

BACK

INTERGRADED HANDLOOM TRAINING PROJECT (IHTP)

1. Introduction:

The working group of the Planning Commission on Textiles & Jute industry for the X Five Year Plan had indemnified the need for developing training modules for weavers engaged in the production of low-value added items, to enable them to survive the competition consequent on globalization. In order to provide an effective thrust for upgrading the skills in the handloom section in a concerted manner to meet the challenges ahead, an Integrated Handloom Training Project has been formulated. This project not envisage training as an end in itself, but seeks to build on the intrinsic strengths in the handloom sector of each state. This project envisages imparting a comprehensive training and upgrading of technical skills to one lakh handloom weavers/workers and artisans, and providing them with superior equipment, so as to enable them to produce and market a diversified range of quality products in keeping with current trends in the domestic and international markets. This project also includes imparting necessary skills to the handloom workers for marketing their new products as also the know how to interact with designers, financial institutions and market agencies.

2. Objectives :

The objectives of this project are as under :

- Ø To provide a 3 tier training programme for semi-skilled weavers, middle level technicians and high level management in the handloom sector;
- Ø To provide necessary support in an integrated and comprehensive manner to upgrade the skills and knowledge of weavers along with basic inputs for product development and diversification;
- Ø To facilitate modification of looms, so as to enable product diversification to suit the export market;
- Ø To provide training to different categories of handloom workers, keeping in view the expertise already gained and trends available (both domestic and international);

3. Components :

The project has been divided into three broad components in order to suit the requirements of each particular weaver segment. This training will impart know-how on various technical aspects relating to (a) design development, (b) weaving techniques, (c) dyeing & printing, (d) pre & post loom operations, and (e) managerial skills. The main

components are :

- (i) Handloom training comprising training in weaving, dyeing and design development;
- (ii) Managerial training;
- (iii) Value addition i.e. Garment/Product fabrication & manufacturing training,
- (iv) Marketing & asset creation.
- (v) Any other training programme for development of skill, productivity and design capability in Handloom Sector

4. Handloom Training :

The handloom weavers will be provided training for upgrading their skills in weaving, design development and processing including dyeing, so as to enable them to produce a diversified range of products in keeping with the latest market trends. The detailed financial outlay for the training programme is given at Appendix - I.

4.1. Training in Weaving

4.1.1. Eligibility

All categories of skilled and semi-skilled weavers in batches of 20 at a time.

4.1.2. Duration

The duration of the training period shall be for 2 months. However, for training in wool, it shall be a composite training covering weaving, designing and dyeing over a period of 90 days.

4.1.3. Stipend

The stipend will be @ Rs. 100/- per day per trainee.

4.1.4. Master Trainer

Master Trainer should be able to impart proper training to semiskilled and skilled weavers. He should be conversant with the operation of different types of looms and with the use of jacquard/ Dobby /other attachments.

Eligibility of Master Trainer

- a) To be eligible for being a Master Trainer, a weaver should

either be an (a) IIHT Diploma Holder, or (b) should have undergone formal training in weaving for a period not less than 3 months or (c) be a National/State Awardee /National/State Merit Certificate Holder or (d) have been approved by the State Government as Master Trainer to impart technical training to the weavers or (e) have a minimum of 5 years practical experience in the relevant craft technique with knowledge of Dobby/Jacquard/Multi treadle weaving or (f) in situ training by designer. His eligibility is to be certified by the Dy. Director /Director of the concerned WCS.

b) The empanelment of Master Trainers is to be done through a Screening Committee. The panel of such Master Trainers will be updated from time to time.

c) The Master Trainer will be paid an honorarium of Rs. 6000/- per month, which will be inclusive of travel expenses. In limited cases, the honorarium shall be increased upto Rs. 10,000/- per month where the training is imparted for the revival of a languishing or dyeing craft.

d) If needed, the master trainer may be sourced from outside the state with the approval of the DC (Handlooms). In such instances, the Master Trainer will be paid actual TA/DA for inter-state travel at rates limited to II class train-fare in general and air fare in the case of travel to and from the North-Eastern States.

e) The Master Trainer will undergo a refresher course for fifteen days at the weavers' Service Centre before start of the training programme. During this period he will get a stipend of Rs. 150/- per day.

4.1.5. Raw Material

a) Looms

Funds will be provided for each training programme for procurement of new looms, doobby, jacquard and accessories. There will be one loom per 2 trainees. The cost of a frame loom will be upto Rs. 8000/- without attachments. For purchasing attachments like Dobby, Jacquard etc., an additional provision of upto Rs. 4000/- will be give. The cost of a loom and attachments shall not exceed Rs. 12,000/-. However for purchasing a wide-with loom (above 66") alongwith accessories, the assistance would be subject to maximum of Rs. 15,000/-. In addition, provision will be available for purchase of raw material and installation of looms as per rates given at Appendix - I.

b) Yarn

Funds will be provided for each training programme for the cost of raw materials.

The scale of assistance would be

- i) Cotton yarn @ Rs. 2,000/- per trainee.
- ii) Jute yarn @ Rs. 1,500/- per trainee.
- iii) Polyester yarn @ 1,500/- per trainee.
- iv) Silk/woolen yarn @ Rs. 5,500/- per trainee.
- v) If the training involves use of more than one of the above-mentioned fibres separately or blended, the scale would be worked out by the implementing Agency at an average rate or limited to Rs. 3,500/- per trainee per programme.

4.1.6. Disposal of items purchased in the project

The items (like looms dobbies/jacquard, loom accessories purchased in the project shall be handed over to the trainees at the depreciated cost and would be adjusted against the assistance for the tool kit. In case where an institutional infrastructure for continuous utilization of such looms purchased for the training programme is available, these can be allowed to be retained by the institution as a grant in kind for future use as a common facility.

4.1.7. Disposal of items produced by trainees

The product developed during the course of training will display the level of skill acquired by the trainees. The objective of the scheme will be met if the products developed are marketable.

The implementing Agency will responsible for disposal of the products developed during the course of the training conducted. However, preference will be given to the trainees for buying the products developed by them during the training. Exclusive products, if any developed by the trainees can be retained by the WSC concerned if necessary.

The minimum price for each item will be arrived at on the basis of the cost of raw material and overheads. The basic costing will be done by implanting Agency who shall remit the revenue to the WSC concerned for depositing the same to the consolidated funds of India.

4.1.8. Hiring of Seeds

Provision made for hiring of sheds is as follows :

(i) Training provided in WSCs campus - Nil

(ii) Training provided in Govt.

Institutions
-
upto Rs.
2,000/- Per/M

(iii) Training provided in
private sheds -
upto Rs. 3,000/- Per/ M

In addition, the actual payment for reimbursement of electricity & water expenses shall be made subject to a maximum of Rs. 1000/- per month. In case a large number of training programmes are proposed to be undertaken in the locality, the total financial assistance provided for hiring sheds as per the provision given above be used for putting up semi-permanent sheds.

4.2. Training in Design Development

4.2.1. Eligibility

All categories of weavers/designers in a batch of 20 at a time.

4.2.2. Duration of Training

The training period will be for 15 days.

4.2.3. Stipend

The stipend will be Rs. 100/- per day per trainee.

4.2.4. Eligibility of Master Trainer

Trainer (Design) should be a qualified Textile Designer from a recognized College of Art/NID/NIFT etc.

4.2.5. Raw Material

Drawing Board, Drawing Papers, Poster Colour, Brushes, Pens, Graph Paper, Scales, Tracing Paper, other consumables and accessories will be procured for the training @ Rs. 5,000/- for each set of 5 (five) trainees.

4.3. Documentation of Designs

Three sets of all the designs developed will be prepared during the course of the training programme. One set will be kept in hard cover in the design library of the implementing agency for documentation and permanent reference. The other set will be given to the trainees for their use and one set will be sent to the office of DC (handlooms for retention in a Central Repository NCTD, NHHM etc. The documentation will include information on the source paper designs, cloth samples, analysis indicating the construction

particulars, design concept, cost price of the designs in respect of each design.

Financial assistance for the purpose of documentation would be limited to Rs. 5,000/- per raining programme.

4.3. Training in Dyeing Techniques

4.4.1 Elegibility

All categories of weavers/workers/dyers in a batch of 20 at a time.

4.4.2 Duration

The training period will be for 15 days. However, the training period will be for 2 months for Ikat dyeing training only.

4.4.3 Stipend

The stipend will be Rs. 100/- per trainee per day

4.4.4 Eligibility for Master Trainer

Master Trainer (Dyeing) should either be an IIHT or NID Diploma holder or should have undergone a short-term training course in dyeing techniques at the WSCs/IIHTs/State Government Training Institute. A traditional weaver/dyer having at least 10 years experience in dyeing techniques shall also be eligible to be a Master Trainer.

4.4.5 Raw Material

Dyes/Chemicals/yarn and dyeing Toll Kit will be provided to the trainees. The cost of onset of the tool kit will be Rs. 5000/-.

5. Managerial Training of Persons in Handloom Sector :

5.1. Training by Training Institutes / Workshops

Training of persons involved in the management of cooperatives in the handloom sector is an essential input for the smooth and efficient handling of its financial of the co-operatives should aware of their rights & duties and to inculcate in them the spirit of cooperation and enhance their participation in day-to-day activities of cooperatives. Besides, the training on conversion of the fabric into products / garments is also an important input as value addition for improved marketing of fabric with diverse end use. Further, it is also necessary to enable the handloom sector to be responsive to the changing market needs. Product/Marketing Managers shall be sent to recognized Institutes or to reputed NGOs working in the handloom sector to attend a training module of 5 days each which will be repeated every 6 months for a year. Weavers shall also be eligible for being trained in Institutes outside the State, for which no TA/DA will be provided. Financial assistance would be

limited to a sum of Rs. 10,000/- (per trainee) per workshop.

5.2. Training Workshops

Besides training, this project would also include workshops for imparting know-how to the handloom workers for marketing their products and how to interact with (a) Designers, (b) Financial Institutions and (c) Marketing Agencies (d) Cooperative Institutes. The expenditure on a 3 days workshop would be limited to Rs. 25,000/- for each workshop covering not more than 50 persons at a time.

6. Asset Creation

Every weaver covered under the training will be eligible to be given a tool kit loom accessories/equipments, limited to 90% of the cost of the kit, subject to a ceiling of Rs. 5000/- per trainee. Implementing Agency will be responsible for the purchase of tool kits to be handed over to the trainees.

7. Implementing Agencies

The following are eligible to impart training in one or more components of the scheme :

- (i) National/Regional level Handloom Organisations
- (ii) Non-Governmental Organisations (NGOs)/Voluntary Organisations.
- (iii) Weavers' Service Centres
- (iv) Regional level Handloom Weaver' Coop. Societies/Federations.
- (v) Primary Handloom Weaver' Cooperative Societies.
- (vi) Other Weavers Organisations.
- (vii) National level Training Institutes for imparting training in managerial skills.
- (viii) Co-operative "Training Institutes.
- (ix) Other Govt./Non-Govt. institutions with requisite capabilities and competence in imparting such training if found suitable for the purpose by DC (Handlooms).
- (x) Self Help Groups operating in the Handloom and related sectors.

8. Mode of Implementation

8.1. State Level Training Committee

A state Level Training Committee (SLTC) will be set up in each State to plan and oversee the implementation of the training programmes. The composition of the SLTC will be as follows :

- (i) Director in-charge of Handlooms - Chairman
- (ii) Zonal Director of the WSC/Representative of the O/o DC (Handlooms).
- (iii) Representatives of the Handloom Organisations/Cooperatives.
 - (iv) Representative of reputed Non-Governmental Organisations (NGOs) working in the Handloom Sector of the State.
- (v) Any other person nominated by DC (Handloom).
- (vi) Officers In-charge of concerned WSC-Convenor.

The implementing Agencies will be identified by the SLTC. The Implementing Agency will open a Bank account for receiving the central funds.

8.2. Preparation of a Master Plan

The SLTC will prepare a Master Plan for upgrading the skills for the Handloom sector in the State. The Master Plan will be supported by detailed annual plans. The plans should identify the following :

- (i) Training need and content of training of each of the major Handloom clusters and isolated weaver pockets in the State.
- (ii) Locations for conducting each training programme.
- (iii) Master trainers, and
- (iv) Training Institute/Organisations.

The plans will be implemented through individual programme, each of which should clearly specify the objectives, product, implanting agencies, location, master trainer, names & no. of the trainees and the total financial outlay.

8.3. Submission of Project Proposal

The procedure for obtaining proposals and sanctioning training programmes will be as follows :

- (i) As convenor of the SLTC, the Weaver's Service Centre concerned shall invite the proposals from the implanting agencies

through release of advertisements in the newspaper.

(ii) The proposals so received by the WSC will be examined by the WSC and the Office of the State Director In-charge of Handloom, Technical aspects of the proposal shall be scrutinized by WSC while the administrative aspect shall be scrutinized by the State Govt.

(iii) Thereafter, the Officer In-charge, WSC shall convene the meeting of the SLTC in consultation with the State Government.

(iv) After recommendation of the SLTC, the OIC, WSC would then obtain and communicate the administrative and financial sanction of the Zonal Director, WSC of the concerned Zone to the implementing agencies.

(v) The WSC would submit the proposals of training programme to be conducted by them directly or by empanelled NGO's to the Zonal Director under intimation to the SLTC.

9. Funding Pattern :

This component will be funded 100% by Government of India, at the scale of funding as indicated in Appendix - I.

10. Identity Card :

Every weaver covered under the above training programme shall be given Identity Card by the State Govt./WSC concerned. The expenditure for this purpose will be met from the overall budget sanctioned for implementation of the training programme. The modalities for issue of the Identity Card like format of the Identity Card etc. shall be finalized by the Office of DC (Handloom).

11. Monitoring and Supervision :

The Office of DC (HL) shall monitor the performance of these projects directly or through its own agencies and/or State Director In-charge of Handlooms. A Check List / Proforma / Returns will be devised by Office of DC (HL) for periodical appraisal of the projects. The Government should submit quarterly reports indicating the impact of the Scheme of the weavers.

Approval/evaluation of the project may be done also through an independent Agency, if considered necessary by the O/o DC (HL). Detailed operational guidelines regarding the various aspects of the schemes for purposes of implementing will also be issued from time-to-time by O/o Development commissioner for Handlooms.

FINANCIAL OUTLAY FOR HANDLOOM TRAINING PROGRAMMES UNDER IHTP

WEAVING :

1.	No. of trainees per batch	20	
2.	Duration of Training	2 months	
3.	Expenditure under various components		
a)	Stipend for 20 weavers @ Rs. 100/- per day for 2 months		Rs. 1,20,000
b)	Honorarium to master Trainer @ Rs. 6,000/- p.m. for 2 months		Rs. 12,000
c)	Cost of looms & necessaries @ Rs. 8,000 + 4,000 × 10		Rs. 1,20,000 (i. e.) for 20 trainees.
d)	Loom setting charges @ Rs. 2,00/- per loom for 10 looms.		Rs. 2,000
e)	Raw materials (Cotton) @ Rs. 2,000/- per trainee for 20 trainees		Rs. 40,000
f)	Stipend to Master Trainer for undertaking Familiarization		
	Rs.2,250 training at WSC for 15 days @ 150/- per day.		
g)	Documentation of samples		Rs. 5,000
			Rs. 3,01,250

Administrative & Miscellaneous Expenditure 5%

Rs. 20,000

Total

Rs. 3,21,250

DYEING

1.	No. of Trainees per batch	20
2.	Duration of training	15 days

Rs. 30,000

b) Honorarium to Master Trainer @ Rs. 6,000/- per month for 15 days Rs. 3,000

c) Raw Material such as brush, Poster colour, Drawing board etc. Rs. 20,000

@ Rs. 5,000/- per five trainees for 20 trainees

d) Stipend for Master Trainer for familiarization training at WSC

Rs. 2,250 for 15 days @ Rs. 150/- per day

e) Documentation of Designs Rs. 5,000
Rs. 60,250

Administrative & Miscellaneous Expenditure 5% Rs. 10,000

Total **Rs. 70,250**

Fund for Hiring sheds, Managerial Training of persons, Training Workshops, Asset Creation will be considered for sanction on case-to-case basis.

Release of Advertisement :

Weavers' Service Centre concerned will be provided financial assistance for release of advertisement in leading Newspaper of the state for inviting proposals from the Implementing Agencies.

For this purpose, an assistance up to Rs. 50,000/- will be provided in a year.

SALIENT FEATURES OF INTEGRATED HANDLOOM TRAINING PROJECT (IHTP)

SL. No.	<u>Components</u>	<u>Stipulations made in the IHTP Scheme</u>
1.	Training Discipline with duration months	(i) Weaving Technology for 2 months (ii) Design Development for 15 days (iii) Dyeing Technique for 15 days

2. Cost of some important components of IHTP 100/-
- (i) Rate of stipend to trainee @ Rs. per day.
- (ii) Rate of Honorarium to Master Trainer @ Rs. 6000/- per month.
- (iii) Documentation of samples/design @ Rs. 5000/- per trainee.
- (iv) The scale of assistance for purchase of raw material is as follows :
- a) Cotton yarn @ Rs. 2000/- per trainee
- b) Jute yarn @ Rs. 1500/- per trainee
- c) Polyester yarn Rs. @ 1500/- per trainee
- d) Silk/Woolen yarn @ Rs. 5500/- per trainee
- e) If training involves use of more than one of the above-mentioned fibres, assistance would be provided on an average rate or limited to Rs. 3500/- per trainee per programme.

3.Funding Pattern	<u>Sl. No.</u>	<u>Training component</u>	<u>Cost</u>
	1.	Weaving (2 months)	Rs.3,21,250for 20 trainees
	2.	Design Development (15 days)	Rs. 70,250 for 20 trainees
	3.	Dyeing(15days) trainees	Rs.1,50,250 for 20
4.		Workshop for marketing cooperative, financial skills (3 days)	Rs. 25,000 for 50 trainees
	5.	Managerial workshop (5 days)	Rs. 20,000 for 20 trainees

6. Release of Rs. 50,000 in a year to each advertisement for WSC inviting proposals

7. Hiring of sheds,

i) WSC Campus - Nilelectricity & water charges

(ii) Govt. Institution-up toRs. 2,000 pm.

(iii) Private Sheds-upto Rs. 3,000 pm.

(iv)Electricity & water expenses up to Rs. 1,000 per month

8. Supply of requisite equipment Assistance for providing tool after training in weaving technique. kit to trainee will be limited to 90% of the cost of the kit, subject to a ceiling of Rs. 5000/-per trainee

4. Implementing Agencies The following Agencies are eligible to implement the

IHTP :

- (i) National/Regional level Handloom Organisations
- (ii) Non - Government organizations (NGOs)/Voluntary Agencies
- (iii) Weavers' Service Centres
- (iv) Regional level Handloom weavers' Coop. Societies / Federations.
- (v) Primary Handloom Weavers' Coop. Societies
- (vi) Other Weavers organizations
- (vii) National Level Training Institutes for imparting training in managerial skills.
- (viii) Co-operative Training Institutes
- (ix) Other Govt./Non-Govt. or Govt. recognized Institutions with requisite capabilities and competence in imparting such training if found suitable for the purpose by DC (Handloom).
- (x) Self Help Groups operating in the Handloom and

related sector.

5.Submission Project Proposal The procedure for obtaining proposals and sanctioning training programmes will be as follows.

* As convenor of the SLTC, the Weavers' Service Centre concerned shall invite the proposals from the implementing agencies through release of advertisements in the newspaper.

* The proposals so received by the WSC will be examined by the WSC and the Office of the State Directorate In-charge of Handlooms, Technical aspects of the proposal shall be scrutinized by the State Govt.

* The Officer in-charge, WSC shall convene the meeting of the SLTC in consultation with the State Government.

* After recommendation of the SLTC, the OIC, WSC would then obtain and communicate the administrative and financial sanction of the Zonal Director, WSC of the concerned Zone to the implementing agencies.

The WSC would submit the proposals of training programme to be conducted by them directly or by empanelled NGO's to the Zonal Director under intimation to the SLTC.

6. Mode of implementation. A State Level Training Committee (SLTC) will be set up in each State to plan and oversee the implementation of the training programmes. The composition of the SLTC will be as follows:

- i) State Director of Handloom – Chairman
- ii) Zonal Director of the WSC/Representative of the O/o DC(HL)
- iii) Representative of H/L Organisations/ Cooperative
- iv) Representative of reputed Non Government Organization (NGOs) working in the Handloom Sector of the State.
- v) Any other person nominated by DC (Handlooms)
- vi) Officer in-charge of concerned WSC -convenor

The SLTC will prepare a Training plan identifying the

* Training need and content of training of each of the major handloom clusters and isolated weaver pockets in the State.

* Locations for conducting each training programme

* Master trainers, and

* Training institutes / organizations

The plans will be implemented through individual training programmes, each of which should clearly specify the objectives implementing agencies, location, product, master trainer, name & no. of trainees and financial outlay. The implementing Agency (ies) will be identified by the SLTC

7.	Disposal of : (i) Items purchased in the project and (ii) Items produced by trainees	(i) The loom purchased under the training programme is handed over to the trainee at the depreciated cost, this would be adjusted against the assistance for the tool kit. In cases where an institutional infrastructure for continuous utilization of such looms purchased for the training programme is available, these can be allowed to be retained by the institution as a grant in kind for use as a common facility.
		(ii) The Implementing agency will be responsible for disposal of the product developed by trainees preference will be given to the trainees for buying the products developed by them. Exclusive products can be retained by the WSC concerned if necessary.
8.	Monitoring and Supervision	The performance of each training programme shall be monitored by the Office of the DC (HL) either directly or through other approved agencies.