



# Special Purpose Vehicle for Mission Karmayogi

## Why in News

Recently, a **three-member task force** has been formed to help the government in bringing major bureaucratic reforms through its ambitious **“Mission Karmayogi”**.

## Key Points

### ▪ About:

- The Centre has recently approved the **‘National Programme for Civil Services Capacity Building - Mission Karmayogi’** to effect a transformational shift from rule based training to role-based capacity development of all civil services in the country.
  - The Programme **also aims to** enhance citizen experience for government services and improve availability of competent workforce.
- To effectively roll out this competency driven mission, a **Special Purpose Vehicle (SPV), namely ‘Karmayogi Bharat’**, would be set up as a not-for-profit company.
  - It will be set up under **section 8 of Companies Act, 2013** as a **100% government-owned entity**.
  - The SPV will be responsible to deliver and manage design, implement, enhance and manage a digital platform and infrastructure, manage and deliver competency assessment services, and manage governance of telemetry data and ensure provision of monitoring and evaluation.
- The **task force shall submit its** recommendations on organisational structure for the SPV **aligning its vision, mission and functions**.

### ▪ About Mission Karmayogi:

- **Aim and Objectives:**
  - 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.
- **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](#).
- **Features of the scheme:**
  - **Tech-Aided:** The capacity building will be delivered through [iGOT Karmayogi digital platform](#), with content drawn from global best practices.
  - **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.
- **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.

▪ **Other Bureaucratic Reforms:**

- The Government has ended the [hegemony of the Indian Administrative Service \(IAS\)](#), the apex bureaucratic cadre, with respect to appointments at the level of **joint secretary (JS)**.
  - Instead, appointments to posts have been drawn from other cadres also like the Indian Revenue Service, Indian Accounts and Audit Service and the Indian Economic Service.
- Similarly, the Union government has also encouraged [lateral induction](#) of personnel from the private sector.

[Source: FE](#)

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