



SPECTRA ORGANISATION



**"Transforming Rural India Through
Community-Led Development"**

Alwar, Rajasthan E11, Patel Nagar,
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Organization Overview

The Society for the Promotion of Public Education, Cultural Training, and Rural Action (known by the acronym SPECTRA) is a renowned NGO established in 1996 with the mission to empower deprived and downtrodden communities at large across rural India. 28 years of continuous engagement with positive transformation has been able to reach over 1 million women and over 50,000 children through holistic and community-based women's empowerment, educational, livelihood, child rights, and natural resource management programs.

SPECTRA is designed primarily to address the problems faced by the less privileged and marginalized population in finding a life of equity, dignity, and equal opportunity. Working on several development planks, such as child rights, women's development and women consciousness-raising, environmental stability, food security and nutrition, sanitation, and at times education, efforts include promotion of rural industries for income generation and strengthening community institutions for self-governance. The company's interest area includes child and women rights, gender justice, youth empowerment, natural resource management, and livelihood security.

NGO Evaluation: NGO IRR, Grade 3-strong operational systems and good financial performance

Geographic Reach: Four States, 36+ districts spanning 300+ layouts in rural and semi-urban regions

Operational Efficiency: Ratio of 98.9% converts the fund into highly effective in fund management activities and shows that the program's performance is superb.

Particulars	Details	Particulars	Registration / Number
Legal Name	Society for Public Education, Cultural Training & Rural Action (SPECTRA)	PAN	AABAS5721J
		TAN	JPRS15400A
		12A Registration	AABAS5721JE2021401
Date of Establishment	October 31, 1996	80G Registration	AABAS5721JF2021401
Legal Status	Registered under the Societies Registration Act, 1958	FCRA Registration	125420041
		GST Number	08AABAS5721J2ZD
Registration Number	101/Alwar/96-97	NITI Aayog (NGO-DARPAN)	RJ/2009/0010562
Headquarters Address	E-11, Patel Nagar, Mannaka Road, Alwar, Rajasthan - 301001	CSR-1 Registration	CSR00001773
		MSME / Udyam Registration	UDYAM-RJ-02-0003599
Sub-Headquarter Address	Gulab Vihar, House No. 117, Kundan Nagar, Sanganer, Jaipur - 302029, Rajasthan	BRN Number	8004900042000090

Founder's Speech

Mr. Pradeep Singh Pundhir
Founder/ Executive Director



Starting in 1996, SPECTRA have been driven by a strong yet simple belief: that every woman, every child, and every marginalized person should be given access to dignity, opportunity, and liberty to carve out their own fates. Beginning as a small community-based group working against unemployment, gender inequality, and social injustice in Alwar, Rajasthan, SPECTRA has evolved step by step into a people's movement challenging the magnitude of states across India.

For more than twenty years, SPECTRA has worked with village communities—not as an aid-giving organization, but as a supporter of, yet partner with, the people in their struggle for justice and self-sufficiency. Democratic participation and community ownership are mainstreamed within our programme. Time and again, it has proven that amazing transformation happens when the power is returned to the people to identify their challenges and lead the solutions. And it is this belief that runs deep into our mission, and which shapes everything we endeavor.

Supporting economic independence for over one lakh of women and working with tens of thousands of children through educational, protective, and child rights initiatives is a good many years of hard work for SPECTRA. The agricultural, natural resource management, and child protection components of our programmes have really made an enduring difference everywhere including Rajasthan, Haryana, Himachal Pradesh, and adjoining regions by helping increase household resilience and community strengthening.

Building Self-help Groups, fostering financial inclusion and digital access, the feasibility of child rights through legal and community action, and support to farmers through improved agricultural practices, watershed development, and nature-based livelihood interventions should be given special note in helping to move towards the same goal. Supportive relationships made with government agencies, civil society, local grassroots socio-economic networks, and various other actors have been central in making sure that the effort towards contributing to the scalable, sustainable effort grounded in the sector-oriented output-happens between a variety of stakeholders.

The process of going through these continuous ups and downs has been a hard one. The packaging landscape continues to chop and change, the geography defined has encountered a shift even though they remain unchanged, and the social setups come by way of their diversity into play. However, then, our team, in their tenacious pursuit of the program's integrity, transparency, and quality, has stuck it out every step of the way. Such commitment is, literally, the epitome of SPECTRA values in practice: grounded incessantly in the fields as much as elsewhere.

Our loving thanks together go therefore to our kind partners, namely The Hans Foundation, Save the Children, IIMPACT, NABARD, Kailash Satyarthi Foundation, and no end of additional kind souls for manifesting faith in our work. We are further hugely grateful to our Board of Directors, the leadership team, the field staff, the community leaders, the volunteers, to mention nothing of the soundness and determined caring for transformation.

SPECTRA have a strong commitment to scaling sustainable livelihoods. That involves strengthening community governance, equity, justice, and dignity for the most marginalized. Our journey continues—that of partnership and purpose within communities."

Vision

1

"SPECTRA ORGANISATION envisions 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

2

"SPECTRA ORGANISATION 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."

Core Values

3

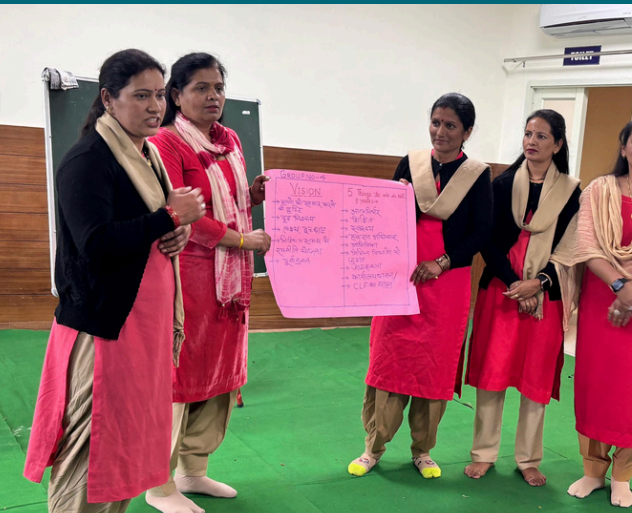
Democracy & Participation: Promoting democratic principles and women's involvement in all decision-making processes

Community Empowerment: Non-institutional approach empowering communities for self-governance and sustainable self-reliance

Gender Justice: Championing women's rights, child protection, and gender equality

Transparency & Accountability: Maintaining financial integrity, robust governance frameworks, and ethical practices

Dignity & Justice: Focusing on the poor's struggle to obtain a life of justice and dignity





Currently we are working in 3 States : Rajasthan, Haryana & Himachal Pradesh

Geographic Reach

Rajasthan: 7 Districts & 17 Blocks and Villages Covered 150+

Haryana: 22 districts and 140 Blocks Covered

Himachal Pradesh: 12 districts and 78 Block Covered

Head Office: Alwar, Rajasthan

Program Offices: 2 (Katoriwala-Alwar, Ratakalan-Khairtal-Tijara)

Field Offices: 10 across Rajasthan, Haryana & Himachal Pradesh

Total Offices: 12

Villages Reached: 300+

Total Beneficiaries: 1,000,000+ women, 50,000+ children

Contact Information

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Social Media Platforms:

LinkedIn: <https://www.linkedin.com/in/spectraalwar/>

Facebook: <https://www.facebook.com/spectraalwar>

Instagram: <https://www.instagram.com/spectraorganisation/?hl=en>

YouTube: <https://www.youtube.com/channel/UCP3gJdb8E2GtEMc2mDc63Og>

Twitter: <https://twitter.com/spectraalw>

Board Of Directors



Mr. Pradeep Singh Pundhir, Founder & Director
Spectra Organization.



Mr. Ramesh Meena
Renowned Social activist



Mrs. Rajni Singh Rajwant
Social activist & Health Professional



Mr. Mahesh Chauhan
, Social Worker



Mr. Govind Singh
Development professional

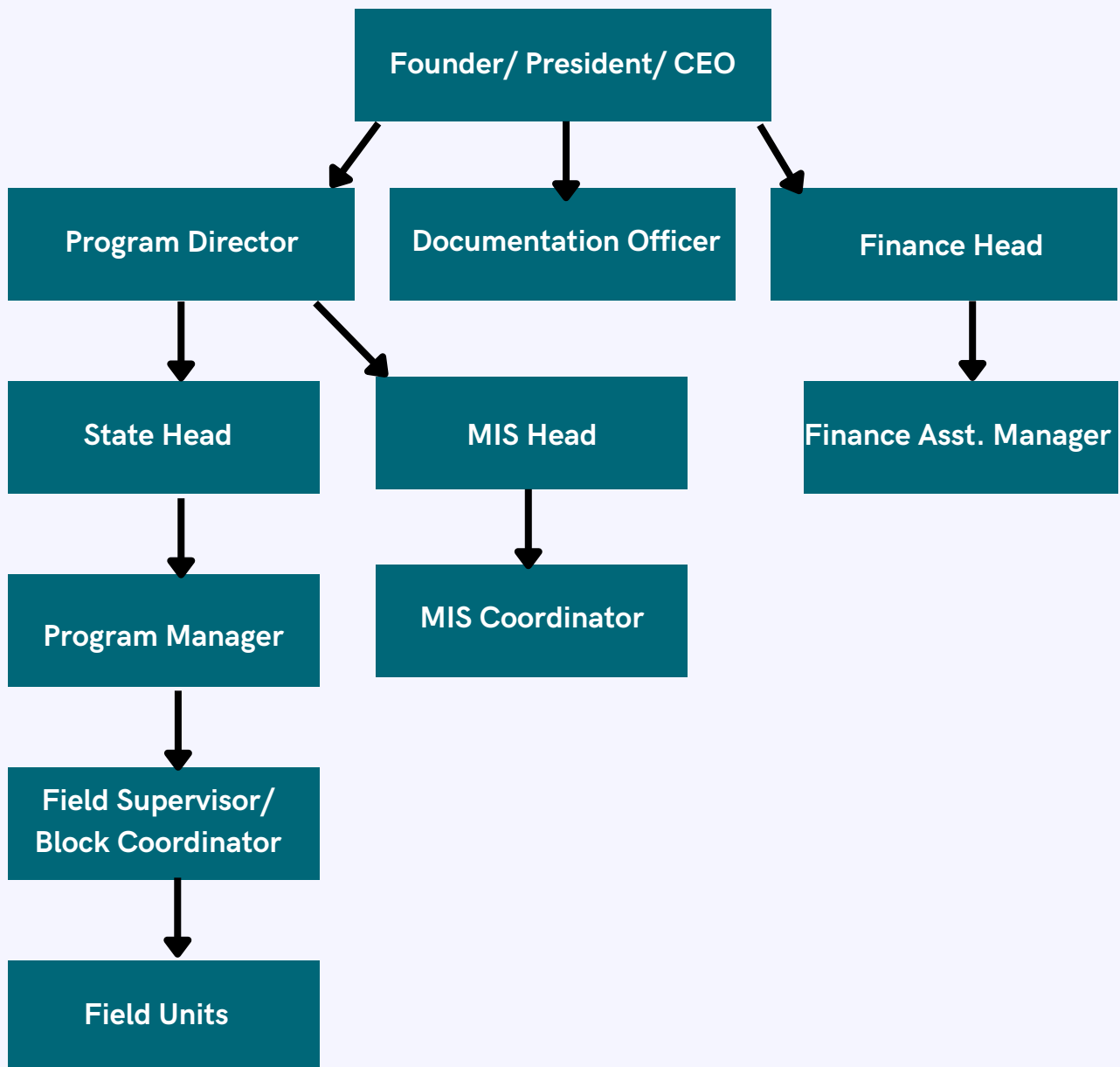


Mr. Rajkumar
Senior Program Officer



Mrs. Kusum Lata Chauhan
Law Practitioner

Team: Management & Leadership structure



Team: Designations & Responsibilities

Name	Designation	Department/Area	Key Responsibilities
Pradeep Singh	Chief Executive Officer (CEO) / Executive	Overall Leadership	Leads the organization, ensures strategic
Mahesh Singh	Program Director	Operations	Manages program implementation and
Ved Prakash	Finance & Accounts Head	Finance & Compliance	Ensures financial management, donor
Shital Verma	Documentation Officer	Education & Child Rights	Leads Girl Child Education Program and
Kanchan Singh	Documentation Officer	Livelihood & Economic Development	Oversees SLDP, ILDP, FPO formation, and
Mukesh	State Head (Rajasthan)	Health, Water & Sanitation	Manages watershed development, water
Harish Mani	State Head (Himachal Pradesh)	M&E and Impact Assessment	Assesses project impact, tracks KPIs,
Giriraj	State Head (Haryana)	Communications & Partnerships	Handles media outreach, advocacy

Human Resource Management:

Total Staff: 296 professionals

Men: 77

Women: 219

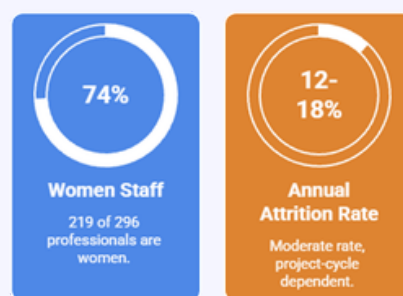
Gender Ratio: 74% women staff

Volunteers: Active volunteer network for community outreach

Annual Attrition Rate: 12-18%

(moderate, project-cycle dependent)

Staff Demographics and Attrition



The organization has a strong female workforce and a moderate attrition rate.

Organizational Committees

For better monitoring & Performance such Committees are formed:

Audit Committee - Quarterly financial oversight

Finance & Budget Committee - Bi-annual planning

Risk Management Committee - Quarterly risk assessment

Compliance & Ethics Committee - Bi-annual regulatory monitoring

HR & Remuneration Committee - Annual performance review

Investment & Fundraising Committee - Bi-annual strategy

POSH Committee - Sexual harassment prevention (as per 2013 Act)

Internal Complaints Committee (ICC) - Workplace grievance redressal

Grievance Redressal Committee - Stakeholder complaints

Program Review Committee - Annual program evaluation

Committee Functions and Frequencies



Partners & Collaborators

Category	Partner agency	Nature Of Collaboration
Foundations & NGO Partners	Letz Dream Foundation	Integrated Livelihood Development Program (ILDLP), women's economic empowerment, SHGs, livelihoods
	The Hans Foundation	Sustainable Livelihood Development Program (SLDP), goat-based livelihoods
	IIMPACT	Girl Child Education Program (non-formal education, learning centres)
	Kailash Satyarthi Children's Foundation	Access to Justice for Children, child trafficking prevention & rescue
	CHETNA	SUMA - Surakshit Matritva Gathbandhan (maternal & reproductive health advocacy)
	Restless Development	Girls' secondary education, TEGA (Technology Enabled Girls Ambassador)
	Indo Global Social Service Society (IGSSS)	Su-Poshan Project - nutrition and health
	Centre for Environmental Education (CEE)	Prajwala Project - WASH in KGBV schools
	Centre for Social Research	SHG-led water resource management
	ActionAid India	Migrant Resilience Collaborative, labour rights, E-Shram registration
	Dasra	Child protection and rights advocacy (crowdfunding & strategic support)
	UK Online Giving Foundation	Crowdfunding and high-impact social initiatives
	Sahaitya	Child protection and community welfare initiatives

Partners & Collaborators

Category	Partner agency	Nature Of Collaboration
Government Departments	Women Empowerment Department, Government of Rajasthan	Mahila Suraksha Evam Salah Kendra (MSSK) – women safety & counselling
	Labour Department, Government of Rajasthan	Migrant labour rights, E-Shram registration, worker protection
	Health Department, Government of Rajasthan	Vitamin A supplementation, deworming, maternal & child health
	Education Department, Government of Rajasthan	School-based education and awareness programs
	Panchayati Raj Institutions (PRIs)	Local ,governance, community mobilization, SHG & watershed planning
State Livelihood Missions	Rajasthan State Rural Livelihood Mission (NRLM)	SHG strengthening, livelihoods, financial inclusion
	Haryana State Rural Livelihood Mission (HR-SRLM)	Livelihood & community mobilization, Digital Aajivika Register
	Himachal Pradesh State Rural Livelihood Mission (HP-SRLM)	GATI Project – CLF, VO & SHG governance strengthening
Financial & Development Institutions	NABARD	SHG promotion, FPO/OFPO formation, watershed development
	EU-SPP (European Union – State Partnership Program)	Integrated Water Resource Management (IWRM)
Corporate & CSR Partners	Saint-Gobain	Learning with Earning (LWE), youth skill development, health awareness
	Bright Funds	Crowdfunding and CSR support
Community & Civil Society	Udaan Mahila Manch	Women's federation and community institution
	SHGs, VOs & CLFs	Grassroots implementation and governance
Health & Nutrition Partners	Vitamin Angels	Vitamin A supplementation and deworming program
Law Enforcement & Administration	District Police & Local Administration	Child rescue, trafficking cases, MSSK coordination

Current Operations

Integrated Livelihood Development	Comprehensive support for sustainable livelihoods combining agriculture, dairy, and enterprise development across multiple districts
Access to Just Rights	Active collaboration with Kailash Satyarthi Foundation for child protection, rescue operations, and rehabilitation services
Watershed Development	2,400 hectares of watershed treatment completed in 2024-25, improving water security and agricultural productivity
FPO and Producer Organization Support	Ongoing capacity building for farmer producer organizations including NABARD-supported initiatives
Governance & Transparency Initiative:	Strengthening organizational systems, financial management, and accountability mechanisms
Girl Child Education Program	Continued operation of learning centers and mainstreaming support for marginalized girls
Migrant Resilience Collaborative	The Migrant Resilience Collaborative strengthens migrant workers' protection through legal support, rights and entitlements facilitation, capacity building, child labor prevention
MSSK	A women safety and counselling center providing legal aid, counselling, and crisis intervention for women facing violence and harassment.
Vitamin Angels	A child health initiative providing Vitamin A supplementation and deworming services to children under five years of age.

Thematic / Working Areas

Women empowerment & economic development

- ILDP
- SLDP
- UDAAN Mahila Manch
- SHG - Promotion & Capacity Building
- SHG - Financial Literacy
- SWEEP campaign
- FPO / OFPO
- GATI Project

Child rights & Protection

- Act to Justice for Children
- Migrant resilient Collaborative

Health, Nutrition & WASH

- SUMA
- Su-Poshan Project
- Prajwala Project (WASH in KGBVs)
- Vitamin Angels
- SWWAS

Education & Child Development

- GCEP
- Strengthening girl's participation in Secondary school education
- Child Safety Education
- LWE Program
- Technology Enabled Girl's Ambassador

Women Empowerment

- MSSK

Natural Resource Management

- Sustainable watershed resource Management Program
- Watershed Development Program
- SHGs for sustainable water resource Management



1: WOMEN EMPOWERMENT & ECONOMIC DEVELOPMENT

1.1 Integrated Livelihood Development Program (ILDP)

Partner: Letz Dream Foundation

Project Location: Kishangarhbas & Umrain Blocks, Alwar

District, Rajasthan

Project Duration: 2013 – on going

Program Overview:

The Integrated Livelihood Development Program (ILDP) is a comprehensive poverty reduction initiative aimed at empowering ultra-poor and poor households, with a special focus on women. The program adopts a community-led approach through the formation and strengthening of Self-Help Groups (SHGs), livelihood diversification, financial inclusion, and institutional development. ILDP promotes sustainable income generation while strengthening women's leadership and decision-making at household and community levels.

Key Components

- Formation, nurturing, and strengthening of women-led Self-Help Groups
- Financial literacy, bookkeeping, and SHG management training
- Livelihood promotion through agriculture, dairy, goat rearing, and micro-enterprises
- Market linkage development and value chain strengthening
- Formation and strengthening of Udaan Mahila Manch (Women's Federation)
- Digital financial inclusion through the Ajjivika digital platform

Achievements

- Formation and management of 705 SHGs with 10,000+ active women members
- Establishment of a three-tier institutional structure (SHG → VO → CLF)
- 80% SHGs digitized, improving transparency and credit access
- 30-40% increase in household income among participating families
- Training of 60+ community resource persons (Pashu Sakhis, Krishi Sakhis, Adhikar Sakhis)
- Conducted 158 financial management trainings
- Conducted 152 SHG management trainings
- Conducted 168 improved animal management trainings
- Conducted 145 modern agriculture trainings
- Conducted 162 business plan development trainings

Impact

The program has significantly enhanced women's economic independence, improved household nutrition, strengthened financial discipline, and increased women's participation in community governance and leadership.



1: WOMEN EMPOWERMENT & ECONOMIC DEVELOPMENT

1.2 Sustainable Livelihood Development Program (SLDP)

Partner: The Hans Foundation

Project Location: Rural Rajasthan

Project Duration: 2023 – 2025

Program Overview

The Sustainable Livelihood Development Program (SLDP) focuses on promoting sustainable livelihoods through goat-based farming systems. The program empowers rural women by improving livestock rearing practices, enhancing access to veterinary services, and strengthening market linkages

Key Components

- Promotion of goat-based farming systems
- Training on improved livestock and dairy management practices
- Veterinary health services and vaccination support
- Market linkage facilitation for livestock and by-products
- Formation and strengthening of women's collectives

Achievements

- 1,012 goat-rearing families trained in improved practices
- 78 SHGs received goats along with comprehensive training support
- 40% increase in milk yield through improved dairy practices
- Women organized into producer and collective livelihood groups
- Supplementary income generation through vegetable cultivation and fodder production

Impact

The program has enhanced livestock productivity, increased household income, promoted sustainable livelihood models, and strengthened women's economic roles within their families and communities.



1: WOMEN EMPOWERMENT & ECONOMIC DEVELOPMENT

1.3 Empowering Women SHGs and Enhancing Livelihoods (UDAAN Mahila Manch)

Partner: Letz Dream Foundation

Project Location: Kishangarh Bas Block, Alwar District

Project Duration: 2018 - Onwards

Program Overview

This program focused on mobilizing rural women into Self-Help Groups and strengthening their economic capacity through agriculture-based livelihoods, dairy development, and organic farming practices

Key Components

- SHG formation and capacity building
- Monthly group meetings, savings mobilization, and internal lending
- Promotion of System of Rice Intensification (SRI) techniques
- Dairy development and milk marketing linkages
- Animal husbandry improvement and organic farming practices



Specific Activities

- Training on crop management and SRI techniques
- Preparation of Amrut Jal for organic farming
- Azolla bed establishment for cattle feed
- Vermicompost unit establishment
- Animal treatment and vaccination camps
- Community meetings and awareness programs
- Homestead vegetable cultivation
- Exposure visits and farmer club formation

Achievements

- Formation of 100+ SHGs across 30 villages
- 1,000+ farmers trained in SRI techniques
- Establishment of 60 demonstration plots
- 760 SHG members covered under life insurance
- 15 members benefited from crop insurance
- 9 members received animal insurance
- Strong market linkages with SARAS, Lotus, and Mother Dairy

Impact

The program has enhanced livestock productivity, increased household income, promoted sustainable livelihood models, and strengthened women's economic roles within their families and communities.

1: WOMEN EMPOWERMENT & ECONOMIC DEVELOPMENT

1.4 Promotion and Capacity Building of SHGs

Partner: NABARD Jaipur

Project Location: Multiple Districts in Rajasthan

Project Duration: 2018 - 2023

Program Overview

A large-scale SHG promotion and strengthening program focused on financial inclusion and women's economic empowerment



Achievements

- Formation of 600 Self-Help Groups (SHGs) across 58 villages, creating strong community-based platforms for women's collective savings, credit, and mutual support.
- 500 SHGs successfully linked with formal banking systems, enabling access to savings accounts, institutional credit, and financial services, and reducing dependence on informal moneylenders.
- 300 SHGs formed in Kishangarh Bas Tehsil, significantly strengthening women's economic participation, leadership, and involvement in local decision-making processes.
- 45 SHGs established under various development projects, expanding outreach to different vulnerable and marginalized communities.
- 15 SHGs formed for parents of National Child Labour Project (NCLP) beneficiaries, helping families improve livelihoods and reduce economic pressures that contribute to child labour.
- Strong collective savings and internal lending mechanisms developed, allowing SHG members to meet household needs, invest in small income-generating activities, and manage financial risks effectively.
- 50 SHGs formed in Ramgarh Tehsil under women's good governance initiatives, promoting transparency, leadership, and women's engagement with Panchayati Raj institutions.
- Exposure visits organized for SHG leaders, enhancing leadership skills, confidence, peer learning, and adoption of best practices from successful SHG and livelihood models.

Impact

Improved financial inclusion, enhanced access to institutional credit, strengthened women's economic independence, and robust community institutions

1: WOMEN EMPOWERMENT & ECONOMIC DEVELOPMENT

1.5 Financial Literacy Program with SHGs

Partner: NABARD

Project Location: Kishangarh Bas, Alwar

Project Duration: Ongoing

Program Overview

This program focuses on building financial management capacities of SHG women to improve household and group-level financial discipline.



Key Components

Promotion of small savings:

Encouraged regular and disciplined savings practices among women through SHGs, helping members build financial security, develop saving habits, and create emergency funds for household needs.

Household budget management:

Trained women members in preparing and maintaining household budgets, enabling them to track income and expenses, prioritize essential needs, and reduce unnecessary expenditures.

Financial planning and expenditure control:

Supported SHG members in understanding financial planning concepts, managing seasonal income, planning for education, health, and livelihood investments, and exercising better control over household spending.

Banking linkages and credit awareness:

Facilitated linkages with banks and financial institutions, improved awareness about formal credit systems, loan procedures, interest rates, and repayment norms, and promoted responsible borrowing for income-generating activities

Impact

Improved financial discipline, better household resource management, and reduced dependency on informal credit.

1: WOMEN EMPOWERMENT & ECONOMIC DEVELOPMENT

1.6 SWEEP Campaign (Strengthening Women Empowerment through Elected Process)

Partner: The Hunger Project

Project Location: Ramgarh & Kishangarh Blocks, Alwar

Project Duration: 2019 - 2021

Program Overview

The SWEEP campaign aimed to strengthen women's political participation and leadership by increasing their awareness, confidence, and engagement in local governance and electoral processes. Through targeted awareness sessions, capacity-building activities, and community mobilization.

The campaign encouraged women to actively participate in voting, understand their electoral rights and responsibilities, and take on leadership roles within Panchayati Raj Institutions and other local decision-making forums. The initiative also focused on promoting informed participation, gender-inclusive governance, and greater representation of women's voices in democratic processes at the grassroots level



Key Components

Mahila meetings and awareness campaigns:

Regular meetings were organized with women at village and community levels to raise awareness about electoral rights, local governance structures, and the importance of women's participation in democratic processes. These sessions helped build confidence and collective understanding among women voters.

Rallies and public mobilization:

Community rallies and public events were conducted to mobilize women and the wider community, creating visibility around women's participation in elections and promoting gender-inclusive democratic values.

Identification and training of potential women leaders:

Potential women leaders were identified from SHGs, community groups, and villages and provided with leadership-oriented training. The focus was on building skills related to public speaking, decision-making, governance processes, and engagement with local institutions.

Support to women candidates:

Women candidates contesting local elections were supported through guidance, mentorship, and information on electoral procedures, helping them navigate the election process with confidence and clarity.

Voter education initiatives:

Targeted voter education activities were conducted to promote informed voting, increase voter turnout among women, and ensure that women understood the significance of their vote in shaping local governance.

Impact

Increased women's participation in local governance, enhanced leadership skills, and stronger democratic representation.

1: WOMEN EMPOWERMENT & ECONOMIC DEVELOPMENT

1.7 Farmer Producer Organizations (FPO / OFPO)

Partner: NABARD

Project Location: Alwar District, Rajasthan

Project Duration: 2016 - Ongoing

Program Overview

The FPO/OFPO initiative provides a collective business platform for marginal and small farmers and artisans, enabling fair market access, improved bargaining power, and elimination of middlemen exploitation.



Registered Organizations:

1. SPECTRA Adarsh Utpadak Mahila Producer Company Limited

Registration No.: U01122RJ2016PTC049343 (18 February 2016)

Office: Bewadi Wala Kua, Alwar

2. Alwar Mahila Sangam Producer Company Limited

Registration No.: U01122RJ2016PTC049567 (11 March 2016)

Office: Bewadi Wala Kua, Alwar

3. Other Farmer Producer Organization (OFPO) - Leather Products



Key Components

- Member mobilization and shareholding
- Collective marketing and bulk procurement systems
- Dairy, goat, and buck trading value chains
- Market linkages with government and private buyers
- Technical training and enterprise development
- Custom Hiring Centres (CHCs) for agricultural machinery



Buck Trading Model

- Kids (6 months old) placed with farmers for 3-5 months
- Farmers paid based on weight gain
- Direct procurement from SHG members
- Fair pricing linked to actual weight



1: WOMEN EMPOWERMENT & ECONOMIC DEVELOPMENT

1.8 GATI Project

Partner: Veddi's Foundation

Project Location: Haryana & Himachal Pradesh

Project Duration: 2021 - Ongoing

Program Overview

The Governance for Policy Action Transformation and Innovation (GATI) initiative is a strategic partnership of Spectra Organization between Himachal Pradesh State Rural Livelihood Mission (HPSRLM) & Haryana State Rural Livelihood Mission (HSRLM) operational since 2021 to strengthen governance systems through technology-enabled and data-driven program implementation.

The initiative currently supports the Model CLF program across 10 districts, covering 108 Model Cluster Level Federations (MCLFs) in Himachal Pradesh & 22 districts, covering 69 MCLFs in Haryana through a structured implementation framework consisting of a State PMU, Zonal Managers, and Program Associates at the district level, ensuring strong coordination between policy planning and grassroots execution. GATI focuses on institutionalizing governance processes, strengthening compliance and financial management systems, and enabling community institutions to access and effectively utilize government funds. Through evidence-based planning, continuous monitoring, and field-level technical support, the initiative has enhanced program transparency, operational efficiency, and institutional performance



key digital innovation under the initiative is the pan-state deployment of Sashakt, a digital training assessment tool that generates decentralized, real-time insights for need-based capacity building. By integrating structured governance systems with technology-driven solutions, the GATI initiative has strengthened community institutions, improved program delivery, and contributed to sustainable rural livelihood outcomes across Haryana & Himachal Pradesh.

The mission of the GATI initiative is to strengthen governance systems through technology-enabled and data-driven approaches that enhance policy implementation, improve institutional performance, and ensure effective access, utilization, and management of government resources.

Sector 2: EDUCATION & CHILD DEVELOPMENT

2.1 Girl Child Education Program (GCEP)

Partner: IIMPACT

Project Location: Rajasthan and Haryana

Project Duration: 2013 - Ongoing



Program Overview

The Girl Child Education Program (GCEP) is a non-formal education initiative designed to provide quality foundational literacy, numeracy, and life skills education to out-of-school girls from marginalized communities. The program operates through village-level learning centres in areas with low female literacy and high dropout rates. It aims to mainstream girls into formal education systems while building confidence, life skills, and community acceptance of girls' education.

Key Components

- Establishment of community-based learning centres
- Recruitment and training of local female educators
- Structured curriculum focusing on foundational learning and life skills
- Bridge education for transition to formal schools
- Regular teacher training and student assessments
- Community engagement through Centre Management Committees (CMCs)
- Awareness initiatives to prevent child marriage and child labour

Achievements

- 300 learning centres operational across three states
- 9000+ out-of-school girls enrolled and retained
- High attendance and retention rates
- Continuous teacher capacity building resulting in improved teaching quality
- Active parental and community participation through CMCs
- Significant contribution to prevention of child marriage through education-linked advocacy

Impact

The program has led to improved literacy and numeracy outcomes, successful mainstreaming of girls into formal schooling, increased self-confidence, and enhanced community support for girls' education.

Sector 2: EDUCATION & CHILD DEVELOPMENT

2.2 Girl Child Education Program (GCEP)

Partner: IIMPACT Gurgaon
Project Location: Alwar District (Kishangarh Bas, Tijara, Ramgarh, Rajgarh Blocks)
Project Duration: Ongoing



Program Overview

This residential training programme focuses on strengthening the professional capacity of teachers working in girls' education learning centres. The programme ensures uniform understanding of curriculum, pedagogy, and child-centred teaching practices.

Key Components

- Five-day residential training modules
- Curriculum orientation and delivery techniques
- Modern teaching methodologies and child psychology
- Classroom management and assessment practices

Impact

The training has resulted in improved teaching quality, standardized instructional practices, enhanced learner engagement, and better academic outcomes for students

Sector 2: EDUCATION & CHILD DEVELOPMENT

2.3 Child Safety Education

Project Location: Rajasthan, Haryana

Project Duration: Ongoing

Program Overview

A preventive child protection initiative focused on educating children about personal safety and abuse prevention.

Key Components

- "Good Touch-Bad Touch" awareness sessions
- Education on identifying and reporting abuse
- Confidence and self-protection skill building

Impact

Children are better informed about personal safety, resulting in safer learning environments and empowered reporting mechanisms



Sector 2: EDUCATION & CHILD DEVELOPMENT

2.4 Strengthening Girls' Participation in Secondary School Education

Partner: Restless Development

Project Location: Aahore Block, Jalore District, Rajasthan

Project Duration: 2021 – 2023



Program Overview

This gender equity initiative focused on enhancing access to secondary education, improving retention rates, and strengthening the overall quality of education for girls.

The programme was created because girls face multiple systemic barriers which include institutional and social obstacles that prevent them from continuing their education beyond primary school.

The initiative aimed to enhance school governance and management systems while developing basic infrastructure and learning spaces and providing teachers with support through inclusive and gender-sensitive teaching methods. The project maintained a strong focus on community participation which included working together with parents and School Management Committees and local leaders to solve problems related to social norms and safety issues and early marriage and economic challenges which lead to dropout among adolescent girls.

The programme established a better educational environment for girls by combining school-based programs with community awareness initiatives and support systems. The program aimed to ensure that adolescent girls who enrolled in secondary schools would receive assistance needed to stay in school while they developed essential skills for success in higher education and future career opportunities

Key Components

- Strengthening School Management Committees (SMCs)
- Teacher capacity building in gender-responsive pedagogy
- Student engagement through creative and leadership activities
- Community sensitization on the importance of girls' secondary education
- Career guidance and psychosocial support mechanisms

Impact

The program contributed to increased enrolment and retention of girls in secondary schools, reduced gender gaps in education, improved learning environments, and stronger collaboration between schools and local communities

Sector 2: EDUCATION & CHILD DEVELOPMENT

2.5 Learning with Earning (LWE) Program

Partner: Saint-Gobain

Project Location: Rural Rajasthan

Project Duration: Ongoing



Program Overview

The Learning with Earning (LWE) Program is a focused skill development and employment initiative designed for rural youth who have discontinued formal education after Class 10 or Class 12 due to economic, social, or academic constraints.

Recognizing the gap between formal education and employability, the programme aims to equip young people with market-relevant vocational skills that enhance their chances of sustainable employment. Through structured training modules, the LWE programme combines practical skill development, basic technical knowledge, and life skills training, ensuring that participants are prepared for real workplace environments. The programme places strong emphasis on industry-aligned curricula, exposure to work settings, and hands-on learning to meet current labour market demands.

In addition to training, the initiative actively facilitates placement opportunities and linkages with employers, enabling youth to transition smoothly from training to income-generating employment or self-employment. By improving employability, confidence, and economic independence, the LWE programme contributes to reducing rural unemployment, preventing distress migration, and supporting youth to build dignified and sustainable livelihoods.

Key Components

- Identification and mobilization of eligible rural youth through village-level outreach, counselling, and coordination with community institutions to reach school dropouts and unemployed youth.
- Enrolment in vocational and technical training institutions offering market-relevant courses, with guidance to help youth select suitable trades aligned with employment opportunities.
- Industry exposure and placement support through workplace visits, employer interactions, and job-matching assistance to support youth in securing employment.
- Collaboration with corporate partners to develop clear and sustainable employment pathways, including placements, apprenticeships, and long-term livelihood opportunities.

Impact

The program has enhanced employability of rural youth, created sustainable livelihood opportunities, and contributed to reduced distress migration from rural areas.

Sector 2: EDUCATION & CHILD DEVELOPMENT

2.6 Technology Enabled Girls Ambassador (TEGA)

Partner: Restless Development

Project Location: Rural Rajasthan

Project Duration: Ongoing

Program Overview

Technology Enabled Girls Ambassadors (TEGA) is an innovative, technology-driven research initiative that empowers young women to serve as community-based researchers and change agents. Under this approach, girls from the same villages are carefully selected and trained to use mobile-based digital applications to collect high-quality, real-time data.

TEGA researchers engage directly with adolescent girls in their communities to document their experiences, challenges, perceptions, and aspirations related to education, health, safety, gender norms, and opportunities. Because the data is collected by peers who share similar social and cultural contexts, the approach encourages openness, trust, and authentic responses.

Beyond data collection, the TEGA initiative builds technical skills, confidence, leadership, and employability among participating young women. The evidence generated through TEGA is used to inform programme design, advocacy efforts, and policy dialogue, ensuring that the voices of adolescent girls meaningfully shape interventions that affect their lives.

Key Components

- **Selection and training of young women as researchers:** Young women from local communities were identified and trained as community researchers, equipping them with skills in ethical research practices, interviewing techniques, data accuracy, and confidentiality.
- **Use of mobile app-based research tools:** Participants were trained to use mobile application-based digital tools for real-time data collection, enabling efficient, accurate, and geo-tagged recording of responses.
- **Data collection on adolescent behaviour, health, and social issues:** The initiative gathered first-hand data on adolescent girls' behaviour, health, education, safety, and social challenges, providing authentic insights into their lived realities and aspirations.
- **Skill development in technology and research methods:** Through hands-on practice, young women developed technical skills in digital tools and research methodologies, enhancing their confidence, employability, and leadership potential.

Impact

The programme has significantly enhanced digital skills, leadership capacity, and employment opportunities for young women. At the same time, it has generated credible, evidence-based insights that inform rights-based, adolescent-focused programming, ensuring that interventions are more responsive to the real needs and aspirations of adolescent girls.

Sector 3: CHILD RIGHTS & PROTECTION

3.1 Access to Justice for Children (A2J)

Partner: Kailash Satyarthi Children's Foundation

Project Location: Rajasthan

Project Duration: 2022 – Ongoing

Program Overview

The Access to Justice for Children (A2J) Program offers a comprehensive child protection and rights-based system which protects children from major rights violations including child marriage and child trafficking and child labour. The program uses an integrated method which includes prevention and emergency rescue operations and rehabilitation and legal proceedings to protect children who have experienced harm and abuse.

The program establishes prevention activities which educate communities and schools and families and local institutions about child rights and legal protections and the damaging effects of exploitation. The program establishes strong procedures for early detection which enables communities to identify dangerous situations that need to be controlled before they happen.

The program assists law enforcement agencies to conduct rescue operations of abuse victims while working together with government forces to provide educational and healthcare and psychological and family reintegration services. The legal system provides assistance for people to reach justice and for offenders to face consequences while child protection regulations receive implementation.

The A2J program creates a protective atmosphere which supports children's rights through its development of community-based protection systems and government protection mechanisms

Key Components

- Child marriage prevention and early intervention
- Rescue operations for trafficked and child laborers
- Legal aid, documentation, and follow-up
- Community mobilization and awareness campaigns
- Collaboration with law enforcement and administration

Achievements

- 639 child marriages prevented
- 100 children rescued from trafficking and exploitation
- Extensive use of legal undertakings and administrative actions
- Strong community participation and vigilance

Impact

The program has reduced incidences of child marriage and trafficking, strengthened legal accountability and built community ownership for child protection.



Sector 3: CHILD RIGHTS & PROTECTION

3.2 Migrant Resilient Collaborative (MRC Jaipur)

Project Location: Jaipur

Project Duration: Ongoing



Program Overview

The Migrant Resilient Collaborative (MRC) is a focused initiative which aims to enhance the capacity of migrant workers and their families to cope with challenges in Jaipur. The programme addresses key vulnerabilities that migrant communities experience because they lack social security and child protection and essential welfare services. The initiative works to decrease exploitation threats which affect migrant families by partnering with their households and community leaders and government agencies.

Key Components

- The program establishes awareness about migrant rights and their legal protections and the government benefits which they can access.
- The program creates connections between migrants and government programs that provide welfare and social security benefit
- The program implements specific child protection measures which will stop child labour while providing education and care to migrant community members.

Impact

The program has resulted in better access to social protection programs and improved child welfare protection systems and decreased child labour dangers for migrant families which has created safer and more durable migrant communities



Sector 4: HEALTH, NUTRITION & WASH

4.1 SUMA – Surakshit Matritva Gathbandhan

Partner: CHETNA

Project Location: 23 Districts, Rajasthan

Project Duration: 2016 – 2020

Program Overview

An advocacy-based initiative aimed at improving maternal and reproductive health services through collective action, awareness, and policy engagement

Impact

Enhanced awareness of maternal health rights, improved service accountability, and strengthened community voices in health governance

4.2 Su-Poshan Project

Partner: IGSSS

Project Location: Dholpur District, Rajasthan

Project Duration: 2019 – 2022

Program Overview

An integrated nutrition and health program targeting pregnant and lactating women, adolescent girls, and young children.

Impact

Reduced malnutrition, improved maternal and child health outcomes, and stronger community health systems.

4.3 Prajwala Project (WASH in KGBVs)

Partner: Centre for Environmental Education (CEE)

Project Location: Alwar & Bharatpur Districts

Project Duration: 2018 – 2021

Program Overview

A WASH intervention in residential schools for girls, focusing on sanitation, hygiene behavior, and menstrual health management.

Impact

Improved hygiene practices, better menstrual health management, enhanced infrastructure, and reduced absenteeism among girls.

Sector 4: HEALTH, NUTRITION & WASH

4.4 Vitamin Angels Project

Project Location: Rajasthan (with expansion planned to Haryana and Himachal Pradesh)

Project Duration: 2024 – Ongoing

Program Overview

The Vitamin Angels Project is a focused child health and nutrition initiative aimed at improving the health and survival of children under five years of age. The programme provides Vitamin A supplementation and deworming services, addressing key nutritional deficiencies and parasitic infections that contribute to poor health outcomes among young children in underserved communities.

Implemented in close coordination with local health systems and community stakeholders, the initiative strengthens preventive healthcare practices and promotes awareness among caregivers about child nutrition and health.

Impact

The programme has contributed to improved child immunity, reduced incidence of malnutrition, and better overall health outcomes for young children, supporting early childhood development and long-term well-being.



Sector 4: HEALTH, NUTRITION & WASH

4.5 SWWAS Project supported by Swasti with UN Women - (Spice Women's Wellbeing Agency Strengthening)

Project Location: - Jodhpur, Kota and Bundi

Project Duration: - 2025 to on going

Program Overview

Seeds and spices are a critical component of the Indian economy, with Rajasthan being one of the leading spice-producing states in the country. Women contribute extensively to the spice value chain through activities such as sowing, weeding, harvesting, and post-harvest processing. However, despite their central role in production, women remain largely invisible in leadership positions and excluded from decision-making processes within the sector.

The SWWAS Project addresses these structural gaps through a targeted, ecosystem-based approach to women's empowerment in agriculture. The program focuses on strengthening women's agency by improving access to health services, enhancing safety across gender, economic, and occupational dimensions, and enabling greater participation in institutional and market-related decision-making. By working with women workers, community institutions, and local stakeholders, the project seeks to build sustainable systems that support women's wellbeing, career progression, and economic stability in the spice sector.

Impact

The SWWAS Project contributes to improved health, safety, and overall wellbeing of women working across the spice value chain in Jodhpur, Kota, and Bundi. The initiative strengthens women's awareness of rights and workplace safety, enhances their confidence and agency, and promotes greater participation in collective decision-making and leadership roles. By improving access to support systems and resources, the project fosters safer, more dignified working conditions and supports women's economic resilience within the spice sector.



Sector 5: Women Empowerment

5.1 MSSK – Mahila Suraksha evam Salah Kendra

Partner: Women Empowerment Department, Government of Rajasthan

Project Location: Alwar District

Project Duration: 2023 – Ongoing

Program Overview

A women safety and counselling center providing legal aid, counselling, and crisis intervention for women facing violence and harassment.

Impact

The SWWAS Project contributes to improved health, safety, and overall wellbeing of women working across the spice value chain in Jodhpur, Kota, and Bundi. The initiative strengthens women's awareness of rights and workplace safety, enhances their confidence and agency, and promotes greater participation in collective decision-making and leadership roles. By improving access to support systems and resources, the project fosters safer, more dignified working conditions and supports women's economic resilience within the spice sector.



Sector 6:- NATURAL RESOURCE MANAGEMENT & CLIMATE RESILIENCE

6.1 Sustainable Watershed Resource Development Programs

Partner: AHT

Project Location: Rajasthan

Project Duration: 2023 – Ongoing

Program Overview

The program includes complete watershed development projects which establish sustainable water conservation methods to treat land and create agricultural methods that withstand droughts and water shortages in Rajasthan's drought-affected and water-deficient areas. The project implements integrated watershed management through its soil and water conservation practices and its groundwater recharge systems and its advanced land-use techniques.

The program develops community control over natural resources because it works with local communities and farmers and Panchayati Raj Institutions to create sustainable agricultural systems which adapt to climate change..

Impact

The initiative has resulted in the treatment of 2400 hectares of land which has improved groundwater recharge and increased agricultural productivity while making farming systems more resilient to climate change and providing permanent livelihood protection for rural households.

Before



After



Sector 6:- NATURAL RESOURCE MANAGEMENT & CLIMATE RESILIENCE

6.2 Watershed Development Program

Partner: NABARD Bank

Project Location: Hamirpur and Khorikala , Rajasthan

Project Duration: 2023- continue

Program Overview

The Watershed Development Program receives funding from NABARD to implement a community-based water management system which protects drinking water sources and maintains environmental balance while empowering local residents to control their water resources. The program uses an integrated watershed method which combines techniques for preserving soil and water resources with methods for restoring groundwater and implementing sustainable land management systems. The project includes essential activities which involve building new water harvesting systems and restoring existing ones and rehabilitating damaged areas and promoting agricultural methods that can withstand climate change and developing local organizations through the establishment of Watershed Committees and user groups. Community members lead the entire process from planning to execution of projects which results in sustainable asset maintenance throughout the project lifetime.

The program develops village institutions through capacity building programs while combining their operations with existing government schemes to improve efficiency and reach of watershed programs

Impact

The initiative has resulted in the implementation of sustainable water management methods which have increased access to safe drinking water and irrigation water while establishing local organizations that can jointly manage natural resources. The results have led to better protection of livelihoods while decreasing water shortages and enhancing community capacity to handle climate changes



Sector 6:- NATURAL RESOURCE MANAGEMENT & CLIMATE RESILIENCE

6.3 SHGs for Sustainable Water Resource Management

Partner: Centre for Social Research

Project Location: Umren Block, Alwar District

Project Duration: Phase-III | Ongoing

Program Overview

This is a women-led initiative aimed at strengthening Self-Help Groups (SHGs) as key leadership institutions in water conservation and restoration efforts. The program builds the technical knowledge, leadership skills, and collective decision-making capacity of women so they can actively plan, implement, and monitor water management activities at the village level. By positioning women at the centre of water governance, the initiative promotes inclusive, locally driven solutions for sustainable water use, watershed restoration, and climate resilience..

Impact

The program has significantly enhanced women's participation in local water governance structures, enabling them to take on leadership roles in planning, implementation, and oversight of water-related interventions. It has contributed to more sustainable resource management practices, improved maintenance of water assets, and increased community ownership over natural resources. As women-led SHGs engage communities, coordinate with local institutions, and ensure accountability, the initiative strengthens long-term water security while advancing women's empowerment and collective leadership.



Cumulative Impact & Outcomes

Cumulative Impact :

Women Economically Empowered: 1,000,000+

Children Benefited: 50,000+

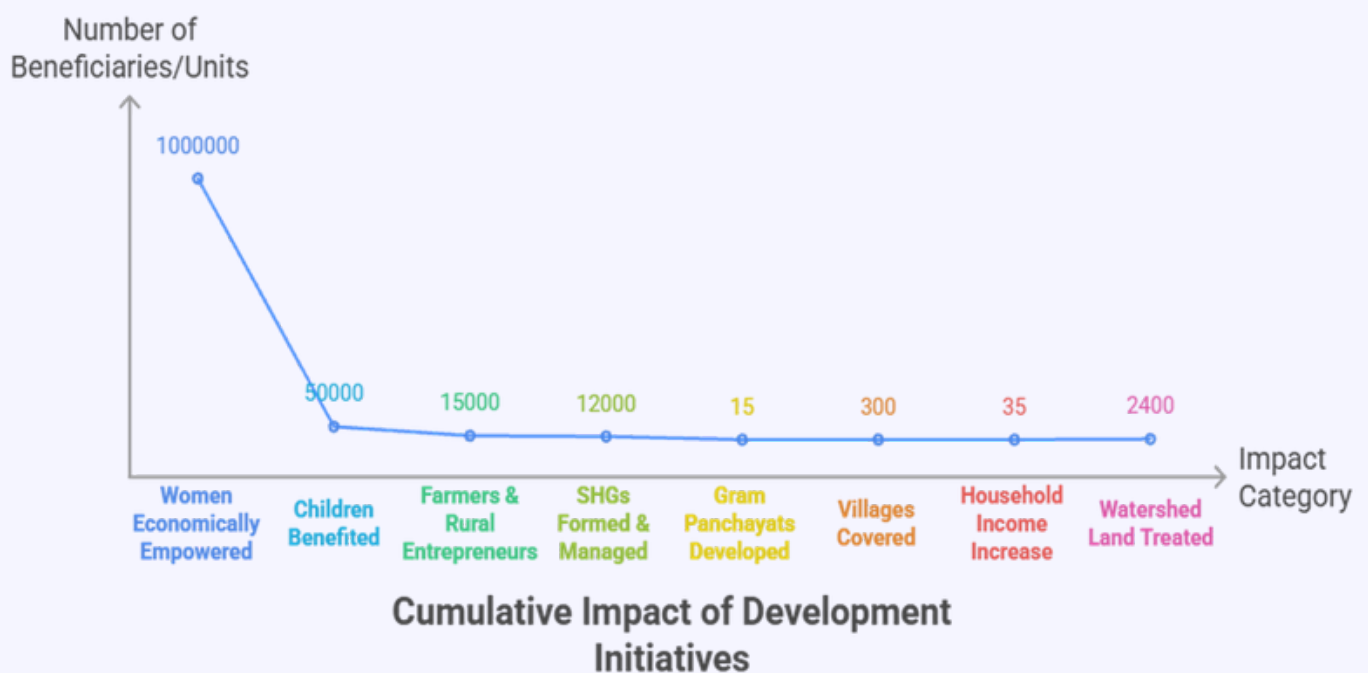
Farmers & Rural Entrepreneurs Supported: 15,000+

SHGs Formed & Managed: 705 (Rajasthan) + 4,600 (Haryana) + 6,851 (Himachal Pradesh) = 12,000+

Gram Panchayats Developed: 15+ Villages Covered: 300+

Household Income Increase: 30-40% average

Watershed Land Treated: 2,400+ hectares



Key Outcomes:

Economic Empowerment:

- Average monthly SHG savings: Rs. 5,58,500
- Rs. 21.20 crore capital disbursed to producer groups
- 40% increase in milk yields through dairy development
- 365% income increase in model villages over 6 years

Cumulative Impact & Outcomes

Child Protection:

- 639 child marriages prevented
- 100 children rescued from trafficking
- 6,300+ out-of-school girls mainstreamed

Health & Social Security:

- 91,769 enrolled in insurance schemes
- 100 children supplemented with Vitamin A & deworming
- 185 women supported through MSSK counselling centre

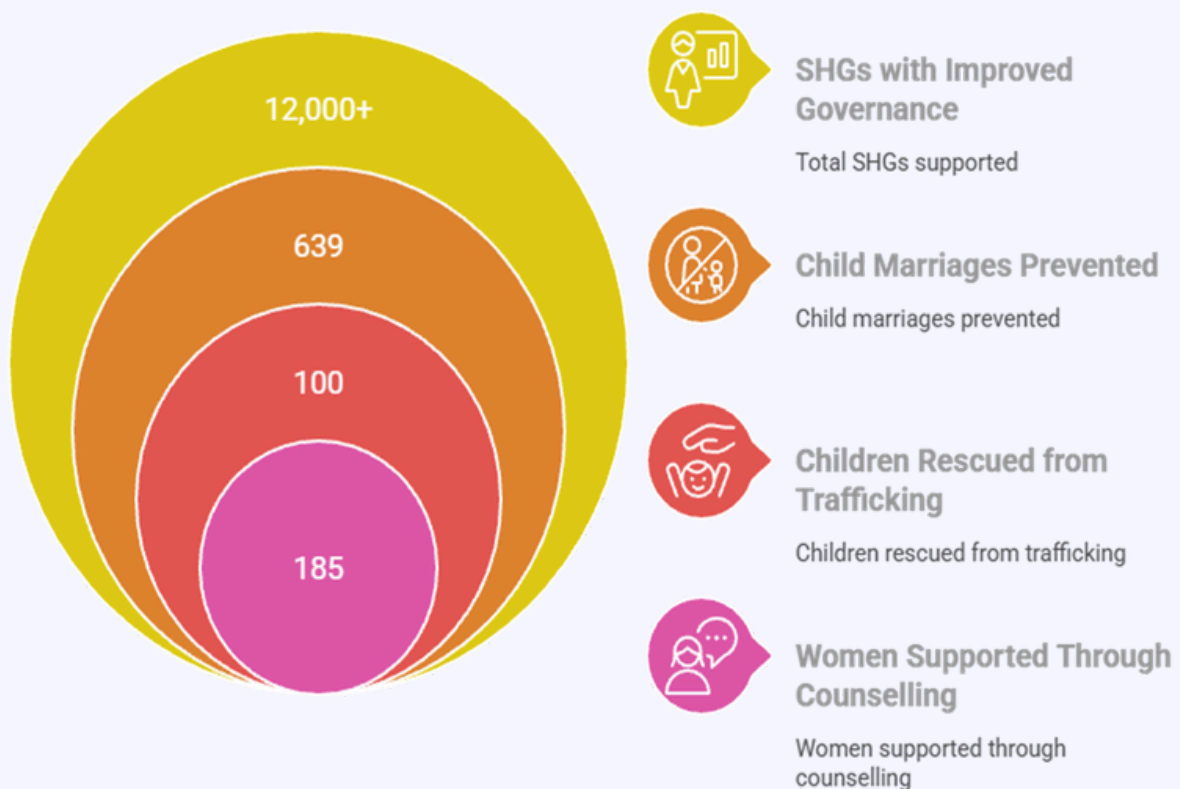
Natural Resource Management:

- 2-5 feet groundwater level increase
- 2,400 hectares watershed treatment
- 5,400+ plants (fruit & fodder) planted

Institutional Strengthening:

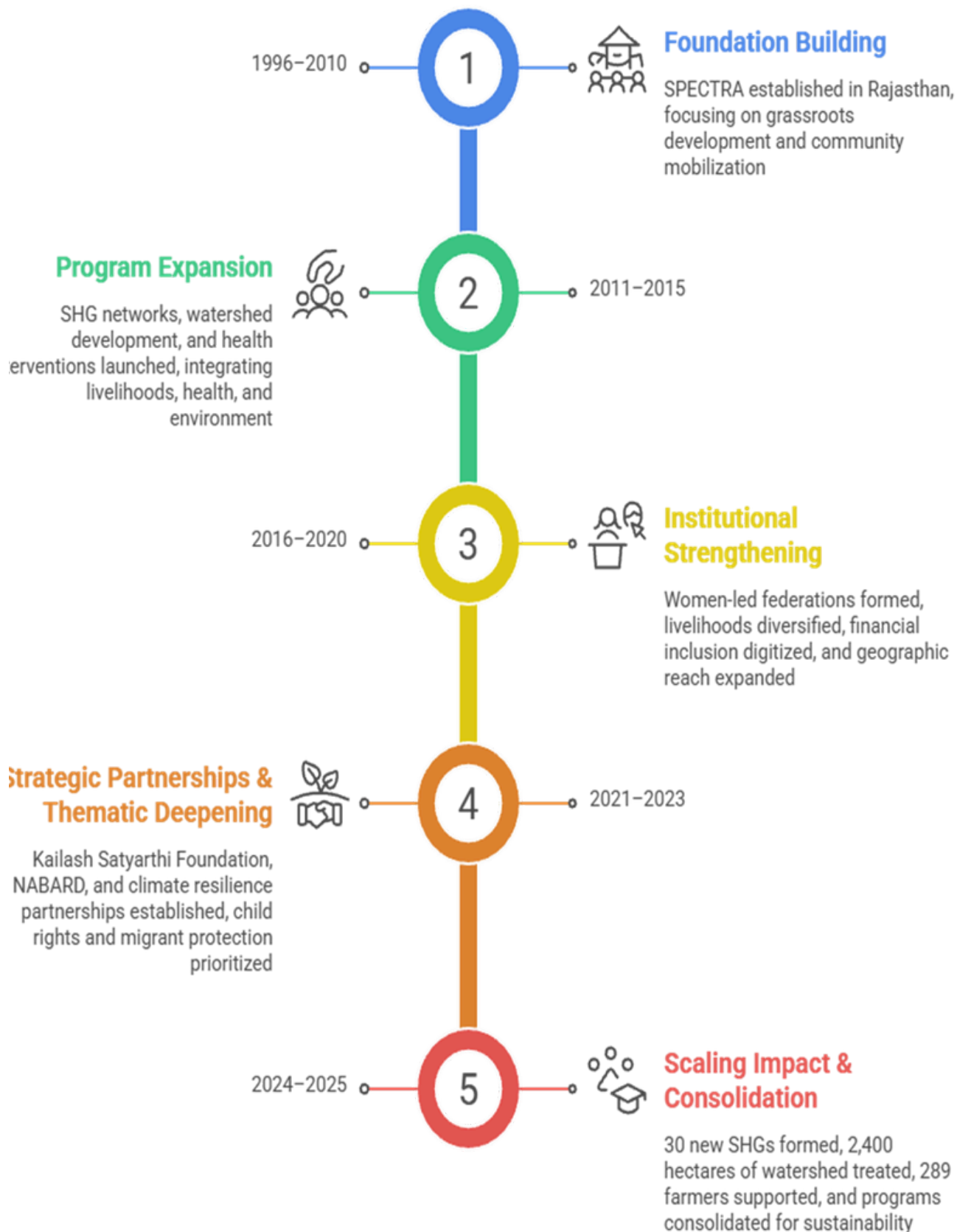
- 92 CLFs strengthened (39 HP + 48 HR + 5 RJ)
- 1,113 Village Organizations supported
- 12,000+ SHGs with improved governance

Impact of SHG Program on Women's Lives



Evolution Timeline

SPECTRA's Three Decades of Growth and Impact



Theory Of Change

SPECTRA Theory of Change

Society for Public Education, Cultural Training and Rural Action



Implementation Approach



Core Methodologies



Community-Led Development

- Participatory planning with Gram Sabha involvement



Community-Led Development

- Participatory planning with Gram Sabha involvement



Graduation Approach

- Targeting ultra-poor households for systematic poverty alleviation



Graduation Approach

- Targeting ultra-poor households for systematic poverty alleviation



Institutional Building

- Forming SHGs → Village Organizations → Cluster Level Federations



Institutional Building

- Forming SHGs → Village Organizations → Cluster Level Federations



Convergence Strategy

- Leveraging government schemes and programs



- Legal & 17 Partner Resources (Govt, CSR, NGOs, Donors)



Convergence Strategy

- Leveraging government schemes and programs



- SARng SHGs → Partner Resources (Govt, CSR, NGOs.)



Women-Centred Approach

- 74% women staff, women in decision-making roles



- 74% women staff, women in decision-making roles

Best Practices



Best Practices



Five principles of SHG financial management
(95% adherence)

- Regular Meetings
- Regular Savings
- On-Time Repayment
- Internal Lending
- Proper Record Keeping



80% SHGs
digitized for transparency
and bank access



Digitization

80% SHGs digitized for
transparency and bank access



Pashu
Sakhis

Krishi
Sakhis

Adhikar
Sakhis

Training Pashu Sakhis, Krishi
Sakhis, Adhikar Sakhis as
resource persons



Multi-Stakeholder Collaboration

- Government + NGO +
corporate partnerships



Evidence-Based Programming

- Regular baseline surveys,
impact assessments, MIS tracking

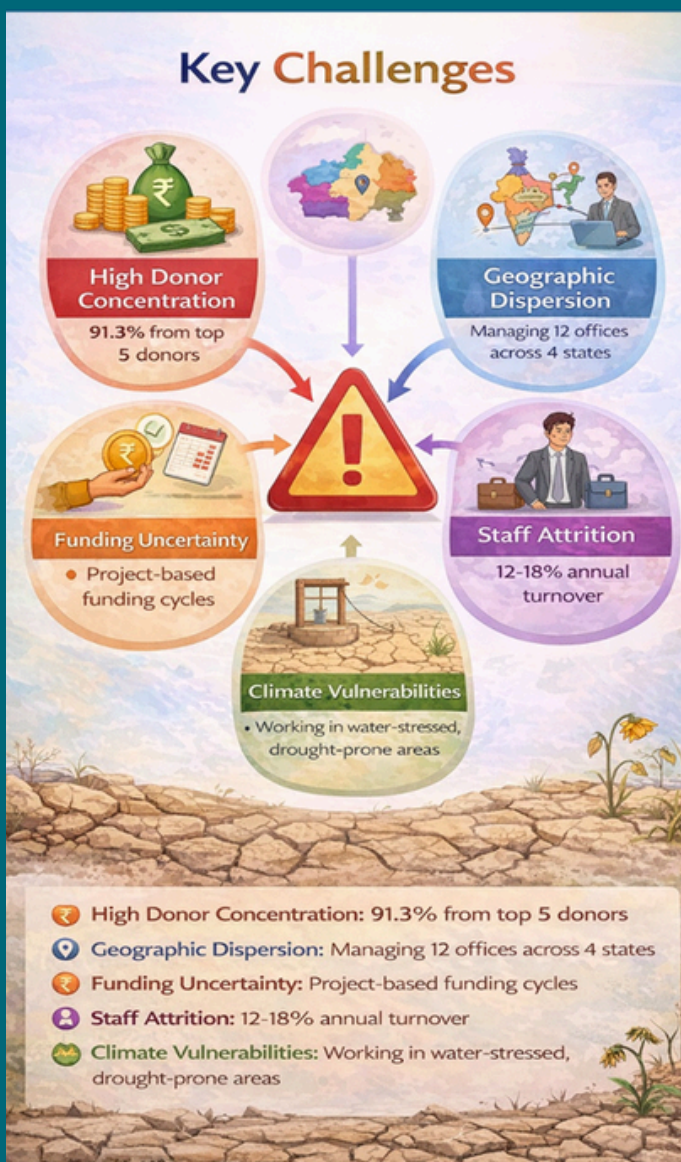
Challenges & Risk Mitigation

Challenges

- High Donor Concentration: 91.3% from top 5 donors
- Geographic Dispersion: Managing 12 offices across 4 states
- Funding Uncertainty: Project-based funding cycles
- Staff Attrition: 12-18% annual turnover
- Climate Vulnerabilities: Working in water-stressed, drought-prone areas

Risk Mitigation

- Fundraising Diversification: Active pursuit of new funding partners
- Decentralized Management: State heads with operational autonomy
- Business Continuity Plan: Comprehensive BCP for crisis management
- Capacity Building: Regular staff training and leadership development
- Climate Adaptation: Watershed structures, climate-smart agriculture, insurance linkages



Success Stories

Case Study 1: Manju Devi – From Homemaker to Community Advocate

The collective power of community work combined with capacity development training creates the potential for Manju Devi to achieve personal transformation. She became a confident leader for her community after joining a Self-Help Group and participating in structured training and mentoring from the NABARD and Udaan Mahila Manch.

Manju Devi started her work with Panchayati Raj Institutions after she learned about her rights and local governance procedures. She helps women obtain government programs and social security benefits while training other women to join decision-making groups. Her leadership work has increased the awareness of women's issues in village areas and improved the bargaining strength of SHG members

Case Study 2: Ratakhurd Village – A Story of Holistic Transformation Baseline (2013)

Ratakhurd village faced severe socio-economic challenges, with an average annual household income of only ₹18,000 and widespread malnutrition among children and women. The available credit sources became restricted because of limited access to formal credit systems and shallow understanding of financial matters and because SWGs faced operational difficulties.

Outcome (2019):

The village experienced major development after the community implemented their SHG strengthening program and their financial inclusion initiative and their livelihood diversification project. The annual household income increased to ₹1,73,000, which represents a 365% growth within the past six years.

Impact:

- 95% of SHGs reached their ideal operational capacity
- The loan repayment rate reached 100% which demonstrates borrowers' financial responsibility.
- SHG-bank linkage program enabled the release of ₹15.8 crore in bank credit.
- The study found that 91.8% of children achieved a healthy BMI status which indicates better nutrition results.
- Every household in the village obtained Kisan Credit Cards which guaranteed their access to official agricultural credit.
- The village community achieved better economic stability combined with enhanced health and nutrition results and improved long-term financial security through this complete solution.

Case Study 2: Ratakhurd Village – A Story of Holistic Transformation Baseline (2013)

Youth leaders demonstrated their abilities during the Learning Centre (LC) closure which occurred because of teacher testing and bad weather. The alumni girls who had previously received education and empowerment training chose to take control of the centers and operate them as their own organization.

The students conducted classes about different subjects while they mentored younger girls through academic assistance and maintained study activity through their own efforts. The project showed academic responsibility together with leadership skills and ownership of educational advancements through group advocacy work. The experience shows how girls' education investments create enduring effects that develop future leaders for their communities through their strong confidence and relationship with their peers.

Awards & Recognition

Year	Award / Recognition	Awarding Authority	Level	Area / Purpose of Recognition
2015	Appreciation Award	SDM Office	District	Community development work – Ahore, Jalore
2016	Appreciation Award	SDM Office	District	Social development initiatives – Kishangarh Bas
2016	Appreciation Certificate	District Administration	District	Overall contribution to rural development
2018	NABARD State Level Award	NABARD	State	Rural Women Empowerment
2018	Appreciation Award	SDM Office	District	Community-led development – Kishangarh Bas
2019	NABARD State Level Award	NABARD	State	Rural Women Empowerment
2019	Appreciation Award	Deputy District Collector	District	Women empowerment & SHG initiatives – Kishangarh Bas
2019	Training & Nutrition Awareness Award	Centre for Health & Education	State	Health, nutrition & capacity building
2020	Yuva Shakti Sansthan Award	Yuva Shakti Sansthan	State	Youth & community development
2021	NABARD State Level Award	NABARD	State	Rural Women Empowerment
2021	SABERA Award	SABERA Foundation	State	Women empowerment & girls' education
2021	Government Recognition	Government of Haryana	State	Mohalla Pathshala during COVID-19
2021	Appreciation Award	SDM Office	District	Social initiatives – Kishangarh Bas

Awards & Recognition

Year	Award / Recognition	Awarding Authority	Level	Area / Purpose of Recognition
2021	Appreciation Award	Deputy District Collector	District	Women & community development – Kishangarh Bas
2022	Appreciation Certificate	District Administration	District	Contribution to district-level development
2022	Recognition Certificate	Department of Women & Child Development	District	Women & child welfare programs
2022	Great Place to Work Certification	Great Place to Work® Institute	National	Positive workplace culture & governance
2023	NABARD State Level Award	NABARD	State	Rural Women Empowerment
2023	Appreciation Award	SDM Office	District	Development initiatives – Tijara
2023	Appreciation Award	SDM Office	District	Development initiatives – Neemrana
2024	Glenmark Award	Glenmark Foundation	National	Health & social development initiatives
2024–2026	IRR NGO–3 Rating	Fitch Solutions India Advisory Pvt. Ltd.	National	Good operational & financial performance (valid till 24 March 2026)
2025	Vande Ganga Certificate	Government of India & Government of Rajasthan	State	Water conservation & environmental initiatives
2025	Independence Day Certificate (Sub-Division Level)	Sub-Divisional Administration, Rajasthan	District	Social, institutional & awareness contributions

Transparency & Accountability

Governance Mechanisms

- Board Meetings: Quarterly with 95%+ attendance
- Committee Meetings: Regular audit, finance, risk, compliance reviews
- Annual General Meeting: Yearly performance and impact evaluation
- Internal Audits: Quarterly financial and compliance checks
- External Statutory Audit: Annual by appointed CA firm

Public Disclosures

- Audited Financial Statements: Published annually
- Annual Reports: Comprehensive programmatic and financial reporting
- NGO-DARPAN: Government portal with updated information
- Website: Program details, impact stories, contact information

Grievance Redressal

- Multiple Channels: Email, helpline, complaint box, online system
- Committees: Independent GRC, POSH Committee, ICC
- Resolution Mechanism: Fair, transparent, time-bound process
- Stakeholder Coverage: Employees, beneficiaries, partners, community



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Spectra

It's all about making a difference in their lives

IT Infrastructure & Digital System

Technology Platform	Database Management	Field data Collection
<ul style="list-style-type: none"> • Cloud-Based Storage: Google Drive, OneDrive for document management • Management Information System (MIS): Custom dashboards for program monitoring • ERP Systems: Tally ERP & QuickBooks for financial tracking, payroll, FCRA compliance • Communication Tools: Microsoft Teams, Zoom, Google Workspace, WhatsApp Business • Data Security: Role-Based Access Control, regular backups, two-factor authentication, antivirus & firewalls 	<ul style="list-style-type: none"> • Beneficiary Database: SHG members, farmers, Pashu Sakhis, students, youth trainees • Financial & Compliance Database: All transactions mapped to donors and projects • Digital Aajivika Register (DAR): Livelihood tracking for HSRLM project • Knowledge Repository: Case studies, research reports, training materials • Grievance Redressal System: Online and offline complaint management 	<ul style="list-style-type: none"> • Tools Used: Kobo Toolbox for surveys and impact assessment • Integration: Government portals (NGO-DARPAN, JJM, FCRA Online, NRLM databases)

Conclusion

SPECTRA Organisation stands as a testament to sustained, community-led development over 28 years. With its strong governance structure (IRR NGO 3 rating), robust financial management (98.9% utilization ratio), and comprehensive programmatic reach (1,000,000+ women, 50,000+ children impacted), SPECTRA is positioned as a credible and effective implementation partner for donors, government agencies, and corporate CSR initiatives.

The organization's multi-sectoral approach spanning women's economic empowerment, child rights, sustainable livelihoods, natural resource management, and governance strengthening addresses the interconnected challenges faced by marginalized rural communities. Through democratic participation, women-centred leadership, and evidence-based programming, SPECTRA continues to create pathways out of poverty and toward dignity, justice, and self-determination for India's most vulnerable populations.

Key Strengths :

- 28 years of proven impact
- Strong governance & clean audit record
- High financial efficiency (98.9% utilization)
- Extensive geographic reach (4 states, 300+ villages)
- Women-led approach (74% women staff)
- Robust partnerships (30+ active partners)
- Community ownership & sustainability focus

Partner With Us

For 29 years, SPECTRA has demonstrated that sustainable development is possible when communities are empowered to lead their own transformation. Our track record of reaching 12,10,000+ rural families, economically empowering 10,00,000+ women, and supporting 50,000+ children speak to the scale and depth of our impact

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