

9. Co-operative Education and Training

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9.1 Introduction:

In India after 1991, government have started to implement new economic policy. Due to which privatization, liberalization and globalization emerged largely. Due to this reason challenge is created for the development and progress in co-operative sector. Lack of business vision, lack of resources, lack of efficient and trained staff, lack of capital are various problems. To overcome such problems the need of co-operative education and training was realized. Due to co-operative education and training high skill and work efficiency is obtained.

Co-operative is a life system. It is important for each one to know the Co-operative principles, values, management, powers and responsibilities of authorities and their relationship with each other. It is equally necessary that they are regularly in practice.

9.2 History of Co-operative education and training in India:

In India in the year 1915 the Maclagan committee report stated the need for co-operative education and training in India. In 1916, 'co-operative secretary training council' plan was suggested by late Namjoshi for the implementation of co-operative education and training in India. Also, recommendations are given to provide training on co-operative act, rules, circulars of work.

In the year 1917, late S. C. Talmaki presented an essay on co-operative education and training at the regional co-operative conference. Soon after in 1918, 'Mumbai Central Co-operative Institution' was established. Today this institute is known as 'Maharashtra State Co-operative Federation'. Mahatma Gandhi, the father of the Nation also presented an essay titled 'Moral basis of co-operative' in the regional co-operative assembly. In a report submitted by Royal Agriculture commission in 1918 it was said that there was a serious need to provide education to owners of society, member, director and government employee in co-operative society. If the members are informed about the Co-operative principles, methods, objectives then it will lead to expand scope of co-operative society. In 1946, the co-operative planning Committee stated the need for co-operative education and training. In 1935, the committee formed under the leadership of Malcome Darling stated that lack of co-operative education and training resulted in failure of co-operative movement.

In 1951 The All India rural credit survey committee was appointed under the chairmanship of Mr. A. D. Gorwalla which also recommended the need of co-operative education and training in report which was submitted in 1954. In 1995 a committee was appointed by the International Co-operative organization with the objective of reframing the co-operative principles and formulate co-operative values.

9.3 Meaning and Definition of Co-operative education and training:

Co-operation is a natural human tendency. Also, a good support towards social structure and to make the Co-operative movement strong and for the development of co-operative societies. The class of members should be made active and alert. Due to which Co-operative education and training plays an important role.

➤ **Meaning of co-operative education:**

Imparting knowledge about Co-operative principles, objective, procedures, business knowledge, bye-laws, etc. to the members, directors, volunteers and employees of co-operative organization and thereby enhancing their faith in the Co-operative approach and movement means Co-operative education.

➤ **Definition:**

Dr. Krishna swami - “Co-operative education is to impart the knowledge of co-operative principles, objectives and procedures to all persons related to co-operation. It also includes enhancing the qualities of Co-operative spirit and ability to work together.”

➤ **Meaning of co-operative training:**

The process of acquiring skill to conduct some activity and fulfill responsibility such process is known as training.

➤ **Definition:**

“In order to enable the institute employee to implement plans, perform administrative task and writing accounts, detail knowledge of co-operative aspect and practical’s is given. This kind of practical education provided is known as Training”.

“The efforts taken to increase the capability, knowledge and skill of employees and office-bearers and to make them realize the responsibilities and moral values is known as co-operative training.

9.4 Objectives of co-operative education and training:

It is important that the person associated with co-operation know the objectives, procedures, etc. of co-operation. It is needed that they work collectively with selfless approach. Therefore, the objectives of co-operative education and training are explained as follows:

Objective of co-operative education and training

1. To explain the concept of co-operation	2. To attract people towards co-operative movement
3. To make members responsible and aware	4. Develop a competent leadership for co-operative society
5. To create an organized approach	6. To provide knowledge of co-operative principles, procedures and dealing
7. To develop business skill	8. To control corruption
9. To fulfill the need of trained manpower	10. To develop the co-operative society healthy and balanced

1. **To explain the concept of co-operation:** Since Co-operative sector is not known to many people there is a need to inform and explain about it. Co-operative education and training aim at informing the public about the benefits of co-operation.
2. **To attract people towards co-operative movement:** Importance of co-operation is explained to people by informing them about the benefits of co-operation. Co-operative education and training aims at attracting more and more people towards co-operative movement and follow co-operative principles. This will result in eradicating unfair approach and will help to safeguard their own interest and others interest.
3. **To make members responsible and aware:** If the members of a co-operative society are aware, responsible and efficient, they can perform their work efficiently. To make these members aware and efficient is the objective of co-operative education
4. **Develop a competent leadership for co-operative society:** Co-operative society needs responsible, efficient and competent leadership. Co-operative education enables to enhance vision, honesty, team spirit, courage and skills for performing task. Therefore, if such leadership is developed from the members then it can lead to the progress of co-operative societies.
5. **To create an organized approach:** To incorporate unity and uniformity among the members of co-operative society there must be trust on co-operation. To achieve equality and solidarity, ideological and mental thought must be created.
6. **To provide knowledge of co-operative principles, procedures and dealing:** In co-operative societies, co-operative education and training aims at informing the members, directors, employees associated with the co-operative society about the ways of dealing, importance of ethics and protecting public interest.
7. **To develop business skill:** Co-operative society are commercial organization. Accordingly developing business skills is one of the objective of co-operative education and training. For that co-operative principles, dealings, working apart from that rights, responsibilities, duties, leadership, decision ability, planning, controlling, coordination, etc. So, to achieve business skill co-operative education and training is important.
8. **To control corruption:** Co-operative education and training aims at instilling the qualities of honesty, morality, practical nature among the members, directors, authorities enables a co-operative society. Because of these qualities the approach of helping others progress along with self-progress get developed which results in controlling corruption.
9. **To fulfill the need of trained manpower:** Employees are needed to manage the administration and undertake several other responsibilities of co-operative society. Co-operative education and training aim at creating such kind of efficient and effective manpower. If the administrative and managing staff is trained then the working of the co-operative society can be conducted efficiently.
10. **To develop the co-operative society healthy and balanced:** The development of co-operative sector in different states, regions, districts and industrial, business areas is unbalanced. Therefore, instability is arised in the Co-operative movement. Similarly, due to misconduct there is obstacle in the development of co-operative society. To avoid this there must be healthy and balanced development in co-operative society.

9.5 Need of Co-operative education and training:

To achieve the objectives of co-operative education. The need for co-operative education and training is given below.

Need of Co-operative education and training



1. Leadership of co-operative movement	2. Development of co-operative society
3. Efficient management	4. To create educated members
5. Strengthen the faith on co-operation	6. Efficient organization
7. To make the Co-operative sector independent	8. Control corruption and unfair practices
9. Spread of co-operative principles	10. Effective and active participation of members

- 1) **Leadership of co-operative movement** -The future of co-operative societies depends on its leaders. These leaders should believe in the co-operative society, its principles and values. The leader should have excellent organizational skills and work for the progress of the society. Co-operative education and training is needed to create such leaders.
- 2) **Development of co-operative society**- Co-operative education and training is needed because it helps to inform every component of co-operative society regarding the problems of co-operative societies, their solutions, challenges to advance technology and procedures. Hence co-operative education and training is needed.
- 3) **Efficient Management**-Co-operative education and training enables the employees, authorities and directors of co-operative society to get the knowledge and skill of the working of co-operative society in an effective and efficient manner. Therefore, the co-operative society can function properly. So, for efficient management co-operative education and training is needed.
- 4) **To create educated members**-The growth of co-operative sector has primarily in rural areas. In rural areas the members are not very educated. Therefore, they may not have the knowledge of co-operative principles, values and procedure. The benefits of co-operation are not known to them. It is necessary to generate awareness of responsibilities, authorities amongst the members of co-operative society. Therefore, co-operative education and training is needed to increase their co-ordination and generate the spirit of progress and create educated members.
- 5) **Strengthen the faith on co-operation**- The Co-operative procedures, objectives, values and transactions need to be effectively communicated to the general public. It is necessary to create strong faith on co-operation. So Co-operative education and training is needed.
- 6) **Efficient organization**- Co-operative society has various components as members, directors, Managing Director, chairman, committee member, manager, authorities and employees. All should know societies procedure, rules, authority, responsibility, business transaction, accounts, correspondence laws and their provisions. This information is provided through Co-operative education and training. So co-operative education and training is required for efficient organization.
- 7) **To make the Co-operative sector independent**- Even if the co-operative society is a social organization it has to perform business functions. While making income, expenditure, provision, government grants and assistance is expected. But in order to make the society financially strong and independent they have to develop the means of earning sufficient income. In the changing economic environment, it is necessary for the co-operative societies to sustain their existence. Therefore, there is a need of co-operative education and training to all employees, authorities, directors, officers etc.
- 8) **Control corruption and unfair practices**- To bring about transparency in the functioning of co-operative societies and to control corruption and unfair trade practices, there is a need for strong belief in co-operative principles and values of the co-operative society. Employees,

authorities, officers, members should know importance and benefits of co-operative society. Co-operative education and training are needed for this reason.

- 9) **Spread of co-operative principles-** Principles of co-operation understanding, belief, honesty, tolerance are very important in every person's life. Therefore, it is important to propagate these principles and co-operative education and training is needed.
- 10) **Effective and active participation of members-** Managing committee looks after the working of co-operative society on behalf of the members. But many members are not aware about their responsibilities. The members must attend annual General body Meeting, special general body meeting and must take active part in the working and decision taking of co-operative society. Due to this member effective and active participation will increase. For this Co-operative education and training is needed.

9.6 Organizational structure of Co-operative education and training:

Co-operative education and training have three tier structure.

Central level - National co-operative federation-Higher level education and training

State level - Maharashtra State Co-operative union -Middle level education and training

District level-District co-operative board- Lower level co-operative education and training

9.6.1 National Co-operative Federation:

National Co-operative federation is the highest level unit in our country. This institution leads Co-operative education and training at National level. In the year 1929 "All India Co-operative union institute" was formed. In 1951 the institute was renamed as "National co-operative union". This office of this institution is in Delhi. This institute get the support from IFFCO, KRIBHCO, NAFED.

➤ Functions:

Functions of National Co-operative federation is as under –

- 1) To find out the remedies on problems in co-operation and to prepare research projects on it.
- 2) To prepare the programme for Co-operative education and training
- 3) To prepare audio visual material for the publicity of co-operative movement.
- 4) To make publicity of co-operative movement through various means of publication like magazines, journals, brochures.
- 5) To publish official data and information of co-operative movement at national and international level.
- 6) Representing the co-operative movement at national and international conferences.
- 7) Conducting seminars, discussion session and conference.
- 8) To advice central government to take necessary decisions of co-operative movement The scope of this organization is large.

Activity:

- 1) Discuss with your teacher about the functions of National co-operative federation.

9.6.2 Maharashtra State Co-operative union

Maharashtra state co-operative union is the leading organization in providing education and training to all the co-operative society. In the year 1904 British government passed the first co-operative act to keep a control on co-operative society due to which number of co-operative societies increased. In Maharashtra agriculture credit co-operative society were established after knowing the interest and development due to co-operative. Due to which importance of publicity is realized. For this purpose, in the year 1917 co-operative council was formed in Pune. In this council Father of the nation Mahatma Gandhi along with experts of co-operative, social worker of the country came together. In this council Mahatma Gandhiji focused to provide training on co-operative principles, functioning, co-operative act etc. For that state level training societies must be established. Accordingly, Sir Vitthaldas Thackersay, N. M. Joshi, Prof G. K. Devdhar, Vaikunth Mehta etc. such prominent experts after thinking established central co-operative Institute in pune on 13 July 1918.

Such societies expanded on a great extent. Branches were started in various provinces like pune, Mumbai, Dharwad, Baruch, coloba, Ratnagiri, Thane, alibaug and Sindh. This society were named as 'Bombay provincial co-operative Institute' in the year 1926. Later in the year 1952 it was structured as divisional co-operative board, district co-operative board. Maharashtra state was established on 1 may 1960. It was named as 'Maharashtra state co-operative union' from 12 April 1961. From July 1969 this society was named as 'Maharashtra state co-operative union, Pune' This society plays a leading role to provide education and training on the state level to all the components of the society. State co-operative federation plays an important role in promotion of co-operative movement.

Various programs like conference, seminars, co-operative council are organized on the state level for marketing by state co-operative federation. Co-operative week is organized every year from 14 November to 20 November. For promotion of co-operative movement, a magazine is published known as "Sahakar Maharashtra" and quarterly magazine is published in English known as "The Co-operative".

Maharashtra state co-operative federation has developed a mechanism on the state level for co-operative education and training.

a) Divisional co-operative boards -

Through divisional boards state co-operative federation provide training to various levels on divisional level. Through divisional boards control is kept on district co-operative board.

b) District co-operative board -

This board works on district level. In our state all district co-operative boards are in existence. The district co-operative council organizes co-operative training camps, Women get-togethers, essay writing competition on co-operation, volunteer camps, and refresher programs for secretary etc.

c) Co-operative training Centres -

Various training centres are started in the state by Maharashtra state co-operative union. The course includes the study of subjects like co-operative management and administration, co-operative laws, panchayat Raj and social development, maintaining books of accounts, banking, auditing etc.

9.7 Management institutes providing co-operative education and training

9.7.1 Vaikunth Mehta National institute of co-operative management (VAMNICOM) -

Considering the need of management training in 1964 a committee was established under the chairmanship of Prof. Dr. Dhanjayrao Gadgil for studying the need of co-operative training. This committee has mentioned the need of establishing management institution due to increasing scope of co-operative societies and for its efficient management. Accordingly, National co-operative training centres were established in the year 1967 at Pune to provide education, training and research on national level. Vaikunth Mehta dedicated his life for the co-operative sector, so to glorify his contribution his name was given to this institute which is known as "Vaikunth Mehta National Institute of co-operative management", pune.

This Institute conducts various programs like training programme, senior officer training programme, co-operative management training, research and guidance, publishing important reports, advance computer centres and to run the equipped library etc. Such work is done by the society along with that quarterly magazine is published in the name of 'Co-operative Perspective' and to review the activities of co-operative sector a magazine was started as 'Co-operator'.

➤ Training Programmes :

Various training programmes are arranged by this institution throughout the year. In this training various subjects like management, economics, rural economic, agricultural, auditing, co-operative laws, computerization, marketing, banking, administration, human resource. Following are the various training programmes conducted by this institute.

- 1) Post graduate Diploma in Co-operative Business Management-26 weeks
- 2) Post graduate Diploma in Agricultural Business Management-52 weeks
- 3) Post graduate Diploma for Management Executives
- 4) Post graduate course (computer training) 3 months
- 5) Management Programme for Sugar co-operative
- 6) Management Programme for bank officers
- 7) Organizing international Conference
- 8) Co-operative Society- Training relating to Income tax and GST
- 9) To provide I. T training
- 10) Leadership Development Training Programme

9.7.2 Padmashree Dr. Vitthalrao Vikhe Patil Institute of Co-operative Management-

Padmashree Dr. Vitthalrao Vikhe Patil Institute of co-operative management is the first co-operative training Institute in the country. This Institute was established in the year 1947 at Pune. Initially the Institute was named as 'Co-operative Training college' Later the name was changed to 'Sahakar Maharshi Padmashree Dr. Vitthalrao Vikhe Patil'. For establishment of this Institution guidance was provided by the experts like Late. Vaikunth Mehta, late Dr. Dhanjayrao Gadgil. This Institution get financial support from central agricultural ministry. To keep a control the managing committee is joined with the co-operative training Institute and guidance is given by the state government and Maharashtra state co-operative union. Padmashree Dr. Vitthalrao Vikhe Patil Institute of co-operative management provides training to various officers, managers in the co-operative society. The training is provided continuously throughout the year to enhance the productivity and quality. Accordingly, co-operative society works on projects for evaluation and

research at state and national level. In the same way they function for the guidance of various training programs arranged by the Institute. Following programs are conducted by this institution:

- 1) Higher diploma in Co-operative management-26 weeks
- 2) Diploma in urban Co-operative banking -12 weeks
- 3) Diploma course in co-operative audit-12 weeks
- 4) Leadership Development Programme for co-operative Banks, chairman and Directors
- 5) Programme for women officer in co-operative bank
- 6) Leadership development programs for office bearers of Dairy co-operatives for 3 days
- 7) Self-help group awareness Camp
- 8) Training Programmes for directors
- 9) Training Programme and leadership development programme for the managing committee members of housing co-operative society
- 10) Training programme for the members of managing committee of consumer co-operative store.

9.7.3 Dr. Dhanjayrao Gadgil Institute of Co-operative Management:

Dr. Dhanjayrao Gadgil co-operative management institute was established in the year 1972 at Nagpur. The main objective of this institute is to provide training to high level officers to lower level officers and other employees, to provide information about changes in co-operation, to increase the skill, to provide good quality training to the divisional officer of state government and to increase their efficiency.

National council for Co-operative Training (NCCT) Institute keeps control and Central agricultural ministry and Maharashtra State Co-operative department provide finance to this institution. To give encouragement to Co-operative movement, to develop, to produce high quality man power, to increase decision making power of managing committee, enhancement of official knowledge, these are the objectives of this institution .To arrange seminar, discussions on co-operative society at state level, Co-operative management, marketing , knowledge of computers by which official management and knowledge of employees is enhanced. Such work is done by this institution . Following programs are organized by the institution.

- 1) Management development program- 3 to 15 days
- 2) Higher diploma in Co-operative management- 26 to 36 weeks
- 3) Diploma in urban Co-operative banking management
- 4) Master in Business Administration -2 years
- 5) Workshops
- 6) Research Projects
- 7) Advice and guidance to state government, co-operative department.

Activity:

- 2) Discuss with your teacher how the skill is achieved among the members and employees due to co-operative education and training.

9.8 SUMMARY

- In 1915 MacLagan Committee has mention the importance of co-operative Education and Training.
- In 1951 Shri. A. D. Goriwala Committee has also recommended co-operative Education and Training.
- **Co-operative education Meaning and definition**
 - Meaning: To give knowledge about co-operative principles, objectives, working to the members
 - Definition: To create ability of trust and unity of work on co-operation
- **Co-operative training Meaning and definition**
 - Meaning: To process to achieve skill for performing certain work.
 - Definition: To give practical knowledge of co-operation.
- **Objectives of co-operative training and education**
 - 1) To explain the concept of co-operation.
 - 2) To attract people towards co-operative movement.
 - 3) To make members responsible and aware.
 - 4) Develop a Competent leadership for co-operative society.
 - 5) To create an organized approach.
 - 6) To provide knowledge of co-operative principles, procedures and dealings
 - 7) To develop business skill
 - 8) To control corruption.
 - 9) To fulfill the need of trained manpower
 - 10) To develop the co-operative society healthy and balanced.
- **Need of Co-operative education and training:**
 - 1) Leadership of co-operative movement
 - 2) Development of co-operative society
 - 3) Efficient management
 - 4) To create educated members
 - 5) Strength the faith on co-operation
 - 6) Effective organization
 - 7) To make the co-operative sector independent
 - 8) Control corruption and unfair practices
 - 9) Spread of co-operative principles
 - 10) Effective and active participation of members
- **Structure of co-operative society**

National Co-operative Federation of India
Maharashtra State Co-operative Union:

 - A. Divisional co-operative board
 - B. District Co-operative board
 - C. Co-operative training Centres

- **Co-operative education and Training Centres**

Vaikunth Mehta National Institute of Co-operative Management

Padmashree Dr. Vitthalrao Vikhe Patil Institute of Co-operative Management

Dr. Dhanjayrao Gadgil Co-operative Management institute

9.9 KEY-TERMS

1. **Co-operative education:** Co-operative education means to provide knowledge about co-operative principles, sources and objective.
2. **Co-operative training:** Co-operative training means in-depth and practical training of implementation of plans, official work, Accounts writing, etc.

9.10 EXERCISE

Q.1 A) Select the proper option from the options given below and rewrite the Sentences:

1. Through co-operative education and training development of _____ leadership is expected.
a) Skilled b) Unskilled c) Selfish
2. Vaikunth Mehta National co-operative management institute is located at _____
a) New Delhi b) Pune c) Nagpur
3. Co-operative education and training have _____ structure.
a) One tier b) Two-tier c) Three-tier
4. In India _____ is the apex institution for co-operative education and training.
a) National Co-operative Federation b) State Co-operative Union
c) District Co-operative Board

B) Match the following:

Group 'A'	Group 'B'
a. Co-operative planning committee	1. Pune
b. National Co-operative Federation	2. Mumbai
c. District Co-operative Board	3. Amravati
d. Vaikunth Mehta National Co-operative Management Institute	4. Nagpur
e. Dr. Dhanjayrao Gadgil Co-operative Management Institute	5. 1946
	6. State level
	7. 1954
	8. Central level
	9. Divisional level
	10. District level

C) Write a word or a phrase or a term which can substitute each one of the Following:

1. The institute which acts as a leader of co-operative education and training at national level.
2. The institute which acts as a leader of co-operative education and training at state level.
3. The way of educating and creating awareness among the factors relating to co-operative society.

D) State whether the following statements are True or False:

1. There is no need of co-operative education and training in India.
2. Awareness among the members is created due to co-operative education and training.
3. The efficiency of the employees is increased due to co-operative education and training.
4. There is no need of co-operative education and training to the members.
5. The objective of co-operative education and training is to control corruption and unfair trade practices.
6. The structure of co-operative education and training is of two-tier.
7. Leadership skill is developed due to co-operative education and training.
8. Vaikunth Mehta Co-operative Management Institute works at state level.

E) Select the correct option:

1. Maharashtra State co-operative union	
2.	Dr. Dhanjayrao Gadgil Co-operative management institute
3. Co-operator Magazine	
4.	New Economic Policy
5. District Co-operative Board	

1991, Nagpur, State level, VAMNICOM, District level.

F) Answer in one sentence:

1. What do you mean by co-operative training?
2. What do you mean by co-operative education?
3. What is the main aim of establishing Dr. Dhananjayrao Gadgil Co-operative Management Institute?
4. What is the aim of establishing Padmashree Vaikunth Mehta National Co-operative Management Institute?

G) Correct the underline word and rewrite the sentences:

1. The structure of co-operative education and training is of Two-tier.
2. District co-operative board functions at National level.
3. Padmashree Dr. Vitthalrao Vikhe Patil Co-operative Management Institute is located at Nagpur.

4. The service of co-operative education and training is provided by Maharashtra State Co-operative Union at National level.
5. Dr. Dhanjayrao Gadgil Management Institute is located at Pune.

Q.2 Explain the following key terms:

1. Co-operative education
2. Co-operative training
3. Maharashtra State Co-operative Union

Q.3 Application based / Self-opinion questions:

1. Members of co-operative society needs co-operative education.
2. Due to co-operative education and training skill and competency among the employees is achieved.

Q.4 Write short notes:

1. Maharashtra State Co-operative Union
2. Vaikunth Mehta National Co-operative Management Institute
3. Need of co-operative education and training.

Q.5 Answer in short:

1. Explain need of co-operative education and training.
2. Explain information of Vaikunth Mehta National Co-operative Management Institute.
3. Explain objectives of co-operative education and training.

Q.6 Long answers:

1. What do you mean by co-operative education and training and explain its objectives?
2. Explain need of co-operative education and training.

