



# "Women's Participation And Empowerment In The Coco Peat Industry: A Study On Roles, Challenges, And Opportunities In Coimbatore

1Mrs. Sylvia Jayakumar, 2Dr.K.Anitha

1Assistant Professor, 2Professor

1Business Administration Department (UG) Hindusthan College of Arts and Science Nava India - Coimbatore,

2Hindusthan college of Arts and science

## ABSTRACT:

The coco peat industry, an emerging sector within the coir industry, provides significant employment opportunities in rural areas, particularly for women. This study examines women's participation and empowerment in coco peat production, with a focus on their roles in husk collection, cleaning, sorting, and packing. While women form a substantial share of the workforce, their contributions are often undervalued, with limited access to skill development, decision-making, and fair wages. The research explores the challenges faced by women workers, including occupational health risks, gender-based wage disparities, lack of social security benefits, and restricted career growth. At the same time, it highlights opportunities for empowerment through training programs, gender-sensitive policies, and sustainable employment practices. By addressing issues of equity and inclusion, the study emphasizes the potential of the coco peat sector to act as a platform for women's socio-economic empowerment and contribute to rural development.

**KEYWORDS:**

- Women Employment
- Coco Peat Industry
- Coir Sector
- Gender Equality
- Women Empowerment
- Rural Employment
- Occupational Health and Safety
- Wage Disparities
- Skill Development
- Socio-economic Empowerment
- Sustainable Employment
- Women Workforce Participation
- Challenges and Opportunities
- Inclusive Growth
- Labour Welfare

**OBJECTIVES:**

1. Explore how women are central to manual operations but remain underrepresented in decision-making.
2. Examine wage inequality and Personal Protective Equipment (PPE).
3. Identify occupational health issues, especially due to dust and repetitive tasks, are prevalent.
4. Assess training and skill development opportunities that are minimal but highly demanded.

**INTRODUCTION:**

The coco peat industry, a by-product of the coir sector, has emerged as an important source of eco-friendly raw material for agriculture, horticulture, and floriculture. Being labour-intensive, the industry provides significant employment opportunities in rural and semi-rural regions, especially in coconut-growing countries like India, Sri Lanka, and the Philippines. Among the workforce, women occupy a pivotal role, contributing extensively to husk collection, cleaning, grading, and packing of coco peat products.

Despite their active involvement, women workers in this sector often encounter multiple challenges. Issues such as wage disparity, lack of social security coverage, limited opportunities for skill development, and exposure to occupational health risks restrict their overall empowerment. Moreover, their contribution is frequently undervalued, leaving them underrepresented in managerial and decision-making positions.

At the same time, the coco peat industry holds vast potential for fostering women's socio-economic empowerment. With appropriate training, fair labour practices, and gender-sensitive policies, this sector can promote inclusive growth, improve livelihoods, and enhance gender equality.

This study, therefore, seeks to analyze women's participation in the coco peat industry, examine the challenges they face, and explore opportunities for empowerment, with a view to suggesting strategies for sustainable and equitable development.

The coco peat industry, as a part of the coir sector, is labour-intensive and provides significant employment opportunities in rural areas. Women workers form the backbone of this sector, engaging in critical tasks such as husk collection, cleaning, sorting, grading, and packing. Despite their substantial contribution, women face multiple barriers that restrict their empowerment and equitable participation. This study examines women's roles in the coco peat industry, the challenges they encounter, and the opportunities that can be leveraged for their socio-economic development.

## EMPLOYMENT LANDSCAPE

- **Kerala:** The coir industry is a significant source of employment, with women constituting approximately 80% of the workforce. In Alappuzha, women are primarily engaged in tasks such as husking, scraping, spinning, and weaving coir fibers.
- **Tamil Nadu:** In districts like Thoothukudi, women workers are involved in various stages of coir production, contributing to the local economy and community development.
- **Karnataka:** While specific statistics are limited, the state's coir industry also employs a significant number of women, especially in areas with high coconut cultivation.

## STEPS IN THE INDUSTRIAL PROCESS OF COCO PEAT:



1. **Procurement of Raw Material** - Collection of coconut husks from farms, coir units, or coconut-processing factories and ensuring the quality of husks for a uniform final product.
2. **Soaking/Retting** - Husks are soaked in water (sometimes for 10–15 days) to soften fibres, & Retting helps separate coir fibres from the pith.
3. **Decortication / Fibre Extraction** - Husks are mechanically or manually beaten to separate fibres from the coir pith, and the coir pith is collected for further processing.
4. **Washing and Cleaning** - The coir pith is washed to remove dust, dirt, and any remaining fibres, and this ensures a clean, high-quality raw material for processing.
5. **Screening and Sieving** - Coir pith is passed through sieves to remove large particles and achieve a uniform texture.
6. **Drying / Dehydration** - Washed coir pith is sun-dried or mechanically dried to reduce moisture content (usually to 10–15%).
7. **Grinding / Pulverising** - Dried coir pith is ground into fine particles or blocks according to product specifications.
8. **Compression / Block Formation** - Ground coco peat is compressed into bales, bricks, or blocks for ease of storage and transport, and some units produce loose coco peat for horticultural use.
9. **Packing and Labelling** - Coco peat is packed in bags or containers, labelled with product details and quality standards and prepared for domestic distribution or export.
10. **Quality Control** - Regular testing for pH, EC (electrical conductivity), moisture content, and salinity and ensures compliance with domestic and international horticultural standards.
11. **Storage and Dispatch** - Packaged products are stored in dry, ventilated areas to maintain quality and dispatched to customers, nurseries, or exporters.

#### **ADVANTAGES of WOMEN'S PARTICIPATION AND EMPOWERMENT IN THE COCO PEAT INDUSTRY:**

1. **Economic Empowerment** - Provides women with a stable source of income, improving their financial independence & contributes to household and community economic growth.
2. **Skill Development and Capacity Building** - Involvement in processing, grading, and packing enhances technical and managerial skills, & Training programs boost employability and career advancement.
3. **Promotion of Gender Equality** - Participation fosters awareness of women's rights and reduces gender disparities in the workforce & encourages inclusive workplace practices.
4. **Improved Productivity and Quality** - Women's meticulous attention to detail ensures better grading, packing, and product quality, leading to higher standards for domestic and export markets.
5. **Socio-economic Development** - Empowered women contribute to education, health, and welfare in their communities and enhance rural development and social inclusion.

## DISADVANTAGES of WOMEN'S PARTICIPATION AND EMPOWERMENT IN THE COCO PEAT INDUSTRY:

1. **Wage Disparities** - Women may receive lower wages than their male employees for similar work, despite legal provisions for equal pay.
2. **Occupational Health Risks** - Exposure to dust, heavy lifting, and repetitive tasks can cause respiratory and musculoskeletal problems.
3. **Limited Career Growth** - Women are often underrepresented in supervisory or managerial roles.
4. **Lack of Social Security and Welfare** - Many workers may not have access to EPF, ESI, or maternity benefits, leaving them vulnerable.
5. **Balancing Work and Family Responsibilities** - Women may face challenges managing household duties alongside labour-intensive work, impacting work-life balance.
6. **Limited Access to Training and Technology** - Modern mechanised processing requires technical skills, which women may have less access to.

## ROLES OF WOMEN IN THE COCO PEAT INDUSTRY:

1. **Collection and segregation of coconut husks** –“Women are actively engaged in the collection and segregation of coconut husks, a crucial initial stage in coco peat production. This task involves gathering raw husks from coconut farms or processing units and carefully separating them based on quality. Their meticulous effort ensures that only suitable husks proceed to the cleaning and processing stages, thereby maintaining the quality standards required for domestic and export markets.”



2. **Cleaning, sorting, and grading of coco peat** –“Cleaning, sorting, and grading of coco peat represent one of the most labour-intensive roles undertaken by women in the industry. After the husks are collected, women workers carefully clean the raw material to remove dust, fibers, and unwanted particles. They then sort and grade the coco peat according to texture, moisture level, and quality requirements, ensuring consistency for agricultural and horticultural use. This stage demands patience, attention to detail, and physical effort, as women's precision directly influences the market value and export readiness of the final product.”



3. **Packing, labelling, and preparing export consignments** –“Packing, labelling, and preparing export consignments in the Indian coco peat industry involves women workers playing a crucial role while adhering to labour laws and regulations. Women carefully pack graded coco peat into appropriate containers, ensuring that weight limits, hygiene standards, and labelling requirements comply with the Factories Act, 1948, and other labour welfare provisions. Attention is given to safe handling to prevent injuries, in line with Occupational Safety and Health standards. Proper documentation and labelling for domestic and export consignments are maintained to meet quality and export compliance requirements under Indian trade regulations. This stage reflects not only women’s diligence and precision but also the sector’s commitment to legally compliant, safe, and high-quality production practices, empowering women while upholding their rights and protections under Indian labour law.”

4. **Supporting tasks in quality maintenance** –“Women in the coco peat industry also play a vital role in supporting quality maintenance throughout the production process. Their responsibilities include monitoring the moisture content, removing inferior or contaminated husks, and ensuring that the final product meets both domestic and international standards. By conducting regular checks and assisting in corrective measures, women help sustain consistent product quality. This behind-the-scenes contribution, though often less visible, is essential for maintaining the reputation of the industry and ensuring compliance with regulatory standards, reflecting their indispensable role in the overall success and reliability of coco peat production.”



### Quality control testing

**Multiple tests are performed during and after production to ensure quality.**

a) **Electrical Conductivity (EC) testing:** This is a primary test for measuring the salt content, which can be harmful to plants in high concentrations. Standard methods, like the Dutch 1:1.5 wet method,

involve mixing a coco peat sample with demineralized water and using an EC meter to measure the solution. Export-quality coco peat should have a very low EC, typically below 0.5 mS/cm.

- b) **pH testing:** This measures the acidity or alkalinity of the coco peat. A neutral pH is ideal for optimal plant nutrient absorption. Tests are performed on a solution created with distilled water, using a pH meter.
- c) **Moisture content testing:** This confirms that the coco peat has been sufficiently dried. The material's moisture level must be in a specific range (e.g., below 15%) to prevent mold growth during storage and transport. A hot air oven is typically used to dry and weigh samples.
- d) **Expansion volume testing:** This measures how much the compressed coco peat block will expand once water is added, which indicates its water retention capabilities. A standard test involves hydrating a 1 kg block and measuring the final volume.
- e) **Sand and impurity testing:** A sample is mixed with water and allowed to settle. Sand and other heavy impurities sink to the bottom and are then separated and weighed.
- f) **Weed testing:** For shipments requiring certification, weed germination tests are conducted over several weeks to ensure the product is free of weed seeds.

#### **CHALLENGES FACED by WOMEN:**

1. **Wage disparities compared to male workers**—“Wage disparities between women and male workers remain a significant challenge in the Indian coco peat industry. Despite performing similar tasks such as husk collection, cleaning, grading, and packing, women often receive lower wages than their male counterparts. Such practices contravene the provisions of the Equal Remuneration Act, 1976, which mandates equal pay for equal work irrespective of gender. Addressing this disparity is crucial not only for legal compliance but also for promoting gender equity, worker motivation, and socio-economic empowerment of women in the industry. Ensuring fair wages in accordance with Indian labour laws reinforces the rights of women workers and strengthens the sector’s commitment to inclusive and equitable growth.”
2. **Limited access to training and skill enhancement** —“Limited access to training and skill enhancement remains a major challenge for women in the coco peat industry. While modern processing techniques, mechanisation, and quality control technologies are increasingly being adopted, women workers often lack opportunities to acquire the necessary skills to operate new machinery or implement advanced production practices. This gap limits their productivity and career growth. Aligning with initiatives like the Skill India Mission and National Skill Development Corporation (NSDC) programs, targeted training in modern processing, quality standards, and digital tools can empower women to actively participate in technological advancements. Enhancing their skills not only boosts efficiency and product quality but also fosters socio-economic empowerment, ensuring that women remain integral contributors to a modernized and competitive coco peat industry.”

### 3. Occupational health risks due to dust, heavy lifting, and repetitive tasks –

“Occupational health risks are a significant concern for women working in the coco peat industry, particularly due to prolonged exposure to dust, heavy lifting, no proper Personal Protective Equipment (PPE) and repetitive tasks. Dust particles from coconut husks and coco peat can lead to respiratory problems, while continuous manual handling increases the risk of musculoskeletal disorders. According to the World Health Organisation (WHO) and Indian Council of Medical Research (ICMR) guidelines, such occupational hazards must be addressed through proper workplace safety measures, including protective equipment, ergonomic workstations, and periodic health check-ups. Implementing these standards not only safeguards women’s health but also aligns with the Factories Act, 1948, which mandates safe and healthy working conditions. Prioritizing occupational health enhances productivity, reduces absenteeism, and promotes the long-term well-being and empowerment of women workers in the coco peat sector.”



### 4. Lack of social security benefits and welfare measures –

“Lack of social security benefits and welfare measures remains a pressing issue for women employed in the coco peat industry. Many workers do not have access to schemes such as the Employees’ Provident Fund (EPF), Employees’ State Insurance (ESI), or maternity benefits under the Maternity Benefit Act, 1961, which are designed to provide financial security and health coverage. The absence of these protections exposes women to economic vulnerability during illness, pregnancy, or retirement. Ensuring that women workers are enrolled in these social security programs, along with access to welfare measures such as safe working conditions, drinking water, and rest areas, is essential for compliance with Indian labour laws. Providing these benefits not only fulfils legal obligations but also enhances worker motivation, reduces attrition, and promotes socio-economic empowerment and gender equity in the coco peat industry.”

5. **Minimal representation in supervisory or decision-making positions** – “Women in the coco peat industry continue to have minimal representation in supervisory and decision-making positions, despite forming a substantial portion of the workforce. This underrepresentation limits their influence on operational, policy, and strategic decisions. In line with the Companies Act, 2013, and recent corporate governance guidelines promoting diversity and inclusion, organizations are encouraged to ensure greater participation of women in leadership roles. Promoting women to supervisory and managerial positions not only supports gender equality but also enhances organizational effectiveness, decision-making quality, and workplace morale. Encouraging inclusive leadership practices and implementing structured career development programs can empower women, ensuring their voices contribute meaningfully to the growth and sustainability of the Indian coco peat industry.”

### **OPPORTUNITIES FOR EMPOWERMENT for WOMENS:**

1. **Implementation of fair wage and gender equality policies** – “The implementation of fair wage and gender equality policies in the coco peat industry is essential to ensure that women workers receive equal remuneration for work of equal value. This aligns with **Article 14** (Right to Equality), **Article 15** (Prohibition of discrimination on grounds of sex), and **Article 39(d)** (equal pay for equal work) of the Indian Constitution. By adopting policies that guarantee fair wages, transparent pay structures, and equitable treatment, the industry can address historical gender disparities. Such measures not only promote legal compliance but also enhance worker motivation, productivity, and socio-economic empowerment. Ensuring gender equality in remuneration reinforces the constitutional mandate of equity and social justice, while strengthening the sector’s reputation as an inclusive and responsible employer.”

2. **Training and capacity-building programs to upgrade skills** – “Training and capacity-building programs aimed at upgrading the skills of women workers in the coco peat industry are crucial for fostering empowerment and career growth. Under the framework of the Indian Constitution, particularly Article 41 (Right to work and social security) and Article 39(e) (equal opportunity for women), corporates have a responsibility to provide equitable access to skill development initiatives. By aligning training programs with modern processing technologies, quality standards, and mechanized operations, companies not only enhance productivity but also comply with corporate governance norms and labour laws such as the Factories Act, 1948. These programs, implemented through corporate HR and CSR initiatives, empower women, reduce skill gaps, and ensure inclusive growth, reflecting both constitutional principles and corporate social responsibility towards women employees.”

3. **Provision of health and safety measures in workplaces** – “Provision of health and safety measures in coco peat workplaces is critical to safeguarding women workers from occupational hazards such as dust exposure, heavy lifting, and repetitive tasks. Compliance with Indian labour laws—including the Factories Act, 1948, Occupational Safety, Health and Working Conditions Code, 2020, and relevant

Industrial Relations frameworks—mandates the implementation of safe work environments, provision of personal protective equipment, proper ventilation, and regular health check-ups. By institutionalizing these measures, companies not only fulfill their legal obligations but also enhance worker well-being, reduce absenteeism, and promote productivity. Ensuring occupational health and safety reflects a commitment to industrial labour welfare, strengthens employee trust, and empowers women to contribute effectively to the coco peat industry within a safe and supportive environment.”

4. **Encouraging women in leadership and managerial roles** – “Encouraging women to occupy leadership and managerial roles in the coco peat industry is essential for promoting gender equality and inclusive decision-making. Corporate policies aligned with the Companies Act, 2013, and the Indian Constitution’s principles of equality (Articles 14, 15, and 39(d)) support the advancement of women into supervisory and strategic positions. By providing structured career development programs, mentorship, and transparent promotion pathways, organizations can harness the potential of women leaders to influence operational, policy, and strategic decisions. This not only empowers women and enhances workplace diversity but also strengthens organizational performance, innovation, and governance. Promoting women into leadership reflects a commitment to both social justice and corporate excellence, creating a more equitable and resilient coco peat industry.”

5. **Integration of women workers into sustainable and export-oriented growth strategies** – “Integrating women workers into sustainable and export-oriented growth strategies is pivotal for the long-term development of the coco peat industry. By involving women in modernized production processes, quality control, and export compliance activities, organizations can enhance both productivity and global competitiveness. This approach aligns with the Indian Constitution’s principles of equality and social justice (Articles 14, 15, 39(d)), as well as corporate social responsibility (CSR) mandates under the Companies Act, 2013. Encouraging women’s participation in sustainable practices—including eco-friendly processing, waste management, and adherence to international quality standards—empowers them economically while promoting environmental stewardship. Such integration ensures that women are not merely workforce participants but active contributors to strategic growth, fostering inclusive, , and globally competitive coco peat enterprises.”

## **RESEARCH METHODOLOGY:**

### **PROBLEM STATEMENT:**

Women constitute a major share of the workforce in the coco peat industry, primarily in husk collection, cleaning, sorting, and packing. Despite their active participation, they face challenges such as wage disparities, health risks, lack of recognition, and limited opportunities for advancement. These issues hinder both gender equality and sustainable empowerment in the sector.

## METHODOLOGY:

The study adopts primary data collected from women workers, supervisors, and industry stakeholders, while secondary data is drawn from industry reports.

## RESEARCH DESIGN

This study adopted a Quantitative research approach, integrating data to gain a comprehensive understanding of the coco peat industry. This design involved survey data collected via a questionnaire for a broad, quantitative overview.

## SAMPLING TECHNIQUES

**For the quantitative phase (surveys):**

**Sample population:** Women workers at the selected coco peat units.

**Sample size:** 100

**Sampling method:** Random sampling

## DATA COLLECTION METHODS

**Primary data collection:**

**Surveys:** Structured questionnaires were administered to women workers.

## CHI-SQUARE ANALYSIS

The Chi-Square test is used to identify whether there is a significant relationship between women workers' participation and the challenges faced by them in the coco peat industry.

**Formula for Chi-Square Test**

$$\chi^2 = \sum (O - E)^2 / E$$

**Where:**

- O = Observed Frequency
- E = Expected Frequency

## Hypothesis:

- ✓ **Null Hypothesis (H<sub>0</sub>):** There is no significant relationship between wage disparity and job satisfaction among women workers in the coco peat industry.
- ✓ **Alternative Hypothesis (H<sub>1</sub>):** There is a significant relationship between wage disparity and job satisfaction among women workers in the coco peat industry.

## Expected Values

**Expected Frequency (E) = (Row Total × Column Total) / Grand Total**

Opinion on Wage Disparity	Satisfied (E)	Not Satisfied (E)
Agree	$(60 \times 43) / 100 = 25.8$	$(60 \times 57) / 100 = 34.2$
Neutral	$(18 \times 43) / 100 = 7.74$	$(18 \times 57) / 100 = 10.26$
Disagree	$(22 \times 43) / 100 = 9.46$	$(22 \times 57) / 100 = 12.54$

**Where:**

- Row Total = Total number of responses in each wage disparity category
- Column Total = Total number of satisfied or not satisfied respondents
- Grand Total = Total sample size (100)

## Chi-Square Calculation Table

Category	O	E	$(O-E)^2/E$
Agree – Satisfied	18	25.8	2.36
Agree – Not Satisfied	42	34.2	1.78
Neutral – Satisfied	10	7.74	0.66
Neutral – Not Satisfied	8	10.26	0.50
Disagree – Satisfied	15	9.46	3.24
Disagree – Not Satisfied	7	12.54	2.45

## Total Chi-Square Value

$$\chi^2 = 2.36 + 1.78 + 0.66 + 0.50 + 3.24 + 2.45$$

$$\chi^2 = 10.99$$

## Degree of Freedom

$$\text{Degree of Freedom (df)} = (r - 1) \times (c - 1)$$

$$= (3 - 1) \times (2 - 1)$$

$$= 2 \times 1$$

$$= 2$$

$$df = (r - 1) \times (c - 1)$$

**Where:**

- $r$  = Number of rows
- $c$  = Number of columns

## Table Value

At 5% level of significance and  $df = 2$ , Table value = 5.991

## Result

Calculated value = 10.99, Table value = 5.991

Since the calculated Chi-Square value is greater than the table value, **Null Hypothesis ( $H_0$ ):** There is no significant relationship between wage disparity and job satisfaction among women workers in the coco peat industry, **is rejected**, and **Alternative Hypothesis ( $H_1$ ):** There is a significant relationship between wage disparity and job satisfaction among women workers in the coco peat industry **is accepted**.

## Findings of the studies:

1. The study found that wage disparity is a major issue faced by women workers in the coco peat industry.
2. A large number of respondents expressed dissatisfaction with their wages and felt that they were not paid equally compared to male workers performing similar tasks.
3. The Chi-Square analysis revealed a significant relationship between wage disparity and job satisfaction among women workers.
4. Since the calculated Chi-Square value was greater than the table value, the null hypothesis was rejected, and the alternative hypothesis was accepted.
5. The findings indicate that unequal wages negatively influence the morale, motivation, and overall job satisfaction of women workers.
6. Women workers also reported that low wages and lack of financial recognition affected their economic empowerment and quality of life.
7. The study highlights the need for fair wage policies and equal employment practices to improve women workers' satisfaction and workplace well-being.

## Conclusion

The study concludes that wage disparity significantly affects the job satisfaction of women workers in the coco peat industry. The rejection of the null hypothesis and acceptance of the alternative hypothesis confirm that unequal wage practices have a direct impact on women workers' attitudes toward their jobs. Despite their substantial contribution to production activities such as husk collection, cleaning, sorting, and packing, many women workers continue to experience lower wages, limited recognition, and reduced opportunities for advancement. Therefore, the industry should implement equal pay practices, improve welfare measures, and promote gender equality to enhance women's empowerment, job satisfaction, and overall organizational productivity.

## REFERENCES

## WEBSITES:

1. <https://www.newindianexpress.com/states/kerala/2024/Jun/01/gender-pay-disparity-inadequate-marketing-bane-of-coir-industry-in-kerala>
2. <https://www.newindianexpress.com/cities/thiruvananthapuram/2023/Jun/24/the-last-strand-coir-industry-in-kerala-2587900.html>
3. [Centre for Public Policy Research \(CPPR\).](#)
4. [ResearchGate](#)
5. extension://efaidnbmnnnibpcajpcglclefindmkaj/https://www.ijcrt.org/papers/IJCRT2507732.pdf
6. <https://www.scribd.com/document/563856631/STRENGTHENING-LIFE-THROUGH-COIR>
7. extension://efaidnbmnnnibpcajpcglclefindmkaj/https://ijfans.org/uploads/paper/a3a2547f7c3240fd452fd63f63a0c2b1.pdf
8. chrome-extension://efaidnbmnnnibpcajpcglclefindmkaj/https://icar-ciwa.org.in/gks/Downloads/Technical%20Bulletins/CompQualitySeedProduction.pdf
9. chrome-extension://efaidnbmnnnibpcajpcglclefindmkaj/https://iaraindia.com/wp-content/uploads/2025/01/RE-44-FINAL.pdf

## BOOKS

10. Book on AGRIPRENEURSHIP THROUGH FARMING SYSTEM: A VIABLE TECHNO-ECONOMICAL APPROACH FOR WOMEN EMPOWERMENT, Authors Dr. Tanuja S. Dr. Veenita Kumari Dr. Lipi Das Dr. Neetish Kumar Dr. Mridula Devi, publishes 2023, Publisher ICAR-Central Institute for Women in Agriculture, Bhubaneswar & National Institute of Agricultural Extension Management, Hyderabad.
11. “Empowering Women: A Journey Through the Ages” Chief Editor Dr. Anushree Khaire I/C Principal, Loknete Dr. Balasaheb Vikhe Patil (Padma Bhushan Awardee) Pravra Rural Education Society’s Women’s College of Home Science and BCA, Loni, Tal-Rahata, Dist- Ahmednagar (MS), India Co-Editor Dr. Kanchan Deshmukh Assistant Professor Loknete Dr. Balasaheb Vikhe Patil (Padma Bhushan Awardee) Pravra Rural Education Society’s Women’s College of Home Science and BCA, Loni, Tal-Rahata, Dist- Ahmednagar (MS), India International E – Publication March-2022 427, Palhar Nagar, RAPTC, VIP-Road, Indore-452005 (MP) INDIA Phone: +91-731-2616100, Mobile: +91-80570-83382 E-mail: contact@isca.co.in, Website:www.isca.co.in
12. Women’s Empowerment in India From Rights to Agency, Edited By Anjoo Sharan , Upadhyaya, Åshild Kolås, Eileen Connolly Copyright 2024

Plagiarism report link:

[https://www.paperrater.com/proofreader/proof\\_results?ticket=c97773c0f3f4b2031d8966c80&print=true](https://www.paperrater.com/proofreader/proof_results?ticket=c97773c0f3f4b2031d8966c80&print=true)

## Questionnaire

**“Women’s Participation and Empowerment in the Coco Peat Industry: A Study on Wage Disparity and Job Satisfaction among Women Workers in Coimbatore”**

**Instructions** -Kindly indicate your opinion by ticking (✓) the appropriate option for each statement.

### 7-Point Likert Scale

#### Scale Meaning

- 1 Strongly Disagree
- 2 Disagree
- 3 Slightly Disagree
- 4 Neutral
- 5 Slightly Agree
- 6 Agree
- 7 Strongly Agree

### Section A – Demographic

#### 1. Age

- Below 20
- 21–30
- 31–40
- 41–50
- Above 50

#### 2. Educational Qualification

- Illiterate
- Primary Education
- Secondary Education
- Higher Secondary
- Graduate

#### 3. Marital Status

- Single
- Married
- Widow
- Divorced

#### 4. Nature of Work

- Husk Collection
- Cleaning
- Sorting
- Packing
- Machine Operation

#### 5. Work Experience

- Below 1 year
- 1–3 years
- 4–6 years
- Above 6 years

**Section B – Wage Disparity and Job Satisfaction****S.No Statements****1 2 3 4 5 6 7**

- 1 Women workers receive fair wages for their work.
- 2 Wage discrimination exists between male and female workers.
- 3 Women workers are satisfied with their current salary.
- 4 Equal pay is provided for equal work in the organisation.
- 5 Low wages reduce the motivation of women workers.
- 6 Women workers are recognised for their contributions in the workplace.
- 7 Wage disparity affects the job satisfaction of women workers.
- 8 Women workers feel financially secure with their earnings.
- 9 Incentives and benefits provided by the company are satisfactory.
- 10 Women workers receive equal opportunities for promotion and salary increments.
- 11 Job satisfaction increases when fair wages are provided.
- 12 Women workers experience stress due to low income.
- 13 Management treats women workers equally in wage-related matters.
- 14 Women workers are satisfied with their working conditions.
- 15 Women workers are encouraged to express wage-related concerns.
- 16 Long working hours are not adequately compensated.
- 17 Wage inequality affects the morale of women workers.
- 18 Women workers are aware of minimum wage policies and labour rights.
- 19 Welfare measures provided by the company improve job satisfaction.
- 20 Women workers feel valued in the organisation.
- 21 The company provides a safe and supportive work environment.
- 22 Health risks at the workplace reduce job satisfaction.
- 23 Family responsibilities affect women workers' job performance.
- 24 The coco peat industry contributes to women's economic empowerment.
- 25 Improving wage equality would enhance job satisfaction among women workers.