

राकेश श्रीवास्तव
सचिव
Rakesh Srivastava
Secretary



भारत सरकार
महिला एवं बाल विकास मंत्रालय
शास्त्री भवन, नई दिल्ली - 110001
Government of India
Ministry of Women & Child Development
Shastri Bhawan, New Delhi-110001
Website : <http://www.wcd.nic.in>

D.O.No.ME-11013/2/2018-ME

Dated : 06.02.2019

Dear Chief Secretary,

As you are aware, Anganwadi Services under the Umbrella ICDS Scheme is world's biggest child development scheme. It covers every habitation in the country with 14 lakh Anganwadi Centres and more than 8 crore beneficiaries. The scheme comprises of six services meant for children under-6 years of age and Pregnant and Lactating Mothers.

2. You will appreciate that implementation of any field-level scheme, especially in the social sector, need committed and dedicated participation of its field manpower that comes into direct contact with the beneficiaries. The success or otherwise of the scheme mainly depends on them. This applies equally to the Anganwadi Services scheme which is largely implemented at the field level by the CDPOs, Supervisors, Anganwadi Workers and Anganwadi Helpers. The aforesaid functionaries are the backbone of the scheme and without their in position and participation, the success of the scheme cannot be visualised.

3. As per the data available, the vacancy position (*as on 31.12.2018*) on all India basis. in the aforesaid categories is as under:

Name of the post	Sanctioned	Vacant
CDPO	7075	1887
Supervisors	55185	13787
Anganwadi Workers	14,00,000	92,121
Anganwadi Helpers	12,82,897	96,424

The vacancy position pertaining to your State/UT is annexed.

4. The non-filling of the vacant posts of the above functionaries has been engaging the attention of this Ministry. In this regard, discussions were held with the State/UTs officials in various meetings/conferences, etc. Of late, it has been pleaded by the States/UTs that filling up of vacant posts is a very time consuming and complicated process as for some of the posts they are required to notify the vacancies to the State Public Services Commissions. Concerns have also been expressed by the States/UTs about the pendency of numerous court cases relating to the recruitment of above functionaries.

Contd.....2/-

- 2 -

5. Considering the difficulties faced by the States/UTs and with a view to avoid vacancies in the above positions, it has been decided by the Ministry to allow the States/UTs to recruit the aforesaid personnel on contract basis till such time the vacancies are filled on regular basis. Separately, we have already authorised the District Magistrates to recruit the AWWs and Supervisors at his/her level.

6. The recruitment of above personnel on contract basis may be conducted at State/UT level by advertising the posts and making it clear that these vacancies are for shorter duration till the regular recruitment is made. For selection of the personnel, an independent and impartial Committee may be constituted. The salary of contract staff may be fixed at the minimum entry level of the concerned post.

7. By following the above process, not only the vacancies will be filled but the services under the scheme can be dispensed in a more efficient manner and the AWCs which are non-functional or non-operationalised can be put into operation.

8. I shall be grateful if you could issue necessary instructions to the concerned officers and submit report on implementation of above process.

With regards,

Yours sincerely,



(Rakesh Srivastava)

All Chief Secretaries of States/UTs.

Copy to: Principal Secretaries concerned with ICDS in the States/UTs.

राकेश श्रीवास्तव
सचिव
Rakesh Srivastava
Secretary



भारत सरकार
महिला एवं बाल विकास मंत्रालय
शास्त्री भवन, नई दिल्ली - 110001
Government of India
Ministry of Women & Child Development
Shastri Bhawan, New Delhi-110001
Website : <http://www.wcd.nic.in>

D.O.No.ME-11013/2/2018-ME

Dated : 06.02.2019

Dear Chief Secretary,

As you are aware, Anganwadi Services under the Umbrella ICDS Scheme is world's biggest child development scheme. It covers every habitation in the country with 14 lakh Anganwadi Centres and more than 8 crore beneficiaries. The scheme comprises of six services meant for children under-6 years of age and Pregnant and Lactating Mothers.

2. You will appreciate that implementation of any field-level scheme, especially in the social sector, need committed and dedicated participation of its field manpower that comes into direct contact with the beneficiaries. The success or otherwise of the scheme mainly depends on them. This applies equally to the Anganwadi Services scheme which is largely implemented at the field level by the CDPOs, Supervisors, Anganwadi Workers and Anganwadi Helpers. The aforesaid functionaries are the backbone of the scheme and without their in position and participation, the success of the scheme cannot be visualised.

3. As per the data available, the vacancy position (*as on 31.12.2018*) on all India basis. in the aforesaid categories is as under:

Name of the post	Sanctioned	Vacant
CDPO	7075	1887
Supervisors	55185	13787
Anganwadi Workers	14,00,000	92,121
Anganwadi Helpers	12,82,897	96,424

The vacancy position pertaining to your State/UT is annexed.

4. The non-filling of the vacant posts of the above functionaries has been engaging the attention of this Ministry. In this regard, discussions were held with the State/UTs officials in various meetings/conferences, etc. Of late, it has been pleaded by the States/UTs that filling up of vacant posts is a very time consuming and complicated process as for some of the posts they are required to notify the vacancies to the State Public Services Commissions. Concerns have also been expressed by the States/UTs about the pendency of numerous court cases relating to the recruitment of above functionaries.

Contd.....2/-

- 2 -

5. Considering the difficulties faced by the States/UTs and with a view to avoid vacancies in the above positions, it has been decided by the Ministry to allow the States/UTs to recruit the aforesaid personnel on contract basis till such time the vacancies are filled on regular basis. Separately, we have already authorised the District Magistrates to recruit the AWWs and Supervisors at his/her level.

6. The recruitment of above personnel on contract basis may be conducted at State/UT level by advertising the posts and making it clear that these vacancies are for shorter duration till the regular recruitment is made. For selection of the personnel, an independent and impartial Committee may be constituted. The salary of contract staff may be fixed at the minimum entry level of the concerned post.

7. By following the above process, not only the vacancies will be filled but the services under the scheme can be dispensed in a more efficient manner and the AWCs which are non-functional or non-operationalised can be put into operation.

8. I shall be grateful if you could issue necessary instructions to the concerned officers and submit report on implementation of above process.

With regards,

Yours sincerely,

Sd/-

(Rakesh Srivastava)

All Chief Secretaries of States/UTs.

Copy to: Principal Secretaries concerned with ICDS in the States/UTs.

Copy also for information to:

- ✓ 1. Shri Nripendra Misra, Principal Secretary to the PM.
2. Dr Vinod K. Paul, Member (Health & Nutrition), NITI Aayog.
3. Shri Amitabh Kant, CEO, NITI Aayog.
4. Smt Debashree Mukherjee, JS, PMO.



(Rakesh Srivastava)