

SPECTRA ANNUAL REPORT 2023-24

AGENDA



SPECTRA's Vision and Strategy

Interconnected Intervention Programs

Quality Education for Girls

Health & Nutrition

Youth Empowerment

Water & Sanitation

Environment Development

Financial Literacy and Inclusion

Governance and Impact Structure



SPECTRA

VISION AND STRATEGY

FOREWORD

As we unveil SPECTRA's journey for the financial year 2023-24, we take a moment to reflect on the challenges faced and our unwavering commitment to serving communities. Over 28 years of grassroots community service, we have focused on reaching the last mile and building strong connections. Despite the enduring impacts of the COVID-19 pandemic and a slow global economy, our dedication to livelihood security, economic justice, basic human rights and institutional building has remained steadfast.

This year, we expanded our efforts across various areas of intervention, including quality education for girls, health and nutrition, youth empowerment, water and sanitation, environmental development, financial literacy and inclusion, livelihood enhancement and natural resource management. We showed how important sustainable development is by making sure our projects really support the UN's Sustainable Development Goals (SDGs) and match what the communities we work with truly need and hope for.

Our initiatives aimed at empowering marginalized communities, providing essential support and resources for their socio-economic development and overall well-being. These efforts are a testament to our dedication to uplifting the most vulnerable sections of society. Our collaborations with global and local partners highlight the power of unity and shared responsibility in addressing global challenges.

This report is not just a reflection of our activities over the past year, it is a narrative of resilience, achievements and the unwavering spirit of the communities we partner with. We extend our heartfelt gratitude to our partners, donors and team members, whose support has been the cornerstone of our progress. As we look to the future, our determination to catalyze positive change remains strong. Together, we have logged paths toward sustainable development ensuring the voices of the marginalized are not just heard but acted upon.



Pradeep Singh Pundhir Executive Director



ABOUT SPECTRA

Founded in 1996 and registered under the Societies Registration Act of 1958, the Society for Public Education, Cultural Training & Rural Action (SPECTRA) is based in Alwar, Rajasthan. SPECTRA was created with the envision to combat unemployment, lack of education for girls, exploitation of women and children, domestic violence, environmental degradation, and social stigma in Alwar District. Led by Mr. Pradeep Singh Pundhir and other young activists united to address these challenges, SPECTRA was officially registered on October 31st, 1996.

For the past 28 years, SPECTRA has been a catalyst for change across Rajasthan, Madhya Pradesh, Haryana, and Himachal Pradesh—working hand in hand with communities to uplift lives and build a more inclusive future. Guided by democratic values and a strong commitment to women's voices in decision-making, SPECTRA champions the rights and needs of underserved rural populations. The organization focuses on child rights, women's development, environmental sustainability, food security, sanitation, education, rural income generation, and community empowerment. SPECTRA's core strategy is to develop sustainable livelihoods and enhance the quality of life for marginalized communities by leveraging local resources in collaboration with the community.

Vision:

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

Mission:

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



OBJECTIVES OF THEORGANIZATION

- To improve the socio-economic condition of the small and marginalized section of the community particularly tribal and women through various integrated rural development initiatives and innovations.
- ✓ To develop and implement poverty focus participatory approach in watershed development and water resource development program, which is sustainable and can be replicable to other areas of Rajasthan.
- ✓ To establish village base institutions such as society, saving and thrift credit group, SHGs etc. for strengthening the process of participatory development in field of agriculture, health etc.
- ✓ To setup knowledge centers for the rural peoples in the areas of watershed development and other aspects of NRM base livelihoods.
- ✓ To promote organic production and their marketing in the area of agriculture.
- ✓ To build the capacity of community for self-reliant so that they can be able to identify their problems and self-develop the solution through team spirit.
- ✓ To mainstream the drop out children into education system.
- ✓ To encourage implementation and use of new tools and techniques by teachers for improvement in quality of elementary education.
- ✓ Promote respiratory health through better prevention, detection, treatment, and education efforts.
- ✓ Reduce illness, disability, and death related to tobacco use and second-hand smoke exposure.
- ✓ Increasing access to care and improving health outcomes for people living with HIV and AIDS.



SPECTRA

• INTERVENTION AREAS OF THE ORGANISATION

INTERVENTION AREAS OF THE ORGANIZATION



OVERVIEW

Intervention Area	Activity/Program	Key Data/Statistics	
Early Childhood Care	Balwadi Program	302 children enrolled in 9 Balwadis	
Education	Non-Formal Education (NFE) Centers	182 out-of-school children enrolled; 62 mainstreamed	
	Learning Centers for Remedial Education	221 children supported	
Health	Health Camps	9 camps; 690 beneficiaries	
	Weekly OPD at Resource Center	1,201 patients treated	
	ANM Services	963 patients examined	
	Health Awareness Sessions	15 sessions; 464 participants	
	COVID-19 Awareness & Relief	2,354 dry ration kits distributed; 67 awareness camps	
Women Empowerment	Self-Help Groups (SHGs)	9 SHGs formed; 114 women members	
	Skill Development – Stitching	93 girls trained in two batches	
	Skill Development – Beauty Culture	67 girls trained	
Livelihood	Computer Education Program	125 youth trained	
	Life Skill Training	103 girls trained	
	Job Placement Support	28 students placed	
Disability Support	Inclusive Education & Therapy	24 children supported through education and therapy	
	Assistive Devices Distribution	38 children supported	
Community Development	Community Meetings/Engagement	110 community meetings conducted	
	Capacity Building of Community Leaders	45 leaders trained	
	Parent Meetings	47 meetings conducted	
Advocacy & Rights	Interface with Govt Departments	8 meetings facilitated	

QUALITY EDUCATION FOR GIRLS



Quality Education for Girls

SPECTRA's Girl Child Program

In collaboration with IIMPACT, TAP India, and Saint-Gobain, SPECTRA Organization is implementing **Girl Child Program.**

SPECTRA operates **161 learning centers** in Mewat Region of Rajasthan and Haryana focused on enhancing girls' education by improving access, retention, and academic outcomes.

This initiative combats child marriage and labor, re-integrates girls who have dropped out. through the "Learn While Earn" program, rural students receive financial aid and job placement support.

The program's overarching goal is to enroll as many girls as possible in government schools, safeguarding them from early marriage and labor while promoting their overall well-being.

Creating an Impact

A quiet revolution is taking root in the hearts of villages—one that begins in the minds of young girls and is echoed by the pride in their parents' eyes. Through the efforts of our learning centers, not only have academic performances soared, but a powerful cultural shift is underway.

Girls who once hesitated to dream beyond the boundaries of their villages are now stepping confidently into classrooms, fuelled by curiosity and ambition. Parents, too, are becoming champions of change—encouraging their daughters to pursue higher education in nearby towns and cities, breaking long-held barriers with every decision.

Collaboration and **Achievements**

Milestones:

- **161** Operational Girls' Education Learning Centers.
- **4,823** Girls enrolled in Learning Centers.
- **1,445** Girls transitioned to

Regular Connects

- Child Mother Committee (CMC)
 Meetings: Held monthly to share
 educational progress and address any
 concerns.
- Monthly Teachers' Meetings (MTMs):
 MTMs review educational achievements and plan for the upcoming month
- Project Review Meetings (PRMs):
 PRMs allow staff to discuss their progress and resolve administrative challenges.



HEALTH & NUTRITION: KEY ACHIEVEMENTS OF HEALTH PROGRAM

HEALTH & NUTRITION

SPECTRA's HEALTH PROGRAM SPECTRA Organization, in collaboration with SAINT-GOBAIN, SWASTI, and other support agencies, addresses health and nutrition in rural areas through various initiatives.

- These include training of health workers, monitoring child growth, conducting health camps, creating kitchen gardens, and promoting sanitation and nutrition.
- We also run HIV/AIDS awareness programs and commemorate World AIDS Day to enhance community health and prevent disease.
- The health of individuals, particularly women and children, significantly impacts community development, and in rural areas, poor health remains a critical issue. Many health problems are related to poor nutrition, anemia, lack of access to clean drinking water, and inadequate sanitation facilities.

Key Achievements:

Child Growth Monitoring: Since 2015, the Child Growth Monitoring initiative has been benefitting 445 children across 21 villages in improving the overall health and development of children in the rural communities.

Health Promoters: A team of 42 dedicated health promoters is supporting 1,859 families by addressing critical health issues that impact their well-being and quality of life.

Anemia Detection Camps: Seventeen anemia detection camps facilitated in identifying and addressing anemia in 124 women and children.

Sanitary Napkin Program: The program launched across nine villages, benefiting 157 women by ensuring access to sanitary napkins to improve their health, comfort, and dignity during menstruation.

Adolescent Training Programs: The Adolescent Training Programs focused on empowering 187 young adults and 11 young mothers on reproductive health and gender awareness.

Food Demonstrations: This initiative has conducted 90 educational sessions on improving household nutrition in rural communities. The program has supported the creation of 11,849 kitchen gardens, contributing to a reliable source of vegetables, herbs, and fruits, helping to enhance food security and nutrition.

HIV/AIDS Awareness: SPECTRA is leading a vital initiative to raise mass awareness about the prevention of HIV/AIDS, targeting women, youth and the wider community which was crucial in reducing the incidence of new infections and helping create a more informed, health-conscious and supportive community.



YOUTH EMPOWERMENT: TECHNOLOGY ENABLED GIRLS AMBASSADOR ADVOCATES (TEGA) PROGRAM

YOUTH EMPOWERMENT

Youth Empowerment Programs

SPECTRA runs a dynamic youth empowerment program aimed at involving young people in community decision-making and enhancing their capacities.

- With the support of Nehru Yuva Kendra (NYK) and Restless Development, this program focuses on empowering youth through active participation in key projects like the Technology Enabled Girls Ambassador Advocates (TEGA) Program and the Youth Accountability Advocate (YAA) Program, which advocate for gender equality and sexual health.
- Youth empowerment is about recognizing the voice and potential of young people, giving them a platform to contribute to community development.
- It involves integrating youth into education, community initiatives and decision-making processes as well as enhancing their capabilities and role in society.
- Youth empowerment harnesses the inherent power of young people, enabling them to make a positive impact on the world.

Technology Enabled Girls Ambassador Advocates (TEGA) Program

- The TEGA project, launched for the first time in India, is an innovative research initiative that engages girls aged 18-21 as researchers in their own communities.
- These girls conduct research in their villages, focusing on the behaviors, attitudes and experiences of girls aged 13-18.
- Using mobile apps to collect data, TEGA not only enables girls to gain technical skills but also provides them with local employment opportunities.
- The research explores physical and behavioral changes among adolescent girls, contributing valuable insights to the community.

Youth Accountability Advocate (YAA) Program:

- This program focuses on advancing the commitments of FP2020 and Sustainable Development Goal (SDG) 5, which aims to achieve gender equality and empower all women and girls.
- Five trained Youth Accountability Advocates work on key issues such as sexual and reproductive health and rights (SRHR), child marriage, gender-based violence and gender equality.
- Their work involves collecting data will inform advocacy

efforts targeting both national and international progress indicators related to FP2020 and SDG 5.



WATER & SANITATION: KEY ACHIEVEMENTS OF WATER AND SANITATION PROGRAM

WATER SANITATION

Water & Sanitation:

Supported by the Letz Dream Foundation (LDF), Kasturba Gandhi Balika Vidyalayas (KGBVs), and the Swachh Bharat Mission, SPECTRA promotes hygiene and sanitation while advancing key initiatives such as achieving Open Defecation Free (ODF) status and the National Rural Drinking Water Programme (NRDWP). The PRAJWALA-WASH project, specifically, enhances WASH (Water, Sanitation, and Hygiene) facilities and hygiene practices within KGBVs.

- Maintaining personal hygiene and proper sanitation is vital for individual, social, and psychological health, as it prevents the spread of diseases and infections.
- By fostering good hygiene and sanitation, SPECTRA aims to significantly reduce disease and improve community health outcomes.
- In collaboration with support agencies and through active participation in flagship programs, SPECTRA has been dedicated to raising awareness, mobilizing communities, and improving water and sanitation infrastructure.
- This includes constructing toilets, water tanks, and water filters, as well as forming community-led Pani Samitis to ensure sustainable management of water resources.

Key Achievements of Water and Sanitation Program:

- 127 new toilets now stand tall across six villages, not just as structures, but as symbols of dignity, safety, and better health for hundreds of families.
- With water tanks installed in five villages and 21 schools, 2,910 families and 3,078 students now enjoy access to clean drinking water—cutting down the risk of disease and uplifting daily life, one drop at a time.
- Installed 49 water filters in communities, providing safe and clean drinking water to 4,606 individuals, thereby preventing waterborne illnesses and promoting better hygiene practices.
- Established 13 Pani Samitis (Water Councils) in 17 villages to increase community participation in managing water resources, improving access to clean water, sanitation, and overall public health.
- At Kasturba Gandhi Balika Vidyalayas (KGBVs), the PRAJWALA-WASH initiative is nurturing young minds through hygiene training and capacity-building. From menstrual hygiene to handwashing habits, students are learning the tools for healthier lives—and sharing them beyond school gates.



ENVIRONMENT DEVELOPMENT: KEY ACHIEVEMENTS OF THE PROGRAM



ENVIRONMENT DEVELOPMENT

Environment Development:

- SPECTRA promotes environmental development through a multi-disciplinary approach, focusing on climate adaptation, agro-meteorology and water budgeting.
- Supported by organizations like Letz Dream Foundation (LDF), The Hans Foundation (THF), RIST, CSR, and NABARD,
- SPECTRA implements key initiatives aimed at enhancing ecosystem health and community resilience.
- These initiatives include planting suitable tree species, promoting sustainable pest control, supporting wormi-composting, installing drip irrigation systems and demonstrating the use of solar energy.
- The overarching goal is to foster sustainable development, protect the environment and improve the well-being of rural communities.

Achievements of Environmental Development Program:

Multi-disciplinary Approach: SPECTRA has adopted a comprehensive approach to addressing climate change by engaging stakeholders in policy-focused discussions, developing evidence-based risk mitigation strategies and implementing participatory solutions that help vulnerable communities adapt to the impacts of climate change.

Tree Plantation: SPECTRA is leading an initiative to improve goat rearing practices and enhance livelihoods in Alwar and Khairtal Districts, particularly for vulnerable women. Through the plantation of 6,600 shade, fruit and fodder trees, 600 beneficiaries have seen improvements in their living conditions while contributing to ecological regeneration.

Sustainable Pest Control: By promoting the use of Amrit Jal, an organic, locally produced pest control solution, SPECTRA has benefited 350 farmers. This eco-friendly alternative enhances soil health reduces pest infestations and lowers farming costs resulting in improved crop yields and contributing to environmental conservation.

Wormi-composting for Agricultural Sustainability: SPECTRA has provided training to over 3,000 farmers in wormi-composting techniques a critical practice for improving soil health, boosting crop yields and reducing greenhouse gas emissions, thereby advancing sustainable agricultural practices.

Drip and Mini Sprinkler Irrigation Systems: Through converging efforts, SPECTRA has assisted 27 farmers in installing drip and mini sprinkler irrigation systems. These systems are highly water-efficient; saving 40-60% of water compared to traditional methods, and have increased crop productivity by 10-20% fostering more sustainable farming outcomes.

Solar Energy for Irrigation: SPECTRA has installed 22 solar panels on tube wells, enabling farmers to harness solar energy for irrigation purposes. This initiative supports sustainable farming by improving cost efficiency and reducing environmental impact through the use of clean and renewable energy.

Regenerative Agriculture: Specialized training in regenerative agriculture techniques, such as cover cropping, crop rotation, no-till farming and composting, has been provided to 35 farmers. These practices improve soil health, retain moisture and sequester carbon, supporting both enhanced agricultural performance and ecological sustainability.



FINANCIAL LITERACY AND INCLUSION: FINANCIAL LITERACY PROGRAM WITH SHGS



FINANCIAL LITERACY AND INCLUSION

Financial Literacy and Inclusion:

SPECTRA focus on improving financial literacy and inclusion among rural communities, especially targeting vulnerable groups and women who often face barriers to accessing mainstream financial systems.

To address this, SPECTRA has developed long-term strategies to raise awareness, provide education and facilitate access to financial systems for these communities.

- Financial Literacy Program with SHGs: SPECTRA educate women in Self-Help Groups (SHGs) on financial management, teaching them the importance of small savings, domestic budgeting and avoiding unnecessary expenditures.
- This program equips women with practical skills to manage their finances effectively.

E-Shakti Project (Digitization of SHGs):

With the power of digital innovation and grassroots action, SPECTRA is turning the tide for women in rural communities through NABARD's E-Shakti initiative. By digitizing Self-Help Group (SHG) data using smartphones and the dedicated efforts of SHG animators, we're bridging the gap between women and the financial world.

This digital leap is transforming the way SHG members interact with banks—making financial services faster, smoother, and more accessible. Credit, savings, and banking support are no longer complex hurdles, but tools within reach.

Women Empowerment: SPECTRA takes a multidimensional approach to empower women and promote sustainable livelihoods.

This includes organizing women, enhancing financial literacy and inclusion, and building local skills for climate-resilient, low-carbon livelihoods, with a focus on improving overall well-being and creating a more equitable future.

FINANCIAL LITERACY AND INCLUSION contd...

Women Empowerment:

- Gender Equality: SPECTRA ensures women's inclusion in all activities, with gender considerations embedded in every initiative. By prioritizing both men and women equally, SPECTRA aims to create a level playing field through a variety of gender-sensitive interventions.
- Mahila Suraksha Evam Salah Kendra (MSSK): In collaboration with the
 Department of Women Empowerment, Government of Rajasthan,
 SPECTRA runs MSSK at NEB Police Station in Alwar. MSSK focuses
 on family well-being by resolving family disputes through legal, social
 advice and counseling services.
- Strengthening Self-Help Groups (SHGs): SPECTRA has organized 675 SHGs in Rajasthan, 4,489 in Haryana, and 2,487 in Himachal Pradesh. These groups serve as platforms to address issues like financial inclusion, healthcare, education, livelihoods, and the environment, linking members to banks and other financial services.
- Monthly Meetings of SHGs: SHGs hold monthly meetings focused on saving, thrift activities and managing loan repayments. Across 305 SHG groups, the members collectively save an average of Rs. 563,800 per month, amounting to Rs. 19,233,100 in total group savings. 95% of these savings are used for internal loans, meeting daily financial needs and initiating micro-businesses. In the last financial year, SHG members received Rs. 23,983,777 in loans from banks and financial institutions

- Women Farmers Club: SPECTRA has established 25 Women Farmers Clubs in partnership with NABARD, helping SHG members adopt improved agricultural techniques and strengthen their livelihoods.
- Joint Liability Groups (JLGs): SPECTRA has facilitated the formation of 150 JLGs, each comprising four members who collectively access loans under formal agreements. With support from NABARD and PNB Bank, these groups receive loans at a 0.7% interest rate, helping marginal farmers enhance their livelihoods through sustainable agriculture.
- Formation of Livelihood Groups (LGs): SPECTRA has organized 24 livelihood groups, providing women with training in improved goat-rearing practices, herd management and collective marketing strategies. These efforts empower women to learn, earn and grow together.
- Farmer Producer Companies (FPCs): SPECTRA has facilitated the establishment of two producer companies—Spectra Adarsh Utpadak Mahila Producer Company Limited and Alwar Mahila Sangam Producer Company Ltd. These FPCs engage in a wide range of business activities, including poultry farming, dairy value chains, seed production and the manufacture of locally made products like pickles, spices and wormicompost. This initiative provides marginalized women with economic opportunities, boosting their incomes and empowering them.
- Uddan Mahila Manch A Women Federation: Through platforms like SHGs, clusters and federations provides capacity-building opportunities for women leaders. SHG members have received skill training in various handicrafts, allowing them to create and sell their products locally. Uddan Mahila Manch aims to market these products under the SPECTRA's Rajasthani Craftworks Brand, ensuring long-term economic empowerment for these women.

LIVELIHOOD ENHANCEMENT: ACHIEVEMENTS IN LIVELIHOOD ENHANCEMENT



LIVELIHOOD ENHANCEMENT

SPECTRA is committed to enhancing livelihoods by equipping local communities with the skills needed to provide in-demand products and services while promoting climate-resilient, low-carbon livelihoods. With the decline of traditional skills in many rural areas, communities increasingly rely on external expertise to meet local needs. To counter this, SPECTRA focuses on strengthening local demand-supply chains and diversifying livelihoods through activities such as vulnerability assessments, community-based adaptation planning, support for diversified livelihood opportunities, and disaster risk reduction.

Achievements in Livelihood Enhancement:

- Women-led Livelihoods: SPECTRA has introduced interventions in agriculture, animal husbandry and entrepreneurship to help women in rural communities increase their income through innovative and improved methods.
- Agriculture-based Livelihoods: SPECTRA's Krishi Sakhis (women agricultural leaders) conduct village-level campaigns and help select SHG farmers to boost their income through training in improved agricultural practices (Grameen Ajeevika Pathshalas), cash crop cultivation, intercropping, and establishing Technology Demonstration Centers (Pilot Plots). They also connect farmers with technical institutions and markets to create stronger backward and forward linkages.

- Dairy-based Livelihoods: SPECTRA's Pashu Sakhis (women animal care leaders) lead monthly meetings and training on dairy animal care, including feeding, housing, and health. These efforts have led to a 40% increase in milk yields. More than 1,150 farmers have been linked with Milk Collection Centres, ensuring a fair price for their milk and improving market access.
- Dairy Value Chain (I-Milk): SPECTRA's Farmer Producer Organizations (FPOs) have launched a dairy value chain business called "I-Milk," which collects and supplies milk to local hotels. Despite initial challenges, the business has grown with 150 farmers now supplying 600 liters of milk per day. The FPO collaborates with Saras, Lotus, and Mother Dairy to expand milk collection.
- Goat-based Livelihoods: SPECTRA supports over 2,600 goat-rearing families by providing technical inputs and services through Pashu Sakhis. This ensures better yields throughout the year. Beneficiaries are added through the "Goat Pass on Gift" method, which helps extend the impact of the program.
- Women Entrepreneurs: SPECTRA promotes entrepreneurship among women by providing them with market knowledge and financial assistance. Women in SHGs can access loans to start small businesses in their villages, reducing their reliance on agriculture and animal husbandry as sole sources of income.

LIVELIHOOD ENHANCEMENT contd..

- Integrated Livelihood Development Program (ILDP): ILDP targets 5,000 households, including 2,400 ultra-poor and 2,600 poor families, across five Gram Panchayat. The goal is to increase household income by Rs 55,000-60,000 over five years. The project focuses on SHG formation, financial linkages, livelihood diversification, livestock development, market linkages, and access to government entitlements.
- GATI (Governance for Policy Action Transmission & Information): In partnership with Letz Dream Foundation and Veddis Foundation, SPECTRA implements the HSRLM and HPSRLM programs to improve the standard of living for women through profitable business activities. The project supports 6,976 SHGs and 72,886 SHG members, facilitating financial inclusion and livelihood promotion. In Haryana, 27 CLFs, 4,489 SHGs and 48,025 members are involved, while in Himachal Pradesh, the project supports 10 CLFs, 2,487 SHGs, and 24,861 members.

- Improving Goat Rearing Practices: In collaboration with THF and RIST, SPECTRA focuses on empowering vulnerable women through technical training in goat rearing. This initiative equips 260 women with skills for sustainable goat farming, helping them achieve greater economic independence
- OFPO Development Program Supported by NABARD: SPECTRA, with support from NABARD, has initiated a Mini OFPO (200 members) in Village Ismailpur. The program focuses on empowering 675 households involved in leather craft by introducing a range of designed products such as Jutti, Mojaris, shoes, purses, and belts. The initiative aims to develop artisan skills, promote market opportunities, and foster producer collectives in small industries.
- OFPO Development Program Supported by NABARD: SPECTRA, with support from NABARD, has initiated a Mini OFPO (200 members) in Village Ismailpur. The program focuses on empowering 675 households involved in leather craft by introducing a range of designed products such as Jutti, Mojaris, shoes, purses, and belts. The initiative aims to develop artisan skills, promote market opportunities and foster producer collectives in small industries
- Livelihood Enterprises Development Program (LEDP) Supported by NABARD: The LEDP training to SHG groups in Kishangarh Bas and Umrain blocks, aiming to create sustainable livelihoods for SHG members. SPECTRA trained 120 SHG members in improved goat management and goat rearing techniques, offering 10-day training sessions to enhance their capacities and support their livelihood activities.
- Micro Enterprises Development Program (MEDP) Supported by NABARD: SPECTRA conducted a 15-day MEDP training for 30 women in tire craft, jute waste, and woodcraft work. The program helped local micro-entrepreneurs build sustainable businesses through training, mentorship, and the implementation of best practices. Participants created products such as bags, hammocks, wall hangings, and belts using recycled materials, contributing to environmental sustainability and income generation.



NATURAL RESOURCE MANAGEMENT: INITIATIVES AND ACHIEVEMENTS



NATURAL RESOURCE MANAGEMENT

Natural Resource Management (NRM) focuses on the sustainable use of natural resources to meet present and future human needs while ensuring ecosystem health. SPECTRA emphasize community engagement and capacity building, especially among women to manage and share the benefits of natural resources. This includes both conserving existing resources and developing new ones.

Initiatives and Achievements:

- Water Resource Development and Management:
- This initiative addresses water resource management for agriculture, drinking water, sanitation, and industrial use. With support from the Centre for Social Research, SPECTRA renovated two village ponds in Lapala and Dadhikar in Umrain. Pond restoration enhances groundwater recharge, provides reliable water sources for livestock and domestic use, and improves biodiversity and aesthetics.
- Azola Units: Azola, a green fodder, is being used by farmers to boost the nutritional value of livestock feed. This year, SPECTRA trained 300 households on cultivating Azola in their backyards, promoting improved livestock rearing practices. The initiative raises awareness of Azola's benefits and its role in enhancing livestock health and nutrition.
- Mineral Mixture Production: SPECTRA supported 300 households in producing a mineral mixture for livestock, an effective, low-cost solution using locally available ingredients. Azola also emerged as a key preventive measure, enhancing livestock immunity and reducing the occurrence of common diseases.

- Agriculture Development: SPECTRA aims to boost agricultural productivity through modern farming techniques, crop diversification and soil health improvement. By adopting sustainable practices, farmers increase their yields, protect degraded soils, and build resilience against climate variability. Key achievements include:
- 88 hectares of farmland under the System of Root Intensification (SRI), benefiting 88 farmers.
- 30 cash crop cultivation demonstrations on 30 hectares of farmland for vegetable crops.
- Promotion of organic farming with 110 vermicompost beds established across 24 villages and 25 training sessions held.
- 289 farmers have adopted sustainable agriculture practices, such as SRI, organic amendments, and Amrit Jal for pest control.
- Distribution of 130 soil health cards to farmers in 22 villages for improved
- nutrient management.
- System of Root Intensification (SRI) Program: The SRI program has reached over 1,000 farmers across 30 villages. SPECTRA promoted SRI techniques through exposure visits, training and regular village meetings. The program also organized 20 training sessions for 100 women's groups on SRI techniques and crop management.

NATURAL RESOURCE MANAGEMENT: WATERSHED DEVELOPMENT PROJECTS



Watershed Development Projects: Supported by NABARD, the Jhiwana-Khori and Hamirpur Watershed Development Projects cover 625 and 1,209 hectares respectively. In the Community-Based Planning (CBP) phase, awareness campaigns, Gram Sabhas, PRA exercises, and other meetings helped foster community involvement. Initial watershed development activities focused on a small demonstration area using a participatory approach. After the CBP phase, the projects will move to the Full Implementation Phase (FIP) under a tripartite MOU between the Village Watershed Committee, PFAs and NABARD. A detailed four-year project report has been submitted for approval to NABARD, after which implementation will begin with full community participation.



SPECTRA

- GOVERNANCE AND IMPACT STRUCTURE



Total Years of Experience in **Expertise** Related Name Post Field 17 Pradeep President Expertise in Social Engineering the processes, programming and implementation. Working as a Kumar years Social Catalyst and Building the Team. Govind Multi nation exposure, expertise in microfinance Secretary and federation, papers published in different journal Singh years of India and abroad. 14 Kusum Treasurer Justice in nature and profession; expertise in Gender Training and Advocacy work, Research, Lata years Entrepreneurship and Team Building. Chauhan 27 Mahesh Vice President Expertise in Strategic Planning, Institutional Chauhan Development, Project Management and years Capacity Building. 15 Ramesh Co-Secretary Expertise in Sector Reform and Participatory Meena Rural Governance. years Rajni Singh Expertise in Research Work and Gender Training. 8 Member Rajawat Years IIM Graduate, expertise in Education and 13 Rajkumar Member Corporate Banking. years

SPECTRA'S TEAM

Executive Director

One Executive Director leading the team

Core Team Members

• 10 members forming the core team

Managerial Staff

• 16 staff members in managerial roles

Supervisory Staff

• 74 staff members in supervisory positions

Field Level Staff

• 195 staff members working at the field level

Total Team Strength

• 296 members including professionals, engineers, thematic experts, and grassroots level workers

Particulars	Male Staff	Female Staff	Total Staff
Executive	1	0	1
Director			
Core Team Members	8	2	10
Managerial Staff	13	3	16
Supervisor y Staff	46	28	74
Field Level Staff	9	186	195
Total	77	219	296

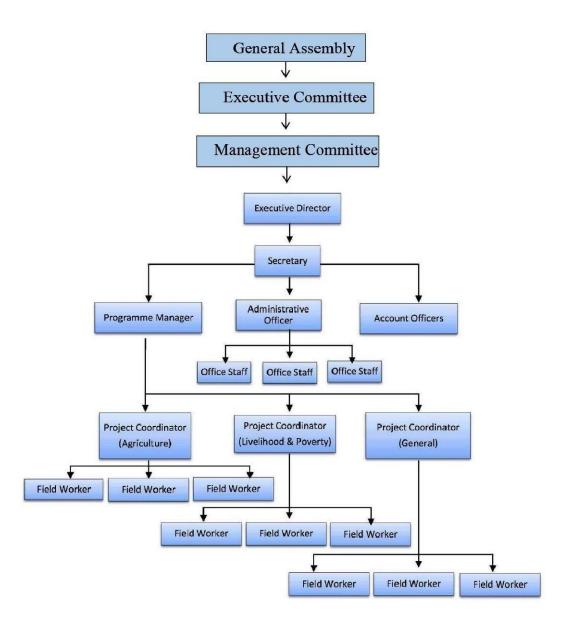


S. No.	Office Name	City	State
1.	Head Office	Patel Nagar, Alwar	Rajasthan
2.	Program Office	Katoriwala, Alwar	Rajasthan
3.	Field Office	Kishangarh, Alwar	Rajasthan
4.	Field Office	Rajgarh, Alwar	Rajasthan
5.	Field Office	Tehla, Alwar	Rajasthan
6.	Field Office	Thanagazi, Alwar	Rajasthan
7.	Field Office	Hamirpur	Rajasthan
8.	Field Office	Khora Kalan	Rajasthan
9.	Field Office	Firozpur Jhirka	Haryana
10.	Field Office	Badkali	Haryana
11.	Field Office	Rewari	Haryana
12.	Field Office	Shimla	Himachal Pradesh



Name of the States	Name of the Districts	Number of Blocks	Number of Household
Rajasthan	3	11	45000
Haryana	22	143	101250
Himachal	10	37	63763
Total	35	191	210 013







DONORS AND PARTNERS

- Ø IIMPACT Gurgaon
- Ø Letz Dream Foundation Gurgaon
- Ø NABARD, Jaipur, Rajasthan
- Ø CAC
- Ø Grameen foundation
- Ø NCRI, Hyderabad
- Ø Restless Development
- Ø THP India
- Ø NRHM & PMO
- Ø Forest Department and JICA (Japan International Corporation Agency)
- Ø EU-State Water Resource and Planning Department, Rajasthan
- Ø Govt. Departments.
- Ø CEE (Centre for Environmental Education)
- Ø IGSSS (Indo Global Social Service Society)
- Ø Chetna, Ahmadabad
- Ø Heifer International
- Ø CMS
- Ø NJJM
- Ø MTV Nished
- Ø Saint Gobain
- Ø Center for Social Research





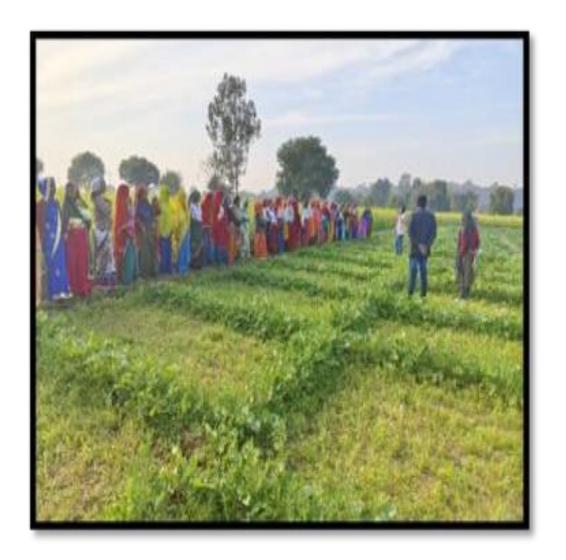
Name of Organization Society for Public Education, Cultural Training & Rural Action (SPECTRA Organization) **Registration Number and Date** 101/Alwar/1996-97 dated 31-10-1996 Act under which registered Rajasthan Societies Registration Act 1958 Permanent Account Number AABAS5721J dated 31-10-1996 (PAN) under Income Tax Act Registration under 80G AABAS5721JF20214 dated 28-05-2021 Registration under 12AA AABAS5721JE20214 dated 28-05-2021 FCRA Registration 125420041 dated 12-02-2021 CSR – 1 Form Registration CSR00001773 dated 12-04-2021 **ESI Registration** RJ/RAJ/0029361/comp II/1561 dated 22-05-2023 **Provident Fund Registration** RJ/RAJ/0029361/comp II/1561 dated 22-05-2023 TAN JPRS15400A dated 24-08-2015 NITI Aayog Registration (NGO RJ/2009/0010562 dated 10-05-2009 Darpan) **GST Registration** 08AABAS5721J2ZD dated 09-01-2019 BRN Number 8004900042000096 dated 25-02-2019 Udyam & MSME Registration UDYAM-RJ-02-0003599 dated 29-05-2021 Number



- CONTACT US:
- POSTALADDRESS:
 E 11, PATEL NAGAR, MANNAKA ROAD,
 ALWAR- 301001, RAJASTHAN, INDIA
- Email: spectraalw@gmail.com
- Phone: +91-9414857385
- SOCIAL MEDIA
- Website: https://www.spectraalwar.org/
- Twitter: https://twitter.com/spectraalw
- YouTube: https://www.youtube.com/channel/UCP3gJdb8E2GtEMc2m Dc63Og
- Facebook: https://www.facebook.com/spectraalwar
- Instagram: https://www.instagram.com/spectraorganisation
- Blog: https://spectraprogram.website.com/spectraorganization
- LinkedIn: https://www.linkedin.com/in/spectraalwar.wixsite.com/spectra organization

CONCLUSION

- As we unveil the SPECTRA Organization's Annual Report for the financial year 2023-24, we take a moment to reflect on the challenges faced and our unwavering commitment to serving communities. Over 27 years of grassroots community service, we have focused on reaching the unreached and deepening our connections. Despite the enduring impacts of the COVID-19 pandemic and a slow global economy, our dedication to livelihood security, economic justice, basic human rights, and institutional building has remained steadfast.
- This year, we expanded our efforts across various areas of intervention, including quality education for girls, health and nutrition, youth empowerment, water and sanitation, environmental development, financial literacy and inclusion, livelihood enhancement, and natural resource management. The importance of sustainable development was underscored, with our projects reflecting a deeper commitment to the Sustainable Development Goals (SDGs) and the aspirations of the communities we serve.
- Our initiatives aimed at empowering marginalized communities, providing essential support and resources for their socio-economic development and overall well-being. These efforts are a testament to our dedication to uplifting the most vulnerable sections of society. Our collaborations with global and local partners highlight the power of unity and shared responsibility in addressing global challenges.
- This report is not just a reflection of our activities over the past year; it is a narrative of resilience, achievements, and the unwavering spirit of the communities we partner with. We extend our heartfelt gratitude to our partners, donors, and team members, whose support has been the cornerstone of our progress. As we look to the future, our determination to catalyze positive change remains strong. Together, we have logged paths toward sustainable development, ensuring that the voices of the marginalized are not just heard but acted upon.





SPECTRA

 Continued commitment to serving marginalized communities