



## FEDERATION OF INDIAN PILOTS

Ref No: FIP/MOCA/2023 - 08

04th April 2023

To  
Shri Jyotiraditya Scindia  
Hon'ble Minister of Civil Aviation  
Ministry of Civil Aviation,  
Rajiv Gandhi Bhavan,  
Safdarjung Airport,  
New Delhi – 110 003

**Subject: Prolonged Notice Periods for Pilots in India - A Public and Industrial Safety Hazard**

Dear Sir,

We are writing to convey a matter of public concern regarding the prolonged notice periods required for pilots in India, which pose a significant safety risk to the aviation industry and the public, whilst undermining the safety culture mandated by the International Civil Aviation Organization (ICAO).

The prevailing industry norm in India, which requires pilots to serve a minimum notice period of six months or more for resigning (while no such long notice period is required from the employer to terminate a pilot), is an exploitative and unsafe practice.

Additionally, some employers use unfair means such as compelling pilots to furnish unreasonable bonds and open dated cheques to make it difficult for them to leave their jobs.

Long notice periods and the use of coercive tactics by employers, such as the enforcement of unreasonable bonds, encashing of open dated cheques obtained from pilots, non-payment of dues, non-release of safety records, etc., often force dissatisfied and predictably mentally stressed pilots to continue working with their current employers against their free will. This makes them prone to anxiety, workplace harassment, loss of better job opportunities in the global market, and low morale.

**The Aircraft Rules 1937 mandate that personnel involved in aircraft operations must be qualified and competent to perform their duties. The above mentioned tactics used by some employers to force their pilots to continue working for 6 months or more, impede the pilots' ability to focus and concentrate whilst performing their duties during the notice period, thereby compromising the competency requirement of the Aircraft Rules, making it unsafe for passengers and crew.**

Moreover, Indian laws require that employment contracts be based on principles of fair dealing, which is not the case with these one-sided contracts. In the absence of collective bargaining and the asymmetric balance of power between employers and employees, the majority of pilots are left with no choice but to accept such employment contracts.

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Therefore, we request your urgent intervention (as it is distressing to note that the DGCA has so far turned a blind eye to this critical safety matter) to ensure necessary regulatory action is taken to safeguard the public interest and that Indian employers provide pilots with fair terms and conditions that do not jeopardize flight safety.

The worldwide industry norm is to have a notice period of one month for resignation, and in rare cases, it may extend to a month or two more with adequate safeguards provided to both contracting parties.

We respectfully request that the aviation regulator is directed by your good office to issue appropriate guidelines to air operators to revisit/amend such existing provisions in employment contracts that jeopardise public safety and that future employment contracts in the Indian civil aviation sector are fair and balanced, so that the risks elucidated above are totally eliminated.

We would like to clarify that the subject issue is related to employer-to-employee contracts only and has no bearing on a sub-judice matter related to a DGCA mandated notice period that has been temporarily set aside by the honorable court.

We are grateful for your leadership in making India's skies safer and thank you for your attention to this important matter of utmost public interest.

Warm regards

Capt. Surinder Mehta  
President, FIP

cc: Secretary, MoCA

cc: Secretary, Ministry of Labour and Employment

cc: Director General FASLI, Min of Labour and Employment

cc: DGCA

cc: Chairman, SEBI

(With a request to consider the subject issue as a potential business risk for listed public entities employing commercial pilots pursuant to Regulation 17 (9) (b) of the Listing obligations and Risk Disclosure Requirements Regulations).

cc: President, The Confederation of Indian Industry

cc: President, Federation of Indian Chamber of Commerce and Industry

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