

To

- 1) Sri Vimal Kumar Shahi
Ld Additional Govt Pleader
- 2) Smt Pratiti Das, Advocate

WPA No 7628 of 2025

Paschim Banga Anganwadi Karmi O Sahayika Kalyan Samiti

-VS-

State of West Bengal & Ors.

- 1) AWWs and AWHs are "**honorary workers**" recruited from the local community, who voluntarily come forward to render services in the area of child care and development within the community ; for which they are paid a monthly "**honorarium**" and monthly "**additional honorarium**". **The sum total of "honorarium" and "additional honorarium" is the total remuneration payable to them.**
- 2) AWWs and AWHs are paid monthly '**honorarium**' as per provisions of G.O. No 5687-SW dated 01.11.2018 (**Annexure-1**), and monthly '**additional honorarium**' as per provisions of G.O. No 1431-WCD dated 06.03.2024 (**Annexure-2**), read with G.O. No 4952-WCD dated 29.12.2020 (**Annexure-3**).
- 3) The total monthly remuneration (i.e. **honorarium plus additional honorarium**), was **increased, from Rs 5850/- to Rs 6750/- for AW Workers, and from Rs 4350/- to Rs 4800/- for AW Helpers** ; as per provisions of G.O. No 5687-SW dated 01.11.2018. The said order of the Govt of West Bengal also took into consideration the provisions of Order No 11-36/2016-CD.1 dated 20.09.2018 (**Annexure-4**) of the Govt of India. It is clearly evident that, **there was no reduction in the total monthly remuneration payable to AWWs and AWHs as a consequence of the implementation of G.O. No 5687-SW dated 01.11.2018 ;**
- 4) It is categorically stated in the letter of engagement issued to AWWs and AWHs, that the **service rendered by them is voluntary in nature ; and that this service will not create a right to be considered as Govt employees in future, nor will any such appeal be considered in future.** AWWs and AWHs are engaged, after they voluntarily agree to abide by the terms and conditions categorically stated in their letter of engagement. Hence **AWWs and AWHs do not have an accrued right to be regularized, or to be considered as Govt employees.** Salary at par with regular Govt employees is not admissible to AWWs and AWHs, and the question of paying salary to them at par with regular Govt employees does not arise.
(**Sample Letter of Engagement is annexed hereto as Annexure-5**)

Assistant Director of ICDS
Deptt. of W.C.D. & S.W.
Govt. of West Bengal

Mitha Acharyya
Assistant Director
ICDS Directorate
Govt of West Bengal

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ANNEXURE 1

Department of Women & Child Development and Social Welfare

No. 5867-SW/P/3SF-14/12(Pt. I)
Bikash Bhavan, Salt Lake City, Kolkata -91
Kolkata, the 01 st November, 2018

From: Shri Avijit Kumar Mitra,
Joint Secretary to the Govt. of W.B.

To : The Principal Accountant (Genl. & Social Sector Audit), W.B

Sub : Enhancement of the rates of honorarium payable to the Anganwadi Workers (AWW)/ Anganwadi Helpers (AWH).
Sir,

I am directed by the order of Governor to say that Governor has been pleased to enhance the honorarium for the Anganwadi Workers (AWW) from existing Rs.3000/- per month to Rs.4500/- per month and for the Anganwadi Helpers from existing Rs.1500/- per month to Rs.2250/- per month w.e.f 01.10.2018 in the light of the letter communicated by Ministry of Women & Child Development, Government of India vide its letter No.11-36/2016-CD.1 dated.20.09.2018 , as per the prescribed cost Sharing ratio with the Government of India and State.

The charge involved is debitible from the following Head of Accounts under Demand No. 74:

- i) 2235-02-102 -026-V-02-00
- ii) 2235-02-102 -021-V-02-00
- iii) 2235-02-789 -049-V-02-00
- iv) 2235-02-789 -056-V-02-00
- v) 2235-02-796- 050-V-02-00
- vi) 2235-02-796- 054-V-02-00

I am also directed by the order of the Governor to say that the additional honorarium of Anganwadi Workers(AWW) and Anganwadi Helpers(AWH) has been revised to the tune of Rs.2250/- (existing Rs.1850/- + Rs.400/-) per month per head and Rs.2550/- (existing Rs.1850/- + Rs.700/-) per month per head. Department's earlier communications vide this office Memo. No.4537-SW dated.23.08.2018 stands modified to that extent.

The charge involved is debitible from the following Head of Accounts in the current year State Budget under State Development Plan provision per year under Demand No. 74:

- i) 2235-02-102 -020-V-02-00
- ii) 2235-02-789 -016-V-02-00
- iii) 2235-02-796 -021-V-02-00
- iv) 2235-02-102- 020-V-36-00
- v) 2235-02-102- 020-V-31-02
- vi) 2235-02-789- 016-V-36-00
- vii) 2235-02-789- 016-V-31-02
- viii) 2235-02-796- 021-V-36-00
- ix) 2235-02-796- 021-V-31-02

The total amount of honorarium of Anganwadi Workers comes to Rs.4500/- p.m and the additional honorarium of Anganwadi Worker comes to Rs.2250/- p.m. As a whole the total honorarium of each AWW will be of Rs.6750/- (Rs.4500/- + Rs.2250/-). Total amount of honorarium of the Anganwadi Helpers comes to Rs.2250/- p.m and the additional honorarium of Anganwadi Helper comes to Rs.2550/- p.m. As a whole the total honorarium of each AWH will be of Rs.4800- (Rs.2250/- + Rs.2550/-) p.m w.e.f 01.10.2018.

Avijit Mitra

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This order issues with the concurrence of the Finance Department vide their U.O No. 1658 Gr. N dated.30.10.2018 and U.O No. Group E/2018-2019/0028, dated 31.10.2018.

All concerned are being informed accordingly.

Yours faithfully,

Anujit Mitra
Joint Secretary

No. 5867- 1(118)SW/P/3SF-14/12(Pt. I)

Kolkata, the 01 st November, 2018

Copy forwarded for information to:

1. The Principal Accountant Genarel (A&E), West Bengal, Treasury Building, Kolkata-1.
2. The Principal Accountant Genarel (Audit), West Bengal, Treasury Building, Kolkata-1.
3. The Accountant General (RW & LBA), West Bengal, C.G.O.Complex, 3rd M.S.O.Building, 5th Floor, Block-DF Salt Lake, Sector-1, Kolkata-64.
4. Director of Treasuries & Accounts, West Bengal, 4, Lyons Range, 2nd Floor, Kolkata-1.
5. Finance Department, Budget Branch, Govt. of W.B. NABANNA, Howrah-2.
6. Director of ICDS, West Bengal, Juvenile Court Building, Salt Lake, Kolkata-64..
7. District Magistrate _____
8. The Pay & Accounts Officer, Kolkata Pay and Accounts Office-I, 81/2/2 Phears Lane, Kolkata-12.
9. The Pay & Accounts Officer, Kolkata Pay and Accounts Office-II, Jahar Building, P-1, Hyde Lane, Kol-73
10. The Pay & Accounts Officer, Kolkata Pay and Accounts Office-III, Bidhan Nagar, Kolkata-106.
11. P.S. to HMOS (I.C.) of this Department.
12. DPO (ICDS), _____
13. Treasury Officer, _____
14. P.S. to Secretary of this Department.
15. Budget Cell of this Department.

Anujit Mitra
Joint Secretary

ANNEXURE-2

Government of West Bengal
Department of Women & Child Development and Social Welfare
Bikash Bhavan, Salt Lake City, Kolkata 91

Kolkata, the 6th March, 2024

No. 1431-WCD-14026/3/2018

Memorandum

After careful consideration, the additional honorarium for all the Anganwadi Workers (AWWs) is hereby increased by Rs. 750/- (Rupees seven hundred and fifty only) per month and that for all the Anganwadi Helpers (AWHs) is hereby increased by Rs. 500/- (Rupees five hundred only) per month.

This order will take effect from 01.04.2024.

This order is issued with the concurrence of the Finance Department Group -P2, Govt. of West Bengal vide their U.O. No. 05 Group- P2 dated 06.03.24.

[Signature]
Additional Secretary to the Govt. of West Bengal

Kolkata, the 6th March, 2024

No.1431/1(16) WCD-14026/3/2018

Copy forwarded for information to: -----

1. The Principal Accountant (Genl. & Social Sector Audit), W.B., Treasury Buildings, Kol-1
2. The Principal Accountant General (Audit), West Bengal, Treasury Buildings, Kolkata 700 001
3. The Accountant General (A & E), West Bengal, Kolkata-1.
4. The Director of Treasuries & Accounts (W.B.), 4, Lyons' Range, 2nd floor, Kolkata-700001.
5. The Pay & Accounts Officer, Kolkata Pay & Accounts Office-I, 81/2/2, Phears Lane, Kol-12.
6. The Pay & Accounts Officer, Kolkata Pay & Accounts Office-II, P-1, Hyde Lane, Kol-12
7. The Pay & Accounts Officer, Kolkata Pay & Accounts Office-III, Subhanna, Bidhannagar, Kol-64.
8. The Director of ICDS, Govt. of W.B., Shaishali Complex, Salt Lake City, Sector I, Kolkata-64.
9. The Internal Audit Wing, Finance Deptt. Todi Mansion, India Exchange Place Extension, Kol-73.
10. Finance Deptt., Group N / Group E, Govt. of West Bengal, Nabanna, Howrah -711 102
11. PS to HMOS (IC), WCD & SW Deptt.
12. District Magistrate,
13. SDO.....
14. DPO (ICDS),.....
15. Treasury Officer,
16. Senior PS to the Principal Secretary, WCD & SW Deptt.

[Signature]
Additional Secretary to the Govt. of West Bengal



ANNEXURE-3

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Government of West Bengal
Department of Women & Child Development and Social Welfare
Bikash Bhavan, Salt Lake City, Kolkata 91

No.4952-WCD-14026/3/2018

SW/P/3SF-14/12/(Pt.-I)

Kolkata, The 29th December, 2020

From : Shri A. K. Mitra
Joint Secretary to the Govt. of W.B.

To: The Principal Accountant (Genl. & Social Sector Audit), W.B.
Treasury Buildings, Kol-1

Sub: Enhancement of the rates of additional honorarium payable to the Anganwadi Worker (AWWs) and Anganwadi Helpers(AWHs) under ICDS Projects of West Bengal

Sir,

I am directed to say that the State Government has been paying additional honorarium to the voluntary workers under ICDS Scheme i.e. to the Anganwadi Workers and Anganwadi Helpers, entire from State Budget, in addition to the honorarium paid by the Government of India as well as State Government in the 60:40 cost sharing ratio.

In continuation to this Department's earlier Order No. 972-SW/P/3SF-14/12(Pt. I), dated 15/02/2017 I am directed by the order of the Governor to say that the Governor has been pleased to enhance the additional honorarium @ Rs. 1000/- (Rupees one thousand only) per month w.e.f. 01.12.2020, for each and every Anganwadi Worker and Anganwadi Helper under both Government run ICDS Projects and NGO run ICDS Projects of West Bengal, to be paid exclusively from the State's own budget.

The total amount of additional honorarium payable to each Anganwadi Worker (AWW) and each Anganwadi Helper (AWH) therefore, comes to Rs. 3750/- (Rs. 2750 + Rs. 1000) per month and Rs. 4050 (Rs. 3050 + Rs. 1000) per month respectively w.e.f. 01.12.2020.

The charge involved is debit from the following heads of accounts in the current year state budget under State Development Plan provision per year under Demand No.74:

- i. "74-2235-02-102-020-02-00-V"
- ii. "74-2235-02-102-020-36-00-V"
- iii. "74-2235-02-102-020-31-02-V"
- iv. "74-2235-02-789-016-02-00-V"
- v. "74-2235-02-789-016-36-00-V"
- vi. "74-2235-02-789-016-31-02-V"
- vii. "74-2235-02-796-021-02-00-V"
- viii. "74-2235-02-796-021-36-00-V"
- ix. "74-2235-02-796-021-31-02-V"

This order is issued with the concurrence of the Finance Department, Govt. of West Bengal v their U.O. No.3092, dated 14.12.2020 and UO No. Group E/2020-2021/0031 date 15.12.2020. This has a got approval as a State Cabinet Mention Case, dated 24.12.2020.

All concerned being informed accordingly.

Yours faithfully,
Anisat M...

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No.11-36/2016-CD.I
भारत सरकार/Government of India
महिला एवं बाल विकास मंत्रालय
Ministry of Women & Child Development

To

Shastri Bhawan, New Delhi-1,
Dated: 20th September, 2018

Principal Secretaries/Secretaries in-charge of WCD/Social Welfare
(dealing with Anganwadi Services/ICDS) in all States/UTs

Subject:

Enhancement of honorarium to Anganwadi Workers (AWWs)/
Anganwadi Helpers (AWHs) and provision of performance
linked incentive to AWHs under Anganwadi Services [Umbrella
Integrated Child Development Services (ICDS) Scheme] -
Approval thereof.

Sir/ Madam,

I am directed to say that the issue of enhancement of honorarium of Anganwadi Workers (AWWs)/Anganwadi Helpers (AWHs) under Anganwadi Services [Umbrella Integrated Child Development Services (ICDS) Scheme] was under consideration of the Government for some time. The Competent Authority has now approved the proposal of enhancement of honorarium to Anganwadi Workers (AWWs)/Anganwadi Helpers (AWHs) and provision of performance linked incentive to AWHs under Anganwadi Services, as per details below:

- (i) The honorarium of Anganwadi Workers (AWWs) at main-Anganwadi Centres has been enhanced from the existing ₹ 3,000/- per month to ₹ 4,500/- per month;
- (ii) The honorarium of Anganwadi Workers (AWWs) at mini-Anganwadi Centres has been enhanced from the existing ₹ 2,250/- per month to ₹ 3,500/- per month;
- (iii) The honorarium of Anganwadi Helpers (AWHs) has been enhanced from the existing ₹ 1,500/- per month to ₹ 2,250/- per month; and
- (iv) In addition to the honorarium of ₹ 2,250/- per month, Anganwadi Helpers (AWHs) would also be eligible for performance linked incentive of ₹ 250/- per month for facilitating proper functioning of Anganwadi Centres.

2. The revised rates of honorarium of AWWs/AWHs and provision of performance linked incentive for AWHs are effective from 1st October, 2018.

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20.09.2018
(मनीष कुमार/MANOJ KUMAR)
उप-सचिव/Under Secretary
महिला एवं बाल विकास मंत्रालय
Ministry of Women & Child Dev.
New Delhi, India

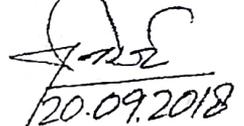
Govt. of West Bengal

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3. The payment of honorarium to AWWs/AWHs and performance linked incentive to AWHs would be made as per the prescribed cost sharing ratio with the Centre and States/UTs.

4. The performance linked Incentive of ₹ 500/- per month for Anganwadi Workers (AWWs) has already been approved under POSHAN Abhiyaan for using ICDS-CAS.

Yours faithfully,



20.09.2018

(मनोज कुमार / MANOJ KUMAR) (KUMAR)

Under Secretary to the Government of India
Under Secretary to the Government of India
भारत सरकार / Ministry of Women & Child Dev
भारत सरकार / Govt. of India
नई दिल्ली / New Delhi

Copy to:

- (i) Directors (Anganwadi Services/ICDS) in all States/UTs.
- (ii) Sr. Technical Director, NIC/MWCD for uploading on MWCD website.

