

# **Legal Advisers Inc.**

**The Chambers of S. Naeem Bokhari  
Advocate Supreme Court**

## **CURRICULUM VITAE**

### **LEGAL ADVISORS INC.**

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Sector F-8/4,  
Islamabad.

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**NAME:** NAEEM BOKHARI  
**FATHER'S NAME:** DR. SYED ALTAF HUSSAIN BOKHARI  
**DATE OF BIRTH:** OCTOBER 12, 1948  
**PROFESSION:** ATTORNEY SUPREME COURT OF PAKISTAN

### **EDUCATIONAL QUALIFICATION:**

1969-70 Punjab University Law College  
LL.B. Degree (Bachelor in Litigation and Laws)  
First Division

1963-65 Government College, Lahore  
B.A. Degree (Bachelor in Arts)  
First Division

1953-63 Saint Anthony's High School  
Lahore  
Matriculation  
First Division

### **ACADEMIC ACTIVITIES**

**Chairman Board of Governors:** \* City Law College, Lahore

**Member Visiting Faculty:**

1. Punjab Law College, Lahore
2. Lahore Law College, Lahore
3. Public Administration Department, University of the Punjab, Lahore.

**Visiting Course Director:**

- \* Pakistan Institute of Management, Lahore

**Visiting Speaker:**

1. Army Command & Staff College, Quetta
2. National Institute of Public Administration
3. Pakistan Airforce Training Academy, Risalpur
4. Pakistan Military Academy, Kakul
5. National Defence University, Islamabad
6. PTCL training Academy, Islamabad
7. Pakistan Tobacco Company Limited

**Practising Advocate:**

1. High Courts of Pakistan (Since 1972)
2. Supreme Court of Pakistan (Since 1984)

**Other Activities:**

- \* Contributing articles to the national papers and magazines
- \* Author of Law books for University students
- \* Appearing on Television as Host/ Compere/ Anchor Person (Since 1980)
- \* Teaching Pakistan Constitutional Law and Labour Laws at the City Law College, Lahore
- \* Conducting workshops on practical application of Labour Laws

**Professional Experience:**

**1969**

Joined the law chambers of Khawaja Sultan Ahmed, an eminent lawyer specializing in criminal law. This internship lasted one year.

**1970-1971**

Remained associated with the law chambers of Khalil ur Rehman Khan, Advocate Supreme Court of Pakistan, subsequently elevated as Judge of the Lahore High Court, appointed Chief Justice, Lahore High Court, elevated to the Supreme Court of Pakistan, the Federal Ombudsman and Rector of the International Islamic University at Islamabad.

Civil and Constitutional litigation was the main focus of this law chambers.

**1972-1977**

Invited to join the law chambers of Mr. S. M. Zafar, Senior Advocate Supreme Court, ex-Federal Law Minister, Member of the Senate and possibly the most prominent attorney in Pakistan.

During five-years association with Zafar Law Associates, handled industrial and labour laws matters including advice and opinion on labour related issues to Joint Ventures and other corporate entities which included but was not limited to Pakistan Tourism Development Corporation (PTDC), Tarbela Joint Venture (TJV), KSB Pumps Company Limited, Lever Brothers Pakistan Limited, Shahtaj Sugar Mills Limited, Family Planning Association of Pakistan Limited.

Apart from appearing in a large number of cases before the Labour Courts, National Industrial Relations Commission and High Courts, companies were advised in respect of strikes, go-slow, retrenchment, settlements with unions, service rules, disciplinary process and procedures.

**1977-1992**

Started own chambers under the name of Legal Advisers Inc. with offices in Lahore and Karachi (1980-1985). Law practice at this stage was primarily, if not exclusively, in the realm of labour laws, advice and opinions, evaluating demand notices and drafting settlements.

Legal and professional services were provided to a large number of clients including, though not limited to, Pakistan Steel Mills, Pakistan Railways, Nespak Limited, National Bank of Pakistan, Hussein Sugar Mills Limited, Attock Refinery Limited, Pakistan Oilfields Limited, House Building Finance Limited, Pakistan Water and Power Development Authority (WAPDA), Emco Industries Limited, Kohinoor Textile Mills Limited, Hilton Hotel, Lahore, Shezan International Limited, Pak Elektron limited (PEL), Wyeth Pakistan Limited, Fauji Fertilizer Company Limited.

**1992-2009**

Opened law chambers in Islamabad also. Here again labour laws litigation was handled and advice and opinions given to Fauji Foundation, and its subsidiary companies, Mari Gas Company Limited, Orient Petroleum International Inc., Zaver Petroleum Corporation Limited, Pakistan Petroleum Limited, Oil and Gas Development Company Limited, Attock Oil Company, Pakistan Oilfields Limited, Attock Refinery Limited, Attock Industrial Products Limited, Attock Chemicals limited, Attock Cement Limited, Clough Engineering Limited, Nestle Pakistan Limited, Pakistan Tobacco Company Limited (PTC), Atlas Honda Limited, Pakistan Telecom Mobile Limited (Ufone), Telecom Foundation, Shalimar Recording & Broadcasting Company Limited, Pakistan Television

Corporation (PTVC), National Accountability Bureau, Expert Advisory Cell, Pakistan Mobile Communications Limited (Mobilink), Hong Kong Shanghai Banking Corporation, Japan Bank for International Cooperation, Aga Khan Rural Support Programme (AKRSP), Kohinoor Textile Mills Limited, Nishat Textile Mills Limited, Hydrocarbon Development Institute of Pakistan, Hashwani Hotels Limited, Pakistan Services Limited, Continental Foods (Pvt) Limited, Habib Rafiq Construction Company Ltd etc.

Closure of Hong Kong Shanghai Banking Corporation's branch in Islamabad, closure of Pak Elektron Limited's industrial establishment in Gadoon Amazai Industrial Estate, NWFP, retrenchment of employees of Aga Khan Rural Support Programme, vetting of Human Resource Manual of Orient Petroleum International Inc. to bring it in accordance with the provisions of labour laws in Pakistan, detailed opinion on contract labour and Voluntary Separation Scheme to Pakistan Tobacco Company Limited, drafting Compliance Manual for the Japan Bank for International Cooperation and vetting their working regulations.

Conducted seminars and workshops on the practical application and implication of labour laws in Pakistan Institute of Management, Lahore, Pakistan Oilfields Limited, Khaur, Attock Cement Limited, Karachi and PTCL, Islamabad.

Worked as consultant to the World Bank, on reorganising the relationship between the dock workers at Karachi Port Trust & other labour related issues associated with KPT.

**2010-till 2014**

Appeared in High Court cases concerning the appointment of CEO's in PESCO, LESCO, FESCO and HESCO at Peshawar, Islamabad, Lahore and Hyderabad. Represented the Ministry of Water & Power at the Sukkur High Court, Sukkur, in response to the resistance offered by the CBA Union and others against the dissolution of Pepco.

Terms of Reference were enlarged and expanded with the International Resources Group, resulting in the working on numerous comprehensive reports, full time support to the USAID funded Power Development Improvement Programme and the Ministry of Water and Power in regards to HR, Policy and Labour issues concerning Discos, Gencos, NTDC, the dissolution of PEPCO and the setting up / creation of Central Power Purchasing Agency Guarantee Limited. Advice to IRG on other HR & day to day issues was also rendered besides detailed interaction with various officials of the Ministry of Water and Power along with IRG, AEAI & USAID officials.

Handled Labour related and other cases in the Labour Appellate Tribunal, Labour Courts, National Industrial Relations Commission Limited, Federal Services Tribunal, Civil Courts, High Courts and the Supreme Court of Pakistan for Nestle, PTCL, ATLAS Honda, Pakistan Tobacco Company Limited, Pakistan Services Limited, Hashwani Hotels, Ocean Pakistan Limited, Pakistan Telecommunications Company Limited, Zaver Petroleum, Murtaza Construction, Associate Builders, Al-Fajr International, KSB pumps, TCS, Lucky Cement, Daewoo, Habib Rafique (Pvt. Ltd), Mari Gas Company, Spinghar Textile Mills, Messers Sindh Travels Limited, Capital Development Authority, Izhar Group of Companies, Hydro Carbon Development Institute of Pakistan, Pakistan Television Corporation, Federal & Provincial Governments and various other private clients.

### **Experience in the Oil and Gas Sector**

- 2010-till 2014** Represented Dr. Gaith Pharaons interests in Attock Oil Company Limited, Attock Cement Limited, Pakistan Oil Fields, Attock Chemicals Limited and Attock Industrial Products Limited.
- 2001 till 2007** Advised Clough Engineering Limited, an Australian Company, in its contractual relationship with Oil and Gas Development Company Limited (OGDCL); Petrosin, Pakistan Customs and Federal Board of Revenue.
- 1998 till 2016** Advised and represented Ocean Pakistan Limited (previously Orient Petroleum International) in matters / disputes with DGPC, Ministry of Petroleum and Natural Resources, OMV Maurice Energy Limited and Petronas Carigali Limited.  
Petroleum Policies of the Government of Pakistan, Petroleum Concession Agreements, Joint Operating Agreements and Farm out Agreements were carefully examined; in particular disputes interse working interest owners, change / transfer of working interest, cancellation of concession agreements, and allocation of blocks whether in accordance with the Rules, Directives, and applicable Petroleum Policies.
- 2006 till 2016** Represented and advised Marri Petroleum Company Limited (formerly Marri Gas Company Limited) in its disputes with BYCO Petroleum, OGDCL and responses to the Ministry of Petroleum and Natural Resources queries and in-house advice on a recurring basis.

### **Reported Cases:**

Some of the cases reported in different law journals include:

1. PLD 2006 Supreme Court 602
2. PLD 2005 Supreme Court 393
3. 2004 Pakistan Supreme Court Cases 630
4. 2004 Pakistan Supreme Court Cases 449
5. 2002 Supreme Court Monthly Review 504
6. 2002 Pakistan Labour Cases 192
7. 2001 Supreme Court Monthly Review 934
8. 2001 Supreme Court Monthly Review 1757
9. 2000 Pakistan Labour Cases 501
10. 1999 Supreme Court Monthly Review 640
11. 1999 Monthly Law Digest 1876
12. 1999 Pakistan Labour Cases 320
13. 1998 Supreme Court Monthly Review 2586
14. 1998 Supreme Court Monthly Review 1803
15. 1997 Pakistan Labour Cases 206
16. 1997 Civil Law Cases 1724
17. 1997 Civil Law Cases 1743
18. 1996 Civil Law Cases 654
19. 1996 Civil Law Cases 1657
20. 1994 Supreme Court Monthly Review 811
21. 1994 Pakistan Labour Cases 476
22. 1994 Pakistan Labour Cases 364
23. 1993 Supreme Court Monthly Review 105
24. 1993 Supreme Court Monthly Review 488
25. 1993 Supreme Court Monthly Review 1370
26. 1992 Supreme Court Monthly Review 1891
27. 1992 Pakistan Labour Cases 415
28. 1992 Pakistan Labour Cases 775
29. 1992 Pakistan Labour Cases 1055
30. 1991 Supreme Court Monthly Review 286
31. 1991 Pakistan Labour Cases 908
32. 1986 Civil Law Cases 312
33. PLD 1980 Peshawar 216
34. 1976 Pakistan Labour Cases 897
35. 1976 Pakistan Labour Cases 862
36. PLD 1975 Peshawar 240
37. 1974 Pakistan Labour Cases 191

**ASSOCIATES IN LEGAL ADVISORS INC.:**

**KASHIF NAWAZ SIDDIQI**

**FATHER'S NAME:** MUHAMMAD ILYAS SIDDIQI  
**DATE OF BIRTH:** 23.05.1983  
**PROFESSION:** ATTORNEY HIGH COURT  
**ACADEMIC:** LLB HONS (UNIVERSITY OF BUCKINGHAM), LLM (UNIVERSITY OF BUCKINGHAM)

**MUHAMMED IMAD KHAN**

**FATHER'S NAME:** M. IJAZ KHAN  
**DATE OF BIRTH:** 22.01.1985  
**PROFESSION:** ATTORNEY HIGH COURT  
**ACADEMIC:** LLB HONS. (UNIVERSITY OF LONDON), LLM (LONDON METROPOLITAN UNIVERSITY)

**AFZAL ALI**

**FATHER'S NAME:** MUHAMMED SIDDIQUE  
**DATE OF BIRTH:** 19.7.1978  
**PROFESSION:** ATTORNEY HIGH COURT  
**ACADEMIC:** B.A. (PUNJAB), LLB (PAKISTAN LAW COLLEGE)