

**GOVERNMENT OF INDIA
MINISTRY OF HEALTH AND FAMILY WELFARE
DEPARTMENT OF HEALTH AND FAMILY WELFARE**

**LOK SABHA
UNSTARRED QUESTION NO. 1860
TO BE ANSWERED ON THE 2nd AUGUST, 2024**

REMUNERATION FOR ASHA WORKERS

1860: ADV. DEAN KURIAKOSE:

Will the Minister of HEALTH AND FAMILY WELFARE be pleased to state:

- (a) whether ASHA workers are not getting a fixed salary in the country and if so, the details thereof, State/UT-wise;
- (b) the details of total monthly remuneration received by ASHA workers, State-wise;
- (c) whether the Government intends to raise the total monthly remuneration of Anganwadi teachers in the country including honorarium to Rs. 21,000 and if so, the details thereof;
- (d) the details of pending amounts to be released to them, State-wise;
- (e) the details of the ratio of ASHA workers salary borne by Union Government and State Governments;
- (f) whether the ASHA workers are on strike for their minimum salary and regularization of their service in some States, if so, the details thereof; and
- (g) the details of criteria followed by State Governments for their selection, State-wise?

ANSWER

**THE MINISTER OF STATE IN THE MINISTRY OF HEALTH AND
FAMILY WELFARE
(SMT. ANUPRIYA PATEL)**

(a) and (b) ASHAs are envisaged to be community health volunteer and entitled to task/activity-based incentives. ASHAs receive a fixed monthly incentive of Rs. 2000 per month for routine and recurring activities. Additionally, they are provided performance-based incentives for a varied set of activities under various National Health Programmes. The details of these ASHA incentives are available on the following Uniform Resources Locator (URL):

<https://nhsrcindia.org/sites/default/files/2024-01/ASHA%20Incentives.pdf>

States/UTs in their Programme Implementation Plans (PIPs) have also been given flexibility to provide a range of monetary incentives to the ASHAs details of which are placed at **Annexure**.

After the launch of the Ayushman Bharat scheme with operationalization of Ayushman Aarogya Mandir , ASHAs are now additionally eligible for Team Based Incentives (TBIs) along with ANMs based on monitored performance indicators (up to Rs. 1000 per month).

(c) As per information provided by Ministry of Women & Child Development, Anganwadi Workers (AWW) and Anganwadi Helpers (AWH) 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 community for which Anganwadi Worker is paid honorarium @Rs.4,500/- per month and Anganwadi Helper is paid honorarium @Rs.2,250/- per month on cost sharing basis between the Centre and State/UT along with performance linked incentive of Rs.250/- per month for AWHs and Rs.500/- to AWWs. In addition, States/UTs are also paying additional monetary incentives/honorarium to these functionaries from their own resources which vary from State to State. The State of Andhra Pradesh provides Rs. 7000/- as additional honorarium to AWWs.

(d) to (g) Under the National Health Mission (NHM), Government of India provides financial and technical support to States/UTs to strengthen their health systems, based on the requirements posed by them through their Programme Implementation Plans (PIPs), within their overall resource envelope. National Health Mission is a centrally sponsored scheme, funding pattern between the Centre –State is 60:40 for all States except

- 8 North Eastern States and 3 Himalayan States/UT (Himachal Pradesh, Uttarakhand, , UT of Jammu & Kashmir)- funding pattern is 90:10
- UTs without Legislature - 100 % Centrally funded

All the administrative and personnel matters related to health human resource lies with the respective State/UT Governments. Details of protests conducted by ASHAs are discussed in State level meetings/National Programme Co-ordination Committee meetings based on the feedback received from States/UTs.

The details of Selection Criteria for ASHA are available on following link:

<https://nhsrcindia.org/sites/default/files/2021-07/Community%20Processes%20Guidelines%202014%20%28English%29.pdf>

State Governments are provided with the flexibility to modify the guidelines and the details of the selection process, based on their context except that no change may be made in the basic criteria of ASHA being a woman volunteer, with minimum education up to VIII class, (only to be relaxed in selected areas where no such candidate is available) and that she would be a resident of the village. In case any of the selection guidelines or process is modified, these should be widely disseminated in local languages.

Sl. No	State/UT	State specific fixed/top up incentive to ASHAs from State Fund
1	A & NI	Rs. 500/- per month is being provided to every ASHA for the betterment of villagers
2	Andhra Pradesh	Provides balance amount to match the total incentive of Rs.10,000/month/ASHA
3	Arunachal Pradesh	Rs. 2000 Per Month (100% top-up, frequency of disbursement quarterly)
4	Bihar	Additional performance-based incentives of Rs. 1000/month/ASHA and Rs. 1000/month/ASHA Facilitator from state fund
5	Chhattisgarh	75% of matching amount of incentives from state fund over the incentives earned by ASHA.
6	Delhi	Core incentives is Rs. 3000/- per month for functional ASHA plus certain state specific activity incentives.
7	Gujarat	50% TOP UP/ per month over total GOI incentive and 2500/month fix Incentive
8	Haryana	Rs.4000/PM/ASHA and 50% top-up (Excluding Routine recurring incentive) and Rs. 450/- additional linked with performance of 05 Major RCH activities
9	Himachal Pradesh	Rs. 4700/- (State incentive has been increased by Rs. 500/-, therefore, total incentive payable w.e.f. April, 2023 is Rs. 5200/-)
10	Jharkhand	Top up of 1000/- on performance based incentive of 14 key indicator
11	Karnataka	The State Govt is providing Rs.5000 per month as Monthly fixed honorarium to ASHAs
12	Kerala	Rs. 6000 per month as ASHA Honorarium from state government fund
13	Maharashtra	Rs. 3500/month/ASHA
14	Manipur	Rs. 1000/- per ASHA/month.
15	Meghalaya	State Fixed Incentive - Rs. 2000/month and State Covid Incentive - Rs. 1000/- pm
16	Madhya Pradesh	Rs. 4000/month/ASHA and 200/month/ASHA Facilitator from state fund
17	Odisha	1000/- per month as conditional assured incentive
18	Puducherry	Fixed amount of Rs. 3000/ASHA/month
19	Punjab	Rs. 2500 Per Month Per ASHA/ASHA Facilitator
20	Rajasthan	Rs. 1650/ASHA/Month from State Govt Fund
21	Sikkim	Monthly fixed honorarium of Rs 6000/- disburse from State Fund, recently Government of Sikkim announce hike in fixed honorarium from Rs 6000/- to Rs 10000/-
22	Tamil Nadu	NCD incentive - RS.500
23	Telangana	Rs. 6750/month
24	Tripura	Top up @100 % on 8 specific work and 33.33% on NHM work from State exchequer and @ Rs.1000/ fixed for each ASHA and Afs.
25	Uttar Pradesh	Rs. 1500 per month (State Budget Incentive linked with Incentive for Routine Activity)
26	Uttarakhand	Rs. 3000/ Month state incentive
27	West Bengal	Monthly Fixed Honorarium of Rs. 4500 for all functional rural ASHAs