MEMORANDUM

ON

Pay Scales – Service conditions
Promotions etc

Of the

GRAMIN DAK SEWAKS

SUBMITTED TO 6th PAY COMMISSION

BY

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PF/15/2007 **Dated 6th December 2007**

To

The Member Secretary,
6th Central Pay Commission
Post Bag 001, Vasant Kunj Post Office,
New Delhi - 110070

- **Submission of Memorandum by the National Federation of Postal Employees on the issues of Gramin Dak Sevaks for consideration and recommendations.**

Respected Sir,

The perpetuation of the ED system in its contemporary nomenclature of 'Grameen Dak Sewaks' under the modern day 'India Post' is an anachronism that requires scrapping and replacing with departmentalization. The ED System is the legacy of the Colonial Rule symbolizing exploitation and slavery. No Government can think of perpetuating such a system even after sixty years of freedom and advancement. Certainly not when the nation is dreaming of attaining a Super Power status in the days to come. But here it is very much in existence with more than 2.75 lakhs of men and women in the Department of Posts toiling for the rural India.

The treatment meted out to these downtrodden and exploited section of postal employees has no parallel at all. In every aspect of life these sections have been deprived of their legitimate due by advancing untenable reasoning by the Government. Hard won legal battles to gain the status of a Civil Servant were trampled with untenable interpretations by the Government. Hard won advancements made by forcing the Government to constitute Judicial Commission like Justice Charanjit Singh Talwar

Committee were snatched away through unilateral and unjustified rejection of its recommendations that tend to do justice against brutal exploitation. Neither the rare positive recommendations of earlier Committees headed by non-judicial retired Officers were implemented in toto.

The ED or GDS employees are the backbone of the Indian Postal System in the vast rural areas serving the overwhelming rural masses of the country with total dedication and sincerity by accepting a pittance of wages, which are lesser than a day's coolie a village agricultural worker earns from the hands of the unwilling landlords. Despite being judged as the holders of the Civil Posts by the Apex Court of the land, they could not get equal and proportionate rights to that of the Civil Servants! Even the 50% merger of Dearness Allowance with Pay to GDS has not been implemented by the Government causing denial of full neutralization.

The poor old-aged citizens and widows and hundreds and thousands of unorganized workers are being ensured of a social security in this country. But these employees who serve the rural public up to the age of 65 with diligence are denied any social security including pension even though Justice Talwar Committee had recommended for it.

Democracy means equal rights for all without any discrimination. The women GDS Employees have no maternity rights as like the millions of women workers and employees in Government, Public Sector and Private Sector services. Yet the Government speaks volumes on protection of weaker sex. The irony is that the Government was not even prepared to hear the voice of a Judge called Charanjit Singh Talwar who tried to make the Government understand that 'the weak and down trodden need protection'!

Any number of petitions and supplications and struggles by these downtrodden sections and even debates in their support on the floors of Parliament by Members of Parliament did not succeed in convincing the Government to implement many positive recommendations of the Talwar Committee.

Now ultimately even the formation of a Judicial Commission is denied to this section to enquire into their issues out of fear that once again a positive report similar to that of

the Talwar Committee might strengthen the cause of GDS Employees. So the protectionist attitude of the Government in denying a Judicial Commission despite accepting to constitute it but went back on its word of honour subsequently. This action is a clear violation of the earlier understanding and agreement dated December 10th of 1993 between the Postal Unions and the Postal Department reached at the time of 5th Central Pay Commission that the Postal Board agrees to appoint an ED Committee with an outsider (not a departmental officer, whether retired or serving) as its Chairman and also that the Committee will be asked particularly to examine the demand for grant of pension to ED Agents and make recommendation thereon. Neither that particular recommendation on pension was implemented nor a Judicial Commission is constituted this time along with that of 6th CPC.

Therefore the National Federation of Postal Employees prefers submitting this memorandum on issues of GDS employees to the 6th Pay Commission itself. We submit that the First and the Fourth Central Pay Commissions have asserted their right to enquire into this unique section of ED employees particularly after the Supreme Court's landmark judgment that ED employees are holders of Civil Posts. We therefore feel it very correct that the 6th Central Pay Commission have every right to go into the plight of these downtrodden employees of Postal Department and thus we prefer submitting this Memorandum to your kind consideration and rendering justice with appropriate recommendations to the Government of India for acceptance.

Thanking you Sir,

Yours faithfully,

[**K.Ragavendran**]
Secretary General
National Federation of Postal Employees

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