

GOVERNMENT OF INDIA
MINISTRY OF WOMEN & CHILD DEVELOPMENT

RAJYA SABHA
UNSTARRED QUESTION NO: 3196
TO BE ANSWERED ON 20.08.2025

GRATUITY FOR ANGANWADI WORKERS

3196. SHRI BIKASH RANJAN BHATTACHARYYA:
DR. JOHN BRITTAS:

Will the Minister of Women and Child Development be pleased to state:

- (a) whether it has come to the notice of Government that the Supreme Court of India has ordered in 2022 that the Anganwadi workers and helpers are entitled to gratuity under the payment of Gratuity Act, if so, details thereof;
- b) the measures taken by Government for implementing the said Supreme Court order;
- c) whether it is a fact that the Supreme Court in the same order has directed the Central Government and the State Governments to improve the working conditions of the Anganwadi workers and helpers, if so, details thereof and the measures taken so far to implement it?

ANSWER

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

(a) to (c) The Hon'ble Supreme Court of India has passed a Judgement dated 25.04.2025 in the matter Civil Appeal No (S) 3153 of 2022 [@SLP(Civil) No. 30193 of 2017] – Maniben Magan Bhai Bhariya Vs. District Development Officer Dahod & Others and directed the authority concerned of State Govt. of Gujarat to extend the benefits of gratuity to the eligible Anganwadi Workers and Helpers.

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. 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. In addition, States/UTs are also paying additional monetary incentives/top ups to these voluntary workers from their own resources which vary from State to State.

Under Mission Saksham Anganwadi and Poshan 2.0, AWWs have been technologically empowered with the provision of smartphones for efficient monitoring and service delivery. Poshan Tracker which is a mobile phone application that has digitized physical registers used by Anganwadi workers. This improves the quality of their work while simultaneously enabling them for real-time monitoring of all activities going on in the Anganwadis.

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.
