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Mission Karmayogi for Civil Servants

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Why in News

The Union Cabinet has approved 'Mission Karmayogi' - the **National Programme for Civil Services Capacity Building (NPCSCB)**.

It is meant to be a **comprehensive post-recruitment reform** of the Centre's human resource development. Similar to pre-recruitment changes in the form of the **National Recruitment Agency**.

Key Points

- **Aim & Objective:**

- It is **aimed at** building a future-ready civil service with the **right attitude, skills and knowledge, aligned to the vision of New India**.
- It aims to prepare Indian civil servants for the future by making them more **creative, constructive, imaginative, proactive, innovative, progressive, professional, energetic, transparent, and technology-enabled**.
- Comprehensive reform of the capacity building apparatus at the **individual, institutional and process levels** for efficient public service delivery.

- **Reason for Mission:**

- At present bureaucracy is facing challenges like- **Rule orientation, political interference, inefficiency with promotions**, and generalist and specialist conflict.
- To change the status quo of civil services and bring about the long pending **civil services reforms**.
- The capacity of Civil Services plays a vital role in rendering a wide **variety of services, implementing welfare programs and performing core governance functions**.

- **Features of the scheme:**

- **Tech-Aided:** The capacity building will be delivered through **iGOT Karmayogi digital platform**, with content drawn from **global best practices**.

The platform will act as a launchpad for the National Programme for Civil Services Capacity Building (NPCSCB).

- **Coverage:** The scheme will cover 46 lakh central government employees, at all levels, and involve an outlay of Rs. 510 crores over a five-year period.
- **Shift from Rules to Roles:** The programme will support a transition **from “rules-based to roles-based”** Human Resource Management (HRM) so that work allocations can be done by matching an official’s competencies to the requirements of the post.

Apart from domain knowledge training, the scheme will focus on **“functional and behavioural competencies” as well**, and also includes a monitoring framework for performance evaluations.

- **Integrated Initiative:** Eventually, service matters such as confirmation after probation period, deployment, work assignments and notification of vacancies will all be integrated into the proposed framework.

- **Governance Structure:**
 - **Human Resource Council:** NPCSCB will be governed by the **Prime Minister’s Human Resource Council**, which will also include state Chief Ministers, Union Cabinet ministers, and experts.
 - This council will approve and review civil service capacity building programmes.
 - **Cabinet Secretary Coordination Unit:** There will be a Cabinet Secretary Coordination Unit comprising select secretaries and cadre controlling authorities.
 - **Capacity Building Commission:** Also, there will be a Capacity Building Commission, which will include experts in related fields and global professionals. This commission will prepare and monitor annual capacity building plans and audit human resources available in the government.
 - **Special Purpose Vehicle:** Finally, there will be a wholly-owned Special Purpose Vehicle (SPV), which will **govern the iGOT-Karmayogi platform.**
 - It will be set up under Section 8 of the Companies Act, 2013.
 - The SPV will be a “not-for-profit” company and will own and manage the iGOT-Karmayogi platform.
 - The SPV will create and operationalize the content, market place and manage key business services of the iGOT-Karmayogi platform, relating to content validation, independent proctored assessments and telemetry data availability.
 - The SPV will own all Intellectual Property Rights on behalf of the Government of India.
 - **Monitoring and Evaluation Framework:** An appropriate monitoring and evaluation framework will also be put in place for performance evaluation of all users of the iGOT-Karmayogi platform so as to generate a dashboard view of Key Performance Indicators.
- To conclude, the **ultimate aim** of Mission Karmayogi is to ensure “**Ease of Living**” for the common man, “**Ease of Doing Business**” and **Citizen-Centricity** that is reducing the gap between the government and the citizens. This can only be achieved by regular and constructive involvement by the government and civil servants.

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