

बिड दस्तावेज़ / Bid Document

बिड विवरण/Bid Details	
बिड बंद होने की तारीख/समय /Bid End Date/Time	03-07-2026 18:00:00
बिड खुलने की तारीख/समय /Bid Opening Date/Time	03-07-2026 18:30:00
बिड पेशकश वैधता (बंद होने की तारीख से)/Bid Offer Validity (From End Date)	180 (Days)
मंत्रालय/राज्य का नाम/Ministry/State Name	Ministry Of Civil Aviation
विभाग का नाम/Department Name	Airports Authority Of India (aai)
संगठन का नाम/Organisation Name	Airports Authority Of India
कार्यालय का नाम/Office Name	Airports Authority Of India- Surat
शिकायत निवारण के संपर्क विवरण/ Contact details of Grievance redressal	buycon326.aai.gj@gembuyer.in
वस्तु श्रेणी /Item Category	Facility Management Services - LumpSum Based - AAI-Surat International Airport; Bird and Wildlife Hazard Management Activity; Consumables to be provided by service provider (inclusive in contract cost)
अनुबंध अवधि /Contract Period	2 Year(s) 1 Day(s)
बिडर का न्यूनतम औसत वार्षिक टर्नओवर (3 वर्षों का) /Minimum Average Annual Turnover of the bidder (For 3 Years)	59 Lakh (s)
उन्हीं/समान सेवा के लिए अपेक्षित विगत अनुभव के वर्ष/Years of Past Experience Required for same/similar service	5 Year (s)
इसी तरह की सेवाओं का पिछला आवश्यक अनुभव है/Past Experience of Similar Services required	Yes
वर्षों के अनुभव एवं टर्नओवर से एमएसई को छूट प्राप्त है / MSE Relaxation for Years Of Experience and Turnover	Yes Complete
स्टार्टअप के लिए अनुभव के वर्षों और टर्नओवर से छूट प्रदान की गई है / Startup Relaxation for Years Of Experience and Turnover	Yes Complete
विक्रेता से मांगे गए दस्तावेज़/Document required from seller	Experience Criteria,Bidder Turnover,Certificate (Requested in ATC),Additional Doc 1 (Requested in ATC) *In case any bidder is seeking exemption from Experience / Turnover Criteria, the supporting documents to prove his eligibility for exemption must be uploaded for evaluation by the buyer

बिड विवरण/Bid Details	
क्या आप निविदाकारों द्वारा अपलोड किए गए दस्तावेजों को निविदा में भाग लेने वाले सभी निविदाकारों को दिखाना चाहते हैं? संदर्भ मेनू है/Do you want to show documents uploaded by bidders to all bidders participated in bid?	Yes (Documents submitted as part of a clarification or representation during the tender/bid process will also be displayed to other participated bidders after log in)
बिड लगाने की समय सीमा स्वतः नहीं बढ़ाने के लिए आवश्यक बिड की संख्या। / Minimum number of bids required to disable automatic bid extension	2
दिनों की संख्या, जिनके लिए बिड लगाने की समय-सीमा बढ़ाई जाएगी। / Number of days for which Bid would be auto-extended	3
ऑटो एक्सटेंशन अधिकतम कितनी बार किया जाना है। / Number of Auto Extension count	3
बिड से रिवर्स नीलामी सक्रिय किया/Bid to RA enabled	No
बिड का प्रकार/Type of Bid	Two Packet Bid
तकनीकी मूल्यांकन के दौरान तकनीकी स्पष्टीकरण हेतु अनुमत समय /Time allowed for Technical Clarifications during technical evaluation	3 Days
अनुमानित निविदा मूल्य (सभी करों सहित) भारतीय रुपये में / Estimated Bid Value in INR (Inclusive of all taxes)	19362409
Payment Timelines	Payments shall be made to the Seller within 30 days of issue of service delivery acceptance certificate (SDAC) and on-line submission of bills (This is in supersession of 10 days time as provided in clause 12 of GeM GTC)
मूल्यांकन पद्धति/Evaluation Method	Total value wise evaluation
मूल्य दर्शाने वाला वित्तीय दस्तावेज ब्रेकअप आवश्यक है / Financial Document Indicating Price Breakup Required	Yes
मध्यस्थता खंड/Arbitration Clause	No
सुलह खंड/Mediation Clause	No

ईएमडी विवरण/EMD Detail

एडवाइजरी बैंक/Advisory Bank	ICICI
ईएमडी राशि/EMD Amount	387248

ईपीबीजी विवरण /ePBG Detail

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आवश्यकता/Required	No
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(a). जेम की शर्तों के अनुसार ईएमडी छूट के इच्छुक बिडर को संबंधित केटेगरी के लिए बिड के साथ वैध समर्थित दस्तावेज़ प्रस्तुत करने है। एमएसई केटेगरी के अंतर्गत केवल वस्तुओं के लिए विनिर्माता तथा सेवाओं के लिए सेवा प्रदाता ईएमडी से छूट के पात्र हैं। व्यापारियों को इस नीति के दायरे से बाहर रखा गया है।/EMD EXEMPTION: The bidder seeking EMD exemption, must submit the valid supporting document for the relevant category as per GeM GTC with the bid. Under MSE category, only manufacturers for goods and Service Providers for Services are eligible for exemption from EMD. Traders are excluded from the purview of this Policy.

(b). ईएमडी और संपादन जमानत राशि, जहां यह लागू होती है, लाभार्थी के पक्ष में होनी चाहिए। / EMD & Performance security should be in favour of Beneficiary, wherever it is applicable.

(c). ईएमडी और संपादन जमानत राशि लाभार्थी के पक्ष में होनी चाहिए। / Earnest Money Deposit (EMD) shall also be accepted by the buyer in the form of a surety bond.

लाभार्थी /Beneficiary :

Airport Director

O/o Airport Director, Airports Authority Of India, Surat International Airport, Surat Dumas Road, Surat, Gujarat-394550

(Airports Authority Of India)

बोली विभाजन लागू नहीं किया गया/ Bid splitting not applied.

एमआईआई अनुपालन/MII Compliance

एमआईआई अनुपालन/MII Compliance	Yes
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एमएसई खरीद वरीयता/MSE Purchase Preference

एमएसई खरीद वरीयता/MSE Purchase Preference	Yes
सूक्ष्म और लघु उद्यम मूल उपकरण निर्माताओं/सेवा प्रदाता को खरीद में प्राथमिकता, यदि उनका मूल्य $L1+X\%$ / Purchase Preference to MSE OEMs/ Service Provider available upto price within $L1+X\%$	15

ट्रेड्स भुगतान संबंधी विवरण/TReDS Payment Details

This Bid provides for Trade Receivables Discounting System (TReDS) as Preferred mode of payment. For MSME sellers, payments may be processed through a TReDS exchange in which the Buyer is registered, subject to applicable policy and regulatory guidelines. Accordingly, sellers intending to avail payment through TReDS are required to be registered with at least one TReDS exchange in which the buyer is registered.

1. If the bidder is a Micro or Small Enterprise as per latest orders issued by Ministry of MSME, the bidder shall be relaxed from the eligibility criteria of "Experience Criteria" as defined above subject to meeting of quality and technical specifications. The bidder seeking Relaxation from Experience Criteria, shall upload the supporting documents to prove his eligibility for Relaxation.
2. If the bidder is a Micro or Small Enterprise (MSE) as per latest orders issued by Ministry of MSME, the bidder shall be relaxed from the eligibility criteria of "Bidder Turnover" as defined above subject to meeting of quality and technical specifications. If the bidder itself is MSE OEM of the offered products, it would be relaxed from the "OEM Average Turnover" criteria also subject to meeting of quality and technical specifications. The bidder seeking Relaxation from Turnover, shall upload the supporting documents to prove his eligibility for Relaxation.
3. If the bidder is a DPIIT registered Startup, the bidder shall be relaxed from the the eligibility criteria of

"Experience Criteria" as defined above subject to their meeting of quality and technical specifications. The bidder seeking Relaxation from Experience Criteria, shall upload the supporting documents to prove his eligibility for Relaxation.

4. If the bidder is a DPIIT registered Startup, the bidder shall be relaxed from the the eligibility criteria of "Bidder Turnover" as defined above subject to their meeting of quality and technical specifications. If the bidder is DPIIT Registered OEM of the offered products, it would be relaxed from the "OEM Average Turnover" criteria also subject to meeting of quality and technical specifications. The bidder seeking Relaxation from Turnover shall upload the supporting documents to prove his eligibility for Relaxation.

5. The minimum average annual financial turnover of the bidder during the last three years, ending on 31st March of the previous financial year, should be as indicated above in the bid document. Documentary evidence in the form of certified Audited Balance Sheets of relevant periods or a certificate from the Chartered Accountant / Cost Accountant indicating the turnover details for the relevant period shall be uploaded with the bid. In case the date of constitution / incorporation of the bidder is less than 3-year-old, the average turnover in respect of the completed financial years after the date of constitution shall be taken into account for this criteria.

6. Years of Past Experience required: The bidder must have experience for number of years as indicated above in bid document (ending month of March prior to the bid opening) of providing similar type of services to any Central / State Govt Organization / PSU. Copies of relevant contracts / orders to be uploaded along with bid in support of having provided services during each of the Financial year.

7. **Purchase preference to Micro and Small Enterprises (MSEs):** Purchase preference will be given to MSEs having valid Udyam Certificate and whose credentials are validated online through Udyam Registration portal as defined in Public Procurement Policy for Micro and Small Enterprises (MSEs) Order, 2012 dated 23.03.2012 issued by Ministry of Micro, Small and Medium Enterprises and its subsequent Orders/Notifications issued by concerned Ministry. If the bidder wants to avail themselves of the Purchase preference, the bidder must be the manufacturer / OEM of the offered product on GeM. In respect of bid for Services, the bidder must be the Service provider of the offered Service. Traders are excluded from the purview of Public Procurement Policy for Micro and Small Enterprises and hence resellers offering products manufactured by some other OEM are not eligible for any purchase preference. Relevant documentary evidence in this regard shall be uploaded along with the bid in respect of the offered product or service, and Buyer will decide eligibility for purchase preference based on documentary evidence submitted in case of product bids, whereas in case of services the eligibility is automatically validated. If L-1 is not an MSE and MSE Seller (s) has / have quoted price within L-1+ 15% (Selected by Buyer) of margin of purchase preference /price band defined in relevant policy, such MSE Seller shall be given opportunity to match L-1 price and contract will be awarded for % (selected by Buyer) percentage of total quantity. The buyers are advised to refer the [OM No.1 4 2021 PPD dated 18.05.2023](#) for compliance of Concurrent application of Public Procurement Policy for Micro and Small Enterprises Order, 2012 and Public Procurement (Preference to Make in India) Order, 2017. Benefits of MSE will be allowed only if seller is validated on-line in GeM profile as well as validated and approved by Buyer after evaluation of documents submitted.

8. If L-1 is not an MSE and MSE Service Provider (s) has/have quoted price within L-1+ 15% of margin of purchase preference /price band as defined in the relevant policy, then 100% order quantity will be awarded to such MSE bidder subject to acceptance of L1 bid price.

9. Estimated Bid Value indicated above is being declared solely for the purpose of guidance on EMD amount and for determining the Eligibility Criteria related to Turn Over, Past Performance and Project / Past Experience etc. This has no relevance or bearing on the price to be quoted by the bidders and is also not going to have any impact on bid participation. Also this is not going to be used as a criteria in determining reasonableness of quoted prices which would be determined by the buyer based on its own assessment of reasonableness and based on competitive prices received in Bid / RA process.

10. Past Experience of Similar Services: The bidder must have successfully executed/completed similar Services over the last three years i.e. the current financial year and the last three financial years(ending month of March prior to the bid opening): -

1. Three similar completed services costing not less than the amount equal to 40% (forty percent) of the estimated cost; or
2. Two similar completed services costing not less than the amount equal to 50% (fifty percent) of the estimated cost; or
3. One similar completed service costing not less than the amount equal to 80% (eighty percent) of the estimated cost.

एक्सेल में अपलोड किए जाने की आवश्यकता /Excel Upload Required :

FINANCIAL BID - Item wise Price Breakup of Quoted Amount - [1781262546.xlsx](#)

अतिरिक्त योग्यता /आवश्यक डेटा/Additional Qualification/Data Required

Details of the premise:[1781263894.pdf](#)

Scope of work:[1781263901.pdf](#)

Facility Management Services - LumpSum Based - AAI-Surat International Airport; Bird And Wildlife Hazard Management Activity; Consumables To Be Provided By Service Provider (inclusive In Contract Cost) (1)

तकनीकी विशिष्टियाँ /Technical Specifications

विवरण/ Specification	मूल्य/ Values
कोर / Core	
Type of Premises	AAI-Surat International Airport
Type of services required	Bird and Wildlife Hazard Management Activity
Cost for Consumables/ Materials	Consumables to be provided by service provider (inclusive in contract cost)
Service component	Bird and Wildlife Hazard Management Activity
एडऑन /Addon(s)	

क्रेता द्वारा निर्धारित न्यूनतम मूल्य/Minimum Floor Price defined by Buyer

क्रेता द्वारा निर्धारित न्यूनतम मूल्य/Minimum Floor Price defined by Buyer	No
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अतिरिक्त विशिष्टि दस्तावेज़ /Additional Specification Documents

प्रेषिती/रिपोर्टिंग अधिकारी /Consignees/Reporting Officer and Quantity

क्र.सं./S.N o.	प्रेषिती/रिपोर्टिंग अधिकारी /Consignee Reporting/Officer	पता/Address	Quantity	अतिरिक्त आवश्यकता /Additional Requirement
1	Akshay Raju Ghandat	394550,Terminal Building Surat Airport	Project / Lumpsum Based	N/A

क्रेता द्वारा जोड़ी गई बिड की विशेष शर्तें/Buyer Added Bid Specific Terms and Conditions

1. Buyer Added Bid Specific ATC

Buyer uploaded ATC document [Click here to view the file.](#)

अस्वीकरण/Disclaimer

The Additional Terms and Conditions (ATC) have been incorporated by the Buyer after approval of their Competent Authority. The Buyer ,is solely responsible for the impact of these clauses on the bidding process, its outcome, and consequences thereof including any restriction arising in the bidding process due to these ATCs and including the modification of technical specifications and / or terms and conditions governing the bid.All

representations / grievances pertaining to the ATC clauses shall be raised with the buyer organization directly and not with GeM. If any of the clause(s) is/are incorporated by the Buyer regarding the following, the bid & resultant contract shall be treated as null & void. Further, GeM reserves the right, at its sole discretion, to cancel the bid forthwith, without issuance of any prior notice or intimation :-

1. Publishing Custom / BOQ bids for items for which regular GeM categories are available (unless such Custom / BOQ item is bunched with the major regular product Category Item).
2. Mandating procurement of / from specific Brand / Make / Model / Manufacturer / Dealer except in case of Single Bid / Proprietary Article Certificate (PAC) Buying.
3. Inclusion of disqualification criteria related to suspension of seller / service provider, where such suspension period has already expired.
4. Mandating submission of documents in physical form as a pre-requisite to qualify bidders.
5. Publishing bids on GeM for procurement of works.
6. Procurement of Goods by creating a Service bid on GeM & vice-versa.
7. Seeking sample with bid or approval of samples during bid evaluation process. However, trial / sample, as the case may be, shall be permitted in cases where trial / sample are allowed as per approved and published procurement policy of the Buyers' controlling Ministry / Department / State / Public Sector Enterprises Headquarters. If there is any violation of trial / sample clause with regard to approved policy of the Buyers' Ministry / Department / State / Public Sector Enterprises Headquarters, then this is to be determined and redressed by the concerned Buyer Organisation only.
8. Seeking experience from specific organization / department / institute only or from foreign / export experience.
9. Creating bid for items from incorrect categories.
10. Reference of conditions published on any external site or reference to external documents/clauses.
11. Asking for any Tender fee / Bid Participation fee, as the case may be.
12. Buyer added ATC Clauses which are in contravention of clauses defined in bid detail section, including specifications, EMD Detail, ePBG Detail and MII and MSE Purchase Preference sections of the bid, unless otherwise allowed by the applicable GeM GTC.
13. Any ATC clause in contravention with GeM GTC Clause 4 (xiii) (h) will be invalid. In case of multiple L1 bidders against a service bid, the buyer shall place the Contract by selection of a bidder amongst the L-1 bidders through a Random Algorithm executed by GeM system.
14. In a category based bid, adding additional items, through buyer added, additional scope of work/ additional terms and conditions/or any other document. If buyer needs more items along with the main item, the same must be added through bunching category based items or by bunching custom catalogues or bunching a BoQ with the main category based item, the same must not be done through ATC or Scope of Work.

Further, if any seller has any objection/grievance against these additional clauses or otherwise on any aspect of this bid, they can raise their representation against the same by using the Representation window provided in the bid details field in Seller dashboard after logging in as a seller. Buyer is duty bound to reply to all such representations and would not be allowed to open bids if he fails to reply to such representations.

All GeM Sellers/Service Providers shall ensure full compliance with all applicable labour laws, including the provisions, rules, schemes and guidelines under the four Labour Codes i.e. the Code on Wages, 2019; the Industrial Relations Code, 2020; the Occupational Safety, Health and Working Conditions Code, 2020; and the Code on Social Security, 2020 as and when notified and brought into force by the Government of India.

For all provisions of the Labour Codes that are pending operationalisation through rules, schemes or notifications, the corresponding provisions of the pre-existing labour enactments (such as The Minimum Wages Act, 1948, The Payment of Wages Act, 1936, The Payment of Bonus Act, 1965, The Equal Remuneration Act, 1976, The Payment of Gratuity Act, 1972, etc. and relevant State Rules) shall continue to remain applicable.

The Seller/ Service Providers shall, therefore, be responsible for ensuring compliance under:

- **All notified and enforceable provisions of the new Labour Codes as mentioned hereinabove; and**
- **All operative provisions of the erstwhile Labour Laws until their complete substitution.**

All obligations relating to wages, social security, safety, working conditions, industrial relations etc. and any other statutory requirements shall be strictly met by the Seller/ Service Provider. Any non-compliance shall constitute a breach of the contract and shall entitle the Buyer to take appropriate action in accordance with the contract and applicable law.

This Bid is governed by the General Terms and Conditions, conditions stipulated in Bid and Service Level Agreement specific to the Service, as the case may be, as provided in the Marketplace.

However, in case of Service, if any condition specified in General Terms and Conditions is contradicted by the conditions stipulated in Service Level Agreement specific to said Service, then it will over-ride the conditions in the General Terms and Conditions.

This Bid is governed by the [सामान्य नियम और शर्तें/General Terms and Conditions](#), conditions stipulated in Bid and [Service Level Agreement](#) specific to this Service as provided in the Marketplace. However in case if any condition specified in सामान्य नियम और शर्तें/General Terms and Conditions is contradicted by the conditions stipulated in Service Level Agreement, then it will over ride the conditions in the General Terms and Conditions.

जेम की सामान्य शर्तों के खंड 26 के संदर्भ में भारत के साथ भूमि सीमा साझा करने वाले देश के बिडर से खरीद पर प्रतिबंध के संबंध में भारत के साथ भूमि सीमा साझा करने वाले देश का कोई भी बिडर इस निविदा में बिड देने के लिए तभी पात्र होगा जब वह बिड देने वाला सक्षम प्राधिकारी के पास पंजीकृत हो। बिड में भाग लेते समय बिडर को इसका अनुपालन करना होगा और कोई भी गलत घोषणा किए जाने व इसका अनुपालन न करने पर अनुबंध को तत्काल समाप्त करने और कानून के अनुसार आगे की कानूनी कार्रवाई का आधार होगा।/In terms

of GeM GTC clause 26 regarding Restrictions on procurement from a bidder of a country which shares a land border with India, any bidder from a country which shares a land border with India will be eligible to bid in this tender only if the bidder is registered with the Competent Authority. While participating in bid, Bidder has to undertake compliance of this and any false declaration and non-compliance of this would be a ground for immediate termination of the contract and further legal action in accordance with the laws.

---धन्यवाद/Thank You---



AIRPORTS AUTHORITY OF INDIA

SURAT INTERNATIONAL AIRPORT

Operations Department

TENDER DOCUMENT

Name of Work: Job contract for provision of manpower- 03 Supervisor (Semi-skilled) and 21 Bird Chaser cum Multitasking Staff (Unskilled) for Chasing out Birds and Animals from Operational Area & for Wildlife Management Activities, at Surat International Airport for a period of two years (24 months) through GeM.

GeM ID NO: GEM/2026/B/7656895

(Visit us at www.aai.aero and <https://gem.gov.in>)

AIRPORTS AUTHORITY OF INDIA

Surat International Airport

NAME OF WORK: Job contract for provision of manpower- 03 Supervisor (Semi-skilled) and 21 Bird Chaser cum Multitasking Staff (Unskilled) for Chasing out Birds and Animals from Operational Area & for Wildlife Management Activities, at Surat International Airport for a period of two years (24 months) through GeM.

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Certified that this tender document contains total 65(Sixty Five) pages only
(Excluding Name Page and Table of content)

AIRPORTS AUTHORITY OF INDIA

Surat International Airport, Surat – 394550

Ref. No.: OP-12014(35)/2/2026-APD-WR-SURAT

Date: 12.06.2026

NOTICE INVITING TENDER (2 Envelope Open Tender)

Tender Id/GeM Bid No: GEM/2026/B/7656895

Item Rate tenders are invited through the GeM portal on behalf of Chairman Airports Authority of India by Bid Manager, Airports Authority of India, Surat International Airport– 394550 on behalf of Chairman, AAI from the eligible contractors for the work of **“Job contract for provision of manpower- 03 Supervisors (Semi-skilled) and 21 Bird Chaser cum Multitasking Staff (Unskilled) for Chasing out Birds and Animals from Operational Area & for Wildlife Management Activities, at Surat International Airport for a period of two years (24 months) through GeM..”** at an estimated cost of **Rs. 1,93,62,409/- (Rupees One Crore Ninety Three Lakhs Sixty Two Thousand Four Hundred and Nine only)**. Estimated cost put to tender is inclusive of minimum wages as per prevailing labour rates, Uniform, accessories and firecrackers charges, contractor's profit (Service Charges), reimbursement of EPF, ESI, Bonus & GST as applicable as per Government of India guidelines prevailing and revised from time to time on submission of proof of payment.

The same contract can be further extended further for a period up to **12 (Twelve)** Months at the discretion of AAI and satisfactory performance of work by contractor on same terms and conditions of NIT

1. The tendering process is online at e-portal URL address www.gem.gov.in . Aspiring bidders may download and go through the tender document.
2. Prospective tenderers are advised to get themselves register at Gem portal, obtain “Login ID” & “Password” and go through the instructions available in the home page after login to the Gem Portal www.gem.gov.in. They should also obtain Digital Signature Certificate (DSC) in parallel which is essentially required for submission of their tender.
3. For any technical issues, Help Desk of GeM Portal may be contacted. For clarifications relating to the tender(s) published kindly contact the Bid Manager/Tender Inviting Authority as per contact details given below via e-mail on all working days from **09:30 hrs to 18:00 hrs** (Except Saturday, Sunday and Gazetted Holiday).
In-charge (Operations): termic.vasu@aai.aero
4. All bid procedure related queries be referred to HELP DESK GeM portal only. Please note that under no circumstances bid procedure related queries shall be referred to the Bid inviting authority.

5. CRITICAL DATE SHEET

S.No	Activity	Date	Time in IST
1)	Publishing Date	12.06.2026	As per GeM Portal
2)	Bid Document Download / Sale start Date	12.06.2026	As per GeM Portal
3)	Clarification Start Date	As per GeM Portal	
4)	Clarification End Date	As per GeM Portal	
5)	Bid Submission Start Date	12.06.2026	As per GeM Portal
6)	Bid Submission End Date	03.07.2026	As per GeM Portal
7)	Last date and time of submission of EMD in form of NEFT/RTGS/Original Demand Draft / Bankers Cheque/Insurance Surety Bond/ Bank Guarantee.	03.07.2026	As per GeM Portal
8)	Opening of envelope- I (Eligibility & Technical bids) on the GeM portal	As per GeM Portal	
9)	Opening of envelope-II, Financial Bids on GeM portal of eligible bidders	As per GeM Portal	

Last date and time of submission of tender documents is **03.07.2026** upto bid submission end time as per GeM portal.

6. EMD

Earnest Money Deposit (EMD) of Rs. 3,87,248/- (Rupees Three Lakhs Eighty Seven Thousand Two Hundred and Forty Eight only) will be required to be paid online in the form of NEFT/RTGS or offline in the form of Demand Draft/ Bankers Cheque/ Insurance Surety Bond /Bank Guarantee (BG) from Nationalized or scheduled bank (but not from co- operative or Gramin bank). **However, No EMD will be taken from exempt category of seller as per General Terms and Conditions on GeM.**

If EMD is to be submitted through NEFT/RTGS, the amount of Rs. 3,87,248/- (Rupees Three Lakhs Eighty Seven Thousand Two Hundred and Forty Eight only) should be submitted as per the below mentioned account details:

Beneficiary Details

- Name*- Airports Authority of India
- Designation*- Airport Director, Surat International Airport
- Address*- AAI- Surat International Airport, Surat, Gujarat – 395007
- **Bank Details are given below:**
- **A/C HOLDER NAME :** AIRPORTS AUTHORITY OF INDIA
- **A/C NUMBER :** 40527088990
- **BANK NAME :** STATE BANK OF INDIA
- **BRANCH :** SVNIT CAMPUS , SURAT
- **IFSC :** SBIN0003320

Incase EMD is paid online in form of NEFT/RTGS then the EMD amount shall must be realized in the above-mentioned account details on or before last

date and time of tender submission, No delay in this regard shall be accepted.

AAI Bank & Account Details and procedure for preparation of Demand Draft/ Bankers Cheque / Insurance Surety Bond / Bank Guarantee (BG) are as follows:

If EMD is to be paid in Offline Payment Method ie Demand Draft / Bankers Cheque/ Insurance Surety Bond then it must made paid to "AIRPORTS AUTHORITY OF INDIA" payable at Surat, Gujarat.

If EMD is to be paid in Offline Payment Method, i.e., in form of Bank Guarantee from Nationalized or scheduled bank (but not from co- operative or Gramin bank) then following procedure to be followed:

- 1) Bank Guarantee is to be as per format mentioned in Annexure – 4. Please refer Annexure- 4 on of this Tender/Bid Document.
- 2) AAI has made arrangement for verification of Bank Guarantee received by AAI from prospective bidder through Structured Financial Messaging System (SFMS) of ICICI Bank. The bidder shall attach the copy of the SFMS BG Confirmation/Cover message sent by BG issuing bank to ICICI bank while submission of EMD in form Bank Guarantee. Following Details to be mentioned in BG Documents:

Corporate Name:	AIRPORTS AUTHORITY OF INDIA
Bank Name:	ICICI Bank
IFSC Code:	ICIC0000007
BG Advising Message:	IFN 760 COV (BG ISSUE)
Unique Identifier Code:	AAISURAT (To be mentioned on Field 7037 of BG Cover Message)

- 3) This Physical Original Bank Guarantee as mentioned above with Bank Guarantee Confirmation/Cover Message transmitted to ICICI Bank through SFMS platform shall also sent along with letters mentioned in Annexure-5 and Annexure-6 filed appropriately and Please refer Annexure-5 and Annexure-6 of this Tender/Bid Document.

The original document against EMD along with above mentioned Annexure-5 and Annexure-6 should be speed post to the Jt. General Manager (Operations), O/o Airport Director, Airports Authority of India, Surat International Airport, Surat-Dumas Road, Surat, Gujarat-394550, on or before last date and time of tender submission, no postal delay shall be accepted. The details of documents physically sent, should tally with the details available in the scanned copy and the data entered during bid submission time.

7. Pre-Qualification Criteria of Contractor/ Firms-

7.1. Prior Work experience:

Should have satisfactorily completed (# Phase/ Part completion of the scope of work in a Contract shall not be considered, however pre-determined phasing of the work will be accepted) three works each of Rs.77.45 Lakh or two works each of Rs.96.81 Lakh or one work of Rs.154.90 Lakh in single contract of similar nature of work i.e. supply of Manpower during last five years ending on 31/05/2026.

Client certificate for experience should show the nature of work done, the value of work done, date of start, date of completion as per agreement, actual date of completion and remarks on satisfactory completion of work.

Firms showing work experience certificate from non-government/ non-PSU organizations should submit copy of tax deduction at sources certificate (form 16A) in support of their claim for having experience of stipulated value of work.

7.2. Prior Turnover:

Should have annualized average financial turnover of Rs.58.09 lakhs against works executed during last three years ending 31st March of the previous financial year. As a proof, **CA certified** copy of Abridged Balance Sheet along with Profit and Loss Accounts Statement of the firm should be uploaded. Firms showing continuous losses during the last three years in the balance sheet shall be summarily rejected. **All submitted CA Certified documents ie Turnover Certificate, Accounts Statements must contain UDIN clearly mentioned over it.**

7.3. **Should have valid Permanent Account Number (PAN).**

7.4. **Should have Goods & Service Tax (GST) Registration**

7.5. **Should have valid EPF Registration.**

7.6. **Should have valid ESIC Registration.**

7.7. **Should have Valid MSME / NSIC/ Udyam/ Certificate of Recognition for Start-ups issued by DPIIT or equivalent registration certificate, as applicable, for bidder seeking exemption in payment of EMD, Prior Work Experience & Prior Turnover. Registration/Recognition should be in similar nature of services viz. Supply of manpower only.**

Note: Bids of such bidders will be summarily rejected without assigning any reason, if they fail to pay EMD, Work experience certificate and Turnover Certificate on GeM Portal or do not upload scan copy of registration/recognition certificate in similar nature of services viz. supply of manpower with MSME / NSIC/ Udyam/ Certificate of Recognition for Start-ups issued by DPIIT or equivalent organisation if seeking exemption from paying EMD, Prior Work Experience & Prior Turnover) (Refer para 9.2)

8. Mode of submission of bid:

Documents in following 2 Envelopes/Packs shall be submitted online at GeM portal by the bidder as per details given below. Uploading in location other than specified below shall not be considered for evaluation.

9. Envelope -I (Prequalification / Technical Cover): Following documents should be uploaded in "Prequalification / Technical Cover" of GeM portal

9.1. Technical Bid Documents / Prequalification Bid Documents

9.1.A. Scanned copy of Signed Unconditional Acceptance of AAI's Tender Conditions on organization letter head (Note: Performa given in **Annexure-1** of Tender Document)

9.1.B. Scanned copy of Signed Agreement Form (Note: Performa given in **Annexure-9**)

9.1.C. Work Experience Certificate from Client as per para 7.1

(Note: The certificate should show the nature of work done, the value of work done, date of start, date of completion as per agreement, actual date of completion and remarks on satisfactory completion of work.

Tax deduction at sources (TDS) certificate (form 16A), in case the work experience certificate is from non-government/ non-PSU)

9.1.D. Scanned copy of PAN Card

9.1.E. Scanned copy of GST Registration Certificate

9.1.F. Scanned copy of CA Certificate for Average Annual Turnover for last three financial year, Abridged Balance Sheet showing Profit and Loss account statement as per para 7.2

(Note: All submitted CA Certified documents such as Turnover Certificate, Account Statements etc. must contain UDIN clearly mentioned over it)

9.1.G. Scanned copy of EPF Registration Certificate.

9.1.H. Scanned copy of ESIC Registration Certificate.

9.1.I. Scanned copy of requisite registration certificate with MSME / NSIC / Udhyam Registration/ Certificate of Recognition for Start-ups issued by DPIIT or equivalent (Refer 9.2)

9.1.J. Copy of appropriately filed and Duly Signed Pre-Contract Integrity Pact as per proforma given in Annexure-3.

9.1.K. Scanned copy of duly notarized affidavit executed on Rs.300/- on Non-Judicial Stamp Paper in the format as per Annexure-8 given for Min. wages.

9.1.L. Scan copy of undertaking regarding "Debarment/Blacklist" on company /organisation letter head as per the proforma at Annexure-7.

9.1.M. Scan copy of proof of payment of Earnest money deposit (EMD) along with necessary documents as per para 7 or MSME / NSIC/ Udhyam registration/Certificate of Recognition issue by DPIIT in similar category, if seeking exemption in payment of EMD.

9.1.N. Scan copy of documents approved by Govt of India/State which shall/must clearly show particulars of all Directors/Partners/Proprietors of Concerned Company/Firm/Organisation such as Memorandum & Article of Association/Partnership Deed/Firm Registration by Registrar of Companies etc.

(Note: All the Affidavits/Undertakings must be sworn/executed after date of release of Tender/Bid on GeM Portal)

9.2. **Exemption from paying EMD, Prior Work Experience and Prior Turnover:-**

The following procedure is to be adopted for the MSEs/Recognised Start-ups bidders registered with **NSIC/DIC/KVIC/KVIB/Coir Board/Directorate of Handicrafts and Handloom or Recognised by DPIIT or any other body specified by the Ministry of MSME for goods produced and services rendered by MSEs/Start-ups for which they are registered:**

- 9.2.A. Bidders registered with above organisation of Government of India in similar nature of services i.e. **supply of manpower** shall be exempted from **paying EMD, Prior Work Experience and Prior Turnover.**
- 9.2.B. Bidders seeking exemption and benefits should upload self-attested scanned copy of valid Registration Certificate/Certificate of Recognition issued by DPIIT in similar nature of services i.e. **Supply of Manpower** giving details of such validity services etc. in Envelope-I
- 9.2.C. In case Registration Certificate/Certificate of Recognition is found invalid during evaluation, the bid of such bidder shall be rejected and action shall be taken as per rules & regulation of AAI.

10. **Envelope-II (Financial bid):**

All rates shall be quoted in the format provided in GeM portal only. No other format is acceptable.

11. **Bids opening process is as below:**

11.1. **Envelope -I (Prequalification / Technical Cover):**

Envelope I (Technical cum pre-qualification cover) shall be opened first as per date mentioned in critical date sheet.

The bids of those contractor/firms will be accepted who have uploaded required documents as per Technical cum pre-qualification list given above at para 9.1

The Technical cum Prequalification documents of contractors/firms who have uploaded documents as per para 9.1 will be scrutinized as per list of Prequalification bid documents and any shortfall/clarification document, if required, will be asked from Agency through GeM Portal only. The bidder shall upload the requisite clarification / documents on GeM Portal within time specified by AAI, failing which bid will be liable for rejection.

The bids of those contractors will be accepted who are found qualified as per Technical cum Prequalification Criteria. The final evaluation of bids of each contractor/firm will be done & eligibility for opening of financial bid will be informed through GeM Portal to Agencies.

11.2. **Envelope -II (Finance Cover):**

The financial bids of the contractors/firms will be opened who are found to be meeting the qualifying requirements and technical criteria, and whose bids are accepted during technical & PQ criteria evaluation (Envelope-I).

12. **Refund of EMD:** The refund of EMD to bidders who fail to qualify in the eligibility / technical criteria, shall be initiated online within 07 days of opening of Envelope-I. For all tenderers who qualify and their financial bids are opened, their EMD of all such tenderers, except L-1, shall be refunded to their source account via on line mode only within 07 days of opening of Envelope-II.
13. AAI reserves the right to accept or reject any or all applications without assigning any reasons. AAI also reserves the right to call off tender process at any stage without assigning any reason. AAI also reserve the right to award the whole OR part of the work to a contractor.
14. AAI reserve the right to reject bids of working agencies whose performance at ongoing project (s) is below par and usually poor and has been issued letter of restart/ Temporary /permanent debar by any department of AAI.
15. AAI reserve the right to verify the credential submitted by the agency at any stage (before or after the award of the work). If at any stage, any information/ documents submitted by the applicant / Agency is found to be incorrect /false or have some discrepancy, which disqualifies the firm /Agency, then AAI shall take the following action:
- The agency shall be liable for debarment from tendering in AAI in all future tenders, apart from any other appropriate contractual/ legal action.
16. Consortium / JV companies shall not be permitted. No single firms shall be permitted to submit two separate applications.
17. AAI is not responsible for delay due to link failure / internet problem etc. in respect of submission / receipt of any document or in submission of E-bid. Bidders who are intending to submit E-bids are requested to submit the same well in advance before the due date & time. It is the responsibility of the bidder to make sure that the required documents / E-bids is submitted in time on GeM portal.
18. The quoted rate to include statutory labour components of PF, ESI and Bonus as per the prevalent Govt. guidelines. All such payment will be reimbursed on production of documentary evidence/ proof of depositing/ proof of remittance of such amount to statutory, regulatory authorities. GST or any additional statutory taxes levied by Govt. will be reimbursed on production of documentary evidence of payment to statutory, regulatory authorities duly certified by the In-charge (Operations)".

No escalation on item is applicable, however agency will be entitled to get Reimbursement of hike in minimum wages, PF, Bonus, ESI contribution on production of documentary evidence.

19. Concessions to MSEs (Micro and Small Enterprises) registered with DIC/NSIC/KVIC/KVIB/Directorate of Handicraft and handloom or Udyam Registration Memorandum or any other body specified by Ministry of MSME units will be given as per the provisions (para-10) of Public Procurement Policy for

Micro & Small Enterprises (MSEs) order 2012 as well as for Start-ups recognized by DPIIT as per guidelines issued by Govt.

20. In accordance with Government initiatives to improve MSME payment cycles, TReDS has been designated as a mode of payment for this Bid. The Successful bidders are required to register themselves and upload Eligible invoices through RBI-authorized TReDS exchanges in accordance with applicable guidelines and same shall be processed by buyer as per applicable guidelines.

21. This NOTICE INVITING e-TENDER shall form part of the contract documents.

**BID MANAGER
AIRPORTS AUTHORITY OF INDIA
SURAT INTERNATIONAL AIRPORT**

AIRPORTS AUTHORITY OF INDIA
Surat International Airport

GENERAL CONDITIONS OF CONTRACT

1. The contract means the documents forming the tender and acceptance thereof and the formal agreement executed between the competent authority on behalf of the Chairman, Airports Authority of India and the Contractor, together with the documents referred to therein including these conditions, the specifications, and instructions issued from time to time by the Airport Director or his/her Authorized Representative and all these documents taken together, shall be deemed to form the contract.
2. The officer inviting tenders shall have the right of rejecting all or any of the tenders and will not be bound to accept the lowest or any other tender.
3. The contractor / bidder shall give a list of AAI employees related to him/her.
4. **Sufficiency of Tender:** The Contractor shall also obtain for themselves all necessary information as to risks, contingencies and other circumstances, which may affect or influence their tender. No extra charges consequent on any insufficient appreciation or otherwise shall be allowed. The Contractor shall be deemed to have satisfied himself/herself before tendering as to the correctness and sufficiency of his/her tender for the works and of the rates and prices quoted in the Schedule of Quantities, which rates and prices shall, except as otherwise provided, cover all his/her obligations under the Contract and all matters and things necessary for the proper completion and maintenance of the works.

Should there be any discrepancy in or any doubt or obscurity as to the meaning of any of the tender documents, clarification should be sought for in advance of the last date fixed for the receipt of the tender from the Bid Manager. The department will have a right to make any amendments in the tender documents and any such changes will be intimated to the tenderer at least three days before the date fixed for receipt of tender.

5. **Signing of Contract:** The successful tenderer / contractor, on acceptance of his/her tender by the Accepting Authority, shall, within 15 days from the stipulated date of start of the work, shall sign the agreement.
6. No payment for the work done will be made unless contract in form of agreement is signed by the contractor.
7. **Recovery of Security Deposit:** The person/persons whose tender(s) may be accepted (hereinafter called the contractor) shall permit AAI at the time of making any payment to him/her for work done under the contract to deduct a sum at the rate of 10% (Ten Percent) of the gross amount of each running and final bill till the

sum deducted, along with the sum already deposited as earnest money, amount to security deposit of 10% of the tendered value of the work. In other words, the total amount of security deposit shall be 10% of the contract value. Earnest money shall be adjusted first in the security deposit and further recovery of security deposit shall commence only when the update amount of security deposit starts exceeding the earnest money. Such deductions will be made and held by way of Security Deposit unless s/he/they has/have deposited the amount of Security at the rate mentioned above in the form of fixed deposit receipts or guarantee bonds of any Scheduled Bank but not Co-operative or Gramin Bank. In case a fixed deposit receipts or Guarantee Bonds of any Bank is furnished by the contractor to the AAI as part of the security deposit and the Bank is unable to make payment against the said fixed deposit receipt or Guarantee Bond, the loss caused thereby shall fall on the contractor and the contractor shall forthwith on demand furnish additional security to the AAI to make good the deficit. All compensations or the other sums of money payable by the contractor under the terms of this contract may be deducted from, or paid by the sale of a sufficient part of his/her security deposit or from the interest arising therefrom, or from any sums which may be due to or may become due to the contractor by AAI on any account whatsoever and in the event of his/her Security Deposit being reduced by reason of any such deductions or sale as aforesaid, the contractor shall within 10 days make good in fixed deposit receipts or Guarantee Bonds tendered by the Scheduled Banks (but not any Co-operative or Gramin bank) (if deposited for more than 12 months) endorsed in favour of the Airports Authority of India, any sum or sums which may have been deducted from, or raised by sale of his/her security deposit or any part thereof. The security deposit shall be collected from the running bills of the contractor at the rates mentioned above and the Earnest money deposited at the time of tenders will be treated as part of the Security Deposit. The security deposit as deducted above can be released against bank guarantee issued by any Scheduled Bank (but not from Co-operative / Gramin Bank), on its accumulations to a minimum of ₹ 5 lakh subject to the condition that amount of such bank guarantee, except last one, shall not be less than ₹ 5 lakh. No interest or any other expense whatsoever on security deposit is payable by AAI.

After termination / expiry of the contract, the security deposit held by the AAI will be released to the contractor within a period of three months subject to realization of dues, if any to be made from the contractor.

AAI shall have unqualified option to forfeit the security deposit, if the contractor failed to carry out the services as per the terms and condition of the contract without prejudice to other rights and remedies available to AAI. Any sum of outstanding dues against the Contractor including any amount on acceptance and liquidated damages shall be recovered from the security deposit. AAI shall also have the rights to forfeit or appropriate towards the damages or losses that may be sustained by AAI due to any act / commission or defaults by the Contractor.

8. **When Contract can be Determined:** Subject to other provisions contained in this clause, the Airport Director may, without prejudice to his/her any other rights or remedy against the contractor in respect of any delay, inferior workmanship, any claims for damages and/or any other provisions of this contract or otherwise, and

whether the date of completion has or has not elapsed, by notice in writing absolutely determine the contract in any of the following cases:

- (i) If the contractor having been given a notice by the Airport Director or his/her Authorized Representative in writing to rectify, reconstruct or replace any defective work or that the work is being performed in an inefficient or otherwise improper or un-workman like manner shall omit to comply with the requirement of such notice for a period of seven days thereafter.
- (ii) If the contractor has, without reasonable cause, suspended the progress of the work or has failed to proceed with the work with due diligence and continues to do so after a notice in writing of seven days from the Airport Director or his/her Authorized Representative.
- (iii) If the contractor fails to complete the work or section of work with individual date of completion on or before the stipulated or justified extended date on or before such date of completion, and the Airport Director or his/her Authorized Representative without any prejudice to any other right or remedy under any other provision in the contract has given further reasonable time in a notice given in writing in that behalf as either mutually agreed or in absence of such mutual agreement by his/her own assessment making such time essence of contract and in the opinion of Airport Director or his/her Authorized Representative, the contractor will be unable to complete the same or does not complete the same within the period specified.
- (iv) If the contractor persistently neglects to carry out his/her obligations under the contract and/or commits default in complying with any of the terms and conditions of the contract and does not remedy it or take effective steps to remedy it within seven days after a notice in writing is given to him/her in that behalf by the Airport Director or his/her Authorized Representative.
- (v) If the contractor shall offer or give or agree to give to any person in AAI service or to any other person on his/her behalf any gift or consideration of any kind as an inducement or reward for doing or forbearing to do or for having done or forborne to do any act in relation to the obtaining or execution of this or any other contract for AAI.
- (vi) If the contractor shall enter into a contract with Airports Authority of India in connection with which commission has been paid or agreed to be paid by him/her or to his/her knowledge, unless the particulars of any such commission and the terms of payment thereof have been previously disclosed in writing to the Airport Director or his/her Authorized Representative.
- (vii) If the contractor shall obtain a contract with AAI as a result of wrong tendering or other non-*bonafide* methods of competitive tendering or commits any breach of Integrity Pact.
- (viii) If the contractor being an individual, or if a firm, any partner thereof shall at any time be adjudged insolvent or have a receiving order or order for administration of his/her estate made against him/her or shall take any proceedings for liquidation or composition (other than a voluntary liquidation for the purpose of amalgamation or reconstruction) under any

Insolvency Act for the time being in force or make any conveyance or assignment of his/her effects or composition or arrangement for the benefit of his/her creditors or purport so to do, or if any application be made under any Insolvency Act for the time being in force for the sequestration of his estate or if a trust deed be executed by him/her for benefit of his/her creditors.

- (ix) If the contractor being a company shall pass a resolution or the court shall make an order that the company shall be wound up or if a receiver or a manager on behalf of a creditor shall be appointed or if circumstances shall arise which entitle the court or the creditor to appoint a receiver or a manager or which entitle the court to make a winding up order.
- (x) If the contractor shall suffer an execution being levied on his/her goods and allow it to be continued for a period of 21 days.
- (xi) If the contractor assigns (excluding part(s) of work assigned to other agency(s) by the contractor as per terms of contract), transfers, sublets (engagement of labour on a piece-work basis or of labour with materials not to be incorporated in the work, shall not be deemed to be subletting) or otherwise parts with or attempts to assign, transfer, sublet or otherwise parts with the entire works or any portion thereof without the prior written approval of the Airport Director. When the contractor has made himself/herself liable for action under any of the cases aforesaid, the Airport Director on behalf of the Chairman, AAI shall have powers:
 - a) To determine the contract as aforesaid so far as performance of work by the Contractor of work is concerned (of which determination notice in writing to the contractor under the hand of the Airport Director shall be conclusive evidence). Upon such determination, the Earnest Money Deposit, Security Deposit already recovered and Performance Guarantee under the contract shall be liable to be forfeited and shall be absolutely at the disposal of the AAI.
 - b) After giving notice to the contractor to measure up the work of the contractor and to take such whole, or the balance or part thereof, as shall be un-executed out of his/her hands and to give it to another contractor or any other means to complete the work. The contractor, whose contract is determined as above, shall not be allowed to participate in the tendering process for the balance work. In the event of above courses being adopted by the Airport Director, the contractor shall have no claim to compensation for any loss sustained by him/her by reasons of his/her having purchased or procured any materials or entered into any engagements or made any advances on account or with a view to the execution of the work or the performance of the contract. And in case action is taken under any of the provision aforesaid, the contractor shall not be entitled to recover or be paid any sum for any work thereof or actually performed under this contract unless and until the Airport Director has certified in writing the performance of such work and the value payable in respect thereof

and he shall only be entitled to be paid the value so certified.

9. **Recovery of Compensation paid to Workmen:** In every case in which by virtue of the provisions sub-section (i) of Section 12, of the Workmen's Compensation Act, 1923, AAI is obliged to pay compensation to a workman employed by the contractor, in execution of the works, AAI will recover from the contractor, the amount of the compensation so paid, and, without prejudice to the rights of the AAI under sub-section (2) of Section 12, of the said act, AAI shall be at liberty to recover such amount or any part thereof by deducting it from the security deposit or from any sum due by AAI to the contractor whether under this contract or otherwise. AAI shall not be bound to contest any claim made against it under subsection (1) of Section 12, of the said Act, except on the written request of the contractor and upon his/her giving to AAI full security for all costs for which AAI might become liable in consequence of contesting such claim.
10. **Ensuring Payment and Amenities to Workers if Contractor fails:** In every case in which by virtue of the provisions of the Contract Labour (Regulation and Abolition) Act 1970, and the Contract Labour (Regulation and Abolition) Central Rules, 1971, AAI is obliged to pay any amounts of wages to a workman employed by the contractor in execution of the works, or to incur any expenditure in providing welfare and health amenities required to be provided under the above said Act and the Rules under Clause 19H or under the AAI Contractor's Labour Regulations or under the Rules framed by AAI from time to time for the protection of health and sanitary arrangements for workers employed by AAI Contractors, AAI will recover from the contractor the amount of wages so paid or the amount of expenditure so incurred and without prejudice to the rights of the AAI under sub section (2) of Section 20, sub section (4) of Section 21, of the Contract Labour (Regulation and Abolition) Act, 1970, AAI shall be at liberty to recover such amount or any part thereof by deducting it from the security deposit or from any sum due by AAI to the contractor whether under this contract or otherwise. AAI shall not be bound to contest any claim made against it under sub section (1) of Section 20, sub section (4) of Section 21, of the said Act, except on the written request of the contractor and upon his/her giving to the AAI full security for all costs for which AAI might become liable in contesting such claim.
11. **Labour laws to be complied by the Contractor:** The contractor shall obtain a valid license under the Contract Labour (Regulation and Abolition) Act, 1970 and the Contract Labour (Regulation and Abolition) Central Rules, 1971, before the commencement of the work, and continue to have a valid license until the completion of the work. The contractor shall also abide by the provisions of the Child Labour (Prohibition and Regulation) Act, 1986. The contractor shall also comply with the provisions of the Building and Other Construction Workers (Regulation of Employment & Conditions of Service) Act, 1996 and the Building and Other Construction Workers Welfare Cess Act, 1996. Any failure to fulfil these requirements shall attract the penal provisions of this contract arising out of the resultant non-execution of the work.
12. No labour below the age of eighteen years shall be employed on the work.

13. Payment of wages:

- (i) The contractor shall pay to labour employed by him/her either directly or through sub-contractors, wages not less than fair wages as defined in the AAI Contractor's Labour Regulation or as per the provisions of the Contract Labour (Regulation and Abolition) Act, 1970 and the Contract Labour (Regulation and Abolition) Central Rules, 1971, wherever applicable.
- (ii) The contractor shall, notwithstanding the provisions of any contract to the contrary, cause to be paid fair wage to labour indirectly engaged on the work, including any labour engaged by his/her sub-contractors in connection with the said work, as if the labour had been immediately employed by him/her.
- (iii) In respect of all labour directly or indirectly employed in the works for performance of the contractor's part of this contract, the contractor shall comply with or cause to be complied with the Airports Authority of India Contractor's Labour Regulations made by AAI from time to time in regard to payment of wages, wage period, deductions from wages, recovery of wages not paid and deductions unauthorizedly made, maintenance of wage books or wage slips, publication of scale of wages and other terms of employment, inspection and submission of periodical returns and all other matters of the like nature or as per the provisions of the Contract Labour (Regulation and Abolition) Act, 1970 and the Contract Labour (Regulation and Abolition) Central Rules, 1971, wherever applicable.
- (iv) The following deductions shall be permissible to be made by the Airport Director.
 - a) The Airport Director concerned shall have the right to deduct from the moneys due to the contractor or any sum required or estimated to be required for making good the loss suffered by a worker or workers by reason of non-fulfilment of the conditions of the contract for the benefit of the workers, non-payment of wages or of deductions made from his/her or their wages which are not justified by their terms of the contract or non-observance of the Regulations.
 - b) Under the provision of Minimum Wages (Central) Rule 1950 the contractor is bound to allow to the labours directly or indirectly employed in the works one day rest for 6 days continuous work and pay wages at the same rate as for duty. In the event of default, the Airport Director shall have the right to deduct the sum or sums not paid on account of wages for weekly holidays to any labours and pay the same to the persons entitled thereto from any money due to the contractor by the Airport Director concerned.

In the case of Union Territory of Delhi, however, as the all-inclusive minimum daily wages fixed under Notification of the Delhi Administration No.F.12(162)MWO/DAB/43884-91, dated 31.12.1979 as amended from time to time are inclusive of wages for the weekly day of rest, the question of extra payment for weekly holiday would not arise.

- (v) The contractor shall comply with the provisions of the Payment of Wages Act, 1936, Minimum Wages Act, 1948, Employees Liability Act, 1938, Workmen's Compensation Act, 1923, Industrial Disputes Act, 1947, Maternity Benefits Act, 1961, and the Contractor's Labour (Regulation and Abolition) Act 1970, or the modifications thereof or any other laws relating thereto and the rule made thereunder from time to time.
- (vi) The contractor shall indemnify and keep indemnified Authority against payments to be made under and for the observance of the laws aforesaid and the AAI Contractor's Labour Regulations without prejudice to his/her right to claim indemnity from his/her sub-contractors.
- (vii) The laws aforesaid shall be deemed to be a part of this contract and any breach thereof shall be deemed to be a breach of this contract.
- (viii) Whatever is the minimum wage for the time being, or if the wage payable is higher than such wage, such wage shall be paid by the contractor to the workmen directly without the intervention of Jamadar and that Jamadar shall not be entitled to deduct or recover any amount from the minimum wage payable to the workmen as and by way of commission or otherwise.
- (ix) The contractor shall ensure that no amount by way of commission or otherwise is deducted or recovered by the Jamadar from the wage of workmen.

14. The Airport Director or his/her Authorised Representative may require the contractor to dismiss or remove from the site of the work any person or persons in the contractors' employ upon the work who may be incompetent or misconduct himself/herself and the contractor shall forthwith comply with such requirements. In respect of maintenance/repair or renovation works etc. where the labour have an easy access to the individual work premises, the contractor shall issue identity cards to the labourers, whether temporary or permanent and he shall be responsible for any untoward action on the part of such labour.

15. **Registration with EPFO and ESIC:** The ESI and EPF contributions on the part of employer in respect of this contract shall be paid by the contractor.

16. **Minimum Wages Act to be complied with:** The contractor shall comply with all the provision of the Minimum Wages Act, 1948, and Contract Labour (Regulation and Abolition) Act, 1970 amended from time to time and rules framed thereunder and other labour laws affecting contract labour that may be brought into force from time to time.

17. **Employees Provident Fund & Miscellaneous Provision Act 1952/Jammu & Kashmir Employees Provident Funds (and Miscellaneous Provisions) Act, 1961 and State Insurance (ESI) Act, 1948:** The Contractor shall comply with all the provisions of the Employees Provident Fund & Misc. Provisions Act, 1952 / Jammu & Kashmir Employees Provident Funds (and Miscellaneous Provisions) Act, 1961 and ESI Act, 1948, amended from time to time and rules framed thereunder. Some of the provisions are given below:

- (i) The contractor shall intimate his/her PF Account Code No. allotted by Regional PF Commissioner and ESI Registration No. allotted by ESI

Corporation after award of work and shall continue to have valid PF Account Code No. and ESI Registration No. till actual completion of the contract.

- (ii) The contractor shall provide a list of contract Workers engaged for contract work along with their PF Account No. and ESI Registration No, within one month from the date of award of the contract.
- (iii) The contractor by 20th of every month shall provide a monthly statement showing recoveries of contribution and proof of remittance of provident fund contribution to RPFC and ESI contributions to ESI Corporation in respect of Workers engaged in contract work.
- (iv) The contractor shall provide copies of PF and ESI challans of monthly contributions in respect of contract workers engaged for contract work on monthly basis.

18. PAYMENT

- (i) No advance payment shall be made to the contractor. However, the Contractor shall submit their monthly bills in duplicate for necessary payment with Wage Register, Attendance Register, Monthly challans of EPF Deposits, and copy of e-transfer of wages to labourers.
- (ii) AAI shall make payment of bills through electronic mode.
- (iii) The Contractor shall submit a list of his/her workers who will be deployed, along with their Bank Account No. / e-payment details for disbursement of salary by the contractor and any other relevant details as per requirement of this contract.
- (iv) Income tax deductions shall be made from all payments made to the contractor as per the rules and regulations in force in accordance with the income tax act prevailing from time to time and requisite TDS certificate will be issued.
- (v) Labour cess as per rules and regulations in force shall be deducted from the bills of the contractors and deposited with designated authorities
- (vi) In the event of any dispute on this account, the decision of AAI shall be final and binding on the Contractor.

19. Release of Security Deposit after labour clearance: Security Deposit of the work shall not be refunded till the contractor produces a clearance certificate from the Labour Officer. As soon as the work is virtually complete the contractor shall apply for the clearance certificate to the Labour Officer under intimation to the Airport Director. The Airport Director, on receipt of the said communication, shall write to the Labour Officer to intimate if any complaint is pending against the contractor in respect of the work. If no complaint is pending, on record till after three months after completion of the work and/or no communication is received from the Labour Officer to this effect till Three months after the date of completion, it will be deemed to have received the clearance certificate and the Security Deposit will be released if otherwise due.

20. Contractor's Liability and Insurance of Works

- (i) From commencement to completion of the Works, the Contractor shall take full responsibility for the case thereof and for taking precautions to

prevent loss or damage and to minimize loss or damage to the greatest extent possible and shall be liable for any damage or loss that may happen to the Works or any part thereof and all AAI's T&P from any cause whatsoever (save and except the Accepted Risks) and shall at his/her own cost repair and make good the same so that at completion, the Works and all AAI's T & P shall be in good order and condition and in conformity in every respect with the requirements of the Contract and instructions of the Airport Director.

- (ii) In the event of any loss or damage to the Works or any Part thereof or to any T&P, to any material or articles at the Site from any of the Accepted Risks the following provisions shall have effect:
 - a) The Contractor shall, as may be directed in writing by the Airport Director, remove from the Site any debris and so much of the works as shall have been damaged, taking to AAI's store such AAI's T&P, articles and/or materials as may be directed;
 - b) The contractor shall, as may be directed in writing by the Airport Director, proceed with the erection and completion of the Works under and in accordance with the provisions and Conditions of the Contract; and
 - c) Provided always that the Contractor shall not be entitled to payment under the above provisions in respect of so much loss or damage as has been occasioned by any failure on his/her part to perform his/her obligation under the Contract or not taking precautions to prevent loss or damage or minimize the amount of such loss or damage.
- (iii) Without limiting its obligations and responsibilities under other clauses of General Conditions of Contracts, the contractor at his/her own cost shall insure, in the joint name of AAI and the Contractor, against all losses or damages from whatever cause, arising (other than the accepted risks) for which s/he is responsible under the terms of the contract and in such manner that the AAI and the contractor are covered during the period of construction of works and any loss or damage occasioned by the contractor in the course of any operation carried out by them for the purpose of complying with its obligations of defects liability clause hereof;
 - a) All works including temporary works to their full value executed from time to time.
 - b) The construction materials and equipment to their full value brought on to the site by the Contractor.
- (iv) The Contractor shall indemnify and keep indemnified AAI against all losses and claims for injuries or damage to any persons or any property whatsoever which may arise out of or in consequence of the construction and maintenance of Works and against all claims, demands proceedings, damage costs, charges and expenses whatsoever in respect of or in relation thereto.
- (v) Before commencing execution of the work, the Contractor shall, without in any way limiting his/her obligations and responsibilities under this condition, insure at his/her own cost against any damage, loss or injury which may occur to any AAI property, or to any person for at least the

minimum amount of ₹ 1.00 lakh with unlimited number of occurrences (including any employee of AAI) by or arising out of carrying out of the Contract.

- (vi) The Contractor shall at all times indemnify AAI against all claims, damages or compensation under the provisions of Payment of Wages Act, 1936, Minimum Wages Act, 1948, Employer's Liability Act, 1938, the Workmen's Compensation Act, 1923, Industrial Disputes Act, 1947 and the Maternity Benefit Act, 1961 or any modifications thereof or any other law relating thereto and rules made thereunder from time to time or as a consequence of any accident or injury to any workman or other persons in or about the Works, whether in the employment of the Contractor or not, his/her agents or servants, and also against all costs, charges and expenses of any suit, action or proceedings arising out of such accident or injury and against all sum or sums which may with the consent of the Contractor be paid to compromise or compound any claim. Without limiting his/her obligations and liabilities as above provided, the Contractor shall insure against all claims, damages or compensation payable under the Workmen's Compensation Act, 1923 or any modification thereof or any other law relating thereto.
- (vii) All insurance mentioned above shall be effected with any subsidiary of the General Insurance Company of India or by a company approved by the Insurance Regulatory Authority of India.
- (viii) The aforesaid insurance policy / policies shall provide that they shall not be cancelled till the Airport Director has agreed to their cancellation in writing.
- (ix) The Contractor shall prove to the Airport Director from time to time that he has taken out all the insurance policies referred to above and has paid the necessary premiums for keeping the policies alive till expiry of the Defects Liability Period. A self-certified copy of such policies are required to be submitted to the Airport Director or his/her Authorised Representative.
- (x) The Contractor shall ensure that similar insurance policies are taken out by his/her subcontractors (if any) and shall be responsible for any claims or losses to AAI resulting from their failure to obtain adequate insurance protection in connection thereof. The contractor shall produce or cause to be produced by his/her subcontractor (if any) as the case may be, the relevant policy or policies and premiums receipts as and when required by the Airport Director or his/her Authorised Representative. A self-certified copy of such policies are required to be submitted to the Airport Director or his/her Authorised Representative.
- (xi) If the Contractor and/or his/her subcontractor (if any) shall fail to effect and keep in force the insurance referred to above or any other insurance which he/they may be required to effect under the terms of the Contract then and in any such case AAI may, without being bound to, effect and keep in force any such insurance and pay such premium or premiums as may be necessary for that purpose and from time to time deduct the amount so paid by AAI from any moneys due or which may become due to the Contractor or recover the same as a debt due from the Contractor.

(xii) In case Contractor takes Contractor All Risk (CAR) Policy in joint name of AAI and Contractor for full tendered value along with third party liability (maximum of 10% of tendered value or as applicable as per Insurance Regulatory Authority of India) then there is no requirement for taking separate insurance by sub-contractors. However, workmen compensation policy is required to be taken separately by main contractor and sub-contractor for workers employed by them.

AIRPORTS AUTHORITY OF INDIA

Contractor's Labour Regulations

1. SHORT TITLE

These regulations may be called the AAI Contractor's Labour Regulations.

2. DEFINITIONS

- (i) **Workman** means any person employed by AAI or its contractor directly or indirectly through a subcontractor with or without the knowledge of the AAI to do any skilled, semiskilled or unskilled manual, supervisory, technical or clerical work for hire or reward, whether the terms of employment are expressed or implied but does not include any person:-
 - a) Who is employed mainly in a managerial or administrative capacity:
or
 - b) Who, being employed in a supervisory capacity draws wages exceeding five hundred rupees per mensem or exercises either by the nature of the duties attached to the office or by reason of powers vested in him/her, functions mainly of managerial nature :
or
 - c) Who is an out worker, that is to say, person to whom any article or materials are given out by or on behalf of the principal employers to be made up cleaned, washed, altered, ornamental finished, repaired adopted or otherwise processed for sale for the purpose of the trade or business of the principal employers and the process is to be carried out either in the home of the out worker or in some other premises, not being premises under the control and management of the principal employer. No person below the age of 18 years shall be employed to act as a workman.
- (ii) **Fair Wages** means wages whether for time or piece work fixed and notified under the provisions of the Minimum Wages Act from time to time.
- (iii) **Contractors** shall include every person who undertakes to produce a given result other than a mere supply of goods or articles of manufacture through contract labour or who supplies contract labour for any work and includes a subcontractor.
- (iv) **Wages** shall have the same meaning as defined in the Payment of Wages Act.

3.

- (i) Normally working hours of an adult employee should not exceed 9 hours a day. The working day shall be so arranged that inclusive of interval for rest, if any, it shall not spread over more than 12 hours on any day.
- (ii) When an adult worker is made to work for more than 9 hours on any day

or for more than 48 hours in any week, he shall be paid over time for the extra hours put in by him/her at double the ordinary rate of wages.

(iii)

- a) Every worker shall be given a weekly holiday normally on a Sunday, in accordance with the provisions of the Minimum Wages (Central) Rules 1960 as amended from time to time irrespective of whether such worker is governed by the Minimum Wages Act or not.
- b) Where the minimum wages prescribed by the Central/State Government under the Minimum Wages Act are not inclusive of the wages for the weekly day of rest, the worker shall be entitled to rest day wages at the rate applicable to the next preceding day, provided s/he has worked under the same contractor for a continuous period of not less than 6 days.
- c) Where a contractor is permitted by the Officer-In-Charge to allow a worker to work on a normal weekly holiday, s/he shall grant a substituted holiday to him/her for the whole day on one of the five days immediately before or after the normal weekly holiday and pay wages to such worker for the work performed on the normal weekly holiday at overtime rate.

4. DISPLAY OF NOTICE REGARDING WAGES ETC.

The contractor shall before he commences his/her work on contract, display and correctly maintain and continue to display and correctly maintain in a clear and legible condition in conspicuous places on the work, notices in English and in the local Indian languages spoken by the majority of the workers giving the minimum rates of wages fixed under Minimum Wages Act, the actual wages being paid, the hours of work for which such wage are earned, wages periods, dates of payments of wages and other relevant information as per Appendix-VIII.

5. PAYMENT OF WAGES

- (i) The contractor shall fix wage periods in respect of which wages shall be payable.
- (ii) No wage period shall exceed one month.
- (iii) The wages of every person employed as contract labour in an establishment or by a contractor where less than one thousand such persons are employed shall be paid before the expiry of seventh day and in other cases before the expiry of tenth day after the last day of the wage period in respect of which the wages are payable.
- (iv) Where the employment of any worker is terminated by or on behalf of the contractor the wages earned by him/her shall be paid before the expiry of the second working day from the date on which his/her employment is terminated.
- (v) Wages due to every worker shall be paid to him/her direct or to other person authorised by him/her in this behalf.
- (vi) All wages shall be paid in current coin or currency or in both.

- (vii) Wages shall be paid without any deductions of any kind except those specified by the Central Government by general or special order in this behalf or permissible under the Payment of Wages Act 1956.
- (viii) The contractor shall obtain from Officer-In-Charge or the authorised representative of the Officer-In-Charge a certificate under his/her signature at the end of the entries in the "Register of Wages" or the "Wage-cum-Muster Roll" as the case may be in the following form:

"Certified that the amount shown in column No. has been paid to the workman concerned in my presence on at"

Note: In case of payment of wages paid through bank, the contractor shall submit a copy of bank statement for relevant period duly signed by him/her.

6. FINES AND DEDUCTIONS WHICH MAY BE MADE FROM WAGES

- (i) The wages of a worker shall be paid to him/her without any deduction of any kind except the following
 - a) Fines
 - b) Deductions for absence from duty *i.e.* from the place or the places whereby the terms of his/her employment s/he is required to work. The amount of deduction shall be in proportion to the period for which s/he was absent.
 - c) Deduction for damage to or loss of goods expressly entrusted to the employed person for custody, or for loss of money or any other deduction which he is required to account, where such damage or loss is directly attributable to his/her neglect or default.
 - d) Deduction for recovery of advances or for adjustment of overpayment of wages, advances granted shall be entered in a register.
 - e) Any other deduction which the Central Government may from time to time allow.
- (ii) No fines should be imposed on any worker save in respect of such acts and omissions on his/her part as have been approved of by the Chief Labour Commissioner.

Note: An approved list of Acts and Omissions for which fines can be imposed is as following

LIST OF ACTS AND OMISSIONS FOR WHICH FINES CAN BE IMPOSED

In accordance with rule 7(v) of the AAI Contractor's Labour Regulations to be displayed prominently at the site of work both in English and local Language.

- a) Wilful insubordination or disobedience, whether alone or in combination with other
- b) Theft fraud or dishonesty in connection with the contractors beside a business or property of AAI

- c) Taking or giving bribes or any illegal gratifications
- d) Habitual late attendance
- e) Drunkenness lighting, riotous or disorderly or indifferent behaviour
- f) Habitual negligence
- g) Smoking near or around the area where combustible or other materials are locked
- h) Habitual Indiscipline

- i) Causing damage to work in the progress or to property of the AAI or of the contractor
- j) Sleeping on duty
- k) Malingering or slowing down work
- l) Giving of false information regarding name, age, father's name, etc.
- m) Habitual loss of wage cards supplied by the employer
- n) Unauthorised use of employer's property of manufacturing or making of unauthorised particles at the work place
- o) Bad workmanship in construction and maintenance by skilled/semi-skilled/unskilled workers which is not approved by the Department and for which the contractors are compelled to undertake rectifications
- p) Making false complaints and/or misleading statements
- q) Engaging on trade within the premises of the establishments
- r) Any unauthorised divulgence of business affairs of the employees
- s) Collection or canvassing for the collection of any money within the premises of an establishment unless authorised by the employer
- t) Holding meeting inside the premises without previous sanction of the employers
- u) Threatening or intimidating any workman or employer during the working hours within the premises

- (iii) No fine shall be imposed on a worker and no deduction for damage or loss shall be made from his/her wages until the worker has been given an opportunity of showing cause against such fines or deductions.
- (iv) The total amount of fine which may be imposed in any one wage period on a worker shall not exceed an amount equal to three paise in a rupee of the total wages, payable to him/her in respect of that wage period.
- (v) No fine imposed on any worker shall be recovered from him/her by instalment, or after the expiry of sixty days from the date on which it was imposed.
- (vi) Every fine shall be deemed to have been imposed on the day of the act or omission in respect of which it was imposed.

7. **LABOUR RECORDS**

- (i) The contractor shall maintain a **Register of persons** employed on work under contract in Form XIII of the CL(R&A) Central Rules 1971
- (ii) The contractor shall maintain a **Muster Roll register** in respect of all workmen employed by him/her on the work under Contract in Form XVI of the CL(R&A) Rules 1971

- (iii) The contractor shall maintain a **Wage Register** in respect of all workmen employed by him/her on the work under contract in Form XVII of the CL(R&A) Rules 1971
- (iv) **Register of accident** - The contractor shall maintain a register of accidents in such form as may be convenient at the work place but the same shall include the following particulars :
 - a) Full particulars of the labourers who met with accident.
 - b) Rate of Wages
 - c) Sex
 - d) Age
 - e) Nature of accident and cause of accident
 - f) Time and date of accident
 - g) Date and time when admitted in Hospital
 - h) Date of discharge from the Hospital
 - i) Period of treatment and result of treatment
 - j) Percentage of loss of earning capacity and disability as assessed by Medical officer
 - k) Claim required to be paid under Workmen's Compensation Act.
 - l) Date of payment of compensation
 - m) Amount paid with details of the person to whom the same was paid
 - n) Authority by whom the compensation was assessed.
 - o) Remarks
- (v) The contractor shall maintain a **Register of Fines** in the Form XII of the CL(R&A) Rules 1971. The contractor shall display in a good condition and in a conspicuous place of work the approved list of acts and omissions for which fines can be imposed
- (vi) The contractor shall maintain a **Register of deductions for damage or loss** in Form XX of the CL (R&A) Rules 1971
- (vii) The contractor shall maintain a **Register of Advances** in Form XXIII of the CL(R&A) Rules 1971
- (viii) The contractor shall maintain a **Register of Overtime** in Form XXIII of the CL(R&A) Rules 1971

8. **ATTENDANCE CARD-CUM-WAGE SLIP**

- (i) The contractor shall issue an **Attendance card-cum-wage slip** to each workman employed by him/her
- (ii) The card shall be valid for each wage period.
- (iii) The contractor shall mark the attendance of each workman on the card twice each day, once at the commencement of the day and again after the rest interval, before he actually starts work.
- (iv) The card shall remain in possession of the worker during the wage period under reference.
- (v) The contractor shall complete the wage slip portion on the reverse of the card at least a day prior to the disbursement of wages in respect of the wage period under reference.
- (vi) The contractor shall obtain the signature or thumb impression of the

worker on the wage slip at the time of disbursement of wages and retain the card with himself/herself.

9. EMPLOYMENT CARD

The contractor shall issue an **Employment Card** in Form XIV of the CL(R&A) Central Rules 1971 to each worker within three days of the employment of the worker.

10. SERVICE CERTIFICATE

On termination of employment for any reason whatsoever the contractor shall issue to the workman whose services have been terminated, a **Service certificate** in Form XV of the CL(R&A) Central Rules 1971.

11. PRESERVATION OF LABOUR RECORDS

All records required to be maintained under Regulations Nos. 6 and 7 shall be preserved in original for a period of three years from the date of last entries made in them and shall be made available for inspection by the Officer-In-Charge or Labour Officer or any other officers authorised by the Ministry of Urban Development in this behalf.

12. POWER OF LABOUR OFFICER TO MAKE INVESTIGATIONS OR ENQUIRY

The Labour Officer or any person authorised by Central Government on their behalf shall have power to make enquiries with a view to ascertaining and enforcing due and proper observance of Fair Wage Clauses and the Provisions of these Regulations. He shall investigate into any complaint regarding the default made by the contractor or subcontractor in regard to such provision.

13. REPORT OF LABOUR OFFICER

The Labour Officer or other persons authorised as aforesaid shall submit a report of result of his/her investigation or enquiry to the Officer-In-Charge concerned indicating the extent, if any, to which the default has been committed with a note that necessary deductions from the contractor's bill be made and the wages and other dues be paid to the labourers concerned. In case an appeal is made by the contractor under Clause 13 of these regulations, actual payment to labourers will be made by the Officer-In-Charge after Airport Director has given his/her decision on such appeal.

Officer-In-Charge shall arrange payments to the labour concerned within 45 days from the receipt of the report from the Labour Officer or the Airport Director as the case may be.

14. APPEAL AGAINST THE DECISION OF LABOUR OFFICER

Any person aggrieved by the decision and recommendations of the Labour Officer or other person so authorised may appeal against such decision to the Officer-In-Charge concerned within 30 days from the date of decision, but subject to such

appeal, the decision of the officer shall be final and binding upon the contractor.

15. INSPECTION OF BOOKS AND SLIPS

The contractor shall allow inspection of all the prescribed labour records to any of his/her workers or to his/her agent at a convenient time and place after due notice is received or to the Labour Officer or any other person, authorised by the Central Government on his/her behalf .

16. SUBMISSION OF RETURNS

The contractor shall submit periodical returns as may be specified from time to time.

17. AMENDMENTS

The Central Government/AAI may from time to time add to or amend the regulations and on any question as to the application/interpretation or effect of those regulations. The decision of the Airport Director shall be final.

SPECIAL CONDITIONS OF CONTRACT (SCC)

1. General

- 1.1. Special Conditions of Contract (SCC) shall be read in conjunction with General Conditions of Contract and any other documents forming part of this contract wherever the context so requires.
- 1.2. Notwithstanding the sub-division of the documents into these separate sections and volume every part of each shall be deemed to be supplementary to and complementary of every other part and shall be read with and into the CONTRACT so far as it may be practicable to do so.
- 1.3. Where any portion of the General Conditions of Contract is repugnant to or at variance with any provisions of the Special Conditions of Contract (SCC), unless a different intention appears, the provisions of the Special Conditions of Contract (SCC) shall be **deemed to override** the provisions of the General Conditions of Contract and shall to the extent of such repugnancy, or variations, prevail.

2. Scope of work:

2.1. Introduction

- i. The presence of wildlife, including birds and animals, within the operational area of Surat International Airport presents a significant risk to aircraft safety. This contract involves deployment of bird chasers/scarers along with requisite tools to implement wildlife hazards mitigation measures to ensure safe aircraft operations.
- ii. The selected contractor will be responsible for the day-to-day execution of bird and animal scaring and allied services, ensuring that these services are performed in compliance with the guidelines provided by the Airport Director or his/her Authorized Representative.

2.2. Objective

The primary objective of this contract is to reduce the risk of wildlife strikes on aircraft by effectively managing and controlling the wildlife population in the airport's operational area.

2.3. Tasks and Requirements:

- i. To perform bird/animal scaring activities using firecrackers to keep birds, stray animals, and wildlife away from the runway and approach path inside the operational area. The following precautions shall be taken when using firecrackers:
 - a) Exercise caution to avoid any adverse effects on aircraft and prevent grassfires.
 - b) Remove the remains of burnt crackers and maintain the operational area free of FOD (Foreign Object Debris).
- ii. To implement other methods as directed by the Airport Director or his/her Authorized Representative to ensure that birds, stray animals, and wildlife are

kept away from the runway and approach path inside the operational area.

- iii. To maintain a continuous watch over the airfield, including the runway and runway strip, during watch hours, and alert the Duty Officer, Operations, or Competent Authority of any wildlife activity.
- iv. To conduct bio walks and dislocate bird eggs found in the operational area.
- v. To provide all other allied services related to wildlife management inside the operational area as per the directions of the Airport Director or his/her Authorized Representative.
- vi. To assist in runway clearing and cleaning during closure periods to manage Foreign Object Debris (FOD).
- vii. Conduct periodic inspections of the aerodrome's operational area to identify and address potential wildlife attractants.
- viii. **Reporting and Record Keeping:**
 - a) Maintain detailed records of all wildlife control activities, wildlife sightings, and strike incidents. Submit these records to Operations officer regularly.
 - b) Ensure that all wildlife strikes, whether confirmed or unconfirmed, are reported promptly.
 - c) Maintain an inventory of bird-attracting sites in and around the aerodrome, regularly updating this inventory to reflect current conditions.
 - d) Continuously monitor wildlife hazards in the operational area, identifying species, habitats, and behaviours that pose risks to aircraft operations.

3. The required number of manpower as per para 6 to perform the work to the satisfaction of the Airport Director or his/her Authorized Representative, shall be provided on all days as specified in the scope of work.
4. The personnel engaged by the contractor shall be of unblemished character and antecedents and physically fit to carry out the work as specified in the scope of work.
5. The work force deployed for this contract shall be the regular employee of the contractor. The contractor shall be responsible for the compliance of all the provisions of all the labour laws applicable for such work force and their service condition in his/her own establishment and for settlement of any dispute arising out of the terms and conditions of services of the personnel.
6. The contractor is required to deploy manpower as the table below at site for carrying out the work.

Shift wise deployment of manpower			
Shift timing	Category of manpower	Supervisor & Bird scarers	Remarks
0600 IST to 1400 IST	Semi-skilled + Unskilled	01 + 07	The shift timings and manpower deployment are
1400 IST to 2200 IST	Semi-skilled + Unskilled	01 + 07	
2200 IST to 0600 IST	Semi-skilled + Unskilled	01 + 07	
Total deployment per	Semi-skilled +	24	

day	Unskilled	subject to change.
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One shift means 8 hours duty. The shift timings will be decided by APD or his/her Authorized Representative. However, deployment of manpower may be redefined by AAI.

Nature of Job	Job Qualification
Supervisor (Semi-skilled)	10+2 AND 2 years experience in aviation field.
Bird Chaser/Scarers (Unskilled)	NIL

However, the Officer In-Charge reserve the rights to relax aforementioned educational requirement and experience criteria for any specialized skilled person suitable to site requirements.

- i. If any worker engaged is found to be not suitable for the position, the contractor has to remove the person from the site immediately and has to depute his substitute. The decision of Officer-In-Charge shall be final and binding to the contractor in this regard.
- ii. In case of leave of any staff, a substitute has to be arranged by the contractor who has the required qualification and adequate experience.
- iii. AAI may increase the total number of staff up to 25% during the currency of contract including extended period, depending on its requirement, on the same rates, terms and conditions as stipulated in the contract and the same shall be obligatory and binding on the contractor. Any variation in quantity beyond this will be mutually agreed upon by the AAI and the contractor.
- iv. In case scope of work reduces or requirement ceases altogether, AAI reserves the right to decrease the manpower wholly or partly at any time during the currency of the contract.
- v. The bio-data of the persons to be deployed shall be submitted to the Officer-In-Charge and on approval only they should be deployed in the work.
- vi. An attendance record to this extent shall be maintained by the contractor for all such staff. AAI shall be at liberty to return the person(s) deployed at any time if the capabilities of the staff are found to be inadequate.
- vii. The contractor shall employ only Indian Nationals and verify their antecedents and loyalty before employing them on work. S/He shall ensure that no person of doubtful antecedents and nationality is in any way associated with the work.
- viii. The contractor shall, on request from the Officer-In-Charge promptly cease to employ in connection with the contract and replace any person whose continued employment in connection therewith this, in the opinion of the Officer-In-Charge undesirable. S/He shall not be re-employed in connection with contract without the written permission of the Officer-In-Charge. The decision of the Officer-In-Charge upon any matter arising under these conditions shall be final and conclusive.

7. Duties and Responsibilities of Staff:

i. **Supervisor (*Primus inter pares*):**

- a) Oversee and supervise wildlife control activities as per Airport Director's or his/her Authorized Representative's instructions, ensuring compliance with wildlife regulations and contract terms.
- b) Manage and deploy manpower, ensuring proper attendance, overtime, and leave records.
- c) Issue necessary tools, crackers and garbage bags
- d) Monitor bird movement and bird chaser/scarer activities. Report daily activities and wildlife strikes.
- e) Coordinate with authorities for Breath Analyser tests.
- f) Collecting of AEP from Bird Chaser/scarer at the end of each shift and issuing them during starting of each shift.
- g) Provide input based on data and observations to improve wildlife management strategies.
- h) Prepare necessary reports and perform other related tasks to ensure smooth operation and contract adherence.

ii. **Bird chasers/scarers:**

- a) To conduct regular patrols, monitor wildlife activity, and implement scaring techniques as directed by the Supervisor to keep the operational area free from wildlife, thereby protecting aircraft from wildlife hazards.
- b) To guard the airfield by chasing and removing wildlife from the operational area, ensuring it remains obstruction-free.
- c) To clear dead wildlife and foreign object debris (FOD) from the operational area.
- d) To assist in allied services, such as clearing and cleaning the runways whenever required during closure periods.
- e) Recording wild life activities

iii. The crackers required for Bird and Animal Scaring will be procured and supplied by the contractor.

iv. AAI will provide Zon Guns for bird scaring and the bird/animal scarers have to place the same on the runway strip and relocate, as when directed by the Officer In-Charge, AAI.

8. Uniform Description: The Contractor shall provide: - 01 set of uniform per worker per year that is total 02 set of uniform per worker during 24 months of contract period. The one set of uniform must contain 02 nos. of shirts, 02 nos. of pants, 01 pair of gum boots, 02 pairs of socks, 01 set of raincoat, 01 set of ramp jacket, 01 set of safety shoes, 02 nos. of caps per person. The cost of uniform is included into the estimated cost of the tender. Necessary deduction towards uniform cost will be made if contractor fails to provide the uniform as mentioned above.

9. Accessories Description: The Contractor shall provide and maintain adequate stock of accessories, viz., 08 high intensity torches, 08 umbrellas and 08 lathis per year (Contractor has to provide and maintain a total stock of 16 high intensity torches, 16 umbrellas and 16 lathis for 24 Months of contract). The Contractor shall provide the

accessories which will be used by workers on requirement basis and shall handover to next shift. Necessary deduction towards safety equipment cost will be made if contractor fails to provide safety equipment as mentioned above.

- 10. Firecrackers:** The Contractor Shall provide 315 boxes per month of sutli/hydro bomb, each box having 10 firecrackers.
- 11. Biometric system:** Biometric Attendance System with necessary software within 1 month of commencement of work. Non-functioning/Non availability of Biometric attendance system will also attract a penalty of ₹ 100/- per day after one month. The attendance of all staff to be engaged for the job shall be taken through biometric attendance system and submitted to the Officer In-Charge on daily basis.
- 12.** Subject to the provisions in the tender document and without prejudice to contractors' liabilities and responsibilities to provide adequate qualified and skilled personnel on the work. Contractor shall deploy site organization and augment the same as decided by the Airport Director or his/her Authorised Representative depending on the exigencies of work.
- 13.** The following penalties as mentioned below will be levied on the Contractor for not deploying the Manpower as per plan / chart. Airport Director is the final authority in this regard and his/her decision is final and binding.

Sl. No.	Default	Recovery Rate per shift per person (in ₹)
1	Absence of Bird Chaser/Scarer	Prevailing daily minimum wage + 50% penalty
2	Bird Chaser/Scarer leaving Duty spot without permission	Prevailing daily minimum wage + 50% penalty
3	Not wearing proper uniform and reflective jackets	100/-
4	Delay in payment of Salary	Rs.50/- per person per day.

Note: "Decision of Airport Director shall be final and binding in this regard"

- 14. Work record:** The contractor shall be responsible to maintain a daily record of work and shall obtain necessary endorsements / approvals from the Airport Director or his/her representative from time to time.
- 15. Training:** The job of wildlife hazard control requires personnel to be thoroughly familiar with the operational area, adhere to all safety precautions, and remain highly alert in all weather conditions, including sun, rain, and adverse circumstances. Before deployment, the Contractor must ensure that all personnel are adequately trained for their specific duties. The Contractor shall also ensure that personnel are proficient in the use of firecrackers for scaring wildlife, with strict instructions that they must not be aimed at any human or aircraft. Additionally, the Contractor, at own expense, may provide RT communication training to the deployed personnel.

16. Entry pass and security (AEP/TAEP):

- i. Work has to be carried out in restricted area of the airport. Necessary entry and security passes shall be obtained by the contractor for himself/herself and his/her authorized representative, workers, supervisors, vehicle, tools and plants *etc.* from the concerned authority. AAI shall not make any extra payment in this regard. The Contractor shall apply in advance for issue of necessary entry passes to workmen engaged by him/her.
- ii. The submission of applications for Temporary Photo Identification Cards (PICs) in advance along with Certificate of Police Verification *etc.* as per the prevailing practice and regulations of BCAS / AAI will be the responsibility of contractor. Any financial expenditure involved such as fees for PICs, Photos, fee for Police Verification if anything will be borne by the contractor. The PICs has to be re-validated in advance to ensure that the employees are always in possession of their valid entry passes. No employee will be permitted in the terminal buildings and operational areas without valid PICs/Entry Passes.
- iii. The contractor and his/her employees shall abide by security regulation framed by AAI, BCAS or Police Authorities. Any worker of the contractor, whose presence is found undesirable in AAI premises, shall not be allowed to work in restricted area of the Airport. The Contractor shall be fully responsible for the working of his/her staff.
- iv. The contractor and his/her employees shall abide by security regulation framed by AAI / BCAS or Police Authorities. Agency shall take security clearance from BCAS and then submit security programme and necessary documents through E-Sahaj portal for airport to gate permanent passes. It is mandatory for agency representative to clear AVSEC training. All training/passes expenses of BCAS shall be borne by agency.
- v. If Contractor or his/her authorized representative or his/her employed workers are found violating any of security regulations, suitable action shall be taken by AAI or concerned authority as per prevailing rules.
- vi. All workers and vehicles shall be permitted to enter the restricted / office area only on possession of the security passes. The contractor shall ensure that workmen are deployed only in those areas where the security passes issued is valid for. Passes shall be deposited back with Airport Director or his/her Authorised Representative on demand and in any case immediately after completion of work. The contractor or his/her staff/workmen shall observe all the rules promulgated from time to time by the concerned authorities. Any person found violating the security rules laid down by the authority will be expelled from the area without assigning any reason whatsoever and contractor shall have no claim on this account.
- vii. Also, it is the duty of the contractor to ensure that airport passes are treated with utmost sanctity and are not allowed outside the airport premises. Supervisor will collect the Airport entry pass (AEP) of all workforce and handover to representative of the Airport Director at the end of every shift. AEPs can be collected from the representative of the Airport Director at the start of every

shift and can be distributed to contract workforce after their biometric attendance is complete.

- viii. Loss of passes shall be intimated immediately by the contractor to the Airport Operations Department who will further inform to concerned RDCOS (CA) BCAS through ASG and also to the concerned Police Station. It should also be notified to other gates to prevent misuse. BCAS authority will charge penalty prevailing from time to time per token lost and the amount should be deposited immediately and receipt should be obtained. Non-payment and delay will lead to stopping of issuance of further passes.
- ix. The works at operational area are an essential service covered under the ESMA (Essential Service Maintenance Act) and hence disruption of services rendered will be a statutory offence.
- x. The contractor shall be responsible for getting BCAS security clearance within three months from date of issue of the award letter, failing which the contract will be terminated; decision of Airport Director in this regard will be final. AAI will not be responsible for any loss incurred by the contractor on account of this.
- xi. Upon completion/foreclosure of contract, the BCAS/Airport Entry Pass issued to the workmen shall be returned/surrendered to the representative of the Airport Director.

17. Since the work site is in operational area, work is to be done in proper coordination with the Air Traffic Control unit. Supervisor shall be responsible for ensuring the proper coordination with all concerned and compliance of all rules/regulations applicable in the Operational area.

18. Compliance of the provisions of statutory and regulatory clauses:

- i. The contractor has to discharge all the obligations as provided under various statutory enactment including the EPF / ESI / Contract Labour (Regulation and Abolition) / Minimum Wages / Payment of Wages / Payment of Bonus / Payment of Gratuity / Workmen's Compensation / Works Contract / Medical Insurance and other relevant Acts, Rules and Regulations in force and as amended from time to time in the State, as applicable. All these statutory compliances mentioned above are full responsibility of contractor.
- ii. The engagement and employment of workers and payment of wages to them as per existing provisions of various labour laws and regulations is the sole responsibility of the contractor and any breach of such laws or regulations shall be deemed to be violation of this contract. AAI may ask the contractor to produce documents to verify that these provisions/laws are complied by the contractor.
- iii. The contractor has to follow the local security/safety rules and regulations and such instructions on restricted hours of work as may be imposed on him/her by the department/local authorities, while working in security restricted zones and no claim whatsoever on account of this, will be entertained.
- iv. The contractor has to deploy their staff to run the system on all days including Sundays and holidays as per BOQ/SOQ. Contractor has to submit the details of staff such as, qualification documents and experience letters of the staff, the CV

and passport size coloured photograph along with copy of police verification (not older than six months on the date of start of work) before engaging them on work. All the documents should be self-attested by each worker and signed and stamped by contractor/agency. The decision of the Officer-In-Charge, to accept or reject any candidate on the basis of lack of experience, qualification, lack of skills required for job, will be final and binding on the Agency.

- v. It shall be the sole liability of the contractor (including the Contracting firm/Company) to obtain and to abide by all necessary licenses / permissions from the authorities concerned as provided under the various labour legislations including the labour license obtained as per the provisions of the Contract Labour (Regulation & Abolition) Act 1970.

19. Payment of labour wages

- i. The contractor has to pay the prevailing minimum wages issued by the Office of Regional Labour Commissioner / Chief Labour Commissioner (whichever is higher), from time to time. However, the difference in minimum wages based on actual payment made to the labour and wages applicable at the time of submission of tender will be reimbursed including difference in EPF, ESI and Bonus payment to the contractor on revision of minimum wages and no additional amount such as contractor's overhead and profit will be paid on this account.
- ii. For the purpose of admitting the claim for reimbursement of statutory increase in wages paid by him/her, the contractor has to produce the required documentary evidence to the satisfaction of Officer-In-Charge in each running/final bill.
- iii. The payment to the workmen's engaged by the contractor is to be paid through NEFT/RTGS on or before 7th of every month, irrespective of Saturday, Sunday and bank holidays. Delay in payment will attract a penalty of ₹ 50/- per day per employee.
- iv. For proper attendance record, contractor has to provide and maintain "Biometric Attendance System" for manpower deployed against said contract at suitable location as per the direction of Airport Director or his/her Authorised Representative. The verification of deployment of manpower will be done through Biometric Attendance System or any other suitable method by the Airport Director or his/her Authorised Representative.
- v. Statement of Minimum Wage paid to their employee shall be produced at the time of submission of bills.
- vi. The contractor has to deploy their staff to run the system on all days (24 months) including Sundays and holidays. **The extra wages to be paid as applicable by the prevailing Central/State rules shall be reimbursed by AAI upon submission of proof.**
- vii. Weekly off as per prevailing rules shall be given.

20. Wages of staffs: The minimum rates of the wages for the staff shall be payable in

strict compliance to Minimum Wage Act 1948 and as per the VDA Order April 2026, released by O/o Chief Labour Commissioner, Ministry of Labour & Employment, issued every 06 months.

As on date of release of the tender, the minimum wages payable, w.e.f., 01.04.2026 – 30.09.2026 are as follows:

Sl. No.	Job Designation	Worker Category	Minimum wage per day (in ₹)
1.	Supervisor	Semi-skilled	781
2.	Bird Chaser/scarer	Unskilled	693

21. PF, ESIC Contribution

- i. The contractor shall register himself/herself with Labour licensing Authority and obtain Labour License Number in this regard.
- ii. The contractor shall have to register with EPF and ESIC (wherever applicable) for workmen engaged for the work and challans / deposit receipts of PF and ESI contribution shall be submitted in AAI office for verification / reimbursement, at the time of submission of bill.
- iii. The PF dues (including EDLI administrative charges) in respect of workers engaged by the contractor for AAI works to be deposited by the contractor every month by a challan and the documentary evidence in support of such payments along with employee-wise details of the PF contribution (both Employee's share and the Employer's contribution) needs to be submitted to the Airport Director or his/her Authorised Representative for the work/contract.
- iv. **Mediclaime Policy:** Wherever ESI is not applicable, Agency shall take a group of Mediclaime policy covering health care of minimum Rs. 2 lacs/annum for each employee including his family members (subject to maximum of 4 persons in family). As this amount is reimbursable, no payment shall be deducted from the salary of an employee. In case of extension of contract, the Mediclaime policy shall be extended up to the extended period of contract. The premium paid by the agency for the said Mediclaime policy will be reimbursed by AAI on actual basis against submission of relevant documentary proofs. The Policy shall be availed from any insurance firms approved by IRDAI. The Contractor shall submit the documentary evidence of Insurance premium purchased (ie GST Tax invoice) for the all concerned employee/s along with other necessary documents such as Copy of Insurance Policies, Medical Card (if any) etc. for releasing payment of Mediclaime Policy.
- v. The contractor has to deposit PF and ESI as applicable, failing which the amount towards the same shall be withheld at prevailing applicable rates for employee's contribution against PF and ESI from their RA bills/final bill. The contractor needs to submit successful payment transaction details towards payment of EPF

and ESIC along with running/final bills.

- vi. If needed, Airport Director, AAI will deduct the required amount from contractor's bill/pending payment and deposit the same to the concern authority as per EPFO guidelines/directives.

22. Bonus Payment: Bonus payment shall be based on the rules governed by the Bonus Act of the Centre/State Government. The contractor shall pay the bonus amount to the manpower deployed (if applicable) by them. In case of non-payment of bonus (if applicable), necessary recovery/withheld against bonus from their RA Bill/Final Bill shall be made as decided by the Airport Director, and appropriate action will be initiated by AAI against the contractor. The decision of the Airport Director in this regard will be final and binding on the Agency.

23. Rates & Sufficiency of Offer: The quoted rate of the contractor must be inclusive of all statutory labour components such as PF, ESI, Bonus, applicable GST, in accordance with prevailing State Government Guidelines, Accessories, uniform, firecrackers, Contractor Profit and Overhead. However, any revision in minimum wages or statutory deductions after the date of publishing of the tender document, the difference amount will be reimbursed/deducted as per actual.

24. The sub-contract of contract is not permissible. Firm has to carry out works by their own staff and as proof of the same, the appointment letters of the staff engaged for the contract to be produced to AAI. The work shall not be sublet / assigned directly or indirectly to other agencies without prior written consent of the competent authority of the AAI.

25. AAI is not liable at any stage to provide accommodations, transport, food, medical and any other requirement of their personnel deployed under this Contract. The agency shall only be liable to pay compensation for any damage / death / injury sustained by the personnel or any other members of the agency as sustained by them in the course of the work / duty during the contract period. The manpower deployed by the contractor for the contract shall not be entitled for claim, pay, perks and other facilities which may be admissible to casual, *ad-hoc* regular / confirmed employees of AAI, during the contract or after expiry of the contract.

26. Bye-Laws

26.1. The contractor shall comply with all bye-laws and regulations of local and statutory authorities having jurisdiction over the works and shall be responsible for payment of all fees and other charges and for giving and receiving of all necessary notices and keeping the Airport Director or his/her Authorised Representative, informed of the said compliance with the bye-laws, payments made, notices issued and received.

26.2. The contractor shall indemnify the AAI against all claims in respect of patent rights, design, trademarks of name or other protected rights in respect of any plant, machine, work or materials used for or in connection with the work or temporary works and from and against all claims, demands proceedings, cost, charges and

expenses whatsoever in respect of or in relation thereto. The contractor shall defend all actions arising from such claims and shall himself/herself pay all royalties, license fees, damages, cost and charges of all and every shortfall that may be legally incurred in respect thereof.

- 26.3. Contractor shall be responsible for the police and antecedent verification of the personnel employed by him/her in the operational area and shall indemnify the department of any security problems arising thereof.

27. POWERS OF AIRPORT DIRECTOR OR HIS/HER AUTHORISED REPRESENTATIVE:

The Airport Director or his/her authorised representative has full powers to inspect the Works at any time and to issue necessary instructions time to time.

- 27.1. The Airport Director may from time to time, in writing, delegate to his/her Representative, any of the powers and authorities vested in the Airport Director and shall furnish to the Contractor a copy of all such written delegation of powers and authorities. Any written instruction or written approval given by the Airport Director or his/her authorised representative to the Contractor within the terms of such delegations shall bind the Contractor and AAI as though it had been given by the Airport Director.

- 27.2. Failure of the Airport Director or his/her Authorised Representative to disapprove any work or materials shall not prejudice the power of the Airport Director or his/her Authorised Representative thereafter to disapprove such work or materials.

28. The contractor shall regularly maintain and submit all relevant records / documents to AAI representative for verification and upon such verification only, AAI will allow reimbursement of any other amounts paid.
29. To ensure effective enforcement of the rules and regulations relating to safety precautions the arrangements made by the contractor shall be open to inspection by the Labour Officer or Airport Director or their representatives.
30. The contractor shall ensure regular and effective supervision and control of the personnel deployed by him/her and shall give suitable direction for undertaking the contractual obligations.
31. CO-OPERATION BY CONTRACTORS: The contractor shall give his/her constant attention to facilitate the progress of the work, thereof and shall co-operate with AAI officials and others in every way possible. He shall have to be present on the work at all times. During his/her absence, a competent representative who is able to communicate with the department's representative and is authorized to receive order and act for him/her, should be present.
32. If the continuance of any of the persons deployed by the contractor is found not satisfactory, the contractor shall replace him/her forthwith, upon receipt of information to that effect from AAI.

33. The contractor shall be responsible for settling any claim / compensation against all damages and accidents caused due to negligence on the part of his/her employees and keep AAI indemnified from any compensation/liability.
34. AAI will not be responsible for any injury sustained by the contract workers during the performance of their duties and also any damages or compensation due to any dispute between him/her and his/her workers. The contractor shall comply with all provisions of Labour Acts/Enactments hitherto in force or enacted from time to time during execution of this contract and contractor shall be responsible for all liabilities arising out of these provisions. Furthermore, the contractor shall be responsible for payment of compensation, insurance etc. if any, in respect of his/her employees.
35. Contract should ensure all the safety measures during the work.
36. **Misconduct:** The contractor shall be responsible for involvement of staff appointed by him/her for any items missing from the property of passenger / system originally provided and such proven cases of thefts / pilferage by their employees are to be determined by any court of Law.
37. The contractor shall be held responsible for any action / misdeeds, in terms of theft / pilferage or any other misdeed or any other undesirable activities by any of their staff engaged in Airport Complex. AAI shall furnish copy of FIR lodged with police for all such case for taking immediate action to dispense with the services of such individual involved. This will be without prejudice to any other liability on the part of the contractor, arising out of court directions/claims etc. on account of such misdeeds. Any loss suffered by AAI on account of misconduct by the workers of the firm shall be recovered from contractor's bill.
38. The contractor shall be responsible for any damages caused to any equipment / building of AAI due to the negligence of the staff. The same shall be made good by the contractor at his/her cost.
39. In case it is noticed by the Authority that the work carried out by the contractor is not up to the required standards, a written notice will be given to him/her, warning him/her of the bad execution of work and asking him/her to improve upon the standards within the period specified by the Airport Director or his/her Authorised Representative. In the event of finding that there is no improvement and the work is not being carried as per instructions, a notice of 30 days shall be served by Registered Post or by hand to the contractor, in case of foreclosing/abandoning the contract. Notwithstanding the above, the contractor shall however continue to provide services as required for further 90 days or till new contract is awarded whichever is earlier.

40. TERMS OF PAYMENT:

The Running payments for the work done shall be released on monthly basis by AAI only after salary payments to all workers and submitting the proof of disbursement and deducting the applicable taxes.

The payment to the contractor shall be released based on the actual wages paid by him

along with the quoted amount on actual wages paid after deducting IT, Labour Cess and statutory recoveries and nothing extra shall be payable on any account.

All payments for operation shall also be subject to Penalty clause. The following documents as applicable shall be produced and self-attested photo copy shall be submitted by the contractor during each running bills:-

- i. Submission of invoices (in original).
- ii. Monthly Challans of EPF, ESIC/Medical insurance premium deposits up to previous month.
- iii. Wages register signed by workers of each month.
- iv. Bonus details received and signed by workers.
- v. Attendance register & biometric attendance report
- vi. Copy of E Transfer of Wages to Labours.
- vii. Any other documentary proof as required by AAI.

The agency shall submit final bill along with all the documents related with EPF, ESIC/Medical insurance premium and Bonus, etc. to AAI. The agency shall also formally hand over the list of equipment in good working condition, without any damage as handed over to them by AAI.

41. Termination of Contract:

- i. Without prejudice to the right of termination provided under the Terms and Conditions or without prejudice to any other remedy available to the contract in this behalf, the AAI may terminate the contract at any time on giving the contractor not less than one month's notice in writing if AAI, finds the quality or efficiency of the work performed by the contractor, to be unsatisfactory of which the Airport Director, Surat International Airport, Surat shall be the sole judge.
- ii. Upon termination, under and with reference to this clause, the contractor shall be entitled to be paid for the work actually performed up to the date of termination in accordance with the provisions of the contract, but shall not be entitled to any other claim or compensation whatsoever, including (but not limited to) any claim or compensation for any expenditure incurred by the contractor in or for any equipment, materials or facilities or for any loss in the profit or anticipated profit of the contractor.
- iii. If at any stage during the period of execution of contract, any case involving moral turpitude is instituted in a court of law against the contractor or his/her employees, AAI reserves the exclusive and special right to the outright termination of the contract and the contractor shall not be entitled to any compensation from the whatsoever.
- iv. The contractor can also terminate the contract by serving a similar notice in writing. Such notices shall be served by Post or by Hand, at the respective address. Notwithstanding the above, the Contractor shall continue to provide the services as per mutual agreement till alternative arrangements are made by AAI.

42. In case of termination of the contract also, the persons deployed by the contractor shall

not be entitled to or and will not have any claim for absorption or relaxation for absorption in the regular/other capacity or Services in AAI. The contractor should communicate the above to all the manpower deployed under this contract.

43. Novation Clause:

The contract period is for 2 (two) years or the date of transfer of the airport under the PPP mode whichever early. The contract may be terminated with a termination notice of 30 days without any liabilities to AAI on account of anything else whatsoever.

Obligations relating to Transfer:

The Authority agrees that during the Concession Term, in the event the Authority transfers the rights to operate and maintain the Airport to a third party(s), the Authority shall ensure that

- i. The Authority shall cause to transfer/note this Agreement, in favour of such third party, on the principle that such transfer/notation would release Authority of all liabilities and obligations arising from and after the date of transfer/novation of such rights. The Parties, along with relevant third party(s) shall execute necessary documentation or put in place necessary agreements for the aforesaid transfer/novation; and
- ii. The rights and obligations under or pursuant to all contracts and other arrangements entered into in accordance with the provisions of this Agreement between Authority and Concessionaire shall be vested in such third party.

44. Force Majeure: If any time, during the continuance of this contract, the performance in whole or in part by either party of any obligation under this contract is prevented or delayed by reason of any war, or hostility, acts of the public enemy, civil commotion, sabotage, fires, floods, earth quake, explosions, epidemics, quarantine restrictions, bandh, strikes, lockouts or Act of God (hereinafter referred to as events) provided notice of happenings, of any such eventuality is given by either party to the other within 21 days from the date of occurrence thereof, neither party shall by reason of such event be entitled to terminate this contract nor shall either party have any claim for damages against the other in respect of such on performance or delay in performance under the contract shall be resumed as soon as practicable after such an event may come to an end or cease to exist, and the decision of AAI as to whether the services have been so resumed or not shall be final and conclusive, provided further that if the performance in whole or part of any obligation under this contract is prevented or delayed by reason of any such event for a period exceeding 60 days either party may, at his/her option to terminate the contract.

45. Implementation of Integrity Pact (Applicable for contracts having estimated cost of Rs. 100 lakhs or more for three years)

45.1 Signing of Integrity Pact is mandatory for every bidder participating in this tender and the contract who is awarded the work. The Pact signed on each page by the person authorized by the bidder / sub – contractor / associate to sign the bid for submission

or the person authorized to sign the contract on behalf of successful bidder. The scanned copy of the same shall be uploaded by the bidder (along with unconditional acceptance as per Annexure-1 of tender document in "Technical Bid /Attachments section of e- tendering portal) in Envelop – I shall be enclosed with the agreement by the contractor.

45.2 All sub – contractors / associates whose contribution in the project is Rs. 0.50 Crores (Rupees Fifty Lacs) or above shall sign Integrity Pact with the Authority after the work is awarded to the successful bidder. All bidders shall inform their sub – Contractors / associates accordingly.

45.3 The Independent External Monitor (IEM) for this work shall be as under. All correspondences regarding implementation of Integrity Pact Shall be addressed to:

Shri. Satish Chander, MES [Retd.]	Shri. P. R. Ravikumar, IRS [Retd.]
A-1, 601, Windsor Avenue, Wanowrie, Pune- 411022 Mobile no. 094172-56367 Email: satishchander.adg@gmail.com	Akshath, No.84, First Avenue, Kumaranasan Nagar, Elamkulam PO, Ernakulam, Kerala – 682020 Mobile no. 085470-02410 & 088487-67105 Email: p_r_ravikumar@yahoo.com

46. Dispute resolution mechanism and arbitration

All disputes or differences which may arise out of or in connection with or incidental to the Agreement(s) including any dispute or difference regarding the interpretation of terms and conditions of any clause(s) thereof shall be dealt with as provided hereinafter:

- i. **Through Mediation:** All dispute(s), at the first instance, shall be referred to the Mediation Committee of Independent Experts (MCIE) or individual mediator for mediation as per AAI Mediation Policy and applicable laws. All cost of mediation, shall be borne equally by the parties

In case either party withdraws from the Mediation or the dispute(s) is not resolved within 120 days of reference to the Mediation, then the aggrieved party may invoke arbitration through sub para (ii) within 30 days from the date of receipt of Partial Settlement Agreement or Failure Report.

- ii. **Adjudication through Arbitration:** In case no final settlement has been arrived at between the parties after mediation or partially settled as per sub Para (i) above, the unresolved dispute(s), on invocation by the aggrieved party

shall be referred for adjudication by arbitration.

- a) When the amount involved is above ₹ 25 Crores, adjudication shall be made by Arbitral Tribunal comprising of three arbitrators. Each party to appoint one arbitrator and the two appointed arbitrators shall appoint the presiding Arbitrator.
- b) When the amount involved is ₹ 25 Crores and below shall be referred to a sole Arbitrator to be appointed by Chairman/Member, AAI, after obtaining consent of the other party.

Unless the contract has already been repudiated or terminated, the parties shall, in every case, continue to proceed to perform their respective obligations under the agreement.

Arbitration proceeding shall be conducted in accordance with the provisions of the Arbitration and Conciliation Act, 1996, as amended from time to time.

Fee payable to the Arbitrators(s) shall be as per Schedule-IV of the Arbitration & Conciliation Act, 1996 and shall be borne by both the parties equally.

No dispute shall be referred for resolution under this clause through arbitration in matters for which eviction and recovery procedures is provided under Chapter-VA of the Airports Authority of India Act, 1994.

47. Contract Agreement

- 47.1. The contract agreement shall be executed on a non-judicial stamp paper of value ₹ 300/-and cost of the stamp paper shall be borne by the Contractor.
- 47.2. Contractor's tender including the letters of clarifications between the contractor and the AAI prior to the award of contract shall form a part of the Contract Agreement to the extent they have been accepted by AAI.

AIRPORTS AUTHORITY OF INDIA

INSTRUCTIONS FOR ONLINE BID SUBMISSION

The bidders are required to submit soft copies of their bids electronically on the GeM Portal. The information useful for submitting online bids on the GeM Portal may be obtained at: <https://gem.gov.in>.

ANNEXURE-B**CHECK LIST**

(To be submitted by applicant/bidder along with Tender Application)

Name of work: **Job contract for provision of manpower- 03 Supervisor (Semi-skilled) and 21 Bird Chaser cum Multitasking Staff (Unskilled) for Chasing out Birds and Animals from Operational Area & for Wildlife Management Activities, at Surat International Airport for a period of two years (24 months) through GeM.**

Ref. No.	Qualifying Criterion	Particulars	Enclosure
1	2	3	4
A.	<u>COVER-I (PQ/Tech folder) shall contain</u>		
1.	Name and address of the Firm / Email Address & Telephone No.		
2.	Details of Organization/Deptt.		Registration Copy Enclosed: YES / NO
3.	Permanent Account No. (PAN)		Copy of PAN Card Enclosed: YES / NO
4.	Goods and Services Tax No.		Copy of GST Registration Certificate Enclosed: YES / NO
5.	PF Registration No.		Copy of EPF Registration Certificate Enclosed: YES / NO
6.	ESI Registration No.		Copy of ESIC Registration Certificate Enclosed: YES / NO
7.	Certificate from clients of having satisfactorily completed (i). <u>Three works of each of Rs 77.45 lakhs</u> <u>OR</u> (ii). <u>Two works of each of value Rs 96.81 lakhs</u> <u>OR</u> (iii). <u>One work of Rs 154.90 lakhs</u> In single contract of similar nature of work during last five years ending on 31/05/2026.	Details of the three / two / one work(s) as applicable	Copy/ies of Work Experience Certificate enclosed: Enclosed: YES / NO
8.	Whether experience from Govt. organization or private clients?	Firms showing work experience certificate from private agencies should submit TDS certificate in support of their claim for	Copy of TDS certificate Enclosed: YES / NO

		having experience of stipulated value of works	
9	Undertaking regarding Debarment/Blacklisting as per Annexure-7		YES/ NO
10.	TURNOVER: (Annualized average financial turnover equivalent to Rs 58.08 lakhs during the last three financial years)	Year INR (in Lacs) Average:	Proof of turnover enclosed (Abridged Balance Sheet & Profit & Loss A/c) UDIN Enclosed: YES / NO
11.	Details of EMD		EMD Fee paid: Enclosed: YES / NO
12.	Unconditional Acceptance Letter	Annexure-1	Copy of to be uploaded
13.	Authorization Letter / Power of Attorney		Copy of to be uploaded
14.	Affidavit for minimum wages, and Deduction of EPF/ESIC for Employees deployed at work		
15.	Digitally signed entire/whole tender document		
16	Pre-Contract Integrity Pact as per Annexure-3.		Copy of to be uploaded
B.	COVER-II(Financial Bid) shall contain		
1.	Financial Bid	To be quoted online through GeM portal: https://gem.gov.in .	
C.	Details of any other information		

DECLARATION

I (_____) hereby declare that the documents submitted/ enclosed are true and correct. In case any document at any stage found fake/incorrect, my EMD may be forfeited and action as deemed fit by AAI, Surat International Airport can be taken against me.

Place: _____

Date: _____

Signature with stamp
Authorized Signatory of the Agency/Firm

**TENDER ACCEPTANCE LETTER
(To be given on Contractor's Letter Head)**

Date:

**To,
Bid Manager
Office of Airport Director,
Airports Authority of India,
Surat International Airport,
Surat Dumas Road,
Surat, Gujarat-394550**

Sub: Acceptance of Terms & Conditions of Tender.

(Tender ID No/GeM Bid No: GEM/2026/B/7656895)

Name of Work: - Job contract for provision of manpower- 03 Supervisor (Semi-skilled) and 21 Bird Chaser cum Multitasking Staff (Unskilled) for Chasing out Birds and Animals from Operational Area & for Wildlife Management Activities, at Surat International Airport for a period of two years (24 months) through GeM.

Dear Sir,

1. I/ We have downloaded / obtained the tender document(s) for the above mentioned 'Tender/Work' from GeM Portal web site(s) namely: <https://gem.gov.in> as per your advertisement, given in the abovementioned website(s).
2. I / We hereby certify that I / we have inspected the site and read the entire terms and conditions of the tender documents, corrigendum(s) and reply to query if any made available to me/ us which shall form part of the contract agreement and I / we shall abide hereby by the terms / conditions / clauses contained therein.
3. I / We hereby unconditionally accept the tender conditions of AAI's tender documents in its totality / entirety for above mentioned work.
4. I/We declare that I/We have not paid and will not pay any bribe to any officer of AAI for awarding this contract at any stage during its execution or at the time of payment of bills, and further if any officer of AAI asks for bribe/gratification, I will immediately report it to the Appropriate Authority in AAI'.
5. I/ We hereby submitted that I/ We paid/ submitted the required earnest money as per NIT conditions
6. I / We certify that all information/ documents furnished by our Firm is true & correct and in the event at any stage, the information/ documents is found to be incorrect/ untrue or found violated, then we shall be liable for debarment from tendering in AAI without giving any notice or reason therefore or summarily reject the bid or terminate the contract, without prejudice to any other rights or remedy including the forfeiture of the full said earnest money deposit absolutely.

Yours Faithfully,

(Signature of the Bidder, with Official Seal)

**FORM OF BANK GUARANTEE IN LIEU OF SECURITY DEPOSIT IN INDIVIDUAL
CONTRACT**

(On Non-Judicial Stamp Paper on Rs 100)

To

The Airports Authority India

1. In consideration of the Airports Authority India having its head office at New Delhi (hereinafter called the “AAI” which expression shall unless repugnant to the subject or context include its administrators, successors and assigns) having agreed under the terms and conditions of Contract Agreement No. _____ dated _____ made between _____ and AAI in connection with the work of _____ (hereinafter called the said contract), to accept Deed of Guarantee as herein provided’ for Rs. _____ (Rupees _____ only) from a Nationalized Bank in lieu of the Security deposit to be made by the contractor or in lieu of the deduction to be made from the contractor’s bills, for the due fulfillment by the said Contractor of the term and conditions contained in the said Contract. We, the _____ bank (hereinafter referred to as “the said Bank” and having our registered office at _____ do hereby undertake and agree to indemnify and keep indemnified AAI from time to time to the extent of Rs. _____ (Rupees _____ only) against any loss or damage, costs, charges and expenses caused to or suffered by or that may be caused to or suffered by AAI by reason of any breach or breaches by the said Contractor of any of the terms and conditions contained in the said contract and to unconditionally pay the amount claimed by AAI on demand and without demur to the extent aforesaid.
2. We, the _____ Bank, further agree that AAI shall be the sole judge of and as to whether the said Contractor has committed any breach or breaches of any of the terms and conditions of the said contract and the extent of loss, damage, costs, charges and expenses caused to or suffered by or that may be caused to or suffered by AAI on account thereof and the decision of AAI that the said Contractor has committed such breach or breaches and as to the amount or amounts of loss, damage, costs, charges and expenses caused to or suffered by or that may be caused to or suffered by AAI from time to time shall be final and binding on us.
3. We, the said Bank, further agree that the Guarantee herein contained shall remain in full force and effect during the period that would be taken for the performance of the said Contracts and till all the dues of AAI under the said Contract or by virtue of any of the terms and conditions governing the said Contract have been fully paid and its claims satisfied or discharged and till the Accepting Authority of the contract certifies that the terms and conditions of the said Contract have been fully and properly carried out by the said Contractor and accordingly discharges this guarantee subject, however that AAI shall have no claim under this Guarantee after 90 (Ninety) days from the date of expiry of the Defects Liability Period as provided in the said Contract, i.e., _____ (date) or from the date of cancellation of the said Contract, as the case may be, unless a notice of the claim under this Guarantee has been served on the Bank before the expiry of the said period in which case the same shall be enforceable against the Bank notwithstanding the fact, that the same is enforced after the expiry of the said period.

4. AAI shall have the fullest liberty without affecting in any way the liability of the Bank under this Guarantee or Indemnity from time to time to vary any of the terms and conditions of the said contract or to extend time of performance by the said Contractor or to postpone for any time and from time to time any of the powers exercisable by it against the said Contractor and either to enforce or forbear from enforcing any of terms and conditions governing the said Contract or securities available to AAI and the said Bank shall not be released from its liability under these presents by any exercise by AAI of any liberty with reference to the matters aforesaid or by reason of time being given to the said Contractor or any other forbearance, act or omission on the part of AAI or any indulgence by AAI to the said Contractor or any other matter or thing whatsoever which under the law relating to sureties would but for this provisions have the effect of so releasing the Bank from its such liability.
5. It shall not be necessary for AAI to proceed against the Contractor before proceeding against the Bank and the Guarantee herein contained shall be enforceable against the Bank, notwithstanding any security which AAI may have obtained or obtain from the Contractor at the time when proceedings are taken against the Bank hereunder be outstanding or unrealized.
6. We, the said Bank, lastly undertake not to revoke this Guarantee during its currency except with the previous consent of AAI in writing and agree that any change in the Constitution of the said Contractor or the said Bank shall not discharge our liability hereunder.
7. Address of Regional / Controlling branch of the issuing branch of bank Guarantee is -----

In presence of:

Dated this _____ Day of _____

WITNESS

1. For and on behalf of (The Bank)

2.

Signature _____

Name & Designation _____

Authorisation No. _____

Name & Place _____

Bank's Seal _____

The above Guarantee is accepted by Airports Authority of India.

For and on behalf of Airports Authority of India.

Signature _____

Name _____

Designation _____

Dated _____

Note:

***For Proprietary Concerns**

Shri _____ son of _____ resident of _____
_____ carrying on business under the name and
style of _____ at _____ (hereinafter called "the said Contractor" which expression shall
unless the context requires otherwise include his heirs, executors, administrators and legal representatives).

For Partnership Concerns

1. Shri _____ son of _____ resident of _____
2. Shri _____ son of _____ resident of _____ carrying on business in co-partnership under the name and style of _____ at _____ (hereinafter collectively called “the said contractor” which expression shall unless the context requires otherwise include each of them and their respective heirs, executors administrators and legal representatives).

For Companies

M/s _____ a Company registered under the Companies Act, 1956 and having its registered office in the State of (Hereinafter called “the said Contractor” which expression shall unless the context requires otherwise include its administrators, successors and assigns).

ANNEXURE-3

PRE CONTRACT INTEGRITY PACT

This Pact made thisday of between Airports Authority of India, a body corporate constituted by the Central Government under the Airports Authority of India Act, 1994 and having its Corporate Office at Rajiv Gandhi Bhawan, New Delhi, and offices at Surat International Airport, Surat Dumas Road, Surat, Gujarat-394550 in India, hereinafter called the Authority (which term shall unless excluded by or is repugnant to the context, be deemed to include its Chairman, or Member, Executive Directors, Airport Directors, officers. or any of them specified by the Chairman in this behalf, and shall also include its successors and assigns) of the one part

AND

...(Name of Bidder Agency/Company/Firm)...represented by ...(Name of Authorised Representative of Bidder Agency/Company/Firm)..... of the other part, hereinafter called the “Bidder/Contractor “(which term shall unless excluded by or is repugnant to the context be deemed to include its heirs, representatives, successors and assigns of the Bidder/ Contractor)

WHEREAS the Authority intends to award, under laid down organizational procedures, tender/ contract for **provision of manpower- 03 Supervisor (Semi-skilled) and 21 Bird Chaser cum Multitasking Staff (Unskilled) for Chasing out Birds and Animals from Operational Area & for Wildlife Management Activities, at Surat International Airport for a period of two years (24 months) through GeM.** The Authority, while discharging its functions on business principles, values proper compliance with all relevant laws and regulations, and the principles of natural justice, ethics, equity, fairness and transparency in its relations with the Bidders/ Contractors.

WHEREAS the Authority is desirous to make its business mechanism more transparent, thus to ensure strict adherence of the aforesaid objectives/goals, the Authority hereby adopts the instrument developed by the renowned international non-governmental organization “ Transparency International” (T I) headquartered in Berlin (Germany).The Authority will appoint an Independent External Monitor (IEM) who will monitor the tender process and the execution of the contract for compliance with the principles mentioned above.

AND WHEREAS the Bidder is submitting a tender to the Authority for **provision of manpower- 03 Supervisor (Semi-skilled) and 21 Bird Chaser cum Multitasking Staff (Unskilled) for Chasing out Birds and Animals from Operational Area & for Wildlife Management Activities, at Surat International Airport for a period of two years (24 months) through GeM.** In response to the NIT (Notice Inviting Tender) dated **12.06.2026**, contractor is signing the contract for execution of **Job contract for provision of manpower- 03 Supervisor (Semi-skilled) and 21 Bird Chaser cum Multitasking Staff (Unskilled) for Chasing out Birds and Animals from Operational Area & for Wildlife Management Activities, at Surat International Airport for a period of two years (24 months) through GeM.**

NOW, therefore,

To avoid all forms of corruption by following a system that is fair, transparent and free from any influence/prejudiced dealings prior to, during and subsequent to the currency of the contract to be entered into with a view to

Enabling the Authority to obtain the desired said stores/equipment/execution of works at a competitive price in conformity with the defined specifications by avoiding the high cost and the distortionary impact of corruption on public procurement, and

Enabling Authority to abstain from bribing or indulging in any corrupt practice in order to secure the contract by providing assurance to them that their competitors will also abstain from bribing and other corrupt practices and the Authority will commit to prevent corruption, in any form, by its officials by following transparent procedures.

The parties hereto hereby agree to enter into this Integrity Pact and agree as follows:

1. Commitments of the Authority;

- 1.1 The Authority undertakes that no official of the Authority, connected directly or indirectly with the contract, will demand, take a promise for or accept, directly or through intermediaries, any bribe, consideration, gift, reward, favour or any material or immaterial benefit or any other advantage from the BIDDER, either for themselves or for any person, organization or third party related to the contract in exchange for an advantage in the bidding process, bid evaluation, contracting or implementation process related to the contract.
- 1.2 The Authority will, during the pre-contact stage, treat all BIDDERS alike, and will provide to all BIDDERS the same information and will not provide any such information to any particular BIDDER which could afford an advantage to that particular BIDDER in comparison to other BIDDERS.
- 1.3 All the officials of the Authority will report to the appropriate authority office any attempted or completed breaches of the above commitments as well as any substantial suspicion of such a breach.
- 2.0 In case any such preceding misconduct on the part of such official(s) is reported by the BIDDER to the Authority with full and verifiable facts and the same is prima facie found to be correct by the Authority, necessary disciplinary proceedings, or any other action as deemed fit, including criminal proceedings may be initiated by the Authority and such a person shall be debarred from further dealings related to the contract process. In such a case while an enquiry is being conducted by the Authority the proceedings under the contract would not be stalled.

3. Commitments of Bidders/Contractor.

The Bidder/Contractor commits itself to take all measures necessary to prevent corrupt practice, unfair means and illegal activities during any stage of its bid or during any pre-contract or post-contract stage in order to secure the contract or in furtherance to secure it and in particular commit itself to the following:-

- 3.1 The Bidder/Contractor will not offer, directly or through intermediaries, any bribe, gift, consideration, reward, favour, any material or immaterial benefit or other advantage, commission, fees, brokerage or inducement to any official of the Authority, connected directly or indirectly with the bidding process, or to any person, organization or third party related to the contract in exchange for any advantage in the bidding, evaluation, contracting and implementation of the contract.
- 3.2 (i) The Bidder/Contractor further undertakes that it has not given, offered or promised to give, directly or indirectly any bribe, gift, consideration, reward, favour, any material or immaterial benefit or other advantage, commission, fees, brokerage or inducement to any official of the Authority or otherwise in procuring the Contract or forbearing to do or having done any act in relation to the obtaining or execution of the contract or any other contract with the Authority for showing or forbearing to show favour or disfavour to any person in relation to the contract or any other contract with the Authority.
- 3.2 (ii) The Bidder /Contractor has not entered and will not enter with other bidders into any undisclosed agreement or understanding, whether formal or informal. This applies in particular to prices, specification, certifications, subsidiary contracts, submission or non-submission of bids or any actions to restrict competitiveness or to introduce cartelization in the bidding process.

- 3.3 The Bidder/Contractor shall, when presenting his bid, disclose the name and address of agents and representatives and Indian BIDDERS shall disclose their foreign principals or associates.
- 3.4 The Bidder/Contractor shall when presenting his bid disclose any and all the payments he has made or, is committed to or intends to make to agents/brokers or any other intermediary, in connection with this bid/contract.
- 3.5 The Bidder/Contractor further confirms and declares to the Authority that the BIDDER is the original manufacturer/integrator/ authorized government sponsored export entity of the stores and has not engaged any individual or firm or company whether Indian or foreign to intercede, facilitate or in any way to recommend to the Authority or any of its functionaries, whether officially or unofficially to the award of the contract to the BIDDER, nor has any amount been paid, promised or intended to be paid to any such individual, firm or company in respect of any such intercession, facilitation or recommendation.
- 3.6 The Bidder/Contractor, either while presenting the bid or during pre-contract negotiations or before signing the contract, shall disclose any payments he has made, is committed to or intends to make to officials of the Authority or their family members, agents, brokers or any other intermediaries in connection with the contract and the details of services agreed upon for such payments.
- 3.7 The Bidder/Contractor will not collude with other parties interested in the contract to impair the transparency, fairness and progress of the bidding process, bid evaluation, contracting and implementation of the contract.
- 3.8 The Bidder/Contractor will not accept any advantage in exchange for any corrupt Practice, unfair means and illegal activities.
- 3.9 The Bidder / Contractor shall not use improperly, for purposes of competition or personal gain, or pass on to others, any information provided by the Authority as part of the business relationship, regarding plans, technical proposals and business details, including information contained in any electronic data carrier. The Bidder / Contractor also undertakes to exercise due and adequate care lest any such information is divulged.
- 3.10 The Bidder/Contractor will inform to the Independent External Monitor.
- i) If he receives demand for an illegal/undue payment/benefit.
 - ii) If he comes to know of any unethical or illegal payment/benefit.
 - iii) If he makes any payment to any Authority's associate(s)
- 3.11 The Bidder/Contractor commits to refrain from giving any complaint directly or through any other manner without supporting it with full and verifiable facts.
- 3.12 The Bidder/Contractor shall not instigate or cause to instigate any third person to commit any of the actions mentioned above.
- 3.13 If the Bidder/Contractor or any employee of the Bidder/Contractor or any person acting on behalf of the Bidder/ Contractor, either directly or indirectly, is a relative of any of the officers of the Authority, or alternatively, if any relative of an officer of the Authority has financial interest/stake in the Bidder's/Contractor's firm, the same shall be disclosed by the Bidder/Contractor at the time filing of tender.

The term 'relative' for this purpose would be as defined in Section 6 of the Companies Act 1956.

- 3.14 The Bidder/Contractor shall not lend to or borrow any money from or enter into any monetary dealings or transactions, directly or indirectly, with any employee of the Authority.
- 3.15 That if the Bidder/ Contractor, during tender process or before the award of the contract or during execution of the contract/work has committed a transgression in violation of section 2 or in any other form such as to put his reliability or credibility as Bidder/Contractor into question, the Authority is entitled to disqualify him from the tender process or to terminate the contract for such reason and to debar the BIDDER from participating in future bidding processes.

4. Previous Transgression

- 4.1 The Bidder/Contractor declares that no previous transgression occurred in the last three years immediately before signing of this Integrity Pact, with any other company in any country in respect of any corrupt practices envisaged hereunder or with any Public Sector Enterprise in India or any Government Department in India that could justify Bidders's exclusion from the tender process.
- 4.2 The Bidder/Contractor agrees that if it makes incorrect statement on this subject, he can be disqualified from the tender process or the contract, if already awarded, can be terminated for such reason and he may be considered for debarment for future tender/contract processes.
- 4.3 That the Bidder/Contractor undertakes to get this Pact signed by the sub- contractor(s) and associate(s) whose value of the work contribution exceeds Rs 2.0 Crores. (Rupees Two Crore only.) and to submit the same to the Authority along-with the tender document/ contract before contract signing.
- 4.4. That sub-contractor(s)/ associate(s) engaged by the Contractor, with the approval of the Authority after signing of the contract, and whose value of the work contribution exceeds Rs 1.5 Crs. (Rupees One Crore Fifty Lacs.) will be required to sign this Pact by the Contractor, and the same will be submitted to the Authority before doing/ performing any act/ function by such sub-contractor(s)/ associate(s) in relation to the contract/ work.
- 4.5 That the Authority will disqualify from the tender process all Bidder(s) who do not sign this Pact or violate its provisions or fails to get this Pact signed in terms of section 4.3 or 4.4 above.
- 4.6 That if the Contractor(s) does/ do not sign this Pact or violate its provisions or fails to get this Pact signed in terms of Section 4.3 or 4.4 above. Authority will terminate the contract and initiate appropriate action against such Contractor(s).
5. Earnest Money, Security Deposit, Bank guarantee, Draft, Pay order or any other mode and its validity i/c Warranty Period, Performance guarantee/Bond.
While submitting bid, the BIDDER shall deposit an EMD/SD/BG/DRAFT/PAY ORDER ETC I/C WARRANTY PERIOD, PG/BOND, VALIDITY ETC, which is as per terms and conditions and details given in NIT / tender documents sold to the Bidders.
6. Sanctions for Violations/ Disqualification from tender process and exclusion from future Contracts.
- 6.1 Any breach of the aforesaid provisions by the BIDDER or any one employed by it or acting on its behalf (whether with or without the knowledge of the BIDDER) shall entitle the Authority to take all or any one of the following actions, wherever required:-
- (i) To immediately call off the pre contract negotiations without assigning any reason or giving any compensation to the BIDDER. However, the proceedings with the other BIDDER(s) would continue.
 - (ii) To immediately cancel the contract, if already signed, without giving any compensation to the BIDDER.

- (iii) If the Authority has disqualified / debarred the Bidder from the tender process prior to the award under section 2 or 3 or 4, the Authority is entitled to forfeit the earnest money deposited/bid security.
- (iv) To recover all sums already paid by the Authority, and in case of an Indian BIDDER with interest thereon at 2% higher than the prevailing Prime Lending Rate of State Bank of India, while in case of a BIDDER from a country other than India with interest thereon at 2% higher than the LIBOR. If any outstanding payment is due to the BIDDER from the Authority in connection with any other contract or any other stores, such outstanding payment could also be utilized to recover the aforesaid sum and interest.
- (v) To encash the advance bank guarantee and performance bond/warranty bond, if furnished by the BIDDER, in order to recover the payments, already made by the BUYER, along with interest.
- (vi) To cancel all or any other Contracts with the BIDDER. The BIDDER shall be liable to pay compensation for any loss or damage to the Authority resulting from such cancellation/rescission and the Authority shall be entitled to deduct the amount so payable from the money(s) due to the BIDDER.
- (vii) To debar the BIDDER from participating in future bidding processes for a minimum period of three years, which may be further extended at the discretion of the Authority.
- (viii) To recover all sums paid in violation of this Pact by BIDDER(s) to any middleman or agent or broker with a view to securing the contract.
- (ix) In case where irrevocable Letters of Credit have been received in respect of any contract signed by the Authority with the BIDDER, the same shall not be opened.
- (x) Forfeiture of Performance Bond in case of a decision by the BUYER to forfeit the same without assigning any reason for imposing sanction for violation of this Pact.
- (xi) That if the Authority have terminated the contract under section 2 or 3 or 4 or if the Authority is entitled to terminate the contract under section 2 or 3 or 4, the Authority shall be entitled to demand and recover from the contractor damages equivalent to 10% of the contract value or the amount equivalent to security deposit or performance bank guarantee, whichever is higher.
- (xii) That the Bidder / Contractor agrees and undertakes to pay the said amount without protest or demur subject only to condition that if the Bidder/Contractor can prove and establish to the satisfaction of the Authority that the disqualification / debarment of the bidder from the tender process or the termination of the contract after award of the contract has caused no damage to the Authority.

6.2 The Authority will be entitled to take all or any of the actions mentioned at para 6.1(i) to (xii) of this Pact also on the Commission by the BIDDER or any one employed by it or acting on its behalf (whether with or without the knowledge of the BIDDER), of an offence as defined in

Chapter IX of the Indian Penal code, 1860 or Prevention of Corruption Act, 1988 or any other statute enacted for prevention of corruption.

6.3 That if the Bidder/Contractor applies to the Authority for premature revocation of the debarment and proves to the satisfaction of the Authority that he has installed a suitable and effective corruption prevention system and also restored/recouped the damage, if any, caused by him, the Authority may, if thinks fit, revoke the debarment prematurely considering the facts and circumstances of the case, and the documents/evidence adduced by the Bidder/Contractor for first time default.

6.4 That a transgression is considered to have occurred if the Authority is fully satisfied with the available documents and evidence submitted alongwith Independent External Monitor's recommendations/suggestions that no reasonable doubt is possible in the matter.

6.5 The decision of the Authority to the effect that a breach of the provisions of this Pact has been committed by the BIDDER shall be final and conclusive on the BIDDER. However, the BIDDER can approach the Independent External Monitor(s) appointed for the purpose of this Pact.

7. Allegations against Bidders/Contractors/ Sub-Contractors/ Associates:

That if the Authority receives any information of conduct of a Bidder/ Contractor or Sub-Contractor or of an employee or a representative or an Associates of a Bidder, Contractor or Sub-Contractor which constitute corruption, or if the Authority has substantive suspicion in this regard, the Authority will inform the Vigilance Department for appropriate action.

8. Independent External Monitor(s),

8.1 That the Authority has appointed competent and credible Independent External Monitor(s) for this Pact.

8.2 The task of the Monitor is to review independently and objectively, whether and to what extent the parties comply with the obligations under this Pact. He will also enquire into any complaint alleging transgression of any provision of this Pact made by the Bidder, Contractor or Authority.

8.3. That the Monitor is not subject to any instructions by the representatives of the parties and would perform his functions neutrally and independently. He will report to the Chairperson of the Board of the Authority.

8.4 That the Bidder / Contractor accepts that the Monitor has the right to access without restriction to all project documentation of the Authority including that provided by the Bidder/Contractor. The Bidder/Contractor will also grant the Monitor, upon his request and demonstration of a valid interest, unrestricted and unconditional access to his project documentation including minutes of meeting. The same is applicable to Sub - Contractors and Associates. The Monitor is under obligation to treat the information and documents of the Authority and Bidder/ Contractor / Sub-Contractors/ Associates with confidentiality.

8.5. That as soon as the Monitor notices, or believes to notice, a violation of this Pact, he will so inform the management of the Authority and request the management to discontinue or heal the violation, or to take other relevant action. The Monitor can in this regard submit his recommendations/suggestions. Beyond this, the Monitor has no right to demand from the parties that they act in a specific manner, refrain from action or tolerate action.

8.6 That the Authority will provide to the Monitor sufficient information about all meetings among the parties related to the project provided such meetings could have an impact on the contractual relations between the Authority and the Contractor / Bidder. The parties offer to the Monitor the option to participate in such meetings.

8.7 That the Monitor will submit a written report to the Chairperson of the Board of the Authority within 2 weeks from the date of reference or intimation to him by the Authority and, should the occasion arise, submit proposals for correcting problematic situations.

8.8 That if the Monitor has reported to the Chairperson of the Board a substantiated suspicion of an offence under relevant Anti-Corruption Laws of India and the Chairperson has not, within reasonable time, taken visible action to proceed against such offence or reported it to the Vigilance Department, the Monitor may also transmit this information directly to the Central Vigilance Commissioner, Government of India.

8.9 The word 'Monitor' would include singular and plural.

9. Facilitation of Investigation.

In case of any allegation of violation of any provisions of this Pact or payment of commission, the Authority or its agencies shall be entitled to examine all the documents including the Books of Accounts of the BIDDER and the BIDDER shall provide necessary information and documents in English and shall extend all possible help for the purpose of such Examination.

10. Law and Place of Jurisdiction.

That this Pact is subject to Indian Law. The place of performance and jurisdiction is the Corporate Headquarter /the Regional Headquarter / office of the Authority, as applicable.

11. Other Legal Actions

11.1 That the changes and supplements as well as termination notices need to be made in writing.

11.2 That if the Bidder / Contractor is a partnership or a consortium, this Pact must be signed by all the partners and consortium members or their authorized representatives.

12. Pact duration (Validity)

12.1 That this Pact comes into force when both the parties have signed it. It expires for the Contractor 12 months after the final payment under the respective contract, and for all other Bidders 3 months after the contract is awarded.

12.2. That if any claim is made / lodged during this period, the same shall be binding and continue to be valid despite the lapse of this Pact as specified herein before, unless it is discharged/determined by Chairman of the Authority.

12.3 That should one or several provisions of this Pact turn out to be invalid; the remainder of this Pact shall remain valid. In this case, the parties will strive to come to an agreement to their original intentions.

13. Company Code of Conduct

Bidders are also advised to have a company code of conduct (clearly rejecting the use of bribe and other unethical behaviour) and a compliance program for the implementation of the code of conduct throughout the company.

14. The parties hereby sign this Integrity Pact at _____(Place)_____ on ____ (Date)_____

Buyer	BIDDER
Name of the Officer	CHIEF EXECUTIVE OFFICER
Designation	
Deptt./Ministry/PSU	
Witness	Witness
1. _____	1. _____
2. _____	2. _____

FORM OF BANK GUARANTEE AGAINST EARNEST MONEY DEPOSIT

WHEREAS, contractor_____ (Name of contractor)___ (hereinafter called “the contractor”) has submitted his tender dated _____(date) for the “**Provision of manpower- 03 Supervisor (Semi-skilled) and 21 Bird Chaser cum Multitasking Staff (Unskilled) for Chasing out Birds and Animals from Operational Area & for Wildlife Management Activities, at Surat International Airport for a period of two years (24 months) through GeM.**” (hereinafter called “the TENDER”).

KNOW ALL PEOPLE by these presents that we_____(name of bank)___ having our registered office at _____(Registered Address of Bank)___(hereinafter called “the bank”) are bound unto _____(Name of Senior Manager) (hereinafter called “the Officer-in-charge”) in the sum of Rs. 3,87,248/- (Rupees Three Lakhs Eighty Seven Thousand Two Hundred and Forty Eight only) for which payment well truly to be made to the said Officer-in-charge the bank binds itself, his successors and assigns by these presents.

SEALED with the Common Seal of the Bank this _____day of 2026.
THE CONDITIONS of this obligation are:

- (1) If after tender opening the Contractor withdraws, his tender during the period of validity of tender (including extended validity of tender) specified in the Form of Tender.
- (2) If the contractor having been notified of the acceptance of his tender by the Officer-in-charge and
 - a) Fails or refuses to execute the form of Agreement in accordance with the instructions to contractor, if required OR
 - b) Fails or refuses to furnish the performance guarantee, in accordance with the provisions of tender document and instructions to contractor, OR
 - c) Fails or refuses to start the work, in accordance with the provisions of the contract and instructions to contractor, OR
 - d) Fails or refuses to submit fresh bank guarantee of an equal amount of this bank guarantee against security deposit after award of contract.

We undertake to pay to the Officer-in-charge either up to the above amount or part thereof upon receipt of his first return demand, without the officer -in-charge having to substantiates his demand, provided that in his demand the Officer-in-charge will note that the amount claimed by him is due to him owing to the concurrence of one or any of the above conditions, specifying the occurred condition or conditions.

This guarantee will remain in force up to and including the date 31/12/2026 after the deadline for submission of tender as such deadline is stated in the instructions to contractor or as it may be extended by the officer-in-charge, notice of which extension (s) to the bank is hear by waived. Any demand in respect of this guarantee should reach the bank not later than the above date.

DATE

SIGNATURE OF THE BANK

WITNESS
(SIGNATURE NAME AND ADDRESS)

SEAL of Bank

ANNEXURE-5

Format for Letter of undertaking from the Depositor to Bank

(To be submitted along with Security Deposit / Earnest Money / Performance Guarantee to
Airports Authority of India)

(To be submitted in the Letter head of the firm)

The Branch Manager,
.....Bank,
.....

Sub: - My / Our Bank Guarantee bearing No.....dated for amount..... Issued in
favour of Airport Authority of India A/c.....

Sir,

The subject Bank Guarantee is obtained from your bank for the purpose of **Security Deposit / Earnest Money / Performance Guarantee** on account of contract awarded / to be awarded by M/s Airports Authority of India to me / us.

I hereby authorized the Airport Authority of India in whose favour the deposit is made to close the subject Bank Guarantee before maturity/ on maturity toward adjustment of dues without any reference /consent /notice from me / our side and the bank is fully discharged by making the payment to Airport Authority of India.

Signature of the Depositor

Place:

Date:

ANNEXURE-6

**Request Letter: Transmission of Bank Guarantee Cover Message to be submitted by
applicant/bidder to Bank Guarantee issuing Bank
(To be submitted on company's letterhead)**

Date:

The Manager,

(BG issuing Bank Name)

(Branch Name and Address)

Subject: Inclusion of unique identifier code of AAI while transmitting BG cover message where
beneficiary bank is ICICI Bank (IFSC-ICIC00000007)

Dear Sir/Ma'am,

I/We (Name of company/firm), request you to include unique identifier AAISURAT in field 7037 of the
SFMS cover message IFN COV 760 (for BG issuance) and IFN COV 767 (for BG amendment) while
transmitting the same to the beneficiary bank (ICICI Bank-IFSC-ICIC00000007)

Thanking You,

(Authorized Representative of Bidder)

**UNDERTAKING REGARDING DEBARMENT/BLACKLISTING
(To be submitted on company letterhead)**

I/We (name and post of authorized signatory) on behalf of (Name of firm) do here by solemnly affirm and declare as follows:

- (i) Our firm is not restrained/ debarred/ blacklisted by AAI / MoCA / DoE (Debarment applicable for all Ministries/Departments) and the debarment is not in force as on last date of submission of proposal.
- (ii) None of Proprietor /Partners /Board Members /Directors of M/s..... (Name of firm) has remained Proprietor /Partner /Board Member /Director in any firm which stands debarred/ blacklisted by AAI / MoCA / DoE (Debarment applicable for all Ministries/Departments) and the debarment is not in force as on last date of submission of proposal.
- (iii) Our firm understands that if our firm either debarred before the date of opening of tender or debarred before the date of contract by AAI / MoCA / DoE (Debarment applicable for all Ministries/Departments), our bid is liable to be rejected at that stage.
- (iv) Our firm understands that at any stage, if above statements are found to be false, our firm shall be liable for debarment from bidding in AAI, apart from any other appropriate contractual legal action including debarment/ blacklisting, termination of the contract etc. as deemed fit.

Date: [Signature and name of the authorized signatory of the firm]

Place:

Note: Above undertaking is to be given on company's letter head and this undertaking shall be sworn/executed after date of release of tender on GeM Portal.

Affidavit
Regarding Payment of minimum wages & deduction of EPF/ESIC
(On Non Judicial Stamp Paper of Rs 100)

To
The Airport Director,
AAI, Surat International Airport.

Name of the work: Job contract for provision of manpower- 03 Supervisor (Semi-skilled) and 21 Bird Chaser cum Multitasking Staff (Unskilled) for Chasing out Birds and Animals from Operational Area & for Wildlife Management Activities, at Surat International Airport for a period of two years (24 months) through GeM.

I,------(Name), ----- aged ----- years S/o -----
------(Name) Proprietor/Managing Partner/Managing Director of -----
------(Name of Agency) (Address of the company) do hereby solemnly affirm and
state as follows:

I am competent to swear this affidavit on behalf of ----- (Name of Agency) -----, and
hereby confirm that I am fully complying with the legal obligations with regard to payment of
minimum wages as per the Minimum Wages Act-1948 and deduction of provident fund at the
prescribed rates and its timely deposit to the Provident Fund Authorities as per EPF & MP Act-1952
and Contract Labor (Regulations & Abolition) Act -1970.

DEPONENT

Date:

[Signature and name of the authorized signatory of the firm& Stamp]

Note: Affidavit shall must be sworn in/executed after date of release of Tender on GeM Portal.

AGREEMENT FORM

(To be printed on - **stamp paper of appropriate Value**)

This agreement made this (date in figures & words) between Airports Authority of India a statutory corporation incorporated under the Airports Authority of India Act 1994 having its Head Office at Rajiv Gandhi Bhavan, Safdarjung Airport, New Delhi-110 003 through its _____ (here in after referred to as “AAI” which expression shall include its administrators, successors, executors and assign of the One part and M/s. _____

(hereinafter referred to as the “Contractor”, which expression shall include its administrators, successors, executors and permitted assigns)of the Other part.

Whereas AAI is desirous of getting the **Job contract for provision of manpower- 03 Supervisor (Semi-skilled) and 21 Bird Chaser cum Multitasking Staff (Unskilled) for Chasing out Birds and Animals from Operational Area & for Wildlife Management Activities, at Surat International Airport for a period of two years (24 months) through GeM.** (hereinafter called work) done by means of a contract, had invited tenders for this work as per tender documents sold for this purpose.

And whereas the contractor had participated in the above referred bidding vide his tender application dated _____ and other subsequent referred letters. AAI accepting his tender offer awarded the work to the contractor on the terms and conditions contained in its acceptance letter No. AAI _____

Dated _____ and documents, terms and conditions referred to therein which have been accepted by M/s. _____ resulting into a contract.

NOW THEREFORE THIS DEED WITNESSTH AS UNDER:

AAI has awarded the contract to the contractor, for the **provision of manpower- 03 Supervisor (Semi-skilled) and 21 Bird Chaser cum Multitasking Staff (Unskilled) for Chasing out Birds and Animals from Operational Area & for Wildlife Management Activities, at Surat International Airport for a period of two years (24 months) through GeM.** on the terms and conditions contained in its acceptance letter No. AAI _____ Dated _____ and documents referred to therein. The award has taken effect from the date of letter of Award. The terms and expression used in this agreement shall have the same meaning as are assigned to them in the contract documents referred to in the succeeding articles.

2.0 Contract Documents:

The contract shall be performed strictly as per the terms and conditions stipulated herein and in the following documents attached herewith (hereinafter referred to as contract documents)

Sr. No.	Name of the Documents	Page No.
01.	Award letter of AAI Dated:	-
02.	Contractor's Tender Application No. Dated:	-
03.	Envelope cover-I	-
04.	Tender Documents	-
05.	Notice Inviting Tender	-

06.	Tender forms	-
07.	General Conditions of Contract	-
08.	Special Conditions of Contract (SCC)	-
09.	Schedule of quantities	-
10.	Envelope cover-II	-
8.	All correspondences between AAI & Contractor before award of work.	-

All the aforesaid contract documents shall form an integral part of this agreement in so far as the same or any part thereof conform to the tender document and what has been specifically agreed to by AAI on its letter of Award. Any matter inconsistent therewith, contrary or repugnant thereto or any deviation taken by the contractor in its proposal not agreed to by AAI in its letter of Award or any other letter which forms a part of contract documents mentioned sake of brevity this agreement along with its aforesaid contract document shall be referred to as the agreement.

The scope of contract, consideration, terms of payment, wherever applicable, insurance, liquidated damages, period of completion and all other terms and conditions are contained in aforesaid tender documents. The contract shall be duly performed by the contractor strictly and faithfully in accordance with the terms of agreement.

This agreement constitutes full and complete understanding between the parties and terms of the presents. It shall supersede all prior correspondence to the extent of in-consistency or repugnancy to the terms and conditions contained in the tender agreement. Any modification of the agreement shall be effected only by written instrument signed by both the parties.

Any notice given by either party to the other under the agreement shall be written and shall be deemed to have been duly and properly served upon the parties here to if delivered at the address mentioned hereby in above.

THIS CONTRACT AGREEMENT IS ALLOTTED THE NUMBER:

AAI/_____ Dated:

In witness whereof, the parties have executed these presents, day, month and year first above mentioned at _____.

Contractor's signature

Signature for AAI

WITNESS:

1.

2.

WITNESS:

1.

2.

FINACIAL BID-Item wise Price Breakup of Quoted Amount

Name of Work: Job contract for provision of manpower- 03 Supervisor (Semi-skilled) and 21 Bird Chaser cum Multitasking Staff (Unskilled) for Chasing out Birds and Animals from Operational Area & for Wildlife Management Activities, at Surat International Airport for a period of two years (24 months) through GeM.

Sl. No.	Description of Items	Unit	Quantity	Rate per Month	Total Amount
1	Job Contract for chasing out birds and animals from operational area & for wildlife management activities: inclusive of Manpower cost for 03 Shift Supervisors (Semi-skilled) and 21 Bird Chasers cum Multitasking Staff (Unskilled) per day including PF, ESIC, Bonus, Cost of Uniform & Accessories for all deployed staffs, cost of firecrackers, as per scope and specification of work mentioned in Special conditions of contract (SCC) of tender/bid document and GST.	MONTH	24		
				Total	
	In words				

Note:

1) Bidders are required to upload "Item wise Price Breakup of quoted amount" on GeM portal as per the format. Bidders to note that this price breakup shall not be a part of L1 evaluation. However, the price breakup document uploaded by the bidder will be considered as part of the contract.

2) The bidders quoted rate should be inclusive of the cost of uniform, accessories, firecrackers as per scope and specification of work mentioned in Special conditions of contract (SCC), i.e., as per para 8, 9 and 10 of SCC of tender/bid document, and wages and all statutory components (Minimum wage, PF, ESI, Bonus, Service charges/Profit etc.) & all taxes (Incl. GST).

Signature of
Bidder/Authorized Signatory
(With company seal/stamp)