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State Visits and interventions by the Regional Director

On 13 and 14 March 2025, the EUR/NAT Regional Director conducted a State Visit to Azerbaijan, where he met with H.E. Mr. Rashad Nabiyev, Minister of Digital Development and Transport, and senior representatives of AZAL. He expressed ICAO's condolences for the loss of passengers and crew members in the AZAL flight J28243 accident on 25 December 2024 in Aktau, Kazakhstan.

Separate meetings were held with Mr. Elmin Mammadov, Deputy Minister of Digital Development and Transport, and Mr. Nazim Ziyadov, Deputy Director of the SCAA.



The SCAA agreed in principle to host the next ICAO EUR/NAT Environmental Task Force meeting in Baku, tentatively scheduled for November 2025.

The visit also included a tour of the construction site for a state-of-the-art cargo airport and cargo village within the Alat Free Economic Zone (AFEZ).

From 20 to 21 March 2025, Monaco hosted a visit from the Regional Director of ICAO's European and North Atlantic Office - the first visit of an ICAO Regional Director since the State joined the Organization, in 1980. The EUR/NAT RD met with the Minister in charge of Transport, Ms. Céline Caron-Dagioni as well as senior Government representatives in charge of foreign affairs, international cooperation and security. The discussions focused on the challenges and opportunities related to the LTAG and the industry's decarbonization efforts, risk management in the evolving operational context and legal matters. The Regional Director held additional meetings with the DGCA and industry leaders. He offered support to progress important files, including the finalization of Monaco's National Aviation Safety Plan (NASP), the update of Monaco's State Action Plan for the reduction of CO2 emissions (not updated since 2012) and the ratification of three key treaties (Beijing Convention, Beijing Protocol and Montreal Protocol).



Implementation Support

State Safety Programme (SSP) course

As part of the 2025 series of Global Aviation Training (GAT) courses at the EUR/NAT Regional Office (EUR/NAT RO), a State Safety Programme (SSP) training course was held in Paris from 17 to 24 March 2025.



Sub-regional project to enhance investigation capabilities of Central Asian States

March marks the completion of the initial phase of the sub-regional project aimed at assisting Central Asian States (Kazakhstan, Kyrgyzstan, Tajikistan, Turkmenistan, and Uzbekistan) in enhancing their capabilities to investigate aircraft accidents and serious incidents. Data and information, as well as an initial analysis thereof, have been consolidated and will be the subject of a thorough review.

Gender Equality

First ICAO EUR/NAT Workshop on Gender Equality and Empowering Women in Aviation

The ICAO EUR/NAT Regional Workshop on Gender Equality and Empowering Women in Aviation took place in Almaty, Kazakhstan, from 4 to 5 March 2025. Hosted

by the Ministry of Transport of Kazakhstan, the event brought together aviation professionals, industry leaders, and students to discuss practical strategies for advancing gender equality in the aviation sector



With over 200 participants from across the EUR/NAT area, the workshop served as a platform for sharing best practices, success stories, and initiatives aimed at empowering women in aviation. Through keynote speeches, interactive discussions, and mentorship sessions, participants explored effective policies and strategies to promote greater inclusivity and diversity within the industry.



A key highlight was the mentorship session led by Milena Bowman (EUROCONTROL) and Antonio Gonzalez-Gomez (EASA), which provided valuable insights into how structured mentoring programs can



accelerate career growth for women in aviation.



Experts emphasized the crucial role of education in encouraging and attracting young women to aviation careers, including the need for strong partnerships between governments, industry, and educational institutions to drive meaningful change.

Discussions also focused on the importance of:

- Creating inclusive workplace policies that support gender diversity.
- Establishing strong mentorship and networking opportunities for women in aviation.
- Implementing outreach programs and scholarships to encourage young women to explore aviation careers.



The Regional Director expressed ICAO's gratitude to the Ministry of Transport, the Civil Aviation Committee and the Aviation Administration of Kazakhstan for their

hospitality and support in making the workshop a success.

The commitments and insights shared during the event will play a vital role in shaping future efforts to build a more inclusive and gender-equal aviation industry, particularly within the EUR/NAT area.

Aviation Training and NGAP



From 11 to 12 March 2025, the ICAO EUR/NAT Regional Office and the JAA Training Organisation (JAA TO) jointly organized an Aviation Training and Skills Workshop at the ICAO Paris office. The event brought together over 80 aviation experts from across the EUR/NAT area to address critical workforce challenges and explore strategies for strengthening aviation training and skills development.



The aviation sector is facing significant challenges, including staffing shortages, digital transformation, emerging technologies, and evolving security risks. During the workshop, participants highlighted the urgent need for strategic workforce planning, enhanced training programs, and stronger collaboration between regulatory bodies, training institutions, and industry stakeholders.



A central theme of the discussions was the importance of aligning training initiatives with industry needs to ensure a skilled, adaptable workforce capable of meeting future demands.

The Workshop identified four priority areas to improve the future workforce strategies:

1. **Developing a regional skills monitoring framework** to bridge the gap between training and workforce needs.
2. **Fostering a culture of lifelong learning** to keep aviation professionals updated and agile in response to industry shifts.
3. **Attracting diverse talents at early stage** – the aviation ecosystem should engage with young professionals through outreach programs, educational initiatives, and scholarship opportunities
4. **Building bridges – Strengthening collaboration within and beyond the aviation ecosystem** to develop partnerships within and beyond the aviation ecosystem for enhanced training solutions.

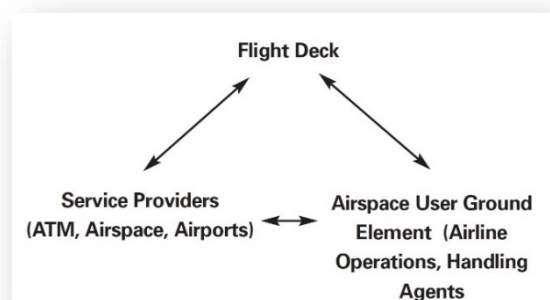
Safety and Air Navigation

The Nineteenth Meeting of the North Atlantic Procedures and Operations Group (NAT POG/19) was held at the ICAO EUR/NAT RO in Paris, France from 10 to 15 March 2025.

The Group reviewed the latest ICAO developments and outcomes from recent North Atlantic meetings. The meeting discussed the post implementation monitoring report on the removal of the Oceanic Clearance (OCR). Canada presented the unexpected operational impacts following the OCR implementation for Gander in December 2024, including pilot confusion, frequency congestion, misapplication of data link route messages and an increased volume of pilot errors.

The group also developed changes to ICAO Documents in order to address the delay in OCR implementation for the Shanwick Oceanic Control Center. The NAT POG continued to discuss the operational aspect of Global Navigation Satellite Systems (GNSS) Interference (Jamming and Spoofing). The Project Teams on NAT Space Weather Exercise 2025 and NAT Route Clearance Data Link also progressed their work in separate sessions.

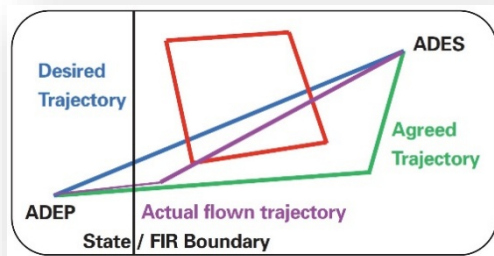
Update on the ICAO EUR FF-ICE Task Force



The European Aviation System Planning Group (EASPG) at its Sixth meeting in Paris, from 3 to 6 December 2024, agreed to establish a Flight and Flow in Collaborative



Environment (FF-ICE) Task Force, with the main objective to support the planning for implementation of FF-ICE in the ICAO EUR area.



In line with the EASPG mandate, the EUR/NAT RO engaged with EUROCONTROL, SDM (SESAR Deployment Manager) and EASA, to develop terms of references (TORs) for the FF-ICE TF for endorsement by the EASPG PCG in June 2025.

In addition, a working paper is planned to be presented at the upcoming NAT IMG (North Atlantic Implementation Management Group) in order to initiate discussions at the level of NAT, and possibly consolidate FF-ICE efforts in the EUR/NAT area.

Aeronautical Information Management Group (AIMG-09)

The ninth meeting of the aeronautical information management group (AIMG-9) took place at EUROCONTROL headquarters in Brussels from 18 to 19 March 2025. The meeting was organized by EUROCONTROL and chaired by the ICAO EUR/NAT Office.



The AIMG discussed several developments including ICAO EASPG, EASA updates,

digital dataset and digital NOTAM implementation, AIS SWIM services and AIS publications for high altitude operation (HAO). The meeting reviewed the EASPG/6

report and in particular the EASPG conclusions related to AIS/AIM, and



provided inputs to the ICAO Digital AIM (DAIM) tables for the purpose of EUR ASBU Implementation Report. In addition, a proposal for amendment (PfA) to the EUR ANP Volume II was agreed.

North Atlantic Technology and Interoperability Group (NAT TIG/19)

The nineteenth meeting of the North Atlantic Technology and Interoperability Group (NAT TIG/19) was held in the ICAO EUR/NAT Office in Paris from 25 to 28 March 2025. The Meeting was chaired by Ms. Theresa Brewer from the FAA. The NAT TIG/19 discussed several matters, including:

- Latest ICAO developments.
- Finalization of the NAT Datalink Performance Report 2024, NAT Equipage update 2024 and NAT Radio communication report 2024, for further endorsement by the NAT IMG and publication.
- Datalink outages and issues observed in the NAT Region.
- Updates by the Communication Service Providers (CSPs) and Satellite Service Providers (SSPs).
- GNSS interference in the NAT.
- AIDC and FF-ICE implementation.
- Updates to ICAO Regional documents.



The outcome will be submitted to the NAT IMG (Implementation Management Group) in April for endorsement. The next meeting will be hosted by Ireland from 23 to 26 September 2025.



The 44th meeting of the Data Management Group (DMG/44) of METG

The Forty-Fourth Meeting of the Data Management Group (DMG/44) of the Meteorology Group (METG) was held at the ICAO EUR/NAT Regional Office in Paris from 18 to 20 March, 2025. This meeting brought together experts and representatives from Algeria (attending virtually), Austria, Belgium, France, Germany, Romania, Spain, the Russian Federation (attending virtually), the United Kingdom, and ICAO to discuss recent developments in operational meteorological data management and implementation.



The group reviewed the status of ICAO Meteorological Information Exchange Model (iWXXM) implementation in the EUR, emphasizing the need for ongoing coordination and an updated regional plan.

The meeting also discussed System Wide Information Management (SWIM) implementation strategies in the EUR.

Aviation Security and Facilitation

The EUR/NAT RO was involved in the organization of the ICAO Facilitation Regional Forum that took place in Yaoundé, Cameroon, from 2 to 3 March 2025. This event, hosted by the Government of Cameroon, addressed various areas of Annex 9 — Facilitation to the Convention on International Civil Aviation, and the wider ICAO Facilitation programme of interest to stakeholders in Africa and in the wider region.



The event was intended to continue the awareness raising and implementation support activities of the ICAO Year of Facilitation 2024 and marked the recent 75th Anniversary of Annex 9. With the theme, Seamless Skies: Efficient Facilitation for a Connected World, this Forum focused in particular on how to enhance the travel experience for all travelers, with examination of aspects across the full journey.



Under the regional cooperation framework, the EUR/NAT RO engaged with ECAC in order to start the preparations for the 2nd Workshop on Assistance to Aircraft Accident Victims and their Families.

The EUR/NAT RO participated in the 116th meeting of the Stakeholders Advisory Group on Aviation Security (SAGAS), European Commission, presenting an update on the ICAO latest events and priorities.

A meeting with the EUR/NAT aviation security group (ENAVSECG) Chair Team took place as part of the preparations for the next meeting. Contacts are being made with some key Organizations in order to ensure their participation and inputs.

Ongoing support activities are taking place regarding the security training courses available at the ASTCs located in the EUR/NAT area.

The EUR/NAT RO is working together with HQ (ASA Section) to organize a Regional Seminar on ICAO USAP-CMA, which will take in the Paris Office in May.

The EUR/NAT RO participated in, and briefed the NATO / EURCONTROL Air Traffic Security Coordinating Group (NEASCOG) on 2025 ICAO priorities. These priorities focus on enhancing support for safety, security, capacity and efficiency outlining efforts that would be beneficial for all 56 EUR/NAT States

Coordination on UAS issues

The EUR/NAT RO participated in a regional ICAO Unmanned Aircraft System (UAS) coordination meeting and provided inputs on how to handle drone operations in crisis response areas, humanitarian situations and disaster relief zones. A draft UAS operator airspace access request form was provided that could be modified for use by States to approve or disapprove the operations within an impact area.

Regional GNSS RFI exercises

The EUR/NAT RO participated in the European Aviation Crisis Coordination Cell's GNSS spoofing and jamming exercise, collaborating with ANSPs, airline operators, airports, and international government agencies. The exercise offered an opportunity to discuss and review the processes and challenges posed by GNSS interference at local, national, and international levels.

Preparation to the regional Cybersecurity workshop

The EUR/NAT RO participated in a cybersecurity discussion with representatives from ICAO HQ and Serbia to prepare for the upcoming cybersecurity seminar in Belgrade, to align on key topics and collaborative efforts for participants and speakers. This meeting was crucial for aligning our objectives and ensuring a successful event.

Environmental Protection – LTAG

The EUR/NAT RO continues to support Turkmenistan and Tunisia with the development of their first State action Plan (SAP) and Kazakhstan with the update of their, State Action Plan (SAP) to include additional and quantified information on the environmental benefits expected from the mitigation measures selected. A reminder was sent to all States in the EUR/NAT area to invite them to submit an updated SAP prior to the Assembly.



Regarding CORSIA, the Regional Office participated at the "Train the Trainers" webinar launching the new season of Assistance, Capacity Building and Training (ACT CORSIA). The training focused on the CORSIA eligible fuels, Emissions units and included an open discussion with the trainers/experts from States on their suggestions to improve the support provided to the recipient States.



In this regard, the Regional Office is planning two webinars on ACT CORSIA for the EUR/NAT and WACAF regions with Germany, France and Canada as supporting States.

The EUR/NAT RO is supporting the Focal Point of Algeria with Assistance, Capacity Building and Training for Sustainable Aviation Fuels (ACT SAF) and the update of their SAP. The EUR/NAT RO participates in the discussions with CDI and Azerbaijan regarding the development of a Green Airport in Azerbaijan.

Coordination with the European Union, EASA and the ATB is ongoing regarding the current ACT SAF Project and the SAF feasibility studies to be developed thanks to the EU funding.

Transformational Objective

Renovation Works

The renovation project is progressing as planned. Since October 2024, the Assistance à Maîtrise d'Ouvrage (AMO) has been providing essential support and guidance to the EUR/NAT RO, focusing on the project's administrative, management, technical, legal, and financial aspects.

The second major tender, for the “Maîtrise d'Oeuvre (MOE)” contract, is currently in its final evaluation phase, with the contract anticipated to be signed in May 2025. The selected MOE will be responsible for preparing the solicitation documents for the general contractor's contract and overseeing the management and execution of the construction works throughout the renovation.

Additionally, the EUR/NAT RO is making significant strides in coordinating the rental of office space at one of the UNESCO's Paris sites to accommodate staff during the renovation period.

Coordination on TO

The EUR/NAT RO welcomed Ms. Laura Anderson on 17 March 2025 for an update to staff on ICAO's Transformational Objective. After a presentation of the work already covered and the next phases to be conducted, staff had the opportunity to exchange views and provide feedback on the impact of these changes. Suggestions on areas of improvement with regards to achieving a more inclusive role of the regional offices were put forward.



Visit by Acting DD/MO

Mr. Saulo Da Silva, Acting Deputy Director, Monitoring and Oversight visited the EUR/NAT RO on 24 March 2024. He held a meeting with the Regional Director and participated in the weekly technical team meeting where he provided updates on the work and changes in the section. This visit also allowed staff to have additional discussions with him on audit activities directly impacting the RO.



Farewell to Jurgen Ludorf

On Friday, 14 March 2025, we bid farewell to our colleague Jurgen Ludorf, General Services Assistant, and expressed our gratitude for his dedication and contributions to the EUR/NAT RO over the years. As Jurgen prepares to officially retire on 31 March 2025, staff gathered to extend their warm wishes and appreciation. We sincerely wish him all the best as he embarks on this new chapter of his life.



Office Arrangements

The Personnel Instruction 5.1.1 on Flexible Working Arrangements (FWAs) which entered into force on 1 July 2024 is duly applied in the EUR/NAT RO. All staff members are required to be physically present in the office on Mondays, unless they are on a mission, annual leave or sick leave.

