

NADIA KHADAM

PhD Criminal Law, Policy and Procedure

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DOB: 03 April 1985
Gender: Female

OBJECTIVE

Accomplished and forward-thinking legal academic with over 15 years of experience in the legal field and more than a decade in legal education, research, and academic administration. Demonstrates core competence in developing and streamlining law departments—academically, administratively, and strategically—for sustainable growth and institutional visibility. Proven track record in curriculum design, legal research and student-centered teaching. Actively contributes to building national and international academic collaborations and industry-academic linkages to promote practical, skills-based legal education. Committed to preparing future legal professionals by integrating academic excellence with real-world competencies and contributing meaningfully to the mission and progression of legal education institutions.

CORE COMPETENCE

- ☐ HEC Approved Ph.D Supervisor
- ☐ Legal Education Expertise
- ☐ Curriculum Development of law modules
- ☐ Industry academia collaboration
- ☐ Regulatory Compliance and Accreditation of legal education programs
- ☐ Innovative Pedagogy for better results in legal education
- ☐ Leadership and Program Management of Law schools
- ☐ Research and Consultation
- ☐ Student Development and Mentorship:
- ☐ Refined research and supervision skills.

PROFESSIONAL SUMMARY

I hold a PhD in Criminal Law, Policy, and Procedure, with 15 years of professional experience, including over a decade of post-PhD teaching, research, and administrative experience. My research expertise spans various areas of law, with a particular focus on cybercrime laws, criminal law and procedure, and cybersecurity. I have also served as an attorney in both District and High Courts, providing legal services, opinions, and solutions on a broad spectrum of legal matters, with in-depth knowledge of both Islamic and English law. Currently, I am the Head of the Law Program at a transnational educational institution in Pakistan, where I oversee both the academic and administrative facets of LLB programs from the University of London, University of Essex, and Liverpool John Moores University (UK)

ACADEMIC QUALIFICATION

2011-2015	Hanyang University (LLM Leading to PhD- Criminal Law, Policy and Procedure) <u>Thesis Title:</u> A Comparative Study on The Legal Systems On Cybercrime Between South Korea And Pakistan-Focused On The Cybercrime Response System	Seoul, South Korea
2005-2008	International Islamic University (LL.B) (Gold Medalist)	Islamabad, Pakistan
2003-2005	University of Punjab (B.Sc with Statistics, Economics and Computer Science)	Lahore, Pakistan

WORK EXPERIENCE

- **PROGRAM HEAD/ASSOCIATE PROFESSOR** **April 2024 to date**
Beaconhouse International College, Islamabad
- **ASSISTANT PROFESSOR/Head of Department** **September 2019 to February 2024**
 - Department of Law, Fatima Jinnah Women University, Rawalpindi
- **SENIOR ASSISTANT PROFESSOR** **April 2015 to August 2019**
 - Department of Law, Bahria University, Islamabad
- **RESEARCH SCHOLAR** **September 2011 to February 2015**
 - Hanyang University, South Korea
- **RESEARCH ASSOCIATE:** **January, 2009 to date**
 - Research Associate at Institute of Policy Studies (IPS) Islamabad, Islamabad Based Research Institute.
- **LECTURER:** **October 2010~ May 2011**
 - Lecturer at Law. London College of Law Islamabad, Pakistan
- **ADVOCATE:**
 - Member Punjab Bar Council since 2009
 - Member District Bar Association Rawalpindi (life member)
 - Member High court Bar Association Rawalpindi Bench, Rawalpindi ((life member)
- **ATTORNEY AT LAW:** **January, 2009 to August 2011**

Worked as Attorney at Law with Women Aid Trust an NGO providing legal aid to deserted and suppressed women and children of society :

- Providing free legal aid, counseling and advocacy to deserted and suppressed women and children.
- Provided legal aid to poor and helpless female prisoners in Adiala Jail, Rawalpindi

ADMINISTRATIVE POSITIONS

- **Program Head-Law Programs, Beaconhouse International College**

April 2024 to date

- **Head, Department of Law, Fatima Jinnah Women University**

November, 2019 to February 2024

RESEARCH PROJECTS

- Project lead ***Cybercrime Law & Electronic Evidence Training Manual for Judges ,Prosecutors & Lawyers*** Funded by ***Law & Justice Commission of Pakistan***

- Jan 2025 - (On going)

- *Funding Agency: Law & Justice Commission of Pakistan*

- *Approved Budget: Rs 800,000/-*

- Co-PI for Project Title ““***Revamping Probation Services: Assessing risks, needs and strengths of offenders on probation in Punjab, Pakistan***” LCF-HEC Pakistan

- 2022-2024 (Completed)

- *Funding Agency: Local Challenge Fund-HEC Pakistan*

- *Approved Budget: Rs 10,914,000/- (Approx 10 Million)*

- Principal Investigator for project title “***The Constitutional Right to Water in Pakistan: Analyzing Legal Framework, Water Governance and Gender Inequalities***

- *July2021-Dec 2023(completed)*

- *Funding Agency: Fatima Jinnah Women University, Rawalpindi*

- *Approved Budget:0.726 Million*

- Co-PI for Project Title “***Online Learning during the COVID-19: A Review of Students’***

Experiences in Asian Higher Education Institutions”

- o *June 2021-March 2022 (Completed)*
- o *Funding Agency: Asian Development Bank*
- o *Approved Budget: 38500 USD*

CONTRIBUTION TO THE FIELD

- Established collaboration with the U.S. Department of Commerce's Commercial Law Development Program, enabling Fatima Jinnah Women University law students to participate in the William C. Vis Moot Court Competition (2020–2024) as one of only two Pakistani universities, with full sponsorship for all team members.
- Developed and coordinated a Fulbright Specialist Program on Alternative Dispute Resolution (ADR) with Dr. Jo Chitlik at Fatima Jinnah Women University in my capacity as Head of the Department of Law in 2023, successfully implemented in 2024.
- Pioneered the first-ever MoU with the Federal Judicial Academy, creating structured internship opportunities for law students and formally opening avenues for academic engagement with the judiciary.
- Advisor for Interview, Punjab Public Service Commission
- Member Inspection team (Law Colleges/Universities) Higher Education Commission of Pakistan
- Member Board of Studies, School of Law, Quaid-e-Azam University, Islamabad
- Member Board of studies, Department of Law AJ&K University Muzaffarabad

RESEARCH PUBLICATIONS

Publications In Q1 Journals

- **Khadam, N., et al.** (2023). *How to punish cyber criminals: A study to investigate the target and consequence-based punishments for malware attacks in UK, USA, China, Ethiopia & Pakistan*. **Heliyon**, 9(12). (Elsevier, Q1 Multidisciplinary Journal — Scopus & WoS indexed)
- **Shaheen, T., & Khadam, N.** (2022). *Life imprisonment: Life or 25 years—a law that requires interpretation in Pakistan*. **Cogent Arts & Humanities**, 9(1). <https://doi.org/10.1080/23311983.2022.2089491> (Taylor & Francis – Q1 in Humanities - Scopus-indexed)

- Khadam, N., Bukhtawer, N., Iqbal, Z., Qayyum, H., Khan, Z. F., Razzaq, M., & Idrees, F. (2024). *Gender inequality, water rights and policy implications: Learning from the experience of experts working in the water sector*. **Cogent Social Sciences**, 10(1). <https://doi.org/10.1080/23311886.2024.2334109> (Taylor & Francis – Q1 in Social Sciences - Scopus-indexed)
- Waheed, M., Farid, Z., Perveen, S., & Khadam, N. (2023). *Artificial reproductive technology in Pakistan: Implications of surrogacy in the light of Supreme Court judgment*. **Journal of Xi'an Shiyou University (Natural Science Edition)**, 9(8), 481–491.

Publications in Q2 Journals

- Ilyas, M. J., Khadam, N., & Mukhtar, S. (2022). Using the law of digital identity for developing trust in electronic environment. *Journal of Law and Political Science*, 33(2).
- Khadam, N., Zahoor, S., Gondal, S., & Tatari, S. (2019). Analytical framework for judicial data collection in Pakistan. *Policy Perspectives*, 16(2), 87–105. <https://doi.org/10.13169/polipers.16.2.0087>
- Kim, H. J., Khadam, N., & Ju, M. (2024). Exploring learners' perceptions of the role of learner-centered online education in transforming legal education. *Brain, Digital, & Learning*, 14, 21–34. <https://doi.org/10.31216/BDL.20240002>

Other Publications-International

- Qayyum, H., Madni, A., & Khadam, N. (2023). *The practices of running Musharakah by Islamic financial institutions: The Shariah analysis*. **Journal of Southwest Jiaotong University**, 58(1), 641–654. <https://doi.org/10.35741/issn.0258-2724.58.1.51>
- Noreen, M., Rawan, B., Khadam, N., & Azeema, N. (2021). *Educational policy and Pakistan's campus radio: A students' perception*. **Webology**, 18(6).
- Khadam, N., Iqbal, Z., Qayyum, H., Khan, Z. F., Razzaq, M., Idrees, F., & Bukhtawer, N. (2023). *Constitutional right to water: Analyzing the legal framework and a way forward for formal water governance in Pakistan*. **Journal of Southwest Jiaotong University**, 58(6).
- Amin, B., & Khadam, N. (2021). *Attempt to commit suicide: A critical analysis of Pakistani laws with reference to reformative theory of punishment*. **Turkish Online Journal of Qualitative Inquiry**, 12(7).

- Khadam, N. (2012). Insight to cybercrime. *Hanyang Law Review*, 29(1). Retrieved from <http://lawnb.com/Info/ContentTotal>

Other Publications-HEC Recognized National Journals

- Asif, R., Razzaq, M., & Khadam, N. (2023). *Legal analysis of harassment laws in public places: A case study of Pakistan*. **Islamabad Law Review**, 7(1).
- Zaheer, A., Naz, F., Khan, Z. F., & Khadam, N. (2025). Do Probation Laws Help in Reducing the Risk of Recidivism in Pakistan? A Critical Analysis. *Law Research Journal*, 3(1), 122–134
- Idrees, F., Javed, S., & Khadam, N. (2025). *Environmental sustainability of e-waste in developing countries: Comparative analysis and developing legal framework for e-waste management in Pakistan*. **Pakistan Journal of Law, Analysis and Wisdom**, 4(5), 22–32.
<https://pjlw.com.pk/index.php/Journal/article/view/v4i5-22-32>
- Ibrar, R., Manzoor, K., Qayyum, H., & Khadam, N. (2025). *Legal protection of stray animals: A comparative study of Pakistan, Malaysia and UK*. **Indus Journal of Social Sciences**, 3(2), 748–764. <https://doi.org/10.59075/ijss.v3i2.1559>
- Yaqoob, A., & Khadam, N. (2025). *Plea of insanity as a defence: Analysis of jurisprudence in Pakistan*. **Asian Social Science Archives**, 3(2), 1244–1256.
- Khadam, N. (2025). *Addressing the trustworthiness in autonomous systems and challenge of psychological acceptability of anthropomorphism*. **Contemporary Journal of Social Science Review**, 3(2), 1489–1501.
- Khadam, N., et al. (2025). *Examining legal framework on probation in Pakistan*. **Social Science Review Archives**, 3(2), 1327–1341.
<https://doi.org/10.70670/sra.v3i2.741>
- Khadam, N., & Arshad, M. A. (2017). *Counter-terrorism and charging standards in Punjab*. **Pakistan Law Review**, 8, 124–135.
<https://heinonline.org/HOL/LandingPage?handle=hein.journals/pakislr8&div=13>
- Nadia Khadam. 2012. **Legislation on Women and Family in Pakistan Trends and Approaches - IV**, Journal of Policy Perspectives, Volume-9, page 143, ISSN 1812-734 Available at <http://www.jstor.org/stable/42922709>

- Nadia Khadam. 2011. **Legislation on Women and Family in Pakistan Trends and Approaches - III**, Journal of Policy Perspectives, Volume-8, page 85, ISSN 1812-7347
- Nadia Khadam. 2011. **Legislation on Women and Family in Pakistan Trends and Approaches - II**, Journal of Policy Perspectives, Volume-8, page 97, ISSN 1812-7347
- Nadia Khadam. 2010. **Legislation on Women and Family in Pakistan Trends and Approaches - I**, Journal of Policy Perspectives, 7, page 127, ISSN 1812-7347

BOOK CONTRIBUTION

- **Legislation on Women and Family in Pakistan: Trends and Approaches**, Editor Khalid Rehman, Nadeem Farhat, IPS Press(feb 2014)

CONFERENCE PRESENTATION

- Rafia Saleem, Nadia Khadam, **Consumer Online Dispute resolution: A Legal Mechanism for Innovative e-governance in Pakistan**, Presented at 1st International Conference on Business, Management and Social Sciences (ICBMAS) held at NUST, Islamabad on 23rd June, 2021
- Dr. Nadia Khadam, **Role of Women in Internet governance**, Presentation at 2nd International Conference on Governance and Public policy 2018 held from 16th -18th February, 2018 at Rawalpindi, Pakistan
- Dr. Nadia Khadam, M.Adeel Arshad, **Counter Terrorism and Charging Standards For Prosecutors In Punjab**, Paper Accepted for Oral Presentation at Symposium on the 'State of Criminal Justice in Pakistan held at Lahore on 4th Nov, 2017
- Nadia Khadam, **Pakistani Women and Legislative Response to Safeguard Women's Right To Be Protected Online**, Oral Presentation at Consciousness-Raising of Pakistani Women: Negotiating Differences and Building Alliances, held at International Islamic University **Islamabad** on 17 and 18 Dec, 2015.
- Nadia Khadam, Zeeshan Pervaiz, **Confronting Cyber Crime in Cyber Cafe By Regulating Access to Internet**, 2014 Oral Presentation at World Forensic Festival, International Association of Forensic Sciences (IAFS 2014) held on Oct12-Oct 18, 2014, Seoul , **Korea**.
- Nadia Khadam. 2013. **Jurisdictional Issues in Cross border Hacking** Oral Presentation at Fourth Asian Conference on the Arts and Humanities April 4-7, 2013, Osaka, **Japan**.
- Nadia Khadam. 2013. **Jurisdictional Issues in Cross border Hacking** Published in The Asian Conference on Arts & Humanities 2013- Official Conference Proceedings on 6 September 2013.

COLLABORATIVE RESEARCH

- ☐ Collaborative research done with Law and Justice Commission of Pakistan on “Statistical Framework of Judicial Sector of Pakistan” and research output is in form of paper published with following details;
 - o Khadam, N., Zahoor, S., Gondal, S., & Tatari, S. (2019). **Analytical Framework for Judicial Data Collection in Pakistan**. Policy Perspectives, 16(2), 87-105. doi:10.13169/polipers.16.2.0087)

ACHIEVEMENTS

- ☐ Best Teacher Award -FJWU 2023
- ☐ Best Researcher Award – FJWU 2023
- ☐ HEC Approved P.hD Supervisor
- ☐ Secured Pakistan’s Higher Education Commission’s fully funded Scholarship “**Overseas Scholarship for MS leading to PhD Phase II**”, in 2011 for Hanyang University, Seoul South Korea.
- ☐ **Gold Medalist** in LL.B with CGPA 3.78/4.0
- ☐ **1st Position Holder** in LL.B.
- ☐ **Distinction Holder** in LL.B.
- ☐ **Distinction Holder** in HSSC

Reviewer for Journals

- Springer Nature
- LUMs Law Journal
- IPRI Journal
- Journal of Law and Policy
- Journal of Gender Studies

THESIS SUPERVISIONS Post Graduate Level

- ☐ **PhD Thesis**
 1. Junaid Arshad Thesis Title: *Turning Policy Into Legislation: Improving The Integrity Of Legislative Drafting Mechanism And It’s Capacity In Pakistan*(Viva Conducted)
- ☐ **LLM Thesis**
 1. Online dispute resolution, its Effectiveness and compatibility with the Emerging issues in e-commerce. 2018 (Completed)
 2. Analyzing Juvenile Justice System of Pakistan In The Light Of Prevalent Criminological Theories. 2019 (Completed)

Courses taught at University of London LLB Program & University of Essex LLB Program

- Legal system and Methods
- Dissertation
- Legal Research skills

Courses taught at LLM , PhD(Law) Level

- ☐ Research methodology
- ☐ Criminology
- ☐ Comparative Criminal Justice System

Courses taught at LLB Level (National Curriculum)

- ☐ Criminal Law
- ☐ Criminal procedural law
- ☐ Legal System of Pakistan
- ☐ Research methodology
- ☐ Consumer protections laws
- ☐ Introduction to logic, reasoning and Critical thinking
- ☐ Moot Cases and professional ethics

LANGUAGE PROFICIENCY

S.no	Languages	Proficiency Level	Region of Language
1	English	Fluent - Wide Knowledge	Official and Educational Language of Pakistan
2	Urdu	Fluent – Full Knowledge	National Language of Pakistan
3	Korean	Beginners level	National language of South Korea
4	Pahari	Fluent – Full Knowledge	Regional Language of Pakistan

CONFERENCES / SEMINARS/ WORKSHOPS ATTENDED

- ☐ Conference on **Teaching and Learning in Law – Directions in Legal Education 2022** 10 – 11 June 2022 (Friday – Saturday)
- ☐ **45 Credit Hour Academic Administration Workshop for HODs and Emerging Leaders** , January 04-14, 2021 Organized under the collaboration project of Academic Without Borders & FJWU at Rawalpindi, Pakistan.
- ☐ **Middle East and Adjoining Countries School of Internet Governance** held from 7-11 August 2017 at METU, Ankara, **TURKEY** on ICANN Fellowship
- ☐ Attended **Justice Rapid Response Workshop** held at 20th World Meeting of the International Association of Forensic Sciences (IAFS 2014), World Forensic Festival, Seoul, **KOREA**, 12-14 October 2014.
- ☐ **World Forensic Festival, International Association of Forensic Sciences (IAFS 2014)** held on Oct 12- 18, 2014, Seoul, **Korea**.

- **International Symposium on Cybercrime Response (ISCR) 2014**, Seoul, Korea on 18th June 2014.
- **Fourth Asian Conference on the Arts and Humanities 2013** Japan from 4-7 April at Ramada Hotel Osaka, **Japan**.
- Seminar on **Challenges in the Implementation of Competition Laws** held at Islamabad on July 07th, 2012 organized by The Society for Enforcement of Rule of Law in collaboration with the Konrad-Adenauer-Stiftung.
- **Forensic Science and Undercover Policing in Criminal Proceeding** : Experiences of Hungary, Dr. Csaba FENYVESI & Dr. Bence MESZAROS from University of Pecs (Hungary), organized at Hanyang University Seoul, South Korea. Dated: 30th April 2012.
- **FTA Seminar, Issues involving Intellectual Property, M& A and White Collar Crimes**: In collaboration with Foley & Lardner LLP, KITA, UBIC: Dated: 20th April, 2012 at Seoul, South Korea.
- **The 1st Asian Forum of Legislative Information Affairs** at Seoul, South Korea (30 Asian countries participated) Dated, 10th & 11th November 2011.
- **Legal Clinic Program in US**: presented by Professor Franciska Coleman: Dated: 26th October, 2011.
- **National Judicial conference 2011** held at Supreme Court Building, Islamabad from April 22-24 2011 organized by Law and Justice Commission of Pakistan.
- **Human Rights Event on A Right Delayed is a Right Denied** organized by Leadership for Environment & Development (LEAD) Pakistan on March 25, 2011.
- **Workshop on Trial Advocacy** for the Members of District Bar Association, Rawalpindi held at Federal Judicial Academy Building, Islamabad from 16TH Nov – 20th Nov 2009 organized by Federal judicial Academy Islamabad.

Lectures Delivered

- Lecture to Victim Support Officers from 13-18 September, 2021 at Police Lines, Rawalpindi.
- **Lecturer** at Asia Pacific School of Internet Governance at AIT Thailand July 2018
- **Invited Speaker** on “**Prevention of Electronic Crimes Act 2016**” at Cyber Security Summer School held at Bahria University Islamabad from 19-23 August 2017
- **Invited Speaker** at **Pakistan School of Internet Governance 2017** on topics “**Cyber Security**” and “**Cyber Crimes Laws in Pakistan**” held at Peshawar, Pakistan from 16-19 August 2017
- “**Seriousness Towards Cybercrime Legislation in Pakistan**” **published in The News**, 20 August 2016
- Delivered **Guest lecture** on “**International Perspective of Labour Laws**” held at NUCES-

Fast University, Islamabad on 11th March 2016 organized by School of Management

- ☐ **Invited Discussant** for Seminar Cyber threats: Implication on National Security, at Institute of Policy Studies, Islamabad on 18th December, 2015
- ☐ **Invited Speaker**- “National & International Perspective of Cybercrimes” at Pakistan Institute of Parliamentary Services Islamabad-Oct 2015
- ☐ **Invited Analyst**- Public Hearing National Assembly’s Standing Committee (IT)- “Analysis of Pending Prevention of Electronic Crimes Bill 2015 (PAK)”- May 2015
- ☐ **Invited Analyst**- Pending Prevention of Electronic Crimes Bill 2015 (PAK) at Institute of Policy Studies Islamabad April 2015
- ☐ Presented as a **Guest speaker** in **Round Table Discussion on Cyber Crime Laws** in Pakistan held at Institute of Policy studies (IPS) Building, Islamabad on August 29th , 2012.

Activities Organized

- ☐ Awareness Session on Consumer Rights In Pakistan for Students and Faculty of Bahria University Islamabad on 8th Nov,2016
- ☐ Roundtable Discussion on National Cyber Security Issues; Cyber crimes to Cyber warfare, Attended by different people from Industry academia, Ministries and others. On 21st Oct, 2016, Chaired by Pro Rector Bahria University, at Bahria University Islamabad.
- ☐ Guest lecture by Mr. Sohail Nasir, Judge Consumer Court Rawalpindi on 22nd March 2016 at Bahria University Islamabad.

COMMUNITY WORK

- ☐ Fund raising for Payamm-e-Adal, a registered welfare organization from June 2011 to October 2011.
- ☐ Provision of Free legal consultancy to destitute and deprived people of locality from April 2009 to August 2011.
- ☐ Managed / Arranged Jail fine payments to the Prisoners of Adyala Jail Rawalpindi.
- ☐ Successfully organized and conducted One Day Teachers Training Workshop on Communication Skills at Government Girls High School AOC Morgah Rawalpindi on 14th May 2011.

EXTRA CURRICULOR ACTIVITIES

- ☐ Served as “**University Head**” for Hanyang University Seoul Campus Korea for Pakistan Students Association in Korea from 2012-2013.
- ☐ Participated in Essay writing competition throughout school education
- ☐ Participated in extra-curricular activities of the law school.
- ☐ Participated in law moots in last year of LL.B.

Countries Travelled

- ☐ Saudi Arabia
- ☐ Turkey
- ☐ Japan

- ☐ South Korea
- ☐ Thailand
- ☐ Malaysia

REFERENCES

1. **Ms. Huma Akhter Chughtai (Consultant Law)**
Member National Assembly
2. **Professor Sung gi Hwang,**
Hanyang University, Seoul, South Korea
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3. **Niaz Ahmed Rathore**
Advocate Supreme Court of Pakistan
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