



# ANNUAL REPORT 2021-22



## POST PANDEMIC MOMENTUM IN BLENDED LEARNING



Hon'ble Shri Amit Shah ji, Hon'ble Union Home and Cooperation Minister releasing the Journal "Cooperative Perspective" during the Annual Convocation Ceremony 2021 for Post Graduate Diploma in Management – Agri Business & Management organised by VAMNICOM, Pune on 19<sup>th</sup> December 2021.



Review Meeting taken by Hon'ble Sh. B.L. Verma, Hon'ble Minister of State for Cooperation on the training activities of NCCT and its Institutes. Shri Gyanesh Kumar, IAS, Secretary, Ministry of Cooperation, Dr. K.K. Tripathi, OSD to Hon'ble Minister of Cooperation, Shri Alok Agarwal, Joint Secretary, Ministry of Cooperation, Shri Mohan Kumar Mishra, Secretary, NCCT and other Directors/Officials of NCCT, RICMs/ICMs who are present on the occasion.

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# HIGHLIGHTS OF THE YEAR 2021-22

**A Strong Team of 261 Personnel across  
NCCT, New Delhi, VAMNICOM, Pune, RICMs and ICMs**

## VAMNICOM PUNE

- Training Programmes : 122- (6003 participants)
- Diploma Course : 2 (99 participants)
- Certificate Course : 2 (63 participants)
- International Online Certificate Course 10 (215 participants)
- MDP/Short Term Programme: 85 (2361 participants)
- Seminar/Workshop/Webinar : 23 (3265 participants)

## RICMs AND ICMs

- Training Programmes: 1476 programmes (56771 participants)
- Higher Diploma in Cooperative Management (HDCM) Regular : 13 programmes (499 participants)
- Higher Diploma in Cooperative Management (HDCM) Correspondence : 24 programmes (939 participants)
- Diploma in Industrial Cooperatives : 8 Programmes (284 participants)
- Short Term Programmes in Computer Applications : 47 Programmes (1240 participants)
- Certificate Course in Computer Applications: 12 Programmes (295 participants)
- PGDM/PGDCA and MBA: 11 Programme (375 participants)
- Directorate General Resettlement (DGR) Programmes : 32 (1127 participants)
- Skill Development Programmes: 37 Programme (986 participants)

## PROGRAMMES FOR THE PRIMARY SECTOR

- Agriculture and allied:379 Programme (19886 participants)
- Dairy: 19 Programme (469 participants)
- Fisheries: 47 Programme (1396 participants)
- Bee Keeping : 18 workshop/online programmes (2585 participants)

## EDUCATION

- MBA: 272 candidates
- BBA: 54 candidates
- Post Graduate Diploma in Management (Agri-Business Management) : 109 participants
- Diploma in Cooperative Business Management (DCBM), VAMNICOM : 29 participants
- 3 Medals
- 6 NCUI Scholarship

## RESEARCH, CASE STUDIES, CONSULTANCY, PUBLICATIONS

### Research Projects

- VAMNICOM : 8
- RICMs and ICMs : 23

### Case Studies

- VAMNICOM : 14
- RICMs and ICMs : 142

## NCCT

### 4 WEBINARS - 2236 PARTICIPANTS AND ONE VC - 274 PARTICIPANTS

- High Level National Webinar on "Resilient Indian Dairy Cooperatives – Exploring the Challenges and Opportunities" (655 participants)
- High level National Webinar on the occasion of International Cooperative Day (887 participants)
- Webinar on "Finalizing Roadmap for Establishing Gender Focal Point Centre in Training Units" (111 participants)
- High Level National Webinar on International Women's Day "Building Capacities of Women Cooperatives to address sustainability" (583 participants)
- Video Conference on Internship Opportunities to Students in Various Cooperative Societies through Internship Portal on 23<sup>rd</sup> March, 2022 (274 participants)

## TRAINING PROGRAMMES FOR WOMEN

- Altogether 15304 women participants attended the programmes organised by the units of NCCT

## CENTRE FOR GENDER STUDIES

- 6 programmes/Workshops (380 participants)

## SPECIAL FOCUS ON NORTH EAST

- 4912 Participants



## FIRST QUARTER (APRIL 2021 - JUNE 2021)

### NCCT- GOVERNANCE

The 5<sup>th</sup> Meeting of the Executive Council of the National Council for Cooperative Training was convened on 16<sup>th</sup> June, 2021 through Video Conferencing under the Chairmanship of Shri Vivek Aggarwal, Additional Secretary (Cooperation), DOAC&FW, Ministry Agriculture & Farmers' Welfare and Chairman, Executive Council of NCCT. In the meeting, the works of Administrative, Personnel, Programme and Accounts Department of NCCT were reviewed.

### VAMNICOM PUNE

- Webinar on the Role of Urban Cooperative Banks in Women Empowerment was organised on 29<sup>th</sup> May, 2021 with the encouragement and support of the National Federation of Urban Cooperative Banks and Credit Societies Limited (NAFCUB), New Delhi. 110 participants comprising of Senior Executives from NAFCUB, Women Cooperative Bank Officers, representatives and Members of NGO, SHGS, Professors, Researchers and Students all over India participated therein. The role of women empowerment in co-operative banks was emphasized.
- National Webinar on "Financing the FPOs: Challenges and Way Forward" was organised on 31<sup>st</sup> May, 2021. The Institute has received an overwhelming response from 569 participants across the country comprising of senior representatives from financial institutions such as NABARD, State Cooperative Banks, DCCBs, SFBs, MFIs, NBFCs and CEOs & BoDs of FPOS; Faculty of SAUS & ICAR institutions, Field Practitioners, Agribusiness Professionals, Researchers and Students. The Webinar discussed about the challenges of FPOs pertaining to low capacity base, shortage of human resources, lack of commercial viability, absence of market linkages, lack of leverages of technologies, negligible value addition to agricultural produce, Tax Exemption and other budgetary support available to FPOs. It was envisaged that to make FPOs financially sustainable there is a need to focus on One District One Product (ODOP) clusters, business strategies, diversifying crops, capacity building and maximum use of Technology.
- Webinar on Marketing Strategies for Cooperative after Covid-19 was organised on 23<sup>rd</sup> June, 2021 with a total of 69 participants from different organizations. The objectives of the webinar was to understand challenges that cooperatives faced owing to COVID-19 and understand these marketing challenges, to develop a roadmap further and also work out on digital marketing solutions and to deliberate on the existing credit ecosystem for FPOs, its provisions, and operational challenges of the financial institutions as well as FPOs.

## **ICM, LUCKNOW**

- Webinar on Strategies for Marketing of Retail Products organized -exclusively for Cooperative Banks on 27th June 2021 to create awareness among bank personnel regarding marketing strategies of retail products. Altogether 43 persons participated in the Webinar. Participants were informed on various important aspects of marketing banking retail products.
- Webinar on “Discrepancies in Documentation and its Remedies” organised exclusively for Co-operative Banks on 29<sup>th</sup> June 2021. The aim of this webinar was to create awareness among bank personnel regarding discrepancies in documentation and its remedies. Altogether 26 persons participated in the webinar. Participants were informed about various important documents required by bankers for smooth loaning and other important activities of bank.

## **SECOND QUARTER (JULY 2021 - SEPTEMBER 2021)**

### **NCCT**

- A High level National Webinar on the occasion of International Cooperative Day was organised on 3rd July, 2021. The topic of discussion of the Webinar was “Inclusive and Sustainable Post pandemic recovery of Agriculture Cooperatives in India”. The webinar was chaired by Dr. Ashok Dalwai IAS, CEO, NRAA & Chairman, Committee on Doubling of Farmers’ Income, Ministry of Agriculture & Farmers Welfare. A total of 887 participants attended the webinar. The participants of the Webinar were members from cooperative fold, Government Departments, representatives of KVKs, JCTCs and FPOs, Self Help Groups and youths across the country.
- A High Level National Webinar on “Resilient Indian Dairy Cooperatives – Exploring the Challenges and Opportunities” was convened on 30th July, 2021. The Hon’ble Union State Minister of Cooperation, Shri B.L. Verma, graced the webinar as Chief Guest. The sessions were on significant deliberations by eminent speakers on various topics of Dairy sector. The National Webinar was joined by 655 participants.
- Webinar on “Finalizing Roadmap for establishing Gender Focal Point centre in Training Units” was convened at NCCT on 13<sup>th</sup> Sep, 2021 under the Chairpersonship of Dr. Nandini Azad, Member, Governing Council, NCCT and President, Indian Cooperative Network for Women (ICNW). The objective of organising the webinar was to have data and inputs from the participants on ‘gender issues to be addressed’ and activities to be carried out after the establishment of Gender Focal Point Centre in all the training units of NCCT. Altogether 111 participants participated in the webinar.

### **ICM, IMPHAL**

- Webinar on International Day of Cooperatives 2021- “Rebuild Better Together” organized on 3<sup>rd</sup> July, 2021. Altogether 126 Cooperators/ Farmers/ Officers from Cooperative Departments participated in the Webinar.

### **ICM, KANNUR**

- Webinar on Digital Business Model for Cooperative Societies of Kannur Dist. was organized in collaboration with Mizone, Kannur, the Technology Incubator of Kerala Start-up Mission on 29<sup>th</sup> July, 2021. Around 300 participants attended the Webinar.

### **HINDI PAKHWADA (NCCT AND ITS TRAINING UNITS)**

- Successful organization of the Hindi Pakhwada celebration at NCCT and its Training Units during 14th – 28th September, 2021

## THIRD QUARTER (OCTOBER 2021 – DECEMBER, 2021)

### NCCT

- **Vigilance Awareness Week:** Successfully organized the Vigilance Awareness Week during 26<sup>th</sup> October, 2021 to 1st November, 2021. On the opening day of the Vigilance Awareness Week i.e. 26.10.2021, the Officers and Staff of NCCT (Headquarter) and all its Training Institutes took the Integrity Pledge for Citizens. On the concluding day of the Vigilance Awareness Week, a Workshop was convened by NCCT in which Directors, Faculties and Staff of RICMs/ICMs and VAMNICOM had participated through Video Conferencing. Dr. Sanjib Patjoshi, Joint Secretary, Ministry of Panchayati Raj, Govt. of India chaired the workshop. Throughout the Vigilance Awareness Week, activities like awareness Programme/Workshops etc. were conducted by NCCT and its Training Units

### VAMNICOM PUNE

- **Convocation of PGDM-ABM 2020-22:** The convocation of PGDM-ABM 2020-22 was organized by VAMNICOM, Pune on 19<sup>th</sup> Dec, 2021, Hon'ble Shri Amit Shah ji, Union Minister for Home & Cooperation, Government of India, New Delhi was invited for Convocation Ceremony as the Chief Guest. Hon'ble Minister Awarded degrees to passing out students and addressed the gathering at VAMNICOM, Pune. Dr. Nitin Karmalkar, Vice Chancellor, Savitribai Phule Pune University, Shri Chandrakant Patil M.P., Shri D.K. Singh, Secretary, Ministry of Cooperation, GOI, and Shri Vijay Kumar, Additional Secretary, Ministry of Cooperation, GOI also graced the Convocation Ceremony with their presence.
- VAMNICOM celebrated its Foundation Day on 15th January, 2022. Shri Devendra Kumar Singh, I.A.S. Secretary, Ministry of Cooperation, Government of India, Shri. Vijay Kumar, I.A.S, Additional Secretary, MoC, GoI, & Chairman, Management Committee, VAMNICOM and Dr. Shalini Randeria, Rector & President of Central European University, Vienna, Austria addressed the faculty and staff members of the Institute.
- **National Conference:** VAMNICOM, Pune in collaboration with the Ministry of Corporate Affairs organized the three days National Conference on "Corporate Governance & Sustainable competitiveness in Agricultural Collectives (Cooperatives and Farmer Producers' Organizations)" from 15 to 17 December 2021 in online Mode. Shri Devendra Kumar Singh (IAS), Secretary, Ministry of Cooperation, Government of India was the Chief Guest for the inaugural function. A total of 150 participants including the Board Members and Key Functionaries of Cooperatives & FPOS, Key stakeholders, Academicians, Faculty and Researchers participated in the conference. It was suggested to focus on innovations in sericulture and mulberry in terms of products, processes, machinery, marketing, business models and forms of organizations like FPO cooperatives. It was also suggested that the artisans/cocoon producers be specialized, the working conditions of the workers be improved, products be designed and developed with better functional properties, the efficiency and thus the productivity be increased. Development of cost effective processes, and replacement of old, slow and traditional machines by modern and technologically advanced machinery was emphasized.



## **FOURTH QUARTER (JANUARY, 2022 –MARCH, 2022)**

### **NCCT**

- A High Level National Webinar on International Women's Day titled "Building Capacities of Women Cooperatives to address sustainability" was organised on 8th March, 2022. Shri Devendra Kumar Singh, Secretary, Ministry of Cooperation was the Chief Guest. Altogether 583 people took part in the webinar.
- NCCT organised a Video Conference on "Internship Opportunities to Students in Various Cooperative Societies" through the Internship Portal on 23rd March, 2022 in collaboration with Ministry of Cooperation and Ministry of Education to engage youths in the Cooperative Societies. 274 participants took part in the Video Conference.

### **GOVERNANCE**

- The 6<sup>th</sup> Meeting of the Executive Council of the National Council for Cooperative Training was convened on 17<sup>th</sup> January, 2022 in Hybrid Mode under the Chairmanship of Shri Vijay Kumar, Additional Secretary, Ministry of Cooperation, GoI and Chairman, Executive Council of NCCT.
- The 7<sup>th</sup> Meeting of the Executive Council of the National Council for Cooperative Training was convened on 5<sup>th</sup> February, 2022 in Hybrid Mode under the Chairmanship of Shri Vijay Kumar, Additional Secretary, Ministry of Cooperation, GoI and Chairman, Executive Council of NCCT.
- The 8<sup>th</sup> Meeting of the Executive Council of the National Council for Cooperative Training was convened on 10<sup>th</sup> February, 2022 in Hybrid Mode under the Chairmanship of Shri Vijay Kumar, Additional Secretary, Ministry of Cooperation, GoI and Chairman, Executive Council of NCCT.

# MILESTONES



## **COOPERATIVE BRANDS**

During the Senior Officers Meeting (SoM) the Secretary, Ministry of Cooperation, Govt. of India desired that Cooperative Brands need to be promoted and VAMNICOM, Pune was assigned with task of developing and providing campaign to promote Cooperative Brands in Credit & Non Credit sectors. In this process RICMs/ICMs of NCCT gathered brand details of cooperative sector in their area of operation and provided valuable information to VAMNICOM to develop brands catalogue during the year 2021 -2022.

## **INTERNSHIP ENTERPRISE PORTAL - AICTE**

The Ministry of Education, Department of Higher Education of Govt. of India has implemented "Internship Enterprise Portal" through AICTE to provide platform and opportunity for the students to undergo internship on desired subjects in various reputed organizations. The Directors of RICMs/ICMs had attended the Video Conference hosted by the Ministry of Education on 23<sup>rd</sup> March, 2022. Mrs. Soumya Gupta, Joint Secretary, Ministry of Education, Govt. of India and Sh. Chandrasekhar Buddha, Chief Coordinating Officer (NEAT), AICTE gave a presentation on "Internship Enterprise Portal" and "National Apprenticeship Training Scheme" respectively.

## **MODEL BYE-LAWS OF PACS**

The task of framing the Model Bye-Laws of PACS was assigned to NCCT during the SOM meeting held on 22nd Oct, 2021. Subsequently, a committee was constituted to recommend and suggest the Model Bye-Laws of PACS and circulate amongst all States for acceptance/compliance.

The committee convened the first meeting on 01.11.2021. Subsequently, it prepared a draft report on Model Bye-Laws of PACS and the same was submitted to the Ministry on 01.02.2022. NCCT also deputed its official to the Ministry for compiling the inputs/suggestions received from the stakeholders for drafting Model Bye-laws for PACS.

## **NATIONAL COOPERATIVE POLICY**

As announced by the Hon'ble Union Cooperation Minister in the India's first National Cooperative Conference held on 25th September, 2021, a new Cooperative Policy will be framed to strengthen the Cooperative Movement in the country and streamline the process to enable the development of cooperatives. NCCT has been designated as the Nodal Agency for formulating New Cooperative Policy including VAMNICOM, Pune and Institute of Rural Management (IRMA) as Knowledge Partner. Two meetings were held on 5th Oct, 2021 and 12th Oct, 2021 and Draft ToRs for formulation of New National Cooperative Policy. As part of this prestigious assignment, NCCT, VAMNICOM & IRMA prepared the Draft Terms of Reference (ToRs) of the New National Cooperative Policy and submitted to the Secretary, Ministry of Cooperation, Government of India on 13th October, 2021.

## **OUTPUT OUTCOME PARAMETERS**

In pursuance of the decision taken in 7th Executive Council meeting of NCCT held on 5th February, 2022, a committee has been formed for devising output outcome parameters with objectives to assess overall output outcome of the training programmes by identifying indicators through modified feedback format. The committee convened its first meeting on 2<sup>nd</sup> June, 2022 and the second meeting on 13<sup>th</sup> Oct, 2022

## **CERTIFICATE COURSE ON AGRI-LOGISTICS**

In pursuance of the decision of Executive Council meeting of NCCT held on 16<sup>th</sup> June, 2021, a committee has been formed to recommend the course & curriculum to be followed with the emphasis on Agri-logistics and the Agri. Warehouse Cold Chain Management, to design ToT for the faculty members of RICMs/ICMs and to recommend the accrediting agencies for the course to ensure employability. The Committee convened its first meeting on 26<sup>th</sup> February, 2022.

## **FACULTY IMPROVEMENT REVIEW COMMITTEE (FIRC)**

As per the recommendation of the Working Group report on finalization of Parameters of Activity Plan of the Faculty Members, the Faculty Improvement Review Committee has been formed during 17<sup>th</sup> December, 2021 to design and develop templates for the faculties to follow best practices in academic activities, to sensitize the faculty on contemporary academic tools for designing training programme, course contents etc., to devise mechanism to collect data and to review the resource generation through training programmes. The Committee convened its 1st meeting on 1st February 2022.

## **INSTITUTE PERFORMANCE REVIEW COMMITTEE (IPRC)**

As per the recommendation of the Working Group report on finalization of Parameters of Activity Plan of the Faculty Members, the Institute Performance Review Committee has been formed during 17th December, 2021 to assess and advise on creation & improvements of physical infrastructure, intellectual capital, funding arrangements, MIS, review of academic activities of faculty members and set standards of best practices in academic writing. The Committee convened its 1st meeting on 31st January, 2022.

## **COOPERATIVE TRAINING AGENCIES OF INDIA - DIRECTORY**

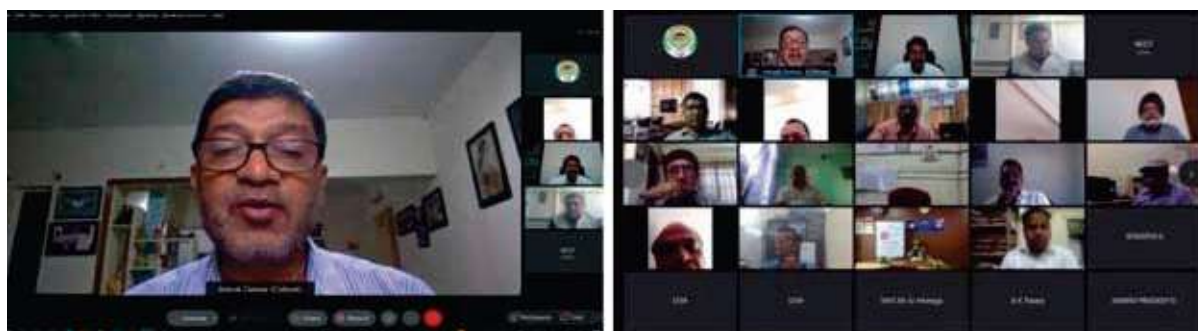
For the first time in India, NCCT developed a Directory which includes details of Cooperative Training Institutions of all states, NCUI Educational Field Projects and Universities and Colleges offering studies in cooperation.

NCCT brought out a publication of 75 success stories on 75th Year of Azadi ka Amrit Mahotsav.

# REPORT ON WEBINARS/VIDEO CONFERENCES ORGANISED BY NCCT DURING 2021-22

## HIGH LEVEL NATIONAL WEBINAR ON "INCLUSIVE AND SUSTAINABLE POST PANDEMIC RECOVERY OF AGRICULTURAL COOPERATIVES IN INDIA"

NCCT organised a High level National Webinar on the occasion of International Cooperative Day on 3rd July, 2021. The topic of discussion of the Webinar was "Inclusive and Sustainable Post pandemic recovery of Agriculture Cooperatives in India," Dr. Ashok Dalwai, IAS, CEO NRAA & Chairman, Committee on Doubling of Farmers Income, Government of India was the Chief Guest and the Panelists were Dr. Neelam Patel, Senior Advisor (Agri), NITI Aayog, Shri Harpreet Singh, Chairman, Warehousing Development Regulatory Authority, New Delhi, Shri Mangal Jit Rai, Chairman, National Cooperative Dairy Federation of India Limited, Gujarat, Shri B.K. Krishna Reddy, Chairman, Karnataka Souharda Federal Cooperatives, Dr. Nandini Azad, President, Indian Cooperative Network of Women, Chennai & WWF, Shri Praveen Reddy, Chairman, Mulkanoor Cooperative Society Pvt. Ltd., Hyderabad and Dr. Ravi Chandra, Advisor, UNDP, New Delhi. The participants of the Webinar were members from cooperative fold, Government Departments, representatives of KVKS, JCTCs and FPOs, Self Help Groups and youths across the country. Around 887 participants joined the webinar. While the Governments at both Central & State level came to peoples' support by offering additional food at subsidized rates & supplementary incomes, the farmers found facilitation in re-constructing their supply chains.



*(L: Dr. Ashok Dalwai IAS, CEO, NRAA & Chairman, Committee on Doubling of Farmers' Income, Ministry of Agriculture & Farmers Welfare delivering the keynote address on the occasion of High Level National Webinar on Inclusive and Sustainable Post Pandemic recovery of Agricultural Cooperatives in India. R: A view of the panelists and participants of High Level National Webinar on Inclusive and Sustainable Post Pandemic recovery of Agricultural Cooperatives in India.*

## HIGH LEVEL NATIONAL WEBINAR ON "RESILIENT INDIAN DAIRY COOPERATIVES-EXPLORING THE CHALLENGES AND OPPORTUNITIES"

A High Level National Webinar on "Resilient Indian Dairy Cooperatives – Exploring the Challenges and Opportunities" was convened by NCCT on 30th July, 2021. The Hon'ble Union Minister of state for Cooperation, Shri B.L. Verma, graced the webinar event with his presence as Chief Guest. The sessions were deliberated by eminent speakers on various topics of Dairy sector. The National level webinar was joined by 655 participants which included Training Units of NCCT viz. VAMNICOM/RICMs/ICMs their students, Dairy Cooperative Societies and other stakeholders across the country.



LEFT: The Hon'ble Union Minister of State for Cooperation, Shri B.L. Verma addressing the participants during the inaugural function of High Level National Webinar on "Resilient Indian Dairy Cooperatives – Exploring the Challenges and Opportunities."  
 RIGHT: A view of the Webinar on "Resilient Indian Dairy Cooperatives – Exploring the Challenges and Opportunities"

## CONCLUSION AND RECOMMENDATIONS:

Reviewing the deliberations of eminent speakers on various topics of Dairy sectors and the difficulties faced by them during the previous COVID-19 pandemic situation to maintain the effective delivery of milk and milk products, few concrete policy changes are required to be implemented based on the recommendations of the webinar for smooth running of dairy cooperatives, to benefit milk consumers and milk producing farmers across the Country.

These recommendations are as under:

- The new Union Ministry of Cooperation needs to focus on the growth and development of cooperative institutions in India by addressing new emerging issues and challenges to compete, maintain their position and flourish as better social enterprises in the changed business and economic scenario.
- The biggest challenge of cooperative sector is lack of adequate investment in the area of procurement, processing, packaging and marketing of milk which needs to be addressed.
- The Dairy cooperative sector needs to be technology enabled with industry 4.0 or Industry 5.0 as suggested by the speaker of IRMA, Anand Gujrat and also needs to be equipped with IT tools.
- The Dairy sector needs to be digitally enabled to facilitate easy marketing transactions.
- Capacity Building of the dairy cooperative personnel, related stakeholders, dairy farmers, office bearers, dairy professionals, etc. through regular trainings in association with the premier training institutes of the country like IRMA, VAMNICOM, RICMs/ICMs is required.
- Lack of cold chain and close availability of cold storage or establishment of new cold storage for storage of surplus milk and milk products are required to prevent spoilage and financial loss due to paucity of immediate supply chain /milk delivery system.
- The dairy Cooperative sector should be duly supported by the Govt. through the newly created Infrastructure development fund of Union Govt. also to be free of GST to maintain the milk procurement, processing, packaging, marketing and supply to minimize the product and financial losses due to Covid -19 like perils.
- The above policy issues when undertaken by the Government will strengthen the Dairy Cooperative enterprises, benefit milk consumers and will also ensure milk producing farmers to get remunerative price of their milk.
- Computerization of Dairy Cooperative Society accounts through common accounting system. Similarly at the District milk union level, real time online and offline Surveillance system could help the sector on sustainability & traceability front, for which massive infra fund may be required for development of dairy infrastructure and logistics for strong supply chain.

## **WEBINAR ON ROADMAP FOR ESTABLISHING GENDER FOCAL POINT CENTRE IN TRAINING INSTITUTES OF THE NATIONAL COUNCIL FOR COOPERATIVE TRAINING (NCCT)**

Women's participation in cooperatives has important implications for economic and all-around development. Keeping this in view, a webinar on "Finalizing roadmap for establishing Gender focal point centre in Training Units" was convened at NCCT on 13.9.2021 under the Chairpersonship of Dr. Nandini Azad, Member, Governing Council, NCCT and President, Indian Cooperative Network for Women (ICNW). Shri Mohan Kumar Mishra Secretary, NCCT, officials of NCCT, Director & Faculties of VAMNICOM/RICMs/ ICMs participated in the webinar. Dr. Nandini Azad while delivering the inaugural address welcomed the new Chairperson of NCCT Shri Amit Shah ji, Hon'ble Cooperation Minister and said that "Under his dynamic leadership NCCT would be able to train and build capacity of 1000s of women Cooperators through its training network". She also welcomed Shri B.L. Verma, Hon'ble Minister of State for Cooperation. She highlighted the need for establishing Gender Focal Points centres in NCCT to address gender issues that would be important milestones for NCCT. She also highlighted that empowerment of women in cooperatives is the need of the hour for the National Growth Process. Altogether 111 participants took part in the Webinar.



Glimpses of the webinar organized to prepare a roadmap for the establishment of Gender Focal Point Centres in the training units of NCCT

### **CONCLUSION AND RECOMMENDATIONS**

- Directors of the training institutions should undergo a gender training programme for at least half a day so as to understand simple gender and women's concepts to distinguish between "gender training" and "women's participation" and other conceptual requirements".
- Module for different gender training programme needs to be prepared.
- Women's participation in training programmes up to the extent of 30% may be made mandatory by each training unit, wherever possible. Grassroots training focus would be imperative.
- The Gender Focal Points Centres when established at each Training Centre, they have to define the functions/role of the Women Cell and it should act as a watchdog in addressing the issues related to gender and fill up the lacunae/ gap wherever relevant.
- Stereotyped activities for women (tailoring, pappad making) need to be reduced by organising innovative training programmes in the cooperative sector including use of relevant technology. Women membership in Sericulture, handlooms, fisheries, food processing etc. should be enhanced.
- The Institutes should have training in Gender disaggregated data to have a base and understanding the differences in various sectors so that academic, as well as capacity building activities, conducted at the training units for various sectors could lead to "real outcomes".
- Case Studies on Cooperative Sector are to be taken up including with reference to Handloom/ Handicraft sector in a manner with common variables.
- There is a need to increase Women's Leadership Development Programme by training units at the grassroots. 1,00,000 women cadre could be trained by various Cooperative Training Institutions and other Cooperative Partners on a Pan India basis by utilising Cooperative Education Fund

maintained by National Cooperative Union of India (NCUI) under section 63(1) (b) of Multi-State Cooperative Societies Act 2002.

- NCCT should have gender session in their general cooperative modules established by the training institutions.
- Secretary, NCCT suggested conducting studies and projects on women cooperatives to assess their status, pitfalls, issues, challenges and achievements at primary level.

#### **DIRECTORS/FACULTY MEMBERS OF VAMNICOM/RICMS/ICMS INTERACTING WITH THE CHAIRPERSON OF THE WEBINAR**



*L-R: Dr. Hema Yadav, Director VAMNICOM; Shri Joychandra Singh, Director I/c, ICM, Imphal; Dr. K.P.Ranjan, Director, RICM Patna; Shri T G Shadakshari, Director I/c, ICM, Bhopal; Shri R K Sharma, Director, RICM, Chandigarh; Shri A K Dash & Shri A.K.Mahato, Faculty Members, RICM, Kalyani; Mrs. V.M.Bhagwati, Faculty Member, ICM, Pune; Dr. Ajay Sharma, Faculty Member, ICM, Dehradun; Shri N.B.Prasad, Deputy Director, ICM, Pune*

#### **HIGH LEVEL NATIONAL WEBINAR ON INTERNATIONAL WOMEN'S DAY – "BUILDING CAPACITIES OF WOMEN COOPERATIVES TO ADDRESS SUSTAINABILITY"**

NCCT organised a High Level National Webinar on International Women's Day "Building Capacities of Women Cooperatives to address sustainability" on 8th March, 2022. Shri Devendra Kumar Singh, Secretary, Ministry of Cooperation was the Chief Guest and the Panelists were Dr. Shikha Tripathi, DGM, NABARD and Faculty, BIRD, Shri Ajaibhai H Patel, Chairman, Gujarat State Cooperative Bank, Smt. Shatabdi Subodh Pande, Rashtriya Pramukh, Mahila Sahakari Sanstha, Sahakar Bharati, Dr. Nandini Azad, President of Indian Cooperative Network for Women Ltd., Ms. Aarti Dayal, UNDP, New Delhi, Dr. Haslinda Sujak, Director of Eastern Zone, Cooperative Institute of Malaysia, Dr. N. Ranjana Devi, Board Member, Manipur Sate Cooperative Bank, Ms. Jayashree Kurundwadkar, Chairperson, Bhagini Nivedita Sahakari Bank, Ms. Vijaya Gurrala, Chairperson, Mulkanoor Women's Dairy, Telangana, Ms. Rupa Tamang, Vice Presidents, Sikkim Film Cooperative Society Ltd., Ms. Shreya Prakash Lonare, Director, Panchasheel Fisheries Cooperatives. This webinar aims to be a comprehensive conversation on best practices for replication, and interface between cooperatives, women empowerment, and gender equality enshrining the principles of self-help, equity and seven principles of cooperation. 583 participants took part in the Webinar.



*Shri Devendra Kumar Singh, former Secretary, Ministry of Cooperation addressing the participants during the Webinar*



*Panelists addressing the participants during the webinar*

### **Conclusion and Recommendations:**

Dr. Nandini Azad exhorted the need for timely, and local measures such as

- The Registrar of Co-operatives needs to fulfill the Supreme Court's mandated women's quotas. This would set an example for PACS to follow
- Fulfillment of women's quotas
- Nomination and election of women
- Introduction of government incentives for women producers can increase their membership in producer organizations including FPOs



- Implementation of gender-sensitive laws, with positive ramifications for women's status promoting collective action
- Leadership training for grassroots women leaders

Women are not significantly represented across higher echelons of decision makers. Her recommendations were:

- Formation of gender equality committees
- Gender focal points
- Gender disaggregated data
- Tracking equality indicators

The speaker also exhorted the participants to probe into the strategies in the cooperative sector:

- Investigate the representation of women in various echelons of co-operative institutions
- Study the benefits of off-takes of loans to men/women
- Analyse the percentage expanded and reinvested
- Assess equitable representation of women in policy level
- Conduct data studies on patriarchy, laws hindering women's growth
- Gather proof of preparation of cadres that enhance women's participation
- Consider the lack of provisions in the co-operative bye-laws
- Understand the domestic responsibility placed upon women and their lack of specific productive skills
- Emphasise the sensitisation of male leaders

Shri Devendra Kumar Singh urged every co-operative to register themselves on the Udyam platform. Co-operatives who register themselves on the platform could access the benefits of various government schemes. He also stressed on the importance of the adoption of technology into business processes which increases visibility, recognition, quality assurance, better price, and ultimately additional per capita income for the members of the co-operative.

Dr. N. Ranjana Devi urged that the need of the hour is to increase inputs in the areas of capacity building, entrepreneurship, branding, and technical up skilling, in order to accelerate their holistic development.

Ms. Rupa Tamang, Vice President, Sikkim Film Cooperative Society Ltd. stressed the need for more awareness, training, exposure tours, and financial assistance for women joining cooperatives.

Ms. Shreya Prakash Lonare, Director, Panchasheel Fisheries Cooperatives highlighted the need for organising more women in fisheries into women cooperatives and training and capacity building programmes for the holistic development of the fisher folk.



International Day of Cooperatives 2021 was celebrated on 3<sup>rd</sup> July, 2021. The Theme for this year is "Rebuild Better Together"

## **VIDEO CONFERENCE ON INTERNSHIPS OPPORTUNITIES TO THE STUDENTS IN VARIOUS COOEPRATIVE SOCIETIES/MINISTRY THROUGH AICTE INTERSHIP ENTERPRISE PORTAL**

NCCT organised a Video Conference on Internship Opportunities to the students in various Cooperative Societies/ Ministry through AICTE Internship Enterprise Portal on 23rd March, 2022 in collaboration with Ministry of Education and Ministry of Cooperation. Shri K Sanjay Murthy, Secretary, Department of Higher Education, Shri Devendra Kumar Singh, Secretary, Ministry of Cooperation, Shri Vijay Kumar, Additional Secretary, Ministry of Cooperation and Chairman of the EC, NCCT, Shri Abhay Kumar Singh, Joint Secretary, Ministry of Cooperation shared their ideas and thoughts. Smt. Saumya Gupta, Joint Secretary, Deptt. of Education and Shri Chandrasekhar Buddha, CCO (NEAT), AICTE explained the details of the programme. Top-level representatives of National Level, State Level and District Level Cooperative Federations, representatives from Multi State Cooperative Societies actively participated. There were about 274 participants. The cooperative societies may take the benefit of skilled youth for internship/apprenticeship as well as for the placement through the AICTE Internship portal. Cooperative Societies may sign a MoU with AICTE to take advantage and offer opportunities to the students through AICTE Internship Portal.



*A glimpse of the Video Conference on Internship Opportunities to the students in various Cooperative Societies/ Ministry through AICTE Internship Enterprise Portal on 23rd March, 2022*



*Shri K Sanjay Murthy, IAS, Secretary, Department of Higher Education addressing the participants during the Video Conferencing*

# CHAPTER-I

## TRAINING AND CAPACITY BUILDING

### OVERVIEW

#### OBJECTIVES

The Primary Objective of NCCT's Training Units (one national institute (VAMNICOM), 5 RICMs, and 14 ICMs) is to carry out teaching and learning activities to enable an Official/Manager/Staff/Member of Cooperative Department/Cooperative Society to acquire and apply the knowledge, skills and abilities needed for a particular job of the Cooperative Department or Society.

#### CLIENTELE

Participants are usually deputed by the following clientele:

- Cooperative Departments and Institutions
- Sectors like Animal Husbandry, Dairy, Fishery, Audit, Industry, Sugar, Handloom, Housing, Services etc.
- Farmers' Organisations
- Directorate General of Resettlement (DGR)
- Warehouse Development Regulatory Authority (WDRA)

#### ASSESSING PARTICIPANT REQUIREMENTS

To assess the training needs of its stakeholders, faculty members conduct Training Need Analysis, analyse the training feedback, carry out research studies, and invite suggestions from the user organisations. The Directors' Conference organised by the NCCT also provides necessary inputs, as they are based on the discussions with apex federations of Cooperative and allied sectors.

#### PLANNING AND MANAGEMENT OF TRAINING PROGRAMMES

A cross-functional team with the responsibility to achieve the goals in measurable terms, comprising of the Director, Deputy Director and Faculty members, plans the Management Development Programmes (MDP) by assessing the Clientele feedback, findings of Training Need Analysis (TNA), the outcome of Research and Consultancy services. This team then submits a proposed list of training programmes to the Programme Advisory Committee (PAC) of the respective training unit. The PAC in turn reviews and after thorough deliberations approves the list of programmes to be organized during the year. Subsequently, MDPs are assigned to faculty members of the training unit, who would act as Course Coordinators with the assistance of Course Assistants. The dates for MDPs are announced well in advance. An MDP either commences on a date suitable for the clientele or as approved by the PAC. Internal faculty, officials from the Cooperative and allied sectors, and resource persons with Industrial and Academic experience usually handle the sessions. Field Trip, Case discussion etc. are part of the Training schedule, as the course curriculum necessitates. An MDP starts with Entry Tests and ends with Exit Tests, followed by programme evaluation and feedback. Suggestions found constructive and sensible are implemented in the forthcoming MDPs.

#### PROGRAMME ADVISORY COMMITTEE (PAC)

The PAC plays an important role in NCCT's training vertical. The Calendar of Training Programmes is prepared and tabled in the Programme Advisory Committee of the respective Institute.

The Registrar of Cooperative Societies of the concerned state is the Chairman of the Programme Advisory Committee. Heads of various Cooperative Institutions and eminent scholars nominated by NCCT are the

members of the Programme Advisory Committee. In the case of VAMNICOM, Pune, the Programme Advisory Committee is headed by Director, VAMNICOM.

The final list of Training Programmes is decided after detailed discussions and suggestions during the Programme Advisory Committee's meeting. Finally, the Chairman of the Programme Advisory Committee approves the calendar of training programmes for the next Academic year.

### GLIMPSES OF PROGRAMME ADVISORY COMMITTEE MEETING



*L-R: ICM, Bhopal; ICM, Dehradun; ICM, Nagpur; ICM, Pune; & ICM Thiruvananthapuram.*

### PEDAGOGY, TRAINING METHODS, AND TRAINING AIDS

The trainers of NCCT's training units are well versed in the use of ideal training methodologies and techniques. They use a mix of methods in each training programme to maximize the effectiveness for the program participants. Teaching methodologies such as case study, group discussion, management case, panel discussion, debate, seminar, workshop, and quiz are extensively used by the faculty members while handling different subjects. Trainers and participants also have access to high end training gadgets and audio-visual equipment.

**Profiles of the Participants:** NCCT serves a wide range of stakeholders in the cooperative ecosystem. In addition, NCCT also serves other stakeholders where NCCT sees an opportunity to render meaningful service. The spectrum of participants covers the following

- Group-I and Group-II officials with the designation of Sr. Inspectors, JCOs, Cooperative Sub-Registrars, Deputy Registrars and Joint Registrars of Cooperative Department, Animal Husbandry, Industries, Fisheries, Audit and other allied sectors.
- Board of Directors (BoDs), Office bearers of Cooperative Institutions, General Managers, Assistant General Managers, Branch Managers, Accountants, Cashiers, Salespersons of SCBs, DCCBs and UCBs, Secretaries, Cashiers, Accountants of PACs, Cooperative Marketing Stores etc.
- Farmers who are members of PACS
- Defence personnel up to the rank of JCOs and Commissioned Officers of Indian Army, Air Force, and Navy.
- Warehouse Managers, Millers, Food grain dealers and Farmers

**Themes of Training:** As the country's premier institution for cooperative training, the offerings from the network of institutes cover a gamut of functional and cross-functional themes relevant to cooperatives.

The themes include: Cooperation, Financial Accounting, Organisational Behaviour, Marketing, Auditing, Management Information System, Information and Communication Technology, Agricultural Extension Programmes, General Management, Sales Management, Bee keeping, Commodity Market etc.

**Flagship Programmes:** Cooperative Management is the main theme in the core training programmes like Higher Diploma in Cooperative Management (HDCM organised by RICMs/ICMs and PGDCBM organised by VAMNICOM, Pune). The syllabus of these flagship programmes contain modules on Cooperatives, Accounting, Financial Management, IT, Coop Law and other management subjects.

**Need-based Training Programmes:** The need-based short-term programmes are also thematic ones as these focus on various aspects which are ranging from Government circulars on Policy changes, Court Verdicts, Technological Development, Disaster Management, Research findings, PAC proceedings, competitive business scenario etc., which are instrumental in ensuring work performance that matches the set standards.

**Regional Off-Campus Training Programmes:** Training units organise off-campus or spot programmes tailor-made to meet the specific requirement of organisations and departments. Some examples are: Sales skills programmes, Gold appraisal programmes, NPA recovery, and Management.

**Sponsored Programmes:** Nearly all the programmes are sponsored by the respective State Cooperative Department, Cooperative Institutions. Apart from this, units organise programmes sponsored by several leading Central government institutions, including NABARD, NBB,NFLC, BIRD, IFFDC, NBCFDC, MANAGE, NAFCUB, DGR, and WDRA.

In addition to this, the Institutes also collaborate with the State Govt. Departments, State/Distt. Cooperative Federations, etc. which are generally need-based time-bound programmes.

**Directorate General of Resettlement (DGR):** NCCT and its units take pride in organizing DGR sponsored training programmes for the battle-hardened veterans who are on the verge of retirement and prepared to begin a post-retirement career. These programmes offer them a chance to seamlessly join civil life after retirement and in turn, society will benefit from the highly disciplined and skilled workforce.

**Training Feedback:** At the end of each training programme participants are asked to submit their feedback in the format suggested by C-PEC of BIRD, Lucknow. These suggestions are consolidated and analysed and the outcome will determine changes and modifications in future programmes.

**Networking with State Institutes/Organisations:** Training units have established good interfaces with premier institutions like NABARD, IRMA, NAARM, Central Warehousing Corporation, Civil Supplies Corporation, Agricultural University, Agricultural Engineering Departments, Krishi Vigyan Kendra, etc., of the respective state in imparting training programmes to the stakeholders.

## **TRAINING PROGRAMMES OF VAMNICOM**

VAMNICOM, Pune is a Premier Management National Institute for the cooperative sector. It was conceived as an intellectual nerve centre for cooperative movement. It caters to the Management Development through training, education, research and consultancy needs of various cooperative organisations, Government Departments, National Bodies and other stakeholders. The mission of VAMNICOM is to facilitate building cadres of professional managers to man key positions across various social sectors like cooperative, agriculture and rural development. It also envisages conducting research in critical areas of cooperative movement.

**Management Development Programmes (MDP):** A variety of Management Development programmes and seminars for different sectors like, Cooperative Credit, Banking, Marketing, Dairy, Fisheries, Laws, Industry, SEBI, Administration, etc. are organised by the Institute. The institute also organizes programmes for institutions other than cooperatives but covered broadly in the mandate of the institution like various departments of state government, Farmer Producer Organisations (FPOs), Self Help Groups (SHGs), rural livelihood missions, etc. The duration of the training programme is normally three to five days. While most of the training programmes are conducted in the campus, a few programmes are conducted outstation, depending on the need of the user organisation.

### **CERTIFICATE COURSE ON GST FOR CO-OPERATIVES**

Goods and Service Tax (GST) was the largest indirect tax reform in the history of India. The introduction of the Goods and Services Tax (GST) is a very significant step in the field of indirect tax reforms in India. By amalgamating a large number of Central and State taxes into a single tax, GST will mitigate ill effects of cascading or double taxation in a major way and pave the way for a common national market.

GST will have a far-reaching impact on almost all the aspects of the business operations in the country, for instance, pricing of products and services, supply chain optimization, IT, accounting, and tax compliance systems. Therefore, there is an urgent need for the cooperatives to have trained staff having thorough knowledge of GST.

Keeping in view of the above, Vaikunth Mehta National Institute of Cooperative Management (VAMNICOM) offers a certificate course on GST specially designed for cooperatives and its staff. It will be highly beneficial for the cooperatives as well-trained staff with deep knowledge of GST will be readily available within the cooperative organisations. In 2021-2022, two batches of this course was conducted from 21<sup>st</sup> June, 2021 to 13<sup>th</sup> July, 2021 and 19<sup>th</sup> July, 2021 to 10<sup>th</sup> August, 2021.

The programme seeks to equip the participants with a specialized and updated knowledge in the area of GST in a systematic manner and enhancing analytical and problem-solving skills for decision making. The specific learning objectives of the programme are:

- To enable the participant to learn the concepts of GST from the pre-GST period to post-GST period.
- Provide specialised and updated knowledge in the area of GST
- Provide an overview of GST as well as enhance participant knowledge in the core aspects like tax invoice, credit, debit notes, payment of tax, and filing of returns along with demo sessions on registration of GST
- To make participants capable of being a resource person for following all GST procedures and practices in their respective organisations and also help in preparing the tax planning, tax management, payment of tax, and filing of tax returns.
- Provide practical exposure so that participants can better utilise their skills in their organisations.

**Training for Foreign Scholars:** VAMNICOM houses an important international centre – Centre for International Cooperation and Training in Agricultural Banking (CICTAB) which is a training and experience sharing platform. The South Asian Association for Regional Cooperation (SAARC) countries including India, Bangladesh, Nepal, Sri Lanka, Bhutan and Maldives are member countries of CICTAB. VAMNICOM conducts international training programmes in collaboration with CICTAB and its 36 member institutions. A summary of the International programmes conducted is presented here:

S.No.	Name of the Programme	Collaborating Organisation	Participating Countries (Participants)
1	International Online programme on 'innovation & Application of Financial Technology (Fintech) (2.7.2021 to 3.7.2021)	VAMNICOM- BFIN	Nepal (31)
2	International On line Prog. On 'Renewable Energy Management for Cooperatives (12.7.2021 to 14.7.2021)	MOAFW-VAMNICOM - CICTAB)	India (18) Nepal (5) Sri Lanka (1)
3	International Prog. On "Agri Business Entrepreneurship and Value Chain Financing for Bankers (23.7.2021 to 24.7.2021)	VAMNICOM - BFIN	Nepal (24)
4	International Online prog. "Agri Value Chain Financing"(9.8.2021 to 11.8.2021)	Ministry of Cooperation VAMNICOM, Pune	India (27) Nepal (4)
5	International Online Programme on "IT and Cyber Security (20.8.2021 to 21.8.2021)	VAMNICOM-BFIN	Nepal (20)
6	International On -line Programme on Effective Decision Making Skill for Consumer Cooperatives (5.10.2021 to 7.10.2021)	CICTAB –NAFED- VAMNICOM	India (13) Sri Lanka (8)
7	International Prog. On "Application on Information Technology for Development of Agricultural Cooperatives and Rural Financing Institutions (Focused on Trainers Training )	Ministry of Cooperation VAMNICOM- CICTAB	India (2) Nepal (13)
8	International Online Training Programme on Project Formulation and Appraisal for the Cooperatives and Rural Financing Institutions 21–23 February, 2022	VAMNICOM, Pune and L J University, Ahmedabad	Nepal (18)
9	International Programme on Agriculture and Rural Development through Cooperative Business Model for in FMDI, Gurgaon (2.3.2022 to 5.3.2022)	CICTAB - VAMNICOM - IFFCO – MDI	India (14)
10	International Programme on "Cooperative Governance for the Board of Directors of Cooperatives and Rural Financing Institutions" at VAMNICOM, Pune (8-11 March, 2022)	CICTAB - VAMNICOM	India (17)

#### PARTICIPANTS TRAINING IN INTERNATIONAL TRAINING PROGRAMMES

S. No.	Name of the Country	No. of Participants Trained
1.	Nepal	115
2.	Sri Lanka	9
3.	India	91
	Total	215

#### PROGRESS OF TRAINING PROGRAMMES CONDUCTED AT VAMNICOM, PUNE DURING THE LAST 3 YEARS

S. No.	Type of Programme	2019-2020		2020-2021		2021-2022	
		Prog.	Participants	Prog.	Participants	Prog.	Participants
1.	Post Graduate Diploma in Management (Agri-Business) PGDM-AB	1	73	1	88	1	70
2.	Post Graduate Diploma in Cooperative Business Management. (PGDCBM)	1	19	1	23	1	29
3.	Diploma in Management of Computer Operations.	1	20	0	0	0	0
4.	Certificate Course of GST for Cooperatives	0	0	1	12	2	63
5.	Certificate Course on Soft Skill Development for NCDFI Executives	0	0	1	25	-	-
6.	International On-line Certificate Course on Agri Business Entrepreneurship	0	0	1	41	10	215
7.	M.D.P./Short Term Programme	118	3141	105	5108	85	2361
8.	Seminar/Workshop/Webinar	15	914	6	399	23	3265
	Total:	136	4167	116	5696	122	6003

DETAILS OF GENDER WISE PARTICIPANTS TRAINED FOR THE PERIOD FROM APRIL, 2021 TO MARCH,2022

Name of Institute	Men					Women					Grand Total
	SC	ST	OBC	GN	Total	SC	ST	OBC	GN	Total	
VAMNICOM, Pune	337	153	857	3095	4442	124	35	305	1097	1561	6003



The C-PEC Re-Accreditation Team Bird visited VAMNICOM on 30<sup>th</sup> & 31<sup>st</sup> August, 2021

SECTOR-WISE PROGRESS OF TRAINING PROGRAMMES AT VAMNICOM, PUNE  
(2019-2020 TO 2021-2022)

Type of Programme	2019-2020		2020-2021		2021-2022	
	Programs	Participants	Programs	Participants	Programs	Participants
<b>Multi Sector</b>						
Diploma	2	92	3	152	2	99
Short-Term	1	22	2	37	0	0
Seminars/Workshops	0	0	0	0	0	0
Total	3	114	5	189	2	99
<b>Agriculture Credit (ST&amp;MT)</b>						
Short Term	22	450	12	1045	14	852
Seminars/Workshops	1	190	1	199	1	31
Total	23	640	13	1244	15	883
<b>Urban Cooperative Banking</b>						
Short-Term	35	798	36	1083	58	1952
Seminars/Workshops	4	94	0	0	2	528
Total	39	892	36	1083	60	2480

contd.

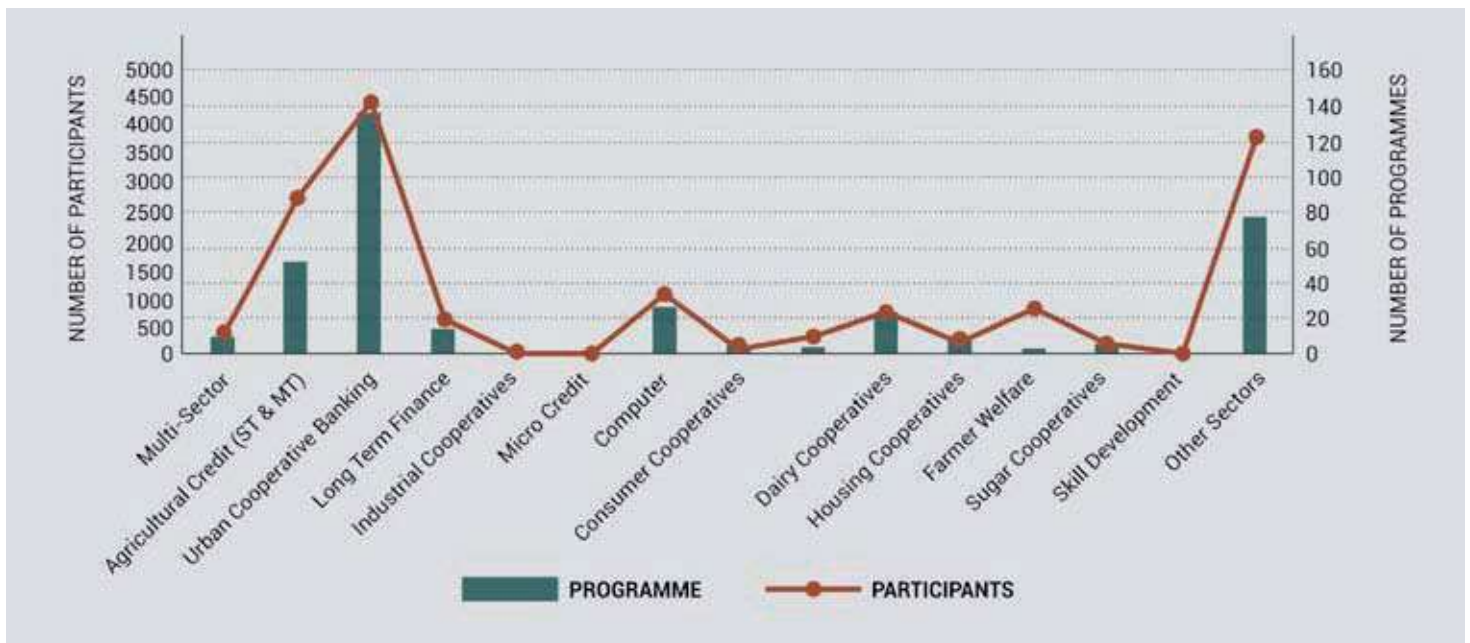


Type of Programme	2019-2020		2020-2021		2021-2022	
	Programs	Participants	Programs	Participants	Programs	Participants
<b>Long Term Finance</b>						
Short-Term	9	213	3	107	2	307
Seminars/Workshops	0	0	0	0	0	0
Total	9	213	3	107	2	307
<b>Industrial Cooperatives</b>						
Short-Term	4	97	0	0	0	0
Seminars/Workshops	0	0	0	0	0	0
Total	4	97	0	0	0	0
<b>Micro Credit</b>						
Short-Term	2	41	0	0	0	0
Seminars/Workshops	0	0	0	0	0	0
Total	2	41	0	0	0	0
<b>Computer</b>						
Diploma	1	20	0	0	0	0
Short-Term	9	203	6	327	9	471
Seminars/Workshops	2	69	0	0	0	0
Total	12	292	6	327	9	471
<b>Consumer Cooperative</b>						
Short-Term	0	0	7	137	1	21
Seminars/Workshops	0	0	0	0	0	0
Total	0	0	7	137	1	21
<b>Cooperative Marketing &amp; Processing</b>						
Short-Term	0	0	2	42	2	320
Seminars/Workshops	0	0	0	0	0	0
Total	0	0	2	42	2	320
<b>Dairy Cooperatives</b>						
Short-Term	9	255	11	365	4	97
Seminars/Workshops	0	0	0	0	0	0
Total	9	255	11	365	4	97
<b>Housing Cooperative</b>						
Diploma	0	0	0	0	0	0
Short Term	1	47	4	167	3	39
Seminar/Workshops	0	0	0	0	0	0
Total	1	47	4	167	3	39
<b>Farmer Welfare</b>						
Short Term	0	0	2	791	1	19
Seminar/Workshops	0	0	0	0	0	0
Total	0	0	2	791	1	19
<b>Sugar Cooperative</b>						
Short Term	0	0	6	219	0	0
Seminar/Workshops	0	0	0	0	0	0
Total	0	0	6	219	0	0

contd.

Type of Programme	2019-2020		2020-2021		2021-2022	
	Programs	Participants	Programs	Participants	Programs	Participants
<b>Skill Development</b>						
Short Term	0	0	0	0	1	34
Seminar/Workshops	0	0	0	0	0	0
Total	0	0	0	0	1	34
<b>Other Sector</b>						
Diploma	0	0	0	0	0	0
Short-Term	26	1015	18	862	21	1202
Seminars/Workshops	8	561	3	163	1	31
Total	34	1576	21	1025	22	1233
Grand Total	136	4167	116	5696	122	6003

PROGRAMMES ORGANISED AND PARTICIPANTS TRAINED IN VAMNICOM DURING 2019-20 TO 2021-22



**UTILIZATION OF PARTICIPANTS IN TRAINING PROGRAMMES AT VAMNICOM, PUNE  
(2019-2020 TO 2021-2022)**

S.No.	Names the State/Country	2019-2020	2020-2021	2021-2022
1	Andhra Pradesh	45	114	181
2	Andaman & Nicobar	3	0	0
3	Arunachal Pradesh	3	3	28
4	Assam	27	33	24
5	Bihar	21	221	191
6	Chhattisgarh	12	33	48
7	Delhi	24	154	191
8	Dadra Nagar Haveli	0	0	0
9	Gujarat	268	165	296
10	Goa	8	33	24
11	Haryana	13	97	56
12	Himachal Pradesh	1	26	46
13	Jammu & Kashmir	2	13	26
14	Jharkhand	1	95	66
15	Karnataka	98	192	248
16	Kerala	109	542	96
17	Madhya Pradesh	37	101	88
18	Maharashtra	2602	2413	2700
19	Manipur	5	40	35
20	Meghalaya	0	6	19
21	Mizoram	0	10	16
22	Nagaland	14	9	38
23	Orissa	28	97	82
24	Punjab	27	62	44
25	Pondicherry	2	9	23
26	Rajasthan	32	194	200
27	Sikkim	0	6	82
28	Tamil Nadu	31	170	285
29	Telangana	216	145	118
30	Tripura	68	8	28
31	Uttar Pradesh	179	207	89
32	Uttarakhand	28	139	98
33	West Bengal	9	89	39
34	Others	254	61	374
35	Nepal	0	138	115
36	Sri Lanka	0	22	9
37	Bangladesh	0	11	0
38	Bhutan	0	28	0
39	Kenya	0	1	0
40	Mynmar	0	2	0
41	Switzerland	0	1	0
42	Phillipinnes	0	1	0
43	Thailand	0	2	0
44	Zimbabwe	0	3	0
	<b>Total</b>	<b>4167</b>	<b>5696</b>	<b>6003</b>

## TRAINING PROGRAMMES OF RICMS AND ICMS

The training plans of the Council are implemented through Five Regional Institutes of Cooperative Management located at Bengaluru, Chandigarh, Gandhinagar, Kalyani and Patna and fourteen Institutes of Cooperative Management at Bhopal, Bhubaneswar, Chennai, Madurai, Dehradun, Guwahati, Hyderabad, Imphal, Jaipur, Kannur, Thiruvananthapuram, Lucknow, Pune & Nagpur.

All RICMs/ICMs conduct Higher Diploma in Cooperative Management, Sectoral Diploma Programmes, and various Management Development Programmes every year. The following table depicts the area of operation of the training units of NCCT:

S. No.	Name of the Institute (s)	Area of operation (States/UTs)
1	RICM, Bengaluru	Karnataka
2	RICM, Chandigarh	Punjab, Haryana, Chandigarh, Himachal Pradesh, J&K, and Delhi
3	RICM, Gandhinagar	Gujarat, Dadar & Nagar Haveli, Daman and Diu
4	RICM, Kalyani	West Bengal, Sikkim, Tripura, Andaman & Nicobar
5	RICM, Patna	Bihar, Jharkhand
6	ICM, Bhopal	Madhya Pradesh, Chhattisgarh
7	ICM, Bhubaneswar	Odisha
8, 9	ICM, Chennai & ICM, Madurai	Tamil Nadu, Pondicherry
10	ICM, Dehradun	Uttarakhand
11	ICM, Guwahati	Assam, Arunachal Pradesh, Meghalaya, and Mizoram
12	ICM, Hyderabad	Andhra Pradesh, Telangana
13	ICM, Imphal	Manipur, Nagaland
14	ICM, Jaipur	Rajasthan
15, 16	ICM, Kannur & ICM, Thiruvananthapuram	Kerala
17	ICM, Lucknow	Uttar Pradesh
18, 19	ICM, Pune & ICM, Nagpur	Maharashtra, Goa

All the RICMs/ICMs are accredited with Centre for Professional Excellence in Cooperative (C-PEC) of the Bankers Institute of Rural Development (BIRD), Lucknow.

## DIRECTORATE GENERAL RESETTLEMENT (DGR) PROGRAMMES

NCCT's training units have been chosen for the responsibility to help realise the vision of Directorate General Resettlement, Ministry of Defence, Government of India to provide second career/employment opportunities with an aim to harness the potential of this disciplined/well-trained manpower and harness their skill sets for self-development and "Nation Building" through training courses organised by the Training units of NCCT.

During 2021-2022, RICMs/ICMs trained 1127 defence personnel by organising 32 Diploma (12-14 week)/Certificate Courses (12-14 week) on Small Business & Rural Entrepreneurship, Sales Management, Retail Management, Tally and Book Keeping, and Industrial Cooperative Management. These Diploma/Certificate Courses are conducted at the NCCT Institutes with a view to enhance the knowledge, skill, and attitude of the participants in selected areas so as enable them to get post-retirement employment or self-employment. The re-employment rate of alumni is promising since many have been placed in banks and other industries. The details of the programmes conducted during the year 2021-2022 are as follows:

**PROGRAMMES CONDUCTED BY RICMS/ICMS IN COLLABORATION WITH DIRECTORATE GENERAL RESETTLEMENT (DGR) DURING THE YEAR 2021-2022**

S.No.	Units	Programmes	Participants
1.	Bengaluru	6	202
2.	Chandigarh	5	181
3.	Gandhinagar	5	165
4.	Patna	4	160
5.	Bhopal	1	37
6.	Bhubaneswar	1	37
7.	Chennai	2	61
8.	Dehradun	2	88
9.	Jaipur	2	72
10.	Hyderabad	1	40
11.	Lucknow	3	84
	<b>Total</b>	<b>32</b>	<b>1127</b>

**GLIMPSES OF DGR PROGRAMME**



*ICM, Bhopal*



**L: RICM, Chandigarh, R: ICM, Dehradun**



*ICM, Hyderabad*



ICM, Jaipur

### NABARD SOFTCOB SCHEME

All RICM/ICM have a core cooperative training programme under the NABARD SOFTCOB scheme, and these NCCT institutes are C-PEC accredited as centre of professional excellence in cooperatives, and receiving financial support from NABARD under SOFTCOB Assistance for the coordination and execution of cooperative training programmes in the core domain of cooperative credit and banking. All institutes are reaccredited based on quality programme execution in accordance with the C-PEC Technical & Operational manual. NCCT's teaching staff is CTFC (Certified Trainer in Financial Cooperatives) qualified and well versed in the procedures and regulations of the C-PEC Standardized training programme, which is designed specifically for credit cooperatives in the country.

NABARD, through the SOFTCOB Scheme, provides financial assistance for TNA exercises and impact studies, as well as capital expenditure for training equipment and IT-related infrastructure development. To ensure the effective utilization of training resources and quality of the training programme, NABARD regularly conducts a half-yearly inspection of all units in accordance with the rules, and also involve in the execution of training programme and further suggested developments in the execution of the training programme to ensure the CTI sustainable development in terms of quality training. The details of the programmes conducted during the year 2021-2022 are as follows:

#### PROGRAMMES CONDUCTED BY RICMs/ICMs IN COLLABORATION WITH NABARD SOFTCOB SCHEME DURING THE YEAR 2021-2022

Units	NABARD SOFTCOB SCHEME					
	BoD/Members		Managerial Staff of PACS Societies		Managerial Staff of Cooperative Banks	
	Programs	Participants	Programs	Participants	Programs	Participants
RICM, Bengaluru	-	-	2	48	1	30
RICM, Chandigarh	-	-	11	300	9	247
RICM, Gandhinagar	-	-	-	-	-	-
RICM, Kalyani	7	215	8	253	5	157
RICM, Patna	-	-	5	155	4	116
ICM, Bhopal	-	-	22	1099		
ICM, Dehradun	-	-	22	423	12	231
ICM, Guwahati	-	-	19	593		
ICM, Imphal	-	-	8	236	4	122
ICM, Jaipur	-	-	5	259	11	405
ICM, Kannur	-	-	10	442	3	133
ICM, Lucknow	15	396	15	428	-	-
ICM, Nagpur	5	131			11	427
ICM, Thiruvananthapuram	2	59	16	742	-	-
<b>Total</b>	<b>29</b>	<b>801</b>	<b>143</b>	<b>4978</b>	<b>60</b>	<b>1868</b>

GLIMPSES OF NABARD SOFTCOB PROGRAMMES



L: RICM, Chandigarh; R: ICM, Bhopal



ICM Thiruvananthapuram



ICM, Kannur



ICM, Guwahati



*ICM, Imphal*



*RICM, Chandigarh*

### **Training Programme for Warehousing Development and Regulatory Authority (WDRA), New Delhi**

During 2020-2021 NCCT and WDRA signed MoU to organise training programmes and awareness programmes for Warehouseman and Farmers/Members of PACS, Millers, Dealers etc. through the training units of NCCT. During 2021-2022 WDRA allotted 128 Training and Awareness Programmes and training units of NCCT organised 123 number of Training and Awareness Programmes and trained 6085 number of participants.

#### **PROGRAMMES CONDUCTED BY RICMS/ICMS IN COLLABORATION WITH WAREHOUSING DEVELOPMENT AND REGULATORY AUTHORITY (WDRA) DURING THE YEAR 2021-2022**

S.No.	Units	Programmes	Participants
1.	Chandigarh	22	1116
2.	Gandhinagar	12	600
3.	Bhopal	9	416
4.	Bhubaneswar	4	200
5.	Chennai	5	232
6.	Hyderabad	20	999
7.	Lucknow	30	1500
8.	Madurai	21	1022
	Total	123	6085



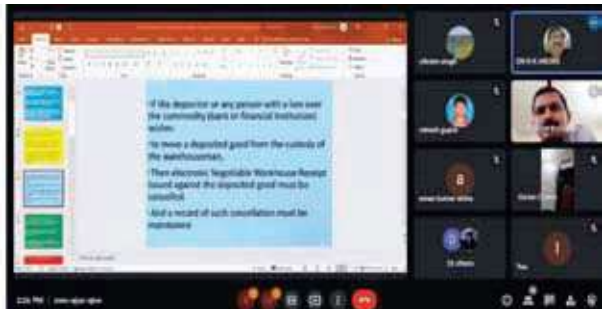
**GLIMPSES OF WDRA PROGRAMMES**



*ICM, Bhopal*



*ICM, Madurai*



*L: RICM, Gandhinagar, R: ICM, Jaipur*



*ICM, Hyderabad*



*RICM, Chandigarh*

## SKILL DEVELOPMENT PROGRAMMES

Skill Development can be defined as proficiency that is acquired or experience. It strengthens the ability of individuals to adapt to changing market demands and benefit from innovation and entrepreneurial activities. Skill building could also be seen as an instrument to empower the individual and improve his/her social acceptance or value.

### SKILL DEVELOPMENT PROGRAMMES CONDUCTED BY RICMs/ICMs DURING THE YEAR 2021-2022

S.No.	Units	Programmes	Participants
1.	Gandhinagar	2	45
2.	Patna	5	167
3.	Chennai	1	10
4.	Hyderabad	2	35
5.	Kannur	9	348
6.	Madurai	1	17
7.	Pune	5	75
8.	Thiruvananthapuram	12	289
	Total	37	986

## MONITORING AND EVALUATION OF TRAINING PROGRAMMES

NCCT has a well-established process to assess the usefulness of courses and the performance of the faculty by quantifying their yearly performance. Their performances against various parameters are converted into units. Each faculty member is required to achieve a minimum number of units under various heads, every year as specified below :

S.No.	Faculty	Minimum No.of Units to be Achieved
1.	Lecturer	40
2.	Assistant Professor	45
3.	Associate Professor	50
4.	Professor	55
5.	Director	60

The above revised faculty activity assessment system was introduced to raise the bar, on par with renowned training academies by a working group with eminent members. Its recommendations on the Annual Activity Plan for the faculty members of NCCT's training units were implemented from April 1st 2021.

## TRAINING AND DEVELOPMENT

Training and Self Development is critical for an organisation to keep pace with ongoing developments. The training units of NCCT regularly build new expertise by organising trainings in relevant themes such as Bee Keeping, Capacity building training on WDRA regulations for the Warehouse Managers/in-Charges, Agri Infra Fund, Farmers' Producers Organisations, Commodity Markets, and other topics.

## INITIATIVES OF NCCT

A Committee was formed to develop IT policy and process manual for NCCT and constituent units. The committee is expected to recommend IT architecture and implementation plan.

## TRAINING PROGRAMMES FOR DAIRY DEVELOPMENT SCHEME OF DEPARTMENT OF ANIMAL HUSBANDRY & FISHERIES

Government of India's vision of "Self -Reliant India" includes a focus on the dairy sector, for employability of rural families especially landless labourers, poor peasants, women, small and marginal farmers etc. It is accepted widely that malnutrition among the rural people will largely be addressed through enhanced production of milk and its related infrastructure development. That is why the Government of India and the state governments have adopted agriculture road maps to diversify agricultural and allied activities. Dairying is identified as the core area for economic benefits and instant employment generation.

### GLIMPSES OF TRAINING ACTIVITIES



In line with this, the Government of Bihar, as part of its roadmap, initiated the exclusive dairy development scheme "Samagra Gavya Vikas Yojna" to assist members of milk producers' cooperative societies, progressive farmers, unemployed people, women, and members of scheduled castes and tribes. Under this scheme, the government has extended monetary support in terms of loans and subsidies on liberal terms and conditions to have 2 to 20 milch animals in villages. The scheme also mandates training as an essential component for beneficiaries.

During the year 2021-2022, the training units of NCCT have organised 19 programmes (469 participants) for the Dairy Sector and 47 programmes (1396) for the Fishery Sector across the country. The details are as under:

#### DAIRY PROGRAMME

S. No.	Units	Programmes	Participants
1.	VAMNICOM, Pune	4	97
2.	Chandigarh	1	16
3	Patna	6	181
4.	Guwahati	2	66
5.	Jaipur	1	17
6.	Kannur	1	23
7.	Madurai	4	69
	<b>Total</b>	<b>19</b>	<b>469</b>

### FISHERY PROGRAMME

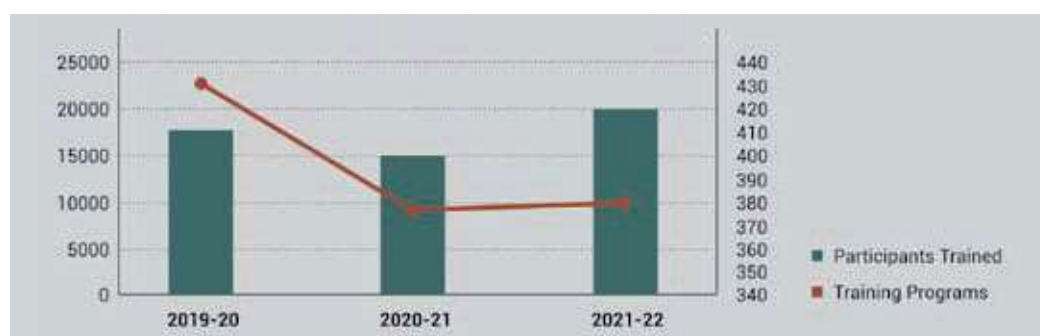
S. No.	Units	Programmes	Participants
1.	VAMNICOM, Pune	1	72
2.	Patna	44	1268
3.	Madurai	2	56
Total		47	1396

### TRAINING PROGRAMMES ORGANISED FOR FARMERS IN THE COOPERATIVE SECTOR

Farming and agriculture are the backbones of our society. Since food is a basic necessity, the government regularly initiates farmer-centric schemes all over India. Providing training in agricultural implements, grading, standardization, marketing, post-harvest management, government Schemes, etc. could empower farmers to operate better in the agricultural ecosystem and enable them to get optimum return on their investment. Progress of the Farmer's training programmes organized by all Institutes during the last three years is given below:

S. No.	Name of the Institute	2019-2020		2020-2021		2021-2022	
		Programs	Participants	Programs	Participants	Programs	Participants
1.	VAMNICOM, Pune	3	233	23	2274	10	695
2.	RICM, Bengaluru	6	250	-	-	2	131
3.	RICM, Chandigarh	28	1320	20	973	27	1698
4.	RICM, Gandhinagar	22	1394	28	947	28	1305
5.	RICM, Kalyani	48	1393	28	512	16	694
6.	RICM, Patna	104	3021	66	2028	37	1397
7.	ICM, Bhopal	9	561	19	346	12	1041
8.	ICM, Bhubaneswar	48	2306	20	977	11	863
9.	ICM, Chennai	1	36	6	290	12	644
10.	ICM, Dehradun	22	852	24	674	3	106
11.	ICM, Guwahati	3	717	12	290	3	78
12.	ICM, Hyderabad	21	1157	37	1775	65	2582
13.	ICM, Imphal	6	189	6	166	19	490
14.	ICM, Jaipur	38	1446	2	25	14	544
15.	ICM, Kannur	4	217	8	346	6	802
16.	ICM, Lucknow	18	975	42	1937	58	2311
17.	ICM, Madurai	6	150	24	880	23	1265
18.	ICM, Nagpur	7	539	-	-	16	1623
19.	ICM, Pune	6	207	5	113	9	837
20.	ICM, Thiruvananthapuram	10	516	6	221	8	780
Total		410	17479	376	14774	379	19886

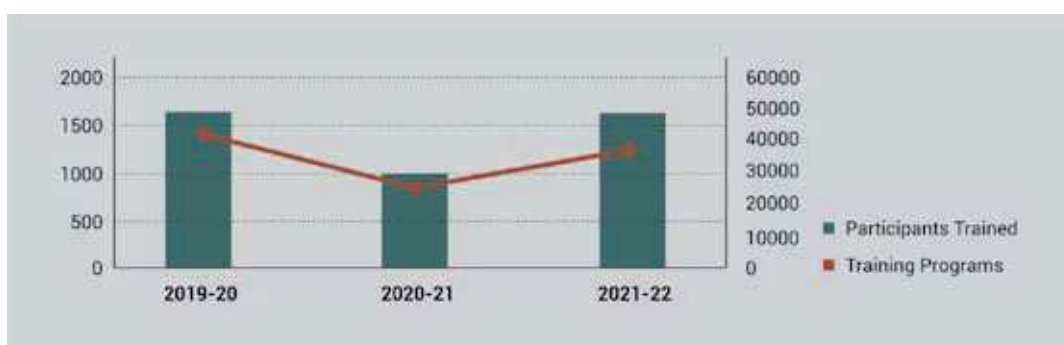
### FARMERS TRAINED BY VAMNICOM/RICMS/ICMS DURING 2019-20 TO 2021-22



**PROGRESS OF TRAINING PROGRAMMES CONDUCTED AT RICMs/ICMs DURING 2019-2020 TO 2021-2022**

Name of the Institute	2019-2020			2020-2021			2021-2022		
	Pro-grams	Parti-cipants	Tng. Weeks	Pro-grams	Parti-cipants	Tng. Weeks	Pro-grams	Parti-cipants	Tng. Weeks
<b>RICMs</b>									
Bengaluru	80	4106	174	33	1286	121	74	2945	123
Chandigarh	102	5942	142	69	3339	99	111	7592	122
Gandhinagar	31	1763	144	42	1284	150	52	1979	72
Kalyani	100	2346	94	54	1199	50	101	3022	144
Patna	297	8857	389	88	2730	69	107	3423	208
<b>ICMs</b>									
Bhopal	33	1268	82	25	1089	7	36	2223	90
Bhubaneswar	97	3578	183	55	2357	200	94	4445	159
Chennai	75	1716	264	23	752	87	75	2072	230
Dehradun	70	2107	117	55	1403	282	76	2013	225
Guwahati	45	1075	56	71	1771	38	82	2367	68
Hyderabad	73	3109	134	46	1922	25	82	3230	62
Imphal	79	2849	502	57	1651	349	86	2437	279
Jaipur	71	2631	133	37	780	48	60	2046	78
Kannur	100	3498	160	50	2358	50	83	3198	154
Lucknow	81	2821	178	92	3703	135	82	3071	141
Madurai	70	1982	172	38	1442	27	69	2409	56
Nagpur	71	2537	234	42	2502	128	42	2577	120
Pune	83	1757	121	63	1531	12	72	2470	134
Thiruvantha-puram	89	2772	229	44	1493	227	92	3252	163
Grand Total	1647	56714	3508	984	34592	2104	1476	56771	2628

**PROGRESS OF TRAINING PROGRAMMES ORGANISED BY RICMS/ICMS DURING 2019-20 TO 2021-22**



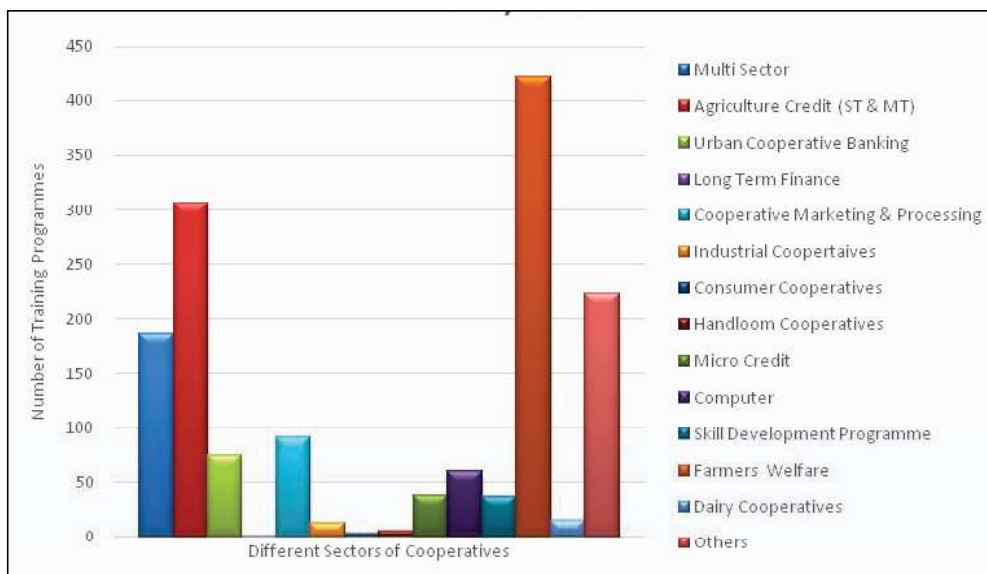
**SECTOR-WISE PROGRESS OF TRAINING PROGRAMMES AT REGIONAL INSTITUTES/INSTITUTES OF COOPERATIVE MANAGEMENT (2019-2020 TO 2021-2022)**

Type of Programme	2019-2020		2020-2021		2021-2022	
	Programs	Participants	Programs	Participants	Programs	Participants
<b>Multi-Sector</b>						
Diploma	32	972	41	1531	37	1348
Short-Term	130	7037	79	2032	114	4125
Seminars/Workshops	5	484	10	600	35	936
Total	167	8493	130	4163	186	6409
<b>Agriculture Credit (ST &amp; MT)</b>						
Diploma	2	43	1	31	0	0
Short-Term	233	1050	208	6591	307	10241
Seminars/Workshops	5	642	23	380	0	0
Total	240	1735	232	7002	307	10241
<b>Urban Cooperative Banking</b>						
Diploma	8	911	5	486	9	563
Short-Term	53	1041	27	548	65	1542
Seminars/Workshops	8	124	0	0	0	0
Total	69	2076	32	1034	74	2105
<b>Long Term Finance</b>						
Short-Term	6	129	10	131	1	29
Seminar	1	15	3	101	0	0
Total	7	144	13	232	1	29
<b>Cooperative Marketing &amp; Processing</b>						
Diploma	36	1375	0	0	2	80
Short-Term	66	3004	54	2076	83	3299
Seminars/Workshops	1	25	3	200	6	215
Total	103	4404	57	2276	91	3594
<b>Industrial Cooperatives</b>						
Diploma/Certificate	21	758	2	55	8	284
Short-Term	4	52	0	0	5	130
Total	25	810	2	55	13	414
<b>Consumer Cooperatives</b>						
Short-Term	6	97	1	23	3	102
Seminars/Workshops	0	0	0	0	0	0
Total	6	97	1	23	3	102
<b>Handloom Cooperatives</b>						
Diploma	1	14	0	0	0	0
Short-Term	7	218	1	37	5	166
Seminars/Workshops	0	0	0	0	0	0
Total	8	232	1	37	5	166
<b>Micro Credit</b>						
Short-Term	37	1258	9	152	30	725
Seminars/Workshops	3	167	0	0	8	240
Total:	40	1425	9	152	38	965

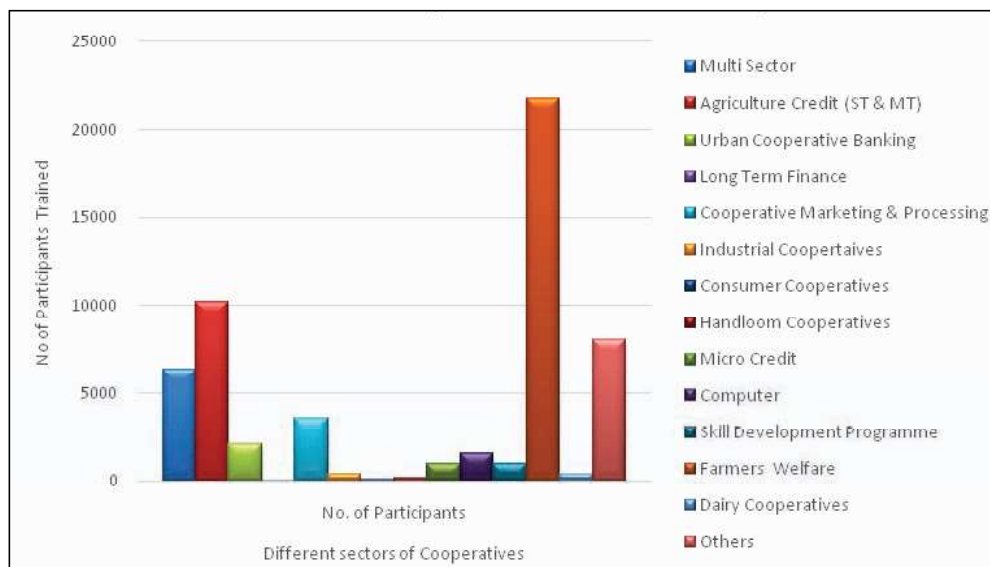
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Type of Programme	2019-2020		2020-2021		2021-2022	
	Programs	Participants	Programs	Participants	Programs	Participants
<b>Computer</b>						
Diploma/Certificate	19	408	7	104	13	305
Short-Term	16	329	19	341	47	1240
Seminars/Workshops	1	100	0	0	0	0
<b>Total</b>	<b>36</b>	<b>837</b>	<b>26</b>	<b>445</b>	<b>60</b>	<b>1545</b>
<b>Dairy Cooperatives</b>						
Diploma	0	0	0	0	0	0
Short-Term	173	4834	27	732	19	469
Seminars/Workshops	0	0	0	0	0	0
<b>Total</b>	<b>173</b>	<b>4834</b>	<b>27</b>	<b>732</b>	<b>19</b>	<b>469</b>
<b>Farmers Welfare</b>						
Diploma	290	12335	18	668	0	0
Short-term	12	1492	274	12355	350	18395
Seminar/Workshop					73	3374
<b>Total</b>	<b>302</b>	<b>13827</b>	<b>292</b>	<b>13023</b>	<b>423</b>	<b>21769</b>
<b>Skill Development</b>						
Diploma	2	35	0	0	0	0
Short Term	63	2310	40	1164	37	986
Seminar/Workshop	0	0	0	0	0	0
<b>Total</b>	<b>65</b>	<b>2345</b>	<b>40</b>	<b>1164</b>	<b>37</b>	<b>986</b>
<b>Other Sector (EDP, Leadership, Law, Audit, Fishery, Cooperative Accounts and Audit Management Professional and DGR etc.)</b>						
Diploma	25	1418	14	502	36	1265
Short-Term	290	9358	68	2306	168	4894
Seminars/Workshops	91	4679	40	1446	15	1818
<b>Total</b>	<b>406</b>	<b>15455</b>	<b>122</b>	<b>4254</b>	<b>219</b>	<b>7977</b>
<b>Grand Total</b>	<b>1647</b>	<b>56714</b>	<b>984</b>	<b>34592</b>	<b>1476</b>	<b>56771</b>

#### SECTOR WISE TRAINING PROGRAMMES ORGANISED BY RICMS/ICMS



### SECTOR WISE PARTICIPANTS TRAINED IN RICMS/ICMS



### PROGRESS OF DIPLOMA, CERTIFICATE AND MDP PROGRAMMES AT RICMS/ICMS (2019-2020 TO 2021-2022)

Type of Programmes	2019-2020		2020-2021		2021-2022	
	Programs	Participants	Programs	Participants	Programs	Participants
Post Graduate. Diploma in Management.	1	46	1	48	1	39
Higher Diploma in Cooperative Management (R).	11	333	6	268	13	499
Higher Diploma in Cooperative Management (C).	15	1019	35	1263	24	939
Diploma/Certificate in Industrial Cooperative Management.	21	758	2	55	8	284
Diploma in Handloom Cooperative Management.	1	14	0	0	0	0
Diploma in Computer Application & System Management.	1	20	0	0	0	0
Post Graduate Diploma in Computer Application.	1	14	1	10	1	10
Certificate Course in Computer Application.	19	408	6	94	12	295
Master of Business Administration.	7	280	7	285	7	272
Bachelor of Business Administration (BBA)	2	60	2	56	2	54
Diploma Course in Dairy Cooperative Management	0	0	0	0	0	0
Diploma Course in Urban Cooperative Banking (C)	7	857	5	486	9	563
Diploma Course in Fisheries	2	52	0	0	0	0
Other Diploma/Certificate Course	0	0	15	538	27	970
MDP/EDP/Short Term Programmes (including Seminars/Workshops).	1559	52853	904	31489	1372	52846
<b>Total</b>	<b>1647</b>	<b>56714</b>	<b>984</b>	<b>34592</b>	<b>1476</b>	<b>56771</b>



**STATE-WISE UTILIZATION OF PARTICIPANTS IN TRAINING PROGRAMMES AT REGIONAL INSTITUTES OF COOPERATIVE MANAGEMENT/INSTITUTES OF COOPERATIVE MANAGEMENT (2019-2020 TO 2021-2022)**

S.No.	Type of Programme	2019-2020	2020-2021	2021-2022
1	Andhra Pradesh	763	893	1380
2	Arunachal Pradesh	2	65	191
3	Assam	1069	1706	2028
4	Bihar	8909	2730	3423
5	Chhattisgarh	-	-	-
6	Delhi	8	-	-
7	Gujarat	1767	1284	1979
8	Haryana	1514	1506	468
9	Himachal Pradesh	459	94	2143
10	Jammu & Kashmir	16	54	14
11	Jharkhand	16	-	-
12	Karnataka	3948	1286	2945
13	Kerala	6275	3866	6450
14	Madhya Pradesh	1268	1089	2223
15	Maharashtra	4307	4033	5047
16	Manipur	2849	1651	2437
17	Meghalaya	8	-	148
18	Mizoram	-	-	-
19	Nagaland	-	-	-
20	Orissa	3578	2357	4445
21	Punjab	3960	1670	4967
22	Rajasthan	2631	780	2046
23	Sikkim	-	-	-
24	Tamil Nadu	3720	2194	4481
25	Telangana	2324	1029	1850
26	Tripura	-	-	-
27	Uttar Pradesh	2976	3703	3071
28	Uttarakhand	1900	1403	2013
29	West Bengal	2346	1199	3022
30	Union territories	-	-	-
31	Others	101	-	-
<b>Total</b>		<b>56714</b>	<b>34592</b>	<b>56771</b>

**INSTITUTE-WISE PROGRESS OF TRAINING PROGRAMMES FOR THE YEAR 2021-2022**

RICMs/ICMs	Programme conducted					Participants													Total
	MBA/ PGDM/ BBA	HDCM/ Sectoral Diploma/ Certificate Course	STC	Total	Target	MBA/ PGDM/ BBA	HDCM/ Sectoral Diploma/ Certificate Course	STC	Total	Target	Men				Women				
											SC	ST	OBC	General	SC	ST	OBC	General	
RICMs																			
Bangalore	0	28	46	74	100	0	1377	1568	2945	2500	134	120	184	1821	42	10	64	570	2945
Chandigarh	0	6	105	111	100	0	214	7378	7592	2500	377	18	1374	3656	163	3	781	1220	7592
Gandhinagar	1	6	45	52	100	39	198	1742	1979	2500	184	120	447	970	36	23	74	125	1979
Kalyani	0	3	98	101	100	0	97	2925	3022	2500	487	53	285	1272	214	94	99	518	3022
Patna	0	5	102	107	100	0	169	3254	3423	2500	339	9	1568	1187	52	2	143	123	3423
B. ICMs																			
Bhopal	0	2	34	36	80	0	77	2146	2223	2000	127	132	1006	884	6	14	51	3	2223
Bhubaneswar	1	6	87	94	80	48	202	4195	4445	2000	276	279	556	2606	68	116	127	417	4445
Chennai	1	6	68	75	80	48	271	1753	2072	2000	278	54	729	559	97	1	333	21	2072
Dehradun	2	4	70	76	80	41	153	1819	2013	2000	147	37	251	1323	26	6	42	181	2013
Guwahati	0	1	81	82	80	0	22	2345	2367	2000	165	325	225	764	107	238	173	370	2367
Hyderabad	0	1	81	82	80	0	40	3190	3230	2000	324	262	1236	1012	70	98	89	139	3230
Imphal	2	6	78	86	80	51	112	2274	2437	2000	91	464	492	669	120	168	157	276	2437
Jaipur	0	4	56	60	80	0	143	1903	2046	2000	197	123	886	671	26	18	56	69	2046
Kannur	1	1	81	83	80	40	50	3108	3198	2000	52	17	487	708	101	30	628	1175	3198
Lucknow	1	5	76	82	80	27	173	2871	3071	2000	637	14	1262	775	151	1	153	78	3071
Madurai	0	1	68	69	80	0	34	2375	2409	2000	204	31	1415	80	110	14	507	48	2409
Nagpur	1	3	38	42	80	33	75	2469	2577	2000	192	107	1045	655	66	37	317	158	2577
Pune	0	3	69	72	80	0	91	2379	2470	2000	182	67	533	1281	18	6	87	296	2470
Thiruvanthapuram	1	2	89	92	80	48	103	3101	3252	2000	127	60	839	503	123	272	841	487	3252
<b>Total</b>	<b>11</b>	<b>93</b>	<b>1372</b>	<b>1476</b>	<b>1620</b>	<b>375</b>	<b>3601</b>	<b>52795</b>	<b>56771</b>	<b>40500</b>	<b>4520</b>	<b>2292</b>	<b>14820</b>	<b>21396</b>	<b>1596</b>	<b>1151</b>	<b>4722</b>	<b>6274</b>	<b>56771</b>

**TRAINING PROGRAMS CONDUCTED BY TRAINING UNITS FROM 2019-20 TO 2021-2022**

Name of the Programme	2019-2020		2020-2021		2021-2022	
	Programs	Participants	Programs	Participants	Programs	Participants
Higher Diploma in Cooperative Management (Regular and Correspondence)	26	1352	41	1531	37	1438
Medium Duration Programmes (Diploma and Certificate Course)	111	4221	32	1274	69	2470
Education Programmes (MBA,PGBM-ABM, PGDCA, BBA)	12	473	12	492	12	445
Short Duration Programmes	1634	54835	1015	36991	1480	58421
<b>Total</b>	<b>1783</b>	<b>60881</b>	<b>1100</b>	<b>40288</b>	<b>1598</b>	<b>62774</b>

**BOD'S, MEMBERS AND THE MANAGERIAL STAFF OF COOPERATIVE TRAINED DURING 2021-2022**

Name of the Units	BoD	Members	Managerial Staff	Participants Trained
VAMNICOM, Pune	692	2903	2408	6003
RICMs/ICMs	2917	12189	41665	56771
<b>TOTAL</b>	<b>3609</b>	<b>15092</b>	<b>44073</b>	<b>62774</b>

**DETAILS OF GENDER WISE PARTICIPANTS TRAINED FROM APRIL, 2021 TO MARCH, 2022**

Name of Institute	Men					Women					Grand Total
	SC	ST	OBC	GN	Total	SC	ST	OBC	GN	Total	
VAMNICOM, Pune	337	153	857	3095	4442	124	35	305	1097	1561	6003
RICMs/ICMs	4520	2292	14820	21396	43028	1596	1151	4722	6274	13743	56771
<b>TOTAL</b>	<b>4857</b>	<b>2445</b>	<b>15677</b>	<b>24491</b>	<b>47470</b>	<b>1720</b>	<b>1186</b>	<b>5027</b>	<b>7371</b>	<b>15304</b>	<b>62774</b>

# CHAPTER II

## EDUCATION

### FLAGSHIP OFFERINGS

The flagship education programmes offered by VAMNICOM, the RICMs, and the ICMs are:

Institute	Flagship Offering(s)
VAMNICOM	PGDCBM PGDM-ABM
RICMs	HDCM PGDM-ABM
ICMs	HDCM MBA BBA

### EDUCATION PROGRAMMES OF VAMNICOM

#### POST GRADUATE DIPLOMA IN MANAGEMENT - ABM (PGDM-ABM)

VAMNICOM conceived the idea of starting a Post Graduate Programme in Business Administration (Cooperation), on the lines of MBA with the objective to provide young boys and girls interested in management career in cooperative sector with opportunities to acquire knowledge, develop skills, foster attitudes essential for their growth into competent and responsible managers, capable of assuming executive leadership in management positions in the cooperatives and organisations dealing with cooperatives.

VAMNICOM's Centre for Management Education offers a two-years full time residential Post Graduate Diploma in Management (PGDM) in Business Administration programme from the year 1993. From 1994-96 the nomenclature of the PGDM programme has been converted as PGDBA (Cooperation) and again it has changed as Post Graduate Diploma in Business Management from 2001-03 batch.

Considering the ever-growing requirement for professional managers in the fields of Agriculture, Banking and Insurance, the PGDM programme has been thoroughly restructured and offered as Post Graduate Diploma in Management - Agri Business & Management (PGDM-ABM) from 2004 onwards.

The PGDM programme is recognized by All India Council for Technical Education, New Delhi from its inception and MBA equivalence status from Association of Indian Universities, New Delhi in 2001. National Board of Accreditation has granted extension of Accreditation to PGDM-ABM programme from 1.7.2015 to 30.6.2022. PGDM-ABM Programme has ranked one among the top 5 national level institutes in Agriculture & Business Management. AICTE has approved intake capacity of 120 seats for this programme.

**NUMBER OF CANDIDATES AWARDED  
PGDM IN VAMNICOM, PUNE**

Year	No. of Candidates	Cumulative Total
2019-2020	73	1353
2020-2021	88	1441
2021-2022	70	1511



Group photo of the convocation ceremony of 27th batch of PGDM-ABM participants on 19 December 2021 in the presence of Hon'ble Union Home Minister and Cooperation Minister Shri Amit Shah ji

## PLACEMENT

Highly successful placement from 1993 in Corporate, NGOs, Public & Co-operative Organisations like IFFCO, KRIBHCO, NAFED, AMUL, GCMF, National Cooperative ARDB Federation & Private Banks.

The Institute's placement activities are coordinated by a committee comprising elected student representatives and faculty member as the placement coordinator. It takes up the role of facilitator between potential employers and students. The committee also makes pitches to new companies and makes them aware of the rapid developments happening in the Institute. Guest lectures and Industry Interface Sessions are hosted by the Committee. All communication regarding summer and Executive recruitment is routed through the Placement Committee. The Institute has achieved 100% placement of students since the inception of the Programme. The detail of the Placement is given below:-

### Campus Placement List (2020-2022 Batch)

- Total Recruiters            35
- First Time Recruiters      18
- PPO                              5 students
- Highest CTC                 Rs. 12.56 lakhs
- Average CTC                 Rs. 8 lakhs

Sector	Number of Students
Agri Input	37
Agri-tech	04
Banking Financial Services and Insurance	12
Commodity	05
Development	02
E-Commerce	01
FMCG	04
Retail	10
Research and Consultancy	02
Cooperative	04
Banking	04
Consulting	01
Total	86

## HIGHER DIPLOMA IN COOPERATIVE MANAGEMENT (HDCM REGULAR)

HDCM is one of the prestigious programmes offered by the NCCT. All the training units conduct one or two HDCM programmes per year.

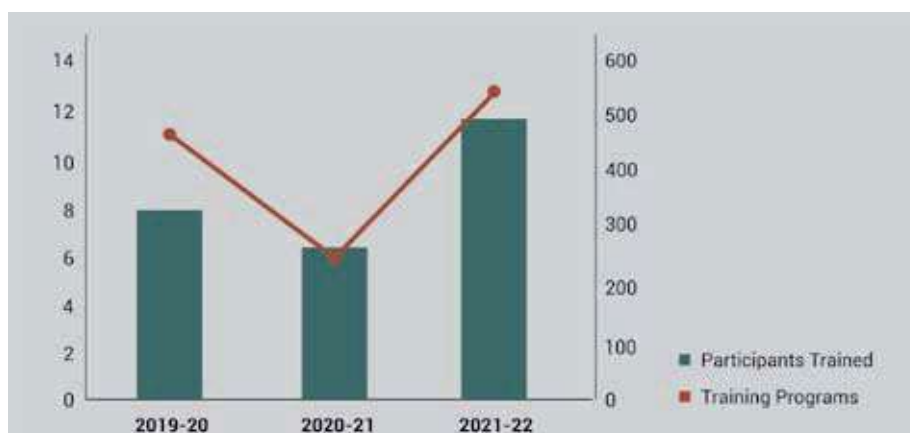
HDCM is a course with a blend of Management and Cooperation. Typically, Semester One concentrates on Cooperation and Semester Two focuses on Management.

The HDCM programme aims to sharpen the competitiveness of the Cooperative organisations vis-à-vis the Private Sector. In other words, it is a capsule form of MBA designed for Cooperatives. Most of the faculty members handling the subjects have undergone training programme at IIM, Ahmedabad viz, Faculty Development Programme in Management. Since the programme is also oriented towards the Management of credit cooperative organisations, the faculty have undergone CTFC (Cooperative Trainer for Financial Cooperatives) conducted by BIRD Lucknow, to complement their main qualifications of Post-Graduation, M.Phil, Ph.D. in the relevant area of specialisation. The experts from the fields of industry and business are also invited to handle the subjects and/or interact with the students as the case may be.

Progress of the HDCM organised by all Institutes during the last three years is given below:

HDCM (Regular)	Programmes	Participants
2019-2020	11	333
2020-2021	6	268
2021-2022	13	499

### HDCM REGULAR COURSES ORGANISED AND PARTICIPANTS TRAINED BY RICMS/ICMS DURING 2019-20 TO 2021-22

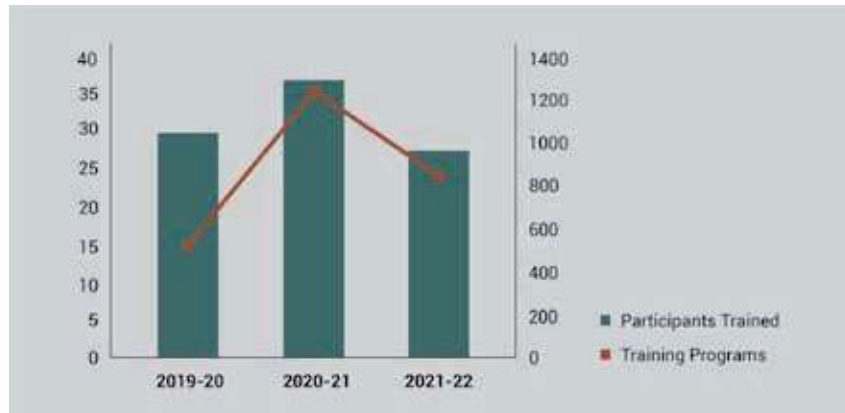


## HIGHER DIPLOMA IN COOPERATIVE MANAGEMENT (CORRESPONDENCE)

As a part of serving the user organisation, some of our institutes have extended their reach by offering HDCM in correspondence course. In the competitive business environment knowledge, skill and attitude of the employee are very important in excelling the others in the same field of business. Due to shortage of staff some of the organisations are not able to depute their staff to the regular HDCM for 26 weeks. To address this issue the ICMs of some states are offering HDCM Correspondence course without diluting the contents and other learning aspects. Progress of HDCM(Correspondence) organized by all units for the last three years is given below :

HDCM (Correspondence)	Programmes	Participants
2019-2020	15	1019
2020-2021	35	1263
2021-2022	24	939

**HDCM CORRESPONDENCE COURSES ORGNAISED AND PARTICIPANTS TRAINED BY RICMS/ICMS DURING 2019-20 TO 2021-22**



**GLIMPSES OF HDCM PROGRAMME**



*ICM, Imphal*



*LEFT: ICM, Chennai, RIGHT: ICM, Kannur*



*LEFT: ICM, Thiruvananthapuram, RIGHT: ICM, Pune*

## SECTORAL DIPLOMA PROGRAMMES

Apart from Higher Diploma in Cooperative Management, RICMs/ICMs also conduct segment specific Diploma Programmes to meet the needs of various sectors of the cooperative movement. These Sectoral Diploma Programmes are organised in the area of Cooperative Banking, Cooperative Audit, Industrial Cooperatives, Handloom Cooperatives and ICT etc.

## DIPLOMA IN INDUSTRIAL COOPERATIVES

The RICMs/ICMs are conducting the programmes on Industrial Cooperative Management as per demand from the user organisations as well as individual candidate. The basic objective of the programme is to train the personnel of Industrial Cooperatives so as to run the organisation as a viable enterprise. During the year 2021-2022, 8 sessions of Diploma/Certificate Courses in Industrial Cooperative Management were organised at RICMs/ICMs, namely RICM, Chandigarh, Gandhinagar, Kalyani and ICM, Bhopal, Chennai, Dehradun, Jaipur and trained 284 participants. The progress of courses in Industrial Cooperative Management for the last three years is given below:

### PROGRESS OF INDUSTRIAL PROGRAMMES DURING THE LAST THREE YEARS

Type of Programme	2019-2020		2020-2021		2021-2022	
	Programs	Participants	Programs	Participants	Programs	Participants
Diploma/Certificate Course in Industrial Cooperative Management. (12 weeks)	21	758	2	55	8	284
Short Term Programmes in Industrial Cooperative Management	4	52	0	0	1	28
Total	25	810	2	55	9	312

## DIPLOMA/CERTIFICATE/SHORT-TERM PROGRAMMES IN COMPUTER APPLICATION

Information and Communication Technology (ICT) plays a crucial role in Cooperative organisations. Cooperative Banks and various cooperative Institutions make use of various ICT tools and solutions such as Office Automation, Databases, Networking, Core Banking Solutions, ERP and Internet based technologies viz., E-Commerce, Social Media, E-Governance, Mobile Apps for enhancing productivity to provide their best possible services to their members and stakeholders. Some Cooperative Institutions embarked on new technologies and emerging areas such as Data Analytics, Artificial Intelligence and Internet of Things (IoT).

In order to cater the ICT training requirements of personnel working in Cooperative organisations, all RICMs/ICMs have set up a well-equipped computer centre with PCs, Multimedia Projectors, Printers and high speed internet connectivity. These RICMs/ICMs offer Diploma, Certificate courses in Computer Applications based on the requirements in their state/area of operations. Further various need based Short Duration Courses ranging from 3 days to 15 days duration on various topics/titles such as MS-Office, Computer Applications, Internet Applications, Computer Networking, Social Networking applications, CBS for Cooperative Banks, Digital Payments, Common Service Centre, E-Governance, GeM, Cybercrime & Cyber law, Computerisation/ Digitisation of Office records, Open Source Software, Data Mining etc., are conducted by all RICMs/ICMs.

Computer centres in RICMs/ICMs are used for imparting teaching and training related to ICT related subjects' viz., MIS & Computer Applications in HDCM & Sectoral Diploma courses and Professional courses like MBA, PGDM, BBA etc., Some RICMs/ICMs introduced SYSTEM specialization in MBA professional programme and offer courses on E-Business, Database Management System.

RICMs/ICMs organized 13 Diploma/Certificate Programmes and trained 305 participants and 47 Short-term Programmes and trained 1240 participants. The Institute-wise Progress of Diploma/Certificate Programmes and Short-Term Computer Programmes for the year 2021-2022 is given below.

**DIPLOMA/CERTIFICATE PROGRAMMES AND SHORT-TERM PROGRAMMES IN COMPUTER APPLICATIONS  
(2021-2022)**

S.No.	Name of the Institute	Diploma /Certificate Programmes	
		Programs	Participants
1	Bengaluru	3	86
2	Chandigarh	1	32
3	Imphal	6	96
4	Jaipur	2	71
5	Nagpur	1	20
	Total	13	305
<b>Short-Term Programmes</b>			
1	Gandhinagar	4	241
2	Kalyani	1	24
3	Patna	1	38
4	Chennai	9	183
5	Dehradun	1	26
6	Imphal	2	34
7	Jaipur	1	14
8	Kannur	10	161
9	Madurai	11	271
10	Nagpur	1	46
11	Pune	6	202
	Total	47	1240

**Master of Business Administration and Bachelor of Business Administration (MBA & BBA):** The Council also conducts need based professional programmes to address clientele aspirations of user organisations and young students which includes the following programmes.

- Master of Business Administration
- Bachelor of Business Administration

**Master of Business Administration:** The units of NCCT such as ICM, Bhubaneswar, Chennai, Dehradun, Kannur, Lucknow, Nagpur and Thiruvananthapuram are conducting MBA programmes in affiliation with State Universities.

**Bachelor of Business Administration:** The units of NCCT such as ICM, Dehradun and Imphal are conducting BBA programmes in affiliation with State Universities.

**Post Graduate Diploma Management in Agri-Business (PGDBM-ABM):** RICM, Gandhinagar is conducting PGDM-ABM Programme recognized by All India Council for Technical Education, New Delhi.

**Post Graduate Diploma in Computer Application (PGDCA):** ICM, Imphal is conducting a one-year PGDCA programme for the individuals.



**PGDM/MBA/BBA PROGRAMMES CONDUCTED BY RICMS/ICMS DURING THE YEAR 2021-2022**

S.No.	Units	Programmes			Participants		
		PGDM/ PGDCA	MBA	BBA	PGDM/ PGDCA	MBA	BBA
1.	Gandhinagar	1	-	-	39	-	-
2.	Bhubaneswar	-	1	-	-	48	-
3.	Chennai	-	1	-	-	48	-
4.	Dehradun	-	1	1	-	28	13
5.	Imphal	1	-	1	10		41
6.	Kannur	-	1	-	-	40	-
7.	Lucknow	-	1	-	-	27	-
8.	Nagpur	-	1	-	-	33	-
9.	Thiruvanthapuram	-	1	-	-	48	-
	Total	2	7	2	49	272	54

**PLACEMENT**

RICMS/ICMs have a Placement Committee in place to provide a launching pad for the PGDM/MBA and HDCM Private students to soar towards a promising career. Usually, the Director, Coordinator and faculty members are the members of the Placement Committee

During the year 2021-2022 PGDM,MBA students got placement in Dehaat Pvt. Ltd., Patna,Dayal Group, Meerut, J.K. Agri genetics Seeds Pvt. Ltd.,National Commodities Management Services Ltd.,Reliance Retail, Mumbai,Suryoday Small Finance Bank, Nai Mumbai, Star uick TATA, Nashik, Spancer Retail, Dehi HDFC Bank,Waycoo Foods and products Pvt. Ltd., Chennai.

**GLIMPSES OF MBA PROGRAM**



ICM, Kannur



LEFT: ICM Thiruvananthapuram, RIGHT: ICM, Lucknow

# CHAPTER III

## RESEARCH, CASE STUDIES, CONSULTANCY AND PUBLICATIONS

### OBJECTIVES

Conducting research studies facilitates knowledge building, understanding problems, proves truths, seizes opportunities and nourishes the mind. By understanding the significance of research, NCCT motivates and supports the faculty members of training units to undertake research studies, provide consultancy services to Cooperative Institutions and Departments in identification of problems and finding their solution.

VAMNICOM as a premier cooperative training institute lifted its position a notch above by establishing a separate research wing "Centre for Research and Publication" with qualified and experienced staff. It also undertakes research and consultancy services in operational aspects of cooperative management and ICT. "Centre for Post Graduate Research in Cooperation" status bestowed upon it by Pune University is the testimony for its competence in the field of research. Some of the faculty members of training units are recognised as research guides for research works leading to Doctorate Degree in reputed universities.

### RESEARCH THEMES AND METHODOLOGY

Research themes usually fall under ICDP and Focus areas are Infrastructure Development and Business Development through Capital infusion at subsidized rates. Research Methodology followed by our researchers are:

1. Formulating the research problem;
2. Extensive literature survey;
3. Developing the hypothesis;
4. Preparing the research design;
5. Determining sample design;
6. Collecting the data;
7. Execution of the project;
8. Analysis of data;
9. Hypothesis testing;
10. Generalizations and interpretation, and
11. Preparation of the report and submission.

**Research Tools and Statistical calculations:** Following tools are used for data collection

1. Questionnaires
2. Interviews
3. Schedules
4. Observation Techniques
5. Rating Scales

**Statistical Calculations:** Our researchers use either descriptive statistics or inferential statistics for the purpose of the analysis.

- (i) The descriptive statistics may be on any of the following forms:
  - (a) Measures of Central Tendency
  - (b) Measures of Variability
  - (c) Measures of Relative Position
  - (d) Measures of Relationship

- (ii) The inferential statistics may be in any one of the following forms:
- Significance of Difference between Means:
  - Analysis of Variance
  - Analysis of Co-Variance
  - Correlation Methods
  - Chi Square Test
  - Regression Analysis

**Process of Approval of Research Proposals:** District Level Coordination Committee (DLCC) headed by the respective District Collector and State Level Committee headed by the Secretary, Ministry of Cooperation of the State.

## RESEARCH STUDIES CONDUCTED DURING 2021-2022

During the year 2021-2022, 8 Research Projects and 14 Case Studies were undertaken by VAMNICOM, Pune. Details of Research Projects & Case Studies prepared by VAMNICOM are given in the table details below:

### RESEARCH PROJECTS COMPLETED BY VAMNICOM, PUNE FOR THE YEAR 2021-2022

Sl. No	Title	Name of the Faculty
1	Risk Management by Dairy Cooperatives for sustaining Dairy during Covid-19	Dr. Girish Mangleek*
2	Risk Management by Dairy Cooperatives for sustaining Dairy during Covid-19	Sh.A.K. Tiwary*
3	Risk Management by cooperative Bank (UCBs/DCCBs)for sustaining Business Post Covid-19	Sh.A.K. Tiwary
4	IMPRESS Research Project	Dr. D. Ravi**
5	Financial Inclusion Performance Parameters of DCCB	Dr. Anshu Singh
6	Assessment of Competitiveness and Sustainability of Farmer Producers Companies (FPCs) in India	Dr. Manisha Paliwal
7	Marketing Strategies and Market based development of Fertilizers in Maharashtra	Dr. Manisha Paliwal
8	Adoption of Industry 4.0 in Urban Cooperative Banks(UCBs) in India	Dr. Manisha Paliwal

\* Jointly completed Research Project

\*\* Completed by Research Team consisting of Dr. K. K. Tripathy, Dr. D. Ravi, and Dr. Sagar K. Wadkar

### CASE STUDIES COMPLETED BY VAMNICOM, PUNE FOR THE YEAR 2021-2022

S.No.	Title	Name of the Faculty
1	Technology Visionary Bank – The Surat District Cooperative Bank Ltd., Surat.	Dr. Y.S. Patil
2	Customer Centric FSWM Bank– A case study of Dapoli Urban Cooperative Bank.	Dr. Y.S. Patil
3	A Case study of member driven professionally managed diversified Multipurpose Cooperative (A case study of Nerpingalai Multipurpose Cooperatives Society, Nerpingalai - Cooperative Success Story	Shri S. Y. Deshpande
4	A Case Study of GrahakPeth-Wholesale Cooperative Consumer Store - Cooperative Success Stories- NCCT	Shri S. Y. Deshpande
5	Profile of selected Multistate Cooperative Credit Societies of Andhra Pradesh	Shri S. Y. Deshpande
6	Study of Regional Multipurpose Cooperative Society Ltd., PadmpurMotaDhaka Uttarakhand	Dr. Girish Mangleek
7	Success story of Dnyandeep Co-operative Credit Society Ltd	Dr. Jyotsna Dhavle
8	Success story of AUMUL, Gujarat	Dr. Jyotsna Dhavle
9	एकीकृत सहकारी विकास परियोजना जिला प्रयागराज, उ. प्र. क्रियान्वयन का प्रभाव विश्लेषण / अध्ययन प्रकरण	A.K. Tiwary

10	सफलता की कहानी अनुकरणीय - सहकारी शीत गृह संस्था मर्यादित, राऊ, इन्दौर मध्य प्रदेश	A.K. Tiwary
11	Satara District Central Cooperative Bank Ltd. , Satara	Dr. D. Ravi
12	Shriram Multipurpose Cooperative Society, KasabaBawada, Kolhapur	Dr. D. Ravi
13	Business Model: A Case Study of Mandavgan Pharata Vividh Karyakari Seva Sahakari Society Maryadit	Dr. Manisha Paliwal
14	Strategic Approach towards Sustainability", a Case of Mann Deshi,	Dr. Manisha Paliwal

RICMs/ICMs also undertook research projects and prepared case studies during the year 2021-2022. 23 Research Projects and 142 Case Studies were completed by all RICMs/ICMs. List of Research Projects/ Case Studies is given in the following table.

#### RESEARCH PROJECTS COMPLETED BY RICMS/ICMS FOR THE YEAR 2021-22

Sl. No	Title	Name of the Faculty
<b>RICM, Bengaluru</b>		
1.	Performance of Farmers Service Cooperative Society of Singanayakanahally and Kengeri	Dr. M Jayaprakash
2.	Marketing Analysis of Nandini Milk and Milk Products of Karnataka Milk Federation- An Empirical Study	Dr. M Jayaprakash
3.	An Economic Analysis of Karnataka State Cooperative Apex Bank Limited Bengaluru	Dr. M Jayaprakash
<b>ICM, Bhopal</b>		
4.	Liquefied Nitrogen Refrigeration system to transport fruits and vegetables indigenously developed by RRCAT Indore	Shri T.G. Shadakshari,
<b>ICM, Chennai</b>		
5.	Integrated Cooperative Development Project Cuddalore District	Sh. I Venkatesh
<b>ICM, Dehradun</b>		
6.	Performance of Analysis of Dist. Coop. Bank, Dehradun	Sh. Upnish Yadav
7.	Performance of Analysis of Kribhco, Dehradun	Sh. Upnish Yadav
8.	Funds and Investment Management of Dehradun Urban Cooperative Bank	Sh. Upnish Yadav
<b>ICM, Jaipur</b>		
9.	Barrier in the value chain of Agri-produces: a study of Farmer producer Organization in India	Dr. Rajiv Kumar
10.	Agriculture Processed Food Exports in India: A Strategic Approach	Dr. Rajiv Kumar
11.	Total Quality Management paradigms and customer Satisfaction and in Central Cooperative Banks. A Case of Coop. Bank of Rajasthan.	Dr. Rajiv Kumar
12.	Measure to develop the effectiveness of training and education in Cooperatives and strategies to create the livelihood through cooperative business model: A Strategic approach for prosperity through cooperation.	Dr. Rajiv Kumar
13.	Microfinance Institutions and Rural Economic Development in India	Dr. Rajiv Kumar
14.	Measure to develop the Service Quality attributes and customer satisfaction in DCCBs	Dr. Rajiv Kumar
<b>ICM, Kannur</b>		
15.	Co-operative identity and its compliance by the co-operatives	V N Babu
16.	Project Report on Special Refinance facility for Cheruvannur SCB	V N Babu
17.	Project Report on Business Diversification for Kliyanthara SCB	V N Babu
18.	Project Report on Starting consumer store and other miscellaneous activities for Vellattanjur SCB, Thrissur Dist.	V N Babu

19.	Project Report on Expansion and revitalization for VEGCO, Taliparamba	V N Babu
20.	Project Report On The Parakkadave Agriculturist Welfare Cooperative Society Ltd. No. 1795, Parakkadave In Kannur District	R. Pandian
21.	Project Report For Core Banking Solution Of The Payangadi Agriculture Improvement Cooperative Society Ltd., No. 1797 In Kannur District	R. Pandian
22.	Technical Report For The Migration Of Banking Software In In Kannur District Central Government Employees Co-Operative Society Ltd., No. C-959, Kannur.	R. Pandian
23.	Success Story of The Kadirur Service Co-operative Bank, Kannur Dist, Kerala	R. Pandian

#### CASE STUDIES COMPLETED BY RICMS/ICMS FOR THE YEAR 2021-2022

Sl. No	Title	Name of the Faculty
<b>RICM, Bangalore</b>		
1.	Sri Raghavendra Silk Handloom Weaver Cooperative Society.	Dr. R. Elangovan
2.	Tiruchengode Agricultural Producers Coop. Marketing Society.	Dr. R. Elangovan
3.	Analysis of Financial performance of Textile Coop. Bank Bangalore	Dr. K. Ravichandran,
4.	Analysis of Avanasri Cooperative Marketing Society, Bangalore	Dr. K. Ravichandran
5.	Grameena Vyavasya Seva Sahkari Sangha Niyamitha, Dhareeshwara	Sh. P.N. Suresh
6.	CAMPACO-A unique Farmer Owned Organisation	Sh. P.N. Suresh
7.	The Working of Nellyady PACS, Nellyady	Sh. P.N. Suresh
8.	Study on Credit flow and performance of the primary Agriculture Credit Cooperative Society, Bilagi Cross, Bagalkot	Dr. B. Kishor
9.	Establishment and working of PACS in Bundi PM, Mudhol Taluk Bagalkot	Dr. B. Kishor
10.	Success story of Hirekeror Taluk Agricultural Cooperative Marketing Society Ltd.	Smt. Sowmya
11.	PACS and MPCS from Vyavasya SevaSahkari SanghNiyamitha, Dodda Hagade,, Anekal Taluk, Bangalore Urban District	Smt. Sowmya
12.	Kadagu Dist. Coop. Central Bank Limited, Madikeri	Dr. M. Jayaprakash
13.	Karnataka State Cooperative Urban Bank Federation Ltd.	Dr. M. Jayaprakash
14.	Sindhanuru Urban Coop. Bank Sindhanuru, Raichur, Karnataka	Dr. M. Jayaprakash
15.	Sree Banashankari Mahila Coop. Bank Limited,	Dr. M. Jayaprakash
16.	Integrated Scheme to Agricultural Coop. with Special reference to Kavitha Sandal Farm	Dr. M. Jayaprakash
17.	Jaalige Haalu Utapakara Sahakara SanghJaalige, Bangalore	Dr. M. Jayaprakash
<b>RICM, Chandigarh</b>		
18.	A Study on Performance Analysis of Bhutti Weavers Cooperative Society Ltd. Kullu (H.P.)	Sh. R.K.Sharma
19.	A Study of Profitability Analysis of Panipat Urban Cooperative Bank Ltd.	Sh. R.K.Sharma
20.	A Successful Story of Panchkula District Central Cooperative Bank Ltd.	Sh. J.E.Patki
21.	A Successful Story of Sonapat District Central Cooperative Bank Ltd.	Sh. J.E.Patki
<b>URICM, Gandhinagar</b>		
22.	Primary Credit and Consumer Cooperative Society – The Panchmahal Cooperative Department Employee's Credit and Consumer Cooperative, Godhra	Ms. Neelu Pandey
23.	Primary Agriculture Credit Cooperative Society – Shree Vavadi Road Primary Agriculture Credit Cooperative Society, Vadia	Ms. Neelu Pandey
<b>RICM, Kalyani</b>		
24.	A study on the West Bengal Weaver's Cooperative Society Ltd. Issue and Challenges.	Dr. K.I. Meetei
25.	Growth Trend of W.B. Apex Coop. Bank Ltd.	Dr. K.I. Meetei
26.	A Study on Saktinagar Samabay Krishi Unnayan Samity	Dr. K.I. Meetei
27.	Sonarudra SKUS (PACS) Ltd.	Sh. A.K. Mahato

28.	Udaynarayanpur LS PACS	Sh. A.K. Mahato
29.	Pancharul PACS Ltd.	Sh. A.K. Mahato
30.	DK. Dinajpur District Central Cooperative Bank	Sh. D.K. Das
31.	Vidyasagar Central Cooperative Bank	Sh. D.K. Das
<b>DNSRICM, Patna</b>		
32.	A study on Barauni Dairy	Dr. K. P. Ranjan
33.	A study on Meghi Nagwan PACS	Dr. K. P. Ranjan
34.	A study on Patna Dairy Project	Dr. K. P. Ranjan
35.	A study on Sarairanjan PACS	Dr. K. P. Ranjan
36.	A case study on self-supporting cooperative	Sh. Binod Prasad
37.	Performance appraisal of Gontra SKUS Ltd.	Sh. Raj Kumar Patra,
38.	Study of marketing strategy of Barrow Pore whole sale consumer cooperative society	Sh. Raj Kumar Patra,
<b>ICM, Bhopal</b>		
39.	Case Study project report on Coconut Neera and Its value added products	Shri T.G. Shadakshari,
40.	Case Study project report on Desiccated coconut powder.	Shri T.G. Shadakshari
41.	Case study project report on Soil Testing Laboratory.	Shri T.G. Shadakshari
42.	BHEE Thrift & Credit Co-operative Society Ltd. Bhopal- A Study	Dr. Amit Mudgal
<b>MICM, Bhubaneswar</b>		
43.	A Study on Odisha State Cooperative Bank Ltd.	Sri S. Ghosh
44.	Agriculture Commodities in Odisha challenges and opportunities modernization efforts (Including e-NAM)	Dr. C. Vijaya
45.	Tribal Empowerment through millets Odisha Millet Mission, A Study	Dr. C. Vijaya
46.	When Professionalism Meets Empathy. The results show. A success story of	Dr. S.K. Hota,
47.	When leadership and Decisiveness Meet opportunity a cooperative Revives.	Dr. S.K. Hota
48.	A case study on Women Empowerment in the state of Odisha and Role of Mission Shakti	Dr. Seema B Mishra
<b>ICM, Chennai</b>		
49.	A Case study on Indian Medical Practitioners Cooperative Society Ltd.	Sh. G. Suresh & Sh. I. Venkatesh
50.	Computerization of PACS with reference to Varakkalpattu PACS, Cuddalore	Sh. G. Suresh
51.	Cyber Security	Sh. G. Suresh
52.	A Study on Ponneri Farmers Producers Company Ltd.	Dr. R. Ganesan
53.	Focusing on Crop Loan District to members by Nidue PACS	Dr. R. Ganesan
54.	A performance on Theagaraya Nagar Urban Coop. Bank	Sh. I. Venkatesh
55.	Success Story of Irula Snake Catchers Industrial Coop. Society	Sh. I. Venkatesh
56.	Issues of challenges of Mobile Banking in Chennai Central Coop. Banks, Chennai	Sh. P. Raja Balachandran
57.	Born strong-the Story of Esanatham Branch of DCCB	Sh. P. Raja Balachandran
58.	Tamil Nadu State Apex Cooperative Bank Ltd.	Dr. U. Humiga
59.	Villupuram District Consumer Cooperative whole Sale stores	Dr. U. Humiga
60.	Needs NGO	Dr. U. Humiga
61.	SWOT Analysis of TNSE Bank.	Dr. U. Humiga
<b>ICM, Dehradun</b>		
62.	Multipurpose Farmers Service Coop. Society, Doiwala	Sh. Ajay Rastogi
63.	Business Activities of Multipurpose Primary Coop. Society, Gujrada	Sh. Ajay Rastogi
64.	Yatayat Evam ParyatanVikas Sahkari Samiti Muni ki Reti	Sh. Ajay Rastogi

65.	Growing Farmers Income through Dehradun Dist Coop. Milk Producer Union Ltd.	Dr. I.A. Khan
66.	Rising Farmers with Miyawala Multipurpose Cooperative Society	Dr. I.A. Khan
67.	Unsuccessful story of successful scheme of provision Urban Amenities to Rural Area	Dr. I.A. Khan
68.	बहुउद्देशीय सहकारी समिति लि० लालढाग, हरिद्वार एक अध्ययन	Dr. Ajay Sharma
69.	बहुउद्देशीय सहकारी समिति लि० मोहनावाला एक अध्ययन	Dr. Ajay Sharma
70.	कृषि उत्पादक और उपभोक्ता के बीच कड़ी बनी झाझरा सहकारी समिति	Dr. Ajay Sharma
71.	बहुउद्देशीय सहकारी समिति लि० नगलाइमरती की सफलता की कहानी एक अध्ययन	Dr. Ajay Sharma
72.	Cooperative Development not possible without fairness	Sh. Upnish Yadav
73.	Role of Government in Cooperative Movement	Sh. Upnish Yadav
<b>ICM, Guwahati</b>		
74.	Problems and Prospects of Agricultural Marketing in North East India	Dr. Kh. Somorendro Singh
75.	Traditional Microfinance Institutions of North East Region with reference to Manipur State	Dr. Kh. Somorendro Singh,
76.	A Case Study on the Elite Women Multipurpose Cooperative Society Ltd.	Dr. Kh. Somorendro Singh
77.	A Study on Nagarik Samabai Bank Ltd	Dr. P. Baishya,
78.	A study on Barkhat Panbari GPSS Ltd	Sri H.K. Das,
79.	A Case Study on Devnadi Valley Agricultural Producer Company Ltd.	Sri H.K. Das,
<b>ICM, Hyderabad</b>		
80.	What happens when a leader upholds that the farmer is king ? – A Success story of The Mulkanoor Cooperative Bank	Mr.H.S.K.Tangirala
81.	Kommugudem LSCS West Godavari District, Andhra Pradesh – A Success Story	Mr.H.S.K.Tangirala
82.	A Case Study On Handloom Industry In East Godavari In Andhra Pradesh	Dr. S.Shyam Kumar
83.	Role of Information, Communication and Technology (ICT) in Cooperatives - A Case Study on Andhra Bank Farmers Service Cooperative Society	Dr. S.Shyam Kumar
84.	A Two Decade Journey of Women Empowerment - A Success Story of Mulkanoor Women's Cooperative Dairy (Published)	Dr. S.Shyam Kumar
85.	Excellence in Performance – Case Study of Chopadandi PACS	A.Eswarmoorthy
86.	Performance of Telangana State Co-Operative Marketing Federation Ltd (TsMarkfed) – Case Study	A.Eswarmoorthy
87.	Working Performance of Uppariguda PACS – Case Study	A.Eswarmoorthy
88.	Best Practice of TCMS – A Case Study	A.Eswarmoorthy
89.	Revitalizing its Local Economy – A Success Story of GattuDuddenapally PACS	A.Eswarmoorthy
<b>ICM, Imphal</b>		
90.	A Case Study on Ima Langnubi Dairy Cooperative Society Ltd., ThangmeibandSinamLeikai, Imphal West	K. Joychandra Singh,
91.	A Case Study on Management of the NongpokMusti Thrift Cooperative Society Ltd., Nongmeibung, Imphal East	K. Joychandra Singh
92.	A Study on the Activities of Ukhrul District Handloom and Handicraft Cooperative Federation, Ukhrul	K. Joychandra Singh
93.	A Case on the Performance of the Chamshel Richard LAMPS Cooperative Society Ltd., Y. Khuta Village, Chakpikarong, Chandel District, Manipur	Shri K.R. Aimol,
94.	A Case on the Functioning of the Noney circle LAMPS Cooperative Society Ltd., Noney, Noney District, Manipur	Shri K.R. Aimol
95.	A Case Study on Bizang Area Weavers Cooperative Society Ltd.	Shri S.Khongsai,
96.	A Case Study on Ukhrul District Handloom and Handicraft Cooperative Federation	Shri S.Khongsai,

ICM, Jaipur		
97.	बोरखेड़ा ग्राम सेवा सहकारी समिति की सफलता की कहानी	Dr. Kishore Kumar
98.	Palsana GSS, Palsana-Sikar (Raj.)	Sh. M. K. Verma
99.	Nayagaon GSS, Subhash-Jhalawar	Sh. M. K. Verma
100.	Corporate Governance and Members Satisfaction: DCCB of Uttarakhand	Dr. Rajiv Kumar
101.	Competitiveness of Cooperative Business Model: A strategic approach for Corporate Governance in Coop. Societies.	Dr. Rajiv Kumar
ICM, Kannur		
102.	A study on Payyanur Town Cooperative Bank	Sh. M.V.Sasikumar
103.	Turn around for Sustainable Development - a Case study of Palliyakkal SCB	Sh. M.V.Sasikumar
104.	Mattathur Labour Contract Co-operative Society-Labour is not a commodity	Sh. V N Babu
105.	Scaling -up,the need of hour-The Malanad Rubber & Other Agricultural Marketing & Processing Co-operative Society	Sh. V N Babu
106.	A Case on Success Story of The Kadirur Service Co-operative Bank, Kannur Dist, in Kerala	Sh. R. Pandian
107.	A Success Story of Kerala Dinesh Beedi Workers Central Cooperative Society	Ms. G Jeyanthi
ICM, Lucknow		
108.	Sickness of PACS in Sitapur District	Dr. S.K. Verma
109.	KisanSewaSahakariSamitilakhperagang of PACS	Dr. S.N. Jha
110.	PACS, Babauna (Jhansi)	Dr. M.K. Jha
111.	CRM Practices in Branches of SCB in Lucknow	Shri M.K. Mishra
112.	Performance Analysis of PCF Ltd.	Shri M.K. Mishra
113.	Organisational Competitiveness in Effective	Dr. A.K. Sharma
114.	Operational and Business Diversification of DCCB	Dr. A.K. Sharma
115.	Management Information System	Mohammed Minzar
ICM, Madurai		
116.	A study on Performance Evaluation of ED 1706 Ramalingapuram Milk Producer Cooperative Society, Erode District	Dr. R.Gopalsamy,
117.	A study on the Financial Performance of The Dindigul Urban Cooperative Bank	Dr. R.Gopalsamy
118.	Erode Agricultural Producers Cooperative Marketing Society - The Entrepreneurial Journey towards New Vistas - (Sent to Workshop on Developing Teaching Cases with focus on Responsible Management & UN Sustainable Development Goals (SDGs) - NDIM, New Delhi)	Dr. S.Dharmaraj
119.	Relevance of Cooperative Surpass Centuries - A Case Study of K.K.Patti PACCS	Dr. S.Dharmaraj,
120.	A Study on Performance Analysis of Avanasai Cooperative Marketing Society	Shri V.Alagupandian,
121.	A Study of Profitability Analysis of Uthamapalayam Cooperative Urban Bank	Shri V.Alagupandian
122.	Performance Measurement of District Central Cooperative Banks (DCCBs) Through Balanced Scorecard Model.	Shri V.Alagupandian
DGICM, Nagpur		
123.	A Case Study on Tattisara Group Seva Sahakari Sangh Ltd., SIRSI Tq.	Sh. B.V.Naik
124.	Tattisara Group Seva Sahakari Sangha Niyamith (PACS), Melinonikeri - A Success Story (Co-authored with Shri. B. VasanthaNaik, Director DGICM, Nagpur)	Dr. RupumarK. Pagarwar
ICM, Pune		
125.	Recovery with persuasion of Annasaheb Sawant Coop. Bank	Shri N.B. Prasad
126.	VPK Urban Coop. Credit Society Ltd.	Shri N.B. Prasad
127.	First Rural Consumer Cooperative in India: Shree Warana Vibhag Sahakari Grahak Mandal Ltd.	Mrs. V.M. Bhagwati
128.	Apna Bazar, a Mumbai Kamgar Mahyawart Shakari Sanstha Ltd.	Mrs. V.M. Bhagwati



ICM, Thiruvananthapuram		
129.	IS audit in cooperatives	Sh. R.K.Menon
130.	Implementation of Revival Scheme of SC/ST Societies / PACs by Coop. Dept	Sh. R.K.Menon
131.	Financial Performance of Thiruvananthapuram Service Cooperative Bank Ltd T 131	Dr. A.S.Subramanian
132.	A Study on Financial Performance of Malayinkeezhu SCB Ltd No 605	Dr. A.S.Subramanian
133.	Financial Performnace of Kandala Service Cooperative Bank Ltd 197	Dr. A.S.Subramanian
134.	Palliyackal Service Cooperative Bank	Dr. Jayamohan Nair
135.	Kovalam Service Cooperative Bank	Dr. Jayamohan Nair
136.	Matsyafed	Dr. Jayamohan Nair
137.	A study on the factors contributing to viability of PACS in Kerala	Sh. Zakir Hussain
138.	A study on the financial performance of Parassala Service Cooperative Bank Ltd., Thiruvananthapuram	Sh. Zakir Hussain
139.	Financial Appraisal using ratios – A study with reference to Pappanmcode Service Cooperative Bank Ltd., Thiruvananthapuram	Sh. Zakir Hussain
140.	Productivity analysis of Mylachal Service Cooperative Bank Ltd., Thiruvananthapuram	Sh. Zakir Hussain
141.	Comparative analysis of performance of Pacs in /india	Sh. Zakir Hussain
142.	Deposit Mobilization dynamics of Service coop. Banks	Sh. Zakir Hussain

# CHAPTER-IV

## SPECIAL FOCUS ON NORTH-EASTERN REGION

### PROGRAMMES ORGANISED IN NORTH-EASTERN REGION

The Government of India is giving special emphasis on speedy socio-economic development of North-Eastern states. The NCCT has been playing an important role in the development of Human Resource in Cooperatives in the North-East Region. The Institute of Cooperative Management (ICM), Guwahati, Institute of Cooperative Management, Imphal and Regional Institute of Cooperative Management, Kalyani have been catering to the training needs of the North-East Region.

#### STATE-WISE UTILIZATION OF TRAINING PROGRAMMES ORGANISED UNDER SPECIAL SCHEME FOR NORTH-EAST STATES DURING 2021-2022

S.No.	Institutes	States Covered	Participants Trained
1.	VAMNICOM, Pune	Manipur	35
		Meghalaya	19
		Mizoram	16
		Nagaland	38
2.	ICM, Guwahati	Arunachal Pradesh	191
		Assam	2028
		Meghalaya	148
		Mizoram	-
3.	ICM, Imphal	Manipur	2437
		Nagaland	-
		Total	4912

### ICM, GUWAHATI

#### STATE LEVEL SEMINAR ON LABOUR COOPERATIVES

One day State Level Seminar on Labour Cooperatives of Assam State was organized by Institute of cooperative management, Guwahati in collaboration with National Labour Cooperative Federation (NLCF), New Delhi on 31st March 2022 at Dr. Banikanta Kakati Auditorium Hall, Srimanta Sankardev Kalakshetra Society, Guwahati, Assam. Smt. Sangeeta Gogoi inaugurated as Chief Guest representing RCS, Assam. 125 nos. of Participants from different districts of Assam attended the seminar.



*A group photo of the one day State Level Seminar organised by ICM, Guwahati in collaboration with NLCF*

## GLIMPSES OF TRAINING PROGRAMMES CONDUCTED BY ICM, GUWAHATI



**L:** Training Programme on Developing PACS into Multi-purpose Cooperative Societies conducted by ICM, Guwahati at Silchar, Assam from 25 to 27 November, 2021 sponsored by NABARD Regional Office, Guwahati under SOFTCOB Scheme. **R:** Training Programme on CAS-MIS conducted by ICM, Guwahati from 16 to 18 November, 2021 sponsored by NABARD Regional Office Guwahati under SOFTCOB Scheme



**L:** Training Programme on Business Development Plan for Functionaries of PACS/GPSS of Charaideo, Assam, Assam conducted by ICM, Guwahati from 20 to 22 December, 2021. **R:** Training Programme on Self Sustenance through improved Governance and Management of Resources for Secretaries/BoDs of PACS/GPSS organised by ICM, Guwahati from 23.12.21 to 24.12.21 at Dist. Biswanath, Assam sponsored by NABARD Regional Office, Guwahati under SOFTCOB Scheme

## ICM, IMPHAL

### FELICITATION OF SHRI B.L. VERMA, HON'BLE UNION MINISTER OF STATE FOR COOPERATION

The Felicitation Programme of Shri B. L. Verma, Hon'ble Union Minister of State for Cooperation and DoNER, Government of India & Vice-President, NCCT, New Delhi was held on 22nd November 2021 at the premises of ICM, Imphal on his august visit to Manipur. Smt. Mannuamching, IAS, Additional Secretary (Cooperation), Government of Manipur presided over the Felicitation Programme and Smt. Jeena Potsangbam, Chairperson, NCUI-Project Coordination Committee, Manipur & Shri L. Tompishak Singh, President, Manipur State Cooperative Union graced as Guest of Honour. During the Programme, the Honourable Union Minister interacted with the Cooperative Leaders, Women SHGs & officials of Cooperative Institutions.



**L:** Shri B. L. Verma, Hon'ble Union Minister of State for Cooperation and DoNER, GoI & Vice-President, NCCT, New Delhi addressing the gathering during the felicitation programme. **R:** Shri B. L. Verma, Hon'ble Union Minister of State for Cooperation and DoNER along with other dignitaries on the dais during the Felicitation Programme

## HIGHLIGHTS OF THE TRAINING PROGRAMMES

**PROGRAMME ON MODERN TECHNIQUES OF BEEKEEPING:** Programme on Modern Techniques of Beekeeping for Farmers/SHG Members organised by ICM, Imphal at Leitong, Imphal West w.e.f. 20-04-2021 to 21-04-2021. Altogether 25 Farmers participated in the training programme.

**ONE DAY AWARENESS PROGRAMME ON MANAGEMENT OF SHGS FOR FORMATION OF COOPERATIVES:** ICM Imphal organised One Day Awareness Programme on Management of SHGs for Formation of Cooperatives on 04-09-2021 at Khurkhul, Imphal West District, Manipur. Altogether 25 Scheduled Caste women representatives of different SHGs of Khurkhul participated in the Programme.

**TRAINING PROGRAMME ON FINANCIAL LITERACY:** ICM Imphal organised One Day Training Programme on Financial Literacy for SHGs on 25-09-2021 at Aimol Khullen Village, Tengnoupal District, Manipur. Altogether 36 Scheduled Tribe (ST) members participated in the Programme.

**TRAINING PROGRAMME ON DEVELOPING PACS INTO MULTI-PURPOSE SOCIETIES:** ICM Imphal organised 3-Days C-PEC Training Programme on Developing PACS into Multi-Purpose Societies under the sponsorship of NABARD, Regional Office – Manipur w.e.f. 27-10-2021 to 29-10-2021. Altogether 37 members participated in the training programme

**SENSITIZATION PROGRAMME:** ICM, Imphal conducted Awareness Creation cum Sensitization Programme of BODs of Fishery Cooperatives of Imphal West District on 23-03-2022 at Mongsangei, Imphal West District. Altogether 33 BoDs of Fishery cooperatives participated in the Awareness Programme.

**ONE DAY AWARENESS PROGRAMME ON NATURAL FARMING:** ICM, Imphal organised One Day Awareness Programme on Natural Farming for SHGs & Farmers Club on 22-01-2022 at Leitong, Imphal West. Altogether 28 SHG Members/farmers participated in the awareness programme



*L: Programme on Modern Technique of Bee Keeping for Farmers/SHG Members organised by ICM, Imphal, R: One Day Awareness Programme on Management of SHGs for Formation of Cooperatives organised by ICM, Imphal*



*L: Training Programme on Financial Literacy for SHGs organised by ICM, Imphal. R: Training Programme on Developing PACS into Multi-Purpose Societies under the sponsorship of NABARD, Regional Office, Manipur*



*L: Awareness Creation cum Sensitization Programme of BODs of Fishery Cooperatives of Imphal West District. R: One Day Awareness Programme on Natural Farming for SHGs & Farmers Club*

## CHAPTER V

# TRAINING PROGRAMME FOR WOMEN

"I have one request for every Indian can we change the mentality towards our women in everyday life? Pride of "Nari Shakti" will play a vital role in fulfilling the dreams of India. I see immense contribution by women in 25 years to come, much more than that in the 75 years journey." Hon'ble Prime Minister said while addressing the Nation during the 75th Independence Day of India.

To fulfill the PM's ambitions, NCCT and its training units had played their part by organizing unique training programmes for women, across the country. Empowering women through training and skill development as schemes in its well-structured training schedule, NCCT's training units trained 62774 participants during 2021-2022. Out of this 15304 were women participants. The unit-wise details of the women participants trained are as under:

S.No.	Name of the Institute	Women participants trained
1.	VAMNICOM, Pune	1561
2.	Bengaluru	686
3.	Chandigarh	2167
4.	Gandhinagar	258
5.	Kalyani	925
6.	Patna	320
7.	Bhopal	74
8.	Bhubaneswar	728
9.	Chennai	452
10.	Dehradun	255
11.	Guwahati	888
12.	Hyderabad	396
13.	Imphal	721
14.	Jaipur	169
15.	Kannur	1934
16.	Lucknow	383
17.	Madurai	679
18.	Nagpur	578
19.	Pune	407
20.	Thiruvananthapuram	1723
	Total	15304

### WOMEN PARTICIPANTS AT DIFFERENT PROGRAMS



*ICM, Guwahati*



*ICM, Guwahati*



*ICM, Thiruvananthapuram*

# CENTRE FOR GENDER STUDIES – VAMNICOM PUNE

The Centre for Gender Studies under the aegis of Vaikunth Mehta National Institute of Cooperative Management is committed to work towards gender development through capacity building, research and consultancy. The Centre works on key thematic areas that deal with interlocking gender development issues. Over the past 11 years the Centre for Gender Studies at VAMNICOM has evolved into training and research centre for contemporary gender issues. While the Centre has been actively promoting training and research related activities, it also plans to strengthen its capabilities in consultancy through a collaboration approach. As a part of its development strategy, CGS has tried to build linkages with diverse regional, national and international organizations including Government Ministries and Departments, Apex developmental bodies, Academic Institutions, Women Cooperatives and Voluntary organizations across the developmental arena.

## ACHIEVEMENTS

Centre for Gender Studies has developed strong academic and research orientation activities. It undertakes several in-house projects and collaborative research to develop deep insights into gender related issues and also disseminates the research findings for the benefit of women development. Recently CGS has completed a national study on gender budgeting from the stakeholder's perspective and an in-house project on gender capacity of smart cities in India.

The centre actively engages itself in research projects and undertakes study on women collectives comprising of cooperatives, self-help groups and NGOs. Over the past few years, CGS has made a conscious approach to document the interventions and success stories of women cooperatives and women collectives in order to bring out the grass root stories and best practices in the field of gender development. The centre has extensively worked on women centric organisations that can serve as role models, and has disseminated the research findings through the working paper of the institute. At the state level, study has been commissioned on Mann Deshi Bank and Foundation, Lijjat Cooperative and Mahila Arthik Vikas Mandal (MAVIM) to understand the working of women cooperatives in Maharashtra.

The Centre for Gender Studies continuously strives to study contemporary gender centric issues with policy implications and strengthen its research capabilities to contribute to larger academic and development fraternity. The Centre has published series of working papers and research articles on very contemporary topics e.g. Gender Budgeting and Smart Cities, Stakeholders approach, Case studies on Women Cooperatives etc.

## CAPACITY BUILDING THROUGH TRAINING PROGRAMMES :

The Centre for Gender Studies has spearheaded several training programmes at National, Regional, State and District Level on Contemporary gender themes in collaborations with the Ministry of Women and Child Development, New Delhi and NABARD.

Over the past decade the Centre for Gender Studies has undertaken pioneering efforts in collaborations with MWCD to operationalize Gender Budgeting Programmes across the country. CGS at VAMNICOM is one of the most reputed well recognized institutions for capacity building initiative of MWCD in the area of Gender Budgeting. Every year training programmes are undertaken for various stakeholders at National, Regional, State and District level. The training caters to a range of gender sensitisation and gender budgeting issues and invites gender experts from all over the country to deliberate on the related themes. The stakeholders in the programme are Central and State Government Departments, academic institutions, universities, NGOs, municipal corporations, zillaparishads, gram panchayat etc.

The training programmes are designed and executed in a thoughtful manner on contemporary issues like climate change, agriculture, entrepreneurship and livelihood, smart cities and urban planning, inclusive growth etc.

CGS has also been conducting a series of training programmes in order to address gender related gaps in financial inclusion. In this context, the centre has initiated several independent programmes as well as executed various collaborative programmes along with NABARD. Most of the capacity building activities cater to women collectives like self-help groups and cooperative banks. The thematic areas are related to financial inclusion models and best practices, financial literacy, adoption of technology, women micro entrepreneurship development, financial management and business development for women collectives.

## **PROGRAMMES / WORKSHOPS CONDUCTED DURING THE YEAR 2021-2022**

The Centre for Gender Studies of Vaikunth Mehta National Institute of Cooperative Management has conducted the Gender Budgeting programme/ workshop each year sponsored by Ministry of Women and Child Development, Govt. of India, New Delhi. As desired by the Council a Brief Report of the Gender Budgeting Programme conducted is as given below:

<b>Sr. No.</b>	<b>Programme</b>	<b>Duration and Date</b>
1	2nd ICA-MAFF (Japan) On-line Training Course on "Empowerment of Rural Women for Improvement of their Leadership and Business Management in Asia and Africa - 2021	9 <sup>th</sup> to 18 <sup>th</sup> August, 2021
2	MahilaKissanDiwas Celebration	15 <sup>th</sup> October, 2021
3	National Girl Child Day Celebration on	24 <sup>th</sup> January, 2022
4	Online Program for Women Branch Managers of Cooperative Banks focus on Work Life Balance	16 <sup>th</sup> to 18 <sup>th</sup> February 2022
5	International Women's Day Celebration	8 <sup>th</sup> March, 2022
6	State Level Training Programme on "Gender Budgeting and Inclusive Development	9 <sup>th</sup> to 11 <sup>th</sup> March, 2022

### **2<sup>nd</sup> ICA – MAFF (Japan) Online Training Course on "Empowerment of Rural Women for Improvement of their Leadership and Business Management in Asia and Africa**

Vaikunth Mehta National Institute of Cooperative Management (VAMNICOM), Pune organized 2nd Online ICA-MAFF(Japan) Training Course on "Empowerment of Rural Women for improvement for their leadership and Business Management in Asia and Africa -2020 in collaboration with International Cooperative Alliance – Asia and Pacific, New Delhi. The Objective of the programme was to Build the Capacity of Rural Women for Leadership Role in Agribusiness and Entrepreneurship. To enhance their business management abilities for more organized activities and participation in agribusiness in Asia and Africa To address the challenges and issues faced by women collectives and women entrepreneurs The Training was scheduled between 9th August, 2021 to 18th August, 2021. There were 15 participants from Asia and Africa.

### **3 Days State Level Training Programme on "Gender Budgeting and Inclusive Development" (9<sup>th</sup>– 11<sup>th</sup> March, 2022)**

VAMNICOM conducted a 3-Day State Level Training Programme on "Gender Budgeting and Inclusive Development" from 9 to 11 March, 2022. The programme was a part of major capacity building initiative for Senior officials of Government Departments, NGOs and some are also from cooperative sector. The above programme was sponsored under the Gender Budgeting Scheme of Ministry of Women & Child Development, New Delhi, Govt of India.

Inclusive growth brings about changes in the economy thereby promoting economic growth. Women and girls are left far behind the inclusiveness and this should not be so. We have to keep developing new strategies to help women integrate into the society. Women need to engage in politics more in order to help in decision making. The more women are educated, the more jobs are created and this helps close the gap between the rich and the poor. Mentoring in rural areas, setting up workshops, skill learning and trades, generally creating awareness in women issues would go a long way in inclusiveness and generate growth in the society.

Inclusive growth focuses on inequality by engaging both men and women to bring the much-desired equality. It targets all sectors and the labour force bringing equal and unbiased opportunities and access to the economic resources. The sustainable development goals are crucial in order to make this a reality.



VAMNICOM, realizes the importance of such capacity building to foster inclusive growth and support the overall recovery from the pandemic. This programme has taken a special initiative to pool knowledge base on the Gender Budgeting aspects and address key issues of gender from a policy response perspective. It is hope that VAMNICOM will be better prepared to plan, design, execute and monitor Gender Responsive Budgets. The meaningful insights that have emerged from this 3-day training programme will surely serve as a tool to formulate and implement suitable solutions to ease the gender concerns that have emerged during the recent times.

The Inaugural session was graced by Dr. Jayant Jalgaonkar, Chairman, Dapoli Urban Cooperative Bank, Dapoli, Dr. Y.S. Patil, Head, Centre for Information and Technology, VAMNICOM, Pune and Dr. Jyotsna Dhavle, Programme Director and Head, Centre for Gender Studies.

Dr. Jyotsna Dhavle delivered the formal welcome address to all the participants and also shared the importance and need of Programmes highlighting the gender issues in India. Gender Budgeting has emerged as a major mechanism for mainstreaming gender related policies and programmes and also to achieve gender equality. She further elaborated GRB Initiatives are diverse efforts aimed at making government's planning, budgeting, implementing & auditing contribute to gender equality.

She also briefed the audience about the various capacity building initiatives of the Institute and the activities of the centre for the academic year 2021. She also took a special initiative to pool knowledge base on the Gender Budgeting aspects and address key issues of gender from a policy response perspective.

Dr. Jayant Jalgaonkar delivered the inaugural speech and shared that the gender budget is not a separate budget for women. Instead, the gender budgets are an attempt to assess government priorities as they are reflected through the budget and examina how they impact women and men. It has disproportionately been disastrous for women, which demands a greater focus to be laid on the Gender Budget, a part of the Union Budget that enlists expenditures towards programmes that benefit women and promote gender parity. An analysis of the Gender Budget not only reveals lack of deviation in the spending pattern from the previous years, but also inherent shortcomings in India's approach to gender responsive budgeting. He also congratulated VAMNICOM for its effort on successfully executing similar programmes over the past many years. He shared his rich experience on cooperatives in rural development and women empowerment.

The programme was attended by 27 participants from different districts of Maharashtra. After the COVID 19 pandemic situation, the programme was arranged in offline mode.

#### GLIMPSES OF THE PROGRAMME ON GENDER BUDGETING AND INCLUSIVE DEVELOPMENT



*L: Inaugural Session; R: Session Delivery*



*L: Participants in Classroom; R: A Group Photo of the State Level Training Programme on Gender Budgeting and Inclusive Development*

### **Webinar on National Girl Child Day Celebration (AICTE)**

On the occasion of National Girl Child Day on 24th January, 2022, a Special Sessions on the issue by Smt. Vasudha Pangare, Senior Gender Consultant, UNESCO and Smt. Apra Kuchhal, Chairperson was arranged for the PGDM –ABM Students of this Institute.

### **Mahila Kisan Divas function held on 16th October 2021 at VAMNICOM, Pune**

Mahila Kisan Divas is celebrated in India on 15<sup>th</sup> October each year. However, since the Dussehra festival of the year fell on 15th October 2021, the function was conducted on 16<sup>th</sup> October 2021 to ensure maximum participation of women associated with agriculture and allied activities. The theme for the Mahila Kisan Divas in 2021 was "Women in Agristartup : creating value with supply Chain Management". The primary objective of "Mahila Kisan Divas" is to empower women in agriculture, to enhance their participation and productivity, as also to create and sustain agriculture based livelihoods of rural women.

To mark this day, Mrs. Neeta Kamat, Senior Officer (Women Cell) from Kolhapur Zilla Sahakari Dudh Utpadak Sangh Ltd. (Gokul Dairy), Kolhapur was invited to speak on the topic "Active participation of women in dairy business - contribution of Gokul Dairy. Dr.Varsha Shivle, Director, PDCC Bank was invited to speak on the topic "Gramin Agriculture and involvement of women in agriculture". She highlighted equity and empowerment of women in agriculture & allied activities and the significant role played by women in agriculture and their contribution towards household food security and self sufficiency. She also encouraged womenfolk to progress further by adopting new technologies for better production and economic growth.

Dr. Jyotsna Dhavle Program Director welcomed the speakers, women participants, PGDCBM & PGDM – ABM students, faculty and staff of the Institute to the function.

Dr. Hema Yadav, Director VAMNICOM, Pune delivered the key note address. While welcoming the participants she emphasized that women play a significant and crucial role in agricultural development and allied fields. The nature and extent of women's involvement in agriculture varies greatly from region to region. But regardless of these variations, women are actively involved in various agricultural activities. Rural women perform numerous labour intensive jobs such as weeding, sowing, grass cutting, picking, keeping of livestock and its other associated activities like milking, milk processing, preparation of ghee, etc. With women predominant at all levels, –production, pre-harvest, post-harvest processing, packaging, marketing of the agricultural value chain, to increase productivity in agriculture, it is imperative to integrate women as active agents in rural transformation, and engage men and women in extension services with gender expertise.

Dr.Y.S. Patil, HoC – CIT, introduced both the speakers and successfully anchored the function.

Mrs. Neeta Kamat explained the activities of Gokul Dairy and gave information of its popular brand 'Gokul Milk' and its wide range of milk products available in the market. She also spoke of the many landmarks achieved in Milk Procurement& Processing, Product making and Marketing and services extended by Gokul

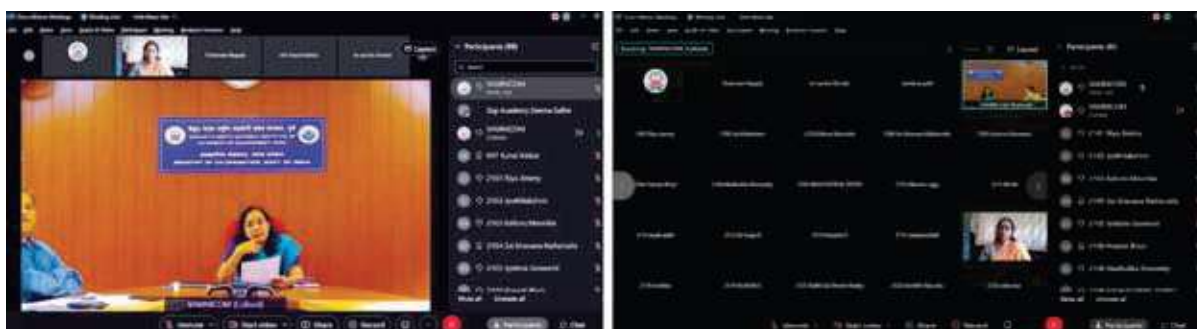
Dairy in Animal husbandry, Calf rearing, Micro training centre, Artificial insemination, Fodder development program, Cattle feed division, Dairy farming training centre, Gokul Gram Vikas Yojana (A Community Development Program), 'Farmers' Insurance Package Scheme, Provident Fund Scheme for Milk Producers. As she is in charge of the women cell at Gokul dairy, she informed that participation of women in the dairy business had increased over the years and women are more aware of their rights and responsibilities as members of Gokul. The main activity of the Women cell is to create awareness of nutrition, hygiene of women in the dairy business, to inform them of the new schemes made available by the federation and to impart training to the women members. Due to COVID 19 pandemic training was not possible to large gatherings but its women cell continued with training at the doorstep. The objective of the women cell at Gokul was to disseminate information useful to women members and to motivate them to carry out the dairy business successfully earning a good livelihood.

Dr. Varsha Shivale in her talk introduced the Bank and informed that the bank was engaged in fulfilling all the financial requirements of the rural sector, entrepreneurs and salaried people and was playing a vital role in the development of the rural economy. She informed that the bank was mainly involved in financing agriculture and allied activities, women's Self-Help groups and common & low income group people. Similarly, the bank had created a strong network of cooperatives in Pune district with the dedicated efforts for the development of agriculture and allied activities; so as to bring about an improvement in the life of agriculturists and its women members. She explained several loan schemes available to women members and the role of PDCC bank in Self Help Groups.

**Outcome of the Mahila Kisan Diwas Function:** The function received an overwhelming response. About 100 participants including faculty members of the Institute, technical and administrative staff and farm women from four different districts of Maharashtra attended the programme virtually. Participants from Shri Ravalnath Cooperative Housing Finance Ltd., Gadinglaj and Venkateshwara Cooperative Power Agro Ltd. also participated in the function apart from participants from Gokul Dairy and PDCC bank. The participants of PGDB- ABM and PGDCBM program of VAMNICOM also joined the function. Faculty and staff of the Institute also participated in the function. Through the talks delivered by both the speakers it was highlighted that women are the backbone of an agrarian economy and there is a need to empower women in agriculture to enhance their participation and productivity, as also to create and sustain agriculture based livelihoods of rural women.

The audience was highly impressed to learn of the activities undertaken by Gokul dairy and PDCC Bank with respect to women in agriculture & Allied activities. Some women participants also voiced the challenges faced by them but emphasized that income generated by women from agriculture & allied activities augments the family income and helps to educate their children. They mentioned that celebration of Mahila Kisan Diwas is a tribute to their contribution providing them more encouragement.

PGDM-ABM and PGDCBM students interacted with the speakers to get clarity and more information on the topics. Students of both the programmes were impressed with the efforts made by cooperatives to empower women in agriculture & allied activities and the efforts taken by Gokul Dairy at the micro level to provide training to women members and address women related issues.



L: Dr. Hema Yadav, Director, VAMNICOM, Pune addressing to the participants on the occasion of Mahila Kisan Diwas



*Delivery of Session by Mrs. Neeta Kamat during the programme*

### **International Women's Day celebration at VAMNICOM on 8th March 2022**

International Women's Day was celebrated distinguish carrier and in is ex level at VAMNICOM on 8th March 2022. The theme for international Women's Day was "Gender equality today for a sustainale tomorrow." Mrs. Rajeshwari Kori, Commandant of civil Defense staff College, government of Maharashtra was invited to address the audience online. Mrs. Kori had distinguished career and is an Ex-Naval officer with 25 years of Government service. She is the first Indian women in the Asian subcontinent to be posted on board in naval warship as Logistics Officer and is distinguished in Limca book of record in 1997. She is the recipient of the Yashaswini Award given by Ministry of Defense. She was welcomed by Dr. Jyotsna Dhavle, HoC, CGS and overall coordinator of the event.

The address of Mrs. Kori was extremely valuable and inspiring for the young PGDM students who would be starting their career shortly. She spoke about her journey from the naval days to being a part of civil defense structure. The bottom line of her speech was to be modest everywhere possible but be firm in tough situations. She explained the role of civil defense organization and informed the audience that they could do the courses offered by the organization and its value in enhancing weightage in the bio-data



Shri V. Sudhir, Registrar gave a vote of thanks. The program was attended by staff, faculty and PGDM students.

The second part of the program was hosted by the PGDM-I students. The students recited the Saraswati Vandana and commenced the program. Women faculty and staff of the Institute were felicitated by the students. Two speeches by the students were organized as under :

- Speech on "Latest trends in sanitization for slum dwellers – Impact on women slum dwellers by Ms.Haripriya
- Speech on "Gender equality today for a sustainable tomorrow" by Ms.Akila

A demonstration by Shri Vikram Singh Prabhakar in self defense of women was arranged which was interesting and useful and was also a need of the hour. The function ended with a vote of thanks by the anchors.

## **CHAPTER-VI**

# **ORGANISATION, MANAGEMENT, AND STRUCTURE**

National Council for Cooperative Training (NCCT) is a society registered under the Societies Registration Act, 1860 promoted by Ministry of Cooperation, Government of India. NCCT is responsible for organizing, directing, monitoring, and evaluating the arrangements for cooperative training for the personnel working in the cooperative sector in the country as well as other stakeholders of Cooperative Sector. The main objective of the Council is to organize need-based training programmes and facilitate the process of human resource development for cooperatives of the country. It also envisages conducting research in critical areas of the cooperative movement. These activities of National Council for Cooperative Training are conducted through 20 Institutes at National Level, Regional Level, and State Level spread across the country. A list of these Institutes may be seen at Appendix-I.

### **1.1 GOVERNING COUNCIL**

The General Body known as Governing Council is the apex policy making body of the Society. It has the overall supervision and superintendence of the Society. It consists of a maximum of 30 Members including its President. The President is the Union Minister of Cooperation on ex-officio basis. Other Members are appointed by the Ministry of Cooperation. The list of Members of Governing Council of National Council for Cooperative Training is in Annexure 1.1

### **1.2 EXECUTIVE COUNCIL**

The Executive Council of the National Council for Cooperative Training comprises a maximum of 10 Members including the Chairperson. The Additional Secretary (dealing with NCCT) in the Ministry of Cooperation is the ex-officio Chairperson of the Executive Council. In the absence of Additional Secretary, the Joint Secretary (dealing with NCCT) in the Ministry of Cooperation acts as Chairman, Executive Council, NCCT. It functions under the overall control and direction of the Governing Council. It looks after the Management and Administration of the Society. Chairperson and other members of the Executive Council, NCCT are appointed by the Ministry of Cooperation with the approval of the Minister of Cooperation. The list of Members of Executive Council of National Council for Cooperative Training is in Annexure 1.2

### **1.3 TRAINING STRUCTURE OF NCCT**

The National Council for Cooperative Training owns 20 training Institutes which comprises of Vaikunth Mehta National Institute of Cooperative Management at Pune, a national level Institute, 5 Regional Institute of Cooperative Management at Bengaluru, Chandigarh, Gandhinagar, Kalyani and Patna and 14 Institutes of Cooperative Management located at Bhopal, Bhubaneswar, Chennai, Dehradun, Guwahati, Hyderabad, Imphal, Jaipur, Kannur, Lucknow, Madurai, Nagpur, Pune and Thiruvananthapuram.

#### **(A) HEADQUARTERS LEVEL**

The headquarters of the National Council for Cooperative Training is located at 3, Siri Institutional Area (3<sup>rd</sup> Floor), August Kranti Marg, New Delhi-110016. The Union Minister of Cooperation holds the post of President of the Society on ex-officio basis and President of the Governing Council of NCCT. The Union Minister of State for Cooperation and the Secretary, Ministry of Cooperation are the two Vice Presidents of NCCT. The Secretary NCCT is the Principal Executive Officer of NCCT who report to the Governing Council/ Executive Council as per the requirements of the case.

## **Vaikunth Mehta National Institute of Cooperative Management, Pune**

Vaikunth Mehta National Institute of Cooperative Management is a National Level Institute of Cooperative Management under National Council for Cooperative Training. It organizes training programmes for Senior Level Personnel of Cooperative Sector. It has a huge infrastructure. The Administrative and Hostel blocks of the National Institute, Pune have been built in an area of 25401.76 sq.ft. The administrative block provides for most modern class rooms, conference rooms, library, computer rooms, faculty rooms etc. Similarly hostel block contains fully furnished accommodation for the participants, common rooms, consumer store, dining hall etc. There are Auditoriums which are fully furnished for holding Conferences/Seminars and other important functions with a facility to accommodate more than 500 persons. A separate hostel for the students (Boys and Girls) of Post Graduate Diploma in Management Programme is provided with 24x7 internet connectivity. The classrooms are equipped with state of the art technologies like internet connectivity, LCD with remote projection system and centralized air conditioning. A Community Centre in the campus provides recreation facilities. Besides, an International Conference Hall with ultra modern facilities is also available. The National Institute complex has adequate number of staff quarters for the Director, Professors, Faculty Members and Subordinate staff.

### **INSTITUTES' LEVEL**

#### **(RICMs/ICMs)**

At the Institute Level, Management Committee in respect of each Institute is constituted by the Governing Council of NCCT. These committees are responsible for looking after the management of the institutes under their jurisdiction. The Management Committee of the National Institute is constituted by the Government of India under the Chairmanship of Additional Secretary (dealing with NCCT), Ministry of Cooperation. The Chairman of the State Cooperative Union is generally nominated as Chairman of the Management Committee of the Regional Institutes of Cooperative Management and Institutes of Cooperative Management for 3 years, not exceeding more than two consecutive terms. Each Institute of Cooperative Management has Programme Advisory Committee constituted under the Chairmanship of Registrar, Chief Executives of State Cooperative Federations, Heads of other concerned departments of the State Government and representatives of Local University/Management Institutes as members of this Committee. The Annual Training programme of each institute is finalized in consultation with Programme Advisory Committee.

Most of the RICMs/ICMs are functioning in their own building complexes which include administrative and hostel blocks. These Institutes have modern air-conditioned class rooms, libraries, dining halls and hostels. Apart from this, RICMs, Bengaluru, Gandhinagar, Kalyani and ICMs at Dehradun, Bhubaneswar, Chennai, Hyderabad and Imphal have residential quarters in the campus for their faculty and staff. The campuses of RICMs/ICMs also have guest rooms for visiting faculty and other dignitaries visiting the Institute. Each RICMs/ICMs have adequate number of latest Computers which are used for Training and Official work. RICMs/ICMs are encouraged to acquire various types of modern teaching aids. Each RICM/ICM has adequate number of Overhead Projectors, LCD, VCDs, Slide Projectors, and CDs etc. to make the training more effective and interesting for the participants. Apart from the existing expenditure, a total of Rs. 5.39 Crores allocated during 2021-2022 to all RICMs/ICMs for the upgradation of their Computer Lab, and Library.

The availability of the infrastructure at the Institutes Level is given in Annexure-1.3.

**Annexure-1.1****MEMBERS OF GOVERNING COUNCIL OF NATIONAL COUNCIL FOR COOPERATIVE TRAINING (NCCT)**

1.	Hon'ble Minister for Cooperation, Government of India	President
2.	Hon'ble Minister of State for Cooperation, Government of India	Vice President
3.	Secretary, Ministry of Cooperation, Government of India	Vice President
4.	Additional Secretary & Financial Advisor (Dealing with NCCT) Ministry of Cooperation, Government of India	Member
5.	Additional Secretary (Dealing with NCCT) Ministry of Cooperation, Government of India	Member
6.	Joint Secretary (Dealing with NCCT) Ministry of Cooperation Government of India	Member
7.	Joint Secretary (Pers.), Ministry of Finance, Department of Expenditure, Government of India	Member
8.	Advisor (Agriculture), NITI Aayog, Yojna Bhawan, New Delhi	Member
9.	Principal Secretary (Cooperation)/ Secretary (Cooperation), State Governments (for 2 years in rotation in each State) Seven Members	Members
10.	Chairman, NABARD	Member
11.	Managing Director, NCDC, 4 Siri Institutional Area, August Kranti Marg, Hauz Khas, New Delhi – 110 016	Member
12.	Chief Executive, IFFCO/KRIBHCO/ Prominent Urban Cooperative Banks (to be nominated by the Ministry of Cooperation in rotation for two years)	Member
13.	President/ Chairman of National Level Cooperatives - Two Members (to be nominated by the Ministry of Cooperation in rotation for two years)	Members
14.	State/District Level Cooperative Institutions/ Federations - Four Members (to be nominated by the Ministry of Cooperation in rotation for two years)	Members
15.	Eminent Cooperators of National Level - Two Members (to be nominated by the Ministry of Cooperation in rotation for two years)	Members
16.	Professionals/ Expert in HRD - Two Members (to be nominated by the Ministry of Cooperation in rotation for two years)	Members
17.	Secretary, National Council for Cooperative Training	Ex Officio Member & Member-Secretary

**MEMBERS OF THE EXECUTIVE COUNCIL OF NATIONAL COUNCIL FOR COOPERATIVE TRAINING  
(NCCT)**

1.	Additional Secretary (dealing with NCCT) Ministry of Cooperation, Government of India	Chairman
2.	Joint Secretary, CET (dealing with NCCT) Ministry of Cooperation, Government of India	Vice-Chairman
3.	Director, National Academy of Agricultural Research Management (NAARM), Rajendranagar, Hyderabad – 500 030(Telangana)	Member
4.	Deputy Secretary (Budget - Finance) Ministry of Agriculture & Farmers' Welfare, Government of India	Member
5.	Director, VAMNICOM, University Road, Pune- 411 007.	Member
6.	Expert in HRD / Corporate etc - 3 Members To be nominated by Ministry of Cooperation, Government of India for Two years	Member
7.	Shri Mohan Kumar Mishra Secretary, National Council for Cooperative Training, 3, Siri Institutional Area, August Kranti Marg, New Delhi.	Ex Officio Member & Member-Secretary



**Annexure-1.3**

Sl. No.	VAMNICOM/RICMs/ICMs	Admn. Block No. of Rooms (Office, Faculty, Library, Store/Record Room)	Year of Establishment	Class Rooms		Hostel Gents/Ladies		Messing Capacity	Computer Lab with number of Computers	Auditorium with capacity	Staff Quarters	Any other
				Rooms	Capacity	Rooms	Capacity					
1	VAMNICOM	1. Class Rooms 2. Class Rooms 3. Store Room 4. Record Room 5. CME Big Room	-	4 2 1 1 4	40 each 20 each 72 each	AC Room-78 Non AC room-NIL Five rooms made in VIP Boys hostel rooms-36 Girls Hostel rooms-16. New Hostel rooms-50	100 2 72 32 100	Office Mess-100. Himalaya Guest House-50 PGDM Hostel-100	35	Shivneri Auditorium-500 Jubilee Hall-140 Jaganmath Hall-300	Type I qtrs-20 Type II qtrs-5 Type III qtrs-10 Type IV qtrs-12 Type V qtrs- 14	Badminton court Volleyball court Basketball court Health club, Indoor Gym Bank branch of Saraswat Bank
2	Bengaluru	33	1962	14	30 to 100	96	347	210	Lab-1 Computer-32 Printer-13	800	14	Recreation Hall-1 of 100 capacity Dining Hall-3 of 150 capacity
3	Chandigarh	4	1956	7	210	65	144	60	40	150	Director Residence-1	
4	Gandhinagar	22	1957	8 2 2 2	General/40 per class room 2 PGDM/60 per room Sem. Hall -60 capacity Conf. Room/40 capacity	40 4	120 20	200	40	200	HOD-1 Faculty 6 Admn.Staff-8 MTS-12	
5	Kalyani	5	1956	4	215	51 (G) 12 (L)	96 24	60 Persons	1 No. Capacity-16	Capacity-60	2 Nos.	
6	Patna	14	1954	8	350	Hostel Room-34 Dormitory-9	124 121	100	30	233	Not available	
7	Bhopal	11 Rooms	1956	6	40 each	-	-	500 Sq. 30 persons	30 computers	30 persons	Only for Class IV Employees 6 Nos. (Flats)	
8	Bhubaneswar	14	1955	9	340	83	152	40	40	100	18	Two wheeler vehicle Stand-1, Car Garage-1
9	Chennai	13	1954	15	40/20	65	130	100	Computer/10 Printer 13	100	9	-
10	Dehradun	9	1965	8	400	30	60	150	33 Computers alongwith server, Computer Laboratory	200	12	1 Conference Room of 100 seating capacity
11	Guwahati	8	1974	4	40 (each room)	2 (Dormitory room for Male another for female)	20	30	1 Computer Lab with 38 No. of computer	-	-	-
12	Hyderabad	9	1955	4	165	59	157	40	32	-	-	-
13	Imphal	25	1988	6	220 (30+30+30+30+40+60)	Hostel-16 +Dormitory-4	(32+88) 120	80-100	1 Lab 2 Room 30x2=60 computer	Conf. Hall-1 100 capacity	13	-
14	Jaipur	Office Room-4 Faculty Room-4 Video Conf. Room-1 Library Room-1 Store Room-3	1956	4-Class Room 2 Seminar Hall	40 60	Rooms-29 Dormitory-1	58 16 participants in Dormitory	100 persons	Computer Lab-1 Desktop-13	-	-	-
15	Kannur	13	1992	4	40	24	72	100	25	1(100)	NIL	-
16	Lucknow	12	1955-56	7	250	102	204	100	20	-	1	-
17	Madurai	12	1983	5	200	31	100	70	32	120	6	-
18	Nagpur	Office-01 Faculty-07 Library-01 Store-02 Total No. of rooms-11	1972	4	240	40	80	100	30	NIL	NIL	NIL
19	Pune	10	1947	3	100	30	60	35	20	50	0	0
20	Thiruvananthapuram	12	1976	5	180	56	92	70	2(20)	1 (80)	NIL	Seminar hall (20)

## INSTITUTES

1.	<b>Vaikunth Mehta National Institute of Cooperative Management</b> Savitribai Phule, University Road, Near Chaturisingi Temple, Ganeshkind Road, Pune – 411 007.
2.	<b>Regional Institute of Cooperative Management</b> No.67, Padmanabhanagar, BSK 2nd Stage, Bengaluru – 560 070.
3.	<b>Regional Institute of Cooperative Management</b> Chandi Path, Sector 32-C, Chandigarh – 160 030.
4.	<b>Udaybhansinghji Regional Institute of Cooperative Management</b> Sarvodayanagar Society, Sector – 30, Gandhinagar – 382 030
5.	<b>Netaji Subhas Regional Institute of Cooperative Management</b> Near Central Park, Ghoshpara Station Rd., B-9, Block B, Kalyani, West Bengal – 741 235.
6.	<b>Deep Narayan Singh Regional Institute of Cooperative Management</b> Shastri Nagar, Patna – 800 023.
7.	<b>Madhusudan Institute of Cooperative Management</b> Unit 8, Nayapalli, Bhubaneswar, Odisha – 751 012.
8.	<b>Institute of Cooperative Management</b> E-8/77, Trilanga Main Road, Fortune Pride, Shahpura, Bhopal, Madhya Pradesh – 462 039.
9.	<b>Natesan Institute of Cooperative Management</b> 2377-A, 12th Main Road, IV Avenue, Jawahar Colony, Anna Nagar, Chennai, Tamil Nadu – 600 040.
10.	<b>Institute of Cooperative Management</b> 6, Old Mussoorie Road, Rajpur, Dehradun, Uttarakhand – 248 009.
11.	<b>Institute of Cooperative Management</b> VIP Road, Hengrabari, Guwahati, Assam – 781 036.
12.	<b>Institute of Cooperative Management</b> P.B. No.8, Hyderabad – 500 030 (Telangana)
13.	<b>Institute of Cooperative Management</b> Cooperative Complex, Lamphel Road, Lamphelpat, Imphal – 795 004.
14.	<b>Institute of Cooperative Management</b> 10-B, Block A, Jhalana Institutional Area, Jhalana Doongri, Jaipur – 302 004.
15.	<b>Institute of Cooperative Management</b> Road to Parassinkadavu Temple Road, Parassinikadavu, Kerala – 670 563.
16.	<b>Indira Gandhi Institute of Cooperative Management</b> Block-B, Sector-18, Rajajipuram, Lucknow – 226 017.
17.	<b>Institute of Cooperative Management</b> PTC Post, Kusavankundu Road, Chinna Udaippu, Madurai – 625 022.
18.	<b>Dhananjayrao Gadgil Institute of Cooperative Management</b> ICM, Bus Stop, Mini Bypass Road, New Nandanvan, Nagpur – 440 009 (Mah.)
19.	<b>Dr. Vithalrao Vikhe Patil Institute of Cooperative Management</b> 43/16-A, Erandwana, Bank of India & Indian Overseas Bank Lane, Opp. Hotel shangrila Nal Stop, Karve Road, Pune – 411 004.
20.	<b>Institute of Cooperative Management</b> Mudavanmugal, Shastri Nagar, Poojapura, Thiruvananthapuram – 6

**THE SANCTIONED STRENGTH AND EXISTING STRENGTH OF STAFF AT THE NCCT SECRETARIAT,  
VAMNICOM, PUNE, RICMS AND ICMS AS ON 31.3.2022**

Sl. No.	Post	Sanctioned Strength	Existing Strength	Vacant Position
<b>A. NCCT SECRETARIAT</b>				
1.	Secretary	1	1	-
2.	Director (Programme)	1	-	1
3.	Director (Admin)	1	-	1
4.	Director (Finance)	1	-	1
5.	Deputy Directors	4	3	1
6.	Administrative Officer	1	1	-
7.	Audit Officer	1	-	1
8.	Assistant Director (OL)	1	-	1
9.	Ministerial Staff	55	18	37
	Total	66	23	43
<b>B. VAMNICOM, PUNE</b>				
1.	Director	1	1	-
2.	Professor	6	-	6
3.	Registrar	1	-	1
4.	Associate Professor	9	3	6
5.	Assistant Professor	8	1	7
6.	Lecturers	-	3*	-
7.	Accounts Officer	1	-	1
8.	Assistant Registrar	1	-	1
9.	Research Officers	6	-	6
10.	Ministerial Staff	63	28	35
	Total	96	36	63
<b>C. RICMS/ICMs</b>				
1.	Director	18	13	5
2.	Deputy Director	19	11	8
3.	Lecturers	114	40	71
4.	Ministerial Staff	317	138	179
	Total	468	202	263
	<b>Total A+B+C</b>	<b>630</b>	<b>261</b>	<b>369</b>

\*3 excess vacancies of VAMNICOM, Pune adjusted against vacant post of Lecturers, RICMS/ICMs

# CHAPTER VII

## PROMOTION OF OFFICIAL LANGUAGE

Promotion of the Official Language is done in the following ways:

1. Training in Hindi, Hindi Typing, Hindi Stenography
2. Incentive Schemes/Cash Prizes
3. Meetings of the Departmental Official Language Implementation Committee
4. Provision of office tools in Hindi
5. Organisation of Hindi Day/Hindi Fortnight
6. Organising Hindi Workshops

The National Council for Cooperative Training (NCCT) has been continuously making sincere efforts to implement the various policies and programmes framed under the Official Language Act of Govt. of India. It also makes all possible efforts to achieve the targets fixed under the Annual Programme prepared by the Ministry of Home Affairs, Department of Official Language every year. As per the policy of Government of India, the demarcation of the country into three regions has been made depending on the extent of preponderance to which Hindi is spoken and written in the given region.

The details of three regions viz A, B & C, States/Union Territories falling in the region and categorization of twenty units of NCCT located in different parts of the country is as follows :-

Region	States/Union Territories falling in the Region	National Institute/Regional Institute/Institute of Cooperative Management
<b>A</b>	States of Bihar, Chhattisgarh, Haryana, H.P., Jharkhand, M.P., Rajasthan, U.P., Uttarakhand, National Territory of Delhi and Andaman and Nicobar Islands Union Territory	Patna, Bhopal, Dehradun, Jaipur and Lucknow
<b>B</b>	States of Gujarat, Maharashtra and Punjab and Union Territories of Chandigarh, Daman & Diu and Dadra & Nagar Haveli	VAMNICOM Pune, Chandigarh, Gandhinagar, Nagpur and Pune
<b>C</b>	All other States not included in the A and B Regions or Union Territories	Bengaluru, Kalyani, Bhubaneswar, Chennai, Guwahati, Hyderabad, Imphal, Kannur, Madurai and Thiruvananthapuram

### TRAINING OF HINDI/HINDI TYPING/HINDI STENOGRAPHY

All officers and employees working in the Council possess working knowledge of Hindi. Likewise all the LDCs have been trained in Hindi typing. Out of two stenographers one has already been trained in Hindi Stenography and remaining one could not be nominated due to increasing work load and acute shortage of staff.

As regards NI Pune/RICMs/ICMs located in region 'A' and 'B', all the officers/employees possess working knowledge of Hindi. With regard to RICMs/ICMs situated in region 'C' efforts are being made to depute their staff for Hindi training who are lacking in working knowledge of Hindi. The Directors of these institutes are also being requested to promote use of Hindi as per the guidelines received from the Government of India. They have further been requested to make all possible efforts to ensure that all the officers/employees could be trained in required skills within the prescribed time limit. The institutes where the centers of Hindi Teaching Scheme are not available locally or the staff cannot be spared for attending regular classes have been advised to register their staff for Online Computer Hindi (Language) training or uploading 'LILA MOBILE APP' on their mobiles for self Hindi learning.

## INCENTIVE SCHEMES/CASH PRIZES

In pursuance to the orders/instructions issued from time to time by the Government of India, all officers/employees working in the Council and its training units are eligible to get incentive/cash prizes on successfully passing the Hindi Prabodh/Hindi Praveen/Hindi Pragya/Hindi Typing and Hindi Stenography examination.

As per the instructions received from the Government of India, Incentive Schemes have also been introduced in the Council and its training units to encourage the officers/employees to do their official work in Hindi.

## INSPECTION

To review the successful implementation of official language Policy, officers of Department of Agriculture, Cooperation and Farmers Welfare, Ministry of Agriculture and Farmers Welfare and Ministry of Home Affairs, Department of Official Language regularly visit NCCT (HQ) for inspection. The previous such inspection was conducted on 23.10.2020 and 18.12.2020.

## MEETINGS OF DEPARTMENTAL OFFICIAL LANGUAGE IMPLEMENTATION COMMITTEE

To review the implementation of orders relating to use of Official Language Hindi and to review the difficulties encountered in the implementation, meetings of Departmental Official Language Implementation Committee were convened as per the details given below:

S.No.	Name of Office/Institute	Date of Meeting
1.	NCCT, Hqrs. New Delhi	10.12.2021 & 31.03.2022
2.	VAMNICOM, Pune	25-11-2021, & 15-03-2022
3.	RICM, Bengaluru	16.08.2021
4.	RICM, Chandigarh	28.09.2021 & 07.03.2022
5.	ICM, Dehradun	24.09.2021 & 30.12.2021
6.	ICM, Nagpur	15.06.2021, 22.09.2021, 03.11.2021 & 09.03.2022
7.	ICM, Pune	04.05.2021 & 16.07.2021
8.	ICM, Bhopal	14.10.2021 & 04.02.2022

## MEETINGS OF TOWN OFFICIAL LANGUAGE IMPLEMENTATION COMMITTEE (TOLIC-SOUTH DELHI)

Assistant Director (OL) I/c, NCCT also attended Half Yearly Town Official Language Implementation Committee Meeting TOLIC (South Delhi-3) held on 23.11.2021 (online).

## OFFICE TOOLS

Office tools like rubber stamps, name plates, letter heads, signboards, visiting cards etc. are made available in bilingual form. To perform smooth and proper work in Hindi, computers with the facility of Hindi software/Unicode are made available in NCCT Headquarter as well as in almost all the Institutes.

## ORGANIZATION OF HINDI DAY/HINDI PAKHWARA (FORTNIGHT)

To create an enthusiastic atmosphere towards implementation of Official Language, Hindi Pakhwara /Hindi Day was celebrated by Council and its training units from 14-28 September, 2021. Many competitions and activities which were helpful in promoting progressive use of Hindi were organized during Pakhwara by the Council as well as by its training Institutes and winners were awarded cash prizes and certificates. The details of the events/activities organized by the Council and its training units during Hindi Pakhwara (2021) are given below:-

Sl.No.	Name of the Institute	Events organized during Hindi Pakhwara
1.	NCCT Headquarter, New Delhi	Hindi Story writing, Hindi Noting/Drafting Competitions, Hindi Translation and Hindi Kavita Paath.
2.	RICM Patna	Hindi Vichaar goshti, Poem/Story Telling & Hindi Typing Competitions.
3.	ICM, Bhopal	Hindi Dictation, Hindi Shudh Lekhan competitions.
4.	ICM, Dehradun	Hindi Shudh Lekhan, Essay Writing Competitions.
5.	ICM, Jaipur	Hindi Kavita Paath, Group Discussion, Debate & Use of Hindi Words correctly.
6.	ICM, Lucknow	Hindi Typing, Knowledge of Hindi words, Dictation, Sulekh, Debate & Hindi Tippan-Aalekhan Competitions.
7.	VAMNICOM, Pune	Hindi Tippan-Aalekhan, Hasya Vyang Kavi Sammelan, Hindi Typing Competition, Hindi Dictation and Hindi Karyshala.
8.	RICM, Chandigarh	Hindi Noting/Drafting, Typing, Essay Writing & Poetry Competitions.
9.	RICM, Gandhinagar	Hindi Essay Writing, Kavita Paath & Debate Competition.
10.	ICM, Nagpur	Hindi Essay Writing, Debate, Poem/Ghazal Recitation, Noting and Shudh Lekhan Competitions.
11.	ICM, Pune	Hindi Essay Writing, Noting/Drafting, Translation & Hindi Dictation Competitions
12.	RICM, Bengaluru	Hindi Kavita, Hindi Bhashan, Hindi Note Writing, Hindi Typing and Hindi Dictation.
13.	RICM, Kalyani	Hindi Essay Writing, Shudh Lekhan, Typing, Debate Competition & Kavita Paath Competitions.
14.	ICM, Bhubaneswar	Essay Writing, Debate and Dictation Competitions.
15.	ICM, Chennai	Hindi Dictation & Essay Writing Competitions.
16.	ICM, Guwahati	Hindi Draft Writing, Hindi Essay, Speech and Hindi Poem Recitation Competitions.
17.	ICM, Hyderabad	Hindi Geet, & Essay Writing Competitions.
18.	ICM, Imphal	Hindi Typing, Tippan-Aalekhan, Poem & Debate Competitions.
19.	ICM, Kannur	Hindi Copy Writing, Translation, Technical Terms, Poem Writing, Hindi Essay Writing and Hindi Elocution.
20.	ICM, Madurai	Hindi Dictation, Hindi Essay Writing & Hindi Elocution.
21.	ICM, Thiruvananthapuram	Hindi Noting/Drafting, Translation & Hindi Sulekh Competitions.

The Hindi Pakhwara was celebrated from September 14-28, 2021 by all the Institutes. A detailed report alongwith photographs of the celebrations is placed at Annexure-I.

# हिंदी दिवस / हिंदी पखवाड़ा रिपोर्ट

(14 से 28 सितम्बर 2021)

कार्यालयीन कामकाज में राजभाषा हिंदी के प्रति जागरूकता बनाए रखने तथा भारत सरकार, गृह मंत्रालय, राजभाषा विभाग के कार्यालय ज्ञापन सं. 11034/07/2021-रा.भा.(नीति) दिनांक 10.08.2021 में उल्लिखित दिशा-निर्देशों का पालन करते हुए राष्ट्रीय सहकारी प्रशिक्षण परिषद एवं उसके सभी संस्थानों द्वारा 14-28 सितम्बर, 2021 तक हिंदी पखवाड़ा कार्यक्रम का आयोजन किया गया। परिषद मुख्यालय द्वारा पखवाड़े के सफल आयोजन के लिये हिंदी पखवाड़ा समिति का गठन कर आगे की कार्रवाई की गई।

इस अवसर पर माननीय गृह मंत्री एवं सहकारिता मंत्री और अध्यक्ष, रा.स.प्र.परिषद श्री अमित शाह जी का संदेश सभी संस्थानों में भी भेजा गया। इस संदेश में उन्होंने कहा कि मातृभाषा में वह क्षम है जो ज्ञान, गौरव और स्वाभिमान भी प्रदान करती है तथा साथ ही कहा कि मातृभाषा की उन्नति के बिना किसी भी समाज की तरक्की संभव नहीं है तथा अपनी भाषा के ज्ञान के बिना मन की पीड़ा को दूर करना असंभव है। इसके साथ ही श्री मोहन कुमार मिश्रा, सचिव, रा.स.प्र.परिषद की अपील मुख्यालय एवं सभी संस्थानों को उपलब्ध कराई गई है।

परिषद मुख्यालय में हिंदी पखवाड़े का शुभारंभ 14 सितम्बर, 2021 को किया गया जिसके मुख्य अतिथि डा. सुधांशु, सचिव, एपीड़ा थे। हिंदी दिवस के उपलक्ष में हिंदी कार्यशाला में उदबोधन देते हुए डा. सुधांशु ने राजभाषा हिंदी के महत्व पर प्रकाश डालते हुए कहा कि ज्ञान मातृभाषा से ही आता है। इस दौरान परिषद मुख्यालय में कार्यरत सभी अधिकारियों/कर्मचारियों ने प्रबंधन को अधिक कुशल और प्रभावशाली बनाते हुए राजभाषा-हिंदी का प्रयोग, प्रचार और प्रसार बढ़ाने की शपथ भी ली। पखवाड़े के दौरान दिनांक 16.09.2021 को निबंध/कहानी लेखन प्रतियोगिता का आयोजन किया गया। दिनांक 20.09.2021 को हिंदी टिप्पण/आलेखन प्रतियोगिता का आयोजन किया गया। दिनांक 23.09.2021 को अनुवाद प्रतियोगिता का आयोजन किया गया। परिषद के सभी संस्थानों ने भी अपने अपने स्तर पर हिंदी पखवाड़े में अनेक प्रतियोगिताओं का आयोजन किया, जिसका विवरण नीचे दिया गया है।

## हिन्दी पखवाड़ा के दौरान संस्थानों में हुए कार्यक्रम का विवरण

संस्थान का नाम	विवरण
वैमनीकाम, पुणे	1. श्री संजय भारद्वाज, प्रबुद्ध साहित्यकार एवं सामाजिक कार्यकर्ता द्वारा उद्घाटन 2. हिन्दी टिप्पण आलेखन, अनुवाद, हिन्दी हास्य-व्यंग कवि सम्मेलन, हिन्दी कम्प्यूटर टंकण, हिन्दी संभाषण, हिन्दी पाठवाचन एवं श्रुतलेखन प्रतियोगिताओं का आयोजन 3. मुख्य अतिथि डा. राजेंद्र शाह, भूतपूर्व हिन्दी प्रोफेसर प्राचार्य, मूधोजी महाविद्यालय सातारा द्वारा समापन
आर. आई. सी. एम., बैंगलोर	1. संस्थान स्तर पर भूतपूर्व निदेशक द्वारा उद्घाटन 2. हिन्दी भाषण एवं कविता पाठ प्रतियोगिताओं का आयोजन 3. श्रीमती अनुराधा त्रिपाठी, हिन्दी अधिकारी द्वारा समापन
आर. आई. सी. एम., चंडीगढ़	1. संस्थान स्तर पर उद्घाटन 2. हिन्दी टिप्पण, निबंध लेखन एवं कविता पाठ प्रतियोगिताओं का आयोजन 3. मुख्यालय के साथ विडियो कान्फ्रेंसिंग के द्वारा समापन
आर. आई. सी. एम., गांधीनगर	1. संस्थान स्तर पर उद्घाटन 2. निबंध, टिप्पण, कविता पाठ एवं परिसंवाद प्रतियोगिताओं का आयोजन 3. मुख्य अतिथि क्षेत्रीय निदेशक, एनसीडीसी द्वारा समापन
आर. आई. सी. एम., कल्याणी	1. संस्थान स्तर पर उद्घाटन 2. वाद-विवाद, आदि प्रतियोगिताओं का आयोजन 3. मुख्य अतिथि निदेशक, एनडीआरआई, क्षेत्रीय कार्यालय, कल्याणी द्वारा समापन
आर. आई. सी. एम., पटना	1. श्री संजय कुमार, जनसंपर्क अधिकारी एवं श्रीमती अंजलि मेहता, उप-निबंधक, सहयोग समितियां द्वारा उद्घाटन 2. विचारगोष्ठी, कविता कहानी, चुटकुला एवं टंकण प्रतियोगिताओं का आयोजन 3. मुख्य अतिथि प्रबंध निदेशक, बिहार राज्य सहकारी बैंक तथा प्रबंध निदेशक, बिहार क्रय-विक्रय सहयोग संघ द्वारा समापन
आई. सी. एम., भोपाल	1. संस्थान स्तर पर उद्घाटन 2. श्रुतलेखन आदि प्रतियोगिताओं का आयोजन 3. मुख्यालय के साथ विडियो कान्फ्रेंसिंग के द्वारा समापन

आई. सी. एम., भुवनेश्वर	<ol style="list-style-type: none"> <li>1. संस्थान स्तर पर उद्घाटन</li> <li>2. श्रुतलेखन आदि प्रतियोगिताओं का आयोजन</li> <li>3. मुख्यालय के साथ विडियो कान्फ्रेंसिंग के द्वारा समापन</li> </ol>
आई. सी. एम., चेन्नई	<ol style="list-style-type: none"> <li>1. संस्थान स्तर पर उद्घाटन</li> <li>2. श्रुतलेखन एवं निबंध लेखन प्रतियोगिताओं का आयोजन</li> <li>3. मुख्यालय के साथ विडियो कान्फ्रेंसिंग के द्वारा समापन</li> </ol>
आई. सी. एम., देहरादून	<ol style="list-style-type: none"> <li>1. संस्थान स्तर पर उद्घाटन</li> <li>2. मुख्यालय के साथ विडियो कान्फ्रेंसिंग के द्वारा समापन</li> </ol>
आई. सी. एम., गुवाहाटी	<ol style="list-style-type: none"> <li>1. संस्थान स्तर पर उद्घाटन</li> <li>2. निबंध, आलेखन, कविता एवं भाषण प्रतियोगिताओं का आयोजन</li> <li>3. मुख्यालय के साथ विडियो कान्फ्रेंसिंग के द्वारा समापन</li> </ol>
आई. सी. एम., हैदराबाद	<ol style="list-style-type: none"> <li>1. संस्थान स्तर पर उद्घाटन</li> <li>2. निबंध, गीत आदि प्रतियोगिताओं का आयोजन</li> <li>3. मुख्य अतिथि डा. पी. चन्द्रशेखर, महानिदेशक, मैनेज द्वारा समापन</li> </ol>
आई. सी. एम., इम्फाल	<ol style="list-style-type: none"> <li>1. संस्थान स्तर पर उद्घाटन</li> <li>2. टंकण, टिप्पण-आलेखन, कविता एवं परिसंवाद प्रतियोगिताओं का आयोजन</li> <li>3. मुख्य अतिथि श्री ओ. जीतेन सिंह उप आरसीएस प्रशा., सहकारिता विभाग, मणिपुर द्वारा समापन</li> </ol>
आई. सी. एम., जयपुर	<ol style="list-style-type: none"> <li>1. संस्थान स्तर पर उद्घाटन</li> <li>2. कविता पाठ, समूह चर्चा, वाद-विवाद एवं हिन्दी शब्दों का सही प्रयोग प्रतियोगिताओं का आयोजन</li> <li>3. संस्थान स्तर पर तथा मुख्यालय के साथ विडियो कान्फ्रेंसिंग के द्वारा समापन</li> </ol>
आई. सी. एम., कण्णूर	<ol style="list-style-type: none"> <li>1. मुख्य अतिथि श्री बालन, व्यख्याता, हिन्दी अनुभाग द्वारा उद्घाटन</li> <li>2. कविता पाठ, अनुवाद, निबंध एवं गीत प्रतियोगिताओं का आयोजन</li> <li>3. मुख्य अतिथि श्रीमती नित्याश्री, हिन्दी व्यख्याता, सी.एच. मेमोरियल उच्च विद्यालय द्वारा समापन</li> </ol>
आई. सी. एम., लखनऊ	<ol style="list-style-type: none"> <li>1. संस्थान स्तर पर उद्घाटन</li> <li>2. टंकण, शब्द ज्ञान, श्रुतलेख, सुलेख, वाद-विवाद एवं टिप्पण आलेखन प्रतियोगिताओं का आयोजन</li> <li>3. मुख्यालय के साथ विडियो कान्फ्रेंसिंग के द्वारा समापन</li> </ol>
आई. सी. एम., मदुरै	<ol style="list-style-type: none"> <li>1. संस्थान स्तर पर उद्घाटन</li> <li>2. निबंध, श्रुतलेख एवं भाषण प्रतियोगिताओं का आयोजन</li> <li>3. मुख्य अतिथि श्री के. कलिथास, हिन्दी विद्वान द्वारा समापन</li> </ol>
आई. सी. एम., नागपुर	<ol style="list-style-type: none"> <li>1. संस्थान स्तर पर उद्घाटन</li> <li>2. निबंध, वाद-विवाद, कविता, गीत-गजल, टिप्पण एवं हिन्दी शुद्ध लेखन प्रतियोगिताओं का आयोजन</li> <li>3. मुख्यालय के साथ विडियो कान्फ्रेंसिंग के द्वारा समापन</li> </ol>
आई. सी. एम., पुणे	<ol style="list-style-type: none"> <li>1. संस्थान स्तर पर उद्घाटन</li> <li>2. निबंध, टिप्पण, अनुवाद, श्रुतलेख एवं भाषण प्रतियोगिताओं का आयोजन</li> <li>3. मुख्यालय के साथ विडियो कान्फ्रेंसिंग के द्वारा समापन</li> </ol>
आई. सी. एम., तिरुवंन्तापुरम	<ol style="list-style-type: none"> <li>1. संस्थान स्तर पर उद्घाटन</li> <li>2. टिप्पण आलेखन, अनुवाद एवं सुलेख प्रतियोगिताओं का आयोजन</li> <li>3. मुख्य अतिथि श्री सोमादत्तम, भूतपूर्व सहायक निदेशक, राजभाषा द्वारा समापन</li> </ol>

परिषद मुख्यालय में हिंदी पखवाड़े का समापन समारोह 28 सितम्बर, 2021 को किया गया जिसके मुख्य अतिथि डा. के. के. त्रिपाठी, माननीय केंद्रीय सहकारिता मंत्री के विशेष कार्य अधिकारी थे। साथ ही परिषद के सभी संस्थान भी आनलाइन माध्यम से इस समापन समारोह में सम्मिलित थे। हिंदी पखवाड़ा समापन समारोह के उद्देश्य में उद्बोधन देते हुए डा. के. के. त्रिपाठी ने राजभाषा-हिंदी के महत्व को बताया और कहा परिषद मुख्यालय एवं उसके सभी संस्थानों में कार्यरत सभी अधिकारियों/कर्मचारियों को राजभाषा-हिंदी का प्रयोग करना चाहिए।

दिनांक 28.09.2021 को कविता पाठ प्रतियोगिता का आयोजन भी किया गया। पखवाड़े के दौरान परिषद मुख्यालय में आयोजित की गयी सभी प्रतियोगिताओं के विजेताओं को मुख्य अतिथि के करकमलों से पुरस्कार एवं प्रमाण पत्र प्रदान किए गए।



## हिन्दी दिवस उद्घाटन समारोह



बाएं: श्री मोहन कुमार मिश्रा, सचिव, एनसीसीटी द्वारा डा. सुधाशु, सचिव, एपीड़ा का स्वागत; दाएं: हिन्दी कार्यशाला में डा. सुधाशु, सचिव, एपीड़ा का उद्बोधन



बाएं: हिन्दी कार्यशाला में श्री मोहन कुमार मिश्रा, सचिव, एनसीसीटी का उद्बोधन; दाएं: दिनांक 16.09.2021 को निबंध/कहानी लेखन प्रतियोगिता



बाएं: दिनांक 20.09.2021 को हिन्दी टिप्पण/आलेखन प्रतियोगिता; दाएं: दिनांक 23.09.2021 को अनुवाद प्रतियोगिता

## हिन्दी पखवाड़ा समापन समारोह



बाएं: श्री के. सथिया कुमार सैम माइकल, उपनिदेशक (कार्यक्रम), एनसीसीटी द्वारा डा. के.के. त्रिपाठी, माननीय केंद्रीय सहकारिता मंत्री के विशेष कार्य अधिकारी का स्वागत; दाएं: आनलाइन माध्यम से सभी संस्थानों के साथ मिलकर समापन समारोह

संस्थानों में हिंदी दिवस/हिंदी पखवाड़ा का आयोजन (14 से 28 सितम्बर 2021)



बाएं: हिन्दी पखवाड़ा समापन एवं पुरस्कार वितरण समारोह के कार्यक्रम को संबोधित करती हुई डा. हेमा यादव, निदेशक, वैकुण्ठ मेहता राष्ट्रीय सहकारी प्रबंध संस्थान; दाएं: सहकारी प्रबंध संस्थान, लखनऊ



बाएं: सहकारी प्रबंध संस्थान, भुवनेश्वर; दाएं: सहकारी प्रबंध संस्थान, गुवाहाटी



बाएं: सहकारी प्रबंध संस्थान, हैदराबाद; दाएं: सहकारी प्रबंध संस्थान, भोपाल



बाएं: सहकारी प्रबंध संस्थान, नागपुर; दाएं: सहकारी प्रबंध संस्थान, इम्फाल



बाएँ: सहकारी प्रबंध संस्थान, तिरुवन्तापुरम; दाएँ: सहकारी प्रबंध संस्थान, पुणे



बाएँ: क्षेत्रीय सहकारी प्रबंध संस्थान, गांधीनगर; दाएँ: सहकारी प्रबंध संस्थान, मदुरै



बाएँ: क्षेत्रीय सहकारी प्रबंध संस्थान, कल्याणी; दाएँ: सहकारी प्रबंध संस्थान, कण्णूर



बाएँ: सहकारी प्रबंध संस्थान, चेन्नई; दाएँ: क्षेत्रीय सहकारी प्रबंध संस्थान, बैंग्लोर



बाएं: क्षेत्रीय सहकारी प्रबंध संस्थान, चंडीगढ़; दाएं: सहकारी प्रबंध संस्थान, देहारादून



बाएं: सहकारी प्रबंध संस्थान, जयपुर; दाएं: सहकारी प्रबंध संस्थान, पटना

## CHAPTER VIII

# FINANCE AND AUDIT

The National Council for Cooperative Training (NCCT) is an Autonomous Society promoted by Ministry of Cooperation, Govt. of India. During the 10th Five-year Plan Govt. of India has created a fund worth Rs. 200.00 Crores named "Corpus Fund for Cooperative Training" with the objective to meet future grants-in-aid requirement of NCCT out of the interest income of this Corpus Fund in lieu of Annual Grants in-aid by erstwhile nodal Ministry of NCCT i.e., Ministry of Agriculture & Farmers Welfare. The principal amount of this fund Rs. 200.00 Crores along with accrued interest up to 31.03.2012 was kept intact in the Corpus Fund for this purpose. As mentioned above, the sources of Grants-in-aid allocation to NCCT has been shifted from DAC&FW to the Corpus Fund interest earning w.e.f. financial year 2012-2013 (beginning of 12th plan).

Further, the Govt. of India has also agreed in principle to provide additional grants-in-aid to cover up the deficit if any arising due to insufficient interest income of the Corpus Fund to meet the expenditure. In addition, the State Govt. /State Cooperative Unions of Maharashtra, Tamil Nadu and Kerala are also bearing up to 50% of annual expenditure in respect of second institutes located at Nagpur, Madurai and Kannur respectively. Since delinking of NCCT from NCUI on 22.2.2018, and subsequent to the court case No. 2743/2018 between NCUI vs. Union of India & another, interest income from corpus fund has been discontinued by NCUI w.e.f. 01.04.2018 claiming that the matter is sub-judice. Hence, Government of India has provided the Grants-in-Aid of Rs.53.82 Crore approx., during the financial year 2021-2022 to meet the expenditure for the year. The expenditure against grants for last three years is given below:

(Amount in Crores)

F.Y.	Expenditure Incurred (Including Previous deficit)	Grants Received from Govt. of India (Including misc. receipt)	Grants Received/ Receivable from respective State Govt.	Deficit
1	2	3	4	5= (2-3-4)
2019-20	76.5	61.81	2.12	12.57
2020-21	61.4	51.85	2.22	7.33
2021-22	59.52	55.08	2.57	1.87

### RESOURCE GENERATION

The Training institutes also mobilize resources by conducting need-based paid programmes. A portion of surplus derived out of these programmes is utilized for running NCCT Pension Scheme for the employees and remaining portion of surplus is kept under "Institutes Training & Development Fund" which is utilized for improvement of infrastructure facilities of the Institutes. To further strengthen the financial health and professional competencies of its units, NCCT has initiated professional programmes like MBA, PGDM, BBA, etc. with affiliation to local universities and approval from AICTE at some of the selected training units.

The status of Gross Resource Generation during the F.Y. 2021-2022 is as under:

i) Through Paid Programme	Rs. 7.71 Cr.
ii) Through Professional Programme	Rs. 4.87 Cr.
iii) Through Research & Consultancy	Rs. 0.09 Cr.
<b>Total</b>	<b>Rs. 12.67 Cr.</b>

## **ACCOUNTING PRACTICE AND FINANCIAL CONTROL**

Each institute has to send the monthly expenditure statement to NCCT as per standard format containing head/sub-head wise details which are thoroughly examined at Headquarters and if required, necessary instructions are issued to the concerned unit to keep the expenditure within the prescribed limit. Further, the centralized online tally are being operated by all training units to maintain its books of accounts. Furthermore, Internal Audits, Concurrent Audits and Statutory Audits are carried out in time in every training institute as per the rules.

## **AUDIT**

The Accounts of NCCT and its training units are subject to Audit, by the firm of Chartered Accountants appointed by the Central Registrar of Cooperative Societies, Government of India, Ministry of Cooperation, (Department CET-Cooperative Education and Training) as the Statutory Auditors. The Ministry vide Letter no. F.No.G-28013/1/2022-CET, dated, 31.08.2022, has appointed M/s G.K. Kedia & Co., Chartered Accountants as Statutory Auditor of NCCT / RICMs / ICMs / VAMNICOM, Pune and Corpus Fund for Cooperative Training for the year 2021-22. The Accounts of NCCT shall also be open to inspection by Ministry as well as by the C&AG of India and Internal Audit by the PAO of Ministry, whenever NCCT is called upon to do so. The last audit of the Accounts of NCCT upto 2017 was conducted by Office of the CAG (Comptroller and Auditor General of India).

Further, in order to ensure effective financial discipline and prudent use of public fund, the NCCT appointed M/s. Ramesh Chandra Roy & Associates a Chartered Accountant firm as Concurrent Auditor to conduct audit of all the training units for the FY 2021-2022. Accordingly, the said firm has audited the accounts and submitted the report. Further, the firm has also provided necessary suggestion to rectify the accounting errors apart from giving online trainings on GST, TDS, filing of Tax Returns etc. to the personnel of the units who are maintaining accounts and assisting in filing the returns.

There is an Internal Audit cell at the NCCT Headquarters which audits and inspects accounts of its training units periodically. Besides, the audit cell is also involved in internal check at NCCT Headquarters for their concurrence on its Financial, Administrative and Establishment matter with reference to prevailing rules position.

## **PFMS COMPLIANCE**

As per the instructions of the Ministry, the NCCT and its training units are operating their government grants through PFMS. For smooth operation of PFMS, online training has been given to officials of all 20 training units by NCCT (HQ).

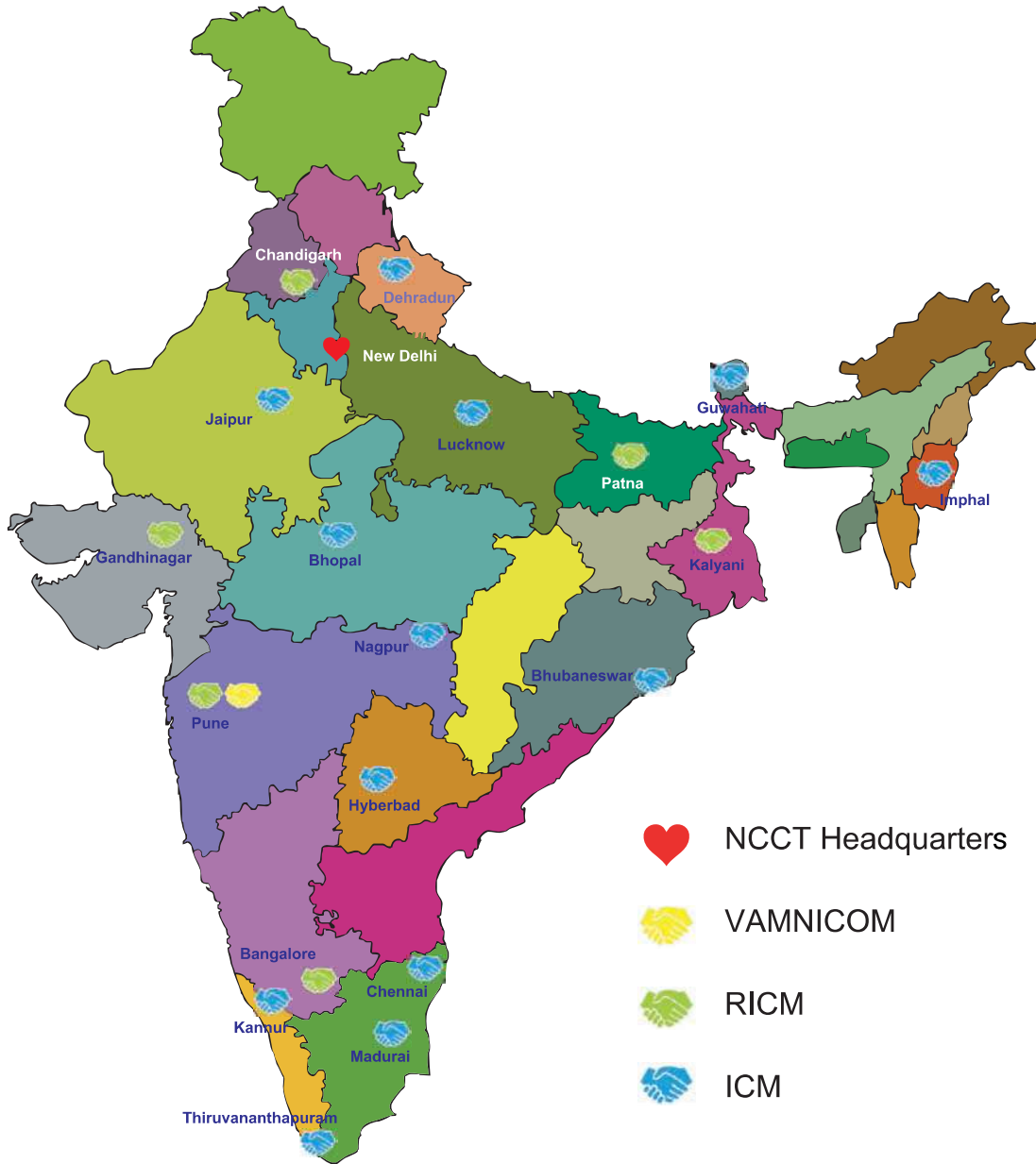


Meeting of the committee on Model Bye-laws for PACS held at Ministry of Cooperation under the Chairmanship of Shri Gyanesh Kumar, IAS, Secretary, Ministry of Cooperation, Government. of India.



A view of the 7<sup>th</sup> Executive Council Meeting held on 5<sup>th</sup> February, 2022 in the NCCT Conference Room under the chairmanship of Shri Vijay Kumar, Additional Secretary, Ministry of Cooperation and Chairman of the EC, NCCT.

# LOCATIONS OF NCCT INSTITUTES



## NATIONAL COUNCIL FOR COOPERATIVE TRAINING

(AN AUTONOMOUS SOCIETY PROMOTED BY MINISTRY OF COOPERATION, GOVERNMENT OF INDIA)

3, Siri Institutional Area (3rd Floor), August Kranti Marg, New Delhi-110016



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