

## An Analytical Study of Problems of Anganwadi Workers

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### Abstract :

*This paper aims to identify the problems of Anganwadi workers of Chandrapur district of Maharashtra. The main objective of this study was to study the social, economic problems and level of job satisfaction of selected Anganwadi workers. A descriptive research design was selected for the study. Total sample of the study was 530, out of them 360 from rural and 170 from urban area of was selected. Primary data was collected by the use of*

*self- structured questionnaire-cum- interview schedule and job satisfaction scale by Dr. Amar Singh and Dr. T.R. Sharma was used. For statistical analysis descriptive statistical methods include Percentage, Mean, Standard Deviation, Pearson's Co-relation test, and two sample Z-tests was used. Results of hypotheses illustrated that urban Anganwadi workers face more social problems compared to rural workers. Both AWW faced economic problems due to meagre honorarium given to them. Further the results shown there is a negative impact on job satisfaction on AWW due to the problems faced by them. The study recommended concrete policy for salary and other financial benefits to the AWW.*

**Keywords:** Anganwadi workers, economic problems, job satisfaction.

### Introduction:

**E**very child has an equal rights for the optimal all round development .2-6 years are very important phase of life of children for their cognitive, physical ,emotional, sensory and motor development. Many studies shows that the brains development and capacity shaped before the age of 3 years. Hence, this period is very crucial for brain development. Proper nutrition is required for the development of children. According to the Census 2011 children in the age group of 0-6 years constitute around 158 million of the population of India. These children are the further human resources. UNICEF data (March,2020) depicted that nearly half of the deaths in children under five years are due to under nutrition. In 2019, globally,47 million children under five were wasted, of which 14.3 million were severely wasted.

According to 'The State of Food Security and Nutrition in the world 2020' reported that 14 percent of India's population is undernourished. The report states that 34.7 percent of the children aged under five in India are stunted. It further reported that

20 percent of Indian children under the age of five are low weight children. India is the home to the most number of malnourished children all across the world.

In India many programmes are launched to overcome the problems of malnutrition among children up to the age of 6 years. Integrated Child Development Scheme (ICDS) is one amongst many others. It focused on children up to the age of 6 years, pregnant and lactating mothers and women of 16-44 years of age.

Anganwadi (Courtyard) is one of the most important programme which was launch in 1975 by the government of India as a part of ICDS to combat child hunger and malnutrition. As per the official data, presently ,total 13.77 lakh anganwadi centres are operational in the country with a strength of 12.8 lakh workers and 11.6 lakh helpers.(Source: Economic Times,Dec,17,2019).

The ICDS team at district level includes Anganwadi Workers (AWW),Anganwadi helpers (Sakhiya),Supervisors(LS),Child Development Project Officers(CDPO's) and District Programme Officers(DPO's).

The responsibilities of AWW are as under.

1. To maintain growth chart of every child and weighs each child under the age of 3 years each month.
2. To assess the children over the age of 3 years with an upper mid arm circumference.
3. To organize non formal education for children of 3-6 years.
4. To teach mothers about health and nutrition.
5. To coordinates with OHC staff for health check-ups ,immunization and referral of suffering children.
6. To provide treatment for minor illnesses.
7. To carry out small quick sample survey of the areas and families to find out the total beneficiaries.
8. To maintain records and files of services provided and growth of the children and submit the report every month to the Mukhya sevika .
9. To organize supplementary nutrition feeding for children (0-6 years) and expectant and lactating mothers by planning of menu based on locally available foods.

In spite of many responsibilities given to AWW, they received meagre amount as their honorarium, which creates financial problems to AWW's and it negatively affects their level of job satisfaction.

The problems faced by AWW in general are,

1. Meagre honorarium
2. Maintenance of excessive records and reports.
3. Delay in receiving funds and necessary items, like cooking items etc.
4. Inadequate water, electricity supply and drainage maintenance, other infrastructure related problems and inadequate supply of play material.
5. Lack of awareness among community about the ICDS.
6. Lack of community cooperation.

Hence, the above study was conducted to understand the problems of AWW.

### Objectives

1. To study the social problems of AWW of rural and urban area of Chandrapur district.
2. To study the economic problems of AWW of rural and urban area of Chandrapur district.

3. To study the co-relation between problems faced by AWW and its impact on their level of job satisfaction.

### Hypotheses

The present study formulated and tested the following hypotheses.

- 1.The rural AWW have more economical problems than urban AWW.
- 2.The urban AWW have more social problems than rural AWW.
- 3.Problems faced by AWW have a negative impact on their job satisfaction.

### Research Methodology

**Research Design:** Descriptive research design is selected for the present study.

**Research Method:** Survey method was used to gather information to conduct this study.

**Area of the study:** Chandrapur district of Maharashtra was selected to conduct this study.

This district comprises of fifteen Talukas. ICDS project run in both rural and urban area. There are 253 anganwadi centres. In rural 2684 anganwadi centres runs and 2626 AWW have been appointed.

**Sampling Method:** Purposive random sampling method was used.

**Sample Size:** Total 530 AWW were selected from the district. Out of that 360 from rural and 170 from urban were selected. Out of 15 Talukas 24 AWW from each was selected.

**Method of data Collection:** Primary and secondary source of information for data collection was used.

### Tools of data collection:

1. Self-structured questionnaire -cum interview schedule was used to gather information.
2. Job satisfaction scale by Dr. Amar Singh and Dr. T.R. Sharma was used.

### Analysis of Data :

Data analysis was done by the use of mean, frequency, percentage, Pearson's Co-relation test and two sample Z-test.

**Results and Discussion:**

**Table No. 1.1- Comparison of economic problems faced by Anganwadi workers in rural and urban areas.**

Area	Total	Mean	S.D.	Z	P
Rural	360	2.061	± 0.184	0.178	0.8586 (NS)
Urban	170	2.057	± 0.264		
Total	530	2.059	± 0.328		

Results from Table 1.1 illustrates a comparative difference between economic problems faced by the Anganwadi workers in rural and urban areas. According to the information shown in the table, the average score of Anganwadi workers in rural areas regarding economic problems is  $2.061 \pm 0.184$  and the average score of Anganwadi in urban areas regarding economic problems is  $2.057 \pm 0.264$ . This indicates that Anganwadi workers in rural and urban area did not find any significant difference [ $z = 0.178$ ;  $P=0.8586$  (NS)] between the numbers obtained in term of economic problems.

Hence, from above results, it is evident that there is no significant difference between the economic problems of Anganwadi workers in rural and urban area, it means the economic problems of Anganwadi workers in rural and urban areas are almost the same, based on these results. It is known fact that the AWW received meagre honorarium for their work. The pension and other financial benefits are not provided to them. The inadequate income creates many financial issues to AWW. Sandip Patil (2013), found that problems faced by anganwadi workers are mainly due to inadequate honorarium. Gangur (2007) found that most of the (80%) Anganwadi workers are not given salaries on time. They recommended to give the salaries in due time. Khurshid (2014) also found the problem of inadequate honorarium of anganwadi workers.

**Table No. 1.2- Comparison of Social Problems faced by Anganwadi Workers in rural and urban areas.**

Area	Total	Mean	S.D.	Z	P
Rural	360	2.36	± 0.22	-6.866	<0.05
Urban	170	2.61	± 0.45		
Total	530	2.49	± 0.69		

Results from Table No.1.2 illustrates the comparative difference between social problems faced by the Anganwadi workers in rural and urban areas. According to the information shown in the table, the average score of Anganwadi workers in rural areas regarding social problems is  $2.36 \pm 0.22$  and the average score of Anganwadi workers in Urban areas regarding social problems is  $2.61 \pm 0.45$ . This indicates that urban Anganwadi workers face more social problems ( $z = 6.866$ ;  $P<0.05$ ) than rural Anganwadi Workers.

Hence, from above results it is evident that there is significant difference in social problems of Anganwadi workers in rural and urban areas of Chandapur district. The lifestyle and social problems of urban area are different from rural area. Many social problems are related to the society or community. In ICDS support from community plays vital role. It is found that AWW many times do not received cooperation from the community, their work is not get acceptance, or due to lack of unawareness, support from local people is less. During home visits proper information is not provided to AWW. In urban area, there is an urgent need to create more awareness among the community. Banerjee (1999), carried out a study on social problems of anganwadi workers and found that, the project is not taken very seriously in urban areas. Community participation was found low. So social problems were increased. Respondents mentioned that they were not aware about the facilities from the anganwadi centre.



**Table No-1.3- Correlation between Job Satisfaction and problems faced by Anganwadi workers.**

Problem		Job Satisfaction	
		Rural	Urban
Social problem	Total	360	170
	Pearson's correlation (r)	-0.111*	-0.159*
	Significant Level (P)	0.035	0.0383
Economical problem	Total	360	170
	Pearson's correlation (r)	-0.131*	-0.161*
	Significant Level (P)	0.013	0.0359
Problem of Community participation and Cooperation	Total	360	170
	Pearson's correlation (r)	-0.108*	-0.153*
	Significant Level (P)	0.0405	0.0463
Problem of time management	Total	360	170
	Pearson's correlation (r)	-0.117*	-0.184*
	Significant Level (P)	0.0264	0.0163
Problem of training	Total	360	170
	Pearson's correlation (r)	-0.097*	-0.149*
	Significant Level (P)	0.0660	0.0524
Infrastructural facilities	Total	360	170
	Pearson's correlation (r)	-0.139**	-0.188**
	Significant Level (P)	0.0083	0.0141
* P<0.05			
** P<0.01			

Results from Table No.1.3 illustrates that, a correlation analysis among factors, Job Satisfaction and problems faced by Anganwadi workers in urban and rural areas.

- There is significant negative correlation [Rural (r = 0.111 ;P< 0.05) / Urban (r = - 0.159 ; P< 0.05)] in social problems and Job satisfaction of AWW in urban and rural areas. Thus, there is negative impact of social problems on job satisfaction of AWW in urban and rural areas.
- There is significant negative correlation [Rural (r = -0.131 ;P< 0.05) / Urban r = - 0.161 ; P<

0.05)] between economic problems and job satisfaction of AWW in urban and rural areas. Thus, there is negative impact of economic problems on Job satisfaction of AWW in urban and rural areas.

- There is significant negative correlation [Rural (r = -0.108 ;P< 0.05) / Urban r = - 0.153 ; P< 0.05)] in the factors of, community participation and cooperation and Job satisfaction of AWW in urban and rural areas. Thus, there is negative impact of community participation and cooperation on job satisfaction of AWW in urban and rural areas.
- There is significant negative correlation [ Rural ( r = -0.117 ; P < 0.05) / Urban (r = -0.184 ; P< 0.05) ] in time- management problem and job satisfaction of AWW in urban and rural areas. Thus, there is negative impact of time-management problem on job satisfaction of AWW in urban and rural areas.
- There significant negative correlation [Rural ( r - 0.097) ; Urban ( r = -0.149)] in problem of training and job satisfaction of AWW in urban and rural areas. Thus, there is negative impact of training problem on job satisfaction of AWW in urban and rural areas.
- There is significant negative correlation [Rural ( r = -0.139 ; P< 0.01)/ Urban (r = -0.188 ; P< 0.01)] in problem of infrastructural facility and job satisfaction of AWW in urban and rural areas. Thus, there is negative impact of these problem on job satisfaction of AWW in urban and rural areas. Thus, above results indicates that there is negative impact of problems faced by AWW on their job satisfaction.

**Recommendations:**

- 1.To get more social/community participation and support more awareness should be created about ICDS in urban area.
- 2.The policy regarding payment, gratuity, emergency loan, insurance, pension, other allowances etc. should be form at the earliest.

**Conclusions:**

The study conducted of AWW of Chandrapur district of Maharashtra draws the following conclusions.

1. Urban AWW face more social problems. The social attitude towards the AWW is not very cooperative. Hence, they face more social problems.
2. The urban and rural AWW have equal economic problems. The honorarium given to AWW is meagre, compare to their work load. Due to less salary they have to face many economic problems. No other financial benefits are given to them.
3. Rural and urban AWW job satisfaction is negatively affected by problems faced by them.

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