

The Profile of Anganwadi Workers and their Working Conditions in Kolar District.

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Abstract:

The Anganwadi constitutes the basic institutional infrastructure through which the ICDS operates at the village level. The key functionary in the anganwadi is the anganwadi worker (AWW) the front line worker who is expected to implement the programme at the village level. She is also a link between the community and other health workers in peripheral areas. Objectives: To study the profile of the anganwadi workers in Kolar, in terms of their socio-demographic characteristics, their working conditions and their job satisfaction. Methods: A cross sectional study of Anganawadi workers. Multistage sampling was adopted and randomly selected 37 anganwadi centres selected for the study. The profile of the anganwadi worker such as socio-demographic data, training, job satisfaction etc was collected. Results: The age of the anganwadi workers was between 15-40 years and all were married. Most (78.3%) of the AWW were educated up to 10th standard. Only 4 (10.8%) AWW were residing in the village where they were working. Majority 54.05% of the workers had work experience of 10-13 years. There was no uniformity in working hours of the AWC. Only 12 (32.43%) were not satisfied with their job. Conclusion: There is no uniformity in the working hours of the anganwadi centre. Most of the anganwadi workers lived in different villages and travelled daily to their work place

Key words: Anganwadi Worker, Job satisfaction, Training, Working Conditions, Residence

Introduction

The Integrated Child Development Service (ICDS) scheme is one of the premier National Human Resource Development Programmes of the Government of India. The scheme was initiated on 2nd October 1975. The programme provides a package of service facilities like supplementary nutrition; Vitamin A, Iron and folic acid tablets; immunization; health checkups; treatment of minor ailments; referral services; non-formal education on health and nutrition to mothers; preschool education to children 3 to < 6 years old; and convergence of other supportive health services like water, sanitation, etc.(1)

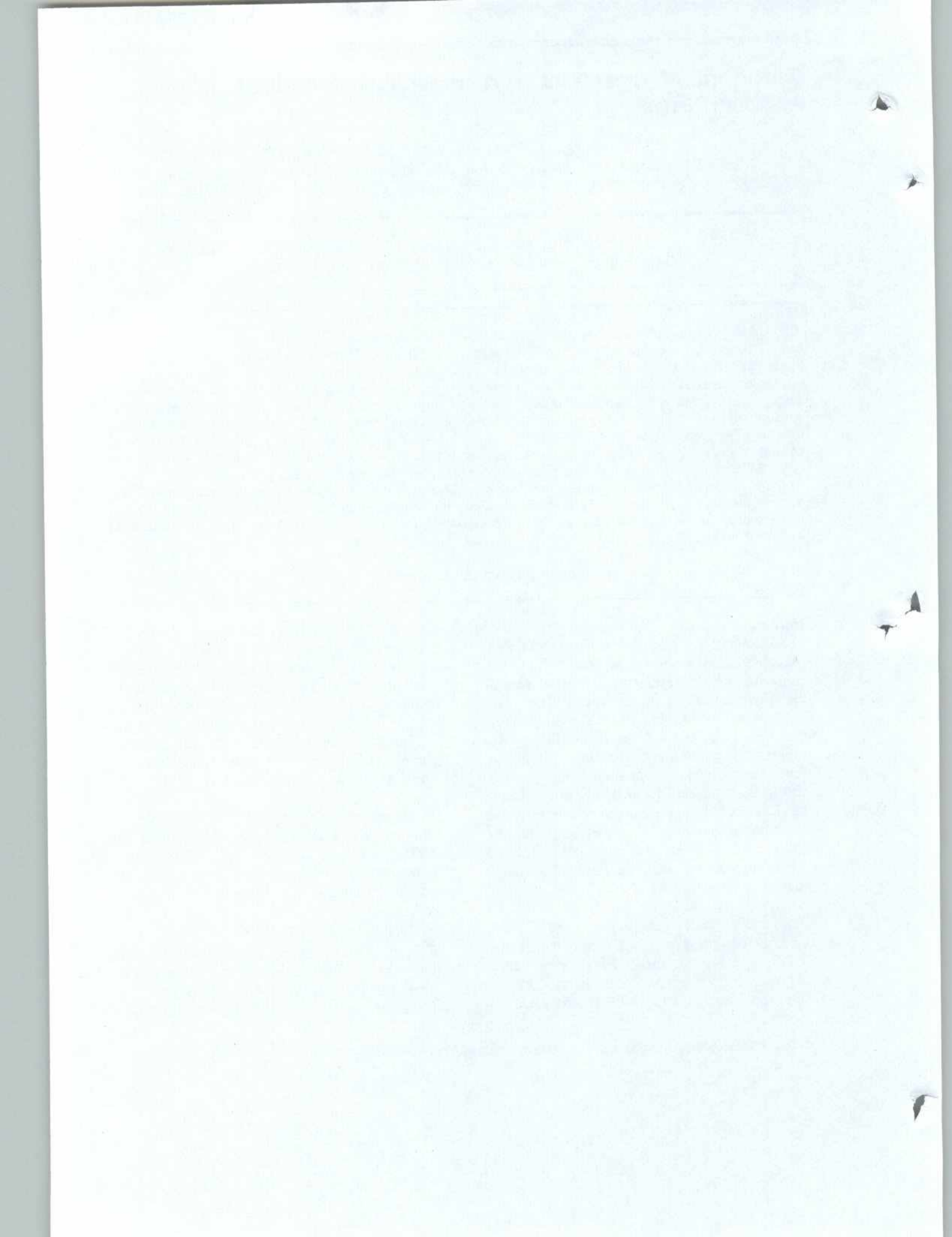
The Anganwadi constitutes the basic institutional infrastructure through which the ICDS operates at the village level; each anganwadi caters to a population of 1000 in rural and urban areas and 700 in tribal areas.(2)

The key functionary in the anganwadi is the anganwadi worker (AWW) the front line worker who is expected to implement the programme at the village level. The success of the programme depends mainly on her performance. 2 She is also a link between the community and other health workers in peripheral areas: she assumes the pivotal role due to her close and continuous contact with the beneficiaries. (3, 4)

In the present study, attempt has been made to draw a profile of the anganwadi workers in Kolar district, in terms of their socio-demographic characteristics, their working conditions and their job satisfaction.

Materials

The study was observational in nature through interview of the anganawadi workers and observation of them on their job skills from December 1999 to January 2000. The study

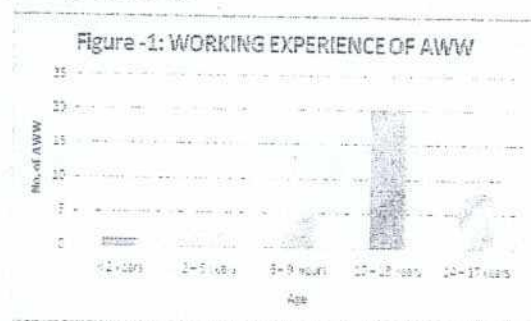


population comprised of the anganwadi workers. Multistage sampling was adapted: out of five talukas of Kolar district Mulbagal taluk was randomly selected. The Mulbagal taluk has a total of 369 anganwadi centers a total of 37 anganwadi workers were randomly selected for the study. The anganwadi workers were contacted and interviewed with the help of pretested and semi-structured questionnaire. The profile of the anganwadi worker such as socio-demographic data, training, job satisfaction etc was collected.

Results

The age of the anganwadi workers was between 15-40 years. The majority of the anganwadi workers (AWW) were in 18-26 years (54.05%) and all were married. Most (78.3%) of the AWW were educated up to 10th standard and rest of the workers i.e., 8 (21.62%) were educated above 10th standard. Maximum AWW i.e., 23 (62.16%) were Hindus upper and intermediary caste and 11 (29.73%) were of lower caste (SC & ST). AWW monthly income was up to Rs.1000/= in majority i.e., 32 (86.48%) of workers and only 5 (13.5%) had income >Rs.1000/=. Only 4 (10.8%) AWW were residing in the village where they were working and the other 33 (89.2%) were travelling from different villages to their work place [Table-1].

27 (72.77%) were proud to be AWW. Majority 20 (54.05%) of the workers had work experience of 10-13 years. Majority (75.67%) of them had working experience as AWW for more than ten years [Figure-1].



There was no uniformity in working hours of the AWC. Most of the AWC i.e., 15 (40.54%) were functioning between 10.00 am to 1.30 pm. Only

12 (32.43%) were not satisfied with their job. the reasons being insufficient honorarium among 32.42%, temporary job in 10.81% and lack of promotions in 16.21%. Nearly 30% of the anganwadi workers had work related problems like, lack of support from the villagers, irregularity in the food supply by the government, and interference from the local people in discharging their duties. Community response was good in 27 (72.97%) towards AWW [Table-2].

Table-1: Socio Cultural Characteristics of Anganwadi Workers

Particulars	No (n=37)	%
AGE (Years)		
21-25	3	8.1
26-30	8	21.6
31-35	14	37.83
36-40	5	13.5
41-45	4	10.8
46-50	3	8.1
EDUCATION		
Until SSLC	13	35.13
SSLC completed	16	43.24
PUC	8	21.62
CASTE		
Hindu Upper caste (Brahim. Achar. Smartha)	6	16.23
Hindu Intermediary (Vokkaliga. Gowda. Kurba. Banajiga)	17	45.94
Hindu lower caste (Dhobi. Bajantri)	3	8.10
SC/ST (AK Bhovi. Nayaka)	11	29.73
TYPE OF FAMILY		
Nuclear	29	78.37
Joint	8	21.63
AWW INCOME		
Rs.1000	32	86.48
Rs.1001-3000	1	2.7
Rs.3000-5000	4	10.82
AWC DISTANCE FROM AWW RESIDENCE		
2-4 kms	14	37.84
4-6 kms	13	35.14
6-8 kms	6	16.22
Native	4	10.81

Table-2: Job Satisfaction of the AWW

Awv Feeling About Her Job	No. (n=37)	%
Proud Of Being AWW	27	72.77
Sad Of Being AWW	7	18.93
Neither Proud / Nor Sad Of It	3	8.10
Working Experience		
< 2 Years	1	2.70
2 - 5 Years	3	8.10
6 - 9 Years	5	13.51
10 - 13 Years	20	54.05
14 - 17 Years	8	21.62
Working Hours Of Anganwadi Centre		
9.30 Am - 1.30 Pm	10	27.03
9.30 Am - 12.30 Pm	1	2.70
9.30 Am - 2.30 Pm	6	16.22
10.00 Am - 2.30 Pm	15	40.54
9.30 Am - 4.00 Pm	5	13.51
Job Satisfaction Of Awv		
Satisfied	25	67.56
Not Satisfied	12	32.44
Reasons For Non-Satisfaction Of Job		
Insufficient Honorarium	12	32.43
Not Treated As Government Servants	4	10.81
No Promotion / Increment	6	16.21
Not A Permanent Job	4	10.81
Pressure From Higher Officials For Achieving The Progress & Maintaining The Records	6	16.21
Work Related Problems Of The Awv		
Lack Of Support From The Villagers	2	5.41
Irregularity In Food Supply By The Government	3	8.11
Pressure To Include All Women Within The Village As Beneficiaries	3	8.11
Interference From The Local Persons In Discharging The Duties	4	10.81
No Problems	25	67.57
COMMUNITY RESPONSE TOWARDS AWW DUTIES		
Good	27	72.97
Fair	4	10.81
Poor	6	16.21

Discussion

The age of the anganwadi worker was between 15 and 40 years and most (78.3%) of them were educated up to tenth Standard. 75.67% of them had working experience as anganwadi worker for more than ten years [Table -1]. In a study conducted in urban slums of Delhi by Anuradha et al reported that 80% of AWW were between 21 and 45 years of age, only 35% of AWW were matriculate and 95% of them had working experience of more than 5 years.(5) (46%) of anganwadi workers belonged to Hindu intermediary caste, while Z.Khan and J.Hasan observed most of the AWW belonged to upper caste.(3)

Contrary to recommendations only 11% of AWW lived in the village where they worked. The other 89% lived in different villages and travelled 2 to 8 Kms daily to their work place, which is similar to the study by Z.Khan and J.Hasan.(3)

Only 12 AWW (32.43%) were not satisfied with their job. The reasons were insufficient honorarium among 32.42%, temporary job in 10.81% and lack of promotions in 16.21%. Maximum number of the AWW 25 (67.57%) had no problems in discharging their duties. Community response was good in 27 (72.97%) towards AWW.

Conclusion

There is no uniformity in the working hours of the anganwadi centre. Most of the anganwadi workers lived in different villages and travelled daily to their work place, this was contrary to the selection criteria. The reasons for not job satisfaction were insufficient honorarium, temporary job and lack of promotions.

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