

**GOVERNMENT OF INDIA  
MINISTRY OF HEALTH AND FAMILY WELFARE  
DEPARTMENT OF HEALTH AND FAMILY WELFARE**

**RAJYA SABHA  
UNSTARRED QUESTION NO. 1543  
TO BE ANSWERED ON THE 14<sup>th</sup> MARCH, 2023**

**STATUS OF ASHA WORKERS**

**1543: # SHRI SANJAY SINGH**

Will the Minister of **HEALTH AND FAMILY WELFARE** be pleased to state:

- (a) the average salary of ASHA, mid-day meal and Anganwadi workers and helpers in the country, the increase therein during the last five years;
- (b) whether Government is aware of their low income and instability in employment;
- (c) if so, whether any scheme is proposed by Government to provide minimum wages and to regularize them;
- (d) the percentage of Asha workers provided with PPE kits during the pandemic and the number of workers who lost their lives while being on duty; and
- (e) whether compensation has been given to the dependents of the deceased, if so, the number of dependents of the deceased who got compensation?

**ANSWER  
THE MINISTER OF STATE IN THE MINISTRY OF HEALTH AND  
FAMILY WELFARE  
(DR. BHARATI PRAVIN PAWAR)**

(a) to (d): ASHAs are envisaged to be community health volunteer and only entitled to task/activity based incentives. ASHAs receive a fixed monthly incentive of Rs. 2000 per month in the country, for routine and recurring activities. Additionally, they are provided performance-based incentives for a varied set of activities under various National Health Programmes. The Government has approved additional incentives for ASHAs in September, 2022. The details of these ASHA incentives are available on the website of National Health Mission at the Uniform Resources Locator (URL) [https://nhm.gov.in/New\\_Update-2022-23/communization/ASHA/Orders\\_and\\_guidelines/ASHA-Incentives.pdf](https://nhm.gov.in/New_Update-2022-23/communization/ASHA/Orders_and_guidelines/ASHA-Incentives.pdf) States/UTs in their Programme Implementation Plans (PIPs) have also been given flexibility to provide a range of monetary incentives to the ASHAs details of which are placed at **Annexure**.

After the launch of the Ayushman Bharat scheme with operationalization of Ayushman Bharat- Health and Wellness Centres (AB-HWCs), ASHAs are now additionally eligible for

Team Based Incentives (TBIs) along with ANMs based on monitored performance indicators (up to Rs. 1000 per month).

In the year 2018, the ASHA benefit package was introduced acknowledging significant contribution and commitment of ASHAs. The package providing coverage for:

- Pradhan Mantri Jeevan Jyoti Beema Yojana (PMJJBY) with a benefit Rs. 2.00 Lakh in case of death of the insured (annual premium contributed by GOI).
- Pradhan Mantri Suraksha Beema Yojana (PMSBY) with a benefit of Rs.2.00 lakh for accidental death or permanent disability; Rs. 1.00 lakh for partial disability (annual premium contributed by GOI).

In Addition, Pradhan Mantri Shram Yogi Maan Dhan (PM-SYM) with pension benefit of Rs. 3000 pm after age of 60 years (50% contribution of premium by GOI and 50% by beneficiaries) is also available for ASHA workers.

The Government has also approved a cash award of Rs. 20,000/- and a citation to ASHAs who leave the programme after working as ASHAs for minimum of 10 years, as acknowledgement of their contribution.

During the pandemic, States/UTs have also been asked to ensure provision of safety tools like masks, gloves, soaps sanitizers and PPE kit etc. for ASHAs.

As regards Anganwadi workers, as per the information received from Ministry of Women and Child Development (MoWCD):

From 1st 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 to AWHs and Rs.500 to AWWs. In addition, States/UTs are also paying additional monetary incentives/honorarium to these functionaries from their own resources which vary from State to State.

Keeping in view the importance of their contribution, other facilities are also extended to AWWs/ AWHs, including 20 days annual leave and paid maternity absence of 180 days. Besides, States/UTs are also directed to fill 50% of vacancies in the posts of Supervisors by promotion from amongst AWWs having the prescribed educational qualifications as per the Recruitment Rules and 50% of vacancies in AWWs from AWHs having sufficient experience. In order to motivate AWWs/AWHs, there is provision of an award scheme @ Rs.50,000/- for 100 selected AWWs and Rs.40,000/- for 50 selected AWHs. Also, there is provision for a set of two uniforms (saree/suit per annum) to AWWs/AWHs.

Ministry has requested State Governments/UT Administrations to encourage eligible AWWs/AWHs to get themselves enrolled under Pradhan Mantri Shram Yogi Mandhan (PM-

SYM) Pension Scheme on voluntary basis in order to get assured monthly pension on attaining the age of 60 years.

PM-SYM is a voluntary and contributory pension scheme introduced by Government of India for the unorganised sectors on 50:50, basis where prescribed age-specific contribution shall be made by the beneficiary and the matching contribution by the Central Government for availing the assured pension of ₹ 3,000/- per month on attaining the age of 60 years. The age of entry to the Scheme is 18-40 years.

(e): As per the information received from M/s India Insurance Company Limited (NIACL), total 169 claims to dependent family of deceased ASHA workers have been paid under the Pradhan Mantri Garib Kalyan package.

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## Annexure

### State-wise details of monetary incentives provided to the ASHAs

SN	Name of States	State Specific Incentives for ASHAs from State Funds
1	Andhra Pradesh	Provides balance amount to match the total incentive of Rs.10, 000/PM/ASHA
2	Arunachal Pradesh	100% top-up, frequency of disbursement quarterly
3	Assam	Rs.1000/PM/ASHA from FY 2018-2019
4	Bihar	Rs. 1000/PM/ASHA for defined indicators related to Immunization, Child Health, Maternal Health, and Family Planning, etc. (for achieving any four out of the six defined indicators)
5	Chhattisgarh	75% of matching- amount of incentives over the above incentives earned by an ASHA as a top-up on an annual
6	Delhi	Rs.3000/PM/ASHA for functional ASHA (against the 12 core activities performed by ASHA)
7	Gujarat	Provides 50% top-up - frequency of disbursement quarterly
8	Haryana	Rs.4000/PM/ASHA and 50% top-up (Excluding Routine recurring incentive) and Rs. 450/- additional linked with performance of 05 Major RCH activities
9	Himachal Pradesh	Rs.2750/PM/ASHA
10	Kerala	Rs.6000/PM/ASHA
11	Karnataka	Rs.5000/PM/ASHA
12	Manipur	Rs. 1000/PM/ASHA recently declared by state FY 2021-22- modalities of payment still to be finalized
13	Madhya Pradesh	100% against 07 specified activities (JSY, HBNC, LBW & SNCU Follow-ups, Iron Sucrose follow-ups of anaemic PW, Early Registration of PW, Full Immunization and Complete Immunization)
14	Meghalaya	Rs.2000/PM/ASHA
15	Maharashtra	Rs.3500/PM/ASHA from FY 2021-22
16	Odisha	Rs.1000 /PM/ASHA from state fund launched on April 1st, 2018
17	Punjab	Rs. 2500/PM/ASHA
18	Rajasthan	Rs. 3564/PM/ASHA
19	Sikkim	Rs. 6000/PM/ASHA
20	Tripura	Provides 100% top-up against 08 specified activities and 33.33% top-up based on other activities.
21	Telangana	Provides balance amount to match the total incentive of Rs. 7500/month
22	Uttarakhand	Rs.5000/year and Rs. 3000/PM/ASHA with 10% top-up
23	Uttar Pradesh	Rs.1500/PM/ASHA linked with proportion of routine incentives to be paid to the ASHAs in the month
24	West Bengal	Rs.4500/PM/ASHA