

**GOVERNMENT OF INDIA
WOMEN AND CHILD DEVELOPMENT
LOK SABHA**

UNSTARRED QUESTION NO:3819
ANSWERED ON:16.05.2006
HONORARIUM TO ANGANWADI WORKERS
Chandrappan Shri C.K.;Oram Shri JuaI

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

- (a) the present honorarium given to Anganwadi workers and helpers under the ICDS and the additional benefits offered to them by State Governments, State-wise;
- (b) whether any proposal is under consideration of the Government for enhancing the honorarium of the Anganwadi workers and helpers;
- (c) if so, the details thereof;
- (d) whether the Government has revived any memoranda received from the various organizations demanding healthier remuneration and conditions of work for the Anganwadi workers and helpers;
- (e) if so, the details thereof and the response of the Government thereto;
- (f) whether the work load of the Anganwadi workers and helpers has been enhanced by assigning them new responsibilities; and
- (g) if so, the details thereof and any additional benefits being offered to them for the additional work they do?

Answer

MINISTER OF STATE (INDEPENDENT CHARGE) FOR WOMEN AND CHILD DEVELOPMENT (SHRIMATI RENUKA CHOWDHURY)

(a) The honoraria being paid to Anganwadi Workers by the Government of India ranges from Rs.938/- to Rs.1063/- per month, depending upon their qualifications and experience. Helpers are paid fixed amount of Rs. 500/- per month. In addition,

some States are also giving monetary incentives to Anganwadi Workers/Helpers out of their own resources, as given in the Statement at Annexure-I.

The other facilities/benefits extended by Government of India to Anganwadi Workers and Helpers include:

- # maternity leave of 135 days at par with women employees of organized sector;
- # Insurance cover through Anganwadi Karyakatri Bima Yojana;
- # Awards, both at the National and State level, to dedicated Anganwadi Workers. The award at National level comprises of cash of Rs.25,000/- and a Citation. State level awards comprise of cash of Rs. 5,000/- and a Citation.

The State Governments have been requested to:

- # recruit at least 25% of Supervisors under ICDS Scheme from matriculate AWWs with 10 years' experience;
- # consider the services rendered as AWWs as additional qualification for recruitment as primary school teachers and ANMs etc.

(b) There is no such proposal at present.

(c) Does not arise.

(d)&(e) Representations have been received from some Anganwadi Workers & Helpers' Associations. The main demands made by them and response of the Government thereto is given in the Statement at Annexure-II.

(f)&(g) It has been observed that Anganwadi Workers are being assigned work relating to Schemes/Programmes of some other Ministries/Departments of Government of India as well as State Governments. The States have been advised to ensure that AWWs are not drawn into every programme diluting her core functions under the Integrated Child Development Services (ICDS) Scheme.

Annexure-I

Statement referred to in reply to part (a) of Lok Sabha Unstarred Question NO. 3819 for 16.5.2006 by Shri C.K. Chandrappan and Shri JuaI Oram regarding Honorarium to Anganwadi Workers.

STATEMENT INDICATING STATEWISE INFORMATION REGARDING ADDL.HONORARIUM TO AWWs/AWHs

Sl No Name of State/UT Addl Honorarium um to AWWs to AWHs

1	GOA	1000	400
2	HARYANA	200	100
3	HIMACHAL PRADESH	200	100
4	J & K	245-280	140
5	KARNATAKA	250	75
6	KERALA	400	400
7	MAHARASHTRA	400	125
8	SIKKIM	750	450
9	PUNJAB	200	100
10	TAMIL NADU	680	500
12	WEST BENGAL	200	200
13	DELHI	200	100
14	PONDICHERRY	460	400
15	A & N ISLAND	500	240
16	CHANDIGARH	400	300
17	LAKSHADWEEP	500	200
18	JHARKHAND	250	100
19	D& N HAVELI	500	300
20	DAMAN & DIU	500	300

Annexure-II

Statement referred to in reply to part (d) & (e) of Lok Sabha Unstarred Question No. 3819 for 16.5.06 by Shri C.K,Chandrappan and Shri Jual Oram regarding Honorarium to Anganwadi Workers

Main demands raised in the Response of the Government representations

- i. To increase the honorarium of Anganwadi Workers & Helpers
- i. In January 2003, the Government of India almost doubled the honoraria of Anganwadi Workers and Helpers with effect from 1.4.2002.
- ii. To treat Anganawadi Workers & Helpers as Govt. employees
- ii. The Integrated Child Development Services (ICDS) Scheme envisages Anganwadi Workers and Helpers to be "honorary workers" from the local community who render services on part-time basis and paid fixed honorarium as decided by the Govt. from time to time. At present, there are more than 7.5 lakh AWCs and an equal number of Helpers in position. As such, it is neither feasible nor appropriate to treat them as Government employees.
- iii. To provide Anganwadi Workers and Helpers Insurance Scheme, Pension Scheme etc.
- iii. Govt. of India has already introduced 'Anganwadi Karyakartri Bima Yojana' for Anganwadi Workers and helpers w.e.f. 1.4.2004 under Life Insurance Corporation's Social Security Scheme.
- iv. To provide retirement workers engaged on part-time basis, it is not possible to extend pension and other benefits to them.
- iv. AWWs and Helpers are voluntary workers engaged on part-time basis, it is not possible to extend pension and other benefits to them.
- v. To promote the experienced workers as Supervisors of 25% posts of Supervisors
- v. The GOI has already issued instructions to States/UTs for reservation of minimum 25% posts of Supervisors for selection from AWWs who are matriculates and have put in minimum of 10 years of service.

- vi. To provide medical and leave facilities vi. The extant guidelines provide casual leave upto 20 days in a year of which 10 days' leave can be granted at a time to take care of illness etc. Besides, they have also been allowed "paid absence on Maternity" for a period of 135 days
- vii. To provide them with two sarees as uniform vii. Under the ICDS Scheme, there is no provision for providing uniforms to AWWs and Helpers
- viii. Additional honorarium for the work of other Ministries/ Departments viii. Many States are giving additional to AWWs and Helpers out of their own resources. The States/UT have been requested to ensure that the AWWs are not drawn into every programme as it is taking away their time from core activities. However, additional monetary incentive, may be given to them for work of other programme, wherever necessary.
- ix. Giving preference to AWWs in the recruitment as Teacher etc. ix. States/UTs have been requested to treat the honorary services rendered by Anganwadi Workers and Helpers as Primary School Teachers, ANMs and other such village based positions. for recruitment
- x. To provide TA/DA to AWWs for attending the Refresher Training Programme etc. x. Instructions already exist which provides for payment of TA/DA to AWWs and Helpers, whenever they are required to attend Project Headquarters for monthly meetings/ short re-orientation/refresher training courses etc.
- xi. Setting up of Grievance Redressal Committee and Helpers at xi. States/UTs have been requested to set up Grievance Redressal Committee for AWWs at the district and State level to improve the morale and motivation of AWWs. Responses have been received from all the States/UTs
- xii. No privatization of ICDS and handing over the AWCs to Panchayats or Mother Committees should also be stopped xii. The Scheme envisages that the Central Social Welfare Board (CSWB), voluntary organisations, local bodies, Panchayati Raj Institutions (where these are functioning efficiently) etc. are to be actively involved in this programme for implementation, soliciting community support etc. Instructions have been issued by the Government of India from time to time to the State Governments involve the Panchayati Raj Institutions (PRIs) and voluntary organizations in the implementation of the programme. Given the spirit of the Constitution (Seventy-Third Amendment) Act, 1992, it is expected that various functionaries involved in the developmental tasks will work harmoniously with PRIs.