

GOVERNMENT OF ANDHRA PRADESH

**ABSTRACT**

I.C.D.S. - Fixing of upper age limit for continuation of Anganwadi Workers (AWWs)/ Anganwadi Helpers (AWHs) as sixty years and providing end of service benefit of Rs.50,000/- to AWWs (Main & Mini) and Rs.20,000/- to AWHs as incentive after attaining the age of 60 years – Orders – Issued.

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DEPARTMENT FOR WOMEN, CHILDREN, DISABLED & SENIOR CITIZENS  
(Prog.I)

G.O.MS.No. 20

Dated:30-05-2015

Read the following:

1. From the Commissioner, W.D. & C.W. Department, Hyderabad, Letter No.862/K3/2005, Dated 23.09.2013.
2. From the Commissioner, W.D. & C.W. Department, Hyderabad, Letter No.862/K3/2005, Dated 08-05-2014.
3. From the Commissioner, W.D. & C.W. Department, Hyderabad, Letter No.862/K3/2005, Dated 05.09.2014 and 21.04.2015.

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ORDER:

The I.C.D.S. is one of the most critical intervention by Government for improving nutrition status of women and children and for early childhood growth and development, hence it is necessary that the delivery system of ICDS be effective. In this regard, there is need to fix the upper age limit for continuation of Anganwadi Workers (AWWs) (Main & Mini) and Anganwadi Helpers (AWHs), as the elderly Anganwadi Workers (AWWs) (Main & Mini) and Anganwadi Helpers (AWHs), are not able to perform their job satisfactorily. As per the guidelines of Government of India for “Strengthened and Restructured ICDS Scheme” the State Government have been asked to fix age limit for Anganwadi Workers (AWWs) (Main & Mini) and Anganwadi Helpers (AWHs), for retirement. The neighboring Southern States like Tamilnadu, Karnataka and Kerala have already fixed upper age limit for Anganwadi Workers (AWWs) and Anganwadi Helpers (AWHs), and these States are far ahead of Andhra Pradesh in achieving Millennium Development goals of reducing IMR, MMR and Malnutrition.

2. The Commissioner WDCW, A.P. Hyderabad in his proposal in the reference 1<sup>st</sup> read above has stated that Government of India as part of ICDS restructuring to have requested State Government to fix upper age beyond which AWWs (Main & Mini) /Helpers should not be continued in service. And a proposal was submitted to Government to fix upper age both for AWW/Helper as 60 years by providing end of service benefit of Rs.30,000/- to AWWs and Rs.20,000/- to AWHs as incentive after attaining the age of 60 years to ensure effective delivery of services in AWCs. She has stated that the AWHs who have crossed 60 years of age are unable to cook food for 30 to 40 children and for the pregnant and lactating women in the AWCs every day. The performance of AWWs who have crossed 60 years of age in conducting preschool activities for 2 to 6 years is also not satisfactory.

3. Due to bifurcation of the state of Andhra Pradesh into Telangana and Andhra Pradesh states with effect from 2.06.2014, the Commissioner WDCW, A.P. Hyderabad in his letter dt.05.09.2014 has initiated a fresh proposal for fixing of upper age limit for continuation of AWWs (Main & Mini) /AWHs and Payment of end of service benefit and requested to issue orders in the matter.

4. After careful examination of the issue and basing on the proposals of the Director, Women, Development and Child Welfare Department, A.P., Hyderabad, Government has decided to fix the upper age limit for continuation of Anganwadi Workers (AWWs) (Main & Mini) and Anganwadi Helpers (AWHs) in service as 60 years and to provide end of service benefit of Rs.50,000/- to AWWs (Main & Mini) and Rs.20,000/- to AWHs as incentive for those who have attained the age of 60 years to ensure effective delivery of services in Anganwadi Centres (AWCs).

p.t.o.

5. Accordingly, Government hereby fix the upper age limit for continuation of Anganwadi Workers (AWWs) (Main & Mini) and Anganwadi Helpers (AWHs) in service as 60 years and agree to pay an end of service benefit of Rs.50,000/- to AWWs (Main & Mini) and Rs.20,000/- to AWHs on their attaining the age of 60 years, in the state of Andhra Pradesh.

6. The Director, Women Development & Child Welfare, Andhra Pradesh, Hyderabad, shall take necessary action in the matter accordingly.

7. This order is issued with the concurrence of Finance (HRM.VI) Department vide their U.O.No.6198/85/A1/HRM.VI/15, dt:30.05.2015.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

POONAM MALAKONDAIAH  
PRINCIPAL SECRETARY TO GOVERNMENT.(FAC)

To  
The Director, WD & CW, AP, Hyd.,  
All the District Collectors.  
All RJDs and PDs in the State.  
The A.G., A.P., Hyderabad.  
The D.T.A. , A.P., Hyderabad.  
The Pay and Accounts Officer, AP, Hyderabad.  
All D.T.Os in the State.

**Copy to:**

The Principal Secretary to C.M.,  
The P.S. to Chief Secretary.  
The P.S. to Minister (WCD&SCs).  
The P.S. to Principal Secretary, Deptt., for WCD&SCs.  
Sf/Scs.

//FORWARDED BY ORDER//

SECTION OFFICER