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(5) In public interest Central govt determining excess of ratio

where, having regard to public interest a number of apprentices in excess of ratio determined by the central govt

(6) Every employer to whom such requisition is made, shall comply with the requisition, if the govt concerned makes available such additional facilities and such additional financial assistance as are necessary considered by the apprenticeship adviser for the training of the additional number of apprentices.

Every employer to whom such requisition is made, shall comply with the requisition, if the govt concerned makes available such additional facilities and such additional financial assistance as are necessary considered 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 sec (6) may reference to the central apprenticeship council and such reference shall be decided by a committee thereof appointed by that Council for the purpose and the decision of such committee shall be final.

Any employer not satisfied with the decision of the apprenticeship adviser under sub sec (6) may reference to the central apprenticeship council and such reference shall be decided by a committee thereof appointed by that Council for the purpose and the decision of such committee shall be final.

Practical and basic training of apprenticeship

(1) Every employer shall make suitable arrangements for practical training of every apprentice engaged by him in accordance with programme approved by the adviser.

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Number of apprentice for designated trade

- (1) *determines ratio in skilled workers in trade* The Central govt shall, after Consulting the Central Apprenticeship Council, determine for each designated trade the ratio of trade apprentice to workers other than unskilled workers in that trade.
- (2) In determining the ratio under sub sec (1), the Central govt shall have regard to 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.
- (3) *Apprenticeship Adviser by notice in writing require an employer to engage no. of trade apprentice* The apprenticeship Adviser may, by notice in writing, require an employer to engage such number of trade apprentice within the ratio determined by the Central govt for any designated trade in his establishment to undergo training in that trade and the employer shall comply with such requirement.
- (4) *Several employers may join together for the purpose of providing practical training to the apprentice under them by moving them between their respective establishments.* Several employers may join together for the purpose of providing practical training to the apprentice under them by moving them between their respective establishments.

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(2) The Central 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 be given all reasonable facilities for access to each apprentice with a view to test his work and to ensure practical training.

Central apprentices adviser or any other person not below the rank of Asst. Asst. adviser authorised by the state shall given reasonable facilities to test his work.

(3) Such of the trade apprentices as have got undergone institutional training in a school or other institution recognised by the national Council or board or state Council of Technical education,

and ensure practical train- Trade Asst get inst train in school national Council or board or state Council technical.

where an employer employs in his establishment five hundred or more workers, the basic training shall be imparted as a trade apprentice.

employers who have 500 more workers provide basic train.

Obligation of employers:

The provisions of this act, every employer shall have the following obligation in relation to an apprentice, namely -

- (a) to provide the apprentice with the training in his trade accordance with the provisions of this act
- (b) If the employer is not himself qualified in trade that a person is placed in charge of the training of the apprentice.

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To provide adequate instructional staff, possessing such qualification as may be prescribed for training and facilities for trade of apprentice.

Obligation of apprentices -

1. Every trade apprentice shall have the following obligations namely -

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

(b) to attend practical and instructional classes regularly.

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

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

2. Every graduate or technician apprentice undergoing apprenticeship training shall have the following obligations namely -

(a) to learn his subject field in Engineering or technology or vocational course.

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

(c) to carry out all lawful orders of his superior or employers in the establishment.

(d) to carry out his obligations under the contract of apprenticeship which shall be

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Apprenticeship

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

(c) to carry out all lawful orders of his superior or employer in the establishment.

(d) to carry out his obligations under the contract of apprenticeship which shall be

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maintenance of records of his work as may be prescribed.

Payments of apprentices — The employer shall pay to every apprentice during the period of training as stipend at a rate not less than the minimum rate.

(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 profit bonus or other incentive scheme.

Health, Safety and Welfare of apprentices

Where any apprentices are undergoing training in a factory, the provisions of factories act 1948, shall apply in relation to the health, safety and welfare of the apprentice undergoing training in a mine.

Hours of work, overtime, leave and holiday

- (1) The weekly and daily hours of work of an apprentice while undergoing practical training in a workshop shall be may be prescribed.
- (2) NO apprentice shall be required or allowed to work overtime except with the approval of apprenticeship adviser.
- (3) An apprentice shall be entitled to such leave as may be prescribed and such holidays as are observed in the establishment in which he is undergoing training.

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Employer's Liability for Compensation for injury:

If personal injury is caused by the apprentice by accident arising out of and in the course of training as an apprentice, his employer shall be liable to pay compensation with the provisions of Workmen's Compensation Act, subject to the modification specified in the schedule.

Conduct and discipline -

In all the matters of conduct and discipline, the apprentice shall be governed by the rules and regulations in the establishment in which the apprentice is undergoing training.

Apprentices are trainees and not workers
In this act, (a) every apprentice undergoing training in a designated trade in an establishment shall be trainee and not a worker.

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

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 forms as may be prescribed.