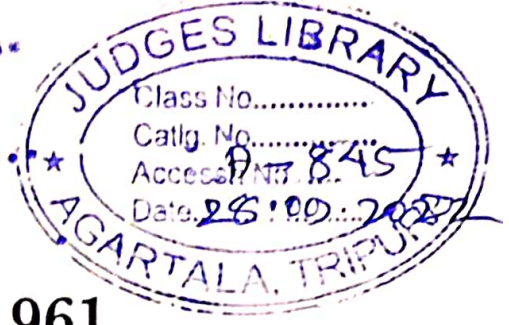


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The Apprentices Act, 1961

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The Apprentices Act, 1961

[Act 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:

Statement of Objects and Reasons.—"The question of undertaking legislation for regulating the training of apprentices in industry has been under the consideration of the Government for a long time. Expert committees which went into the question have recommended such legislation. Although certain establishments in the public and private sectors have been carrying out programmes of training of skilled workers on a systematic basis, industry in general has not as yet fully organised such programmes. In the context of the Five Year Plan and the large scale industrial development of the country, there is an increasing demand for skilled craftsmen. The Government consider that it is necessary fully to utilise the facilities available for the training of apprentices and to ensure their training in accordance with the programmes, standards and syllabi drawn up by expert bodies. The Bill is intended to give effect to these objectives."

Statement of Objects and Reasons Amending Act 27 of 1973.—The question of undertaking legislation for the training of graduate engineers and diploma holders with a view to giving them practical training under factory conditions thereby improving their employment potential and solving the immediate unemployment problem has been under the consideration of the Government for some time past. At present a voluntary scheme of training in industry for such personnel is being administered by the Central Government.

2. In the context of the growing unemployment among the engineers it is proposed in consultation with the State Governments, concerned Ministries and Departments, the Planning Commission, the Employers' and Workers' Organisations, to suitably amend the Apprentices Act, 1961 (52 of 1961) to cover graduate engineers and diploma holders and to ensure proper regulation and control of training by fully utilising the facilities available for training in accordance with the programmes, standards and syllabi drawn up by expert bodies. It is also proposed to provide for reservation of training places for the Scheduled Castes and Scheduled Tribes in every designated trade.

3. Opportunity is also being taken to remove certain practical difficulties experienced in the working of the Act.

4. The Bill is intended to achieve the above objectives.

Statement of Objects and Reasons Amending Act 41 of 1986.—The Apprentices Act, 1961, provides for the regulation and control of training of apprentices.

2. The vocationalisation of higher secondary education has been attempted in this country as part of the efforts to provide meaningful education leading to suitable employment opportunities at the appropriate levels. It is also hoped that this would relieve the pressure on our higher education system. Vocationalisation implies education through work experience and hence adequate facilities are to be provided for the vocational stream to learn the practical aspects of the subject through field studies and to supplement the institutional learning. Providing apprenticeship facilities to the products of vocational stream assures relevance in this context.

1. Omitted by Act 27 of 1973.

3. A pilot scheme called the Special Vocational Education Training Scheme to provide "on the job training" to the product of the vocational stream was launched in 1983-84 under the supervision of the Regional Boards of Apprenticeship Training under the control of the then Ministry of Education. The scheme also provides for training of weaker sections, specially the Scheduled Castes and the Scheduled Tribes, minorities, physically handicapped and women.

4. In the light of the experience gained during the two years which indicates that the scheme has been welcomed by the States, training agencies and the products of the vocational stream, it is proposed to amend the Apprentices Act, 1961, to provide training for the products of vocational stream by creating a separate category of apprentices called "the technical (vocational) apprentices" and administer the scheme through the Regional Boards of Apprenticeship Training who are implementing the apprenticeship training scheme for graduates and technician apprentices.

5. The object, therefore, is to provide "on the job training" to the products of the vocational stream so that adequate competence and skill required for various occupations are acquired which would lead to suitable employment or self-employment opportunity in organised industries, agriculture and other service sectors of economic activity including agro and rural based industries.

6. The opportunity is also being availed of to amend Section 3-A of the Act so as to remove difficulties in the working of the scheme of reservations of training places for the Scheduled Castes and Scheduled Tribes.

7. The Bill seeks to achieve the above objects.

Statement of Objects and Reasons Amending Act 4 of 1997.—The Apprentices Act, 1961 provides for regulation and control of training of apprentices. In the functioning of the said Act, certain problems have been faced.

2. The amendments proposed in the Bill are mainly with a view to provide for the following, namely—

- (i) in order to seek financial benefits from the Government, certain employers treat various departments of their establishments as separate establishments. It is proposed to amend clause (g) of Section 2 to amplify the definition of "establishment" in this regard;
- (ii) the expression "worker" has not been defined in the Act which has caused confusion in matter of determination of the strength of workers. A new clause (r) in Section 2 is being provided for the purpose;
- (iii) in case, where the contract of the apprenticeship has been terminated before the expiry of the period of apprenticeship and a contract of apprenticeship has been entered into with a new employer and the contract of the apprenticeship could not be completed with the previous employer because of lapse on the part of such employer, it is proposed to provide that the period of apprenticeship training undergone with the previous employer shall be deemed to be included in the period of apprenticeship training to be undertaken with the new employer. A new sub-section (4) is being inserted in Section 7 for the purpose;
- (iv) sub-section (3) of Section 8 is being amended with a view to provide some measure of flexibility in the engagement of apprentices keeping in view the potentiality and availability of training facilities with individual employers;
- (v) since industry is the ultimate beneficiary of the training through apprentices, it is proposed to amend sub-section (8) of Section 9 to provide that industry should increasingly bear training cost of apprentices;
- (vi) in order to improve the quality of apprenticeship training Section 11 is proposed to be amended with a view to provide that the qualifications of the instructional staff shall be as may be prescribed;
- (vii) Section 31 is proposed to be amended with a view to enhance the amount of penalty which may be imposed;



- (viii) Section 33 is proposed to be amended to provide that an officer of the rank of the Deputy Apprenticeship Adviser or above shall be competent to make a complaint before the Court about an offence.

3. The Bill seeks to achieve the above objects.

CASE LAW ▶ Object.—The objects and reasons reveal that the Act was enacted for the purpose of recruiting apprentices for developing a strong industrial base, *UPSEB v. Shiv Mohan Singh*, (2004) 8 SCC 402 : 2004 SCC (L&S) 1141.

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.

Note.—Extended to Goa, Daman and Diu by Regn. 11 of 1963, to Pondicherry by Regn. 7 of 1963 and to J&K by Act 25 of 1968.

(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.

Note.—The Act came into force on March 1, 1962 in all the territories to which it extends. [*Vide* G.S.R. 246, dt. 12-2-1962]

(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:

(b) ⁴[* * *]

(c) ⁵[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;

2. Omitted by Act 25 of 1968.

3. The Act came into force on Mar. 1, 1962 *vide* G.S.R. 246, dt. Feb. 12, 1962.

4. Omitted by Act 27 of 1973.

5. Subs. by Act 27 of 1973.

6. The original cl. (a) renumbered as cl. (aa) and a cl. (a) ins. by Act 27 of 1973.

7. The original cl. (a) renumbered as cl. (aa) and a cl. (a) ins. by Act 27 of 1973.

8. Omitted by Act 27 of 1973.

CASE LAW ▶ Apprentice.—Apprentices means a person who is bound by a legal agreement to serve an employer for an agreed period and the employer is bound to instruct him, *Mukesh K. Tripathi v. LIC*, (2004) 8 SCC 387 : 2004 SCC (L&S) 1128.

Registration of the contract of apprenticeship under Section 4(4) is not a necessary ingredient of the definition of “apprentice”. *Bhaskaran v. E.S.E. Board*, (1986) 1 LLN 869 (Ker) (DB) : (1988) 2 LLJ 346.

An apprentice is not an employee within Section 2(9) of the Employees State Insurance Act, 1948, *ESI Corpn. v. Telco Ltd.*, (1975) 2 SCC 835 : 1976 SCC (L&S) 41.

An apprentice will not be entitled to wages like regular employees, *Achutan v. Babu*, (1996) 3 LLN 336 : (1996) 2 Cur LR 472 : 1996 LLR 824 (Ker).

An apprentice is not a ‘workman’ and, therefore, cannot claim monetary benefits under the Industrial Disputes Act, *Achutan v. Babu*, (1996) 3 LLN 336 : (1996) 2 Cur LR 472 : 1996 LLR 824 (Ker).

⁹[(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

¹⁰[(aa) the Regional Boards, or

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

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

¹¹[(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,

9. Ins. by Act 27 of 1973.

10. Ins. by Act 27 of 1973 and subs. by Act 41 of 1986, S. 2 (w.e.f. 16-12-1987).

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

(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;

¹²[(dd) “Board or State Council of Technical Education” means the Board or State Council of Technical Education established by the State Government;]

¹³[(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 ¹⁴[and where an establishment consists of different departments or has branches, whether situated in the same place or at different places, all such departments or branches shall be treated as part of that establishment;]

CASE LAW ▶ Establishment.—Durgapur project is an establishment within the meaning of Section 2(g) of the Act to engage apprentices under the Act, *Chittaranjan Das v. Durgapore Project Ltd.*, (1995) 2 LLN 563 : (1996) 73 FLR 1022 (Cal)(DB).

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

12. *Ins.* by Act 27 of 1973.

13. *Subs.* by Act 29 of 2014, S. 2(ii) (w.e.f. 22-12-2014). Prior to substitution it read as:
‘(e) “designated trade” means any trade or occupation or any subject field in 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;’.

14. *Ins.* by Act 4 of 1997, S. 2.

(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);
- (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;

¹⁵[(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;]

¹⁶[(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 ¹⁷[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;]

¹⁸[(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 the rules made under this Act;

15. Subs. by Act 29 of 2014, S. 2(ii) (w.e.f. 22-12-2014). Prior to substitution it read as:

‘(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 technology or equivalent qualification granted by any institution recognised by the Government and undergoes apprenticeship training in any such subject field in engineering or technology as may be prescribed;’.

16. Subs. by Act 29 of 2014, S. 2(ii) (w.e.f. 22-12-2014). Prior to substitution it read as:

‘(k) “industry” means any industry or business in which any trade, occupation or subject field in engineering or technology or any vocational course may be specified as a designated trade;’.

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

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

- ¹⁹[(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;
- ²⁰[(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 ²¹[designated trade];]
- ²²[(q) “trade apprentice” means an apprentice who undergoes apprenticeship training in any designated trade;]
- ²³[(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).]

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—

- ²⁴[(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 trades ²⁵[and for different categories of apprentices].

19. *Ins.* by Act 27 of 1973.

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

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

22. *Subs.* by Act 29 of 2014, S. 2(v) (w.e.f. 22-12-2014). Prior to substitution it read as:

‘(q) “trade apprentice” means an apprentice who undergoes apprenticeship training in any such trade or occupation as may be prescribed;’.

23. *Subs.* by Act 29 of 2014, S. 2(v) (w.e.f. 22-12-2014). Prior to substitution it read as:

‘(r) “worker” means any person who is employed for wages in any kind of work and who gets his wages directly from the employer but shall not include an apprentice referred to in clause (aa).’.

24. *Subs.* by Act 29 of 2014, S. 3 (w.e.f. 22-12-2014). Prior to substitution it read as:

‘(a) is not less than fourteen years of age, and’.

25. *Added* by Act 27 of 1973.

²⁶[3-A. **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 ²⁷[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].

²⁸[3-B. **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.]

²⁹[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 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.

³⁰[(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

26. *Ins.* by Act 27 of 1973.

27. *Ins.* by Act 41 of 1986 (w.e.f. 16-12-1987).

28. *Ins.* by Act 36 of 2007, S. 2 (1-2-2008).

29. *Subs.* by Act 27 of 1973.

30. *Subs.* by Act 29 of 2014, S. 4(i) (w.e.f. 22-12-2014). Prior to substitution it read as:

“(4) Every contract of apprenticeship entered into under sub-section (1) shall be sent by the employer within such period as may be prescribed to the Apprenticeship Adviser for registration.”.

contract of apprenticeship shall be entered on the portal-site within seven days, for verification and registration.

(4-A) 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.

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

(5) ³¹[* * *]

(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 contracts 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 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.

³²**[5-A. 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.]

³³**[5-B. 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 ³⁴[trade apprentices] who, having undergone institutional training in a school or other institution recognised by

31. Omitted by Act 29 of 2014, S. 4(ii) (w.e.f. 22-12-2014). Prior to omission it read as:
“(5) The Apprenticeship Adviser shall not register a contract of apprenticeship unless he is satisfied that the person described as an apprentice in the contract is qualified under this Act for being engaged as an apprentice to undergo apprenticeship training in the designated trade specified in the contract.”

32. Ins. by Act 29 of 2014, S. 5 (w.e.f. 22-12-2014).

33. Ins. by Act 29 of 2014, S. 5 (w.e.f. 22-12-2014).

34. Subs. by Act 27 of 1973.

the National Council, have passed the trade tests ³⁵[or examinations] conducted by ³⁶[that Council or by an institution recognised by that Council], the period of apprenticeship training shall be such as may be ³⁷[prescribed];

³⁸[(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 ³⁹[trade apprentices], the period of apprenticeship training shall be such as may be prescribed;

⁴⁰[(c) in the case of graduate or technician apprentices, [technician (vocational) apprentices]⁴¹ the period of apprenticeship training shall be such as may be prescribed].

STATE AMENDMENTS

Maharashtra.—In its application to the State of Maharashtra, 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 Mah. Act 17 of 2018, S. 2 (w.e.f. the date to be notified)]

Rajasthan.—In its application to the State of Rajasthan, 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

35. *Ins.* by Act 41 of 1986 (w.e.f. 16-12-1987).

36. *Subs.* by Act 27 of 1973.

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

38. *Subs.* by Act 29 of 2014, S. 6(ii) (w.e.f. 22-12-2014). Prior to substitution it read as:
“(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 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, the period of apprenticeship training shall be such as may be prescribed;”.

39. *Subs.* by Act 27 of 1973.

40. *Ins.* by Act 27 of 1973.

41. *Ins.* by Act 41 of 1986.

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 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.

⁴²[(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.—In its application to the State of Maharashtra, in Section 7, 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;
- (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 Mah. Act 17 of 2018, S. 3 (w.e.f. the date to be notified)]

Rajasthan.—In its application to the State of Rajasthan, for the existing proviso to sub-section (3) of Section 7, 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]

CASE LAW ▶ Nature of proceedings.—The proceedings for termination of contract under Section 7(3) are quasi-judicial, *Jai Prakash Singh v. Contract Apprenticeship Council*, 1979 Lab IC 482 (All).

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

43. Subs. by Act 29 of 2014, S. 7 (w.e.f. 22-12-2014). Prior to substitution it read as:

“8. *Number of apprentices for a designated trade.*—(1) The Central Government shall, after consulting the Central 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 Central 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 technician (vocational) apprentices, if any, in pursuance of any notice issued to him under sub-section (3-A) by the Central Apprenticeship Adviser or such other person as is referred to in that sub-section.

(3) The Apprenticeship Adviser may, by notice in writing, require an employer to engage such number of trade apprentices within the ratio determined by the Central 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 Apprenticeship Adviser shall have regard to the facilities actually available in the establishment concerned:

Provided further that the 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 fifty per cent 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.

(3-A) 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, having regard to—

- (i) the number of managerial persons (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 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 Central Government or in excess of the number specified in a notice issued under sub-section (3-A) should, in the opinion of the appropriate Government be trained, the appropriate Government 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 Government concerned makes available such additional facilities and such additional financial assistance as are considered necessary by the Apprenticeship Adviser for the training of the additional number of apprentices.

(7) Any employer not satisfied with the decision of the Apprenticeship Adviser under sub-section (6), may make a reference to the Central Apprenticeship Council and such reference shall

(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.—In its application to the State of Maharashtra, after the existing sub-section (1), the following sub-section shall be *inserted*, namely:—

“(1-A) 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 Mah. Act 17 of 2018, S. 4 (w.e.f. the date to be notified)]

Rajasthan.—In its application to the State of Rajasthan, for the existing Section 8, 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 (3-A) 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 per cent 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.

(3-A) 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;

be decided by a Committee thereof appointed by that Council for the purpose and the decision of that Committee shall be final.”.

- (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 (3-A) 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.—⁴⁴[(1) Every employer shall make suitable arrangements in his workplace for imparting a course of practical training to every apprentice engaged by him.]

⁴⁵[(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 ⁴⁶[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.]

44. Subs. by Act 29 of 2014, S. 8(i) (w.e.f. 22-12-2014). Prior to substitution it read as:

“(1) Every employer shall make suitable arrangements in his workshop for imparting a course of practical training to every apprentice engaged by him in accordance with the programme approved by the Apprenticeship Adviser.”.

45. Subs. by Act 27 of 1973.

46. Subs. by Act 27 of 1973.

⁴⁷[(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 ⁴⁸[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.

(4-A) ⁴⁹[* * *]

(4-B) ⁵⁰[* * *]

(5) ⁵¹[* * *]

(6) ⁵²[* * *]

⁵³[(7) In the case of an apprentice other than a graduate or technician apprentice or technician (vocational) apprentice, the syllabus of and the equipment to be utilised for, practical training including basic training in any designated trade shall

47. *Subs.* by Act 29 of 2014, S. 8(ii) (w.e.f. 22-12-2014). Prior to substitution it read as:

“(3) Such of the trade apprentices as 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 workshop for practical training, undergo a course of basic training.”

48. *Ins.* by Act 27 of 1973.

49. *Omitted* by Act 29 of 2014, S. 8(iii) (w.e.f. 22-12-2014). Prior to omission it read as:

“(4-A) Notwithstanding anything contained in sub-section (4), if the number of apprentices to be trained at any time in any establishment in which five hundred or more workers are employed, is less than twelve the employer in relation to such establishment may depute all or any of such apprentices to any Basic Training Centre or Industrial Training Institute for basic training in any designated trade, in either case, run by the Government.”

50. *Omitted* by Act 29 of 2014, S. 8(iii) (w.e.f. 22-12-2014). Prior to omission it read as:

“(4-B) Where an employer deposes any apprentice under sub-section (4-A), such employer shall pay to the Government the expenses incurred by the Government on such training, at such rate as may be specified by the Central Government.”

51. *Omitted* by Act 29 of 2014, S. 8(iii) (w.e.f. 22-12-2014). Prior to omission it read as:

“(5) Where an employer employs in his establishment less than five hundred workers, the basic training shall be imparted to the trade apprentices in training institutes set up by the Government.”

52. *Omitted* by Act 29 of 2014, S. 8(iii) (w.e.f. 22-12-2014). Prior to omission it read as:

“(6) In any such training institute, which shall be located within the premises of the most suitable establishment in the locality or at any other convenient place the trade apprentices engaged by two or more employers may be imparted basic training.”

53. *Subs.* by Act 29 of 2014, S. 8(iv) (w.e.f. 22-12-2014). Prior to substitution it read as:

“(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 shall be such as may be approved by the Central Government in consultation with the Central Apprenticeship Council.”

be such as may be approved by the Central Government in consultation with the Central Apprenticeship Council.]

⁵⁴[(7-A) 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.]

(8)(a) Recurring costs (including the cost of stipends) incurred by an employer in connection with ⁵⁵[* * *] [basic training]⁵⁶, 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 [two hundred and fifty]⁵⁷ workers or more, by the employer;
- (ii) If such employer employs less than [two hundred and fifty]⁵⁸ workers, by the employer and the Government in equal shares upto 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 ⁵⁹[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;

⁶⁰[(c) recurring costs (excluding the cost of stipends) incurred by an employer in connection with the practical training imparted to graduate or technician apprentices ⁶¹[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 upto such limit as may be laid down by the Central Government and beyond that limit, by the employer alone ⁶²[except apprentices who holds degree or diploma in non-engineering].]

STATE AMENDMENTS

Rajasthan.—In its application to the State of Rajasthan, in Section 9,—

- (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

54. Subs. by Act 29 of 2014, S. 8(iv) (w.e.f. 22-12-2014). Prior to substitution it read as:
“(7-A) In the case of graduate or technician apprentices technician (vocational) apprentices the programme of apprenticeship training and the facilities required for such training in any subject field in engineering or technology or vocational course shall be such as may be approved by the Central Government in consultation with the Central Apprenticeship Council.”.

55. Subs. by Act 27 of 1973.

56. The words, “practical training, including”, omitted by Act 4 of 1997, S. 5.

57. Subs. for “five hundred” by Act 4 of 1997, S. 5.

58. Subs. for “five hundred” by Act 4 of 1997, S. 5.

59. Subs. by Act 27 of 1973.

60. Ins. by Act 27 of 1973.

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

62. Ins. by Act 29 of 2014, S. 8(v) (w.e.f. 22-12-2014).

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]

CASE LAW ► Restriction on establishment.—The expression “establishment” in clause (4) is restricted so as to comprise the number of workers in the designated trade. So, if an employer has more than one factory at different places, each having less than 500 workers but the total strength of workers of all the factories exceeds 500, all the factories will have to be treated as one unit for the purposes of the applicability of the Act, *Shaw Wallace & Co. Ltd., Madras v. Director of Employment & Training*, (1977) 51 FJR 208.

10. Related instruction of apprentices.—(1) ⁶³[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 with the Central Apprenticeship Council, with a view to giving ⁶⁴[the trade apprentice] such theoretical knowledge as he needs in order to become fully qualified as a skilled craftsman.

⁶⁵[(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 ⁶⁶[a trade apprentice] in attending classes on related instruction shall be treated as part of his paid period of work.

⁶⁷[(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.]

63. Subs. by Act 27 of 1973.

64. Subs. by Act 27 of 1973.

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

66. Subs. by Act 27 of 1973.

67. Ins. by Act 27 of 1973.

(5) Where any person has, during his course in a technical institution, become a graduate or technician apprentice, ⁶⁸[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 person ⁶⁹[who possesses the prescribed qualifications] is placed in charge of the training of the apprentice; [* * *]⁷⁰
- ⁷¹[(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.

CASE LAW ► Article 19(1)(g), not violated.—Section 11 does not offend Article 19(1)(g) of the Constitution, *Swaraj Motor Works v. Union of India*, (1973) 1 LLJ 600 (AP) : 1972 Lab IC 1448.

12. Obligations of apprentices.—⁷²[(1)] ⁷³[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 establishments; and
- (d) to carry out his obligations under the contract of apprenticeship.

⁷⁴[(2) Every graduate or technician apprentice [technician (vocational) apprentice]⁷⁵ undergoing apprenticeship training shall have the following obligations, namely:—

- (a) to learn his subject field in engineering or technology [or vocational course]⁷⁶ conscientiously and diligently at his place of training;
- (b) to attend the practical and instructional classes regularly;

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

69. Subs. by Act 27 of 1973.

70. The word “and” omitted by Act 4 of 1997, S. 6.

71. Ins. by Act 4 of 1997, S. 6.

72. Original S. 12 renumbered as sub-section (1) by Act 27 of 1973.

73. Subs. by Act 27 of 1973.

74. Ins. by Act 27 of 1973.

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

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



- (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 the ⁷⁷[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.

⁷⁸[(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 AMENDMENTS

Maharashtra.—In its application to the State of Maharashtra, in Section 13, after the existing sub-section (1), the following sub-sections shall be *inserted*, namely:—

“(1-A) 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. |

(1-B) 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 (1-A), 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 recognised by the State Council, shall be taken into account for the purpose of determining the rate of stipend payable.” [Vide Mah. Act 17 of 2018, S. 5 (w.e.f. the date to be notified)]

Rajasthan.—In its application to the State of Rajasthan, for Section 13, the following shall be *substituted*, namely—

77. Subs. by Act 27 of 1973.

78. Subs. by Act 27 of 1973.

"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]

CASE LAW ▶ Article 19(1)(g), not violated.—Section 13 does not offend Article 19(1)(g), *Swaraj Motor Works v. Union of India*, (1973) 1 LLJ 600 (AP) : 1972 Lab IC 1448.

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, 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, shall apply in relation to the health and safety of the apprentices as if they were persons employed in the mine.

STATE AMENDMENTS

Rajasthan.—In its application to the State of Rajasthan, for Section 14, 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.—⁷⁹[(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.

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

79. Subs. by Act 29 of 2014, S. 9(i) (w.e.f. 22-12-2014). Prior to substitution it read as:

"(1) The weekly and daily hours of work of an apprentice while undergoing practical training in a workshop shall be such as may be prescribed."

80. Subs. by Act 29 of 2014, S. 9(ii) (w.e.f. 22-12-2014). Prior to substitution it read as:

"(3) An apprentice shall be entitled to such leave as may be prescribed and to such 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, subject to the modifications specified in the Schedule.

17. Conduct and discipline.—In all matters of conduct and discipline, the apprentice shall be governed by the rules and regulations ⁸¹[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.

CASE LAW ► Applicability of this section.—For applicability of provisions of this section, it should be proved that apprentice was undergoing apprenticeship training in a designated trade in an establishment, *Ghisilal v. State Industrial Court*, (2005) 3 MPLJ 135.

► Apprentice — Nature of service of.—The nature and character of an apprentice is that of a trainee and by virtue of the contract entered into, he is to serve for a fixed period on a fixed stipend, but that does not change the character of apprentice to that of a workman. An apprentice does not have a statutory right to claim an appointment and the employer is not under any statutory obligation to give him employment. However, if the terms of the contract of apprenticeship lay down a condition that on successful completion of apprenticeship an employer would offer him an employment, then it is obligatory on his part to do so. In absence of such a condition, there is an obligation. It depends on the terms of the contract, *Haryana Power Generation Corpn. Ltd. v. Harkesh Chand*, (2013) 2 SCC 29 : (2013) 1 SCC (L&S) 387.

► Apprentices.—The definition of apprentice under the Apprentices Act states that the trainee undergoing apprentice shall be a trainee and shall not be a worker. Further and importantly, provisions of any law with respect to labour shall not apply in relation to an apprentice. Thus, Section 18 incorporates an overriding provision. This is the reason why the apprentice covered under the Apprentices Act have been excluded from the definition of an employee under Section 2(f) of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952. *Regional Provident Fund Commissioner v. Srinivas Malliah Memorial Theatre Crafts Trust*, 2016 SCC OnLine Del 6293 : (2017) 236 DLT 413 (DB)

► Apprentices, not "workmen".—An apprentice is a trainee and not a worker and provisions of any labour law do not apply to him unless they are specifically made applicable to him. Therefore, a paid apprentice is not an "employee" under the Employees' State Insurance Act and the stipend that he receives during the period of his apprenticeship is not wages. *ESI Corp. v. Indian Hume Pipe Co. Ltd.*, (1963) 2 LLJ 104 (Bom).

See also (1975) 2 SCC 835 : 1976 SCC (L&S) 41.

81. Subs. by Act 27 of 1973.

The apprentices are trainees and not 'workmen' within the meaning of Section 2(s) of the Industrial Disputes Act, 1947, *U.P. Sugar Co. Ltd., Deoria v. Ram Nath Prasad*, 1996 Lab IC 2509 : (1996) 2 Cur LR 862 : 1996 LLR 1142 (All); *U.P. State Spinning Mills Co. (No. II) Ltd., Maja v. Labour Court, Allahabad*, 1996 LLR 1066 (All) : 1997 Lab IC 798; *Chittaranjan Das v. Durgapore Project Ltd.*, (1995) 2 LLN 563 : 1995 LLR 1087 (Cal).

Apprentice shall be a trainee and not a workman. Thus, no dispute could be referred to Labour Court, *U.P. State Electricity Board v. P.O., Labour Court, Kanpur*, (1998) 78 FLR 511 (All).

When a need arises for appointment of more number of staff in order to meet the increased volume of work, that can be only treated as permanent vacancies and no apprentices can be appointed for such vacancies, *Bank of Madurai Ltd. v. Industrial Tribunal, Madras*, (1975) 48 FJR 191 (Mad).

Merely because the payment of allowance was continued even after the expiry of the period of apprenticeship training till the declaration of the result of the final test, the apprentices did not become workmen, *H.P. Choudhary v. R.S.E. Board*, (1986) 2 LLN 976 (Raj) : 1986 Lab IC 1014.

► **Period of training/apprenticeship.**—Whether period spent in apprenticeship/training can be counted towards regular service, depends on terms on which apprenticeship/training has been granted. Ordinarily, period spent in apprenticeship/training is not countable towards regular service, *Haryana Power Generation Corpn. Ltd. v. Harkesh Chand*, (2013) 2 SCC 29 : (2013) 1 SCC (L&S) 387.

► **Absorption.**—In terms of the 1961 Act, a trainee or an apprentice has no right to be absorbed in services, *Dhampur Sugar Mills Ltd. v. Bhola Singh*, (2005) 2 SCC 470 : 2005 SCC (L&S) 292.

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.

⁸²[(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.

82. Subs. for sub-sec. (2) by Act 29 of 2014, S. 10 (w.e.f. 22-12-2014). Prior to substitution it read as:
“(2) Every such employer shall also furnish such information and return in such form, to such authorities and at such intervals as may be prescribed.”

CASE LAW ► Maintainability of appeal.—An appeal is maintainable under Section 20(2) only against the decision of the Apprenticeship Adviser under Section 20(1), *Jai Prakash Singh v. Central Apprenticeship Council*, 1979 Lab IC 482 (All).

21. Holding of test and grant of certificate and conclusion of training.—⁸³[(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) Every ⁸⁴[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 ⁸⁵[or by the other agency authorised by the Central Government].

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

⁸⁷[(4) Every graduate or technician apprentice ⁸⁸[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.—In its application to the State of Maharashtra, in Section 21—

- (i) after the existing sub-section (1), the following sub-section shall be *inserted*, namely:—
“(1-A) 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:—
“(2-A) Every apprentice, who passes the test referred to in sub-section (1-A) 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 Mah. Act 17 of 2018, S. 6 (w.e.f. the date to be notified)]

CASE LAW ► Right to appointment.—In view of Section 22, delay in grant of national apprenticeship certificate does not entitle to appointment in the establishment concerned, *N. Krishnamurthy v. Bharat Heavy Electricals*, (1993) 2 LLN 214 : (1993) 2 LLJ 1084 : (1993) 2 Cur LR 1002 (Mad)(DB).

83. Subs. by Act 29 of 2014, S. 11(i) (w.e.f. 22-12-2014). Prior to substitution it read as:
“(1) Every trade apprentice who has completed the period of training shall appear for a test to be conducted by the National Council to determine his proficiency in the designated trade in which he has undergone his apprenticeship training.”.

84. Subs. by Act 27 of 1973.

85. Ins. by Act 29 of 2014, S. 11(ii) (w.e.f. 22-12-2014).

86. Ins. by Act 27 of 1973.

87. Ins. by Act 27 of 1973.

88. Subs. by Act 41 of 1986 (w.e.f. 16-12-1987).

22. Offer and acceptance of employment.—⁸⁹[(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.

CASE LAW ► Binding obligation.—A condition in the contract of apprenticeship that after apprenticeship training “you shall be absorbed in the department if there are vacancies, without commitment...” creates, on occurrence of vacancy a reciprocal binding obligation on the part of the employer to offer employment and on the part of the apprentice to accept the same, *Narender Kumar v. State of Punjab*, (1985) 1 SCC 130 : 1985 SCC (L&S) 182.

Denial of employment to trained apprentices in contravention of rules by a Government company is unconstitutional, *Naresh Chander v. Hindustan Insecticides Ltd.*, (1985) 2 LLN 440 (Del)(DB).

► **Right to be given preference.**—Where in view of its declared policy of giving preference to trained apprentices in appointment certain persons satisfactorily completed apprenticeship training, held, the T.N. Electricity Board was estopped from suddenly changing that policy so as to deny such persons the right to preference in appointment, *P. Dharmaraja v. T.N. Electricity Board*, (1989) 1 LLN 105 (Mad).

In view of various letters of the Government of U.P. and Government of India it has been held that other things being equal a trained apprentice should be given preference over direct recruits, *U.P. State Road Transport Corporation v. U.P. Parivahan Nigam Shikshukhs Berozgar Sangh*, (1995) 2 SCC 1 : 1995 SCC (L&S) 386 : (1995) 29 ATC 171.

► **Entitlement for future appointment.**—Trained apprentice is eligible to be considered for any future appointment without being sponsored by employment exchange. Therefore, authorities directed to consider the name of the petitioner, a trained apprentice, for employment in their corporation as and when vacancy arises, *M. Patchirajan v. State*, 1996 Lab IC 1988 (Mad).

The apprentices after successful completion of training are not entitled to any such appointment straightaway without competing with others, *Manoj Kumar Mishra v. State of U.P.*, (1997) 4 LLN 117 : 1997 Cur LR 617 (All).

An apprentice cannot file a writ petition in the High Court for his regularisation since apprentice has no legal right to be appointed on permanent basis and if any disagreement or dispute between the employer

89. Subs. by Act 29 of 2014, S. 12 (w.e.f. 22-12-2014). Prior to substitution it read as:
“(1) It shall not be obligatory on the part of the employer to offer any employment to any apprentice who has completed the period of his apprenticeship training in his establishment, nor shall it be obligatory on the part of the apprentice to accept an employment under the employer.”

and apprentice arises out of contract of apprenticeship it ought to be referred to Apprenticeship Advisor for decision and appeal against the decision of Apprenticeship Advisor ought to be preferred to Apprenticeship Council, *Hitesh N. Vyas v. Gujarat Electricity Board*, (1997) 2 Cur LR 253 : (1997) 77 FLR 304 (Guj).

Person undergoing apprenticeship training has no legal right of employment but has to compete with others for employment with an edge over others, *Deepak Kumar v. State of U.P.*, 2006 Lab IC (NOC) 190 (All) : (2006) 1 ALJ 502.

Apprentices under the Act trained in railway workshop without commitment for absorption are not automatically entitled to absorption, *Sunil Kumar Singh v. Railway Board*, (1991) 15 ATC 342 (CAT) (Luck).

Apprentice cannot claim any right to get employment on successful completion of his apprenticeship training, in absence of any condition in that regard in the contract entered into between the employer and the apprentice at the time of commencement of his training and which is registered with Apprenticeship Adviser, *Mahanadi Coalfields Ltd. v. Sadashib Behera*, (2005) 2 SCC 396 : 2005 SCC (L&S) 289.

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,
- ⁹⁰[(e) The All India Council,
- (f) The Regional Boards,
- (g) The Boards or State Council of Technical Education,]
- (h) The Central Apprenticeship Adviser, and
- (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.

⁹¹[(2-A) 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:

Provided that a State Council shall also perform such functions as are assigned to it by the National Council and the State Apprenticeship Council ⁹²[and the Board or State Council of Technical Education] shall also perform such functions as are assigned to it by the Central Apprenticeship Council.

90. Ins. by Act 27 of 1973.

91. Ins. by Act 27 of 1973.

92. Ins. by Act 27 of 1973.

STATE AMENDMENTS

Rajasthan.—In its application to the State of Rajasthan, for the existing sub-section (2) of Section 23, 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. 8]

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 [a Chairman and a Vice-Chairman]⁹³ 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 employees in establishment in the public and private sectors,
- (b) representatives of the Central Government and of the State Governments,
[* * *]⁹⁴
- (c) persons having special knowledge and experience on matters relating to⁹⁵[industry, labour and technical education, and]
- ⁹⁶[(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 [a Chairman and a Vice-Chairman]⁹⁷ 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 Governments,
[* * *]⁹⁸
- (c) person having special knowledge and experience on matters relating to⁹⁹[industry, labour and technical education, and]

93. Subs. by Act 27 of 1973.

94. Omitted by Act 27 of 1973.

95. Subs. by Act 27 of 1973.

96. Ins. by Act 27 of 1973.

97. Subs. by Act 27 of 1973.

98. Omitted by Act 27 of 1973.

99. Subs. by Act 27 of 1973.

¹⁰⁰[(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-section (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 [the Chairman and the Vice-Chairman]¹⁰¹ 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 [the Chairman and the Vice-Chairman]¹⁰² 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 the Secretary to the State Apprenticeship Council.

27. Deputy and Assistant Apprenticeship Advisers.—(1) The Government ¹⁰³[may appoint suitable persons as Additional, Joint, Regional, Deputy and Assistant Apprenticeship Advisers] to assist the Apprenticeship Adviser in the performance of his functions.

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

28. Apprenticeship Advisers to be public servants.—Every Apprenticeship Adviser and ¹⁰⁵[every Additional, Joint, Regional, Deputy or Assistant

100. *Ins.* by Act 27 of 1973.

101. *Subs.* by Act 27 of 1973.

102. *Subs.* by Act 27 of 1973.

103. *Subs.* by Act 27 of 1973.

104. *Subs.* by Act 27 of 1973.

105. *Subs.* by Act 27 of 1973.

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, the ¹⁰⁶[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 that ¹⁰⁷[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.—¹⁰⁸(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-A) 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

106. Subs. by Act 27 of 1973.

107. Subs. by Act 27 of 1973.

108. Subs. by Act 29 of 2014, S. 13(i) (w.e.f. 22-12-2014). Prior to substitution it read as:

“(1) If any employer—

- (a) engages as an apprentice a person who is not qualified for being so engaged, or
- (b) fails to carry out the terms and conditions of a contract of apprenticeship, or
- (c) contravenes the provisions of this Act relating to the number of apprentices which he is required to engage under those provisions,

he shall be punishable with imprisonment for a term which may extend to six months or with fine or with both.”.

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 afford ¹⁰⁹[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 piece-work, or

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

¹¹⁰[(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 ¹¹¹[fine of one thousand rupees for every occurrence].

¹¹²[(2-A) 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 fine ¹¹³[which shall not be less than one thousand rupees, but may extend to three thousand rupees].

109. Subs. by Act 27 of 1973.

110. Ins. by Act 29 of 2014, S. 13(ii)(a) (w.e.f. 22-12-2014).

111. Subs. for “imprisonment for a term which may extend to six months or with fine or with both” by Act 29 of 2014, S. 13(ii)(b) (w.e.f. 22-12-2014).

112. Ins. by Act 29 of 2014, S. 13(iii) (w.e.f. 22-12-2014).

113. Subs. for “which may extend to five hundred rupees” by Act 4 of 1997, S. 7.

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 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 Adviser¹¹⁴[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.

CASE LAW ▶ Limitation for making complaint.—Period of limitation of six months for making complaint under Section 33 will start not from the date of detection of offence but from the date of its commission. If a complaint is made within 6 months from the date when notice period expires it is not barred by limitation. *S.B. Agarwal v. State of U.P.*, 1975 Lab IC 36 (All) : 29 FLR 171.

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 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.

114. *Ins.* by Act 4 of 1997, S. 8.

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 include [an Additional, a Joint, a Regional, a Deputy or an Assistant Apprenticeship Adviser]¹¹⁵ 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.—(1) 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.

¹¹⁶[(1-A) 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.]

(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 such House of Parliament while it is in session for a total period of thirty days which may be composed in one session ¹¹⁷[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 rules or both Houses agree that the rule should to be made, the rule shall thereafter have effect only in such modified form or be of no effect, as the case may

115. Subs. by Act 27 of 1973.

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

117. Subs. by Act 27 of 1973.

be; so however that any such modification or annulment shall be without prejudice to the validity of anything previously done under that rule. [S. 38]

38. Repeal.—¹¹⁸[* * *].

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(1) 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(1);

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

(6) omit clause (d) in Section 30(1);

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

NOTIFICATION

List of Industries covered under Section 1(4)(a) of the Apprentices Act, 1961

Ministry of Labour (Directorate General of Employment and Training), Noti. No. G.S.R. 479(E), dated June 30, 1999, published in the Gazette of India, Extra., Part II, Section 3(i), dated 30th June, 1999, pp. 18-35, No. 331 [F. No. DGET-23(B)/97-AP]

In Pursuance of clause (a) of sub-section (4) of Section 1 of the Apprentices Act, 1961 (52 of 1961), (hereinafter referred as to the said Act), and in supersession of Notification Nos. G.S.R. 247, dated the 12th February, 1962, G.S.R. 1464, dated the 7th September, 1963, G.S.R. 14, dated the 16th December, 1965, G.S.R. 1921, dated the 6th December, 1966, G.S.R. 953, dated the 12th June, 1967, G.S.R. 1403, dated the 4th September, 1967, G.S.R. 1796, dated the 21st November, 1967, G.S.R. 403, dated the 13th March, 1972, G.S.R. 863, dated the 15th June, 1977, G.S.R. 287, dated the 31st March, 1987 published in Part II, Section 3, sub-section (ii) of the Gazette of India, and G.S.R. 463(E), dated the 23rd August, 1975 published in Part II, Section 3, sub-section (ii) of the Gazette of India, (Extraordinary), except as respects things done or omitted to be done before such supersession, the Central Government hereby specifies the following groups of industries, mentioned in Column (2) of the Table below, to which the provisions of the said Act shall apply with effect from the date of publication of this notification in the Official Gazette, namely:—

118. Repealed by Act 52 of 1964. Prior to repeal it read as:

“38. Repeal.—The Apprentices Act, 1850 (Act 19 of 1850) is hereby repealed.”

TABLE

Division	Description	Group
(1)	(2)	(3)
00	AGRICULTURAL PRODUCTION	
	Growing of cereal crops (such as paddy, wheat, jowar, bajra, maize, ragi and barley)	000
	Growing of pulses (such as arhar, gram, moong and urad)	001
	Growing of jute, mesta, sann hemp or other kindred fibres	003
	Growing of oilseeds	004
	Growing of sugarcane or sugar-beet	005
	Growing of roots and tubers, vegetables, singhara, chillies and spices (other than pepper and cardamon)	006
	Agricultural production not elsewhere classified	009
01	PLANTATIONS	
	Plantation of Tea	010
	Plantation of Coffee	011
	Plantation of Rubber	012
	Plantation of Tobacco	013
02	RAISING OF LIVESTOCK	
	Cattle-breeding, rearing & ranching, production of milk	020
	Goat-breeding, rearing, ranching, production of milk	021
	Rearing of pigs and other animals not elsewhere classified	024
	Rearing of ducks, hens and other birds, production of eggs	025
	Rearing of sheep and production of shorn wool	022
	Rearing of livestock and production of livestock, not elsewhere classified	029
05	FORESTRY AND LOGGING	
	Planting, replanting and conservation of forest	050
06	FISHING (INCLUDING COLLECTION OF SEA PRODUCTS)	
	Ocean, sea and coastal fishing	060
	Inland water fishing	061
	Pisciculture — rearing of fish including fish hatcheries	062
	Other allied activities and services incidental to fishing	069
10	MINING OF COAL (LIGNITE) : EXTRACTION OF PEAT	
	Mining and agglomeration of coal	100
11	EXTRACTION OF CRUDE PETROLEUM: PRODUCTION OF NATURAL GAS	
	Extraction of crude petroleum	110

(1)	(2)	(3)
	Production of natural gas	111
12	MINING OF IRON ORE	
	Mining of Iron Ore	120
13	MINING OF METAL ORES OTHER THAN IRON ORE	
	Mining of manganese ore	130
	Mining of precious/semi-precious metal ores	133
	Mining of metal ores, other than iron ore or uranium group ores not elsewhere classified	139
14	MINING OF URANIUM AND THORIUM ORES	
	Mining of uranium and thorium ores	140
15	MINING OF NON-METALLIC MINERALS NOT ELSEWHERE CLASSIFIED	
	Mining and quarrying of rock aggregates, sand and clays	150
	Mining and quarrying of minerals for construction other than rock aggregates, sand and clays (in Group 150)	151
	Mining of fertilizers and chemical minerals	152
	Mining of ceramic, refractory and glass minerals	153
	Salt mining and quarrying, including crushing, screening and evaporating in pans	154
	Mining of precious/semi-precious stones	156
	Mining of other non-metallic minerals not elsewhere classified	159
20-21	MANUFACTURE OF FOOD PRODUCTS	
	Slaughtering, preparation and preservation of meat	200
	Manufacture of dairy products	201
	Canning and preservation of fruits and vegetables	202
	Processing, canning and preserving of fish crustacea and similar food	203
	Grain milling	204
	Manufacture of bakery products	205
	Manufacture and refining of sugar (vacuum-pan sugar factories)	206
	Production of common salt	208
	Manufacture of coca products and sugar confectionery (including sweetmeats)	209
	Manufacture of hydrogenated oils and vanaspati ghee	210
	Manufacture of vegetable oils and fats (other than hydrogenated)	211
	Processing and blending of tea, including manufacture of instant tea	213
	Coffee curing, roasting, grinding and blending including manufacture of instant coffee	214
	Manufacture of ice	216

(1)	(2)	(3)
	Manufacture of prepared animal and bird feed	217
	Manufacture of food products not elsewhere classified	219
22	MANUFACTURE OF BEVERAGES, TOBACCO AND RELATED PRODUCTS	
	Distilling, rectifying and blending of spirits, ethyl alcohol, production from fermented materials	220
		221
	Manufacture of wines	222
	Manufacture of beer	224
	Manufacture of soft drinks and syrups	226
	Manufacture of bidi	227
	Manufacture of cigars, cigarettes, cheroots and cigarette tobacco	228
	Manufacture of other tobacco products not elsewhere classified	229
	Manufacture of pan-masala, catechu ("kattha") and chewing lime	
23	MANUFACTURE OF COTTON TEXTILES	
	Cotton ginning, cleaning and bailing	230
	Weaving and finishing of cotton khadi	232
	Weaving and finishing of cotton textile on handlooms	233
	Weaving and finishing of cotton textile on powerlooms	234
	Cotton spinning, weaving and processing in mills	235
	Bleaching, dyeing and printing of cotton textiles	236
24	MANUFACTURE OF WOOL, SILK AND MAN-MADE FIBRE TEXTILES	
	Preparation of raw wool, silk and artificial or synthetic textile fibres for spinning	240
		241
	Wool spinning, weaving and finishing other than in mills	242
	Wool spinning, weaving and processing in mills	244
	Spinning, weaving and finishing of silk textiles other than in mills	245
	Spinning, weaving and processing of silk textiles in mills	
25	MANUFACTURE OF JUTE AND OTHER VEGETABLE FIBRE TEXTILES (EXCEPT COTTON AND COIR)	
	Preparatory operations (including carding and combing) on coir fibres	252
	Spinning, weaving and finishing of jute and mesta textiles	254
	Bleaching, dyeing and printing of jute and mesta textiles	257
	Bleaching, dyeing and printing of coir textiles	258
	Spinning, weaving and finishing of coir textiles	255
26	MANUFACTURE OF TEXTILE PRODUCTS (INCLUDING WEARING APPAREL)	
	Manufacture of knitted or crocheted textile products	260
	Manufacture of all types of threads, cordage ropes, twines and nets	261
	Embroidery work, zari work, and making of ornamental trimmings	262
		263

(1)	(2)	(3)
	Manufacture of blankets, shawls, carpets, rugs, and other similar textile products	
	Manufacture of all types of textile garments and clothing accessories not elsewhere classified (except by purely tailoring establishments) from non-self-produced material (Note: In principle, the raw material is cut and sewn together in the establishments covered in this group)	265
	Manufacture of raincoats, hats, caps and school bags, etc., from waterproof textile fabrics or plastic sheeting,	266
	Manufacture of made-up textile articles except apparel	267
	Manufacture of waterproof textile fabrics	268
	Manufacture of textile or textile products not elsewhere classified like linoleum, padding, wadding, upholstering and filling	269
27	MANUFACTURING WOOD AND WOOD PRODUCTS, FURNITURE AND FIXTURES	
	Sawing and planning of wood (other than plywood)	270
	Manufacture of veneer sheets, plywood and their products	271
	Manufacture of structural wooden goods (including treated timber) such as beams, posts, doors and windows	272
	Manufacture of wooden and cane boxes, crates, drums, barrels and other containers, baskets and other wares made entirely or mainly of cane rattan, reed, bamboo, willow, fibres, leaves and grass	273
	Manufacture of wooden industrial goods not elsewhere classified	274
	Manufacture of wooden furniture and fixtures	276
	Manufacture of products of wood, bamboo, cane, reed and grass (including articles made from coconut shells or such other similar material) not elsewhere classified	279
28	MANUFACTURE OF PAPER AND PAPER PRODUCTS AND PRINTING, PUBLISHING AND ALLIED INDUSTRIES	
	Manufacture of pulp, paper and paper board including manufacture of newsprint	280
	Manufacture of containers and boxes of paper or paperboard	281
	Printing and publishing of newspaper	284
	Printing and publishing of periodicals, books, journals, directories, atlases, maps and sheet music, schedules and pamphlets	285
	Engraving, etching and block-making	287
	Book-binding on account of others	288
29	MANUFACTURE OF LEATHER AND PRODUCTS OF LEATHER, FUR AND SUBSTITUTES OF LEATHER	
	Tanning, curing, finishing, embossing and japanning of leather	290
	Manufacture of footwear (excluding repair) except of vulcanized or moulded rubber or plastic	291

(1)	(2)	(3)
	Manufacture of consumer goods of leather and substitutes of leather, other than apparel and footwear	293
30	MANUFACTURE OF BASIC CHEMICALS AND CHEMICAL PRODUCTS (EXCEPT PRODUCTS OF PETROLEUM AND COAL)	
	Manufacture of industrial organic and inorganic chemicals	300
	Manufacture of fertilizers and pesticides	301
	Manufacture of plastic in primary forms; manufacture of synthetic rubber	302
	Manufacture of paints, varnishes, and related products; artists' colours and ink	303
	Manufacture of drugs, medicines and allied products	304
	Manufacture of perfumes, cosmetics, lotions, hairdressing creams, toothpastes, soap in any form, detergents, shampoos, shaving products, washing and cleaning preparation and other toilet preparations	305
	Manufacture of manmade fibres	306
	Manufacture of matches	307
	Manufacture of explosives; ammunition and fireworks	308
	Manufacture of chemical products not elsewhere classified	309
31	MANUFACTURE OF RUBBER, PLASTIC, PETROLEUM AND COAL PRODUCTS; PROCESSING OF NUCLEAR FUEL	
	Tyre and tube industries	310
	Manufacture of rubber products not elsewhere classified	312
	Manufacture of refined petroleum products (this group includes production of liquids of gaseous fuels, illuminating oils, lubricating oils or greases or other products obtained from crude petroleum or their fractionation productions. Liquidation of natural gas as classified in Group 111 and bottling of natural gas or liquified petroleum gas as classified in Group 315)	314
	Manufacture of refined petroleum products not elsewhere classified (this group includes manufacture of a variety of products extracted or obtained from the products or residues of petroleum after refining)	316
	Processing of nuclear fuels (this group includes extraction of uranium metals from pitchblende or other uranium bearing ores; manufacture of alloys or dispersions or mixtures of natural uranium or its compounds; manufacture of enriched uranium and its compounds; plutonium and its compounds; uranium depleted in U 235 other radioactive elements, isotopes or compounds and non-irradiated fuel elements for use in nuclear reactors. Production of heavy water is classified in Group 309)	317
	Manufacture of coke oven products	318
	Manufacture of other coal and coal tar products not elsewhere classified	319

(1)	(2)	(3)
32	MANUFACTURE OF NON-METALLIC MINERAL PRODUCTS	
	Manufacture of refractory products and structural clay products	320
	Manufacture of glass and glass products	321
	Manufacture of earthen and plastic products	322
	Manufacture of non-structural ceramic ware	323
	Manufacture of cement, lime and plaster	324
	Manufacture of mica products	325
	Stone dressing and crushing, manufacture of structural stone goods and stoneware	326
	Manufacture of asbestos, cement and other cement products	327
	Manufacture of miscellaneous non-metallic mineral products not elsewhere classified	329
33	BASIC METAL AND ALLOY INDUSTRIES	
	Manufacture of iron and steel in primary semi-finished forms	330
	Manufacture of semi-finished iron and steel products in re-rolling mills, cold-rolling mills and wire-drawing mills	331
	Manufacture of ferro-alloys	332
	Copper manufacturing	333
	Brass manufacturing	334
	Aluminium manufacturing	335
	Zinc manufacturing	336
	Casting of metal	337
	Processing/Re-rolling of metal scrap other than iron and steel scrap	338
	Other non-ferrous metal industries	339
34	MANUFACTURE OF METAL PRODUCTS AND PARTS, EXCEPT MACHINERY AND EQUIPMENT	
	Manufacture of fabricated structural metal products	340
	Manufacture of furniture and fixtures primarily of metal	342
	Manufacture of hand tools, weights and measures and general hardware	343
	Forging, pressing, stamping, and roll-forming of metal; powder metallurgy (this group includes production of a wide variety of finished or semi-finished metal products, by means of the above activities which, individually, would be characteristically produced in other activity categories)	344
	Treatment or coating of metals, general mechanical engineering on a sub-contract basis (this group includes plating, polishing, anodising, engraving, printing, hardening, buffing, deburring, sand-blasting, welding or other specialised operations on metals on a fee or contract	345

(1)	(2)	(3)
	basis. The units classified here, generally, do not take ownership of the goods nor do they sell them to third parties)	
35-36	MANUFACTURE OF MACHINERY AND EQUIPMENT OTHER THAN TRANSPORT EQUIPMENT (MANUFACTURE OF SCIENTIFIC EQUIPMENT, PHOTOGRAPHIC OR CINEMATOGRAPHIC EQUIPMENT AND WATCHES AND CLOCKS IS CLASSIFIED IN DIVISION 38)	
	Manufacture of agricultural machinery and equipment and parts thereof	350
	Manufacture of machinery and equipment used by construction and mining industries	351
	Manufacture of prime movers, boilers, steam-generating plants and nuclear reactors	352
	Manufacture of industrial machinery for food and textile industries (including bottling and filling machinery)	353
	Manufacture of industrial machinery for other than food and textile industries	354
	Manufacture of general purpose non-electrical machinery or equipment, their components and accessories not elsewhere classified	356
	Manufacture of machine tools, their parts and accessories	357
	Manufacture of electrical industrial machinery, apparatus and parts thereof	360
	Manufacture of insulated wires and cables, including manufacture of optical fibre cables	361
	Manufacture of accumulators, primary cells and primary batteries	362
	Manufacture of electric lamps	363
	Manufacture of electric fans and electric or electro-thermic domestic appliances and parts thereof	364
	Manufacture of television receivers, reception apparatus for radio broadcasting, radio telephony or telegraphy, video recording or reproducing apparatus, turntables, record players, cassette players and other sound reproducing apparatus, sound recording apparatus, microphones, loudspeakers, amplifiers and sound amplifiers and pre-recorded audio or video records or tapes	366
	Manufacture of radiographic X-ray apparatus, X-ray tubes and parts and manufacture of electrical equipment not elsewhere classified	369
37	MANUFACTURE OF TRANSPORT EQUIPMENT AND PARTS	370
	Ship and boat-building	371
	Manufacture of locomotives and parts	372
	Manufacture of railway or tramway wagons and coaches and other railroad equipment, not elsewhere classified	373
	Manufacture of heavy motor vehicles; coachwork	



(1)	(2)	(3)
	Manufacture of motor cars and other motor vehicles principally designed for the transport of less than 10 persons (includes manufacture of racing cars and golf-cars)	374
	Manufacture of bicycles, cycle-rickshaws and parts	376
	Manufacture of aircraft, space-craft and their parts	377
	Manufacture of bullock-carts, pushcarts and handcarts	378
	Manufacture of transport equipment and parts not elsewhere classified	379
38	OTHER MANUFACTURING INDUSTRIES	
	Manufacture of medical, surgical, scientific and measuring equipment except optical equipment	380
	Manufacture of photographic, cinematographic and optical goods and equipments (excluding photochemicals, sensitised papers and films)	381
	Manufacture of watches and clocks	382
	Manufacture of jewellery and related articles	383
	Manufacture of sports and athletic goods	385
	Manufacture of stationery articles not elsewhere classified	387
	Manufacture of miscellaneous products not elsewhere classified	389
39	REPAIR OF CAPITAL GOODS	
	Repair of locomotives and other railroad equipment	397
40	ELECTRICITY GENERATION, TRANSMISSION AND DISTRIBUTION	
	Generation and transmission of electric energy	400
	Distribution of electric energy to households, industrial, commercial and other users	401
41	GAS AND STEAM GENERATION AND DISTRIBUTION THROUGH PIPES	
	Generation of gas in gasworks and distribution through mains to households, industrial, commercial and other users	410
42	WATERWORKS AND SUPPLY	
	Water supply, for example, collection, purification and distribution of water	420
43	NON-CONVENTIONAL ENERGY GENERATION AND DISTRIBUTION	
	Generation of solar energy	430
	Generation and distribution of biogas energy	431
	Generation of energy through windmills	432
	Generation and distribution of other non-conventional energy not elsewhere classified	439
50	CONSTRUCTION	

(1)	(2)	(3)
	Construction and maintenance of buildings	500
	Construction and maintenance of roads, rail-beds, bridges, tunnels, pipelines, ropeways, ports, harbours and runways	501
	Construction or erection and maintenance of power, telecommunication and transmission lines	502
	Construction and maintenance of waterways and water reservoirs such as bunds, embankments, dams, canals, tanks, wells, tubewells and aqueducts	503
51	ACTIVITIES ALLIED TO CONSTRUCTION	
	Plumbing and drainage	510
	Heating and air-conditioning installation, lift installation, sound-proofing	511
	Setting of tiles, marble, bricks, glass and stone	512
	Electrical installation work for constructions	514
	Painting and decorating work for constructions	515
	Other activities allied to construction, not elsewhere classified	519
61	WHOLESALE TRADE IN WOOD, PAPER, SKIN, LEATHER AND FUR, FUEL, PETROLEUM, CHEMICALS, PERFUMERY, CERAMICS, GLASS AND ORES, AND METALS	
	Wholesale trade in petrol, mobile oil and allied products	614
	Wholesale trade in medicines and chemicals	615
	Wholesale trade in toiletry, perfumery and cosmetics	617
62	WHOLESALE TRADE IN ALL TYPES OF MACHINERY EQUIPMENT INCLUDING TRANSPORT EQUIPMENT	
	Wholesale trade in agricultural and industrial machinery	620
	Wholesale trade in electrical machinery and equipment	621
	Wholesale trade in transport and storage equipment	623
63	WHOLESALE TRADE NOT ELSEWHERE CLASSIFIED	
	Wholesale trade in furniture and fixtures	630
66	RETAIL TRADE IN TEXTILES	
	Retail trade in textiles	660
	Retail trade in ready-made garments and hosiery or knitted garments (includes retail trade in second-hand garments)	661
68	RETAIL TRADE NOT ELSEWHERE CLASSIFIED	
	Retail trade in motor fuels	682
	Retail trade in agricultural machinery and equipment	684
	Retail trade in transport equipment	686
	Retail trade not elsewhere classified	689

(1)	(2)	(3)
69	RESTAURANTS AND HOTELS	
	Restaurants, cafes and other eating and drinking places (Note 1: This group includes sale of prepared foods and drinks for immediate consumption on the premises such as restaurants, cafes, lunch counters and refreshment stands and also includes catering activities and take-out activities as well as dining-car activities of railway companies and other passenger transport facilities which are operated as independent activities, sales through vending machines, vending stalls, whether or not mobile, are also included. Note 2: The above mentioned activities, if carried out in connection with the provisions for lodging, are to be classified in Group 691.)	690
	Hotels, rooming houses, camp and other lodging places	691
70	LAND TRANSPORT	
	Railway transport	700
	Passenger transport by bus (including tramways)	701
	Passenger transport by motor vehicles other than by bus	702
71	WATER TRANSPORT	
	Ocean and coastal water transport	710
	Inland water transport	711
72	AIR TRANSPORT	
	Air transport carriers (of passengers and freight)	720
74	STORAGE AND WAREHOUSING SERVICES	
	Warehousing of agricultural products without refrigeration	740
	Warehousing of agricultural products with refrigeration (cold storage)	741
75	COMMUNICATION SERVICES	
	Postal, telegraphic, wireless and signal communication services	750
	Telephone communication services	752
80	BANKING ACTIVITIES; INCLUDING FINANCIAL SERVICES	
	Deposit activities (this group includes activities of central banks, commercial banks, savings banks, savings and loan associations and other such institutions whose major source of funds is deposits)	800
	Other credit activities (this group includes activities of such units whose chief activity is making loans. They are distinguished from the deposit institutions in that the chief source of funds is equity or short-term paper, but not deposits)	801
	Other banking activities	802
	Securities dealing activities (this group includes activities of brokers and dealers and central exchanges dealing in all kinds of negotiable instruments and underwriters and agents in the floatation of new securities)	803
	Financial services other than securities dealing activities	804

(1)	(2)	(3)
81	PROVIDENT AND INSURANCE SERVICES	
	Provident services	810
	Insurance carriers, life	811
	Deposit/credit guarantee insurance services	812
	Insurance carriers other than life such as fire, marine, accident or health including insurance agents, valuers or assessors	819
82	REAL ESTATE ACTIVITIES	
	Purchase, sale, letting and operating of real estate such as residential and non-residential buildings developing and sub-dividing real estate into lots, lessors of real property, real estate agents, brokers and managers engaged in renting, buying and selling, managing and appraising real estates on a contract or fee basis	820
89	BUSINESS SERVICES NOT ELSEWHERE CLASSIFIED	
	Accounting, book-keeping and auditing activities, including tax consultancy services	891
	Data processing, software developments and computer consultancy services	892
	Architectural and engineering and other technical consultancy activities	894
	Advertising	896
	Press agency activities (this group includes news syndicate and news agency activities on a fee or contract basis. Includes activities of independent newsreporters and newswriters)	897
90	PUBLIC ADMINISTRATION AND DEFENCE SERVICES	
	Public services in the Union Government including defence services	900
	Public services in State Government including police services	901
	Public services in local bodies, departments and offices engaged in administration like local taxation and business regulation	902
	Public services in quasi-government bodies	903
91	SANITARY SERVICES	
	Sanitation and similar services such as garbage and sewage disposals, operation of drainage systems and all other types of work connected with public health and sanitation	910
92	EDUCATION, SCIENTIFIC AND RESEARCH SERVICES	
	Educational services rendered by technical or vocational colleges, schools and other institutions	920
	Educational services rendered by non-technical colleges, schools, universities and other institutions	921
	Research and scientific services not classified elsewhere such as those rendered by institutions and laboratories engaged in research in the	922

(1)	(2)	(3)
	biological, physical and social sciences, metrological institutes and medical research organisation	
94	COMMUNITY SERVICES	
	Welfare services rendered by organisations operating on a no-profit basis for the promotion of welfare of the community such as relief societies, creches, homes for the aged and physically handicapped	941
95	RECREATIONAL AND CULTURAL SERVICES	
	Motion picture and video film production	950
	Motion picture distribution and projection services	951
	Radio and television broadcasting and related services	954
	Libraries, museums, botanical and zoological gardens, zoos and game, sanctuaries	956
96	PERSONAL SERVICES	
	Laundry, cleaning and dyeing services	961
	Hairdressing such as that done by barbers, hairdressing saloons and beauty shops	962
	Personal services not elsewhere classified	969
97	REPAIR SERVICES	
	Repair of footwear and other leather goods	970
	Repair of watches, clocks and jewellery	973
	Repair of motor vehicles and motorcycles except trucks, lorries and other heavy vehicles	974
	Repair of bicycles and cycle-rickshaws	975
100	PERSONS WITHOUT ANY AFFILIATION TO ANY PARTICULAR INDUSTRY (INCLUDING FRESH ENTRANTS TO LABOUR FORCE)	
	Persons without any affiliation to any particular industry (including fresh entrants to labour force)	100
101	ACTIVITIES NOT ADEQUATELY DEFINED (OTHER THAN THOSE IN 10)	
	Activities not adequately defined (other than those in 10)	

Note: The Division Code and Group Code of groups of industries in the above Table are as given in the Revised National Industrial Classification of All Economic Activities, 1987, adopted by the Government of India.

Notifications under Section 2(e)

(1)

G.S.R. 462(E), dated August 23, 1975, published in the Gazette of India, Extra., Part II, Section 3(i), dated 25th August, 1975, pp. 1858-1859.—In exercise of the powers conferred by clause (e) of Section 2 of the Apprentices Act, 1961 (52 of 1961), and after consultation with the Central Apprenticeship Council, the Central Government hereby specifies the following subject fields in engineering and technology as designated trades, for the purposes of the Act, namely:—

1. Civil Engineering, 2. Irrigation Engineering, 3. Public Health Engineering, 4. Structural Engineering, 5. Dam Engineering, 6. Highway Engineering, 7. Construction Technology, 8. Mechanical Engineering, 9. Refrigeration and Air Conditioning, 10. Machine Tool Technology, 11. Production Engineering, 12. Automobile Engineering, 13. Electrical Engineering, 14. Electronics and Telecommunication Engineering, 15. Computer Engineering, 16. Television Engineering, 17. Industrial Electronics, 18. Radio and Electronic Engineering, 19. Nuclear Engineering, 20. Avionics, 21. Metallurgy, 22. Textile Engineering, 23. Agricultural Engineering, 24. Chemical Engineering, 25. Sugar Technology, 26. Marine Engineering, 27. Nautical Engineering, 28. Aeronautical Engineering, 29. Mining, 30. Plastic Technology, 31. Textile Chemistry, 32. Naval Architecture, 33. Architecture, 34. Regional and Town Planning, 35. Textile Technology, 36. Glass Technology, 37. Ceramic Technology, 38. Silicate Technology, 39. Pharmaceutical Science, 40. Oil and Soap Technology, 41. Pigment and Paint Technology, 42. Dye stuff Technology, 43. Printing Technology, 44. Leather Technology, 45. Leather goods and Foot Wear Manufacture, 46. Rubber Technology, 47. Food Technology, 48. Bio-Chemical Engineering, 49. Instrumentation Technology, 50. Petroleum Engineering, 51. Petroleum Technology, 52. Applied Geology, 53. Applied Geophysics, 54. Jute Technology, 55. Paper Technology, 56. Catering Technology, 57. Plastic Engineering.

(2)

G.S.R. 1012, dated September 6, 1980, published in the Gazette of India, Part II, Section 3(i), dated 27th September, 1980, pp. 2128-29.—In exercise of the powers conferred by clause (e) of Section 2 of the Apprentices Act, 1961 (52 of 1961), and after consultation with the Central Apprenticeship Council, the Central Government hereby specifies, the following trades or occupations or subject fields in engineering and technology as designated trades for the purposes of that Act, namely:—

1. Foundry technology, 2. Sound engineering, 3. Ground water engineering, 4. Drilling engineering, 5. Cinematography, 6. Fisheries and navigation, 7. Medical laboratory technology, 8. Industrial engineering.

(3)

G.S.R. 271, dated February 18, 1981, published in the Gazette of India, Part II, Section 3(i), dated 7th March, 1981, p. 670.—In exercise of the powers conferred by clause (e) of Section 2 of the Apprentices Act, 1961 (52 of 1961), and after consultation with the Central Apprenticeship Council, the Central Government hereby specifies the following trades or occupations or subject fields in engineering and technology as designated trades for the purposes of that Act, namely:—

1. Knitting technology, 2. Secretarial commercial practice, 3. Interior decoration, 4. Library science, 5. Costume design and Dress making/Garment technology, 6. Fine art/Sculpture/Commercial art.

(4)

G.S.R. 763, dated September 24, 1987.—In exercise of the powers conferred by clause (e) of Section 2 of the Apprentices Act, 1961 (52 of 1961), and after consultation with the Central Apprenticeship Council, the Central Government hereby specifies the following trades as designated trades, for the purposes of the said Act, namely:—

Trade	Code No. National Classification of Occupation (1968 pattern)
1	2
1. Stockman [Dairy]	082.10, 082.20
2. Attendant operator [Dairy]	776.10, 776.20, 776.30, 776.40, 776.50, 776.60, 776.70, 776.90
3. Pump Mechanic	843.57

- | | |
|--|----------------|
| 4. Insulator Maker/Machine Operator
[Ceramic] | 899.44, 899.45 |
| 5. Optical Worker | 891.48 |
| 6. Back Sizer-cum-Front Sizer | 753.40, 753.50 |

The reference is to National Classification of Occupations adopted by Government of India in the Ministry of Labour, Directorate General of Employment & Training.

(5)

G.S.R. 401, dated April 28, 1988, published in the Gazette of India, Part II, Section 3(i), dated 14th May, 1988, p. 1516.—In exercise of the powers conferred by clause (e) of Section 2 of the Apprentices Act, 1961 (52 of 1961), and after consultation with the Central Apprenticeship Council, the Central Government hereby specifies the following subject fields for vocational courses as designated trades, for the purposes of the Act, namely:—

1. Accountancy and Auditing, 2. Banking, 3. Marketing and Salesmanship, 4. Office Secretaryship/Stenography, 5. Food Preservation, 6. Poultry Farming, 7. Fisheries/Fish Processing, 8. Dairying, 9. Medical Laboratory/Technology/Assistants, 10. Health worker, 11. Nursing, 12. Child Care and Nutrition, 13. Crop Cultivation/Production, 14. Sericulture, 15. Apiculture, 16. Floriculture, 17. Plant Protection, 18. Textile Designing, 19. Civil Construction/Maintenance, 20. Mechanical Servicing.

(6)

S. O. 405, dated January 22, 1991, published in the Gazette of India, Part II, Section 3(ii), dated 2nd February, 1991, p. 489.—In exercise of the powers conferred by clause (e) of Section 2 of the Apprentices Act, 1961 (52 of 1961), and after consultation with the Central Apprenticeship Council, the Central Government hereby specifies the following subject fields as designated trades, for Graduate and Technician Apprentices, for the purposes of the Act, namely:—

1. Computer Science/Computer Applications, 2. Polymer Technology, 3. Dairy Engineering/Technology, 4. Mining Machinery Engineering, 5. Mineral Engineering.

(7)

S.O. 1007, dated March 17, 1992, published in the Gazette of India, Part II, Section 3 (ii), dated 4th April, 1992, p. 1937.—In exercise of the powers conferred by clause (e) of Section 2 of the Apprentices Act, 1961 (52 of 1961), and after consultation with the Central Apprenticeship Council, the Central Government hereby specifies the following subject fields in engineering and technology as designated trades, for Graduate and Technical Apprentices, for the purposes of the said Act, namely:—

1. Fabrication Technology.
2. Transportation Engineering.
3. Wood/Timber Technology.
4. Safety Engineering.
5. Handloom Technology.
6. Plant Engineering/Technology.
7. Ship Building Technology.
8. Man-made Fibre Technology.
9. Tool Engineering/Technology.
10. Bio-Medical Engineering.
11. Energy Engineering.

(8)

S.O. 2961, dated November 3, 1992, published in the Gazette of India, Part II, Section 3(ii), dated 28th Nov., 1992, p. 4450, Sl. No. 48.—In exercise of the powers conferred by clause (e) of Section 2 of the Apprentices Act, 1961 (52 of 1961), and after consultation with the Central

Apprenticeship Council, the Central Government hereby specifies the following subject fields as designated trades, for Technician (Vocational) Apprentices, for the purposes of the said Act, namely:—

1. *Agriculture*

1. Agricultural Chemicals.
2. Inland Fisheries.
3. Plantation Crops and Management.
4. Seed Production Technology.
5. Swine Production.
6. Vegetable Seed Production.
7. Medicinal and Aromatic Plant Industry.
8. Sheep and Goat Husbandry.
9. Repair and Maintenance of Power Driven Farm Machinery.
10. Veterinary Pharmacist-cum-Artificial Insemination Assistant.
11. Agro Based Food Industries (Animal based).
12. Agro Based Food Industries (Crop based).
13. Agro Based Food Industries (Feed based).
14. Post Harvest Technology.
15. Fish Seed Production.
16. Fishing Technology.

2. *Business and Commerce*

1. Cooperation.
2. Export-Import Practices and Documentation.
3. Insurance.
4. Purchasing and Store-Keeping.
5. Taxation Practices/Taxation Laws/Tax Assistant.

3. *Engineering and Technology*

1. Audio-Visual Technician.
2. Maintenance Repair of Electrical Domestic Appliances.

4. *Health and Para Medical*

1. Health Sanitary Inspector.
2. Hospital Documentation.
3. Hospital Housekeeping.
4. Ophthalmic Technician.
5. Physiotherapy and Occupational Therapy.
6. X-ray Technician.
7. Multi-Rehabilitation Worker.

5. *Home Science*

1. Catering and Restaurant Management.
2. Institutional Housekeeping.
3. Pre-School and Creche Management.
4. Commercial Garment Designing and Making.

6. *Humanities and others*

1. Interior Design.
2. Library and Information Science.
3. Tourism and Travel Techniques.
4. Instrumental Music (Percussion Table).
5. Classical Dance (Kathak).
6. Indian Music (Hindustani Vocal Music)

(9)

S.O. 2144 dated September 23, 1993, published in the Gazette of India, Part II, Section 3(ii), dated 9th October, 1993, p. 3138, Sl. No. 41.—In exercise of the power conferred by clause (e) of Section 2 of the Apprentices Act, 1961 (52 of 1961), and after consultation with the Central Apprenticeship Council, the Central Government hereby specifies the following trades as designated trades, for the purposes of the said Act, namely:—

Trades	Code Number(s) of National Classification of Occupations
GROUP NO. 10—HEAT ENGINE TRADES GROUP:	
7. Auto Mechanic (Two wheeler/Three wheeler)	843.20, 843.30, 843.50, 843.60
GROUP NO. 18—CHEMICAL TRADES GROUP:	
4. Fibre Reinforced Plastic Processor	901.15, 901.20, 901.25, 901.30, 901.35, 901.40, 901.45, 901.50, 901.55.
5. Plastic Processing Operator	901.20, 901.25, 901.30, 901.35, 901.40, 901.45, 901.50, 901.55, 901.60, 901.65.
GROUP NO. 29—COMPUTER TRADES GROUP:	
1. Data Preparation Computer Software	103.10, 103.20

(10)

S.O. 1041, dated April 13, 1994, published in the Gazette of India, Part II, Section 3(ii), dated 30th April, 1994, p. 1398, No. 18.—In exercise of the powers conferred by clause (e) of Section 2 of the Apprentices Act, 1961 (52 of 1961), and after consultation with the Central Apprenticeship Council, the Central Government hereby further specifies the following subject filed as a designated trade, for Graduate and Technician Apprentices, for the purposes of the Act, namely:—

“Production Engineering and Industrial Management.”

(11)

G.S.R. 560(E), dated December 10, 1996, published in the Gazette of India, Extra., Part II, Section 3(i), dated 10th December, 1996, p. 2, No. 416.—In exercise of the powers conferred by clause (e) of Section 2 of the Apprentices Act, 1961 (52 of 1961) and after consultation with the Central Apprenticeship Council, the Central Government hereby specifies the trades, mentioned in Column (1) of the Table below, the code numbers of National Classification of Occupations thereof are described in the corresponding entries in Column (2) of the said table, as designated trades, for the purposes of the said Act, namely:—

TABLE

Trades	Code Numbers of National Classification of Occupations
1. Advanced Attendant Operator (Process)	730.20, 740.10, 740.90, 770.90, 900.10, 730.90, 740.20, 770.40, 890.20
2. Operator-cum-Mechanic-Pollution Control Equipment	039.10, 039.90
3. Mechanic Medical Equipment for Hospitals and Occupational Health Centre	06.10, 088.10, 089.90, 890.90

(12)

S.O. 3159, dated October 1, 1996, published in the Gazette of India, Part II, Section 3(ii), dated 9th November, 1996, p. 4432, No. 45.—In exercise of the powers conferred by clause (e) of Section 2 of the Apprentices Act, 1961 (52 of 1961), and after consultation with the Central Apprenticeship Council, the Central Government hereby specifies the trades, mentioned in Column (1), of the Table below where code numbers of National Classification of Occupations are described in Column (2) of the said Table, as designated trades, for the purposes of the said Act, namely:—

TABLE

Trades	Code Number(s) of National Classification of Occupations
1	2
"Group No. 7—	Precision Machining Trades Group
1. Tool and Die Maker	833.10
(Dies and Moulds)	833.40
2. Tool and Die Maker	833.10
(Press Tools, Jigs and Fixtures)	833.40."

(13)

S.O. 2223, dated August 22, 1997, published in the Gazette of India, Part II, Section 3(ii), dated 6th September, 1997, pp. 4295, No. 36.—In exercise of the powers conferred by clause (e) of Section 2 of the Apprentices Act, 1961 (52 of 1961), and after consultation with the Central Apprenticeship Council, the Central Government hereby specifies the following subject fields as designated trades, for Technician (Vocational) Apprentices, for the purposes of the said Act namely:—

Agriculture:

1. Horticulture.
2. Soil Conservation.

Business and Commerce:

1. Industrial Management.
2. Receptionist.
3. Basic Financial Services.
4. Office Management.

Engineering and Technology:

1. Building and Road Construction.
2. Building Maintenance.
3. Ceramic Technology.
4. Computer Technique.
5. Rural Engineering Technology.
6. Material Management Technology.
7. Rubber Technology.
8. Structure and Fabrication Technology.
9. Sugar Technology.
10. Tanneries.

Home Science:

1. Clothing for the family.
2. Health Care and Beauty Culture.

3. Bleaching, Dying and Fabric Painting.
4. Knitting Technology.

Health and Paramedical:

1. Bio-Medical Equipment and Technician.
2. Dental Hygienist.
3. Dental Technician.
4. Multi-Purpose Health Worker.
5. Pharmacist.
6. ECG and Audiometric Technician.
7. Nutrition and Dietetics.
8. Auxillary Nurse and Mid Wives.
9. Primary Health Worker.

Humanities and Others:

1. Photography.
2. Commercial Art.
3. Physical Education.
4. Bharatnatayam.
5. Cotton Classifier.

(14)

S.O. 2224, dated August 22, 1997, published in the Gazette of India, Part II, Section 3(ii), dated 6th September, 1997, p. 4297, No. 36.—In exercise of the powers conferred by clause (e) of Section 2 of the Apprentices Act, 1961 (52 of 1961), and after consultation with the Central Apprenticeship Council, the Central Government hereby specifies the following subject fields as designated trades, for Graduate and Technician Apprentices, for the purposes of the said Act namely:—

1. Architectural Assistantship.
2. Electrical and Electronics Engineering.
3. Environment Pollution and Control Engineering.
4. Footwear Technology.
5. Computer Aided Design/Computer Aided Manufacturing/ROBOTICS Application.
6. Bio-gas Technology.
7. Petro-Chemical Engineering/Technology.
8. Water Management.
9. Water Resource Engineering.
10. Machine Tools and Maintenance.
11. Industrial Electronics and Instrumentation.

(15)

S.O. 2225, dated August 22, 1997, published in the Gazette of India, Part II, Section 3(ii), dated 6th September, 1997, p. 4298, No. 36.—In exercise of powers conferred by clause (e) of Section 2 of the Apprentices Act, 1961 (52 of 1961), and after consultation with the Central Apprenticeship Council, the Central Government hereby makes the following further amendments in the notification of the Government of India in the Ministry of Labour, Directorate General of Employment and Training, No. 462, dated the 25th August, 1975, namely:—

In the said notification, Serial No. 2 relating to Irrigation Engineering and Serial No. 5 relating to Dam Engineering shall be *omitted*.

(16)

S.O. 847(E), dated December 9, 1997, published in the Gazette of India, Extra., Part II, Section 3(ii), dated 10th December, 1997, p. 1, No. 688.—In exercise of the powers conferred by clause (e) of Section 2 of the Apprentices Act, 1961 (52 of 1961), and after consultation with

the Central Apprenticeship Council, the Central Government hereby specifies the following trade as designated trade for the purposes of the said Act, namely:—

Trade	Code Number(s) of National Classification of Occupations
1	2
Desk Top Publishing Operator	922.65

(17)

S.O. 3254, dated October 21, 1999.—In exercise of the powers conferred by clause (e) of Section 2 of the Apprentices Act, 1961 (52 of 1961), and after consultation with the Central Apprenticeship Council, the Central Government hereby specifies the following subject fields in engineering or technology as designated trades, for the purposes of the said Act, namely:—

1. Air Craft Maintenance Engineering.
2. Mechatronics.
3. Cement Technology.
4. Information Technology.

(18)

G.S.R. 101, dated February 25, 2003, published in the Gazette of India, Part II, Section 3(i), dated 1st March, 2003, pp. 572-574, No. 9.—In exercise of the powers conferred by clause (e) of Section 2 of the Apprentices Act, 1961 (52 of 1961), read with clause (aa) of Section 6 of the said Act, and after consulting the Central Apprenticeship Council, the Central Government hereby specifies for the purposes of the said Act, the State Councils for Technical Education mentioned in Column 1 of the Table below in respect of the Trade Test or Examination mentioned in Column 2, with the Trades or Subjects mentioned in the corresponding entry in Column 3 thereof.

TABLE

State Council for Technical Education	Trade Test/ Examination	Trade/Subject Fields
1	2	3
State Council for Vocational Training and Vocational Examination Board, Gujarat State	State Trade Test	Machinist (Grinder) Refrigeration and Air-Conditioning Mechanic Draughtsman (Civil) Draughtsman (Mechanical) Electronics Mechanic Surveyor Instrument Mechanic (Chemical Plant) Attendant Operator (Chemical Plant) Laboratory Assistant (Chemical Plant) Mechanic Maintenance (Chemical Plant) Electrician Instrument Mechanic

1	2	3
		Sheet Metal Worker
		Plastic Processing Operator
		Hair and Skin Care
		Carpenter
		Welder (Gas and Electric)
		Mechanic (Diesel)
		Desk Top Publishing Operator
		Dress Making
		Fitter
		Turner
		Machinist
		Wireman
		Mechanic (Motor Vehicle)
		Mechanic Tractor
		Plumber
		Book Binder
		Embroidery and Needle Work
		Painter General
		Pattern Maker
State Council for Vocational Training, Rajasthan, Jodhpur	State Trade Test	Refrigeration and Air-Conditioning Mechanic
		Draughtsman (Civil)
		Electronics Mechanic
		Surveyor
		Electrician
		Plastic Processing Operator
		Carpenter
		Welder
		Mechanic (Diesel)
		Dress Making
		Fitter
		Mechanist
		Wireman
		Mechanic (Motor Vehicle)
		Plumber
		Mechanic Tractor
		Pump Operator cum Mechanic
		Embroidery and Needle Work
State Council for Vocational Training, Bihar, Patna	State Trade Test	Mechanic Tractor
		Draughtsman (Civil)
		Draughtsman (Mechanical)
		Electronics Mechanic

1	2	3
		Surveyor
		Electrician
		Plastic Processing Operator
		Mechanic (Diesel)
		Fitter
		Refrigeration and Air-Conditioning Mechanic
		Instrument Mechanic
		Book Binding
		Mechanic (Motor Vehicle)
		Watch and Clock Repairer
State Council for Vocational Training, Goa, Panjim	Final Trade Test of Craftsman	Refrigeration and Air-Conditioning Mechanic
		Draughtsman (Civil)
		Electronics Mechanic
		Electrician
		Welder
		Mechanic (Diesel)
		Fitter
		Mechanic (Motor Vehicle)
		Desk Top Publication Operator
		Hair and Skin Care
		Mechanic Tractor
State Council for Vocational Training, Madhya Pradesh, Jabalpur	Trade Test under State Council of Vocational Training	Refrigeration and Air-Conditioning Mechanic Electronics
		Electrician Welder
		Diesel Mechanic
		Fitter
		Motor Mechanic
		Plastic Processing Operator
		Plumber
		Wireman
		Instrument Mechanic
		Carpenter
State Council for Vocational Training, Chennai, Tamil Nadu	State Council for Vocational Training Trade Test	Data Preparation and Computer Software
		Electrician
		Mechanic Diesel
		Welder
		Mechanic (Motor Vehicle)
		Plumber
		Fitter

1	2	3
		Desk Top Publishing Operator Refrigeration and Air-Conditioning Mechanic

(19)

S.O. 2492, dated August 14, 2003, published in the Gazette of India, Part II, Section 3(ii), dated 30th August, 2003, p. 6059, No. 35.—In exercise of the powers conferred by clause (e) of Section 2 of the Apprentices Act, 1961 (52 of 1961), and after consultation with the Central Apprenticeship Council, the Central Government hereby specifies the following subject filed in engineering and technology as designated trade for Graduate and Technician Apprentices for the purposes of the said Act, namely:—

“1. Materials Management”.

(20)

S.O. 792, dated March 23, 2004, published in the Gazette of India, Part II, Section 3(ii), dated 27th March, 2004, p. 1454, No. 13.—In exercise of the powers conferred by clause (e) of Section 2 of the Apprentices Act, 1961 (52 of 1961), and after consultation with the Central Apprenticeship Council, the Central Government hereby specifies the following subject fields in technology as designated trades, for the purposes of the said Act, namely:—

1. “Printing Technology” for Technical (Vocational) Apprentices.
2. “Packaging Technology” for Technician Apprentices.

(21)

G.S.R. 181, dated May 19, 2004, published in the Gazette of India, Part II, Section 3(i), dated 29th May, 2004, p. 1004, No. 22.—In exercise of the powers conferred by clause (e) of Section 2 of the Apprentices Act, 1961 (52 of 1961) read with clause (aa) of Section 6 of the said Act, and after consultation with the Central Apprenticeship Council, the Central Government hereby specifies, for the purposes of the said Act, the State Council for Technical Education mentioned in Column 1 of the Table below in respect of the Trade Test or Examination mentioned in Column 2 thereof with the trades or subjects mentioned in the corresponding entry in Column 3 thereof.

TABLE

State Council for Technical Education			Trade Test/ Examination	Trade/Subject fields
1			2	3
State	Council	for	State Trade Test	Tool and Die Making (Dies and Moulds)
Vocational		Training,		Mechanic Machine Tool
Kerala State				Maintenance
				Surveyor
				Painter General
				Dress Making
				Hair and Skin Care
				Upholstry
				Electronics Mechanic
				Fitter
				Mechanic (Motor Vehicle)

Refrigeration and Air-Conditioning
Mechanic
Tractor Mechanic
Electrician
Wireman
Desk Top Publishing Operator
Forger and Heat Treater
Mechanic (Diesel)
Plumber
Draughtsman (Civil)
Instrument Mechanic (Chemical Plant)
Attendant Operator (Chemical Plant)
Laboratory Assistant (Chemical Plant)
Mechanic Maintenance (Chemical Plant)
Food Production (General)
Food Production (Vegetarian)
Steward

(22)

G.S.R. 6, dated December 22, 2004, published in the Gazette of India, Pt. II, Section 3(i), dt. 1st January, 2005, pp. 33-34.—In exercise of the powers conferred by clause (e) of Section 2 of the Apprentices Act, 1961 (52 of 1961) read with clause (aa) of Section 6 of the said Act, and after consulting the Central Apprenticeship Council, the Central Government hereby specifies for the purposes of the said Act, the State Councils for Technical Education mentioned in Column 1 of the Table given below in respect of the Trade Test or Examination mentioned in Column 2, with the trades or subjects mentioned in the corresponding entry in Column 3 thereof.

TABLE

State Council for Technical Education			Trade Test/ Examination	Trade/Subject fields
1			2	3
State	Council	for	State Level Trade	Draughtsman (Mechanical)
Vocational Training		Haryana,	Examination	Draughtsman (Civil)
Chandigarh				Dress Making
				Embroidery and Needle Work
				Electronics Mechanic
				Electrician
				Fitter
				Hair and Skin Care
				Machinist
				Machinist (Grinder)
				Mechanic (Diesel)
				Mechanic (Tractor)
				Refrigeration and Air-Conditioning Mechanic

Surveyor

Tool and Die Maker (Dies and Moulds)

Welder (Gas and Electric)

(23)

G.S.R. 120, dated April 4, 2005, published in the Gazette of India, Pt. II, Section 3(i), dt. 9th April, 2005, pp. 389-390, No. 15.—In exercise of the powers conferred by clause (e) of Section 2 of the Apprentices Act, 1961 (52 of 1961) read with clause (aa) of Section 6 of the said Act, and after consulting the Central Apprenticeship Council, the Central Government hereby specifies for the purposes of the said Act, the State Councils for Technical Education mentioned in Column 1 of the Table given below in respect of the Trade Test of (sic or) Examination mentioned in Column 2, with the Trades or Subjects mentioned in the corresponding entry in Column 3 thereof.

TABLE

Board/State Council for Technical Education/ Other Authority	Trade Test/ Examination	Trade/Subject fields
1	2	3
State Council for Vocational Training, Uttaranchal	State Vocational Examination	Mechanic Electronics Wireman Electrician Carpenter Welder (Gas and Electric)
State Council for Vocational Training, Assam	State Council for Vocational Training Trade Test of Craftsmen	Air Condition and Refrigerator Instrument Mechanic Draughtsman (Civil) Mechanic Electronics Hair and Skin Care Maintenance (Chemical Plant) Welder Electrician Plastic Processing Operator Fitter Mechanic Motor Vehicle Dress Making Laboratory Assistant (Chemical Plant)
State Council for Vocational Training, Chhattisgarh	State Vocational Examination	Draughtsman (Civil) Welder
State Council for Vocational Training, Punjab	State Trade Test for Craftsmen	Diesel Mechanic Electrician Carpenter Wireman Fitter Machinist Mechanic Tractor

State Council for Vocational
Training, Uttar Pradesh

State Vocational
Examination

Pump Mechanic
Electrician
Wireman
Electronics
Draughtsman (Civil)
Embroidery and Needle Works
Dress Making
Refrigerator and Air Conditioning
Welder
Fitter
Mechanic Diesel
Motor Mechanic Vehicle
Plastic Processing Operator
Photographer
Mechanic Machine (Tool Maintenance)
Tool and Die Maker (Dies and Moulds)
Machine tool Maintenance Mechanic
Mechanic Draughtsman (Civil)
Mechanic Draughtsman (Mechanical)
Surveyor
Fitter
Turner
Machinist
Machinist (Grinder)
Mechanic Refrigeration and Air-
Conditioning
Instrument Mechanic
Electrician
Electroplater
Wireman
Mechanic Motor Vehicle
Mechanic Electronics
Mechanic Painter General
Welder
Carpenter
Sheet Metal Worker
Diesel Mechanic
Upholstery
Tractor Mechanic
Plastic Processing Operator
Dress Making
Hair and Skin Care

(24)

S.O. 1914(E), dt. 7-11-2006.—In exercise of the powers conferred by clause (e) of Section 2 of the Apprentices Act, 1961 (52 of 1961), and after consultation with the Central Apprenticeship Council, the Central Government hereby specifies the following trades as designated trades for the purposes of the said Act, namely:—

1. "Beauty Culture and Cosmetology" for Technician Apprentices;
2. "Surveying" for Technician (Vocational) Apprentices; and
3. "Printing and Book Binding" for Technician (Vocational) Apprentices.

(25)

G.S.R. 263, dt. 23-11-2007.—In exercise of the powers conferred by clause (e) of Section 2 of the Apprentices Act, 1961 (52 of 1961) read with clause (aa) of Section 6 of the said Act, and after consulting the Central Apprenticeship Council, the Central Government hereby specifies for the purposes of the said Act, the State Council for Technical Education mentioned in Column 1 of the Table given below in respect of the Trade Test or Examination mentioned in Column 2, with the Trades or Subjects mentioned in the corresponding entry in Column 3 thereof.

TABLE

Board/State Council for Technical Educational/ Other Authority	Trade test/ Examination	Trade/Subject fields
1	2	3
State Council for Vocational Training, Jammu and Kashmir	State Trade Test	Dress Making
		Air Condition Refrigeration
		Electrician
		Instrument Mechanic
		Information Technology and Electronic Systems Maintenance
		Mechanic Motor Vehicle
		Welder
		Electrician
		Fitter
		Electronics Mechanic
State Council for Vocational Training, Jharkhand	State Level Vocational Examination	Mechanic Motor Vehicle
		Welder
		Diesel Mechanic
		Turner
		Machinist
		Plastic Processing Operator
		Watch and Clock Maker

(26)

G.S.R. 595(E), dt. 14-8-2008.—In exercise of the powers conferred by clause (e) of Section 2 of the Apprentices Act, 1961 (52 of 1961) read with clause (aa) of Section 6 of the said Act, and after consulting the Central Apprenticeship Council, the Central Government hereby specifies for the purpose of the said Act, the State Councils for Technical Education mentioned in Column 1 of the

Table given below in respect of the Trade Test or Examination mentioned in Column 2, with the Trades or Subjects mentioned in the corresponding entry in Column 3 thereof.

TABLE

Board/State Council for Technical Education/ Other Authority	Trade Test/ Examination	Trade/Subject fields
1	2	3
Board of Technical Education, Government of National Capital Territory of Delhi	Final Trade Test under Craftsman Training Scheme	Tool and Die Maker (Press Tools, Jigs and Fixture) Draughtsman (Civil) Draughtsman (Mechanical) Electrician Electronics Mechanic Information Technology and Electronics System Maintenance Instrument Mechanic Mechanic Motor Vehicle Mechanic Refrigerator and Air Conditioning Fitter Turner Carpenter Welder Machinist Painter Wireman Embroidery and Needle work Hair and Skin Care Desk Top Publishing Operator Craftsman Food Production (General) Book Binder

(27)

S.O. 1406(E), dated June 3, 2009.—In exercise of the powers conferred by clause (e) of Section 2 of the Apprentices Act, 1961 (52 of 1961), and after consultation with the Central Apprenticeship Council, the Central Government hereby specifies the following subject fields in technology as designated trades for the purposes of the said Act, namely:—

“Graduate and Technician Apprentices

1. Medical Electronics
2. Electronics and Instrumentation Engineering
3. Instrumentation and Control Engineering
4. Manufacturing Engineering
5. Geo Informatics

6. Electronics Engineering
7. Food Process Engineering
8. Computer Science and Engineering

Technician (Vocational) Apprentices

1. Computer Graphics Animation
2. Electronics Engineering Technician
3. Radio and TV Maintenance and Repairs
4. Domestic Electronic and Project Equipment
5. General Machinist
6. Electrical Motor Rewinding
7. Maintenance and Servicing of Textile Machinery
8. Dress Designing and Making
9. Accountancy and Taxation
10. Construction Technology, Water Supply and Sanitary Engineering
11. Office Assistantship
12. Automobile Engineering Technician
13. Food Preservation and Processing
14. Mushroom Culture
15. Preservation and Processing of Fruits and Vegetables
16. Air Conditioners and Refrigerators Mechanics
17. Computer Assembly and Maintenance
18. Mining Geology
19. Consumer and Industrial Electronics Mechanics
20. Business Math Statistics."

(28)

G.S.R. 737(E), dated October 5, 2009.—In exercise of the powers conferred by clause (e) of Section 2 of the Apprentices Act, 1961 (52 of 1961) read with clause (aa) of Section 6 of the said Act, and after consulting the Central Apprenticeship Council, the Central Government hereby specifies for the purposes of the said Act, the State Council for Technical Education mentioned in Column 1 of the Table given below in respect of the Trade Test or Examination mentioned in Column 2, with the Trades or Subjects mentioned in the corresponding entry in Column 3 thereof.

TABLE

Board/State Council for Technical Education/ Other Authority	Trade Test/ Examination	Trade/Subject fields
1	2	3
State Council for Vocational Training, Maharashtra State	Trade Test, State Council for Vocational Training	Tractor Mechanic
		Foundryman
		Welder
		Plumber
		Sheet Metal Work
		Plastic Processing Operator
		Mechanic Diesel
		Pump Operator-cum-Mechanic
		Dress Making

	Steward
	Craftsman Food Production (General)
	Craftsman Food Production (Veg.)
	Fruit and Vegetable Processing
	Hair and Skin Care
	Desk Top Publishing Operator
	Wireman
	Painter (General)
	Draughtsman (Civil)
	Draughtsman (Machanical)
	Surveyor
	Mechanic Refrigeration and Air Condition
	Electronics (Mechanic)
	Mechanic Motor Vehicle
	Electroplater
	Electrician
	Instrument Mechanic
	Machinist (Grinder)
	Fitter
	Turner
	Machinist
	Instrument Mechanic (Chemical)
	Attendant Operator (Chemical)
	Maintenance Mechanic (Chemical)
	Information Technology and Electronics System Maintenance
	Tool and Die Maker (Jigs and Fixture)
	Tool and Die Maker (Moulds and Dies)
	Mechanic Machine Tool Maintenance

(29)

S.O. 1251(E), dated May 31, 2011.—In exercise of the powers conferred by clause (e) of Section 2 of the Apprentices Act, 1961 (52 of 1961) read with clause (aa) of Section 6 of the said Act, and after consulting the Central Apprenticeship Council, the Central Government hereby specifies for the purposes of the said Act, the State Council for Technical Education mentioned in Column 1 of the Table given below in respect of the Trade Test or Examination mentioned in Column 2, with the trades or subjects mentioned in the corresponding entry in Column 3 thereof:

TABLE

Board/State Council for Technical Education/ Other Authority	Trade Test/ Examination	Trade/Subject fields
1	2	3
State Council for Vocational Training, Karnataka State	State Trade Test	Electrician Electronic Mechanic Fitter Machinist Turner Information Technology and Electronic System Maintenance Instrument Mechanic Mechanic (Motor Vehicle) Mechanic (Diesel) Welder (Gas and Electric) Mechanic (Consumer Electronic) Mechanic (Refrigeration and Air Conditioning) Mechatronics Dress Making Cutting and Sewing

(30)

G.S.R. 159(E), dated March 4, 2014.—In exercise of the powers conferred by clause (e) of Section 2 of the Apprentices Act, 1961 (52 of 1961) read with clause (aa) of Section 6 of the said Act, and after consulting the Central Apprenticeship Council, the Central Government hereby specifies for the purposes of the said Act, the State Councils for Technical Education mentioned in Column 1 of the Table given below in respect of the Trade Test or Examination mentioned in Column 2, with the Trades or Subjects mentioned in the corresponding entry in Column 3 thereof—

TABLE

Board/State Council for Technical Education/ Other Authority	Trade Test/ Examination	Trade/Subject fields
1	2	3
"State Council for Vocational Training, Lakshadweep	Trade Test for Craftsmen	Mason Building Constructor Plumber Computer Operator and Programming Assistant Electronics Mechanic Electrician

Fitter
Welder (Gas and Electric)
Turner
Interior Decorator and Designing
Mechanic Refrigeration and Air Conditioner
Mechanic (Repairs and Maintenance of Two
Wheelers)
Building Maintenance
Craftsman Food Production (General)

(31)

S.O. 3255(E), dated December 19, 2014.—In exercise of the powers conferred by clause (e) of Section 2 of the Apprentices Act, 1961 (52 of 1961), and after consultation with the Central Apprenticeship Council, the Central Government hereby specifies the following subject fields in technology as designated trades for the purposes of the said Act, namely—

“Graduate and Technician Apprentices:

1. Agriculture and Irrigation Engineering
2. Applied Electronics and Instrumentation
3. Communication and Computer Engineering
4. Computer Science and Information Technology
5. Computer Science and Systems Engineering
6. Computer Technology
7. Dairy Science and Technology
8. Electronics and Instrumentations Control Engineering
9. Electronics and Avionics
10. Electronics and Computer Engineering
11. Electronics and Computer
12. Electronics and Control Engineering
13. Electronics and Electrical Communication Engineering
14. Electronics Design Technology
15. Electronics Production Technology
16. Engineering Physics
17. Genetic Engineering
18. Industrial Production Engineering
19. Industrial Engineering and Management
20. Information and Communication Technology
21. Information Science and Engineering
22. Instrumentation and Electronics Engineering
23. Information Science and Technology
24. Manufacturing Process and Automation Engineering
25. Material Science and Engineering
26. Mechanical and Production Engineering
27. Mechanical Engineering (Refrigeration and Air-Conditioning)
28. Nano Engineering
29. Radio Physics and Electronics
30. Telecommunication and Engineering
31. Computer Applications and Business Management
32. Electronics (ROBOTICS)

33. Embedded System
34. Mechanical Engineering (Tool and Die Making)
35. Power Engineering
36. Optics and Optoelectronics
37. Mining surveying.

Technician (Vocational) Apprentices:

1. Aquaculture
2. Banking and Financial Services
3. Domestic Nursing
4. Electrical Wiring and Services of Electrical Appliances
5. Fashion Garment Making
6. General Insurance
7. Insurance and marketing
8. Maintenance and Operation of Bio-Medical Equipments
9. Bakery and Confectionery.

(32)

S.O. 2978(E), dated August 7, 2017.—In exercise of the powers conferred by clause (e) of Section 2 of the Apprentices Act, 1961 (52 of 1961) read with clause (aa) of Section 6 of the said Act, and after consulting the Central Apprenticeship Council, the Central Government hereby specifies for the purposes of the said Act, Board or State Council for Technical Education or Other Authority or Course approved under any Scheme mentioned in column (1) of the Table given below in respect of the Trade Test or Examination mentioned in column (2), with the Trades or Courses or Subjects fields mentioned in the corresponding entry in column (3) thereof.

TABLE

Board/State Council for Technical Education/ Other Authority/ Course approved under any Scheme	Trade Test/ Examination	Trades or Courses or Subjects fields
(1)	(2)	(3)
Maharashtra State Board of Vocational Education Examination, Mumbai	Maharashtra State Board of Vocational Education Examination	1. Interior Decorator
		2. Technique of Interior Designing
		3. Architect Draughtsman
		4. Architectural Graphics Designer
		5. Landscape Architecture
		6. Exterior and Interior Designer
		7. Construction Supervisor
		8. Building Site Supervisor
		9. Civil Supervisor
		10. Construction Technique
		11. Civil Construction
		12. Construction Surveying
		13. Building Construction Supervisor

	14. Building Maintenance
	15. Building Construction Technology
	16. Building Construction Management
	17. Building Construction and Plumbing
	18. Building Service and Maintenance
	19. Carpentry and Furniture Making
	20. Furniture Making and Designing
	21. Furniture Making
	22. Architect Draughtsman
	23. Draughtsman Civil
	24. Draughtsman Mechanical
	25. Repair and Rewinding of Electrical Domestic Appliances
	26. Repair and Rewinding Of Electric Motors
	27. Electrical Engineering
	28. High Voltage Engineering
	29. Illumination Engineering
	30. Electrical Instrumentation
	31. Electrician
	32. Radio and Audio System
	33. T.V. Video System
	34. Consumer Electronics
	35. Industrial Electronics
	36. Electronics Instrument and Measurement
	37. Trouble Shooting of Electronics Equipment
	38. Electroplating
	39. General Fitter cum Mechanic
	40. Mechanical Technician
	41. Mechanical Engineering
	42. Interior Decoration and Designing
	43. Interior CAD Operator
	44. Machinist
	45. Mechanical Engineering
	46. Mechanical Technician

	47. Machinist Grinder
	48. Maintenance Mechanic Chemical Plant
	49. Hotel Management and Catering Technology
	50. Cookery Technician
	51. Food Processing
	52. Food Processing Technology
	53. Catering and Restaurant Management
	54. Foundryman
	55. Electronics Technology
	56. Mechanic of Industrial Electronics
	57. Basic Electronics Engineering
	58. Mechanic DTH/Communication System
	59. Industrial Electronics
	60. Troubleshooting of Electronics Equipment
	61. Automobile Engineering
	62. Mechanic Auto Engineering
	63. Diesel Mechanic
	64. Auto Engineering Technology
	65. Auto Engineering Technician
	66. Mechanic Motor Vehicle
	67. Basic Refrigeration and Air Conditioning
	68. Industrial Refrigeration and Air Conditioning
	69. Air Conditioning and Refrigeration Technician
	70. Automobile Electronics
	71. Installation Maintenance and Service of Medical Equipment
	72. Water Supply and Sanitary Engineering
	73. Pump Operator cum Mechanic
	74. Mechanic Technology
	75. Sheet Metal Worker

	76. Mechanical Engineering
	77. Mechanical Technician
	78. General Fitter cum Mechanic
	79. Construction Surveyor
	80. Turner
	81. CNC Turning
	82. Fabrication (Fitting and Welding)
	83. Production and Manufacturing
	84. Structural Fabrication and Repairs Technology
	85. General Welding
	86. Welding Technology
	87. Welding Fabrication and Automation
	88. Weld Testing and Quality Management
	89. Welding Technique
	90. Structure and Fabrication
	91. Electrical Wiring Estimation and Costing
	92. Repair and Rewinding of Electrical Domestic Appliances
	93. Repair and Rewinding of Electric Motors
	94. Lineman
	95. Hospitality
	96. Facility Management
	97. Hospitality Management
	98. Institutional House Keeping
	99. Hospitality Management In Offices
	100. Basic of Hospitality Industry Management
	101. Fashion Design and Jewellery Textile
	102. Garments Manufacturing and Fashion Designing
	103. Apparel
	104. Sewing Science Teacher
	105. Sewing Cloth Dressing Teacher
	106. Fashion Designing and Clothing Construction

		107. Commercial Garment Designing and Making
		108. Fashion Garment Making
		109. Clothing for Family
		110. Master of Tailoring
		111. Clothing of Embroidery
		112. Fashion Merchandising and Production
		113. Fashion Technology
		114. Professional Beautician
		115. Creative Design and Pattern Cutting
		116. Leather Footwear
		117. Footwear Technology
		118. Manufacturing of Leather Goods
		119. Leather Manufacturing
		120. Bakery and Mithaikaala
		121. Bakery and Confectionery Technician
		122. Bakery and Confectionery Management
		123. Desk Top Publishing Technique

Notifications under S. 6(aa)

G.S.R. 268, dated July 6, 2000—In exercise of the powers conferred by clause (aa) of Section 6 of the Apprentices Act, 1961 (52 of 1961), and after consulting the Central Apprenticeship Council, the Central Government, hereby specifies for the purpose of the said clause (aa), Board or State Council of Technical Education or other Authority mentioned in Column 1 of the Table below in respect of the Trade Test/Examination mentioned in Column 2, with the Trade/Subject field, mentioned in corresponding entry in Column 3 thereof.

TABLE

Board/State Council of Technical Education/ Other Authority			Trade Test/ Examination		Trade/Subject fields
1			2		3
Maharashtra	State Board	Higher Secondary and Higher Secondary Education, Pune	Higher School Examination	Secondary Certificate	(a) Repair and Rewinding of Electrical Motors. (b) Electronic Technology (c) Mechanical Technology (d) Auto Engineering Technician (e) Bakery and Confectionery (f) Cookery

Notifications under Section 8(1)

(1)

G.S.R. 1135, dated August 27, 1962.—In pursuance of sub-section (1) of Section 8 of the Apprentices Act, 1961 (52 of 1961), the Central Government, after consulting the Central Apprenticeship Council, hereby notifies that for each of the designated trades noted below, the ratio of apprentices to workers other than unskilled workers in that trade, shall be as indicated in Column 4:

Sl. No.	Designated Trades	Code Number(s) of National Classification of Occupations	Ratio	
			Apprentices	Workers other than unskilled workers
1	2	3	4	
1.	Fitter	750.107, 50.15		1:7
2.	Turner	751.10		1:7
3.	Machinist (Miller)	751.30		1:7
4.	Machinist (Grinder)	751.55		1:7
5.	Machinist (Shaper, Slotter and/or Planer)	751.20, 751.22, 751.26		1:7
6.	Pattern Maker	770.70		1:7
7.	Moulder.	734.10, 734.40		1:7
8.	Blacksmith	733.10		1:7
9.	Sheet Metal Worker	754.00		1:7
10.	Welder (Gas and Electric)	756.10, 756.20		1:7
11.	Electrician.	760.10, 761.35		1:7
12.	Lineman.	764.20		1:7
13.	Wireman.	764.25		1:7
14.	Carpenter.	770.00, 770.10		1:7

Where, in calculating the number of apprentices in accordance with the ratio indicated above, there are odd numbers of workers leading to fractions of an apprentice, the following basis shall be adopted—

- (i) where the number of workers is three or less, they shall be disregarded, and
- (ii) where the number of workers is four or more, one apprentice shall be engaged.

(2)

G.S.R. 475, dated March 2, 1964, published in Gazette of India, Part II, Section 3(i), dated 21st March, 1964, p. 484.—In pursuance of sub-section (1) of Section 8 of the Apprentices Act, 1961 (52 of 1961), the Central Government after consulting the Central Apprenticeship Council, hereby notifies that for each of the designated trades noted below, the ratio of apprentices to workers other than unskilled workers in that trade, shall be as indicated in Column 4:—

Sl. No.	Designated Trades	Code Number(s) of National	Ratio	
			Apprentices	Workers other

		Classification of Occupations		than unskilled workers
1	2	3	4	
1.	Millwright/Mechanic (Maintenance)	753.58	1:2	
2.	Tool and Die Maker	750.35, 750.35	1:2	
3.	Instrument Mechanic	740.00	1:3	
4.	Refrigeration and Air- Conditioning Mechanic. .	753.68	1:3	
5.	Mechanic (Motor Vehicle)	753.27	1:4	
6.	Mechanic (Diesel)	753.35	1:4	
7.	Mechanic (Tractor)	753.40	1:3	
8.	Mechanic (Earth Moving Machinery)	753.41	1:1	
*9.	Draughtsman, Civil	090.15	1:7	
*10.	Draughtsman, Mechanical	090.25	1:7	
*11.	Surveyo.	007.10, 007.30 007.35, 007.40	1:7	

* Only short-term apprentices shall be engaged in these trades.

(3)

G.S.R. 8, dated December 29, 1966, published in Gazette of India, Part II, Section 3(i), dated 31st December, 1966, p. 3677.—In the case of the designated trade of Plumber (Code No. 755.10 of National Classification of Occupations) the ratio of apprentice to workers other than unskilled workers shall be as follows:—

No. of workers other than unskilled workers	No. of apprentices to be engaged
Up to 2	Nil
3	2
4	3
5	4
6	5
7	6
8	7
9	8
10	8

Thereafter the number of apprentices shall increase in the ratio 1:2, i.e. one apprentice for two workers other than unskilled workers.

Where in calculating the number of apprentices in accordance with the ratio indicated above, there are odd numbers of workers leading to fractions of an apprentice, the following basis shall be adopted—

- (i) where the number of workers is three or less, they shall be disregarded, and
(ii) where the number of workers is four or more, one apprentice shall be engaged.

(4)

G.S.R. 8, dated December 29, 1966, published in the Gazette of India, Part II, Section 3(i), dated 7th January, 1967, p. 12.—In pursuance of sub-section (1) of Section 8 of the Apprentices Act, 1961 (52 of 1961), the Central Government after consulting the Central Apprenticeship Council, hereby notifies that for each of the designated trades noted below, the ratio of apprentices to workers, other than unskilled workers in that trade, shall be as indicated in Column 4:—

Sl. No.	Designated Trades	Code Number(s) of National Classification of Occupations	Ratio	
			Apprentices	Workers other than unskilled workers
1	2	3	4	
1.	Brick Mason/Building constructor	791.20	1:7	
2.	Mechanic Textile Machinery	753.64	1:2	
3.	Mechanic Maintenance (Chemical Plant)	753.58	1:7	
4.	Boiler Attendant	781.20 & 871.30	1:2	
5.	Compositor Hand (Printing trade)	801.10	[1: 15] ¹¹⁹	
6.	Lino (") ..	800.10	[1: 15] ¹²⁰	
7.	Operator (") ..	800.20	[1: 15] ¹²¹	
8.	Mono (") ..	800.30	[1: 15] ¹²²	
9.	Mono Caster (") ..	803.20 & 803.30	[1: 10] ¹²³	
10.	Letterpress Machineman (Platen & Cylinder) (") ..	805.10	1:5	
11.	Process Cameraman (") ..	806.30	[1:4] ¹²⁴	
12.	Retoucher Lithographic (") ..	806.20	[1:7] ¹²⁵	

119. Subs. for 1: 7 by S.O. 2806, dt. Oct. 12, 1990.
120. Subs. for 1: 7 by S.O. 2806, dt. Oct. 12, 1990.
121. Subs. for 1: 7 by S.O. 2806, dt. Oct. 12, 1990.
122. Subs. for 1: 7 by S.O. 2806, dt. Oct. 12, 1990.
123. Subs. for 1: 7 by S.O. 2806, dt. Oct. 12, 1990.
124. Subs. for 1: 5 by S.O. 2806, dt. Oct. 12, 1990.
125. Subs. for 1: 5 by S.O. 2806, dt. Oct. 12, 1990.

13.	Book Binder	(")	..	808.10	[1:7] ¹²⁶
14.	Fitter	(")	..	757.55	1:5
	Structural				

Where in calculating the number of apprentices in accordance with the ratio of 1:7 indicated above, there are odd numbers of workers leading to fractions of an apprentice, the following basis shall be adopted—

- (i) where the number of workers is three or less, they shall be disregarded, and
- (ii) where the number of workers is four or more, one apprentice shall be engaged.

(5)

G.S.R. 734, dated April 6, 1968.—In pursuance of sub-section (1) of Section 8 of the Apprentices Act, 1961 (52 of 1961), the Central Government, after consulting the Central Apprenticeship Council, hereby determines that for each of the designated trades specified in Column 2 below, the ratio of apprentices to workers other than unskilled workers in that trade shall be as indicated in Column 4 thereof:—

Sl. No.	Designated Trades	Code Number(s) of National Classification of Occupations	Ratio ApprenticesWorkers other than unskilled workers
1	2	3	4
1.	Cook (General)	911.20	
2.	Steward (Dining Room)	910.60	1:5 and one more
		910.70	(for each ten)
3.	Steward (Floor)	920.10	
4.	Baker and Confectioner	824.10	
5.	House Keeper	910.10	
6.	Hotel Clerk/ Receptionist	280.60	
7.	Weaver ..	704.50	[1:50] ¹²⁷
8.	Mechanic, Dairy Maintenance	753.60	1:7
9.	Steam Turbine Operator	870.25	1:4
10.	Switch Board Attendant ..	760.30	1:4

(6)

G.S.R. 471, dated March 11, 1970, published in Gazette of India, Part II, Section 3(i), dated 21st March, 1970, p. 975.—In exercise of the powers conferred by sub-section (1) of Section 8 of the Apprentices Act, 1961 (52 of 1961), the Central Government, after consulting the Central Apprenticeship Council, hereby determines that for each of the designed trades specified in Column 2 below, the ratio of apprentices to workers other than unskilled workers in that trade shall be as indicated in Column 4 thereof:—

126. Subs. for 1: 5 by G.S.R. 124, dt. Jan. 9, 1976 (w.e.f. 24-1-1976).

127. Subs. for 1: 100 by G.S.R. 466(E), dt. Aug. 23, 1975 (w.e.f. 25-8-1975).

Sl. No.	Designated Trades	Code Number(s) of National Classification of Occupations	Ratio	
			Apprentices	Workers other than unskilled workers
1	2	3	4	
1.	Attendant (Operator)	810.10, 810.30, 815.40, 822.10, 822.20, 822.40, 822.50, 823.15, 823.20, 823.25, 823.27, 823.30, 823.40, 823.43, 823.45, 823.50, 823.55, 823.60, 823.65, 826.20, 826.25, 826.30, 826.65, 826.70, 830.10, 830.20, 830.30, 831.10, 831.15, 831.20, 831.25, 831.30, 831.35, 831.40, 831.50, 831.60, 831.90, 832.10, 832.15, 832.20, 832.30, 832.50, 832.60, 832.70, 832.72, 832.75, 833.10, 833.30, 833.40, 833.50, 833.55, 833.60, 833.65, 833.70, 833.75, 833.90, 834.10, 834.15, 834.25, 834.80, 839.30, 839.33, 839.35, 839.45, 839.48, 839.55, 839.60, 839.65, 839.70, 839.75, 839.78, 839.80, 839.82, 839.85, 851.10, 851.14, 851.18, 851.20, 851.25, 851.27, 851.32.		1:10
2.	Instrument Mechanic (Chemical)	740.10, 740.30, 740.45		1:3
3.	Laboratory Assistant	091.15, 091.20, 091.25, 091.55, 091.60, 091.70, 091.75		1:4

(7)

G.S.R. 1295, dated August 26, 1970.—In exercise of the powers conferred by sub-section (1) of Section 8 of the Apprentices Act, 1961 (52 of 1961), the Central Government, after consulting the Central Apprenticeship Council, hereby determines that for the designated trade specified in Column 1 below, the ratio of apprentices to workers other than unskilled workers in that trade, shall be as indicated in Column 3 thereof:—

Designated Trades	Code Number(s) of National Classification of Occupations	Ratio	
		Apprentices	Workers other than unskilled workers
1	2	3	4
Brick Layer	791.20	1	7

(8)

G.S.R. 60, dated December 30, 1970, published in Gazette of India, Part II, Section 3(i), dated 9th January, 1970, p. 164.—In exercise of the powers conferred by sub-section (1) of Section 8 of the Apprentices Act, 1961 (52 of 1961), the Central Government, after consulting the Central Apprenticeship Council, hereby determines that for the designated trades specified in Column 1 below the ratio of apprentices to workers other than unskilled workers in that trade, shall be as indicated in Column 3 thereof:—

Sl. No.	Designated Trades	Code Number(s) of National Classification of Occupations	Ratio	
			Apprentices	Workers other than unskilled workers
1	2	3	4	5
1.	Draughtsman, Civil	090.15	1	: 10
2.	Draughtsman, Mechanical	090.25	1	: 10
3.	Surveyor	007.10, 007.30, 007.35, 007.40	1	: 14

(9)

G.S.R. 751, dated April 7, 1971, published in Gazette of India, Part II, Section 3(i), dated 17th April, 1971, p. 1573.—In exercise of the powers conferred by sub-section (1) of Section 8 of the Apprentices Act, 1961 (52 of 1961), the Central Government, after consulting the Central Apprenticeship Council, hereby determines that for each of the designated trades noted below, the ratio of apprentices to workers other than unskilled workers in that trade, shall be as indicated in Column 4 thereof:—

Sl. No.	Designated Trades	Code Number(s) of National Classification of Occupations	Ratio	
			Apprentices	Workers other than unskilled workers
1	2	3	4	5
1.	Doffer-cum-Piecer	702.35, 702.60	1	: [50] ¹²⁸
2.	Tenter (Drawing and Speed/Fly frames)	702.10, 702.13, 702.16	1	: [25] ¹²⁹

128. Subs. for 1: 100 by G.S.R. 466(E), dt. Aug. 23, 1975 (w.e.f. 25-8-1975).
 129. Subs. for 1: 50 by G.S.R. 466(E), dt. Aug. 23, 1975 (w.e.f. 25-8-1975).

(10)

G.S.R. 1225, dated October 29, 1974, published in Gazette of India, Part II, Section 3(i), dated 16th November, 1974, p. 2844. [1974 LLT-III. 157].—In exercise of the power conferred by sub-section (1) of Section 8 of the Apprentices Act, 1961 (52 of 1961), the Central Government, after consulting the Central Apprenticeship Council, hereby determines that for the designated trade specified in Column 1 of the Table below, the ratio of apprentices to workers other than unskilled workers in that trade, shall be as indicated in Column 3 thereof:—

TABLE

Designated Trade	Code Number(s) of National Classification of Occupations (1968 pattern)	Ratio	
		Apprentices	Workers other than unskilled workers
1	2	3	4
Cook (Vegetarian)	520.20	1:5 and one more for every ten workers	

(11)

G.S.R. 779, dated June 9, 1975, published in Gazette of India, Part II, Section 3(i), dated 21st, June 1975, p. 1752.—In exercise of the powers conferred by sub-section (1) of Section 8 of the Apprentices Act, 1961 (52 of 1961), the Central Government, after consulting the Central Apprenticeship Council, hereby determines that for the designated trade specified in Column 1 of the table below, the ratio of apprentices to workers other than unskilled workers in that trade, shall be as indicated in Column 3 thereof:—

TABLE

Designated Trades	Code Number(s) of National Classification of Occupations	Ratio	
		Apprentices	Workers other than unskilled workers
1	2	3	4
Machinist	751.30, 751.20, 751.22, 751.26	1	: 7

(12)

G.S.R. 465(E), dated August 23, 1975, published in Gazette of India, Extra; Part II, Section 3(i), dated 25th August, 1975, p. 1864.—In exercise of the powers conferred by sub-section (1) of Section 8 of the Apprentices Act, 1961 (52 of 1961), the Central Government, after consulting the Central Apprenticeship Council, hereby determines that for each of the designated trades specified in Column 1 of the Table below, the ratio of apprentices to workers other than unskilled workers in that trade shall be as indicated in Column 3 thereof:—

TABLE

Sl. No.	Designated Trade	Code Number(s) of National Classification of Occupations (1968 pattern)	Ratio	
			Apprentices	Workers other than unskilled workers

1	2	3	4	5
1.	Designer and Master Cutter	794.40, 794.60	1	: 3
2.	Winder	702.70	1	: 50

(13)

G.S.R. 466(E), dated August 23, 1975, published in Gazette of India, Extra; Part II, Section 3(i), dated 25th August, 1975, p. 1865.

Note.—Amendments made by this notification in G.S.R. 734, dated 6-4-1968 and G.S.R. 571, dated 7-4-1971, incorporated *supra*.

(14)

G.S.R. 2461, dated September 19, 1975, published in Gazette of India, Part II, Section 3(i), dated 27th September, 1975, pp. 2770-2771.—In exercise of the powers conferred by sub-section (1) of Section 8 of the Apprentices Act, 1961 (52 of 1961), the Central Government, after consulting the Central Apprenticeship Council, hereby determines that for the designated trade specified in Column 1 of the Table below, the ratio of trade apprentices to workers other than unskilled workers in that trade shall be as indicated in Column 3 thereof:—

TABLE

Sl. No.	Designated Trades	Code Number(s) of National Classification of Occupations (1968 pattern)	Ratio	
			Apprentices	Workers other than unskilled workers
1	2	3	4	5
1.	Agricultural Mechanic	845.20	1 :	7
2.	Farm Organisation and Management	600.10	1 :	7
3.	Horticulturist	053.23	1 :	7
4.	Motor Vehicle Body Builder	815.10	1 :	7
5.	Auto Electrician	855.30	1 :	7
6.	Linen Keeper	510.70	1 :	1
7.	Canteen Services Supervisor	260.30	1 :	1
8.	Restaurant Hostess	521.20, 539.30	1 :	1
9.	Bill Clerk	350.10	1 :	3
10.	Pantry Man	520.60	1 :	2
11.	Barman/Bartender	522.20	1 :	2
12.	Tailor (Men)	791.30 791.40, 791.50	1 :	4
13.	Tailor (Women)	791.20	1 :	4
14.	Sewing Machine Mechanic	845.82	1 :	4
15.	Tailor (General)	791.10, 791.90	1 :	5

16.	Knitter (Hosiery)	757.10, 757.15, 757.20, 757.25, 757.30	1 :	4
17.	Export Assistant	350.10	1 :	2
18.	Retail Distribution Assistant	401.10, 430.70	1 :	2
19.	Sports Goods Maker (Leather)	809.90	1 :	3
20.	Leather Goods Maker	809.10, 809.20, 809.30, 809.40	1 :	7
21.	Footwear Maker	801.10	1 :	4
22.	Finished Leather Maker	761.00	1 :	3
23.	Maintenance Mechanic for Leather Machinery	845.81	1 :	3
24.	Shipwright (Steel)	874.65	1 :	7
25.	Pipe Fitter	871.20	1 :	7
26.	Rigger	972.10	1 :	7
27.	Gas Cutter	872.40	1 :	7
28.	Shipwright (Wood)	816.20	1 :	7
29.	Painter	932.10	1 :	7
30.	Electrician Aircraft	855.20	1 :	7
31.	Mechanic Radio & Radar Aircraft	852.30, 854.50, 850.60	1 :	10
32.	Mechanic Instrument Aircraft	841.15	1 :	10
33.	Furniture Maker & Designer	171.30, 812.10	1 :	4
34.	Cabinet Maker	812.20	1 :	5
35.	Sports Goods (Wood) Maker	819.70	1 :	5
36.	Photographer	173.10	1 :	4
37.	Millwright (Rolling Mills)	845.50	1 :	10
38.	Bricklayer (Refractory)	951.30	1 :	10
39.	Electronics Mechanic	852.20	1 :	5

40.	Plate Maker (Lithographic)	926.40	1 :	[3] ¹³⁰
41.	Litho-Offset Machine-Minder	923.50 923.60	1 :	[2] ¹³¹

(15)

G.S.R. 124, dated January 9, 1976 published in the Gazette of India, Part II, Section 3(i), dated 24th January, 1976, p. 180.

Note.—Amendment by this notification in G.S.R. 8, dated December 29, 1968, incorporated, *supra*.

(16)

G.S.R. 1011, dated July 10, 1979 and published in Gazette of India, Part II, Section 3(i), dated 28th July 1979, p. 1951.—In pursuance of sub-section (1) of Section 8 of the Apprentices Act, 1961 (52 of 1961), the Central Government after consulting the Central Apprenticeship Council, hereby determines that for the designated trades specified in Column 1 of the Trade below, the ratio of trade apprentices to workers other than unskilled workers in that trade, shall be as indicated in Column 3 thereof:—

TABLE

Sl. No.	Designated Trades	Code Number(s) of National Classification of Occupations (1968 pattern)	Ratio	
			Apprentices	Workers other than unskilled workers
1	2	3	4	
1.	Beautician	560.30	1:3	
2.	Hair Dresser	560.10, 560.20	1:3	
3.	Health and Slimming Assistant	089.50	1:3	
4.	Mechanic Mining Machinery	845.60	[1:10] ¹³²	
5.	Sirdar (Colliery)	710.50	[1:14] ¹³³	
6.	Shortfirer/Blaster (Mines)	714.10	1:7	
7.	Electrician (Mines)	851.15	[1:10] ¹³⁴	
8.	Furnace Operator (Steel Industry)	721.55, 721.60	1:15	
9.	Crane Operator (Overhead) (Steel Industry)	973.45	1:15	
10.	Rigger (Engineering and Chemical Industry)	716.20, 972.10	1:7	
11.	Warper & Sizer	753.10, 753.40,	1:25	

130. Subs. for 5 by S.O. 2806, dt. 12-10-1990.

131. Subs. for 7 by S.O. 2806, dt. 12-10-1990.

132. Subs. by S.O. 2961, dt. 22-10-1991.

133. Subs. by S.O. 2961, dt. 22-10-1991.

134. Subs. by S.O. 2961, dt. 22-10-1991.

		753.50	
12.	Boat Builder	816.70, 816.80	1:7
13.	Mechanic (Marine Diesel Engines)	845.14	1:5
14.	Cable Joiner	857.30	1:2
15.	Ceramic Moulder	897.25	1:4
16.	Ceramic Caster	892.20	1:4
17.	Ceramic Kiln Operator	893.30	1:4
18.	Ceramic Press Operator	892.60	1:4
19.	Ceramic Modeller	892.10	1:4
20.	Ceramic Decorator	895.30	1:4
21.	Clay Toy Maker	892.30	1:4
22.	Moulder (Refractory)	892.65	1:4
23.	Glass Blower/Blowing Machine operator (glass)	891.10, 891.12, 891.14	1:4
24.	Enamel Glazer	895.50	1:4
25.	Winder (Armature)	859.50	1:7
26.	Watch & Clock Repairer	841.10	1:4
27.	Printing (Textile)	758.30	1:20
28.	Library Assistant/Clerk	353.10	1:4

(17)

G.S.R. 1036, dated October 21, 1981 and published in Gazette of India, Part II, Section 3(i), dated 21st November, 1981, p. 2456.—In pursuance of sub-section (1) of Section 8 of the Apprentices Act, 1961 (52 of 1961), the Central Apprenticeship Council after consultation with the Central Apprenticeship Council, hereby determines that for the designated trades specified in Column 1 of the table below, the ratio of trade apprentices to workers other than unskilled workers in that trade, shall be indicated in Column 3 thereof:—

TABLE

Sl. No.	Designated Trades	Code Number(s) of National Classification of Occupations (1968 pattern)	Ratio	
			Apprentices	Workers other than unskilled workers
1	2	3	4	5
1.	Electroplator	728.10	1 :	7
2.	Turner (Steel Industry)	835.17	1 :	15

(18)

S.O. 753, dated January 29, 1985, published in the Gazette of India, Part II, Section 3(ii), dated 23rd February, 1985, p. 853.—In pursuance of sub-section (1) of Section 8 of the Apprentices Act, 1961 (52 of 1961), the Central Government after consultation with the Central Apprenticeship Council, hereby determines that for the designated trades specified in Column 1 of the Table below,

the ratio of trade apprentices to workers other than unskilled workers in that trade, shall be as indicated in Column 3 thereof:—

Sl. No.	Designated Trades	Code Number(s) of National Classification of Occupations (1968 pattern)	Ratio	
			Apprentices	Workers other than unskilled workers
1	2	3	4	
1.	Painter (General)	932.10	1:7	
2.	Millwright/maintenance mechanic	845.50	1:7	
3.	Furniture and Cabinet maker	812.10, 812.20	1:7	
4.	Printing (Textile)	758.30, 758.32, 758.34	1:10	
5.	Painter (Marine)	931.20	1:7	

(19)

G.S.R. 762, dated September 24, 1987.—In pursuance of sub-section (1) of Section 8 of the Apprentices Act, 1961 (52 of 1961), the Central Government after consultation with the Central Apprenticeship Council, hereby determines that for the designated trades specified in Column 1 of the table below, ratio of trade apprentices to workers other than unskilled workers in that trade, shall be to as indicated in Column 3 thereof:—

Sl. No.	Designated Trades	Code Number(s) of National Classification of Occupations (1968 pattern)	Ratio	
			Apprentices	Workers other than unskilled workers
1	2	3	4	
1.	Stockman (Dairy)	082.10, 082.20	1:7	
2.	Attendant Operator (Dairy)		776.10, 776.20, 776.30, 776.40, 776.50, 776.60, 776.70, 776.90	
3.	Pump Mechanic	845.57	1:5	
4.	Insulator maker/Machine operator (Ceramic)	899.44, 899.45	1:7	
5.	Creel Boy-cum-Warper	753.10, 753.20	1:15	
6.	Back Sizer-cum-Front Sizer	753.40, 753.50	1:15	
7.	Optical Worker	891.48	1:7	

(20)

G.S.R. 854, dated November 1, 1989.—In pursuance of sub-section (1) of Section 8 of the Apprentices Act, 1961 (52 of 1961), the Central Government, after consultation with the Central Apprenticeship Council, hereby determines that for the designated trade specified in Column 1 of the Table below, the ratio of trade apprentices to workers other than unskilled workers in that trade, shall be indicated in Column 3 thereof:—

TABLE

Sl. No.	Designated Trades	Code Number(s) of National Classification of Occupations (1968 pattern)	Ratio	
			Apprentices	Workers other than unskilled workers
1	2	3	4	
1.	Mechanic Television (Video)	854.20	1:7	

(21)

S.O. 2806, dated October 12, 1990, published in the Gazette of India, Part II, Section 3(ii), dated 27th October, 1990, p. 4683.

Note.—Amendments by this notification in G.S.R. 8, dated 29-12-1966, G.S.R. 2461, dated 19-9-1975 incorporated (*supra*).

(22)

S.O. 2961, dated October 22, 1991, published in the Gazette of India, Part II, Section 3(ii), dated 30-11-1991, p. 4611.

Note.—Amendments made by this notification in G.S.R. 1011, dated 10-7-1979 incorporated (*supra*).

(23)

S.O. 2143, dated 23rd September, 1993 published in the Gazette of India, Part II, Section (ii) dated 9th October, 1993, p. 3137.—In pursuance of sub-section (1) of Section 8 of the Apprentices Act, 1961 (52 of 1961), the Central Government after consulting the Central Apprenticeship Council, hereby determines that for each of the designated trades noted below, the ratio of apprentices to workers other than unskilled workers in these trades, shall be indicated in Column 4:—

Sl. No.	Designated Trades	Code Number(s) of National Classification of Occupations (1968 pattern)	Ratio	
			Apprentices	Workers other than unskilled workers
1	2	3	4	
1.	Auto mechanic (two-wheeler/three-wheeler)	843.20, 843.30, 843.50, 843.60	1:4	
2.	Fibre reinforced plastic processor	901.15, 901.20, 901.25, 901.30, 901.35, 901.40,	1:5	

			901.45, 901.50, 901.55	
3.	Plastic processing operator		901.20, 901.25, 901.30, 901.35, 901.40, 901.45, 901.50, 901.55, 901.60, 901.65	
4.	Data preparation and computer software	103.10, 103.20		1:5

(24)

S.O. 860(E), dated December 10, 1996, published in the Gazette of India, Extra., Part II, Section 3(ii), dated 10th December, 1996, p. 2, No. 716.—In exercise of the powers conferred by sub-section (1) of Section 8 of the Apprentices Act, 1961, and after consulting the Central Apprenticeship Council the Central Government, hereby determines the ratio of apprentices to workers other than unskilled workers for the following designated trades as specified in Column (1) of the Table below, the code numbers of National Classification of Occupations and the said ratios relating to them are described in the corresponding entries in Columns (2) and (3) of the said Table respectively, namely:—

TABLE

Sl. No.	Designated Trades	Code Number(s) of National Classification of Occupations	Ratio		
			Apprentices	Workers (other than unskilled workers)	
1	2	3	4		
1.	Advanced Attendant Operator (Process)	730.20, 740.10, 740.90, 770.90, 900.10, 730.90, 740.20, 770.40, 890.20	1	:	3
2.	Operator-cum-Mechanic	039.10, 039.90	1	:	5
3.	Pollution Control Equipment Mechanic Medical Equipment for Hospitals and Occupational Health Centre	088.10, 088.10, 089.90, 090.90	1	:	5

(25)

G.S.R. 495, dated October 31, 1996, published in the Gazette of India, Part II, Section 3(i), dated 9th November, 1996, p. 2328, No. 45.—In exercise of the powers conferred by sub-section (1) of Section 8 of the Apprentices Act, 1961 (52 of 1961), and after consulting the Central Apprenticeship Council, the Central Government, hereby determines the ratios of apprentices to workers (other than unskilled workers) for the following designated trades as specified in Column (1) of the Table below, the code numbers of National Classification of Occupation and the said ratios relating to them are described in the corresponding entries in Columns (2) and (3) of the said Table respectively, namely:—

TABLE

Designated Trades	Code Number(s) of National Classification of Occupations	Ratio	
		Apprentices	Workers (other than unskilled workers)
(1)	(2)	(3)	
“Group No. 7-PRECISION MACHINING TRADES GROUP			
1. Tool and Die Maker (Dies & Moulds)	.833.10 833.40	1	2
2. Tool and Die Maker (Press Tools, Jigs & Fixtures)	833.10 833.40	1	2”

(26)

S.O. 1857(E), dated May 23, 2019 and published in the Gazette of India, Extra., Part II, Section 3(ii), dated 28th May, 2019, p. 1, No. 1660.—In exercise of the powers conferred by sub-sections (1) and (3) of Section 26 of the Apprentices Act, 1961 (52 of 1961), the Central Government hereby appoint Joint Secretary, (Skills and Apprenticeship), Ministry of Skill Development and Entrepreneurship as ex-officio Central Apprenticeship Advisor and Secretary to the Central Apprenticeship Council.