



NATIONAL
COOPERATIVE
UNION OF
INDIA

NATIONAL
CENTRE FOR
COOPERATIVE
EDUCATION

LEADERSHIP DEVELOPMENT PROGRAMME FOR DAIRY COOPERATIVES

3 Days



Programme objectives: The first farmers' integrated dairy cooperative was established in Anand town of Kaira District of Gujarat in 1946. It marked the beginning of the dairy cooperative movement in India. The salient features of the dairy cooperative movement in India are availability of a year-round market to dairy farmers, effective governance without exploitation, enhancing milk production and quality by introducing latest technology and equipment and providing dairy farmers fair and sustainable income.

The three-day "Leadership Development Programme for Dairy Cooperatives" is a programme conducted by the National Centre for Cooperative Education (NCCE) for management-level leadership such as Board of Directors, Chairpersons, Secretaries, etc. at dairy cooperatives. The programme will attempt to provide the participants with a holistic overview of concepts that can strengthen their leadership skills. It would comprise sessions on components such as cooperative values and principles in the context of a dairy cooperative, roles and responsibilities of dairy cooperative leaders, financial management, legal provisions, relevant schemes for dairy cooperatives, case stories of successful dairy cooperatives, challenges faced by dairy cooperatives and strategies to manage them, etc.

Programme details

Pedagogy	The three-day programme is conducted in-person and involves: <ul style="list-style-type: none"> • Lecture/Presentations • Group Discussions • Exercises/Games/Role plays • Study Visits
Duration	3 Days
Eligibility	Members of Board of Directors, Chairpersons, Secretaries and other individuals in leadership roles in primary state- and district-level; with proficiency in English and Hindi languages
Language of instruction	English and Hindi
How to apply	Send nomination to: The Executive Director National Centre for Cooperative Education 3, Siri Institutional Area, August Kranti Marg Hauz Khas, New Delhi – 110016 Telefax – 41811158 Email: nccencui@gmail.com
When to apply	The announcement letter inviting participants for the course will be circulated.
Mode of teaching	Classes will be conducted physically at NCCE, New Delhi. In times of COVID-19 restrictions, the classes will be conducted online.
Fee	There is no fee to be paid for this programme.

Curriculum

The programme will help strengthen the capacity of leaders on the following aspects through various sessions:

Concept: Cooperatives are based on the values and principles of self-help, self-responsibility, democracy, equality, equity and solidarity. The structure and working of cooperatives are centred on transparency and participation, and their work often centres on involving members to inform them of business operations to facilitate their active participation. The overarching objective of enabling betterment of communities, lends a unique primacy to these values and principles. This module will help a leader gain a deeper understanding of cooperative values and principles and their application in a dairy cooperative in a manner that supports the core objective of benefitting the dairy farmers.

Dairy cooperative management: This module will emphasise on the various concepts of cooperative management with a focus on dairy cooperatives including the bye-laws, basics of membership, membership fee, share capital, formation and registration of a dairy cooperative, elections and

procedures for meetings, etc.

Types of members, procedure for admission, termination and suspension of members in a dairy cooperative: Once a dairy cooperative is registered, it becomes open to members. In this context, members could refer to dairy farmers, suppliers, retailers who sell dairy, etc. Hence, there are different types of membership and eligibility criterion for members to apply. There is also a pre-set procedure for admission and termination/suspension of members in special cases. This module will reinforce basic fundamentals about a dairy cooperative for the leaders.

Roles and responsibilities of a chairperson and board of directors: The leader of an organisation has an important role to play in building and driving the organisation to success. Some roles and responsibilities of a dairy cooperative leader including the chairperson and board of directors are defining the goals and objectives of the organisation,

hiring the workforce, preparing budgets, setting the criteria and protocols of including members in the cooperative, directing and delegating responsibilities of the employees, etc. Hence, this module will revisit the roles and responsibilities of a dairy cooperative leader and share some effective ways and means to implement them.

Legal provisions for a dairy cooperative: The legal framework of a dairy cooperative includes various policies, bye laws and acts. Generally, these include the Cooperative Societies Act passed by the legislature, rules framed under the Cooperatives Act towards their implementation and the bye-laws set by the cooperatives for day-to-day functioning. In this module, the leaders will be re-oriented on the legal provisions for a dairy cooperative and the impact of these provisions on the organisations' functioning.

Functions of national, state and district dairy cooperative federations and their role in development of dairy cooperatives: National Cooperative Dairy Federation of India (NCDFI) is the apex organization for the cooperative dairy sector, whose members include the federal dairy cooperatives of states and union territories. State-level milk cooperative federations exist for nearly all the states in India, for example, Haryana Dairy Development Cooperative Federation and Bihar State Milk Cooperative Federation, etc. The role of the federations includes ensuring seamless implementation of the process, that is, collecting the milk, transporting it to the union and making sure that all the vendors are paid on time, etc. This module will reinforce the role of the national, state and district dairy federations for the leaders who run dairy cooperatives in India.

Financial management and accounting for dairy cooperatives: The financial management of an organisation includes aspects such as raising funds for business development, taxation, maintaining books and carrying out day-to-day financial activities. In this module, the learner will be oriented on the financial management aspect of a dairy cooperative and focus on components such as raising funds for business, profit, reserve, dividend, etc.

Hygienic milk production, processing and storage: Milk is a perishable product that needs to be handled with utmost care from the time it is collected till it reaches the consumer. Since this period of

transportation may be long, the dairy cooperative is responsible to ensure that the milk doesn't get spoiled because of bacteria. The government has set protocols and rules for safe production and transportation of clean milk. Further, all dairy cooperatives have personnel in place to ensure safety in production and transportation. This module will revisit the safety protocols so that the leaders can ensure their due implementation in the dairy cooperative.

Role of National Dairy Development Board and success stories of dairy cooperatives: The National Dairy Development Board is a statutory body with the primary function to plan, promote and organise programmes to promote development of dairy and other agriculture-based, allied industries and biologicals. The Board plays a pertinent role for dairy cooperatives in India, and this module will highlight their importance and role to the learners. In this module, the learner will also be oriented on successful dairy cooperative brands in India such as Amul, Sudha, Vita, Verka, Vijaya and others.

Schemes of government for development of dairy cooperatives and dairy farming in India: To encourage dairy farming in India, the government has implemented various schemes. The objective of these schemes is to make dairy farming a lucrative option that helps farmers benefit in the long-run and make them financially secure. Examples of government programmes and schemes for dairy farming in India include the National Dairy Plan, Dairy Entrepreneurship Development Scheme, Dairy Processing and Infrastructure Development Fund, etc. One of the key roles of the government in this regard is also to provide constant support to State Dairy Cooperative Federations. This module will orient the leaders on the latest developments so that the leaders can find the right scheme and fit for their dairy cooperative.



Challenges before dairy cooperatives & strategies to mitigate them:

Some key challenges faced by dairy cooperatives in India include low milk yield of dairy animals, excessive number of unproductive animals causing shortage of fodder, unhygienic milk production processes, lack of training of processors,

issues related to marketing and pricing, etc. These challenges are unique to dairy cooperatives and need to be addressed appropriately. This module will discuss these challenges in detail and recommend, through participatory learning, some of the strategies to mitigate them.



About National Cooperative Union of India

The National Cooperative Union of India (NCUI) was established in 1929 as All India Cooperative Institutes Association and transitioned to its current form in 1961. Since inception, the organisation has grown manifold in terms of its activities and programmes and now represents 280 member institutions across the nation. The goal of the NCUI is to promote and develop the cooperative movement in India, to educate, guide and assist the people in their efforts, to build up and expand the cooperative sector and to serve as an exponent of cooperative opinion in accordance with cooperative principles. One of the key objectives of the NCUI is to organise cooperative education and training programmes and popularise the principles and practices of cooperation. This objective of the NCUI is met through the National Centre for Cooperative Education.

About National Centre for Cooperative Education

The National Centre for Cooperative Education (NCCE) was set up in 1958 to address the need for systemic cooperative education for practitioners in the cooperative movement. The NCCE came into being as the "All India Cooperative Instructors Training Centre" in 1958. It has since expanded its mandate from building capacity of trainers to conduct member education programmes to an institution that is designing and implementing training interventions to support the gamut of needs of cooperative institutions. NCCE has successfully managed training interventions for cooperatives across levels for district, state, and national co-operatives in diversified geographies and for widely varying activities.



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