

# KARUNA FELLOWSHIP

## FREQUENTLY ASKED QUESTIONS (FAQS)

### *General Program-related FAQs:*

#### **1. What is Karuna Fellowship?**

Karuna Fellowship is a transformative 23-month program for women and girls aged 21-40, emphasizing self-transformation and empowerment in challenging circumstances. Focused on a practice-based curriculum, it develops essential life, leadership, livelihood, and digital skills. This holistic approach fosters personal growth, preparing them to contribute meaningfully to their community and society. The program's hands-on learn by doing, equips women with tools for personal and professional success. Fast learners have the option of milestone-based graduation after the first year, recognising their growth and achievements. Placement support is provided to the graduating Fellows.

#### **2. What is the mission, vision, and objective behind the Fellowship?**

Karuna Fellowship aims to empower 10,000 women as social change agents in the next five years, enabling them to contribute as tech-abled leaders in a gender-inclusive nation. It aims to create a strong cadre of transformed women, equip them with 21st-century skills for personal growth and enhance their intrapreneurship and entrepreneurship skills for economic independence.

#### **3. In which Big Bets of the Piramal Foundation is Karuna Fellowship integrated?**

Karuna Fellowship is currently integrated into three Big Bets - Digital Bharat Collaborative, Aspirational Bharat Collaborative, Piramal School of Leadership and one support function- Shared Services (Saathiya).

#### **4. What is the duration of the Fellowship?**

The Fellowship spans a duration of 23 months. Completing a minimum of the first 12 months is a prerequisite for eligibility to graduate as a Karuna Fellow. As a testament to the commitment and progress of the Fellows, it offers a milestone-based graduation option after the completion of the first year.

### *Program in Big Bet-related FAQs:*

#### **5. How many Karuna Fellows are there in the Aspirational Bharat Collaborative?**

Currently, there are 103 Karuna Fellows in ABC, with a total of 107 KF Alumni as of today.

#### **6. How many locations are the fellows based out of?**

Currently, Karuna Fellows are based out of 37 districts in 12 states – Assam, Bihar, Chhattisgarh, Haryana, Jharkhand, Madhya Pradesh, Maharashtra, Odisha, Punjab, Rajasthan, Telangana, and Uttar Pradesh.

#### **7. Who are the major donors of the Fellowship in Aspirational Bharat Collaborative?**

The major donors of the Karuna Fellowship are the Piramal Foundation, Bill & Melinda Gates Foundation, Google, Tata Communications Ltd., Co-Impact and EdelGive.

### ***Karuna Fellows Recruitment-related FAQs:***

#### **8. What is the age window of the Fellowship?**

The age window for a Karuna Fellow is 21-40 years. Exceptional cases with a minimum age bar of 18 years can be considered with requisite approval from the Core Team Member of Karuna Fellowship.

#### **9. What are the prerequisites to be selected as a Karuna Fellow?**

The Fellowship is designed for women aged 21-40 from underserved communities of Bharat, with a minimum 12th-grade education, a family income of less than three lakhs per year and a strong desire and eagerness to learn. We prioritise those facing difficult circumstances, including single mothers, survivors of domestic abuse, disabled individuals, widows, and those who have suffered due to patriarchy.

#### **10. Are candidates from states or districts outside the designated area eligible to apply?**

No. Candidates from outside the designated state or district are not eligible to apply.

#### **11. Can one apply for the Karuna Fellowship if she is currently working or pursuing further studies?**

The Karuna Fellowship program is a full-time commitment, and candidates can apply if they can manage their further studies through distance mode.

#### **12. Is it permissible for family members of Piramal Foundation or its group companies' employees to apply for the Fellowship?**

No, the Karuna Fellowship will not be offered to family members of Piramal Foundation or its group companies, including Piramal Swasthya Management and Research Institute (PSMRI), Kaivalya Education Foundation (KEF), Piramal Foundation for Education Leadership (PFEL), Enable Health Society (EHS) and Piramal Water Private Limited (PWPL). Any exception will have to be approved by Core Team Member-Karuna Fellowship.

#### **13. Any eligibility tests involved in the selection process?**

Yes, the selection process includes a basic skills assessment test, group discussions and personal interviews, allowing applicants to showcase their skills and understanding at various assessment levels.

#### **14. Where can one apply for the Karuna Fellowship, and how can one find out about openings for it?**

To apply for the Karuna Fellowship, candidates can access the online application, which requires basic details about the applicant and her family. New batch openings are posted on Aspirational Bharat Collaborative's social media platforms, including LinkedIn, Instagram, and Facebook.

#### **15. Can international candidates apply for the Karuna Fellowship?**

Karuna Fellowship is open exclusively to residents of India and international candidates are not eligible to apply.

### **Program Operationalisation- related FAQs:**

#### **16. What is the Operational model of the Fellowship?**

The operational model of the fellowship offers a hybrid approach, allowing fellows to work from the office or home, with regular in-person meetings and need-based field immersions.

#### **17. Do the Karuna Fellows receive a stipend?**

Based on the work, conduct and performance during the Fellowship Program, a Karuna Fellow will be eligible for a basic Fellowship Honorarium amounting to ₹10,000/- (Rupees Ten Thousand Only) monthly. In addition to the basic Honorarium, a Karuna Fellow may be eligible to receive an additional “hardship” allowance based on the location and/or Project and/or work model, to which she may be assigned. The engagement models are as follows:

- a. *Blended model with easy accessibility* (hybrid model of work from office and work from home) inaccessible locations or areas where recruiting Karuna fellows is easier. In such a case, only the basic Fellowship honorarium will be applicable.
- b. *Blended model with difficult accessibility* (hybrid model of work from office and work from home) in remote locations or areas where sourcing Karuna fellows is challenging. In such a case, fellows will be eligible for an additional honorarium of ₹6,500/- per month for self-managed arrangements.

#### **18. What facilities or benefits do the Fellows receive besides a stipend?**

During the Fellowship period, Karuna Fellows are also provided with IT assets, including a laptop, headphones, data card and a smartphone.

#### **19. Are Karuna Fellows provided with Vehicles during the Fellowship?**

No, vehicles are not provided. Karuna Fellows' on-field support is limited to their Panchayat or nearby Districts at maximum. Travel costs, including food and refreshments, can be reimbursed by the fellows themselves. If the project requires extensive travel, support can be extended by Gandhi Fellows.

#### **20. What is the organisation of Karuna Fellows' weekly schedule?**

Karuna Fellows undergo a transformative journey over 23 months with immersive training and personal development inputs, allocating 8 hours a day, six days a week. This includes five days for Live Action Projects (Virtual Field Support or On-Field Support) and one day for Learning & Development sessions/trainings.

#### **21. What are the components of Live Action Projects in Karuna Fellowship?**

Live Action Projects encompass a combination of virtually supported, tech-enabled assistance for campaigns & interventions, alongside field exposure and immersions.

## 22. How do Karuna Fellows bring about social change?

Karuna Fellows utilise the BRM (Beneficiary Relationship Management) tech platform to deliver empathetic Virtual Field Support (VFS) and On-field Support (OFS) to Channel partners, District Administration, Middle Managers, Front-line Workers (FLWs) and community members.

This locally sourced and deployed approach ensures need-based, outcome-oriented interventions, enhancing the sustainability of social change. The fellows act as enablers, facilitating streamlined implementation and follow-up of Aspirational Bharat Collaborative campaigns and interventions. The BRM tech platform supports data-based decision-making and transparent monitoring for effective support.

## 23. How is a Karuna Fellow's work assessed?

Karuna Fellows actively monitor their growth through self-assessment, peer assessments and assessments led by Operations team members called SPOCs (Single Point of Contact) and the Aspirational Bharat Collaborative – Karuna Fellowship team. Reflection on experiences and the use of tracking tools are encouraged for progress evaluation. Every six months, fellows are mandated to participate in assessment and consolidation to summarise their experiences of operational interventions and showcase learning outcomes.

## 24. How is a Karuna Fellow's attendance monitored?

Karuna Fellows' attendance and leave management are monitored through the SAMVAAD portal.

## 25. Which interventions are Karuna Fellows actively involved in?

Karuna Fellows are actively involved in various interventions, including Khush-Haal Bacchan Abhiyan, Anaemia Mukta Abhiyan, TB Mukta Panchayat, Chanan Rishman, Google Read Along, MDA Campaign, Buniyaadi Shiksha Abhiyan, Chintan Shivir, Kala-Azar Campaign, Project Samruddhi, Jal Swavalamban Abhiyaan and Jal Jeevan Mission, which significantly contribute to social and developmental projects, demonstrating a commitment to positive change and holistic community well-being.

## *Learning & Development-related FAQs:*

## 26. What does the curriculum of the Fellowship include?

The self-transformative Karuna Fellowship curriculum focuses on five key immersions: Self, Digital/Functional, Leadership, Sangha and Livelihood, covering 21st-century skills and competencies. Each immersion focuses on developing specific skills and competencies to help the Fellows grow and succeed in different areas of their lives, from self-awareness and compassion to entrepreneurship and workplace skills.

## 27. What is the mode of learning used in the fellowship?

Karuna Fellowship adopts a hands-on, holistic learning approach. The course curriculum focuses on personal transformation through 21st-century skill-building and is imparted virtually and in person.



Learning is structured through semester-wise modules, including Reflective practices, regular Debriefs, Self-paced courses, Expert-led external Training, Workshops, Bootcamps, and Live Action Projects.

### *Post Fellowship journey- related FAQs:*

#### **28. What opportunities are available to Karuna Fellows after completing their fellowship?**

Fellowship is designed to encourage women to identify their strengths and interests. Karuna Fellows receive guidance and counselling to chart their future paths, including placement support in the Government/Private/Development sector, opportunities for higher education and support for entrepreneurship. This ensures they can pursue paths aligned with their individual interests and goals post-fellowship.

#### **29. Is there an opportunity for Internships during the Fellowship?**

Indeed, the Fellowship actively seeks and encourages internship opportunities tailored to meet the career progression needs and requirements of each Fellow.

#### **30. What are the likely sectors of placement after fellowship, and what could be the salary range?**

Alumni of Karuna Fellowship have ventured into diverse sectors, including Banking and Finance, Manufacturing, KPO/BPO, Non-profits, and Teaching. Notably, some have established their micro-enterprises, while others are pursuing advanced studies. Individual salaries are determined through interviews, reflecting the unique capabilities and accomplishments of each fellow.

