

Finin2min

[Labour Publication Series](#)

Labour & Manpower Law Publication Series

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

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Apprentices Act and Rules Authorities, disputes and penalties four-step compliance flowchart

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

Coverage→Statutory trigger→Procedure/form→Evidence→Remedy/appeal

Official source

[Open current official source](#)

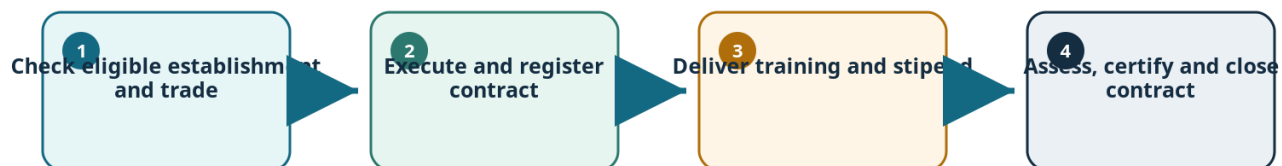
Finin2min Summary - Chapter in 2 Minutes

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.

Part 6 - Authorities, disputes and penalties

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.

Use this flow with the chapter provision map, implementation controls, evidence checklist, limitation/forum review and remedy framework. Confirm the operative Central and State instruments on the event date.

Part 6 - Authorities, disputes and penalties

Finin2min implementation explanation

Maintain a controlled implementation file for Part 6 - Authorities, disputes and penalties: coverage and event date, operative Central/State instrument, responsible owner, approval and authority, form/portal step, due date, calculation basis, supporting evidence, exception, escalation and closure proof. Reconcile payroll, HR, finance, contractor and legal records before sign-off.

Practical example

A dispute arises over early termination. Freeze the contract, attendance, performance and notice record; identify the competent authority and applicable procedure; quantify unpaid stipend or recovery without withholding unrelated documents.

Calculation / control template

Control calculation: verified population or transaction base $\times$ applicable notified rate/amount $\times$ eligible period, adjusted for statutory inclusions, exclusions, ceilings, interest, compensation and prior payments. Reperform the calculation from retained source data.

Who is covered

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

Main obligations and rights

- Section 19
- Section 2
- Section 20
- Section 21
- Section 22
- Section 23

Key thresholds and timelines

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

Forms, registers and evidence

- Register
- Return
- Nomination
- Retain classification, calculation, approval, communication, 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 snapshot

Core protection: a registered training contract, prescribed stipend/training conditions and access to the apprenticeship authority for disputes. Confirm the authority, limitation and appeal route stated in this chapter.

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

1. Freeze the event date, establishment, location and person/worker classification.
2. Identify the controlling section/paragraph, mapped Rule, notification and appropriate Government.
3. Reperform the calculation or decision test and document every exception or approval.
4. Complete the prescribed form/register/portal step and retain acknowledgement, payment and communication evidence.
5. 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.

[Download one-page Finin2min cheat sheet](#)

Section 19

Section 19 - Records and returns | Apprentices Act | Finin2min Skip to content
finin min Home Employment law Apprenticeship Apprentices Act, 1961 Section 19: Records and returns Section 19 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 19 does Requires prescribed records and returns and supports portal-based supervision. Connected instrument: Rules 10 and 14; Schedule III 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. 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. ← Section 18 Section 20 → Section navigation All Act sections All Rules Employer checklist Amendment tracker Legacy full-text viewer

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 Skip to content finin min Home Employment law Apprenticeship Apprentices Act, 1961 Section 2: Definitions Section 2 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 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 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. 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. ← Section 1 Section 3 → Section navigation All Act sections All Rules Employer checklist Amendment tracker Legacy full-text viewer

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Section 20

Section 20 - Settlement of disputes | Apprentices Act | Finin2min Skip to content
finin min Home Employment law Apprenticeship Apprentices Act, 1961 Section 20: Settlement of disputes Section 20 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 20 does Routes disputes arising from the apprenticeship contract to the Apprenticeship Adviser. Connected instrument: Adviser process 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. 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. 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 19 Section 21 → Section navigation All Act sections All Rules Employer checklist Amendment tracker Legacy full-text viewer

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Section 21

Section 21 - Tests, certificates and conclusion of training | Apprentices Act | Finin2min Skip to content finin min Home Employment law Apprenticeship Apprentices Act, 1961 Section 21: Tests, certificates and conclusion of training Section 21 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 21 does Provides for tests, assessment, certificates and completion outcomes. Connected instrument: Curriculum and certification rules 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. 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. ← Section 20 Section 22 → Section navigation All Act sections All Rules Employer checklist Amendment tracker Legacy full-text viewer

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Section 22

Section 22 - Offer and acceptance of employment | Apprentices Act | Finin2min
Skip to content finin min Home Employment law Apprenticeship Apprentices Act, 1961 Section 22: Offer and acceptance of employment Section 22 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 22 does Clarifies that post-training employment depends on the contract and is not automatically mandatory. Connected instrument: Contract terms 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. 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. ← Section 21 Section 23 → Section navigation All Act sections All Rules Employer checklist Amendment tracker Legacy full-text viewer

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Section 23

Section 23 - Authorities | Apprentices Act | Finin2min Skip to content finin min Home Employment law Apprenticeship Apprentices Act, 1961 Section 23: Authorities Section 23 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 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. 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. 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. ← Section 22 Section 24 → Section navigation All Act sections All Rules Employer checklist Amendment tracker Legacy full-text viewer

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Section 24

Section 24 - Constitution of Councils | Apprentices Act | Finin2min Skip to content finin min Home Employment law Apprenticeship Apprentices Act, 1961 Section 24: Constitution of Councils Section 24 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 24 does Provides for constitution and functioning of apprenticeship councils. Connected instrument: Central Apprenticeship Council Rules 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. 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. ← Section 23 Section 25 → Section navigation All Act sections All Rules Employer checklist Amendment tracker Legacy full-text viewer

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Section 25

Section 25 - Vacancies not to invalidate acts and proceedings | Apprentices Act | Finin2min Skip to content finin min Home Employment law Apprenticeship Apprentices Act, 1961 Section 25: Vacancies not to invalidate acts and proceedings Section 25 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 25 does Protects council acts and proceedings from being invalid merely because of vacancies or defects. Connected instrument: Council procedure 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. 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. ← Section 24 Section 26 → Section navigation All Act sections All Rules Employer checklist Amendment tracker Legacy full-text viewer

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- Retain the official instrument and event-date evidence.

Section 26

Section 26 - Apprenticeship Advisers | Apprentices Act | Finin2min Skip to content finin min Home Employment law Apprenticeship Apprentices Act, 1961 Section 26: Apprenticeship Advisers Section 26 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 26 does Provides for appointment and functions of Apprenticeship Advisers. Connected instrument: Adviser 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. 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. 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. 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 25 Section 27 → Section navigation All Act sections All Rules Employer checklist Amendment tracker Legacy full-text viewer

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Section 27

Section 27 - Deputy and Assistant Apprenticeship Advisers | Apprentices Act | Finin2min Skip to content finin min Home Employment law Apprenticeship Apprentices Act, 1961 Section 27: Deputy and Assistant Apprenticeship Advisers Section 27 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 27 does Provides for supporting Deputy and Assistant Apprenticeship Advisers. Connected instrument: Adviser 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. 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. 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. 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 26 Section 28 → Section navigation All Act sections All Rules Employer checklist Amendment tracker Legacy full-text viewer

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- 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 Skip to content finin min Home Employment law Apprenticeship Apprentices Act, 1961 Section 28: Apprenticeship Advisers to be public servants Section 28 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 28 does Treats specified apprenticeship advisers as public servants for legal purposes. Connected instrument: Public-servant status 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. 28.
 Apprenticeship Advisers to be public servants.—Every Apprenticeship Adviser and 3[every 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. ← Section 27 Section 29 → Section navigation All Act sections All Rules Employer checklist Amendment tracker Legacy full-text viewer

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 29

Section 29 - Powers of entry, inspection, examination and inquiry | Apprentices Act | Finin2min Skip to content finin min Home Employment law Apprenticeship Apprentices Act, 1961 Section 29: Powers of entry, inspection, examination and inquiry Section 29 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 29 does Confers entry, inspection, examination and inquiry powers for enforcement. Connected instrument: Rule 7C 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. 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. ← Section 28 Section 30 → Section navigation All Act sections All Rules Employer checklist Amendment tracker Legacy full-text viewer

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 3

Section 3 - Qualifications for being engaged as an apprentice | Apprentices Act | Finin2min Skip to content finin min Home Employment law Apprenticeship Apprentices Act, 1961 Section 3: Qualifications for being engaged as an apprentice Section 3 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 3 does Creates the basic age, education and physical-fitness gate for designated-trade apprentices. Connected instrument: Rules 3 and 4 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. 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. ← Section 2 Section 3A → Section navigation All Act sections All Rules Employer checklist Amendment tracker Legacy full-text viewer

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 30

Section 30 - Offences and penalties | Apprentices Act | Finin2min Skip to content
 finin min Home Employment law Apprenticeship Apprentices Act, 1961 Section 30: Offences and penalties Section 30 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 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 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. 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. ← Section 29 Section 31 → Section navigation All Act sections All Rules Employer checklist Amendment tracker Legacy full-text viewer

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 31

Section 31 - Penalty where no specific penalty is provided | Apprentices Act | Finin2min Skip to content finin min Home Employment law Apprenticeship Apprentices Act, 1961 Section 31: Penalty where no specific penalty is provided Section 31 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 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. ← Section 30 Section 31A → Section navigation All Act sections All Rules Employer checklist Amendment tracker Legacy full-text viewer

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 31A

Section 31A - Adjudication of penalties | Apprentices Act | Finin2min Skip to content finin min Home Employment law Apprenticeship Apprentices Act, 1961 Section 31A: Adjudication of penalties Section 31A 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 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 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. 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. ← Section 31 Section 32 → Section navigation All Act sections All Rules Employer checklist Amendment tracker Legacy full-text viewer

Finin2min implementation decode

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- 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 32

Section 32 - Offences by companies | Apprentices Act | Finin2min Skip to content finin min Home Employment law Apprenticeship Apprentices Act, 1961 Section 32: Offences by companies Section 32 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 32 does Attributes company offences to responsible persons, subject to statutory defences and consent/connivance rules. Connected instrument: Company responsibility 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. 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 termination/compensation consequences and any portal or scheme action. ← Section 31A Section 33 → Section navigation All Act sections All Rules Employer checklist Amendment tracker Legacy full-text viewer

Finin2min implementation decode

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- 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 Skip to content finin min Home Employment law Apprenticeship Apprentices Act, 1961 Section 33: Cognizance of offences Section 33 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 33 does Controls how proceedings for offences are initiated and taken cognizance of. Connected instrument: Revised enforcement architecture 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. 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 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 32 Section 34 → Section navigation All Act sections All
Rules Employer checklist Amendment tracker Legacy full-text viewer

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 34

Section 34 - Delegation of powers | Apprentices Act | Finin2min Skip to content
finin min Home Employment law Apprenticeship Apprentices Act, 1961 Section
34: Delegation of powers Section 34 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 34
does Permits delegation of statutory powers subject to notification and conditions.
Connected instrument: Delegation 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. 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. 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. ← Section 33 Section 35 → Section navigation All Act sections All Rules Employer checklist Amendment tracker Legacy full-text viewer

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 35

Section 35 - Construction of references | Apprentices Act | Finin2min Skip to content finin min Home Employment law Apprenticeship Apprentices Act, 1961 Section 35: Construction of references Section 35 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 35 does Maintains continuity when statutory references or authorities change. Connected instrument: Transition and reference construction 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. 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 → Section navigation All Act sections All Rules Employer checklist Amendment tracker Legacy full-text viewer

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 36

Section 36 - Protection of action taken in good faith | Apprentices Act | Finin2min
Skip to content finin min Home Employment law Apprenticeship Apprentices Act, 1961 Section 36: Protection of action taken in good faith Section 36 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 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. ← Section 35 Section 37 → Section navigation All Act sections All Rules Employer checklist Amendment tracker Legacy full-text viewer

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 Skip to content
finin min Home Employment law Apprenticeship Apprentices Act, 1961 Section 37: Power to make rules Section 37 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 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 → Section navigation All Act sections All Rules Employer checklist Amendment tracker Legacy full-text viewer

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 38

Section 38 - Repeal | Apprentices Act | Finin2min Skip to content finin min Home Employment law Apprenticeship Apprentices Act, 1961 Section 38: Repeal Section 38 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 38 does Records the historical repeal position. Connected instrument: Historical repeal provision 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. 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. ← Section 37 Section navigation All Act sections All Rules Employer checklist Amendment tracker Legacy full-text viewer

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 3A

Section 3A - Reservation for Scheduled Castes and Scheduled Tribes | Apprentices Act | Finin2min Skip to content finin min Home Employment law Apprenticeship Apprentices Act, 1961 Section 3A: Reservation for Scheduled Castes and Scheduled Tribes Section 3A 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 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. ← Section 3 Section 3B → Section navigation All Act sections All Rules Employer checklist Amendment tracker Legacy full-text viewer

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 Skip to content finin min Home Employment law Apprenticeship
Apprentices Act, 1961 Section 3B: Reservation for Other Backward Classes Section 3B 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 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. ← Section 3A Section 4 → Section navigation All Act sections All Rules Employer checklist Amendment tracker Legacy full-text viewer

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- 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

U.P. State Electricity Board
v. Shiv Mohan Singh

Employees' State Insurance
Corporation v. Tata
Engineering

Current-use principle

An apprentice under the statute is primarily a trainee; employment claims depend on the Act, contract and actual facts.

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.

[← Previous: Employer and apprentice obligations](#)[Next: NAPS/NATS and current scheme overlay →](#)

Practical transaction application

Use the chapter for apprentice intake planning, designated/optional trade selection, contract execution, portal registration, training calendar, stipend budgeting, assessment, certification, NAPS/NATS reimbursement and exit controls.

Authority, consent and execution controls

The establishment and apprentice (and guardian where legally required) must execute the apprenticeship contract through authorised persons. Confirm portal registration, training provider roles and Basic Training Provider/authority approvals; an employment offer does not substitute for the apprenticeship contract.

Stamp duty and registration alerts

Check the applicable State stamp treatment of the apprenticeship contract and related indemnities. Portal registration is a statutory/administrative step and is not automatically equivalent to registration under the Registration Act.

Evidence and document-retention checklist

Retain the operative law/rule version, classification note, approvals, signed instruments, statutory forms, portal acknowledgements, registers, calculations, bank proof, correspondence, inspection records, service proof, decision and appeal file. Apply the longer of the statutory retention rule, litigation hold, tax/audit need and contractual requirement; restrict access to personal and sensitive data.

Performance, delivery and payment controls

Maintain apprentice-wise evidence of contract, attendance, basic and on-the-job training, stipend bank payment, assessment, certification and reimbursement claim. Reconcile the statutory minimum stipend and any scheme cap separately.

Breach, loss, mitigation and remedy framework

On detecting a breach, stop continuing exposure, preserve evidence, quantify employee and government dues, identify affected persons, make lawful corrective payment/filing, notify the authorised decision-maker, assess self-disclosure or compounding where available, and reserve contractual recovery against responsible vendors without delaying statutory remediation.

Limitation and forum controls

Use the Apprenticeship Adviser and prescribed statutory route for disputes and compliance. Track contract registration, termination and appeal dates; ordinary

employment forums may not apply in the same way to a valid apprentice relationship.

Arbitration and mediation interface

Commercial disputes with training providers may be arbitrated or mediated if the contract permits, but apprentice rights, statutory registration, stipend and authority decisions remain governed by the Act, Rules and scheme.

Company, partnership, GST and tax overlays

For a company, align board/delegation and officer-in-default controls; for an LLP or partnership, identify the designated partner/partner and authorised employer representative. Labour dues can affect transaction price, indemnities, director/partner exposure and insolvency claims. Salary/TDS, perquisite, contractor TDS, GST on outsourced services and accounting provisions must be reconciled without treating tax treatment as proof of labour-law classification.

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