

GOVERNMENT OF INDIA
MINISTRY OF WOMEN & CHILD DEVELOPMENT

RAJYA SABHA
UNSTARRED QUESTION NO: 313
TO BE ANSWERED ON 24.07.2024

REMUNERATION AND WELFARE OF ASHA WORKERS

313 SHRI SAKET GOKHALE:

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

- a. the details of remuneration and benefits provided to Accredited Social Health Activist (ASHA) workers in the States and UTs, State-wise; and
- b. the details of the steps taken by the Ministry in the last three years to increase salaries and other benefits provided to ASHA workers and to ensure their protection and welfare?

ANSWER

MINISTER OF WOMEN AND CHILD DEVELOPMENT
(SHRIMATI ANNPURNA DEVI)

(a) & (b) As informed by Ministry of Health and Family Welfare (MoHF&W), the Accredited Social Health Activists (ASHAs) are envisaged to be community health volunteers who are given performance-based incentives after completion of specific activities in various National Health Programmes. The incentives are given in two parts:

(i) Monetary Incentives –ASHAs receive a fixed monthly incentive of Rs.2000 per month in the country, for routine and recurring activities. Additionally, performance-based incentives are provided 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 following Uniform Resources Locator (URL):<https://nhsrcindia.org/sites/default/files/2024-01/ASHA%20Incentives.pdf>. Further, States/UTs provide additional incentives to ASHA workers over and above the incentives provided by the Government of India and the details are at **Annexure-I**.

After the launch of Ayushman Arogya Mandir, ASHAs are eligible additionally for Team Based Incentives (TBIs) based on monitored performance indicators (up to Rs.1000 per month).

(ii) Non-Monetary Incentives - ASHAs are also entitled to non-monetary incentives like – ASHA Uniform, Identity Card, Cycle, Mobile, CUG Sim, ASHA Dairy, Drug Kit, ASHA rest room etc. To acknowledge the significant contribution and commitment of ASHAs, the Government in 2018 introduced ASHA Benefit Package. It included extending social security benefits of Life insurance, accident insurance and pension to all eligible ASHAs through enrolment in 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 Government of India)

and 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 Government of India).

In addition, Pradhan Mantri Shram Yogi Maan Dhan (PM-SYM) with pension benefit of Rs. 3,000/- pm after age of 60 years (50% contribution of premium by Government of India and 50% by beneficiaries) is also available for ASHA workers. ASHAs across the States/UTs have been enrolled in all the above mentioned Social Security Schemes as per the defined eligibility norms.

It has been announced in the Interim Budget FY 2024-25 to extend health care annual coverage of Rs 5 Lakhs under Ayushman Bharat Pradhan Mantri Jan Arogya Yojana (AB-PMJAY) to all ASHAs workers.

In addition to the above incentives, as an acknowledgement of their service, significant contribution and commitment, a cash incentive of Rs. 20,000/- under NHM and a citation by the State/UT is given to ASHAs, who leave or opt to leave the programme after a minimum of 10 years of service.

Annexure I

Statement referred to in Part (a) & (b) of the Rajya Sabha Unstarred Q.No. 313 for answer on 24.07.2024 regarding Remuneration and welfare of ASHA workers

Sl. No	State/UT	State specific fixed/top up incentive to ASHAs from State Fund
1	A & NI	Rs. 500/- per month is being provided to every ASHA for the betterment of villagers
2	Andhra Pradesh	Provides balance amount to match the total incentive of Rs.10,000/month/ASHA
3	Arunachal Pradesh	Rs. 2000 Per Month (100% top-up, frequency of disbursement quarterly)
4	Bihar	Additional performance-based incentives of Rs. 1000/month/ASHA and Rs. 1000/month/ASHA Facilitator from state fund
5	Chhattisgarh	75% of matching amount of incentives from state fund over the incentives earned by ASHA.
6	Delhi	Core incentives is Rs. 3000/- per month for functional ASHA plus certain state specific activity incentives.
7	Gujarat	50% TOP UP/ per month over total GOI incentive and 2500/month fix Incentive
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. 4700/- (State incentive has been increased by Rs. 500/-, therefore, total incentive payable w.e.f. April, 2023 is Rs. 5200/-)
10	Jharkhand	Top up of 1000/- on performance based incentive of 14 key indicator
11	Karnataka	The State Govt is providing Rs.5000 per month as Monthly fixed honorarium to ASHAs
12	Kerala	Rs. 6000 per month as ASHA Honorarium from state government fund
13	Maharashtra	Rs. 3500/month/ASHA
14	Manipur	Rs. 1000/- per ASHA/month.
15	Meghalaya	State Fixed Incentive - Rs. 2000/month and State Covid Incentive - Rs. 1000/- pm
16	Madhya Pradesh	Rs. 4000/month/ASHA and 200/month/ASHA Facilitator from state fund
17	Odisha	1000/- per month as conditional assured incentive
18	Puducherry	Fixed amount of Rs. 3000/ASHA/month
19	Punjab	Rs. 2500 Per Month Per ASHA/ASHA Facilitator
20	Rajasthan	Rs. 1650/ASHA/Month from State Govt Fund
21	Sikkim	Monthly fixed honorarium of Rs 6000/- disburse from State Fund, recently Government of Sikkim announce hike in fixed honorarium from Rs 6000/- to Rs 10000/-
22	Tamil Nadu	NCD incentive - RS.500
23	Telangana	Rs. 6750/month

24	Tripura	Top up @100 % on 8 specific work and 33.33% on NHM work from State exchequer and @ Rs.1000/ fixed for each ASHA and Afs.
25	Uttar Pradesh	Rs. 1500 per month (State Budget Incentive linked with Incentive for Routine Activity)
26	Uttarakhand	Rs. 3000/ Month state incentive
27	West Bengal	Monthly Fixed Honorarium of Rs. 4500 for all functional rural ASHAs