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Behind factory gates, women drive UP growth

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SANDILA

Behind the factory gates of Sandila in Uttar Pradesh's Hardoi district, women are transforming the local manufacturing sector.

Moving beyond traditional administrative or packaging roles, female workers now operate advanced machinery and supervise production lines in what was previously a male-dominated environment.

Sandila's transition from a

quiet farming community into a major industrial zone has been driven by investments from firms including Berger Paints, Varun Beverages, Haldiram, ITC, and Paras Dairy.

At Berger Paints' Rs1,000-crore facility, the entire colourant and stainer department is run by 200 women workers.

Of the estimated 5,000 workers across Sandila's industrial zone, approximately 1,000 are women.

According to local villagers,



employment in manufacturing has provided women with financial security, greater decision-making authority within their households, and enhanced community respect.

This growth has been supported by state policy



reforms designed to streamline industrial investment and broaden employment access.

Frameworks such as Deregulation 1.0, the Sugamya Vyapar Act, 2025, and the upgraded Nivesh Mitra 3.0 portal have simpli-



fied regulatory compliance. Sandila has attracted over Rs6,000 crore in investment proposals, with nearly Rs5,000 crore in projects actively functioning.

Additionally, regulatory changes under the Factories Act allow women to opt for

night shifts across 29 hazardous industries, provided employers ensure secure transport, workplace facilities, and equal wages.

Invest UP Chief Executive Officer Vijay Kiran Anand highlighted that building an ecosystem for female participation is essential to the state's inclusive growth model. Industry leaders agree that the entry of women into factory roles represents a lasting social and economic transformation for the region.