

I. Integrated Wool Improvement & Development Scheme (IWIDP)

D. Human Resource Development & Promotional Activities (HRD)

It has been felt that human resources development aspects have rather been neglected in the wool sector. The woollen industry employs 1.7 million people with 30,000 supervisory level personnel. With the spurt of the Textile activities and the projected target growth, 5 million direct jobs are likely to be created in the Textile industry with another 7 million jobs in allied sectors during 12th Plan and it can safely be assumed that nearly 0.20 million skilled and semi-skilled workforce will be required in Woollen sector.

The CWDB may play a greater role in providing skilled manpower to woollen industry by starting some new skill development training Centre at major woollen industry Centre. The Board proposes to upgrade its one center i.e. Weaving & Designing Training Centre (WDTC), Kullu and proposes to open up new training center at Jaipur/Bikaner, for skill generation for carpet manufacturing and skill up gradation for existing weavers looking in to the shortage of carpet weaver for the Bikaner & Jaipur carpet industry.

The Board has also identified some areas for undertaking training programmes in collaboration with various reputed organizations/institutions/Departments on: Farm management for sheep, Angora & Pashmina rearing, sheep shearing by machines, quality control/assurance, wool grading & marketing, primary processing of wool and woolens products, latest weaving and designing techniques to woollen artisans/weavers etc. The following activities are part of HRD & Promotional activities:

- Marketing and Promotional activities (organizing Woollen Expos, fairs, seminar, workshops etc.)
- Market Intelligence Network and Publicity campaign, data collection, publicity
- Publication of quarterly news magazine 'Wool Ways' & fortnightly raw wool price bulletin
- R&D, Survey/Study and Consultancy
- Training at Weaving and Designing Training Centre, Kullu
- Operating Wool Testing Centres at Bikaner & Kullu
- Monitoring and Evaluation of Schemes in field
- Training to wool growers/breeders/weavers at reputed institutions/universities
- International Co-operation/IWTO Conferences/Buyers-Sellers meet and efforts for marketing promotion & Indo Australia Joint Working Group etc.

- Support to Wool Research Association, Thane to develop the institution as ‘Centre of Excellence for Wool’ to meet global standards and to make it an institution of international competence
- Strengthening of CWDB by hiring of subject experts and Establishment of new Skill Up-gradation centre at wool potential areas like Jaipur/ Bikaner (Raj.).

Component wise details of the scheme –

1) HRD & training programme for Wool industry, Wool Growers/Farmers/Breeders/ Weavers etc.

(A) Training for skill up-gradation

1) Short Term Training Courses in woollen products manufacturing and designing-

Under this component, Central Wool Development Board intends to impart training in skill up-gradation and development through short term project of 1 year having training course of 3 months duration (total 4 batches in a year of 10 trainees per batch). In the project, assistance for product development and design development with the designing software will also be provided. Total assistance under the component for one year project period will be as under :

Provision for Establishment of Training Center for Manufacturing of woollen products and designing :

S. No.	Activity	Assistance under components	Total project cost of training center
i)	Stipend to trainees (10 persons for 3 months @ Rs. 100/- per day) Rs. 100X30X3X10= 90,000 per batch : 4 batch in a year & total 40 trainees in a year	90000/per batch	(for 4 batch in a year) Rs. 3,60,000
ii)	Honorarium to Master Instructor @ Rs. 10,000/- per month (one instructor)	30000/- per batch	(for 4 batch in a year) Rs. 1,20,000
iii)	Office Assistant/ Attendant @ Rs. 5,000 per month	15000/- per batch	(for 4 batch in a year) Rs. 60,000
iv)	Support Rs. 10,000/- per set of loom or charka or knitting machine per trainees (10 Looms/ Charkas per batch) to selected trained persons for self employment generation	100000	(for 4 batch in a year) Rs. 4,00,000
v)	Support for product development, Design & product Development & Product Diversification and equipments, computer software, printer etc (one time per project.) Maximum financial assistance of Rs. 2.00 lakh per project as per actual basis.		One time grant Rs. 2,00,000
	Total (i to v)		Rs. 11,40,000

S. No.	Activity	Assistance under components	Total project cost of training center
vi)	Overhead expenses @ 10% of Total Cost of the project		Rs. 1,14,000
	Total cost of Short term training programme		Rs. 12,54,000

II) Training to progressive breeders having sheep. Angora Rabbit, Pashmina Goat at reputed institutes

People engaged in sheep and angora rabbit rearing are very poor and illiterate/uneducated. Most of them live in remote villages and often migrate from one place to another in search of suitable pasture. There is urgent need to provide training to them in latest practices of animal husbandry like breeding techniques, disease controlling, vaccination, treatment, shearing by machine, primary grading and marketing of wool etc. The training would be imparted in relevant field at reputed institutions like- CSWRI, Central Sheep Breeding Farm Hissar, Big farms, Veterinary universities and colleges for providing training.

III) Skill Up-gradation training programme in wool Processing and technology through IICT, WRA etc. including foreign Universities & Institutes.

Under this component, Central Wool Development Board intends to impart training in skill up-gradation and development through Reputed Institute like Wool Research Association; Thane, CSWRI, IICT, Bhadohi or other Engineering Colleges, Veterinary/Agricultural Colleges, technical Institutes in the field of Textiles Engineering and Veterinary Science. This training programme would be on demand of the Woollen industry Association, export Promotion councils etc. Whole Expenditure for training would be financed by CWDB under this component.

Apart from this, the Board also intends to provide In services training programme for the officials of CWDB and other State and Central Government organizations who are involved in implementation/ monitoring of schemes and/ or development of wool and woollen products in the reputed international institutions involved in providing training in areas such as Sheep Shearing, Wool Testing and reports writing, Wool Marketing, Processing of wool and woollen products, Quality Control/ assurance.

IV) Training at Weaving & Designing Training Centre, Kullu

The CWDB has set up a Weaving & Designing Training Centre in Kullu (H.P.) with the objective of training personnel/weavers engaged in woollen handloom production activities in rural areas. They will be trained in the latest designs of handloom weaving with a view to improve productivity and quality of the woollen fabrics. The Centre is being run successfully; the Board intends to continue this activity during 12th five-year plan with increase in number of trainee's and upgradation of Centre by installation of diversified machineries.

B) International Co-operation/foreign training visits/IWTO Conferences/ Buyers-Sellers meet and efforts for marketing promotion & Indo Australia Joint Working Group etc.

The textile industry is one of the oldest industries in the country and with the changing socio economic and political scenario, the peoples attitudes and job are changing continuously. Besides, adoption of new advances technology, increasing cost of raw material, demand in the international market and highly comparative business environment has made a situation more complex. The technical factors may improve through a method of modernization, machinery maintenances and optimize of process variables whereas, Human Resource are better utilized through techniques like training motivation etc.

The demand of Indian woollen products in the international market is high but due to the less expose and awareness of the foreign market of the person engaged in small and cottage industry our export of woolens is still less. There is a need to explore the foreign markets and organizing buyers–sellers meet in abroad to increase the export.

During 12th Plan, the CWDB intends to organize the buyer-seller meet to sponsor the technical persons for the IWTO conferences, international seminars, and foreign training. Some areas have been identified for undertaking training programmes in country as well as in abroad in collaboration with other wool producing countries i.e. New Zealand and Australia, by exchanging the experts and organizing the Indo Australia Joint Working Group etc.

Under this component, CWDB would finance activities for International Co-operation/foreign training visits/IWTO Conferences/Buyers-Sellers meet and other efforts for marketing promotion internationally including Indo Australia Joint Working Group with total financial outlay of Rs. 350 lakh during 12th Plan period.

2) Research & Development Projects, Consultancies, Survey/Studies in wool sector and other Misc. matters

Research & Development (R&D) activities would be promoted in the country to help the wool industry to adopt regular system of quality control, to maintain quality of products, to render technical and troubleshooting services with reference to selection of raw material, controlling various adjusting equipments and reducing the cost of production and improving the quality of product. Board will continue to provide financial assistance for up the R&D projects , Consultancies, Survey/Studies in wool sector and other Misc. matters

3) Organizing seminars & workshops in association with reputed research organizations/Universities/Institutes etc.

Under this component, CWDB would provide financial assistance for organizing/ participating seminars & workshops in collaboration with reputed research organizations/ Universities/institutes to discuss problems associated with the Wool sector and to disseminate the same to concerned personnel. Production of Pamphlets/ Booklets, Documentary films/ Audio advertisements will also be covered under the components.

4) *Market Intelligence Network, data collection, Publicity in news-papers, publication of wool-ways & magazines, calendars & diaries*

These are continuing activities, which are modified to give it greater relevance and utility. The Board collects information of prevailing market rates of wool and yarn, latest trends and transactions of wool and woollen products on weekly basis through the agents appointed for this purpose at different wool markets (Mandies). It compiles and analyses the information received from the functional centres, and disseminates it through its 'raw wool price bulletin' on fortnightly basis, among the wool merchants, and wool users and concerned departments/organization of the Central & State Governments.

During the 11th Plan, the Central Wool Development Board carried out various activities for promoting wool and woollens in the country including organization of seminars and workshops, studies; published a quarterly news magazine "Wool Ways", literature and statistics on wool sector; and conducted publicity campaigns to promote utilization of wool and development of sheep husbandry practices.

It is proposed to reorient this activity so as to serve the purpose of the primary and most needed link in the wool processing chain, during 12th Plan. The aim will be to ensure that sheep producers are aware with market knowledge, and can negotiate sale of their produce from an informed platform along with the activities being conducted by various agencies in the wool sector. Time to time publicity of the Boards scheme through news papers for making aware the concerned persons is also proposed to undertake on large scale during 12th plan

5) *Monitoring and Evaluation of Board's schemes in fields*

The assistance of independent agencies along with inspection of subject experts from various agencies will be obtained for proper monitoring and evaluation of schemes for proper feedback and better implementation and monitoring of different projects/schemes in the field. These evaluation studies are mandatory as per Planning Commission guidelines.

6) *Operating/Upgrading of Board's Wool Testing Laboratories*

During 11th Plan, the Central Wool Development Board operated wool testing laboratories at Bikaner and Kullu. These testing facilities are being availed by the wool growers, weavers, wool industrialists, users and decentralized sector of wool sector. The CWDB intends to continue and further strengthen and upgrade existing testing facilities during the 12th Five Year Plan.

7) *Marketing and Promotional Activities and Woollen Expo*

Woollen Expos (exhibition-cum-sale of woollen products) will be continued under this component during 12th Plan. The Board aims to provide marketing support for woollen products, and to help woollen artisans/weavers, societies to widen outreach to buyers and open new marketing avenues for woollen products of the wool cottage industry, which on its own due to distances, transportation costs, lack of adequate information, etc. are unable to reach the vast clientele of the plains and major towns. Exposure to new markets through this activity will create fresh demand, which will boost

the overall development of this sector and provide employment to thousands of families engaged in manufacturing of woollen products. The Board will provide financial assistance for two types of expo as under:

(i) Organizing full independent 'Woollen Expos' (12 Expos @ Rs. 16 lakhs per Expo)

For 12th Plan, the Board proposed to organize independent Woollen Expo, specially for woollen products at different important locations with enhanced cost of Rs. 16 lakh per Expo as under:

1.	Number of participants (Societies, NGO's Khadi Institutions, woollen artisans/weavers, State Govt. Organizations, Cooperative Societies and Other primary societies engaged in development of woollen sector)	50 Nos.
2.	Cost of construction of pavilion for 10 to 15 days	Rs. 7.00 lakhs
3.	Cost of infrastructure including ground rent, water, electricity, license fee, taxes, insurance charges, security & guards, seminar/workshops, vehicle hiring etc.	Rs. 2.50 lakhs
4.	Publicity campaign including publishing in newspaper advertisement, banners, hoardings, audio-video shows and other display arrangements etc. Invitation cards, inaugural & closing functions, cultural programme & refreshment etc.	Rs. 2.00 lakhs
5.	Cost of general amenities/civil facilities, parking facility, VIP visit arrangements etc.	Rs. 2.00 lakhs
6.	Service charges, POL & overhead expenses to the coordinating agencies for organizing Woollen Expo.	Rs. 0.50 lakhs
7.	Reimbursement of travelling charges/ Transportation Charges of Woollen products including stay arrangement to maximum assistance @ Rs. 4,000 per participating agency from the head-quarter of participants to the place of exhibitions on the declaration submitted by the participating agency during exhibition.	Rs. 2.00 lakhs
	Total	Rs. 16.00 lakhs

Inter-component adjustment of the expenditure would be permitted, depending on local conditions and actual cost on case to case basis by Executive Director/ CWDB.

Reimbursement of travelling charges / Transportation Charges of Woollen products including stay arrangement to maximum @ Rs. 4000 per participating agency will be paid to the participating agency/ Weavers/ Artisan etc. by the Exhibition Implementing Agency on the declaration submitted by the participating agency during exhibition. These charges will be paid as advance to the implementing Agency by the Board.

(ii) Organizing small Woollen Expos by participating in State level reputed Fairs, Melas, Exhibitions by hiring 25 to 70 stalls (24 small Expos @ Rs. 7.0 Lakhs each)

Beside above independent Woollen Expo, the Board will organize small Woollen Expos by participating in district level reputed fairs/Melas with financial provision of Rs. 7.00 lakh per event for hiring stalls to provide market for woollen products manufactured by woollen artisans/ weavers, societies etc. during cold season in all States. Normally 50 Stalls would be hired in these Expos but if there are demands, more stalls may be hired for which approval will be granted by Executive Director/ CWDB on case to case basis. For these exhibitions financial assistance upto Rs, 2.0 Lakhs may be provided for Publicity campaign including publishing in newspaper advertisement, banners, hoardings, audio-video shows etc.

Stall Hiring charges for these exhibitions would be limited to Rs 14,000/- per stall. In some reputed exhibitions, higher stall charges may also be sanctioned with prior approval of Executive Committee of the CWDB.

8) Support to Wool Research Association, Thane to develop the institution as 'Centre of Excellence for wool'

Wool Research Association, Thane (Mumbai) is only body under Ministry of Textiles dedicated to wool related R&D works and needed up-gradation of its existing laboratories and equipments to meet global standards and to bring together a pool of technical talents to make it an institution of international competence and full-fledged modern facilities. This will lead to its development into a "Centre of Excellence for Wool" and also acting as a resource for the Government and the industry with technological support for development of new products, process techniques, setting up the norms for quality production, training for the workers and dissemination of information through workshop and seminar.

This up-gradation may involve a capital outlay of Rs 6.00 Crores and Wool Research Association (WRA) has to provide technological support and consultancy to the woollen industry at subsidized rates in the following fields:

- Development of new products based on latest techniques in mechanical and chemical processing of wool and transfer the knowhow to the industry.
- Research & Development facilities for testing of properties of various products like fiber, yarn and fabric stages including intermediate stages.
- Services in quality assurance and testing to the organized sector.
- Services to the decentralized industry, which uses significant quantity of Australian wool in small enterprises where the availability of sophisticated equipment and machinery is much less than that of the "organized" sector.
- Offer technical training and suitable courses to support industry's need of technological/supervisory training for handling modern machines and for constant up gradation of technical knowhow.

9) Strengthening of CWDB by hiring of subject experts & consultants and Establishment of New Skill Up-gradation Centre at Jaipur/Bikaner

The present staff comprises the Executive Director, 1 Gr. A Officer, 3 Gr. B Officer, 20 other officials. The CWDB is far too slim to make an effective job of it. When it was set up, the structure envisaged for the CWDB included at least six divisions, one each to deal with the wool production, woollen industry & processing, wool marketing, HRD and consultancy, market intelligence network and administration. It has been felt that size of Board is itself becoming a drag on progress. It is therefore felt that it would be expanded by hiring of subject experts and consultants from different fields with their supporting staff for proper implementation and monitoring of different projects in all parts of country through short-term contracts and consultancy basis. This provision was also made during 11th Plan period.

The Board also intends to establish one or two new Skill Up-gradation Centre at wool potential area like Jaipur/Bikaner during 12th Plan for carpet manufacturing looking at shortage of skilled carpet weavers for Bikaner and Jaipur based industry.

Targets under HRD & Promotional Activities

Under HRD & Promotional Activities, Central Wool Development Board(CWDB) proposed to impart training to 1,200 personnel, to organize total 36 Woollen Expos (exhibition-cum-sale of woollen products), to sanction 4 new R&D Projects, financial support for organizing 5 Seminars/workshops, publishing quarterly news-magazine Woolways, to run Board's own two Wool Testing Centres at Bikaner & Kullu, one Weaving & Designing Training Centres at Kullu to train 75 persons annually, to support the Wool Research Association for developing it as Centre of Excellence under Wool Sector. Starting of New skill Up-gradation centre at wool potential centre like Jaipur/Bikaner under this head.

Sanctioning of the Project

The approval of the individual project would be done by the Executive Committee of the CWDB. It's decision on awarding the CFC including modification/ alteration in project proposal/ guideline and any relaxation/ concession required by Implementing Agency or in the interest of implementation of the Scheme or for growth/ development of wool sector or for development in North East Region shall be final and binding.

Once the project is sanctioned by Executive Committee, field level changes including appropriation of funds from one component to another within the overall project amount on the recommendation of the Implementing Agency may be agreed by Executive Director/ CWDB for speedy implementation of the project.

**Component-wise & year-wise financial allocation under Human Resource
Development & Promotional Activities for the 12th Five Year Plan**

(Rs. in lakh)

<i>S N</i>	<i>Activities/Year</i>	<i>2012-13</i>	<i>2013-14</i>	<i>2014-15</i>	<i>2015-16</i>	<i>2016-17</i>	<i>Total</i>
1	HRD & Training programmes for wool industry, wool growers/Framers/Breeders/Weavers						
A	Short term training courses for various skill up gradation in wool processing at WRA, IICT, woollen products manufacturing & designing (4 batches of 10 trainees of 3 month), Training at Weaving & Designing Training Centre, Kullu and training to wool producing animal breeders in sheep husbandry practices at reputed Govt. institutions like: CSWRI (ICAR), Central Sheep Breeding Farm (MOA), Universities in scientific techniques of animal rearing.	9	17	22	23	29	100
B	International Co-operation/foreign training visits/IWTO Conferences / Buyers-Sellers meet and efforts for marketing promotion & Indo Australia Joint Working Group etc.	35	45	90	90	80	350
2	Research & Development Projects, Consultancies, Survey/Studies in wool sector and other Misc. matters	5	5	10	10	10	40
3	Organizing seminars & workshops in collaboration with reputed research organizations/Universities etc.	2	2	2	2	2	10
4	Market Intelligence Network, data collection, Publicity in news-papers, publication of wool-ways & magazines, calendars & diaries etc.	5	5	5	5	5	25
5	Monitoring & Evaluation of Board's schemes in fields	5	5	5	5	5	25
6	Operating of Board's Wool Testing Laboratories	5	5	5	5	5	25
	Marketing and Promotional Activities						
7	i) Organizing full Woollen Expos (exhibition-cum-sale of woollen products) @ Rs. 16 lakhs per Expo (12 Expos).	48	48	32	32	32	192
	ii) Organizing small Woollen Expos by participating in State level reputed Fairs/Melas by hiring stalls. (24 small Expos @ Rs. 7 lakh)	56	28	28	28	28	168

<i>SN</i>	<i>Activities/Year</i>	<i>2012-13</i>	<i>2013-14</i>	<i>2014-15</i>	<i>2015-16</i>	<i>2016-17</i>	<i>Total</i>
8	Support to Wool Research Association, Thane to develop the institution as 'Centre of Excellence for Wool' to meet global standards and to make it an institution of international competence with full-fledged modern facilities.	85	175	250	90	-	600
9	Strengthening of Central Wool Development Board by hiring of subject experts & consultants from different field of wool sector with their supporting staff. Establishment expenses of New Skill Up-gradation Centre at wool potential centre like Jaipur/Bikaner is also proposed under this head.	15	17	19	22	22	95
Total		270	352	468	312	228	1630

Note: No. of projects under the scheme, may vary as per funds being made available/ re-appropriated of funds from other schemes or as per demands being made by wool industry/ State Govt. Organizations or for the growth & development of wool sector or demand of the North East Region with prior approval of the Executive Committee of the CWDB.

Performa for submission of project application under Short Term Training Programme

1	Project Title (Under which grant required)	
2	Name & full address of the applicant (Telephone No.& E-mail Address, If any)	
3	Nature of Applicant (Registered body/ Corporation/Weavers/Entrepreneurs/NGO/Society)	
4	Registration Number	
5	Location of the Project	
6	Brief of the agency and activities in last 3 years	Attached as annexure____
7	Brief Justification of the project	Attached as annexure____
8	Beneficiaries of the project and how benefit will accrue to them with the project	Attached as annexure____
9	Component Wise Project Cost	Attached as annexure____
10	Experience of activities in rural area	Attached as annexure____
11	Details of Machinery/Equipment/Infrastructures Technical Experts/Persons available	Attached as annexure____
12	Details of Bank Accounts of Agency	
13	Detail of Financial assistance, received from any other agency/ Sources during last 3 years.	Attached as annexure____
14	Name of Nodal Officer who will responsible for organizing programme/Activities.	
15	If funds received from foreign agencies, FCR registration no.	
16	Other Information	Attached as annexure____

Date:

Signature of Authorized Person /Applicant

Name:

Address

Documents to be enclosed with the project-

- Last 3 years Audited Account.
- Relevant Registration Certificate-
- Certificate from concerned dept. regarding presently agency is working.
- Original “Copy of Resolution” duly signed by all directors regarding undertaking programme with the assistance of CWDB.
- Attested true copy of Laws /Memorandum of Association

Undertakings to be submitted with the project-

- Has not taken any grant from any Govt. dept for the same purpose.
- Agency will bear the recurring expenses for running the plant.
- Non –Corrupt practices certificate on Non judicial Stamp Paper.
- Agency is bind to follows the RTI Act.