



WOMEN ENTREPRENEURSHIP: WORKING OF MULKANOOR WOMEN'S COOPERATIVE DAIRY

P.Padma

Assistant Professor
Sri Shivani Institute of Management
Islampur, Karimnagar, Telangana, India

Abstract

The MWCD (Mulkanoor women co-operative dairy at Karimnagar District OF Telangana State) is one of the noble enterprises which are initiated and organised by the only women. Dealing with the milk and milk-based product, The MWCD started in the Mulkanoor Village which is a most drought-prone area in the north Telangana, the Women's Cooperative Dairy started milk procurement on 17th August 2002. With the help of the 14 villages, 200 Members, Over the 19 years of existence in the market the villages increased to 56 and members 40435, this scenario indicated the empowerment of the women in the small clusters through collective action. This research paper tries to understand different stages of cooperative and Milk Movement. The organisation movement and complete scenario of the Women's Cooperative Dairy of the Mulkanoor with the help of recent data and information. This research to be discussed about the Women Entrepreneurship Working Women's Cooperative Dairy.

Keywords: Cooperative System, Women Cooperative Dairy, Allied Practices, Entrepreneurship, Women Empowerment, Indian Cooperative Movement, Policy Impact.

Statement of the Problem

“In an age where community involvement and partnerships with Civil Society are increasingly being recognised as indispensable, there is clearly a growing potential for Cooperative Development and Renewal World Wide.”

Kofi Annan
Former UNO Secretary

Women is a great work force in social Indian Economy. Her work effectively and contribute in agriculture and allied activities in India, she shares majority of the work in the family activities and supports the husband in external and internal works, and there are 2,21,38,631 women's in the Telangana state and in this majorly cultivates are 10,04,288 and Agricultural labors are 64,14,785, if we observe the last decade Women are empowered in many activities majorly through (SHGs) with help of Rigorous community participation, but coming to agriculture and allied sectors, women has not in the small-scale nor large scale majorly, if we see women empowerment in the undivided Andhra Pradesh. The women's achieved in many activities with the community-based activities like ex: anti-liquor movement (1990), SHGs Movement in (2000), also SERP (Society for Elimination of Rural Poverty, 2000) initiated Community Managed Sustainable Agriculture (CMSA) in 2004 to work on agriculture-allied based livelihoods, supporting them to adopt sustainable agriculture Allied practices to reduce the costs of cultivations and increase net incomes

The initial stage the farmers totally dependent on the local money lenders, they charge high interest rates and frequently rate of interest change according to the person, when conditions were not favouring to the farmers, and they sell their belongings and pay the debts. Poona and Ahmednagar witnessed that farmers spearheaded an agitation against the moneylenders. The (Land Improvement Loans Act, 1883) has provided some loans for the farmers like construction of wells, tanks and other works for the storage, supply or distribution of water for the purposes of agriculture, or for the use of men and cattle employed in agriculture. Than (Agriculture loans act 1884) make the government be part of the recovery of the loans, but the limitation of the both acts were facilitated mostly in north India, This are not fulfilled the complex problems of the rural farmers. Coming to 1901 famine commission suggested alternative methods solve the problems of the rural farmers. It is noted about Indian farmers, Indian farmer born in debt, live in debt and died in debt.

The movement goes to another phase by the Madras Government, which deputed Sir Fredrick Nicholson in 1882 to study on international cooperative's models for the establishment in the Madras province. His rigorous study has taken up Raiffeisen model, Egypt. Based on the report 1904 Indian Cooperative Societies Act came into the existence.

Co-operative Movement in India

The co-operative movement initiated 1904 act in India to address the farmer issues. It enabled the registration of urban and rural credit societies. The rural cooperatives are given by unlimited liability. The act is not able to meet the growing needs, after some changes in the act in the year (1912), according to cooperative principle and their interest-based promotion of the credit or non-credit societies was developed, central level cooperatives are allowed to register, exemption from the compulsory registration, income tax, stamp duties, registration fee, etc., 1/4 of net profit shall be carried to reserve fund. The government was taken a role for strengthening the movement towards more inclusion in farmer level, (1915) Mac lagan committee suggested that: During this phase the movement



has gone into economic crisis, prices fall in Agri commodities, due to this some good working Cooperatives paralyzed, many committees taken place to recover the circumstances, the committees are Vijayarahavacharya committee in madras, Rehabilitation committee in Gwalior, Mehta and Bhansali committee in the reorganization of co-operative movement in Mumbai and Wace committee in Punjab. (Source: Cooperative movement in India, Nilakanatarath, 2019)

After the independence of India, the cooperative movement has gone several achievements; the first five-year plan 1950-51 has placed an important role for the cooperatives. The major principle of mutual aid, Practice of self-help and thrift which sustain the cooperatives, and generate the feeling of democracy among them, they have created a concept of trusteeship of the organisation. After that several committees worked for the resettlement of the cooperatives to run in good pace, Policy resolution (1958), committee on co-operation (1964) for the cooperative –credit, all India credit review committee (1969) with help of above committee majorly they have focused on identification of bogus societies, corrupt elements, and the major agency they are able to propose, that is Small farmers Development Agency etc.

Status of Milk Movement in India

India is the largest milk producer in the world and milk production is based on smallholder system with one or two milk animals. Milk production in India takes place in millions of rural households scattered across the country. A survey of "Operation Flood" areas in 1995-96 showed that marginal farmers and landless households account for about 44 percent of total milk production in the Operation Flood areas. It also showed that about 72 percent of the households having milk animals had only one or two animals each. This share varied across regions, from about 90 percent in the East to about 60 per cent in the North. However. The comparison of the composition of milk producers (category-wise) over 1988-89 to 1995-96 does not show any significant change in the composition of milk animal households in Operation Flood areas. Milk production was more or less is found stagnant during the 1950s and 1960s and annual production growth was negative in many years. The per capita availability of milk declined which concerned the policy makers.

During the second-half of the 1960s, the government of India made major policy changes in the dairy sector. Milk production in rural milk sheds through milk producer cooperatives and movement of processed milk to urban demand centers became the cornerstone of government policy for dairy development. This single policy initiative of the government gave a boost to dairy development. Uttar Pradesh was the largest milk producing state in the country, producing about 13.5 million tons of milk, followed by Punjab (7.6 million tons), Rajasthan (6.2 million tons), Maharashtra (5.6 million tons) and Madhya Pradesh (5.4 million tons) in 2005-06 These five states account for about more than half of India's milk production. In terms of per capita availability of milk. There are wide inter-state and inter-regional disparities.

The per capita availability of milk is higher in the northern states like Punjab (880 gms/day), Haryana (592 Gms/day) and Himachal Pradesh (330 gms/day) whereas the eastern states have low availability of milk (51 gms in Orissa to 123 gms in West Bengal per day) (Figure 2). Considering per capita milk requirement recommended by the ICMR at 220 gms per day, only seven states, namely. Punjab, Haryana. Himachal Pradesh, Rajasthan, Gujarat and Uttar Pradesh have per capita availability of milk above this level. There is also a wide disparity in consumption of milk between the rural and urban areas.

Women contribute 60 – 80% of rural agriculture labour and are extensively involved in various farm operations and agricultural activities. In animal husbandry, women have a multiple role and their activities vary widely ranging from care of animals, grass cutting, fodder collection, cleaning of animal sheds, processing of milk into products, to collecting and processing dung. In low rainfall, semi-arid and arid areas much of the work with regard to animal management has to be looked after by women due to migration of males for work. Women undertake dung composting and carry farm yard manure to the fields. Women also prepare cooking fuel by mixing dung with twigs and crop residues. Rural women were found to devote 90 per cent of labor force in livestock farming. About 75 million women as against 15 million men are engaged in dairying in India².

Women accounted for 93percent of total employment in dairy production. Though women play a significant role in livestock management and production, women's control over livestock and its products is negligible. However, in many cases, the income generated from dairy animals does not reach the hands of women and neither does the decision regarding sale and purchase.

India has enormous potential for entrepreneurship development in terms of diversity of rural occupations. Livestock production is one of the promising sectors of entrepreneurship development in India. In dairy industry the role of rural women are inevitable. Development of entrepreneurship ensures optimal utilization of resources and facilities and value to products and services. Milk and milk products have cultural significance in the Indian diet and have become an important source of protein for rural poor. The socio-economic and demographic changes, rising income levels, urbanization and changing food habits and lifestyles are important factors which increase demands for dairy products. Further, on the supply side, technological progress in the production and processing sectors and institutional factors, played an important role. Today, women are not on the backend of dairying but they have



become vanguard of dairy development. The statistics like total women producer which is 43.80 Lakh of which 3.29 Lakh management committee members (2013), 354 board members (2013) is very enthralling, also all women registered Dairy cooperative societies (DCS) currently is at 26,700 of 1.60 lakh village dairy cooperative society as on upto 2020. The annual growth rate of all women DCS is about 10%. (NDDDB)

Women Dairy Cooperatives(WDCs)

NDDDB recognizes the importance of "Support to Training and Employment Programme" (STEP), as a way to encourage the women's participation in dairy cooperatives. It provides financing for cooperative milk producers' unions. Under this programme, dairy cooperatives are formed with membership as well as the management entirely composed of women milk producers. Co-operation is firmly rooted in Indian soil and it represents the finest qualities of our people, honesty, democratic consensus, mutual concern, and self-reliance. According to Sheela and Ramegowda⁷ women's dairy co-operatives will perform better than men's because women are less political, more loyal to the cooperative concept, more inclined to co-operate with each other and to place their common interests and concerns above the superficial differences of religion, caste, and political affiliation. Women dairy cooperative members are almost uniform in their emphasis on the theme that, by becoming actively involved in the cooperatives, individual women have become aware of their own capabilities of the strength that can be achieved by working cooperatively with other women. The dairy cooperative movement has transformed the lives of rural women by providing some economic independence. Throughout the country, women from 11 million families, tend to rear their buffaloes and cows at home, while men toil in the fields. Income from dairying is mainly due to the contribution of women and thus to the total family income. No other means would effectively provide worthwhile employment to this vulnerable section of our population. At present 2,476 women, dairy cooperative societies are functioning in the selected states of India with 1.63 million women membership (18%). However, women constitute less than 3per cent of total board members of the dairycooperatives.

Mulkanoor Women Cooperative Dairy (MWCD)

It is one of the examples of a community enterprise with wide range of customers, and working for the livelihood enhancement of large number of rural milk producers. It started operation in 2002 providing services to more than 107 societies with 19616 memberships in an area of 30 km around the Mulkanoor village in Karimnagar district of Telangana State. It has Rs. 368.90 lakh cumulative deposits, Rs. 110.14 lakh share capital and generated net profit ofRs. 11.32 lakh¹.

Evolution of MWCD

Mulkanoor Cooperative Rural Bank and Marketing Society is a landmark of successful model of a multi-purpose co-operative society which meets all the needs of the farming community under one umbrella and serves this area for the last 50 years. This bank has promoted women thrift groups and micro- enterprises in its jurisdiction under the aegis of Cooperative Development Federation (CDF) to create additional sources of income to the families. Over a period, the thrift group has accumulated savings more than Rs. 3 crores as savings with huge accumulated savings MCRB and CDF they started exploring ways of investment which would benefit a large section of people. After lot of brain-storming, they realized that many women members had milch cattle with good dairy farming experience and were already sellingmilk. Thus, the idea of promoting dairy on cooperative basis was emerged.

CDF has conducted a series of feasibility surveys in the villages and nearby cities with the technical help of National Dairy Development Board (NDDDB) and they found that there are 72 villages around Mulkanoor with at least 14,000 liters per day marketable surplus. The demand in Greater Warangal city which is 25 km distant from Mulkanoor village was about 30,000 liters per day. Demand supply gap strongly recommends to establish a dairy union with a capacity of 25 TLPD expandable to 50 TLPD. Accordingly, a dairy union was established initially and in the subsequent period, it was enhanced to its full capacity. With great efforts of MCRB, CDF and NDDDB, dairy plant was later inaugurated on17-8-2002.

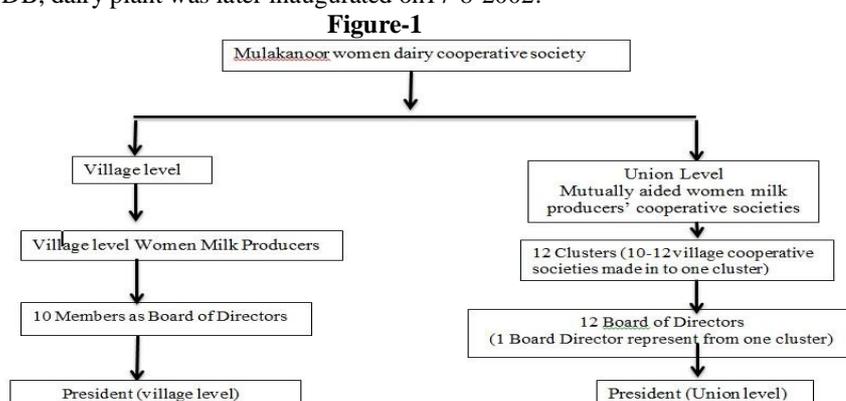


Fig. 1: Organogram of Mulkanoor Women Cooperative Dairy



The Union works within the rule framework of MMPO and the by-laws of the society. At village level, primary women dairy cooperatives (WDCS) and union level dairy union is functioning. Each village has a society which is governed by 10 elected board members. Total jurisdiction of dairy union has been divided into 12 Clusters One Director is selected by presidents of village cooperatives from each cluster which comprises seven to eight villages. Among the 12 directors, one will be elect as President. The Managing committee consisting of president and 11 other executive director members to manage the day-today activities of the union. The executive committee holds 10-16 meetings in a year and the participation rate is around 80 to 90percent. There is a rule that if a member fails to attend three consecutive meetings, she loses membership of the cooperative. The membership is of two kinds viz., participatory and non-participatory. Participatory members are those who supply 180 liters of milk to the union for six months in a year. They only will have the right to vote. At the WDC level Rs. 100 per member was collected towards share capital in the respective WDC. The collected share capital is remitted at the Dairy union. Those who could not supply 180 liters of milk to the union for six months in a year are called as non-participatory members. This system naturally encourages the members to become participatory members to have voting rights.

Table 2: Structure of Mulkanoor women cooperative dairy

S. No	Level	Key functions	Size
1.	Village level primary women Dairy cooperatives (WDCS)	<ul style="list-style-type: none"> • Procuring milk daily in the morning and evening from members • Providing all support services to members <i>i.e.</i>, fodder, cattle feed, veterinary health care, cattle insurance and member education services • Paying milk bill fortnightly 	<ul style="list-style-type: none"> • 111 WDCs with 20,000 members • Electronic weighing and milk testing • 50 computerized WDCs in own buildings
2.	Sub district Level Dairy union	<ul style="list-style-type: none"> • Procuring milk daily in the morning and evening from WDCs every day • Organizing all support services - fodder, cattle feed, veterinary health care, cattle insurance and member education services • Paying milk bill to WDCs fortnightly • Processing of milk into packaged milk and milk products • Marketing of milk and milk products 	75 TLPD Processing plant

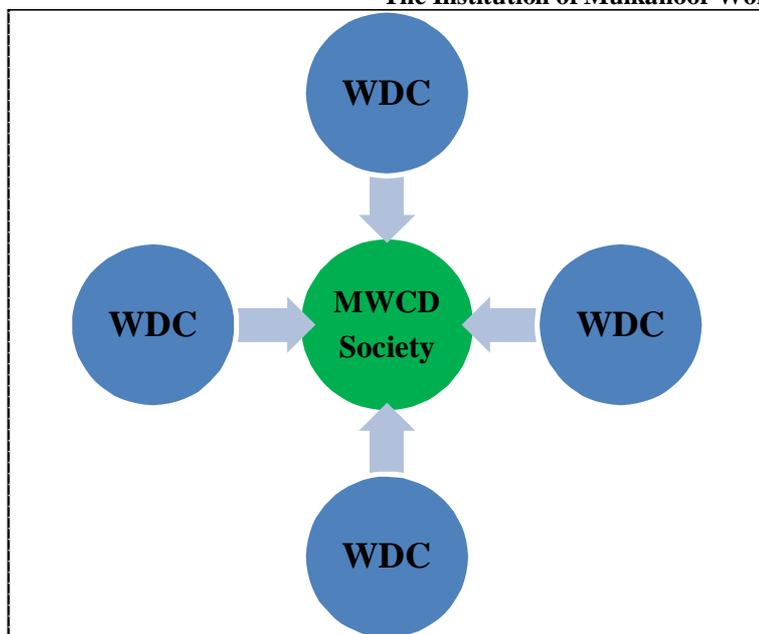
Table 3: Collecting of Milk System – Collection Point to Consumer





Fig. 4.

The Institution of Mulkanoor Women's Cooperative Dairy



Source: MWCD2016 Yearbook. (Prominent Working and Cooperation of Institutions of MWCD)

The structure of Mulkanoor Women Cooperative Dairy

The structure of MWCD having two levels. That is 1) Village Level Primary Women Dairy Cooperatives (WDCs) 2) Sub-District Level Dairy Union

1) Village Level Primary Women Dairy Cooperatives

- Collecting milk in morning and evening from members every day
- Providing all support services to members i.e., fodder, cattle feed, veterinary health care, cattle insurance and member education services
- Paying milk bill fortnightly
- 250 WDCs with 40,435 members, having electronic milk testing and weighing equipment
- 250 Primary dairy Cooperatives are computerised and own Buildings.

2) Sub District Level Dairy Union

- Collecting milk in morning and evening from WDCs every day
- Organising all support services – fodder, cattle feed, veterinary health care, cattle insurance and member education services
- Paying milk bill to WDCs fortnightly
- Processing of milk into packaged milk and milk products Marketing of milk and milk products

Investments and funds of the MWCD

The total expenditure incurred by the Dairy Union for the erection of the plant as on 31.12.2002 was Rs 331.37 lakhs. This amount was assisted as a loan by the Cooperative Development Foundation (a non - government organisation) and this loan was repaid within 4 years. Rs 100 per member at the WDC level is collected towards share capital of the member in the respective WDC. And the same amount is remitted at the Dairy Union by the WDC towards WDCs share capital in the Dairy Union. With a view to being economically self-reliant 5% of the milk – bill is retained at the Dairy Union towards WDCs Vikasapodupu (a saving product at the Dairy Union). This Vikasapodupu of WDCs is used as working capital at the Dairy Union. The project has several favourable conditions prevailing in the area ensured success. Some of them are the widespread existence of Cooperative Institutions in the Dairy Union area, of which a large number are also functioning in two-tier structures similar to that of the Dairy. The strong brand name of the MCRB is being used in villages for mobilising the members and in towns for developing the market. Another factor, which is in favor, is the distances Both in the procurement and marketing side have been deliberately kept at a minimum level. This helps in reducing the spoilage of milk and transportation cost. The project also has several opportunities for collaborative efforts in all services of Dairy. For collaborative efforts in all services of Dairy.



Table No: 5
No. Of Co-Operatives of MWCD

Particulars	Number of Cooperatives
2002-03 (17th Aug- Mar 03)	67
2003-04	79 (18%)
2004-05	93 (18%)
2005-06	103 (11%)
2006-07	104 (1%)
2007-08	104 (0%)
2008-09	105 (1%)
2009-10	105 (0%)
2010-11	107 (2%)
2011-12	109 (2%)
2012-13	110 (1%)
2013-14	111 (1%)
2014-15	124 (12%)
2015-16	140(13%)
2016-17	160 (10%)
2017-18	189 (12%)
2018-19	210 (14%)

Source: Annual reports of MWCD

Note: A figure in the parentheses denotes percentage to previous year.

The table – 5 explains that No. Of Co-Operatives of MWCD society for in every year. The MWCD was started in 2002 with 67 cooperatives from 14 villages. In the 2003-2004 year 79 co-operatives were registered which was 18 per cent higher than the last year. In the 2004-05 year 93 co-operatives were registered which was 18 per cent higher than the previous year, in the 2005-06 year 11 per cent change compared to previous year. In 2006-07 year 1 per cent higher than the previous year, in 2007-08 year 0 per cent change compared to last year, 2008-09 year 1 per cent change compared to last year, 2009-10 year 0 per cent change compared to last year, 2010-11 year 2 per cent change compared to last year, 2011-12 year 2 per cent change compared to last year, 2012-13 year 1 per cent change compared to last year, 2013-2014 year 1 per cent change compared to last year, 2014-15 year 12 per cent change compared to last year, 2015-16 year 13 per cent change compared to last year and 2016-2019 the production will be increasing day to day. This is indicating that every year the cooperatives are increasing because the MWCD is mostly focusing on the area expand for the sustainability of the Society.

Table No: 6
No. Of Members of MWCD

Particulars	Number of Cooperatives
2002-03 (17th Aug- Mar 03)	8,426
2003-04	10,000 (19%)
2004-05	14,000 (40%)
2005-06	17,000 (21%)
2006-07	18,000 (6%)
2007-08	19,000 (0%)
2008-09	19,000 (0%)
2009-10	19,000 (0%)
2010-11	19,616 (3%)
2011-12	20,118 (3%)
2012-13	19,476 (-3%)
2013-14	19,012 (-2%)
2014-15	20,000 (5%)
2015-16	20,435 (2%)
2016-17	20,904 (5%)
2017-18	30,150 (8%)
2018-19	30,175 (8%)

Source: Annual reports of MWCD

Note: A figure in the parentheses denotes percentage to previous year.



The table – 6 explains that No. Of Members of MWCD society for in every year. The MWCD was started in 2002 with 8426 members from 14 villages. In 2003-2004 year 10000 members were registered which was 19 per cent higher than the last year. In 2004-05 year 14000 members were registered which was 40 per cent higher than the previous year, in 2005-06 year 21 per cent change compare to previous year. In 2006-07 year 6 percent higher than the previous year, in 2007-08 year 0 per cent change compared to last year, 2008-09 year 0 per cent change compared to last year, 2009-10 year 0 per cent change compared to last year, 2010-11 year 3 per cent change compared to last year, 2011-12 year 3 per cent change compared to last year, 2012-13 year -3 per cent change compared to last year, 2013-2014 year -2 per cent change compared to last year, 2014-15 year 5 per cent change compared to last year, and 2015-16 year 2 per cent change compared to last year and 2016-2019 year to year increasing this is indicating that every year the farmers registration is higher than each year, because of the co operative expanding the area and promoting the different activities in the concerned expanding villages they are more focusing on the woman farmers in the area because the head of the family member engage in the farm activities always so that the MWCD thought to promote the women's farmers should be in the rearing activity for the extra and better income for the agro allied activities.

Table No: 7
Share Capital details of MWCD

Particulars	Share Capital	Per capita share capital (In Rupees)
2002-03 (17th Aug- Mar 03)	201000	24
2003-04	240000	24 (1%)
2004-05	276000	20 (18%)
2005-06	2271000	134 (578%)
2006-07	3218000	179 (34%)
2007-08	4340000	228 (28%)
2008-09	6553000	345 (51%)
2009-10	11097000	584 (69%)
2010-11	15051298	767 (31%)
2011-12	19275550	958 (25%)
2012-13	24311406	1248 (30%)
2013-14	29248384	1538 (23%)
2014-15	35688874	1784 (16%)
2015-16	38160878	1867 (5%)
2016-17	39150878	1950 (16%)
2017-18	41101500	2175 (18%)
2018-19	43101300	2390 (25%)

Source: Annual reports of MCRB & MS Ltd.

Note: figures in the parentheses denotes percentage to previous year

The table – 7 explains that Share Capital details of the society for in every year. The MWCD was started in 2002. In 2002 year share capital was 24 rupees. In 2003-2004 year share capital was 24 rupees, which was 1 per cent is higher than the previous year, In 2004-05 year share capital was 20 rupees, which was 18 per cent is higher than the previous year, in 2005-06 share capital was 134 rupees, which was 578 per cent is higher than the previous year, In 2006-07 share capital was 179 rupees, which was 34 per cent is higher than the previous year, in 2007-08 year share capital was 228 rupees, which was 28 per cent is higher than the previous year, in 2009-10 year share capital was 584 rupees, which was 69 per cent is higher than the previous year, 2010-11 year share capital was 767 rupees, which was 31 per cent is higher than the previous year, 2011-12 year share capital was 958 rupees, which was 25 per cent is higher than the previous year, 2012-13 year share capital was 1248 rupees, which was 30 per cent is higher than the previous year, 2013-2014 year share capital was 1538 rupees, which was 23 per cent is higher than the previous year, 2014-15 year share capital was 1784 rupees, which was 16 per cent is higher than the previous year, and 2015-16 year share capital was 1867 rupees, which was 5 per cent is higher than the previous year, from 2016-2019 share capital was increased. This is indicating that the per capita share capital is in higher than each year due to good farmer own up the institution and fair management.



Table No: 8
Employment at Dairy level milk business

Particulars	Number of Cooperatives
2002-03 (17th Aug- Mar 03)	28
2003-04	35 (25%)
2004-05	40 (14%)
2005-06	52 (30%)
2006-07	55 (6%)
2007-08	60 (9%)
2008-09	55 (-8%)
2009-10	57 (4%)
2010-11	70 (23%)
2011-12	68 (-3%)
2012-13	72 (6%)
2013-14	79 (10%)
2014-15	80 (1%)
2015-16	85 (6%)
2016-17	85 (3%)
2017-18	87 (5%)
2018-19	89 (4.1%)

Source: Annual reports of MCRB & MS Ltd.

Note: figures in the parentheses denotes percentage to previous year

The table – 8 explains that Employment at Dairy level milk business of the society for in every year. The MWCD was started in 2002. In the 2002 year employees were 28. In 2003-2004 year employees were 35, which was 25 per cent is higher than the previous year, In 2004-05 year employees were 40, which was 14 per cent is higher than the previous year, in 2005-06 employees were 52, which was 30 per cent is higher than the previous year, In 2006-07 employees were 55, which was 6 per cent is higher than the previous year, in 2007-08 year employees were 55, which was -8 per cent is higher than the previous year, in the 2009-10 year employees were 57, which was 4 per cent is higher than the previous year, 2010-11 year employees were 70, which was 23 per cent is higher than the previous year, 2011-12 year employees were 68, which was (-3) per cent is higher than the previous year, The 2012-13 year employees were 72, which was 6 per cent is higher than the previous year, The 2013-2014 year employees were 79, which was 10 per cent is higher than the previous year, The 2014-15 year employees were 80, which was 1 per cent is higher than the previous year, and The 2015-16 year employees were 85, which was 6 per cent is higher than the previous year, this is indicating that the Employment at Dairy level milk business of the society in higher than each year due committed management and employee timings in the job. So, this organisation maintaining the clear rules and regulation which is provided by the ILO (International Labor Organization).

Table No: 9
Employment at WDC in village level

Particulars	Number of Cooperatives
2002-03 (17th Aug- Mar 03)	122
2003-04	141 (16%)
2004-05	160 (13%)
2005-06	172 (8%)
2006-07	208 (21%)
2007-08	208 (0%)
2008-09	210 (1%)
2009-10	180 (-14%)
2010-11	186 (3%)
2011-12	188 (1%)
2012-13	189 (1%)
2013-14	190 (1%)
2014-15	207 (9%)
2015-16	223 (8%)
2016-17	244 (9%)
2017-18	301 (8%)
2018-19	375 (9%)

Source: Annual reports of MWCD

Note: A figure in the parentheses denotes percentage to previous year.



The above table – 9 explains that Employment at WDC in village level of the society for in every year. The MWCD was started in 2002. In the 2002 year employees were 122. In 2003-2004 year employees were 141, which was 16 per cent is higher than the previous year, In 2004-05 year employees were 160, which was 13 per cent is higher than the previous year, in 2005-06 employees were 172, which was 8 per cent is higher than the previous year, In 2006-07 employees were 208, which was 21 per cent is higher than the previous year, in 2007-08 year employees were 208, which was 0 per cent is higher than the previous year, in the 2009-10 year employees were 180, which was -14 per cent is higher than the previous year, 2010-11 year employees were 186, which was 3 per cent is higher than the previous year, 2011-12 year employees were 188, which was 1 per cent is higher than the previous year, The 2012-13 year employees were 189, which was 1 per cent is higher than the previous year, The 2013-2014 year employees were 190, which was 1 per cent is higher than the previous year, The 2014-15 year employees were 207, which was 9 per cent is higher than the previous year, and The 2015-16 year employees were 223, which was 8 per cent is higher than the previous year, this is indicating that the Employment at WDC in village level of the society in higher than each year due committed management and employee timings in the job. So, this organisation maintaining the clear rules and regulation which is provided by the ILO (International Labor Organization). the great thing is that they hire employees for their own working areas so that they can themselves to create emplacement, most of the human resources prefer women in highest Priority.

Summing Up

The organization has clearly indicated that it is in best growth rate but few things. it can improve in the Wastage water should be properly treated, Measures to ensure more transparency at village level, display of progress and accomplishments at centers, need to raise to demand, Convergence with Govt. & other institutional programmes to be tied up, and Centers for sale of by-products to be set up. The Cooperative model failed due to some circumstances in India, but the studied organization has proven the collaboration of collective action is always best for the reduction of the poor and development of the economic life; the challenges are always intermediately dwell with the development. But the development comes through the proper resource utilization and management of the funding. This has proven as the Asian fastest growth rate entrepreneur. The MWCD is gradually growing Organization, the model is the empirical model for the many promoting women based collective development entrepreneurs and business models the way of approach to the organization is purely local-centric in terms of employment, economic development of the poor, this initiative must be success in every state in a country that helps the national income to the development of the country ahead.

References

1. Annual Reports, MWDCs, 2011-12, 2013-2014, 2015-2016, 2016-2017, 2018-2019, 2019-2020.
2. Archana G. Gulati: (2019) Ensuring Inclusive growth kurukhestra.
3. BebekDebrai and Laveesh Bandari: Inclusive growth - Inclusive inequality inaugural address at RBI Mumbai June 29, 2015
4. Dr.Manmohan Singh : Inclusive growth – Challenges for Corporate India address at CII annual general meeting at New Delhi May 24, 2007.
5. Economic Survey 2006 – 07 Government of India. Aug. 2013.
6. G.R.Madan. (1994). Co-operative movement in India.
7. Glynn Mc Bride. (1986). Agricultural Cooperatives: Their Why and Their How.
8. Inclusive growth Consultation: New Delhi August 29, 2017.
9. Information Technology and the Employment Relationship: An examination of the Adoption and use of Electronic Health Records – Ph.D. submitted by Adam Seth Litwin to the Alfred Sloan School of Management.
10. Jaya S. Anand. (1999). Co-operative Agricultural and Rural Development Banks.
11. L.K. Advani: Good Governance is key to Inclusive growth address to Annual conference of CII April 30, 2015.
12. On the Inter-Group Inclusiveness of India's Consumption Expenditure Growth.2012. D Jayaraj, S Subramanian
13. RaddarDutt&K.P.Sundaram: Indian Economy Chand Publications, Aug. 2013
14. S.Mahendra dev: Inclusive growth in India – Agriculture poverty and Human Development oxford university press New Delhi 2015.
15. Sri Krishna Sudheerpatoju. (2014).Status Farmer groups in Omarabad Dist,Maharashtra.
16. SubirGokarn: Inclusive growth in India Is a dream or reality excerpted from 8th Dr.R.L.Sangvi Annual memorial address endowment lecture Ahamadabad December 6, 2007.
17. Sukupal sikh. (2014). Producer companies in India (Organization and performance).
18. Vijay Kelkar: Financial inclusion for Inclusive growth N.P Sen memorial lecture at ASCI Hyd. January 13, 2008
19. What is inclusive growth, www.worldbank.org – 2008.
20. World Bank 1995: World Development Report: Workers in an Integrating World, OUP, New York.

Related Websites

1. www.icm.gov.in
2. www.nssso.gov.in
3. www.censusindia.gov.in
4. www.telanganacooperativesocieties.gov.in