**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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