**2025 ICAO EUR/NAT Regional Workshop on Gender Equality and Empowering Women in Aviation**

*Almaty, Kazakhstan, 4 to 5 March, 2025*

**Programme**

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| ***3 March 2025*** | | |
| 17:00-21:00 | **Welcome Reception, Astana Hall, InterContinental Almaty Hotel** | |
| ***Day 1 – 4 March 2025*** | | |
| 09:30-10:00 | **Registration of participants** | |
| 10:00-10:30 | **Welcome and opening of the meeting**  *Saltanat Tompiyeva, Chairman of the Civil Aviation Committee of the Ministry of Transport of the Republic of Kazakhstan*  *Nicolas Rallo, ICAO EUR/NAT Regional Director* | |
| 10:30-12:00 | **Inspiring Young Women**  Leaders share personal success stories to empower and motivate the next generation.  **Moderator:** *Saltanat Tompiyeva, Chairman of the Civil Aviation Committee of the Ministry of Transport of the Republic of Kazakhstan*  *Milena Bowman, Executive Manager Airspace, Systems and Procedures, EUROCONTROL*  *Diana Ibrayeva, Boeing 737 Aircraft Commander, SCAT Airlines JSC*  *Antonio GONZALEZ-GOMEZ, Safety Promotion Business Partner, EASA Diversity, Equity and Inclusion Ambassador*  *Kymbat Artykbay, Senior First Officer, Air Astana JSC*  *Drs. Francine Carron,* *Founder, ESG – Consultancy NV*  *Goker Kose, President/CEO, Almaty International Airport* | |
| ***12:00-13:00*** | ***Lunch break*** | |
| 13:00-14:00 | **AGAtalX² by Civil Aviation Academy**  Talks featuring female graduates of the Civil Aviation Academy of the Republic of Kazakhstan, sharing their experiences.  *Zhanaiym Adil, Aircraft Mechanic, Air Astana*  *Yerzhan Adil, Air traffic controller instructor, RSE ‘Kazaeronavigatsia’*  *Sukhrab Ismailov, Aviation Engineer, Aviation Service of the National Security Committee*  *Zhannur Tuleubaeva – 4th-Year Student, Future Avionics Specialist*  *Akerke Shopotayeva, Helicopter Pilot Kazaviaspas JSC*  *Azhar Nessipbaeva, First officer A320/321, Air Astana JSC* | |
| 14:00-15:15 | **Gender Equality Success Stories in Aviation**  Presentations from States, air navigation service providers, airlines and other aviation organizations, highlighting policies and practices that have successfully advanced gender equality within their organizations.  **Moderator:** *Makhabbat Kuptleuova, Head of the Air transportation department of the Civil Aviation Committee of the Ministry of Transport of the Republic of Kazakhstan*  *Fadimatou NOUTCHEMO, Founder of the Young African Aviation Professional Association and Country Director for Cameroon and Nigeria for Afrijet-FlyGabon*  *Meruyert Zholdybayeva, Director General, Aktau International Airport JSC*  *Megi Xharo, ICAO NCMC and Advisor, Cabinet of Executive Director, Albania*  *Timur Aralbaev, CEO “Aero Nomad Airlines”*  *Karen Meijer, RISE program lead, SkyTeam* | |
| ***15:15-15:45*** | ***Coffee break*** | |
| 15:45-17:00 | **Gender Equality Success Stories in Aviation**  Presentations from States, air navigation service providers, airlines and other aviation organizations, highlighting policies and practices that have successfully advanced gender equality within their organizations.  **Moderator:** *Brian DeCouto, Regional Officer Aircraft Operations and Airworthiness, ICAO EUR/NAT*  *Zuurakan Kadyrova, General Director of “New Way Cargo” Airlines*  *Olga Koloshich, Head of Legal and HR Department, CAA of the Republic of Belarus*  *Aigerim Narbayeva, Head of Approved Training Organization “QAZAQ AIR” JSC*  *Monica Maccaferri, Member of Air Crash Victims' Families' Federation International (ACVFFI)*  *Lola Tursumetova - Airfield control centre dispatcher RSE ‘Kazaeronavigatsia’* | |
| ***End of Day 1*** | | |
| 19:00-23:00 | **Gala Dinner** | |
| ***Day 2 – 5 March 2025*** | | |
| 09:00-10:30 | | **Mentoring for Success**  Mentoring is one of the most efficient techniques in improving gender equality and diversity in any organization. This session will look at how to set up a mentoring programme for success.  *Milena Bowman, Executive Manager Airspace, Systems and Procedures, EUROCONTROL* |
| ***10:30-11:00*** | | ***Coffee break*** |
| 11:00-12:00 | | **Mentoring for Success**  Mentoring is one of the most efficient techniques in improving gender equality and diversity in any organization. This session will look at how to set up a mentoring programme for success.    *Milena Bowman, Executive Manager Airspace, Systems and Procedures, EUROCONTROL* |
| 12:00-13:00 | | **Mentoring in Action: Lessons from EASA**  Practical examples of how the European Aviation Safety Agency (EASA) has used mentoring as a tool to support gender equality and diversity.  *Antonio GONZALEZ-GOMEZ, Safety Promotion Business Partner, EASA Diversity, Equity and Inclusion Ambassador* |
| ***13:00-14:00*** | | ***Lunch break*** |
| 14:00-15:30 | | **Education Initiatives for Women in Aviation**  Universities in the region share initiatives and strategies to attract young women in aviation fields.  **Moderator:** *Nino Gelovani, Regional Officer MET, ICAO EUR/NAT*  *Ana Gagua, Trainee flight dispatcher, Geo Sky Airlines LLC*  *Alma Aliguzhinova, Director Aviation Standards, The Civil Aviation Academy*  *Gozel Serikbayeva. Director of the Flight Safety Department, Almaty International Airport*  *Aidai Shaidyldaeva, Commercial Director of Asman Airlines, Kyrgyzstan*  *Juldyz Chalimbetova, Head corporate communications, The Civil Aviation Academy*  *Janar Jailauova - Marketing and Sales Director Flyarystan* |
| 15:30-16:00 | | **Closing Session**  Summary of key outcomes and closing remarks  *Sarsen Zharylgassov, Deputy Chairman of the Civil Aviation Committee of the Ministry of Transport of the Republic of Kazakhstan*  *Catalin Radu, Director General of the Aviation Administration of Kazakhstan*  *Bryan DeCouto, Regional Officer, Aircraft Operations and Airworthiness, ICAO EUR/NAT* |
| ***End of Day 2*** | | |

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