CHAPTER - 5

SUMMARY AND CONCLUSION
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Several studies on Handloom Industry and on Handloom Weaver were made in different parts of India. Ample work had been done in the Southern part to test the socio-economic status of the Handloom Weavers. But not a single study have been conducted on Handloom Weavers of Maharashtra, regarding their problems related to dyeing, Handloom weaving and designing.

In the present study the focus of attention was Dyer and Weaver of the Paithani of Yeola, who are deprived of the facilities available and new technologies implemented by the Government.

The Statement of problem of the study could be stated as follows:
To examine the Paithani Weaver and silk Dyer of Yeola from three different aspects:

I. Socio-economic status.
II. Silk Dyeing Aspect.
III. Paithani Designing Aspect.

Main aim of the study is to focus attention on three main aspects i.e. socio economic status of Dyers and Weavers, problems related to silk dyeing, imparting knowledge of silk dyeing with a new technique through training programme and problem in Paithani Designing, imparting knowledge of Designing through training programme, which will make them enable to produce quality sariees with modified design.

The study was guided by following objectives:

I. Socio-economic Status:
   • To know age wise distribution of Weavers and Dyers.
   • To examine educational standard of the Weavers and Dyers.
   • To study the size of the family.
   • To find out the Type of family of the Weavers and Dyers.
• To find out the income of the respondents.
• To know the caste wise distribution of Weavers and Dyers.
• Distribution of respondents based on their adaptation of weaving.
• Distribution of respondents based on occupational category.

II. Silk Dyeing Aspect:
• To know the present practices of silk degumming and dyeing.
• To find out the problems in existing dyeing practices.
• To know the previous knowledge, skill they possess and attitude towards new techniques in silk dyeing.
• To orient them with scientific and perfect method of silk degumming and dyeing.
• To make them aware of new technique of dyeing, by using Acid and Eco-friendly Dyes i.e. Natural Dyes, to achieve quality dyeing of Silk.
• To make them familiar with 'silk shade card' to gain the knowledge of perfect shade and colors.
• To make them aware of various fastness tests to be carried out which will improve the fastness of dyed yarn.
• To acquaint them to achieve new color combinations by mixing two dye powders.
• To test the change in knowledge, skill acquired and attitude of Dyers and Weavers towards the new technique in silk dyeing.
• To evaluate the trainees for the acceptability of new technique in their regular profession.

III. Paithani Designing Aspect:
• To know the present practices of designing for Paithani.
• To find out the problems in existing designing method.
• To know the previous knowledge, skill they possess and attitude toward new techniques in Paithani designing.
• To make them aware of importance of designing.
• To orient them with the new, technical method of designing.
• To make them familiar with graph paper, scale to be used for fitting the design on existing mechanism.
• To impart the knowledge in actual transferring the design by punching cards for Jacquard mechanism.
To impart the knowledge in actual transferring the design on lattices by fixing pegs for Dobby mechanism.

To make them enable to adopt new designs for butties, borders and pallus.

To test the change in knowledge, skill acquired and attitude of Weavers towards the new technique in designing.

To evaluate the trainees for the acceptability of new technique in their regular profession.

To examine the Socio-economic status of the Weavers and Dyers and to know the problems faced by them in their actual practices, the present study was conducted. The universe of study was 'Yeola' in Nashik District which is known all over Maharashtra and India for it's exclusive manufacturing of Paithanis. This study is very sensitive and heartening as it is related to the manufacturer and wearer. The main attire of Indian women is Saree and among all the Sarees "Paithani" is the Saree which, enhances the beauty of women and creates status symbol. So the heart of this Paithani who make it more attractive is "Dyer and Weaver". Dyer who mixes the colours in such a way that creates eye-catching impression and Weaver who interlaces warp and weft.

So the locale selected for study was 'Yeola' and there are certain localities in which the Dyers and Weavers are residing since long and established their Handloom weaving profession. The localities were traced out and a list of Dyers and Weavers was prepared from 10 self help groups of NABARD, and samples were selected, with a Random Sampling method. The total sample size was 200. The socio-economic status was studied for 200 samples and out of them 120 samples shown their interest, need and willingness to learn new techniques, through the training programmes. So the training samples were 120. The trainees number was very large for the training programmes even if learning and accepting new technologies for poorly literate people is very difficult. Conversion of any traditional mind set-up into modern form is not acceptable by the population. But in this study the sample size for training was more than sufficient.
After selecting the sample for training, their analysis based on independent and dependent variables was done. Independent variables like age, education, annual income, size of family, occupational category were studied and dependent variables like previous knowledge, previous Attitude, satisfaction and training effect were also studied.

Thus, the socio-economic status was studied with the help of Questionnaire as well as an interview method. To assess an independent variables Questionnaire was used and to evaluate the dependent variables the tools used for data collection were knowledge rating scale, attitude rating scale, skill rating scale satisfaction rating scale. Evaluation Proformas to identify the need and above all training participation and training effect indexes were calculated.

The Research Design for the present study comprised into three parts

I. Survey of Dyers and Weavers of Yeola.
II. Imparting Training to Dyers and Weavers regarding new techniques in Dyeing and Designing.
III. Evaluating of Dyers and Weavers to test their attitude.

In the present study, pre-testing was carried out with survey method which gave further direction to revise design of training plan. During pre-test suspected problems and weaknesses were rectified.

In this study, the training needs of the training were assessed. Three training programmes were conducted for Dyers and Weavers of Yeola. One training programme was conducted in 'Silk Dyeing' consisting of 40 trainees and two training programmes were conducted in 'Paithani Designing' consisting of 40 each trainees. Training equips trainees with necessary knowledge, skill and attitude to perform a particular job.
Imparting training to the trainees is the means to bring a continuous improvement in the quality of work performed by individual. Imparting training under five distinct phases was very important which was focused on System Approach to training. The system approach to training is a problem solving process under this study, this approach have been studied under five sub system:

- Training Need Assessment.
- Training Plan Development.
- Design of Training Programme.
- Training Programme Implementation.
- Training Monitoring and Evaluation.

The training needs of the sample was operationally defined as level of training needs expressed by the respondents. To identify the training need for present study, a proforma was distributed and needs were identified.

Under the training plan Development, training programees were chalked out so that knowledge of new technique could be imparted by conducting the various training programmes at Yeola. Total three training programmes were planned to give exposure to Weavers and Dyers regarding new techniques in silk dyeing and Paithani designing. This was the today's need as Dyers were facing the problem in dyeing and could not achieve a perfect shades as per customer's demand and could not give the guarantee of colour too. Researcher had tried to overcome these problems by giving them training in 'Silk dyeing' with a new technique.

Similarly the another two trainings were planned to train the Weavers in Paithani Designing. The Paithani Weavers are producing highly fame Sarees but monotony in design was a serious drawback. Now a days the Peacock motif had a dominance in maximum Paithanis and Weavers do not go for change in design unless and until the traders insist them to change. This was due to the lack of knowledge in designing. More efforts had to take to change the design and at present no one is a master.
designer. This was very heartening tragedy of the Weavers which affected the market demand. It was their necessity to learn new techniques in designing to modify the form of Paithani.

After planning the training programme and the design of training has been finalised which consisted of Training objectives, Training methodology, Training technology, Course material, Training schedule. Each training programme was scheduled for 3 to 4 days duration. Training objectives were framed on the basis of training needs. Training aids increases the efficiency of training so training aids used were Charts, Paithani Designs for Butti and Pallov, Enlarged designs on graphs, Shade cards, Photographs etc.

The course material was prepared keeping in mind the requirements of the trainees. Hence in this study course material prepared in local language "Marathi", for training programmes Manual for "Silk degumming and dyeing" and for "Paithani designing", which gives the detail information regarding the new techniques in Silk dyeing and Paithani designing.

Under the training Programme implementation, actual experimental work is carried out i.e. implementation of training programmes. As per the plan developed for training, considering the schedule training programmes were conducted as below :-

I. Silk degumming and dyeing - One Training Programme with 40 trainees.
II. Paithani Designing - Two Training Programmes with 40 trainees each.

Training in "Silk degumming and dyeing" was essential to overcome with the problems in existing traditional method. In their routine dyeing, they were using Direct dyes for silk dyeing which do not give colourful dyeing. Many complaints regarding bleeding of colour, quality of dyed silk, used to be received from the Customers and Weavers. At the same time, they were unable to fulfill the demand for English colours or Pastal shades. So the necessity felt in making them aware of the new and scientific technique of silk degumming and dyeing.

Attitudes towards New Techniques in Dyeing and Designing among the Paithani Weavers of Yeola. 304.
As far as the Paithani designing is concerned, very meager percent of designers, used to make the changes in Paithani Designs, hardly one or two. They charged very high to others even if a small butti design was to be changed. This was drawback of Weavers that they could not implement new designs and make a attractive and unique Paithanis. They were not able to fulfill the market demands as per changing Customer's taste in global market.

To overcome this difficulty the Researcher had tried to make them aware of new technique in designing through the training programmes.

The last phase of training cycle was Training Monitoring and Evaluation. The training monitoring is concerned with the training activities whether proceeding as per plan or not, which affects the results of training. Under this, Training Participation Index, Training Utility Index, Training Effective Index were calculated to know the rate of participation of trainees in training programme, to evaluate usefulness of training to trainees, to examine the effectiveness of the training programme.

Training evaluation means an attempt to obtain the information on the effects of the training programme and to assess the value of training and to test the change in attitude. After imparting the training the post training evaluation was carried out, to assess their performance and a change in attitude. The post training evaluation is of two kinds-one which takes place immediately on the termination of the training and the other is, conducted after the trainees have been placed in their field situation.

In the present study both kinds of evaluation system were adopted. After termination of training, immediate evaluation was carried out with the help of rating scales, which shows the change in knowledge, change in skill, change in attitude, satisfaction gained and total training effect.
The other type of evaluation which was carried out after six months, after the trainees have been placed in their dyeing and weaving activity, to get an authentic result. Adaptation of new technology into regular routine easily, is difficult task. After implementation the new techniques in regular practices, their change in attitude and acceptability was tested, by judging the association between the behaviour of the responses against the questions through the Evaluation profile. This gives authenticity about the acceptability of new techniques by observing change in their attitude.

For this study, the socio-economic status was studied by analyzing the data. The data was analyzed, statistically by tabular analysis taking percentages. The analysis for the data to test the attitude was carried out with the help of contingency tables. These were prepared to know the association between two attributes evaluated by the Weavers by using the test statistics and significance was tested by using the $X^2$ (Chi-square) test at (C-1) degrees of freedom at 5% level of significance.

The findings were treated statistically and the following conclusions were drawn.

- Most of the Weavers at present are young and continuing with their traditional profession mainly because lack of employment opportunities after having graduated.
- From the educational standard of the Dyers and Weavers, it is reviewed that, they are poorly educated as they are insisted by the elder to take up an employment of dyeing or weaving as it is their traditional occupation.
- Size of the family is large as Dyers and Weavers requires number of members to assist them in preparatory processes of dyeing and weaving. Illiteracy can also be one of the reasons for the large size of the family. Most of the Samples belong to joint families.
- As far as the annual income is concerned, the percentage of low income group is more, followed by middle income group as they are working under their masters and are getting minimum wages.
• It is evident that 64% of Weavers adopted the weaving as their forefather's occupation and they want to continue their age-old tradition and keep alive. Weavers of Yeola belongs to Kshatriya, Koshti, Nagpure and Salvi community and Dyers belongs to Bhavsar Community.

• Under the occupational Category, only two main occupations are seen i.e. Dyeing and Weaving. But in the dyeing profession, Master Dyers are very few and remaining are labour Dyers who are employed under Master Dyers and those Weavers, who are involved in dyeing activity simultaneously. It is the pity of Yeola city that only one person is involved in designing and has his monopoly over this activity.

• Similarly in weaving activity, most of them belongs to labour Weaver category due to this, their socio-economic status is poor, they are engaged on daily wages, with master Weavers.

• Satisfactory percentage is seen under Weavers category who have their own looms and they themselves along with their family members are involved in weaving activity.

After judging the socio-economic status, the trainee's analysis was done according to independent variables and dependent variables.

Under independent variables, the variables studied were age, educational annual income, size of the family and occupational category.

• The document data reveals that age of trainees affects the willingness in learning new technology. The younger generation of the Dyers and Weavers community was more interested to learn new-new concepts as they have not yet switched over to other jobs outside.

• The objective of training is mainly concerned with knowledge and skill. It has been observed that education may not affect the attribute like 'Skill' as they are skilled worker in their profession but the education was crucial character pertaining to knowledge. Higher education level of the trainees assisted them better understanding of the subject.

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Attitudes towards New Techniques in Dyeing and Designing among the Paithani Weavers of Yeola.
• It was found that the participation of trainees belonged to medium income group than the high income group.
• It was also found that Participation from medium size family was same that of with large size for the same reason as they have ample human resources.
• Participation of labour Weaver and Weavers and Dyers category, was more as they have to keep themselves updated, as the labour Weaver has to worked under Master Weaver.

Analysis of trainees were carried out which was based on dependent variables. Under this, knowledge, skill, attitude before and after imparting training was analyzed.

Before imparting training, it was found that, the Dyers and Weavers had inadequate knowledge in new technique of silk dyeing and Paithani designing and attitude towards new technique in both the aspects was highly favourable. The training need was assessed and it was revealed that trainees were in most needed category.

Understanding their need, from the data collected, three training programmes were planned. The design of training programme was framed. The implementation of programmes were carried out and training monitoring and evaluation was done.

Under evaluation, it was observed that the training environment resulted excellent. Training Participation and effectiveness index were assessed for all training programmes, index was between 80 to 90.

Change in knowledge, acquired skill, change in attitude towards new technique in 'Silk dyeing' and 'Paithani Designing' were evaluated.

From the results, it is concluded that the gain in knowledge is at high level, the Skill is highly acquired and and their attitude towards new techniques in Silk dyeing is favourable and in Paithani designing is highly favourable, which indicates positive attitude. Satisfaction of trainees towards training programmes resulted to be 50% of the trainee's fully satisfied and overall training effect was adequate.
Impact evaluation of trainees was carried out after six months, which gave a real picture of acceptance of new technique in their daily routine. It indicates that above 60% of the respondents accepted the new technique but this technique was implemented on small scale. The new technique adopted by very few Dyers i.e. only Master Dyers, who implemented on large scale. This shows the positive attitude in accepting new technique in Dyeing.

The evaluation after six months, on imparting training in "Paithani Designing with Dobby and Jacquard mechanism" shows that on gaining the knowledge of Dobby designing around 40% of them prepared designing or succeeded in making the designs for borders but 20% of Weavers actually implemented on Saree by doing marginal changes in borders with Dobby.

As far as Jacquard designing is concerned, many of them prepared new butti designs on graph paper which was possible to them after learning. Very alarming result was received i.e. 82% of the Weavers have made changes in butti designs and actually woven on Sarees and produced new buttis like Peacock butti, Parrot butti, Chakri butti Karnful butti and Coin butti with Jacquard. This shows highly favourable attitude towards Jacquard designing.

Near about 50% of the respondent have not implemented Jacquard designs for paloov as they reported that jacquard size for preparing pallov design is restricted, few of them replied that there is no demand for Jacquard design pallov.

But remaining 50% of them made a changes in pallov by mixing both the technique i.e. Tapestry and Jacquard and created new style of Paithani, that is "Tissue Paithani" which is very much demanded in the market. This is an excellent example of positive attitude towards new technique in designing with Dobby and Jacquard mechanism. After learning through training programme their self-confidence is improved, they can now compete the current market, which will be helpful to enhance their economic status.