

GOVERNMENT OF INDIA  
MINISTRY OF WOMEN & CHILD DEVELOPMENT

**RAJYA SABHA**  
**UNSTARRED QUESTION NO: 633**  
TO BE ANSWERED ON 07.02.2024

**INCREASE IN THE WAGES OF ANGANWADI WORKERS**

633 SHRI RAGHAV CHADHA:

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

- (a) the extent of increase in the wages of Anganwadi workers over the last five years, including a year-wise breakdown of the wage hike, State-wise details;
- (b) the current status and the details regarding the provision of pension benefits to Anganwadi workers; and
- (c) the details of Government's plans or initiatives for the regularization of services for Anganwadi workers?

**ANSWER**

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

(a) to (c) Anganwadi Workers and Anganwadi Helpers 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 community for which they are paid honorarium. Such honorary workers cannot be treated on par with regular Government employees. 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. 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/UTs is placed at **Annexure**.

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

- i. **Promotion:** As per Saksham Anganwadi and Poshan 2.0 Guidelines issued by the Ministry, promotional opportunities for Anganwadi Workers have been enhanced. Previously, 25% posts of Anganwadi Workers with 10 years of experience were filled by promotion of Anganwadi Helpers which has been revised and enhanced to 50% posts of Anganwadi Workers with 5 years of experience. Similarly, 50% posts of Supervisors shall be filled by promotion of Anganwadi Workers with 5 years of experience subject to fulfilment of other criteria which was 10 years previously.

- ii. **Leave:** Anganwadi Workers have been allowed paid absence of 180 days of maternity leave, paid absence on abortion/ miscarriage once for 45 days. Also, 20 days annual leaves are permissible.
- iii. **Uniform:** There is a provision for set of two uniforms (saree/suit per annum) to AWW/AWH.
- 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 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. 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.
- v. **Insurance cover under Pradhan Mantri Garib Kalyan Package:** Anganwadi Workers and Anganwadi Helpers who have been 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.
- vi. **Pradhan Mantri Shram Yogi Maan-Dhan (PM-SYM):** State Governments/UT Administrations have been requested to encourage eligible AWWs/AWHs to get themselves enroll 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.
- vii. **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.
- viii. **Leveraging IT through Poshan Tracker:** Under Saksham Anganwadi and Poshan 2.0 (Mission Poshan 2.0) IT systems have been leveraged to strengthen and bring about transparency in delivery support systems at Anganwadi Centres. The 'Poshan Tracker' application was rolled out by the Ministry of Women & Child Development on 1<sup>st</sup> March, 2021 as an important governance tool. Anganwadi Workers have been technologically empowered with smartphones. The mobile application has digitized and automated the physical registers used by AWWs which has also helped in improving their quality of work. Under Poshan Abhiyaan, for the first time, a digital revolution was ushered when the Anganwadi worker was empowered with mobile devices. To capture the real time data in POSHAN Tracker application, internet connectivity charges to AWWs are provided @₹2000/- per annum per AWW.
- 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.

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 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 at various levels.

\*\*\*\*\*

**Annexure**

Statement referred to in reply to Part (a) to (c) of Rajya Sabha Unstarred Question No.633 to be answered on 07.02.2024 regarding “Increase in the wages of Anganwadi Workers”

**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

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