

Team SPRF in partnership with Centre for Civic Engagement

The Status of Anganwadi Workers in Delhi

Pilot Study Report



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SOCIAL & POLITICAL
RESEARCH FOUNDATION
Dialogues For Better Democracy



CCE



Centre for Civic Engagement is a student-led organisation founded in May 2019. It aims to foster legal literacy among the underprivileged, start and maintain a domain for public legal education, and enhance awareness about government, governance, and politics.

Social and Political Research Foundation is a non-profit public policy think tank headquartered in Delhi, India. It is a cause-, agenda-, and party-neutral, youth-centric organisation that strives to create and curate new narratives in the democratic space, providing evidence-based, digital first solutions.

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INTRODUCTION

In 2017, the National Nutrition Mission (NNM) or POSHAN Abhiyan was launched by the government of India to improve nutritional outcomes for children, pregnant women, and lactating mothers. The mission was aimed at monitoring, supervising, setting targets, and guiding nutrition-related policies across ministries (PIB 2017). This was to be achieved by initially mapping all ongoing interventions to address malnutrition in the country and implementing a Convergence Action Plan (CAP) from the central to the grassroots level. An important aspect of the mission was to upgrade the data collection and monitoring at Anganwadi Centres (AWC) across the country operating under the Integrated Child Development Services (ICDS) to improve the nutritional and developmental outcomes of children and nursing mothers. Among the changes proposed for AWCs under the NNM were:

- Incentivising Anganwadi Workers (AWWs) to use IT-based tools.
- Eliminating registers used by AWWs.
- Introducing height measurement of children at AWCs (ibid.)

AWWs have been the frontline workers providing a package of services under the ICDS programme, launched in 1975. As such, building the capacity of this frontline force is critical to improve the delivery of services under the ICDS scheme and collect real-time data on nutritional outcomes of children in the country. This becomes even more important when considering that the Global Nutrition Report 2019 has concluded that India is off course to meet global nutrition targets even as it has a malnutrition burden among children under five years of age. As per the report, India's national prevalence rates of under-five stunting (37.9%) and wasting (20.8%) are higher than the developing country averages of 25% and 8.9%, respectively (Global Nutrition Report 2019). For the same reason, improving socio-economic outcomes as well as working conditions of AWWs is essential, yet has been seldom looked at, by researchers as well as policymakers. Hitherto, studies done on AWWs have focused primarily on the efficiency of service delivery.

Being honorary workers who volunteer to render their services, AWWs have the provision of a monthly honoraria as decided by the Government of India. The honoraria for AWWs at main AWCs is set at Rs 4,500 per month, whereas, AWWs at mini-AWCs receive an amount of Rs 3,500 per month (Lok Sabha 2019). Further, AWWs are provided a performance linked incentive of Rs 500 per month under the POSHAN Abhiyan or National Nutrition Mission, and other monetary incentives by States/UTs.

In addition, AWWs are entitled to 180 days of paid maternity leave, and insurance coverage under the Pradhan Mantri Jeevan Jyoti Bima Yojana (workers aged 18-50 years), Pradhan Mantri Suraksha Bima Yojana (workers aged 18-59 years) and Anganwadi Karyakarta Bima Yojana (workers aged 53-59 years) (ibid.).

While such provisions have been made for AWWs by successive governments at the central and state levels, the degree to which they are accessible to AWWs needs to be probed further. Additionally, the informal nature of their work and associated economic precarity needs to be explored to identify existing gaps in the capacity building process of AWWs. This is particularly important when it comes to AWWs in urban areas of the country.

As per Census 2011, 31% of India's population is urban and as per available estimates, that number is going to increase in the coming decades. This has and will lead to concerns around space, housing, civic amenities, and access to welfare schemes, among others, particularly for the urban poor. At present, urban regions in the country are found to be suffering from a mix of challenges when it comes to child health - congested slums and lower income neighbourhoods without proper sanitation and drainage, lack of affordable healthcare, non-functioning AWCs, working parents who cannot provide appropriate time for childcare, and easier access to junk and processed food (Naandi Foundation 2018: 9).

In a 2014 survey conducted by Naandi Foundation to study the nutrition status of children aged 0-5 years in the ten most populous cities of India, one in four children were found to have stunted growth and development while 13.9% children could be classified as wasted (Naandi Foundation 2018: 6-7). Additionally, 15.7% of children had low birth weight (less than 2.5 kg). The prevalence of stunting among children under 5 years in Delhi was the highest at 30.6% (ibid.). This is almost at par with the findings of NFHS-4 (2015-16), according to which Delhi has 31.9% children stunted, the highest among metropolitan cities (Ministry of Health and Family Welfare 2017: 3).

This study aims to explore the socioeconomic and demographic indicators, access to financial and health services, and welfare schemes available to AWWs in Delhi. It also aims to look at the household agency, workload, working conditions, related satisfaction levels as well as digital literacy among AWWs. Thus, the study is aimed at presenting a comprehensive picture of the status of AWWs in Delhi and come up with specific recommendations to fill any identifiable gaps in their well-being that may improve the efficiency with which they deliver ICDS services. The present document is the pilot report that will serve as the basis for the larger study.

As a point of reference for the measures required to improve socio-economic and work conditions of AWWs, this study utilises the recommendations made by the 45th Indian Labour Conference Committee with regard to AWWs. These recommendations were aimed at improving service conditions, wages and social security provisions for various categories of workers employed under governmental schemes, such as the ICDS, Mid-Day Meal scheme and Sarva Shiksha Abhiyan, among others (Ministry of Labour 2013:19-20). The following recommendations were made in reference to AWWs:

- AWWs should be recognised as “workers” and not honorary workers or volunteers.
- They should be paid minimum wage.

- They should receive social security benefits such as a pension, gratuity, maternity benefits, among others.
- They should be enrolled as beneficiaries under social security schemes implemented for unorganised workers such as the Aam Aadmi Bima Yojana (AABY) and the Rashtriya Swasthya Bima Yojana (RSBY), among others.
- AWWs should have the right to organise and right to collective bargaining.
- The employment and service conditions of AWWs should be regulated through an 'Employment Standing Order'.
- AWCs should run out of pucca buildings with all basic infrastructural amenities.

EXISTING LITERATURE

Conventionally, a majority of the studies on AWWs in the country have focused on gauging the capacity of AWWs to efficiently deliver services under the ICDS as well as their knowledge about their work. Very few studies have focused on exploring the sociodemographic profile as well as economic status of AWWs. Fewer still have attempted to study their working conditions, and the level of access they have to welfare provisions, particularly insurance and credit availability. We summarise here some relevant studies, particularly related to socio-economic status, working conditions and related problems of the AWWs.

In one of the earliest studies on the profile of AWWs in Delhi, Kant et al. (1984) found that out of 96 AWWs surveyed in the Inderpuri ICDS project, 92.7% did not know the full form of ICDS while around 90% were not able to list the services being provided through the AWC or their job responsibilities.

Bhasin et al. (1994) studied knowledge levels regarding child growth monitoring techniques among AWWs in ICDS blocks of Alipur in Delhi. A semi-structured questionnaire was administered to 100 respondents. About 48% of the respondents were between the age group 31-40 while the rest were below 30 years of age. All of the respondents had studied upto at least 8th standard. The results regarding knowledge about growth monitoring techniques were mixed, wherein, 90% knew about the adequate weight of a child at 1 and 3 years, 43% knew that a child can be monitored at any age below 6 years while 37% had incorrect knowledge about the assessment of age while growth monitoring.

Desai et al. (2012) conducted a cross sectional study of 30 AWCs in Wagodiya block of Vadodara district in Gujarat using purposive sampling. They found that the average age of AWWs in the block was 33.8 and all of them came from the local community. Interestingly, 33% of those surveyed said that they are not able to give enough time to basic activities at the AWC because of increased workload from other national health programmes.

Patil and Doibale (2013) conducted a cross-sectional study of 49 AWCs in two ICDS blocks in Aurangabad, Maharashtra. The study utilised stratified sampling to select AWCs from each block and interviewed AWWs to gauge literacy levels, years of experience, knowledge about their work as well as problems faced by them. The study found that a majority of AWWs were 41-50 years old, more than half had completed matriculation, and close to 69% had more than 10 years of experience. Significantly, around 87% of respondents reported that they were paid inadequate honoraria while also facing excessive workload and infrastructure related issues.

Mohanan et al. (2012) studied stress and dissatisfaction levels among 82 AWWs in Mangalore using a General Health Questionnaire (GHQ - 12). The study found that the experienced stress levels increased with age with reasons being mainly related to the nature of their work. The study concluded that improved pay and better administration could enhance their work efficiency and delivery of ICDS services.

Kaur et al. (2016) conducted a cross-sectional study of 24 AWWs in a north Indian city to understand their perceived constraints and workload. The study utilised convenience sampling and in-depth interviews. Some of the constraints identified in the study were low honorarium, meeting out of duty hours, inadequate space in the AWC and lack of a government building for the same. The study also found that most AWWs were not able to provide services effectively for the recommended time period because most of their time was spent in maintaining records and other activities.

Singh and Masters (2017) attempted to test the efficacy of performance incentives and bonuses to AWWs in 160 ICDS centres in Chandigarh to improve child health outcomes. The study randomly assigned AWWs to either fixed bonuses or incentives based on nutritional status of children being served, while also monitoring a control group that was given the standard honorarium. The findings indicated that performance-based incentives lead to a decrease in underweight prevalence by 5% over three months, and this continued after a renewal of incentives. Performance-based incentives and bonuses lead to increased effort and better communication of nutritional guidelines to mothers by AWWs.

STUDY OBJECTIVES

- To identify the socio-economic indicators, level of financial and health inclusion, digital literacy and work conditions of Anganwadi workers in Delhi.
- To analyse the implementation of social security benefits currently provided to AWWs by the central and state governments.
- To study the provision of civic amenities, including but not limited to, sanitation and clean drinking water at Anganwadi Centres.

RESEARCH QUESTIONS

- What is the sociodemographic profile of AWWs in Delhi?
- What is the nature of access to financial and health services, institutional credit and welfare schemes to AWWs?
- What are the average working conditions, including facilities at AWCs, of AWWs in Delhi?
- How do the above mentioned factors impact the capacity of AWWs to deliver services under the ICDS in Delhi?

METHODOLOGY

The study, including this pilot, relies on primary data from AWWs across Delhi as well as secondary data from the literature review to draw inferences about the status of Anganwadi workers in the city. As part of the data collection, the plan is to utilise a structured survey tool and a semi-structured open-ended questionnaire in two successive stages. The quantitative data from the initial survey tool is to be used to identify AWWs for further in-depth personal interviews to collect qualitative data. The results will be interpreted based on a combination of the information from the two stages. For the purpose of the pilot, however, only the structured survey tool was used because of certain operational constraints that have been discussed later in this report.

Sampling

The pilot study was conducted on a purposive random sampling basis with 99% confidence level and 1% margin of error. The final study will also utilise the same sampling technique. The ICDS programme covers over 8.4 crore children under the age of 6 years and over 1.91 crore pregnant and lactating mothers through 7,076 sanctioned projects, implemented in more than 14 lakh AWCs across the country. Delhi has a total of 95 ICDS projects across 11 districts with a sanctioned strength of 10,897 AWWs, of which 9,451 workers are in-position at present.

Table 1: Coverage under the present study

Pilot Study			
Location	Districts covered	ICDS Projects covered	Anganwadi Workers covered
Delhi	3	3	38
Final Study			
Location	Districts to be covered	ICDS Projects to be covered	Anganwadi to be Workers covered
Delhi	7	20	600

Survey

The survey tool administered during the pilot is divided into 12 sections that cover a wide-range of demographic and socio-economic indicators, work conditions, financial and digital literacy levels among the target population (see Appendix). The survey team was composed of five enumerators who administered the pilot in the East, North-east, and Shahdara districts of Delhi.

Study Period

The pilot study was conducted over a span of three weeks in late January and early February 2020.



In Photograph: Anganwadi: India's Community Health Warriors
Photograph Credits: Public Services International

RESULTS

While it is difficult to infer outcomes of significance from the results of the pilot (owing to the smaller sample size), there are certain indicative findings that provide a general picture of the socio-economic, demographic and other characteristics of the surveyed sample. The following subsections present this data:

Personal and Household Profile of the Respondents

A majority (87%) of the AWWs surveyed were older than 35 years. All of the surveyed women have completed secondary school education (10th standard). Additionally, around 46% hold at least a graduate degree. Around 66% of the respondents are married and living with their spouse with the average household having more than 5 people. On average, the respondents have more than 2 children.

Income and Expenditure of the Respondents

Over 97% of the respondents were paid INR 5000-10000 per month for their work in the AWCs. Around 68% respondents only work at the AWC and did not have a secondary source of income. Over 69% of the respondents had a total monthly household income less than INR 50,000. Interestingly, over 86% of respondents do not have any personal savings and close to 29% said that their monthly income was less than the monthly expenditure. About 85% of the people surveyed were paid regularly, but 75% had not received any performance based incentive.

Access to Financial Services

Payments to the workers are made directly into their bank accounts and thus, 100% had a bank account. Asked about the source of information regarding financial services and schemes, almost 45% said they got their information from government sources, while over 42% depended on banking agents. Only around 10% had access to government pension, whereas close to 66% said they would rely on personal savings after they retire.

Status in Household and Community

Most of the respondents seem to have agency in making household decisions. A majority of the respondents (68%) stated that they have a say in household decisions concerning income, while around 13% said they are never involved in such decisions. When it comes to decisions regarding their healthcare needs, more than half (54%) said they took decisions individually, while over 13% stated that their spouse took the decision for them and around 16% took such decisions jointly with their spouse.

Political Participation

Political participation among respondents seems restricted to voting in elections. A majority of the respondents (around 66%) are not a part of the Delhi State Anganwadi Workers and Helpers' Union, with close to 21% stating that they did not know about its existence. Overall, a third of the respondents didn't show any interest in affiliating with such organisations. Close to 95% had voted regularly in the previous state and national elections. Though around 87% were aware of the 2017 sit-in protest in front of the Delhi Chief Minister's residence, which demanded better pay and working conditions for AWWs, only around 57% said they had participated in the protest.

Access to Healthcare Facilities

Although healthcare facilities are physically accessible to most of the respondents, access to health insurance as well as safeguards from health hazards, particularly the annual winter smog of Delhi, aren't available to most. Around 44% of respondents mentioned that it takes them more than 10 minutes to reach the nearest medical facility. Around 92% respondents said it would take them between 5 to 15 minutes to reach the nearest pharmacy. Around 11% lose at least a week's worth of working hours because of personal health issues while around 13% lose the same amount of working hours due to family members being sick. A whopping 92% did not have medical insurance coverage, while only around 5% were provided with masks during last year's winter smog.

Working Conditions and General Well-Being

When asked about the length of their time working at AWCs, around 46% had been working for 5-10 years, while close to 30% had been working for more than 20 years. Most (87%) said they worked between 4 to 6 hours daily, while around 10% reported to be working about 6 to 8 hours everyday. For around 48% of respondents, the motivation for working at the AWC was the wellbeing of their community, but for 27% it was their desire to be self-dependent. Around 81% were satisfied with their work. However, close to 58% felt that they didn't have sufficient funds to run daily activities at the AWC, and around 63% even contributed from their own pockets for the same when funds were low. While around 74% claimed to be satisfied with the conditions at their workplace, close to 71% felt they were overworked.

Media Habits and Digital Literacy

An overwhelming majority of the respondents (81.5%) owned a smartphone. All the respondents had access to a government provided computer for work at the AWC, and 97.37% had received digital training at the AWC. However, only around 21% were part of the government training under the National Digital Literacy Mission (NDLM).

Government Schemes and Benefits

While awareness of various Government schemes is high, very few avail such schemes. Over 63% are aware of the PM Jeevan Jyoti Bima Yojana, 66% know about the PM Suraksha Bima Yojana, and around 43% are aware of the Anganwadi Karyakarti Bima Yojana. Only a third of the respondents (34%) are aware of the Scholarship scheme for children of AWWs/AWHs studying in 9th - 12th (including ITI). Overall, just over 28% of the workers are availing these government provisions.

DISCUSSION OF FINDINGS

From the findings of the pilot, we can conclude that the personal and household profile of the sample is consistent with the findings of Desai et al. (2012), and Patil & Doibale (2013). Compared to the findings of previous studies like Bhasin et al (1994) and Patil & Doibale (2013), educational attainment seems to be significantly high among the pilot study sample as almost half of the respondents hold at least a graduate degree.

A majority of the AWWs have a monthly income between INR 5000-10000 which is comparable to the average monthly income of regular/salaried workers in India. However, around 86% of the AWWs reported having no personal savings which could mean that they either have a joint account with their spouse or another family member, or have higher monthly expenditure compared to what they earn. Almost 1/3rd of those surveyed do indicate that they earn less than their monthly expenditure. Additionally, only 10% of AWWs indicated having access to government pension while 92% did not have access to medical insurance. Further, less than 1/3rd of respondents are availing insurance schemes provided by the government. Cumulatively, these results indicate the economic precarity that characterises the lives of anganwadi workers even though they are the backbone of India's national nutrition mission.

This economic precarity becomes more problematic when we take into account the working conditions of AWWs. More than half of the study sample indicated not having adequate funds for daily activities at the AWC and around 2/3rd of respondents reported contributing from their own pockets to address the lack of funds. Certainly, this seems to be an additional economic burden on AWWs, most of whom do not have personal savings anyway. Overall, around 71% of respondents feel overworked which could be a source of additional mental and physical stress.

Interestingly though, data on political participation shows that most of the respondents are either unaware or not interested in voicing their concerns through the state-level AWW union. Almost 2/3rd of the respondents are not a part of the Delhi AWW union, and 1/3rd show no interest in being a part of the union or similar organisations. This could mean that they don't see such organisations as useful platforms to voice their concerns. The results of the pilot, though, are not sufficient to reach this conclusion and there is scope for the survey tool to be expanded to understand the trends in political participation better.



IMPLEMENTATIONAL CHALLENGES

While conducting a survey generally comes with its set of challenges and extraneous factors owing to the dynamic nature of the process, the pilot study had to face some fundamental operational challenges that threatened the study as soon as it went on the floor.

The study period coincided with the lead-up to the Delhi legislative assembly elections in early February. While appropriate documentation was provided to the survey team to make the respondents and their supervisors aware about the non-political and academic nature of the study, a majority of the supervisors showed reluctance to let the surveyors conduct the survey. They asked the survey team to get permissions from the Child Development Project Officers (CDPOs) for the same even though there is no such administrative requirement to conduct such surveys.

The project team presumed that the reluctance on part of the Supervisors must be a result of general cautiousness owing to the February elections. The team then proceeded to get the permissions from the respective CDPOs. However, a majority of the CDPOs also responded unfavourably to the study, while some allowed it go ahead in their areas.

As a way around the issue, the team thought of getting an official 'no-objection' letter from the State Department of Women and Child Welfare. After several rounds of in-person visits as well as multiple emails to the authorities, unfortunately, the permission was not given. This was after some of the senior officials cleared the letter seeking permission for the study. In hindsight, the project team can conclude that it was administrative red-tapism within the concerned department that simply did not allow the study to go ahead even after multiple reassurances and complete openness about the non-political nature of the study.

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APPENDIX

Survey Questionnaire

The Status of Anganwadi Workers in Delhi

(Numbers given for each response are codes to be used for statistical analysis)

A.General Information

Introduction by Researcher: मेरा नाम _____ है। हम दिल्ली में आंगनवाड़ी कार्यकर्ताओं की कामकाजी परस्थितियों और सामाजिक-आर्थिक स्थिति का अध्ययन करने के लिए एक सर्वेक्षण कर रहे हैं। हम आंगनवाड़ी कार्यकर्ताओं के कल्याण के लिए सरकार द्वारा कए गए प्रावधानों को समझने के लिए डेटा / जानकारी एकत्र कर रहे हैं। क्या आप इस सर्वेक्षण का हिस्सा बनना चाहेंगे?

My name is _____. We are conducting a survey to study the working conditions and socio-economic status of Anganwadi workers in Delhi. We are collecting data/information to understand the provisions the government has made for the welfare of Anganwadi workers. Would you like to be a part of this survey?

	Question	Response	Remarks
A-1	Enumerator name		
A-2	Date		
A-3	Time		
A-4	District		
A-5	Name of AWC (if any)		
A-6	Address (include house number and/or directions for another team to find the AWC in future)		

B. Personal and Household Profile of AWW

	Questions	Responses	Remarks
B-1	Name of AWW/ AWW का नाम (Not to be published)		
B-2	Age of AWW/ AWW की आयु 0 (Less than 18 years) 1 (18 - 25 years) 2 (26 - 35 years) 3 (36 - 45 years) 4 (45 - 60 years) 5 (Above 60 years)		
B-3	Education/ आपने कहां तक पढ़ाई की है? 0 Illiterate/ नरिक्षर 1 Primary (Class 1-5)/ प्राथमिक (कक्षा 1-5) 2 Secondary (Class 6-8)/ माध्यमिक (कक्षा 6-8) 3 Matric (Class 10)/ मैट्रिक (कक्षा 10) 4 Senior Secondary (Class 12)/ कक्षा 12 5 Graduate (College/ B.A.) 6 Vocational/ Diploma 7 Post Graduate (M.A.)		
B-4	Marital status/ वैवाहिक स्थिति 0 Single/ अविवाहित If married, क्या आप अपने पति के साथ रहती हैं? 1 Married and living with spouse 2 Married and living away from spouse (if he works out of town etc.) 3 Separated 4 Divorced/ तलाकशुदा 5 Widow/ वधवा		
B-5	Total number of household members/ घर के सदस्यों की कुल संख्या (including children, adult men and adult women)		
B-6	Number of Children/ बच्चों की संख्या		

INDICATORS OF ECONOMIC EMPOWERMENT

C. Income and Expenditure

	Questions	Responses	Remarks
C-1	<p>What is the range of Honorarium you are paid currently?/ AWW के रूप में आपको कतिना पैसा दिया जाता है?</p> <p>0 0 - Rs 5,000 1 Rs 5,001 - Rs 10,000 2 Rs 10,001 and above</p>		
C-2	<p>Are you aware of the enhancement in honorarium made by the government in recent years?/ क्या आप जानते हैं कि सरकार ने हाल ही में आपका वेतन बढ़ाया है? (Honorarium to be paid by the Central Government increased from Rs 3,000 to Rs 4,500 PM)</p> <p>0 Yes 1 No</p>		
C-3	<p>How do you receive your honorarium?/ आपका वेतन आपको कैसे दिया जाता है?</p> <p>0 Cash 1 Bank account transfer 2 Others (specify in remarks)</p>		
C-4	<p>Do you have any other sources of income?/ क्या आपके पास आय के अन्य स्रोत हैं? (Check if they have other part time jobs, mention them in remarks)/ AWW होने के अलावा, क्या आपके पास कोई अन्य नौकरी है?</p> <p>0 Yes 1 No</p>		

C-5	<p>Estimated Total Monthly Income - Personal/ आप हर महीने कुल कतिना कमाते हैं?</p> <p>0 Under Rs 5,000 1 Rs 5,001 - Rs 10,000 2 Rs 10,001 - Rs 25,000 3 Rs 25,001 - Rs 50,000 4 Over Rs 50,001 5 Not comfortable sharing</p>		
C-6	<p>Total Monthly Income - Household/ अपने परिवार के सभी सदस्यों की आय को जोड़कर, आपके घर में हर महीने कतिना पैसा आता है?</p> <p>0 Under Rs 20,000 1 Rs 20,001 - Rs 50,001 2 Rs 50,001 - Rs 1 lakh 3 Above Rs 1 lakh 5 Not comfortable sharing</p>		
C-7	<p>Estimated Monthly Expenditure - Household/ हर महीने, आपके घर का कुल खर्च क्या है?</p> <p>0 Less than monthly income 1 Equal to monthly income 2 More than monthly income 3 Not comfortable sharing</p>		
C-8	<p>Do you have any personal savings?/ क्या आपके पास कोई व्यक्तिगत बचत है?</p> <p>0 Yes 1 No</p>		
C-9	<p>What form are your savings in?/ आपकी बचत किस रूप में है?</p> <p>0 Cash 1 Saving in bank account 2 Saving in informal chit funds/ saving clubs/ SHGs 3 Savings as FD/ RD 4 Others (specify in remarks)</p>		

C-10	<p>How do you plan to spend your savings?/ आपने अपनी बचत को कैसे खर्च करने का सोचा है?</p> <p>0 Towards everyday household expenditure 1 To buy productive assets (car, AC) 2 To start own business 3 For education 5 For marriage/ dowry 6 Keep saving for retirement/ emergency 7 Other (specify in remarks)</p>		
C-11	<p>Did you receive any performance based incentive in the last financial year as an AWW?/ AWW के रूप में क्या आपने कोई प्रदर्शन आधारित प्रोत्साहन प्राप्त किया है?</p> <p>0 Yes 1 No</p>		
C-12	<p>Is your honorarium paid regularly?/ क्या आपको अपना वेतन समय पर मलित है?</p> <p>0 Yes 1 No</p>		
C-13	<p>If No, how many months in the last year was your honorarium not paid on time?/ यदि नहीं, तो पछिले वर्ष में कतिने महीने आपके मानदेय का भुगतान समय पर नहीं किया गया था?</p> <p>0 (1 - 2 months) 1 (3 - 4 months) 2 (More than 4 months)</p>		
C-14	<p>Do you currently have any pending honorarium to be paid?/ क्या आपके पास वर्तमान में कोई लंबित मानदेय है?</p> <p>0 Yes 1 No</p>		

D. Access to Financial Services

	Questions	Responses	Remarks
D-1	Do you have a bank account?/ क्या आपके पास एक बैंक खाता है? 0 Yes 1 No		
D-2	What is your source of information about various banking or financial products or services?/ विभिन्न बैंकिंग या वित्तीय सेवाओं के बारे में आपकी जानकारी का स्रोत क्या है? 0 Print media like newspapers, magazines 1 Electronic media like television, internet, mobile SMS 2 Friends/ family/ village elders 3 Banking correspondents/ facilitators/ agents 4 Informative sessions organized by government 5 Informative sessions organized by NGOs, others 6 Others (specify in remarks)		
D-3	Which of the following banking facilities do you generally use?/ आप निम्नलिखित में से कसि बैंकिंग सुविधा का आमतौर पर उपयोग करते हैं? 0 ATMs 1 Mobile/ Internet Banking 2 Debit / Credit cards		

D-4	<p>Which of the following do you consider will serve your financial needs during old age or after retirement?/ Retirement के बाद, वित्तीय सुरक्षा आप नमिन में से किस पर निर्भर है?</p> <p>0 Government pension/ old age benefits 1 Personal retirement savings plan benefits 2 Sell your assets 3 Use an inheritance/ family money 4 Rely on children 5 Others</p>		
D-5	<p>Have you taken a loan in the last one year?/ क्या आपने पछिले एक साल में loan लिया है?</p> <p>0 Yes 1 No</p>		
D-6	<p>If Yes, where did you take the loan from?/ यदहिं, तो आपने loan कहां से लिया?</p> <p>0 Government schemes 1 Co-operative society/bank 2 Commercial bank 3 Financial corporation/ institution 4 Self-help groups 5 Local moneylender 6 Relatives/ friends 7 Others (specify in remarks)</p>		
D-7	<p>If No, why did you not apply for a bank loan?</p> <p>0 Did not need it 1 Did not know where/ how to apply 2 Did not have any collateral security 3 Previous loan(s) pending 4 Afraid will not be able to repay 5 Process too complicated 6 Others (specify in remarks)</p>		

INDICATORS OF SOCIAL AND POLITICAL EMPOWERMENT

E. Perception on Empowerment

0 Strongly Agree

1 Agree

2 No opinion

3 Disagree

4 Strongly Disagree

	Questions	Responses	Remarks
E-1	Do you believe that women should have the same rights as men?		
E-2	Do you believe violence/ crimes against women is a big problem in India		
E-3	Do you believe women can be as good political leaders as men		
E-4	Do you believe that women should be able to marry as per their choice?		
E-5	Do you believe women should be able to go where they want, any time of the day, just like men?		
E-6	Do you believe women and men should equally share care responsibilities for children, the elderly and the disabled in a household?		

F. Status in Household and Community

	Questions	Responses	Remarks
F-1	<p>Do you make/ participate in decisions concerning spending of personal/household income/ savings? क्या आप व्यक्तिगत / घरेलू आय / बचत के खर्च से संबंधित निर्णयों में भाग लेते हैं?</p> <p>0 Yes 1 Usually 2 Sometimes 3 Rarely 4 Never</p>		
F-2	<p>Who makes decisions about your time? आप अपना समय कैसे व्यतीत करते हैं, इस बारे में कौन निर्णय लेता है?</p> <p>0 You 1 Spouse 2 You and spouse jointly 3 Someone else</p>		
F-3	<p>Who makes decisions about health care for yourself? आपके स्वास्थ्य देखभाल के बारे में निर्णय कौन लेता है?</p> <p>0 You 1 Spouse 2 You and spouse jointly 3 Someone else</p>		

G. Political Participation

	Questions	Responses	Remarks
G-1	<p>Are you a member of any local organization/ community group/ political party? क्या आप किसी स्थानीय संगठन / सामुदायिक समूह / राजनीतिक दल के सदस्य हैं?</p> <p>0 Yes 1 No</p>		

G-2	<p>Are you a member of the Delhi State Anganwadi Workers and Helpers' Union (or others)? क्या आप दिल्ली राज्य आंगनवाड़ी वर्कर्स एंड हेल्पर्स यूनियन (या अन्य) के सदस्य हैं?</p> <p>0 Yes 1 No</p>		
G-3	<p>If not, what is the reason? यदि नहीं, तो इसका क्या कारण है?</p> <p>0 Don't know about it 1 Not interested 2 Not useful 3 No time 4 Family does not allow 5 Others (specify in remarks)</p>		
G-4	<p>Do you vote? क्या आप वोट करते हैं?</p> <p>0 Yes 1 No 2 Usually 3 Sometimes 4 Rarely</p>		
G-5	<p>In 2017, there was a sit-in protest in front of the CM's residence demanding better pay and working conditions for AWWs. Are you aware of this? 2017 में, AWWs के लिए बेहतर वेतन और काम करने की स्थिति की मांग के लिये, CM के नवास के सामने एक बैठक हुई थी। क्या आप इससे जागरुक हैं?</p> <p>0 Yes 1 No</p>		
G-6	<p>Were you a part of this protest (or others)? क्या आप इस वरिध (या अन्य) का हिस्सा थे?</p> <p>0 Yes 1 No</p>		

H. Mobility

	Questions	Responses	Remarks
H-1	Distance between house and AWC? आपके घर से AWC कतिनी दूर है? 0 (Less than 5 km) 1 (More than 5 km)		
H-2	How do you commute to the AWC? आप रोज AWC कैसे आते हैं?		
H-3	Apart from work, how frequently do you go out for recreation or personal work? काम के अलावा, आप मनोरंजन या व्यक्तिगत काम के लिए कतिनी बार बाहर जाते हैं? 0 Often 1 Sometimes 2 Rarely 3 Never		
H-4	If you don't go out frequently, give reasons for the same? यदि आप अक्सर बाहर नहीं जाते हैं, तो उसी का कारण दें? 0 There is no need/ I don't want to 1 I am not allowed to 2 My spouse takes care of outside work 3 Can't afford to		
H-5	If you use public transport, what problems do you face? यदि आप सार्वजनिक परिवहन का उपयोग करते हैं, तो आपको कनि समस्याओं का सामना करना पड़ता है? 0 No problems 0 Accessibility from home/AWC 2 Personal security/ harassment 3 Affordability		

I. Access to Healthcare Facilities

	Questions	Responses	Remarks
I-1	<p>What disease(s) have you suffered from in the last one year? क्या आप पछिले वर्ष में नमिन में से किसी भी बीमारी से पीड़ित थे?</p> <p>0 Mental stress 1 Flu/Fever 2 Respiratory problems 3 Dengue/Malaria 4 Stomach issues 5 Water borne diseases 6 Reproductive issues 7 Others (specify)</p>		
I-2	<p>Do you have access to healthcare facilities in your area? क्या आपके क्षेत्र में अस्पताल है?</p> <p>0 Yes 1 No</p>		
I-3	<p>How much time does it take for you to reach the nearest medical facility from your household? आपको अपने घर से अस्पताल पहुंचने में कतिना समय लगता है?</p> <p>0 5 - 10 minutes 1 10-20 minutes 2 More than 20 minutes</p>		
I-4	<p>What healthcare facility do you usually opt for? आप आमतौर पर इलाज के लिए कहां जाते हैं?</p> <p>0 Self treatment/medication 1 Mohalla clinics 2 Other government facilities 3 Private health clinics 4 Nursing home 5 Dispensary 6 Alternate medicine 7 Other (specify in remarks)</p>		

I-5	<p>How much time does it take for you to reach the nearest Pharmacy? आपके घर से नकटतम pharmacy तक पहुंचने में आपको कतिना समय लगता है?</p> <p>0 5 - 15 minutes 1 16 - 30 minutes 2 More than 30 minutes</p>		
I-6	<p>What is the average expenditure on treatments for the ailments mentioned in I-1? यदि आप हाल ही में किसी बीमारी से पीड़ित थे, तो इलाज में कतिना खर्च हुआ?</p> <p>0 0 - Rs 500 1 Rs 501 - Rs 1,000 2 Rs 1,001 - Rs 3,000 3 More than Rs 3,000</p>		
I-7	<p>Working time lost per month due to health reasons? हर महीने, आप आम तौर पर कतिने दिनों के लिए बीमार होते हैं?</p> <p>0 0 - 4 days 1 4 to 7 days 2 More than a week</p>		
I-8	<p>Working time lost per month due to healthcare responsibilities of family members? हर महीने, परिवार के सदस्यों की स्वास्थ्य संबंधी ज़िम्मेदारियों के कारण आप कतिने दिन व्यस्त रहते हैं?</p> <p>0 0 - 4 days 1 4 to 7 days 2 More than a week</p>		
I-9	<p>Do you have medical insurance? क्या आपके पास medical बीमा है?</p> <p>0 No 1 Government insurance 2 Private insurance</p>		
I-10	<p>Were you provided with masks during the recent winter smog after Diwali? क्या आपको सर्दियों के स्मॉग के दौरान मास्क प्रदान किया था?</p> <p>0 Yes 1 No</p>		

J. Working Conditions and General Well-Being

	Questions	Responses	Remarks
J-1	<p>On an average day, how much time do you dedicate to the following activities?/ आप नमिन् कार्यों पर कतिना समय व्यतीत करते हैं?</p> <p>0 (0 hour) 1 (1 hours) 2 (2 hours) 3 (2 to 4 hours) 4 (4 to 6 hours) 5 (More than 6 hours)</p>		
	Household chores (cooking, cleaning, family care)/घरेलू काम (खाना पकाने, सफाई, परिवार की देखभाल)		
	Childcare (feeding, bathing, playing)/ बच्चों की देख - भाल (खलाना, नहाना)		
	Entertainment/ leisure (socializing, TV, internet)/ मनोरंजन / अवकाश (सामाजकता, टीवी, इंटरनेट)		
	Personal care (sleeping, grooming)/ व्यक्तिगत देखभाल (सोना, सवारना)		
J-2	<p>Does your spouse help you with household work and childcare?/कया आपका जीवनसाथी घरेलू काम और बच्चे की देखभाल में आपकी मदद करता है?</p> <p>0 Yes 1 No 2 To a limited extent 3 Don't know/ refuse to answer</p>		
J-3	<p>Who takes care of your children (if any) when you are away from home on job/work?/ जब आप नौकरी / काम पर घर से दूर होते हैं, तो आपके बच्चों की देखभाल कौन करता है?</p> <p>0 Spouse/ family members 3 Neighbours/ friends ---1 4 Take them to work ---2 5 Paid help ---3</p>		

J-4	<p>Since how many years have you been working as an AWW?/आप AWW के रूप में कतिने वर्षों से काम कर रहे हैं?</p> <p>0 Less than 5 years 1 5 to 10 years 2 10 to 15 years 3 15 to 20 years 4 More than 20 years</p>		
J-5	<p>Did you face any restrictions while starting to work?/ जब आपने AWW के रूप में काम करना शुरू किया, क्या आपने किसी प्रतबंध का सामना किया?</p> <p>0 Yes 1 No</p>		
J-6	<p>How many hours do you work daily at the AWC?/AWC पर आप रोजाना कतिने घंटे काम करते हैं?</p> <p>0 Less than 2 hours 1 2 to 4 hours 2 4 to 6 hours 3 6 to 8 hours 4 Over 8 hours</p>		
J-7	<p>What is your primary motivation in working as an AWW? आप AWW क्यों बनना चाहते थे?</p> <p>0 I want to work/ be self-dependent 1 Financial need 2 Community well being 3 Other (specify in remarks)</p>		
J-8	<p>Are you satisfied with the work you do at the AWC? क्या आप AWW के रूप में अपने काम से खुश हैं?</p> <p>0 Yes 1 No 2 Don't know/ refuse to answer</p>		

J-9	<p>Do you get any paid leave? (AWWs eligible for paid maternity leave)/ क्या आपको कोई paid मातृत्व अवकाश मिला?</p> <p>0 Yes 1 No</p>		
J-10	<p>Do you get sufficient funds to run the daily activities at the AWC? आपको AWC चलाने के लिए जो धनराशि मिलती है, क्या वो काफी है?</p> <p>0 Yes 1 No</p>		
J-11	<p>If No, have you ever contributed money/essential items to the AWC from your own pocket? क्या आपने कभी AWC पर अपना पैसा खर्च किया है?</p> <p>0 Yes 1 No</p>		
J-12	<p>Have you ever been promoted in your career? क्या आप कभी अपने करियर में promote हुए हैं?</p> <p>0 Yes 1 No 2 Don't Know/ refuse to answer</p>		
J-13	<p>Are you satisfied with the working conditions at your workplace? क्या आप अपने AWC पर काम की परस्थितियों से संतुष्ट हैं?</p> <p>0 Yes 1 No 2 Don't know/refuse to answer</p>		
J-14	<p>Do you feel overworked? क्या आपके पास काम का बहुत अधिक बोझ है</p> <p>0 Yes 1 No Don't know/refuse to answer</p>		

K. Media Habits and Digital Literacy

	Questions	Responses	Remarks
K-1	<p>Which information source do you use most frequently to access news? समाचार के लिए आप कसि सूचना स्रोत का सबसे अधिक उपयोग करते हैं?</p> <p>0 TV 1 FM/Radio 2 Newspapers/ Magazines 3 Internet (Facebook,WhatsApp) 4 Family/ Friends/ Neighbours 5 Others (specify in remarks)</p>		
K-2	<p>Do you own a mobile phone? क्या आपके पास mobile है?</p> <p>0 No 1 Smartphone 2 Feature phone</p>		
K-3	<p>What other devices can you operate? आप अन्य कनि उपकरणों को संचालति कर सकते हैं?</p> <p>0 Computers/ laptops 1 Tablets (iPads)</p>		
K-4	<p>What do you use your mobile phone/tablet/computer for other than calling? आप अपने मोबाइल फोन / टैबलेट / कंप्यूटर का क्या उपयोग कसि तरह करते हैं?</p> <p>0 Sending/ Receiving Email 1 Browsing internet 2 Facebook/Whatsapp/other social media 3 Searching for jobs 4 Office work 5 Availing government services 6 Others (specify in remarks)</p>		

K-5	<p>Were you a part of any government training under the National Digital Literacy Mission? क्या आप राष्ट्रीय डिजिटल साक्षरता मिशन के तहत किसी सरकारी training का हिस्सा थे?</p> <p>0 Yes 1 No</p>		
K-6	<p>If yes, was the training free of cost? यदहाँ, तो क्या आपका training free of cost लिया गया था?</p> <p>0 Yes 1 No</p>		
K-7	<p>Has the government provided any computer/tablet at work? (e.g. POSHAN Abhiyaan smartphone/tablet) क्या सरकार ने AWW के रूप में आपके काम के लिए कोई कंप्यूटर / टैबलेट प्रदान किया है?</p> <p>0 Yes 1 No</p>		
K-8	<p>Have you received any digital training at the AWC? (Regarding how to operate computers and tablets for digital documentation/data collection) क्या आपने AWC में कोई digital training प्राप्त किया है?</p> <p>0 Yes 1 No</p>		

L. Government Schemes and Benefits for AWWs

	Questions	Responses	Remarks
L-1	<p>Are you aware of these Schemes?/ क्या आप इन योजनाओं के बारे में जानते हैं?</p> <p>0 Yes 1 No</p>		

L-1.1	PM Jeevan Jyoti Bima Yojana (PMJJBY)		
L-1.2	PM Suraksha Bima Yojana (PMSBY)		
L-1.3	Anganwadi Karyakarti Bima Yojana (AKBY)		
L-1.4	Female Critical Illness benefits (available under the erstwhile AKBY)		
L-1.5	Scholarships for children of AWWs/AWHs studying in 9th - 12th (including ITI) at Rs 300 per quarter/ छात्रवृत्ति		
L-2	Are you enrolled in any of the above schemes?/ क्या आप उपरोक्त किसी भी योजना में नामांकित हैं 0 Yes 1 No		
L-3	If yes for the above question, which of these are you enrolled into? 0 PMJJBY 1 PMSBY 2 AKBY 3 Scholarship		
L-4	For PMJJBY, PMSBY, AKBY did you pay any premium? 0 Yes 1 No		

M. AWC Infrastructural Profile

	Questions	Responses	Remarks
M-1	Water supply/ क्या आपके AWC में साफ पानी की आपूर्ति है? 0 Free government supply 1 Free private supply 2 Purchased government supply 3 Purchased private supply		
M-2	Sanitation/ क्या आपके AWC में शौचालय है? 0 No toilet 1 Presence of toilet		
M-3	Waste management facility/ क्या आपके AWC में कचरा प्रबंधन की सुविधा है? 0 Yes 1 No		
M-4	Power supply/ क्या आपके AWC में बजिली की आपूर्ति है? 0 Yes 1 No		
M-5	Observe (around/nearby AWC) 0 Open drains and sewage 1 Uncollected garbage 2 Garbage dumping 3 Open defecation 4 Air pollution (indoor/outdoor) (specify in remarks which issues do respondents prioritize)		
M-6	Observe (socio-economic problems of neighbourhood) 0 Safety 1 Extreme poverty 2 Bad roads 3 Violence (incidents reported) (specify in remarks which issues do respondents prioritize)		

The Status of Anganwadi Workers in Delhi

Pilot Study Report

Team SPRF in partnership with Centre for Civic Engagement

