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**DAILY EDITORIAL
ANALYSIS**

TOPIC

**Mission Karmayogi: National
Programme for Civil Services
Capacity Building**

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MISSION KARMAYOGI: NATIONAL PROGRAMME FOR CIVIL SERVICES CAPACITY BUILDING

Context

- Recently, **Indian Institute of Public Administration** assessed the impact by seeking inputs on trained staff and reported increased proficiency in data analytics and e-governance tools under Mission Karmayogi.

Mission Karmayogi

- India's ambitious vision of becoming a global manufacturing hub, a critical exporter of value-added services, and a mass supplier of human skills to an ageing developed world by 2047 hinges **on efficient governance and competent civil services**.
- Recognising this, the Prime Minister of India launched **Mission Karmayogi, the National Programme for Civil Services Capacity Building** to transform India's three million civil servants into citizen-centric, future-ready, and result-oriented 'Karmayogis'.

Need for Transformation

- Historically, delayed infrastructure projects plagued India. Mega initiatives like **Rail Freight Corridors and National Highways** often faced setbacks due to inter-ministerial permissions and siloed approaches.
 - ◆ To address this, the **PM Gati Shakti** platform emerged as a game-changer.
- By integrating legal, geographic, and planning layers, it facilitated a holistic approach to infrastructure development.
- However, for the platform to succeed, civil servants needed expertise in **emerging technologies and Geographic Information Systems (GIS)**.
- India aims to become a global manufacturing hub, a critical exporter of value-added services, and a mass supplier of human skills to developed countries.
 - ◆ It covers 46 lakh Central government employees at all levels, and it **needs to evolve** to meet the demands of a **\$30 trillion economy by 2047**.

Approach For Mission Karmayogi

- **Capacity Building Commission (CBC):** It provides policy guidance and tools to enhance civil servants' capabilities at all levels.
 - ◆ Collaborating with institutions like Gati Shakti Vishwavidyalaya and the National Academy of Customs, Indirect Taxes, and Narcotics, the CBC curated digital training courses.
 - ◆ These courses equipped civil servants with skills to apply to PM Gati Shakti for project planning and coordination across departments.
- **Competence Rooted in Indian Ethos:** Mission Karmayogi aims to create a competent civil service rooted in Indian values.
 - ◆ It fosters a shared understanding of the country's priorities, emphasising effective and efficient public service delivery.
- **Technology-Enabled Karmayogis:** The program focuses on making civil servants more creative, constructive, imaginative, and proactive.
 - ◆ It encourages transparency and leverages technology for better governance.
 - ◆ It can be done either in-house or through knowledge partners. Carefully crafted and vetted content from top-notch institutions, universities, private content providers and individual resources will be made available as training modules.

Six Key Pillars Under Mission Karmayogi

- **Policy Framework:** Provides strategic direction for capacity-building initiatives.

- **Institutional Framework:** Establishes the organisational structure to support the program.
- **Competency Framework:** Defines skills and knowledge required for effective civil service.
- **Digital Learning Framework (iGOT-Karmayogi):** Comprehensive online learning platform.
- **Electronic Human Resource Management System (e-HRMS):** Streamlines personnel management processes.
- **Monitoring and Evaluation Framework:** Ensures continuous improvement and impact assessment.

iGOT Karmayogi

- It is an **online learning platform** being developed as an integral part of the **Digital India stack** for capacity building of all government employees.
- It aims to provide '**anytime-anywhere-any device**' learning to train around 2.0 crores users which was so far unachievable through traditional measures.
- It is envisioned to evolve into a vibrant and world class marketplace for content modelled on FRACs.
- Supported by a robust **e-learning content** industry the content can be curated by individual government ministries or organisations.

Potential of Mission Karmayogi

- **Enhanced Proficiency:** The Indian Institute of Public Administration assessed recently trained staff and reported increased proficiency in data analytics and e-governance tools.
- **Continuous Capacity Building:** Mission Karmayogi provides a mechanism for continuous capacity building, ensuring civil servants stay updated and skilled.
- **Equal Opportunities:** The program aims to provide equal opportunities for personal and professional growth for government officials at all levels.
- **Ideal Civil Servants:** By upgrading post-recruitment training mechanisms, Mission Karmayogi aims to create ideal civil servants who are citizen-centric, future-ready, and result-oriented.

Key Outcome Under Mission Karmayogi

- **PM Gati Shakti Platform for Infrastructure Development:** It integrates legal, geographic, and planning layers for mega infrastructure projects.
 - ◆ Over 24,000 officials completed PM Gati Shakti learning modules, and 3,88,000 personnel were certified in emerging technologies.
 - ◆ New rail lines increased from 4 km/day to 12 km/day by 2024.
 - ◆ 15 highway projects under Bharatmala-2 were prepared using PM Gati Shakti.
 - ◆ Sensitive wildlife habitats were avoided during rail and highway alignments.
- **Mission Karmayogi for Citizen-Centric Policing:** Over 50,000 police personnel underwent a two-day training on self-reflection and proactive problem-solving.
 - ◆ Field research addressed flashpoints, including biased behaviour complaints.
 - ◆ Impact assessment showed increased citizen satisfaction in Puducherry after training.
 - ◆ Citizen satisfaction increased 1.5 to 1.9 times in Mumbai, Asansol, Bengaluru, and Lucknow divisions.
 - ◆ Gramin Dak Sevaks and village-level CSCs also received enhanced training.

Challenges Ahead

- **Skill Gap:** Despite training efforts, bridging the skill gap across diverse ministries and field-level officials remains a challenge.
 - ◆ Proficiency in emerging technologies and Geographic Information Systems (GIS) is critical for successful implementation of initiatives like PM Gati Shakti.
- **Inter-Ministerial Coordination:** Achieving a 'whole of government' approach requires seamless coordination among ministries.
 - ◆ Overcoming silos and ensuring collaboration remains an ongoing challenge.

- **Adaptation to Change:** Transforming civil services necessitates a cultural shift. Encouraging civil servants to embrace technology, innovation, and citizen-centric approaches may face resistance.
- **Monitoring and Evaluation:** Effective monitoring mechanisms are essential to track progress and address bottlenecks. Establishing robust evaluation processes is crucial.

Conclusion

- Mission Karmayogi seeks to transform India's civil services, making them better prepared and citizen-oriented, ultimately contributing to the nation's ambitious goals.
- It is a transformative initiative that empowers civil servants to drive India's progress. By nurturing citizen-centric, tech-savvy Karmayogis, we pave the way for a Viksit Bharat by 2047

Mains Practice Question

[Q] What are the key pillars of the National Programme for Civil Services Capacity Building (NPCSCB) under Mission Karmayogi? How does it aim to enhance governance and create a competent civil service?

