

# Rajvinder Singh Bains

## Partner, Norway



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| Location | Oslo                   |
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| Language | Norwegian, English     |
| Email    | raj.bains@dlapiper.com |

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Rajvinder Singh Bains (Raj) is a partner in DLA Piper's Employment law group. He works with employment law related issues in all aspects as well as adjoining legal disciplines. He assists both Norwegian and international clients in reorganization, business transfer, downsizing, termination, collective agreements, pension and incentive schemes etc. In addition to employment law, he also works with data protection matters.

As a former deputy judge, Raj has considerable experience with dispute resolution in the courts as a deputy judge and litigation lawyer. He is also used as external examiner on employment law at the University of Oslo and holds lectures for peers.

Raj speaks English, Hindi, Punjabi and Norwegian fluently.

# Credentials

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| Education | Master of Law, University of Oslo | 2011 |
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| Memberships | Member of the Norwegian Bar Association. |
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# Experience

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| Prior experience | Partner, DLA Piper Norway                | 2021 -      |
|                  | Senior Lawyer, BAHR                      | 2018 - 2021 |
|                  | Senior Associate, Haavind                | 2015 - 2018 |
|                  | Deputy judge, Fredrikstad District Court | 2013 - 2015 |
|                  | Associate, Advokatfirmaet Hjort          | 2012 - 2013 |
|                  | Research assistant, University of Oslo   | 2011 - 2012 |

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# Rankings

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The Legal 500, 2025

*'Rajvinder Bains is easy to work with, and is very business oriented, giving clear and practical advice.'*



*'Rajvinder Bains has been and continues to be a very appreciated resource with DLA in Norway. He is always available, obviously very knowledgeable, provides both valuable strategic as well as operational sound advice, and is overall a core asset for us as customers when cooperating with DLA.'*

Rajvinder is recommended for *Employment* by The Legal 500, 2025.

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Chambers & Partners  
Europe, 2025

*Rajvinder Singh Bains advises on a variety of employment matters, including employee transfers and reorganisations.*



*'Rajvinder Singh Bains has strong focus and is solution-oriented.'*

*'Rajvinder appears confident in the role and advises in a way that makes the process go better than expected.'*

Ranked as 'Up and Coming' within *Employment* by Chambers and Partners, 2025.

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The Legal 500, 2024

Rajvinder is recommended for *Employment* by The Legal 500, 2024.



Chambers & Partners  
Europe, 2024

*Joining the rankings as an up-and-coming practitioner, Rajvinder Singh Bains advises on a variety of employment matters, including employee transfers and reorganisations.*



Ranked as 'Up and Coming' within *Employment* by Chambers and Partners, 2024.

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The Legal 500, 2023

*'Rajvinder Singh Bains is unique in this industry. He provides precise, tailor made, valuable advice.'*



Rajvinder is recommended for *Employment* by The Legal 500, 2023.

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The Legal 500, 2021

*'Rajvinder Singh Bains – our main contact in the employment practice – is driven by a sound winning spirit. He has the great capacity to promptly understand complex scenarios and counterpart strategies. Moreover, Singh Bains has the ability to remain calm and serves as a catalyst even in the most pressing*



*of times by adding a positive and optimistic touch to the matters discussed.'*

Rajvinder is recommended for *Employment* by The Legal 500, 2021.

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## Publications

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Article in the Norwegian employment journal *Arbeidsrett*: "Non-compete clauses with stakeholders who are also employees" (*Arbeidsrett* 2022/1 p. 37-59).

Norwegian title: «Konkurranseskulder for aksjonærer som også er arbeidstakere».

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Article in the Norwegian employment journal *Arbeidsrett*: "The concept of pay in EU-law and implementation in Norway" (*Arbeidsrett* 2013/1 p. 1-81).

Norwegian title: «Lønn i EU-retten – Begreper, funksjoner og gjennomføring i norsk rett».

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## Services

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Employment



Intellectual Property and Technology



Employment



Intellectual Property and Technology