

GOVERNMENT OF INDIA  
MINISTRY OF WOMEN & CHILD DEVELOPMENT

**LOK SABHA**  
**UNSTARRED QUESTION NO: 5575**  
TO BE ANSWERED ON 04.04.2025

**MINIMUM WAGES TO AWWs AND AWHs**

†5575. SHRI DHARMENDRA YADAV:

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

- (a) the current basic honorarium provided by the Union Government to Anganwadi Workers (AWWs) and Anganwadi Helpers (AWHs);
- (b) the manner in which the State Governments supplement the remuneration provided by the Union Government and the variations across States along with the reasons for such variations;
- (c) whether performance-linked incentives is provided to AWWs and AWHs;
- (d) if so, the details thereof and the manner in which these incentives have been implemented;
- (e) whether the current honorarium of AWWs is in line with the minimum wage standards with uniform rank in different regions/States; and
- (f) if not, the reasons therefor and the steps taken by the Government to provide honorarium to AWWs in line with the minimum wages in different regions?

**ANSWER**

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

(a) to (f) Mission Saksham Anganwadi and Poshan 2.0 is a Centrally Sponsored scheme. The Central Government is responsible for policy and planning and the State Governments are responsible for day-to-day program implementation.

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 honorarium. Government of India increases the honorarium of Anganwadi Workers (AWWs) and Anganwadi Helpers (AWHs) from time to time. From 1<sup>st</sup> 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 as per the defined cost sharing ratio.

Besides, performance linked incentive of Rs.500/- is provided to AWWs and Rs.250/- per month to AWHs. In addition, States/UTs are also paying additional monetary incentives/top up to these functionaries from their own resources which vary from State to State. Details are placed at **Annexure**.

Under Mission Poshan 2.0, Anganwadi workers (AWWs) have been technologically empowered with the provision of smartphones for efficient monitoring and service delivery. Poshan Tracker which is a mobile phone application that digitizes physical registers used by Anganwadi workers. This improves the quality of their work while simultaneously allowing them real-time monitoring of all activities going on in the Anganwadis.

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 30<sup>th</sup> April of each year with respect to Anganwadi Workers and Helpers to ensure proper human resource planning.
- v. Healthcare annual coverage of Rs. 5 Lakhs under Ayushman Bharat Pradhan Mantri Jan Arogya Yojana (AB-PMJAY) to all Anganwadi workers and helpers in pursuance to budget announcement in FY 2024-25.

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## Annexure

**Statement referred to in reply to Parts (a) to (f) of Lok Sabha Unstarred Question No. 5575 to be answered on 04.04.2025 regarding “Minimum Wages to AWWs and AWHs”**

S.No.	Name of States/UTs	As reported by the States and UTs additional incentive/top up 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	Odisha	3000 for Main AWC & 1875 for Mini AWC	1500
15	Punjab	5000 ( Rs.500 increment per year).	3100 (Rs.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

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