

GOVERNMENT OF INDIA
MINISTRY OF HEALTH AND FAMILY WELFARE
DEPARTMENT OF HEALTH AND FAMILY WELFARE

LOK SABHA
UNSTARRED QUESTION NO. 395
TO BE ANSWERED ON THE 3rd FEBRUARY, 2023
HONORARIUM/INCENTIVES TO ASHA WORKERS

395: SHRI ANUBHAV MOHANTY:
SHRI GHANSHYAM SINGH LODHI:

Will the Minister of **HEALTH AND FAMILY WELFARE** be pleased to state:

- (a) the number of ASHA workers enrolled in the country, State/UT-wise;
- (b) the details of the schemes implemented by the Government to support ASHA workers;
- (c) the details of remuneration/incentives being given to Anganwadi and ASHA workers during last five years, State/UT-wise;
- (d) whether the Government proposes to increase the honorarium/incentives of ASHA workers, keeping in view their job profile and if so, the details thereof alongwith the time by which the increased honorarium/ incentives are likely to be granted;
- (e) if not, the reasons therefor; and
- (f) whether Maternity leave is granted to ASHA workers and if so, the details thereof?

ANSWER
THE MINISTER OF STATE IN THE MINISTRY OF HEALTH AND
FAMILY WELFARE
(DR. BHARATI PRAVIN PAWAR)

(a) As per NHM-MIS report (as on 30.09.2022), State-wise details of total number of ASHAs under National Health Mission (NHM), except Goa & Chandigarh, is placed at **Annexure-I**.

(b) to (f): ASHAs are envisaged to be community health volunteer and only entitled to task/activity based incentives. ASHAs receive a fixed monthly incentive of Rs. 2000 per month in the country, for routine and recurring activities. Additionally, they are provided performance-based incentives for a varied set of activities under various National Health Programmes. The Government has approved additional incentives for ASHAs in September, 2022. The details of these ASHA incentives are available on the website of National Health Mission at the Uniform Resources Locator (URL) https://nhm.gov.in/New_Update-2022-23/communization/ASHA/Orders_and_guidelines/ASHA-Incentives.pdf

States/UTs in their Programme Implementation Plans (PIPs) have also been given flexibility to provide a range of monetary incentives to the ASHAs details of which are placed at **Annexure-II**.

After the launch of the Ayushman Bharat scheme with operationalization of Ayushman Bharat- Health and Wellness Centres (AB-HWCs), ASHAs are now additionally eligible for Team Based Incentives (TBIs) along with ANMs based on monitored performance indicators (up to Rs. 1000 per month).

In the year 2018, the ASHA benefit package was introduced acknowledging significant contribution and commitment of ASHAs. The package providing coverage for:

- Pradhan Mantri Jeevan Jyoti Beema Yojana (PMJJBY) with a benefit Rs. 2.00 Lakh in case of death of the insured (annual premium contributed by GOI).
- Pradhan Mantri Suraksha Beema Yojana (PMSBY) with a benefit of Rs.2.00 lakh for accidental death or permanent disability; Rs. 1.00 lakh for partial disability (annual premium contributed by GOI).

In Addition, Pradhan Mantri Shram Yogi Maan Dhan (PM-SYM) with pension benefit of Rs. 3000 pm after age of 60 years (50% contribution of premium by GOI and 50% by beneficiaries) is also available for ASHA workers.

The Government has also approved a cash award of Rs. 20,000/- and a citation to ASHAs who leave the programme after working as ASHAs for minimum of 10 years, as acknowledgement of their contribution.

The Central Government has announced the “Pradhan Mantri Garib Kalyan Package, under which, Insurance Scheme has been introduced for all health workers, including ASHAs. This insurance scheme provided an insurance cover of Rs. 50.00 Lakhs in-case of loss of life on account of COVID-19 related duty from April, 2020 to March, 2022.

As regards Anganwadi workers, as per the information received from Ministry of Women and Child Development (MoWCD):

- Union Government issues guidelines to the State Governments/ UT Administrations to improve the functioning of Anganwadi workers and whenever any shortcomings are noticed during the course of visits of the States, they are addressed through letters and review meetings to remove the deficiencies and to improve the implementation of the Scheme. Recently, Development Monitoring and Evaluation Office (DMEO) under NITI

Aayog conducted Sectoral Evaluation of Schemes of MoWCD including Anganwadi Services.

- Anganwadi Worker (AWW)/ Anganwadi Helper (AWH) are honorary workers and are paid a monthly honorarium as decided by the Government at the prescribed cost sharing ratio between Central and State Governments. Government of India on 01.10.2018 enhanced the honorarium of AWWs at main- Anganwadi Centres (AWCs) from ₹3,000/- to ₹ 4,500/- per month; AWWs at mini- Anganwadi Centres (AWCs) from ₹ 2,250/- to ₹ 3,500/- per month; AWHs from ₹ 1,500/- to ₹ 2,250/- per month.
- Also, performance linked incentive of ₹ 250/- per month is paid to AWHs and ₹500/- per month to AWWs. In addition, States/UTs also pay additional monetary incentives/ honorarium to these functionaries from their own resources.

Annexure-I

Details of ASHAs under National Health Mission (NHM)

Sl. No.	State /UTs	No. of ASHAs
1	Bihar	93812
2	Chhattisgarh	72007
3	Himachal Pradesh	7964
4	Jammu & Kashmir	12686
5	Jharkhand	47291
6	Madhya Pradesh	83371
7	Odisha	49027
8	Rajasthan	53598
9	Uttar Pradesh	167899
10	Uttarakhand	12018
11	Arunachal Pradesh	4143
12	Assam	32670
13	Manipur	4114
14	Meghalaya	7079
15	Mizoram	1091
16	Nagaland	2038
17	Sikkim	676
18	Tripura	7663
19	Andhra Pradesh	43767
20	Gujarat	49825
21	Haryana	24005
22	Karnataka	41318
23	Kerala	26448
24	Maharashtra	69453
25	Punjab	20139
26	Tamil Nadu	5647
27	Telangana	32854
28	West Bengal	67053
29	A & N Islands	422
30	D & N Haveli Daman & Diu	715
31	Delhi	8958
32	Laddak	608
33	Lakshadweep	110
34	Puducherry	315
	Total	1050784

Note: ASHAs exist in all States/UTs except Goa and Chandigarh.

Source: NHM-MIS as on 30th September, 2022.

Annexure-II

State-wise details of monetary incentives provided to the ASHAs

SN	Name of States	State Specific Incentives for ASHAs from State Funds
1	Andhra Pradesh	Provides balance amount to match the total incentive of Rs.10, 000/PM/ASHA
2	Arunachal Pradesh	100% top-up, frequency of disbursement quarterly
3	Assam	Rs.1000/PM/ASHA from FY 2018-2019
4	Bihar	Rs. 1000/PM/ASHA for defined indicators related to Immunization, Child Health, Maternal Health, and Family Planning, etc. (for achieving any four out of the six defined indicators)
5	Chhattisgarh	75% of matching- amount of incentives over the above incentives earned by an ASHA as a top-up on an annual
6	Delhi	Rs.3000/PM/ASHA for functional ASHA (against the 12 core activities performed by ASHA)
7	Gujarat	Provides 50% top-up - frequency of disbursement quarterly
8	Haryana	Rs.4000/PM/ASHA and 50% top-up (Excluding Routine recurring incentive) and Rs. 450/- additionallinked with performance of 05 Major RCH activities
9	Himachal Pradesh	Rs.2750/PM/ASHA
10	Kerala	Rs.6000/PM/ASHA
11	Karnataka	Rs.5000/PM/ASHA
12	Manipur	Rs. 1000/PM/ASHA recently declared by state FY 2021-22- modalities of payment still to be finalized
13	Madhya Pradesh	100% against 07 specified activities (JSY, HBNC, LBW & SNCU Follow-ups, Iron Sucrose follow-ups of anaemic PW, Early Registration of PW, Full Immunization and Complete Immunization)
14	Meghalaya	Rs.2000/PM/ASHA
15	Maharashtra	Rs.3500/PM/ASHA from FY 2021-22
16	Odisha	Rs.1000 /PM/ASHA from state fund launched on April 1st, 2018
17	Punjab	Rs. 2500/PM/ASHA
18	Rajasthan	Rs. 3564/PM/ASHA
19	Sikkim	Rs. 6000/PM/ASHA
20	Tripura	Provides 100% top-up against 08 specified activities and 33.33% top-up based on other activities.
21	Telangana	Provides balance amount to match the total incentive of Rs. 7500/month
22	Uttarakhand	Rs.5000/year and Rs. 3000/PM/ASHA with 10% top-up
23	Uttar Pradesh	Rs.1500/PM/ASHA linked with proportion of routine incentives to be paid to the ASHAs in the month
24	West Bengal	Rs.4500/PM/ASHA