

No: WCD-H (ICDS)-B(2)-Guidelines Clarification
Directorate of Women & Child Development
Himachal Pradesh, Shimla-171004

-5060-5071

To

All District Programme Officers,
Himachal Pradesh.

Dated: 9/3/26 Shimla- 04

Subject: Clarification Regarding Effect of Non-Admissible Long Leave without Pay on Seniority of AWWs.

Sir/Madam,

It has been observed that this Directorate is receiving number of cases of Anganwadi Workers proceeding on long Leave without Pay on various grounds.

In this regard, clarification has been sought by several District Programme Officers as to whether the period of long Leave without Pay shall be counted towards service for the purpose of seniority.

It is pertinent to state that, in accordance with Government of India guidelines, Anganwadi Workers are admissible only 20 days of Casual Leave annually and paid absence on account of maternity & abortion or miscarriage.

It is hereby clarified that the period of non admissible long Leave without Pay shall not be treated as qualifying service for the purpose of seniority. Accordingly, such period shall be deducted from the total length of service of the concerned Anganwadi Worker while determining her seniority.

All District Programme Officers are requested to take note of the above clarification and ensure strict compliance while processing seniority-related matters.



(Dr. Pankaj Lalit, I.A.S.)

**Director
Women & Child Development
Himachal Pradesh**