

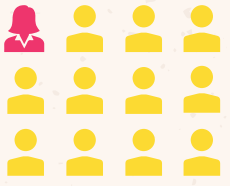
WOMEN'S FELLOWSHIP IN PUBLIC FINANCE FOR CITIES

A unique pathway for young women to build a career in public finance by working with state governments on projects aimed at reforming public finance in cities



Supported by

BILL & MELINDA
GATES foundation



Only

11%

of the world's finance ministries have women in charge.

Source: EJS Centre

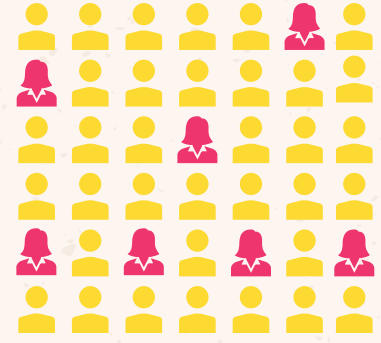


Only

22%

of all finance-related Central Government jobs are held by women.

Source: MoSPI Report

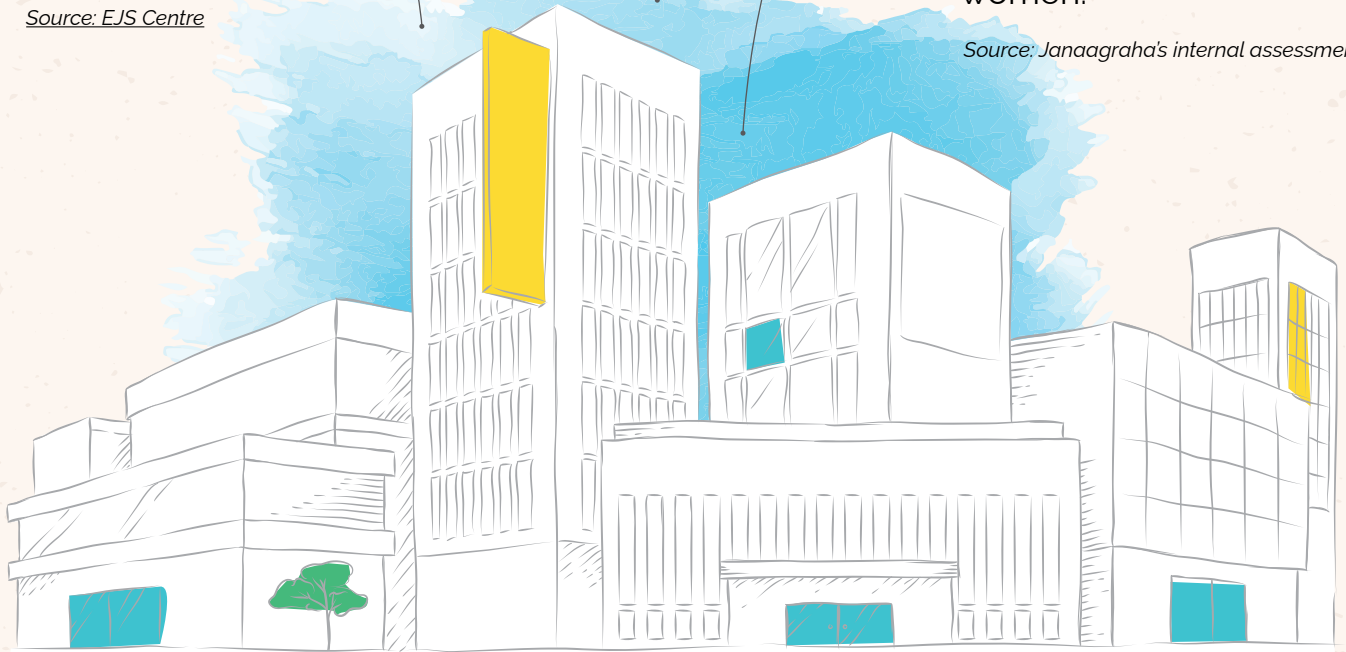


Only

29%

of employees above Under Secretary level in State Finance Departments are women.

Source: Janaagraha's internal assessment



According to the UNDP, having more women in public administration makes governments more responsible and accountable to diverse public interests, improves quality of services delivered, and instils trust amongst citizens towards it. Governments typically spend one-third of their GDP on public services, and as per Public Finance Focus, this means that women in public finance have a greater chance of affecting real change and advancing gender equality.

Build a Career in Transforming Cities

This Fellowship is designed to be your first step in a career that transforms India's urban areas through better management of public finance. The two-year Fellowship will have a Field Immersion Project where you will work on State Government-run reform projects while receiving training and mentorship to make the best of the opportunity.

This Fellowship will empower you to bring women's perspectives into the public finance realm and drive better gender outcomes across India's urban areas in the future.

As a Fellow, you will work on Field Immersion Projects with senior state government officers to design and implement reforms in public finance. To set you up for long-term success, the Janaagraha Programme Team will support you throughout the Fellowship with a three-pronged framework comprising of Training, Mentoring, and Programme Support.



Field Immersion Projects

We will select 8-10 Fellows to work on these projects and build a cohort-wide knowledge sharing network so that you can work collaboratively to gain insights and build lasting impact. All the projects shortlisted for this Fellowship are aimed at improving Public Finance Management (PFM) systems and processes across a given state to improve the quality of public infrastructure and services at the urban local body (ULB) level.

You will work with any one of these host government departments for your Field Immersion Project:



Government of Uttar Pradesh
Department of Urban Development



Government of Odisha
Finance Department



Government of Assam
Department of Housing & Urban Affairs



Every Field Immersion Project provides you with exposure to specific areas of PFM, enabling you to work on the following:

- 01** Reform roadmap to address existing bottlenecks and gaps in the legal framework for PFM and PFM systems and processes in the state and ULBs
- 02** Policy inputs on augmenting revenue at the ULB level by tapping into innovative revenue sources or by finding newer ways to increase existing tax collections
- 03** Framework design for monitoring fund allocation, utilisation and outputs/outcomes for Central Finance Commission (CFC) and state government's urban grants
- 04** Municipal budget management reforms to reduce variances, produce realistic budgets and track effective utilization of public funds
- 05** Framework for digital tools as enablers to improve PFM practices across departments of the state government

Scope of Work

To help you make the most of your Field Immersion Project and develop a strong foundation for your career in public finance, we recommend organizing your daily schedule around five core activities:



Research and review state-level and municipal laws and policies pertaining to budget management practices and revenue sources



Analyse data from budgets, audited annual statements, demand books for revenue and their actual collections, expenditure statements, service delivery standards, to name a few



Engage with concerned state- and ULB-level stakeholders to ensure alignment on project outputs, conduct reviews and follow through on the pre-agreed scope of work



Implement reforms in policies, processes, capacities or systems



Synthesize and document findings, key learnings and experiences to enable peer-to-peer learning and build on the existing public finance management discourse

With help from the Janaagraha Programme Team and your mentor, you can consolidate your research, insights, and experiences into impactful advocacy tools that can influence and inform the discourse on public finance in India.

Training and Programme Support

The Janaagraha Programme Team (PT) will play a critical role in ensuring that your Fellowship experience stays on track and yields strong results. Here is how the PT will ensure this.

Training

The Programme Team will provide you with training via three modes.

Induction Workshop

You will start your Fellowship with a three-day residential workshop with the entire cohort. The two main objectives of this workshop will be:

01

To help you understand the importance of cities in the current socio-economic context and learn about the urban governance landscape in India while situating it in Janaagraha's City-Systems framework, and

02

To equip you to apply the fundamentals of Public Finance for Cities and get acquainted with the discourse on challenges, opportunities and innovations in the field.

As all the women Fellows from various backgrounds arrive at a common starting point during this workshop, you can establish a rapport that enables knowledge sharing and co-operative learning during your Field Immersion Projects.

Webinars

A series of 2-hour interactive online sessions with domain experts who will discuss contemporary issues and innovations in Public Finance for Cities as well as leadership for women in the public finance and impact sectors.

Masterclasses

A series of 1.5-hour online sessions where you can interact with and be inspired by eminent women professionals in PFM and allied fields. These sessions will focus on the interplay of gender with economic, social and political development, and the role of public finance in furthering gender outcomes.





Mentoring

You will be assigned a mentor to guide you for the entire duration of this Fellowship. Your mentor's role will be to:



Aid you in problem-solving, project design and planning



Provide technical knowledge on the government project



Advise you on how to work with government stakeholders



Guide you on career prospects and future placement opportunities

Your mentor will work closely with you through regular, structured interactions to help you stay on-track, reflect, and take corrective measures through the course of the entire Fellowship.

Programme Support

The PT will proactively engage with you on a regular basis to provide technical support and guidance and troubleshoot any problems that you face during this Fellowship.

The PT and your mentors will schedule the following to keep your journey on track:



Check-in calls with the PT: Informal group and individual discussions to ensure you have things as you need them, from accommodation to work materials and interpersonal equations. These discussions will also be used as a platform for peer-to-peer learning amongst the cohort.

Check-in calls with mentors: Structured calls to help synthesize your learning, fine-tune your progress, and plan the way forward.

Reviews with the PT: Meetings with the PT to discuss project plans/trackers to assess your progress, reflect on project scope, challenges and learnings, and get any logistical or knowledge support from the PT.

Reviews with the Government: Meetings with all stakeholders including government hosts to discuss progress, challenges, and the way forward.



Who Should Apply?

You should apply for this Fellowship if you have:



An academic background in public policy, urban governance, economics, finance, business or other relevant fields



4-7 years of work experience and the willingness and ability to transition to public finance

Important skills and qualities to have:



Creative problem-solving skills



Project planning skills



Detail-orientedness



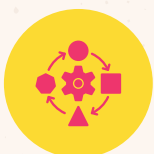
Stakeholder management



Communication, documentation and presentation skills



Team-working skills



Ability to thrive in a culture of diversity, complexity and ambiguity



Willingness to take ownership for defined outputs

Fellowship Timeline



01
Application

02

Virtual Screening Interviews



03

In-person interviews with Programme Team and government nodal officers

04

Fellowship offers issued to selected candidates



05

Induction training

06

Field immersion



07

Graduation

Fellowship Highlights



WORK OPPORTUNITY

You get a two-year, full-time work opportunity with a stipend of ₹1,20,000 per month



FIELD IMMERSION

You will be engaged in pairs on-site with state government officers in charge of live reform projects focused on Public Finance for Cities



INDUCTION TRAINING

You will start the Fellowship with a three-day residential induction workshop where you will be oriented along with the rest of the cohort and given the foundation you will need to begin working on your Field Immersion Projects



MASTERCLASSES

You will have the opportunity to engage with multiple eminent women leaders from public finance and allied fields



WEBINARS

You will receive ongoing support through monthly training sessions from domain experts on topics related to contemporary issues and innovations in PFM and leadership



MENTORING

You will receive personal mentorship from domain experts relevant to the specific field that your project will be focused on

REGISTER NOW

For any queries or suggestions, write to us at:

✉ pfmfellowship@janaagraha.org



JANAAGRAHA

19/4, "Sair Bagh" Building, 3rd Floor,
Cunningham Rd, Bengaluru,
Karnataka 560052