

## SCOPE OF ASSIGNMENT FOR MINING LABOUR ADVISOR / CONSULTANT

Guide and support the Mines Labour Welfare Organization Punjab Mines & Minerals Department regarding review and revamp the Labour Laws/policies and complete the base line home work by drafting the proposed amendments in Relevant Act, Rules and Policy/Procedures.

### ➤ TASKS TO BE PERFORMED:

The consultant is expected to perform the following tasks during this assignment;

1. Desk review of the current labour laws and policies/ strategies on social protection of mining labour including;

#### Mining Labour Laws/ Rules

- Excise Duty on Minerals (Labour Welfare) Act, 1967
- Payment of Wages Act, 1936
- Coal Mines (Fixation of Rates of Wages) Ordinance, 1960
- Industrial & Commercial Employment (Standing Orders) Ordinance, 1968
- Workmen's Compensation Act, 1923
- Mines Act, 1923
- Punjab Minimum Wages Act, 2019
- Excise Duty on Minerals (Labour Welfare) Punjab Rules 1971
- Payment of Wages (Mines) Rules, 1950
- Punjab Workers Welfare Fund Act, 2019

#### Policies/ Strategies

- National Mineral Policy, 2013
  - Punjab Mineral Policy, 2018
  - Punjab Labour Policy, 2018
  - Punjab Growth Strategy, 2023
  - Punjab Spatial Strategy, 2047
2. Desk review of prevailing international labour standards/ Conventions and best practices, especially in the South Asian region.
  3. Desk review of mines labour policies and matters relating to devolution of powers in pursuance of 18<sup>th</sup> amendment in the Constitution of Pakistan, 1973.

The consulted draft/ propose the desired necessary amendments in above mentioned laws/policies after conducting the Discussions/ meeting with the Mines Labour Welfare Organization and other stakeholders to gain understanding of their needs and Sharing the day to day progress with the Mines Labour Welfare Commissioner for improvement in service delivery.