

THE
Madras Journal of Co-operation

EACH FOR ALL AND ALL FOR EACH

Journal of the Madras Provincial Co-operative Union, Esplanade, Madras.

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The Shape of Things.

Handloom Cloth :

It is gratifying to note the Handloom Cloth Merchants' Association welcomes the Madras Handloom Cloth (Price Control) Order and recognises that it has been promulgated in the interests of consumers. But the Association feels that mere fixation of producers' profit will not achieve the purpose unless the cost of production is also fixed as otherwise the producers may profiteer and the consumer is bound to suffer on that account. We feel there is something to be said in support of the criticism. But may we point out the fixation of producers' cost, taking into account the increased cost of living and enforced idleness during the period of non-availability of yarn, would naturally increase the producers' cost. Moreover, sufficient data in respect of the latter item will not be easily available and it will be fluctuating too. Therefore, we plead earnestly, as we have done before, that the Government should ensure regular and adequate supply of yarn to the weavers. If this is done, the producers' cost can be easily fixed and the prices of handloom cloth when fixed will bear real relation to the actual cost of production. Otherwise, the weavers are bound to suffer by the fixation of producers' cost.

We put in an emphatic demurrer to the suggestion made by the Association that more than one wholesale dealer should be recognised. We do not think this will be in the interests of the consumer,

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However if such a system now prevails in the handloom cloth trade, more than one wholesaler may be recognised but the profit to be shared between them shall, under no circumstances, be more than 4 per cent as any addition of 4 per cent for each wholesale dealer will only increase the cost to the consumer. As the object is to eliminate middlemen to the extent possible by reducing the margin of profit, it should not be sacrificed. Moreover, it should not be forgotten that the object of any measure of protection to the handloom weaver should be to link the producer with the consumer by eliminating middlemen. This is in the interests of both producers and consumers. This object should not be sacrificed in the interests of trade.

Price of Mill Cloth :

We are gratified to learn that the mill-owners have postponed their decision on the Government's proposal regarding the lowering of the prices of coarse yarn and cloth by subsidy created out of higher prices for super-fine goods. The mill-owners were anxious to increase the prices of coarse yarn and cloth and reduce the prices for finer counts and cloth made out of them. Timely protest only stopped this catastrophe. It is said the main ground for this increase in prices is the increased cost of production owing to the 8-hour day. But may we point out that with increased efficiency which must naturally result from 8-hour day, it should be possible to make up increased cost of production. We would also suggest that a three-shift day will also be helpful in increasing production. We read recently that in Japan four-shift day has been introduced resulting in increased efficiency and increased production. The fact of the matter is our industrialists believe in *laissez faire* and do not want the State to regulate conditions of work in industrial establishments. They would resist attempts to introduce reforms instead of co-operating with the State. Unfortunately, we have yet to feel convinced that our Governments can resist the overtures of big business. No one can stem the march of time. The shape of things to come is bound to be effected sooner or later. It is the part of wisdom to study the trend of events, and adjust themselves rather than put up a fight as our industrialists are doing.

Price of Cotton :

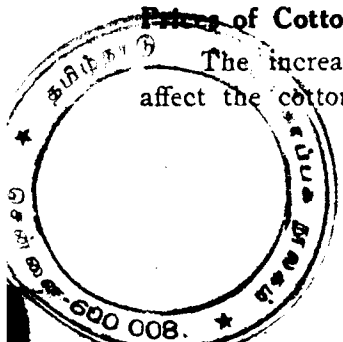
The increased cost of production and of the cost of living affect the cotton grower. He has not had a fair deal till now. In

fact, in the slump period he has been hit hard. He expects the Government to take into account the changed circumstances which affect him. He is not satisfied with the prices fixed. As producers of raw materials are equally important for the textile industry, it is the duty of the industry to see that the grower's just and legitimate claims for a higher price, consistent with the increased cost of production and of living, are also recognised. Unless a policy of "Give and take" is followed, the clash of interests which is not to the advantage of the industry, is bound to continue. The Government have to readjust the conflicting claims and find out a way which will bring the much needed relief to the grower and the consumer.

Non-official Employees :

We have reproduced in this issue the speeches delivered at the Non-official Co-operative Employees' Conference at Vellore. The speeches describe especially of Sri Krishna Rao, the woes of the non-official employees. We have more than once referred to them and pleaded that, in the interests of the movement, the attitude of the non-official co-operative organisations towards their employees should undergo a radical change. These employees are partners in the great enterprise launched for the good of the community. Unless they also receive reasonably fair treatment, the enterprise is bound to suffer in its task. Its achievements are not likely to be satisfactory. The ultimate sufferer will be the poor and ignorant member of the co-operative. May we once more suggest that a review of the present position should be undertaken with a view to increase the emoluments and improve the conditions of service of the non-official employees. While many non-official co-operative organisations are prepared to seek the loan of services of the departmental officers and agree to pay the cost which such deputation necessitates, they are reluctant to pay their own employees decent salaries though on grounds of efficiency nothing can be urged against them. This is a strange phenomenon but none the less it is true. In his presidential address, Sri V. Venkatachalam referred to some of the achievements of the Non-official Employees' Association. We join with him in offering our congratulations. But the Association should not rest on its oars. There is yet so much to do to improve the lot of its members. Moreover, the employees themselves have to be educated to act with a greater sense of responsibility and discharge their duties more efficiently. We have had occasion to

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visit areas where the co-operatives which once thrived well have suffered great set-back for want of supervision and lack of interest of the supervisory staff. We have also come across tracts in which co-operatives were considered uncongenial to the area but where, owing to the enthusiasm and hard work of the supervisory staff, they have thrived splendidly bringing blessings of co-operation to large sections of the rural population.

Co-operative Farming:

We invite the attention of our readers to an article on co-operative farming published elsewhere written by the veteran co-operator, Sri N. Satyanarayana. The experiments carried on in Godavari Lanka lands can with success, be adopted elsewhere also. We claim personal knowledge of the working of these farming co-operatives and we have no hesitation in commending their good example to other areas as well. As will be seen from the account given it is essential that necessary facilities should be afforded to make these co-operatives a success. They need patrons who realise the value of these institutions and are prepared to give every assistance and watch their working with sympathy and understanding. We know the idea of patronage is galling to some and they argue it kills initiative and makes those in receipt of it mere automats. There is patronage and patronage and as long as those in charge of these co-operatives are actuated by a sincere desire to promote the well-being of the landless labourers and the idea of exploitation is foreign to them, no objection need be raised. A kind of regimentation is necessary if such experiments are to be successful. As long as individual liberty is curtailed in the larger interests of the community, we need raise no objection. It is the motive which counts most. We know the activities of the Alamuru Rural Bank in the promotion of these co-operatives have been subjected to criticism, some times unexpressed, often prejudiced and motives are attributed to those engaged in promoting these co-operatives. But we feel much of it is misdirected and born of jealousy. The tendency to attribute motives to those who are devoted to work of this kind appears to be a habit ingrained in most of us. The sooner we shed this habit and look at results without attributing ulterior motives to those who achieve them the better it would be for our economic uplift. In co-operation there is no place for jealousy. A little good achieved even at some cost must be treated as a gain.

Our Critics:

It has become a habit with most of our public men to criticise the activities of the co-operatives without realising fully they are founded on great spiritual ideals, the realisation of which must of necessity take some time. In fact, it is doubtful if we will ever attain the ideals; but striving after them is a worthy task. Humanity thrives and receives strength by its efforts to reach the ideal. As we have often said miracles cannot be wrought in a day. Constant endeavour and persistent efforts are worth the trouble they involve. So we beseech critics of the movement to look upon it with sympathy and understanding. They may not care to join in the struggle; they may look on while others who believe in the great ideals for which the movement stands, are striving. Let them not throw stones or put obstacles on its progress. One distinct disservice these critics have been doing is to be too critical of the doings of the co-operatives and never let go an opportunity to throw mud on the workers sometimes actuated by jealousy or personal considerations. The co-operatives, dealing as they do with human beings, with all their failings, have never claimed to be paragons of virtue. Those engaged in the movement are more alive to their short-comings than even the unsympathetic critics are. It is creditable there are many who continue to labour hard to promote the movement though the experiences are such as to kill their enthusiasm. They labour because the movement stands for great ideals which are bound to be the foundations on which society will have to be built up in the future to bring about harmony and establish peace in this warring world. What are the efforts which are being made at Paris and the United States of America? They are but symbolic of the ideals of the co-operative movement.

We regret to note that some critics are taking advantage of their privileged position and are levelling charges against the co-operatives, most of which we feel they are undeserved. Even if there are failings, it is the part of wisdom to bring them to the notice of those who can rectify them rather than speak of them in the public. More harm is done than good as co-operatives, like other business concerns, thrive and work on the good will of the community. May we earnestly implore and beg of the critics of the movement not to use the public forum for their purpose but adopt other means open to them to get the defects set right. Being democratic bodies, it is just possible in some co-operatives a majority group opposed to the minority in ideology even in politics may have secured power. If

majority is bad, it is bad in other fields as well. Do we not tolerate the majority rule even in matters which affect vitally our lives. By exercising vigilance and by genuine criticism, a minority can succeed in keeping the majority not to swerve from the path of rectitude.

We have dealt at length with this aspect as the tendency to be over-critical is unfortunately manifesting itself to the detriment of the great ideals for which the movement stands. Indirectly these critics have been unconsciously endangering the realisation of the ideals on which the future world and human society must inevitably rest if peace and harmony are to be firmly established.

Co-operative College.

We have elsewhere published the proposals of the Registrar of Co-operative Societies for a Co-operative College. It may be remembered the Vijiaraghava Chari Committee recommended the starting of a College. For some reason the Government put it off. The need for a College of the kind now proposed is immediate and no further time should be lost. The Registrar's proposals need careful scrutiny. We are sure he himself treats them as draft proposals and will be glad if constructive criticism is offered. The place of the College in the scheme for co-operative propaganda will have to be considered. It cannot be treated as separate from other organisations necessary to train co-operative personnel. We earnestly request our readers to send their suggestions which will receive every consideration. We shall also endeavour to publish such views in the *Journal* if they are short and to the point.

Announcement.

The 26th Madras Provincial Co-operative Conference.

Adjourned to Christmas—December

Owing to some inconveniences, the Conference proposed to be held in September will be held during Christmas 1946, i.e., latter half of December 1946. Date, place and other details will be published later.

Societies are, however, requested to send names of delegates, delegate fees, etc., so that disappointment may be avoided and arrangements completed.

V. VIYYANNA,

General Secretary.

Important Orders.

Copy of G.O. No. 2548, Home Department, dated 31st August 1946.

Jails—Purchase of milk from Co-operative Societies and Unions—Orders passed.

The Registrar of Co-operative Societies has made the following recommendations on the resolutions passed at the first Provincial Conference of the representatives of Co-operative Milk-supply Societies and Unions :—

- (i) that jails should purchase their requirements of milk directly from Co-operative Milk-supply Societies or Unions wherever they are functioning and are able to undertake the supply without calling for public tenders ;
- (ii) that a price 10 per cent. higher than the rate charged by these institutions to the public may be allowed in respect of milk supplied by them to the jails ; and
- (iii) that the condition of requiring security deposits may be dispensed with in cases in which the Co-operative Milk-Supply Unions or Societies undertake the supply of milk to jails.

His Excellency the Governor of Madras accepts the recommendations subject to the following conditions :—

- (1) that the decision as to whether tenders need be called for or not in any particular case should be left to the discretion of the Inspector-General of Prisons, and that in cases in which supply of milk by Co-operative Societies or Unions is arranged the Inspector-General should satisfy himself that the prices quoted by them are not far in excess of the local market rates (a maximum of 10 per cent above the market rate may be allowed, if necessary) ;
- (2) that security deposits may be dispensed with in cases where the Registrar of Co-operative Societies recommends such a course.

G.O. Ms. No. 791, dated the 19th September 1946.

FOOD DEPARTMENT

From the representations received from various quarters, the Government consider it necessary to clarify the position of village committees *vis a vis* Co-operative Societies regarding the procurement and distribution of foodgrains.

In Government Memorandum No. 5210A-1/46-3, dated 16-7-1946, it was ordered that if the villagers so desired, a village committee should be constituted though there may be a village panchayat or Co-operative Society already existing in the village. In G.O. No. 450, dated 11-6-1946,

the Tahsildars were instructed to select one or two agents for the procurement of foodgrains required for village consumption in consultation with the village committees. A common feature of all the complaints received by the Government is that on this strength of this instruction the Co-operative Societies or Stores are being elbowed out in favour of dealers, who are naturally anxious to continue to be in the field and use their influence in the villages to that end. Local officers seem to have lost sight of the spirit of the instructions. The Government wish to make it clear beyond doubt that their policy is to foster the co-operative spirit and encourage co-operative institutions in all fields of activities as far as possible. As village committees are intended to look after all matters of common concern—some within the sphere of co-operative organisation and some outsider—the formation of such village committees when desired by the villagers was ordered in the Government memorandum referred to above. But it was not intended that this order should work in a manner detrimental to the Co-operative movement. It should also be noted that Village Panchayats cannot undertake procurement and distribution involving financial commitments as by statute they are empowered to discharge only certain specified functions and are not legally competent to raise funds required for handling foodgrains and controlled commodities.

The policy to be followed in the matter of procurement and distribution is as follows:—

Where there is already a Co-operative Society or Store in a village it should be entrusted with the work of procurement and distribution of foodgrains as well as other controlled commodities. The village committee will look after the administrative functions, like the scrutiny of demand lists, checking the strength of the families, issue of ration cards, checking the adequacy of the stock in the stores, etc., wherever fresh societies or stores are formed, this work should be transferred to them. In the case of an existing society or a new society, the Collector will have the discretion where he finds, in consultation with the officers of the Co-operative department, particular co-operative societies not suitable for this work to select private dealers in consultation with the village committees. But this should be rare.

The same agency, whether it be the co-operative stores or societies, or selected dealers, should be entrusted with the distribution of import quotas also. Different agencies, one for handling local procurement and one for handling import quotas, cause confusion and is uneconomic to either. Collectors are requested to give effect to these instructions immediately.

Co-operative societies or stores include sale societies and such other co-operative organisations which are willing to undertake the work and get the by-laws amended if necessary to enable them to do so.

Co-operative Farming

BY N. SATYANARAYANA.

Co-operative farming is successfully done in Denmark, Finland, Ireland and other European countries for economic benefit of the small scale cultivators. Under this system of co-operative farming, individual cultivators join together and purchase agricultural implements, seed, manures, cattle and machinery required for their agricultural operations. Necessary credit is obtained through co-operative agency for investment in the agricultural industry. By joint and collective purchase of their agricultural requirements, through consumers' stores and by joint and collective sale of their agricultural produce through co-operative marketing institutions, the cultivators are able to obtain better price and withstand the competition of the profiteering middlemen. Although individual ryots join together for their common benefit for co-operative farming, their individuality is not lost. The individual proprietary ownership of land is not annihilated. Whether there is loss or gain in the transaction, it is the individual that loses or gains and not the society as a whole. By the combination of small agriculturists of limited means through co-operative farming associations better farming is done with better results.

In the United States and Canada, large scale farming is done by the combination of landed proprietors under the wing of co-operation. Huge capital is invested for improvement of land. Garden and other commercial crops are raised on a large scale. Cultivation is done on a huge commercial scale with borrowed capital and hired labour. Thousands of acres are brought under large scale farming under co-operative methods using common machinery and implements for their agricultural operations. Sixty per cent of the total agricultural produce in the United States and Canada is marketed through co-operative pools. But even in this large scale farming individual proprietary ownership of land is not lost. Big landlords join together for their common benefit under co-operative farming associations.

A different method is adopted in Russia for the expansion of agricultural industry on a large scale. Russia, like India, is essentially a rural and agricultural country. Eighty per cent of the population live in villages and seventy-five per cent of her working population is engaged in the cultivation of the soil. After the

Russian revolution in 1917 the Soviet Government dealt with the nationalisation of land. Land could not be bought, sold, rented, given as security or appropriated by any means whatever. Peasants pooled their resources and formed into co-operative collectives for cultivation of common land.

The great advantage of collective farming is the use of machinery, tractors and the like which are utterly out of the reach of the individual peasant. The tractor is almost a God in Russia to-day and it is the tractor that has lead people to large scale co-operation on land. They have adopted the modern ploughs and fertilisers in the place of cattle dung. Agricultural industry is carried out under the guidance of agricultural experts instead of relying upon traditional knowledge. Collective farming is done in Russia on a large scale and agricultural industry is socialised. Land, labour and capital are brought under the wing of the State and worked according to a plan and marvellous results have been achieved within the brief space of over a decade.

Although co-operative farming was a success in the betterment of the condition of the agriculturists in capitalistic countries, collective farming under the patronage of the State in Russia passed beyond the experimental stage and proved successful far beyond the expectations of the initiators. Under collective farming socialisation applies to the land and the means of production—horses, implements and machines, cattle-sheds, stables and other farm structures, clubs and the various subsidiary establishments are public property and used collectively. The family house, personal belongings, domestic animals, and poultry remain the property of the respective collective farmers. The collective farmers have also plots for their personal use in which they are free to grow vegetables and fruit and whatever they like.

Co-operative farming can be introduced to the advantage of the ryots in our country. Under the co-operative farming, individual ryots have to join together for joint purchase of all their agricultural requirements through co-operative agencies. Intensive propaganda is required for this purpose. The services of selfless workers are essential to promote the spirit of co-operation and co-ordination among the cultivators who join the co-operative institutions for the promotion of agricultural industry.

But collective farming is different from co-operative farming. Here the three forces of land, labour and capital have to be linked

and thorough change of outlook is required among the members. There should be socialisation of agricultural industry. Without the direct help of the State, it is impossible to work and make any drastic changes in land reform. It will take a long time to achieve this object. But there is still immense scope to try collective farming even under the present circumstances in special select areas with the aid of the Government.

There are thousands of landless agricultural labourers living in our country in a most destitute condition. There is a plethora of money in co-operative banks for lack of investment. This cheap labour and this plenty of money can be easily yoked through co-operative effort so as to make the soil more fruitful and productive thereby.

There are thousands of acres now available with the Government in Godavary lankas which are annually leased out by Government to thousands of bidders. Instead of following a blind method in leasing out these lands to highest bidders on a competitive basis to thousands of capitalist farmers, the Government can as well have a long range policy in the utilisation of these lands which are at the disposal of the Government to be leased out permanently at a fixed rental to a net work of collective co-operative farming societies which are to be newly organised and registered on a multi-purpose basis.

This experiment of co-operative farming is worked at present by the Alamuru Multi-purpose Rural Bank for the last 5 years. The Bank has taken on lease 200 acres of Godavary lanka lands for joint cultivation. Sixty Harijan families are entrusted in this work of joint cultivation.

These landless labourers are given finance by the Alamuru Rural Bank for their agricultural operations. Cattle required for ploughing are purchased jointly. Ploughing is done by ryots collectively. When the harvest is realised the sale proceeds are invested in the Bank after defraying the cultivation expenses and rental due to Government. The net proceeds are distributed among the members. This method of co-operative farming is introduced in 60 families in Thatapudi and other 60 families in Jonnada. 200 acres of lanka land in Jonnada village was also obtained for lease by the Jonnada Field Labour Co-operative Society.

The Rural Bank is financing these 60 families for their joint cultivation in lanka lands. These experiments can be carried out only by multi-purpose co-operative societies which have good financial resources. If large plots of land in Godavary lanka lands are made available on long term lease to multi-purpose co-operative societies, these institutions can acquire capital and make it available to thousands of landless labourers who are now in a most helpless condition. Instead of the State controlling land, labour and capital by compulsory methods as it is done now in Russia, these three forces, land, labour and capital, can be brought under the control of co-operation on voluntary basis with better results and success.

The poor peasantry have to pool their resources and combine their small holdings into large collective farms. Primitive and laborious methods of cultivation in small detached farms can never bring good harvest. The co-operatives have to help the poor peasants to put their farms in order by combining their small holdings into large collective farms. Before the peasantry take to this collective farming, the Government must lease out all available lands to the landless labourers to introduce this method of co-operative farming by multi-purpose co-operative societies. The Alamuru method of collective farming can be easily adopted by other co-operative institutions and worked out successfully provided the Government offer cultivable lands on long term lease basis at a fixed rental.

Available for Sale.

MARKET INTELLIGENCE—1945

For the establishment of the Consumers' Movement on a permanent basis, it is necessary that Co-operative Stores should have upto date market intelligence. The booklet now published by the Union aims at this object and may be of immense use to Co-operative Store. It contains useful information as to the centres of production or marketing and seasons for bulk purchase, etc., of important agricultural products, such as food grains, pulses and grains, fruits, household requirements, clothing and other essential commodities.

Price per copy is Rs. 0-5-0. Postage Extra.

For 50 copies and above Rs. 0-4-0 a copy.

**Copies can be had from : The General Secretary,
The Madras Provincial Co-operative Union,
Esplanade, Madras.**

Conference

THE IV MADRAS PROVINCIAL NON-OFFICIAL CO-OPERATIVE EMPLOYEES' CONFERENCE, VELLORE.

WELCOME ADDRESS BY N. SOMASUNDARA IYER

*President, North Arcot Non-Official Co-operative Employees'
Association, and Chairman of the Reception Committee, Vellore*

I, on behalf of the reception committee, have very great pleasure in welcoming you all to this 4th Madras Provincial Non-Official Co-operative Employees' Conference. The Association was started by a few enthusiastic employees at Madras in the year 1937 when the employees from various co-operative institutions assembled for some training. At that time the Government and the department were contemplating a thorough officialisation of the movement. A Government Order was passed whereby all secretaries of central banks were sought to be replaced by Sub-Deputy Registrars. The move took concrete shape in attempts to replace the secretary of the Central Land Mortgage Bank by a departmental officer. The posts of Executive Officers were created in Central Banks to create a place of authority which was to be filled in only by Sub-Deputy Registrars. But no steps were taken to improve the lot of the employees.

This method of appointing their own men to all key positions and thus having full control over the affairs of institutions was first introduced some time in the year 1933. This first came in the form of commissioners to all Municipalities thus taking away even the little powers vested in councils. This was extended slowly to all non-official controlled bodies. The object of such appointments being having the entire control of administration in the hands of Government. This has created a good lot of bad blood. The Commissioners and Executive Officers felt that they owed their allegiance only to Government which appointed them and which alone can punish them and the administration of these bodies became a mere sham. This ingenious device has done incalculable harm to the growth of democracy and self-reliance and I hope the popular Madras Government will remedy this at an early date. This association was the first to raise its voice of protest against such appointments.

The first Conference of this Association was held at Rajahmundry in December 1937. Sri Krishna Rao was elected President of the Association and he continues to be its President ever since.

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Though so much has been done by the Government to get full control over the administration of the co-operative institutions by appointing Executive Officers, it is a pity nothing has been done to raise the status of the employees of the institutions on a par with that of the employees of the co-operative or other departments of the Government. On the other hand all of a sudden an agitation to further retrace and reduce the salaries of the staff was started and carried on with full vigour. This issue was taken up at an extraordinary meeting of the association held at Tenali in August 1938. The points urged by the association were security of service and provincialisation of the non-official cadre of employees. Ever since the association has been agitating for the redress of these grievances with no avail. The position today is that the salaries of employees in Co-operative institutions are very low. Some of the employees are leaving this service for other jobs which give better salary and brighter prospects. The Co-operative movement is the hope of the people for a better life. It is a beacon light of hope in a situation where darkness, poverty and illiteracy take away all hope for a better future. Such a movement is not able to attract the best brains, the reason being the low salaries paid to the staff, the unsympathetic treatment they receive, the absence of all prospects of promotion. I urge that unless these things are tackled first, all talk of postwar reconstruction of the Co-operative movement sounds as a mockery.

Everybody knows the great part that co-operative institutions should play in the building of our country in the near future and if the institutions do not have contented men as employees, will it ever be possible to achieve this object? It might be that when the employees entered the service there was acute unemployment they might have accepted any salary and have been working on a paltry sum. Is it fair for the employers to take advantage of a situation and starve the employees while extracting the maximum work from them? Do the employers wish that the employee should be content with a pittance for life and should have no more ambition? Has he not children and a family to maintain? Does he not need a house to live in? Where does he go for medical aid? Co-operative institutions that boast of doing everything for the public denies these elementary requirements to their employees.

I wish to impress upon the various non-official employers of Co-operative Societies the primary necessity of their looking into the legitimate grievances of their employees and keeping them above want, as a pre-requisite for the proper working of their institutions. The Deputy Registrar is very particular that his staff is paid sufficiently well so that his work may go on un-interrupted. Every body knows that a Supervisor employed in Co-operative Central Bank has more work than the Inspector working under the Deputy Registrar. The latter is invariably taken from the supervising staff of the bank, and why so much

CONFERENCE

disparity in their salaries? Is it not the duty of the non-official co-operators to give them the same treatment to their subordinates as the Deputy Registrars do?

Several co-operators suggested in their replies to the questionnaire to the Madras Enquiry Committee on Co-operation, the formation of "House Mortgage Co-operative Bank" just like the Land Mortgage Bank. Next to food and clothing the need for a man is a place of his own to reside. It has been conceded in all countries that there should be no man or family without a house of his own and can an employee, as he is at present placed, ever imagine to own a house and can he never hope to possess one! Is it not the duty of the State to see that such co-operative house mortgage banks be started on a big scale and help the employees to construct houses for their use at every cheap cost?

The Congress which has fortunately come into power has policies chalked out in all these matters and one of the principles for which it stands is the fixing of a minimum and a maximum salary for all grades of employments. The Congress, in its election manifesto, has stated that its ideal is the evolving of a Co-operative Commonwealth. This great ideal is dear to us all. But if this ideal is to be brought into being the first step in the direction is to ensure a living wage to all employees who have given the best part of their lives and who are prepared to give their very best to rearing up the edifice of the Co-operative Commonwealth. They should ensure security of service and scope for promotion. A minimum living wage has to be enforced. The minimum living wage as conceded by the Congress Ministry is Rs. 55 a month and we hope ere long the popular Congress Ministry will see their way to implement this programme and thus help to raise the lot of the underpaid. The Government has already taken up for consideration the question of revision of salary of its employees and it is hoped that they will not forget the very low paid Co-operative Non-Official Employees. The Congress Ministry is not unmindful of the potentialities of the movement in solving the food crisis that is becoming the major issue of the times. The Co-operative Societies are playing and given proper encouragement are bound to play a mighty role in the solution of the food and cloth crisis. I have to state that no better beginning can be done in this direction than by securing fair service conditions for employees working in Co-operative Societies for it is obvious that a contented and enthusiastic staff is the one single factor that greatly contributes to make the Co-operative Movement serve the purpose for which it is intended.

With these few words, gentlemen, I once again welcome you all to this Conference, and request you to make our conference a complete success.

THE MADRAS JOURNAL OF CO-OPERATION

ADDRESS OF SRI K. KRISHNA RAO, B.A.,
*President, Madras Provincial Non-Official Co-operative
Employees Association,*

We are all meeting after our last Conference at Salem in 1940 after a lapse of well nigh 6½ years. All these years tremendous changes have been going on round about ourselves. We suffered a lot of hardship. The prices have increased all around. Some of us grew in age and our responsibilities increased. Yet many of us have remained where we are. Our hardship increased. The Department has been going merrily along tightening its hold on the movement as also on our lives and destinies. There has been a change which brought no good to us. The employers have been apathetic and allowed things to drift. They were playing a second fiddle to what the department was saying. They were allowing higher places in Co-operative Institutions both new and old to be monopolised by the departmental men. We, the men who built this great edifice of the co-operative movement, who spent all their youthful vigour and enthusiasm to the cause of rearing up this great structure, have been relegated to the servants' table. We are now many of us worn out and frustrated and in the meantime the employees' association which was built up by the enthusiasts of 1936 and reared up by a few among ourselves was forgotten and neglected. This has been our undoing. Let us calmly ponder over the position. Let the new young men who came into the co-operative service learn that a strong and well-organised union of the employees is our only weapon in our struggle against hard conditions of service, our meagre earning and the bossdom of the employers and the department.

The need for a strong organisation, the need for concerted action and the urgent need for unity, is being increasingly realised by an ever-widening strata of employees like ourselves and we should glance around to realise the great significance of this increasing awakening among employees in offices and Banks, commercial concerns and schools. We are finding that employees in the Imperial Bank of India, the National Bank of India, the Bank of India and the Reserve Bank, have begun to organise themselves into Bank Employees' unions. Some of them have been driven to the necessity of giving strike notices demanding higher grades of salary, increased dearness allowance and better service conditions. In some cases they have had no alternative left. They had to resort to strikes, picketing and had to face repression, but in the end in many case they could secure definite gains.

We also find the military accounts clerks going on strikes. I need not tell you of the postal strike or the strikes by many other similarly placed persons who toil for bread and wear themselves away while the

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results of their toils go to enhance the riches of a few or contribute to the honour, influence, affluence of the top bosses.

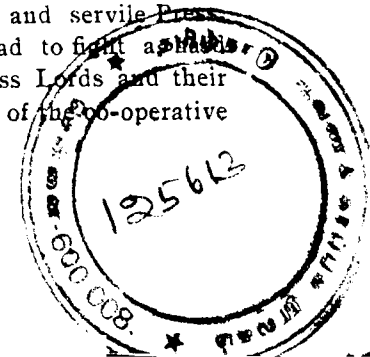
Coming nearer home, the resolutions passed at the Non-Gazetted Officers' Conference, which voted for strike action despite the sweet and harsh words of the Minister for Labour, have a very high significance.

I say this all because there is propaganda abroad which is as insidious as it is false. We are here as representatives of co-operative employees and I may say that our meeting here now is not without its significance. There has been in recent months a great awakening in the co-operative employees. There have been meetings of employees in Nellore, Vellore, Salem, Bezwada, and many other places which had record attendance. It brought into public activity persons to whom the world in the past was confined to accounts, debits and credits, despatching and faircopying defects and reviews of inspection, to whom employees' associations were unknown. Why is it that so many new employees are coming over to collective activity.

The Press represents that all this activity—activity mind you which is not without its risks and dangers—that this activity is stirred up by certain mischief-mongers and busybodies who are out to disturb the placid tranquillity of a contented life.

We know that this is downright false propaganda. As we look around, as we look at our homes and our kith and kin, as we look into the family budgets and our meagre incomes, as we look at the scarcity and soaring prices, black marketing and corruption that is daily eating into our hearth and homes, we realise that there is an economic storm raging around. The weakest is thrown to the wall and to have a square meal, to have a decent dress and to have a decent house to live in, is becoming more and more a problem of immense seriousness. When teachers go out on strikes and when lecturers and college professors, not to speak of lady teachers, go out in processions to the Secretariat only to be reprimanded by the Premier—well, you see there is something which is seriously wrong and it is to find a way out that employees who are called the black-coated proletariat are taking to methods of fight traditionally associated with the half-starved, over-worked and ill-clad workers of factories and mines.

The Capitalist Press and its henchmen are interested not so much in bettering the conditions of the employees but in safeguarding the profits of the profiteers. It ill becomes co-operative employees to be carried away by the insidious propaganda of the subsidised and servile Press. The co-operative movement in all countries has had to fight a bitter battle and are still putting on a stiff fight against Press Lords and their propaganda. We should remember that the pioneers of the co-operative



movement in this country, as also the co-operative workers today, are subjected to a similar wide propaganda. I can very well imagine the ancestors of the present day Marwari and Kabuli money-lenders saying that co-operative credit societies are started by some mischievous elements in the village. I see today what an amount of veiled and insidious propaganda is carried on by profiteers and blackmarketeers against promoters of consumers' stores. Is there any wonder that a similar propaganda is carried on by irresponsible elements against employees' associations when they ask for bread? We ourselves will have to adopt similar methods, resort to similar action, as are now dubbed as the mischief of a few to discredit the Congress Government.

Let us be clear—our fight for better living conditions is a serious struggle and from all I see today is going to be a grim struggle. The homily, preached by Mr. T. R. Venkatrama Sastri at the Royalaseema Co-operative Institute, asking co-operative employees to remain quiet and not fight for better wages, is an instance to the point. He was addressing the wrong audience. For he should find causes for any strike action, not in the employees but in the employers, the department and those who, by perpetuating low wages, long hours of work, absence of all scope for promotion, are virtually fomenting strikes. Let me make it abundantly clear. The employees do not strike for fun or for the *tamasa*. By making the conditions of work so unbearable that even a worm revolts; by taxing the patience of the employees who have put up with poverty, servitude and harsh treatment for years together, the employers and the department, I say, would be the real culprits, if at any time, there is to be a strike. The employees' cause is just because they stand on the rights of the working people who work that others may enjoy. The employers' cause which the learned advocate wants to take up is unjust for it is based on a predatory instinct, a tendency to oppress, to dominate and to get rich on the spoils of the workers.

Coming now to our service conditions, we have to define our attitude towards the department. The policy of the department, as you all know, is to dump their men into higher posts in co-operative institutions. They do this firstly to have a tight grip over the movement. The policy of the Government is to keep the movement in narrow and well-manageable bounds so that it may be bossed over by their officials. Just think what a tremendous growth the stores movement would have had but for the obstructive policy of the department, or what great net work of co-operative societies we would have had if adequate quotas of cloth, yarn, control commodities were allotted to Co-operative stores and societies. Just imagine what a net work of weavers' societies we would have, had the meaningless restrictions were not placed in the path of their development. We will have to consider as to whose interests the

Department is serving when it bans Co-operative Banks from doing Banking business. To say, therefore, that the departmental men are dumped to better the movement is a piece of false propaganda, which may deceive the unwary. If after 42 years of co-operative activity in the land, we are yet said to be fit to manage our co-operative well we know who is behind this propaganda.

The second point about the dumping of officials is the department's desire to stifle all criticism about its wrong policies and inefficient methods. Just think of the primary credit societies. Today they are languishing. They are a major problem. There has been a hue and cry about these societies from the Townsend Committee onwards. Who is responsible for this sad state of affairs? I do not hold the department alone responsible. I hold the non-official co-operators primarily liable. Both the department and the co-operators in general—barring a few exceptions—have formed themselves into a mutual admiration society and they have been responsible for the crisis in Rural co-operative credit movement. There has been no human approach to these problems.

I do not wish to catalogue the reasons for the dumping of the officials on the non-official co-operative institutions. They are many and I may state here that if the Congress Ministry perpetuates this policy, then I must say it would be a blot against the great ideals which are associated with the Congress.

The result of the above policy is that the department and non-official staff are at variance with one another. They are competitors for the place and the department being dominant, and having in many places Yes-men in the management of co-operative institutions to ditto what it says, the co-operative employees are at a serious disadvantage more so because I see to-day the Congress Ministry thinks that the words of the department is a gospel on co-operation and any attack against the department an attack against itself.

I have to take strong exception to 3 circulars issued by the department. The first Circular No. R. C. 6449/43 S of 31—7—43.

It asks all co-operative stores not to pay bonus to stores employees. Well, here is a weapon in the hands of the stores employers to deny bonus. For, as you all know, the Registrar's circulars are gospels to co-operative employers more particularly when they suit their purpose. The wording of the circular is ingenious. So long as the war lasts do not pay bonus. When the war closes the Registrar, poor soul thought, the prices would fall and controls would go, etc. When bonus is refused where prices were high, well, after the prices fall no bonus is needed. So this is a circular intended to deprive the employees of stores of their bonus for ever. Incidentally, the Registrar says stores' employees were

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getting dearness allowance. I must refute the Registrar for this statement. Did he make an enquiry as to how many stores were paying dearness allowance and how much and if it was nominal or if it was adequate. I know to this day that there are stores that have not paid a pie towards dearness allowance so far and yet the Registrar bans payment of bonus. I, therefore, request that the circular be withdrawn and another circular issued asking the stores to pay dearness allowance to its employees, as also one month's pay as bonus every year. This payment of bonus should be applicable to all societies and it should be a charge against general funds and not an item to be shared from divisible profits.

The second Circular is No. 524/45-A, dated 12-1-45.

This lays down that barring those who were already in service on or before July 1941, as Secretaries and Managers, none other than a Graduate can be appointed as an official of a Central or an Urban Bank. The Registrar says that the status of a Bank needs Graduates, etc. I do not know if this argument can be applied to departmental Deputy Registrars and Sub-Deputy Registrars. There was nothing that stood in the way of the late Mr. Deivasikamani Mudaliar being a Registrar, though he was not a Graduate. Any Deputy or Sub-Deputy Registrar or Inspector will be dumped on any Central or Urban Bank to be its Secretary or Manager though he is not a Graduate and exemption will be granted. So here there is an insidious distinction made which operates to the disadvantage of the existing employees. This has been used as a device to dump in departmental men when no Graduate with requisite qualifications applies for the post.

The most important thing is the effect this has on the existing employees. When a clerk in the co-operative department has chances of being promoted at least to the Deputy Registrar's place, or the Joint Registrar's place, and yet the heavens do not fall, but this, on the other hand, tends to make up for incentive and initiative on the part of the employees, it is most inexplicable why existing employees in co-operative institutions should not be given benefits of promotion. The absence of such a scope condemns the entire body of the non-official co-operative employees to a life of stagnation, dull despair, and gives ample scope for elections to co-operative institutions, being fought not with a view to render service to the people, but with a view to provide higher jobs, for new men who are the nominees of directors. The circular needs to be withdrawn very early. Clear instructions are to be given that higher places in co-operative institutions should invariably be filled in by promotions of the existing employees.

The third circular is paragraph 5 of R. C. 11749/45-P, of 4-9-45.

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Here there is a danger that departmental men may be withdrawn not with a view to afford promotion to those places to the existing staff but to give employment to the ex-service men. This is a most ill-conceived and unjust position. Like some public places in South Africa, here too, the higher places in co-operative institution are barred for entry to the non-official co-operative employees.

No one for a moment denies the sacrifices of the ex-service men. The Government should provide work for them by opening industrial concerns. But it is surely absurd that the rights of the existing employees for higher places should be denied in the name of service to ex-service men. This paragraph of the circular needs withdrawal.

Attitude of the employers:

The position generally advanced whenever employees ask for higher wages is that they have no funds. This is nothing new. The co-operative institutions have ample scope for expanding their business. Even the credit institutions have a good scope for increasing their business. If they are not able to do it, it is because the management lacks imagination is not actuated by a spirit of service, but trials along the path or no path indicated by the department. In fact, it is because the spirit of service does not dominate the minds of the directors that they are so unsympathetic to the just aspirations of the employees. That the agriculturists need no credit now is a myth, which is invented by the non-official co-operators to justify their policy of drift. A bold scheme to expand co-operative credit structure bring in persons who can take the lead through collective effort to increase the income of the persons, collective sale and collective purchase—all these can revive our credit structure.

Even as it is, the Central Banks are more intent on grabbing profits and to add to their reserves. They are not out to serve the people by enthusing their employees and make them work with missionary zeal. The days when a few retired officials or leisured gentlemen could run co-operatives are all gone. These are days of mass co-operative activity where the paid employees alone can work on a mass scale with devotion, zeal, and enthusiasm. But zeal and bad service conditions do not go together. So for the very development of the movement the service conditions of co-operative employees need to be bettered. They have to be paid a living wage. Prospects for their betterment should be available in co-operative institutions.

That co-operative concerns are not managed on these lines will be obvious from the following figures taken from the Registrar's reports.

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Central Banks in the Presidency :—

		(In lakhs of Rupees)	
		1940—41	1944—45
Working Capital	...	595.10	850.33
Net Profit	...	3.61	6.27
Cost of management	...	9.54	11.45
Percentage of Net Profit to working capital	...	61	74
Percentage of cost of management to working capital		1.6	1.3

The figures above have a grim tale to tell. In the first place the cost of management does not represent only establishment charges. A good portion is made up of other items. The increase in the cost of management from 9.54 lakhs to 11.45 lakhs might have been due to increase of other costs. But even taking it at its worst, the percentage of the cost of management to working capital actually declined from 1.6 to 1.3 between 1940-41 and 1944-45. While during the same period the percentage which net profit bears to working capital rose from 61 to 74. But this is not all. You know the percentage of net profit is not exact index of the earning capacity. There are allocations to the various funds before and after the net profit is computed. The owned capital of the Central Banks rose from 116.75 lakhs to 133.13 lakhs between 1940-41 and 1944-45 though from all indications there has been no increase of paid-up share capital. All along, the staff has not been given adequate grades or dearness allowance. If we take the figures relating to the District Wholesale Stores in the province, for three consecutive years, we find that their earnings have been increasing as also their owned capital though the employees' wages have been very low and dearness allowance quite inadequate.

Figures relating to District Wholesale Stores in the Province :—

		(In lakhs of Rupees)		
		1942—43	1943—44	1944—45
Paid-up Share Capital	...	7.6	16.49	24.66
Owned Capital	...	7.73	17	28.40
Working Capital	...	60.36	156.42	226.81
Gross Profit	...	3.53	23.60	42.62
Percentage of gross profit to working capital	...	5.8	15.1	19.2

From the foregoing figures it is obvious that there is great scope for increasing the salaries of employees and giving them adequate dearness allowance.

The extent to which we can succeed in getting our demands met would be largely determined by the unity and organisation which we can forge and the determination with which we can fight the common battle of all employees.

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PRESIDENTIAL ADDRESS BY MR. V. VENKATACHALAM

PANTULU, M.A., B.L.

I desire to express my thanks to the Reception Committee and other friends for the honour done to me in asking me to preside over this Conference. The non-official co-operative employees of this Province are meeting to-day in Conference after a lapse of nearly six years and, during these six eventful years, many have been the changes in the conditions of living both in this country and abroad. The tragic second World War has completely upset the socio-economic structure of the entire humanity and brought in its wake very disastrous effects. Though the war has ended sometime ago, instead of abating, the suffering of people, is on the increase day by day and the primary necessities of life—"Food and Clothing" have become scarce and we are still not out of the woods. Politicians, Administrators, Statesmen, Industrialists and big businessmen all the world over are planning strenuously to evolve a new economic order out of the ruins of the old, whereby peace and plenty are sought to be ensured and the standard of life of the lower strata of human society raised. It is heartening to note that in all such nationbuilding plans it is generally accepted that co-operation should play an important role and, next to State enterprise, co-operative enterprise is considered to be the best solution for many of our economic ills. We, Co-operators, should naturally feel proud that we are also in our own humble way called upon to contribute our mite to the human well-being. The success of our efforts, it is needless to say, will depend on our adherence to the ideals of co-operation, and the zeal of the true co-operative missionary with which we set about the work. The recent world war has vividly laid bare the tendency of human beings exploiting each other. Hoarding, profiteering and black-marketing, by a very small section of the human society, have caused and are still causing a lot of misery and suffering to the vast majority of the human race. It is really a shame that an insignificant portion of the community is exploiting the rest, but out of evil cometh good and this travail has taught us that co-operative machinery alone is most suited to combat such anti-social tendencies and thus the potent forces of the co-operative ideology have been brought to light. The importance of co-operation, though brought to prominence as a wartime necessity, should not be made to wane now that the war is over, instead, all co-operative forces should be consolidated and mobilised and, with an unified purpose, we must all set about working in order that co-operative enterprise may stand supreme above all other kinds of individual or profit-making enterprises, in the socio-economic life of the post-war world. Advantage gained during war time should be made a permanent fixture and co-operative ideology in all human enterprises should reign supreme.

The success of all enterprises and institutions depends very much on the moral worth of the persons entrusted with their management and, therefore, a very great moral responsibility rests on the shoulders of the employees of the co-operative organisations to see that all comment, *viz.*, (1) that co-operation has not made any headway in these forty years, (2) or that co-operation is a failure and that favouritism is equally present in co-operative institutions, is avoided. Co-operative institutions being democratic in character, the employee shares responsibility for the success of the institution with the employer, and I have no doubt that none of us lacks the necessary zeal or aspiration to shoulder the responsibility and carry out our work in true co-operative spirit. However, the fundamental fact that every employee, even though working in a co-operative society, has to earn his daily bread and keep his body and soul together, should not be lost sight of by those who are interested in the growth of the co-operative movement. In these difficult postwar days, while the cost of living has increased tremendously, there has not been any proportionate increase in the salaries paid to the employees of the co-operative institution. Even in the payment of dearness allowance, there does not seem to be an uniform practice obtaining in all the co-operative institutions. It is a wellknown fact that, when compared with other business institutions and Government and local bodies, the employee of a co-operative society is paid comparatively less, though the volume and responsible nature of work expected of him is almost the same and service in a co-operative institution is in no way inferior. There can be no two opinions about the fact that for efficient and successful administration the pre-requisite is contented service. "Pay handsomely and extract maximum service" ought to be the principle of a sensible employer. The employee, in his turn, will strive hard to satisfy his employer by his loyalty, honesty, devotion to duty and efficiency, and the result will be the successful working of the organisation.

We notice almost every day some kind of agitation for betterment of service conditions by the employees of some organisation or other. Trade Unionism is gaining ground and there is a general awakening of self-consciousness in every employee about the conditions of his service. Our bitter experiences of the recent strike of the postal employees are still fresh in our memory. This present strike psychology is further sustained by the fact that a popular Government is now in power and the poorer, middle and lower middle classes, who compose the bulk of the employees, and are staging these strikes and agitations, fondly hope and, rightly too, that the popular Government will carefully examine their scales of pay and other service conditions in a sympathetic manner and prevail on the respective employers to offer better pay and prospects to their employees suited to the present expensive conditions of life.

The employers also should forthwith cast off all indifference and tackle the problem in a business-like way and avoid the inconvenience that is caused to the public by the dislocation in the services on account of these strikes by employees.

The employees of co-operative societies were fondly hoping, during the years 1938-39, when the last Congress Government was in power, that the Government, through the co-operative department, which is the agency to supervise the proper working of the co-operative societies in the Province, will better their service conditions. But, with the beginning of the war the popular Government went out of power and, at last after six long years, has come back to power, this time to stay. Now let us hope the Hon'ble Minister for Co-operation will view the cause of these ill-paid, over-worked, and starving non-official co-operative employees sympathetically and advise the managements of all the co-operative institutions of the province to better the service conditions of their employees. No doubt the employers can themselves take the initiative in the matter without being advised by any extrenuous authority. I may here mention that two provincial institutions have already taken the lead in the matter. But the traditions of the co-operative movement are such that, though it is called democratic in character and is a popular movement, it is mostly controlled by the Government and the managements of the various co-operative institutions feel nervous to take the initiative fearing the criticism of the department.

I feel that it will not be out of place if I make a few observations regarding the present character of the co-operative movement as a whole in India. The existing co-operative law which governs the co-operative societies does not provide environment for the healthy development of the movement which is essentially democratic in character. The ideal with which the framers of the Co-operative Societies Acts of 1904 and 1912 started, *viz.*, progressive democratisation of the movement so as to make co-operative institutions popular in the sense of their being institutions of the people, for the people and run by the people is receding. The universally accepted principle that "Government assistance should be to evoke and supplement, but on no account to provide a substitute for voluntary effort," does not appear to find favour. The Provincial Acts which replaced the All-India Act have only strengthened still more the sphere of official control over the movement and the various co-operative institutions who form an integral part of the movement. While the boards of managements of the various co-operative institutions complain that there is too much of official control, the employees of the co-operative institutions complain that departmental personnel is drafted into co-operative institutions to the detriment of the non-official employees in service on the plea that the existing employees are either inefficient, dishonest, disloyal or unsuited to the growing trends

of business activities of the institutions. The result is that the claims of employees who have been working in the institution for a long time are overlooked and departmental men are drafted on at a higher cost not caring either for the interests of the employees or that of the institutions. The remedy seems to be worse than the disease. If the existing employees in the institutions are found to lack the necessary training and equipment, proper training should be given and they should be paid adequately and their services retained but the remedy is not to draft departmental people in their places. The non-official employee can be expected to serve the institution with more zeal and interest than a departmental officer, who always feels that he is superior to the post and is eager to go away on promotion to some other post. There are numerous instances of departmental men put in charge of co-operative stores, being transferred from the posts, when they have almost mastered the details of the trade, and other men absolutely new to the line are posted in their places, who, in turn, are transferred likewise; thus the institution becomes a training ground, but its trade a loss. We can never uphold the statement that a departmental employee is more honest, more efficient and more painstaking and of greater business acumen than a non-official employee of a co-operative society. Business acumen, let me say, is not the close preserve of the departmental employee. Among non-official employees also you find a number of persons with such a gift. We have no doubt whatsoever that the non-official employee is equally efficient, honest, and diligent and, if afforded equal opportunities and facilities in service and treated as handsomely as a departmental employee, with regard to pay and allowances, etc., will prove in no way inferior to a departmental employee. Let the boards of management reflect for a moment, that when either by compulsion or voluntarily, they are prepared to pay a high price for the services of a departmental employee, whose pay includes all kinds of extras like average pay, foreign service pay, leave pay, etc., which make the basic pay practically double, why they should put forth all theories of economy when the question of payment of an adequate wage to a non-official employee of the same cadre comes up. I may assure them that if adequate pay is offered they can get the services of equally efficient non-officials. It is high time for the department to devise means to safeguard the interest of the non-official employees and not to view them with indifference and disfavour. The managements of the co-operative institutions should be persuaded to give all possible encouragement to the members of their establishment by paying them handsomely, keeping them contented and above temptation, and the claims of experienced and efficient employees should not be overlooked, for the simple reason that they do not possess the requisite academic or technical qualifications, when chances for promotions occur.

Let not the virulent strike contagion of the present times infect the co-operative employees. Let their services be made contented and happy and to this end an immediate revision of the basic wage of the employees working in the various co-operative societies is called for. I find that, at a meeting of the delegates of the Madras Provincial Non-official Co-operative Employees' Association held at Bezwada, on 12th May 1946, certain concrete suggestions were made regarding pay, allowances and other conditions of employment.

These suggestions, considering the abnormally high cost of living during the present times, and when compared with the pay and allowances prevailing in other institutions, most certainly commend themselves to every one of us here and they ought to commend themselves to our employers as well. I have no doubt that this conference will deal with this all-important issue with due deliberation and a practical turn of mind.

In addition to providing a basic wage to the employee of a co-operative society, it is also necessary to inspire a sense of security regarding the tenure of his service. The service of no employee should be terminated except on proof of gross negligence, dereliction of duty or misconduct. The employees should, under no circumstances, be encouraged or induced to take part in the elections of office-bearers of societies, and exposing themselves to the dangers of party politics and the consequent risks of losing their jobs. Whatever may be the result of elections and whatsoever may be the composition of the board of management, the employees should be kept aloof, and their services should be unaffected. It is largely for the employees themselves to safeguard their own interests and they should be not only judicious but also courageous enough to avoid partaking in elections and doubtless their services will then be quite secure.

When the employer offers a decent basic wage and assures security of service to his employee, he will be quite justified in the interests of efficiency and good administration of the institution to prescribe certain minimum qualifications for eligibility to employment. For employment in co-operative organisations, the minimum qualifications ought to be S.S.L.C. (with eligibility for college course or Government service) and a certificate of successful course of training in a co-operative training institute. For higher posts, higher academical and technical qualifications will be necessary. It is absolutely essential to ensure efficiency in the working of the co-operative organisations, which will be possible to achieve only with a qualified and capable staff. All fresh recruitments, therefore, to co-operative institutions should be of persons with co-operative training and S.S.L.C. qualifications at least. Year after year a number of young men get themselves trained in co-operative institutes

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and it is necessary that a complete list of such trained young men with their addresses is maintained both at the office of the Madras Provincial Co-operative Union and the office of the Provincial Non-official Co-operative Employees' Association. The trained young men, who have not yet secured employment, should be in constant touch with these two organisations who can, in their turn, function as employment exchanges. All co-operative institutions, whenever they employ additional staff, should make it a rule to employ only qualified men and they should contact either the P.C.U. or the Provincial Non-official Co-operative Employees' Association for recommending the names of suitable candidates and selection can be made therefrom.

I wish to say a few words regarding provincialisation of the non-official co-operative employees' service. To my mind, it seems to be impracticable to attempt to provincialise the service before the scales of pay and other service conditions of the different posts in all the co-operative institutions are made uniform. Even then it will be futile to compare the non-official co-operative service with Government service in the matter of transfer of employees from one place to another. While in Government service there is only one employer namely the Government, in non-official co-operative service we have to reckon with numerous employers and take into account varying local conditions and the financial resources of the different co-operative institutions. Provincialisation is not such an easy proposition and, to my mind, is beset with innumerable practical difficulties. Very careful consideration of all the aspects of the problem is necessary before a definite decision is taken on the matter.

It is quite pleasing to note that the Madras Non-official Co-operative Employees' Association has district units formed in Vizag., East and West Godavari, Kistna, Guntur, Nellore, Anantapur, Cuddaph, North Arcot, Tanjore, Tinnevely, South Kanara, and that more units are in the process of formation.

The Association has been successful in—

- (i) getting a model set of service rules to be adopted by all the central banks;
- (ii) arresting the growing replacement of non-official employees by departmental men;
- (iii) arresting the drive for retrenchment and reduction of salaries;
- (iv) getting individual grievances redressed; and
- (v) creating an opinion among co-operators of the need to ensure decent wage and fair conditions of service, and the above achievements are in no way small. They are certainly noteworthy and Mr. Krishna Rao—the President of the

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Association—and others who have toiled hard to achieve the above results do deserve our appreciation as well as our heart-felt thanks.

It should be our object to strengthen the Association and make it serve the cause of its members in the most useful manner possible.

Brother co-operators—We are extremely fortunate in having in our midst to-day, the Hon'ble Sri V. V. Giri, Minister for Co-operation, Labour and Industries, to open the Conference. His intimate knowledge of service conditions in institutions and his abiding interest in the welfare of the worker, will, I am sure, go to help our cause considerably.

Friends, I wish to thank you all for having patiently heard me and let us now proceed with the rest of the items on the agenda of the Conference and I earnestly seek your co-operation to make the proceedings of this Conference a success.

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STARTING OF STUDY CIRCLE.

Under the auspices of the Institute, a co-operative study circle was inaugurated by Rajya Seva Durandhara V. S. Subramania Iyer, retired Dewan of Travancore, at 6-30 p.m. on 18-8-'46, at the Institute Hall, in the presence of a distinguished assemblage of co-operators both official and non-official. The Registrar, Mr. K. Madhava Kurup, M.A., who is also the ex-officio President of the Institute, welcomed the audience with a short speech, in the course of which he explained the objects of the study circle, and how it is to be made useful by bringing together the thinking section of the movement for discussion on subjects of topical interest, and thereby enabling the workers in the field to have a correct lead in the pursuit of their work for the well-being of humanity at large. He said as follows :—

"It is my pleasant privilege, as President of the Travancore Co-operative Institute, Ltd., to welcome you to this study circle and to express the Institute's deep appreciation of your great kindness in responding to the invitation to assemble here this evening. The Institute desired *not* to collect a big crowd, but to convene a small gathering of distinguished men who are interested in the serious study of economic questions and who believe, with greater or less faith, that many of our problems can be solved in the ways of co-operation.

This Institute is a federation of non-official Supervising Unions ; it serves to focus non-official opinion in regard to the policy of the Department : and it acts as the spear-head of co-operative effort in the State. After its recent reorganisation, it is planning to launch a propaganda campaign and galvanise into activity the two lakhs of co-operators in the State, and inspire them with an ambition to emulate the example of, say, Denmark or China, to quote two outstanding instances of countries where economic progress has been achieved to a remarkable degree with the help of co-operative ideals.

Co-operation is gradually, but surely, coming into its own ; and every day we see around us evidence of its recognition as a potent force for economic betterment in the domestic sphere as well as for stabilising peace in the international sphere. In this State, the commendable public service co-operative societies have been rendering in the equitable distribution of controlled articles has earned the appreciation of Government and incidentally enhanced the prestige of the movement among the people. The efforts of the Department to develop cottage industries generally and its achievements in the matter of organising and rationalising handloom weaving have met with some success. But the domain of co-operation is wide enough to cover every field of human endeavour ; and in the task of rural reconstruction and the raising of the standard of living of the people generally, its possibilities have not been adequately

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utilised. The fortnightly discussions taking place here are designed to create an urge for concerted action.

I would seek your indulgence to indicate the very useful part which co-operation can play in helping the primary producer, the agriculturist. The overwhelming preponderance of agriculture in the economic life of the country is wellknown ; and even with the expansion of industry and trade, land may perhaps always contribute most to our national wealth. At the best of times, agriculture, under conditions obtaining here and elsewhere in India, is not a remunerative occupation ; and at the worst of times, it is unable to provide sufficient food for the people. In this State, the scope for the expansion of cultivation is no doubt limited ; but the possibilities of increased production with the help of better seeds, improved implements, organisation of large-scale farming and use of fertilisers are certainly not exhausted. Only, the results of scientific research have not been applied and the advantages of organisation realised. The small agriculturist is a chronic debtor ; his holding is small and uneconomic owing to endless fragmentation and subdivision ; and a very large proportion of the price paid by the consumer fails to reach the producer owing to the defective organisation for distribution or the lack of adequate facilities for marketing. The middleman's profits have been estimated at 45 to 60 per cent in the case of some staple articles of production. At all stages and in all the activities of a cultivator, a Co-operative Society can help him. It can give cheap and facile credit ; it can supply manure, implements and selected seed ; it can arrange co-operative farming and reduce the evils of fragmentation and subdivision ; it can market his goods to the best advantage. Co-operation alone, it will be no exaggeration to claim, can effectively perform these social services.

Not less important is the scope of co-operation in the development of cottage and subsidiary industries. The middleman reigns supreme, for example, in the coir industry and the handloom weaving industry, two of the most important cottage industries in the State. The coir yarn spinner and the handloom weaver can be benefited tremendously by organisation into co-operative units ; and, in fact, something has been achieved in regard to the weaver. Every artisan and every craftsman will, on enquiry, be found to earn a precarious income due to lack of organisation.

A Registrar of Co-operative Societies, whose enthusiasm often outruns his discretion and who occasionally overlooks the barriers of bureaucratic proprieties, may dream dreams of a co-operative commonwealth where the functions of production and distribution are canalised through a network of co-operative organisations, ranging in scope from a village primary society to a State-wide marketing organisation, and where

the numerous duties now shouldered by the Central Government are devolved on self-sufficient co-operative village units. The growing hostility to co-operative societies and the ill-informed and prejudiced criticism from those outside the movement alone sustain one in one's endeavours, inasmuch as they clearly indicate that the vested interests are beginning to feel the impact of co-operative enterprise to eliminate the middleman and directly link the producer with the consumer and with the markets. The recent increase in the number of the enemies of co-operation is the best testimony to the success of the non-credit activities of the Department.

There are immense potentialities in the co-operative movement to improve or raise the standards of living by securing a fairer and more equitable distribution of wealth and by eliminating the middleman who mulcts the producer of his legitimate dues and fleeces the consumer. Co-operation can help to solve the problems of low productivity and consequent poverty; it can besides provide greater leisure and facilities for cultural and recreational activities. The evils of unemployment or under-employment or of unwanted leisure in the absence of adequate income should not blind us to the benefits of wanted leisure for those whose material needs have been satisfied. Food, clothing and shelter are necessary; but there are other and better things than the attainment of minimum standards in these primary needs, for which the ordinary man and woman should be taught, to yearn. Village co-operatives can provide cultural centres and add to the amenities of rural life in a variety of directions.

There has been failure to tap the latent possibilities of co-operation owing to a multiplicity of causes; the most important of them is not the apathy of the masses, but seems to be the indifference of the enlightened sections of the people. The best men and women in the land do not become active co-operators, and the movement has, it is to be feared, become the refuge of the needy and the poor; in many places, the close preserve of an unscrupulous clique in some places and the paradise of the small-scale exploiter in a few places. This should be altered; and it should be realised by all, and particularly by the progressive and well-to-do sections of the community, that co-operation can be made a living force capable of securing a more equitable distribution of the good things of life and ensuring a better standard of life generally. The aim of the series of talks being inaugurated today is partly to awaken such an interest.

The Institute has been singularly fortunate in securing Rajya Seva Dhurandhara Dewan Bahadur V. S. Subramania Aiyar to inaugurate the series this evening. There is no beneficent public activity, of a social, religious, cultural or economic character, initiated in recent years

in this State to which he does not lend his generous support and wise guidance; and we are grateful that he will speak to-day from his ripe experience and mature wisdom on what co-operation can and should do in this State.

There is no use, Sir, disguising the fact that we are out to make capital out of the fact that distinguished and top-ranking individuals of your eminence and authority are in sympathy with the co-operative movement; and we propose to tell the people that a movement which can entice a retired Dewan into a speaker's chair has vitality and dignity enough. Your presence here, to-day, has conferred a distinction on the Institute and will act as a lever to enhance the prestige of the co-operative movement.

As the paintings on the walls of this hall indicate, the motto of co-operation is "Each for all and all for each". Some of us have the temerity to feel that "Co-operation is the religion of the future". The series of lectures, we visualise, are intended to spread the gospel of co-operation and are aimed to make every man and woman in this land feel that co-operation is a way of life, should mould one's entire outlook on life and can inform and enthuse every social activity."

He concluded the speech requesting the Rajya Seva Dhurandhara to deliver the inaugural address. The Rajya Seva Dhurandhara began his speech with a declaration of his conviction that "Co-operation is the religion of the future". He surveyed the development of the Co-operative movement in Travancore and congratulated the workers for the recent advancements in various directions. He laid stress on the urgent need of societies attending to the allround progress of the agriculturist. He advised co-operation to stop the time-honoured loan business, and instead help the agriculturists by supplying them their requirements in kind. He urged the formation of multi-purpose societies in every village for this purpose, or at least one for two villages, with various activities in different branches. He emphasised the importance of societies attending to rural uplift activities including among them better cultivation, development of cottage industries, arrangement for equitable distribution—for education by establishing Schools and libraries,—sanitation and medical aid, gymnasiums for physical exercises, radios, cinemas, theatres, etc. for recreation. He expressed his conviction that societies alone can effectively reconstruct the villages on this plan. Regarding cultivation he pleaded for land consolidation to avoid wastefulness of cultivating uneconomic holdings, and said that there should be at least ten acres for cultivation to be a useful and economic avocation. He went to the extent of invoking legislation to prohibit the cultivation of uneconomic holdings of less than ten acres in extent except under land consolidation scheme, owners joining together and carrying on cultivation jointly. He hoped the study circle will prove useful by enlightening the general public of the ways in which the primary problems of the day can be solved and concluded by wishing the new attempt all success.

With a vote of thanks to the distinguished guest the function came to a close at 8 p.m.

The Ramadas Training Institute Students' Association.

INAUGURAL ADDRESS BY R. C. RATHO, ESQ., COLLECTOR.

It gives me great pleasure to have been asked to deliver the inaugural address of the Ramadas Co-operative Training Institute Students' Association. I thank the Association very much for having given me this opportunity to meet them, which I greatly value. I am always happy to move with the young and the more so because you have chosen a great career, viz., that of carrying the torch of Co-operation to far off distance—all nooks and corners of the land—for the enlightenment of the illiterate and the advancement of the masses.

This Institution within the four walls of the which we have met this evening is named after Ramadas Pantulu. The late Mr. V. Ramadas Pantulu was a great Co-operator in thought, word and deed. He never felt himself bound by technicalities but always did abide by rules which are essential for the safety and well-being of the Co-operative Movement. He knew that law is made for man and not man for law or by-laws or rules. He encouraged people to come into the fold of Co-operation and was never deterred in his efforts by the initial failings of the workers in co-operative concerns. If stray cases of mismanagement here and there had scared away men from the co-operative field, we would not have to-day been witnessing the all-round activities of co-operative organisations all over the province. The Ramadas Institute started work on 23-1-1929 and has behind it a good record of 16 years' solid work. Its objects are education, propaganda, training in co-operation, banking, auditing, book-keeping, rural economics, sanitation, Village Panchayats and the like. The trainees are intended mainly for employment in co-operative institutions or to work as honorary office-bearers. The area of operation of this institute covers six districts from Vizagapatam to Nellore. As funds consist mainly of subsidies from the Government and partly from the Madras Provincial Co-operative Union, from the Central Banks and tuition fees from the students at Rs. 50 each, about 50 candidates are trained for nine months each year. During the summer vacation the teachers or instructors hold peripatetic classes to the great advantage of moffussilites, who get a chance to know the latest developments in the field and broaden their outlook.

The training of demobilised personnel is a new and very laudable feature of this year's work of the Institute. One is a short course of 3 months and the other a long course of 9 months. The short course is for appointments like accountants, salesmen and depot-keepers; the long course for Junior Inspectors, Secretaries and Managers of Banks and other big institutions. I understand there are now 33 candidates selected for the long course and 25 for the short course. The Government bear the cost of their tuition and have been pleased to sanction a stipend of Rs. 20 each per

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month for the period of training. This has been raised to Rs. 35 each from 1-8-46.

The Co-operative Department has formulated plans to employ about two-thirds of the ex-servicemen in the Co-operative Labour Contract Societies, Land Colonisation Societies, Co-operative Workshops, as Secretaries or Managers of Co-operative Institutions, or as Junior Inspectors in the department in deserving cases. It has been planned to absorb about 55 per cent of ex-servicemen in the Labour Contract Society registered and started at Vizagapatam. A Special Deputy Registrar is exclusively in charge of this society. Co-operative workshops have yet to be started in this area.

Ex-servicemen, with an agricultural bias, are being enrolled as members of Land Colonisation Societies. In this district, two Colonisation Societies have been started on a co-operative basis in the villages of Kandikuppa and Komaragiripatnam in the taluk of Amalapuram. There is a paid Secretary to each of these. Rs. 30 an acre is paid to the colonist as cost of reclamation per acre. Temporary huts have been provided for their residence close to the lands assigned to the societies for cultivation. All expert advice is given free by the agricultural, veterinary and other departments. Subsidy cottage industries are encouraged.

It has been said that co-operation is a subject both technical in its theory and complicated in its practice. But this should not frighten the trainees. Under the able guidance of the instructors the path will be smoothened for the trainees, provided the taught are as eager to learn as the teachers are to teach.

The co-operative movement is a world-wide movement — a movement on which the sun never sets. Concentration is essential. The vague airing of views and wishes will do little good. Practical achievements demonstrate the superiority of the organisation. In a co-operative society, which is a democratic organisation, members think, act and decide for themselves. The co-operative society educates and helps formation of character. Co-operation is at the bottom of all progressive activity. Civilisation is the result of the co-operation of many men. Suffering must be the lot of those who cannot work together in any way. "Each for all and all for each" is the maximum well known to co-operators. The co-operative ideal is to reconstruct society by purely peaceful means and just methods. While the movement makes rapid progress in regard to its trades, its production and finance, it would be suicidal to neglect its ideal and the moral side which was emphasised in its early development. To those who mock at the inexperience of the co-operative stores and their lack of training in handling goods, I would say in *Holyoakes'* words "pure quality, good weight, honest measure and fair dealing within the establishment, buying without higgling and selling without fraud are sources of moral and physical

satisfaction of far more consequence to a well-trained person than a farthing in the pound cheaper which the same goods might elsewhere cost". The Co-operative Movement has always displayed a strongly cosmopolitan disposition. British co-operators farm, manufacture, finance, publish, educate and trade.

The main aim of the "fathers" of British Co-operation from Kober Owen Counward—Vansittart Neals, Tom Hughes, Kingsley, Budlow and so on—just as of the French Charles Robert and others, was the emancipation of the weak. Store co-operation was a means to that end. Today farming, banking, insurance, washing and dyeing clothes, the dressing and dyeing of hair, and, even the extraction and replacement of teeth, are conducted by co-operative societies in one part of the world or the other. We, in this Province, should not rest content until co-operative organisations manufacture all household requisites from needles to transport vehicles, until Co-operative stores offer for sale all saleable and serviceable goods from a pin to an elephant. Rajahmundry is a seat of ancient culture. The firka has now been selected for intensive rural reconstruction by the Government. Co-operators have a great part to play in rural development. Cottage industries thrive best if worked on co-operative lines. Co-operative societies and stores should help in this effort is a matter of detail.

Thrift to the point of privation has always been the agriculturist's weapon. It is not my intention that every one should strike I am only emphasizing one aspect of the matter to show that abstinence and thrift are nothing new to the agriculturist. The farmer class has always known how to meet the lean years and crises by further curtailment of the demands it makes on life, which have at no time been very great. Co-operation is based on thrift, foresight and self-help. Credit should only be granted to those who have learned to think, to plan and to save. This is the simple reason why the organiser of a co-operative society is ordinarily asked to make sure that the share capital comes out of the prospective member's savings and not borrowings. Local deposits by members should always be preferred to loans from financing banks, as this ensures better management by those locally interested in the deposits.

The Triplicane Urban Co-operative Stores, popularly known as the T.U.C.S., is a standing monument of the marvellous success of the movement. I remember, about the year 1944, the South Kanara Wholesale Co-operative Stores made a profit of about Rs. 75,000 and managed the wholesale distribution of rice most successfully throughout the district at a time when one did not know how to prevent black-marketing.

In the initial stages a few co-operative credit and stores societies were started with great caution. Later came the stage of rapid expansion. Then arose the need for weeding out the pernicious ones by liquidation.

The liquidator had immense powers. He could recover from a single member of an unlimited co-operative society its entire liabilities. But there are always official and non-official co-operators who took a sane view of things and by their humane approach they resolved many a knotty problem, saved many from ruination, made good the liabilities by effecting recoveries in an equitable manner proportionate to a man's capacity, dealings and doings. Wherever recoveries could be made fully, the surplus was utilised for common good purposes like libraries and educative purposes.

It should however be remembered that a co-operative institution is a business concern and not a charitable organisation, for catering to public needs without balancing its budget. It has rightly been the policy of co-operative concerns to provide for bad debts as well as for a common good fund. Even after very careful management it is sometimes seen that unforeseen losses occur. The business man sets off his loss against his profit and works out his net profit. So also a co-operative concern should be prepared to meet losses inevitable in the usual course of business and not grumble that every item of transaction taken up by it has not been an unqualified success. The existence of an appreciable bad debt is no indication of mismanagement but of great prudence and sound investment. Societies and Stores newly started should not be anxious to secure high dividends. They should first of all try to strengthen their position and stabilise themselves. They should manage their affairs without fear or favour so as to command public confidence. The poolings of the savings of a group of persons in the shape of share capital binds them by common fact—self-interest. Each learns to work for the other. They join together their energies and finance for the common benefit of each. Financial security is not the sole object of asking for sureties when issuing a loan. It is expected that the surety or sureties will have an eye on the borrower and see that he repays the loan in time out of his savings without frittering away his sources on wasteful expenditure. If a co-operative society seeks to make the borrower repay his debt in time through the influence of his brother member without the lender having to resort to a court of law. There should be a growing willingness to share with others and to extend the hand of friendship to help others even to the point of sacrifice. "Numbers without union are powerless and union without knowledge is useless." It is not loading or cramming, it is the whole farming of the mind which renders easy the acquisition of knowledge. Some members do not relish the idea of having to pay cash for all the purchases they have to make in their co-operative stores. The consumer fails to realise that the profits derived from payment in cash will after all be shared by him, so member of the stores and the distributor, in his anxiety for finding more sales ignores the undoubted and obvious advantages to both sides in cash transactions. I cannot do better here than quote from Gide "The man who is in debt belongs to his creditors; the man who eats the bread

which has been lent to him and wears clothes for which he has not paid, is like a man living on charity. He bears a chain all round his neck. Before long when the tradesman begins to worry him his life becomes a shameful affair full of worries evading into side streets in order to avoid passing the sops of his creditors, when the day arrives he disappears stealthily like a thief, in fact, he is one. He is a man necessarily degraded a drowning man".

Beginners in co-operation should learn how to administer the affairs of an ideal society first on a small and then on an increasing measure until the goal is reached. A co-operative stores is not intended to be a bank which would loan out the money from it without interest. It should be run on the most economical manner possible. If the store sells them on credit to customers then the stores itself cannot buy with cash from the wholesalers. That means that it loses the regular cash discount, say, 2 to 5 per cent. on the average that raw wholesalers allow when purchases are made in cash. Naturally, the stores must add 2 to 5 per cent. more on the prices charged. Credit is truly a costly service for which every customer must pay off too dearly. Every co-operator must, therefore, avoid asking for credit. It is gratifying to note that during war-time the co-operative movement and the co-operative department amply justified all the money and energy spent on them. Non-credit work, as it is called, the work of running stores, which was slow in its progress in pre-war days, made tremendous progress during war-time and proved the mettle of the co-operators. Given the opportunity to serve the public, the co-operator has never lagged behind in making strenuous efforts to achieve his end and his aim of purpose has always helped him in it.

To you, my young friends, ex-servicemen, who had placed the interests of the King and country above self, who have valiantly risked your lives for the safety of your hearth and home, I would now appeal to try to settle down peacefully in your changed environments. War is over but peace is yet to be won. It takes time to return to normal conditions. Post-war Reconstruction is of vital importance. The civilian population will never forget the great sacrifice you have made for which neither money nor land can be an adequate reward. At the same time, it should be remembered that the lands, jobs and finance available are limited. This should not cause discontentment but help a proper appreciation of facts. Every endeavour is being made to provide facilities to ex-service personnel to rehabilitate themselves and I would ask them to co-operate with those entrusted with the difficult post-war task of resettlement, so that mutual understanding may easily solve problems which may otherwise seem unsurmountable.

Calories and Carbohydrates

By R. S. BARNARD

Food is anything which, when taken into the body, is capable of furnishing it with material from which to produce heat, or muscular and nervous energy, of repairing its waste, and of aiding the various functions of the body.

From the time of Hypocrates down to the early nineteenth century, it was generally believed, quite wrongly, that all foods contained but one useful constituent, a universal nourishing substance which was extracted by the body, and that all the rest was eventually excreted.

However, a certain Francois Magendie was very sceptical of this theory and decided to investigate for himself. By giving dogs but one food at a time, such as butter or sugar, he found that they died, thus proving that no one food is sufficient in itself to maintain life.

Essential Elements

There are about 20 elements in the body, the most important of which are hydrogen, oxygen, nitrogen, sodium potassium, calcium, magnesium, chlorine phosphorus, sulphur, iron, and iodine. These elements are incorporated into hundreds of different compounds and substances, each of which is necessary for the efficient and healthy functioning of the body.

They have all been grouped into various categories according to their duties as follows :—

- (1) *Carbohydrates, such as sugars, starches, dextrin glycogen, and cellulose.*
- (2) *Fats, consisting of the triglycerides of fatty acids, such as palmitic, stearic, butyric and oleic acids*
- (3) *3 Proteins, such as casein, albumin, myosin, gluten legumin, and gelatin.*
- (4) *Mineral matter, including common salt and compounds of calcium, iron, iodine, potassium, and magnesium, etc.,*
- (5) *Extractives and flavouring materials.*
- (6) *Vitamins.*
- (7) *Water.*

The tissues are repaired by the proteins, mineral matter, and water.

The energy and heat are supplied by fats and carbohydrates and the oxidation of proteins.

The processes of the body are regulated by the mineral matter and vitamins.

Oxidisation

When fuel, such as coal or wood is burned, heat is generated by the combination of the fuel with the oxidisation in the air. The heat of the body is supplied in a similar manner. The food one consumes supplies the fuel which is burned or oxidised in the presence of the oxygen in the body. The heat of the body is really "energy" just as light and electricity are forms of energy.

This energy is measured in units called *calories*, each of which is the amount of heat required to raise one gram of water one degree centigrade. A Calorie with a capital "C" is equal to 1,000 calories.

The combination between the oxygen and the food not only creates heat but also leads to the production of carbonic acid gas (CO_2) and water (H_2O) and both are present in the breath we expel from our body.

If we assume that the heat liberated each day by an average person corresponds to 3,000 calories, then, for the maintenance of health in vitality, sufficient food must be consumed to produce these 3,000 calories.

A man without food does not die within two or three days and though he may not be energetic, heat must be created to maintain the body temperature, and this energy must be produced from the oxidisation of matter. Where does this come from? The body always stores up some of the surplus food for possible future emergencies in the form of fat, etc. When one's food is depleted the energy is supplied by the oxidisation of the fat in the tissues themselves; the muscle, skin, liver, and even the blood is used up gradually until there is insufficient to maintain life.

Food Values.

The accepted values for the energy liberated by one gramme of each of the following foods when oxidised in the body are as follows:—

protein, 4.1 calories; carbohydrates, 4.1 calories; fat, 9.3 calories.

Actually, if protein is burnt outside the body it will yield 5.6 calories for each gramme, but combustion is not complete within the body and a fair quantity of products are excreted which are capable of still further oxidisation.

Butter heads the food list in the total number of calories per gramme, due to the high percentage of fat that it contains. On the other hand, the calories yielded by a pound of potatoes are derived mainly from the carbohydrate which is only about five per cent of the total, while, in cheese and beef, the total yield is produced by fat and protein in practically equal proportions. Thus a pound of butter is worth, in calorific value, about three times as much as a pound of cheese, and more than five times as

much as a pound of beef, the latter containing a large proportion of water. On the other hand, both cheese and beef are vastly superior to butter as sources of building material.

Carbohydrates

Carbohydrates, as their name implies, are hydrates of carbon, that is, they are chiefly composed of carbon, hydrogen and oxygen with hydrogen and oxygen occurring in the same proportion as in water. The simplest food we eat is a carbohydrate—sugar. If sugar is heated very strongly it melts and bubbles and gives off water vapour. If the heating is continued, the sugar is eventually destroyed leaving only a black residue of charcoal or carbon.

The fact that sugar and allied foodstuffs could be broken down into water and carbon led to their being grouped together as carbohydrates. If the carbon which is left is ignited it burns, giving off the colourless gas carbon dioxide, at the same time producing a definite amount of heat. If the original sugar is burnt without the preliminary heating which separates the water from the carbon, exactly the same amount of heat will be produced as that created by the carbon it contained.

All carbohydrates eaten as food are burnt up by chemical process in the body and produce exactly the same quantity of heat as when burnt in the open air. Carbohydrates are the fuel of the body and supply it with heat and energy, but the fuel that is used up to supply the energy when we do manual work is not available as a heating agent, thus the more work a person does the more fuel or food is required to maintain the body at the correct temperature.

Carbohydrates are always broken down into simple sugars or monosaccharides and then, in some unknown way, they are all converted into glycogen which eventually finds its way into the liver. Later, when the body needs heat or energy, the glycogen is converted back to glucose, a simple sugar which is eventually broken down into carbonic acid gas and water, at the same time creating the heat or energy required.

The common carbohydrates found in normal diets are cane and beet sugar, glucose, the special sugars which are present in fruits (fructose), and milk (lactose), and starch which is in cereals, fruit and vegetables, and is eventually broken down into sugar by the digestive juices in the body.

If the body absorbs more carbohydrates than it can dispose of, they are either excreted or transferred by highly complex process into fat, which is stored up in the tissue of the body. The tendency of the body to change sugars into fats varies with different people and that is why a large consumption of starchy foods and sugars tends to make some people put on weight and not others.

(*The Co-operative Review*, July, 1946).

A Short Note on the College of Co-operation

A short note on the College of Co-operation, its aims and objects and syllabus for the three-year course leading up to the Degree of Bachelor of Co-operation (B. Co-op.) of the Madras University.

1. Existing institutions for Co-operative Education :

The need for Co-operative education and training for all grades of official and non-official workers was recognised from the inception of the Co-operative movement. But, in the initial stages, not much education was imparted in a systematic manner. The Townsend Committee on Co-operation in 1927 and the Royal Commission on Agriculture in 1929 drew pointed attention to the ignorance of many of those who were most closely concerned with co-operative societies and stressed the need for the patient and persistent education of the members of co-operative societies in the principles and meaning of co-operation by teachers competent to perform the task efficiently. Attempts were then made for the methodical training of.—

- (a) members and panchayatdars of co-operative societies ;
- (b) non-official staff employed or seeking employment in co-operative institutions ; and
- (c) official staff.

Even the Government of India gave subsidies to the Local Government from time to time for training the official and non-official staff and the members of co-operative societies in the theory and practice of co-operation, and various endeavours were made to impart instructions in co-operation in an organised manner. After several experiments the co-operative institutions in the province were reorganised in the year 1944 and there are now five co-operative institutions in the Province imparting education in Co-operation, Banking, Book-keeping, Auditing and Rural Economics.

1. The Central Co-operative Institute at Madras.
2. The Co-operative Institute at Anantapur.
3. The Co-operative Institute at Coimbatore.
4. The Co-operative Institute at Tanjore.
5. The Co-operative Institute at Rajahmundry.

The first of these institutions is a purely official organisation with a Co-operative Sub-Registrar as its Principal and two Senior Inspectors as lecturers. It trains candidates recruited by the Madras Public Services Commission for appointment as Junior Inspectors in the Department, mostly graduates. The course lasts for nine months, at the end of which an examination is held by the Registrar of Co-operative Societies. The

A SHORT NOTE ON THE COLLEGE OF CO-OPERATION

remaining four institutes are registered co-operative organisations consisting chiefly of the Co-operative Central Banks, which contribute funds towards their expenses. The bulk of the funds needed by these institutes is, however, provided by the Government, and their staff generally consists of one Co-operative Sub-Registrar and two Senior Inspectors. These institutes, too, conduct courses lasting for nine months each ; but the candidates admitted to them are School Finals already employed in co-operative institutions or seeking employment in them. They are examined at the end of the course by the Provincial Co-operative Union at Madras, which co-ordinates the activities of these four Institutes.

The course in the four co-operative institutes lasts from 1st July to 31st March every year. During the next three months, the lecturers of these institutes go out into the districts and conduct training classes for panchayatdars and members of co-operative societies. They hold 48 classes in all lasting for a fortnight each, and each class is attended by at least 25 pupils who are given stipends by Government.

2. Need for a Co-operative College :

During the war, there has been an extensive development of the co-operative movement. It is no longer confined to the provision of credit. It has taken up marketing, milk-supply, sugar manufacture, cotton ginning, distribution of foodstuffs, development of cottage industries, land colonisation, labour contracts, workshops, etc. The prospects for its further expansion in the post-war period are immense. In several post-war plans, the adoption of the co-operative method has been advocated as the most effective method. This development of the movement in variety and dimension requires the education of the general public as well as those connected with it in the principles it stands for. It requires as particularly that those employed in it as paid servants should have a thorough grounding in the essentials of Co-operation, in sound business principles and in methods of accounting the systems of audit. The Sri T. Vijayaraghavachariar Committee on Co-operation constituted by the Madras Government in 1939 to report on the working of the co-operative movement in this Province recommended starting of a College of Co-operation for aspirants for employment in the Co-operative Department and for higher posts in non-official co-operative service. They suggested that the courses of study and syllabuses should be settled by the academic authorities of the University. Government have accepted the recommendation of the Committee and decided that the Co-operative Department should conduct a Co-operative College in the same way as the Agricultural Department, the Veterinary Department and the Medical Department do, and that it should train highly qualified men not only for the purpose of employment, but also for providing co-operative culture. The demand for highly trained candidates for employment in the Co-operative

Department and as secretaries or managers of co-operative banks, co-operative trading organisations and co-operative industrial enterprises is very large and the paucity of applicants for them is very great. A College of Co-operation will serve to supply the qualified candidates the need for whom is growing more and more.

3. Aims and objects of the proposed Co-operative College :

The proposed College of Co-operation is intended to take the place of the existing Central Co-operative Institute at Madras. Its objects will be to impart higher instruction in the theory and practice of co-operation as well as in allied subjects, so as to train candidates seeking employment in the co-operative department as well as in the higher ranks of non-official co-operative service, and to promote co-operative culture in general. For this purpose, the Professors in the College will provide not only theoretical instructions, but also take students to visit important types of co-operative institutions in and around Madras and study their working. As co-operative institutions are business institutions, the training imparted will fit candidates not only for employment in the co-operative movement, but will also help them to seek employment in commercial institutions.

Courses of instruction :

The courses of study leading up to the Degree of Bachelor of Co-operation of the University of Madras will cover a period of three years. The theoretical course will consist of the following subjects according to the enclosed tentative syllabuses :

PART I.—*Economics.*

- (a) General Economics.
- (b) Statistical methods.
- (c) Rural Economics.

PART II.—*Co-operation.*

- (a) History and Principles of Co-operation.
- (b) Co-operative Law.

PART III.—*Technical Subjects.*

- (a) Banking.
- (b) Book-keeping.
- (c) Auditing.
- (d) Elements of Commercial Law.
- (e) Any one of the following :—

(i) Insurance ; (ii) Salesmanship and Advertising ; (iii) Secretarial practice ; (iv) Cost Accounting ; factory organisation and management.

5. Admissions :

Students from all parts of India, including Indian States will be eligible for admission. The seats will be distributed as follows :

(a) For stipendiary students drawn from the rank of demobilised war-service men, the scheduled classes, and the backward communities	...	80 seats.
(b) For candidates from other Provinces and Indian States.	10	„
(c) For candidates to be deputed by Co-operative Institutions at their own cost.	...	10 „
(d) General seats	...	80 „
Total		80 seats.

(N.B.—Women candidates are also eligible for admission).

6. Qualifications :

Only candidates who have passed the Intermediate Examinations in Arts or Sciences of the Madras University or any other examination recognised by the University of Madras as equivalent thereto, will be eligible for admission to the first year course of the College. Only candidates who have been declared to have successfully completed the first year course will be eligible for admission to the second year course and only the candidates successful in the second year will be admitted in the third year course.

7. Buildings :

The College will be housed in a suitable building on a rent of about Rs. 300 per mensem. A proper building in a central locality will be selected for accommodating the college befitting its status and dignity as soon as the preliminary arrangements for starting the college are completed.

8. Hostel :

No hostel accommodation is at present to be provided by the College. Students should therefore make their own arrangements for boarding and lodging. But, if there is a need for it and a suitable building is available, it is proposed to have a hostel also attached to the College in due course.

9. Staff :

It is proposed to employ the following staff during the first year of the opening of the College :—

- | | |
|---------------------|---------------|
| 1. One principal. | 4. One clerk. |
| 2. Three lecturers. | 5. Two peons. |
| 3. One tutor. | |

The Principal may be recruited by advertisement from the ranks of non-officials. He should possess sufficiently high qualifications in economics and some practical knowledge of co-operation and teaching. An English University Degree or a certificate from the College of Co-operation at Manchester or a study of the Co-operative Movement in Europe or America would be a special qualification for the Principal. If a suitable candidate with these qualifications is not available, a senior Gazetted Officer of the Co-operative Department of the grade of a Deputy Registrar, who has high academic qualifications and has a flair for lecturing work, will be appointed as Principal. The Principal must be one who will impart a status to the college and be able to organise the college on practical lines.

The three lecturers will be drawn from the ranks of experienced Co-operative Sub-Registrars of the Department who have high academic qualifications and have a flair for lecturing work.

The tutor is intended to assist the teaching staff of the College in correcting the exercises and handling the classes in the absence of any of the lecturers, like tutors in Arts College. Candidates who have passed out of the college, will be generally employed as tutor. In the initial years, however, he will be a Senior Inspector of Co-operative Societies with experience in the Department.

The above staff is intended for running the College in the first year. The additional staff that may be required for the second and the third year will be decided with reference to the experience gained in running the College during the first year. Presumably, three additional lecturers will be required in the second and in the third year. It is also proposed to employ part time lectures to teach the special subjects included in the syllabus which cannot be handled by the proposed staff of the college, e.g., Transfer of Property Act, Law of Limitation, Company Law, etc. These lecturers will be drawn from the legal and commercial profession. It is also proposed to have the teaching staff as part-time research workers, in order to keep at least with the latest trends in research somewhat on the lines of the research section attached to the Agricultural College, Coimbatore.

The emoluments for the staff will be as follows :—

1. Principal : Rs. 200-80/2-260-40/2-500-50/2-700.
2. Lecturers : Rs. 125-10/2-175.
3. Tutor : Rs. 90-7½/2-120.

10. Scholarships and prizes :

Stipends or scholarships of Rs. 20 per mensem will be granted to each student belonging to the scheduled or backward classes or who is an ex-serviceman, provided the total number of stipendiaries in any of the courses does not exceed 80.

No prizes have been instituted so far ; but it is hoped that philanthropic gentlemen, leading non-official co-operators and co-operative institutions will come forward generously to institute a number of scholarships and prizes for men who pass out with distinction and merit.

11. Library :

A richly equipped library will be attached to the College. The present library of the Central Co-operative Institute, Madras, and a part of the library of the Office of the Registrar of Co-operative Societies, will be transferred to the College Library. There are 1,500 books in the library of the Central Co-operative Institute and about 4,000 books in the library of the office of the Registrar of Co-operative societies. In addition, the latest books on Co-operation and allied subjects will be purchased out of Government grant. Periodicals, relating to Economics and Co-operation, as those of general interest will also be provided.

12. Students Club :

A students club will be formed as soon as the College is started on work with a branch for literary work and another for athletics. On the literary side, debates and public meetings will be conducted and a Reading Room attached to the library will help. On the athletic side, provision will be made for playing indoor and outdoor games to develop the physique of the students and to keep them fit.

13. Tutorial System :

To facilitate closer contact between lecturers and students with a view to finding out the deficiencies of the students in particular subjects and remedy them and to offer advice whenever required, the tutor attached to the College will be required to live in the Hostel premises when they are provided.

14. Examinations and B. Co-op. Degree :

Candidates for the degree of B. Co-operative will be required to attend not less than three-fourths of the term-days provided and should have undergone the practical training prescribed for the course. At the end of the first year and the second year examinations will be conducted by the College authorities and at the end of the third year by the University.

The Scheme of examinations will be as follows :—

PART I.—Economics :—

Subjects.	Hours.	Marks.
(a) General Economics	...	8 100
(b) Statistical methods	...	8 100
(c) Rural Economics	...	8 100

PART II.—Co-operation.

Subjects.	Hours.	Marks.
(a) History and principles of Co-operation ...	3	100
(b) Co-operative Law ...	3	100

PART III.—Technical subjects.

(a) Banking ...	3	100
(b) Book-keeping ...	3	100
(c) Auditing ...	3	100
(d) Elements of Commercial Law. ...	3	100
(e) Special subject ...	3	100

1,000

There will be 10 papers of three hours' duration carrying a maximum of 100 marks each. A candidate who obtains not less than 40 per cent of the total marks under each part and not less than 85 per cent of the marks in each of the subjects constituting the part will be declared to have passed the examination in that part. Candidates who pass all the three parts will be declared to have passed the examination and will be entitled to the degree of B. Co-operative conferred by the Madras University. Candidates who fail in any one part may appear for the subjects constituting that part after private study and complete the examination. Successful candidates obtaining not less than 60 per cent of the marks in the aggregate shall be declared to have passed in the First Class.

(By the kind courtesy of the Registrar of C. S., Madras.)

NOTICE.

Volume No. XXXVIII Madras Journal of Co-operation (1946-47).

In view of the Postal strike and then of the Railway strike, it is just possible our subscribers were not able to remit their subscription in advance for Vol. XXXVIII of the *Journal* before 25th July 1946. The subscribers are now requested to remit their subscriptions at once. If, for any reason, remittance is not received, the October issue will be sent by V. P. P., which means an additional avoidable expense of *Three Annas* to themselves and some unnecessary work to the office.

If subscriptions are remitted by cheques drawn on Banks other than the Madras Clearing Banks, the minimum bank commission of *Four Annas* may kindly be added also to the subscription.

V. VIYYANNA,
General Secretary.

The Madras Provincial Co-operative Union, Esplanade, Madras.

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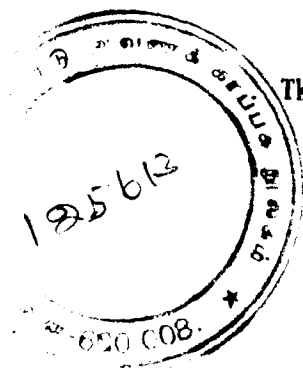
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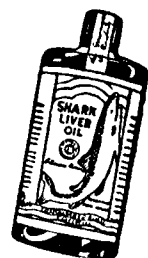


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