



EQUITY LAW HOUSE

Advocates & Legal Consultants

WHAT WE DO?

Labor & Employment Rights

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CIVIL LITIGATION

LAND CRIME, DECLARATION OF TITLE, STATUS; RECOVERY OF POSSESSION; INJUNCTION; PARTITION & AMICABLE SETTLEMENT; CANCELLATION OF DEED; RENT SUIT; AGREEMENT ENFORCEMENT; EVICTION UNLAWFUL POSSESSION; SUCCESSION; PROBATE; PRE-EMPTION;
IN SUPREME COURT OF BANGLADESH
CIVIL APEAL, REVISION, FUNDAMENTAL RIGHTS; LABOUR RIGHTS; WRIT; ADMIRALTY; TAX; VAT; CUSTOMS; COMPANY MATTER; BANK COMPANY MATTER; EMPLOYMENT RIGHTS, .

BANKING LITIGATION

RECOVERY OF LOAN; DEFENSE FALSE CLAIM OF LOAN, STAY AUCTION; STAY UNLAWFUL ARTHA-RIN PROCEEDINGS, MEDIATION, NEGOTIATION, STAY SALE PERMISSION; STAY EXECUTION; BAIL.

COMMERCIAL LITIGATION

RECOVERY OF MONEY; DAMAGE CLAIM; MISAPPROPRIATION OF MONEY; TRADEMARK COPYRIGHT VIOLATION; CHEATING; CHEQUE DISPUTES; TORT; MELACIOUS PROSECUTION.

ARBITRATION & MEDIATION

LAND OWNER & DEVELOPER DISPUTE; REAL ESTATE & CONSTRUCTION DISPUTE, CONTRACTUAL VIOLATION; CROSS-BORDER COMMERCIAL DISPUTE .

FAMILY SUITS

MARRIAGE, DIVORCE, CHILD CUSTODY; CLAIM OF DOWER & MAINTENANCE, SALE PERMISSION, GUARDIANSHIP, MEDIATION; DEFENSE OF UNLAWFUL CLAIMS; HINDU & CHRISTIAN DIVORCE.

Labor & Employment Rights Practice Area

Equity Law House excels in Employment & Labour law services in Bangladesh, advising both multinational and local employers and employees. We draft HR policies, ensure compliance with national and international standards, and handle employment disputes through litigation and alternative dispute resolution. Our expertise includes legal opinions on HR policies, employee conduct, hiring and firing, gratuity, provident funds, discrimination, sexual harassment, and more. We also advise on workers' compensation, maternity benefits, and profit entitlements. Choose Equity Law House for top-tier legal support in safeguarding your employment interests.

Further we do-

- Employment & Industrial Relationships | Employment and Labour Legal Services in Bangladesh
- Appointment/Offer letters, Termination practices.
- Employee Salary and Benefits/Stock Option Plan.
- Employee Handbook/HR Policy.
- Labour Compliance.
- Migration, Emigration/Work Permit of Employees.
- Country specific employment relation.
- Provident fund and gratuity.
- Labour tribunal.
- Negotiation with the labor union/ employer or employees representatives.
- Compliance with the regulatory authority (Office of Inspector General of the Department of Factories and Establishment).
- Prepared all employment-related documents and tax advices on employee salary deductions for a major technology, engineering, construction, manufacturing and financial services conglomerate, with global operations.
- Regularly providing legal advice on various aspects of Employment law to an American multinational technology company headquartered in San Jose, California, that designs, manufactures and sells networking equipment. It is considered to be the biggest networking company in the world.
- Provided legal advice on appointment, termination, Provident Fund, Gratuity Fund, Provident Fund administration, and Provident Fund Registration for a Global Logistics Company having its headquarters in Singapore, which offers sophisticated logistical solutions backed by the world's largest global logistics network, also seek our advice.
- Advised on various aspect of employment law such as labour compliance, termination, migration of employees, etc, to a leading agriculture company helping to improve global food security by enabling millions of farmers to make better use of available resources, also seeking our advice on a regular basis.
- Drafting standard HR policy documents for employers including disciplinary and grievance procedures, written terms of employment and employee handbooks.
- Reviewing existing HR policy.
- Drafting & preparing Appointment Letters, Termination Letters, Show Cause Letters, Notice for
- Promotion, etc., in compliance with labour law.
- Calculation of wages of the workers.
- Market Research and recommend market practice.
- Advising on enquiry proceeding in compliance with labour law

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- Handles statutory public bodies and the employees of the said bodies or corporations regarding the terms and conditions of their service. These include the officials of the Bangladesh Bank, Civil Aviation Authority, Sonali Bank Limited, Janata Bank Limited and Agrani Bank Limited.
- Handles statutory public bodies and the employees of the said bodies or corporations regarding the terms and conditions of their service including temporary suspension from service for inquiry about misconduct, dismissal or removal from service, discharge from service, withholding of pay-scale or increment, deprivation from any service benefit including housing and pension rights and transfer from one workplace to another.
- Dismissal, transfer and other disciplinary measures taken against public servants or unfair discrimination in service
- Appointment, dismissal of teachers and staffs and withholding of MPO benefits in non-government schools and madrasah





We
thank
you!