

OGR LEGAL

Labour & Employment

Capability Statement



About Us

OGR Legal is a leading full-service law and tax firm in Bangladesh, dedicated to providing strategic, commercially-focused solutions. From our two offices in Dhaka and one in Chattogram, we leverage deep local insights and international standards to guide clients.

Our history is built on delivering innovative and practical advice to a diverse clientele, including prominent local conglomerates and multinational corporations, helping them navigate the complexities of the Bangladeshi market with confidence.



Why OGR Legal

DEEP REGULATORY EXPERTISE

Unmatched insight into the nuances of the Bangladesh Labour Act, 2006, the Bangladesh Labour Rules, 2015, and crucial court precedents, ensuring strict, actionable compliance.

COMMERCIAL & STRATEGIC FOCUS

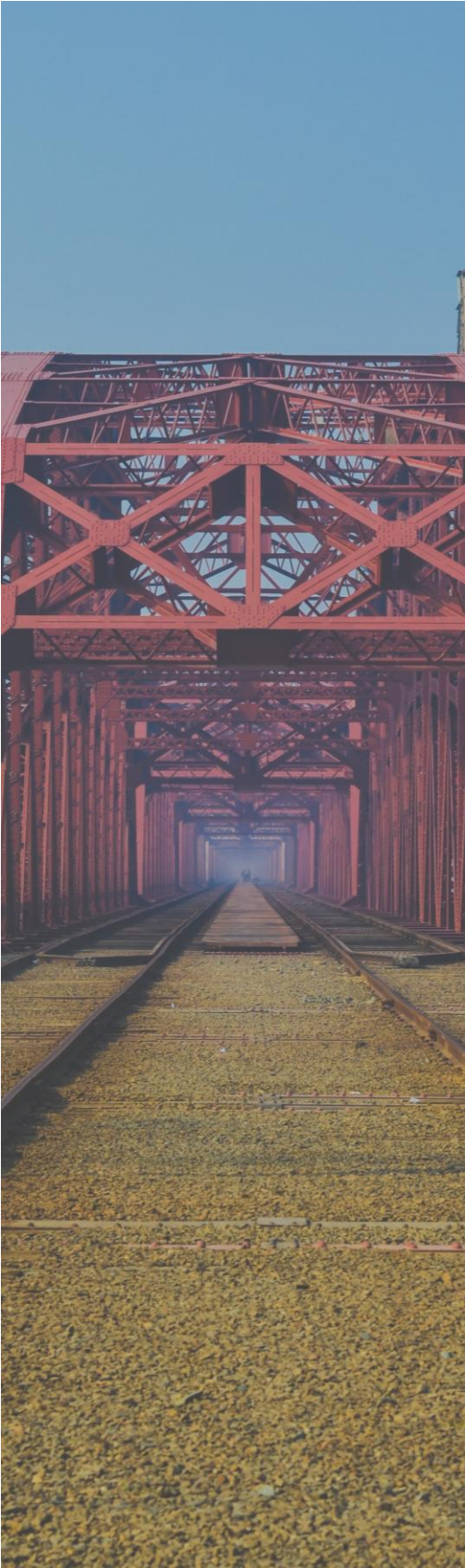
We provide partner-led, commercially astute advice that balances legal risk with your business objectives, moving beyond simple compliance to strategic workforce management.

PROVEN DISPUTE RESOLUTION

A formidable track record of successfully representing clients in high-stakes disputes before the Labour Courts, Labour Appellate Tribunal, and in negotiations with regulatory bodies.

KEY SECTOR EXPERIENCE

Deep experience advising clients on the unique workforce challenges within Bangladesh's key industries, including RMG, FMCG, TMT, Food, Retail, Pharmaceuticals, and Energy.



Our Labour & Employment Capabilities

RECRUITMENT & ONBOARDING

- Drafting and negotiating executive and standard employment contracts.
- Advising on workplace policies, mandatory "Service Rules," employee handbooks, and codes of conduct (e.g., anti-harassment).
- Structuring compensation, benefits, and incentive schemes in compliance with local law.

ONGOING ADVISORY & FUND MANAGEMENT

- Day-to-day counsel on working hours, leave, workplace safety (H&S), and managing disciplinary matters.
- Structuring, establishing, and securing NBR-recognition for Provident Funds and Gratuity Funds.
- Advising on data protection, employee privacy, and internal compliance.

WORKPLACE INVESTIGATIONS & SEPARATIONS

- Conducting neutral, independent investigations into allegations of misconduct, harassment, or fraud.
- Managing complex terminations, "firing" procedures, redundancies, and large-scale workforce restructuring.
- Negotiating and documenting settlement agreements, releases, and separation packages.

DISPUTE RESOLUTION & REPRESENTATION

- Representing employers in all proceedings before the Labour Court and Labour Appellate Tribunal.
- Engaging with regulatory bodies like the Department of Labour and the Department of Inspection for Factories and Establishments (DIFE).
- Advising on industrial actions, trade union negotiations, and Collective Bargaining Agent (CBA) matters.



Some of our recent key engagements

- Advised a global telecommunications infrastructure company on complex provident fund structuring and compliance issues.
- Represented a leading international apparel retailer in a sensitive internal employment investigation and successfully defended them in related Labour Court proceedings.
- Serve as primary external employment counsel for a major German engineering and technology conglomerate on all their Bangladeshi workforce matters.
- Advised a Fortune 500 healthcare technology company on executive compensation, non-compete clauses, and regulatory compliance.
- Assisted a global consumer electronics manufacturer with restructuring its workforce and represented them in various proceedings before government offices.



Key People



Osman Goni

A Partner and Advocate of the Supreme Court, Osman has over a decade of experience advising multinational and domestic clients. He specializes in complex employment and labour law matters, corporate governance, and regulatory compliance, expertly guiding clients through Bangladesh's legal landscape and representing them before regulatory authorities.

✉ osman@ogrlegal.com

☎ +880 1715 569498

Sazzad Hossain

Sazzad brings over 8 years of experience, focusing on dispute resolution, corporate advisory, and employment law. He assists local and international clients with contract drafting, regulatory compliance, and commercial litigation, with particular experience supporting clients in the manufacturing, infrastructure, and consumer goods sectors.

✉ sazzad@ogrlegal.com

☎ +880 1941 455766



Faizul Islam Khan

Faizul is a UK-qualified Barrister (Lincoln's Inn) and an Advocate in Bangladesh. His practice focuses on corporate advisory, dispute resolution, and regulatory compliance. He regularly assists multinational clients with company incorporation, business licensing, and employment matters, representing them before various regulatory authorities and the courts.

✉ faizul@ogrlegal.com

☎ +880 1751 230943

Key People

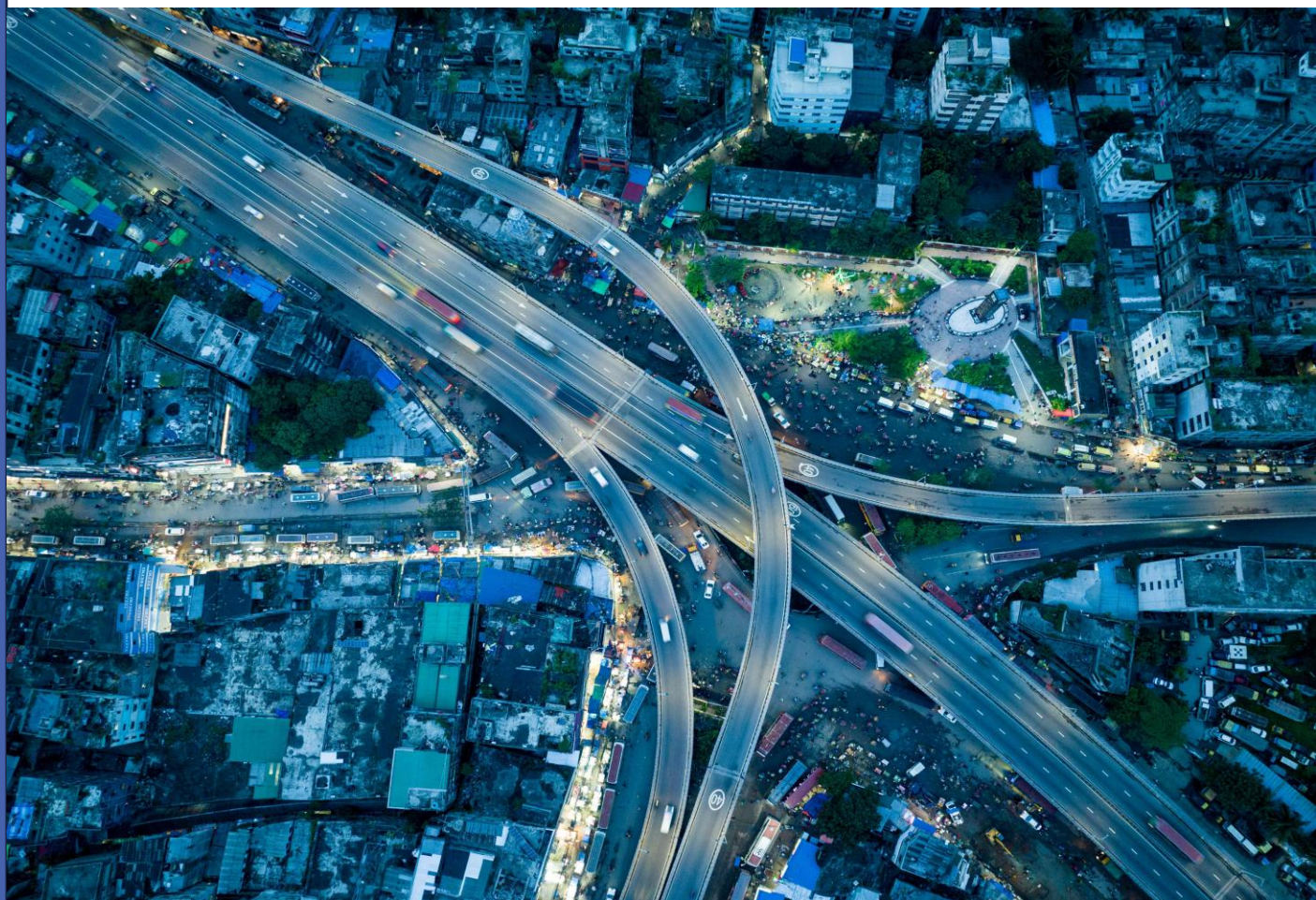


H A S Morshed

Morshed brings a unique blend of legal and operational expertise, drawing on his prior senior leadership experience in the fintech and RMG sectors. He specializes in employment issues, labour compliance, and corporate advisory, providing practical, commercially-focused solutions to manufacturers and technology clients on HR policies, labour audits, and regulatory challenges.

✉ morshed@ogrlegal.com

☎ +880 1678 148367





Our Offices

Kawran Bazaar Office

9th Floor, Ali Bhaban, 92 Kazi Nazrul Islam Avenue, Kawran Bazaar, Dhaka 1215,
Phone: +8801765449020
Email: mail@ogrlegal.com

Baridhara Office

2nd Floor, House- 517/6, Road- 10, Baridhara DOHS, Dhaka,
Phone: +8801975603559
Email: baridhara@ogrlegal.com

Chattogram Office

Apt#C-4, 2nd floor, 102, Agrabad Access Road, Agrabad, Chattogram, Bangladesh
Phone: +8801678148367
Email: chittagong@ogrlegal.com