



Union Territory of Jammu and Kashmir
Social Welfare Department,
Civil Secretariat, J&K

Subject: -Recruitment of Sanginis (Anganwadi Workers) and Sahayikas (Anganwadi Helpers) in Anganwadi Centers.

Government Order No. 103 JK(SWD) of 2023
Dated: 28.04.2023

Sanction is hereby accorded to the filling up the vacancies of Sanginis (Anganwadi Workers) and Sahayikas (Anganwadi Helpers) as on 31.03.2023 in Anganwadi centres where the number of Aadhaar verified beneficiaries as on 28th of February, 2023 is more than 20, strictly as per procedure laid in new Human Resource policy issued vide Government Order No. 222-JK(SWD) of 2022 dated:-30-11-2022 as under:-

"iii. Criteria for Selection of Sanginis (Anganwadi Workers):

- a. Women candidates in the age group of 18-37 years shall be considered for the post.
- b. The candidate should be a domicile of the UT of J&K.
- c. The candidate should be a resident of the Electoral Ward where AWC is situated. Name in the voter list for the ward shall be considered as the proof of residence of the candidate. In case the name of the candidate appears in Voter list along with her parents, then she must provide certificate of being unmarried issued by the concerned Tehsildar. Wherever, there is any dispute as to residence for any reason, then a residence proof certifying the ward of residence from the concerned SDM/ACR shall be considered.
- d. Minimum qualification for Anganwadi Worker shall be 10+2 and maximum graduation. In case no 10+2 pass candidate is available in the ward, 10+2 pass candidate from the adjoining ward shall be considered which would require prior approval of Mission Director, Mission Poshan.
- e. In case suitable candidate is not available from adjoining Ward, candidate from the nearest Ward within the Panchayat can be considered subject to the approval of the MD, Mission Poshan.
- f. Weightage shall be given on the basis of marks obtained in 10+2 and selection shall be done purely on merit basis and no other criteria to be considered.

g. In case eligible candidate is available within the family of retiring AWW/AWH, the said candidate shall qualify for additional two percent points.

h. In case of tie in merit of the eligible candidate, candidate with higher age will be preferred.

i. Candidates with qualification higher than graduation shall not be considered.

(iv) Criteria for selection of Sahayikas(Anganwadi Helper):


- a. The selection of Helper shall be restricted to the electoral ward where Anganwadi Centre is located.*
- b. Women candidates in the age group of 18-37 years shall be considered for the post.*
- c. The candidate should be a domicile of the UT of J&K.*
- d. Minimum qualification for Anganwadi Helper shall be Matriculation.*
- e. In case no matriculate candidate is available in the Ward, candidates with qualification not less than VIII standard shall be considered.*
- f. A Selection Committee comprising of Child Development Project Officer (CDPO), Block Development Officer (BDO) and Zonal Education Officer (ZEO) concerned in each Project/Block shall have the mandate to make selections of the eligible candidates for the position of AWH.*
- g. The Committee shall select the most destitute/needy married woman of the ward as helper from amongst those who fulfill the qualification criteria. In case no married candidate is available, unmarried candidate may be considered.*

(v) Selection Committee for Sangini (Aanganwadi Worker):-

The CDPO concerned shall with the prior approval of MD, Mission Poshan invite applications from the eligible candidates through advertisement in all prominent newspapers, uploading on District and Department Website, notification in all government offices and panchayat ghars. A Selection Committee comprising of following officers in each district shall have the mandate to make selections of the eligible candidates for the post of AWW:

- i. District Program Officer, ICDS concerned --- Chairperson.*
- ii. District Social Welfare officer concerned --- Member.*
- iii. CDPO Concerned --- Member Secretary.*
- iv. Assistant Director Employment concerned --- Member.*
- v. General Manager, DIC concerned -- Member.*

The above said Selection Committee shall prepare the final merit list along with select list which shall be publicly displayed in local newspapers, at the offices of all the committee members, panchayat ghars, website of the Department and a copy of the final merit list and select list shall also be provided to Sarpanch and Panch concerned



under receipt on the same day of issuance for a period of 10 days for appeal if any. Thereafter, the Committee shall submit the recommendations to ADDC concerned for approval and CDPO concerned shall issue the engagement orders of AWW accordingly after the approval. Any orders issued without proper advertisement, scrutiny and selection strictly on the basis of merit by the committee and approval of the ADDC shall be void ab-initio and shall entail serious action against the defaulting officer(s)."

It is hereby ordered that all concerned shall advertise the available posts widely for 02 weeks to create necessary awareness among the general public, so that meritorious and deserving candidates are appointed. It is also ordered that the whole process of recruitment shall be completed within 30 days of the issuance of this order.

Issued with the approval of the competent authority.

By order of the Government of Jammu and Kashmir.

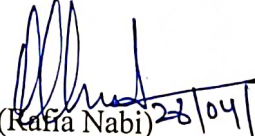
Sd/-
(Sheetal Nanda) IAS
Commissioner/Secretary to the Government
Social Welfare Department

No:- SWD-ICDS/43/2022-02(e-227641)

Dated:- 28.04.2023

Copy to the :

1. All Deputy Commissioner(s), with the request to personally monitor the process of the recruitment so that it takes place as per the HR policy in a transparent manner.
2. Director General, Social Welfare Jammu/Director, Social Welfare, Kashmir/Mission Director, Mission Vatsalya, J&K for information and necessary action.
3. Mission Director, Mission Poshan for favour of information and further necessary action.
4. Pvt. Secretary to Chief Secretary
5. Pvt. Secretary to Commissioner/Secretary to the Government, General Administration Department
6. Pvt. Secretary to Commissioner/Secretary to the Government, Social Welfare Department
7. Pvt. Secretary to Secretary in the Government, Finance Department
- 8 In charge website, Social welfare Department
9. Government order file/Stock file


(Rafia Nabi) 28/04/23
Under Secretary to Government
Social Welfare Department
