



सत्यमेव जयते

Government of India
Ministry of Personnel, Public Grievances & Pensions,
Department of Administrative Reforms & Public Grievances



कर्मयोगी भारत
— लोकहितं मम ध्येयम् —

MISSION KARMAYOGI

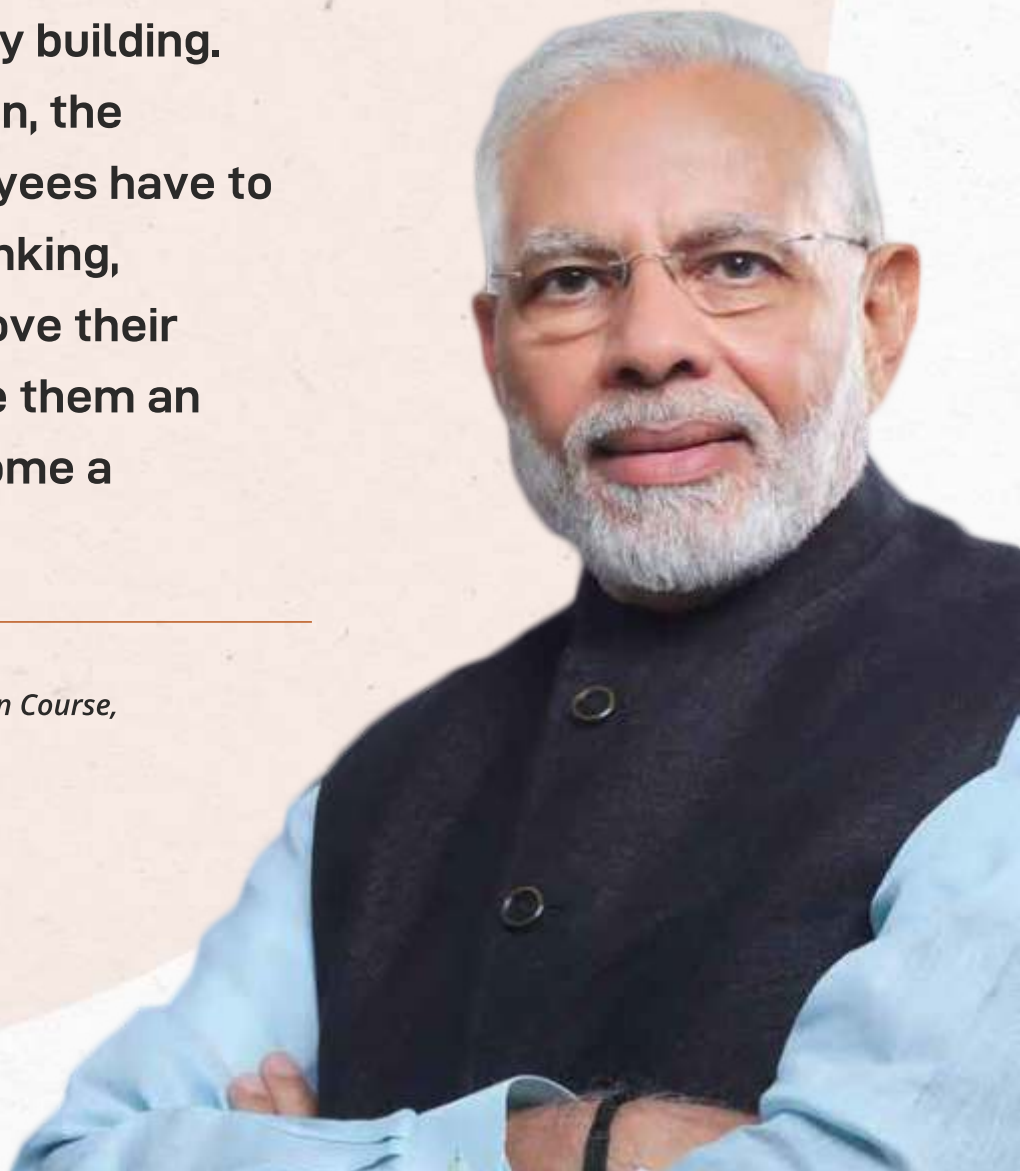




...Mission Karmayogi is a new experiment of its kind in the direction of capacity building. Through this mission, the government employees have to modernize their thinking, approach and improve their skill set. It is to give them an opportunity to become a Karmayogi...

PM Shri Narendra Modi

*at Aarambh Common Foundation Course,
on Rashtriya Ekta Diwas 2020*



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KARMAYOGA FOR KARMAYOGIS

The spirit behind this scheme is the motto of the Civil Services enshrined in Bhagvad Gita as *Yogah Karmasu Kaushalam* which denotes efficiency in action, signifies productive efficiency for producing maximum results. In normal parlance, it means all civil servants must be efficient to discharge their responsibilities to the society. Aligned to another dimension of civil servant as a '*Karmayogi*' the scheme goes beyond body-mind complex for calm and steady behavior by each of them. This is personal or character efficiency. Productive and personal efficiency cannot be separated. A double dimension of quality with quantity is ingrained in this philosophy. The Mission *Karmayogi* tries to bring this profound change by a luminous, universal message of inward efficiency or personality efficiency of the civil servant. It is aligned with what Swami Vivekananda said "*Atmano moksartham jagadhitaya ca*" for one's own liberation and for the welfare of the world. Public service should aim such perfection.

यद्यद् आचरति श्रेष्ठः तत्तदेवेश्वरो जनः
स यत् प्रमाणं कुरुते लोकस्तत् अनुवर्तते ॥

"Whatever the superior person does, that is followed by others. What standard he or she demonstrates by action, people follow that."

Mission *Karmayogi* is a scheme that exhorts the civil servant to maintain a very high standard of conduct and behaviour so that he earns the trust of the people and is emulated by his peers and subordinates.

NEED FOR THE REFORM

- ❖ Civil Servants play a vital role in formulating policy and executing delivery at the cutting edge
- ❖ However, the current civil services capacity building landscape was marred with the following challenges
 - ❖ Existing training policy interventions were sporadic and largely confined to individual and intermittent innovations
 - ❖ Stereotyped working in silos or compartments, rather than an overall unifying vision and understanding of national priorities
 - ❖ Lack of a lifelong and continuous learning environment for all civil servants
 - ❖ Barriers to exchange of knowledge preventing collaborative working
- ❖ Moving from a **RULES-BASED** to a **ROLES-BASED** HR Management System
- ❖ Raison d'etre of the Mission is assignment of right person for the right role at the right time.

EVOLUTION OF THE CIVIL SERVICES REFORM SINCE 2014

“

15 अगस्त, 2019

....अगर 2014 से 2019 आवश्यकताओं की पूर्ति का दौर था, तो 2019 के बाद का कालखंड देशवासियों की आकांक्षाओं की पूर्ति का कालखंड है, उनके सपनों को साकार करने का कालखंड है....

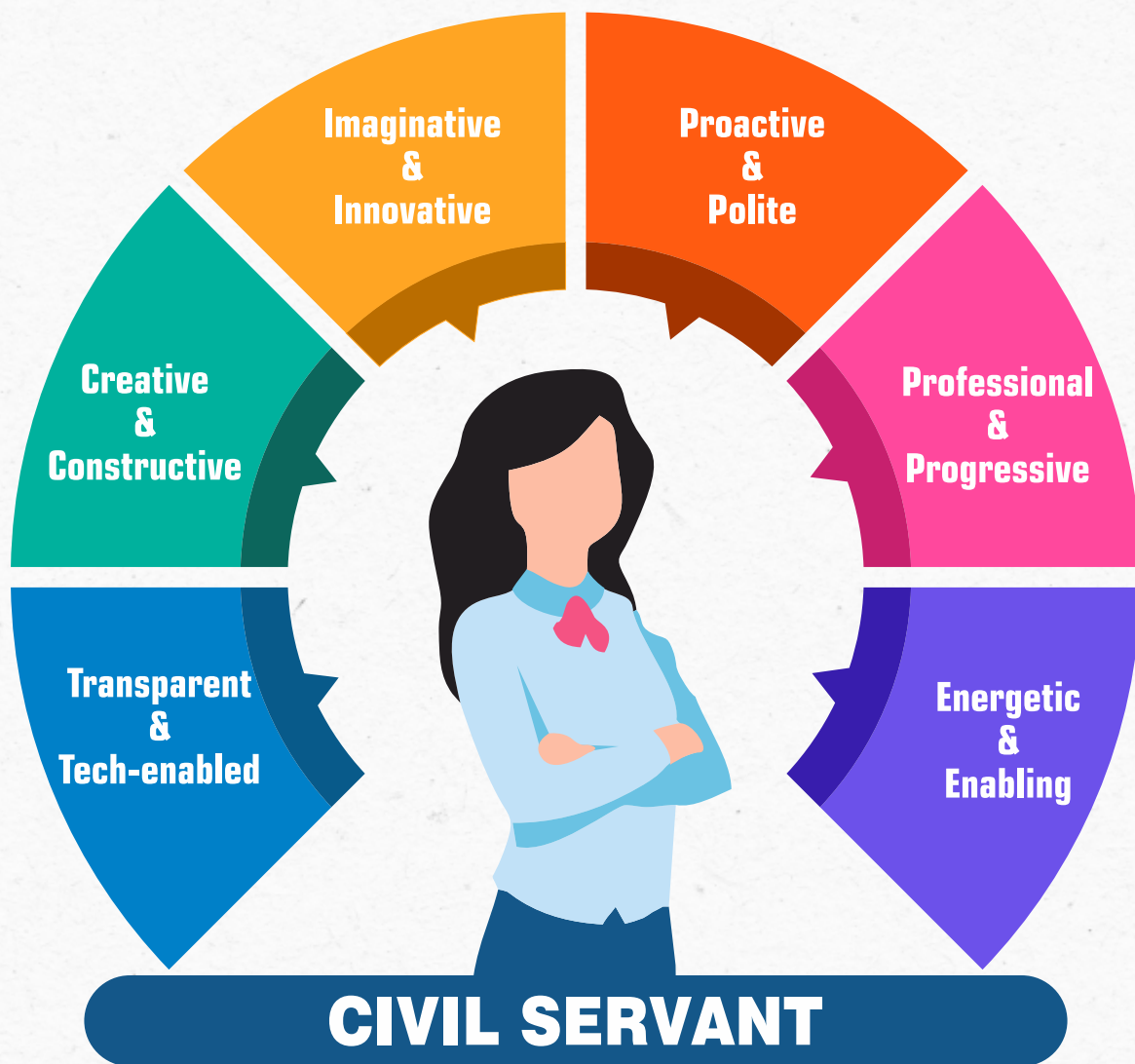
श्री नरेन्द्र मोदी, प्रधानमंत्री

”

To translate this into reality and strengthen the interface of Government with the citizens, various citizen-centric initiatives were undertaken since 2014 :

- ❖ Moving ahead on 'Trust the Citizen' philosophy, self-attestation of documents was allowed
- ❖ To remove discretion and promote merit, interviews for Group B (Non-Gazetted) and Group C posts were discontinued
- ❖ To make senior appointments broad-based and objective, multi-source 360-degree feedback was introduced
- ❖ Lateral entry was introduced at senior levels to create the widest talent pool and induct sectoral experts
- ❖ To create synergies between policy design and implementation, Assistant Secretary Programme was introduced in 2015, directly connecting central government departments to administrative sub-divisions in the field
- ❖ To enhance governance through civil services capacity building, path-breaking exercise Aarambh conducted at Statue of Unity, Kevadia on Rashtriya Ekta Divas in 2019, and it was followed up with a unique virtual Aarambh in October 2020
- ❖ National Recruitment Agency (NRA) set up in August 2020 to introduce common entrance test obviating the need for multiple entrance tests for the citizen, saving her time and cost

PRIME MINISTER'S VISION OF CIVIL SERVANT-KARMAYOGI FOR THE NATION



CITIZEN CENTRIC AND FUTURE READY CIVIL SERVICE

- with right Attitude, Skills and Knowledge,
aligned to the Vision of New India

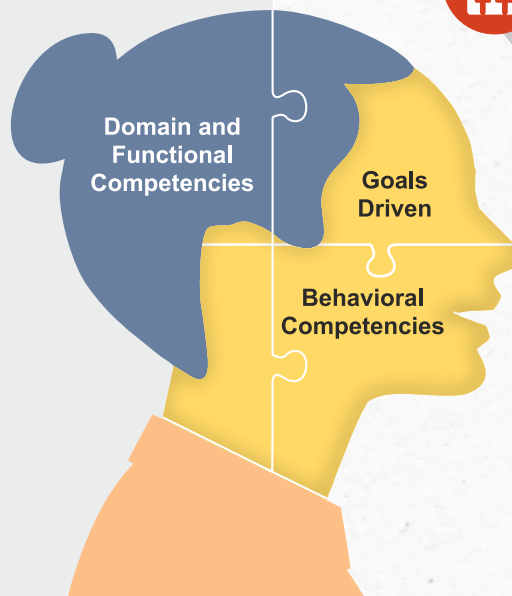
Competency led Capacity Building

India's own **Civil Service Competency Framework**

Shared understanding of **India's developmental aspirations, National Programmes & Priorities**

Accountability & Transparency through **Objective Evaluations**

Scale of Impact
A Global Exemplar -
~30 Lac users in year 1 & ~2 Cr in long run



The Government Official

Ease of Living

Competencies to ensure on time and effective Public Service Delivery for Citizens

Ease of Doing Business

Creating policies and delivering services conducive to economic growth

Citizen Centricity

Citizen Centricity (respectful interactions, problem solving competencies) Subject Matter Expertise and Attitudinal change

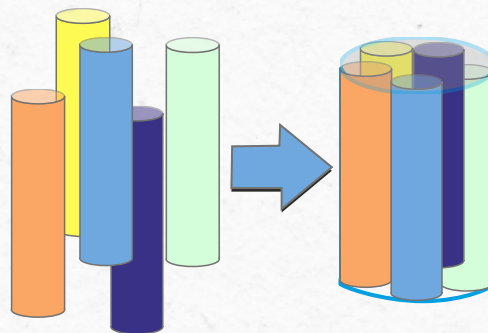
THE VISION




The vision set by the Prime Minister envisages that all departments must seek to leverage the upcoming milestone of 75 years of independence, which can inspire people to make a contribution for the betterment of the country.


Envisioned as one of the largest capacity building initiatives in Government organisations anywhere in the world, Mission Karmayogi will initially cover about 46 lakh government officials at the Centre and will eventually aim to transform approximately 1.5 crore government officials across the Centre, the States and the local bodies.


- ❖ It will enable officials to pursue anytime-anyplace-any-device learning at their own convenience, using self-directed or guided learning paths, enabling continuous learning for all.
- ❖ It will provide officials with access to instant guidance at the point of need, through job specific learning resources and collaboration with officials who “have done it before.”
- ❖ It will empower an official with tools to take charge of one's own professional learning journey, making officials accountable for their own career trajectory.



FROM SILOS TO CONVERGENCE










MISSION KARMAYOGI: A NEW CAPACITY BUILDING PARADIGM

**National Programme for Civil Services
Capacity Building (NPCSCB)**

- 
Prescribe Annual Capacity Building Plan
for all Departments & Services
- 
Monitor the Implementation of Capacity Building Plan
- 
Massive Capacity Building initiative to ensure efficient service delivery
- 
Promotes Technology - Driven Learning Pedagogy

“ *This is a comprehensive reform of the capacity building apparatus at individual, institutional and process levels for efficient public service delivery* ”

Dr. Jitendra Singh

Union Minister of State (IC) DoNER, Minister of State PMO,
Ministry of Personnel, Public Grievances and Pensions,
Department of Atomic Energy & Department of Space,
Government of India

PROGRAMME APPROACH

Mission Karmayogi – National Programme for Civil Services Capacity Building



Salient Features

- ❄ Aligning work allocation of civil servants by matching their competencies to the requirements of the post, such that transition from 'Rule based' to 'Role based' HR Management is smoothly attained
- ❄ To emphasize on 'on-site' learning to complement the 'off-site' learning
- ❄ To create an ecosystem of shared training infrastructure including that of learning materials, institutions and personnel
- ❄ To calibrate all Civil Service positions to a Framework of Roles, Activities and Competencies (FRAC) approach and to create and deliver learning content relevant to the identified FRAC in every Government entity
- ❄ To make available to all civil servants, an opportunity to continuously build and strengthen their Behavioral, Functional and Domain Competencies in their self-driven and mandated learning paths
- ❄ To enable all the Central Ministries and Departments and their Organizations to directly invest their resources towards co-creation and sharing the collaborative and common ecosystem of learning through an annual financial subscription for every employee
- ❄ To encourage and partner with the best-in-class learning content creators including public training institutions, universities, start-ups and individual experts

MISSION KARMAYOGI – INSTITUTIONAL STRUCTURE



Prime Minister's HR Council

Cabinet Secretariat Coordination Unit

Capacity Building Commission

Karmayogi Bharat SPV
(Not for profit company)

MISSION KARMAYOGI **National Programme for Civil Services Capacity Building**

PM's HR Council (PMHRC) -
Apex Body to provide strategic direction to capacity building reforms

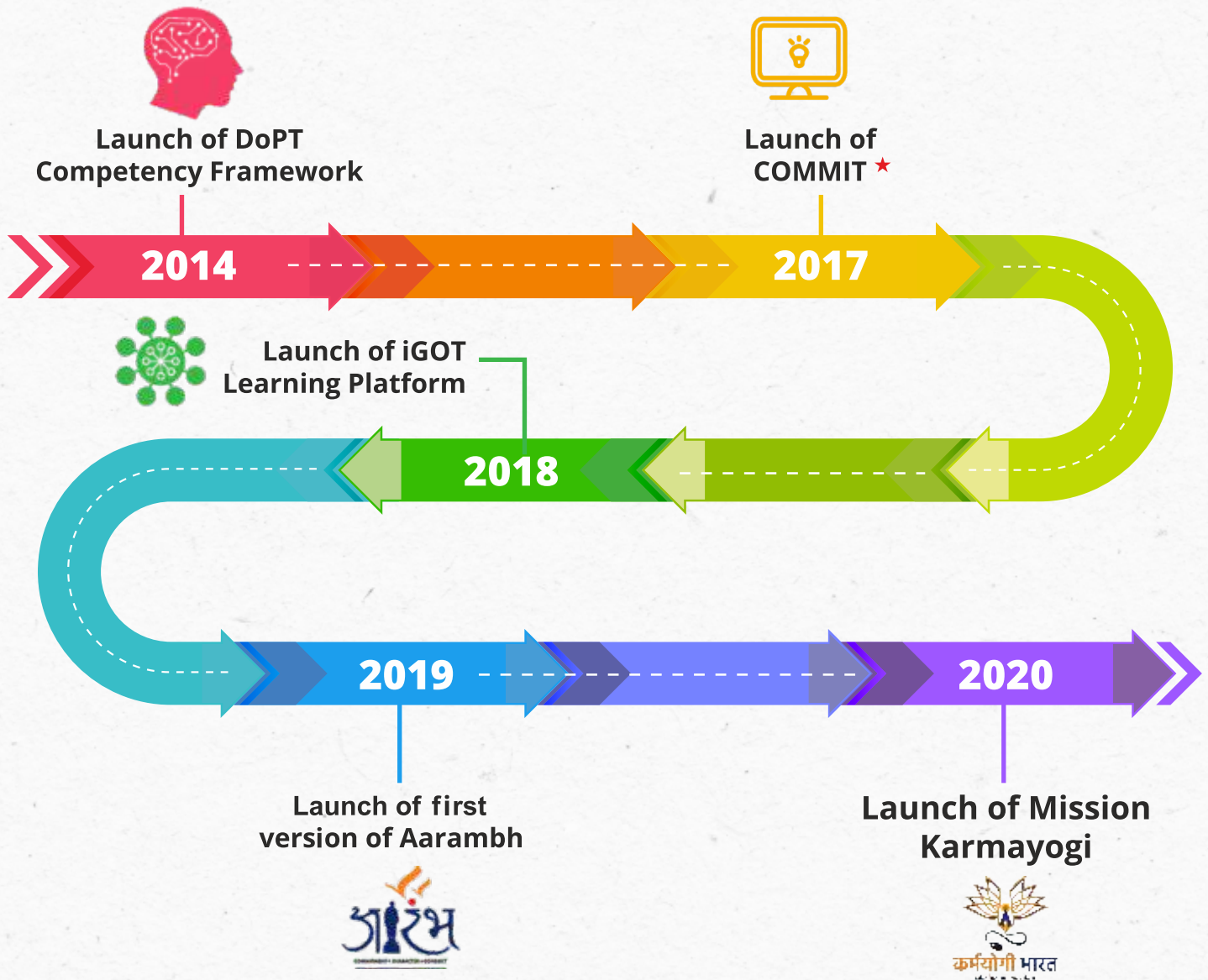
**Cabinet Secretariat Coordination Unit - to monitor progress and execution
and oversee plans**

**Capacity Building Commission - to harmonize training standards,
create shared faculty & resources & supervise Central Training Institutions**

**Karmayogi Bharat SPV - to own and operate the online platform -
iGOT Karmayogi and facilitate world class learning**

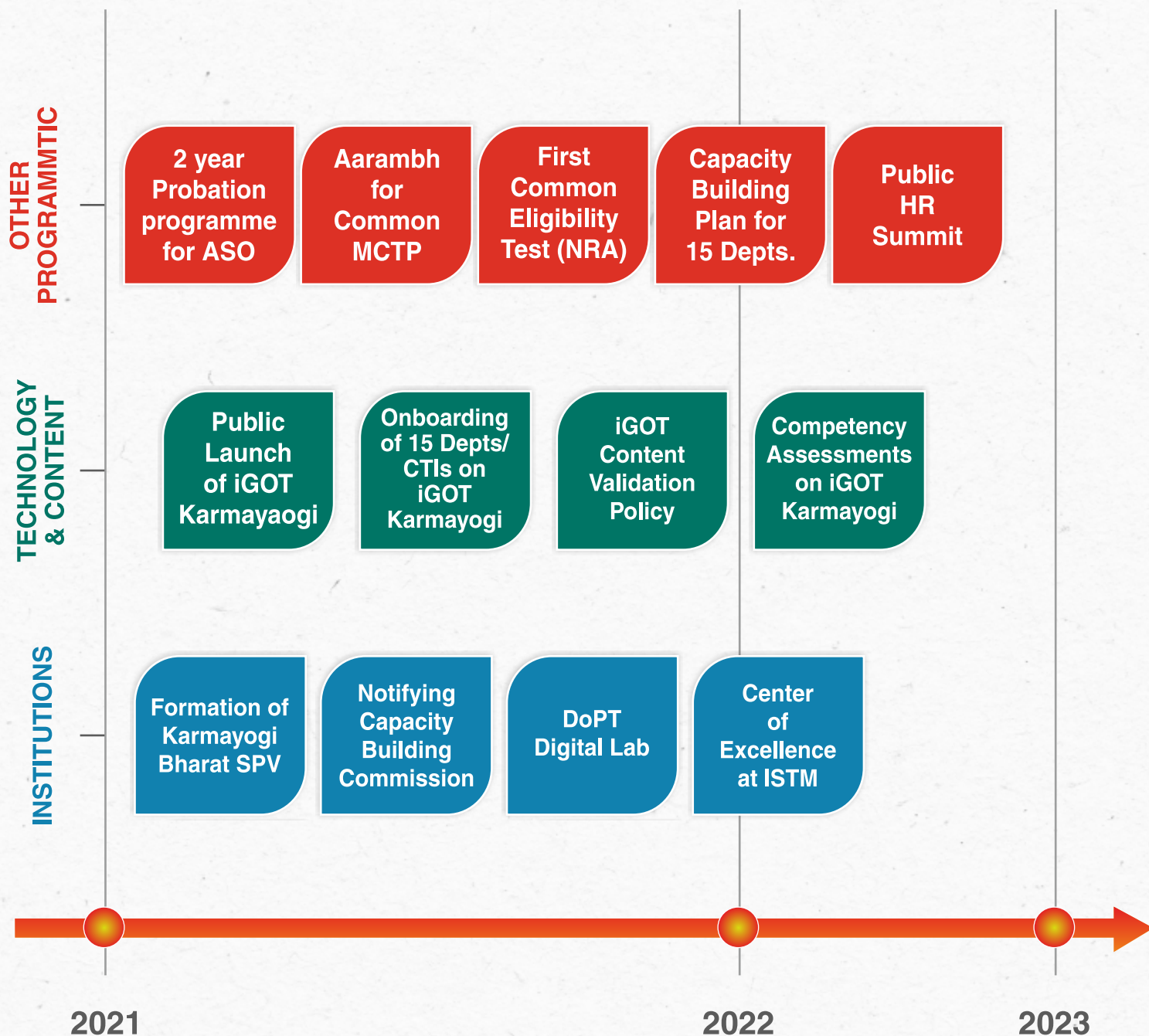
Governance • Performance • Accountability

TIMELINE SO FAR



★ COMMIT : Comprehensive Online Modified Modules on Induction Training for Sub-district level frontline functionaries

ACTION PLAN 2021-2023



IMPACT ATTAINED - COVID PHASE

Mission Karmayogi is a new initiative and work has begun to onboard ministries and departments. The expectation is that the impact will start becoming visible as the Programme gains momentum and ministries are fully onboarded. However, the relevance of the Mission was established during COVID where need was felt overnight to have an online training platform to train medical and health workers on ways to tackle the pandemic.



13 Lakh Trained individuals

29.1 Lakh Course enrolments

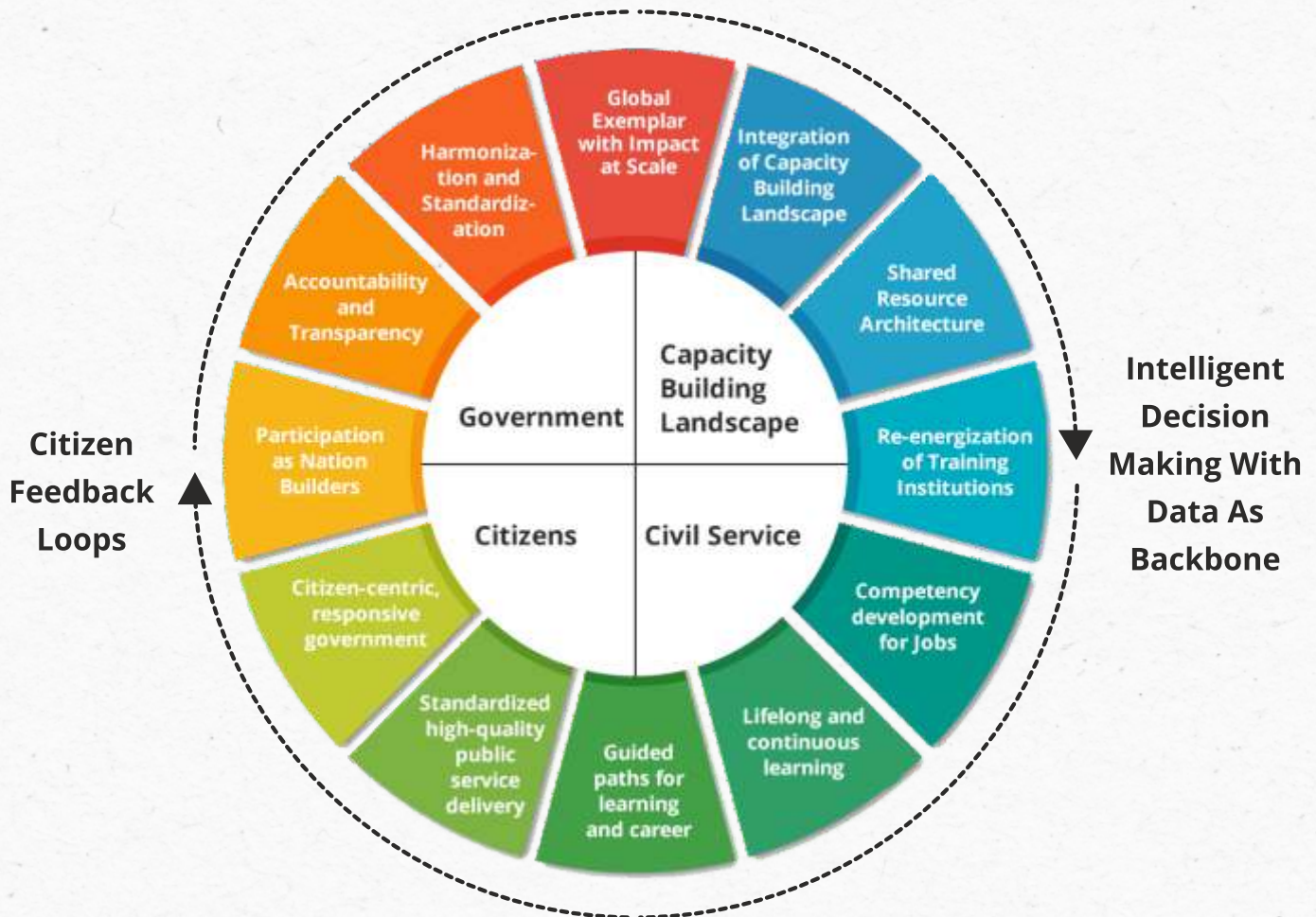
19.1 Lakh Course completions

15.1 Lakh Certificates issued

DoPT collaborated with the Ministry of Health & Family Welfare and an online learning platform, iGOT-COVID was launched on 7th May 2020. The platform was the second line of defence (volunteers from the NCC, NSS, NYKS and Ex-Servicemen) with tailored learning content targeting various segments of COVID warriors. Over a period of 6 months, more than 13 lakh COVID warriors were trained on the platform.

IMPACT EXPECTED

While Mission Karmayogi will directly benefit about 1.5 crore government officials in the long run, significantly more beneficiaries will be positively impacted, with the programme amplifying impact on millions of citizens who get empowered by the civil service.



WAY FORWARD

Right person for the right role at the right time

It is planned that "Mission Karmayogi" will transform the professional outlook and attitude of the Government workforce and by the 75th year of our Independence, we will be able to see following tangible and intangible outcomes :

A GLOBAL LEADER

Largest capacity building program in the world, which will cover 46 lakhs employees at the centre, and eventually 1.5 crore government officials across centre, states and local bodies.

BETTER ON-TIME SERVICE DELIVERY

Citizen will be assured that her priorities are being managed by an official best trained to do so. This will significantly improve public satisfaction and eliminate grievances.

CITIZEN DELIGHT, IMPROVED SENTIMENT

Programs for strengthening behavioral competencies of civil servants, especially for those at the cutting-edge level, especially where the citizen interacts with a public official will provide a pleasant and hassle-free experience to the citizen.

ACCOUNTABILITY AND TRANSPARENCY BY DESIGN

The outcomes of the capacity-building efforts will be appraised by the HR Council Chaired by the Hon'ble Prime Minister and shared with the citizens through comprehensive annual reports.

LOCAL PROBLEMS; GLOBAL VIEW

The focus of the Programme on Global learning with Indian values will enable officials to design and develop solutions for local problems using the best available knowledge.

The ultimate aim of Mission Karmayogi is to ensure "Ease of Living" for common man, "Ease of Doing Business" and Citizen-Centricity that is reducing the gap between the government and the citizens.

- Dr Jitendra Singh, 02 September 2020

IN NEWS



Mission Karmayogi aims to prepare civil servants for future: PM Modi

Dubbed as the "biggest Human Resource Development reform in the government", the Union cabinet approved "Mission Karmayogi" initiative. Under the program, an integrated government online training platform, iGOTKarmayogi, will be set up for the mission.

Updated: Sep 22, 2020 15:19 IST

www.karmayogi.gov.in | Edited by Shashi Kumar
Washington Times, New Delhi



Cabinet approves 'Mission Karmayogi' for civil servants: What it means

TIMESOFINDIA.COM | Updated: Sep 2, 2020, 18:39 IST



NEW DELHI: The Union Cabinet on Wednesday approved 'Mission Karmayogi' for civil servants across the country to help them meet the challenges of the society.

A council, headed by the prime minister and having chief



लोकसत्ता
सोळाव्या, सोळाव्या

30 YEARS
MOTILAL OSWAL
Open 100% FREE
Demat & Trading
Account

Coronavirus : COVID के सवा करोनामुक्त

केंद्रीय मंत्रिमंडळाच्या बैठकीत
अनेक महत्त्वपूर्ण निर्णय, 'कर्मयोगी
योजने'लाही मंजुरी

English | कन्नड | मराठी | गुजराती | Assam Ganga | LIVE | देश | केंद्र | राज्य

देश कन्नड वीरेंद्र भास AAP विरेंद्र सर्वोच्च शिक्षा सेन राजनरदन ठेक रि

मिशन कर्मयोगी' एतिहासिक, सिविल सर्विस में नई कार्य संस्कृति की
होगी शुरूआत- अमित शाह

केंद्रीय गृहमंत्री ने कहा कि ये एक ऐतिहासिक सुधार है जो अलग-अलग काम करने की संस्कृति को
समाप्त करेगा.

By: पब्लिक / 02 Sep 2020 10:03 PM (37)

प्रभात खबर

फुल्ल IPL विजय पुनः 2020 कर्मयोगी • राज्य • देश • केंद्र • कोर्ट • खेल • विदेश

BAKING NEWS का लोको हाने का समझ है विज्ञान पुनः के लोको का एलन, जने किने वरणी में हो

Hold & pay later Multiple fare options

● Hindi News > National >
Mandira Modi Cabinet Approves Karmayogi Yojana For Civil Service Officers Government Employees Know 4

देश / Karmayogi Scheme: सिविल सर्वेंट को अब 'कर्मयोगी'
बनायेगी मोदी सरकार, जाने इस नये मिशन के बारे में

By: Panchal Shreya | Updated: 09 Sep 2020, 09:07 PM IST



NDTV CORONAVIRUS LIVE! LATEST INDIA VIDEO WORLD OPINION CITIES

Home > 2020 > After NRA, Cabinet Approves Post-Recruitment Reform Scheme "Mission Karmayogi"

After NRA, Cabinet Approves Post-Recruitment Reform Scheme "Mission Karmayogi"

After the approval of setting up of a National Recruitment Agency (NRA), Union Cabinet has today approved the Mission Karmayogi, which it says, is a scheme for bringing post-recruitment reforms in Civil Services.

Also: Cited by: NDTV News | With inputs from PTI | Updated: September 12, 2020 04:00 PM IST

BW BUSINESSWORLD

September 12, 2020

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Mission Karmayogi Programme Initiated In Goa Through CMO, Says Pramod Sawat

Mission Karmayogi programme initiated in Goa through CMO, says Pramod Sawat

04 September, 2020

Pramod Sawat (Goa), September 4 (ANI) Mission Karmayogi programme has been initiated in Goa and Chief Minister Dr P. Sawat is personally mobilising the same, said Goa Chief Minister.

আনন্দবাজার পত্রিকা
আনন্দের সাক্ষর

শনি ১২ সেপ্টেম্বর

দেশ প্রভাবিত • বঙ্গ সঙ্গীত • দেশ বিদেশ সংবাদ • মিলন • কোর্ট • দেশ

এ প্রাপ্ত Mission Karmayogi for civil services

**মিশন কর্মযোগী, মোদী আমলাতন্ত্র সংস্কারের
প্রাথমিক**

মহাভারত: 02 Sep 2020 10:03 PM
Updated: 02 Sep 2020 10:03 PM

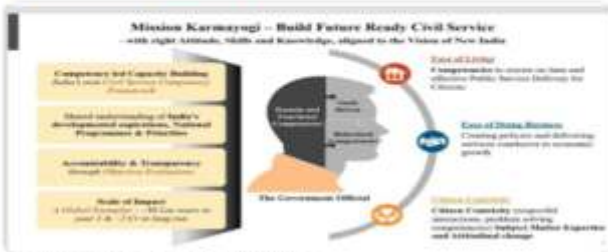
மத்திய அரசு ஊழியர்களுக்கான திறன் மேம்பாட்டுத் திட்டம்- மிஷன் கர்மயோகி: மத்திய அமைச்சரவை ஒப்புதல்



IN DIGITAL SPACE



#MissionKarmayogi aims to bring transformative change in civil service capacity & work culture thus adding to India's competitive advantage as a nation
#CivilService4NewIndia



Anurag Srivastava and Indian Diplomacy

3:21 PM - Sep 4, 2020 - Twitter Web App

5 Likes

#MissionKarmayogi - Program will help #Civil Servant to be more #creative, #constructive & #innovative through transparency and #technology.
#CivilService4NewIndia @MEAIndia @IndianDiplomacy



Anurag Srivastava and 7 others

3:44 AM - Sep 5, 2020 - Twitter Web App

1 Retweet 4 Likes

Under #MissionKarmayogi, Digital Learning Framework (#iGoTKarmayogi platform) will not only provide anytime-anywhere learning to ~2.4 cr civil servants with robust #eLearning content but will also address local problems with global solutions. #CivilService4NewIndia
@MEAIndia



Narendra Modi @narendramodi - Sep 2

The iGOT platform will enable the transition to a role-based HR management & continuous learning. Mission Karmayogi aims to prepare Civil Servants for the future by making them more creative, constructive & innovative through transparency and technology. #CivilService4NewIndia



9:21 AM - Sep 3, 2020 - Twitter Web App

Миссия Кармаयोगи направлена на подготовку государственных служащих на будущее, делая их более творческими, конструктивными и инновационными с помощью прозрачности и технологий. #CivilService4NewIndia



12:08 AM - Sep 2, 2020 - Twitter Web App

#CivilService4NewIndia | "#MissionKarmayogi"- National Programme for Civil Services Capacity Building (NPCSCB) has been carefully designed to lay the foundations for capacity building for Civil Servants in India.

Read more : pib.gov.in/PressReleaseDet...



11:00 AM - Sep 5, 2020 - Twitter Web App

21 Retweets 1 Quote Tweet 65 Likes



IRS (Customs & Central Excise) Association @I... - Sep 2, 2020

We welcome #MissionKarmayogi - a transformational step forward towards re-energising the Civil Services by way of reform of capacity building apparatus and with an aim to ensure efficient service delivery to the citizens & betterment of Civil Services.

Narendra Modi @narendramodi - Sep 2, 2020

#MissionKarmayogi - National Program for Civil Services Capacity Building approved in today's cabinet will radically improve the Human Resource management practices in the Government. It will use scale & state of the art infrastructure to augment the capacity of Civil Servants.

3

24

52



“

... combined foundation course of various civil services in country is in a way the beginning of a new chapter in civil services in India. Till now you had your training at different centres like Mussoorie, Hyderabad and other places. And like I said before you were being cast into various silos – the way in which bureaucracy works – at the initial stage of your training itself

नरेंद्र मोदी

Hon'ble PM Shri Narendra Modi

at Aarambh Common Foundation Course, on Rashtriya Ekta Diwas 2019



DEPARTMENT OF PERSONNEL AND TRAINING,
MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES & PENSIONS
GOVERNMENT OF INDIA