

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

LOK SABHA
UNSTARRED QUESTION NO. 1862
(ANSWERED ON 11.02.2026)

MISSION KARMAYOGI

†1862. SHRI RAMESH AWASTHI:
SHRI TEJASVI SURYA:

Will the PRIME MINISTER be pleased to state:

- (a) whether the Government has carried out periodic evaluation of the implementation and outcome of Mission Karmayogi since its inception;
- (b) if so, the details thereof along with the key performance indicators used for evaluation;
- (c) the details of major findings related to improvement in training coverage, skill upgradation and capacity building of civil services officers; and
- (d) the steps taken by the Government to further strengthen the mission based on these findings?

ANSWER

MINISTER OF STATE IN THE MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS AND MINISTER OF STATE IN THE PRIME MINISTER'S OFFICE
(DR. JITENDRA SINGH)

(a) to (d): Mission Karmayogi, the National Programme for Civil Services Capacity Building (NPCSCB) was approved by the Government of India in September 2020 with an aim of transitioning from a 'rule- based' to 'role-based' HR system and creating civil servants with a global outlook while being rooted in Indian ethos.

As on 06.02.2026, more than 1.49 crore users are onboarded on the iGOT Karmayogi platform. The platform hosts over 4,342 courses across domain, functional and behavioral competencies, with more than 7.26 crore course completions. Courses are available in 23 languages, enabling wide accessibility and alignment with regional and linguistic needs.

With a view to ensure a structured and objective implementation of the mission, the following evaluation framework has been created:

- The Cabinet Secretariat Coordination Unit (CSCU) chaired by the Cabinet Secretary: To monitor the overall implementation of them NPCSCB and provide strategic guidance on the same.
- A high-level Steering Committee chaired by Secretary (Personnel): To have regular discussions on institutional capacity building, review progress and provide guidance for project implementation.

- A Monitoring and Evaluation (M&E) Framework for Mission Karmayogi: provides a structured approach and facilitates the adoption of modern technological tools such as digital platforms, artificial intelligence, machine learning, and data analytics for monitoring and evaluating the progress of the programme, with a particular focus on the quality of learning content, user feedback assessment, and competency evaluation. Multiple KPIs have been provided in the M&E framework on the following major implementation areas:
 - Formation of Capacity Building Units in MDOs
 - Onboarding on iGOT from MDOs and States Implementation of Capacity Building
 - Plan in MDOs
 - Availability of Content and competencies on iGOT
 - User Engagement
 - Monitoring of iGOT Platform and Features
 - Monitoring performance of CBC.

Directions have been given by CSCU and Steering Committee for strengthening the delivery and impact of Mission Karmayogi.

Further, a third-Party Evaluation and Impact Assessment of National Programme for Civil Services Capacity Building (NPCSCB) – Mission Karmayogi has also been carried out.
