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**STANDING COMMITTEE ON LABOUR, TEXTILES AND SKILL
DEVELOPMENT**

(2021-22)

(SEVENTEENTH LOK SABHA)

MINISTRY OF SKILL DEVELOPMENT & ENTREPRENEURSHIP

**Action Taken by Government on the Observations/
Recommendations of the Committee contained in their Thirty-Third
Report (Seventeenth Lok Sabha) on 'Implementation of National
Apprenticeship Promotion Scheme (NAPS)/National Apprenticeship
Training Scheme (NATS)' relating to the Ministry of Skill
Development & Entrepreneurship and Ministry of Education
(Department of Higher Education).**

THIRTY-FIFTH REPORT



LOK SABHA SECRETARIAT

NEW DELHI

August, 2022/ Sravana, 1944 (Saka)

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Development & Entrepreneurship and Ministry of Education
(Department of Higher Education).**

Presented to Lok Sabha on 04.08.2022

Laid in Rajya Sabha on 04.08.2022



LOK SABHA SECRETARIAT

NEW DELHI

August, 2022/ Sravana, 1944 (Saka)

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*Appendix- I	Minutes of the Twenty-Third Sitting of the Committee held on 3rd August, 2022.
Appendix- II	Analysis of the Action Taken by Government on the Observations/ Recommendations contained in the Thirty-Third Report (Seventeenth Lok Sabha)

*Not appended with this cyclostyled copy.

**COMPOSITION OF THE STANDING COMMITTEE ON LABOUR, TEXTILES AND
SKILL DEVELOPMENT**

(2021-22)

Shri Bhartruhari Mahtab - Chairperson

MEMBERS

LOK SABHA

2. Shri Subhash Chandra Baheria
3. Kunwar Pushpendra Singh Chandel
4. Shri Ravikumar D.
5. Shri Pallab Lochan Das
6. Shri Pasunoori Dayakar
7. Shri Feroze Varun Gandhi
8. Shri Satish Kumar Gautam
9. Shri B.N. Bache Gowda
10. Dr. Umesh G. Jadhav
11. Shri Dharmendra Kashyap
12. Shri Pakauri Lal Kol
13. Adv. Dean Kuriakose
14. Shri Sanjay Sadashiv Rao Mandlik
15. Shri Khalilur Rahaman
16. Shri Naba Kumar Sarania
17. Shri Bhola Singh
18. Shri Ganesh Singh
19. Shri Nayab Singh
20. Shri K. Subbarayan
21. Shri Giridhari Yadav

RAJYA SABHA

22. Shri Naresh Bansal
23. Shri Neeraj Dangi
24. Shri Elamaram Kareem
25. Ms. Dola Sen
26. Shri M. Shanmugam
27. Shri Vivek Thakur
28. Shri Vijay Pal Singh Tomar
29. Vacant
- 30.* Vacant
- 31.** Vacant

SECRETARIAT

- | | | | |
|----|-------------------------|---|----------------------|
| 1. | Shri T.G. Chandrasekhar | - | Additional Secretary |
| 2 | Shri D.R. Mohanty | - | Director |
| 3. | Shri Sanjay Sethi | - | Additional Director |

* Vacancy occurred *vice* Dr. Banda Prakash resigned *w.e.f* 04.12.2021.

** Vacancy occurred *vice* Shri Dushyant Gautam retired *w.e.f* 01.08.2022.

INTRODUCTION

I, the Chairperson, Standing Committee on Labour, Textiles and Skill Development (2021-22) having been authorized by the Committee, present on their behalf this Thirty-Fifth Report on Action Taken by the Government on the Observations/ Recommendations of the Committee contained in their Thirty-Third Report (Seventeenth Lok Sabha) on 'Implementation of National Apprenticeship Promotion Scheme (NAPS)/National Apprenticeship Training Scheme (NATS)' relating to the Ministry of Skill Development & Entrepreneurship and Ministry of Education (Department of Higher Education).

2. The Thirty-Third Report was presented to Lok Sabha and laid in Rajya Sabha on 05th April, 2022. The Ministry of Skill Development & Entrepreneurship furnished the consolidated replies on 28th July, 2022 indicating Action Taken by them and Ministry of Education (Department of Higher Education) on the Observations/ Recommendations contained in the Thirty-Third Report (Seventeenth Lok Sabha). The Committee considered and adopted the Draft Report at their sitting held on 3rd August, 2022.

3. An analysis of the action taken by the Government on the Observations/ Recommendations contained in the Thirty-Third Report (Seventeenth Lok Sabha) is given at Appendix-II.

4. For ease of reference, Observations/ Recommendations of the Committee have been printed in thick type in the body of the Report.

New Delhi;
3rd August, 2022
12 Sravana, 1944 (Saka)

BHARTRUHARI MAHTAB
CHAIRPERSON,
STANDING COMMITTEE ON LABOUR,
TEXTILES AND SKILL DEVELOPMENT

CHAPTER- I

REPORT

This Report deals with the action taken by the Government on the Observations/Recommendations of the Committee contained in their Thirty-Third Report (Seventeenth Lok Sabha) on 'Implementation of National Apprenticeship Promotion Scheme (NAPS)/National Apprenticeship Training Scheme (NATS)' relating to the Ministry of Skill Development & Entrepreneurship and Ministry of Education (Department of Higher Education).

2. The Thirty-Third Report was presented to Lok Sabha/ laid in Rajya Sabha on 5th April, 2022. It contained 15 Observations/Recommendations. Replies of Government in respect of all the Recommendations have been received and are categorized as under:-

- | | |
|--|--|
| (i) Observations/Recommendations which have been accepted by the Government – Rec. Para Nos. 1, 2, 6, 7, 8, 9, 11, 13, 14 and 15 | Total:10
Percentage:66.67 |
| (ii) Observations/Recommendations which the Committee do not desire to pursue in view of the Government's reply – Rec. Para Nos. 4 and 12 | Total:02
Percentage:13.33 |
| (iii) Observations/Recommendations in respect of which replies of the Government have not been accepted by the Committee and which require reiteration – Rec. Para Nos. 3, 5 and 10 | Total:03
Percentage:20.00 |
| (iv) Observations/Recommendations in respect of which replies of the Government are interim in nature - NIL - | Total:00
Percentage:00 |

3. The Committee desire that Action Taken Notes in respect of Observations/ Recommendations contained in Chapter-I be furnished to them at the earliest.

4. The Committee will now deal with some of their earlier Observations/ Recommendations which either require reiteration or merit further comments.

I PERIODIC ASSESSMENT OF NATIONAL APPRENTICESHIP PROMOTION SCHEME (NAPS)/ NATIONAL APPRENTICESHIP TRAINING SCHEME (NATS)

(Recommendation Para No. 1)

5. Observing that both National Apprenticeship Promotion Scheme (NAPS) administered by Ministry of Skill Development and Entrepreneurship (MSDE) and National Apprenticeship Training Scheme (NATS) administered by the Ministry of Education (Department of Higher Education) envisaged to create skilled technical manpower by imparting quality training to the youth and thus enabling them to meet the industry requirements, the Committee, in their Thirty-Third Report had exhorted both MSDE and Department of Higher Education to periodically assess the efficacy of the respective Schemes being implemented by them so as to bring in further improvements, wherever required, for accomplishing the common goal.

6. In their Action Taken Note furnished to the Committee, the Ministry of Skill Development & Entrepreneurship have stated as follows:-

"The implementation of National Apprenticeship Promotion Scheme (NAPS) is regularly monitored by Ministry of Skill Development and Entrepreneurship (MSDE). MSDE conducts regular follow up with States/Sector Skill Councils (SSCs)/Regional Directorate of Skill Development & Entrepreneurship (RDSEs)/Public Sector Undertakings (PSUs) and industry players to take their feedback and based on which mid-term corrections are undertaken so as to improve the overall performance of the Scheme.

Based on the various stakeholder consultations MSDE has brought various process simplifications in the NAPS guidelines, apprenticeship portal, procedures etc. Further, with various advocacy workshops, convergence with skill development programs of other ministries, simplification of processes and procedures and reforms introduced for ease of doing apprenticeship brought in the Scheme."

7. In their Action Taken Note furnished to the Committee, the Department of Higher Education have stated as follows:-

"The National Apprenticeship Training Scheme (NATS) has a proper system in place for periodical review of its progress by the Board of Governance of the respective BOATs/BOPT on quarterly basis and then by Ministry of Education, Govt. of India on half yearly basis. Also, the Efficacy Study was done in the financial year 2019-2020 by NILERD, NITI Aayog, New Delhi for NATS as advised by the then Ministry of Human Resource Development (now MoE)."

8. The Committee appreciate that regular monitoring/periodic assessment of NAPS and NATS is made by both MSDE and Department of Higher Education. MSDE conducts regular follow up with States/Sector Skill Councils/Regional Directorates/Public Sector Undertakings/Industry Players to get their feedback. The Department of Higher Education have put in place a proper system for periodical review of NATS through the Board of Governance of the respective BOATs/BOPT on quarterly basis and then by the Ministry of Education on half year basis. While taking note of the earnest efforts made by both the Ministries for periodical review/assessment of NAPS and NATS, the Committee desire that the momentum be continued and further escalated so as to undertake requisite mid-term corrections and improve the overall performance of both the Schemes. In the context of NATS, the Committee would also like to be apprised of the outcome of the Efficacy Study undertaken by NILERD and the systemic improvement brought in by the Department of Higher Education thereafter.

II. WEB PORTAL

(Recommendation Para No. 3)

9. Observing that both NAPS and NATS were having two separate Web Portals and finding that the MSDE had initiated action to align/integrate NAPS and NATS portals through consultation with various stakeholders with the target to finish the integration of the two portals by 31st March 2022, the Committee in their earlier Report, had desired that the areas for simplification processes in putting in place a unified portal for both NAPS and NATS be promptly identified and worked out so as to complete the integration by the targeted timeline.

10. In their Action Taken Note furnished to the Committee, both the Ministry of Skill Development & Entrepreneurship and Department of Higher Education have stated as follows:-

"Both the Ministries are having respective NATS and NAPS portals. It has been decided to provide both scheme links in Skill Ministry Portal for integration of the schemes."

11. The reply furnished by both the Ministries appears to be vague as it has not been clearly spelt out whether the integration has already been achieved as on 31st March, 2022. The Committee therefore exhort the MSDE to take proactive measures to ensure that the proposal initiated by them through consultation with various stakeholders is drawn to its logical end and portals are effectively integrated, if not done as yet, so that overlapping of registration of establishments individually on the NAPS and NATS platforms is avoided.

III. ENHANCEMENT IN THE STIPENDERY PROVISION

(Recommendation Para No. 5)

12. In their earlier Report, the Committee had noted that as per Gazette Notification dated 25th September, 2019, the minimum rate of monthly stipend was Rs. 9000 per for Graduate Apprentices and Rs. 8000 for Diploma/Technician Apprentices under NATS. Expressing deep concern to find that the Graduate and Diploma Apprentices were being paid still at the old rate of Rs. 4984 and Rs. 3542 respectively as monthly stipend despite the Gazette Notification, the Committee had exhorted Department of Higher Education to urgently take up the matter of inadequate funding and ensure requisite fund infusion/ availability for the payment of the minimum stipend in accordance with the 2019 Gazette Notification. Further, taking into cognizance the submission of the Department of Higher Education that it might be appropriate to increase the monthly stipend to Rs. 18,000 for Graduate Engineers and Rs. 15,000 for Diploma Holders, the Committee had recommended that once the minimum monthly stipend of Rs. 9,000 for Graduate Apprentices and Rs. 8,000 for Diploma Apprentices is assured, the Department of Higher Education

should thereafter raise the matter with the Ministry of Finance for enhancing the monthly stipend amount for the Graduate Engineers and for the Diploma Holders.

13. In their Action Taken Note furnished to the Committee, the Department of Higher Education have stated as follows:-

"The minimum rate of monthly stipend of Rs. 9000 for Graduate Apprentices and Rs. 8000 for Diploma /Technician Apprentices under NATS has already been implemented by the Department of Higher Education, Ministry of Education with effect from 01/04/2021."

14. The Committee note that the minimum rate of monthly stipend of Rs. 9000/- per month for Graduate Apprentices and Rs. 8000/- per month for Diploma /Technician Apprentices under NATS has already been implemented by the Department of Higher Education with effect from 01.04.2021. But the concern of the Committee is that despite the enhancement in the stipend amount to Rs. 9000/- per month for Graduate Apprentices and Rs. 8000/- per month for Diploma Apprentices, they were being paid stipend as per the old rate of Rs. 4984/- per month and Rs. 3542/- per month respectively, as has been highlighted in the Committee's Thirty-Third Report. It, therefore, becomes imperative on the part of the Department of Higher Education to ensure that all the Graduate and Diploma Apprentices are invariably paid the revised stipend amount with retrospective effect from 1st April, 2021. Further, as suggested by the Department that it would be appropriate to enhance the stipend amount to Rs. 18000/- per month for Graduate Apprentices and Rs. 15000/- per month for Diploma Apprentices, the Committee reiterate their earlier recommendation and impress upon the Department of Higher

Education to take up the matter earnestly with the Ministry of Finance so as to provide the much needed financial benefit to the Apprentices.

IV. PUBLICITY/AWARENESS CAMPAIGN

(Recommendation Para No. 9)

15. In their Thirty-Third Report, the Committee had recommended that the mechanism put in place and efforts made to create and expand public awareness about apprenticeship programmes/schemes as well as to counsel/orient students and establishments on the need and usefulness of skill based training be intensified and escalated so as to popularise the programme. The Committee had also opined that it would be crucial to include apprenticeship as an essential component after Short Term Training to enable the Apprentices acquire hands on practical industrial experience which in turn would facilitate their suitable engagement/employment in the Industry.

16. In their Action Taken Note furnished to the Committee, the Ministry of Skill Development & Entrepreneurship have stated as follows:-

"The various advocacy and sensitisation workshops have been organised regularly with all the stakeholders namely RDSDEs, NSDC, TPAs, SSCs, SAAs, JAAs, CPSUs, establishments, etc. MSDE has successfully organised 2 Apprenticeship Melas across all the States/UTs on 4.10.2021 and 21.4.2022, innovation bootcamp on apprenticeship was organised joined with ILO on 27-28 April 2022, virtual meet with CMD's of Public Sector Units for promoting apprenticeship and finalising Skill India 2.0 was organised on 2 May 2022. The positive response of these workshops and Melas has made MSDE to conduct such Mela every month throughout the country. In line with ease of doing business, the roadblocks noticed under process have been identified and process has been initiated to rectify them.

Accordingly, regional workshops at 250 locations each year have been targeted to create awareness about simplification reforms under portal, processes and guidelines. These workshops will sensitize all the stakeholders. To begin with, 5 regional workshops have been planned. The first two-day workshop on awareness on apprenticeship reforms was conducted on 5-6 May 2022 for Regional Directorates of Skill Development and Entrepreneurship for Delhi NCR region. Further, to popularise the scheme at the ground level, funds have been released to the States under the Skills Strengthening for Industrial Value Enhancement (STRIVE) Project of World Bank for the purpose of advocacy for the States and UTs. In order to create wide impact and reach out to large population, a media and advocacy plan is also being formulated by the Ministry.

To bring convergence among various ministries managing apprenticeship schemes, namely, Ministry of Education and MSDE, various efforts have been taken to work towards the common objectives, remove duplication and portal level integration of the schemes –National Apprenticeship Training Scheme (NATS) and NAPS. Further, certified candidates coming out from various skill development programmes such as Deen Dayal Upadhyaya Grameen Kaushalya Yojana (DDUGKY), National Urban Livelihoods Mission (NULM), Pradhan Mantri Kaushal Vikas Yojana (PMKVY) will be encouraged and advocated to take up apprenticeship training under PM-NAPS to enhance their hands on skills and improve chances of employability."

17. In their Action Taken Note furnished to the Committee, Department of Higher Education have stated as follows:-

"The Cabinet in its meeting held on 24.11.2021 had approved the continuation of existing National Apprenticeship Training Scheme (NATS) for next five years i.e., from 1.4.2021 to 31.3.26 with an outlay of Rs. 3054 crore. The scope of NATS has further been expanded to include students from Humanities, Science and Commerce besides students from engineering stream. The scheme aims to raise the standards of skill level by strengthening the skill ecosystem and as a result, will provide employment to approximately 7 lakhs youth in the next five years."

18. The Committee appreciate the efforts made by MSDE to create public awareness by organizing workshops with all stakeholders, Apprenticeship Melas, virtual meet with CMD's of Public Sector Units, etc. every month throughout the country. The Committee desire that the Department of Higher Education should also launch awareness campaigns on similar lines so as to have uniformity and synergy in the operation of the two Schemes having similar objectives. The Committee also reiterate and emphasize that apprenticeship be included as an essential component after short term training which would not only help the Apprentices acquire hands on practical industrial experience but also facilitate their suitable engagement/employment/placement in the Industry.

V. INVOLVEMNET OF PUBLIC REPRESENTATIVES

(Recommendation Para No. 10)

19. In their earlier Report, the Committee had desired that public representatives be invariably involved in the advocacy, monitoring and promotion of the Apprenticeship Schemes for quicker and effective dissemination of information that would prove beneficial for both Apprentices and Establishments.

20. In their Action Taken Note furnished to the Committee, the Ministry of Skill Development & Entrepreneurship have stated as follows:-

"Public representatives are involved in Apprenticeship Melas and all the regional workshops which MSDE organise regularly across States and UTs."

21. In their Action Taken Note furnished to the Committee, Department of Higher Education have stated as follows:-

"In the Board of Governors (BoG) of BoATs/BoPT, representation of all the stakeholders i.e., Industries, Institutions and State/Central Government are available. Moreover, Directors of BoATs/BoPT conduct workshops in educational institutions & industries wherein final year students & stakeholders of the concerned area are invited to participate."

22. The Committee appreciate that MSDE involves public representatives in Apprenticeship Melas and all the regional workshops organized across the States and UTs. So far as the Department of Higher Education is concerned, though workshops in educational institutions and industries are conducted by BOATs/BOPT wherein final year students and stakeholders are invited to participate, the Committee reiterate and urge the Department to invariably involve the public representatives in such workshops so that their invaluable feedback and suggestions are gainfully utilized in the advocacy and promotion of NATS.

**New Delhi;
3rd August, 2022
12 Sravana, 1944 (Saka)**

**BHARTRUHARI MAHTAB
CHAIRPERSON,
STANDING COMMITTEE ON LABOUR,
TEXTILES AND SKILL DEVELOPMENT**

(Vide Para No. 3 of the Introduction)

**ANALYSIS OF ACTION TAKEN BY THE GOVERNMENT ON OBSERVATIONS/
RECOMMENDATIONS CONTAINED IN THEIR THIRTY-THIRD REPORT
(SEVENTEENTH LOK SABHA) OF THE STANDING COMMITTEE ON LABOUR,
TEXTILES AND SKILL DEVELOPMENT**

	Total	Percentage
I. Total number of Recommendations	15	
II. Observations/Recommendations which have been accepted by the Government (Rec. Para. Nos. 1, 2, 6, 7, 8, 9, 11, 13, 14 and 15)	10	66.67%
III. Observations/Recommendations which the Committee do not desire to pursue in view of the Government's reply - (Rec. Para. No. 4 and 12)	02	13.33%
IV Observations/Recommendations in respect of which replies of the Government have not been accepted by the Committee and which require reiteration - (Rec. Para. No. 3, 5 and 10)	03	20.00%
V Observations/Recommendations in respect of which replies of the Government are interim in nature- NIL	00	00%
		100%