

Mission Karmayogi

September 2, 2020

The Union Cabinet on Wednesday announced **Mission Karmayogi, an unique skill building programme for civil servants across the country.** Mission Karmayogi, the government's latest initiative, will help training the officers to meet the challenges of the society. Headed by the Prime Minister, a council will approve the capacity building plans for civil servants, the central government said.

Mission Karmayogi

Mission Karmayogi is a nationwide programme to lay the foundation for capacity building of civil servants, **it will help the officers to learn about the best practices across the world.** Officially called the **"National Programme for Civil Services Capacity Building"**, the mission plans to transform human resource management in the country.



This scheme is based on the government's vision on how a civil servant should be. A civil servant of today, in order to meet the challenges of the world, will have to be **imaginative and innovative**, proactive and polite, professional and progressive, energetic and enabling, **transparent and tech enabled**, and constructive and creative.



The six pillars of Mission Karmayogi:

- Policy Framework
- Institutional Framework
- Competency Framework
- Digital Learning Framework
- The electrical Human Resource Management System
- The Monitoring and Evaluation Framework



The central government will set up a **Capacity Building Commission to harmonise training standards**. The commission will have shared faculty & resources. It will supervise all training institutions in the country, so that there's common

understanding of India's aspirations & development goals. **The schemes will be accessible for all**, from section officers to secretaries. It will have **two paths, self driven, where the official can choose the field of interest, and guided, where officials will be provided with the wherewithal to perform their jobs effectively.**

Mandate of the HR Council

- Apex body driving and providing strategic direction to the program.
- Approves and monitors civil service capacity building plan.
- Reviews reports submitted by Capacity Building Commission.

Functions of Capacity Building Commission

- Suggest policy interventions in areas of HR reforms.
- Functional supervisory role over all central training institutions to harmonise training standards.
- To formulate mid-career training program for all services and to set norms for the same.
- Create shared learning resources including shared faculty and resource hubs.
- Prepare annual capacity building plan and seek approval from the PM HR Council.
- Prepare annual HR Report on the health of civil services and target achievements.
- Audit of human resources available in the government.
- Suggest standardisation of training and capacity building.
- Holding annual Global Public HR Summit.