

No.1-2/2014-CD.I  
Government of India  
**Ministry of Women & Child Development**

Shastri Bhawan, New Delhi-1,  
Dated: the 15<sup>th</sup> September 2015

To

**All Secretaries dealing with ICDS in States/UTs**

**Subject: Recruitment of Supervisors under the ICDS Scheme - regarding.**

Sir,

As you are aware, the Anganwadi Workers (AWWs) are the most important functionary at the village level under the ICDS Scheme. Recent years have witnessed not only an exponential increase in the Anganwadi Centres/ Anganwadi Workers but also significant special efforts aimed at ensuring quality in the delivery of services and community participation. Accordingly, the responsibilities of the Anganwadi Worker has increased tremendously and she is now required to perform multiple tasks ranging from delivery of vital services, involving Community/Women's Groups/Mahila Mandals and for ensuring the effective convergence of various sectoral services.

2. In the '*Broad Framework for Implementation of Restructured ICDS*' approved by the Cabinet with the Restructuring & Strengthening of ICDS, the following provisions for rationalization of appointment of AWWs as Supervisors have been made:

- (i) 25% posts of Supervisors reserved for AWWs would be filled by the method of induction under the ICDS Mission subject to fulfillment of desired educational qualification and age criteria; and
- (ii) Additional provision for filling up of 25% of vacant posts from AWWs based on their merit and track record of service and additional qualification would also be made.

3. The above position has been reviewed keeping in view the aspirations of these field functionaries, to encourage their participation in the higher posts vis a vis their merit and to improve their career prospects. **The following guidelines on promotion and appointment of AWWs to the posts of Supervisors, in supersession of earlier guidelines, are conveyed to the States/ UTs for compliance:**

- (i) **The 50% of vacancies in the posts of Supervisors would be filled up by promotion from amongst AWWs with 10 years of experience as AWWs and having the prescribed educational qualifications as per the Recruitment Rules for the post of Supervisor, failing which the vacancies would be filled up by direct recruitment;** and
- (ii) **The remaining 50% vacancies in the posts of Supervisors would be filled up by direct recruitment.**

4. Extant reservation orders on the subject issued by the Government in respect of Scheduled Castes, Scheduled Tribes and Other Backward Classes may be kept in view by the State Governments while finalizing Recruitment Rules for the posts of Supervisors.

5. The above guidelines are subject to ratification by the National Mission Steering Group (NMSG).

6. It is requested that the States/UTs may amend Recruitment Rules for the posts of Supervisors as per the above guidelines on urgent basis and a copy of such Recruitment Rules, after being notified, may be sent to this Ministry.

Yours faithfully,

*AB 15.09.15*

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