

6/10/2020 APPRENTICES AND THEIR TRAINING

QUALIFICATIONS FOR BEING ENGAGED IN APPRENTICE:

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

- (a) is not less than fourteen years (14 yrs) of age,
- (b) satisfies such standard of education and physical fitness as may be prescribed.

14 yrs
of age
& physical
fitness
min - 10th pass

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MAR '20

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15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

Reservation of training places for the schedule caste and scheduled tribes in trades —

- (1) In every trade, training place shall be reserved by the employer for the schedule castes and schedule tribes.
- (2) The number of training places to be reserved for the schedule caste and schedule tribes under sec (1) shall be such as may be prescribed.

Reserved
of place
for train
specified
for SC &
ST

Contract of apprenticeship:

- (1) NO person shall be engaged as an apprentice to undergo apprenticeship training in a trade unless such person.

If he
is minor
guardian
come under
Contract by
the employer

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 sec (1)

Apprentice
ship may
be start
with
Contract

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

Terms
&
Condition
mentioned
in Contract

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(4) Every Contract of apprenticeship entered into under sub sec(1) shall be sent by the employer within such period as may be prescribed to the apprenticeship Adviser for registration.

(5) The apprenticeship Adviser shall not register a contract of apprenticeship.

(6) Where the Central govt, after Consulting the Central apprenticeship Council, makes any rule Varying the terms and condition of apprentice training of any Categories of training and terms and conditions, immediately before the making the rule shall be deemed to have been modified accordingly.

Central govt after Consulting Central Council make a rule & rule is subject to approval of Central Govt with consent of Council

Novation of Contracts of apprenticeship:

Where an employer with whom a contract of apprenticeship has been entered into, is for any reason unable to full full his obligation under the contract and with the approval of the apprenticeship adviser it is agreed between the employer.

period of apprenticeship training:

The period of apprenticeship training which shall be specified in the contract of apprentice-ship shall be as follows

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(a) In the case of trade apprentices, who having undergone institutional training in a school or other institution recognised by the National Council, have passed trade test or examination conducted by Council or institution recognised by that Council.

The period of apprenticeship training shall be such as may be determined by that Council.

(b) In case of other trade apprentice, the period of apprenticeship training shall be such as may be prescribed.

(c) In case of graduate or technician apprentice (technician vocational) apprentices and the period of apprenticeship training shall be such as may be prescribed.

Termination of apprenticeship Contract:

(1) The Contract of apprenticeship shall terminate on the expiry of the period of apprenticeship training.

Expiry period of Appnt.
make a
Apprenticeship
contract
advise
of terms
other
parties
and other
parties
2020
terminated
termination

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

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MAY 20

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(3) After considering the contents of the application and the objections, if any filled by the other party, Adviser may by order in writing terminate the contract.

Content of application, objections, Adviser may allow in writing to terminate

(4) Notwithstanding anything contained in any other provision of this act, where a contract of apprenticeship has been terminated by the adviser before expiry of the period of apprenticeship training and a new contract of apprenticeship is being entered into with a employer.

Provided that where a contract is terminated -

(a) For failure on the part of the employer to carry out the terms and condition of the contract, the employer shall pay to the apprenticeship such compensation as may be prescribed.

Failure on part of employer to carry out terms & condition

(b) For such failure on the part of apprentice the apprentice or guardian shall refund to the employer as cost of training such amount as may be determined by the apprenticeship adviser.

Failure on part of apprentice to pay entire expenses incurred in training by the guardian