

Policy Brief

# CHILDCARE WORKERS AND DECENT WORK



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*This Policy brief is part of a series of seven policy briefs anchored by Forum for Creches and Childcare Services (FORCES) as an attempt to analyze the childcare ecosystem within the country. The aim is to build a strong case for universalization of childcare and strengthening of public provisioning. All the policy briefs can be accessed using the QR code:*



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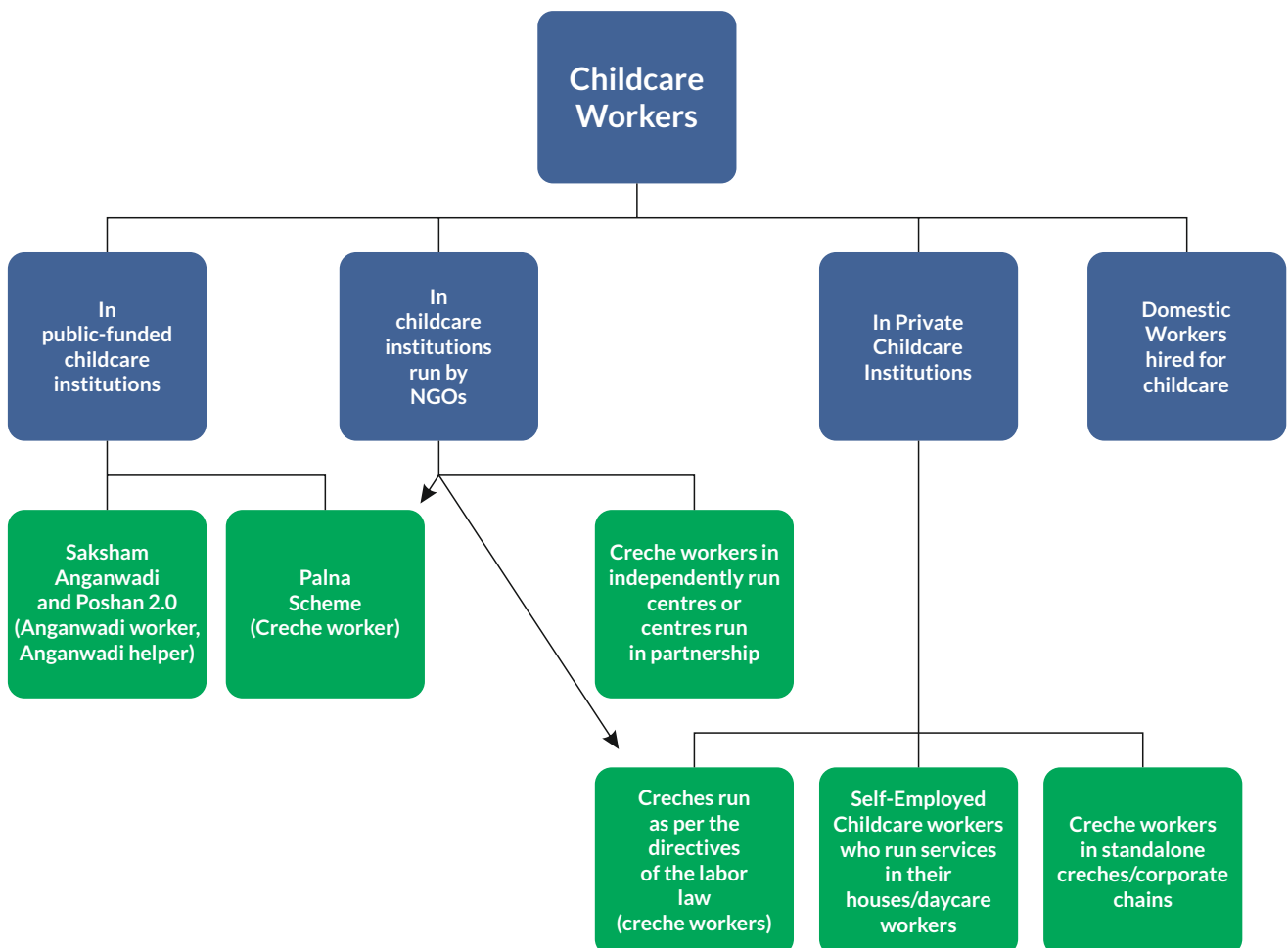
# Introduction

Childcare workers are the linchpin of the childcare system as the crux of quality education during early childhood lies squarely in the interactions between them and the children (The Early Care and Education Workforce, 2016). Quality childcare and its positive impact on a child's well-being and the resulting increase in female labor force participation are widely recognized as pre-requisites for the smooth functioning of the social and economic systems and the overall progress of the nation. However, the increased focus on childcare has not been complemented with improved conditions for childcare workers. The National Education Policy, 2020, envisions universal provisioning of early childhood development, care, and

education by 2030 (MHRD, 2020). This needs to be complemented with decent conditions for childcare workers.

*Childcare workers include a wide range of people operating in varied settings across both formal and informal sectors (refer to Figure 1). While this policy brief makes an argument for better working conditions for all childcare workers, it will primarily focus on the plight of the Anganwadi workers and helpers who are employed under the world's largest program for early childhood care and development (Jamwal, 2020).*

Figure - 1



# Nature of Work

The cadre of Anganwadi workers and helpers is a complete female workforce. A large number of them are deserted, single, divorced, or widowed, with the stipend being their only source of income (AIFAWH, 2002 and 2005). Grasping the intricacies of their job role will enable a better understanding of their plight.

## 1. Recruitment

The Anganwadi workers and helpers are recruited by a selection committee constituted by the State government or UT administration from within the local village (MWCD, Criteria for Recruitment of Anganwadi Workers, 2021). The minimum prescribed qualification is a 12th standard degree and the age limit for applying is 18-35 years. 50% Anganwadi worker posts get filled by promoting Anganwadi helpers with 5

years of experience subject to availability of vacancies and fulfilment of educational qualification, track record of service, additional qualification, and age criteria (MWCD, 2022).

## 2. Training

The newly recruited Anganwadi workers and helpers are required to have a one-week induction training followed by a 5-week job training that is imparted within one year of recruitment. There is an additional provision for regular capacity-building sessions. The training imparts technical knowledge including antenatal and postnatal care practices, growth monitoring, supplementary nutrition, infant and child care, feeding practice, basics of nutrition and regional meal plans, using the Poshan tracker, maintaining the Poshan Vatikas, pre-school



education and tools of convergence, as well as soft-skills including community engagement, behavior change communication, planning, and time management (MWCD, 2022).

### 3. Roles and Responsibilities

The Anganwadi workers are required to perform a total of 25 tasks that include community engagement to elicit local support and spread awareness, regular monitoring of the health indicators of children and mothers, data entry on the Poshan Tracker, imparting early childhood education to children between 3-6 years of age, undertaking home visits, coordinating with other local institutions, collaborating with Accredited Social Health Activists (ASHA), raising critical issues with the supervisors, identifying children with special needs, and performing any bona fide task related to Saksham Anganwadi and Poshan 2.0 as directed by the government (MWCD, 2022)<sup>1</sup>.

The Anganwadi helpers are required to perform 6 prescribed tasks that include cooking and serving food, cleaning the premises, maintaining hygiene of the children, bringing children to the Anganwadi center, helping the Anganwadi workers in smoothly executing their duties, and performing their duties in their absence (MWCD, 2022).

### 4. Wages

The central government pays Rs 4,500 as honorarium to Anganwadi workers at the main Anganwadi centers, Rs 3500 to those working at the mini Anganwadi centers, and Rs 2250 to Anganwadi helpers. This is topped with contributions from most states and Union Territories. Post 2021, performance-based incentives of Rs 500 and Rs 250 have also been issued to the Anganwadi workers and helpers respectively (MWCD, 2022).

### 5. Working hours

These vary in each state. On average, the

Anganwadi workers work for 5 to 7 hours a day for 26 days in a month<sup>2</sup>.

### 6. Retirement age

The retirement age is supposed to be decided by the states; however, this cadre can work until the age of 65 as per the Saksham Anganwadi and Poshan 2.0 guidelines.

### 7. Entitlements and benefits

The Anganwadi workers and helpers are entitled to 20 paid annual leaves and 180 days of maternity leave. The government provides two sets of uniforms per year to these workers. It also recognizes good voluntary work through awards comprising of Rs 50,000 and Rs 40,000 for Anganwadi workers and helpers respectively. The state government and UTs have been instructed by the central government to encourage the Anganwadi workers and helpers to enroll in the Pradhan Mantri Shram Yogi Mandhan (PM-SYM) Pension Scheme on voluntary basis so that they can get an assured monthly pension on attaining the age of 60 years (MWCD, 2022).



***The increased focus on childcare has not been complemented with improved conditions for childcare workers.***



<sup>1</sup> These tasks have been clubbed together to give an overview. For the complete list of 25 tasks, one can refer to the Saksham Anganwadi and Poshan 2.0 document.

<sup>2</sup> This is based on the information received through one-on-one interaction with Anganwadi workers in Odisha, Delhi, Jharkhand, and Chhattisgarh.

# Issues to be addressed

## 1. Not being recognized as workers

The work done by Anganwadi workers and helpers is considered to be an extension of the unpaid care work done by women in their own houses and therefore low in terms of economic and productive value. The state employs them as honorary workers who are not covered under the Code on Wages, 2019.

## 2. Poor working conditions

As a direct consequence of not being recognized as proper employees, the working conditions of Anganwadi workers and helpers remain poor as per the following parameters:

**I. Low wages** – The honorarium of Anganwadi workers and helpers remains lower than the minimum wages for unskilled workers prescribed in most administrative divisions of the Indian government. Only in the states of Tamil Nadu, Goa, and Haryana the

honorarium of Anganwadi workers is more than the prescribed minimum wage of skilled workers, and in the state of Madhya Pradesh it is more than the prescribed minimum wage for semi-skilled workers (refer to Annexure 1 for a complete list of minimum wages and honorarium of workers in 36 administrative units of India). The line graphs below show the honorarium of Anganwadi workers and helpers vis a vis the minimum wages in each state for unskilled workers, semi-skilled workers and skilled workers respectively.

The low scale of honorarium for these workers is directly indicative of the low value assigned to their work although it is integral for the smooth functioning of society. The states of Arunachal Pradesh, Meghalaya, and Nagaland currently do not top up the honorarium amount received from the central government for the Anganwadi workers and helpers.

Honorarium of Anganwadi Cadre and the minimum wages of unskilled workers in each state and UT

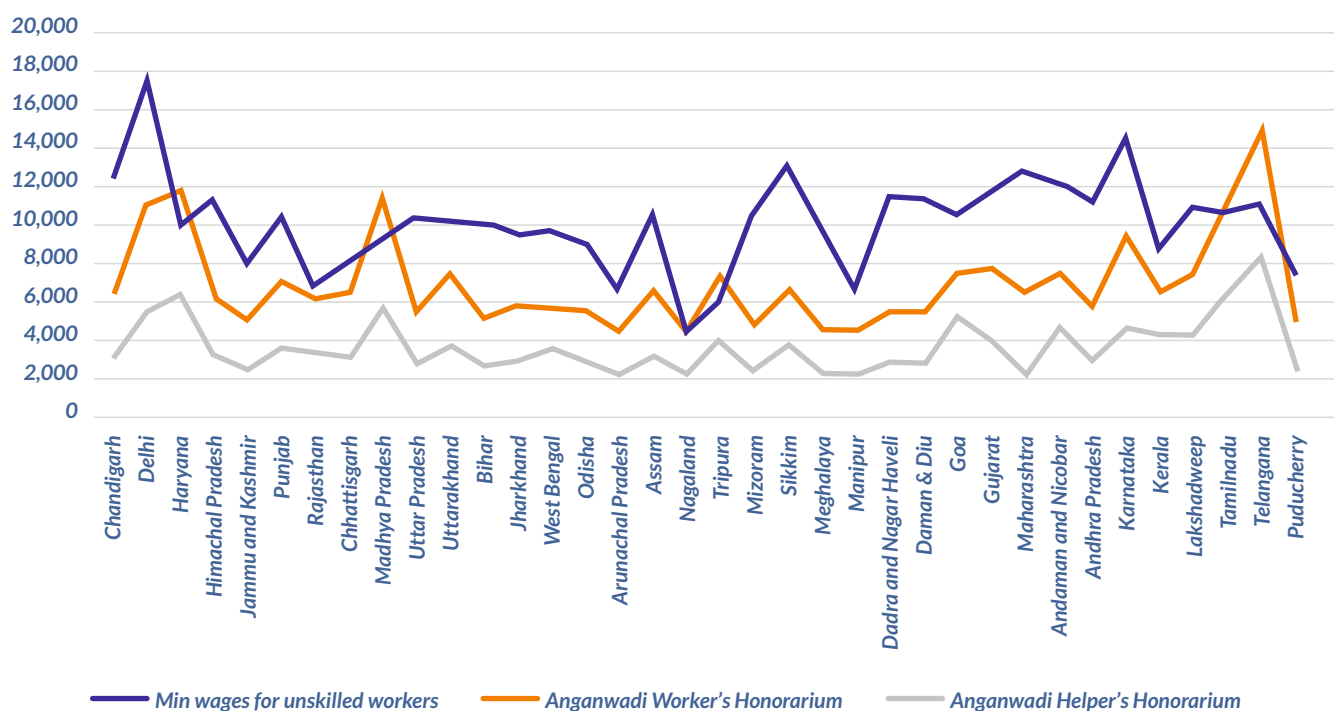


Figure 2 Based on the table provided in Annexure I

### Honorarium of Anganwadi Cadre and the minimum wages of semi-skilled workers in each state and UT

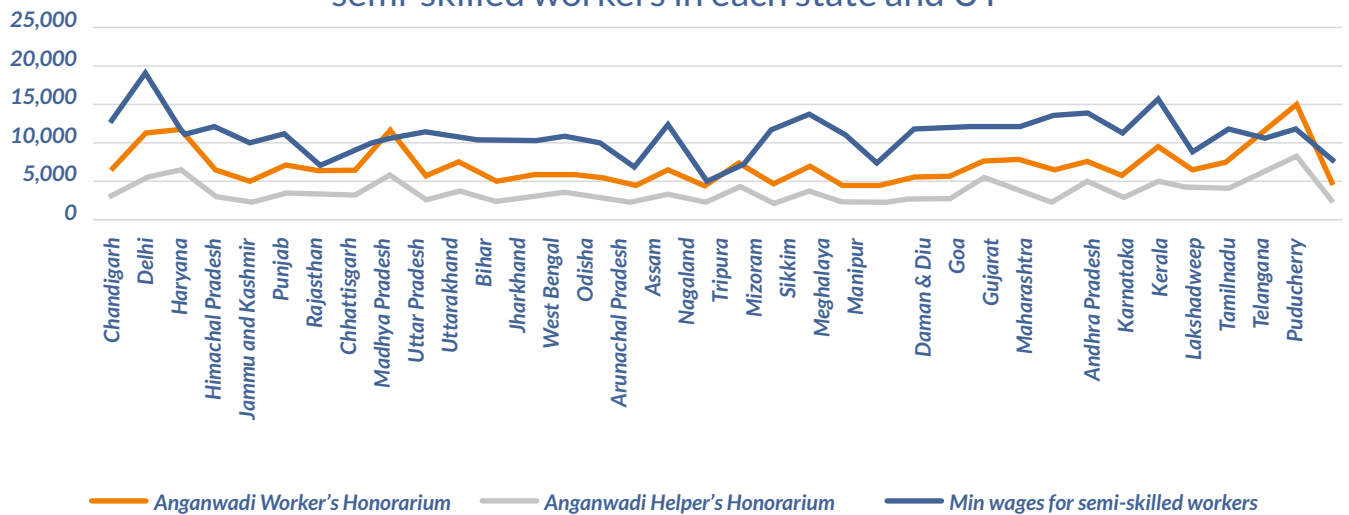


Figure 3 Based on the table provided in Annexure I

### Honorarium of Anganwadi Cadre and the minimum wages of skilled workers in each state and UT

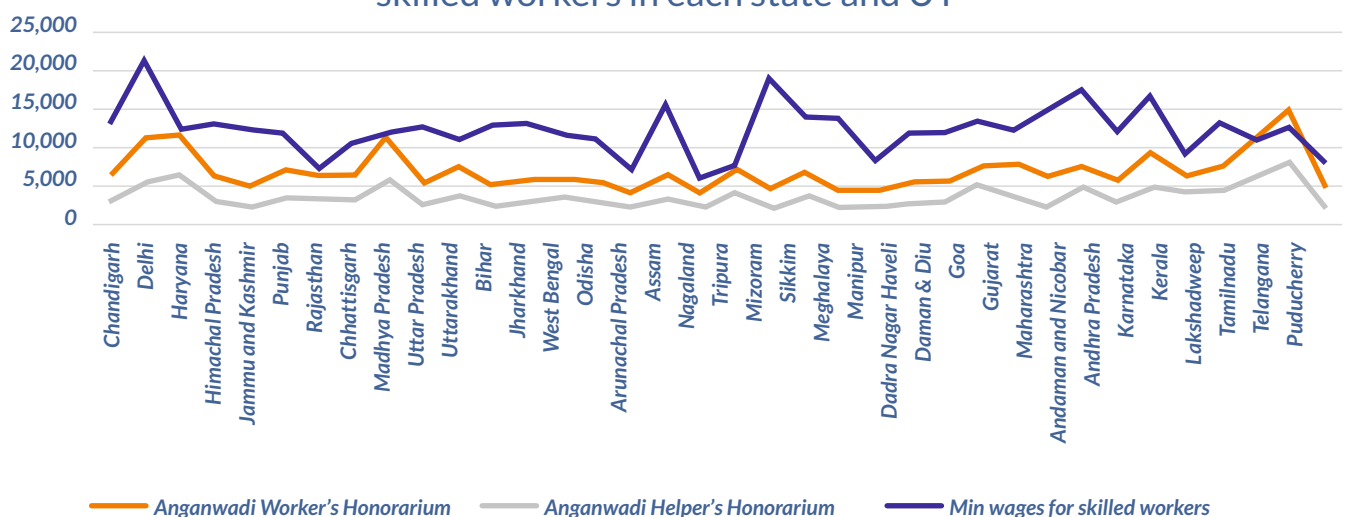


Figure 4 Based on the table provided in Annexure I

**II. Overburdening** – Anganwadi workers and helpers are expected to perform a long list of tasks as part of their deliverables, which has been set by the Ministry of Women and Child Development. These include maintaining records in as many as 14 to 17 registers (Chaudhary, 2018). With the introduction of the Poshan Tracker in 2021, the data must be entered into the tracker as well. Lack of proper internet facility, lags in the Poshan tracker, and the absence of a compatible device makes it difficult and cumbersome to add the data in the tracker, thus increasing their workload and stress. Moreover, they are engaged in many of the tasks and surveys conducted by the Panchayat Department, Election Commission, Health Department, and other institutions and departments. These additional tasks consume a lot of their main working hours and thus impact the quality of the service they provide. A study conducted with 544 AWWs from 6 districts of Madhya Pradesh found that AWWs spent a substantial amount of time on administrative tasks (Jain, et al., 2020). As a result,, Anganwadi workers and helpers are often compelled to work beyond their designated working hours.

During Covid 19, the average working hours of the Anganwadi workers and helpers had increased drastically from 6-8 hours to 12-15 hours a day as per a study conducted in 10 states (Rao & Chowdhury, 2021).

Currently, there are 13.91 lakh Anganwadi centers in the country, 12.72 lakh Anganwadi workers, and 11.69 lakh Anganwadi helpers (MWCD, PIB , 2023). Therefore, there are 1.19 lakh less Anganwadi workers and 2.22 lakh less Anganwadi helpers than there are Anganwadi centers in the country. The responsibility of taking up the extra work resulting from vacancies is also passed on to the Anganwadi workers and helpers at the rate of only Rs 50 per month, causing an

additional burden on them (Sharma P., 2021).

**III. Gaps in infrastructure** - About 26% of the Anganwadi centers do not have a toilet facility (MWCD, 2022) and 28% do not have drinking water facility (Patel, 2023), 10.29 % Anganwadis are operating from kutcha buildings<sup>3</sup>. The poor infrastructure increases the workload of the staff as additional time goes into arranging basic requirements. The equipment provided to the workers for carrying out their deliverables is often outdated. Poor infrastructure not only impacts the quality of the services delivered but also the work-life experience of the staff.

**IV. Out-of-pocket expenditure** – There are many instances where the Anganwadi workers and helpers have paid for the center’s expenses from their own pockets even while they continue to get a meagre honorarium. Several reports have found that the workers have paid the center rent (Mander, 2022) (Gaude, 2022) and occasionally purchased charts, toys, and other stationery items from their own pockets as well (Chaudhary, 2018). While the center and the state lay out directions and schedules for celebrations like the Poshan Maah, which go on for an entire month, budget allocations are not enough to effectively carry out these directions. In such cases as well, the Anganwadi workers and helpers pitch in with their own resources.

**V. Harassment at work** – As the frontline workers, the Anganwadi employees are held accountable for any shortfall in the delivery of ICDS services. They are also vulnerable to the whims of the local elected representatives and bureaucrats and are often assigned roles and responsibilities that are beyond their official duties. Since their work involves directly engaging with the community and spreading awareness,

<sup>3</sup> Calculated by subtracting the 12.56 Lakh Anganwadi centers that are operating from pucca building from the total Anganwadi centers 13.96 lakhs that are operational (MWCD, MWCD Annual Report , 2023).



resistance from community members can also be an added problem. There have been instances where the supervisors and Child Development Project Officers (CDPOs) have asked these workers for bribes (Express, Anganwadi workers in Andhra Odisha border allege harassment by supervisor, 2021), so much so that in some extreme cases this has led to the worker committing suicide (Express, 2023). Delay in disbursement of funds from the central or the state government has also been another form of regular harassment.

**VI. Low-upward mobility** – Despite there being a provision for promotion of Anganwadi helpers to the position of Anganwadi workers and that of the latter to the position of supervisor, it has not been effectively implemented on the ground. The promotions also have an age criterion that makes several of the workers ineligible for

upward mobility. Most workers who have been in service for years get the same honorarium as those who have just joined. Only in the states of Rajasthan, Haryana, Goa, and Mizoram the honorarium of the workers is increased with tenure. However, even in these states the increase is negligible (refer to Annexure I).

### 3. Inadequate training and supervision

It is an established fact that regular training and upskilling of Anganwadi workers and helpers, along with supportive supervision, go a long way in ensuring effective execution of their tasks. A study conducted with 809 community health workers (CHWs) found that compared to those who received lower intensity of supportive supervision, the CHWs who received greater intensity of supportive supervision had 70% higher chances of better performance (Gopalakrishnan, et al., 2021). However, several studies have pointed out that the training



programs of Anganwadi workers have largely remained unsuccessful (Malik, Bhilwar, Rustagi, & Taneja, 2015). A study conducted with 58 lady supervisors in North Bihar pointed towards lack of training facilities for Anganwadi workers (Kumari, Singh, Kumari, & Priya, 2018).

In the name of surveillance, many states like Delhi and Madhya Pradesh now make the workers mark their attendance every morning by sending their live locations and photographs on WhatsApp groups managed by their supervisors. Those who do not have smartphones are either asked to buy one or use a neighbor's phone (Chaudhary, 2018). This adds to the grievances of the workers.

#### 4. Lack of Social Security

Despite being the frontline figures forming the backbone of the public childcare system that caters to 1/3 of all the children in the country<sup>4</sup> (Pratham, 2022), the Anganwadi workers and helpers are not getting their due social-security entitlements. As recently as 2022, the Supreme Court ruled that they are entitled to gratuity, a judgement resulting from a 16-year-old legal battle initiated by five Anganwadi workers of Gujarat (Choudhary, 2022). There have been lapses in the implementation of this judgement as well. Post the verdict, the Telangana government announced a financial assistance of Rs 1 lakh to retiring Anganwadi workers and Rs 50,000 to mini Anganwadi workers and helpers. However, the term 'gratuity' was not used. Besides, the sum announced is far less than the gratuity that would be due to those who have worked for several years (Boya, 2023).

The workers are encouraged by the central government to enroll in the Pradhan Mantri Shram Yogi Mandhan (PM-SYM) on voluntary basis where they are entitled to a pension of Rs 3000 every month after turning 60. The conditions of the scheme only make the workers earning less than Rs 15000 and within the age group 18-40 years eligible. The workers are also

required to pay a monthly premium ranging between Rs 55 to Rs 200. For instance, an 18-year-old worker enrolled in this scheme would receive only Rs 3000 per month after 42 years of paying the premium. Assuming a 5% inflation rate, the real value of the monthly pension of Rs 3000 would drop to Rs 387 per month in 42 years (Nishanth, 2019). The scheme has witnessed 21% de-enrollment within 6 months of its launch (Sharma Y.S., 2023).

#### 5. Penalization for collective action

Anganwadi workers' unions are among the strongest and most vociferous unions in the country. The increase in honorarium, the allowance of gratuity to the eligible, and other small wins have been a result of the relentless fight they have waged. However, this collective action has been met with strong state crackdown on many occasions. 884 Anganwadi workers and helpers were expelled from service in Delhi in 2022 following a month-long protest for better wages (Raj, 2022). Therefore, collective action for the realization of rights often leads to disciplinary action that does not consider the years of service that the Anganwadi workers have put in.



***As a direct consequence of not being recognized as proper employees, the working conditions of Anganwadi workers and helpers remain poor.***



<sup>4</sup> Of 5 years of age.

# Arguments for Decent Work for Anganwadi Workers and Helpers

*“Labor is not an inanimate product, like an apple or a television set that can be negotiated for the highest profit or the lowest price. Work is part of everyone’s daily life and is crucial to a person’s dignity, well-being, and development as a human being. Economic development should include the creation of jobs and working conditions in which people can work in freedom, safety, and dignity” - (ILO, 1944).*

Anganwadi workers and helpers are integral in ensuring last mile access to essential services and it is high time that their labor is recognized and adequately compensated for.

Decent work is the opportunity to achieve the deliverables in an environment of freedom, equity, security, and human dignity (ILO, 1999). Sustainable Development Goal (SDG) 8 or ‘Decent Work and Economic Growth’ integrates the four pillars of decent work as per ILO: employment creation, social protection, rights at work, and social dialogue. SDG 4.2 states that all girls and boys should have access to quality early childhood development, care, and pre-primary education so that they are ready for primary education by the year 2030. The universalization of early childhood development would require a healthy childcare workforce.

Decent work is the right of all workers. India, being a signatory to the Sustainable Development Goals (SDGs), is obligated to ensure the same. It not only benefits the Anganwadi workers and helpers themselves but has multifold advantages, such as:

## 1. Ensuring quality childcare provision

A good quality of job will ensure quality services. As we know, early childhood is a critical developmental stage and quality childcare will enable the healthy development of children. This will encourage more parents (especially mothers

who are primarily responsible for childcare) to leave their children in the Anganwadi centers and join paid work or take time out for themselves. Anganwadi workers and helpers also help overcome the care deficit that is created when a single individual (in most cases the mother or another female family member) is solely responsible for childcare in the family.

## 2. Creation of green jobs

Childcare, as well as elderly care, disability care, etc., need human involvement. Technological advancements like Artificial Intelligence (AI), which are set to make many jobs redundant, do not directly impact them. The care economy will continue to be an important source of employment generation in the foreseeable future and is likely to expand at a faster rate than many other economic activities (Ghosh & Chandrasekhar, 2016). Moreover, these jobs are green in nature and are a crucial step towards a decarbonized economy in the face of the rapidly increasing climate crisis.

## 3. Increasing female labor force participation

As Anganwadi workforce comprises entirely of women, an increase in these opportunities will give increase employment opportunities for women. Given that the female labor force participation rate in India is only 25.1% (MOSPI, 2021), ensuring decent work for Anganwadi workers and helpers will provide a boost to the overall female labor force participation. Projections based on a paper written by C.P Chandrasekhar and Jayati Ghosh state that more than 175 million childcare workers will be required in Asia by 2030 (Ghosh & Chandrasekhar, 2016).

# Recommendations

(Based on the demands of Anganwadi Unions)

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## 1) Professionalize the Anganwadi workforce

The Anganwadi workers and helpers should be regularized as Grade III and Grade IV government employees. The dignity of their work should be ensured. They should be given at least the minimum wages applicable to skilled and semi-skilled workers, as well as ample scope to attain living wages. The gap between the salaries of Anganwadi workers and helpers should have a certain cap that should not be breached. The wages of the cadre should increase in accordance with the number of years of service.

## 2) Ensure a safety net through provision of social security

Provide social security entitlements including maternity benefits, childcare support, pension, gratuity, medical benefits, and accidental insurance to the Anganwadi workers. Formulate a welfare fund for the Anganwadi cadre at the national level.

## 3) Ensure good infrastructure and a safe working environment

Invest in the infrastructure of the ICDS to ensure 100% drinking water and toilet facilities in Anganwadi centers. There should be adequate and timely supply of materials required for effective service. Safety mechanisms to protect the workers from all kinds of harassment should be institutionalized in collaboration with the workers' unions.

## 4) Ensure adequate training and supportive supervision

Supervision embedded in support instead of entrenching systems of surveillance (Gibbons & Tesar, 2016) should be extended to the workers. Regular refresher training based on the needs of the cadre should be conducted for skill enhancement. Monthly project meetings should be conducted for Anganwadi workers and

helpers, and the day-to-day problems they encounter while discharging their duties should be discussed. Travel and daily allowances should be paid to all the workers whenever they are called for any official meeting, including those for salary payment. TA/ DA should be paid regularly every month.

## 5) Promote the workers' right to collectivize

The right of Anganwadi workers and helpers to collectivize should be promoted. The state and center should engage in regular dialogue with the unions to understand their grievances and make redressals. Any disciplinary action against Anganwadi workers and helpers should be taken only by the department after following proper procedures.

## 6) Establish a fair appointment mechanism

Appointment of Anganwadi workers and helpers should only be made through the Selection Committee. Proper guidelines for the appointments should be formulated and implemented.

## 7) Provide opportunities for career advancement and growth

The age criteria should be removed for the promotion of Anganwadi workers and helpers and a mechanism to ensure their career development should be institutionalized and effectively implemented. Furthermore, Anganwadi workers and helpers should be given preference in the appointments for posts like ANMs, Primary School Teachers, and Village Servants.

**Annexure - 1**

All wages and honorarium in Indian National Rupee

Sr. No.	State	Min wages for unskilled workers	Min wages for semi-skilled workers	Minimum wages for skilled workers	Anganwadi Worker's honorarium	Anganwadi Helper's honorarium
1.	Andaman and Nicobar	12,298 (Commissioner O. o., F.No. 16/1/MW/2013-14/LC&DET/Order No01, 2020)	13780 (Commissioner O. o., F.No. 16/1/MW/2013-14/LC&DET/Order No01, 2020)	17498 <sup>5</sup> (Commissioner O. o., F.No. 16/1/MW/2013-14/LC&DET/Order No01, 2020)	7500	4750
2.	Andhra Pradesh	11079 <sup>6</sup> (Labor C. o., NO.G/466/2023, 2023)	11481 (Labor C. o., NO.G/466/2023, 2023)	11899 <sup>7</sup> (Labor C. o., NO.G/466/2023, 2023)	5700	2950
3.	Arunachal Pradesh	6600 <sup>8</sup> (Employment, Notification No LAB (MW)- 22/2016, 2016)	6900 (Employment, Notification No LAB (MW)- 22/2016, 2016)	7200 (Employment, Notification No LAB (MW)- 22/2016, 2016)	4500	2250
4.	Assam	10572 <sup>9</sup> (Commissioner O. o., 2023)	12349 (Commissioner O. o., 2023)	15647 (Commissioner O. o., 2023)	6500	3250
5.	Bihar	10,088 (Labour, Notification, 2023)	10478 (Labour, Notification, 2023)	12766 (Labour, Notification, 2023)	5250	2625
6.	Chandigarh	12,623 (Commissioner A. L., 2022)	12,873 <sup>10</sup> (Commissioner A. L., 2022)	13,298 <sup>11</sup> (Commissioner A. L., 2022)	6500	3250
7.	Chhattisgarh	8,320 <sup>12</sup> (Labor D. o., N.O/2023/6465, 2023)	8,970 <sup>13</sup> (Labor D. o., N.O/2023/6465, 2023)	10,530 <sup>14</sup> (Labor D. o., N.O/2023/6465, 2023)	6500	3250
8.	Dadra and Nagar Haveli	11,466 (Employment, 2023)	11,752 (Employment, 2023)	12,012 (Employment, 2023)	5500	2850
9.	Daman & Diu	11,466 (Employment, 2023)	11,752 (Employment, 2023)	12,012 (Employment, 2023)	5500	2850
10.	Delhi	17,494 (commissioner, 2023)	19,279 (commissioner, 2023)	21,215 (commissioner, 2023)	11,178	5589
11.	Goa	10582 <sup>15</sup> (Labour, 2023)	12168 (Labour, 2023)	13598 <sup>16</sup> (Labour, 2023)	7562-16437	5250-8250
12.	Gujarat	11752 (Labor S. D., 2023)	12012 (Labor S. D., 2023)	12324 (Labor S. D., 2023)	7800	3950
13.	Haryana	10243 (Department L. , 2023)	11293 <sup>17</sup> (Department L. , 2023)	12451 <sup>18</sup> (Department L. , 2023)	11786- 12929	6465
14.	Himachal Pradesh	11250 <sup>19</sup> (Department F. , 2023)	11891 <sup>20</sup> (Department F. , 2023)	13062 <sup>21</sup> (Department F. , 2023)	6250	3150
15.	Jammu and Kashmir	8086 (Department L. a., S.o 513, 2022)	10,400 (Department L. a., S.o 513, 2022)	12,558 (Department L. a., S.o 513, 2022)	5100	2590
16.	Jharkhand	9638 <sup>22</sup> (Department of Labor E. T., 2023)	10282 <sup>23</sup> (Department of Labor E. T., 2023)	13280 <sup>24</sup> (Department of Labor E. T., 2023)	5900	2950
17.	Karnataka	14425 <sup>25</sup> (Statistics D. o., 2023)	15583 <sup>26</sup> (Statistics D. o., 2023)	16858 <sup>27</sup> (Statistics D. o., 2023)	9500	4750
18.	Madhya Pradesh	9650 <sup>28</sup> (Labor D. o., Notification A, 2022)	10507 <sup>29</sup> (Labor D. o., Notification A, 2022)	11885 <sup>30</sup> (Labor D. o., Notification A, 2022)	11500	5750
19.	Maharashtra	12699 <sup>31</sup> (Labor D. o., Notification, 2023)	13534 <sup>32</sup> (Labor D. o., Notification, 2023)	14310 <sup>33</sup> (Labor D. o., Notification, 2023)	6500	3250
20.	Nagaland	4576 (Nagaland, 2019)	5460 (Nagaland, 2019)	6110 (Nagaland, 2019)	4500	2250
21.	Punjab	10,354 (Commissioner O. o., No.ST/4313, 2023)	11,133 (Commissioner O. o., No.ST/4313, 2023)	12,030 (Commissioner O. o., No.ST/4313, 2023)	7100	3550
22.	Rajasthan	6734 (Labor D. o., F (5) (6) NMA/L/IR/2000/P/23926, 2023)	7046 (Labor D. o., F (5) (6) NMA/L/IR/2000/P/23926, 2023)	7358 (Labor D. o., F (5) (6) NMA/L/IR/2000/P/23926, 2023)	6224-6236	3315
23.	Tripura	6314 (Department L. , 2021)	6927 (Department L. , 2021)	7747 (Department L. , 2021)	7356	4174
24.	Uttar Pradesh	10275 (Labor D. o., Notification, 2019)	11303 (Labor D. o., Notification, 2019)	12661 (Labor D. o., Notification, 2019)	5500	2750
25.	Uttarakhand	10,031 <sup>34</sup> (Labor D. o., Notification, 2023)	10484 <sup>35</sup> (Labor D. o., Notification, 2023)	11078 <sup>36</sup> (Labor D. o., Notification, 2023)	7500	3750
26.	West Bengal	9784 <sup>37</sup> (Labor D. o., Notification, 2023)	10,763 <sup>38</sup> (Labor D. o., Notification, 2023)	11,840 <sup>39</sup> (Labor D. o., Notification, 2023)	5800	3550
27.	Kerala	8700 <sup>40</sup> (Statistics d. o., 2022)	8910 <sup>41</sup> (Statistics d. o., 2022)	9120 <sup>42</sup> (Statistics d. o., 2022)	6500	4250
28.	Lakshadweep	10,842 (Department of Labor E. a., 2019)	11648 (Department of Labor E. a., 2019)	13130 (Department of Labor E. a., 2019)	7500	4250
29.	Mizoram	10,920 <sup>43</sup> (Labor E. S., 2023)	11960 <sup>44</sup> (Labor E. S., 2023)	18,980 <sup>45</sup> (Labor E. S., 2023)	4794-4806	2400
30.	Tamil Nadu	10533 <sup>46</sup> (Labor O. o., 2023)	10583 <sup>47</sup> (Labor O. o., 2023)	10988 <sup>48</sup> (Labor O. o., 2023)	11250	6525
31.	Telangana	11,101 (Labor C. o., R.N.I.No. TELMUL/2016/73158, 2023)	11,833 (Labor C. o., R.N.I.No. TELMUL/2016/73158, 2023)	12,669 (Labor C. o., R.N.I. No. TELMUL/2016/73158, 2023)	15000	8250
32.	Sikkim	13000 (Labor d. o., 2022)	13520 (Labor d. o., 2022)	13910 (Labor d. o., 2022)	6725	3750
33.	Puducherry	7,558 <sup>49</sup> (Department I. , 2020)	7874 (Department I. , 2020)	8190 (Department I. , 2020)	5100	2550
34.	Odisha	8970 (Commissioner O. o., Notification No.2500/LC,2023)	10,010 (Commissioner O. o., Notification No. 2500/LC, 2023)	11,310 (Commissioner O. o., Notification No. 2500/LC, 2023)	5500	2750
35.	Meghalaya	9906 (Meghalaya, 2022)	11,232 (Meghalaya, 2022)	13,884 (Meghalaya, 2022)	4500	2250
36.	Manipur	6750 (Department L. a., Notification, 2016)	7440 (Department L. a., Notification, 2016)	8190 (Department L. a., Notification, 2016)	4600	2300

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## Annexure 1 References

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<sup>5</sup> For clerical matriculate

<sup>6</sup> For shops and commercial establishments

<sup>7</sup> For skilled/tradesman

<sup>8</sup> Specified for area II. The wages are calculated for 30 days in the source document

<sup>9</sup> Specified for all industries.

<sup>10</sup> As per semi-skilled category I

<sup>11</sup> As per semi-skilled category I

<sup>12</sup> As per zone A

<sup>13</sup> *ibid*

<sup>14</sup> *ibid*

<sup>15</sup> As per unskilled B

<sup>16</sup> As per skilled B

<sup>17</sup> As per semi-skilled B

<sup>18</sup> As per semi-skilled B

<sup>19</sup> As per shops and establishments category

<sup>20</sup> *ibid*

<sup>21</sup> *ibid*

<sup>22</sup> For employees engaged in government offices/ undertakings/ boards and local bodies in the state of Jharkhand

<sup>23</sup> *ibid*

<sup>24</sup> *ibid*

<sup>25</sup> For Zone I

<sup>26</sup> *ibid*

<sup>27</sup> *ibid*

<sup>28</sup> For all industries

<sup>29</sup> *ibid*

<sup>30</sup> *ibid*

<sup>31</sup> For Zone I

<sup>32</sup> *ibid*

<sup>33</sup> *ibid*

<sup>34</sup> For shops and commercial establishments

<sup>35</sup> *ibid*

<sup>36</sup> *Ibid*

<sup>37</sup> For Zone A

<sup>38</sup> *Ibid*

<sup>39</sup> *Ibid*

<sup>40</sup> Grade C

<sup>41</sup> Grade B

<sup>42</sup> Grade A

<sup>43</sup> For casual/muster roll employees

<sup>44</sup> *Ibid*

<sup>45</sup> *Ibid*

<sup>46</sup> General category 3 Zone B

<sup>47</sup> General Category 2 zone B

<sup>48</sup> General category I Zone B

<sup>49</sup> Unskilled helper

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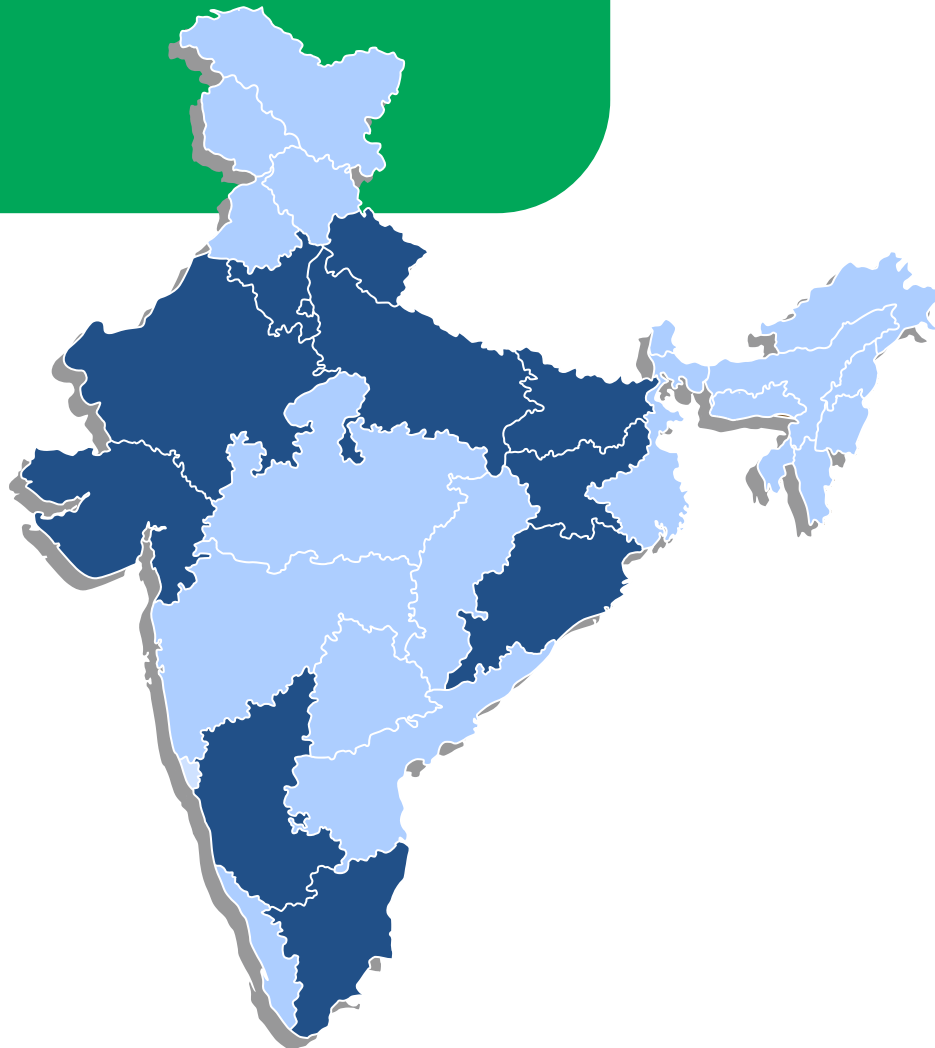
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# FORCES Network

Forum for Creches and Childcare Services (FORCES) is a national network of organizations, trade unions, academia, state chapters and individual experts who are committed to working on the issues of overlapping rights of young children and their mothers/primary caregivers; especially focusing on children and women who live in multiple forms of poverty and deprivation. FORCES has its presence in 11 states of India.



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