

GOVERNMENT OF INDIA  
MINISTRY OF WOMEN & CHILD DEVELOPMENT

**RAJYA SABHA**  
**UNSTARRED QUESTION NO: 2237**  
TO BE ANSWERED ON 11.03.2026

**REGULARIZATION AND PROMOTION POLICY FOR ANGANWADI WORKER**

2237. SHRI SANJAY SINGH:

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

- (a) whether Government is aware of the fact that even after the completion of 50 years of the Integrated Child Development Services (ICDS) scheme, Anganwadi workers have not been granted the status of regular employees, if so, the plan of Government to provide them with job security and other Government benefits; and
- (b) whether Government is considering removing the age limit of 50 years for promotion to the post of Mukhya Sevika and implementing a transparent annual promotion system, if so, the details thereof?

**ANSWER**

MINISTER OF WOMEN AND CHILD DEVELOPMENT  
(SHRIMATI ANNPURNA DEVI)

(a)&(b): 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. They are paid a monthly honorarium which is increased from time to time. From 1<sup>st</sup> 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; AWHs from Rs.1,500/- to Rs.2,250/- per month as per the defined cost sharing ratio between the Centre and the States/UTs. Besides, performance linked incentive of Rs.500/- is provided to AWWs and Rs.250/- per month to AWHs. In addition, States and UTs are also paying additional monetary incentives and top ups to these voluntary workers from their own resources which vary from State to State.

To incentivize and encourage the AWWs and AWHs, various initiatives have been undertaken including the following:

- i. Leave: 20 days' annual leave and paid maternity absence of 180 days, paid absence on abortion/ miscarriage once for 45 days.
- ii. 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 sector in the country to ensure old age protection.
- iii. Promotion: Under Mission Saksham Anganwadi and Poshan 2.0, promotional opportunities for AWWs & AWHs have been enhanced. 50% posts of AWWs 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.

- 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 30<sup>th</sup> 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.

Mission Saksham Anganwadi and Poshan 2.0 is a Centrally Sponsored scheme. The Central Government is responsible for policy making and planning and the State Governments/UT Administrations are responsible for day-to-day program implementation including recruitment of staff/personnel for implementation of the scheme.

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