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**UNIDO TECHNICAL ASSISTANCE PROGRAMME TO THE CENTRAL LEATHER  
RESEARCH INSTITUTE MADRAS/CALCUTTA  
INDIA**

**(Final Report)**

**DG/IND/92/404  
CONTRACT N° 93/101**

Prepared for the GOVERNMENT of INDIA by the United Nations Industrial  
Development Organization, acting as executing agency for the United  
Nations Development Programme

Based on the work of :

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21/11/1994

## ABSTRACT

The UNIDO Technical Assistance Programme to the Central Leather Research Institute MADRAS & CALCUTTA had a 2 years duration (December 1992/November 1994).

This programme focused on the human resources development through training of instructors and direct technical training in Leather Goods, Leather Garments and Footwear.

**OUT PUTS :** Dissimination of the skill in the country through

### 1. Instructors' training :

Completion of Instructors' training and techno pedagogical follow up for 8 technicians  
 Training of 2 resource consultants  
 Partial training of 7 technicians

### 2. Trainees' training :

**Total population :** 123 in 2 batches

7 % sponsored by the industry  
 46.3 % working in their field (\*)  
 23.6 % following another course (\*)  
 30 % looking for an employment (\*)

\* (provisional statistics since the 2d course just finished)

### PROBLEMS TO BE SOLVED AT CLRI

**Sales of the products :** the leather products have to be promptly sold. For the moment only about 5 % of the products have been sold.

**Purchases :** the present organization of the purchases is very poor timewise and qualitywise.

### FOLLOW UP

To ensure the continuity of this programme qualitywise a follow up has to be done on both sites : Madras and Calcutta for the next few year.

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**UNIDO TECHNICAL ASSISTANCE TO CENTRAL LEATHER RESEARCH  
INSTITUTE MADRAS/CALCUTTA  
INDIA**

**1. INTRODUCTION**

The DG/IND/90/040 Leather Sector Programme is designed to support the attainment of the objectives of India's 8th Five Year Plan within the Leather, Footwear and Leather Products Sectors. This programme has been approved by the United Nations Development Programme (UNDP). It is implemented by the United Nations Industrial Development Organization (UNIDO) acting as executing agency for the UNDP.

The French vocational training experts from the National Vocational Training Associations (AFPA/AFPIC) are working on the Indian Leather Sector Programme since December 1992.

The aims of this programme are to improve the professional training system in the following five training institutes in India :

- Central Leather Research Institute (CLRI) Madras & Calcutta
- Central Footwear Training Center (CFTC) Agra & Madras
- Footwear Design and Development Institute (FDDI) Noida
- Indian Institute of Leather Products (IILP) Madras
- National Institute for the Fashion Industries (NIFT) Delhi

This final report refers to the subcontract DG/IND/90/E40 for training technical personnel for the Indian leather products industries (see the Terms of Reference/TCR in Annexure 1).

It mainly concerns 2 institutes : CLRI Madras & Calcutta, but through training fellowships it also deals with 2 more institutes : NIFT and IILP.

## 2. TERMS OF REFERENCE

The responsibilities of AFPA/AFPIC includes the following inputs :

- a) adapt its curriculum (including definition of skills required for entry and to be achieved through imparting training), syllabi, examination criteria, training materials (e.g. text books, manuals, training aids) for conducting courses for :
    - leather goods cutters & assembly specialists,
    - leather garment cutters and assembly specialists,
    - footwear cutters, closing, lasting and making specialists,
    - instructors (trainers of direct labour/operators),to be employed in the leather goods, leather garment and footwear industries;
  - b) transfer the above training programmes and documents (6 copies of each in English) to the selected institute in India, which will consequently disseminate them in the country;
  - c) specify additional basic and auxiliary equipment and/or their technical description for practical training, indicate sources of supply for the same -if required;
  - d) specify tools (including shoe lasts, patterns, cutting and marking dies, etc.) and special materials for the established training courses;
  - e) supply training aids (demonstration materials, slides, video tapes) for various training courses specified in the curriculum;
  - f) provide license on free utilization and reproduction of training materials within India;
  - g) monitor and supervise the implementation of courses in India, moderate examination activities (during 1993-1995) as follows :
    - check conditions and advise local instructors at the beginning of the first 6 month courses implemented in India,
    - moderate examinations at the end of the first courses,
    - visit courses run by the Indian counterpart institutions, moderate examinations and monitor the counterpart institutes 'activities.
  - h) grant the right to use the name of the Contractor's institute to indicate the equivalence of the certificate/diploma issued by the Indian institute (if the required knowledge and skill levels are achieved);
  - i) prepare the report on activities, including recommendations on introducing special short courses in India.
- Our team mainly worked for the Central Leather Research Institute (CLRI) Madras & Calcutta.

### 3. CHRONOLOGY OF THE PROJECT

DATE	ACTION
December 1992 (4 weeks)	Survey in Leather Garments & Goods in Madras
April/July 1993 (13 weeks)	Techno-pedagogical training in AFPA/AFPIC-France (12 instructors)
September 1993 (3 weeks)	Launching of 8 six months courses at CLRI Madras & Calcutta
December 1993	Follow up at CLRI Madras & Calcutta
March 1994 (3 weeks)	Organization of the final exams for the first 8 courses
April 1994 the (2 weeks)	Module 2 pedagogical training for the first batch of instructors
April 1994 (3 weeks)	Module 1 pedagogical training for the second batch of instructors
April/July 1994 (13 weeks)	Technical training in France in pattern-making Footwear/Leather Goods & Leather Garments (4 instructors)
May 1994 (3 weeks)	Opening of 9 six months courses in CLRI Madras & Calcutta
July 1994 (3 weeks)	Follow-up at CLRI Madras & Calcutta Module 2 for 2 pedagogical consultants
November 1994 (2 weeks)	Organization of the final exams for the 2d batch of training
November 1994 (1 week)	Module 3 final examination for the pedagogical training (1st batch of instructors)

### 4. EXPERTS INVOLVED IN THE PROJECT

This project was managed through 5 split missions of a duration of 2 to 3 weeks each at CLRI Madras and Calcutta with the following experts :

-Mrs S.DAUVIAU, Expert in Leather Goods (National Association for Vocational Training in the Leather Industries/AFPIC-FRANCE)

-Mr G. DUCHAINE, Expert in Footwear & Leather Goods  
(AFPIC/France)

-Mr A. MENDOZA, Expert in Footwear, Leather Gloves and Leather Goods (AFPIC/France)

-Mr V. MUNDIL, Expert in Leather Goods (AFPIC/France)

-Mr S. PATNAIK, Pedagogical Consultant, (Franco-Indian-Vocational Training Institute (FIVTI)/Pondicherry)

-Mr VENGADESSIN, Leather Garments Instructor  
(FIVTI/Pondicherry)

-Mrs A. ZARA, Expert in Leather Garments & Leather Goods  
(AFPIC/France)

-Mrs M. URVOY, Project Manager (AFPA/France)

## 5. DESCRIPTION OF THE PROJECT

The project started in December 1992 with a 4 weeks survey in the leather goods and leather garments units in Madras. During that survey the existing leather goods training organized by the Central Leather Research Institute (CLRI) in Madras were also examined.

It will be over on 18 November 1994 after monitoring the final exams.

### 5.1. Description of the courses

-Eight 6 months courses have been launched at CLRI/Madras & Calcutta in September 1993 as following :

#### .Leather Goods :

- Cutting & Clicking in Madras & Calcutta
- Assembly & Stitching in Calcutta

#### .Leather Garments (in Madras) :

- Cutting
- Assembly & Stitching

#### .Footwear (in Madras) :

- Cutting & Clicking
- Closing
- Lasting & Finishing

The 1st final exam took place on 29 and 30/03/1994.



-Nine 6 months courses have been opened on 2.05.1994. The 2d final exam took place on 7 and 8/11/1994.

These 9 courses include a 3 weeks in-plant training which gives the trainees an opportunity to practice in the working conditions of the Indian industries.

**5.2.Statistics concerning the trainees**

**a) Final exams**

At the end of the 2 six months courses, the trainees took a final exam which consists of:

- fabrication of leather products which have already been done during the course (see detailed description of the exams in Annexure 3).
- speedness exam and
- theoretical exam

All the trainees passed the final exam. In the first batch, 3 had to sit again for it after undertaking a further 3 months practice.

The exams have been conducted by the French experts but a professional jury from the local industry came to examine the products fabricated by the trainees (e.g.Appreciations of the different Juries in Annexure 3)

**b) Number of trainees**

For the 2 courses, 123 trainees followed the different courses concerning both sites.

**TABLE 1**  
**Total number of trainees**

COURSES	Number of trainees (Courses 1+2)	
	(1)	(2)
<b>.Leather Goods :</b>		
-Cutting & Clicking		
Madras	7	2
Calcutta	8	10
<b>-Assembly &amp; Stitching</b>		
Madras	0	9
Calcutta	10	11
<b>.Leather Garments (Madras):</b>		
-Cutting	13	5
-Assembly & Stitching	11	7
<b>.Footwear (Madras):</b>		
-Cutting & Clicking	5	6
-Assembly & Stitching (closing)	3	4
-Lasting & Finishing	4	8
Total Certificate trainees	61	62
Total Diploma students		34*
<b>TOTAL Certificate trainees</b>	<b>123</b>	

\* For the second course, in addition to the Certificate trainees, 34 Diploma students joined the programme. These students are following a one year modular course including :

- Cutting
- Assembly & stitching and
- Pattern-making

for Leather Goods & Leather Garments. A 4th module is added for the Footwear students : Lasting and Finishing.

Altogether the number of students for the second course is 96 including Certificate and Diploma students.

**c) Repartition per gender**

In the whole programme, 16 ladies followed the programme with the hereunder repartition :

- Leather Goods : 3
- Leather Garments : 10
- Footwear : 3

#### d) Trainees' placement

These courses are meant for training skilled workers for the leather industry.

However in spite of the needs, the industrialists are not ready for the time being to sponsor their workers for this type of training which they find too expensive.

The CLRI fees per course and per trainee amounts to 10 000 Indian Rs (US \$ 333). Therefore the industry sponsors either their staff or the members of their family. The other trainees are paying their fees by taking a loan or by borrowing the money from their family. A good number of trainees undertake a further education either at CLRI or in another Institute. After their training their professional project consists of getting a first experience in the industry, and then to open their own unit (see Table 3 hereunder).

**TABLE 2**  
Trainees follow up

Number of trainees/sector	Industry	Self employment	Instructors	Further training
Leather Goods (57)	20	5	4	5
Leather Garm. (36)	8	4	1	16
Footwear (30)	13	2		13
<b>Total (123)</b>	<b>41</b>	<b>11</b>	<b>5</b>	<b>29</b>
	(33,3 %)	(8,9 %)	(4 %)	(23,6 %)

All the trainees from the first batch found a job or are following another training (23 %). Those who have no solution (30 %) finished their course one week ago only. So it is likely that the statistics will be similar to the first batch.

Only 7 % were sponsored by their employer. This number has to be higher for the next batches.

At the present date

-46,3 % found an employment in their trade :

.the trainees who work in the industry are mostly working as supervisors and have to train other workers or already opened their own unit.

.the trainees who work for institutions (4%) are employed as instructors.

-23,6 % are undertaking a training in the leather field and also envisage to work in the industry.

This confirms the fact that CLRI must first focus on the skills but also on the training of instructors. It is a good way to duplicate the training in the country.

#### e) Absenteism

The absenteism of the trainees out of any serious reasons is far too high : up to 19 days in one course. This has an important influence on the quality of the work, on the productivity and also on the organization of the training. The instructor becomes a private tutor for these careless trainees because they always need an extra help.

### 5.3. Pedagogical Training.

#### 5.3.1. Training of instructors

In April 1993, in order to prepare the above courses UNIDO granted a 3 months training fellowship to 13 instructors :

- 9 from CLRI Madras & Calcutta
- 1 from NIFT/Delhi
- 3 from IILP/Madras (see the List of Participants in Annexure 5)

They undertook a 10 weeks practical training in the AFPIC centres as well as the Module 1 (3 weeks) of a pedagogical training in AFPA. The Module 2 (2 weeks) took place in April 1994 in Madras and the Module 3 (1 week) including the final exam in November 1994. These 3 modules are focused on the methodology of training which is essential to ensure the transferring of the technical know-how.

**TABLE 3**  
**Number of trained Instructors**

INSTITUTES	Number of Instructors (M1+M2+M3)
CLRI Madras	7
CLRI Calcutta	1
NIFT Delhi	1*
IILP Madras	3*
<b>TOTAL</b>	<b>12</b>

\* (Module 1 only)

A second batch of instructors followed a 3 weeks pedagogical training in April 1994.

**TABLE 4**  
**Number of partially trained instructors**

INSTITUTES	Number of Instructors (Module )1
CLRI Madras	8*
CLRI Calcutta	1
IILP Madras	2
FIVTI Pondicherry	1
VANIAMBADI Tanners Association	2
<b>TOTAL</b>	<b>13</b>

\* 2 of these participants have followed Module 1+2+3 and will be acting as pedagogical consultants for CLRI at the departure of the French experts.

The other instructors will follow the Modules 2 & 3 with them in 1995.

### 5.3.2. Training of pedagogical consultants

In order to be able to disseminate the above training programmes in India, CLRI needed a team of resource persons to train the instructors from the other Indian Leather Institutes.

These 2 pedagogical consultants have undertaken the 3 Modules of the training and taken the final exam in November 1994.

They will be able to conduct the same type of training in 1995. The first training should be organized with the help of the Franco Indian Vocational Training Institute/Pondicherry.

### 5.4. Training of pattern-making instructors

In April 1994, fellowships were granted by UNIDO to train 4 instructors from CLRI in France for pattern making :

- 1 in footwear
- 2 in leather goods (one from Madras, one from Calcutta)
- 1 in leather garments.

These 4 instructors will open courses in pattern making in their respective specialism in December 1994.

It will be their responsibility to create and experiment new models for the different courses. Once experimented the base patterns as well as the working patterns will be realised with the help of the CAD department. This should upgrade the quality of the existing patterns. Strong cardboard should be purchased for this purpose.

These 4 instructors must also undertake a pedagogical training as soon as possible.

### **5.5.Motivation of the instructors'team**

In general, the team of instructors was really involved in the project and achieved in 18 months a very important work. They invested a lot of time and energy and accepted willingly the remarks done by the French experts.

This challenge and the process of change must be kept up by frequent visit in the workshops from the 2 pedagogical consultants.

Once a year a follow-up from the French team is also advisable.

## **6.ASSESSMENT OF THE COURSES**

### **6.1.Introduction of Diploma courses**

The introduction of modular Diploma courses in this programme has been undertaken too soon considering the lack of training experience of the instructors.

In the future it would be better to offer these courses in 2 different shifts alternatively or to add a counterpart in every course.

A Diploma student who has already followed a Certificate course at CLRI should not undertake a module in the same course. Another organization has to be found to allow him (her) to learn new things instead of repeating the exact same course. For instance inside the Leather Goods & Leather Garments division it is quite possible to provide a polyvalence in the 2 trades.

### **6.2.Cutting in Leather Goods and Leather Garments**

The shortage of raw material as well as the background of the CLRI trainees allows the modification of the contents of these 2 courses as follows :

-the cutting courses for Leather Goods & Leather Garments can be assembled in one. The 10 first weeks will deal with the common pre-training. The last 16 weeks, the trainees will be trained to cut leather goods products as well as leather garments,

-the module 1 of the pedagogical training would be useful for these students in order to enable them to train workers when they will be working in the industry,

-lectures concerning the leather fabrication and visits of the tannery can also be introduced.

The combination of these 2 courses can only be introduced in Calcutta since no Leather garments course is taking place there.

On both sites, the links must be developed with the industry to show them the quality of the job done by the trainees and get orders from the factories.

### 6.3. Leather Goods

#### 6.3.1. Models

Since last July 10 new models (4 wallets, 2 belts and 4 ladies'bags) have been introduced to allow the trainees to get a more diversified experience mainly in small leather goods. CLRI has now the following 22 models with the master pattern and the prototypes realised by the instructors under the guidance of the French experts :

- grain de café (small purse)
- harvey (key holder)
- cap pouch (purse)
- ondine (belt purse)
- helium (toilet kit)
- chouette (belt purse)
- Anita belt (ladies)
- Coic belt (gents)
- Tool kit
- Wilson (gents small purse)
- Sim (gent's strap bag)
- Voyageur (small luggage bag)
- Nadine (ladies'bag)
- Nikita (ladies' bag)
- Marie (ladies'bag)
- Nella (ladies'bag)
- Saxo (ladies' bag)
- Kevin (document bag)
- 4 different wallets

3 models ( Medicis, Airport and Tibule) have also been introduced but abandoned for either pedagogical or local reasons.

The first 6 models are **COMPULSORY** for the training : they introduce all the difficulties of this trade in the pre-training phase of the syllabus. The following are **PROPOSALS**. They can be modified according to the local market for instance. However the trainees should work on 4 different bags (ladies and gents) and 4 different wallets at least. New models can be designed by the pattern-making instructors. For economical but also for esthetical reasons they should also work on the introduction of nice jute blended materials in the existing models.

### 6.3.2. Trainees' productivity

**TABLE 5**  
Productivity of the trainees (Leather Goods)

MODELS	Quantity in syllabus	CLRI Madras	CLRI Calcutta
1. Grain de café	10	13.....	..... 7
2. Harvey	10	5.....	..... 10
3. Cap pouch	10	0.....	..... 8
4. Ondine	10	2.....	..... 6
5. Helium	5	2.....	..... 0
6. Chouette	5	0.....	..... 10
7. Medicis	10	0.....	..... 4
8. Belt COIC	5	3.....	..... 0
9. Belt ANITA	5	0.....	..... 0
10. Tool kit	2	2.....	..... 0
11. Wilson	5	3.....	..... 3
12. Sim	5	9.....	..... 4
13. Voyager	5	4.....	..... 4
14. Airport	5	1.....	..... 0
15. Nadine	5	0.....	..... 3
16. Tibule	5	3.....	..... 0
17. Saxo	5	4.....	..... 5
18. Nella	5	0.....	..... 3
19. Nikita	5	0.....	..... 3
20. Wallets	20	6.....	..... 5
21. Kevin	5	1.....	..... 0
<b>TOTAL per trainee (for Certificate only)</b>	<b>117</b>	<b>58.....</b>	<b>..... 75</b>

In comparison with the French trainees, the productivity in the 9 existing courses is about 2/3 lower.

The total production is :

-834 pieces in Calcutta for 11 trainees (75 pieces/per trainee)

-504 pieces in Madras for 9 trainees (58 pieces/per trainee)



The difference in productivity between the 2 sites might have 3 reasons :

- the difference in the management,
- the shortage of raw material in Madras,
- the presence of 2 levels of students : Certificate and Diploma in the same group.

#### 6.4. Leather Garments

##### 6.4.1. Models

8 different models have been introduced for the leather garments course :

- skirt
- waist coat (2 models)
- spencer
- Levis pants
- James
- Lara
- Aviateur

These models have been provided with their master pattern in one size. One prototype of each model has been realised under the guidance of the French experts as a reference for the Institute. Since July, CLRI is now able to grade the patterns and to introduce new patterns according to the local market. The French experts will also bring new models every time they come.

##### 6.4.2. Productivity of the trainees

TABLE 6

Productivity of the trainees (Leather garments)

MODELS	Quantity in syllabus	Quantity/trainee	
		1st course	2d course
1. Skirt	4	3	4
2. Pants	4	3	3
4. Spencer	4	3	4
5. James	4	4	3
6. Lara	4	2	4
<b>Total per trainee</b>	<b>20</b>	<b>15</b>	<b>17</b>

The total production for the Certificate course is :

-309 garments (123 in leather 186 in plastic) for 7 trainees.

Once the garments have been sold the decision will be taken concerning the models for the next course.

The total number of garments will remain the same but the number of models can be reduced to 3 :

- 2 gents' jackets (James & Aviateur)
- 1 model of waist jackets.

The number of pieces will be 6/trainee ( 1 in jeans, 5 in leather). In order to reduce the costs, the use of leather patchwork will be experimented this time. The good leather will be kept for the 3 last models.

## 6.5. Footwear

### 6.5.1. Models

#### i) Pre-training models

The pre-training of the course is given through 3 models :

- Oxford (gents' shoes)
- Derby (gents' shoes)
- Décolleté (ladies' shoes)

which are worked in synthetic and in leather.

#### ii) Fabrication models

The fabrication part takes place after the 11 th week of the training. During that phase the trainees work on 6 different models either without lining or with lining :

- Dorchester (gents' shoes)
- Monceau (gent's shoes)
- Kilty (ladies' shoes)
- Casual (gents' shoes)
- Gents' sandals (without and with lining)
- Ladies ' sandals (without and with lining)

for which the master pattern has been brought by the French expert except for the model Casual which is a CLRI model.

The quality of the product is really good now as well as the finishing. The 3 courses are working in a real team now.

For the next course, an effort should be made to balance the number of trainees between the different courses. It will facilitate the production line.

## 6.5.2. Productivity of the trainees

**TABLE 7**  
**Productivity of the trainees (Foot Wear)**

MODELS	Cutting	Closing (Total production)	Lasting
1. Décolleté	90	22	88
2. Oxford	109	109	144*
3. Monceau	114	99	40
4. Kilty	72	72	0
5. Casual	109	55	160
6. Sandals	60	60	32
7. Derby	60	0	0
<b>TOTAL</b>	<b>639</b>	<b>505</b>	<b>464</b>
<b>Number of trainees (Certificate) (Diploma)</b>	<b>6</b>	<b>4 (12)*</b>	<b>8</b>
<b>Average per trainee</b>	<b>106</b>	<b>126</b>	<b>58</b>

\*In addition to the Certificate trainees 12 Diploma have also joined the training.

The objective for the next course is to fabricate 120 pairs/trainee without steel, wood or plastic shanks.

However the trainees will be taught about their technology during the course as well as during their in-plant training. The use of shanks is not compulsory for the type of soles presently used at the Institute. They can be introduced later on when CLRI will undertake the fabrication of models with leather soles, higher heels and more luxurious shoes.

If orders are not obtained from the factories, the cutting course can be reduced to 4 months. The 2 last months will be used for a pedagogical training and courses on leather assessment.

## 7. QUALITY CONTROL

In the 3 trades : Leather Goods, Leather Garments and Footwear, the quality control is really improving. All the products can now be sold including the shoes.

Instructors must now keep focusing on the control OPERATION per OPERATION and also on the finishing of the products.

In the Leather Garments division, in comparison with the first course the quality of the leather lowered, which has consequences on the quality of the finished garment. The assembly & stitching job is well done but the value of the garment is less because of the quality of the leather.

In Calcutta as well as in Madras the factories are mainly fabricating small leather Goods. Therefore wallets and small ladies' bags have been added to the syllabus.

For this type of work the existing big cylinder sewing machines do not permit to produce a regular stitching on small items. One small cylinder machine should be purchased as well as specific attachments. In the leather fabrication the quality of the products relies on skill machines as well as on specific attachments (see list of recommended attachments in Annexure 4).

#### **8. PURCHASES OF RAW MATERIAL & ACCESSORIES**

In the leather products training, a large quantity of leather is compulsory to allow the trainees to get a good practice (see Annexure 4 : List of Raw material & Accessories).

During the 3 last months of the training a good quality leather must be provided and chosen according to the products of the syllabi. Now on the instructors must also try to get orders from the industry.

If the raw material is properly chosen the quality of the products is higher. It will facilitate the sales at the end of each course in order to provide the financial means for the next batch.

On both sites the sales have to be promptly done in order to avoid any loss due to the damp climate prevailing in the country.

On another hand the way the products are sold is essential to find out which products to maintain. For instance in India the ladies' garments can only be sold to foreigners. Therefore contacts must be taken rapidly to find the adequate network. Otherwise the fabrication has to be stopped.

The prices must also be very competitive. A product should be sold around half the price practiced on the regular market.

A nice display should be arranged in the Leather Goods & Garments Division to show the trainees's production.

All the purchases must be undertaken in one time before the beginning of each training according to the specifications and quantities indicated in Annexure 4. The instructors are to be

involved in the selection according to the product to realize. Therefore the purchase division is in no position to modify the requirements indicated in the syllabi.

However the instructors must spend a minimum time for this operation : their skill is better employed in the workshop with their trainees. This means that this purchase activity should be done between 2 courses and once for good. The actual practice is to purchase little by little the required raw material and accessories. The consequences are that the prices are high and the time spent a maximum.

#### 9. RECOMMENDATIONS FOR THE INSTRUCTORS

-Develop strong links with the industry in order to follow up your former trainees and to obtain orders from the local units

-Quality control : it must be done operation per operation and at the end of the fabrication

-Absenteeism of the trainees : a quick action has to be taken on this topic

-Pedagogical aids : each instructor should make at least 15 visual pedagogical aids before the next mission

-The number of exercises in the pre-training phase can only be lowered for pedagogical reasons i.e. when the trainee has performed well. The quality of the further training relies on this principle

-Abandon plastic and replace it with jean material and good leather patchwork.

#### 10. RECOMMENDATIONS FOR CLRI

-Purchases of raw material & accessories : A model list for raw material & accessories per division and per course is given in Annexure 4. Therefore the purchases have to be done before starting the course with the necessary involvement of the instructors.

-Purchases of attachments : specific attachments for the leather goods sewing machines must be provided to upgrade the quality of the small leather goods (see List in Annexure 4).

-Sales : A quick action must be taken on this line.

-Display : Arrange a nice display in each division to show the potential clients the products fabricated and to give a good image of the institute.

-Orders must be obtained from the industry to encourage the productivity of the trainees. The instructors must be involved in the negotiations to respect the capabilities of the trainees.

-A counterpart should be trained for every course.

-Modular Diploma courses should be organized differently : in different shifts for instance.

-A Module 2 in pedagogy should be planned for the instructors who undertook the Module 1 in April 1993.

-The pedagogical consultants should be given enough time to follow-up the different instructors and make sure that the tempo is kept up.

-The instructors trained in France should remain on this project for several years.

**ANNEXURES 1 - 2 - 3**

**DG/IND/92/402**

**CONTRACT N° 93/101**

	<b>Pages</b>
- Annexure 1 : Terms of reference	2
- Annexure 2 : List of Documents handed to CLRI	6
- Annexure 3 : List of Raw materials and Hand tools	9

**TERMS OF REFERENCE**  
for the  
**subcontract for training technical personnel**  
**for the Indian leather products industries**  
**DG/IND/90/E40**

**1. Background**

The leather and leather products industry occupies a prominent position in the Indian economy. It is a major employer and one of the top five foreign exchange earners.

*Shoe manufacturing* for export is primarily based on customer specification. As a consequence, shoe manufacturers have little experience in marketing and design skills are lacking, a problem that is hoped to be overcome, or at least reduced, by setting up of a footwear design centre. Both the industry's productivity and consistency of manufactured quality need to be improved if the country is to shake off its reputation for a mediocre product.

Today the *leather goods industry* is mainly concentrated in Calcutta. The local manufacturers produce genuine leather handbags and flat goods of excellent quality.

Exports of *leather garments* have leapt in recent years. In 1984-85 about 200,000 garments were exported and the projected figure for 1991-92 is 5 million, with a value of Rs 6,500 million (US\$220 million). Improved designs would allow India to increase the export of leather garments and to boost its share on the world market.

The subsector provides employment for around 1.4 million persons mainly from the weaker sections of society, of which nearly 600,000 are employed in flaying and recovering hides and skins. Over 700,000 persons are employed in the *cottage and small-scale industries*, which are engaged in the tanning and finishing of leather and in the production of leather footwear and other leather products. Less than 100,000 persons are employed in the medium and large-scale sector, mainly in footwear units. It is estimated that during the past five years modern factory employment increased by at least 50,000 persons, especially in the export sector. This labour - both skilled and unskilled - is comparatively inexpensive. However, labour productivity is generally low.

Several studies made by the GOVERNMENT OF INDIA, as well as by international organizations, identified four main problems needing urgent solutions. Beside *tannery pollution control, establishment of footwear component industry and lack of proper product development and marketing acute shortages of trained manpower* is what should be addressed by everybody dealing with technical development in the country. Tanneries and leather product manufacturing plants operating in India have an extremely limited source of trained personnel. The existing training facilities mainly teach obsolete technology. At the same time, there are not enough skilled specialists released. Market and fashion information (guidelines, trends and statistics, etc.) and related services available to Indian manufacturers are neither reliable nor adequate. The institutional background of the leather-based industry which is accessible, is scattered and has very little practical impact. All these facts verify the need - in terms of quantity and quality - for a *human resources development programme*, to be implemented as rapidly as possible with the assistance of appropriate institutional infrastructure.



Presently there are 55 institutions in India providing some sort of training services related to leather processing and/or leather products manufacture. The CENTRAL FOOTWEAR TRAINING CENTRE (CFTC) - one in Agra and one in Madras - offer 18 months *advanced footwear technology courses*. The plant in Madras has some old machinery, but it has sufficient space for setting up a mechanized footwear training plant. Four new classrooms are under construction and they are expected to be ready early next year. The other CENTRE in Agra will soon be relocated to a more appropriate building. The INDIAN INSTITUTE OF LEATHER PRODUCTS (IILP) in Madras was founded as a private industry initiative. Completely new equipment has been ordered for the footwear training section and it will start its operation by end 1992. It is envisaged that the activities related to leather goods and garments will also be introduced here at a later stage. The FOOTWEAR DESIGN AND DEVELOPMENT INSTITUTE (FDDI) in Noida/New Delhi has developed a range of so called self-paced training manuals for shoe manufacturing operations. It will be responsible for coordinating shoe training programmes (curriculum, syllabi, examination requirements, etc.) for similar courses run in other institutions in the country, will train managerial staff for the subsector, as well as have a fashion and design studio. The CENTRAL LEATHER RESEARCH INSTITUTE (CLRI) in Madras renders training in leather processing, footwear and leather goods manufacture at different levels (including MSc). It has several subcentres throughout India.

The UNITED NATIONS DEVELOPMENT PROGRAMME (UNDP) approved the **DG/IND/90/040 Leather Sector Programme**, which addresses the four above-mentioned objectives. The target beneficiaries are the private industry units, but the *programme* will be implemented through selected institutions, whereas the activities assigned to each institute constitutes a *project*. UNIDO is involved in the implementation of projects executed in six institutes; in five (CFTCs in Agra and in Madras, CLRI, FDDI and IILP) the professional training system has to be improved considerably. In order to ensure the quality and sustainability, it has been decided that *twinning arrangements* are to be established with appropriate institutions having experience in training instructors, designers, supervisors and/or production managers for the footwear, leather goods and leather garment industries.

## 2. Project objective

The **DG/IND/90/040 Leather Sector Programme** is designed to support the attainment of the objectives of *India's Eighth Five-Year Plan* within the leather, footwear and leather product sectors. It is directed towards generation of employment, particularly in the small-scale sector and in rural areas, and will assist in the *development of human resources* required. The programme will further assist in enhancing the export potential of the country through improved product development, quality management and marketing.

## 3. Responsibilities of the Contractor

Given the aims, objectives, project outputs and activities as described in the *Programme Document* and the *Work Plan*, the Contractor will undertake to supply the necessary expertise and services to ensure the timely implementation of the project(s). The responsibilities of the Contractor includes the following inputs:

- a) adapt its curriculum (including definition of skills required for entry and to be achieved through imparting training), syllabi, examination criteria, training materials (e.g. text books, manuals, training aids) for conducting courses for
  - leather goods cutters and assembly specialists,
  - leather garment cutters and assembly specialists,

- footwear cutters, closing, lasting and making specialists,
  - instructors (trainers of direct labour/operators),
- to be employed in the leather goods and leather garment industries;<sup>1</sup>
- b) transfer the above training programmes and documents (6 copies of each in English) to the selected institute in India, which will consequently disseminate them in the country;
  - c) specify additional basic and auxiliary equipment and/or their technical description for practical training, indicate sources of supply for the same - if required;
  - d) specify tools (including shoe lasts, patterns, cutting and marking dies, etc.) and special materials for the established training courses;
  - e) supply training aids (demonstration materials, slides, video tapes) for various training courses specified in the curriculum;
  - f) provide license on free utilization and reproduction of training materials within India;
  - g) monitor and supervise the implementation of courses in India, moderate examination activities (during 1993-1995) as follows:<sup>2</sup>
    - check conditions and advise local instructors at the beginning of the first six month courses implemented in India,<sup>3</sup>
    - moderate examinations at the end of the first courses,
    - visit courses run by the Indian counterpart institutions, moderate examinations and monitor the counterpart 'institutes' activities.
  - h) grant the right to use the name of the Contractor's institute to indicate the *equivalence* of the certificate/diploma issued by the Indian institution (if the required knowledge and skill levels are achieved);
  - i) prepare the report on activities, including recommendations on introducing special short courses in India.

#### 4. Field of expertise required

**Senior training specialist** - three working months (home base and split missions)

A qualified (having university degree) and experienced instructor or manager with profound knowledge of and experience in running a training institution or courses related to leather products manufacture.

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<sup>1</sup>It is understood that separate, six month courses will be organized for skilled workers (operators) training in seven fields: leather goods cutting and assembling; leather garment cutting and assembling (including ironing and finishing); footwear cutting, upper manufacturing (closing) and making (lasting, assembling, finishing).

<sup>2</sup>The instructors will be requested to undertake the following trips to the field: 3 weeks at the beginning and 3 weeks at the end of each course (one leather goods, one leather garment and one footwear specialist), i.e. 4.5 working months, then 3 w/m annually in 1994 and 1995.

<sup>3</sup>Local instructors will be trained at the contractor's institute under regular fellowship training conditions paid from the project.

**Teachers or instructors** - total twelve working months (home base and split missions)

Qualified and experienced lecturers and/or teachers with profound knowledge of and experience in training instructors, designers and supervisors for leather goods and leather garment manufacturing units, with special experience in conducting examinations and evaluating the achieved knowledge and skill level.

**Support staff** - three working months (home base)

Interpreters for translating manuals, specialists experienced in preparing training materials, secretaries, etc.

## 5. **General time schedule** (to be finalized before contract is awarded)

- |      |   |  |
|------|---|--|
| 5.1. | Briefing Contractor's representative in Vienna  | May 1992                                       |
| 5.2. | Finalizing training conditions<br>( <i>Equipment, course duration, entry level, etc.</i> )                                | June 1992                                      |
| 5.3. | Training local counterparts <sup>4</sup>  |  |
|      | - at the Contractor's Institute   | April - June 1993                              |
|      | - retraining in pedagogy  | July 1993                                      |
|      | - supervisor training   | March - April 1994                             |
| 5.4. | Preparing manuals and training aids   | May-June 1993                                  |
| 5.5. | Transferring training materials   | July 1993                                      |
| 5.6. | Assistance in launching courses in selected<br>Indian INSTITUTES, supervise training courses<br>and moderate examinations | September 1993<br>March 1994<br>September 1994 |
| 5.8. | Submission of the draft Terminal Report   | September 1995                                 |
| 5.9. | Submission of Terminal Report   | November 1995                                  |

CLRI:LGTRAIN.TOR

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<sup>4</sup>These activities will be financed from the fellowship training component of the project.

**UNIDO TECHNICAL ASSISTANCE PROGRAMME TO CENTRAL LEATHER  
RESEARCH INSTITUTE MADRAS/CALCUTTA  
INDIA**

IND/92/404  
CONTRACT N°93/101

**ANNEXURE 2**

**LIST OF TECHNO-PEDAGOGICAL DOCUMENTS HANDED TO CLRI**

**ANNEXURE 2****LIST OF TECHNO-PEDAGOGICAL DOCUMENTS HANDED TO CLRI****1. Training syllabi**

Qty

**-Leather Garments**

.Cutting	6
.Assembly & Stitching	6
.Technical Sheets	6

**-Leather Goods & Small Leather Goods**

.Cutting & Clicking	6
.Assembly & Stitching	6
.Technical Sheets	6

**-Footwear**

.Cutting & Clicking	6
.Closing	6
.Finishing & Lasting	6
.Technical Sheets	6

**-Pedagogy**

.4 AFPA manuals	x 6	24
.Books for the Training of Instructors Programme :		
Mager		2
Bruner		2
Vygowsky		1
Krishnan		11

**-Videos The French Vocational Training in :**

.Leather Goods & Leather Garments	6
.Foot Wear	6

**2. Training aids :**

.Lasts (Oxford, Derby, ladies' sandals. décolleté) (+4 to IILP)	8
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.master patterns for all pre-training exercices and AFPIC  
models for the 7 courses

-leather goods models	22
-leather garments models	8
-shoes models	6

- .prototypes :
- shoe uppers 5
- voyageur bags -
- pre-training products 12 sets
- leather spencer 1
- leather skirt 1
- ladies' jacket "Lara" 1
- ladies' bags 6

3.Hand Electrical Tools Equipment

- finishing set for CLRI Calcutta : 1  
(creasing electrical tools, wax applier, thread burner etc..)

**UNIDO TECHNICAL ASSISTANCE PROGRAMME TO CENTRAL LEATHER  
RESEARCH INSTITUTE MADRAS/CALCUTTA  
INDIA**

**IND/92/404  
CONTRACT N° 93/101**

**ANNEXURE - 3**

**LIST OF RAW MATERIALS & HAND TOOLS**

- LEATHER GARMENTS**
- LEATHER GOODS**
- FOOT WEAR**

## ANNEXE 3

**LEATHER GARMENTS LIST OF RAW MATERIALS & ACCESSORIES  
CUTTING  
ASSEMBLY & STITCHING (12 trainees)**

**1. PRE-TRAINING**

Items	Size	Quantity
Double side adhesive paper	5mm	24 rolls
Rubber solution	Stage brand	5 liters
Fevicol	8R 998	5 liters
Zip fastner	N°3	15 mt
Runner	N°3	120
Sewing threads	N°60	12 cones
Reinforcement material	Sugar coated	7 mt
Machine oil	Singer N°20	2 liters
Cleaning cloth		5 meters
Sewing needles	N°190 L/R N°110	70
<b>2. FABRICATION</b>		
Zip fastner	24"/25"	70
Press buttons	7/7	300 Nos
Rubber solution	stage brand	5 liters
Elastic tape		150 mt
Reinforcement materials	sugar paper	70 mt
Fevicol	SR 998	50 liters
Shoulder pads quilting type	big size	100 pairs



Sewing threads	N°60	20 cones
Eylets		1200 pieces
Rexin or leather		150 mt
Polyester lining		150 mt
Sheep nappa suede 2d grade		24 sqf
Hard board	29*24*2	50 sheets
Cutting blades		50
Chart paper (Kraft paper)		1500 Nos
Jeans cloth		120 mt
Polyester lining		240 mt
NS satin cloth		12 mt
Sheep nappa full chrome leather ABC quality		6000 sqf
Elastic rib		24 mt
Suede leather		840 sqf
Hardboard		360 Nos

## ANNEXE 3

**LIST OF RAW MATERIALS & ACCESSORIES LEATHER GOODS**  
**CUTTING & CLICKING (12 trainees)**  
**ASSEMBLY & STITCHING (12 trainees)**

**1. Pre-training & Initiation**

Items required	Size Specifications	Number of pieces
Paper Ex 1 to 16		2 100
Thread	5 colours	300 cones
Zip	N°3	84 mt
Runners		600
Brass key hooks	N°4	120
Brass eyelets	small	240
Press buttons	3/3 brass	600
Piping wire	medium size	24 rolls
Mica	(10*8 cm)	240 sheets
Press button	spring type 7/7 antique	120
Small camera case lock	1/2 brass	120
Split rivet	brass small	240
Rivet button	brass small	240
Aptan nylon thread	N° 50 3 colours	72 cones
'D' rings	1.5	60
'D' rings	3/4	120
'D' rings	1	840

2. TRAINING		
Items	Specifications	Number of pieces
Belts buckles	3/4 (brass)	300
Dog hooks	1/2 3/4	60 720
Folio lock	small big (brass)	120 60
Zip	N°3 N°5	144 mt 144 mt
Runners	N°3 N°5	540 420
Button rivets	8 mm 3 mm (brass)	540 240
Button studs	split type (brass)	960
Steel strip	190*20*2 mm 320*20*2 mm	60 60
Press button	spring type 7/7 (anodised)	240
Handle fittings	(brass)	120
Eyelts	3/2 (brass) with washer	720
Piping wire	medium  big	96 rolls  24 rolls
Cotton rope	8 mm	96 mts
Nylon tape	3 cm 4 cm	120 mts 120 mts
Double side adhesive tape	5 mm	240 rolls
Rubber solution	10 lts	30 liters
Fevicol SR 498	10 lts	50 liters

Aptan nylon thread	N°50 (3 colours)	1080 cones
Colour for cut edge	(2 colours)	2 kgs
Wax for cut edge	(2 colours)	2 kgs
Polish	(3 colours)	2kgs
Needle system	134-35/90 134-35/110	120 60

### 3.MATERIAL PER PRODUCT

#### 3.1.INITIATION

PRODUCTS	Number pieces	Fabric	Lining	Leath Board	Area Foam	Area Leather
Grain de café	120					lambskin scrap
Cap pouch	120					lambskin scrap
Harvey (key holder)	120					goatskin 1200 sqf
Ondine	120					1200 sqf
Helium (toilet kit)	120	1200 sqf				
Chouette (Belt pouch)	120					
Tool kit						
Wilson	60		15 m			21 m2
Sim	60		18 m			36 m2
Nadine	60		9 m			12 m2
Voyageur	60	40 m	30 m			17 m2
Marie	60		15 m			15 m2
Nella	60		36 m			48 m2
Belts	60					1000 sqf
Wallets	100					1000 sqf
Kevin	60			33 m2		43 m2

**LIST OF EQUIPMENT  
FOOT WEAR  
CUTTING & CLICKING (12 trainees)  
ASSEMBLY & STITCHING (15 trainees)  
LASTING (15 trainees)**

Pieces	Area/ piece (dm <sup>2</sup> )	Synthetic		Lining		Leather	
		Nb	Area (m <sup>2</sup> )	Nb	Area (m <sup>2</sup> )	Nb	Area (m <sup>2</sup> )
rect. 6*20	1.20	480	57.2	2400	288		
rect 15*20	3.00	1200	360				
PV1	9.00	160	144	160	144		
PV 2	1.80			160	28.8		
PV 3	4.09	160	65.5				
1/2 crown	1.16	160	18.6	450	52.2		
PV 4	4.66			160	74.6		
PV 5	1.46	160		23.4			
PV 6	1.82			160	29.2		
R 16	1.70			450	76.5		
R 3/R4	1.52	150 ps	22.8				
R3A	0.88	150 ps	13.2				
R4A	0.88	150 ps	13.2				
R3B	1.12	150 ps	12.6				
R4B	1.12	150 ps	16.8				
R6	1.1	160	22.4				
R6A	0.8	160	12.8				
20	2.26	160	36.2				
20A	2.26	160	36.2				
21	2.80	160	36.2				
21A	2.80	160	44.8				

1	1.50					600	90.0
2	1.53					300	45.9
3	0.98					300	29.4
10	1.11					300	33.3
16	1.01					300	30.3
21	1.01					600	60.6
22	2.22					600	133.2
23	2.46					600	147.6
1/2 crown	1.66					1800	298.8
rectangle 20*6	1.44					1800	259.2
OXFORD lining	18 18	150 ps	27	150 ps	27		
DERBY lining	19.5 16.9	150 ps	29.25	150 ps	29.35		
Décolleté	9.3 S 11.9 Le 11.2 Li	300 ps	27.9	375 ps	42	75 ps	27.9
Monceau (gents)							
Kilty							
Casual							
Sandals (gents)							
Sandals (ladies)							

<b>FOOTWEAR</b> <b>LIST OF HAND TOOLS &amp; ACCESSORIES</b> <b>(group of 15 trainees)</b>
---

**1. CUTTING & CLICKING**

	Qty
-Cardboard patterns :	15 sets
-Screw drivers :	15 Nos
-Knife holders :	15 Nos
-Cutting blades rolls :	24 rolls
-Horse :	20 Nos
-Scale 15 cms long :	15 Nos
-Cutting dies	8 Nos
-Cutting dies racks :	4 Nos
-Stand to hang hand cutting patterns:	4 Nos
-Stop watch :	2 Nos
-First aid box; -First aid box	1 No
-Brown paper roll	1 No
-Emery stone :	15 Nos
-Thick cardboard :	100 Nos
-Triangular files :	15 Nos

**2. CLOSING**

-Thread (black, white ... ) :	120
-Thread trimming :	15 Nos
-Machine stitching needles (different sizes : 70/80/90/100) R/LR/PCL	
-Brown paper rolls :	5 Nos
-Scales (swiss model/stainless steel):	15 Nos
-Rubber solution :	30 liters
-Adhesive container with brush :	15 Nos
-Folding hammers :	15 Nos
-Marking refils :	80 Nos
-Hot melt adhesive granules for thermo cement folding :	10 kg
-Reinforcement tapes	
-Neoprene adhesive :	30 liters
-Reinforcement thread :	3 rolls
-Reinforcement fabrics	
-Reinforcement synthetics (PVC coated fabric. PV coated fabric)	
-Electric irons :	2 Nos
-Electric filaments (6 volts) :	2 Nos

**3. LASTING & FINISHING**

-Hand lasting pincer :	15 Nos
-Tack puller:	15 Nos
-Staple/Tack puller :	15 Nos
-Steel scale :	15 Nos
-Hammer :	15 Nos
-Brushes (adhesive & sole attaching):	12 Nos
-Brushes (halogenation) :	12 Nos
-Wire brushes :	12 Nos

-Emery paper belt : (40 mm width/80 grit)	50 Nos
-Emery paper belt : (40 mm width/120 grit)	50 Nos
-Emery paper belt : (75 mm width/120 mm grit)	50 Nos
-Insoles (different sizes)	
-PV soles	300 prs
-PVC soles	300 prs
-TPR soles	300 prs
-MCR sheets (black)	100 Nos
-MCR sheets (brown)	100 Nos
-Lasts :	25 pairs
-Tacks	30 kgs
(square shank/10-12 mm length)	
-Tacks	20 kgs
(round shank/8/10 mm length)	
-Nails	25 kgs
(round shank/25 mm long)	
-Insole attaching nails (25 mm)	15 kgs
-Tingle nails	4 kgs
-Toe puffs (syn)	1000 prs
-Stiffners (syn)	1000 prs
-Neoprene cement	50 kgs
-Pre-cement (1 comp)	20 kgs
-Pre-cement (2 comp)	20 kgs
-Rod cement polyester	25 rolls
polyamide	25 rolls
latex	10 rolls
-Finishing chemicals	
-Wax, abrasive, caruba)	
-Teflon pads, wiper, injector	3 sets
-Electric iron	
-Dendriste	100 kgs
-Shanks	1200 prs
-Leather board (2 mm)	250 Nos
-Leather board (1.2mm)	100 Nos
-Cellulose boards	50 Nos
-V.T. Leather	100 kgs
-Heels	500 prs
-Laces	600 prs
-Hardner	5 kgs



**LIST OF EQUIPMENT  
FOOT WEAR  
CUTTING & CLICKING (12 trainees)  
ASSEMBLY & STITCHING (15 trainees)  
LASTING (15 trainees)**

Pieces	Area/ piece (dm <sup>2</sup> )	Synthetic		Lining		Leather	
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Kilty							
Casual							
Sandals (gents)							
Sandals (ladies)							

<b>FOOTWEAR</b> <b>LIST OF HAND TOOLS &amp; ACCESSORIES</b> <b>(group of 15 trainees)</b>
---

**1. CUTTING & CLICKING**

Qty

-Cardboard patterns :	15 sets
-Screw drivers :	15 Nos
-Knife holders :	15 Nos
-Cutting blades rolls :	24 rolls
-Horse :	20 Nos
-Scale 15 cms long :	15 Nos
-Cutting dies	8 Nos
-Cutting dies racks :	4 Nos
-Stand to hang hand cutting patterns:	4 Nos
-Stop watch :	2 Nos
-First aid box\$;-First aid box	1 No
-Brown paper roll	1 No
-Emery stone :	15 Nos
-Thick cardboard :	100 Nos
-Triangular files :	15 Nos

**2. CLOSING**

-Thread (black, white ... ) :	120
-Thread trimming :	15 Nos
-Machine stitching needles (different sizes : 70/80/90/100) R/LR/PCL	
-Brown paper rolls :	5 Nos
-Scales (swiss model/stainless steel):	15 Nos
-Rubber solution :	30 liters
-Adhesive container with brush :	15 Nos
-Folding hammers :	15 Nos
-Marking refils :	80 Nos
-Hot melt adhesive granules for thermo cement folding :	10 kg
-Reinforcement tapes	
-Neoprene adhesive :	30 liters
-Reinforcement thread :	3 rolls
-Reinforcement fabrics	
-Reinforcement synthetics (PVC coated fabric, PV coated fabric)	
-Electric irons :	2 Nos
-Electric filaments (6 volts):	2 Nos

**3. LASTING & FINISHING**

-Hand lasting pincer :	15 Nos
-Tack puller:	15 Nos
-Staple/Tack puller :	15 Nos
-Steel scale :	15 Nos
-Hammer :	15 Nos
-Brushes (adhesive &sole attaching):	12 Nos
-Brushes (halogenation) :	12 Nos
-Wire brushes :	12 Nos

-Emery paper belt :	50 Nos
(40 mm width/80 grit)	
-Emery paper belt :	50 Nos
(40 mm width/120 grit)	
-Emery paper belt :	50 Nos
(75 mm width/120 mm grit)	
-Insoles (different sizes)	
-PV soles	300 prs
-PVC soles	300 prs
-TPR soles	300 prs
-MCR sheets (black)	100 Nos
-MCR sheets (brown)	100 Nos
-Lasts :	25 pairs
-Tacks	30 kgs
(square shank/10-12 mm length)	
-Tacks	20 kgs
(round shank/8/10 mm length)	
-Nails	25 kgs
(round shank/25 mm long)	
-Insole attaching nails (25 mm)	15 kgs
-Tingle nails	4 kgs
-Toe puffs (syn)	1000 prs
-Stiffners (syn)	1000 prs
-Neoprene cement	50 kgs
-Pre-cement (1 comp)	20 kgs
-Pre-cement (2 comp)	20 kgs
-Rod cement	
polyester	25 rolls
polyamide	25 rolls
latex	10 rolls
-Finishing chemicals	
-Wax, abrasive, caruba)	
-Teflon pads, wiper, injector	3 sets
-Electric iron	
-Dendriste	100 kgs
-Shanks	1200 prs
-Leather board (2 mm)	250 Nos
-Leather board (1.2mm)	100 Nos
-Cellulose boards	50 Nos
-V.T.Leachter	100 kgs
-Heels	500 prs
-Laces	600 prs
-Hardner	5 kgs

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**UNIDO TECHNICAL ASSISTANCE PROGRAMME TO CENTRAL LEATHER  
RESEARCH INSTITUTE MADRAS/CALCUTTA  
INDIA**

**IND / 92 / 404  
CONTRACT N° 93 / 101**

**ANNEXURE - 4**

**DOCUMENTS CONCERNING THE FINAL EXAMS**

**Pages :**

**- Footwear Industry :**

CUTTING & CLICKING	3
CLOSING (Assembly & Stitching)	10
FINISHING & LASTING	16

**- Leather Garments Industry :**

CUTTING	26
ASSEMBLY & STITCHING	34

**- Leather Goods Industry :**

CUTTING & CLICKING	44
ASSEMBLY & STITCHING	55



LEATHER GOODS

FINAL EXAM

CENTRAL LEATHER RESEARCH INSTITUT  
ADYAR MADRAS 600 020

TRAINEES											TOTAL	Decision		Abs For Exam			
												Present	Failed				
	1 Min	2 Min	3 Min	4 Min	5 Min	6 Min	7 Min	8 Min	9 Min	10 Min							
	IA	IB	IC	VD	VE	VF	VG	VI	MI	II	XI	XII	XIII	XIV	XV	XVI	XVII
1																	
2																	
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4																	
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14																	
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16																	
17																	
18																	
19																	
20																	

OBSERVATION OF THE JURY (2 members)

Signature

INSTRUCTOR \_\_\_\_\_

IDENTIFICATION NO OF COURSE \_\_\_\_\_

From \_\_\_\_\_ To \_\_\_\_\_ OPENING DATE \_\_\_\_\_

From \_\_\_\_\_ To \_\_\_\_\_ FINISHING DATE \_\_\_\_\_

From \_\_\_\_\_ To \_\_\_\_\_ DATE OF RECORDING \_\_\_\_\_

TOTAL	XII	XIII	XIV	XV	XVI	XVII
Present (%)						
Failed (%)						
ABSENT FOR THE Exam						
DISCONTINUED THE TRAINING						
REGISTERED FROM THE BEGINNING						
CANDIDATES APPEARING						
FOR EXAMINATION ONLY						

List of Jury Mem

Place of Training \_\_\_\_\_ Specialisation \_\_\_\_\_

(Hours)

STATEMENT OF THE EXAMINATION

**SPECIALITY : FOOTWEAR INDUSTRY : CUTTING**

Marking scale for the end of the course examination

Test	Title	Duration	Partial Mark		Final Mark	
			Mark	Minimum Mark		Minimum Mark
PA F° 1	hand cutting man's model	4 H			70	42
PA F° 2	hand cutting woman's model		45	27		
PA F° 3	Placing	0 H 30	10	6		
PB	Rapidity	0 H 45	15	9		
B	mark during training				40	
C	Total for practice PA F° 1 + PA F° 2 + PA F° 3 + PB + B				110	62
D	Technology	0 H 20	20	5	20	5
Grand Total	C + D				130	67

## MARKING SCALE

Training course : Footwear industry : cutting

*Delivered Diploma : Vocational training centre - Footwear industry : cutting*

Typical notation scale			
Column	Designation	Maximum Mark	Minimum Mark
A	Practical tests (A1.A2.A3)	45	27
B	Placing	10	6
C	Practical test B	15	9
D	Total A+B+C	70	42
E	Mark during training	40	
F	Total for practical tests plus training marks	110	62
G	Technology	20	5
	<b>GRAND TOTAL</b>	<b>130</b>	<b>67</b>

**REMARKS**



## MAN'S DERBY - Test PA 1

### **Description**

Hand cutting of the different upper parts of a man's Derby with toe and outside counter

### **Work to be done**

Cutting of 8 pairs of the different upper parts of a man's Derby

- Toe
- Vamp
- Quarters
- Outside counter

DESIGNATION	Quantity	MATERIAL	AREA	REMARKS
Leather	*	Buff. goatskin, calfskin nubuk, depending on stock	*	* depending on selected leather (area) * depending on area of selected leather (quantity)
<b>MAXIMUM MARK : 20</b>		<b>DURATION</b>	<b>SIGNATURE OF THE BOARD OF EXAMINERS</b>	
Coefficient : 2.25		proposed : 4 H 30		
Minimum mark : 27.45		allowed :	Date : February 1994	
		maxi :		
		mini :		
		average :		
		Subject 1994	Executed by : C.L.R.I.	
			Practical test : A 1	
<b>FOOTWEAR INDUSTRY</b>			<b>EVCP 0728</b>	
<b>CUTTING</b>				
			N° 1 A	
			F 13	

**WOMAN'S LIGHT WALKING SHOE - Test PA 2**

**Description**

Hand cutting of a woman's walking shoe

**Work to be done**

Cutting of 8 pairs of the different upper parts of a woman's light walking shoe

- Vamp
- Quarters

DESIGNATION	Quantity	MATERIAL	AREA	REMARKS
Leather	*	Buff. goatskin, calfskin, depending on stock	*	* depending on selected leather (area) * depending on area of selected leather (quantity)
		Subject 1994	Date : February 1994	
<b>FOOTWEAR INDUSTRY CUTTING</b>			Executed by : C.L.R.I. Practical test : A 2	
			EVCP 0728	N 1 A F 2 3

**PLACING - Test PA 3**

**Description**

Placing of a man's oxford shoe pattern (vamp, quarters, tongue) on a buff side, composed of :

- Vamp
- Quarters
- Tongue

**Work to be done**

Laying out of the different patterns on the leather.  
 Partial duration allowed for this test : 30 minutes

DESIGNATION	Quantity	MATERIAL	AREA	REMARKS
Leather	*	Calfskin	195 dm <sup>2</sup>	
Patterns for oxford shoe	11 pairs			
Subject 1994			Date : February 1994	
<b>FOOTWEAR INDUSTRY</b>			Executed by : C.L.R.I.	
<b>CUTTING</b>			Practical test : Placing A 3	
			<b>EVCP 0728</b>	N° 1/A
				F° 3/3

**WOMAN'S DERBY - Test PB**

**Description**

Block cutting of the different upper parts of a woman's Derby with toe and outside counter

**Work to be done**

Press clicking of 8 pairs of the different upper parts of a woman's Derby

- Toe
- Vamp
- Quarters
- Outside counter

Partial duration allowed for this test : 45 minutes

DESIGNATION	Quantity	MATERIAL	AREA	REMARKS
Leather	*	calfskin, buff, nubuk, suede depending on stock	*	* depending on selected leather (area) * depending on area of selected leather (quantity)
Press knives	5			
<b>MAXIMUM MARK : 20</b> Coefficient : 0.75 Minimum mark : 8/15		<b>DURATION</b> proposed : 0 h 45 allowed : maxi : mini : average :		
Subject 1994			Date : February 1994	
<b>FOOTWEAR INDUSTRY</b>			Executed by : C.L.R.I.	
<b>CUTTING</b>			Test PB	
			<b>EVCP 0728</b>	N° 1/B

## TECHNOLOGY

### **Nature**

The questions will be taken from the notions or from the technical subjects which have been studied during the training.

The technical sheets given to the trainees will be placed at the disposal of the board of examiners.

The Jury decides whether the questions will be asked orally or in writing

<b>MAXIMUM MARK : 20</b>  Coefficient : 1  Minimum mark : 5/20	<b>SIGNATURE OF THE BOARD OF EXAMINERS</b>		
<b>Subject 1994</b>	<b>Date : February 1994</b>		
<b>FOOTWEAR INDUSTRY CUTTING</b>	Executed by : C.L.R.I. Technology		
	<table style="width: 100%; border: none;"> <tr> <td style="border: 1px solid black; padding: 2px;"><b>EVCP 0728</b></td> <td style="border: 1px solid black; padding: 2px;">N° 1/D</td> </tr> </table>	<b>EVCP 0728</b>	N° 1/D
<b>EVCP 0728</b>	N° 1/D		

## FOOTWEA2.XLS

**SPECIALITY : FOOTWEAR INDUSTRY:  
STITCHING PREPARATION & STITCHING**

Marking scale for the end of the course examination

TEST	TITLE	DURATION	PARTIAL MARK		FINAL MARK	
			Mark	Minimum Mark		Minimum Mark
PA F1	Preparation & stitching of 2 pairs of a man's model	6H	45	27	60	36
PA F2	Preparation & stitching of 2 pairs of a woman's model					
PB	Rapidity test	0H30	15	9		
B	Mark during training				40	
C	Practice Total PA F1+PA F2+PB+B				100	56
D	Technology	0H20	20	5	20	5
GRAND TOTAL	C+D				120	61

## MARKING SCALE

**Training course : Footwear industry : stitching preparation & stitching**

*Delivered Diploma : Vocational training centre : Stitching preparation & stitching*

Typical notation scale			
Column	Designation	Maximum Mark	Minimum Mark
A	Practical tests (A1.A2)	45	27
B	Practical test B	15	9
C	Total A+B	60	36
D	Mark during training	40	
E	Practice Total	100	56
F	Technology	20	5
	<b>GRAND TOTAL</b>	<b>120</b>	<b>61</b>

**REMARKS**

**MAN'S DERBY - Test PA 1**

**Description**

Man Derby with toe and outside counter

**Work to be done**

on the two pairs of uppers of a man's Derby

- Skiving of upper and lining
- Backing
- Folding
- Assembling of lining
- Assembling of vamp and toe
- Assembling of outside counter and quarters
- Top-stitching
- Vamping

DESIGNATION	Quantity	MATERIAL	AREA	REMARKS
Toe	4	Calfskin or buff depending on stock		
Vamp	4	" "		
Quarters	8	" "		
Outside counters	4	" "		
Heel-grip	4	Split of pigskin or goatskin depending on stock		
Lining of quarters	8	Split of pigskin or goatskin depending on stock		
Vamp lining	4	Gutta split o. pigskin or goatskin depending on stock		
<b>MAXIMUM MARK : 20</b>		<b>DURATION</b>		<b>SIGNATURE OF THE BOARD OF EXAMINERS</b>
Coefficient : 2.25		proposed : 6 H 00		
Minimum mark : 27/45		allowed :		
		maxi :		
		mini :		
		average :		
			<b>Subject 1994</b>	<b>Date : February 1994</b>
<b>FOOTWEAR INDUSTRY</b>			<b>Executed by : C.L.R.I.</b>	
			<b>Practical test : A 1</b>	
<b>STITCHING PREPARATION AND STITCHING</b>			<b>EVCP 1407</b>	<b>N° 1 A</b> <b>F 12</b>



**WOMAN'S LIGHT WALKING SHOE - Test PA 2**

**Description**

Woman's light walking shoe

**Work to be done**

On the two pairs of complete uppers of a woman's light walking shoe

- Skiving of upper and lining
- Backing
- Folding
- Assembling of lining
- Assembling of vamp and quarters
- Top-stitching

DESIGNATION	Quantity	MATERIAL	AREA	REMARKS
Vamp	4	Calfskin, buff or goatskin, depending on stock		
Quarters	8	" "		
Quarters and linings	8	Split of pigskin or goatskin depending on stock		
Vamp lining	4	Gutta or split of pigskin or goatskin depending on stock		
Subject 1994			Date : February 1994	
<b>FOOTWEAR INDUSTRY</b>			Executed by : C.L.R.I	
			Practical test : A 2	
<b>STITCHING PREPARATION AND STITCHING</b>			EVCP 1407	N° 1/A F° 2/2

**TOE/VAMP OF WOMAN'S OXFORD SHOE**  
- Test PB

**Description**

Straight toe and vamp for woman's oxford shoe

**Work to be done**

Assembling and ornamental stitches on 20 straight toe-caps and vamps of a woman's oxford shoe (assembling with one needle) realized following marking and centring.

1st stitch with backstacks stitches at start and end

2nd stitch parallel to the 1st one

Partial duration allowed for this test : 0 h 30

DESIGNATION	Quantity	MATERIAL	AREA	REMARKS
Straight toe-cap	20	Buff		
Vamp	20	"		
<b>MAXIMUM MARK : 20</b>		<b>DURATION</b>		
Coefficient 0.75		proposed : 0 H 30		
Minimum mark 8.15		allowed :		
		maxi :		
		mini :		
		average :		
		Subject 1994	Date : February 1994	
<b>FOOTWEAR INDUSTRY</b>			Executed by : C.L.R.I.	
			Test PB	
<b>STITCHING PREPARATION AND STITCHING</b>			EVCP 1407	N 1 B

**TECHNOLOGY**

**Nature**

The questions will be taken from the notions or from the technical subjects which have been studied during the training.

The technical sheets given to the trainees will be placed at the disposal of the board of examiners.

The Jury decides whether the questions will be asked orally or in writing

<p><b>MAXIMUM MARK : 20</b></p> <p>Coefficient : 1</p> <p>Minimum mark : 5/20</p>	<p><b>SIGNATURE OF THE BOARD OF EXAMINERS</b></p>	
<p>Subject 1994</p>	<p>Duration : 0 h 20</p>	<p>Date : February 1994</p>
<p><b>FOOTWEAR INDUSTRY</b></p> <p><b>STITCHING PREPARATION &amp; STITCHING</b></p>	<p>Executed by : C.L.R.I. Technology</p>	
	<p>EVCP 1407</p>	<p>N° 1/D</p>

**SPECIALITY : FOOTWEAR INDUSTRY:  
FOOT WORKSHOP**

Marking scale for the end of the course examination

TEST	TITLE	DURATION	PARTIAL MARK		FINAL MARK	
			Mark	Minimum Mark		Minimum Mark
PA F1	Complete lasting of four pairs of a man's model	3H	45	27	60	36
PA F2	Complete lasting of four pairs of a woman's model					
PB	Rapidity	0H20	15	9		
B	Mark during training				40	
C	PracticeTotal PA F1+PA F2+PB+B				100	56
D	Technology	0H20	20	5	20	5
GRAND TOTAL	C+D				120	61

## MARKING SCALE

Training course : Footwear industry : Footwear Industry : Foot workshop

*Delivered Diploma : Vocational training centre : Footwear industry - Foot workshop*

Typical notation scale			
Column	Designation	Maximum Mark	Minimum Mark
A	Practical tests (A1 A2)	45	27
B	Practical test B	15	9
C	Total A+B	60	36
D	Mark during training	40	
E	Practice Total	100	56
F	Technology	20	5
	<b>GRAND TOTAL</b>	<b>120</b>	<b>61</b>

**REMARKS**

## MAN'S DERBY - Test PA 1

### **Description**

Complete lasting of four pairs of man's Derby shoes

### **Work to be done**

- Lasting of toe
- Combined lasting of waist and of heel seat
- Rough scouring, roughing
- Attaching of sole on two pairs
- Roughing on the two other pairs

DESIGNATION	Quantity	MATERIAL	quantity	REMARKS
Derby uppers for man	4 pairs	buff or Calfskin depending on stock	4 pairs	(with hard toe-puff)
Counter	4 pairs	thermo or solvent depending on stock	4 pairs	
insole	4 pairs	Texon with incorporated schank	4 pairs	
Sole	2 pairs	Elastomer or leather depending on stock	2 pairs	
Whole length sock	2 pairs	smooth split of pigskin	2 pairs	
Lace	2 pairs		2 pairs	
Bottom filling foam	2 pairs	foam for man's shoe	2 pairs	
Nail cover	2 pairs	foam for man's model	2 pairs	
<b>MAXIMUM MARK : 20</b>		<b>DURATION</b>		<b>SIGNATURE OF THE BOARD OF EXAMINERS</b>
Coefficient : 2,25		proposed : 3 H 00		
Minimum mark : 27,45		allowed :		
		maxi :		
		mini :		
		average :		
Subject 1994			Date : February 1994	
<b>FOOTWEAR INDUSTRY</b>			Executed by : C.L.R.I.	
<b>FOOT WORKSHOP</b>			Practical test : A 1	
			<b>EVCP 2545</b>	N° 1 A F° 1 2

## WOMAN'S LIGHT WALKING SHOE - Test PA 2

### **Description**

Complete lasting of four pairs of woman's light walking shoes

### **Work to be done**

- Lasting of toe
- Combined lasting of waist and of heel seat
- Rough scouring, roughing
- Attaching of sole on two pairs
- Roughing on the two other pairs

DESIGNATION	Quantity	MATERIAL	quantity	REMARKS
light walking shoe uppers	4 pairs	buff	4 pairs	
Counters	4 pairs	Thermo or solvent depending on stock	4 pairs	
Insole	4 pairs	Texon with incorporated schank	4 pairs	
Sole	2 pairs	Elastomer or leather depending on stock	2 pairs	
Bottom filling foam	2 pairs	foam for woman's shoe	2 pairs	
Nail cover	2 pairs	foam for woman's model	2 pairs	
Subject 1994			Date : February 1994	
FOOTWEAR INDUSTRY			Executed by : C.L.R.I.	
FOOT WORKSHOP			Practical test : A 2	
			EVCP 2545	N° 1 A F 22

**LASTING - Test PB**

**Description**

Lasting of a man's Derby model

**Work to be done**

- Lasting of toe, of waist and of heel-seat of five pairs of man's shoes

Partial duration allowed for this test : 0 h 30

DESIGNATION	Quantity	MATERIAL	quantity	REMARKS
uppers	5 pairs	with thermo toe depending on stock		
Counters	5 pairs	Thermo or solvent depending on stock		
Insole	5 pairs	Texon with incorporated schank	5 pairs	
Hard toe-puff	5 pairs	Solvent depending on stock		
<b>MAXIMUM MARK : 20</b>		<b>DURATION</b>		
Coefficient : 0.75		Proposed : 0 h 30		
Minimum mark : 8.15		allowed :		
		maxi :		
		mini :		
		average :		
Subject 1994			Date : February 1994	
<b>FOOTWEAR INDUSTRY</b> <b>FOOT WORKSHOP</b>			Executed by : C.L.R.I.	
			Test PB	
			EVCP 2545	N° 1/B



**TECHNOLOGY**

**Nature**

The questions will be taken from the notions or from the technical subjects which have been studied during the training.

The technical sheets given to the trainees will be placed at the disposal of the board of examiners.

The Jury decides whether the questions will be asked orally or in writing

<p><b>MAXIMUM MARK : 20</b></p> <p>Coefficient : 1</p> <p>Minimum mark : 5/20</p>	<p><b>SIGNATURE OF THE BOARD OF EXAMINERS</b></p>	
<p>Subject 1994</p>	<p>Duration : 0 H 20</p>	<p>Date : February 1994</p>
<p><b>FOOTWEAR INDUSTRY</b></p> <p><b>FOOT WORKSHOP</b></p>	<p>Executed by : C.L.R.I. Technology</p>	
	<p><b>EVCP 2545</b></p>	<p>N° 1/D</p>

## **MATERIALS**

**THE FOLLOWING MATERIALS MUST BE PURCHASED AND PREPARED FOR THE FINAL EXAMINATION :-**

### **FOR MADRAS CENTRE**

#### **LASTING & FINISHING FOOTWEAR**

**4 PAIRS MAN'S DERBY (FROM CUTTING SECTION)**

**4 PAIRS COUNTER (THERMO OR SOLVENT )**

**4 PAIRS INSOLE (TEXON WITH SHANK )**

**2 PAIRS SOLE ( ELASTOMERE OR LEATHER )**

**2 PAIRS SOCK LINING ( PIGSKIN SPLIT )**

**2 PAIRS LACES**

**2 PAIRS FOAM FOR BOTTOM FILLING**

**2 PAIRS NAILS COVER**

**4 PAIRS LADY'S CASUAL SHOE**

**4 PAIRS COUNTER ( THERMO OR SOLVENT )**

**4 PAIRS INSOLE (TEXON WITH SHANK )**

**2 PAIRS SOLE ( ELASTOMERE OR LEATHER )**

**2 PAIRS FOAM FOR BOTTOM FILLING**

**2 PAIRS NAILS COVER**

**5 PAIRS MAN'S DERBY (FROM CUTTING SECTION )**

**5 PAIRS INSOLE (TEXON WITH SHANK)**

**5 PAIRS COUNTER ( THERMO OR SOLVENT )**

**5 PAIRS TOE PUFF ( SOLVENT )**

**NOTE:- QUANTITY FOR ONE TRAINEE**

## **MATERIALS**

**THE FOLLOWING MATERIALS MUST BE PURCHASED AND PREPARED FOR THE FINAL EXAMINATION :-**

**FOR MADRAS CENTRE**

### **PREPARATION & ASSEMBLY FOOTWEAR**

**2 PAIRS MAN'S DERBY (WITH CAP AND HEEL GRIP) FROM CUTTING SECTION**

**2 PAIRS LADY'S CASUAL SHOE (FROM CUTTING SECTION)**

**20 STRAIGHT CAPS MODEL LADY'S OXFORD SHOE**

**20 VAMPS MODEL LADY'S OXFORD SHOE**

**NOTE :- QUANTITY FOR ONE TRAINEE**

## **MATERIALS**

**THE FOLLOWING MATERIALS MUST BE PURCHASED AND PREPARED FOR THE FINAL EXAMINATION :-**

### **FOR MADRAS CENTRE**

#### **CUTTING FOOTWEAR**

**COWSKIN , CALFSKIN OR SIMILAR FOR HANDCUTTING OF  
8 PAIRS OF MAN'S DERBY 1.90-2.30 M2**

**COWSKIN,CALFSKIN OR SIMILAR FOR HANDCUTTING OF  
8 PAIRS OF LADY 'S CASUAL SHOE 1.20-1.60 M2**

**COWSKIN,OR SIMILAR FOR PLACING OF  
11 PAIRS OF OXFORD SHOE 2.00 M2**

**COWSKIN,CALFSKIN OR SIMILAR FOR PRESSCUTTING OF  
8 PAIRS OF LADY'S DERBY 1.90-2.30 M2**

**PATTERNS FOR MODEL MAN'S DERBY**

**PATTERNS FOR LADY'S CASUAL**

**PATTERNS FOR OXFORD SHOE**

**CUTTING DIES FOR LADY'S DERBY**

**NOTE :- QUANTITY FOR ONE TRAINEE**

**MATERIALS**

**THE FOLLOWING MATERIALS MUST BE PURCHASED AND PREPARED FOR THE FINAL EXAMINATION :-**

**FOR MADRAS CENTRE****CUTTING LEATHER GARMENTS**

<b>LAMBSKIN FOR 1MAN'S JACKET MODEL JAMES</b>	<b>3.00 M2</b>
<b>LAMBSKIN FOR 1 LADY'S SPENCER MODEL JULIE OR LINE</b>	<b>3.25 M2</b>
<b>LAMBSKIN FOR 5 BUTTONHOLES</b>	<b>0.75 M2</b>

**PATTERNS FOR JACKET JAMES**

**PATTERNS FOR SPENCER JULIE OR LINE**

**NOTE :- QUANTITY FOR ONE TRAINEE**

**SPECIALITY: LEATHER GARMENTS INDUSTRY  
CUTTING LEATHER GARMENTS  
NOTATION SCALE FOR END OF COURSE EXAMINATION**

TEST	TITLE	TIME	PARTIAL MARKS		FINAL MARKS	
			NOTE	MINI		MINI
PA 1	CUTTING OF ONE LADY SPENCER	2 H 30	45	27	60	36
PA 2	CUTTING OF ONE MAN'S JACKET					
PA 3						
PB	RAPIDITY TEST	0H30	15	9		
B	NOTATION DURING TRAINING				40	
C	SUB TOTAL PA1+PA2 +PA3+PB+B				100	56
D	TECHNO-LOGY		20	5	20	5
<b>GRAND TOTAL</b>	C+D				120	61

## NOTATION.XLS

## NOTATION SCALE

**TRAINING:** LEATHER GARMENTS INDUSTRY  
**SUBJECT:** CUTTING  
**DIPLOMA:** VOCATIONAL TRAINING DIPLOMA IN CUTTING

DESIGNATION	MAXIMUM MARKS	MINIMUM MARKS
PRACTICAL TESTS(A1.A2....)	45	27
RAPIDITY TEST	15	9
SUBTOTAL 1	60	36
NOTATION DURING TRAINING	40	.....
SUBTOTAL 2	100	56
TECHNO-LOGY TEST	20	5
GRAND TOTAL	120	61

OBSERVATIONS

## PRACTICAL TEST PA

**WORK TO BE DONE :-**

**HAND CUTTING OF 1 LADY'S VEST IN  
LAMBSKIN A1  
HAND CUTTING 1 MAN'S JACKET IN  
LAMBSKIN A2**

**THE FOLLOWING MATERIAL WILL BE PROVIDED :-**

DESIGNATION	QTY	MATERIAL	OBSERVATION
LEATHER PATTERNS	1	LAMBSKIN	AREA : - SET
<b>MAXIMUM MARKS : 20</b>  <b>COEFFICIENT :- 2.25</b>  <b>MINI. NOTE :- 27/45</b>		<b>TIME</b>  <b>PROPOSED :- 2 HR 30</b> <b>ALLOWED:-</b> <b>MAXI. :-</b> <b>MINI:-</b> <b>AVERAGE:-</b>	<b>SIGNATURE</b> <b>EXAMINATION BOARD</b>
YEAR 1994			DATE: MARCH 1994
CUTTING LEATHER GARMENTS			<b>EXECUTED BY : C L R I</b> <b>PRACTICAL TEST: PA 1/2</b>



P-LCS/E-1

# PRACTICAL TEST PA

## MATERIAL

DESIGNATION	QTY	MATERIAL
FRONT	2	LAMBSKIN
BACK	2	OO OO OO OO
BACK SLEEVE	2	OO OO OO OO OO
FRONT SLEEVE	2	OO OO OO OO OO
FACING	2	OO OO OO OO OO
COLLAR	2	OO OO OO OO OO
FLAP (POCKET)	1	OO OO OO OO OO
POCKET BOTTOM	1	OO OO OO OO
FRONT	2	ACETATE LINING
BACK	1	OO OO OO OO
BACK SLEEVE	2	OO OO OO OO OO
FRONT SLEEVE	2	OO OO OO OO OO
POCKET	2	OO OO OO OO OO

YEAR 1994

DATE : MARCH 1994

CUTTING  
LEATHER GARMENTS

EXECUTED BY: CLR I  
  
PRACTICAL TEST : PA 1

# PRACTICAL TEST PA

## MATERIAL

DESIGNATION	QTY	MATERIAL
BACK	2	LAMBSKIN
FRONT	2	00 00 00 00 00
BACK PANEL	1	00 00 00 00
FRONT PANEL	2	00 00 00 00
FRONT SLEEVE	2	00 00 00 00
BACK SLEFVE	2	00 00 00 00
MIDDLE SLE VE	2	00 00 00 00
PIPING (pocket)	4	00 00 00 00
FACING	2	00 00 00 00
PIPING (Int pocket)	2	00 00 00 00
FRONT PIECE (belt)	2	00 00 00 00
POCKET BOTTOM	2	00 00 00 00
POCKET BAG	2	ACETATE LINING
BACK	1	00 00 00 00
FRONT	2	00 00 00 00
FRONT SLEEVE	2	00 00 00 00
BACK SLEEVE	2	00 00 00 00

YEAR 1994

DATE : MARCH 1994

CUTTING  
LEATHER GARMENTS

EXECUTED BY: C L R I

PRACTICAL TEST : PA2





# TECHNOLOGICAL TEST

**ORAL QUESTIONS CHOSEN BY THE JURY**

**BASED ON TECHNOLOGY OF :**

**- OPERATIONS**

**- MACHINES**

**- MATERIALS**

<p>MAXIMUM MARKS : 20</p> <p>COEFFICIENT : 1</p> <p>MINI. NOTE : 5/20</p>	<p>TIME</p> <p>PROPOSED : 0HR20</p> <p>ALLOWED :</p> <p>MAXI :</p> <p>MINI :</p> <p>AVERAGE :</p>	<p>SIGNATURE</p> <p>EXAMINATION BOARD</p>
<p>YEAR 1994</p>		<p>DATE : MARCH 1994</p>
<p>CUTTING LEATHER GARMENTS</p>		<p>EXECUTED BY : C L R I</p> <p>TECHNOLOGY TEST :</p>

SPECIALITY: LEATHER GARMENTS INDUSTRY  
 ASSEMBLY AND STITCHING LEATHER GARMENTS  
 NOTATION SCALE FOR END OF COURSE EXAMINATION

TEST	TITLE	TIME	PARTIAL MARKS		FINAL MARKS	
			NOTE	MINI		MINI
PA 1	ASSEMBLING & STITCHING OF ONE MAN'S JACKET	9 HRS	45	27	60	36
PA 2						
PA 3						
PB	RAPIDITY TEST	1 HR	15	9		
B	NOTATION DURING TRAINING				40	
C	SUB TOTAL PA1 +PA2 +PA3+ PB +B				100	56
D	TECHNOLOGY		20	5		
GRAND TOTAL	C+D				120	60

# NOTATION SCALE

**TRAINING:-** LEATHER GARMENTS INDUSTRY

**SUBJECT:-** ASSEMBLY AND STITCHING

**DIPLOMA:-** VOCATIONAL TRAINING DIPLOMA IN ASSEMBLY & STITCHING

DESIGNATION	MAXIMUM MARKS	MINIMUM MARKS
<b>PRACTICAL TESTS (A1, A2, etc.)</b>	45	27
<b>RAPIDITY TEST</b>	15	9
<b>SUBTOTAL 1</b>	60	36
<b>NOTATION DURING TRAINING</b>	40	—
<b>SUBTOTAL 2</b>	100	56
<b>TECHNOLOGY TEST</b>	20	5
<b>GRAND TOTAL</b>	120	60

---

**OBSERVATIONS:-**

# PRACTICAL TEST PA

## WORK TO BE DONE :-

### PREPARATION, ASSEMBLY, STITCHING AND FINISHING

#### OF 1 MAN'S JACKET IN LEATHER WITH :

- PIPED POCKETS
- KNIT-RIB ON CUFFS, COLLAR AND BELT
- ZIP ON FRONT

## THE FOLLOWING MATERIAL WILL BE PROVIDED :-

DESIGNATION	QTY	MATERIAL	OBSERVATION
BUNDLE(upper)	1	LAMBSKIN	SEE DETAILS
BUNDLE(lining)	1	ACETATE LINING	" " "
ZIP (95 cms)	1	NYLON	OPEN
THREAD N° 81			
GUTTA			1cm, 2cm, 6cm

<b>MAXIMUM MARKS : 20</b>	<b>TIME</b>	<b>SIGNATURE</b>
<b>COEFFICIENT :- 2,25</b>	<b>PROPOSED :- 9 HRS</b>	<b>EXAMINATION BOARD</b>
	<b>ALLOWED:-</b>	
	<b>MAXI. :-</b>	
<b>MINI. NOTE :- 27/45</b>	<b>MINI:-</b>	
	<b>AVERAGE:-</b>	

YEAR 1994	DATE: MARCH 1994
ASSEMBLY & STITCHING LEATHER EXAMINERS	EXECUTED BY : C L R I PRACTICAL TEST: PA 1



P-2 F 12

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**PRACTICAL TEST PA**

**MATERIAL**

DESIGNATION	QTY	MATERIAL
BACK	2	LAMBSKIN
FRONT	2	OO OO OO OO
BACK PANEL	1	OO OO OO OO
FRONT PANEL	2	OO OO OO OO
FRONT SLEEVE	2	OO OO OO OO
BACK SLEEVE	2	OO OO OO OO
MIDDLE SLEEVE	2	OO OO OO OO
PIPING (pocket)	4	OO OO OO OO
FACING	2	OO OO OO OO
PIPING (int pocket)	2	OO OO OO OO
FRONT PIECE (belt)	2	OO OO OO OO
POCKET BOTTOM	2	OO OO OO OO
POCKET BAG	2	ACETATE LINING
BACK	1	OO OO OO OO
FRONT	2	OO OO OO OO
FRONT SLEEVE	2	OO OO OO OO
BACK SLEEVE	2	OO OO OO OO
CUFF	2	KNIT RIB (ACRYLIC)
BELT	1	OO OO OO OO
COLLAR	1	OO OO OO OO
ZIP (open) 65 cm	1	
THREAD N° 81		
GUTTA (1 , 2, 6 cm)		

YEAR 1994

DATE : MARCH 1994

ASSEMBLY & STITCHING  
LEATHER GARMENTS

EXECUTED BY: C L R I

PRACTICAL TEST : PA1

## PRACTICAL TEST A1

**MODEL:- MAN'S JACKET IN LEATHER**

**ASSEMBLY & STITCHING OF ONE JACKET  
THE FOLLOWING OPERATIONS ARE VERY IMPORTANT**

**WORK TO BE DONE FOR ONE JACKET:-**

**MAKING OF INDUSTRIAL PIPED POCKET**

**ASSEMBLY OF .TOPSTITCHED PANEL**

**ADJUSTMENT OF FACINGS**

**SLEEVE MAKING WITH CUFF AND LINING**

**ASSEMBLY SIDES AND SHOULDERS**

**ASSEMBLY RIB-KNIT AND COLLAR**

**STITCHING BACK+FLAP**

**BELT SETTING**

**ZIP FIXING**

**ASSEMBLY SLEEVE + TOPSTITCHING**

**LINING REALISATION**

**GARMENT LINING**

**TOPSTITCHING OF ZIP**

**FINISHING**





## **RAPIDITY TEST PB**

**MODEL:- PIPED BUTTONHOLES**

**WORK TO BE DONE FOR 5 PIPED BUTTONHOLES**

**PARTICULAR ATTENTION MUST BE PAID FOR THE FOLLOWING OPERATIONS:-**

**MAKING OF BUTTONHOLES**

**FOLDING OF UPPER AND FRONT**

**ADJUSTING FRONT ON FACING**

**DOUBLE TOPSTITCHING**

**FRAME STITCHING OF BUTTONHOLES**

**OPENING OF BUTTONHOLES**

**TRIMMING OF FACING**

**FINISHING**

**IRONING**

*Technique*

## TECHNOLOGICAL TEST

**ORAL QUESTIONS CHOSEN BY THE JURY**

**BASED ON TECHNOLOGY OF :**

**- OPERATIONS**

**- MACHINES**

**- MATERIALS**

<p><b>MAXIMUM MARKS : 20</b></p> <p><b>COEFFICIENT : 1</b></p> <p><b>MINI. NOTE : 5/20</b></p>	<p><b>TIME</b></p> <p><b>PROPOSED : 0HR20</b></p> <p><b>ALLOWED :</b></p> <p><b>MAXI :</b></p> <p><b>MINI :</b></p> <p><b>AVERAGE :</b></p>	<p><b>SIGNATURE</b></p> <p><b>EXAMINATION BOARD</b></p>
<p><b>YEAR 1994</b></p>		<p><b>DATE : MARCH 1994</b></p>
<p><b>ASSEMBLY &amp; STITCHING LEATHER GARMENTS</b></p>		<p><b>EXECUTED BY : C L R I</b></p> <p><b>TECHNOLOGY TEST :</b></p>

## **MATERIALS**

**THE FOLLOWING MATERIALS MUST BE PURCHASED AND PREPARED FOR THE FINAL EXAMINATION :-**

**FOR MADRAS CENTRE**

**ASSEMBLING & S1ITCHING LEATHER GARMENTS**

**1 MAN'S JACKET MODEL JAMES (FROM CUTTING SECTION) + ACCESSORIES**

**1 PLATE ( BUTTONHOLES) (FROM CUTTING SECTION) + GUTTA**

**NOTE :- QUANTITY FOR ONE TRAINEE**

**SPECIALITY: LEATHER GOODS INDUSTRY**  
**CUTTING LEATHER GOODS**  
**NOTATION SCALE FOR END OF COURSE EXAMINATION**

TEST	TITLE	TIME	PARTIAL MARKS		FINAL MARKS	
			NOTE	MINI		MINI
PA 1	CUTTING OF ONE LADY'S HANDBAG	4H	45	27	60	36
PA 2	CUTTING OF ONE MAN'S HANDBAG					
PA 3	CUTTING OF TEN WALLETS					
PB	RAPIDITY TEST	0H30	15	9		
B	NOTATION DURING TRAINING				40	
C	SUB TOTAL PA1+PA2 +PA3+PB+B				100	56
D	TECHNO-LOGY		20	5	20	5
<b>GRAND TOTAL</b>	C+D				120	61



## FOOTWEAR.XLS

SPECIALITY : FOOTWEAR INDUSTRY : CUTTING

Marking scale for the end of the course examination

TEST	TITLE	DURATION	PARTIAL MARK		FINAL MARK	
			Mark	Minimum Mark		Minimum Mark
PA F1	Hand cutting man's model	4H	45	27	60	36
PA F2	Hand cutting woman's model					
PA F3	Placing	0H30	15	9	10	6
PB	Rapidity	0H45				
B	Mark during training				40	
C	Total for practice PA F1+PA F2 +PA F3+PB+B				110	62
D	Technology	0H20	20	5	20	5
GRAND TOTAL	C+D				130	67

# PRACTICAL TEST PA

## WORK TO BE DONE :-

**HAND CUTTING OF 5 LADY'S HANDBAG PA1**

**WITH FRONT, BACK, BOTTOM, GUSSETS,**

**STRAPS ETC (SEE DETAILS)**

## THE FOLLOWING MATERIAL WILL BE PROVIDED :-

DESIGNATION	QTY	MATERIAL	OBSERVATION
PATTERNS PA1 LEATHER	1	CALFSKIN OR SIMILAR	AREA :-
<b>MAXIMUM MARKS : 20</b>  <b>COEFFICIENT :- 2.25</b>  <b>MINI. NOTE :- 27/45</b>		<b>TIME</b>  <b>PROPOSED :-</b> <b>ALLOWED:-</b> <b>MAXI. :-</b> <b>MINI:-</b> <b>AVERAGE:-</b>	<b>SIGNATURE</b> <b>EXAMINATION BOARD</b>
YEAR 1994			DATE: MARCH 1994
CUTTING LEATHER GLOVES			EXECUTED BY : CLRI PRACTICAL TEST: PA1



## PRACTICAL TEST PA

**WORK TO BE DONE :-**

**HAND CUTTING OR 5 MAN'S BAG PA2 WITH BACK,  
FRONT, FLAP, FLAP LINING, GUSSETS, POCKET,  
SHOULDER STRAP ETC (SEE DETAILS)**

**THE FOLLOWING MATERIAL WILL BE PROVIDED :-**

DESIGNATION	QTY	MATERIAL	OBSERVATION
PATTERNS PA2 LEATHER	1	COWSKIN	SET AREA :-
<b>MAXIMUM MARKS : 20</b>  <b>COEFFICIENT :- 2.25</b>  <b>MINI. NOTE :- 27/45</b>			<b>SIGNATURE</b> <b>EXAMINATION BOARD</b>
YEAR 1994		DATE: MARCH 1994	
CUTTING LEATHER GOODS		EXECUTED BY : CLRI PRACTICAL TEST: PA2	

# PRACTICAL TEST PA

## MATERIAL

DESIGNATION	QTY	MATERIAL
BACK	1	COWSKIN OR SIMILAR
FRONT	1	.....
FLAP	1	.....
FLAP LINING	1	.....
GUSSETS	2	.....
POCKET (FRONT)	1	.....
TOP BAND	1	.....
BOTTOM	1	.....
GUSSETS (POCKET)	2	.....
BOTTOM (POCKET)	1	.....
LOPP	4	.....
SHOULDER STRAP (LONG)	2	.....
SHOULDER STRAP (SHORT)	2	.....
NON-SLIPPING TAB	2	.....

YEAR 1994	DATE : MARCH 1994
CUTTING LEATHER GOODS	EXECUTED BY: C L R I  PRACTICAL TEST : PA 2

## PRACTICAL TEST PA

**WORK TO BE DONE :-**

**HAND CUTTING OF 10 WALLETS WITH COINS  
POCKET, GUSSETS, OPENINGS ETC**

**THE FOLLOWING MATERIAL WILL BE PROVIDED :-**

DESIGNATION	QTY	MATERIAL	OBSERVATION
PAT I ERNS PA3 LEATHER	1	GOATSKIN	SET AREA :-
<b>MAXIMUM MARKS : 20</b>  <b>COEFFICIENT :- 2.25</b>  <b>MINI. NOTE :- 27/45</b>			<b>SIGNATURE</b> <b>EXAMINATION BOARD</b>
		<b>TIME</b>  <b>PROPOSED :-</b> <b>ALLOWED:-</b> <b>MAXI. :-</b> <b>MINI:-</b> <b>AVERAGE:-</b>	
YEAR 1994			DATE: MARCH 1994
CUTTING LEATHER GOODS			EXECUTED BY : C L R I PRACTICAL TEST: PA3



RAPIDITY TEST

### RAPIDITY TEST PB

**WORK TO BE DONE :-**

**PRESS CUTTING OF 10 PURSES**

**(GRAIN DE CAFE) DOUBLE**

**THE FOLLOWING MATERIALS WILL BE PROVIDED**

DESIGNATION	QTY	MATERIAL	OBSERVATION
LEATHER		LAMBSKIN	AREA :-
SET OF DIES	1		SEE DETAILS

<b>MAXIMUM MARKS : 20</b>  <b>COEFFICIENT :- 0.75</b>  <b>MINI. NOTE :- 2/15</b>	<b>TIME</b>  <b>PROPOSED :- 30'</b> <b>ALLOWED:-</b> <b>MAXI. :-</b> <b>MINI:-</b> <b>AVERAGE:-</b>	<b>SIGNATURE</b> <b>EXAMINATION BOARD</b>
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<b>YEAR 1994</b>	<b>DATE: MARCH 1994</b>
<b>CUTTING LEATHER GOODS</b>	<b>EXECUTED BY : C L R I</b> <b>RAPIDITY TEST : PB</b>





## TECHNOLOGICAL TEST

**ORAL QUESTIONS CHOSEN BY THE JURY**

**BASED ON TECHNOLOGY OF :**

- OPERATIONS
- MACHINES
- MATERIALS

<b>MAXIMUM MARKS : 20</b>  <b>COEFFICIENT : 1</b>  <b>MINI. NOTE : 5/20</b>	<b>TIME</b>  <b>PROPOSED : 0HR20</b> <b>ALLOWED :</b> <b>MAXI :</b> <b>MINI :</b> <b>AVERAGE :</b>	<b>SIGNATURE</b> <b>EXAMINATION BOARD</b>
<b>YEAR 1994</b>		<b>DATE : MARCH 1994</b>
<b>CUTTING LEATHER GOODS</b>		<b>EXECUTED BY : C L R I</b> <b>TECHNOLOGY TEST :</b>

**SPECIALITY: LEATHER GOODS INDUSTRY  
ASSEMBLY AND STITCHING LEATHER GOODS  
NOTATION SCALE FOR END OF COURSE EXAMINATION**

TEST	TITLE	TIME	PARTIAL MARKS		FINAL MARKS	
			NOTE	MINI		MINI
PA 1	ASSEMBLY & STITCHING OF ONE LADY'S HANDBAG	10 HRS	45	27	60	36
PA 2	ASSEMBLY & STITCHING OF ONE MAN'S HANDBAG					
PA 3						
PB	RAPIDITY TEST	0 H30	15	9		
B	NOTATION DURING TRAINING				40	
C	SUB TOTAL PA1 +PA2 +PA3+ PB +B				100	56
D	TECHNOLOGY		20	5		
GRAND TOTAL	C+D				120	60

## NOTATION SCALE

**TRAINING:-** LEATHER GOODS INDUSTRY

**SUBJECT:-** ASSEMBLY AND STITCHING

**DIPLOMA:-** VOCATIONAL TRAINING DIPLOMA IN  
ASSEMBLY & STITCHING

DESIGNATION	MAXIMUM MARKS	MINIMUM MARKS
PRACTICAL TESTS (A1, A2, etc.)	45	27
RAPIDITY TEST	15	9
SUBTOTAL 1	60	36
NOTATION DURING TRAINING	40	—
SUBTOTAL 2	100	56
TECHNOLOGY TEST	20	5
GRAND TOTAL	120	60

---

**OBSERVATIONS:-**

## PRACTICAL TEST PA

**WORK TO BE DONE :-**

**PREPARATION, ASSEMBLY, STITCHING AND FINISHING**

**OF :**

- 1 MAN'S BAG PA2
- 1 LADY'S BAG PA1

**THE FOLLOWING MATERIAL WILL BE PROVIDED :-**

DESIGNATION	QTY	MATERIAL	OBSERVATION
CUT PIECES PA1	1	CALFSKIN OR COWSKIN	SEE DETAILS
CUT PIECES PA2	1	CALFSKIN OR COWSKIN	SEE DETAILS
ACCESSORIES	1		SET
THREAD ETC			SEE DETAILS

<p><b>MAXIMUM MARKS : 20</b></p> <p><b>COEFFICIENT :- 2.25</b></p> <p><b>MINI. NOTE :- 27/45</b></p>	<p><b>TIME</b></p> <p><b>PROPOSED :- 10 HRS</b></p> <p><b>ALLOWED:-</b></p> <p><b>MAXI. :-</b></p> <p><b>MINI:-</b></p> <p><b>AVERAGE:-</b></p>	<p><b>SIGNATURE</b></p> <p><b>EXAMINATION BOARD</b></p>
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<p>YEAR 1994</p> <p>ASSEMBLY &amp; STITCHING LEATHER GOODS</p>	<p>DATE: MARCH 1994</p> <p>EXECUTED BY : C L R I PRACTICAL TEST: PA 1/2</p>
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# PRACTICAL TEST PA

## MATERIAL

DESIGNATION	QTY	MATERIAL
FRONT	1	LEATHER-COWSKIN
BACK	1	.....
BOTTOM	1	.....
SHOULDER STRAP	2	.....
STRAP (large)	2	.....
STRAP (medium)	2	.....
STRAP (small)	2	.....
LATERAL STRAP (2 cms)	2	.....
CORD	1	.....
PIPING	1	.....
TAG	1	.....
FRONT	1	LINING-SYNTHETIC
BACK	1	.....
BOTTOM	2	.....
POCKET	1	.....
BOTTOM	1	CARDBOARD
BUCKLES	1	BRASS
RINGS	6	.....
"D" RINGS	2	.....
DOMES	4	.....
RIVETS	2	.....
SNAP-HOOKS	2	.....
ZIP	1	NYLON
STRING FOR CORD	1	
SRING FOR PIPING	1	

YEAR 1994

DATE : MARCH 1994

ASSEMBLY & STITCHING  
LEATHER GOODS

EXECUTED BY : C L R I

PRACTICAL TEST : PA 1

## PRACTICAL TEST A1

**MODEL:- LADY'S HANDBAG**

**WORK TO BE DONE FOR ONE HANDBAG:-**

**ASSEMBLY & STITCHING OF ONE HANDBAG  
THE FOLLOWING OPERATIONS ARE VERY IMPORTANT**

**COLOURING**

**TRACING**

**CEMENTING**

**STITCHING-STRAPS**

**ASSEMBLY-BACK & FRONT**

**FOLDING**

**TRACING FOR ACCESSORIES**

**BOTTOM LINING**

**ZIP FIXING**

**BOTTOM ASSEMBLY**

**SHOULDER STRAP PREPARATION**

**OVERTRUMPING**

**EYELET SETTING**

**FINISHING**





## PRACTICAL TEST A2

**MODEL:- MEN'S HANDBAG SIM**

**ASSEMBLY & STITCHING OF ONE HANDBAG  
THE FOLLOWING OPERATIONS ARE VERY IMPORTANT**

**WORK TO BE DONE FOR ONE HANDBAG:-**

**COLOURING**

**COUNTER-GLUEING**

**POCKET LINING**

**POCKET STITCHING**

**TRACING**

**POCKET FIXING ON FRONT**

**STITCHING-BACK+FLAP**

**FIXING OF RINGS**

**LINING**

**STITCHING**

**SHOULDER STRAP PREPARATION**

**FINISHING**





EXAMPLES

## RAPIDITY TEST RB

MODEL:- GRAIN DE CAFE (DOUBLE)

WORK TO BE DONE FOR THREE PURSES:-

ASSEMBLY, STITCHING AND FINISHING OF THREE PURSES (GRAIN DE CAFE)

DOUBLE

PARTICULAR ATTENTION MUST BE PAID FOR THE FOLLOWING OPERATIONS:-

STITCHING- ZIP

ASSEMBLY -GUSSETS

ASSEMBLY -STRAP

ASSEMBLY -SEPARATION

STITCHING

RING FIXING

TURN INSIDE OUT

TEP.MA

## TECHNOLOGICAL TEST

**ORAL QUESTIONS CHOSEN BY THE JURY**

**BASED ON TECHNOLOGY OF :**

- OPERATIONS
- MACHINES
- MATERIALS

<b>MAXIMUM MARKS : 20</b>  <b>COEFFICIENT : 1</b>  <b>MINI. NOTE : 5/20</b>	<b>TIME</b>  <b>PROPOSED : 0HR20</b> <b>ALLOWED :</b> <b>MAXI :</b> <b>MINI :</b> <b>AVERAGE :</b>	<b>SIGNATURE</b> <b>EXAMINATION BOARD</b>
<b>YEAR 1994</b>		<b>DATE : MARCH 1994</b>
<b>ASSEMBLY &amp; STITCHING LEATHER GOODS</b>		<b>EXECUTED BY : CL R I</b> <b>TECHNOLOGY TEST :</b>

## MATERIALS

THE FOLLOWING MATERIALS MUST BE PURCHASED AND PREPARED FOR THE FINAL EXAMINATION :-

### FOR MADRAS CENTRE

#### CUTTING LEATHER GOODS

CALFSKIN OR SIMILAR FOR 5 BAGS SAXO	4.00 M2
COWSKIN OR SIMILAR FOR 5 BAGS SIM	4.00 M2
GOATSKIN FOR 10 WALLETS B11	1.50 M2
LAMBSKIN FOR 10 PURSES GRAIN DE CAFE	0.50 M2

PATTERNS MODEL SIM

PATTERNS MODEL SAXO

PATTERNS MODEL B11

DIES MODEL GRAIN DE CAFE (DOUBLE)

NOTE : QUANTITY FOR ONE TRAINEE

## MATERIALS

THE FOLLOWING MATERIALS MUST BE PURCHASED AND PREPARED FOR THE FINAL EXAMINATION :-

### FOR CALCUTTA CENTRE

#### CUTTING LEATHER GOODS

CALFSKIN OR SIMILAR FOR 5 BAGS SAXO	4.00 M2
COWSKIN OR SIMILAR FOR 5 BAGS SIM	4.00 M2
GOATSKIN FOR 10 WALLETS B11	1.50 M2
LAMBSKIN FOR 10 PURSES GRAIN DE CAFE	0.50 M2

PATTERNS MODEL SIM

PATTERNS MODEL SAXO

PATTERNS MODEL B11

DIES MODEL GRAIN DE CAFE (DOUBLE)

NOTE : QUANTITY FOR ONE TRAINEE

## **MATERIALS**

**THE FOLLOWING MATERIALS MUST BE PURCHASED AND PREPARED FOR THE FINAL EXAMINATION :-**

### **FOR CALCUTTA CENTRE**

#### **ASSEMBLING & STITCHING LEATHER GOODS**

**1 HANDBAG MODEL SAXO (FROM CUTTING SECTION) + ACCESSORIES**

**1 HANDBAG MODEL SIM (FROM CUTTING SECTION) + ACCESSORIES**

**3 PURSES GRAIN DE CAFE (DOUBLE ) (FROM CUTTING SECTION) + ACCESSORIES**

**NOTE :- QUANTITY FOR ONE TRAINEE**



2000-2001

**UNIDO TECHNICAL ASSISTANCE PROGRAMME TO CENTRAL LEATHER  
RESEARCH INSTITUTE MADRAS/CALCUTTA  
INDIA**

IND / 92 / 404  
CONTRACT N° 93 / 101

**ANNEXURE 5      TECHNO-PEDAGOGICAL DOCUMENTS**

	Pages
- Training Programme for Instructors	2
- List of participants	5
- Pedagogical Advices for the Instructors	7
- Training a Pedagogical Consultant	9
- Training a Counterpart	10
- Synthetic Documents (Leather Goods/Leather Garments/Footwear)	12
- Mark Sheet (examples of analytical marking)	27
- Chart for Monthly Reports	35
- Jury's appreciations	38

21/11/1994



## TRAINING PROGRAMME OF INSTRUCTORS

Module 0	PRACTICAL TRAINING	upto 30 weeks
Module 1	Applied Pedagogy	(3 weeks)
Module 2	Specialised Pedagogy, Exchange and analysis of pedagogical practice	( 2 weeks)
Module 3	Exchange and analysis of pedagogical practice Presentation of the reports to the final jury	(1 week)

The practical training can take place either in the contractor's centres (upto 30 weeks) or in one of the AFPA's centres. The duration of this practical training will depend upon the instructor's skills in his own trade.

### GENERAL OBJECTIVE OF THIS PROGRAMME

- Ensure the full transferring of the French Vocational training technology within the contractor's Institutes.
- Ensure that the training programmes are conducted in line with existing French norms.

The TRAINING PROGRAMME FOR INSTRUCTORS itself is organized in 3 MODULES.

### MODULE 1 APPLIED PEDAGOGY

#### PREREQUISITES :

- 25 years of age
- 10 + 2 and above
- preferably 5 years experience in the trade within the industry (minimum 1 year experience)
- holding a certificate or diploma in the concerned trade.
- communication minded
- the candidates who have not enough skills in their trade should undertake a Mo.

MEDIUM OF INSTRUCTION : English

DURATION : 3 weeks

PLACE : FRANCE or in the Contractor's centres

OBJECTIVES : At the end of this module, the instructors will be able to :

ofca r

- know how to operate the technical and pedagogical documents
- be able to conduct a vocational training course under the guidance of an experienced instructor
- know-how to operate the pedagogical documents.
- know how to organize a vocational training
- break down problems into elements that could be easily assimilated
- teach one thing at a time, step by step
- give the trainees the means for finding the solution by themselves

- CONTENTS :
- writing instructional objectives
  - the AFPA pedagogical method
  - necessity of a close relationship with the professional life
  - analysis and organization of a training content
  - determining factors of a training situation and their inter-relationship : instructor/trainee/ institution/environment/content
  - how to prepare a lesson
  - pedagogical aids
  - daily report book
  - collective mark book
  - collective time coefficient chart book

APPROACH : Simulation of practical lessons  
Group discussions

MODULE 2 EXCHANGE & ANALYSIS OF PEDAGOGICAL PRACTICE
--

PREREQUISITES :      -having followed Module M1  
                          -having conducted one full course under the guidance of an experienced instructor

DURATION :           2 weeks

OBJECTIVES :        -manage a vocational training programme alone

CONTENT                -Discussion on the problems faced during the first course :

- .relationship with the students :  
absenteism, lateness...
- .organization reminders :planning of purchases,daily report books, time coefficient charts book, mark book, review lessons...
- .technical reminders : pre-training, fabrication (order of exercices, key points in quality control per operation ...)

afpa

- Assessment of training
- .organization of the final exam
- .lessons preparation
- Preparation of a reading note on "The psychology of learning" in S.S.Krishnan, The Methodology of training (chapter 2)
- Preparation of a reading note on the vocational training environment in the concerned country
- Reading and discussion about chapters 3,4,5,6,7,8,9 and 10.
- Quality control
- Case studies

**MODULE 3 Exchange and analysis of pedagogical practice**  
**Presentation of the reports to the final jury**

**PREREQUISITES :**

- having followed the 2 sessions Module 1 & Module 2
- having conducted 1 or 2 courses. Usually this Module takes place after a second experience of conducting alone or in a team a vocational training programme.

**DURATION :** One week

**OBJECTIVES :**

- acquire analysis tools for later situations
- formalize an experience in a written report
- self-reliance

**CONTENTS :** Preparation and presentation of the following reports to the jury :

- Synthesis note
- Pedagogical note
- Environment note
- Reading notes

<b>TRAINING OF INSTRUCTORS</b>
--------------------------------

**LISTS OF INSTRUCTORS**

- 1) MO & MI : TECHNO PEDAGOGICAL TRAINING IN FRANCE  
(14/04/93 au 14/07/93) (1st group)

**1.1. FOOTWEAR**

GNANAPRABHU F.	(CLRI Madras)	Cutting & Clicking
DHANASEKARAN T.M.	(CLRI Madras)	Closing
DEVABALAN A.	(CLRI Madras)	Lasting
SUKUMAR S	(IILP Madras)	Cutting & Clicking
RAVICHANDRAN M	(IILP Madras)	Lasting
JAHANGIR A	(IILP Madras)	Closing

**1.2. LEATHER GARMENTS**

KHAN N.A	(NIFT Delhi)	Assembly & Stitching
RAMAKHRISHNAN R.	(CLRI Madras)	Cutting
DILEEPKUMAR Desingh	(CLRI Madras)	Assembly & Stitching

**1.3. LEATHER GOODS**

SAHA A.K.	(CLRI Calcutta)	Assembly & Stitching (only 1 month)
DAS G.K.	(CLRI Calcutta)	Cutting & Clicking
SUBRAMANIAN D.C	(CLRI Madras)	Assembly & Stitching
NATESAN S.	(CLRI Madras)	Cutting & Clicking

2. MODULE 2 & MODULE 3 at CLRI MADRAS  
(M2: 11/04-22/04/1994)  
(M3: 14/11-18/11/1994)

**2.1. FOOTWEAR**

GNANAPRABHU K	(CLRI Madras)	Cutting & Clicking
DHANASEKARAN T.M.	(CLRI Madras)	Closing
DEVABALAN A.	(CLRI Madras)	Lasting

**2.2. LEATHER GARMENTS**

RAMAKHRISHNAN R.	(CLRI Madras)	Cutting
DILEEPKUMAR Desingh	(CLRI Madras)	Assembly & Stitching

**2.3. LEATHER GOODS**

SAHA A.K.	(CLRI Calcutta)	Assembly & Stitching (only 1 month)
DAS G.K.	(CLRI Calcutta)	Cutting & Clicking
SUBRAMANIAN D.C	(CLRI Madras)	Assembly & Stitching
NATESAN S.	(CLRI Madras)	Cutting & Clicking

## 2.4. PEDAGOGICAL CONSULTANTS

Dr GUPTA (CLRI Madras)  
NACHIAPAN (CLRI Madras)

### 3. MODULE 1. PEDAGOGICAL TRAINING/CLRI MADRAS (4/04-22/04/1994) (2d group)

Mr BAL  
Mr BALAKHRISNAN  
Mr BHASKAVAN  
Mr CHAKVAVARTY (IILP Madras)  
Mr DELLIRAJ (IILP Madras) \*  
Mrs GEELHALAKSHMI (CLRI Madras)  
Dr GUPTA (CLRI Madras)  
Mr JAGDEESWARAN (CLRI Madras) \*  
Mr NACHIAPAN (CLRI Madras)  
Mr NAZAR  
Mr NATHIVANNAN  
Mrs PATEL (FIVT Pondicherry)  
Mr RAFEEG  
Mr SAHA (CLRI Calcutta) \*  
Mr SUBBARAMAN

\* have followed a full certificate course at CLRI Madras or Calcutta

<b>PEDAGOGICAL ADVICES FOR THE INSTRUCTORS</b>
--

As your AFPIC instructor did in France :

-When you give an explanation gather all the trainees and give the explanation to all of them at the same time

-Speak loudly enough to permit every trainee to hear your explanations

-Your place is in the workshop. When the trainees are busy doing their exercise, check their work and practice yourself *the exercises*

-Any time you have to leave the workshop (for a serious reason), give the trainees an exercise  
Any administrative work has to be done outside the class *schedule*.

-Since your return from France, all the patterns for the initiation part as well as for the models fabrication should have been prepared before our arrival. This is the instructors' responsibility.

-Every instructor has to verify the quality of the patterns before giving them to the trainees.  
They also have to be checked after the exercise since the trainees might have cut them.

-Before cutting all the exercises or the models, PLEASE give one to the Assembly and Stitching instructor for a last checking.

-Before any cutting exercise, show the trainees the purpose of it. They must foresee what they are going to cut.

-The syllabus, the list of the exercises with the quantities, the timing, the instructors's file should ALWAYS be in the workshop. That way everything is under hand for the instructor as well as for the trainees.

-A revision lesson has to take place every week at least to go over what has been seen in the workshop the last few days. This lesson is prepared by the instructor. The preparation is WRITTEN and has to be kept in the instructor's file. The trainees have to participate (they must answer the questions and be able to express all their doubts at this time).

-Every morning the WRITTEN lesson preparation must be on the instructor's desk IN THE WORKSHOP.

-Every evening some time must be taken to help the trainees write down IN THEIR OWN WORDS the work which has been done during the day. This will be kept in their file along with a

sample of every exercise which has been done. Each sample must be accompanied with the timing for 5 pieces (initiation) and the appreciation of the instructor. The other pieces will be kept by the instructor.

Each trainee is expected to clean his place, to put together his tools before leaving the workshop in the evening.

*daily*  
-A report book will be kept by the instructor mentioning day by day what is going on in the section, how the trainees are managing : their progresses, their difficulties, absenteeism etc... Each instructor should also mention in this DAILY report the date the purchases have been ordered, the date they have been received.

Later on, the orders from the factories, the day they were realised, the incidents etc... have to be marked down.

-A timing graph has to be done for the initiation and for the training itself :

- list the trainees, the exercises
- have the trainees calculate the time spent to realise all the samples of each sery
- calculate the average timing
- indicate the allowed time or calculate it in doing yourself the exercise
- indicate the coefficient per exercise and show it on the graph

-Each instructor has to work AT LEAST 1 hour/day outside the class to PREPARE, ORGANISE the course.

This can be done either in the morning from 8.30 to 9.30 or in the evening.

-Each instructor is expected to work at least 3 hours every week-end on the lessons preparations, on the practice, on preparing the Xerox copies etc...

-Purchases : orders have to be placed ahead of time in order to have them at least ONE WEEK before the lesson is planned

-A MONTHLY REPORT has to be sent to AFPA

-MARK SHEET : have to be used for the initiation application exercises and for the fabrication. They are very important since the training marks have to be included in the final exam mark. This has to be explained to the trainees.



## TRAINING A PEDAGOGICAL CONSULTANT

**OBJECTIVES :** In this programme, CLRI will undertake the pedagogical training for its own staff and also for the other Indian institutes. This way we shall ensure the full transferring of the French Vocational training technology within the Indian Institutes.

**PREREQUISITES :** 25 years minimum  
Motivated by the vocational training system  
Communication minded  
MA or MSC  
Preferably having completed a pedagogical training as an instructor & succeeded at the final exam

**METHODOLOGY :**

1. Follow Modules 1 & 2
2. Read all the reports concerning this UNDP/UNIDO project
2. Observe the different certificate courses in Foot-wear, Leather Garments & Leather Goods in order to understand the organization, the system of teaching, the different operations involved. This should take at least 3 days in each course.
3. Prepare all the written documents for the module 3 :
  - 3 reading notes
  - Environment note (4 to 5 pages)
  - Synthesis note (4 to 5 pages)
  - pedagogical note (4 to 5 pages)
4. Follow the Module 3 and take the final exam
5. Conduct a Module 1 for the future instructors.  
For this first course the help of Mr PATNAIK is highly recommended

**OBSERVATION :** This methodology should enable CLRI to undertake the full programme under its technical & pedagogical aspects.

<b>TRAINING A COUNTERPART</b>
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**PREREQUISITES :** 25 years old  
 Motivated for practical work  
 Communication minded  
 10+ 2 minimum  
 Having succeeded at the final exam  
 for the CONCERNED certificate course  
 Preferably 5 years professional  
 experience within industry (minimum 1 year)

**DURATION :** 1 year

**PEDAGOGICAL COURSE :** Each candidate should follow a  
 pedagogical course (Module 1/Module 2/  
 Module 3)

The Module 1 should be followed before  
 acting as a counterpart in a course  
 Module 2 will take place at the end of this  
 first experience  
 Module 3 is programmed after the 2nd course

**METHODOLOGY :**

1. During the 1st course, the future counterpart will participate in the course as a trainee. This means that the candidate must do every exercise until it is properly done. Then he must sit and write down every detailed operation. The instructor in charge of the course acts as a tutor. He will check thoroughly the quality of the practical work as well as the writing of the description of each operation.
2. During this first course or preferably the second one, the counterpart is also learning his future job as an assistant instructor. Therefore he will observe the way the instructor demonstrates each operation, prepares his lessons, uses the different documents : lesson preparations, mark sheet, time sheet, daily report book, raw material stock & orders, attendance sheet.
3. Once a month the pedagogical instructor will come and observe the counterpart in situation. He will also look thoroughly at the files (the counterpart's as well as the other students).

**ORGANIZATION OF THE FINAL EXAMS :**

1.The counterpart will be involved in the preparation of the final final exam.

2.The way to handle the situation is taught in the Module 2 (Pedagogical training).

**OBSERVATIONS :**

1.It might happen that the status of the instructor is lower than the counterpart's. This situation is TEMPORARY and should not interfere during the training. In our professional life we all MUST undertake trainings irrespective our status. Once we are instructor, the next time we are trainee.

2.If the counterpart is going to work in another institute, one piece of each model should be bought by the institute in order to present them to their future trainees. Each piece has to be thoroughly controlled and corrected by the counterpart himself since they will be exposed in the other institute as a reference.

**ANNEXURE 5**

**SYNTHETIC DOCUMENTS : Leather Good/Leather  
Garments/Footwear**

## ANNEXURE 5

**FOOTWEAR  
CUTTING  
ASSEMBLY & STITCHING**

REF.	Number	Time allowed Cutting      A & S	
<b>(Paper)</b>			
0 bis	10		6.15'
1bis			6.15'
2bis			5'
3			5'
4			5'
4bis			5'
5			12'
6			6'
7bis			9'
8			10'
9			5'
9bis			5'
10			6'
11bis			6'
12bis			6'
13			5'

<b>(Synthetic)</b>		
Rectangles (6*20)	1.25'	12'
Rectangles (15*20)	1.50'	14'
1/10a (PV1) 1/10b (PV2) 1/10c	1.1'6" 2 P*	5' 13'
1/11	2.2'	20'
1/12 (PV4)	P	2'
1/13a (PV5) 1/13b (PV6)	P P	20' 18'
1/14 (R16) R3A R4A R3A/R4A R3B R4B R3B/R4B	2' 2.50' 2.50'  2.30' 2.30'	6'  6.30'
1/15 R6	2.50'	1.30'
1/16a 1/16b 1/16c	2.50'	2.30' 2' 4'
1/17		1'
1/18		
1/19a 1/19b		10' 7'
1/20 (pairs)	5'	6'
1/21 (pairs)	5'	6'
1/22a (pairs) 1/22b (pairs)	5' 5'	30" 70"
1/23	3.5'	3'
1/24	P	5.30'
1/25	P	6'
1/26a	P	6'
1/26b	P	8'

1/27	3.50'	2.30'
1/28 (pairs)	P	15'
1/30a	2.5'	12'
1/30b	2'	12'
1/31		6'
1/32a 1/32b		7.30' 7.30'
1/33		7.30'
1/34a		6'
1/34b		6'
1/35a 1/35b		6.15' 6.15'

P : clicking

## 2. PRE-TRAINING MODELS

REF.	Material	Number	Time allowed/pair		
			Cutting	A & S	Lasting
OXFORD	synth leather	3 to 5	5'	24'	30'
		2 to 5	7'	36'	33'
DERBY	synth leather	3 to 5	5'	28'	32'
		2 to 5	7'	42'	35'
DECOL.	synth leather	3 to 5	2'	14'	25'
		2 to 5	3'	20'	28'

## 3. FABRICATION MODELS

REF	Leather	Number	Time allowed/pair		
			Cutting	A & S	Last
DORCHESTER		2 to 4	14'	62'	43'
MONCEAU		2 to 4	12'	20'	43'
GENTS' SANDALS	no lining	5	5'	10'	10'
	w. lining	5	10'	24'	12'
LADIES' SANDALS	no lining	5	10'	24'	12'
	w. lining	5	20'	30'	15'

**4.A & S OPERATIONS/BASIC TIMES FOR DORCHESTER**

-Marking	3'
-Perforating	9'
-Ornamentation	13'
-Back assembly	3'
-Open jointing	6'
-Vamping	8'
-Assembling lining	6'
-Top stitching	~'
-Placing of skin tongue	3'
-Inserting of eyelets	4'

**5.LASTING OPERATIONS/BASIC TIMES FOR DORCHESTER**

-Preparation of trolley	3'
-Insole attaching	2'
-Toe puff attaching	4'
-Counter attaching	4'
-Counter moulding	2'
-Back tacking	2'
-Toe puff activation	2'
-Toe & side lasting	3'
-Side tacking	4'
-Heel seat lasting	3'
-Pounding	8'
-Heat setting	8'



<b>ANNEXURE 5</b>
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**LEATHER GARMENTS ASSEMBLY & STITCHING  
CUTTING**

**1. INITIATION :**

1.1. Paper exercises without & with thread : each exercise is done 10 times.

Time is counted for the 5 last pieces only

Ref.N°	Time Cutting	Time A & S
01	3'	10'
02	3'	10'
03	3'	10'
04	4'	20'
05	4'	10'
06	4'	15'
07	4'	15'
08	4'	20'
09	4'	10'
10	4'	15'
11	4'	10'
<b>(with thread)</b>		
12	NO	20'
13		20'
14		10'
15		10'
16		12'
17		20'
18		20'
19		25'
20		NO 30'
21		NO 30'

**1.2. PLASTIC & LEATHER :** Each exercise is done 10 times  
5 in plastic for the training. 5 in leather for training and  
timing. The allowed time is given for the last 5 pieces.

Ref.N°	Plastic (Number of pieces)	Leather	Time A & S
14	5	5	3'
09	5	5	7'
12	5	5	15'
11	5	5	5'
15/16/17	5	5	30'
18	5	5	10'
19	5	5	30'
21	5	5	5'
22	5	5	6'
23/24	5	5	10'
25	5	5	12'
26	5	5	12'
27	5	5	12'
28	5	5	10'
29	5	5	15'
30	5	5	3'
31	5	5	4'
32	5	5	20'
33	5	5	15'
34	5	5	8'
35	5	5	10'
36	5	5	10'
37	5	5	10'
38	5	5	20'

1-3 INITIATION FOR LEATHER GARMENT (CUTTING DEP.)					
PEDAGOGICAL CLASSIFICATION					
REF. N°	QUANTITY			AREA	TIME
	PLASTIC	LEATHER	LINING.		
2A	75	75		0.96dm <sup>2</sup>	30"
1B	75	75		0.75 dm <sup>2</sup>	20"
8B	75	75		0.76 dm <sup>2</sup>	15"
5B	75	75		1.57 dm <sup>2</sup>	25"
5A	75	75		0.90 dm <sup>2</sup>	20"
13B	600	300		0.80 dm <sup>2</sup>	15'
14B	150	75		0.72 dm <sup>2</sup>	15"
14C	150	75		0.90 dm <sup>2</sup>	15"
18A	75	75		2.45 dm <sup>2</sup>	30"
18B	75	75		1.05 dm <sup>2</sup>	20"
13A	300	150		2.80 dm <sup>2</sup>	30"
7A	75	75		2.30 dm <sup>2</sup>	30"
11B	150	75		2.70 dm <sup>2</sup>	30"
11A	150	75		4.48 dm <sup>2</sup>	30"
19A	75	75		1.51 dm <sup>2</sup>	30"
17B	75	75		2.00 dm <sup>2</sup>	25"
24A	75	75		2.60 dm <sup>2</sup>	30"
24B	75	75		2.00 dm <sup>2</sup>	30"
26 A	75 left 75 right	75 left 75 right		0.60 dm <sup>2</sup>	30"
23A	75	75		1.45 dm <sup>2</sup>	30"
4A	75	75		4.80 dm <sup>2</sup>	40"
14A	300	150		2.87 dm <sup>2</sup>	1'
11E	150	75		1.20 dm <sup>2</sup>	25'

11D	300	150		1.62 dm <sup>2</sup>	25"
12E	150	75		1.27 dm <sup>2</sup>	25"
8A	75	75		1.70 dm <sup>2</sup>	30"
3B	150	150		1.76 dm <sup>2</sup>	25"
3A	150	150		0.81 dm <sup>2</sup>	25"
6B	75	75		2.22 dm <sup>2</sup>	30"
6A	75	75		1.76 dm <sup>2</sup>	30"
12D	75	75		1.53 dm <sup>2</sup>	30"
1A	75	75		2.27 dm <sup>2</sup>	25"
1C	75	75		1.66 dm <sup>2</sup>	25"
10A	150	75		4 dm <sup>2</sup>	30"
10C	150	75		0.33 dm <sup>2</sup>	30"
9C	150	75		2.40 dm <sup>2</sup>	30"
12A	75	75		5.61 dm <sup>2</sup>	30"
21A	75	75		4.20 dm <sup>2</sup>	30"
21B	75 left 75 right	75 left 75 right		2.10 dm <sup>2</sup>	30"
20 A	75	75		4.95 dm <sup>2</sup>	30"
20B	75 left 75 right	75 left 75 right		2.40 dm <sup>2</sup>	30"
12B	75	75		5.17 dm <sup>2</sup>	45"
23B	225 left 225 right	225 left 225 right		1.45 dm <sup>2</sup>	45"
23C	225 left 225 right	225 left 225 right		3.71 dm <sup>2</sup>	45"
25A	75 left 75 right	75 left 75 right			25"
6C	75	75		1.06 dm <sup>2</sup>	25"
22C	75	75		2.41 dm <sup>2</sup>	25"

22B	75	75		1.85 dm <sup>2</sup>	30"
22A	75	75		2.18 dm <sup>2</sup>	30"
16A	75	75		1.45 dm <sup>2</sup>	25"
18C	75	75		1.67 dm <sup>2</sup>	25"
18D	75	75		1.39 dm <sup>2</sup>	25"
13C			1350		30"
11C			225		30"
26B			75 left 75 right		30"
26C			75 left 75 right		30"
23B			225 left 225 right		30"
12C			225		30"
25B			75 left 75 right		30"
6D	75	75		1.49 dm <sup>2</sup>	30"
9A	150 Press	75 Press		3.58 dm <sup>2</sup>	P
19B	150 Press	150 Press		NO account	P
10B	2000 Press	1000 Press		NO account	P
Note : all (areas&time) are given for ONE PIECE					
FOR LEATHER ADD 20% Wastage to the Initial Area					

## 2. FABRICATION

All the models should be fabricated in leather. However the first one of each sery can be done in strong textile such as "jeans".

The instructor chooses 4 models in the above list or takes orders from the industry.

Each trainee fabricates 20 pieces.

MODEL	Number of pieces/ trainee	Leather area (dm <sup>2</sup> )	Lining (Mt)	Time C A&S
1. SKIRT	4	150	0,6	25' 80'
2. Waist coat	4	75	1.5	10' 30'
3. SPENCER	4	300	1,2	30' 140'
4. LEVIS	4	300	1.3	35' 120'
5. JAMES	4	300	1,7	50' 200'
6. LARA	4	500	2,3	50' 180'
7. AVIATEUR	4	500	2	80' 420'

<b>ANNEXURE 5</b>
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**LEATHER GOODS ASSEMBLY & STITCHING  
CUTTING**

**1. INITIATION**

1.1. Paper exercises : each exercise is done 10 times.  
Time is counted for the last 5 pieces only.

Ref.N°	Time Cutting	Time A & S	Number pieces
01	3'	4'	10
02	3'	4'	10
03	3'	4'	10
04	3'	5'	10
05	3'	5'	10
06	4'	5'	10
07	4'	6'	10
08	5'	6'	10
09	5'	7'	10
10	5'	6'	10
11	5'	8'	10
12	5'	7'	10
13	5'	8'	10
14	5'	7'	10
15	5'	7'	10
16	5'	8'	10
17	3'	5'	10
18	5'	8'	10
19	5'	10'	10

## 2. Models INITIATION & FABRICATION

**Initiation :** Models 1 to 6 (these exercises are compulsory for the syllabus)

**Fabrication :** Models 7 to 18.

The instructor will choose at least 3 models in the following above list.

During the fabrication phase orders can be taken from the factories.

Each trainee will fabricate 5 pieces of each including wallets.

MODELS	Number of pieces/ trainee	Time Cutting (per piece)	Time A & S
1. Grain de café (purse)	10	3'	6'
2. Harvey (key holder)	10	3'	20'
3. Cap pouch (purse)	10	6'	20'
4. Ondine (belt purse)	10	5'	15'
5. Helium (toilet kit)	5	10'	25'
6. Chouette (belt pouch)	5	5'	15'
7. Belt COIC (gents)	5	5'	20'
8. Belt Anita (ladies)	5	5'	20'
9. Wilson (gent's bag)	5	20'	90'
10. Sim/gents strap bag	5	30'	150'
11. Voyager/luggage bag	5	20'	80'
12. Airport/luggage bag	5	30'	150'
13. Nadine (ladies' bag)	5	20'	80'
14. Marie (ladies' bag)	5	25'	90'
15. Nella (ladies' bag)	5	30'	90'
16. Saxo (ladies' bag)	5	30'	90'
17. Wallets (4 models)	5 of each	10'	60'
18. Kevin (school satchel)	5	30'	150'



## 3 - LEATHERGOODS/INITIATION EXERCICES

Ref.	Drawing	Time all.	Plastic	Leather	Carton	Foam
MB1		30"	60			
MG1		30"	100	20		
MJ2		30"	20			
MG2		20"	30	10		
MJ1		30"	10			
MK1		15"	10			
MK2		15"	20			
MC1		30"			10	
MC2		P		10		
MC3		P				10
MM1		20"		10		
MM2		P			10	
ML1		P	10			
N*23		30"	10			
MW1		P	10			
MA1		30"	10			
MA2		P	30	10		



<b>ANNEXURE 5</b>
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**MARK SHEET : Example of analytical marking**

<b>MARK SHEET EXAMPLES</b>
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**A) CUTTING FOOTWEAR**

	Max.mark	Results
1.Edge cutting	4	3
2.Stretch	4	3
3.Progressive quality	4	2,8
4.Economy	6	3,6
5.Finishing & Presentation	2	0,35
Total	20	12,75

**B) ASSEMBLY & STITCHING (FOOTWEAR)**

- 1.Assembly & seaming
- 2.Ornamental stitches
- 3.Jointage lining
- 4.Vamp stitching
- 5.Finishing & Presentation

**C) ASSEMBLY & STITCHING (LEATHER GARMENTS)**

(Example for the PIPING POCKET)

1. Preparation
2. Regularity of piping
- 3.Ornamental stitch
- 4.Pocket closing
- 5.Finishing & Presentation (glueing, ironing, thread...)

**D)ASSEMBLY & STITCHING/LEATHER GOODS**

(Example for the Piping /bottom of bag)

- 1.Preparation
- 2.Regularity of piping
- 3.Ornamental stitch
- 4.End of piping
- 5.Finishing & Presentation

**E)CUTTING LEATHER GARMENTS & LEATHER GOODS**

- 1.Edge cutting
- 2.Quality of cutting
- 3.Economy
- 4.Stretch
- 5.Finishing & Presentation

**REMARKS**

Give 2 marks for the week :

- general behaviour, motivation, absenteeism...
- analytical mark : above

The analytical marking usually starts the 10 th week at the end of the initiation but can be initiated before by the instructor.

<b>It will count for 40% of the FINAL EXAM</b>
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MARK S H E E T

Specialty  
Week  
Exercice n°

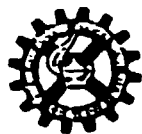
Name

EXECUTION					TIME			
ITEMS to mark or to appreciate	Good	Not Good	P A R T I C I P A N T S	W E E K	du	M		
					au	T		
					du	W		
					au	T		
					du	F		
					au	M		
					du	T		
					au	W		
					du	T		
					au	F		
					du	M		
					au	T		
					du	W		
					au	T		
					du	F		
	Industrial value of the product							
PRESENTATION. LASTING								
T I M E	Lessening (d-)	5 d	7 d	10 d	M A R K	TIME SPENT = t		
		T	T	T		TIME ALLOWED = T		
M E	Bonification (d+)	4 d			F I N A L  M A R K	Différence	+	
		T					+	-
OBSERVATIONS					Instructor			

**MARK SHEET**

**CORRESPONDANCE BETWEEN COEFFICIENTS**

	1	2	3	4	5	6	7	8	9	10	11	12
1	0.05	0.10	0.15	0.20	0.25	0.30	0.35	0.40	0.45	0.50	0.55	0.60
2	0.10	0.20	0.30	0.40	0.50	0.60	0.70	0.80	0.90	1.00	1.10	1.20
3	0.15	0.30	0.45	0.60	0.75	0.90	1.05	1.20	1.35	1.50	1.65	1.80
4	0.20	0.40	0.60	0.80	1.00	1.20	1.40	1.60	1.80	2.00	2.20	2.40
5	0.25	0.50	0.75	1.00	1.25	1.50	1.75	2.00	2.25	2.50	2.75	3.00
6	0.30	0.60	0.90	1.20	1.50	1.80	2.10	2.40	2.70	3.00	3.30	3.60
7	0.35	0.70	1.05	1.40	1.75	2.10	2.45	2.80	3.15	3.50	3.85	4.20
8	0.40	0.80	1.20	1.60	2.00	2.40	2.80	3.20	3.60	4.00	4.40	4.80
9	0.45	0.90	1.35	1.80	2.25	2.70	3.15	3.60	4.05	4.50	4.95	5.40
10	0.50	1.00	1.50	2.00	2.50	3.00	3.50	4.00	4.50	5.00	5.50	6.00
11	0.55	1.10	1.65	2.20	2.75	3.30	3.85	4.40	4.95	5.50	6.05	6.60
12	0.60	1.20	1.80	2.40	3.00	3.60	4.20	4.80	5.40	6.00	6.60	7.20
13	0.65	1.30	1.95	2.60	3.25	3.90	4.55	5.20	5.85	6.50	7.15	7.80
14	0.70	1.40	2.10	2.80	3.50	4.20	4.90	5.60	6.30	7.00	7.70	8.40
15	0.75	1.50	2.25	3.00	3.75	4.50	5.25	6.00	6.75	7.50	8.25	9.00
16	0.80	1.60	2.40	3.20	4.00	4.80	5.60	6.40	7.20	8.00	8.80	9.60
17	0.85	1.70	2.55	3.40	4.25	5.10	5.85	6.80	7.65	8.50	9.35	10.80
18	0.90	1.80	2.70	3.60	4.50	5.40	6.30	7.20	8.10	9.00	9.90	10.90
19	0.95	1.90	2.85	3.80	4.75	5.70	6.65	7.60	8.55	9.50	10.45	11.40
20	1.00	2.00	3.00	4.00	5.00	6.00	7.00	8.00	9.00	10.00	11.00	12.00



# Central Leather Research Institute

(Council of Scientific & Industrial Research)

Adyar, Madras - 600 020

under the United Nations Industrial Development Organisation's Assistance,  
(UNDP)

with the Indo-French Technical Cooperation  
AFPA/AFPIC, France

## Master Technician Certificate

The duly appointed Examiners certify that **MR. R. DINESH KUMAR**  
Date & Place of birth **10.07.1976 ; Andhra** has successfully completed  
Master Technician Course in **LEATHER GARMENTS : CUTTING & CLICKING**  
conducted at Central Leather Research Institute, Madras / ~~RCED, Calcutta~~  
from **20.09.1993** to **30.03.1994** for a duration of **TWENTY SIX** weeks.

Director  
AFPIC, France

Director  
CLRI, Madras





# Central Leather Research Institute

Adyar, Madras - 600 020

under the United Nations Industrial Development Organisation's Assistance, (UNDP)

*with the Indo-French technical Cooperation  
AFPA, France*

## Pedagogical Training Diploma

The duly appointed Examiners certify that Mr. Nachiappan Chockalingam  
Date & Place of birth September 4, 1968; Karaikudi has successfully completed a course  
in Methodology of Teaching conducted at CLRI, Madras from April 4, 1994 to Nov. 18, 1994  
for a duration of 6 weeks, consisting Modules 1, 2 & 3

*for*  
  
**Director**  
AFPA, France

UNION INTERNATIONALE  
DES ADULTES  
13, Rue de la Cour de Co.  
92120 Nanterre Cedex



  
**Director**  
CLRI, Madras

PEDAGOGICAL DIPLOMA

NAME OF INSTRUCTORS	READING NOTES	ENVIRONMENT NOTE	PEDAGOGICAL NOTE	SYNTHESIS NOTE	PRACTICE OBSERVATIONS	LESSON PREPARATION & DOCUMENTS	ORAL EXAM	JURY OBSERVATIONS

JURY  
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**ANNEXURE 5****CHART FOR MONTHLY REPORTS**

Leather goods & Leather garments REPORT (MADRAS)

MONTH: \_\_\_\_\_ 199

SECTION	Number of Trainees	Basic Models	OPERATIONS	Number of pieces per trainee	REMARKS Technical - Time - ETC
Cutting LGA					
&S LGA					
Cutting LGO					

Certified by:



THE COMPANY'S TRAINING APPRAISAL OF

Mr./Ms. V. Rajesh and G. Kalishankar

From 21/02/93 to 11/03/94

COMPANY  
M/s. Ramco Super Leathers Ltd.,  
Leather Goods Division,  
Numbal, Madras - 600 077.

DEFINITION OF ACTIVITIES CARRIED OUT DURING THE IN-COMPANY TRAINING PERIOD	COMPANY'S JUDGMENT	
	IS ABLE TO EXECUTE	IS NOT ABLE TO EXECUTE
1) Bags 50 sets 24 Components (Hand cutting)  2) Wallets - 1500 nos (10 Components)  3) Lining and Foam Board cutting of wallets 4000 sets and bags 1000 nos.	Able to understand all basic principles of cutting, Leather asorting, Identification of defects, and cut components with quality.  Able to check the patterns with bags.  Executive as per Instruction of the Supervisors.	
PROFESSIONAL CAPABILITIES	YES	NO
<ul style="list-style-type: none"> <li>• Capable of having initiative</li> <li>• Capable of executing a job from start to finish</li> <li>• Capable of accepting remarks and advice, and of taking them into account</li> <li>• Capable of mixing with other workers (get alongship)</li> <li>• Capable of working methodically</li> <li>• Demonstrates self confidence</li> <li>• Capable of organizing the work</li> <li>• Possesses a particular technique or a training</li> </ul>	✓ ✓ ✓ ✓	

for RAMCO SUPER LEATHERS LTD.,

*Shankar*  
11/3/94

*M*  
11-3-94  
M. NARASIMHA RAO

S.No	Name of the Trainee	Name of the Product	Qty	Cutting Performance	Remarks
				Min. 18 Max. 20	
1)	Ram B Narang	SADD	5Nos.	18	Generally the performance is good. They should keep in mind the defects in the leather.
2)	J. Suseendran	"	5Nos.	18	
1)	Ram B Narang	SIM	5Nos.	17	The front panels have to be seen twice before they cut. They have done a good job.
2)	J. Suseendran	"	5Nos.	16 1/2	
1)	Ram B Narang	Gent's wallets	10Nos.	18	<del>Ramaswamy</del> Ramaswamy 10.11.94
2)	J. Suseendran	—	10Nos.	18	
1)	Ram B Narang	Cosm. De Cafe	10Nos.	16	P.S. The training given at C.L.R.I. Leather Goods Division is very impressive and it will help me in industry. It is good service done by the APFIC FRANCE.
2)	J. Suseendran	—	10Nos.	17	<del>Ramaswamy</del> Ramaswamy

# LEATHER GOODS ASSEMBLY & STITCHING

ROLL NO.	SIM	SAXO	GRAIN-DE-CAFE	REMARKS for SIM
1	18	18 Good.	18 Good.	Good.
2	17	17 1/2 Good.	16 satisfactory.	Lock fixing has to better. Good.
3	14	17 1/2 Good.	16 satisfactory.	The Switching has to improve. Satisfactory.
4	17	18 Good.	17 Good.	The Lock fixing has to be better. Good.
5	18 1/2	16 1/2 Satisfactory.	16 1/2 Good.	Good.
6	17	17 1/2 Good.	16 1/2 Satisfactory.	satisfactory.
7	16	17 1/2 Good.	16 satisfactory.	The assembling of inner parts <sup>+ stitching</sup> Satisfactory.
8	18 1/2	16 1/2 Satisfactory.	16 1/2 Good.	Good.
9	18	18 1/2 Good.	17 1/2 Good.	Good.
				<p>The Training performance in assembling is very good. Some of the items are to the export standards <del>are</del> except for the fittings. The training given by the C.L.R.S. Staff and A.F.P.C. French Staff is excellent.</p> <p style="text-align: right;">Camawany <sup>Staff</sup> 10.11.51</p>



Leather garment cutting & clicking

- 1. P.V. ARUNA C-512, T-33 18
- 2. MADHUSUDHAN T-48 C-516 . 16
- (11) 3. R. THEERTHAGIRI (C-523) T-33m. 17
- 4. P. PADMANABHAN T-33, C-529 . 17
- 5. G. KARTHIKEYAN T-49, C-522 17.

Cutting

Shapes are good  
 Pattern Placement is good.  
 pl. try to bring down the consumption.

Structure

Ref comment

Raj Exports & Imports  
 Madras - 12/11/84