

GOVERNMENT OF INDIA  
MINISTRY OF WOMEN & CHILD DEVELOPMENT

**LOK SABHA**  
**UNSTARRED QUESTION NO: 193**  
TO BE ANSWERED ON 02.02.2024

**DEMANDS OF ANGANWADI WORKERS**

193. SHRIMATI DIMPLE YADAV:  
SHRIMATI SANGEETA KUMARI SINGH DEO:  
Dr. JAYANTA KUMAR ROY:

Will the Minister of WOMEN AND CHILD DEVELOPMENT be pleased to state:

- (a) whether the Government is aware of long standing demands of the Anganwadi Workers for increase in honorarium, gratuity among others in Uttar Pradesh and Odisha;
- (b) if so, the details thereof along with the response of the Government thereto;
- (c) whether the Government has received any representation from the State Governments in this regard;
- (d) if so, the details thereof and
- (e) the steps being taken by the Government in this regard?

**ANSWER**

MINISTER OF WOMEN AND CHILD DEVELOPMENT  
(SHRIMATI SMRITI ZUBIN IRANI)

(a) to (e) Saksham Anganwadi and Poshan 2.0 is a centrally sponsored scheme and the implementation of the scheme falls under the ambit of State Government/ UT administration. Government of India releases funds in the prescribed cost sharing ratio to the States/ UTs for implementation of the scheme. Government of India constantly monitors and reviews the scheme and its components and based on learnings, outcomes, suggestions and proposals, Government takes appropriate action from time to time through sustained engagements/ video conferences with States/ UTs including Uttar Pradesh and Odisha.

Also, States/ UTs have been directed time and again not to involve Anganwadi Workers and Helpers in non-scheme related work to avoid unnecessary burden and for effective implementation of the scheme.

With a view to incentivize and encourage the Anganwadi Workers and Anganwadi Helpers, various steps/initiatives have been undertaken including the following:

(i) Honorarium: Government of India increases the honorarium of AWWs/AWHs from time to time. From 1<sup>st</sup> October, 2018, Government of India has enhanced the honorarium of AWWs at main-AWCs from Rs.3,000/- to Rs.4,500/- per month; AWWs at mini- AWCs from Rs.2,250/- to Rs.3,500/- per month; AWHs from Rs.1,500/- to Rs.2,250/- per month; and introduced performance linked incentive of Rs.250/- per month for AWHs and Rs.500/- to AWWs. Also, Govt. of India has decided to upgrade all mini AWCs to main AWCs. The total no. of mini AWCs approved for upgradation to main AWCs till date is 54962 which resulted into increase in honorarium of Rs. 1000/- to AWWs and Rs. 2250/- as honorarium to AWHs in those AWCs. In addition, States/UTs are also paying additional monetary incentives/honorarium to these functionaries from their own resources which vary from State to State. The additional Honorarium provided by the States is placed at **Annexure**.

(ii) Promotion: As per Saksham Anganwadi and Poshan 2.0 Guidelines issued by the Ministry, promotional opportunities for Anganwadi Workers have been enhanced. 50% posts of Anganwadi Workers shall be filled by promotion of Anganwadi Helpers with 5 years of experience and 50% posts of Supervisors shall be filled by promotion of Anganwadi Workers with 5 years of experience subject to fulfilment of other criteria.

(iii) Leave: There is a provision of paid absence of 180 days to Anganwadi Workers for maternity leave, paid absence on abortion/ miscarriage once for 45 days. Also, 20 days annual leaves are permissible.

(iv) Uniform: There is a provision for set of two uniforms (saree/suit per annum) to AWW/AWH.

(v) Social Security Insurance Schemes: Insurance benefits have been provided to Anganwadi Workers and Helpers under Pradhan Mantri Jeevan Jyoti Bima Yojana (PMJJBY) for life cover of Rs.2.00 lakh (covers life risk, death due to any reason) to AWWs/AWHs in the age group of 18 to 50 years and Pradhan Mantri Suraksha Bima Yojana for accidental cover of Rs.2.00 Lakh (accidental death and permanent full disability)/Rs.1.00 Lakh (partial but permanent disability) to AWWs and AWHs in the age group of 18-59 years. The AWW/AWH who are not covered under PMJJBY or PMSBY are provided same amount as ex-gratia relief. Now, it has been decided to provide insurance cover under PMJJBY and PMSBY to AWWs/AWHs through their bank accounts and the funds towards premium payment released to the States/UTs on the prescribed cost sharing ratio under Anganwadi Services Scheme.

(vi) Insurance cover under Pradhan Mantri Garib Kalyan Package: Anganwadi Workers and Anganwadi Helpers engaged with the Covid-19 related tasks, have been provided with insurance cover of Rs.50 lakh under "Pradhan Mantri Garib Kalyan Package" with certain conditions.

(vii) Pradhan Mantri Shram Yogi Maan-Dhan (PM-SYM): State Governments/UT Administrations have been requested to encourage eligible AWWs/AWHs to get themselves enrolled under the Pradhan Mantri Shram Yogi Mandhan (PM-SYM) Pension Scheme, which is a voluntary and contributory pension scheme for the unorganized sectors in the country to ensure old age protection.

(viii) Retirement date: States/ UTs have been requested to adopt a uniform retirement date i.e 30<sup>th</sup> April of each year with respect to Anganwadi Workers and Helpers to ensure proper human resource planning.

(ix) Government has issued orders for upgradation for mini-AWC to regular AWCs. Due to this, the honorarium of AWWs of existing mini AWCs, have increased to Rs.4,500/- p.m.

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**Annexure**

Annexure to part (a) to (e) of Lok Sabha Un-Starred Question No.193 on Demands of Anganwadi Workers due for answer on 02.02.2024

**Statement indicating additional honorarium given by the States/UTs to AWWs/AWHs from their own resources**

S. No.	States/UTs	Additional honorarium given by States/UTs (In Rs.)	
		Anganwadi Workers (AWW)	Anganwadi Helper (AWH)
1.	Andaman & Nicobar	3000	2500
2.	Andhra Pradesh	7000	4750
3.	Arunachal Pradesh	Nil	Nil
4.	Assam	2000	1000
5.	Bihar	1450	725
6.	Chandigarh	3600	1800
7.	Chhattisgarh	2000	1000
8.	Dadra Nagar Haveli and Daman & Diu	1000	600
9.	Delhi	5178	2589
10.	Goa	5500-13500*	3750-6750*
11.	Gujarat	5500	3250
12.	Haryana	7286-8429*	4215
13.	Himachal Pradesh	4600	2450
14.	Jammu & Kashmir	600	340
15.	Jharkhand	5000	2500
16.	Karnataka	6500-7000*	4000-4500*
17.	Kerala	2000	2000
18.	Lakshadweep	5500	4750
19.	Madhya Pradesh	7000	3500
20.	Maharashtra	3825	2175
21.	Manipur	1000	600
22.	Meghalaya	1500	1000
23.	Odisha	1000	500
24.	Puducherry	600	300
25.	Punjab	5000	2850
26.	Rajasthan	3891-4030*	2640
27.	Sikkim	2225	1500
28.	Uttarakhand	3000	1500
29.	West Bengal	3750	4050
30.	Uttar Pradesh	1500	750
31.	Nagaland	Nil	Nil
32.	Mizoram	450	500
33.	Tamil Nadu	3200-19700*	1850-10250*
34.	Telangana	9150	5550
35.	Tripura	150-5346*	93-3518*
36.	Ladakh	1300	650

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Depending on the qualification and/or number of years of service