APPENDIX I
Interview Schedule
Cashew Owners / Representatives of Owners

1. Name and Address of the Factory :

2. Name of Owner :

3. Nature of Organisation
   a) Sole Trader :
   b) Partnership :
   c) Private Ltd. Co :
   d) Public Ltd. Co :
   e) Others :

4. Number of Units
   a) Owned :
   b) Leased :
   c) Total :

5. Is the Factory Registered or not : Yes / No

6. Year of Establishment :

7. State to which the owner belongs
   a) Tamil Nadu :
   b) Kerala State :
   c) Other State :

8. Native Place of Owner :

9. Prior occupational pattern of the owner
   a) Industrialist :
   b) Trader :
c) Employee : 
d) Agriculturist : 
e) Others Specify : 

10. Reasons for starting the units in Kanyakumari District : 

11. State the reasons for higher profit earning capacity of units in Kanyakumari District 
   a) Enforcement of Labour Laws not strict : 
   b) Low Wage Structure : 
   c) Less Militant Unions : 
   d) Others - Specify : 

12. State the nature of building 
   a) Thatched : 
   b) Tiled : 
   c) Terraced : 
   d) Combination of the above : 

13. Location of the Unit 
   a) Panchayat : 
   b) Town Panchayat : 
   c) Municipality : 

14. Total area of factory premises : 

15. Number of Workers 
   a) Male : 
   b) Female : 
   c) Total : 

16. Number of days of Employment : 

17. Number of Workers under
   a) Time Rate : 
   b) Piece Rate : 

18. Wage Structure
   a) Roasting : Rs. per day 
   b) Shelling : Rs. per Kg. 
   c) Peeling : Rs. per Kg. 
   d) Grading : Rs. per day 
   e) Office Work : Rs. per month 

19. Which method of roasting do you follow
   a) Hand Roasting : 
   b) Drum Roasting : 
   c) Oilbath Roasting : 

20. Time of starting the work
   a) Roasting : 
   b) Shelling : 
   c) Peeling : 
   d) Grading : 

21. Number of Workers required for processing on bag of rawnuts
   a) Roasting : 
   b) Shelling : 
   c) Peeling : 
   d) Grading : 

22. At what time do the workers leave the factory : 

23. State the basis of selection of workers for different categories:

24. Average Processing cost per bag of rawnuts:

25. Quantity and Source of rawnut:
   a) Local:
   b) From other State:
   c) Imported:

26. Processing cost per bag of Cashewnut:
   a) Local:
   b) Imported:

27. State the Problems, if any in getting rawnuts:

28. What type of fuel do you use for roasting:
   a) Fire Wood:
   b) Shell:

29. Marital Status of the Workers:
   a) Married:
   b) Unmarried:

30. State Welfare facilities provided to workers:
    Yes / No

31. Do you pay bonus:
    Yes / No
    If yes State the basis for payment of bonus:

32. Whether any DA is paid:
    Yes / No
    If yes state the average amount:
33. What is the out-turn per bag
   a) Local (kg)
      i) Wholes (Kg) :
      ii) Broken (Kg) :
   b) Imported (Kg)
      i) Wholes :
      ii) Broken :

34. Place of sale and quantity
   a) Within the Country :
   b) Export :

35. Name of the port through which exports are made :

36. Net profit earned per unit :

37. Whether trade union has affected your business : Yes / No

38. Do you face absenteeism of workers. If yes, reasons : Yes / No

39. What are the problems of Cashew Industry peculiar to Kanyakumari District :

40. What suggestions do you make for the success of the industry in Kanyakumari District :
APPENDIX - II

INTERVIEW SCHEDULE
CASHEW WORKERS

1. Name of the Respondent : 
2. Address : 
3. Age : 
4. Sex : Male / Female
5. Educational Status
   a) Illiterate : 
   b) Primary : 
   c) Middle : 
   d) High School : 
   e) Higher Secondary and above : 
6. Nature of Work
   a) Roasting : 
   b) Shelling : 
   c) Peeling : 
   d) Grading : 
   e) Packing : 
   f) Office Work : 
7. Average number of days of employment : Per year
8. Average amount of earning : Rs.
9. Average Monthly Income :
10. Do you think that you are exploited by the cashew processors: Yes / No

11. Do you think you can find some alternative employment wages: Yes / No
   If Yes, Nature of Work:

12. Are you a member of any Trade Union: Yes / No
   If yes name of the union:

13. Do you think that the trade Union is helpful in protesting the rights of workers: Yes / No

14. What are the problems faced by you as a cashew worker:

15. Are you satisfied with the present wage system: Yes / No

16. Do you think cashew factory will prosper in your District: Yes / No

17. Are you satisfied with the facilities available in the factory for
   a) Tea and Snacks: Yes / No
   b) Toilets: Yes / No
   c) Drinking Water: Yes / No
   d) Baby Care: Yes / No
   e) Lunch Break: Yes / No
   f) Keeping work dress: Yes / No
   g) Changing them: Yes / No
   h) Sitting Arrangements: Yes / No
   i) Safety measures like gloves: Yes / No
18. Are you satisfied with the ESI facilities. Give reason : Yes / No

19. What are the problems faced by you as a cashew worker : Yes / No

20. What suggestions can you make for solving your problems : Yes / No
### A. CASHEW KERNELS - WHITE WHOLES

<table>
<thead>
<tr>
<th>Grade Designation</th>
<th>Trade Name</th>
<th>Colour/characteristics</th>
<th>Count/454 gms Max. Broken NLG Max%</th>
<th>NLSG Max%</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td>size description</td>
<td>Moisture%</td>
</tr>
<tr>
<td>W-180</td>
<td>White Wholes</td>
<td>White/pale ivory/light ash. Characteristic shape.</td>
<td>170-180</td>
<td>5</td>
</tr>
<tr>
<td>W-210</td>
<td></td>
<td>do</td>
<td>200-210</td>
<td>5</td>
</tr>
<tr>
<td>W-240</td>
<td></td>
<td>do</td>
<td>220-240</td>
<td>5</td>
</tr>
<tr>
<td>W-320</td>
<td></td>
<td>do</td>
<td>300-320</td>
<td>5</td>
</tr>
<tr>
<td>W-450</td>
<td></td>
<td>do</td>
<td>400-450</td>
<td>5</td>
</tr>
<tr>
<td>W-500</td>
<td></td>
<td>do</td>
<td>450-500</td>
<td>5</td>
</tr>
</tbody>
</table>

Remarks: Kernels shall be completely free from infestation, insect damage, mould, rancidity, adhering tests and objectionable extraneous matter. Scraped and partially shrivelled kernels also permitted provided such scraping/shrivelling does not affect the characteristic shape of the kernel.

### B. CASHEW KERNELS - SCORCHED WHOLES

<table>
<thead>
<tr>
<th>Grade Designation</th>
<th>Trade Name</th>
<th>Colour/characteristics</th>
<th>Count/454 gms Max. Broken NLG Max%</th>
<th>NLSG Max%</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td>size description</td>
<td>Moisture%</td>
</tr>
<tr>
<td>SW</td>
<td>Scorched Wholes</td>
<td>Kernels may be scorched/slightly darkened due to over-heating while roasting or drying in drier/borma</td>
<td>N.A.</td>
<td>5</td>
</tr>
<tr>
<td>SW-180</td>
<td>do</td>
<td>170-180</td>
<td>5</td>
<td>5</td>
</tr>
<tr>
<td>SW-210</td>
<td>do</td>
<td>200-210</td>
<td>5</td>
<td>5</td>
</tr>
<tr>
<td>SW-240</td>
<td>do</td>
<td>220-240</td>
<td>5</td>
<td>5</td>
</tr>
<tr>
<td>SW-320</td>
<td>do</td>
<td>300-320</td>
<td>5</td>
<td>5</td>
</tr>
<tr>
<td>SW-450</td>
<td>do</td>
<td>400-450</td>
<td>5</td>
<td>5</td>
</tr>
<tr>
<td>SW-500</td>
<td>do</td>
<td>450-500</td>
<td>5</td>
<td>5</td>
</tr>
</tbody>
</table>

Remarks: Kernels shall be completely free from infestation, insect damage, mould, rancidity, adhering tests and objectionable extraneous matter. Scraped and partially shrivelled kernels also permitted provided such scraping/shrivelling does not affect the characteristic shape of the kernel.

### C. CASHEW KERNELS-DESSERT WHOLES

<table>
<thead>
<tr>
<th>Grade Designation</th>
<th>Trade Name</th>
<th>Colour/characteristics</th>
<th>Count/454 gms Max. Broken NLG Max%</th>
<th>NLSG Max%</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td>size description</td>
<td>Moisture%</td>
</tr>
<tr>
<td>SSW</td>
<td>Scorched Wholes Seconds</td>
<td>Kernels may be over-scorched, immature, shrivelled (Pirival), speckled (Karaniram), discoloured and light blue</td>
<td>N.A.</td>
<td>5</td>
</tr>
<tr>
<td>DW</td>
<td>Dessert Wholes</td>
<td>Kernels may be deep scorched, deep brown, deep blue, speckled, dis-coloured and black spotted</td>
<td>N.A.</td>
<td>5</td>
</tr>
</tbody>
</table>

Remarks: Kernels shall be completely free from infestation, insect damage, mould, rancidity, adhering tests and objectionable extraneous matter.

### D. CASHEW KERNELS-WHITE PIECES

<table>
<thead>
<tr>
<th>Grade Designation</th>
<th>Trade Name</th>
<th>Colour/characteristics</th>
<th>Count/454 gms Max. Broken NLG Max%</th>
<th>NLSG Max%</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td>size description</td>
<td>Moisture%</td>
</tr>
<tr>
<td>B</td>
<td>Butts</td>
<td>White/pale ivory or light ash. Kernels broken cross-wise (evenly or unevenly) naturally attached</td>
<td>N.A.</td>
<td>5</td>
</tr>
<tr>
<td>S</td>
<td>Splits</td>
<td>White/pale ivory or light ash. Kernels split naturally lengthwise</td>
<td>N.A.</td>
<td>5</td>
</tr>
<tr>
<td>LWP</td>
<td>Large White Pieces</td>
<td>Kernels broken into more than two pieces and not passing through 4 mesh 16 SWG sieve/4.75 mm. 1.5 Sieve</td>
<td>5</td>
<td>Nil</td>
</tr>
</tbody>
</table>

Remarks: Kernels shall be completely free from infestation, insect damage, mould, rancidity, adhering tests and objectionable extraneous matter. Scraped and partially shrivelled kernels also permitted provided such scraping/shrivelling does not affect the characteristic shape of the kernel.
### E. CASHEW KERNELS - SCORCHED PIECES

<table>
<thead>
<tr>
<th>Grade Designation</th>
<th>Trade Name</th>
<th>Colour/characteristics</th>
<th>Count/454 gms size description</th>
<th>Max. Moisture%</th>
<th>Broken Max%</th>
<th>NLG Max%</th>
<th>NLSC</th>
</tr>
</thead>
<tbody>
<tr>
<td>SWF</td>
<td>Small White Pieces</td>
<td>White/pale ivory or light ash, broken kernels smaller than those described on LWP but not passing through a 4 mesh 16 SWG sieve/4.75 mm I.S. Sieve</td>
<td>Nil</td>
<td>5</td>
<td>Nil</td>
<td>7.5 (DB)</td>
<td></td>
</tr>
<tr>
<td>BB</td>
<td>Baby Bits</td>
<td>do</td>
<td>Pieces not passing through a 4 mesh 16 SWG sieve/4.75 mm I.S. Sieve</td>
<td>5</td>
<td>Nil</td>
<td>7.5 (DSP &amp; SSP together)</td>
<td></td>
</tr>
<tr>
<td>SF</td>
<td>Scorched Pieces</td>
<td>Pieces smaller than SP but not passing through a 6 mesh 20 SWG sieve/2.80 mm I.S. Sieve</td>
<td>Pieces smaller than SP but not passing through a 6 mesh 20 SWG sieve/2.80 mm I.S. Sieve</td>
<td>5</td>
<td>Nil</td>
<td>7.5 (DSP)</td>
<td></td>
</tr>
<tr>
<td>SSP</td>
<td>Scorched Small Pieces</td>
<td>do</td>
<td>Pieces smaller than SP but not passing through a 6 mesh 20 SWG sieve/2.80 mm I.S. Sieve</td>
<td>5</td>
<td>Nil</td>
<td>7.5 (DSP)</td>
<td></td>
</tr>
</tbody>
</table>

Remarks: Kernels shall be completely free from infestation, insect damage, mould, rancidity, adhering testa and objectionable extraneous matter. Scraped and partially shrivelled kernels also permitted provided such scraping/shrivelling does not affect the characteristic shape of the kernel.

### F. CASHEW KERNELS - DESSERT PIECES

<table>
<thead>
<tr>
<th>Grade Designation</th>
<th>Trade Name</th>
<th>Colour/characteristics</th>
<th>Count/454 gms size description</th>
<th>Max. Moisture%</th>
<th>Broken Max%</th>
<th>NLG Max%</th>
<th>NLSC</th>
</tr>
</thead>
<tbody>
<tr>
<td>SPS</td>
<td>Scorched Pieces Seconds</td>
<td>Kernels may be over-scorched, immature, shrivelled (Piriform), speckled (Karnarum), discoloured and light blue</td>
<td>Kernels broken into pieces but not passing through a 4 mesh 16 SWG sieve/4.75 mm I.S. Sieve</td>
<td>5</td>
<td>Nil</td>
<td>7.5 (DSP &amp; SSP together)</td>
<td></td>
</tr>
<tr>
<td>DIP</td>
<td>Dessert Pieces</td>
<td>Kernels may be deep scorched, deep brown, deep blue, speckled, discoloured and black spotted</td>
<td>Kernels broken into pieces but not passing through a 4 mesh 16 SWG sieve/4.75 mm I.S. Sieve</td>
<td>5</td>
<td>Nil</td>
<td>7.5 (DSP)</td>
<td></td>
</tr>
</tbody>
</table>

Remarks: Kernels shall be completely free from infestation, insect damage, mould, rancidity, adhering testa and objectionable extraneous matter. Scraped and partially shrivelled kernels also permitted provided such scraping/shrivelling does not affect the characteristic shape of the kernel.

NLSC denotes Next Lower Size Grade. NLG denotes Next Lower Grade.