



KAMARAJ IAS ACADEMY
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Mission karmayogi - 2024

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Why in news?

- Prime Minister launched the **Karmayogi Saptah or National Learning Week** on Saturday.
- The initiative aims to give **fresh momentum to the capacity development of civil servants**, focusing on both individual and organizational growth.
- The program is **part of the broader Mission Karmayogi framework**, which was launched in September 2020.

Mission Karmayogi

- India's ambitious vision of becoming a global manufacturing hub, a critical exporter of value-added services, and a mass supplier of human skills to an ageing developed world by 2047 hinges on **efficient governance and competent civil services**.
- Recognising this, the Prime Minister of India launched **Mission Karmayogi, the National Programme for Civil Services Capacity Building** to transform India's three million civil servants into **citizen-centric, future-ready**, and result-oriented '**Karmayogis**'.

Need for Transformation

- Historically, delayed infrastructure projects plagued India. Mega initiatives like **Rail Freight Corridors and National Highways** often faced setbacks due to inter-ministerial permissions and siloed approaches.
- To address this, the **PM Gati Shakti** platform emerged as a game-changer.
- By integrating **legal, geographic, and planning layers**, it facilitated a **holistic approach to infrastructure development**.
- However, for the platform to succeed, civil servants needed expertise in **emerging technologies and Geographic Information Systems (GIS)**.
- India aims to become a global manufacturing hub, a critical exporter of value-added services, and a mass supplier of human skills to developed countries.
- It covers 46 lakh Central government employees at all levels, and it **needs to evolve** to meet the demands of a **\$30 trillion economy by 2047**.

Approach For Mission Karmayogi

- **Capacity Building Commission (CBC)**: It provides policy guidance and tools to enhance civil servants' capabilities at all levels.
- Collaborating with institutions like **Gati Shakti Vishwavidyalaya** and the **National Academy of Customs, Indirect Taxes, and Narcotics**, the CBC curated **digital training courses**.
- These courses **equipped civil servants with skills** to apply to PM Gati Shakti for project planning and coordination across departments.
- **Competence Rooted in Indian Ethos**: Mission Karmayogi aims to create a **competent civil service rooted in Indian values**.

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- It fosters a **shared understanding of the country's priorities**, emphasising **effective and efficient public service delivery**.
- **Technology-Enabled Karmayogi**:The program focuses on making civil servants **more creative, constructive, imaginative, and proactive**.
- It encourages **transparency and leverages technology** for better governance.
- It can be **done either in-house or through knowledge partners**. Carefully crafted and vetted content from top-notch institutions, universities, private content providers and individual resources will be made available as training modules.

Six Key Pillars Under Mission Karmayogi

- **Policy Framework**:Provides strategic direction for capacity-building initiatives.
- **Institutional Framework**:Establishes the organisational structure to support the program.
- **Competency Framework**:Defines skills and knowledge required for effective civil service.
- **Digital Learning Framework (iGOT-Karmayogi)**:Comprehensive online learning platform.
- **Electronic Human Resource Management System (e-HRMS)**:Streamlines personnel management processes.
- **Monitoring and Evaluation Framework**:Ensures continuous improvement and impact assessment.

iGOT Karmayogi

- It is an **online learning platform** being developed as an integral part of the **Digital India stack** for capacity building of all government employees.
- It aims to provide '**anytime-anywhere-any device**' learning to train around 2.0 crores users which was so far unachievable through traditional measures.
- It is envisioned to evolve into a vibrant and world class marketplace for content modelled on FRACs.
- Supported by a robust **e-learning content** industry the content can be curated by individual government ministries or organisations.

Potential of Mission Karmayogi

- **Enhanced Proficiency**:The Indian Institute of Public Administration assessed recently trained staff and reported increased proficiency in data analytics and e-governance tools.
- **Continuous Capacity Building**:Mission Karmayogi provides a mechanism for continuous capacity building, ensuring civil servants stay updated and skilled.
- **Equal Opportunities**:The program aims to provide equal opportunities for personal and professional growth for government officials at all levels.
- **Ideal Civil Servants**:By upgrading post-recruitment training mechanisms, Mission Karmayogi aims to create ideal civil servants who are citizen-centric, future-ready, and result-oriented.

Key Outcome Under Mission Karmayogi

- **PM Gati Shakti Platform for Infrastructure Development**:It integrates legal, geographic, and planning layers for mega infrastructure projects.
- Over 24,000 officials completed PM Gati Shakti learning modules, and 3,88,000 personnel were certified in emerging technologies.
- New rail lines increased from 4 km/day to 12 km/day by 2024.
- 15 highway projects under Bharatmala-2 were prepared using PM Gati Shakti.
- Sensitive wildlife habitats were avoided during rail and highway alignments.

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- **Mission Karmayogi for Citizen-Centric Policing:** Over 50,000 police personnel underwent a two-day training on self-reflection and proactive problem-solving.
- Field research addressed flashpoints, including biased behaviour complaints.
- Impact assessment showed increased citizen satisfaction in Puducherry after training.
- Citizen satisfaction increased 1.5 to 1.9 times in Mumbai, Asansol, Bengaluru, and Lucknow divisions.
- Gramin Dak Sevaks and village-level CSCs also received enhanced training.

Challenges Ahead

- **Skill Gap:** Despite training efforts, **bridging the skill gap across diverse ministries** and field-level officials remains a challenge.
- Proficiency in emerging technologies and Geographic Information Systems (GIS) is critical for successful implementation of initiatives like PM Gati Shakti.
- **Inter-Ministerial Coordination:** Achieving a '**whole of government**' approach requires seamless coordination among ministries.
- Overcoming silos and ensuring collaboration remains an ongoing challenge.
- **Adaptation to Change:** Transforming civil services **necessitates a cultural shift**. Encouraging civil servants to **embrace technology, innovation, and citizen-centric approaches** may face resistance.
- **Monitoring and Evaluation:** Effective monitoring mechanisms are essential to track progress and address bottlenecks. Establishing robust evaluation processes is crucial.

Mission Karmayogi seeks to transform India's civil services, **making them better prepared and citizen-oriented, ultimately contributing to the nation's ambitious goals.**

- It is a transformative initiative that empowers civil servants to drive India's progress. By nurturing citizen-centric, tech-savvy Karmayogis, we pave the way for a Viksit Bharat by 2047.

National Learning Week (NLW):

- Karmayogi Saptah – National Learning Week (NLW) is an initiative to inspire and energize civil servants towards achieving a culture of continuous learning and capacity building.
- The week-long program aims to foster a **One Government vision** by instilling a commitment to lifelong learning and self-improvement for over 3 million central civil servants, ensuring they remain up-to-date with evolving administrative requirements.

Learning Target:

- During National Learning Week, each participant (referred to as karmayogi) will be required to complete at least four hours of competency-linked learning.
- The learning modules will be accessible through **iGOT (Integrated Government Online Training)** and will include role-based modules tailored to individual roles.