Effect of Short-Term Training on the Weaver Skill Development for Business Growth: A Case of Varanasi, U.P, India

Angika Kushwaha[1], Kavita Chaudhary[2]
[1]Research Scholar, Dept. of Design, Banasthali Vidyapith, Banasthali (Rajasthan) India.
[2]Associate Professor, Dept. of Design, Banasthali Vidyapith, Banasthali (Rajasthan) India.

ABSTRACT
India is the second-largest population globally, and it is among the world's largest producers of Textiles and Apparel. The domestic apparel & textile industry in India contributes five percentages to the country's GDP (Gross domestic product). The government of India is committed to improving workers' skills in the handloom industry because it provides a source of income for rural communities. The government is organizing many training programmers in which skill India is among them. The Indian government is committed to developing this industry because it provides a source of revenue for rural areas. There are various government programmes and help available for this industry. To begin, appropriate training in handloom weaving and value addition is required. An efficacy analysis study was undertaken on purpose to determine the effects of training. The business is facing a skilled worker shortage and offers several prospects for unemployed youth in the country that are trained in the area.

Keywords: Skill India, Textile and Apparel, Handloom Industry, Government of India, Traning programme.

I INTRODUCTION

Weaving is an ancient art in India. The weaving technique was passed through generations in India. Handloom is not just a cloth but a symbol of the ancient Indian civilization (2). This sector is a low technology-driven sector and eco-friendly too. Handloom weaving is noted for its flexibility, creativity, and originality. The amount of artistry and precision accomplished in handloom cloth is incomparable, and specific weaves/designs are which are made by modern machines (1). In India, Handloom is one of the major unorganized sectors and labor-intensive it is responsible for providing employment to people in India. According to the fourth handloom census of India, they were 35,22,512 weavers, including allied workers (1).

Worlds 95% of the hand weaved fabric/material comes from India (3). This sector contributes nearly 14% of the total cloth production in the country. The Export earnings were reported to be US$ 357.53 million in the year 2016-17(3). This sector has been part of the rich culture it has been associated with our culture since the Mughal Period. To date, this sector has undergone various changes due to technological change, government policy, and competition from power loom. In spite of the support from the government, the weavers are still facing a lot of issues in business development (2). According to the fourth handloom census, most of the weavers belong to rural areas, and they don't have the proper education. In some parts of the country, Weavers' wages are less when compared to the other industry day workers. Because of this, they can't afford the modern technological gadgets to update and learn the new skills which are required for weaving. The Indian government was started a Skill up-gradation training program is given to weavers and allied workers for learning new weaving techniques, which provides information about the adaption of new technology, training on the development of new designs and colors, learning about new types of eco-friendly dyes, and dyeing practices, exposure to basic accounting and management practices, familiarisation with e-commerce (1). This present research study will help to understand how much this short-term skill development training for the weavers is useful and up to what percentage they are able to increase subject and practical knowledge about weaving.

II OBJECTIVES

(a) To a short-term training of the handloom weavers for Jacquard weaving theory and practical.

(b) To identify the impact of a short-term training program on the skill development of the weavers.

III METHODOLOGY

The research study incorporated qualitative and quantitative approaches to find the percentage of improvement in skills. The quantitative data (test results) were validated by qualitative data (weaver's assessments, including observations and participant feedback). Two Master weavers with ten years of experience and four assistant master weavers with a minimum of five years of experience were involved in the training. Additionally, four master weavers are invited from co-operative societies of Ramnagar for these Forty-five days of training. Total 60, which include both male and female weavers, were invited to participate in a forty-five-day training program with both theory and skills training. The

data was collected from weavers starting the day of training and the End Day of the training program. The collected quantitative data were analyzed using SPSS and Excel Software.

(a) **Material:** Naka (nylon fine thread), Jaala (copper colour thread), Paghiya, Jacquard machine, Elastic, Warp (mulberry silk), Weft, Zari, punch card, Graph, heald duck, etc. these are for practical. For theory class pen, pencil, copy, book, graph book, masks, etc.

(b) **Method:** This research study is to analyze the effect of a skill development training program on weavers, which includes theory lectures, training of the weavers about the process of dying, weaving, and workplace maintenance, other information related to marketing. For a collection of the data, a questionnaire was made with the help of the academic professors. They have the expertise of teaching for more than 15 years in the textile field. The questionnaire was given to 60 participants in printed both English and Hindi language and it is also explained to participants in the Hindi language. The data was collected from the period of December 2021 to February 2022.

Photo1: Loom setup by weavers

Photo 2: Warp Connection and Naka Filling

Photo 3: Theory class for the weaver's

Photo 4: Card Punching

Photo 5: Jaala connecting with Paghiya

Photo 6: Hanks converting into Reels

IV RESULTS AND DISCUSSION

The Questionnaire data was collected before and after the training program, and the collated data was analyzed using computer software. Table 1 indicates the demographic data of weavers

Table1
Demographic data of the weavers

Variables			
Age	**Male**	**Female**	**Numbers**
18-22	8	15	23
23-27	6	11	17
28-32	4	7	11
33-37	0	5	5
38-42	1	2	3
43-47	0	1	1
Education	**Male**	**Female**	**Numbers**
Never went to school	5	10	15
Elementary school (graduated 6th grade)	4	5	9
High school	6	6	12
intermediate/diploma	3	18	21
Graduation	1	2	3

Table 1 shows that most of the 38% of participants are from the age of 18 to 22, and 35% are from the diploma and intermediate background.

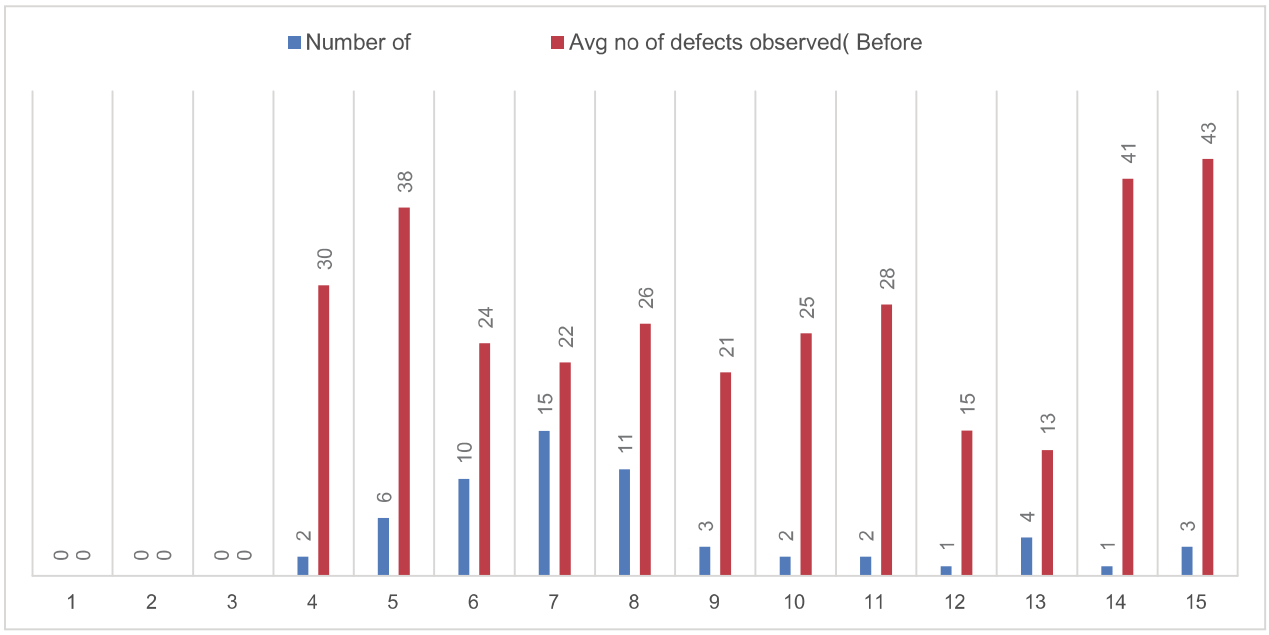

Fig1: Number of Days taken by the weavers to weave the one plain saree before training and average number of defects observed in saree (Before training)

The Fig. 1X-axis represses the number of days with respect to the number of days to complete one saree with an average number of defects observed in the saree. From figure1, we can analyze that the maximum days taken by the participant is 15, with the number of defects being 43, and the minimum of 4 days to complete a saree with 30 faults.

Fig.2: Number of Days taken by the weavers to weave the one plain saree before training and average number of defects observed in saree (after training)

The fig. 2X-axis represses the number of days with respect to the number of days to complete one saree with the average number of defects observed in the saree. From figure2, we can analyze that the maximum days taken by the participants is 8, with the number of defects being17, and the minimum of 4 days taken to complete the saree with 15faults.

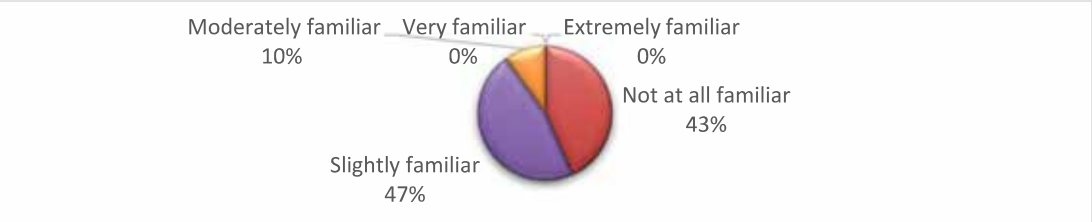

Fig. 3: Knowledge about the E-marketing techniques (Before training)

Fig. 3 Shows the percentage of weavers having information about the marketing techniques by using the different types of communications like (social platforms, e-commerce websites, and personal websites). 43% percent of participants are not familiar with selling the products online, whereas some weavers have slight information. Still, due to lack of knowledge they didn't use, only 10% of weavers tried to use one platform to sell the products to the what's app and Instagram

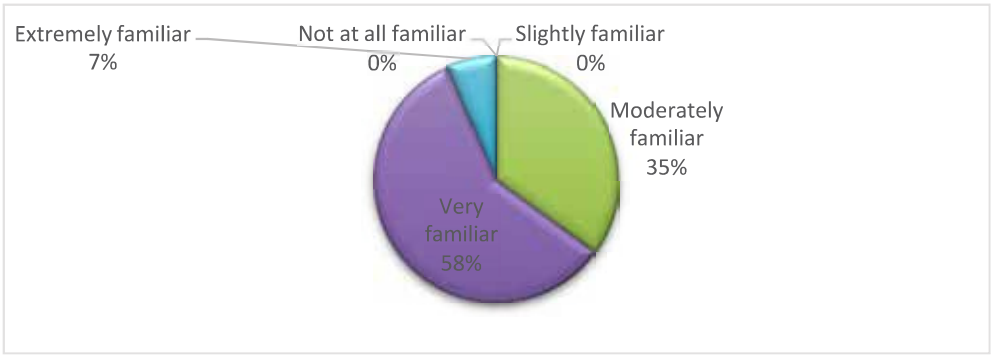

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Fig. 4: Knowledge about the E-marketing techniques (After training)

Fig. 4 shows the percentage of weavers having information about the marketing techniques by using the different types of communications like (social platforms, e-commerce websites, and personal websites).35% percent of participants are moderately familiar with selling the products online, whereas the 58% of weavers are very familiar with using online platforms to sell the products to Whatsapp, Instagram, creating Facebook page and groups, some weavers registered their products in E-commerce websites

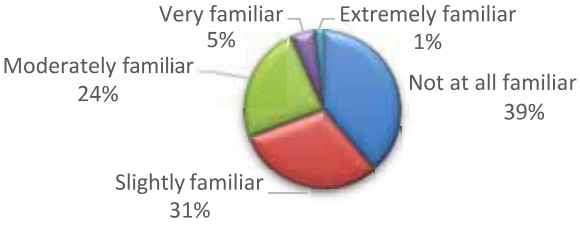

Fig.5: Percentage of weavers who know the Technical name of the parts of loom and process names (Before training)

The above figure shows that significantly fewer percent of the weavers are familiar with all the technical names and process steps names. In contrast, in 39 % percent of weavers, some are new to the industry they don't have the experience, and others don't know the names of parts they using local language names.

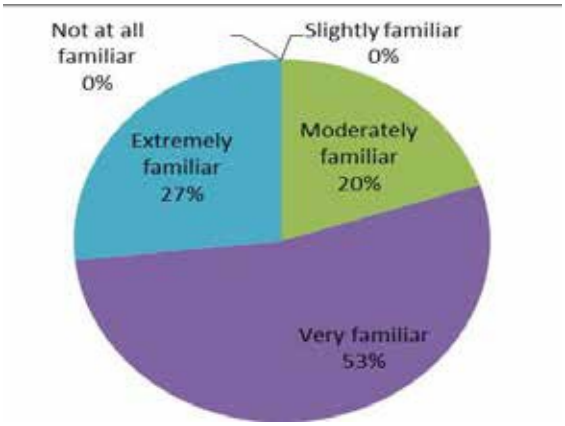

Fig. 6: Percentage of weavers who know the Technical name of the parts of loom and process names (After training)

Fig. 6 shows that 27 percent of weavers are extremely familiar with all the technical names and process steps. They are able to do all processes individually

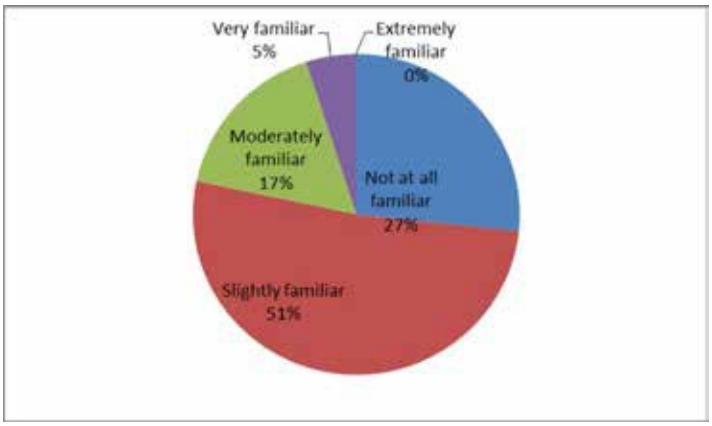

Fig 7: Percentage of weavers who know the maintenance of loom and loom set up (Before training)

Fig. 7 shows that 27percent of the weavers are not at all familiar with the maintenance of loom and loom setup. At the same time, no weavers will have the complete knowledge of loom setup

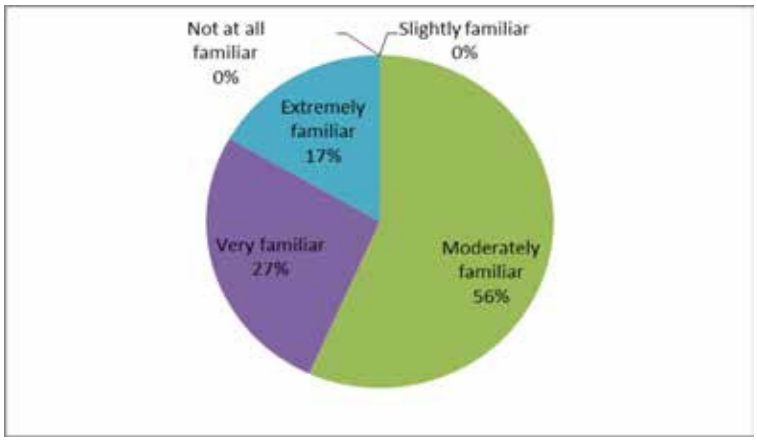

Fig 8: Percentage of weavers who know the maintenance of loom and loom set up (after training)

Fig. 8 shows that 56percent of the weavers are become moderately familiar with the maintenance of loom and loom setup. At the same time, seventeen percent of weavers gained complete knowledge of loom setup and maintenance.

V RESULTS

Subject and practical knowledge were evaluated in trainee weavers. Subject knowledge results indicated an increase in participants about weaving. In practical experience, their output efficiency is increased by adopting new strategies like identifying weaving problems, thread quality, and workplace settings and maintenance.

VI CONCLUSION

By analyzing the data from Figure 1 and Figure 2, we can conclude that the number of defects made by the weavers is reduced from a maximum of 43 to 17, and the number of days consumed for weaving the plain saree also decreased from 15 days to 8 days. In Figures 3 and 4, we can see that 43 percent of the weavers do not have an idea about marketing before training. After the training, 58 percent of weavers have very familiar skills in marketing. The technical name of the parts of the loom and process names before and after training are shown in Figures 5 and 6. The zero percentage of extremely familiar to 17 percent weavers increased in weaver are can be seen in maintains of the loom and setup of the loom. From the data, we can conclude that the short-term training to the weavers was given a positive effect on their performance.

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