



IN THE HIGH COURT OF ORISSA AT CUTTACK
W.P.(C) No.18430 of 2026

Reena Oram

....

Petitioner

Ms. S.P. Sunandini, Advocate

-versus-

State of Odisha & Ors.

....

Opposite Parties

Mr. C.K. Pradhan, AGA

CORAM:
JUSTICE BIRAJA PRASANNA SATAPATHY

ORDER
14.07.2026

Order No.

- 03.** 1. This matter is taken up through Hybrid Arrangement (Virtual/Physical) Mode.
2. Heard learned counsel appearing for the Parties.
3. Pursuant to the order dtd.22.06.2026, learned Addl. Government Advocate produced the instruction so produced by the CDPO, Lephripara vide her letter dtd.03.07.2026. The same be kept in record.
4. Basing on the instruction, it is contended that by the time the Anganwadi Worker working in the Center in question retired on 18.03.2026, since the Petitioner was not having the required qualification for consideration of her claim to get the benefit of appointment as A.W. Worker, from the post of A.W. Helper and she passed the +2, which is a requirement to be appointed as an Anganwadi Worker only on



22.05.2026, with issuance of the certificate on 03.06.2026, Petitioner's candidature cannot be considered.

5. Petitioner has filed the present Writ Petition *inter alia* with the following prayer:-

“In the premises aforesaid it is prayed that this Hon'ble Court may kindly graciously be pleased to admit this application issue notice to the Opp. parties and after hearing both the sides quash the advertisement dated 09.06.2026(Annexure-3) for the post of Anganwadi worker in Chakuli Anganwadi Center and thereby giving direction to the Opp. party No. 4 to give promotion to the petitioner to the post of Anganwadi worker in Chakuli Anganwadi center.

And pass any other order(s), direction (s) as this Hon'ble Court may deems fit and proper.

And for this act of kindness the petitioners, as in duty bound shall ever pray.”

6. Learned counsel appearing for the Petitioner contended that Petitioner on being found eligible was engaged as an Anganwadi Helper in Chakuli Addl. A.W. Center vide order of engagement issued on dtd.16.03.2016 under Annexure-1. As per the guidelines issued by the Government in the Women & Child Development Dept. on 15.03.2023 under Annexure-2, an Anganwadi Helper became eligible to get the benefit of engagement as Anganwadi Worker, if she has completed more than five years of engagement



as an Anganwadi Helper and has 12th Standard qualification.

6.1. Learned counsel appearing for the Petitioner contended that by the time the impugned advertisement was issued under Annexure-3 on 09.06.2026 for selection of A.W. Worker, Petitioner had the required five years' experience having been engaged on 16.03.2016, and she had also having +2 qualification, result of which was published on 22.05.2026. But instead of considering the Petitioner's claim to get the benefit of engagement as an Anganwadi Worker in terms of the guidelines issued by the Government under Annexure-2, the impugned advertisement was issued by Opposite Party No.4, to fill up the post of Anganwadi Worker in the Center in question.

6.2. It is accordingly contended that Opposite Party No.4 be directed to consider the claim of the Petitioner to get the benefit of appointment as Anganwadi Worker in the Center in question, prior to proceeding with the selection in terms of Annexure-3.

7. Having heard learned counsel appearing for the Parties and considering the submissions made, this Court finds that Petitioner was engaged as an



Anganwadi Helper vide order dtd.16.03.2016 under Annexure-1. As per the guidelines governing the field for selection of Anganwadi Worker so issued on 15.03.2023 under Annexure-2 an Anganwadi Helper became eligible for her appointment as A.W. Worker, if she has completed more than five years and has 12th Standard qualification. Stipulation contained in Para-3 & 4 of the guidelines reads as follows:-

“3. The minimum educational qualification for selection of Anganwadi Workers will be standard.

3 (a) As an Anganwadi Worker has to deal with very small children, pregnant & lactating mothers, conduct pre-school education, it is mandatory that she knows Odia. Hence Knowledge of Odia for Anganwadi Worker Selection is mandatory.

3 (b) Percentage of marks obtained in the Standard examination shall be the basis of drawing a merit list amongst the applicants. The marks secured in the failed subject in first chance to be deducted and the marks obtained in the subject when passed compartmentally be added in that place and accordingly percentage will be calculated.

3 (c) In addition to the above, preferential additional points will be given to the following categories.

Sl. No.	Category	Additional Points
1.	Scheduled Tribes / Scheduled Caste	10
2.	Widow	10
3.	Orphan girl (not having biological or legal parents)	10
4.	Physically Handicapped Women (more than 40% handicap be taken as physically handicapped)	5
5.	Destitute / Divorced / Deserted Women	5



6. If the candidate has cleared examination of a higher qualification 5
7. If the candidate has worked as an ECCE Worker under Samagra Shiksha/ NPEGEL, in the past 5 points per year of service rendered with a ceiling of 15 points
8. If the candidate has worked as a Balwadi Worker in the Balwadi Centre of the village, in the past 5 points per year of service rendered with a ceiling of 15 points

3 (d) In the scheduled areas, only ST candidates will be selected as Anganwadi Worker from the area served by the AWC. In case no suitable ST candidate is available in the area served by the AWC, then a suitable ST candidate may be selected from the same village but outside the service area of the AWC. If no ST candidate is available within the same village also, then candidates from adjacent village within G.P area may be considered for selection of Anganwadi Workers. If in none of the cases, a suitable S.T candidate is available, then it may be made open to SC candidates, as mentioned below.

3 (e) For SC candidates, mentioned in 3(d) above, the first preference shall be given to the candidates having minimum educational qualification as provided under Para (3) and belonging to the area served by the AWC. In case no suitable SC candidate is available in the area served by the AWC and within the same village, then a suitable SC candidate may be selected from the village but outside the service area of the AWC. If no SC candidate is available within the village also, then candidates from adjacent village within G.P area may be considered for selection of Anganwadi Workers. If in none of the cases, a suitable SC candidate is available, then then a non ST/SC candidate may be selected for the service area of the AWC.

4. Anganwadi Helper if having the requisite qualification and are found to be suitable shall be selected as Anganwadi Worker provided they have worked for more



than five years, also in the scheduled areas even if she is not SC/ST.

4 (a) For selection as Anganwadi Worker, the age in case of an Anganwadi helper can be relaxed to the number of years she has served, subject to a maximum period of 10 years”.

7.1. It is also found from Annexure-4-Sereis that Petitioner passed +2, the result of which was published on 22.05.2026 and the mark sheet was issued by the College on 03.06.2026.

7.2. Since Petitioner admittedly has the requisite experience and has also passed +2 prior to issuance of the advertisement on 09.06.2026, it is the view of this Court that Petitioner’s claim to get the benefit of engagement as an Anganwadi Worker in the Center in question, requires a consideration by Opposite Party No.4.

7.3. Accordingly, this Court while disposing the Writ Petition directs Opposite Party Nos.3 and 4 to take a decision on the Petitioner’s claim to get the benefit of engagement as an Anganwadi Worker in terms of the guideline issued on 15.03.2023 under Annexure-2 and pass an appropriate order within a period of six (6) weeks from the date of receipt of this order. Till a decision is taken as directed, selection process



pursuant to Annexure-3 advertisement dtd.09.06.2026 shall not be finalized.

8. Accordingly, the Writ Petition stands disposed of.

(Biraja Prasanna Satapathy)
Judge

Subrat