

LIVING

WOMEN EMPOWERMENT | QUALITY OF LIFE | INCLUSIVENESS |

OUR

QUALITY OF EDUCATION | OPPORTUNITY |

VISION

**ANNUAL
REPORT
2015-16**



2015-16 at a glance



On the occasion of 26th January Spectra organization is awarded by Ummedi Lal Meena S.D.M for its tremendous and remarkable achievements for enhancing livelihood, strengthening SHGs, education development, health and water & sanitation in the interior pockets of Alwar district.



Buffalo placement among poor SHGs women



A step towards the sustainable livelihood through goat placement and improvement in rearing practices



GAP (Grameen Ajeevika Pathshala) where women learn about agriculture, dairy, animal management, Azola, Vermi compost, health insurance, sanitation and goat rearing practices etc.



Executive Director of Spectra Organization, Mr. Pradeep Pundhir delivers the keynote address at the LWE (Learn while Earn) Inauguration Programme. A initiative towards the skill development with the support of Saint



Action taken toward the environment protection through nursery development



Mr. Ramhet Singh Yadav (MLA), Ummed Lal Meena (SDM), Mr. Charu Dutta from Letz Dream Foundation on the occasion of Inauguration programme of dam construction under Mukhyamantri Jal Swavlamban Abhiyan



For water conservation rain water storage a Sand Dam constructed under Mukhyamantri Jal Swavlamban Abhiyan

IMPACT

In 2015-16, SPECTRA worked with **3036 families** in **60 villages** and **6300 children** in **210 villages**- a **25 percent** increase in our impact from the previous year.

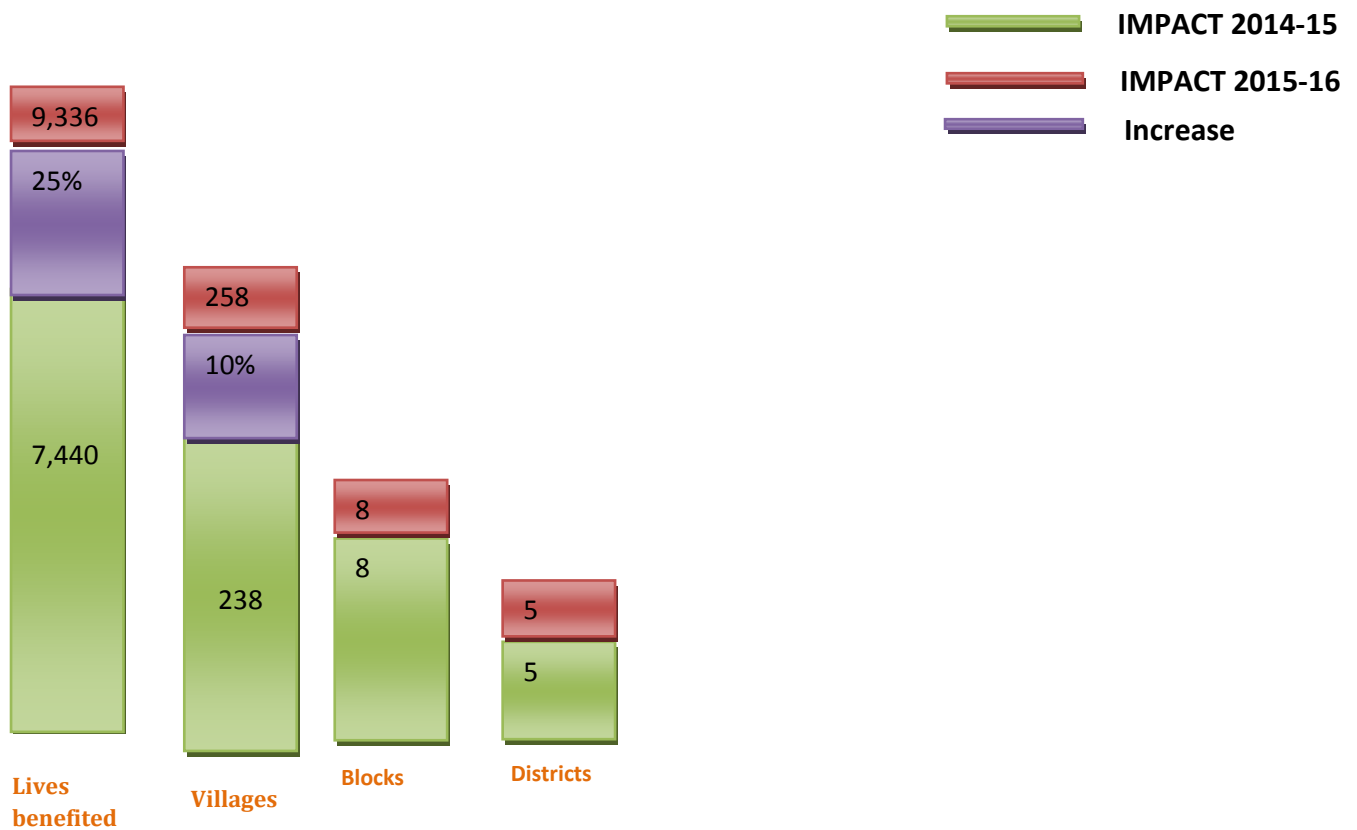


Figure 1. Comparative figures of impact of SPECTRA's work for the years ending March 2015 and March 2016

PROGRAMMES AND OUTCOME

INTRODUCTION

SPECTRA (Society for public Education, Cultural Training & Rural Action) are a non-government, non-profit organisation 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; mobilises finances; and introduces systems to improve livelihoods of the rural poor and sustain their progress.

SPECTRA provide an alternative educational opportunity to girls, mostly from disadvantaged sections, who have limited or no access to schools. This is done through community-based Learning Centers, where they get meaningful and stimulating education up to standard 5th and are supported to enter mainstream education. Sound foundations established at Learning Centers prepare them for a good academic future.

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.

Mobilising Self-Help Groups

Self-help groups (SHGs) are the primary units of social mobilisation at the grassroots. They enable women from marginalised 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.

Overall Impact in 2015-16	
SHGs	300
SHG Clusters*	30
SHG Federations*	2
Household benefited	3600
Lives changed	1255

[* The SHGs are organised into clusters, which function as their second-tier organisations. The clusters in turn form federations.]

Figure 2. Impact of SPECTRA’s work with SHGs in 2015-16

This year, we focused our efforts on supporting SHGs towards increasing their participation in local governance and timely access to entitlements such as resources, income and assets. We helped them bring women with all livelihood processes, including production systems and markets. SHG clusters and federations are now playing a bigger role in mobilising the community and creating access to government social welfare and social security programmes.



Financial Information:

Financial Information	(in INR crore)
Owned funds of the SHGs (savings)	1.50 crore
Total internal credit generated (loans from own funds)	1.50 crore

Total outstanding loans Total credit leveraged from banks	3 crore
Percentage of SHGs linked to banks	75%

Joint Liability Groups (JLGs)

A JLG is an Informal group in which 4-10 individuals come together and form a group. The farmers who don't have land and do agriculture in others fields have been selected for JLGs. Currently we have 25 JLGs and in each 4 members are selected who agree and avail the loan in group through a formal agreement. With the support of NABARD, bank loan is provided through PNB bank at 0.7% interest and if the repayment amount will be collected at time given, interest would be minimized at 0.3% from the members of JLGs. The aim of this programme is to uplift the poor/marginal/land less famers in the area of agriculture, so that they can enhance their livelihood.

Women Farmers Club

25 farmers` Clubs, initiated by SPECTRA with the support of NABARD. The clubs consisting 25-50 women farmers including SHGs women; they are facilitating the improved agricultural techniques among others. Our staff conduct regular meeting with farmers club and discussed their concern issues. They motivate other women farmers to establish Ajola and Vermi compost unit in their areas. They are given training on current farming activities. One of the key things are done is to understand the key constraints in the current crops grown through a rapid sub-sector assessment and thereafter provide the required support in minimizing the constraints. This was done through conduct of specific training as well as demonstration plots. They are trained to address disparate produce/products that need separate attention and technical support. With the support of NABARD, expert meet is carried out in each farmer club after each six month in which experts deliver the appropriate technology, good agricultural practices, proper use of credit and marketing skills.

Farmers Producer Organization (FPOs)

SPECTRA-Society for public Education Cultural Training & Rural Action has initiated plans to promote marketing through FPOs in the projected area of Kishangarh Bas of Alwar. The main objective behind the FPO promotion is to bring positive changes in the livelihood practices of local communities through promotion of groups.

Currently 2 FPOs are running namely **SPECTRA ADARSH UTPADAK MAHILA PRODUCER COMPANY LIMITED** and **ALWAR MAHILA SANGAM PRODUCER COMPANY LIMITED**. These FPOs are acting as aggregators, both for collective purchase of Agri & Dairy inputs and sale of produce, for getting better prices and hence higher profits for its SHG members. The FPOs members are also trained to gather market intelligence on prices offered by various mandis before buying and selling. The share capital of per member is Rs. 500 for FPOs.

This year completed **25 JLGs, 25 Farmers Clubs & 2 Famers Producer Organization (FPOs)**. **50 Agri and Dairy farmers** are linked to producer organization and promoting marketing of Agri produce includes (wheat, Mustard, barley, bajra, Maize, lady finger, onion, potato, pea, tomato cauliflower & dairy produces etc.)

BUILDING LIVELIHOODS

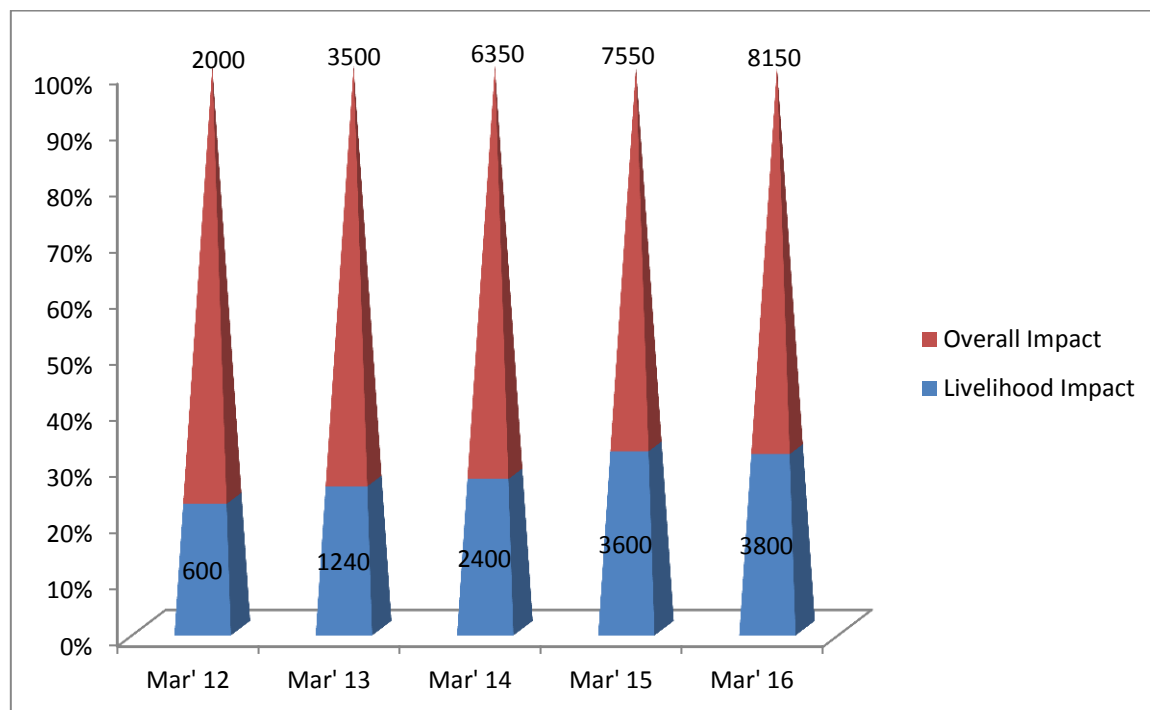


Figure 3. A comparative illustration of number of families benefited by SPECTRA's overall impact and livelihood efforts through years 2012-13 to 2015-16

	Participating families	
LIVELIHOOD ACTIVITY	2014-15	2015-16
Improved agriculture	700	1,255
Plantations (fruits and other trees)	2,000	5,000
Land and water resource development	300	700
Forest-based activities	450	1,150
Livestock	100	300
Number of families in livelihood activities	1230	1255
Number of families in livelihood activities & welfare programmes	1255	1500
Number of families in income generation activities	756	1240
Number of families in infrastructure creation activities such as plantation, land & water management, shed construction, etc.	100	300
Families participating in welfare activities such as education, health, water, sanitation, etc.	1255	2500
Total number of participating families	8,146	15200

Figure 4. A comparative illustration of number of families participating in SPECTRA's livelihood activities for years ending March 2013 and March 2014

The Livelihood Programme: At a Glance

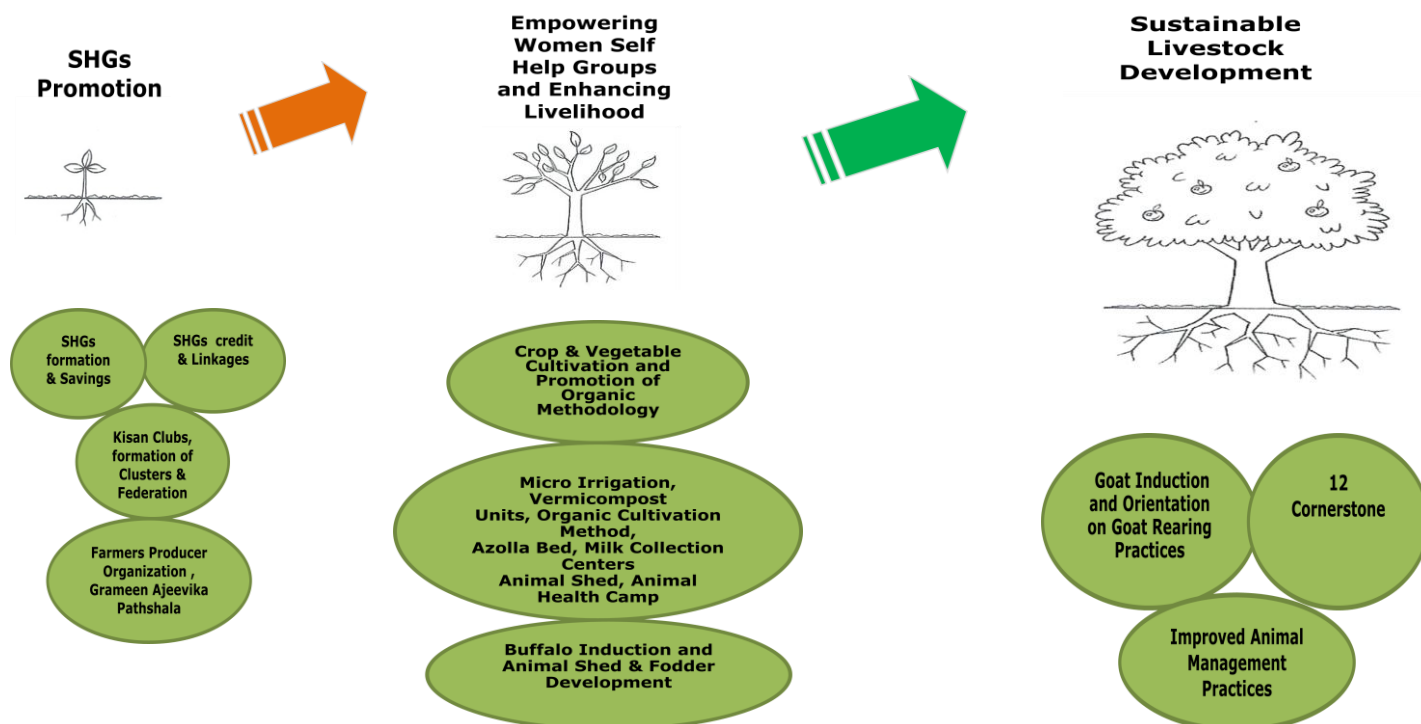


Figure5. Shows that how SPECTRA initiated livelihood intervention from start to till date March-2016

Improving 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 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.

Training on Agriculture

Despite 70 per cent of the population being engaged in agriculture and allied activities, declining food grains production and lack of food security remain the two biggest problems confronting our country. SPECTRA's approach is to carry out crop productivity enhancement by means of helping the farmers to identify and analyse their crop production problems, and become aware about the opportunities for improving. The main focus under this training is on awareness generation and



purposive transfer of skills. We started to provide trainings for women about the SRI concept to wheat crop. Now thousands of women across the project area have been trained in making organic compost, which retains the fertility of the soil while increasing yield.

The SRI programme started in Kishangarh Bass block of Alwar district. Till now we have reached over 1000 farmers across 30 villages. In the beginning the team was facing difficulties to convince the farmers about SRI adoption. Because SRI is a new concept in this area. The team tried to motivate the farmers by using strategies such as external exposures, trainings, regular village meetings, etc to adopt SRI in larger area. Under the umbrella of SRI technique and crop management, SPECTRA organized agriculture trainings of 100 groups which resulted in farmer women have been benefited with this technique.

Vermi Compost establishment

Vermi compost bed is established in the field for the promotion of organic farming. Warmi bed had 3 fit width and 10 fit height. In 25-30 days 1 tan 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.

Improving Animal Management Practices & Dairy Development



SPECTRA works with rural families in the promotion of dairy and animal rearing activities in the project areas of Kishangarh-Bas of Alwar district. In the projected area, rearing practices remain poor, veterinary services are non-existent, and market linkage is absent.

Thus SPECTRA seeks to help bring in better-quality breeds, veterinary care, good rearing practices and marketing system. SPECTRA is expanding its outreach programmes with the linkage of poor women with dairy. SPECTRA started the process of collaboration with Saras, Lotus and Mother Dairy for opening the collection centres. SHGs women are linked to SARAS Dairy in the projected area and milk

collection centre are opened to dairy promotion. Recently we also got one another code for opening dairy in Rata Khurd. The number of quantity of milk has been increased as 200 litres per day.

Ajola Establishment

For fodder development, Ajola Bed is introduced in the field for cattle-feed. Ajola is green cattle-feed for the increscent of milk production in animal. Women farmers themselves established Ajola bed in their home or near to home. Our SHGs women of Rata Khurd are provided training on Ajola, resource person gave them detailed knowledge what are the benefits of Ajola and how it make increase the productivity of milk. 71 beneficiaries are identified to introduce with Ajola Bed in project area of Rata Khurd.



Animal Treatment Camp

Animal Treatment Camps were organized in the projected area of Kishangarh bass. Veterinary doctor and compounder checked the animal and prescribed the medicine to them.

Buffalo Induction

With the support of LDF in 2014-15 we distributed buffalo among poor families who have sufficient space and having already a buffalo. Then it was realized that their milk was sold to local milk man as Rs. 25to 30, milk collection centre were opened to sell their milk as reasonable prize as Rs: 45 to 50 according to fat.



Promotion of vegetable cultivation

SPECTRA promote a wide range of vegetables suitable for different agro-ecologies and markets. These include tomato, onions, green maize, lady finger potatoes, chillies, green peas, and broccoli. The organization established kitchen garden and demonstration plot in about 100 families of the project area. We also provided necessary technical support for inputs on a regular basis.

Seed Distribution among the Farmers: The organization contacted to horticulture dept. and made available certified seeds pea on subsidy to farmers.



Pilot Initiatives

Rugs Foundation Jaipur: In our project area of Rata Khurd, land less families got the opportunity of making Galicha through the support of Rugs Foundation Jaipur. The delegates of Rugs foundation have visited in our field area and interacted with SHGs families. Through this programme, women are trained on Galicha and the prepared product is linked to market.



Community Resource Person (CRP): SHGs fellow and mentor are selected in our field area through the collaboration of **Leader Quest (CORO)** and now training programmes on leadership and development are being imparted to SHGs women. There are 5 CRPs (Community Resource Person) who play an important role to raise the social issues/problems in Rata Khurd Gram Panchayat. Among them 3 fellows, one is Suresh Bala who works for education development. During the quarter her contribution was to make Mid Day Meal MDM functional in secondary school of Rata Khurd through frequent visit at Gram Panchayat and meeting with PRIs. Second fellow is Rampali who works for water problems in her area. Together with SHGs women, Rampali participated in Gram Sabha meeting and raised the voice for installing hand pump and boring in Rata Khurd village. Finally she succeeded to install the water boring in Rata Khurd village. 3rd fellow is Bharti who works for the problems related to alcoholism in her area. She conducted community meetings in which she made aware of the serious harms on a person's health caused by alcohol.



Religare Health Insurance Programme: Spectra organization started health Insurance for SHGs women through the support of NABARD with **Religare Health Insurance Company Ltd.** Under the insurance, Rs. 556 being taken from SHGs women and NABARD contributes Rs. 450, thus the total insurance is of Rs. 1006. 5 members of 1 family are covered in this insurance. We will cover 300 families in our project area under the programme. The benefit of this insurance is getting treatment of Rs. Upto 50000 and accidental insurance as well.

Panchayat Raj Training for women leadership: The organization initiated the SWEEP campaign in Kishangarh block of Alwar district to participate of women in and violation free election. Mahila Meetings, Rallies, potential leader workshop and training programmes have been done under SWEEP campaign. Through the potential leadership workshop, rallies, women's meeting and simulation camp, we provided the women with a constitutional platform to stand up to men, to raise their voice on issues concerning women oppression, subjugation and related issues and thus in effect, providing them with an identity in an orthodox male dominated socio-political set up, in addition to providing a much needed forum to seek redressal of problems directly affecting them.



Skill Development Programmes: People have the work with introducing skill development programme and even; they will be having income opportunities. They utilised their leisure time with productive skills after the establishing vocational training courses and enterprises. The trained women are employed as they started to sew the clothes of neighbours and started earning which helps in their daily life expenses.

Financial Literacy Programme: Financial literacy training was imparted in 50 villages in our working area. Under this Financial Literacy Programme, it is taught to SHGs women how to make small savings, management of domestic budget and how to avoid the unnecessary expenditure in their life. Training programme is conducted to make women able to control their financial management in their day to day life.



Mukhyamantri Jal Swavlamban Abhiyan (MJSA): Rajasthan govt. announced her most ambitious scheme "Mukhyamantri Jal Swavlamban Abhiyan (MJSA) to conserve and harvest rain water and make villages self-reliant even during drought periods. Letz Dream Foundation has initiated to step in, join hands and work together for the cause of this Abhiyan. Letz Dream Foundation with collaboration of **District Administration** (Alwar) and implementing agency (**SPECTRA**) started implementation on water conservation, awareness rallies with youths and school children and water irrigation in 7 villages of Kishangarh bas of Alwar district.



Nursery Development

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.



3 Nursery Set up were established in 1,000 sq. fit land in which 18,500 plants placed at these nurseries

Water and Sanitation

SPECTRA's drinking water and sanitation programme in Rata Khurd gram Panchayat of Kishangarh bas block of Alwar district. The pilots have been designed within where planning, implementation, operation and maintenance are taken up by the Village Water and Sanitation Committee. Under the programme, various water and sanitation trainings have been conducted at village level. Hand wash and plantation activities have been carried out with school children. 25 toilets have been constructed in the villages of Rata Khurd gram Panchayat.

Health Improvements Intervention

Helping/assisting the Govt.

Health check up camp were organized with the help of Govt. hospitals and the beneficiaries were quite happy and satisfied with the kind of attention given by our team of doctors. Parents and children got the benefits and they wish that time to time health camps should be repeated in our area.

Innovation

Awareness and sensitization programme with the direct beneficiaries i.e. the school children, out of school children, youth, men and women of communities on issue like adolescent health, pre-marital preparation, Family planning, Gender etc.

Health Service/Camps based on the beneficiaries need (haemoglobin test, general health check up etc.

SHGs women take maximum participation in monthly Gram Sabha meetings, Mahila meetings, and School Management Committee (SMC), raised their voice for many social issues in their villages like health issues, village wine shop, dowry system, domestic violence etc.

New kind of techniques

Following are the techniques/methods Used for spreading the awareness on health issues in the project area of Ratakhurd gram Panchayat in Kishangarh bas of Alwar district.

- Flip charts
- Posters
- General discussion
- Role-play
- Case studies
- Interactive methods

To inform, educate, and counsel women regarding health issues.

Family Life Education for young mothers has been done through meetings. While providing this awareness, it was also expected that elder women would also sensitized during the meets. The following aspects would be discussed during sessions.

- Nutrition
- Gender issues
- Menstrual cycle, Myths and misconceptions related
- Fertilization and the role of chromosomes
- Safe motherhood
- Contraception

Playing a role of "Pressure Groups" on the Govt.

SHGs women play a role of pressure group on the govt. in such a way that health issues are raised in gram Sabha meeting. Mahila meetings are conducted in Anganwadi centre in which SHGs women takes part regularly.

Institutional Delivery

SHGs women keep in touch with ANM and Asha Sehyogni regularly and whenever a delivery case identified they inform to ANM and Asha Sehyogni.

Immunization

SHGs women brings children to Anganwadi centre for immunization and they discuss the importance of it in Mahila meeting conducted in Anganwadi centre.

Reproductive Health and Family Planning

Reproductive Health and Family planning issues were also raised through the various trainings program. The thrust areas were as follows:

- Reproductive Health Education and Training.
- Family Planning

The need for Sexual and Reproductive Health Education/Training was felt when Spectra organization, observed that people, particularly the young adults do not have access to correct and scientific information on important aspect of life such as health, nutrition, hygiene, reproduction, motherhood, process of growing up and family planning, Instead, their minds have myths and misconception particularly about sexuality leading to an increase in antisocial behaviour.

Sexual and Reproductive Health Education and Training are imparted to create awareness educate and train adolescent and youth about skills important to live a happy, comfortable and healthy life. The objective was to help people plan their families and lead a healthy productive life.

As a part of our 'Reproductive Health Education and Training Program' Spectra organization conducted awareness program, life skill education, training and organizes health camps. These programs are conducted with wide range of people i.e. school population, out of school children, men and women etc.

Livestock Development

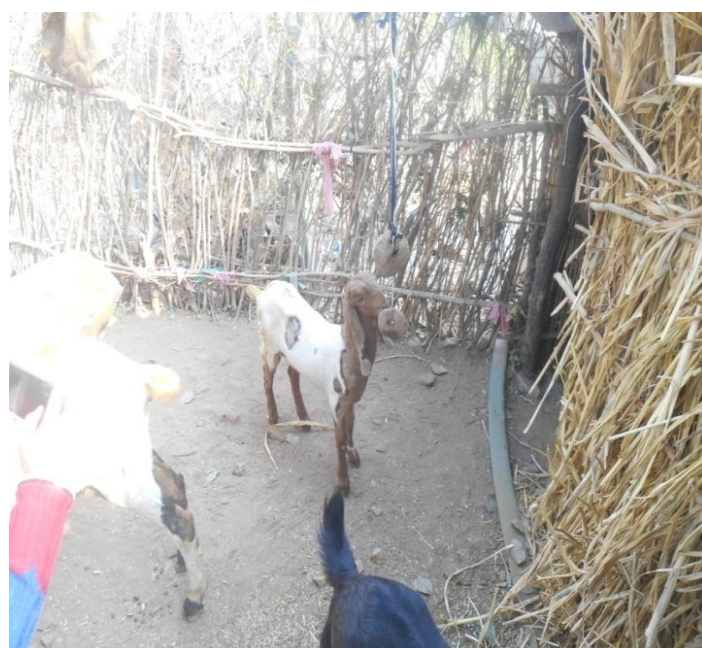
Improving livestock

SPECTRA's Sustainable Livestock Development Programme primarily comprise of dairy farming and goat rearing. This year, we trained 225 goat families 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. 211 OG families received goat through project. 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 (OG groups) members were given trainings on Heifer's

Cornerstones, SHG management, Improved Animal Management, Gender Sensitization, Kitchen Gardening and Fodder Production.



225 goat families were trained in better goat rearing practices and received goats



Activity	Number of families covered
Families trained on corner stone model	225
Improved Animal Management Practices	300
Goat placement	225
Buck placement	11
Agriculture & Kitchen garden Training	225
Gender and Justice training	225
Pashu Sakhies Training	16
Deworming done by Pashu Sakhies (women paravets)	2068

Vaccination done by Pashu Sakhies (women paravets)	369
Animal Shed Construction	180
mineral blocks for protein supplements	225
Medical kits distribution to Pashu Sakhies (Women paravets)	16
Plantation	5000
Veg Seeds/ Fruit plants	3000

Figure 6. Shows the achievements of livestock development during years ending March 2015 and March 2016

Changes in goat-rearing activities during the year

- Significant reduction in goat mortality rate by 30% in this year
- Standardisation of preventive services provided by the Pashu Sakhies (women paravet) on a user-fee basis
- Stabilization of routine preventive services like vaccination, deworming and castration at the Community level
- Increasing enthusiasm towards goat-rearing – goat families started IAM practices at their household level
- Increased awareness among SHGs members about improved animal management and goat rearing practices
- Pashu sakhies started understanding and knowledge about animal management and treatment and they are feeling have an identity for their own.
- Goat rearers started to keep the places of animal neat and clean
- Established Azola beds in their houses and using green fodder for animals
- Increased the productivity of milk in the result of fodder development
- Enhanced understanding of Goat rearers on cornerstone model

Girls Child Education

Educating the Girl Child aged 6-14 in Remote, Rural Area

Government of India is committed to achieving Universalisation of Elementary Education by 2010. This entails a special thrust on girl's education. Statistics reveal that, despite efforts made, gender disparities persist in enrolment of girls, especially in rural areas and among disadvantaged groups. This disparity is more acute in the



enrolment of backward classes and minorities girls.

SPECTRA provide an alternative educational opportunity to girls, mostly from disadvantaged sections, who have limited or no access to schools. This is done through community-based Learning Centers, where they get meaningful and stimulating education up to standard 5th and are supported to enter mainstream education. Sound foundations established at Learning Centers prepare them for a good academic future.

SPECTRA has developed identified a specific focus, developed a clear strategy, and proven the delivery model in terms of social outcomes as well as scalability. There are three elements to this strategy:

Access: By opening community-based schools, called Learning Centers, in places near the residences of the girls; by appointing women teachers; by adapting girl child friendly practices; and by involving the parents and local community.

Retention: By placing specific attention on each girl, by improving their learning achievements through innovative and meaningful education and thereby encouraging them and their parents.

Continued Education: After passing their class V exams from SPECTRA Learning Centres a majority of girls will be gone on to study in formal schools.

The **village community** is the most important part of the SPECTRA model. It has to come together as one unit to provide or develop with SPECTRA the space and infrastructure for the learning centers. They have to monitor the local learning centers diligently and gradually take over responsibility for the learning centers, in other words the education of the girl child, into their own hands.

Library set up at learning centres

We develop libraries at our learning centres with the help of resources that have been created by teachers and the girls. It has been developed through various ways such as collecting stories and essay from daily news papers, arts and drawings made by children and making stories and poems by the teachers as well as children. In addition to this, teachers visit in the village and collect old stories and folk songs for the library. We also develop innovative TLM and work sheet with the help of teachers and resource person at our learning centres.

Bal Manch

We have Bal Manch consists of 10-15 children in which there is a president who leads the group and has the responsibility to contact other children before functioning of it. Through Bal Manch, different activities like poem, songs, telling stories and games are done with them for cognitive development of the children.

Remedial Classes

We also conduct remedial classes for those children who are slow learner at our learning centres. We them the necessary guidance to help them overcome their problems, after identifying their areas of difficulty.

Level System

We have 20 level programme upto class V in which each class has 4 levels for moving into another class. 4 levels are necessary to compete and pass the exam of the year. Every month the level data format has

been filled up at all learning centres to update the level of the children and keeping the records of all centres.

Comprehensive Evaluation Method

We also do evaluation and assessment of each child at our centres after every month. The main aim of CEM is to evaluate every aspect of the child during their presence at the school. This is believed to help reduce the pressure on the child during/before examinations as the student will have to sit for multiple tests throughout the year.

Teachers Training

5 Days Residential Teacher Training are conducted for the purpose of capacity building, uniformity of understanding of the programme and improvement in academic work to all teachers of all girls' education learning centres. We provide teachers and staff capacity building training and workshop on academic and other issues including community mobilization with keeping the concern of education.



215 Girls Child Learning Centres running across 3 states including Rajasthan, Haryana & M.P. and through this programme **6,450 girls** are being benefited in which **1500 girls** have been mainstreamed this year.

Skill Development

The organization started LWE (Learning While Earning) programme in which 10th and 12th pass out student who left their education are identified in rural areas of Rajasthan. On the basis of selection criteria, we provide them skill development course (Diploma in Manufacturing Technology) along with the placement. Through this programme, we trace out the talent of rural youth which hidden somewhere in them and provide an opportunity to move ahead in their life.



This year we reached over **600 students** across Rajasthan in which **60 students** have been selected for LWE programme

People at SPECTRA

A total of 258 people comprised SPECTRA's staff strength this year. We continued to focus on increasing the pool and quality of professionals. The focus of our recruitment strategy remains on the quality and dedication of professionals.

	2014-15			2015-16		
Particulars	Male	Female	Total	Male	Female	Total
Chief Executive Officer	1	0	1	1	0	1
Programme Manager	1	0	1	1	0	1
Assistants	1	1	2	2	1	3
Coordinators	4	2	6	6	2	8
Supervisors	20	5	25	22	5	27
Field Motivators	30	150	180	30	185	215
Accountants	2	0	2	2	0	2
Office Assistant	1	0	1	0	1	1
Grand Total	60	158	218	65	193	258

Figure 7. An overall summary of SPECTRA's human resources status during years ending March 2015 and March 2016

Financials 2015-16

Balance sheet of SPECTRA for the year ending March 31, 2016

SOCIETY FOR PUBLIC EDUCATION CULTURAL TRAINING & RURAL ACTION (SPECTRA), ALWAR			
INCOME & EXPENDITURE ACCOUNT			
FOR THE YEAR ENDED - 31st MARCH, 2016			
EXPENDITURE	AMOUNT	INCOME	AMOUNT
<i>Indirect Expenses (Indin)</i>		<i>Indirect Incomes (Indin)</i>	
To Exp. For IMPACT Mewat	6,601,359	By Amount Rec. From IMPACT Mewat	6,601,359
To Exp. For IMPACT RBL	1,291,090	By Amount Rec. From IMPACT RBL	1,291,090
To Exp. For IMPACT Alwar	4,796,404	By Amount Rec. From IMPACT Kishangarh Bass	4,796,404
To Exp. For IMPACT Khargone	2,305,040	By Amount Rec. From IMPACT Khargone	2,305,040
To Exp. For IMPACT Banswara	2,328,282	By Amount Rec. From IMPACT Banswara	2,328,282
To Exp. for Letz Dream Foundation	2,427,527	By Amount Rec. From Letz Dream Foundation	2,500,853
To Exp. for NABARD Prog	121,216	By Amount Rec. From NABARD	147,700
To Exp. for NRHM & CMHO	480,280	By Amount Rec. From NRHM & CMHO	510,474
To Exp. for Saint Gobain	134,231	By Amount Rec. From Saint Gobain	129,984
To Exp. for Save Water Awareness & Plantation	265,395	By Amt. Rec. Save Water Awareness & Plantation	265,395
To Bank Charge Exp	1,139	By Bank Interest Rec.	131,400
To Restless Project NGO Contribution Exp.	64,350	By Amount Rec. From SHG by ICICI Bank	318,080
To Advertisement Exp.	5,450	By Donation Rec.	161,561
To Computer, Camara Repair & Accessories	22,378	By Facilitation Charges (SHG)	346,084
To Electricity & Water Exp	36,510	By CUTS	10,000
To ESI Exp. SPECTRA	11,099	By Sundry Income	289,018
To Neharu Yuva Kendra	66,505	By FLC (PNB)	3,545
To Azla Anudan	7,200	By Neharu Yuva Kendra	67,500
To Legal & Professional	38,000		
To Miscellaneous Exp.	2,500		
To News Paper & Magazine Exp.	4,703		
To Office Exp.	71,184		
To Office Rent Exp.	20,000	By Amount To Be Receivable for Donors	4,247
To Other Activities exp.	33,732	Saint Gobind	4,247
To Postage & Courier Exp.	537		
To Printing & Stationary Exp.	24,946		
To Repair & Maintenance Exp	4,960		
To Staff Salary	8,870		
To Staff Welfare	6,422		
To Stipend	5,000		
To Telephone Mobile & Internet Exp.	21,577	<i>Indirect Incomes (Foreign)</i>	
To Tour & Travelling Exp	17,927	By Heifer (SLDP)	664,530
To Vermi Compost Anudan	15,300	By Restless Project	298,378
To Depuration	256,303	By Bank Interest	1,575
<i>Indirect Expenses (Foreign)</i>			
To SLDP (Heifer)	664,530		
To Restless	298,378		
To General Exp.	1,620		
<i>TO Excess of Income Over Expenditure</i>	<i>710,554</i>		
TOTAL	23,172,498	TOTAL	23,172,499

प्रबंधक, अलवर
Alwar
Date 7/7/16



As per Separate Audit Report of even Date Annexed her with
for ASHISH AGARWAL & CO.
Chartered accountants

Part.
M. No.

418705



FCRA Report of SPECTRA for the year ending March 31, 2016

FCRA

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

INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED -31ST MARCH,2016

EXPENDITURE	AMOUNT	INCOME	AMOUNT
To SLDP (Heifer)	664,530	By Heifer (SLDP)	664,530
To Livestock and Freight	387,948	Add: Fund	977,794
To Horticulture and Freight	1,930	Add: Bank Interest	6,533
To Agriculture Equipment & Supply	50,152	Less: Balance Grant	319,797
To Trainings	216,500		
To Technical Service & Evaluation	8,000		
To Restless Project	298,378	By Restless Project	298,378
To Programme	251,750		
To Project Administration Costs	46,628	By Bank Interest	1,575
To General Exp.	1,620	<i>Excess of expenditure over income</i>	45
TOTAL	964,528	TOTAL	964,528

As per Separate Audit Report of even Date Annexed her with

for **ASHISH AGARWAL & CO.**

Chartered accountant

Alwar

Date 7/7/16



Ashish Kumar Agrawal)

Part

M. No. 418705

Funding and Supporting Agencies

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

Legal Status

1. 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 101/96-97.
2. SPECTRA is also registered under FCRA Act, 1976 and the registration number is 125420041.
3. ESI Registration no. - ESIC 54321
4. PF. Registration no. - RJ/RAJ/0029361 comp II 1561
5. PAN No. - AABAS5721J
6. TAN No: JPRS15400A
7. SPECTRA also registered Under 12 AA Registration no 761 and 80 G – Registration no. 3115 of Income Tax Department.
8. Empanelment with National CSR HUB at TISS, Mumbai

Spectra Location and Contact

Alwar

SPECTRA

E-11, Patel Nagar Mannaka Road,
Alwar-301001, Rajasthan
Mob. - 09414857385, 9783282273
Email: spectraalw@gmail.com
Website: www.spectraalwar.org

Khargaon

Dhulkot Road, Brilliant School, Block
Bhagwanpura, district Khargaon,
M.P
Mob: 9479637210
Email: spectra_alw22@hotmail.com

Banswara

SPECTRA

Kalinjara, NH, 113, block Bagidora,
District Baswara
Mob: 8504086769
Email: spectra_alw22@hotmail.com

Nuh-Mewat

SPECTRA

Punjabi Colony near Madarsa
Paldi Road, district Nuh, Haryana
Mobs: 9587889958
Email: spectra_alw22@hotmail.com