



NATIONAL
COOPERATIVE
UNION OF
INDIA

NATIONAL
CENTRE FOR
COOPERATIVE
EDUCATION

LEADERSHIP DEVELOPMENT PROGRAMME FOR WOMEN COOPERATIVES

3 Days



Programme Objectives: With the advent of the cooperative movement in India, the need for women cooperatives emerged as women form an integral part of the socio-economic landscape of the country. Starting with women-led consumer societies, the movement scaled to include Women's Industrial Cooperatives, Women's Cooperative Banks and Women's Multi-Purpose Societies. These societies have played a pertinent part in moving towards a gender equal and equitable India. Some examples of successful women cooperatives in India include Self Employed Women's Association (SEWA) Cooperatives, Ahmedabad, Bhamaramba Mahila Cooperative Banking Society, Andhra Pradesh, Bhagni Nivedita Cooperative Bank, Pune, etc.

The three-day "Leadership Development Programme for Women Cooperatives" is a programme conducted by the National Centre for Cooperative Education (NCE) for management-level leadership such as Board of Directors, Chairpersons, Secretaries, etc. at women 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 women cooperative, roles and responsibilities of women cooperative leaders, financial management, legal provisions, relevant schemes to empower women cooperatives, challenges faced by women 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 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, lend 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 women's cooperative to facilitate their implementation in a manner that supports the core objective of benefitting women.

Women cooperative management: This module will emphasise on the various concepts of cooperative management with a focus on women's cooperatives including the bye-laws, basics of membership, membership fee, share capital, formation and registration of a women's cooperative, elections and procedures for meetings, etc.

Types of members, procedure for admission, termination and suspension of members in a women cooperative: Once a women cooperative is registered, it becomes open to members. In this context, members could refer to women members, suppliers of handmade products, retailers of products manufactured by women, 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 women's 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 women's cooperative leader including the chairperson and board of directors include 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 women's cooperative leader and share some effective ways and means to implement them.

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

Functions of national, state and district women cooperative federations and their role in development of women cooperatives: While there are State Women Cooperative Federations in some states, a women cooperative federation does not exist at the national level since state-level cooperatives are not active in coming together to form a national federation. Promotions organisations such as women cooperative banks, National Cooperative Development Corporation (NCDC), National Cooperative Union of India (NCUI), National Bank for Agriculture and Rural Development (NABARD) and Indian Farm and Forestry Development Cooperatives (IFFDC), etc. play an important role in organising and developing women cooperatives. There are also a few successful women cooperatives such as SEWA, Stree Sanghatana Audyogik Sahakari Mandal Limited, Pune, Mohanpur Hastasilpa Mahila Samobaya Cooperative Samiti, Tripura and Thangjam Leikai Women Weavers Cooperative Society Ltd., Imphal. SEWA trade union has worked actively to promote the rights of women working in the informal economy. Their mission is to work with collectives that are run by, with and for poor women to help them achieve full employment and self-reliance at the collective and the member level. This module will orient the learner on the various federations at different levels that extend support to women cooperatives in their development and functioning.

Financial management and accounting for women's 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 women's cooperative and focus on components such as raising funds for business, share capital, revolving fund, profit, reserve, dividend, etc.

Business project planning for women cooperatives: Project planning is an essential part of a women cooperative. It includes components of day-to-day management such as human resources, manufacturing, supply, sale of products, etc. as well as long-term activities such as promotion, marketing, among others. These activities are conducted in an ongoing manner so that the business can run smoothly. In this session, the learner will be oriented on methods to set-up a business, undertake project planning and implementation in a women's cooperative effectively.

Micro finance management for women Self-Help Groups (SHGs): An essential role of self-help groups is to provide financial support to its members. This process is called micro-financing wherein the members of the SHG pool in financial resources and use that amount to provide loan to members and other women in the community who are in need. This also plays a role in making a self-help group self-sustainable without the requirement of additional financial support from external sources. In this module, a learner will be oriented on the effective management of micro-finance in a women SHG.

Role of women commissions at the national and state level: The Government of India is playing an important role in empowering women by providing them support through the national and state level women commissions. These commissions are responsible for effective implementation of laws and policies that are in place for the protection and promotion of women in India. Their role expands to implementing activities and interventions that promote socio-economic welfare of women such as awareness generation on female foeticide, domestic violence, dowry, inclusion in mainstream economy, etc. In 2016, the National Policy on Women was implemented with the vision to create a society in which, women attain their full potential and are able to participate as equal partners in all spheres of life and influence the process of social change by creating an effective framework to enable the process of developing policies, programmes and practices which will ensure equal rights and opportunities for women in the family, community, workplace and in governance. In this session, the learner will be oriented on the importance of women commissions and the National Policy on Women and their role in women empowerment.

Schemes by the government to promote women empowerment and women's cooperatives: To further the objective of women empowerment through the cooperative movement, the government and NCDC provide various schemes to extend the required support.

An example is the government's Atmanirbhar Bharat scheme that calls for women participation in economic activities by providing them adequate support in the form of financial assistance, marketing support and linkages, investment in skill development of women, etc. There are also schemes by NCDC providing financial support to women in the form of loans, etc. This module will provide details about more such schemes that leaders of women cooperatives can optimally utilise for the development of their members and the cooperative business.

Challenges before women's cooperatives & strategies to manage them: In India, some of the challenges faced by women cooperatives include lack of national-level organisation, lack of resources (human and others), lack of funding, lack of emphasis on developing women cooperatives, cooperative laws and social norms that leave women behind and do not allow their participation in mainstream economy. 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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