



# India: Support to Capacity Building Commission for Strengthening Institutional Capacities and Training Infrastructure

Project Name	Support to Capacity Building Commission for Strengthening Institutional Capacities and Training Infrastructure				
Project Number	56014-001				
Country / Economy	India				
Project Status	Approved				
Project Type / Modality of Assistance	Technical Assistance				
Source of Funding / Amount	<table><tr><td>TA 6921-IND: Support to Capacity Building Commission for Strengthening Institutional Capacities and Training Infrastructure</td><td></td></tr><tr><td>Technical Assistance Special Fund</td><td>US\$ 1.00 million</td></tr></table>	TA 6921-IND: Support to Capacity Building Commission for Strengthening Institutional Capacities and Training Infrastructure		Technical Assistance Special Fund	US\$ 1.00 million
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Technical Assistance Special Fund	US\$ 1.00 million				
Strategic Agendas	Inclusive economic growth				
Drivers of Change	Gender Equity and Mainstreaming Governance and capacity development Knowledge solutions				
Sector / Subsector	Public sector management / Public administration				
Gender Equity and Mainstreaming	Some gender elements				
Description	<p>This knowledge and support technical assistance (TA) will support the Capacity Building Commission (CBC), Department of Personnel and Training (DOPT), Ministry of Personnel, Public Grievances and Pensions, to implement the National Program for Civil Services Capacity Building, or Mission Karmayogi. It aims to strengthen the institutional capacity building ecosystem of India and support the CBC in strengthening its competency, institutional, and policy pillars by (i) preparing capacity building plans (CBPs) based on a standardized approach, (ii) strengthening institutional frameworks for outcome-oriented capacity building, and (iii) devising actionable recommendations for training policy frameworks. The TA focuses on governance and capacity development as a key driver of change for improving public service delivery and development outcomes.</p>				
Project Rationale and Linkage to Country/Regional Strategy	<p>The Indian Constitution formulated a federal- and state- government machinery to govern the world's largest democracy by population. The Civil Services of India (CSI) is mandated to operate this triple-layered system of central, state, and local governments. The central government comprises staff drawn from the three All India Services and 58 Group A Central Services, and the state governments have dedicated state and local level cadres. Together, the CSI forms the backbone of public governance and administration, translating national priorities into actions that deliver a range of public services. As the development needs of the country continue to be redefined by globalization, technology, demographics, and climate change, the CSI has strived to manage the increasingly complex multidisciplinary and transnational challenges. Successive attempts have been made to realign the functioning and capacity. However, there has been limited success due to the sporadic nature and narrowed confines of such initiatives. There is, therefore, an urgent need for the CSI to transition from a rules-based to a roles-based model that focuses on outcomes to deliver inclusive and sustainable economic growth.</p> <p>Recognizing the imperative for reforms and learning from past initiatives, the program adopts a whole-of-government approach to developing and implementing a strategic workforce plan for a responsive, future-resilient, technology-driven, and citizen-centric workforce. It aims to create a competency-led capacity building culture of lifelong learning for improved public service delivery, ease of living, and inclusive economic growth outcomes. The program's strategic framework draws on six pillars: (i) policy framework; (ii) competency framework; (iii) institutional framework; (iv) Integrated Government Online Training (iGOT) Karmayogi; (v) electronic human resources management systems; and (vi) monitoring and evaluation. While the DOPT is focused on delivering the larger institutional and policy outputs of the program, the CBC is mandated to drive standardization and harmonization across the central government's capacity building landscape and act as the custodian of associated civil services reforms.</p> <p>The TA will support the CBC in (i) preparing capacity building plans (CBPs) based on standardized approach for select ministries and departments, in line with ADB's knowledge management action plan, (ii) institutionalizing measures for sustainability of program interventions, and (iii) documenting best practices for dissemination across ADB knowledge networks. The TA approach is deemed most appropriate as it presents ADB with a unique opportunity to strengthen the operational ecosystems of policy-formulating institutions.</p>				
Impact	Competencies and productivity of the civil service improved				
Project Outcome					
Description of Outcome	Capacity building strategy for the civil service institutionalized.				
Progress Toward Outcome					
Implementation Progress					
Description of Project Outputs	Competency-led capacity building frameworks developed Institutional frameworks with real time monitoring systems strengthened Training policy framework with focus on continuous learning and knowledge management improved				
Status of Implementation Progress (Outputs, Activities, and Issues)					
Geographical Location	Nation-wide				
Summary of Environmental and Social Aspects					
Environmental Aspects					

Involuntary Resettlement
Indigenous Peoples
Stakeholder Communication, Participation, and Consultation
During Project Design
During Project Implementation

Business Opportunities	
Consulting Services	The TA will require about 201 person-months of consulting services and resource persons. Two national firms with an estimated input of 157 person-months will be recruited through a simplified technical proposal and quality- and cost-based selection method with a 90:10 quality cost ratio, and individual consultants (44 person-months) will be recruited to support implementation, quality control, and capacity building. ADB will engage the consultants following the ADB Procurement Policy (2017, as amended from time to time) and its associated project administration instructions and/or staff instructions.
Procurement	Not applicable

Responsible ADB Officer	Gupta, Kanupriya
Responsible ADB Department	South Asia Department
Responsible ADB Division	Public Management, Financial Sector and Trade Division, SARD
Executing Agencies	Department of Personnel and Training, Ministry of Personnel, Public Grievances and Pensions North Block, Central Secretariat, New Delhi, Delhi 110001

Timetable	
Concept Clearance	24 Mar 2022
Fact Finding	01 Apr 2022 to 01 Apr 2022
MRM	-
Approval	07 Jun 2022
Last Review Mission	-
Last PDS Update	07 Jun 2022

## TA 6921-IND

Financing Plan/TA Utilization							Cumulative Disbursements	
ADB	Cofinancing	Counterpart				Total	Date	Amount
		Gov	Beneficiaries	Project Sponsor	Others			
1,000,000.00	0.00	0.00	0.00	0.00	0.00	1,000,000.00	-	0.00

Project Page	<a href="https://www.adb.org/projects/56014-001/main">https://www.adb.org/projects/56014-001/main</a>
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