



Government of Rajasthan

Rajasthan Employment Policy 2026

**Department of Skill, Employment and Entrepreneurship
Government of Rajasthan**

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1. Introduction

- 1.1 Rajasthan, a state with deep historical roots and vibrant economic diversity, has emerged as a dynamic contributor to India's development story. From its globally renowned tourism industry and thriving MSME ecosystem to its rapidly developing industrial corridors and leadership in renewable energy, Rajasthan is steadily positioning itself as a hub of innovation, entrepreneurship, and opportunity. Rajasthan's youth population constitutes 28.7% of its total population. The state currently has a working-age population of approximately 51.5 million, which is projected to grow to 59 million by 2030. This growth highlights the need for an employment ecosystem capable of preparing an additional 7.5 million individuals for a dynamic job market. With a young and energetic population, the state holds tremendous potential to harness its human capital, sectoral strengths, and strategic location to drive sustainable, inclusive, and employment-centric growth.
- 1.2 Rajasthan has undergone significant structural transformation in recent years, with increasing contributions from high-potential sectors such as manufacturing, services, tourism, renewable energy, digital industries, and value-added agri-business. The state aims to accelerate this transformation by supporting high-growth, labour-intensive sectors while also promoting investments in new-age industries such as green energy, logistics, IT/ITeS, and emerging technologies. This sectoral shift not only creates jobs but also positions Rajasthan as a competitive player in the national and global economy.
- 1.3 According to the latest Periodic Labour Force Survey (PLFS) data for 2023-24, Rajasthan's Labour Force Participation Rate (LFPR) for individuals aged 15 years and above was recorded at 64.4%, surpassing the national average of 60.1%. This indicates that a larger proportion of Rajasthan's working-age population is either employed or actively seeking employment compared to the national trend. The Worker Population Ratio (WPR), which reflects the proportion of the population that is employed, stood at 61.7% for Rajasthan, higher than the national WPR of 58.2%. However, a noticeable concern arises from the Unemployment Rate (UR) data. Rajasthan reported an unemployment rate of 4.2%, which is higher than the national average of 3.2%. This suggests that while more people in Rajasthan are entering the workforce with 9.8 lakh public sector employment and 40 lakh private sector employment¹, there is a considerable population still struggling to secure employment. This points to the need for focused employment generation strategies and sector-specific interventions to effectively translate workforce participation into actual job opportunities.
- 1.4 Further, for the rural areas, the primary sector is the leading source of employment, with 60.9% of the population relying on it. In contrast, the tertiary sector dominates urban employment, with 56.4% dependence (PLFS 2023-24). In rural areas, majority of the population depends on the primary sector particularly in western and southern districts where seasonal unemployment and migration prevail due to arid conditions. Conversely, urban centres like Jaipur and Alwar benefit from industrial and tertiary sector growth. These

¹ Private sector employment in this context specifically pertains to organized employment associated with EPFO data and registered MSMEs in Rajasthan. It excludes self-employment and statistics related to unorganized private employment.

disparities highlight the necessity for region-specific strategies that bolster rural diversification and urban employment opportunities. Efforts need to be focussed on enhancing the primary sector in rural areas while also facilitating partial shifts towards the service sector.

1.5 The Rajasthan Employment Policy 2026 intends to meet both current and future labour market demands by building on the state's strengths, such as its expanding MSME (Micro, Small and Medium Enterprises) sector, competent manpower and emerging industries. It emphasizes enhancing demand-linked employment opportunities, improving job matching through digital platforms, fostering private sector engagement, and promoting self-employment. Rajasthan ranks among the top states with 24,99,809 registered MSMEs (Micro: 24,71,973; Small: 26,250; Medium:1,586). This robust MSME ecosystem underscores its pivotal role in employment generation, supporting the policy's emphasis on entrepreneurship and economic diversification. Further, the policy promotes demand-linked jobs, digital platforms, private sector roles, and self-employment; aligned with the goal of *Niyojit Yuva, Samridh Rajasthan* (Employed Youth, Prosperous Rajasthan).

1.6 The Rajasthan Employment Policy 2026 aims to ensure that every citizen has access to meaningful employment, thereby improving living standards and enhancing the overall quality of life. Beyond just job creation, the policy seeks to generate stable incomes, reduce migration, and foster thriving communities. Further, the government initiatives such as the Ram Jal Setu Link Project (PKC-ERCP) are expected to improve irrigation infrastructure, leading to an expansion in the gross cropped area, enhanced agricultural productivity, and increased labor absorption in the agricultural sector; thereby contributing to higher farm incomes.

1.7 The policy will align with the Rajasthan Skills Policy 2025 to promote market-driven skill development. Core focus areas include sector-driven job creation, strengthening MSMEs, diversifying rural livelihoods, and advancing urban, green, and tech-based employment opportunities. The policy is, therefore, not merely a roadmap; it is a commitment to a future-ready, and inclusive employment ecosystem. It seeks to transform structural changes into meaningful opportunities, ensure decent work for all, and support the creation of an agile, trained, and empowered workforce. By integrating innovation, equity, and resilience into its employment strategy, Rajasthan is laying the foundation for a prosperous and inclusive economy that leaves no one behind.

2. Vision, Mission, and Objectives

2.1 Vision

To provide meaningful employment opportunities to every youth in Rajasthan, thereby establishing the state as a leading hub in India for inclusive and sustainable employment facilitation, empowering its workforce especially youth and women and contributing significantly to Rajasthan's goal of becoming a USD 350 billion economy by 2030.

2.2 Mission

To work towards facilitating the generation of 15 lakh employment opportunities until March 2029, with a strong focus on diverse job opportunities, strengthening entrepreneurial ecosystem, enhancing access to resources and markets, leveraging technology, and ensuring alignment with ongoing state initiatives.

2.3 Objectives

2.3.1 Primary Sector:

- a) Encourage **self-employment** and entrepreneurship in agriculture and allied activities with a focus on local economic development.
- b) Enhance local **wage employment** opportunities in agriculture, forestry, rural industries and promote diversification of rural livelihoods.

2.3.2 Secondary Sector:

- a) Accelerate **self-employment** in manufacturing, construction, and green energy sectors to promote local value creation.
- b) Facilitate **wage employment** in key sectors such as textiles, construction, and renewable energy in Rajasthan and other states.
- c) Enhance international wage employment opportunities in manufacturing and construction domain for improved income and exposure.
- d) Promote **local employment** by supporting district-specific industrial initiatives.

2.3.3 Tertiary Sector:

- a) Encourage **entrepreneurship** in service sector with focus on tourism, IT/ITeS, logistics, and urban micro-enterprises.
- b) Improved access to **wage employment** opportunities in Rajasthan and other states.
- c) Enhance **international wage employment** opportunities in service sector-based roles for better economic avenues and learning curve.
- d) Boost **local employment** landscape in Rajasthan with prioritisation of tribal and backward regions.

2.3.4 Government Sector:

- a) Ensure systematic, transparent, and timely recruitment to provide **regular government employment**.
- b) Planned engagement of **contractual staff** to meet specific operational needs and bring efficiency.
- c) Sustain involvement of **honorarium-based workers** to ensure effective grassroots service delivery.

3. Primary Sector

3.1 Self-Employment

- 3.1.1 **Empowering Women through SHGs, Cooperatives, and Finance:** The state has 4.13 lakh active SHGs, with 50,896 of them launched micro-enterprises, highlighting significant strides in women's entrepreneurship and economic independence. The state government will facilitate women's entrepreneurship and economic independence through SHGs supported by Rajeevika (NRLM).
- 3.1.2 The SHGs and women-led cooperatives will be strengthened with microloans and market support, promoting cooperative-based employment in food processing and handicrafts. Additionally, the government will establish Gram Sewa Sahkari Samitiyan (GSS) at the remaining 2,500 Gram Panchayat headquarters over the next two years. This initiative will support farmers by providing essential services and resources at the local level, further strengthening the cooperative movement in Rajasthan.
- 3.1.3 Initiatives like the Namo Drone Didi Yojana will be implemented to support women SHGs with drone technology. Financial access will be enhanced through initiatives like the Gopal Credit Card Scheme, PM-Kisan Samman Nidhi, Mukhyamantri Kisan Samman Nidhi Yojana, distribution of agricultural loans, and upgrading the Rajasthan Mahila Nidhi Credit Cooperative Society Limited. Further, the government will honour Lakhpati Didi, Drone Didi, Solar Didi, Bank Sakhi, Krishi Sakhi, and Pashu Sakhi for their outstanding contributions. Ten women from each block will be recognized, and tablets will be provided to them to enhance their work efficiency and digital connectivity.
- 3.1.4 **Livelihood Focused Initiatives:** Through targeted initiatives such as the Lakhpati Didi scheme and the National Rural Economic Transformation Project, the state aims to promote women's entrepreneurship, enhancing their participation in the local economy, and foster gender equality. As of 23rd April 2025, the Lakhpati Didi initiative has empowered 8.09 lakh women to become Lakhpati Didis. The Rajasthan Mahila Nidhi Credit Cooperative Society Limited will be upgraded as a Non-Banking Financial Company/Corporation, through which loans up to one lakh rupees will be made available to members of SHGs, at reduced interest rates of 1.5 percent. Moreover, the amount of saving bond provided under the Lado Protsahan Yojana will be increased to 1.5 lakh rupees. Further, the state will develop a "Digital Employment Marketplace for Women" to connect SHGs to market opportunities.
- 3.1.5 **Strengthening Rural Incubation and Micro-Enterprises:** Rural Business Incubation Centres will be established with academic collaboration, offering seed capital and mentorship for micro-entrepreneurs to generate local self-employment. Awareness and outreach will be supported through Krishi Sakhi networks to improve last-mile engagement.
- 3.1.6 **Agripreneurship and Agri-Allied Livelihoods:** Agripreneurship will be promoted by creating a structured framework for training, market access, and credit facilitation for rural youth, encouraging investment in agriculture supply chains (primary processing, cold storage) and strengthening farmer-industry linkages. Hiring local youths in agri-based local industries will provide better sustainability and stability to these initiatives creating a virtuous cycle. The local knowledge and commitment of local youth will enhance the success of initiatives, while their employment reduces migration,

stimulates the economy, and boosts the state's GDP. This strategy builds stronger, more sustainable communities that serve as the backbone of statewide progress.

- 3.1.7 **Boosting Food Processing:** The state will drive rural self-employment through food processing, incentivizing agro-based industries via RIPS 2024. Additionally, support will be provided to micro-enterprises and SHGs in setting up processing units under schemes like the Pradhan Mantri Formalisation of Micro Food Processing Enterprises (PM-FME), reducing post-harvest losses and creating local jobs.
- 3.1.8 **Support for Agro-based Businesses and Rural Crafts:** Key initiatives to promote self-employment include leveraging the One District One Product (ODOP) Policy 2024 and Panch Gaurav Programme to promote unique district potential in crops and other products. Under the Panch Gaurav Programme, five key elements are identified from each district to boost local economic potential - One District One Product, One District One Crop, One District One Plant Species, One District One Sport, and One District One Tourist Destination. Further, the focus will also be on implementing farmer-centric schemes like the Mukhyamantri Beej Swavalamban Yojana, encouraging quality seed production on farmers' own fields, with adoption supported through Krishi Sakhi-led awareness efforts. The state will promote Ease of Doing Farming approach with single window online integrated portal (Raj Kisan Saathi Portal) for online application and DBT of agricultural schemes.
- 3.1.9 **Promoting Artisan-based Self-Employment and Craftsmanship:** Artisan-based livelihoods will be fostered that is integral to Rajasthan's economy. Institutions like the Rajasthan Non-Farm Development Agency (RUDA), Mati Kala Board, and the Khadi and Village Industries Board will play a significant role in this. The Prime Minister's Employment Generation Programme (PMEGP) will be leveraged that serves as a major credit-linked subsidy initiative for micro-enterprises in the non-farm sector. In 2024-25, significant self-employment was generated through the Khadi sector (19,956), Aarthik Kamgar Protsahan Scheme (9,828), and PMEGP (2,700).

3.2 Wage Employment²

- 3.2.1 **Employment Security through Guarantee Schemes (MGNREGS):** The state will address disguised unemployment and provide opportunities for landless labour by promoting labour-intensive agricultural activities, supporting allied sectors like animal husbandry and fisheries, and facilitating access to non-farm employment opportunities in rural areas. This aligns with integrating MGNREGA principles by ensuring productive work for rural households, reducing underemployment, and enhancing income security. From 2020-21 to 2024-25, Mahatma Gandhi National Rural Employment Guarantee Scheme (MGNREGS) in Rajasthan generated 19,337.13 lakh person-days of employment, including 4,106.65 lakh for Scheduled Castes, 4,303.80 lakh for Scheduled Tribes, and 10,926.67 lakh for other communities, underscoring its role in delivering inclusive rural employment.

² For programmatic clarity and intervention alignment within this policy, the category designated as 'Wage Employment' serves as a comprehensive classification encompassing all employment modalities where individuals receive wages or salaries. This includes positions traditionally categorized under 'Service Employment' within both the private and public sectors.

- 3.2.2 The state's agricultural employment strategies are significantly bolstered by MGNREGS, which guarantees at least 125 days of wage employment (including an additional 25 days under the Chief Minister's Employment Guarantee Scheme), offering a critical safety net during agricultural off-seasons. This initiative not only bolsters income security but also directly addresses disguised unemployment by engaging surplus labour in productive activities. Beyond providing a safety net, MGNREGS will prioritise the creation of durable assets, such as irrigation canals, rural roads, individual/community-based water storage structures and community facilities like Anganwadi centers that drive sustainable development. This asset-building approach enhances resilience and also serves as a catalyst for skill development at the grassroots level. It will equip rural workers with expertise in varied domains, thereby boosting their long-term employability and contributing to inclusive economic growth.
- 3.2.3 **Labour-Intensive Public Works and Infrastructure:** Labour-intensive public works will be scaled up in areas such as water harvesting and rural roads. Irrigation coverage will be expanded through major, medium, and minor projects (e.g., Ram Jal Setu Link Project) and micro-irrigation (Pradhan Mantri Krishi Sinchai Yojana) will be promoted. These infrastructure developments will generate direct wage employment and enhance agricultural productivity, potentially reducing disguised unemployment.
- 3.2.4 **Diversifying Rural Livelihoods:** Rural area-based employment will be prioritized beyond traditional agriculture, particularly in TSP regions. This includes developing a forest-based economy with value addition in NTFPs (Non-Timber Forest Products) and promoting eco- and agro-tourism hubs.
- 3.2.5 **Supporting Rural Enterprises and Cooperatives:** Enabling policies like RIPS 2024 and MSME Policy 2024 will be leveraged that include provisions benefiting rural and agro-processing enterprises. The state will strengthen SHGs and women-led cooperatives by providing micro loans and enhancing market competition. It will promote cooperative-based employments in sectors such as food processing and handicrafts.
- 3.2.6 **Strengthening Dairy Sector:** Dairy booths will be expanded across the state, supporting small-scale dairy farmers and entrepreneurs. This generates rural area-based employment, particularly for youth and women, and strengthens the local dairy supply chain.
- 3.2.7 **Forestry and Biodiversity Opportunities:** Wage employment will be generated through ecological restoration via the Green Aravali Vikas Project. Initiatives include large-scale tree plantations, micro water structure construction, and cultivation of medicinal plants, creating jobs in nursery work, plantation, construction, farming, processing, and marketing.

4. Secondary Sector

4.1 Self-Employment

- 4.1.1 **Enabling Policies for MSMEs and Startups:** The MSME sector is a crucial driver of employment in Rajasthan. Recognizing this potential, the state government has introduced various policies and schemes during the Rising Rajasthan Investment Summit 2024 to support MSME growth, including the Rajasthan Investment Promotion Scheme

(RIPS) 2024, Rajasthan Export Promotion Policy 2024, Rajasthan ODOP Policy 2024 and Panch Gaurav Programme.

4.1.1.1 **RIPS 2024:** It aims to attract investments by offering fiscal incentives, exemptions, and streamlined regulatory processes, which will help promote distributed development, drive economic growth and focus on priority sectors like renewable energy, tourism, and agro-processing to support job creation. Under RIPS 2024, 1,409 eligibility certificates have been issued, facilitating an investment of Rs. 10,288.74 crore and generating 57,391 jobs. This highlights the success of investment promotion schemes in driving self-employment and job creation, reinforcing the policy's focus on leveraging enabling frameworks. Further, Ajmer (124 certificates, Rs. 553.24 crore investment, 2371 jobs) and Jaipur Rural (283 certificates, Rs. 1066.33 crore investment, 5237 jobs) demonstrate significant progress, showcasing the policy's effectiveness in promoting balanced regional development through MSME growth.

4.1.1.2 Under the RIPS 2024, two key incentives are strategically designed to enhance employment generation across sectors that are manufacturing, services, sunrise, MSMEs, and green initiatives. These incentives ensure industries establish operations with a strong local workforce while pushing for additional job creation, aligning RIPS 2024's investment goals with Rajasthan's employment aspirations. These are:

- a. **Employment Generation Subsidy:** It incentivizes local hiring by reimbursing 50% of the employer's contribution to the Employees' Provident Fund (EPF) and Employees' State Insurance (ESI) for seven years, applicable only to workers domiciled in Rajasthan. This reduces hiring costs for businesses while ensuring that a significant portion of jobs particularly in MSMEs and green sectors; benefit Rajasthani residents, accelerating localized economic growth.
- b. **Employment Booster:** It targets broader job creation by rewarding enterprises that exceed the minimum employment thresholds set for their project category. For instance, a manufacturing firm investing INR 500 crores and employing 400 workers; 1.5 times the required 250-qualifies for a 10% booster, increasing its Turnover Linked Incentive (TLI) rate from 1.4% to 1.54% for 10 years. Higher slabs offer up to 15% for surpassing 2.5 times the threshold, encouraging firms to hire more workers across sectors like services and manufacturing.

4.1.1.3 **Rajasthan MSME Policy 2024:** The policy supports MSMEs through financial assistance, infrastructure development, and ease of doing business initiatives. It emphasizes on technology upgradation and export promotion to enhance competitiveness.

4.1.1.4 **Ease of Doing Business for Small Enterprises:** The state is focusing on simplifying regulations and reducing compliance burdens for MSMEs and startups, by continuing to facilitate operation of startups/small service

enterprises from residential areas where permissible, potentially offering simplified registration or support.

4.1.1.5 Industry Partnerships and Market Linkages: For the creation of employment opportunities, the government will connect MSMEs and startups with larger industries, academic institutions, research institutions, think tanks and markets. This will build an ecosystem that drives job creation and facilitate continued learning.

4.1.1.6 iStart for Scaling Startups: The state has launched the Rajasthan Startup Programme to promote innovation, entrepreneurship, and job creation across the state. This initiative assists young entrepreneurs in starting and scaling their businesses, thereby directly contributing to employment generation.

4.1.1.7 Co-working Spaces and Innovation Hubs: The state will develop co-working spaces across urban and semi-urban areas through Public-Private Partnership (PPP) model. This will encourage a startup-friendly ecosystem, promote innovation, and generate employment, particularly for youth, women, and rural entrepreneurs.

4.1.1.8 Inclusive and Equitable Employment: The state will set up a PwD (Persons with Disabilities) Innovation and Livelihood Incubation Centre in partnership with CSR and NGOs to promote PwD-led micro-enterprises. Further, the state will establish a SC/ST Entrepreneurs Development Fund offering capital subsidies for first-generation entrepreneurs.

4.1.2 Sectoral Initiatives for Job Creation: The Government of Rajasthan focuses on generating employment by promoting both self-employment and job creation across various sectors. Investments in districts like Udaipur (Rs. 2026.56 crore, 2436 jobs) and Bhiwadi (Rs. 864.67 crore, 2494 jobs) highlight sectoral growth in textiles and agro-processing, reinforcing the policy's aim to facilitate private jobs through industry-specific interventions.

4.1.2.1 Textiles and Apparel: The state will expand textile parks under the PM-MITRA (Pradhan Mantri Mega Integrated Textile Region and Apparel) scheme, upgrading existing industrial areas, and offering employment-linked incentives through relevant policies. Key enablers like the Rajasthan MSME Policy 2024 and the Rajasthan Integrated Cluster Development Policy 2024 further strengthen and support the job ecosystem in the textiles sector.

4.1.2.2 Handicrafts and Handlooms: The Rajasthan ODOP Policy 2024 promotes unique district products with financial incentives and market linkages. The state will also scale up artisan-based industries by enhancing marketing support and establishing common facility centres, supported by district-specific initiatives.

4.1.2.3 Construction and Infrastructure: The state will prioritize labour-intensive public works in roads, housing, and urban development, with efforts to certify and upgrade on-site workers.

4.1.2.4 Food Processing and Agro-Based Industries: The state will promote value chain development through mini food parks and support for FPOs and agri-entrepreneurs, leveraging existing policies.

4.1.2.5 **Logistics and Warehousing:** The state will develop logistics parks and initiate programmes in warehouse management to equip youth with industry-relevant exposure and create employment opportunities. The Rajasthan Logistics Policy 2025 will serve as an enabler for this.

4.2 Wage Employment³

- 4.2.1 **Capability Development:** Collaborations will be undertaken with technical institutes for augmenting the capacities in high-demand fields like machinery operation, quality control, and construction management. These programmes will enhance workers' employability within Rajasthan's industrial ecosystem and other states.
- 4.2.2 **Facilitating Job Matching and Sectoral Growth:** Mega Job Fairs and Campus Recruitment Drives in Industrial Training Institutes (ITIs), incubation centres and polytechnics will be conducted to connect competent workers with employers in textiles (e.g., PM-MITRA scheme), construction, and renewable energy sectors. Tax benefits and employer partnerships will further incentivize local and regional hiring, ensuring workers benefit from industrial expansion.
- 4.2.3 **Exploring International Employment Opportunities:** The state will partner with international employment agencies to certify and place competent workers in overseas manufacturing and construction roles. Support services, including Pre-Departure Orientation Training (PDOT), legal documentation and compliance with global labour standards will be provided to ensure safe and secure international employment.
- 4.2.4 **Infrastructure Development:** Investments in roads, housing, irrigation, power, and urban development under various schemes such as the Mukhyamantri Jan Awas Yojana and rural connectivity programmes will be prioritized. These projects will generate direct employment in construction and related sectors, while also creating long-term enablers for private sector growth and job creation.
- 4.2.5 **Public Works and Infrastructure Development:** Labour-intensive public works in roads, housing, and urban development will be undertaken, generating wage employment for unskilled and semi-skilled workers.
- 4.2.6 **Infrastructure and Workplace Support for Women:** Mandate crèche facilities, safe transport, and menstrual hygiene facilities in all medium-to-large enterprises. Further, expand the Pink Bus Scheme to industrial clusters for safe mobility.

4.3 Local Employment

- 4.3.1 **District-Specific Industrial Initiatives:** Interventions like ODOP and Panch Gaurav will promote local employment through district-specific crafts and industries, such as ironwork in tribal regions and food processing in rural areas. These efforts will leverage local resources and traditions to enhance community resilience.
- 4.3.2 **Incentivizing Local Hiring:** Tax benefits and subsidies will encourage employers to prioritize hiring from within Rajasthan, especially in backward and tribal regions. This will strengthen the state's industrial base while retaining competent talent locally.

³ For programmatic clarity and intervention alignment within this policy, the category designated as 'Wage Employment' serves as a comprehensive classification encompassing all employment modalities where individuals receive wages or salaries in return for their labour. This includes positions traditionally categorized under 'Service Employment' within both the private and public sectors.

- 4.3.3 **Developing Artisan Clusters and Industrial Hubs:** Artisan clusters and industrial hubs will be established in economically disadvantaged areas. These hubs will create jobs in small-scale manufacturing and handicrafts, promoting balanced regional development.
- 4.3.4 **Green Jobs and Sustainability:** The Rajasthan Integrated Clean Energy Policy 2024 will drive local employment in renewable energy manufacturing and installation, aligning sustainable job creation with environmental goals.

5. Tertiary Sector

5.1 Self-Employment

- 5.1.1 **Promoting Tourism Entrepreneurship:** The tourism sector offers significant scope for job creation through expanded hospitality services, heritage tourism, wellness tourism, and eco-tourism initiatives. The state will provide capital subsidies for homestays, resorts, and eco-tourism ventures, supported by policies such as the Rajasthan Tourism Unit Policy 2024 that promote tourism development. Further, the Rajasthan Tourism Unit Policy 2024 will support homestays, with training via Centre of Excellence for Tourism Training (CETT) in Udaipur. Additionally, there will be an emphasis on rural area-specific approaches, including tailored subsidies, and exploring the possibility of offering loans at comparatively lower interest rates to encourage wider participation.
- 5.1.2 **Supporting IT/ITeS and Digital Startups:** The state will foster innovation and self-employment through the iStart Rajasthan startup programme, assisting entrepreneurs in scaling technology-based businesses. Further, co-working spaces and innovation hubs via PPP models will aim to support the startup ecosystem, particularly for youth and women entrepreneurs.
- 5.1.3 **Facilitating Urban Micro-enterprises:** The state will support livelihoods in the urban informal sector, a key area for self-employment, such as expanding dairy booths, supporting local entrepreneurs. Further, it will establish inclusive vending zones with necessary infrastructure and digital POS kiosks. In Rajasthan, street vending supports 1,93,563 livelihoods (MoHUA 2022, Lok Sabha Unstarred Question: 3452), making the street vendors an important stakeholder in the employment ecosystem of Rajasthan. The state will promote innovative models like ‘Sanipreneurs (Sanitation Entrepreneurs)’ for dignified self-employment in sanitation services.⁴ Additionally, zoned urban micro-enterprise clusters will also be encouraged (e.g., textile upcycling, food hubs) with e-commerce linkages and branding support.
- 5.1.4 **Leveraging Enabling Policies:** The state will leverage policies such as RIPS 2024 (with a focus on priority sectors like tourism) and the MSME Policy 2024 to offer financial support, infrastructure, and an improved business environment for service sector entrepreneurs. Regulations for small service enterprises will be simplified to encourage growth.
- 5.1.5 **Enhancing Market Linkages:** The State will connect service sector MSMEs and startups with larger industries, institutions, and markets. Further, it will provide access to short-

⁴Chennai Metropolitan Water Supply and Sewerage Board (CMWSSB) along with Dalit Indian Chamber of Commerce and Industry (DICC) decided to convert all sanitary workers involved in manual scavenging to “Sanipreneurs” by awarding them tenders for maintenance of the sewer system using machines, with the aim to ensure safety, dignified self-employment and sustainable livelihood through entrepreneurship. A similar initiative in Rajasthan will help generate employment in the sanitation sector and help ensure safety for the sanitation workers.

term courses via career facilitation cells on digital literacy, business management, etc., to enhance entrepreneurial potential.

- 5.1.6 **Women based Employment:** To boost women's economic participation, the "Bima Sakhi" scheme (with LIC) is being introduced. It offers women aged 18-70 years who have passed 10th grade a three-year performance-based stipend to train and work as career insurance agents.

5.2 Wage Employment

- 5.2.1 **Sectoral Job Creation:** The state will promote wage employment in high-growth tertiary sectors like tourism & hospitality, logistics & warehousing, and IT/ITeS.
- 5.2.2 **Facilitating Job Matching and Access:** The state will accord high priority to large-scale wage employment generation through structured career facilitation. The state will organise mega job fairs, strengthen campus recruitment drives (ITIs, polytechnics, higher education) and enhance services of career facilitation cells (counselling, resume writing, job readiness).
- 5.2.3 **Youth based Employment:** To encourage youth in private sector careers, Mukhyamantri Rozgar Protsahan Yojana offers a Rs. 10,000 one-time incentive for their first private sector job. Applications will be handled online via EEMS (Employment Exchange Management System).
- 5.2.4 **Generating Overseas Employment Opportunities:** The state will expand international wage employment opportunities for workers, particularly in high-demand sectors (construction, healthcare, IT, hospitality, manufacturing). Further, partnerships will be undertaken with international employment agencies for direct placements, providing support services for legal documentation, visas, work permits, and compliance, ensuring safe migration and stable income. This comprehensive support will ensure safe migration practices and help workers secure stable income while improving their livelihoods through overseas employment.
- 5.2.5 **Gig Economy and Mobility:** The state will promote participation in the gig economy (delivery, warehousing, e-mobility) through digital programmes, especially in aspirational districts. Further, it will enhance mobility via subsidized transport and housing support to connect workers from smaller towns to wage employment hubs. Additionally, urban infrastructure projects like road construction and housing development will provide temporary or long-term wage employment, benefiting both workers and city development.
- 5.2.6 **Implementation of Labour Codes:** The Government of India has undertaken massive transformation of the industrial relations landscape by implementing four comprehensive labour codes with effect from November 21, 2025. The State Government will leverage this new and developing opportunity and harness the codes' potential for economic growth by extending all necessary benefits to its employed workforce including gig and platform workers.
- 5.2.7 **Public Investment Driven Jobs:** The state will leverage public investment in social infrastructure (health, education) and PSU revitalization (transport, warehousing) to create associated wage employment in the service sector.

- 5.2.8 **Inclusive and Equitable Employment:** The state will offer wage subsidies to private employers for hiring certified PwDs. Further, it will integrate SC/ST youth into public-private trainee programmes with placement facilitation.

5.3 Local Employment

- 5.3.1 **District and Regional Strategies:** The state will promote local employment by institutionalizing district-level employment plans and adopting decentralized approaches via career facilitation cells. State schemes like ODOP Policy 2024 and Panch Gaurav Programme will be leveraged to boost local economic potential through district-specific tourism destinations and products.
- 5.3.2 **Targeted Support for Specific Areas:** The state will enhance local employment in TSP regions by developing eco/agro-tourism and supporting tribal entrepreneurs. In Aspirational districts, aspirational employment incubators will be established, focusing on digital services and rural crafts to create localized opportunities.
- 5.3.3 **Incentivizing Local Hiring:** The state will extend employment incentives to private sector employers for hiring from local talent pools, particularly in tribal and backward regions, boosting local employment generation.
- 5.3.4 **Developing Urban Clusters and Community Services:** The state will foster local employment by creating zoned urban micro-enterprise clusters and expanding community-based services (linked to social infrastructure investment).

6. Government Sector

Rajasthan's population density has increased from 165 per sq. km. in 2001 to 200 per sq. km. in 2011 (Census 2001 and Census 2011), and it continues to rise steadily. This growing density highlights the urgent need to generate employment opportunities to absorb the expanding workforce. Simultaneously, the rising population places increasing pressure on essential public services such as education, healthcare, and infrastructure, necessitating an expansion in government employment to ensure timely and equitable service delivery across the state. The Government Sector, viewed under the micro-lens of the tertiary sector, is addressed distinctly to underscore its critical role in providing stable employment and delivering essential public services. The policy outlines government employment opportunities in three broad categories: permanent, contractual, and honorarium-based roles.

6.1 Permanent Staff

- 6.1.1 **Systematic and Transparent Recruitment:** The state government, as a major employer, will ensure efficiency, transparency, and fairness in public sector employment and provide developmental opportunities for youth. The recruitment processes will be streamlined through a time-bound recruitment calendar led by the Rajasthan Public Service Commission (RPSC), Rajasthan Staff Selection Board, Rajasthan Subordinate and Ministerial Services Selection Board, and Rajasthan Cooperative Recruitment Board. This will ensure transparent and efficient hiring for the 4 lakh government jobs targeted over the next five years as announced in the state budget 2024-25. Recent budget announcements for 2025-26 include recruiting 1,25,000 personnel in government departments and state PSUs. Additional plans include hiring 1,750 personnel in the

Forest Department, 4,000 Patwari, and 10,000 school teachers, totalling significant employment initiatives for the coming year. Beyond recruitment, the state is committed towards fostering a robust promotion ecosystem, ensuring timely career progression for government employees. This will be supported by performance-based incentives, boosting motivation and enhancing their socio-economic status.

- 6.1.2 **The "5+5+10 Parameters" Policy for Recruitment Relaxation:** The "5+5+10 parameters" policy implemented by the Government of Rajasthan is a significant initiative aimed at enhancing the representation of Scheduled Castes (SC), Scheduled Tribes (ST), and Backward Classes (BC) within state government employment. The policy provides specific age relaxations in government recruitment for candidates belonging to different marginalized categories. Candidates from Scheduled Castes and Scheduled Tribes are granted an age relaxation of 5 years. Those belonging to Backward Classes and Special Backward Classes are eligible for a relaxation of 5 years. Notably, women candidates who belong to Scheduled Castes receive the most significant age relaxation of 10 years.
- 6.1.3 **Revitalizing State PSUs and Public Institutions:** Selected public sector undertakings (PSUs) and state agencies will be revitalized to play a more active role in job creation, especially in sectors like transport, power, warehousing, and agro-processing. Where feasible, new recruitment and apprenticeships will be encouraged through public institutions.

6.2 Contractual Staff

- 6.2.1 **Fixed-Term Hiring for Specialized Roles:** The government will engage professionals such as teachers, healthcare staff, IT personnel, and staff for helplines like 181 on fixed-term contracts to meet departmental and scheme-specific need. The state will establish a standardized framework for all departments engaging professionals on contract.
- 6.2.2 **Youth Internship and Fellowship Programmes:** Structured internship and fellowship programmes within government departments will provide young professionals with practical experience and improve their employability, creating pathways to improved job roles.

6.3 Honorarium based Workers

- 6.3.1 **Supporting Community-Focused Roles:** Frontline workers like ASHA, Anganwadi Workers, will be engaged on continuous basis with honorarium support for their active engagement in community-based government interventions.
- 6.3.2 **Expanding Honorarium-Based Positions:** New honorarium-based roles in rural development and social welfare will be explored, aligned with investments in social infrastructure. These positions will provide income opportunities while addressing community needs in underserved areas.

7. Cross-Sectoral Strategies for Employment Facilitation

7.1 Job Fairs, Employment Campaigns, and Career Facilitation

District-Level Employment Plans will be institutionalized to address local employment needs, with special emphasis on TSP areas and Aspirational Districts.

- 7.1.2 Mega Job Fairs will be organised at regular interval in partnership with industry associations and regional business networks with focus on facilitating local employment opportunities.
- 7.1.3 Employee-employer linkages will be strengthened through digital platforms like the Rajasthan Rojgar Portal and targeted events, ensuring efficient and effective job matching across sectors. This addition reinforces the policy's focus on addressing the skill-job mismatch and demand-supply gap, particularly in high-growth areas such as manufacturing, services, and IT/ITeS, while supporting both wage employment and local hiring initiatives.
- 7.1.4 Campus Recruitment Drives to be strengthened across ITIs, Polytechnics, and Higher Education Institutions to ensure direct engagement between employers and eligible youth.
- 7.1.5 The Rajasthan Skills Policy 2025 focuses on upgradation of Vishwakarma Skills University by modernizing its infrastructure, establishment of new specialized schools and centers in partnership with industry stakeholders and encouraging private entities to initiate and manage these schools. The private sector's involvement is anticipated to bring in expertise, innovation, and a practical perspective to the curriculum. By leveraging these proposed interventions, the University will explore the ways and engage into partnerships to offer specific industry-linked courses that are directly relevant to the overseas job market. This will contribute towards creating an ecosystem for generating overseas employment for residents of Rajasthan.
- 7.1.6 Employment incentives will be extended to private sector employers hiring from local talent pools, particularly in tribal and backward regions.
- 7.1.7 Career Facilitation Cells will provide various support services in each district, such as career counselling, resume writing assistance, and job readiness orientation tailored to specific industries. Wherever appropriate, the Cells will also:
 - a. Enable inclusive skilling and placement support for PwDs, in coordination with the Social Justice and Empowerment ecosystem and relevant schemes, ensuring PwD friendly amenities and accommodations which in turn ensure effective delivery of services to them.
 - b. Offer entrepreneurship readiness clinics focused on the effective use of government support (e.g., loans and grants-in-aid) for self-employment, covering basics such as business planning, responsible utilisation of funds, statutory compliance, and market linkage pathways.
 - c. Facilitate counselling, career guidance, and reintegration support for eligible individuals undergoing state supported rehabilitation, in collaboration with the concerned departments and approved civil society partners, with due attention to confidentiality and dignity.

7.2 Regional Strategies

7.2.1 Employment Strategies in Tribal Sub-Plan (TSP) Regions: The state will promote livelihood diversification in 12 districts of TSP region through:

- a. The development of a forest-based economy by providing value addition in non-timber forest products (NTFPs), bamboo, honey, medicinal herbs.
- b. The development of eco and agro-tourism hubs in Udaipur, Banswara, and Abu Road regions
- c. Providing focused support for ST women entrepreneurs via SHGs, with access to tribal-specific credit lines under DAY-NRLM
- d. Developing tribal artisan clusters (weaving, pottery, Ironwork) under Rajasthan ODOP Policy.

7.2.2 Employment Strategies in Aspirational Districts: To enhance employment opportunities in the five aspirational districts, the state will:

- a. Set up Aspirational Employment Incubators focusing on digital services (data entry, e-commerce), rural crafts and agro-processing units supported by FPOs.
- b. Initiate integrated education models in government schools to reduce dropout and align youth early with employment pathways.
- c. Promote gig economy participation through digital literacy in their local language (delivery, warehousing, e-mobility services).

8. Employment Data, Digital Systems, and Monitoring

8.1 Boost Employment-based Data Collection and Management System: The state will transform the existing state employment portal into a unified, intelligent, AI-driven State E-Employment Exchange platform, serving as the primary digital gateway for employment facilitation services.

8.1.1 Rajasthan Rojgar Portal [Employment Exchange Management System (EEMS) 2.0] will be developed to facilitate online linkages between employee and employers. This portal will include sector wise jobs and qualification wise job seeker data, which will ease out access to enlisted job opportunities through mapping of talent with available vacancies. All vacancies of various government, semi-government, private sectors, education sector, and organized as well as unorganized sectors will be published on the Raj Rojgar Portal.

8.1.2 The portal will integrate data from employment exchanges, training centres, Skill, Employment and Entrepreneurship Department, Rajasthan specific private job portals and educational institutions. It will also integrate data on social security schemes like ESI and EPF, enabling the government to scale up coverage and ensure every eligible worker across public and private sectors benefits from these schemes.

8.1.3 Further, the Rajasthan Rojgar Portal will provide a platform for international job matching, connecting Rajasthan's skilled workforce with global employment opportunities through partnerships with international agencies. This enhancement aligns with the policy's goal of facilitating wage employment, particularly in the secondary and tertiary sectors, by bridging the demand-supply gap and offering real-time job-matching solutions.

- 8.1.4 E-Rojgar fairs will be started that will provide a one-stop platform to employers and job seekers to interact and hence facilitate both the groups to enrol as per the need of the industry and qualification of the job seeker. The recruitment process will be made more efficient and accountable with the use of technology as E- Rojgar fairs.
- 8.1.5 Engage third party organisations for observing the district-wise employment scenario and provide detailed analysis and strategies based on the observations.
- 8.1.6 Leverage employment opportunity platforms (for example: Naukri.com, Apna, Monster, LinkedIn, etc.) for labour market insights such as vacancy analytics, skill trends, and employer indices.
- 8.1.7 EEMS 2.0 will also integrate contractual labour data, enabling comprehensive tracking and monitoring of the growing workforce segment. This addition enhances the state's ability to analyse employment patterns, ensure compliance with labour regulations, and provide targeted support to contractual workers, aligning with the policy's objective of improving data accuracy and addressing the needs of the unorganized sector. The upgraded EEMS 2.0 will work in tandem with other digital systems, such as the State E-Employment Exchange platform, to create a cohesive employment ecosystem.
- 8.1.8 Develop an Employment Outcome Index (EOI) to ensure continuous monitoring and benchmarking across districts, comprising of placement rate, growth in remuneration, skill-to-job relevance, women, and SC/ST employment ratios, etc, which will enable the government to analyse the impact of existing provisions to enhance employment opportunities.

8.2 Data-Driven Monitoring for Optimal Performance of Key Schemes: The state will implement advanced, data-driven monitoring systems to continuously track and optimize the performance of key employment generation schemes. Leveraging real-time analytics and AI-powered insights, the state will ensure these schemes deliver maximum impact and effectiveness, aligning with Rajasthan's vision for a future-ready economy.

9. Governance of the Policy

The Department of Skill, Employment and Entrepreneurship will be responsible for the implementation of this policy. A committee would be formed under the chair of Principal Secretary/ Secretary, Department of Skill, Employment and Entrepreneurship with participation of related stakeholders (department officials, professionals, etc.). The Committee will meet periodically to review and guide the implementation of the policy.

10. Policy Period

The Rajasthan Employment Policy 2026 shall come into force with effect from the date of its notification and shall remain valid until March 31, 2029, or till the notification of a new or revised policy, whichever is earlier.
