



Research Unit
Press Information Bureau
Government of India

Karmayogi Saptah and Mission Karmayogi

Transforming India's Civil Services for a Viksit Bharat

October 26, 2024

In a landmark initiative to modernize India's civil services, **Prime Minister Narendra Modi inaugurated the "Karmayogi Saptah" – National Learning Week** at Dr. Ambedkar International Centre in New Delhi on 19 October 2024. It is an initiative to inspire and energize civil servants towards achieving a culture of continuous learning and capacity building, and will serve as a platform to realign our national service goals. The week-long program aims to foster a '**One Government**' vision by instilling a commitment to lifelong learning and self-improvement for over **30 lakh central civil servants**.



¹ <https://x.com/iGOTKarmayogi/status/1849717678740484099/photo/1>

Karmayogi Saptah: A Commitment to Lifelong Learning

The week-long Karmayogi Saptah, running from **October 19 to 25, 2024**, and now extended to **27 October 2024**, is envisioned as an annual celebration of continuous learning for civil servants. The main objectives of National Learning Week are:

- ❖ Align civil servants with national goals and service missions
- ❖ Encourage continuous capacity-building across ministries and sectors
- ❖ Build a cohesive learning ecosystem with active participation and reflection

As part of this initiative, Every participant in the Karmayogi Saptah will commit to a **minimum of 4 hours of competency-linked learning** over the National Learning Week. This learning will be through various forms, such as:

- ❖ **iGOT courses:** Completing recommended courses on the iGOT platform
- ❖ **Daily webinars:** Insightful lectures and policy masterclasses
- ❖ **MDO-specific programmes:** Engaging in Ministrywise learning sessions through iGOT and internal seminars.

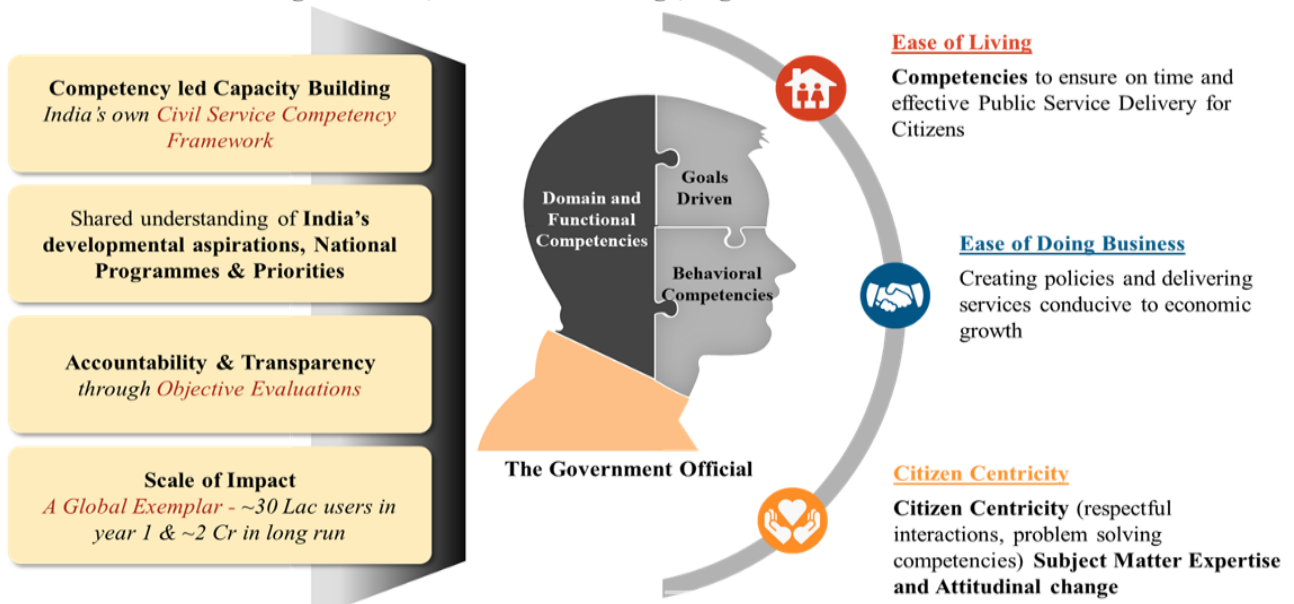
The learning objectives align with the broader goals of Mission Karmayogi, reinforcing the **Chaar Sankalp of a Karmayogi: Vikasa, Garva, Kartavya and Ekata**. Each civil servant is encouraged to select courses tailored to their responsibilities, whether from mandatory learning lists, role-specific training, ministry-endorsed options, or self-selected courses to enhance their personal skills and contributions.

Mission Karmayogi: Building Competency for National Development

Mission Karmayogi's objective is to develop and maintain a comprehensive online platform to guide civil service officials in their competency-based capacity building journey by enabling online, face-to-face, and blended learning, facilitating discussions through topical forums, managing career paths, and enabling reliable assessments that credibly signal competencies of officials

Mission Karmayogi – Build Future Ready Civil Service

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



The mission attempts to transform Indian civil services capacity building landscape by establishing a robust digital ecosystem enabling continuous anytime-anywhere learning to make the officials future ready

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



The mission supports a movement from a **RULES-BASED** to a **ROLES-BASED** HR Management System. Raison d'être of the Mission is assignment of **right person for the right role at the right time**.

iGOT Platform: The Digital Backbone of Mission Karmayogi

At the core of **Mission Karmayogi** lies the **iGOT (Integrated Government Online Training)** platform, which provides an online repository of over **1,400 courses** across varied topics. With more than **45 lakh government employees already registered** and over **1.6 crore course completed** till date, iGOT is transforming the way civil servants in India acquire skills and knowledge. Through online, face-to-face, and blended learning formats, iGOT helps track each employee's learning journey, paving the way for a structured competency framework.



4571209

Total Karmayogis Onboarded



1428

Total Courses



16455094

Total Completions

Courses on the iGOT platform are categorized to ensure relevance and depth in training:

- ❖ **Common Recommended Courses:** General courses such as "Viksit Bharat" and "Jan Bhagidari" designed for all civil servants.
- ❖ **Role-Based Learning:** Department of Personnel and Training (DoPT) curate courses specific to job roles, focusing on the development of key competencies.
- ❖ **Ministry-Recommended Courses:** Each ministry outlines essential courses based on its Annual Capacity Building Plan (ACBP).
- ❖ **Self-Selected Courses:** Officers can choose topics based on personal interests and goals for further contribution.

A Vision for the Future

Mission Karmayogi and Karmayogi Saptah represent India's dedication to fostering a government workforce capable of driving transformative national progress. With a focus on aligning civil servants with national development priorities, enabling lifelong learning, and promoting a citizen-centered approach, these initiatives lay the groundwork for a future-ready civil service. The structured and sustainable learning ecosystem provided by Mission Karmayogi will enhance the effectiveness and responsiveness of India's government, steering the nation towards a "Viksit Bharat" by 2047.

References

<https://igotkarmayogi.gov.in/#/>

<https://karmayogibharat.gov.in/>

Mission Karmayogi Ebook: <https://dopttrg.nic.in/igotmk/>

https://www.pmindia.gov.in/en/news_updates/pm-launches-karmayogi-saptah-national-learning-week/

Santosh Kumar/ Sarla Meena /Madiha Iqbal