

ARAFAT HOSEN KHAN

Senior Lecturer, Department of Law, North South University
Barrister at Law &
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House No. 43, Apt No. 2A

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Dhanmondi R/A

Dhaka - 1209.

Education & Qualification

L.L.B, UNIVERSITY OF ESSEX, UK (2008)

BARRISTER –AT LAW, UNIVERSITY OF LAW, UK (2009)

M.A. IN GLOBAL ETHICS AND HUMAN VALUES, KING'S COLLEGE LONDON, UK (2013)

Profile

Arafat Hosen Khan is a fully qualified English Barrister and an Advocate of the Supreme Court of Bangladesh with an advanced degree in law. He is a Partner at the Apex Court Chambers- a leading law firm in Bangladesh and also a Senior Lecturer of the Department of Law, North South University, Dhaka, Bangladesh. He was working as an associate at Dr. Kamal Hossain & Associates, Dhaka, Bangladesh. He has significant experience in institutional capacity building for a range of institutions including, Department of Labour (DoL), Department of Inspections for Factories and Establishments (DIFE), criminal justice sector institutions, National Legal Aid Services Organization, Chittagong Hill Tracts (CHT), judicial capacity building among the indigenous population, Bangladesh Parliament, and women police (Police Reform) in Bangladesh. He has 10 years of professional experience, including several assignments related to access to justice and good governance, and have excellent experience in contemporary human rights issues. He worked all over Bangladesh and have excellent experience with some of the National and International NGOs focused on access to justice and human rights in Bangladesh including, ILO, DFID, UNDP, CHRI, BLAST, ASK, Manuser Jonno Foundation, and BELA. He worked on several UNDP projects as a legal expert (National Consultant) including the Justice Sector Facility (JSF) Project, Improving Democracy through Parliamentary Development (IPD) Project and the Justice Sector Strategy Dialogue Project. He is also worked in several ILO projects as a national consultant including National Employment Injury Compensation Project, Promoting Fundamental Rights and Labour Relations in Export Oriented Industries in Bangladesh (FRLR) Project and ILO shrimp project. He worked as a National Consultant for EU- Legal & Local Governance Expert for Activating Village Courts in Bangladesh (AVCB) Phase II Evaluation cum Formulation Mission and also legal consultant for Danish Working Environment Authority, Royal Danish, Embassy, Dhaka. He also worked various public interest litigation matters relating to access to justice and protecting the rights of the poor, women, children, labour, people with disabilities and the indigenous population of Bangladesh. He is a published writer both nationally and internationally on the contemporary legal and human rights issue. He is holding an MA in Global Ethics and Human Values from the King's College London with Chevening Scholarship awarded by FCO, UK.

Bar Admission

2008: The Honourable Society of Lincoln's Inn, UK (Bar Membership No: 55773)
2010: Dhaka Bar Association (Bar Membership No: 14091)
2010: Bangladesh Bar Council
2011: Barisal Bar Association (Bar Membership No: 690)
2013: Bangladesh Supreme Court Bar Association (Bar Membership No: 5598)

Scholarship

Chevening Scholar, 2012-13 (for pursuing Post Graduate Degree in King's College London).

Work Experience

Dec 2014-
to date **Faculty Member (Senior Lecturer)**
 Department of Law
 North South University (NSU)
 Dhaka, Bangladesh.

Jun 2011
to date **Legal Consultant**
 Bangladesh Legal Aid and Services Trust (BLAST)
 YMCA Bhaban, 1/1 Pioneer Road,
 Dhaka, Bangladesh.

Mar 2015-
to date **Partner**
 Apex Court Chambers [www.apexcourtchambers.com]
 Eastern View (4th Floor), 50, DIT Extension Road
 Noya Poltan, Dhaka, Bangladesh.

Sep 2009-
Dec 2014 **Associate**
 Dr. Kamal Hossain and Associates [www.khossain.com]
 Metropolitan Chamber Building 2nd Floor 122-124 Motijheel CA
 Dhaka, Bangladesh.

Publications:

1. BOOK:

Khan, Arafat, ***"The Right to Equality of the Indigenous Peoples of Bangladesh: An Analysis of the Challenges to the Peace Accord"*** (Saarbrücken, Germany: Lambert Academic Publishing, 2012)

2. ARTICLES:

A. Journal Articles

- I. Khan, Arafat, ***"Restrictions on Freedom of Expression: Getting the Right Balanced"*** (June, 2015), Journal of International Relations, (Vol. VI, No. 6, pp: 181-190), Jahangirnagar University, Savar, Dhaka-1342, Bangladesh.

- II. **Khan, Arafat, “Capability Approach and its Universality”** (December, 2013), Journal of the Chevening Society of Bangladesh, (Vol. 02, Issue. 01, pp. 163 - 182), British High Commission, Dhaka, Bangladesh. (<http://csb.org.bd/journal.html>)
- III. **Khan, Arafat, “Ethics and Action of Law Enforcement Agency in Bangladesh: A Study on RAB”** (September, 2013), Journal of the Society & Changes (Vol. VII, Issue. 03, pp. 51 - 69), University of Dhaka, Dhaka, Bangladesh. (<http://www.societyandchange.com/images/2013/allpagesjulysept.pdf>)

B. Newspaper Articles

National:

- I. **“Protecting consumer rights”**, The Daily Star Dhaka, 22 April, 2013; <http://www.thedailystar.net/law-and-our-rights/protecting-consumer-rights-20998> Date accessed: 13rd April, 2014.
- II. **“Speak no evil- The draconian new ICT law threatens us all”**, The Dhaka Tribune Dhaka, 12 October, 2013; <http://www.dhakatribune.com/long-form/2013/oct/12/speak-no-evil> Date accessed: 13rd Oct, 2013.
- III. **“Upholding right to freedom of expression through Internet”**, The Daily Star, Dhaka, 20 September, 2013; <http://www.thedailystar.net/beta2/news/upholding-right-to-freedom-of-expression-through-internet/> Date accessed: 20th Sept, 2013.
- IV. **“Upholding right to freedom of expression on Internet”**, The Daily Financial Express, Dhaka, 20 September, 2013; <http://www.thefinancialexpress-bd.com/index.php?ref=MjBfMDIfMjBfMTNfMV8xMzBfMTg0MDQ3> Date accessed: 21 Sept, 2013.
- V. **“From Fatwas to Freedom: Protecting Women Rights in Bangladesh”**, The Daily Financial Express, Dhaka, 11 December 2012; <http://www.thefinancialexpress-bd.com/index.php?ref=MjBfMTJfMTFfMTJfMTV8yN18xNTI4MzE=> Date accessed: 12th Dec, 2012.
- VI. **“Revisiting democracy and its practice in Bangladesh”**, The Daily Financial Express Dhaka, 24 June 2012; http://www.thefinancialexpress-bd.com/more.php?news_id=134160&date=2012-06-24 Date accessed: 24th Jun, 2012.
- VII. **“Turning The Tide Of RMG Labour Unrest”** The Daily Financial Express , Dhaka, 20 June 2012; http://www.thefinancialexpress-bd.com/more.php?news_id=133624&date=2012-06-20) Date accessed: 21th Jun, 2012.
- VIII. **“Rethinking principles of natural justice”** The Daily Financial Express , Dhaka, 16 June 2012; http://www.thefinancialexpress-bd.com/more.php?news_id=133126&date=2012-06-16 Date accessed: 16th Jun, 2012.
- IX. **“Putting an End to Fatwa Violence”** The Daily Star , Dhaka, March 2012 Forum; <http://www.thedailystar.net/forum/2012/March/putting.htm> Date accessed: 12th Mar, 2012.
- X. **“Ekushey and freedom of speech”**, The Daily New Age , Dhaka, 21 February 2012; <http://newagebd.com/newspaper1/op-ed/50943.html> Date accessed: 21st Feb, 2012.
- XI. **“February and freedom of speech, expression and thoughts”**, The Daily Financial Express , Dhaka, 15 February 2012; http://www.thefinancialexpress-bd.com/more.php?news_id=120120&date=2012-02-15) Date accessed: 15th Feb, 2012.
- XII. **“Duty of the State”**, The Daily Star, Dhaka, January 2012, Forum; <http://www.thedailystar.net/forum/2012/January/duty.htm> Date accessed: 10th Jan, 2012.

- XIII. **“Breaking the Rod”**, The Daily Star, Dhaka, November 2011 Forum; <http://www.thedailystar.net/forum/2011/November/rod.htm> Date accessed: 18th Nov, 2011.
- XIV. **“Ban on Corporal Punishment in Upholding Rule of Law”**, The Daily Star, Dhaka, June 2011 Forum; <http://www.thedailystar.net/forum/2011/june/ban.htm> Date accessed: 20th Jun, 2011.
- XV. **“Women's Rights and the Fourth Estate”**, The Daily Star, Dhaka, March 2011 Forum; http://www.thedailystar.net/forum/2011/march/women_rights.htm Date accessed: 15th Mar, 2011.
- XVI. **“Stop Extra Judicial Killings: Respect and Establish an Effective Judiciary”**, The Daily Star, Dhaka, 15 May 2010; <http://www.thedailystar.net/law/2010/05/03/index.htm>) Date accessed: 15th May, 2010.
- XVII. **“Making People Aware of Civil Justice System”**, The Daily New Nation , Dhaka, 20 December 2009.
- XVIII. **“Empowering Citizens Through Legal Awareness”**, The Daily Financial Express , Dhaka, 15 December 2009; http://www.thefinancialexpress-bd.com/more.php?news_id=86884) Date accessed: 16th Dec, 2013.
- XIX. **“Empower Citizens Via Legal Awareness: A Desire of the Time”**, The Daily Bangladesh Today, Dhaka, 14 December 2009.
- XX. **“Corruption, Democracy and Bangladesh”**, The Daily Financial Express, Dhaka, 5 December 2009; http://www.thefinancialexpress-bd.com/more.php?news_id=85945) Date accessed: 5th Dec, 2009.
- XXI. **“Corruption, Democracy and Bangladesh”**, The Daily New Nation, Dhaka, 3 December 2009.
- XXII. **“Is it Democratic Political Culture?”**, The Daily Financial Express, Dhaka, 26 November 2009; http://www.thefinancialexpress-bd.com/more.php?news_id=85374) Date accessed: 26th Nov, 2009.
- XXIII. **“Political Killings Must Stop”**, The Daily Financial Express, Dhaka, 13 November 2009; http://www.thefinancialexpress-bd.com/more.php?news_id=84171) Date accessed: 13th Nov, 2009.
- XXIV. **“Things That We Don't Want to Talk About”**, The Daily Financial Express, Dhaka, 6 November 2009; <http://www.thefinancialexpress-bd.com/2009/11/06/83490.html>) Date accessed: 7th Nov, 2009.
- XXV. **“Political Killing”**, The Daily Star, Dhaka, 2 November 2009.
- XXVI. **“Things We Don't Want to Talk About”**, The Daily Bangladesh Today, Dhaka, 31 October 2009.
- XXVII. **“Protecting Rights”**, The Daily Star, Dhaka, 24 October 2009; <http://www.thedailystar.net/newDesign/news-details.php?nid=110998>) Date accessed: 25th Oct, 2009.
- XXVIII. **“Rights Should be Applied Equally”**, The Daily New Nation, Dhaka, 20 October 2009.

International:

- I. Khan, Arafat, and Mahbub, Saqeb “**Consumer Law in Bangladesh: An Overview**” (February, 2014), South Asian Jurist Magazine, (Issue. 04, pp. 07 - 10); <http://www.joomag.com/magazine/south-asia-jurist-volume-4/0816982001388859425?page=23>, Date accessed: 20th September, 2014.
- II. “*Ensuring Effective Policing: Bangladesh High Court’s Guidelines on Arrest Without Warrant*”, Network for Improved Policing in South Asia (NIPSA) [Online],_May 2010; <http://www.blast.org.bd/news/news-reports/91-nipsa> Date accessed: 30th May, 2010.
- III. “*Asylum Seekers: Duty of the First World*”, Law Inter Alia [University of Essex, UK] December 2007.
- IV. “*Fighting Lawlessness with Lawlessness*”, Law Inter Alia [University of Essex, UK] December 2006.

3. REPORTS/CONSULTANCY PAPERS/ CONTRIBUTION

- 2015 Author, **Mapping of the Business Process of the Department of Labour (DoL)**, ILO, Dhaka Bangladesh.
- 2015 Contributor, **Current status of Persons with Disabilities 2015 – Legal and Grassroots Perspectives**, National Grassroots and Disabilities Organization (NGDO), National Council for Disabled Women (NCDW) and Bangladesh Legal Aid and Services Trust (BLAST), Bangladesh.
- 2014 Author, Report on “*Study on Women Police In Bangladesh*”, The Commonwealth Human Rights Initiative (CHRI), New Delhi, India.
- 2013 Author, Report on “*Activities of the Parliamentary Standing Committee on Law, Justice and Parliamentary Affairs (2009-2013)*”, Bangladesh Jatiyo Sangsad and Improving Democracy through Parliamentary Development (IPD) Project, UNDP, Bangladesh.
- 2013 Author, Report on “*Activities of the 5 No. Sub-Committee of the Parliament of Bangladesh Standing Committee on Law, Justice and Parliamentary Affairs (2009-2013)*”, Bangladesh Jatiyo Sangsad and Improving Democracy through Parliamentary Development (IPD) Project, UNDP, Bangladesh.
- 2011 Contributor, Report on “*Evidence Based Analysis of the Trial Courts in Bangladesh*”, United Nations Development Programme (UNDP), Bangladesh.
- 2011 Contributor, “*Solution Exchange for the Urban Poverty Reduction Community Consolidated Reply*” Solution Exchange-a UN initiative for development practitioners in Bangladesh; <http://www.solex-un.net/repository/bd/upr/cr1-en-08032011-1.pdf> Date accessed: 01st Mar 2012.

4. TRAINING MANUAL:

2015 Developed a training manual on UNGP, labour laws, ILO Conventions, social compliance, worker rights, employer responsibility for upholding BHR and available remedies & grievance mechanisms to increase capacity and knowledge to Workers and Trade Unions/Trade Union Federations (TUs/TUFs).

Legal Experience

A. Member of Litigation and Research team:

1. Regularly working on Banking and Corporate matters of various corporate clients, including bank and financial institutions.
2. Filed a public interest writ petition as a petitioner challenging the systematic failure of the Government to take action regarding repeated and severe incidents of extra judicial penalties imposed upon the children as a gross violation of human rights. The case was brought following a report published in the Daily Star on 22.02.2017 in which a 12-year-old boy working as a bus helper suffered torture and degrading treatment for damaging wires of a CD player.
[<http://www.thedailystar.net/city/hc-moved-book-torturers-rajshahi-boy-1368097>]
3. Worked as a research team member for Nobel Laureate Professor Muhammad Yunus when the Government of Bangladesh summarily dismissed him from his post as head of Grameen Bank [**Reported Judgment- Prof Muhammad Yunus vs. Bangladesh represented by the secretary, Bank and Financial Institutions Division, Ministry of Finance (63 DLR 260)**];
4. Worked as a litigation team member in a public interest judicial review challenging the failure of public authorities to ensure effective enforcement of laws on building construction and workplace safety, in particular, the failure to prevent deaths and injuries of garments workers and others due to the collapse of the nine-storey building namely **Rana Plaza**, Savar, Dhaka;
5. Worked as a litigation team member in a public interest judicial review filed before the Hon'ble High Court in Bangladesh after the death of Tareque Masud- an award-winning Bangladeshi independent film director and Mishuk Munier- a media specialist from Bangladesh in a road accident on August 13, 2011, challenging Government's inaction and failure to ensure safety on the roads and to repair the damaged highways throughout the country and also to challenge the failure of the government to enforce the relevant laws and rules is complete violation of the fundamental rights of persons to equality before law, life and personal liberty, which include the right to safety on the roads and highways, as guaranteed under Articles 27, 31 and 32 of the Constitution of Bangladesh;
6. Worked as a litigation team member in a public interest judicial review challenging the systematic failure of the Government to take action regarding repeated and severe incidents of corporal punishment, including caning, beating and chaining of children by teachers in schools and madrasas, based on news reports published in national dailies [**Reported Judgment- BLAST vs. Secretary, Ministry of Education, Bangladesh Secretariat, Dhaka (63 DLR 643)**];
7. Worked as a litigation team member for the editor of the Daily Prothom Alo – a leading Bangla Newspaper in various defamation cases against them;
8. Worked as a litigation team member for Advocate Montu Ghosh, adviser of the Garment Sramik Trade Union Kendra He was arrested on July 31,2010 for interrogation in connection with his alleged involvement in the RMG violence in Dhaka;
9. Worked as a litigation team member for Workers' rights advocate and union leader Moshrefa Mishu was arrested in December on fabricated charges and without a arrest warrant;
10. Worked on women's rights issues, including obtaining orders that the government must protect women from extra-judicial fatwas and an order protecting women's right to choose whether or not they wear a headscarf; [**Reported Judgment- Adv Salauddin Dolan vs.**

Bangladesh (63 DLR 80)];

11. Worked as a litigation team member in a judicial review against forced eviction operation had been launched on 04.04.2012, in which some 2,000 structures including dwellings and shops had been destroyed and about 4,000 poor slum dwellers, women, men and children were made homeless.
12. Recently worked as a research team member for Professor Asif Nazrul, University of Dhaka, when on March 15, 2012 the Hon'ble High Court issued the rule on the Government and him following a writ petition by Nawsher Ali Mollah, a Supreme Court lawyer and the court in its rule asked them to explain why the government should not be directed to file a sedition case against Asif for making a "provocative statement" about the next government at a talk show on Banglavisision on March 12, 2012;
13. Recently worked as a litigation team member in a judicial review where the continuing harassment of Modhushudhon Chakrabarty, a student of the Shaheed Ziaur Rahman Medical College, Bogra, on the ground of his disability, as alleged in a series of reports published in national Newspapers as, and the failure of the concerned respondents to take timely action to prevent such harassment or to investigate it, or to take action against those responsible;
14. Worked as a litigation team member in a judicial review challenging the abuse of police powers to arrest without warrant under Section 54 of the Code of Criminal Procedure (CrCP) and the abuse of powers regarding taking the accused into remand (police custody) under Section 167 of the CrPC. The petitioners referred to recent incidents of gross abuse of power, including allegations of custodial death, torture and inhuman treatment, especially the killing of a young student, Rubel, in remand after arrest under Section 54 of the CrPC;
15. Worked as a research team member in a judicial review defending the Chittagong Hill Tracts Accord (Parbottyo Chottogram Chukti) 1997[**Reported Judgment- Md. Badiuzzaman vs. Bangladesh (15 BLC 531)**];
16. Worked as a litigation team member in a judicial review for Abul Khair Steel Mills Limited – a leading steel industry in Bangladesh in a VAT appeal matter.
17. Worked as a litigation team member in an admiralty suit for Van Traa Advocaten N.V., Rotterdam where a dispute concerns 33 containers with damaged potatoes, which containers are currently blocked in Chittagong port, Bangladesh;
18. Worked as a litigation team member in a Criminal Revision in the High Court in Bangladesh for NGS Cement Industries Limited;
19. Worked as a litigation team member in a Civil Revision (Land dispute) in the High Court in Bangladesh for Shree Binoy Krishno Goshwami;
20. Worked as a litigation team member in several judicial reviews regarding employment dispute for Sylhet Gas Fields Limited;

B. Legal Advices and Opinions:

1. Advised ACCA, UK on various employment issues in Bangladesh;
2. Carried out the necessary review of the legislative frameworks for child survival pertaining to Bangladesh and provided detailed opinion to the Save the Children, London;
3. Advised Arent Fox LLP, Washington, DC, USA and FULBRIGHT & Jaworski L.L.P, Beijing, China regarding copyright and trademark law in Bangladesh and registered trademark for several international companies on their behalf in Bangladesh;

4. Provided detailed opinion and comparative analysis to the National Legal Aid Services Organization Bangladesh regarding proposals for how they could set up an effective legal aid programme in the High Court of Bangladesh;
5. Advised Electromart Bangladesh Ltd. several times regarding various employment related issues;
6. Drafted Service Rules for the employees of Electromart Bangladesh Ltd. and Nitol Insurance Co. Ltd;

Dec. 2009-
to date

Volunteer Work as Part of Professional Work

BLAST (Bangladesh Legal aid and Services Trusts) [www.blast.org.bd]

Involved with the following PIL case as part of the team that brought forward the issues and filed the cases:

1. Disability discrimination case (PSC and JSC writ)
2. Extra-Judicial killing case
3. Extra-Judicial penalties (Fatwa cases)
4. Bangladeshi National in Indian Prison case
5. Sexual harassment case
6. Section 54: Guidelines on arrest case
7. Corporal Punishment (Child Rights)
8. Medical Negligence
9. Slums Ejections cases
10. Harijon's Rights
11. Safe Custody
12. Adivashi Rights
13. Vagrancy Right
14. Corporal Punishment
15. Road Safety

Also actively involved with the campaign of the following public interest matter:

1. CHT reports
2. Disability Study Group
3. Police Reforms
4. Corporal Punishment in the Educational Institutes in Bangladesh

Conducted advocacy sessions as a resource person on the issues of person with Disability discrimination as well as police reform on behalf of BLAST at different districts of Bangladesh i.e. Dhaka, Barisal, Khulna, Chittagong and Rangamati and drafted proposed the Domestic Workers Act for BLAST. Worked for BAPA to review the Forest Act. Attended the PIL review workshop and worked there as rapporteur. Reviewed proposed bill on forced eviction of slum dwellers. Reviewed and provides comments to the Ministry of Social Welfare, Government of Bangladesh for the proposed Disability Discrimination Act, 2012 on behalf of BLAST. Reviewed and provides comments to the Ministry of Labour & Employment, Government of Bangladesh for the proposed amendment of Bangladesh Labour Act, 2006. (XLII of 2006) on behalf of BLAST.

Experience working with UN Organizations, Diplomatic Agencies, National & International NGOs

July 2019

Third Party monitor

**The USAID Bangladesh Monitoring, Evaluation and Learning (BMEL) Activity,
ME&A, Inc. 4350 East-West Highway, Suite 210 Bethesda, MD, 20814 USA**

- Served in the position of THIRD-PARTY MONITOR for the subject BMEL Activity (specifically, Tasking Request SO14). This involved, the following key responsibilities:
- Represent ME&A as a Third-Party Monitor (hereinafter "Monitor") for the USAID Bangladesh Monitoring, Evaluation and Learning (BMEL) Activity.
- Submitted reports for each event in a standardized format to supervisor within two (2) working days after the day of the monitoring visit.

July 2019 **Workshop Co-Facilitator,
The USAID Bangladesh Monitoring, Evaluation and Learning (BMEL) Activity,
ME&A, Inc. 4350 East-West Highway, Suite 210 Bethesda, MD, 20814 USA**

- Facilitate the Workshop to Develop the Results Framework for the Office of Democracy, Human Rights and Governance (Development Objective 1)
- Contributed to the smooth running of the workshop by facilitating small group discussion(s).

Jun 2019 **Third Party monitor**
July 2019 **The USAID Bangladesh Monitoring, Evaluation and Learning (BMEL) Activity,
ME&A, Inc. 4350 East-West Highway, Suite 210 Bethesda, MD, 20814 USA**

- Served in the position of THIRD-PARTY MONITOR for the subject BMEL Activity (specifically, Tasking Request 5010). This involved, the following key responsibilities:
- Represent ME&A as a Third-Party Monitor (hereinafter "Monitor") for the USAID Bangladesh Monitoring, Evaluation and Learning (BMEL) Activity.
- Submitted reports for each event in a standardized format to supervisor within two (2) working days after the day of the monitoring visit.

March 2019 **National Legal Expert for Drafting Unofficial Translation of the Bangladesh
EPZ Labour Amendment Ordinance 2019**
International Labour Organization (ILO) Country Office in Bangladesh, PPD
Secretariat Office complex (5th Floor) Block-F, Plot-17/ B&C, Agargaon
Administrative Zone, Dhaka 1207

- Review necessary papers and a draft unofficial translation of the last version of the Bangladesh EPZ Labour Act done in 2016 provided by ILO CO.
- Had a deeper look at the official Bangla copy of the Bangladesh EPZ Labour Amendment Ordinance, 2019 and translated the entire document in to a professional level International Standard English Language version.

Jun 2017 **National Legal Expert for Developing A Draft Legal Framework for National
Dec 2018 Employment Injury Insurance Scheme**
International Labour Organization (ILO) Country Office in Bangladesh, House-S.E
(G) 2, Road-140, Gulshan-1, Dhaka, Bangladesh PPD Secretariat Office complex
(5th Floor) Block-F, Plot-17/ B&C, Agargaon Administrative Zone, Dhaka 1207

- Review relevant available documents on ILO Convention 121, Employment Injury Insurance scheme laws in Malaysia, Cambodia, South Korea and Germany.
- Conduct specific research and prepare specific memoranda on: History of Workers Compensation Law in Bangladesh, Amounts of compensation and administrative processes in the Labour Law of 2006, Amounts of compensation and administrative processes of the Rana Plaza Commission, Law relating to Administrative Agencies in Bangladesh and tripartite governance, Law relating to Occupational Health and Safety enforcement,
- Provide technical legal advice on legal drafting.
- Review Drafts prepared by the senior legal expert.
- Work in close cooperation with the Tripartite Consultative Council (TCC) initiated by the

- Ministry of Labour and Employment (MoLE) for proposing amendment of the labour law.

Apr 2018 **National Legal Expert for Justice Defenders Program, The American Bar Association (ABA) Center for Human Rights**
 Apr 2018 **Association (ABA) Center for Human Rights**
 1050 Connecticut Ave NW, Suite 400, Washington, DC 20036

- Preparing a list of fair trial violations in Bangladesh.
- Identifying areas in Bangladesh law that specifically address the common fair trial violations listed.
- Preparing two case studies with a common pattern of fair trial violations.
- Leading two 90-minute sessions at the training – one on Bangladesh law that addresses common fair pre-trial violations and another on Bangladesh law that addresses common fair trial violations.

Dec 2017 **National Consultant for International Labour Organization (ILO)**
 Jan 2018 External Independent Evaluator of ILO Project on Centre of Excellence for RMG to implement certified training within the national skills development framework of Bangladesh ILO RMG Project Office: House No. CEN (B) 16, Road No. 99, Gulshan 2, Dhaka 1212, Bangladesh

- Working as a team member with the International Consultant/ Evaluator in reviewing and analysing project documents and reports;
- Conducting and following-up with various stakeholders meeting;
- Draft and edits final reports.

Nov 2017 **National Legal Consultant for Danish Working Environment Authority, Royal Danish Embassy, Dhaka.**

1. Developed training materials on the following subject in order to train high officials of the Department of Inspection for Factories and Establishments (DIFE):
 - Comprehension of Labour Act and regulations
 - Writing of improvement notices
 - Flow of court cases
 - Writing of documents related to prosecutions
2. Conducted 3 days training to the DIFE high officials on the above matters.

May 2017 **National Consultant for International Labour Organization (ILO)**
 Jun 2017 Improving Working Conditions in the RMG Sector programme in Bangladesh.
 ILO RMG Project Office: House No. CEN (B) 16, Road No. 99, Gulshan 2, Dhaka 1212, Bangladesh

- Working as a team member with the Health and Safety Executive (HSE), UK to provide technical support to the Department of Inspection for Factories and Establishments (DIFE), Bangladesh in order to frame better policy to establish strong occupational health and safety (OSH) unit in the factories and establishments in Bangladesh;
- Conducting and following-up with various stakeholders meeting;
- Providing inputs in the draft and final reports.

Jun 2016 **National Consultant for Danish Working Environment Authority, Royal Danish**
Oct 2016 **Embassy, Dhaka.**

- a) Drafted a description of the enforcement steps from planning to end of the case by the Department of Inspection for Factories and Establishments (DIFE), Bangladesh in order to enforce Bangladesh Labour Law.
- b) Provided a description of barriers to effective enforcement of the law and regulations
- c) Provided a description of the framing of the inspectors work: Responsibilities, tasks, resources, knowledge and training, instructions and support from the management.
- d) Provided a set of recommendations of initiatives to be taken (proper steps to take). Some of the recommendations might lead to proposals of new project activities. Proposals will be presented to the Steering Committee for discussion and approval.
- e) Participated in the inspection of the factory.
- f) Reviewed all relevant documents provided by the Growth Counsellor of the Danish Embassy in Dhaka;
- g) Reviewed all relevant documents provided by ILO;
- h) Conducted research on the OSH, and Conciliation/mediation and arbitration of labour disputes, etc. And
- i) Reviewed Bangladesh Labour Act, 2006 (as amended in 2013).

Jun 2016 **National Consultant for International Labour Organization (ILO)**
Jun 2016 External Independent Evaluator of ILO Shrimp Project in Bangladesh
ILO RMG Project Office: House No. CEN (B) 16, Road No. 99, Gulshan 2, Dhaka
1212, Bangladesh

- Working as a team member with the International Consultant/ Evaluator in reviewing and analysing project documents and reports;
- Conducting and following-up with various stakeholders meeting;
- Draft and edits final reports.

Mar 2016 **Research Consultant, BRAC and SAILS (South Asian Institute of Advance**
May 2016 **Legal and Human Rights Studies) for DFID**
BRAC University, Siddique Tower, Mohakhali C/A, Dhaka-1212, Bangladesh.

- *Worked on a research paper* to assess the effectiveness of project interventions in Bangladesh Justice Sector supported by DFID and/or other development partners. It examined key initiatives undertaken to influence policy makers in adopting changes necessary to address some of the major challenges being faced by Bangladesh Justice System. This research initiative recommended a future direction or modality of intervention by the donor agencies in the justice sector of Bangladesh.

Jan 2016 **National Consultant for International Labour Organization (ILO)**
Feb 2016 External Independent Evaluator of Promoting Fundamental Rights and Labour
Relations in Export Oriented Industries in Bangladesh (FRLR) Project
ILO RMG Project Office: House No. CEN (B) 16, Road No. 99, Gulshan 2, Dhaka
1212, Bangladesh

- Working as a team member with the International Consultant/ Evaluator in reviewing and analysing project documents and reports;
- Conducting and following-up with various stakeholders meeting;
- Draft and edits final reports

Aug 2015 **National Consultant for International Labour Organization (ILO)**
Dec 2015 Promoting Fundamental Rights and Labour Relations in Export Oriented Industries
in Bangladesh (FRLR) Project
ILO RMG Project Office: House No. CEN (B) 16, Road No. 99, Gulshan 2, Dhaka
1212, Bangladesh

1. Reviewed the existing study reports and notes on the Department of Labour (DoL) (by the ILO and other agencies);
2. Reviewed and collected information on the business process/functions of DoL (i.e., the Head Office and the Divisional Office in Dhaka).
3. Reviewed and analysed related provisions of the BLA;
4. Analysed the information and data collected;
5. Produced a report of adequate length (draft and final versions).

Nov 2015 **Legal Consultant for ActionAid Bangladesh under ACB project**
- Dec 2015 House 8, Road 136, Gulshan 1, Dhaka 1212

3. Developed a training manual on UNGP, labour laws, ILO Conventions, social compliance, worker rights, employer responsibility for upholding BHR and available remedies & grievance mechanisms to increase capacity and knowledge to Workers and Trade Unions/Trade Union Federations (TUs/TUFs).
4. Conducted pre-test the training manual through conducting training to Trade Union Federations leaders before finalize the manual.

Feb 2015 **National Consultant for European Union (EU)- Legal & Local**
- Mar 2015 **Governance Expert for Activating Village Courts in Bangladesh (AVCB)**
Phase II Formulation Mission, EU, Bangladesh.

1. Document review and sourcing additional documents
2. Consultation with Delegation, UNDP, EU, LGD and UNDP consultants
3. Review all relevant EU practices, procedures and new formal document formats
4. Meetings with all national stakeholders in Dhaka
5. On-site visits – meetings, FGDs.
6. Draft report (phase 1) and recommendations
7. Meetings and discussions with role players, stakeholders as required.
8. Working with the International Consultant to take preparation of all formal programme documents (drafts)
9. Working with the International Consultant to finalising draft report and programme documents and submission to Delegation
10. Allowing time for Delegation comments.

June 2014 **National Consultant- Legal Expert to Support Case Monitoring and**
- Oct 2014 **Coordination Expert under Justice Sector Facility (JSF) Project**
UNDP, Bangladesh.

1. Developed a brief paper on the justice system in Bangladesh, including key relevant domestic legislation and legal framework;
2. Compiled legal research and international best practices of case management systems from developed and developing countries;
3. Collect profiles and mandates of key justice institutions and assist to organize at least 5 consultations with relevant justice institutions;
4. Prepare reports/ documentations for different consultation meetings;
5. Assist to develop policy brief for the MOLJPA, PMO, UNDP and other relevant government agencies on a monitoring system for the caseload and key sectoral reforms in close consultation with legal practitioners, judiciary and think-tanks;
6. Provide inputs to develop a Communication/Sensitization strategy and action plan;
7. Provide inputs to an analysis of the case monitoring system in Bangladesh;
8. Provide inputs to frame a set of recommendations for improvement of the case monitoring system and action plan for institutionalization;

9. Provide inputs to develop a monitoring system for performance of key institutions in justice delivery;
10. Process documentation report describing each and every state of the assignment from beginning to end.

April 2014 - June 2014 **National Consultant- for Development of a Directory of Expertise for the Parliamentary Committee on Ministry of Law, Justice & Parliamentary Affairs Improving Democracy through Parliamentary Development (IPD) Project UNDP, Bangladesh.**

1. Researched, reviewed and collected all the information of the expertise
2. Data collected and compiled and verified the accuracy of the information assembled
3. Prepared and submitted of draft directory
4. Shared the draft Directory
5. Incorporated feedbacks
6. Delivered the final Directory

April 2014- **Research Consultant
The Commonwealth Human Rights Initiative (CHRI),
New Delhi, India.**

1. Facilitating the focus group discussion with women police officers in Dhaka, Chittagong and Sylhet;
2. Conducting one-to-one interviews with the, along with The Commonwealth Human Rights Initiative (CHRI) staff;
3. Writing an analysis of the focus group discussion and the interviews with the police in light of the experience and expertise;

May 2013- Oct 2013 **National Consultant
Research Services in Law emphasis on Justice, Human Rights,
Constitutional Law and Security Affairs.
Improving Democracy through Parliamentary Development (IPD) Project
UNDP, Bangladesh.**

4. Prepare a comprehensive report on the activities of the Committee on Ministry of Law, Justice and Parliamentary Affairs for the period of 2009-2013:
 - Participated in planning meeting with the Committee and IPD Officials;
 - Literature reviewed;
 - Collected all the hard and soft copies of the Minutes of Meeting of the working committee;
 - Reviewed all the minutes of meetings of the Working Committee;
 - Collected all the hard and soft copies of the all the Government Reports/ Working papers;
 - Reviewed all the Government Reports/Working papers;
 - Collected all the hard and soft copies of all the bills;
 - Reviewed all the bills;
 - Prepared draft report;
 - Shared the draft report with the Committee and IPD project officials;
 - Incorporated feedbacks;
 - Finalized the report;
5. Prepare a synopsis on the Committee report (English)
 - Drafted a synopsis on the Committee report;
 - Shared the same synopsis with the IPD project officials;
 - Finalized the synopsis;

6. Prepare a report on the field investigation and public consultation on land Registration System (Bangla)
 - Reviewed field investigation and public consultation reports;
 - Drafted a summary report;
 - Shared the draft report with the Committee and IPD project officials;
 - Finalised the report;
7. Prepare a synopsis on the field Investigation and Public Consultation on land Registration System (English)
 - Drafted a synopsis on the on the field Investigation and Public Consultation on land Registration System Committee report;
 - Shared the same synopsis with the IPD project officials;
 - Finalized the synopsis;

Oct 2011- **National Consultant**
 Nov 2011 **United Nations Development Programme (UNDP), Bangladesh**

- Part of a team of five consultants in the UNDP's "Evidence Based Analysis of the Trial Courts in Bangladesh" carried out as part of the ongoing project titled "Justice Sector Strategy Dialogue"
- Carried out field research two weeks in the form of one-to-one interviews with judges, magistrates, lawyers and court clerks, and observing court proceedings, in the courts of Dhaka and Barisal.
- Created daily reports/summaries of court observation notes, e.g. number of cases heard, speed of disposal, etc., interviews with court personnel and lawyers in courts ranging from family courts, criminal courts, civil courts, environment courts, etc.
- Discussed, noted and presented in daily reports the different views of judges, court personnel and members of the bar on delays, corruption, malpractice and general problems affecting the formal justice system.
- Contributed to a report by extensively detailing out the problems faced by court users and made a number of reform proposals to make courts cheaper, speedier, more efficient, more user-friendly and hence accessible.

Trainer Experiences

- Nov. 2015 **Trainer**
Action Aid Bangladesh
 Pre-test the training manual through conducting training to the Trade Union Federations leaders.
- Nov. 2015 **Trainer**
International Labour Organization (ILO)
Country Office for Bangladesh
 Training Workshop on the Bangladesh Labour Rules, 2015 for Department of Labour officials.
- Aug. 2015 **Trainer**
International Labour Organization (ILO)
Country Office for Bangladesh

Technical Sessions in Addressing Matters Pertaining to Trade Union Registration and Anti-Union Discriminations for Department of Labour officials.

Aug. 2015 **Trainer**
International Labour Organization (ILO)
Country Office for Bangladesh
Technical Sessions in Addressing Matters Pertaining to Trade Union Registration and Anti-Union Discriminations for Tread Union Leaders in Bangladesh.

Voluntary Experience

April 2012 Editor, "**Ain Barta**" – a quarterly Law Bulletin published by BLAST.

27 Mar 2010 Organized a lecture by **PHILIPPE SANDS QC**, Professor of Laws and Director of the centre on International Courts and Tribunal, University College of London and Barrister, Matrix Chambers on **War Crimes, Impunity and Accountability** at the Bangladesh Supreme Court Bar associations Auditorium, Dhaka.

2006 - 2008 **Bar Journal & International Political Journalist**
Law Inter Alia Magazine, University of Essex
Acquired a number of skills in publishing and researched legal developments as International Political Journalist writing for the Law Inter Alia Magazine at University.

Advocacy/ Public Speaking/Delegate at the Conferences

Dec 4 & 5, 2012 Attended a conference in London on "Trust Women- Putting the Rule of Law behind the Women's Rights" as a delegate representing Bangladesh organised by The International Herald Tribune (IHT) and The Thomson Reuters Foundation.

Dec 03, 2012 Attended a conference on "Macro-modelling, Forecasting and Evaluating Policy for the World Economy" as a delegate representing Bangladesh organised by the National Institute of Economic and Social Research (NIESR).

Nov 30, 2012 Attended to a talk by Justice Albie Sachs, appointed by Nelson Mandela to South Africa's first Constitutional Court, "The first time I arrived as a refugee in the UK I was psychologically wrecked..." at UCL as a Chevening Scholar organised by University College London (UCL) and CARA (the Council for Assisting Refugee Academics).

Oct 13, 2011 Attended to the New York University's School of Law to give a talk on the "Human Rights Litigation in the Supreme Court of Bangladesh".

Oct 20, 2011 Attended to present a paper as a panel member at the Panel on – "Access to Justice for Marginalized People in Bangladesh" at the Fifth Annual South Asia Legal Studies Pre-Conference-2011 at the University of Wisconsin Law School, Madison, USA organized by The Center for South Asia at the University of Wisconsin-Madison, on "The right to equality from the perspective of indigenous people in Bangladesh's Chittagong Hill Tracts (CHT)".

Dec 27-30, 2010 Attended the Second LASSNet (Law and Social Sciences Research Network) Conference in India and presented a paper on "The Role of the Media in Realizing Women's Rights in Bangladesh".

Computer Skills

Working knowledge of Westlaw, Lexis Nexis and Manupatra. Proficient with Microsoft Windows and Microsoft Office, including Word, Excel and Power Point.

Maintaining a blog on contemporary issues of Human Rights in Bangladesh.
(<http://arafathosenkhan.wordpress.com>)

Developing contents for BLAST's website. (<http://www.blast.org.bd/>)

Languages

Fluent in written and spoken English and Bengali.

Personal Information

Father's Name: **Khan Altaf Hossain (Bhulu)**
Ex-Administrator, District Council, Barisal
Advocate, Bangladesh Supreme Court, Dhaka, Bangladesh.
Freedom Fighter Gazette No. 1978.

Mother's Name: **Anowara Begum**, Rtd. Senior Teacher, Collegiate High School,
Barisal- 8200, Bangladesh.

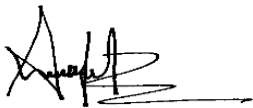
Permanent Address: 53 B. M. College Road, Barisal- 8200, Bangladesh.

Gender: **Male.**

Nationality: **Bangladeshi.**

Marital Status: **Married.**

I CERTIFY THAT ALL INFORMATION STATED IN THIS RESUME IS TRUE AND COMPLETE TO THE BEST OF MY KNOWLEDGE. I AUTHORIZE THE CONCERN AUTHORITY TO VERIFY THE INFORMATION PROVIDED IN THIS RESUME.



(Arafat Hosen Khan)