

Employment Law Practice Group



Rahman's Chambers is a full service & one of the largest law firm in Bangladesh serving from six locations nationwide. When it comes to matters relating to Employment & Labour the Chambers has an outstanding reputation for delivering premium solution which is economic in commercial terms. The firm holds significant expertise and provides all sorts of support in dealing with issues and claims involving all aspects of domestic and international employment law as well as all sort of labour and employment disputes resolution arising from termination, dismissal, trade union rights, redundancy, injury and death etc. We are active in both labour tribunals and High court.

The firm has been consistently ranked by world's leading and highly reputed global directory Chambers and Partners in its Chambers Global guide for its international capability & Chambers Asia Pacific guide for its local and regional works. The Chambers is also recommended by its own clients and different persons and its achievements are also well documented. The firm is always in pursuit of excellency with room for more improvement.

Our lawyers are categorized by (a) Department (b) team and (c) location for the convenience of clients. A department is a specialized functional unit with special expertise or responsibility mostly relevant for client. On the other hand, a team is smaller group, compared to department, created mostly for internal purposes. On the other hand, we often create practice group for niche practice area e.g. Employment, M & A comprising lawyers from different departments, teams. Niche practice group often have non-lawyers as member e.g. consultant, paralegal and management staff.

OUR LAWYERS:



Mohammed Forrukh Rahman
Head of Chambers
Barrister - at -Law
LL.M.; PGDipLaw; PGCertLaw;
BVC; LLB (Lond); Fellow, Hong
Kong Institute of Arbitrators
(FHKI Arb); Panel Arbitrator,
SAARC Arbitration Council;
MSI Arb (Singapore), CEDR (UK)
Accredited Mediator; Advocate,
Supreme Court of Bangladesh.



Mohammad Golam Farid
Deputy Head Dispute Resolution Dept.
Senior Associate
Advocate, Supreme Court of
Bangladesh
LLB, M.S.S, B.S.S.



Mohammad Ahasan Uddin
Deputy Head of IT Law Dept,
Associate
Barrister-at-Law
LL.M (UK), LL.B
(University of London, UK)
Advocate,
Dhaka Judge Court.



Md. Tawhidul Hassan
Associate
Master of Laws
(University of Malaya)
Bachelor of Laws
(International Islamic University
Malaysia)

Mr. Rahman has altogether 16 years' experience of working in the field of corporate & finance, shipping and dispute resolution. For the last 12 years, he leads the firm, Rahman's Chambers, and oversees all labour matters.

Mr. Rahman is now one of the leading legal practitioner in Bangladesh, ranked by Chambers Asia Pacific in the field of Corporate, Finance, Shipping and Dispute Resolution and he is also ranked by Chambers Global for international works involving both contentions and non contentious matters.

Mr. Farid is a registered member of the Supreme Court Bar for more than 10 years and Dhaka Bar Association for more than 18 years.

Mr. Farid is a regular practioner of labour matters with our 10 years of experience. He is a highly experienced and senior lawyer

Mr. Uddin has been with the firm for almost 2 years and he regularly appears before District court and Different tribunals in particular Labour Tribunals.

Mr. Hassan is experienced in Labour, Corporate & Investment related matters. He has been with the firm for almost 2 years and he regularly provides consultancy to clients on Employment matters.



Rahman's Chambers

Advised clients "on various HR and labour compliance issues in Bangladesh."

- *Chambers & Partners, 2021*

"Additionally has a recognised practice in such areas as business formation, projects and energy, real estate and employment matters."

- *Chambers & Partners, 2020*

Mr. Mohammed Forrukh Rahman has been ranked (Band II) for Corporate & Finance.

"he is a knowledgeable and very co-operative person. I have discussed many issues with him and he gives me the right suggestions."

- *Chambers & Partners, 2019*

"Their response times are excellent and they make you feel generally very well informed."

- *Chambers & Partners, 2018*

Our Clients:

- Itochu Corporation, (Dhaka Liaison Office).
- The Westin, Dhaka
- Japan Bangladesh Expanding Company Ltd. (JBEC)
- Maruhisa Pacific Co. Ltd.
- How Are You Textile Industry Ltd.
- EXCEL Communications Ltd.
- Partners in Population and Development (PPD)
- International Potato Centre
- Dhaka Power Distribution Company Limited (DPDC)
- Pou Chen Group (Bangladesh Pou Hung Industrial Ltd)

- Bangladesh Power Development Board (BPDB)
- Roshawa Textiles Ltd
- GIII Limited, Bangladesh Liasion, Dhaka
- KB Foods Limited (Khan Bahadur Group)
- TBEA CO., LTD.
- Grameen Uniqlo Co. Limited
- Woolworths
- Bangladesh Bank
- Li & Fung

Our key completed projects are as below:

- Advised Pouchen Group on COVID - 19 employment related matters.
- Advised Ralph Lauren on employment law matters.
- Advised and dealt with a complex dispute and claim involving accidental death of a worker of a Taiwanese client at a garments industry by taking steps as per labour law and before the labour court.
- Drafted HR policy for a major Danish garments sourcing company in Bangladesh.
- Advised Big W on HR & Labour compliance issues.
- Assisted a major Japanese client in reaching an out of court settlement in a complex litigation arising from labour disputes.
- Advised on several HR & labour compliance issues for Pouchen Group.
- Restructured of HR Policy of Pou Chen Group (Bangladesh Pou Hung Industrial Ltd) of KEPZ, Chittagong, Bangladesh.
- Restructured of HR Policy of Itochu Corporation, Representative Office, Dhaka
- Restructured of HR benefits of International Potato Center.
- Restructured of HR Policy of Uttara Foods & Feeds Pvt. Ltd. (Venky's) & successfully handled a number of labor disputes for Uttara Foods & Feeds Pvt. Ltd.
- Successfully handled a number of labor court cases for a leading garments company Roshawa Textiles Industries Ltd, How Are You Textiles Industries Ltd., and two leading Japanese garments having subsidiary in Bangladesh.
- Successfully completed conciliation with a worker of a multinational company in Bangladesh.
- Provided legal consultancy regarding Festival Bonus to Woolworths.
- Provided legal consultancy regarding Retrenchment to Li & Fung.
- Drafted employment agreement for a Major Chinese Construction Company.
- Successfully brought a proceeding in Labour Court on behalf of KB Foods Limited a subsidiary of Khan Bahadur Group.

