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An Analysis of Impact of the Government Schemes for Women's Employment to achieve Sustainable Development

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ABSTRACT

Women's employment is widely recognized as a critical determinant of sustainable development, fostering economic growth, poverty alleviation, gender equality, and social inclusion. The Government of India has implemented several employment-oriented initiatives, including the Deendayal Antyodaya Yojana–National Rural Livelihoods Mission (DAY-NRLM), Pradhan Mantri MUDRA Yojana (PMMY), Skill India Mission, Stand-Up India, and the Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA), to enhance women's employability, entrepreneurship, and financial independence. Despite these initiatives, challenges related to awareness, accessibility, institutional support, and socio-cultural barriers continue to hinder their effective implementation. This empirical study examines the impact of selected schemes in uplifting the status of women in terms of employment. Primary data was collected from a sample of 400 women respondents across selected rural regions of Lucknow district through semi-structured questionnaires and personal interviews. The findings indicate that there is a significant impact of selected schemes in uplifting the status of women in terms of employment in U.P.

1. INTRODUCTION

Sustainable Development

Sustainable development is a multidimensional concept that seeks to balance economic growth, social inclusion, and environmental protection to ensure the well-being of present and future generations. It emphasizes a development pathway that promotes economic prosperity while preserving natural resources, reducing social inequalities, and maintaining ecological integrity. The concept gained global recognition following the publication of the Brundtland Report, which defined sustainable development as "development that meets the needs of the present without compromising the ability of future generations to meet their own needs" (World Commission on Environment and Development [WCED], 1987). Since then, sustainable development has evolved into a comprehensive framework that integrates economic, social, and environmental dimensions of development and guides national and international policy initiatives (Sachs, 2015). More recently, sustainable development has been viewed as a transformative approach that seeks to achieve inclusive economic growth, social well-being, and environmental sustainability simultaneously, ensuring that development benefits are equitably shared across societies while safeguarding the planet for future generations (Hariram et al., 2023; United Nations, 2015).

The adoption of the 2030 Agenda for Sustainable Development by the United Nations General Assembly in September 2015 marked a significant milestone in global development policy. The Agenda introduced the Sustainable Development Goals (SDGs) as a universal framework comprising 17 interconnected goals and 169 targets aimed at achieving sustainable development by 2030 (United Nations, 2015). The SDGs provide a comprehensive roadmap for addressing pressing global challenges, including poverty, hunger, inequality, unemployment, climate change, environmental degradation, and social injustice, while ensuring that economic prosperity, social inclusion, and environmental sustainability are pursued simultaneously. The central commitment of the Agenda to "leave no one behind" emphasizes inclusive development by ensuring that the benefits of growth reach all sections of society, particularly vulnerable and marginalized populations (United Nations, 2015)

Women Empowerment

Gender equality and women's economic empowerment are widely acknowledged as essential prerequisites for achieving sustainable development. SDG 5 (Gender Equality) seeks to eliminate discrimination and violence against women while ensuring equal opportunities in education, employment, leadership, and access to economic resources. Similarly, SDG 8 (Decent Work and Economic Growth) emphasizes productive employment, entrepreneurship, innovation, and decent work for all, recognizing that inclusive labour markets are fundamental to sustainable economic development (United Nations, 2015). The United Nations Development Programme (UNDP, 2024) argues that empowering women through education, employment, entrepreneurship, and financial inclusion generates multiplier effects that improve household welfare, reduce poverty, strengthen social cohesion, and stimulate long-term economic growth.

Women's employment has increasingly been recognized as both a development objective and a catalyst for sustainable development. Greater participation of women in the labour force enhances productivity, expands household income, improves children's education and health outcomes, and contributes to broader economic resilience (World Bank, 2024). According to the International Labour Organization (ILO, 2024), reducing gender gaps in labour force participation and improving access to decent work are essential for achieving inclusive and sustainable economic growth.

2. OBJECTIVES OF STUDY

This paper is based on the following objectives:

To understand the present status of women's employment in U.P.

To explore the impact of selected schemes in uplifting the status of women in terms of employment in U.P.

To assess the deficiencies and the constraints experienced by the beneficiaries under the selected schemes.

3. . REVIEW OF LITERATURE

For better understanding of the different schemes in relation to sustainable development the below mention literature has been reviewed:

Achuo et al. (2025) investigated the contribution of women's empowerment to sustainable development in developing countries and found that improving women's access to education, employment, finance, and leadership opportunities significantly enhances economic productivity, social inclusion, and sustainable development outcomes. The study concluded that gender-responsive public policies and investment in women's capabilities are indispensable for achieving the Sustainable Development Goals.

United Nations Development Programme (UNDP, 2025) reported that countries investing in women's education, employment, entrepreneurship, and digital inclusion demonstrate higher levels of human development and more inclusive economic growth. The report emphasized that women's economic empowerment enhances household welfare, increases labour productivity, reduces multidimensional poverty, and strengthens resilience against economic and social shocks. It recommended integrated public policies that combine employment generation, social protection, and financial inclusion to accelerate progress towards the Sustainable Development Goals.

International Labour Organization (ILO, 2024) highlighted that although female labour force participation has shown gradual improvement globally, women continue to face significant barriers, including wage inequality, occupational segregation, informal employment, unpaid care responsibilities, and limited social protection. The report concluded that expanding skill development, improving access to decent work, and implementing gender-responsive labour market policies are fundamental for achieving SDG 5 (Gender Equality) and SDG 8 (Decent Work and Economic Growth).

NITI Aayog (2024), through the SDG India Index 2023–24, assessed India's progress towards the Sustainable Development Goals at the national and sub-national levels. The report shows that India's overall SDG score increased to 71 in 2023–24, compared with 66 in 2020–21 and 57 in 2018, indicating substantial improvement in the country's overall SDG performance. Notable progress was recorded in SDG 1 (No Poverty), SDG 8 (Decent Work and Economic Growth), SDG 13 (Climate Action), and SDG 15 (Life on Land). The report also highlights the contribution of targeted government interventions, including financial inclusion, livelihood, entrepreneurship, and employment-related programmes, to India's progress towards sustainable development. These findings underscore the importance of strengthening employment opportunities, skills, livelihoods, and economic participation as components of inclusive and sustainable development in India.

Akinwale(2023) argued that improving women's access to education, employment opportunities, healthcare, financial and productive resources, and decision-making processes can contribute substantially to social progress and sustainable development. The study further emphasized the importance of coordinated interventions involving governments, civil society, private organizations, and other stakeholders to address structural and socio-cultural barriers to women's empowerment. The findings suggest that policies promoting women's economic participation and equal access to resources can contribute to broader sustainable development outcomes.

Sultana (2025) analysed government schemes supporting rural women entrepreneurs, including Stand-Up India, Start-Up India, and PMMY. The study identified a gap between policy intentions and implementation, with digital illiteracy, inadequate awareness, and limited access to collateral and socio-cultural barriers restricting women's effective utilization

of government support. The findings indicate that financial assistance must be complemented by awareness generation, capacity building, digital skills, and institutional support to improve the effectiveness and sustainability of women's entrepreneurship programmes.

Saini et al. (2024) examined the influence of government support programmes on women's entrepreneurship and socioeconomic empowerment, with particular emphasis on the Pradhan Mantri MUDRA Yojana (PMMY). The authors concluded that access to micro-credit can support women's entrepreneurship, income generation, employability, and empowerment. However, they also identified challenges such as gender disparities, limited awareness, market-related constraints, financial literacy issues, and operational difficulties. The study therefore suggests that financial support should be accompanied by appropriate institutional and capacity-building measures to strengthen the long-term socioeconomic impact of government entrepreneurship programmes.

Vanishree (2024) examined women's participation and gender-responsive implementation of MGNREGA and found that, although women's participation has improved, significant challenges remain, including regional disparities, patriarchal norms, inadequate facilities, and limitations in resource allocation. The study emphasized the importance of incorporating women's perspectives into programme planning and ensuring that employment opportunities and programme assets respond adequately to women's needs.

Anusuya (2019) examined the institutional and financial support mechanisms available to women entrepreneurs in India, with particular reference to the Stand-Up India Scheme. The study highlighted the role of government initiatives in facilitating women's access to finance and encouraging entrepreneurship as a means of livelihood and economic participation. However, it also identified challenges that may limit women's ability to effectively utilize available entrepreneurial support. The findings suggest that access to credit alone may not be sufficient to ensure sustainable entrepreneurial outcomes. Complementary interventions, including greater awareness, skill development, mentoring, capacity building, and institutional guidance, are necessary to strengthen women's entrepreneurial capabilities and improve the sustainability of women-led enterprises.

4. RESEARCH METHODOLOGY

This section describes the methodology opted for the research:

Research Design

Since, the research problem is multi-faceted, the study employs a descriptive and analytical research design. It employs both qualitative and quantitative approaches (a mixed-methods approach) to conduct an all-encompassing evaluation of the influence that schemes have on women.

The descriptive component of the study focuses on understanding the level of awareness, accessibility, utilization, and implementation of selected government schemes among women beneficiaries.

The analytical component of the study evaluates the impact of the selected government schemes on women's employment and empowerment. In addition, the study identifies the major challenges faced by beneficiaries in accessing and utilizing these schemes.

Quantitative data are collected through semi-structured questionnaire administered to women beneficiaries and analysed using appropriate statistical techniques. Qualitative information is obtained through personal interactions and respondents' opinions to gain deeper insights into the implementation process and challenges associated with the schemes.

Samples in the Study

Data collection was done in Lucknow district's two blocks (Malihabad Block and Mall Block) and from each block two villages (Bhadeshar Mau and Hamirapur Villages from Malihabad Block, Nabi Panah and Saleh Nagar from Mall Block) were selected.

Sampling Technique

In this study, the sampling technique employed is "Convenience Sampling, which falls under the category of non-probability sampling methods".

Despite its limitations, convenience sampling was appropriate for this study due to the local context, resource constraints, and the need for timely data collection. The method allowed for efficient gathering of data from accessible community members, thus providing valuable insights into the challenges and impacts of schemes from a practical perspective.

Sample Size

The sample size was calculated by the Cochran formula, which is widely used when the population size is large or unknown.

Sample Size: $n_0 = ((1.96)^2 * o.34* o.66)/ (.05)^2 = 344.8$

Therefore, a sample size of 400 (100 respondents from each village) was chosen in order to increase the representativeness of samples and minimize the error in the analysis.

Sampling Units:

The study was conducted in four villages within two blocks of Lucknow district:

1. Malihabad Block:	2. Mall Block:
Village 1: Bhadeshar Mau (100 respondents)	Village 3: Nabi Panah (100 respondents)
Village 2: Hamirapur (100 respondents)	Village 4: Saleh Nagar (100 respondents)

Data Collection

Primary Data Collection: The primary data has been collected through semi-structured questionnaires and personal interviews with selected respondents.
Secondary Data: The secondary data has been collected from the government reports, policy documents and published literature related to the selected schemes. The data is also gathered from national and international conference papers. The relevant studies are summarized under the review of related literature section.
Hypothesis Development
For the testing of the hypothesis on Employment the following two schemes are selected:
Mahatma Gandhi National Rural Employment Guarantee Scheme(MGNREGS)
Stand UP India(SUI)
MGNREGS, launched in 2005, guarantees 100 days of wage employment to rural households. It is particularly beneficial for women as it ensures equal pay for equal work, fostering financial security and reducing gender disparity in rural wages. Women are often employed in community infrastructure projects, thereby contributing to asset creation while earning a livelihood. The scheme's inclusive approach, focusing on marginalized women, has enhanced rural income security and mitigated migration for employment (Kantor, 2009).
The Stand-Up India Scheme, launched in 2016, facilitates loans ranging from INR 10 lakh to INR 1 crore to women and SC/ST entrepreneurs for setting up greenfield enterprises. The scheme aims to break the traditional barriers that hinder women from entering entrepreneurship. By offering collateral-free loans and linking beneficiaries with training and mentoring, it supports women in establishing small and medium enterprises. The financial independence gained through this scheme helps women take on leadership roles and fosters community development (Hassan & Silong, 2008).
The following hypothesis has been constructed for the analysis:
Null Hypothesis
H_{01}: There is no significant impact of selected schemes in uplifting the status of women in terms of employment in U.P.
Alternate Hypothesis
H_{11}: There is a significant impact of selected schemes in uplifting the status of women in terms of employment in U.P.
Analysis and Interpretation of Data
The collected data will be analysed using relevant statistical and analytical tools to determine the role of the selected schemes. The study will employ:
Graphs and Tables: for presentation of data.
Mean, Median, Mode and Standard Deviation: for describing the data.
Correlation Analysis: To measure the degree of relation between government schemes and women welfare, education, health and employment status.
Regression Analysis: To identify the cause-and-effect relationships between scheme implementation and its impact on women welfare, education, health and employment status.
ANOVA (Analysis of Variance): To compare the means of different aspects of scheme implementation and their outcomes.

5. .ANALYSIS AND INTERPRETATION

The analysis of data collected from the respondents for assessing the impact of selected schemes on Employment has been divided into following sections:
Number of Beneficiaries under each selected scheme
The Table 1.1 shows the number of beneficiaries for each selected scheme under Employment.

Table 1.1 Number of Beneficiaries

		Frequency	Percent	Valid Percent	Cumulative Percent
	MGNREGS	218	54.5	54.5	54.5
	None	152	38.0	38.0	92.5
	SUI	30	7.5	7.5	100.0
	Total	400	100.0	100.0	

The above data have been depicted in the form of a Bar Chart and a Pie Diagram. The Figure 1.1 shows the number of beneficiaries under each selected scheme (Employment) in the form of a Bar Chart.

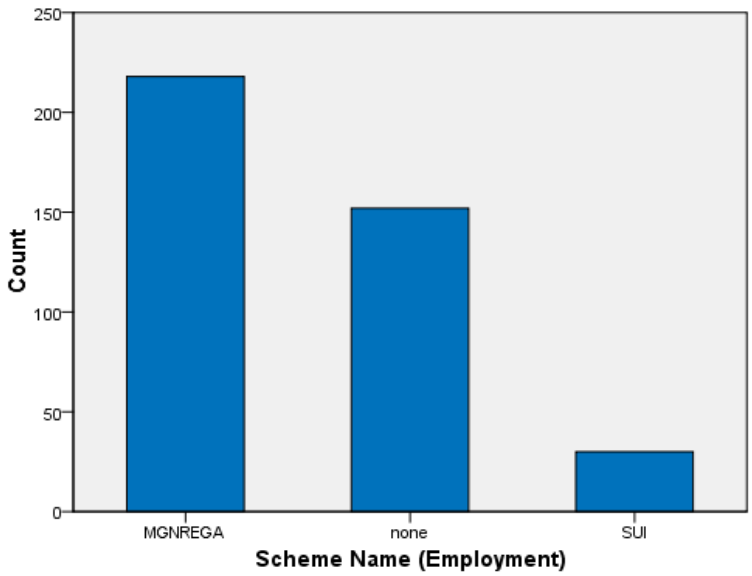


Figure 1.1 Beneficiaries of MGNREGS and SUI

The Figure 1.2 shows the number of beneficiaries under each selected scheme in the form of a Pie Diagram.

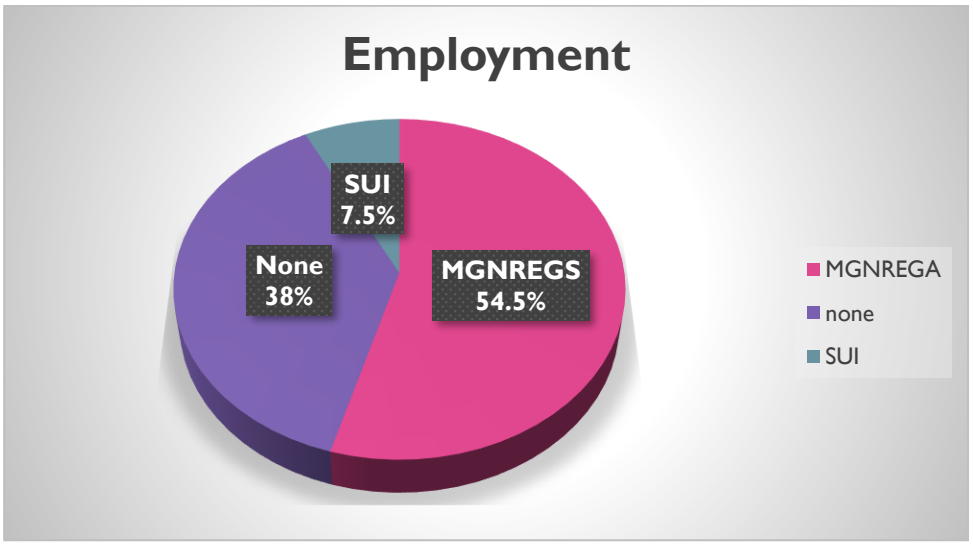


Figure 1.2 Beneficiaries of MGNREGS and SUI

Correlation

The Correlation has been calculated between the dependent variables (impact on beneficiary, effectiveness and accessibility of the health-related schemes) and independent variables (demographic factors i.e. age, educational qualification and employment status of the beneficiaries). The Table 1.2 shows the correlation matrix of the hypothesis.

Table 1.2 Correlation Matrix

Correlations				
		Impact on Beneficiary (Employment)	Effectiveness of the scheme (Employment)	Accessibility Rating (Employment)
Age	Pearson Correlation	.004	-.030	-.113*
	Sig. (2-tailed)	.931	.547	.023
Educational Qualification	Pearson Correlation	.079	-.127*	-.092
	Sig. (2-tailed)	.116	.011	.067
Employment Status	Pearson Correlation	-.076	-.025	-.011
	Sig. (2-tailed)	.130	.623	.828

*. Correlation is significant at the 0.05 level (2-tailed).
b. Listwise N=400

The Table 1.2 presents the correlation matrix between the employment schemes' (MNREGS and SUI) impact, effectiveness and accessibility among the beneficiaries in relationship with the demographics- age, educational qualification as well as employment status. The analysis uses Pearson correlation coefficients based on a sample size of 400 (N = 400), and significance levels are measured at 0.05 level. However, these selected schemes have been found as negatively correlated with age and its accessibility ($r=-0.113$, $p< 0.05$) ($p=.023$). With due consideration to the matrix, it can be understood that participants with older age were not able to have proper access to the schemes and avail benefits related to the schemes. Whereas, younger participants perceived the employment related schemes more accessible. In addition to this finding, educational qualification and effectiveness of the scheme ($r = -0.127$, $p < 0.05$) was also found to significant negative correlation. This elicits those respondents with proper educational qualification had critical perception of the effectiveness of the employment related schemes.

6. RESULT

In the above analysis, the correlation was found significant at the 0.05 level (2-tailed) between the DV (Accessibility of the employment schemes) and IV (Age) and DV (Effectiveness of the employment schemes) and IV (Educational Qualification).There was no other significant correlation found between the variables. Hence, with due consideration to this empirical analysis: the null hypothesis H_{01} i.e. There is no significant impact of selected schemes in uplifting the status of women in terms of Employment in U.P is rejected and alternate hypothesis H_{11} i.e. There is a significant impact of selected schemes in uplifting the status of women in terms of Employment in U.P is accepted.

Several relationships, such as those involving employment status and most of the other variables, show non-significant correlations ($p > 0.05$), implying no strong linear association in these dimensions (impact, effectiveness and accessibility of the scheme).

Model Summary I

The Table 1.3 shows the Model summary between Dependent Variable (DV) Accessibility of the employment-related schemes and Independent Variables (IV) Age of beneficiary.

Table 1.3 Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.113[a]	.013	.010	1.355
a. Predictors: (Constant), Age				

The model summary elicits the outcome of the linear regression analysis where predictor variable is age (independent variable- IV) and the dependent variable (DV) is accessibility. Since, in the correlational matrix the age had negative correlation with accessibility of the scheme therefore, to understand the relationship, a more thorough and rigorous analysis was done. The observed correlation coefficient (R= 0.113) represents the strength and direction of the linear relationship between IV and DV. There is a moderate positive relationship observed between the predictor variable (age) and outcome variable (accessibility of the scheme). It indicates that as the age increases so the accessibility also tends to increase but very slightly.

The value of R square or the coefficient of determination (0.13) indicates that approximately only 1.3% of variance in the age is predicted which clearly indicates that age is not the only predictor for less accessibility of the employment scheme. Therefore, other variables other than age should also be considered to understand and assess the availing benefits of the scheme. The Adjusted R Square (.010) since only one predictor is discussed so the obtained value confirms the simplicity of the model. The standard error of the estimate (1.355) indicates a good fit as the value is low. But with the obtained results it can be said that age is not the only predictor to understand the scheme's accessibility; still 'age' is one of the important parameters as well as predictive variable to utilize employment related schemes. Consequently, to have a better fit model, more additional variables should also be considered.

(a)ANOVA[a]

The Table 1.4 shows ANOVA analysis between the following variables:

a. Dependent Variable: Accessibility of the employment-related schemes

b. Predictors or Independent Variable: (Constant) Age

Table 1.4 ANOVA

Model		Sum of Squares	df	Mean Square	F	Sig.
	Regression	9.538	1	9.538	5.191	.023[b]
	Residual	731.222	398	1.837		
	Total	740.760	399			
a. Dependent Variable: Accessibility Rating (Employment)						
b. Predictors: (Constant), Age						

The Table 1.4 presents the Analysis of Variance which provide through and a robust understanding into the overall significance level of the regression model. The predictor variable (age) which is independent variable also significantly contributes to the prediction of outcome variable or the dependent variable that is accessibility of the schemes related to health. The Regression of SS value is 9.538 with 1 degree of freedom predicts that variation in accessibility is well explained by age. The residual SS is 731.222 with 398 df and total SS is 740.760 presents the total variance in the accessibility rating of the schemes. The obtained value of F is 5.191 and the p value is 0.023 which is below the threshold of 0.05 significance level. This indicates that regression model is statistically significant and age is a substantial predictor of accessibility of the employment scheme among the respondents.

Therefore, the obtained results elicits although age is a good fit criteria to understand the perceived accessibility of the employment scheme still the proportion of variance remains modest with R^2= 0.013 suggesting age is alone not the only predictor consequently, other variables should also be explored and thoroughly analysed.

(b)Coefficients[a]

The Table 1.5 Shows Coefficients Table between Dependent Variable: Accessibility of the schemes (Employment) and Independent Variable: Age

Table 1.5 Coefficients Table

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.597	.233		11.165	.000
	Age	-.013	.006	-.113	-2.278	.023
a. Dependent Variable: Accessibility Rating (Employment)						

The coefficient table shows the comprehensive as well as inclusive understanding of the explanation of relationship existing between IV (age) and DV (accessibility of the employment scheme) among the respondents. The unstandardized coefficient (B) for the constant is 4.706, which represents the predicted value of the accessibility rating when age is zero. Although

age zero is not a meaningful real-world value in this context, this intercept is necessary for constructing the regression line. The unstandardized coefficient for Age is -0.050, with a standard error of 0.006, and the relationship is statistically significant ($t = -9.043$, $p < .001$). This negative coefficient suggests that for each one-year increase in age, the accessibility rating decreases by 0.050 units, holding all else constant. The 95% confidence interval for this coefficient ranges from -0.061 to -0.039, which does not include zero, further reinforcing the statistical significance of the finding. The standardized coefficient (Beta) is -0.413, indicating a moderately strong inverse relationship between age and accessibility perception of employment scheme.

According to the result obtained based on the responses given by this selected population evidently specifies that as the age increases people tend to perceive the employment related schemes less accessible.

Model Summary II

The Table 1.6 shows the Model summary between Dependent Variable (DV) effectiveness of employment related schemes and Independent Variables (IV) Educational Qualification.

Table 1.6 Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.127[a]	.016	.014	1.225
a. Predictors: (Constant), Educational Qualification				

The model summary indicates a weak relationship between educational qualification and the effectiveness of employment related schemes. The R value is 0.127, suggesting a low positive correlation between the predictor (educational qualification) and the dependent variable (effectiveness of employment related schemes).The R Square value of 0.016 implies that only 1.6% of the variation in effectiveness of the scheme can be explained by the educational qualification of the respondents. Furthermore, the Adjusted R Square is 0.014, which confirms that the model does not substantially improve after accounting for the number of predictors. The standard error of the estimate is 1.225, indicating the average deviation of the observed values from the predicted ones. Overall, the model suggests that educational qualification alone is not a strong predictor of effectiveness of employment related schemes.

(a)ANOVA[a]

The Table 1.7 shows ANOVA analysis between the following variables:

a. Dependent Variable: Effectiveness of the scheme (Employment)

b. Predictors or Independent Variable: (Constant), Educational Qualification

Table 1.7 ANOVA

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	9.725	1	9.725	6.480	.011[b]
	Residual	597.247	398	1.501		
	Total	606.972	399			
a. Dependent Variable: Effectiveness of the scheme (Employment)						
b. Predictors: (Constant), Educational Qualification						

The ANOVA Table 1.7 reveals that the regression model examining the impact of educational qualification on the effectiveness of employment-related schemes is statistically significant. The F-value is 6.480 with a significance level (p-value) of 0.011, which is below the conventional threshold of 0.05. This indicates that the model explains a statistically meaningful proportion of the variance in understanding the level of scheme effectiveness. Specifically, the regression sum of squares is 9.725, while the residual sum of squares is 597.247, suggesting that although the model accounts for some variance, a large proportion remains unexplained. Therefore, while educational qualification has a statistically significant effect on the effectiveness of employment schemes perceived by the beneficiaries, its applied impact is limited, and other variables may also play a crucial role in influencing perception of scheme success.

(b) Coefficients[a]

The Table 1.8 shows Coefficients Table between Dependent Variable: Effectiveness of the schemes (Employment) and Independent Variables age and educational qualification.

Table 1.8 Coefficients Table

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
	(Constant)	1.920	.140		13.691	.000
	Educational Qualification	-.172	.067	-.127	-2.546	.011
a. Dependent Variable: Effectiveness of the scheme (Employment)						

The coefficients table provides insight into the relationship between educational qualification and the perceived effectiveness of employment-related schemes. The unstandardized coefficient (B) for educational qualification is -0.172, with a standard error of 0.067, indicating that for each unit increase in educational qualification (assuming a scale or ordinal coding), the perceived effectiveness of the scheme decreases by 0.172 units, holding all else constant.

The standardized coefficient (Beta) is -0.127, suggesting a modest negative influence of educational qualification on perceived scheme effectiveness. The t-value of -2.546 and the p-value of 0.011 confirm that this relationship is statistically significant at the 0.05 level.

In interpretation, this implies that individuals with higher educational qualifications tend to rate employment-related schemes as less effective, possibly due to higher expectations or greater awareness of implementation gaps. While the effect is statistically significant, its strength is relatively small, indicating the influence of other contributing factors in shaping perceptions.

Constraints and Deficiencies:

The employment related schemes have not been successfully utilized because of many factors conferred by the respondents. The following constraints were shared by the beneficiaries:

Lack of skill-based training,
Gender inequality,
Social discrimination,
Temporary nature of work,
Bureaucratic delays,
Corruption,
Interruptions in fund allocation,
Complex documentation and registration process and
Lack of awareness.

7. CONCLUSION

Employment generation and financial independence are fundamental to women's empowerment. The Mahatma Gandhi National Rural Employment Guarantee Scheme (MGNREGS) and Stand-Up India Scheme are pivotal in promoting women's economic participation. The findings of this study show that there is a significant impact of selected schemes in uplifting the status of women in terms of employment in U.P. The findings also suggest that as the age increases people tend to perceive the employment related schemes less accessible.

However, the benefits of these schemes are also constrained by several implementation and socio-economic barriers reported by the beneficiaries. The major constraints include lack of skill-based training, gender inequality, social discrimination, temporary nature of employment, bureaucratic delays, corruption, interruptions in fund allocation, complex documentation and registration procedures, and inadequate awareness about government schemes. These challenges indicate that the positive impact of government schemes does not necessarily translate into stable and sustainable employment for all women.

The findings therefore suggest that the effectiveness of government employment schemes can be strengthened through regular skill-based and vocational training, simplified registration and documentation procedures, timely and transparent fund disbursement, stronger monitoring mechanisms, greater awareness and outreach, and strict action against corruption and discriminatory practices. Particular attention should be given to creating more stable and sustainable employment opportunities rather than temporary work alone. Local administration and implementing agencies should also strengthen beneficiary support and grievance-redressal mechanisms to ensure that women can access scheme benefits without unnecessary delays or procedural difficulties. Such improvements are essential for strengthening women's economic empowerment and for advancing SDG 5 (Gender Equality) and SDG 8 (Decent Work and Economic Growth) in Uttar Pradeshr

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