

**PROBLEMS AND CHALLENGES FACED BY WOMENS
WORKERS IN CASHEW INDUSTRY-Kandavara
Panchayat, KundapuraTq, Udupi Dist.,**

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Article Link: <https://aksharasurya.com/2023/07/geetha-m/>

ABSTRACT:

Cashew nut processing is mainly an export oriented seasonal industry. The cashew processing industry is a Labour-intensive industry, which provides employment opportunities mainly to women among which most of them belong to socially backward condition. It is a fact that any amount received by a woman member of staff will be utilized directly for the benefit of the family unit and hence the link relating to family wellbeing is quite apparent. Cashew industry is one of the most promising industries in the area of women employment and empowerment sustainable rural development and economic development of the country. It has a greater impact on the rural economy of Udupi District. The main intension of this research paper is to analyze the various problems and challenges faced by women workers in Cashew Industries and to identify suitable measures to safeguard their work life and work environment provided by cashew industries in Udupi District. Primary data collection done in this study to analyze the problems and challenges of women employee in the cashew industry in Kandavara Panchayat, kundapuraTq.

Keywords: Women Employees, Problems, Challenges.

Introduction:

Portuguese's bought the cashew from Brazil to India mainly for the protection of soil-erosion from sea-waves, but later India's used as agriculture and commercial crops to earn foreign exchange gains. Cashew nut is a exceeding nutritious product. It gives additional calories to the human body. Because of its nutritious content it gives more strength and stamina to the body. Cashew nut is an important dry fruit grown in eight states in India namely Andhra Pradesh, Goa, Kerala, Karnataka, Orissa, Maharashtra, Gujarat and Tamil Nadu. Cashew nut needs to be processed before selling to ultimate consumers. Therefore, Cashew processing units play an important role in procurement of Cashew from the farmers, Cashew Processing Units undertaken by four districts by Karnataka namely Udupi, Shimoga, Chikamagalur and Dakshina Kannada. Karnataka Stand 4th position in the Cashew industry.

Employment is to be considered an important indicator of women's achievement in the economic condition. In the service of professional and industrial sector employment of women has shown as increasing trend in the unrecognized sector both in rural and urban areas. Majority of the workers in cashew industry are women, especially belong to the lower socio – economic status. Unhealthy sitting posture, working near furnaces and contact with the cashew nut shell liquid may make the workers in the Cashew sector vulnerable to many health issues.

Review of Literature:

Rajam, (1992) conducted the study to analyze the health problem faced by the women labor and incentives

provided to the workers the major findings of the study is the workers face a variety of health hazards of head ache, pain at joints, fatigue, tanning of the palm and loss of vision are some of the frequent maladies reported for climbing remedial aids are commencing the Employees' State Insurance (E.S.I) hospitals. Those seeking medical help in private hospitals and clinics, through, were not taken under this class. Consequently, it was felt that collecting primary data from individual employees would help to obtain a holistic picture of their health troubles

Nag (1996) conducted the study to analyze the reasons for the cashew industry workers health hazards. The different categories of the work of women in the cashew industry like shelling which is done in the squatting arrangement with a head bent forward posture, seems to pose the highest degree of postural strain on their skeletal system. The extended sitting posture is likely to effect their musculoskeletal harmony, the reproductive health hazards faced by women due to work stress are showing adversely influence the women's physical and mental organs, including instance of hypertrophic changes through a syndrome of pelvic congestion. Health effects caused by chronic discomfort include musculoskeletal paying and miscarriages or birth defects.

John (1990) in his entitled "Problems of cashew workers in Kanyakumari District" has attempted to identify lower wages and poor working environment the interest of cashew laborers in Kerala. The availability of cheap labor, absence of intervention motivates the establishment of more and more cashew industry in Kanyakumari District. He suggest that the cashew industry in Tamil Nadu should be brought under minimum wages act and social welfare measures like

Provident fund, Gratuity and Employees Security Insurance(ESI) should be made statutory for the development of employees .

Objectives:

1. To analyze the problems and challenges faced by women's in Cashew industries.
2. To analyze the health issues faced by the women workers in cashew industries.
3. To analyze the living conditions of women workers of Cashew industries.

Scopes of the study:

The present study covers number of women's workers and health problems and other challenges faced by them in two cashew industries of KundapuraThalluk, (2022).

Sources of data:

The present study is mainly based on the primary data collected from various cashew industry women's workers KundapuraThalluk , The data collected from 60 members of various Cashew Industries, survey is made on randomly selected members.

Limitations of the study:

Following limitations were found during the study despite its designing as per the objectives

1. The study was restricted to the Kundapura Thaluk only and a group of people that is women laborers of the cashew industry.
2. Since the present study focused only on women's workers in Cashew industries of KundapuraThalluk, the findings and conclusions of the present study cannot be

generalized to men workers in Cashew industries of the same Thaluk.

Research Methodology:

An extensive literature review followed by the construction of a questionnaire, collection of data, and investigation of both primary and secondary data were used for this study. Primary data were collected through an organized survey. Secondary data were composed over websites and from applicable published articles from leading journals, frame the research methodology of this study – in – hand.

Statistical Tools of Analysis:

For examination, collected data and conclude the study description used simple statistical tools such as percentage, graphs, co–relation, Chi–square test techniques.

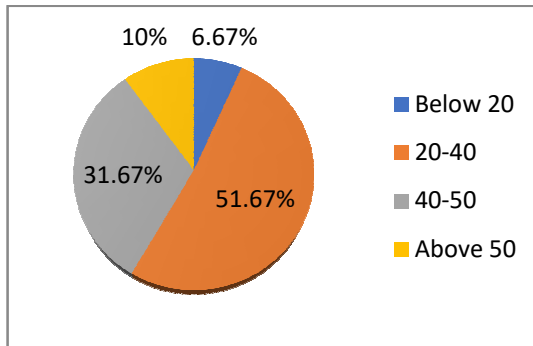
The Framework of Analysis and Interpretation:

The cashew manufacturing units working conditions issues and challenges for women workers.

Table 1: Age of the Workers

S .NO	Age(Years)	No. of Workers	Percentage
1	Below 20	4	6.67
2	20-40	31	51.67
3	40-50	19	31.67
4	Above 50	6	10
Total		60	100

Age of the Workers



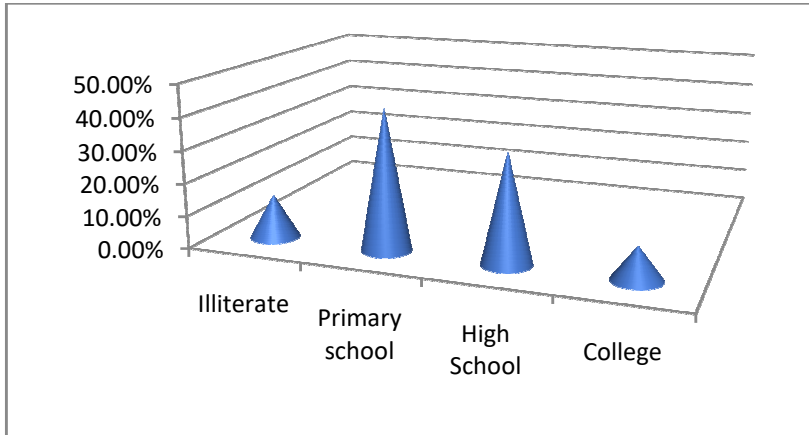
Interpretation:

From the above data, it is clear that the majority of cashew women workers are in the age group 20-40 is 31 occupied 51.67% of the total laborers employed in the different cashew industries in KundapuraThalluk and the same other age groups follows but the last place is occupied at above 20 age groups laborers which is recorded at 6.67% of the total number of workers employed in the cashew industry This indicates that the cashew industry is a major source of income as well as livelihood among the age group of 20-40 which is half of the total number of workers employed.

Table 2: Education of the workers

Sl. NO	Education	No of Workers	Percentage
1	Illiterate	8	13.33
2	Primary school	26	43.33
3	High School	20	33.33
4	College	6	10.00
Total		60	100

Education of the workers



Interpretation:

The Table 2 shows that 26 workers (43.33%) are qualified with Primary school education, 20 workers (33.33%) are qualified with High school education, 8 workers (13.33%) are illiterate, and 6 workers (10%) are from college. The majority of cashew industry workers are qualified with Primary school education, which shows that the industry is mainly depending on the uneducated section, who cannot work in any other industry here in locally for them; the industry is serving the society by creating an abundance of labor opportunity among the illiterate people and the modern industries are more specialized and based on the division of labours.

Table 3: Marital Status of the Workers

Sl. NO	Marital Status	NO. of Workers	Percentage
1	Married	32	53.33
2	Unmarried	20	33.33
3	Widow	6	13.33

Total		60	100
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Interpretation:

Marital status one of the important factors for selecting a job of the women worker presented in Table 3 shows that 32 workers are (53.33%) are married , 20 workers (33.33%) unmarried and 6 workers are (13.33%) are widow. It is clear that the majority of the cashew industry women workers are married and the cashew industry has become the main source of income among the married sections of the feeding small families in rural areas.

Table 4: Nature of Family of the Workers

S. NO	Nature of Family	NO. of Workers	Percentage
1	Nuclear	47	78.33
2	Joint	13	21.67
Total		60	100

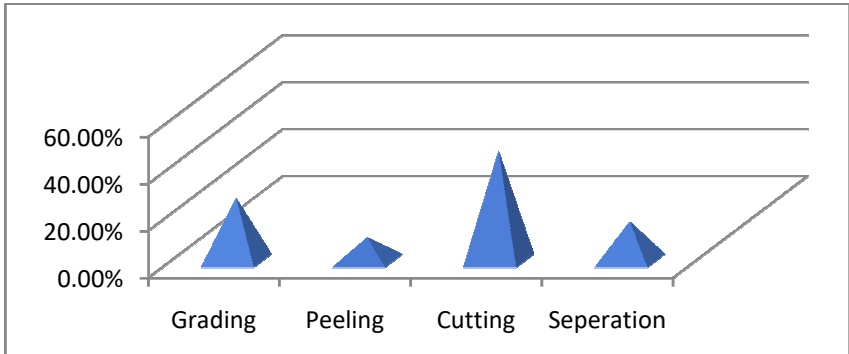
Interpretation:

The women workers nature of family is described in Table 4 shows that 47 workers (78.33%) are living with the nuclear family, and 13 workers (21.67%) are living with joint family. The earning in this industry is sufficient to satisfy the basic demands of the small families, but for joint families are struggling to fulfill the basic needs as the dependents are more at home, sometimes they borrow money from the co-workers or the management as a credit to nourish their family members.

Table 5: Types of Work of the Workers

Sl. NO	Types of Work	No of Workers	Percentage
1	Grading	16	26.

			67
2	Peeling	6	10.00
3	Cutting	28	46.67
4	Seperation	10	16.67
	Total	60	100



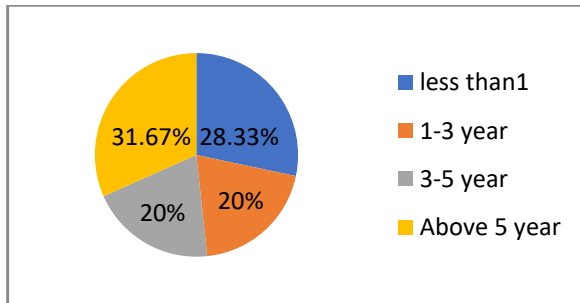
Interpretation:

From the above data showing that majority of 28 workers (46.67%) is engaged in cutting of cashew, 16 workers (26.67%) is engaged in the grading, 10 workers (16.66%) is engaged in separation and 6 workers each is engaged in peeling work in the cashew industry.

Table: 6 Work Experiences of the Workers

Sl.NO	Experience (year)	No. of Workers	Percentage
1	Less than one year	17	28.33
2	1-3	12	20
3	3-5	12	20
4	Above 5 year	19	31.67

	Total	60	100
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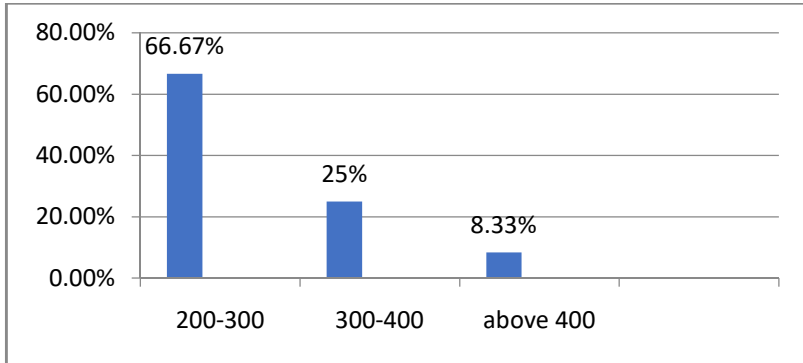
Interpretation:

From the above information the majority of 19 workers (31.67%) have been working in cashew industries for the period of above 5 years, and same way 17 workers (28.33%) in the period of less than 1 year and 12 workers (20%) in the period of 1-3 and 3-5 years have been working in cashew industries. This clearly shows that the laborers who put in long term service in the cashew industry are considerably more in number.

Table: 7 Daily Wages of the Workers

Sl. No	Wages	No.of Workers	Percentages
1	200-300	40	66.67
2	300-400	15	25
3	Above 400	5	8.33
	Total	60	100

Daily Wages of the Workers



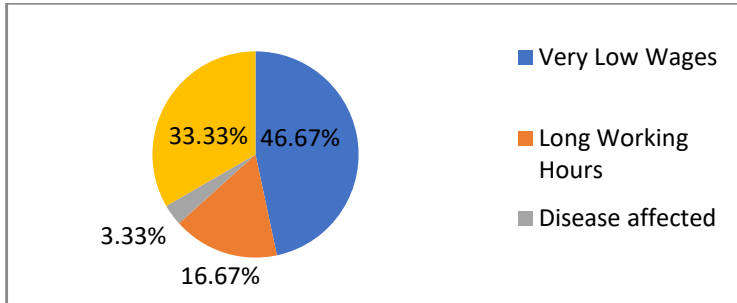
Interpretation:

The Table 7 indicates that the 40 workers (66.67%) have the daily wages between 200-300, 10 workers (25%) in the group of between 300-400, and 5 workers (8.33%) have the daily wages of above 400. The workers are getting daily wages of 200 to 400, which is comparatively high number falls under these groups are sufficient for the maintenance of small families in the rural areas but quite insufficient for fulfilling the demands of joint families in the society.

Table: 8 Problems Faced by Workers

S.No	Problems	No. of Workers	Percentage
1	Very Low Wages	28	46.67
2	Long Working Hours	10	16.67
3	Disease affected	2	3.33
4	No Government Support	20	33.33
	Total	60	100

Problems Faced by Workers

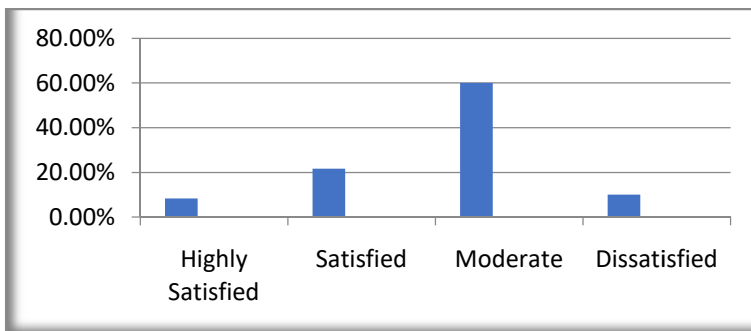


Interpretation:

From the above facts, the majority of cashew industry women workers faced the problem of very low wages and the government support for women workers are less in cashew industry.

Table: 9 Level of Satisfaction of the workers

Sl. no	Level of Satisfaction	Total	Percentage
1	Highly Satisfied	5	8.33
2	Satisfied	13	21.67
3	Moderate	36	60
4	Dissatisfaction	6	10
Total		60	100



Interpretation:

From the above data, the majority of cashew industry women workers moderately showed the satisfaction level with their works because to maintain and manage their family with this little income.

Table: 10 Welfare Facilities Provided to Workers

Sl. No	Welfare Facilities	No.of responses	%
1	Bonus	53	88.3
2	Provided Fund	25	41.67
3	Uniformity	53	88.3
4	First Aid	25	41.67
5	Canteen	60	100

Interpretation:

From the above table 10, the majority of the women workers responded that canteen facilities give correctly. The industry has not given much importance to the welfare facilities of women workers. The number of workers getting other facilities such as group gratuity, family provident fund, or bonus, etc. usually given for those who have performed long service or completed fixed terms of services. The important factor that recognized in our survey is that all the employees are getting one or the other risk coverage facilities in the industry.

Analysis of objectives of computation of Chi – Square (χ^2) test:

Sl. NO	Health problems	Type of work				
		Peeling	Cutting	Grading	Separations	Total
1	Low back pain	2	8	9	5	24
2	Neck pain	1	2	1	2	6
3	Staining of palms & fingers	2	15	1	1	19
4	Eye pain	1	3	5	2	11
	Total	6	28	16	10	60

From the above table the majority of the women workers responded to most of the health problems from their working conditions of the cashew industry. The important factor that recognized in our survey is that all the employees are getting one or the other risk coverage facilities in the industry.

The Calculated value of $\chi^2 = 15.36$

Degree of Freedom $= (c-1)(r-1) = 3 \times 3 = 9$

The level of satisfaction and type of work are analyzed with help of the chi-square test at 5% level of significance are 16.92. The calculated value is lower than the table value.

Findings: In this study, the following important findings as below:

The research finding shows the economic conditions and health issues, mainly challenging the women labors in cashew industries. The majority of workers belong to married 20-40 age group without higher education and socio-economically backward class who have low daily wages. Majority of the workers have above 5 years experience and Majority of the workers are engaged in the cutting section.

Majority of the workers are working in this industry because they interested in earning. Majority of the workers works six days in a week. Majority of the respondents get their wage on the basis of piece rate system. Majority of the workers are satisfied with the job. The standards of living and socioeconomic conditions are very poor with low level income and health problems from their work but still hope to solve their family problems for minimal level.

Suggestions:

The cashew industries management should raised the minimum wages to need the needs of women workers. Government should take necessary steps to increase the saving habits of the women workers. Every cashew factories should provided necessary working facilities to the workers in the working hours. Since the women workers are seriously facing health problems, it is the responsibilities of the cashew industry to provide gloves, oils and soaps to safeguard the women workers health and avoids some risk factors. To maintain worklife balance, the working hours should be fixed and minimized. The Employees State Insurance Scheme can also be introduced for the welfare of the workers. The government should implement the policies and programs especially for the weaker sections of women cashew workers for sustaining in the industries. Women Empowerment Programs must be strengthened further among the cashew workers particularly private sector .Special packages should be introduced by the government for securing better working conditions and to raise the living conditionsof cashew workers. Cashew industries should raise the wages of the women workers.

Conclusions:

The study of problems and challenges faced in working circumstances of feminine workers in cashew industries in Kundapura Taluk. The living standards, health issues difficulties tackled by the feminine workers. The mounting cost of living induces the employees to take up the job. Their monitory position is enhanced with sufficient procedures are taken to conquer their troubles. The government can prepare suitable strategies to amplify the safety of the laborers. This helps to propose mounting the problems and challenges of women workers in cashew manufacturers.

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