

# The Apprenticeship Rules, 1992

UNION OF INDIA

India

## The Apprenticeship Rules, 1992

### Rule THE-APPRENTICESHIP-RULES-1992 of 1992

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The Apprenticeship Rules, 1992 Published vide G.S.R. 356, dated 15.7.1992 and published in the Gazette of India, Pt. II, Section 3(i), dated 1.8.1992 as corrected by G.S.R. 538, dated 15.10.1993 and amendment by G.S.R. 188(E), dated 15.3.2001, published in the Gazette of India, Ext., Pt. II, Section 3(i), dated 16.3.2001 Last Updated 26th September, 2019 G.S.R. 356. - In exercise of the powers conferred by sub-section (1) of section 37 of the Apprentices Act, 1961 (52 of 1961), and after consulting the Central Apprenticeship Council, the Central Government hereby makes the following rules in supersession of the Apprenticeship Rules, 1962, except as respects things done or omitted to be done before such supersession, namely:-

#### 1. Short title and commencement.

(1) These rules may be called The Apprenticeship Rules, [1992] [Substituted by G.S.R. 188(E), dated 15.3.2001 (w.e.f. 16.3.2001). ]. (2) They shall come into force on the date of their publication in the Official Gazette.

#### 2. Definitions.

- In these rules, unless the context otherwise requires,-(1) "Act" means the Apprentices Act, 1961 (52 of 1961); (1A) [ "Degree apprentice" means an apprentice undergoing a course in order that he may hold a degree granted by any recognized institution or university and undergoing apprenticeship training as an integrated component of the curricula; ] [Inserted by Notification No. G.S.R. 686(E), dated 25.9.2019 (w.e.f. 16.3.2001).] (2) "Diploma Holder" means a person who holds a diploma in engineering or technology or equivalent qualification granted by a State Board of Technical Education, or recognised by the State Government concerned or the Central Government; (2A) [ "Diploma in non-engineering" means a person who holds a diploma in non-engineering or equivalent qualification granted by a Board or University or recognised by the concerned State Government or the Central Government as equivalent degree; ] [Inserted by Notification No. G.S.R. 502(E), dated 16.6.2015 (w.e.f. 16.3.2001).] (3) "Engineering Graduate" means a person,

who-(a)holds a degree in engineering or technology granted by-(i)a statutory University, or(ii)by an institution empowered to grant such degree by an Act of Parliament;(b)has passed the graduate-ship examination of professional bodies recognised by the Central Government as equivalent to degree; or(c)holds the qualifications which exempt him from sections A and B examinations of the Institution of Engineers (India);(3A)[ "Fresher apprentice" means a non-graduate apprentice, who has not undergone any institutional training or skill training, before taking up on-the-job training or practical training under the Apprentices Act, 1961;] [Inserted by Notification No. G.S.R. 686(E), dated 25.9.2019 (w.e.f. 16.3.2001).](4)"Vocational Certificate Holder" means a person who holds a certificate in a Vocational Course, involving two years of study after the completion of secondary stage of school education, recognised by the All India Council for Technical Education;(4A)[ "National or State Certificate holder" means a person, who holds a certificate issued by National Council for Vocational Training or State Council for Vocational Training or any authority recognized by Central Government for awarding such certificates or any other successor entity for vocational training of one year and more;] [Inserted by Notification No. G.S.R. 686(E), dated 25.9.2019 (w.e.f. 16.3.2001).](5)"National Classification of Occupations" means the National Classification of Occupations adopted by the Government of India, Ministry of Labour, Directorate-General of Employment and Training;(5A)[ "Non-engineering graduate" means a person who holds a degree in any subject other than engineering or technology granted by a statutory University or an institution empowered to grant such degree by an Act of Parliament or passed the graduate-ship examination of professional bodies recognised by the Central Government as equivalent degree; [Inserted by Notification No. G.S.R. 502(E), dated 16.6.2015 (w.e.f. 16.3.2001).](5B)"Optional trade apprentice" means an apprentice who is not undergoing apprenticeship training in designated trade.](6)"Registered Medical Practitioner" means a person whose name is entered in the register maintained under any law for the time being in force in any State regulating the registration of practitioners of medicine;(6A)[ "Regional Directorate of Skill Development and Entrepreneurship" means the regional offices of the Directorate General of Training, which is an attached office of the Ministry of Skill Development and Entrepreneurship;] [Inserted by Notification No. G.S.R. 686(E), dated 25.9.2019 (w.e.f. 16.3.2001).](7)"Sandwich Course Student" means a student undergoing a Sandwich Course of studies at any of the technical institutions recognised for the purpose and leading to the award of degree or diploma in engineering or technology;(7A)[ "School pass out" is a person, who has done his or her schooling from a recognized School or Board; [Inserted by Notification No. G.S.R. 686(E), dated 25.9.2019 (w.e.f. 16.3.2001).](7AA)"Sector Skill Council" means an industry-led organization set up as an autonomous body as provided under National Skills Qualifications Framework by National Skill Development Corporation or any other body as decided by Ministry of Skill Development and Entrepreneurship;(7AAA)"Skill Certificate holder" means a person, who holds a skill certificate for training of less than one year, issued by an awarding body recognized under National Skills Qualifications Framework or any other authority recognized by the Central government in this regard;](8)"Schedule" means the Schedule appended to these rules;(9)"Standard Industrial Classification" means the Standard Industrial Classification adopted by the Government of India, Ministry of Labour, Directorate-General of Employment and Training;(10)All the words and expressions, not defined here in these rules, but defined in the Act, shall have the same meaning as given to them in the said Act.

### 3. Standard of education.

(1) A person shall be eligible for being engaged as a trade apprentice if he satisfies the minimum educational qualifications as specified in Schedule I. (2) A person shall be eligible for being engaged as a graduate or technician or technician vocational apprentice if he satisfies one of the minimum educational qualifications specified in Schedule I-A: Provided that—(a) no Engineering Graduate or Diploma Holder or Vocational Certificate Holder who had training or job experience for a period of one year or more, after the attainment of these qualifications shall be eligible for being engaged as an apprentice under the Act; (b) no Sandwich Course Student shall be eligible for being engaged as an apprentice under the Act after passing the final examination of the technical institution wherein such student is undergoing the course, unless so approved by the Regional Central Apprenticeship Advisers; (c) a person who has been a Graduate or Technician or Technician (Vocational) apprentice under the Act and in whose case the contract of apprenticeship was terminated for any reason whatsoever shall not be eligible for being engaged as an apprentice again under the Act without the prior approval of the Apprenticeship Adviser.

### 4. Standard of physical fitness.

(1) A person shall be eligible for being engaged as an apprentice if he satisfies the minimum standards of physical fitness specified in Schedule II: Provided that a person who has undergone institutional training in a school or other institution recognised by or affiliated to the National Council or the All India Council or a statutory University or a State Board of Technical Education and has passed the examination or tests conducted by these bodies, or is undergoing institutional training in a school or institution so recognised or affiliated in order that he may acquire a degree or diploma in engineering or technology or certificate in vocational course or equivalent qualification shall, if he has already undergone medical examination in accordance with the rules for the admission to the school or institution, be deemed to have complied with the provisions of this rule: [Provided further that the standards of fitness specified for item (4) relating to "EARS" and item (6) relating to "SPEECH" of Schedule II shall not apply in the case of a person who is deaf or dumb or deaf and dumb for the following trades, namely:—

(a) Building and Furniture Trades Group :

1. Plumber

3. Furniture and  
Cabinet Maker

2. Carpenter

4. Sports Goods Maker  
(Wood)

(b) Draughtsmen and Surveyors Trades Group

Draughtsman (Civil)

(c) Printing Trades Group :

1. Process Cameraman

3. Engraver

2. Retoucher Lithographic

4. Book Binder

(d) Hotel and Catering Trades Group :

1. Cook (General)

2. Cook (Vegetarian)

(e) Cutting and Tailoring Trades Group :

1. Designer and Master Cutter

2. Tailor (Men)

(f) Agricultural Trades Group :

Horticulture Assistant

(g) Painting Trades Group :

Painter (General)]

(h) [ Group No. 1-Machine Shop Trades Group : [Inserted by G.S.R. 107, dated 27.5.1998 (w.e.f. 6.6.1998). ]

1. Fitter

2. Turner

3. [ Machinist] [Inserted by G.S.R. 300(E), dated 11.8.2003 (w.e.f. 16.8.2003). ]

(i) Group No. 3-Metal Working Trades Group :

1. Sheet metal worker

2. Welder (Gas and Electric)

(j) Group No. 4-Electrical Trades Group :

1. Wireman]

2. [ Electrician] [Inserted by G.S.R. 300 (E), dated 11.8.2003 (w.e.f. 16.8.2003).]

(k) [ Group No. 5-Building and Furniture Trades Group : [Inserted by G.S.R. 300 (E), dated 11.8.2003 (w.e.f. 16.8.2003).]

1. Mason (Building Constructor)

(l) Group No. 10-Heat Engines Trades Group:

1. Mechanic (Diesel)

2. Mechanic (Tractor)

3. Mechanic (Motor Vehicle)

(m) Group No. 11-Draughtsmen and Survey Trades Group :

1. Draughtsmen (Mechanical)

2. Surveyor

(n) Group No. 18-Chemical Trades Group :

1. Plastic Processing Operator

2. Instrument Mechanic (Chemical Plant)

3. Laboratory Assistant (Chemical Plant)

4. Attendant Operator (Chemical Plant)

3. Baker and  
Confectioner

3. Tailor (Women)

4. Tailor (General)

(o) Group No. 20-Agriculture Trades Group :

1. Pump Operator-cum-Mechanic :

(p) Group No. 21-Leather Crafts Trades Group :

1. Upholsterer

2. Leather Goods Maker

(q) Group No. 23-Electronics Trades Group :

1. Electronics Mechanic

(r) Group No. 24-Photography Trades Group :

1. Photographer

(s) Group No. 26-Beautician Trades Group :

1. Hair and Skin Carer

(t) Group No. 29-Computer Trades Group :

1. Desk To publishing Operator

2. Data Preparation and Computer Software

3. Programming and Systems Administration Assistant :

[Provided also that the standards of fitness specified for item (3) relating to "Eyes" shall not apply in the case of a person with low vision (Low vision means a person with impairment of vision of less than 6/18 to 6/60 with best correction in the better eye or impairment of field in any one of the following categories: (i) reduction of fields less than 50 degrees, (ii) heminaopia with macular involvement, (iii) altitudinal defect involving lower fields) for the following trades, namely:-

(a) Group No. 1-Machine Shop Trades Group:

1. Fitter

2. Turner

3. Machinist

4. Machinist (Grinder)

(b) Group No. 2-Foundry Trades Group :

1. Foundryman

(c) Group No. 3-Metal Working Trades Group :

1. Forger and Heat Treater

2. Sheet Metal Worker

3. Motor Vehicle Body Builder

(d) Group No. 4-Electrical Trades Group :

1. Electrician

2. Wireman

3. Winder (Armature)

4. Electroplater

(e) Group No. 5-Building and Furniture Trades Group:

1. Carpenter

2. Plumber
3. Sports Goods Maker (Wood)
4. Furniture and Cabinet Maker
- (f) Group No. 6-Maintenance Trades Group :
  1. Mechanic Sewing Machine
- (g) Group No. 9 -Refrigeration and Air-Conditioning Trades Group :
  1. Refrigeration and Air-conditioning Mechanic
- (h) Group No. 10-Heat Engines Trades Group :
  1. Mechanic (Diesel)
  2. Tractor Mechanic
  3. Mechanic (Earth Moving Machinery)
  4. Auto Mechanic (Two-wheeler/Three-wheeler)
- (i) Group No. 14-Printing Group of Trades :
  1. Book Binder
- (j) Group No. 15-Hotel and Catering Trades Group :
  1. Apprentice Food Production (General)
  2. Apprentice Food Production (Vegetarian)
  3. Steward
  4. Baker and Confectioner
  5. Hotel Clerk/Receptionist/Front Office Assistant
  6. Fruit and Vegetable Processor
- (k) Group No. 16-Textile Trades Group :
  1. Weaver
  2. Knitter (Hosiery)
  3. Printing Textile
- (l) Group No. 19-Cutting and Tailoring Trades Group :
  1. Designer and Master Cutter
  2. Tailor (Men)
  3. Tailor (Women)
  4. Tailor (General)
- (m) Group No. 20-Agriculture Trades Group :
  1. Mechanic (Agricultural Machinery)
  2. Horticulture Assistant
  3. Stockman (Dairy)
  4. Attendant Operator (Dairy)
  5. Pump Operator-cum-Mechanic
- (n) Group No. 21-Leather Crafts Trades Group :

1. Sports Goods Maker (Leather)
2. Leather Goods Maker
3. Footwear Leather Maker
4. Finished Leather Maker
5. Maintenance Mechanic for Leather Machinery
6. Upholsterer

(o) Group No. 25-Iron and Steel Trades Group :

1. Brick Layer (Refractory)
2. Furnaces Operator (Steel Industry)
3. Steel Melting Hand

(p) Group No. 26-Beautician Trades Group :

1. Beautician
2. Hair Dresser
3. Health and Slimming Assistant
4. Hair and Skin Carer

(q) Group No. 28-Painting Trades Group :

1. Painter (General)

(r) Group No. 29-Computer Trades Group :

1. Desk Top Publishing Operator
2. Data Preparation and Computer Software
3. Programming and Systems Administration Assistant

(s) Group No. 30-Hi-Tech Trades Group :

1. Advanced Attendant Operator (Process)
2. Operator-cum-Mechanic Pollution Control Equipment
3. Mechanic Medical Equipment for Hospitals and Occupational and Health Centres

(t) Group No. 31-Multi-Skill Trades Group :

1. Mechanic Advanced Machine Tool maintenance
2. Operator Advanced Machine Tool :

Provided also that the standards of fitness specified for item (11) relating to "Skeletal System" will be relaxed in the case of an orthopaedically handicapped person for the following trades with maximum disability as mentioned against each trade, namely:-

(a) Group No. 1-Machine Shop Trades

Group :

Fitter	Lower limb partially damages from one side can join
Turner	Lower limb partially damages from one side can join
Machinist	Only small finger damaged can Join
Machinist (Grinder)	Only small finger damaged can Join

(b) Group No. 2-Foundry Trades Group :

Pattern Maker	One upper and lower limb Partially damaged can join
(c) Group No. 3-Metal Working Trades Group :	
Welder (Gas and Electric)	A person without leg and without three fingers of one hand can be accommodated
Sheet Metal Worker	Both lower limb damaged can be accommodated
(d) Group No. 4-Electrical Trades Group :	
Electrician	Partially lower limb students can be accommodated
(e) Group No. 5-Building and Furniture Trades Group :	
Plumber	A person without one or two fingers of foot and hand can be accommodated
Carpenter	One upper and lower limb partially damaged
(f) Group No. 6-Maintenance Trades Group :	
Mechanic Maintenance (Chemical Plant)	With one lower limb Partially damaged can be accommodated
(g) Group No. 7-Precision Machining Trades Group :	
Tool and Die Maker (Die and Moulds)	Lower limb partially damaged only one side can be accommodated. Small finger of each hand damaged can be accommodated
Tool and Die Maker (Press Tools, Jigs and Fixtures)	Lower limb partially damaged only one side can be accommodated. Small finger of each hand damaged can be accommodated
(h) Group No. 8-Instrument Trades Group :	
Mechanic Watch and Clock	Both lower limbs
(i) Group No. 9-Refrigeration and Air-Conditioning Trades Group :	
Refrigeration and Air-Conditioning Mechanic	Only one lower limb partially working can be accommodated. Small finger of each hand damaged can be accommodated
(j) Group No. 10-Heat Engines Trades Group :	
Mechanic (Diesel)	Upper limb partially damaged (Little finger and Ring finger) can be accommodated for both hands



	Lower limb partially damaged only one side can be accommodated
Tractor Mechanic	Upper limb partially damaged (Little finger and Ring finger) can be accommodated for both hands
	Lower limb partially damaged only one side can be accommodated
Mechanic (Motor Vehicle)	Upper limb partially damaged (Little finger and Ring finger) can be accommodated for both hands
	Lower limb partially damaged only one side can be accommodated
(k) Group No. 11-Draughtsmen and Surveyor Trades Group:	
Draughtsmen (Civil)	Partially without both legs or without one leg and upper left limb damaged
Draughtsmen (Mechanical)	Partially without both legs or without one leg and upper left limb damaged
Surveyor	One lower limb partially damaged
(l) Group No. 14-Printing Group of Trades :	
Offset Machine Minder	One lower or one upper limb
Process Cameraman	One lower or one upper limb
Book Binder	One lower limb or both lower limbs with artificial leg
(m) Group No. 15-Hotel and Catering Trades Group :	
Baker and Confectioner	One lower or one upper limb
(n) Group No. 18-Chemical Trades Group :	
Instrument Mechanic (Chemical Plant)	With one lower limb partially damaged can be accommodated
Maintenance Mechanic (Chemical Plant)	With one lower limb partially damaged can be accommodated
Attendant Operator (Chemical Plant)	With one lower limb partially damaged can be accommodated
Laboratory Assistant (Chemical Plant)	With one lower limb partially damaged can be accommodated
Plastic Processing Operator	One lower limb partially damaged
(o) Group No. 20-Agriculture Trades Group :	
Pump Operator-cum-Mechanic	Upper limb partially damaged (Little finger and Ring finger) can be accommodated for both hands

	Lower limb partially damaged only one side can be accommodated
Mechanic (Agricultural Machinery)	Upper limb partially damaged (Little finger and Ring finger) can be accommodated for both hands
	Lower limb partially damaged only one side can be accommodated
	Lower limb partially damaged from one side
(p) Group No. 21-Leather Crafts Trades Group :	
Leather Goods Maker	One lower or one upper limb
Upholsterer	Both lower limbs
(q) Group No. 23-Electronics Trade Groups :	
Electronics Mechanic	Without legs or leg
(r) Group No. 26-Beautician Trades Group :	
Hair and Skin Carer	Partially without one lower limb and one or two lower limbs totally damaged can be adjusted
(s) Group No. 28-Painting Trades Group :	
Painter General	One upper and lower limb partially damaged
(t) Group No. 29-Computer Trades Group :	
Desk Top Publishing Operator	Both lower limbs
Data Preparation and Computer Software	Both lower limbs
Programming and Systems Administration Assistant	Both lower limbs.]

(2) Without prejudice to the generality of the foregoing provision where a physically handicapped person registered at any Employment Exchange is declared, by either the Medical Board attached to Special Employment Exchanges for the physically handicapped or the local Civil Surgeon (where such Medical Board has not been constituted) to be physically fit for being engaged as an apprentice in any of the designated trades under the Apprentices Act, 1961, he may be engaged as an apprentice in that trade"> (2) Without prejudice to the generality of the foregoing provision where a physically handicapped person registered at any Employment Exchange is declared, by either the Medical Board attached to Special Employment Exchanges for the physically handicapped or the local Civil Surgeon (where such Medical Board has not been constituted) to be physically fit for being engaged as an apprentice in any of the designated trades under the Apprentices Act, 1961, he may be engaged as an apprentice in that trade.

## 5. Reservation of training places

.-In respect of each of the States specified in column (2) of the Schedule II-A training places shall be reserved by the employer for the Scheduled Castes and Scheduled Tribes in every designated trade so that the ratio of the apprentices belonging to the Scheduled Castes and Scheduled Tribes to the total number of apprentices in such designated trade or trades shall be specified in columns (3) and (4) of the said Schedule (and where there is more than one designated trade in an establishment such training places shall be reserved also on the basis of total number of apprentices in all designated trades in such establishment):Provided that when the prescribed number of persons belonging either to the Scheduled Castes or to the Scheduled Tribes are not available, the training places so reserved for them may be filled by persons belonging to the Scheduled Tribes or as the case may be, to the Scheduled Castes and if the prescribed training places cannot be filled even in the above given manner, then the training places so lying unfilled may be filled by persons not belonging to the Scheduled Castes or the Scheduled Tribes.(2)[ The training places for the Other Backward Classes in designated trades shall be reserved by the employer according to the prescribed norms followed in the respective State or Union territory and if training places can not be filled from the Other Backward Classes, then the training places so lying unfilled may be filled by persons not belonging to the Other Backward Classes.] [Inserted by Notification No. G.S.R. 502(E), dated 16.6.2015 (w.e.f. 16.3.2001).]

## 6. Registration of contract of apprenticeship.

- [\* \* \*] [Omitted '(1) Every employer shall send to the Apprenticeship Adviser the contract of apprenticeship for registration within three months of the date on which it was signed.' by Notification No. G.S.R. 502(E), dated 16.6.2015 (w.e.f. 16.3.2001).](1)[ [Renumbered sub-rule 2 as sub rule 1 by Notification No. G.S.R. 502(E), dated 16.6.2015 (w.e.f. 16.3.2001).] [(a) The Central Government may specify model contract form for all apprentices. [Substituted by Notification No. G.S.R. 502(E), dated 16.6.2015 (w.e.f. 16.3.2001).](2)[ [Renumbered sub-rule 3 as sub rule 2 by Notification No. G.S.R. 502(E), dated 16.6.2015 (w.e.f. 16.3.2001).] The obligation of the employer and that of the trade apprentice shall be as specified in Schedule V. The terms and conditions in respect of Graduate, Technician and Technician (Vocational) Apprentices shall be as specified in Schedule VI.

## 7. Period of apprenticeship training.

- [(1) The period of apprenticeship training in the case of trade apprentices referred to in clause (a), clause (aa) and clause (b) of Section 6 of the Act shall be as specified in Schedule-I.] [Substituted 'The period of apprenticeship training in the case of trade of apprentices referred to in clause (b) of section 6 of the Act shall be as specified in Schedule I.' by Notification No. G.S.R. 186, dated 2.3.2017 (w.e.f. 16.3.2001).] [\* \* \*] [Omitted '(1-A) The period of apprenticeship training in the case of trade apprentices referred to in clause (aa) of section 6 of the Act, shall be as specified in Schedule I-B.' by Notification No. G.S.R. 186, dated 2.3.2017 (w.e.f. 16.3.2001).](1A)[ The period of apprenticeship training in the case of trade apprentices referred to in clause (aa) of section 6 of the Act, shall be as specified in Schedule-I-B.] [Inserted by Notification No. G.S.R. 1139(E), dated

7.9.2017 (w.e.f. 16.3.2001).](2)(a)Where a trade apprentice is unable to complete the full apprenticeship course within the period prescribed in sub-rule (1) or to take the final test owing to illness or other circumstances beyond his control, the establishment concerned shall extend the period of his apprenticeship until he completes the full apprenticeship course and the next test is held if so required by the Apprenticeship Adviser. Similar extension of the period of training may also be allowed in the case of those trade apprentices who having completed the course, fail in the final test. A trade apprentice who fails in the second test shall not be allowed any extension of the period of training;(b)(i)Where a trade apprentice is unable to complete the period of apprenticeship training due to strike or lock-out or lay-off in an establishment where he is undergoing training and is not instrumental for the same, the period of his apprenticeship training shall be extended for a period equal to the period of strike or lock-out or lay-off, as the case may be, and he shall be paid stipend during the period of such strike or lock-out or lay-off or for a maximum period of six months, whichever is less;(ii)If the strike or lock-out or lay-off is likely to continue for a longer period, the employer shall follow the procedure for novation of contract of apprenticeship of a trade apprentice referred to in clause (i) with the other employer as specified in section 5 of the Act.(3)In the case of trade apprentices other than those covered by clause (a) of section 6 of the Act, the first six months of the period of training shall be treated as period of probation.[3A(1) Keeping in view seasonality in operation or business or flexibility desired by trade apprentice, a trade apprentice may complete his period of apprenticeship training within five years or double the duration of apprenticeship training whichever is less from the date of starting of his apprenticeship training.(2)The flexibility referred to in sub-rule (1) shall be permissible in the following manner, namely:-(a)Maximum one break for trades having duration two years or less than two years.(b)Maximum two breaks for trades having duration more than two years.(4)The start and end date of his apprenticeship training shall be reported on portal-site by the employer.] [Inserted by Notification No. G.S.R. 502(E), dated 16.6.2015 (w.e.f. 16.3.2001).](4)(a)The period of apprenticeship training in the case of Engineering Graduates, Diploma Holders and Vocational Certificate Holders shall be one year.(b)In the case of Sandwich Course Students, the period of practical training they undergo as part of apprenticeship course of studies shall be the period of apprenticeship training.(c)Where a Graduate/Technician/Technician (Vocational) Apprentice is unable to complete the period of apprenticeship training due to strike/lock-out/lay-off in an establishment where he is undergoing training and is not instrumental in the same, the period of his apprenticeship training would be extended equal to the period of strike/lock-out/lay-off and he shall be paid stipend during the period of such strike/lock-out/lay-off for a maximum period of six months, whichever is less.(d)If the strike/lock-out/lay-off is likely to continue for a longer period, the employer shall follow the procedure for novation of contract of apprenticeship for the apprentices referred to in clause (c) with the other employers as specified in section 5 of the Act.[\* \* \*] [Omitted '(5) Notwithstanding anything contained in these rules, a person who has passed All India Trade Test of Craftsman conducted by the National Council for Vocational Training in the trade shown in column (2) of the Table given below up to the session indicated in column (3) of the said Table shall be eligible for rebate in period of apprenticeship training as shown in column (4) of the said Table in respect of the trades under Apprenticeship Training Scheme shown in column (5) of the said Table even if such person does not possess the minimum educational qualification of 10th standard under the 10+2 system of education or its equivalent.' by Notification No. G.S.R. 502(E), dated 16.6.2015 (w.e.f. 16.3.2001).][TABLE [Inserted by G.S.R. 153(E), dated 22.2.2000

(w.e.f. 23.2.2000). ]

Sl. No.	Trade under Craftsman Training Scheme	All India Trade Test for Craftsman up to the session	Rebate in period of Apprenticeship Training	Trade(s) under Apprenticeship Training Scheme
(1)	(2)	(3)	(4)	(5)
1.	Welder (Gas and Electric)	July, 2000	One year	1.Welder (Gas and Electric)2. Motor Vehicle Body Builder
2.	Mechanic (Diesel)	July, 2000	One year	Mechanic (Diesel)2. Mechanic (Marine Diesel)
3.	Moulder	July, 2000	One year	1. Foundryman
4.	Mechanic (Motor Vehicle)	July, 2001	Two year	1. Mechanic (Motor Vehicle)]

**7A. [ Regulation of optional trade. [Inserted by Notification No. G.S.R. 502(E), dated 16.6.2015 (w.e.f. 16.3.2001).]**

(1)A person shall not be qualified for being engaged as an apprentice to undergo apprenticeship training in any optional trade, unless he-(a)is not less than fourteen years of age, and for optional trades related to hazardous industries, notless than eighteen years of age; and(b)satisfies such physical fitness as determined by the employer.(2)The minimum educational qualification for person to undergo apprenticeship training in optional trade shall be [fifth class pass] [Inserted by G.S.R. 338, dated 15.9.1997 (w.e.f. 27.9.1997). ] from a recognised school.(3)[ The period of apprenticeship training for optional trade shall be a minimum of six months to a maximum of three years;] [Substituted by Notification No. G.S.R. 686(E), dated 25.9.2019 (w.e.f. 16.3.2001).](4)The training places shall be reserved by the employer for the Scheduled Castes and the Scheduled Tribes in every optional trade in accordance with the sub-rule (1) of rule 5 and Schedule-IIA of said rule.(5)The training places for the Other Backward Classes shall be reserved by the employer in every optional trade in accordance to the sub-rule (2) of rule 5.(6)It shall be obligatory on the part of employer to disclose the duration and syllabi of the optional trades on the portal-site.(7)The work diary in Format-2 as specified in Schedule-III shall be maintained by each apprentice and countersigned by his supervisor once in a week.[\*\*\*] [Omitted '(8)' by Notification No. G.S.R. 686(E), dated 25.9.2019 (w.e.f. 16.3.2001).](9)No person shall be engaged as an apprentice to undergo apprenticeship training in optional trade unless such person or, if he is minor, his guardian has entered into a contract of apprenticeship with the employer and such contract of apprenticeship shall be uploaded on portal-site by the employer.[\*\*\*] [Omitted '(10)' by Notification No. G.S.R. 686(E), dated 25.9.2019 (w.e.f. 16.3.2001).][\*\*\*] [Omitted '(11)' by Notification No. G.S.R. 686(E), dated 25.9.2019 (w.e.f. 16.3.2001).][\*\*\*] [Omitted '(12)' by Notification No. G.S.R. 686(E), dated 25.9.2019 (w.e.f. 16.3.2001).][\*\*\*] [Omitted '(13)' by Notification No. G.S.R. 686(E), dated 25.9.2019 (w.e.f. 16.3.2001).](14)Every apprentice possessing a degree of minimum three years or a diploma of three years after 10th class or diploma of two years after 12th pass or a certificate in vocational course involving two years of study after completion of secondary stage of school education and undergoing apprenticeship training in optional trade shall follow the terms and

conditions of contract of apprenticeship for graduate, technician and technician(vocational) apprentices as provided in Schedule-VI.(15)Every employer and other apprentices undergoing training in optional trade shall have the obligations as provided in Schedule-V respectively.(16)The employer shall not run a trade as optional which is a designated trade under the Act.(17)The progress in apprenticeship training of every apprentice in optional trade shall be assessed by the employer from time to time and every apprentice who completes his apprenticeship training to the satisfaction of the employer shall be granted a certificate of proficiency by that employer.(18)[ (a) Every apprentice undergoing apprenticeship training in an establishment shall be a trainee and not a worker.(b)The provisions of any law with respect to labour shall not apply to or in relation to such an apprentice.]

## **7B. Number of apprentices for designated and optional trade.**

- [(1) The employers having four or more workers shall only be eligible to engage apprentices and engagement of apprentices by establishment having thirty or more number of workers shall be obligatory.] [Substituted by Notification No. G.S.R. 686(E), dated 25.9.2019 (w.e.f. 16.3.2001).](2)The strength of workers shall be calculated on the basis of average strength in the preceding financial year.(3)[ Within a financial year, each establishment shall engage apprentices in a band of 2.5 per cent. to 15 per cent. of the total strength of the establishment including contractual staff, subject to a minimum of 5 per cent. of the total to be reserved for fresher apprentices and skill certificate holder apprentices.(4)In no month, number of apprentices should be less than 2 per cent. of the total strength of the establishment and more than 18 per cent. of the total strength of the establishment subject to the condition that he shall fulfill apprentice months corresponding to minimum 2.5 per cent. obligation in a financial year.] [Substituted by Notification No. G.S.R. 686(E), dated 25.9.2019 (w.e.f. 16.3.2001).](5)Every employer shall disclose their intention of engagement of apprentices both in designated and optional trade on portal site as well as establishment's portal-site (if existing) as per quarters given below: -(a)the 1st April to the 30th June;(b)the 1st July to the 30th September;(c)the 1st October to the 31st December;(d)the 1st January to the 31st March.

## **7C. Inspection of establishment.**

- An Officer not below the rank of Assistant Apprenticeship Adviser shall inspect an establishment and such inspection shall be after prior approval of the Central or the State Apprenticeship Adviser, as the case may be.] [Inserted by Notification No. G.S.R. 686(E), dated 25.9.2019 (w.e.f. 16.3.2001).]

## **8. [ Compensation for termination of apprenticeship. [Substituted by G.S.R. 404, dated 25.11.1997 (w.e.f. 13.12.1997). ]**

- Where the contract of apprenticeship is terminated through failure on the part of any employer in carrying out the terms and conditions thereof, such employer shall be liable to pay the apprentice compensation of an amount equivalent to his three months last drawn stipend.]

## 9. Qualifications of persons placed in charge of the training of apprentices.

- A person placed in charge of the training of apprentices by the employer shall possess the qualifications specified in Schedule IV to these rules. The person so appointed shall be of the appropriate level commensurate with the number of seats located for apprenticeship training and size of the establishment.

### 9A. [ Staffing pattern and qualifications of instructional staff for practical and basic training of apprentices. [Inserted by G.S.R. 190(E), dated 26.2.1999 (w.e.f. 28.2.1999). ]

- Staffing pattern and qualifications of instructional staff for imparting practical and basic training to apprentices shall be as specified in Schedule IV-A.]

## 10. Maintenance of record of work by apprentices.

- Every Graduate or Technician or Technician (Vocational) Apprentice shall maintain a daily record of the work done by him relating to the apprenticeship training in the form of a workshop or laboratory note book.

## 11. Payment of stipend to apprentices.

- [(1) The minimum rate of stipend payable to apprentices per month shall be as per the qualifications stipulated in the curriculum. The minimum rate of stipend payable to apprentices per month shall be follows, namely: -

Serial number	Category	Prescribed minimum amount of stipend
(1)	(2)	(3)
(i)	School pass-outs ( class 5th - class 9th )	L5000 per month
(ii)	School pass-outs ( class 10th)	L6000 per month
(iii)	School pass-outs ( class 12th)	L7000 per month
(iv)	National or State Certificate holder	L7000 per month
(v)	Technician (vocational) apprentice or Vocational Certificate holder or Sandwich Course (Students from Diploma Institutions)	L7000 per month
(vi)	Technician apprentices or diploma holder in any stream or sandwich course (students from degree institutions)	L8000 per month
(vii)	Graduate apprentices or degree apprentices or degree in any stream	L9000 per month

(1A) In the case of Skill Certificate Holder, stipend payable per month shall be as per his/her educational qualification as mentioned in the table above. (1AA) During the second year of

apprenticeship training, there shall be an increase of 10 per cent. in the prescribed minimum stipend amount and further 15 per cent. increase in the prescribed minimum stipend amount during the third year of apprenticeship training.(1AAA)In the case of National or State Certificate holder, the period of training already undergone by him or her in a school or other institution recognized by the National Council or State Council, shall be taken into account for the purpose of determining the minimum payable rate of stipend.(1AAAA)In the case of Fresher apprentice, during Basic Training for a period up to three months, the stipend amount to be paid by the establishment shall be 50 Per cent. of the prescribed stipend. Further, in case of simultaneous Basic Training (BT) and On-the-Job Training, full amount of the stipend is to be paid.] [Substituted by Notification No. G.S.R. 686(E), dated 25.9.2019 (w.e.f. 16.3.2001).][\*\*\*] [Omitted '(2)' by Notification No. G.S.R. 686(E), dated 25.9.2019 (w.e.f. 16.3.2001).](3)[ The stipend for a particular month shall be paid by the tenth day of the following month and the stipend shall be paid through the bank account of apprentices from a date notified by the Central Government.] [Substituted by Notification No. G.S.R. 502(E), dated 16.6.2015 (w.e.f. 16.3.2001).](4)No deduction shall be made from the stipend for the period during which an apprentice remains on casual leave or medical leave. Stipend shall, however, not be paid for the period for which an apprentice remains on extraordinary leave.(5)Notwithstanding anything contained in this rule, where an establishment has a system of deferred payment whereby only a portion of the stipend is paid to the apprentice every month and the balance is paid to the apprentice on the completion of training, such establishment shall be free to continue such system provided that the minimum amount paid to the apprentices every month shall not be less than the monthly stipend prescribed under these rules and no deduction is made from the said accumulated amount on any account. Establishments which do not already have such a system shall be free to institute a system on the same conditions.(6)The continuance of payment of stipend to an apprentice shall be subject to the work and conduct of the apprentice being satisfactory.(7)Where the work and conduct of the apprentice is not satisfactory, the employer shall report the matter to the Apprenticeship Adviser and with his consent may stop the continuance of payment of stipend to the apprentices:Provided that the stipend of an apprentice shall not be stopped without intimating him the grounds thereof and giving him an opportunity of representing against the action proposed.(8)On report being made by the employer under sub-rule (7), the Apprenticeship Adviser shall give his decision thereon within 30 days of the receipt of the report and where the Apprenticeship Adviser does not communicate to the employer refusal to consent to the stopping of the payment of stipend within the period of thirty days, it shall be deemed that he has consented to the stopping of the stipend.

## 12. Hours of work.

(1)Weekly hours of work of a trade apprentice while undergoing practical training shall be as follows, namely:-(a)The total number of hours per week shall be 42 to 48 hours including the time spent on related instruction;(b)Trade apprentices undergoing basic training shall ordinarily work for 42 hours per week including the time spent on related instruction;(c)Trade apprentices during the second year of apprenticeship shall work for 42 to 48 hours per week including the time spent on related instruction;(d)Trade apprentice during the third and subsequent years of apprenticeship shall work for the same number of hours per week as the workers in the trade in the establishment in which the trade apprentice is undergoing apprenticeship training.(2)[ An establishment can



engage apprentices of age eighteen and above in normal working hours of the establishment. Apprentices under the age of eighteen shall be engaged in such training between the hours of 8.00 am and 6.00 pm. Any relaxation in the same shall be approved by the Apprenticeship Adviser, on case to case basis.] [Substituted by Notification No. G.S.R. 686(E), dated 25.9.2019 (w.e.f. 16.3.2001).][\*\*\*] [Omitted by Notification No. G.S.R. 686(E), dated 25.9.2019 (w.e.f. 16.3.2001).]

### 13.

[\* \* \*] [Omitted by Notification No. G.S.R. 502(E), dated 16.6.2015 (w.e.f. 16.3.2001).]

13. Grant of leave to apprentices.- (1) In establishments where proper leave rules do not exist or the total leave of different types admissible to their workers is less than thirty-seven days in a year, the apprentice shall be entitled to the following kinds of leave and subject to the conditions specified under each kind of leave.(a)Casual leave:(i) Casual leave shall be admissible for a maximum period of twelve days in a year.(ii) Any holiday intervening during the period of casual leave shall not be counted for the purpose of the limit of twelve days.(iii) Casual leave not utilised during any year shall stand lapsed at the end of the year.(iv) Casual leave shall not be combined with medical leave. If casual leave is proceeded or followed by medical leave, the entire leave taken shall be treated either as medical or casual leave, provided that it shall not be allowed to exceed the maximum period prescribed in respect of medical or casual leave, as the case may be.(v) Except in case of extreme urgency, applications for such leave shall be made to the appropriate authority and sanction obtained prior to availing of leave.(b)Medical leave:(i) Medical leave up to fifteen days for each year of training may be granted to the apprentice who is unable to attend duty owing to illness. The unused leave shall be allowed to accumulate up to a maximum of forty days.(ii) Any holiday intervening during the period of medical leave shall be treated as medical leave and accounted for in the limits prescribed under clause (i) above.(iii) The employer may call upon the apprentice to produce a medical certificate from a registered medical practitioner in support of his medical leave. A medical certificate shall, however, be necessary if the leave exceeds six days.(iv) It shall be open to the employer to arrange a special medical examination of an apprentice if he has reason to believe that the apprentice is not really ill or the illness is not of such a nature as to prevent attendance.(v) [ A female apprentice with one surviving child may be granted maternity leave for a period of 90 days from the date of its commencement without payment of stipend and the apprenticeship training period, shall be extended accordingly. The monthly stipend shall be paid to the apprentice during such extended period.] [Inserted by G.S.R. 293, dated 10.7.1997 (w.e.f. 19.7.1997).](c)Extraordinary leave:Extraordinary leave up to a maximum of ten days or more in a year may be granted to the apprentice, after he has exhausted the entire casual and medical leave, if the employer is satisfied with the genuineness of the grounds, on which the leave is applied for.(2) In establishments where proper leave rules exist for workers, the leave to apprentices shall be granted by the employers in accordance with those rules:Provided that in the case of trade apprentices grant of such leave shall be subject to the following conditions, namely:-(a) that every apprentice engaged in an establishment which works for five days in a week (with a total of 45 hours per week) shall put in a minimum attendance of 200 days in a year out of which one-sixth, namely, 33 days shall be devoted to related instructions and 167 days to practical training;(b) that every apprentice engaged in an establishment which works for 5 1/2 days or six days in a week shall put in a minimum

attendance of 240 days in a year, out of which one-sixth, namely 40 days shall be devoted to related instructions and 200 days to practical training;(c) an apprentice who for any reason is not able to undergo training for the period specified in clause (a) or clause (b), shall be given an opportunity to make up for the shortfall in the following year and shall be eligible to take the test conducted by the National Council-(i) if he is engaged in an establishment referred to in clause (a) only if he has completed the period of training and has put in a minimum attendance of 600 days or 800 days accordingly as the period of training is three years or four years;(ii) if he is engaged in an establishment referred to in clause (b) only if he has completed the period of training and has put in a minimum attendance of 720 days or 900 days accordingly as the period of training is three years or four years.(3) If the trade apprentice is not able to put in the minimum period of attendance specified in clause (c) of the proviso to sub-rule (2) during the period of training for circumstances beyond his control and the employer is satisfied with the grounds for shortfall in attendance and certifies that the apprentice has otherwise completed the full apprenticeship course he shall be considered as having completed the full period of training and shall be eligible to take the test conducted by the National Council.(4) If a trade apprentice is not able to put in the minimum period of apprenticeship specified in clause (c) of the proviso to sub-rule (2) during the period of training and has not completed the full apprenticeship course, he shall not be considered as having completed the full period of training and the employer shall, under sub-rule (2) of rule 7, extend his period of training until he completes the full apprenticeship course and the next test is held.

**14. [ Records and returns. [Substituted by Notification No. G.S.R. 63(E), dated 20.1.2017 (w.e.f. 16.3.2001).]**

(1)A contract of apprenticeship as entered between an apprentice and the employer as per Format-1 specified in Schedule III shall be forwarded on the portal-site by the employer for registration.(2)Work diary in Format - 2 as specified in Schedule III shall be maintained by each Trade apprentice and Optional trade apprentice and countersigned by his supervisor once in a week.(3)Every employer shall maintain a register of attendance of the apprentices undergoing apprenticeship training in his establishment and action taken for irregular and unauthorized absence shall be recorded in the said register at the end of each month.(4)Every employer shall maintain a record of the work done and training undertaken by the graduate, technician and technician (vocational) apprentices engaged in his establishment, for each quarter and at the end of each quarter shall send a report in Form Apprenticeship specified in Schedule-III to the Director, Regional Board of Apprenticeship Training concerned.]

14. [ Records and returns. [Substituted by G.S.R. 184, dated 25-5-2004 (w.e.f. 29-5-2004)]-[\* \* \*](4) Work diary in Format-2 as specified in Schedule III shall be maintained by each trade apprentice and countersigned by his supervisor once a week.(5) Every employer shall maintain a register of attendance of the trade apprentices undergoing apprenticeship training in his establishment and action taken for irregular and unauthorised absence shall be recorded in the said register at the end of each month.[\* \* \*] [Omitted 'sub-rule 6, 7, 8, 9 and 10'](11) Every employer shall maintain a record of the work done and the studies undertaken by the Graduate, Technician and Technician (Vocational) Apprentices engaged in his establishment, for each quarter and at the end of each quarter shall send a report in Form Apprenticeship-3 set out in Schedule III to the

Director, Regional Board of Apprenticeship Training concerned.]

[Schedule I] [Substituted by G.S.R. 123, dated 24-6-1998 (w.e.f. 4-7-1998) as corrected by G.S.R. 138, dated 3-4-2000. ][See rule 3(1) and rule 7(1)]

[Sl. No.

[Substituted by  
Notification No.

G.S.R. 936(E), Designated Trades N.C.O. Code No.  
dated 19.7.2017  
(w.e.f.  
16.3.2001).]

(1) (2) (3)

Group No.

1-Machine Shop

Trades Group:

1. [ [Substituted  
by Notification  
No. G.S.R. 198  
(E), dated  
22.2.2016 (w.e.f.  
16.3.2001).]

Fitter

7233.10 7233.20

2. Turner 8211.15

3. [ [Substituted  
'Period of  
training' by  
Notification No.  
G.S.R. 186 (E),  
dated 2.3.2017  
(w.e.f.  
16.3.2001).]

Machinist

8211.10 8211.15 8211.22 8211.28 8211.30 8211.32 8211.36 8211.3

4. Machinist (Grinder) 7224.10 7224.30 7224.40 7224.45 8211.15

Group No.

2-Foundry

Trades Group:

1. [ [Substituted  
by Notification

No. G.S.R.

1525(E), dated Pattern Maker 7522.1000

20.12.2017

(w.e.f.

16.3.2001).]

2. [ [Substituted  
by Notification

No. G.S.R. 186

(E), dated Foundry man 7211.50 8123.10

2.3.2017 (w.e.f.

16.3.2001).]

Group No.

3-Metal Working

Trades Group:

1. [ [Substituted  
by Notification

No. G.S.R. 186

(E), dated Forger and Heat Treater 7221.50 7223.30 8152.75 8152.90

2.3.2017 (w.e.f.

16.3.2001).]

2. Sheet Metal Worker 7213.10 7213.30 7213.90 8211.61

3. Welder (Gas and Electric) 7212.10 7213.30 7213.90 8211.61

4. Motor Vehicle Body Builder 7422.25 7422.30

Group No.

4-Electrical

Trades Group:

1. [ [Substituted Electrician 7137.10 7241.20  
by Notification

No. G.S.R. 198

(E), dated

22.2.2016 (w.e.f.

16.3.2001).]

2. [ [Substituted  
by Notification  
No. G.S.R.  
1525(E), dated Lineman 7245.10  
20.12.2017  
(w.e.f.  
16.3.2001).]
3. Wireman 7137.20
4. Mechanic Auto Electrical  
and Electronics 7241.10 7241.70
5. Electrician Aircraft 7241.60
6. [ [Substituted  
by Notification  
No. G.S.R.  
1525(E), dated Electrical Winder 7241.40  
20.12.2017  
(w.e.f.  
16.3.2001).]
7. [ [Substituted  
by Notification  
No. G.S.R. 186 Cable Jointer 7245.20  
(E), dated  
2.3.2017 (w.e.f.  
16.3.2001).]
8. Electrician (Mines) 851.15
9. [ [Substituted Electroplater 8223.10  
by Notification  
No. G.S.R. 186  
(E), dated

2.3.2017 (w.e.f.  
16.3.2001).]

Group No.  
5-Building and  
Furniture Trade  
Group:

1. [ [Substituted  
by Notification  
No. G.S.R. 186  
(E), dated  
2.3.2017 (w.e.f.  
16.3.2001).]

Carpenter

7124.10 7124.10

2.

Plumber

7136.10 7136.30

3. [ [Substituted  
by Notification  
No. G.S.R.  
936(E), dated  
19.7.2017 (w.e.f.  
16.3.2001).]

Mason (Building  
Constructor)

7122.20

4.

Furniture and Cabinet  
Maker

812.10 812.20

5.

Sports Goods Maker  
(Wood)

819.70

6. [ [Substituted  
by Notification  
No. G.S.R.  
936(E), dated  
19.7.2017 (w.e.f.  
16.3.2001).]

Mechanic (Lift and  
Escalator)

8333.70

7.

Building Maintenance  
Technician

3112.90

8. Architectural Assistant 3118.10

9. Sanitary Hardware Fitter 7136.10

10. Interior Designer and Decorator 3471.10

Group No.

6-Maintenance

Trade Group:

1. [ [Substituted  
by Notification

No. G.S.R. 186 Mechanic Machine Tool, 8281.55 8281.10  
(E), dated Maintenance  
2.3.2017 (w.e.f.  
16.3.2001).]

2. Mechanic Maintenance  
(Textile, Machinery) 845.63

3. [ [Substituted  
by Notification

No. G.S.R. 186 Mechanic Maintenance 8159.79  
(E), dated (Chemical Plant)  
2.3.2017 (w.e.f.  
16.3.2001).]

4. Mechanic (Dairy  
Maintenance) 845.55

5. Mechanic (Sewing  
Machine) 945.82

6. Mechanic (Mining Machinery) 845.60

7. [ [Substituted  
by Notification  
No. G.S.R. 186  
(E), dated  
2.3.2017 (w.e.f.  
16.3.2001).]  
Material Handling  
Equipment 9333.10  
Mechanic-cum-Operator

Group No.  
7-Precision  
Machining  
Trades Group:

1. [ [Substituted  
by Notification  
No. G.S.R. 186  
(E), dated  
2.3.2017 (w.e.f.  
16.3.2001).]  
Tool and Die Maker (Die  
and Moulds) 7222.507222.607211.107211.50

2. Tool and Die Maker  
(Press Tools, Jigs  
and Fixtures) 7222.207222.307222.508211.108211.158211.228211.308211.38

3. Plastic Mould Maker 7222.508232.65

Ground No.  
8-Instrument  
Trades Group:

1. [ [Substituted  
by Notification  
Instrument Mechanic 7311.10 7311.30 7311.60 7311.90



No. G.S.R. 186  
(E), dated  
2.3.2017 (w.e.f.  
16.3.2001).]

2.	Mechanic (Instrument Aircraft)	7311.10 7311.67
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3.	Mechanic Watch and Clock	841.10
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Ground No.  
9-Refrigeration  
and  
Air-conditioning Trades  
Group:

1. [ [Substituted by Notification No. G.S.R. 186 (E), dated 2.3.2017 (w.e.f. 16.3.2001).]	Mechanic Refrigeration and Air-conditioning	845.706
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Group No.  
10-Heat Engines  
Trades Group:

1. [ [Substituted by Notification No. G.S.R. 198 (E), dated 22.2.2016 (w.e.f. 16.3.2001).]	Mechanic Motor Vehicle	7231.10
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2. [ [Substituted by Notification No. G.S.R. 186 (E), dated 2.3.2017 (w.e.f. 16.3.2001).]	Mechanic (Diesel)	7233.24
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3.	Mechanic Tractor	7231.10
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4. Mechanic Earth Moving Machinery 8281.65 8281.70
5. [Mechanic (Marine Diesel)] [Inserted by Notification No. G.S.R. 153(E), dated 22.2.2000 (w.e.f. 16.3.2001)] 845.14
6. [ [Substituted by Notification No. G.S.R. 936(E), dated 19.7.2017 (w.e.f. 16.3.2001).] Driver-cum- Mechanic (Light Motor Vehicle) 8322.10
7. Mechanic Motor Cycle 7122.20
8. [ [Substituted by Notification No. G.S.R. 1525(E), dated 20.12.2017 (w.e.f. 16.3.2001).] Construction Machinery Mechanic-cum-Operator 7233.28 7233.30 7233.90 8332.00
9. [ [Substituted by Notification No. G.S.R. 936(E), dated 19.7.2017 (w.e.f. 16.3.2001).] Mechanic Repair and Maintenance of Vehicle 7231.10
10. [ [Omitted 'serial numbers 10 and 11 and serial number 12 shall be renumbered as serial number 10' by Notification No. G.S.R. 936(E), dated Technician (Automotive Manufacturing) 8281.65, 8281.70

19.7.2017 (w.e.f.  
16.3.2001).]

11. [ [Inserted by  
Notification No.

G.S.R. 1525(E), Marine Engine Fitter 7233.22  
dated 20.12.2017  
(w.e.f.  
16.3.2001).]

Group No.

11-Draughtsmen  
and Survey

Trades Groups:

1. [ [Substituted  
by Notification

No. G.S.R. 186 Draughtsman (Civil) 3118.20 3118.50  
(E), dated  
2.3.2017 (w.e.f.  
16.3.2001).]

2. Draughtsman  
(Mechanic) 3118.40

3. [ [Substituted  
by Notification

No. G.S.R. Surveyor 2148.20 3112.30 3112.40  
936(E), dated  
19.7.2017 (w.e.f.  
16.3.2001).]

Group No.

12-Construction

Trades Group:

1. [ [Substituted  
by Notification

No. G.S.R. 186 Fitter Structural 7214.70  
(E), dated  
2.3.2017 (w.e.f.  
16.3.2001).]

Group No.

13-Power Plant

Trades Groups:

1. [ [Substituted  
by Notification  
No. G.S.R. 186  
(E), dated  
2.3.2017 (w.e.f.  
16.3.2001).]

Boiler Attendant 8162.20

2. Steam  
Turbine-cum-Auxiliary  
Plant Operator 8161.30

3. Switch Board Attendant 8161.50

Group No.  
14-Printing  
Group of Trades:  
(i) Type Setting  
Group:

1. Lino Operator 922.10

2. Mono Keyboard  
Operator 922.20

3. Mono Caster Operator 922.30

(ii) Photo  
Mechanic Group:

1. Process Cameraman 926.10

2. Retoucher Lithographer 925.10

3. Engraver 926.50

(iii) Binding  
Group:

1. Book Binder 927.10

(iv) Litho Offset  
Group:

1.	Plate Maker (Lithographic)	926.40
2.	Offset Machine Minder	923.50 923.60

Group No.  
15-Hotel and  
Catering Trades  
Group:

1. [ [Substituted by Notification No. G.S.R. 198 (E), dated 22.2.2016 (w.e.f. 16.3.2001).]	Food Production General	1217
2. [ [Substituted by Notification No. G.S.R. 936(E), dated 19.7.2017 (w.e.f. 16.3.2001).]	Food Production (Vegetarian)	520.20
3. [ [Substituted by Notification No. G.S.R. 186 (E), dated 2.3.2017 (w.e.f. 16.3.2001).]	Steward	5123.40
4.	Baker and Confectioner	777.10

5. [ [Substituted  
by Notification  
No. G.S.R. 186  
(E), dated  
2.3.2017 (w.e.f.  
16.3.2001).]

House Keeper (Hotel) 5121.10

6. Receptionist/ Hotel  
Clerk/ Front Office 3431.30 4221.10 4221.10  
Assistant

Group No.  
16-Textile Trades  
Group:

1. Weaver 755.50

2. Doffer-cum-Piecer 752.65 752.40

3. Tenter (Drawing/ Speed/  
Fly Frames) 752.10 752.15 752.20

4. Winder (Textile) 752.70

5. Knitter (Hosiery) 757.10 757.15 757.20 757.25 757.30

6. Printing Textile 758.30 758.32 758.34

7. Creel Boy-cum-Warper 753.40 753.50

Group No.  
17-Mining  
Trades Group:

- |    |                           |               |
|----|---------------------------|---------------|
| 1. | Sirdar (Colliery)         | 710.50        |
|    |                           |               |
| 2. | Shotfirer/Blaster (Mines) | 714.10        |
|    |                           |               |
| 3. | Mate (Mines)              | 710.40 715.90 |

Group No.  
18-Chemical  
Trades Group:

- |  |   |  |
|--|---|--|
| 1. [ [Substituted<br>by Notification<br>No. G.S.R. 186<br>(E), dated<br>2.3.2017 (w.e.f.<br>16.3.2001).] | Attendant Operator<br>(Chemical Plant)  | 7414.40, 7422.65 8142.10, 8142.15 8142.40, 8142.50 8142.90, 8151.30, 8151.60, 8152.10 8152.30, 8152.60 8153.10, 8153.40 8155.10, 8159.34 8276.81, 8159.64 8159.72, 8159.76 8159.82, 8159.88 8276.20 8276.81, 8276.50 8276.70, 8275.50 8275.40, 8131.60 8231.20, 8122.10 8142.20, 8142.45 8143.10, 8143.25 8151.30, 8152.15 8152.25, 8152.90 8153.30, 8154.10 8154.30, 8159.88 8159.42 8159.62, 8159.68 8159.74, 8159.80 8159.84, 8159.88 8276.40, 8276.60 7414.40, 8275.65 8272.10 8231.65 8231.15, 82 |
|  |   |  |
| 2.   | Instrument Mechanic<br>(Chemical Plant) | 7311.30 7311.65 7241.10  |

3.	Laboratory Assistant (Chemical Plant)	3111.30, 3116.10 3116.30, 3116.50 3117.30
4. [ [Substituted by Notification No. G.S.R. 936(E), dated 19.7.2017 (w.e.f. 16.3.2001).]	Fiber Reinforced Plastic Processor	8232.15 8232.25 8232.30 8232.70
5. [ [Substituted by Notification No. G.S.R. 186 (E), dated 2.3.2017 (w.e.f. 16.3.2001).]	Plastic Processing Operator	8232.15, 8232.18 8232.20, 8232.65 8232.25, 8232.30 8232.35, 8232.70, 8232.45 8232.50, 7222.50
Group No. 19-Cutting and Tailoring Trades Group:		
1. [ [Substituted by Notification No. G.S.R. 1525(E), dated 20.12.2017 (w.e.f. 16.3.2001).]	Designer and Master Cutter	794.40 794.60
2. [ [Substituted by Notification No. G.S.R. 186 (E), dated 2.3.2017 (w.e.f. 16.3.2001).]	Tailor (Men)	791.30 791.40 791.50
3.	Tailor (Women)	791.20
4.	Tailor (General)	791.10 791.90



5.	Dress Maker	781.20
6. [ [Substituted by Notification No. G.S.R. 936(E), dated 19.7.2017 (w.e.f. 16.3.2001).]	Embroiderer (Surface Ornamentation Techniques)	795.40
7.	Cutting and Sewing Machine Operator	7433.107435.307435.40
8.	Assistant Fashion Designer	7435.10
9.	Computerized Embroidery Machine Operator and Digitizer	8263.45

Group No.

20-Agriculture  
Trades Group:

1. [ [Substituted by Notification No. G.S.R. 1525(E), dated 20.12.2017. (w.e.f. 16.3.2001).]	Mechanic (Agricultural Machinery)	7231.10
2. [ [Substituted by Notification No. G.S.R. 1525(E), dated 20.12.2017. (w.e.f. 16.3.2001).]	Horticulture Assistant	7231.10
3.	Stockman (Dairy)	082.10 082.20

4.	Attendant Operator (Dairy)	776.10, 776.20, 776.30 776.40, 776.50, 776.60, 776.70, 776.90
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5. [ [Substituted by Notification No. G.S.R. 186 (E), dated 2.3.2017 (w.e.f. 16.3.2001).]	Pump Operator-cum-Mechanic	8169.40
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6.	Florist and Landscaper	2213.2
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Group No.  
21-Leather Crafts  
Trades Group:

1.	Sports Goods Maker (Leather)	809.90
----	---------------------------------	--------

2.	Leather Goods Maker	809.10, 809.20, 809.30, 809.40
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3.	Footwear Maker	801.10
----	----------------	--------

4.	Finished Leather Maker	761.00
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5.	Maintenance Mechanic for Leather Machinery	845.50
----	---	--------

6.	Upholsterer	796.10
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Group No.  
22-Ship Building  
Trades Group:

1.	Shipwright (Steel)	816.20
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2. [ [Substituted by Notification No. G.S.R. 1525(E), dated 20.12.2017. (w.e.f. 16.3.2001).]	Pipe Fitter	7136.10 7136.30
3. [ [Substituted by Notification No. G.S.R. 936(E), dated 19.7.2017 (w.e.f. 16.3.2001).]	Rigger	7215.10
4.	Gas Cutter	872.40
5. [ [Substituted by Notification No. G.S.R. 1525(E), dated 20.12.2017. (w.e.f. 16.3.2001).] Group No. 23-Electronics Trades Group:	Shipwright (Wood)	7124.45 7124.70
1. [ [Substituted by Notification No. G.S.R. 186 (E), dated 2.3.2017 (w.e.f. 16.3.2001).]	Mechanic Radio and Radar Aircraft	7242.10 7243.20 7243.10 7243.75 7243.80
2. [ [Substituted by Notification No. G.S.R. 198 (E), dated 22.2.2016 (w.e.f. 16.3.2001).]	Electronics Mechanic	7242.10 7242.90 7243.10 7243.40 8283.90
3.	Mechanic Television (Video)	854.20

4. [ [Substituted  
by Notification  
No. G.S.R.  
936(E), dated  
19.7.2017 (w.e.f.  
16.3.2001).]

Mechanic-cum-Operator	
Electronics	7243.107243.207243.757243.807244.107244.20
CommunicationSystem	

5.	Mechanic	
	Communication	7244.20
	Equipment Maintenance	

6.	Mechanic Radio and T.V.	7243.70
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Group No.  
24-Photography  
Trades Group:

1.	Photographer	173.10
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Group No.  
25-Iron and  
Steel Trades  
Group:

1. [ [Substituted  
by Notification  
No. G.S.R.  
936(E), dated  
19.7.2017 (w.e.f.  
16.3.2001).]

Brick Layer (Refractory) 7122.30

2. [ [Substituted  
by Notification  
No. G.S.R.  
1525(E), dated  
20.12.2017  
(w.e.f.  
16.3.2001).]

Furnace Operator (Steel  
Industry) 3135.1100

3.

Steel Melting Hand 723.15 723.20 723.30

4. [ [Substituted  
by Notification  
No. G.S.R.  
1525(E), dated  
20.12.2001  
(w.e.f.  
16.3.2001).]

Crane Operator  
Overhead (Steel  
Industry) 8343.0700

5. [ [Substituted  
by Notification  
No. G.S.R. 186  
(E), dated  
2.3.2017 (w.e.f.  
16.3.2001).]

Operator (Steel Plant) 8121.15 8121.55 8121.60 8122.50 8122.52 8159.10 8159.12 8161.4

6. [ [Substituted  
by Notification  
No. G.S.R.  
1525(E), dated  
20.12.2017  
(w.e.f.  
16.3.2001).]

Electrician (Steel Plant) 7411.0100 7412.0801

7. [ [Substituted  
by Notification  
No. G.S.R.

Electronics Mechanic  
(Steel Plant) 7421.0100 7421.0300 7421.9900

1525(E), dated  
20.12.2017  
(w.e.f.  
16.3.2001).]

8. [ [Substituted  
by Notification  
No. G.S.R.

1525(E), dated Fitter (Steel Plant) 7126.0301 7126.9900 7224.0102  
20.12.2017  
(w.e.f.  
16.3.2001).]

9. [ [Substituted  
by Notification  
No. G.S.R.

1525(E), dated Instrument Mechanic (Steel Plant) 7311.0101 7311.1000  
20.12.2017  
(w.e.f.  
16.3.2001).]

10. [ [Substituted  
by Notification  
No. G.S.R.

1525(E), dated Operator Coal Handling Equipment 8112.0600  
20.12.2017  
(w.e.f.  
16.3.2001).]

11. [ [Substituted  
by Notification

No. G.S.R. Operator Locomotive and Rail Cranes in Steel Plant 8162.50 8333.30  
1525(E), dated  
20.12.2017  
(w.e.f.  
16.3.2001).]

12. [ [Substituted  
by Notification

No. G.S.R. Operator Material Handling at Raw Material Handling Plant 8121.90  
1525(E), dated  
20.12.2017  
(w.e.f.  
16.3.2001).]

13. [ [Substituted Operator Coke Ovens 8159.16  
by Notification Battery Equipments  
No. G.S.R.  
1525(E), dated

20.12.2017

(w.e.f.

16.3.2001).]

14. [ [Substituted

by Notification

No. G.S.R.

1525(E), dated

20.12.2017

(w.e.f.

16.3.2001).]

15. [ [Substituted

by Notification

No. G.S.R.

1525(E), dated

20.12.2017

(w.e.f.

16.3.2001).]

16. [ [Substituted

by Notification

No. G.S.R.

1525(E), dated

20.12.2017

(w.e.f.

16.3.2001).]

17. [ [Substituted

by Notification

No. G.S.R.

1525(E), dated

20.12.2017

(w.e.f.

16.3.2001).]

Group No.

26-Beautician

Trades Group:

1. [ [Substituted

by Notification

No. G.S.R.

936(E), dated

19.7.2017 (w.e.f.

16.3.2001).]

2. [ [Substituted

by Notification

No. G.S.R. 186

Operator Blast Furnace

Iron Making Equipments

8121.15 8223.60

Operator Steel Melting

Equipments

8121.35

Operator Sinter Plant

Equipments

8121.90

Operator Rolling Mills

Equipment (Long  
Products)

8122.20

Beautician

560.30

Hair Cutter/ Dresser

560.20



(E), dated  
2.3.2017 (w.e.f.  
16.3.2001).]

3. [ [Substituted  
by Notification

No. G.S.R. 936(E), dated 19.7.2017 (w.e.f. 16.3.2001).]	Health and Slimming Assistant	089.50
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4. [ [Substituted  
by Notification

No. G.S.R. 186 (E), dated 2.3.2017 (w.e.f. 16.3.2001).]	Hair and Skin Carer	560.30
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Group No.  
27-Glass and  
Ceramic Trades  
Group:

1. [ [Substituted  
by Notification

No. G.S.R. 936(E), dated 19.7.2017 (w.e.f. 16.3.2001).]	Ceramic Moulder	7321.25
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2.	Ceramic Caster	7321.15
----	----------------	---------

3.	Ceramic Kiln Operator	893.30
----	-----------------------	--------

4.	Ceramic Press Operator	892.60
----	------------------------	--------

5. [] [Sl. No. 6  
renumbered as  
Sl. No. 5 by  
Notification No.  
G.S.R. 936(E),  
dated 19.7.2017  
(w.e.f.  
16.3.2001).]

Ceramic Decorator	895.30
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6. [ [Sl. No. 7	Moulder (Refractory)	7321.40
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renumbered as  
Sl. No. 6 and  
Substituted by  
Notification No.  
G.S.R. 936(E),  
dated 19.7.2017  
(w.e.f.  
16.3.2001).]

7. [] [Sl. No. 8  
renumbered as  
Sl. No. 7 by  
Notification No.  
G.S.R. 936(E),  
dated 19.7.2017  
(w.e.f.  
16.3.2001).]

Enamel Glazer 895.50

8. [ [Sl. No. 9  
renumbered as  
Sl. No. 8 and  
Substituted by  
Notification No.  
G.S.R. 936(E),  
dated 19.7.2017  
(w.e.f.  
16.3.2001).]

Insulator  
Maker/Machine  
Operator (Ceramic) 8139.60 8139.30

9. [] [Sl. No. 10  
renumbered as  
Sl. No. 9 by  
Notification No.  
G.S.R. 936(E),  
dated 19.7.2017  
(w.e.f.  
16.3.2001).]

Optical Worker 891.48

Group No.  
28-Painting  
Trades Group:

1. [ [Substituted  
by Notification  
No. G.S.R. 186  
(E), dated  
2.3.2017 (w.e.f.  
16.3.2001).]

Painter (General) 7142.10

2. Painter (Marine) 931.20

Group No.  
29-Computer  
Trades Group:

- |   |  |               |
|---|--|---------------|
| 1.  | Data Preparation and<br>Computer Software                            | 103.10 103.20 |
|   |  |               |
| 2. [ [Substituted<br>by Notification<br>No. G.S.R.<br>1525(E), dated<br>20.12.2017<br>(w.e.f.<br>16.3.2001).] | Desk Top Publishing<br>Operator                                      | 3512.0200     |
|   |  |               |
| 3. [ [Substituted<br>by Notification<br>No. G.S.R.<br>1525(E), dated<br>20.12.2017<br>(w.e.f.<br>16.3.2001).] | Programming and<br>Systems Administration<br>Assistant               | 103.70 103.80 |
|   |  |               |
| 4. [ [Substituted<br>by Notification<br>No. G.S.R.<br>1525(E), dated<br>20.12.2017<br>(w.e.f.<br>16.3.2001).] | Information and<br>Communication<br>Technology System<br>Maintenance | 3114.9900     |

5. [ [Substituted  
by Notification

No. G.S.R.  
1525(E), dated  
20.12.2017  
(w.e.f.  
16.3.2001).]

Computer Operator and  
Programming Assistant

4131.0600 3514.0300

Group No.  
30-Hi-Tech  
Trades Group:

1. Advance Attendant  
Operator (Process)

730.20 730.90, 740.10, 740.20, 740.90, 770.40, 770.90, 890.20

Group No.  
31-Multi Skill  
Group Trades:

1. [ [Substituted  
by Notification  
No. G.S.R. 186  
(E), dated  
2.3.2017 (w.e.f.  
16.3.2001).]

Mechanic Industrial  
Electronics

7243.10

2.

Mechanic Advanced  
Machine Tool  
Maintenance

845.10, 845.13, 845.16, 845.20, 845.23, 845.26, 845.30, 845.35,  
845.43, 845.47, 845.50, 845.53, 845.55, 845.57, 845.60, 845.63,

3. [ [Substituted  
by Notification  
No. G.S.R. 186  
(E), dated  
2.3.2017 (w.e.f.  
16.3.2001).]

Operator Advanced  
Machine Tool

8211.10 8211.15 8211.22 8211.28 8211.30 8211.32 8211.36 8211.38

4.

Power Electrician

7137.10 7241.10 7241.20 8161.45 8161.50

5.	Operator-cum-Mechanic Power Plant	8161.45
6.	Mechanic Medical Electronics	7243.303133.203133.90
7.	Mechanic Consumer Electronics Appliances	7242.107242.907243.107243.407243.457243.507233.58
8.	Mechanic Mechatronics	7233.387233.46

[Group No.  
32- Informal  
Sector Trades  
Group: [Inserted  
by Notification  
No. G.S.R. 656  
(E), dated  
18.9.2002 (w.e.f.  
16.3.2001)]

1. [ [Substituted by Notification No. G.S.R. 936(E), dated 19.7.2017 (w.e.f. 16.3.2001).]	Jewel Smith	7318.30 7313.90
2. [ [ Substituted by G.S.R. 576	Gardener (Mali)	652.10

(E), dated  
6.9.2007 (w.e.f.  
16.3.2001)]

3. [ [Substituted  
by Notification

No. G.S.R. 186

(E), dated

2.3.2017 (w.e.f.

16.3.2001).]

Customer Care Associate 4221.90 4221.30

4. [ [Substituted  
by Notification

No. G.S.R.

936(E), dated

19.7.2017 (w.e.f.

16.3.2001).]

Assistant Beautician 560.30

5.

Battery Repairer

859.65

6.

Tyre Repairer

903.60

7.

Screen Printing

929.50

8.

Beautician Assistant

560.30

9. [ [Substituted  
by Notification

No. G.S.R.

936(E), dated

19.7.2017 (w.e.f.

16.3.2001).]

Medical Laboratory

Technician (Pathology)

3221.10

10.

Medical Laboratory

Technician (Radiology)

3133.10

11. [ [Substituted  
by Notification  
No. G.S.R.  
1525(E), dated  
20.12.2017  
(w.e.f.  
16.3.2001).]
- Medical Laboratory  
Technician (Cardiology) 3212.0701
12. Pruner Tea Gardens 640.10
13. Cable Television  
Operator
14. [ [Inserted by  
Notification No.  
G.S.R 1525(E),  
dated 20.12.2017  
(w.e.f.  
16.3.2001).]
- Medical Laboratory  
Technician 3212.0701 3255.0101  
(Physiotherapy)
- [Group No.  
33-Retail Sector  
Trades Group:
1. [ [Substituted  
by Notification  
No. G.S.R. 186  
(E), dated  
2.3.2017 (w.e.f.  
16.3.2001).]
- Sales Person (Retail) 5220.35 5220.60
2. [ [ Inserted by  
G.S.R. 430 (E),  
dated 12.6.2007  
(w.e.f.  
16.3.2001)]
- Senior Sales Person  
(Retail) 5220.15 5220.35
- [Group No.  
34-Glassware/  
Metalware  
Trades Group: [
- Inserted by  
G.S.R. 430 (E),  
dated 12.6.2007  
(w.e.f.

16.3.2001)]

- |   |  |   |
|---|--|---|
| 1.  | Lacquering and Powder Coating Operator       | 7422.60 7422.62                         |
|   |  |   |
| 2.  | Wood Handicrafts Worker                      | 7422.42 7422.48 7423.20                 |
|   |  |   |
| 3. [ [ Inserted by G.S.R. 558 (E), dated 21.8.2007 (w.e.f. 16.3.2001)] [Group No. 35-Centre of Excellence Trades Group: [ Inserted by G.S.R. 696 (E), dated 7.11.2007 (w.e.f. 16.3.2001)] | Glass Former and Processor                   | 7142.60 7322.38 7322.40 7322.45 7323.10 |
|   |  |   |
| 1. [ [Substituted by Notification No. G.S.R. 936(E), dated 19.7.2017 (w.e.f. 16.3.2001).]   | Mechanic Automobile (Advanced Petrol Engine) | 7233.22                                 |
|   |  |   |
| 2.  | Mechanic Automobile (Advanced Diesel Engine) | 7233.24                                 |
|   |  |   |
| 3.  | Mechanic Auto Electronics                    | 7242.10                                 |



- |  |   |                       |
|--|---|-----------------------|
| 4.   | Mechanic (Denting,<br>Painting and Welding) | 7142.20 7213.30       |
|  |   |                       |
| 5. [ [Substituted<br>by Notification<br>No. G.S.R.<br>936(E), dated<br>19.7.2017 (w.e.f.<br>16.3.2001).] | TIG/ MIG Welder                             | 7212.107212.20        |
|  |   |                       |
| 6.   | Structural Welder                           | 7212.107212.207212.30 |
|  |   |                       |
| 7.   | Welder (Pipe and<br>Pressure Vessels)       | 7212.107212.207212.30 |

8. [ [Substituted  
by Notification  
No. G.S.R.  
1525(E), dated  
20.12.2017  
(w.e.f.  
16.3.2001).]

Chemical Laboratory  
Assistant 3111.30

9. Advance Mechanic  
(Instruments) 7311.10 7311.30 7241.10

10. [ [Substituted  
by Notification  
No. G.S.R.  
936(E), dated  
19.7.2017 (w.e.f.  
16.3.2001).]

CAD-CAM Operator cum  
Programmer 3121.20

11. Advance Welder 7212.10 7212.20 7212.30 7212.65

12. Jigs and Fixtures Maker 7222.30

13.	Quality Assurance Assistant	3152.90
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14. [ [Substituted by Notification No. G.S.R. 936(E), dated 19.7.2017 (w.e.f. 16.3.2001).]	CNC Programmer cum Operator	3121.20
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15.	Operator PLC System	8211.90
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16. [ [Substituted by Notification No. G.S.R. 936(E), dated 19.7.2017 (w.e.f. 16.3.2001).]	Mechanic (Electrical Domestic Appliances)	7233.58
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17.                      Mechanic (HT, LT                      7241.907245.90  
                                  Equipments and Cable

18.                      Mechanic (Electrical                      7241.207242.20  
                                  Power Drives)

19.                      Mechanic (Embedded                      8211.90  
                                  Systems and PLC)

20. [                      Mechanic Power                      7241.10 7242.10  
     [Substituted by                      Electronics (Inverters,  
     Notification No.                      UPS and Maintenance of  
     G.S.R 1525(E),                      Drives)  
     dated 20.12.2017  
     (w.e.f.  
     16.3.2001)]

- |  |  |                 |
|--|--|-----------------|
| 21.  | Mechanic (DTH and other Communication System)  | 7243.10 7244.20 |
|  |  |                 |
| 22. [<br>[Substituted by<br>Notification No.<br>G.S.R. 936(E),<br>dated 19.7.2017<br>(w.e.f.<br>16.3.2001).] | Mechanic (Domestic, Commercial Refrigeration and Air Conditioning Machines)                | 7233.50         |
|  |  |                 |
| 23.  | Mechanic (Central Air conditioning Plant, Industrial cooling and Package Air conditioning) | 8169.30         |
|  |  |                 |
| 24.  | Mechanic (Cold storage, Ice plant and Ice candy plant)                                     | 7413.50 8169.30 |

- |   |  |   |
|---|--|---|
| 25.   | Computer Aided Pattern<br>Maker  | 7222.80 7422.38 7434.20 7435.10 7442.16 |
|   |  |   |
| 26.   | Fashion Designing<br>Assistant   | 3471.40                                 |
|   |  |   |
| 27. [ [Substituted<br>by Notification<br>No. G.S.R.<br>936(E), dated<br>19.7.2017 (w.e.f.<br>16.3.2001).] | Shirts and Trousers<br>Maker   | 7433.257433.30                          |
|   |  |   |
| 28.   | Mechanic<br>(Non-conventional<br>Power<br>Generation, Battery and<br>Inverter) | 8282.10                                 |

29.	Mechanic Electrical Instruments	7241.10
30.	Extrusion Machine Operator (Plastic)	8232.20
31.	Injection Moulding Machine Operator	8232.25
32.	Blow Moulding Machine Operator	8232.35

33. House Keeper (Hotel) 5121.10

34. Assistant Front Office  
Manager 5121.25

35. Apprentice Food  
Production (Cookery) 5122.20

36. Apprentice Food and  
Beverage 5123.2  
Service(Stewardship)

37. [ [Substituted Computer and 2523.0200 7422.2001  
by Notification Peripherals Hardware  
No. G.S.R. Repair andMaintenance  
1525(E), dated Mechanic  
20.12.2017  
(w.e.f.  
16.3.2001).]



38. [  
 [Substituted by  
 Notification No. Computer Networking 2523.9900 3513.9900  
 G.S.R. 1525(E), Technician  
 dated 20.12.2017  
 (w.e.f.  
 16.3.2001).]

39. [  
 [Substituted by  
 Notification No. Multimedia and Web 2166.0201 2513.0101 2166.0300  
 G.S.R. 1525(E), Page Designer  
 dated 20.12.2017  
 (w.e.f.  
 16.3.2001)]

40. Process Plant Operator 8152.10

41. [ [Substituted Utility Operator 3131.0300 8182.0200  
 by Notification  
 No. G.S.R.  
 1525(E), dated  
 20.12.2017  
 (w.e.f.  
 16.3.2001)]

42. Maintenance Mechanic 8159.79

43. [  
[Substituted by  
Notification No. Mechanic (Electrical  
G.S.R. 936(E), Maintenance of 7241.20  
dated 19.7.2017 ProcessPlant)  
(w.e.f.  
16.3.2001).]

44. [  
[Substituted by  
Notification No.  
G.S.R. 1525(E), Instrument Controller 7311.0101 7311.1001  
dated 20.12.2017  
(w.e.f.  
16.3.2001)]

45. Technician Fabricator 7212.30

46. [  
[Substituted by  
Notification No. Technician Television  
G.S.R. 936(E), and Audio System 7243.107243.407243.457243.507243.70  
dated 19.7.2017  
(w.e.f.  
16.3.2001).]

47. Mechanic Repair and  
Maintenance of  
Electronics Test Equipment 7243.10

48. Mechanic Automobiles  
Electronics 7231.10

49. Mechanic Mechanical  
Maintenance  
(Industrial Automation) 7233.38

50.	Mechanic Electrical Maintenance (IndustrialAutomation)	7241.70
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51. [ [Substituted by Notification No. G.S.R. 936(E), dated 19.7.2017 (w.e.f. 16.3.2001).]	PLC Operator	7233.38
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Group No. 36-  
Hospitality  
Trades Group

1.	Tourist Guide	5113.20
----	---------------	---------

2.	Old Age Care Taker	5131.20
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Group No. 37 -  
Office  
Management  
Trades Group:

1. [ [Substituted  
by Notification  
No. G.S.R.  
936(E), dated  
19.7.2017 (w.e.f.  
16.3.2001).]

Secretarial Assistant	4115.10
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2. Stenographer (English) 4111.10

3. [ [Inserted by  
Notification No.  
G.S.R. 1525(E),  
dated 20.12.2017  
(w.e.f.  
16.3.2001).]

Stenographer (Hindi)	4111.10
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[Group No. 38 -  
Health Allied  
Trades Group:  
[Substituted by  
Notification No.  
G.S.R. 1525(E),  
dated 20.12.2017  
(w.e.f.  
16.3.2001).]

1.	Health Sanitary Inspector	3257.0100
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2.	Hospital Waste Management Assistant	5151.9900
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Sl. No.	Designated Trades	N.C.O. Code No
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(1)

(2)

(3)

Group No. 1-Machine  
Shop Trades Group:

1. [ [Substituted by  
Notification No. G.S.R.  
198 (E), dated 22.2.2016  
(w.e.f. 16.3.2001).]

Fitter

7233.107233.20

2.

Turner

8211.15

3. [ [Substituted 'Period  
of training' by  
Notification No. G.S.R.  
186 (E), dated 2.3.2017  
(w.e.f. 16.3.2001).]

Machinist

8211.108211.158

4.

Machinist (Grinder)

7224.107224.30

Group No. 2-Foundry  
Trades Group:

1.	Pattern Maker	819.20
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2. [ [Substituted by Notification No. G.S.R. 186 (E), dated 2.3.2017 (w.e.f. 16.3.2001).]	Foundry man	7211.508123.10
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Group No. 3-Metal  
Working Trades Group:

1. [ [Substituted by Notification No. G.S.R. 186 (E), dated 2.3.2017 (w.e.f. 16.3.2001).]	Forger and Heat Treater	7221.507223.30
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2.	Sheet Metal Worker	7213.107213.307
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3.	Welder (Gas and Electric)	7212.107213.307
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4. Motor Vehicle Body Builder 7422.257422.30

Group No. 4-Electrical  
Trades Group:

1. [ [Substituted by  
Notification No. G.S.R.  
198 (E), dated 22.2.2016  
(w.e.f. 16.3.2001).] Electrician 7137.107241.20

2. [ [Substituted by  
Notification No. G.S.R.  
186 (E), dated 2.3.2017  
(w.e.f. 16.3.2001).] Lineman 7245.10

3. Wireman 7137.20

4. Mechanic Auto Electrical and Electronics 7241.107241.70

5. Electrician Aircraft 7241.60



6.	Winder (Armature)	859.50
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7. [ [Substituted by Notification No. G.S.R. 186 (E), dated 2.3.2017 (w.e.f. 16.3.2001).]	Cable Jointer	7245.20
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8.	Electrician (Mines)	851.15
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9. [ [Substituted by Notification No. G.S.R. 186 (E), dated 2.3.2017 (w.e.f. 16.3.2001).]	Electroplater	8223.10
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Group No. 5-Building and  
Furniture Trade Group:

1. [ [Substituted by Notification No. G.S.R. 186 (E), dated 2.3.2017 (w.e.f. 16.3.2001).]	Carpenter	7124.107124.10
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2.	Plumber	7136.107136.30
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3.	Mason (Building Constructor)	951.20
4.	Furniture and Cabinet Maker	812.10812.20
5.	Sports Goods Maker (Wood)	819.70
6. [	Life Mechanic	8333.70
7.	Building Maintenance Technician	3112.90
8.	Architectural Assistant	3118.10

9.	Sanitary Hardware Fitter	7233.10
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10.	Interior Decorator and Designer	3471.10
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Group No.  
6-Maintenance Trade  
Group:

1. [ [Substituted by Notification No. G.S.R. 186 (E), dated 2.3.2017 (w.e.f. 16.3.2001).]	Mechanic Machine Tool, Maintenance	8281.558281.10
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2.	Mechanic Maintenance (Textile, Machinery)	845.63
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3. [ [Substituted by Notification No. G.S.R. 186 (E), dated 2.3.2017 (w.e.f. 16.3.2001).]	Mechanic Maintenance (Chemical Plant)	8159.79
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4.	Mechanic (Dairy Maintenance)	845.55
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5.	Mechanic (Sewing Machine)	945.82
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6.	Mechanic (Mining Machinery)	845.60
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7. [ [Substituted by Notification No. G.S.R. 186 (E), dated 2.3.2017 (w.e.f. 16.3.2001).]	Material Handling Equipment Mechanic-cum-Operator	9333.10
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Group No. 7-Precision  
Machining Trades Group:

1. [ [Substituted by Notification No. G.S.R. 186 (E), dated 2.3.2017 (w.e.f. 16.3.2001).]	Tool and Die Maker (Die and Moulds)	7222.507222.60
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2.	Tool and Die Maker (Press Tools, Jigs and Fixtures)	7222.207222.30
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3. Plastic Mould Maker 7222.508232.65

Ground No.  
8-Instrument Trades  
Group:

1. [ [Substituted by  
Notification No. G.S.R.  
186 (E), dated 2.3.2017  
(w.e.f. 16.3.2001).] Instrument Mechanic 7311.107311.307

2. Mechanic (Instrument Aircraft) 7311.107311.67

3. Mechanic Watch and Clock 841.10

Ground No.  
9-Refrigeration and  
Air-conditioning Trades  
Group:

Mechanic Refrigeration and Air-conditioning 845.706

1. [ [Substituted by  
Notification No. G.S.R.  
186 (E), dated 2.3.2017  
(w.e.f. 16.3.2001).]

Group No. 10-Heat  
Engines Trades Group:

1. [ [Substituted by Notification No. G.S.R. 198 (E), dated 22.2.2016 (w.e.f. 16.3.2001).]	Mechanic Motor Vehicle	7231.10
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2. [ [Substituted by Notification No. G.S.R. 186 (E), dated 2.3.2017 (w.e.f. 16.3.2001).]	Mechanic (Diesel)	7233.24
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3.	Mechanic Tractor	7231.10
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4.	Mechanic Earth Moving Machinery	8281.658281.70
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5.	[Mechanic (Marine Diesel)] [Inserted by Notification No. G.S.R. 845.14 153(E), dated 22.2.2000 (w.e.f. 16.3.2001)]	
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6.	Driver-cum-Fitter	843.50986.55
7.	Auto Mechanic (Two-Wheeler/ Three-Wheeler)	843.20843.308.
8. [	Construction Machinery Mechanic-cum-Operator	843.30843.408.
9. [	Mechanic (Repair and Maintenance of Heavy Vehicle)	7231.10
10.	Mechanic (Repair and Maintenance of Two Wheeler)	7231.10

11.	Mechanic (Repair and Maintenance of Light Vehicle)	7231.10
12. [ [Inserted by Notification No. G.S.R. 186 (E), dated 2.3.2017 (w.e.f. 16.3.2001).]	Technician (Automotive Manufacturing)	8281.658281.70
Group No. 11-Draughtsmen and Survey Trades Groups:		
1. [ [Substituted by Notification No. G.S.R. 186 (E), dated 2.3.2017 (w.e.f. 16.3.2001).]	Draughtsman (Civil)	3118.203118.50
2.	Draughtsman (Mechanic)	3118.40
3.	Surveyor	028.10037.1003



Group No.  
12-Construction Trades  
Group:

1. [ [Substituted by Notification No. G.S.R. 186 (E), dated 2.3.2017 (w.e.f. 16.3.2001).]	Fitter Structural	7214.70
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Group No. 13-Power  
Plant Trades Groups:

1. [ [Substituted by Notification No. G.S.R. 186 (E), dated 2.3.2017 (w.e.f. 16.3.2001).]	Boiler Attendant	8162.20
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2.	Steam Turbine-cum-Auxiliary Plant Operator	8161.30
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3.	Switch Board Attendant	8161.50
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Group No. 14-Printing  
Group of Trades:  
(i) Type Setting Group:

1.	Lino Operator	922.10
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2.	Mono Keyboard Operator	922.20
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3.	Mono Caster Operator	922.30
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(ii) Photo Mechanic  
Group:

1.	Process Cameraman	926.10
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2.	Retoucher Lithographer	925.10
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3.	Engraver	926.50
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(iii) Binding Group:

1.	Book Binder	927.10
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(iv) Litho Offset Group:

1.	Plate Maker (Lithographic)	926.40
2.	Offset Machine Minder	923.50923.60

Group No. 15-Hotel and  
Catering Trades Group:

1. [ [Substituted by Notification No. G.S.R. 198 (E), dated 22.2.2016 (w.e.f. 16.3.2001).]	Food Production General	1217
2.	Apprentice Food Production (Vegetarian)	520.20
3. [ [Substituted by Notification No. G.S.R. 186 (E), dated 2.3.2017 (w.e.f. 16.3.2001).]	Steward	5123.40
4.	Baker and Confectioner	777.10

5. [ [Substituted by  
Notification No. G.S.R.  
186 (E), dated 2.3.2017  
(w.e.f. 16.3.2001).] House Keeper (Hotel) 5121.10

6. Receptionist/ Hotel Clerk/ Front Office Assistant 3431.304221.10

Group No. 16-Textile  
Trades Group:

1. Weaver 755.50

2. Doffer-cum-Piecer 752.65752.40

3. Tenter (Drawing/Speed/Fly Frames) 752.10752.15752

4.	Winder (Textile)	752.70
5.	Knitter (Hosiery)	757.10757.15757
6.	Printing Textile	758.30758.3275
7.	Creel Boy-cum-Warper	753.40753.50

Group No. 17-Mining  
Trades Group:

1.	Sirdar (Colliery)	710.50
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2. Shotfirer/Blaster (Mines) 714.10

3. Mate (Mines) 710.40715.90

Group No. 18-Chemical  
Trades Group:

1. [ [Substituted by  
Notification No. G.S.R.  
186 (E), dated 2.3.2017  
(w.e.f. 16.3.2001).] Attendant Operator (Chemical Plant)  
7414.40, 7422.6  
151.60, 8152.108  
8159.648159.72  
8275.508275.40  
8143.258151.30  
8159.888159.30  
8276.208276.40

2. Instrument Mechanic (Chemical Plant) 7311.307311.657

3. Laboratory Assistant (Chemical Plant) 3111.30, 3116.10

4. Fibre Reinforced Plastic Processor 901.15,901.20,9

5. [ [Substituted by  
Notification No. G.S.R.  
186 (E), dated 2.3.2017  
(w.e.f. 16.3.2001).] Plastic Processing Operator 8232.15, 8232.1  
8232.458232.50

Group No. 19-Cutting and  
Tailoring Trades Group:

1. Designer and Master Cutter 794.60

2. [ [Substituted by  
Notification No. G.S.R.  
186 (E), dated 2.3.2017  
(w.e.f. 16.3.2001).] Tailor (Men) 791.30791.4079

3. Tailor (Women) 791.20

4. Tailor (General) 791.10791.90

5.	Dress Maker	781.20
6.	Embroidery and Needle Worker	795.40, 795.60

Group No. 20-Agriculture  
Trades Group:

1.	Mechanic (Agricultural Machinery)	345.20
2.	Horticulture Assistant	053.20
3.	Stockman (Dairy)	082.10, 082.20
4.	Attendant Operator (Dairy)	776.10, 776.20, 7



5. [ [Substituted by  
Notification No. G.S.R.  
186 (E), dated 2.3.2017  
(w.e.f. 16.3.2001).] Pump Operator-cum-Mechanic 8169.40

6 Florist and Landscaper 2213.2

Group No. 21-Leather  
Crafts Trades Group:

1. Sports Goods Maker (Leather) 809.90

2. Leather Goods Maker 809.10,809.20,8

3. Footwear Maker 801.10

4. Finished Leather Maker 761.00

5.	Maintenance Mechanic for Leather Machinery	845.50
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6.	Upholsterer	796.10
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Group No. 22-Ship  
Building Trades Group:

1.	Shipwright (Steel)	816.20
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2.	Pipe Fitter	871.20
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3. [ Rigger (Heavy Industries) 972.10

4. Gas Cutter 872.40

5. Shipwright (Wood) 816.70

Group No. 23-Electronics  
Trades Group:

1. [ [Substituted by  
Notification No. G.S.R.  
186 (E), dated 2.3.2017  
(w.e.f. 16.3.2001).] Mechanic Radio and Radar Aircraft 7242.107243.20

2. [ [Substituted by  
Notification No. G.S.R.  
198 (E), dated 22.2.2016  
(w.e.f. 16.3.2001).] Electronics Mechanic 7242.107242.90

3. Mechanic Television (Video) 854.20

4. [ Mechanic-cum-Operator Electronics Communication system 7243.107243.20

5 Mechanic Communication Equipment Maintenance 7244.20

6 Mechanic Radio and T.V. 7243.70

Group No.  
24-Photography Trades  
Group:

1. Photographer 173.10

Group No. 25-Iron and  
Steel Trades Group:

1. Brick Layer (Refractory) 951.30

2. Furnace Operator (Steel Industry) 721.55721.60

3. Steel Melting Hand 723.15723.2072

[\*\*\*]

5. [[Substituted by  
Notification No. G.S.R.  
186 (E), dated 2.3.2017 8121.158121.558121.608122.508122.528159.108159.128161.45 [\* \* \*] [Omitted  
(w.e.f. 16.3.2001).]]  
Operator (Steel Plant)

6. Crane Operator (Overhead Steel Industry) 973.45

Group No. 26-Beautician  
Trades Group:

1. Beautician 560.30

2. [ [Substituted by Notification No. G.S.R. 186 (E), dated 2.3.2017 (w.e.f. 16.3.2001).]	Hair Cutter/ Dresser	560.20
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3.	Health and Slimming Assistant	089.50
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4. [ [Substituted by Notification No. G.S.R. 186 (E), dated 2.3.2017 (w.e.f. 16.3.2001).]	Hair and Skin Carer	560.30
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Group No. 27-Glass and  
Ceramic Trades Group:

1.	Ceramic Moulder	892.25
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2.	Ceramic Caster	891.20
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3.	Ceramic Kiln Operator	893.30
4.	Ceramic Press Operator	892.60
[***]		
6.	Ceramic Decorator	895.30
7.	Moulder (Refractory)	892.65
8.	Enamel Glazer	895.50
9.	Insulator Maker/Machine Operator (Ceramic)	899.44899.45

10.	Optical Worker	891.48
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Group No. 28-Painting  
Trades Group:

1.	[Substituted by Notification No. G.S.R. 186 (E), dated 2.3.2017 (w.e.f. 16.3.2001).]	7142.10	Painter (General)
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2.	Painter (Marine)	931.20
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Group No. 29-Computer  
Trades Group:

1.	Data Preparation and Computer Software	103.10103.20
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2.	Desk Top Publishing Operator	922.65
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3. [ Programming and Systems Administration Assistant 103.70103.80

4. [[ Substituted by  
G.S.R. 467 (E), dated  
4.7.2007 (w.e.f.  
16.3.2001)]| Information 7243.10  
Technology and  
Electronic System  
Maintenance

[\* \* \*] [Omitted

5. [ Computer Operator and Programming Assistant 4112.20

Group No. 30-Hi-Tech  
Trades Group:

1. Advance Attendant Operator (Process) 730.20730.90, 7

Group No. 31-Multi Skill  
Group Trades:

1. [ [Substituted by  
Notification No. G.S.R.  
186 (E), dated 2.3.2017  
(w.e.f. 16.3.2001).] Mechanic Industrial Electronics 7243.10

2. Mechanic Advanced Machine Tool Maintenance 845.10,845.13,8  
845.50,845.53, 8

3. [ [Substituted by  
Notification No. G.S.R.  
186 (E), dated 2.3.2017  
(w.e.f. 16.3.2001).] Operator Advanced Machine Tool 8211.108211.158

4. Power Electrician 7137.107241.107

5. Operator-cum-Mechanic Power Plant 8161.45

6. Mechanic Medical Electronics 7243.303133.20

7. Mechanic Consumer Electronics Appliances 7242.107242.90

8 Mechanic Mechatronics 7233.387233.46

[Group No. 32- Informal  
Sector: [Inserted by  
Notification No. G.S.R.  
656 (E), dated 18.9.2002  
(w.e.f. 16.3.2001)]

1. Jewellery and Precious Metal Worker 889.90

2. [[ Substituted by G.S.R.  
576 (E), dated 6.9.2007  
(w.e.f. 16.3.2001)]  
Gardener (Mali)

652.10

[\* \* \*] [Omitted

3. [ [Substituted by Customer Care Associate  
Notification No. G.S.R.

4221.904221.30

186 (E), dated 2.3.2017  
(w.e.f. 16.3.2001).]

4.	Barber/Hair Cutter/Dresser	560.20
5.	Battery Repairer	859.65
6.	Tyre Repairer	903.60
7.	Screen Printing	929.50
8.	Beautician Assistant	560.30
9.	Medical Laboratory Technician (Pathology)	060.10

10. Medical Laboratory Technician (Radiology) 086.10

11. Medical Laboratory Technician (Cardiology and Physiology) 069.90

12. Pruner Tea Gardens 640.10

13. Cable Television Operator

[Group No. 33-Retail  
Sector Trades Group:

1. [ [Substituted by  
Notification No. G.S.R.  
186 (E), dated 2.3.2017  
(w.e.f. 16.3.2001).] Sales Person (Retail) 5220.355220.60

2. [[ Inserted by G.S.R. 5220.155220.35  
430 (E), dated 12.6.2007 [\* \* \*] [Omitted

(w.e.f. 16.3.2001)]  
Senior Sales Person  
(Retail)

[Group No.  
34-Glassware/Metalware  
Trades Group:[ Inserted  
by G.S.R. 430 (E), dated 1.  
12.6.2007 (w.e.f.  
16.3.2001)]|-

Lacquering and

2. Wood Handicrafts Worker

7422.427422.48

3. [[ Inserted by G.S.R.  
558 (E), dated 21.8.2007  
(w.e.f. 16.3.2001)] Glass 7142.607322.387322.407322.457323.10  
Former and Processor

[\* \* \*] [Omitted

[Group No. 35-Centre of  
Excellence Trades  
Group:[ Inserted by  
G.S.R. 696 (E), dated 1.  
7.11.2007 (w.e.f.  
16.3.2001)]|-

Mechanic Auton

2.	Mechanic Automobile (Advance Diesel Engine)	7233.24
3.	Mechanic Auto Electronics	7242.10
4.	Mechanic (Denting, Painting and Welding)	7142.207213.30
5.	TIG/MIG Welder	7212.107212.20
6.	Structural Welder	7212.107212.20
7.	Welder (Pipe and Pressure Vessels)	7212.107212.20
8.	Chemical Laboratory Assistant	3111.30

9.	Advance Mechanic (Instruments)	7311.107311.307
10.	CAD-CAM Operator-cum-Programmer	3121.20
11.	Advance Welder	7212.107212.207
12.	Jigs and Fixtures Maker	7222.30
13.	Quality Assurance Assistant	3152.90
14.	CNC Programmer-cum-Operator	3121.20



15.	Operator PLC System	8211.90
16.	Mechanic Electrical Domestic (Appliances)	7233.58
17.	Mechanic (HT, LT Equipments and Cable Jointing)	7245.20
18.	Mechanic (Electrical Power Drives)	7241.207242.10
19.	Mechanic (Embedded Systems and PLC)	8211.90

20.	Mechanic Power Electronics (Inverters, UPS, and Maintenance of Drives)	7241.107242.10
21.	Mechanic (DTH and other Communication System)	7243.107244.20
22.	Mechanic (Domestic, Commercial Refrigeration and Air Conditioning Machines)	7233.50
23.	Mechanic (Central Air-conditioning Plant, Industrial cooling and Package Air-conditioning)	8281.258169.30
24.	Mechanic (Cold storage, Ice plant and Ice candy plant)	7413.508169.30
25.	Computer Aided Pattern Maker	7222.807422.38

26.	Fashion Designing Assistant	3471.40
27.	Shirts and Trousers Maker	7433.257433.30
28	Mechanic (Non-conventional Power Generation, Battery and Inverter)	8282.1
29	Mechanic (Repair and Maintenance of instruments used in Electrical Engineering)	7241.1
30	Extrusion Machine Operator (Plastic)	8232.20
31	Injection Moulding Machine Operator	8232.20
32	Blow Moulding Machine Operator	8232.25

33	House Keeper (Hotel)	5121.10
34	Assistant Front Office Manager	5121.25
35	Apprentice Food Production (Cookery)	5122.20
36	Apprentice Food and Beverage Service(Stewardship)	5123.2
37	Computer and Peripherals Hardware Repair andMaintenance Mechanic	3114.105220.25
38	Computer Networking Technician	4122.104112.204

39	Multimedia and Web Page Designer	4113.30
40	Process Plant Operator	8152.10
41	Utility Operator	8161.30
42	Maintenance Mechanic	8159.79
43	Electrical Mechanic	7241.20
44	Instrument Controller	7241.10

45	Technician Fabricator	7212.30
46	Mechanic Radio, Audio, Video System and Appliances	7243.707243.90
47	Mechanic Repair and Maintenance of Electronics Test Equipment	7243.10
48	Mechanic Automobiles Electronics	7231.10
49	Mechanic Mechanical Maintenance (Industrial Automation)	7233.38
50	Mechanic Electrical Maintenance (Industrial Automation)	7241.70

51	PLC Operator	7233.38
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Group No. 36-  
Hospitality Trades Group

1	Tourist Guide	5113.20
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2	Old Age Care Taker	5131.20
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Group No. 37 – Office  
Management  
TradesGroup:

1	Secretarial Assistant	4115.10
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2	Stenographer (English)	4111.10
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## I-A

[See rule 3(2)]

### Category of Apprentices

#### Minimum Educational Qualification

#### 1. Graduate Apprentices

- (a) A degree in engineering or technology granted by a statutory University.
- (b) A degree in engineering or technology granted by an institution empowered to grant such degree by an Act of Parliament.
- (c) Graduate examination of professional bodies recognised by the Central Government as equivalent to a degree.
- (d) A Sandwich Course student who is undergoing training in order that he may hold a degree in engineering or technology as mentioned at (a) and (b) above.

#### 2. Technician Apprentices

- (a) A diploma in engineering or technology granted by a State Council or Board of Technical Education established by a State Government.
- (b) A diploma in engineering or technology granted by a University.
- (c) A diploma in engineering or technology granted by an institute recognised by the State Government or Central Government as equivalent to (a) and (b) above.
- (d) A Sandwich Course student who is under-going training in order that he may hold a diploma mentioned in (a), (b) and (c) above.

#### 3. Technician(Vocational) Apprentices

- (a) 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 for Technical Education.
- (b) A Sandwich Course student who is undergoing training in order that he may hold a certificate mentioned in (a) above.

[SCHEDULE I-B] [Inserted by Notification No. G.S.R. 1139(E), dated 7.9.2017 (w.e.f. 16.3.2001).]

Sl. No.	Board/ State Council for Technical	Trade/ Course/ Subject fields	Duration of Trade/	Designated trade(s) in the category of	Period of Apprenticeship Training under	Period of Apprenticeship Training
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	Education/Other Authority/course approved under any scheme		Course/ Subject field	tradeapprentices	theApprentices Act, 1961	after
1.	2.	3.	4.	5.	6.	7.
1.	1. Maharashtra State Board of Vocational Education, Examination, Mumbai	1. Interior Decorator	One year	1. Architectural Assistant	Two years	One six m
2. Interior Designer and Decorator	Two years	One year and six months				
2. Technique of Interior Designing	One year	1. Architectural Assistant	Two years	One year and six months		
2. Interior Designer and Decorator	Two years	One year and six months				
3. Architect Draughtsman	Two years	1. Architectural Assistant	Two years	One year		
4. Architectural Graphics Designer	Two years	1. Architectural Assistant	Two years	One year		
5. Landscape Architecture	Two years	1. Architectural Assistant	Two years	One year		
6. Exterior And Interior Designer	Two years	1. Architectural Assistant	Two years	One year		
2. Interior Designer and Decorator	Two years	One year				
7. Construction Supervisor	One year	1. Building Maintenance Technician	One year and three months	One year		
2. Mason (Building Constructor)	Two years	One year and six months				
8. Building Site Supervisor	One year	1. Building Maintenance Technician	One year and three months	One year		
2. Mason (Building Constructor)	Two years	One year and six months				

9. Civil Supervisor	One year	1. Building Maintenance Technician	One year and three months	One year
2. Mason (Building Constructor)	Two years	One year and six months		
10. Construction Technique	One year	1. Building Maintenance Technician	One year and three months	One year
2. Mason (Building Constructor)	Two years	One year and six months		
11. Civil Construction	One year	1. Building Maintenance Technician	One year and three months	One year
2. Mason (Building Constructor)	Two years	One year and six months		
12. Construction Surveying	Two years	1. Building Maintenance Technician	One year and three months	One year
2. Mason (Building Constructor)	Two years	One year		
13. Building Construction Supervisor	Two years	1. Building Maintenance Technician	One year and three months	One year
2. Mason (Building Constructor)	Two years	One year		
14. Building Maintenance	Two years	1. Building Maintenance Technician	One year and three months	One year
2. Mason (Building Constructor)	Two years	One year		
15. Building Construction Technology	Two years	1. Building Maintenance Technician	One year and three months	One year
2. Mason (Building Constructor)	Two years	One year		

16. Building Construction Management	Two years	1. Building Maintenance Technician	One year and three months	One year
2. Mason (Building Constructor)	Two years	One year		
17. Building Construction And Plumbing	Two years	1. Building Maintenance Technician	One year and three months	One year
2. Mason (Building Constructor)	Two years	One year		
3. Plumber	Two years	One year		
18. Building Service And Maintenance	Two years	1. Building Maintenance Technician	One year and three months	One year
2. Mason (Building Constructor)	Two years	One year		
19. Carpentry And Furniture Making	One year	1. Carpenter	Two years	One year and six months
20. Furniture Making And Designing	Two years	1. Carpenter	Two years	One year
21. Furniture Making	Two years	1. Carpenter	Two years	One year
22. Architect Draughtsman	Two years	1. Draughtsman (Civil)	Two years	One year
23. Draughtsman Civil	Two years	1. Draughtsman (Civil)	Two years	One year
24. Draughtsman Mechanical	Two years	1. Draughtsman Mechanical	Two years	One year
25. Repair And Rewinding of Electrical Domestic Appliances	Two years	1. Electrician	Two years	One year 2. Wireman
2. Wireman	Two years	One year		
26. Repair And Rewinding of Electric Motors	Two years	1. Electrician	Two years	One year
2. Wireman	Two years	One year		
27. Electrical Engineering	Two years	1. Electrician	Two years	One year

2. Wireman	Two years	One year		
28. High Voltage Engineering	Two years	1. Electrician	Two years	One year
		2. Wireman	Two years	One year
29. Illumination Engineering	Two years	1. Electrician	Two years	One year
2. Wireman	Two years	One year		
30. Electrical Instrumentation	Two years	1. Electrician	Two years	One year
2. Wireman	Two years	One year		
31. Electrician	Two years	1. Electrician	Two years	One year
2. Wireman	Two years	One year		
32. Radio And Audio System	Two years	1. Electronic Mechanic	Two years	One year
33. T.V. Video System	Two years	1. Electronic Mechanic	Two years	One year
34. Consumer Electronics	Two years	1. Electronic Mechanic	Two years	One year
2. Mechanic Consumer Electronics	Two years	One year		
35. Industrial Electronics	Two years	1. Electronic Mechanic	Two years	One year
2. Mechanic Communication Equipment Maintenance	Two years	One year		
36. Electronics Instrument & Measurement	Two years	1. Electronic Mechanic	Two years	One year
37. Trouble Shooting of Electronics Equipment	Two years	1. Electronic Mechanic	Two years	One year
		2. Mechanic Communication Equipment Maintenance	Two years	One year
38. Electroplating	Two years	1. Electroplater	Two years	One year
39. General Fitter cum Mechanic	Two years	1. Fitter	Two years	One year

40. Mechanical Technician	Two years	1. Fitter	Two years	One year
41. Mechanical Engineering	Two years	1. Fitter	Two years	One year
42. Interior Decoration and Designing	One year	1. Interior Designer and Decorator	Two years	One year and six months
43. Interior CAD Operator	Two years	1. Interior Designer and Decorator	Two years	One year
44. Machinist	Two years	1. Machinist	Two years	One year
45. Mechanical Engineering	Two years	1. Machinist	Two years	One year
46. Mechanical Technician	Two years	1. Machinist	Two years	One year
47. Machinist Grinder	Two years	1. Machinist Grinder	Two years	One year
48. Maintenance Mechanic Chemical Plant	Two years	1. Maintenance Mechanic Chemical Plant	Two years	One year
49. Hotel Management and Catering Technology	One year	1. Food Production (General)	Two years	One year and three months
2. Food Production (Vegetarian)	Two years	One year and six months		
3. Steward	One year and six months	One year		
50. Cookery Technician	One year	1. Food Production (General)	Two years	One year and six months
2. Food Production (Vegetarian)	Two years	One year and six months		
51. Food Processing	One year	1. Food Production (General)	Two years	One year and three months
2. Food Production (Vegetarian)	Two years	One year and six months		
3. Steward	One year and six months	One year		
	Two years			One year

52. Food Processing Technology		1. Food Production (General)	Two years	
2. Food Production (Vegetarian)	Two years	One year		
3. Steward	One year	One year and three months		
53. Catering and Restaurant Management	Two years	1. Food Production (General)	Two years	One year
2. Food Production (Vegetarian)	Two years	One year		
3. Steward	One year and three months	One year		
54. Foundryman	One year	1. Foundryman	Two years	One year and six months
55. Electronics Technology	One year	1. Mechanic Communication Equipment Maintenance	Two years	One year and six months
56. Mechanic of Industrial Electronics	One year	1. Mechanic Communication Equipment Maintenance	Two years	One year and six months
57. Basic Electronics Engineering	One year	1. Mechanic Communication Equipment Maintenance	Two years	One year and six months
58. Mechanic DTH/ Communication System	One year	1. Mechanic Communication Equipment Maintenance	Two years	One year and six months
59. Industrial Electronics	Two years	1. Mechanic Communication Equipment Maintenance	Two years	One year and six months
60. Troubleshooting of Electronics Equipment	Two years	1. Mechanic Communication Equipment Maintenance	Two years	One year and six months
61. Automobile Engineering	One year	1. Mechanic Repair and	Two years	One year and three months

		Maintenance of Vehicle		
2. Mechanic Motor Cycle	One year and six months	One year		
3. Mechanic Diesel	Two years	One year and six months		
62. Mechanic Auto Engineering	One year	1. Mechanic Repair and Maintenance of Vehicle	Two years	One year and three months
2. Mechanic Motor Cycle	One year and six months	One year		
3. Mechanic Diesel	Two years	One year and six months		
63. Diesel Mechanic	One year	1. Mechanic Repair and Maintenance of Vehicle	Two years	One year and three months
2. Mechanic Diesel	Two years	One year and six months		
64. Auto Engineering Technology	Two years	1. Mechanic Repair and Maintenance of Vehicle	Two years	One year and three months
2. Mechanic Motor Cycle	One year and six months	One year		
1. Mechanic Diesel	Two years	One year and six months		
2. Mechanic Motor Vehicle	One year and six months	One year		
65. Auto Engineering Technician	Two years	1. Mechanic Repair and Maintenance of Vehicle	Two years	One year and three months
2. Mechanic Motor Cycle	One year and six months	One year		
3. Mechanic Diesel	Two years	One year and six months		
4. Mechanic Motor Vehicle	One year and six months	One year		
	Two years			

66. Mechanic Motor Vehicle		1. Mechanic Repair and Maintenance of Vehicle	Two years	One year and three months
2. Mechanic Motor Cycle	One year and six months	One year		
3. Mechanic Motor Vehicle	One year and six months	One year		
67. Basic Refrigeration and Air Conditioning	Two years	1. Mechanic Refrigeration and Air Conditioning	Two years	One year
68. Industrial Refrigeration and Air Conditioning	Two years	1. Mechanic Refrigeration and Air Conditioning	Two years	One year
69. Air Conditioning and Refrigeration Technician	Two years	1. Mechanic Refrigeration and Air Conditioning	Two years	One year
70. Automobile Electronics	Two years	1. Mechanic Auto Electrical and Electronics	Two years	One year
71. Installation Maintenance and Service of Medical Equipment	Two years	1. Mechanic Medical Electronics	Two years	One year
72. Water Supply and Sanitary Engineering	Two years	1. Plumber	Two years	One year
2. Pump Operator cum Mechanic	Two years	One year		
3. Sanitary Hardware Fitter	One year and three months	One year		
73. Pump Operator cum Mechanic	Two years	1. Plumber	Two years	One year
2. Pump Operator cum Mechanic	Two years	One year		
3. Sanitary Hardware Fitter	One year and three months	One year		
74. Mechanic Technology	One year	1. Sheet Metal Worker	Two years	One year and six months
75. Sheet Metal Worker	One year			



		1. Sheet Metal Worker	Two years	One year and six months
76. Mechanical Engineering	Two years	1. Sheet Metal Worker	Two years	One year
2. Turner	Two years	One year		
77. Mechanical Technician	Two years	1. Sheet Metal Worker	Two years	One year
2. Turner	Two years	One year		
78. General Fitter cum Mechanic	Two years	1. Sheet Metal Worker	Two years	One year
79. Construction Surveyor	Two years	1. Surveyor	Two years	One year
80. Turner	Two years	1. Turner	Two years	One year
81. CNC Turning	Two years	1. Turner	Two years	One year
82. Fabrication (Fitting and Welding)	One year	1. Welder (Gas and Electric)	One years and three months	One year
83. Production and Manufacturing	One year	1. Welder (Gas and Electric)	One years and three months	One year
84. Structural Fabrication and Repairs Technology	One year	1. Welder (Gas and Electric)	One years and three months	One year
85. General Welding	Two years	1. Welder (Gas and Electric)	One years and three months	One year
86. Welding Technology	Two years	1. Welder (Gas & Electric)	One years and three months	One year

87. Welding Fabrication and Automation	Two years	1. Welder (Gas and Electric)	One years and three months	One year
88. Weld Testing and Quality Management	Two years	1. Welder (Gas and Electric)	One years and three months	One year
89. Welding Technique	Two years	1. Welder (Gas and Electric)	One years and three months	One year
90. Structure and Fabrication	Two years	1. Welder (Gas and Electric)	One years and three months	One year
91. Electrical Wiring Estimation and Costing	Two years	1. Wireman	Two years	One year
92. Repair and Rewinding of Electrical Domestic Appliances	Two years	1. Wireman	Two years	One year
93. Repair and Rewinding of Electric Motors	Two years	1. Wireman	Two years	One year
94. Lineman	Two years	1. Wireman	Two years	One year
95. Hospitality	One year	1. House Keeper (Hotel)	One year and three months	One year
2. Steward	One years and three months	One year		
96. Facility Management	One year	1. House Keeper (Hotel)	One years and three months	One year
2. Steward		One year		

	One year and three months			
97. Hospitality Management	Two years	1. House Keeper (Hotel)	One year and three months	One year
2. Steward	One years and three months	One year		
98. Institutional House Keeping	Two years	1. House Keeper (Hotel)	One years and three months	One year
2. Steward	One year and three months	One year		
99. Hospitality Management In Offices	Two years	1. House Keeper (Hotel)	One years and three months	One year
2. Steward	One year and three months	One year		
100. Basic of Hospitality Industry Management	Two years	1. House Keeper (Hotel)	One years and three months	One year
2. Steward	One year and three months	One year		
101. Fashion Design and Jewelry Textile	One year	1. Dress Maker	One years and three months	One year
102. Garments Manufacturing and FashionDesigning	One year	1. Dress Maker	One years and three months	One year
103. Apparel	One year	1. Dress Maker	One years and	One year

			three months	
104. Sewing Science Teacher	One year	1. Dress Maker	One years and three months	One year
105. Sewing Cloth Dressing Teacher	One year	1. Dress Maker	One years and three months	One year
106. Fashion Designing and Clothing Construction	Two years	1. Dress Maker	One years and three months	One year
107. Commercial Garment Designing and Making	Two years	1. Dress Maker	One years and three months	One year
108. Fashion Garment Making	Two years	1. Dress Maker	One years and three months	One year
109. Clothing for Family	Two years	1. Dress Maker	One years and three months	One year
110. Master of Tailoring	Two years	1. Dress Maker	One years and three months	One year
111. Clothing of Embroidery	Two years	1. Dress Maker	One years and three months	One year

2. Surface Ornamentation Techniques (Embroiderer)	One years and three months	One year		
112. Fashion Merchandising and Production	Two years	1. Dress Maker	One years and three months	One year
113. Fashion Technology	Two years	1. Dress Maker	One years and three months	One year
114. Professional Beautician	Two years	1. Hair and Skin Carer	One years and three months	One year
115. Creative Design and Pattern Cutting	One year	1. Leather Goods Maker	Two years	One year and six months
2. Footwear Maker	Two years		One year and six months	
116. Leather Footwear	One year	1. Leather Goods Maker	Two years	One year and six months
2. Footwear Maker	Two years		One year and six months	
117. Footwear Technology	Two years	1. Leather Goods Maker	Two years	One year
2. Footwear Maker	Two years		One year	
118. Manufacturing of Leather Goods	Two years	1. Leather Goods Maker	Two years	One year
2. Footwear Maker	Two years		One year	
119. Leather Manufacturing	Two years	1. Leather Goods Maker	Two years	One year
2. Footwear Maker	Two years		One year	
120. Bakery and Mithaikala	One year	1. Baker and Confectioner	Two years	One year and six months
121. Bakery and Confectionery Technician	One year	1. Baker and Confectioner	Two years	One year and six months

122. Bakery and Confectionery Management	Two years	1. Baker and Confectioner	Two years	One year
123. Desk Top Publishing Technique	Two years	1. Desk Top Publishing Operator	Two years	One year

## II

(See rule 4)(1)Standard of physical fitness for trainingA candidate should be free from evidence of any contagious or infectious disease. He should not be suffering from any disease which is likely to be aggravated by service or is likely to render him unfit for service or endanger the health of the public. He should also be free from evidence of tuberculosis in any form, active or healed.(2)Height, Weight and ChestCandidates would satisfy the following minimum standards, namely:-Height: 137 centimetres; Weight: 25.4 kilograms; Chest expansion should not be less than 3.8 centimetres irrespective of size of chest:Provided that where a candidate does not satisfy the said minimum standards but is certified in writing by a Medical Officer not below the rank of an Assistant Surgeon (Gazetted), to be physically fit for being engaged as an apprentice in a particular trade under the Apprentices Act, 1961, he may be engaged as an apprentice in that trade.(3)EyesThere should be no evidence of any morbid condition of either eye or of the lids of either eye which may be liable to risk of aggravation or recurrence.STANDARD OF VISION(A)Visual acuity[The candidates having vision in one eye shall be eligible to undergo Apprenticeship Training, except in the following seventeen trades, namely:- [ Substituted by G.S.R. 221, dated 21-4-1993 (w.e.f. 1-5-1993). ]

### 1. Electrician Aircraft

### 2. Watch and Clock Mechanic

### 3. Driver Cum-Fitter

### 4. Surveyor

### 5. Process Cameraman

### 6. Sirdar

### 7. Rigger (Engineering & Chemical Industry)

### 8. Shotfirer/Blaser (Mines)

**9. Mate (Mines)**

**10. Mechanic Radio and Radar Aircraft**

. Ceramic Moulder. Ceramic Caster

**13. Ceramic Kiln Operator**

**14. Ceramic Press Operator**

**15. Ceramic Modeller**

**16. Ceramic Decorator**

**17. Optical Worker.]**

The minimum standard of visual acuity for all trades shall be : 6/18 in each eye or 6/12 in one eye and 6/24 in the other eye without glasses of 6/9 with glasses in both eyes. Candidates with vision in one eye only shall be rejected. (B) Colour Vision:-not required (4) Ears Hearing must be good in both ears and there should be no sign of suppurative disease. No hearing aid shall be permitted. (5) Skin There should be no evidence of acute or chronic skin disease or chronic ulceration. (6) Speech Speech should preferably be without impediment. (7) Alimentary system

**1. Candidates should have sufficient number of natural teeth (in healthy state) for mastication.**

**2. Spleen should not be palpably enlarged and there should be no evidence of tenderness in the splenic area.**

**3. Liver should not be palpable or tender.**

**4. There should be no oral sepsis.**

**5. There should be no sugar in the urine.**

**6. Candidates should not be suffering from haemorrhoids, fissures in anus fistula and hernia or bubonocoele or ischio-rectal abscess or hydrocele.**

(8) Cardio-Vascular System

**1. Blood pressure should not exceed 85 diastolic and 140 systolic.**

**2. Candidates with low blood pressure (i.e., systolic below 100) should be rejected.**

**3. There should be no sign of any cardio-vascular disease.**

(9)Respiratory SystemCandidates should be free from all diseases of respiratory system. There should be no deformity of chest which may cause impediment to breathing.(10)Genito-Urinary SystemThere should be no evidence of genito-urinary disease or any abnormality.(11)Skeletal System

**1. The function of all limbs should be within normal limits.**

**2. There should be no evidence of serious deformity of the spinal column or of the extremities.**

(12)Nervous SystemThere should be no evidence of any disease of nervous system or of any mental disease.(13)Glandular SystemThere should be no evidence of tuberculosis or other disease of the glandular system including the endocrine glands.[Schedule II-A] [Substituted by Notification No. G.S.R. 502(E), dated 16.6.2015 (w.e.f. 16.3.2001).](See rule 5)

S. No.	Name of State/ Union territory	Ratio of Scheduled Caste apprentices to the total apprenticesin designated trade	Ratio of Scheduled Tribe apprentices to the total apprenticesin designated trade
1.	Andhra Pradesh	1:7	1:15
2.	Arunachal Pradesh	---	1:2
3.	Assam	1:15	1:9
4.	Bihar	1:7	1:100
5.	Chattisgarh	1:9	1:4
6.	Gujarat	1:15	1:7
7.	Goa	1:50	1:8
8.	Haryana	1:5	---
9.	Himachal Pradesh	1:4	1:25
10.	Jammu and Kashmir	1:12	1:9
11.	Jharkhand	1:9	1:4
12.	Karnataka	1:7	1:15
13.	Kerala	1:10	1:100
14.	Madhya Pradesh	1:7	1:5



15.	Maharashtra	1:10	1:11
16.	Manipur	1:33	1:3
17.	Mizoram	---	1:2
18.	Meghalaya	---	1:2
19.	Nagaland	---	1:2
20.	Odisha	1:7	1:4
21.	Punjab	1:4	---
22.	Rajasthan	1:6	1:8
23.	Sikkim	1:20	1:5
24.	Tamil Nadu	1:5	1:100
25.	Tripura	1:6	1:3
26.	Telangana	1:16	1:32
27.	Uttar Pradesh	1:5	1:100
28.	Uttarakhand	1:6	1:3
29.	West Bengal	1:5	1:20
30.	Andaman and Nicobar Islands	---	1:13
31.	Chandigarh	1:6	---
32.	Dadra and Nagar Haveli	1:50	1:2
33.	Delhi	1:6	1:13
34.	Daman and Diu	1:3	1:11
35.	Lakshadweep	---	1:2
36.	Puducherry	1:7	---

[Schedule III] [Substituted by Notification No. G.S.R. 502(E), dated 16.6.2015 (w.e.f. 16.3.2001).](See rule 14)Format-1 Model Contract of Apprenticeship Training for Major/ Minor Apprentices

### Photograph of Apprentice

1. Name and address of establishment : \_\_\_\_\_

with Tel. no., Fax No. and E-mail address \_\_\_\_\_

\_\_\_\_\_
2. (a) Name of apprentice (Block Letter)

- (b) Father's/Mother's /Husband's
3. Address of apprentice : \_\_\_\_\_
4. Gender (please ☐ : Male/ Female/ Transgender
5. Date of birth : \_\_\_\_\_
- 6 (a) Whether belongs to SC/ ST/ O  
Minority  
(please ☐
- (b) Name of the category
7. Educational Qualification
- (a) Academic Qualification
- (b) Technical qualification
- (v)
- (vi)
- (vii)
- (viii)
8. (a) Date of execution of contract  
(b) Age on the date of execution of
9. Name of the trade for which  
apprentice is for : \_\_\_\_\_  
apprenticeship training
10. (a) Duration of apprenticeship tra  
(b) Period of apprenticeship train
11. Rates of Stipend : The  
minimum prescribed stipend  
per month to be paid by the  
employer to apprentice
- (a) During 1st year of training
- (b) During 2nd year of training
- (c) During 3rd and 4th year of tra
12. (a) Name and address of Guardian

(in case of apprentice is  
minor)

(b)

Relationship with the apprentice

13.

Name and Address of the  
Surety

: \_\_\_\_\_

14.

We, the Employer, Apprentice  
or Guardian\*\* and the  
Surety solemnly declare that  
we have read the Apprentices  
Act, 1961 and the  
Apprenticeship Rules, 1992  
regarding the contract  
of apprenticeship training  
including obligations and  
agree to abide by all the  
provisions made thereunder.  
In case of default by either  
the apprentice or the  
employer, we agree to  
compensate the other party as  
per the provisions of the  
Apprenticeship Rules, 1992  
(Main Provisions of the Rules  
may be seen in the Enclosure).

Signature of the Employer with seal

Signature of Apprentice

Signature of Guardian\*\*

15.

Name of Witnesses with their  
Address

(1)

(2)

\*\*\*16.

Contract Registration Number : \_\_\_\_\_

(To be given by the Office of  
the Apprenticeship Adviser)

\* Minor apprentice is an apprentice who has not completed eighteen years of age. \*\* Guardian, in case of minor apprentices \*\*\* Mandatory only for designated trades Enclosure to Contract of Apprenticeship Training The main provisions of the Apprenticeship Rules relating to the Contract of Apprenticeship Training are -

**1. The employer shall pay stipend per month to the trade apprentices at the minimum rates (as per the provision of sub-rule (1) of rule 11 of the Apprenticeship Rules, 1992)**

- |     |                                     |   |   |
|-----|-------------------------------------|---|---|
| (a) | During 1st year of training         | : | Seventy per cent. of minimum wage of semi-skilled workers notified by the respective State or Union territory |
| (b) | During 2nd year of training         | : | Eighty per cent. of minimum wage of semi-skilled workers notified by the respective State or Union territory  |
| (c) | During 3rd and 4th year of training | : | Ninety per cent. of minimum wage of semi-skilled workers notified by the respective State or Union territory: |

Provided that in the case where the minimum rate of wage for a trade is not notified by the State Government or Union territory, then, the maximum of minimum wages of the Scheduled Employment notified by such State Government or Union territory 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 National Council, shall be taken into account for the purpose of determining the rate of stipend payable.

**2. The employer shall pay stipend per month to the Graduate, Technician and Technician (Vocational) apprentices at the minimum rates (as per the provisions of sub-rule (2) of rule 11 of the Apprenticeship Rules, 1992)**

- |     |  |   |          |
|-----|--|---|----------|
| (a) | Graduate Apprentices                                 | : | Rs. 4984 |
| (b) | Sandwich Course (Students from Degree Institutions)  | : | Rs. 3542 |
| (c) | Technician Apprentices                               | : | Rs. 3542 |
| (d) | Sandwich course (Students from Diploma Institutions) | : | Rs. 2890 |
| (e) | Technician (Vocational) Apprentices                  | : | Rs. 2758 |

**3. The stipend prescribed for graduate apprentices shall be paid by the employer to those apprentices who possess a degree of minimum three years duration after 10+2 system of education and undergoing apprenticeship training in optional trade.**

**4. The stipend prescribed for technician apprentices shall be paid by the employer to those apprentices who possess a diploma of three years after 10th class or diploma of two years after 12th pass and undergoing apprenticeship training in optional trade.**

**5. The stipend prescribed for technician (vocational) apprentices shall be paid by the employer to those apprentices who possess a certificate in vocational course involving two years of study after completion of secondary stage of school education and undergoing apprenticeship training in optional trade.**

**6. The stipend prescribed for trade apprentices shall be paid by the employer to all other apprentices undergoing apprenticeship training in optional trade according to their period of apprenticeship training.**

**7. The stipend for a particular month shall be paid by the tenth day of the following month. No deduction shall be made from the stipend for the period during which an apprentice remain on leave as observed in the establishment.**

**8. Where the Contract of Apprenticeship is terminated through failure on the part of the employer in carrying out the terms and conditions of the Contract (as notified under the Apprenticeship Rules, 1992), he shall pay to the apprentice such compensation as may be provided by the Central Government.**

**9. In the event of premature termination of Contract of Apprenticeship for failure on the part of apprentice to carry out the terms and condition of the contract (as notified under the Apprenticeship Rules, 1992), the surety at the request of apprentice hereby guarantees to employer the payment of such amount as determined by the Apprenticeship Adviser as and towards the cost of training.**

**10. The liability of the surety is limited to an amount of two thousand five hundred rupees with interest at twelve per cent. per annum.**

[\* \* \*] [Omitted 'FORMAT-1A' by Notification No. G.S.R. 63(E), dated 20.1.2017 (w.e.f. 16.3.2001).]

FORMAT-1A LAST DATE FOR FORWARDING THE CONTRACTS FOR REGISTRATION{|

For the apprentices engaged from 16th January to 15th April

For the apprentices engaged from 16th April to 15th July

For the apprentices engaged from 16th July to 15th October

For the apprentices engaged from 16th October to 15th January :

30th A

31st J

31st C

31st J

Name and Address

of Establishment.....

Telephone No .....

Telegram.....

Fax

No.....

E-Ma

Addre

To The State/Union Territory Apprenticeship Adviser/The Regional Director of Apprenticeship Training  
Subject:-Intimation regarding engagement, of apprentices and forwarding their contracts for registration  
Sir/Madam, Following apprentices have been engaged in our establishment. Their contracts are forwarded for registration.

Serial Number Name Father's/Mother's/Husband's Name Trade

We have satisfied ourselves that they fulfil the eligibility criteria as per the provisions of Apprentices Act, 1961 and rules made thereunder. Copies of attested certificates are also enclosed. Yours faithfully,.....Signature of Employer with Designation and Seal  
Encl.: As stated above  
Format - 2 Proforma of Work Diary

Name and Address of Establishment :

Name of Apprentice :

Trade :

Registration Number :

Serial Number Date (Week) Competencies covered during the week Signature of Supervisor

Note: The list of competencies to be indicated as laid down in the course of trade. The work diary shall be maintained by the Apprentice and countersigned by his supervisor once a week. [ \* \* \* ]  
[Omitted 'Format-3, Format-3A, Format-4, Form Apprenticeship-1, Apprenticeship Training Scheme-1, Apprenticeship Training Scheme -2(For RDAT), Apprenticeship Training Scheme -3(State/ Union Territory), Form Apprenticeship-2' by Notification No. G.S.R. 63(E), dated 20.1.2017 (w.e.f. 16.3.2001).]

FORMAT-3 LAST DATE FOR FORWARDING THE APPLICATION{

For the All India Trade Test to be held in April /May : 31st December of previous year

For the All India Trade Test to be held in October/November : 30th June

Application Form for Appearing at the All India Trade Test to be held in.....(Month).....(Year) under the Apprentices Act, 1961 as Regular Candidate

1. Name (In block letters) ..... Photograph of Apprentice

2. Father's/Mother's/Husband's Name  
.....

3. MailingAddress.....

4. Name and Address of Establishment where undergoing  
ApprenticeshipTraining.....

5. Name of the DesignatedTrade.....

6. Contract Registration Number .....

7. Period of ApprenticeshipTraining..... From.....  
to.....

8. Whether passed in the subject of Social Studies? If so, please give  
following details -  
(a) All India Trade Test for Craftsmen held  
in.....(Month).....(Year)  
(b) Marks obtained in the subject of Social Studies .....  
(Please enclose attested copies of certificate)  
.....

Signature of Employer with Seal ..... Signature of Apprentice with Date  
(For office use in RDAT/SAA)  
May be allowed subject to fulfillment of eligibility criteria.  
If not allowed reason  
therefore.....

.....  
Name and Signature of Regional  
Director/SAA

### FORMAT-3ALAST DATE FOR FORWARDING OF APPLICATION

For the All India Trade Test to be held in April/May :

31st December  
previous year

For the All India Trade Test to be held in October/November :

30th June

Name and Address  
ofEstablishment.....

Telephone No .....

Fax  
No.....

Telegram.....

E-Mail  
Address.....

ToThe State/Union Territory Apprenticeship Adviser/The Regional Director of Apprenticeship  
TrainingSubject:- Forwarding of Application Forms of Apprentices for All India Trade Test to be  
held in.....(Month).....(Year)Sir/Madam, The application forms in respect of the following  
apprentices are forwarded for appearing in All India Trade Test to be held in  
.....(Month).....(Year)

Serial Number Designated Trade Name of the Apprentice Contract Number Registration

A Demand Draft drawn in favour of.....is also forwarded towards examination fee of above apprentices @ Rs .....Certified that the progress and attendance of above apprentices are satisfactory.Date .....Signature of the Employer with Designation and Seal

**FORMAT-4 ELIGIBILITY CERTIFICATE FOR APPEARING AT ALL INDIA TRADE TEST ALONGWITH ASSESSMENT OF THE APPRENTICES**

Name and Address of

Establishment.....

TelephoneNo.....

Telegram.....

Name and Address of Trade Testing Centre .....

All India Trade Test to be held in.....(Month).....(Year)

Sl. No.

Trade Theory

20

Certified that the abovementioned apprentices fulfil all the stipulated conditions laid down in the enclosure and are eligible to appear in the All India Trade Test to be held in .....(Month).....(Year).The above candidates have been allowed to appear at All India Trade Test by the RDAT/SAA as indicated on their application form enclosed herewith.....Signature of the Employer with Designation and SealDate.....Note.- This information should be sent to the Trade Testing Centre fifteen days prior to the commencement of All India Trade Test.

**ENCLOSURE TO ELIGIBILITY CERTIFICATE**

Instructions and Guidance to determine eligibility of a candidate for appearing at All India Trade Test under the Apprentices Act, 1961

For determining the eligibility of a candidate to appear at All India Trade Test (AITT), the following points are to be taken into account:-



- 1. Only those apprentices whose contracts have been registered are eligible for appearing at AITT.**
- 2. The apprentices who will complete contractual period of training on or before 15th April or 15th October of the calendar year would be eligible for appearing at AITT to be held in April/May or October/November respectively.**
- 3. A candidate who has completed/will be completing Apprenticeship Training on or before the dates as stated at Si. No. 2 above and has put in the minimum attendance,i.e., 200 days per year of apprenticeship training which includes 33 days attendance in Related Instruction Classes or establishments working for 5 days in a week and 240 days of attendance per year of apprenticeship training which includes 40 days of attendance in R.I. Classes for establishments working for 6 days in a week is eligible for appearing at AITT.**
- 4. A candidate who has completed/will be completing Apprenticeship Training as stated above but failed/will be failing to acquire minimum attendance for circumstances beyond his control and the employer is satisfied with the grounds for shortfall in attendance and certifies that the apprentice has otherwise completed the full apprenticeship course, he shall be considered as having completed the full period of training and shall be eligible for appearing at AITT.**
- 5. A candidate who has completed/will be completing Apprenticeship Training on or before the dates as stated above but failed/will be failing to put in the minimum period of attendance has not completed the full apprenticeship course, he shall not be considered as having completed the full period of training and the employer shall under sub-rule (2) of rule 7 of Apprenticeship Rules, 1992 extend his period of training until he completes the full apprenticeship course, and the next test is held if so required by the Apprenticeship Adviser. Similar extension of the period of training may also be allowed in case of those apprentices who having completed but failed in the AITT. An apprentice who fails in the second test shall not be allowed for any extension of the period of training.**

FORM APPRENTICESHIP-1

## for Submission of Half Yearly Returns

For the half year ending) June :

By 15th July

For the half year ending December :

By 15th Jan

Report for the half yearly

ending.....

Name and Address of Establishment

.....

Telephone No.....

Fax

No.....

Telegram.....

E-Mail

Address.....

Name of the Chief Executive

Officer.....

Name and Designation of Officer In-charge of

Training.....

Nature of Product/Service Central Public Sector/State Public Sector/Private

Sector.....

Sl. No.

Designated

Fresher

ITI passed o

1

2

Out of  
Apprentices  
undergoing  
Training

Scheduled  
Castes

Scheduled  
Tribes

Other Backward Classes

Persons  
with  
Disability

Women Minorities

Visually  
impaired

Hearing  
impaired

Orthopaedicallyhandicapped Total

(14+15+16)

11 12 13 14 15 16 17 18 19

.....Date

.....Name and Signature of

EmployerNote.- This information should be sent to the concerned Apprenticeship Adviser every six month.APPRENTICESHIP TRAINING SCHEME-1

## for Submission of Half Yearly Returns

For the half year ending June :

By 31

For the half year ending December :

By 31

Report for the half

yearlyending.....

Name and Address of Regional Director of

Apprenticeship.....

Training/State/UT/Apprenticeship

Adviser.....

TelephoneNo.....

Fax  
No....

Telegram.....

E-Ma  
Addre

Sl. No.

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Indus  
out

1

2

Out of  
Apprentices  
undergoing  
Training

Scheduled Castes	Scheduled Tribes	Other Backward Classes	Persons with Disability	Women	Minorities	
Visually impaired	Hearing impaired	Orthopaedicallyhandicapped	Total(14+15+16)			
11	12	13	14	15	16	17 18 19

.....Name and Signature of Apprenticeship  
AdviserDate.....APPRENTICESHIP TRAINING SCHEME-2  
(FOR RDAT)

## for Submission of Half Yearly Returns

For the half year ending June:

For the half year ending December:

Report for the half yearly ending

.....  
Name and Address of Regional Director of Apprenticeship Training

.....  
TelephoneNo.....

Telegram.....

Sl. No.

Uptothe end of previous half year

1

Out of  
Apprentices  
undergoing  
Training

Scheduled Castes	Scheduled Tribes	Other Backward Classes	Persons with Disability	Women	Minorities	
Visually impaired	Hearing impaired	Orthopaedicallyhandicapped	Total(15+16+17)			
12	13	14	15	16	17	18 19 20

.....Name and Signature of Regional  
DirectorDate.....APPRENTICESHIP TRAINING SCHEME-3 (STATE/UNION  
TERRITORY)

## for Submission of Half Yearly Returns

For the half year ending June:

For the half year ending December:

Report for the half

yearlyending.....

Name and Address of State Apprenticeship Adviser

Training.....

TelephoneNo.....

Telegram.....

Sl. No.

Uptothe end of previous half year

1

1. State Public Sector

2. Private Sector

Out of  
Apprentices  
undergoing  
Training

Scheduled Castes	Scheduled Tribes	Other Backward Classes	Persons with Disability	Women	Minorities	
Visually impaired	Hearing impaired	Orthopaedicallyhandicapped	Total(15+16+17)			
12	13	14	15	16	17	18 19 20

FORM APPRENTICESHIP-2[TO BE SUBMITTED WITHIN TEN DAYS FROM THE DATE OF ENGAGEMENT OF APPRENTICES APPLICABLE ONLY TO GRADUATE OR TECHNICIAN OR TECHNICIAN (VOCATIONAL) APPRENTICES]

Passport  
size photo  
of  
apprentice

Please state  
whether the  
apprentice is a  
student of  
Sandwich  
course:

Yes/No

Personal  
details

Name and address of establishment	Nature of Industry and Standard	Registration number and Date of	Subject field in Engineering	Date of commencement of training	Name and address of apprentice	Name and address of father/guardian
---	---------------------------------------	---------------------------------------	------------------------------------	--	--------------------------------------	---

Industrial Classification Code No.	Contract of apprenticeship	/	Technology/ Vocational course			
1	2	3	4	5	6	7

Educational qualification at  
entry

Date, month and year of birth	Examination passed	Name of Institution	Date of passing	Remarks
-------------------------------	-----------------------	---------------------	-----------------	---------

Period of training.....Date of completion of training.....Rate of stipend to.....|}[FORM APPRENTICESHIP-1] [Renumbered 'Form Apprenticeship-3' by Notification No. G.S.R. 63(E), dated 20.1.2017 (w.e.f. 16.3.2001).]RECORD PAID OF PROGRESS OF APPRENTICE[TO BE SUBMITTED ONCE IN A QUARTER IN RESPECT OF GRADUATE OR TECHNICIAN OR TECHNICIAN (VOCATIONAL) APPRENTICES](1)Name of Apprentice.....(2)Registration Number.....(3)Subject field in Engineering or Technology or Vocational Course.....(4)Under training at.....(5)Date of commencement of training.....(6)Area of training during the quarter.....(7)Progress report for quarter.....to.....(i)Aptitude for training.....(ii)Performance during the quarter .....(iii)Shortcomings, if any.....(iv)Reaction of trainee to corrective action at (iii) above .....(v)Assessment:-Excellent/Above Average/Average/Below Average(Strike out those not applicable).....Signature of Officer/Executive-in-charge of Training"Remarks.....Signature of Manager of the Industry/Establishment"

## IV

(See rule 9)

### 1. In case of Trade Apprentices:

(a)Must possess a degree or diploma in Engineering or Technology or equivalent qualification recognised by Government of India.OR(b)National Apprenticeship Certificate with minimum five years experience.

### 2. In the case of Graduate Apprentices:

Must hold a degree in Engineering or Technology or equivalent qualification as recognised by the Government of India.

### **3. In the case of Technician and Technician (Vocational) Apprentices:**

Must hold degree or diploma in engineering or certificate in Vocational Course or equivalent qualification recognised by the Government of India.

**4. The person placed in over all charge of training of apprentices may be assisted by such number, as is considered necessary, of shop floor of workshop personnel who have practical know how to guide the apprentices. It is desirable that the person in charge should have industrial experience.**

### **5. Desirable qualification in the case of 1, 2 and 3 above:**

Training in Central Staff Training and Research Institute/Teacher Training Institute/Central Training Institute.[SCHEDULE IV-A [ Inserted by G.S.R. 190 (E), dated 26-2-1999 (w.e.f. 28-2-1999). ](See rule 9-A)

#### **1. Staffing pattern**

(a)Basic training centre

**1. One Trade Instructor.....for every 16 apprentices.**

**2. One Drawing Instructor.....for every 150 apprentices.**

**3. One Instructor (Workshop Calculation and Science) .....for every 150 apprentices.**

**4. One Social Study Instructor.....for every 400 apprentices.**

(b)Shop floor training including related instructions

**1. One Trade Instructor.....for every 40 apprentices.**

**2. One Drawing Instructor.....for every 150 apprentices.**

**3. One Workshop Calculation and Science Instructor .....for every 150 apprentices.**

II. Qualifications of instructional staff for basic training centre and shop floor training including related instructionsTrade Instructor/Drawing Instructor/Workshop Calculation and Science Instructor:-Essential:(a) (i) Passed 10th Standard.(ii)Passed National Apprenticeship Certificate



Examination in relevant trade with five years experience in industry. OR (b) Diploma in Engineering/Technology in appropriate branch with three years experience. Desirable: Passed Instructor Training Course in relevant trade from any of the Advanced Training Institute or Central Training Institute for instructors under the Directorate General of Employment and Training, Ministry of Labour. ] [OR [ Added by G.S.R. 128, dated 22-3-2000 (w.e.f. 8-4-2000). ] Passed Advanced Training Course in the relevant trade followed by training in Principle of Teaching from any Regional Vocational Training Institute for Women or National Vocational Training Institute for Women under Directorate General of Employment and Training, Ministry of Labour. ]

## V

(See rule 6) I. OBLIGATIONS OF EMPLOYER (BOTH IN THE CASE OF MAJOR AND MINOR TRADE APPRENTICES) (Under section 11 of the Apprentices Act, 1961) (1) The employer shall make suitable arrangements in the workshop for imparting a course of practical training to the apprentice in accordance with the programme approved by the Central/State Apprenticeship Adviser and the syllabus approved by the Central Government in consultation with the Central Apprenticeship Council. (2) (a) Such of those employers as specified in sub-section (4) of section 9 shall make suitable arrangements to impart course of basic training to the apprentice in accordance with the syllabus approved by the Central Government in consultation with the Central Apprenticeship Council, either in separate parts of the workshop building or in a separate building set-up by the employer. [\* \*] [Omitted '(b) Such of those employers as specified in sub-section (5) of section 9 shall make suitable arrangements in a training institute set up by the Government for imparting a course of basic training to the trade apprentice in accordance with the syllabus approved by the Central Government in consultation with the Central Apprenticeship Council.' by Notification No. G.S.R. 502(E), dated 16.6.2015 (w.e.f. 16.3.2001).] [\* \*] [Omitted '(3) The employer shall release the apprentice for receiving related instructions as required by section 10 of the Apprentices Act, 1961, treating any time spent in attending such classes as part of his paid period of work.' by Notification No. G.S.R. 502(E), dated 16.6.2015 (w.e.f. 16.3.2001).] (4) (a) The employer shall pay stipend to the apprentice at the rate as specified from time to time under rule 11 of the Apprenticeship Rules, 1992. (b) The stipend for a particular month shall be paid by the 10th day of the following month. No deduction shall be made from the stipend for the period during which the apprentice remains on casual or medical leave. Stipend shall, however, not be paid for the period for which the apprentice remains on extraordinary leave. (5) (a) The weekly hours of work of an apprentice while undergoing practical training shall be as follows:-(i) the total number of hours per week shall be 42 to 48 hours (including the time spent on related instructions); (ii) apprentice undergoing basic training shall ordinarily work for 42 hours per week including the time spent on related instructions; (iii) apprentice during the second year of apprenticeship shall work for 42 to 45 hours per week including the time spent on related instructions; (iv) apprentice during the third and subsequent years of apprenticeship shall work for the same number of hours per week as the workers in the trade in the establishment in which the apprentice is undergoing apprenticeship training: Provided that, however, that short term apprentice may be engaged to work up to a limit of 40 hours per week. [5b An establishment can engage apprentices of age eighteen and above in normal working hours of the establishment. Apprentices under the age of eighteen shall be engaged in such training between the hours of 8.00 am and 6.00 pm. Any relaxation in the same shall be approved by the Apprenticeship Adviser, on case to case basis.] [Substituted by Notification No.

G.S.R. 686(E), dated 25.9.2019 (w.e.f. 16.3.2001).](6)Where the contract of apprenticeship is terminated on account of failure on the part of the employer to carry out the terms and conditions of the contract, he shall pay to the apprentice or his guardian (in the case of a minor) compensation in accordance with the rates as specified under rule 8 of the Apprenticeship Rules, 1992.[\* \* \*]  
[Omitted sub-rule 7 by Notification No. G.S.R. 502(E), dated 16.6.2015 (w.e.f. 16.3.2001).]

(7) The employer shall allow leave to the apprentice as under:-(i) Casual leave for a maximum period of 12 days in a year. Any holidays intervening during the period of casual leave shall not be counted for the purpose of this limit of 12 days. Casual leave not used during any year shall stand lapsed at the end of the year.(ii) Medical leave up to 15 days for each year of training shall be granted to the apprentice who is unable to attend duty owing to illness. The unused leave may be allowed to accumulate upto a maximum of 40 days. Any holidays intervening during the period of medical leave shall be treated as medical leave. The employer may call upon the apprentice to produce a medical certificate from a registered medical practitioner, as defined in the Apprenticeship Rules, 1992, in support of his medical leave. A medical certificate shall, however, be necessary if the leave exceeds 6 days. It shall be open to the employer to arrange a special medical examination of the apprentice if he has reason to believe that the apprentice is not really ill or the illness is not of such a nature as to prevent his attendance.(iii) Casual leave shall not be combined with medical leave. If casual leave is preceded or followed by medical leave, the entire leave taken shall be treated as either medical or casual leave, provided that it shall not be allowed to exceed the maximum period prescribed in respect of medical or casual leave, as the case may be.(iv) Extraordinary leave up to a maximum of 10 days or more in a year may be granted to the apprentice, after he has taken the entire medical or casual leave, if the employer is satisfied with the genuineness of the grounds on which the leave is applied for.(v) (a) The apprentice engaged in an establishment which works for five days in a week (with a total of 45 hours per week) shall put in a minimum attendance of 200 days in a year on training, out of which one-sixth, namely, 33 days, shall be devoted to related instructions and 167 days to practical training;(b) The apprentice engaged in an establishment which works 5-1/2 days or 6 days in a week shall put in a minimum attendance of 240 days in a year on training, out of which one-sixth, namely, 40 days shall be devoted to related instructions and 200 days to practical training.(vi) The apprentice, who for any reason is not able to undergo training for the period specified in sub-clause shall be given an opportunity to make up for the shortfall in the following year and shall be eligible to take the test conducted by the National Council-(a) only if he has completed the period of training and has put in a minimum attendance of 600 days or 800 days accordingly as the period of training is three years or four years, as the case may be, in an establishment which works for 5 days in a week, or(b) only if he has completed the period of training and has put in a minimum attendance of 720 days or 960 days accordingly as the period of training is three years or four years, as the case may be, in an establishment which works for 5-1/2 days or 6 days in a week.(vii) If the apprentice is not able to put in the minimum period of attendance specified in sub-clause (v) during the period of training for circumstances beyond his control and the employer is satisfied with the grounds for shortfall in attendance and certifies that the apprentice has otherwise completed the full apprenticeship course, he shall be considered as having completed the full period of training and shall be eligible to take the test conducted by the National Council.(viii) If the apprentice is not able to put in the minimum period of attendance specified in sub-clause (vi) during the period of training and has completed

the full apprenticeship course, he shall not be considered as having completed the full period of training and the employer shall under sub-rule (2) of rule 7 extend his period of training unless he completes full apprenticeship course and the next test is held.

(8)The employer shall allow to the apprentice such holidays as are observed in the establishment.(9)If personal injury is caused to an apprentice by accident arising out of and in the course of his training as an apprentice, the employer shall pay to the apprentice compensation in accordance with the provisions of the Workmen's Compensation Act, 1923, subject to the modifications specified in the Schedule or the Apprentices Act, 1961.II. OBLIGATIONS OF TRADE APPRENTICE (BOTH IN CASE OF MAJOR AND MINOR TRADE APPRENTICES)(Under section 12 of Apprentices Act, 1961)(1)The apprentice shall abide by the rules and regulations of the establishment in all matters of conduct and discipline and carry out all lawful orders of the employer and superiors in the establishment.(2)The apprentice shall conduct himself as a trainee and not as a worker, learn his trade conscientiously and diligently and endeavour to qualify himself as a skilled craftsman in his trade before the expiry of the period of training. Save as provided in the Apprentices Act, 1961, provisions of any law with respect to labour will not be applicable to him.(3)The apprentice shall attend practical (basic and shop floor) training and related instructions classes regularly.(4)The apprentice shall appear for periodical tests that may be conducted by the employer or other authorities concerned by the National Council for Vocational Training for award of a certificate of proficiency in the trade.(5)In the event of premature termination of contract of apprenticeship for failure on the part of the apprentice to carry out the terms and conditions of contract, the surety or the guardian may be bound to pay the employer such amount as may be determined by the Central/State Apprenticeship Adviser as and towards the cost of training in accordance with rates as specified under rule 8 of the Apprenticeship Rules, 1992.(6)Except in case of extreme urgency the apprentice shall submit applications for all leave except medical leave to the appropriate authority and obtain sanction before the leave is taken.(7)The apprentice, his/her guardian (in case of minor) declares that no other contract of apprenticeship subsists already between him and any other employer (in respect of minor apprentice, by the guardian) and undertakes that he shall not enter into any other contract of apprenticeship with any other employer (in respect of minor apprentice, by the guardian) before the expiry or termination of the contract of apprenticeship.(8)The apprentice or his/her guardian (in case of minor) shall not enter into any other contract of apprenticeship with any other employer in respect of the apprentices mentioned in the first recital before the expiry or termination of the contract of apprenticeship.(9)The first six months of the period of apprenticeship training shall be treated as period on probation. Either party may make an application to the Central/State Apprenticeship Adviser for the earlier termination of contract and when such an application is made, the party making application shall send by post a copy thereof to the other party to the contract. The Central/State Apprenticeship Adviser after considering the contents of the application and objectives, if any, filed by the other party, may terminate the contract, if he is satisfied that the parties to the contract, if any, of them have or has failed to carry out the terms and conditions of the contract and that it is desirable in the interests of the parties or any of them to terminate the same:Provided that the amount as stated in paras I (6) and II (5) of this Schedule shall become payable by one party to the other accordingly as the failure is on the part of the employer or the apprentice:Provided further that no compensation shall be payable by the employer to the guardian of the apprentice if the employer makes an application to the Central/State Apprenticeship Adviser during the period the apprentice is on probation for the

termination of the contract on the ground that the apprentice on the trade in which he has been engaged and that his guardian has refused to allow him to undergo apprenticeship training in another designated trade for which he is found suitable by the employer and if the Central/State Apprenticeship Adviser, after considering the contents of the application of the employer and the objections, if any, filed by the other party is satisfied that it is desirable in the interests of the parties or any of them to terminate the contract.

**10. [ It shall not be obligatory on the part of the employer to offer any employment to the apprentice on completion of period of his apprenticeship training in his establishment nor shall it be obligatory on the part of the apprentice to accept under the employer:**

Provided that if there is any recruitment, employer shall formulate its own policy for recruiting any apprentice who has completed the period of apprenticeship training in his establishment in terms of sub-section (1) of section 22 of the Act;] [Substituted by Notification No. G.S.R. 502(E), dated 16.6.2015 (w.e.f. 16.3.2001).](11)Any disagreement or dispute between the employer and the guardian of the apprentice arising out of the contract shall be referred to the Central/State Apprenticeship Adviser, for decision and any person aggrieved by the decision of the Central/State Apprenticeship Adviser, may, within 30 days from the date of communication to him of such decision, prefer an appeal against the decision to the Central/State Apprenticeship Council and such appeal shall be heard and determined by the Committee of that Council appointed for the purpose. The decision of such Committee shall be final.

## **VI**

(See rule 6)TERMS AND CONDITIONS OF THE CONTRACT OF APPRENTICESHIP FOR GRADUATE, TECHNICIAN AND TECHNICIAN (VOCATIONAL) APPRENTICES(1)The period of training shall be one year (in the case of Sandwich course students the period of training shall be as stipulated in curriculum).

**2. [ It shall not be obligatory on the part of the employer to offer any employment to the apprentice on completion of 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:**

Provided that if there is any recruitment, employer shall formulate its own policy for recruiting any apprentice who has completed the period of apprenticeship training in his establishment in terms of sub-section (1) of section (22) of the Act;] [Substituted by Notification No. G.S.R. 502(E), dated 16.6.2015 (w.e.f. 16.3.2001).]Note. - If, however, there is a condition in the contract of apprenticeship that the apprentice shall, after the successful completion of 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 for such remuneration as may be specified in the contract subject to the approval of the Central

Apprenticeship Adviser.(3)Every apprentice undergoing apprenticeship training in an establishment shall be a trainee and not a worker and as such the provisions of any law with respect to labour shall not apply to or in relation to such apprentice.(4)(i)The apprentice shall abide by the rules and regulations of the establishment in all matters of conduct and discipline and safety and carry out all lawful orders of the employer and superiors in the establishment.(ii)The apprentice shall learn his subject field conscientiously and diligently and attend to practical and instructional classes regularly.(iii)The apprentice shall maintain a record of his work during the period of his apprenticeship training in a pro forma approved by the Apprenticeship Adviser.(iv)Where the contract of apprenticeship is terminated for failure on the part of the apprentice to carry out the terms of contract, the apprentice shall refund to the employer as cost of training such amount as may be determined by the Apprenticeship Adviser. In such event, the apprentice shall not be entitled to enter into another contract of apprenticeship under the Act with any other employer.(v)The contract of apprenticeship can be terminated without compensation payable to the apprentice:-(a)If he/she secures gainful employment (on production of copy of the appointment order); and(b)If he/she is unable to continue training on medical grounds (on production of a certificate to this effect from a Medical Officer not below the rank of Civil Surgeon).(vi)For breach of contract by the employer, the employer shall pay compensation to the apprentice in accordance with rates specified under rule 8 of these rules.(vii)Continuance of payment of stipend shall depend on satisfactory performance of the apprentice during the training period.(5)(i)The employer shall make suitable arrangement in his establishment for imparting a course of apprenticeship training to the apprentice in accordance with the provisions of the Act and rules made thereunder and with the approval of the respective Regional Central Apprenticeship Adviser(ii)Every employer is required to formulate a "Training Programme" for the training of Graduate/Technician/Technician (Vocational) Apprentices and get it approved by the respective Regional Central Apprenticeship Adviser.(iii)The employer will arrange for a suitable person to be placed in charge of training of apprentices as laid down under the Act and the rules made thereunder.[6 (i) A Graduate, Technician and Technician (Vocational) Apprentice shall work according to the normal hours of work of the department in the establishment to which he or she is attached for training.] [Substituted by Notification No. G.S.R. 502(E), dated 16.6.2015 (w.e.f. 16.3.2001).](ii)The stipend for a particular month shall be paid before the 10th day of the following month.