



08

**PARLIAMENT OF INDIA  
LOK SABHA**

**COMMITTEE ON EMPOWERMENT OF WOMEN  
(2010-2011)**

**(FIFTEENTH LOK SABHA)**

**EIGHTH REPORT**

**'WORKING CONDITIONS OF ANGANWADI WORKERS'**



**LOK SABHA SECRETARIAT,  
NEW DELHI**

**August, 2011/ Shravana, 1933 (Saka)**

**EIGHTH REPORT**

**COMMITTEE ON EMPOWERMENT OF WOMEN  
(2010-2011)**

**(FIFTEENTH LOK SABHA)**

**‘WORKING CONDITIONS OF ANGANWADI WORKERS’**

**Presented to Lok Sabha on 10<sup>th</sup> August ,2011**

**Laid in Rajya Sabha on 10<sup>th</sup> August, 2011**



**LOK SABHA SECRETARIAT  
NEW DELHI**

**August, 2011/ Shravana, 1933 (Saka)**

E.W.C. No. 67

PRICE: Rs. \_\_\_\_\_

© 2010 BY LOK SABHA SECRETARIAT

Published under .....

## CONTENTS

Page No.

### COMPOSITION OF THE COMMITTEE ON EMPOWERMENT OF WOMEN (2010-2011)

#### INTRODUCTION

#### PART – I REPORT

- A. Introductory
- B. Integrated Child Development Services (ICDS) Scheme
  - (a) Objectives of ICDS
  - (b) Services Offered
  - (c) Anganwadi Centres
  - (d) Coverage of ICDS
  - (e) Implementation aspects
  - (f) Budget allocation
  - (g) Coverage of Beneficiaries
- C. Anganwadi Workers
  - (a) Role and Responsibilities of Anganwadi Workers and Helpers
  - (b) Overlapping of the responsibilities of AWWs, ANMs and ASHAs
  - (c) Selection Process
  - (d) Facilities/benefits extended to Anganwadi Workers/Helpers
  - (e) Promotional Avenues
  - (f) Retirement and pension benefits
  - (g) Welfare Scheme by States
  - (h) Mini-Anganwadi Workers
  - (i) Training Programme for Anganwadi Workers
  - (j) Grievance Redressal Mechanism
- D. Monitoring Mechanism
- E. Infrastructure

#### Observations/Recommendations

#### PART – II

#### Annexures

- I Statewise number of sanctioned, operational ICDS Projects and anganwadi centres (AWCs) and number of beneficiaries (children 6 months-6 years and pregnant & lactating mothers (P&LM) under ICDS Scheme as on 31.12.2010.
- II Composition of the Selection Committee for AWWs/AWHs in the States/UTs
- III Statement indicating SC/ST/OBC AWWs/AWHs
- IV Statement indicating monthly additional honorarium paid to AWWs/AWHs by States/UTs
- V Statement indicating the details of welfare schemes provided by the States/UTs to AWWs/AWHs under ICDS Scheme
- VI Statewise details of Grievance Redressal Committee set up at State & District Level
- VII Minutes of the 19<sup>th</sup> Sitting of the Committee on Empowerment of Women (2009-10) held on 5<sup>th</sup> August, 2010.....
- VIII Minutes of the 21<sup>st</sup> Sitting of the Committee on Empowerment of Women (2009-10) held on 8<sup>th</sup> September, 2010.....
- IX Minutes of the 5<sup>th</sup> Sitting of the Committee on Empowerment of Women (2010-11) held on 3<sup>rd</sup> March, 2011 .....
- X Minutes of the 8<sup>th</sup> Sitting of the Committee on Empowerment of Women (2010-11) held on 26<sup>th</sup> May, 2011.....

**COMPOSITION OF THE COMMITTEE ON EMPOWERMENT OF WOMEN  
(2010-2011)**

\*\*\*\*\*

**Hon'ble Chairperson - Shrimati Chandresh Kumari**

**MEMBERS**

**LOK SABHA**

2. Shrimati Shruti Choudhary
3. Shrimati Ashwamedh Devi
4. Shrimati Rama Devi
5. Shrimati Jyoti Dhurve
6. Shrimati Priya Dutt
7. Shri T.K.S. Elangovan
8. Shrimati Sumitra Mahajan
9. Dr. Jyoti Mirdha
10. Shri Sidhant Mohapatra
11. Kumari Meenakshi Natarajan
12. Shrimati Mausam Noor
13. Shrimati Jayshreeben Patel
14. Shrimati Sushila Saroj
15. Shrimati Yashodhara Raje Scindia
16. Shrimati Rajesh Nandini Singh
17. Shri Uma Shankar Singh
18. Shrimati Supriya Sadanand Sule
19. Shrimati Annu Tandon
20. Shrimati Seema Upadhyay

**RAJYA SABHA**

21. Shrimati Shobhana Bhartia
22. Shrimati Naznin Faruque
23. Shri Jabir Husain
24. Shrimati Kanimozhi
25. Shrimati Brinda Karat
26. Shri Ambeth Rajan
27. Shrimati Maya Singh
28. Shrimati Vasanthi Stanley
29. Dr. C.P. Thakur
30. Dr. Prabha Thakur

**SECRETARIAT**

- |                              |                   |
|------------------------------|-------------------|
| 1. Shri Raj Shekhar Sharma   | Joint Secretary   |
| 2. Shri C.S. Joon            | Director          |
| 3. Smt. Reena Gopalakrishnan | Under Secretary   |
| 4. Shri Girdhari Lal         | Committee Officer |

## **INTRODUCTION**

I, the Chairperson of the Committee on Empowerment of Women (2010-2011) having been authorised by the Committee to submit the Report on their behalf, present this Eighth Report (Fifteenth Lok Sabha) of the Committee on the subject 'Working Conditions of Anganwadi Workers'.

2. The Report is based on the inputs received from the Ministry of Women and Child Development and impressions gained by the Committee during their study visits. The Committee on Empowerment of Women took oral evidences of the representatives of the Ministry of Women and Child Development on 8<sup>th</sup> September, 2010 and 3<sup>rd</sup> March, 2011. The Committee also had interaction with the representatives of All India Anganwadi Workers Federation and All India Federation of Anganwadi Workers and Helpers on 5<sup>th</sup> August, 2010.

3. The Report was considered and adopted by the Committee at their sitting held on 26<sup>th</sup> May, 2011. The Minutes of the sittings form Part II of the Report.

4. The Committee wish to express their thanks to the Ministry of Women and Child Development for placing before them the material and information in connection with the examination of the subject and giving evidences before them.

5. For facility of reference, the Observations and Recommendations of the Committee have been printed in thick type in the body of the Report.

**NEW DELHI;  
26<sup>th</sup> May, 2010**

**12 Jyaistha, 1933 (Saka)**

**SMT.CHANDRESH KUMARI,  
CHAIRPERSON,**

**COMMITTEE ON EMPOWERMENT OF WOMEN.**

**PART I**  
**REPORT**

**A. INTRODUCTORY**

A planned approach to child welfare began in the First Five Year Plan when the Planning Commission decided to give priority to the needs of children. Many child welfare programmes were launched under the five year plans. These related to the needs of children in the areas of education, health, nutrition, welfare and recreation. Special programmes to meet the needs of delinquent, handicapped, destitute and other groups of children were also undertaken. Some of these programmes were related to the growth and development of children, especially children belonging to the pre-school age group of 0-6 years.

2. However, such child care programmes with their inadequate coverage and very limited inputs could not make much dent on the problems of children. As comprehensive and integrated early childhood services were regarded as investment in the future economic and social progress of the country, it was felt that a model plan which would ensure the delivery of maximum benefit to the children in a lasting manner should be evolved. Accordingly, a scheme for integrated child care services was worked out for implementation in all States.

**B. INTEGRATED CHILD DEVELOPMENT SERVICES (ICDS) SCHEME**

3. The Integrated Child Development Services (ICDS) Scheme, a Centrally Sponsored Scheme, was launched in 1975 in 33 Projects in the Community Development Blocks and 4891 Anganwadi Centres (AWCs) on a pilot basis keeping in view the need to holistically address health, nutrition and education needs of children. The ICDS Scheme was introduced as a collaborative initiative of the Government of India, State Governments and the community. The ICDS has expanded tremendously over its 35 years of operation to cover all Development Blocks and major slums in the country. ICDS is the world's largest community based outreach programme which offers a package of health, nutrition and education services to children below 6 years and pregnant and nursing mothers.

## Objectives of ICDS

4. The following are the objectives of the scheme:-

- i) to improve the nutritional and health status of children in the age-group 0-6 years;
- ii) to lay the foundation for proper psychological, physical and social development of the child;
- iii) to reduce the incidence of mortality, morbidity, malnutrition and school dropout;
- iv) to achieve effective co-ordination of policy and implementation amongst the various departments to promote child development; and
- v) to enhance the capability of the mother to look after the normal health and nutritional needs of the child through proper nutrition and health education.

## Services offered

5. The ICDS Scheme provides a package of the following six integrated services:-

- (i) Supplementary Nutrition,
- (ii) Immunization,
- (iii) Health Check-up,
- (iv) Referral Services,
- (v) Pre-school non-formal education and
- (vi) Nutrition & Health Education.

Services of immunization, health check-up, referral services and health education are delivered through public health systems.

## Anganwadi Centres

6. The ICDS Scheme is implemented through a platform of Anganwadi Centre (AWC), at village/habitation level. Government of India has cumulatively approved 14 lakh AWCs/Mini-AWCs, including 20,000 Anganwadis on Demand [AoDs].



7. The population norms for setting up of an AWC given by the Ministry of Women and Child Development is as under:-

“Anganwadi Centres(AWCs)  
For Rural/Urban Projects

Population  
400-800 - 1 AWC  
800-1600 - 2 AWCs  
1600-2400- 3 AWCs  
Thereafter in multiples of 800 for one AWC.

Mini AWC  
150-400 - 1 Mini AWC

For Tribal Projects  
Population  
300-800 - 1 AWC  
150-300 - 1 Mini AWC

Mini-AWCs are sanctioned for small hamlets/habitations having less population and accordingly lesser number of children (about 20-25).”

#### Coverage of ICDS

8. With regard to the coverage of ICDS, the Ministry of Women and Child Development in a written reply stated, *inter-alia* as under:

“The coverage of ICDS till IX Plan was not universal as it covered only about 42% of the 14 lakh habitations. During 2002-03 to 2004-05, 3 additional projects and 1, 74,286 AWCs were sanctioned. In its Order of 29.04.2004 and reiterated in its Order dated 13.12.2006, the Hon’ble Supreme Court of India has, *inter-alia*, directed the Government of India to sanction and operationalize a minimum of 14 lakh Anganwadi Centres (AWCs) in a phased and even manner. To comply with the directions of the Hon’ble Supreme Court and to fulfill the commitment of the Government to universalize the ICDS Scheme, it has been expanded in three phases in the years 2005-06, 2006-07 and 2008-09, so as to cover all habitations, including SC/ST and Minority, across the country. During the first phase of expansion, 466 new projects, 1,88,168 new AWCs were sanctioned. In the 2<sup>nd</sup> phase of expansion, 166 additional projects, 1,06,733 AWCs and 25,943 Mini-AWCs were sanctioned. Under the 3<sup>rd</sup> phase of expansion, 792 additional Projects, 2,13,859 additional AWCs and 77,102 Mini AWCs and provision for 20,000 ‘Anganwadi on Demand’ in habitations having 40 children but without an AWC, were approved. Out of these, 728 projects, 1,97,138 AWCs and 80,019 Mini-AWCs were sanctioned during 2008-09 and 2009-10. At present, the total sanctioned Projects and AWCs, including Mini-AWCs are 7015 and 13.67 lakh respectively and out of these, 6719 projects

and 12.42 lakh AWCs/Mini-AWCs are operational. State-wise details are given at **Annexure-I.**”

9. As far as universalisation of ICDS, the Secretary, Ministry of Women and Child Development submitted before the Committee during oral evidence as under:-

“.....The universalisation of ICDS has really taken pace and took over all the habitations in 2008-09. Till then, it was only six lakh Anganwadis up to the end of Ninth Plan. We have, by now, issued sanction orders for 13.67 lakh Anganwadis in the country. Of which, already 12.41 lakh have been made operational. About 2.5 lakh Anganwadis are still to be made operational. We have been telling the States to make them operational by March 2011, i.e., the end date that we set last time when we met the State Governments. But it does not seem to be happening as the States have been slipping for one reason or the other. We have also asked the States very candidly that you will be giving us a certificate saying that each and every habitation has been covered as per the norms. They, in turn, are required to procure the certificates from District Administration. We are waiting for that also to come. The idea is to see that they comply with what we want to achieve that every habitation has an Anganwadi Centre; every SC/ST habitation has it; and every minority habitation has it. We want them to certify after having done them mapping that this is achieved. They also are required to certify that the revised feeding norms which have been put into effect from 1.4.2008 have been implemented. The new financial norms have also been given effect. So universalisation of the ICDS programme which is a major challenge with us today, as per the decision of the Government following, of course the Supreme Court direction, this is on-going. We are hopeful that we will be able to complete it but it may slip beyond March 2011 which was the target date we have set for ourselves.”

10. The Committee have observed that the 3<sup>rd</sup> Phase of expansion of ICDS Scheme has a special focus on SC/ST and minority habitations. When desired to know about the rate of success in reaching out to SC/ST and minority habitations, the Ministry in a post-evidence written reply stated as under:

“The 3<sup>rd</sup> phase of expansion of the ICDS Scheme aims at universalization of the Scheme. ....While issuing Administrative Sanctions for the 3<sup>rd</sup> Phase of expansion, the States/UTs were inter-alia, requested to ensure that (a) Villages pre-dominantly inhabited by population belonging to SC/ST and minority community are given priority; (b) Within a village also location of an AWC/Mini-AWC, as far as feasible, should be in the areas inhabited by population from SC/ST and minority community. The State Government must certify that all SC/ST and Minority community habitations have been saturated.

More recently, there have been proposals for reducing the number of AWCs and Mini-AWCs from Chhattisgarh and Uttarakhand and some States/UTs have also submitted proposals for increase in Projects/ AWCs and

Anganwadis-on-Demand (AoD). These States/UTs have been requested to revisit the proposals for increase or reduction in the number of projects/AWCs/Mini-AWCs for ensuring that such revision would, in no way, affect universal coverage of ICDS in all areas/habitations, including SC/ST/Minority habitations. The States/UTs have also been requested to formally certify the universal coverage of ICDS in the State after ground level verification. It is proposed to review the matter with the States in detail to ensure this.”

#### Implementation aspects

11. Regarding the implementation of the scheme, the Ministry of Women and Child Development submitted before the Committee in a written reply as below:-

“The ICDS Scheme is implemented through the States/UTs. Prior to 2005-06, the responsibility for providing Supplementary Nutrition rested with the States/UTs. From 2005-06, the Govt. of India sanctioned support to the States/UTs for SNP in the ratio of 50:50. The cost sharing pattern was further revised w.e.f. 2009-10 as 90:10 for all components including SNP for NE States and 50:50 for SNP and 90:10 for all other components for all States other than NE States. In addition, GOI provides financial support for construction of AWCs in the NE States. Other initiatives taken by Government of India to universalize and strengthen the ICDS Scheme include revision in population norms for setting up of AWCs and also introduced the concept of Anganwadi on Demand. In order to ensure that the nutritional gap is effectively bridged and all children and women in the target group under ICDS are brought under its coverage, Nutritional & Feeding Norms for Supplementary Nutrition have also been revised to provide for morning snack and Hot Cooked Meal (HCM) for children in the age group 3-6 years and Take Home Ration (THR) for children in the age group 6-36 months and Pregnant and Lactating Mothers. The cost norms of Supplementary Nutrition have also been enhanced twice, in 2004 from Re.1/- to Rs.2/- per beneficiary/per day and in 2008-09 from Rs.2/- to Rs.4/- per beneficiary/per day. The feeding norms have also been enhanced for respective categories of beneficiaries. The norms of contingencies at various levels of AWC, CDPO Office, District Level Cells and State/UT level Cells were also revised in 2008-09. The financial norms for POL also for operation and maintenance of vehicles were raised in 2008-09. In 2009-10, the norms for Information, Education & Communication (IEC) and Community Mobilization activities, procurement of Pre-School Kits, provision of equipment/furniture were also revised.”

#### Budget allocation

12. On being asked about the actual allocation and utilization of funds during the years 2007-08, 2008-09 and 2009-10, the Ministry of Women and Child Development informed in a written note to the Committee as follows:

“The year-wise allocation and utilization for the past three years is as under:

(Rs. in Crore)

	Year	Allocation	Released
(i)	2007-08	5293.00	5257.09
(ii)	2008-09	6300.00	6379.36
(iii)	2009-10	6705.00	8157.00

The allocation for 2009-10 was enhanced to Rs. 8162 Crore.”

13. As regards the extent of budget allocation and the expenditure made during the 10<sup>th</sup> Plan and 11<sup>th</sup> Plan, the Secretary, Ministry of Women and Child Development during evidence stated as under:

“The budget allocation is quite sizeable. ...., in the 10<sup>th</sup> plan, we spent about Rs. 10,372 crore on the programme. Against that, in the 11<sup>th</sup> plan up to February this year, we have already spent Rs. 28,646 crore; and we might touch, by the end of the plan, about Rs. 40,000 crore on the programme. So, there is a four-fold increase.”

#### Coverage of Beneficiaries

14. On being asked about the estimated number of eligible children (0-6 years) in the country who are required to be covered under ICDS, the Ministry of Women and Child Development (MoWCD) in a written reply stated as follows:

“Although the Scheme is open for all children in the age group of 0-6 years, irrespective of their economic status, it is a self selecting Scheme. As per Census 2001, population of children in 0-6 years age group is 15.78 crore.”

15. When enquired about the number of beneficiaries covered and the employment generated under the ICDS programme, the Secretary, Ministry of Women and Child Development while tendering oral evidence before the Committee stated as under:

“As of now, about 9.18 crore beneficiaries are covered under this programme, of which, 7.5 are the children in the age group of six months to six years and 1.67 crore are the pregnant and lactating mothers. The programme today employs about 11.71 lakh Anganwadi workers and around 11 lakh Anganwadi helpers.”

16. The Committee observed that the Scheme is open for children in the age group of 0-6 years. However, in reality only children in the age group of 3-6 years is covered.

17. On a question as to whether the Ministry is making ICDS a full time scheme in which all children from 0-6 are taken care of, the Ministry in post evidence written reply informed as follows:

“There is no doubt, making ICDS a comprehensive Scheme for child care and development of children from 0-6 years would significantly help the cause of child development. However, it would require sufficient improvement in infrastructure, personnel and substantial investment. The requirement of the children of different ages is distinct and would need different arrangements. All these would require substantial investment both of human and financial. There is no such proposal at present.”

18. When the Committee desired to know whether there is any proposal to set up facilities like crèche for the 0-3 age group in Anganwadi Centres so that the casual labourers and those working in the unorganized sectors are taken care of, the Ministry in a written reply, submitted:-

“.....The ICDS Scheme provides integrated services to children below the age of 6 years. Children in the age group of 0-3 years can not be expected to come to AWC every day nor are Anganwadi Centres equipped to receive children below 3 years of age. For this reason, THR to children below 3 years and home visits are provided under ICDS.

However, there is no proposal at present for the establishment of crèche facilities for 0-3 years children at the AWC. As regards coverage of children of mothers in the un-organised sector/casual labourers, it is stated that ICDS Scheme/norms for the Scheme does not exclude them. It is a self-selecting Scheme and it is open to all the eligible beneficiaries under the norms.”

### **C. ANGANWADI WORKERS**

19. Each Anganwadi Centre is managed by one Anganwadi Worker and one Helper, who are the grass roots functionaries to implement the Integrated Child Development Services (ICDS) Scheme. Each Mini-AWC has one AWW only. These workers and helpers are envisaged as honorary workers from the local community who come forward to render their services, on part-time basis on an average 4-5 hours a day in the area of child care and development.

20. As per the ICDS Guidelines, Supervisors have to supervise the work of Anganwadi Workers. She should be a lady officer and a graduate, preferably in Social Work, Home Science or related fields. She should have the aptitude to work in rural, tribal or urban slum areas and should possess capabilities and skills to supervise the

work of the grass-root level field staff. The Supervisors are taken in the pay scale of Mukhyasevikas in the States. Under the ICDS Scheme they are borne on State Cadre and their recruitment, pay scales and other service conditions are governed by the State Government Rules which vary from State to State.

**a) Role and responsibilities of Anganwadi Workers and Helpers**

21. The role and responsibilities of AWWs and Helpers envisaged under the ICDS Scheme is as under:-

- i. To elicit community support and participation in running the programme.
- ii. To weigh each child every month, record the weight graphically on the growth card, use referral card for referring cases of mothers/children to the sub-centres/PHC etc., and maintain child cards for children below 6 years and produce these cards before visiting medical and para-medical personnel.
- iii. To carry out a quick survey of all the families, especially mothers and children in those families in their respective area of work once in a year.
- iv. To organise non-formal pre-school activities in the anganwadi of children in the age group 3-6 years of age and to help in designing and making of toys and play equipment of indigenous origin for use in anganwadi.
- v. To organise supplementary nutrition feeding for children (0-6 years) and expectant and nursing mothers by planning the menu based on locally available food and local recipes.
- vi. To provide health and nutrition education and counseling on breastfeeding/ Infant & young feeding practices to mothers. Anganwadi Workers, being close to the local community, can motivate married women to adopt family planning/birth control measures
- vii. AWWs shall share the information relating to births that took place during the month with the Panchayat Secretary/Gram Sabha Sewak/ANM whoever has been notified as Registrar/Sub Registrar of Births & Deaths in her village.
- viii. To make home visits for educating parents to enable mothers to plan an effective role in the child's growth and development with special emphasis on new born child.
- ix. To maintain files and records as prescribed.
- x. To assist the PHC staff in the implementation of health component of the programme viz. immunisation, health check-up, ante natal and post natal check etc.

- xi. To assist ANM in the administration of IFA and Vitamin A by keeping stock of the two medicines in the Centre without maintaining stock register as it would add to her administrative work which would affect her main functions under the Scheme.
- xii. To share information collected under ICDS Scheme with the ANM. However, ANM will not solely rely upon the information obtained from the records of AWW.
- xiii. To bring to the notice of the Supervisors/ CDPO any development in the village this requires their attention and intervention, particularly in regard to the work of the coordinating arrangements with different departments.
- xiv. To maintain liaison with other institutions (Mahila Mandals) and involve lady school teachers and girls of the primary/middle schools in the village which have relevance to her functions.
- xv. To guide Accredited Social Health Activists (ASHA) engaged under National Rural Health Mission in the delivery of health care services and maintenance of records under the ICDS Scheme.
- xvi. To assist in implementation of Kishori Shakti Yojana (KSY) and motivate and educate the adolescent girls and their parents and community in general by organizing social awareness programmes/ campaigns etc.
- xvii. AWW would also assist in implementation of Nutrition Programme for Adolescent Girls (NPAG) as per the guidelines of the Scheme and maintain such record as prescribed under the NPAG.
- xviii. Anganwadi Worker can function as depot holder for RCH Kit/ contraceptives and disposable delivery kits. However, actual distribution of delivery kits or administration of drugs, other than OTC (Over the Counter) drugs would actually be carried out by the ANM or ASHA as decided by the Ministry of Health & Family Welfare.
- xix. To identify the disability among children during her home visits and refer the case immediately to the nearest PHC or District Disability Rehabilitation Centre.
- xx. To support in organizing Pulse Polio Immunization (PPI) drives.
- xxi. To inform the ANM in case of emergency cases like diahorrea, cholera etc.

#### Anganwadi Helpers

- (i) To cook and serve the food to children and marchers
- (ii) To clean the Anganwadi premises daily and fetching water.
- (iii) Cleanliness of small children.

(iv) To bring small children, collecting them from the village to the Anganwadi.

22. When asked to clarify as to whether it is possible for an Anganwadi worker to perform all the 21 prescribed functions within a time span of 4-5 hours, the Ministry in written reply stated as under:

“21 delineated responsibilities are not performed concurrently on a daily basis. There are certain functions which are performed once a week, while some are carried out once in a month; e.g weighing of children, sharing information on the no. of birth during the month. Further, immunization and survey of mothers & children are performed once a year.”

23. However, the Committee during their interactions with the Anganwadi Workers and Helpers of various States have learnt that there is huge workload on them. Every single rural based programme today in the country is put on the fragile shoulders of the Anganwadi Workers. They are actually made to take up a lot of tasks beyond the actual mandate of ICDS.

24. In this context, the Secretary, Ministry of Women and Child Development submitted during oral evidence as under:

“.....according to the information available with us except for Tamil Nadu and Kerala where the anganwadi workers work for seven to eight hours, else the information available from the State is that everywhere it is four to six hours of work. You have mentioned about a certain hours of work. I have not taken count of the exact number. I will check on that. But they are not supposed to perform this task on a daily basis. It is on a very sporadic basis whenever it is required. For example, home visits, attending to pregnant young ladies, advising the young mothers etc.”

25. The Committee during their interactions with workers have come to know that the States take work from them, either by paying some extra nominal amount or by not paying at all. When the Committee desired to know whether any work-based survey on the tasks expected of Anganwadi Workers/Helpers and the actual task they perform has been done, the Secretary, Ministry of Women and Child Development did not reply. On being asked about the status of Anganwadi Workers and Helpers as honorary workers, the Ministry of Women and Child Development stated, *inter-alia*, in a written reply as under:-



“In view of the nature of the role of Anganwadi Workers and Helpers in the ICDS Scheme and other constraints as well as consideration, it is not possible to grant them the status of ‘Government employees’. In a ruling of 7.12.2006 in Civil Appeal No. 4953-4957 of 1998 – State of Karnataka & Ors. Vs. Ameerbi & Ors. the Hon’ble Supreme Court has also held that Anganwadi Workers do not hold any civil post and the Minimum Wages Act is not applicable to them.”

**b) Overlapping of the responsibilities of AWWs, ANMs and ASHAs**

26. The Committee observed that the role and responsibilities of Anganwadi Workers, ANMs and ASHA workers overlap and this leads to a lot of problems among these three groups. When asked about the steps being taken by the Ministry to avoid this overlapping and streamline the work of Anganwadi Workers, ANMs and ASHAs, the Ministry in a post evidence written reply stated as under:

“The ICDS offers a package of six services viz. supplementary nutrition, pre-school non-formal education, nutrition & health education, immunization, health check-up, referral services of these, the latter three services are delivered by through the Public Health System of the Ministry of Health & Family Welfare. It may therefore be seen that convergence with Health is inbuilt and integral to the ICDS Scheme. The role of these grass-roots functionaries i.e. AWW, ASHA and ANM has been delineated jointly by this Ministry and the Ministry of Health & Family Welfare. At the village level, some degree of overlap does occur, eg.

In organizing immunization sessions, both ASHA and AWW have the role of mobilization and organizing the session. In case of conflict, existing village level coordination committees will play a crucial role in settlement of such issues. In fact, both the Ministries work towards enhanced convergence to fulfill the objectives of the Scheme.”

**c) Selection Process**

27. The Committee have been told that the Anganwadi Workers should be a lady (18-44 years) from the local village and acceptable in the local community. Special care should be taken in her selection so that the children of Scheduled Caste and other weaker sections of the society are ensured free access to Anganwadi.

28. The Government of India instructions with regard to their selection as furnished by the Ministry in a reply is as under:-

“It is suggested that the AWWs in the selected project areas may be selected by a committee consisting of the District Social Welfare Officer, the BDO, the CDPO, the Medical Officer of the primary health centre, the President of the Taluka Panchayat/Block Advisory Committee, the district representatives of the

State Social Welfare Advisory Board and any other non-officials which the State Government may consider appropriate”.

29. On being asked about the deviations in this regard from any State, the Ministry has submitted as below:-

“States of Andhra Pradesh and West Bengal have included the Members of the Legislative Assembly as Chairperson/Member of the Committee constituted for selection of the AWWs/AWHs under the Scheme. It was felt that involving the MLAs in the selection process of AWWs by involving them on the Selection Committee for AWWs/AWHs was not appropriate. Accordingly, the States/UTs were advised to comply with the Government of India directions in the matter. States viz. Andhra Pradesh and West Bengal have not so far reported compliance in this regard. It has also been clarified that reference to non-officials in the above guidelines for the Selection Committee is meant to be a provision for inclusion of members belonging to those who have expertise in the child development area, non-governmental organizations, persons belonging to the locality from the disadvantaged sections, SCs/ST/Minority Community etc. This provision should not be interpreted as providing for inclusion of Members of Legislative Assemblies. States/UTs have been requested vide d.o.letter No.1-13/2010-CD-I dated 18<sup>th</sup> October 2010 to revise the Selection Committee, wherever necessary, to ensure compliance with the Government of India guidelines.” (The details of the composition of the Selection Committee for AWWs/AWHs in the States/UTs are at **Annexure-II.**)

30. When asked about the provisions made for inclusion of women members and Panchayat Members in the Selection Committee, the Ministry stated as under:

“The Scheme envisages AWWs to be a lady selected from the local Community by a Selection Committee comprising District Social Welfare Officer, the BDO, the CDPO, the MO of PHC, representative of Taluka/Panchayat, etc. However, the composition of Selection Committee varies from State to State. There is no fixed norm for inclusion of women members in the Selection Committee. However, as reported by the States/UTs, women members of Panchayat have been included in the Selection Committee for AWWs. There are no male AWWs in the country.”

31. When asked to furnish the break-up of SC, ST and OBC Anganwadi Workers and Anganwadi Helpers, State-wise, the Ministry in a written reply submitted as under:

“The details of SC/ST/OBC AWWs/AWHs are not maintained at the Central level. However, the States/UTs were requested to furnish this information vide letter No.16-5/2009-ME dated 16.12.2009. The States/UTs were reminded vide letter dated 1.7.2010. So far, 7 States/UTs have furnished information.”  
**(Annexure III)**

32. On being asked about the prescribed educational qualification of anganwadi workers and helpers, the Committee was told that no minimum qualification has been prescribed by the Government of India.

**d) Facilities/benefits extended to Anganwadi Workers/Helpers**

33. In the written note made available to the Committee, it has been informed that Government of India has been fully conscious of the significance of voluntary efforts put in by these honorary workers and therefore, continuous efforts have been made to improve their working conditions by extending facilities/benefits from time to time by the Central government and the State governments.

(i) Honorarium:

34. At the beginning of the Scheme in 1975, the Anganwadi Worker was paid honorarium of Rs.100/- per month (Non-Matriculate) and Rs.150/- per month (Matriculate) and Helper was paid Rs.35/- per month. Govt. has increased the honorarium from time to time, as indicated in a written submission given below:

Qualification/Year	1975-76	1.4.78	1.7.86	2.10.92	16.05.97	1.04.02	1.04.08
Non-Matriculate	100	125	225	350	438	938	1438
Matriculate	150	175	275	400	500	1000	1500
Non-Matriculate With 5 yrs.exp.	-	-	250	375	469	969	1469
Matriculate with 5 yrs.experience	-	-	300	425	531	1031	1531
Non-Matriculate with 10 yrs.exp	-	-	275	400	500	1000	1500
Matriculate with 10 yrs.exp.	-	-	325	450	563	1063	1563

Honorarium of Helper:

Helper	35	50	110	200	260	500	50
--------	----	----	-----	-----	-----	-----	----

Honorarium to AWW of Mini-AWC

AWW	--	--	---	--		500	750
-----	----	----	-----	----	--	-----	-----

35. The Committee have, however, come to know from the Budget Speech, 2011 of the Finance Minister that with effect from April 1, 2011, the remuneration of Anganwadi Workers has been enhanced from Rs. 1500/- per month to Rs. 3000/- per month and that of helpers from Rs. 750/- per month to Rs. 1500/- per month.

36. In this regard, the Secretary, Ministry of Women and Child Development shared his thoughts with the Committee during evidence as under:-

“This is a very special request which the Ministry had made to the hon. Finance Minister. Our request was to make it three-fold but finally they have agreed to make it double. But we welcome this because this definitely brings a lot of succour and relief to the Anganwadi workers who were representing for this increase. I am extremely thankful to the Government for having acceded to our request.”

37. With respect to the service conditions of AWWs/Helpers, the Ministry of Women and Child Development added in a reply as below:-

“There have been demands on improving the service conditions to AWWs/AWHs including granting them the status of Govt. employees. Government of India, is fully conscious of the significance of the voluntary efforts put in by these honorary workers and therefore, continuous efforts have been made to improve their working conditions by extending the facilities such as paid absence on maternity of 180 days, insurance cover under the Anganwadi Karyakartri Bima Yojana, providing reservation of 25% of vacant posts of Supervisors for Anganwadi Workers, recruitment of 25% of Anganwadi Workers from amongst Anganwadi Helpers, provision of uniform etc. The States/UTs also provide additional honoraria to AWWs/AWHs. The honoraria of AWWs has been enhanced by Rs.500/- per month on the last honorarium drawn by them and that of AWHs and Workers of Mini-AWCs by Rs.250/- per month w.e.f 1.4.2008. The State Governments have been requested to set up AWW/AWH Welfare Fund at the State/UT level and Grievance Redressal Machinery at the State/District level for prompt redressal of their grievances. Some State Govts./UTs have extended additional honoraria, Retirement/Pension benefits to AWWs/AWHs. In view of the nature of the role of Anganwadi Workers and Helpers in the ICDS Scheme and other constraints as well as consideration, it is not possible to grant them the status of ‘Government employees’. In a ruling of 7.12.2006 in Civil Appeal No. 4953-4957 of 1998 – State of Karnataka & Ors. Vs. Ameerbi & Ors. the Hon’ble Supreme Court has also held that Anganwadi Workers do not hold any civil post and the Minimum Wages Act is not applicable to them. However, continuous efforts are made to improve the service conditions and facilities to these Workers.”

38. When the Committee desired to know the procedure in place for revising the honorarium periodically, the Ministry in a written reply stated as under:

“There is no set standing procedure for revision of honorarium nor the frequency of revision. The Integrated Child Development Scheme (ICDS) envisages the Anganwadi Workers 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. Being honorary workers, they are paid monthly honoraria as decided by the Government from time to time. Besides,

some States / UTs are also giving additional honorarium to Anganwadi Workers and Anganwadi Helpers out of their own resources.”

39. A statement indicating the amount of additional honorarium, as reported by the States/UTs is at **Annexure IV**.

40. When asked about the leave benefits given to Anganwadi Workers and Helpers, the Ministry in a written reply stated as under:

“Anganwadi Workers who have put in at least 1 year’s service, Government of India is extending maternity leave benefit upto 180 days to Anganwadi Workers under the ICDS Scheme. Casual Leave upto 20 days in a year (earlier 12 days) is admissible to Anganwadi Workers as per the Government of India guidelines. It was 3 months, in 1982 and was admissible once only. Later, in 1989, this was made admissible for a maximum period of two occasions. In 2001, the number of days of paid absence was enhanced to 135 days in each occasion. It has now been increased to 180 days w.e.f. 9.7.2010.”

(ii) Insurance cover:

41. The Govt. of India has introduced ‘Anganwadi Karyakartri Bima Yojana’ to Anganwadi Workers/Anganwadi Helpers w.e.f.1.4.2004 under Life Insurance Corporation’s Social Security Scheme. The premium under the Scheme is Rs.280/- per annum per member. As per the information furnished by the Ministry, the Scheme provides as under:-

“Natural Death Rs.30,000/-

Accident

Death/total permanent disability Rs.75,000/-

Partial permanent disability Rs.37,500/-

Female Critical Illness Rs.20,000/-

Shiksha Sahayog Rs.300/- per quarter

[scholarships]

[students of 9<sup>th</sup> to 12<sup>th</sup> standard limited to two children per family].

There is also a free add-on-scholarship benefit for children of AWWs and AWHs for students of 9<sup>th</sup> to 12<sup>th</sup> standard limited to two children per family.”

42. When asked to give the total number of Anganwadi Workers who have been covered under the Scheme so far and the steps taken to increase the coverage of this scheme, the Ministry stated as under:-

“Till 31.12.2009, a total number of 20,99,534 Anganwadi Workers and Helpers (1060587 Anganwadi Workers and 1038947 Helpers) were in position. All of them are covered under the “Anganwadi Karyakarri Bima Yojana”As and when an Anganwadi Worker/Helper join the ICDS Scheme, she stands covered under the “Anganwadi Karyakarri Bima Yojana”.

43. Regarding the payment of the premium under ‘Anganwadi Karyakartri Bima Yojana’ for Anganwadi Workers, the Ministry in a written reply stated as under:

“The premium of Rs. 280/- per beneficiary per year is shared as under:

- a. Rs. 100/- by Government of India
- b. Rs. 100/- by the Life Insurance Corporation of India
- c. Rs. 80/- by the beneficiary (waived off w.e.f 1.4.2007)”

(iii) Uniform

44. With a view to recognizing their role and giving them identity under the ICDS Scheme, Government has provided for a Uniform (Saree/Suit @ Rs.200/- per uniform/beneficiary/annum) and a name badge to Anganwadi Workers and Anganwadi Helpers.

45. When asked whether identity Cards and Uniform are provided to all AWWs & AWHs and the children, the Ministry in a written reply stated as under:

“From the year 2009-10, a provision has made under the Scheme to provide Uniform and Badge for all the AWWs/AWHs. Accordingly, instructions have been issued to States/UTs to provide Uniform (two Sarees/Suits per annum) and Badges to AWWs/AWHs. There is no provision for providing Uniform and Identity card to children under ICDS.”

(iv) Award

46. In order to motivate the Anganwadi Workers and give recognition to good voluntary work, a Scheme of Award for Anganwadi Workers has been in vogue, both at the National and State Level since 2000-2001. The Award comprises Rs.25,000/- cash and a Citation at Central level and Rs.5000/- cash and a Citation at State level.

**e) Promotional Avenues**

47. The Committee have been informed that the States have been requested to recruit at least 25% of Supervisors under ICDS Scheme from AWWs with 10 year’s

experience and at least 25% of of AWWs from among Anganwadi Helpers who have put in 10 years of service.

48. When asked how many AWWs have so far been recruited as Supervisors/AWWs during the last three years State-wise, the Ministry in a written reply stated as under:

“States/UTs have been requested to provide the same. So far, information has been received from 7 States/UTs.”

49. When the Committee desired to know about the vacancies available and the details about filling them, the Ministry of Women and Child Development replied as under:-

“Ministry has reviewed the vacancy position of ICDS functionaries with States/UTs on 28.10.2010. There are about 13,653 vacant posts of Supervisors, 88,893 honorary posts of AWWs lying vacant as on 30.9.2010. The delay in filling-up of vacancies are due to delay in issue of Administrative Sanction by the States/UTs, court cases and administrative and procedural delays at State/UT level.”

50. The Committee have also been informed that State Governments are requested to consider the services rendered by Anganwadi workers as an additional qualification for recruitment of Primary School Teachers , ANMS and other such village based posts.

51. When asked to furnish the state-wise details of Primary School Teachers, ANMs etc recruited during the last three years, the Ministry in a written reply stated as under:

“State -wise data is not available in the Ministry.”

**f) Retirement and pension benefits**

52. When asked about the retirement age and benefits as prescribed by States for AWWs, the Ministry in a written reply stated as under:

“As AWWs/AWHs are honorary workers under the ICDS Scheme, the Government of India has not prescribed any retirement age. However, it has

been left to the discretion of the States to decide the upper age limit for these functionaries. Recently, the States of Kerala, U.P. and M.P. have declared 60 years as the upper age limit of AWWs/AWHs. Apart from this, as per the information received from 31 States/UTs the upper age limit for AWWs and AWHs varies from 58 to 65 years. As regards benefits extended to them upon completion of their honorary service, Goa has a provision of giving lump sum financial assistance of Rs.1.00 lakhs and Rs.50,000/- to AWWs and AWHs respectively. Similarly, the State of Tamil Nadu has kept a provision of lump sum grant of Rs.50,000/- for AWWs/AWHs of Mini/AWCs and Rs.20,000/- for AWHs.”

53. Regarding the pension benefits made available to Anganwadi Workers and Anganwadi Helpers by the States, the Ministry stated as under:

“As per information received from 20 States/UTs, Govt. of Kerala has informed that benefits of pension scheme are made available to those Anganwadi Workers and Helpers who have completed 60 years of age, having 10 years service and who are members of the AWW’s and Helper’s Fund. AWWs will be paid Rs.500/- and AWHs will be paid Rs.300/- per month. Those AWWs and AWHs who have less than 10 years of service are eligible only for the amount they have remitted in the AWW’s and Helper’s Welfare Fund along with 11% interest and the State share. In case of pensioner’s death, the heir of the AWWs will get Rs.15,000 and that of AWHs will get Rs.10,000/- as one time ex-gratia. Govt. of Tamil Nadu has informed that Pension Scheme has been introduced w.e.f.15.9.2008 and AWWs/Mini-AWWs will get Rs.700/- per month and Anganwadi Helpers will get Rs.600-700/- per month. Govt. of Andhra Pradesh has informed that many AWWs are enrolled in YSR Abaya Hastam to get pension after they attain 60 years of age. Further details in this regard are still awaited.”

**g) Welfare Schemes by States**

54. When asked to furnish the details of Welfare schemes/Funds/Measures available for AWWs in various States and also whether the Central Government has any plan to set up a Central Welfare funds, the Ministry in a written reply stated as under:

“All the States/UTs were requested to set up Anganwadi Workers and Helpers Welfare Fund at the State/UT level out of the contribution from Workers/Helpers and State/ UT Governments.”

55. A statement indicating the details of the welfare measures taken by States & UTs are given at **Annexure V**.



## **h) Mini-Anganwadi Workers**

56. Regarding the concept of Mini Anganwadis, the Ministry of Women and Child Development in a written reply, stated as below:-

“As per the population norms, a Mini-Anganwadi Centre for Rural/Urban Project can be sanctioned for a habitation having a population of 150-400. For Tribal/Desert/Hilly and difficult areas, with a population of 150-300, one Mini-AWC can be sanctioned. The concept of Mini-AWC is therefore meant for areas where there is lesser population and fewer beneficiary children. The Mini-AWC is meant to ensure better outreach and coverage in difficult to reach areas. There is, therefore, no proposal for merging Mini-AWCs with AWCs.”

57. The Committee have observed that there is no helper in a Mini Anganwadi and the worker has to take care of the children all alone. At the same time these workers in Mini Anganwadis are paid only the wages of a helper which was Rs.750/- till April 1, 2011.

58. The Committee during the course of examination of the subject have observed that most of the Mini Anganwadis are located in the tribal areas and tribal women are working as Anganwadi workers. Tribal hamlets are usually situated very far off and they are working in very difficult circumstances. The Committee observed during evidence that the discrimination in the remuneration of Mini-Anganwadi Workers is without any justification as their work is not ‘mini’.

59. In response, the Secretary, Ministry of Women and Child Development submitted before the Committee as under:-

“.....the issue is about the mini anganwadis and there is difference in wages. That is the scheme today. I cannot say. A sum of Rs. 750 was sought to be given to the anganwadi helpers on the assumption that the work load would be less because the number of children would be less. But since you have made a point, we can look at it. We have not yet talked to the States and no State has told me that they need to pay higher. But since you have raised this issue, we can look into it. I can discuss and work it out. But as of now, the position is Rs. 750 is the wage equivalent to the anganwadi helper being given to them.”

## **i) Training Programmes for Anganwadi Workers**

60. When asked about the mode and duration of training given to Anganwadi Workers, the Ministry in a written reply stated as under:

“The following types of training are imparted to AWWs through the State based Anganwadi Workers Training Centres (AWTCs):

Type of training	Frequency	Duration
Job Training	Once in entire service	32 days (26 working days)
Refresher Training	Once in every two years	7 days (5 working days)

Apart from the above, those AWWs who on their engagement cannot be deputed for job training course are given a 6 days-Induction Training in order to operationalise the AWCs.”

61. When asked whether any pre-school teaching training is given to Anganwadi Workers to strengthen the pre-school component, the Ministry replied as under:-

“Four training days in the Job Training Course for Anganwadi Workers are devoted to pre-school teaching training and Early Childhood Care & Development. The training covers a wide range of subjects like Child Development, Early Childhood Care and Education, Activities for Early Childhood Stimulation, Importance of pre-school Education, Activities for Cognitive Development of Children, Language Development of Children, Psycho-social Development of Children, Nature Walk, Development of Creative, Common Behavioural Problems among Children Organization and Arrangement of AWC for pre-school Education, Preparation and use of Low Cost PSE material, Planning and Organisation of PSE Programme at AWC etc.”

62. When asked about the number of Anganwadi Workers given training during the last three years and the effect of the training on the Anganwadi Workers, the Ministry in a written reply stated as under:

“Details of training of AWWs during last three years are as under:

Type of Training	2007-08	2008-09	2009-10*
Job Training	89,666	82,941	66,532
Refresher Training	121,596	123,435	1,17,445

\*As on 31.3.2010”

63. When asked about the training facilities for AWWs, the Ministry replied as under:

“Training to Anganwadi Workers is imparted through the Anganwadi Workers’ Training Centres (AWTCs) run either by the State Governments or NGOs identified by the States. There are presently 514 AWTCs in the country and all of them are operational as on 30 June 2010. Both Job training and Refresher

training are imparted to them. Better performing states with respect to either Job or Refresher Training of AWWs during 2009-10 are Andhra Pradesh, Assam, Bihar, Chhattisgarh, Gujarat, Haryana, Jharkhand, Karnataka, Kerala, H.P, Maharashtra, Meghalaya, Manipur, Nagaland, Orissa, Punjab, Sikkim, Tamil Nadu, Uttar Pradesh, Uttarakhand, West Bengal and Delhi. Performance of the remaining States was below the national average.”

64. When asked whether the existing job training and refresher training is adequate to equip the Anganwadi Workers with the requirements of the job, the Ministry in a written reply stated as under:

“The curriculum/syllabus being followed presently for job and refresher training courses have been prescribed/revised to enable Anganwadi Workers to effectively perform their job responsibilities. However, the course contents, for job as well as refresher training, are reviewed from time to time with a view to incorporate new ideas/skills so as to meet the needs of changing times.”

**j) Grievance Redressal Mechanism**

65. When asked about the availability of the Grievance Redressal Mechanism to AWWs at State level, the Ministry in a written reply informed as follows:

“Recognizing the key role of the AWWs and AWHs, States/UTs were requested to set up Grievances Redressal Machinery at the State/UT and Districts level for prompt redressal of their grievances and day to day problems.” (State-wise details of Grievance Redressal Committee set up at State & District level are given at **Annexure- VI.**)

66. On being asked whether any awareness campaign has been made, the Ministry informed in a written reply as follows:

“These are State specific. All the States/UTs have been requested to furnish the requisite information.”

**D. MONITORING MECHANISM**

67. The Committee have been informed that a clear cut monitoring mechanism is available at State/District levels to assess the implementation of the Anganwadi Scheme and the performance of Anganwadi Workers. In addition, the physical progress of implementation of ICDS Scheme is also reviewed by the Government from

time to time. Government has prescribed progress reports formats at project/ block and State level. The details furnished in a reply by the Ministry are as under:-

#### “State/ District Level

Various quantitative inputs captured through CDPO's Monthly Progress Reports (MPR)/ Half Yearly Progress Reports (HPR) are compiled at the State level for all Projects in the State. The CDPO MPR/ HPR capture information on number of operational anganwadis/ mini-AWCs, beneficiaries for supplementary nutrition and pre-school education, nutritional status of children and vacancy position of ICDS functionaries etc. At block level, Child Development Project Officer (CDPO) is the in-charge of an ICDS Project. At block level, CDPO's MPR and HPR have been prescribed. These CDPO's MPR/ HPR formats have one-to-one correspondence with AWW's MPR/ HPR. CDPO's MPR consists vacancy position of ICDS functionaries at block and AWC levels. At block level, no technical post of officials have been sanctioned under the scheme for monitoring. However, one post of statistical Assistant./ Assistant is sanctioned at block level to consolidate the MPR/ HPR data. In between CDPO and AWW, there exist a supervisor who is required to supervise 25 AWC on an average. CDPO is required to send these Monthly Progress Report (MPR) by 7<sup>th</sup> day of following month to State Government. Similarly, CDPO is required to send Half-yearly Progress Report (HPR) to State Government by 7<sup>th</sup> April and 7<sup>th</sup> October every year.

#### Village Level (Anganwadi Level)

At the grass-root level, delivery of various services to target groups is given at the Anganwadi Centre (AWC). An AWC is managed by an honorary Anganwadi Worker (AWW) and an honorary anganwadi helper (AWH). In the existing Management Information System, records and registers are prescribed at the anganwadi level i.e. at village level. The Monthly and Half-yearly Progress Reports of Anganwadi Worker's have also been prescribed. The monthly progress report of AWW capture information on population details, births and deaths of children, maternal deaths, no. of children attended AWC for supplementary nutrition and pre-school education, nutritional status of children by weight for age, information on nutrition and health education and home visits by AWW. Similarly, AWW's Half yearly Progress Report capture data on literacy standard of AWW, training details of AWW, increase/ decrease in weight of children, details on space for storing ration at AWC, availability of health cards, availability of registers, availability of growth charts etc. AWW is required to send these Monthly Progress Report (MPR) by 5<sup>th</sup> day of following month to CDPO' In-charge of an ICDS Project. Similarly, AWW is required to send Half-yearly Progress Report (HPR) to CDPO by 5<sup>th</sup> April and 5<sup>th</sup> October every year.”

68. When further enquired whether any irregularities were noticed during the monitoring, the Ministry in a written reply stated as follows:

“The existing MIS on ICDS Scheme do not capture this information at Central level.”

69. On being asked to furnish the details of the best performing State and least performing State, year-wise during the last three years, the Ministry furnished, *inter-alia*, as follows:

“There is no such evaluation on ICDS Scheme available with States about the best performing State and least performing State on the implementation of the ICDS Scheme.”

## **E. INFRASTRUCTURE**

70. Regarding the infrastructure available at Anganwadi Centres, the Ministry in a written reply stated as under:

“With regard to provision of Anganwadi Buildings and Drinking Water and Sanitation facilities at the AWCs, it is submitted that the ICDS Scheme was designed as a community based outreach programme, there is no provision for construction of Anganwadi Buildings except in North East States. In areas where public buildings are not available, there is provision under the Scheme for hiring of accommodation. However, the States/UTs have been constructing AWCs through the years using various available sources like schemes of other Ministries such as Backward Regions Grant Fund (BRGF), Members of Parliament Local Area Development Scheme (MPLADS), Members of Legislative Assembly Local Area Development Scheme (MLALADS), and Rural Infrastructure Development Fund (RIDF) & Panchayati Raj Institutions (PRI). Drinking water and sanitation facilities are being provided in convergence with the Schemes of the Department of Drinking Water Supply under the National Rural Drinking Water Programme (NRDWP) and the Total Sanitation Campaign (TSC). Such convergence has been advocated from Central and State levels. A joint letter under the signatures of Secretary, WCD and Secretary, Department of Drinking Water Supply was issued to all the States/UTs on 10.2.2010 advising the States/UTs to create synergies at different levels to further the objectives of TSC and ICDS.

More recently, to facilitate and to augment convergence between the ICDS and TSC, the Ministry has also issued a letter to the Secretaries in charge of ICDS in all States/UTs urging them to utilize the TSC funds for construction of Baby Friendly Toilets in AWCs operating out of Govt. buildings and also in private buildings by utilizing the revolving fund component under the TSC. The Ministry of Rural Development has also been addressed to provide potable water at the AWCs under the Rajiv Gandhi Drinking Water Mission.

Review Meetings on ICDS were held with State Governments in December 2009, June and October 2010 during which, infrastructure facilities at

AWC was also discussed. As per the information received, the position of infrastructure availability at AWCs indicate that for 10,47,395 AWCs in 32 States/UTs. It is true that many AWCs lack basic amenities/facilities like own pucca buildings, drinking water facilities, child friendly toilets, etc. Details are:

- 80.13% AWCs are running from pucca buildings including rented AWC buildings;
  - 37.47% AWCs/Mini-AWCs are running from rented buildings (pucca & kutcha);
  - 51.87% AWCs have drinking water facilities;
  - 41.54% AWCs have toilet facilities;
  - 25.71% AWCs have separate kitchen.
- The ICDS Scheme does not provide for construction of AWC buildings except in the North Eastern States. Out of 55281 sanctioned AWCs buildings in the North Eastern Region, 31629 AWCs buildings have been constructed so far.
  - Construction of AWCs is done by State Governments/UTs out of their funds and also in convergence with other Central Government schemes.
  - State Governments have asked for funds for construction of AWCs.

Ministry of WCD has requested the 13<sup>th</sup> Finance Commission to make a provision for the construction of Anganwadi Centres. The 13<sup>th</sup> Finance Commission has recommended construction of AWCs with an estimated cost of Rs.1982 crore in six States namely Chhattisgarh (Rs.150 crore), Jharkhand (Rs.432 crore), Madhya Pradesh (Rs.400 crore), Maharashtra (Rs.300 crore), Orissa (Rs.400 crore) and West Bengal (Rs.300 crore). States/UTs have been requested to tap funds for construction of AWCs in convergence with various Schemes namely, MPLADS, MLALADS, BRGF/PRI, RIDF, MSDP, TD, NREGA, State Plan etc. About 10% AWC buildings have been constructed with assistance from various schemes as indicated above.”

71. When asked to furnish the break up of the Anganwadis running in Government owned buildings, rented places, community schools, Panchayat buildings and others, the Secretary, Ministry of Women and Child Development during the course of evidence deposed as under:

“According to the information we have got about 10.31 lakh Anganwadis of which 28 per cent are in Government owned buildings, about 37.5 per cent are in rented places, we have about 19 per cent in community schools, we have 4 per cent in Panchayat buildings and the balance about 10 per cent in other buildings. .... About 80 per cent of Anganwadis today are in pucca structures and about 20 per cent are in non-pucca structures.”

72. To a pointed question whether the Government has proposed to acquire land exclusively for construction of Anganwadis, the Ministry stated as under:

“There is no such proposal. As the ICDS was designed as a community based outreach programme, there is no provision for construction of Anganwadi Buildings except in North East States. Today, the Anganwadi Centre Building appears to be weakest component of the ICDS infrastructure.....”

## Observations/Recommendations of the Committee

### (Recommendation No.1)

#### **UNIVERSALISATION OF ICDS SCHEME**

73. The Committee note that the Integrated Child Development Services (ICDS) Scheme, a centrally sponsored programme is the world's largest and unique community based outreach programme which offers a package of health, nutrition and education services to children below 6 years and pregnant/nursing mothers. Launched in 1975 in 33 Projects in the Community Development Blocks and 4891 Anganwadi Centres (AWCs) on a pilot basis, the scheme, over 36 years of its operation has expanded tremendously to cover all development blocks and major slums in the country. However, the coverage of ICDS till IX Plan was just about 42% of the 14 lakh habitations. With a view to universalizing the scheme, the Hon'ble Supreme Court of India has directed the Government of India to sanction and operationalize a minimum of 14 lakh Anganwadi Centres (AWCs) in a phased and even manner. The Committee find that in order to comply with the directions of the Hon'ble Supreme Court and to fulfill the commitment to universalise the scheme, rigorous expansion has been undertaken in three phases since 2005-06 to cover all habitations including SC/ST and minority across the country. However, the Committee note with concern that till date only 12.42 lakh AWCs/Mini-AWCs could be made operational out of the targeted 14 lakh. Delay in administrative sanction by States, court cases, delay in filling up of vacancies, procedural delay at State level, etc. have been cited as the reasons for the lapse in achieving the target. In the opinion of the Committee, the universalisation and effective implementation of ICDS only could realize the commitment towards children and women. Hence, they recommend that the Government should make concerted efforts to universalize ICDS at the earliest and thus honour the direction of the Hon'ble Supreme Court. While setting up new Anganwadi Centres, care should be taken to avoid multiplicity in one area, neglecting areas that are lacking in Anganwadis.



**(Recommendation No.2)**

**NEED TO COVER CHILDREN IN 0-3 AGE GROUP THROUGH ANGANWADI-CUM-CRECHES**

74. The Committee find that despite robust economic growth, our country's record in terms of health/nutritional status of children is not that promising. Though, there has been significant decline over the years in infant mortality rate, the problem of malnutrition among children casts a shadow over such claims. The Committee, therefore, feel that the need of the hour is to address this issue with total commitment. Though, ICDS is the flagship programme for the holistic development of children between 0-6 age group, the Committee find with dismay that only 7.5 crore children out of the total 15.78 crore of eligible children have so far been covered under the scheme. Out of about 55% of children who are yet to be covered, a good number may be in the age group of 0-3 as there is no infrastructure to cater to them in the Anganwadis other than the provision for takehome ration. However, the Committee desire that the children in the 0-3 age group from disadvantaged section also should be brought to Anganwadis by converting them to Anganwadi-cum-creches with appropriate social and physical infrastructure. This would not only help address the issue of malnutrition but also the pressing need of a large number of women working in the unorganized sector for a crèche like facility to leave their children below 3 years while going out for work. The Committee also note that the availability of an anganwadi-cum -creche would prove to be a blessing for the girl child in the family who in the absence of such a facility is normally put to sibling care and household work neglecting her schooling.

**(Recommendation No.3)**

**NEED TO ASSESS THE WORKLOAD OF AWWs**

75. The Committee note that Anganwadi Workers and Helpers are the grassroot level functionaries under ICDS. They are envisaged as honorary workers from the local community who render their services for about 4-5 hours a day. Being a liaison between the people of her village and the health services, she has been assigned an array of functions right from organising non-formal

pre-school activities in the anganwadi for children in the age group of 3-6 years to providing health and nutritional education to young girls and pregnant/lactating mothers. Further, she has to weigh each child every month, record the weight graphically on the growth card, use referral card for referring cases of mothers/children to the sub-centre /PHC, carry out a quick survey of all the families especially mothers and children, organise supplementary nutrition feeding for children and expectant/nursing mothers to name a few, out of the 21 responsibilities assigned to her. The Committee find it humanely impossible to perform the expected jobs within the stipulated time of 4-5 hours a day. Though the Ministry has asserted that all the 21 delineated functions are not being performed concurrently on a daily basis, the Committee find that there is huge workload on them. During the interactions the Committee had with the anganwadi workers, it was brought to their notice that in addition to the tasks assigned under ICDS, these workers are also expected to carry out non ICDS work including census survey, election duties, etc. The Committee note with concern that every rural based programme in the country today is put on the fragile shoulders of the AWWs/AWHs. To make matters worse, some States take work from them even without paying extra or with very nominal payment. The Committee, therefore, desire that Ministry of Women and Child Development should take up the matter with the States and direct them not to assign non ICDS work to Anganwadi Workers. At the same time, a systematic survey should be conducted to assess the present workload and the adequacy or inadequacy of the incentives stipulated for services rendered by them. The Committee also feel that there is a need to revise the existing population norms realistically, especially in SC/ST habitations.

(Recommendation No.4)

#### **NEED FOR DELINEATION OF DUTIES OF AWWs, ASHAs AND ANMs**

76. The Committee note that a host of responsibilities of Anganwadi Workers (AWWs), Auxiliary Nursing Midwives (ANMs) and Accredited Social Health Activists (ASHAs) overlap thereby leading to a conflict of interests among these three groups. In this regard, the Ministry of Women and Child Development informed the Committee that out of the six services viz. supplementary nutrition, pre-school non-formal education, nutrition & health education, immunization,

health check-up, and referral services offered by ICDS, the latter three services are delivered through the Public Health System of the Ministry of Health & Family Welfare and hence, the convergence with Health is inbuilt and integral to the ICDS Scheme. It has further been submitted that the role of these grass-roots functionaries i.e. AWWs, ASHAs and ANMs has been delineated jointly by these Ministries. In this regard, the Committee are of the considered view that any conflict of interest among AWWs, ASHAs and ANMs is not only detrimental to the performance of these functionaries but also quite demotivating. The Committee, therefore, recommend that both the Ministries should work in tandem in delineating the duties and responsibilities of the said groups without any overlap, especially the activities which are incentivized, ensuring total clarity by removing confusion or misunderstanding.

**(Recommendation No.5)**

#### **GUIDELINES FOR SELECTION COMMITTEE**

77. The Committee have been informed that the Government of India has issued guidelines to States with regard to selection of Anganwadi Workers and the composition of the Selection Committee. As per the directions, the AWW should be a lady from the local village in the age bracket of 18-44 years and the selection may be made by a committee consisting of the District Social Welfare Officer, the Block Development Officer, the Child Development Programme Officer, the Medical Officer of the Primary Health Centre, the President of the Taluka Panchayat /Block Advisory Committee, the district representative of the State Social Welfare Advisory Board and any other non-official which the State Government may consider appropriate. However, the Committee note that some States have included the Members of the Legislative Assemblies in the Selection Committees as there is a provision for inclusion of a non-official in the committee. As per a clarification of the Ministry, this provision is actually meant for inclusion of experts, non-governmental organizations, SCs/STs/minority groups, etc. The Committee are of the view that the ambiguities in the guidelines have led to such misinterpretations and hence they recommend that these ambiguities should be removed forthwith to ensure proper compliance of the

guidelines by the States concerned. The Committee also recommend that since AWWs/AWHs are only women, provision for inclusion of at least one woman representative of the 'Mother's Committee' should be made in the Selection Committee. While selecting Anganwadi Workers, adequate representation of SCs/STs and minorities should also be ensured, especially in SC/ST habitations.

**(Recommendation No.6)**

**NEED FOR MINIMUM EDUCATIONAL QUALIFICATION FOR AWWs/AWHs**

78. The Committee note that no minimum educational qualification has been prescribed by Government of India for Anganwadi Workers and Helpers though they are expected to perform a wide range of functions. Pre-primary education, maintenance of records of compliance, reports of various financial and feeding norms, etc are amongst the varied responsibilities assigned to them. Moreover, ICDS aims at universal coverage to all areas/habitations, including SC/ST/minority habitations at the earliest. In view of the expansion and inclusion of multifarious activities in the ambit of the scheme, the Committee feel that it is high time to prescribe a minimum educational qualification for AWWs/AWHs. In this regard, the Government may get a study conducted on the educational profile of the Anganwadi Workers and Helpers in the country and work out minimum educational qualification for AWWs/AWHs in rural/urban/tribal areas separately in the light of the revelations from the study. However, the Committee suggest that in future a minimum educational qualification of 10<sup>th</sup> standard for AWWs and 8<sup>th</sup> class for AWHs may be fixed for urban/rural areas so that the designated objectives of the flagship programme of the country may be achieved in the right earnest.

**(Recommendation No.7)**

**PERIODICAL REVIEW AND REVISION OF HONORARIA**

79. Anganwadi Workers and Helpers, being honorary workers are paid monthly honoraria as decided by the Central Government from time to time. In addition to the honoraria paid by the Central Government, many States/Union Territories also give monetary incentives to these workers out of their own

resources. The Committee are happy to note that the Government of India has doubled their honoraria with effect from 1<sup>st</sup> April, 2011 i.e. to Rs. 3000/- and Rs. 1500/- from Rs. 1500/- and Rs. 750/- for AWWs/AWHs respectively. However, the Committee note that it took 36 years and seven revisions for the honoraria to reach the current figures. This has happened because of not having a definite procedure/methodology for effecting the revisions. The Committee are of the strong view that the valuable services rendered by AWWs/AWHs to the children in this country need to be recognized and their motivation levels need to be boosted continually. The Committee, therefore, recommend that a mechanism should be evolved for periodic review/revision of their honoraria and benefits like yearly increments and dearness allowance linked with consumer price index should be worked out. The Committee also desire that the Ministry should ensure that whatever additional honoraria being paid to the AWWs/AWHs by States as of now is not discontinued by them in view of the revision announced by the Centre.

(Recommendation No.8)

#### **INSURANCE COVER TO AWWs/AWHs**

80. The Committee have been informed that all Anganwadi Workers/Helpers stand covered under the “Anganwadi Karyakartri Bima Yojana w.e.f. 1.4.2004 under Life Insurance Corporation’s Social Security Scheme. Under this Scheme, ex-gratia of Rs. 30,000/- and Rs. 75,000/- respectively is given to the family members in the event of natural and accidental death of the anganwadis worker/helper. The Committee, while appreciating the efforts of the Government in insuring the lives of Anganwadi workers/helpers desire that the Government should take it up with Life Insurance Corporation of India (LIC) to double the coverage and the extra premium, if any, should be shared between the Government and the LIC. The Committee further notice that these AWWs/AWHs are not extended any health coverage under any scheme. They strongly feel that providing some ex-gratia on eventualities like death, disability or critical illness will not suffice and what really matters is the concern towards the day-to-day health issues of these workers. The Committee, therefore, recommend that either the coverage of some health insurance scheme or ESI benefits should be

extended to all AWWs/AWHs. If need be, ESI Act should be amended to include them under its ambit.

**(Recommendation No.9)**

#### **FILLING UP OF VACANT POSTS**

81. The Committee have been informed that 25% of Supervisors and Anganwadi Workers are supposed to be recruited from AWWs and AWHs respectively who have put in at least 10 years of service. However, the Committee are surprised to note that only a handful of States could furnish information in this regard. With respect to vacancies of ICDS functionaries, the Committee have been informed that about 13,653 vacant posts of supervisors and 88,893 posts of AWWs are lying vacant as on 30<sup>th</sup> September, 2010. The delay has been attributed to the issues of administrative sanctions by States/UTs, court cases and procedural delays. The Committee while deploring the sorry state of affairs in this regard recommend that urgent steps should be taken to get the vacant posts filled immediately and in the process, due consideration should be given to the eligible AWWs/AWHs.

**(Recommendation No.10)**

#### **UNIFORM RETIREMENT AGE ACROSS STATES**

82. The Committee have been informed that under the ICDS scheme, the Government of India has not prescribed any retirement age for AWWs/AWHs as they are honorary workers and has left it to the discretion of the States. In the absence of any guidelines in this regard, it is observed that the upper age limit for them varies between 58 years to 65 years in various States. The Committee strongly believe that for the successful functioning of the Anganwadis, the functionaries should be physically fit and active and there should be uniformity in their retirement age. The Committee, therefore, recommend that the retirement age of the Anganwadi workers and helpers should be kept at 60 and all the States should be given instructions in this regard.

**(Recommendation No.11)**

**PENSION AND OTHER BENEFITS TO AWWs/AWHs**

83. The Committee further note that only three States i.e. Kerala, Tamil Nadu and Andhra Pradesh have devised the provision for extending pension benefits to Anganwadi Workers and Helpers. Government of Kerala is giving Rs.500/- and Rs.300/- per month as pension to those Anganwadi Workers and Helpers who have completed 60 years of age and have put up 10 years of service. While Government of Tamil Nadu has introduced a pension scheme w.e.f.15.9.2008 providing for Rs.700/- per month to AWWs/Mini-AWWs and Rs.600-700 per month for Anganwadi Helpers, the Government of Andhra Pradesh has enrolled many AWWs in YSR Abaya Hastam which gives them pension after 60 years. While appreciating the concern of the above States towards a set of workers for their all encompassing care for the children of their States, the Committee regret to note the indifference of the Central Government towards extending any type of retirement benefits to AWWs/AWHs, be it in the form of pension or in the form of lump sum. As these workers are the backbone of a sustainable support system in the care of children and women belonging to under-privileged sections, the Committee recommend that the Ministry of Women and Child Development should either provide a lump sum as parting gift to AWWs/AWHs when they retire or should work out with Pension Fund Regulatory and Development Authority the modalities of extending pension benefits to the Anganwadi workers and helpers. For this purpose, the Central Government should set up a special national Fund with adequate allocation.

**(Recommendation No.12)**

**NEED TO TREAT MINI-ANGANWADI WORKERS AT PAR WITH ANGANWADI WORKERS**

84. The Committee find that Mini-Anganwadis are sanctioned for small hamlets/habitations having less population, i.e. about 150-400 in rural/urban areas and 150-300 in tribal areas. Accordingly, lesser number of children, i.e. about 20-25 are expected to avail the services at these mini anganwadis. The Committee find that most of the mini anganwadis are located in tribal areas and tribal women are mainly working here as workers. The tribal hamlets are

situated in far off places and hence they are working in very difficult circumstances. However, the Committee note with surprise that the workers in these mini anganwadis are paid only the wages of a helper. Since, there is no provision for a helper in a mini anganwadi, they are supposed to perform the duties of the helper also. As the work of the mini anganwadi worker is not at all 'mini', the Committee find no justification in the discrimination of the remuneration given to them. The Committee, therefore, recommend that all Mini Anganwadi Centres should be converted into regular Anganwadi Centres and the anganwadi workers here should be paid at par with those working in regular anganwadis. The Committee also recommend posting of helpers in these anganwadis at the earliest for their smooth functioning.

**(Recommendation No.13)**

**NEED FOR COMPREHENSIVE TRAINING**

85. The Committee have been informed that AWWs are given job training for 26 working days once in their entire service and refresher training for 5 days once in two years. In the job training, 4 days are devoted to pre-school teaching training and early child care and development. Training is imparted to them through the Anganwadi Workers' Training Centres (AWTCs) run either by the State Government or NGOs identified by the States. Though job training /refresher training is given to almost all anganwadi workers and the performance in this regard is pretty good in almost all States, the Committee are of the view that the training should be more comprehensive and continuous. It should equip them to lay the foundation for proper psychological, physical and social development of the child and enhance the capability of the mother to look after the health and nutritional needs of the child. The Committee, therefore, recommend that the pre-school teaching and early childhood care & development module should be more elaborate and comprehensive. The Committee desire that atleast 10 days in the job training should be devoted to this module. Due care should also be taken for evolving the curriculum and course content for the job as well as refresher training for AWWs and AWHs. In this regard, the Committee suggest that inputs may be obtained from the experience of best performing States.



**(Recommendation No.14)**

**GRIEVANCE REDRESSAL MECHANISM**

86. The Committee have been informed that all the States/UTs were requested to set up Grievances Redressal Machinery at the State/UT and Districts level for prompt redressal of the grievances and day to day problems of AWWs and AWHs. The Committee are, however, constrained to note that there are still a number of States which have neither yet set up any Grievance Redressal Machinery at State and District levels nor showed any courtesy in supplying such information to the Ministry of Women and Child Development. The Committee take exception to the callous attitude of these States. The Committee feel that AWWs/AWHs who play a pivotal role in the implementation of integrated child care programmes should be facilitated with a congenial and cordial working atmosphere. To ensure this, grievance redressal mechanism across the country should be put in place without fail. The Committee, therefore, recommend that all States/UTs should be instructed to set up grievance redressal mechanism both at their State and district levels at the earliest under intimation to this Committee.

**(Recommendation No.15)**

**MONITORING AND EVALUATION OF ICDS**

87. The Committee have been informed that a clear cut monitoring mechanism is available at the State/District/village/Anganwadi levels to assess the implementation of ICDS and the performance of Anganwadi Workers/Helpers. In addition, the physical progress of the implementation of the ICDS scheme is also reviewed by the Government of India from time to time. Monthly and half yearly progress reports prepared by the Child Development Project Officers (CDPOs) for all projects are compiled at the State level. These reports are stated to capture information on operational anganwadi/mini-anganwadis, beneficiaries of supplementary nutrition, pre-school education, nutritional status of children, population details, birth and death of children, maternal death, literacy, training details of AWWs, etc. Besides getting evaluation studies done by various institutes, occasional field visits are also undertaken by the Central Ministry. However, the Committee during examination

of the subject have observed that monitoring and evaluation is a weak link in the implementation of ICDS programme. As continuous monitoring and evaluation is the best way to strengthen any programme, the Committee desire that all loose ends in terms of collecting data from all levels should be tightened. Supervisors and CDPOs, through effective supervision should ensure accountability for performance of AWWs and AWHs. Further, the Committee note that the existing Management Information System on ICDS Scheme do not capture many vital information regarding irregularities, impact of the Scheme, representation of SCs/STs/minorities in the Anganwadi system, performance of States, etc. In the light of the lapses noticed in the existing information system, the Committee also recommend that focused attention should be given in creating a comprehensive data bank duly reflecting all the aspects of ICDS Scheme.

**(Recommendation No.16)**

**NEED TO IMPROVE INFRASTRUCTURE**

88. The Committee find that a large number of Anganwadis in the country lack basic infrastructure facilities like pucca buildings, drinking water facilities, child friendly toilets, etc. Out of the 80 per cent of Anganwadis which are stated to be running in pucca structures, only 28 per cent are in Government owned buildings. In this regard, the Committee have been told that under the ICDS Scheme, there is no provision for construction of Anganwadi Buildings except in North East States. However, Anganwadi Centres are being constructed by State Governments/UTs out of their own funds and also in convergence with other Central Government schemes such as Backward Region Grant Fund (BRGF), Members of Parliament Local Area Development Scheme (MPLADS), Members of Legislative Assembly Local Area Development Scheme (MLALADS), and Rural Infrastructure Development Fund (RIDF) & Panchayati Raj Institutions (PRIs). The Committee are further perturbed to find that about 48 per cent of Anganwadis do not have drinking water facilities, 58 per cent function without toilets and about 74 per cent do not have separate kitchen. In view of these statistics, the Committee are constrained to deplore the lackadaisical attitude of the Government towards child development and recommend that all out efforts

should be taken on war footing to ensure basic infrastructure facilities at Anganwadi Centres, especially requirements like potable drinking water and toilets. A study/survey regarding infrastructure facilities available at these centres should immediately be taken up by the Government. The Committee also find that the Ministry of Women and Child Development has requested 13<sup>th</sup> Finance Commission to make provision for construction of AWCs in some States. As better quality services can be delivered from AWCs located in own premises, the Committee desire that the matter may be pursued vigorously and meticulously towards its realization.

NEW DELHI;  
26<sup>th</sup> May , 2010  
12 Jyaistha,1933 (Saka)

SMT.CHANDRESH KUMARI,  
CHAIRPERSON,  
COMMITTEE ON EMPOWERMENT OF WOMEN.

<b>Statewise number of sanctioned, operational ICDS Projects and anganwadi centres (AWCs) and number of beneficiaries (children 6 months- 6 years and pregnant &amp; lactating mothers (P&amp;LM)) under ICDS Scheme as on 31.12.2010</b>													
Sl. No.	State/UT	No. of ICDS Projects		No. of Anganwadi Centres		Beneficiaries for Supplementary Nutrition					Beneficiaries for Pre-school Education		
		Sanctioned	Operational	Sanctioned	Operational	Children (6 months – 3 yrs.)	Children (3 - 6 years)	Total Children (6 months - 6 years)	Pregnant & lactating Mothers (P&LM)	Total Beneficiaries (Children 6 mo-6 years plus P&LM)	Boys (3 - 6 years)	Girls (3 - 6 years)	Total (3 - 6 years)
1	Andhra Pradesh	387	387	91307	80709	2285984	1771466	4057450	1152160	5209610	848702	853559	1702261
2	Arunachal Pradesh	98	93	6225	6028	114966	109825	224791	29290	254081	54188	54463	108651
3	Assam	231	231	62153	55642	1175670	1232548	2408218	490967	2899185	826834	756794	1583628
4	Bihar	545	544	91968	80211	1786099	1721778	3507877	710378	4218255	981475	955923	1937398
5	Chhattisgarh	220	163	64390	34646	1083933	827143	1911076	459265	2370341	502856	512173	1015029
6	Goa	11	11	1262	1258	30402	18525	48927	13099	62026	9168	9148	18316
7	Gujarat	336	336	50226	48617	1601044	1288810	2889854	682514	3572368	656225	632585	1288810
8	Haryana	148	137	25699	17445	566570	347904	914474	272104	1186578	182948	164956	347904
9	Himachal Pradesh	78	78	18925	18352	254414	161332	415746	99793	515539	77913	75760	153673
10	Jammu & Kashmir	141	141	28577	25793	231116	179921	411037	98911	509948	116548	101805	218353
11	Jharkhand	204	204	38296	38310	1337196	1271426	2608622	734553	3343175	647801	704730	1352531
12	Karnataka	185	185	63377	63306	1892393	1615869	3508262	861430	4369692	822849	841226	1664075
13	Kerala	258	258	33115	32928	526717	413962	940679	192962	1133641	230276	202528	432804
14	Madhya Pradesh	453	453	90999	90999	3511006	3106816	6617822	1485581	8103403	1556243	1499033	3055276
15	Maharashtra	553	553	110486	106231	2358679	2878821	5237500	898244	6135744	1527527	1411208	2938735
16	Manipur	42	42	11510	9883	158777	156752	315529	54810	370339	79501	77251	156752

Sl. No.	State/UT	No. of ICDS Projects		No. of Anganwadi Centres		Beneficiaries for Supplementary Nutrition					Beneficiaries for Pre-school Education		
		Sanctioned	Operational	Sanctioned	Operational	Children (6 months – 3 yrs.)	Children (3 - 6 years)	Total Children (6 months - 6 years)	Pregnant & lactating Mothers (P&LM)	Total Beneficiaries (Children 6 mo-6 years plus P&LM)	Boys (3 - 6 years)	Girls (3 - 6 years)	Total (3 - 6 years)
18	Mizoram	27	27	1980	1980	71978	57375	129353	33760	163113	29557	28163	57720
19	Nagaland	59	59	3455	3455	150561	155152	305713	53770	359483	77011	77018	154029
20	Orissa	338	326	72873	69572	2093040	2181887	4274927	823441	5098368	787631	757477	1545108
21	Punjab	154	154	26656	26656	595281	539108	1134389	313625	1448014	283344	255764	539108
22	Rajasthan	304	304	61119	57268	1626438	1113385	2739823	790640	3530463	582231	566441	1148672
23	Sikkim	13	13	1233	1157	19528	13582	33110	6483	39593	6692	6924	13616
24	Tamil Nadu	434	434	54439	54439	1283109	1136778	2419887	523491	2943378	571146	565632	1136778
25	Tripura	56	56	9906	9906	131811	151363	283174	79840	363014	83303	75615	158918
26	Uttar Pradesh	897	897	187517	170230	10860815	9225690	20086505	4553373	24639878	4816144	4422779	9238923
27	Uttarakhand	105	105	23159	11677	0	138701	138701	0	138701	72995	73852	146847
28	West Bengal	576	414	117170	111054	3264866	3210500	6475366	1149867	7625233	1566750	1511177	3077927
29	A & N Islands	5	5	720	697	9564	6176	15740	3534	19274	3158	3018	6176
30	Chandigarh	3	3	500	420	21679	16395	38074	8082	46156	8097	8298	16395
31	Delhi	95	55	11150	6606	369552	238405	607957	113784	721741	12252	115853	128105
32	Dadra & N Haveli	2	2	267	267	8453	6677	15130	2941	18071	3314	3363	6677
33	Daman & Diu	2	2	107	102	3854	3091	6945	1468	8413	1504	1587	3091
34	Lakshadweep	9	1	107	107	6468	1944	8412	1873	10285	681	692	1373
35	Puducherry	5	5	788	688	22277	2447	24724	8798	33522	1156	1141	2297
	<b>All India</b>	<b>7015</b>	<b>6719</b>	<b>1366776</b>	<b>1241749</b>	<b>39615907</b>	<b>35487071</b>	<b>75102978</b>	<b>16762402</b>	<b>91865380</b>	<b>18101413</b>	<b>17400724</b>	<b>35502137</b>

\* Based on State level consolidated report sent by State Government and information sent in templates by State Governments/ UT Administration.

SL. NO.	NAME OF THE STATES/UTs	SL. NO.	COMPOSITION OF THE SELECTION COMMITTEE FOR THE APPOINTMENT OF ANGANWADI WORKERS & ANGANWADI HELPERS
1	ARUNACHAL PRADESH	1	CDPO – Chairman
		2	Medical Officer – Member
		3	Mla/Gram Panchayat - Member
		4	Supervisor/EO(WCS/Gramsevika-Member
2	ASSAM	1	District Social Welfare Officer – Chairperson
		2	Child Dev. Project Officer – Member Secretary
		3	Sr. Most Medical Officer Of Public Health Centre- Member
		4	District Employment Officer – Member
		5	Distt. Rep. Of State Social Welfare Board – Member
		6	Non-Official Member From Ngo Working For Women & Child Welfare Nominated By Director Social Welfare Assam
3	ANDAMAN & NICOBAR ISLANDS	1	Pramukh Of Concerned Block-Chairperson
		2	Pradhan Of Concerned Gram Panchayat – Member
		3	Area Block Development Officer - Member
		4	Area Medical Officer-Member
		5	Child Development Project Officer - Member
4	ANDHRA PRADESH	1	District Collector/Chairperson-Dw&Cda-Chairperson-Chairperson
		2	Local Mla-Member
		3	Dm & Ho/Addl.Dml & Ho - Member
		4	Cdpo Of Concerned Icds Project - Member
		5.	Project Director Dw& Cda - Member Convenor
5	BIHAR	<b>FOR RURAL AREAS</b>	
		1	Mukhia Of Concerned Panchayat – Chairperson
		2	Dy. Mukhia Of Concerned Panchayat – Vice Chairperson
		3	Cdpo/Officer Nominated By District Magistrate (Presence Is Mandatory) – Special Invitee
		4	Ward Member Of Concerned Gram Panchayat – Member
		5	Sc/St Female Member Of Panchayat (Nominated By Panchayat) – Member
		6	Principal Or In Charge Teacher Of Nearest Primary Middle School– Member
		7	Panchayat Sevak – Member Secretary
		<b>FOR URBAL AREAS</b>	
		1	Concerned Ward Member – Chairperson
		2	CDPO/Officer Nominated By District Magistrate (Presence Is Mandatory) – Special Invitee
		3	Principal Or In Charge Teacher Of Nearest Primary / Middle School – Member
		4	Sc Person Nominated By Chief Executive Officer Municipal Corporation / Municipality – Member
5	Lady Supervisor / Statistical Assistant / Clerk Cum Typist Other Govt. Servant Nominated By CDPO – Member Secretary		

6	CHANDIGARH ADMN.	1	Programme Officer – Chairperson
		2	Concerned CDPO – Member
		3	Block Devp. Panchayat Officer – Member (For Rural Awcs)
		4	Medical Officers – Members
7	DAMAN	1	Director Social Welfare Officer, Daman
		2	Medical Officer, Primary Health Centre, Daman
		3	Block Development Officer, Daman
		4	Child Development Project Officer.
8	DELHI	1	Concerned District Social Welfare Officer
		2	BDO/SDM (As Per The Availability)
		3	Cdpo
		4	Medical Officer Of The Primary Health Centre
		5	President Of Taluka Panchayat / Block Advisory Committee (As Per The Availability)
9	GOA	1	Child Development Project Officer – Chaired
		2	Block Development Officer
		3	Medical Officer
		4	Mukhya Sevika
10	HIMACHAL PRADESH	1	Sub-Divisional Officer (Civil) – Chairman
		2	Child Development Project Officer – Member (Custodian)
		3	Tehsil Welfare Officer / Asstt. Child Devp. Project Officer /Statistical (Where Acdpo Is Not Available – Member
11	HARYANA		<b>VILLAGE AREA</b>
		1	Cdpo Of Concerned Block - Chairperson
		2	All Women Panches - Member
		3	Pradhan Of Sakshar Mahila Samooh – Expert
		4	Mahila Mandal Pradhan – Member
		5.	Circle Supervisor - Convenor
			<b>URBAN AREA</b>
		1	Programme Officer- Head
		2	Concerned CDPO - Member
		3	Rep. Of Civil Surgeon(Medical Officer)-Member
		4	Rep. From Mahila Parishad / Nagar Palika – Member
			<b>ANGANWADI HELPER'S SELECTION COMMITTEE FOR URBAN AREAS</b>
		1.	CDPO – Chairperson
2.	Circle Supervisor – Member		
	3.	Councillor Of Concerned Ward - Member	
12	JAMMU & KASHMIR		<b>DISTRICT LEVEL SELECTION COMMITTEE</b>
		1	Concerned Programme Officer, Icds,
		2	Concerned District Social Welfare Officer.
		3	Child Development Project Officer.

13	KARNATAKA		<b>SELECTION COMMITTEE OF AWWS&amp; AWHS IN RURAL AREAS</b>
		1	Deputy Director Wcd. – Chairperson
		2	President, Taluk Panchayat–Member
		3	Taluika Health Officer – Member
		4	Taluka Social Welfare Officer - Member
		5	Taluk Exe.Officer - Member
		6.	CDPO – Member Secretary
			<b>SELECTION COMMITTEE OF AWWS &amp; AWHS IN URBAN AREAS</b>
		1	Deputy Director, DWCD - Chairperson
		2	Commissioner – Vice President
		3	Health Officer – Member
		4	Concerned Social Welfare Officer – Member
		5	CDPO – Member Secretary
14	LAKSHADEEP		<b>ISLAND LEVEL SELECTION COMMITTEE</b>
		1	Dy. Collector(S) / Sub Divisional Officer(S) – Chairman
		2	Two Lady Member(S) From Village (Dweep) Panchayat Including Chairperson (If Chairperson Is Lady) – Member
		3	Library And Information Assistant – Member
		4	Medical Officer / Medical Officer In Charge – Member
		5	Mukhya Sevika / Lveo (Department) – Member
			<b>COMMITTEE MEMBER FOR KAVARATTI</b>
		1	Child Development Project Officer
		2	Chief Medical Officer, Igh, Kavaratti – Member
		3	Vice President Cum Counselor, Dp – Member
		4	One Lady Member From Vdp, Kavaratti – Member
		5	Assistant Social Welfare Officer – Member
		6	Mukhya Sevika, Lsswab – Member.
15	MIZORAM	1	Block Development Officer – Chairman
		2	CDPO – Member Secretary
		3	Medical Officer – Members
		3	Supervisors Concerned
		4	Prominent Citizens
		5	Representative Of Primary / Middle School
16	ORISSA		<b>REVISED GUIDELIES OF GOVT. OF ORISSA</b>
			(A) For Rural / Tribal Project
		1	Chairperson /Vice Chairperson Of Panchayat Samiti – Chairman Whoever Is A Woman
		2	M.O. Of Phc – Member
		3	Bdo – Member
		4	S.E.O. – Member
		5	C.D.P.O. – Member Convenor
			<b>(B) FOR URBAN PROJECTS</b>
		1	Chairperson / Vice Chairperson Of Municipality Whoever Is A Woman – Chairperson
		2	DSWO Or His Representative – Member
		3	Ho Of Municipality/Urban Body – Member
		4	E.O,. Of Urban Body/His Rep. – Member
		5	CDPO – Member Convenor
6	No MLA Is Inducted In The Selection Committee Of Awws.		



17	PUDUCHERRY	1	NO MLAs
		2	Child Development Project Officer
18	SIKKIM	1	Local Dc/SDM/DDO
		2	CMO/Medical Officer
		3	Concerned Panchayats
		4	CDPO
19	TAMIL NADU	<b>District Level Selection Committee</b>	
		1	District Project Officer (Iclds) – Chairman
		2	Block Development Officer – Member
		3	Medical Officer Of The Concerned Phc-Member
		4	Child Development Project Officer – Member Secretary
		<b>Selection Committee In The Corporation Of Chennai</b>	
		1	Project Coordinator, Iclds – Chairman
		2	District Programme Officer (Iclds) – Member
		3	Medical Officer – Member
		4	Child Development Project Officer – Member Secretary
20	TRIPURA	1	Chairman Of Panchayat Samiti – Chairman Of Selection Committee
		2	Members Of Respective Amc/Nagar Panchayat
		3	CDPO
21	UTTARA-KHAND	1	Distt. Programme Officer – Chairperson
		2	Child Development Proj. Officer – Member Secretary
		3	Block Development Officer Or Rep. Not Below The Rank Of Asst. Block Development Officer – Member
		4	Iclds Supervisor From Sc/St Category Nominated By Dpo – Member
		5	Iclds Supervisor From Minority Category Nominated By Dpo – Member
		6	Iclds Supervisor From Obc Category Nominated By Dpo – Member
22	MAHARASHTRA	1	Nominated By Guardian Minister Of Concerned District
		2.	Medical Officer Of Zila Parishad - Member
		3.	Nominated Panchayat Samiti Lady Member From Concerned Project Area Nominated By Concerned Guardian Minister - Member
		4.	CDPO - Member
23	CHHATISGARH	1	Janpad Panchayat At Block Level
		2	CDPO – Member
		3	BMO - Member
		4	5-7 Representatives Of Janpad Panchayat
		5	MLA – Ex-Officio Member Of Janpad Panchayat
		6	Urban Area
		7	Municipal Corporation - No Mla

<b>24</b>	<b>MADHYA PRADESH</b>	1.	S.D.M. – Chairperson
		2.	C D P O – Secretary
		3.	For Rural Proj. Cel Janpad Panchayat – Member For Urban Projects, Chief Admn. Officer – Member
		4.	For Rural Projects – Secy Of Health & Wcd Committee Janpad Panchayat, For Urban Projects – Secreary Of Health & Wcd Committee, Urban Local Body.
		5.	For Rural Projects A Female Representative / Member Of The Janpad Panchayat, Nominated By The Janpad Adhyasksha For Urban Projects – A Women Municipal Counseller (Parshad) Of The Urban Locl Body, Nominated By The Adhyaksh / Major Of The Urban Local Body – Member
<b>25</b>	<b>WEST BENGAL</b>		<b>URBAN PROJECTS ICDS - MUNICIPAL AREAS</b>
		1	Sub-Divisional Officer – Chairman
		2	Member(S) Legislative Assembly – Member
		3	Chairman Of Municipality / Notified Area Authority – Member
		4	If There Is More Than One Municipality All The Chairman Will Be Members Of The Selection Committee
		5	Sub Divisional Health Officer – Member
		6	Chairperson Of The West Bengal Social Welfare Board Or Her Authorised Representative – Member
		7	The District Programme Officer (IcDs) – Member
		8	Child Development Project Officer – Member-Convenor
			<b>Rural /Tribal Areas Projects IcDs</b>
		1	Member Legislative Assembly – Chairman
		2	Sabhapati, Panchayat Samity – Member
		3	Block Development Officer – Member
		4	Block Medical Officer Of Health – Member
		5	Chairman / Chairmen Of The Municipality – Member
		6	Chairperson Of The West Bengl Social Welfare Board Or Her Authorised Rep – Member
		7	The District Programme Officer IcDs – Member
		8	Child Development Project Officer – Member
<b>26</b>	<b>MEGHALAYA</b>	1	District Programme Officer – Chairman / Member
		2.	Block Development Officers In Case Of Rural & Tribal Areas – Member
		3	President Of Taluka Panchayat Committee - Member
		4	Senior Phc Medical & Health Officer / Medical & Health Officer – Member
		5	Rep. Of Child Development Training Centre - Member
		6	Rep. Of State Social Welfare Advisory Board
		7	Mukhyasevika Incharge Of The Zone

<b>27</b>	<b>RAJASTHAN</b>	1	Mayor / Chairman Nagar Nigam / Nagar Parishad / Nagar Palika – Chairman
		2	Area Parishad / Ward Member – Member
		3	Jal Vikas Pari-Yojana Officer – Member Secretary
		4	Local Area Women Supervisor - Member
<b>28</b>	<b>GUJARAT</b>	1	Programme Officer (IcDs) - Chairman
		2	Taluka Development Officer - Member
		3	IcDs Officer – Member Secretary
		4	Representative Of Gujarat State Social Welfare Board – Member
<b>29</b>	<b>UTTAR PRADESH</b>	1	Child Development Officer – Chairman
		2	Block Development Officer – Member
		3	Tehsildar Or Supervisor – Member
		4	Sevika From Backward Community Under Child Development Scheme – Member
		5	Sevika From Sc/St Under Child Development Scheme – Member
		6	Sevika From Minority Community Under Child Development Scheme – Member
<b>30</b>	<b>NAGALAND</b>	1	D.W.O. – Chairman Of District Level Committee
		2	E.A.C. – Member
		3	C.D.P.O. – Member – Secretary
<b>31</b>	<b>JHARKHAND</b>	1	Child Development Officer – Chairman
		2	Women Officer From Concerned Centre – Member
		3	Head Of Panchayat Of Concerned Anganwadi Centre – Member
		4	Woman Health Officer Or Anm
		5	Principal Of Primary/ Middle School – Member
<b>32</b>	<b>KERALA</b>	1	Block Panchayat President / Municipal Chairperson/ Mayor – Chairman
		2	Concerned CDPO In ICDS Project – Convenor
		3	BDO/Secretary Of Municipality/Corporation – Member
		4	Medical Officer PHC – Member
		5.	Programme Officer District ICDS Cell – Member
		6.	3 Social Workers – Member
<b>33</b>	<b>PUNJAB</b>	1	Gram Panchayat – Approval
		2	Child Deveopment Project Officer – Approval
		3	Block Samiti Child Development Project Officer - Issue Order Of Selection
<b>34</b>	<b>MANIPUR</b>	1.	District Programme Officer
		2.	Child Deveopment Project Officer
		3.	Nominee from Dte. Of Social Welfare
<b>35</b>	<b>D &amp; N HAVELI</b>		<b>INFORMATION NOT RECEIVED</b>

Statewise details of number of SC, ST and others ICDS functionaries											Annexure III											
Sl. No.	Status as on	State	AWWs				Helpers				No. of Supervisors				No. of CDPOs/ ACDPOS				No. of DPOs			
			Total strength	SC	ST	Others	Total strength	SC	ST	others	Total strength	SC	ST	others	Total strength	SC	ST	others	Total strength	SC	ST	others
1	30.9.2009	A & N Islands	720	0	62	610	689	0	65	607	31	0	3	17	5	0	0	3	0	0	0	0
2	30.9.2009	Lakshadweep	107	0	94	0	107	0	94	0	4	0	4	0	2	0	2	0	1	1	0	0
3	31.12.2009	Pondicherry	688	87	0	601	688	163	0	525	21	3	1	17	5	2	0	3	0	0	0	0
4	30.9.2009	Goa	1212	12	98	1068	1212	19	201	923	59	1	2	49	11	1	0	9	1	0	0	0
5	30.9.2009	Rajasthan	48372	6547	5852	35169	48372	8998	8022	30409	2236	200	109	962	419	11	15	330	33	0	1	26
6	30.9.2009	Uttar Pradsh	151469	31719	1183	114117	151469	31721	1183	108242	6059	790	75	2895	897	136	5	477	57	10	0	34
7	30.9.2009	Sikkim	988	29	447	506	988	46	495	439	40	1	18	16	11	0	5	5	0	0	0	0
8	30.9.2009	Delhi	6606	1245	55	5304	6606	2453	49	4102	259	29	3	176	55	4	1	17	5	0	0	4
9	30.9.2009	Arunachal Pradesh	6028	0	6028	0	6028	0	6028	0	258	0	246	12	93	0	79	3	14	0	9	5
10	30.9.2009	Tamil Nadu	48667	10849	404	33592	45793	11389	632	30501	1610	314	6	1134	378	25	2	282	24	2	0	21
11	30.9.2009	Chandigarh	370	63	0	307	370	120	0	250	10	2	0	8	3	1	0	2	1	0	0	1
12	30.9.2009	Kerala	32185	4869	328	23728	32146	5895	499	24745	1153	103	5	930	177	33	3	131	14	2	0	12
	Total		297412	55420	14551	215002	294468	60804	17268	200743	11740	1443	472	6216	2056	213	112	1262	150	15	10	103

**Annexure IV**

(Updated on 3.2.2011)

**Statement indicating monthly additional honorarium paid to AWWs/AWHs by States/UTs**

SI No.	States/UTs	Additional Honorarium		Remarks
		AWW	AWH	
1	<b>Uttarakhand</b>	Rs. 1500	Rs. 750	
2	<b>Goa</b>	Rs. 2752 to Rs. 4200 * Based on qualification & experience	Rs. 1700 to Rs. 2300 * Based on experience	* Revised the amount based on information received from the State Govt.vide letter dated 13.10.2010
3	<b>Daman &amp; Diu</b>	Rs. 500	Rs. 300	
4	<b>Chandigarh Admn.</b>	Rs. 400	Rs. 300	
5	<b>Haryana</b>	Rs. 1438-1563 * based on qualification & experience	Rs. 750 * (also for AWWs in Mini-AWCs)	* Revised the amount based on information received from the State Govt.vide letter dated 6.10.2010
6	<b>Sikkim</b>	Rs. 1500	Rs. 1000	
7	<b>Kerala</b>	Rs. 550	Rs. 550	
8	<b>Maharashtra</b>	Rs. 800	Rs. 400	
9	<b>Uttar Pradesh</b>	Rs. 200	Rs. 100	
10	<b>Delhi</b>	Rs. 1000	Rs. 500	
11	<b>West Bengal</b>	Rs. 850	Rs. 850	
12	<b>Tripura</b>	Rs.1568 *	Rs.1124 *	* Revised the amount based on information received from the State Govt. vide letter dated 30.9.2010
13	<b>Andaman &amp; Nicobar Administration</b>	Rs.1000	Rs. 750	* Revised the amount based on information received from the State Govt. vide letter dated 20.10.2010
14	<b>Karnataka</b>	Rs. 1000	Rs. 500	

15	<b>Chhattisgarh</b>	Rs. 500	Rs. 250 (also for AWWs in Mini-AWCs)	
16	<b>Tamil Nadu</b>	Rs. 2771	Rs. 1420 & Rs. 2208 (for AWWs in Mini-AWCs)	* Revised the amount based on information received from the State Govt. vide letter dated 13.1.2011
17	<b>Andhra Pradesh</b>	Rs. 700	Rs. 450	
18	<b>Meghalaya</b>	Rs. 50	Nil	
19	<b>Rajasthan</b>	Rs. 300	Rs. 150	
20	<b>Nagaland</b>	Nil	Nil	
21	<b>Himachal Pradesh</b>	Rs. 300	Rs. 200	
22	<b>Punjab</b>	Rs.800	Rs.400	* Revised the amount based on information received from State Govt. vide letter dated 29.12.2010
23	<b>Manipur</b>	Rs. 100	Rs. 50	
24	<b>Madhya Pradesh</b>	Rs. 1000	Rs. 500	
25	<b>Jharkhand</b>	Rs. 700	Rs.350/-	* Revised the amount based on information received from State Govt. vide letter dated 11.11.10
26	<b>Assam</b>	Rs. 500	Rs. 250	
27	<b>Orissa</b>	Rs. 650 *	Rs. 250	* Revised the amount based on information received from State Govt. vide letter dated 14.7.10
28	<b>Arunachal Pradesh</b>	Nil	Nil	
29	<b>Bihar</b>	Nil	Nil	

30.	<b>Jammu &amp; Kashmir</b>	Rs.562/- to Rs.637/- Based on qualification & Experience	Rs.340/	* Revised the amount based on information received from State Govt. vide letter dated 30.11.10
31.	<b>Gujarat</b>	1000	500	
32.	<b>Puducherry</b>	*Rs.200 to Rs.600/-	*Rs.125/-to Rs.300	
		* Issue of Ration Card- Pulse Polio & Immunisation- Old age Pension- Physically Handicapped-	*AWW Rs.200/- Rs.200/- Rs.600/- Rs.300/-	AWH Rs.125/- Rs.200/- Rs.300/- Rs.150/-
33.	<b>Mizoram</b>	Nil	Nil	
34.	<b>Dadra &amp; Nagar Haveli</b>	---	---	
35.	<b>Lakshadweep</b>	Rs.800	Rs.500	

**STATEMENT INDICATING THE DETAILS OF WELFARE SCHEMES PROVIDED BY THE STATES/UTs TO AWWs/AWHs UNDER ICDS SCHEME**

1	Andhra Pradesh	YSR Abaya Hastham to provide pension after attainment of 60 years.
2	Arunachal Pradesh	Social Security Benefit Scheme are <b>not</b> extended to AWWs and AWHs
3	Assam	Information not received. Reminder sent on 4.10.2010
4	Bihar	Information not received. Reminder sent on 4.10.2010
5	Chhattisgarh	Information not received. Reminder sent on 4.10.2010
6	Goa	Retirement Benefit Scheme for AWWs/AWHs under which, Rs.1.00 lakh and Rs.50,000 respectively are paid to AWWs/AWHs
7	Gujarat	i) Matha Yashoda Gaurav Nidhi Insurance Scheme under which Rs.50,000/- is paid in the event of death and on superannuation, AWW/AWH are paid the savings and interest accrued in the running account. The terminal benefits varies from Rs.28,215/- (15 completed years of service) to Rs.1,79,064/- (35 completed years of service). ii) Matha Yashoda Award
8	Haryana	In addition to AKBY, State is implementing Surakshit Bhavishya Yojana under which the amount deposited is paid with interest on retirement
9	Himachal Pradesh	No details of welfare schemes are available
10	Jammu & Kashmir	Information not received. Reminder sent on 4.10.2010
11	Jharkhand	Information not received. Reminder sent on 4.10.2010
12	Karnataka	Contributory Pension Scheme for AWWs/AWHs announced in 2010-11 Budget to be implemented.
13	Kerala	i) Anganwadi Workers' & Helpers' Welfare Fund which provides contribution from the member plus 11% interest plus Govt. contribution as retirement benefit, medical assistance upto Rs.10,000, HPA upto 30 times of their honorarium, marriage assistance of children, educational assistance and death benefit of Rs.10,000 to the legal heir. ii) Retirement Age and Benefits of Pension Scheme – under this, AWWs/AWHs with 10 years' of service are eligible for pension of Rs.500/- and Rs.300/- per month for AWWs/AWHs. For those who are less than 10 years' of service, they get the benefit of the amount they have remitted in the Welfare Fund along with 11% interest and state share. A death benefit of Rs.15,000 to AWWs and Rs.10,000 to AWHs as one-time ex-gratia.
14	Madhya Pradesh	No welfare scheme other than AKBY
15	Maharashtra	No welfare measures indicated.
16	Manipur	No details of welfare schemes are available
17	Meghalaya	No welfare scheme other than AKBY
18	Mizoram	No welfare scheme other than AKBY
19	Nagaland	Insurance Scheme for AWWs/AWHs
20	Orissa	In addition to AKBY, AWWs are paid Lump Sum amount ranging from Rs.25/- to Rs.500/- for various tasks based activities like Immunization Camp, Child Census, Camp for Awareness of AIDS etc.



21	Punjab	Information not received. Reminder sent on 4.10.2010
22	Rajasthan	Information not received. Reminder sent on 4.10.2010
23	Sikkim	Information not received. Reminder sent on 4.10.2010
24	Tamil Nadu	i) Special Time Scale of Pay for AWWs, HRA, CCA, Medical Allowance and Annual Increment ii) Rs.1000/- as adhoc ex-gratia during Pongal iii) Special Health Insurance Scheme iv) Lump sum Grant of Rs.50,000 for AWWs and Rs.20,000 to AWHs after retirement v) Family Security Fund Scheme vi) Special Pension Scheme for giving Rs.700/- and Rs.600/ p.m. to AWWs/AWHs respectively.
25	Tripura	Information not received. Reminder sent on 4.10.2010
26	Uttar Pradesh	Information not available
27	Uttaranchal	Information not received. Reminder sent on 4.10.2010
28	West Bengal	Information not received. Reminder sent on 4.10.2010
29	A & N Islands	No welfare scheme other than AKBY
30	Chandigarh	The UT Admn. is willing to contribute for New Pension Scheme of the Ministry of Finance
31	Delhi	Information not received. Reminder sent on 4.10.2010
32	Dadra & N Haveli	Information not received. Reminder sent on 4.10.2010
33	Daman & Diu	Information not received. Reminder sent on 4.10.2010
34	Lakshadweep	Information not received. Reminder sent on 4.10.2010
35	Pondicherry	Information not received. Reminder sent on 4.10.2010

<b>Statewise details of Grievance Redressal Committee set up at State &amp; District Level</b>			
<b>Sl.No.</b>	<b>State</b>	<b>At State Level</b>	<b>At District Level</b>
1.	Andhra Pradesh	Yes	Yes
2.	Arunachal Pradesh	Not intimated	Yes
3.	Assam	Not available	Not available
4.	Bihar	Yes	Yes
5.	Chhattisgarh	Yes	Yes
6.	Goa	Yes	Yes
7.	Gujarat	No	Yes
8.	Haryana	No	Yes
9.	Himachal Pradesh	No	Yes
10.	Jammu & Kashmir	Yes	Yes
11.	Jharkhand	Yes	Yes
12.	Karnataka	Not intimated	Yes
13.	Kerala	Yes	Yes
14.	Madhya Pradesh	Yes	Yes
15.	Maharashtra	Yes	Yes
16.	Manipur	Yes	Yes
17.	Meghalaya	Yes	Yes
18.	Mizoram	Yes	No
19.	Nagaland	Yes	Yes
20.	Orissa	No	Yes
21.	Punjab	Yes	Yes
22.	Rajasthan	Yes	Yes
23.	Sikkim	Yes	Not intimated
24.	Tamil Nadu	Yes	Yes
25.	Tripura	Yes	Yes
26.	Uttar Pradesh	Yes	Yes
27.	Uttarakhand	Yes	Yes
28.	West Bengal	Yes	Yes
29.	A & N Islands	Yes	Yes
30.	Chandigarh	Yes	Yes
31.	Delhi	Yes	Yes
32.	D & N Haveli	Not intimated	Yes
33.	Daman & Diu	No	Yes
34.	Lakshadweep	Yes	No
35.	Puducherry	Yes	Yes

**MINUTES  
COMMITTEE ON EMPOWERMENT OF WOMEN (2009-2010)**

**Nineteenth Sitting  
(05.08.2010)**

The Committee sat on Thursday, the 5<sup>th</sup> August, 2010 from 1500 hrs. to 1700 hrs. in Committee Room 'D', Parliament House Annexe, New Delhi.

**PRESENT**

Smt. Chandresh Kumari - Hon'ble Chairperson

**MEMBERS**

**LOK SABHA**

2. Smt. Shruti Choudhry
3. Smt. Rama Devi
4. Smt. Jyoti Dhurve
5. Smt. Priya Dutt
6. Smt. Jyoti Mirdha
7. Shri Sidhant Mohapatra
8. Smt. Supriya sule
9. Smt. Annu Tandon

**RAJYA SABHA**

10. Smt. Shobhana Bhartia
11. Shri Jabir Husain
12. Smt. Brinda Karat
13. Smt. Vasanthi Stanley
14. Dr. Prabha Thakur

**WITNESSES**

**All India Anganwadi Workers Federation**

1. Ms. Amarjeet Kaur – Secretary, AIAWF
2. Ms. Saroj – Anganwadi Worker, Punjab
3. Ms. Rajvinder Kaur – Anganwadi Worker, Punjab

**All India Federation of Anganwadi Workers and Helpers**

4. Ms. Saroj Sharma- Treasurer, AIFAWH & Anganwadi Worker, (HP)
5. Ms. Usha Rani – Anganwadi Worker, Punjab
6. Ms. Santosh Rawal – Anganwadi Worker, Haryana
7. Ms. Kishori Varma – Anganwadi Worker, Madhya Pradesh
8. Ms. Saroj – Anganwadi Worker, Delhi
9. Ms. Karuna Chowdhury – Anganwadi Worker, Uttar Pradesh
10. Ms. Meenakshi Sharma – Anganwadi Helper

## SECRETARIAT

- |    |                           |                      |
|----|---------------------------|----------------------|
| 1. | Shri S.Bal Shekar         | Additional Secretary |
| 2. | Shri C.S. Joon            | Director             |
| 3. | Smt. Mamta Kemwal         | Deputy Secretary     |
| 4. | Smt. Reena Gopalakrishnan | Under Secretary      |

2. At the outset, the Chairperson welcomed the Members of the Committee to the sitting.

3.	X	X	X	X	X	X
	X	X	X	X	X	X
	X	X	X	X	X	X

4. Thereafter, the Committee had interactions with Anganwadi Workers/Helpers on the working conditions of Anganwadi Workers. Some of the issues that came up during the discussion were the delay in payment of honorarium by three-four months; absence of any type of travelling allowance for official work; need for health, maternity and pensionary benefits to Anganwadi Workers; need to universalize ICDS; etc.

5. A verbatim record of the proceedings has been kept.

*The Committee then adjourned.*

**MINUTES  
COMMITTEE ON EMPOWERMENT OF WOMEN (2009-2010)**

**Twenty First Sitting**

**(08.09.2010)**

The Committee sat on Wednesday, the 8<sup>th</sup> September, 2010 from 1100 hrs. to 1300 hrs. in Committee Room 'B', Parliament House Annexe, New Delhi.

**PRESENT**

Smt. Chandresh Kumari - Hon'ble Chairperson

**MEMBERS**

**LOK SABHA**

2. Smt. Ashwamedh Devi
3. Smt. Rama Devi
4. Smt. Jyoti Dhurve
5. Shri T.K.S. Elangovan
6. Smt. Sushila Saroj
7. Smt. Yashodhara Raje Scindia
8. Smt. Rajesh Nandini Singh
9. Shri Umashankar Singh
10. Smt. Seema Upadhyay

**RAJYA SABHA**

11. Shri Jabir Husain
12. Smt. Maya Singh
13. Dr. Prabha Thakur
14. Shri Ambeth Rajan

**WITNESSES**

**REPRESENTATIVES OF THE MINISTRY OF WOMEN AND CHILD DEVELOPMENT**

1. Sh. Sudhir Kumar Additional Secretary
2. Sh. Shreeranjana Joint Secretary
3. Smt. Archana Awasthi Director

**SECRETARIAT**

1. Shri Bal Shekar Additional Secretary
2. Shri C.S. Joon Director
3. Smt. Mamta Kemwal Deputy Secretary
4. Smt. Reena Gopalakrishnan Under Secretary

2. At the outset, the Chairperson welcomed the representatives of the Ministry of Women and Child Development to the sitting of the Committee.

3. Thereafter, the representatives of the Ministry tendered oral evidence on the subject 'Working Conditions of Anganwadi Workers' before the Committee. The main issues which came up for discussion during the course of evidence included functioning of Anganwadi Centres; Composition of the Selection Committee for Anganwadi Workers; honorarium given to Anganwadi workers; health, maternity and pensionary benefits available to them; opening of Anganwadi Centres in Tribal areas; etc.

4. Members sought clarifications on different points. However, the replies given by the representatives to the queries raised by the Members were not satisfactory. The Committee decided to call the Ministry of Women and Child Development again to hear their views on the subject. Therefore, the oral evidence remained inconclusive.

5. A verbatim record of the proceedings of the sitting has been kept.

The Committee then adjourned.

**MINUTES  
COMMITTEE ON EMPOWERMENT OF WOMEN (2010-2011)**

**Fifth Sitting  
(03.03.2011)**

The Committee sat on Thursday, the 3<sup>rd</sup> March, 2011 from 1530 hrs. to 1730 hrs. in Committee Room 'B', Parliament House Annexe, New Delhi.

**PRESENT**

Smt. Chandresh Kumari - Hon'ble Chairperson

**MEMBERS**

**LOK SABHA**

2. Smt. Shruti Choudhry
3. Smt. Ashwamedh Devi
4. Smt. Rama Devi
5. Smt. Priya Dutt
6. Smt. Sumitra Mahajan
7. Dr. Jyoti Mirdha
8. Kumari Meenakshi Natrajan
9. Smt. Mausam Noor
10. Smt. Jayshreeben Patel
11. Smt. Yashodhara Raje Scindia
12. Smt. Rajesh Nandini Singh
13. Smt. Supriya Sadanand Sule
14. Smt. Annu Tandon
15. Smt. Seema Upadhyay

**RAJYA SABHA**

16. Smt. Naznin Faruque
17. Shri Jabir Husain
18. Smt. Brinda Karat
19. Shri Ambeth Rajan
20. Smt. Vasanthi Stanley

**WITNESSES**

**REPRESENTATIVES OF THE MINISTRY OF WOMEN AND CHILD DEVELOPMENT**

- |    |                           |                 |
|----|---------------------------|-----------------|
| 1. | Shri Devender Kumar Sikri | Secretary       |
| 2. | Dr. Shreerajan            | Joint Secretary |
| 3. | Dr. Rupa Dutta            | Director        |

**SECRETARIAT**

- |    |                           |                      |
|----|---------------------------|----------------------|
| 1. | Shri S. Bal Shekar        | Additional Secretary |
| 2. | Shri Raj Shekhar Sharma   | Joint Secretary      |
| 3. | Smt. Reena Gopalakrishnan | Under Secretary      |

2. At the outset, the Chairperson welcomed the representatives of the Ministry of Women and Child Development to the sitting of the Committee and drew the attention to Direction 58 of the Directions issued by the Speaker, Lok Sabha relating to evidence before the Parliamentary Committees.

3. Thereafter, the Secretary, Ministry of Women and Child Development made a brief statement on the subject 'Working Conditions of Anganwadi Workers'. The Chairperson and Members, then raised queries on various points including functioning of Anganwadi Centres (AWCs); composition of the Selection Committee for Anganwadi Workers (AWWs); study on the impact of Integrated Child Development Scheme (ICDS); review of honorarium/additional honorarium given to anganwadi workers/helpers; social security benefits available to them; overlapping of jobs with ASHA workers; existence of grievance redressal mechanism; infrastructure and logistics support to AWCs; need to work out standards for evaluation; need for monitoring the activities of Anganwadi centres regularly; need to define their duties and qualifications; need to have a standard retirement age and pensionary benefits; need for creation of database on AWCs across the country, etc. Explanations/clarifications on some of the points were given by the representatives of the Ministry. However, information on some of them was not available with the representatives of the Ministry. They were, therefore, asked to furnish the same to the Committee Secretariat at the earliest.

4. A verbatim record of the proceedings of the sitting has been kept.

The Committee then adjourned.



**MINUTES**  
**COMMITTEE ON EMPOWERMENT OF WOMEN (2010-2011)**  
**Eighth Sitting**  
**(26.05.2011)**

The Committee sat on Thursday, the 26<sup>th</sup> May, 2011 from 1500 hrs. to 1700 hrs. in Committee Room 'C', Parliament House Annexe, New Delhi.

**PRESENT**

Smt. Chandresh Kumari - Hon'ble Chairperson

**MEMBERS**  
**LOK SABHA**

2. Smt. Rama Devi
3. Smt. Jyoti Dhurve
4. Shri T.K.S. Elangovan
5. Dr. Jyoti Mirdha
6. Kumari Meenakshi Natrajan
7. Smt. Mausam Noor
8. Smt. Jayshreeben Patel
9. Smt. Seema Upadhyay

**RAJYA SABHA**

10. Smt. Naznin Faruque
11. Shri Jabir Husain
12. Smt. Brinda Karat
13. Smt. Vasanthi Stanley

**SECRETARIAT**

1. Shri Raj Shekhar Sharma      Joint Secretary
2. Shri C.S. Joon                      Director
3. Smt. Reena Gopalakrishnan      Under Secretary

2. At the outset, the Chairperson, Committee on Empowerment of Women while welcoming the Members to the sitting, briefly explained the agenda of the sitting.

3.	X	X	X	X	X	X
	X	X	X	X	X	X
	X	X	X	X	X	X

4. Thereafter, the Committee took up for consideration the draft Report on the subject '**Working Conditions of Anganwadi Workers**'. After some deliberations, the Committee adopted the draft Report with some changes and authorised the Chairperson to finalise the Report and present the same to the Parliament.

The Committee then adjourned.