



Panel discussion on Overcoming Challenge in Governance

Concept Note

JUNE 2023

Introduction

Effective operation and governance in civil service training institutions (CSTIs) helps establish clear structures, processes, and accountability mechanisms, fostering transparency, fairness, and effective decision-making. This ultimately leads to development of competent and skilled officers.

Governance & Operations is one of the

key pillars of the National Standards for Civil Service Training Institutions (NSCSTI) framework¹. This pillar determines the type of practices that promote transparency in all administrative processes of the training institute. It also determines the degree of independence of the training institute in engaging various stakeholders, course content design, procurement of goods and services etc.

Overview of panel discussion

The panel discussion on 'Overcoming Challenge in Governance' is a key session at the National Training Conclave. This document outlines the challenges and topics for discussion, aiming to shed light on the significance of effective operation and governance in the context of civil service official trainings.

The panel discussion will serve as a platform to:

- Discuss the existing challenges in the

CSTIs.

- Deliberate on the best possible interventions and key takeaways for each institute.

The knowledge outcomes of the panel will contribute to the ongoing efforts of the Capacity Building Commission towards enhancing the capacities of Training institutes. The participants of the panel include representative from CSTIs, Academia, Private institutes and Civil services.

Challenges in Governance

The challenges in governance in CSTIs are broadly of four categories Academic functionary, administrative functionary,

financial functionary, and overall Governance.

Academic Issues	Administrative Issues	Financial Issues	Overall Governance
Academic Autonomy	Director & Faculty deputation	Procurement & contract management	Governance structure
Serving evolving trainee needs	Setting & enforcing policies	Accountability & transparency	Stakeholder engagement
Engaging private sector experts	Infrastructure maintenance, development & upgradation	Fund allocation & Management	Leadership development

¹Source: https://www.nscsti.org/assets/pdf_doc/CBC_Approach%20Paper.pdf Approach%20Paper.pdf

Topics of discussion

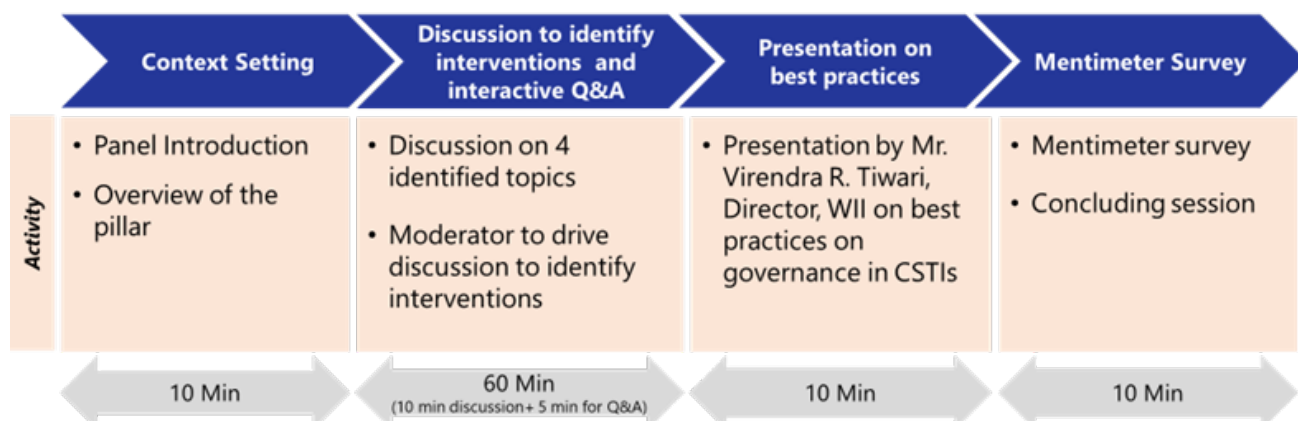
1. **How can Academic curriculum, pedagogy & its governance in CSTIs be better aligned with the emerging needs of civil services?**
 - o Structure to enable course and content development and upgradation
 - o Set procedure and policies to identify trainee needs
 - o Agile structure to adapt to the evolving needs of officials
2. **What are some of the Good Governance practices of that can be adopted (and translated) in CSTIs from Rashtriya Raksha University?**
 - o Governance structure and compartmentalization
 - o Good governance practices
 - o Stakeholders in the governance process
3. **What is the governance mechanism & structure in place at a private institution that enables & empowers the Academic, Administrative & Financial functionary?**
 - o Governance structure: General Body, Executive Boards & Academic Council
 - o Function of the governing bodies
 - o Internal Committees
4. **How can CSTIs effectively acquire qualified teaching staff to provide result-oriented training to cadre?**
 - o Institutionalising process for appointment, tenure management & retention of faculty
 - o Onboarding experts from competitive market

Presentation on Best Practices:

Best practices presentation by Sh. Virendra R. Tiwari, Director, Wildlife Institute of India

(WII) on overall governance and operation practice adopted in WII institute.

Structure of Panel Discussion





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