

PROMOTING WOMEN IN THE AVIATION WORKFORCE ACT

NOVEMBER 13, 2018.—Committed to the Committee of the Whole House on the State of the Union and ordered to be printed

Mr. SHUSTER, from the Committee on Transportation and Infrastructure, submitted the following

R E P O R T

[To accompany H.R. 4673]

[Including cost estimate of the Congressional Budget Office]

The Committee on Transportation and Infrastructure, to whom was referred the bill (H.R. 4673) to create opportunities for women in the aviation industry, having considered the same, report favorably thereon with an amendment and recommend that the bill as amended do pass.

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The amendment is as follows:  
Strike all after the enacting clause and insert the following:

**SECTION 1. SHORT TITLE.**

This Act may be cited as the “Promoting Women in the Aviation Workforce Act”.

**SEC. 2. SENSE OF CONGRESS REGARDING WOMEN IN AVIATION.**

It is the sense of Congress that the aviation industry should explore all opportunities, including pilot training, science, technology, engineering, and mathematics education, and mentorship programs, to encourage and support female students and aviators to pursue a career in aviation.

**SEC. 3. SUPPORTING WOMEN’S INVOLVEMENT IN THE AVIATION FIELD.**

(a) **ADVISORY BOARD.**—To encourage women and girls to enter the field of aviation, the Administrator of the Federal Aviation Administration shall create and facilitate the Women in Aviation Advisory Board (referred to in this Act as the “Board”), with the objective of promoting organizations and programs that are providing education, training, mentorship, outreach, and recruitment of women into the aviation industry.

(b) **COMPOSITION.**—The Board shall consist of members whose diverse background and expertise allows them to contribute balanced points of view and ideas regarding the strategies and objectives set forth in subsection (f).

(c) **SELECTION.**—Not later than 9 months after the date of enactment of this Act, the Administrator shall appoint members of the Board, including representatives from the following:

- (1) Major airlines and aerospace companies.
- (2) Nonprofit organizations within the aviation industry.
- (3) Aviation business associations.
- (4) Engineering business associations.
- (5) United States Air Force Auxiliary, Civil Air Patrol.
- (6) Institutions of higher education and aviation trade schools.

(d) **PERIOD OF APPOINTMENT.**—Members shall be appointed to the Board for the duration of the existence of the Board.

(e) **COMPENSATION.**—Board members shall serve without compensation.

(f) **DUTIES.**—Not later than 18 months after the date of enactment of this Act, the Board shall present a comprehensive plan for strategies the Administration can take, which include the following objectives:

- (1) Identifying industry trends that directly or indirectly encourage or discourage women from pursuing careers in aviation.
- (2) Coordinating the efforts of airline companies, nonprofit organizations, and aviation and engineering associations to facilitate support for women pursuing careers in aviation.
- (3) Creating opportunities to expand existing scholarship opportunities for women in the aviation industry.
- (4) Enhancing aviation training, mentorship, education, and outreach programs that are exclusive to women.

(g) **REPORTS.**—

(1) **IN GENERAL.**—Not later than 2 years after the date of enactment of this Act, the Board shall submit a report outlining the comprehensive plan for strategies pursuant to subsection (f) to—

- (A) the Committee on Transportation and Infrastructure of the House of Representatives;
- (B) the Committee on Commerce, Science, and Transportation of the Senate; and
- (C) the Administrator.

(2) **AVAILABILITY ONLINE.**—The Administrator shall make the report publicly available online and in print.

(h) **SUNSET.**—The Board shall terminate upon the submittal of the report pursuant to subsection (g).

**PURPOSE OF LEGISLATION**

The Promoting Women in the Aviation Workforce Act (H.R. 4673) establishes a Women in Aviation Advisory Board to develop a comprehensive plan to create and expand opportunities available to women in the aviation industry.

**BACKGROUND AND NEED FOR LEGISLATION**

H.R. 4673 directs the Administrator of the Federal Aviation Administration to establish the Women in Aviation Advisory Board to encourage women to enter the field of aviation. The Advisory Board

would be composed of aviation industry representatives, representatives from non-profit aviation organizations, representatives of the United States Civil Air Patrol, and representatives of institutions of higher education and aviation trade schools.

This legislation is necessary because women, despite making up 50 percent of the National workforce, are significantly underrepresented in the aviation industry. Women represent only 2 percent of airline mechanics, 4 percent of flight engineers, 5 percent of repairmen, 26 percent of air traffic controllers, 18 percent of flight dispatchers, and 6 percent of pilots. Identifying industry trends that discourage women from pursuing careers in aviation and promoting organizations and programs that provide education, training, mentorship, outreach, and recruitment of women into aviation will serve to enhance opportunities for women and strengthen the American aerospace industry.

#### HEARINGS

No hearings were held on H.R. 4673.

#### LEGISLATIVE HISTORY AND CONSIDERATION

On December 18, 2017, Congresswoman Elizabeth Esty (D-CT) along with Congresswomen Jackie Walorski (R-IN), Mimi Walters (R-CA), and Cheri Bustos (D-IL) introduced H.R. 4673. The bill was referred solely to the Committee on Transportation and Infrastructure.

On April 12, 2018, the Committee on Transportation and Infrastructure met in open session to consider H.R. 4673. Congresswoman Elizabeth Esty (D-CT) offered an amendment in the nature of a substitute to make minor modifications to the bill, which was adopted by a voice vote. The Committee ordered the bill, as amended, reported favorably to the House by a voice vote with a quorum present.

#### COMMITTEE VOTES

Clause 3(b) of rule XIII of the Rules of the House of Representatives requires each committee report to include the total number of votes cast for and against on each record vote on a motion to report and on any amendment offered to the measure or matter, and the names of those members voting for and against. There were no record votes taken in connection with consideration of H.R. 4673.

#### COMMITTEE OVERSIGHT FINDINGS

With respect to the requirements of clause 3(c)(1) of rule XIII of the Rules of the House of Representatives, the Committee's oversight findings and recommendations are reflected in this report.

#### NEW BUDGET AUTHORITY AND TAX EXPENDITURES

Clause 3(c)(2) of rule XIII of the Rules of the House of Representatives does not apply where a cost estimate and comparison prepared by the Director of the Congressional Budget Office under section 402 of the Congressional Budget Act of 1974 has been timely submitted prior to the filing of the report and is included in the report. Such a cost estimate is included in this report.

## CONGRESSIONAL BUDGET OFFICE COST ESTIMATE

With respect to the requirement of clause 3(c)(3) of rule XIII of the Rules of the House of Representatives and section 402 of the Congressional Budget Act of 1974, the Committee has received the enclosed cost estimate for H.R. 4673 from the Director of the Congressional Budget Office:

U.S. CONGRESS,  
CONGRESSIONAL BUDGET OFFICE,  
*Washington, DC, May 7, 2018.*

Hon. BILL SHUSTER,  
*Chairman, Committee on Transportation and Infrastructure,  
House of Representatives, Washington, DC.*

DEAR MR. CHAIRMAN: The Congressional Budget Office has prepared the enclosed cost estimate for H.R. 4673, the Promoting Women in the Aviation Workforce Act.

If you wish further details on this estimate, we will be pleased to provide them. The CBO staff contact is Megan Carroll.

Sincerely,

KEITH HALL,  
*Director.*

Enclosure.

*H.R. 4673—Promoting Women in the Aviation Workforce Act*

H.R. 4673 would direct the Federal Aviation Administration (FAA) to establish an advisory committee to develop strategies to promote women's involvement in aviation. The bill details the composition and duties of the proposed committee and would require it to prepare a report, within two years of enactment, that outlines a comprehensive plan for improving efforts to recruit, mentor, and retain women throughout the aviation industry. Under the bill, the advisory committee would disband after issuing that report.

Using information from the FAA about the administrative costs of other advisory committees, CBO estimates that implementing H.R. 4673 would cost less than \$500,000 a year over the next two years; such spending would be subject to the availability of appropriated funds.

Enacting H.R. 4673 would not affect direct spending or revenues; therefore, pay-as-you-go procedures do not apply.

CBO estimates that enacting H.R. 4673 would not increase net direct spending or on-budget deficits in any of the four consecutive 10-year periods beginning in 2029.

H.R. 4673 contains no intergovernmental or private-sector mandates as defined in the Unfunded Mandates Reform Act.

The CBO staff contact for this estimate is Megan Carroll. The estimate was reviewed by H. Samuel Papenfuss, Deputy Assistant Director for Budget Analysis.

## PERFORMANCE GOALS AND OBJECTIVES

With respect to the requirement of clause 3(c)(4) of rule XIII of the Rules of the House of Representatives, the performance goal and objective of this legislation is to create and expand opportunities for women in the aviation industry through a comprehensive

plan developed by the Women in Aviation Advisory Board and submitted to Congress.

#### ADVISORY OF EARMARKS

Pursuant to clause 9 of rule XXI of the Rules of the House of Representatives, the Committee is required to include a list of congressional earmarks, limited tax benefits, or limited tariff benefits as defined in clause 9(e), 9(f), and 9(g) of rule XXI of the Rules of the House of Representatives. No provision in the bill includes an earmark, limited tax benefit, or limited tariff benefit under clause 9(e), 9(f), or 9(g) of rule XXI.

#### DUPLICATION OF FEDERAL PROGRAMS

Pursuant to clause 3(c)(5) of rule XIII of the Rules of the House of Representatives, the Committee finds that no provision of H.R. 4673 establishes or reauthorizes a program of the federal government known to be duplicative of another federal program, a program that was included in any report from the Government Accountability Office to Congress pursuant to section 21 of Public Law 111–139, or a program related to a program identified in the most recent Catalog of Federal Domestic Assistance.

#### DISCLOSURE OF DIRECTED RULE MAKINGS

Pursuant to section 3(i) of H. Res. 5, 115th Cong. (2017), the Committee finds that enacting H.R. 4673 does not direct the completion of a specific rule making within the meaning of section 551 of title 5, United States Code.

#### FEDERAL MANDATE STATEMENT

The Committee adopts as its own the estimate of federal mandates prepared by the Director of the Congressional Budget Office pursuant to section 423 of the Unfunded Mandates Reform Act (Public Law 104–4).

#### PREEMPTION CLARIFICATION

Section 423 of the Congressional Budget Act of 1974 requires the report of any Committee on a bill or joint resolution to include a statement on the extent to which the bill or joint resolution is intended to preempt state, local, or tribal law. The Committee states that H.R. 4673 does not preempt any state, local, or tribal law.

#### ADVISORY COMMITTEE STATEMENT

One advisory committee within the meaning of section 5(b) of the Federal Advisory Committee Act is created by section 3 of the legislation. Pursuant to section 5 of the Federal Advisory Committee Act, the Committee determines that the functions of this advisory committee is not being carried out by existing agencies or advisory commissions. The Committee also determines that the advisory committee has a clearly defined purpose, fairly balanced membership, and meets all of the other requirements of section 5(b) of the Federal Advisory Committee Act.

## APPLICABILITY OF LEGISLATIVE BRANCH

The Committee finds that the legislation does not relate to the terms and conditions of employment or access to public services or accommodations within the meaning of section 102(b)(3) of the Congressional Accountability Act (Public Law 104–1).

## SECTION-BY-SECTION ANALYSIS OF LEGISLATION

*Section 1. Short title*

Section 1 designates the short title of the bill as the “Promoting Women in the Aviation Workforce Act”.

*Section 2. Sense of Congress regarding women in aviation*

Section 2 expresses the sense of Congress that the aviation industry should explore all opportunities, including pilot training, science, technology, engineering, and mathematics education, and mentorship programs, to encourage and support female students and aviators to pursue a career in aviation.

*Section 3. Supporting women’s involvement in the aviation field*

Section 3 creates the Women in Aviation Advisory Board to promote organization and programs that are providing education, training, mentorship, outreach, and recruitment of women into the aviation industry.

The Board will consist of a group of members with diverse expertise and backgrounds selected by the Administrator of the Federal Aviation Administration. Each member will be selected from a group representing one of the following: major airlines and aerospace companies; nonprofit organizations within the aviation industry; aviation business associations; engineering business associations; United States Air Force Auxiliary or the Civil Air Patrol; and institutions of higher education and aviation trade schools.

The Board will develop a comprehensive plan to mitigate barriers existing for women entering the aviation industry and create ongoing opportunities in the form of scholarships, enhanced training, and outreach programs exclusive to women. The Board will submit this plan as a report to the Committee on Transportation and Infrastructure of the House of Representatives, to the Committee on Commerce, Science, and Transportation of the Senate, and to the Administrator of the Federal Aviation Administration to be made public, after which, the Board will terminate.

## CHANGES IN EXISTING LAW MADE BY THE BILL, AS REPORTED

There are no changes to existing law made by H.R. 4673.

