

# Amendments to the Apprenticeship Rules, 1992

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**Source:** *Monthly Policy Review of PRS*

The Ministry of Skill Development and Entrepreneurship released amendments to the Apprenticeship Rules, 1992.

## What are these rules?

These rules were notified under the Apprenticeship Act, 1961. The Act provides for the regulation and control of training of apprentices

## The key changes in the amendments

- **Trainee:** The amendments state that every apprentice undergoing training in an establishment will be a trainee and not a worker. Hence, provisions of any labour laws will not apply to apprentices.
- **Size of establishments:** Under the 1992 Rules, employers having six or more workers were eligible to employ apprentices. The amendments reduce the size-limit of an establishment wanting to engage apprentices from six to four workers.
- **Further,** establishments with less than 40 workers did not have a mandatory obligation to engage apprentices. The amendments make it mandatory for establishments with 30 or more workers to engage apprentices.
- **Strength of apprentices in establishments:** Under the 1992 Rules, within a financial year, each establishment has to employ apprentices in a range of 2.5%-10% of the total strength of the establishment (including contractual staff). The amendments state that each establishment will have to employ apprentices in the range of 2.5%-15% of their total strength. Of this, 5%

will be reserved for fresher apprentices and skill certificate holder apprentices.

- **Payment of stipend to apprentices:** The 1992 Rules provide for various rates of stipend payable to apprentices on the basis of the notified minimum wages and period of training already undergone. The amendments provide different rates as per the qualifications of the apprentices