

# **Annual Report**

## **2017-18**





## Gandhi's Talisman

"I will give you a Talisman. Whenever you are in doubt, or when the self becomes too much with you, apply the following test. Recall the face of the poorest and the weakest man (woman) whom you may have seen, and ask yourself, if the step you contemplate is going to be of any use of him (her).

Will he (she) gain anything by it? Will it restore him (her) to a control over his (her) own life and destiny? In other words, will it lead to swaraj (freedom) for the hungry and spiritually starving millions? Then you will find your doubts and your self melt away".





Gravitate Girls from JAMNATI HALL Bas learning center, sponsored by Divisro Science



## FROM THE PRESIDENT'S DESK

*Greeting From SPECTRA,*

*This year bring more happiness for me. All running projects are continued and working on proposals. With our mission we are working in highest-need, hardest-to-reach areas in Alwar, Jodhpur, Banswara and Jalore Districts of Rajasthan state. We also work in Nuh which is belongs to Mewat District of Haryana and Khargaoon District of Madhya Pradesh States. I want to tell you more about our programmes; NABARD is regularly supporting to SHGs, Letz Dream Foundation is supporting for Empowering Women Self Help Groups and Enhancing Livelihoods and Heifer International also providing its support for Livelihood. Our partner IIMPACT is regularly giving support for girl's child education so SPECTRA able to running 210 Girl Child Education Learning Centre's moreover we are working on "Health and Sanitation, Education, Community Based Institutions, Water Resource Management, Gender, Development, research on adolescence girls and Livelihood" continually in our prescribe areas.*

*I wish to all my staffs for work with enthusiasm for community. I miss my work for Strengthening girls' participation in secondary school education" in 10 government schools of Ahore block in Jalore district in Rajasthan. I really appreciate the programme of Saint Gobain "Talent Sourcing & Selection of LWE (Learning with Earning) Interns Programme".*

A handwritten signature in blue ink, appearing to read 'Pradeep Singh Pundhir'.

Pradeep Singh Pundhir  
Chief Executive Officer  
1.09.2018



## Acknowledgement

Special thanks to our energetic persons of the organization, who have very largely contributed in develop the organization since from beginning. The remarkable personalities associated continue with us are Sh. N.L Sharma a professor with University of Rajasthan, Department of English, a social scientist Shri Ved Prakash Solanki retired Lecturer in college Education. And few of civil Engineer, Technical adviser, Agricultural expert and horticultural side experts, who have made very significant contribution in establishment and drive in right direction.

Sh. Surendra Singh an educationist is for development and establishment of social, cultural environment, educationist & Social Scientist who is equipped with inherent social psyche to make people cooperative and helpful. He has many achievements of social services at his credit. He is the guiding person to the organization. Sh. Pawan Kumar all time helpful and guide of the Organization Sh. Pradeep Singh former project manager in social sector and now as president of the organization and social worker who gives more time for execution of policies and programme of the Spectra, Smt. Kusum lata chauhan has been dealing with women's issues and social aspects, besides advocacy, supervision on raising the Organization. Dr. D.B Gupta a retired C&MHO who is to make an important contribution in building the physical, medical & health care of Organization.

Apart from this I also thankful to (NABARD) National Bank for Agriculture & Rural Development and other Government agencies, Vaishali Samanta (Chief Executive Office) and Mr. Affaque Haider (State Programme Manager) from LetzDream Foundation, Avni Malhotra (Country Director) and Suresh Kumavat (Regional Programme Manager) from Heifer International, Sandeep Kapur (Chief Executive Officer) and Nirmala Tandan from IIMPACT, Nalini singh (Country Director) Restless Development , Ajeta Shah from Frontier Market, Jaipur without cooperation of these we couldn't implement SPECTRA's programme smoothly.

## 2017-18 at a Glance



**Our women received Best Kisan Club & JLG Promotion Award by CGM on the eve of Banker's Sensitization & Credit Camp Programme in Alwar.**



**Our women leaders addressing before FICCI in New Delhi about the Goatery business plan and market strategies.**



**IT (Information Technology) & Library Reading Programme at our Girl Child Learning Centres.**





Our TEGA (Technology Enabled Girl Ambassador) girls got MRS Certificate in Interviewing Skills for Market & Social Research.



Our Youth Accountability Advocates (YAAs) discussing about SRH (Sexual Reproductive Health) Family Planning, Gender Equality under Youth led-Accountability Project.



Spectra Organization has been accredited by CPA (Centre for Promoting Accountability) & FMSF (Financial Management Services Foundation) under Gold category. The organization has received this accreditation because of performing better in the areas of Governance, Financial Management and Legal Compliance.

## Our Programmes at a Glance

| S.no. | Name of the Programme | Major Activity                             |
|-------|-----------------------|--|
| 1     | NABARD Programme      | Mobilizing Self Help Groups                |
|       |                       | Joint Liability Groups                     |
|       |                       | Financial Literacy Programme               |
|       |                       | Women Farmers Club                         |
|       |                       | Farmer Producer Organization               |
|       |                       | Rural Mart                                 |
| 2     | Letz Dream Foundation | Improving Agriculture                      |
|       |                       | Applying SWI Technique                     |
|       |                       | Promotion of Vegetable Cultivation         |
|       |                       | Buffalo Induction                          |
|       |                       | Community Resource Person                  |
|       |                       | Ajola Establishment                        |
|       |                       | Vermi Compost establishment                |
| 3     | Heifer International  | Improved Animal Management (IAM) practices |
|       |                       | Development of better goat housing         |
|       |                       | Vaccination and Deworming of goat animal   |
|       |                       | Plantation & establishment of tree guard   |
|       |                       | Nursery Development                        |
|       |                       | Seed Distribution & sampling               |
|       |                       | Fodder development                         |
| 4     | Saint Gobain          | Skill Development Programmes               |
| 5     | IIMPACT               | Girls Child Education                      |
|       |                       | IT & Library Programme                     |
|       |                       | Bal March                                  |
|       |                       | Development of T.L.M                       |
|       |                       | Teachers Capacity building programme       |



|   |                      |  |
|---|----------------------|--|
| 6 | Restless Development | Technology Enabled Girls Ambassador (TEGA) project   |
|   |                      | Equipped girls with employable skills of qualitative and quantitative digital interviewers |
|   |                      | weekend research   |
|   |                      | Girl-operated mobile-enabled research  |
| 7 | Restless Development | Youth led-Accountability project   |
|   |                      | Youth led movement for gender equality   |
|   |                      | Family planning (FP) 2020  |
|   |                      | Sexual reproductive Health & Rights (SRHR)   |
|   |                      | Child Marriage   |
|   |                      | Gender Violence  |

## About Us

SPECTRA (Society for public Education, Cultural Training & Rural Action) are a non-government, non-profit organization registered under Rajasthan society's act 1958. SPECTRA has been working since 1996-97 in rural with rural poor. **Across 3 states namely (Rajasthan, Haryana & M.P.)** in the country, SPECTRA is working on **livelihood, education, health, and water and sanitation**. SPECTRA promote Self-Help Groups; develops locally suitable economic activities; mobilizes finances; and introduces systems to improve livelihoods of the rural poor and sustain their progress.

### A unifying vision

SPECTRA's staff and volunteers are guided by our vision of inclusive, harmonious communities where people feel empowered, are supported in overcoming challenges and have opportunity to realize their potential. This vision informs not just what we do, but how we do it. Our community development approach puts the self-determination of our service users at the centre.

### OUR VISION

We at SPECTRA ORGANISATION envision a society where women and children have the guaranteed opportunities of development that enables them exercise their right to education, health, livelihood and social security.

### OUR MISSION

SPECTRA ORGANISATION is dedicated for uplifting the status of women and children especially those from the marginalized section of the society through various development initiatives.

## Inclusion and Commitment of Organizational Policies towards Gender Development

### Our Gender Based Policies:



Anti-Sexual Harassment Policy & Vishaka Guideline



Gender Policy



Maternity leave Gender policy



H.R Policy (recruitment)



Internal Complaint Committee (ICC)

**Purpose of the Polices:** These policies provide internal guidance on how the Organization aims to integrate a gender perspective and women empowerment throughout policy formulation, programme development and activity implementation, including project monitoring and evaluation.

**Scope of the Polices:** The above said polices applies to all staff and volunteers of Spectra. It also applies to all individuals who, as independent partners, consultants, interns, volunteers and such other persons who are engaged in a professional capacity with SPECTRA either on a full-time or a part-time basis.

**Our Commitment & Compliances:** Spectra strive to maintain an environment where all employees and volunteers treat each other with respect and dignity. The organization is working with women and girls children, so always preference is given to female while recruitment. We always encourage women/widows to apply and work with us. Zero level tolerance towards any breach of integrity is reiterated and it is ensured both internally and externally.

**Internal Complaint Committee (ICC):** Spectra has setup a committee which is responsible for addressing any complaints or reported by the employees about sexual harassment at workplace. The objective of this committee is to prevent discrimination and sexual harassment against women by promoting gender amenity at their place of work.

## **OUR PROGRAMMES**

### **1. Educating the Girl Child aged 6-14 in Remote, Rural Areas**

Spectra came forward for fight against those who do not believe in girls' education. Even now some of the community members are not ready to send a girl to school while government is more focus on girl child education. The **RTE Act** provides for the: Right of children to free and compulsory education till completion of elementary education in a neighborhood school.

Spectra provide an opportunity to that girl child who belongs between 6-14 years age and not attended the school. We introduce community based learning center for these kinds of girls. Here teacher also belongs to the same community and near the center. Currently we are running 111 learning center in 2 states namely Rajasthan & Haryana.

#### **IT An Innovative Intervention through audio-visual based Teaching Method**

SPECTRA initiated IT (Information Technology) intervention at learning centers of Alwar. The purpose of this is to apply audio-visual teaching methods in order to learning easy and create interest among children. Our trained supervisors conduct IT sessions of Math, English, Hindi and E.V.S subject at learning centers. In order to conduct IT session every supervisor has been given a Laptop with effective contents of subjects, interesting and easy poems, stories & Hindi Kavitayen.

#### **Methods of IT Teaching Class**

- Every supervisor has been assigned the responsibility of 12-15 Learning centres in their respective locations.
- Supervisors make action plan in each month of their assigned centres for IT teaching classes.
- Supervisor has to take IT class at every assigned LCs.
- They conduct full day IT class by dividing the children into two groups, one group becomes engaged with supervisor for IT teaching and another group engaged with teacher for library class and vice versa.
- Children sit in a circle & laptop is placed in front of them.
- As per plan, supervisor
- As per plan, supervisor shows the video contents of subjects/poems/stories/Hindi kavitayen.
- Students watch the videos silently with enthusiasm.
- Thereafter, supervisor asks students about what they have seen in the videos with question and answers.
- In the case of poems/Hindi Kavita, supervisor makes practice of the same as they have seen in the videos.
- Before next class, a supervisor assesses the learning of students through revision and follows up.



## **Impact of IT Teaching**

- Learning for the students became easy and interesting by this audio-visual methods of teaching
- It became easy to understand the subject contents for the students
- Students learnt various English/Hindi poems and stories with actions.
- Ensured the retention of the students at learning centres

## **Reading the Books with pleasure and fun through Library Teaching Programme**

SPECTRA initiated Library programme at learning centres of Alwar. Importance of library in education and overall learning process cannot be ignored. At the early stage, children read the books for pleasure and fun. In our minds, library is a joyous space filled with books that opens up the reader's mind and imagination. It is what seeds and nurtures an interest in reading, which the foundation of all other learning. We categorized our books as per level and understanding of the children and their interest.

### **Methods of Library Class**

- Every teacher has been assigned to take library class of half an hour daily at their respective learning centres.
- Teachers make lesson plan daily for library class.
- Children sit in a circle with their books.
- Teachers have divided children into sub-groups as per level.
- Teachers read books for the children with explanation. Small children are given pictorial based books & teacher facilitates them.
- Thereafter, students read the books themselves and teacher ask the questions about what they have read in it.
- Before next class, teacher assesses the learning of students through revision and follows up.

### **Impact of Library Programme**

- Developed reading habits among students of learning centres
- It became easy to learn stories and reading by the Library Programme
- Students learnt various motivational stories from library books.
- They started enjoyment in reading the library books.
- Increased the retention of students at learning centers

## **Teachers Training**

Spectra has organized total 21 five days' residential trainings for teachers. Here we discussed with them on their lesson plan, capacity building, and worked also on develop TLM (Teacher Learning Material). Teachers made TLM by their group activities and first they did these activities and then they agree to do this with girl child at their learning center.

## 2. Community Based Institutions

### Self Help Groups

Self-help groups (SHGs) are the primary units of social mobilization at the grassroots. They enable women from marginalized communities to come together, express themselves, dream of a better life, and work towards social and economic improvement through small but tangible activities such as small savings and credit. SPECTRA promotes SHGs by putting in place the processes and systems for such activities, to gradually help them function and thrive on their own.



Total SHG: 300

Total Loan: 2 crore

Total Savings: 3416400

### Joint Liability Groups

Apart from formation of SHGs: Spectra formed 40 Joint Liability Groups of poor and landless farmers. This is the unique concept for farmers; with this concept farmers formally took loans from Punjab National Bank and all the members are liable for refund their loan with interest.

### Women Farmers Club

As so far we concern that 63% of Indian population allied with agriculture either directly or indirectly. But the situation is not good for farmers in India. Spectra made 24 farmers club for their welfare; we promote them for work on Ajola, Vermi compost unit, etc. and earn money for their own. Our agriculture experts provide their guidance timely to farmers.

### Financial Literacy Programme

Spectra held 150 financial literacy training programme in our project area. SHG women are getting training for how they can manage their home budget, small saving. So with the support of Spectra staff's guidance now they can easily handle the financial management of their home.



### 3. Farmers Producer Organization

SPECTRA has started two producer companies for the promotion of collective business and better income of the poor farmers which detail is given below:

1. SPECTRA ADARSH UTPADAK MAHILA PRODUCER COMPANY LIMITED is registered under the company Act, 2013 on 18<sup>th</sup> Feb-2016 having the registration no. U01122RJ2016PTC049343. Its registered office address is Bewadi Wala Kua, Alwar-301001 (Rajasthan).
2. ALWAR MAHILA SANGAM PRODUCER COMPANY LIMITED is registered under the company Act, 2013 on 11<sup>th</sup> March-2016 having the registration no. U01122RJ2016PTC049567. Its registered office address is Bewadi Wala Kua, Alwar-301001 (Rajasthan).

Currently producer Company has **555 shareholders with share capital of Rs. 555000/-** and we are regularly increasing our shareholders.

#### Methods of Buck Collection for the Business

- Kids (6 month) are placed at farmers for a period of short duration (3-5 month). Farmers keep those animals (Bucks) for this duration and give back to the producer company. Producer company weight bucks at the time of giving to farmer. Then company will check the weight of bucks again and will pay the farmers as much weight added during that duration as per k.g meet in the current market price.



- Company purchases/collects bucks from Self Help Groups women, Kisan clubs, JLGs groups, Pashu Sakhies & Solar Sakhies cadres and they are paid amount as per buck weight



- Producer Company also purchases/collects the bucks from non-project families, other districts/areas and gives the payment to them as per the weight.

### Our Goat Business Model



### Buck Business at Bakra Eid Festival

On this occasion, CEO of FPO contacted to potential buyers and the potential buyers made field visit and business meeting and after which a contract was signed between the buyers and FPO for goat business. After the contract, FPO collected bucks from Self Help Group women, Kisan club, JLGs groups, Pashu Sakhies & Solar Sakhies cadres. On the time of collection, FPO staff got weight of bucks and paid the amount as per weight. **153 bucks** were sold at this Bakra Eid festival and detail of business is as below table:



| <b>Buck Business -at Bakra Eid Festival</b> |                |                   |                     |                                      |                         |
|---|----------------|-------------------|---------------------|--------------------------------------|-------------------------|
| <b>Name</b>                                 | <b>Village</b> | <b>Total buck</b> | <b>Total weight</b> | <b>Total Amount of Buck Purchase</b> | <b>Per Kg. purchase</b> |
| Suresh Bala                                 | Rata           | 3                 | 130                 | 22680                                | 174.4615                |
| omprkas                                     | Bayla          | 1                 | 44                  | 7900                                 | 179.5455                |
| Laxman                                      | Rata           | 4                 | 140                 | 24480                                | 174.8571                |
| Suresh                                      | Rata           | 1                 | 42                  | 7560                                 | 180                     |
| Dalipo                                      | Rata           | 5                 | 163                 | 29300                                | 179.7546                |
| Sushila                                     | Rata           | 2                 | 75                  | 13140                                | 175.2                   |
| Kailash                                     | Rata           | 2                 | 73                  | 12680                                | 173.6986                |
| Mukhtvar                                    | Rata           | 2                 | 71                  | 12240                                | 172.3944                |
| Jagga                                       | Rata           | 3                 | 78                  | 13320                                | 170.7692                |
| Rukmni                                      | Rata           | 2                 | 47                  | 9540                                 | 202.9787                |
| Sohan                                       | Rata           | 1                 | 40                  | 7200                                 | 180                     |
| Rasid                                       | Bayla          | 5                 | 140                 | 25300                                | 180.7143                |
| Kamla                                       | Rata           | 4                 | 146                 | 26280                                | 180                     |
| Omi   | Rata           | 1                 | 28                  | 5100                                 | 182.1429                |
| Sulli                                       | Patan          | 1                 | 36                  | 6600                                 | 183.3333                |
| Navalkisor                                  | Bayla          | 1                 | 28                  | 5200                                 | 185.7143                |
| Chhote Lal                                  | Nangli         | 2                 | 66                  | 11520                                | 174.5455                |
| Mangu                                       | Nangli         | 9                 | 312                 | 54540                                | 174.8077                |
| Chirnji Lal                                 | Nangli         | 8                 | 241                 | 43380                                | 180                     |
| Sampt Ram                                   | Nangli         | 10                | 278                 | 50540                                | 181.7986                |
| Sher Singh                                  | Nangli         | 7                 | 195                 | 43380                                | 222.4615                |
| Reena                                       | Rata           | 1                 | 41                  | 7500                                 | 182.9268                |
| Kallan Kha                                  | Bayla          | 4                 | 175                 | 34000                                | 194.2857                |
| Nur MO.                                     | Bayla          | 2                 | 72                  | 13000                                | 180.5556                |
| Jumma                                       | Bayla          | 6                 | 202                 | 36500                                | 180.6931                |
| Barkat                                      | Bayla          | 1                 | 37                  | 6660                                 | 180                     |
| Pappu Kha                                   | Bayla          | 2                 | 76                  | 13680                                | 180                     |
| Raju-Durga                                  | Bayla          | 2                 | 96                  | 17500                                | 182.2917                |
| Parhlad                                     | Rata           | 7                 | 177                 | 32000                                | 180.791                 |
| Bhopa                                       |                |                   |                     |                                      |                         |
| Kirpal                                      | Bayla          | 2                 | 69                  | 12420                                | 180                     |
| KIRPALK SINGH                               | Rata           | 5                 | 169                 | 29340                                | 173.6095                |
| Islam                                       | Kadki          | 1                 | 45                  | 8100                                 | 180                     |
| Ramchandrr                                  | Patan          | 1                 | 43                  | 7900                                 | 183.7209                |
| Shahbudin                                   | Patan          | 1                 | 30                  | 5400                                 | 180                     |
| Purmal                                      | Patan          | 9                 | 243                 | 43830                                | 180.3704                |
| Girraj                                      | Patan          | 2                 | 55                  | 9900                                 | 180                     |
| Santu                                       | Patan          | 4                 | 137                 | 24660                                | 180                     |
| Pappu                                       | Patan          | 1                 | 27                  | 4860                                 | 180                     |

|                    |             |                 |               |                                  |                |
|--------------------|-------------|-----------------|---------------|----------------------------------|----------------|
| Banwari            | Patan       | 1               | 27            | 4860                             | 180            |
| Jlaluddin          | Patan       | 7               | 302           | 54360                            | 180            |
| Ajij               | Patan       | 9               | 247           | 44460                            | 180            |
| Kasam              | Patan       | 4               | 146           | 26300                            | 180.137        |
| Kallu              | Shivana     | 4               | 126           | 22680                            | 180            |
| Ramprasad          | Rata        | 2               | 71            | 12780                            | 180            |
|                    |             | <b>152</b>      | <b>4986</b>   | <b>904570</b>                    | <b>181.422</b> |
|                    |             |                 |               |                                  |                |
| <b>Weight Loss</b> |             | <b>4986</b>     | <b>4899</b>   | <b>87</b>                        |                |
|                    | <b>Sale</b> | <b>kg</b>       | <b>Rate</b>   | <b>Total Amount of Buck Sale</b> |                |
|                    |             | <b>4899</b>     | <b>200</b>    | <b>979800</b>                    |                |
|                    |             | <b>Purchase</b> | <b>Sale</b>   | <b>gross Profit</b>              |                |
|                    | Rs.         | <b>904570</b>   | <b>979800</b> | <b>75230</b>                     |                |

### Solar Business through FPO

FPO reached more people in the areas to promote the use of solar energy. Solar Sakhies at every village conducted meeting by gathering village people and promoted solar products such as panels, batteries, solar rakshak & Rakshak plus etc. **FPO did solar business of Rs. 56000/-**



## 4. Rural Mart Project

SPECTRA Rural Mart has started on 01-06-2017 with the support of NABARD through SPECTRA Sakhi Self Help Group in Kishangarh Bas block of Alwar district. SPECTRA is a facilitating NGO and SPECTRA Sakhi SHG of Ismailpur is implementing producer group. Sakhi SHG has formed on 21.01.2013 and all members of this group are trained in accounting, keeping the proper financial





records and overall SHG management. This group has got loan in three times from ICICI bank and also various exposures. The members of this group are involved in manufacturing of leather shoes/sleeper and other handmade articles.

**Selection of Shop:** In order to identify place and hiring of shop for Rural Mart, our FPO member, PMC, Farmer's Club, JLGs and SHGs members are involved in the process. This rural Mart is established in a proper market place for better approach.

**Facilities at Rural Mart Shop:** The Shop has the facility of counter, chair, table, drinking water facility, fan and sign board.

**Outlet Items:** The Rural Mart promotes handmade leather shoes/sleeper, Deepak (colored mud light lamp), kirana items, wood carving items, solar product and other local handmade items.

**Role of Facilitating NGO:** SPECTRA is monitoring and ensure the proper running of shop and playing a significant role towards making the Mart self-sufficient for which following steps are being taken;

- Focus on Showcase of demandable product for the people
- Value addition in product
- Increase of productivity

**Business Profit:** Rural Mart has earned profit of Rs. 21595 till to date.



## 5. Income Generating of 1704 family members through improving their livestock

SPECTRA's Sustainable Livestock Development Programme primarily comprise of dairy farming and goat rearing. This year, we trained 1704 goat family members in better practices. This programme helps families adopt better rearing practices for higher productivity. Through this



project the women were organized into SHGs and given more opportunities for growth. It enhanced their capacity to participate and become owners in the socio-economic development process. Participating families will achieve sustainable livelihoods through joining Producer company/cooperative and participating in the



goat and dairy value chains. 138 SHGs received goats and training for better animal management practices. As supplementary income source the project participants were provided with vegetable seeds, seedlings, fodder seeds and saplings. This project also concentrated on providing trainings to the participants to improve their skills and knowledge. All the groups members were given trainings on Heifer's Cornerstones, SHG management, Improved Animal Management, Gender Sensitization, Kitchen Gardening and Fodder Production.

| Activity                               | Number of families covered |
|--|----------------------------|
| Families trained on corner stone model | 1427                       |
| Improved Animal Management Practices   | 1283                       |
| Goat placement                         | 568                        |
| Buck placement                         | 51                         |
| Gender and Justice training            | 1321                       |
| Pashu Sakhies Training                 | 24                         |
| Animal Shed Construction               | 325                        |
| Plantation                             | 19400                      |
| Veg Seeds/ Fruit plants                | 708                        |

### Nursery Establishment

The initial planning was done during the PMC meeting, in

which a brief orientation about nursery development and its effect on natural environment discussed with the participants. During the PMC meeting, with the consensus of all PMC members, care takers were selected for running the nursery. The objective of the nursery establishment introduced to PMC members stating that large quantity of quality plants stock will be produced for the fodder development in the nursery. The location of nursery establishment is decided by the PMC members with keeping the biological and operational problems in the mind.



## Our Livelihood Programme

### Introducing Improved Techniques in Agriculture

Agriculture initiatives are aimed at increasing income from agriculture. Thousands of women across the project area have been trained in making organic compost, which retains the fertility of the soil while increasing yield. Other sustainable agricultural practices such as the System of Wheat Intensification (SWI) have been introduced to the SHG women. The Training of Agriculture for whole SHGs women becomes a Community Resources Persons, who further train other rural women on best practices. This year we have applied SWI in wheat crop with 143 farmers.

### Vermi Compost establishment

Vermi compost bed is established in the field for the promotion of organic farming. Vermicompost bed had 3 ft width and 10 ft height. In 25-30 days 1 ton Vermicompost is produced and sold it back in the market at the reasonable price. Vermicompost supplies a suitable mineral balance, improves nutrient availability and could act as complex-fertilizer granules. 42 Vermicompost bed has been established for poor farmers in this FY-17-18.

### Ajola Establishment

72 Ajola bed has been established for poor farmer in order to make available green fodder for their animals. Ajola is green cattle-feed for the increment of milk production in animal. When district collector of Alwar visited in our area, he was much impressed to see the Ajola as he put Ajola Demo at his residence.



## TEGA (Technology Enabled Girls Ambassador) Project

Spectra is working with adolescence girls and boys, here this adolescence girl title is TEGA. One major objective of this project is "strengthening the technical capacity of girls and equipped with research tools."

### Aims of TEGA-

- TEGA aims to give girls an opportunity that they may not otherwise have had
- TEGAs receive interview training on how to be a TEGA and over the first 3 months work towards an MRS Certificate in Interviewing Skills for Market & Social Research
- MRS offers Bespoke Training to equip interviewing with a practical grounding in the techniques and behaviors that





underpin effective interviewing and is a recognized qualification

- The training programme the TEGAs go through is called “Colours” moving them through 3 levels before they receive their qualification
- Once TEGAs have completed “Colours” they can then work towards the more advanced training “Medals Levels”

### An overview of TEGA methodology –

- As per our experience that TEGA is a safe and powerful channel for the voice of girls
- A solution that works within security limitations
- TEGA uses peer to peer methods which enable us to get to new and rich insights

Spectra staff is doing research on adolescence girls and boys. She has been selected 12 TEGA, these are all girls and have their mobile provided by us. This mobile have the TEGA app and they usually capture the whole procedure of interview in it, by the consent of interviewee.



Gained extensive knowledge of TEGA is a girl-operated mobile-enabled research tool that delivers accurate, rapid insight into girls' lives.



Selected 12 TEGA girls (aged 18-24) for research at local level



Conducted TEGA training for digital interviewer skills via their TEGA device.



Recruitment of respondent



Conducted every weekend research



Equipped girls with employable skills of qualitative and quantitative digital interviewers

## Youth led-Accountability Project

SPECTRA has recently initiated Youth led-Accountability programme. This project basically focuses on the commitment of FP 2020 and SDG 5 (achieves gender equality and empowers all women and children). Under the project 5 Youth Accountability Advocates have been trained who will work in their respective focused areas such as Sexual reproductive Health & rights (SRHR), Child Marriage, gender violence & gender equality and come out with

ground realities which would be the base for their advocacy to government. At the end of project our findings will track the progress of national & international indicators of FP 2020 and SDG 5.



## Selected SDG 5 and FP 2020 Targets for India

- Eliminate all forms of violence against all women and girls in public and private spheres, including trafficking and sexual and other types of exploitation
- Eliminate all harmful practices, such as child, early and forced marriage and female genital mutilation
- Ensure universal access to sexual and reproductive rights
- Drive access, choice, and quality of family planning services so as to increase the modern contraceptive usage from 53.1% (2017-Track 20 estimate) to 54.3% by 2020 and ensure that 74% of the demand for modern contraceptives is satisfied by 2020.
- Enabling young people to access sexual and reproductive health information and services.
- Expanded role for the private sector for ensuring family planning services.



## SUSTAINABLE DEVELOPMENT GOALS



## Skill Development Programmes

Spectra and Saint Gobain both have the partnership between them so they are running a programme of LWE (Learning with Earning) on Diploma in Manufacturing Technology. Here 10<sup>th</sup> & 12<sup>th</sup> pass student can get the enrollment if s/he is feet in our eligible criteria. Eligible

criteria are first candidate should be belonging to Rajasthan State; secondly candidate age limit should be between 18 to 23 years. Any student who fulfills these criteria can give the test at Alwar and if s/he passed then the interview would be held. After finishing 4 years at Bhiwadi institute they are getting





certificates. Apart from this Spectra provided skill development vocational training, so women can earn little money.

## Health and Sanitation

Work with Government- With a mutual understanding and helping attitude Spectra continually supporting the government health programmes voluntarily. Many times Spectra staff became resource person for government programmes. As on the government project namely “mission inderdhanush” our SHGs women regularly support to the health department workers. Our SHGs women bring child to the immunization center and contact door to door for disseminate awareness on immunization.



Spectra organized many awareness meetings and other kind of programmes with all types of beneficiaries. We are working with students, adolescence, youth, men and women for family planning, adolescence health, reproductive child health, etc.



Moreover our SHGs women are giving their maximum presence in gram sabha, SDMC, SMC and any other kind of meetings. They raised their issues in these meetings and solved the issues at village level and if issues could not handle by village authority like Sarpanch, Pradhan etc. so our SHGs women have the ability or they are deserve for concern issues to higher authority.

Basically we used new techniques for disseminate awareness among rural and urban areas. Chetna NGO is supporting us on reproductive child health issues where we can discuss directly on these issues-

1. Nutrition
2. Gender
3. Menstrual cycle
4. Fertilization
5. Safe motherhood
6. Contraception



To cover these above mentioned issues Spectra try to touch every pregnant woman and educate her regarding these issues. Many rural areas have many myths and misconception on sex and sexuality; however Spectra had trained their SHGs women. We have made few volunteers also to spread right information to their areas.

We organized trainings for women and adolescent on Reproductive Health Education and family planning.

## Staff Details

|                               | 2017-18   |           |            |
|-------------------------------|-----------|-----------|------------|
| Particular                    | Male      | Female    | Total      |
| Chief Executive Officer       | 1         | 0         | 1          |
| Programme Manager             | 1         | 0         | 1          |
| Project Coordinators          | 4         | 2         | 6          |
| Assistant Project Coordinator | 2         | 0         | 2          |
| Supervisors                   | 15        | 3         | 18         |
| Field Motivators              | 20        | 91        | 111        |
| Accountants                   | 1         | 0         | 1          |
| Office Assistant              | 0         | 1         | 1          |
| <b>Grand Total</b>            | <b>44</b> | <b>97</b> | <b>141</b> |

## Profile of Board Members

| Name                      | Post           | Expertise   | Total Years of Experience in Related Field |
|---------------------------|----------------|---|--|
| <b>Pradeep Kumar</b>      | President      | Educationist, Social Activist and Taking lead in social initiatives in the rural areas ----- optimistic                 | 17 years                                   |
| <b>Govind singh-</b>      | Secretary      | A young development professional with a dream to help people get a greater control on their futures.                    | 17 years                                   |
| <b>Kusum Lata Chauhan</b> | Treasurer      | Working as an advocate- with an urge to be helpful to anyone seeking help.  | 14 years                                   |
| <b>Ramkaran Gurjar-</b>   | Vice President | A social activist who realized the meaning of being unemployed straddled the farm and nonfarm sector to make ends meet. | 14 years                                   |
| <b>Ramesh Meena</b>       | Co-Secretary   | Calculative yet sincere, with a dream to give rural children the best education on offer.                               | 15 years                                   |
| <b>Kamlesh Khatri</b>     | Member         | A rare talent; teacher but also social activist.  | 14 Years                                   |
| <b>Rajkumar</b>           | Member         | MSW graduates who worked in this area for rural people  | 13 years                                   |

## Financial Report-2017-18

**SOCIETY FOR PUBLIC EDUCATION CULTURAL TRAINING & RURAL ACTION (SPECTRA), ALWAR**  
**BALANCE SHEET**  
 FOR THE YEAR ENDED - 31st MARCH, 2018

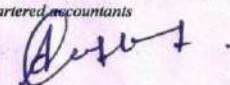
| LIABILITIES                               | AMOUNT            | ASSETS   | AMOUNT            |
|---|-------------------|--|-------------------|
| <b>SOURCES OF FUNDS</b>                   |                   |  |                   |
| <b>CORPUS, CAPITAL &amp; GENERAL FUND</b> | <b>7,580,012</b>  | <b>FIXED ASSETS (Sch-1)</b>                        | <b>1,321,373</b>  |
| Indian                                    |                   | Indian   |                   |
| Opening Balance Corpus Fund               | 4,173,790         | FIXED ASSETS                                       | 1,405,148         |
| Add:- Corpus Fund                         | -                 | Add:- Additions                                    | 30,206            |
| <b>Total Corpus Fund</b>                  | <b>4,173,790</b>  |  | <b>1,435,354</b>  |
| Opening Balance Genral Fund               | 2,323,230         | Less:- Depraction                                  | 113,981           |
| Add:- Genral Fund (Indin)                 | 1,059,001         |  |                   |
| <b>Total Genral Fund Fund</b>             | <b>3,382,231</b>  |  |                   |
|   |                   | <b>CURRENT ASSETS AND ADVANCES</b>                 |                   |
| Opening Balance Genral Fund (FC)          | 9,029             | <b>Cash and Bank (Indian and FC)</b>               | <b>4,715,493</b>  |
| Add :- General Fund (FC)                  | 14,962            | Cash in Hand (Sch-2)                               | 80                |
| <b>Total Genral Fund FC</b>               | <b>23,991</b>     | Bank Savings (Sch-3)                               | 4,715,413         |
| <b>BUFFALO PLACEMENT (LDF)</b>            | <b>-</b>          | <b>Loans &amp; Advances (Indian)</b>               | <b>271,233</b>    |
| Letz Dream Buffalo Placement              | 220,000           | TDS Refundable                                     | 211,057           |
| Less:- Repayment Buffalo Placement        | 220,000           | TSC programme                                      | 55,176            |
|   |                   | NCRI   | 5,000             |
| <b>CURRENT LIABILITIES</b>                |                   |  |                   |
| <b>Current Liabilities</b>                | <b>2,769,499</b>  | <b>Grant awaiting for reimbursement from Donor</b> | <b>2,809,977</b>  |
| Indian                                    |                   | Indian   |                   |
| Audit Fees                                | 31,500            | Impact Education                                   | 102,467           |
| Goat Insurance Claim Fund                 | 6,000             | Letz Dream Foundation                              | 2,699,574         |
| Expenses Payable LDF                      | 273,1999          | <b>FC</b>  |                   |
| <b>Staff Security Fund</b>                | <b>150,000</b>    | Restless Development (TEGA)                        | 7,936             |
| Staff Security Fund Indian                | 141,500           |  |                   |
| Staff Security Fund FC                    | 8,500             | <b>Deposits Assets</b>                             | <b>2,090,334</b>  |
| <b>Sundry Creditors</b>                   | <b>10,000</b>     | Indian   |                   |
| Shaurya Business Solutions Pvt.Ltd.       | 10,000            | Fixed Deposits Bandhan Bank                        | 2,076,334         |
| <b>Balance Grant of The Donor</b>         | <b>771,899</b>    | <b>FC</b>  |                   |
| IIMPECT All Block                         | 300,196           | Gopal Lal Sharma                                   | 14,000            |
| <b>FC</b>                                 |                   | <b>PNB Bank Error (Fund Receivable) Indian</b>     | <b>73,000</b>     |
| SLDP (Heifer)                             | 346,979           |  |                   |
| Education (Impact)                        | 124,724           |  |                   |
| <b>TOTAL</b>                              | <b>11,281,410</b> | <b>TOTAL</b>                                       | <b>11,281,410</b> |

  
 Treasurer  
 Alwar  
 Date : 11/09/2018  
  
 Director  
 SPECTRA, Alwar



As per Seprate Audit Report of even Date Annexed her with

**For Ankur Khandelwal & Co.**  
 Chartered accountants

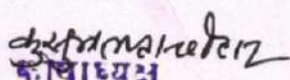
  
 (Ankur Khandelwal)  
 M. No. 420431



## SOCIETY FOR PUBLIC EDUCATION CULTURAL TRAINING &amp; RURAL ACTION (SPECTRA), ALWAR

**RECEIPTS AND PAYMENT ACCOUNT**  
**FOR THE YEAR ENDED - 31st MARCH, 2018**

| RECEIPTS                            | AMOUNT    | PAYMENTS                                 | AMOUNT     |
|-------------------------------------|-----------|--|------------|
| <b>SOURCES OF INCOME</b>            |           | <b>HEAD OF EXPENSES</b>                  |            |
| <b>Opening Balances</b>             |           | <b>FCRA</b>                              |            |
| <b>Cash in Hand</b>                 |           | By SLDP (Heifer)                         | 2,019,128  |
| To Cash Indian                      | 210       | By Gopal Lal Sharma                      | 14,000     |
|                                     |           | By Impact (Education)                    | 2,026,410  |
| <b>Bank Balance (Indian)</b>        |           | By Restless Development (TEGA)           | 440,525    |
| To Axis Bank A/c 401010100021517    | 81,946    | <b>INDIAN</b>                            |            |
| To Bandhan Bank A/c-50160004597349  | 1,451,186 | By IIMPACT - Banswara                    | 2,493,426  |
| To Bandhan Bank A/c -50160004889080 | 44,121    | By IIMPACT - Alwar                       | 4,115,842  |
| To BOB Bank A/c 21500100006477      | 150,169   | By IIMPACT- Mewat                        | 2,211,196  |
| To BOB Bank A/c 21500100013931      | 23,835    | By IIMPACT- RBL                          | 1,366,082  |
| To HDFC Bank A/c 04091450000205     | 65,572    | By IIMPACT- Khargone MP                  | 2,435,365  |
| To HDFC Bank A/c 50100017278082     | 17,932    | By Letz Deram Foundation                 | 1,309,951  |
| To ICICI Bank A/c 028501000348      | 1,219     | By Letz Deram Buffalo Placement          | 220,000    |
| To ICICI Bank A/c 028501000482      | 817       | By NABARD                                | 760,146    |
| To ICICI Bank A/c 028501003755      | 34,286    | By NRHM & CMHO                           | 451,872    |
| To ICICI Bank A/c 028501003771      | 11,719    | By Saint Gobain                          | 661,461    |
| To ICICI Bank A/c 028501003776      | 2,380,180 | By PNB Bank Error                        | 73,000     |
| To PNB Bank A/c 0013000100574849    | 242,739   | By Bank Charge                           | 3,057      |
| To SBBJ Bank A/c 61154083169        | 44,408    | By Computer, Camara Repair & Accessories | 2,300      |
| To YES Bank A/c 011494600000190     | 74,052    | By Audit Fees                            | 12,500     |
|                                     |           | By Legal & Professional                  | 600        |
| <b>Bank Balance (FC)</b>            |           | By Madhumakhi Palan Training             | 73,800     |
| To ICICI Bank A/c 673701701030 FCRA | 478,284   | By Office exp.                           | 11,473     |
| <b>FCRA - Grant</b>                 |           | By Other Activities                      | 12,714     |
| To Heifer (SLDP)                    | 1,911,086 | By Postage & Courier                     | 309        |
| To Bank Interest Heifer             | 20,400    | By Online Donation Service Charge        | 39,086     |
| To Impact (Education)               | 2,125,000 | By Staff Security Fund                   | 51,000     |
| To Bank Interest (Genral Fund) -    | 14,962    | By Tour and Traveling exp.               | 4,097      |
| To Restless (TEGA)                  | 432,589   | By Fixed Assets Acquired                 | 30,206     |
| <b>NON-FCRA Grant (Indian)</b>      |           | By Fixed Deposits in Bandhan Bank        | 1,076,334  |
| To IIMPACT - Banswara               | 2,210,300 | By SHG Groups Goat Women's Work          | 140,000    |
| To IIMPACT - Alwar                  | 3,442,700 | By SHG Groups Women's Work               | 12,091,786 |
| To IIMPACT- Mewat                   | 2,061,100 | By JLG Groups Women's Work               | 2,321,800  |
| To IIMPACT- RBL                     | 1,184,900 | By Electricity & Water exp.              | 6,562      |
| To IIMPACT- Khargone MP             | 2,105,600 | By Office Rent exp.                      | 2,500      |
| To Letz Deram Foundation            | 2,000,000 | By Plantation Exp.                       | 257,300    |
|                                     |           | By Staff Salary                          | 2,870      |
|                                     |           | By Telephone Mobile & Internet           | 9,667      |
|                                     |           | By Child Labour Vishesh Vidyalaya        | 269,036    |
|                                     |           | By ESI and PF Payable FY 2016-17         | 249,266    |

  
 सपेक्ट्रा, अलवर



  
 Director  
 SPECTRA, Alwar



## SOCIETY FOR PUBLIC EDUCATION CULTURAL TRAINING &amp; RURAL ACTION (SPECTRA), ALWAR

**RECEIPTS AND PAYMENT ACCOUNT**  
**FOR THE YEAR ENDED - 31st MARCH, 2018**

| RECEIPTS                                       | AMOUNT            | PAYMENTS                            | AMOUNT            |
|--|-------------------|-------------------------------------|-------------------|
| To SUMA  |                   | <b>CLOSING BALANCE</b>              |                   |
| To Child Labour Project Society                | 639,805           |                                     |                   |
| To HO & DDO Superintending Engineer (WP) SWRPD | 140,000           | <b>By CASH Indian</b>               | 80                |
| To Buffalo Placement for SHG Goups             | 22,000            | <b>By BANK Indian</b>               |                   |
| To Saint Gobain                                | 605,450           | By AU Bank A/c No.-1781218914702081 | 1,051,788         |
| To NABARD                                      | 544,680           | By Axis Bank A/c 401010100021517    | 603,131           |
| To Chetna                                      | 40,000            | By Bandhan Bank A/c-50160004597349  | 348,402           |
| To NRHM & CMHO                                 | 475,752           | By Bandhan Bank A/c -50160004889080 | 383,016           |
| To Donation                                    | 676,000           | By BOB Bank A/c 21500100006477      | 155,951           |
| To Facilitation Charge SHG                     | 240               | By BOB Bank A/c 21500100013931      | 24,752            |
| To Bank interest                               | 280,712           | By Equitas A/c No. 100003061698     | 605,059           |
| To ICICI Bank by SHG                           | 392,624           | By HDFC Bank A/c 04091450000205     | 176,158           |
| To FD Bandhan Bank                             | 1,000,000         | By HDFC Bank A/c 50100017278082     | 18,603            |
| To Income Tex Refund                           |                   | By ICICI Bank A/c 028501000348      | 1,219             |
| To SHG Groups Goat Women's Work                | 140,000           | By ICICI Bank A/c 028501000482      | 124,599           |
| To SHG Groups Women's Work                     | 12,091,786        | By ICICI Bank A/c 028501003755      | 41,765            |
| To JLG Groups Women's Work                     | 2,321,800         | By ICICI Bank A/c 028501003771      | 13,626            |
|  |                   | By ICICI Bank A/c 028501003776      | 354,484           |
|  |                   | By PNB Bank A/c 0013000100574849    | 203,471           |
|  |                   | By SBI Bank A/c 61154083169         | 44,150            |
|  |                   | By YES Bank A/c 011494600000190     | 82,982            |
|  |                   | <b>By Bank FC</b>                   |                   |
|  |                   | By ICICI Bank A/c 673701701030 FCRA | 482,258           |
| <b>TOTAL</b>                                   | <b>41,982,161</b> | <b>TOTAL</b>                        | <b>41,982,161</b> |

As per Seprate Audit Report of even Date Annexed her with

**For Ankur Khandelwal & Co.**

Chartered accountants

अंकुर खन्डेलवाल  
अधीक्षक

पंचटा, अलवर  
Treasurer

Alwar

Date: 11/09/2018

Executive Director

**Director**  
**SPECTRA, Alwar**



*(Signature)*

(Ankur Khandelwal)

M. No. 420431

## Our Funding Agencies

1. Community
2. Ministry of labour New Delhi
3. Ministry of Environment and Forest
4. Ministry of Women & Child Development
5. Ministry of Youth & Affairs
6. Ministry of Social Justice
7. Ministry of Health & Welfare
8. NRHM (National Rural Health Mission)
9. DIC, Alwar
10. TSC- Central & State Govt. of Rajasthan
11. State Water Resource and Planning Department, Rajasthan
12. NABARD Jaipur
13. Letz Dream Foundation
14. IIMPACT, Gurgaon
15. Heifer International
16. European Union & State Partnership Programme
17. JICA ( Japan International Corporation Agency)
18. CRY ( Child Rights & You)
19. Sewa Mandir Udaipur
20. CUTS, Jaipur
21. World vision India
22. Indian institute of Rural Management
23. Smile Foundation, New Delhi
24. AECOM PVT, LTD, India
25. NCRI, Hyderabad
26. Restless Development
27. The Hunger Project
28. Saint Gobin Industries,
29. Dr. Eye Charitable Sharoff



## Legal Status

- SPECTRA is a registered Non-Government Organization. It has been registered under the Rajasthan society's registration act 1958 in the year 1996 and the registration number is Alwar/101/96-97.
- SPECTRA is also registered under FCRA Act, 1976 and the registration number is 125420041 dated 19 march 2008, and renewed from MHA.
- ESI Registration no. - ESIC 54321 Dated 1-7-2013
- PF. Registration no.- RJ/RAJ/0029361 comp II 1561 dated 22-5-2013
- PAN No.- AABAS5721J and TAN No.:-JPRS15400A
- SPECTRA also registered Under 12AA Registration no 761 dated 25.07.11
- 80 G – Registration no. 3115 dated 10-11-2014 of Income Tex Department.
- GST No. 08AABAS5721J1ZE.

## Where we are

### **1. Alwar – SPECTRA**

E-11, Patel Nagar Mannaka Road,  
Alwar-301001, Rajasthan  
Mob. - 09414857385, 9783282273  
Email: [spectraalw@gmail.com](mailto:spectraalw@gmail.com)  
Website: [www.spectraalwar.org](http://www.spectraalwar.org)

### **2. Alwar, Kishangarh Bas Block Office**

Behind Jangid Dharamshala, bypass road  
Kishangarh bas- 301405 -Alwar  
Mob: 9602131810  
Email: [cho.dashrath@gmail.com](mailto:cho.dashrath@gmail.com)

### **3. Alwar, Ramgarh Block office**

Chandigarh bas, cooperative bank  
Nogaon Ramgarh-301026  
Mob: 9828364575

### **4. Alwar, Rajgarh-Tehla Block office**

Rewari Mohalla, opposite Govt. hospital  
Rajgarh-Tehla, Alwar-301408  
Mob: 7374046864

### **5. Viratnagar, Jaipur- SPECTRA**

Shiyam Colony, Ward No. 6, Jaimata di Hardware ke upar, Main Bus Stand Viratnagar-Jaipur  
303102  
Mob: 9587889955, Email: [spectra\\_alw22@hotmail.com](mailto:spectra_alw22@hotmail.com)

### **6. Jaipur-SPECTRA**

D-84, Nirman Nagar,  
Gautam Marg, Jaipur-302019  
Mob: 9587471111, Email: [spectra\\_alw22@hotmail.com](mailto:spectra_alw22@hotmail.com)

### **7. Nuh-Mewat - SPECTRA**

Punjabi Colony near Madarsa  
Paldi Road, District Nuh, Haryana  
Mob: 9671581944  
Email: [spectra\\_alw22@hotmail.com](mailto:spectra_alw22@hotmail.com)

## Abbreviations

1.     LWE- Learning with Earning
2.     THP- The Hunger Project
3.     KVK- Krishi Vighyan Kendra
4.     SHG- Selp Help Group
5.     WRC- Water Resource Centre
6.     IWRM- Integrated Water Resource Management
7.     VWHSC- Village Water, Health, Sanitation Committee
8.     GAP- Grameen Ajeevika Pathshala
9.     JLGs- Joint Liability Groups
10.    NABARD- National Bank for Agriculture & Rural Development
11.    FPO- Farmers Producer Organization
12.    OG- Original Group
13.    POG- Pass on gift Group
14.    LDF- Letz Dream Foundation
15.    CRP- Community Resource Person
16.    PMC- Project Management Committee
17.    IAM- Improved Animal Management
18.    CEM- Comprehensive Evaluation Method
19.    SWI- System of Wheat Intensification
20.    TEGA-Technology Enabled Girls Ambassador
21.    YAAs- Youth Accountability Advocates

**Thanks**