ICAO Global Aviation Gender Summit 2026

Advancing Aviation Through the Empowerment of Women

Annotated Programme

21–23 July 2026

Talatona Convention Hotel

Luanda, Angola

Day 1 – Leadership and the Case for Change (Tuesday, 21 July 2026)

Opening Ceremony

🕛09h00 to 09h45

Opening Ceremony of the Global Aviation Gender Summit 2026 where remarks will be delivered to set the Summit's ambition to move from commitments to measurable progress aligned with Resolution A41-26, the United Nations 2030 Agenda for Sustainable Development and the ICAO Strategic Plan 2026–2050.

Speakers:

- **H.E Maria do Rosário Bragança,** Minister of State for the Social Sector of Angola
- **H.E. Ricardo Viegas d'Abreu**, Minister of Transport of Angola
- **Ms. Amélia Domingues Kuvíngua**, Chairwoman of the National Civil Aviation Authority (ANAC) of Angola
- **Mr. Juan Carlos Salazar**, Secretary General of ICAO

Ministerial Dialogue—Rising to the Challenge: Leadership for Measurable Progress

🕛09h45 to 11h15

This high-level exchange will center around why closing the gap between male and female representation, eliminating disparities in pay and promoting advancement are strategic workforce imperative for a sector undergoing digitalization, automatization, sustainability transitions and evolving mobility systems. The session will focus on how political leadership and industry governance can accelerate progress.

Speakers:

- **Ms. Lisa Setlakwe**, Assistant Deputy Minister, Safety and Security, Transport Canada—*Moderator*
- **Mr. Juan Carlos Salazar**, Secretary General, ICAO
- **H.E. Ricardo Viegas d'Abreu**, Minister of Transport of Angola

- **H.E. Ana Paula da Silva do Sacramento Neto**, Minister of Social, Family and the Promotion of Women of Angola
- **H.E. Márcio de Jesus Lopes Daniel,** Minister of Tourism of Angola

Spotlight Session— Strengthening Women's Participation in Africa's Aviation Sector

🕘11h15 to 11h20

This spotlight session will provide an overview of the current status of women's participation and representation across Africa's aviation sector. Drawing on regional trends, achievements, and persistent barriers, the session will examine the presence of women in technical, operational, leadership, and decision-making roles, while highlighting promising initiatives that are advancing women's empowerment throughout the continent.

Speaker:
- **Ms. Lucy Mbugua**, Regional Director, Eastern and Southern African Office, ICAO

 Coffee Break

🕘11h20 to 11h45

Refreshments graciously provided by the Host Organization

Plenary Panel 1—From Policy to Progress: Making Women's Empowerment a Strategic Imperative in Aviation

🕘11h45 to 13h15

This Session will shed light on the importance of integrating women's empowerment into national aviation policies, strategies and regulatory systems and the strengthening of accountability mechanisms, as well as alignment with ICAO Assembly Resolutions A41-26 and related frameworks in the UN and aviation stakeholders.

Speakers:
- **Ms. Poppy Khoza**, Director General, South African Civil Aviation Authority— *Moderator*
- **Ms. Kennedy Carrillo**, Representative of Belize to the ICAO Council and Chair of the Council Small Group on Gender
- **Mr. Henrik Ellermann**, Permanent Representative of Denmark to the ICAO Council
- **Ms. Adefunke Adeyemi,** Secretary General, African Civil Aviation Commission (AFCAC)
- **Ms. Keiso Matashane-Marite**, Chief, Gender Affairs, United Nations Economic Commission for Africa

- **Eng. Maryam Ali Al Balooshi**, Chairperson, Committee of Aviation Environmental Protection (CAEP), ICAO

Lunch

13h15 to 14h30

Lunch graciously provided by the Host Organization

Deep Dive: What the Data Tells Us on Women and the Future of Global Aviation

14h30 to 15h00

What does the future of aviation talent look like, and how can the industry ensure women are fully represented in it? This engaging deep dive session will unveil key findings and emerging insights from the ICAO Landmark Study on Women in Global Aviation—the most comprehensive effort to date to better understand the representation, experiences, and career journeys of women across the sector. Moving beyond traditional workforce statistics, the study shines a light on the lived realities of women in aviation, helping identify where meaningful progress is being made, where gaps persist, and what actions are needed to accelerate change. Participants will also gain an exclusive look at ICAO's next steps to strengthen aviation data on women's representation across the sector.

Speaker:

- **Dr Elise Stephenson**, Lead Researcher and Deputy Director of the Global Institute for Women's Leadership at the Australian National University (ANU)

Plenary Panel 2—The Power of the Numbers: Building a Global Picture of Women in Aviation

15h00 to 16h30

This Session will focus on best practices for collecting, analyzing and publishing sex-disaggregated data on aviation personnel; building national capacity; leveraging global dashboards and partnerships; and closing key evidence gaps needed for targeted interventions.

Speakers:

- **Ms. Florence Cormon-Veyssière**, Permanent Representative of France on the ICAO Council—*Moderator*
- **Ms. Reema Chauhan**, Senior Manager, Employee Experience, Air New Zealand
- **Ms. Adja Banel Ndiaye**, Manager, Training and Administration, ACI Africa
- **Mr. Tunjay Majnunlu**, HR Data Expert, Azerbaijan Airlines

- **Ms. Anke Winchenbach**, Lead Expert, Global Report on Women in Tourism Transport, UN Tourism

Coffee Break

16h30 to 17h00

Refreshments graciously provided by the Host Organization (and/or Sponsor(s) of the Event).

Spotlight Session—Young Voices: Solutions for Inclusion, Innovation and Sustainability

17h00 to 17h30

Youth delegates will share perspectives on what will attract and retain diverse talent in aviation, including expectations for modern workplaces and technology-enabled learning.

Speakers:
- **Ms. Hellen Ngwira Mwamba,** General Manager, AirlinePros International and Founder, Aviation Week Africa—*Moderator*
- **Ms. Dária Caxinda**, President of the Civil Aviation Students Association Angola
- **Mr. Cephas Pinder II**, Aerodrome and Ground Aids officer, Civil Aviation Authority of the Bahamas

Day 2 – Change Pathways and Enablers (Wednesday, 22 July 2026)

Plenary Panel 3—Rewriting the Career Flight Path: Building the Future Pipeline Through Access to Skills, Training and Opportunities

SESSION SPONSOR

AVIASON
ELEVATE YOUR AVIATION EXPERIENCE

09h00 to 10h30

This Session will explore ways to reduce gaps between men and women across education, licensing, training and career progression, especially for STEM and emerging aviation technologies, including the impact of Artificial Intelligence (AI). It will focus on scholarships, sponsorships, apprenticeships, and mentorship for women as pathways to empowerment , in addition to upskilling for AI, digital aviation and green technologies.

Speakers:
- **Ms. Eileen Poh,** Permanent Representative of Singapore on the ICAO Council—*Moderator*
- **Ms. Bernada Paiva Henrique**, Chair, Board of Directors of the National Air Navigation Company of Angola
- **Ms. Paula V. Almeida,** Chief Executive Officer, JAA Training Organization
- **Mr. Furkan Özdemir**, General Manager, Aviason
- **Ms. Rovani Sigamoney**, Head, Engineering Programme, UNESCO

Coffee Break

10h30 to 11h00

Refreshments graciously provided by the Host Organization

Plenary Panel 4—Voices That Lift: Ambassadors, Champions and the Power of Visibility and Advocacy

11h00 to 12h30

Description:

This Session will showcase the importance of increased visibility for aviation and how the ICAO Global Ambassadors Programme through Ambassadors and Champions holds immense potentials to drive greater participation of women and youth in aviation.

Speakers:

- **Mr. Christopher Barks**, Regional Director, North American, Central American and Caribbean Office, ICAO—*Moderator*
- **Ms. Ana Vieira da Mata,** Chairwoman, National Civil Aviation Authority (ANAC), Portugal and ICAO Champion
- **Ms. Tomoko Hoya**, Group Chief Sustainability Officer, ANA Holdings, and ICAO Global Ambassador
- **Dr. Serah Waitiki,** Director, East African School of Aviation, Kenya Civil Aviation Authority, and ICAO Global Ambassador
- **Ms. Isabel Maestre Moreno**, President, Ellas Vuelan Alto (EVA) Association and Deputy Director, Innovation and Prospective, SENASA, and ICAO Global Ambassador

Lunch

12h30 to 14h00

Lunch graciously provided by the Host Organization

Plenary Panel 5—Creating Aviation Workplaces Where Women Thrive

SESSION SPONSOR

NAV CANADA

14h00 to 15h15

Addressing workplace culture barriers that drive attrition, including sex-based violence and harassment, promoting safe reporting and accountability, enabling family-friendly and flexible work, and accelerating women's advancement into management and senior leadership.

Speakers:

- **Ms. Tolulope Agiri**, Deputy Director, Human Resources, ICAO—*Moderator*
- **Ms. Lyne Wilson**, Assistant Vice-President of Talent Management, NAV Canada
- **Ms. Rhea Chatterjee**, Head, Civil Aviation, International Transport Workers' Federation (ITF)
- **Ms. Doris Mpoumou**, UN Women Special Representative to the African Union and UNECA
- **Ms. Aslıhan Güven**, Director, Marketing and Communications, Istanbul Sabiha Gokcen International Airport
- **Ms. Manuella Bondo,** Airline Pilot, Gabon

SkyTalk: We Lift as We Rise by the South African Civil Aviation Authority

EXHIBITOR & SKYTALK PRESENTER

SACAA

15h15 to 15h25

Coffee Break

15h25 to 15h45

Refreshments graciously provided by the Host Organization

Spotlight Session—Innovation and Women's Empowerment

15h45 to 16h45

Focusing on the future of aviation, this spotlight session will examine how diverse perspectives, particularly women's contributions, are shaping innovation in sustainability, digitalization, and next-generation technologies, as well as the impact of AI. The speakers will discuss how to ensure women are at the forefront of these transformations.

Speakers:

- **Ms. Michele Merkle**, Director, Air Navigation Bureau, ICAO—*Moderator*
- **Ms. Cristiane Dart**, Institutional Relations Head, Americas, SITA
- **Eng. Mara Kiasekoka Mabanza**, Founder of the Society of Women in Engineering and Technology (SMET), Angola
- **Ms. María López,** Director, International Affairs, Ellas Vuelan Alto Association (Women Fly High)

Plenary Panel 6 – Turning Resolutions into Results: Monitoring Progress and Reporting to Drive Accountability

16h45 to 18h00

Progress toward empowerment of women in aviation cannot be achieved on ambition alone; it requires evidence. This panel will explore why systematic monitoring and

transparent reporting are indispensable tools for driving meaningful change across the global aviation ecosystem. Panelists will share insight related to approaches and tools for strengthening monitoring and reporting structures, turning measurement into momentum, and metrics into meaningful, lasting transformation.

Speakers:

- **Ms. Lucy Mbugua**, Regional Director, Eastern and Southern Africa Office, ICAO—*Moderator*
- **Mr. Tiago Chagas Faierstein**, President, National Civil Aviation Authority (ANAC) of Brazil
- **Ms. Alice Shackelford**, Officer in Charge, UN System Coordination Division, UN Women
- **Eng. Vangiliya Filipe,** Deputy Director-General for the Technical and Scientific Area of the National Space Programme Management Office (GGPEN), Angola

Day 3 – Partnerships and Commitments (Thursday, 23 July 2026)

Spotlight Session—Mainstreaming Women's Participation and Advancement in Aviation Toolkit

09h00 to 10h00

ICAO and the Global Network of Gender Focal Points, representing over 115 Member States and international organizations, developed the Mainstreaming Women's Advancement and Empowerment in Aviation Toolkit to help organizations at all levels implement inclusive policies and practices for women across the sector. Presenters will share their insights and lessons learned for the creation and impact of the Toolkit, along with its accompanying training course developed by ICAO's Global Aviation Training (GAT).

Speakers:

- **Mr. Miguel Marin**, Deputy Director, Capacity Development and Implementation Bureau, ICAO—*Introductory Remarks*
- **Ms. Veronica Newbury**, Associate Partnerships and Gender Equality Officer, ICAO—*Moderator*
- **Ms. Rasha Haidar**, Head, Training Operations Unit, ICAO
- **Ms. Ana Santos de Sá e Benevides**, Civil Aviation Regulation Expert, National Civil Aviation Agency (ANAC) of Brazil

SkyTalk: International Aerospace Women's Association

SKYTALKS PRESENTER

INTERNATIONAL AEROSPACE IAWA WOMENS ASSOCIATION

10h00 to 10h05

Coffee Break

10h05 to 10h30

Refreshments graciously provided by the Host Organization

Plenary Panel 7 – Stronger Together: Mobilizing the Global Aviation Community for the Empowerment of Women

🕙10h30 to 12:00

This Session will be around the key role of collaboration among States, industry, labour organizations, academic institutions, civil society and ICAO in mobilizing resources, harmonizing initiatives and amplifying results.

Speakers:

- **Mr. Romain Ekoto**, Regional Director, Western and Central African Office, ICAO—*Moderator*
- **Ms. Toska Sem**, Executive Director, Namibia Civil Aviation Authority
- **Ms. Fiona Omondi**, Chief Strategy Officer, Tradewinds Aviation Services and Women in Aviation International Ambassador
- **Ms. Sophie Ghezai**, Vice President for Africa of the International Aerospace Women's Association (IAWA)
- **Eng. Silayne do Rosário Noronha**, Founder and CEO of the Women's Information and Communication Technologies Community (CFTIC), Angola

Closing Ceremony

🕙12:00 to 12h30

Speakers:

- **H.E Ricardo Viegas d'Abreu**, Minister of Transport of Angola
- **Mr. Juan Carlos Salazar**, Secretary General of ICAO

Farewell Lunch

🕙12h30 to 13h30

Lunch graciously provided by the Host Organization