

GOVERNMENT OF INDIA
MINISTRY OF WOMEN & CHILD DEVELOPMENT

RAJYA SABHA
UNSTARRED QUESTION NO. 3834
TO BE ANSWERED ON 25.03.2026

WELFARE OF ANGANWADI WORKERS

3834. DR. ASHOK KUMAR MITTAL:

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

- (a) the reasons for not classifying Anganwadi workers and helpers as permanent Government employees despite their essential frontline roles;
- (b) whether the current honorarium system fails to provide a living wage and basic social security benefits;
- (c) the details of nationwide protests by these workers demanding pensions and health insurance;
- (d) the burden placed on these workers through the assignment of non-ICDS administrative and election duties by State Governments; and
- (e) the legislative steps taken to formalize their employment status and establish a respectable pay scale?

ANSWER

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

(a) to (e): Anganwadi Workers (AWWs) and Anganwadi Helpers (AWHs) are honorary workers drawn 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. This honorarium 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 and AWHs from Rs.1,500/- to Rs.2,250/- per month as per the defined cost sharing ratio between the Centre and States and UTs. In addition, States and UTs are also paying additional monetary incentives and top ups to these functionaries from their own resources which vary from State to State. Details of additional top ups provided by States and UTs are at **Annexure**.

Besides, performance linked incentive of Rs.500/- per month is provided to AWWs and Rs.250/- per month to AWHs.

Under Mission Saksham Anganwadi and Poshan 2.0, AWWs have been technologically empowered with the provision of smartphones for efficient monitoring and delivery of services. 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 AWWs and AWHs have been enhanced. 50% posts of AWWs are to be filled by AWHs with 5 years of experience and 50% posts of Supervisors are to be filled by promotion of AWWs with 5 years of experience subject to fulfilment of other criteria.
- ii. Leave: 20 days' annual leave and paid maternity absence of 180 days and 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 sector in the country to ensure old age protection.
- iv. Social Security Insurance Schemes: Insurance benefits have been provided to AWWs and AWHs 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 AWWs and AWHs 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 AWWs and AWHs 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 and planning and the State Governments and UT Administrations are responsible for day-to-day program implementation including recruitment of staff for implementation of the scheme. States and UTs have been requested time and again not to engage Anganwadi Workers and Anganwadi Helpers in non-scheme related work as it not only hampers the implementation of the scheme but also adds burden on the grass root functionaries.

Annexure

STATEMENT REFERRED TO IN REPLY TO PARTS (A) TO (E) OF RAJYA SABHA UNSTARRED QUESTION NO. 3834 TO BE ANSWERED ON 25.03.2026 REGARDING “WELFFARE OF ANGANWADI WORKERS”

Details of additional top ups as provided by States and UTs:

Sr. No.	State	Additional top ups paid to AWWs (per month)	Additional top ups paid to AWHs (per month)
1	Andhra Pradesh	7,000	4,750
2	Bihar	2,500	1,750
3	Chhattisgarh	5,500	2,750
4	Gujarat	5,500	3,250
5	Haryana	10,250	5,650
6	Himachal Pradesh	5,500	3,250
7	Jammu & Kashmir	600	300
8	Jharkhand	5,000	2,500
9	Karnataka	7,000	4,500
10	Kerala	8,500	6,750
11	Madhya Pradesh	8,500	4,250
12	Maharashtra	8,500	5,250
13	Odisha	5,500	2,750
14	Punjab	5,500-6,500	2,750-3,250
15	Rajasthan	5,510	3,674
16	Tamil Nadu	3,200	1,850
17	Telangana	9,150	5,550
18	Uttar Pradesh	1,500	750
19	Uttarakhand	4,800	3,000
20	West Bengal	4,500	4,550
21	Arunachal Pradesh	3,000	3,000
22	Assam	2,000	1,000
23	Manipur	1,000	600
24	Meghalaya	3,000	1,000
25	Mizoram	450	500
26	Nagaland	Nil	Nil
27	Sikkim	7,000	4,500
28	Tripura	3,500-5,946	2,750-4218
29	Andaman & Nicobar	7,500	5,750
30	Goa	5,500 -13,500	3,750 - 6,750
31	Puducherry	1,950	2,125
32	Chandigarh	3,600	1,800
33	Ladakh	1,300	650
34	Delhi	6,720	3,360
35	Dadra & Nagar Haveli and Daman & Diu	3,500	1,750
36	Lakshadweep	5,500	4,750
