



Government of Jammu & Kashmir  
Social Welfare Department  
Civil Secretariat, J&K  
Jammu

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Subject:- Selection of Anganwadi Workers as Supervisors.

Government Order No: - 76 -SW of 2019

Dated: - 28.02.2019

Whereas, in terms of SRO-16 dated 28.01.2004, the post of Supervisor, Integrated Child Development Services Scheme in the Social Welfare Department is to be filled up, 50% by direct recruitment through Services Selection Recruitment Board, 25% by selection through Departmental Selection Committee from amongst Graduate Anganwadi Workers who have rendered 5 years of service and 25% by selection through Departmental Selection Committee from amongst Matriculate Anganwadi Workers with 10 years of service;

Whereas, as per aforesaid SRO, the Graduate Anganwadi Workers and Matriculate Anganwadi Workers constitute two feeding categories for the post of Supervisor;

Whereas, two seniority lists of Anganwadi Workers i.e. for Matriculate Anganwadi Workers and Graduate Anganwadi Workers are maintained by the Department;

Whereas, different orders have been issued on the subject from time to time and the Anganwadi Workers have been promoted as Supervisors reckoning their seniority either from the date of qualifying graduation or from the date of engagement as Anganwadi Worker;

Whereas, aggrieved by the Orders issued on the subject from time to time, a large number of Writ Petitions have been filed with regard to the promotion of Anganwadi Workers as Supervisor;

Whereas, the Hon'ble High Court vide Order dated 06.08.2015 in clubbed Writ Petitions, SWP No's. 164/2014, 269/2014, 249/2014, 396/2014 & 390/2014 titled Kounsar Jabeen and Ors V/s State & Ors., Naima Qureshi & Ors V/s State and Ors, Rubina Gul & Anr. V/s State & Ors., Jyoti Kumari &



Anr. V/s State & Ors. and Hafiza Bano & Ors V/s State & Ors., has ordered as under:-

"In all these writ petitions Government Order No. 22-SW of 2014 dated 24<sup>th</sup> January, 2014 has been called in question which is taken note of:-

"In partial modification of Government No. 100-SW of 2011 dated 20.05.2011, it is hereby ordered with immediate effect that:-

1. The seniority of the Anganwadi Workers, who have acquired higher qualification as private candidates during service shall be taken from date of acquiring the higher qualification instead from the date of initial appointment.
2. The honorarium drawn in respect of such Anganwadi Workers, who have acquired higher qualification without proper permission from the competent authority, shall be recovered from them for such period".

Whereas, it has been clearly elucidated in the judgment that in terms of SRO-16 dated 28<sup>th</sup> January, 2004, Graduate Anganwadi Workers and Matriculate Anganwadi Workers constitute two feeding categories for the post of Supervisor. The Matriculate Anganwadi Workers, who during their service attain the qualification of graduation, will figure in the seniority of the graduate Anganwadi Workers from that date and their seniority is to be reckoned as graduate Anganwadi Workers only from the date such candidates obtain graduation degree. The rule, itself having created 2 classes of Anganwadi Workers viz. graduate Anganwadi Workers and matriculate Anganwadi Workers, the seniority of matriculate Anganwadi Workers, thus, will not relate back to the date of their engagement as matriculate Anganwadi Worker after obtaining the degree of graduation. Hon'ble Supreme Court having cleared the legal position, there is no merit in these writ petitions.

Whereas, the matter has been examined and considered in the Department.

Now, therefore, in light of the order passed by the Hon'ble High Court and in suppression of all previous orders issued on the subject, it is hereby ordered that:-

1. The seniority of the Anganwadi Workers, who have acquired higher qualification (Graduation) during service shall be taken from the date of acquiring the higher qualification instead of the date of their initial appointment.





2. For appearing in any examination for attaining higher qualification, Anganwadi Workers shall seek prior permission from the State Mission Director, ICDS through proper channel.
3. Honorarium drawn in respect of such Anganwadi Workers, who have acquired higher qualification without proper permission from the Competent Authority, shall be recovered from them for such period.
4. The Anganwadi Workers, who acquire higher qualification after seeking proper permission from competent authority, shall be asked to opt either of the two seniority lists maintained separately for matriculate and graduate Anganwadi Workers. Option once exercised shall be final.

**By order of the Government of Jammu and Kashmir.**

**Sd/-**

**(Farooq Ahmad Lone) IAS**  
Secretary to the Government

No. SW/ICDS/Norms/74/2016-II

Dated: - 28.02.2019

Copy to the:-

1. Director General, Social Welfare Department, Kashmir.
2. Director, Social Welfare Department, Jammu.
3. State Mission Director, ICDS, J&K, Jammu.
4. Director, Archives, Archaeology & Museums, J&K.
5. Private Secretary to Advisor (G) to Hon'ble Governor.
6. Private Secretary to Secretary to Government, Social Welfare Department.
7. In-charge Website.
8. Government Order file (w.3. s.c).

**(Harjinder Singh)**

Under Secretary to Government  
Social Welfare Department

*(Signature)*