



FAA
Air Traffic Organization



Gender Data and the FAA

Global Aviation Gender Summit – Cape Town, South Africa

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8-10 August 2018



*Teri Bristol, Chief Operating Officer
FY17 ATO Diversity and Inclusion Annual Report*

“We should make a concerted effort to recruit more female candidates and promote career opportunities for girls and young women in fields like science, technology, engineering and math... We must continually track and analyze diversity trends, identify and eliminate any barriers to achieving a professional and diverse workforce...”



FAA - Meeting the Goal

- Communicate the principles of the Equal Opportunity Employment Act (1972)
- Continuing Education for Management and Employees
- Support FAA Employee Associations
 - e.g., Professional Women Controllers, Technical Women's Organization and Women in Aviation
- STEM Internships
- FAA Centers of Excellence – support future aviation leaders
- International Visitors Program
- Analyze Data and Report Trends



Data Collected

- Federal Personnel and Payroll System (FPPS)
 - An all-inclusive Human Resources Servicing Database including demographics, salary, length of service and other occupational data
- Civil Airmen Statistics
 - Civil Airmen include all airplane pilots, rotorcraft pilots, flight navigators, and flight engineers.



Federal Aviation Administration Occupational Overview

Occupation	FAA Employees	
	Number	Share
Air Traffic Controllers	18,930	42%
Transportation Specialists	6,766	15%
Safety Inspectors	4,141	9%
Engineers	4,108	9%
Other	11,078	25%
Total	45,023	100%

Source: FAA, FPPS Database, August 2018



Women Employees

Occupation	Women Employees	
	Number	% Total
Air Traffic Controllers	3,177	17%
Transportation Specialists	613	9%
Safety Inspectors	340	8%
Engineers	503	12%
Other	5,907	53%
Total	10,540	23%

Source: FAA, FPPS Database, August 2018



Salary Statistics

Occupation	Female/Male Salary Gap
	By Grade
Air Traffic Controllers	96% to 103%
Transportation Specialists	88% to 106%
Safety Inspectors	86% to 102%
Engineers	96% to 103%
Other	95% to 106%

Source: FAA, FPPS Database, FY 2017



Civil Airmen Statistics

Pilot by Category	All	Women	
	Number	Number	Percent
Pilots (total)	609,306	42,694	7.0%
Students	149,121	19,219	12.9%
Recreational	153	14	9.2%
Sport	6,097	229	3.8%
Private*	162,455	9,971	6.1%
Commercial*	98,161	6,267	6.4%
Airline Transport*	159,825	6,994	4.4%
Rotorcraft (only)	15,355	NA	NA
Glider (only)	18,139	NA	NA
Flight Instructors**	106,692	7,105	6.7%
Remote Pilots***	69,166	3,462	5.0%

* Includes pilots with an airplane only certificate. Also includes those with an airplane and a helicopter and/or glider certificate.

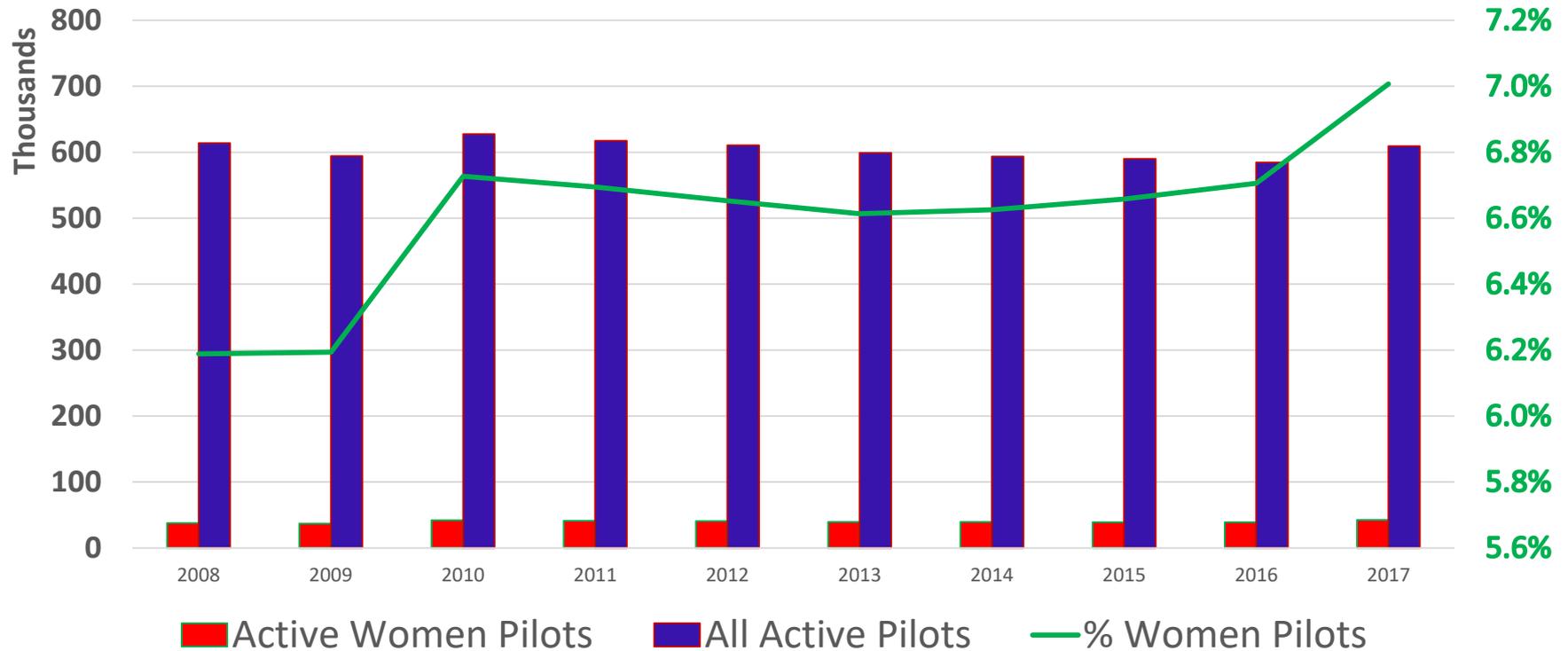
** Not included in total pilot calculation.

*** Remote pilot certification started in August 2016. These numbers are not included in the pilot totals.

Source: FAA's Aeronautical Center (December 31st, 2017 data) - table adapted from WAI.org



Active Pilot Trends 2008-2017



Source: https://www.faa.gov/data_research/aviation_data_statistics/civil_airmen_statistics/



Gaps/Opportunities

- Women comprise 23% of the FAA Workforce – STEM positions lag far behind that percentage
- Share of Active Women Pilots increased from 6.2% in 2008 to 7.0% in 2017
- Data are available to design metrics to measure progress
- The data collection system can be duplicated elsewhere but has a cost
- Reports need to be more widely distributed
- The current data collected reflects quantitative not qualitative measures

