

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

**LOK SABHA  
STARRED QUESTION NO. 12  
TO BE ANSWERED ON THE 2<sup>ND</sup> FEBRUARY, 2024  
ASHA WORKERS**

†\*12. **SHRI GAJANAN KIRTIKAR:**

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

- (a) the total number of ASHA workers in the country, State/UT-wise;
- (b) the total amount paid as remuneration/ honorarium to ASHA workers in various districts of the country including Maharashtra during the last five years;
- (c) whether the salary paid to ASHA workers is much lower than the minimum salary of peons as per the recommendation of the 7th Pay Commission;
- (d) the steps taken by the Government to increase the minimum salary of ASHA workers;
- (e) whether any amount of honorarium to be paid to ASHA workers is pending with Government and if so, the details thereof, State/UT-wise including Maharashtra; and
- (f) the total increase in the compensation paid to ASHA workers during the said period?

**ANSWER  
THE MINISTER OF HEALTH AND FAMILY WELFARE  
(DR MANSUKH MANDAVIYA)**

- (a) to (f) A Statement is laid on the Table of the House.

**STATEMENT REFERRED TO IN REPLY TO LOK SABHA  
STARRED QUESTION NO. 12 FOR 2<sup>ND</sup> FEBRUARY, 2024**

(a) As per NHM-MIS report (as on 30.09.2023), State-wise details of total number of ASHAs under National Health Mission (NHM), except Goa & Chandigarh, is placed at **Annexure-I**.

(b) to (d): ASHAs are envisaged to be community health volunteer and are given performance-based incentives after completion of specific activities under various National Health Programmes.

The activities for which incentives are paid to ASHAs are expanded from time to time. ASHAs incentive can be divided into two parts;

- **Monetary Incentives** – ASHAs receive a monthly incentive of Rs. 2000/month for routine and recurring activities from the Central Government. Additionally, ASHAs are provided with performance-based incentives for a varied set of activities under various National Health Programmes. Further, States/UTs in their Programme Implementation Plans (PIPs) have also been given flexibility to provide a range of monetary incentives to the ASHAs. The details of these ASHA incentives are available on the following Uniform Resource Locator (URL):

<https://nhsrcindia.org/sites/default/files/2024-01/ASHA%20Incentives.pdf>

After the launch of Ayushman Arogya Mandir, ASHAs are eligible additionally for Team Based Incentives (TBIs) along with ANMs based on monitored performance indicators (up to Rs. 1000 per month).

- **Non-Monetary Incentives** - ASHAs are also entitled to non-monetary incentives like – ASHA Uniform, Identity Card, Cycle, Mobile, CUG Sim, ASHA Diary, Drug Kit, ASHA Award, ASHA rest room etc.

Further, in the year 2018, the ASHA Benefit Package was introduced by the Govt. of India acknowledging the significant contribution and commitment of ASHAs. It included the following components–

a) Doubling of routine and recurring incentives amount from Rs. 1000 per month to Rs. 2000 per month.

b) Extending social security benefits of Life insurance, accident insurance and pension to all eligible ASHAs through enrolment in following schemes –

- 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. 3,000/- pm after age of 60 years (50% contribution of premium by GOI and 50% by beneficiaries) is also available for ASHA workers. ASHAs across the States/UTs have been enrolled in all the above mentioned Social Security Schemes as per the defined eligibility norms.

In addition to the above incentives, as an acknowledgement of her service, significant contribution and commitment, a cash incentive of Rs. 20,000/- under NHM and a citation by the State/UT is given to ASHAs, who leave or opt to leave the programme after a minimum of 10 years of service.

The expenditure for ASHA incentive under National Health Mission for the Financial Years during the last five years viz. from 2018-19 to 2022-23 against Central release, State release & unspent balances (at the beginning of the year) as per Financial Monitoring Reports (FMRs) submitted by all States/UTs including Maharashtra is at **Annexure-II**.

(e) Under the National Health Mission, financial and technical support is provided to the States/UTs for strengthening the healthcare systems including incentives to ASHA workers, based on the proposals received from the States/UTs in their Annual Programme Implementation Plan (PIP) and subject to the Resource Envelope (RE). Further, the funds are released to States/UTs on a lump sum basis as per the request from the State/UTs.

(f) The details of increase of performance-based incentives for a varied set of activities under various National Health Programmes since 2019 to ASHA workers is at **Annexure-III**.

## Annexure-I

ASHAs in position under NHM				
Sl. No.	State	NRHM	NUHM	Total
1	Bihar	94337	639	94976
2	Chhattisgarh	68251	3295	71546
3	Himachal Pradesh	7893	31	7924
4	Jammu & Kashmir	13133	136	13269
5	Jharkhand	39964	2325	42289
6	Madhya Pradesh	64885	4288	69173
7	Odisha	47082	2112	49194
8	Rajasthan	49295	4347	53642
9	Uttar Pradesh	160575	9515	170090
10	Uttarakhand	10813	1205	12018
11	Arunachal Pradesh	4068	102	4170
12	Assam	31334	1166	32500
13	Manipur	3928	81	4009
14	Meghalaya	6811	260	7071
15	Mizoram	1004	87	1091
16	Nagaland	1949	220	2169
17	Sikkim	641	35	676
18	Tripura	7135	528	7663
19	Andhra Pradesh	36915	5643	42558
20	Gujarat	39079	5245	44324
21	Haryana	17696	2631	20327
22	Karnataka	38135	3198	41333
23	Kerala	22243	4205	26448
24	Maharashtra	62092	10320	72412
25	Punjab	17416	2684	20100
26	Tamil Nadu	2608	2256	4864
27	Telangana	23000	5160	28160
28	West Bengal	61565	6237	67802
29	Andaman and Nicobar Islands	412	10	422
30	Dadra & Nagar Haveli and Daman & Diu	365	75	440
31	Delhi	0	6200	6200
32	Ladakh	605	0	605
33	Lakshadweep	110	0	110
34	Puducherry	0	332	332
<b>Total</b>		<b>935339</b>	<b>84568</b>	<b>1019907</b>

Note: ASHAs exists in all State/UTs except Goa and Chandigarh

Source: NHM-MIS as on September 2023

**Annexure-II**

**Expenditure for ASHA incentive under National Health Mission for FY-2018-19 to 2022-23**

(Rs. in Lakh)

Sl. No.	State/UT	2018-19	2019-20	2020-21	2021-22	2022-23
1	Andaman and Nicobar Islands	91.67	61.95	130.20	210.07	103.04
2	Andhra Pradesh	6,557.82	10,623.54	11,225.51	9,629.63	1,660.65
3	Arunachal Pradesh	663.28	866.50	1,235.15	1,132.58	1,600.91
4	Assam	12,539.66	13,528.31	9,619.47	6,941.57	11,106.50
5	Bihar	16,961.02	21,303.36	22,540.24	4,644.26	33,139.23
6	Chattisgarh	13,123.47	24,518.77	24,813.51	4,330.25	23,077.21
7	Daman & Diu	32.66	36.10	104.86	93.47	104.08
	Dadra & Nagar Haveli	82.58	101.72			
8	Delhi	11.31	3.23	1.65	1.86	2,068.94
9	Gujarat	17,032.87	19,489.58	20,925.19	8,237.40	14,757.27
10	Haryana	3,989.21	5,789.35	5,615.51	5,087.83	6,399.52
11	Himachal Pradesh	3,305.51	3,584.41	4,307.32	6,345.45	6,668.99
12	Jammu & Kashmir	2,347.75	3,698.54	3,772.44	4,936.44	3,766.83
13	Jharkhand	9,791.32	13,058.16	14,056.28	13,991.61	16,501.60
14	Karnataka	8,246.98	12,563.79	11,848.62	7,127.02	10,706.61
15	Kerala	1,150.16	4,281.02	8,215.03	1,501.01	7,868.19
16	Lakshadweep	0.12	12.55	22.16	19.76	27.40
17	Madhya Pradesh	17,947.42	28,749.40	30,051.32	27,106.79	23,526.57
18	Maharashtra	22,551.47	26,305.10	29,453.97	19,326.48	23,078.27
19	Manipur	537.65	1,042.73	1,021.26	925.18	1,017.29
20	Meghalaya	1,444.46	1,609.31	2,209.93	2,103.33	2,013.19
21	Mizoram	280.69	339.82	234.17	302.25	273.32
22	Nagaland	262.54	365.43	434.96	587.38	382.01
23	Odisha	11,309.45	17,732.39	20,307.07	16,637.43	18,855.24
24	Puducherry	5.36	53.29	45.85	-	114.30
25	Punjab	4,719.52	6,430.65	5,251.67	3,378.06	6,962.56
26	Rajasthan	9,382.38	12,524.14	14,266.97	10,390.31	10,872.31
27	Sikkim	125.58	81.15	170.38	139.51	217.41
28	Tamil Nadu	1,144.55	764.33	1,324.53	1,692.44	1,004.85
29	Tripura	1,809.68	2,400.93	2,477.67	1,290.85	2,844.86
30	Uttar Pradesh	48,863.72	59,141.17	58,653.14	51,259.26	51,591.86
31	Uttarakhand	1,938.63	2,908.60	3,804.39	4,115.20	3,743.46
32	West Bengal	15,353.89	15,799.30	16,243.07	2,463.77	15,030.66
33	Telangana	11,814.23	5,487.42	20,799.91	9,029.61	7,423.22
34	Ladakh	-	-	175.72	182.87	342.33

Note:

1. ASHAs exists in all State/UTs except Goa and Chandigarh.
2. Expenditure includes expenditure against Central Release, State release & unspent balances at the beginning of the year.
3. Expenditure is as per FMRs submitted by States/ UTs.

**The details of increase of performance-based incentives for a varied set of activities under various National Health Programmes since 2019 to ASHA workers**

Sl. No.	Activities	Previous Incentive	Current Incentive in Rs. /Case
<b>Child Health</b>			
1	Revision of ASHA incentive for referral of SAM children to NRC and follow up of SAM children after discharge from facility, NRC or Severe Acute Malnutrition (SAM) management centre .	Rs. 150/- per follow up visits of SAM children (introduced in 2014)	Rs. 100/- per referring SAM child with medical complication to NRCs.(Revised in 2022)  Rs. 150/- per follow up visits of SAM children discharged from NRC (Rs 50/visit for 1st and 4th visit and Rs 25 per visit for 2nd and 3rd visit) .(Revised in 2022)  Rs. 50/- per SAM child in case child is declared free of SAM status after completion of all follow-ups..(Revised in 2022)
<b>Maternal Health</b>			
1	Mobilization under E-PMSMA	-	Rs 300 per ASHA to mobilize high risk pregnant woman to facility for follow up @Rs 100/-per visit for maximum up to 3 visits (Introduced in 2022)
2	Health Outcome under E-PMSMA	-	Rs 500 after ensuring survival of baby and mother duo after 42 days of Delivery. (Introduced in 2022)
3	ASHA incentive for identification of HRP during Post Natal Period	-	Rs 250 (Introduced in 2023)
<b>National Tuberculosis Elimination Programme (NTEP)</b>			
1	Incentive to ASHA/Community Volunteers for ensuring seeding of bank account details of TB patients in Ni-kshay portal within 15 days of treatment initiation for enabling DBT Payments under NTEP	-	Rs 50/notified TB patient for seeding of bank account details on the Nikshay portal. (Introduced in 2022)

2	Incentive to ASHA / Community Health Volunteer for supporting treatment adherence and completion of TB Preventive Treatment among eligible individuals		Rs. 250/- per individual for successful completion of TB Preventive Treatment (Introduced in 2022)
3	Mobilization of beneficiary through ASHA or other mobilizers for additional adult BCG beneficiaries		Rs 150 ((Introduced in 2023)- per session
4	ASHA incentive for due list preparation (For monthly updating of due list of beneficiaries for adult BCG Vaccination)		Rs 100*3 months (if mop-up is required) ((Introduced in 2023)
5	ASHA incentive for house-to-house survey, before the campaign.		Rs 100 once during the campaign (Introduced in 2023)
<b>National Malaria Control Program</b>			
1	Providing complete treatment for RDT positive Pf cases	Rs. 20 for RDT positive Pf cases and Rs. 50 for complete radical treatment to positive Pf and Pv case detected by blood slide. It was revised to Rs 75 in 2014	Rs 200/ confirmed case for ensuring complete treatment. (Revised in 2022)
2	Providing complete radical treatment to positive Pf and Pv case detected by blood slide, as per drug regime		
<b>Kala Azar elimination</b>			
1	Incentive to ASHAs for referring Post Kala-Azar Dermal Leishmaniasis (PKDL) case		Rs. 500/- per case (Rs. 200/- at the time of diagnosis and Rs. 300/- after treatment completion) (Introduced in 2022)
<b>ASHA Certification</b>			
1	Incentive award in cash for ASHAs and ASHA Facilitators who have certified in two independent certificates: 1- RMNCHA+N 2- Expanded Service  Package from NCDs to Palliative Care		Rs. 5000 for all ASHAs and ASHA Facilitators who successfully receive certification by NIOS in two independent certificates: A. RMNCHA+N B. Expanded package of new services from Non-Communicable Diseases to Palliative Care Total incentive: Rs 5000*2 (two independent certificates)= Rs 10,000/- (Introduced in 2022)
<b>Facilitating creation and seeding of ABHA ID in various IT Portals</b>			
1	Incentive for ASHAs for each ABHA account created and seeded in various IT-portals of MoHFW		Rs 10 for ASHAs for each ABHA account created/seeded. (Introduced in 2022)