

FININ2MIN SUMMARY - CHAPTER IN 2 MINUTES

Part 1 - Scope and categories

This chapter turns scope and categories into an operational control file. It covers Category classification matrix; the practical sequence is to classify coverage and event date, apply the provision and mapped Rule, complete the form/register, calculate the entitlement or exposure, and retain evidence for inspection, claim or appeal.

Who is covered Employers, establishments, apprentices, basic-training providers and apprenticeship authorities must identify the apprentice category, trade, contract and portal route.	Main obligations / rights • Category classification matrix
Key thresholds / timelines • Use only the threshold, rate and limitation period effective on the event date; verify the Central/State instrument before acting.	Forms / evidence • Register • Return • Nomination • Classification, calculation, approval, acknowledgement and payment/filing proof
Employer risk snapshot Highest practical risks: treating apprentices as ordinary employees without testing the statutory contract and training framework.	Employee / worker remedy a registered training contract, prescribed stipend/training conditions and access to the apprenticeship authority for disputes. Confirm authority, limitation and appeal route.
Old law / transition Apply the instrument effective on the event date and preserve any accrued right, saved notification, pending proceeding or scheme-specific transition.	Five-point professional checklist • Freeze the event date, establishment, location and person/worker classification. • Identify the controlling section/paragraph, mapped Rule, notification and appropriate Government. • Reperform the calculation or decision test and document every exception or approval. • Complete the prescribed form/register/portal step and retain acknowledgement, payment and communication evidence. • Record the remedy, forum, limitation, appeal path and State variation before sign-off.

Finin2min takeaway: for scope and categories, the defensible answer is not a policy label - it is the event-date law, the mapped procedure, the calculation and a complete evidence trail.

Source status: LOCALLY EMBEDDED | Rules: Mapped; exact extracts where retained | Review date: 18 July 2026
Educational and professional reference. Verify the event-date Act/Code, Rules, notifications, State instruments, portal procedure and later judgments before acting.

Part 1 - Scope and categories

Apprentices Act and Rules | Statutory text/source record, practical procedure, controls, remedies and Q&A.

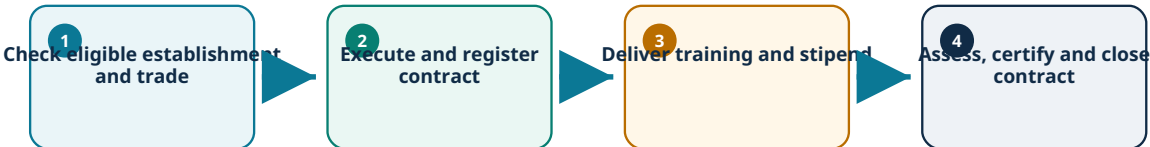
Review date: 2026-07-18

Authors: CA Nikhil Gupta & Kajri Singh

Source modules: 0

FININ2MIN LEGAL FLOW

Apprentices Act and Rules — Scope and categories

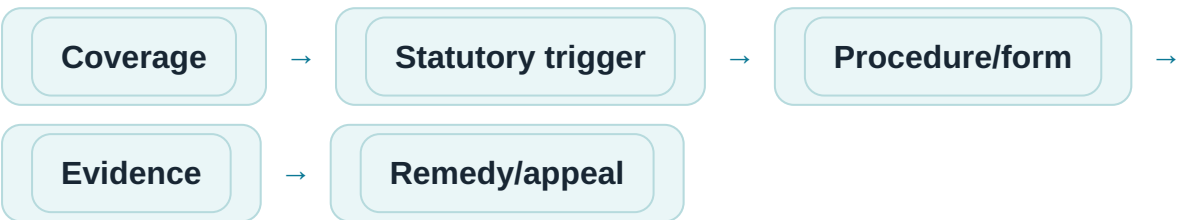


Law → trigger → procedure → evidence. Confirm the operative Central/State instrument on the event date.

Finin2min decision flow — identify the law, complete the statutory process and preserve evidence.

Source protocol. Retained provision/rule pages and official documents are consolidated below. The signed Gazette and current authority portal prevail over normalised formatting.

Decision flow



Official source

[Open current official source](#)

Forms, records, portal and due-date control

Control	Evidence
Coverage and registration	Entity, location, headcount/category, registration number and portal acknowledgement.
Recurring compliance	Attendance/service, wage/benefit calculation, return/register, payment and employee communication.
Event compliance	Complaint, injury, termination, nomination, claim, inspection or dispute file with limitation diary.

Employer, employee and professional checklists

Employer

- Assign responsible officer and backup.
- Configure HRIS/payroll/portal controls.
- Complete statutory communication and retain proof.

Employee/worker

- Retain contract, identity, attendance, payment and correspondence.
- Use the prescribed complaint/claim route within limitation.

Professional

- Confirm current text, Rules, notification and State variation.
- Reconcile calculation, form, authority, remedy and evidence.

Penalties, remedies, appeals and limitation

Create a remedy matrix rather than one combined conclusion: entitlement or arrears; interest/damages; administrative order; civil penalty; prosecution; compounding; company/officer liability; claim forum; appeal; writ/judicial review; and event-date limitation.

Case-law principles

Decision	Current-use principle
U.P. State Electricity Board v. Shiv Mohan Singh	An apprentice under the statute is primarily a trainee; employment claims depend on the Act, contract and actual facts.
Employees' State Insurance Corporation v. Tata Engineering	

Decision	Current-use principle
	Statutory apprenticeship status and coverage questions must be resolved from the specific enactments and current definitions.

State variation alert

Verify the appropriate Government and final State instrument. State forms, authorities, fees, rates and portal routes must be maintained in the location compliance register.

Finin2min Q&A

Which law and version should be applied?

Use the current text of Apprentices Act and Rules, the commencement notification, the applicable Central or State Rules and any later instrument effective on the event date.

How is the appropriate Government identified?

Classify ownership/control, sector, establishment and contractor relationship before selecting the Central or State authority.

Can a company policy override the statutory protection?

No. A policy may improve a benefit or control, but it cannot contract out of a mandatory statutory floor.

What evidence should be retained?

Retain the classification memo, source instrument, form/portal record, calculation, approval, employee communication, acknowledgement and payment or authority proof.

Do the Central Rules apply to every establishment?

No. They govern the Central sphere. State Rules and State notifications must be checked where the State is the appropriate Government.

How should a historical event be tested?

Apply the law and subordinate instrument effective on the event date, then use the repeal-and-savings provision for pending rights and proceedings.

What happens when portal practice conflicts with the statute?

Record the conflict, follow the higher legal instrument, seek authority clarification where necessary and preserve screenshots and correspondence.

Can criminal and monetary consequences arise together?

They may. Separate wages/benefits, interest, damages, civil penalty, prosecution, compounding and director/officer liability.

Is a contractor arrangement enough to shift liability?

No. Principal-employer and contractor liabilities depend on the specific provision and facts; the contract should allocate evidence and recovery without diluting worker rights.

What is the first professional review step?

Freeze the event date and facts, identify the applicable provision, then map Rules, forms, notification status, authority, limitation and evidence.

What is review control 11 for this chapter?

Confirm source currency, State variation, internal ownership, documentary proof and the next statutory deadline before closing the compliance ticket.

What is review control 12 for this chapter?

Confirm source currency, State variation, internal ownership, documentary proof and the next statutory deadline before closing the compliance ticket.

What is review control 13 for this chapter?

Confirm source currency, State variation, internal ownership, documentary proof and the next statutory deadline before closing the compliance ticket.

What is review control 14 for this chapter?

Confirm source currency, State variation, internal ownership, documentary proof and the next statutory deadline before closing the compliance ticket.

What is review control 15 for this chapter?

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What is review control 16 for this chapter?

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What is review control 17 for this chapter?

Confirm source currency, State variation, internal ownership, documentary proof and the next statutory deadline before closing the compliance ticket.

What is review control 18 for this chapter?

Confirm source currency, State variation, internal ownership, documentary proof and the next statutory deadline before closing the compliance ticket.

Category classification matrix

Category	Entry control	Key evidence
Trade apprentice	Match the designated or optional trade, qualification, training period and establishment capacity.	Trade schedule, qualification record, contract and portal registration.
Graduate or technician apprentice	Test the applicable education stream, regional authority and NATS process.	Degree/diploma, board allocation, contract and attendance.
Technician vocational apprentice	Verify the vocational course and prescribed training programme.	Certificate, syllabus, establishment plan and assessment record.
Optional-trade apprentice	Document the employer-selected trade, curriculum, duration and approval/registration route.	Trade description, curriculum, contract, stipend and portal output.

Classification red flags

- Using the apprentice label for ordinary productive employment without a genuine training plan.
- Executing a contract but failing to register or upload it through the applicable authority or portal.
- Applying the wrong stipend year or ignoring later amendments and scheme support conditions.
- Treating every trainee as excluded from all labour protections without checking the specific statute and facts.

Illustrative intake case

An establishment proposes to onboard diploma holders as apprentices. The professional file identifies the apprentice category, applicable authority, training

seats, curriculum, stipend, contract registration route and insurance/safety controls before any joining date is released.

FININ2MIN SUMMARY - CHAPTER IN 2 MINUTES

Part 2 - Contracts and registration

This chapter turns contracts and registration into an operational control file. It covers Contract Registration And Portal; the practical sequence is to classify coverage and event date, apply the provision and mapped Rule, complete the form/register, calculate the entitlement or exposure, and retain evidence for inspection, claim or appeal.

Who is covered Employers, establishments, apprentices, basic-training providers and apprenticeship authorities must identify the apprentice category, trade, contract and portal route.	Main obligations / rights • Contract Registration And Portal
Key thresholds / timelines • Use only the threshold, rate and limitation period effective on the event date; verify the Central/State instrument before acting.	Forms / evidence • Register • Return • Nomination • Classification, calculation, approval, acknowledgement and payment/filing proof
Employer risk snapshot Highest practical risks: operating without registration, using stale particulars or missing amendment/closure filings.	Employee / worker remedy a registered training contract, prescribed stipend/training conditions and access to the apprenticeship authority for disputes. Confirm authority, limitation and appeal route.
Old law / transition Apply the instrument effective on the event date and preserve any accrued right, saved notification, pending proceeding or scheme-specific transition.	Five-point professional checklist • Freeze the event date, establishment, location and person/worker classification. • Identify the controlling section/paragraph, mapped Rule, notification and appropriate Government. • Reperform the calculation or decision test and document every exception or approval. • Complete the prescribed form/register/portal step and retain acknowledgement, payment and communication evidence. • Record the remedy, forum, limitation, appeal path and State variation before sign-off.

Finin2min takeaway: for contracts and registration, the defensible answer is not a policy label - it is the event-date law, the mapped procedure, the calculation and a complete evidence trail.

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Educational and professional reference. Verify the event-date Act/Code, Rules, notifications, State instruments, portal procedure and later judgments before acting.

Part 2 - Contracts and registration

Apprentices Act and Rules | Statutory text/source record, practical procedure, controls, remedies and Q&A.

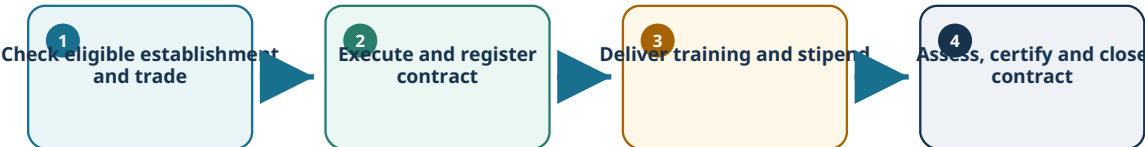
Review date: 2026-07-18

Authors: CA Nikhil Gupta & Kajri Singh

Source modules: 1

FININ2MIN LEGAL FLOW

Apprentices Act and Rules — Contracts and registration

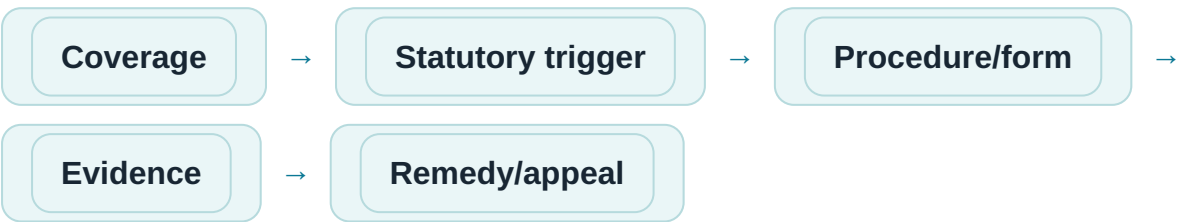


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Decision flow



Official source

Open current official source

Contract Registration And Portal

Contract registration and portal workflow | Apprenticeship Hub | Finin2min

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[Apprenticeship](#)

[Apprenticeship implementation guide](#)

[Contract registration and portal workflow](#)

[Build a defensible contract-to-registration trail under section 4 and Rule 14.](#)

[Law Hub L8](#)

[Data reviewed on 17 July 2026](#)

[India-first compliance](#)

[Classify apprentice category and trade.](#)

[Verify age, qualification, fitness and prior training.](#)

[Use current Format-1; include institution for degree/sandwich arrangements.](#)

[Enter the contract on the correct portal within the statutory timeline.](#)

[Resolve objections, retain registration acknowledgement and control amendments/novation.](#)

[Evidence to retain](#)

[Keep source calculations, approvals, portal acknowledgements, contracts, bank/DBT proof, training records and adviser correspondence for the full retention period applicable to your establishment and scheme.](#)

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Finin2min implementation decode

The establishment creates a trigger ticket when coverage changes, assigns the authorised signatory, uploads the prescribed attachments, captures the acknowledgement and retains a versioned copy of the form, payment and approval.

- Identify actor, trigger, threshold and territorial authority.
- Map form, record, portal, fee and due date.
- Separate substantive entitlement from procedure, remedy and penal consequence.
- Retain the official instrument and event-date evidence.

Forms, records, portal and due-date control

Control	Evidence
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Is a contractor arrangement enough to shift liability?

No. Principal-employer and contractor liabilities depend on the specific provision and facts; the contract should allocate evidence and recovery without diluting worker rights.

What is the first professional review step?

Freeze the event date and facts, identify the applicable provision, then map Rules, forms, notification status, authority, limitation and evidence.

What is the operational focus of section 1 - contract-registration-and-portal?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is review control 12 for this chapter?

Confirm source currency, State variation, internal ownership, documentary proof and the next statutory deadline before closing the compliance ticket.

What is review control 13 for this chapter?

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FININ2MIN SUMMARY - CHAPTER IN 2 MINUTES

Part 3 - Qualifications and training

This chapter turns qualifications and training into an operational control file. It covers Basic And Practical Training; the practical sequence is to classify coverage and event date, apply the provision and mapped Rule, complete the form/register, calculate the entitlement or exposure, and retain evidence for inspection, claim or appeal.

Who is covered Employers, establishments, apprentices, basic-training providers and apprenticeship authorities must identify the apprentice category, trade, contract and portal route.	Main obligations / rights • Basic And Practical Training
Key thresholds / timelines • Use only the threshold, rate and limitation period effective on the event date; verify the Central/State instrument before acting.	Forms / evidence • Register • Return • Nomination • Classification, calculation, approval, acknowledgement and payment/filing proof
Employer risk snapshot Highest practical risks: treating apprentices as ordinary employees without testing the statutory contract and training framework.	Employee / worker remedy a registered training contract, prescribed stipend/training conditions and access to the apprenticeship authority for disputes. Confirm authority, limitation and appeal route.
Old law / transition Apply the instrument effective on the event date and preserve any accrued right, saved notification, pending proceeding or scheme-specific transition.	Five-point professional checklist • Freeze the event date, establishment, location and person/worker classification. • Identify the controlling section/paragraph, mapped Rule, notification and appropriate Government. • Reperform the calculation or decision test and document every exception or approval. • Complete the prescribed form/register/portal step and retain acknowledgement, payment and communication evidence. • Record the remedy, forum, limitation, appeal path and State variation before sign-off.

Finin2min takeaway: for qualifications and training, the defensible answer is not a policy label - it is the event-date law, the mapped procedure, the calculation and a complete evidence trail.

Source status: LOCALLY EMBEDDED | Rules: Mapped; exact extracts where retained | Review date: 18 July 2026

Educational and professional reference. Verify the event-date Act/Code, Rules, notifications, State instruments, portal procedure and later judgments before acting.

Part 3 - Qualifications and training

Apprentices Act and Rules | Statutory text/source record, practical procedure, controls, remedies and Q&A.

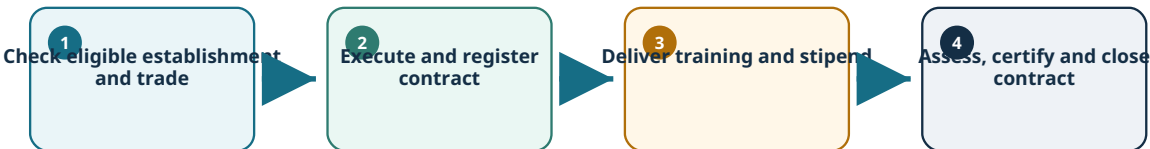
Review date: 2026-07-18

Authors: CA Nikhil Gupta & Kajri Singh

Source modules: 1

FININ2MIN LEGAL FLOW

Apprentices Act and Rules — Qualifications and training

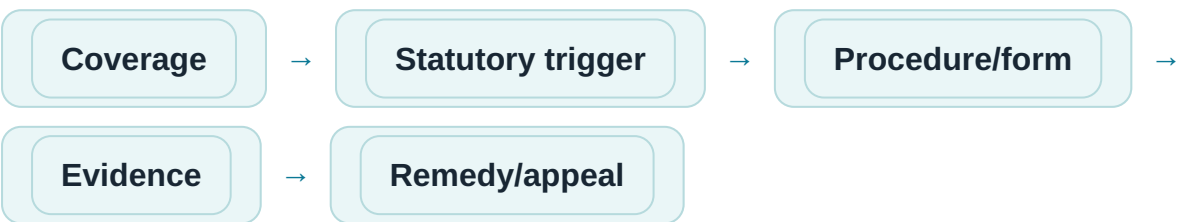


Law → trigger → procedure → evidence. Confirm the operative Central/State instrument on the event date.

Finin2min decision flow — identify the law, complete the statutory process and preserve evidence.

Source protocol. Retained provision/rule pages and official documents are consolidated below. The signed Gazette and current authority portal prevail over normalised formatting.

Decision flow



Official source

Open current official source

Basic And Practical Training

Basic training and on-the-job training | Apprenticeship Hub | Finin2min

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[Basic training and on-the-job training](#)

[Design the training plan, supervisor model, safety controls and evidence trail.](#)

[Law Hub L8](#)

[Data reviewed on 17 July 2026](#)

[India-first compliance](#)

[Map basic training and practical training to the approved curriculum.](#)

[Appoint qualified training personnel and document capacity.](#)

[Maintain attendance, work diary, assessment and supervisor sign-off.](#)

[For online/blended modes introduced in 2025, comply with approved syllabus, timing and adviser-relaxation requirements.](#)

[For client-location deployment, apply the major-apprentice, approval, additional-compensation, insurance and travel safeguards.](#)

[Evidence to retain](#)

[Keep source calculations, approvals, portal acknowledgements, contracts, bank/DBT proof, training records and adviser correspondence for the full retention period applicable to your establishment and scheme.](#)

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Finin2min implementation decode

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

- Identify actor, trigger, threshold and territorial authority.
- Map form, record, portal, fee and due date.

- Separate substantive entitlement from procedure, remedy and penal consequence.
- Retain the official instrument and event-date evidence.

Forms, records, portal and due-date control

Control	Evidence
Coverage and registration	Entity, location, headcount/category, registration number and portal acknowledgement.
Recurring compliance	Attendance/service, wage/benefit calculation, return/register, payment and employee communication.
Event compliance	Complaint, injury, termination, nomination, claim, inspection or dispute file with limitation diary.

Employer, employee and professional checklists

Employer

- Assign responsible officer and backup.
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- Complete statutory communication and retain proof.

Employee/worker

- Retain contract, identity, attendance, payment and correspondence.
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Professional

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Decision	Current-use principle
	Statutory apprenticeship status and coverage questions must be resolved from the specific enactments and current definitions.

State variation alert

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Finin2min Q&A

Which law and version should be applied?

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How is the appropriate Government identified?

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Can a company policy override the statutory protection?

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How should a historical event be tested?

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What happens when portal practice conflicts with the statute?

Record the conflict, follow the higher legal instrument, seek authority clarification where necessary and preserve screenshots and correspondence.

Can criminal and monetary consequences arise together?

They may. Separate wages/benefits, interest, damages, civil penalty, prosecution, compounding and director/officer liability.

Is a contractor arrangement enough to shift liability?

No. Principal-employer and contractor liabilities depend on the specific provision and facts; the contract should allocate evidence and recovery without diluting worker rights.

What is the first professional review step?

Freeze the event date and facts, identify the applicable provision, then map Rules, forms, notification status, authority, limitation and evidence.

What is the operational focus of section 1 - basic-and-practical-training?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is review control 12 for this chapter?

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FININ2MIN SUMMARY - CHAPTER IN 2 MINUTES

Part 4 - Stipend, hours and leave

This chapter turns stipend, hours and leave into an operational control file. It covers Section 10, Section 11, Section 12, Section 13; the practical sequence is to classify coverage and event date, apply the provision and mapped Rule, complete the form/register, calculate the entitlement or exposure, and retain evidence for inspection, claim or appeal.

Who is covered Employers, establishments, apprentices, basic-training providers and apprenticeship authorities must identify the apprentice category, trade, contract and portal route.	Main obligations / rights • Section 10 • Section 11 • Section 12 • Section 13 • Section 14
Key thresholds / timelines • Use only the threshold, rate and limitation period effective on the event date; verify the Central/State instrument before acting.	Forms / evidence • Register • Return • Nomination • Classification, calculation, approval, acknowledgement and payment/filing proof
Employer risk snapshot Highest practical risks: treating apprentices as ordinary employees without testing the statutory contract and training framework.	Employee / worker remedy a registered training contract, prescribed stipend/training conditions and access to the apprenticeship authority for disputes. Confirm authority, limitation and appeal route.
Old law / transition Apply the instrument effective on the event date and preserve any accrued right, saved notification, pending proceeding or scheme-specific transition.	Five-point professional checklist • Freeze the event date, establishment, location and person/worker classification. • Identify the controlling section/paragraph, mapped Rule, notification and appropriate Government. • Reperform the calculation or decision test and document every exception or approval. • Complete the prescribed form/register/portal step and retain acknowledgement, payment and communication evidence. • Record the remedy, forum, limitation, appeal path and State variation before sign-off.

Finin2min takeaway: for stipend, hours and leave, the defensible answer is not a policy label - it is the event-date law, the mapped procedure, the calculation and a complete evidence trail.

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Educational and professional reference. Verify the event-date Act/Code, Rules, notifications, State instruments, portal procedure and later judgments before acting.

Part 4 - Stipend, hours and leave

Apprentices Act and Rules | Statutory text/source record, practical procedure, controls, remedies and Q&A.

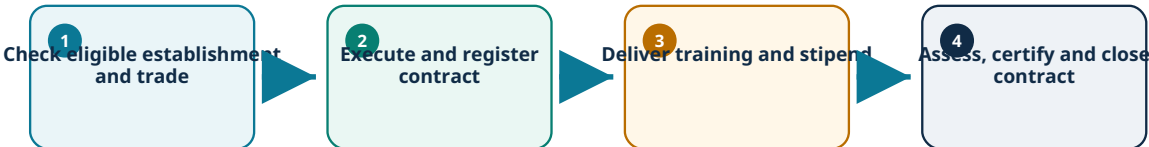
Review date: 2026-07-18

Authors: CA Nikhil Gupta & Kajri Singh

Source modules: 7

FININ2MIN LEGAL FLOW

Apprentices Act and Rules — Stipend, hours and leave

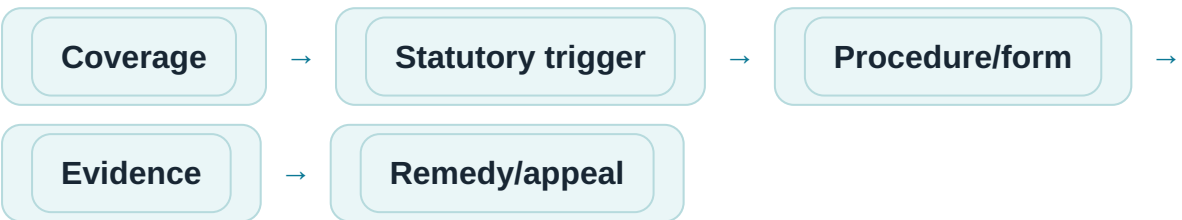


Law → trigger → procedure → evidence. Confirm the operative Central/State instrument on the event date.

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Source protocol. Retained provision/rule pages and official documents are consolidated below. The signed Gazette and current authority portal prevail over normalised formatting.

Decision flow



Official source

Open current official source

Section 10

Section 10 - Related instruction of apprentices | Apprentices Act | Finin2min

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[Apprentices Act, 1961](#)

[Section 10: Related instruction of apprentices](#)

Section 10 of the Apprentices Act, 1961 explained with current 2025-26 amendments, employer controls, evidence and connected Rules.

[Law Hub L8](#)

[Data reviewed on 17 July 2026](#)

[India-first compliance](#)

[What section 10 does](#)

Requires related theoretical instruction to support practical apprenticeship training.

Connected instrument: Schedules and curricula

[Finin2min practical reading](#)

Identify the apprentice category, trade, establishment jurisdiction and applicable portal before applying the provision.

Separate statutory apprenticeship from internships, probation, traineeships and ordinary employment.

Do not treat scheme reimbursement as a substitute for the employer's underlying statutory obligations.

Preserve the contract, approvals, portal trail and training evidence as one auditable file.

[Employer control and evidence pack](#)

[Executed/registered contract and portal acknowledgement](#)

[Training plan, attendance/work diary and supervisor records](#)

[Stipend bank/DBT evidence where relevant](#)

[Adviser approval, correspondence or order where the section requires it](#)

[Statutory text extract](#)

Extracted from the bundled official/consolidated source. For sections amended in 2026, the current overlay above controls over older consolidated wording.

10. Related instruction of apprentices.—(1)8[A trade apprentice] who is undergoing practical training in an establishment shall, during the period of practical training, be given a course of related instruction (which shall be appropriate to the trade) approved by the Central Government in consultation

[Compliance consequence](#)

Failure should be tested against sections 30, 31 and 31A as in force from 22 June 2026, alongside contract termination/compensation consequences and any portal or scheme action.

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Finin2min implementation decode

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

- Identify actor, trigger, threshold and territorial authority.
- Map form, record, portal, fee and due date.
- Separate substantive entitlement from procedure, remedy and penal consequence.
- Retain the official instrument and event-date evidence.

Section 11

Section 11 - Obligations of employers | Apprentices Act | Finin2min

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[Data reviewed on 17 July 2026](#)

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Lists core employer duties: training arrangements, qualified supervision, contract compliance, stipend and records.

[Connected instrument: Schedules V and VI](#)

[Finin2min practical reading](#)

Identify the apprentice category, trade, establishment jurisdiction and applicable portal before applying the provision.

Separate statutory apprenticeship from internships, probation, traineeships and ordinary employment.

Do not treat scheme reimbursement as a substitute for the employer's underlying statutory obligations.

Preserve the contract, approvals, portal trail and training evidence as one auditable file.

[Employer control and evidence pack](#)

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[Stipend bank/DBT evidence where relevant](#)

[Adviser approval, correspondence or order where the section requires it](#)

[Statutory text extract](#)

Extracted from the bundled official/consolidated source. For sections amended in 2026, the current overlay above controls over older consolidated wording.

11. Obligations of employers.—Without prejudice to the other provisions of this Act, every employer shall have the following obligations in relation to an apprentice, namely:—

(a) to provide the apprentice with the training in his trade in accordance with the provisions of this Act, and the rules made thereunder;

(b) if the employer is not himself qualified in the trade, to ensure that a person⁶[who possesses the prescribed qualifications] is placed in charge of the training of the apprentice;^{7***}

[(bb) to provide adequate instructional staff, possessing such qualifications as may be prescribed, for imparting practical and theoretical training and facilities for trade test of apprentices; and]

(c) to carry out his obligations under the contract of apprenticeship.

[Compliance consequence](#)

Failure should be tested against sections 30, 31 and 31A as in force from 22 June 2026, alongside contract

termination/compensation consequences and any portal or scheme action.

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A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

- Identify actor, trigger, threshold and territorial authority.
- Map form, record, portal, fee and due date.
- Separate substantive entitlement from procedure, remedy and penal consequence.
- Retain the official instrument and event-date evidence.

Section 12

Section 12 - Obligations of apprentices | Apprentices Act | Finin2min

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[Data reviewed on 17 July 2026](#)

[India-first compliance](#)

[What section 12 does](#)

Lists apprentice duties, including learning, lawful instructions, conduct and contract compliance.

Connected instrument: Schedules V and VI

[Finin2min practical reading](#)

Identify the apprentice category, trade, establishment jurisdiction and applicable portal before applying the provision.

Separate statutory apprenticeship from internships, probation, traineeships and ordinary employment.

Do not treat scheme reimbursement as a substitute for the employer's underlying statutory obligations.

Preserve the contract, approvals, portal trail and training evidence as one auditable file.

[Employer control and evidence pack](#)

[Executed/registered contract and portal acknowledgement](#)

[Training plan, attendance/work diary and supervisor records](#)

[Stipend bank/DBT evidence where relevant](#)

[Adviser approval, correspondence or order where the section requires it](#)

[Statutory text extract](#)

Extracted from the bundled official/consolidated source. For sections amended in 2026, the current overlay above controls over older consolidated wording.

12. Obligations of apprentices.—9[(1)] 10[Every trade apprentice] undergoing apprenticeship training shall have the following obligations, namely:—

- (a) to learn his trade conscientiously and diligently and endeavour to qualify himself as a skilled craftsman before the expiry of the period of training;
- (b) to attend practical and instructional classes regularly;
- (c) to carry out all lawful orders of his employer and superiors in the establishment; and
- (d) to carry out his obligations under the contract of apprenticeship.

[(2) Every graduate or technician apprentice 12[technician (vocational) apprentice] undergoing apprenticeship training shall have the following obligations, namely:—

7. The word “and” omitted by Act 4 of 1997, s. 6 (w.e.f. 8-1-1997).

9. Section 12 re-numbered as sub-section (1) thereof by Act 27 of 1973, s. 13 (w.e.f. 1-12-1974).

[Compliance consequence](#)

Failure should be tested against sections 30, 31 and 31A as in force from 22 June 2026, alongside contract termination/compensation consequences and any portal or scheme action.

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A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

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- Map form, record, portal, fee and due date.
- Separate substantive entitlement from procedure, remedy and penal consequence.
- Retain the official instrument and event-date evidence.

Section 13

Section 13 - Payment to apprentices | Apprentices Act | Finin2min

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[What section 13 does](#)

Creates the statutory obligation to pay stipend at prescribed rates.

[Connected instrument: Rule 11](#)

[Finin2min practical reading](#)

Identify the apprentice category, trade, establishment jurisdiction and applicable portal before applying the provision.

Separate statutory apprenticeship from internships, probation, traineeships and ordinary employment.

Do not treat scheme reimbursement as a substitute for the employer's underlying statutory obligations.

Preserve the contract, approvals, portal trail and training evidence as one auditable file.

[Employer control and evidence pack](#)

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[Training plan, attendance/work diary and supervisor records](#)

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[Adviser approval, correspondence or order where the section requires it](#)

[Statutory text extract](#)

Extracted from the bundled official/consolidated source. For sections amended in 2026, the current overlay above controls over older consolidated wording.

13. Payment to apprentices.—(1) The employer shall pay to every apprentice during the period of apprenticeship training such stipend at a rate not less than the1[prescribed minimum rate, or the rate which was being paid by the employer on 1st January, 1970 to the category of apprentices under which such apprentice falls, whichever is higher,] as may be specified in the contract of apprenticeship and the stipend so specified shall be paid at such intervals and subject to such conditions as may be prescribed.

[(2) An apprentice shall not be paid by his employer on the basis of piece work nor shall he be required to take part in any output bonus or other incentive scheme.]

STATE AMENDMENT

Maharashtra

Amendment of section 13 of 52 of 1961.—In section 13 of the principal Act, after the existing sub-section (1), the following sub-sections shall be inserted, namely:—

“(1A) The minimum rate of stipend per month payable to trade apprentices who do training for eight

hours per day shall be as follows, namely:—

(a) During the first year of training . . . Seventy per cent. of minimum wages of semi-skilled workers notified by the State.

(b) During the second year of training . . . Eighty per cent. of minimum wages of semi-skilled workers notified by the State.

(c) During the third year of training . . . Ninety per cent. of minimum wages of semi-skilled workers notified by the State.

(1B) The trade apprentices who do training for minimum four hours per day, the rate of stipend per month shall be fifty per cent. of the rates mentioned in clauses (a), (b) and (c) of sub-section (1A), respectively:

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

[Vide Maharashtra Act 17 of 2018, s. 5].

Rajasthan

Amendment of section 13, Central Act No. 52 of 1961.— For the existing section 13 of the principal Act, the following shall be substituted, namely:-

Compliance consequence

Failure should be tested against sections 30, 31 and 31A as in force from 22 June 2026, alongside contract termination/compensation consequences and any portal or scheme action.

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A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

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- Map form, record, portal, fee and due date.
- Separate substantive entitlement from procedure, remedy and penal consequence.

- Retain the official instrument and event-date evidence.

Section 14

Section 14 - Health, safety and welfare of apprentices | Apprentices Act | Finin2min

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[What section 14 does](#)

[Imports health, safety and welfare protections into apprenticeship training.](#)

[Connected instrument: Rule 12; Schedule V/VI](#)

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[Identify the apprentice category, trade, establishment jurisdiction and applicable portal before applying the provision.](#)

[Separate statutory apprenticeship from internships, probation, traineeships and ordinary employment.](#)

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[Statutory text extract](#)

[Extracted from the bundled official/consolidated source. For sections amended in 2026, the current overlay above controls over older consolidated wording.](#)

14. Health, safety and welfare of apprentices.—Where any apprentices are undergoing training in a factory, the provisions of Chapters III, IV and V of the Factories Act, 1948 (63 of 1948), shall apply in relation to the health, safety and welfare of the apprentices as if they were workers within the meaning of that Act and when any apprentices are undergoing training in a mine, the provisions of Chapter V of the Mines Act, 1952 (35 of 1952), shall apply in relation to the health and safety of the apprentices as if they were persons employed in the mine.

STATE AMENDMENT

Rajasthan

Amendment of section 14, Central Act No. 52 of 1961.— For the existing section 14 of the principal Act, the following shall be substituted, namely:-

“14. Health, safety and welfare of apprentices.- Where any apprentices are undergoing training in a factory, the provisions of Chapters III, IV and V of the Factories Act, 1948 (Central Act No. 63 of

1948), shall apply in relation to the health, safety and welfare of the apprentices as if they were workers within the meaning of that Act and when any apprentices are undergoing training in a mine, the provisions of Chapter V of the Mines Act, 1952 (Central Act No. 35 of 1952), shall apply in relation to the health, safety and welfare of the apprentices as if they were persons employed in the mine and when any apprentices are undergoing training in a shop or commercial establishment, the provisions of the Rajasthan Shops and Commercial Establishments Act, 1958 (Act No. 31 of 1958), shall apply in relation to the health, safety and welfare of the apprentices as if they were persons employed in the shop or establishment.”.

[Vide Rajasthan Act 2 of 2015, s. 7]

Compliance consequence

Failure should be tested against sections 30, 31 and 31A as in force from 22 June 2026, alongside contract termination/compensation consequences and any portal or scheme action.

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A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

- Identify actor, trigger, threshold and territorial authority.
- Map form, record, portal, fee and due date.
- Separate substantive entitlement from procedure, remedy and penal consequence.
- Retain the official instrument and event-date evidence.

Section 15

Section 15 - Hours of work, overtime, leave and holidays | Apprentices Act | Finin2min

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[What section 15 does](#)

[Regulates work hours, overtime approval, leave and holidays.](#)

[Connected instrument: Rules 12 and 13](#)

[Finin2min practical reading](#)

[Identify the apprentice category, trade, establishment jurisdiction and applicable portal before applying the provision.](#)

[Separate statutory apprenticeship from internships, probation, traineeships and ordinary employment.](#)

[Do not treat scheme reimbursement as a substitute for the employer's underlying statutory obligations.](#)

[Preserve the contract, approvals, portal trail and training evidence as one auditable file.](#)

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[Statutory text extract](#)

[Extracted from the bundled official/consolidated source. For sections amended in 2026, the current overlay above controls over older consolidated wording.](#)

15. Hours of work, overtime, leave and holidays.—1[(1) The weekly and daily hours of work of an apprentice while undergoing practical training in a workplace shall be as determined by the employer subject to the compliance with the training duration, if prescribed.]

(2) No apprentice shall be required or allowed to work overtime except with the approval of the Apprenticeship Adviser who shall not grant such approval unless he is satisfied that such overtime is in the interest of the training of the apprentice or in the public interest.

[(3) An apprentice shall be entitled to such leave and holidays as are observed in the establishment in which he is undergoing training.]

[Compliance consequence](#)

[Failure should be tested against sections 30, 31 and 31A as in force from 22 June 2026, alongside contract termination/compensation consequences and any portal or scheme action.](#)

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Finin2min implementation decode

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

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Stipend Matrix 2025

Minimum stipend matrix effective 11 September 2025 Apprenticeship Hub Finin2min	
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Minimum stipend matrix effective 11 September 2025	
Current central minimum monthly stipend categories and year-wise increases.	
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Data reviewed on 17 July 2026	
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Category	
Year 1 minimum	
Year 2 (10% increase)	
Year 3 (15% increase)	
Class 5-9 pass-outs	
₹6,800	
₹7,480	
₹7,820	
Class 10 pass-outs	
₹8,200	
₹9,020	
₹9,430	
Class 12 pass-outs	
₹9,600	
₹10,560	
₹11,040	
National or State Certificate holder	
₹9,600	
₹10,560	
₹11,040	
Technician-vocational / vocational certificate / sandwich course from diploma institution	
₹9,600	
₹10,560	
₹11,040	
Technician apprentice / diploma holder / sandwich course from degree institution	
₹10,900	
₹11,990	
₹12,535	
Graduate or degree apprentice / degree in any stream	
₹12,300	

₹13,530

₹14,145

Payment control:

Pay the stipend by the prescribed due date through the apprentice bank account. Government DBT support, where eligible, does not reduce the employer's obligation if scheme conditions are not fulfilled.

Evidence to retain

Keep source calculations, approvals, portal acknowledgements, contracts, bank/DBT proof, training records and adviser correspondence for the full retention period applicable to your establishment and scheme.

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Finin2min implementation decode

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- Separate substantive entitlement from procedure, remedy and penal consequence.
- Retain the official instrument and event-date evidence.

Forms, records, portal and due-date control

Control	Evidence
Coverage and registration	Entity, location, headcount/category, registration number and portal acknowledgement.
Recurring compliance	Attendance/service, wage/benefit calculation, return/register, payment and employee communication.
Event compliance	Complaint, injury, termination, nomination, claim, inspection or dispute file with limitation diary.

Employer, employee and professional checklists

Employer

- Assign responsible officer and backup.
- Configure HRIS/payroll/portal controls.
- Complete statutory communication and retain proof.

Employee/worker

- Retain contract, identity, attendance, payment and correspondence.
- Use the prescribed complaint/claim route within limitation.

Professional

- Confirm current text, Rules, notification and State variation.
- Reconcile calculation, form, authority, remedy and evidence.

Penalties, remedies, appeals and limitation

Create a remedy matrix rather than one combined conclusion: entitlement or arrears; interest/damages; administrative order; civil penalty; prosecution; compounding; company/officer liability; claim forum; appeal; writ/judicial review; and event-date limitation.

Case-law principles

Decision	Current-use principle
U.P. State Electricity Board v. Shiv Mohan Singh	An apprentice under the statute is primarily a trainee; employment claims depend on the Act, contract and actual facts.
Employees' State Insurance Corporation v. Tata Engineering	Statutory apprenticeship status and coverage questions must be resolved from the specific enactments and current definitions.

State variation alert

Verify the appropriate Government and final State instrument. State forms, authorities, fees, rates and portal routes must be maintained in the location compliance register.

Finin2min Q&A

Which law and version should be applied?

Use the current text of Apprentices Act and Rules, the commencement notification, the applicable Central or State Rules and any later instrument effective on the event date.

How is the appropriate Government identified?

Classify ownership/control, sector, establishment and contractor relationship before selecting the Central or State authority.

Can a company policy override the statutory protection?

No. A policy may improve a benefit or control, but it cannot contract out of a mandatory statutory floor.

What evidence should be retained?

Retain the classification memo, source instrument, form/portal record, calculation, approval, employee communication, acknowledgement and payment or authority proof.

Do the Central Rules apply to every establishment?

No. They govern the Central sphere. State Rules and State notifications must be checked where the State is the appropriate Government.

How should a historical event be tested?

Apply the law and subordinate instrument effective on the event date, then use the repeal-and-savings provision for pending rights and proceedings.

What happens when portal practice conflicts with the statute?

Record the conflict, follow the higher legal instrument, seek authority clarification where necessary and preserve screenshots and correspondence.

Can criminal and monetary consequences arise together?

They may. Separate wages/benefits, interest, damages, civil penalty, prosecution, compounding and director/officer liability.

Is a contractor arrangement enough to shift liability?

No. Principal-employer and contractor liabilities depend on the specific provision and facts; the contract should allocate evidence and recovery without diluting worker rights.

What is the first professional review step?

Freeze the event date and facts, identify the applicable provision, then map Rules, forms, notification status, authority, limitation and evidence.

What is the operational focus of section 1 - section-10?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 2 - section-11?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 3 - section-12?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 4 - section-13?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 5 - section-14?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 6 - section-15?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 7 - stipend-matrix-2025?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is review control 18 for this chapter?

Confirm source currency, State variation, internal ownership, documentary proof and the next statutory deadline before closing the compliance ticket.

FININ2MIN SUMMARY - CHAPTER IN 2 MINUTES

Part 5 - Employer and apprentice obligations

This chapter turns employer and apprentice obligations into an operational control file. It covers Section 11, Section 12, Section 13, Section 14; the practical sequence is to classify coverage and event date, apply the provision and mapped Rule, complete the form/register, calculate the entitlement or exposure, and retain evidence for inspection, claim or appeal.

Who is covered

Employers, establishments, apprentices, basic-training providers and apprenticeship authorities must identify the apprentice category, trade, contract and portal route.

Main obligations / rights

- Section 11
- Section 12
- Section 13
- Section 14
- Section 15

Key thresholds / timelines

- Use only the threshold, rate and limitation period effective on the event date; verify the Central/State instrument before acting.

Forms / evidence

- Register
- Return
- Nomination
- Classification, calculation, approval, acknowledgement and payment/filing proof

Employer risk snapshot

Highest practical risks: treating apprentices as ordinary employees without testing the statutory contract and training framework.

Employee / worker remedy

a registered training contract, prescribed stipend/training conditions and access to the apprenticeship authority for disputes. Confirm authority, limitation and appeal route.

Old law / transition

Apply the instrument effective on the event date and preserve any accrued right, saved notification, pending proceeding or scheme-specific transition.

Five-point professional checklist

- Freeze the event date, establishment, location and person/worker classification.
- Identify the controlling section/paragraph, mapped Rule, notification and appropriate Government.
- Reperform the calculation or decision test and document every exception or approval.
- Complete the prescribed form/register/portal step and retain acknowledgement, payment and communication evidence.
- Record the remedy, forum, limitation, appeal path and State variation before sign-off.

Finin2min takeaway: for employer and apprentice obligations, the defensible answer is not a policy label - it is the event-date law, the mapped procedure, the calculation and a complete evidence trail.

Source status: LOCALLY EMBEDDED | Rules: Mapped; exact extracts where retained | Review date: 18 July 2026

Educational and professional reference. Verify the event-date Act/Code, Rules, notifications, State instruments, portal procedure and later judgments before acting.

Part 5 - Employer and apprentice obligations

Apprentices Act and Rules | Statutory text/source record, practical procedure, controls, remedies and Q&A.

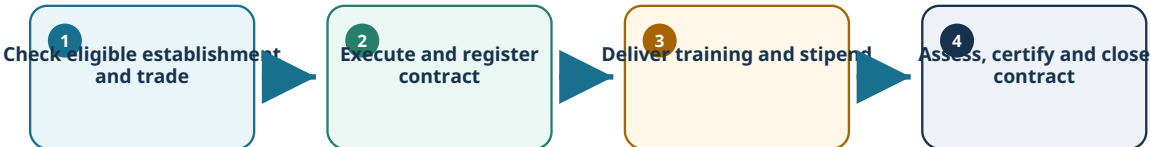
Review date: 2026-07-18

Authors: CA Nikhil Gupta & Kajri Singh

Source modules: 8

FININ2MIN LEGAL FLOW

Apprentices Act and Rules — Employer and apprentice obligations

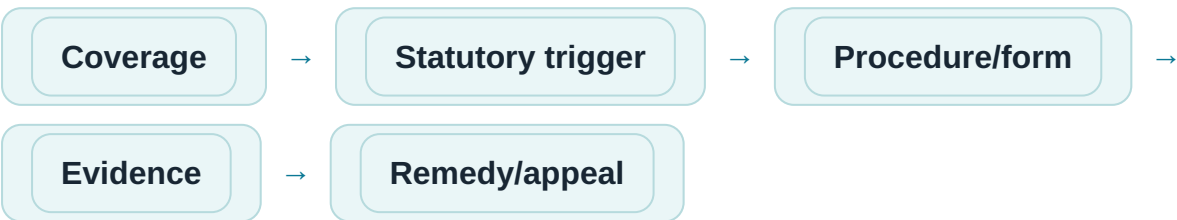


Law → trigger → procedure → evidence. Confirm the operative Central/State instrument on the event date.

Finin2min decision flow — identify the law, complete the statutory process and preserve evidence.

Source protocol. Retained provision/rule pages and official documents are consolidated below. The signed Gazette and current authority portal prevail over normalised formatting.

Decision flow



Official source

Open current official source

Section 11

Section 11 - Obligations of employers | Apprentices Act | Finin2min

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[Connected instrument: Schedules V and VI](#)

[Finin2min practical reading](#)

Identify the apprentice category, trade, establishment jurisdiction and applicable portal before applying the provision.

Separate statutory apprenticeship from internships, probation, traineeships and ordinary employment.

Do not treat scheme reimbursement as a substitute for the employer's underlying statutory obligations.

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(a) to provide the apprentice with the training in his trade in accordance with the provisions of this Act, and the rules made thereunder;

(b) if the employer is not himself qualified in the trade, to ensure that a person⁶[who possesses the prescribed qualifications] is placed in charge of the training of the apprentice;^{7***}

[(bb) to provide adequate instructional staff, possessing such qualifications as may be prescribed, for imparting practical and theoretical training and facilities for trade test of apprentices; and]

(c) to carry out his obligations under the contract of apprenticeship.

[Compliance consequence](#)

Failure should be tested against sections 30, 31 and 31A as in force from 22 June 2026, alongside contract

termination/compensation consequences and any portal or scheme action.

← Section 10

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Finin2min implementation decode

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

- Identify actor, trigger, threshold and territorial authority.
- Map form, record, portal, fee and due date.
- Separate substantive entitlement from procedure, remedy and penal consequence.
- Retain the official instrument and event-date evidence.

Section 12

Section 12 - Obligations of apprentices | Apprentices Act | Finin2min

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[Section 12: Obligations of apprentices](#)

Section 12 of the Apprentices Act, 1961 explained with current 2025-26 amendments, employer controls, evidence and connected Rules.

[Law Hub L8](#)

[Data reviewed on 17 July 2026](#)

[India-first compliance](#)

[What section 12 does](#)

Lists apprentice duties, including learning, lawful instructions, conduct and contract compliance.

Connected instrument: Schedules V and VI

[Finin2min practical reading](#)

Identify the apprentice category, trade, establishment jurisdiction and applicable portal before applying the provision.

Separate statutory apprenticeship from internships, probation, traineeships and ordinary employment.

Do not treat scheme reimbursement as a substitute for the employer's underlying statutory obligations.

Preserve the contract, approvals, portal trail and training evidence as one auditable file.

[Employer control and evidence pack](#)

[Executed/registered contract and portal acknowledgement](#)

[Training plan, attendance/work diary and supervisor records](#)

[Stipend bank/DBT evidence where relevant](#)

[Adviser approval, correspondence or order where the section requires it](#)

[Statutory text extract](#)

Extracted from the bundled official/consolidated source. For sections amended in 2026, the current overlay above controls over older consolidated wording.

12. Obligations of apprentices.—9[(1)] 10[Every trade apprentice] undergoing apprenticeship training shall have the following obligations, namely:—

- (a) to learn his trade conscientiously and diligently and endeavour to qualify himself as a skilled craftsman before the expiry of the period of training;
- (b) to attend practical and instructional classes regularly;
- (c) to carry out all lawful orders of his employer and superiors in the establishment; and
- (d) to carry out his obligations under the contract of apprenticeship.

[(2) Every graduate or technician apprentice 12[technician (vocational) apprentice] undergoing apprenticeship training shall have the following obligations, namely:—

7. The word “and” omitted by Act 4 of 1997, s. 6 (w.e.f. 8-1-1997).

9. Section 12 re-numbered as sub-section (1) thereof by Act 27 of 1973, s. 13 (w.e.f. 1-12-1974).

[Compliance consequence](#)

Failure should be tested against sections 30, 31 and 31A as in force from 22 June 2026, alongside contract termination/compensation consequences and any portal or scheme action.

← Section 11

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Finin2min implementation decode

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

- Identify actor, trigger, threshold and territorial authority.
- Map form, record, portal, fee and due date.
- Separate substantive entitlement from procedure, remedy and penal consequence.
- Retain the official instrument and event-date evidence.

Section 13

Section 13 - Payment to apprentices | Apprentices Act | Finin2min

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[Data reviewed on 17 July 2026](#)

[India-first compliance](#)

[What section 13 does](#)

Creates the statutory obligation to pay stipend at prescribed rates.

Connected instrument: Rule 11

[Finin2min practical reading](#)

Identify the apprentice category, trade, establishment jurisdiction and applicable portal before applying the provision.

Separate statutory apprenticeship from internships, probation, traineeships and ordinary employment.

Do not treat scheme reimbursement as a substitute for the employer's underlying statutory obligations.

Preserve the contract, approvals, portal trail and training evidence as one auditable file.

Employer control and evidence pack

Executed/registered contract and portal acknowledgement

Training plan, attendance/work diary and supervisor records

Stipend bank/DBT evidence where relevant

Adviser approval, correspondence or order where the section requires it

Statutory text extract

Extracted from the bundled official/consolidated source. For sections amended in 2026, the current overlay above controls over older consolidated wording.

13. Payment to apprentices.—(1) The employer shall pay to every apprentice during the period of apprenticeship training such stipend at a rate not less than the1[prescribed minimum rate, or the rate which was being paid by the employer on 1st January, 1970 to the category of apprentices under which such apprentice falls, whichever is higher,] as may be specified in the contract of apprenticeship and the stipend so specified shall be paid at such intervals and subject to such conditions as may be prescribed.

[(2) An apprentice shall not be paid by his employer on the basis of piece work nor shall he be required to take part in any output bonus or other incentive scheme.]

STATE AMENDMENT

Maharashtra

Amendment of section 13 of 52 of 1961.—In section 13 of the principal Act, after the existing sub-section (1), the following sub-sections shall be inserted, namely:—

“(1A) The minimum rate of stipend per month payable to trade apprentices who do training for eight

hours per day shall be as follows, namely:—

(a) During the first year of training . . . Seventy per cent. of minimum wages of semi-skilled workers notified by the State.

(b) During the second year of training . . . Eighty per cent. of minimum wages of semi-skilled workers notified by the State.

(c) During the third year of training . . . Ninety per cent. of minimum wages of semi-skilled workers notified by the State.

(1B) The trade apprentices who do training for minimum four hours per day, the rate of stipend per month shall be fifty per cent. of the rates mentioned in clauses (a), (b) and (c) of sub-section (1A), respectively:

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

[Vide Maharashtra Act 17 of 2018, s. 5].

Rajasthan

Amendment of section 13, Central Act No. 52 of 1961.— For the existing section 13 of the principal Act, the following shall be substituted, namely:-

Compliance consequence

Failure should be tested against sections 30, 31 and 31A as in force from 22 June 2026, alongside contract termination/compensation consequences and any portal or scheme action.

← Section 12

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Finin2min implementation decode

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

- Identify actor, trigger, threshold and territorial authority.
- Map form, record, portal, fee and due date.
- Separate substantive entitlement from procedure, remedy and penal consequence.

- Retain the official instrument and event-date evidence.

Section 14

Section 14 - Health, safety and welfare of apprentices | Apprentices Act | Finin2min

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[What section 14 does](#)

[Imports health, safety and welfare protections into apprenticeship training.](#)

[Connected instrument: Rule 12; Schedule V/VI](#)

[Finin2min practical reading](#)

[Identify the apprentice category, trade, establishment jurisdiction and applicable portal before applying the provision.](#)

[Separate statutory apprenticeship from internships, probation, traineeships and ordinary employment.](#)

[Do not treat scheme reimbursement as a substitute for the employer's underlying statutory obligations.](#)

[Preserve the contract, approvals, portal trail and training evidence as one auditable file.](#)

[Employer control and evidence pack](#)

[Executed/registered contract and portal acknowledgement](#)

[Training plan, attendance/work diary and supervisor records](#)

[Stipend bank/DBT evidence where relevant](#)

[Adviser approval, correspondence or order where the section requires it](#)

[Statutory text extract](#)

[Extracted from the bundled official/consolidated source. For sections amended in 2026, the current overlay above controls over older consolidated wording.](#)

14. Health, safety and welfare of apprentices.—Where any apprentices are undergoing training in a factory, the provisions of Chapters III, IV and V of the Factories Act, 1948 (63 of 1948), shall apply in relation to the health, safety and welfare of the apprentices as if they were workers within the meaning of that Act and when any apprentices are undergoing training in a mine, the provisions of Chapter V of the Mines Act, 1952 (35 of 1952), shall apply in relation to the health and safety of the apprentices as if they were persons employed in the mine.

STATE AMENDMENT

Rajasthan

Amendment of section 14, Central Act No. 52 of 1961.— For the existing section 14 of the principal Act, the following shall be substituted, namely:-

“14. Health, safety and welfare of apprentices.- Where any apprentices are undergoing training in a factory, the provisions of Chapters III, IV and V of the Factories Act, 1948 (Central Act No. 63 of

1948), shall apply in relation to the health, safety and welfare of the apprentices as if they were workers within the meaning of that Act and when any apprentices are undergoing training in a mine, the provisions of Chapter V of the Mines Act, 1952 (Central Act No. 35 of 1952), shall apply in relation to the health, safety and welfare of the apprentices as if they were persons employed in the mine and when any apprentices are undergoing training in a shop or commercial establishment, the provisions of the Rajasthan Shops and Commercial Establishments Act, 1958 (Act No. 31 of 1958), shall apply in relation to the health, safety and welfare of the apprentices as if they were persons employed in the shop or establishment.”.

[Vide Rajasthan Act 2 of 2015, s. 7]

Compliance consequence

Failure should be tested against sections 30, 31 and 31A as in force from 22 June 2026, alongside contract termination/compensation consequences and any portal or scheme action.

← Section 13

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Finin2min implementation decode

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

- Identify actor, trigger, threshold and territorial authority.
- Map form, record, portal, fee and due date.
- Separate substantive entitlement from procedure, remedy and penal consequence.
- Retain the official instrument and event-date evidence.

Section 15

Section 15 - Hours of work, overtime, leave and holidays | Apprentices Act | Finin2min

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Section 15 of the Apprentices Act, 1961 explained with current 2025-26 amendments, employer controls, evidence and connected Rules.

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[Data reviewed on 17 July 2026](#)

[India-first compliance](#)

[What section 15 does](#)

[Regulates work hours, overtime approval, leave and holidays.](#)

[Connected instrument: Rules 12 and 13](#)

[Finin2min practical reading](#)

[Identify the apprentice category, trade, establishment jurisdiction and applicable portal before applying the provision.](#)

[Separate statutory apprenticeship from internships, probation, traineeships and ordinary employment.](#)

[Do not treat scheme reimbursement as a substitute for the employer's underlying statutory obligations.](#)

[Preserve the contract, approvals, portal trail and training evidence as one auditable file.](#)

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[Stipend bank/DBT evidence where relevant](#)

[Adviser approval, correspondence or order where the section requires it](#)

[Statutory text extract](#)

[Extracted from the bundled official/consolidated source. For sections amended in 2026, the current overlay above controls over older consolidated wording.](#)

15. Hours of work, overtime, leave and holidays.—1[(1) The weekly and daily hours of work of an apprentice while undergoing practical training in a workplace shall be as determined by the employer subject to the compliance with the training duration, if prescribed.]

(2) No apprentice shall be required or allowed to work overtime except with the approval of the Apprenticeship Adviser who shall not grant such approval unless he is satisfied that such overtime is in the interest of the training of the apprentice or in the public interest.

[(3) An apprentice shall be entitled to such leave and holidays as are observed in the establishment in which he is undergoing training.]

[Compliance consequence](#)

[Failure should be tested against sections 30, 31 and 31A as in force from 22 June 2026, alongside contract termination/compensation consequences and any portal or scheme action.](#)

[← Section 14](#)

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Finin2min implementation decode

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

- Identify actor, trigger, threshold and territorial authority.
- Map form, record, portal, fee and due date.
- Separate substantive entitlement from procedure, remedy and penal consequence.
- Retain the official instrument and event-date evidence.

Section 16

Section 16 - Employer liability for compensation for injury | Apprentices Act | Finin2min

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[Section 16: Employer liability for compensation for injury](#)

Section 16 of the Apprentices Act, 1961 explained with current 2025-26 amendments, employer controls, evidence and connected Rules.

[Law Hub L8](#)

[Data reviewed on 17 July 2026](#)

[India-first compliance](#)

[What section 16 does](#)

Makes the employer liable for prescribed compensation where injury arises out of and in the course of training.

Connected instrument: Schedule V/VI

[Finin2min practical reading](#)

Identify the apprentice category, trade, establishment jurisdiction and applicable portal before applying the provision.

Separate statutory apprenticeship from internships, probation, traineeships and ordinary employment.

Do not treat scheme reimbursement as a substitute for the employer's underlying statutory obligations.

Preserve the contract, approvals, portal trail and training evidence as one auditable file.

[Employer control and evidence pack](#)

[Executed/registered contract and portal acknowledgement](#)

[Training plan, attendance/work diary and supervisor records](#)

[Stipend bank/DBT evidence where relevant](#)

[Adviser approval, correspondence or order where the section requires it](#)

[Statutory text extract](#)

Extracted from the bundled official/consolidated source. For sections amended in 2026, the current overlay above controls over older consolidated wording.

16. Employer's liability for compensation for injury.—If personal injury is caused to an apprentice by accident arising out of and in the course of his training as an apprentice, his employer shall be liable to pay compensation which shall be determined and paid, so far as may be, in accordance with the provisions of the Workmen's Compensation Act, 1923 (8 of 1923), subject to the modifications specified in the Schedule.

[Compliance consequence](#)

Failure should be tested against sections 30, 31 and 31A as in force from 22 June 2026, alongside contract termination/compensation consequences and any portal or scheme action.

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Finin2min implementation decode

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

- Identify actor, trigger, threshold and territorial authority.
- Map form, record, portal, fee and due date.
- Separate substantive entitlement from procedure, remedy and penal consequence.
- Retain the official instrument and event-date evidence.

Section 17

Section 17 - Conduct and discipline | Apprentices Act | Finin2min

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[Section 17: Conduct and discipline](#)

Section 17 of the Apprentices Act, 1961 explained with current 2025-26 amendments, employer controls, evidence and connected Rules.

[Law Hub L8](#)

[Data reviewed on 17 July 2026](#)

[India-first compliance](#)

[What section 17 does](#)

Subjects apprentices to the establishment's conduct and discipline framework, consistent with the Act and contract.

[Connected instrument: Schedule V/VI](#)

[Finin2min practical reading](#)

Identify the apprentice category, trade, establishment jurisdiction and applicable portal before applying the provision.

Separate statutory apprenticeship from internships, probation, traineeships and ordinary employment.

Do not treat scheme reimbursement as a substitute for the employer's underlying statutory obligations.

Preserve the contract, approvals, portal trail and training evidence as one auditable file.

[Employer control and evidence pack](#)

[Executed/registered contract and portal acknowledgement](#)

[Training plan, attendance/work diary and supervisor records](#)

[Stipend bank/DBT evidence where relevant](#)

[Adviser approval, correspondence or order where the section requires it](#)

[Statutory text extract](#)

Extracted from the bundled official/consolidated source. For sections amended in 2026, the current overlay above controls over older consolidated wording.

17. Conduct and discipline.—In all matters of conduct and discipline, the apprentice shall be governed by the rules and regulations 1[applicable to employees of the corresponding category] in the establishment in which the apprentice is undergoing training.

[Compliance consequence](#)

Failure should be tested against sections 30, 31 and 31A as in force from 22 June 2026, alongside contract termination/compensation consequences and any portal or scheme action.

[← Section 16](#)

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Finin2min implementation decode

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

- Identify actor, trigger, threshold and territorial authority.
- Map form, record, portal, fee and due date.
- Separate substantive entitlement from procedure, remedy and penal consequence.
- Retain the official instrument and event-date evidence.

Section 18

Section 18 - Apprentices are trainees and not workers | Apprentices Act | Finin2min

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[Section 18: Apprentices are trainees and not workers](#)

Section 18 of the Apprentices Act, 1961 explained with current 2025-26 amendments, employer controls, evidence and connected Rules.

[Law Hub L8](#)

[Data reviewed on 17 July 2026](#)

[India-first compliance](#)

[What section 18 does](#)

Clarifies that an apprentice is a trainee rather than a worker, while preserving expressly applied safety and compensation protections.

[Connected instrument: Schedule V/VI](#)

[Finin2min practical reading](#)

Identify the apprentice category, trade, establishment jurisdiction and applicable portal before applying the provision.

Separate statutory apprenticeship from internships, probation, traineeships and ordinary employment.

Do not treat scheme reimbursement as a substitute for the employer's underlying statutory obligations.

Preserve the contract, approvals, portal trail and training evidence as one auditable file.

[Employer control and evidence pack](#)

[Executed/registered contract and portal acknowledgement](#)

[Training plan, attendance/work diary and supervisor records](#)

[Stipend bank/DBT evidence where relevant](#)

[Adviser approval, correspondence or order where the section requires it](#)

[Statutory text extract](#)

Extracted from the bundled official/consolidated source. For sections amended in 2026, the current overlay above controls over older consolidated wording.

18. Apprentices are trainees and not workers.—Save as otherwise provided in this Act,—

(a) every apprentice undergoing apprenticeship training in a designated trade in an establishment shall be a trainee and not a worker; and

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

[Compliance consequence](#)

Failure should be tested against sections 30, 31 and 31A as in force from 22 June 2026, alongside contract termination/compensation consequences and any portal or scheme action.

[← Section 17](#)

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Finin2min implementation decode

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

- Identify actor, trigger, threshold and territorial authority.
- Map form, record, portal, fee and due date.
- Separate substantive entitlement from procedure, remedy and penal consequence.
- Retain the official instrument and event-date evidence.

Forms, records, portal and due-date control

Control	Evidence
Coverage and registration	Entity, location, headcount/category, registration number and portal acknowledgement.
Recurring compliance	Attendance/service, wage/benefit calculation, return/register, payment and employee communication.
Event compliance	Complaint, injury, termination, nomination, claim, inspection or dispute file with limitation diary.

Employer, employee and professional checklists

Employer

- Assign responsible officer and backup.
- Configure HRIS/payroll/portal controls.
- Complete statutory communication and retain proof.

Employee/worker

- Retain contract, identity, attendance, payment and correspondence.
- Use the prescribed complaint/claim route within limitation.

Professional

- Confirm current text, Rules, notification and State variation.
- Reconcile calculation, form, authority, remedy and evidence.

Penalties, remedies, appeals and limitation

Create a remedy matrix rather than one combined conclusion: entitlement or arrears; interest/damages; administrative order; civil penalty; prosecution; compounding; company/officer liability; claim forum; appeal; writ/judicial review; and event-date limitation.

Case-law principles

Decision	Current-use principle
U.P. State Electricity Board v. Shiv Mohan Singh	An apprentice under the statute is primarily a trainee; employment claims depend on the Act, contract and actual facts.
Employees' State Insurance Corporation v. Tata Engineering	Statutory apprenticeship status and coverage questions must be resolved from the specific enactments and current definitions.

State variation alert

Verify the appropriate Government and final State instrument. State forms, authorities, fees, rates and portal routes must be maintained in the location compliance register.

Finin2min Q&A

Which law and version should be applied?

Use the current text of Apprentices Act and Rules, the commencement notification, the applicable Central or State Rules and any later instrument effective on the event date.

How is the appropriate Government identified?

Classify ownership/control, sector, establishment and contractor relationship before selecting the Central or State authority.

Can a company policy override the statutory protection?

No. A policy may improve a benefit or control, but it cannot contract out of a mandatory statutory floor.

What evidence should be retained?

Retain the classification memo, source instrument, form/portal record, calculation, approval, employee communication, acknowledgement and payment or authority proof.

Do the Central Rules apply to every establishment?

No. They govern the Central sphere. State Rules and State notifications must be checked where the State is the appropriate Government.

How should a historical event be tested?

Apply the law and subordinate instrument effective on the event date, then use the repeal-and-savings provision for pending rights and proceedings.

What happens when portal practice conflicts with the statute?

Record the conflict, follow the higher legal instrument, seek authority clarification where necessary and preserve screenshots and correspondence.

Can criminal and monetary consequences arise together?

They may. Separate wages/benefits, interest, damages, civil penalty, prosecution, compounding and director/officer liability.

Is a contractor arrangement enough to shift liability?

No. Principal-employer and contractor liabilities depend on the specific provision and facts; the contract should allocate evidence and recovery without diluting worker rights.

What is the first professional review step?

Freeze the event date and facts, identify the applicable provision, then map Rules, forms, notification status, authority, limitation and evidence.

What is the operational focus of section 1 - section-11?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 2 - section-12?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 3 - section-13?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 4 - section-14?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 5 - section-15?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 6 - section-16?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 7 - section-17?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 8 - section-18?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

FININ2MIN SUMMARY - CHAPTER IN 2 MINUTES

Part 6 - Authorities, disputes and penalties

This chapter turns authorities, disputes and penalties into an operational control file. It covers Section 19, Section 2, Section 20, Section 21; the practical sequence is to classify coverage and event date, apply the provision and mapped Rule, complete the form/register, calculate the entitlement or exposure, and retain evidence for inspection, claim or appeal.

Who is covered

Employers, establishments, apprentices, basic-training providers and apprenticeship authorities must identify the apprentice category, trade, contract and portal route.

Main obligations / rights

- Section 19
- Section 2
- Section 20
- Section 21
- Section 22

Key thresholds / timelines

- First contravention attracts an advisory with 30 days to comply;
- second contravention attracts a warning with 15 days to comply;

Forms / evidence

- Register
- Return
- Nomination
- Classification, calculation, approval, acknowledgement and payment/filing proof

Employer risk snapshot

Highest practical risks: treating apprentices as ordinary employees without testing the statutory contract and training framework.

Employee / worker remedy

a registered training contract, prescribed stipend/training conditions and access to the apprenticeship authority for disputes. Confirm authority, limitation and appeal route.

Old law / transition

Apply the instrument effective on the event date and preserve any accrued right, saved notification, pending proceeding or scheme-specific transition.

Five-point professional checklist

- Freeze the event date, establishment, location and person/worker classification.
- Identify the controlling section/paragraph, mapped Rule, notification and appropriate Government.
- Reperform the calculation or decision test and document every exception or approval.
- Complete the prescribed form/register/portal step and retain acknowledgement, payment and communication evidence.
- Record the remedy, forum, limitation, appeal path and State variation before sign-off.

Finin2min takeaway: for authorities, disputes and penalties, the defensible answer is not a policy label - it is the event-date law, the mapped procedure, the calculation and a complete evidence trail.

Source status: LOCALLY EMBEDDED | Rules: Mapped; exact extracts where retained | Review date: 18 July 2026

Educational and professional reference. Verify the event-date Act/Code, Rules, notifications, State instruments, portal procedure and later judgments before acting.

Part 6 - Authorities, disputes and penalties

Apprentices Act and Rules | Statutory text/source record, practical procedure, controls, remedies and Q&A.

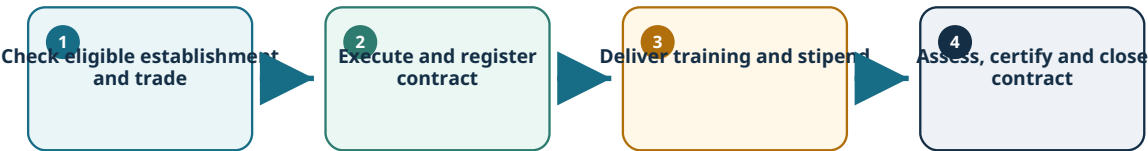
Review date: 2026-07-18

Authors: CA Nikhil Gupta & Kajri Singh

Source modules: 25

FININ2MIN LEGAL FLOW

Apprentices Act and Rules — Authorities, disputes and penalties

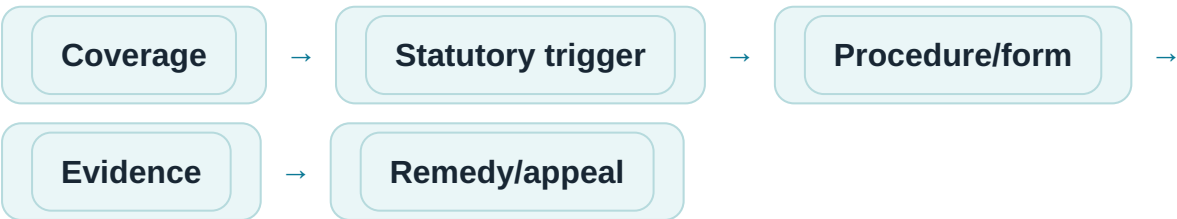


Law → trigger → procedure → evidence. Confirm the operative Central/State instrument on the event date.

Finin2min decision flow — identify the law, complete the statutory process and preserve evidence.

Source protocol. Retained provision/rule pages and official documents are consolidated below. The signed Gazette and current authority portal prevail over normalised formatting.

Decision flow



Official source

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Section 19

Section 19 - Records and returns | Apprentices Act | Finin2min

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Section 19 of the Apprentices Act, 1961 explained with current 2025-26 amendments, employer controls, evidence and connected Rules.

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[What section 19 does](#)

Requires prescribed records and returns and supports portal-based supervision.

Connected instrument: Rules 10 and 14; Schedule III

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Identify the apprentice category, trade, establishment jurisdiction and applicable portal before applying the provision.

Separate statutory apprenticeship from internships, probation, traineeships and ordinary employment.

Do not treat scheme reimbursement as a substitute for the employer's underlying statutory obligations.

Preserve the contract, approvals, portal trail and training evidence as one auditable file.

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[Statutory text extract](#)

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19. Records and returns.—(1) Every employer shall maintain records of the progress of training of each apprentice undergoing apprenticeship training in his establishment in such form as may be prescribed.

[(2) Until a portal-site is developed by the Central Government, every employer shall furnish such information and return in such form as may be prescribed, to such authorities at such intervals as may be prescribed.

(3) Every employer shall also give trade-wise requirement and engagement of apprentices in respect of apprenticeship training on portal-site developed by the Central Government in this regard.]

[Compliance consequence](#)

Failure should be tested against sections 30, 31 and 31A as in force from 22 June 2026, alongside contract termination/compensation consequences and any portal or scheme action.

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Finin2min implementation decode

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

- Identify actor, trigger, threshold and territorial authority.
- Map form, record, portal, fee and due date.
- Separate substantive entitlement from procedure, remedy and penal consequence.
- Retain the official instrument and event-date evidence.

Section 2

Section 2 - Definitions | Apprentices Act | Finin2min

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Section 2 of the Apprentices Act, 1961 explained with current 2025-26 amendments, employer controls, evidence and connected Rules.

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[What section 2 does](#)

Defines the people, trades, authorities, establishment concepts and other terms that control every downstream obligation.

2026 legal overlay:

From 22 June 2026, the definition section also recognises “advisory” and “warning” for the graduated compliance process introduced by the Jan Vishwas (Amendment of Provisions) Act, 2026.

Connected instrument: Rule 2

[Finin2min practical reading](#)

Identify the apprentice category, trade, establishment jurisdiction and applicable portal before applying the provision.

Separate statutory apprenticeship from internships, probation, traineeships and ordinary employment.

Do not treat scheme reimbursement as a substitute for the employer’s underlying statutory obligations.

Preserve the contract, approvals, portal trail and training evidence as one auditable file.

Employer control and evidence pack

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Stipend bank/DBT evidence where relevant

Adviser approval, correspondence or order where the section requires it

Statutory text extract

Extracted from the bundled official/consolidated source. For sections amended in 2026, the current overlay above controls over older consolidated wording.

2. Definitions.—In this Act, unless the context otherwise requires,—

[(a) “All India Council” means the All India Council of Technical Education established by the resolution of the Government of India in the former Ministry of Education No. F. 16-10/44-E.III, dated the 30th November, 1945;]

[(aa)] “apprentice” means a person who is undergoing apprenticeship training 8*** in pursuance of a contract of apprenticeship;

[(aaa) “apprenticeship training” means a course of training in any industry or establishment undergone in pursuance of a contract of apprenticeship and under prescribed terms and conditions

which may be different for different categories of apprentices;]

(b) “Apprenticeship Adviser” means the Central Apprenticeship Adviser appointed under sub-section (1) of section 26 or the State Apprenticeship Adviser appointed under sub-section (2) of that section;

(c) “Apprenticeship Council” means the Central Apprenticeship Council or the State Apprenticeship Council established under sub-section (1) of section 24;

(d) “appropriate Government” means,—

(1) in relation to—

(a) the Central Apprenticeship Council, or

3. 1st March, 1962, vide notification No. G.S.R. 246, dated 12th February, 1962, see Gazette of India, Extraordinary, Part II,

sec. 3(i) and this Act has been extended in its application to the Union territory Goa, Daman and Diu by the Act 11 of 1963, s.

3 and the Schedule (w.e.f 1-2-1965).

4. Clause (b) omitted by Act 27 of 1973, s. 3 (w.e.f. 1-12-1974).

7. Clause (a) re-lettered as clause (aa) thereof by s. 4, ibid. (w.e.f. 1-12-1974).

Compliance consequence

Failure should be tested against sections 30, 31 and 31A as in force from 22 June 2026, alongside contract termination/compensation consequences and any portal or scheme action.

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A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

- Identify actor, trigger, threshold and territorial authority.
- Map form, record, portal, fee and due date.
- Separate substantive entitlement from procedure, remedy and penal consequence.
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Section 20

Section 20 - Settlement of disputes | Apprentices Act | Finin2min

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[Routes disputes arising from the apprenticeship contract to the Apprenticeship Adviser.](#)

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[Identify the apprentice category, trade, establishment jurisdiction and applicable portal before applying the provision.](#)

[Separate statutory apprenticeship from internships, probation, traineeships and ordinary employment.](#)

[Do not treat scheme reimbursement as a substitute for the employer's underlying statutory obligations.](#)

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[Statutory text extract](#)

[Extracted from the bundled official/consolidated source. For sections amended in 2026, the current overlay above controls over older consolidated wording.](#)

20. Settlement of disputes.—(1) Any disagreement or dispute between an employer and an apprentice arising out of the contract of apprenticeship shall be referred to the Apprenticeship Adviser for decision.

(2) Any person aggrieved by the decision of the Apprenticeship Adviser under sub-section (1) may, within thirty days from the date of communication to him of such decision, prefer an appeal against the decision to the Apprenticeship Council and such appeal shall be heard and determined by a Committee of that Council appointed for the purpose.

(3) The decision of the Committee under sub-section (2) and subject only to such decision, the decision of the Apprenticeship Adviser under sub-section (1) shall be final.

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[Failure should be tested against sections 30, 31 and 31A as in force from 22 June 2026, alongside contract termination/compensation consequences and any portal or scheme action.](#)

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Finin2min implementation decode

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

- Identify actor, trigger, threshold and territorial authority.
- Map form, record, portal, fee and due date.
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Section 21 - Tests, certificates and conclusion of training | Apprentices Act | Finin2min

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Provides for tests, assessment, certificates and completion outcomes.

Connected instrument: Curriculum and certification rules

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Identify the apprentice category, trade, establishment jurisdiction and applicable portal before applying the provision.

Separate statutory apprenticeship from internships, probation, traineeships and ordinary employment.

Do not treat scheme reimbursement as a substitute for the employer's underlying statutory obligations.

Preserve the contract, approvals, portal trail and training evidence as one auditable file.

Employer control and evidence pack

Executed/registered contract and portal acknowledgement

Training plan, attendance/work diary and supervisor records

Stipend bank/DBT evidence where relevant

Adviser approval, correspondence or order where the section requires it

Statutory text extract

Extracted from the bundled official/consolidated source. For sections amended in 2026, the current overlay above controls over older consolidated wording.

21. Holding of test and grant of certificate and conclusion of training.—3[(1) Every trade apprentice who has completed the period of training may appear for a test to be conducted by the National Council or any other agency authorised by the Central Government to determine his proficiency in the designated trade in which he has undergone apprenticeship training].

(2) Every4[trade apprentice] who passes the test referred to in sub-section (1) shall be granted a certificate of proficiency in the trade by the National Council 5[or by the other agency authorised by the Central Government].

[(3) The progress in apprenticeship training of every graduate or technician apprentice7[technician (vocational) apprentice] shall be assessed by the employer from time to time.

[(4) Every graduate or technician apprentice or technician (vocational) apprentice, who completes his apprenticeship training to the satisfaction of the concerned Regional Board, shall be granted a certificate of proficiency by that Board.]]

STATE AMENDMENTS

Maharashtra

Amendment of section 21 of 52 of 1961.—In section 21 of the principal Act,—

(i) after the existing sub-section (1), the following sub-section shall be inserted, namely:—

Compliance consequence

Failure should be tested against sections 30, 31 and 31A as in force from 22 June 2026, alongside contract termination/compensation consequences and any portal or scheme action.

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A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

- Identify actor, trigger, threshold and territorial authority.
- Map form, record, portal, fee and due date.
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Clarifies that post-training employment depends on the contract and is not automatically mandatory.

Connected instrument: Contract terms

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Identify the apprentice category, trade, establishment jurisdiction and applicable portal before applying the provision.

Separate statutory apprenticeship from internships, probation, traineeships and ordinary employment.

Do not treat scheme reimbursement as a substitute for the employer's underlying statutory obligations.

Preserve the contract, approvals, portal trail and training evidence as one auditable file.

Employer control and evidence pack

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Stipend bank/DBT evidence where relevant

Adviser approval, correspondence or order where the section requires it

Statutory text extract

Extracted from the bundled official/consolidated source. For sections amended in 2026, the current overlay above controls over older consolidated wording.

22. Offer and acceptance of employment.—1[(1) Every employer shall formulate its own policy for recruiting any apprentice who has completed the period of apprenticeship training in his establishment.]

(2) Notwithstanding anything in sub-section (1), where there is a condition in a contract of apprenticeship that the apprentice shall, after the successful completion of the apprenticeship 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 on such remuneration as may be specified in the contract:

Provided that where such period or remuneration is not, in the opinion of the Apprenticeship Adviser, reasonable, he may revise such period or remuneration so as to make it reasonable, and the period or remuneration so revised shall be deemed to be the period or remuneration agreed to between the apprentice and the employer.

CHAPTER III

AUTHORITIES

Compliance consequence

Failure should be tested against sections 30, 31 and 31A as in force from 22 June 2026, alongside contract termination/compensation consequences and any portal or scheme action.

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A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

- Identify actor, trigger, threshold and territorial authority.
- Map form, record, portal, fee and due date.
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[What section 23 does](#)

Identifies the statutory authorities responsible for apprenticeship governance.

Connected instrument: Rules and government notifications

[Finin2min practical reading](#)

Identify the apprentice category, trade, establishment jurisdiction and applicable portal before applying the provision.

Separate statutory apprenticeship from internships, probation, traineeships and ordinary employment.

Do not treat scheme reimbursement as a substitute for the employer's underlying statutory obligations.

Preserve the contract, approvals, portal trail and training evidence as one auditable file.

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Extracted from the bundled official/consolidated source. For sections amended in 2026, the current overlay above controls over older consolidated wording.

23. Authorities.—(1) In addition to the Government there shall be the following authorities under this Act, namely:—

- (a) The National Council,
- (b) The Central Apprenticeship Council,
- (c) The State Council,
- (d) The State Apprenticeship Council,
- [(e) The All India Council,
- (f) The Regional Boards,
- (g) The Boards or State Councils of Technical Education,]
- [(h)] The Central Apprenticeship Adviser, and
- [(i)] The State Apprenticeship Adviser.

(2) Every State Council shall be affiliated to the National Council and every State Apprenticeship

Council shall be affiliated to the Central Apprenticeship Council.

[(2A) Every Board or State Council of Technical Education and every Regional Board shall be affiliated to the Central Apprenticeship Council.]

(3) Each of the authorities specified in sub-section (1) shall, in relation to apprenticeship training under this Act, perform such functions as are assigned to it by or under this Act or by the Government:

3.Item (e) re-lettered as item (h) thereof by s. 17, *ibid.* (w.e.f. 1-12-1974).

4. Item (f) re-lettered as item (i) thereof by s. 17, *ibid.* (w.e.f. 1-12-1974).

Provided that a State Council shall also perform such functions as are assigned to it by the National Council and the State Apprenticeship Council 1[and the Board or State Council of Technical Education] shall also perform such functions as are assigned to it by the Central Apprenticeship Council.

STATE AMENDMENT

Rajasthan

Amendment of section 23, Central Act No. 52 of 1961.— For the existing sub-section (2) of section 23 of the principal Act, the following shall be substituted, namely:-

“(2) Every State Council may be affiliated to the National Council and every State Apprenticeship Council may be affiliated to the Central Apprenticeship Council.”.

[Vide Rajasthan Act 2 of 2015, s. 7]

Compliance consequence

Failure should be tested against sections 30, 31 and 31A as in force from 22 June 2026, alongside contract termination/compensation consequences and any portal or scheme action.

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A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

- Identify actor, trigger, threshold and territorial authority.
- Map form, record, portal, fee and due date.
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Section 24

Section 24 - Constitution of Councils | Apprentices Act | Finin2min

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[Provides for constitution and functioning of apprenticeship councils.](#)

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[Identify the apprentice category, trade, establishment jurisdiction and applicable portal before applying the provision.](#)

[Separate statutory apprenticeship from internships, probation, traineeships and ordinary employment.](#)

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24. Constitution of Councils.—(1) The Central Government shall, by notification in the Official Gazette, establish the Central Apprenticeship Council and the State Government shall, by notification in the Official Gazette, establish the State Apprenticeship Council.

(2) The Central Apprenticeship Council shall consist of 2[a Chairman and a Vice-Chairman] and such number of other members as the Central Government may think expedient, to be appointed by that Government by notification in the Official Gazette from among the following categories of persons, namely:—

(a) representatives of employers in establishments in the public and private sectors,

(b) representatives of the Central Government and of the State Governments, 3***

(c) persons having special knowledge and experience on matters relating to 4[industry, labour and technical education, and]

[(d) representatives of the All India Council and of the Regional Boards.]

(3) The number of persons to be appointed as members of the Central Apprenticeship Council from each of the categories specified in sub-section (2), the term of office of, the procedure to be followed in the discharge of their functions by, and the manner of filling vacancies among, the members of the Council shall be such as may be prescribed.

(4) The State Apprenticeship Council shall consist of 2[a Chairman and a Vice-Chairman] and such number of other members as the State Government may think expedient, to be appointed by that Government by notification in the Official Gazette from among the following categories of persons, namely:—

(a) representatives of employers in establishments in the public and private sectors,

(b) representatives of the Central Government and of the State Government 5***

(c) persons having special knowledge and experience of matters relating to 6[industry, labour and technical education, and]

[(d) representatives of the Board or of the State Council of Technical Education.]

(5) The number of persons to be appointed as members of the State Apprenticeship Council from each of the categories specified in sub-sections (4), the term of office of, the procedure to be followed in the discharge of their functions by, and the manner of filling vacancies among, the members of the Council shall be such as the State Government may, by notification in the Official Gazette, determine.

(6) The fees and allowances, if any, to be paid to 6[the Chairman and the Vice-Chairman] and the other members of the Central Apprenticeship Council, shall be such as may be determined by the Central Government and the fees and allowances, if any, to be paid to 6[the Chairman and the Vice-Chairman]

3. The word “and” omitted by s. 18, *ibid.* (w.e.f. 1-12-1974).

Compliance consequence

Failure should be tested against sections 30, 31 and 31A as in force from 22 June 2026, alongside contract termination/compensation consequences and any portal or scheme action.

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A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

- Identify actor, trigger, threshold and territorial authority.
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Section 25

Section 25 - Vacancies not to invalidate acts and proceedings | Apprentices Act | Finin2min

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Protects council acts and proceedings from being invalid merely because of vacancies or defects.

Connected instrument: Council procedure

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Identify the apprentice category, trade, establishment jurisdiction and applicable portal before applying the provision.

Separate statutory apprenticeship from internships, probation, traineeships and ordinary employment.

Do not treat scheme reimbursement as a substitute for the employer's underlying statutory obligations.

Preserve the contract, approvals, portal trail and training evidence as one auditable file.

Employer control and evidence pack

Executed/registered contract and portal acknowledgement

Training plan, attendance/work diary and supervisor records

Stipend bank/DBT evidence where relevant

Adviser approval, correspondence or order where the section requires it

Statutory text extract

Extracted from the bundled official/consolidated source. For sections amended in 2026, the current overlay above controls over older consolidated wording.

25. Vacancies not to invalidate acts and proceedings.—No act done or proceeding taken by the National Council, the Central Apprenticeship Council, the State Council or the State Apprenticeship Council under this Act shall be questioned on the ground merely of the existence of any vacancy in, or defect in the constitution of, such Council.

Compliance consequence

Failure should be tested against sections 30, 31 and 31A as in force from 22 June 2026, alongside contract termination/compensation consequences and any portal or scheme action.

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A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

- Identify actor, trigger, threshold and territorial authority.
- Map form, record, portal, fee and due date.
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Section 26

Section 26 - Apprenticeship Advisers | Apprentices Act | Finin2min

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[Identify the apprentice category, trade, establishment jurisdiction and applicable portal before applying the provision.](#)

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[26. Apprenticeship Advisers.—\(1\) The Central Government shall, by notification in the Official Gazette, appoint a suitable person as the Central Apprenticeship Adviser.](#)

[\(2\) The State Government shall, by notification in the Official Gazette, appoint a suitable person as the State Apprenticeship Adviser.](#)

[\(3\) The Central Apprenticeship Adviser shall be the Secretary to the Central Apprenticeship Council and the State Apprenticeship Adviser shall be Secretary to the State Apprenticeship Council.](#)

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[Failure should be tested against sections 30, 31 and 31A as in force from 22 June 2026, alongside contract termination/compensation consequences and any portal or scheme action.](#)

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Finin2min implementation decode

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

- Identify actor, trigger, threshold and territorial authority.
- Map form, record, portal, fee and due date.
- Separate substantive entitlement from procedure, remedy and penal consequence.
- Retain the official instrument and event-date evidence.

Section 27

Section 27 - Deputy and Assistant Apprenticeship Advisers | Apprentices Act | Finin2min

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27. Deputy and Assistant Apprenticeship Advisers.—(1) The Government¹[may appoint suitable persons as Additional, Joint, Regional, Deputy and Assistant Apprenticeship Advisers] to assist the Apprenticeship Adviser in the performance of his functions.

(2)²[Every Additional, Joint, Regional, Deputy or Assistant Apprenticeship Adviser] shall, subject to the control of the Apprenticeship Adviser, perform such functions as may be assigned to him by the Apprenticeship Adviser.

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A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

- Identify actor, trigger, threshold and territorial authority.
- Map form, record, portal, fee and due date.
- Separate substantive entitlement from procedure, remedy and penal consequence.
- Retain the official instrument and event-date evidence.

Section 28

Section 28 - Apprenticeship Advisers to be public servants | Apprentices Act | Finin2min

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[Connected instrument: Public-servant status](#)

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Identify the apprentice category, trade, establishment jurisdiction and applicable portal before applying the provision.

Separate statutory apprenticeship from internships, probation, traineeships and ordinary employment.

Do not treat scheme reimbursement as a substitute for the employer's underlying statutory obligations.

Preserve the contract, approvals, portal trail and training evidence as one auditable file.

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28. Apprenticeship Advisers to be public servants.—Every Apprenticeship Adviser and³every Additional, Joint, Regional, Deputy or Assistant Apprenticeship Adviser] appointed under this Act shall be deemed to be a public servant within the meaning of section 21 of the Indian Penal Code (45 of 1860).

[Compliance consequence](#)

Failure should be tested against sections 30, 31 and 31A as in force from 22 June 2026, alongside contract termination/compensation consequences and any portal or scheme action.

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A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

- Identify actor, trigger, threshold and territorial authority.
- Map form, record, portal, fee and due date.
- Separate substantive entitlement from procedure, remedy and penal consequence.
- Retain the official instrument and event-date evidence.

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Section 29 - Powers of entry, inspection, examination and inquiry | Apprentices Act | Finin2min

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29. Powers of entry, inspection, etc.—(1) Subject to any rules made in this behalf, the4[Central Apprenticeship Adviser or such other person, not below the rank of an Assistant Apprenticeship Adviser, as may be authorised by the Central Apprenticeship Adviser in writing in this behalf] may—

(a) with such assistants, if any, as he thinks fit, enter, inspect and examine any establishment or part thereof at any reasonable time;

(b) examine any apprentice employed therein or require the production of any register, record or other documents maintained in pursuance of this Act and take on the spot or otherwise statements of any person which he may consider necessary for carrying out the purposes of this Act;

(c) make such examination and inquiry as he thinks fit in order to ascertain whether the provisions of this Act and the rules made thereunder are being observed in the establishment;

(d) exercise such other powers as may be prescribed:

Provided that5[a State Apprenticeship Adviser or such other person, not below the rank of an

Assistant Apprenticeship Adviser, as may be authorised by the State Apprenticeship Adviser in writing in this behalf] may also exercise any of the powers specified in clause (a), (b), (c) or (d) of this sub-section in relation to establishments for which the appropriate Government is the State Government.

(2) Notwithstanding anything in sub-section (1), no person shall be compelled under this section to answer any question or make any statement which may tend directly or indirectly to incriminate him.

Compliance consequence

Failure should be tested against sections 30, 31 and 31A as in force from 22 June 2026, alongside contract termination/compensation consequences and any portal or scheme action.

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A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

- Identify actor, trigger, threshold and territorial authority.
- Map form, record, portal, fee and due date.
- Separate substantive entitlement from procedure, remedy and penal consequence.
- Retain the official instrument and event-date evidence.

Section 3

Section 3 - Qualifications for being engaged as an apprentice | Apprentices Act | Finin2min

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What section 3 does

Creates the basic age, education and physical-fitness gate for designated-trade apprentices.

Connected instrument: Rules 3 and 4

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Identify the apprentice category, trade, establishment jurisdiction and applicable portal before applying the provision.

Separate statutory apprenticeship from internships, probation, traineeships and ordinary employment.

Do not treat scheme reimbursement as a substitute for the employer's underlying statutory obligations.

Preserve the contract, approvals, portal trail and training evidence as one auditable file.

Employer control and evidence pack

Executed/registered contract and portal acknowledgement

Training plan, attendance/work diary and supervisor records

Stipend bank/DBT evidence where relevant

Adviser approval, correspondence or order where the section requires it

Statutory text extract

Extracted from the bundled official/consolidated source. For sections amended in 2026, the current overlay above controls over older consolidated wording.

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

[(a) is not less than fourteen years of age, and for designated trades related to hazardous industries, not less than eighteen years of age; and]

(b) satisfies such standards of education and physical fitness as may be prescribed:

Provided that different standards may be prescribed in relation to apprenticeship training in different designated trades²[and for different categories of apprentices].

Compliance consequence

Failure should be tested against sections 30, 31 and 31A as in force from 22 June 2026, alongside contract termination/compensation consequences and any portal or scheme action.

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A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

- Identify actor, trigger, threshold and territorial authority.
- Map form, record, portal, fee and due date.
- Separate substantive entitlement from procedure, remedy and penal consequence.
- Retain the official instrument and event-date evidence.

Section 30

Section 30 - Offences and penalties | Apprentices Act | Finin2min

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[What section 30 does](#)

Creates a graduated enforcement ladder for specified contraventions.

[2026 legal overlay:](#)

Effective 22 June 2026, section 30 was substituted. First contravention attracts an advisory with 30 days to comply; second contravention attracts a warning with 15 days to comply; each subsequent contravention attracts a penalty of ₹1,000 to ₹5,000. The section lists engagement-number, information/return, inspection, overtime, training-connected work, piece-rate, incentive, qualification and contract-compliance failures.

[Connected instrument: 2026 advisory-warning-penalty framework](#)

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Identify the apprentice category, trade, establishment jurisdiction and applicable portal before applying the provision.

Separate statutory apprenticeship from internships, probation, traineeships and ordinary employment.

Do not treat scheme reimbursement as a substitute for the employer's underlying statutory obligations.

Preserve the contract, approvals, portal trail and training evidence as one auditable file.

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[Adviser approval, correspondence or order where the section requires it](#)

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Extracted from the bundled official/consolidated source. For sections amended in 2026, the current overlay above controls over older consolidated wording.

30. Offences and penalties.—6[(1) If any employer contravenes the provisions of this Act relating to the number of apprentices which he is required to engage under those provisions, he shall be given a month's notice in writing, by an officer duly authorised in this behalf by the appropriate Government, for explaining the reasons for such contravention.

[Compliance consequence](#)

Failure should be tested against sections 30, 31 and 31A as in force from 22 June 2026, alongside contract termination/compensation consequences and any portal or scheme action.

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Finin2min implementation decode

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

- Identify actor, trigger, threshold and territorial authority.
- Map form, record, portal, fee and due date.
- Separate substantive entitlement from procedure, remedy and penal consequence.
- Retain the official instrument and event-date evidence.

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What section 31 does

Applies a graduated enforcement ladder to contraventions not specifically covered by section 30.

2026 legal overlay:

Effective 22 June 2026, section 31 follows the same advisory → warning → monetary-penalty ladder for contraventions for which section 30 does not provide a penalty.

Connected instrument: 2026 advisory-warning-penalty framework

[Finin2min practical reading](#)

Identify the apprentice category, trade, establishment jurisdiction and applicable portal before applying the provision.

Separate statutory apprenticeship from internships, probation, traineeships and ordinary employment.

Do not treat scheme reimbursement as a substitute for the employer's underlying statutory obligations.

Preserve the contract, approvals, portal trail and training evidence as one auditable file.

Employer control and evidence pack

Executed/registered contract and portal acknowledgement

Training plan, attendance/work diary and supervisor records

Stipend bank/DBT evidence where relevant

Adviser approval, correspondence or order where the section requires it

Statutory text extract

Extracted from the bundled official/consolidated source. For sections amended in 2026, the current overlay above controls over older consolidated wording.

31. Penalty where no specific penalty is provided.—If any employer or any other person contravenes any provision of this Act for which no punishment is provided in section 30, he shall be punishable with fine⁴[which shall not be less than one thousand rupees but may extend to three thousand rupees].

Compliance consequence

Failure should be tested against sections 30, 31 and 31A as in force from 22 June 2026, alongside contract termination/compensation consequences and any portal or scheme action.

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A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

- Identify actor, trigger, threshold and territorial authority.
- Map form, record, portal, fee and due date.
- Separate substantive entitlement from procedure, remedy and penal consequence.
- Retain the official instrument and event-date evidence.

Section 31A

Section 31A - Adjudication of penalties | Apprentices Act | Finin2min

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[What section 31A does](#)

Creates administrative adjudication, appeal and recovery machinery for monetary penalties.

[2026 legal overlay:](#)

Inserted with effect from 22 June 2026. It replaces court-first handling of these monetary contraventions with an adjudicating officer, a 30-day appeal route, a 60-day disposal objective and recovery as arrears of land revenue.

[Connected instrument: 2026 adjudication and appeal mechanism](#)

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Identify the apprentice category, trade, establishment jurisdiction and applicable portal before applying the provision.

Separate statutory apprenticeship from internships, probation, traineeships and ordinary employment.

Do not treat scheme reimbursement as a substitute for the employer's underlying statutory obligations.

Preserve the contract, approvals, portal trail and training evidence as one auditable file.

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Extracted from the bundled official/consolidated source. For sections amended in 2026, the current overlay above controls over older consolidated wording.

31A. Adjudication of penalties.—(1) For adjudicating penalties, the appropriate Government may appoint one or more adjudicating officers not below the rank of Assistant Apprenticeship Adviser. No penalty may be imposed without a reasonable opportunity of being heard.

(2) An aggrieved person may appeal within thirty days to an appellate authority not below the rank of Deputy Apprenticeship Adviser. Delay may be condoned for sufficient cause. The appeal should be disposed of within sixty days. Unpaid penalties may be recovered as arrears of land revenue.

[Compliance consequence](#)

Failure should be tested against sections 30, 31 and 31A as in force from 22 June 2026, alongside contract termination/compensation consequences and any portal or scheme action.

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A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

- Identify actor, trigger, threshold and territorial authority.
- Map form, record, portal, fee and due date.
- Separate substantive entitlement from procedure, remedy and penal consequence.
- Retain the official instrument and event-date evidence.

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Section 32 - Offences by companies | Apprentices Act | Finin2min

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32. Offences by companies.—(1) If the person committing an offence under this Act is a company, every person who, at the time the offence was committed was in charge of, and was responsible to, the company for the conduct of business of the company, as well as the company, shall be deemed to be guilty of the offence and shall be liable to be proceeded against and punished accordingly:

Provided that nothing contained in this sub-section shall render any such person liable to such punishment provided in this Act if he proves that the offence was committed without his knowledge or that he exercised all due diligence to prevent the commission of such offence.

(2) Notwithstanding anything contained in sub-section (1), where an offence under this Act has been committed by a company and it is proved that the offence has been committed with the consent or connivance of, or is attributable to any negligence on the part of, any director, manager, secretary or other Compliance consequence

Failure should be tested against sections 30, 31 and 31A as in force from 22 June 2026, alongside contract

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A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

- Identify actor, trigger, threshold and territorial authority.
- Map form, record, portal, fee and due date.
- Separate substantive entitlement from procedure, remedy and penal consequence.
- Retain the official instrument and event-date evidence.

Section 33

Section 33 - Cognizance of offences | Apprentices Act | Finin2min

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[Extracted from the bundled official/consolidated source. For sections amended in 2026, the current overlay above controls over older consolidated wording.](#)

33. Cognizance of offences.—No court shall take cognizance of any offence under this Act or the rules made thereunder except on a complaint thereof in writing made by the Apprenticeship Adviser¹[or the officer of the rank of Deputy Apprenticeship Adviser and above] within six months from the date on which the offence is alleged to have been committed.

[Compliance consequence](#)

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A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

- Identify actor, trigger, threshold and territorial authority.
- Map form, record, portal, fee and due date.
- Separate substantive entitlement from procedure, remedy and penal consequence.
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[Extracted from the bundled official/consolidated source. For sections amended in 2026, the current overlay above controls over older consolidated wording.](#)

34. Delegation of powers.—The appropriate Government may, by notification in the Official Gazette, direct that any power exercisable by it under this Act or the rules made thereunder shall, in relation to such matters and subject to such conditions, if any, as may be specified in the direction, be exercisable also—

(a) where the appropriate Government is the Central Government, by such officer or authority subordinate to the Central Government or by the State Government or by such officer or authority subordinate to the State Government, as may be specified in the notification; and

(b) where the appropriate Government is the State Government, by such officer or authority subordinate to the State Government as may be specified in the notification.

[Compliance consequence](#)

[Failure should be tested against sections 30, 31 and 31A as in force from 22 June 2026, alongside contract termination/compensation consequences and any portal or scheme action.](#)

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Finin2min implementation decode

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

- Identify actor, trigger, threshold and territorial authority.
- Map form, record, portal, fee and due date.
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Section 35

Section 35 - Construction of references | Apprentices Act | Finin2min

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Identify the apprentice category, trade, establishment jurisdiction and applicable portal before applying the provision.

Separate statutory apprenticeship from internships, probation, traineeships and ordinary employment.

Do not treat scheme reimbursement as a substitute for the employer's underlying statutory obligations.

Preserve the contract, approvals, portal trail and training evidence as one auditable file.

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Adviser approval, correspondence or order where the section requires it

Statutory text extract

Extracted from the bundled official/consolidated source. For sections amended in 2026, the current overlay above controls over older consolidated wording.

35. Construction of references.—(1) Any reference in this Act or in the rules made thereunder to the Apprenticeship Council shall, unless the context otherwise requires, mean in relation to apprenticeship training in a designated trade in an establishment in relation to which the Central Government is the appropriate Government, the Central Apprenticeship Council and in relation to apprenticeship training in a designated trade in an establishment in relation to which the State Government is the appropriate Government, the State Apprenticeship Council.

(2) Any reference in this Act or in the rules made thereunder to the Apprenticeship Adviser shall, unless the context otherwise requires,—

(a) mean in relation to apprenticeship training in a designated trade in an establishment in relation to which the Central Government is the appropriate Government, the Central Apprenticeship Adviser and in relation to apprenticeship training in a designated trade in an establishment in relation to which the State Government is the appropriate Government, the State Apprenticeship Adviser;

(b) be deemed to include²[an Additional, a Joint, a Regional, a Deputy or an Assistant Apprenticeship Adviser] performing the functions of the Apprenticeship Adviser assigned to him under sub-section (2) of section 27.

Compliance consequence

Failure should be tested against sections 30, 31 and 31A as in force from 22 June 2026, alongside contract termination/compensation consequences and any portal or scheme action.

← Section 34

Section 36 →

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A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

- Identify actor, trigger, threshold and territorial authority.
- Map form, record, portal, fee and due date.
- Separate substantive entitlement from procedure, remedy and penal consequence.
- Retain the official instrument and event-date evidence.

Section 36

Section 36 - Protection of action taken in good faith | Apprentices Act | Finin2min

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[What section 36 does](#)

[Protects good-faith actions taken under the Act or Rules.](#)

[Connected instrument: Good-faith protection](#)

[Finin2min practical reading](#)

[Identify the apprentice category, trade, establishment jurisdiction and applicable portal before applying the provision.](#)

[Separate statutory apprenticeship from internships, probation, traineeships and ordinary employment.](#)

[Do not treat scheme reimbursement as a substitute for the employer's underlying statutory obligations.](#)

[Preserve the contract, approvals, portal trail and training evidence as one auditable file.](#)

[Employer control and evidence pack](#)

[Executed/registered contract and portal acknowledgement](#)

[Training plan, attendance/work diary and supervisor records](#)

[Stipend bank/DBT evidence where relevant](#)

[Adviser approval, correspondence or order where the section requires it](#)

[Statutory text extract](#)

[Extracted from the bundled official/consolidated source. For sections amended in 2026, the current overlay above controls over older consolidated wording.](#)

[36. Protection of action taken in good faith.—No suit, prosecution or other legal proceeding shall lie against any person for anything which is in good faith done or intended to be done under this Act.](#)

[Compliance consequence](#)

[Failure should be tested against sections 30, 31 and 31A as in force from 22 June 2026, alongside contract termination/compensation consequences and any portal or scheme action.](#)

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Finin2min implementation decode

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

- Identify actor, trigger, threshold and territorial authority.
- Map form, record, portal, fee and due date.
- Separate substantive entitlement from procedure, remedy and penal consequence.
- Retain the official instrument and event-date evidence.

Section 37

Section 37 - Power to make rules | Apprentices Act | Finin2min

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[What section 37 does](#)

Authorises the Central Government to make Apprenticeship Rules after consulting the Central Apprenticeship Council.

[2026 legal overlay:](#)

The Jan Vishwas (Amendment of Provisions) Act, 2026 omitted section 37(2) with effect from 22 June 2026.

Integration must not reproduce the omitted sub-section as current law.

Connected instrument: Rule-making power; 2026 omission of sub-section (2)

[Finin2min practical reading](#)

Identify the apprentice category, trade, establishment jurisdiction and applicable portal before applying the provision.

Separate statutory apprenticeship from internships, probation, traineeships and ordinary employment.

Do not treat scheme reimbursement as a substitute for the employer's underlying statutory obligations.

Preserve the contract, approvals, portal trail and training evidence as one auditable file.

[Employer control and evidence pack](#)

[Executed/registered contract and portal acknowledgement](#)

[Training plan, attendance/work diary and supervisor records](#)

[Stipend bank/DBT evidence where relevant](#)

[Adviser approval, correspondence or order where the section requires it](#)

[Statutory text extract](#)

Extracted from the bundled official/consolidated source. For sections amended in 2026, the current overlay above controls over older consolidated wording.

37. Power to make rules.—(1) The Central Government may, after consulting the Central Apprenticeship Council, by notification in the Official Gazette, make rules for carrying out the purposes of this Act.

[(1A) The powers to make rules under this section shall include the power to make such rules or any of them retrospectively from a date not earlier than the date on which this Act received the assent of the President, but no such retrospective effect shall be given to any such rule so as to prejudicially affect the interests of any person to whom such rule may be applicable.]

[Compliance consequence](#)

Failure should be tested against sections 30, 31 and 31A as in force from 22 June 2026, alongside contract termination/compensation consequences and any portal or scheme action.

← Section 36

Section 38 →

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Finin2min implementation decode

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

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- Map form, record, portal, fee and due date.
- Separate substantive entitlement from procedure, remedy and penal consequence.
- Retain the official instrument and event-date evidence.

Section 38

Section 38 - Repeal | Apprentices Act | Finin2min

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[What section 38 does](#)

[Records the historical repeal position.](#)

[Connected instrument: Historical repeal provision](#)

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[Identify the apprentice category, trade, establishment jurisdiction and applicable portal before applying the provision.](#)

[Separate statutory apprenticeship from internships, probation, traineeships and ordinary employment.](#)

[Do not treat scheme reimbursement as a substitute for the employer's underlying statutory obligations.](#)

[Preserve the contract, approvals, portal trail and training evidence as one auditable file.](#)

[Employer control and evidence pack](#)

[Executed/registered contract and portal acknowledgement](#)

[Training plan, attendance/work diary and supervisor records](#)

[Stipend bank/DBT evidence where relevant](#)

[Adviser approval, correspondence or order where the section requires it](#)

[Statutory text extract](#)

[Extracted from the bundled official/consolidated source. For sections amended in 2026, the current overlay above controls over older consolidated wording.](#)

[38. \[Repeal.\]Rep. by the Repealing and Amending Act, 1964\(52 of 1964\), s. 2 and the First Schedule \(w.e.f. 29-12-1964\).](#)

[Compliance consequence](#)

[Failure should be tested against sections 30, 31 and 31A as in force from 22 June 2026, alongside contract termination/compensation consequences and any portal or scheme action.](#)

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Finin2min implementation decode

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

- Identify actor, trigger, threshold and territorial authority.
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- Separate substantive entitlement from procedure, remedy and penal consequence.
- Retain the official instrument and event-date evidence.

Section 3A

Section 3A - Reservation for Scheduled Castes and Scheduled Tribes | Apprentices Act | Finin2min

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[What section 3A does](#)

Requires reservation of designated-trade training places for Scheduled Castes and Scheduled Tribes.

Connected instrument: Rule 5 and Schedule IIA

[Finin2min practical reading](#)

Identify the apprentice category, trade, establishment jurisdiction and applicable portal before applying the provision.

Separate statutory apprenticeship from internships, probation, traineeships and ordinary employment.

Do not treat scheme reimbursement as a substitute for the employer's underlying statutory obligations.

Preserve the contract, approvals, portal trail and training evidence as one auditable file.

[Employer control and evidence pack](#)

[Executed/registered contract and portal acknowledgement](#)

[Training plan, attendance/work diary and supervisor records](#)

[Stipend bank/DBT evidence where relevant](#)

[Adviser approval, correspondence or order where the section requires it](#)

[Statutory text extract](#)

Extracted from the bundled official/consolidated source. For sections amended in 2026, the current overlay above controls over older consolidated wording.

[3A. Reservation of training places for the Scheduled Castes and the Scheduled Tribes in designated trades.—(1) In every designated trade, training places shall be reserved by the employer for the Scheduled Castes and the Scheduled Tribes 4[and where there is more than one designated trade in an establishment, such training places shall be reserved also on the basis of the total number of apprentices in all the designated trades in such establishment].

(2) The number of training places to be reserved for the Scheduled Castes and the Scheduled Tribes under sub-section (1) shall be such as may be prescribed, having regard to the population of the Scheduled Castes and the Scheduled Tribes in the State concerned.

Explanation.—In this section, the expressions “Scheduled Castes” and “Scheduled Tribes” shall have the meanings as in clauses (24) and (25) of article 366 of the Constitution.]

[Compliance consequence](#)

Failure should be tested against sections 30, 31 and 31A as in force from 22 June 2026, alongside contract

termination/compensation consequences and any portal or scheme action.

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Finin2min implementation decode

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

- Identify actor, trigger, threshold and territorial authority.
- Map form, record, portal, fee and due date.
- Separate substantive entitlement from procedure, remedy and penal consequence.
- Retain the official instrument and event-date evidence.

Section 3B

Section 3B - Reservation for Other Backward Classes | Apprentices Act | Finin2min

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[What section 3B does](#)

Requires reservation of designated-trade training places for Other Backward Classes.

Connected instrument: Rule 5

[Finin2min practical reading](#)

Identify the apprentice category, trade, establishment jurisdiction and applicable portal before applying the provision.

Separate statutory apprenticeship from internships, probation, traineeships and ordinary employment.

Do not treat scheme reimbursement as a substitute for the employer's underlying statutory obligations.

Preserve the contract, approvals, portal trail and training evidence as one auditable file.

Employer control and evidence pack

Executed/registered contract and portal acknowledgement

Training plan, attendance/work diary and supervisor records

Stipend bank/DBT evidence where relevant

Adviser approval, correspondence or order where the section requires it

Statutory text extract

Extracted from the bundled official/consolidated source. For sections amended in 2026, the current overlay above controls over older consolidated wording.

[3B. Reservation of training places for Other Backward Classes in designated trades.—(1) In every designated trade, training places shall be reserved by the employer for the Other Backward Classes and where there is more than one designated trade in an establishment, such training places shall be reserved also on the basis of the total number of apprentices in all the designated trades in such establishment.

(2) The number of training places to be reserved for the Other Backward Classes under sub-section

(1) shall be such as may be prescribed, having regard to the population of the Other Backward Classes in the State concerned.]

Compliance consequence

Failure should be tested against sections 30, 31 and 31A as in force from 22 June 2026, alongside contract termination/compensation consequences and any portal or scheme action.

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Finin2min implementation decode

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

- Identify actor, trigger, threshold and territorial authority.
- Map form, record, portal, fee and due date.
- Separate substantive entitlement from procedure, remedy and penal consequence.
- Retain the official instrument and event-date evidence.

Forms, records, portal and due-date control

Control	Evidence
Coverage and registration	Entity, location, headcount/category, registration number and portal acknowledgement.
Recurring compliance	Attendance/service, wage/benefit calculation, return/register, payment and employee communication.
Event compliance	Complaint, injury, termination, nomination, claim, inspection or dispute file with limitation diary.

Employer, employee and professional checklists

Employer

- Assign responsible officer and backup.
- Configure HRIS/payroll/portal controls.
- Complete statutory communication and retain proof.

Employee/worker

- Retain contract, identity, attendance, payment and correspondence.
- Use the prescribed complaint/claim route within limitation.

Professional

- Confirm current text, Rules, notification and State variation.
- Reconcile calculation, form, authority, remedy and evidence.

Penalties, remedies, appeals and limitation

Create a remedy matrix rather than one combined conclusion: entitlement or arrears; interest/damages; administrative order; civil penalty; prosecution; compounding; company/officer liability; claim forum; appeal; writ/judicial review; and event-date limitation.

Case-law principles

Decision	Current-use principle
U.P. State Electricity Board v. Shiv Mohan Singh	An apprentice under the statute is primarily a trainee; employment claims depend on the Act, contract and actual facts.
Employees' State Insurance Corporation v. Tata Engineering	Statutory apprenticeship status and coverage questions must be resolved from the specific enactments and current definitions.

State variation alert

Verify the appropriate Government and final State instrument. State forms, authorities, fees, rates and portal routes must be maintained in the location compliance register.

Finin2min Q&A

Which law and version should be applied?

Use the current text of Apprentices Act and Rules, the commencement notification, the applicable Central or State Rules and any later instrument effective on the event date.

How is the appropriate Government identified?

Classify ownership/control, sector, establishment and contractor relationship before selecting the Central or State authority.

Can a company policy override the statutory protection?

No. A policy may improve a benefit or control, but it cannot contract out of a mandatory statutory floor.

What evidence should be retained?

Retain the classification memo, source instrument, form/portal record, calculation, approval, employee communication, acknowledgement and payment or authority proof.

Do the Central Rules apply to every establishment?

No. They govern the Central sphere. State Rules and State notifications must be checked where the State is the appropriate Government.

How should a historical event be tested?

Apply the law and subordinate instrument effective on the event date, then use the repeal-and-savings provision for pending rights and proceedings.

What happens when portal practice conflicts with the statute?

Record the conflict, follow the higher legal instrument, seek authority clarification where necessary and preserve screenshots and correspondence.

Can criminal and monetary consequences arise together?

They may. Separate wages/benefits, interest, damages, civil penalty, prosecution, compounding and director/officer liability.

Is a contractor arrangement enough to shift liability?

No. Principal-employer and contractor liabilities depend on the specific provision and facts; the contract should allocate evidence and recovery without diluting worker rights.

What is the first professional review step?

Freeze the event date and facts, identify the applicable provision, then map Rules, forms, notification status, authority, limitation and evidence.

What is the operational focus of section 1 - section-19?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 2 - section-2?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 3 - section-20?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 4 - section-21?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 5 - section-22?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 6 - section-23?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 7 - section-24?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 8 - section-25?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

FININ2MIN SUMMARY - CHAPTER IN 2 MINUTES

Part 7 - NAPS/NATS and current scheme overlay

This chapter turns naps/nats and current scheme overlay into an operational control file. It covers Naps 2, Nats 2; the practical sequence is to classify coverage and event date, apply the provision and mapped Rule, complete the form/register, calculate the entitlement or exposure, and retain evidence for inspection, claim or appeal.

Who is covered Employers, establishments, apprentices, basic-training providers and apprenticeship authorities must identify the apprentice category, trade, contract and portal route.	Main obligations / rights • Naps 2 • Nats 2
Key thresholds / timelines • Optional-trade durations ordinarily 6, 9 or 12 months;	Forms / evidence • Register • Return • Nomination • Classification, calculation, approval, acknowledgement and payment/filing proof
Employer risk snapshot Highest practical risks: treating apprentices as ordinary employees without testing the statutory contract and training framework.	Employee / worker remedy a registered training contract, prescribed stipend/training conditions and access to the apprenticeship authority for disputes. Confirm authority, limitation and appeal route.
Old law / transition Apply the instrument effective on the event date and preserve any accrued right, saved notification, pending proceeding or scheme-specific transition.	Five-point professional checklist • Freeze the event date, establishment, location and person/worker classification. • Identify the controlling section/paragraph, mapped Rule, notification and appropriate Government. • Reperform the calculation or decision test and document every exception or approval. • Complete the prescribed form/register/portal step and retain acknowledgement, payment and communication evidence. • Record the remedy, forum, limitation, appeal path and State variation before sign-off.

Finin2min takeaway: for naps/nats and current scheme overlay, the defensible answer is not a policy label - it is the event-date law, the mapped procedure, the calculation and a complete evidence trail.

Source status: LOCALLY EMBEDDED | Rules: Mapped; exact extracts where retained | Review date: 18 July 2026

Educational and professional reference. Verify the event-date Act/Code, Rules, notifications, State instruments, portal procedure and later judgments before acting.

Part 7 - NAPS/NATS and current scheme overlay

Apprentices Act and Rules | Statutory text/source record, practical procedure, controls, remedies and Q&A.

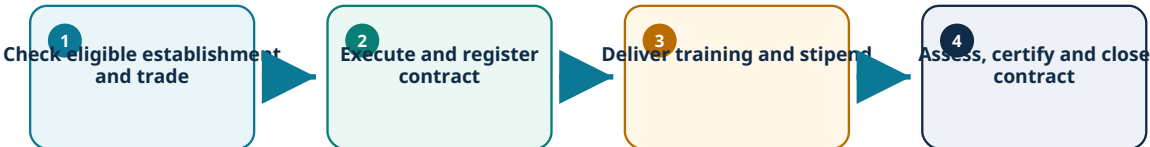
Review date: 2026-07-18

Authors: CA Nikhil Gupta & Kajri Singh

Source modules: 2

FININ2MIN LEGAL FLOW

Apprentices Act and Rules — NAPS/NATS and current scheme overlay

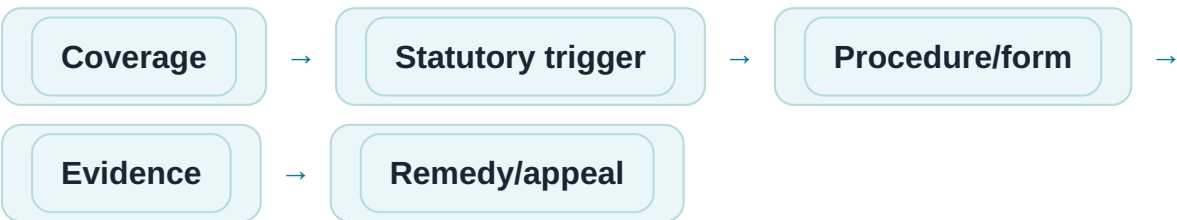


Law → trigger → procedure → evidence. Confirm the operative Central/State instrument on the event date.

Finin2min decision flow — identify the law, complete the statutory process and preserve evidence.

Source protocol. Retained provision/rule pages and official documents are consolidated below. The signed Gazette and current authority portal prevail over normalised formatting.

Decision flow



Official source

Open current official source

Naps 2

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[Partial stipend-support scheme for eligible apprentices and establishments.](#)

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[25%](#)

[Government support is limited to 25% of stipend paid.](#)

[₹1,500](#)

[Maximum monthly support per eligible apprentice.](#)

[Minimum age 14; 18 for hazardous designated trades. The NAPS-2 support upper-age gate is 35 at registration.](#)

[Optional-trade durations ordinarily 6, 9 or 12 months; longer duration needs approval.](#)

[No basic-training cost reimbursement under NAPS-2.](#)

[Government departments and public-sector entities specified in the scheme do not receive NAPS-2 stipend support.](#)

[DBT goes to the apprentice's bank account; employer remains responsible for full legal compliance.](#)

[Evidence to retain](#)

[Keep source calculations, approvals, portal acknowledgements, contracts, bank/DBT proof, training records and adviser correspondence for the full retention period applicable to your establishment and scheme.](#)

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A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the

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- Retain the official instrument and event-date evidence.

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[Portal and operating journey for graduate, diploma, vocational, sandwich and degree apprenticeship categories.](#)

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[Use the NATS portal for the categories and institutions assigned to the Ministry of Education/Boards of Apprenticeship Training architecture.](#)

[Ensure Aadhaar, bank, qualification, institution and course data are consistent before contract creation.](#)

[Degree and sandwich arrangements may require tripartite employer-apprentice-institution participation under the 2025 Format-1.](#)

[Maintain quarterly training records and reports for specified categories.](#)

[Do not pay any intermediary for official NATS services; the official portal states the scheme is free.](#)

[Evidence to retain](#)

[Keep source calculations, approvals, portal acknowledgements, contracts, bank/DBT proof, training records and adviser correspondence for the full retention period applicable to your establishment and scheme.](#)

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Finin2min implementation decode

A multi-location employer prepares a legal classification memo, identifies the appropriate Government, maps the operative provision and Rule, records the decision owner and retains the documents needed to prove compliance during inspection or litigation.

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Control	Evidence
Coverage and registration	Entity, location, headcount/category, registration number and portal acknowledgement.
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Event compliance	Complaint, injury, termination, nomination, claim, inspection or dispute file with limitation diary.

Employer, employee and professional checklists

Employer

- Assign responsible officer and backup.
- Configure HRIS/payroll/portal controls.
- Complete statutory communication and retain proof.

Employee/worker

- Retain contract, identity, attendance, payment and correspondence.
- Use the prescribed complaint/claim route within limitation.

Professional

- Confirm current text, Rules, notification and State variation.
- Reconcile calculation, form, authority, remedy and evidence.

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Create a remedy matrix rather than one combined conclusion: entitlement or arrears; interest/damages; administrative order; civil penalty; prosecution; compounding; company/officer liability; claim forum; appeal; writ/judicial review; and event-date limitation.

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Decision	Current-use principle
U.P. State Electricity Board v. Shiv Mohan Singh	An apprentice under the statute is primarily a trainee; employment claims depend on the Act, contract and actual facts.
Employees' State Insurance Corporation v. Tata Engineering	

Decision	Current-use principle
	Statutory apprenticeship status and coverage questions must be resolved from the specific enactments and current definitions.

State variation alert

Verify the appropriate Government and final State instrument. State forms, authorities, fees, rates and portal routes must be maintained in the location compliance register.

Finin2min Q&A

Which law and version should be applied?

Use the current text of Apprentices Act and Rules, the commencement notification, the applicable Central or State Rules and any later instrument effective on the event date.

How is the appropriate Government identified?

Classify ownership/control, sector, establishment and contractor relationship before selecting the Central or State authority.

Can a company policy override the statutory protection?

No. A policy may improve a benefit or control, but it cannot contract out of a mandatory statutory floor.

What evidence should be retained?

Retain the classification memo, source instrument, form/portal record, calculation, approval, employee communication, acknowledgement and payment or authority proof.

Do the Central Rules apply to every establishment?

No. They govern the Central sphere. State Rules and State notifications must be checked where the State is the appropriate Government.

How should a historical event be tested?

Apply the law and subordinate instrument effective on the event date, then use the repeal-and-savings provision for pending rights and proceedings.

What happens when portal practice conflicts with the statute?

Record the conflict, follow the higher legal instrument, seek authority clarification where necessary and preserve screenshots and correspondence.

Can criminal and monetary consequences arise together?

They may. Separate wages/benefits, interest, damages, civil penalty, prosecution, compounding and director/officer liability.

Is a contractor arrangement enough to shift liability?

No. Principal-employer and contractor liabilities depend on the specific provision and facts; the contract should allocate evidence and recovery without diluting worker rights.

What is the first professional review step?

Freeze the event date and facts, identify the applicable provision, then map Rules, forms, notification status, authority, limitation and evidence.

What is the operational focus of section 1 - naps-2?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is the operational focus of section 2 - nats-2?

The section must be decomposed into actor, trigger, threshold, procedure, exception, consequence and evidence. Read the full official text and the mapped Rules before applying the Finin2min control summary.

What is review control 13 for this chapter?

Confirm source currency, State variation, internal ownership, documentary proof and the next statutory deadline before closing the compliance ticket.

What is review control 14 for this chapter?

Confirm source currency, State variation, internal ownership, documentary proof and the next statutory deadline before closing the compliance ticket.

What is review control 15 for this chapter?

Confirm source currency, State variation, internal ownership, documentary proof and the next statutory deadline before closing the compliance ticket.

What is review control 16 for this chapter?

Confirm source currency, State variation, internal ownership, documentary proof and the next statutory deadline before closing the compliance ticket.

What is review control 17 for this chapter?

Confirm source currency, State variation, internal ownership, documentary proof and the next statutory deadline before closing the compliance ticket.

What is review control 18 for this chapter?

Confirm source currency, State variation, internal ownership, documentary proof and the next statutory deadline before closing the compliance ticket.