

Occupational Mapping for the Leather Sector

Leather Sector Skill Council

LSSC

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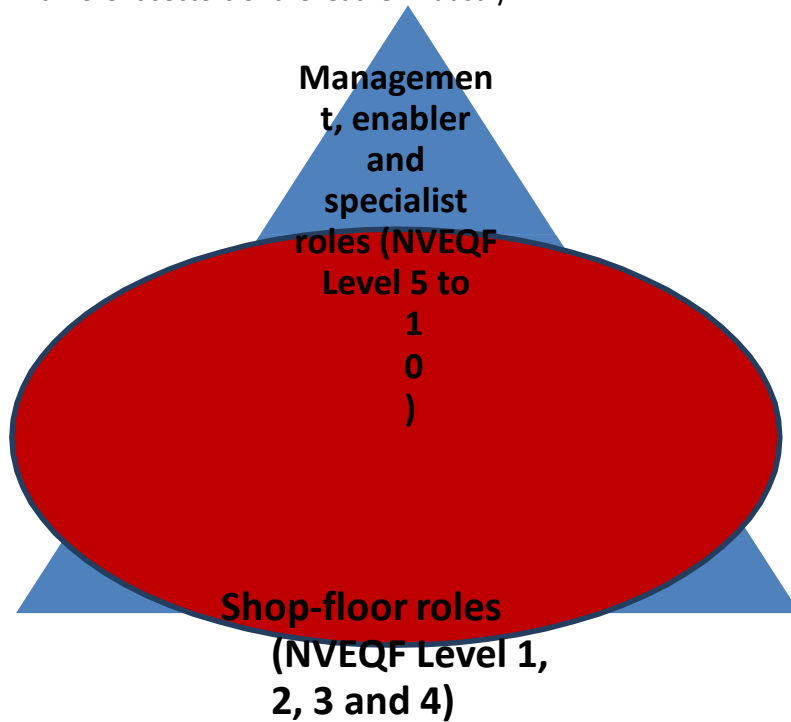


This document contains the Occupational Mapping of the Leather sector

Occupational Mapping

Identification of Occupations within the Sector & Sub Sectors

The Leather industry would require a varied profile of skill sets; the following figure presents an overview of the profile of skill requirements as derived from human resource requirements across different sectors of the leather industry.



- **Management, enabler and specialist roles (NVEQF Levels 5 to 10)**

Require technical training inputs, knowledge of complex operations and machinery, skills of supervision. The levels include supervisor to the doctorate level

15% - 18% of workforce within the sector

11% - 12% of incremental workforce required

- **Shop-floor roles (NVEQF Levels 1 to 4)**

Acquired with a short/modular and focused intervention and thereby enhancing employability of those with minimal education

82% - 85% of workforce within the sector

88% - 89% of incremental workforce required

As can be observed, the lower portion of the pyramid, 'Shop-floor' roles has the highest incremental requirement of human resources. It requires persons who are minimally educated, yet can handle simple and/or repetitive tasks (persons employed in activities such as cutting/clicking, stitching, finishing, etc.). Such skills can also be obtained in lesser time duration as compared to engineering or ITI. As many as over 2 million persons are required across various skill levels outlined above.

For this study, we have focused on the bottom of the pyramid i.e. Shop-floor roles within the three segments below considering the scope of the NOS development covering over 80% of the workforce (based on the scope of the RFP)– the Occupational mapping for the enabler and specialist roles will be completed subsequently in Phase 2.

- Finished Leather
- Footwear & Components
- Leather Garments & Goods

Occupational Mapping in detail for Finished Leather

Finance	Procurement	R &D/ Design	Quality	Production
<i>To be Mapped Later</i>	<i>To be Mapped Later</i>	<i>To be Mapped Later</i>	<i>To be Mapped Later</i>	Head - Production
			<i>To be Mapped Later</i>	<ul style="list-style-type: none"> Plant Manager Plant Supervisor – Finished Leather
			Quality Supervisor	<ul style="list-style-type: none"> Supervisor/ Foreman - Wet Operations Supervisor/ Foreman - Dry Operations Supervisor/ Foreman - Finishing
			Quality Inspector	<ul style="list-style-type: none"> Fleshing Operator (Phase I) Soaking Operator (Phase I) Liming Operator (Phase I) Bating Operator (Phase I) Splitting Operator(Phase I) Pickling Operator (Phase I) De Pickling (Phase I) Tanning Operator (Phase I) Drying Operator (Phase I) Sammying Operator (Phase I) Shaving Operator (Phase I) Fat liquoring Operator (Phase I) Staking Operator (Phase I) Buffing / Snuffing operator (Phase I) Scudding Operator (Phase II) De Liming Operator (Phase I) Re Liming Operator (Phase I) Degreasing Operator (Phase I) Setting Operator (Phase II) Oiling Operator (Phase II) Brushing Operator (Phase II) Spraying Operator (Phase II) Roller Coating Operator (Phase II) Embosser(Phase II) Plating Operator (Phase II) Polishing Operator (Phase II) Curtain Coating Operator (Phase II) Ironing Operator (Phase II) Combing Operator (Phase II) Glazing Operator (Phase II) Staking Operator (Phase I) Buffing / Snuffing operator (Phase I)

			<ul style="list-style-type: none"> • Scudding Operator (Phase II) • De Liming Operator (Phase I) • Re Liming Operator (Phase I) • Degreasing Operator (Phase I) • Setting Operator (Phase II) • Oiling Operator (Phase II) • Brushing Operator (Phase II) • Spraying Operator (Phase II) • Roller Coating Operator (Phase II) • Embosser(Phase II) • Plating Operator (Phase II) • Polishing Operator (Phase II) • Curtain Coating Operator (Phase II) • Ironing Operator (Phase II) • Combing Operator (Phase II) • Glazing Operator (Phase II) • Frizing operator • Re-tanning Operator • Dyeing Operator • Filling Operator • Leather Technician • Sorter- In Charge • Storing - In Charge
		Quality Supervisor	<ul style="list-style-type: none"> • Supervisor/ Foreman - Wet Operations • Supervisor/ Foreman - Dry Operations • Supervisor/ Foreman - Finishing
			<ul style="list-style-type: none"> • Wet Operations Helper (Phase I) • Dry Operation Helper (Phase I) • Finishing Operation Helper (Phase I) • Sorting Helper

Occupation	Suggested Job Role	Summary	% of workforce in the role
Wet Operations	Wet Operations Operators: Fleshing Operator Soaking Operator Liming Operator Bating	Responsible for wet blue processing by operating machinery. Wet blue is the intermediate stage of leather processing. The wet blue hides are tanned and can be stored or transported from the tannery to finishing plants -domestic or export- involves Fleshing, Soaking, Hair Removal, Liming, De-liming, Bating, Picking, Tanning and basification, Sammying-- vegetable tanning or chrome tanning	20%
	Wet Operations Helper (Multi Skilled)	This involves providing support to the quality and effectiveness for wet blue processing operations but do not physically alter the product for example assisting main operator and coordinating activities, cleaning equipment, providing inputs and preparatory work for each of the processes, removes product, machine attachments and	12%
Dry Operations	Finishing Operators: Shaving Operator Re-tanning Operator Dyeing Operator Fat-liquoring Operator Filling Operator Staking Operator	Responsible for finishing operations such as splitting and shaving, re-tanning, dyeing, fat-liquoring, drying, buffing, finishing, embossing, staking	30%
	Embosser	Responsible for pasting shapes and emblems on the product as per the customer requirements	2%
	Dry Operation Helper	Role involves providing support to the quality and effectiveness for wet blue processing operations but do not physically alter the product for example assisting main operator and coordinating activities, cleaning equipment, providing inputs and preparatory work for each of the processes, removes product, machine attachments and waste material from machine,	18%

Finishing Operations	Leather Technician	Dyes the raw material to the right color, article, premium, etc. as per the customer specifications and supervises the helpers	1%
	Helper- Dyeing	Helps the operator in dyeing the raw material as per	2%
	Helper-Packing and Dispatch	Assist in packing as per specifications	5%
	Sorter- In Charge	To sort out 1.the wet blue leather and pass it to production after checking for all quality checks as per customer requirement and 2.the finished product as per customer requirement and pass it for packing	1%
	Sorter- Helper	To help out in sorting the raw material and finished	2%
	Storing - In Charge	In charge of the inventory control and responsible for	1%
	Storing - Helper	Assist in checking incoming materials w.r.t quantity and	2%
Quality Control	Q C Supervisor	Responsible for the quality checks after each stage of	2%
	Q C Inspector	Assists the supervisor in conducting quality checks as	2%

Occupational Mapping in detail for Footwear

Finance	Procurement	R &D/ Design	Quality	Production
<i>To be Mapped</i>	<i>To be Mapped</i>	<i>To be Mapped</i>	<i>To be Mapped</i>	Head - Production
			<i>To be Mapped</i>	Plant Manager Plant Supervisor
		<ul style="list-style-type: none"> • Pattern Designer • Product Developer (Phase II) • CAD/ CAM Operator (Phase II) 	Quality Control Supervisor	<ul style="list-style-type: none"> • Supervisor Upper Making (Phase II) • Supervisor Bottom Making • Supervisor Finishing • Sorter in Charge • Store In Charge (Phase II) • Line Supervisor (Phase II) • Moulding Supervisor- Non Leather (Phase II)
		<ul style="list-style-type: none"> • Quality Control Inspector • Quality Control Inspector- Non leather(Phase II) 	<ul style="list-style-type: none"> • Cutting Operator (Phase I) • Paster (Phase I) • Stitching Operator (Phase I) • Heel Builder (Phase II) • Pattern Designer (Phase II) • Pattern Cutter (Phase II) • Ironing Operator (Phase I) • Decorator (Phase I) • Fitter (Phase I) • Buffing Operator (Phase II) • Roughing Operator (Phase II) • Heel Attacher (Phase II) • Cooling and De lasting Operator (Phase II) • Sole Pressing Operator (Phase II) • Sample Maker (Phase II) • Reactivating Operator (Phase II) • Vamp Lift Fixing Operator (Phase I & II) • Cleaning- Upper Sole (Phase II) • Size Fixing Operator (Phase II) • Eye Letting and Punching Operator (Phase I) • Stamping & Embosser(Phase I) • Skiver-Machine (Phase I) • Skiver-Hand(Phase II) • Laster- Hand (Phase II) 	

			<ul style="list-style-type: none"> • Finishing Operator (Phase II) • Brushing Operator (Phase II) • Laquering Operator (Phase II) • Tag Level Fixing Operator (Phase II) • Packer (Phase II) • Product Developer (Phase II) • Pattern Cutter (Phase II) • CAD/CAM Operator (Phase II) • Sample Maker (Phase II) • Moulder (non -leather) • Splitter • Moulding Operator- Non Leather
		Quality Control Helper	<ul style="list-style-type: none"> • Upper Making Helper (Phase I) • Bottom Making Helper (Phase I) • Finishing Helper (Phase I) • Packing Helper (Phase I) • Sorter- Helper (Phase I) • Store – Helper

Occupation	Suggested Job Role	Job Summary	% of workforce in the role
Cutting	Cutter Operator	To sort out and cut the right piece of leather for the different components of the footwear	10%
	Footwear Helper (Multi Skilled)	To assist the operator in cutting, stitching and sorting out the right material	12%
Pasting	Paster	To strengthen the sole of the footwear using Chemicals	2%
Stitching	Stitching Operator	Stitching the different components of the Product	20%
	Heel Builder	Operates heel building machine to build up shoe heel by gluing and nailing heel lifts (small leather pieces) together.	2%
Pattern Cutting	Pattern Designer	Designs the patterns	1%
	Pattern Cutter	Cut the given pattern	1%
Splitting	Splitter	Reducing the thickness uniformly across the Component	3%

Skiving	Skiver	Reducing the thickness uniformly across the corners of the component	3%
Lasting	Laster	Responsible for molding completed uppers into a shape of foot with the help of a "Last". Last is a plastic shape that simulates the foot shape.	5%
Finishing	Finishing Operator	Responsible for giving the product an attractive finish and to ensure that the edge is waterproof; they are stained, polished and waxed sole edge and heel are trimmed and buffed to give a smooth finish.	10%
	Finishing Helper	Assists the operator in the various stages of buffing, polishing, staining, cleaning etc.	12%
Packing	Packer	Responsible for the packing and dispatch of the finished product as per the job card, keeping in mind the quality of the end product	2%
	Packing Helper	packing of the end product as per the job card	4%
Sorting	Sorter- In	To sort out the raw material and the finished	1%
	Sorter- Helper	To help out in sorting the raw material and	5%
Quality Control	Q C Supervisor	Responsible for the quality checks after each stage of production w.r.t the customer	2%
	Q C Helper	Assists the supervisor in conducting quality checks as per the job card	2%
Stores	Store - In Charge	In charge of the inventory control and responsible for its quality, quantity	1%
	Store - Helper	Assist in checking incoming materials w.r.t quantity and quality	2%

Occupational Mapping in detail for Leather Goods & Garments

Finance	Procurement	R &D/ Design	Quality	Production
<i>To be Mapped</i>	<i>To be Mapped</i>	<i>To be Mapped</i>	<i>To be Mapped</i>	Head Production
		<i>To be Mapped</i>	<i>To be Mapped</i>	<ul style="list-style-type: none"> Plant Manager Plant Supervisor
		<ul style="list-style-type: none"> Pattern Designer CAD/CAM Operator – Goods (Phase II) CAD/CAM Operator - Garments (Phase II) 	<ul style="list-style-type: none"> Quality Control Supervisor 	<ul style="list-style-type: none"> Supervisor Upper Making Supervisor Bottom Making Supervisor Finishing Sorter in Charge Store In Charge
			<ul style="list-style-type: none"> Quality Control Inspector(Phase II) 	<ul style="list-style-type: none"> Cutting Operator -by hand and machine (Phase I) Buffer -Lamping and Embossing (Phase I) Final Stitching (Phase II) Sample Maker (Phase II) Skiving Operator (Phase II) Pattern Cutter (Phase II) Final Stitching (Phase II) Skiving Operator (Phase II) Pattern Cutter (Phase II) Gluing Helper Edge Ink Operator Folding operator Master-Craftsmen Attaching/Fitter Stitcher Embroider Final Assembly or Finishing Checkers Packers Tree Strainers Hand Assembler
		Quality Control Helper	<ul style="list-style-type: none"> Helper- Finishing Operations (Phase I) Helper – Marking/ Embossing (Phase I) Helper- Ironing (Phase I) Helper – Parts Making (Phase I) Helper- Pasting (Phase I) Helper- Fitter/Semi Fitter 	

			(Phase I)
		Saddle Making Inspector	<ul style="list-style-type: none"> • Helper- Decoration (Phase I) • Harness Maker (Phase II) • Saddle Maker (Phase II) • Stitcher - Saddlery (Phase II) • Leather Cutter –Saddlery

Occupation	Suggested Roles	Job Summary	% of workforce in the role
Cutting	Cutter Operator (using clicking machine)	Performs various cutting operations such as leather cutting, lining cutting and re cutting, splitting, skiving	10%
	Helper - Multi Skilled	Assists in cutting operations, Stitching operation, cleaning operation, moving parts from one plane to another	15%
Gluing	Gluing Helper	Glues required area	6%
Edging	Edge Ink Operator	Does colouring of the edges of the product using colored chemicals	6%
Buffing	Buffer (Lamping and Embossing)	Give shine to the leather and embossing customer logo	2%
Folding	Folding operator	i. Straight Folding ii. Wave construction iii. Raw edge construction iv. Turn on turn construction v. Folding construction	5%
Stitching	Master-Craftsmen	Preparing the sample piece before production activities	1%
	Sample Maker	Preparing the parts to the sample	2%
	Button Maker	Buttoning of garments	2%
	Attaching/Fitter	Attaching the various components as per the specification	6%
	Helper-fitter/Semi Fitter	To assist fitter	5%
	Stitcher Embroider	Embroiders various designs on fabric or garments by machines. Selects size and colour of thread and amounts bobbins of thread or machine.	10%
	Final Stitching	Performs stitching of visible areas. Should be perfect as even small irregularities will lead to rejection	
	Helper - Gloves	Uses turning tool, hammer to give shape to the gloves	2%

Finishing	Final Assembly or Finishing	Performs finishing activities such as trimming, repair minor damages , enhance appearance of the product	15%
Checking	Checkers	Conduct visual and or physical inspection (for ex wear gloves and check the fit) of the products to check for quality. Check raw materials as well for colour fastness, softness and flay cuts. Checking the quality of the in line and finished goods. Finding and eliminating the root causes of quality failures	2%
Packing	Packers	Performs packing of the final product as per specifications such as number of products in each cartoon, pasting the	2%
	Helper- Packing	Assist in packing activities	3%
Storing	Store - Helper	Assist in checking incoming materials w.r.t quantity and quality	2%
Quality Control	Q C Supervisor	Responsible for the quality checks after each stage of production w.r.t the customer specifications	2%
	Q C Helper	Assists the supervisor in conducting quality checks as per the job card	2%
Saddlery	Harness Maker	Responsible for cutting, assembling and joining of components of harnesses as per specification	NA
	Saddle Maker	Responsible for cutting, assembling and joining of components of saddles as per specification	
	Leather Cutter	Responsible for cutting the saddle components	
	Stitcher	Responsible for stitching the saddle components	
	Helper	Help in saddlery operations	
	Tree Strainers	Tree strainer preparer	
	Hand Assembler	Assembler of parts through hand	

Shortlisted Job Roles within the Sector & Sub Sectors Phase I

Segments	Job Roles
Finished Leather	Buffing Operator
	Fleshing Operator
	Drum Operator (Soaking , Liming, Pickling, Tanning)
	Splitting Operator + Sammying operator
	Shaving Operator
	Post tanning machine operator (Staking Operator, De-dusting Operator, Embossing Operator /pressing operator)
	Helper - Wet Operations (Multi Skilled)
	Helper - Finishing operation
	Helper – Dry Operation
Leather Goods & Garments	Stitching Operator
	Cutter Operator (both hand and machine)
	Helper - Parts Making
	Finishing Helper
Footwear	Stitching Operator – including Back stitching
	Pre-assembly operator (Splitter, folding, pasting, basic decoration, assembler)
	Skiving Operator (machine)
	Lasting operator (machine)
	Cutter
	Helper – Bottom Making
	Helper – Upper Making
	Helper – Finishing operation
Moulder	

Phase II

Segments	Job Roles	
Finished Leather	Scudder (Machine)	
	Setting Operator	
	Glazing Operator	
	Finisher operator (Roller Coater, machine spray , Hand Spray)	
Footwear	Finisher - post -lasting	
	Laster (By Hand)	
	Heel attacher and compressor(ladies shoe)	
	Skiver (by hand)	
	leather sole manufacturing - Heel Builder	
	Pattern Cutter	
	Line Supervisor	
	Quality Control inspector	
	Product Developer	
	Store In Charge	
	CAD CAM Operator	
	Sample Maker	
	Moulding Supervisor (Non- Leather)	
	Quality Control Inspector (Non- Leather)	
Leather Goods and Garments	Skiving Operator (Machine)	
	Pattern Cutter	
	Quality Control inspector	
	Sample Maker	
	CAD CAM Operator goods	
	CAD CAM Operator garments	
	Saddlery - Maker	
	Saddlery - Harness maker	
	Saddlery - Quality Control Inspector	
	Saddlery - Stitching	

Job Role Alignment to Level Descriptor

Phase I

NSQF Level	Segment	Job Role
NSQF Level - 4	Finished Leather	Buffing Operator
		Drum Operator
		Fleshing Operator
		Post Tanning Machine Operator
		Shaving Operator
		Splitting & Sammying Operator
	Footwear	Cutter
		Lasting Operator
		Moulding Operator
		Pre-Assembly Operator – Upper Making
		Skiving Operator
		Stitching Operator
	Goods & Garments	Cutter
		Stitcher
	NVEQF Level - 2	Finished Leather
Helper- Finishing Operations		
Helper- Dry Operations		
Footwear		Helper- Bottom Making
		Helper- Upper Making
		Helper- Finishing
Goods & Garments		Helper- Finishing
		Helper - Parts Making

Phase II

NSQF Level	Segment	Job Role
NVEQF Level - 4	Finished Leather	Scudding Operator
		Finishing Operator
		Glazing Operator
		Setting Operator
	Footwear	Finisher - post -lasting
		Laster (By Hand)
		Heel attacher and compressor(ladies
		Skiver (by hand)
		leather sole manufacturing - Heel
		Pattern Cutter
		Product Developer
		Store In Charge
		CAD CAM Operator
		Sample Maker
	Goods and Garments	Skiving Operator (Machine)
		Pattern Cutter
		Quality Control inspector
		Sample Maker
		CAD CAM Operator goods
		CAD CAM Operator garments
		Saddlery - Maker
		Saddlery - Harness maker
	Saddlery - Stitching	
NVEQF Level - 5	Footwear	Line Supervisor
		Quality Control inspector
		Moulding Supervisor (Non-Leather)
		Quality Control Inspector (Non- Leather)
	Goods & Garments	CAD CAM Operator goods
		Saddlery - Quality Control Inspector