



CORRIDALEGAL
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The Apprentices Act, 1961

Bare Act



Corrida Legal presents the Bare Act Series, sourced from official texts and supported with an executive summary designed to help readers grasp the essence of the law with ease.

NOTE:

An Executive Summary of the Apprentices Act, 1961 is included towards the end of this document, right after the full bare act of the statute. This summary helps professionals, business owners, compliance officers, HR managers, legal practitioners, and students quickly understand the key provisions relating to the engagement and training of apprentices, categories of apprentices, obligations of employers, qualifications and terms of apprenticeship, payment of stipend, responsibilities of apprentices, penalties for non-compliance, and enforcement mechanisms, without having to read the entire text.

The Apprentices Act, 1961 Summary provides a clear, practical, and time-saving guide for anyone looking to understand India's apprenticeship and skill development framework, ensure compliance in workforce training, promote employability, and stay aligned with statutory requirements under the Apprentices Act bare act.

THE APPRENTICES ACT, 1961

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THE APPRENTICES ACT, 1961

ACT No. 52 OF 1961

[12th December, 1961.]

An Act to provide for the regulation and control of training of apprentices^{1***} and for matters connected therewith.

BE it enacted by Parliament in the Twelfth Year of the Republic of India as follows:—

CHAPTER I

PRELIMINARY

1. Short title, extent, commencement and application.—(1) This Act may be called the Apprentices Act, 1961.

(2) It extends to the whole of India^{2***}.

(3) It shall come into force on such date³ as the Central Government may, by notification in the Official Gazette, appoint; and different dates may be appointed for different States.

(4) The provisions of this Act shall not apply to—

(a) any area or to any industry in any area unless the Central Government by notification in the Official Gazette specifies that area or industry as an area or industry to which the said provisions shall apply with effect from such date as may be mentioned in the notification;

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⁵[(c) any such special apprenticeship scheme for imparting training to apprentices as may be notified by the Central Government in the Official Gazette.]

2. Definitions.—In this Act, unless the context otherwise requires,—

⁶[(a) “All India Council” means the All India Council of Technical Education established by the resolution of the Government of India in the former Ministry of Education No. F. 16-10/44-E.III, dated the 30th November, 1945;]

⁷[(aa)] “apprentice” means a person who is undergoing apprenticeship training^{8***} in pursuance of a contract of apprenticeship;

⁶[(aaa) “apprenticeship training” means a course of training in any industry or establishment undergone in pursuance of a contract of apprenticeship and under prescribed terms and conditions which may be different for different categories of apprentices;]

(b) “Apprenticeship Adviser” means the Central Apprenticeship Adviser appointed under sub-section (1) of section 26 or the State Apprenticeship Adviser appointed under sub-section (2) of that section;

(c) “Apprenticeship Council” means the Central Apprenticeship Council or the State Apprenticeship Council established under sub-section (1) of section 24;

(d) “appropriate Government” means,—

(1) in relation to—

(a) the Central Apprenticeship Council, or

1. The words “in trades” omitted by Act 27 of 1973, s. 2 (w.e.f. 1-12-1974).

2. The words “except the State of Jammu and Kashmir” omitted by Act 25 of 1968, s. 2 and the Schedule (w.e.f. 15-8-1968).

3. 1st March, 1962, vide notification No. G.S.R. 246, dated 12th February, 1962, see Gazette of India, Extraordinary, Part II, sec. 3(i) and this Act has been extended in its application to the Union territory Goa, Daman and Diu by the Act 11 of 1963, s. 3 and the Schedule (w.e.f. 1-2-1965).

4. Clause (b) omitted by Act 27 of 1973, s. 3 (w.e.f. 1-12-1974).

5. Subs. by s. 3, *ibid.*, for clause (c) (w.e.f. 1-12-1974).

6. Ins. by s. 4, *ibid.* (w.e.f. 1-12-1974).

7. Clause (a) re-lettered as clause (aa) thereof by s. 4, *ibid.* (w.e.f. 1-12-1974).

8. The words “in a designated trade” omitted by s. 4, *ibid.* (w.e.f. 1-12-1974).

¹[(*aa*) the Regional Boards, or

(*aaa*) the practical training of graduate or technician apprentices or technician (vocational) apprentices, or]

(b) any establishment of any railway, major port, mine or oilfield, or

²[(*bb*) any establishment which is operating business or trade from different locations situated in four or more States, or]

(c) any establishment owned, controlled or managed by—

(i) the Central Government or a department of the Central Government,

(ii) a company in which not less than fifty-one per cent. of the share capital is held by the Central Government or partly by that Government and partly by one or more State Governments,

(iii) a corporation (including a co-operative society) established by or under a Central Act which is owned, controlled or managed by the Central Government,

the Central Government;

(2) in relation to—

(a) a State Apprenticeship Council, or

(b) any establishment other than an establishment specified in sub-clause (1) of this clause,

the State Government;

³[(*dd*) “Board or State Council of Technical Education” means the Board or State Council of Technical Education established by the State Government;]

⁴[(*e*) “designated trade” means any trade or occupation or any subject field in engineering or non-engineering or technology or any vocational course which the Central Government, after consultation with the Central Apprenticeship Council, may, by notification in the Official Gazette, specify as a designated trade for the purposes of this Act;]

(f) “employer” means any person who employs one or more other persons to do any work in an establishment for remuneration and includes any person entrusted with the supervision and control of employees in such establishment;

(g) “establishment” includes any place where any industry is carried on ⁵[and where an establishment consists of different departments or have branches, whether situated in the same place or at different places, all such departments or branches shall be treated as part of that establishment];

(h) “establishment in private sector” means an establishment which is not an establishment in public sector;

(i) “establishment in public sector” means an establishment owned, controlled or managed by—

(1) the Government or a department of the Government;

(2) a Government company as defined in section 617 of the Companies Act, 1956 (1 of 1956);

1. Subs. by Act 41 of 1986, s. 2, for item (*aa*) (w.e.f. 16-12-1987).

2. Ins. by Act 29 of 2014, s. 2 (w.e.f. 22-12-2014).

3. Ins. by Act 27 of 1973, s. 4 (w.e.f. 1-12-1974).

4. Subs. by Act 29 of 2014, s. 2, for clause (*e*) (w.e.f. 22-12-2014).

5. Added by Act 4 of 1997, s. 2 (w.e.f. 8-1-1997).

(3) a corporation (including a co-operative society) established by or under a Central, Provincial or State Act, which is owned, controlled or managed by the Government;

(4) a local authority;

¹[(j) “graduate or technician apprentice” means an apprentice who holds, or is undergoing training in order that he may hold a degree or diploma in engineering or non-engineering or technology or equivalent qualification granted by any institution recognised by the Government and undergoes apprenticeship training in any designated trade;

(k) “industry” means any industry or business in which any trade, occupation or subject field in engineering or non-engineering or technology or any vocational course may be specified as a designated trade or optional trade or both;]

(l) “National Council” means the National Council for Training in Vocational Trades established by the resolution of the Government of India in the Ministry of Labour (Directorate General of Resettlement and Employment) No. TR/E.P.24/56, dated the 21st August, 1956;²[and re-named as the National Council for Vocational Training by the resolution of the Government of India in the Ministry of Labour (Directorate-General of Employment and Training) No. DGET/12/21/80-TC, dated the 30th September, 1981];

³[(ll) “optional trade” means any trade or occupation or any subject field in engineering or non-engineering or technology or any vocational course as may be determined by the employer for the purposes of this Act;

(lll) “portal-site” means a website of the Central Government for exchange of information under this Act;]

(m) “prescribed” means prescribed by rules made under this Act;

⁴[(mm) “Regional Board” means any Board of Apprenticeship Training registered under the Societies Registration Act, 1860 (21 of 1860) at Bombay, Calcutta, Madras or Kanpur;]

(n) “State” includes a Union territory;

(o) “State Council” means a State Council for Training in Vocational Trades established by the State Government;

(p) “State Government” in relation to a Union territory means the Administrator thereof;

²[(pp) “technician (vocational) apprentice” means an apprentice who holds or is undergoing training in order that he may hold a certificate in vocational course involving two years of study after the completion of the secondary stage of school education recognised by the All-India Council and undergoes apprenticeship training in any ⁵[designated trade];]

⁶[(q) “trade apprentice” means an apprentice who undergoes apprenticeship training in any designated trade;

(r) “worker” means any person working in the premises of the employer, who is employed for wages in any kind of work either directly or through any agency including a contractor and who gets his wages directly or indirectly from the employer but shall not include an apprentice referred to in clause (aa).]

1. Subs. by Act 29 of 2014, s. 2, for clauses (j) and (k) (w.e.f. 22-12-2014).

2. Ins. by Act 41 of 1986, s. 2 (w.e.f. 16-12-1987).

3. Ins. by Act 29 of 2014, s. 2 (w.e.f. 22-12-2014).

4. Ins. by Act 27 of 1973, s. 4 (w.e.f. 1-12-1974).

5. Subs. by Act 29 of 2014, s. 2, for “such subject field in any vocational course as may be prescribed” (w.e.f. 22-12-2014).

6. Subs. by s. 2, *ibid.*, for clauses (q) and (r) (w.e.f. 22-12-2014).

CHAPTER II

APPRENTICES AND THEIR TRAINING

3. Qualifications for being engaged as an apprentice.—A person shall not be qualified for being engaged as an apprentice to undergo apprenticeship training in any designated trade, unless he—

¹[(a) is not less than fourteen years of age, and for designated trades related to hazardous industries, not less than eighteen years of age; and]

(b) satisfies such standards of education and physical fitness as may be prescribed:

Provided that different standards may be prescribed in relation to apprenticeship training in different designated trades²[and for different categories of apprentices].

³**[3A. Reservation of training places for the Scheduled Castes and the Scheduled Tribes in designated trades.**—(1) In every designated trade, training places shall be reserved by the employer for the Scheduled Castes and the Scheduled Tribes ⁴[and where there is more than one designated trade in an establishment, such training places shall be reserved also on the basis of the total number of apprentices in all the designated trades in such establishment].

(2) The number of training places to be reserved for the Scheduled Castes and the Scheduled Tribes under sub-section (1) shall be such as may be prescribed, having regard to the population of the Scheduled Castes and the Scheduled Tribes in the State concerned.

Explanation.—In this section, the expressions “Scheduled Castes” and “Scheduled Tribes” shall have the meanings as in clauses (24) and (25) of article 366 of the Constitution.]

⁵**[3B. Reservation of training places for Other Backward Classes in designated trades.**—(1) In every designated trade, training places shall be reserved by the employer for the Other Backward Classes and where there is more than one designated trade in an establishment, such training places shall be reserved also on the basis of the total number of apprentices in all the designated trades in such establishment.

(2) The number of training places to be reserved for the Other Backward Classes under sub-section (1) shall be such as may be prescribed, having regard to the population of the Other Backward Classes in the State concerned.]

⁶**[4. Contract of apprenticeship.**—(1) No person shall be engaged as an apprentice to undergo apprenticeship training in a designated trade unless such person or, if he is a minor, his guardian has entered into a contract of apprenticeship with the employer.

(2) The apprenticeship training shall be deemed to have commenced on the date on which the contract of apprenticeship has been entered into under sub-section (1).

(3) Every contract of apprenticeship may contain such terms and conditions as may be agreed to by the parties to the contract:

Provided that no such term or condition shall be inconsistent with any provision of this Act or any rule made thereunder.

⁷[(4) Every contract of apprenticeship entered into under sub-section (1) shall be sent by the employer within thirty days to the Apprenticeship Adviser until a portal-site is developed by the Central Government, and thereafter the details of contract of apprenticeship shall be entered on the portal-site within seven days, for verification and registration.

1. Subs. by Act 29 of 2014, s. 3, for clause (a) (w.e.f. 22-12-2014).

2. Added by Act 27 of 1973, s. 5 (w.e.f. 1-12-1974).

3. Ins. by s. 6, *ibid.* (w.e.f. 1-12-1974).

4. Ins. by Act 41 of 1986, s. 4 (w.e.f. 16-12-1987).

5. Ins. by Act 36 of 2007, s. 2 (w.e.f. 1-2-2008).

6. Subs. by Act 27 of 1973, s. 7, for section 4 (w.e.f. 1-12-1974).

7. Subs. by Act 29 of 2014, s. 4, for sub-section (4) (w.e.f. 22-12-2014).

(4A) In the case of objection in the contract of apprenticeship, the Apprenticeship Adviser shall convey the objection to the employer within fifteen days from the date of its receipt.

(4B) The Apprenticeship Adviser shall register the contract of apprenticeship within thirty days from the date of its receipt.]

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(6) Where the Central Government, after consulting the Central Apprenticeship Council, makes any rule varying the terms and conditions of apprenticeship training of any category of apprentices undergoing such training, then, the terms and conditions of every contract of apprenticeship relating to that category of apprentices and subsisting immediately before the making of such rule shall be deemed to have been modified accordingly.]

5. Novation of contract of apprenticeship.—Where an employer with whom a contract of apprenticeship has been entered into, is for any reason unable to fulfil his obligations under the contract and with the approval of the Apprenticeship Adviser it is agreed between the employer, the apprentice or his guardian and any other employer that the apprentice shall be engaged as an apprentice under the other employer for the unexpired portion of the period of apprenticeship training, the agreement, on registration with the Apprenticeship Adviser, shall be deemed to be the contract of apprenticeship between the apprentice or his guardian and the other employer, and on and from the date of such registration, the contract of apprenticeship with the first employer shall terminate and no obligation under that contract shall be enforceable at the instance of any party to the contract against the other party thereto.

²[**5A. Regulation of optional trade.**—The qualification, period of apprenticeship training, holding of test, grant of certificate and other conditions relating to the apprentices in optional trade shall be such as may be prescribed.

5B. Engagement of apprentices from other States.—The employer may engage apprentices from other States for the purpose of providing apprenticeship training to the apprentices.]

6. Period of apprenticeship training.—The period of apprenticeship training, which shall be specified in the contract of apprenticeship, shall be as follows:—

(a) in the case of ³[trade apprentices] who, having undergone institutional training in a school or other institution recognised by the National Council, have passed the trade tests ⁴[or examinations] conducted by ⁵[that Council or by an institution recognised by that Council], the period of apprenticeship training shall be such as may be ⁶[prescribed];

⁷[(aa) in the case of trade apprentices who, having undergone institutional training in a school or other institution affiliated to or recognised by a Board or State Council of Technical Education or any other authority or courses approved under any scheme which the Central Government may, by notification in the Official Gazette specify in this behalf, have passed the trade tests or examinations conducted by that Board or State Council or authority or by any other agency authorised by the Central Government, the period of apprenticeship training shall be such as may be prescribed;]

(b) in the case of other ³[trade apprentices], the period of apprenticeship training shall be such as may be prescribed;

⁸[(c) in the case of graduate or technician apprentices ⁹[technician (vocational) apprentices], the period of apprenticeship training shall be such as may be prescribed.]

1. Sub-section (5) omitted by 29 of 2014, s. 4 (w.e.f. 22-12-2014).

2. Ins. by s. 5, *ibid.* (w.e.f. 22-12-2014).

3. Subs. by Act 27 of 1973, s. 8, for “apprentices” (w.e.f. 1-12-1974).

4. Ins. by Act 41 of 1986, s. 5 (w.e.f. 16-12-1987).

5. Subs. by Act 27 of 1973, s. 8, for “that Council” (w.e.f. 1-12-1974).

6. Subs. by Act 29 of 2014, s. 6, for “determined by that Council” (w.e.f. 22-12-2014).

7. Subs. by s. 6, *ibid.*, for clause (aa) (w.e.f. 22-12-2014).

8. Ins. by Act 27 of 1973, s. 8 (w.e.f. 1-12-1974).

9. Ins. by Act 41 of 1986, s. 3 (w.e.f. 16-12-1987).

STATE AMENDMENTS

Maharashtra

Amendment of section 6 of 52 of 1961.—In section 6 of the Apprentices Act, 1961 (52 of 1961), in its application to the State of Maharashtra (hereinafter referred to as “the principal Act”), for the existing clause (b), the following clause shall be substituted, namely:—

“(b) in the case of other apprentices, the period of apprenticeship training shall be such as may be specified by the State Apprenticeship Council;”.

[Vide Maharashtra Act 17 of 2018, s. 2]

Rajasthan

Amendment of section 6, Central Act No. 52 of 1961.—In the Apprentices Act, 1961 (Central Act No. 52 of 1961), in its application to the State of Rajasthan, hereinafter referred to as the principal Act, for the existing clause (b) of section 6, the following shall be substituted, namely:-

“(b) in the case of other apprentices, the period of apprenticeship training shall be such as may be prescribed by State Apprenticeship Council;”.

[Vide Rajasthan Act 2 of 2015, s. 2]

7. Termination of apprenticeship contract.—(1) The contract of apprenticeship shall terminate on the expiry of the period of apprenticeship training.

(2) Either party to a contract of apprenticeship may make an application to the Apprenticeship Adviser for the termination of the contract, and when such application is made, shall send by post a copy thereof to the other party to the contract.

(3) After considering the contents of the application and the objections, if any, filed by the other party, the Apprenticeship Adviser may, by order in writing, terminate the contract if he is satisfied that the parties to the contract or any of them have or has failed to carry out the terms and conditions of the contract and that it is desirable in the interests of the parties or any of them to terminate the same:

Provided that where a contract is terminated—

(a) for failure on the part of the employer to carry out the terms and conditions of the contract, the employer shall pay to the apprentice such compensation as may be prescribed;

(b) for such failure on the part of the apprentice, the apprentice or his guardian shall refund to the employer as cost of training such amount as may be determined by the Apprenticeship Adviser.

¹[(4) Notwithstanding anything contained in any other provision of this Act, where a contract of apprenticeship has been terminated by the Apprenticeship Adviser before the expiry of the period of apprenticeship training and a new contract of apprenticeship is being entered into with a new employer, the Apprenticeship Adviser may, if he is satisfied that the contract of apprenticeship with the previous employer could not be completed because of any lapse on the part of the previous employer, permit the period of apprenticeship training already undergone by the apprentice with his previous employer to be included in the period of apprenticeship training to be undertaken with the new employer.]

STATE AMENDMENTS

Maharashtra

Amendment of section 7 of 52 of 1961.—In section 7 of the principal Act, in sub-section (3), for the existing proviso, the following proviso shall be substituted, namely:—

“Provided that, where a contract is terminated—

(a) for failure on the part of the employer to carry out the terms and conditions of the contract, the employer shall pay to the apprentice one month’s stipend for which he is entitled as a compensation;

9. Ins. by Act 41 of 1986, s. 3 (w.e.f. 16-12-1987).

(b) for such failure on the part of the apprentice, the apprentice or his guardian shall refund to the employer as cost of training one month's stipend for which he is entitled.”.

[Vide Maharashtra Act 17 of 2018, s. 3]

Rajasthan

Amendment of section 7, Central Act No. 52 of 1961.—For the existing proviso to sub-section (3) of section 7 of the principal Act, the following shall be substituted, namely:-

“Provided that where a contract is terminated—

(a) for failure on the part of the employer to carry out the terms and conditions of the contract, the employer shall pay to the apprentice such compensation as may be determined by the State Apprenticeship Adviser;

(b) for such failure on the part of the apprentice, the apprentice shall refund to the employer as cost of training, such amount as may be determined by the State Apprenticeship Adviser.”.

[Vide Rajasthan Act 2 of 2015, s. 3]

¹[**8. Number of apprentices for a designated trade.**—(1) The Central Government shall prescribe the number of apprentices to be engaged by the employer for designated trade and optional trade.

(2) Several employers may join together either themselves or through an agency, approved by the Apprenticeship Adviser, according to the guidelines issued from time to time by the Central Government in this behalf, for the purpose of providing apprenticeship training to the apprentices under them.]

STATE AMENDMENTS

Maharashtra

Amendment of section 8 of 52 of 1961.—In section 8 of the principal Act, after the existing sub-section (1), the following sub-section shall be inserted, namely:—

“(1A) Notwithstanding anything contained in sub-section (1), the establishment shall have to engage trade apprentices to the extent of minimum 2.5 per cent. and maximum 25 per cent. of the total strength of the employees of establishment including contractual or daily wages or whose services have been available through third party in any designated trades or optional trades for which activities are carried out in that establishment.”.

[Vide Maharashtra Act 17 of 2018, s. 4]

Rajasthan

Amendment of section 8, Central Act No. 52 of 1961.—For the existing section 8 of the principal Act, the following shall be substituted, namely:-

“8. Number of apprentices for a designated trade.- (1) The State Government shall, after consulting the State Apprenticeship Council, by order notified in the Official Gazette, determine for each designated trade the ratio of trade apprentices to workers other than unskilled workers in that trade:

Provided that nothing contained in this sub-section shall be deemed to prevent any employer from engaging a number of trade apprentices in excess of the ratio determined under this sub-section.

(2) In determining the ratio under sub-section (1), the State Government shall have regard to the facilities available for apprenticeship training under this Act in the designated trade concerned as well as to the facilities that may have to be made available by an employer for the training of graduate or technician apprentices or technician (vocational) apprentices, if any, in pursuance of a notice issued to him under sub-section

1. Subs. by Act 29 of 2014, s. 7, for section 8 (w.e.f. 22-12-2014).

(3A) by the State Apprenticeship Adviser or such other person referred to in that sub-section.

(3) The State Apprenticeship Adviser may, by notice in writing, require an employer to engage such number of trade apprentices within the ratio determined by the State Government for any designated trade in his establishment, to undergo apprenticeship training in that trade and the employer shall comply with such requisition:

Provided that in making any requisition under this sub-section, the State Apprenticeship Adviser shall have regard to the facilities actually available in the establishment concerned:

Provided further that the State Apprenticeship Adviser may, on a representation made to him by an employer and keeping in view the more realistic employment potential, training facilities and other relevant factors, permit him to engage such number of apprentices for a designated trade as is lesser than the number arrived at by the ratio for that trade, not being lesser than thirty percent of the number so arrived at, subject to the condition that the employer shall engage apprentices in other trades in excess in number equivalent to such shortfall.

(3A) The State Apprenticeship Adviser or any other person not below the rank of an Assistant Apprenticeship Adviser authorised by the State Apprenticeship Adviser in writing in this behalf shall, having regard to-

- (i) the number of managerial person (including technical and supervisory persons) employed in a designated trade;
- (ii) the number of management trainees engaged in the establishment;
- (iii) the totality of the training facilities available in a designated trade; and
- (iv) such other factors as he may consider fit in the circumstances of the case;

by notice in writing, require an employer to impart training to such number of graduate or technician apprentices or technician (vocational) apprentices in such trade in his establishment as may be specified in such notice and the employer shall comply with such requisition.

Explanation.-In this sub-section the expression “management trainee” means a person who is engaged by an employer for undergoing a course of training in the establishment of the employer (not being apprenticeship training under this Act) subject to the condition that on successful completion of such training, such person shall be employed by the employer on a regular basis.

(4) Several employers may join together for the purpose of providing practical training to the apprentices under them by moving them between their respective establishments.

(5) Where, having regard to the public interest, a number of apprentices in excess of the ratio determined by the State Government or in excess of the number specified in a notice issued under sub-section (3A) should in the opinion of the State Government be trained, the State Apprenticeship Adviser may require employers to train the additional number of apprentices.

(6) Every employer to whom such requisition as aforesaid is made, shall comply with the requisition if the State Government concerned makes available such additional

facilities and such additional financial assistance as are considered necessary by the State Apprenticeship Adviser for the training of the additional number of apprentices.

(7) Any employer not satisfied with the decision of the State Apprenticeship Adviser under sub-section (6), may make a reference to the State Apprenticeship Council and such reference shall be decided by a Committee thereof appointed by the State Apprenticeship Council for the purpose and the decision of that Committee shall be final.”.

[Vide Rajasthan Act 2 of 2015, s. 4]

9. Practical and basic training of apprentices.—¹[(1) Every employer shall make suitable arrangements in his workplace for imparting a course of practical training to every apprentice engaged by him.]

(2) ²[The Central Apprenticeship Adviser or any other person not below the rank of an Assistant Apprenticeship Adviser authorised by the Central Apprenticeship Adviser in writing in this behalf] shall be given all reasonable facilities for access to each such apprentice with a view to test his work and to ensure that the practical training is being imparted in accordance with the approved programme:

Provided that ³[the State Apprenticeship Adviser or any other person not below the rank of an Assistant Apprenticeship Adviser authorised by the State Apprenticeship Adviser in writing in this behalf] shall also be given such facilities in respect of apprentices undergoing training in establishments in relation to which the appropriate Government is the State Government.

⁴[(3) Such of the trade apprentices who have not undergone institutional training in a school or other institution recognised by the National Council or any other institution affiliated to or recognised by a Board or State Council of Technical Education or any other authority which the Central Government may, by notification in the Official Gazette, specify in this behalf, shall, before admission in the workplace for practical training, undergo a course of basic training and the course of basic training shall be given to the trade apprentices in any institute having adequate facilities.]

(4) Where an employer employs in his establishment five hundred or more workers, the basic training shall be imparted to ⁵[the trade apprentices] either in separate parts of the workshop building or in a separate building which shall be set up by the employer himself, but the appropriate Government may grant loans to the employer on easy terms and repayable by easy instalments to meet the cost of the land, construction and equipment for such separate building.

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⁷[(7) In the case of an apprentice other than a graduate or technician apprentice technician (vocational) apprentice, the syllabus of and the equipment to be utilised for, practical training including basic training in any designated trade shall be such as may be approved by the Central Government in consultation with the Central Apprenticeship Council.

(7A) In the case of graduate or technician apprentices or technician (vocational) apprentices, the programme of apprenticeship training and the facilities required for such training in any designated trade shall be such as may be approved by the Central Government in consultation with the Central Apprenticeship Council.]

1. Subs. by Act 29 of 2014, s. 8, for sub-section (1) (w.e.f. 22-12-2014).

2. Subs. by Act 27 of 1973, s. 10, for “The Central Apprenticeship Adviser” (w.e.f. 1-12-1974).

3. Subs. by s. 10, *ibid.*, for “The State Apprenticeship Adviser” (w.e.f. 1-12-1974).

4. Subs. by Act 29 of 2014, s. 8, for sub-section (3) (w.e.f. 22-12-2014).

5. Subs. by Act 27 of 1973, s. 10, for “the apprentices” (w.e.f. 1-12-1974).

6. Sub-sections (4A), (4B), (5) and (6) omitted by Act 29 of 2014, s. 8 (w.e.f. 22-12-2014).

7. Subs. by s. 8, *ibid.*, for sub-sections (7) and (7A) (w.e.f. 22-12-2014).

(8)(a) Recurring costs (including the cost of stipends) incurred by an employer in connection with ¹[²basic training] imparted to trade apprentices other than those referred to in clauses (a) and (aa)] of section 6 shall be borne—

(i) if such employer employs ³[two hundred and fifty] workers or more, by the employer;

(ii) if such employer employs less than ³[two hundred and fifty] workers, by the employer and the Government in equal shares up to such limit as may be laid down by the Central Government and beyond that limit, by the employer alone; and

(b) recurring costs (including the cost of stipends), if any, incurred by an employer in connection with ⁴[practical training including basic training, imparted to trade apprentices referred to in clauses (a) and (aa)] of section 6 shall, in every case, be borne by the employer;

⁵[(c) recurring costs (excluding the cost of stipends) incurred by an employer in connection with the practical training imparted to graduate or technician apprentices ⁶[technician (vocational) apprentices] shall be borne by the employer and the cost of stipends shall be borne by the Central Government and the employer in equal shares up to such limit as may be laid down by the Central Government and beyond that limit by the employer alone ⁷[except apprentices who holds degree or diploma in non-engineering.]

STATE AMENDMENT

Rajasthan

Amendment of section 9, Central Act No. 52 of 1961.— In section 9 of the principal Act,-

(i) for the existing sub-section (1), the following shall be substituted, namely:-

“(1) Every employer shall, make suitable arrangements in his establishment or, outsource the same to a suitable third party training provider for imparting a course of practical training to every apprentice engaged by it in accordance with the programme approved by the State Apprenticeship Adviser.”; and

(ii) for the existing sub-clauses (i) and (ii) of clause (a) of sub-section (8), the following shall be substituted, namely:-

“(i) if such employer employs two hundred and fifty workers or more, by the employer and the Government in equal shares up to such a limit as may be laid down by the State Government and such amount shall be reimbursed by the State Government in each case of completion of successful training by the apprentice;

(ii) if such employer employs less than two hundred and fifty workers, by the State Government alone and such amount up to such a limit as may be laid down by the State Government shall be reimbursed by the State Government, and beyond that limit by the employer in each case of completion of successful training by the apprentice; and”.

[Vide Rajasthan Act 2 of 2015, s. 5]

10. Related instruction of apprentices.—(1)⁸[A trade apprentice] who is undergoing practical training in an establishment shall, during the period of practical training, be given a course of related instruction (which shall be appropriate to the trade) approved by the Central Government in consultation

1. Subs. by Act 27 of 1973, s. 10, for “practical training imparted to apprentices other than those referred to in clause (a)” (w.e.f. 1-12-1974).

2. Subs. by Act 4 of 1997, s. 5, for “practical training, including basic training” (w.e.f. 8-1-1997).

3. Subs. by s. 5, *ibid.*, for “five hundred” (w.e.f. 8-1-1997).

4. Subs. by Act 27 of 1973, s. 10, for “practical training imparted to apprentices referred to in clause (a)” (w.e.f. 1-12-1974).

5. Ins. by s. 10, *ibid.* (w.e.f. 1-12-1974).

6. Ins. by Act 41 of 1986, s. 3 (w.e.f. 16-12-1987).

7. Ins. by Act 29 of 2014, s. 8 (w.e.f. 22-12-2014).

8. Subs. by Act 27 of 1973, s. 11, for “An apprentice” (w.e.f. 1-12-1974).

with the Central Apprenticeship Council, with a view to giving ¹[the trade apprentice] such theoretical knowledge as he needs in order to become fully qualified as a skilled craftsman.

²[(2) Related instruction shall be imparted at the cost of employer and the employer shall, when so required, afford all facilities for imparting such instruction.]

(3) Any time spent by ³[a trade apprentice] in attending classes on related instruction shall be treated as part of his paid period of work.

⁴[(4) In the case of trade apprentices who, after having undergone a course of institutional training, have passed the trade tests conducted by the National Council or have passed the trade tests and examinations conducted by a Board or State Council of Technical Education or any other authority which the Central Government may, by notification in the Official Gazette, specify in this behalf, the related instruction may be given on such reduced or modified scale as may be prescribed.

(5) Where any person has, during his course in a technical institution, become a graduate or technician apprentice ⁵[technician (vocational) apprentice] and during his apprenticeship training he has to receive related instruction, then, the employer shall release such person from practical training to receive the related instruction in such institution, for such period as may be specified by the Central Apprenticeship Adviser or by any other person not below the rank of an Assistant Apprenticeship Adviser authorised by the Central Apprenticeship Adviser in writing in this behalf.]

11. Obligations of employers.—Without prejudice to the other provisions of this Act, every employer shall have the following obligations in relation to an apprentice, namely:—

(a) to provide the apprentice with the training in his trade in accordance with the provisions of this Act, and the rules made thereunder;

(b) if the employer is not himself qualified in the trade, to ensure that a person⁶[who possesses the prescribed qualifications] is placed in charge of the training of the apprentice;^{7***}

⁸[(bb) to provide adequate instructional staff, possessing such qualifications as may be prescribed, for imparting practical and theoretical training and facilities for trade test of apprentices; and]

(c) to carry out his obligations under the contract of apprenticeship.

12. Obligations of apprentices.—⁹[(1)] ¹⁰[Every trade apprentice] undergoing apprenticeship training shall have the following obligations, namely:—

(a) to learn his trade conscientiously and diligently and endeavour to qualify himself as a skilled craftsman before the expiry of the period of training;

(b) to attend practical and instructional classes regularly;

(c) to carry out all lawful orders of his employer and superiors in the establishment; and

(d) to carry out his obligations under the contract of apprenticeship.

¹¹[(2) Every graduate or technician apprentice ¹²[technician (vocational) apprentice] undergoing apprenticeship training shall have the following obligations, namely:—

1. Subs. by Act 27 of 1973, s. 11, for “the apprentice” (w.e.f. 1-12-1974).

2. Subs. by Act 36 of 2007, s. 4 (w.e.f. 1-2-2008).

3. Subs. by Act 27 of 1973, s. 11, for “an apprentice” (w.e.f. 1-12-1974).

4. Subs. by s. 11, *ibid.*, for sub-section (4) (w.e.f. 1-12-1974).

5. Ins. by Act 41 of 1986, s. 3 (w.e.f. 16-12-1987).

6. Subs. by Act 27 of 1973, s. 12, for “duly qualified” (w.e.f. 1-12-1974).

7. The word “and” omitted by Act 4 of 1997, s. 6 (w.e.f. 8-1-1997).

8. Ins. by s. 6, *ibid.* (w.e.f. 8-1-1997).

9. Section 12 re-numbered as sub-section (1) thereof by Act 27 of 1973, s. 13 (w.e.f. 1-12-1974).

10. Subs. by s. 13, *ibid.*, for “Every apprentice” (w.e.f. 1-12-1974).

11. Ins. by s. 13, *ibid.* (w.e.f. 1-12-1974).

12. Ins. by Act 41 of 1986, s. 3 (w.e.f. 16-12-1987).

(a) to learn his subject field in engineering or technology ⁷[or vocational course] conscientiously and diligently at his place of training;

(b) to attend the practical and instructional classes regularly;

(c) to carry out all lawful orders of his employer and superiors in the establishment;

(d) to carry out his obligations under the contract of apprenticeship which shall include the maintenance of such records of his work as may be prescribed.]

13. Payment to apprentices.—(1) The employer shall pay to every apprentice during the period of apprenticeship training such stipend at a rate not less than the¹[prescribed minimum rate, or the rate which was being paid by the employer on 1st January, 1970 to the category of apprentices under which such apprentice falls, whichever is higher,] as may be specified in the contract of apprenticeship and the stipend so specified shall be paid at such intervals and subject to such conditions as may be prescribed.

²[(2) An apprentice shall not be paid by his employer on the basis of piece work nor shall he be required to take part in any output bonus or other incentive scheme.]

STATE AMENDMENT

Maharashtra

Amendment of section 13 of 52 of 1961.—In section 13 of the principal Act, after the existing sub-section (1), the following sub-sections shall be inserted, namely:—

“(1A) The minimum rate of stipend per month payable to trade apprentices who do training for eight hours per day shall be as follows, namely:—

- | | |
|--|---|
| (a) During the first year of training | . . Seventy per cent. of minimum wages of semi-skilled workers notified by the State. |
| (b) During the second year of training | . . Eighty per cent. of minimum wages of semi-skilled workers notified by the State. |
| (c) During the third year of training | . . Ninety per cent. of minimum wages of semi-skilled workers notified by the State. |

(1B) The trade apprentices who do training for minimum four hours per day, the rate of stipend per month shall be fifty per cent. of the rates mentioned in clauses (a), (b) and (c) of sub-section (1A), respectively:

Provided that, in the case where the minimum rate of wage for a trade is not notified by the State, then the maximum of minimum wages of the Scheduled Employment notified by the State for semi-skilled workers shall be taken into account for paying the stipend in respect of that trade:

Provided further that, in the case of trade apprentices referred to in clause (a) of section 6 of the Act, the period of training already undergone by them in a school or other institution recognized by the State Council, shall be taken into account for the purpose of determining the rate of stipend payable.”.

[Vide Maharashtra Act 17 of 2018, s. 5].

Rajasthan

Amendment of section 13, Central Act No. 52 of 1961.— For the existing section 13 of the principal Act, the following shall be substituted, namely:-

1. Subs. by Act 27 of 1973, s. 14, for “prescribed minimum rate” (w.e.f. 1-12-1974).

2. Subs. by s. 14, *ibid.*, for sub-section (2) (w.e.f. 1-12-1974).

“13. Payment to apprentices.- The employer shall pay to every apprentice during the period of apprenticeship training such stipend at a rate not less than the minimum wages notified by State Government under the Minimum Wages Act, 1948 (Central Act No. 11 of 1948) for unskilled worker category, as may be specified in the contract of apprenticeship and the stipend so specified shall be paid at such intervals and subject to such conditions as may be prescribed.”.

[Vide Rajasthan Act 2 of 2015, s. 6]

14. Health, safety and welfare of apprentices.—Where any apprentices are undergoing training in a factory, the provisions of Chapters III, IV and V of the Factories Act, 1948 (63 of 1948), shall apply in relation to the health, safety and welfare of the apprentices as if they were workers within the meaning of that Act and when any apprentices are undergoing training in a mine, the provisions of Chapter V of the Mines Act, 1952 (35 of 1952), shall apply in relation to the health and safety of the apprentices as if they were persons employed in the mine.

STATE AMENDMENT

Rajasthan

Amendment of section 14, Central Act No. 52 of 1961.— For the existing section 14 of the principal Act, the following shall be substituted, namely:-

“14. Health, safety and welfare of apprentices.- Where any apprentices are undergoing training in a factory, the provisions of Chapters III, IV and V of the Factories Act, 1948 (Central Act No. 63 of 1948), shall apply in relation to the health, safety and welfare of the apprentices as if they were workers within the meaning of that Act and when any apprentices are undergoing training in a mine, the provisions of Chapter V of the Mines Act, 1952 (Central Act No. 35 of 1952), shall apply in relation to the health, safety and welfare of the apprentices as if they were persons employed in the mine and when any apprentices are undergoing training in a shop or commercial establishment, the provisions of the Rajasthan Shops and Commercial Establishments Act, 1958 (Act No. 31 of 1958), shall apply in relation to the health, safety and welfare of the apprentices as if they were persons employed in the shop or establishment.”.

[Vide Rajasthan Act 2 of 2015, s. 7]

15. Hours of work, overtime, leave and holidays.—¹[(1) The weekly and daily hours of work of an apprentice while undergoing practical training in a workplace shall be as determined by the employer subject to the compliance with the training duration, if prescribed.]

(2) No apprentice shall be required or allowed to work overtime except with the approval of the Apprenticeship Adviser who shall not grant such approval unless he is satisfied that such overtime is in the interest of the training of the apprentice or in the public interest.

²[(3) An apprentice shall be entitled to such leave and holidays as are observed in the establishment in which he is undergoing training.]

16. Employer’s liability for compensation for injury.—If personal injury is caused to an apprentice by accident arising out of and in the course of his training as an apprentice, his employer shall be liable to pay compensation which shall be determined and paid, so far as may be, in accordance with the provisions of the Workmen’s Compensation Act, 1923 (8 of 1923), subject to the modifications specified in the Schedule.

1. Subs. by Act 29 of 2014, s. 9, for sub-section (1) (w.e.f. 22-12-2014).

2. Subs. by s. 9, *ibid.*, for sub-section (3) (w.e.f. 22-12-2014).

17. Conduct and discipline.—In all matters of conduct and discipline, the apprentice shall be governed by the rules and regulations ¹[applicable to employees of the corresponding category] in the establishment in which the apprentice is undergoing training.

18. Apprentices are trainees and not workers.—Save as otherwise provided in this Act,—

(a) every apprentice undergoing apprenticeship training in a designated trade in an establishment shall be a trainee and not a worker; and

(b) the provisions of any law with respect to labour shall not apply to or in relation to such apprentice.

19. Records and returns.—(1) Every employer shall maintain records of the progress of training of each apprentice undergoing apprenticeship training in his establishment in such form as may be prescribed.

²[(2) Until a portal-site is developed by the Central Government, every employer shall furnish such information and return in such form as may be prescribed, to such authorities at such intervals as may be prescribed.

(3) Every employer shall also give trade-wise requirement and engagement of apprentices in respect of apprenticeship training on portal-site developed by the Central Government in this regard.]

20. Settlement of disputes.—(1) Any disagreement or dispute between an employer and an apprentice arising out of the contract of apprenticeship shall be referred to the Apprenticeship Adviser for decision.

(2) Any person aggrieved by the decision of the Apprenticeship Adviser under sub-section (1) may, within thirty days from the date of communication to him of such decision, prefer an appeal against the decision to the Apprenticeship Council and such appeal shall be heard and determined by a Committee of that Council appointed for the purpose.

(3) The decision of the Committee under sub-section (2) and subject only to such decision, the decision of the Apprenticeship Adviser under sub-section (1) shall be final.

21. Holding of test and grant of certificate and conclusion of training.—³[(1) Every trade apprentice who has completed the period of training may appear for a test to be conducted by the National Council or any other agency authorised by the Central Government to determine his proficiency in the designated trade in which he has undergone apprenticeship training].

(2) Every⁴[trade apprentice] who passes the test referred to in sub-section (1) shall be granted a certificate of proficiency in the trade by the National Council ⁵[or by the other agency authorised by the Central Government].

⁶[(3) The progress in apprenticeship training of every graduate or technician apprentice⁷[technician (vocational) apprentice] shall be assessed by the employer from time to time.

⁸[(4) Every graduate or technician apprentice or technician (vocational) apprentice, who completes his apprenticeship training to the satisfaction of the concerned Regional Board, shall be granted a certificate of proficiency by that Board.]]

STATE AMENDMENTS

Maharashtra

Amendment of section 21 of 52 of 1961.—In section 21 of the principal Act,—

(i) after the existing sub-section (1), the following sub-section shall be inserted, namely:—

-
1. Subs. by Act 27 of 1973, s. 15, for “applicable to workers in the trade” (w.e.f. 1-12-1974).
 2. Subs. by Act 29 of 2014, s. 10, for sub-section (2) (w.e.f. 22-12-2014).
 3. Subs. by Act 29 of 2014, s. 11, for sub-section (1) (w.e.f. 22-12-2014).
 4. Subs. by Act 27 of 1973, s. 16, for “apprentice” (w.e.f. 1-12-1974).
 5. Ins. by Act 29 of 2014, s. 11 (w.e.f. 22-12-2014).
 6. Ins. by Act 27 of 1973, s. 16 (w.e.f. 1-12-1974).
 7. Ins. by Act 41 of 1986, s. 3 (w.e.f. 16-12-1987).
 8. Subs. by s. 6, *ibid.*, for sub-section (4) (w.e.f. 16-12-1987).

“(1A) For apprentices successfully completed the training period in the trade designated by the State Apprenticeship Council (other than the trade designated and prescribed by the Central Government), may appear for a test to be conducted by the State Council of Vocational Training or any other agency authorised by the State Government to determine his proficiency in the trade designated by the State Apprenticeship Council in which he has undergone apprenticeship training.”;

(ii) after the existing sub-section (2), the following sub-section shall be inserted, namely:—

“(2A) Every apprentice, who passes the test referred to in sub-section (1A) shall be granted a certificate of proficiency in the trade by the State Council of Vocational Training or by the other agency authorised by the State Government.”.

[*Vide* Maharashtra Act 17 of 2018, s. 6].

22. Offer and acceptance of employment.—¹[(1) Every employer shall formulate its own policy for recruiting any apprentice who has completed the period of apprenticeship training in his establishment.]

(2) Notwithstanding anything in sub-section (1), where there is a condition in a contract of apprenticeship that the apprentice shall, after the successful completion of the apprenticeship training, serve the employer, the employer shall, on such completion, be bound to offer suitable employment to the apprentice, and the apprentice shall be bound to serve the employer in that capacity for such period and on such remuneration as may be specified in the contract:

Provided that where such period or remuneration is not, in the opinion of the Apprenticeship Adviser, reasonable, he may revise such period or remuneration so as to make it reasonable, and the period or remuneration so revised shall be deemed to be the period or remuneration agreed to between the apprentice and the employer.

CHAPTER III

AUTHORITIES

23. Authorities.—(1) In addition to the Government there shall be the following authorities under this Act, namely:—

- (a) The National Council,
- (b) The Central Apprenticeship Council,
- (c) The State Council,
- (d) The State Apprenticeship Council,
- ²[(e) The All India Council,
- (f) The Regional Boards,
- (g) The Boards or State Councils of Technical Education,]
- ³[(h)] The Central Apprenticeship Adviser, and
- ⁴[(i)] The State Apprenticeship Adviser.

(2) Every State Council shall be affiliated to the National Council and every State Apprenticeship Council shall be affiliated to the Central Apprenticeship Council.

²[(2A) Every Board or State Council of Technical Education and every Regional Board shall be affiliated to the Central Apprenticeship Council.]

(3) Each of the authorities specified in sub-section (1) shall, in relation to apprenticeship training under this Act, perform such functions as are assigned to it by or under this Act or by the Government:

1. Subs. by Act 29 of 2014, s. 12, for sub-section (1) (w.e.f. 22-12-2014).

2. Ins. by Act 27 of 1973, s. 17 (w.e.f. 1-12-1974).

3. Item (e) re-lettered as item (h) thereof by s. 17, *ibid.* (w.e.f. 1-12-1974).

4. Item (f) re-lettered as item (i) thereof by s. 17, *ibid.* (w.e.f. 1-12-1974).

Provided that a State Council shall also perform such functions as are assigned to it by the National Council and the State Apprenticeship Council ¹[and the Board or State Council of Technical Education] shall also perform such functions as are assigned to it by the Central Apprenticeship Council.

STATE AMENDMENT

Rajasthan

Amendment of section 23, Central Act No. 52 of 1961.— For the existing sub-section (2) of section 23 of the principal Act, the following shall be substituted, namely:-

“(2) Every State Council may be affiliated to the National Council and every State Apprenticeship Council may be affiliated to the Central Apprenticeship Council.”.

[*Vide* Rajasthan Act 2 of 2015, s. 7]

24. Constitution of Councils.—(1) The Central Government shall, by notification in the Official Gazette, establish the Central Apprenticeship Council and the State Government shall, by notification in the Official Gazette, establish the State Apprenticeship Council.

(2) The Central Apprenticeship Council shall consist of ²[a Chairman and a Vice-Chairman] and such number of other members as the Central Government may think expedient, to be appointed by that Government by notification in the Official Gazette from among the following categories of persons, namely:—

- (a) representatives of employers in establishments in the public and private sectors,
- (b) representatives of the Central Government and of the State Governments, ^{3***}
- (c) persons having special knowledge and experience on matters relating to ⁴[industry, labour and technical education, and]
- ⁵[(d) representatives of the All India Council and of the Regional Boards.]

(3) The number of persons to be appointed as members of the Central Apprenticeship Council from each of the categories specified in sub-section (2), the term of office of, the procedure to be followed in the discharge of their functions by, and the manner of filling vacancies among, the members of the Council shall be such as may be prescribed.

(4) The State Apprenticeship Council shall consist of ²[a Chairman and a Vice-Chairman] and such number of other members as the State Government may think expedient, to be appointed by that Government by notification in the Official Gazette from among the following categories of persons, namely:—

- (a) representatives of employers in establishments in the public and private sectors,
- (b) representatives of the Central Government and of the State Government ^{5***}
- (c) persons having special knowledge and experience of matters relating to ⁶[industry, labour and technical education, and]
- ⁷[(d) representatives of the Board or of the State Council of Technical Education.]

(5) The number of persons to be appointed as members of the State Apprenticeship Council from each of the categories specified in sub-sections (4), the term of office of, the procedure to be followed in the discharge of their functions by, and the manner of filling vacancies among, the members of the Council shall be such as the State Government may, by notification in the Official Gazette, determine.

(6) The fees and allowances, if any, to be paid to ⁶[the Chairman and the Vice-Chairman] and the other members of the Central Apprenticeship Council, shall be such as may be determined by the Central Government and the fees and allowances, if any, to be paid to ⁶[the Chairman and the Vice-Chairman]

1. Ins. by Act 27 of 1973, s. 17 (w.e.f. 1-12-1974).

2. Subs. by s. 18, *ibid.*, for “a Chairman” (w.e.f. 1-12-1974).

3. The word “and” omitted by s. 18, *ibid.* (w.e.f. 1-12-1974).

4. Subs. by s. 18, *ibid.*, for “industry and labour” (w.e.f. 1-12-1974).

5. Ins. by s. 18, *ibid.* (w.e.f. 1-12-1974).

6. Subs. by Act 27 of 1973, s. 18, for “the Chairman” (w.e.f. 1-12-1974).

and the other members of the State Apprenticeship Council shall be such as may be determined by the State Government.

25. Vacancies not to invalidate acts and proceedings.—No act done or proceeding taken by the National Council, the Central Apprenticeship Council, the State Council or the State Apprenticeship Council under this Act shall be questioned on the ground merely of the existence of any vacancy in, or defect in the constitution of, such Council.

26. Apprenticeship Advisers.—(1) The Central Government shall, by notification in the Official Gazette, appoint a suitable person as the Central Apprenticeship Adviser.

(2) The State Government shall, by notification in the Official Gazette, appoint a suitable person as the State Apprenticeship Adviser.

(3) The Central Apprenticeship Adviser shall be the Secretary to the Central Apprenticeship Council and the State Apprenticeship Adviser shall be Secretary to the State Apprenticeship Council.

27. Deputy and Assistant Apprenticeship Advisers.—(1) The Government¹[may appoint suitable persons as Additional, Joint, Regional, Deputy and Assistant Apprenticeship Advisers] to assist the Apprenticeship Adviser in the performance of his functions.

(2)²[Every Additional, Joint, Regional, Deputy or Assistant Apprenticeship Adviser] shall, subject to the control of the Apprenticeship Adviser, perform such functions as may be assigned to him by the Apprenticeship Adviser.

28. Apprenticeship Advisers to be public servants.—Every Apprenticeship Adviser and³[every Additional, Joint, Regional, Deputy or Assistant Apprenticeship Adviser] appointed under this Act shall be deemed to be a public servant within the meaning of section 21 of the Indian Penal Code (45 of 1860).

29. Powers of entry, inspection, etc.—(1) Subject to any rules made in this behalf, the⁴[Central Apprenticeship Adviser or such other person, not below the rank of an Assistant Apprenticeship Adviser, as may be authorised by the Central Apprenticeship Adviser in writing in this behalf] may—

(a) with such assistants, if any, as he thinks fit, enter, inspect and examine any establishment or part thereof at any reasonable time;

(b) examine any apprentice employed therein or require the production of any register, record or other documents maintained in pursuance of this Act and take on the spot or otherwise statements of any person which he may consider necessary for carrying out the purposes of this Act;

(c) make such examination and inquiry as he thinks fit in order to ascertain whether the provisions of this Act and the rules made thereunder are being observed in the establishment;

(d) exercise such other powers as may be prescribed:

Provided that⁵[a State Apprenticeship Adviser or such other person, not below the rank of an Assistant Apprenticeship Adviser, as may be authorised by the State Apprenticeship Adviser in writing in this behalf] may also exercise any of the powers specified in clause (a), (b), (c) or (d) of this sub-section in relation to establishments for which the appropriate Government is the State Government.

(2) Notwithstanding anything in sub-section (1), no person shall be compelled under this section to answer any question or make any statement which may tend directly or indirectly to incriminate him.

30. Offences and penalties.—⁶[(1) If any employer contravenes the provisions of this Act relating to the number of apprentices which he is required to engage under those provisions, he shall be given a month's notice in writing, by an officer duly authorised in this behalf by the appropriate Government, for explaining the reasons for such contravention.

1. Subs. by Act 27 of 1973, s. 19, *ibid.*, for “may appoint suitable persons as Deputy and Assistant Apprenticeship Advisers” (w.e.f. 1-12-1974).

2. Subs. by s. 19, *ibid.*, for “Every Deputy or Assistant Apprenticeship Advisers” (w.e.f. 1-12-1974).

3. Subs. by s. 20, *ibid.*, for “every Deputy or Assistant Apprenticeship Advisers” (w.e.f. 1-12-1974).

4. Subs. by s. 21, *ibid.*, for “Central Apprenticeship Adviser” (w.e.f. 1-12-1974).

5. Subs. by s. 21, *ibid.*, for “a State Apprenticeship Advisers” (w.e.f. 1-12-1974).

6. Subs. by Act 29 of 2014, s. 13, for sub-section (1) (w.e.f. 22-12-2014).

(1A) In case the employer fails to reply the notice within the period specified under sub-section (1), or the authorised officer, after giving him an opportunity of being heard, is not satisfied with the reasons given by the employer, he shall be punishable with fine of five hundred rupees per shortfall of apprenticeship month for first three months and thereafter one thousand rupees per month till such number of seats are filled up.]

(2) If any employer or any other person—

(a) required to furnish any information or return—

(i) refuses or neglects to furnish such information or return, or

(ii) furnishes or causes to be furnished any information or return which is false and which he either knows or believes to be false or does not believe to be true, or

(iii) refuses to answer, or gives a false answer to any question necessary for obtaining any information required to be furnished by him, or

(b) refuses or wilfully neglects to afford¹[the Central or the State Apprenticeship Adviser or such other person, not below the rank of an Assistant Apprenticeship Adviser, as may be authorised by the Central or the State Apprenticeship Adviser in writing in this behalf], any reasonable facility for making any entry, inspection, examination or inquiry authorised by or under this Act, or

(c) requires an apprentice to work overtime without the approval of the Apprenticeship Adviser, or

(d) employs an apprentice on any work which is not connected with his training, or

(e) makes payment to an apprentice on the basis of piecework, or

(f) requires an apprentice to take part in any output bonus or incentive scheme,

²[(g) engages as an apprentice a person who is not qualified for being so engaged, or

(h) fails to carry out the terms and conditions of a contract of apprenticeship.]

he shall be punishable with ³[fine of one thousand rupees for every occurrence].

²[(2A) The provisions of this section shall not apply to any establishment or industry which is under the Board for Industrial and Financial Reconstruction established under the Sick Industrial Companies (Special Provisions) Act, 1985 (1 of 1986).]

31. Penalty where no specific penalty is provided.—If any employer or any other person contravenes any provision of this Act for which no punishment is provided in section 30, he shall be punishable with fine⁴[which shall not be less than one thousand rupees but may extend to three thousand rupees].

32. Offences by companies.—(1) If the person committing an offence under this Act is a company, every person who, at the time the offence was committed was in charge of, and was responsible to, the company for the conduct of business of the company, as well as the company, shall be deemed to be guilty of the offence and shall be liable to be proceeded against and punished accordingly:

Provided that nothing contained in this sub-section shall render any such person liable to such punishment provided in this Act if he proves that the offence was committed without his knowledge or that he exercised all due diligence to prevent the commission of such offence.

(2) Notwithstanding anything contained in sub-section (1), where an offence under this Act has been committed by a company and it is proved that the offence has been committed with the consent or connivance of, or is attributable to any negligence on the part of, any director, manager, secretary or other

1. Subs. by Act 27 of 1973, s. 22, for “the Central or the State Apprenticeship Advisers” (w.e.f. 1-12-1974).

2. Ins. by Act 29 of 2014, s. 13 (w.e.f. 22-12-2014).

3. Subs. by s. 13, *ibid.*, for “imprisonment for a term which may extend to six months or with fine or with both” (w.e.f. 22-12-2014).

4. Subs. by Act 4 of 1997, s. 7, for “which may extend to five hundred rupees”(w.e.f. 8-1-1997).

officer of the company, such director, manager, secretary, or other officer shall also be deemed to be guilty of that offence and shall be liable to be proceeded against and punished accordingly.

Explanation.—For the purposes of this section,—

(a) “company” means a body corporate and includes a firm or other association of individuals; and

(b) “director” in relation to a firm means a partner in the firm.

33. Cognizance of offences.—No court shall take cognizance of any offence under this Act or the rules made thereunder except on a complaint thereof in writing made by the Apprenticeship Adviser¹[or the officer of the rank of Deputy Apprenticeship Adviser and above] within six months from the date on which the offence is alleged to have been committed.

34. Delegation of powers.—The appropriate Government may, by notification in the Official Gazette, direct that any power exercisable by it under this Act or the rules made thereunder shall, in relation to such matters and subject to such conditions, if any, as may be specified in the direction, be exercisable also—

(a) where the appropriate Government is the Central Government, by such officer or authority subordinate to the Central Government or by the State Government or by such officer or authority subordinate to the State Government, as may be specified in the notification; and

(b) where the appropriate Government is the State Government, by such officer or authority subordinate to the State Government as may be specified in the notification.

35. Construction of references.—(1) Any reference in this Act or in the rules made thereunder to the Apprenticeship Council shall, unless the context otherwise requires, mean in relation to apprenticeship training in a designated trade in an establishment in relation to which the Central Government is the appropriate Government, the Central Apprenticeship Council and in relation to apprenticeship training in a designated trade in an establishment in relation to which the State Government is the appropriate Government, the State Apprenticeship Council.

(2) Any reference in this Act or in the rules made thereunder to the Apprenticeship Adviser shall, unless the context otherwise requires,—

(a) mean in relation to apprenticeship training in a designated trade in an establishment in relation to which the Central Government is the appropriate Government, the Central Apprenticeship Adviser and in relation to apprenticeship training in a designated trade in an establishment in relation to which the State Government is the appropriate Government, the State Apprenticeship Adviser;

(b) be deemed to include²[an Additional, a Joint, a Regional, a Deputy or an Assistant Apprenticeship Adviser] performing the functions of the Apprenticeship Adviser assigned to him under sub-section (2) of section 27.

36. Protection of action taken in good faith.—No suit, prosecution or other legal proceeding shall lie against any person for anything which is in good faith done or intended to be done under this Act.

37. Power to make rules.—(1) The Central Government may, after consulting the Central Apprenticeship Council, by notification in the Official Gazette, make rules for carrying out the purposes of this Act.

³[(1A) The powers to make rules under this section shall include the power to make such rules or any of them retrospectively from a date not earlier than the date on which this Act received the assent of the President, but no such retrospective effect shall be given to any such rule so as to prejudicially affect the interests of any person to whom such rule may be applicable.]

1. Ins. by Act 4 of 1997, s. 8 (w.e.f. 8-1-1997).

2. Subs. by Act 27 of 1973, s. 23, for “a Deputy or Assistant Apprenticeship Adviser” (w.e.f. 1-12-1974).

3. Ins. by Act 29 of 2014, s. 14 (w.e.f. 22-12-2014).

(2) Rules made under this Act may provide that a contravention of any such rule shall be punishable with fine which may extend to fifty rupees.

(3) Every rule made under this section shall be laid as soon as may be after it is made before each House of Parliament which it is in session for a total period of thirty days which may be comprised in one session¹[or in two or more successive sessions, and if, before the expiry of the session immediately following the session or the successive sessions aforesaid] both Houses agree in making any modification in the rule or both Houses agree that the rule should not be made, the rule shall thereafter have effect only in such modified form or be of no effect, as the case may be; so however that any such modification or annulment shall be without prejudice to the validity of anything previously done under that rule.

38. *[Repeal.]Rep. by the Repealing and Amending Act, 1964(52 of 1964), s. 2 and the First Schedule (w.e.f. 29-12-1964).*

1. Subs. by Act 27 of 1973, s. 24, for certain words (w.e.f. 1-12-1974).

THE SCHEDULE

[See section 16]

MODIFICATIONS IN THE WORKMEN'S COMPENSATION ACT, 1923 IN ITS APPLICATION TO APPRENTICES UNDER THE APPRENTICES ACT, 1961

In the Workmen's Compensation Act, 1923,—

(1) in section 2,—

(a) for clause (e), *substitute*—

‘(e) “employer” means an employer as defined in the Apprentices Act, 1961, who has engaged one or more apprentices,’;

(b) *omit* clause (k);

(c) for clause (m), *substitute*—

‘(m) “wages” means the stipend payable to an apprentice under section 13(I) of the Apprentices Act, 1961,’;

(d) for clause (n), *substitute*—

‘(n) “workman” means any person who is engaged as an apprentice as defined in the Apprentices Act, 1961, and who in the course of his Apprenticeship training is employed in any such capacity as is specified in Schedule II,’;

(2) *omit* section 12;

(3) *omit* section 15;

(4) *omit* the proviso to section 21(I);

(5) *omit* the words “or a registered Trade Union” in section 24;

(6) *omit* clause (d) in section 30 (I);

(7) *omit* clauses (vi), (xi), (xiii), (xvii), (xviii), (xx), (xxii), (xxiv), (xxv) and (xxxii) in Schedule II.

The Apprentices Act, 1961 (Apprenticeship Training Law in India) Executive Summary

1. Introduction to The Apprentices Act, 1961

The Apprentices Act, 1961 was a landmark law enacted to formalise and regulate apprenticeship training in India. Before its introduction, there was no consistent structure for industrial training, and most skill-based learning occurred informally through employer discretion. This often resulted in uneven standards, inadequate training, and limited opportunities for young workers entering the industrial sector. The Act sought to bring order, standardisation, and fairness to the system by defining clear roles, responsibilities, and protections for both employers and apprentices.

The Apprentices Act 1961 Bare Act PDF Download reflects India's early recognition that economic growth depends not only on capital and technology but also on skilled human resources. By establishing a national framework for apprenticeship training, the law aimed to bridge the gap between classroom education and real-world industrial experience.

The Act's introduction in 1961 was a major step in aligning education policy with labour market needs. It gave a structured approach to skill development, ensuring that training was purposeful, supervised, and legally recognised. Apprenticeships became a formal channel for young people to gain practical experience, paving the way for employment opportunities in both public and private sectors.

Objectives of the Act

The Apprentices Act 1961 Executive Summary Corrida Legal outlines several key objectives that define its intent and long-term relevance:

- To promote systematic and structured apprenticeship training across industries.
- To ensure that industrial training complements academic education.
- To create skilled manpower capable of meeting national industrial needs.
- To protect apprentices through defined rights, stipends, and safe working conditions.
- To encourage employers to actively participate in workforce development.

By balancing educational goals with industry needs, the Act created a foundation for India's modern vocational training ecosystem.

The Need for a Structured Apprenticeship System

Before this law, most industrial workers acquired skills through unregulated and informal learning, which lacked consistency and recognition. Employers faced difficulties in maintaining quality standards, while trainees had no legal protection or certification. The Apprentices Act addressed these issues by:

- Standardising the duration and content of training.
- Making registration and monitoring of apprentices compulsory.
- Ensuring that every apprentice received fair training, mentorship, and financial support.
- Protecting apprentices from exploitation or unsafe working conditions.

These reforms elevated apprenticeship training from informal labour to a recognised form of professional education.

Significance of the Act

The Apprenticeship Training Law in India PDF became one of the pillars of India's post-independence industrial strategy. It provided a structured framework for collaboration between technical institutions and

industries. This partnership ensured that students and trainees received exposure to machinery, techniques, and work ethics directly relevant to their future professions.

Over the decades, the Act has helped create millions of skilled workers and technicians. It continues to play an essential role in national programs like Skill India and Make in India, where developing an employable and technically proficient workforce is a top priority.

Continuing Relevance

Even today, the Apprentices Act, 1961 remains crucial to bridging the gap between education and employment. Its provisions adapt to modern needs through periodic amendments, digital registrations, and partnerships with new-age industries.

The Apprentices Act 1961 Bare Act PDF Download continues to serve as a guiding instrument for industries, educational institutions, and policymakers. By ensuring that training is lawful, standardised, and inclusive, it has transformed apprenticeship into a pathway of empowerment — one that equips India's youth with the skills needed for a sustainable and competitive future.

2. Objectives, Purpose, and Scope under the Apprentices Act 1961 Executive Summary Corrida Legal

The Apprentices Act, 1961 was enacted with a clear purpose — to create a legal framework for skill development through practical training. It recognised that industrial progress could not rely solely on formal education and that hands-on experience was equally vital for building a capable and productive workforce. This law transformed the idea of apprenticeship from a loosely structured arrangement into a regulated, goal-oriented training system, ensuring that both employers and trainees benefited from a well-defined relationship.

The Apprentices Act 1961 Executive Summary Corrida Legal explains that the Act's objectives go beyond simple training. It seeks to develop a skilled labour force aligned with the evolving needs of industries, to foster self-reliance in technical expertise, and to reduce unemployment by turning education into employable skill sets. By introducing standardised apprenticeship programs, the Act became a bridge between academic institutions and industrial establishments.

2.1 Core Objectives of the Act

The law sets out broad but practical objectives that have remained relevant across decades of industrial evolution. These include:

- **To regulate and promote apprenticeship training:** Ensuring every apprentice receives quality instruction under prescribed trade standards.
- **To develop a skilled and competent workforce:** Enhancing the productivity of industries through a trained talent pool.
- **To establish cooperation between industry and academia:** Aligning technical education with actual industrial requirements.
- **To protect the rights of apprentices:** Providing safeguards regarding stipend, working hours, and workplace safety.
- **To encourage industries to invest in training:** Motivating employers to take responsibility for skill enhancement as part of corporate contribution to workforce development.

These objectives emphasise that apprenticeship is not just employment — it is education through experience, governed by law.

2.2 Purpose and Philosophy Behind the Law

The Apprenticeship Training Law in India PDF was designed with a forward-looking philosophy: that true industrial growth must include social and educational advancement. The Act was not intended to create cheap labour but to nurture individuals with technical understanding and discipline. Its provisions balance the learning goals of apprentices with the operational realities of employers.

The law's purpose can be summarised as follows:

- To provide structured on-the-job training that complements theoretical education.
- To standardise training methods across all industries and trades.
- To ensure that training benefits both employers and apprentices equally.
- To promote inclusivity by making apprenticeship opportunities accessible across gender, region, and educational backgrounds.

In practice, this has helped bridge the mismatch between formal education and employability — a challenge that still persists in many developing economies.

2.3 Applicability and Scope of the Act

The Apprentices Act 1961 Key Provisions and Summary applies to all sectors of industry where practical skill training is required. It extends to:

- **Manufacturing industries:** Engineering, machinery, automotive, textiles, and electronics.
- **Service sectors:** IT, telecommunications, banking, and logistics (introduced through later amendments).
- **Public and private organisations:** Both categories are bound by the Act's obligations to register apprentices and provide proper training facilities.

The Act covers various categories of apprentices — trade apprentices, graduate apprentices, technician apprentices, and vocational apprentices — ensuring that individuals from all educational levels have access to formal industrial training.

2.4 Implementation Mechanism and Institutional Framework

To achieve its objectives, the Apprentices Act established a two-tier system of oversight:

- **Central Apprenticeship Council (CAC):** Responsible for framing policies, approving training standards, and coordinating with industries nationwide.
- **State Apprenticeship Councils (SAC):** Oversee regional implementation and maintain databases of registered apprentices.

Additionally, the role of the Apprenticeship Adviser, as defined under the Apprentices Act 1961 Bare Act PDF Download, is central to ensuring compliance. The Adviser supervises contract registration, monitors employer obligations, and resolves training-related disputes.

2.5 Broader Purpose in India's Economic Framework

The Act's broader goal has always been to support India's vision of self-reliant industrial growth. By nurturing a technically skilled generation, it has enabled industries to reduce dependence on foreign expertise and fostered local innovation.

The Apprenticeship Rules and Employer Obligations PDF demonstrate that this law is not just a training guideline — it is an integral part of India's employment and economic development strategy. Its principles resonate strongly with national programs like Make in India, Skill India, and the National Apprenticeship Promotion Scheme (NAPS).

2.6 Continuing Importance of the Apprentices Act

Even in the modern economy, the objectives of the Apprentices Act remain vital. As industries adopt automation, AI, and digital technologies, apprenticeship training ensures that the workforce keeps pace with change. It continues to:

- Equip youth with employable skills.
- Strengthen industrial productivity through practical learning.
- Support small and medium enterprises in workforce development.
- Create pathways from education to stable employment.

Through its well-defined purpose and adaptable framework, the Apprentices Act, 1961 continues to play a foundational role in shaping India's skilled economy — ensuring that education translates into meaningful careers and industrial progress remains inclusive.

3. Definitions and Categories of Apprentices under the Apprenticeship Training Law in India PDF

A clear understanding of key terms and categories is essential to interpret the Apprentices Act, 1961 correctly. The law is built upon well-defined roles for apprentices, employers, and authorities to ensure that every apprenticeship arrangement functions smoothly and within the legal framework. These definitions also establish uniformity across industries and help both employers and trainees understand their rights, duties, and entitlements.

The Apprenticeship Training Law in India PDF explains that the Act is not limited to traditional industrial apprenticeships. Over time, it has expanded to include diverse training categories, reflecting India's shift from a purely manufacturing-based economy to one driven by services, technology, and innovation.

3.1 Meaning of “Apprentice” and Key Terms

Under Section 2 of the Act, an **apprentice** is a person undergoing apprenticeship training in pursuance of a contract of apprenticeship. This training combines theoretical instruction with hands-on experience in an industry or establishment. The Act ensures that an apprentice is not treated as a worker under labour laws but as a learner entitled to specific protections and benefits.

Some of the most important definitions under the Apprentices Act 1961 Bare Act PDF Download include:

- **“Employer”** – Any person or organisation employing one or more apprentices for training purposes.
- **“Apprenticeship Adviser”** – The authority responsible for monitoring and regulating the apprenticeship system in a particular region.
- **“Designated Trade”** – A trade or occupation notified by the government for which apprenticeship training is prescribed.
- **“Apprenticeship Contract”** – A written agreement between an employer and an apprentice specifying training terms, duration, and stipend.
- **“Apprenticeship Training”** – The process of training in a trade or occupation carried out according to the prescribed program.

These definitions collectively create a strong legal foundation, leaving no ambiguity about the nature of apprenticeship relationships.

3.2 Classification of Apprentices

The Act divides apprentices into several categories based on their educational background and the type of

industry in which they are trained. The Apprentices Act 1961 Executive Summary Corrida Legal identifies five main categories:

1. Trade Apprentices:

- Individuals trained in designated trades such as fitter, electrician, welder, or machinist.
- Typically trained in industrial establishments for periods ranging from one to four years.
- Training standards are laid down by the Central Apprenticeship Council.

2. Graduate Apprentices:

- Degree holders in engineering or technology undergoing training to gain industrial exposure.
- Usually trained for one year to bridge academic learning with practical application.

3. Technician Apprentices:

- Diploma holders in technical education.
- Training duration generally extends up to one year.

4. Technician (Vocational) Apprentices:

- Students from vocational courses at higher secondary level.
- Training focuses on practical tasks linked to service and industrial sectors.

5. Optional Trade Apprentices:

- Introduced through later amendments, allowing industries to design and implement training for trades not officially designated.
- Encourages flexibility and innovation in skill development.

This classification ensures that individuals from varied educational backgrounds have an opportunity to undergo structured training suited to their qualifications and aspirations.

3.3 Eligibility Criteria for Apprenticeship

The Apprentices Act 1961 Key Provisions and Summary outlines eligibility standards to maintain consistency and quality across apprenticeships. Candidates must:

- Be of a minimum age prescribed by law (usually 14 years, except for hazardous trades).
- Meet the educational qualifications specified for the respective trade.
- Be physically fit for the trade or occupation.
- Secure placement with a registered employer through official channels or recognised institutes.

These criteria uphold both safety and training quality, ensuring that apprenticeships remain purposeful and beneficial.

3.4 Duration and Structure of Training

The duration of apprenticeship varies according to trade and educational level. As noted in the Apprenticeship Rules and Employer Obligations PDF, training may last from six months to four years. Each program includes:

- On-the-job practical training.

- Periodic theoretical instruction.
- Skill testing and evaluation at different stages.
- Certification upon successful completion.

This structured combination of work and education helps trainees acquire market-ready skills, enhancing their employability in competitive sectors.

3.5 Equal Opportunity and Gender Inclusivity

The Apprentices Act, 1961 places strong emphasis on equal opportunity. Employers are expected to provide fair chances to all eligible candidates, irrespective of gender, caste, or background. Over the years, several initiatives have encouraged women's participation in technical training, particularly in non-traditional fields like engineering, electronics, and manufacturing.

By including provisions that promote inclusivity, the Apprentices Act 1961 Bare Act PDF Download aligns with India's broader goal of equitable workforce participation.

3.6 Practical Importance of Categorisation

Categorising apprentices ensures clarity in training structure, financial responsibility, and certification. It helps industries design trade-specific programs and enables the government to monitor outcomes effectively. Moreover, it creates a bridge between education and employment by matching training levels with job requirements.

The Apprenticeship Contract and Stipend Regulations Corrida Legal highlight that every category of apprentice is entitled to structured learning, a fair stipend, and recognition upon completion — creating a cycle of learning, earning, and growing that strengthens India's industrial backbone.

Through its detailed definitions and clear classification system, the Apprentices Act, 1961 lays the groundwork for a transparent, skill-oriented, and inclusive apprenticeship ecosystem — one that continues to equip India's workforce for the demands of an ever-changing economy.

4. Terms, Conditions, and Obligations of Apprenticeship under the Apprentices Act 1961 Key Provisions and Summary

The Apprentices Act, 1961 sets out detailed terms and conditions to govern the relationship between the apprentice and the employer. These provisions ensure that the training process is fair, transparent, and beneficial to both parties. By establishing clear obligations, the Act creates an environment where apprentices receive proper guidance and employers uphold their responsibilities as mentors, not just task supervisors.

The Apprentices Act 1961 Key Provisions and Summary explains that apprenticeship is not a mere employment arrangement — it is a structured form of education combining theoretical learning with practical training. Both the apprentice and the employer are bound by specific rights and duties, which must be fulfilled in accordance with the law.

4.1 Execution and Registration of the Apprenticeship Contract

Before an apprentice begins training, a contract of apprenticeship must be executed between the employer and the apprentice (or their guardian, in the case of minors). The Apprentices Act 1961 Bare Act PDF Download requires this contract to be registered with the Apprenticeship Adviser to ensure legal validity and proper record-keeping.

Key points include:

- The contract must clearly state the duration, trade, training schedule, and stipend.

- It must also specify the working conditions, leave provisions, and obligations of both parties.
- Registration ensures the government can supervise and verify compliance with training standards.

This step formalises the training arrangement, providing legal protection to the apprentice and accountability for the employer.

4.2 Duties and Responsibilities of Employers

The employer's role extends beyond providing technical training — they are responsible for creating a conducive learning environment. The Apprenticeship Rules and Employer Obligations PDF lists several key duties:

- **Provide approved training programs:** Employers must follow the syllabus and standards prescribed for the relevant trade.
- **Appoint qualified instructors:** Each apprentice must be supervised by a competent professional.
- **Ensure workplace safety:** Proper equipment, safety gear, and hygiene must be maintained.
- **Maintain training records:** Employers must record attendance, progress, and evaluations.
- **Provide stipulated stipend:** Payment must be made on time and as per government-prescribed rates.

These obligations ensure that apprentices receive genuine learning experiences rather than being used as inexpensive labour.

4.3 Rights and Obligations of Apprentices

While employers have duties, apprentices are also bound by responsibilities to maintain discipline and commitment throughout the training. According to the Apprentices Act 1961 Executive Summary Corrida Legal, an apprentice must:

- Work diligently and complete the training as per the agreed schedule.
- Follow lawful instructions given by their supervisors.
- Maintain discipline, punctuality, and professional conduct.
- Avoid absenteeism or negligence during the training period.
- Respect workplace safety and company regulations.

By enforcing such duties, the Act ensures that apprentices take their role seriously, viewing the training as a professional opportunity rather than temporary work.

4.4 Working Hours, Leave, and Attendance

The Apprenticeship Training Law in India PDF sets out specific rules for working hours and leave to protect apprentices' welfare. The hours of work must not exceed those prescribed for adult workers in similar employment. Apprentices are also entitled to:

- **Casual and medical leave** as per training guidelines.
- **Paid holidays** observed by the establishment.
- **Special leave for examinations** related to training programs.

Attendance records are mandatory and serve as part of the final assessment for certification. Employers are responsible for ensuring that apprentices are not overworked or assigned tasks unrelated to their training.

4.5 Duration and Completion of Training

The duration of apprenticeship depends on the trade and the level of education. As outlined in the Apprentices Act 1961 Minimum and Maximum Bonus Rules PDF, training typically ranges between six months to four years, covering both practical and theoretical instruction.

Upon successful completion, apprentices undergo a trade test or evaluation, conducted by the National Council for Vocational Training (NCVT) or a recognised body. Those who pass receive a certificate, which serves as an official recognition of their skills and qualifies them for employment in relevant sectors.

4.6 Termination and Discipline

The Act also provides clarity on situations where the apprenticeship may be terminated. Either party may terminate the contract with prior notice to the Apprenticeship Adviser. Grounds for termination include:

- Misconduct or breach of discipline by the apprentice.
- Continuous poor performance or absenteeism.
- Closure of establishment or suspension of training facilities.
- Mutual consent between apprentice and employer.

However, termination cannot occur arbitrarily — it must be reported and approved by the authorities. This ensures that apprentices are not dismissed unfairly.

4.7 Role of Authorities in Supervision

The Apprenticeship Adviser and Regional Director play a crucial role in monitoring compliance. They may inspect establishments, verify contracts, and mediate disputes. Their involvement guarantees uniform enforcement of the Act across industries and states.

4.8 Importance of Defined Terms and Obligations

The Apprenticeship Contract and Stipend Regulations Corrida Legal emphasise that these provisions exist to build trust between employers and apprentices. Clearly defined obligations help avoid misunderstandings and ensure that both parties gain — the apprentice through skill development, and the employer through access to a trained workforce.

5. Employer Responsibilities and Compliance under the Apprenticeship Rules and Employer Obligations PDF

The Apprentices Act, 1961 places substantial responsibility on employers to ensure that apprentices receive quality training in a lawful and structured environment. The law recognises that apprenticeships succeed only when industries take active ownership of the training process. Therefore, employers are expected not only to offer opportunities but also to comply with all regulatory and welfare obligations.

The Apprenticeship Rules and Employer Obligations PDF makes it clear that the employer's role is twofold — to provide practical industrial experience and to nurture apprentices through proper supervision, safe working conditions, and timely remuneration. These obligations are central to maintaining trust and ensuring that the apprenticeship system functions as a genuine bridge between education and employment.

5.1 Legal Obligations of Employers

Under the Apprentices Act 1961 Bare Act PDF Download, every employer who engages apprentices must comply with several legal requirements, including:

- **Providing approved training facilities:** The establishment must have infrastructure, equipment, and qualified trainers to meet prescribed standards.

- **Registering apprenticeship contracts:** Every contract must be registered with the Apprenticeship Adviser before the commencement of training.
- **Following designated trade programs:** Training must adhere to the curriculum and duration approved by the Central or State Apprenticeship Council.
- **Maintaining transparency in operations:** Employers are required to maintain detailed records of each apprentice's progress, attendance, and stipend.

These rules ensure that apprenticeship training is not treated as casual employment but as a formal, monitored process.

5.2 Payment of Stipend and Financial Responsibility

Employers are legally bound to pay apprentices a stipend as prescribed by the government. The Apprentices Act 1961 Executive Summary Corrida Legal explains that the stipend amount varies depending on the year of training, with periodic increases to reflect the apprentice's growing skills and contribution.

Employers must ensure:

- Timely and full payment of stipend through traceable modes.
- Maintenance of proper payment records and receipts.
- No deduction from stipend for absence unless lawfully authorised.
- Immediate correction of any delay or underpayment.

The stipend, while not equivalent to wages, serves as financial support to the apprentice and reinforces the seriousness of the training relationship.

5.3 Training Quality and Supervision

The success of apprenticeship programs depends on the quality of training provided. Employers must ensure that training aligns with trade requirements and includes hands-on exposure under skilled supervision.

Key expectations from employers include:

- Appointing qualified instructors with sufficient experience in the relevant trade.
- Ensuring a balance between theory and practice by coordinating with technical institutions.
- Providing necessary tools, safety equipment, and work materials.
- Reviewing apprentice progress regularly and maintaining evaluation reports.

These responsibilities guarantee that apprentices gain genuine industrial knowledge instead of being used for routine or unskilled labour.

5.4 Workplace Safety and Welfare Measures

One of the most critical duties under the Apprenticeship Training Law in India PDF is ensuring the safety and welfare of apprentices. Employers must provide:

- Safe working conditions and protective equipment.
- Clean facilities, rest areas, and basic medical assistance.
- Regular safety training and demonstrations to prevent accidents.

The law treats apprentices as learners, not regular workers, which means their protection and supervision

must be given extra attention throughout the training period.

5.5 Reporting, Returns, and Inspections

Compliance is verified through record maintenance and inspections. As per the Apprenticeship Rules and Employer Obligations PDF, employers are required to:

- Maintain detailed registers on apprentice attendance, training modules, and stipend payments.
- Submit annual returns to the Apprenticeship Adviser or designated authority.
- Cooperate with inspections and audits conducted by government officials.

Failure to submit returns or falsifying information can result in penalties, including fines or cancellation of training registration.

5.6 Non-Discrimination and Equal Opportunity

Employers are legally prohibited from discriminating between apprentices based on gender, caste, religion, or background. The Apprentices Act 1961 Key Provisions and Summary reinforces equal access to training facilities, stipends, and certification for all eligible candidates.

Inclusive training practices not only comply with law but also contribute to a more diverse and progressive industrial workforce. Many modern establishments have extended apprenticeship opportunities to women, underprivileged groups, and differently-abled persons, reflecting the broader social goals behind the Act.

5.7 Penalties for Non-Compliance

Non-compliance with apprenticeship obligations attracts serious legal consequences. Employers who fail to register contracts, provide approved training, or pay stipends can face penalties including fines or legal proceedings. Repeated violations may also affect an establishment's eligibility for government-recognised training programs.

These penalties underline the law's intent — that apprenticeship training is a responsibility, not a voluntary act of goodwill.

5.8 Importance of Employer Compliance

Compliance with the Apprentices Act is not merely a legal formality; it reflects an employer's commitment to national skill development. By fulfilling their obligations, employers contribute to a sustainable and skilled economy.

The Apprenticeship Contract and Stipend Regulations Corrida Legal emphasise that genuine training programs lead to:

- Improved industrial productivity.
- Reduced skill shortages.
- Enhanced employee retention and loyalty.
- Stronger collaboration between academia and industry.

In essence, the Apprentices Act, 1961 transformed the employer's role from an overseer to a mentor — guiding apprentices towards professional excellence. Compliance with its provisions ensures that training remains fair, credible, and mutually beneficial, building a generation of skilled professionals who strengthen the nation's industrial growth.

6. Stipend, Wages, and Financial Provisions under the Apprenticeship Contract and Stipend Regulations Corrida Legal

The financial structure of apprenticeship training under the Apprentices Act, 1961 is designed to ensure fairness and consistency. Unlike regular employment, apprenticeship is a learning arrangement where the apprentice gains practical experience while the employer provides supervision, guidance, and financial support in the form of a stipend. The law strikes a balance between acknowledging the apprentice's contribution and maintaining the educational essence of the training period.

The Apprenticeship Contract and Stipend Regulations Corrida Legal highlight that the payment of stipends is not discretionary — it is a statutory obligation. Every employer who engages apprentices must pay them a stipend as prescribed by the Central Government or relevant State authorities. This financial support enables apprentices to sustain themselves during training while motivating them to complete the program with diligence.

6.1 Nature of Stipend under the Act

A **stipend** is a fixed monetary payment made to apprentices for the period of their training. It differs from wages because apprentices are not full-time employees but trainees under a learning arrangement. The Apprentices Act 1961 Bare Act PDF Download specifies that the stipend should reflect the educational level of the apprentice and the type of training involved.

Key principles governing stipends include:

- It must be paid regularly, at least once a month.
- It cannot be reduced or withheld without lawful justification.
- The amount must be in line with the prescribed government scale.
- No deductions can be made except for approved absences or misconduct.

This ensures that the apprentice's financial well-being is protected throughout the training period.

6.2 Determination of Stipend Rates

Stipend rates are determined by the Central Government in consultation with the Central Apprenticeship Council. As noted in the Apprentices Act 1961 Executive Summary Corrida Legal, the rates vary based on the year of training and the apprentice's qualification:

- **Trade Apprentices:** Fixed percentage of the minimum wage for skilled workers.
- **Graduate Apprentices:** Monthly stipend reflecting their educational level, typically higher than trade apprentices.
- **Technician and Vocational Apprentices:** Stipend corresponding to their diploma or vocational qualification.

Employers must always check the latest notifications for revised stipend rates to ensure full compliance with current regulations.

6.3 Annual and Incremental Revisions

The Apprenticeship Training Law in India PDF provides that stipend rates may be revised periodically to align with inflation and cost-of-living changes. Incremental increases are often granted each year of training, reflecting the apprentice's growing skills and contribution.

For example:

- First-year apprentices may receive a base rate.
- Second and third-year apprentices may receive proportionately higher rates.

- Graduate or technician apprentices completing advanced modules may be paid additional increments.

This structure recognises both progress and performance, encouraging continuity in training.

6.4 Employer and Government Contribution

In certain public-sector programs or under schemes such as the National Apprenticeship Promotion Scheme (NAPS), the government shares part of the financial burden with employers. According to the Apprentices Act 1961 Key Provisions and Summary:

- Employers may receive partial reimbursement for stipends paid to apprentices.
- Incentives are provided to encourage small and medium enterprises (SMEs) to engage more apprentices.
- Funds are released through recognised authorities after verification of training completion and compliance.

This model promotes widespread participation while ensuring that apprenticeships remain financially sustainable for industries.

6.5 Mode and Timeliness of Payment

The Apprenticeship Rules and Employer Obligations PDF mandates that all stipend payments must be made through traceable methods such as bank transfers or digital transactions. This promotes transparency and prevents disputes over delayed or unpaid stipends.

Employers must:

- Maintain detailed payment registers for inspection.
- Issue receipts or payslips to apprentices.
- Disburse payments on fixed dates each month.

Late or irregular payments can lead to complaints, inspections, and penalties under the Act.

6.6 Distinction between Stipend and Wages

The Apprentices Act 1961 Minimum and Maximum Bonus Rules PDF clarifies that a stipend is distinct from wages:

- Wages imply an employment relationship, whereas stipend represents a training allowance.
- Apprentices are not “employees” under labour laws during the training period.
- They are learners entitled to financial support but not full employment benefits such as provident fund or gratuity.

This distinction preserves the educational nature of the program while preventing misuse of apprenticeship as cheap labour.

6.7 Penalties for Default in Payment

Failure to pay stipends as per prescribed norms is a serious offence. Employers who delay or underpay may face penalties, including fines and suspension of registration for future apprenticeships. The Apprenticeship Adviser has the power to issue notices, order payment of arrears, and recommend legal action for persistent violations.

6.8 Financial Significance and Broader Impact

The stipend mechanism is more than just a legal formality — it represents a partnership between learning and livelihood. For many young trainees, this income supports education, living expenses, and family needs while they acquire valuable skills. For employers, timely payment of stipends builds trust and enhances their reputation as responsible trainers.

The Apprenticeship Contract and Stipend Regulations Corrida Legal underscore that a fair and reliable payment system strengthens the credibility of the apprenticeship framework. It encourages participation, reduces dropout rates, and contributes to a culture of respect and professionalism in India's industrial ecosystem.

7. Supervision, Regulation, and Role of Authorities under the Apprentices Act, 1961

The Apprentices Act, 1961 is not merely a framework for training; it is a comprehensive system that depends on effective supervision and regulation. To maintain uniformity, quality, and accountability, the Act lays down a multi-level administrative structure involving central and state authorities. These bodies oversee registration, inspection, dispute resolution, and policy implementation to ensure that apprenticeships remain meaningful and fair for all participants.

The Apprenticeship Training Law in India PDF highlights that this framework was designed to prevent misuse of apprenticeships and to ensure that the training benefits both the apprentice and the industry. With proper supervision, the apprenticeship system operates not just as an employment bridge but as a national instrument for skill development and economic empowerment.

7.1 Central Apprenticeship Council (CAC)

At the top of the administrative hierarchy is the Central Apprenticeship Council, the principal advisory body established under the Act. It operates under the Ministry of Skill Development and Entrepreneurship (MSDE) and plays a vital role in shaping policy decisions.

Key functions of the Council include:

- Recommending policies for apprenticeship training across sectors.
- Approving syllabi, training duration, and standards for various trades.
- Reviewing and revising stipend structures periodically.
- Coordinating with state governments to ensure uniform implementation.
- Advising on amendments or improvements to the Act based on industry feedback.

The Council includes representatives from employers, trade unions, government departments, and professional bodies, ensuring that its policies reflect a balanced and practical perspective.

7.2 State Apprenticeship Councils (SACs)

While the CAC formulates national policies, **State Apprenticeship Councils** are responsible for their implementation at the regional level. These bodies coordinate between industries, training institutes, and government departments to ensure that apprenticeship programs align with local labour needs.

Their responsibilities, as mentioned in the Apprentices Act 1961 Executive Summary Corrida Legal, include:

- Approving employer training plans within their jurisdiction.
- Maintaining state-wide databases of registered apprentices.
- Monitoring compliance with training and safety standards.
- Addressing grievances and disputes at the local level.

- Promoting awareness about apprenticeship opportunities among students and employers.

By decentralising authority, the Act ensures that the system remains responsive to regional demands while maintaining national consistency.

7.3 Role of the Apprenticeship Adviser

The Apprenticeship Adviser is the most critical link between the government, employers, and apprentices. As defined under the Apprentices Act 1961 Bare Act PDF Download, the Adviser's primary duty is to ensure that every apprenticeship operates in compliance with the law.

Key responsibilities include:

- Registering apprenticeship contracts and maintaining official records.
- Inspecting establishments to verify training standards.
- Ensuring timely payment of stipends and adherence to safety norms.
- Mediating disputes between apprentices and employers.
- Recommending disciplinary or corrective actions where necessary.

The Adviser also acts as a guide, helping employers understand their obligations and encouraging industries to participate in apprenticeship programs.

7.4 Role of the Regional Directors and Inspectors

The Regional Directors of Apprenticeship Training and Inspectors serve as enforcement officers under the Act. Their duties involve:

- Conducting regular audits and inspections of training establishments.
- Examining records related to training, attendance, and payments.
- Identifying gaps in compliance and recommending improvements.
- Ensuring that training aligns with the officially prescribed syllabus.
- Submitting reports to the Central or State Apprenticeship Councils.

Their inspections are preventive rather than punitive, aimed at helping employers improve their systems rather than penalising them unnecessarily.

7.5 Coordination Between Industry and Educational Institutions

The Apprenticeship Rules and Employer Obligations PDF emphasises the importance of close coordination between industries and technical institutions. This partnership ensures that training is not outdated or disconnected from real-world needs.

The regulatory authorities facilitate this collaboration by:

- Approving dual-mode training programs (classroom and on-the-job).
- Encouraging industries to adopt trainees from technical colleges.
- Supporting integration between the National Skill Development Corporation (NSDC) and local training centres.

Such coordination guarantees that apprenticeship training remains dynamic, practical, and aligned with modern industrial standards.

7.6 Record Maintenance and Compliance Reporting

Employers must maintain detailed records of each apprentice's progress, attendance, and performance. These records are reviewed periodically by the authorities. The Apprentices Act 1961 Key Provisions and Summary states that failure to maintain accurate records or submit required reports may lead to penalties or suspension of registration.

Authorities use this data to monitor trends, identify skill gaps, and recommend policy updates. This system ensures transparency and enables data-driven improvements to the national skill development framework.

7.7 Oversight and Quality Control

The effectiveness of the Apprentices Act depends on constant oversight. The Apprenticeship Adviser and councils conduct quality checks to ensure that apprentices receive structured learning and are not used as substitute labour. Inspections focus on:

- Quality of supervision and mentoring.
- Availability of proper tools and facilities.
- Regular evaluation of apprentice performance.
- Compliance with safety and welfare standards.

Through these efforts, the law ensures that training outcomes are genuine and verifiable.

7.8 Importance of a Regulated Framework

The Apprenticeship Contract and Stipend Regulations Corrida Legal highlight that the Act's regulatory structure plays a transformative role in maintaining the credibility of India's skill ecosystem. Without proper supervision, apprenticeships risk becoming informal or exploitative. Regulation ensures that every apprentice gains practical expertise and recognition through a lawful and transparent process.

By clearly defining the responsibilities of each authority — from the Central Council to local inspectors — the Apprentices Act, 1961 creates a robust and dependable system. It guarantees that apprenticeships remain a credible, safe, and respected pathway for learning, ultimately supporting India's long-term vision of a skilled and employable population.

8. Dispute Resolution and Legal Remedies under the Apprentices Act, 1961

Even within a well-regulated system, disagreements can arise between apprentices and employers — over training quality, stipend payments, termination, or contract compliance. The Apprentices Act, 1961 recognises this reality and provides a fair, transparent mechanism for resolving such disputes. Its approach ensures that apprentices, who may lack the resources or influence to challenge an employer directly, have access to justice through formal and impartial channels.

The Apprenticeship Training Law in India PDF makes it clear that apprenticeship is a protected training relationship, not casual employment. Therefore, any conflict arising under this law is to be addressed through specific authorities rather than general labour courts, ensuring quicker and more specialised resolution.

8.1 Nature of Common Disputes

Disputes typically occur when either party fails to meet obligations under the apprenticeship contract. The Apprentices Act 1961 Bare Act PDF Download identifies frequent areas of conflict, such as:

- Non-payment or delayed payment of stipend.
- Unjust termination of training by the employer.
- Absenteeism or misconduct by the apprentice.

- Inadequate training or non-compliance with prescribed standards.
- Disagreements over contract terms like duration, working hours, or safety conditions.

Most disputes arise from communication gaps or misunderstanding of legal duties rather than deliberate non-compliance.

8.2 Primary Authority for Dispute Resolution

The **Apprenticeship Adviser** serves as the primary authority for settling disputes under the Act. As outlined in the Apprentices Act 1961 Executive Summary Corrida Legal, any disagreement between an apprentice and employer must first be referred to this Adviser.

The Adviser's role includes:

- Conducting inquiries into the nature of the dispute.
- Calling for records, contracts, or payment proofs.
- Mediating between both parties to reach a fair settlement.
- Issuing binding directions or recommendations.

This approach ensures that disputes are handled efficiently and without unnecessary litigation.

8.3 Escalation to Labour Courts or Industrial Tribunals

If the decision of the Apprenticeship Adviser is contested, the matter can be escalated to the Labour Court or Industrial Tribunal. However, this step is usually taken only when attempts at conciliation fail.

The Apprentices Act 1961 Key Provisions and Summary states that disputes are treated as *industrial disputes* under the Industrial Disputes Act, 1947. This ensures access to judicial review while maintaining procedural fairness. Labour courts may order reinstatement, compensation, or payment of arrears depending on the findings.

8.4 Protection of Apprentices During Disputes

The law offers safeguards to apprentices during the pendency of a dispute. Employers cannot retaliate against an apprentice for filing a complaint or participating in proceedings. The Apprenticeship Rules and Employer Obligations PDF provides that:

- Apprentices must not be terminated or harassed for seeking redress.
- Stipend payments must continue during legitimate inquiries.
- Authorities may issue temporary directions to prevent hardship.

This prevents power imbalance and ensures that apprentices can assert their rights confidently.

8.5 Penalties and Enforcement Actions

When employers are found guilty of violating apprenticeship provisions, authorities may impose penalties such as:

- Monetary fines for non-payment of stipends or unregistered contracts.
- Suspension of training approval for repeated violations.
- Disqualification from engaging apprentices for a specified period.

Persistent offenders can also face legal prosecution under the Act. Conversely, if an apprentice is found to have breached discipline or neglected training, they may forfeit their stipend or face termination after due process.

8.6 Role of Inspection and Audit in Preventing Disputes

Preventive oversight is one of the most effective dispute control measures. Regular inspections by Apprenticeship Advisers and Regional Directors ensure that both employers and apprentices adhere to the law. The Apprentices Act 1961 Minimum and Maximum Bonus Rules PDF notes that these inspections act as early interventions, identifying compliance issues before they escalate into formal disputes.

Audits focus on:

- Verifying training quality and attendance.
- Ensuring correct stipend disbursement.
- Reviewing grievance-handling mechanisms in establishments.

By encouraging compliance and transparency, inspections reduce the frequency of legal conflicts.

8.7 Rights of Appeal and Legal Remedies

If a party is dissatisfied with a decision of the Apprenticeship Adviser or the Labour Court, they may file an appeal before the High Court. Judicial review ensures that the principles of fairness and due process are upheld.

The Bonus Payment Law in India Bare Act PDF Corrida Legal points out that these remedies are designed to provide both parties with multiple layers of justice — starting with administrative conciliation and extending to judicial oversight.

8.8 Importance of Transparent Dispute Resolution

The dispute resolution framework under the Apprentices Act, 1961 plays a vital role in preserving trust between trainees and employers. It ensures that issues are resolved quickly, fairly, and without disrupting training continuity.

This framework:

- Promotes industrial harmony and reduces litigation.
- Protects apprentices from exploitation.
- Holds employers accountable for their legal duties.
- Reinforces confidence in the apprenticeship system.

By ensuring access to justice, the Apprentices Act 1961 Executive Summary Corrida Legal turns the apprenticeship framework into a model of balanced governance — where the rights of learners and the responsibilities of trainers coexist in fairness.

9. Important Amendments, Notifications, and Reforms under the Apprentices Act, 1961

The Apprentices Act, 1961 has evolved continuously to remain relevant to India's changing economic and industrial environment. From its initial focus on manufacturing trades to its current integration with modern services, technology, and digital industries, the law has undergone several amendments to strengthen its framework, simplify procedures, and expand its reach. These changes reflect India's long-term vision of transforming its workforce into a globally competitive talent pool.

The Apprentices Act 1961 Bare Act PDF Download provides the foundation, but it is through amendments and government notifications that the Act has adapted to new realities — from rising education levels to the demand for flexible training models under programs like Skill India and Make in India.

9.1 The Apprentices (Amendment) Act, 1973 – Strengthening the Framework

The first major reform came through the 1973 Amendment, which enhanced the scope of apprenticeship and brought uniformity across industries. The Apprentices Act 1961 Executive Summary Corrida Legal notes that this amendment:

- Expanded the definition of “apprentice” to include a wider range of technical trainees.
- Introduced clear stipulations for contract registration and employer accountability.
- Strengthened monitoring by Apprenticeship Advisers and inspectors.
- Made it mandatory for establishments employing a certain number of workers to engage apprentices.

This marked the beginning of a more disciplined and nationwide apprenticeship regime.

9.2 The 1986 Amendment – Including the Service Sector

The 1986 Amendment reflected India’s economic diversification, particularly in the growing service sector. The Apprenticeship Training Law in India PDF records that this change extended the Act’s coverage to industries beyond manufacturing, such as information technology, finance, and telecommunications.

Key additions included:

- Inclusion of “designated trades” in the service sector.
- Flexibility for employers to develop in-house training schemes.
- Encouragement of government–industry collaboration for skill development.

This ensured that apprenticeship programs evolved in tandem with new employment patterns and emerging industries.

9.3 The 1997 Reforms – Simplifying Procedures

By the mid-1990s, employers were struggling with cumbersome administrative procedures. The 1997 reforms simplified documentation and promoted digitisation in record maintenance. As per the Apprentices Act 1961 Key Provisions and Summary, these reforms:

- Introduced standardised forms for contract registration.
- Reduced bureaucratic approvals for setting up training programs.
- Encouraged more private-sector participation through simplified compliance norms.

These measures made the apprenticeship system more accessible and industry-friendly.

9.4 The 2014 Amendment – Modernising Apprenticeship for a New Economy

The Apprentices (Amendment) Act, 2014 marked a turning point, aligning the apprenticeship model with modern industry requirements and India’s national skill development agenda. The amendment, described in the Apprenticeship Rules and Employer Obligations PDF, introduced transformative changes:

- Broadening the definition of apprenticeship: Allowing optional trades designed by employers, not just government-notified ones.
- Simplified registration process: Introduction of an online apprenticeship portal for contract management.
- Revised stipend structure: Ensuring fair remuneration and periodic increments.
- Increased coverage: Expanding the law to cover all sectors, including retail, IT, and hospitality.

- Inclusion of women and differently-abled persons: Promoting inclusive participation across all training programs.

This amendment aligned apprenticeship training with India's vision of becoming a skill-based economy and removed unnecessary rigidity that discouraged employer participation.

9.5 The 2019 and 2021 Updates – Integration with National Skill Mission

Subsequent updates in 2019 and 2021 further integrated apprenticeship training with national initiatives such as the National Apprenticeship Promotion Scheme (NAPS) and the Skill India Mission. The Apprentices Act 1961 Minimum and Maximum Bonus Rules PDF emphasises that these changes:

- Allowed greater financial support to employers offering apprenticeship programs.
- Enabled third-party aggregators to facilitate industry partnerships.
- Recognised dual-mode training (classroom and on-the-job).
- Introduced real-time digital tracking of apprentice progress through online dashboards.

This digital and collaborative approach made the Act more adaptable to new-generation industries and remote-learning models.

9.6 Notifications and Circulars for Implementation

The government periodically issues **notifications** to clarify procedures, revise stipend rates, and notify new trades. The Apprentices Act 1961 Full Text PDF India shows that these notifications play a key role in keeping the Act responsive to current economic conditions. Examples include:

- Periodic revision of stipend rates to match inflation.
- Addition of new optional trades under the manufacturing and services sectors.
- Guidelines for onboarding through the national apprenticeship portal (www.apprenticeshipindia.gov.in).
- Clarifications regarding employer incentives and reimbursement under NAPS.

These notifications ensure that both employers and apprentices remain aligned with evolving policies.

9.7 Impact of Reforms on Industrial and Skill Ecosystem

Each amendment and notification has contributed significantly to making the apprenticeship system more flexible and outcome-oriented. The Apprenticeship Contract and Stipend Regulations Corrida Legal highlights that the cumulative impact includes:

- Wider industry participation: More private companies now engage apprentices across sectors.
- Increased employability: Apprentices gain real-world skills aligned with market needs.
- Improved compliance: Digital tools have reduced administrative delays.
- Gender inclusion: Greater representation of women in technical and non-technical apprenticeships.

These developments have strengthened the apprenticeship ecosystem as an essential part of India's workforce development strategy.

9.8 The Continuing Evolution of the Act

The Apprentices Act continues to evolve with India's economic priorities. Future amendments are expected to focus on integrating artificial intelligence, renewable energy, and advanced manufacturing technologies into training programs.

Conclusion

The Apprentices Act, 1961 stands as one of the most visionary pieces of legislation in India's labour and education landscape. Conceived at a time when the country was shaping its industrial identity, the Act created a structured bridge between education and employment — ensuring that learning was not confined to classrooms, but extended into real-world industry experience. More than six decades later, it remains a cornerstone of India's workforce development, continually evolving to meet the needs of a changing economy.

The Apprentices Act 1961 Bare Act PDF Download embodies the idea that progress is sustainable only when it is inclusive and skill-driven. By turning apprenticeships into a legally protected and standardised system, the law ensures that training is fair, supervised, and purposeful — benefitting both the learner and the employer.

Its continuous reforms, digital integrations, and focus on inclusivity under the Skill India and Make in India missions show that the Act is not static but adaptive. It continues to prepare young Indians for a future where technical expertise, discipline, and hands-on experience define employability and innovation.

Key Takeaways

- **Structured Pathway to Employment:** The Act establishes a clear and lawful route from education to industrial training, ensuring employability through practical exposure.
- **Mutual Growth Framework:** It protects apprentices' rights while motivating employers to invest in skill development, creating a mutually beneficial ecosystem.
- **National Integration in Skill Building:** By connecting educational institutions, industries, and government authorities, the Act ensures uniformity in training across states and sectors.
- **Legal and Ethical Protection:** Apprentices enjoy safeguards on stipend, safety, and training quality, ensuring that learning remains dignified and free from exploitation.
- **Modernisation through Reforms:** Continuous amendments, online registration, and government incentive schemes keep the law aligned with modern industry trends.
- **Contribution to India's Economic Vision:** The Act supports India's long-term goals of industrial expansion, employment generation, and global competitiveness.