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# An Empirical Study on Issues and Challenges in Working Conditions of Feminine Labours Engaged in Cashew Industries

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## Abstract

*Recent Socio-cultural evolution in India shows that feminine workers play a major role in the economy. The cashew processing industry is a labor intensive industry, which provides employment opportunities mainly to women, among which most of them belong to socially backward community.*

**Purpose:** *A research model was established to analyze the various issues and challenges faced by women labor's in cashew industries To identify suitable measures to safeguard their work-life or work environment provided by cashew industries in Dakshina Kannada (DK) district.*

**Findings:** *The research finding shows the socioeconomic conditions and health issues, mainly challenging the women labours in cashew industries. The cashew processing industry mainly depends on expensive imported raw cashew nuts due to the reduction in yield of nuts in India. It results in an increase in the cost of processing and difficult to sustain the quality of nuts, which directly effects the earnings, health, and welfare of women labours.*

*This paper focuses on suggesting provisions on social security incentives for improving the women's labor welfares.*

**Keywords:** *Issues and challenges, Feminine labours, Feminine welfare, Eco-social standards, Strategies engaged in Cashew Industries, Female workforce.*

## Introduction

Portuguese's brought the cashew from Brazil to India mainly for the protection of soil-erosion from sea-waves, but later, Indian's used as agriculture and commercial crops to earn foreign exchange gains. Cashew is the most delicious and nutritious product referred to as "poor man's crop and rich man's food" of wide demand all over the world. It is an item of food rich in protein, fats, and vitamins. The Kidney shaped fruit's Kernel is available to the Consumers in its purest and natural form: that is why the saying "cashews care for your health." India remains the prime manufacture, producer, processor, and exporter of cashew nut in the international market. The states like Kerala, Maharashtra, Madhya Pradesh, Karnataka, Tamilnadu, Goa, and West Bengal are the major cashew producers in India. Karnataka stands in the fourth position with a production of 85.15MT of raw cashew nuts from an area of 126.71ha in India during 2017 (source: Horticulture at a glance 2017).

In-state is 500 kg/ha productivity of cashew trees, which is less than the national average of 800 kg/ ha. In coastal Karnataka among two major employment-oriented productions, Cashew cultivation plays a significant impact in the economy next to the Beedi industry. 70% of the state's cashew production is the contribution of coastal Karnataka. Dakshina Kannada gains first place in area wise cultivation among various districts of the state. The birthplace of a large-scale labor-intensive cashew processing unit was established in Mangalore. Women labors are the majority workforce, among them nearly 95%, especially belonging to the socially-economically backward communities in rural areas.

### Review of Literature

Emam Beevi A.J, (1976)<sup>1</sup> as examine the impact of the minimum wage act in Kerala. It is observed from the study that the initial effect of minimum wage law has increased wage rates in processing units that come under the factory act. She has found that the average daily earnings of workers increased as a result of the average fixation of a minimum wage. But the annual average earning has decreased owing to the diversion of processing activities from Kerala to Tamil Nadu and resulted in a reduction of the number of working days in Kerala.

Rachel James (1981)<sup>2</sup> has focused on the problems faced by Kerala Cashew industry workers. The main problem was they do not get enough working days from the unavailability of raw nuts yields and supply and found that workers have been exploited by the employers. A minimum output per day has been prescribed by the management for Dearness Allowance (DA). This means D.A is given only when the minimum output produced is ready. The prescribed minimum output is what a worker can produce on an average in a day under below normal working conditions. The study also highlights another problem involved in Shelling. As it is done by sitting on the floor and beating nuts with a light hammer, the shell liquid that splashes out in droplets has an abrasive effect on the skin. She

concludes that Shelling is the most un -pleasant job in the cashew industry. Moreover, when the import of raw materials is falling, local nuts that go to the cottage sectors, cannot help cashew factories much to provide more working days.

Grover (1988) points out women in cashew factories face a variety of health hazards in day to day life. Those get aggravated by other problems like poverty, poor wages, unsatisfactory working conditions, and the failure of the employers to implement different welfare measures. Though the chain of circumstance (cause-effect analysis) relationship on environmental factors of the good health of the workers, and some realistic appraisal of their predicament can be expected.

John (1990)<sup>3</sup> in his study entitled “Problems of Cashew Workers in Kanyakumari District,” has attempted to identify lower wages and poor working environment affect the interest of cashew laborers in Kerala. The availability of cheap labor, absence of labor problems and availability of raw nuts, low investments, availability of land at low cost, and absence of any intervention motivates the establishment of more and more cashew industries in Kanyakumari District. He suggests 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.

Sugumar (1990) and Shilpa (1991), the inhalation of polluted air almost continuously during the work hours cause ill effects in the workers, which results in high mortality and morbidity conditions due to disorders of the respiratory system, chronic bronchitis, and, primary lung cancer. Added to this, the constant contact with the cashew nut produces strain in their eyes and mucous membranes. Low nutritional status and high parasitic infections increase their susceptibility to toxicity even at low levels of exposure.

Aziz (1991) states that the hands of some of the workers suffered blisters and deformities, similar to those of leprosy patients. To prevent abrasion of workers' hands by cashew shell oil, innovative,

1. Emam Beevi A.J, (1976) “The Impact of Minimum Wage Legislation on Cashew Industry”

2. Rachel James (1981) “Problem of Workers in the Cashew Industry”

3. John (1990) “Problems of Cashew Workers in Kanyakumari District”

indigenous techniques like the application of coconut oil on their hands before and after work has become a conventional performance, but whether the crisis could be eliminated by this method is yet to be ascertained.

The study conducted by Pasricha and Srinivas (1991) on the dermatological harms confronted by female workers in the cashew-nut manufacturing units found that the workers were suffering from severe dermatic reactions on their hands and feet caused by cashew nut shell oil.

Rajam, (1992) conducted the study to analyze the health problems 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 headache, pain at joints, fatigue, tanning of the palm, and, loss of vision are some of the frequent maladies reported for claiming remedial aids are commencing the Employees' State Insurance (E.S.I.) hospitals. Those seeking medical help in private hospitals and clinics, though, 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.

Remani (1992)<sup>4</sup> with the objective to analyze the health hazards faced by them among the sample of 300 feminine workers in various cashew units. The study findings the health hazards of these women were respiratory/chest diseases (25 percent), headache (5 percent), pain in the joints of arms/legs (25 percent), and back pain (10 percent). Four percent of the workers complained of general fatigue. Twenty-four percent experienced tanning of the palm, and six percent had uterus complaints. Four percent had a urinary infection. The vision was affected in two percent cases.

Deepa (1994)<sup>5</sup> conducted her study to trace the historical back ground of the cashew industry in India, working conditions of laborers and causes for industrial disaster and women workers in this industry. She has found out that alternative opportunities available for the women workers in

agriculture, brick making, constructional work, match industry, petty trade, and some of them found employment as household servants hamper cashew processing work. She also reveals that the selection of alternative activity as well as the specific kind of activity is determined to a large extent by the caste status of the individual worker.

Nag (1996) conducted the study to analyze the reasons for the cashew industry women 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 affect 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 instances of hypertrophic changes through a syndrome of pelvic congestion. Health effects caused by chronic discomforts include musculoskeletal pain and miscarriages or birth defects.

Sudha (1997) conducted a study on the administration of welfare policies in the cashew industry. The available literature has only touched upon the health problems of women in this industry. Appraisal of the physical stress, which is essentially required for work improvement, has not been done in any of the studies. The gravity of several other problems related to occupational health has not yet been studied in-depth, and very little effort has been made to improve the work performance and workplace organization.

Venketesan and Karunanidhi (1998) conducted studies in the cashew industry with an objective of analyzing the working condition of labor. The finding of the study is that the Roasting of nuts produces acrid fumes as the laborers work in the chemically polluted atmosphere; they become victims of respiratory diseases such as throat infection, cough, asthma and tuberculosis, and the oil exuded during roasting causes allergy and dermatitis.

Gaunekar (2002) conducted a study of cashew industry and reported an incidence rate of 50 percent among their study sample of cashew workers in the cashew industry were prone to major occupational dermatoses such as cauterization reaction,

4. Remani (1992) "the status and the problems of women workers in cashew factories."

5. Deepa (1994) "Industrial Crisis and Women Workers: A Case Study of Cashew Processing Industry"

maceration of the skin and callosity on the fingers. He has reported an incidence of dermatitis among one-half of the subjects in their study sample of cashew workers.

Rajan and Binilkumar (2004)<sup>6</sup> their study highlights the weaknesses, opportunities, and threats in the cashew industry. It shows that youngsters are unwilling to work in the manual Shelling process owing to the social status of workers in the industry, comparatively lower wages. The prevalence of strong trade unions and lack of sufficient stock yard for raw nuts are the other areas of concern. The study also points out that under cultivation of cashew nuts annually results in reduced production of raw cashew nuts. As India faces competition in the cashew market from countries like Vietnam and Brazil, it suggests that the internal production of raw cashew nuts should be enhanced to sustain the cashew industry.

Lindberg, Anna (2005)<sup>7</sup> has made an intensive study shows that the Malayalee Women's of the cashew manufacturing units agonize from greater deprivation and starvation. There has been a widening gap between femininity and masculinity; Female workers are one of the most exploited groups. The limitations imposed upon them by poverty and gross unequal power relations, limitations imposed by capital and labor can be reasons for the more pronounced exploitation of female workers over males. It is observed from the study that although women have had the potential for collective power, they continue to suffer discriminatory and humiliating treatment by their employers. At the same time, these limitations are largely overcome by setting the agenda in their trade union. It is also stated in the study that a large number of female cashew factory workers still do not receive the protection of labor laws when it comes to wages, bonuses, maternity leave, pensions. Moreover, employment in cashew factories has been personalized and decentralized. Women have become members of trade unions and participate in strikes and other radical working-class activities. The study concludes that most of

6. Rajan and Binilkumar (2004) "Spectral Study on Cashew Industry"  
7. Lindberg, Anna (2005) "Modernization and Effemisation in India concerning Kerala Cashew Workers since 1930"

the female cashew factory workers are from lower castes, and modernization of cashew workers through trade unions has strengthened the role of women in achieving their basic rights.

S.S. Guledgudda, (2005) and Ganguly, (2011)<sup>8</sup> discussed the world market, India gained a second-largest position in cashew kernels export and earned a sizeable amount of foreign exchange revenues from it. Since India is one of the largest producer processor consumer and exporter. During the study, the cashew industry in India employed over 5 lack persons, with more than 95 percent of them being women and paid low wages to employees.

To progress the healthiness of the workers in the cashew industry, it is necessary to undertake a detailed study of their work, activity pattern, duration of work, work postures and work environment, productivity, body discomforts, and other health problems

### Objectives of the Study

1. To investigate the different health issues, challenges faced by women labor's in cashew industries.
2. To analysis the measures are taken to safeguard the work-life of the cashew industry female workers in the study area of the research.

### Scope of the Study

The study focuses on the *issues and challenges faced by women and measures to safeguard their work-life by cashew industries in Dakshina Kannada (DK) district.*

### Limitation of the Study

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

- The study was restricted to the Dakshina Kannada district only and a group of people, i.e., women laborers of the cashew industry.
- Since sample selection is on a convenience basis, the possibility of uncontrollable independent variables presents in the external environment.

8. S.S. Guledgudda, (2005) 'Production and Export Performance of Cashew an Economic Analysis'  
Ganguly, (2011) in 'Analysis of Pro-poor Agriculture Value Chains in Maharashtra'

### 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 journals and books, magazines, websites, and from applicable published articles from leading journals, frame the research methodology of this study-in-hand.

### Sampling Design and Data Collection

For this study, primary data is collected from DK feminine workers of the cashew factories with the help of questionnaires among 80 women labours were selected as per convenience random sampling method using sample size calculator for 1000 population confidence level 95% and interval of 10.5 of different places in DK district, Karnataka.

### Statistical Tools of Analysis

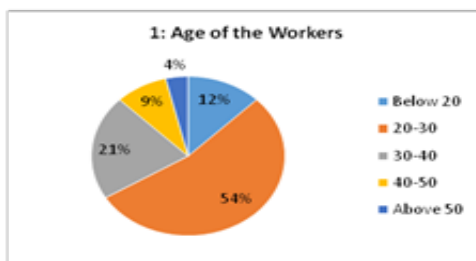
For examination, collected data and conclude the study description used simple statistical tools such as percentage, graphs, co-relation, Chi-square test techniques.

### The Framework of Analysis and Interpretation

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

**Table 1: Age of the Workers**

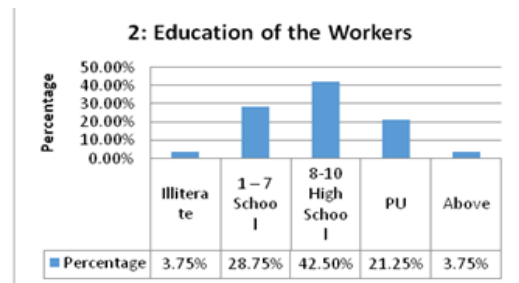
S. No.	Age (Years)	No. of Workers	Percentage
1	Below 20	10	12.50%
2	20-30	43	53.75%
3	30-40	17	21.25%
4	40-50	7	8.75%
5	Above 50	3	3.75%
	<b>Total</b>	80	



**Interpretation:** From the above data, It is clear that the majority of cashew industry women workers are in the age group 20 to 30 is 43 which occupied 54% of the total laborers employed in the different cashew industries in Dakshina Kannada district and the same way other age groups follows but the last place is occupied by above 50 age group laborers, which is recorded at 3.75% 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 20-30, which is half of the total number of workers employed. This may be due to the reason that the cashew industry requires youngsters who work hard and can cope with the demand of expectation.

**Table 2: Education of the Workers**

S. No.	Education	No. of Workers	%
1	Illiterate	3	3.75%
2	(1-7) Primary School	23	28.75%
3	(8-10) High School	34	42.50%
4	PUC /10+2	17	21.25%
5	Degree	3	3.75%
	<b>Total</b>	80	



**Interpretation:** The Table 2 shows that 34 workers (42.5%) are qualified with High school education, 23 workers (28.75%) are qualified with primary school education, 17 workers (21.25%) are qualified with PUC / 10+2 education and 3 workers (3.75%) are illiterate, and 3 workers (3.75%) are from degree. The majority of cashew industry workers are qualified with High 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**

S. No.	Marital Status	No. of Workers	%
1	Married	35	43.75%
2	Unmarried	45	56.25%
	<b>Total</b>	80	

**Interpretation:** Marital status one of the important factors for selecting a job of the women worker presented in Table 3 shows that 45 workers (56.25%) are unmarried, and 35 workers (43.75%) are married. It is clear that the majority of the cashew industry women workers are unmarried, and the cashew industry has become the main source of income among the unmarried sections for feeding small families in rural areas. It helps the young girls to save little money for their future life by maintaining provident funds and other risk covering policies.

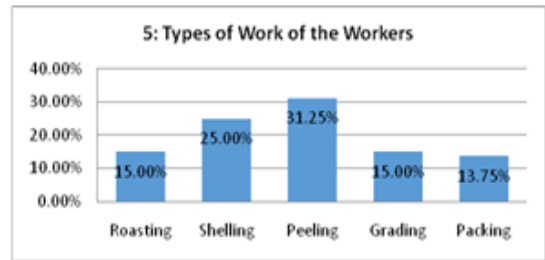
**Table 4: Nature of Family of the Workers**

S. No.	Nature of Family	No. of Workers	%
1	Nuclear	58	72.50
2	Joint	22	27.50
	<b>Total</b>	80	

**Interpretation:** The women workers' nature of family is described in Table 4 shows that 58 workers (72.5%) are living with the nuclear family, and 22 workers (27.5%) are living with a 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**

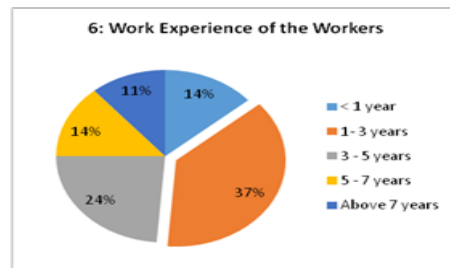
S. No	Types of Work	No. of Workers	%
1	Roasting	12	15.00%
2	Shelling	20	25.00%
3	Peeling	25	31.25%
4	Grading	12	15.00%
5	Packing	11	13.75%
	<b>Total</b>	80	



**Interpretation:** From the above data showing that majority of 25 workers (31.25%) is engaging in peeling of cashew, 20 workers (25%) is engaged in the shelling, 12 workers (15%) is engaged in grading and roasting and 11 workers each is engaging in packing work in the cashew industry.

**Table 6: Work Experience of the Workers**

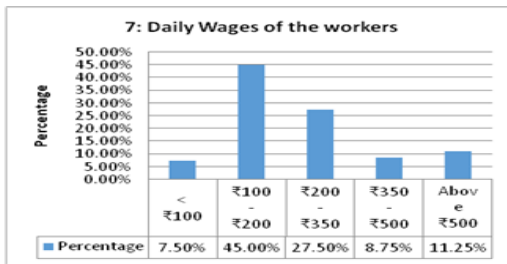
S. No.	Experience (Years)	No. of Workers	Percentage
1	< 1 year	11	13.75%
2	1- 3 years	30	37.50%
3	3 - 5 years	19	23.75%
4	5 - 7 years	11	13.75%
5	Above 7 years	9	11.25%
	<b>Total</b>	80	



**Interpretation:** From the above information the majority of 30 workers (37.5%) have been working in cashew industries for the period of one to 3 years, and same way 19 workers (23.75%) in the period of 3-5years, and 11 workers (13.75%) in less than one year and period of 5-7 years and nine workers have been working in cashew industries for the period of above 7 years. This clearly shows that the laborers who put in long term service in the cashew industry are considerably less in number. Laborers leave the industry for various reasons like long term service is not considered for rewarding, and some separate family and place after marriage age.

**Table 7: Daily Wages of the Workers**

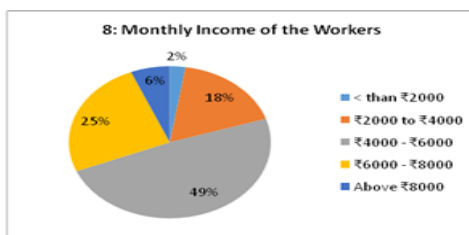
S. No	Wages	No. of Workers	%
1	< `100	6	7.50%
2	`100 - `200	36	45%
3	`200 - `350	22	27.50%
4	`350 - `500	7	8.75%
5	Above `500	9	11.25%
	<b>Total</b>	80	



**Interpretation:** The Table 7 indicates that the 36 workers (45%) have the daily wages between `100 to `200, 22 workers (27.5%) in the group of between `200 to `350, 9 workers (11.25%) have the daily wages of above `500, and 7 workers (8.75%) have the daily wages in the group of between `350-`500 and 6 workers (7.5%) of below `100 earnings per daily wages in the cashew industry. The workers are getting daily wages of `100 to `350, 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: Monthly Income of the Workers**

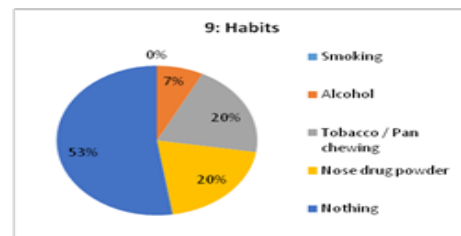
S. No.	Monthly Income	No. of Workers	%
1	< than `2000	2	2.50
2	`2000 to `4000	14	17.50
3	`4000 - `6000	39	48.75
4	`6000 - `8000	20	25.00
5	Above `8000	5	6.25
	<b>Total</b>	80	



**Interpretation:** Table 8, the mainly 39 workers (48.75%) have monthly income waving between Rs. 4000 to Rs. 6000, 20 workers (25%) have monthly income at the range of Rs. 6000 to Rs. 8000, 14 workers (17.5%) have monthly income at the range of Rs. 2000 to Rs. 4000, 5 workers (6.25%) have monthly income at the above Rs.8000, and only two workers (2.5%) have monthly income at the range of less than Rs.2000. The monthly income for the maintenance of small families in the rural areas satisfactory but inadequate for fulfilling the demands of joint families.

**Table 9: Habits**

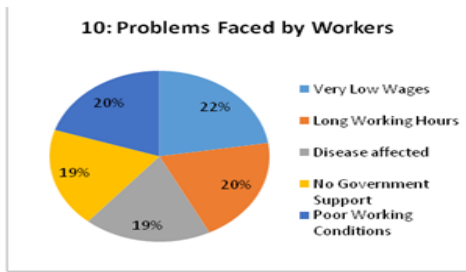
S. No.	Habits	No. of Workers	%
1	Smoking	0	0
2	Alcohol	6	7.5%
3	Tobacco / Pan chewing	16	20%
4	Nose drug powder	16	20%
5	Nothing	42	52.5%
	<b>Total</b>	80	



**Interpretation:** From the above information, the mainly 42 workers (52.5%) have not any bad habits, and 16 workers (20%) each have Tobacco / Pan chewing and nose drug used, and little alcohol also some older women consuming to reduce their body pain from work.

**Table 10: Problems Faced by Workers**

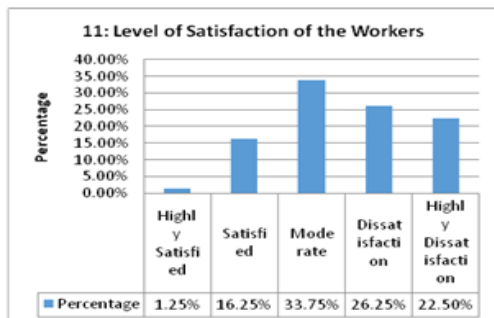
S. No.	Problems	No. of Workers	%
1	Very Low Wages	18	22.50%
2	Long Working Hours	16	20.00%
3	Disease affected	15	18.75%
4	No Government Support	15	18.75%
5	Poor Working Conditions	16	20.00%
	<b>Total</b>	80	



**Interpretation:** From the above facts, the majority of cashew industry women workers faced the problem of very low wages, and most of all average laborers expressed their views that the most of all problems faced by them are similarly due to unavailability or less importance of the facilities providing by the industry.

**Table 11: Level of Satisfaction of the Workers**

S. No.	Level of Satisfaction	No. of Workers	%
1	Highly Satisfied	1	1.25%
2	Satisfied	13	16.25%
3	Moderate	27	33.75%
4	Dissatisfaction	21	26.25%
5	Highly Dissatisfaction	18	22.50%
<b>Total</b>		80	



**Interpretation:** From the above data, the majority of cashew industry women workers moderately showed the satisfaction level with their work because to maintain and manage their family with this little income. This was a labor oriented industry, so the workers hardly involving in strikes, demonstrations, protests, etc. against management. The workers leaving the job in the middle of the year or discontinuing it is significantly less comparatively for other industries.

**Table 12: Welfare Facilities Provided to Workers**

S. No.	Welfare facilities	No. of responses	%
1	Bonus	74	92.5
2	Provident Fund	54	67.5
3	Gratuity	50	62.5
4	First Aid	48	60
5	Uniforms and Shoes	41	51.25
6	Leave with Wages	27	33.75
7	Canteen	21	26.25

From the above Table 12, the majority of the women workers responded that bonus paid 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. No employees are outside this coverage, which helps the workers to access medical facilities when they face severe health problems.

**Analysis of Objectives with Computation of Chi-Square**

S. No	Health Problems	Types of Work						Total	%
		Peeling	Shelling	Grading	Roasting	Packing			
1	Low Back pain	17	11	5	3	3	39	16.46%	
2	Wrist and hand pain	14	13	5	1	4	37	15.61%	
3	Knee pain	6	5	8	7	2	28	11.81%	
4	Neck pain	12	7	3	1	2	25	10.55%	
5	Chronic respiratory illness	3	4	1	0	1	9	3.80%	
6	Skin conditions Burns	2	3	0	9	1	15	6.33%	



7	Staining of palm and fingers	3	8	2	6	2	21	8.86%
8	Prolapse of uterus	3	2	1	2	1	9	3.80%
9	Eye pain/strain	12	6	5	0	2	25	10.55%
10	Hypertension	4	3	3	1	2	13	5.49%
11	Diabetics Mellitus	4	4	2	4	2	16	6.75%
<b>Total</b>		80	66	35	34	22	237	

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. Similarly, due to this facility, the industry is not always facing a shortage of employees. Thus, the industries are taking utmost care to protect the good health of the workers and their other interest, and in this regard, no other industry can be cited at par with these industries in the rural areas. The industry is not contributing anything in spoiling the health of workers, and they also believe that the workers

The Calculated value of  $\lambda^2 = 63.82$

Degree of Freedom =  $(c-1)(r-1) = 4*10 = 40$

The health problems and types of work are analyzed with the help of the chi-square ( $\lambda^2$ ) test at a 5% level of significance are 55.758. The calculated value is higher than the table value. Hence the cashew workers facing a lot of health issues in the working environment. But, if we take a 0.05% level of significance is 66.766, then the calculated value is less than the table value. It's difficult to maintain a level of significance by companies. So, to prevent workers from health issues, cashew companies provide safety measures to their employees.

Types of Work	Level of Satisfaction					Total	%
	Highly Satisfied	Satisfied	Moderate	Dissatisfaction	Highly Dissatisfaction		
Roasting	2	3	6	9	1	21	26.25%
Shelling	1	2	3	0	2	8	10.00%
Peeling	3	7	10	1	3	24	30.00%
Grading	2	2	3	1	3	11	13.75%
Packing	3	1	8	3	1	16	20.00%
<b>Total</b>	11	15	30	14	10	80	
%	13.75%	18.75%	37.50%	17.50%	12.50%		

From the above Table, the majority of the women workers responded most of them are moderately satisfied with working conditions and other benefits from the cashew industry.

The Calculated value of  $\lambda^2 = 21.81$

Degree of Freedom =  $(c-1)(r-1) = 4*4 = 16$

The level of satisfaction and types of work are analyzed with the help of the chi-square ( $\lambda^2$ ) test at a 5% level of significance is 26.296. The calculated value is lesser than the table value. Hence the cashew workers satisfied with issues in the working environment. But, if we take a 20% level

of significance is 20.465, then the calculated value is higher than the table value.

### Findings

In this study, the following important findings as below:

*The research finding shows the socioeconomic conditions and health issues, mainly challenging the women labours in cashew industries. The majority of women workers belong to unmarried 20-30 younger age group without higher education and socio-economically backward class who have low daily*

wages or for contract workers with monthly income at the range of Rs. 4000 to Rs. 6000. 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.

The majority of women workers are affected by the health-related disease, but still, they are satisfied with the welfare facilities provided by the firms. So, the management should work hard to see that its workers are not exposed to any disease. The government should also play its roles in these regards.

*The cashew processing industry mainly depends on expensive imported raw cashew nuts due to the reduction in yield of nuts in India. It results in an increase in the cost of processing and difficult to sustain the quality of nuts, which directly effects the earnings, health, and welfare of women laborers.*

### Suggestions and Conclusion

The cashew industries' management should raise the minimum wages to meet the needs of women workers. The government should take necessary awareness program, and training should be organized to improve the efficiency of the workers for better production. Since the women workers are seriously facing health problems, it is the responsibility of the cashew industry to provide gloves, oils, and soaps to safeguard the women workers' health and avoid some risk factors. To maintain work-life balance, the working hours should be fixed and minimized. The Employee State Insurance Scheme can also be introduced for the welfare of the workers.

The study of issues and challenges faced in working circumstances of feminine workers in cashew industries of Dakshina Kannada (DK) District. The living standards, health issues, working-environment difficulties tackled by the feminine workers. The mounting cost of living induces the employees to take up the job. Their monetary 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 issues and challenges of feminine workers in cashew manufacturers.

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