



SKILL UP-GRADATION TRAINING UNDER SELF-EMPLOYMENT PROGRAMME IN HANDLOOM SECTOR

BACK GROUND

Handloom is the traditional cottage industry of Orissa and is performed by weave families for generation to earn livelihood with self employment. Due to present advancement in technology, it is facing stiff competition in the market for substance. To overcome the situation, market oriented products with colour fastness is required which can be done with skilled training for weavers in weaving with jacquard/ jalla and doobby/ tie and dye and dyeing by skilled and expert personal.



1. Weaving with Jacquard

Introduction of Jacquard is mainly required ill the skilled belts to avoid engagement of more than one person in weaving fabrics of extra ordinary designs. The training shall be in a batch of 10 weavers for four months duration by a reputed Jacquard Weaving expert from outside the State. The implementation area will be Bargarh, Sonepur & Athagarh.

2. Weaving with Jalla & Dobby

The introduction of Jalla and Dobby technique is required for weaving or intricate designs by imparting training to semi skilled weavers for production of value added products. The training shall be given in a batch of 20 weavers for 2 months duration by one reputed Jalla & Dobby weaving expert from the State. The implementation will be made in non-tie dye areas.

3. Weaving with Tie and Dye



Tie and Dye is a typical traditional process in the sector by which motifs are made from yarn stage. This skill is limited to important handloom pockets like Bargarh, Sonepur, Nuapatna & Boudh etc, but weavers of other areas producing tie and dye fabrics are unknown to the process of making tie & dye. Therefore, it is necessary for providing such training to the weavers those who are not acquainted with tie and dye making. This training shall be imparted for 2 months in 20 nos. per batch. The MCM for the training will be selected from reputed tie & Dye makers inside the State.

4. Dyeing

This process is required to make the product colorful and attractive and to quality through fastness. To introduce latest dyes with colour shades/ fastness for production of good quality as per market trend, training for using eco-friendly dyes and reactive dyes are very much in need. This training will be imparted in a batch of 20 persons for one month duration preferable by a reputed dyer from outside state.



5. With a view to impart need based training with production of important design devices following programmes are selected to cover 310 weavers conducting 18 nos. training programmes.

PHYSICAL AND FINANCIAL TARGET (2006-07)

Sl. No	Name of the Training	No of Training Programme to be conducted	No of weavers to be trained per batch	Total no of Weavers to be trained	Cost of training per batch	Total cost of Training	Duration of the Training (in months)
1	2	3	4	5	6	7	8
1.	Weaving with Jacquard	5	10	50	4.00	20.00	4
2.	Weaving with Dobby & Jalla	5	20	100	3.02	15.10	2
3.	Weaving on Tie & Dye	2	20	40	2.05	4.10	2
4.	Dyeing	6	20	120	1.80	10.80	1
	Total	18		310		50.00	

The detail cost breakup of training programme is enclosed at Annexure-I

6. Executive Agency The concerned ADT will be in charge of execution along with the lead PWCS selection for the purpose.
7. Monitoring & Supervision There will be two committees namely-State Level Monitoring Committee (SLMC) and District level Monitoring Committee (DLMC)
- a) SLMC will comprise of Commissioner-cum Secretary, T&H Department (Chairman), DT&HL(O), Joint Director of Textiles (L-I) of Directorate, MD, Boyanika and ADT, Hqrs. The Asst. Director of Textiles Hqr. will be the convener of the meeting.
- b) DLMC will comprise of Collector of the District Employment Officer. APD (schemes) of DRDA and the zonal ADT. The ADT of the zone will be the convener of the meeting.
8. Selection of Trainees The DLMC will finalise selection of trainees and submit report to the DT&HL(O)
9. Selection of MCM This will be made by a Technical Committee of DT&HL, Orissa consisting Director of Textiles & Handloom (Chairman), Joint Director of Textiles, L-I, DDT,

Cuttack, ADT, Athagarh, Bargarh, Berhampur and ADT, Hqr. They will select MCMs for the training programme.

- 10.** Purchase Accessories/ of Machinery

By the technical committee above upon the requirement as per training needs.
- 11.** Mode of utilization of funds

Funds shall be placed with respective ADTs from Boyanika as per finalization of SLMC. The concerned ADT will execute the programme with lead PWCS shall utilize the funds under proper supervision.
- 12.** Post training strategies for Credit Linkages

Concerned ADTs will, have to ensure credit linkage and regular employment to the trainees after completion of the training
- 13.** Procedure for selection of Trainees

The DLMC shall meet under the Chairmanship of Collector & prior to that publicity be made among the PWCS/ SHG concerned by ADTs for awareness of the weavers. The applications with the details shall be received from intending trainees and scrutinized properly. The list of the trainees shall be finalized in the DLMC meeting. While selecting beneficiaries their minimum skill requirement shall be considered.
- 14.** Procedure for selection Of MCM

MCM shall be selected by the Technical Committee constituted for the purpose and approved by Govt. In T&H Department before starting of the training programme
- 15.** Norms for purchase of Looms, Accessories and other equipments

Required looms and equipments to be purchased shall be finalized by Technical Committee maintaining due procedure subject to approval by Govt. in T&H Department

GUIDELINE FOR IMPLEMENTATION OF SELF EMPLOYMENT PROGRAMME

1. The Training program has to be implemented as per approved pattern at Annexure-I. The Implementing PWCS, Venue or Training and the approved beneficiary list shall not be changed without prior permission of the approving authority.
2. Funds for the Training programme shall be released by Managing Director, BOYANIKA to the concerned Asst. Director of Textiles who in turn will pass on the same to the implementing PWCS through their Bank account. Release of funds shall be recommended by the ADT following necessary check and measures.
3. The implementing PWCS shall utilize the funds as per the approved norms of each training pattern and submit APR & UC to the zonal ADT who shall submit the UC in OGFR to the Directorate or Textiles along with supporting documents and physical reports.
4. The implementing PWCS shall purchase require accessories for the training program from the suppliers approved by the Central Committee adhering to the approved price and other terms and conditions.
5. Looms shall be manufactured locally by the implementing PWCS with the involvement or the trainee Weavers.
6. The accessories/ equipments required for training on weaving with Jalla/Dobby and Weaving on Tie and Dye (except the Auto peg winding machine) shall be procured locally the implementing PWCS with direct involvement of the trainee weavers.
7. Implementing PWCS shall arrange pre-training preparation like manufacture of looms locally procurement of training accessories, action plan for training programme, product selection etc and communicate the progress to this Directorate for sponsoring the name of MCM/ Master dyers.
8. Divisional offices, ADT and his Technical Field Machinery shall supervise the training and impart necessary technical guidance during the course of training to make it effective and useful to the trainees for their self employment. Besides, Director of Textiles. Orissa shall monitor the programme from time to lime for successful implementation and training programme.
9. The progress of training and its impact must be reported to the Directorate every fortnightly by the ADT as well as the DDT.
10. Disbursement of stipend to the trainees be made monthly basis in shape of account payee cheque only at the closing day of each month basing on their attendance duly certified by the MCM/Master dyer.
11. Remuneration to the MCM/Master Dyer shall be paid monthly basis in presence of the Divisional Officer and Asst. Director of Textiles.



12. Raw material and all accessories/ equipment required for training shall be purchased from authentic source on printed bills and shall be given proper stock entry in the books and accounts or the PWCS and the finished products shall be kept in the stock until further orders of this Directorate.
13. The Accounts pertaining to the utilization of funds under training programme shall be kept open for audit and inspection by the Department.
14. Unutilized funds shall be refunded to Managing Director, Boyanika and the UC be submitted by the implementing PWCS within 15 days from the closing date of training programme.
15. Immediately the training is over necessary linkage for credit support should be made available to the concerned weaver from the prearranged Bank for his self-employment through SHG/JLG/SCC/ACC.
16. Facilities for purchase of raw-material and marketing support should be ensured by the ADT through NIIDC and BOYANIKA.
17. Since employment generation is a part and parcel of the scheme, the bank linkage is mandatory for all trained weavers. Immediately after completion of skill up-gradation training necessary credit linkage shall be arranged through pre-identified financing banks so that the trained weaver can get loan quickly and without any rassel for their self employment.
18. The trained weavers shall be motivated and encouraged to start their enterprises through SHG/HWG on joint liability concept/ SCC/ACC without depending solely on the weaver's coop. Society.

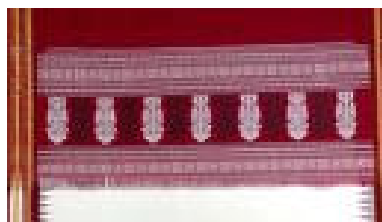


GUIDELINE FOR MONITORING & EVALUATION OF TRAINING PROGRAMME BY DIVISIONAL/FIELD OFFICERS UNDER SELF EMPLOYMENT PROGRAMME

1. Self Employment Training Programme is aimed to develop entrepreneurship and make the weavers self sustained.
2. With the above aim, weavers may be selected from all categories for their skill up gradation through various training programmes under the scheme.
3. The trainees will preferably be in the age gr. Hip of up to 35 years with sufficient skill to adopt new technology. Weavers having educational background with traditional skill may be given due importance.
4. The eligible weavers should be short listed as per merit. A minimum, of 20% extra to the intake capacity may be kept in the waiting list, so that weavers can be accommodated, in case any weaver from the main list does not turn up for the training.
5. Area technical staff may be given exclusive charge of the training programme.
6. Purchase of looms, accessories, dyeing equipments etc, may be made from approved suppliers & the quality parameters of the items procured need to be rectified by the concerned ADT.
7. All training may be started under the guidance and active participate of concerned ADT & Divisional Officers.
8. ADT shall visit the programme at least once in a week and record his observation in the training register. The recordings must be in detail as regards to quality of MCM training progress performance of the trainees' supervision of the Departmental staff etc.
9. Divisional Officers shall visit the training programme fortnightly and record his observations with suggestion in the training register.
10. The MPR for the training programme may be submitted in time to the Directorate under intimation to the Divisional offices.
11. All major expenditures including stipend disbursement shall be made through Account Payee Cheque.
12. ADT should follow up the post training rehabilitation or the trainees.
 - a. Assess the skill up-gradation of the individual trainee.
 - b. Supervise the process of credit linkage & co-ordinate to ensure that required finance is arranged for proper rehabilitation of the weaver.



- c. Guide the weaver so that a weaver can be elevated as an e-weaver.
- d. Arrange market linkage.
- e. Arrange further training for deserving weavers so that they can work as MCM whenever situation arises.



13. U/c complete in all respect along with physical reports should reach within 15 days of completion of the Programme.

REVISED DETAILS OF THE TRAINING PROGRAMME

1. WEAVING WITH JACQUARD

No. of Trainees per batch: 10
Duration: 4 months

1.	Stipend @ Rs. 2000/- per month per trainee	Rs. 80,000/-
2.	Remuneration to MCM @ Rs. 10,000/- per month (Outside State)	Rs. 40,000/-
3.	Cost of looms with Jacquard & other accessories @ Rs. 15,000/-	Rs. 1,50,000/-
4.	Raw materials @ Rs. 5000/-per trainee	Rs. 50,000/-
5.	Hiring of training shed Rs. 5,000/- per month	Rs. 20,000/-
6.	Misc. Expenditure:- Journey cost of MCM Documentation & other contingencies	Rs. 20,000/-
	Total	Rs. 3,60,000/-

2. WEAVING WITH JALLA/DOBBY:

No. of trainees per batch: 20 Nos
Duration: 2 months

(a)	Stipend & Rs. 2000/- per month per trainee	Rs. 80,000/-
(b)	Remuneration to MCM @ Rs. 6,000/- per month	Rs. 12,000/-
(c)	Cost of Jalla & Dobby @ Rs. 6,000/-	Rs. 1,20,000/-
(d)	Cost of Raw materials @ Rs. 2,000/-	Rs. 40,000/-
(e)	Misc. expenditure:- Documentation & other contingencies	Rs. 10,000/-
	Total	Rs 2,62,000/-

3. WEAVING ON TIE & DYE:

No. of Trainees per batch: 20
Duration: 2 months

(a)	Stipend @ Rs. 2000/- per month per trainee	Rs. 80,000/-
(b)	Remuneration to MCM @ Rs. 6,000/- per month	Rs. 12,000/-
(c)	Cost of Raw material & equipment @ Rs. 3,150/-	Rs. 63,000/-
(d)	Documentation & Other Contingencies	Rs. 10,000/-
	Total	Rs. 1,65,000/-

4. DYEING:

No of trainees per batch: 20
Duration: One month

(a)	Stipend @ Rs. 2000/- per month per trainee	Rs. 40,000/-
(b)	Remuneration to MCM(outside State) Rs.10,000/- per month	Rs. 10,000/-
(c)	Cost of raw-materials @ Rs. 600/- per trainee	Rs. 12,000/-
(d)	Supply of tool kits @ Rs. 4,000/-	Rs. 80,000/-
(e)	Misc. expenditure: Journey cost of MCM Documentation & other contingencies	Rs. 18,000/-
	Total	Rs. 1,60,000/-

5. Basic Weaving Training

No of Trainees in batch: 20
Duration of the training: 4 months

1.	Stipend @ Rs. 2000/- per month per trainee	Rs. 1,60,000/-
2.	Remuneration to MCM @ Rs. 6,000/- per month	Rs. 24,000/-
3.	Cost of Raw materials @ Rs. 1500/- per trainee	Rs. 30,000/-
4.	Rent for training centre Rs. 5,000/- per month	Rs. 20,000/-
5.	Hiring of 10 looms ant other accessories and pre-loom facilities like drum, creel etc. @ Rs. 6,000/- per month	Rs. 24,000/-
6.	Local exposure visit of trainees	Rs. 5,000/-
7.	Documentation & other contingencies including advertisement cost.	Rs. 12,000/-
	Total	Rs. 2,75,000/-

6. Managerial Training/ Entrepreneurship Development Training (Through ICM & CDI)

No of Trainers in a batch: 20
Duration of the training: one month

1.	Stipend @ Rs. 2000/- per month per trainee	Rs. 40,000/-
2.	Remuneration to faculties	Rs. 15,000/-
3.	Basic computer training (two hours per days for 15 days for four batches consisting of 5 trainees in a batch)	Rs. 30,000/-
4.	Provision for TA & DA for faculties (actual traveling expenses and DA @ Rs. 200/- to the faculties coming from less than 300 kms. And Rs. 500/- coming from more than 300 Kms.	Rs. 15,000/-
5.	Rent for hiring training centre and a vehicle (Vehicle hiring for local exposure visit)	Rs. 10,000/-
6.	Study material to the trainees @ Rs. 200/- per trainee	Rs. 4,000/-
7.	Documentation & other Misc. contingencies including advertisement cost.	Rs. 11,000/-
	Total	Rs. 1,25,000/-

7. Training of Trainers for 20 MCM in Weaver Service Centre, Bhubaneswar

1.	No of MCM to be trained in a batch	10
2.	No of batches programmed	02
3.	Duration of training programme	01
4.	Traveling expenses (to and fro) @ Rs. 600/- per MCM or actual train/ Bus fair	Rs. 12,000/-
5.	Remuneration to MCM per month @ Rs. 3,000/-	Rs. 60,000/-
6.	Training cost to Weavers Service Centre, Bhubaneswar @ Rs. 600/- per MCM	Rs. 12,000/-
7.	Study materials to MCM by Weavers Service Centre, Bhubaneswar @ Rs. 200/- per MCM	Rs. 4,000/-
8.	Documentation & other Misc. contingencies including advertisement cost.	Rs. 12,000/-
	Total	Rs. 1,00,000/-
