

INFORMATION PAPER

Subj: DACOWITS Women in Aviation Requests for Information (RFI)

1. Purpose. To provide answers to DACOWITS Women in Aviation RFI
2. RFI

a. RFI #8: The Committee seeks to better understand why women in aviation (specifically pilots, flight officers, and aircrew) are leaving military service and aviation-related duties, the Committee requests a written response from the services on the following:

(1) What is the total number of women (officer and enlisted) serving in aviation, for both the Active and Reserve components? Please provide data for the following fiscal years: 2001, 2006, 2011, 2016, and 2021. Provide whole numbers, percent of total community, and a breakdown by component, specialty/MOS, and rank (e.g., E1-E9 and O1-O10).

(2) See enclosure (1)

b. Have the Services (to include the Reserves) conducted retention studies and/or administered surveys to women in aviation? If so, please provide relevant reports, executive summaries, and/or associated survey findings.

(1) In 2016, the Center for Naval Analysis conducted a study titled, "An Analysis of Female Representation and Marines' Performance in Aviation and Logistics Occupations." The study examined trends in female representation as well as performance differences between men and women for FY 1987 through FY 2014 using Marine Corps personnel data. Female officers are less likely than male officers to reach 10 years of commissioned service. The retention gender gap is larger in the aviation OCCFIELDS than in the ground logistics OCCFIELDS, which suggests that retention varies across occupations as well as gender. Additionally, Enlisted women have higher first-term attrition rates than men. The first-term attrition rate gender gap is larger in the ground logistics OCCFIELD than in the aviation OCCFIELDS. Beyond the first term, enlisted women have lower attrition rates than men. See the full report for complete findings (included).

(2) The Exit and Milestone Longitudinal Survey (EMLS) collects data from women in aviation, but the survey is not specifically targeted toward this population; no reports or findings have been compiled. From FY18-FY21, EMLS collected 559 responses from female Marines in aviation.

c. Have the Services (to include the Reserves) conducted exit studies and/or administered exit surveys to women in aviation? If so, please provide relevant reports, executive summaries, and/or associated survey findings.

(1) The Exit and Milestone Longitudinal Survey (EMLS) collects data from women in aviation, but the survey is not specifically targeted toward this population; no reports or findings have been compiled. From FY18-FY21, EMLS collected 559 responses from female Marines in aviation.

8a. What is the total number of women (officer and enlisted) serving in aviation, for both the Active and Reserve components? Please provide for data for the following fiscal years: 2001, 2006, 2011, 2016, and 2021. Provide whole numbers, percent of total community, and a breakdown by component, specialty/MOS, and rank (e.g., E1-E9 and O1-O10).

Aviation (Pilots), Active Component, By Rank/Gender										
	2001		2006		2011		2016		2021	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
O7-O10	0	12	1	14	0	22	0	15	0	23
O6	3	169	0	222	0	212	0	177	1	147
O5	0	520	0	595	1	618	6	497	13	472
O4	0	1140	11	1321	26	1214	34	1239	37	961
O3	24	956	61	1459	81	2005	78	1591	91	1663
O2/O1	1	7	16	363	7	131	6	252	14	191
Total	28	2804	89	3974	115	4202	124	3771	156	3457
% of Community	0.99%	99.01%	2.19%	97.81%	2.66%	97.34%	3.18%	96.82%	4.32%	95.68%

Aviation (Pilots), Active Component, By MOS/Gender										
	2001		2006		2011		2016		2021	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
7509	1	241	2	363	1	375	1	286	1	165
7518	0	0	0	0	0	2	0	67	2	182
7523	1	353	4	548	4	541	3	420	4	240
7525	3	165	7	193	7	179	7	125	12	112
7532	0	14	0	55	7	318	25	593	36	792
7543	0	35	0	72	1	80	0	55	0	15
7556	2	48	4	117	5	94	3	72	6	86
7557	0	120	3	181	7	256	14	260	10	216
7562	6	572	24	730	22	482	5	106	2	20
7563	2	184	11	273	14	307	14	322	22	363
7564	0	97	4	108	1	65	0	14	0	4
7565	2	339	8	480	11	562	17	562	23	521
7566	3	326	15	437	22	530	29	570	37	516
7588	5	129	6	181	13	177	6	127	0	55
8042	3	169	0	222	0	212	0	177	1	147
8003	0	12	1	14	0	22	0	15	0	23
Total	28	2804	89	3974	115	4202	124	3771	156	3457

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Aviation (Enlisted), Active Component, By Rank/Gender										
	2001		2006		2011		2016		2021	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
E1/E2		1		2	1			3		1
E3		8		6	1	9		6	6	19
E4	1	17		8		6	2	9		11
E5		11	2	16	2	12		20	3	11
E6		10		9		15		14		5
E7		6		5		6		11		9
E8		1		4		4		6		4
E9				2		2		1		2
Total	1	54	2	52	4	54	2	70	9	62
% of Community	1.82%	98.18%	3.70%	96.30%	6.90%	93.10%	2.78%	97.22%	12.68%	87.32%

Aviation (Enlisted), Active Component, By MOS/Gender										
	2001		2006		2011		2016		2021	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
7314	1	34		30	4	40	2	62	9	60
7372		20	2	22		14		8		2
Total	1	54	2	52	4	54	2	70	9	62