

Fancy number plates on vehicles

*432. SHRIMATI RENUKA CHOWDHURY: Will the Minister of HOME AFFAIRS be pleased to state:

(a) whether Government is aware that rules against fancy car number plates are being broken with impunity across the country and traffic police mostly ignore such vehicles;

(b) if so, the reasons for not taking any action against such number plates; and

(c) the preventive steps taken by Government to check use of fancy number plates on vehicles?

THE MINISTER OF STATE IN THE MINISTRY OF HOME AFFAIRS (SHRI HANSRAJ GANGARAM AHIR): (a) to (c) Provisions regarding form and manner of display of registration marks on the motor vehicles are contained in Rule 50 of the Central Motor Vehicles Rules, 1989 (CMVRs). The Ministry of Road Transport and Highways has issued Central Motor Vehicles Rules (New High Security Registration Plates) Order, 2001 issued *vide* S.O. 814(E) dated 22.08.2001 and introduced High Security Registration Plates (HSRP) which is presently in vogue. The scheme of HSRP is uniformly implemented throughout the country. As per Section 192 of Motor Vehicles Act, 1988, whoever drives a motor vehicle or cause or allow a motor vehicle to be used in contravention of the provision of section 39 (registration mark display) shall be punishable for the first offence with a fine which may extend to five thousand rupees but not less than two thousand rupees; for a second or subsequent offence with imprisonment which may extend to one year or with fine which may extend to ten thousand rupees, but shall not be less than five thousand rupees, or with both. Implementation of provisions of Motor Vehicles Act, 1988 (MV Act) and CMVRs comes under the purview of State Transport Departments of the concerned States/UTs.

Equal pay for equal work

†*433. SHRI RAM NATH THAKUR: Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:

(a) whether the Supreme Court has held in one of its decisions that the principle of equal pay for equal work must be implemented;

(b) whether it was also held by the Court that in case similar job is undertaken by

†Original notice of the question was received in Hindi.

regular and daily wage employees, there must not be any anomaly between the said categories in a welfare state;

(c) if so, whether Government is aware of the fact that the employees working on contract basis are deprived of equal pay, equal work from their employers; and

(d) whether Government would evolve an adequate redressal mechanism?

THE MINISTER OF STATE OF THE MINISTRY OF LABOUR AND EMPLOYMENT (SHRI BANDARU DATTATREYA): (a) and (b) In civil appeal number 213 of 2013 the issue for consideration of the Hon'ble Supreme Court was as under:

"whether temporarily engaged employees (daily-wage employees, ad-appointees, employees appointed on casual basis, contractual employees and the like), are entitled to minimum of the regular pay-scale, along-with dearness allowance (as revised from time to time) on account of their performing the same duties, which are discharged by those engaged on regular basis, against sanctioned posts".

The Hon'ble Supreme Court held that:

"There can be no doubt, that the principle of 'equal pay for equal work' would be applicable to all the concerned temporary employees, so as to vest in them the right to claim wages, at par with the minimum of the pay-scale of regularly engaged Government employees, holding the same post".

(c) and (d) In so far as the contract labour is concerned, the Contract Labour (Regulation and Abolition) Act, 1970 and the rules framed thereunder regulate the employment of contract labour. Rule 25(2)(v)(a) of the Contract Labour (Regulation and Abolition) Central Rules, 1971 provides for parity as mentioned below: "in cases where the workmen employed by the contractor perform the same or similar kind of work as the workmen directly employed by the principal employer of the establishment, the wage rates, holidays, hours of work and other conditions of service of the workmen of the contractor shall be the same as applicable to the workmen directly employed by the principal employer of the establishment on the same or similar kind of work".

A well-established Central Industrial Relations Machinery (CIRM) is in place to enforce the Contract Labour (Regulation and Abolition) Act, 1970. The country-wide network of Deputy Chief Labour Commissioners (Central) and Regional Labour Commissioners (Central) under the control of Chief Labour Commissioner (Central) is mandated to settle the complaints/claims of the contract workers in terms of the provisions of the said Act and the Rules framed thereunder.