

GOVERNMENT OF INDIA
MINISTRY OF WOMEN AND CHILD DEVELOPMENT

LOK SABHA
UNSTARRED QUESTION NO. 1995
TO BE ANSWERED ON 06.12.2024

POLICY FOR REGULAR APPOINTMENT OF ANGANWADI WORKERS

1995. SHRI DEVESH CHANDRA THAKUR:

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

- (a) whether the Government has received representation from the Anganwadi Workers and Anganwadi Helpers regarding their appointment, regular policy regarding their service conditions and benefits at par with the Government servants;
- (b) if so, the details thereof;
- (c) whether their demands are still lying pending with the Government;
- (d) if so, the reasons therefor; and
- (e) the time by which decision is likely to be taken by the Government in this regard?

ANSWER

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

(a) to (e): Mission Saksham Anganwadi and Poshan 2.0 is a Centrally Sponsored Scheme, its implementation falls in the ambit of State Government/ UT Administration. The Scheme aims to address the challenge of child malnutrition and maternal under-nutrition through delivery of proper nutrition content. It further aims to create conditions and a convergent eco-system to develop practices that nurture health, wellness and immunity.

Anganwadi Workers and Anganwadi Helpers are “honorary workers” from the local community who come forward to render their services on part-time basis in the area of child care and development.

Under Mission Poshan 2.0, administration, management and monitoring regarding implementation of various components of the Scheme including terms and conditions of service of Anganwadi Workers (AWWs) and Anganwadi Helpers (AWHs) fall in the scope of the State Governments/UT Administrations.

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.

Government of India increased the honorarium of AWWs and AWHs from 1st October, 2018. At present, the honorarium of AWW at main Anganwadi Centres (AWCs) is

Rs.4,500/- per month; AWW at mini- AWCs is Rs.3,500/- per month and AWH is Rs.2,250/- per month. 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.

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. Leave: Anganwadi Workers have been allowed paid absence of 180 days of maternity leave, paid absence on abortion/ miscarriage once for 45 days. Also, 20 days annual leaves are permissible.
- iii. 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.
- iv. Insurance cover under Pradhan Mantri Garib Kalyan Package: Anganwadi Workers and Anganwadi Helpers who have been engaged with the Covid-19 related tasks, have been provided with insurance cover of Rs.50 lakh under "Pradhan Mantri Garib Kalyan Package" with certain conditions
- v. 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.
- vi. 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.
- vii. 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.

Further, Ministry 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.

Besides under Mission Saksham Anganwadi and Poshan 2.0, IT systems have been leveraged to reduce the workload through Poshan Tracker which has digitized & automated nine physical registers out of eleven prepared and used by AWWs.
