



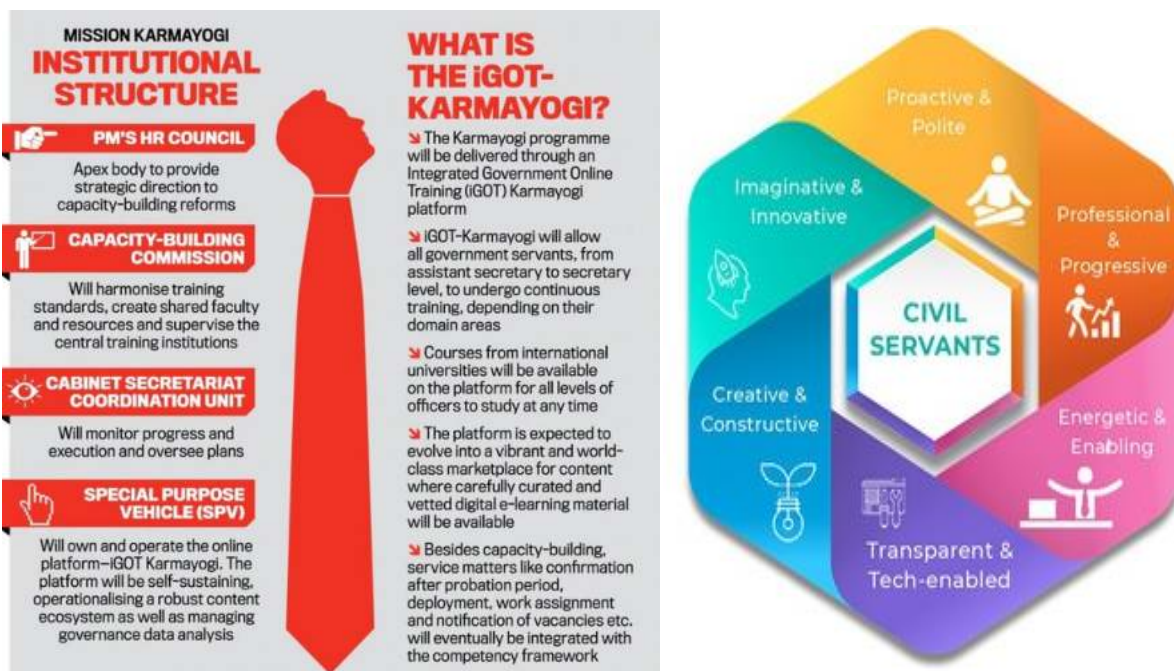
RSTV SUMMARY: BIG PICTURE: Mission Karmayogi

GS-II: Structure, organization and functioning of the Executive

Important aspects of governance, transparency and accountability, e-governance- applications

Introduction:

- As one of the biggest bureaucratic reform initiative, Union Cabinet approved the Mission Karmayogi- also known as **National Programme for Civil Services Capacity Building (NPCSCB)**.
- This mission is a landmark **skill-building and Human Resource Development reform initiative** that aims to **prepare civil servants**.
- The program is designed to help them tackle the challenges of modern society and aims to
 - standardize training,
 - lay a foundation for capacity building for civil servants.
 - transform human resource management from a **rule-based to a role-based system**.
- The program is meant to be a **comprehensive post-recruitment reform** and will be accessible to officers from section officers to secretaries to enable them to learn best administration practices from all across the world.



- 'The iGOT platform will enable the transition to a role-based HR management & continuous learning.
- Mission Karmayogi aims to prepare Civil Servants for the future by making them **more creative, constructive & innovative through transparency and technology.**
- As a 'landmark reform for the 21st century, it will end the culture of working in silos & bring out new work culture.
- Goal driven and constant training will empower & sensitize the civil servants to ensure accountability and transparency in the system.'
- 'This reform will not only provide a mechanism for Government functionaries to improve their own performance but also enable them to fulfill and live up to the aspirations of New India.



What was the need of bringing this reform?

- At present the Indian bureaucracy is facing challenges like- **Rule orientation, political interference, inefficiency with promotions** and many other issues.
- The bureaucracy has turned into what is known as '**rule book bureaucracy**' i.e. bureaucracy blindly follows the rules and regulations without taking care of the actual needs of the people.
- Some civil servants have developed the **attitude of 'bureaucratic behavior'** which eventually leads to red-tapism, corruption, and ignorance of the citizens' needs.
- The civil servants are **rarely held answerable** for their performance.
- Further, the civil service has been facing a lot of **structural issues**.
- With the advent of globalization, economic reforms, and technological advancements there is a **change in the needs and demands of the people**.
- As civil servants primarily perform the core functions of the state such as maintenance of law and order, they fail to handle these new challenges.
- Therefore, there was a demand for a bureaucracy that is responsive to these new challenges and to have officers who have domain-specific knowledge.



What outcomes we can expect out of this reform?

- It will help in **uniform realization of common values**, priorities and future goals of the nation.
- It is a comprehensive reform, which aims to bring **efficient delivery of public services**.
- The mission aims to build future-ready civil service with the right attitude, skills, and knowledge.
- The force of people who will be aligned with the vision of New India. It will prepare Indian civil servants for the future by making them more constructive, proactive, innovative, progressive, transparent, and technology-enabled.
- It will end subjective evaluation and ensure scientifically-devised, objective, and real-time assessment of employees.
- The appointing authorities will now have set data available to choose the **right candidates for the right job**. In other words, the civil servants will be given work **according to their competencies**.
- The ultimate aim of Mission Karmayogi is to ensure **ease of living for the common man and ease of doing business**.
- It will adopt a **Citizen-Centric approach** that will reduce the gap between the government and the citizens and aims to create a more harmonious relationship between Indian citizens and government institutions.
- This scheme will make civil servants **more responsive to the citizens' needs** by bringing in a paradigm shift in the human resource management of civil service.
- The program aims to enhance the quality of governance by making the **bureaucracy more efficient, effective, and accountable to the common man**.



- This scheme aim to inculcate **imaginative & innovative, proactive & polite, professional & progressive, energetic & enabling, transparent & tech-enabled, constructive & creative** etc values in civil servants in order to meet the challenges of the society.'
- Hence, **all the civil servants** will **mandatorily** be part of this mission.
- This platform will allow them to continuously **build and strengthen their behavioral, functional and domain competencies in their self-driven and self-mandated learning paths.**

iGOT

- The program will be delivered by setting up an **Integrated Government Online Training or iGOT-Karmayogi Platform**, covering all government officers.
- This platform will evolve into a world-class market place for content where carefully curated digital e-learning material will be made available.
- Besides capacity building, service matters like confirmation after probation period, deployment, work assignments, and notification of vacancies, etc. would eventually be integrated into this platform.
- It will provide a dashboard view of Key Performance Indicators.

Institutional structure

- To implement the Karmayogi mission government will set up **4 institutional structures** in place.
- The institutional framework of the program will consist of –
 - Public Human Resources (HR) Council,
 - Capacity Building Commission (CBC),
 - Special Purpose Vehicle (SPV), &
 - Coordination Unit.

Public Human Resource Council

- **Composition:** Selected Union Ministers, Chief Ministers, eminent public HR practitioners, thinkers, global thought leaders, and public service functionaries.
- **Chairman:** At the apex of this council will be Prime Minister, who will act as a chairman of this council.
- **Purpose:**
 - It will be the top body that will provide strategic direction to the task of civil services reform and capacity building.
 - The function of this council will be to approve and monitor the capacity building plans.
 - In addition to this, the council will review reports of the Capacity Building Commission.

Capacity Building Commission

- **Purpose:**
 - It will be set up to assist the Public Human Resource Council to approve Annual Capacity Building Plans.
 - It will be tasked with creating shared learning resources, give recommendations on standardization of training and capacity building, and set norms for common mid-career training programs across all civil services.
 - This commission will have a supervisory role over all training institutions to ensure that there is a common understanding of India's aspirations and development goals.
 - It will come out with an **Annual State of Civil Service Report.**
 - A Coordination Unit will comprise of select secretaries and cadre controlling authorities would also be set up.

Special Purpose Vehicle (SPV)

- It will be set up under Section 8 of the Companies Act, 2013.
- It will be a **not-for-profit Company** that will own and manage the iGOT-Karmayogi platform.



- SPV will create and operationalize the content.
- It will manage key business services of the platform relating to content validation, independent proctored assessments, and telemetry data availability.
- SPV will own all Intellectual Property Rights on behalf of the Government of India.

Funds

- This mission will cover over 46 lakh, central employees.
- A sum of Rs. 510.68 crores is likely to be spent over a period of 5 years from 2020-21 to 2024-25.
- The expenditure will be partly funded by multilateral agencies including the **World Bank and Asian Development Bank**.

Challenges involved:

- This initiative was certainly long overdue, it was received by some civil servants with **apprehensions**.
- 'The entire process may take time. It will take a lot of time for the relevant literature to be compiled, trainers to be identified. The aim is a good one but **implementation may not be easy**.'
- This scheme involves greater centralization of the Union government and this may **cause pushback from state governments**.
- Several bureaucrats raised concerns on why over 60% of the funds for the scheme are being sought through multilateral agencies.



Conclusion:

- Our bureaucracy faces multiple problems today and is in dire need of reform.
- Though, this program will give more power to the Central Government, it is imperative that it is not something which should be viewed in a completely negative light.
- If the government structures this program properly and provides civil servants taskforce the opportunities to build their capabilities. Then, it is definite that the public will reap the benefits of this program.
- This program not only aims to improve the relationship between the public and government but carries a citizen-centric approach to make the life of a common man easy through the governance system.

<https://newsexplain.com/a/all-about-mission-karmayogi>

<https://indianexpress.com/article/what-is/what-is-mission-karmayogi-6580380/>



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