



NATIONAL
COOPERATIVE
UNION OF
INDIA

NATIONAL
CENTRE FOR
COOPERATIVE
EDUCATION

LEADERSHIP DEVELOPMENT PROGRAMME FOR LABOUR COOPERATIVES

3 Days



PROGRAMME OBJECTIVES: In India, the labour cooperative movement aims towards social and economic development of the employees in the unorganised sector. It was founded under The Cooperatives Societies Act, Public Trust Act, Society Registration Act 1860, Trade Union Act and Companies Act 1860. Since the cooperative is run essentially by the workers who are members, the success of a labour cooperative depends on able leadership, sustainability, innovation, governance structure, esprit de corps, fraternity, member centrality and adaptability, among others.

The three-day "Leadership Development Programme for Labour 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 labour 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 labour cooperative, roles and responsibilities of cooperative leaders, financial management, legal provisions, relevant schemes by government and other organisations for labour cooperatives, role of National Labour Cooperatives Federation (NLCF), challenges faced by labour 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 cooperatives; 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.

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 centered 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 labour cooperative to facilitate their implementation in their labour cooperative in a manner that supports the core objective of benefitting the workforce.

Labour cooperative management: This module will emphasise on the various concepts of cooperative management with a focus on labour cooperatives including the bye-laws, basics of membership,

membership fee, share capital, formation and registration of a labour cooperative, elections and procedures for meetings, etc.

Types of members, procedure for admission, termination and suspension of members in a labour cooperative: Once a labour cooperative is registered, it becomes open to members. In this context, members could refer to workforce, recruiters, 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 the basic fundamentals about a labour cooperative for the leaders.

Roles and responsibilities of the 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 labour 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 labour cooperative leader and share some effective ways and means to implement them.

Legal provisions for a labour cooperative: The legal framework of a labour 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 labour cooperative and the impact of these provisions on the organisation's functioning.

Financial management and accounting in a labour cooperative: 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 labour cooperative and focus on components such as raising funds for business, profit, reserve, dividend, etc.

Rules and regulations of forest labour cooperative societies: Forest labour cooperative societies fall under the ambit of NLCF; however, their rules, regulations and norms may vary owing to the conditions of working in a forest. Moreover, the labour engaged in forest activities is often people who live in the vicinity, are local as well as socio-economically vulnerable. For example, a lot of tribal communities in India are engaged as forest labour. Additionally, the produce from the forest is also marketed and sold under a separate set of norms as compared to other agricultural and non-agricultural produce. This module will orient the participants on such pertinent information about forest labour cooperative societies.

Policies and schemes of the government for support/development of labour cooperatives and social economic welfare of the labour: To further the objective of welfare of unorganised labour in India, the government has taken out several schemes that help them in employment as well as provide other support. Examples of schemes by the government for labour cooperatives include skill development for weaker sections of the society in trades such as carpentry, plumbing, electrical work, painting, etc. Schemes are also available that provide training to women to make them employable in the organised sector. Awareness programmes are also conducted by the government that provide information about these schemes to the labour. This module will share details of these and more such schemes so that the leader can ensure that the labour in their cooperative is able to reap the benefits.

Preferential treatment to award work to labour cooperatives by central and state government: The aim of labour cooperatives is to help the workforce who hail from vulnerable backgrounds. To encourage the same, the national and state governments have taken out circulars that ask for awarding work to labour that is a part of a cooperative. This enhances the opportunities available with the workforce. Similar to the government, there are also work awarding agencies in different states that prioritise labour cooperatives to give work. This module will orient the leaders on various such announcements and circulars by the government and other agencies that provide preferential treatment to award work to labour cooperatives.

Role of NLCF in developing labour cooperative societies: The National Labour Federation Cooperation of India is an apex organisation of Indian Labour Cooperative Movement. The main objective is to organise, promote, co-ordinate, help and develop the working of labour cooperatives for economic and social development of unorganised sector, the poor labourers consisting of economically weaker sections of the society. NLCF represents Contract/Construction Labour as well as Forest Labour within its ambit. The NLCF is enabled to provide support in all aspects of labour-related issues. Similar federations may also function at the state and district level as well. This

module will orient the participant on the NLCF and its role and responsibilities in establishing a labour cooperative in India.

Challenges before labour cooperatives and strategies to mitigate them: Lack of skills and resources and socio-economic vulnerabilities are some of the key challenges faced by labour

cooperatives in India. Moreover, the large-scale spread of the informal workforce also adds to the challenge as including them in cooperatives requires long-term efforts. Hence, this module will highlight these challenges and delve into details so as to identify 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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