such as funeral expenses of GDS, accidents, serious illnesses, natural calamities, and scholarships for their children, among others. Further, GDS are eligible for absorption to departmental posts such as Multi-Tasking Staff (MTS), Postman, Mail Guard, Postal Assistant and Sorting Assistants as per Recruitment Rules for such posts.

GDS are not covered under any pension scheme; however, they are entitled to GDS gratuity, Group Insurance, Severance amount or benefits under the Service Discharge Benefit Scheme (for those engaged on or after 01.04.2011), which is akin to the National Pension System applicable to regular employees.

Annexure

Annexure referred to in reply to Part (b) of Lok Sabha Unstarred Question no. 1800 regarding the details of sanctioned strength, persons in position and vacancies of Gram Dak Sevaks, as on date (20.07.2026), State-wise

Name of the State	Sanctioned strength	Persons in Position	Vacancies
Andhra Pradesh	19487	17881	1606
Arunachal Pradesh	3175	2031	1144
Assam	9198	7563	1635
Bihar	18015	15053	2962
Chhattisgarh	9892	8285	1607
Goa	4251	3479	772
Gujarat	16780	15053	1727
Haryana	4463	4126	337
Himachal Pradesh	6700	6135	565
Jharkhand	9786	7425	2361
Karnataka	16820	15291	1529
Kerala	12377	10138	2239
Madhya Pradesh	20459	17374	3085
Maharashtra	20221	17494	2727
Manipur	2116	1725	391
Meghalaya	2336	1562	774
Mizoram	1244	972	272
Nagaland	1047	914	133
Odisha	19955	17651	2304
Punjab	6747	5624	1123
Rajasthan	17747	14826	2921
Sikkim	509	370	139
Tamil Nadu	25007	20730	4277
Telangana	10623	9773	850
Tripura	1728	1485	243
Uttar Pradesh	37844	31007	6837
Uttarakhand	6651	5799	852
West Bengal	21772	17588	4184
