

YOUTH EMPLOYMENT

A CASE OF A COURIER CO-OPERATIVE IN TAMIL NADU

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Introduction

Information and technological development has modernized and increased the pace of life and business throughout the world, customers do not prefer to wait and their tastes and preferences have changed, expectations have increased. Due to unemployment, thousands of educated youth have lost their confidence and future. They have registered their names in the employment exchanges and waiting for their turn to come. The precious Human Resources of the youth are wasted. To tap and utilize talent and capability and earn for their livelihood, the co-operative courier was organised.

The unemployed youth courier co-operative basically emanated because of the need for providing gainful employment to the youth. The Society will generate direct employment to around 5000 youth and indirectly another 5000 will get employment. The society has foreseen the need for courier services in three areas namely finance, judiciary and administration, which normally requires very quick transmission or communication of information. During the year 2002 an amendment was made in Civil Procedure Code enabling the court to send notices through courier service authorized by the High Court to the petitioner and defendant. It is also intended to extend courier service to the general public, business organization, and educational institutions.

The private courier service is very active and monopolizing the market, the public sector organization of Indian Postal Service could not compete with the private. This paved the way for the organization of courier co-operative. The Co-operative Courier can provide exclusive service to the customers. The profit earned by the society can be shared by members and employees, thereby contributing to their economic development.

History of the Organization / Origin of the Co-operative Courier / Efforts of Chief Promoter

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The society was organised because of the intellectual search of the Chief Promoter Mr. Rajesh Raju who wanted to do some innovative business on the co-operative model. He had the idea of forming the courier business during his HDCM training days at Natesan Institute of Co-operative Management in 1998. He has also completed the Bachelor of Law and registered as an advocate for practice in the court.

He expected employment in co-operatives but it did not materialise. Though his legal practice was prosperous but seeing the plight of his friends who were unemployed and searching for employment unsuccessfully forced him to plunge into the courier business.

Then he started to study in-depth about how to organize a co-operative and what is the procedure to register the society with his background obtained in his Higher Diploma in Co-operative Management at the Natesan Institute of Co-operative Management. He visited various institutions like Deputy Registrar Office, District Industries Centre, and Registrar of Industrial Co-operatives where he could not get clear-cut answer. But then he approached Registrar of Co-operative Societies Office at Chennai where they suggested him to prepare a model by laws for the proposed society. He prepared the by laws and submitted to the RCS Office at Chennai but it was rejected and sent back without any guidance and direction. Then in the year 2004 after some interval prospective members were called and a meeting was arranged and developed an action plan to get the society registered. The second time when the proposal was sent for registration, officers at the helm of affairs were new. They were given the challan and asked to pay the registration fees, which was done immediately.

Mr. Rajesh Raju was asked to be the Chief Promoter of the society and requested by the Department to deposit the required fee in the bank as a suspense account and send the receipt to the Deputy Registrar, who then appointed an Inspector to study the feasibility and viability of such society and give the report.

The prospective member meeting was held, where the Inspector interviewed the members about the co-operative courier business and its profitability. The Inspector convinced with the answers given by the team of members recommended to the department for its registration. As the proposed society a special type the proposed by-law was sent to Deputy Registrar of Co-operative Societies. The Deputy Registrar after recognizing the proposed by-

law sent to Registrar of Co-operative Societies for approval, which was approved and order was given.

The Tamil Nadu Youth Co-operative Courier Society was registered on 24.03.2006 and its area of operation is confined to the State of Tamil Nadu. Five-member board of directors was constituted and order is issued. On receiving the order the society conducted general body meeting. The board started the preparatory work for commencing the courier business. As part of that regional offices were opened at Chennai, Katpadi, Salem, Erode, Coimbatore, Villupuram, Tiruchi, Thanjavur, Madurai and Tirunelveli. As a second step the society interviewed and selected 500 franchises all over the state of Tamil Nadu. Out of the 500 franchises selected ten were women self help groups. The main criterion for selection of franchises is that they are unemployed youth.

Objects of the Society

- The Principal object of the society is securing profitable employment to the members of the society particularly youth by way of carrying on the entire work with the help of its members or through them.
- To obtain courier contracts from government, government departments, government undertaking, public or private bodies or individuals or co-operative societies and other private parties and thereby provide employment to the members.
- To own, hire or acquire buildings, vehicles, equipments for the purpose of carrying on the activities of the society
- To undertake joint purchase of domestic and other requirements of members.
- To encourage self help, mutual help and co-operation among the members.

Membership

Primary Membership

Any individual who is over 18 years of age, who is competent to contract under section 11 of Indian Contract Act 1872, and who possesses

educational qualification of not less than Higher Secondary or equivalent and who is residing within the area of operation. At present 27 members are enrolled in the society

Associate Membership

Any individual including a paid officer, or servant of the society or the financing bank or company or self help group or women self help groups or co-operative societies registered under the acts or trusts or private shop owners or STD booth owners or any trader or commission agents who is willing to perform the activities of the society may be admitted as an associate member of the society.

Associate member has to pay only admission fee of Rs.5/- which is non refundable. Associate member is not entitled to participate in the general meeting of the society or in the elections to the board or to become an officer of the society.

Obligation of the Members

- Members have to work for the society when called upon to do so.
- Members are made responsible for the up keeping of vehicles and other equipments, machinery required in transportation of the goods or postal covers and documents undertaken by the society.
- When sufficient members are not available to do any work with the society the board may employ suitable persons other than the members to the extent necessary so as to execute such work and pay such remuneration.

Funds of the Society

The authorized share capital of the Society is Rs. 50 lakhs. The funds of the society comprise of share capital, deposits, entrance fees, donations, gifts, or other benefactions as approved by the Registrar. The 27 members started the society with each member contributing Rs.10, 000 as share capital.

Management of the Society

The management of the society is at present vested with the interim board of five members, which includes President, Vice-President, and three Board of Directors of which two are women directors.

Business - Labour / Works

The board is competent to contract for the execution of government, public or private courier works on behalf of the society. The work is executed through or with the help of the members. Work is executed by employing the members on daily wages or on piecework or by giving sub-contracts to groups of members as decided by the board from time to time.

Ready Money Advance

The board is competent to the board to make ready money advance to the members individually or to group of the members. Such advances are recoverable out of the wages earned or out of the sum to be paid for the work done by the members concerned. A member applying for the ready money advance has to produce one or more sureties. The board with the approval of the Registrar frames the regulations governing the grant of such ready money advances.

Offices

Tamil Nadu has been divided into 10 region and regional managers were appointed. All the tapals or posts from various parts of the region is brought to the regional offices and then interlinked. The tapals so received is sent to the respective destination within 24 hours. In the beginning contract is made between small courier companies for collection and transport until they become financially strong to have their own fleet of vehicles.

Automation

The courier society, which is started in the 21st century, has incorporated technology in their functioning. The service is fully computerized. Bar coding is given to all the courier tapals. Computer helps in monitoring the movement of the tapals. Consumer can track whether it has reached the concerned person.

Future Plans

The society plans to extend the courier service to whole of India. It can be a boon for the unemployed youth of the whole country.

