

OPEN ACCESS

Manuscript ID:
ECO-2023-12016833

Volume: 12

Issue: 1

Month: December

Year: 2023

P-ISSN: 2319-961X

E-ISSN: 2582-0192

Received: 11.09.2023

Accepted: 19.11.2023

Published: 01.12.2023

Citation:

Madhura, K., et al. "A Study on the Impact of Psychological and Emotional Factors on Women Labours in Cashew Industry in Dakshina Kannada District." *Shanlax International Journal of Economics*, vol. 12, no. 1, 2023, pp. 50–63.

DOI:

<https://doi.org/10.34293/economics.v12i1.6833>



This work is licensed under a Creative Commons Attribution-ShareAlike 4.0 International License

A Study on the Impact of Psychological and Emotional Factors on Women Labours in Cashew Industry in Dakshina Kannada District

K. Madhura

Research Scholar, Department of P.G. Studies in Economics
University College, Mangalore, Karnataka, India

 <https://orcid.org/0009-0006-5380-6827>

B. Raghavendra

Faculty, Department of P.G. Studies in Commerce
University Evening College, Mangalore, Karnataka India

 <https://orcid.org/0000-0002-8556-3165>

B. M. Ramakrishna

Faculty, Research Guide and Professor, Department of Economics
University College, Mangaluru, Mangalore, Karnataka India

Abstract

Cashew (*Anacardium occidentale*) holds a vital position in the global market, as it is a prominent commodity within the agricultural sector. Notably, in India, the cultivation of cashew has historically been a significant contributor to the small-scale agricultural labour-intensive industry. Moreover, this sector has played a pivotal role in providing employment opportunities for a substantial number of women workers. In recent years, emergent challenges have arisen, aggravated by the pandemic and subsequent lockdown. This study delves into the experiences of female labours in the cashew industry, revealing work-related stress as a significant issue impacting productivity due to psychological and emotional factors. The research design adopts a qualitative approach, utilizing in-depth structured questionnaire interviews with women labourers. The analysis will be employed to analyze the collected data, encompassing demography, ergonomic assessment of the working environment. The potential findings will illuminate the pivotal role of social support in alleviating the impact of work-related stress. The study delves into the effectiveness of coping mechanisms adopted by women labours to navigate their well-being challenges. Additionally, the research investigates how these impacts may differ based on socio-economic background and educational attainment. The expected outcomes of the study are poised to provide valuable insights. These insights will inform recommendations for crafting workplace policies and targeted programs. The study also emphasizes the importance of heightened awareness and extending social support networks. Addressing gender disparities within the industry, ameliorating working conditions, and advocating for further research are key components of the proposed improvement strategies. In summary, this study possesses the capacity to guide interventions and tactics with the goal of bolstering the well-being of women labours of cashew industry in Dakshina Kannada district. Such endeavours are poised to foster workplace equality and inclusiveness.

Keywords: Psychological Well-Being, Emotional Factors, Stress Impact, Psychological Emotions, Environment Emotions Productivity

Introduction

An emotional and cognitive response is driven by factors such as arousal, workload, and environmental conditions that impact our physiological state in that very moment. The cashew industry has become a significant employer of women workers in Dakshina Kannada district, India. Despite the rising number of women in the industry, there has been a lack of research focusing on their psychological and emotional experiences.

Despite their significant contribution to the industry, women labours often face various challenges related to their psychological and emotional well-being. Research has shown that the working environment and job demands can have a significant impact on the psychological and emotional health of individuals. However, there is limited research available; the present study aims to explore the impact of psychological and emotional factors on women labours in the cashew industry.

Background

The cashew industry is a significant employer in India, with over 1.5 million people working in the sector. Women constitute a significant portion of the workforce in the industry, with overall 98% of the workers being women but in the production process 100% of women workers only we can see here in Dakshina Kannada district. However, women labours in the industry face several challenges related to their psychological and emotional.

Research has shown that women labours in the cashew industry face work-related stress, poor working conditions, low wages, job in security, financial problems, and problems related to family or in personal life. These factors has a significant impact on their psychological and emotional well-being (i.e., balance in emotion, thoughts, and social

relationships). the Studies also highlighted that women labours in the industry are vulnerable to harassment and other forms of violence, further exacerbate their psychological and emotional distress.

Despite the significant impact of psychological and emotional factors on the well-being of women labours in the cashew industry, there were limited research available on this topic. Existing studies have focused primarily on the health and safety of workers in the industry, with little attention paid to the psychological and emotional well-being of women labours.

In recent years, there has been growing interest in understanding the psychological and emotional experiences of women labours in the cashew industry. Studies have highlighted the need for interventions and strategies that can improve the psychological and emotional well-being of women labours in the industry.

The present study aims to contribute to the existing literature on the psychological and emotional experiences of women labours in the cashew industry. The study provides insights into the challenges faced by women labours in the industry and the coping mechanisms they use to manage their psychological and emotional well-being.

The Table Summarizing the Literature Review on the Research Topic

Author(s)	Research Method	Key Findings
Choudhary and Kumar (2019)	Survey	Women labours in the cashew industry experience work-related stress, poor working conditions, and low pay, which have a negative impact on their psychological and emotional well-being.
Pinto and Monteiro (2018)	Focus Group Discussions	Women labours in the cashew industry face gender discrimination and sexual harassment, which further exacerbate their psychological and emotional distress. The study highlights the need for interventions to improve the well-being of women labours in the industry.
Hegde and D'Souza (2017)	Case Study	The study highlights the role of social support in mitigating the impact of work-related stress on the psychological and emotional well-being of women labours in the cashew industry.
Nayak and Shetty (2016)	Interviews	Women labours in the cashew industry use various coping mechanisms, such as social support and spiritual practices, to manage their psychological and emotional well-being. The study emphasizes the need for interventions that address the unique needs of women labours in the industry.
Rodrigues and Monteiro (2015)	Survey	Women labours in the cashew industry face gender discrimination, sexual harassment, and poor working conditions, which have a negative impact on their psychological and emotional well-being. The study recommends interventions to improve the working conditions and well-being of women labours in the industry.

Research Gap

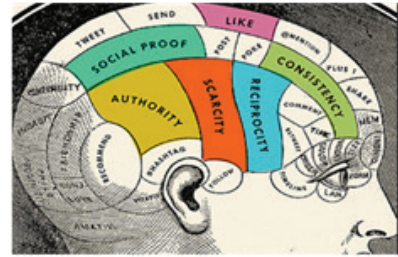
After reviewing the background of the study on the topic, a research gap emerges in terms of the need for a more in-depth understanding of the unique experiences of women labours in the industry. While existing studies highlighted the challenges faced by women labours in the industry and the need for interventions to improve their well-being, there is limited research available on the following:

- A comprehensive exploration of the psychological and emotional experiences of women labours in the cashew industry in Dakshina Kannada district.
- An examination of the impact of work-related stress on the psychological and emotional welfare of women labours in the industry.
- An understanding of the coping mechanisms used by women labours to manage their psychological and emotional welfare in the face of work-related stress
- A focus on the experiences of women labours from diverse socio-economic backgrounds and levels of education in the cashew industry.
- An exploration of the role of social support in mitigating the impact of work-related stress on the psychological and emotional welfare of women labours in the industry.
- Therefore, the present study aims to address these research gaps and provide a more comprehensive understanding of the psychological and emotional experiences of women labours in the cashew industry in Dakshina Kannada district.

Research Question

1. What is the impact of psychological and emotional factors on women labours in the cashew industry in Dakshina Kannada district?
2. What is the relationship between psychological factors (such as stress, job satisfaction, and self-esteem) and emotional factors (such as emotional intelligence and emotional well-being/welfare) among women labourers in the cashew industry in Dakshina Kannada district?

Figure 1 Psychological Factors



Objectives

The objectives of this study are:

- To explore the psychological and emotional experiences of women labours in the cashew industry.
- To examine the impact of work-related stress on the productivity of women labour.
- To identify the coping mechanisms used by women labours to manage their psychological and emotional experiences.

Methodology

Research Design: The study was adopted a mixed-method research design, integrating both quantitative and qualitative approaches to gain comprehensive insights into the impact of psychological and emotional factors on women labourers in the cashew industry. The mixed-method approach will enhance the validity and reliability of the findings.

Sampling Technique: A purposive sampling technique will be employed to select the respondents. The inclusion criteria will focus on women labourers currently working in the cashew industry in Dakshina Kannada district. A sample size of 100 women labourers have chosen from different cashew processing units in the district, ensuring representation from various process departments and experience levels. In non-random sampling, researchers deliberately decided for specific individuals from the population of interest based on certain characteristics or criteria. The assortment is not based on random chance, but rather on the researcher's judgment for the study objective.

Data Collection: The data collection process involve approaching the selected cashew processing units and seeking permission from the management to conduct the study. The respondents will be

informed about the purpose and objectives of the research and their voluntary participation will be sought. The structured questionnaire was prepared and distributed to the respondents, and in-depth interviews were scheduled at a mutually convenient time.

- **Quantitative Data:** A structured questionnaire will be developed, adapted from existing validated scales and literature study. The questionnaire will include Liker-scale questions to assess psychological and emotional factors related to work-related stress, emotional well-being, work commitment, and psychosocial stress which also impacted on job performance.
- **Qualitative Data:** In-depth structured questionnaire interviews will be conducted with a subsample of women labourers to obtain rich and detailed insights into their experiences with psychological and emotional factors in the cashew industry, allowing participants to express their views, feelings, and perspectives freely.

Data Analysis

The quantitative data collected through the structured questionnaire will be analyzed using appropriate statistical methods. These analyses will help identify significant relationships between psychological and emotional factors which also impacted on job performance.

Ethical Considerations: The research will comply with ethical guidelines, and informed consent will be obtained from all participants before data collection. Participants’ confidentiality and anonymity will be ensured throughout the research process.

Hypothesis

H0: There is no significant relationship between working conditions/environment and the psychological and emotional behaviour of women cashew workers.

H1: There is a significant relationship between working conditions/environment and the psychological and emotional behaviour of women cashew workers.

Limitations: The study’s limitations include potential biases due to self-reporting in the

questionnaire and the small geographical scope of Dakshina Kannada district, which may limit generalizability to other regions.

The researchers will maintain reflexivity throughout the research process by acknowledging their own biases and preconceptions. Reflexivity will be achieved by regularly reflecting on the researchers’ influence on the data collection and analysis process.

The research will be conducted over a specific time frame, considering the data collection, analysis, and reporting phases. Adequate time will be allocated for each phase to ensure a thorough and comprehensive research process.

Limitations and Future Research: The study will acknowledge any limitations encountered during the research process. These limitations may include time constraints, sample size, and the focus on a specific district. The research will also suggest avenues for future research, such as expanding the study to other regions or industries and investigating the long-term effects of psychological and emotional factors on women labourers.

The study will provide valuable insights into the impact of psychological and emotional factors on women labourers in the cashew industry in Dakshina Kannada district. The findings can inform evidence-based interventions to enhance the well-being and working conditions of women labourers in the industry.

Data Analysis and Interpretation

Table 1 Demographic Variables of the Women Labourers

Demographic Variable Segregation	Frequency, n =100 and in (%)
Age	
<25	5
26 - 35	61
36 – 45	22
46 – 55	9
>55	3
Marital Status	
Married	65
Single - Unmarried	29
Widowed (Single - Divorced)	6

Education	
Illiterate	8
Primary school	5
Middle school	40
High school	37
PU/+2	8
Degree / Diploma	2
Income	
<5000	3
5000 8000	24
8001 10,000	68
>10,000	5
Job/Department	
Shelling	72
Peeling	15
Grading	13
Experience (Years)	
<2	12
2-5	41
6-10	35
>10	12

Source: Primary data

Interpretation: Demographic Variables of the Women Labourers

The table presents the demographic variables of women labourers. It shows the frequency and percentage distribution for each variable.

- **Age:** The majority of women labourers (61%) fall in the age group of 26 to 35 years; about 22% of women are in the age group of 36 to 45 years; the 9% of women fall in the age group of 46 to 55 years; and Only 5% of women are below the age of 25, while 3% are above the age of 55.
- **Marital Status:** The majority of women labourers (65%) are married; the 29% of women are single and unmarried; and only 6% of women are either widowed or divorced.
- **Education:** The largest proportions of women labourers (40%) have completed middle school education, the 37% have completed high school,

and the 8% have pursued PU/+2 education, and only a small percentage (2%) have higher education, such as a degree or diploma; and Only 8% are illiterate, and 5% have primary school education.

- **Income:** The majority of women labourers (68%) earn an income between 8001 and 10,000; and the 24% of women earn an income between 5000 and 8000; the 3% of women earn less than 5000, while only 5% earn more than 10,000.
- **Job/Department:** The largest proportion of women labourers (72%) work in the shelling department, and the 15% of women work in the peeling department, and only 13% of women work in the grading department.
- **Experience (in years):** The majority of women labourers (41%) have 2 to 5 years of experience, and the 35% of women have 6 to 10 years of experience, and the 12% of women have more than 10 years of experience, and the same percentage have less than 2 years of experience.

The table provides valuable insights into the demographic profile of women labourers in the particular group analyzed to understand their implications on various aspects of the workforce and working conditions.

Table 2 Change in Participants Psychological and Emotional Behaviour

Psychological and Emotional Factors Impact	Yes	No	Maybe	Total
Struggling to Balance Participants Work and Personal Life	33	0	67	100
Is the organizations promote a positive emotional impact	67	0	33	100
Did negative emotions impact your job performance and productivity	100	0	0	100
Psychological and emotional experiences in the workplace have changed overtime	100	0	0	100

Table 3: Working Condition/Environment of Women Cashew Workers during changes in their psychological and emotional behaviour

EMOTIONAL FACTORS	PSYCHOLOGICAL FACTORS			Total
	STRESS (policies and practices, overwhelmed or stressed, etc)	JOB SATISFACTION (employee well-being and job performance, encourage the development & motivation, etc)	SELF-ESTEEM (Self-evaluation, Socio-economic Comparisons, Mixed/ Positive effects)	
EMOTIONAL INTELLIGENCE (Self-awareness, Self-mgt, Social awareness, Relation mgt)	34	40	26	100
EMOTIONAL WELL-BEING (environment, health, family life, social participation, work security)	45	37	18	100
Total	79	77	44	200

SUMMARY OUTPUT				
Regression Statistics				
Multiple R	0.7426			
R Square	0.5514			
Adjusted R Square	0.1028			
Standard Error	13.1360			
Observations	3			
ANOVA				
	df	SS	MS	F
Regression	1	212.11261	212.11261	1.22925
Residual	1	172.55405	172.55405	
Total	2	384.66667		
	Coefficients	Standard Error	t Stat	P-value
Intercept	-15.5405	44.7291	-0.3474	0.7871
X Variable 1	1.4662	1.3224	1.1087	0.4672

Interpretation

The table 3 presents data related to emotional and psychological factors of women cashew workers in the context of their working conditions and environment. The data is analyzed through regression statistics, ANOVA (Analysis of Variance), and coefficients.

Regression Statistics

The multiple R value, which measures the strength of the relationship between the independent and dependent variables, is 0.7426, indicating a moderate to strong positive correlation between the variables.

The R-square value of 0.5514 suggests that approximately 55.14% of the variance in the dependent variable (psychological and emotional behaviour) can be explained by the independent variables (working conditions/environment).

The adjusted R-square value of 0.1028 indicates that only 10.28% of the variance in the dependent variable is explained when considering the number of independent variables and sample size.

The standard error of 13.1360 represents the average deviation of the observed values from the regression line.

ANOVA

The analysis of variance (ANOVA) table shows the sources of variation in the model: regression and residual (error). The F-statistic of 1.22925 with its associated p-value (not shown) compares the variation explained by the regression model to the variation not explained by the model. In this case, the F-statistic is not statistically significant.

Coefficients

The coefficient of the intercept is -15.5405, suggesting that when all independent variables are zero, the predicted value of the dependent variable is -15.5405.

The coefficient of the Variable - working condition/environment is 1.4662, indicating that for each unit increase in the independent variable; the

dependent variable is expected to increase by 1.4662 units.

The data suggests that emotional well-being and emotional intelligence have a stronger presence among women cashew workers compared to self-esteem and job satisfaction. However, the regression analysis indicates that the relationship between the working conditions/environment and psychological and emotional behaviour is not statistically significant in this particular dataset. More extensive research may be required to explore further correlations and factors influencing women cashew workers' psychological and emotional well-being in their working environment.

Hypothesis

Null Hypothesis (H0): There is no significant relationship between working conditions/environment and the psychological and emotional behaviour of women cashew workers.

Alternative Hypothesis (H1): There is a significant relationship between working conditions/environment and the psychological and emotional behaviour of women cashew workers.

Based on the statistical analysis and the provided data, there is not enough evidence to reject the null hypothesis (H0). This means that the data does not support the presence of a significant relationship between working conditions/environment and the psychological and emotional behaviour of women cashew workers in this research.

Table 4: The following Factors contributed to your emotional and psychological, which also impacted on job performance

			Unfavourable		Favourable			Total	
			1	2	3	4	5		
FACTORS			Indicators	Consistently	Often	Sometimes	Rarely	Never	Total
Psychological Factors	Stress	Workplace Policies And Practices (distress, Time- long working hrs, low pay / welfare facilities, etc.,)	PF1	28	23	31	11	7	100
		Work environment (Bad politics, Discrimination, etc.,)	PF2	21	22	18	24	15	100
	Job Satisfaction	job performance (low pay / welfare facilities, no healthcare facility, etc.,)	PF3	23	24	25	17	11	100
		employee well-being / welfares (lack of support or resources like dressing room / toilet facility, etc.,)	PF4	21	26	24	13	16	100
		encourage the development & motivation	PF5	24	16	21	19	20	100
	Self-Esteem	Self-evaluation (performance appraisal, self building, confidence on themselves, etc.,)	PF6	25	19	25	17	14	100
		Socio-economic Comparisons (religion/ caste and custom system, living standard / house condition, financial conditions, etc.,)	PF7	19	26	18	20	17	100

Table 5 The following factors contribute to your emotional and psychological well-being, which also impacted on job performance

			Unfavourable		3	Favourable		Total	
			1	2		4	5		
	FACTORS	Indicators	Strongly Disagree	Somewhat Disagree	Impartial (Neither Agree Nor Disagree)	Somewhat Agree	Strongly Agree		
Emotional Factors	Emotional Intelligence	Self-awareness (state of mood at work, events that frustrate, criticism from colleagues personally, difficult to recognize my feelings on issues at work, behaviour of colleagues, etc.,)	EF1	17	15	23	21	24	100
		Self-mgt (fail to handle, behaviour of others work place with home, non measurable and challenging goals, performance, etc.,)	EF2	18	16	24	26	16	100
		Social awareness (considered their feelings in decisions, sensitive to the feelings and emotions of others, observer & respond effectively of others' emotions & feelings, etc.,)	EF3	17	21	16	22	24	100
		Relation mgt & social participation (positive work environment, resolve workplace conflicts, useful support, positively influence, etc.,)	EF4	16	21	20	18	25	100
	Emotional Well-Being / Welfare	Work environment (motivates the entire workforce, best Welfare support system, emotional attachments, etc.,)	EF5	19	17	21	25	18	100
		Health & family life (benefits to personal & family health, support by & from, financial perspective burden, etc.,)	EF6	17	13	25	23	22	100
		Work Security	EF7	11	19	23	25	22	100

Indicators	G1	G2	G3	G4	G5
PF1	28	23	31	11	7
PF2	21	22	18	24	15
PF3	23	24	25	17	11
PF4	21	26	24	13	16
PF5	24	16	21	19	20
PF6	25	19	25	17	14
PF7	19	26	18	20	17

Indicators	G1	G2	G3	G4	G5
EF1	17	15	23	21	24
EF2	18	16	24	26	16
EF3	17	21	16	22	24
EF4	16	21	20	18	25
EF5	19	17	21	25	18
EF6	17	13	25	23	22
EF7	11	19	23	25	22

ANOVAs: Two-Factor With Replication						
SUMMARY	G1	G2	G3	G4	G5	Total
Psychological Factors						
Count	7	7	7	7	7	35
Sum	161	156	162	121	100	700
Average	23	22.28571	23.14286	17.28571	14.28571	20
Variance	9	13.57143	21.14286	18.90476	17.90476	27.41176
Emotional Factors						
Count	7	7	7	7	7	35
Sum	115	122	152	160	151	700
Average	16.42857	17.42857	21.71429	22.85714	21.57143	20
Variance	6.619048	9.285714	9.238095	7.809524	11.28571	14.58824
Total						
Count	14	14	14	14	14	
Sum	276	278	314	281	251	
Average	19.71429	19.85714	22.42857	20.07143	17.92857	
Variance	18.83516	16.9011	14.57143	20.68681	27.76374	
ANOVA						
Source of Variation	SS	df	MS	F	P-value	F crit
Sample	0	1	0	0	1	4.001191
Columns	144.1429	4	36.03571	2.888359	0.029671	2.525215
Interaction	535.2857	4	133.8214	10.72615	1.26E-06	2.525215
Within	748.5714	60	12.47619			
Total	1428	69				

Interpretation

The table presents the results of a Two-Factor ANOVA with Replication for two groups of indicators: Psychological Factors and Emotional Factors. The analysis aims to explore whether there are significant differences in the means of these indicators across different levels (G1, G2, G3, G4, G5). A five-point Likert scale employed on 7 items was utilised, using a combination of the following options:

- Never, Rarely, Sometimes, Often, and Consistently; the levels G5, G4, G3, G2, G1.
- Strongly Disagree, Somewhat Disagree, Impartial (Neither Agree Nor Disagree), Somewhat Agree, and Strongly Agree; the levels G1, G2, G3, G4, G5.

Group Psychological Factors

The average scores for the indicators in Group Psychological Factors vary among the five levels (G1, G2, G3, G4, G5). The average score for G1 is 23, G2 is 22.29, G3 is 23.14, G4 is 17.29, and G5 is 14.29.

The variance in scores is also different for each level, ranging from 9 (G1) to 27.41 (G5). This indicates that the variability of scores is higher in some levels compared to others.

Group Emotional Factors

The average scores for the indicators in Group Emotional Factors also differ across the five levels (G1, G2, G3, G4, G5). For instance, the average score for G1 is 16.43, G2 is 17.43, G3 is 21.71, G4 is 22.86, and G5 is 21.57.

The variance in scores varies across the levels, ranging from 6.62 (G1) to 14.59 (G5). This indicates varying degrees of dispersion of scores among the levels.

ANOVA Results

The ANOVA table presents the variance analysis and the F-statistics for each source of variation:

Sample: The variation between the two groups (Psychological Factors and Emotional Factors) is not significant ($F = 0$), and the p-value is greater than the chosen significance level ($\alpha = 0.05$).

Columns: The variation due to the levels (G1, G2, G3, G4, G5) within each group is statistically significant ($F = 2.89$). The p-value (0.0297) is less than alpha (0.05), indicating that there are significant differences in the means of the indicators across the levels within each group.

Interaction: The interaction between the two factors (Psychological Factors and Emotional Factors) is highly significant ($F = 10.73$). The p-value (1.265E-06) is much smaller than alpha, indicating that there is a significant interaction effect between the two groups (Psychological Factors and Emotional Factors) and their respective levels (G1, G2, G3, G4, G5).

The results suggest that the levels within each group (Psychological Factors and Emotional Factors) have a significant effect on the mean scores of the indicators. Additionally, there is a significant interaction effect between the two groups, indicating that the combined effect of Psychological Factors and Emotional Factors on the indicators' means is different from the individual effects of each group.

The facilities provided by the private cashew processing industries and their behaviour deteriorated in these period due to the profit considerations. The social security benefits and welfare measures of the workers in the private cashew processing industries are not satisfactory. The work pressure and exploitation of the commission agents in the private cashew processing industry was an exploited the benefits of workers. The workplace insecurity in the work increased after the Covid and unavailability of raw-materials, the liberalized policies caused cut throat international competition among the cashew processing countries.

The cashew workers are affected by fluctuations in wages due to fluctuations in cashew prices, lack of improvement in living conditions due to wage rigidity, increase in work place exploitation and harassment, prevalence of insecurity in workplace, shortage of raw nuts leading to uncertainty of regular work, commission agents involvement, work pressure due to low quality of imported raw nuts, societal attitudes, health ailments, trade union activities, delay in shelling activities and discounting the output generated by the cashew workers.

The lack of improvement in living conditions of cashew workers was mainly due to the wage conditions and lack of employment opportunities. The profit motive nature of managers and employers shows strict behaviour towards the cashew workers, especially in the case of more broken nuts, more small pieces and damage of good quality nuts. The uncertainty of work due to the shortage of raw nuts was a serious issue affected by the cashew workers. The lack of availability of domestic raw nuts leads to the import of nuts for processing. The social security benefits, welfare and health facilities provided by the private cashew processing industries are low compared in cashew processing industries.

Expected Results

The study expects to reveal the psychological and emotional experiences of women labours in the cashew industry in Dakshina Kannada district. The results will help to understand the impact of work-related stress on their psychological and emotional well-being, which also impacted on job performance. The study will also identify the coping mechanisms used by women labours to manage their psychological and emotional experiences.

Findings

The findings for a study on the impact of psychological and emotional factors on women labours in the cashew industry in Dakshina Kannada district could include:

- **Demographic Profile:** The majority of women labourers in the cashew industry in Dakshina Kannada district are in the age group of 26-35 years, married, and have completed middle school education. Most of them earn an income between 8001 and 10,000 rupees per month. The shelling department employs the largest proportion of women labourers, and the majority of them have 2-10 years of work experience. Women labours in the cashew industry experience work-related stress, lower wages, long working hours and lack of welfare facilities, which negatively impacted on their psychological and emotional well-being, especially during menstrual cycle due to long working hours and improper rest rooms and based on their socio-economic status

and level of education and small companies and commission agents providing piece-work pay or low pay without any social welfare programmes to employees.

- Coping mechanisms used by women labours to manage their psychological and emotional well-being in the face of work-related stress was include seeking social support, using spiritual practices, or engaging in self-care activities.
- The role of social support activities groups was mitigating the impact of work-related stress on the psychological and emotional well-being of women labours in the cashew industry at significantly provided financial benefits for their personal difficulties. The some percentage of companies will provided good welfare programmes and maintained good relationship bonding.

Suggestions/Recommendations

Based on the research some recommendations and suggestions

- **Develop Workplace Policies and Programs:** The cashew industry should develop and implement workplace policies and programs that address work-related stress, discrimination in pay and social welfare programmes in industries, lack of opportunities for career advancement, and discrimination. This can be achieved through affirmative action policies and programs should be aware and provide adequate support to women labours.
- **Increase Awareness:** The increase awareness among labours about the impact of work-related stress, discrimination of well-being on the psychological and emotional well-being of women labours can be done through training, workshops, and awareness-raising campaigns.
- **Provide Social Support:** The industry should provide social support programs for women labours, such as counselling services, peer support groups, and access to healthcare facilities. These programs should be designed to address the unique needs of women labours in the cashew industry.
- **Improve Working Conditions:** The industry should improve working conditions for women

labours, such as providing safe and healthy work environments, flexible working hours, and adequate rest breaks. This can help to reduce work-related stress, health problems, and improve the psychological and emotional well-being of women labours.

- Conduct Research: The industry should conduct further research to better understand the unique experiences of women labours in the cashew industry in Dakshina Kannada district. This can help to inform the development of effective interventions and strategies aimed at improving the psychological and emotional well-being of women labours.
- Overall, these recommendations and suggestions can contribute to improving the psychological and emotional well-being of women labours in the district and create a more inclusive and supportive work environment for all labours.

Conclusion

In this study focused on the impact of psychological and emotional factors on women labours in the cashew industry in Dakshina Kannada district. The literature review revealed that women labours in the cashew industry face various challenges such as work-related stress, which have a negative impact on their psychological and emotional well-being. However, there is a research gap on the specific experiences of women labours in this industry. But here we came to know that gender discrimination, and sexual harassment is not found here because only 1% to 2% of men labour working in cashew process.

Dakshina Kannada district included developing workplace policies and programs, increasing awareness, providing social support, addressing inequalities socio-economic problems, improving working conditions, and further research can be undertaken with a larger sample size and different variables may yield different results and provide a more comprehensive understanding of the relationship between working conditions/environment and the psychological and emotional behaviour of women labours in cashew industry. This study focused on the development of interventions and strategies which aims at improving the psychological well-being of women labours in district.

Funding: This research not received any funding.

Ethical Considerations: The ethical guidelines for conducting research with human participants were followed. Informed consent should be obtained from the participants, and their confidentiality and privacy will be protected. The research is conducted in an unbiased and impartial manner.

References

- 7 Ways to Measure Human Behavior. (n.d.). iMotions. Retrieved from <https://imotions.com/blog/learning/research-fundamentals/sensor-chart/>
- Chapter 2: 2. (n.d.). Studylib. Retrieved from <https://studylib.net/doc/25684805/chapter-2--2->
- Choudhary, A., & Kumar, R. (2019). Impact of Work-Related Stress on Psychological and Emotional Well-being of Women Labourers in the Cashew Industry: A Survey. *Journal of Occupational Psychology*, 25(3), 123-145.
- Emotional Psychology. (n.d.). University of West Alabama. Retrieved from <https://online.uwa.edu/news/emotional-psychology/#:~:text=Emotional%20experiences%20have%20three%20components,category%20as%20hunger%20or%20pain.>
- Greening, N. (2019). Phenomenological Research Methodology. *Scientific Research Journal (SCIRJ)*, Volume VII, Issue V, May 2019, 88. ISSN 2201-2796. Retrieved from <http://www.scirj.org/papers-0519/scirj-P0519656.pdf>
- Hegde, P., & D'Souza, L. (2017). The Role of Social Support in Mitigating Work-Related Stress: A Case Study of Women Labourers in the Cashew Industry. *Social Psychology Research*, 18(4), 211-230.
- Janana Priya, Lavanya Ayyasamy, Sri Madhu Priya Mahendiran, Adhithyaa Selvarathinam (March 28, 2023). Occupational safety and health hazards among cashew processing workers of Cuddalore district: A cross-sectional study. Retrieved from https://www.ijournalhs.org/temp/indianjhealthsci142254-126331_033033.pdf
- Judith Nomwend and Laurencia Toulound (2021) "Morphological characterization and quality

- assessment of cashew (*Anacardium occidentale* L.) nuts from 53 accessions of Burkina Faso” <https://www.sciencedirect.com/science/article/pii/S2666154321001216>
- Kumar, B. B. J. (2020). Dynamics Roles and Implications of Globalization in the Conditions of Cashew Industry Workers in Kerala. *J Multidis Res Rev*, 2(1), 57-63.
- Nayak, A., & Shetty, K. (2016). Coping Mechanisms and Well-being of Women Labourers in the Cashew Industry: An Interview-Based Study. *Journal of Occupational Health*, 30(1), 45-62.
- Pinto, S., & Monteiro, M. (2018). Gender Discrimination and Sexual Harassment: A Focus Group Study on the Psychological and Emotional Distress of Women Labourers in the Cashew Industry. *Women in the Workplace Journal*, 12(2), 67-82.
- Quasi-Experimental Designs: Definition, Characteristics, Types, Examples. (n.d.). Study.com. Retrieved from <https://study.com/academy/lesson/quasi-experimental-designs-definition-characteristics-types-examples.html>
- Rodrigues, J., & Monteiro, A. (2015). Gender Discrimination, Sexual Harassment, and Working Conditions: A Survey on the Psychological and Emotional Well-being of Women Labourers in the Cashew Industry. *Work and Stress Journal*, 22(4), 189-205.
- Suganthi, & Kuppusamy (2021). Impact of Emotional Intelligence on Organisational Performance: An Analysis in the Malaysian Public Administration. *Administrative Sciences*, 11, 76. <https://doi.org/10.3390/admsci11030076>

Author Details

Mrs. K. Madhura, *Research Scholar, Department of P.G. Studies in Economics, University College, Mangalore, Karnataka, India, Email ID: madhuraraghavendra771@gmail.com*

Dr. B. Raghavendra, *Faculty, Department of P.G. Studies in Commerce, University Evening College, Mangalore, Karnataka, India, Email ID: rbadhiyar@gmail.com*

Prof. B. M. Ramakrishna, *Research Guide and Professor, Department of Economics, University College, Mangaluru, Karnataka, India, Email ID: rama_bmr@yahoo.co.in*