

National Skill Gap Study for High Growth
Questionnaire 4: Questionnaire for Textile Weaving Industry

National Council of Applied Economic Research
 Parisila Bhawan, 11, Indraprastha Estate,
 New Delhi -110002, India

The Ministry of Skill Development and Entrepreneurship (MSDE) is undertaking the 'National Skill Gap Study for High Growth Sectors' and NCAER is the implementing agency for the said study. The overall objective of in this work is develop a Labour Market Information System. The specific objective of this questionnaire is to understand the present and future demand for jobs roles/occupations and associated skills. This study is sponsored by the Ministry of Skill Development and Entrepreneurship. Your identity would be held confidential while discussing your suggestions and views on the subject.

1. Date of Interview:
2. Respondent's Name:
3. Respondent's Designation & Company:
4. Respondent's Phone:
5. Respondent's Email:
6. Major line of activity of your organisation:
7. Industry ownership type (Tick most applicable): Public Sector-1; Private Limited-2; Public Limited-3; Partnership/ Individual Ownership-4; Multinational Company-5; Limited Liability Partnership (LLP)-6; Co-operatives -7, Others-99, specify.....
8. Annual Turnover in sales in FY 2023-24 (Tick most applicable): ≤ Rs 5 crore (Micro)-1; > Rs 5 crore & ≤ Rs 50 crore (Small) - 2; > Rs 50 crore & ≤ Rs 250 crore (Medium)-3; > Rs 250 crore (Large) - 4. If case of cooperatives, specify.....
9. Annual Investment in Plant and Machinery in FY 2023-24 (Tick most applicable): ≤ Rs 1 crore-1; > Rs 1 crore & ≤ Rs 10 crore-2; > Rs 10 crore & ≤ Rs 50 crore-3; > Rs 50 crore-4; No investment-5. If case of cooperatives, Specify.....

10. Please provide the following details about the workers employed in your industry.

S. No.	Particulars	Number of people employed	
		Managerial Staff	Workers
1.	Permanent Employees/workers*		
2.	Temporary Employees/workers		
Total Employees			
% Female employees			

**permanent workers/employees should satisfy all three conditions- have more than one 1-year written contract, employer-provided social security benefits and paid leave.*

11. In which sector your company operates? (Tick)
 Handloom-1, Powerloom-2, Spinning mills-3, Composite mills-4, Recycle textiles-5,
 Green textile-6, Technical textile-7, Other specify-8.....
12. What are your company's core products or services?
13. What are the key stages in supply chain network where your company operates? (Tick)
 Ginning-1, Spinning-2, Weaving-3, Finishing-4, Marketing-5, Other specify-6.....
14. Has your company has adopted technological advancements in last three years?
 a. Yes-1, No-2
 14.2 If yes, what kind of recent technological advancements have you adopted?

15. Were you able to get the sufficient employees for operating new technologies?
16. What are the major challenges your company faces in the textile weaving industry related to human resources requirements and skilling (including female workers)?
17. How do you ensure that your workforce is skilled and up-to-date with industry standards?
18. What types of training and development programs do you offer your employees?
19. How do you see the textile industry evolving in the future? What major changes or developments do you anticipate?
20. At the entry-level positions, what is the level of experience you take (Multiple ticks)?
 - a. Fresher's =1
 - b. Candidates with some Apprenticeship/internship program=2
 - c. Experienced= 3
 - d. Others=99, specify _____
21. Do you provide on-the-job training around (before or after) deployment? (Yes=1/No=2)
22. If 'Yes', what is your policy for providing on-the-job training?
23. What is the medium used for advertising/ recruitment for the workers (multiple ticks possible)?
 - a. Online job sites/advertisements=1
 - b. Own website advertisements =2
 - c. Newspaper advertisements =3
 - d. Campus recruitments =4
 - e. Local Network in nearby locations/villages =5
 - f. Others =99, specify _____
24. Have you advertised for particular jobs in the last three years (Yes=1/No=2)?
25. If 'Yes', can you share the list of jobs that you have advertised in last 3 years? How easy or difficult were they to fill? Please rate it on a Likert scale of 1 to 5.

S. No.	Job Roles Advertised	Level of Position (Entry=1/ Intermediate=2/ Senior=3)	Ease of filling jobs (Very hard=1; Hard=2; Average=3; Easy=4; Very easy=5; Not filled at all=99)
1.			
2.			
3.			
4.			
5.			

26. What are the primary reasons for the vacancies that were either not filled or difficult to be filled in your organisation? (Multiple ticks possible)
 - a) Lack of technical skills=1
 - b) Lack of non-technical skills (communication skill, soft skill, etc.) =2
 - c) Lack of experience=3
 - d) Inadequate educational qualifications=4
 - e) Others=99 specify _____
27. In your opinion, what will be the changes in the pattern of the employment/ job roles in your sector given the structural, technological and other changes in the next three years?
 - a. In which types of skills or job roles, you feel industry is facing shortage since last 3 years and what remedies you have taken to resolve this shortage? Refer *Annexure 6.3* for job roles.

28. Which job roles you think will be in-demand in the next three years? (You can refer to the List of job roles (either existing as given in the Annexure 6.3 or may add new job roles) (Alternatively, Table Q4.1 and Q4.2 may be filled)

Job Role					
Stage of Value Chain					
Tasks					
Education: up to primary-1, middle-2, secondary-3, senior secondary-4, Graduate/ equivalent diploma-5, PG/ equivalent diploma-6, Vocational/ technical-7, others-8, specify					
Knowledge					
Technical Skills					
Years of Experience					
Skills					
Geographical areas/spatial clusters where needs are highest (mention States and Districts)					
Difficulty of finding workers (1. Not at all difficult; 2. Somewhat difficult; 3. Difficult; 4. Very Difficult; 5. Extremely difficult)					

29. What is your role in designing the required skill curriculum/providing trainings for particular skills in various research institutes or textile training centres?

30. In the case of MSME firm, is there multiskilling? (Yes-1, No-2), If yes, explain how?

31. Do you sponsor upskilling/ reskilling programs for your own employees?

32. Do you offer career paths or lifelong learning to workers?

33. Does your company collaborate in skill initiatives programmes of the government? If yes, in what ways?

GENDER DIVERSITY AND CARRER PATH AT WORKPLACE

34. What are the prominent job roles for female workers in your organisation and what is their percentage (as % of total employees)?

S.No.	Job Roles	% Female employees out of total

35. In the next three years, do you perceive that there will be demand for women workers in your organisation for the above-mentioned job roles? Are there any new upcoming job roles where women would be required most? What are you doing to address these future needs? Does your industry have women friendly policies?

36. Has the firm defined sexual harassment policies, prevention systems, procedures and service rules for employees (Prevention of Sexual Harassment at Workplace or POSH)?
Yes-1 / No-2

Table Q4.1: Details of Identified Job Roles
Job Descriptors

Descriptors					
Alternative job titles in the industry					
Stage of textile value chain: 1. Ginning 2. Spinning 3. Weaving 4. Post weaving activities 5. Marketing					
Is this job role: 1. 'Difficult to fill' at present, or 2. Will be in-demand in next 3 years by the firm.					
How many do you need to hire at the 'present moment'/now, or you will need to hire 3 years from now?					
Tasks to be performed in the job role (please include specific systems / components / technologies / personnel required to be dealt or interacted with, if any)					
Education: School (up to what level?) / ITI/ Short-term vocational training programme/ Bachelors/ Masters)					
Knowledge	General? What knowledge?				
	Specialised (Sector, Occupational, and Trade)				
Technical Skills: Software languages required, or maybe required in the near future					
Years of Experience, if any					
Skills required and level of competence (refer to framework of skills in Table 2 below)					
Difficulty of finding workers in the job role, with the above requirements and the skills as detailed below: 1. Not at all difficult 2. Somewhat difficult 3. Difficult 4. Very Difficult 5. Extremely difficult					
Geographical areas/spatial clusters (existing or emerging) where it is most difficult to fill the role** (mention States and Districts)					

** Please explain the reasons behind skill shortage in the specified states and districts: Are there *demand side factors* (such as low salary, demanding work conditions, absence of platforms to advertise jobs, non-acceptability of workers from conventional labour markets, competition from other sectors to hire the same candidate, etc) and/or *supply side factors* (such as course not offered by Indian institutions, specialised skilled people not available, absence of and/or proximity to training centres, poor quality of skilling and training programs, lack of programs for re-skilling/upskilling workers from traditional sectors, high salary expectations, non-aspirational job role, availability of other work avenues, etc.)?

Table Q4.2: List of Skills

<p>Please think whether the person in the above job profile would need the following skills to do their job. Please choose the relevant skills and indicate the level of competence required for those skills 1. Beginner; 2. Intermediate; 3. Competent; 4. Advanced; 5. Very Advanced</p>				
Skills Required/Job Role				
<i>Reading Literacy:</i> Would they need to read and understanding written sentences and paragraphs in work related documents?				
<i>Writing:</i> Would they need to communicate effectively in writing as per their audience for their job?				
<i>Speaking:</i> Do they need to talk to others to convey information effectively?				
<i>Communication:</i> Would they need to provide information to supervisors, co-workers, and subordinates by telephone, in written form, e-mail, or in person?				
<i>Language Skills 1:</i> Is knowledge of the structure and content of the language including the meaning and spelling of words, rules of composition, and grammar required for the job?				
<i>Language Skills 2:</i> Any specific language requirement for the job? If Yes, which one?				
<i>Numeracy/Mathematics:</i> Would they need to work with numbers for their job?				
<i>ICT Literacy to Skills:</i> Would they need to use mobile phones/tabs/computers etc. to do their job? For example, Arts & Graphics, Desktop Publishing, Presentation, Spreadsheet, Word Processing, Programming, Client Server/Networking/Hardware, Operating Systems, Database/Statistics, Engineering Software and Web Page Design etc.				
<i>Self-learning to Active (Independent) Learning:</i> Would they need to understand new information for both current and future problem-solving and decision-making at their job? Are they expected to do on their own for the job or self-learn, if the material is provided to them?				
<i>Active Listening:</i> Do they need to listen for their job, like taking time to understand the points being made, asking questions as appropriate, and not interrupting at inappropriate times?				
<i>Science:</i> Do they need to use scientific rules and methods to solve problems at work?				
<i>Problem Solving:</i> Do they need to identify problems and review related information to develop and evaluate options and implement solutions?				
<i>Learning Strategies:</i> Do they need to select and use training/instructional methods and procedures appropriate for the situation when learning or teaching new things?				
<i>Critical Thinking:</i> Would the worker need to use logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions or approaches to problems?				

Please think whether the person in the above job profile would need the following skills to do their job.
Please choose the relevant skills and indicate the level of competence required for those skills
1. Beginner; 2. Intermediate; 3. Competent; 4. Advanced; 5. Very Advanced

Skills Required/Job Role				
<i>Creativity</i> : Do the workers need to develop, design, or create new applications, ideas, relationships, systems, or products, including artistic contributions?				
<i>Independent research</i> : Would the worker need to conduct literature review, undertake data collection, cleaning etc., develop research plan?				
<i>Judgement and Decision-making</i> : Would the worker need to consider the relative costs and benefits of potential actions to choose the most appropriate one?				
<i>Systems Analysis</i> : Would the worker need to determining how a system should work and how changes in conditions, operations, and the environment will affect outcomes?				
<i>Systems Evaluation</i> : Would workers need to identify measures or indicators of system performance and the actions needed to improve or correct performance, relative to the goals of the system?				
<i>Financial Resources</i> : Would the worker need to determine how money will be spent to get the work done, and accounting for these expenditures?				
<i>Material Resources</i> : Would the worker need to obtain and see to the appropriate use of equipment, facilities, and materials needed to do certain work?				
<i>Personnel Resources</i> : Would the worker need to motivate, develop, and direct people as they work, identifying the best people for the job?				
<i>Time Management</i> : Managing one's own time and the time of others				
<i>Seek and Value Diversity</i> : Do workers need to work with people (as colleagues/clients etc.) from other cultures/States/socio-economic backgrounds etc? Is it important for their job performance? Is it likely to be important for their job performance?				
<i>Gender Diversity</i> : Do workers need to work with female colleagues/clients etc.? Is it important for their job performance? Is it likely to be important for their job performance?				
<i>Conscientiousness (including attitude towards work)</i> : Will the worker need to be organised, responsible, and hardworking or have any one of the following traits- Competence (efficient), organised, dutiful (not careless), ambitious, self-discipline (not lazy), and not impulsive?				
<i>Openness to Experiences</i> : Will the worker need to be open to new aesthetic, cultural, or intellectual experiences or have any one of the following traits- Imaginative, artistic, excitable, wide interests, curious and unconventional?				
<i>Extraversion</i> : Will the worker need to show the following traits- warmth (friendly), sociable, self-confident, energetic, excitement seeking				

*Please think whether the person in the above job profile would need the following skills to do their job.
Please choose the relevant skills and indicate the level of competence required for those skills
1. Beginner; 2. Intermediate; 3. Competent; 4. Advanced; 5. Very Advanced*

<i>Skills Required/Job Role</i>				
(adventurous), and enthusiastic?				
<i>Agreeableness</i> : Will the worker need to work in a team in a cooperative, unselfish manner?				
<i>Neuroticism/Emotional stability</i> : Will the worker need to show emotional stability i.e. predictability and consistency in emotional reactions, with absence of rapid mood changes?				
<i>Does the worker need social skills at work?</i>				
<i>Instructing</i> : Does the worker need to teach others how to do something?				
<i>Negotiation</i> : Does the worker need to bring others together and try to reconcile differences?				
<i>Persuasion</i> : Do workers need to persuade others to change their minds or behaviour?				
<i>Occupation-specific skills</i>				
<i>Physical skills</i> , including job-specific complex psychomotor skills				
<i>Global Competence</i> : Globally competent workers				
<i>Any other?</i> Please specify:				