

## DR. BAHMA SIVASUBRAMANIAM

Consultant - TrainLegal.asia

Dr. Bahma is an experienced lawyer, academic and trainer. She has a Ph.D in Law from Durham University, United Kingdom. She is a Barrister-at-law of England and Wales and an Advocate and Solicitor of the High Court of Malaya. Dr. Bahma is a certified trainer under the Human Resource Development Fund (HRDF) and a member of the Malaysian Institute of Management.

Dr. Bahma's vibrant career began as a litigation lawyer. The span of 13 years of practice saw her appearing in courts both in Peninsula and East Malaysia. Her practice covered civil and commercial work, including but not limited to banking, industrial relations and employment law. Aside from her court work, Dr. Bahma was an elected member of the Bar Committee for Kuala Lumpur and Selangor for three consecutive terms. She was an active member of various Bar Council committees. She has been an academic for more than ten years. She has taught from undergraduate, Masters and doctoral students and continues to do so.

As a certified HRDF trainer, Dr Bahma has conducted many training sessions both at national and international levels. Her clients include TalentCorp, Malaysian Institute of Management, Malaysian Communication and Multimedia Commission, Basic Human Needs of Japan, Sharif University of Technology at Kish, and Ecole Polytechnique Federale de Lausanne and GSMA of London. The trainees include top-level management personnel and senior Government officials from ASEAN countries.

Dr. Bahma has had the experience of handling many roles. Besides being an academic and a trainer, she is an experienced moderator, having moderated panels at both national and international levels. She moderated several sessions at the Converged Telecommunications Policy and Regulations (CTPR) Master Class for

ASEAN Countries held in Bandung Indonesia in 2016 and in Bangkok, Thailand in 2017 and recently the Masterclass Webinar series in August 2020. She is able to handle sessions with articulation, discretion and professionalism.

Dr. Bahma therefore brings with her years of experience from both the industry and the academia. This and her specialised knowledge have assisted her greatly in ensuring that the trainings she conducts are productive. She ensures that participants learn from her sessions and enjoy themselves in the process. Her sessions are interactive and she encourages active participation by the attendees, including a vibrant Q&A session. She was approached by participants who expressed a desire that she repeats her training session even after the official training session had ended. Her areas of interest and specialisation are digital/cyberlaw. Industrial relations and corporate criminal liability vis-a-vis the Malaysian Anti-Corruption Commission Amendment Act 2018.

Amongst the trainings that Dr Bahma is credited with is the Basic Human Needs programme under the auspices of a Japanese entity, which she has been conducting for the past 10 years, BHN. The BHN group brings in employees of the telecommunication industry in Asian states to Malaysia for training. She has also conducted trainings for overseas participants, namely from Iran and Saudi Arabia as well as from Europe.

Dr Bahma has been appointed by the Ministry for Communications and Multimedia to spearhead research into the feasibility of an anti-cyberbullying law for Malaysia. She is heading a team of 15 professionals. It is a prestigious appointment and recognition of her talents skills and expertise.

Dr. Bahma aims to conduct as many training sessions as possible to spread awareness of the law amongst the people of Malaysia. She is adept in conducting trainings in both English and Bahasa Malaysia.

## AREAS OF EXPERTISE

- **Business Law**
  - This module is geared for non-lawyers who should have some basic knowledge of law relating to business issues such as contracts, sale of goods, hire-purchase and company law.
  - Digital Economy Law. Ecommerce Act 2006. Digital Signature Act 1997
- **Computer Law/Cyberlaw**
  - Cyberlaw for Non-Lawyers
  - A Beginner's Guide to the Personal Data Protection Act 2010
  - Computer Ethics and Netiquette
  - Watch what You Say Online
  - Legal Pitfalls of Social Media
  - Computer Crimes
  - Digital Economy Law
  - Law for Non-Lawyers
- **Company Law**
  - Issues relating to registration of companies, constitutional documents, duties of directors, doctrine of separate legal entity, issues that a prudent business person should be aware of.
  - Corporate Governance
  - Corporate Liability
  - Competition Policy
- **Law for Engineers**
  - Geared towards engineering students, this module covers diverse issues such as contract, professional negligence and Registration of Engineers Act 1967.

- **Industrial Relations**
  - Between employers and employees. Industrial Relations Act 1967. Trade Unions Act 1959. Collective bargaining, trade unions, unfair dismissals, constructive dismissals
  - Domestic inquiry – for HRM professionals and enthusiasts.
  - Sexual harassment at the work place
  - Cyberbullying at the Workplace
  
- **Labour Law**
  - Key provisions of the Employment Act 1955 and subsequent amendments.
  - Sexual Harassment at the Workplace
  - Misconduct and Domestic Inquiry
  - Wrongful/unfair dismissals.
  
- **Legal Environment for International Business.**
  - International Trade, sale of goods, intellectual property issues. WIPO, GATT, TRIPS etc.

## TRAININGS CONDUCTED

- “Cyberbullying in Malaysia”, Child Online Protection, Seminar conducted by UNICEF and Malaysian Commission for Multimedia and Communications 30<sup>th</sup> March 2021.
- Cyberbullying: Time to Tackle the Bullies Kuala Lumpur Bar Committee 14<sup>th</sup> Oct 2020.
- “Corporate Governance and Competition Policy in ASEAN Countries”, Convergence in Telecommunications and Policy Regulations Masterclass organised by Multimedia University, Malaysian Commission for Multimedia and Communications and GSMA. Via Google Meet, 19<sup>th</sup> August 2020.
- Copyright Issues in Online Distance Learning, conducted for the Faculty of Computing, Multimedia University 9<sup>th</sup> and 22<sup>nd</sup> April 2019.
- “The Malaysian Anti-Corruption Commission Amendment Act 2019: Implications for the Employers”, organised by the Malaysian Institute of Management, 10<sup>th</sup> April 2019.
- “Social and Political Dimensions of Smart Cities” Innovative Governance of Large Urban Systems (IGLUS) | KL Module 2019 held from 14<sup>th</sup> -15<sup>th</sup> January 2019 (Smart Cities)
- Law for Non-Lawyers, Empowering Employees in the New Malaysia, Efficient Frontier Consulting 6<sup>th</sup> September 2018.
- Computer Ethics and Netiquette, Talentcorp Sdn Bhd, Petaling Jaya Malaysia. 12.09.2017.

- Basic Human Needs, a training course conducted by Japanese Organisation. BHN. Cyberlaw for Telecommunications Engineers. Annually conducted. 2006-present.
- Converged Telecommunications Policy and Regulations (CTPR) Master Class for ASEAN Countries, Bangkok, Thailand September 2017.
- Copyright Protection and You, Faculty of Management, Multimedia University, September 2017.
- Innovative Governance of Large Urban Systems (IGLUS) | KL Module 2017 held from 3rd to 14th April 2017. (Smart Cities).
- Inaugural Converged Telecommunications Policy and Regulations (CTPR) Master Class for ASEAN Countries, Bandung Indonesia, 21<sup>st</sup> November- 25<sup>th</sup> November 2016.
- Converged Telecommunications Policy and Regulations (CTPR) Master Class @ Shaftsbury Asteria, Cyberjaya- 5-23 October 2015.
- Cyberlaw, MBA Programme Sharif University, Kish Island, Iran 2006 -2013.
- Workshop on Cyberlaw for managers from Saudi Arabia under the auspices of Open University, 9<sup>th</sup> July 2007.
- *Cyberlaw: Challenges in the 21<sup>st</sup> Century*, organised by Institute of Professional Development, Open University Malaysia, 20<sup>th</sup> January 2011
- Judge, The National Round of the 2012 Philip C. Jessup International Moot Court Competition, International Islamic University, 25<sup>th</sup> February 2012.