

A Study about the Wages and Incentives of Cashew Industries in Kanyakumari District

¹Dr.S.Sivasankaran, ²Dr.R.Sivanesan

¹*Asst.Prof.in Commerce, S.T.Hindu College, Nagercoil, Kanyakumaro District.*

²*Asst.Prof in Commerce, St.Jerome's College, A.N.Kudy, Near Nagercoil.*

ABSTRACT: *The cashew brought from Brazil to India by the Portuguese about 400 years ago. Initially it was cultivated to arrest soil erosion and sea winds, but later it became an important cash crop. In fact it was not Brazil but India, which made a commodity of international trade and India still remains the largest Producer, Processor and exporter of cashew. 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 & 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. In order to study the wages and incentives in cashew factories in Kanyakumari District, the following are the objectives. To study the different methods of wages and incentives payment systems in cashew industries. To identify the factors influencing the workers among the wages and incentives schemes in cashew industries in kanyakumari District. To identify the most favorable wages and incentive schemes of cashew industries in kanyakumari District. To measure the impact of cashew industries workers regarding wages and incentives schemes provided by cashew industries in Kanyakumari district. To offer suitable suggestions to improve the satisfaction of cashew industries workers in Kanyakumari District. The survey was conducted among 100 sample respondents. Random sampling method was adopted to survey the respondents. For the purpose of the survey workers of the cashew industries from different place of Kanyakumari district are contacted. For analysis and interpretation of data, simple statistical tools such as percentage, Chi – square test, Garrett ranking technique are applied. Graphs, diagrams and frequency tables are also used for interpretation of data collection.*

I. INTRODUCTION

The cashew brought from Brazil to India by the Portuguese about 400 years ago. Initially it was cultivated to arrest soil erosion and sea winds, but later it became an important cash crop. In fact it was not Brazil but India, which made a commodity of international trade and India still remains the largest Producer, Processor and exporter of cashew.

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 & 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.

Cashew processing is a labour intensive industry more than three lakh persons are directly employed of whom 95 percent are women from socially and economically backward communities in rural areas. India, Kerala, Maharastra, Madhyapradash, Karnataka, Tamilnadu, Goa, and West Bengal are main cashew producing states. The estimated area under cashew in India is 732 lakh hectares and the production has ranged between 3.5 – 4.7 lakh tones per annum in the recent past. The present installed capacity is over 8 lakh tones. Hence there is also import of raw cashew nuts.

The cashew nut is commonly adjudged as poor man crop, but rich mans food of its wide adoptability in poor marginal soils and is rich in proteins, fats carbohydrates and minerals. Cashew apple is a rich source of Calcium, Phosphorus and Bela – carotene, it is grown in Salem, Tanjore, Tiruvaroor, Kanyakumari, Marthandam and Colachel area.

N Kanyakumari district the cashew industry is mainly located in rural and backward areas. At present there are more than 400 cashew factories in Kanyakumari district mostly located at Vilvancode taluk and Agasteeswaram taluk.

One of the important advantages of the cashew industry is that it can create plenty of job opportunities in this district. With the introduction of the factories Act of 1946 the cashew factories have been trying to better sanitary conditions to their employees.

Employment and Cashew Nut Industry

The cashew nut industry provides employment to more than 5 lakh people in farms and factories. Most of them are in the rural areas. In the cashew processing factories over 90 percent of the workers are women from the lowest strata of society, mainly belonging to socially and economically backward area. Thus apart from its economic significance in the social and financial uplift of the rural poor.

Cashew Industry and Women Workers

Cashew is one of the labour absorbing industries and 95 percent of the labourers in cashew industries are women. Employment is considered to be an important indicator of women's achievements in the economic sphere. In the organised and industrial sectors employment of women has gone up rather rapidly. Women employment is the felt need of the hour in our country. Employment is a shield for women to escape from social evils. Employment gives economic status to women. Economic status paves the way for social status. Employment extends both economic status and social status to women. Women employment becomes a basic requisite for upliftment of the women socially and economically.

Cashew Nut Industry and Men Workers

In cashew nut processing industry men work force is very low. Only 40 percent of labourers in cashew nut industries are men. They are assigned works such as loading, supervising, managing, etc. The men workers are productive and skilled in the cashew nut processing industry.

Wages and Incentives

Labour is one of the four factors of production. Labour is of two kinds – direct and indirect. Both kinds of labour are employed in an organisation. They have to be paid remuneration for the services rendered by them.

Generally speaking, there are two basic methods of wage payment. One method relates to the hours, the employee is at work, regardless of output. This is known as time rate or day rate system. The other method is related to the production or output, regardless of the time taken for production. This is known as piece rate system.

The system of wage payment is two types time rates system and piece rate system. In the plan of incentive wage payment, both time and piece rate are blended together. Under time system, the worker is not benefited for the time saved. Under piece rate system, the cost per unit falls, even though labour cost remains constant. This is due to savings in fixed overhead expenses, since the cost of overhead is distributed over all the units. The purpose of this scheme is to overcome the limitation of both the systems and combine the advantages of both the systems. In order to increase the production through encouragement of benefits are shared by employer and employee. Before the introduction of incentive plan, the following factors may be taken into consideration.

- (i) It must be simple and understandable to workers.
- (ii) It must be fair to both – employer and employee.
- (iii) The standard should be fixed by time and motion study.
- (iv) Standards once fixed may not be altered.
- (v) The cost of operating the scheme should be minimum.
- (vi) The work must be repetitive by nature.
- (vii) The workers should not raise objections.
- (viii) The system must be permanent once introduced should not be discontinued.
- (ix) The system should also benefit the indirect workers.
- (x) It must reduce labour turnover.

II. OBJECTIVES OF THE STUDY

In order to study the wages and incentives in cashew factories in Kanyakumari district, the following are the objectives.

1. To study the different methods of wages and incentives payment systems in cashew industries.
2. To identify the factors influencing the workers among the wages and incentives schemes in cashew industries in kanyakumari District.
3. To identify the most favorable wages and incentive schemes of cashew industries in kanyakumari District.

4. To measure the impact of cashew industries workers regarding wages and incentives schemes provided by cashew industries in Kanyakumari district.
5. To offer suitable suggestions to improve the satisfaction of cashew industries workers in Kanyakumari District.

Field Work of Study

The field work for this study was carried out by for one year from November 2011 to November 2012.

Methodology

Methodology of research is a way to systematically solve research problems. This study is empirical in nature based on primary data.

Sampling Design

The survey was conducted among 100 sample respondents. Random sampling method was adopted to survey the respondents. For the purpose of the survey workers of the cashew industries from different place of Kanyakumari district are contacted.

For the purpose of first-hand information (primary data) questionnaire is prepared and used to collect information from workers of cashew industry of different places in Kanyakumari district.

Tools of Analysis

For analysis and interpretation of data, simple statistical tools such as percentage, Chi – square test, Garrett ranking technique are applied. Graphs, diagrams and frequency tables are also used for interpretation of data collection.

III. ANALYSIS OF WAGES AND INCENTIVES OF CASHEW INDUSTRIES

Age-wise Classification of Respondents

All age groups of laborers are working in cashew industries. The sample respondents are classified into four age groups. The below table represent the age-wise classification of the respondents.

Table 1 Classification of Respondents on the Basis of Age

Sl. No.	Age	No. of Respondents	Percentage
1	Below 30	30	30
2	30 – 40	40	40
3	40 – 50	20	20
4	Above 59	10	10
	Total	100	100

Source: Primary data

The above Table reveals that, 40 percent of workers comes under the age group 30-40 years, 30 percent of them are in the age group of below 30 years, 20 percent comes under the age group of 40-50 years, only 10 percent of them are above 50 years.

Sex wise Classification of Respondents

The respondents selected for the study are classified according to their sex also. The sex wise classification is exhibited below Table.

Table 2 Classification of Respondents on the Basis of Sex

Sl. No.	Sex	No. of Respondents	Percentage
1	Male	08	08
2	Female	92	92
	Total	100	100

Source: Primary data

The above Table reveals that, 92 percent of the workers are female and only 08 percent of them are male.

Marital Status of the Respondents

The respondents are classified according to their marital status, which is presented in the below Table.

Table 3 Classification of Respondents on the Basis of Marital Status

Sl. No.	Marital Status	No. of Respondents	Percentage
1	Married	56	56
2	Unmarried	44	44
	Total	100	100

Source: Primary data

The above Table reveals that, 59 percent of the respondents are married and 28 percent of the respondents are unmarried.

Educational Qualification

Education plays an important role in taking correct decisions. The details of the educational qualification of respondents are shown in the below Table.

Table 4 Classification of Respondents on the Basis of Educational Qualification

Sl. No.	Educational Qualification	No. of Respondents	Percentage
1	Upto X th Std	67	67
2	Upto XII th Std	25	25
3	Graduate	08	08
	Total	100	100

Source: Primary data

It is inferred from the above Table, out of the total respondents majority (67 percent) of the workers have the qualification upto Xth std, workers, who have the qualification upto XIIth std are amounted to 25 percent and only Eight percent of the workers are graduates.

Annual Income

The selected respondents are classified according to their annual income. The annual income is divided into three, categories which is presented in the below Table.

Table 5 Classification of Respondents on the Basis of Annual income

Sl. No.	Income	No. of Respondents	Percentage
1	Below 40000	69	69
2	40001-50000	19	19
3	Above 50000	12	12
	Total	100	100

Source: Primary data

From the above Table reveals that, 69 percent of the respondent's annual income is below 40000, 19 percent of the respondents earning Rs.40001-50000 and only 12 percent of the respondents annual income is above Rs.50000.

Experience Regarding Present Job

The sample respondents are classified according to their year of services which is presented in the below Table

Table 6 Classification of Respondents on the Basis of Experience of the Workers

Sl. No.	Year of Experience	No. of Respondents	Percentage
1	Below 5	52	52
2	6 – 10	25	25
3	11 – 15	19	19
4	Above 16	4	4
	Total	100	100

Source: Primary data

The above Table reveals that, 52 percent of the respondents are having the experience upto 5 yrs, 25 percent of them are having experience from 5 to 10 years, 19 percent of them are having experience from 11 to 15 years and only four percent of the respondents having experience above 15 years.

Expenditure pattern

A study on the expenditure pattern of cashew nut workers will throw light on their living conditions. The pattern of consumption expenditure determines the economic status of the people. The expenditures of the respondents family have been divided into several heads namely expenditure on food clothing rent, medicine, education and electrification, social and religious and other items.

Table 7 Classification of Respondents on the Basis of Average Annual Expenditure pattern

Sl. No.	Items	Amount Rs.	Percentage
1	Food	31920	69.55
2	Cloth	4520	9.84
3	Rent	500	0.96
4	Medicine	420	0.92
5	Electrification	800	1.73
6	Education	2060	4.46
7	Social & Religious	2030	4.42
8	Others	3620	7.89
	Total	45890	100

Source: Primary data

From the above Table shows that, the expenditure pattern of cashew nut workers. A large portion 69.55 percent of the income is spent for food, 7.89 percent of the income spent for other purposes, 4.49 percent for education, 4.42 percent spent for social & religious purpose, 9.84 percent spent for cloth and remaining percent money spent for Rent, medicine, Electrification respectively.

Nature of Employment in Cashew nut Industry

The men workers of the cashew nut industry are assigned hard works like loading, roasting, supervising, and managing. But the women are given works like shelling, peeling, grading and packing of raw cashew nut. The different types of operations of the cashew industry are shown in the below Table

Table 8 Classification of Respondents on the Basis of Nature of Employment in Cashew nut Industry

Sl. No.	Types of Works	No. of workers	Percentage
1	Shelling	40	40
2	Peeling	21	21
3	Packing	18	18
4	Grading	9	9
5	Supervising	12	12
	Total	100	100

Source: Primary data

The Table 8 shows that, out of the 100 workers, 40 workers are engaged in the shelling section, 21 workers are engaged in peeling section, 18 workers are engaged in packing section, 9 workers are engaged in Grading section and 12 percent workers are engaged in supervising section.

Reason for Working in Cashew Industry

The below table shows the classification of the respondents on the basis of the reason for working in cashew factory.

Table 9 Classification of Respondents on the Basis of Reasons for Working in Cashew Industry

Sl. No.	Particulars	No. of workers	Percentage
1	To help family	25	25
2	Poverty	17	17
3	Independent	10	10
4	Interested in earning	35	35
5	Lack of other job	13	13
	Total	100	100

Source: Primary data

It is inferred from the above Table, majority (35 percent) of the respondents are working in this factory because they are interested in earning. 25 percent of them are working in cashew factory to help their family. 17 percent of them working in cashew factory because they are poverty. 13 percent of them are working here due to lack of other job and the remaining 10 percent of them working in the cashew factory because they are independent.

Working Days of a Worker in a Week

The below table shows that, the classification of respondents on the basis of working days of a worker in a week.

Table 10 Classification of Respondents on the Basis of Working Days of a Worker in a Week

Sl. No.	No. of working days in a week	No. of workers	Percentage
1	Four Days	22	22
2	Five Days	29	29
3	Six Days	51	51
4	Seven Days	08	08
	Total	100	100

Source: Primary data

The Table 10 shows that, the Number of working days in a week, 29 percent of the workers are working five days a week, 22 percent of the workers are working four days a week, 51 percent of the workers are working six days of a week and only Eight percent of them working seven days in a week.

Nature of wages

The below table shows the classification of respondents on the basis of nature of wages.

Table 11 Classification of Respondents on the Basis of Nature of wages

Sl. No.	Nature of wages	No. of workers	Percentage
1	Piece	88	88
2	Time	12	12
	Total	100	100

Source: Primary data

The Table 11 reveals the nature of wage payment to the workers. 88 percent of the worker get the wage on the basis of piece rate system and the remaining 12 percent of the workers get their wage on the basis of time rate.

Opinion about Job satisfaction

The below table shows that, the classification of respondents on the basis of job satisfaction.

Table 12 Classification of Respondents on the Basis of Job satisfaction

Sl. No.	Opinion	No. of respondents	Percentage
1	Satisfied	84	84
2	Not satisfied	16	16
	Total	100	100

Source: Primary data

The Table 12 reveals that, 84 percent of the respondents are satisfied with their job and the remaining 16 percent of the workers are not satisfied with their job.

Present Wages and Incentives

Remuneration is a reward for the worker and service. But incentive and wage schemes are stimulation of effort and effectiveness. The wage and incentives scheme are represented in the below Table 13

Table 13 Classification of Respondents on the Basis of Wages and Incentives Scheme

Sl. No.	Patterns of Wages and Incentives	No. of Respondents	Percentage
1	No. of working hours per week	42	42
2	Salary per week	29	29
3	No. of working days in a year	14	14
4	Total earnings in a year	15	15
	Total	100	100

Source: Primary data

The Table 13 reveals that, 42 percent of the workers get their wages on the basis of working hours per week, 29 percent of the workers get on the basis of salary per week and the rest of them get their wages on the basis of yearly earning basis and on the basis of working days in a year.

Working Facilities in Cashew Factory

The cashew industry in Kanyakumari district provides various facilities like drinking water, washing facilities, latrine and urinals, rest room and lunch room, medical facilities. The facilities regarding cashew factories are analysed with the help of Garrett ranking Technique which is represented in the following table.

Table 14 Classification of Respondents on the Basis of Facilities Regarding Cashew Factories

Sl. No.	Facilities	Avg. (Mean Score)	Rank
1	Drinking water	53.33	I
2	Washing facilities	40.15	III
3	Latrine and urinals	41.15	II
4	Rest room and lunch room	33.33	IV
5	Medical facilities	30.67	V

The analysis shows that the workers of the cashew nut in Kanyakumari district are highly satisfied in working facilities of the cashew factories.

Working Condition

The working conditions are light and ventilation at work spot, safety measures, working condition is hygienic enough, rest rooms are properly maintained. The working condition is represented in the below Table.

Table 15 Classification of Respondents on the Basis of Working Condition of Cashew Factories

Sl. No.	Working Condition	HS	S	NS	HNS
1	Light and ventilation at the work spot are proper and adequate	39	21	21	19
2	Safety measures provided are sufficient	22	31	16	31
3	The working condition is hygienic enough	19	35	26	20
4	Rest rooms are maintained properly	20	13	37	30

The working condition of cashew factories are analysed with the help of weighted ranking method which is represented in the following table.

Working Condition	Weight			
	HS	S	NS	HNS
Light and ventilation at the work spot are proper and adequate	39	21	21	19
	156	63	42	19
Safety measures provided are sufficient	22	31	16	31
	88	93	32	31
The working condition is hygienic enough	19	35	26	20
	76	105	52	20
Rest rooms are maintained properly	20	13	37	30
	80	39	74	30
Total Score	400	300	200	100
Mean Score	40	30	20	10
Rank	I	II	III	IV

The working conditions of the cashew factories are analysed with the help of weighted ranking method. The analysis shows that the workers of the cashew factories in Kanyakumari district are highly satisfied with the working condition of cashew nut industry.

Problems faced by the workers in cashew nut Industry

This part deals with the important problems faced by the cashew nut workers in the industry. The important problems are low salary, less social status, long hours of work, hard work, which is presented in the below Table.

The problem faced by the cashew nut worker are analysed by using Garrett ranking Technique which shown below in the form of table.

Table 16 Classification of Respondents on the Basis of Problems faced by the Workers

Sl. No.	Reason for not satisfaction of this job	Average(Mean Score)	Rank
1	Less wage	54.75	III
2	Low social status	55.65	I
3	High working hours	54.80	II
4	Hard work	41.05	V
5	Other problems	43.75	IV

The above analysis shows that, the first problems faced by the workers are low social status. The second problem faced by them is long hours of work. The third problem faced by the workers is due to low wage. The fourth problem faced by them is other problems and the fifth problem is Hard work.

VI. COMPARATIVE ANALYSIS

(i) Comparison Between Age and Job Satisfaction

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

Ho : There is no significant difference between age of the worker and job satisfactions.

	Age				Total
	Below 30	30 – 40	40 - 50	Above 50	
Satisfied	18	13	19	24	84
Not satisfied	2	3	7	4	16
Total	20	16	26	28	100

Observed frequency	Expected frequency	O – E	(O – E) ²	$\frac{(O - E)^2}{E}$
18	16.8	1.2	1.44	0.086
13	13.44	-0.44	0.1936	0.014
19	21.84	-2.84	8.066	0.369
24	23.52	0.48	0.2304	0.009
2	3.20	-1.20	1.44	0.45
3	2.56	0.44	0.1936	0.076
7	4.16	2.84	8.066	1.939
4	4.48	-0.48	0.2304	0.051
				2.994

$$\chi^2 = 2.994$$

Tale value (at 5% level) = 7.815

The calculated value is less than the table value at 5% level of significance. Hence the Hypotheses is accepted, so conclusion is no significant difference between age and job satisfaction.

(ii) Comparison between Age and Promotion

Ho : There is no significant difference between age of the respondents and level of satisfaction of promotion.

	Age				Total
	Below 30	30 – 40	40 - 50	Above 50	
Satisfied	16	18	13	19	66
Not satisfied	14	6	4	10	34
Total	30	24	17	29	100

Observed frequency	Expected frequency	(O – E) ²	$\frac{(O - E)^2}{E}$
16	19.8	14.44	0.73
18	15.84	4.67	0.29
13	11.22	3.17	0.28
19	19.14	0.02	0.001
14	10.20	14.44	1.42
6	8.16	4.67	0.57
4	5.78	3.17	0.55
10	9.86	0.02	0.002
			3.843

$$\chi^2 = 3.843$$

$$V = 7.815$$

The calculated value is less than the table value at 5% level of significance. Hence the Hypotheses is accepted, so there is no difference between age and satisfaction regarding promotion.

(iii) Satisfaction between Age and Incentives

Ho : There is no significant difference between age and satisfaction regarding incentives.

	Age				Total
	Below 30	30 – 40	40 - 50	Above 50	
Satisfied	19	21	19	10	69
Not satisfied	12	8	7	4	31
Total	31	29	26	14	100

Observed frequency	Expected frequency	(O – E) ²	$\frac{(O - E)^2}{E}$
19	21.39	5.71	0.27
21	20.01	0.98	0.05
19	17.94	1.12	0.06
10	9.66	0.12	0.01
12	9.61	5.71	0.59
8	8.99	0.98	0.11
7	8.06	1.12	0.14
4	4.34	0.12	0.03
			1.26

$$\chi^2 = 1.26$$

$$\text{Table value} = 7.815$$

The calculated value is less than the table value at 5% level of significance. Hence the Hypotheses is accepted, so there is no difference between age and the satisfaction regarding incentives.

IV. COMPARISON BETWEEN AGE AND BONUS

Ho : There is no significant difference between age and level of satisfaction regarding Bonus.

	Age				Total
	Below 30	30 – 40	40 - 50	Above 50	
Satisfied	13	17	19	13	62
Not satisfied	12	8	10	8	38
Total	25	25	29	21	100

Observed frequency	Expected frequency	(O – E) ²	$\frac{(O - E)^2}{E}$
13	15.5	6.25	0.40
17	15.5	2.25	0.15
19	17.98	1.04	0.05
13	13.02	0.0004	-
12	9.80	6.25	0.66
8	9.80	5.06	0.53
10	11.02	1.04	0.09
8	7.98	0.0004	-
			1.88

$$\chi^2 = 1.88$$

$$\text{Table value} = 7.815$$

The calculated value is less than the table value at 5% level of significance. Hence the Hypotheses is accepted, so there is no difference between age and level of satisfaction of bonus.

V. SUMMARY OF FINDINGS

The scope of the study is to analyse the wages and incentives in cashew factories in Kanyakumari district; It also identifies the critical factors which tend to affect the wages and incentives offered by the cashew factories to overcome the same.

The findings with regard to the age of the respondents, reveals that more workers comes under the age group between 30-40. The survey also reveals that majority of respondents are female that is 90 percent. The findings with regard to the marital status of the respondents reveals that majority of the workers are married. Majority of the workers have the qualification upto Xth std.

Majority of the respondents belong to the income group which is below Rs.40,000. Majority of the workers have up-to 6 to 10 years' experience. Majority of the workers spent huge money for food. Majority of the workers are engaged in the shelling section. Majority of the workers are working in this factory because they interested in earning. Majority of the workers works six days in a week. Majority of the respondents get their wage on the basis of piece rate system. Majority of the workers are satisfied with the job. Majority of the workers are satisfied with the promotion allowed in this industry. Majority of the respondents wages are sufficient for the workers.

Majority of the workers get their wages on the basis of number of working hours per week. Majority of the workers are satisfied with the incentives scheme and in the bonus scheme. Majority of the workers are highly satisfied in the working facilities available in the industry. Majority of the workers are highly satisfied in the working conditions in the factories. The chi-square analysis shows that there is no significant difference between age of the respondents and level of satisfaction regarding job, promotion, incentives and the bonus.

VI. SUGGESTIONS

The important suggestions for the present study are as follows.

The government should take necessary steps to increase the saving habit of the women workers. The government should fix the minimum wage system in order to cater the needs of the workers. Every cashew factories should be provides gloves, oils and soaps to safeguard the workers health. The government should arrange national level seminar in the case of female workers so that, the workers get necessary information from these seminar. The Government should necessary take steps to ensure regular supply of electricity. The government should give necessary training to the workers to increase the efficiency of the workers. The industry should provide enough time for refreshment of the workers. The cashew factory should provide bonus to the workers regularly. Employee State Insurance Scheme can also be introduced for the welfare of the workers in the cashew nut industry. The industry should provide necessary working facilities to the workers in the working hours. The factories should provide promotion to the workers on the basis of talent or efficiency of the workers. The industry should modify the wages system in order to meet the present condition of expense. The industry should offer the most benefits incentives plan for workers.

VII. CONCLUSION

The study on wages and incentives of cashew industries in Kanyakumari district brings out various ideas about wages and incentives. 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 socio-economic 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 various good things related to wages and incentives in cashew factories to improve the benefit level of workers. This study gives a scope to go on further research in this field.

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