



**THE ADMINISTRATION OF UNION TERRITORY OF LADAKH
TECHNICAL EDUCATION AND SKILL DEVELOPMENT DEPARTMENT**

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Sub: Implementation of Apprenticeship Act 1961 and engagement of Apprentices in Union Territory of Ladakh.

CIRCULAR

Kind attention of the Administrative Secretaries, UT Administration Ladakh, is invited towards the "Apprenticeship Act 1961", which was enacted with the objective of regulating the program of training of apprentices in the industry/establishment by utilizing the facilities available therein. The Ministry of Skill Development and Entrepreneurship (MSDE) is the Administrative Ministry responsible for implementation of the Act at the central level.

MSDE implements the Act through the Directorate General of Training (DGT) and its Regional Directorates of Skill Development and Entrepreneurship (RDSDEs), National Skill Development Corporation (NSDC), State Skill Development Mission (SSDMs), Sector Skill Councils (SSCs), State Apprenticeship Advisers (SAA), various Chambers of Commerce, Industry Associations and MSME Associations across the country. Similarly, the Ministry of Education, GoI implements the Act through its four Boards of Apprenticeships Training (BOATs) located at Chennai, Kanpur, Kolkata and Mumbai.

The apprentices being engaged by the industry/establishment fall under five categories of apprentices namely (i) Trade apprentices, (ii) Graduate Apprentices, (iii) Technician Apprentices, (iv) Technical (Vocational) Apprentices and (v) optional Trade Apprentices. *The Apprentices Act, 1961 mandates all "establishments" having work force (regular and contract employees) of thirty employees or more, to engage apprentices from 2.5% - 15% of its workforce.*

As per Sub-Section (1) of Section 30 of the Apprenticeship Act 1961 (Amended 2014);
(1) : *"If an employer contravenes the provision 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 authorized in this behalf by the appropriate Government, for explaining the reason for such contravention".*

(1A) : *"In case the employer fails to reply the notice within the period specified under sub-section (1), or the authorized 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".*

Accordingly, following action may be taken up for engagement of Apprentices and disseminating the information to the concerned stakeholders:

- Direct the establishments under the Administrative Department, PSUs, Urban Local Bodies, Hospitals, Corporations, Cooperatives, Banks etc with 30 or more employees (incl contractual) to enrol as establishments under the scheme on the website of NAPS: <https://www.apprenticeshipindia.gov.in/establishment-registration> or NATS: https://portal.mhrdnats.gov.in/boat/login/usertype_register (as the case may be) and offer apprenticeship opportunities to the youth
- Direct Educational Institutions, Government or Private, offering degree or diploma courses with 30 or more employees (incl contractual) to enroll under the scheme and also sensitize their students about the scheme.
- Industries & Commerce Department to reach out to private enterprises, employing more than 30 employees to enroll under this scheme and provide apprenticeship to the youth.

The formation of the "Apprenticeship Council", UT Ladakh and designation of the "State Apprenticeship Adviser" for the UT is under process and necessary notifications regarding the same shall be issued soon.



(Padma Angmo), IIS
Commissioner/Secretary
Technical Education &
Skill Development Department

No: - M/714/2022-SD&TE/ 1404-1415

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Copy to:

1. All Administrative Secretaries, UT Ladakh.
2. Director Technical Education & Skill Development Ladakh.
3. Deputy Commissioner/CEO LAHDC Leh/Kargil.
4. Director Industries & Commerce Ladakh.
5. Regional Director, RDSDE, JK & Ladakh, DGT, MSDE, Gol.
6. DIO NIC Leh for uploading the circular on UT website.
7. OSD with Lieutenant Governor Ladakh for information of Hon'ble Lieutenant Governor.
8. OSD with Advisor to Hon'ble Lt Governor for information of the Advisor to the H'LG.
9. Chairman Ladakh Chamber of Industries.
10. President All Ladakh Hotel & Guest House Association, Leh/Kargil.