

Global Forum on Migration and Development Business Mechanism Awareness Meeting

**Enhancing Public-Private Dialogue on the Business Case
of Migration: Finding the interface between governments
and business in order to maximize opportunities and
minimize challenges**

Speaker Biographies

19 April 2016

9:30 – 17:00

**Fédération des Entreprises Romandes Genève
98, rue de Saint-Jean
1201 Genève**

The 2015 Global Forum on Migration and Development (GFMD) Summit held in Istanbul, Turkey endorsed a GFMD Business Mechanism as a pilot initiative to be implemented under the Chairmanship of the Government of Bangladesh. The summit concluded that business is concerned by migration and highlighted why there is a business case for engaging on migration policy. Governments and the private sector have a shared responsibility to identify migration policy solutions. In order to strengthen the added-value of the GFMD for sound migration policy, the GFMD Business Mechanism will serve as an avenue for regular public private sector interaction on migration policy.

Against this background, the business mechanism awareness meeting aims to discuss the state of play, as well as challenges in finding the interface between governments and business. Government experts, company practitioners and business federation representatives will discuss a number of issues that affect the mobility of skills in preparation for this year Business thematic meeting in New York and the GFMD Summit in Dhaka.

Roundtables:

- *Identifying common denominators to strengthen public-private dialogue and partnerships on migration*
- *Setting the scene: The current state of skills mobility at a global scale*
- *Challenges and opportunities of global skills mobility*
- *Toward effective policy: existing practices and potential models*

List of speakers



**H.E. Mr. Mohamed Auajjar, Permanent Representative,
Mission of Morocco to the United Nations Office and
other international organizations in Geneva**

H.E. Mr. Mohamed Auajjar is the Permanent Representative of Morocco to the United Nations Office and other international organizations in Geneva. From 1998 to 2004, Mr. Auajjar was Minister of Human Rights under the Governments of Abderhmane EL Youssoufi and Driss Jettou. During the same period, he was a Member of the Consultative Council of Human Rights (CCHR). In 2011, H.E. Mr. Mohamed Auajjar was appointed Member of the High Council of Audiovisual Communication. As a diplomat, he was head of the Moroccan delegation in several international conference and chairman of international election observation missions (Mali, Egypt, Guinea, Togo, Mauritania, Comoros). He is member of the Board of the Think Tank “Council of Arab and International Relations based in Kuwait” and founding member of the Moroccan organization of Human Rights.



**Ummuhan Bardak, Senior Specialist in Labour Market
and Migration, European Training Foundation (ETF)**

Ummuhan Bardak is a Senior Specialist in Labour Market and Migration in the European Training Foundation (ETF), a specialised EU agency based in Italy. She studied political science and international relations, completed her master's degree at the London School of Economics, and worked on employment policies at the Turkish Ministry of Labour for seven years before arriving to ETF in 2004. She is involved in different projects focusing on labour market, migration, employment and human resources development (HRD) issues in the European Neighbourhood countries (Middle East & North Africa, Balkans, Eastern Europe and Caucasus). The type of work included research and analysis, policy dialogue, project design and management and capacity building: employment policy review of the Mediterranean countries, labour market review of the Eastern Partnership region, flexicurity and employment policy, youth not in education-training-employment, VET, skills dimension of migration (e.g. potential and returning migrant surveys, skills recognition issues, migrant support measures from employment and skills perspective).



Ayesha Blackwell, Senior Manager, Global Mobility & Immigration, Amazon.com, Inc

Ayesha C. Blackwell, Esq. is the head of Global Mobility and Global Immigration at Amazon.com, Inc. where she oversees the movement and immigration of all Amazon's global mobile employees. In addition, she has served as member of the Board of Directors for Council for Global Immigration for nearly 10 years helping to influence immigration laws globally. Prior to joining Amazon.com, Inc., Ms. Blackwell served Counsel for Bristol-Myers Squibb where she headed the Immigration Department. She began her career in immigration as an Associate for Epstein, Becker and Green PC in New York. She holds a J.D. Degree from Rutgers School of Law, Camden, NJ, a B.A. from Rutgers College/Rutgers University in New Brunswick, NJ and is licensed to practice in New York and New Jersey.



Dr. Axel Boysen, Head of International Labor Law and Immigration Law, Siemens AG

As Head of International Labor Law and Immigration Law at Siemens, Axel Boysen assumes global governance for International Labor Law and Immigration Law in connection with cross-border employee assignments. Prior to joining Siemens in 2004, Axel Boysen worked as an Attorney at law specialized in labor law. Axel Boysen studied labor law in Germany and Wisconsin (USA).



Jacques Bughin, Director, McKinsey Global Institute Europe

Leader in the Corporate Finance, Strategy, and Media & Entertainment Practices, Jacques Bughin serves global clients in high tech, media, retail, telecom and B2B services. He has deep expertise in digital marketing, business technology, and operations performance and holds a Ph.D. in Economics from the Université Catholique de Louvain, and Master's Degrees from the University of Namur and University of Pennsylvania. He is the author of more than 50 academic papers in top international journals, and of 50 management articles in McKQuarterly.

Frequent speaker internationally (Aspen Institute, Forbes, INMA, NAB, CES, IAB)

MGI lead research in big data, internet, etc.



Jaap Buis, Group Public Affairs Manager, Randstad holding

Jaap Buis works since 1995 for Randstad Holding nv. Currently he works as Public Affairs manager and is responsible for conducting and commissioning labour market research. He studied economics at the University of Amsterdam and lives in Amsterdam.



H.E. Mr. Mehmet Ferden Çarikçi, Permanent Representative, Mission of Turkey to the United Nations Office and other international organizations in Geneva and Former Chair of the GFMD

Mr. ÇARIKÇI had held position of Ambassador and Senior Foreign Policy Adviser to the President of Turkey from 2007. He was posted to Germany between the years 2003 and 2007, where he served as First Secretary and Counsellor at the Embassy of Turkey in Berlin. Between the year 2001 and 2003, he worked at the Ministry of Foreign Affairs of Turkey, holding the positions of Second Secretary, First Secretary, Deputy Counsellor and Deputy Chief of Cabinet to the Minister for Foreign Affairs. In 1999, Mr. ÇARIKÇI undertook a tour of duty to Libya, where he worked at Turkey's Embassy in Tripoli as both Second Secretary and Deputy Chief of Mission. A career diplomat, he was posted to New York between 1996 and 1999, where he served as third Secretary at the Permanent Mission of Turkey to the UN. Mr. ÇARIKÇI joined the Diplomatic Service in 1993 as desk Officer for Iran, Iraq, Afghanistan and Pakistan, within the General Directorate for Middle East and Africa, at the Ministry of Foreign Affairs.



Stephen Cryne, President & CEO, Canadian Employee Relocation Council (CERC)

CERC is the leading provider of professional education and information to the relocation industry in Canada. CERC also works with government to effect change to legislation and regulatory practices that impede workforce mobility. Prior to joining CERC in September 2002, Stephen had his own consulting practice providing strategic planning and communication services. He has an extensive background in association management and government relations. Between 1995 and 2001 Stephen held senior management positions in the Ontario Government. He has 16 years experience in the automotive industry, holding management positions in accounting and human resources. Stephen is a regular speaker at human resources management conferences and relocation industry meetings.



Arthur DeFehr, CEO, Palliser Furniture

Palliser Furniture is a privately owned business in the residential furniture business with facilities in Canada, Mexico and Indonesia with sales in North and Central America. He also owns a business in the real estate market with commercial and industrial buildings plus the development of land. DeFehr has been involved in a number of assignments related to international development or refugees over his career. This includes leadership of the Mennonite Central Committee in Bangladesh immediately following the civil war (agriculture and refugees), the boat people, the Landbridge from Thailand to Cambodia in 1980, High Commissioner of UNHCR to Somalia in 1982-83 followed by assignments related to famine in Ethiopia and Sudan. DeFehr was involved in the creation of an innovative immigration program for his province which significantly altered the immigration pattern. He was a member of the World Economic Forum and currently is a member of the CCCE in Canada, the Manitoba Business Council, YPO and is a Director of the Pearson Peacekeeping Center. He has a MBA from Harvard University and honorary degrees from the University of Manitoba and Cape Breton University. He was named an Officer of the Order of Canada in 2004 and awarded the Order of Manitoba in 2011.



François Fouinat, Senior Adviser to the Special Representative of the UN Secretary-General for Migration and Development

Since January 2006, he is a Senior Adviser to Peter Sutherland, Special Representative of the UN Secretary-General for Migration and Development. He played a central role in the conception and establishment of the Global Forum on Migration and Development (GFMD), the first global governmental process that deals with migration and its links with development, with a view to promote dialogue and cooperation.

Since 2001, he has been associated in various capacities to the work of the Commission on Human Security (CHS), first as Executive Director, then as Special Adviser and now as member of the Advisory Board on Human Security (ABHS), in New York.

He previously performed a number of important functions in the UN humanitarian sector (UNHCR) in Africa, Latin America and Europe. After serving as Chef de Cabinet of the UN High Commissioner for Refugees Sadako Ogata, he was Director of the Asia Pacific region. Mr. Fouinat graduated from the Paris Faculty of Law and received a post-graduate diploma from the Institut des Hautes Etudes de l'Amérique latine, also in Paris.



Austin Fragomen, Chair of the GFMD Business Advisory Group

Mr Austin T. Fragomen will be the first Chair of the Global Forum on Migration and Development (GFMD) Business Advisory Group. Mr Fragomen is Chairman of the Executive Committee of Fragomen Worldwide, an IOE partner. Austin Fragomen is also co-author of a renowned series of immigration handbooks that provide business immigration best practices. Mr Fragomen has previously represented business organisations at meetings of the International Organization of Migration, Migration Policy Institute, UN High-Level Dialogue on Migration and Development and the Global Forum on Migration and Development. Mr Fragomen brings a wealth of experience to this new appointment, having served as Vice-Chairman of the Board of Directors of the Center for Migration Studies. He previously served as Chairman of the Board of Directors of the Council for Global Immigration among other prestigious boards. He has also testified before the US Congress on a range of immigration issues.



H.E. Mr. Eduard Gnesa, Special Ambassador for International Cooperation in Migration, Government of Switzerland

In 2009 Eduard Gnesa, LL.D., was appointed Special Ambassador of International Cooperation in Migration by the Swiss Federal Council. In this capacity he intensifies and optimizes the foreign policy of Switzerland in the area of migration and development and supports the work of the Swiss interdepartmental working group on migration.

He served as chair for the Global Forum on Migration and Development in 2011 and for the Intergovernmental Consultations on Migration, Asylum and Refugees in 2008.

Since 2014, Mr Gnesa is also member of the WEF- Global Agenda Council on Migration. Until 2009, Mr. Gnesa was the director general of the Swiss Federal Office for Migration.



Ronnie Goldberg, Senior Counsel, United States Council for International Business (USCIB)

Ronnie Goldberg advises USCIB's president and CEO on strategic matters and represents American business at several high-level forums. She chairs the IOE working group on International Labour Migration, and the BIAC Employment, Labor, and Social Affairs (ELSA) Committee. Goldberg served as USCIB's top policy executive for over 25 years, most recently as executive vice president and chief policy officer, overseeing the organization's wide-ranging activities on international trade, investment, economic and regulatory matters, and supervising a staff of policy professionals with expertise on a host of issues affecting American companies engaged in business abroad. In her earlier role, she also coordinated USCIB policies in relation to those of our international affiliates – the International Chamber of Commerce (ICC), the Business and Industry Advisory Committee, (BIAC) and the International Organization of Employers (IOE) – and various other groups.

Goldberg graduated magna cum laude with honors in political science from Bryn Mawr College and holds a master's degree from the London School of Economics and a doctorate from the University of Chicago. Before joining USCIB, she was a vice president in the Trade Finance division at Chase Manhattan Bank, and a project director at the Congressional Office of Technology Assessment, where she led studies on technology transfer and Soviet energy development. She is a member of the Council on Foreign Relations.



Olivier Grometto, Director Customer Relationship, Employers' Federation of Western Switzerland (FER-GE)

Olivier Grometto is the head of the Members Relation Department of the "Federation of French-Swiss Businesses, Geneva" (FER Genève).

Master of Laws (University of Geneva), he has an extensive experience in employment law and social security regulations.

Olivier Grometto is also serving on the board of several Geneva-based foundations actives in the domains of financial support to SME and start-ups, professional training and social responsibility. He has been a deputy president of the Geneva Employment Tribunal and currently serves as an associate judge at the Geneva Court of Appeal in employment disputes.



H.E. Mr. Shahidul Haque, Foreign Secretary, Government of Bangladesh and Chair of the GFMD 2016

Mr. Md. Shahidul Haque has been serving as Foreign Secretary of the Government of Bangladesh since 2013. Currently, he is the Chair-in-office of the Global Forum on Migration and Development (GFMD). He is serving as an Independent Expert to the Committee on the Rights of All Migrant Workers and Members of their Families (CMW) for the term 2014-2017. He is also a member of the Migration Advisory Board of International Organization for Migration (IOM). From 2001 to 2012, Mr. Haque served at the IOM on lien from the Government of Bangladesh, occupying several senior positions in field offices and the Headquarters in Geneva. Before returning to the Government of Bangladesh, he was serving as the Director of IOM (2010-2012) dealing with IOMs' external relations, donors' liaison and international migration policy.



Dr Khalid Koser, Chairman, WEF Global Agenda Council on Migration

Dr Khalid Koser is chair of the World Economic Forum Global Agenda Council on Migration. He is Executive Director of the Interim Secretariat of the Global Community Engagement and Resilience Fund (GCERF) and Associate Fellow at GCSP. He is also Non-Resident Senior Fellow in Foreign Policy Studies at the Brookings Institution, Research Associate at the Graduate Institute of International and Development Studies in Geneva, extraordinary Professor in Conflict, Peace and Security at University of Maastricht.



Mthunzi Mdwaba, CEO Tzoro Holdings South Africa and IOE Vice-President for Africa

Mthunzi Perry-Mason Mdwaba is founder, President and CEO of TZoro IBC, an investment and business consultancy, building on his career as an entrepreneur, deal-maker and negotiator. Until November 2010, Mthunzi held the post of Group CEO of Torque IT, South Africa, a world class company dedicated to Computer Technical Training Solutions, as well as the Deputy CEO of the Kelly Group, a listed entity on the JSE. He currently holds many additional posts, including that of IOE Regional Vice-President for Africa, President of the Council of the University of Western Cape, member of the B20 Human Capital Task Force, member of the ILO Governing Body (representing SADC Employers) and Chairman of Productivity SA.



Frederick Muia, Senior Adviser, IOE

Frederick Muia is Senior Adviser at the International Organisation of Employers (IOE). The IOE which is based in Geneva, Switzerland brings together national business federations from 150 countries to advocate for an enabling environment for enterprise creation and development. As the largest network of the private sector in the world, the IOE is the global voice of business in labour, employment and social policy fields. An economist by training Mr. Muia is a graduate of the University of Nairobi in Kenya and the Universities of Franche-Comté and Montpellier in France. Mr. Muia started his career as a lecturer at the University of Nairobi before joining the French Trade Commission for Eastern Africa as Head of Government and Trade Relations. Mr. Muia has particularly been involved in the work of the IOE in Migration helping to set up the IOE Policy Working Group on Labour Migration which serves as a think tank on employer approaches to international labour migration. He has recently been involved in the joint work of the IOE and the IOM towards the development of IRIS and the promotion of ethical recruitment principles by employers and recruitment agencies. He has represented the IOE in policy discussions on governance of international labour migration and particularly the role of the private sector. Recently Mr. Muia has been particularly involved in setting up the GFMD Business Mechanism.



Sunday Rubenstein, Associate Director, Visa and Immigration, Ernst & Young LLP

Sunday is responsible for the internal operations providing consultative immigration services to US practice offices, business leadership, resources management and recruiting regarding immigration strategies for the employment of foreign nationals working in the US. She developed and implemented an International Travel Compliance Policy that supported 12,000 business travelers' trips which are evaluated for compliance with local immigration and tax regulations. She has also managed a team that supported an expatriate population of 300. Sunday has worked at EY for 25 years including 17 years in Immigration and Global Mobility and 8 years in Partnership Retirement Benefits. She holds a B.S. in Accounting and International Business from The Ohio State University.



Bettina Schaller Bossert, Director Group Public Affairs, Adecco

Bettina Schaller heads the Group Public Affairs activities of Adecco Group, the world's leading provider of HR solutions, based in Glattbrugg, Switzerland. Group Public Affairs oversees the regulatory and policy issues that affect Adecco and the Staffing Industry and manages Adecco's memberships in Industry Associations on a global scale, coordinates the Global Social Dialogue activities of the company and drives Strategic Engagements of the Company, such as with the GAN. At Industry level, Bettina is a Board Member of the Global Staffing Association (CIETT) and chairs the European Staffing Association's (EUROCIETT) Public Affairs Committee.



H.E. Dr. Götz Schmidt-Bremme, Ambassador for the 2017-2018 GFMD Co-Chairmanship of Germany

1987-1988 Lawyer, 1988 Entry into foreign service, posts in the diplomatic service: Saudi Arabia, Portugal, Brazil and France, since 2013 Director for Legal and Consular Issues including Migration.



Herbert Seitner, Regional Vice President for Central Europe, Western Union

Herbert Seitner has been appointed Regional Vice President for Central Europe in 2014. In this position he is responsible for the business strategy and execution in 13 countries in Central and Eastern Europe and leading a team of more than 60 professionals across the region, being a member of the Europe Leadership and Global Compensation Committee team. From 2009 to 2013 he was in charge of the Finance Organization for more than 50 countries as CFO Europe & CIS, Vice President. At this time he also was a Member of the Europe & CIS Leadership Team and of the Board of Directors of Western Union Joint ventures and whollyowned Subsidiaries in France, Russia and Romania. Herbert joined The Western Union Company in 2006 as Director and Vice President FP&A and Marketing Controlling EMEA-APAC where he was in charge of the Central Financial Planning, Market Controlling and Finance Operations Teams for Europe, Middle East, Africa as well as Asia Pacific. Before Herbert started at Western Union, he was the Director of Finance EMEA SA with the payment solutions provider First Data Corporations and Regional Finance Manager for Central Eastern Europe with Hewlett Packard. Herbert studied Economics and Business Administration with the focus on Business Management and Controlling. He holds a Master's degree from the University of Vienna.



Mireya Serra-Janer, Director Global Mobility Continental Europe & Africa Team, Cognizant Technology Solutions

Director of Immigration and Mobility for Cognizant Technologies Solutions for Continental Europe and Africa. Born in Spain, Ms. Serra-Janer is an immigration lawyer with 15 years of experience in the field of high skilled migration and mobility matters. Holds a Master Degree in European and International law from the University of Maastricht, The Netherlands, where she lived for 18 years. She practiced immigration law as legal advisor at Ernst & Young Amsterdam for 7 years representing the interests of diverse multinationals and moved later on to Royal Dutch Shell, where she expanded her scope of operation to the whole globe. Acted as representative of the company toward the authorities and participated in the design of the Modern Migration policy which has proven to be a very effective path to attract high skilled migrants avoiding the country's 'brain drain' in the Netherlands. In 2011, she joined Cognizant Technology Solutions, a company providing IT services worldwide with more than 200.000 employees around the globe. Currently, she is a Director of Immigration based in Zurich, Switzerland where she moved 3 years ago, liaising with the local authorities of 21 different countries as well as local representatives of those host countries in India. She is fluent in Spanish, Catalan (mother language), English, Dutch, Italian and is acting member of the Spanish Association of lawyers and the International Bar Association.



Lynn Shotwell, Executive Director, Council for Global Immigration

Lynn Shotwell is an experienced association leader and advocate for immigration reform. She currently serves as the Executive Director of the Council for Global Immigration, the world's leading network dedicated to advancing employment-based immigration. Lynn successfully grew CFGI's membership and influence in the US and abroad and negotiated an affiliation with the Society for Human Resource Management, the world's largest association of HR professionals. Passionate about advocating sensible policies to promote the global exchange of talent and ideas, Lynn has been an active leader in a number of organizations. She currently is appointed to the European Commission Expert Group on Economic Migration, is immediate past-chair of the Alliance for International Exchange and serves on the B20 Employment Task Force. She has testified before the US Congress, OECD, World Trade Organization, Global Forum on Migration and Development and has interviewed on various

television and radio shows. Lynn graduated with distinction with a BA in International Relations from James Madison College at Michigan State University and received her law degree from the University of Michigan. She has lived in seven US states, France and Brazil. Lynn currently resides in Arlington VA with her husband, Andrew Shotwell, and their two daughters.



Dr A. Didar Singh, Secretary General, Federation of Indian Chambers of Commerce and Industry

Dr Alwyn Didar Singh, Secretary General of FICCI (Federation of Indian Chambers of Commerce & Industry) is a former civil servant who retired as Secretary to Government of India. Besides a Bachelors and Masters from Delhi University and an additional Masters from Birmingham University, UK, he also has a PhD in e-Commerce. Dr Singh is an internationally known expert in e-Commerce, Trade and Migration and has been a consultant for several international agencies, including the International Trade Centre; World Health Organization; and South Centre, Geneva as well as the Commonwealth Secretariat, London. He has four books and several publications to his credit.



Roberto Suárez, Deputy Secretary-General, IOE

Roberto Suárez Santos was appointed IOE Deputy Secretary-General in December 2012. He is a trained lawyer with experience in European and international labour law, as well as in international relations. Prior to his appointment, Roberto was based in Tunisia, working as the ILO Programme Director for the promotion of youth employment in the Maghreb region. Before that, he worked at the Spanish Confederation of Employers' Organisations (CEOE) in various capacities ranging from comparative labour policies and labour relations to social and employment policy. His most recent position at CEOE was as Head of the European and International Social Policy department. Roberto has also been involved in academia. He has taught European Social Law as an associate professor at both the Universidad Complutense de Madrid and the Universidad Pontificia de Comillas.



Micah Thorner, General Counsel, Ingenico ePayments

Micah Thorner is a legal professional who focuses on cross-border negotiation and cooperation among relevant stakeholders in relation to both the high-tech and financial services industries. She has held a range of professional positions over the past 10 years in multiple countries for both public and private sector entities. Most notably, she served as legal adviser to the Secretary General of the Hague Conference on Private International Law from 2010-2014, where her work included research, legislative drafting and lobbying efforts in favour of a private international law instrument intended to facilitate administrative cooperation between states, the licensing of intermediaries and identifying incentives to encourage circulation migration policies. During this time, she also served as Director of Technical Assistance and Training Programs at the Hague Conference. Ms. Thorner is currently the General Counsel of Ingenico ePayments, multinational technology and financial services company, where, among other things, she plays a key role in resolving the legal obstacles that may arise in the course of hiring and relying on foreign workers who are needed to sustain the company's global operations. She also provides consulting services for small and medium technology companies as they expand overseas. Ms. Thorner began her legal career as an associate in the technology, e-commerce and data protection practice group in the Washington, DC office of the law firm, DLA Piper. Her unique professional experience from working at a firm, an intergovernmental organization and as a senior in-house counsel has given her a unique perspective on global trends and patterns that tend to develop in response to local and regional legislative and political priorities. She is currently based in the Netherlands but is originally from the United States.



International Organisation of Employers
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