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APPRENTICESHIP ACT, 1969

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by
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Apprenticeship act, 1969 :- The main purpose of this act is to provide practical training to technical trade or establishment.
The objectivity is to promote new skilled man power in different trades.

Definition of Apprentices Act :-

This act provide for regulation and control of training programme of apprentices.

This apprentice scheme is also extend to diploma holders like I.T.I, Polytechnic and engineers also.

This act has importance due to present govt has big challenges of unemployed educated youth, so govt has take more initiative on training and employment.

This BJP govt of modi give a slogan of "Seekho Hunar, Banwo Honhaar."

This slogan intention to make youth of india as skill capital, Make in india. As per basic scheme of apprenticeship act, every employer is required to provide training to apprentice as per sec 8 of the act.

The selection of apprentice trade designed or optional trade by the employer.

He himself can design syllabus for such as optional trade.

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P.T.O.

This scheme is applicable to ITI, diploma, engineering, non engineering, technology, or any vocational courses.

The employer is required to provide training facilities to apprentice. Multiple employer to come together, either themselves or through approved agency to provide apprenticeship training to apprentice under them.

The facilities of training apprentices in theoretical subject can be shared among employers.

The employer is required to pay minimum stipend to apprentice. In some cases burden of stipend pay by the govt.

The number of apprentices to be trained will be on the basis of number of workers employed in the industry, directly or indirectly or by contractor.

The period of training of each trade has been specified. The apprentice should have specified educational qualification and minimum physical fitness as specified.

The employer is required to enter into apprenticeship contract with apprentice. The contract is required to be registered with apprenticeship adviser.

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Hours of work and leave of apprentice will be as per direction or policy of employer define.

A portal site is being developed to collect information to file apprentice. The employer is liable for compensation in case of injury to the apprentice as per provisions of Compensation act.

Labour laws: Like ESIC, PF, Minimum wages act, industrial dispute act etc are not applicable to the apprentice. However, health, safety, and welfare regulations as per factories act, Mines act are applicable in respect of apprentice also.

The employer is not bound to offer employment after completion of training or apprentice.

But in another hand a policy to those who are completing apprentice to recruit - ing apprentices but it is not mandatory to offer employment.