

**File No. AP-11/1/2025-O/o APP**  
**(Comp No. 71193)**  
Government of India  
Ministry of Skill Development & Entrepreneurship (MSDE)  
(Apprenticeship Training Division)  
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3<sup>rd</sup> Floor, Kaushal Bhawan  
New Delhi, Dated 29<sup>th</sup> July, 2025

To

All Establishments engaging apprentices under the Apprentices Act, 1961

Subject : Health, safety and welfare of Apprentices engaged under the Apprentices Act, 1961 - regarding.

Sir/ Madam,

Apprenticeship training in India, governed by the Apprentices Act, 1961 and the rules framed there under, serves as a cornerstone for skill development through industry-led, on-the-job training. Further, employers are actively promoted to engage apprentices through government initiatives namely National Apprenticeship Promotion Scheme (NAPS), National Apprenticeship training Scheme (NATS) and various other State Government schemes.

2. In this regard, establishments are encouraged to create inclusive and safe training environments as mandated under the Apprentices Act, 1961. Section 14 of the Apprentices Act explicitly applies critical safety and welfare provisions to apprentices during training. If the apprentice is in a factory, the relevant chapters (III, IV & V) of the Factories Act, 1948 apply to them as if they were workers. If the apprentice is in a mine, the relevant provisions of the Mines Act, 1952 apply, again treating them as if they were regular employees. This means that safety measures, fitness for work, welfare facilities, and other protective norms apply to apprentices identically to formal workers.

3. Section 15 of the Act governs working hours, prohibits unauthorized overtime, and mandates leave/holiday entitlements similar to employees. For apprentices of age eighteen and above, training will be during normal working hours of the establishment. For those apprentices under the age of 18, working hours will be between 8.00 AM and 6.00 PM. However, concerned apprenticeship adviser may permit exceptions.

4. While the Apprentices Act does not separately address gender or sexual harassment, apprentices—regardless of gender—are covered under the broader Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH Act). If the employer engages women apprentices, it is requested that the employer may conduct regular safety audits with a gender lens, involve women apprentices in safety committees or feedback loops, track safety incidents by gender to identify any patterns or concerns and build a culture of respect where safety includes physical and psychological well-being. Providing transport to women apprentices may also be explored in supporting their access to training and work. While not always a legal requirement, it is considered good practice.

5. It is requested to bring this letter to the notice of all the establishments covered under Apprentices Act 1961. Also kindly highlight this letter in all your sensitization activities to bring the significance of this letter to all concerned stake holders.

6. This issues with approval of competent authority.

Yours faithfully,



(V.S. Arvind)  
Director (AT)

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Copy to:

1. Sr PPS to Secretary (MSDE), New Delhi.
2. OSD to DG, DGT, New Delhi.
3. PPS to JS(AT), MSDE, New Delhi.
4. Joint Secretary dealing with BoATS, Department of Higher Education, New Delhi (With a request to forward this letter to BoATs / BoPT)
5. DDG Hqrs/ DDG (ER) / DDG (SR)
6. Regional Central Apprenticeship Advisers (RDSDEs/ BoATs/ BoPT)
7. State Directors dealing with Apprenticeship Training / State Apprenticeship Advisers
8. Joint Apprenticeship Advisers, Sector Skill Council
9. To Department of Public Enterprises, Ministry of Finance, New Delhi (With a request to forward this letter to all CPSEs and their Units)
10. Director, CSTARI, Kolkata.
11. CEO, NSDC
12. To all Apprentices engaged under the Apprentices Act, 1961
13. All Assistant Apprenticeship Advisers – for needful action.
14. GM (AT) / GM (IT), NSDC – requested to post the OM in the apprenticeship portal.
15. Guard File 2025

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