

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
LOK SABHA
UNSTARRED QUESTION NO. 258
TO BE ANSWERED ON 02.02.2026**

SOCIAL SECURITY COVERAGE FOR ASHA WORKERS

**258. SMT. SUPRIYA SULE:
SHRI BHASKAR MURLIDHAR BHAGARE:
PROF. VARSHA EKNATH GAIKWAD:
DR. AMOL RAMSING KOLHE:
SHRI MOHITE PATIL DHAIRYASHEEL RAJSINH:**

Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:

- (a) whether it is a fact that Accredited Social Health Activist (ASHA) workers in Maharashtra continue to be classified as community health volunteers under the National Health Mission and excluded from the definition of “employee” under the Code on Wages, 2019;**
- (b) if so, the reasons therefor;**
- (c) the district-wise details of the number of ASHA workers in Maharashtra along with incentives paid, pending payments and delays reported during the last three years and the current year;**
- (d) whether the Government has assessed the impact of increased workload during COVID19, immunisation drives, Ayushman Bharat and digital health missions on ASHA workers in Maharashtra;**
- (e) the details of social security coverage provided to ASHA workers in the State under Pradhan Mantri Shram Yogi Maandhan (PM-SYM), Pradhan Mantri Jeevan Jyoti Bima Yojana (PMJJBY), Pradhan Mantri Suraksha Bima Yojana (PMSBY) and Ayushman Bharat - Pradhan Mantri Jan Arogya Yojana (AB-PMJAY) including enrolment figures and claim settlements; and**
- (f) whether the Government proposes any State-specific welfare package or enhanced incentives for ASHA workers in Maharashtra and if so, the details and timeline thereof?**

ANSWER

**MINISTER OF STATE FOR LABOUR AND EMPLOYMENT
(SUSHRI SHOBHA KARANDLAJE)**

(a) to (f): The definition of “employee” under the Code on Wages, 2019 includes persons engaged in a wide range of work, including supervisory, managerial, administrative, technical, clerical, operational, skilled,

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semi-skilled and unskilled duties. Further, any person employed on wages in an establishment whether the terms of employment are express or implied is covered within this scope.

“Labour” is in the Concurrent List of the Constitution of India. Under the provisions of the Code, both Central and State Governments are empowered as appropriate Government in their respective spheres.

ASHAs are community health volunteers. They receive fixed incentive for routine and recurring activities on monthly basis. In addition to routine and recurring activities, they are provided performance-based incentives for a varied set of activities under various National Health Programmes which are revised timely based on need and priority. States/UTs are also providing additional State-specific incentives over and above those approved by the Government of India. The details of these incentives are available on the following Uniform Resources Locator (URL):

<https://nhm.gov.in/New-Update-2025-26/ASHA-incentive/ASHA%20Incentives.pdf>

The primary responsibility of strengthening public healthcare system, including support for ASHA workers lies with the respective State/UT Governments. The Ministry of Health and Family Welfare provides technical and financial support to the States/UTs to strengthen their public healthcare system, based on the requirements posed by States/UTs in their Programme Implementation Plans (PIPs) and within the overall resource allocation.

District-wise details of the number of ASHA workers are not maintained at Central level.

Periodic reviews, field assessments, programme monitoring mechanisms such as Common Review Missions and interactions with States/UTs, including Maharashtra, are undertaken to assess workload and implementation challenges faced by ASHAs workers under various national health programmes. Based on such assessments, steps have been taken from time to time to rationalize tasks, introduce performance-linked incentives, capacity building and support to reduce operational burden and improve efficiency.

In addition, ASHAs across the States/UTs have been enrolled in various Social Security Schemes, including Pradhan Mantri Shram Yogi Maan Dhan (PM-SYM), Pradhan Mantri Jeevan Jyoti Beema Yojana (PMJJBY) and Pradhan Mantri Suraksha Beema Yojana (PMSBY) as per the eligibility norms. ASHAs along with their family members are also provided with health care annual coverage of ₹ 5 Lakhs under Ayushman Bharat Pradhan Mantri Jan Arogya Yojana (ABPMJAY).