

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

**RAJYA SABHA
UNSTARRED QUESTION NO. 2044
TO BE ANSWERED ON 18.03.2025**

ENHANCEMENT OF HONORARIUM AND INCENTIVES FOR ASHA WORKERS

2044: SMT JEBI MATHER HISHAM:

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

- (a) whether the honorarium and incentives of ASHA workers vary from State to State, the details thereof, State-wise;
- (b) whether ASHA workers are entitled to social security benefits;
- (c) the details of average number of households assigned to an ASHA worker;
- (d) when the honorarium and incentives of ASHA workers was last revised;
- (e) whether Government will take measures to enhance the honorarium and incentives of ASHA workers; and
- (f) whether Government will consider appointing a high-level Commission to study the factual position and to make necessary recommendations for the betterment of ASHA workers?

**ANSWER
THE MINISTER OF STATE IN THE MINISTRY OF HEALTH AND
FAMILY WELFARE
(SHRI PRATAPRAO JADHAV)**

(a) to (f): The primary responsibility of strengthening public healthcare system, including support for ASHA workers lies with the respective State/UT Governments. Under National Health Mission (NHM), the Ministry of Health and Family Welfare provides the technical and financial support to the States/UTs to strengthen their public healthcare system, based on the requirements posted by States/UTs in their Programme Implementation Plans (PIPs) and within the overall resource envelope.

The general norm is 'One ASHA per 1000 population'. When the population exceeds one thousand, another ASHA can be engaged. Where there is more than one ASHA in a village, each ASHA needs to be allocated a set of households so that no households, particularly those in the periphery and outlying hamlets are missed. In tribal, hilly and desert areas, the norm can be relaxed to one ASHA per habitation, depending on the workload, geographic dispersion, and difficult terrain.

In urban habitations with a population of 50,000 or less, ASHAs are selected as in rural areas. The general norm for selecting ASHA in urban area will be 'One ASHA per 1000-2500

population' covering approximately 200-500 households serve as an effective, demand-generating link between the health facility and the urban slum population

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 following Uniform Resources Locator (URL):

https://nhm.gov.in/New-Update-2023-24/ASHA/Orders_and_guidelines/ASHA-INCENTIVES.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) along with ANMs based on monitored performance indicators (up to 1000 per month). ASHAs are also entitled to non-monetary incentives like – ASHA Uniform, Identity Card, Cycle, Mobile, CUG Sim, ASHA Diary, Drug Kit, ASHA rest room etc. The Government has also approved a cash award of ₹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.

In the year 2018, the ASHA benefit package was introduced acknowledging significant contribution and commitment of ASHAs. The package provides 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 ₹3,000/- pm after age of 60 years (50% contribution of premium by GOI 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.

Also, a health care annual coverage of ₹5 Lakhs under Ayushman Bharat Pradhan Mantri Jan Arogya Yojana (AB- PMJAY) has been extended to all ASHAs workers.

The incentive structure for the Accredited Social Health Activists (ASHAs) have been revised continuously with the timely addition of incentives to align with the programmatic requirements and priorities. The incentives of the ASHA workers were last revised in the 7th meeting of Mission Steering Group (MSG) held on 7th September, 2022.

State Specific ASHA Incentives

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