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# புதுச்சேரி மாநில அரசிதழ்

## La Gazette de L'État de Poudouchéry

### The Gazette of Puducherry

PART - I

சிறப்பு வெளியீடு

EXTRAORDINAIRE

EXTRAORDINARY

அதிகாரம் பெற்ற  
வெளியீடு

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GOVERNMENT OF PUDUCHERRY

LABOUR DEPARTMENT

OFFICE OF THE DEPUTY APPRENTICESHIP ADVISER

No. 7789/DoT/ATS/LAB/GAZ/2026/15.

Puducherry, dated 10th February 2026.

NOTIFICATION

The notification of the Ministry of Skill Development and Entrepreneurship, Government of India, New Delhi, vide G.S.R.610(E), dated 3rd September 2025, published in PART II, section 3, sub-section (i) of Extraordinary Gazette of India, No. 566, dated 8th September 2025, is hereby published for general information of the public.

**R. SMITHA, I.A.S.,**  
Secretary to Government (Labour)-cum-  
State Apprenticeship Adviser.

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**MINISTRY OF SKILL DEVELOPMENT AND ENTREPRENEURSHIP**  
**NOTIFICATION**

New Delhi, the 3rd September, 2025

**G.S.R. 610(E).**—In exercise of the powers conferred by sub-section (1) of section 37 of the Apprentices Act, 1961 (52 of 1961), after consulting the Central Apprenticeship Council, the Central Government hereby makes the following rules further to amend the Apprenticeship Rules, 1992, namely: —

1. (1) These rules may be called the Apprenticeship (Amendment) Rules, 2025.  
(2) They shall come into force on the date of their publication in the Official Gazette.
2. In the Apprenticeship Rules, 1992 (hereinafter referred to as the said rules), in rule 2, —
  - (i) after clause (1A), the following clause shall be inserted, namely:—  
“(1B) ‘degree apprenticeship’ means a course having apprenticeship as an integrated component of the curriculum;”;
  - (ii) after clause (6A), the following clauses shall be inserted, namely:—  
“(6B) ‘Institution’ means a college imparting a degree or diploma course approved by the University or Board;  
(6C) “Regional Centre” means Regional Board at locations other than the cities specified under clause (mm) of section 2 of the Act;”;
  - (iii) after clause (9), the following clauses shall be inserted, namely:—  
“(9A) ‘contractual staff’ is any person employed as a contract labour as defined in clause (g) of section 2 of the Code on Wages, 2019 (29 of 2019) or any other law for the time being in force;  
(9B) “person with benchmark disability” means a person as defined in clause (r) of section 2 of the Rights of Persons with Disabilities Act, 2016 (49 of 2016);”;
3. In the said rules, in rule 3,—
  - (i) for sub-rule (2), the following sub-rule shall be substituted, namely:-  
“(2) A person shall be eligible for being engaged as a graduate or degree or technician or technician vocational apprentice if he satisfies one of the minimum educational qualifications specified in Schedule IA.”;
  - (ii) in sub-rule (2), in the proviso, after clause (b), the following clause shall be inserted, namely:-  
“(ba) no degree apprentice shall be eligible for being engaged as an apprentice under the Act after passing the final examination of the technical institution or institution wherein such student is undergoing the course unless so approved by the Apprenticeship Adviser or Regional Central Apprenticeship Adviser as the case may be;”;
4. In the said rules, in rule 5, after sub-rule (2), the following sub-rule shall be inserted, namely:-  
“(3) For every trade or subject field, suitability of such trade or subject field for person with benchmark disability shall be specified and the training places for persons with benchmark disabilities in trade or subject field shall be reserved under the provisions of the Rights of Persons with Disabilities Act, 2016 (49 of 2016) and if the training places cannot be filled from persons with benchmark disabilities, then the training places so lying unfilled may be filled by persons having minimum standards of physical fitness specified in Schedule II and the appropriate Government shall issue orders for benchmark disabilities for trades or subject fields.”.
5. In the said rules, in rule 6, for sub-rule (2), the following sub-rule shall be substituted, namely:-  
“(2) The obligation of the employer and that of the trade apprentice shall be as specified in Schedule-V, and the terms and conditions in respect of graduate, technician, technician (vocational) apprentices and degree apprentice shall be as specified in Schedule VI.”.
6. In the said rules, in rule 7, in sub-rule (4), for clause (b), the following clause shall be substituted, namely:-  
“(b) In the case of Sandwich Course and Degree Apprenticeship students, the period of practical training, they undergo as part of apprenticeship course of studies shall be the period of apprenticeship training.”.
7. In the said rules, in rule 7A,—
  - (i) after sub-rule (5), the following sub-rule shall be inserted, namely:-

“(5A) The training places for the persons with benchmark disabilities shall be reserved by the employer in every optional trade in accordance with the provisions of sub-rule (3) of rule 5.”;

(ii) for sub-rule (14), the following sub-rule shall be substituted, namely:-

“(14) Every apprentice possessing a degree of minimum three years or a diploma of three years after 10th class or diploma of two years after 12th pass or 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 shall follow the terms and conditions of contract of apprenticeship for graduate, Technician, Technician (vocational) and degree apprentices specified in Schedule VI.”.

8. In the said rules, in rule 7B, for sub-rule (3), the following sub-rule shall be substituted namely:-

“(3) Within a financial year, each establishment shall engage apprentices in a band of 2.5 per cent. to 15 per cent. of the total strength of the establishment including contractual staff, subject to a minimum of 5 per cent. of the total to be reserved for fresher apprentices and skill certificate holder apprentices and if the prescribed training places for fresher apprentice and skill certificate holder apprentice cannot be filled, then the training places so lying unfilled may be filled by other categories of apprentices with the approval of the apprenticeship adviser.”.

9. In the said rules, after rule 7C, the following rule shall be inserted, namely:-

“7D. Minimum gap between trainings.— (1) There shall be minimum one year gap between two apprenticeship training: Provided that the previous training is completed and no gap shall be required in the case of termination of previous apprenticeship training due to failure on the part of the employer provided under section 11 of the Act and sub-rule (2) of rule 6.

(2) Where an apprentice has terminated a previous apprenticeship contract due to health or financial hardship or relocation, transportation or career changes or language barrier, the waiting period of three month shall apply before the apprentice shall enter into another contract of apprenticeship with the same employer or any other employer and there shall be no waiting period for women.

(3) A person may undergo maximum two apprenticeship training and the second training shall not be in the same trade.

(4) The cost of stipend borne by the Central Government and shall be restricted to the first-time training only.

(5) Where the contract of apprenticeship is terminated for the failure on the part of the apprentice to carry out the terms of contract, the apprentice shall not be entitled to enter into another contract of Apprenticeship under the Act with any other employer.”.

10. In the said rules, in rule 11, for sub-rule (1), the following sub-rule shall be substituted, namely:-

“(1) The minimum rate of stipend payable to apprentices per month shall be as per the qualifications stipulated in the curriculum. The minimum rate of stipend payable to apprentices per month shall be the following, namely:-

Table

Sl. No.	Category	Prescribed minimum amount of stipend
(1)	(2)	(3)
1.	School pass-outs (class 5 <sup>th</sup> – class 9 <sup>th</sup> )	Rs. 6,800 per month
2.	School pass-outs (class 10 <sup>th</sup> )	Rs. 8,200 per month
3.	School pass-outs (class 12 <sup>th</sup> )	Rs. 9,600 per month

4.	National or State Certificate holder	Rs. 9,600 per month
5.	Technician (vocational) apprentice or Vocational Certificate holder or Sandwich Course (Students from Diploma Institutions)	Rs. 9,600 per month
6.	Technician apprentices or diploma holder in any stream or sandwich course (students from degree institutions)	Rs. 10,900 per month
7.	Graduate apprentices or degree apprentices or degree in any stream	Rs. 12,300 per month.”.

11. In the said rules, in rule 14,—

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

“(1) A contract of apprenticeship as entered between an apprentice and the employer as per Format-1 specified in Schedule III shall be forwarded on the portal site by the employer for registration and for degree apprentice and sandwich course student, the contract as per Format-I will be entered between Institution, apprentice and employer and shall be forwarded on the portal-site by the employer for registration.”;

(ii) for sub-rule (4), the following sub-rule shall substituted, namely:—

(4) Every employer shall maintain a record of the work done and training undertaken by the degree, graduate, technician and technician (vocational) apprentices engaged in his establishment, for each quarter and at the end of each quarter shall send a report in Form Apprenticeship 3 specified in Schedule III to the concerned Deputy Regional Central Apprenticeship Adviser or as the case may be.”.

12. In the said rules, in SCHEDULE-IA, after serial number 3 and the entries relating thereto, the following serial number and entries shall be inserted, namely:-

“4. Degree apprentices	As prescribed by the All India Council for Technical Education or University Grants Commission.”.
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13. In the said rules, in SCHEDULE-III, for the FORMAT-1, the following FORMAT-1 shall be substituted, namely:-

“FORMAT-1

Model Contract of Apprenticeship Training for Major or Minor\* Apprentices

**I. APPRENTICE BASIC DETAILS**

1.Apprentice Name:

2.Name of Father/ Mother/ Spouse:

3.Name of Legal Guardian (*in case of Minor\**):

*\*Minor apprentice is one who has not completed 18 years of age of the Apprentice*

4.Gender Female/ Male/ Other  
DD/MM/YYYY

5. Date of Birth:

6.Highest Education Qualification:

7.Whether belongs to PwD(*Yes/No*)

8.(a).Whether belongs to SC/ST/OBC/ Minority(*Yes/No*)

(b). Name of the Category

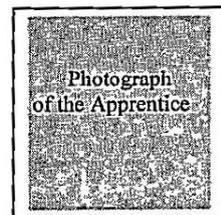
9. Apprentice Aadhaar Number:

10. Contract Registration Number:

11. Address:

12.Mobile Number:

13.Email:



**II. APPRENTICE EDUCATION DETAILS**

14. Name of the Course/ Trade/ Diploma/ Degree:

15. Name and Address of the Institution:

16. Registration/ Enrolment Number:                      17. Status of Completion: (*Completed/ Pursuing*)

18. Month & Year of Passing/ Expected Completion: *MM/YYYY*

### III. ESTABLISHMENT DETAILS

19. Registered Name and Address of the Establishment:

20. Contact Person:    21. Contact Number:    22. Email:

23. (a) Whether the establishment is opting for the benefits under any Government Scheme                      *Yes/No*

(b) If Yes, name of the Scheme:

### IV. INSTITUTION DETAILS (Applicable for sandwich course/ degree apprentices only)

24. Institution Contact Person:    25. Contact Number:    26. Email:

27. (a) Whether the Institution is opting for the benefits under any Government Scheme: *Yes/No*

(b) If yes, name of the Scheme:

### V. APPRENTICESHIP TRAINING DETAILS

28. Trade/Course Name:    29. Trade/Course Code:    30. Apprentice No.:

31. Training Duration:    32. Training Start Date: *DD/MM/YYYY*    33. Training End Date: *DD/MM/YYYY*

34. Enrolled as: (*applicable category of apprentice*)

35. Name and Address of Apprenticeship Training Location/ Establishment:

36. Basic Training Details (if applicable):

(a) Name of the Basic Training Provider:

(b) Training Centre Name and Address:

(c) Contact Number:

(d) (i) Start Date: *DD/MM/YYYY*    End Date: *DD/MM/YYYY*

(ii) Start Date: *DD/MM/YYYY*    End Date: *DD/MM/YYYY*

### VI. STIPEND DETAILS

37.

Year	Establishment share	Government share	Total monthly stipend
1 <sup>st</sup>			
2 <sup>nd</sup>			
3 <sup>rd</sup>			

Note: The Government share of monthly stipend, if any, shall be paid by the Government through Direct Benefit Transfer to the apprentice's bank account upon the fulfillment of the relevant terms and conditions by the concerned Establishment specified in the applicable scheme guidelines and in case of non-fulfilment of such terms and conditions, the Establishment is liable to pay the monthly stipend amount in full to the apprentice.

### VII. ADDITIONAL INFORMATION

38. Whether the following are applicable:

(a) Sandwich Course/ AEDP: (*Yes/ No*)

(b) Remote Work: (Yes/ No)

(c) Overseas on-the-job training: (Yes/No)

(d) Any authorised agency working on behalf of the employer/ Institution (Yes/No). If Yes, Name of the agency

#### VIII. DECLARATION

39. We, the Employer, Apprentice/Guardian and Institution solemnly declare that we have read the Apprentices Act, 1961 (52 of 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 any of the Employer, Apprentice/Guardian and Institution, we agree to compensate the other party as per the provisions of the Apprenticeship Rules, 1992 (Main Provisions of the Apprenticeship Rules may be seen in the Enclosure to the Contract of Apprenticeship Training, Section IX).

\_\_\_\_\_  
*Signature of the Employer*

\_\_\_\_\_  
*Signature of Apprentice*

\_\_\_\_\_  
*Signature of Institution*  
*(Applicable for Sandwich Course/  
Degree Apprentices only)*

\_\_\_\_\_  
*Signature of Guardian\**  
*\*in case of Minor Apprentices*

#### IX. CONTRACT APPROVAL AND APPRENTICESHIP ADVISER DETAILS

40. Contract Registration Date: DD/MM/YYYY

41. Name and Address of the Apprenticeship Adviser:

42. Age of Apprentice on the Date of Execution of Contract:

43. Contact Number:

44. Email:

\_\_\_\_\_  
*Signature and Stamp of the  
Registering Authority*  
*(Apprenticeship Adviser)*

#### X. ENCLOSURE TO CONTRACT OF APPRENTICESHIP TRAINING

The main provisions of the apprenticeship rules relating to the Contract of Apprenticeship training shall be the following, namely:—

- (1) The minimum rate of stipend payable to apprentices per month shall be as per the qualifications stipulated in the curriculum and the minimum rate of stipend payable to apprentices per month shall be as specified in the Table under sub-rule(1) of rule 11.
- (2) Presently, the prescribed minimum amount of monthly stipend for the various categories as specified in the Table below, namely:—

Table

Sl. No.	Category	Prescribed minimum amount of stipend
(1)	(2)	(3)
1.	School pass-outs (class 5 <sup>th</sup> – class 9 <sup>th</sup> )	Rs. 6,800 per month
2.	School pass-outs (class 10 <sup>th</sup> )	Rs. 8,200 per month

3.	School pass-outs (class 12 <sup>th</sup> )	Rs. 9,600 per month
4.	National or State Certificate holder	Rs. 9,600 per month
5.	Technician (vocational) apprentice or Vocational Certificate holder or Sandwich Course (Students from Diploma Institutions)	Rs. 9,600 per month
6.	Technician apprentices or diploma holder in any stream or sandwich course (students from degree institutions)	Rs. 10,900 per month
7.	Graduate apprentices or degree apprentices or degree in any stream	Rs. 12,300 per month."

The Government share of monthly stipend, if any, will be paid by the Government through Direct Benefit Transfer to the apprentice's bank account upon the fulfillment of the relevant terms and conditions by the concerned Establishment specified in the applicable scheme guidelines and in case of non-fulfilment of such terms and conditions, the Establishment is liable to pay the monthly stipend amount in full to the apprentice.

- (3) During the second year of apprenticeship training, there shall be an increase of ten per cent. in the prescribed minimum stipend amount and further 15 per cent. increase in the prescribed minimum stipend amount during the third year of apprenticeship training.
- (4) The apprentice shall abide by the rules and regulations of the establishment in all matters of conduct and discipline and safety and carry out all lawful orders of the employer and superiors in the establishment.
- (5) The provisions of Chapters III, IV and V of the Factories Act, 1948 (63 of 1948), shall apply in relation to the health, safety and welfare of the apprentices as if they were workers within the meaning of that Act and when any apprentices are undergoing training in a mine, the provisions of Chapter V of the Mines Act, 1953 (35 of 1952) shall apply in relation to the health and safety of the apprentices as if they were employed in the mine.
- (6) The daily and weekly hours of work of an apprentice while undergoing practical training in a workplace shall be determined by the employer subject to the compliance with the training duration, if prescribed and apprentice shall be entitled to such leave and holidays as are observed in the establishment in which he is undergoing training.
- (7) If personal injury is caused to an apprentice, by accident arising out of and in the course of his training as an apprentice, his employer shall be liable to pay compensation which shall be determined and paid, so far as may be, in accordance with the provisions of the Employee's Compensation Act, 1923 (8 of 1923).
- (8) The apprentice shall be governed by the rules and regulations (applicable to employees of the corresponding category) in the establishment in which the apprentice is undergoing training.
- (9) Every apprentice undergoing apprenticeship training in an establishment shall be a trainee and not a worker and as such the provisions of any law with respect to labour shall not apply to or in relation to such apprentice.
- (10) The employer shall make suitable arrangements in his establishment for imparting a course of apprenticeship training to the apprentice in accordance with the provisions of the Act and the rules made thereunder with the approval of the Central or State Apprenticeship Advisor.
- (11) It shall not be obligatory on the part of the employer to offer any employment to the apprentice on completion of period of his apprenticeship training in his establishment.
- (12) The stipend for a particular month shall be paid on or before the tenth day of the following month.
- (13) No deduction shall be made from the stipend for the period during which an apprentice remains on casual leave or medical leave and the stipend payment module on the apprenticeship portal shall require the establishment to update the unauthorised leaves and stipend amount payable to each candidate for the month.
- (14) Where the contract of apprenticeship is terminated through failure on the part of any employer in carrying out the terms and conditions thereof, such employer shall be liable to pay the apprentice compensation under these rules.
- (15) The progress in apprenticeship training of every apprentice shall be assessed by the employer from time to time and every apprentice who completes his apprenticeship training to the satisfaction of the employer shall be granted a certificate of proficiency by that employer which shall be the basis for further assessment or certification by the concerned awarding body.
- (16) The conditions for the degree apprenticeship shall be the following, namely:—
  - (i) the employer shall provide the apprenticeship training as per the approved program in accordance with the contract and within the overall provisions of the Act;

- (ii) the academic Institution shall deliver the course as per the approved course curriculum including the management of the apprenticeship component undertaken in partnership with the industry partner or employer;
- (iii) mapping and reporting apprenticeship contracts and other related compliance on the portal shall lie with the academic institution or any authorised agency working on its behalf;
- (iv) the employer shall permit apprentices to attend scheduled academic sessions in between the training period either at the on-the-job training premises or at the academic institution campus as the case may be.
- (17) In case of any applicable Government scheme for apprenticeship promotion, the establishment or apprentice or guardian (in case of minor apprentice) warrant and confirm that they have studied, understood, and agree to comply with the scheme guidelines pertaining to them, and these Guidelines shall be made available in the public domain and may be updated from time to time.”;
14. In the said rules, in SCHEDULE-IV, for paragraph 2, the following paragraph shall be substituted, namely:-
- “2. In the case of Degree and Graduate Apprentices:  
Must hold a degree in appropriate branch of study or engineering or technology or equivalent qualification as recognised by the Government of India or the All India Council or University Grant Commission.”.
15. In the said rules, in SCHEDULE-V, under paragraph I, relating to Obligations of Employer (both in the case of Major and Minor Trade Apprentices),—
- (i) in sub-paragraph (2), after clause (a), the following clause shall be inserted, namely:-
- “(b) the employer shall make suitable arrangements for imparting a course of basic training or course of practical training or both through online or virtual or electronic or blended mode in accordance with the syllabus approved by the Central Government in consultation with Central Apprenticeship Council for designated trade and for the optional trade, the syllabus shall be approved by the National Council. The employer shall engage apprentices in such training only between the hours of 8.00 am and 6.00 pm and any relaxation to this time shall be approved by the Apprenticeship Adviser, on case-to-case basis, the hours of work, overtime, leave and holidays provided under section 15 of the Act.”;
- (ii) in sub-paragraph (5), after clause (b), the following clause shall be inserted, namely:-
- “(c) An establishment may deploy only a major apprentice during the practical training period in a client location (other than the workplace of practical training) within the country or abroad and no minor apprentice shall be deployed: Provided that the establishment shall pay to apprentice additional compensation —
- (i) for a client location within the country, in addition to the prescribed minimum amount of stipend shall pay additional compensation specified in sub-rule (1) of rule 11 and the additional compensation shall be at least the prescribed minimum amount of stipend for such period of deployment, to and fro travel cost, accommodation, food, hospitalisation cost and insurance.
- (ii) for a client location abroad, in addition to the prescribed minimum amount of stipend shall pay an additional compensation of atleast twice the prescribed minimum amount of stipend specified in sub-rule (1) of rule 11 and the establishment shall bear the cost of visa, travel, medical tests, hospitalisation, insurance, cost of travel to and fro, stay and food;
- (iii) any violation by the establishment shall be dealt by the local labour office of the country concerned;
- (iv) the apprenticeship adviser shall approve the deployment of apprentice within the country or abroad on case-to-case basis;
- (v) the employer alone shall pay the stipend to the apprentice for the period of training in a client location and no cost of stipend shall be borne by the Central Government.”.
16. In the said rules, in the SCHEDULE-VI, —
- (i) for the heading, the following heading shall be substituted, namely:-
- “Terms and conditions of the contract of apprenticeship for graduate, technician, technician (vocational) and degree apprentices”;
- (ii) in paragraph (5), in sub-paragraphs (i) and (ii), after the words “Regional Central Apprenticeship Adviser”, the words “or Apprenticeship Adviser” shall respectively be inserted.

- (iii) in paragraph (6), for sub-paragraph (i), the following sub-paragraph shall be substituted, namely:-  
“(i) A Graduate, Technician, Technician (Vocational) Apprentice and Degree Apprentice shall work to the normal hours of work of the department in the establishment to which he is attached for training.”;
- (iv) after paragraph (6), the following paragraph shall be inserted, namely:-  
“(7) The responsibility of the Institution shall be the following, namely:-  
(i) to enter into a contract of apprenticeship between the apprentice and the employer;  
(ii) to ensure related compliance on the portal site;  
(iii) management, monitoring and evaluation as per the guidelines of the All India Council of Technical Education and University Grants Commission or as the case may be;  
(iv) keep the apprenticeship adviser concerned informed about any visit to the establishment.”.

[F.No. MSDE-1/3/2024-AT]

SHREESHAIL MALGE, Jt. Secy.

**Note:** The Apprenticeship Rules, 1992 were published in the Gazette of India, Part II, section 3, sub-section (i), dated the 1<sup>st</sup> August, 1992 *vide* notification number G.S.R. 356, dated the 15th July, 1992 and was last amended *vide* notification number G.S.R. 254 (E), dated the 19<sup>th</sup> April, 2024.