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" ... Much of the common man's distress and helplessness could be traced to his lack of access to information and lack of knowledge of decision-making processes. He remains ignorant and unaware of the process which virtually affects his interest. Government procedures and regulations shrouded in the veil of secrecy do not allow the litigants to know how their cases are being handled. They shy away from questioning the officers handling their cases because of the latter's snobbish attitude. Right to information should be guaranteed and needs to be given real substance. In this regard, the Government must assume a major responsibility and mobilize skills to ensure flow of information to citizens. The traditional insistence on secrecy should be discarded. ..."

Swatanter Kumar, J.

Namit Sharma vs. Union of India (2013) 1 SCC 745



REVIEW PANEL - NOT A TOOTHLESS TIGER!

The Public Procurement Act, 2006 (PPA) and the Public Procurement Rules, 2008 (PPR) provide for procedures to be followed for ensuring transparency and accountability in the procurement of goods, works or services using public funds and ensuring equitable treatment along with free and fair competition between the participants. Whenever a procuring entity, such as a Government Ministry or any department thereunder, seeks to procure goods or services using public funds, it cannot act arbitrarily at sweet will and, like a private individual, deal with any person it pleases, but its action must be in conformity with standard or norm. It is crucial that the procuring entity abides by the law to the letter.

If a particular procuring entity acts in contravention of any provision of the PPA, PPR and/or the tender document, the aggrieved party can file a formal complaint against such procuring entity under Section 29 of the PPA read with Rule 56 of the PPR. For example, an applicant can be aggrieved where there is apprehension of possible corrupt or collusive practice by the procuring entity; where the technical evaluation committee has failed to evaluate tender offers in compliance with the evaluation criteria; where contract is awarded unfairly or erroneously, etc. In the process of evaluation, tender may be considered as responsive only if it is submitted in compliance with the mandatory requirement set out in the tender document, without material deviation or reservation.

According to Section 30 of the PPA read with Rule 57 of the PPR, such complaint has to be submitted to the administrative authority of the relevant procuring entity and such complaint shall be considered and disposed of by that authority within the prescribed time limit. Upon exhausting the administrative authority and where the party is not satisfied with the decision or where no decision is provided within the given period of time, an appeal can be filed before the Review Panel constituted by the Central Procurement Technical Unit (CPTU). The Review Panel consists of three members comprising of specialist in legal matters, technical expert and member of Federation of Bangladesh Chamber of Commerce and Industry (FBCCI).

Upon receiving complaint through the CPTU and provided security deposit and registration fee are duly paid, the Review Panel shall consider the appeal unless it is dismissed for being frivolous. At the time of disposal of the appeal, the Review Panel may, inter alia, reject the appeal, recommend remedial measures and/or suggest annulment in whole or in part of a non-compliant action or decision of the procuring entity. According to Rule 60(5) of the PPR, the decision of the Review Panel shall be final and all concerned parties will have to act upon such decision.

The landmark case on the issue of powers of the Review Panel is *Concord Pragatee Consortium Ltd. vs BPDB 66 DLR(2014)* where the Hon'ble High Court Division of the Supreme Court of Bangladesh has held that under the provisions of Rule 60(3) of the PPR, the Review Panel is empowered to pass any kind of order as it deems appropriate including payment of costs and compensation and Rule 60(5) makes the decision of the Review Panel to be final verdict and the same is binding on the purchasing entity. In *BTCL vs CPTU18 BLC (2013)*, the Hon'ble High Court Division held that the decision of any Review Panel, be that advice, recommendation or direction will be binding upon all parties who must act in accordance with the order passed by the Review Panel. The decision is upheld by the Appellate Division. Furthermore, in *BTRC vs KM Alam 19 BLC (AD) 2014*, the Appellate Division has stated that the Review Panel constituted by the CPTU is part and parcel of the PPA and PPR and the decision of the Review Panel cannot be ignored or avoided.

It is apparent from the above legal provisions and the precedence set by the apex court of the land that the Review Panel's decision is binding on all parties. The procedure to be followed may seem arduous at the outset but it is worth the effort. It is important to state that writ jurisdiction is not available for matters of public procurement and therefore, one cannot approach the Supreme Court unless and until the administrative authority of the procuring entity has been exhausted and appeal is filed and disposed of by the Review Panel. Nonetheless, writ petition under Article 102 of the Constitution of Bangladesh can be filed before High Court Division of the Supreme Court of Bangladesh impugning the order of the Review Panel or seeking implementation of the order of the Review Panel.



INTELLECTUAL PROPERTY ENFORCEMENT (IMPORT AND EXPORT) RULES 2019

The Intellectual Property Enforcement (Import and Export) Rules 2019 (2019 Rules) lays down the forms and procedures for enforcement of intellectual property rights by customs authorities. It also complements section 74 of the Copyright Act 2000 and Section 109 of the Trademarks Act 2009 by creating an avenue for making complaints against unauthorised imports and exports. It is imperative to note that the 2019 Rules does not apply to goods imported under Passenger (Non-Tourist) Baggage (Import) Rules, 2016 and Tourists Baggage (Import) Rules, 1981. It also does not apply to goods imported as sample, not to be used for commercial purposes. Thus, the purpose for export and import is a relevant factor under the 2019 Rules.

GRATUITY AT SEA

Gratuity is a form of monetary benefit paid to an employee upon being terminated or having retired from employment. In Bangladesh, this is usually available in case of death, discharge, resignation, retrenchment, or termination of the employee. It is defined under section 2(10) of the Bangladesh Labour Act, 2006 (BLA) as wages of at least 30 (thirty) days, at the rate of the wages a worker received last, for every completed year of his service. In the case of his service of more than 10 (ten) years, he shall be paid wages of 45 (forty five) days at the rate of the wages he received last. It is worth noting that the definition considers a year to have been completed if a worker works for more than six months.

The definition provides a guide as to the calculation of gratuity but does not explain what gratuity itself is. There are particular provisions in the BLA that refer to payment of gratuity. For instance, Section 26(4) provides, inter alia, where a permanent worker is terminated he shall be paid compensation or gratuity, if payable, whichever is higher.

The phrase “if payable” is the root to putting gratuity at sea. The provision only states “if payable” but does not clarify as to when it becomes payable. In practice, gratuity is paid by a company when it has a gratuity fund, whether or not, approved under Rule 58A of Income Tax Rules 1984. However, not all companies in Bangladesh maintain a gratuity fund and this is because BLA is silent as to whether it is mandatory for companies to have a gratuity fund. So the question lies, does it only become payable when a company has a gratuity fund? If that’s the case, then this frustrates the effect of the phrase “whichever is higher” as most companies will seek to avoid the need for establishing a gratuity fund since gratuity payment can exceed severance pay. Additionally, it considers service beyond six months to constitute a year service making it easier for employees to claim it.

Another interesting aspect of gratuity is that, in case of death, the phrase “if payable” for gratuity is absent; only the phrase “whichever is higher” has been inserted. “If payable” has only been included in the cases for discharge, retrenchment, termination of employment by employer, and termination of employment by employee. The disparity in regards payment of gratuity in the abovementioned instances makes payment of gratuity extremely bemusing. It is high time that there is judicial precedent set in the matter.

Under the 2019 Rules, if there is any violation or possibility of violation of intellectual property rights through export or import of products, the aggrieved party can seek to restrict the clearance of the export or import of the products. This can be achieved by submitting a notice in the relevant form to the Commissioner of Customs or any such authorised individual.

Within 30 working days of receiving the notice, the relevant authorities will inform the sender of the notice as to whether the notice is accepted or rejected. If the notice is accepted, then the right holder or his/her representative will have to submit a security bond which will be determined by relevant customs authorities based on the expenditures to be borne for carrying out the investigation of the violation or possible violation of intellectual property. It is worth noting if the notice is accepted, the notice will have a validity of 1 year.

The relevant customs authorities, if satisfied, may suspend the clearance for export or import of the goods in question. The exporter or importer and the right holder shall be informed of such cancellation and the right holder shall be asked to establish his or her right. If it is concluded that there was indeed any violation, the relevant customs authorities can confiscate the products. Furthermore, if there is no pending court cases on the matter such products can be destroyed. Expenses for destruction, confiscation and delayed charges shall be recoverable from the party acting in violation.





ANIMAL WELFARE ACT 2019

Bangladesh took a huge step towards ensuring better animal rights in 2019 by enacting the Animal Welfare Act 2019 (“AWA”) which repealed the century old law, Cruelty to Animals Act 1920. The AWA lists multiple provisions that regulate the manner by which animals are to be treated and also impose strict penalty in the event of violation of AWA. Furthermore, section 21 of the AWA provides room to make rules which create the avenue for making further regulations to ensure animal rights. The AWA reflects Bangladesh’s strong stance in ensuring animal welfare.

Section 4 of AWA imposes a duty on the owner or caretaker of animal to treat it in a kind and humane manner. Section 6(1) of AWA lays down a non-exhaustive list of behaviors which may be termed as acts of cruelty. Such acts include, among others, unnecessarily beating animals, making them overwork, releasing them in the open when they are ill, use of animals for sporting/recreational purposes without the authority’s permission etc. Section 10 provides that removing or damaging organs or altering physical structures of animals would amount to an offence. As a matter of fact, even if an attempt is made to do as such, it will amount to an offence. Poisoning animals is also an offence under section 11.

In order to ensure enforceability of the law, the AWA has empowered relevant authorities to carry out inspection on animal farms and to take necessary steps against individuals who are cruel to animals.

DRAFT MARITIME ZONES ACT 2019

Pursuant to the judgment dated 14 March 2012 of the International Tribunal for the Law of the Sea (ITLOS) in the Dispute concerning delimitation of the maritime boundary between Bangladesh and Myanmar in the Bay of Bengal (Bangladesh/Myanmar) and the Award dated 7 July, 2014 of the Arbitral Tribunal administered by Permanent Court of Arbitration (PCA) in the Bay of Bengal Maritime Boundary Arbitration between Bangladesh and India, it has become urgent for Bangladesh to determine maritime boundaries of territorial sea, internal waters, continental shelf, contiguous zone and Exclusive Economic Zone between Bangladesh and its neighbouring coastal states in the territorial sea.

The power to determine the boundaries of the territory of Bangladesh and of the territorial seas and the continental shelf of Bangladesh lies with the Parliament by virtue of Article 143(2) under PART XI of the Constitution of People’s Republic of Bangladesh. In order to give effect to the abovementioned judgments, the Government took the initiative to repeal the existing law, namely “Territorial Waters and Maritime Zones Act, 1974” and replace it with a new draft bill prepared in line with international conventions and laws of the sea. This Bill titled as Bangladesh Maritime Zones Act, 2019 has received Cabinet approval. The proposed Bill is designed in a manner that it maintains the ability to unlock huge potentials of the blue economy and at the same time, prevent various crimes committed at sea like piracy, maritime terrorism, marine pollution etc. The proposed law will also be capable of controlling illegal activities which hamper naval traffic security.

it is expected that the new law will ensure protection of coastal ecosystem, coastal construction project, marine scientific research, resource conservation and guidance on armed conflicts. It is being suggested that the new law will contain a provision establishing a ‘Maritime Zones Tribunal’ with powers of imposing penalty in the form of imprisonment, fine and forfeiture. There will be provisions imposing capital punishment for causing death while committing robbery. Offences like armed robbery, maritime terrorism, theft, transnational organized crime related piracy and unlawful acts against safety of Maritime Navigation are likely to be brought within the purview of the new law.

PUBLIC PRIVATE PARTNERSHIP (AMENDMENT) LAW

In order to govern the ‘Government-Government (G2G) PPP Projects’ within the existing ambit of ‘The Bangladesh Public-Private Partnership Act, 2015’ and to give G2G schemes a robust position within the law, the Cabinet has given its approval to ‘The Bangladesh Public-Private Partnership (PPP) (Amendment) Law, 2019’. G2G projects have been and are currently being governed by the ‘Policy for Implementing PPP Projects through Government to Government (G2G) Partnership, 2017’.

The recent amendment has been of utmost necessity as there is no law that regulates G2G projects; there exists a policy but of no effect! Therefore, the law is being amended through addition of new provisions which will ensure smooth undertaking and implementation of the G2G projects.

A noteworthy change that is being anticipated is the reduction of the number of meetings of the Board of Governors from six times a year to once a year. Furthermore, the new law will also cover issues relating to the size, responsibilities and meetings of the board. It is also being proposed that the new law will allow guidelines or provisions, which have been approved by the Board of Governors, to be enforceable. Provisions are also being suggested to make room for seeking opinions and help from the PPP Authority on the issues of monitoring after the partnership agreement.

DOUBLE TAXATION AVOIDANCE AGREEMENT

The Double Taxation Avoidance Agreement (DTAA) is a tax treaty signed between two or more countries to help taxpayers avoid being taxed twice on the same income. The agreement becomes applicable in cases where an individual or an entity is a resident of one nation, but earns a living in another. In Bangladesh, the ability of the Government to enter into DTAA is provided by Section 144(1) of the Income Tax Ordinance 1984 which states: “*The Government may enter into an agreement with the Government of any other country for the avoidance of double taxation and the prevention of fiscal evasion with respect to taxes on income leviable under this Ordinance and under the corresponding law in force in that country, and may, by notification in the official Gazette, make such provisions as may be necessary for implementing the agreement*”.



The need for DTAA arises out of the imbalance in tax collection on global income of individuals. If a person aims to do business in a foreign country, he/she may end up paying income taxes in both countries, i.e. the country where the income is earned and the country of which he is a citizen. This is where the DTAA becomes useful for taxpayers. There are a lot of benefits associated with DTAA for taxpayers. The basic benefit includes, not having to pay double tax on the same income. The primary idea behind DTAA with various countries is to minimize opportunity of tax evasion for tax payers in either or both the countries who have signed the DTAA. The DTAA strengthens bilateral trade and investment opportunities between the two countries.

At present, Bangladesh has signed DTAA's with the following 36 countries: India, Nepal, Pakistan, Sri Lanka, Myanmar, Japan, China, Thailand, Philippines, Vietnam, Singapore, South Korea, United Arab Emirates, Saudi Arabia, United Kingdom, Sweden, Romania, France, Germany, Netherlands, Italy, Denmark, Norway, Belgium, Poland, Turkey, Switzerland, USA, Canada, Mauritius, Turkey, Indonesia, Oman, Malaysia, Bahrain and Czech Republic

BEZA'S ONE-STOP SERVICE CENTRE

Previously, investors were required to present their documents and obtain clearances from as many as 42 offices which made the entire process of investment cumbersome, time consuming and inefficient. This was a key factor why Bangladesh ranked so low in the World Bank's Ease of Doing Business index. Hence, various pragmatic steps are taken by the present Government to encourage investment and reduce red-tape. Enactment of One Stop Service Act, 2018 and the subsequent establishment of One Stop Service Centre (OSSC) by Bangladesh Economic Zones Authority (BEZA) under the 2018 Act is one such step.



In partnership with 14 different ministries and departments, the OSSC offers a total number of 125 services where unit investors of economic zones can accomplish all the processes for investing in any economic zone, commencing from application till receipt of the necessary licenses and approvals, from a single place. It also provides online services.

The OSSC is designed to provide a wide array of services, including, but not limited to, project clearance; work permit; visa recommendation; import and export permits; manufacturing permit; building plan approval; wiring and plumbing plan approval; no objection certificate (NOC) for foreign loan; local sale and purchase services; utility connection approval; tax identification number (TIN) registration; value added tax (VAT) registration; fire clearance; boiler registration; customs clearance; environmental clearance, etc.

It is expected that Bangladesh's ranking in the upcoming World Bank's Ease of Doing Business index will improve significantly owing to the establishment of OSSC. Now, it will take very less time to start a business as the investors will not have to travel from one office to another to obtain licenses and permits; the costs will be reduced; more transparency can be ensured and the overall quality of service will be improved. According to OSSC officials, investors can obtain gas connection in 7 days; electricity connection in 14 days; police clearance report for visa of foreign investors and workers in 45 days; investment registration in 7 days and clearance in 20 days; land registration and issuance of registration documents in 5 days; work permits in 9 days and approval for repatriation of royalty in 7 days all under the roof of OSSC. The officers from BEZA and concerned ministries and/or departments will be providing detailed consultation and information services to the investors from BEZA OSSC and can organize required inspections for the investors before starting their business operation.



SUPREME COURT'S GROUND BREAKING STEPS OF 2019

Declaring rivers as legal persons

The High Court Division of the Supreme Court of Bangladesh took a bold step in January of 2019 by declaring rivers of Bangladesh as legal persons. This was an attempt taken by the Hon'ble Court to protect rivers from drying up and is the first time when any Court of Bangladesh had granted legal personhood to elements of nature.

The removal of the word 'Kumari' from Kabinama

The High Court Division of the Supreme Court of Bangladesh took a strong step towards ensuring gender equality by directing amendments to Kabinama forms. In response to a writ petition that challenged the legality of the word 'kumari' (virginity) in Kabinama forms, the Hon'ble Court directed removal of the word 'Kumari' and replace it with 'unmarried'.

Guidelines to be formulated to prevent unnecessary caesarean sections

A writ petition was filed as a result of the rise in unnecessary caesarean sections (C-sections) in private and public hospitals and the failure of the authorities in this regard. The High Court Division of the Supreme Court of Bangladesh issued a Rule Nisi asking the authorities concerned to explain as to why their failure should not be declared illegal and ordered them to prepare guidelines to prevent unnecessary C-sections and submit them to the court within the next six months.

Amending the Organ Transplantation Act

The Organ Transplantation Act, 1999 barred anyone other than relatives to donate kidneys to patients. The constitutionality of the definition of 'related persons' contained in the Act was challenged and the High Court Division of the Supreme Court of Bangladesh ordered the Government to amend the Act within six months so that the Act allows persons other than close relatives to donate kidneys for transplantation. It also laid down guidelines for physical and mental health checkups of such voluntary emotional donors to prevent drug addicts from donating kidneys and to prohibit commercialisation of kidney donation.

Frame compensation scheme for rape victims in appropriate cases

The High Court Division of the Supreme Court of Bangladesh recognised rape as gross violation of the fundamental rights of citizens. The Hon'ble Court issued a Rule Nisi asking the Government to explain as to why it should not be ordered to frame an interim scheme for the compensation and rehabilitation of rape victims.

Release of children detained by RAB's mobile courts

A suo moto Rule was issued by the High Court Division of the Supreme Court of Bangladesh ordering the Government to immediately release children aged below 12 years detained in child development centers following convictions by mobile courts of Rapid Action Battalion (RAB).

Body formed to enquire about probable discrimination against English medium students in public university admissions' exams

The High Court Division of the Supreme Court of Bangladesh formed a nine member expert body to inquire the following: (i) whether the admission process is discriminatory as questions set are based on the syllabus of the national curriculum; (ii) whether the 'equivalency system' properly values the grades obtained by candidates in O and A levels; (iii) whether any disparity exists between the students of the two mediums due to the option of 4th subject in national curriculum. It also asked the expert body to formulate suggestions for setting questions that will be neutral and will cover syllabus of both curriculums to ensure fairness in the process.

Enforcement of exclusive trademark rights and cross border reputation

The Appellate Division of the Supreme Court of Bangladesh passed an order staying the operation of an order passed by the High Court Division in which the latter directed the Customs Authority of Chittagong Port to release 2 consignments of consumer products worth more than BDT 35 million. The products were imported in violation of a leading multi-national company's (MNC) intellectual property rights. The Appellate Division in this case allowed the MNC to enforce its exclusive rights by stopping parallel import of the products at the border.



LEGISLATIONS IN FOCUS OF 2019

Bangabandhu Sheikh Mujibur Rahman Aviation and Aerospace University Act

This Act was enacted to enable establishment of the country's first aviation and aerospace university and to keep pace with the progress globally made in tertiary education relating to aviation science and technology. The law is principally about creating various authorities for administrating aviation-related higher education in the country and to offer bachelors, masters, post-graduate diplomas, and other higher degrees through different faculties, departments, institutes and centers.

Bangladesh National Social Welfare Council Act

This piece of legislation envisions to bring all activities related to social welfare programmes into a legal frame. The Act contains provisions for 84-member council governing body, the formation of a 19-member executive committee, and the appointment of staff to the council.

The Insurance Corporation Act

This Act replaced the previous Insurance Corporation Act, 1973. The new law contains provisions from both the Bima Act 2010 and the Insurance Development and Regulatory Authority Act, 2010. The most noticeable change in this new law is the increment of the ceiling of authorised and paid-up capital for both Jibon Bima Corporation and Sadharan Bima Corporation. The authorised and issued share capital of Jibon Bima Corporation has now been increased to BDT 300 crore and BDT 30 crore respectively. Similarly, the authorised and issued share capital of Sadharan Bima Corporation has been increased to BDT 1000 crore and BDT 500 crore respectively.

The Animal Welfare Act

The Animal Welfare Act of 2019 replaced the Cruelty to Animals Act of 1920 and took a bold step in ensuring better welfare for animals by creating new offences against animals and imposing strict punishments for violating the Act. It also makes references to the standards of the World Organisation of Animal Health in identifying the humane ways in which a diseased animal may be put to rest.

The Plant Variety Protection Act

The law regulates the production, reproduction, sale, use, import and conservation of plant varieties and of establishing the rights of the farmers, who have an indispensable role in ensuring national food security. The legislation also paves way for farmers to preserve their rights to newly invented species and creates avenue for seeking financial aid for the conservation and development of landraces from specified funds. The Act also stipulates four conditions that must be fulfilled for any plant species to qualify for conservation under the Act: novelty, distinctness, uniformity and stability. Such condition must also comply with the recognised international practice.

Bangladesh EPZ Labour Act

This statute has made way for ensuring better rights for employees working in the Economic Processing Zone (EPZ). This is achieved through creation of a separate EPZ Wages Board and an EPZ Labour Court. It also lays down rules regarding the establishment and functionality of Workers' Welfare Association (WWA) in the EPZs. The Act imposes penalty (BDT 50,000 fine and/or imprisonment up to six months) for unfair practices by owners or any persons acting on their behalf. It also penalises unfair practices on behalf of the workers or workers' welfare committees. As a matter of fact, violation of any agreed settlement and/or inciting or causing illegal strike or lock-out is liable for punishment under the Act.

Bangladesh Veterinary Council Act

This Act, annulling the previous Bangladesh Veterinary Practitioners' Ordinance 1982, is enacted with the prime objective of laying procedures for the regulation, control and registration of veterinary practitioners in Bangladesh and for legally effectuating the continuation of the Veterinary Council as was constituted under the annulled Ordinance of 1982.



WORK UPDATES FROM THE LAST QUARTER

ADMIRALTY

- Filed an application on behalf of a foreign client before the High Court Division of Supreme Court of Bangladesh under Admiralty Act 2000 and the Hon'ble Court was pleased to admit the application and directed to arrest the ship.
- Obtained licence for taking ships to sea and for coasting trade on behalf of a local conglomerate.

ARBITRATION

- Representing a Finnish biotechnology company in a patent assignment dispute.
- Obtained award of damages worth US\$750,000 on behalf of its client in an international commercial arbitration.

BANKING & FINANCE

- Advised a local company on bridge financing and assisted it in obtaining loan of US\$ 12 million for its RMG project.
- Advised a power company on project financing and assisted in securing loan facilities from a foreign bank.

COMPANY LAW

- Advised on acquisition worth US\$ 4 million.
- Advised on establishment of two textile industries and is currently providing services to them on monthly retainership basis.
- Filed an application under section 85(3) of Companies Act 1994 before the High Court Division of the Supreme Court of Bangladesh.

CONSTITUTIONAL LAW

- Filed 7 writ petitions before the High Court Division of the Supreme Court of Bangladesh and obtained interim relief for its clients in all. The matters are currently pending hearing before the Court.

CORPORATE AND COMMERCIAL LAW

- Advised a Chinese company on distributorship laws and drafted exclusive distributor's agreement for it.
- Advised a US research institute on NGO registration and procedures.
- Provided legal opinion to a Danish firm on remitting fee for royalty and technical know how.

CRIMINAL LAW

- Represented a foreign freight forwarding company in a cheque dishonour matter.
- Secured bail under section 498 of CrPC 1898 for multiple clients from the High Court Division of the Supreme Court of Bangladesh.

FAMILY LAW

- Obtained a judgment, in favour of paternal aunt in a guardianship matter, passed by the Narsingdi Family Court. The Judgment has also been referred by the Royal Courts of Justice, UK.
- Provided legal opinion to a UK law firm in relation to validity of a Muslim marriage.
- Provided expert report and video link evidence to Coventry City Council, UK in relation to a custody matter.
- Assisted its client in executing special marriage under Special Marriage Act 1872 before the Office of Registrar of Marriage.
- Representing a client in a family suit in relation to dower and maintenance.

IMMIGRATION LAW

- Representing and assisting a newly formed MNC before the Bangladesh Investment & Development Authority (BIDA) for the purposes of obtaining employment visa recommendation letter and issuance of work permit.

INTELLECTUAL PROPERTY LAW

- Advised on assignment of patent rights of a newly found biodegradable cellulose to a renowned local conglomerate.
- Advised a Malaysian company on assignment of trademarks and patents.
- Advised a local company on trademark infringement and remedies available.

LABOUR LAW

- Advised a Hong Kong based company on termination of employee and payment of compensation.
- Advised an Indian company on matters concerning provident fund and gratuity.
- Drafted HR policy for a leading RMG factory.

