



## SPEAKERS' BIOGRAPHIES

 <p>Fida Afiouni, Associate Professor of Human Resource Management at the American University of Beirut, Lebanon.</p>	<p>Ms. Afiouni's research agenda aims to lead to better understanding Human Resources &amp; Management realities in the Middle East, to contribute to bridging the gender gap in terms of economic empowerment and opportunity, and to shape policy at the national and organizational level to improve the equal opportunities for women in the region.</p> <p>Dr. Afiouni has presented her work in leading academic and professional conferences such as the Academy of Management in North America, the International Human Resource Management conference in Europe, the HR summit and Expo in Dubai, the HR Summit in Beirut and her publications have appeared in several academic and professional outlets, the most recent being in Career Development International, the International Journal of Human Resource Management and Women Studies International Forum. She is currently an Associate editor in Business Ethics: A European Review, a member of the editorial board of the international of Human Resource Management, an advisory board member of the KIP Gender Project, and ad-hoc consultant with the International Labour Organization.</p>
 <p>Eng. Redha Juma Al Saleh Vice-Chairman for administration and finance affairs, OCCI</p>	<p>Mr. Redha is a Civil Engineer by qualification. He has 31 years of experience in Government and Private Sector institution. He started his career in the Ministry of Social Affairs where he served for 17 years. Eng. Redha is Deputy Chairman for Finance &amp; Administration and a member of the Board of Directors of Oman Chamber of Commerce, and Industry. He is also a member of the Board and proprietor of Al Zahra College of Girls in Oman.</p>
 <p>Deborah France' Massin, Director, Bureau for Employers' Activities</p>	<p>Director of the Bureau for Employers' Activities (ACT/EMP) in the ILO. As Director she is responsible for a global team of professionals who provide the link between the ILO and its employer constituency and seek to ensure employer priorities are reflected in ILO work. The Bureau also works direct with employer organisations on their organisational strategies.</p> <p>Prior to joining the ILO, Ms. France-Massin was Deputy Secretary General of the International Organisation of Employers (IOE) in Geneva. Between 1997 and 1999 she worked as a human resources consultant for a number of multinational companies with particular emphasis on global strategies and negotiating European Works Councils agreements. From 1989 to 1997 she was Head, International Social Affairs with the Confederation of British Industry (CBI) where she was a member of the Business Europe Social Affairs Committee and participated in a number of European level social partner negotiations. From 1995 to 1999 she was an Employer titular member of the ILO Governing Body and a member of the Committee on Freedom of Association. Between 1985 and 1989 she worked in commercial and human resources management with large UK retailers.</p>



 <p>Zeina Abla, Economist, ILO consultant</p>	<p>Ms. Abla is an international consultant with over fifteen years of development research experience covering the Arab region. She authored and co-authored many interdisciplinary reports linking the social, economic, political and cultural development dimensions to formulate policy related outputs. An economist by training, with extensive experience in the banking sector, Zeina is the co-author of the ILO Regional report “Women in business and management – Gaining Momentum in the Middle East and North Africa”.</p>
 <p>Emanuela Pozzan, Senior Regional Gender Specialist, ILO Regional Office Arab States</p>	<p>Ms. Pozzan is currently the Senior Regional Specialist on Gender Equality, at the International Labour Organization. Emanuela has 15 years of international experience working in the Middle East, Africa and Asia on issues related to social development, gender equality, reproductive health, women workers' rights, non-discrimination at work, disability and labour migration. Currently based in Beirut at the ILO Regional Office for Arab States, she runs a portfolio of projects in support to ILO constituents on issues related to gender equality and diversity in the workplace.</p> <p>Emanuela has a MSc in Development studies from the School of Oriental and African Studies. She has extensively contributed to research conducted by the ILO in the area of domestic work and women's rights in the Middle East and North Africa.</p>
 <p>Rana Ghandour Salhab, Regional Talent &amp; Communication Partner - Deloitte, MENA</p>	<p>Mrs. Ghandour Salhab is the regional Talent, and Communications Partner at Deloitte in the Middle East whose network of offices covers 15 countries and over 22 offices in the MENA region. She has over 25 years' experience in management consulting, talent and diversity management, corporate social responsibility, corporate branding and communications. Rana has lived and worked in 3 continents and assumed regional and global leadership roles in multinational firms. Before joining Deloitte, she was HR Director in the EMEIA (Europe, Middle East, India &amp; Africa) regional management team at Andersen based in Switzerland, and prior to that was HR Director of the Growing Economies region.</p> <p>Rana is active in promoting women advancement, employability and entrepreneurship skills building. She is a former co-chair of the MENA Entrepreneurship Action Group of the World Economic Forum, and is currently on the advisory board of Reach, the first NGO incorporated in the Dubai International Financial Center (DIFC) designed for mentoring and supporting professional women in the UAE. She is also on the founding steering committee for the 30% Club – GCC chapter, an initiative that aims at increasing number of women on leadership boards in the Arab Gulf countries.</p>



Imelda Dunlop, Executive  
Director - Pearl Initiative

Ms. Dunlop is a former Director of the World Economic Forum in Geneva, Switzerland, where she worked with business executives to progress issues of social importance and business relevance with government, civil society and academia. Based in Dubai since 2002, Imelda has created and managed a number of entrepreneurial ventures. She has also worked as a consultant, project manager and trainer specializing in regional strategy and corporate responsibility and worked extensively

She is currently the Executive Director of the Pearl Initiative leading independent, not-for-profit, by-business for-business, institution working across the Gulf Region of the Middle East to influence and improve corporate accountability and transparency. She has recently co-authored the Pearl Initiative report Women Careers in the GCC, the CEO Agenda , 2015.



Vijaya Sen, Director Human  
Resource, Zulekha Hospital

Ms. Sen is the Director HR for Zulekha Hospitals based in UAE. She is a HR professional with 25 years of experience in diverse Industry including Fortune 500 companies viz. GE, AT&T and leading Indian companies too. Vijaya brings on board cross-functional exposure in Hospital, Healthcare, Service & Telecom Industry. It gives her an edge to understand the business needs and financials. Currently, Vijaya is leading Zulekha Hospital to represent Internationally through "SheWorks" - World Bank Group's global private sector partnership to improve employment opportunities and working conditions for female workforce. Knowledge support partners to this initiative are EDGE certified foundation, ILO and UN Global Compact.

Vijaya is a strong believer in driving performance-oriented culture through simplification, empowerment and setting process excellence. Vijaya is a graduate in Business Management and Bachelors of Law from India and has a deep understanding and passion for Organizational development, talent acquisition and management.



Tamara Abdel-Jaber,  
CPA, CMC, Palma Consulting

Ms. Abdel-Jaber is a co-founder and an executive board member at Palma Consulting. She is responsible for strategy, corporate governance, performance management and business development.

Palma Consulting has several international alliances and business partners, it has been recognized as a Arabia500 company; that is one of the fastest growing companies in the Arab countries, Turkey and Pakistan.

Until 2014, Tamara served as the elected chair of the board for the Institute of Management Consultants and Trainers in Jordan. She currently serves as the elected Chair at the Global Institute of Certified Management Consultants. Tamara is also a founding member of Girls in Tech – Jordan Chapter and serves on its board. In recognition to her contribution to spark business innovation and entrepreneurship in the MENA region, she has been recognized by Forbes Middle East as one of the 200 Most Powerful Arab Women for 2014.



Hanan Saab, Managing Director  
– Pharmamed

Mrs. Saab started her own business “Pharmamed” in 1990. The main focus of the company is the importation and marketing of medical supplies and novelty pharmaceutical products, based on exclusive representation from renowned foreign companies. Pharmamed currently represents 15 companies from European and US origin and has expanded its activities to Jordan, Syria and other areas in the Gulf, through its network of sub-distributors. Hanan was featured by Forbes in 2014 as one of the most powerful 200 women in the Arab World.

She is a member of the Lebanese order of pharmacy, Lebanese Pharmaceutical Importers Association (LPIA). She is also one of the founding members of the Lebanese League for Women in Business (LLWB) incepted late 2006, and its former president (2008- 2014). Furthermore, she is a founding, and board member of the MENA Business Women Network (MENA BWN), and its former vice president (2008- 2014), a board member of the Arab International Women Forum (2012 to date) and an activist in promoting women initiatives.



Rula Amin, Journalist, Al-Jazeera  
International Correspondent

Rula Amin is a Palestinian journalist who was born in Jerusalem. Worked with CNN Jerusalem bureau for years , covered the first Intifada, the first Gulf war, Madrid Peace conference....different rounds of show downs and peace negotiations all over the region between Israel the Palestinians and Arab countries.

Then went to Columbia University Journalism School in NY for a Masters in Journalism. Went back to work with CNN, covering the 2nd Intifada, Iraq during the intl sanctions and showdown with US led coalition, also covered Egypt , Lebanon and Syria. She also covered the last Gulf war and the US led war on Iraq. She then moved to Lebanon and Hosted the CNN " Inside the Middle East" programme before moving on to Al-Jazeera Intl as their Beirut based correspondent. In that capacity covered Lebanon and the region especially Syria and the conflict there since 2011, the impact of the Syrian crisis on Lebanon whether political or through the influx of 100 of 100's of Syrian refugees to Lebanon.



Amany Asfour,  
President, Egyptian Federation of  
Business & Professional Women

Dr. Asfour is a Lecturer of Paediatrics at the National Research Centre of Egypt. She joined the private sector as a student at the Faculty of Medicine. Within a few years she established a company for Medical equipment with more than 30 brands. In 1995, Dr. Asfour established the Egyptian Business Women Association with the objectives of promoting young generations of Women Entrepreneurs and providing guidance for women business owners of Small & Medium enterprises.

The organization supports gender mainstreaming initiatives in the global market. She directed her activities towards women's economic empowerment, capacity building, and development of human resources. She was also successful in implementing 2 large projects for establishing the Hatshepsut Business Women Development Centre and a regional program for the support of female entrepreneurs in Egypt, Sudan, and Ethiopia.



Abeer Abu Ghaith,  
Founder and CEO of MENA  
Alliances Group Inc.,

Ms. Abu Ghaith is a technology entrepreneur from Palestine recipient of the "Best Technology Enabler and Facilitator" Award in 2014. She is the Founder and CEO of MENA Alliances Group Inc., an international business with the aim to provide high quality outsource business and technology solutions faster, easier, of better value, trusted and fully localized while creating economic opportunity for talent in the MENA region. Recently her company has been selected as "BEST SOCIAL IMPACT COMPANY" in Netkite competition in Italy. MENA Alliances is an expansion of Abeer's previous business "StayLinked".

Abeer launched her IT business, StayLinked, in 2013. In two years of operation she has brought more than 370 jobs to 300 jobs opportunities for youth and women across the West Bank and Gaza. Before establishing StayLinked, Abeer was the Country Director of the Women's Campaign International (WCI) and their flagship program, ALWANE, she worked at both a national and regional levels, leading and motivating a team of more than 35+ of youth, volunteers and activists in Palestine.



Lama Oueijan, Senior Regional Employers' Specialist, ILO Regional Office for the Arab States

Trained in economics, business management and international trade and finance, with practical experience in International Trade negotiations, private sector development and improving the business environment. Assumed responsibilities in the areas of SMEs development, administrative reform, trade facilitation, trade negotiations as well as capacity building, including design and implementation of technical assistance programs for economic and trade reform.

Headed the UNDP Capacity Building Team at the Lebanese Ministry of Economy and Trade as Project Manager and Advisor to the Minister for 6 years 2006-2012. Was appointed Senior Advisor to the Minister of Economy and Trade from Jan-May 2012. Appointed Advisor to the Minister of Finance from May 2012- May 2013. Since June 2013 appointed as Senior Specialist for Employers' Activities at ILO for the Arab Region.



Raoudha Ben Saber, National Chamber of Women Entrepreneurs

Ms. Ben Saber joined the Tunisian Union of Industry, Trade and Handicrafts (UTICA) 1987. In 2012, she was elected president of the CNFCE, a non-governmental and non-profit organization established in 1990 under the leadership of UTICA with the aim to bring together entrepreneurs and business leaders from all sectors to pool their energies, skills, isolation and ambition to contribute actively and effectively to the building of the Tunisian economy.



Saida Neghza, Vice-President, General Confederation of Algerian Enterprises, Vice-President Business Med - Algeria

Ms. Saida Neghza is the CEO of Soralcof Group she has founded in 1999. It is an important company of civil engineering in Algeria mainly in house building and in steel frame sectors. She also manages several companies covering housing promotion, import/export and movable automation.

In 2002, she was appointed Vice-President of the General Confederation of Algerian Enterprises (CGEA) which is one of the main national business associations in Algeria and the only one member of the International Organisation of Employers. She also chairs the local chamber of the Algiers region of the CGEA. In 2014, she was appointed as Vice-President of the Union of Mediterranean Confederations of Enterprises (BUSINESSMED) which is a regional employers' organization operating in the Mediterranean region.



Eric Oechslin, Senior Regional Employers' Specialist, ILO Cairo

Eric Oechslin is a French economist holding a postgraduate certificate in mathematical economy and econometrics from the Pantheon-Assas University (Paris). He currently works as Senior Specialist for Employers' Activities at the ILO Decent Work Team for North Africa in Cairo providing technical and political support to employers' organizations from this region. The main programmes include promotion of businesswomen, the development of social dialogue mechanisms and the development of new services to companies.

He had worked before at the International Organisation of Employers (IOE) for 13 years as Senior Adviser for Europe coordinating the European business organizations. He was also the IOE specialist for social security (including the social protection floor), for skills development, and for the fight against human trafficking and corruption. He was also the IOE Sherpa for the G20 during the French Presidency in 2011 and participated in the G20 consultations and meetings on labour and employment issues in 2010 and 2011.



Shauna Olney, Chief of the Gender, Equality and Diversity Branch (GED) of the ILO

Shauna Olney is Chief of the Gender, Equality and Diversity Branch (GED) of the International Labour Organization. She studied law at the University of British Columbia and as a postgraduate at the University of Oxford, with a focus on industrial relations and human rights. She has been with the ILO since 1991, working in the areas of equality and non-discrimination, industrial relations, international labour standards, labour law and freedom of association. Previously she worked as a barrister and solicitor in Canada, specialising in industrial relations, labour law and human rights. She also worked at the Supreme Court of Canada.

She has authored and co-authored a number of publications on gender, equality and non-discrimination, including "Migrant Workers and the Right to Non-discrimination and Equality" in Migrants at Work (OUP); Equal Pay: An introductory guide (ILO); 'The ILO, gender equality, and trade unions' in Making globalization work for women (Sunny Series, Praxis); Gender equality: A guide to collective bargaining (ILO).