



भारतीय विमानपत्तन प्राधिकरण
AIRPORTS AUTHORITY OF INDIA

NO.AAC/RTI/2026/ **50**

June 25, 2026.

Shri Bablu Bala,

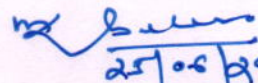
Subject: Supply of Information under RTI Act, 2005.

Sir,

This has reference to the RTI Application No. DIRKA/R/T/26/00035 on the above subject, received by this office on being transferred from AAI CHQ, New Delhi with Reference Number : AAOIN/R/E/26/00816.

The reply to the queries are as under :-

Sl. No.	Information Sought.	Reply.
1.	Please provide a certified copy of the policy guidelines, SOPs, Circulars, or contract conditions issued by AAI regarding payment of wages to outsourced or contractual security personnel engaged at airports.	The payment of the wages to outsourced personnel is governed by the applicable labour laws, DGR wage notification and relevant terms and conditions of the respective contract agreement and tender documents.
2.	Please provide whether contractors engaged in airport security related services are required to comply with Central Minimum Wages notified by Government of India.	Yes. Contractors are required to comply with the minimum rates of wages notified by the Central Government, as applicable from time to time.
3.	Whether deployment of outsourced security personnel for 12 hour duty on regular basis is permitted under AAI guidelines contract conditions or labour compliance policy.	Deployment of manpower is required to be in accordance with the provisions of applicable labour laws, statutory regulations, and contract conditions.
4.	Please provide whether issuance of appointment letter employment terms and wage slip to outsourced security personnel is mandatory under AAI contractual conditions or compliance requirements.	Yes. The contractor is responsible for compliance with all applicable labour laws and statutory requirements relating to its employees, including issuance of appointment letters, maintenance of employment records, wage disbursement records, and wage slips, wherever mandated under the applicable laws and contract terms.
5.	Please provide name designation and department of the authority responsible for monitoring labour law compliance of outsourced manpower agencies engaged at airports under AAI.	The concerned Officer-in-Charge of the contract monitors compliance with contractual provisions and applicable labour laws. Furthermore, oversight of Labour law compliance is monitored by the designated official of Ministry of labour and employment having jurisdiction.


25.06.2026

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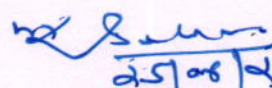
Sl. No.	Information Sought.	Reply.
6.	Please provide whether AAI conducts inspection audit or compliance verification regarding wages, working hours, PF, ESI, appointment letters, and statutory benefits of outsourced security personnel.	Yes. As part of contract administration, relevant records and statutory compliance documents submitted by the contractor is examined and verified by the concerned officials. Such verification is carried out in accordance with contractual provisions and applicable labor laws.
7.	Please provide whether contractors are required to submit wage registers, attendance registers, PF records, ESI records, and statutory compliance reports before AAI authorities.	Yes. Contractors are required to submit statutory compliance documents, including wage payment, attendance records and proof of remittance of PF, ESI, and other statutory dues, as prescribed in the contractor conditions and applicable labour laws.
8.	Please provide certified copy of any circulars guideline advisory or compliance mechanism issued by AAI to prevent labour law violations by outsourced agencies engaged at airports.	Labour law compliance requirements are incorporated in the tender and contract agreement executed with the contractor. Furthermore, AAI takes an affidavit complete acceptance of tender conditions and signs an agreement which includes compliance with all labour and applicable laws.
9.	Please provide whether there exists any grievance redressal mechanism through which outsourced workers or registered trade unions may submit complaints regarding labour law violations at airport. If yes please provide details.	Complaints relating to labour law matters may be submitted to the concerned contractor, contract administering authority, or the appropriate statutory labour authorities having jurisdiction.
10.	Please provide whether labour law compliance responsibility lies only with contractor agency or whether AAI as principal employer also conducts monitoring verification or compliance supervision regarding outsourced manpower.	Primary responsibility for compliance with labour laws rests with the contractor as the employer of the outsourced personnel. However, AAI, being the principle employer, monitors compliance through contractual provisions, scrutiny of statutory records, as may be prescribed under the contract and applicable laws.

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 :-

Shri Vikram Singh
Airport Director,
Airports Authority of India,
Operational Office, NSCBI Airport,
Kolkata-700052.

Thanking you,

Yours faithfully,


(Manoj Kumar Behera)