

“(18) (a) Every apprentice undergoing apprenticeship training in an establishment shall be a trainee and not a worker.

(b) The provisions of any law with respect to labour shall not apply to or in relation to such an apprentice.”.

4. In the principal rules, in rule 7B,-

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

“(1) The employers having four or more workers shall only be eligible to engage apprentices and engagement of apprentices by establishment having thirty or more number of workers shall be obligatory.”;

(ii) for sub-rule (3) and (4), the following sub-rules shall respectively 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.

(4) In no month, number of apprentices should be less than 2 per cent. of the total strength of the establishment and more than 18 per cent. of the total strength of the establishment subject to the condition that he shall fulfill apprentice months corresponding to minimum 2.5 per cent. obligation in a financial year”.