

CAREC Forum on Women Economic Empowerment

[Keynote: Leadership Journeys](#)

Speakers:

Fariel Salahuddin



Fariel Salahuddin is the founder and CEO of UpTrade (Goats for Water), a social enterprise that empowers smallholder livestock farmers globally to use their livestock as currency to purchase otherwise expensive solar water pumps and solar home lighting systems. Goats for Water has received international acclaim for its innovation.

Salahuddin has been featured on BBC's People Fixing the World program and on Inc. Magazine. Prior to starting Goats for Water, she was an energy economist advising governments and private organizations on energy policy and projects. She is passionate about bringing change to underserved populations through entrepreneurial endeavors.

Gulbakhor Makhkamova



Gulbakhor Makhkamova has over 25 years of professional experience in community mobilization and social development work, focusing on the youth's welfare, poverty reduction, and women's economic empowerment and financial inclusion. She is the founder, CEO, and later Board Chair of the National Association of Businesswomen of Tajikistan, one of the first non-profit membership organizations in Tajikistan, uniting more than 3500 women entrepreneurs.

Makhkamova has over 20 years of experience in financial services for the poor. As a co-founder and First Deputy CEO, and later CEO of IMON International, she spearheaded the establishment and development of institutional infrastructure, built up company network from a single office to 110 service points, including 27 branch offices, with 2,000

professional and dedicated staff, more than 120 million dollars in assets.

She is the author and organizer of the "Woman Entrepreneur of the Year - FARAH Award," a national contest conducted biannually since 2012, and of the "April Readings," a project dedicated to open lectures on gender education for university teachers. She is also an author of more than 30 publications and three monographs, and a participant of numerous international conferences on gender agenda.

In May 2014, she won the EBRD Women Business Awards for "Outstanding Achievement in the Financial Sector", for her role as the Deputy General Director of the IMON International. She was also mentioned as a Role Model in FMO.

Gulbakhor Makhkamova is one of the most influential women leaders in Tajikistan, with an academic degree in gender studies, winner of numerous national and international awards and recognitions.

In 2018, she moved to her children to United States, who had already lived here in Minneapolis and Charlotte, for 12 years. Here she set up a non-profit organization "Financial Inclusion in Development" (FID) - with a focus on providing technical assistance to a network of MFIs in CIS countries including Central Asia on designing innovative financial services to excluded groups (including women and youth) through digital transformation and strengthening data management and social performance management system.

In 2005, she attended Khujand State University for Master's degree in Finance and Banking. Later she got her Ph.D. in Gender and Science in the Institute of History, Archeology, and Ethnography of Academy of

Sciences of the Republic of Tajikistan. In 2015, she received her Master's degree in Business Administration (MBA) from Steinbeis-Hochschule Berlin, Germany.

She also attended several international education programs, including "Regional Scholar Exchange Program" at Columbia University (USA), Harriman Institute and "Leadership for Environment and Development Program" at LEAD International Inc., USA.

Mujde Esin



Mujde Esin studied Communication Design at Beykent University in Turkey, graduating in 2010 with a BA (Hons) degree. She completed her master's degree in London with a full scholarship. Her work focuses on diversity and inclusion in tech and girls' education in migrant and minority group communities. She founded KizCode as a social enterprise in 2016. She also collaborates with companies in Turkey, the Middle East, and the United Kingdom to deliver computer programming workshops to girls and young women to help them build the skills they need to gain financial independence in underprivileged communities.

KizCode received an innovative corporate social responsibility award from the United Nations in 2016. Separately, Mujde was selected as "Most Successful Women entrepreneur in Educator of the Year" at Microsoft's Women Leaders of Technology awards ceremony in 2017. In 2018, she was recognized as Women Social Entrepreneur of the Year in Turkey. She was selected as an international inspiration in Technology by IBM in the UK in 2019. More recently, in 2020, Mujde made it into the Top 50 most influential Turks in the UK list and received the Inspirational Person in Technology award by Lenovo.

In her professional career she works as a consultant for companies and educational institutions, primarily focused on entrepreneurial solutions to social problems. She has previously been project-managed at a Syrian Refugee Camp in Gaziantep, Turkey, been stationed as a Co-director at Skyturk360 and a Program Producer and Co-director at TRT.

Moderator:

Samantha Hung



Samantha Hung is the Chief of Gender Equality Thematic Group at the Asian Development Bank (ADB) where she provides leadership for advancing gender equality across all aspects of ADB operations and knowledge work. Samantha has over two decades of experience in gender equality at project, program and policy levels in the Asia Pacific. Before joining ADB in 2009, she held various gender advisor roles, including for the New Zealand Agency for International Development, Pacific Islands Forum Secretariat, UNICEF, Australian Government Office on the Status of Women and UK Institute of Development Studies attached to the University of Sussex.

Samantha is a dual Australian/UK citizen. She holds a Master's degree in International Development from

RMIT University in Melbourne, Honors Law and Commerce degrees from the University of Melbourne, and a post-graduate qualification in Human Resources Management from CIPD, UK.

Panel Presentation

Speakers:

Keiko Nowacka



Keiko Nowacka is a Senior Social Development Specialist (Gender and Development) in the Sustainable Development and Climate Change Department at the Asian Development Bank. In this role, she focuses on women's entrepreneurship and promoting the ADB's gender mainstreaming mandate, including the gender transformative agenda in line with Strategy 2030's Operational Priority 2. Prior to joining ADB, Keiko led the gender program at the Organization for Economic Cooperation and Development's Development Centre, where she was responsible for the Social Institutions and Gender Index. She has also held positions at UNESCO, where she led the first Global Report on gender and culture (2014) and focused on gender mainstreaming in the

cultural and creative industries. She has also worked as an Operations Manager at Camfed, an NGO supporting secondary girls' education in sub-Saharan Africa. She has a PhD from the University of Cambridge and is a graduate from the University of Sydney.

Dinora Azimova



Dinora Azimova is the founder of Mohira Bonu, a non-government organization that brings together rural grassroots women from remote areas of Uzbekistan to improve their skills in production of handmade textile garments. Women also receive the basics of e-commerce. Due to knowledge and skills acquired through the NGO, rural women get opportunity to generate more income and improve the well-being of themselves and their families.

Mary Alice Rosero



Mary Alice Rosero is a Senior Social Development (Gender) Specialist of the Central and West Asia Department (CWRD) of ADB, tasked with mainstreaming gender in ADB operations in Armenia, Azerbaijan, Georgia, Kazakhstan, Kyrgyz Republic, Tajikistan, Turkmenistan, Uzbekistan, Pakistan, and Afghanistan. Prior to joining CWRD, Alice was a gender consultant supporting gender mainstreaming work in South Asian developing member countries. With more than 10 years of gender mainstreaming experience in ADB, Alice is cognizant of the regional and country-specific barriers that keep women from fully enjoying the fruits of development projects, despite the inclusive efforts of government and other stakeholders. Building on ADB's good practices in

gender mainstreaming, more women-targeted and gender-responsive ADB projects have been designed and implemented in Central and West Asia over the past few years.

Moderator:

Malika Shagzatova

Malika Shagzatova is a social development specialist (gender and development) in SDCC, ADB. She has more than 26 years of professional experience, including 17 years across ADB's operations. Before joining ADB she worked as a regional and international consultant with various international organizations, in Central Asia, Mongolia, and the People's Republic of China. Her consultancy experience and research



interests include gender and social development, education, labor market needs analysis and women's participation in the labor force, and inclusive growth. She has provided consultancy and research services and has led and conducted complex and strategic projects for various international organizations. She has an MBA from the Graduate School of Management of the University of Western Australia and a PhD from Tashkent State Economic University.

Open Discussion with Development Partners

Speakers:

Ana Pashalishvili (To be shared)



Sammar Essmat, Senior Gender Lead for Middle East, Central Asia and Turkey (MCT), International Finance Corporation, World Bank Group.

Sammar leads IFC's Gender and Private Sector program in the Middle East, Central Asia and Turkey (MCT). She leads a team that has worked with over a dozen client companies in Egypt, Morocco, Jordan, Lebanon Iraq and Pakistan (i.e. medical testing lab IDH, supermarket chain [Metro Markets](#) and large insurer [Misr Insurance](#) Egypt, [Serena Hotels](#) in Pakistan and [OCP in Morocco](#)), to assist them in attracting and retaining more women in their workforce. She also leads the co-implementation of the Mashreq region's first [World Bank Group Mashreq Gender Facility](#) and its program to advance women's economic participation in Lebanon, Iraq and Jordan, where her team works with business associations such as the [American Chamber of Commerce in Egypt](#) , [Intaj in Jordan](#) and [Lebanon's Chamber of Commerce, Industry and Agriculture- of Beirut and Mount Lebanon \(CCIA-BML\)](#) and [Morocco's CGEM](#) to run peer learning platforms that bring together

companies to exchange knowledge on best practices in creating more flexible and inclusive workplaces. She has also helped build up the capacity of Turkish women-led SMEs and brought them into the supply chain of Turkey's largest retailer [Boyner](#). She has further led efforts to [evaluate the impact](#) of extending access to [finance to women entrepreneurs in Romania, Turkey and Lebanon](#) and led a 3-year study on the [impact on the borrowing female entrepreneurs](#). Before that, she was a Global Gender Specialist for Investment Climate in IFC. Prior to her work on 'gender' she led IFC's industry specific regulatory reform projects in the Middle East and North Africa. Sammar joined IFC in 2006. Prior to her work with the IFC, Sammar led the Trade and Investment Department of the German-Arab Chamber of Industry and Commerce. She holds a MSc. in Civil Sector Organizations from the London School of Economics.

Moderator:

[Ms. Dono Abdurazakova](#), CAREC Consultant, Gender Team Leader

Dono Abdurazakova has extensive experience working in policy advice, research and practice in social issues in countries of Eastern Europe and Central Asia. Being affiliated with the UN for the last 20 years, she has been working closely with governmental agencies, NGOs and donor agencies performing multiple tasks in implementing their commitments and policies to promote equal and just societies.

Prior to joining the UN, Dr. Abdurazakova has also been a Senior Lecturer, Assistant Professor and Deputy Dean of Tashkent State University (Faculty of Oriental Studies). She holds a degree equivalent to PhD (History), and published a range of monographs, book chapters, journal articles, reports and conference papers on issues related to social development.

Open Discussion with KAGIDER**Introduction of KAGIDER**

The Women Entrepreneurs Association of Turkey (KAGIDER) is a non-governmental organization that aims to empower women through entrepreneurship. It aims to empower women not only economically but also politically and socially. KAGIDER supports women's entrepreneurship because it changes the unequal and excluded social positions of women, and thus ensures economic empowerment and women's empowerment. The benefits of women entrepreneurs will contribute to women's empowerment and gender equality.

Since its establishment, it has been developing and conducting projects and studies for this purpose with many stakeholders from the public, private sector and civil society at local, national and international levels. In line with its vision and mission, KAGIDER, which has over 400 members, provides training, guidance and mentoring support for the empowerment of women entrepreneurs, and advocates for the empowerment of women's economic position and equality of opportunity for women and men.

Women entrepreneur members

Feyhan Kapralı



She is one of the founding members of KAGIDER, the Women Entrepreneurs Association of Turkey, and serving on the current board of the association in charge of the International Relations Strategy Group. She graduated from Bogazici University in Istanbul in 1985 with a degree in Business Administration and attended the Executive MBA Program of University of Chicago in Barcelona between 1994-1995. She has been working in travel industry in Turkey since 1987 at Tekser Tourism & Travel presently as the Managing Partner of the company. Tekser is a Destination Management company specialized in offering unique experiences and special interest arrangements for individuals, groups as well as incentive and meeting programs throughout Turkey. In 2019, she has established a separate company in Georgia to expand our operations into the Caucasian region and Central Asia. She is also active in some select associations of the travel industry serving on the boards of the Turkish Chapters of SITE (Society of Incentive Travel Excellence) and MPI (Meeting Professionals International) presently as the Chapter /Club President mainly to share my 30 years of international experience to help to improve the standards of the local travel industry by encouraging the increase in women leadership as well as by arranging mentorship and training programs for the young leaders.

Meltem Bayazit Tepeler



Founder President of KM EVENTS since 1995 .KM Events is one of the leading destination luxurious event and wedding companies in Turkey, and celebrating its 26th anniversary in the event and wedding industry in 2021

Founder President of KM EVENTS BEYOND LUXURY in Dubai since 2015 .

Founder President of YEPUD (The Association for Planning and Implementation of Creative Events, Turkey), the only association in the event industry in Turkey, 2007-2014.

President of ILEA (International Live Events Association) Turkey Chapter information, since 2016

Founder President of TUED (Turkish Association of International Events), since January 2020

Board Member of ILEA Europe (International Live Events Association Europe) since July 2021

Board of Governors of ILEA Global (International Live Events Association) since June 2022

She has published her book, 'Weddings and Istanbul', describing İstanbul as a wedding destination, which soon became one of the industry's classics in 2010. The second edition of the book is published in 2011.

As an international destination luxury Event and Wedding Planner and founder of KM Events in Turkey and KM Events Beyond Luxury in Dubai, she does not only work in Turkey and UAE, but also organizes exclusive events and weddings in the region, like Azerbaijan, Greece, Europe and the other neighbour countries.

Meltem Bayazıt Tepeler is one of the founders and lecturers of Event Management Certificate Program at Bosphorus University Life Long Learning Center (BUYEM) since 2006

KAGIDER Staff

Begüm Bayrak, Project and International Relations Manager

Begüm Balaban Bayrak is a graduate of "Bachelor of International Relations" (2007) and "Master of Management and Organization" (2013). She completed the "International Trade" and "Energy Security Policy" training programs at the University of London and Birkbeck College in London between 2007-2008. Between 2006-2011, she worked voluntarily in the "Middle East Chair" at the Center for Strategic Studies at Beykent University. He started his career in 2008 as Assistant Coordinator at the World Turkish Business Council (DTİK), which operates as a special-purpose business council within the Foreign Economic Relations Board (DEİK), in 2010. He served as the Deputy Coordinator responsible for the Middle East-Gulf-Africa Regions. During his 5 years at DEİK, He carried out the organizations of the "World Turkish Entrepreneurs Conventions", which were held under the auspices of the Presidency and the Prime Ministry in 2009 and 2011, when the DTİK General Assembly was held. By making various diplomatic contacts, he took an active role in the management processes and projects of the Regional Committees and in official international organizations and projects in more than 25 countries. In September 2013, he transferred to an international company with Qatar, Sudanese partnership, and established the Turkey

Liason Office, and served as the "Country Manager and Corporate Communications Director". After resigning from his position in May 2015, he worked as a consultant in various projects. Begüm Balaban Bayrak, who is also a volunteer editor and presenter, is an AÇEV volunteer. As "Project and International Relations Manager" at KAGIDER as of June 2018.

Ceren Deniz Türkmen, International Relations and Foreign Trade Assistant Specialist, KAGIDER

Ceren Deniz Türkmen graduated from Hacettepe University 'English Translation and Interpretation' undergraduate program in 2017 and received a master's degree from Russia Saint Petersburg State University 'Political Governance and Public Policy' within the scope of the scholarship she received. graduated. He worked as a communications intern (2016) at TR Communication Presidency, as a foreign relations intern at ARKAS Holding (2016) and as a policy intern at LaBiance International Tourism Organization and Trade Limited Company (2019) and simultaneously worked as a freelance translator. In addition to these, she has done content production, editing and SEO-compatible translation work for various websites. Many different projects He has gained experience through seminars and volunteering activities, and he has received certificate trainings on foreign trade and Russian language. Ceren Türkmen is currently a 'International Relations and Political Science' student at the open education faculty of Istanbul University. She started to work as Assistant Foreign Trade Specialist at KAGIDER as of January 2020.

Melisa Özakman, Projects and Content Assistant, KAGIDER

She continues her university education at Marmara University, Department of International Relations. She completed the academic year 2019 – 2020 at the University of Szczecin, Poland. Between the years 2020-2022, she worked as an administrative assistant at the Sultanbeyli Municipality Community Center in two separate project periods and took part in overseas projects. She worked as a research assistant for the Institute for Migration Studies and Intercultural Studies at the University of Osnabrück as part of her Erasmus + Internship. Afterwards, she completed her internship at the Ministry of Agriculture and Forestry, General Directorate of European Union and Foreign Relations (2021). After being selected for the "Future Women Leaders" project in 2021, she took part in KAGIDER's events as the GKL term representative. Currently in Vienna It is in the Youth Network group of the Austria-based ActNow – International Mayors' Conference project. She started to work at KAGIDER as of June 2022.

Moderator:

[Ms. Dono Abdurazakova](#), CAREC Consultant, Gender Team Leader

Dono Abdurazakova has extensive experience working in policy advice, research and practice in social issues in countries of Eastern Europe and Central Asia. Being affiliated with the UN for the last 20 years, she has been working closely with governmental agencies, NGOs and donor agencies performing multiple tasks in implementing their commitments and policies to promote equal and just societies.

Prior to joining the UN, Dr. Abdurazakova has also been a Senior Lecturer, Assistant Professor and Deputy Dean of Tashkent State University (Faculty of Oriental Studies). She holds a degree equivalent to PhD

(History), and published a range of monographs, book chapters, journal articles, reports and conference papers on issues related to social development.