

# ANALYSIS OF PSYCHOSOCIAL-DEVELOPMENT OF WORKERS IN THE LEATHER INDUSTRY OF UTTAR PRADESH (U.P) STATE, INDIA

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## Abstract

The psychosocial development (PD) is made a great impact on the rate of the production of the leather products in the Leather Industry in Uttar Pradesh (U.P). The focus of the study is to find relation between the psychosocial development and the worker in the Leather Industry (LI). From the study it can be shown that the psychosocial disorder among the employee in the Leather Industry leads to the low production of the products. The chemicals that are used in the leather factory are also the reason for the skin diseases of the employee. Increasing the health security of the employee, the issue related to the psychosocial disorder of the employee can be minimized.

**Keywords:** Psychosocial development, Leather Industry, Uttar Pradesh state (India), behavioral development, leather workers.

## 1. INTRODUCTION

Psychosocial development is based on the behavioral development of people and consist the cognitive and psychosocial development. As per the view of Dwivedi, Agrawal, & Madaan (2019), psychosocial development is related to the mental growth of people. The role of psychosocial development in the growth and development of workers in the leather industry is discussed in the study.

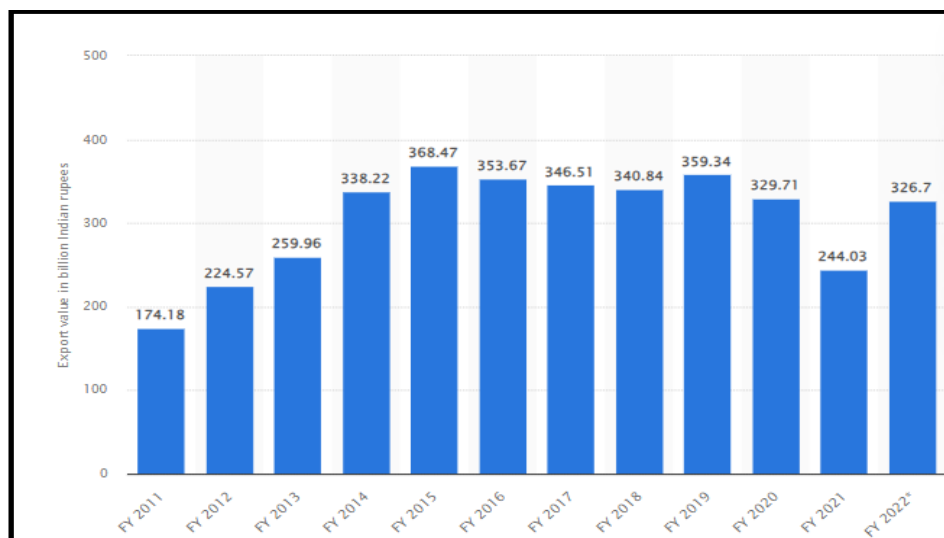
### 1.1 Background

The Uttar Pradesh state (India) tannery industry is one of the most famous leather companies among all industries throughout the world. The city Kanpur is the most leather-productive city and the city is also called the 'leather city of India.' As per the recommendation of Kashyap, Sharma, & Singh (2021), in the modern era of civilization, leather is the most fashionable product with a long-lasting capacity. Therefore, the psychosocial development of the leather workers in the state of Uttar Pradesh is the most essential factor for the better production and profit of the industry.

## 1.2 Rationale

The issues of the psychosocial-development of the workers in the leather industry hamper the workforce and the production rate of the organization. As per the recommendation of Yadav et al. (2021), the workers in the leather industry have suffered from various kinds of problems that affect the mental and emotional health of the workers. The trust issue is the issue that made a bad impact on the relationship between the manager and the employees of the industry.

**Figure 1.1: Export of leather goods from India**



(Source: Statista, 2023)

The above figure shows that in the year 2015, the export of leather products is maximum. In the year 2022, the production of the items made by the leather is 326.5 which can be shown from the above Statista. In the previous year the rate of production of the leather items is 244.03.

## 1.3 Aim

The aim of the research is to focus on the impact of psychosocial development on the worker of the leather industry in the state of Uttar Pradesh (U.P), India.

## 1.4 Hypothesis

**DV: Worker in the leather industry**

**IV1: Psychosocial development**

H0: There is no relation between the psychosocial development and the worker in the leather industry.

H1: There is a strong relation between the psychosocial development and the worker in the leather industry.

#### **IV2: Workplace environment**

H0: There is no relation between the workplace environment and the worker in the leather industry.

H1: There is a strong relationship between the workplace environment and the worker in the leather industry

#### **IV3: Job satisfaction**

H0: Job satisfaction is inversely related to the worker in the leather industry.

H1: Job satisfaction is positively related to the worker in the leather industry.

#### **IV4: Mental and the physical health**

H0: There is no relation between the mental and physical health and the worker in the leather industry.

H1: There is a relationship between the mental and physical health and the worker in the leather industry.

### **1.5 Research objective**

The research objectives are:

RO1: To understand the role of the psychosocial development of the leather workers.

RO2: To evaluate the positive advantages of the workplace environment on the mental health of the workers.

RO3: To estimate the relationship between the workforce in the leather industry and the job satisfaction.

RO4: To determine the effect on the mental and physical health of the workers for the better workforce.

### **1.6 Research Questions**

The research questions are:

RQ1: What is the role of the psychosocial development of leather workers?

RQ2: What are the positive advantages of the workplace environment on the mental health of the workers?

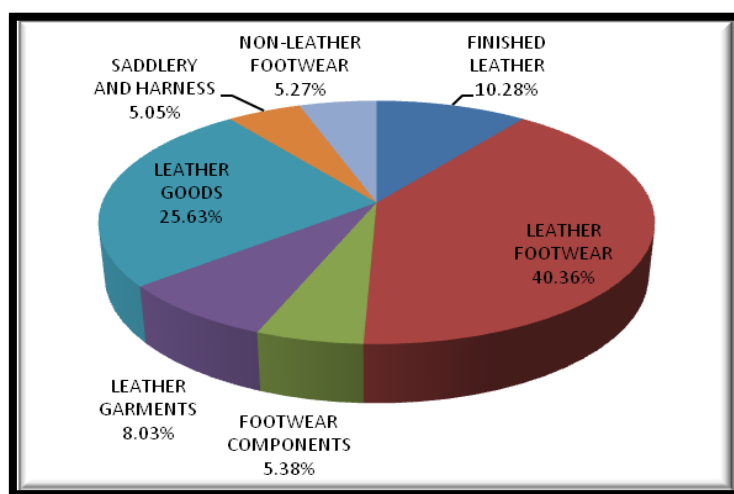
RQ3: What is the relationship between the workforce in the leather industry and job satisfaction?

RQ4: What is the effect on the mental and physical health of the workers for a better workforce?

## 1.7 Significance

The research is significant for determining the impact of the psychosocial development of the workers of the tannery industry in Uttar Pradesh (U.P) state, India. As per the view of Kashyap (2021), the proper justification of the positive and the negative effect of psychosocial development is an important factor in increasing the mental health of the workers. In the research, the factors of the growth of the physiology of the workers are highlighted which help in the future development of the leather industry.

**Figure 1.2: Indian Leather Industry**



(Source: Kashyap 2021)

The above figure shows that the maximum percentage of the footwear that are made by leather. The percentage is 40.36%

## 2. LITERATURE REVIEW

### 2.1 Role of the Psychosocial Development of the leather workers

Psychosocial Development is the biological development that helps the worker in the leather industry to work more effectively. As per the opinion of Yadav, Tripathi, & Tripathi (2022), the diverse culture in the Uttar Pradesh (U.P) state, India. Leather industry is also a negative factor for the psychosocial development of the workers. In the tannery industry, the workers are suffered from so many diseases that are dermatitis, neurological disorders, and hepatic. The effect of these diseases is also made a bad effect on the psychosocial health of the workers.

### 2.2 Positive Advantages of the workplace environment on the mental health of Workers

The workplace environment played a vital role in the mental health of the workers in the leather industry. As per the view of Singh, & Gundimeda (2022), the success of the leather industry mostly depends on the positive work of the employee and the positive work is also depends on

the comfortable workplace environment. Therefore, the satisfactory industrial environment is an important reason for the better work capacity of the workers.

**Figure 2.1: The advantages of the workplace environment**



(Source: Singh, & Gundimeda 2022)

### **2.3 Relationship between the workforce in the leather industry and job satisfaction:**

There is a strong relationship between job satisfaction and the workforce in the leather industry. According to NARANG, & BHARGAVA (2019), the job satisfaction of the employees in a business industry leads to a satisfactory production rate. In the leather industry, the workers are suffered from so many health issues that hamper the physical health of the workers. Therefore, job satisfaction by offering bonus and a satisfactory salary to the employees, become an important factor to maintain the employee in the industry.

### **2.4 Effect on the Mental and physical health of the Workers for a better workforce:**

The good health condition of the employee in the leather industry in Uttar Pradesh (U.P) state, India is one of the most vital factors for the better production of leather products. As per the recommendation of Dubey, Verma, & Kumar (2022), good mental and physical health of the employee leads to a better workforce of the employee. Hence, the leather industry must take care of the mental and physical health of the employee for the growth of the industry.

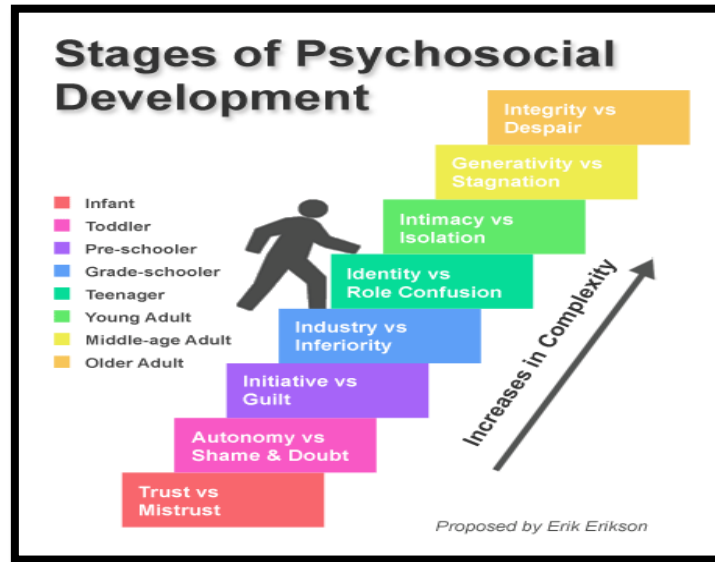
### **2.5 Theoretical Framework**

#### **PD theory**

The psychosocial development theory is based on human behavioral development and the development of the experience of the human. As per Pace-Schott et al. (2019), human psychology depends on human feelings and intellectual and social development. *Erik Erikson* was a human psychologist and the theory given by this psychologist is the most effective theory

to understand human behavior. Considering the 8 stages of Erik Erikson’s psychosocial theory, the psychosocial development of leather workers will be discussed.

**Figure 2.2: Erik Erikson’s eight stages of psychosocial development theory**



(Source: Gyllenhammar, D., Eriksson, E., & Eriksson 2023)

**Trust vs. Mistrust**

In the leather industry, there can be caused trust between the employees and the industry manager by giving the proper salary to the employee and giving satisfactory feedback to the workers. As per the view of Gyllenhammar, D., Eriksson, E., & Eriksson (2023), increasing trust among the employee is important for the business industry to increase the rate of production of the business industry. There is also held the trust issue for not providing the salary on time and the absence of transparency in the leather industry.

**Autonomy vs. Shame and Doubt**

The implementation of self-autonomy in a business workplace becomes the positive for business employees in the leather industry. The employee in the leather industry can be able to feel free in the industry which helps to accelerate the work velocity among the workers. As per the recommendation of Singh, & Khatri (2020), in a business workplace, the workers must have the freedom for a better outcome. Shame and doubt are the negative factors for the leather employees which decrease job satisfaction among the workers.

**Initiate vs. guilty**

Initiate the legal certification of a business industry which makes a business industry reliable and trustworthy. As per the view of Kapoor (2021), every leather industry must take an initiative role for better production. The guilty factor among the employee decreases the rate of work in the leather industry.

### **Identity vs. role conflict**

The identity of the workers in the leather industry increases their self-satisfaction of the workers. As per the view of Eriksson (2021), proper identity and role of the employee help to make a business identity. The conflict in the role of the employee makes a bad effect on the workforce of the employee.

### **Intimacy vs. isolation**

Intimacy among the employee increases the experience by sharing the experience with each other (Sharma, & Bisht, 2019). Isolation makes the employee less effective as they cannot be able to contact each other.

### **Generatively vs. stagnation**

Generatively makes the employee in the leather industry more creative and, helps to invent business opportunities for the workers (Xavier, 2019). The stagnation among the employee reduces the economic growth of the business industry.

### **Integrity vs. Despair**

Honesty in the employee in the leather industry is the most important part for making of good quality products. On the other hand, the disparity in the business industry decreases the security of the employee in the business industry.

### **Industry vs. Inferiority**

Choosing the proper industry is the most important factor for an employee and the inferiority among the employee makes them less comfortable in the leather industry in Uttar Pradesh (U.P) state, India.

## **3. METHODOLOGY**

### **3.1 Research strategy**

The research strategy is the most important part of research to analyze the proper outcome of the research. As per the recommendation of Singh, & Srivastava (2020), choosing the proper strategy for a study makes the study more reliable. The primary qualitative and the primary quantitative research strategy have been taken in the study.

### **3.2 Data analysis**

The accurate and proper analysis of research makes research more trustworthy to know about the topic. As per the view of Singh et al. (2023), the data analysis method gives a proper justification for the research. In the research, the SPSS analysis has been done to analyze the primary quantitative method to know about the role and the impact of psychosocial development on the work capacity of the workers in the leather industry. For determining the outcome of the primary qualitative method which is used in the study, the interview transcription has been done to gather the public reviews on the role of the psychosocial development of leather workers.

4. FINDINGS

4.1 SPSS analysis

Findings

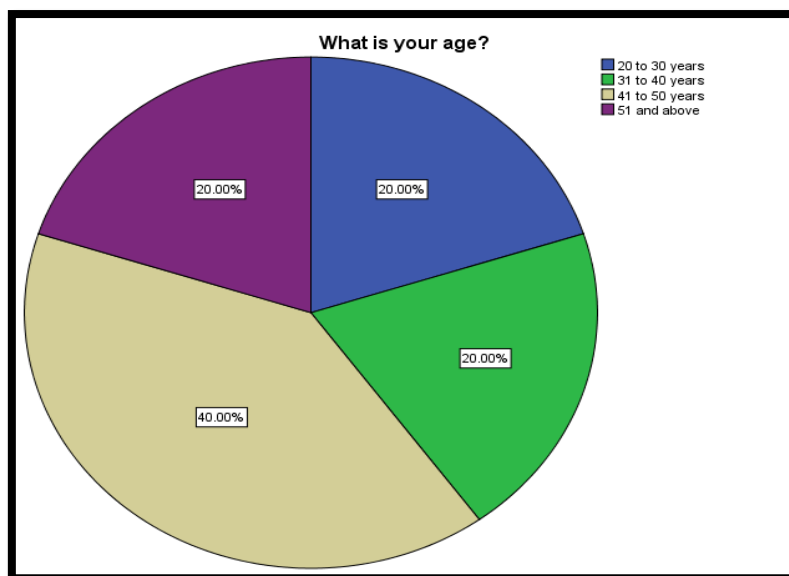
Frequency Table

Table 4.1: Frequency of the age

What is your age?					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	20 to 30 years	11	20.0	20.0	20.0
	31 to 40 years	11	20.0	20.0	40.0
	41 to 50 years	22	40.0	40.0	80.0
	51 and above	11	20.0	20.0	100.0
	Total	55	100.0	100.0	

(Source: SPSS)

Figure 4.1: Age frequency



(Source: SPSS)

The above figure 4.1 shows the valid Percent of the age group from 51 and above is 20.

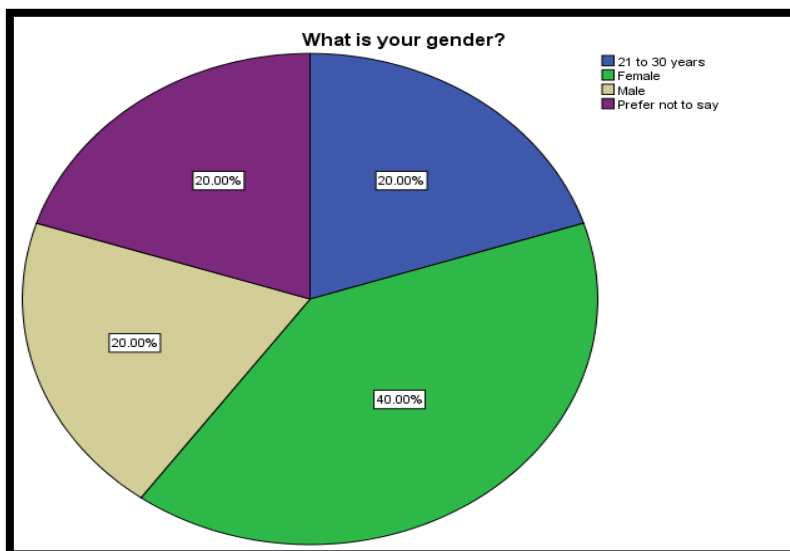


**Table 4.2: Gender frequency**

What is your gender?					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	21 to 30 years	11	20.0	20.0	20.0
	Female	22	40.0	40.0	60.0
	Male	11	20.0	20.0	80.0
	Prefer not to say	11	20.0	20.0	100.0
	Total	55	100.0	100.0	

(Source: SPSS)

**Figure 4.2: Frequency of the gender**



(Source: SPSS)

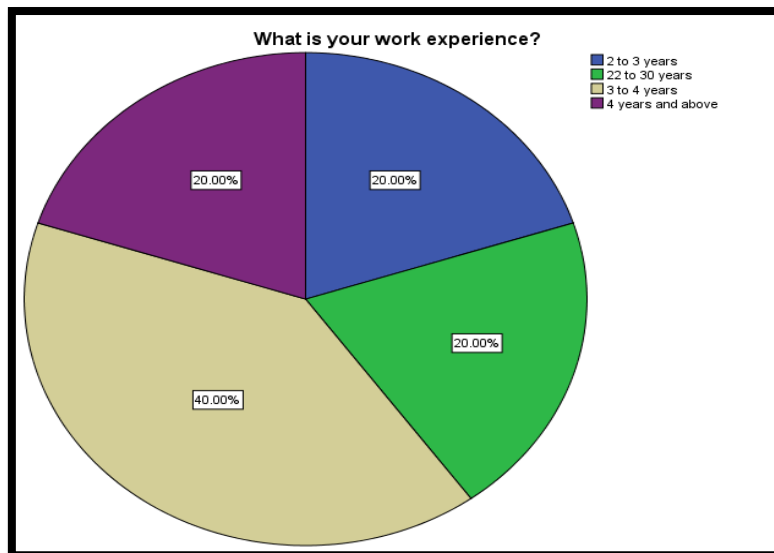
The above tabular array 4.2 and figure shows the frequency of the gender female is 40.

**Table 4.3: Frequency of the experience**

What is your work experience?					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2 to 3 years	11	20.0	20.0	20.0
	22 to 30 years	11	20.0	20.0	40.0
	3 to 4 years	22	40.0	40.0	80.0
	4 years and above	11	20.0	20.0	100.0
	Total	55	100.0	100.0	

(Source: SPSS)

Figure 4.3: Frequency of experience



(Source: SPSS)

The above tabular array and figure 4.3 shows the frequency of experience from 2 to 3 years is 20. Therefore, with different kind of experienced people is also attained the survey.

### Descriptive analysis

#### Descriptive Statistics

Table 4.4: Descriptive analysis

Descriptive Statistics								
	N	Minimum	Maximum	Mean	Std. Deviation	Skewness		
	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic	Std. Error
workers of the leather industry DV	55	1	5	3.80	1.483	-1.197		.322
physiological development IV 1.1	55	1	4	3.00	1.106	-.939		.322
mental and the physiological health IV 1.2	55	2	5	3.60	1.029	-.279		.322
Workplace environment IV 2.1	55	2	5	3.80	.989	-.892		.322
Job satisfaction 3.1	55	3	5	4.40	.807	-.868		.322
proper salary and flexible shift 3.2	55	2	5	4.00	1.106	-.939		.322
physical health of the workers 4.2	55	3	5	4.20	.755	-.353		.322
various diseases 4.2	55	3	5	3.60	.807	.868		.322
Valid N (listwise)	55							

(Source: SPSS)

From the above tabular array 4.4, it has been shown that the standard deviation of the third variable is .807.

**Reliability**

**Reliability Statistics**

**Table 4.5: Reliability Statistics**

Cronbach's Alpha	N of Items
.160	10

(Source: SPSS)

Table 4.5 shows that the value of the Cronbach's Alpha is .160. The no of item is 10

**Validity**

**KMO and Bartlett's Test**

**Table 4.6: KMO and Bartlett's Test**

KMO and Bartlett's Test		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.500
Bartlett's Test of Sphericity	Approx. Chi-Square	3.345
	df	1
	Sig.	.067

(Source: SPSS)

Table 4.6 shows the significance of the Chi-Square is .067. The difference of the KMO and Bartlett's is 1

**Correlation**

**Correlations**

**Table 4.7: Correlation**

		physiological development IV 1.1	mental and the physiological health IV 1.2	Workplace environment IV 2.1	workers of the leather industry DV	Job satisfaction 3.1	proper salary and flexible shift 3.2	mental health 4.1	physical health of the workers 4.2
physiological development IV 1.1	Pearson Correlation	1	.000	-.373**	-.248	.000	-.667**	.289	-.488**
	Sig. (2-tailed)		1.000	.005	.067	1.000	.000	.033	.000
	N	55	55	55	55	55	55	55	55
mental and the physiological health IV 1.2	Pearson Correlation	.000	1	-.080	-.320	-.049	.537**	.000	.367**
	Sig. (2-tailed)	1.000		.561	.017	.722	.000	1.000	.006
	N	55	55	55	55	55	55	55	55
Workplace environment IV 2.1	Pearson Correlation	-.373**	-.080	1	.944**	.868**	.186	-.968**	-.491**
	Sig. (2-tailed)	.005	.561		.000	.000	.173	.000	.000
	N	55	55	55	55	55	55	55	55
workers of the leather industry DV	Pearson Correlation	-.248	-.320	.944**	1	.919**	-.124	-.861**	-.691**
	Sig. (2-tailed)	.067	.017	.000		.000	.366	.000	.000
	N	55	55	55	55	55	55	55	55
Job satisfaction 3.1	Pearson Correlation	.000	-.049	.868**	.919**	1	-.228	-.791**	-.802**
	Sig. (2-tailed)	1.000	.722	.000	.000		.094	.000	.000
	N	55	55	55	55	55	55	55	55
proper salary and flexible shift 3.2	Pearson Correlation	-.667**	.537**	.186	-.124	-.228	1	-.289	.732**
	Sig. (2-tailed)	.000	.000	.173	.366	.094		.033	.000
	N	55	55	55	55	55	55	55	55
mental health 4.1	Pearson Correlation	.289	.000	-.968**	-.861**	-.791**	-.289	1	.423**
	Sig. (2-tailed)	.033	1.000	.000	.000	.000	.033		.001
	N	55	55	55	55	55	55	55	55
physical health of the workers 4.2	Pearson Correlation	-.488**	.367**	-.491**	-.691**	-.802**	.732**	.423**	1
	Sig. (2-tailed)	.000	.006	.000	.000	.000	.000	.001	
	N	55	55	55	55	55	55	55	55
physiological health of the workers 1.3	Pearson Correlation	.562**	.097	.427**	.536**	.800**	-.562**	-.389**	-.888**
	Sig. (2-tailed)	.000	.483	.001	.000	.000	.000	.003	.000
	N	55	55	55	55	55	55	55	55

(Source: SPSS)

Table 4.7 shows the correlation between IV 1.1, IV 1.2, IV 2.1 and IV 2.2 and DV. The correlation of IV1.1 is -.373.

**Regression**

**Table 4.8: Regression**

Model Summary <sup>b</sup>										
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics					Durbin-Watson
					R Square Change	F Change	df1	df2	Sig. F Change	
1	1.000 <sup>a</sup>	1.000	1.000	.000	1.000	3.753E+16	4	50	.000	1.019

ANOVA<sup>a</sup>

ANOVA <sup>a</sup>						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	118.800	4	29.700		. <sup>b</sup>
	Residual	.000	50	.000		
	Total	118.800	54			

Coefficients<sup>a</sup>

Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-.652	.000		-21125290.22	.000
	physiological development IV 1.1	-.261	.000	-.194	-65470358.52	.000
	mental and the physiological health IV 1.2	-.130	.000	-.091	-19414035.10	.000
	Job satisfaction 3.1	1.652	.000	.899	325029745.1	.000
	various diseases 4.2	-.435	.000	-.237	-49383160.74	.000

(Source: SPSS)

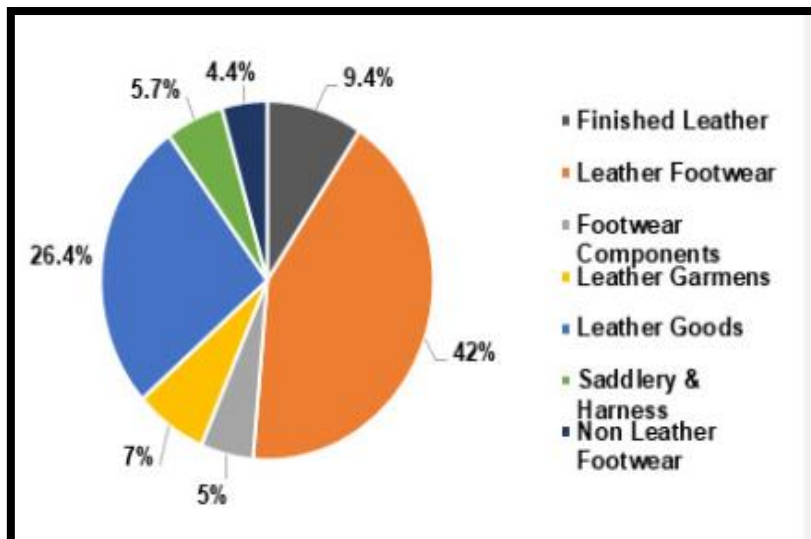
Table 4.8 is the combination of three distinct tables showing the precise in turn of the regression between IV1.1 and DV. The standard error value of the value is 0.000.

4.2 Thematic analysis based on transcript nodes

4.2.1 Theme 1: Job stress is the reason of the psychosocial disorder of the employee in the LI

The job stress of the employees in the leather industry is the main cause for the psychosocial disorder of the workers. As per the recommendation of Ibrahim (2020), the excessive stress in the workplace causes the mental disorder and the physical disorder of the leather workers. Kanpur, which is situated in Uttar Pradesh, is one of the most popular and large sources of the leather all over the world. Being the large producer of leather among the other state, the workload of the employee is also large and that effect on the physical and the mental health of the workers. As per Bepari (2020), the psychosocial development can be hampering by the mental and the physical disorder of the people. The over load of the job in the leather industry in Uttar Pradesh (U.P) state, India is also hampering the emotional health of the employee in the leather industry. Therefore, the job stress of the employee also decreases the rate of the production of the leather products.

**Figure 4.4: Percentage of the manufacturing of the leather products in India**



(Source: Ibrahim 2020)

The above figure shows that the highest rate of manufacturing of the leather products is for the leather footwear and the percentage is 42%.

#### 4.2.2 Theme 2: Effect of the synthetic materials on the skin of the leather workers

Synthetic materials that are used in the leather industry effect on the skin of the workers of the leather industry. As per the recommendation of Bepari (2020), the use of synthetic material made a bad effect on the health of the people. The workers in the leather industry suffer the most by the using of the synthetic material in the industry and the most common disease is cancer. The workers in the leather factory must stay long with the different kinds of harmful chemicals and the substances that are occur from the chemicals are the most dangerous for the workers in the leather industry.

As per the view of Singh, R., Singh, S., & Gaur (2022), the workers in the leather factory are suffered the most by the lung and the skin cancer. The harmful particle that are disclosed from the chemicals of the leather factory affect the upper layer of the skin and the continuous affect caused the skin cancer of the workers in the leather industry.

## 5. DISCUSSION

### 5.1 Quantitative analysis

The SPSS analysis has been done in the research for collecting the response and the reviews of the people about the impact of the psychosocial development of the workers in the leather industry. As per the recommendation of Dixit, Jakhar, & Kumar (2022), the primary quantitative method is the one of the best methods to determine the proper effect and collect the accurate result of the topic. From the above SPSS analysis, it can be said that the most of

the people who are taken for the survey are given a positive statement about the effect of the psychosocial health and the work capacity of the workers in the leather industry in the Uttar Pradesh.

As per the view of Sharma et al. (2021), the production rate of the leather industry depends on the job satisfaction of the employees in the workplace. From the above analysis it can be conclude that there are relations between every factor that are given in the survey.

## **5.2 Qualitative analysis**

For the qualitative analysis to find the impact of the psychosocial development of the workers in the leather industry, an interview transcript is been done. As per the view of Bhalla (2023), the interview process is the process in which the direct connection with the interviews is been done for the better and effective result about the topic.

By this process it can be conclude that the main reason of the psychosocial disorder of the employee in the leather industry is the job stress in the Uttar Pradesh leather factory. The employee in the leather industry is also suffered from the skin diseases for the use of some chemicals in the leather industry.

As per the view of Senthil Kumar, & Janet Joshiba (2020), the workers of the leather industry are suffered from many daises for the substance and materials that are used in the factory. Therefore, using the interview of the employee in the leather industry, the direct review of the employee is taken which is more effective.

## **6. CONCLUSION**

In conclusion, it can be said that the psychosocial development of the workers of the leather industry is the essential factor for developing the mental and emotional health of the workers. For reducing the dissatisfaction of the employee in the leather industry, a satisfactory business workplace environment is vital.

Recently, the Uttar Pradesh leather industry has been suffering from bad health conditions among employees and this results in a reduction in the rate of production of leather items. Therefore, the authority of the leather industry must look at the psychosocial health of the workers.

## **7. RECOMMENDATION**

The psychosocial development of the workers in the leather industry helps in the better production and profit of the industry in Uttar Pradesh. As per the recommendation of Tiwari (2021), the proper business culture and environment is the most important factor in a business organization for developing the mental and psychosocial health of the employee.

The leather industry in Uttar Pradesh will be helpful by improving the security of the workers from the static electricity and fire risk. Embracing cultural diversity in the business workplace will also be a proper strategy to increase the work capacity and a satisfactory environment in the business workplace. Also, providing flexible work shifts and places to the employees of the

leather industry will be a good initiative for the employee to enhance job satisfaction among the workers.

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## APPENDICES

**DV:** Worker in the leather industry

**IV1:** Psychosocial development

**IV2:** Workplace environment

**IV3:** Job satisfaction

**IV4:** Mental and the physical health

## **Appendix 1: Survey questionnaire.**

### **Survey questionnaire:**

1. What is your age?
2. What is your gender?
3. What is your work experience?
4. There is a positive impact of the psychosocial development on the worker of the leather industry.
5. The development in the mental and the psychosocial health also increase the work capacity of the workers.
6. Workplace environment has a connection with the workforce of a leather industry.
7. The rate of the production in a leather industry becomes increase by increasing the culture in the business workplace.
8. Job satisfaction is important for the better outcome of the workers.
9. The worker in the leather industry can be satisfied by the providing of proper salary and flexible shift.
10. The development in the mental health of the leather workers is an important asset.
11. The development in the workforce in the leather industry also follows the development in the physical health of the workers.
12. Decreasing of the job dissatisfaction can be happed by the increasing of the psychosocial health of the workers.
13. The workers in the leather industry are affected by the various diseases by the dust of the leather.

**Appendix 2: Interview transcript**

	<b>Participants 1</b>	<b>Participant 2</b>	<b>Participants 3</b>
<b>Q 1: How the psychosocial development effect on the leather workers?</b>	“I think the working environment and basic facilities available in the workplace have impact on physical and psychological health of leather workers.”	“I realize that the higher psychosocial development among the workers when compared with the normal population because of job stress, hazardous working conditions and pace of work”	“I understand the Occupational stress (job stress) is a psychosocial disorder which is an impact of the interaction between the worker and his work environment.”
<b>Q 2: What are the advantages of the positive environment on the leather industry?</b>	“I determine the well-made leather lasts a long time and unlike most man-made, or synthetic materials it gets better with age.”	“I think the animals on factory farms produce 130 times as much excrement as the entire human population, without the benefit of waste treatment plants”.	“I realize the mass deforestation causes habitat loss for millions of species, eliminates the Earth's tree canopy, and drives climate change.”
<b>Q 3: How the rate of work depends on the job satisfaction of the workers in the leather industry in Uttar Pradesh (U.P)?</b>	“I think that at various processing stages, it produces industrial sewage and solid waste”	“I think the skills gap in the sector is mostly at the entry level, where the workforce lacks basic technical skills. The major responsibility.”	“I realize that the trainees have also contributed feedback on how they perceived elements such as course material, infrastructure facilities and post-training assistance.”
<b>Q 4: What is the effect of the worker’s mental health on the better workforce of the leather industry?</b>	“I evaluate the exposure to such contaminated environmental milieu has been seen to culminate in a multiple array of disease processes”	“I find the chemicals cause chronic coughing, skin ailments and other diseases in tannery workers which are the reason for decreasing the mental health of the workers.”	“I think the health of the workers has several determinants, including risk factors at the workplace leading to cancers, accidents”
<b>Q 5: How the physical health effect on the work capacity of the workers in the leather industry?</b>	“I think the waste discharge from tanneries pollutes the air, soil, and water, causing serious health problems.”	“I found the diseases are associated with different working areas of leather processing and the lack of proper PPE”	“I think the use of hazardous chemicals in the tanning process effect on the health of the workers.”

Nodes: Job stress, psychosocial disorder, Synthetic materials, skills gap, Skin ailments.