

GOVERNMENT OF INDIA
MINISTRY OF WOMEN & CHILD DEVELOPMENT

LOK SABHA
UNSTARRED QUESTION NO: 3277
TO BE ANSWERED ON 08.08.2025

RETIREMENT BENEFITS TO AWWs

†3277. SHRI RAJKUMAR ROAT:

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

- (a) the State-wise details of emoluments, pension or other financial benefits provided to Anganwadi workers, helpers and Mini Anganwadi workers at the time of retirement in the country;
- (b) the number of Anganwadi workers retired during the last five years along with the details of financial benefits given to them after retirement, State-wise, year-wise and item-wise; and
- (c) whether the Government proposes to regularise Anganwadi workers and provide them facilities akin to a Government employee and if so, the timeline for the same and if not, the reasons therefor?

ANSWER

MINISTER OF STATE IN THE MINISTRY OF WOMEN AND CHILD DEVELOPMENT
(SHRIMATI SAVITRI THAKUR)

(a) & (b) Mission Saksham Anganwadi and Poshan 2.0 is a Centrally Sponsored scheme. The Central Government is responsible for policy and planning and the State Governments/UT Administrations are responsible for day-to-day program implementation including recruitment and service related matters of the field functionaries. Anganwadi Workers (AWWs) and Anganwadi Helpers (AWHs) are “honorary workers” from the local community who voluntarily come forward to render their services in the area of child care and development to help the local community for which they are paid honorarium. Honorarium is given to AWWs and AWHs which is increased from time to time. From 1st October, 2018, Government of India has enhanced the honorarium of AWWs at Anganwadi centres (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 as per the defined cost sharing ratio between the Centre & States/UTs. In addition, States/UTs are also paying additional monetary incentives/top ups to these functionaries from their own resources which vary from State to State.

Besides, performance linked incentive of Rs.500/- is provided to AWWs and Rs.250/- per month to AWHs.

To incentivize and encourage the AWWs and AWHs, various initiatives have been undertaken including the following:

- i. **Promotion:** Under Mission Saksham Anganwadi and Poshan 2.0, promotional opportunities for Anganwadi Workers have been enhanced. 50% posts of Anganwadi Workers are to be filled by Anganwadi Helpers with 5 years of experience and 50% posts of Supervisors are to be filled by promotion of Anganwadi Workers with 5 years of experience subject to fulfilment of other criteria.
- ii. **Leave:** 20 days annual leave and paid maternity absence of 180 days, paid absence on abortion/ miscarriage once for 45 days.
- iii. State Governments and UT Administrations have been requested to encourage eligible AWWs and 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.
- iv. **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 worth Rs.2.00 lakh (covers life risk, death due to any reason) in the age group of 18 to 50 years and under 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) in the age group of 18-59 years.
- v. **Retirement date:** States and UTs have been requested to adopt a uniform retirement date i.e 30th April of each year with respect to Anganwadi Workers and Helpers to ensure proper human resource planning.
- vi. **Annual Healthcare coverage** of Rs. 5 Lakhs under Ayushman Bharat Pradhan Mantri Jan Arogya Yojana (AB-PMJAY) to all Anganwadi workers and helpers in pursuance to budget announcement in FY 2024-25

(c) Currently, no such proposal is under consideration.
