



An Analysis of Inclusiveness in programmes of Kolhapur Zilla Sahakari Dudh Utpadak Sangh, Kolhapur

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Abstract : The Kolhapur Zilla Sahakari Dudh Utpadak Sangh, Kolhapur is also known as Gokul. The N.D.D.B. constructed dairy plant at Gokul Shirgaon, Gadhinglaj and Bidri. With the help of N.D.D.B. Gokul Gram Vikas was started as co-operative development programme. Kolhapur Milk Union formulated suitable programme to promote women's involvement, and their participation through dairy co-operative. Anandrao D. Patil (Chuyekar) Dugdhd Vyavasay and Animal Husbandry Training Centre, established in assistance with National Dairy Development Board under the operation food programme and starting from 1984. The importance has been given to training Human Resources and extensional aspects as well as institutional building in the operation flood programme. These programmes have the various problems like unscientific teaching methods, less awareness of the farmers, secretaries to attend the training sessions, marketing problems etc. Kolhapur Zilla Sahakari Dudh Utpatak Sangh have bright future. Gokul have to improve their schemes for society.

I. INTRODUCTION

The Kolhapur District Co-operative Milk Producers Union Ltd., Kolhapur established on 16th March, 1963 is also known as GOKUL IN 1978, The N.D.D.B. constructed a 2 lac liters / day capacity. Dairy plant at Gokul Shirgaon, Similarly, at Gadhinglaj and Bidri chilling centres of 75,000 and 50,000 liters / day capacity were also constructed. The chilling centres at Gogave (Shahuwadi Taluka) and at Tawarewadi (Chandgad Taluka) have been constructed. The expansion of Cattle Feed Plant from 100 MTD to 200 MTD has been completed during October, 1992. The Dairy was commissioned towards the end of 1985, Meanwhile, the Government Milk Scheme in Kolhapur was handed over to the Kolhapur Dudh Sangh in mid 1985. During 1985 the average milk procurement was 114836 liters per day with 676 village level societies affiliated to the Dudh Sangh. In 1996-97 the average procurement was 424250 liters / day. In the flush of 1996-97, maximum milk procurement touched figure of 529172 liters / day. Kolhapur Dudh Sangh has won awards of National Productivity Council.

Area of Operation : The Kolhapur Dudh Sangh covers all the twelve talukas i.e. (1) Karvir (2) Kagal (3) Chandgad (4) Gadhinglaj (5) Ajara (6) Radhanagari (7) Gaganbavada (8) Bhudargad (9) Shahuwadi (10) Panhala (11) Shirol and (12) Hatkanangale. However, 41 villages from Hatkanangale and Panhala Talukas are affiliated to Warana Milk Producers Union.

Objectives and Activities :

- Procurement of milk from Dairy Co-operatives
- To take up commercial production and marketing of Gokul products.
- Manufacture Cattle Feed and supply it to the Dairy Co-operatives.
- To convert Dairy Co-operatives into Anand pattern.
- Scientific Breeding – Progeny testing are sire proving programme taken up.
- To encourage Lady Farmer Members a separate cell called CO-OPERATIVE DEVELOPMENT CELL is opened.
- TRAINING CENTRE is established to train the society. Secretaries, Management Committee, First Aid and A.I. Workers, Milk Testers etc. effective management of Dairy Co-operatives.

Management : The board consists of 17 elected directors and representatives of State Federation N.D.D.B. and Dairy Development Commissioner as well Dy. Registrar of Co-operatives. The Board once elected as tenure of 5 years. The Chairman is elected every year from among the elected members of the board. Board meetings are held regularly every month.

Co-operative Development Cell : With the help of the NDDDB, the CD programme has been started from March 1990. The Programme covers education and training programme for women, Members and secretaries.

A) Gokul, Gram Vikas Programme About 175 villages will be covered under this programme every year. Each village will be adopted by one of its field workers who will have total responsibility of this programme for that village. He is designed as 'Gokul Doot.'

Quality Management : Gokul Milk Union has obtained be quality system certificates viz. IS/ISO: 9001:2000 AND IS/ISO :15000D:1998 and HACCP for the period of three years.

Quality and Food Safety Policy : To enhance customer faith and satisfactory they committed in improving effectiveness of our quality and food safety management system collection of milk, its processing and manufacturing of milk products. They believe in providing maximum benefits to their milk producers to uplift their standard of living by providing inputs like animal husbandry, artificial incrimination, fodder developments training, effective resource management and employee involvement.

GOKUL GRAM VIKAS YOJANA : Gokul Gram VikasYojana is a Community development programme specially designed to educate milk producers. Primary DCS staff, DCS management committee members and DairyTenders. This programme is designed toeducate all above members at village level at their convenient time. With the help of N.D.D.B. this programme wasstarted as co-operative development programme during 1989. After 1995with some improvement it was started as Gokul gram vikas yojana. Itcovers all DCS of our Union under this programme upto2005. After 2005 all the extension education programmes are run under single name called “ Gokul Gram Vikas Yojana.”

Phase – II. Extension Programmes under Gokul Gram Vikas Yojana
Institution Building (I.B.)
Enhancing women involvement in Dairy co-operatives (EWIC)
Clean milk programme (CME)

Objectives of Gokul Gram Vikas Yojana :

- To train DCS management committee members to prepare DCS business plan.
- To train all DCS staff for their job.
- To develop Resourcepersons (Model Milk Producer) for implementing all input activities/
- To increaseparticipation of women in decision making and in administration in DCS.
- To prepare thrift groups of women milk produce milk producer for developing leadership among them.
- To increase awareness among women regarding Health, Hygiene & literacy.
- To improve Bacterial quality of milk i.e. M.B.R.T. Above 3.0 hrs. and decrease below 30 lakh/ml.

A) Women Dairy Co-operative Leadership Development Programme : Rural women’s more energy and time are spent in the task related to dairy husbandry & milk production. Women are actual users of the dairy co-operatives. They should be encouraged to become members and share the responsibilities of managing the dairy co-operative. Keeping in mind inherent potential of the rural women in the creation of vibrant and successful dairy cooperatives, with the guidance of National Dairy Development Board. Kolhapur Milk Union formulated suitable programme to promote women’s involvement and their participation through Dairy Cooperative. The programme of women Dairy Co-operative Leadership Development is going to run on for ladies participation not only in daily household, but also getting knowledge of profitable business of milk to ladies, should be increased women’s participation in management of society and they should be developed thoroughly.

Women Leadership Development Programme had been running on for through it increase women participation in reaction of decision, create habit of saving to ladies through the channel of Saving Groups and organized it, create vigilance regarding cleanliness and hygiene, create close relation of women organization to sangh and then run business of milk in profit by using facilities of sangh.

Objectives of Women Dairy Cooperative Leadership Development Program :

- I.To enhance women’s participation in dairy cooperatives.
- II.To train women for affordable milk business.
- III.Total upliftment of women through dairycooperative Health, Hygiene, Sanitation.
- IV.To bring women in decision making.
- V.To bring women in income generating activity through Self Help.

Group Activity :

- Training / Education Programme
- Competition
- Demonstration
- Melava
- Show
- Seminar
- Excursion Tours / Visit to ideal model
- Regional Meeting
- Interaction.

Self Help Group : In 1995 Kolhapur Milk Union started implementing Women Dairy Cooperative Leadership Development Programme for rural women. Programme focusing on issue related with Women Empowerment. Self Help Group is one of important activity towards the rural women’s Empowerment. It’s important role in stage of Empowerment. It is an opportunity for women to come together and among themselves. In their SHG they come together in a month or every fortnight and subscript Thrift, deposit in bank get and repay loans for their small needs as well as for small income generating activity.

Social Awareness :

- Actively able to settle domestic problem faced by women.
- Antiliquor
- Helping hand for the flood affected people by donating food, clothes.
- Working as Resource Persons at villages.

B) Training Center for Milk Producers and Dairy Co-op. Societies :

Anandrao D. Patil (Chuyekar) Dugdh Vyawasaya and Animal Husbandry Training Center, Tarabai Park, Kolhapur. The training center established in assistance with National Dairy Development Board under the Operation Food Programme and started functioning from 1984. The importance has been given to training Human Resources and extensional aspect as well as Institution all Building in the operation food programme.

In order to strengthen and spread out the advanced technique in milk business to the rural milk producers. It is essential to impart the training to the members, management, committee members as well as to the worker of the Dairy Co-op. Societies from time to time to bring socio-economical changes.

Objective of the Training Centre :

- Reduce knowledge gap of Dairy Co-operative Societies staff and milk producers.
- To sustain the Dairy Cooperative impact in Kolhapur Milk shed.
- Improve production and clean milk production of DCS and Milk Producers.
- To organize field training to realize that How to improve personal knowledge, skill and techniques.
- Self help and personality development through dairy business.

Accounts Keeping and Secretarial Work Training :**Subject taught are as follows :**

The training imparted to DCS Secretary for Financial dealings like making receipts, vouchers and keeping daily accounts, maintaining topic-wise registers. Trial Balance, Profit and Loss, Balance Sheet records of business DCS, information about milk dairy business a practical survey by field study and collection of Anand Pattern data.

Advantages :

The secretary gains confidence as he maintains the balance sheet etc. by himself. He finds out the reasons for losses and their to achieve profit for his society. He follows scientific Anand Pattern working system.

The Secretarial Management Training :**Subject taught are as follows :**

Principles of co-operation, principles of management, encounter to laws. Anand Pattern monthly and annual meetings, proceeding writing, secretarial responsibilities of ideal society, milk and milk components production of clean milk, maintenance of animals, difficulties in collection of milk and remedies over it, feed process, information about cattle feed and Fodder Production, a record of society. The function of milko-tester, auditing and its rules, a visit to the DCS.

Advantages : The secretary handles by himself the planning of the work, proceeding writing etc. He improves the status of the DCS by keeping good relations with pnch committee and milk products.

Secretarial Accounts and Management Training :

The training is useful to DCS Secretary and Milk procurement supervisors. The objective of this syllabus is to make all the service and facilities available so as to achieve good results in milk dairy profession by using the new techniques to minimize the cost and to increase the production of milk to its maximum level.

Milk collector's training (A system of collecting and measuring milk)**Duration - 2 days)**

A care to be taken while procuring clean Milk on Anand Pattern. With standard stamped equipments for proper system of collection of milk. An art of communication with milk producers, self-introspection and co-relation with others, learning systems of collection of Milk, a visit to the for a field study to collect information through self study.

Advantages :

Accuracy in milk collection at DCS level to improve the faith of milk producers.

A) Producers :

- i. Gokul Gram Vikas Yojana (Gokul Village Development Scheme) :** As indicated in the name itself, it is the program for the overall development of the village that covers cleanliness, hygiene practices, education, improvement in knowledge, etc. Here the tools familiar to the villagers are used. These consist of lectures in the form of Pravachan, Shahiri, Bhajan, Kirtan, etc. In the program not only the development of an individual or a group but of a total village is achieved. Gokul adopt some villages for the program time to time. It is in the line of Mahatma Gandhi's 'Self adequate village' concept.
- ii. Micro training centers :** This is a unique idea developed by Gokul. For providing the practical knowledge to the rural milk producers, Gokul runs some micro training centers at village level. The information, financial angle toward dairying is developed in those centers. A trip of a group of producers is arranged to the center for a whole day. Due to the changing scenario because of globalization, many young real producers are shifting towards the cities. They don't find this business that much lucrative. The micro training centers helps to revert them back. It is line in of Mahatma Gandhi's 'Move towards village' concept.
- iii. Women empowerment :** The milking business at producer level is mainly based on strong hands of the sisters and mothers. The female shall be socially, financially, psychologically, technically, also improved. For this separate department is working having ladies staff and local are also handed over generally to women. 79.50% from the total income of Gokul is given to the producer. All bills are paid after every gen days interval. The billing date is never missed even as an exception. It is in the time of Mahatma Gandhi's 'Women empowerment' concept.
- iv. Veterinary Services :** The services provided by Gokul are very special and fastest among all other agencies. The service is provided in very negligible rate. The timely service is available for 24 hours and 365 days. It is in the line of 'Mahatma Gandhi's Gramodhyog' concept.
- v. Other benefits :**
 - a) Gokul arranged 'Farmer's Insurance Policy' to help them in adverse situations.
 - b) A program named 'Bhuvishya Kalayan Nidhi Yojana' is run by Gokul to minimize the economic problems of producers in their old age. In this scheme per liter of milk, 10 paise from the producer and 10 paise from Gokul are contributed .

- c) Gokul provides subsidies for purchase of cattle, society building, computerization, purchase of generator, borewell, milko tester, fatomatic machines, invertors, women education, veterinary services and fodder development. Gokul provides 'milk replacer and calf starter cattle feeds' in subsidized rates.
- d) Gokul's 'calf rearing program' is well recognized at national level and being followed by the Government of India.
- e) Gokul has just started a concept named 'Gokul at your doorstep.' The meaning is chairman, directors, officers and field staff will visit regularly to the producer's home and work place. They will understand the needs, problems and provide all necessary resources. In this concept the producer is encouraged for his good work. It is in the line of Mahatma Gandhi's 'Ramrajya' concept.

B) Employee :

i. Training and Education : Well trained employees are the backbone of the organization. But the training shall be of every aspect and based on the need. In every department the training need is identified for every employee. Similarly with the advent of new technology, new machinery, new technologies, new knowhow; the knowledge shall be kept updated always. Without continuous updating the knowledge becomes old and Gokul knows this very well. Therefore developed a model for training of employees.

ii. Welfare : Only a good salary pays incomplete satisfaction. Along with the financial stability, overall happy human employee is a target of Gokul. It is achieved. A lot many things are done and being done for that. Just for example we will look some of them.

iii. Worker Welfare Scheme : All workers are the members of this scheme. This provides support against medical expenses for the total family of the workers. Unlike professional insurance companies, this scheme covers all type of diseases and all types of treatments. Beside the medical benefits, the scheme provides death benefit for dependents. This scheme is managed by a committee with the funds provided by Gokul and employee's contribution, on non commercial basis. Also an unique bank is run by this scheme. The bank is known as 'leave bank. In some diseases this bank provides leaves to the worker. Employees' gratuity is joined to LIC. In case of early death, total gratuity is paid. This department takes care of that too.

iv. Other facilities : More than the law, accident benefit facility is extended during travelling between workplace and residence. Uniforms with washing facility, works committee for minimizing grievances, tour for the children of workers, personal care of all, periodic settlement of charter of demands, periodic promotions for all employee, leave encashment, conducive and friendly working atmosphere are inbuilt in the system itself. It is in the line of Mahatma Gandhi's 'Welfare for all' concept.

v. Bonus to wives : Gokul pays the male employees bonus to his spouse. Gokul not only believes but acts on the principal that 'Behind every working man, there is a strong support of a working woman.' To salute this worship, after complying all legal regulations Gokul is paying Diwali bonus to the ladies supporting from home. This activity is well accepted since many years. Now Gokul is planning to pay the difference money after COD to the ladies. It is on the line of Mahatma Gandhi's 'Honour to ladies' concept.

C) Consumer :

1. For providing the consistent milk and milk product quality to them QMS(ISO 9001) & for the human safety FSMs (ISO 22000) implemented.
2. Regular visits of consumers are arranged to production plant. Many of the consumers are the loyal to Gokul sure more than 25 years, due to relations maintained with them.

D) Social :

1. Kolhapur district is well known for wrestling. Chh. Shahu Maharaj encouraged the welsline. The same path is now lend by Gokul arrange and sponsor wrestling Competitions. The same is maintained for football too. Ten young wrestles every year, from the family of milk producers are granted with honorarium.
2. During natural calamities Gokul's employee donate one day salary. Gokul add the amount equal to that and the fund is utilized for correct purpose correctly. Beside financial help, actual physical work is also being done several times.
3. Gokul donates milk daily to many NGOs looking after rescued child labours, blinds, senior citizens, bedridden patients. HIV positive children, physically and mentally challenged children. It is in the line of Mahatma Gandhi's love to all concept.

2.0 SIGNIFICANCE OF THE STUDY:

In total development of rural area participation of co-operative milk organization is invaluable. In Kolhapur district the activities of Kolhapur District Milk Producers is in vast. In social development of district Gokul has co-operated in various manner. In it, various type of training is made available to ladies and gents milk producers. In it, the information regarding various plans, which are brought into force i.e. objective matters on organization level, awareness of rights and duties towards organization, to become efficient financially by performing profitable business, District Milk Producers Organization is granted.

3.0 Objectives OF THE STUDY:

- i. To study the contribution of Kolhapur Zilla Sahakari Dudh Utpadak Sangh Kolhapur towards rural development.
- ii. To study the initiatives taken by Kolhapur Zilla Sahakari Dudh Utpadak Sangh Kolhapur in protecting the interest of stakeholders and development of farmers.
- iii. To suggest measures for improving the contribution of Kolhapur Zilla Sahakari Dudh Utpadak Sangh Kolhapur for rural development.

4.0 METHODOLOGY :

A) Secondary Data : There are no. of schemes in Gokul focus in on the concept of Inclusion. The data relating to number of such schemes is obtained from the annual reports of the organization. The data is presented in tabular and graphical form for analysis.

B) Primary Data : In order to know the reason for trends in the data informal discussion were held. The shared information is presented at the end of each table.

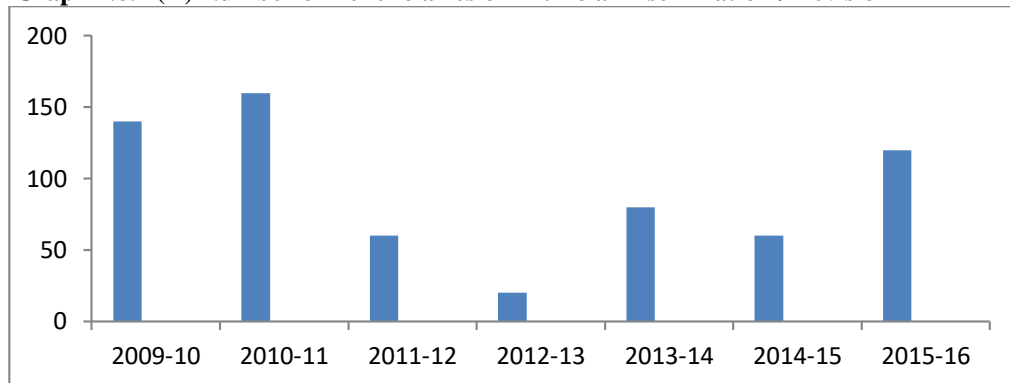
5.0 Data Analysis & Interpretation :

Table No.1
Artificial Insemination / Revision

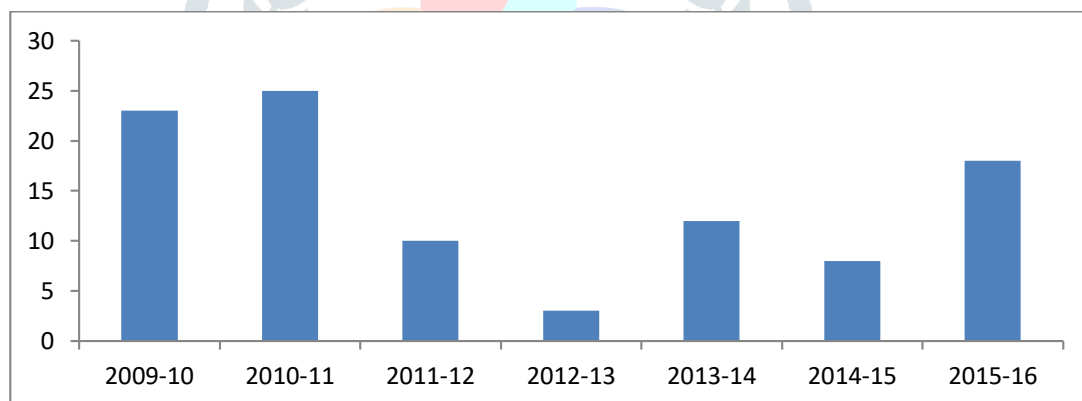
Year	No.of Beneficiary	Percentage
2009-10	142	22.08
2010-11	159	24.72
2011-12	65	10.10
2012-13	18	2.79
2013-14	79	12.28
2014-15	58	9.02
2015-16	122	18.97
Total	643	100.00

Source : Company Annual Reports

Graph No.1 (A) Number of Beneficiaries of Artificial Insemination / Revision



Graph No. 1 (B) Percentage of Beneficiaries of Artificial Insemination / Revision



Trained human resources are the key to the success of any organization. Shri.Anandrao D. Patil Chuyekar Dairy farming training centre caters to training demands of all sections of human resources. Some of mobile artificial insemination centres are functional in area of operation. These facilities are manned with trained employees who are referred to as AI workers. The service is aimed to improve animal productivity by way of breeding. For this purpose the organization conducts number of artificial insemination sessions. The details about the programmes conducted from 2009-10 to 2015-16 are given in table No.1

From the table it is observed that the period 2009-10 to 2015-16 a total of 6380 farmers were trained. From the figures 2009-10 to 2010-11 average 150 farmers were trained. In 2011-12, 2013-14 and 2014-15 number of farmers were reduced. In 2012-13 and 2014-15 there is high deduction in number of farmers in training programmes.

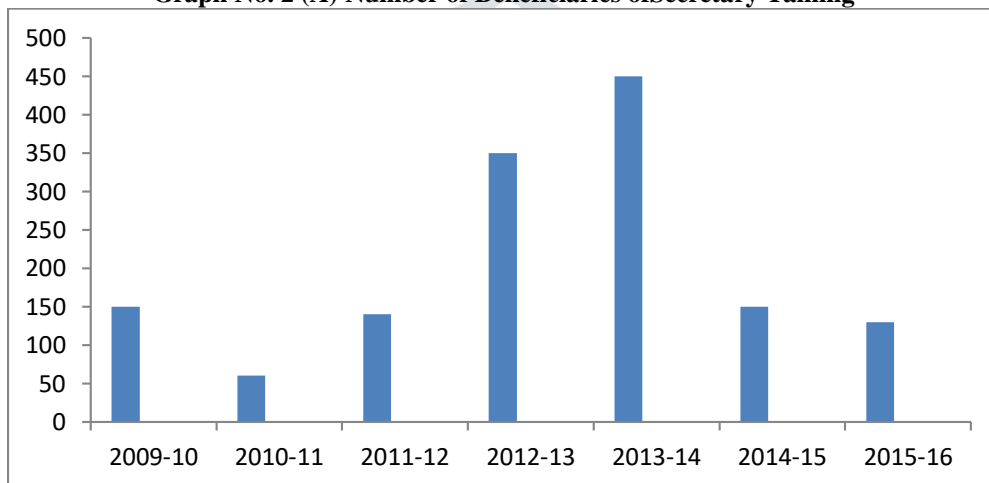
The analysis shows that the farmers trained in programme during period 2009 to 2010-11 around 301. But this figure reduce 154 in 2012-13 to 2014-15. The main reason was observed to be less awareness of the farmers to attended the training sessions

**Table No.2
Secretary Training**

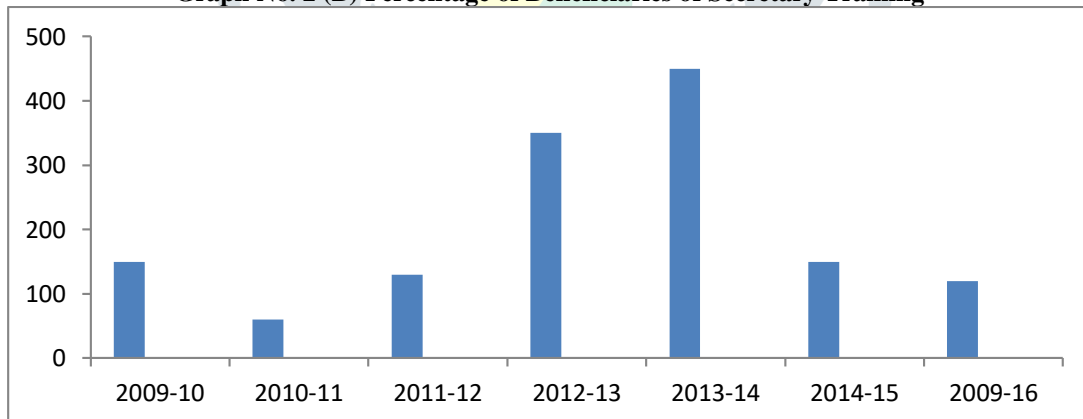
Year	No. of Beneficiary	Percentage
2009-10	152	10.81
2010-11	67	4.76
2011-12	136	9.67
2012-13	354	25.19
2013-14	442	31.45
2014-15	133	9.46
2015-16	121	8.61
Total	1405	100.00

Source : Company Annual Reports

Graph No. 2 (A) Number of Beneficiaries of Secretary Training



Graph No. 2 (B) Percentage of Beneficiaries of Secretary Training



This training imparted to DCS Secretary for financial dealing like making receipts, vouchers and keeping daily accounts, maintaining topic wise register, trial balance, trial balance, profit loss account, balance sheet. The secretary gains confidence as he maintain the balance sheet by himself. He finds out the reasons for losses and their to achieve profit for his society. He improves the status of the DCS by keeping good relations with panch committee and milk producers. That's why the organization conducts number of secretary training sessions.

From the table it is observed that during the period 2009-10 to 215-16 total of 1405 secretaries were participated. From the figure in 2009-10, 2011-12, 2014-15, 2015-16

Average 135 secretaries were trained. In 2012-13 and 2013-14 number of trainees were increased. In 2010-11 number of trainees were highly decreased.

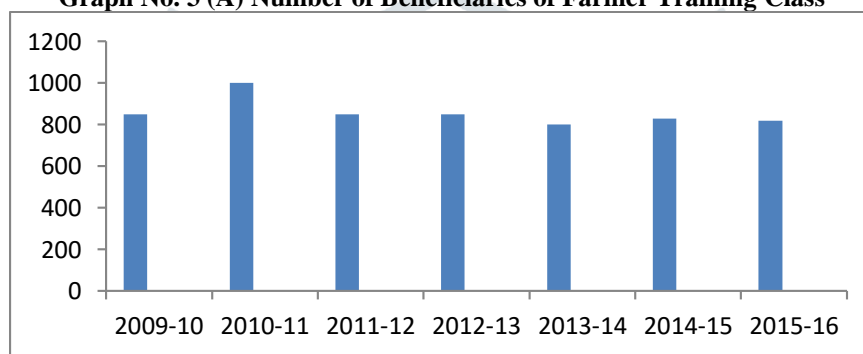
The analysis shows that in 2013-14 the training session conducted around 442. But this figure highly reduce to 121 in 2015-16. The main reason was observed to be less inclination of the secretaries to attend the training sessions.

Table No.3
Farmer Training Class

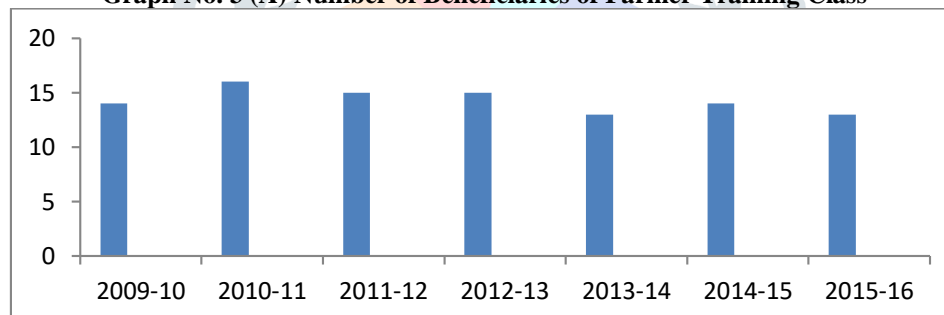
Year	No.of Beneficiary	Percentage
2009-10	920	14.42
2010-11	1012	15.86
2011-12	940	14.73
2012-13	938	14.70
2013-14	814	12.75
2014-15	905	14.18
2015-16	851	13.33
Total	6380	100.00

Source : Company Annual Reports

Graph No. 3 (A) Number of Beneficiaries of Farmer Training Class



Graph No. 3 (A) Number of Beneficiaries of Farmer Training Class



As a co-operative dairy industry it is based on the contribution made by the milk producers. The more knowledgeable and trained producers are the better will be the input or milk supplied to the organization. For this purpose, the organizations conducts numbers of farmer training sessions. The details about the training programmes conducted from 2009-10 to 2015-16 are given in table no.3

From the table it is observed that during the period 2009-10 to 2015-16 a total of 6380 farmers are trained. On an average every year around 10 training sessions for the farmers are initiated. From the figures in 2010-11, 1012 farmers are trained. This is highest figure of this table. A small percent decline is observed in the last 3 years of observation.

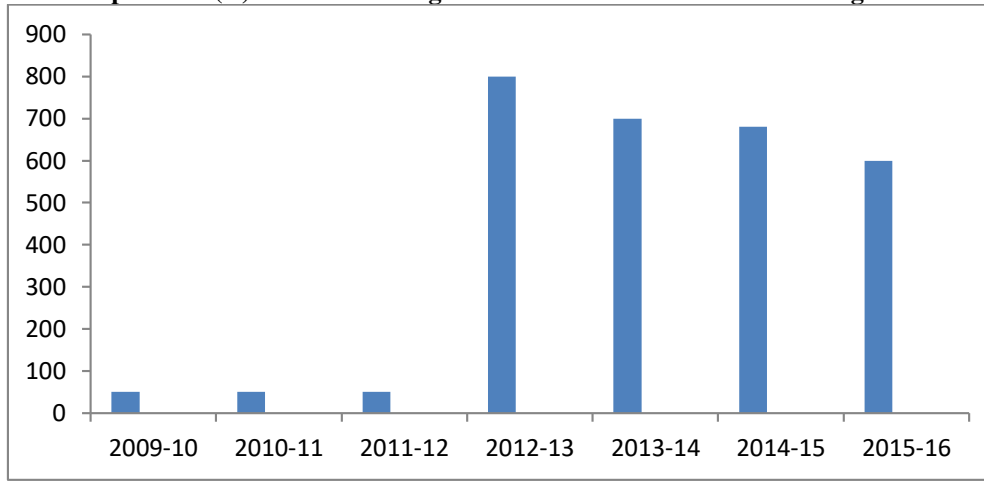
The analysis shows that during period 2009-10 to 2012-13 average 952 farmers are trained. But this average slightly reduce to 232 during 2013 to 2016. The main reason was observed to be the less inclination of the farmers to attend the training sessions.

Table No.4
Women Educational Programme

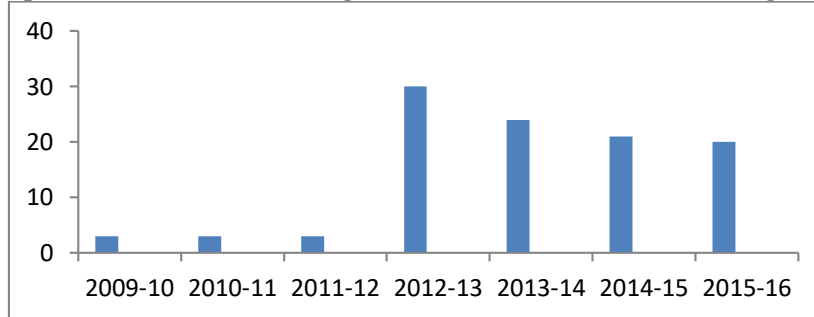
Years	No.of Programme		Total	Percentage
	Phase I	Phase II		
2009-10	46	-	46	1.61
2010-11	44	-	44	1.54
2011-12	45	-	45	1.58
2012-13	33	783	816	28.70
2013-14	22	655	677	23.81
2014-15	41	592	633	22.26
2015-16	23	559	582	20.87
Total			2843	100.00

Source : Company Annual Reports

Graph No. 4 (A) Number of Programmes of Women Educational Programme



Graph No. 4 (A) Number of Programmes of Women Educational Programme



Since 1995, Gokul is working to develop a network of women milk producers. The main objective of this programme is to explain difference between traditional milk business and technical milk business. In this programme an awareness was created among the women regarding clean milk. For clean milk is beneficial for the good health of the family.

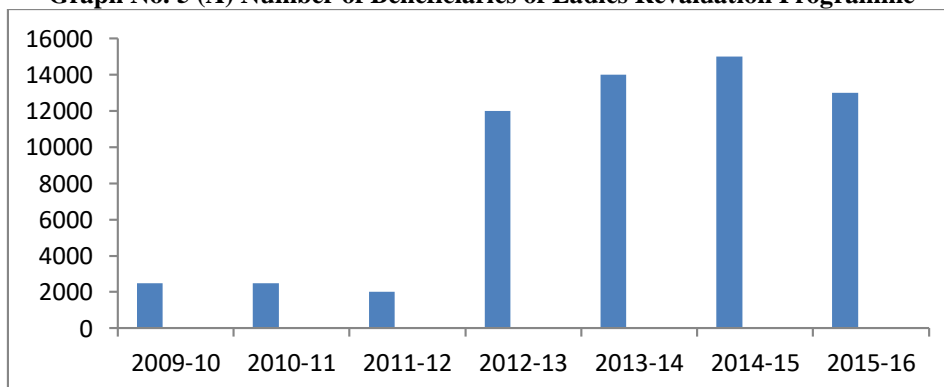
From the table it is observed that during the period 2009-10 to 2015-16 total 2843 programmes were conducted. From the percentage figures 2009-10 to 2011-12 average 45 programmes were conducted. In 2012-13 numbers of programmes were increased. In the last 3 years decline in the programmes is observed.

The analysis shows that the women educational programmes conducted during period 2009-2010 around 2843. But these numbers were increased by 816 in 2012-13. From 2012-13 all these programmes were conducted by lady instructor as well as by lady volunteers. All these programmes were taken during June to August. Since the days of the harvest, are seen in the number of programmes. All these programmes were dependent on farmers calendar.

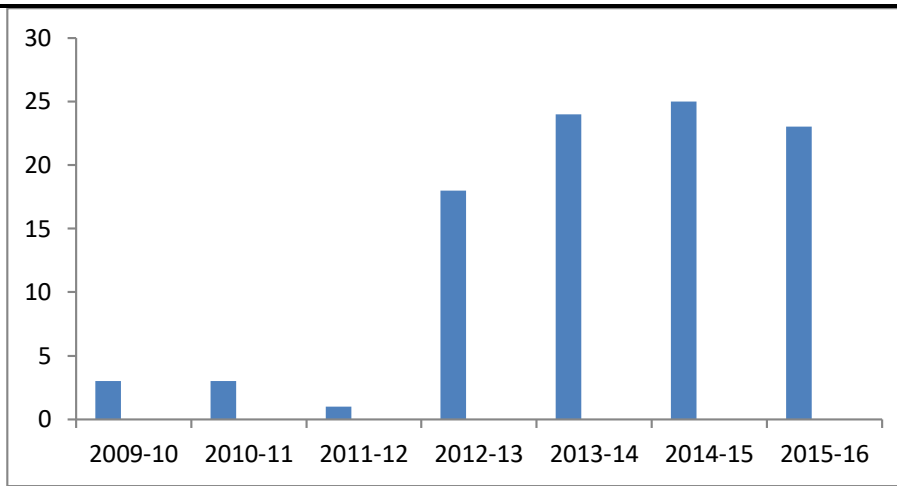
**Table No.5
Women Educational Programme**

Years	No.of Programme		Total	Percentage
	Phase I	Phase II		
2009-10	2422	-	2422	4.04
2010-11	2493	-	2493	4.15
2011-12	1950	-	1950	3.25
2012-13	1533	10159	11692	19.50
2013-14	1158	12496	13654	22.78
2014-15	2216	12404	14620	24.39
2015-16	1186	11916	13102	21.86
Total			59933	100.00

Graph No. 5 (A) Number of Beneficiaries of Ladies Revaluation Programme



Graph No. 5 (B) Percentage of Beneficiaries of Women Educaional Programme



From the table it is observed that during the period 2009-10 to 2015-16 total of 59933 women milk producers were trained. In 2009-10, 2010-11 average 2457.5 women milk producers were trained. In 2011-12 number of women milk producers were reduced. From 2012-13 ladies educational programmes were conducted by lady instructors as well as lady volunteers in various villages. From 2012-13 to 2015-16 there is major addition in number of women milk produces in training programmes.

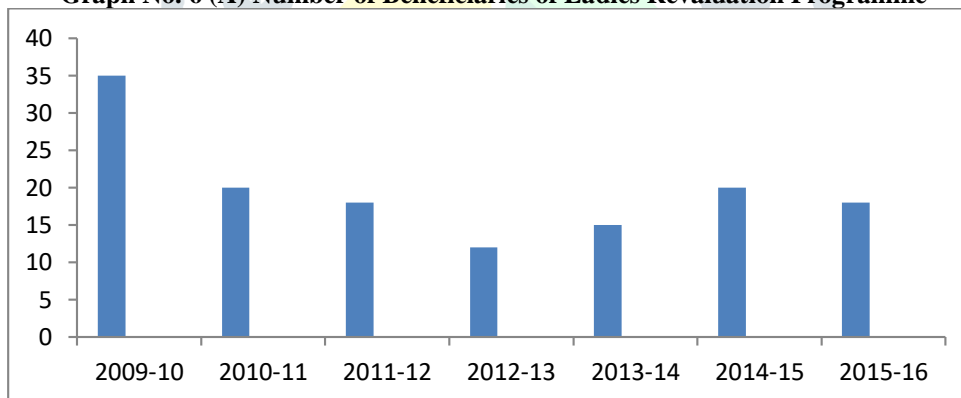
The analysis shows that the women milk producers trained in programme during 2009-10 to 2011-12 were 6865. But these numbers increased from 2012-13. Hence women are getting benefits from these training programmes and the result of it is seen that there is increase in the numbers of trainees.

**Table No.6
Farmer Training Class**

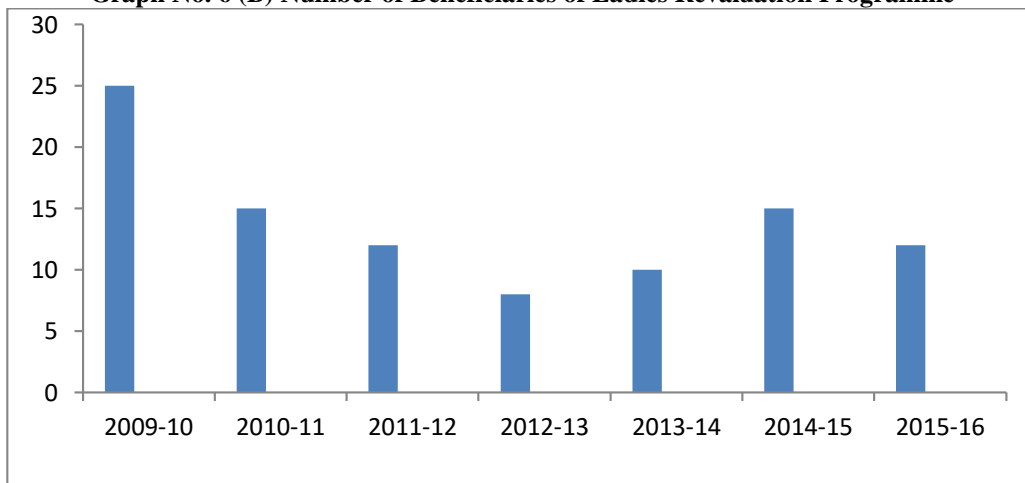
Year	No.of Programme	Percentage
2009-10	36	25.71
2010-11	19	13.57
2011-12	17	12.14
2012-13	13	9.28
2013-14	16	11.42
2014-15	21	15.00
2015-16	18	12.85
Total	140	100.00

Source : Comparty Annual Reports

Graph No. 6 (A) Number of Beneficiaries of Ladies Revaluation Programme



Graph No. 6 (B) Number of Beneficiaries of Ladies Revaluation Programme



The revision of various programmes, which are executed for ladies is revised under this programme internally. Ladies revaluation programmes are conducted according to necessity after 1 to 2 years from conducting programmes in the villages. In it, milk producer

women state their own experience. They state advantages and experiences of programmes which are arranged on behalf of saving group and Gokul to other ladies. The progress of other training programmes comes to their notice through these arranged programmes.

From the table it is observed that during the period 2009-10 to 2015-16 total of 140 programmes are conducted. In 2009-10, 36 programmes are conducted as per necessity. In 2010-11 to 2015-16 numbers of programmes reduced. From the figures 2010-11 to 2012-13 average 16.33 programmes are conducted. From the figures 2013-14 to 2015-16 average 18.33 programmes conducted.

The analysis shows that in 2009-10, 36 revaluation programmes are conducted. But from 2010-11 to 2015-16 the numbers of revaluation programmes are reduced.

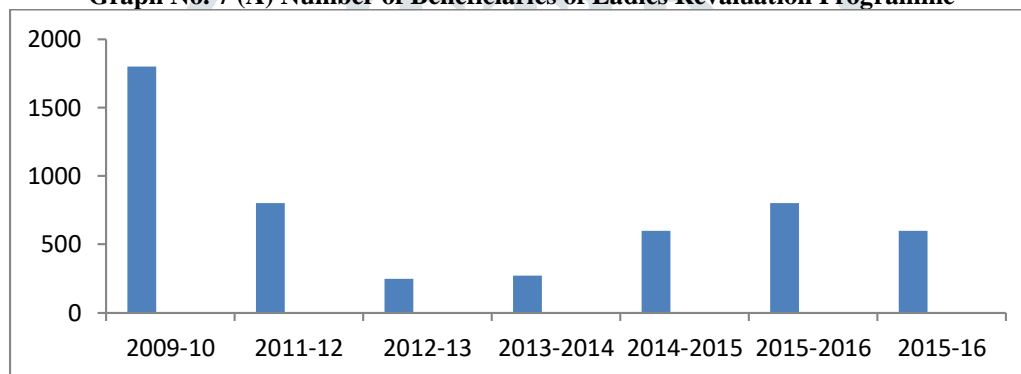
The revaluation programmes, which are arranged for ladies are more or less in number because of conducting as per necessity.

Table No.7
Farmer Training Class

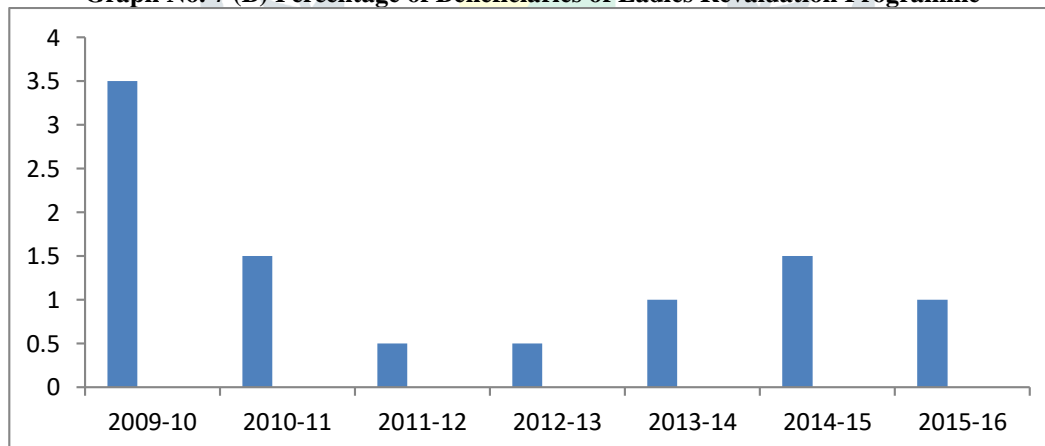
Year	No.of Programme	Percentage
2009-10	1798	3.47
2010-11	774	1.49
2011-12	274	0.52
2012-13	287	0.55
2013-14	596	1.15
2014-15	866	1.67
2015-16	583	1.12
Total	5178	100.00

Source : Company Annual Reports

Graph No. 7 (A) Number of Beneficiaries of Ladies Revaluation Programme



Graph No. 7 (B) Percentage of Beneficiaries of Ladies Revaluation Programme



From the table it is observed that during the period 2009-10 to 2015-16 total of 2178 women were trained. In 2009 – 10, 1798 women were trained. This is highest figure of beneficiaries. From 2010-11 this figure is reduced. From 2010-11 to 2012 – 13 average 445 women were trained. From 2013 – 14 to 2015 -16 average 681.66 women were trained.

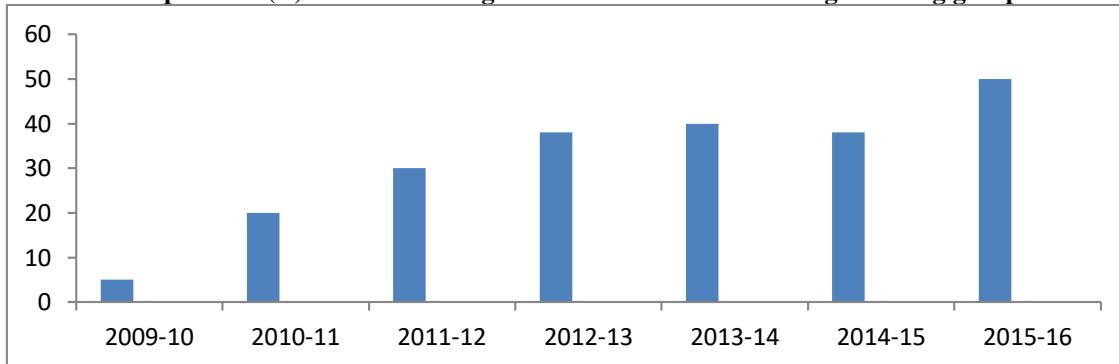
This analysis shows that in 2009 – 10 highest numbers of women were trained. But this numbers reduced from 2010-16. In those villages, ladies education programmes are executed very well, there is no necessity of conducting ladies revaluation. Therefore, where there is necessity, in the same place these programmes are conducted.

Table No.8
Divisional Meeting of saving group

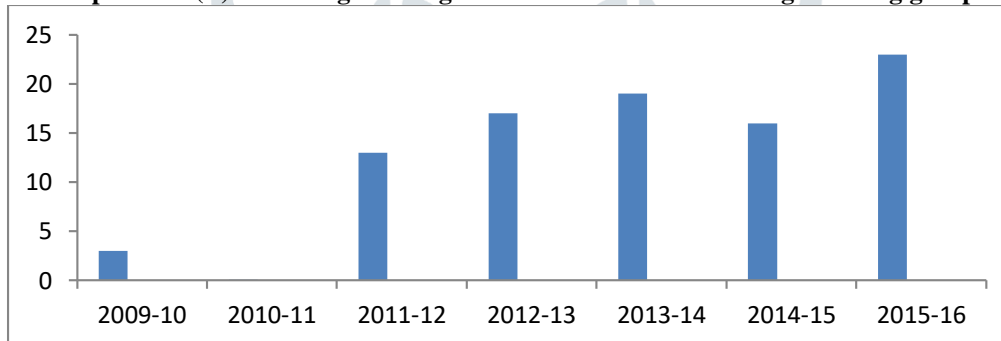
Years	No.of Programme		Total	Percentage
	Phase I	Phase II		
2009-10	04	-	04	1.81
2010-11	20	-	20	0.09
2011-12	28	-	28	12.72
2012-13	12	25	37	16.81
2013-14	12	29	41	18.63
2014-15	15	23	38	17.27
2015-16	24	28	52	23.63
Total			59933	100.00

Source : Comparty Annual Reports

Graph No. 8 (A) Number of Programmes of Divisional Meeting of saving group



Graph No. 8 (B) Percentage of Programmes of Divisional Meeting of saving group



The representatives of various saving groups are gathered together and exchanged their experiences. Each representative states own experiences and advantages, disadvantages while running saving group. This programme becomes encouraging to other ladies. As well in this programme training of small scale industry is given too. The profit and loss account, balance sheet of the saving group are checked by lady instructor. There is outstanding increment in number of these programmes from 2012-13 because of these programmes are arranged on behalf of lady volunteers under lady instructor's guidance. This figure seems 37,41,38 and 52 serially from 2012-13 to 2015-16. From the table it is observed that during the period 2009-10 to 2015-16 total of 220, programmes are conducted from the figures in 2009-10, 04 programmes are conducted. In 2010 – 11 and 2011 12, 20 & 28 programmes were conducted, respectively. From 2012-13 these programmes are arranged on behalf of lady volunteers under lady instructors guidance.

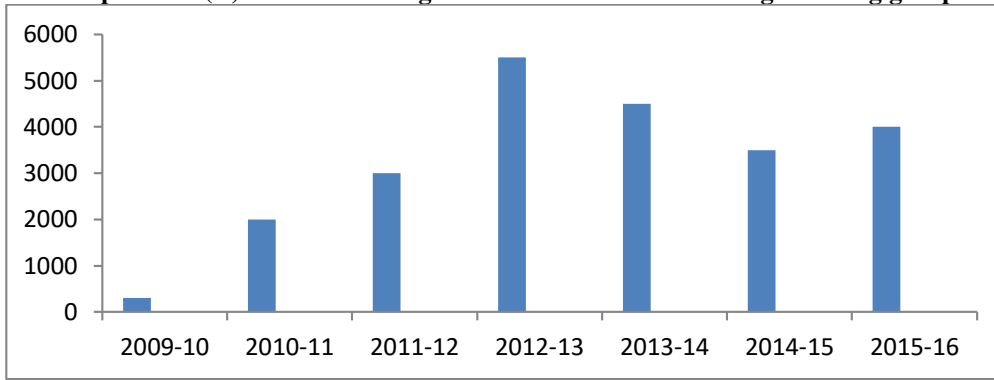
It comes to notice through observation that more vigilance has been created in ladies because of attendance issuch programmes.

Table No.9
Divisional Meeting of saving group

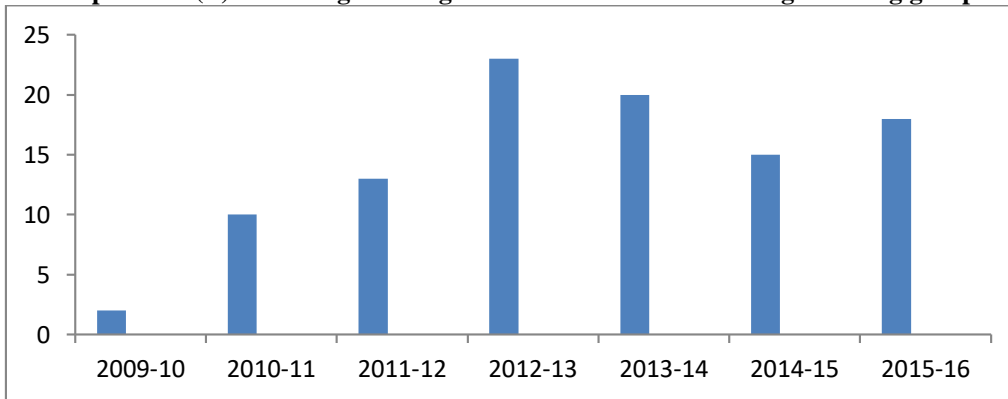
Years	No.of Programme		Total	Percentage
	Phase I	Phase II		
2009-10	400	-	400	1.72
2010-11	1887	-	1887	8.13
2011-12	3000	-	3000	12.93
2012-13	3701	1675	5376	23.17
2013-14	3335	1416	4751	20.48
2014-15	1895	1527	3422	14.75
2015-16	2452	1910	4362	18.80
Total			23198	100.00

Source : Comparty Annual Reports

Graph No. 9 (A) Number of Programmes of Divisional Meeting of saving group



Graph No. 9 (B) Percentage of Programmes of Divisional Meeting of saving group



From the table it is observed that during the period 2009-10 to 2015-16 total of 23198 women were trained. From 2009-10 to 2011-12 average 1762.33 women were trained. In 2012-13 number of trained women were increased. In 2012-13, 5376 women were trained. From the figure 2013-14 to 2015-16 average women were trained.

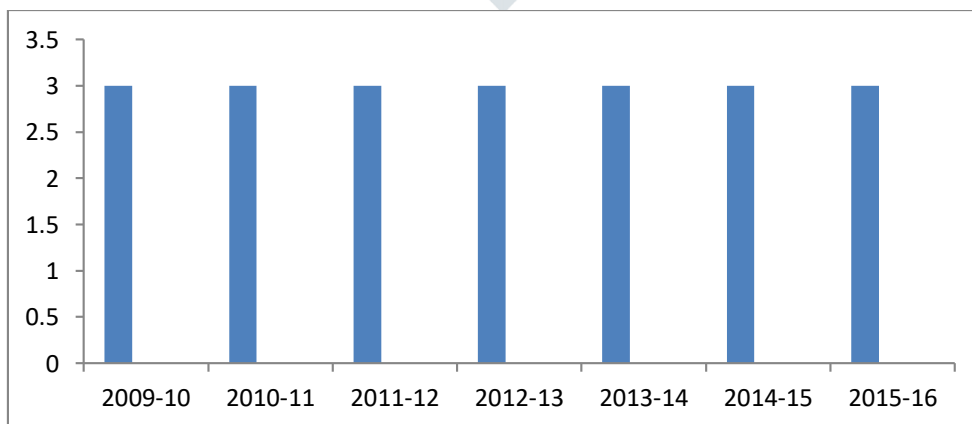
The analysis shows that the target is of attendance of minimum 100 ladies to each session for this programme. But it comes to notice through above observation that the figure of attending ladies to this programme has been increased.

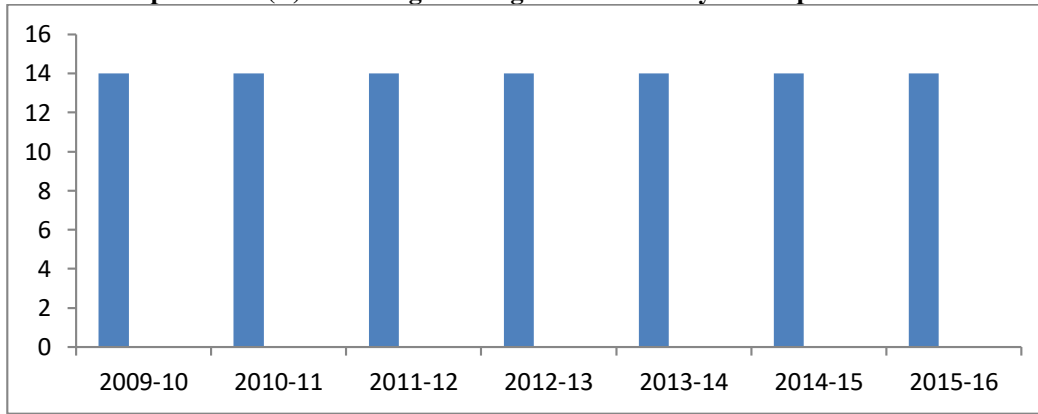
**Table No.10
Rally of co-operation week**

Year	No.of Programme	Percentage
2009-10	03	14.28
2010-11	03	14.28
2011-12	03	14.28
2012-13	03	14.28
2013-14	03	14.28
2014-15	03	14.28
2015-16	03	14.28
Total	21	100.00

Source : Company Annual Reports

Graph No. 10 (A) Percentage of Programmes of Rally of co-operation week



Graph No. 10 (B) Percentage of Programmes of Rally of co-operation week

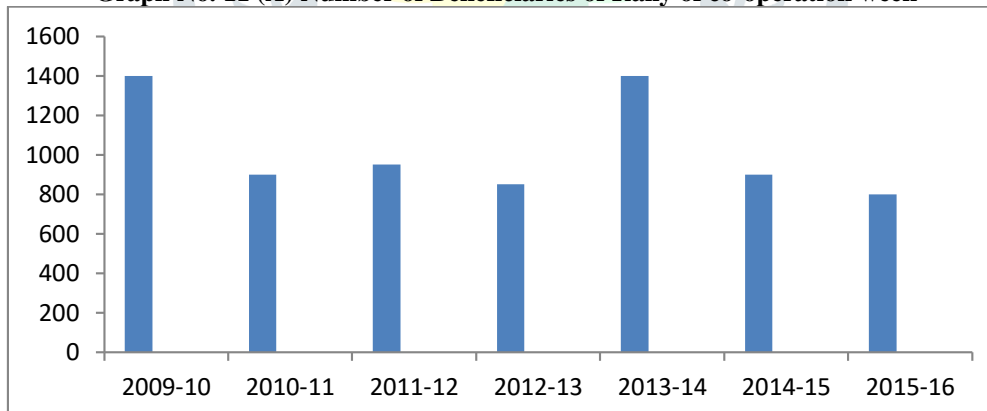
In all India, from Late Pandit Jawaharlal Nehru's birthday that means 14th Nov. to 20th Nov. this whole week has been celebrated in the form as Akhil Bhartiya Co-operative week. These programmes are brought into force on behalf Kolhapur Zilla Dudh Utpadak Sangh at Bidri (Borwade) Gadhinglaj and Kolhapur these 3 places. In its guidance is granted regarding Ladies and co-operation and co-operation and Privatisation. To engrain principles of co-operation in ladies is the main intention of this programme.

From the table it is observed that during the period 2009-10 to 2015- total 21 programmes conducted. Every year in these three departments above all programmes are organized. So the number of programmes are three and it is same every year.

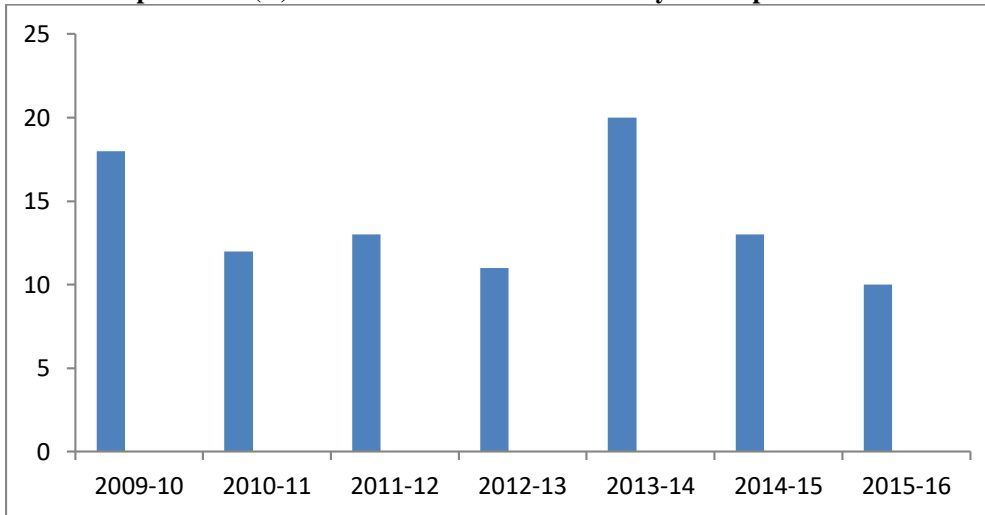
Table No.11
Rally of co-operation week

Year	No. of Programme	Percentage
2009-10	1368	18.92
2010-11	896	12.39
2011-12	919	12.71
2012-13	875	12.10
2013-14	1425	19.71
2014-15	945	13.07
2015-16	800	11.06
Total	7228	100.00

Source : Company Annual Reports

Graph No. 11 (A) Number of Beneficiaries of Rally of co-operation week

Graph No. 11 (A) Number of Beneficiaries of Rally of co-operation week



From the table it is observed that during the period 2009-10 to 2015-16 total 7228 women were trained. From the figures 2010-11 to 2012-13 average 89.66 women were trained. In 2013-14 number of trained women were increased. From the figure 2014-15 to 2015-16 average 872.5 women were trained.

This analysis shows that in the year 2009-10 and 2013-14 the figure of attended ladies for this programme is 1368 and 1425 respectively and the said figures more than the figure of attended ladies another years. In these both years, it finds that the said figure is more because of in these two years the function of distributing prizes of milk organizations.

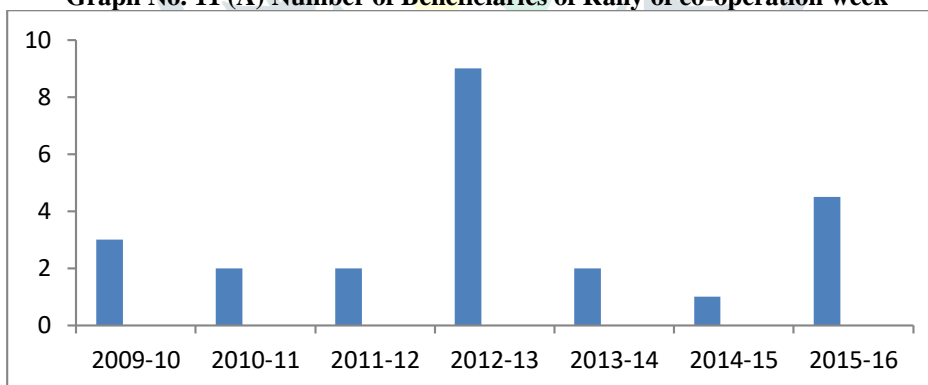
During this co-operation week rally programme the attendance of ladies seem to be decreased because of festival of Diwali.

**Table No.12
Rally of Survey**

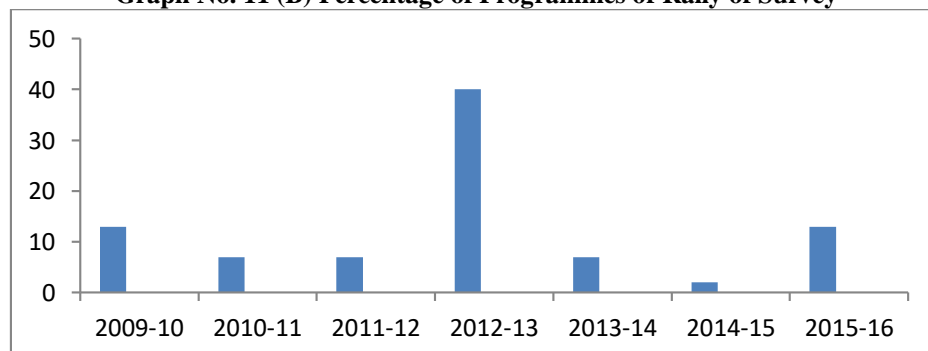
Year	No.of Programme	Percentage
2009-10	03	13.63
2010-11	02	9.09
2011-12	02	9.09
2012-13	09	40.90
2013-14	02	9.09
2014-15	01	4.54
2015-16	03	13.63
Total	22	100.00

Source : Company Annual Reports

Graph No. 11 (A) Number of Beneficiaries of Rally of co-operation week



Graph No. 11 (B) Percentage of Programmes of Rally of Survey



This programme means rally of survey of milk producer, in brief it is their get together. In so many villages this is arranged after achieving target of Gokul. In it various action plan are quoted. Games are played for entertainment.

From the table it is observed that during the period 2009-10 to 2015-16 total of 22 programmes are arranged. In 2009-10 to 2011-12 average 02.33 programmes are arranged. In 2013-14 to 2015-16 average 02 programmes are arranged.

In 2012-13, 09 rally of survey programmes are arranged. The year 2012-13 it Golden Jubilee of Gokul, therefore in this year the figure of programmes is most. When there is situation of code of behavior of emergency as well as elections of Vikas Society, Grampanchayat, Zilla Parishad will be taken place in villages, these programmes will not be conducted. Consequently in above table, the figure of programmes seems to be less or more.

6.0 FINDINGS :

1. In artificial insemination training programme the main reason was observed to be less awareness of the farmers to attend the training sessions.
2. In secretary training programme, the main reason was observed to be less inclination of the secretaries to attend the training sessions.
3. In farmers training programme, the main reason was observed to be less inclination of the farmers to attend the training sessions.
4. In women educational programme, the main reason was observed that all these programmes were dependent on farmers calendar.
5. In women educational programme, the reason was observed that women are getting benefits from these training programmes and the result of it is seen that there is increase in the numbers of trainees.
6. In ladies revaluation programme, the main reason was observed that these programmes, which are arranged for ladies are more or less in number because of conducting as per necessity.
7. In ladies revaluation programme, the reason was observed that, where there is necessity, in the same place these programmes are conducted.
8. In divisional meeting of saving groups it comes to notice through observation that more vigilance has been created in ladies because of attendance is such programmes.
9. In divisional meeting of saving groups, the analysis shows that the figure of attending ladies to this programme has been increased.
10. In rally of co-operation week, it is observed that every year in Gokul's three departments above all programmes are organized. So the number of programmes are three and it is same every year.
11. During Co-Operation week rally programme, the attendance of ladies seems to be decreased because of festival of Diwali.
12. In rally of survey, the figure of programmes seems to be less or more because of situation of code of emergency as well as elections of Vikas society, Grampanchayat, Zilla Parishad.

6.1 SUGGESTIONS :

1. In Farmer Training Class it is necessary for increasing farmers' attendance they have been to be guided and inserted strict rules regarding attendance.
2. Secretaries should be attracted for attendance in the purpose of Secretary training and it is necessary to fix rule for it.
3. Vigilance of awareness should be created in Milk Producer in case of Artificial Insemination.
4. Various new plan inner to Laides Educational Programme should be brought into force.
5. The various attractive interesting programmes should be arranged for keeping women's constant attendance inner to Laides Educational Programmes. Gift should be granted to present ladies.
6. Ladies Revaluation Programmes should be performed on behalf of ladies volunteers alongwith Ladies Instructor.
7. In those villages, Ladies Educational Programmes are executed very well, there ladies ought to be granted various prizes in those villages.
8. In each village various Ladies Saving Groups should be established on behalf of Divisional Meeting of Saving group.
9. The training of home / small business should be offered to present ladies on behalf of Divisional Meeting of Saving Group in very well manner. The said training should be improved.
10. The figure of programmes inner to Rally of Co-Operation Week should be increased.
11. The women's attendance to Rally of Co-Operation week because it is held in Diwali Festival, therefore, these programmes should be held after Diwali festival.
12. In view of importance of Rally of Survey, figures of these programmes should be increased. As well, these programmes should be brought into force by deleting duration of various elections.

7.0 CONCLUSION :

Gokul never considered the 'Human' as a resource but become itself a resource for the development of Human & Society. No doubt there is commercial angle, but the social angle developed and maintained by Gokul is not smaller than the commercial one. Now a days, world over development is measured on the basis of development of human. If it is correct, Gokul is on the right track. Mahatma Gandhiji's many principles are followed. He had a dream of uplifting the union through uplifting the human. The same is achieved by Gokul still miles to travel on the same path.

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