

WORK COMMITMENT AMONG WOMEN WORKERS AT CASHEW INDUSTRY IN CUDDALORE DISTRICT

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Abstract

There is a form of agricultural enterprise that is known as cashew cultivation. The processing of cashew nuts is regarded to be a "traditional" industry due to the fact that several technological improvements have not been made in this sector. Consumers in the United States typically consume cashew nuts, which are a sort of nut that is considered to be normal. In India, the processing of cashews is not subject to taxation because it is considered to be an industry that is classified as being based on agriculture. The promotion of women to engage in entrepreneurial activities is made easier in this sector due to the fact that women workers are highly employed in cashew industries and sectors, beginning with fundamental procedures and progressing all the way up to marketing techniques. Because women and their dedication to cashew industries play a significant role in the development of cashew industries in global markets, consumers have the potential to provide a significant source of income for a large number of people living in rural areas, as well as to employ a large number of people in those areas. In addition, consumers have the ability to influence the development of cashew industries in global markets. The cashew processing industry is said to be responsible for the employment of approximately three lakh individuals. Most of these people are women who are from rural areas and have a low socioeconomic status. The majority of these people are women.

Keywords: Cashew, Industry, Commitment, Consumers, Women.

Introduction

The geographical circumstances in India are ideal for cashew growing, which is one of the reasons why India is one of the leading cashew producers in the world. Cashew is a key plantation crop that contributes to India's Indian economy. Cashew production, area, and productivity in India have all increased as a result of the discovery of improved clones, the standardisation of vegetative propagation processes, and the supply of planting material. The geographical circumstances in India are ideal for cashew growing, which is one of the reasons why India is one of the leading cashew producers in the world. A number of states, including Kerala, Karnataka, Goa, Maharashtra, Tamil Nadu, and Andhra Pradesh, are responsible for the cultivation of cashew kernels.

There are three states that are located on the Indian peninsula. These states are Uttar Pradesh, Orissa, and West Bengal. Cashews are produced in the highest quantity in Maharashtra. The cashew, also known as *Anacardium occidentale* L., is cultivated in all of Nigeria's agro ecological zones, including semi-arid regions, with the middle belt being the most prominent location for its cultivation. In Nigeria, cashews are grown in 27 of the country's 36 states. Kogi, Oyo, Kwara, Enugu, and Edo are some of the states that fall into this category. Abia, Adamawa, Akwa Ibom, Anambra, Bayelsa, Benue, Cross River, Delta, Ebonyi, Ekiti, Federal Capital Territory, Imo, Kaduna, Nasarawa, Niger, Ogun, Ondo, Osun, Plateau, Rivers, Taraba, and Lagos are some of the other states that are included in the list.

Review of Literature

Mohan,(2022), This study examined the export and import growth of cashew nuts and kernels in India, as well as the economic analysis and investment efficiency of mechanized and partially mechanized processing units in Kanyakumari District. The CAGR (Compound Annual Growth Rate) and Cuddy Della Valle Index (CDVI) are used to calculate the growth rate and stability index of cashew kernel exports and imports. Cashew processing units were categorized as automated or partially mechanized for economic study. Ten samples per category were randomly selected for analysis, including gross and net returns, payback period, and break-even point. The study revealed numerous important discoveries. The CAGR of cashew kernel exports is -2.27% for quantity and 5.19% for value.

D'Silva(2021), The cashew nut processing industry is crucial in the Indian food processing sector. Cashews are often viewed as both a lowly crop and a wealthy dinner. For farmers, merchants, wholesalers, processors, supermarkets, and retailers, cashew processing is a vital source of income. Cashew processing, a labor-intensive industry, has historically employed many rural women. This study aims to explore the Cashew Processing Sector, including its global market position, challenges, and future possibilities. This study aims to analyze the Indian Cashew Industry, including processing and international trading. Indian cashew kernels are valued for their quality, flavor, and appearance and are consumed in over 60 countries globally. Unfortunately, cashew production in India has fluctuated in recent years. Despite significant growth, India's cashew business has been impacted by low-quality crops in some locations due to inefficient harvesting, drying, and storage facilities.

P.Murugamani, et al.,(2020),Recent socio-cultural changes in India demonstrate the significant significance of female workers in the economy. The cashew processing industry is labor-intensive and primarily employs women from socially disadvantaged communities. A research model was created to examine the obstacles faced by women in cashew businesses. Determine effective strategies to protect the work-life balance of cashew workers in Dakshina Kannada (DK) district.The study highlights socioeconomic and health challenges faced by women in cashew businesses. The cashew processing business relies on costly imported raw cashew nuts due to decreased yields in India. The increase in processing costs and difficulty in maintaining nut quality impact the incomes, health, and welfare of women labourers.

Objectives of the Study

1. To study the work commitment among women workers working at Cashew Nut Industry in Cuddalore District.

Hypotheses

H01: There is no significant difference between Work Commitment among Women Workers in Cashew Industry and Age of the respondents.

H02: There is no significant difference between Work Commitment among Women Workers in Cashew Industry and Working Hours of the Respondents.

Importance of the Study

Cuddalore District is vital to Indian cashew exports. While produced across India, Cuddalore District cashews taste odd. At 23 grams per 100 grams, Cuddalore District cashew has the greatest protein of India's 6 cashew species. Cuddalore District stays fresh due to less moisture. Cashew grows in coastal sandy, loamy, and gravelly soils in Cuddalore. Cashews are grown on thousands of hectares in Panruti, Kurinchipadi, Vridhachalam, and other areas of Cuddalore. Annual cashew production is tens of thousands of metric tons.

This district sells cashews to the US, Singapore, and Malaysia. Thousands of crores of foreign exchange are earned. In February and March, flowers bloom; in April and May, harvest. Many companies split and process cashew nuts, grade them for export, and create cashew oil, punnaku, etc. as subsidiaries. This helps 80% of residents find work annually. Cashew nut processing is another popular cottage industry for women.

Table 1
Age of the Respondents

S.No	Age	No. of Respondents	Percentage
1	Upto 18 years	198	71
2	19 - 25 years	45	16
3	26 - 30 years	35	12
4	Above 30 years	2	1
Total		280	100

Source: Primary Data

The table 1 shows that most of the respondents belong to the age group of upto 18 years with 71 per cent, followed by 16 per cent of the respondents are between 19-25 years, 12 per cent are 26-30 years and 1 per cent are above 30 years.

Table 2
Working Hours of the Respondents

S.No	Monthly Income	No. of Respondents	Percentage
1	Upto 8 Hours	179	64
2	9-10 Hours	94	34
3	More than 10 Hours	7	2
Total		280	100

Source: Primary Data

The table 2 shows the working hours of the respondents as 64 per cent are working upto 8 hours, followed by 9-10 working are 34 per cent and 2 per cent are working more than 10 hours.

Table 3
Work Commitment among Women Workers in Cashew Industry

S. No.	Particulars	SA	A	N	D	SD	Total
1.	Working for more time to complete the task	80	78	47	63	32	280
		27	22	16	21	14	100
2.	Work only for daily salary	88	92	50	30	20	280
		29	34	20	10	7	100
3.	Personal Commitment	82	58	80	40	20	280
		31	22	27	13	7	100
4.	Cashew industry is my expert field	62	108	37	40	33	280
		24	36	16	13	11	100
5.	Only source of Income	107	63	35	45	30	280
		39	21	15	15	10	100

Source: Primary data

The Table 3 shows the work commitment among women working in cashew nut industry in the cuddalore region, as 27 per cent of the respondents strongly agree that Working for more time to complete the task, 34 per cent of the respondents agreed that Work only for daily salary, 13 per cent of the respondents disagree Personal Commitment, followed by Cashew industry is my expert field as said by 36 per cent of the respondents and finally 39 per cent of the respondents strongly agreed that Only source of Income.

Table- 4
Working Hours of the Respondents and Work Commitment among Women Workers in Cashew Industry

Variables	Gender	N	Mean	S.D.	T Value	Sig.
Working for more time to complete the task	Upto 8 Hours	179	4.36	1.65	5.790	0.001*
	9-10 Hours	94	4.78	1.28		
	More than 10 Hours	7	4.44	1.87		
	Total	280	4.36	0.59		
Work only for daily salary	Upto 8 Hours	179	4.78	1.99	5.330	0.005*
	9-10 Hours	94	4.25	1.72		
	More than 10 Hours	7	4.77	1.56		
	Total	280	4.99	1.78		
Personal Commitment	Upto 8 Hours	179	4.90	1.01	7.690	0.001*
	9-10 Hours	94	4.66	1.76		
	More than 10 Hours	7	4.79	1.88		
	Total	280	4.77	0.99		
Cashew industry is my expert field	Upto 8 Hours	179	4.25	1.14	6.750	0.005*
	9-10 Hours	94	4.42	1.14		
	More than 10 Hours	7	4.88	1.98		
	Total	280	4.98	1.36		
Only source of Income	Upto 8 Hours	179	3.01	1.02	3.110	0.015*
	9-10 Hours	94	3.28	1.22		
	More than 10 Hours	7	3.84	1.13		
	Total	280	3.19	1.10		

Based on Primary Data * [Sig.@5%](#)

Table 4 shows that the f values that were calculated for the ANOVAs on 5.790, 5.330, 7.690, 6.750, and 3.110 are significant at the five levels that are currently being considered. Taking into account these values, it can be concluded that there is a substantial disparity between the working hours of the respondents and the level of work commitment among women who are employed in the cashew industry. Because of this, the null hypothesis that was provided is not accepted. In contrast to the other working hours of the respondents and women workers in the cashew industry, this demonstrates unequivocally that woman workers in the cashew industry have up to eight hours of primary moves every week.

Table -5
Age and Work Commitment among Women Workers in Cashew Industry

Variables	Age	N	Mean	S.D.	F Value	Sig.
Working for more time to complete the task	Upto 18 years	198	3.21	1.01	2.699	0.33
	19 - 25 years	45	3.76	1.96		
	26 - 30 years	35	3.81	1.09		
	Above 30 years	2	2.02	1.19		
	Total	280	3.25	0.99		
Work only for daily salary	Upto 18 years	198	3.22	1.88	3.514	0.005*
	19 - 25 years	45	2.19	0.99		
	26 - 30 years	35	4.89	1.39		
	Above 30 years	2	3.15	1.08		
	Total	280	4.11	1.98		

Personal Commitment	Upto 18 years	198	1.00	0.60	0.798	0.168
	19 - 25 years	45	1.99	0.77		
	26 - 30 years	35	1.36	0.22		
	Above 30 years	2	1.77	0.48		
	Total	280	1.33	0.77		
Cashew industry is my expert field	Upto 18 years	198	4.77	1.78	5.844	0.005*
	19 - 25 years	45	4.84	1.98		
	26 - 30 years	35	4.77	1.45		
	Above 30 years	2	4.67	1.74		
	Total	280	4.79	1.99		
Only source of Income	Upto 18 years	198	4.78	1.87	7.400	0.005*
	19 - 25 years	45	4.99	1.44		
	26 - 30 years	35	4.81	1.66		
	Above 30 years	2	4.77	1.23		
	Total	280	4.84	1.36		

Based on Primary Data * [Sig.@5%](#)

The table 5 highlights values of the data F that were calculated. At the five levels that are now in effect, 0.798 is noteworthy. One can deduce from these figures that there is a substantial disparity between the ages of women workers in the cashew industry and their level of dedication to their jobs. The conclusion is that the null hypothesis that was provided is correct. There is a substantial relationship between the five current levels and the f-test values that were calculated, which are 2.699, 3.514, 5.844, and. According to these principles, there is a substantial variation in age and level of commitment to work among women who are employed in the cashew industry. Because of this, the null hypothesis that was stated is contradicted. When compared to workers of different ages and women in the cashew industry, this demonstrates that individuals of the female gender are more likely to be employed in secondary and primary positions in the online customer delivery sector.

Suggestion

1. To increase cashew nut industry into better condition, the workers needed special attention by the management side.
2. To increase cashew productivity, the workers are the key so women workers needs and demands need to be fulfilled by time to time and right salary for the right work need to be given.
3. To improve cashew nut industry, supervisors need to be more friendly and understanding about the women health and personal life issues and try to help them in order to maintain a healthy working environment.

Conclusion

In the last forty years, Indian agriculture has seen significant challenges such as a deceleration in growth, resource degradation, disparities between sectors and regions, and declining input efficiency. Enhancing public expenditure on agriculture, rural infrastructure, post-harvest market facilities, storage and processing, land market reforms, agricultural product marketing, promotion of farmers' organizations and self-help groups, as well as implementing suitable agricultural pricing and food procurement and distribution policies, is essential to unlock the sector's potential. The research region possesses significant potential for cashew nut cultivation; nevertheless, the relevant department or agency must proactively investigate the factors or constraints that hinder the expansion of the area. Since its introduction, cashew has acclimatized effectively to the climatic conditions of the Cuddalore district. Implementing established management technologies and cultivating grafts of high-yielding types can enhance cashew output and productivity, while supporting cottage and export-oriented enterprises through the Agri Export Zone, especially the Cashew Board in rural areas, with the objective of achieving self-sufficiency.

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