

GOVERNMENT OF INDIA
MINISTRY OF WOMEN AND CHILD DEVELOPMENT

LOK SABHA
UNSTARRED QUESTION No. 933
TO BE ANSWERED ON 22.11.2019

ANGANWADI WORKERS

933. ADV. A.M. ARIFF:
SHRI DHAIRYASHEEL SAMBHAJIRAO MANE:
DR. SUJAY RADHAKRISHNA VIKHE PATIL:
DR. SHRIKANT EKNATH SHINDE:

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

- (a) the total number of Anganwadi workers/helpers working in the rural and urban areas of the country, State-wise along with their duties and pay/salary;
- (b) whether the Government has provided the basic facilities for these Anganwadi workers and children under their care and if so, the details thereof;
- (c) whether Government has received grievances/complaints from them and if so, the details thereof along with the remedial steps taken by Government;
- (d) whether Government is aware of the recommendations of the 45th Session of Indian Labour Conference regarding basic minimum wages and regular employment of health workers; and
- (e) if so, the details thereof, if not, the reasons therefor?

ANSWER

MINISTER OF WOMEN AND CHILD DEVELOPMENT
(SHRIMATI SMRITI ZUBIN IRANI)

- (a) State-wise number of Anganwadi Workers/Anganwadi Helpers working in the country is at **Annexure-I**. The Anganwadi Services (under Umbrella ICDS) Scheme envisages the Anganwadi Workers & Helpers as honorary workers from local community who come forward to render their services, on part time basis, in the area of child care and development. Duties and Responsibilities of AWWs/AWHs are at **Annexure-II**.
Being honorary workers, they are paid monthly honorarium as decided by Government from time to time. The Government of India has recently enhanced the honorarium of Anganwadi Workers (AWWs) from Rs. 3,000/- to Rs. 4,500/- per month; AWWs at mini-AWCs from Rs. 2,250/- to Rs. 3,500/- per month; Anganwadi Helpers (AWHs) from Rs 1,500/- to Rs. 2,250/- per month; and introduced performance linked incentive of Rs. 250/- per month to AWHs, w.e.f. 1st October, 2018. Further, AWWs are allowed performance linked incentive of ₹ 500/- per month for using ICDS-CAS under POSHAN Abhiyaan. In addition to the honorarium paid by the Government of India, the respective State/UTs give monetary incentives to these workers out of their own resources as per details given at **Annexure-III**.

- (b) Anganwadi Workers (AWWs) and Anganwadi Helpers (AWHs) are entitled for paid absence of 180 days of maternity leave, Awards at the National and State level, two sets of uniform per year, insurance coverage under the Pradhan Mantri Jeevan Jyoti Bima Yojana (for 18-50 years age functionaries), Pradhan Mantri Suraksha Bima Yojana (for 18-59 years age functionaries) and Anganwadi Karyakarti Bima Yojana (for 53-59 years age functionaries for the Insurance Cycle 2019-20).

Under the Anganwadi Services scheme, children are provided multiple services such as Supplementary Nutrition (SNP), Pre-school Non-formal Education, Nutrition & Health Education, Immunization, Health Check-up, and Referral Services. Other facilities available to Children under Anganwadi Services include provision of toilet and safe drinking water facilities, Learning Modules, etc.

- (c) Several grievances/complaints are being received in this Ministry from time to time. Since the Anganwadi Services is a Centrally Sponsored Scheme and the administration, management & monitoring including recruitment of field functionaries are being done by the concerned State Government/UT Administration. Hence, the grievances/complaints are forwarded to them for taking remedial measures.
- (d) & (e) The recommendations of Conference Committee on "Service conditions, wages and social security for various categories of workers employed in Central Government and State Government schemes (Anganwadi, Mid-Day Meal, Sarva Shiksha Abhiyan and other schemes) under various Ministries of Central Government" was included in 45th Indian Labour Conference. The details of the recommendations for Anganwadi Workers/Helpers made are as under:
- i. They should be first recognised as "workers" and not volunteers or honorary workers;
 - ii. They should be paid minimum wages;
 - iii. They should get all social security benefits like pension, gratuity, maternity benefits etc.;
 - iv. To begin with, the social security schemes for unorganised workers like Aam Aadmi Bima Yojana (AABY) and Rashtriya Swasthya Bima Yojana (RSBY) should be extended to these workers;
 - v. Anganwadi Centres should be in pucca building in good conditions with all basic amenities. Similarly, for ASHA workers also, suitable working space with basic amenities should be provided;
 - vi. They should have right to organize and collective bargaining;
 - vii. Respective Departments should formulate "Employment Standing Order" for these workers to regulate their employment and service conditions (wherever not existing);
 - viii. For Anganwadi Workers and Helpers, who have already retired or retiring in near future, one time gratuity/ lump sum payment should be given;
 - ix. Such workers, as are kept on contract basis, should be retained for all such subsequent activities;

Annexure-I**STATEMENT REFERRED IN REPLY TO PART (a) OF LOKSABHA UNSTARREED QUESTION NO. 933 FOR 22.11.2019 REGARDING ANGANWADI WORKERS ASKED BY ADV. A.M. ARIFF, SHRI DHAIRYASHEEL, SAMBAJIRAO MANE, DR. SUJAY RADHAKRISHNA VIKHE PATIL AND DR. SHRIKANT EKNATH SHINDE**

Details of Anganwadi Workers and Anganwadi Helpers Under the Anganwadi Services Scheme

Sl. No.	State/UTs	No. of Anganwadi Workers		No. of Anganwadi Helpers	
		Sanctioned	In-position	Sanctioned	In-position
1	Andhra Pradesh	55607	54101	48768	45650
2	Telangana	35700	34051	31711	29401
3	Arunachal Pradesh	6225	6225	6225	6225
4	Assam	62153	61038	56728	55949
5	Bihar	115009	98569	107894	88981
6	Chhattisgarh	52474	50094	46660	43767
7	Goa	1262	1209	1262	1219
8	Gujarat	53029	51859	51229	48945
9	Haryana	25962	25150	25450	24600
10	Himachal Pradesh	18925	18761	18386	18164
11	Jammu & Kashmir	31938	29599	31938	29599
12	Jharkhand	38432	37678	35881	35023
13	Karnataka	65911	64686	62580	60058
14	Kerala	33318	33115	33189	32986
15	Madhya Pradesh	97135	96015	84465	83244
16	Maharashtra	110486	105739	97475	90047
17	Manipur	11510	11510	9958	9958
18	Meghalaya	5896	5896	4630	4629
19	Mizoram	2244	2244	2244	2157
20	Nagaland	3980	3980	3980	3980
21	Odisha	74154	71424	63738	61623
22	Punjab	27314	26695	26074	23789
23	Rajasthan	62010	59451	55806	53243
24	Sikkim	1308	1308	1308	1308
25	Tamil Nadu	54439	49631	49499	44070
26	Tripura	10145	9911	10145	9911
27	Uttar Pradesh	190145	171910	167855	145454
28	Uttarakhand	20067	19498	14947	14306
29	West Bengal	119481	107582	119481	100759
30	A & N Islands	720	719	689	689
31	Chandigarh	450	447	450	449
32	Delhi	10897	9397	10897	10732
33	Dadra & N Haveli	302	302	247	233
34	Daman & Diu	107	102	107	102
35	Lakshadweep	107	107	96	96
36	Puducherry	855	855	855	855
	Total	1399697	1320858	1282847	1182201

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Role and responsibilities of Anganwadi Workers:

- i. To elicit community support and participation in running the programme.
- ii. To weight each child every month, record the weight graphically on the growth card, use referral card for referring cases of mothers/children to the sub-centres/PHC etc., and maintain child cards for children below 6 years and produce these cards before visiting medical and para-medical personnel.
- iii. To carry out a quick survey of all the families, especially mothers and children in those families in their respective area of work once in a year.
- iv. To organise non-formal pre-school activities in the anganwadi of children in the age group 3-6 years of age and to help in designing and making of toys and play equipment of indigenous origin for use in anganwadi.
- v. To organise supplementary nutrition feeding for children (0-6 years) and expectant and nursing mothers by planning the menu based on locally available food and local recipes.
- vi. To provide health and nutrition education and counselling on breastfeeding/infant & young feeding practices to mothers/anganwadi Workers being close to the local community, can motivate married women to adopt family planning/birth control measures.
- vii. To help and coordinate the pregnant and lactating mothers visiting the centre to get the birth of their child registered and share the information with the village level functionary who has notified as Registrar of Births.
- viii. To make home visits for educating parents to enable mothers to plan an effective role in the child's growth and development with special emphasis on new born child.
- ix. To maintain files and records as prescribed.
- x. To assist the PHC staff in the implementation of health component of the programme viz. Immunisation, health check-up, ante natal and post natal check etc.
- xi. To assist ANM in the administration of IFA and Vitamin A by keeping stock of the two medicines in the Centre without maintain stock register as it would add to her administrative work which would effect her main functions under the Scheme.
- xii. To share information collected under ICDS Scheme with the ANM. However, ANM will not solely rely upon the information obtained from the records of AWW.
- xiii. To bring to the notice of the Supervisors/CDPO any development in the village which requires their attention and intervention, particularly in regard to the work of the coordinating arrangements with different departments.
- xiv. To maintain liaison with other institutions (Mahila Mandals) and involve lady school teachers and girls of the primary/middle schools in the village which have relevance to her functions.
- xv. To guide Accredited Social Health Activities (ASHA) engaged under National Rural Health Mission in the delivery of health care services and maintenance of records under the ICDS Scheme.
- xvi. To assist in implementation of Scheme of Adolescent Girls(SAG) and motivate and educate the adolescent girls and their parents and community in general by organizing social awareness programmes/campaigns etc.
- xvii. AWW would also assist in implementation of Nutrition Programme for Adolescent Girls (NPAG) as per the guidelines of the Scheme and maintain such record as prescribed under the NPAG.
- xviii. Anganwadi Worker can function as depot holder for RCH Kit/contraceptives and disposable delivery kits. However, actual distribution of delivery kits or administration of drugs, other than OTC (Over the Counter) drugs would actually be carried out by the ANM or ASHA as decided by the Ministry of Health & Family Welfare.
- xix. To identify the disability among children during her home visits and refer the case immediately to the nearest PHC or District Disability Rehabilitation Centre.
- xx. To support in organizing Pulse Polio Immunization (PPI) drives.
- xxi. To inform the ANM in case of emergency cases like diarrhoea, cholera etc.

Role and responsibilities of Anganwadi Helpers:

- i. To cook and serve the food to children and marchers.
- ii. To clean the Anganwadi premises daily and fetching water.
- iii. Cleanliness of small children,
- iv. To bring small children collecting from the village to the Anganwadi.

ANNEXURE-III

STATEMENT REFERRED IN REPLY TO PART (a) OF LOK SABHA UNSTARRED Q.No. 933 for 22.11.2019 ASKED BY ADV. A.M. ARIFF, SHRI DHAIRYASHEEL SAMBHAJI RAO MANE, DR. SUJAY RADHAKRISHNA VIKHE PATIL and DR. SHRIKANT EKNATH SHINDE:

Statement indicating additional honorarium given by the States/UTs to AWWs/AWHs from their own resources (as on 30.10.2019)

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	2000	1000
5.	Bihar	750	375
6.	Chandigarh	2000	1000
7.	Chhattisgarh	2000	1000
8.	Dadra Nagar Haveli	1000	600
9.	Daman & Diu	1000	600
10.	Delhi	6678	3339
11.	Goa	3062-11937*	3000-6000*
12.	Gujarat	3300	1700
13.	Haryana	7286-8429*	4215
14.	Himachal Pradesh	1750	900
15.	Jammu & Kashmir	600	340
16.	Jharkhand	1400	700
17.	Karnataka	5000	2500
18.	Kerala	2000	2000
19.	Lakshadweep	3000	2000
20.	Madhya Pradesh	7000	3500
21.	Maharashtra	2000	1000
22.	Manipur	100	50
23.	Meghalaya	Nil	Nil
24.	Odisha	1000	500
25.	Puducherry	600	300
26.	Punjab	2600	1300
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	294-306*	150
34.	Tamilnadu	6750 (that includes pay-2500, GP-500, & DA-3750)	4275 (that includes pay-1500, GP-400, & DA-2375)
35.	Telangana	6000	3750
36.	Tripura	2865	1924

*Depending on the qualification and /or number of years of service