

# NSQF QUALIFICATION FILE GUIDANCE

Version 6: Draft of 08 March 2016

**NSDA Reference**

*To be added by NSDA*

## CONTACT DETAILS OF THE BODY SUBMITTING THE QUALIFICATION FILE

### **Name and address of submitting body:**

Handicrafts and Carpet Sector Skill Council  
3rd Floor, OCF,  
Plot No. 2, Pocket – 9, Sector – B,  
Vasant Kunj,  
New Delhi – 110070

### **Name and contact details of individual dealing with the submission**

**Name:** Ms. Anupama Giri

**Position in the organisation:** CEO

**Address if different from above:** NO

**Tel number(s):** 011-26133165

**E-mail address:** ceo@hcsc.in

### **List of documents submitted in support of the Qualifications File**

1. Career Progression of Hand Embroidered Textiles Sub-Sector
2. List of QP/NOS validating companies
3. Qualification Pack
4. Minutes of the meeting of GC Consultation meeting
5. NSDC Human Resource & Skills Requirement in Handloom & Handicraft Sector
6. RFP for development of Occupational Standards
7. Selection process of the Consultants to develop Occupational Standards

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## SUMMARY

<b>Qualification Title</b>	Jute Yarn Hank Dyer
<b>Qualification Code</b>	HCS/Q7401
<b>Nature and purpose of the qualification</b>	- This is a Qualification Pack (QP) containing National Occupational Standards for the job role - Jute Product Stitching Operator The main purpose of the qualification and the target learners is to get unemployed people into work and to upgrade the skills of people already in work.
<b>Body/bodies which will award the qualification</b>	Handicrafts and Carpet Sector Skill Council (HCSSC)
<b>Body which will accredit providers to offer courses leading to the qualification</b>	Handicrafts and Carpet Sector Skill Council (HCSSC)
<b>Body/bodies which will carry out assessment of learners</b>	Handicrafts and Carpet Sector Skill Council (HCSSC)
<b>Occupation(s) to which the qualification gives access</b>	Natural Fibre Crafts
<b>Licensing requirements</b>	N/A
<b>Level of the qualification in the NSQF</b>	4
<b>Anticipated volume of training/learning required to complete the qualification</b>	360 Hours {(NOSs + Bridge module = 300)+ (Entrepreneurship and Soft Skills + Digital Literacy = 60)}
<b>Entry requirements and/or recommendations</b>	Basic literacy
<b>Progression from the qualification</b>	Master Dyer
<b>Planned arrangements for the Recognition of Prior learning (RPL)</b>	A 3-day RPL program has been devised to certify the trainees.
<b>International comparability where known</b>	N/A
<b>Date of planned review of the qualification.</b>	2019
<b>Formal structure of the qualification</b>	

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<b>Title of component and identification code.</b>	<b>Mandatory/ Optional</b>	<b>Estimated size (learning hours)</b>	<b>Level</b>
(i) HSC/N7401 Carry out pre dyeing activities: de-sizing, scouring, bleaching	Mandatory	60	4
(ii) HSC/N7402 Carry out dyeing of hank jute yarn	Mandatory	70	4
(iii) HSC/N7403 Carry out finishing of dyed jute yarns	Mandatory	40	4
(iv) HSC/N9005 Maintain work area and tools in handloom sector	Mandatory	30	4

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(v) HSC/N9006 Working in a team in handloom sector	Mandatory	30	4
(vi) HSC/N9007 Maintain health, safety and security at work place in handloom sector	Mandatory	30	4
(vii) HSC/N9008 Comply with work place requirements in handloom sector	Mandatory	30	4

Qualification pack attached in annexure.

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## **SECTION 1** **ASSESSMENT**

### **Body/Bodies which will carry out assessment:**

The assessment bodies affiliated to the Handicrafts and Carpet Sector Skill Council will carry out the assessment.

### **How will RPL assessment be managed and who will carry it out?**

*RPL will be based on the same approved Qualification Pack and Assessment Criteria mentioned in the Qualification Pack. The process of RPL assessment is going to be managed by the Assessment agency affiliated by the HCSSC.*

### **Describe the overall assessment strategy and specific arrangements which have been put in place to ensure that assessment is always valid, reliable and fair and show that these are in line with the requirements of the NSQF.**

*The assessment is managed by the assessment agency using the question bank approved by the sector skill council which has both the theory and practical questions, the questions are then divided into many different sets so that all students don't get the same questions once the assessment is done the result is compiled and sent to the sector skill council. The NSQF level 2 and 3 qualifications has a passing marks of 50% and NSQF level 4 and above has 70% as passing marks.*

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### ASSESSMENT EVIDENCE

<b>Assessment Criteria</b>	
<b>Job Role</b>	Jute Yarn Hank Dyer
<b>Qualification Pack</b>	HCS/Q7401, v1.0
<b>Sector Skill Council</b>	Handicrafts and Carpet

Sr. No.	Guidelines for Assessment
1	Criteria for assessment for each Qualification Pack will be created by the Sector Skill Council. Each Performance Criteria (PC) will be assigned marks proportional to its importance in NOS. SSC will also lay down proportion of marks for Theory and Skills Practical for each PC.
2	The assessment for the theory part will be based on knowledge bank of questions created by the SSC.
3	Individual assessment agencies will create unique question papers for theory part for each candidate at each examination/training center (as per assessment criteria below).
4	Individual assessment agencies will create unique evaluations for skill practical for every student at each examination/training center based on this criteria.
5	To pass the Qualification Pack , every trainee should score a minimum of 70% in every NOS.
6	In case of successfully passing only certain number of NOS's, the trainee is eligible to take subsequent assessment on the balance NOS's to pass the Qualification Pack.
7	In case of unsuccessful completion, the trainee may seek reassessment on the Qualification Pack.

Assessable Outcomes	Assessment Criteria	Total Marks	Out of	Theory	Practical Skills
HCS/N7401 Carry out pre dyeing activities: desizing, scouring, bleaching	PC1.summarize the task mentioned in the work order	<b>100</b>	4	1	3
	PC2.ensure that the working spot is empty & clean		3	0	3
	PC3.ensure to carry out the desizing operation of jute yarn by simply water boiling for 30 minutes followed by normal washing		4	1	3
	PC4.for starch based size ensure to carry out the desizing operation by immersing the yarns in a vessel containing 2-3 gram per litre hydrochloric acid at ambient temperature for 30-60 mins followed by thorough washing		5	2	3
	PC5.summarize the task mentioned in the work order		4	1	3
	PC6.ensure that the machine is empty & clean		3	0	3
	PC7.ensure to first weigh the desized material (yarn)		3	1	2
	PC8.take water in Jigger at MLR (material to liquor ratio) of 1:20		5	2	3
	PC9.add non-ionic detergent and soda ash to the water as per instruction of superior or mentioned in the recipe and		5	2	3

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	prepare scouring liquor				
	PC10.put the material (yarn) in the scouring liquor		4	1	3
	PC11.raise the temperature of the scouring liquor to 600C for yarn (700 - 800C for fabric) and keep the liquor at that temperature for 15-30 mins(fine yarn- 15 mins, coarse yarn-30 mins)		5	2	3
	PC12.ensure to remove the material from hot bath and rinse the same in water		4	1	3
	PC13.summarize the task mentioned in the work order		4	1	3
	PC14.ensure that the machine is empty & clean		3	0	3
	PC15.ensure to first weigh the scoured material		4	1	3
	PC16.take water in Jigger at MLR (material to liquor ratio) of 1:20		5	1	4
	PC17.ensure to add following chemicals in the water as per instruction/ recipe i.e. hydrogen per-oxide (50%), sodium meta-silicate or stabiliser AWNI, try sodium phosphate or soda ash, lissapol-D paste		5	2	3
	PC18.introduce the material (yarn) in the bleaching liquor		4	1	3
	PC19.raise the temperature of the bleaching liquor to 800-850C for 60-120 minutes		4	1	3
	PC20.put the yarn hank in the bleaching bath maintained at 800-850C for 60-120 minutes with continuous stirring		4	1	3
	PC21.withdraw the material from the bleaching bath and Wash with plenty of water		5	1	4
	PC22.for neutralisation, keep the material in a bath containing acetic acid with occasional stirring for about 10 minutes		5	1	4
	PC23.wash the neutralised material with plenty of water		4	0	4
	PC24.get the material dried in air		4	1	3
		<b>Total</b>	<b>100</b>	<b>25</b>	<b>75</b>
HCS/N7402	PC1.summarize the task in the work order	<b>100</b>	8	2	6

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Carry out dyeing of hank jute yarn	PC2.check that the container for carrying out dyeing is clean		9	2	7
	PC3.identify the right type of dye for dyeing the selected yarn		8	2	6
	PC4.ensure that the right quality of water, dye and other chemicals is available		8	2	6
	PC5.weigh and arrange the required chemicals and dyes for preparing the bath		9	2	7
	PC6.prepare the bath for carrying out dyeing		9	2	7
	PC7.ensure that the right condition (temperature, pH level etc.) of the bath is prepared		8	2	6
	PC8.ensure proper immersion and timely rotation of yarn, if required		8	2	6
	PC9.carry out dyeing of selected yarn as per the specified time limit		9	3	6
	PC10.clean the container used for carrying out dyeing		8	2	6
	PC11.dispose of the waste materials in the approved manner		8	2	6
	PC12.leave the work area safe and secure when work is complete		8	2	6
			<b>Total</b>	<b>100</b>	<b>25</b>
HCS/N7403 Carry out finishing of dyed jute yarns	PC1.analyse the type of finishing activities (washing, soaping, softening, fixing, sizing etc.) to be carried out according to yarn, dye type and specific end used	<b>100</b>	11	3	8
	PC2.weigh and arrange the required chemicals for preparing the bath		11	3	8
	PC3.check that the container for carrying out finishing activities is clean		11	3	8
	PC4.ensure that the right quality of water and other chemicals is available		11	2	9
	PC5.prepare the bath for carrying out finishing activities		12	3	9
	PC6.carry out required finishing activities		11	3	8
	PC7.follow the technique for drying (Sunlight or shade		11	3	8



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	etc.) depending upon the type of dye used				
	PC8.dispose of the waste materials in the approved manner		11	2	9
	PC9.leave work area safe and secure when work is complete		11	3	8
		<b>Total</b>	<b>100</b>	<b>25</b>	<b>75</b>
HCS/N9005 Maintain work area and tools in handloom sector	PC1.handle materials and tools safely and correctly	50	5	2	3
	PC2.use correct lifting and handling procedures		3	1	2
	PC3.use materials in a manner to minimize waste		3	1	2
	PC4.maintain a clean and hazard free working area		3	1	2
	PC5.maintain the tools and equipment used for warping		5	2	3
	PC6.carry out maintenance and/or cleaning within one's responsibility		5	2	3
	PC7.identify damaged tools and materials and take action according to the standards followed		5	2	3
	PC8.ensure that the correct tools and yarn required are in place		3	1	2
	PC9.work with the correct posture		3	1	2
	PC10.use cleaning equipment and methods appropriate for the work to be carried out		3	1	2
	PC11.dispose of waste safely in the designated location		4	2	2
	PC12.store cleaning equipment safely after use		3	1	2
	PC13.carry out cleaning according to schedule and limits of responsibility		5	2	3
		<b>Total</b>	<b>50</b>	<b>19</b>	<b>31</b>
HCS/N9006 Working in a team in handloom sector	PC1.be accountable to one's own role in the whole process	50	6	2	4
	PC2.perform all roles with full responsibility		5	1	4
	PC3.be effective and efficient at workplace		4	2	2
	PC4.properly communicate about workplace policies		5	2	3

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	PC5.talk politely with other team members and colleagues		5	2	3
	PC6.submit daily report of own performance		6	2	4
	PC7.adjust in different work situations		5	2	3
	PC8.give due importance to others' point of view		5	2	3
	PC9.avoid conflicting situations		5	2	3
	PC10.improve upon the existing techniques to increase process efficiency		4	2	2
		<b>Total</b>	<b>50</b>	<b>19</b>	<b>31</b>
HCS/N9007 Maintain health, safety and security at work place in handloom sector	PC1.comply with health and safety related instructions applicable to the workplace	100	6	2	4
	PC2.use and maintain personal protective equipment as per protocol		6	2	4
	PC3.carry out own activities in line with approved guidelines and procedures		4	1	4
	PC4.maintain a healthy lifestyle and guard against dependency on in toxicants		4	1	3
	PC5.follow environment management system related procedures		4	1	3
	PC6.store materials and tools in line with manufacturer's and Cooperative society/NGO/SHG requirements		4	2	2
	PC7.safely handle and move waste and debris		4	2	2
	PC8.minimize health and safety risks to self and others due to own actions		6	2	4
	PC9.monitor the work place and work processes for potential risks and threats		6	2	4
	PC10.carry out periodic walk-through to keep work area free from hazards and obstructions, if assigned		6	2	4
	PC11.participate in mock drills/ evacuation procedures organized at the workplace		4	2	2
	PC12.undertake first aid, fire-fighting and emergency response training, if asked to do so		6	2	4

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	PC13.take action based on instructions in the event of fire, emergencies or accidents		6	2	4
	PC14.follow Cooperative Society/NGO/SHG procedures for evacuation when required		4	1	3
	PC15.identify different kinds of possible hazards (environmental, personal, ergonomic and chemical) of the industry		4	1	3
	PC16.recognize other possible security issues existing in the workplace		4	1	3
	PC17.plan the safety techniques		5	2	3
	PC18.recognize different measures to curb the hazards		4	1	3
	PC19.implement the programs		5	2	3
	PC20.communicate the safety plans to everyone		4	1	3
	PC21.attach disciplinary rules with the implementation		4	1	3
		<b>Total</b>	<b>100</b>	<b>33</b>	<b>67</b>
HCS/N9008 Comply with work place requirements in handloom sector	PC1.perform own duties effectively	50	5	2	3
	PC2.take responsibility for own actions		5	2	3
	PC3.be accountable towards the job role and assigned duties		5	2	3
	PC4.take initiative and innovate the existing methods		3	1	2
	PC5.focus on self-learning and improvement		5	2	3
	PC6.co-ordinate with all team members and colleagues		5	2	3
	PC7.communicate politely		5	2	3
	PC8.avoid conflicts and miscommunication		5	2	3
	PC9.know the organizational standards		5	2	3
	PC10.implement them in your performance		5	2	3
	PC11.motivate others to follow them		2	1	1
		<b>Total</b>	<b>50</b>	<b>20</b>	<b>30</b>
<b>Grand Total</b>			<b>550</b>	<b>166</b>	<b>384</b>

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### SECTION 2

#### EVIDENCE OF LEVEL

##### OPTION A

Title/Name of qualification/component: <b>Jute Yarn Hank Dyer</b>		Level: 4	
NSQF Domain	Outcomes of the Qualification/Component	How the outcomes relates to the NSQF level descriptors	NSQF Level
Process	<p>Work in familiar, predictable, routine, situation of clear choice:</p> <ul style="list-style-type: none"> <li>ensure that the machine is empty &amp; clean</li> <li>ensure to first weigh the desired material (yarn)</li> <li>take water in Jigger at MLR (material to liquor ratio) of 1:20 for yarn (1:5 for fabric)</li> <li>add non-ionic detergent and soda ash to the water as per instruction of superior or mentioned in the recipe and prepare scouring liquor</li> <li>put the material (yarn) in the scouring liquor</li> <li>raise the temperature of the scouring liquor to 60OC for yarn (700-800C for fabric) and keep the liquor at that temperature for 15-30 mins(fine yarn- 15 mins, coarse yarn-30 mins) and 30-60 mins for fabric</li> <li>ensure to remove the material from hot bath and rinse the same in water</li> <li>ensure that the machine is empty &amp; clean</li> </ul>	<p>A Jute yarn hank dyer gets work allotted by his supervisor and is responsible for maintaining the dyeing efficiently so as to get maximum output with minimum defects, with less cost of production giving due importance to safety and environment aspects. He should carry out all the activities like uniform feeding, identification of defects on cloth, defective products and minor defects of dye take up etc. This operator proactively identifies the causes that may result in machine faults and causes of irregular yarn dye. Ensure that quality and productivity is maintained.</p> <p>Hence NSQF Level is 4</p>	4

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Title/Name of qualification/component: <b>Jute Yarn Hank Dyer</b>		Level: 4	
NSQF Domain	Outcomes of the Qualification/Component	How the outcomes relates to the NSQF level descriptors	NSQF Level
	<ul style="list-style-type: none"> <li>ensure to first weigh the scoured material (yarn/fabric)</li> <li>take water in Jigger at MLR (material to liquor ratio) of 1:20</li> <li>ensure to add following chemicals in the water as per instruction/recipe i.e.</li> <li>hydrogen per-oxide (50%), sodium meta-silicate or stabiliser AWNI, try sodium phosphate or soda ash, lissapol-D paste</li> <li>introduce the material (yarn) in the bleaching liquor</li> </ul>		
Professional knowledge	<p>Factual knowledge of field of knowledge or study:</p> <ul style="list-style-type: none"> <li>raise the temperature of the bleaching liquor to 800-850C for 60-120 minutes</li> <li>put the yarn hank in the bleaching bath maintained at 800-850C for 60-120 minutes with continuous stirring</li> <li>withdraw the material from the bleaching bath and Wash with plenty of water</li> <li>for neutralisation, keep the material in a bath containing acetic acid with occasional stirring for about 10 minutes</li> <li>summarize the task in the work order</li> <li>check that the container for carrying out dyeing is clean</li> </ul>	<p>A Jute yarn hank dyer needs to know the process flow and material flow in a jute mill and concerned person for these activities. Should have understanding of different types of natural fibres, man made fibres, blended yarns, different types of sewing machine and different types of yarns. Also, know the causes of yarn defects incurred due to man and machine faults and able to identify and also able to rectify minor defects. The importance of yarn quality, safety mechanisms of the machines, stop motions. Proper handing over shift and taking over shift is very important for continuance of the production. Also, should follow SOP and safety standards maintained by the</p>	4

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Title/Name of qualification/component: <b>Jute Yarn Hank Dyer</b>		Level: 4	
NSQF Domain	Outcomes of the Qualification/Component	How the outcomes relates to the NSQF level descriptors	NSQF Level
	<ul style="list-style-type: none"> <li>• identify the right type of dye for dyeing the selected yarn</li> <li>• ensure that the right quality of water, dye and other chemicals is available</li> <li>• weigh and arrange the required chemicals and dyes for preparing the bath</li> <li>• prepare the bath for carrying out dyeing</li> <li>• ensure that the right condition (temperature, pH level etc.) of the bath is prepared</li> <li>• ensure proper immersion and timely rotation of yarn, if required</li> <li>• carry out dyeing of selected yarn as per the specified time limit</li> <li>• clean the container used for carrying out dyeing</li> <li>• dispose of the waste materials in the approved manner</li> <li>• leave the work area safe and secure when work is complete</li> <li>• check that the container for carrying out dyeing is clean</li> <li>• identify the right type of dye for dyeing the selected yarn</li> <li>• ensure that the right quality of water, dye and other chemicals is available</li> </ul>	<p>company.</p> <p>Hence NSQF Level is 4</p>	

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NSQF Domain	Outcomes of the Qualification/Component	How the outcomes relates to the NSQF level descriptors	NSQF Level
	<ul style="list-style-type: none"> <li>weigh and arrange the required chemicals and dyes for preparing the bath</li> <li>prepare the bath for carrying out dyeing</li> <li>ensure that the right condition (temperature, pH level etc.) of the bath is prepared</li> <li>ensure proper immersion and timely rotation of yarn, if required</li> <li>carry out dyeing of selected yarn as per the specified time limit</li> </ul>		
Professional skill	<p>Recall and demonstrate practical skill, routine and repetitive in narrow range of application, using appropriate rule and tool, using quality concepts:</p> <ul style="list-style-type: none"> <li>clean the container used for carrying out dyeing</li> <li>dispose of the waste materials in the approved manner</li> <li>leave the work area safe and secure</li> <li>handle materials and tools safely and correctly</li> <li>use correct lifting and handling procedures</li> <li>use materials in a manner to minimize waste</li> <li>maintain a clean and hazard free working</li> </ul>	<p>A Jute yarn hank dyer plans and manages work routine based on instructions from supervisor, attends various programs/meetings, provides suggestions in interest of the company and extends voluntary support wherever required. Also, identifies the real cause of a problem and applies problem-solving approach to get the best suitable solution, refers defects to the supervisor and seeks clarification on problems from others. Ensures maximum utilization and minimum wastage of sliver and minimum machine breakdown time. Demonstrates repetitive skills like procedures for operating different material handling tools and Equipment.</p> <p>Hence NSQF Level is 4</p>	4

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NSQF Domain	Outcomes of the Qualification/Component	How the outcomes relates to the NSQF level descriptors	NSQF Level
	<p>area</p> <ul style="list-style-type: none"> <li>carry out maintenance and/or cleaning within one's responsibility</li> <li>identify damaged tools and materials and take action according to the standards followed</li> <li>work with the correct posture</li> <li>dispose of waste safely in the designated location</li> <li>store cleaning equipment safely after use</li> </ul>		
Core skill	<p>Language to communicate written or oral, with required clarity, skill to basic arithmetic and algebraic principles, basic understanding of social, political and natural environment:</p> <ul style="list-style-type: none"> <li>report to his shift superior about the quality / production / safety issues/ any other issue faced in his/ her shift and should leave the department only after getting concurrence for the same from his/ her superiors</li> <li>report to his shift superiors as well as that of the incoming shift in case his/her counterpart doesn't come for duty, in that case, the shift has to be properly handed over to the incoming shift superior &amp; clearance got from him</li> <li>write clear and short sentences</li> <li>communicate with supervisor</li> </ul>	<p>A Jute yarn hank dyer able to convey clear and short sentences, makes daily work report, able to follow written instructions, communicates with the supervisor appropriately and talks to others to convey information effectively. Applies problem-solving approaches in different situations during the production and performs basic maintenance work required during the production process for quality and uninterrupted output.</p> <p>Hence NSQF Level is 4</p>	4



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NSQF Domain	Outcomes of the Qualification/Component	How the outcomes relates to the NSQF level descriptors	NSQF Level
	<p><i>appropriately</i></p> <ul style="list-style-type: none"> <li><i>talk to others to convey information effectively</i></li> <li><i>read, write and communicate orally in local language</i></li> <li><i>communicate with supervisor appropriately</i></li> <li><i>write daily work report</i></li> <li><i>write grievance complaint application</i></li> <li><i>respond to emergencies, accidents or fire at the workplace</i></li> <li><i>evacuate the premises and help others in need while doing so</i></li> </ul>		
Responsibility	<p><i>Responsibility for own work and learning:</i></p> <ul style="list-style-type: none"> <li><i>hand over the shift to the incoming jute product stitching operator in a proper manner &amp; get clearance from the incoming counterpart before leaving the work spot</i></li> <li><i>report to his shift superior about the quality / production / safety issues/ any other issue faced in his/ her shift and should leave the department only after getting concurrence for the same from his/ her superiors</i></li> <li><i>report hazards and potential risks/ threats to supervisors or other authorized personnel</i></li> </ul>	<p><i>A Jute yarn hank dyer takes charge of the shift after discussing in detail the issues faced with respect to the quality, production and safety, reports to his shift superior about issues faced in his shift and leaves the department only after getting concurrence for the same from his/her superiors. He is also responsible for maintaining work area, tools and machines and contributes in making the workplace healthy, safe and secure and follows the industry &amp; organizational compliances.</i></p> <p><i>Hence NSQF Level is 4</i></p>	4

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NSQF Domain	Outcomes of the Qualification/Component	How the outcomes relates to the NSQF level descriptors	NSQF Level
	<ul style="list-style-type: none"> <li>• <i>focus on self-learning and improvement</i></li> <li>• <i>report unsafe equipment and other dangerous occurrences</i></li> <li>• <i>carry out cleaning according to schedules and limits of responsibility</i></li> <li>• <i>submit daily report of own performance</i></li> <li>• <i>be accountable to the own role in whole process</i></li> </ul>		

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## SECTION 3

### EVIDENCE OF NEED

#### **What evidence is there that the qualification is needed?**

Please refer to the attached list of job roles and occupations as per the attachment and their career path as per Annexure 1, which have been derived through extensive industry interactions facilitated from 2 workshops, 15 emails and 15 visit / one-on-one discussion conducted and interaction with 61 representatives from different organizations all over the country. 31 industries comprising of Large & Medium scale Industries, and 30 Small scale industries were involved in the validation process to make the Qualification Packs viable to the current Jute Industry requirements.

#### **What is the estimated uptake of this qualification and what is the basis of this estimate?**

Skill gap report for Handicrafts and Carpet (Jute) Sector 2011-2022

Need of Skill development training:

To reduce the gap of manpower shortage at workers level or operator level in Jute Mills

To reduce the gap of manpower shortage at Jr Supervisors Level in Jute Mills

To source and to reduce the gap of manpower shortage at operator/artisan or self-employable person in JDP manufacturing by appropriate training in JDP sector.

To increase self-confidence /employability amongst trainees and to increase their future earnings after training through this project activities.

To Develop of Knowledge and Skill of Workers' & Junior Level Supervisors' and JDP manufacturing operators/Dyers/Printers /Weavers and Stitches etc.

To Improve Productivity and Quality of jute products in both Jute mill sector and JDP sector

ERNST & YOUNG report:

ERNST & YOUNG on 23.11.2010 made a report on Manpower need assessment & implication that Jute Industry is Labour intensive and requires technical manpower and skilled workforce to run mill operations. 2.5 lakh workers across different function, another 1.5 lakh workers is associated indirectly with the allied sector.

Jute mill Sector (Centralized Jute Sector) has really shortages of skilled workers, mistries and sardars and there is also dearth of skilled artisans/skilled operators, stitches, weavers, dyers and printers etc. in Jute Diversified Product (JDP) manufacturing sector. Moreover, this industry has no arrangement of structured HRD training Programmes in this industry. So, any structured and tailor made HRD training Programme for this sector will be much beneficial for industry to improve productivity and maintenance of quality as well as improvement in work culture showing good overall impact in both of this Jute Mill and JDP sector.

Gap analysis:

Population of training requirement: Out of about 2.5 lakhs workers in jute mills, there are 20-30 % shortage of manpower at this level and out of requirement about 1.5 lakhs of manpower requirement in JDP sector there are shortages of about 0.50 lakhs skilled operator for JDP sector. Hence there is a need of taking such a training activities for jute sector.

Technical Staff Recommended Available Gap

Technically qualified (Jute + Other Engg.) 704327 (39%)

Technically qualified (Jute)422418 (42%)

Work Force

Jute Mill Sector Considering annual 1-2 % (Avg. 1.5 %) superannuation of Jute mill 5,000-6000 workers will be required annually for all the Jute Mills in India

## NSQF QUALIFICATION FILE GUIDANCE

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JDP Sector Growth of its share from 10% to 20 % by the end of 12th five-year plan period requiring additional manpower about 7,500 per year

SOURCE: REPORT OF ERNST & YOUNG SUBMITTED TO NJB IN MARCH, 2011

During preparation of 12th Five Year plan proposal for HRD for jute sector on behalf of NJB, Mot, Got that there is huge requirement of manpower in jute industry as well as in JDP sector (mainly Sewer, handloom weavers, dyers and printers etc.). Considering annual 1-2 % (Avg. 1.5 %) superannuation of Jute mill workers and supervisors, there is requirement of about (considering 40 man-days per ton and total production of Jute goods is 16 lakh metric ton) about 5,000-6000 workers will be required annually for all the Jute Mills in India (about 72 Jute Mills) and hence IJT has planned to train about 5000 trainees in each year for next 5 yrs. While in JDP Sector there is plan for growth of its share from 10% to 20 % by the end of 12th five-year plan period, requiring additional manpower about 7,500 per year and hence IJT has planned to train about 6,000 persons per year in decentralized sector (JDP sector). Moreover total no. of supervisor /technical staff requirement in jute industry as a whole considering about 2-2.5 % of total workers strength is 5000. Out of 5000 supervisor, if annual retirement and dissociation is considered to be around 10%, the annual requirement of new Supervisors in all the Jute Mills will be around 500 per year.

**What steps were taken to ensure that the qualification(s) does (do) not duplicate already existing or planned qualifications in the NSQF?**

QPs for Job Roles of various related SSC's were studied to ensure that there is no duplicity.

**What arrangements are in place to monitor and review the qualification(s)? What data will be used and at what point will the qualification(s) be revised or updated?**

- Agencies have been appointed by the SSC to interact with training providers to gather feedback in implementation.
- Monitoring of results of assessments
- Employer feedback will be sought post-placement
- A formal review is scheduled in two year time i.e. 2019

# NSQF QUALIFICATION FILE GUIDANCE

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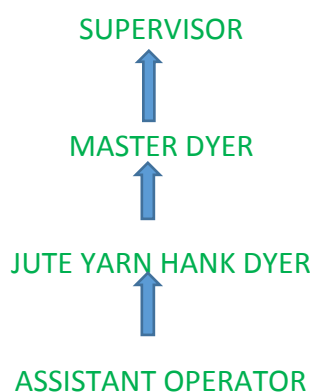
## SECTION 4

### EVIDENCE OF PROGRESSION

What steps have been taken in the design of this or other qualifications to ensure that there is a clear path to other qualifications in this sector?

1. Vertical mobility options have been articulated in the occupational map
2. Vertical mobility option is of a Master Dyer

#### Career Progression



#### List of companies validated the QP

Sl.No.	Name of the Company	Size of the Company
1	Kumbhira Minority Mission	Medium
2	Bansberia Ancient Heritage & Research Society	Medium
3	Parbati Womens World Welfare Organization	Small
4	Bhabna Association for Peoples Upliftment	Medium
5	Jogendra Institute of Social Upliftment	Small
6	Burdwan Jutex Udyog	Medium
7	M/S Hasta Udyog	Medium
8	Society for Welfare and Development to Indian People	Small
9	Padmapukur Diganta Mahila Kalyan Society	Small
10	Care Home	Small

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11	Nawapara Laxminarayan Khadi -O- Gramonnayan Mahila Samity	Medium
12	Shilpi Niketan	Small
13	Craft Combine,	Small
14	Green Harmony,	Small
15	Keliapathar Sabuj Sangha & Library,	Small
16	South Kadamtala Rural Welfare Society,	Small
17	Kaibolyananath Development Public Charitable Trust,	Small
18	Kalighat Society for Development Facilitation,	Small
19	Revati Commercial Pvt. Ltd,	Medium
20	MURDS,	Medium
21	Margdarshak,	Medium
22	Maa Jute Bag Industry	Small
23	Avyans Group,	Small
24	Simantini, Bhattapukur,	Small
25	Tripura Jute Mill Play Centre,	Medium
26	Yuba Welfare Society	Small
27	Shilparghya, Maheshtala	Small
28	Matri Mandir Organisation for Voluntary Efforts	Small
29	Birbhum Makarampur Krishi Kalyan Sansthan	Small
30	Ghonja Sree Ramkrishna Seva Samity	Small