



भारतीय विमानपत्तन प्राधिकरण  
AIRPORTS AUTHORITY OF INDIA

NO.AAC/RTI/2025/84

October 3, 2025.

Shri Ajit Yadav,

**Subject: Supply of Information under RTI Act, 2005.**

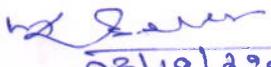
Sir,

This has reference to the RTI Application No. DIRKA/R/T/25/00031 dated 08/09/2025 received by this office on being transferred from AAI CHQ, New Delhi with Reference Number : AAOIN/R/E/25/01392 with the instruction to furnish reply in respect of concerned airport.

The reply to the query specific to NSCBI Airport, Kolkata are as under :-

Sl. No.	Information Sought.	Reply.
1.	Whether the Contract Labour (Regulation & Abolition) Act, 1970 (CLRA) is applicable to Airports Authority of India in cases where the parking staff are directly employed by the licensee company, and no manpower is supplied to AAI, Please provide official rules/circulars/clarifications issued in this regard.	Vehicle Parking facility is awarded to an entity, by due process of tendering and by virtue of an Licence Agreement. Once the contract for a particular facility is awarded, the manpower is employed by the Licensee only, and AAI has no role in providing manpower for a licensed facility. Further to mention that, Minimum Wages Act is applicable, as per the Licence Agreement.
2.	Whether AAI is treated as "Principal Employer" under the CLRA Act in case of such license fee based contract, where licensees engage their own staff.	In the case of Licence Fee/Revenue based contracts, AAI does not act as a Principal Employer. However, compliance of Minimum Wages Act is ensured by the Licensee, in terms of the clause (s), as envisaged in the Licence Agreement.
3.	In case of license fee contracts, who bears the responsibility of ensuring compliance with Provident Fund Act, 1952 and Employees' State Insurance Act, 1948 for the licensee's employees – the Licensee or AAI? Kindly provide relevant instructions, circulars, or orders available with AAI.	By virtue of the Licence Agreement, it is mandatory for the Licensee to adhere to the rules and/or guidelines pertaining to the PF, ESI and Minimum Wages Act, etc. The clause in respect t of the same is as under :-  <i>"The Licensee his agents and servants shal observe, perform and comply with all rules and regulations of the shop and Establishment Act, Factories Act, Industrial Disputes Act, Minimum Wages Act and the provisions of any statutory law applicable to the Licensee including any rules and regulations made by the Authority, Civil Aviation Department or any other Department of Government and/or local body or Administration in force from time to time and to the business which the Licensee is allowed to carry on under this agreement and to the area in which the said premises are located."</i>

Contd.....P/2.

  
22/10/2025

पीआईओ, एन.एस.सी.बी.आई. हवाई अड्डा, कोलकाता - 700052

PIO, N.S.C.B.I. AIRPORT, KOLKATA - 700052



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-: 2 :-

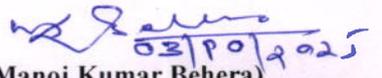
Sl. No.	Information Sought	Reply.
4.	Whether AAI has issued any standard clauses in license agreements shifting liability of PF, ESI, and CLRA compliance onto the Licensee. If yes, kindly provide a copy of such standard clause(s).	Already provided in Point No.3.
5.	Please provide copies of any guidelines/Office Memoranda/letters issued by AAI or Ministry of Civil Aviation regarding labour law compliance in AAI's commercial license fee contract.	Such Licence fee based contracts are governed by the Licene Agreement, executed between AAI and the Licensee, and provisions of such Agreements are governed by the extant Government Rules and/or Guidelines, as amended from to time.

As per Section 19 of the Right to Information Act 2005, if you are not satisfied with the reply you can file an appeal with the First Appellate Authority within 30 days of the issue of this order, whose particulars are as under :-

Dr. P.R. Beuria,  
Airport Director,  
Airports Authority of India,  
Operational Office, NSCBI Airport,  
Kolkata-700052.

Thanking you,

Yours faithfully,

  
(Manoj Kumar Behera)  
General Manager (Ops.-ASM)/CPIO