

GOVERNMENT OF INDIA
MINISTRY OF WOMEN AND CHILD DEVELOPMENT

LOK SABHA
UNSTARRED QUESTION NO.2232
TO BE ANSWERED ON 29.07.2016

REGULARISATION OF ANGANWADI WORKERS/HELPERS

+2232. SHRI AJAY NISHAD:
SHRI NANA PATOLE:
SHRI M. RAJA MOHAN REDDY:

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

- (a) whether the Government proposes to regularise the services of Anganwadi Workers (AWWs)/helpers, currently working as honorary workers in the country, if so, the details thereof and if not, the reasons therefor;
- (b) whether number of posts of AWWs/helpers are lying vacant in the country, if so, the details thereof, State/UT-wise along with the reaction of the Government for their filling;
- (c) whether the honorarium being paid to the AWWs/helpers in the country differ from State to State and is even lower than the wages paid under the Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA), 2005 and if so, the details thereof;
- (d) the response of the Government to revise/enhance the honorarium rate so as to make it uniform in the country and at par with MGNREGA;
- (e) whether the Government provides social security benefits including insurance to AWWs/helpers, if so, the details thereof indicating the number of beneficiaries thereunder during each of the last three years and the current year state/UT-wise; and
- (f) the further measures taken by the Government to improve the working condition of AWWs/helpers?

ANSWER

MINISTER OF STATE IN THE MINISTRY OF WOMEN AND CHILD DEVELOPMENT
(SHRIMATI KRISHNA RAJ)

- (a) No, Madam. At present, there is no proposal under consideration of the Government to regularize services of Anganwadi Workers/Helpers. Integrated Child Development Services (ICDS) Scheme envisages the Anganwadi Workers (AWWs) and Anganwadi Helpers (AWHs) as '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. In view of the very nature of the role of AWWs and AWHs in the Integrated Child Development Services Scheme, these functionaries cannot be declared as government employees.

- (b) The number of posts of Anganwadi Workers (AWWs) and Anganwadi Helpers (AWHs) lying vacant in the country as on 31.03.2016 are as under:

Posts	Sanctioned	In-position	Vacant
AWWs	14,00,000	12,86,286	1,13,714
AWHs	12,83,150	11,63,941	1,19,209

State/UT-wise details are given at **Annex-I**.

Implementation of ICDS Scheme including filling up of vacancies is the responsibility of States/UTs. MWCD has repeatedly impressed upon the State Governments/ UT Administrations through review meetings, letters etc. to take all required measures for early filling up of vacant posts.

(c) &

- (d) Anganwadi Workers (AWWs)/Helpers, being honorary workers, are paid monthly honoraria as decided by the Government from time to time. Presently, AWWs and AWHs are paid honoraria @ Rs.3,000/- and Rs.1,500/- per month respectively w.e.f. 01-04-2011. AWWs of Mini - AWCs are being paid honoraria @ Rs.2,250/- w.e.f. 04-07-2013. Apart from these, monetary incentives are paid by most of the State Governments / UT Administrations from their own resources. A statement showing additional honoraria paid by different States/UTs to the AWWs/AWHs is given at **Annex-II**.

Under MGNREGA, people of rural areas are given hundred days of wage employment in a financial year to every household. Whereas, under ICDS Scheme, AWWs/AWHs are honorary workers, who are paid monthly honorarium throughout the year till their dis-engagement. The payment of honorarium to AWWs/Helpers by the Government and payment of wages to workers under MGNREGA are distinct from each other. There is no proposal under consideration of the Government to revise the honorarium rate to make it at par with MGNREGA.

- (e) Under the Social Security benefits, the Government launched the Anganwadi Karyakartri Bima Yojana (AKBY) w.e.f. 01-04-2004 in association with the Life Insurance Corporation of India (LIC) as a welfare measure for the benefit of Anganwadi Workers (AWWs) and Anganwadi Helpers (AWHs). The Scheme is operated through the Social Security Group Scheme of LIC. The salient features of the AKBY are as under:

- i) The Scheme is applicable to all AWWs and AWHs in the age group of 18-59 years;
- ii) The premium under the Scheme is Rs.280/- per annum per member. The breakup is as under:
- ✓ Rs.100/- from Social Security Fund of LIC;
 - ✓ Rs.100/- by the Government of India;
 - ✓ Rs.80/- by the Anganwadi Worker/ Helper (additional for female critical illness of the insured member). The premium of Rs.80/- payable by these workers towards critical illness has been waived off till 31-03-2017.
- iii) The Scheme provides the following compensation:
- ✓ Natural Death: Rs.30,000/-
 - ✓ Accident benefit:
 - Death/ Total permanent disability Rs.75,000/-
 - Partial Permanent disability Rs.37,500/-

- ✓ Female Critical Illness (FCI) Benefits: An amount of Rs.20,000/- is payable on the diagnosis of invasive cancers (malignant tumour) manifest in the following organs (subject to proof of affliction satisfactory to Corporation):

- Breast
- Cervix Uteri
- Corpus Uteri
- Ovaries
- Fallopian Tubes
- Vaginal/Vulva

- ✓ Shiksha Sahayog Yojana

A free add-on scholarship benefit is available for the children of AWWs and AWHs. Scholarship of Rs.300/- per quarter for students of 9th to 12th Standard (including ITI courses) is available but it is limited to two children per family.

The number of beneficiaries [AWWs/Helpers] availing Social Security benefits, viz., insurance during the last three years given at **Annex-III**. The details for current year is the number shown in position at **Annexure-I**

- (f) The following measures have been taken by the government for improving the working condition of AWWs/Helpers:

- **Award:** In order to motivate the Anganwadi Workers and give recognition to good voluntary work, a Scheme of Award for AWWs has been introduced, both at the National and State level. The Award comprises Rs.25,000/- Cash and a Citation at Central level and Rs.5,000/- Cash and a Citation at State level.
- **Uniform:** Government has made a provision for a set of two Uniform (saree/suit @ Rs.300/- per saree per annum) and a name badge to Anganwadi Worker and Helper.

Apart from the above, the following facilities are also being extended to AWWs/AWHs:

- 20 days' casual leave per year;
- Paid absence on maternity of 180 days;
- Reservation of 50% of vacant posts of Supervisors for Anganwadi Workers;
- Recruitment of 25% of Anganwadi Workers from amongst AWHs.

STATEMENT REFERRED TO IN REPLY TO PART (b) OF LOK SABHA UNSTARRED QUESTION NO. 2232 FOR 29.07.2016

State-wise number of vacant honorary posts of Anganwadi Workers (AWWs) and Helpers (AWHs) in the country as on 31.03.2016

Sl. No.	State/UT	No. of AWWs			No. of AWHs		
		Sanctioned by GOI	In-position	Vacant	Sanctioned by GOI	In-position	Vacant
1	Andhra Pradesh	55607	54248	1359	48768	45828	2940
2	Telangana	35700	33284	2416	31711	28802	2909
3	Arunachal Pradesh	6225	6028	197	6225	6028	197
4	Assam	62153	62153	0	56728	56728	0
5	Bihar	115009	85980	29029	107894	80176	27718
6	Chhattisgarh	52474	48632	3842	46660	42329	4331
7	Goa	1262	1233	29	1262	1225	37
8	Gujarat	53029	50515	2514	51229	47704	3525
9	Haryana	25962	25078	884	25450	24681	769
10	Himachal Pradesh	18925	18619	306	18386	18049	337
11	Jammu & Kashmir	31938	28707	3231	31938	29599	2339
12	Jharkhand	38432	35765	2667	35881	33493	2388
13	Karnataka	65911	63186	2725	62580	59026	3554
14	Kerala	33318	33110	208	33189	32971	218
15	Madhya Pradesh	97135	91273	5862	84465	79028	5437
16	Maharashtra	110486	105754	4732	97475	92128	5347
17	Manipur	11510	10274	1236	9958	9497	461
18	Meghalaya	5896	5861	35	4630	4623	7
19	Mizoram	2244	2244	0	2244	2157	87
20	Nagaland	3980	3455	525	3980	3455	525
21	Odisha	74154	68980	5174	63738	59620	4118
22	Punjab	27314	26355	959	26074	25096	978
23	Rajasthan	62010	58112	3898	55806	50976	4830
24	Sikkim	1308	1289	19	1308	1285	23
25	Tamil Nadu	54439	40901	13538	49499	37125	12374
26	Tripura	10145	9911	234	10145	9911	234
27	Uttar Pradesh	190145	174775	15370	167855	153153	14702
28	Uttrakhand	20067	18967	1100	14947	13874	1073
29	West Bengal	119481	108211	11270	119481	102015	17466
30	A & N Islands	720	720	0	689	689	0
31	Chandigarh	500	500	0	500	500	0
32	Delhi	11150	10806	344	11150	10897	253
33	Dadra & N Haveli	302	302	0	247	220	27
34	Daman & Diu	107	96	11	107	102	5
35	Lakshadweep	107	107	0	96	96	0
36	Puducherry	855	855	0	855	855	0
	Total	1400000	1286286	113714	1283150	1163941	119209

Annexure-II**Statement indicating additional monthly honorarium paid to AWWs/AWHs by the States/UTs. from their own resources**

S.No.	States/UTs	Additional honorarium given by States/UTs (In Rs.)	
		AWW	AWH
1	Tamilnadu	5940 (non-standardized scale of pay that includes pay-2500, GP-500,HRA-500,CCA-180,MA-100 & DA-2160)	3532 (non-standardized scale of pay that includes pay-1300, GP-300,HRA-500,CCA-180,MA-100 & DA-1152)
2	Goa	3000-4200	1700-2300
3	Tripura	2865	1924
4	Sikkim	2225	1500
5	Delhi	2000 p.m. as addl. honorarium + 300 p.m. as 10% cost share of honorarium	1000 p.m. as addl. honorarium +150 p.m. as 10% cost share of honorarium
6	Andaman & Nicobar	2000	1500
7	Madhya Pradesh	2000	1000
8	Karnataka	2000	1000
9	Haryana	2500	1000
10	Lakshdweep	1600	1000
11	Chandigarh	1600	800
12	Punjab	2000	1000
13	Uttarakhand	1500	750
14	West Bengal	1300	1300
15	Rajasthan	1330	815
16	Gujarat	1250	600
17	Maharashtra	1050	500
18	Kerala	2000	2000
19	Daman & Diu	1000	600
20	Dadra Nagar Heveli	1000	600
21	Chhattisgarh	1000	500
22	Andhra Pradesh	1200	700
23	Jharkhand	700	350
24	Jammu & Kashmir	600	340
25	Assam	1000	500
26	Odisha	1000	500
27	Himachal Pradesh	300	200
28	Puducherry	600	300
29	Uttar Pradesh	200	100
30	Manipur	100	50
31	Meghalaya	Nil	Nil
32	Bihar	Nil	Nil
33	Arunachal Pradesh	Nil	Nil
34	Nagaland	Nil	Nil
35	Mizoram	Nil	Nil
36.	Telangana	4000 (w.e.f. 1.3.2015)	3000 (w.e.f. 1.3.2015)

Annex-III

Statement referred to in reply to Part (e) of Lok Sabha Un-starred Question No. 2232 for 29.07.2016

State-wise social security benefits viz. insurance to AWWs/ Helpers during each of the last three years

Sl. No.	State/UT	No. of AWWs Sanctioned by GOI	No. of AWWs in-position during			No. of AWWs Sanctioned by GOI	No. of Helpers in-position during		
			2013-14	2014-15	2015-16		2013-14	2014-15	2015-16
1	Andhra Pradesh	55607	85761	53561	54248	48768	75718	46321	45828
2	Telangana	35700		33518	33284	31711		29320	28802
3	Arunachal Pradesh	6225	6028	6028	6028	6225	6028	6028	6028
4	Assam	62153	62153	62153	62153	56728	56728	56728	56728
5	Bihar	115009	91677	85354	85980	107894	86237	76776	80176
6	Chhattisgarh	52474	48901	48901	48632	46660	42523	42523	42329
7	Goa	1262	1245	1230	1233	1262	1250	1241	1225
8	Gujarat	53029	48536	50610	50515	51229	46148	47860	47704
9	Haryana	25962	25078	25078	25078	25450	24681	24681	24681
10	Himachal Pradesh	18925	18763	18771	18619	18386	18206	18155	18049
11	Jammu & Kashmir	31938	28483	28707	28707	31938	28483	29599	29599
12	Jharkhand	38432	34309	35731	35765	35881	31890	32795	33493
13	Karnataka	65911	63183	63186	63186	62580	59110	59026	59026
14	Kerala	33318	33087	33110	33110	33189	32953	32956	32971
15	Madhya Pradesh	97135	84940	90430	91273	84465	77450	78488	79028
16	Maharashtra	110486	105118	105262	105754	97475	92252	92128	92128
17	Manipur	11510	10274	10274	10274	9958	9497	9497	9497
18	Meghalaya	5896	3922	5309	5861	4630	3920	4003	4623
19	Mizoram	2244	1969	2244	2244	2244	1893	2157	2157
20	Nagaland	3980	3455	3455	3455	3980	3455	3455	3455
21	Odisha	74154	68400	68865	68980	63738	59337	59507	59620
22	Punjab	27314	26408	26177	26355	26074	25075	25035	25096
23	Rajasthan	62010	58308	58452	58112	55806	52054	51831	50976
24	Sikkim	1308	1223	1275	1289	1308	1214	1274	1285
25	Tamil Nadu	54439	46557	44037	40901	49499	41348	39376	37125
26	Tripura	10145	9911	9911	9911	10145	9911	9911	9911
27	Uttar Pradesh	190145	176221	176059	174775	167855	154665	154122	153153
28	Uttarakhand	20067	19001	18978	18967	14947	13964	13953	13874
29	West Bengal	119481	107486	107916	108211	119481	102933	102503	102015
30	A & N Islands	720	710	710	720	689	689	689	689
31	Chandigarh	500	500	500	500	500	500	500	500
32	Delhi	11150	10806	10806	10806	11150	10897	10897	10897
33	Dadra & N Haveli	302	262	262	302	247	220	220	220
34	Daman & Diu	107	102	96	96	107	100	102	102
35	Lakshadweep	107	107	107	107	96	96	96	96
36	Puducherry	855	788	788	855	855	788	788	855
	Total	1400000	1283672	1287851	1286286	1283150	1172213	1164541	1163941

