

GOVERNMENT OF INDIA  
MINISTRY OF WOMEN & CHILD DEVELOPMENT

**RAJYA SABHA**  
**UNSTARRED QUESTION NO: 2233**  
TO BE ANSWERED ON 19.03.2025

**REMUNERATION FOR ASHA WORKERS**

2233 DR. ASHOK KUMAR MITTAL:

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

- (a) the State-wise details of the budget allocated, sanctioned, disbursed and utilized for Accredited Social Health Activist (ASHA) worker remuneration since 2019 and the measures taken to ensure timely payment of incentives and reimbursement of expenses incurred by ASHA workers;
- (b) the reason for non inclusion of ASHA workers in formal employment frameworks with access to social security benefits such as pensions, insurance and paid leave;
- (c) the steps taken to address the long-standing demands of ASHA workers for increased pay, fixed wages and job security; and
- (d) whether Government has plans to address the growing discontent among ASHA workers, if so, the details thereof?

**ANSWER**

MINISTER OF STATE IN THE MINISTRY OF WOMEN AND CHILD DEVELOPMENT  
(SHRIMATI SAVITRI THAKUR)

(a): The State/UT-wise details of the budget approved and expenditure for Accredited Social Health Activist (ASHA) worker remuneration since FY 2018-19 up to FY 2024-25 is placed at **Annexure I**.

(b) to (d): The primary responsibility of strengthening public healthcare system, including support for ASHA workers lies with the respective State/UT Governments. Under National Health Mission (NHM), the Ministry of Health and Family Welfare provides the technical and financial support to the States/UTs to strengthen their public healthcare system, based on the requirements posted by States/UTs in their Programme Implementation Plans (PIPs) and within the overall resource envelope.

ASHAs receive a fixed monthly incentive of Rs. 2000 per month in the country, for routine and recurring activities. Additionally, they are provided performance-based incentives for a varied set of activities under various National Health Programmes. The Government has approved additional incentives for ASHAs in September, 2022. The details of these ASHA incentives are available on the following Uniform Resources Locator (URL):<https://nhm.gov.in/New-Update->

2023-24/ASHA/Orders\_and\_guidelines/ASHA INCENTIVES.pdf Further, States/UTs provide additional incentives to ASHA workers over and above the incentives provided by the Government of India and the details are at **Annexure-II**.

After the launch of Ayushman Arogya Mandir, ASHAs are eligible additionally for Team Based Incentives (TBIs) along with ANMs based on monitored performance indicators (up to 1000 per month). ASHAs are also entitled to non-monetary incentives like – ASHA Uniform, Identity Card, Cycle, Mobile, CUG Sim, ASHA Diary, Drug Kit, ASHA rest room etc. The Government has also approved a cash award of ₹20,000/- and a citation to ASHAs who leave the programme after working as ASHAs for minimum of 10 years, as acknowledgement of their contribution. In the year 2018, the ASHA benefit package was introduced acknowledging significant contribution and commitment of ASHAs. The package provides coverage for:

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

In addition, Pradhan Mantri Shram Yogi Maan Dhan (PM-SYM) with pension benefit of ₹3,000/- pm after age of 60 years (50% contribution of premium by GOI and 50% by beneficiaries) is also available for ASHA workers. ASHAs across the States/UTs have been enrolled in all the above-mentioned Social Security Schemes as per the defined eligibility norms.

Also, a health care annual coverage of ₹5 Lakhs under Ayushman Bharat Pradhan Mantri Jan Arogya Yojana (AB- PMJAY) has been extended to all ASHAs workers.

\*\*\*\*\*

**Statement referred to in Part (a) of Rajya Sabha Unstarred Q.No.2233 for answer on 19.03.2025 regarding “Remuneration for ASHA workers”**

SPIP Approvals and Expenditure for ASHA workers under National Health Mission for FY-2018-19 to 2024-25

(Rs. in Lakh)															
Sl. No	State	2018-19		2019-20		2020-21		2021-22		2022-23		2023-24		2024-25	
		SPIP A approval	Expenditure	SPIP A approval	Expenditure	SPIP A approval	Expenditure	SPIP A approval	Expenditure	SPIP A approval	Expenditure	SPIP A approval	Expenditure	SPIP A approval	Expenditure
1	Andaman and Nicobar Islands	55.14	91.67	124.26	61.95	143.31	130.20	111.87	210.07	104.78	103.04	103.68	137.64	50.41	29.61
2	Andhra Pradesh	6,336.35	6,557.82	9,878.91	10,623.54	13,813.72	11,225.51	10,017.75	9,629.63	3,034.93	1,660.65	2,447.48	2,347.80	2,109.34	1,208.35
3	Arunachal Pradesh	1,086.86	663.28	1,499.47	866.50	1,953.18	1,235.15	1,673.69	1,132.58	1,656.10	1,600.91	1,433.25	1,701.15	1,444.15	927.17
4	Assam	12,687.45	12,539.66	14,759.64	13,528.31	15,723.11	9,619.47	11,708.03	6,941.57	11,748.79	11,106.50	11,733.58	10,890.02	12,596.54	13,717.71
5	Bihar	20,418.26	16,961.02	40,055.33	21,303.36	32,759.36	22,540.24	8,218.23	4,644.26	38,664.68	33,139.23	29,891.66	22,146.29	36,599.88	18,341.08
6	Chandigarh	13.54	2.65	1.72	3.68	1.00	-	2.00	-	2.00	-	2.00	-	-	-
7	Chhattisgarh	14,521.89	13,123.47	23,430.48	24,518.77	23,868.88	24,813.51	3,799.09	4,330.25	22,054.68	23,077.21	22,052.68	20,372.14	21,521.81	22,677.34
8	Dadra & Nagar Haveli	159.92	82.58	162.98	101.72	205.93	104.86	182.43	93.47	104.28	104.08	102.38	75.20	169.39	40.40
	Daman & Diu	37.29	32.66	54.26	36.10										
9	Delhi	605.64	11.31	250.55	3.23	131.00	1.65	257.72	1.86	2,747.00	2,068.94	2,345.50	1,941.23	3,458.08	1,660.09
10	Goa	5.00	-	64.40	1.20	1.05	0.06	-	-	-	-	-	-	-	-
11	Gujarat	16,345.65	17,032.87	21,286.92	19,489.58	23,572.12	20,925.19	10,354.25	8,237.40	17,014.70	14,757.27	16,708.96	24,825.12	21,861.72	10,379.66
12	Haryana	4,709.60	3,989.21	7,620.38	5,789.35	7,404.45	5,615.51	7,406.07	5,087.83	6,999.08	6,399.52	6,967.54	6,787.57	12,478.64	4,147.91
13	Himachal Pradesh	1,813.59	3,305.51	2,926.34	3,584.41	2,751.86	4,307.32	1,587.24	6,345.45	2,905.97	6,668.99	3,599.44	7,684.08	3,161.84	5,138.27
14	Jammu and Kashmir	2,478.23	2,347.75	5,636.63	3,698.54	5,612.73	3,772.44	4,765.81	4,936.44	4,463.00	3,766.83	5,524.52	4,076.24	4,969.42	3,130.13
15	Jharkhand	11,027.41	9,791.32	16,867.60	13,058.16	19,366.75	14,056.28	17,170.41	13,991.61	20,223.52	16,501.60	2,929.73	20,697.45	22,766.06	17,855.42
16	Karnataka	7,386.16	8,246.98	13,965.29	12,563.79	16,780.91	11,848.62	9,997.55	7,127.02	14,114.25	10,706.61	14,135.61	12,498.67	14,003.96	7,549.05
17	Kerala	1,686.48	1,150.16	4,476.81	4,281.02	4,902.21	8,215.03	1,675.38	1,501.01	8,780.07	7,868.19	8,780.07	6,819.57	8,256.54	5,268.27
18	Lakshadweep	3.75	0.12	28.90	12.55	48.94	22.16	40.08	19.76	32.12	27.40	32.12	23.74	87.66	28.85
19	Madhya Pradesh	17,807.17	17,947.42	27,142.93	28,749.40	31,286.42	30,051.32	25,513.94	27,106.79	25,995.87	23,526.57	26,763.81	22,966.49	24,457.03	17,410.77
20	Maharashtra	21,011.52	22,551.47	30,960.99	26,305.10	33,726.30	29,453.97	23,022.11	19,326.48	27,286.40	23,078.27	28,297.11	22,076.58	51,277.99	26,601.65

21	Manipur	1,005.45	537.65	1,350.74	1,042.73	1,504.71	1,021.26	1,844.40	925.18	1,596.95	1,017.29	1,083.62	325.13	1,581.74	480.48
22	Meghalaya	2,585.19	1,444.46	2,719.16	1,609.31	2,500.27	2,209.93	3,006.97	2,103.33	2,074.50	2,013.19	2,068.80	1,810.69	3,003.28	2,184.39
23	Mizoram	266.55	280.69	524.07	339.82	523.15	234.17	447.21	302.25	408.56	273.32	397.65	277.57	382.18	273.68
24	Nagaland	642.89	262.54	660.92	365.43	719.66	434.96	639.59	587.38	752.71	382.01	673.96	486.47	911.43	697.03
25	Odisha	14,449.24	11,309.45	17,529.30	17,732.39	20,382.64	20,307.07	17,151.27	16,637.43	18,588.92	18,855.24	20,082.97	19,782.08	18,979.82	14,857.11
26	Puducherry	16.83	5.36	48.87	53.29	25.29	45.85	1.17	-	147.33	114.30	155.83	118.57	338.87	80.57
27	Punjab	4,733.99	4,719.52	6,736.01	6,430.65	7,861.63	5,251.67	6,530.51	3,378.06	6,396.10	6,962.56	6,396.10	6,396.10	13,085.41	5,407.83
28	Rajasthan	8,881.56	9,382.38	16,657.03	12,524.14	18,908.48	14,266.97	16,414.77	10,390.31	16,580.02	10,872.31	16,641.58	10,360.41	6,509.90	5,970.41
29	Sikkim	152.61	125.58	210.08	81.15	231.76	170.38	236.65	139.51	236.34	217.41	228.04	192.93	233.95	110.45
30	Tamil Nadu	422.80	1,144.55	764.63	764.33	3,157.12	1,324.53	5,043.06	1,692.44	1,189.33	1,004.85	2,368.54	645.84	1,208.29	584.60
31	Tripura	1,969.58	1,809.68	2,554.76	2,400.93	2,795.40	2,477.67	1,483.65	1,290.85	3,224.98	2,844.86	3,084.10	2,811.32	4,541.96	2,066.63
32	Uttar Pradesh	41,366.68	48,863.72	74,246.19	59,141.17	85,741.26	58,653.14	82,647.44	51,259.26	70,868.01	51,591.86	79,903.76	62,698.94	62,113.10	37,645.55
33	Uttarakhand	2,448.56	1,938.63	4,031.37	2,908.60	2,086.10	3,804.39	6,345.54	4,115.20	5,360.42	3,743.46	4,310.51	5,779.41	5,348.89	3,427.59
34	West Bengal	21,770.46	15,353.89	21,618.53	15,799.30	21,615.56	16,243.07	3,097.15	2,463.77	21,271.59	15,030.66	23,530.48	20,341.69	25,551.77	11,884.59
35	Telangana	5,091.51	11,814.23	8,261.95	5,487.42	10,153.04	20,799.91	10,498.26	9,029.61	7,258.29	7,423.22	7,258.29	7,362.46	7,144.52	7,917.14
36	Ladakh	-	-	-	-	217.19	175.72	380.38	182.87	358.78	342.33	358.78	342.07	362.87	244.69
Note:															
1. SPIP Approvals and Expenditures are as reported by the states in FMR and are provisional.															
2. Expenditure includes Central Share, Corresponding State Share and Opening Balance at the beginning of the year.															
3. After the reorganisation of the State of Jammu and Kashmir funds were first release to the UT of Ladakh during the FY 2020-21															
4. The expenditure is updated up-to 31.12.2024 except Haryana (updated up-to 30.11.2024).															

Statement referred to in parts (b) to (d) of Rajya Sabha Unstarred Q.No.2233 for answer on 19.03.2025 regarding “Remuneration for ASHA workers”

### State Specific ASHA Incentives

Sl. No	State/UT	State specific fixed/top up incentive to ASHAs from State Fund
1	A & NI	Rs. 500/- per month is being provided to every ASHA for the betterment of villagers
2	Andhra Pradesh	Provides balance amount to match the total incentive of Rs.10,000/month/ASHA
3	Arunachal Pradesh	Rs. 2000 Per Month (100% top-up, frequency of disbursement quarterly)
4	Bihar	Additional performance-based incentives of Rs. 1000/month/ASHA and Rs. 1000/month/ASHA Facilitator from state fund
5	Chhattisgarh	75% of matching amount of incentives from state fund over the incentives earned by ASHA.
6	Delhi	Core incentives is Rs. 3000/- per month for functional ASHA plus certain state specific activity incentives.
7	Gujarat	50% TOP UP/ per month over total GOI incentive and 2500/month fix Incentive
8	Haryana	Rs.4000/PM/ASHA and 50% top-up (Excluding Routine recurring incentive) and Rs. 450/- additional linked with performance of 05 Major RCH activities
9	Himachal Pradesh	Rs. 4700/- (State incentive has been increased by Rs. 500/-, therefore, total incentive payable w.e.f. April, 2023 is Rs. 5200/-)
10	Jharkhand	Top up of 1000/- on performance-based incentive of 14 key indicator
11	Karnataka	The State Govt is providing Rs.5000 per month as Monthly fixed honorarium to ASHAs
12	Kerala	Rs. 6000 per month as ASHA Honorarium from state government fund
13	Maharashtra	Rs. 3500/month/ASHA
14	Manipur	Rs. 1000/- per ASHA/month.
15	Meghalaya	State Fixed Incentive - Rs. 2000/month and State Covid Incentive - Rs. 1000/- pm
16	Madhya Pradesh	Rs. 4000/month/ASHA and 200/month/ASHA Facilitator from state fund
17	Odisha	1000/- per month as conditional assured incentive
18	Puducherry	Fixed amount of Rs. 3000/ASHA/month
19	Punjab	Rs. 2500 Per Month Per ASHA/ASHA Facilitator

20	Rajasthan	Rs. 1650/ASHA/Month from State Govt Fund
21	Sikkim	Monthly fixed honorarium of Rs 6000/- disburse from State Fund, recently Government of Sikkim announce hike in fixed honorarium from Rs 6000/- to Rs 10000/-
22	Tamil Nadu	NCD incentive - RS.500
23	Telangana	Rs. 6750/month
24	Tripura	Top up @100 % on 8 specific work and 33.33% on NHM work from State exchequer and @ Rs.1000/ fixed for each ASHA and AFs.
25	Uttar Pradesh	Rs. 1500 per month (State Budget Incentive linked with Incentive for Routine Activity)
26	Uttarakhand	Rs. 3000/ Month state incentive
27	West Bengal	Monthly Fixed Honorarium of Rs. 4500 for all functional rural ASHAs

\*\*\*\*\*