

GOVERNMENT OF INDIA
MINISTRY OF WOMEN AND CHILD DEVELOPMENT

LOK SABHA
UNSTARRED QUESTION NO 1841
TO BE ANSWERED ON 06.12.2024

COURT DIRECTIVES ON ANGANWADI WORKERS

1841. ADV. ADOOR PRAKASH:

Will the Minister of Women and Child Development be pleased to state:

- (a) whether the Government noted the recent judgement of the Gujarat High Court to treat Anganwadi workers as permanent civil employees;
- (b) if so, whether the High Court has issued any directives to the Union Government in this regard;
- (c) if so, the details thereof and the response of the Government thereto;
- (d) whether the Government has taken note that Anganwadi workers are getting only a paltry amount as honorarium and are not entitled to any other benefits; and
- (e) if so, whether the Government proposes to increase the honorarium of Anganwadi workers, if so, the details thereof and if not, the reasons therefor?

ANSWER

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

(a) to (e) The Hon'ble High Court of Gujarat has passed a Judgement dated 02.08.2024 in R/Special Civil Application No. 8164 of 2015 titled 'Adarsh Gujarat Anganwadi Union & Ors. Vs. State of Gujarat & Ors. and other 14 connected Petitions. The Ministry is examining the judgement.

Mission Saksham Anganwadi and Poshan 2.0 is a Centrally Sponsored scheme. The Central Government makes policy and does the planning part and the State Governments execute the day-to-day program. Under Mission Saksham Anganwadi and Poshan 2.0, Anganwadi functionaries i.e Anganwadi Workers and Anganwadi Helpers 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 they are paid monthly honorarium.

Government of India increases the honorarium of Anganwadi Workers (AWWs)/Anganwadi Helpers (AWHs) from time to time. The honorarium of AWWs/AWHs was last revised on 1st October, 2018 as Rs.4,500/- per month for AWW at main Anganwadi Centres (AWCs); Rs.3,500/- per month for AWW at mini- AWCs and Rs.2,250/- per month for AWHs. Besides, performance linked incentive of Rs.250/- per month is provided to AWHs and Rs.500/- provided 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. Details are placed at **Annexure**.

State/ UTs have been requested time and again through sustained engagements, video conferences and advisories not to involve Anganwadi Workers/ Helpers in work not related to the scheme so that their time could be better utilized for more effective implementation of the scheme.

With a view to incentivize and encourage the Anganwadi Workers and Anganwadi Helpers, various steps/initiatives have been undertaken including the following:

(i) Promotion: Under Mission Saksham Anganwadi and Poshan 2.0, promotional opportunities for Anganwadi Workers have been enhanced. 50% posts of Anganwadi Workers 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.

(ii) 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) to AWWs/AWHs 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.

(iii) Pradhan Mantri Shram Yogi Maan-Dhan (PM-SYM): State Governments/UT Administrations have been requested to encourage eligible AWWs/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 sectors in the country to ensure old age protection.

(iv) Retirement date: States/ UTs have been requested to adopt a uniform retirement date i.e 30th April of each year with respect to Anganwadi Workers and Helpers to ensure proper human resource planning.

(v) It has been announced in the interim budget FY 2024-25 to extend healthcare annual coverage of Rs. 5 Lakhs under Ayushman Bharat Pradhan Mantri Jan Arogya Yojana (AB-PMJAY) to all Anganwadi workers and helpers.

(vi) Uniform: There is a provision for set of two uniforms (saree/suit per annum) to AWW/AWH.

Government has issued orders for upgradation of all mini-AWC to regular AWCs. This would add an Anganwadi Helper in these Mini Anganwadi Centres across the country to share the burden of Anganwadi Worker.

Under Mission Poshan 2.0, Anganwadi workers (AWWs) have been technologically empowered with the provision of smartphones for efficient monitoring and service delivery through the Poshan Tracker app. This online system has digitized 9 physical registers out of eleven prepared and used by Anganwadi workers. This improves the quality of their work while simultaneously allowing them more time for monitoring of the all activities in the Anganwadi.

In addition to AWWs, Smartphones are provided to Supervisors and Block Coordinators also. Similarly, data recharge support is also provided to AWWs, Supervisors and Block Coordinators.

Annexure

Statement referred to in reply to Part (a) to (e) of Lok Sabha Unstarred Question No. 1841 to be answered on 06.12.2024 regarding “Court Directives on Anganwadi Workers”

S.No.	Name of States/UTs	As reported by the States and UTs additional incentive/honorarium from its own sources (per month) in Rs.	
		Anganwadi Worker	Anganwadi Helper
1	Andhra Pradesh	7000	4750
2	Bihar	2500	1725
3	Chhattisgarh	5500	2750
4	Goa	5500 (0-10 years experience), 6000 (10-15 years experience), 8000 (15 to 20 years experience) 10000 (20-25 years experience) and 12000 (25 years and above experience)	3000 (0-5 years experience), 3500 (5-10 years experience), 4000 (10 to 15 years experience) 4500 (15-20 years experience) , 5250 (20 to 25 years experience) and 6000 (25 years and above experience)
5	Gujarat	5500	3250
6	Haryana	9500 (AWWs above 10 years) 9000 (AWWs less than 10 years service/experience) 9000 (Mini AWWs) Rs. 1000 per month additional is paid to 4000 AWWs who is working in 4000 play schools (upgraded AWCs)	5250
7	Himachal Pradesh	5000 for Main AWC & 2950 for Mini AWCs	3100
8	Jammu & Kashmir	600	300
9	Jharkhand	5000 (Main AWC) and 6000 in Mini AWC	2500
10	Karnataka	6500	4000
11	Kerala	Rs.8000/-for who has completed 5 years of service and Rs.8500/-for who has completed 10 years of service	Rs.6250/- for who has completed 5 years of service and Rs.6750/- for who has completed 10 years of service
12	Madhya Pradesh	8500 for Main AWC & 3750 for Mini AWC	4250

13	Maharashtra	5500 (Up to 10 Years experience) 5800 (11 to 20 years experience), 5900 (21 to 30 years experience), 6000 (31 years and above experience)	3250 (Up to 10 Years experience) 3415 (11 to 20 years experience), 3470 (21 to 30 years experience), 3525 (31 years and above experience)
14	Orissa	3000 for Main AWC & 1875 for Mini AWC	1500
15	Punjab	5000 (Rs 500 increment per year).	3100 (250 increment per year)
16	Rajasthan	4554	3036
17	Tamil Nadu	10502	6596
18	Telangana	9150	5550
19	Uttar Pradesh	1500	750
20	Uttarakhand	4800-AWW & 2750-MINI AWW	3000
21	West Bengal	3750	4050
22	A&N Island	7500	5750
23	Chandigarh	3600	1800
24	Dadra & Nagar Haveli/ Daman & Diu	1000	600
25	Lakshadweep	5500	4750
26	Delhi	8220	4560
27	Puducherry	1950	2125
28	Arunachal Pradesh	2000+ 1000 w.e.f 16.01.2024	2000+ 1000 w.e.f 16.01.2024
29	Assam	2000 for AWW & 1250 for Mini AWW	1000
30	Manipur	1000	600
31	Meghalaya	3000 for Main AWC& 1500 for Mini AWC	1000
32	Mizoram	450	250
33	Nagaland	0	0
34	Sikkim	7000	4500
35	Tripura	5946 (Maximum) & 3500 Minimum	4218 (Maximum) & 2750 (Minimum)
36	Ladakh	1300	650
