

“Schedule–III
(See rule 14)

Model Contract of Apprenticeship Training for Major/Minor* Apprentices



1. Name and address of establishment : _____
with Tel. no., Fax No. & E-mail address _____

2. (a) Name of Apprentice (Block Letters) : _____
(b) Father's/Mother's /Husband's Name : _____
3. Address of apprentice : _____

4. Gender (please. √) : Male/Female/Transgender
5. Date of birth : _____
- 6a) Whether belongs to SC/ST/OBC/PwD/Minority : Yes/No
(please. √)
- b) Name of the Category : _____
7. Educational Qualification
(a) Academic Qualification : _____
- (b) Technical qualification :
(i) Name of the Trade/Course : _____
(ii) Duration of Training/Course : From _____ To _____
(iii) Name of the Institute /college : _____
(iv) Name of the Council/University : _____

8. (a) Date of execution of contract : _____
 (b) Age on the date of execution of contract : _____
9. Name of the trade for which apprentice is for apprenticeship training : _____
10. (a) Duration of apprenticeship training : _____ years _____ months
 (b) Period of apprenticeship training : From _____ To _____
11. Rates of Stipend: The minimum prescribed stipend per month to be paid by the employer to apprentice
 (a) During 1st year of training : Rs. _____
 (b) During 2nd year of training : Rs. _____
 (c) During 3rd & 4th year of training : Rs. _____
12. (a) Name and Address of Guardian (in case of apprentice is minor) : _____
 (b) Relationship with the Apprentice : _____
13. Name and Address of the Surety : _____

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

_____ Signature of the Employer with seal	_____ Signature of Apprentice	_____ Signature of Guardian**	_____ Signature of Surety
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15. Name of Witnesses with their Address
 1) _____
 2) _____

***15. Contract Registration No. : _____
 (To be given by the O/o the Apprenticeship Adviser)

* **Minor apprentice is an apprentice who has not completed eighteen years of age.**
 ** Guardian, in case of minor apprentices
 ** Mandatory only for designated trades

Enclosure to Contract of Apprenticeship Training

Main provisions of the Apprenticeship Rules relating to the Contract of Apprenticeship Training.

1. The employer shall pay stipend per month to the trade apprentices at the minimum rates (as per the provision of Rule 11(1) of Apprenticeship Rule, 1992)
 - (a) During 1st year of training : Seventy per cent. of minimum wage of semi-skilled workers notified by the respective State or Union territory
 - (b) During 2nd year of training : Eighty per cent. of minimum wage of semi-skilled workers notified by the respective State or Union territory
 - (c) During 3rd & 4th year of training : Ninety per cent. of minimum wage of semi-skilled workers notified by the respective State or Union territory:

In the case where the minimum rate of wage for a trade is not notified by the State Government or Union territory, then, the maximum of minimum wages of the Scheduled Employment notified by such State Government or Union territory for semi-skilled workers shall be taken into account for paying the stipend in respect of that trade:

Further in the case of trade apprentices referred to in clause (a) of section 6 of the Act, the period of training already undergone by them in a school or other institution recognised by the National Council, shall be taken into account for the purpose of determining the rate of stipend payable”.

2. The employer shall pay stipend per month to the Graduate, Technician and Technician (Vocational) apprentices at the minimum rates (as per the provision of Rule 11(2) of Apprenticeship Rule, 1992)

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

3. The stipend prescribed for Graduate apprentices shall be paid by the employer to those apprentice who possess a degree of minimum three years duration after 10+2 system of education and undergoing apprenticeship training in optional trade.
4. The stipend prescribed for Technician apprentices shall be paid by the employer to those apprentices who possess a diploma of three years after 10th class or diploma of two years after 12th pass and undergoing apprenticeship training in optional trade.
5. The stipend prescribed for Technician (Vocational) apprentices shall be paid by the employer to those apprentices who possess a certificate in vocational course involving two years of study after completion of secondary stage of school education and undergoing apprenticeship training in optional trade.
6. The stipend prescribed for trade apprentices shall be paid by the employer to all other apprentices undergoing training in optional trade according to their period of apprenticeship training.
7. The stipend for a particular month shall be paid by the tenth day of the following month. No deduction shall be made from the stipend for the period during which an apprentice remain on leave as observed in the establishment.
8. Where the Contract of Apprenticeship is terminated through failure on the part of the employer in carrying out the terms and conditions of the Contract (as notified under the Apprenticeship Rules, 1992), he shall pay to the apprentice compensation as prescribed.
- 9a) In the event of premature termination of Contract of Apprenticeship for failure on the part of apprentice to carry out the terms and condition of the contract (as notified under the Apprenticeship Rules, 1992), the surety at the request of apprentice hereby guarantees to employer the payment of such amount as determined by the Apprenticeship Adviser as and towards the cost of training.
- 9b) The liability of the surety is limited to Rs.2500/-(Rupees Two thousand five hundred only) with interest at twelve percent per annum.