

GOVERNMENT OF INDIA
MINISTRY OF WOMEN & CHILD DEVELOPMENT

LOK SABHA
UNSTARRED QUESTION NO. 3503
TO BE ANSWERED ON 21.03.2025

MINIMUM WAGES TO AWW AND AWH

†3503. SHRI AMRA RAM:

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

- (a) the number of the sanctioned posts along with the number of Anganwadi workers (AWWs) and Anganwadi Helpers (AWHs) working against the said posts indicating the honorarium being paid to them, State-wise;
- (b) whether the Government proposes to make AWWs permanent, if so, the time-frame fixed in this regard and if not, the reasons therefor; and
- (c) whether the Government contemplates to fix minimum wages for AWWs, State-wise, if so, the time by which it is likely to be provided and if not, the reasons therefor?

ANSWER

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

(a) State/UT wise details of approved positions along with the number of Anganwadi workers (AWWs) and Anganwadi Helpers (AWHs) working against the said posts are placed at **Annexure I**. AWWs and AWHs 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 honorarium. From 1st October, 2018, Government of India has enhanced the honorarium of AWWs at main-AWCs from Rs.3,000/- to Rs.4,500/- per month; AWWs at mini- AWCs from Rs.2,250/- to Rs.3,500/- per month; AWHs from Rs.1,500/- to Rs.2,250/- per month; and introduced 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. Details are placed at **Annexure II**.

With a view to incentivize and encourage the Anganwadi Workers (AWWs) and Anganwadi Helpers (AWHs), various 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) 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) State Governments and UT Administrations have been requested to encourage eligible AWWs and 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 and 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.

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.

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

(b) & (c) No such proposal is currently under consideration.

Annexure I

Statement referred to in reply to Part (a) of Lok Sabha Unstarred Question No. 3503 to be answered on 21.03.2025 regarding Minimum Wages to AWW and AWH asked by Shri Amra Ram.

S.No.	Name of States/Uts	AWWs		AWHs	
		Sanctioned	In-position	Sanctioned	In-position
1	Andhra Pradesh	55770	54908	48933	47772
2	Bihar	115009	112094	115009	103141
3	Chhattisgarh	52474	51245	47639	44826
4	Goa	1262	1224	1262	1207
5	Gujarat	53065	49884	53062	46167
6	Haryana	25962	23902	25450	21608
7	Himachal Pradesh	18925	18663	18386	17772
8	Jammu & Kashmir	28426	27543	28426	27048
9	Jharkhand	38523	37944	35972	35404
10	Karnataka	65931	64118	63582	57482
11	Kerala	33120	33115	33120	32986
12	Madhya Pradesh	97329	95953	84659	82169
13	Maharashtra	110486	105023	97475	92911
14	Orissa	74154	73314	74154	64805
15	Punjab	27314	27075	27314	25040
16	Rajasthan	62020	60874	55816	54679
17	Tamil Nadu	54439	43602	49499	38848
18	Telangana	35700	33789	35700	28166
19	Uttar Pradesh	189796	159938	167506	141499
20	Uttrakhand	20069	19311	20069	13449
21	West Bengal	119481	105575	119481	97989

22	A&N Island	720	720	720	720
23	Chandigarh	450	434	450	444
24	Dadra & Nagar Haveli/ Daman & Diu	405	405	405	392
25	Lakshadweep	59	59	59	59
26	Delhi	10897	10498	10897	10657
27	Puducherry	855	595	855	650
28	Arunachal Pradesh	6225	6225	6225	6225
29	Assam	62093	60964	56668	55210
30	Manipur	11523	11466	11523	9848
31	Meghalaya	5896	5896	4630	4630
32	Mizoram	2244	2244	2244	2244
33	Nagaland	3980	3980	3980	3980
34	Sikkim	1308	1308	1308	1308
35	Tripura	10145	10131	10145	10131
36	Ladakh	1173	1143	1173	1125
	TOTAL	1397228	1315162	1313796	1182591

Annexure II

Statement referred to in reply to Part (a) of Lok Sabha Unstarred Question No. 3503 to be answered on 21.03.2025 regarding Minimum Wages to AWW and AWH asked by Shri Amra Ram.

S.No.	Name of States/UTs	As reported by the States and UTs additional incentive/honorarium from their 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
