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A STUDY ON SOCIOECONOMIC CONDITIONS OF WOMEN WORKERS IN CASHEW INDUSTRIES OF KANYAKUMARI DISTRICT

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In India, women play an important role in each and every family, but in the ancient period women are dependent on men. Historically women have been discriminated against men in the male dominated society. Most of the girls were married when they were in their teens. Widow Remarriages were considered to be a social taboo, education beyond the primary or at the most school level was rare. Girls, especially in rural areas and small towns were deliberately undernourished and denied access to the outside world and women were considered to be fit to food but not work in business establishments. Cashew processing is a labor intensive industry more than three lakh persons are directly employed of whom 95% are women from socially and economically backward communities in rural areas. The important objectives of the study are to study the working conditions of women workers in cashew industries, to analyze the income and expenditure pattern of women workers in cashew industries, to analyze the problems of women workers of cashew industries, to identify the living conditions of women workers of cashew industries in Kanyakumari District. Since the objective of the study is to find out the socioeconomic conditions of women workers in cashew industries, the researcher has adopted convenient sampling technique for data collection. The researcher has taken 150 samples for the present study.

Keywords: Cashew, Roasting, Shelling, Income and Expenditure

INTRODUCTION

In India, women play an important role in each and every family, but in the ancient period women are dependent on men. Historically women have been discriminated against men in the male dominated society. Most of the girls were married

when they were in their teens. Widow Remarriages were considered to be a social taboo, education beyond the primary or at the most school level was rare. Girls, especially in rural areas and small towns were deliberately undernourished and denied access to the outside

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world and women were considered to be fit to food but not work in business establishments. As we go into the future, discrimination against women will go and they will occupy equal status along with their male counterparts. Today's girls are better educated, more assertive and bolder. Added to this is the women deliberation movement to protect and improve the life of women. Employment is considered to be an important indicator of women's achievement in the economic condition. In the services of professional and industrial sector employment of women has increased rapidly. Work participation rate for females has shown as increasing trend in the unrecognized sector both in the rural and urban areas. In factories such as cashew industries, coir industries, readymade garments and clock manufacturing, the labor force mainly of women.

Cashew nut is a highly nutritious product. It gives more calories to the human body. Because of its nutritious content it gives more strength and stamina to the body. The cashew nut producers take a little percentage for their consumption and used to sell the remaining percentage. The largest producers sell the products for led sales and for exports. They buy the cashew, roast and break it and take the inner nut which is very tasty. The outer surface of the nut is used of fire wood which is bought by the hotels and industries. The inner nut is marketed and used by the bakeries for preparing various types of sweets and it is used for some other tasty consumable product. The broken inner nut is used for local consumption. Cashew nut processing is predominantly an export oriented seasonal industry. The industry came into prominence. Only during fifties and the number of cashew nut factories has since then been on the increase.

Cashew processing is a labor intensive industry more than three lakh persons are directly employed of whom 95% are women from socially and economically backward communities in rural areas.

OBJECTIVES OF THE STUDY

The following are important of the study

- To study the working conditions of women workers in cashew industries.
- To analyze the income and expenditure pattern of women workers in cashew industries.
- To analyze the problems of women workers of cashew industries.
- To identify the living conditions of women workers of cashew industries in Kanyakumari District.

HYPOTHESES OF THE STUDY

The following hypotheses are framed for the present study

- H₁: There is no significant difference between age of the women workers and level of satisfaction.*
- H₂: There is no significant difference between education of the women workers and level of satisfaction.*
- H₃: There is no significant difference between Marital status of the women workers and level of satisfaction.*
- H₄: There is no significant difference between Nature of family of the women workers and level of satisfaction.*

METHODOLOGY

This study based on both primary and secondary data.

The data which is collected in a fresh manner and which is not available is termed as primary data. For the purpose of collecting primary data with regard to the socioeconomic conditions of women workers in cashew industries, the researcher has carefully designed an interview schedule.

The prevailing data is termed as the secondary data. Secondary data were collected from books, journals, magazines, newspapers and published articles from leading journals.

SAMPLE DESIGN

Since the objective of the study is to find out the socioeconomic conditions of women workers in cashew industries, the researcher has adopted convenient sampling technique for data collection. The researcher has taken 150 samples for the present study.

FRAMEWORK OF ANALYSIS

The collected primary data were processed with the help of appropriate statistical tools in order to fulfil the objectives of the study. The collected data were carefully classified and tabulated. For the present study the researcher used percentile analysis, Likert Scaling Technique, Garrett Ranking Technique and hypotheses analyses.

ANALYSIS OF THE STUDY

The researcher analyze the socioeconomic conditions of women workers in cashew industries in various aspects.

AGE OF THE WORKERS

Age is the important factor to select a work. The distribution of cashew industries' women workers on the basis of their age is presented in Table 1.

It is clear from Table 1 that, 62 workers (54.65%) are in the age group 20-30, 30 workers (20%) are in the age group 30-40, 18 workers (12%) are in the age group below 20, 14 workers (9.35%) are in the age group 40-50 and only six workers (4%) are in the age group above 50.

It is clear that majority of cashew industry women workers are in the age group 20 to 30.

EDUCATION OF THE WORKERS

Education is the important social factor. The distribution of cashew industries' women workers on their educational qualification are presented in Table 2.

It is clear from Table 2 that, 63 workers (42%) are qualified with middle school education, 38 workers (25.35%) are qualified with primary school education, 28 workers (18.65%) are

Table 1: Age of the Workers

S. No.	Age (Years)	No. of Workers	Percentage
1	Below 20	18	12.00
2	20-30	62	54.65
3	30-40	30	20.00
4	40-50	14	9.35
5	Above 50	06	04.00
Total		150	100

Table 2: Education of the Workers			
S. No.	Education	No. of Workers	Percentage
1	Illiterate	21	14.00
2	Primary School	38	25.35
3	Middle school	63	42.00
4	High School	28	18.65
5	Degree	00	00.00
Total		150	100

qualified with high school education and 21 workers (14%) are illiterate.

It is clear that majority of cashew industry workers are qualified with middle school education.

MARITAL STATUS OF THE WORKERS

Marital status is the important factor for selecting a job. The distribution of cashew industries' women workers on their marital status are presented in Table 2.

It is clear from Table 3 that, 80 workers (53.35%) are un-married and 70 workers (46.65%) are married.

It is clear that majority of cashew industry women workers are un-married.

NATURE OF FAMILY OF THE WORKERS

Nature of family is the important factor to distribute their wages. The distribution of cashew industry women workers on the basis of nature of family is presented in Table 4.

It is clear from Table 4 that, 110 workers (73.35%) are live with nuclear family and 40 workers (26.65%) are live with joint family.

It is clear that majority of cashew industry women workers are live with nuclear family.

TYPES OF WORK OF THE WORKERS

The various type of work performed by the cashew industry women workers are presented in the Table 5.

It is clear from Table 8 that, 48 workers (32%) are directly engaging in peeling of cashew, 38 workers (25.35%) are engaging in shelling of cashew, 22 workers (14.65%) are engaging in grading and roasting of cashew and 20 workers (13.35%) are engaging in packing of cashew.

It is clear that majority of cashew industry workers are engaging peeling of cashew.

EXPERIENCE OF THE WORKERS

Experience makes a perception of work. Working experience of the cashew industry workers are indicated in Table 6.

It is clear from Table 6 that, 57 workers (38%) have been working in cashew industries for the period of one to 3 years, 35 workers (23.35%) have been working in cashew industries for the period of three to five years, 21 workers (14%)

Table 3: Marital Status of the Workers

S. No.	Marital Status	No. of Workers	Percentage
1	Married	70	46.65
2	Un-Married	80	53.35
Total		150	100

Table 4: Nature of Family of the Workers

S. No.	Nature of Family	No. of Workers	Percentage
1	Nuclear	110	73.35
2	Joint	040	26.65
Total		150	100

Table 5: Types of Work of the Workers

S. No.	Types of Work	No. of Workers	Percentage
1	Roasting	22	14.65
2	Shelling	38	25.35
3	Peeling	48	32.00
4	Grading	22	14.65
5	Packing	20	13.35
Total		150	100

Table 6: Experience of the Workers

S. No.	Experience (Years)	No. of Workers	Percentage
1	Less than one year	21	14.00
2	One to Three years	57	38.00
3	Three to Five years	35	23.35
4	Five to Seven years	20	13.35
5	Above Seven years	17	11.30
Total		150	100

have been working in cashew industries for the period of less than one year, 20 workers (13.35%) have been working in cashew industries for the

period of five to seven years and only 17 workers (11.30%) have been working in cashew industries for above seven years.

It is clear that majority of cashew industry workers have been working in cashew industries for the period of one to 3 years.

DAILY WAGES OF CASHEW INDUSTRY WORKERS

Daily wages refers to the wage obtained for the daily work in the industry. The daily wage to the cashew industry women worker is presented in Table 7.

It is clear from Table 7 that, 78 workers (52%) have the daily wages between Rs. 100 to Rs. 150, 46 workers (30.65%) have the daily wages between Rs. 150 to Rs. 200, 14 workers (9.35%) have the daily wages of above Rs. 200 and only 10 workers (8%) have the daily wages of below Rs. 100.

It is clear that majority of the cashew industry women workers have the daily wages between Rs. 100 to Rs. 150.

MONTHLY INCOME OF THE WORKERS

Income is the important factor to find out the standard of living of the particular family. The income level of the sample workers is given in the Table 8.

It is clear from Table 8 that, 74 workers (49.35%) have monthly income waving between Rs. 4000 to Rs. 6000, 38 workers (25.35%) have monthly income at the range of Rs. 6000 to Rs. 8000, 26 workers (17.35%) have monthly income at the range of Rs. 2000 to Rs. 4000 and only two workers (01.35%) have monthly income at the range of less than Rs. 2000.

It is clear that majority of the cashew industry women workers have monthly income at the range of Rs. 4000 to Rs. 6000.

MONTHLY EXPENDITURE PATTERN

A study on the expenditure pattern of cashew industry workers will throw light on their living conditions. The pattern of consumption expenditure determines the economic status of the people. The monthly expenditure pattern of the sample cashew industry workers are given in the Table 11.

It is clear from Table 9 that, the monthly expenditure pattern of cashew industry women workers. A large portion (79.85%) of the income is spent for food, 5.75% of the income spent for education, 5.30% of the income spent for cloths, 2.65% of the income spent for medicine and only 2 % of the income spent for electrical.

It is clear a large portion of income spent for food.

DISEASE AFFECTED

The cashew industry workers are being affected by various diseases. The classification of sample respondents on the basis of various diseases affected is given in Table 10.

It is clear from Table 10 that, 56 workers (37.35%) are affected by skin disease, 37 workers (24.65%) are free from disease, 25 workers (16.65%) are affected by asthma, 20 workers (13.35%) are affected by T.B and 12 workers (8%) are affected by anemita.

It is clear that the majority of workers are affected by skin disease.

PROBLEMS FACED BY CASHEW INDUSTRY WORKERS

The cashew industry workers face lot of

Table 7: Daily Wages of Cashew Industry Workers

S. No.	Wages	No. of Respondents	Percentage
1	Below Rs.100	12	08.00
2	Rs.100 to Rs.150	78	52.00
3	Rs.150 to Rs.200	46	30.65
4	Above Rs.200	14	09.35
Total		150	100

Table 8: Monthly Income of the Workers

S. No.	Monthly Income	No. of Respondents	Percentage
1	Less than Rs.2000	02	01.35
2	Rs.2000 to Rs.4000	26	17.35
3	Rs.4000 to Rs.6000	74	49.35
4	Rs.6000 to Rs.8000	38	25.35
5	Above Rs.8000	10	06.60
Total		150	100

Table 9: Monthly Expenditure Pattern

S. No.	Item of Expenditure	Total (150)	Average (1)	Percentage
1	Food	675000	4500	79.85
2	Cloths	45000	300	05.30
3	Medicine	22500	150	02.65
4	Education	48750	325	05.75
5	Electrical	16500	110	02.00
6	Others	37500	250	04.45
Total		845250	5635	100

problems. It is analyzed with the help of Garrett Ranking Technique.

It is clear from Table 11 that, majority of cashew industry women workers (Avg. Score 65.23) faced the problem of very low wages it attained first rank, second rank (Avg. Score 58.98) has been attained by long working hours, third rank (Avg. Score

57.25) has been attained by poor working conditions, fourth rank (Avg. Score 55.12) has been attained by no Government support, fifth rank (Avg. Score 53.88) has been attained by various disease affected and last rank (Avg. Score 48.01) has been attained by low entertainment.

It is clear that majority of cashew industry women workers faced the problem of very low wages.

S. No.	Types of Disease	No. of Respondents	Percentage
1	Asthma	25	16.65
2	Anemia	12	08.00
3	T.B	20	13.35
4	Skin Disease	56	37.35
6	Free from disease	37	24.65
Total		150	100

S. No.	Problems	Average (Garrett Mean Score)	Rank
1	Very Low Wages	65.23	I
2	Long Working Hours	58.98	II
3	Low Entertainment	48.01	VI
4	Disease affected	53.88	V
5	No Government Support	55.12	IV
6	Poor Working Conditions	57.25	III

Working Condition	Very Good(5)		Good (4)		Moderate(3)		Low (2)		Very Low (1)		Total		Rank
	No.	Weight	No.	Weight	No.	Weight	No	Weight	No.	Weight	No	Weight	
Canteen	05	025	10	040	58	174	60	120	17	17	150	376	V
Water	50	250	40	160	30	090	30	060	00	00	150	560	I
Toilet	40	200	30	120	25	075	28	056	27	27	150	478	II
Medical Accidental	22	110	18	072	32	096	58	116	20	20	150	414	III
Insurance	02	010	08	032	15	045	72	144	53	53	150	284	VI
Labour Welfare Measures	06	030	15	060	68	204	40	080	21	21	150	395	IV

with regularity of work it has been attained by first tank (total score 478), second rank (total score

393) has been attained by retirement benefit, third rank (total score 377) has been attained by mode

Table 13: Level of Satisfaction with Various Factors

Factors	Very High		High		Moderate		Low		Very Low		Total		Rank
	No.	Weight	No.	Weight	No.	Weight	No	Weight	No.	Weight	No	Weight	
Wages	00	000	00	000	05	015	80	160	65	65	150	240	V
Working Conditions	00	000	05	020	10	030	74	148	61	61	150	259	IV
Mode of Transport	10	050	25	100	35	105	42	084	38	38	150	377	III
Regular Work	28	140	32	128	45	135	30	060	15	15	150	478	I
Retirement benefit	06	030	18	072	65	195	35	070	26	26	150	393	II

Table 14: Level of Satisfaction

S. No.	Level of Satisfaction	No. of Respondents	Percentage
1	Highly Satisfied	02	01.35
2	Satisfied	18	12.00
3	Moderate	50	33.35
4	Low Level	38	25.30
5	Very Low Level	42	28.00
Total		150	100

OPINION ABOUT WORKING CONDITIONS OF WORKERS

The working conditions of cashew industry workers are analyzed with the help of Likert Scaling Technique,

It is clear from Table 12 that, almost all the workers are highly dis-satisfied with their working conditions. Even though this study reveals majority of respondents are satisfied with water facilities it has been attained by first rank (560 points), second rank (478 points) has been attained by toilet facilities, third rank (414 points) has been attained by medical facilities, fourth rank (395 points) has been attained by labor welfare

measures and last rank (284 points) has been attained by accidental insurance.

It is clear that majority of workers are satisfied with water facilities provided by cashew industry.

LEVEL OF SATISFACTION WITH VARIOUS FACTORS

The level of satisfaction of cashew industry workers are analyzed with the help of Likert Scaling Technique.

It is clear from Table 13 that, majority of cashew industry women workers are highly dissatisfied with their works. Even though this study reveals that, majority of workers are satisfied

of transport, fourth rank (total score 259) has been attained by working conditions and last rank (total score 240) has been attained by wages.

It is clear that majority of women workers are satisfied with regularity of work.

OVER-ALL LEVEL OF SATISFACTION

The cashew industry worker satisfaction depends on a working conditions and wages. The overall level of satisfaction of cashew industry workers are presented in the Table 14.

It is clear from Table 14 that, 50 respondents (33.35%) level of satisfaction is moderate, 42 respondents (28%) level of satisfaction is very low, 38 respondents (25.30%) level of satisfaction is low and only 2 respondents (1.35%) level of satisfaction is high.

It is clear that majority of cashew industry workers are not satisfied with their work.

ANALYSIS OF HYPOTHESES

The primary data were collected from the respondents tabulated for analysis and interpretation. The data analyzed and interpreted are tested by using the chi-square test.

The chi-square test is applied in statistics to test the goodness of fitness to verify the distribution of observed data with assumed theoretical distribution. It is defined as

$$\chi^2 = \frac{(O - E)^2}{E}$$

where

O = Observed frequency

E = Expected frequency

In the present study the researchers frame four hypotheses to test the goodness of fitness. In this regard the following hypotheses are framed:

H₁: There is no significant difference between age of the women workers and level of satisfaction.

H₂: There is no significant difference between education of the women workers and level of satisfaction.

H₃: There is no significant difference between Marital status of the women workers and level of satisfaction.

H₄: There is no significant difference between Nature of family of the women workers and level of satisfaction.

H₅: There is no significant difference between age of the women workers and level of satisfaction.

The age and Level of satisfaction are analyzed with the help of chi-square (χ^2) test which is represented as follows.

Calculated value = 3.1703

DF = (c-1) (r-1)

= (3-1) (3-1)

Age (Years)	Level of Satisfaction			Total
	High	Medium	Low	
Below 30	11	35	54	100
30-50	07	13	24	044
Above 50	02	02	02	06
Total	20	50	80	150

Computation of Chi-square Value				
O	E	(O-E)	(O-E) ²	$\sum \frac{(O-E)^2}{E}$
11	13.33	-02.33	5.4289	0.4072
07	05.86	01.14	1.2996	0.2217
02	00.80	01.20	1.4400	1.8000
35	33.33	01.67	2.7889	0.0836
13	14.66	-01.66	2.7556	0.1870
02	02.00	00.00	0.0000	0.0000
54	53.33	00.67	0.4489	0.0084
24	23.46	00.54	0.2916	0.0124
02	03.20	-01.20	1.4400	0.4500
		Total		3.1703

$$= 2 * 2$$

$$= 4$$

Table value of chi-square at 5% level of significance (4 d.f) = 9.49

RESULT

The calculated value is less than the table value, so we accept the null hypothesis. Thus there is no significant difference between age of the cashew industry workers and level of satisfaction.

H₂: There is no significant difference between educational qualification of the workers and level of satisfaction.

The educational qualification and Level of satisfaction are analyzed with the help of chi-square (χ^2) test which is represented as follows.

Calculated value = 5.0693

Educational Qualification	Level of Satisfaction			Total
	High	Medium	Low	
Illiterate	03	07	11	021
Primary/Middle	11	31	59	101
High School	06	12	10	028
Total	20	50	80	150

$$DF = (c-1) (r-1)$$

$$= (3-1) (3-1)$$

$$= 2 * 2$$

$$= 4$$

Table value of chi-square at 5% level of significance (4 d.f) = 9.49

RESULT

The calculated value is less than the table value,

Computation of Chi-square Value				
O	E	(O-E)	(O-E) ²	$\sum \frac{(O-E)^2}{E}$
03	02.80	0.20	00.040	00.1428
11	13.46	-02.46	06.051	00.4495
06	03.73	02.27	05.152	01.3812
07	07.00	00.00	00.000	00.0000
31	33.66	-02.66	07.075	00.2101
12	09.33	02.67	07.128	00.7639
11	11.20	-00.20	00.040	00.0035
59	53.86	05.14	26.419	00.4905
10	14.93	-04.93	24.304	01.6278
		Total		5.0693

so we accept the null hypothesis. Thus there is no significant difference between educational qualification of the cashew industry workers and level of satisfaction.

H₃: There is no significant difference between Marital status of the workers and level of satisfaction.

The Marital Status and Level of satisfaction are analyzed with the help of chi-square (χ^2) test which is represented as follows.

$$\begin{aligned}
 \text{Calculated value} &= 0.5060 \\
 \text{DF} &= (c-1) (r-1) \\
 &= (2-1) (3-1) \\
 &= 1 * 2 \\
 &= 2 \\
 \text{Table value (at 5\% level)} &= 5.99
 \end{aligned}$$

RESULT

The calculated value is less than the table value, so we accept the null hypothesis. Thus there is no significant difference between marital status of the cashew industry workers and level of satisfaction.

Marital Status	Level of Satisfaction			Total
	High	Medium	Low	
Married	08	23	39	70
Un-Married	12	27	41	80
Total	20	50	80	150

H₄: There is no significant difference between Nature of family of the women workers and level of satisfaction.

The nature of family and Level of satisfaction are analyzed with the help of chi-square (χ^2) test which is represented as follows.

Computation of Chi-square Value				
O	E	(O-E)	(O-E) ²	$\sum \frac{(O-E)^2}{E}$
08	09.33	-01.33	01.7689	00.1895
12	10.66	01.34	01.7956	00.1684
23	23.33	-00.33	00.1089	00.0046
27	26.66	00.34	00.1156	00.0043
39	37.33	01.67	02.7889	00.0747
41	42.66	-01.66	02.7556	00.0645
		Total		00.5060

Calculated value = 0.2728
 DF = (c-1) (r-1)
 = (2-1) (3-1)
 = 1 * 2
 = 2
 Table value (at 5% level) = 5.99

so we accept the null hypothesis. Thus there is no significant difference between nature of family of the cashew industry workers and level of satisfaction.

Nature of Family	Level of Satisfaction			Total
	High	Medium	Low	
Nuclear	14	36	60	110
Joint	06	14	20	040
Total	20	50	80	150

RESULT

The calculated value is less than the table value,

Computation of Chi-square Value				
O	E	(O-E)	(O-E) ²	$\sum \frac{(O-E)^2}{E}$
14	14.66	-00.66	00.4356	00.0297
06	05.33	00.67	00.4489	00.0842
36	36.66	-00.66	00.4356	00.0118
14	13.33	00.67	00.4489	00.0336
60	58.66	01.34	01.7956	00.0306
20	21.33	-01.33	01.7689	00.0829
		Total		00.2728

SUMMARY OF FINDINGS

From this study the researcher records the following important findings.

The researcher found that majority of cashew industry women workers are in the age group 20 to 30. Majority of cashew industry workers are qualified with middle school education. Majority of cashew industry women workers are unmarried. The study reveals that majority of cashew industry women workers are live with nuclear family. Majority of cashew industry workers are engaging peeling of cashew. Majority of cashew industry workers have been working in cashew industries for the period of one to 3 years. Majority of the cashew industry women workers have the daily wages between Rs. 100 to Rs. 150. Majority of the cashew industry women workers have monthly income at the range of Rs. 4000 to Rs. 6000. The study shows that a large portion of income spent for food. Majority of workers are affected by skin disease. Majority of cashew industry women workers faced the problem of very low wages. Majority of workers are satisfied with water facilities provided by cashew industry. Majority of workers are satisfied with water facilities provided by cashew industry. Majority of women workers are satisfied with regularity of work. The hypotheses analysis reveals the result, that there is no significant difference between age of the cashew industry workers and level of satisfaction, there is no significant difference between educational qualification of the cashew industry workers and level of satisfaction, there is no significant difference between marital status of the cashew industry workers and level of satisfaction, there is no significant difference between nature of family of the cashew industry workers and level of satisfaction. In overall the

cashew industry women workers are not satisfied with their work. The researcher found the standards of living of the cashew industries women workers are very low and their socioeconomic conditions are very poor.

SUMMARY OF SUGGESTIONS

The present study reveals about the socioeconomic condition of cashew industry workers in Kanyakumari District. The researcher grasped up various problems of the workers and summed up-them.

The government should fix the minimum wage system in order to cater the needs of the women workers. Every cashew industries may be provides gloves, oils and soaps to safeguard the women workers health because lot of women workers affected by skin disease. The government should arrange education of Women workers so that, the workers get necessary information from these education. The Government should necessary take steps to ensure regular supply of electricity. The government should give necessary training to the women workers to increase the efficiency of the women workers. The cashew industry may provide bonus to the women workers regularly. Employee State Insurance Scheme can also be introduced for the welfare of the workers in the cashew industry. The cashew industry may provide necessary working facilities to the workers in the working hours. The industry should modify the wages system in order to meet the present condition of expense. The cashew industry may introduce EPF facility to the women workers. The cashew industry may reduce the working hours because majority of workers feels that long working hour.

CONCLUSION

The study on socioeconomic conditions of women workers in cashew industries of Kanyakumari District brings out standard of living of women workers, working condition and problems faced by the women workers. The rising cost of living compels the workers to take up the job. Unfortunately women are facing a lot of problems in their working environment. Their socioeconomic status will be improved only if adequate measures are taken to overcome their problems. The state and central government can formulate many policies to increase the welfare of the workers. This study helps to suggest increasing the socioeconomic conditions of women workers of cashew industries.

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