

GOVERNMENT OF INDIA  
MINISTRY OF WOMEN & CHILD DEVELOPMENT

**LOK SABHA**  
**UNSTARRED QUESTION NO. 2208**  
TO BE ANSWERED ON 12.12.2025

**WOMEN EMPLOYED UNDER VARIOUS SCHEMES**

2208. DR. ANGOMCHA BIMOL AKOIJAM:

Will the Minister of WOMEN AND CHILD DEVELOPMENT be pleased to state:

- (a) the number of women in rural India employed under various Government schemes, including Anganwadi Services, the Mid-Day Meal Scheme and the Integrated Child Development Services (ICDS), State/UT-wise;
- (b) the details of the salary/honorarium being paid to Anganwadi workers, Mid-Day Meal workers and ICDS workers, State/UT-wise; and
- (c) whether the Government has received reports regarding pending/delayed payment of salary/honorarium and demands for an increase in the remuneration of women workers engaged under these schemes, if so, the details thereof along with the response of the Government in this regard?

**ANSWER**

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

(a) to (c) In the 15<sup>th</sup> Finance Commission, components of nutritional support for children below the age of 6 years, pregnant women and lactating mothers and Adolescent Girls, Early Childhood Care and Education and Anganwadi infrastructure including modern, upgraded Saksham Anganwadi have been reorganised under the umbrella Mission Saksham Anganwadi and Poshan 2.0 (Mission Poshan 2.0) for effective implementation and for better nutritional delivery to end beneficiaries. The package of six services viz. Supplementary Nutrition (SNP), Pre-school Non-formal Education, Nutrition & Health Education, Immunization, Health Check-up and Referral Services is provided under Mission Poshan 2.0 through the network of over 14 Lakh Anganwadi centres (AWCs) across the country.

Three of the six services, viz., Immunization, Health Check-up and Referral Services are related to health and are provided through NHM & Public Health Infrastructure.

Mission Saksham Anganwadi and Poshan 2.0 is a Centrally Sponsored scheme. Central Government is responsible for policy and planning and the State Governments/UT Administrations are responsible for day-to-day program implementation.

Anganwadi Workers (AWWs) and Anganwadi Helpers (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 local community for which they are paid monthly honorarium. State and UT wise details of in position AWWs and AWHs is placed at Annexure I.

Honorarium is given to AWWs and AWHs which is increased from time to time. From 1st October, 2018, Government of India has enhanced the honorarium of AWWs at Anganwadi centres (AWCs) from Rs.3,000/- to Rs.4,500/- per month and AWHs from Rs.1,500/- to Rs.2,250/- per month as per the defined cost sharing ratio between the Centre & States/UTs. In addition, States/UTs are also paying additional monetary incentives/top ups to these functionaries from their own resources which vary from State to State. Details of additional top ups provided by States/ UTs are at Annexure II.

Besides, performance linked incentive of Rs.500/- is provided to AWWs and Rs.250/- per month to AWHs.

Under Mission Saksham Anganwadi and Poshan 2.0, 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 has digitized physical registers used by Anganwadi workers. This improves the quality of their work while simultaneously enabling them for real-time monitoring of all activities going on in the Anganwadis.

To incentivize and encourage the AWWs and 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. Leave: 20 days annual leave and paid maternity absence of 180 days, paid absence on abortion/ miscarriage once for 45 days.
- 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. 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.
- v. 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.
- vi. Annual Healthcare 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.

As informed by Department of School Education & Literacy, Pradhan Mantri Poshan Shakti Nirman (PM POSHAN) Scheme is one of the foremost rights based Centrally Sponsored Scheme implemented in partnership with the States and Union Territories (UTs) for providing one hot cooked and nutritious meal to all children studying in Bal Vatika (just before class-I) and classes I to VIII of Government and Government-aided schools. The Scheme covers about 11 crore children in more than 10.35 lakh schools in all the States and UTs.

The overall responsibility for smooth functioning of the scheme including providing hot cooked and nutritious meal to the eligible children as well as engagement of Cook-cum-Helpers (CCHs) lies with the State Governments and Union Territory Administrations. However, these CCHs are honorary workers who have come forward for rendering social services. As per guidelines of the Scheme, honorarium of Rs. 1000/- per month for 10 months in a year is prescribed for these CCHs in recognition of their services and the same is being continued. The State Governments and UT Administrations have the authority to enhance the honorarium by providing additional funds from their own resources and many State Governments and UT Administrations have supplemented the honorarium by providing additional funds. States and UTs are implementing the Scheme through Centralized Kitchens utilizing the services of various Non-Governmental Organizations (NGOs) and Self-Help Groups (SHGs). State-wise details of CCHs under the Scheme are given at Annexure-III. The details of honorarium provided to CCHs under the PM POSHAN Scheme by the States and UTs are given at Annexure-IV.

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**Annexure I**

**Statement referred to in reply to Parts (a) to (c) of Lok Sabha Unstarred Question No. 2208 to be answered on 12.12.2025 regarding “Women Employed under Various Schemes”**

State and UT wise details of in position AWWs and AWHs:

<b>S. No</b>	<b>State</b>	<b>In-Position AWW</b>	<b>In-Position AWH</b>
1	Andhra Pradesh	54944	47356
2	Bihar	110161	99990
3	Chhattisgarh	52002	50359
4	Gujarat	50277	48897
5	Haryana	23194	20716
6	Himachal Pradesh	18580	17759
7	Jammu & Kashmir	28082	27972
8	Jharkhand	37812	36510
9	Karnataka	66098	59298
10	Kerala	33051	33066
11	Madhya Pradesh	95058	79598
12	Maharashtra	108560	104527
13	Odisha	73475	71964
14	Punjab	25343	23239
15	Rajasthan	60625	59308
16	Tamil Nadu	43940	34663
17	Telangana	32782	23506
18	Uttar Pradesh	182348	128811
19	Uttarakhand	19778	17658
20	West Bengal	105210	95750
21	Arunachal Pradesh	6225	6225
22	Assam	59801	52911
23	Manipur	10747	9231
24	Meghalaya	6153	6119
25	Mizoram	2244	2244
26	Nagaland	3980	3980
27	Sikkim	1308	1308
28	Tripura	10275	10275
29	Andaman & Nicobar	720	719
30	Goa	1240	1191
31	Puducherry	582	696
32	Chandigarh	435	439
33	Ladakh	1163	1153
34	Delhi	10488	10833
35	Dadra & Nagar Haveli and Daman & Diu	404	397
36	Lakshadweep	58	56

**Statement referred to in reply to Parts (a) to (c) of Lok Sabha Unstarred Question No. 2208 to be answered on 12.12.2025 regarding “Women Employed under Various Schemes”**

Details of additional top ups as provided by States and UTs:

<b>Sr. No.</b>	<b>State</b>	<b>Additional Honorarium paid to AWWs (per month)</b>	<b>Additional Honorarium paid to AWHs (per month)</b>
1	Andhra Pradesh	7,000	4,750
2	Bihar	2,500	1,750
3	Chhattisgarh	5,500	2,750
4	Gujarat	5,500	3,250
5	Haryana	10,250	5,650
6	Himachal Pradesh	5,500	3,250
7	Jammu & Kashmir	600	300
8	Jharkhand	5,000	2,500
9	Karnataka	7,000	4,500
10	Kerala	8,500	6,750
11	Madhya Pradesh	8,500	4,250
12	Maharashtra	8,500	5,250
13	Odisha	5,500	2,750
14	Punjab	5,500-6,500	2,750-3,250
15	Rajasthan	5,510	3,674
16	Tamil Nadu	3,200	1,850
17	Telangana	9,150	5,550
18	Uttar Pradesh	1,500	750
19	Uttarakhand	4,800	3,000
20	West Bengal	4,500	4,550
21	Arunachal Pradesh	3,000	3,000
22	Assam	2,000	1,000
23	Manipur	1,000	600
24	Meghalaya	3,000	1,000
25	Mizoram	450	500
26	Nagaland	Nil	Nil
27	Sikkim	7,000	4,500
28	Tripura	3,500-5,946	2,750-4218
29	Andaman & Nicobar	7,500	5,750
30	Goa	5,500 -13,500	3,750 - 6,750
31	Puducherry	1,950	2,125
32	Chandigarh	3,600	1,800
33	Ladakh	1,300	650
34	Delhi	6,720	3,360
35	Dadra & Nagar Haveli and Daman & Diu	3,500	1,750
36	Lakshadweep	5,500	4,750

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**State/ UT-wise Cook-cum-Helpers**

S.No.	States/UTs	2024-25		
		Male	Female	Total
1	A&N islands	153	568	721
2	Andhra Pradesh	0	88296	88296
3	Arunachal Pradesh	2011	3742	5753
4	Assam	7473	101170	108643
5	Bihar	85706	159610	245316
6	Chandigarh	64	836	900
7	Chhattisgarh	15090	78330	93420
8	Delhi	9231	11659	20890
9	DNH &DD	61	1096	1157
10	Goa	149	2691	2840
11	Gujarat	30456	65927	96383
12	Haryana	80	29942	30022
13	Himachal Pradesh	3323	18154	21477
14	Jammu & Kashmir	7389	25005	32394
15	Jharkhand	144	79142	79286
16	Karnataka	0	121637	121637
17	Kerala	781	16892	17673
18	Ladakh	170	754	924
19	Lakshadweep	6	14	20
20	Madhya Pradesh	3217	203647	206864
21	Maharashtra	17902	157299	175201
22	Manipur	168	6414	6582
23	Meghalaya	5245	14850	20095
24	Mizoram	790	4093	4883
25	Nagaland	746	3877	4623
26	Orissa	2747	109343	112090
27	Puducherry	471	560	1031
28	Punjab	1182	44018	45200
29	Rajasthan	15384	100019	115403
30	Sikkim	859	1032	1891
31	Tamilnadu	6585	121545	128130
32	Tealangana	6215	47986	54201
33	Tripura	768	11520	12288
34	Uttar Pradesh	19595	352697	372292

35	Uttarakhand	108	25949	26057
36	West Bengal	8031	222202	230233

**Annexure IV**

**Statement referred to in reply to Parts (a) to (c) of Lok Sabha Unstarred Question No. 2208 to be answered on 12.12.2025 regarding “Women Employed under Various Schemes”**

**State/ UT-wise Honorarium of Cook cum Helper per month**

<b>S.No.</b>	<b>States/UTs</b>	<b>Cooks-cum-Helpers Honorarium Per Month (in Rs)</b>	<b>-Additional Honorarium per month to cook-cum-helpers provided by States/UTs (in Rs)*</b>
1	Andhra Pradesh	3000	2000
2	Arunachal Pradesh	2000	1000
3	Assam	1500	500
4	Bihar	1650	650
5	Chhattisgarh	2000	1000
6	Goa	1000	0
7	Gujarat	3250	2250
8	Haryana	7000	6000
9	Himachal Pradesh	4500	3500
10	Jharkhand	3000	2000
11	Karnataka	3700	2700
12	Kerala	12000	11000
13	Madhya Pradesh	4000	3000
14	Maharashtra	2500	1500
15	Manipur	1000	0
16	Meghalaya	2000	1000
17	Mizoram	3000	2000
18	Nagaland	1000	0
19	Odisha	2000	1000
20	Punjab	3000	2000
21	Rajasthan	2143	1143
22	Sikkim	1000	0
23	Tamil Nadu	4100-12500	3100-11500
24	Telangana	3000	2000
25	Tripura	2500	1500
26	Uttar Pradesh	2000	1000
27	Uttarakhand	3000	2000
28	West Bengal	2000	1000



29	A&N Islands	1000	0
30	Chandigarh	4500	3500
31	D&N and D & Diu	6461	5461
32	Delhi	1000	0
33	Jammu & Kashmir	1000	0
34	Ladakh	1000	0
35	Lakshadweep	18000-20200	17000-19200
36	Puducherry	10000	9000

\*Source-Information received in Annual Work Plan & Budget submitted by States/ UTs

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