

Evaluation Study
Of
Decentralised Training Programme for
Handloom Weavers

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New Delhi – 110001

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PREFACE

The Decentralised Training Programme (DTP) was a centrally sponsored scheme initiated in 1987 that aimed at skill up-gradation of the skilled and semi skilled handloom weavers in weaving, dyeing and design technology to enhance their productivity, earning capacity and the marketability of their products.

An evaluation study was conducted by the Programme Evaluation Organisation (PEO) of the Planning Commission at the behest of the Ministry of Textiles in the year 1999. This centrally sponsored scheme was modified later in 1995 and 2000. After that it was subsumed in the new scheme, 'Integrated Handloom Development Scheme' in the Eleventh Five Year Plan. Though the scheme does not exist in its present form, but the efforts put up for the evaluation study to come out with some important findings may be found useful to the policymakers, researchers, students in future. The evaluation study of DTP had the following objectives:

- to assess the extent of coverage of weavers under DTP and the rate of adoption of modern technology;
- to evaluate the changes in productivity, income generated from employment, the value, quantum and shift in production, by the post-DTP handloom weavers;
- to assess the financial and the physical progress;
- to assess the effectiveness of the rehabilitation mechanism; and
- to identify the major lacunae in the implementation of the programme.

The study covered 2661 weavers from 268 cooperative societies in 15 states from (i) North Eastern (ii) Southern (iii) Eastern (iv) Northern (v) Western and (vi) Central zone. The design for the study was prepared at the PEO Headquarters New Delhi.

The main findings of the study are as follows :


- The sanctioned amount for conducting the training programme fell short of the minimum requirement if looms with attachment were purchased (the purchase was done on a one time basis).
- The amount at the disposal of most of the States was found inadequate to meet the bare minimum expenditure of conducting training programmes.
- In a majority of states, supervision was done fortnightly.

- The stipend to weaver was the major item of expenditure, followed by the expenditure on looms and accessories as well as raw materials.
- The beneficiaries with shift in production showed an improvement in average production, average man-days, average sales and average earnings.
- Erratic power supply, inferior quality of raw material, lack of assured market for the products were the major reasons for the ineffectiveness of the programme.

The draft report was circulated to the concerned subject matter division of Planning Commission, Ministry of Textiles and Development Commissioner for Handlooms and their comments have been incorporated in the report.

The study team received continuous encouragement from Hon'ble Deputy Chairman and Secretary, Planning Commission. The report was brought to its present form by Smt Nandita Mishra, Director, Shri U.K.Verma, Economic Investigator and Shri Ghanshyam Sharma, Consultant under my supervision and guidance from Senior Adviser (PEO). The efforts put in by Shri L.N. Meena, Economic Officer is also duly acknowledged.

It is hoped that the findings and suggestions of this study will find its place in framing new policies for handloom weavers in the country


(R.A. Jena) 11/2/2010

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New Delhi

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EXECUTIVE SUMMARY

The **Decentralised Training Programme for the Weavers (DTP)** was initiated by the Government of India in 1987. The scheme was revised in 1995 and again in 2000. Now in the Eleventh Plan, the Ministry of Textiles introduced an **Integrated Handloom Development Scheme (IHDS)** for the promotion of the Handloom Sector. In comparison to DTPHW, IHDS takes a more holistic approach towards the development of the Handloom sector with training as one of its components.

The **Objectives** of the DTP was skill up- gradation, which includes transfer of better technology to weavers, motivating the weavers to adopt the same and also help in providing better access to market for the products, so that their productivity, quality and earnings could be enhanced.

The **Major features** of the scheme were as follows:

- The scheme was implemented through the Weaver Service Centres (WSCs) in collaboration with the concerned state governments.
- The target group for skill up-gradation training under the scheme consisted of literate semi-skilled and skilled weavers.
- The scheme did not make any distinction between those weavers who were working independently as a member of a self-help group, weavers who are working with Handloom Cooperative Societies and weavers who were working with the production centres of the State-run Public Corporations.
- The Master Trainers were selected to impart training in weaving, designing and dyeing.
- The duration of the training was as follows: 60 days for weaving, 30 days for design development and 15 days for dyeing technique.

- It was mandatory that every 15 days one technical person must go to the field to oversee the training programme.
- Under the modified training programme, a provision was made for the rehabilitation of the trained weavers in the power loom sector by providing suitable training and financial assistance for purchasing equipment and providing margin money for working capital.

The **Methodology** adopted in the study is as follows:

A four-stage proportionate random sampling was used to draw samples for the study. The major sampling units were i) the States, ii) the Clusters, iii) the Beneficiary and the Non- Beneficiary Cooperative Societies, iv) the Beneficiary Weavers and the Non-Beneficiary Weavers.

Fifteen States (Assam, Tripura, Manipur, Meghalaya, Sikkim, Tamil Nadu, Andhra Pradesh, Karnataka, West Bengal, Orissa, Bihar, Uttar Pradesh, Himachal Pradesh, Maharashtra and Rajasthan) which account for 92 % of the total population of weavers in India were selected for the study.

A total of 27 clusters were selected randomly, with a maximum of 5 clusters selected from Assam and one each from Meghalaya, Sikkim, Karnataka, Orissa, Bihar, Himachal Pradesh, Maharashtra, and Rajasthan. Tripura and Tamil Nadu had 3 clusters each and the remaining states of Manipur, Andhra Pradesh, West Bengal, and Uttar Pradesh had 2 clusters each.

From each selected cluster, 10 registered primary cooperative societies were selected randomly, of which 6 cooperative societies had trained weavers under the DTP training programme and the remaining 4 cooperative societies had not conducted even a single training programme under DTP. Thus, 268 societies (160 trained and 108 untrained) were covered under the study.

In each of the DTP trained sample society, 10 weavers - 8 DTP trained and 2 DTP untrained weavers- were selected randomly. From each untrained society, 10 weavers were selected. Thus, sample of 2680 weavers were drawn for the

study. However, schedules from 19 weavers could not be canvassed due to their out migration from the place of study.

Important findings of the study

The following were the **major findings** during the analysis of the collected data and from the observations of the field team:

- ❖ All the WSCs were under staffed (*para 4.2.3, page 25*).
- ❖ The programme was not well publicized (*para 4.2.4, page 26*).
- ❖ A majority of trainees/beneficiaries had a favorable opinion of the Master Trainers (*para 4.2.6, page 27*).
- ❖ The syllabus was prepared under the guidance of the WSCs. In some States (Tripura, Manipur, Maharashtra, West Bengal and Rajasthan), the State Director, Handloom also guided the WSCs (*para 4.2.7, page 28*).
- ❖ Most of the trained weavers were not fully satisfied with the training and a majority wanted an increase in the duration of training (*Table 4.6, page 33*).
- ❖ State governments were not forthcoming in their support of the programme (*para 4.3.1(1), page 34*).
- ❖ There was a lack of coordination among the different agencies operating for the welfare of the handloom weavers (*para 4.3.1(2), page 35*).
- ❖ In a majority of states, supervision was done fortnightly (*Table 4.9,, page 37*).
- ❖ The task of rehabilitation of the trained weavers was left to the respective WSCs. But no WSC reported to evolve a proper rehabilitation mechanism (*para 4.3.3, page 38*).
- ❖ Although women had a good participation rate, they faced problems in commuting to distant training venues (*para 3.7, page 22*).
- ❖ Tamilnadu had the highest number of DTP trained weavers i.e. 2582 followed by Andhra Pradesh at 2461 and U.P at 2133. (*Table 5.4, page 42*)
- ❖ Most of the states, except Orissa and Bihar, showed a fund utilization ratio exceeding 60 %. In the case of Orissa, it was as low as 38 % and

for Bihar, it was 58 %. These states conducted fewer number of training programme than the numbers sanctioned. Orissa and Bihar conducted four and eight training programmes less than the sanctioned number respectively (*Table 5.1 and 5.9, page 40 & 46*).

- ❖ The sanctioned amount for conducting the training programme in 7 sample states fell short of the minimum requirement if looms with attachment were purchased. (*Table 5.8, page 45*).
- ❖ The beneficiaries' statements and the WSCs claims regarding stipends, were almost similar, except in the case of Uttar Pradesh where WSC reported exaggerated stipends paid (*para 5.2.4, page 48*).
- ❖ The highest expenditure per loom was seen in Tripura (Rs. 10,327) and the lowest in Tamil Nadu (Rs. 412) (*Table 5.12, page 50*).
- ❖ Stipend to weaver was the major item of expenditure, followed by the expenditure on looms and accessories followed by raw materials (*para 5.2.3, page 47*).
- ❖ On an average at an all India level, while 57.17 percent of beneficiaries were trained near their place of residence, 26.31 percent beneficiaries were trained within work premises and 16.52 percent reported that training was conducted at a far distance. (*Table 6.1, page 53*)
- ❖ The beneficiaries with shift in production showed an improvement in average man-days, average earnings and average sales. (*Table 6.5, page 56*)
- ❖ In a majority of states, those beneficiaries without shift showed an increased production per man-day (*Table 6.6, page 58*).
- ❖ At an all-India level, 55 percent of the beneficiaries showed an increase in production, while it is 55.9 and 55.6 percent in the case of non-beneficiaries from beneficiary societies and non-beneficiary societies respectively. (*Table 6.8, page 60*)
- ❖ For the weavers that reported a fall in production, erratic power supply, lack of quality raw materials and adequate market for their products supply were the major reasons. (*Table 6.11, page 62*)
- ❖ In all the states where the inequalities of beneficiary earnings reduced average beneficiary earnings showed an improvement. (*Table 6.16, page 67*)

- ❖ In all the states, except Sikkim and Himachal Pradesh, the average earnings as a percentage of average sales fell below 40. As per the experience of the field teams, this sad state of affairs could be due to handloom weavers being an unorganized lot and/or due to the high cost of production (*Table 6.18, page 69*).
- ❖ At an all- India level, 24 percent of the beneficiaries showed a shift in production while it was 6.3 percent and 5.4 percent respectively in the case of non beneficiaries from beneficiary societies and non beneficiaries from sample non beneficiary societies post DTP (*Para 6.3.3, page 71*).
- ❖ Suggestions for improvement of the scheme are given in Chapter VII.

CHAPTER-I

INTRODUCTION

1.1 Handloom weavers in the Five-year plans

The handloom sector plays a very important role in the economy by providing direct and indirect employment to millions across the country. There has always been a need for technical development of the handloom sector in order to make it more competitive vis-à-vis the power loom and the factory sectors. Therefore, the development of handloom sector has been getting due attention in every plan starting with the first Five Year Plan. Based on the recommendations of the high-powered Committee¹, set up to suggest measures for the development of the handloom sector, the Ninth Plan emphasized the need for production of marketable items by the handloom sector, skill up gradation of the weavers, welfare package to improve the living of the weavers and work shed-cum housing schemes along with modified project package scheme. The Tenth Five Year Plan aimed at ensuring better access to inputs like yarn, dyes, and chemical designs and credit to the handloom sector, creation of brand identity and positioning in international market along with welfare measures such as group insurance scheme, health package etc.

1.2 Dispersion of handloom weavers

The joint census of handloom and power loom conducted in 1995-96 showed that out of the total weavers in the country, Assam had the highest concentration of total workers engaged in handloom weaving activities at 36.09%. Tamil Nadu followed with concentration of 9.15 % of the total weavers working in the country and West Bengal with 7.76 % of the total weavers, working in the country. A total of 34,87,146 looms were in the country. West Bengal had the highest number of looms followed by Manipur and Andhra Pradesh. Table 1.1 shows the number of units, number of weavers and number of persons engaged in weaving and allied activities and number of looms owned.

¹ Mira Seth report on Handlooms

Table 1.1: Number of units and weavers engaged in weaving and allied activities and looms owned

Sl.No.	State	No. of Units	No. of Weavers	No. of persons engaged in weaving and allied activities	No. of Looms
1	Assam	1096864	1259878	2322268	132056
2	Andhra Pradesh	145335	228007	490616	202100
3	Arunachal Pradesh	23335	30134	53473	39692
4	Bihar	35147	45424	110732	34906
5	Chandigarh	NA	500	NA	NA
6	Chattisgarh	6995	10130	28362	8111
7	Delhi	3418	2977	6708	7027
8	Goa	NA	14	25	NA
9	Gujarat	16621	21350	57936	20550
10	Haryana	5173	5076	22810	22718
11	H.P	40314	47901	65099	47631
12	J&K	15954	20773	51847	18154
13	Jharkhand	17334	26718	56975	11314
14	Karnataka	50741	71238	177562	70835
15	Kerala	25830	32093	63153	49508
16	Madhya Pradesh	10859	12882	27744	14425
17	Maharashtra	31135	38985	80901	39900
18	Manipur	215894	425580	462087	281496
19	Meghalaya	NA	4700	NA	NA
20	Mizoram	NA	13480	NA	NA
21	Nagaland	41731	81827	126228	87878
22	Orissa	71924	104676	246782	92869
23	Pondicherry	2721	3155	7369	3106
24	Punjab	4629	5956	13160	6556
25	Rajasthan	28275	37348	71915	34343
26	Sikkim	21	1700	1228	838
27	Tamil Nadu	201901	319600	607615	43174
28	Tripura	86010	137669	291761	117792
29	Uttar Pradesh	137175	221127	401362	182539
30	Uttaranchal	4810	9077	19322	7031
31	West Bengal	22190	270911	686254	350654
	Total	2542063	3490886	6551354	3487146

1. Source: - This table is based on the results of Census of Handlooms for the year 1995-96.

2. Data regarding number of weavers has been taken from Details of Important Handloom Clusters in the country, sent by the office of the Handloom Commissioner, New Delhi.

The Ministry of Textiles, Government of India initiated the Decentralised Training Programme for Handloom Weavers (DTP) in 1987. The programme was launched for a period of two years. It was later included in the Eighth Five Year Plan and revised with effect from 01.07.1995. The Scheme was again modified in June, 2000.

1.3 Objectives of DTP

The Decentralised Training Programme for Handloom Weavers was launched to bring about skill up gradation amongst skilled and semi skilled category of handloom weavers to enhance their productivity, earning capacity and the marketability of their products. The specific objectives of the Programme were as follows:

- To transfer better technology in weaving, designing and processing to the weavers.
- To enhance the motivation level of the weavers to adopt improved technology.
- To train the weavers, dyers, and designers associated with handloom industry to enable them to increase productivity, improve quality and increase their earnings by accessing a better market for their products.

1.4 Implementation mechanism

The programme was implemented through the Weaver Service Centres (WSCs) in collaboration with the concerned state governments. To ensure that necessary cooperation on the part of the State Government was forthcoming, training was conducted in a particular state only on the request of the state government concerned. States which hosted a substantial population of handloom weavers and did not have access to advanced handloom technology were given preference.

1.5 Components of DTP

This programme had the following three components:

- ❖ Sixty day's training in Weaving imparted by a Master Trainer under the auspices of the Weavers Service Centres (WSCs).
- ❖ Thirty day's training in Design Development by a Master Trainer whose services were provided by the WSCs.
- ❖ Fifteen day's training in Dyeing Technique to be imparted by a Master Trainer whose services were provided by the WSCs.

According to the provisions of the Modified Decentralised Training Programme launched in the year 2000, unskilled weavers were excluded from availing the benefit of the programme. The state governments could provide training to such weavers under different schemes like Swarna Jayanti Swarozgar Yojana and others. The number of participants in any training programme should not exceed 25.

1.6 Qualification and eligibility of the Master Trainer

The success of the programme depended largely on the efficiency and the effectiveness with which lessons were imparted by the Master Trainers who were selected for weaving, designing and dyeing. The following qualifications were required for becoming a Master Trainer:

- Master Trainer (Weaving) should be conversant with the operation of Jacquard, Dobby and other attachments and different types of designs. He/she should either be a diploma holder from Indian Institute of Hardware Technology or had undergone formal training in weaving for a period of not less than three months with a Weavers' Service Centre (WSC) or be a national awardee or had been approved by the Government as master weaver to impart technical training to the weavers.
- Master Trainer (Designing) should be a qualified textile designer from a National Institute of Design, Indian Institute of Fashion Technology or other recognized college of art.
- Master Trainer (Dyeing) should either be a Diploma holder from Indian Institute of Hardware Technology or had undergone 4 months short-

term training course in dyeing techniques from Weavers Service Centres, Indian Institute of Hardware Technology, Training Institute run by state government or had at least 10 years of practical experience in work related to dyeing.

1.7 Syllabus for the training

The syllabus for training was prepared by the WSCs. The responsibility for the preparation of syllabus rested with the Assistant Director (Weaving) and the Technical Superintendent.

1.8 Target groups

The Target Group for training under the scheme consisted of semi-skilled and skilled weavers. The unskilled workers had been excluded from availing the Decentralised Training Programme. The semi-skilled weavers were defined as those who had so far been weaving plain cloth or *janata* variety cloth. These weavers were aware of the basic weaving method but required up-gradation in their skill. The skilled weavers were defined as those who had practical knowledge of weaving but might have liked to enhance their level of skill in weaving, new type of designs, undertake weaving on new type of yarn (from coarse cotton to finer cotton yarn, from cotton to silk, wool, polyester etc.) in weaving on new type of looms (e.g. multi-treadle loom etc.) or looms with productivity enhancing attachments like dobby, jacquard etc.

The scheme did not make any distinction between those weavers who were working independently or as a member of Self-Help Group or with the Handloom Cooperative Societies or with the Production Centres of the State-run Public Corporations.

1.9 Monitoring and supervision

The Officer-in-charge of the WSCs was personally responsible for the effective monitoring and proper supervision of the programme. It was mandatory that every 15 days, one technical person must go to the field to oversee the training programme. The expenditure incurred on monitoring and

supervision of WSC staff was met from the funds allocated to the DTP programme.

1.10 Disposal of the products developed during training

The quality of the products developed during the course of training gave an idea of the level of skills acquired by the trainees. The objectives of the Decentralized Training Programme were met to some extent if the products developed were marketable. The following procedures were laid down for the marketing/ sale of such products:

- i) The Zonal Headquarters were responsible for the sale of the products. An exhibition and sale counter would be opened in each Zonal Headquarter for selling products developed during the training.
- ii) The minimum price for each product had to be arrived at by considering the quality of the raw materials used and the overhead costs of the products. Items of poor quality would have a maximum discount of 50%. Assistant Director (Weaving) and Assistant Director (Production) would decide the prices. The pricing would thereafter be approved by the Officer in charge of the WSC.
- iii) The cost of transportation of the products from the WSC to the Zonal Headquarter for sale would be reimbursed by the Office of the Development Commissioner of Handlooms.
- iv) The revenue received from such sale would be deposited in the government account as per the provisions in the General Financial Rules.

1.11 Rehabilitation of the trained weavers

A provision existed in the modified training programme for the rehabilitation of the trained weavers in power loom sector by providing suitable training, financial assistance for purchasing equipments, margin money for working capital etc. The package for assistance had to be worked out in consultation with the Textile Commissioner, Bombay Textile Research

Association (BTRA), South India Textile Research Association (SITRA) and the Power loom Division of Ministry of Textiles.

1.12 Financing of the Programme

1.12.1 Raw material for training

- Raw material required for training in weaving, mostly yarn, would be procured by the WSCs as per the provisions of GFR. There would be one loom per three trainees. The cost of the frame loom would be a maximum of Rs. 8000 without attachments, while the looms with attachments like dobby and jacquard would have an extra provision of Rs. 4000. The total cost of loom and attachments was not to exceed Rs. 12000/-.
- Raw material required for training in design development included a set of drawing board, drawing papers, poster colours, brushes, pens, graph papers, scales, tracing papers etc. A set containing all these would be provided at the rate of Rs. 5000 for a group of 5 trainees.
- Raw material for training in dyeing technique would be a dyeing tool kit of dyes/chemicals/yarn, etc. to be provided to the sponsoring primary society / NGO, irrespective of the number of trainees sponsored. The cost of one set of the tool kit would be Rs. 5000/-

1.12.2 Stipend to the weavers

As per the earlier scheme, the stipend was Rs. 750 per month for three months to the unskilled and Rs. 55 per day for the skilled and the semi skilled workers for 60 working days.

1.12.3 Honorarium to the Master Trainer

The Master Trainers were to be paid an honorarium of Rs. 2500/- per month and a stipend of Rs. 75/- per day for a 15 days' familiarization programme.

1.12.4 Unattached independent weavers working with NGOs

Apart from weavers from the cooperative and corporate sectors, the target group included unattached (independent) weavers who worked under

NGOs and who might not have the basic infrastructure to conduct the training programme. Hence the provision was made under the scheme, inter alia, for:

- Hiring of sheds/ accommodation for conducting training programmes
- Boarding and lodging of weavers during the training programmes
- Incidental expenses

Expenses on the above should be met from the stipend that the weaver received during the training.

1.12.5 Training of persons involved in the management

Training of persons involved in the management of handloom sector was an essential input for the smooth and proper implementation of the training programme, as the Modified Scheme rightly emphasized on it. The expenditure on this account would be met from the head 'Other Charges' (Plan).

1.12.6 Payment to the freelance designer

The Modified Scheme provided the services of a freelance designer to weavers, trainers and cooperatives with innovative designs. The designer may be paid as per the guidelines of the scheme or as mutual agreement at the time of submission of the proposal.

1.12.7 Administrative charges

The expenditure on supervision, monitoring and documentation would be restricted to 5 % of the project cost and was to be funded from the sub head 'Other Charges.'

The scheme was further modified in the June 2000. The **Modified Decentralised Training Programme (2000)** envisaged to build upon the then existing scheme by encouraging product diversification and simultaneously ensuring development of marketable products, thereby increasing the earning capacity of the handloom weavers. The basic objectives of the scheme can be summed up as follows:-

- Rationalization of the operational mechanism and the implementation methods.
- Fine tuning of the training programme so as to match the requirements of the market.
- Making the process more transparent.
- Making it more realistic, need based and concise.
- Avoidance of duplication and effecting better coordination.
- Provision of more flexibility and autonomy to the implementer.
- Provision of different training to suit the different categories of weavers, trainers and Master Trainers keeping in view the expertise gained already and the trends prevailing.
- Availing of the expertise and resources of related sectors such as freelance designing, fashion forecasts & trends.

In the Eleventh Plan, the Ministry of Textiles introduced an Integrated Handlooms Development Scheme (IHDS) for the promotion of the Handloom Sector. In comparison to DTPHW, IHDS takes a more holistic approach towards the development of the Handloom sector with training as one of its components. Some of the objectives of the IHDS include:

- to focus on the formation of handloom weavers' groups and to assist them to become sustainable;
- to provide suitable workshop and marketing orientation to weavers;
- to facilitate the process of credit from financial institutions/banks;
- to provide for holistic and flexible interventions to need based inputs specific to each cluster/group.

Some of the other features of IHDS include:

- Maximum project cost of each cluster will be upto Rs. 60 lakh for a project period of 3 years.
- There may be a formation of consortium which would involve stakeholders from SHGs, Co-operative Societies, Master Weavers, NGOs

etc. One time assistance of Rs. 50,000/- per cluster will be provided under this component as a 100% central grant.

- In order to ensure the regular availability of yarn of requisite counts for 300-500 looms for a month, a one time assistance of Rs. 3 lakhs will be provided as a corpus fund to the NHDC.
- Assistance of up to Rs. 6 lakhs (borne by the GoI) to be provided to engage a qualified designer for a period of 3 years.
- Assistance (not more than 20% of total project cost) for the purpose of publicity and marketing would be shared in the ratio of 75:25 between the Central and State/Implementing Agency/beneficiaries.
- Financial assistance up to Rs. 2.40 lakhs per annum per cluster for three years will be provided to the Implementing Agency to meet the Project Management Cost.

CHAPTER-II

OBJECTIVES AND METHODOLOGY

At the behest of the Ministry of Textiles, Government of India the Programme Evaluation Organisation, Planning Commission undertook the evaluation of the Decentralised Training Programme for Handloom Weavers. This chapter presents the objectives and sampling methodology adopted for evaluating the Decentralised Training Program.

2.1 Objectives of the Study

The following were the main objectives of the study:

- To assess the extent of coverage of societies and weavers under Decentralised Training Programme and the rate of adoption of modern technology.
- To evaluate the changes in level of productivity, employment-generated income, the value and quantum of production as well as the shift in production, post Decentralised Training Programme Scheme for the handloom weavers.
- To assess the financial and the physical progress.
- To assess the effectiveness of the rehabilitation mechanism.
- To identify the major lacunae in the implementation of the programme

2.2 Methodology

An ideal study presupposes the availability of complete, up-to-date and reliable sampling frames which were unfortunately not available for the study. When the Additional Development Commissioner (Handlooms) informed that some of the states were not maintaining complete and up-to-date lists of the Handloom Cooperative Weavers' Societies/ NGOs/ Self-Help Groups, the selection of the sample frame was done through the alternative methodology described in the next para.

A four stage sampling scheme was adopted with allocation of units done in a constant proportion with the sampling units: (i) States, (ii) Clusters of weavers, (iii) Beneficiary and Non Beneficiary Cooperative Societies, and (iv) Beneficiary as well as Non Beneficiary Weavers. A four-stage proportionate random sampling was considered to be the most appropriate sampling technique for the study.

2.2.1 Selection of States

In the first stage, the states were selected by giving appropriate weight to the number of weavers in each state based on the details in the Census of Handlooms conducted in the year 1995-96. The entire population consisting of 29 States and 2 UTs were divided into the following six zones i.e. (i) North Eastern (ii) Southern (iii) Eastern (iv) Northern (v) Western and (vi) Central zone. Within each zone, the states in which the population of weavers constitutes at least 1% of the total population of weavers at an all-India level were to be selected. It was found that the percentage share of weavers in states falling under central zone were under less than 1%, hence no states were selected from the central zone.

Table 2.1 shows the zone wise position of each state and its percentage share in all India position and its relative position within the zone in which it falls.

Table2.1: State-wise number of weavers, their percentage share at all India and stratum level

Sl. No	Name of State/UT	Number of Weavers	Percentage share of weavers in the state/UT in total population of weavers at all-India level	Percentage share of weavers in the state/UT in total population of weavers at Stratum level
1	2	3	4	5
ZONE-I NORTH -EASTERN REGION				
1.	Assam	1259878	36.09	64.44
2	Manipur	425580	12.19	21.77
3.	Tripura	137669	3.94	7.04
4.	Nagaland	81827	2.34	4.19
5.	Arunachal Pradesh	30134	0.86	1.54
6.	Mizoram	13480	0.39	0.69
7.	Meghalaya	4700	0.13	0.24
8.	Sikkim	1700	0.05	0.09
<i>(continued on the next page)</i>				

	TOTAL	1954968	56.00	100.00
ZONE-II SOUTHERN REGION				
9.	Tamil Nadu	319600	9.16	48.86
10.	Andhra Pradesh	228007	6.53	34.86
11.	Karnataka	71238	2.04	10.89
12.	Kerala	32093	0.92	4.91
13.	Pondicherry	3155	0.09	0.48
	TOTAL	654093	18.74	100.00
ZONE-III EASTERN REGION				
14.	West Bengal	270911	7.76	60.51
15.	Orissa	104676	3.00	23.38
16.	Bihar	45424	1.30	10.15
17.	Jharkhand	26718	0.77	5.97
	TOTAL	447729	12.83	100.00
ZONE-IV NORTHERN REGION				
18.	Uttar Pradesh	221127	6.33	70.56
19.	Himachal Pradesh	47901	1.37	15.28
20.	Jammu & Kashmir	20773	0.60	6.63
21.	Uttaranchal	9077	0.26	2.90
22.	Punjab	5956	0.17	1.90
23.	Haryana	5076	0.15	1.62
24.	Delhi	2977	0.09	0.95
25.	Chandigarh	500	0.01	0.16
	TOTAL	313387	8.98	100.00
ZONE-V WESTERN REGION				
26.	Maharashtra	38985	1.12	39.90
27.	Rajasthan	37348	1.07	38.23
28.	Gujarat	21350	0.61	21.85
29.	Goa	14	0.00	00.01
	TOTAL	97697	2.80	100.00
ZONE-VI CENTRAL REGION				
30.	Madhya Pradesh	12882	0.37	55.98
31.	Chattisgarh	10130	0.29	44.02
	TOTAL	23012	0.66	100.00
TOTAL ALL ZONES		3490886	100.00	100.00

Note: -1. . Source : - This table is based on the results of Census of Handlooms for the year 1995-96.
2. Data regarding number of weavers has been taken from Details of Important Handloom Clusters In the Country, sent by the office of the Handloom Commissioner, New Delhi.

Based on the above criteria, 14 states were selected for the study. Nagaland was excluded from the selected list in view of the insurgency problem faced at the time of the study. In order to give fair representation to the North Eastern Region, Sikkim and Meghalaya were additionally

selected for the study. Fifteen states, as shown in the following table, were selected for the study.

Table 2.2: Zone wise selection of States

Sl.No.	Zone	Region	Name of Selected States
1.	Zone –I	North-Eastern Region	Assam, Manipur, Meghalaya, Tripura and Sikkim
2.	Zone –II	Southern Region	Tamil Nadu, Andhra Pradesh and Karnataka
3.	Zone –III	Eastern Region	West Bengal, Orissa and Bihar
4.	Zone –IV	Northern Region	Uttar Pradesh and Himachal Pradesh
5.	Zone –V	Western Region	Maharashtra and Rajasthan

These 15 selected states constitute 92 % of the total population of weavers in India.

2.2.2 Selection of Clusters of weavers

Clusters were selected in proportion to the share of the weavers population in the selected states to the all-India population of weavers, with a minimum of one cluster selected from each selected state. The clusters of number of weavers were then arranged in descending order. Keeping in view the total resources available, 27 clusters were randomly selected with a maximum of 5 clusters selected from Assam and one each from Meghalaya, Sikkim, Karnataka, Orissa, Bihar, Himachal Pradesh, Maharashtra, and Rajasthan. Tripura and Tamil Nadu had 3 clusters each and the states of Manipur, Andhra Pradesh, West Bengal, and Uttar Pradesh had 2 clusters each. The following table shows the selected clusters from each State.

Table 2.3: State-wise list of the selected clusters

Strata	State	No. of selected clusters	Name of the selected cluster	Weavers population in the selected cluster
North-eastern Region	Assam	5	Kamrup	161,895
			Nalbari	111,850
			Nagaon	79,078
			Lakhimpur	67,530
			Sibsagar	61,136
	Manipur	2	Bishnupur	163,225
			Senapati	162,897
	Tripura	3	Tripura West	63416
			Tripura South	36729
			Tripura Dhalai	19895
Southern Region	Meghalaya	1	Nongpoh	2500
		1	South Sikkim	1700
	Tamil Nadu	3	Chennimalai	12,876
			Cuddalore	23,000

			Paramathivelur, Maravapalayam Kabilarmalai, Unjappalayam, Vellur, Kandampalayam, Kolandapalayam	1,274
	Andhra Pradesh	2	Ilavaram	1200
			Vinjmuru	650
	Karnataka	1	Mysore	21,253
Eastern Region	West Bengal	2	Murshidabad	38,000
			Birbhum	23,000
	Orissa	1	Bargarh	37,876
	Bihar	1	Bhagalpur, Banka, Mungyer, Nawada, Katihar, Purnia,	50,000
Northern Region	Uttar Pradesh	2	Meerut (Khekra, Meerut, Sardhana, Dola, Mehalka, Lawad, Singhawali Ahir, Amin Nagar Sarai)	20,000
			Bijnor, Dhampur, Nawgawan, Sadat,Nurpur, Rawana, Sikarpur	25,000
	Himachal Pradesh	1	Mandi	1,000
Western Region	Maharashtra	1	Mumbai	2,000
	Rajasthan	1	Jallaur	1,154
	Total	27		11,89,134

2.2.3 Selection of Cooperative Societies

From each selected cluster, ten registered primary cooperative societies were randomly selected. In six Cooperative Societies, weavers had received training under the DTP training programme and in remaining four Cooperative Societies; no training programme had been conducted under DTP. Two out of the selected trained Societies- one in Tripura and the other in Meghalaya, could not be covered due to closure of the Societies. In Sikkim, one of the societies, not given training under DTP, was not covered. In lieu of the closer of the selected society in Tripura, one additional Society not trained under DTP was taken up. In this way, out of 268 societies, 160 societies trained under DTP and 108 societies not trained under DTP have been selected for the study.

2.2.4 Selection of Weavers

Out of 10 sample weavers from each of the selected trained societies, 8 weavers covered under DTP and 2 not under DTP were selected randomly. Similarly, 10 weavers were selected from each society not trained under DTP. Thus a sample of 2680 weavers was drawn for the study, but 19 weavers could not be canvassed due to their relocation because of marriage.

Table 2.4: Sample selection of clusters, societies and weavers families.

States	No. of selected clusters	No. of trained societies	No. of un-trained societies	No. of trained weavers	No. of un-trained weavers	Total number of weaver families
Assam	5	30	20	240	260	500
Tripura	3	17	13	136	164	300
Manipur	2	12	8	96	104	200
Meghalaya	1	5	4	40	50	90
Sikkim	1	6	3	45	26	71
Tamil Nadu	3	18	12	144	156	300
Andhra Pradesh	2	12	8	96	104	200
Karnataka	1	6	4	48	52	100
West Bengal	2	12	8	96	104	200
Orissa	1	6	4	48	52	100
Bihar	1	6	4	48	52	100
Uttar Pradesh	2	12	8	96	104	200
Himachal Pradesh	1	6	4	48	52	100
Maharashtra	1	6	4	48	52	100
Rajasthan	1	6	4	48	52	100
Total	27	160	108	1277	1384	2661

2.3 Instruments of observation

The major instruments used by the study team were the various levels of schedules canvassed and the discussions with the various stakeholders involved. These included the State level schedules, the Society/NGO/Production Centre level schedules, the Weavers Service Centre level schedules and the beneficiary/non beneficiary level schedules.

2.4 Qualitative notes

The qualitative notes cover the various aspects such as the implementation mechanism, the design of the training programme, including the training manual, the usefulness of the training, the eligibility of the Master Trainers, assessment of skill up-gradation of the weavers, changes in productivity and income of weavers, supervision and monitoring of the programme, constraints faced by the study team and the suggestions for improvement based on field observations.

2.5 Reference period

The reference period of the study is from **1998-99 to 2002-03**.

CHAPTER-III

PROFILE OF THE CANVASSED WEAVERS

An understanding of the socio economic profile of weavers is crucial to design an appropriate policy intervention. Hence this chapter assesses the socio-economic characteristics of the sample weavers. The weavers selected for canvassing the schedules were randomly drawn so that the profile of the weavers could be representative of the socio-economic background of the weaver population in India.

3.1 Coverage of the BPL Families

Out of the 2661 beneficiary and non-beneficiary handloom weaving families selected, 24.35% of the beneficiary families were living below poverty line. In Meghalaya, 100 % of the sample beneficiary families belonged to BPL and 98% of the sample families covered in non-beneficiary category also fell in the Below Poverty Line category. Rajasthan did not report any BPL family in the selected non-beneficiary families. In Rajasthan, amongst the beneficiary families, only 2.08 % families fell in BPL category. The following table shows the coverage of the BPL families.

Table 3.1: Coverage of the BPL families

State	Percentage of beneficiaries belonging to the BPL category	Percentage of non-beneficiaries belonging to the BPL category	Percentage of the total BPL families covered	Percentage of Beneficiaries in the sample	Percentage of non Beneficiaries in the sample	Total sample size (beneficiaries and non-beneficiaries)
Assam	2.08	3.85	3	48	52	500
Andhra Pradesh	2.08	6.73	4.5	48	52	200
Bihar	22.92	46.15	35	48	52	100
Himachal Pradesh	6.25	7.69	7	48	52	100
Karnataka	25	36.54	31	48	52	100
Maharashtra	16.67	11.54	14	48	52	100
(contd.)						

Manipur	97.92	98.08	98	48	52	200
Meghalaya	100	98	98.89	44.44	55.56	90
Orissa	52.08	40.38	46	48	52	100
Rajasthan	2.08	0	1	48	52	100
Sikkim	66.67	53.85	61.97	63.38	36.62	71
Tamil Nadu	29.17	30.77	30	48	52	300
Tripura	5.88	18.9	13	45.33	54.67	300
Uttar Pradesh	10.42	17.31	14	48	52	200
West Bengal	20.83	38.46	30	48	52	200
All States	24.35	28.4	26.46	47.99	52.01	2661

3.2 Average family size

A glance at the family size of the handloom weavers can help develop significant insights in to the socio-economic profile of the handloom weavers. At all-India level, the data suggested that the average family size of the selected weaver family was 4.42. Bihar reported the largest family size of 5.31, followed by Orissa and Uttar Pradesh which reported a family size of 5.16 each. Meghalaya reported the lowest family size of 3.82. The following table shows the average family size in the selected states.

Table 3.2: Average family size

State	Total number of family members	Total number of families covered	Average family size
Andhra Pradesh	802	200	4.01
Assam	2141	500	4.28
Bihar	531	100	5.31
Himachal Pradesh	456	100	4.56
Karnataka	428	100	4.28
Maharashtra	444	100	4.44
Manipur	861	200	4.31
Meghalaya	344	90	3.82
Orissa	516	100	5.16
Rajasthan	460	100	4.6
Sikkim	338	71	4.76
<i>(contd.)</i>			

Tamil Nadu	1235	300	4.12
Tripura	1273	300	4.24
Uttar Pradesh	1032	200	5.16
West Bengal	889	200	4.45
All States	11750	2661	4.42

3.3 Literacy levels by gender

Out of the 11,750 family members, about 77.8 % were reported to be literate. The table 3.4 shows gender wise distribution of literate families in the selected sample. Amongst the literate family members in the sample population, at an all India level, 61.8 percent were males while 38.2 percent were females. Across all the sample states, in the sampled population, males were proportionately higher in comparison to their female counterparts in the literate group.

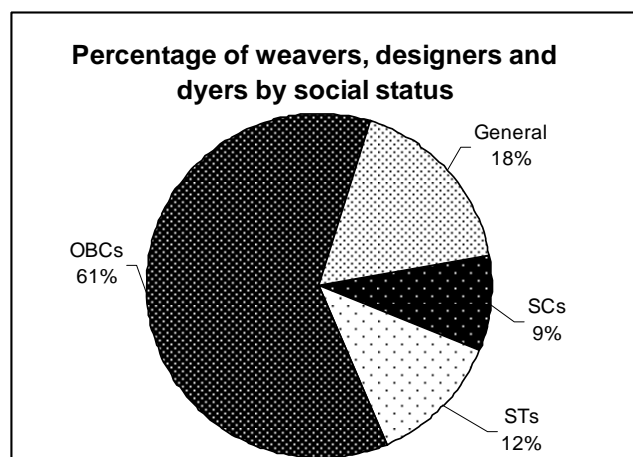
Table 3.3: Gender wise distribution of literate families:

State	Literate (%age)	
	Male	Female
Andhra Pradesh	71.4	28.6
Assam	59.9	40.1
Bihar	60.3	39.7
H.P.	61.5	38.5
Karnataka	61.8	38.2
Maharashtra	63.6	36.4
Manipur	59	41
Meghalaya	54.4	45.6
Orissa	76.8	23.2
Rajasthan	64.1	35.9
Sikkim	53.5	46.5
Tamil Nadu	68.9	31.1
Tripura	61.1	38.9
Uttar Pradesh	55.3	44.7
West Bengal	59.2	40.8
All States	61.8	38.2

3.4 Distribution of Weavers, Designers and Dyers by Social Status

In the training programs held from 1990-91 to 2002-03, across the sample states, a major proportion of weavers, designers and dyers came from the socially disadvantaged groups. About 61 percent come from the OBC category, 12 from the ST category and 9 percent from the SC category. The remaining 18 percent came from the General category.

Chart 3.1



3.5 The gender and age wise earning status of families

Out of total family members covered, the earners constituted only 38.18 %, the earning dependents were 23 %, and the rest were the non-earning dependents. The earners in the age group of 5 but below 18 years constituted 2.62 % of the total members in the families of all the beneficiary weavers covered and 37.88 % were earners in the age group of above 60 years. As expected, no earners had been reported in the age group of below 5 years. The remaining earners were in the age group of 18 years but below 60 years (54.38 %).

The only State wherein 50 % or more family members had been reported to be earners was Assam (52.13 %). The specific reason for this percentage seems to be the ancient social tradition in Assam wherein all the girls learn handloom weaving at a very young age so that they are able to carry hand woven cloths as part of their dowry. The percentage of earners was found to be less than 30 % in Manipur, Sikkim, West Bengal

and Uttar Pradesh. West Bengal reported a significantly large percentage i.e. 42.29 % of the family members categorized as earning dependents.

Table 3.4: The earning status of families

State	Earner			Earning Dependent			Non-earning Dependent		
	M	F	T	M	F	T	M	F	T
Andhra Pradesh	56.88	28.42	43.64	8.16	37.8	21.95	34.97	33.78	34.41
Assam	58.07	46.23	52.13	3.19	17.86	10.56	38.74	35.91	37.32
Bihar	59.18	16.88	40.3	8.5	42.19	23.54	32.31	40.93	36.16
Himachal Pradesh	43.97	17.86	31.14	12.93	38.39	25.44	43.1	43.75	43.42
Karnataka	61.04	25.38	44.63	8.23	35.53	20.79	30.74	39.09	34.58
Maharashtra	51.91	11.96	33.11	10.64	35.89	22.52	37.45	52.15	44.37
Manipur	51.3	9.05	27.99	11.92	59.58	38.21	36.79	31.37	33.8
Meghalaya	55.77	10.11	30.81	10.26	53.19	33.72	33.97	36.7	35.47
Orissa	66.31	11.54	41.47	7.45	48.29	25.97	26.24	40.17	32.56
Rajasthan	44.02	15.92	31.74	6.95	25.87	15.22	49.03	56.21	53.04
Sikkim	43.87	8.2	24.56	23.23	51.91	38.76	32.26	39.89	36..39
Tamil Nadu	55.43	18	37.25	8.98	20.33	14.49	35.59	61.67	48.26
Tripura	59.13	34.05	46.35	4.65	22.8	13.9	36.22	43.14	39.75
Uttar Pradesh	45.57	4.81	27.52	15.3	59.08	34.69	39.13	36.11	37.79
West Bengal	38.68	5.99	22.72	26.59	58.76	42.29	34.73	35.25	34.98
All States	53.46	22.16	38.18	9.98	36.65	23	36.55	41.2	38.82

Note: M –Male, F- Female, T –Total

Table 3.5: The age wise earning status of members

(%age)

States	Members by age group					Earner				
	Below 5 years	5 years and above but below 18 years	18 years and above but below 60 years	Above 60 years	Total	Below 5 years	5 years and above but below 18 years	18 years and above but below 60 years	Above 60 years	Total
Andhra Pradesh	3.87	24.69	62.47	8.98	802	0	3.54	61.65	47.22	43.64
Assam	2.71	22.42	69.69	5.18	2141	0	3.33	70.71	40.54	52.13
Bihar	5.65	30.51	60.83	3.01	531	0	4.32	62.54	31.25	40.3
Himachal Pradesh	7.89	28.95	60.09	3.07	456	0	3.03	48.18	42.86	31.14
Karnataka	4.67	20.56	68.93	5.84	428	0	3.41	61.36	28	44.63
Maharashtra	8.56	20.05	65.54	5.86	444	0	0	48.8	19.23	33.11
Manipur	0.46	15.33	75.61	8.59	861	0	0.76	32.87	35.14	27.99
Meghalaya	2.33	25	70.06	2.62	344	0	0	42.32	44.44	30.81
Orissa	5.23	23.06	62.98	8.72	516	0	11.76	57.54	28.89	41.47
Rajasthan	7.83	34.13	55.43	2.61	460	0	0.64	54.12	58.33	31.74
Sikkim	2.96	19.53	67.46	10.06	338	0	1.52	26.75	61.76	24.56
Tamil Nadu	3.64	23.4	65.91	7.04	1235	0	3.81	50.61	42.53	37.25
Tripura	3.22	24.19	66.19	4.4	1273	0	2.6	64.06	46.43	46.35
Uttar Pradesh	8.53	33.91	55.43	2.13	1032	0	0.57	47.9	36.36	27.52
West Bengal	4.27	31.27	58.94	5.51	889	0	0.72	37.6	6.12	22.72
All States	4.34	24.97	65.14	5.55	11750	0	2.62	54.38	37.88	38.18

3.7 Gender wise Categorization of the Trained Weavers

In the North Eastern States, weaving occupation is primarily an occupation for women. So, female trainees were more than the male trainees in these states. In Manipur and Sikkim, all the trainees were women. The other States where women outnumber men were Uttar Pradesh, Himachal Pradesh and Maharashtra. In rest of the States, women had a good participation except in Bihar (18 %), Orissa (19%) and Andhra Pradesh (19.38 %). In a majority of states, female trainees reported inconvenience in

commuting over long distances. The field team of Andhra Pradesh ascribed to the wrong notion held by women that the working of Jacquard looms requires strength/stamina, as the reason for their low participation rate.

Table.No.3.6: Gender wise categorization of weavers trained

States	Male (%)	Female (%)
Assam	0.44	99.56
Tripura	33.69	66.31
Manipur	0.00	100.00
Meghalaya	1.33	98.67
Sikkim	0.00	100.00
Tamil Nadu	65.87	34.13
Andhra Pradesh	80.62	19.38
Karnataka	65.71	34.29
West Bengal	67.88	32.12
Orissa	81.00	19.00
Bihar	82.00	18.00
Uttar Pradesh	28.93	71.07
Himachal Pradesh	34.8	65.20
Maharashtra	22.54	77.46
Rajasthan	59.20	40.8
Total	45.34	54.66

CHAPTER-IV

IMPLEMENTATION OF THE TRAINING PROGRAMME

The Handloom sector had considerable bottlenecks in the form of gaps in technology & information dissemination. Hence a major objective of the Decentralised Training Program was to fill in these gaps with adequate training of the weavers and technology dissemination. As such the entire programme comprises of two flows - one of information and the other of flow of funds- from top to bottom. The flow of information was from the WSCs to the Master Weavers; then to the beneficiary weavers and finally to the other weavers through them. The flow of funds took place from the Office of the Development Commissioner of Handlooms to the WSCs then to the societies involved in training. The state governments were expected to provide the necessary assistance to facilitate the entire process. The task of coordination and monitoring of the various activities involved and the rehabilitation of the trained weavers was left to the respective WSCs.

4.1 Main elements of the implementation mechanism

(a) Flow of information

WSCs → Master Weavers → Beneficiary Weavers → Other Weavers

(b) Flow of funds

Office of the Development Commissioner of Handlooms → WSCs → Societies

4.2 Coordination and monitoring of the flows & rehabilitation

In this chapter, we deal with the mechanisms for information dissemination inherent in the programme, coordination & monitoring and rehabilitation of the trained weavers. The third factor, namely the flow of funds, is dealt in detail in the next chapter.

4.2.1 The Flow of information

As depicted above, the main elements that aid the flow of information in the implementation of the programme were the WSCs, the Master Weavers identified and training for them, the beneficiary weavers and finally the other

weavers who gained knowledge through their interaction with the beneficiary weavers.

4.2.2 Weavers Service Centers

There were twenty four WSCs which were the hub of DTP activities. The WSCs selected the beneficiary societies and trained the Master Trainers. They also conducted the monitoring and supervision operation and arranged for the rehabilitation of the trained weavers.

4.2.3 Staff Strength of Weavers Service Centres

The WSCs were entrusted with onerous and multiple tasks, therefore sufficient and efficient staffing was required for them to function properly. But most of the WSCs reported a lack of sufficient manpower as is shown in the following table.

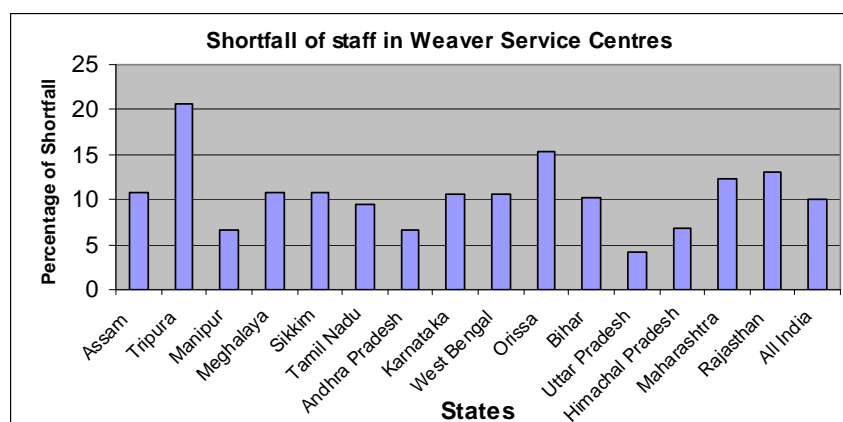
Table.4.1: Staff Strength of WSC

State	Sanctioned Staff	Actual Staff in position	Shortfall (%)
Andhra Pradesh	76	71	6.58
Assam	46	41	10.87
Bihar	39	35	10.26
Himachal Pradesh	73	68	6.85
Karnataka	38	34	10.53
Maharashtra	89	78	12.36
Manipur	30	28	6.67
Meghalaya	46	41	10.87
Orissa	39	33	15.38
Rajasthan	38	33	13.16
Sikkim	46	41	10.87
Tamil Nadu	106	96	9.43
Tripura	34	27	20.59
Uttar Pradesh	72	69	4.17
West Bengal	57	51	10.53
All India	829	746	10.01

At an all-India level, there was a short fall of 10 % in the staff strength. States with less than 90 % of sanctioned staff are Tripura (a shortage of 20.59 %), Maharashtra (a shortage of 12.36 %) and Rajasthan (a shortage of 13.16 %). It was observed by the field team that the WSC, Bharat Nagar, New Delhi does not have sufficient field staff to organize, conduct, supervise and

monitor the training programmes simultaneously in HP, J&K and Delhi. The chart 4.1 depicts the comparison between the shortfalls of staff in WSCs.

Chart 4.1



4.2.4 Publicity of Programme

The investigation suggested that apparently the program was not adequately publicized among the societies or the potential beneficiaries. The information available from the field teams that visited Manipur & Assam reported that no formal advertisements were placed and information was spread verbally, although a public meeting is held on the day of the inauguration of the DTP in which prominent persons from the locality participate. In Maharashtra, the scheme was not properly publicized among the cooperative societies. In Himachal Pradesh, the WSC, Bharat Nagar, New Delhi held a seminar in the area to generate public awareness about the programme. The societies operating in the area were invited to attend the seminar. Also the training programmes were given wide publicity through print media, electronic media, district administration, *mahila mandals* and panchayats.

4.2.5 Selection of the Master Trainers

The Weavers' Service Centers select the master trainers and give them 15 days familiarization training before the starting of decentralized training programme. The master trainees are to meet certain eligibility criteria for getting selected. These were described in detail in the introductory

chapter. The following table summarises the profile of the Master Trainers selected by the WSCs for the training programme.

Table.No.4.2: Profile of the Master Trainers

Category	Profile	No.s
Master Weavers	Working Weavers	114
	IIHT Diploma Holder	41
	National Awardees	13
	State Govt. Appointees	15
	Total	183
Master Designers	MT (Design) from NID, NIFT etc	15
	Others	08
	Total	23
Master Dyers	MT (Dyeing) Diploma Holder or completed 4 months training in WSC	39
	Others	06
	Total	45

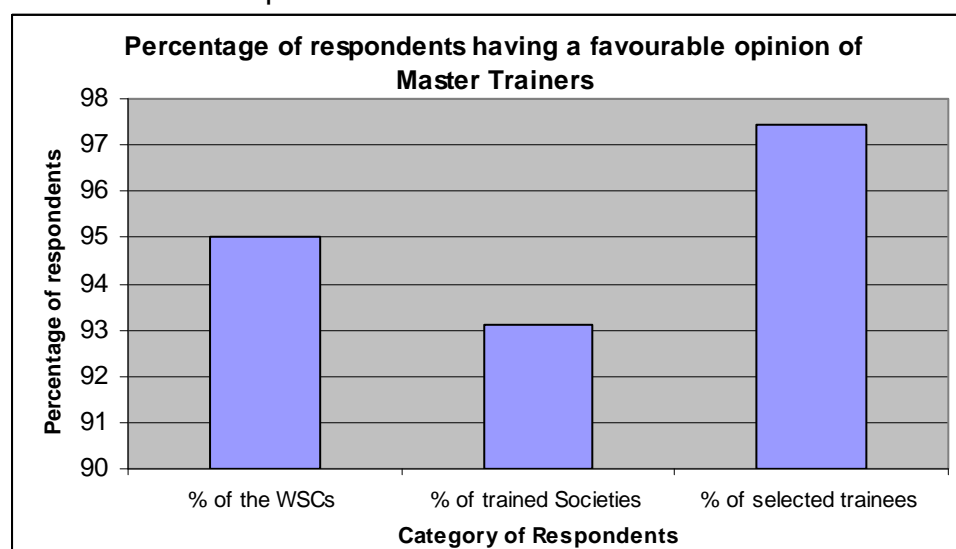
Out of total sample of 251 master trainers, 183 were in weaving, 23 were in designing and 45 were in dyeing .

In Uttar Pradesh and Sikkim, the Master Trainers were selected from the local areas. In Uttar Pradesh, it was found that the master trainers did not have the necessary expertise to train the weavers in accordance with the changing trends. In Orissa, the Master Trainers were from Bhubaneswar only. In Himachal Pradesh, all the Master Trainers were drawn from a particular cluster (Kullu). They were simply skilled weavers and did not hold much formal education. Their expertise was limited to their weaving experience only.

4.2.6 Master Trainers

The Master Trainers had a crucial role in the successful implementation of the Decentralised training programme. Unsatisfactory performance from them could render the entire programme useless. Keeping this in view, the selection of the Master Trainers should be done meticulously by the WSCs. To capture the final performance of the Master Trainers, the views of the various stake- holders involved about the performance of the Master Trainers were captured in the following chart:

Chart.No.4.2: The performance of the Master Trainers



The above trend in responses was found to be almost uniform across the selected states. The high percentage of positive responses showed that the selection of the Master Trainers had met the objectives. Thus one of the prerequisites for an effective training programme was satisfactorily met.

4.2.7 Preparation of the Syllabus

The guidelines of Decentralized Training Programme make it clear that the syllabus for the training and enumeration of technical details for the entire period of training will be prepared by the WSCs. It further states that the responsibility for the preparation of the same rests with the Assistant Director (Weaving) and the Technical Superintendent. The following table shows the involvement of persons and agencies in preparation of the syllabus for the trainees.

Table.No.4.3: Preparation of the Syllabus

States	Whether any written syllabus was given to the trainees during training?	Involvement of expert weavers, dyers, designers or Master Trainers in the preparation of the syllabus	Name of the agency involved in the preparation of the syllabus
Andhra Pradesh	No	Yes	WSC
Assam	Yes	Yes	WSC
Bihar	No	Yes	WSC
H.P	No	No	WSC
Karnataka	No	No	WSC
(Contd.)			

Maharashtra	Yes in WSC1 & No in WSC 2	No	WSC & State Director, Handloom
Manipur	No	Yes	WSC & State Director, Handloom
Meghalaya	Yes	Yes	WSC
Orissa	Yes	Yes	WSC
Rajasthan	Yes	No	WSC & State Director, Handloom
Sikkim	Yes	Yes	WSC
Tamil Nadu	No	Yes	WSC
Tripura	No	Yes	WSC & State Director, Handloom
Uttar Pradesh	No	Yes	WSC
West Bengal	Yes	No	WSC & State Director, Handloom

The WSC, Manipur had collected the traditional designs of non tribal people (Meiteis) and all the 29 tribes of Manipur which were documented systematically. The authorities in the programme tried to introduce and upgrade these designs. The Jwala technique of design-making introduced through Decentralized training programme was well accepted by the weavers.

4.2.8 Selection of the beneficiary societies

The President or Secretary of the Primary Handloom Weavers Cooperative Society was to submit a proposal along with the list of the weavers identified for training which required the details of the society, such as registration of members, the balance sheet for past three years, training and other projects sanctioned during the previous three years and the type of output produced by the society. The proposal is to be supplemented by an affidavit as prescribed with a declaration that the organisation is not involved in corrupt and objectionable practices. It is also to be certified that organisation functions as a non profit entity. The grants received under various schemes from the Office of the Development Commissioner of Handlooms and from the central and state government were meant to be recorded in the affidavit. The proposals were to be examined by the WSCs. If it was found feasible, the proposals were sent to the Office of the Development Commissioner of Handlooms for sanction.

However, the qualitative notes prepared by the field teams indicate that, in West Bengal, the list of the societies that applied to WSC for selection were not reliable since most of the societies in the list were quickly registered

to cash in on the training programme. Such societies wound up just after the training. This was evident from the fact that the field team had to make a large substitution in the list of the randomly selected societies for the selection of the trained societies. Some of the societies did not pay the full amount of the stipend to trainees. In Maharashtra, Decentralised Training Programme was conducted in cooperative societies which were on the verge of closure. Some of the societies were found in violation of guidelines.

In Sikkim, the institutions providing training under DTP were all government training centres under the Directorate of Handicraft and Handloom since there was no Cooperative Society/NGO operating in Sikkim. These training centres were found to give training to the individual weavers who had their own looms. In Himachal Pradesh, malpractices had been reported for granting approval to societies for training and their proposals were returned with objections.

The field teams of Assam & Manipur reported that the entire process of the selection of the societies was quite tardy and hence the amount sanctioned for a particular financial year spilled over to the next financial year.

4.2.9 Beneficiaries

The weavers or workers in the handloom sector were the target beneficiaries of the programme. The programme was designed to offer guidance and technology & information dissemination to improve their productivity and earning levels. Therefore it was important to canvass their opinions in regard to the Decentralised Training Program. Their opinions were canvassed on the important issues of accessibility or the degree of decentralization of the training programme. The following table shows the views of beneficiaries on accessibility of the programme.

Table.No.4.4: Views of beneficiaries on accessibility

States	Within work premises (%)	Adjacent to place of residence (%)	Far away from both work place and place of residence (%)
Andhra Pradesh	38.5	37.5	24
Assam	15	77.9	7.1
Bihar	6.3	72.9	20.8
(Contd.)			

H.P	22.9	72.9	4.2
Karnataka	100	0	0
Maharashtra	2.1	54.2	43.7
Manipur	45.8	33.4	20.8
Meghalaya	30	37.5	32.5
Orissa	12.5	68.8	18.7
Rajasthan	81.3	12.5	6.2
Sikkim	17.8	35.6	46.6
Tamil Nadu	14.6	60.4	25
Tripura	13.2	69.9	16.9
Uttar Pradesh	33.3	58.3	8.4
West Bengal	20.8	74	5.2
All India	26.3	57.2	16.5

At an all-India level, 16.5 % of the selected sample trainees were provided training at places away from both the work place and the place of residence. Only 26.3 % got trained near their work place. In the hilly North Eastern States, accessibility was a challenge for a number of trainees. In Sikkim, unmarried girls faced problems in attending training programmes which were conducted far away. Karnataka was the only state where all the training programmes were conducted within work premises, and it was found that only the weavers attached to the weavers' cooperative societies had been trained. These societies were spacious enough to accommodate the additional looms supplied under Decentralised training programme and to conduct the training programme without hindering the usual weaving activity going on in the societies.

The beneficiaries were selected by the Societies. In all the states, weavers below 40 years of age predominated the training. Among the beneficiaries, there were 239 weavers above 40 years of age, 599 below 30 years of age and 31 below 18 years. The following table show the percentage of unskilled, semi-skilled and skilled weavers selected for the training.

Table No. 4.5: The Composition of Unskilled, Semi-Skilled and Unskilled beneficiaries

States	Unskilled (%age)	Semi Skilled (%age)	Skilled (%age)
Andhra Pradesh	0	8.95	1.52
Assam	6.32	20.48	14.39
Bihar	0	3.81	6.06
Himachal Pradesh	17.89	2.95	0
Karnataka	0	4.1	3.79
Maharashtra	13.68	3.33	0
Manipur	8.42	4.76	28.79
Meghalaya	13.68	2.48	0.76
Orissa	7.37	3.9	0.76
Rajasthan	8.42	3.81	0
Sikkim	7.37	3.43	1.52
Tamil Nadu	3.16	13.43	0
Tripura	3.16	12	5.3
Uttar Pradesh	1.05	5.24	30.3
West Bengal	9.47	7.33	6.82

The selected beneficiaries comprised of 95 unskilled, 132 skilled and 1050 semi- skilled weavers. Skilled weavers were not trained in Tamil Nadu, Himachal Pradesh, Maharashtra and Rajasthan. In Himachal Pradesh, it was observed that Societies were enrolling unskilled family members and relatives of member weavers in order to complete the required quota of members. There are instances that 8-10 family members of the President / Secretary of the Societies have been enrolled as trainees in order to get the stipend as observed by the study team.

On the basis of responses of beneficiaries on the various facets of the programme, it was found that a large proportion of beneficiaries were not fully satisfied with the training programme which implies that there is still room for improvement. An overwhelming majority across the states feel that duration of training programme needs to be extended. For example, in Andhra Pradesh, all the topics relating to Jacquard/ Dobby were covered under DTP but the time allotted for each topic was very limited because of the short duration of the programme. Hence, in most of the cases, the trainees did not acquire enough skills to start working on Jacquard. It was further reported that the necessary accessories were not provided with the Jacquard looms. The minor

technical modifications required to suit the local needs were also not addressed in the training programme. As a result, the adoption of new technology remained limited.

The following table shows the different types of dissatisfaction faced by beneficiaries.

Table.No.4.6: A summary of the responses of the beneficiaries.

States	Percentage of beneficiaries who are not fully satisfied with the teaching/learning methods	Percentage of beneficiaries who did not learn any new skills from the training	Percentage of trainees who want a longer duration of training	Percentage of trainees who are not satisfied with the physical arrangements
A.P	1	2.1	45	1
Assam	6.7	0.4	63	18
Bihar	0	0	83.3	0
Himachal Pradesh	4.17	8.33	64.6	18.8
Karnataka	0	0	77.1	0
Maharashtra	0	0	41.7	2.1
Manipur	0	3	65	6.3
Meghalaya	0	0	39.5	0
Orissa	0	4.2	95.8	25
Rajasthan	2.1	0	70.8	16.7
Sikkim	0	8.9	76	0
Tamil Nadu	2	0	62.5	66
Tripura	0.7	0	71	0.7
Uttar Pradesh	0	2.1	59.3	2.1
West Bengal	1	0	91.7	3.1
All India	1.88	1.64	67.9	14.3

4.2.10 Other Weavers

Only a limited number of weavers could be trained under DTP. The information flow becomes complete only when these trained weavers disseminate the information amongst the untrained weavers. Not much information in this regard had been gathered during field discussions. But the teams in the North East reported that a positive development of the

programme was that the untrained weavers were showing enthusiasm in joining some training programmes to learn the skills acquired by their trained counterparts. In Maharashtra, it was reported that trained weavers of the family had transferred their earning to their family members, who were also engaged in weaving.

4.3 Coordination, Monitoring and Rehabilitation

4.3.1 Coordination

(1) State Governments as facilitators

The State governments were expected to play the role of a facilitator but most of the State governments were not forthcoming in their support for the programme. The field team observed that the Sikkim government played a positive role where the DTP was integrated with the state operated training programme for weavers. The WSC, Manipur had made effort to ensure the full cooperation of the State Directorate of Commerce and Industries, as well as the local administration where the DTPs were conducted, for example, in case of applications from the prospective societies, the Weavers training centre had liaisoning works with the State Directorate. The advice of State Government was also considered during the planning and the implementation of DTP. In Rajasthan, the weavers who had received training under DTP got priority in availing the assistance under the other weaver welfare schemes operational in the state such as the Workshed-cum-Housing scheme, the Thrift Fund Scheme, the Group Insurance Scheme, the New Insurance Scheme and the Health Package Scheme.

In other states, the state organizations such as the Directorate of Handlooms or the State Handloom Corporations are not involved in any way in the training programme because the funds were directly transferred to the societies. As a result of non involvement, some weavers got training in more than one training programme, while many others were denied the opportunity to undergo training. The Weavers training centres were expected to coordinate with the state governments in identifying the genuine Societies,

Weavers, Master Trainers, Designers and Dyers to ensure that the benefits were not cornered by a particular Society or Cluster.

(2) NGOs & other Organisations

NGOs and other organisations working in the field of handloom could have been included for the successful implementation of the programme. Their experience could be handy in the implementation of the programme in various ways. In Andhra Pradesh, some of the NGOs such as the Jacquard Weaving Training cum Production Centre, Hyderabad and Amrutha Varshini Educational Society, Warangal District were involved in the identification of the trainees, arranging of the accommodation facilities for conducting the training programmes, provision of funds for the various training needs and supply of accessories. In Maharashtra, there was a clear lack of coordination among the various organizations working in the field of handlooms. The Khadi & Village Industries Commission (KVIC) in Sikkim, Uttar Pradesh, Himachal Pradesh, Rajasthan and Assam were organizing training programmes in handlooms but they were not aware about the Decentralised Training Programme. Similarly National Bank for Agriculture and Rural Development (NABARD) which was imparting training to the handloom weavers under the Cluster Development Programme in Paithani sarees & Yeola fabrics in Nashik district was not aware about the DTP. In Himachal Pradesh, NORAD, an NGO from Norway who was imparting training to weavers was not involved in the implementation of DTP. In Assam, Apex Weavers & Artisans Cooperative Federation Limited (ARTFED) which was offering the greatest marketing support to the weavers in Assam, was not involved in Decentralised training programme. Overall, there was a lack of coordination among the different agencies operating for the welfare of the handloom weavers

4.3.2 Monitoring and supervision

The WSCs was also entrusted with the task of monitoring and supervising the training programme but the field teams' notes and the pattern of fund allocation show that it was not taken seriously. **Out of the twenty WSCs studied, only eight had constituted the coordination and monitoring committees.** These are two (each) from Tamil Nadu and Andhra

Pradesh, one from West Bengal, Uttar Pradesh, Maharashtra and Rajasthan. These coordination and monitoring committees conducted their meetings quite infrequently. The following table shows frequency of the meetings of the coordination and monitoring committee

Table No. 4.7: Frequency of the meetings of the Coordination and Monitoring Committee

States	Frequency of Meeting
Tamil Nadu	Annual
Andhra Pradesh	No meeting
West Bengal	Quarterly
Uttar Pradesh	No meeting
Maharashtra	Half Yearly
Rajasthan	Monthly

For Himachal Pradesh, the WSC, Bharat Nagar, New Delhi was in charge of the training programme. This centre was conducting the training programmes in J&K as well as Delhi. The distant location of the Weavers service centre from its jurisdictional area meant the inspection and supervision schedule was rarely adhered to by its technical officers. The table no 4.8 given below was prepared to assess the effectiveness of the field supervision in the WSCs of different states. It was measured under 5 categories i.e. Exemplary, Very Effective, Effective, Satisfactory and Poor. As per the responses received, in most of the states supervision was found to be effective.

Table 4.8 Effectiveness of the Field Supervision

States	WSC	Effectiveness of Field Supervision
Andhra Pradesh	WSC1	Very Effective
Andhra Pradesh	WSC2	Very Effective
Assam	WSC1	Effective
Bihar	WSC1	Effective
H.P.	WSC1	Satisfactory
Karnataka	WSC1	Effective
Maharashtra	WSC1	Effective
Maharashtra	WSC2	Exemplary
Manipur	WSC1	Effective
Meghalaya	WSC1	Effective
Orissa	WSC1	Very effective
Rajasthan	WSC1	Effective
Sikkim	WSC1	Effective
Tamilnadu	WSC1	Effective
Tamilnadu	WSC2	Effective
Tripura	WSC1	Effective
(Contd.)		

U.P.	WSC1	Very effective
U.P.	WSC2	Effective
West Bengal	WSC1	Very effective

Table 4.9 assesses the stages of supervision and the frequency of the supervision at WSCs in the sample states. Four categories of the stages of supervision were made. These include: At Start, Mid term, Regular Basis and On Completion. The frequency of the supervision was also inquired about. It was inquired whether the supervision was done daily, weekly, fortnightly, monthly or quarterly. In a majority of selected WSCs in the sample states, supervision was done fortnightly as is observed from the data.

Table 4.9 Stages and Frequency of Supervision

States	WSC	Stages of Supervision	Frequency of Supervision
Andhra Pradesh	WSC1	Regular Basis	Fortnightly
Andhra Pradesh	WSC2	Regular Basis	Fortnightly
Assam	WSC1	Regular Basis	Fortnightly
Bihar	WSC1	Regular Basis	---
H.P.	WSC1	Mid term	--
Karnataka	WSC1	On start	--
Maharashtra	WSC1	On start	--
Maharashtra	WSC2	On Completion	--
Manipur	WSC1	Regular Basis	Fortnightly
Meghalaya	WSC1	Regular Basis	Monthly
Orissa	WSC1	Regular Basis	Fortnightly
Rajasthan	WSC1	On Start	--
Sikkim	WSC1	Regular Basis	Fortnightly
Tamil Nadu	WSC1	Mid Term	--
Tamil Nadu	WSC2	On Start	--
Tripura	WSC1	Regular Basis	Fortnightly
U.P.	WSC1	Regular Basis	Fortnightly
U.P.	WSC2	On Start	Fortnightly
West Bengal	WSC1	Regular Basis	Monthly

4.3.3 Rehabilitation

As per the revised guidelines of Decentralised Training Programme-2000, the rehabilitation of the trained weavers in powerloom sector was one of the objectives of the programme. There was no well laid out plan of rehabilitation as part of the programme. No WSC reported to evolve a rehabilitation mechanism. It was found that most of the selected trained weavers reported erratic power supply which was a major reason for the fall in their production.

CHAPTER-V

PHYSICAL AND FINANCIAL PERFORMANCE OF THE TRAINING PROGRAMME

This Chapter assesses the physical and financial performance of the training program over a period of five years. However, the program was started in the year 1990 in the states of Andhra Pradesh and Karnataka while in Sikkim in the year 2002.

5.1 Physical Performance of the Training Programme

To assess the physical performance of the training programme various parameters have been examined. These include the total number of training programmes conducted for weaving, dyeing and designing out of the sanctioned training programmes, weavers trained in each training programme, gender wise categorization of the trainees, and the percentage of weavers covered under DTP have been examined.

5.1.1 Number of Training Programmes sanctioned and conducted in different categories from 1998 to 2003

In Meghalaya and Sikkim, where loin looms are still widely in use, the training programme were sanctioned only in weaving since intricate and well pattern innovative designs can give handloom products an edge. In Maharashtra and Tamil Nadu, which had a large number of power looms, gender wise training has been sanctioned in designing. The uniqueness of the Rajasthan handloom comes from its style of colouring (Bandhani). Hence the emphasis had been laid on the training in dyeing rather than in designing. The following table shows the programmes conducted during 1998-2003 in three disciplines.

Table No 5.1: Number of training programmes conducted from 1998-2003

States	Weaving	Dyeing	Designing	Total
Andhra Pradesh	32	10	4	46
Assam	14	9	4	27
Bihar	7 (15)	4	3	14 (22)
Himachal Pradesh	22	5	3	30
Karnataka	15	4	2	21
Maharashtra	47	10	6	63
Manipur	8	4	2	14
Meghalaya	3	0	0	3
Orissa	7 (11)	4	2	13 (17)
Rajasthan	15	4	0	19
Sikkim	6	0	0	6
Tamil Nadu	47 (48)	9	6	62 (63)
Tripura	9 (12)	4	2	15 (18)
Uttar Pradesh	47	9	5	61
West Bengal	29 (30)	4	1	34 (35)
All States	308 (325)	80	40	428 (445)

(No. in brackets indicates the actual number of training programmes sanctioned for the State).

The above table shows that some states conducted less training programmes than the sanctioned number. Tripura conducted 9 training programmes out of 12 sanctioned in weaving. Tamil Nadu and West Bengal have fallen short by one training programme in weaving. Orissa and Bihar conducted 63 and 47 percent of the sanctioned programmes respectively. The remaining states conducted all the sanctioned training programmes. In Sikkim, each training programme took about 12 months to complete because of the poor transportation facilities and the under developed social infrastructure in the interior areas of the state.

The table 5.2 captures state-wise, the total number of weavers, designers and dyes under the DTP programme during the reference period. The figures for UP and Bihar were not available. As the table suggests, a large number of weavers have received training in comparison to designers and dyers. This trend is observed in all states.

Table 5.2 Number of Weavers, Designers and Dyers trained under DTP statewise

State	Weavers	Designers	Dyers	Total
A.P.	2211	99	174	2484
Assam	669	125	200	994
Bihar	NA	NA	NA	NA
H.P.	750	50	75	875
Karnataka	1051	50	100	1201
Maharashtra	1504	150	250	1904
Manipur	225	50	100	375
Meghalaya	125	0	0	125
Orissa	200	0	100	300
Rajasthan	373	0	150	523
Sikkim	150	0	0	150
Tamil Nadu	223	100	50	373
Total	9079	699	1397	11175
Tripura	248	50	98	396
U.P.	NA	NA	NA	NA
West Bengal	1350	25	100	1475

5.1.2 Percentage of Weavers Trained in Different Categories

A total of 10525 weavers, designers and dyers had been imparted training in the 15 selected states during the period from 1998-99 to 2002-03. Out of these, 72.80% were trained in weaving; 18.18% in dyeing; and 9.03% in designing. Clearly, in comparison to other states, the north-eastern states of Assam, Manipur and Tripura have shown a strong preference for training programs for Dyers and Designers. The table No. 5.2 tabulates the state-wise training position of weavers in different discipline has been given below:

Table.No.5.3: Percentage of weavers trained in different categories

States	Weavers (%)	Dyers (%)	Designers (%)	Total
Andhra Pradesh	68.99	21.32	9.69	1032
Assam	51.85	33.33	14.81	675
Bihar	71.43	14.29	14.29	350
H.P	73.33	16.67	10	750
Karnataka	71.43	19.05	9.52	525
Maharashtra	74.6	15.87	9.52	1575
Manipur	57.14	28.57	14.29	350
Meghalaya	100	0	0	75
Orissa	61.54	30.77	7.69	325
Rajasthan	78.86	21.14	0	473
Sikkim	100	0	0	150
(contd.)				

Tamil Nadu	75.99	14.28	9.73	1541
Tripura	60.11	26.42	13.48	371
Uttar Pradesh	76.4	15.17	8.43	1483
West Bengal	85.29	11.76	2.94	850
Total	72.8	18.18	9.03	10525

States of Meghalaya and Sikkim conducted the training programmes only for Weavers as the training for other programmes were not sanctioned. Rajasthan didn't have a training programme for designers which is a reflection of the fact that no such programmes had been targeted or sanctioned during the reference period.

5.1.3 State-wise ratio of trained weavers to total weavers

Assam had the maximum number of weavers, but only 0.06 % of the total weavers in the state received training under DTP. In Tamil Nadu, the state with the second highest population of weavers, 0.22 percent of weavers were imparted training. In terms of percentage of trained weavers, Sikkim tops the table (8.82%) followed by Maharashtra with 2.46%. The following table shows the number of weavers trained from 1993-94 to 2000-01.

Table.No.5.4: Status of trained weavers

State	The year of start of DTP in the State	No. of weavers trained under DTP	Total weavers in the state	Percentage of trained weavers.
A.P.	1990-91	2461	228007	1.08
Assam	1993-94	994	1600000	0.06
Bihar	1992-93	533	132294	0.4
H.P.	1996-97	850	45000	1.89
Karnataka	1990-91	1201	189934	0.63
Maharashtra	1994-95	2037	77475	2.46
Manipur	1997-98	375	340000	0.11
Meghalaya	1993-94	125	11500	1.09
Orissa	1998-99	325	415261	0.08
Rajasthan	2000-01	523	66738	0.78
Sikkim	2002-03	150	1700	8.82
Tamil Nadu	1995-96	2582	1164000	0.22
Tripura	1996-97	396	319027	0.12
Uttar Pradesh	1995-96	2133	710000	0.3
West Bengal	1998-99	1475	624072	0.24
Total		16160	5925008	0.27

5.2 Financial Performance of the Training Programme

As every planner aims for the economic and judicious spending of money, efforts were made to assess the effectiveness and efficiency with which the funds are utilized.

5.2.1 Adequacy of the sanctioned amount

As per the guidelines of DTP, the stipend was Rs 750 per month for three months for the unskilled and Rs 55 per day for 60 working days for the skilled and the semi-skilled weavers. The Master Trainers were to be given an honorarium of Rs 2500 per month, who undergo a familiarization programme for 15 days in the WSCs before start of the training programme. During this period he gets a stipend of Rs. 75/- per day inclusive of Transport Allowance. One loom was to be provided for every three trainees in weaving, with a frame loom costing Rs 8000 without attachment and Rs. 12,000 with attachment. In design development, the duration of training was 30 working days with each training set costing at the most Rs 5000 and a set to be shared by a group of 5 trainees. The Dyeing training was for 15 working days. The cost of one set of tool kit was Rs 5000 and was to be provided to every society conducting the dyeing training irrespective of the number of trainees. Thus the minimum expenditure per trainee incurred for the conduct of one training programme was shown in the following table. The following table shows minimum expenditure per trainee incurred in conducting one training programme

Table No. 5.5: Minimum expenditure per trainee for the conduct of one training programme (if loom without attachment is bought)

Category	Stipend to weaver	Stipend to Master Trainer (Including TA)	Per head expenditure on loom	Minimum Expenditure per trainee		
	(per month)	(per month)	(without attachment)	Weaving (60 days)	Designing (30 days)	Dyeing (15 days)
Un Skilled	Rs. 750	Rs. 2,500	Rs. 2,667	Rs.5,217	Rs. 1,850	Rs. 625
Semi Skilled & Skilled	Rs. 1,650	Rs. 2,500	Rs. 2,667	Rs.6,167	Rs. 2,750	Rs. 1,075

Since transfer of better technology to bring about value addition was the primary objective of the training programme, looms with attachments like dobby and jacquard were to be used for training the weavers. According to the modified DTP (2000) directives, unskilled weavers were not to be trained under the programme. Thus in order to train semi-skilled and skilled weavers, looms with attachments should be bought.

Table No.5.6 Minimum expenditure per trainee for the conduct of one training programme (if loom with attachment is bought)

Category	*Min. Exp. on a trainee in weaving	Min. Exp. on a trainee in designing	Min. Exp. on a trainee in dyeing
Unskilled	Rs. 6550	Rs. 1850	Rs. 625
Semi Skilled & Skilled	Rs. 7500	Rs. 2750	Rs. 1075

Given below is a table which shows the state-wise sanctioned per head expenditure on the trainees. A quick glance at the table reveals that the per head expenditure fell short of the minimum requirement if the emphasis was mostly on training in weaving. The highest per head expenditure sanctioned was for Meghalaya, which was Rs. 8160. It had conducted 3 training programmes as sanctioned in weaving and none in designing and dyeing.

Table.No.5.7: Details of per head expenditure sanctioned.

States	Sanctioned amount (Rs. in Lakhs)	*No. of trainees	Per head expenditure (in Rs)
Andhra Pradesh	70.58	1150	6137
Assam	34.92	675	5173
Bihar	31.59	550	5744
Himachal Pradesh	41.9	750	5587
Karnataka	30.34	525	5779
Maharashtra	83.63	1575	5310
Manipur	23.68	350	6766
Meghalaya	6.12	75	8160
Orissa	22.06	425	5191
Rajasthan	24.53	475	5164
Sikkim	8.25	150	5500
Tamil Nadu	93.22	1575	5919
Tripura	26.99	450	5997
Uttar Pradesh	105.37	1525	6910
West Bengal	53.36	875	6098
Total	656.54	11125	5902

It was clearly visible that all the sample states had incurred a per head expenditure of more than Rs. 5000. The states of Meghalaya and Uttar Pradesh had incurred the highest per capita expenditures among all the states. The average per head expenditure for all the states was close to Rs 5902.

A state-specific analysis of the adequacy of the sanctioned amount makes things clearer. Taken into consideration are the state wise differences in the proportion of the unskilled and the semi & skilled weavers in the trainee population as well as the state wise categorization of the training into weaving, dyeing and designing. The minimum amount required to meet the expenditure of the entire sanctioned training programmes during the reference period in each state is calculated.

Table.No.5.8: Sanctioned amount vis-a-vis the minimum amount required to meet the expenditures of the training programmes during the reference period

States	Sanctioned amount (Rs. in lakhs)	Minimum requirement if looms without attachment are bought (Rs. in lakhs)	The amount left over to cover the rest of the expenditure (Rs. in lakhs)	Minimum requirement if looms with attachment are bought (Rs. in lakhs)	The amount left over to cover the rest of the expenses (Rs. in lakhs)
Andhra Pradesh	70.58	52.02	18.56	65.44	5.14
Assam	34.92	26.62	8.3	31.29	3.63
Bihar	31.59	24.2	7.39	31.26	0.33
Himachal Pradesh	41.9	32.84	9.06	41.28	0.62
Karnataka	30.34	24.2	6.14	30.58	-0.24
Maharashtra	83.63	72.58	11.05	91.26	-7.63
Manipur	23.68	13.3	10.38	17.23	6.45
Meghalaya	6.12	4.39	1.73	5.39	0.73
Orissa	22.06	17.56	4.5	22.35	-0.29
Rajasthan	24.53	23.46	1.07	28.44	-3.91
Sikkim	8.25	8.99	-0.74	10.98	-2.73
Tamil Nadu	93.22	76.23	16.99	96.27	-3.05
Tripura	26.99	19.52	7.47	24.87	2.12
Uttar Pradesh	105.38	74.78	30.6	93.85	11.53
West Bengal	53.36	46.19	7.17	56.7	-3.34
Total	656.55	516.88	139.67	647.19	9.36

Note: Reference period: 1998-99 to 2002-03

Among the states, when looms with attachment were used in seven out of the fifteen states, the sanctioned amount fell short of the minimum requirement to conduct the training programmes. Sikkim, Tamil Nadu, Karnataka, West Bengal, Orissa, Maharashtra and Rajasthan also incur a shortfall. If looms without attachments were bought, only Sikkim reported a shortfall of 0.74 %.

5.2.2 Utilization of the Sanctioned Amount

During the reference period of the study, a total of Rs 656.55 lakh were sanctioned for the training programme of which the actual expenditure stood at Rs.521.75 lakh. The following table shows the expenditure and utilization of the sanctioned amount. There has been a considerable variation in the sanctioned amount. The states of Uttar Pradesh, Tamilnadu and Andhra Pradesh got a major share of the sanctioned amount in comparison to other states.

Table No.5.9: Utilization of the sanctioned amount

States	Sanctioned amount (Rs.in Lakhs)	Expenditure (Rs.in Lakhs)	Utilization%
A.P.	70.58	49.28	69.82
Assam	34.92	28.67	82.1
Bihar	31.59	18.34	58.06
H.P	41.9	36	85.92
Karnataka	30.34	26.39	86.98
Maharashtra	83.63	76.64	91.64
Manipur	23.68	19.48	82.26
Meghalaya	6.12	5.19	84.8
Orissa	22.06	8.29	37.58
Rajasthan	24.53	21.71	88.5
Sikkim	8.25	6.36	77.09
Tamil Nadu	93.22	66	70.8
Tripura	26.99	16.95	62.8
Uttar Pradesh	105.38	92.1	87.41
West Bengal	53.36	50.35	94.36
Total	656.55	521.75	79.47

Note: Reference period: 1998-99 to 2002-03

The Chart 5.1 shows the variation in the sanctioned amount to various states and its utilization. The chart suggests that a very small proportion of the total amount sanctioned was allocated to the north eastern states given that they account for a large number of weaver population especially Assam.

Chart 5.1

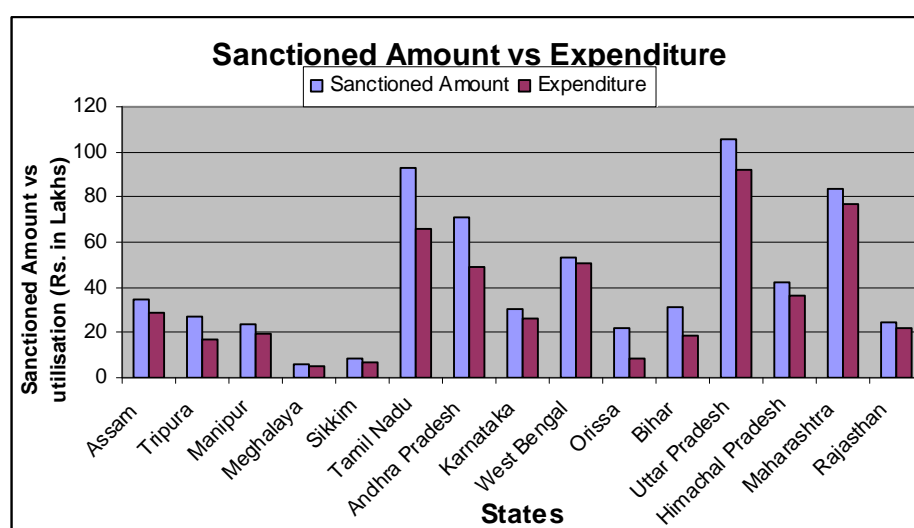
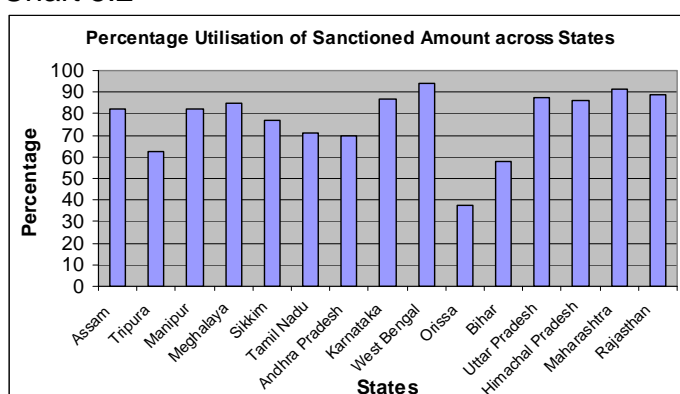


Chart 5.2 below shows that, except for the states of Orissa and Bihar, all other states had a utilization rate exceeding 60 %. In the case of Orissa, it was as low as 38 % and for Bihar 58 % as these were the states which conducted less number of training programmes than the sanctioned number of programmes. The following chart also shows the adequacy of the drawn amount in meeting the various expenditures of the training programme.

Chart 5.2



5.2.3 Component -wise utilization of funds by States

The following table shows the component-wise utilization of funds by states during the reference period of the study. The items are shown as a percentage of the total expenditures incurred by the respective states.

Table.No.5.10: Component-wise utilization of funds by states

State	% share of different components of cost of training							
	Stipend to weavers	Allowance to Master Trainers	TA/DA	Looms & Accessories	Raw Materials	Rental charges	Supervision & Monitoring	Misc.
Andhra P	57.99	6.22	0.94	24.63	8.38	0.04	1.81	0
Assam	51.61	4.8	0.7	29.17	10.84	0	0	2.89
Bihar	47.38	0	1.85	36.42	10.8	0	3.54	0
Himachal P	49.33	4.06	0	29.17	11.11	0	5.03	1.31
Karnataka	46.57	3.15	1.49	38.66	8.07	0	2.06	0
Maharashtra	48.23	3.74	0	24.07	17.82	0	2.13	4
Manipur	49.48	4.71	1.28	30.2	11.75	0	2.56	0
Meghalaya	47.7	3.46	0.82	41.23	4.4	0	0	2.39
Orissa	72.5	0	0	17.97	6.03	0	0	3.5
Rajasthan	50.21	1.84	0.6	33.95	13.22	0	0.18	0
Sikkim	63.42	0	1.41	23.36	11.81	0	0	0
Tamil Nadu	57.26	4.08	0.05	24.39	12.41	0	0.68	1.14
Tripura	41.98	7.85	0	45.28	4.89	0	0	0
Uttar Pradesh	50.06	2.89	0.13	38.34	5.81	0	2.16	0.61
West Bengal	49.94	2.88	0.12	39.15	7.19	0	0.75	0
Total	51.42	3.69	0.41	31.34	10.28	0.003	1.7	1.17

Note: Reference period: 1998-99 to 2002-03

The stipend to weaver was the major item of expenditure followed by the expenditure on looms and accessories and that on raw materials. Supervision and monitoring seem to have been neglected with most of the states showing no expenditure on it. Though Bihar claims to have spent 3.54% on monitoring and supervision, it was observed that it had not even constituted the Committee for Coordination and Monitoring.

5.2.4 Stipend per trainee

For an unskilled worker, stipend during the training programme (duration three months at the rate of Rs. 750 per month) comes to Rs. 2250, and for a semi skilled or skilled worker it comes to Rs. 3300 (at the rate of Rs. 55 per day for 60 working days). In Uttar Pradesh, the stipend is shown as high as Rs.6210 per trainee.

Table.No.5.11: Stipend per trainee as per WSC and the beneficiary schedule

States	Stipend per trainee on the basis of WSC Schedule (in Rs.)	Stipend per trainee on the basis of beneficiary schedule (in Rs.)
Andhra Pradesh	2769	2556
Assam	2192	1656
Bihar	2482	2762
Himachal Pradesh	2368	2712
Karnataka	1191	2233
Maharashtra	2347	1926
Manipur	2753	1728
Meghalaya	3300	2660
Orissa	1849	1812
Rajasthan	2304	2337
Sikkim	2688	3626
Tamil Nadu	2452	1838
Tripura	1918	2161
Uttar Pradesh	6210	2775
West Bengal	2956	2137
Total	2549	2169

Note: Reference period: 1998-2003

Efforts were done to corroborate the claims of WSC with those made by 'the canvassed' beneficiaries. It was found that in most of the States, the beneficiary figures substantiate the WSC figures except in the case of Uttar Pradesh. Its stipend per head is just Rs.2775 as per the Beneficiary Schedule. Although the WSC claims were based on their training of 1483 beneficiaries and the surveyed beneficiaries were just 96 in UP, not a single trainee among the selected beneficiaries in UP said he/she was given a stipend of more than Rs.5000.

It was also reported that because they received stipend only after the training was over, or at the end of each month, the trainee girls in Sikkim were finding it difficult to afford the transportation cost as the transport cost in Sikkim is quite high.

5.2.5 Expenditure per loom

The following table shows the minimum expenditure incurred on a loom by WSC for the DTP training programme. One weaver was supposed to share a loom with two other trainees. The WSCs could spend up to Rs.12000 on a loom with attachment and Rs. 8000 on loom without attachment.

Table.No.5.12: Expenditure on loom

State	Expenditure on Loom (Rs. in Lakh)	*Expenditure per loom (in Rs.)
Andhra Pradesh	12.14	5113
Assam	8.36	7168
Bihar	6.68	8016
Himachal Pradesh	10.5	5727
Karnataka	10.2	8162
Maharashtra	18.45	4710
Manipur	5.88	8824
Meghalaya	2.14	8556
Orissa	1.49	2234
Rajasthan	7.37	5928
Sikkim	1.49	970
Tamil Nadu	16.1	412
Tripura	7.68	10327
Uttar Pradesh	35.31	9349
West Bengal	19.71	8155
Total	163.5	6401

Note: Reference period: 1998-2003

Tamilnadu showed a per loom expenditure as low as Rs. 412. In a State like Sikkim, where loin loom dominates, the per-loom expenditure is Rs. 2970. In contrast was Tripura (where the main objective of the training programme was to train the tribal loin loom weavers on frame looms), which incurred an expenditure of Rs.10, 327 per loom. In Sikkim, it was reported that adequate numbers of frame looms were not provided to the trainees and most of them reverted to loin looms once the training was over. It was also reported that in the North Eastern region, bad transport & communication facilities rendered the transportation of looms, accessories and raw materials a very

costly affair. In Orissa, expenditure per loom was Rs. 2234. During discussions with the beneficiaries it was revealed that though the weavers actually knew improved methods of weaving by working on modernized looms during training they were not able to put them into practice after training because of the paucity of funds. In dyeing training also, the toolkits provided at the training centre were inadequate. Himachal Pradesh incurred an expenditure of Rs. 5727 per loom but the evaluation team could not find any society with trained weavers using dobby and jacquards, the reason being that these attachments consume a larger space in width and height. Due to the cold climate in the region, roofs are wooden and have lower height and hence looms with attachment are difficult to accommodate. In Karnataka, in the second phase of DTP training held in the Pattern Making Factory at Sringala in 2002, the training was on designing in jacquards but only two jacquards were provided during the training for a total of 25 trainees. The remaining two jacquards got fitted only towards the end of the training. Only 4 out of the 25 trainees were able to weave on Jacquard and out of that only two were able to do it correctly. Also it is learnt that in the State the number of manufacturers of the looms was not large enough to make the required number of looms at a short notice. The officials of Mirambika Handloom Cooperative Society of Bhandara, Maharashtra maintain that they were informed by the WSC officials that some of the looms had disappeared during the transit when they were being brought from Bangalore. This society received the looms after the completion of DTP. The society people had chosen not to distribute these looms among the weavers as the quality of wood was found to be substandard and the looms were not in good shape and were seen languishing in godowns.

CHAPTER- VI

IMPACT OF THE DECENTRALIZED TRAINING PROGRAMME - AN ASSESSMENT

To study the impact of the programme, the post training scenario was analysed vis-a-vis the pre- training scenario. The performance of the trained societies vis-à-vis that of untrained societies was also analyzed. The data used are of two time points, the first gathered one month before the last DTP and the second, one month after the latest DTP.

As Decentralized Training Programme was not the sole Central programme in operation for the welfare of the weavers, it was difficult to discern the impact of DTP separately. The other major schemes in operation were the Project Package Scheme, the Integrated Handloom Village Development Scheme, the Workshed cum Housing Scheme, the Group Insurance Scheme for Weavers, the Thrift Fund Scheme, the Mill Gate Price Subsidy Scheme and the Deen Dayal Hathkargha Protsahan Yojana. Decentralized Training Programme had the unique feature of being the first and the only central programme for training the weavers on modern technology through 'decentralized training'. Hence, the impact of the programme can be analyzed with the help of the following parameters:

- (i) Accessibility to the training programme.
- (ii) The transfer of technology reflected in productivity improvements and the shift from the low value added to the high value added products.
- (iii) Availability of adequate markets captured by the increase in gross sales and the increase in the earnings of the weavers.

6.1 Accessibility to the training programme

The Office of the Development Commissioner for Handlooms in its 'Note on Decentralized Training of Weavers Scheme' says that, the quintessence of the scheme is to conduct the training of the weavers in or around their work place. Thus decentralization is the very purpose of the

scheme. Out of the 1277 canvassed trained weavers only 211, i.e., 16.52% of the weavers reported that the training was conducted away from both the work place and the residence. Only 26.3 % of the trainees were trained near their work place. In Maharashtra, only 2.08% of the trainees were trained at their work places. Similarly, in the mountainous states of Tripura and Sikkim the percentage of training conducted in the work premises was low at 13.2% and 17.8% respectively.

Table 6.1: Distance of Place of Training under DTP

Sr.No.	State	With in work premises (figures in %age)	Adjacent to place of residence(fig ures in %age)	Far away from both work place and place of training (figures in %age)	Total trainees
1	A.P.	38.54	37.50	23.96	96
2	Assam	15.00	77.92	7.08	240
3	Tripura	13.24	69.85	16.91	136
4	Manipur	45.83	33.33	20.83	96
5	Meghalaya	30.00	37.5	32.50	40
6	Sikkim	17.78	35.56	46.67	45
7	Tamil Nadu	14.58	60.42	25.00	144
8	Karnataka	100.00	0.00	0.00	48
9	West Bengal	20.83	73.96	5.21	96
10	Orissa	12.50	68.75	18.75	48
11	Bihar	6.25	72.92	20.83	48
12	U.P.	33.33	58.33	8.33	96
13	H.P.	22.92	72.92	4.17	48
14	Maharashtra	2.08	54.17	43.75	48
15	Rajasthan	81.25	12.50	6.25	48
16	All States	26.31	57.17	16.52	1277

6.2 Transfer of technology reflected in the productivity improvement and the shift from the low value added to the high value added products

One of the stated objectives of the programme is the smooth and the cost effective transfer of modern technology from the research institutions where they are created, to the weavers at the grass root level. A successful transfer would invariably result in the enhancement of the skill levels. Yet only 722 weavers out of the 1277 selected trained weavers felt that the training was beneficial, while 64 reported it was not at all beneficial. Among the selected trained weavers, 132 were skilled at the time of training, out of which 82 reported that the training was beneficial. 95 of the beneficiaries were

unskilled at the time of training, of which the training was beneficial for 60 beneficiaries and for the rest it was partially beneficial. Among the 1050 weavers who were semi skilled at the time of training, 580 reported that the training was beneficial, while 412 felt it was only partially beneficial and for the remaining it was not at all beneficial. The following table shows skill wise status of Decentralized Training Programme.

Table.No.6.2: Improvements in skill levels

Skill level at the time of training	Number of beneficiaries	Attended some training programme other than DTP	DTP was beneficial (%)	DTP was only partially beneficial (%)	DTP was not at all beneficial (%)
Skilled	132 (10.34)	18(13.43)	82 (62.12)	44 (33.33)	6 (4.55)
Semi Skilled	1050(82.22)	173(16.51)	580 (55.24)	412 (39.24)	58 (5.52)
Un Skilled	95 (7.44)	4(4.21)	60 (63.16)	35 (36.84)	0 (0.0)
Total	1277(100.0)	195 (15.27)	722 (56.54)	491 (38.45)	64 (5.01)

Note: the figures in bracket are in percentages

The table below assesses the changes in the skill of the weavers who received training under the DTP. The changes have been tabulated state-wise. An attempt was made to find out the number of weavers in the “unskilled category” who made a transition into the “semiskilled or the skilled category” and the number of weavers in the “semi-skilled category who made a transition it to the “skilled category”. As the table suggests, the programme was successful in enhancing the skills of the weavers despite the fact that a marginal proportion of weavers felt that it was not beneficial. It may be inferred that some of the already skilled weavers did not find the programme beneficial.

Table 6.3 Changes in the skill development

Sl.No.	State	From unskilled to skilled/semi-skilled	From semi-skilled to skilled	Already skilled	Total
	1	2	3	4	5
1	Assam	6	215	19	240
2	Tripura	3	126	7	136
3	Manipur	8	50	38	96
4	Meghalaya	13	26	1	40
5	Sikkim	7	36	2	45
6	Tamil Nadu	3	141	0	144
7	A.P.	0	94	2	96
8	Karnataka	0	43	5	48
9	West Bengal	9	77	10	96
10	Orissa	7	40	1	48
11	Bihar	0	40	8	48
12	U.P.	1	55	40	96
13	H.P.	17	30	1	48
14	Maharashtra	13	35	0	48
15	Rajasthan	8	40	0	48
16	All States	95	1048	134	1277

Efforts were made to find out whether the beneficiaries were able to put into practice the new knowledge imbibed during the training into their work. To do so, attempt was made to find beneficiaries who reported a shift in production from low value added to high value added products post-DTP.

Table.6.4: Beneficiaries with shift in production

States	Skilled(in brackets is the total skilled weavers among the canvassed beneficiaries)	Semi-Skilled(in brackets is the total semi- skilled weavers among the canvassed beneficiaries)	Un Skilled (in brackets is the total Un skilled weavers among the canvassed beneficiaries)
Assam	02 (19)	02 (215)	00 (06)
Tripura	01 (07)	13 (126)	00 (03)
Manipur	04 (38)	13 (50)	00 (08)
Meghalaya	00 (01)	00 (26)	00 (13)
Sikkim	00 (02)	00 (36)	00 (07)
Tamil Nadu	00 (00)	16 (141)	00 (03)
A.P.	00 (02)	53 (94)	00 (00)
Karnataka	01 (05)	09 (43)	00 (00)
West Bengal	01 (09)	34 (77)	00 (09)
Orissa	00 (01)	00 (41)	00 (07)
Bihar	08 (08)	17 (40)	00 (00)
Uttar Pradesh	37 (40)	48 (55)	01 (01)
H.P.	00 (00)	22 (31)	05 (17)
Maharashtra	00 (00)	13 (35)	06 (13)
Rajasthan	00 (00)	00 (40)	00 (08)
All India	54 (132)	240 (1050)	12 (95)

NB: Figures in brackets above indicate total number of canvassed beneficiaries

The above table suggests, among the skilled weavers, at an all-India level, the shift in production occurred for 54 weavers, i.e., for 40.90 % of

weavers. Among the semi skilled weavers the shift occurred for 240 (22.86%) weavers while in the case of unskilled weavers it happened for 12 (12.6%) weavers. In Bihar, all the skilled weavers reported shift from low value added to high value added products. In UP, 37 out of total 40 skilled weavers reported a shift to high value added products. Among the unskilled weavers, the shift was reported only from Uttar Pradesh, Himachal Pradesh and Maharashtra.

The table no. 6.5 below analyses the performance of the beneficiaries with shift in terms of average production, average man-days, average earnings and average sales after DTP

Table No. 6.5: Performance of the beneficiaries who reported a shift in production in terms of average production, man days, earnings and sales.

States	% change in average production after DTP		% change in average man days after DTP		% change in average earnings after DTP		% change in average sales after DTP	
	Un Skilled	Skilled & Semi Skilled	Un Skilled	Skilled & Semi Skilled	Un Skilled	Skilled & Semi Skilled	Un Skilled	Skilled & Semi Skilled
Assam	-	30.2	-	55.4	-	157.7	-	-
Tripura	-	-29.0	-	1.5	-	87.5	-	-
Manipur	-	-24.9	-	5.5	-	04.8	-	39.6
Meghalaya	-	-	-	-	-	-	-	-
Sikkim	-	-	-	-	-	-	-	-
Tamil Nadu	-	-1.3	-	9.1	-	8.6	-	30.8
Andhra Pradesh	-	3.6	-	10.3	-	24.8	-	25.7
Karnataka	-70.3	-33.4	0.0	4.9	86.2	21.0	204.5	5.1
West Bengal	-	-37.5	-	10.5	-	117.6	-	102.8
Orissa	-	-	-	-	-	-	-	-
Bihar	-	58.2	-	18.1	-	26.0	-	54.1
Uttar Pradesh	50.0	157.4	0.0	10.0	20.4	40.0	50.0	75.8
Himachal Pradesh	3.6	61.9	318.2	32.7	425	83.6	76.1	76.1
Maharashtra	(0-5.67)	90.6	(0-24)	9.6	(0-1716.7)	141.2	(0-2200)	200.4
Rajasthan	-	-	-	-	-	-	-	-
All India	89.7	75.3	416.3	11.4	710.0	40.6	325.8	61.2

On average earnings and average sales, none of the states reported a negative percentage change. Man-days spent on weaving also increased.

There was a fall in production in the case of the beneficiaries from those states which showed a negligible improvement in man-days despite the shift, including Tripura, Manipur, Tamil Nadu, Karnataka and West Bengal. Unskilled weavers who were imparted training showed a large percentage change but quantities involved were smaller in absolute terms when compared to the skilled and the semi skilled weavers covered under same training. At an all India level, on an average, production increase was from 33.3 meters to 63.2 meters in the case of unskilled weaver, while it was from 137.31m to 240.7m in the case of the skilled and the semi-skilled weaver. In terms of average man-days, the increase was from 4.33 days to 22.2 days in the case of the unskilled weaver and from 21.9 days to 24.4 days in the case of the skilled and the semi-skilled weaver, while in the average earnings for the unskilled, the change was from Rs.173 to Rs. 1404.2 and in average sales the change is from Rs 791.67 to Rs 3370.8. In the case of the skilled and the semi-skilled weavers the respective figures are Rs. 1213.83 to Rs. 1706.85 and Rs. 4337.4 to Rs. 6993.2.

The absence of shift does not mean that the training was ineffective for the rest. The presence of adequate market demand is one of the necessary conditions for shift in production. Most of the field teams reported that the training was not sufficiently market-oriented and adequate looms were not provided during or after training in a number of societies. This too may have negatively affected the shift to high value added products.

To assess the productivity gain in respect of those beneficiaries who did not report a shift in production, the output per man-day before and after DTP was taken into account. Considering the all-India scenario, the productivity of these weavers improved to 4.23 from 3.80. Except for Karnataka, West Bengal, Himachal Pradesh and Maharashtra, other states showed an improvement in productivity after DTP. Thus, the training left some positive impact on the participants. The chart illustrates the effect of DTP on productivity of those weavers who did not report a shift in production after DTP.

Table No.6.6: Productivity before DTP and after DTP of those weavers who did not report a shift in production after DTP

States	Productivity before DTP	(in metres)
		Productivity after DTP
Assam	1.94	2.24
Tripura	3.44	4.02
Manipur	1.91	2.11
Meghalaya	1.21	1.59
Sikkim	0.38	0.73
Tamil Nadu	6.15	6.91
Andhra Pradesh	5.35	5.38
Karnataka	4.40	3.93
West Bengal	9.45	8.59
Orissa	0.65	0.81
Bihar	5.51	7.22
Uttar Pradesh	14.8	18.4
Himachal Pradesh	1.86	1.59
Maharashtra	3.65	2.86
Rajasthan	8.02	9.14
All India	3.80	4.23

The rest of the chapter shows how these beneficiaries as a whole fared vis-à-vis their DTP untrained counterparts from both trained societies and untrained societies.

6.2.1 The Impact of the Training on Production and Man days

An effort has been made to study the impact of DTP on the production and the man-days spent on weaving by the beneficiaries. As already mentioned, the labor productivity can be measured in terms of the output per worker (the average production) or the output per man-days.

6.2.2 Average production per month

The following table shows the average production of cloth per month in meters one month before the last DTP and in the same month one year after DTP and the percentage change between the two during that time period.

Table.No.6.7: Average production (in metres) per month of cloth before DTP and after DTP

State	Beneficiaries			Non beneficiaries from beneficiary societies			Selected weavers from non beneficiary societies		
	Before DTP	After DTP	% Change	Before DTP	After DTP	% Change	Before DTP	After DTP	% Change
Assam	41	52	27	34	40	18	22	27	23
Tripura	66	57	-14	235	245	4	108	113	5
Manipur	38	40	5	43	45	5	38	40	5
Meghalaya	28	35	25	36	40	11	37	129	249
Sikkim	7	6	-14	9	15	67	73	78	10
Tamil Nadu	95	98	3	130	144	11	74	68	-8
Andhra Pradesh	116	124	7	127	129	2	120	126	5
Karnataka	74	61	-18	67	68	1	27	24	-11
West Bengal	156	158	1	147	197	34	70	79	13
Orissa	10	16	60	15	16	7	25	23	-8
Bihar	104	158	52	86	90	5	142	168	18
Uttar Pradesh	246	577	135	488	627	28	649	697	7
Himachal Pradesh	12	35	192	39	41	5	20	24	20
Maharashtra	41	54	31	70	77	10	35	7	-80
Rajasthan	155	186	20	138	151	9	191	269	41
All India	83	115	39	123	143	16	110	123	12

At an all-India level, the average production of cloth showed an increase of 39 % in the case of beneficiaries while it is 16 % in the case of non-beneficiaries weavers from the beneficiary societies, and 12% in the case of weavers from non-beneficiary societies. A further look at the data reveals that the average figures of the beneficiaries for the second reference point, namely the month one year after the last DTP, were less (115) when compared to the figures of non-beneficiaries weavers from beneficiary societies (143) and select weavers from non-beneficiary weaver's societies (123). However, UP and HP showed a larger percentage change of 135 and 192 respectively in the case of beneficiaries. In UP, the increase was from 246 meters to 577 meters and in the case of HP it was from 12 meters to 35 meters. The average production actually fell for beneficiaries in the case of Tripura, Sikkim and Karnataka.

The percentage of weavers from the three categories who reported an increase in production during reference period were studied to aim an idea of whether the trend shown by the state averages in production was shared by

the majority of the weavers from the respective States. The following table shows the cluster-wise figure of weavers, with an increase in production from both the beneficiary and the non-beneficiary categories.

Table No.6.8: Percentage of selected weavers who reported an increase in production during the period one month before DTP and one year after the last DTP

States	Clusters	% of beneficiaries reported increase in production	% of non beneficiaries from the beneficiary societies who reported an increase in production	% of selected weavers from the non beneficiary societies who reported an increase in production
Assam	1	54	50.0	62.5
	2	46	33.3	57.5
	3	69	75.0	67.5
	4	44	50.0	67.5
	5	75	75.0	45.0
Total		58	56.7	60.0
Tripura	1	42	25.0	65.0
	2	38	66.7	46.0
	3	30	70.0	67.5
Total		37	52.9	58.5
Manipur	1	33	50.0	67.5
	2	90	25.0	52.5
Total		61	37.5	60.0
Meghalaya	1	75	100.0	80.0
Sikkim	1	29	91.7	64.3
Tamil Nadu	1	23	58.3	35.0
	2	38	33.3	40.0
	3	60	75.0	32.5
Total		40	55.6	35.8
Andhra Pradesh	1	52	41.7	47.5
	2	54	58.3	65.0
Total		53	50.0	56.3
Karnataka	1	40	66.7	22.5
West Bengal	1	54	66.7	50.0
	2	58	83.3	65.0
Total		56	75.0	57.5
Orissa	1	83	50.0	30.0
Bihar	1	71	58.3	77.5
Uttar Pradesh	1	58	25.0	55.0
	2	52	58.3	67.5
Total		55	41.7	61.3
Himachal Pradesh	1	83	33.3	77.5
Maharashtra	1	50	50.0	7.5
Rajasthan	1	75	50.0	95.0
All India	27	55	55.9	55.6

At an all-India level, 55 percent of the beneficiaries showed an increase in production, while it is 55.9 and 55.6 percent respectively in the case of non-beneficiaries from DTP trained societies and DTP untrained societies. A greater percentage of weavers with an increase in production as shown by the

beneficiaries in DTP trained societies when compared to the non-beneficiaries from DTP trained and DTP untrained societies as can be seen from Cluster 2 of Manipur (90.0%), Cluster 1 of Andhra Pradesh (52%), Cluster 1 of UP (58%), HP (83%) and Orissa (83%). The table 6.9 gives the average per month production in meters before DTP and after DTP, and the percentage change therein for these clusters.

Table.No.6.9: Average per month production (in meters) before DTP and after DTP, along with the percentage change in average production between the two time points.

Clusters	Average per month production in meters	Beneficiaries	Non beneficiaries from beneficiary societies	Weavers from non beneficiary societies
Manipur Cluster 2	Before DTP	51.7	56.1	36.2
	After DTP	58.0 (12.2 %)	57.3(2.14 %)	38.4 (6.1%)
AP Cluster 1	Before DTP	136.0	162.4	155.6
	After DTP	149.6 (10.0%)	164.3(1.17%)	170.1(9.3%)
Orissa Cluster 1	Before DTP	10.0	15.0	25.0
	After DTP	16.0(60.0%)	16.0(6.67%)	23.0(- 8%)
UP Cluster 1	Before DTP	343.9	375.4	356.5
	After DTP	404.4(17.6 %)	376.5(0.29%)	363.2(1.88%)
HP Cluster 1	Before DTP	12.0	39.0	20.0
	After DTP	35.0(192%)	41.0(5.13%)	24.0 (20.0%)

In these clusters, the beneficiaries show a greater percentage change in average production over the time period *vis-à-vis* the non-beneficiaries. The table below shows the number of weavers with a fall in production among the beneficiaries and the non-beneficiaries. At an all-India level, 14.84 percent of the total sample weavers reported a fall in production while it is 14.7 percent in the case of the beneficiaries and 12.80 percent in the case of the non-beneficiaries.

Table.No.6.10: No. of weavers who reported fall in production

Category of Societies	Category of weavers	No. of weavers reported fall in production
DTP trained Societies	Beneficiary 1277	188 (14.7%)
	Non Beneficiary 320	41 (12.8%)
DTP untrained Societies	Selected Weavers 1064	166 (15.6%)
	Total 2661	395 (14.84%)

The possible reasons for fall in production may be attributed to erratic power supply, which was cited as the major reason by the beneficiaries as well as the non-beneficiaries. Non-availability of quality yarns/dyes/chemicals

were the other reason for the fall in the case of beneficiaries, while it was poor market demand in the case of the non-beneficiaries.

Table.No.6.11: Reasons for the fall in production

Prominent Reasons	DTP Trained Societies		Untrained Societies
	Beneficiary	Non Beneficiary	Selected Weaver
Discontinuance of purchase by govt. or other agencies	0.53 %	4.88 %	6.02 %
Withdrawal of subsidy by the state govt.	0.53 %	0.0	0.0
Poor market demand	14.36 %	14.63 %	29.52 %
Non use of improved equipments	3.19 %	4.88 %	2.41 %
Lack of credit facility	0.0	0.0	0.0
Non availability of quality yarn/dyes/chemicals	23.4 %	12.1 %	10.84 %
Non switching over to high value added/exportable/consumer preferred items	1.6 %	2.43 %	1.81 %
Political interference	0.0	0.0	0.0
Change in policy of central or state govt.	1.6 %	0.0	0.0
Erratic power supply	54.79 %	60.98 %	48.8 %

Average per month man-days: One man day is equated with 8 hrs of labour. The table 6.10 given below captures the improvements, if any, in man days spent on weaving due to DTP.

Table 6.12: Average man-days before DTP and after DTP along with the percentage change between the two periods.

State	Beneficiaries (No. of days)			Non beneficiaries from beneficiary societies			Selected weavers from non beneficiary societies		
	Before DTP	After DTP	% Change	Before DTP	After DTP	% Change	Before DTP	After DTP	% Change
Assam	21	23	10	20	23	15	19	23	21
Tripura	20	16	-20	21	21	0	25	25	0
Manipur	19	20	5	20	21	5	22	24	9
Meghalaya	19	20	5	23	26	13	17	19	12
Sikkim	19	08	-58	4	22	450	23	22	-4
T.N.	15	15	0	16	19	19	18	21	17
A.P.	20	23	15	21	21	0	21	22	5
Karnataka	17	16	-6	18	19	6	15	14	-7
W.B.	19	23	21	20	23	15	18	20	11
Orissa	15	23	53	16	23	30	25	25	0
Bihar	20	23	15	19	21	11	21	23	10
U.P.	24	27	13	23	25	9	24	27	13
H.P.	10	17	70	19	19	0	16	19	19

(contd.)

Maharashtra	15	21	40	19	22	16	17	14	-18
Rajasthan	19	22	16	19	22	16	22	25	14
All India	18.8	20.2	7	19	22	16	20	22	10

Tripura (-20 %), Sikkim (-58 %), and Karnataka (-6%) showed a percentage fall in average man-days for beneficiaries. These states also showed a fall or a negligible improvement in average production as well as average earnings over the said period for beneficiaries. Orissa (53 %), HP (70 %) and Maharashtra (40 %) showed a positive percentage change in man-days. But in Himachal Pradesh the increase was from 10 to 17 days, which was still less than the national average.

The performance of the states in terms of percentage change in average man-day's, average production, shift in production, average earnings and average sales were analyzed. Of these, the four best performing states in terms of percentage increase in average man-day's and four states which showed a decline in this parameter and the corresponding values of other parameters such as average production average earnings etc. is indicated in the table below.

Table.No.6.13: Percentage change in average man-days vis-à-vis that in average production, shift in production, average earnings and average sales

States	% change in average man days (from table 6.10)	% change in average production (from table 6.5)	% of beneficiaries showing shift in production (from table 6.17)	% change in average earnings (from table 6.13)	% change in average sales (from table 6.15)
Tripura	-20	-14	10	-9	-8
Sikkim	-58	-14	0	-27	18
Tamil Nadu	-0	3	11	-7	-5
Karnataka	-6	-18	21	12	10
Orissa	53	60	0	40	59
H.P.	70	192	58	84	105
Maharashtra	40	31	40	158	97
All India	7	39	24	21	29

High value-added products require more time to produce. In the case of Tripura, there were 10 % of beneficiaries showing shift in production, but the average man days show a fall by 20 % and the average production by 14 %. Hence, a fall in the average earnings by 9 % and the average sales by 8 % was also observed. In the case of Sikkim, there was no shift in production. However, except the average sales, the average man-days, the average

production & the average earnings show a fall. But gross sales can include the sale of inventories as well. In the case of Karnataka, shift was shown by 21 % of beneficiaries; man-days fell by 6 % and production by 18 % but due to the shift in production (shown by 21 %) average earnings and average sales show an improvement.

6.2.3 Improvements in Labour Productivity

Labour Productivity has been measured in terms of output per worker, i.e. Average production but subsequently it has been found that the man days spent on weaving can affect the production. So, in order to get a true picture of productivity improvements, it was measured in terms of the output per man-days spent on weaving. One man-day is equivalent to 8 hrs of labour. To obtain the labour productivity figures, the average production per month is divided by average man-days per month. Hence, as already mentioned labour productivity = Total Production per month / Total Man- days per month.

Table No.6.14: Improvements in labour productivity (meters per day per worker)

States	Beneficiaries		Non beneficiaries from beneficiary societies		Non beneficiaries from non beneficiary societies	
	Before DTP	After DTP	Before DTP	After DTP	Before DTP	After DTP
Assam	1.95	2.26	1.70	1.74	1.16	1.17
Tripura	3.33	3.56	11.2	11.67	4.32	4.52
Manipur	2.00	2.00	2.15	2.14	1.73	1.67
Meghalaya	1.47	1.75	1.57	1.54	2.18	6.78
Sikkim	0.37	0.75	2.25	0.68	3.17	3.55
Tamil Nadu	6.33	6.53	8.13	7.58	4.11	3.24
A.P	5.80	5.39	6.05	6.14	5.71	5.73
Karnataka	4.35	3.81	3.72	3.58	1.80	1.71
West Bengal	8.21	6.87	7.35	8.57	3.89	3.95
Orissa	0.67	0.70	0.94	0.70	1.00	0.92
Bihar	5.20	6.87	4.52	4.29	6.76	7.30
U.P	10.3	21.4	21.2	25.1	27.0	25.8
H.P	1.20	2.06	2.05	2.16	1.25	1.26
Maharashtra	2.73	2.57	3.68	3.50	2.07	0.50
Rajasthan	8.16	8.45	7.26	6.86	8.68	10.8
All India	4.41	5.69	6.47	6.50	5.50	5.60

In Andhra Pradesh, Karnataka, West Bengal and Maharashtra there was a fall in productivity in the post DTP period for beneficiaries. This was attributed to the shift in production. In Andhra Pradesh, 55.2 % of the beneficiaries have shown a shift in production while it is 20.8 %, 36.5% and 39.6 % in the case of Karnataka, West Bengal and Maharashtra respectively.

No conclusion can be reached conclusively on labor productivity unless productivity is known in value terms. The data mentions about the gross earnings as well as the gross sales. The gross sales can include inventory sales as well and hence it cannot be taken as a proxy for the value of production. Like wise the gross earnings also is not a reliable measure since more often than not weavers are under paid.

6.3 Availability of adequate markets captured in the increase in gross sales and the increase in the earnings of the weavers

While greater accessibility to markets translates into higher sales and greater earnings, it may not translate into better or improved wages for the weavers, as there was a wide variance in the wages paid to the weavers in many states; thus the higher revenue earnings may not necessarily benefit the weavers.

In most of the States, the weavers were offered piece rates. It was reported by the field team of Himachal Pradesh that the minimum wages are not fixed for the handloom workers in the state. The majority of the handloom workers are women who work part time. Since the wages are traditionally fixed, the revisions were very rare and all the benefits of an improvement in the prices of the product were cornered by the Societies. In Orissa, the weavers got on an average Rs. 100-130 per day as wages from weaving. Here the wage was fixed by the Societies on piece rate basis taking into consideration the cost of raw materials used, the overhead cost and the profit margins. In UP too, the piece rate was offered. In Manipur, depending on their skills weavers earn Rs. 20 to Rs. 100 per day. This was also the case with the weavers in Meghalaya and Assam though with a slight difference in the daily earnings. Here also the majority of the handloom workers are women who work part time. In Andhra Pradesh, the weavers working under the Societies get very meager wages, while it was even less in the case of those weavers who work under the Master Weavers.

In Maharashtra, a plethora of labor welfare acts like the Minimum Wages Act, 1948, the Industrial Dispute Act, 1948, the Employees State Insurance Act, 1948, the Employees Provident Fund Act, 1952, the Factories Act, 1948, the Payment of Wages Act, 1935 etc were applicable in the case of

weavers working for Cooperative Societies or NGOs and those working for Corporations, while none of these laws were applicable in the case of individual weavers working in their own cottages. In Karnataka also, the above-mentioned laws were applicable in the case of weavers working under Societies/NGOs/Corporations. The minimum wage for the handloom workers in Karnataka included a variable Dearness Allowance (DA) which was linked to the Cost of living Index, but the allowances were not paid as a matter of rule but only in cases of complaint by weavers. The sample societies were silent on the payment of bonus or gratuity to the weavers. In Tamil Nadu, the DA announced for the handloom weavers by the state government in 1995 was available only for those weavers working in the Cooperative fold and not for those working under a Master Weaver. The Minimum Wages Act was applicable in the case of handloom weavers in Rajasthan. In West Bengal, the minimum wages were applicable for the weavers working in the power loom sector only. In the handloom sector, the wage rate was fixed according to the market demand of the product on piece rate basis. More often than not, it has been observed, the Societies swindle the unorganized handloom workers.

6.3.1 Average Earnings

The following table compares the average earnings of the three categories of weavers before DTP and after DTP for the sample states.

Table.No.6.15: Average earnings of the select weavers before DTP and after DTP.

State	Beneficiaries (Rs. per month)			Non beneficiaries from beneficiary societies (Rs/month)			Selected weavers from non beneficiary societies (Rs./ month)		
	Before DTP	After DTP	% Change	Before DTP	After DTP	% Change	Before DTP	After DTP	% Change
Assam	683	746	9	665	795	20	538	669	24
Tripura	561	513	-9	787	860	9	787	820	4
Manipur	798	879	10	733	797	9	898	956	6
Meghalaya	464	532	15	735	865	18	333	371	11
Sikkim	451	331	-27	100	563	463	899	845	-6
Tamil Nadu	1064	994	-7	1000	1325	33	1235	1413	14
A.P.	1009	1236	22	1071	1169	9	1026	1105	8
Karnataka	478	533	12	488	565	16	766	699	-9
W.B.	720	1221	70	859	1037	21	805	1067	33
Orissa	1087	1526	40	1082	1289	19	1558	1576	1

(contd.)

Bihar	2344	2904	24	2292	2713	18	2380	2800	18
U.P.	1305	1789	37	1334	1696	27	1410	1809	28
H.P.	668	1231	84	1483	1592	7	1143	1354	18
Maharashtra	458	1180	158	988	1434	45	1150	883	-23
Rajasthan	1153	1208	5	1023	1084	6	1389	1613	16
All India	859	1043	21	923	1115	21	987	1117	13

The training has had little impact on the average earnings earned by the beneficiaries in some states. In Sikkim, the beneficiaries show a decline of 27 percent in average earnings, while non-beneficiaries from the same societies reported an increase in their average earnings by 463 percent. In Tamil Nadu and Tripura, beneficiaries alone show a fall in the average earnings. In Manipur, Andhra Pradesh, West Bengal, Orissa, Bihar, Uttar Pradesh, Himachal Pradesh and Maharashtra, beneficiaries show a better performance in terms of average earnings when compared to the non-beneficiaries.

It was noted that there were disparities in the income distribution among the beneficiary weavers partly due to the difference in the skill levels of the weavers since weaving is a skilled occupation, but an effective training programme coupled with a greater access to the markets should have been able to close the gap between the different skilled weavers and can thus bring about a more equal distribution of income among the weavers. The following table shows the average earnings and the Coefficient of Variation of beneficiary earnings before and after DTP.

Table No.6.16 Mean and CV of average earnings before and after DTP
(Rs/month)

States		Mean	CV
Assam	Before DTP	683	75
	After DTP	746	74
Tripura	Before DTP	561	71
	After DTP	513	101
Manipur	Before DTP	798	53
	After DTP	879	57
Meghalaya	Before DTP	464	51
	After DTP	532	53
Sikkim	Before DTP	451	73
	After DTP	331	142
Tamil Nadu	Before DTP	1064	103
	After DTP	994	107
Andhra Pradesh	Before DTP	1009	64
	After DTP	1236	53
(contd.)			

Karnataka	Before DTP	478	68
	After DTP	533	58
West Bengal	Before DTP	720	71
	After DTP	1220	54
Orissa	Before DTP	1087	93
	After DTP	1526	64
Bihar	Before DTP	2344	39
	After DTP	2904	37
Uttar Pradesh	Before DTP	1305	53
	After DTP	1789	48
Himachal Pradesh	Before DTP	668	106
	After DTP	1231	70
Maharashtra	Before DTP	458	106
	After DTP	1180	78
Rajasthan	Before DTP	1153	63
	After DTP	1208	47

In almost all the states, the Coefficient of Variation (CV) (a measure of the inequality in income distribution where high CVs denote high inequality and vice versa) reduced. These states were Assam, Andhra Pradesh, Karnataka, West Bengal, Orissa, Bihar, Uttar Pradesh, Himachal Pradesh, Maharashtra and Rajasthan. In Manipur and Meghalaya, both the Mean and the CV marginally increased. The mean income showed an improvement only in the case of Andhra Pradesh, Orissa, Uttar Pradesh and Rajasthan. In all these states, inequalities in income have reduced.

6.3.2 Average Sales

A combination of the value of average sales and earnings can explain if the Decentralized Training Program has resulted in monetary benefits for the weavers or not. The following table contains the average sales figures before and after DTP for the three categories of weavers. At all-India level average sales figures improved for all the three categories post-DTP.

Table.No.6.17: Average sales figures for the selected weavers- pre and post DTP

State	Beneficiaries (Rs. per month)			Non beneficiaries from beneficiary societies (Rs. per month)			Selected weavers from non beneficiary societies (Rs. per month)		
	Before DTP	After DTP	% Change	Before DTP	After DTP	% Change	Before DTP	After DTP	% Change
Assam	3186	3580	12	2971	3422	15	2420	3013	25
Tripura	2209	2022	-8	7234	7622	5	3176	3353	6
Manipur	6326	7695	22	7134	7444	4	6550	6832	4
Meghalaya	3462	4314	25	4163	4754	14	2010	2332	16
Sikkim	560	662	18	373	651	75	3942	4166	6
Tamil Nadu	2749	2605	-5	2616	3448	32	4186	4495	7

(contd.)

A.P.	4260	5234	23	4881	5058	4	4608	5213	13
Karnataka	2466	2723	10	2466	2610	6	4692	4481	-5
W.B.	2695	4927	83	3018	4394	46	2275	2836	25
Orissa	2998	4768	59	3970	4409	11	4634	4402	-5
Bihar	6139	9228	50	4921	6512	32	6629	7660	16
U.P.	4707	7789	65	6103	6888	13	6074	7136	17
H.P.	1451	2971	105	3929	4400	12	4762	5759	21
Maharashtra	1617	3185	97	3113	3589	15	2816	2278	-19
Rajasthan	5813	6520	12	4729	4891	3	5829	6751	16
All India	3394	4373	29	4217	4787	14	4013	4459	11

Except Tripura and Tamilnadu, in all other states, the average sales of the beneficiaries have increased. In Maharashtra and Himachal Pradesh, the reported increase has been close to 100 percent.

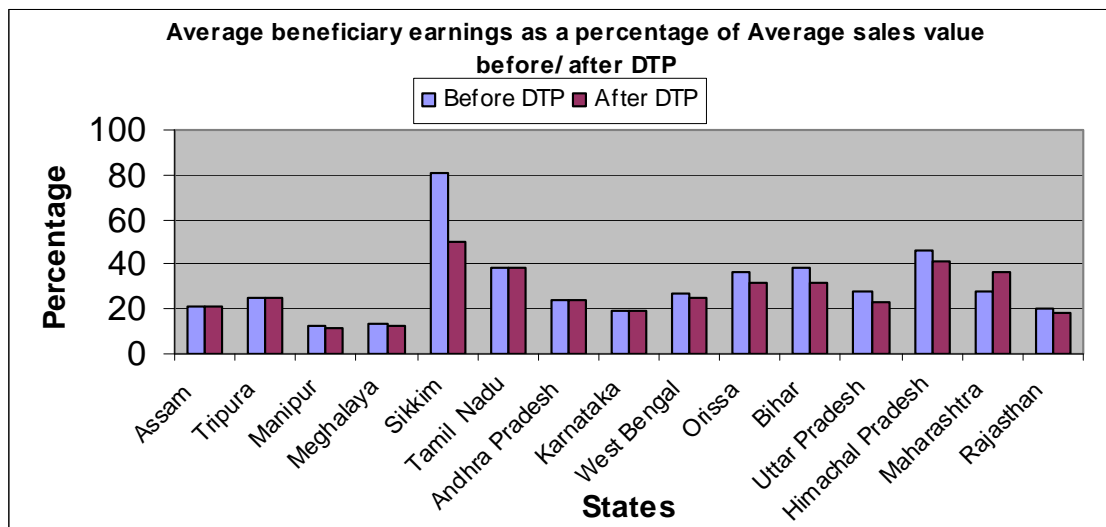
The table no. 6.18 has been tabulated to study the impact of changes in gross sales on the weaver earnings. The table captures the sensitivity of the weaver earnings to the gross sales value of their production and thus indirectly the sensitivity of the weaver earnings to the market demand is found out.

Table No 6.18: Average beneficiary earnings as a percentage of average sales value.

State	Avg. earnings as % of avg. sales per month before DTP	Avg. earnings as % of avg. sales per month after DTP
Assam	21.4	20.8
Tripura	25.4	25.4
Manipur	12.6	11.4
Meghalaya	13.4	12.3
Sikkim	80.5	50.0
Tamil Nadu	38.7	38.2
A.P.	23.7	23.6
Karnataka	19.4	19.6
West Bengal	26.7	24.8
Orissa	36.3	32.0
Bihar	38.2	31.5
Uttar Pradesh	27.7	23.0
H.P.	46.0	41.4
Maharashtra	28.3	37.0
Rajasthan	19.8	18.5
All India	25.3	23.9

The chart 6.2 graphically compares the sensitivity of the weaver earnings to the gross sales value of their production across the states. This reduction in sensitivity implies more stable earnings for the weavers. There had been a reduction in this sensitivity across states.

Chart 6.2



Sikkim showed a reduction from 80.5 percent to 50 percent. The reason could be that this is a state where no Cooperative Society/NGO is operating even though the presence of middlemen cannot be ruled out. It may be noted that gross earning is equal to gross sales value minus the cost of production.

The states, where the Labour Welfare Acts were applicable in the case of handloom weavers also like Maharashtra and Karnataka, the percentages are just 28.3 and 19.4 respectively. In all the States, except Sikkim & Himachal Pradesh the percentage falls below 40. This sad state of affairs could be attributed to the fact that the handloom weavers were an unorganized lot, or due to the high cost of production. About 23.4 % of the beneficiaries report lack of yarns, dyes or chemicals as the reason for the fall in the production. And these raw materials may be coming at a high price. The following table summarizes the number of beneficiaries with shift in production, increase in man-days, increase in production and increase in earnings post-DTP.

6.3.3 Percent of beneficiaries reporting a shift in production, an increase in production, increase in man-days and increase in earnings.

At an all-India level, 24 percent of the beneficiaries showed a shift in production while it is 6.3 percent and 5.4 percent respectively in the case of non-beneficiaries from beneficiary societies and non-beneficiary society's post-DTP. The percentage of beneficiaries with increase in man-days is 57.5 % and with increase in production is 54.7 %, but gross earnings have improved for 65.9 % of the beneficiaries. But we have already seen that the gross earnings are not improving in tandem with the gross sales.

Table No. 6.19: Percentage of beneficiaries who reported (1) shift in production, (2) increase in man-days, (3) increase in production & (4) increase in earnings

States	Clusters	% of beneficiaries with shift in production	% of beneficiaries with increase in man days	% of beneficiaries with increase in production	% of beneficiaries who reported an increase in average Earnings
Assam	1	6.3	50	54	66.7
	2	0.0	54.2	46	70.8
	3	0.0	75	69	83.3
	4	0.0	37.5	44	47.9
	5	2.1	79.2	75	91.7
Total		1.7	59.17	58	72.1
Tripura	1	22.9	45.	42	47.9
	2	0.0	39.6	38	37.5
	3	7.5	37.5	30	35.0
Total		10.1	40.7	37	40.1
Manipur	1	16.7	31.25	33	0.0
	2	18.8	89.6	90	79.2
Total		17.7	60.43	61	39.6
Meghalaya	1	0.0	60	75	60.0
Sikkim	1	0.0	4.4	29	28.9
Tamil Nadu	1	0.0	22.9	23	25.0
	2	16.7	37.5	38	47.9
	3	16.7	41.7	60	58.3
Total		11.1	34.03	40	43.7
Andhra Pradesh	1	66.7	62.5	52	77.1
	2	43.8	58.3	54	66.7
Total		55.2	60.42	53	71.9
Karnataka	1	20.8	54.2	40	72.9
West Bengal	1	25.0	77.1	54	77.1
	2	47.9	79.2	58	91.7
Total		36.5	78.15	56	84.4
Orissa	1	0.0	77.1	83	81.3
Bihar	1	52.1	89.6	71	93.8
Uttar Pradesh	1	95.8	97.9	58	100.0
	2	83.3	50	52	91.7
Total		89.6	73.95	55	95.8

(contd.)

Himachal Pradesh	1	58.3	68.7	83	91.7
Maharashtra	1	39.6	66.7	50	75.0
Rajasthan	1	0.0	72.9	75	79.2
All India	27	24.0	57.5	54.7	65.9

In Tripura, 40.1 percent reported an increase in earnings. In Manipur, 39.6 percent of the beneficiaries reported an increase in earnings. In Tamil Nadu, it was 43.7 percent and in Sikkim it is 28.9 percent in the case of beneficiaries. In Assam, 72.1 % of the beneficiaries reported an increase in earnings post-DTP. In Andhra Pradesh, it is 71.9 percent, West Bengal 84.4 percent, Orissa 81.3 percent, Bihar 93.8 percent, Uttar Pradesh 95.8 percent, Himachal Pradesh 91.7 percent and Maharashtra 75 percent.

CHAPTER-VII

SUGGESTIONS

- ❖ The duration of the training of the weavers may be increased.
- ❖ There should be different syllabi for different categories of weavers.
- ❖ The syllabi can be prepared centrally in consultations with the WSCs (to make the syllabus region specific), the marketing agencies and the experts from the central institutes.
- ❖ Since women constitute around 50 % of the weavers in India, hiring the services of the women Master Weavers too can be explored.
- ❖ The honorarium of Master Weavers should increase from Rs. 2500 per month to attract the more talented weavers to the fold.
- ❖ To equip Master Trainers with expertise to train the weavers in accordance with the changing trends, they may be sent for training to premier central institutes.
- ❖ To attract skilled weavers to the program, higher stipends may be given.
- ❖ Better publicity before the start of the program is required.
- ❖ The date of the training programmes should be intimated well in advance to ensure timely availability of raw material, looms, accessories and even the beneficiaries should be given ample advance notice.
- ❖ Monitoring and supervision may be done monthly as well as at the end of each training programme and the report can be sent to the Office of the Development Commissioner for incorporating improvements in the future.
- ❖ The staff strength of the WSCs should be enhanced and more technical staff should be inducted.
- ❖ There is a need for better coordination with State Governments, NGOs, financial institutions and premier handloom training institutes during planning, implementation and rehabilitation. For this there should be proper guidelines in place.

- ❖ The sanctioned amount needs to be enhanced to meet the growing expenditure demands.
- ❖ To make the training effective, the class room training should be supplemented with a right ambience for the weavers, so that when they are back at their work place they can practice what they have learnt. The fact that a larger percentage of beneficiaries reported shift in production shows the willingness on the part of the weavers to learn and practice newer things.
- ❖ The weaver can also avail some of the other schemes functioning for their welfare as well as other social sector schemes taking into consideration the specific problems they face in the field.
- ❖ The training session can be used as an effective forum for enlightening the weavers on the myriad schemes implemented for them and on how to benefit from them.
- ❖ The suggestion of rehabilitating the trained weavers in the power loom sector, as suggested in the revised scheme, needs to be relooked at.
- ❖ Electricity should be made available to those weavers who do not have a connection. Many face erratic power supply which disrupts work.

Abbreviations

DTP	Decentralised Training Program
PEO	Programme Evaluation Organisation
BPL	Below Poverty Line
IIHT	Indian Institute of Handloom Technology
NID	National Institute of Design
NIFT	National Institute of Fashion Technology
NGO	Non Governmental Organisations
IHDS	Integrated Handloom Development Scheme
NHDC	National Handloom Development Corporation
GoI	Government of India
WSC	Weaver Service Centre
GFR	General Financial Rules
UT	Union Territory