

QUALIFICATIONS PACK - OCCUPATIONAL STANDARDS FOR TEXTILE INDUSTRY

What are Occupational Standards(OS)?

- OS describe what individuals need to do, know and understand in order to carry out a particular job role or function
- OS are performance standards that individuals must achieve when carrying out functions in the workplace, together with specifications of the underpinning knowledge and understanding

Contact Us:

Textile Sector Skill Council (TSC),
15th Floor, Nirmal Tower,
26, Barakhamba Road,
New Delhi - 110 001
E-mail:
info@texskill.in



Contents

1. Introduction and Contents.....	1
2. Qualifications Pack	2
3. Glossary of Key Terms	3
4. OS Units.....	5
5. Annexure: Nomenclature for QP & OS.....	29
6. Assessment Criteria	31

Introduction

Qualifications Pack-Kalamkari Artisan

SECTOR/S: TEXTILE

SUB-SECTOR:Handloom

OCCUPATION: Painting

REFERENCE ID: TSC/Q7402

ALIGNED TO:NCO-2015/7318.0500

Brief Job Description:The kalamkari artisan is responsible for designing and creating a kalamkari painting by maintaining tools, health, safety and security, and complying with the workplace requirements in the handloom sector. The person can either work as a freelancer or seek employment in an handloom cooperative/organization.

Personal Attributes: Needs to have basic knowledge of kalamkari designs, good aesthetic sense,patience,precision, an eye for detail, and an alert mind. The kalamkari artisan also needs to understand the art of painting.

Job Details	Qualifications Pack Code		TSC/Q7402	
	Job Role		Kalamkari Artisan [Applicable to National Scenarios]	
	Credits	TBD	Version number	1.0
	Sector	Textile	Drafted on	03/05/17
	Sub-sector	Handloom	Last reviewed on	03/05/17
	Occupation	Painting	Next review date	03/05/19

Job Role	Kalamkari Artisan
Role Description	The artisan paints natural dyes with a specially designed pen/blocks onto fabrics after various levels of processing.
NSQF level	4
Minimum Educational Qualifications	8 th Standard pass, preferably
Maximum Educational Qualifications	NA
Prerequisite License or Training	NA
Minimum Job Entry Age	18 years
Experience	NA
Applicable National Occupational Standards (NOS)	<p>Compulsory:</p> <ol style="list-style-type: none"> 1. TSC/N7402 Design and create a kalamkari painting 2. TSC/N9005 Maintain work area and tools in handloom sector 3. TSC/N9006 Working in a team in handloom sector 4. TSC/N9007 Maintain health, safety and security at work place in handloom sector 5. TSC/N9008 Comply with work place requirements in handloom sector
Performance Criteria	As described in the relevant OS units

Definitions

Keywords /Terms	Description
Sector	Sector is a conglomeration of different business operations having similar businesses and interests. It may also be defined as a distinct subset of the economy whose components share similar characteristics and interests.
Sub-Sector	Sub-sector is derived from a further breakdown based on the characteristics and interests of its components.
Occupation	Occupation is a set of job roles, which perform similar/related set of functions in an industry.
Job role	Job role defines a unique set of functions that together form a unique employment opportunity in an organization.
Occupational Standards (OS)	OS specify the standards of performance an individual must achieve when carrying out a function in the workplace, together with the knowledge and understanding they need to meet that standard consistently. Occupational Standards are applicable both in the Indian and global contexts.
Performance Criteria	Performance Criteria are statements that together specify the standard of performance required when carrying out a task.
National Occupational Standards (NOS)	NOS are Occupational Standards which apply uniquely in the Indian context
Qualifications Pack(QP)	Qualifications Pack comprises the set of NOS, together with the educational, training and other criteria required to perform a job role. A Qualifications Pack is assigned a unique qualification pack code.
Electives	Electives are NOS/set of NOS that are identified by the sector as contributive to specialization in a job role. There may be multiple electives within a QP for each specialized job role. Trainees must select at least one elective for the successful completion of a QP with Electives.
Options	Options are NOS/set of NOS that are identified by the sector as additional skills. There may be multiple options within a QP. It is not mandatory to select any of the options to complete a QP with Options.
Unit Code	Unit code is a unique identifier for an Occupational Standard, which is denoted by an 'N'
Unit Title	Unit title gives a clear overall statement about what the incumbent should be able to do.
Description	Description gives a short summary of the unit content. This would be helpful to any one searching on a database to verify that this is the appropriate OS they are looking for.
Scope	Scope is the set of statements specifying the range of variables that an individual may have to deal with in carrying out the function which have a critical impact on the quality of performance required.
Knowledge and Understanding	Knowledge and Understanding are statements which together specify the technical, generic, professional and organizational specific knowledge that an individual needs in order to perform to the required standard.
Organisational Context	Organisational Context includes the way the organization is structured and how it operates, including the extent of operative knowledge managers have of their relevant areas of responsibility.
Technical Knowledge	Technical Knowledge is the specific knowledge needed to accomplish specific designated responsibilities.

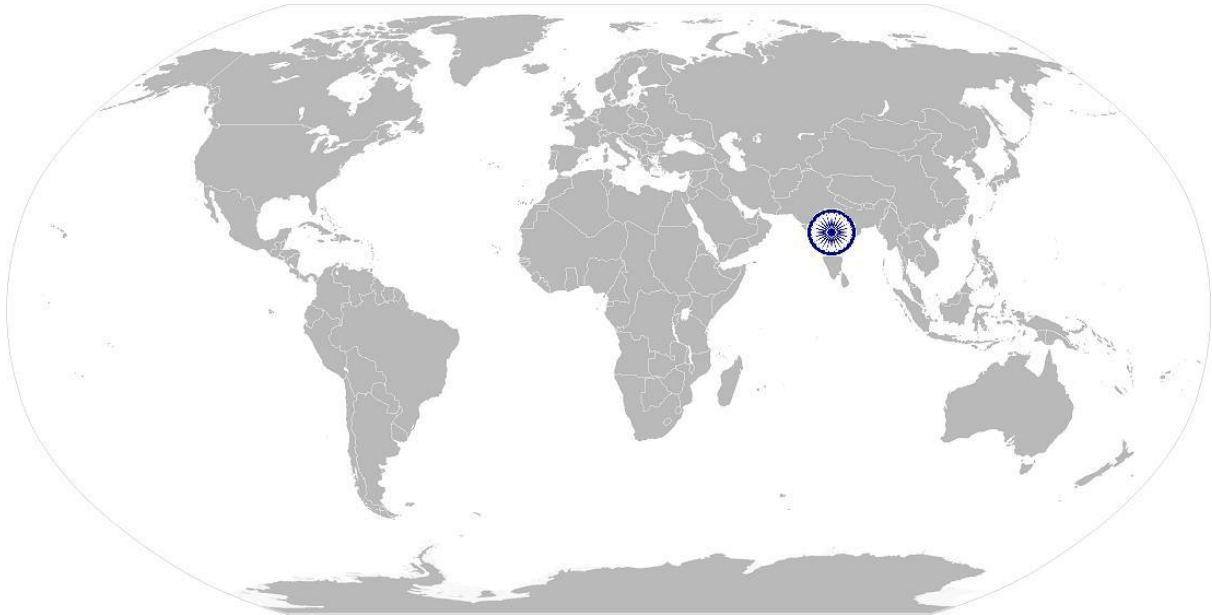
Core Skills/Generic Skills	Core skills or generic skills are a group of skills that are the key to learning and working in today's world. These skills are typically needed in any work environment in today's world. In the context of the OS, these include communication related skills that are applicable to most job roles.
Function	Function is an activity necessary for achieving the key purpose of the sector, occupation, or area of work, which can be carried out by a person or a group of persons. Functions are identified through functional analysis and form the basis of NOS.
Qualifications Pack Code	Qualifications Pack Code is a unique reference code that identifies a qualifications pack.
Sub-functions	Sub-functions are sub-activities essential to fulfil the achieving the objectives of the function.
Vertical	Vertical may exist within a sub-sector representing different domain areas or the client industries served by the industry.

Acronyms	Keywords/Terms	Description
	NOS	National Occupational Standard(s)
	NSQF	National Skills Qualifications Framework
	QP	Qualifications Pack
	OS	Occupational Standards
	TSC	Textile Sector Skill Council
	TBD	To be decided

TSC/N7402

Design and create a kalamkari painting

National Occupational Standard



Overview

This unit refers to the necessary skills, knowledge and attributes required by a kalamkari artisan to design and create a kalamkari painting.

TSC/N7402

Design and create a kalamkari painting

National Occupational Standard

Unit Code	TSC/N7402
Unit Title (Task)	Design and create a kalamkari painting
Description	The unit deals with necessary skills, knowledge and attributes required by a kalamkari artisan to select fabric, bleach, soften, design, dry, hand paint, and wash the fabric.
Scope	This unit/task covers the following: <ul style="list-style-type: none"> • Ensure proper treatment of fabric for kalamkari painting • Undertake the process of kalamkari painting
Performance Criteria(PC) w.r.t. the Scope	
Element	Performance Criteria
Ensure proper treatment of fabric for kalamkari painting	To be competent, the user/individual on the job must be able to: <p>PC1. identify the different types of kalamkari paintings Types: Hand printing/Srikalahasti style or block printing/ Machalipatnam style</p> <p>PC2. select fabric as per different parameters for kalamkari paintings Parameters: Thickness, colour, size, quality, material, etc.</p> <p>PC3. carry out different processes for de-starching the fabric using water Process: Washing, beating, etc.</p> <p>PC4. prepare a solution of buffalo/cow milk, water and astringents to stiffen the fabric before painting Astringent: <i>Terminalia chebula</i> (myrobalan) powder</p> <p>PC5. soak the fabric overnight in the prepared astringent-milk solution to set the tone of the fabric at different levels of kalamkari painting</p> <p>PC6. dry treated fabric under the sun to fix the dye/color of the kalamkari painting after each level of dyeing</p>
Undertake the process of kalamkari painting	To be competent, the user/individual on the job must be able to: <p>PC7. make designing pen/design block and painting brush with different materials and specifications for kalamkari paintings Materials: Charcoal, tamarind twigs, date palm sticks, bamboo, wooden block, chisel, hammer, etc. Specifications: Tapered point of stick with a ball of wool as an ink reservoir</p> <p>PC8. prepare black dye by mixing fermented jaggery with iron fillings or iron acetate solution for designing</p> <p>PC9. create different types of kalamkari designs as per the market trend for different kalamkari products Types: Mythological characters, temples, flowers, animals, nature, etc. Products: Borders, blouses, sarees, suits, shawls, decorative pieces, etc.</p> <p>PC10. apply mordant and keep for a certain time to fix the natural dye on the material after each level of dyeing Mordant: Alum solution Time: 24-36 hours</p> <p>PC11. wash the excess mordant on the fabric under flowing water and dry it under sun at different levels of kalamkari paintings</p> <p>PC12. bleach the fabric for overnight in cow/sheep dung solution and wash under</p>

TSC/N7402

Design and create a kalamkari painting

	<p>flowing water</p> <p>PC13. soak the fabric in buffalo milk to avoid smudging of dyes</p> <p>PC14. identify and prepare different types of earthy colours/dyes for kalamkari paintings from various natural sources Sources: Various roots, leaves, plants, barks, mineral salts of iron, tin, copper, and alum</p> <p>PC15. prepare or collect kalamkari colours from the market Colour preparation: Red colour from Indian madder or algerin bark/root, yellow from pomegranate peels and mango bark, indigo from leaves of <i>Indigo feratinctoria</i>, etc. combined with minerals like iron, and mordants like alum and boiled for 1-2 hours with water</p> <p>PC16. wash the fabric with normal water and soak in alum water after application of every color/dye for fixation</p> <p>PC17. dry the fabric and market/supply it for sale</p>
Knowledge and Understanding (K)	
A. Organizational Context (Knowledge of the company / organization and its processes)	<p>The user/individual on the job needs to know and understand:</p> <p>KA1. policies and procedures followed in the handloom sector relevant to own employment and performance conditions</p> <p>KA2. relevant health and safety requirements applicable in the work place</p> <p>KA3. importance of following health, hygiene, safety and quality standards and the impact of non-compliance of the standards on consumers and the business</p> <p>KA4. own job role and responsibilities and sources for information pertaining to employment terms, compensation, job role and responsibilities</p> <p>KA5. relevant people and their responsibilities within the work area</p> <p>KA6. various categories of people that one is required to communicate and co-ordinate within the organization</p>
B. Technical Knowledge	<p>The user/individual on the job needs to know and understand:</p> <p>KB1. types of fabrics for kalamkari painting Types: Cotton and silk</p> <p>KB2. Various fabric processing methods before painting Methods: Bleaching, softening, washing and sun drying.</p> <p>KB3. benefits of using astringents and mordants for processing the fabric</p> <p>KB4. different kalamkari patterns and designs according to the market trends</p> <p>KB5. methods for preparing natural colours</p> <p>KB6. kalamkari painting techniques</p>
Skills (S)	
A. Core Skills/ Generic Skills	Writing Skills
	<p>The user/ individual on the job needs to know and understand how to:</p> <p>SA1. write local or English language for recording production, quality related information, numbering, and maintenance of related information and materials, etc.</p>

TSC/N7402

Design and create a kalamkari painting

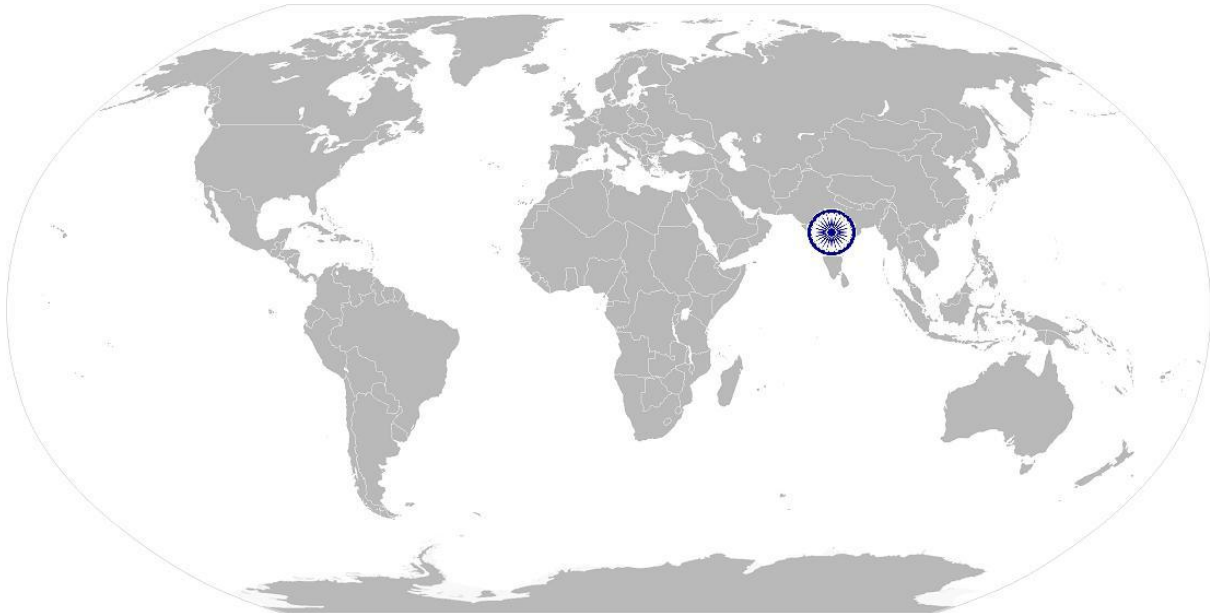
	Reading Skills
	The user/individual on the job needs to know and understand how to: SA2. read to differentiate the various materials used in the process SA3. read and correctly interpret own notes written in local or English language
	Oral Communication (Listening and Speaking skills)
	The user/individual on the job needs to know and understand how to: SA4. communicate with co-workers appropriately SA5. listen carefully SA6. talk effectively to convey information succinctly and unequivocally
B. Professional Skills	Decision Making
	The user/individual on the job needs to know and understand how to: SB1. take decision with systematic course of actions and /or response SB2. decide the material of the fabric for kalamkari designs SB3. select the style of kalamkari painting
	Plan and Organize
	The user/individual on the job needs to know and understand how to: SB4. plan and organize own work in a way that all activities are completed in time and as per specifications
	Customer Centricity
	The user/individual on the job needs to know and understand how to: SB5. interpret work requirements and other designing related specifications correctly SB6. deliver quality output and maintain long term business relationship with customers
	Problem Solving
	The user/individual on the job needs to know and understand how to: SB7. determine timely correction of errors to prevent redoing of work
	Analytical Thinking
	The user/individual on the job needs to know and understand how to: SB8. analyze the market needs and paint new and innovative designs
Critical Thinking	
NA	

TSC/N7402

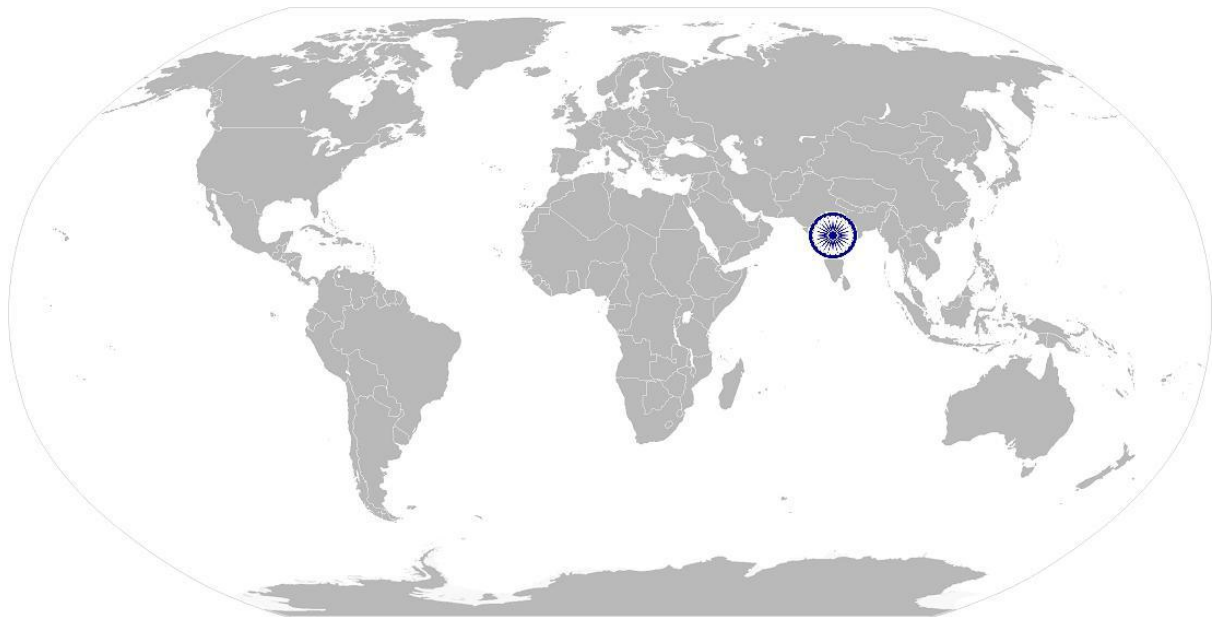
Design and create a kalamkari painting

NOS Version Control

NOS Code	TSC/N7402		
Credits	TBD	Version number	1.0
Industry	Textile	Drafted on	03/05/17
Industry Sub-sector	Handloom	Last reviewed on	03/05/17
Occupation	Painting	Next review date	03/05/19



National Occupational Standard



Overview

This unit provides performance criteria, knowledge, understanding, skills and abilities required to organize/maintain work area and activities to ensure tools used for winding are maintained as per norms.

TSC/N9005

Maintain work area and tools in handloom sector

Unit Code	TSC/N9005
Unit Title (Task)	Maintain work area and tools in handloom sector
Description	This unit provides performance criteria, knowledge, understanding, skills and abilities required to organize/maintain work area and activities to ensure tools used for winding are maintained as per norms
Scope	This unit/task covers the following: <ul style="list-style-type: none"> Maintain the work area, tools and machines
Performance Criteria (PC) w.r.t the Scope	
Element	Performance Criteria
Maintain the work area, tools and machines	<p>To be competent, the user/individual on the job must be able to:</p> <p>PC1. handle materials and tools safely and correctly</p> <p>PC2. use correct lifting and handling procedures</p> <p>PC3. use materials in a manner to minimize waste</p> <p>PC4. maintain a clean and hazard free working area</p> <p>PC5. maintain the tools and equipment used for winding</p> <p>PC6. carry out maintenance and/or cleaning within one's responsibility</p> <p>PC7. identify damaged tools and materials and take action according to the standards followed</p> <p>PC8. ensure that the correct tools and yarn required are in place</p> <p>PC9. work in the correct posture</p> <p>PC10. use cleaning equipment and methods appropriate for the work to be carried out</p> <p>PC11. dispose of waste safely in the designated location</p> <p>PC12. store cleaning equipment safely after use</p> <p>PC13. carry out cleaning according to schedule and limits of responsibility</p>
Knowledge and Understanding (K)	
A. Organizational Context (Knowledge of the company/ organization and its processes)	<p>The user/individual on the job needs to know and understand:</p> <p>KA1. personal hygiene</p> <p>KA2. safe working practices and Cooperative Society/NGO/SHG/cluster procedures</p> <p>KA3. limits of your own responsibility</p> <p>KA4. ways of resolving problems within the work area</p> <p>KA5. production process and the specific work activities that relate to the whole process</p> <p>KA6. importance of effective communication with colleagues</p> <p>KA7. lines of communication, authority and reporting procedures</p> <p>KA8. cooperative Society/NGO/SHG/cluster rules, codes and guidelines (including time keeping)</p>

TSC/N9005

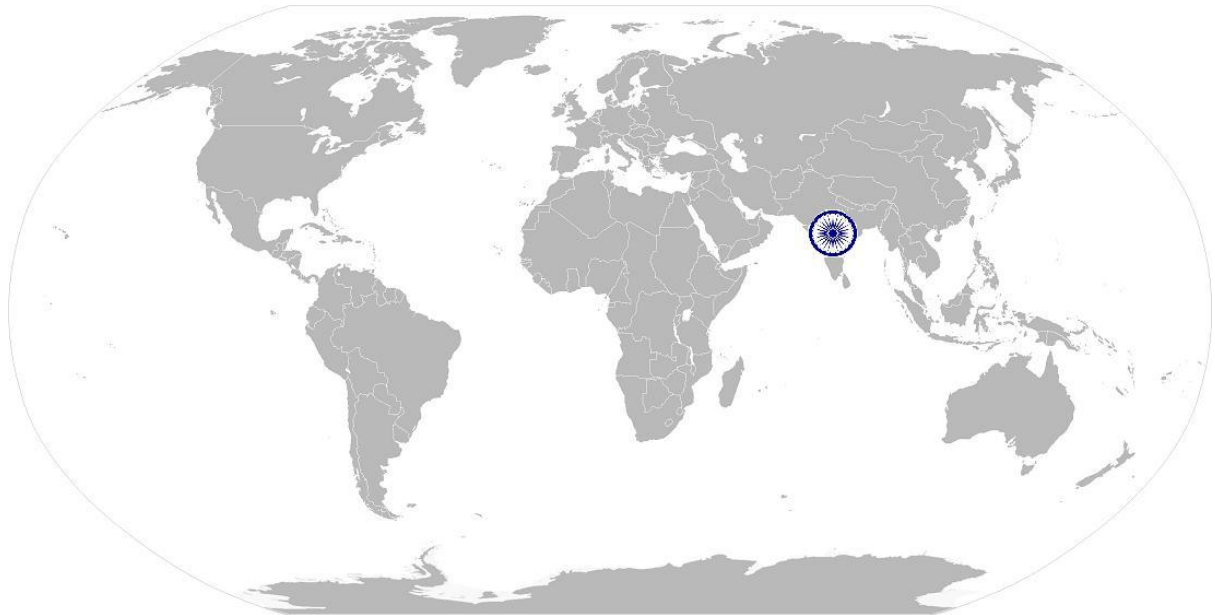
Maintain work area and tools in handloom sector

	<p>KA9. company's quality standards</p> <p>KA10. importance of complying with written instructions</p>
B. Technical Knowledge	<p>The user/individual on the job needs to know and understand:</p> <p>KB1. work instructions and specifications and interpret them accurately</p> <p>KB2. relation between work role and the overall manufacturing process</p> <p>KB3. importance of taking action when problems are identified</p> <p>KB4. different ways of minimizing waste</p> <p>KB5. effects of contamination on products</p> <p>KB6. common faults and the methods to rectify them</p> <p>KB7. tools maintenance procedures</p> <p>KB8. hazards likely to be encountered when conducting routine maintenance</p> <p>KB9. different types of cleaning substances and their use</p> <p>KB10. safe working practices for cleaning and the methods of carrying them out</p>
Skills (S)	
A. Core Skills/ Generic Skills	Writing Skills
	The user/individual on the job needs to know and understand how to: SA1. write in local language
	Reading Skills
	The user/individual on the job needs to know and understand how to: SA2. read and comprehend written instructions
	Oral Communication (Listening and Speaking skills)
The user/individual on the job needs to know and understand how to: SA3. listen effectively and orally communicate information accurately SA4. ask for clarification and advice from others	
B. Professional Skills	Decision Making
	The user/individual on the job needs to know and understand how to: SB1. follow rule-based decision-making processes SB2. make decisions on a suitable course of action or response
	Plan and Organize
	The user/individual on the job needs to know and understand how to: SB3. plan and organize your work to achieve targets and deadlines
	Customer Centricity
The user/individual on the job needs to know and understand how to: SB4. avoid absenteeism SB5. be punctual SB6. work in discipline	

TSC/N9005

Maintain work area and tools in handloom sector

	SB7. act objectively, rather than impulsively or emotionally when faced with difficult/stressful or emotional situations
	Problem Solving
	The user/individual on the job needs to know and understand how to: SB8. apply problem-solving approaches in different situations SB9. seek clarification on problems from others
	Analytical Thinking
	The user/individual on the job needs to know and understand how to: SB10. analyze data and activities SB11. pass on relevant information to others
	Critical Thinking
The user/individual on the job needs to know and understand how to: SB12. provide opinions on work in a detailed and constructive way SB13. apply balanced judgments to different situations	

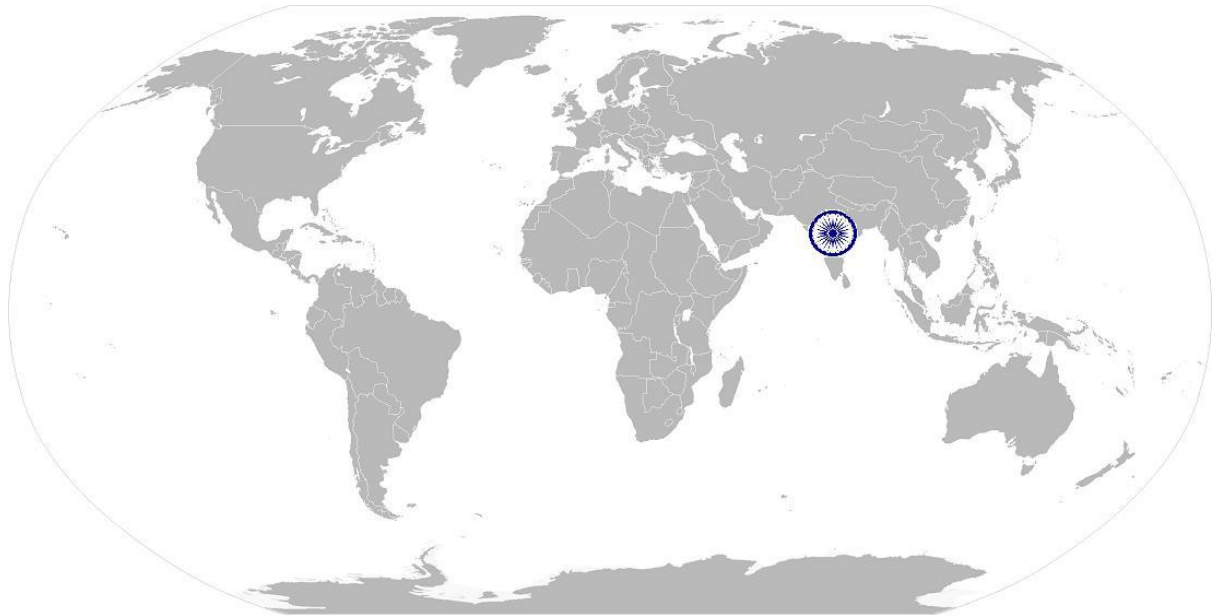


TSC/N9005

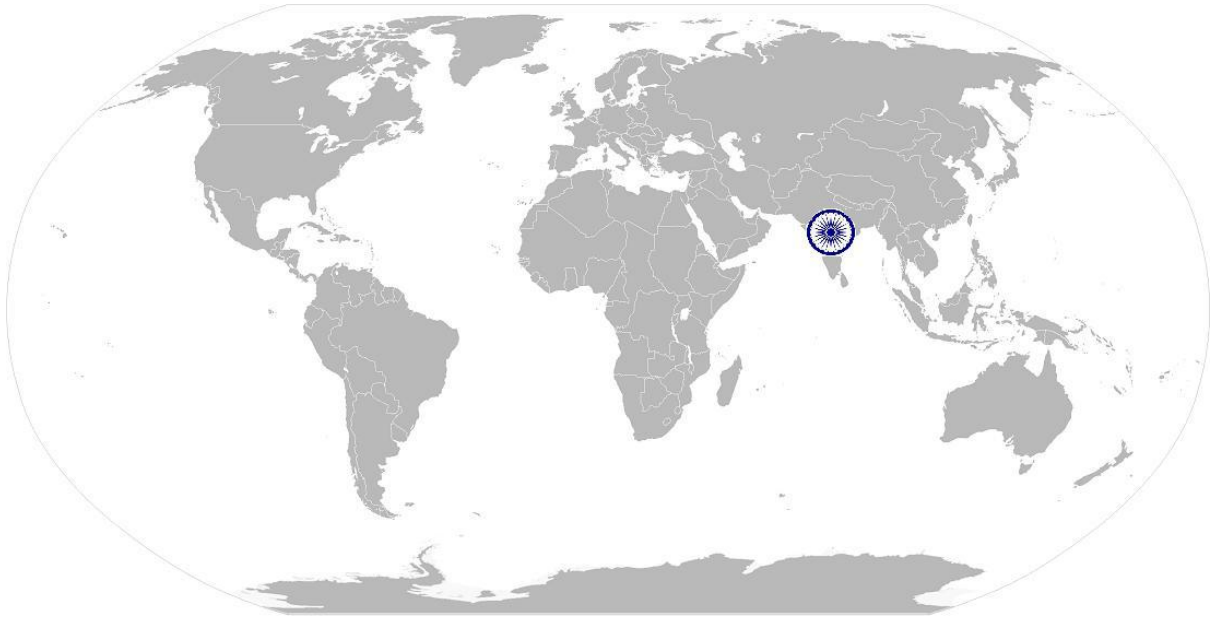
Maintain work area and tools in handloom sector

NOS Version Control

NOS Code	TSC/N9005		
Credits	TBD	Version number	1.0
Industry	Textiles Sector	Drafted on	03/05/17
Industry Sub-sector	Handloom	Last reviewed on	03/05/17
Occupation	Generic	Next review date	03/05/19



National Occupational Standard



Overview

This unit is about working in a team in a handloom sector.

TSC/N9006

Working in a team in handloom sector

National Occupational Standard	Unit Code	TSC/N9006
	Unit Title (Task)	Working in a team in handloom sector
	Description	This unit is about working as a team member.
	Scope	This unit/task covers the following: <ul style="list-style-type: none"> • Self-development • Team work • Organizational standards
	Performance Criteria (PC) w.r.t the Scope	
	Element	Performance Criteria
	Self- development	To be competent, the user/individual on the job must be able to: <ul style="list-style-type: none"> PC1. perform own duties effectively PC2. take responsibility for own actions PC3. be accountable towards the job role and assigned duties PC4. take initiative and innovate the existing methods PC5. focus on self-learning and improvement
	Team Work	To be competent, the user/individual on the job must be able to: <ul style="list-style-type: none"> PC6. co-ordinate with all team members and colleagues PC7. communicate politely PC8. avoid conflicts and miscommunication
	Organizational standards	To be competent, the user/individual on the job must be able to: <ul style="list-style-type: none"> PC9. know the organizational standards PC10. implement them in your performance PC11. motivate others to follow them
	Knowledge and Understanding (K)	
A. Organizational Context (Knowledge of the company/ organization and its processes)	The user/individual on the job needs to know and understand: <ul style="list-style-type: none"> KA1. standard Operating Procedures (SOP) and regulations in the Cooperative Society/NGO/SHG KA2. knowledge of workplace standards 	
B. Technical Knowledge	The user/individual on the job needs to know and understand: <ul style="list-style-type: none"> KB1. importance of self-development KB2. importance of team work KB3. importance of understanding and complying with organizational standards 	
Skills (S)		
A. Core Skills/ Generic Skills	Writing Skills	
	The user/individual on the job needs to know and understand how to: <ul style="list-style-type: none"> SA1. write in local language 	
	Reading Skills	

TSC/N9006

Working in a team in handloom sector

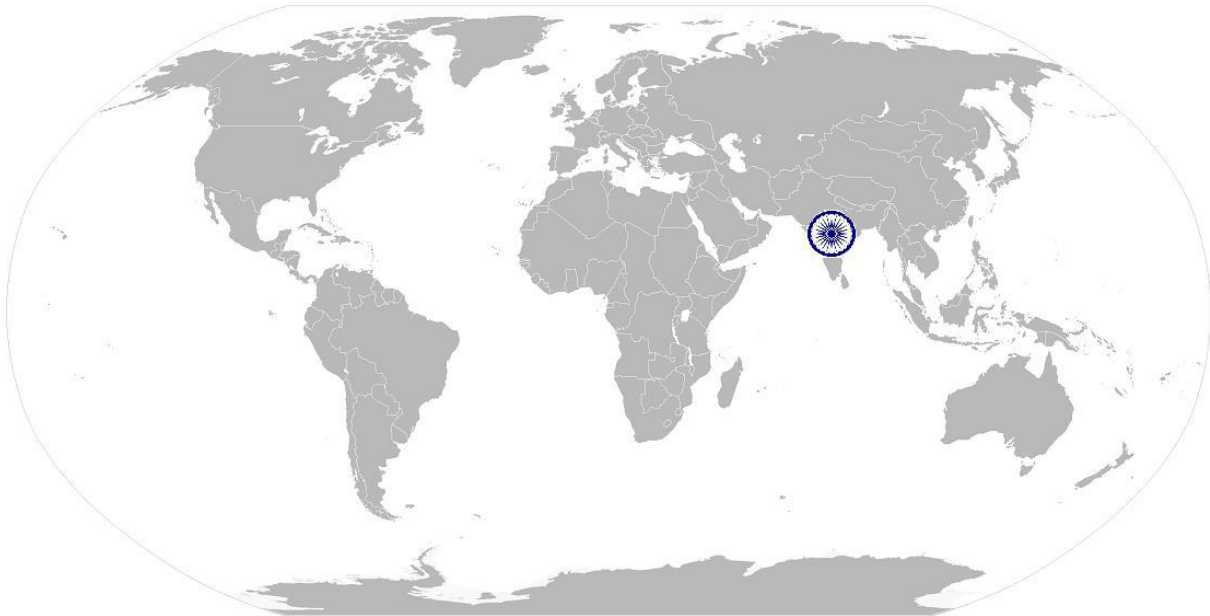
	<p>The user/individual on the job needs to know and understand how to:</p> <p>SA2. read and comprehend written instructions</p>
	<p>Oral Communication (Listening and Speaking skills)</p>
	<p>The user/individual on the job needs to know and understand how to:</p> <p>SA3. listen effectively and orally communicate information accurately</p> <p>SA4. ask for clarification and advice from others</p>
B. Professional Skills	<p>Decision Making</p>
	<p>The user/individual on the job needs to know and understand how to:</p> <p>SB1. follow rule-based decision-making processes</p> <p>SB2. make decisions on a suitable course of action or response</p>
	<p>Plan and Organize</p>
	<p>The user/individual on the job needs to know and understand how to:</p> <p>SB3. plan and organize your work to achieve targets and deadlines</p>
	<p>Customer Centricity</p>
	<p>The user/individual on the job needs to know and understand how to:</p> <p>SB4. avoid absenteeism</p> <p>SB5. be punctual</p> <p>SB6. work in Discipline</p> <p>SB7. act objectively, rather than impulsively or emotionally when faced with difficult/stressful or emotional situations</p>
	<p>Problem Solving</p>
	<p>The user/individual on the job needs to know and understand how to:</p> <p>SB8. apply problem-solving approaches in different situations</p> <p>SB9. seek clarification on problems from others</p>
	<p>Analytical Thinking</p>
	<p>The user/individual on the job needs to know and understand how to:</p> <p>SB10. analyze data and activities</p> <p>SB11. pass on relevant information to others</p>
	<p>Critical Thinking</p>
	<p>The user/individual on the job needs to know and understand how to:</p> <p>SB12. provide opinions on work in a detailed and constructive way</p> <p>SB13. apply balanced judgments to different situations</p>

TSC/N9006

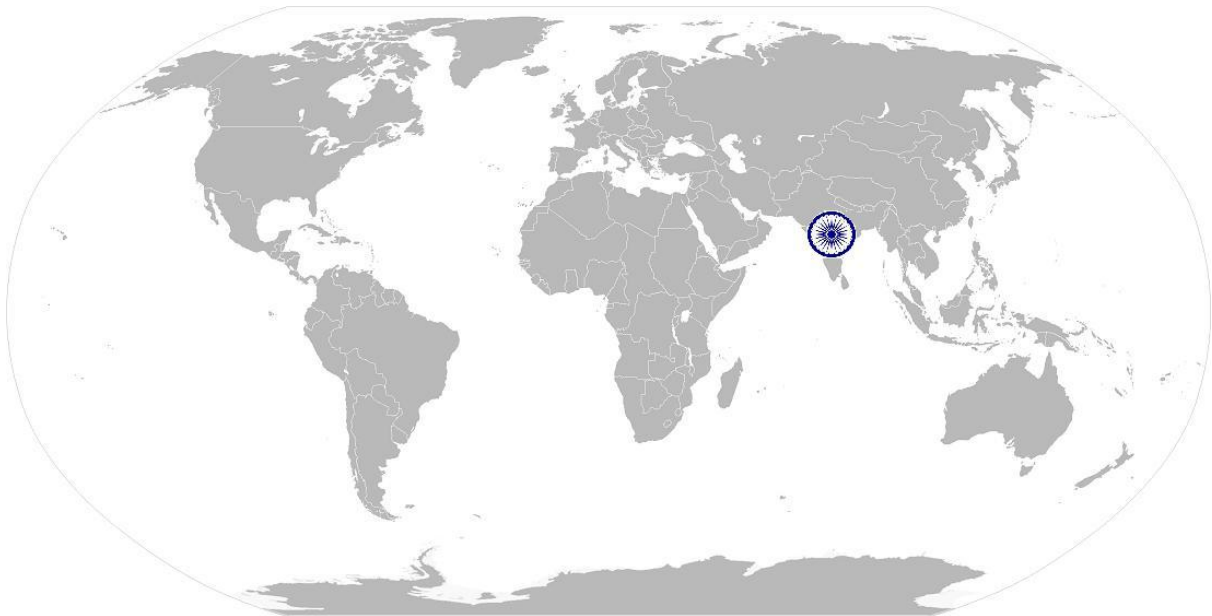
Working in a team in handloom sector

NOS Version Control

NOS Code	TSC/N9006		
Credits	TBD	Version number	1.0
Industry	Textiles Sector	Drafted on	03/05/17
Industry Sub-sector	Handloom	Last reviewed on	03/05/17
Occupation	Generic	Next review date	03/05/19



National Occupational Standard



Overview

This unit provides performance criteria, knowledge, understanding, skills and abilities required to comply with health, safety and security requirements at the workplace and covers procedures to prevent, control and minimize risk to self and others

National Occupational Standard	Unit Code	TSC/N9007
	Unit Title (Task)	Maintain health, safety and security at workplace in handloom sector
	Description	This unit provides performance criteria, knowledge, understanding, skills and abilities required to comply with health, safety and security requirements at the workplace and covers procedures to prevent, control and minimize risk to self and others.
	Scope	This unit/task covers the following: <ul style="list-style-type: none"> • Comply with health, safety and security requirements at work • Recognize and address the hazards
	Performance Criteria (PC) w.r.t the Scope	
	Element	Performance Criteria
	Comply with health, safety and security requirements at work	<p>To be competent, the user/individual on the job must be able to:</p> <p>PC1. comply with health and safety related instructions applicable to the workplace</p> <p>PC2. use and maintain personal protective equipment as per protocol</p> <p>PC3. Carry out own activities in line with approved guidelines and procedures</p> <p>PC4. Maintain a healthy life style and guard against dependency on in toxicants</p> <p>PC5. Follow environment management system related procedures</p> <p>PC6. store materials and tools in line with manufacturer’s and Cooperative Society/NGO/SHG requirements</p> <p>PC7. Safely handle and move waste and debris</p> <p>PC8. Minimize health and safety risks to self and others due to own actions</p> <p>PC9. Monitor the work place and work processes for potential risks and threats</p> <p>PC10. Carryout periodic walk-through to keep work area free from hazards and obstructions, if assigned</p> <p>PC11. Participate in mock drills/ evacuation procedures organized at the workplace</p> <p>PC12. undertake first aid, fire-fighting and emergency response training, if asked to do so</p> <p>PC13. take action based on instructions in the event of fire, emergencies or accidents</p> <p>PC14. follow Cooperative Society/NGO/SHG procedures for evacuation when required</p>
	Recognize and address the hazards	<p>To be competent, the user/individual on the job must be able to:</p> <p>PC15. identify different kinds of possible hazards (environmental, personal, ergonomic and chemical) of the industry</p> <p>PC16. recognize other possible security issues existing in the workplace</p> <p>PC17. plan the safety techniques</p> <p>PC18. recognize different measures to curb the hazards</p> <p>PC19. implement the programs</p>

Maintain health, safety and security at work place in handloom sector

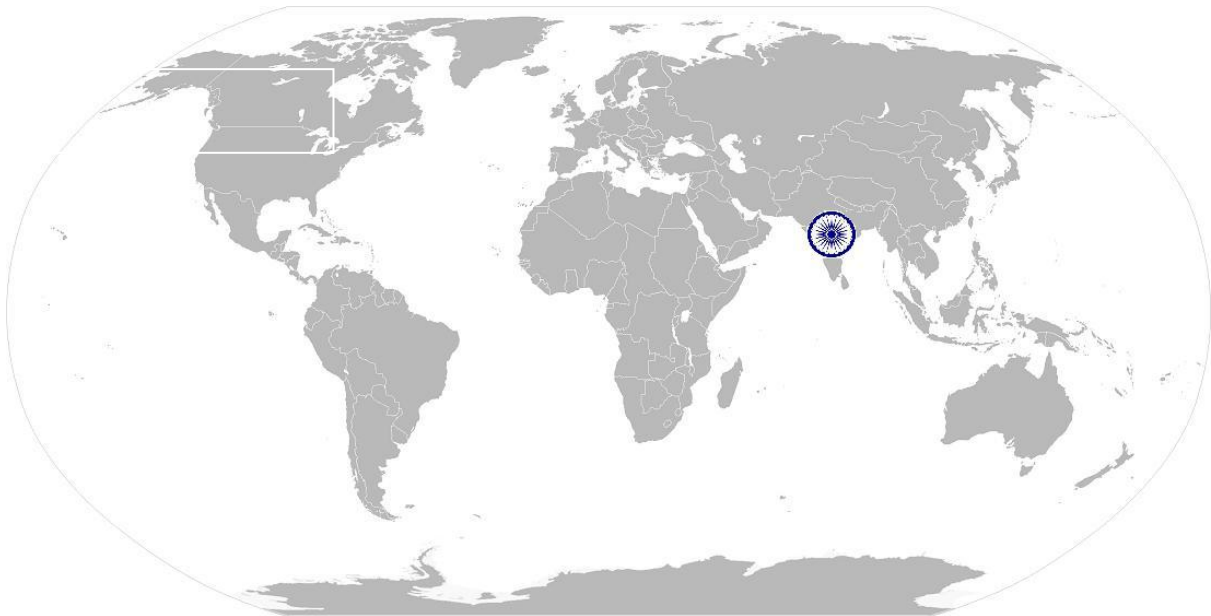
	<p>PC20. communicate the safety plans to everyone</p> <p>PC21. attach disciplinary rules with the implementation</p>
Knowledge and Understanding (K)	
<p>A. Organizational Context (Knowledge of the company/ organization and its processes)</p>	<p>The user/individual on the job needs to know and understand:</p> <p>KA1. health and safety related practices applicable at the workplace</p> <p>KA2. potential hazards, risks and threats based on nature of operations</p> <p>KA3. cooperative Society/NGO/SHG procedures for safe handling of tools</p> <p>KA4. potential risks due to own actions and methods to minimize these</p> <p>KA5. environmental management system related procedures at the workplace</p> <p>KA6. potential accidents and emergencies and response to these scenarios</p> <p>KA7. documentation formats, if any</p> <p>KA8. knowledge of personnel trained in first aid, fire-fighting and emergency response</p>
<p>B. Technical Knowledge</p>	<p>The user/individual on the job needs to know and understand:</p> <p>KB1. occupational health and safety risks and methods</p> <p>KB2. personal protective equipment and method of use</p> <p>KB3. identification, handling and storage of hazardous substances</p> <p>KB4. proper disposal system for waste and by-products</p> <p>KB5. signage related to health and safety and their meaning</p> <p>KB6. importance of sound health, hygiene and good habits</p> <p>KB7. ill- effects of alcohol, tobacco and drugs</p>
Skills (S)	
<p>A. Core Skills/ Generic Skills</p>	<p style="background-color: #d9e1f2;">Writing Skills</p> <p>The user/individual on the job needs to know and understand how to:</p> <p>SA1. write in local language</p> <p style="background-color: #d9e1f2;">Reading Skills</p> <p>The user/individual on the job needs to know and understand how to:</p> <p>SA2. read and comprehend written instructions</p> <p style="background-color: #d9e1f2;">Oral Communication (Listening and Speaking skills)</p> <p>The user/individual on the job needs to know and understand how to:</p> <p>SA3. listen effectively and orally communicate information accurately</p> <p>SA4. ask for clarification and advice from others</p>
<p>B. Professional Skills</p>	<p style="background-color: #d9e1f2;">Decision Making</p> <p>The user/individual on the job needs to know and understand how to:</p> <p>SB1. follow rule-based decision-making processes</p> <p>SB2. make decisions on a suitable course of action or response</p>

Maintain health, safety and security at work place in handloom sector

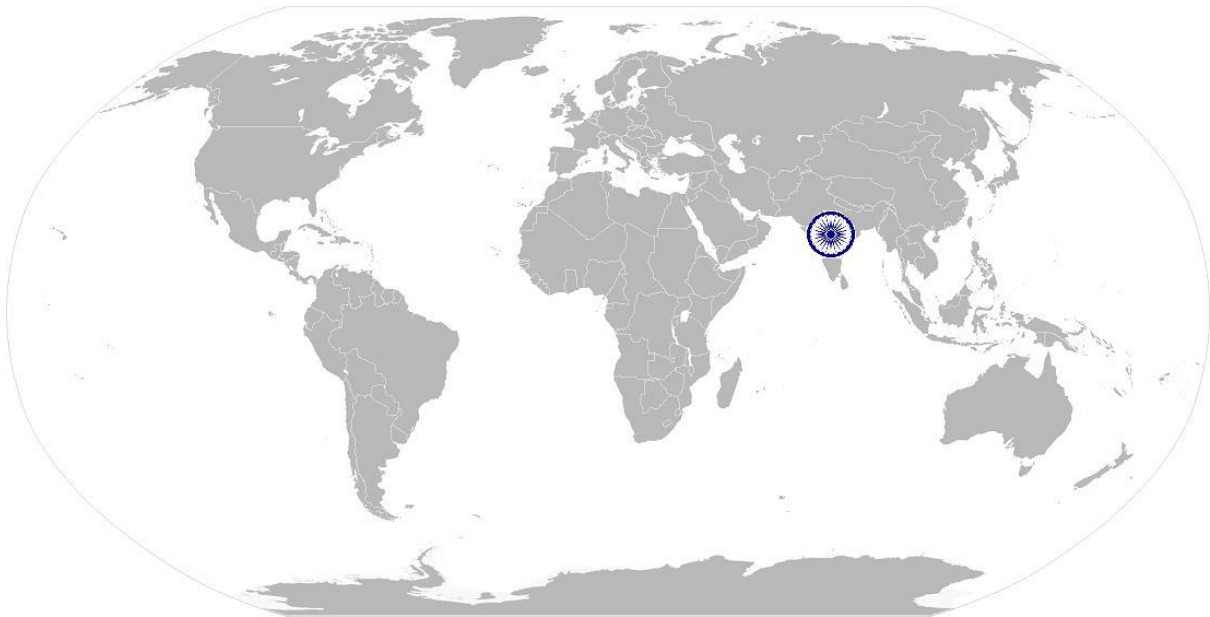
	Plan and Organize
	The user/individual on the job needs to know and understand how to: SB3. plan and organize your work to achieve targets and deadlines
	Customer Centricity
	The user/individual on the job needs to know and understand how to: SB4. avoid absenteeism SB5. be punctual SB6. work in Discipline SB7. act objectively, rather than impulsively or emotionally when faced with difficult/stressful or emotional situations
	Problem Solving
	The user/individual on the job needs to know and understand how to: SB8. apply problem-solving approaches in different situations SB9. seek clarification on problems from others
	Analytical Thinking
	The user/individual on the job needs to know and understand how to: SB10. analyze data and activities SB11. pass on relevant information to others
	Critical Thinking
	The user/individual on the job needs to know and understand how to: SB12. provide opinions on work in a detailed and constructive way SB13. apply balanced judgment to different situations

NOS Version Control

NOS Code	TSC/N9007		
Credits	TBD	Version number	1.0
Industry	Textiles Sector	Drafted on	03/05/17
Industry Sub-sector	Handloom	Last reviewed on	03/05/17
Occupation	Generic	Next review date	03/05/19



National Occupational Standard



Overview

This unit is about knowing, understanding and complying with work place requirements in handloom sector.

TSC/N9008

Comply with work place requirements in handloom sector

Unit Code	TSC/N9008
Unit Title (Task)	Comply with work place requirements in handloom sector
Description	This unit is about knowing, understanding and complying with work place requirements in handloom sector
Scope	This unit/task covers the following: <ul style="list-style-type: none"> • Commitment and trust • Communication • Adaptability • Creative freedom
Performance Criteria (PC) w.r.t the Scope	
Element	Performance Criteria
Commitment and trust	To be competent, the user/individual on the job must be able to: PC1. be accountable to one's own role in the whole process PC2. perform all roles with full responsibility PC3. be effective and efficient at workplace
Communication	To be competent, the user/individual on the job must be able to: PC4. properly communicate about work place policies PC5. talk politely with other team members and colleagues PC6. submit daily report of own performance
Adaptability	To be competent, the user/individual on the job must be able to: PC7. adjust in different work situations PC8. give due importance to others' point of view PC9. avoid conflicting situations
Creative freedom	To be competent, the user/individual on the job must be able to: PC10. improve upon the existing techniques to increase process efficiency
Knowledge and Understanding (K)	
A. Organizational Context (Knowledge of the company / organization and its processes)	The user/individual on the job needs to know and understand: KA1. standard operating procedures(SOP) and regulations in the cooperative society/NGO/SHG KA2. procedure followed to get the final output in the Cooperative Society/NGO/SHG KA3. safe working practices to be adopted in the Cooperative Society/NGO/SHG

TSC/N9008

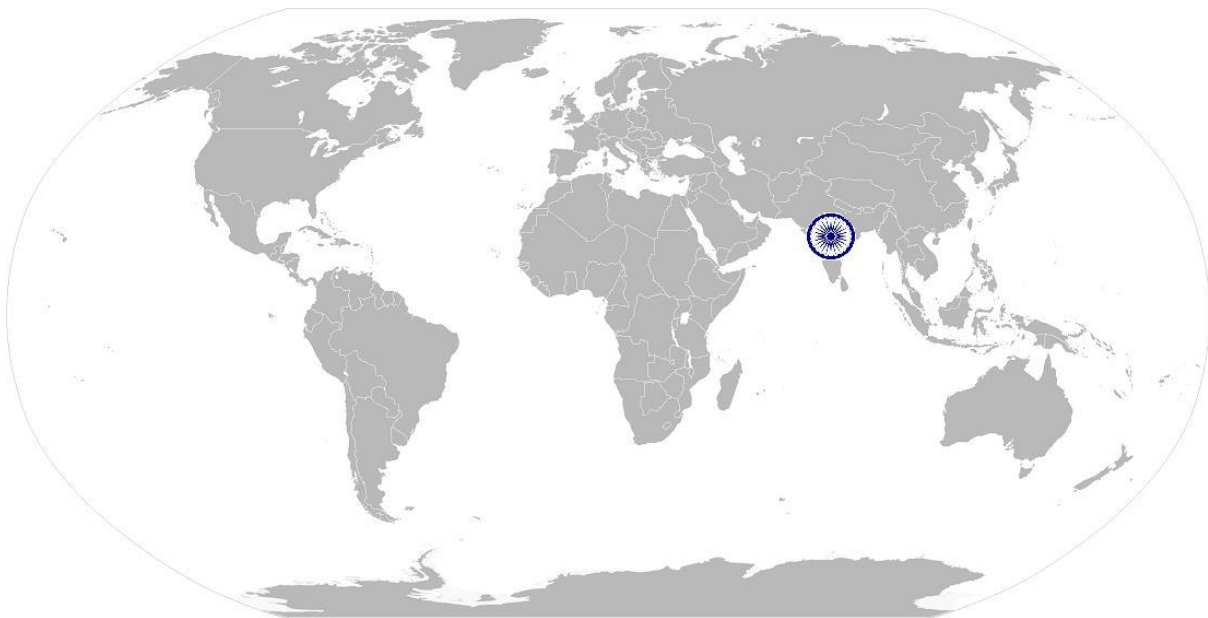
Comply with work place requirements in handloom sector

<p>B. Technical Knowledge</p>	<p>The user/individual on the job needs to know and understand:</p> <p>KB1. importance of commitment and trust</p> <p>KB2. importance of proper communication</p> <p>KB3. importance of adaptability</p> <p>KB4. importance of creative freedom</p>
<p>Skills (S)</p>	
<p>A. Core Skills/ Generic Skills</p>	<p>Writing Skills</p> <p>The user/individual on the job needs to know and understand how to:</p> <p>SA1. write in local language</p> <p>Reading Skills</p> <p>The user/individual on the job needs to know and understand how to:</p> <p>SA2. read and comprehend written instructions</p> <p>Oral Communication (Listening and Speaking skills)</p> <p>The user/individual on the job needs to know and understand how to:</p> <p>SA3. listen effectively and orally communicate information accurately</p> <p>SA4. ask for clarification and advice from others</p>
<p>B. Professional Skills</p>	<p>Decision Making</p> <p>The user/individual on the job needs to know and understand how to:</p> <p>SB1. follow rule-based decision-making processes</p> <p>SB2. make decisions on a suitable course of action or response</p> <p>Plan and Organize</p> <p>The user/individual on the job needs to know and understand how to:</p> <p>SB3. plan and organize your work to achieve targets and deadlines</p> <p>Customer Centricity</p> <p>The user/individual on the job needs to know and understand how to:</p> <p>SB4. avoid absenteeism</p> <p>SB5. be punctual</p> <p>SB6. work in discipline</p> <p>SB7. act objectively, rather than impulsively or emotionally when faced with difficult/stressful or emotional situations</p> <p>Problem Solving</p> <p>The user/individual on the job needs to know and understand how to:</p> <p>SB8. apply problem-solving approaches in different situations</p> <p>SB9. seek clarification on problems from others</p> <p>Analytical Thinking</p> <p>The user/individual on the job needs to know and understand how to:</p> <p>SB10. analyze data and activities</p> <p>SB11. pass on relevant information to others</p>

TSC/N9008

Comply with work place requirements in handloom sector

	Critical Thinking
	The user/individual on the job needs to know and understand how to: SB12. provide opinions on work in a detailed and constructive way SB13. apply balanced judgment to different situations



TSC/N9008

Comply with work place requirements in handloom sector

NOS Version Control

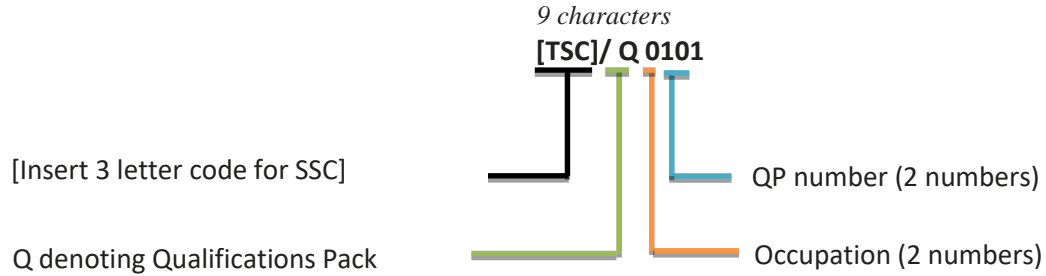
NOS Code	TSC/N9008		
Credits	TBD	Version number	1.0
Industry	Textiles Sector	Drafted on	03/05/17
Industry Sub-sector	Handloom	Last reviewed on	03/05/17
Occupation	Generic	Next review date	03/05/19



Annexure

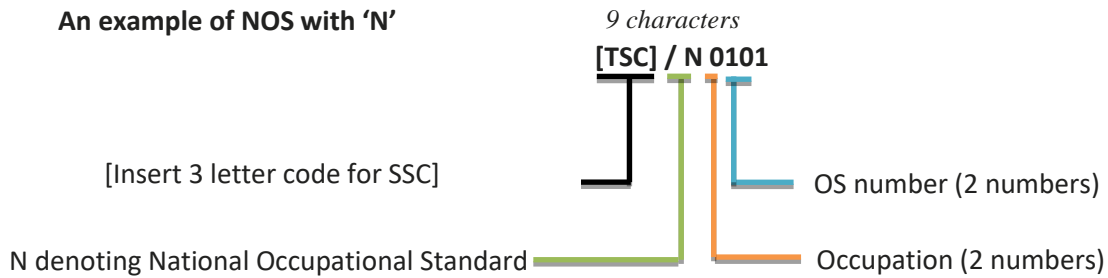
Nomenclature for QP and NOS

Qualifications Pack



Occupational Standard

An example of NOS with 'N'



[Back to top...](#)

The following acronyms/codes have been used in the nomenclature above:

Sub-sector	Range of Occupation numbers
Spinning	01-20
Weaving	21-40
Knitting	41-50
Processing	51-70
Handlooms	71-79
Technical Textiles	80-89
Common	90-99

Sequence	Description	Example
Three letters	Textile Sector Skill Council	TSC
Slash	/	/
Next letter	Whether QP or NOS	N
Next two numbers	Occupation code	01
Next two numbers	OS number	01

CRITERIA FOR ASSESSMENT OF TRAINEES

Job Role Kalamkari Artisan

Qualification Pack TSC/Q7402

Sector Skill Council Textile Sector Skill Council

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. Assessment will be conducted for all compulsory NOS, and where applicable, on the selected elective/ option NOS/ set of NOS.
4. Individual assessment agencies will create unique question papers for theory part for each candidate at each examination/training center (as per assessment criteria below).
5. Individual assessment agencies will create unique evaluations for skill practical for every student at each examination/training center based on this criterion.
6. To pass the Qualification Pack, every trainee should score a minimum of 70% in aggregate marks to successfully clear the assessment
7. In case of unsuccessful completion, the trainee may seek reassessment on the Qualification Pack.

Total Marks : 450	Compulsory NOS			Marks Allocation	
Assessable Outcomes	Assessment Criteria	Total Marks	Out of	Theory	Skills Practical
1.TSC/N7402 Design and create a kalamkari painting	PC1. identify the different types of kalamkari paintings	200	20	8	12
	PC2. select fabric as per different parameters for kalamkari paintings		20	8	12
	PC3. carry out different processes for de-starching the fabric using water		20	8	12
	PC4. prepare a solution of buffalo/cow milk, water and astringents to stiffen the fabric before painting		10	4	6
	PC5. soak the fabric overnight in the prepared astringent-milk solution to set the tone of the fabric at different levels of kalamkari painting		10	4	6
	PC6. dry treated fabric under the sun to fix the dye/color of the kalamkari painting after each level of dyeing		10	4	6
	PC7. prepare designing pen/design block and painting brush with different materials and specifications for kalamkari paintings		10	4	6

Total Marks : 450	Compulsory NOS			Marks Allocation	
Assessable Outcomes	Assessment Criteria	Total Marks	Out of	Theory	Skills Practical
	PC8. prepare black dye by mixing fermented jaggery with iron fillings or iron acetate solution for designing		10	4	6
	PC9. create different types of kalamkari designs as per the market trend for different kalamkari products		10	4	6
	PC10. apply mordant and keep for a certain time to fix the natural dye on the material after each level of dyeing		10	4	6
	PC11. wash the excess mordant on the fabric under flowing water and dry it under sun at different levels of kalamkari paintings		10	4	6
	PC12. bleach the fabric for overnight in cow/sheep dung solution and wash under flowing water		10	4	6
	PC13. soak the fabric in buffalo milk to avoid smudging of dyes		10	4	6
	PC14. identify and prepare different types of earthy colours/dyes for kalamkari paintings from various natural sources		10	4	6
	PC15. prepare or collect kalamkaricolours from the market		10	4	6
	PC16. wash the fabric with normal water and soak in alum water after application of every color/dye for fixation		10	4	6
	PC17. dry the fabric and market/supply it for sale		10	4	6
		Total	200	80	120
2.TSC/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 winding		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 in the correct posture		3	1	2

Total Marks : 450	Compulsory NOS			Marks Allocation	
Assessable Outcomes	Assessment Criteria	Total Marks	Out of	Theory	Skills Practical
	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
		Total	50	19	31
3.TSC/N9006 Working in a team 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
		Total	50	20	30
4.TSC/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	3
	PC4. maintain a healthy lifestyle and guard against dependency on intoxicants		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

Total Marks : 450	Compulsory NOS			Marks Allocation	
Assessable Outcomes	Assessment Criteria	Total Marks	Out of	Theory	Skills Practical
	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
	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
		Total	100	33	67
5.TSC/N9008 Comply with work place requirements 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 work place policies		5	2	3
	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

Total Marks : 450	Compulsory NOS			Marks Allocation	
Assessable Outcomes	Assessment Criteria	Total Marks	Out of	Theroy	Skills Practical
	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
		Total	50	19	31
	Total		450	38%	62%