

GOVERNMENT OF INDIA
MINISTRY OF WOMEN AND CHILD DEVELOPMENT

LOK SABHA
STARRED QUESTION No.485
TO BE ANSWERED ON 07.04.2017

REMUNERATION FOR ANGANWADI WORKERS

*485. DR. SANJAY JAISWAL:

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

- (a) the methodology followed by the Government to arrive at the requisite remuneration for anganwadi workers;
- (b) whether this methodology has undergone a change over the years;
- (c) if so, the details thereof; and
- (d) if not, the steps taken by the Government to ensure fair pay to anganwadi workers?

ANSWER

MINISTER OF STATE IN THE MINISTRY OF WOMEN AND CHILD DEVELOPMENT
(SHRIMATI KRISHNA RAJ)

- (a) to (d): A Statement is laid on the Table of the House.

Statement referred to in reply to Part (a) to (d) of Lok Sabha Starred Question No. 485 for 07.04.2017 by Dr. Sanjay Jaiswal regarding 'Remuneration for Anganwadi Workers

Integrated Child Development Services (ICDS) is a Centrally Sponsored Scheme implemented by the States/UTs. Government of India frames the guidelines, releases the funds and monitors the scheme.

Under the Scheme, six services namely Supplementary Nutrition, Pre-School non-formal education, Health & Nutrition Education, Immunization, Health Check-up and Referral Services are provided to the Pregnant Women and Lactating Mothers and Children below six years of the age. Three of the six services viz., Immunization, Health check-up and Referral Service, are provided by National Rural Health Mission & Public Health Infrastructure. These services are provided at the Anganwadi Centres by the Anganwadi Workers (AWWs) and Anganwadi Helpers (AWHs).

Anganwadi Workers (AWWs) & Anganwadi Helpers (AWHs) are honorary workers who are paid monthly honoraria as decided by the Government from time to time. The present rate of honoraria paid to the AWWs and AWHs since 01.04.2011 is Rs. 3000/- and Rs. 1500/- respectively. The monthly honorarium paid to AWWs of Mini-AWCs since 04.07.2013 is Rs. 2250/-.

The rate of monthly honoraria paid to the AWWs and AWHs from time to time since 1975 is given in the following table:

Qualification	(In Rs.)							
	1975-76	1.4.78	1.7.86	2.10.92	16.5.97	1.4.02	1.4.08	1.4.11
Non-Matriculate	100	125	225	350	438	938	1438	2938
Matriculate	150	175	275	400	500	1000	1500	3000
Non-Matriculate With 5 year experience	-	-	250	375	469	969	1469	2969
Matriculate With 5 year experience	-	-	300	425	531	1031	1531	3031
Non-Matriculate 10 years experience	-	-	275	400	500	1000	1500	3000
Matriculate With 10 year exp	-	-	325	450	563	1063	1563	3063
Mini-Anganwadi Workers	-	-	-	-	-	500	750	2250*

*w.e.f. 4.7.13

Anganwadi Helper	35	50	110	200	260	500	750	1500
------------------	----	----	-----	-----	-----	-----	-----	------

The above table indicates the per annum increase in the rate of honoraria. The Scheme does not provide for any fixed criteria for revision of honoraria of the above functionaries.

In addition to the honoraria paid by the Government of India, most of the States/UTs are also giving monetary incentives to these workers out of their own resources for additional functions assigned to AWWs/AWHs as per details given in **Annexure A**.

The Government of India is conscious about the voluntary services rendered by these functionaries and has been doing its best for their welfare. Some of the facilities extended to AWWs and AWHs, besides the honorarium, are listed below:

Leave:

- i. 20 days annual leave.
- ii. Paid leave on maternity for a period of 135 days for a maximum of two occasions.
- iii. 45 days paid absence on abortion/miscarriage for one occasion.

Award:

In order to motivate the Anganwadi Workers and give recognition to good voluntary work, a Scheme of Award for AWWs has been introduced, both at the National and State level. The Award comprises of Rs. 25,000/- cash and a Citation at Central level and Rs. 5000/- cash and a Citation at State level.

Uniform:

AWWs and AWHs are provided two sets of Uniforms (saree/suit @ Rs.300/- per saree/suit per annum) and a name badge.

Reservation in recruitment:

50% of vacant posts of Supervisors have been reserved for Anganwadi Workers who have completed 10 years of service.

25% of positions of AWWs have been reserved for recruitment from AWHs.

Insurance cover:

Government of India introduced `Anganwadi Karyakartri Bima Yojana for Anganwadi Workers/Anganwadi Helpers w.e.f. 01.04.2004 under Life Insurance Corporation's Social Security Scheme. The premium paid for the scheme is Rs. 280/- per member. Out of this Rs. 100/- each is paid by LIC and Government of India and Rs. 80/- is payable by the individual worker. However, the amount of premium of Rs. 80/- payable by AWWs and AWHs has been waived.

The compensations given under AKBY are as under

- a) In case of Natural death : Rs. 30000/-
- b) In case of Accident :
 - i. Death/total permanent disability : Rs. 75000
 - ii. Partial permanent disability : Rs. 37500
- c) Female Critical Illness (FCI) Benefits : An amount of Rs. 20000/- is payable on the diagnosis of invasive cancers (malignant tumour) manifest in the specified organs of AWW/AWH.
- d) Shiksha Sahyog Yojana

A free add-on scholarship benefits is available for the children of AWWs and AWHs. Scholarship of Rs. 300/- per quarter for students of 9th to 12th Standard (including ITI courses) is available but it is limited to two children per family.

**Statement referred to in reply to Part (a) to (d) of Lok Sabha Starred
Question No. 485 for 07.04.2017**

**Statement indicating additional monthly honorarium paid to AWWs/AWHs by the States/UTs from their own resources
(as on 31.03.2017)**

S. No.	States/UTs	Additional honorarium given by States/UTs (In Rs.)	
		Anganwadi Workers (AWW)	Anganwadi Helper (AWH)
1.	Andaman & Nicobar	3000	2500
2.	Andhra Pradesh	1200	700
3.	Arunachal Pradesh	Nil	Nil
4.	Assam	1000	500
5.	Bihar	750	375
6.	Chandigarh	2000	1000
7.	Chhattisgarh	1000	500
8.	Dadra Nagar Heveli	1000	600
9.	Daman & Diu	1000	600
10.	Delhi	2000	1000
11.	Goa	3062-11937*	3000-6000
12.	Gujarat	1750	900
13.	Haryana	2500	2250
14.	Himachal Pradesh	300	200
15.	Jammu & Kashmir	600	340
16.	Jharkhand	1400	700
17.	Karnataka	3000	2000
18.	Kerala	2000	2000
19.	Lakshdweep	1600	1000
20.	Madhya Pradesh	2000	1000
21.	Maharashtra	2000	1000
22.	Manipur	100	50
23.	Meghalaya	Nil	Nil
24.	Odisha	1000	500
25.	Puducherry	600	300
26.	Punjab	2000	1000
27.	Rajasthan	1724-1736*	1065
28.	Sikkim	2225	1500
29.	Uttarakhand	3000	1500
30.	West Bengal	1300	1300
31.	Uttar Pradesh	1000	500
32.	Nagaland	Nil	Nil
33.	Mizoram	Nil	Nil
34.	Tamilnadu	6750 (that includes pay-2500, GP-500, & DA-3750)	4275 (that includes pay-1500, GP-400, & DA-2375)
35.	Telangana	4000 (w.e.f. 1.3.2015)	3000 (w.e.f. 1.3.2015)
36.	Tripura	2865	1924

* Depending on the qualification and number of years of service