

P.S No. 18/2015

WESTERN RAILWAY

Headquarter office,
Churchgate,
Mumbai-400 020.

E(R&T)120/10 Vol XXI

Dated: 13 /3/2015

To,
All DRMs/CWMs & Units Incharge,
C/-Genl. Secy.,WREU-GTR/WRMS-BCT,
C/-ZS-All India SC/ST Rly Employees Assn. 'W' Zone, Mumbai
C/-ZS-All India OBC Rly Empl. Assn., Mumbai

Sub: Forwarding of Notification-Apprentices (Amendments Act, 2014
(29 of 2014).

=====

A copy of Railway Board's letter No.E(MPP)/2015/6/1 dated 3/2/15 (RBE
No.09/2015) is sent herewith for information, guidance and necessary action.

Encl: As above.

N.M. Kamath
(N.M Kamath) 13/3/15
SPO(R&T)

For General Manager (E)

P.S No. 17/2015



GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
RAILWAY BOARD

No. E(MPP)/2015/6/1

RBE No. 09 /2015
New Delhi, Dated: .01.2015

3/2/15

WR
The General Managers (P)
All Indian Railways and
Production Units.

Sub: Forwarding of Notification- Apprentices (Amendments Act, 2014(29 of 2014).

A copy of the Notification No.S.O 3238(E) dated 18th December, 2014 published in Part II, Section 3, Sub-section(ii) of the Extraordinary Gazette of India issued by Ministry of Labour & Employment, Directorate General of Employment & Training relating to the Apprentices (Amendment) Act, 2014 (29 of 2014) to be effective from 22nd December, 2014 is enclosed for information, guidance and necessary action.

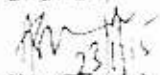
Please acknowledge receipt.


(Anuradha Singh)
Director (Trg. & MPP)
Railway Board

DA: As above

Copy for information to:

1. Ministry of Labour, DGE&T (Shri Dinesh Nijhawan, Director(SD1), Sharam Shakti Bhawan,
New Delhi).


(Anuradha Singh)
Director (Trg. & MPP)
Railway Board

DA: As above

भारत सरकार
रेल मंत्रालय
(रेलवे बोर्ड)

आरबीई सं. ०१/2015

सं. ई(एमपीपी)2015/6/1

नई दिल्ली, दिनांक: 01.2015
3/2/15

महाप्रबंधक (कार्मिक)
सभी भारतीय रेलों एवं
उत्पादन इकाइयों।

विषय:- प्रशिक्षु (संशोधन) अधिनियम, 2014 (2014 का 29) से संबंधित अधिसूचना को
अद्योपित करना।

22 दिसम्बर, 2014 से प्रभावी होने वाले प्रशिक्षु (संशोधन) अधिनियम, 2014
(2014 का 29) से संबंधित श्रम एवं रोजगार मंत्रालय, रोजगार एवं प्रशिक्षण महानिदेशालय द्वारा
जारी भारत के असाधारण राजपत्र के भाग 1, खंड 3, उप-खंड (ii) में प्रकाशित
दिनांक 18 दिसम्बर, 2014 की अधिसूचना सं. एस.ओ. 3238(ई) की प्रति सूचना, मार्गदर्शन और
आवश्यक कार्रवाई के लिए संलग्न है।

कृपया पावती दें।

अनुराधा सिंह
23/1/15

(अनुराधा सिंह)

निदेशक (प्रशिक्षण एवं एमपीपी)
रेलवे बोर्ड.

संलग्नक: यथोक्त

प्रतिलिपि सूचनार्थ प्रेषित:

1. श्रम मंत्रालय, डीजीईएंडटी (श्री दिनेश निझावन, निदेशक (एनडीआई), श्रम शक्ति भवन नई
दिल्ली।

अनुराधा सिंह
23/1/15

(अनुराधा सिंह)

निदेशक (प्रशिक्षण एवं एमपीपी)
रेलवे बोर्ड.

संलग्नक: यथोक्त

No. DGET-1(1)/2014-AP
Government of India
Ministry of Labour and Employment
Directorate General of Employment & Training

New Delhi, dated: 30th December, 2014

To

All the members of Central Apprenticeship Council

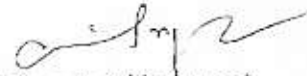
Subject: Amendments to the Apprentices Act, 1961 – reg.

Sir/Madam,

I am to inform you that the Apprentices Act, 1961 has been further amended vide No. 29 of 2014 and brought into effect from 22nd December, 2014 vide notification number S.O.3238(E) published in Part II, Section 3, Sub-section (ii) of the Extraordinary Gazette of India on 18th December, 2014. Copies of the gazette notifications are enclosed herewith for your kind information, please.

Yours faithfully,

Encl.: as above


(Dinesh Nijhawan)
Director (SDI)

Copy to :

1. All the States/UTs
Apprenticeship Advisers
2. All the Regional Directors
3. All Employing Ministries
4. All Principal Secretary/
Secretary of States

} With a request to circulate the above said notifications for all establishments under your kind control, please.

For information and necessary action in this matter, please.

For information, please.


भारत का राजपत्र
The Gazette of India

असाधारण
EXTRAORDINARY

भाग II—खण्ड 3—उप-खण्ड (ii)
PART II—Section 3—Sub-section (ii)

प्रधिकार से प्रकाशित
PUBLISHED BY AUTHORITY

सं. 2602
No. 2602

नई दिल्ली, बुधवार, दिसम्बर 18, 2014/अग्रहायण 27, 1936
NEW DELHI, THURSDAY, DECEMBER 18, 2014/AGRAHAYANA 27, 1936

प्रम और रोजगार मंत्रालय
(रोजगार और प्रशिक्षण महाविदेशालय)
कठिपूजना

नई दिल्ली, 18 दिसम्बर, 2014

सं. 3238(E)—अर्थशास्त्र विभाग (आयुक्त अधिनियम 2014 (2014 का 29) की धारा 3 की उप-धारा (ii) द्वारा प्रस्तावित कि सभी कार्य 22 दिसम्बर, 2014 को प्रभावी बनाने के लिए कि यह अधिनियम प्रभावी होगा।

[सं. सं. डीजीईटी-1(2)/2014-एपी]

अलोक कुमार, महाविदेशीय/सदस्य सचिव

MINISTRY OF LABOUR AND EMPLOYMENT
(Directorate General of Employment and Training)

NOTIFICATION

New Delhi, the 18th December, 2014

S.O. 3238(E)—In exercise of the powers conferred by sub-section (2) of section 3 of the Apprentices (Amendment) Act, 2014 (29 of 2014), the Central Government hereby appoints the 22nd day of December, 2014 as the date on which the said Act shall come into force.

[F. No. DGET-01/2014-AP]

ALOK KUMAR, Director General of Secy



भारत का राजपत्र The Gazette of India

असाधारण
EXTRAORDINARY
भाग II—खण्ड 1
PART II—Section 1
प्रधिकार से प्रकाशित
PUBLISHED BY AUTHORITY

सं. 35] नई दिल्ली, सोमवार, दिसम्बर 8, 2014/अग्रहायण 17, 1936(सक)
No. 35] NEW DELHI, MONDAY, DECEMBER 8, 2014/AGRAHAYANA 17, 1936(SAKA)

इस भाग में पिन पृष्ठ संख्या दी जाती है जिससे कि यह अलग संकलन के रूप में रखा जा सके।
Separate paging is given to this Part in order that it may be filed as a separate compilation.

MINISTRY OF LAW AND JUSTICE
(Legislative Department)

New Delhi, the 8th December, 2014/Agrahayana 17, 1936 (Saka).

The following Act of Parliament received the assent of the President on the 5th December, 2014, and is hereby published for general information:—

THE APPRENTICES (AMENDMENT) ACT, 2014

(No. 29 of 2014)

[5th December, 2014.]

An Act further to amend the Apprentices Act, 1961.

Be it enacted by Parliament in the Sixty-fifth Year of the Republic of India as follows:—

1. (1) This Act may be called the Apprentices (Amendment) Act, 2014.

(2) It shall come into force on such date as the Central Government may, by notification in the Official Gazette, appoint.

53 of 1961

2. In the Apprentices Act, 1961 (hereinafter referred to as the principal Act), in section 2,—

(i) in clause (d), in sub-clause (1), after item (b), the following item shall be inserted, namely:—

“(bb) any establishment which is operating business or trade from different locations situated in four or more States, or”;

Short title and commencement.

Amendment of section 2.

(ii) for clauses (e), (f) and (k), the following clauses shall respectively be substituted, namely:—

(e) "designated trade" means any trade or occupation or any subject field in engineering or non-engineering or technology or any vocational course which the Central Government, after consultation with the Central Apprenticeship Council, may, by notification in the Official Gazette, specify as a designated trade for the purposes of this Act;

(f) "graduate or technician apprentice" means an apprentice who holds, or is undergoing training in order that he may hold a degree or diploma in engineering or non-engineering or technology or equivalent qualification granted by any institution recognised by the Government and undergoes apprenticeship training in any designated trade;

(k) "industry" means any industry or business in which any trade, occupation or subject field in engineering or non-engineering or technology or any vocational course may be specified as a designated trade or optional trade or both;

(iii) after clause (f), the following clauses shall be inserted, namely:—

(ii) "optional trade" means any trade or occupation or any subject field in engineering or non-engineering or technology or any vocational course as may be determined by the employer for the purposes of this Act;

(iii) "portal-site" means a website of the Central Government for exchange of information under this Act;

(iv) in clause (ep), for the words "such subject field in any vocational course as may be prescribed", the words "designated trade" shall be substituted;

(v) for clauses (g) and (r), the following clauses shall be substituted, namely:—

(g) "trade apprentice" means an apprentice who undergoes apprenticeship training in any designated trade;

(r) "worker" means any person working in the premises of the employer, who is employed for wages in any kind of work either directly or through any agency including a contractor and who gets his wages directly or indirectly from the employer but shall not include an apprentice referred to in clause (aa) ;

Amendment
of section 3.

3. In section 3 of the principal Act, for clause (a), the following clause shall be substituted, namely:—

"(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".

Amendment
of section 4.

4. In section 4 of the principal Act,—

(i) for sub-section (4), the following sub-sections shall be substituted, namely:—

"(4) Every contract of apprenticeship entered into under sub-section (1) shall be sent by the employer within thirty days to the Apprenticeship Adviser until a portal-site is developed by the Central Government, and thereafter the details of contract of apprenticeship shall be entered on the portal-site within seven days, for verification and registration.

(4A) In the case of objection in the contract of apprenticeship, the Apprenticeship Adviser shall convey the objection to the employer within fifteen days from the date of its receipt.

(4B) The Apprenticeship Adviser shall register the contract of apprenticeship within thirty days from the date of its receipt."

(ii) sub-section (5) shall be omitted.

5. After section 5 of the principal Act, the following sections shall be inserted, namely:—
- Insertion of
new sections
5A and 5B.
- 5A. The qualification, period of apprenticeship training, holding of test, grant of certificate and other conditions relating to the apprentices in optional trade shall be such as may be prescribed.
- Regulation of
optional
trade.
- 5B. The employer may engage apprentices from other States for the purpose of providing apprenticeship training to the apprentices.”
- Engagement
of apprentices
from other
States
6. In section 6 of the principal Act,—
- Amendment
of section 6.
- (i) in clause (a), for the words “determined by that Council”, the word “prescribed” shall be substituted;
- (ii) for clause (aa), the following clause shall be substituted, namely:—
- “(aa) in the case of trade apprentices who, having undergone institutional training in a school or other institution affiliated to or recognised by a Board or State Council of Technical Education or any other authority or courses approved under any scheme which the Central Government may, by notification in the Official Gazette, specify in this behalf, have passed the trade tests or examinations conducted by that Board or State Council or authority or by any other agency authorised by the Central Government, the period of apprenticeship training shall be such as may be prescribed.”
7. For section 8 of the principal Act, the following section shall be substituted, namely:—
- Substitution of
section 8.
- “8 (1) The Central Government shall prescribe the number of apprentices to be engaged by the employer for designated trade and optional trade.
- (2) Several employers may join together either themselves or through an agency, approved by the Apprenticeship Adviser, according to the guidelines issued from time to time by the Central Government in this behalf, for the purpose of providing apprenticeship training to the apprentices under them.”
- Number of
apprentices for
a designated
trade and
optional trade.
8. In section 9 of the principal Act,—
- Amendment
of section 9.
- (i) for sub-section (1), the following sub-section shall be substituted, namely:—
- “(1) Every employer shall make suitable arrangements in his workplace for imparting a course of practical training to every apprentice engaged by him.”;
- (ii) for sub-section (3), the following sub-section shall be substituted, namely:—
- “(3) Such of the trade apprentices who have not undergone institutional training in a school or other institution recognised by the National Council or any other institution affiliated to or recognised by a Board or State Council of Technical Education or any other authority which the Central Government may, by notification in the Official Gazette, specify in this behalf, shall, before admission in the workplace for practical training, undergo a course of basic training and the course of basic training shall be given to the trade apprentices in any institute having adequate facilities.”;
- (iii) sub-sections 4A, 4B, 5 and 6 shall be omitted.

(c) for sub-section (7) and sub-section (7A), the following sub-sections shall be substituted, namely:—

"(7) In the case of an apprentice other than a graduate or technician apprentice or technician (vocational) apprentice, the syllabus of and the equipment to be utilised for, practical training including basic training in any designated trade shall be such as may be approved by the Central Government in consultation with the Central Apprenticeship Council.

(7A) In the case of graduate or technician apprentices or technician (vocational) apprentices, the programme of apprenticeship training and the facilities required for such training in any designated trade shall be such as may be approved by the Central Government in consultation with the Central Apprenticeship Council."

(v) in sub-section (8), in clause (c), after the words "employer alone", the words "except apprentices who holds degree or diploma in non-engineering" shall be inserted.

Amendment of section 15

9. In section 15 of the principal Act,—

(i) for sub-section (1), the following sub-section shall be substituted, namely:—

"(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."

(ii) for sub-section (3), the following sub-section shall be substituted, namely:—

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

Amendment of section 19

10. In section 19 of the principal Act, for sub-section (2), the following sub-sections shall be substituted, namely:—

"(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."

Amendment of section 21

11. In section 21 of the principal Act,—

(i) for sub-section (1), the following sub-section shall be substituted, namely:—

"(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."

(ii) in sub-section (2), after the words "National Council", the words "or by the other agency authorised by the Central Government" shall be inserted.

Amendment of section 22

12. In section 22 of the principal Act, for sub-section (1), the following sub-section shall be substituted, namely:—

"(1) Every employer shall formulate its own policy for recruiting any apprentice who has completed the period of apprenticeship training in his establishment."

Amendment of section 30

13. In section 30 of the principal Act,—

(i) for sub-section (1), the following sub-sections shall be substituted, namely:—

"(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.

(1A) In case the employer fails to reply the notice within the period specified under sub-section (1), or the authorised officer, after giving him an opportunity of being heard, is not satisfied with the reasons given by the employer, he shall be punishable with fine of five hundred rupees per shortfall of apprenticeship month for first three months and thereafter one thousand rupees per month till such number of seats are filled up.”;

(ii) in sub-section (2),—

(a) after clause (f), the following clauses shall be inserted, namely:—

“(g) engages as an apprentice a person who is not qualified for being so engaged, or

(h) fails to carry out the terms and conditions of a contract of apprenticeship.”;

(b) for the words “imprisonment for a term which may extend to six months or with fine or with both” the words “fine of one thousand rupees for every occurrence” shall be substituted.

(iii) after sub-section (2), the following sub-section shall be inserted, namely —

“(2A) The provisions of this section shall not apply to any establishment or industry which is under the Board for Industrial and Financial Reconstruction established under the Sick Industrial Companies (Special Provisions) Act, 1985.”.

1 of 1986

14. In section 37 of the principal Act, after sub-section (1), the following sub-section shall be inserted, namely:—

Amendment
of section 37.

“(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.”.

DR. SANJAY SINGH,
Secretary to the Govt. of India