

# ARAFAT HOSEN KHAN

Lecturer, North South University, Dhaka,  
Bangladesh &  
Advocate,  
Bangladesh Supreme Court

Date of Birth: 12.12.1983

## Contact Details:

Mobile: +880 1714130360  
Email: [arafat.khan@northsouth.edu](mailto:arafat.khan@northsouth.edu)  
[barrister.arafat.h.khan@gmail.com](mailto:barrister.arafat.h.khan@gmail.com)

## Residence

229/1, Dhanmondi (Ground  
Floor)  
Road No: 10/A (19 Old)  
Dhaka - 1209.



## Qualification

L.L.B (UNIVERSITY OF ESSEX, UK); MA IN GLOBAL ETHICS AND HUMAN VALUES (KING'S COLLEGE LONDON, UK)

## Profile

Arafat Hosen Khan joined Department of Law, North South University, Dhaka, Bangladesh in 2014. Prior to this he was practicing as an advocate in the High Court Division of the Supreme Court of Bangladesh and with Dr. Kamal Hossain & Associates, Dhaka, Bangladesh.

He is fully qualified Bangladeshi Barrister with an advanced degree in law. He has significant experience in institutional capacity building for a range of institutions including, 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 6 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, 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 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. Recently He worked as a National Consultant for EU- Legal & Local Governance Expert for Activating Village Courts in Bangladesh Phase II Evaluation cum Formulation Mission. He is a published writer both nationally & internationally and holding an MA in Global Ethics and Human Values from the King's College London with Chevening Scholarship awarded by FCO, UK

## Teaching Responsibilities

Constitutional Law of Bangladesh  
Jurisprudence  
Law of Contract  
Business Law

## Research Interest

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Human Rights Law and Ethics

## Scholarship

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

## Membership

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Member: **Bangladesh Supreme Court Bar Association**  
**Bar Membership No: 5598**

Member: **The Honourable Society of Lincoln's Inn**  
**Bar Membership No: 55773**

Member: **Dhaka Bar Association**  
**Bar Membership No: 14091**

Member: **Bangladesh Bar Council**

Member: **Barisal Bar Association**  
**Bar Membership No: 690**

## Publications:

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### 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: 20<sup>th</sup> 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=MjBfMDI0fMjBfMTNfMV8xMzBfMTg0MDQ3> 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=MjBfMTJfMTFfMTJfMV8yN18xNTI4MzE=> Date accessed: 12<sup>th</sup> 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](http://www.thefinancialexpress-bd.com/more.php?news_id=134160&date=2012-06-24) Date accessed: 24<sup>th</sup> 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](http://www.thefinancialexpress-bd.com/more.php?news_id=133624&date=2012-06-20)) Date accessed: 21<sup>th</sup> 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](http://www.thefinancialexpress-bd.com/more.php?news_id=133126&date=2012-06-16) Date accessed: 16<sup>th</sup> 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: 12<sup>th</sup> 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: 21<sup>st</sup> 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](http://www.thefinancialexpress-bd.com/more.php?news_id=120120&date=2012-02-15)) Date accessed: 15<sup>th</sup> 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: 10<sup>th</sup> Jan, 2012.
- XIII. *“Breaking the Rod”*, The Daily Star, Dhaka, November 2011 Forum; <http://www.thedailystar.net/forum/2011/November/rod.htm> Date accessed: 18<sup>th</sup> 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](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: 15<sup>th</sup> 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](http://www.thefinancialexpress-bd.com/more.php?news_id=86884)) Date accessed: 16<sup>th</sup> 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](http://www.thefinancialexpress-bd.com/more.php?news_id=85945)) Date accessed: 5<sup>th</sup> 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](http://www.thefinancialexpress-bd.com/more.php?news_id=85374)) Date accessed: 26<sup>th</sup> 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](http://www.thefinancialexpress-bd.com/more.php?news_id=84171)) Date accessed: 13<sup>th</sup> 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: 7<sup>th</sup> 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: 25<sup>th</sup> 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).

## Work Experience

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- Mar 2015-  
to date      **Partner**  
**Apex Court Chambers** [[www.apexcourtchambers.com](http://www.apexcourtchambers.com)]  
Eastern View (4<sup>th</sup> Floor), 50, DIT Extension Road  
Noya Poltan, Dhaka, Bangladesh.
- 2013  
to date      **Legal Expert**  
**Institute Of Legal and Economic Development (ILED)**  
Flat E1, Road 12/A, Dhanmondi,  
Dhaka – 1209
- Dec 2014-  
to date      **Faculty Member**  
**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.
- Jan 2010  
to date      **Legal Advisor**  
**Nurani Dyeing and Sweater, Ltd.**  
Sonartori Tower (6th Floor), Baponon C/A,  
Banglamotor, Dhaka-1000
- May 2011-  
Feb 2015      **Associate**  
**Dr. Kamal Hossain and Associates** [[www.khossain.com](http://www.khossain.com)]  
Metropolitan Chamber Building 2nd Floor 122-124 Motijheel CA  
Dhaka, Bangladesh.
- Jan 2016  
Feb 2016      **National Consultant for International Labour Organization (ILO)**  
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
- Aug 2015  
Dec 2015      **National Consultant for International Labour Organization (ILO)**  
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
- Nov 2015  
- Dec 2015      **Legal Consultant for ActionAid Bangladesh under ACB project**  
House 8, Road 136, Gulshan 1, Dhaka 1212
- Feb 2015  
- Mar 2015      **National Consultant for European Union (EU)- Legal & Local  
Government Expert for Activating Village Courts in Bangladesh (AVCB)  
Phase II Formulation Mission, EU, Bangladesh.**  
Delegation of the European Union to Bangladesh  
House 7, Road 84, Gulshan 2, Dhaka 1212
- May 2014-  
Dec 2014      **Part-time Faculty Member**  
**University of Liberal Arts Bangladesh (ULAB)**  
Dhaka, Bangladesh.
- June 2014      **National Consultant- Legal Expert to Support Case Monitoring and**

- Oct 2014     **Coordination Expert under Justice Sector Facility (JSF) Project  
UNDP, Bangladesh.**  
UN Offices, 18th Floor  
IDB Bhaban, Agargaon, Sher-e-Bangla Nagar,  
Dhaka 1207, Bangladesh.
  
- April 2014     **National Consultant- for Development of a Directory of Expertise for the  
- June 2014     Parliamentary Committee on Ministry of Law, Justice & Parliamentary Affairs  
Improving Democracy through Parliamentary Development (IPD) Project  
UNDP, Bangladesh.**  
UN Offices, 18th Floor  
IDB Bhaban, Agargaon, Sher-e-Bangla Nagar,  
Dhaka 1207, Bangladesh.
  
- May 2013     **National Consultant- Research Services in Law emphasis on Justice, Human  
- Oct 2013     Rights, Constitutional Law and Security Affairs.  
Improving Democracy through Parliamentary Development (IPD) Project  
UNDP, Bangladesh.**  
UN Offices, 18th Floor  
IDB Bhaban, Agargaon, Sher-e-Bangla Nagar,  
Dhaka 1207, Bangladesh.
  
- Sep 2011     **National Consultant for Evidence based study under Democratic Governance  
cluster,  
UNDP, Bangladesh.**  
UN Offices, 18th Floor  
IDB Bhaban, Agargaon, Sher-e-Bangla Nagar,  
Dhaka 1207, Bangladesh.
  
- May 2011-     **Part-time Faculty Member  
Aug 2013     University of Development Alternative (UODA)**  
Department of Law and Human Rights.  
80 Satmasjid Road, Dhanmondi Residential Area  
Dhaka, Bangladesh.

## Education

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- 2012 - 2013   **MA in Global Ethics and Human Values (with Chevening Scholarship funded  
by Foreign and Commonwealth Office “FCO”, UK)**  
King’s College London, London, United Kingdom
  
- 2008 - 2009   **Barrister-at-Law**  
Bar Vocational Course  
The Honourable Society of Lincolns Inn, United Kingdom  
College of Law, London, United Kingdom
  
- 2004 - 2008   **LL.B (Hons.)**  
University Of Essex, Colchester, United Kingdom
  
- 2003 - 2004   **Pre-degree bridging year course on law**  
University Of Essex, Colchester, United Kingdom
  
- 1998 - 2000   **H.S.C (Higher Secondary Certificate) in Humanities**  
Notre Dame College, Dhaka, Bangladesh
  
- 1998           **S.S.C (Secondary School Certificate) in Arts**  
Barisal Zilla School, Barisal, Bangladesh

## Consultancy Experience

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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

1. Working as a team member with the International Consultant/ Evaluator in reviewing and analysing project documents and reports;
2. Conducting and following-up with various stakeholders meeting;
3. 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

1. 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).
2. 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  
- Oct 2014      **National Consultant- Legal Expert to Support Case Monitoring and 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.

## Legal Experience

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May 2011- **Associates**  
to date **Dr. Kamal Hossain and Associates, Dhaka, Bangladesh**

### A. Member of Litigation and Research team:

1. Recently 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)**];
2. Recently 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;
3. 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;
4. 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)**];
5. Worked as a litigation team member for the editor of the Daily Prothom Alo – a leading Bangla Newspaper in various defamation cases against them;
6. 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;
7. 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;
8. 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)**];
9. 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.

10. 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;
11. 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;
12. 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;
13. 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)**];
14. 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.
15. 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;
16. Worked as a litigation team member in a Criminal Revision in the High Court in Bangladesh for NGS Cement Industries Limited;
17. Worked as a litigation team member in a Civil Revision (Land dispute) in the High Court in Bangladesh for Shree Binoy Krishno Goshwami;
18. 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 Apri 2011

**Pupil**

**Dr. Kamal Hossain and Associates**, Dhaka, Bangladesh

Conducted legal research regarding service matters, company law, human rights matters (extra-judicial killings and extra judicial penalties, powers of arrest without warrant, repatriation of prisoners, forced eviction of slumdwellers, disability discrimination in public employment), customs, VAT, contracts, banking, land, trademark, government contracts, General Clause Act, constitutional law and trust matters. Held client meetings for service, family and criminal matters. Drafted writ petitions on disability discrimination, Service Matters, VAT matters, Trademark matters and concise statements on criminal death references and customs matters. Composed legal notices on various matters. Drafted criminal C.R. petitions, contempt notices and petitions on land law matters. Drafted various kinds of contracts regarding commercial matters as well as vetting legal documents.

Dec. 2009-  
to date

**Volunteer Work as Part of Professional Work**

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

Conducted interviews of victims and different stakeholders of the society during field visits on behalf of BLAST while working on various contemporary human rights issues i.e. juvenile justice, corporal punishment, police reform project, slum ejection, establishment of courts in CHT region, etc

Drafted proposed the Domestic Workers Act for BLAST. Worked for BAPA to review the Forest Act. Attended the PIL review workshop and worked their as rapporteuring. 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.

- June 2008     **Mini-Pupillage**  
**East Anglia Chambers**, Colchester, Essex, United Kingdom  
Viewed, discussed and analysed cases and followed the conduct and performance of barristers and witnesses in and out of court.
- July 2007     **Mini-Pupillage**  
**Criminal Chambers, 187 Fleet Street**, London, United Kingdom  
Analysed indictments and charges and viewed trials. Gained insight into the influence of human rights on criminal cases, particularly in relation to deportation and extradition of convicted criminals.
- Jan. 2007     **Marshall**  
**Chelmsford Crown Court**, Chelmsford, Essex, United Kingdom  
Learned about proceedings of the court from perspective of judge. Viewed simple sentencing and pleas as well as full trials. Discussed cases with the judges before and after trials.

## Trainer Experiences

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- 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

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- 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.
- 2007- 2008 **Student Mentor**  
**University of Essex**  
Provided academic and social support to first year law students settling into a law degree and university life.
- 2007- 2008 **Member**  
**Street Law**  
Volunteered in a pro bono initiative to present the law verbally to secondary school students.
- 2006 - 2007 **Elected Member**  
**Student Union BME (Black & Minority Ethnic) Committee, University of Essex**  
Served as point of contact for ethnic minority students at university. Campaigned against racism and fascism. Played a leading role in successfully campaigning for anonymous marking to be applied in other departments.
- 2006 - 2007 **Councillor**  
**Student Union, University of Essex**  
The role included addressing, negotiating and debating with members of the council on proposals, motions and other issues raised at the meetings. Successfully proposed motions to the council.
- 2004 - 2006 **Senior Voluntary Nightliner**  
**University Nightline, University of Essex**  
Supported other students on the phone, and provided comfort for distressed students who were feeling homesick or had problems related to university.
- 2003 - 2008 **Member**  
**Law Society, University of Essex**  
Organised various campus events in collaboration with staff and local businesses.
- March 2002 **Volunteer**  
**Grameen Bank, Dhaka, Bangladesh**  
Conducted field visits and research.

### **Advocacy/ Public Speaking/Delegate at the Conferences**

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- 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".**
- 2008 - 2009 I was an active member of the Law Society at my university. Organising various campus events for this society has put me in constant touch with not only staff and students but also local businesses. Due to the roles I have taken, I have been entrusted with responsibility which has given me the confidence to prepare and organise major events whilst studying and working part-time.
- I was appointed as a teacher to bridging year students so I could help them in their language and communication skills. I was able to speak confidently in front of twenty students reflecting my leadership qualities and being able to convey my thoughts in a clear and precise manner. Fulfilling these roles has resulted in the advancement of my interpersonal skills.
- Oct 06 I have taken part in the 'University Model United Nations Simulation' which involved research but more importantly I was confident and persuasive enough to address delegates at the United Nations session.
- Oct 04 – 07 I have taken part in University Mooting competitions.

## **Communication Skills**

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I consider myself to be a good communicator. Studying in the United Kingdom not only improved my written and spoken English but also advanced my ability to listen carefully. I was involved in public speaking and participated in the university moot competitions and a university model United Nations simulation, which gave me the opportunity to develop my communication skills. I further developed strong communication and negotiation skills during participation in a youth talk show discussing and debating issues faced by youth, including drugs and alcohol. I successfully applied these communication skills in Staff Student Liaison Committee meetings. I also developed effective presentation skills during talks in group sessions.

## **Computer Skills**

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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

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Fluent in written and spoken English and Bengali. Proficient in spoken Hindi.

## Hobbies/Extra-curricular Interest

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I am actively involved in a number of sports, including football and cricket. I have a very keen interest in public affairs. I enjoy spending time with my family and reading.

## Consultancies

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- 2015      **National Consultant for International Labour Organization (ILO)**  
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
- 2015      **Legal Consultant for ActionAid Bangladesh under ACB project**  
House 8, Road 136, Gulshan 1, Dhaka 1212
- 2015      **National Consultant for European Union (EU)- Legal & Local Government Expert for Activating Village Courts in Bangladesh (AVCB) Phase II Formulation Mission, EU, Bangladesh.**  
Delegation of the European Union to Bangladesh  
House 7, Road 84, Gulshan 2, Dhaka 1212
- 2014      National Consultant- "*Legal Expert to Support Case Monitoring and Coordination Expert*" under Justice Sector Facility (JSF) Project UNDP, Bangladesh.
- 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.
- 2014      Research Consultant, Study on "*Regional study in Bangladesh, India, Pakistan and the Maldives to examine issues around women in policing in South Asia*", The Commonwealth Human Rights Initiative (CHRI), New Delhi, India.
- 2013      National Consultant, Study on "*Research Services in Law with an emphasis on Justice, Human Rights, Constitutional Law and Security Affairs*", Improving Democracy through Parliamentary Development (IPD) Project, UNDP, Bangladesh.
- 2011      National Consultant, Study on "*Evidence-based Analysis of the Trial Courts in Bangladesh*", Democratic Governance Cluster, UNDP, Bangladesh.

## Personal Information

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Father's Name: **Khan Altaf Hossain (Bhulu)**, Advocate, Bangladesh Supreme Court, Dhaka, Bangladesh.

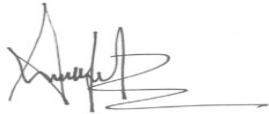
Mother's Name: **Anowara Begum**, Senior Teacher, Collegiate High School, Barisal- 8200, Bangladesh.

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

Gender: **Male.**

Nationality: **Bangladeshi.**

Marital Status: **Married.**



**(Arafat Hosen Khan)**