

**Faculty of Transportation Sciences
Department of Air Transport
Czech Technical University in Prague**

is pleased to invite you to a guest lecture by

**Professor Susan Durbin
and
Dr. Tinkuma Edafioghor**

from the University of the West of England, Bristol.



A gender comparative study of commercial pilots' careers: building careers, building resilience

*Presentation by **Professor Susan Durbin** and **Dr Tinkuma Edafioghor**, Business School, Faculty of Business and Law, University of the West of England, UK*

From a population of **185,143** commercial airline pilots, **9,746 are women (5.26%)**, and just **2,630 are captains (1.42%)** (IFALPA, 2021). This is despite global government and industry-led initiatives to improve women's representation and a global shortage of pilots to meet future demand. Current needs anticipate the recruitment and training of 110,000 new pilots globally (EATS, 2024) and 300,000 within the next ten years (CAE, 2025).

This presentation draws upon findings from a global survey and focus groups with just over 700 male and female commercial pilots, pilot trainers and newly qualified ab-initio pilots. The study was based upon the question, what is the future for gender diversity in the pilot role? This is an important question when we consider that recruiting more women pilots could partly help to address the global pilot shortage.

This presentation will:

- **outline the global economic importance of the aviation industry and the employment** it provides both directly and indirectly, alongside what it means to work in aviation today.
- **outline the career pathways of male and female pilots including, routes into the pilot role,** influencers, working patterns, career progression and future ambitions and the skills required to be a 'good' pilot.
- **explore pilots' reflections upon their experiences of their own pilot training at all career stages (initial, recurrent and command training).**
- **consider pilots' perceptions and experiences of and challenges within the aviation industry.**
- **explore the concept of 'resilience' and the importance of an inclusive pilot workforce that is both skilled and resilient.**



Susan Durbin is Professor in Human Resource Management, at the Business School, University of the West of England.

Her research expertise is in gendered employment, specialising in women's employment in male dominated professions including engineers, scientists, commercial pilots and managers/senior managers working reduced hours/hybrid working.

She is a co-founder and Chair of the award winning alta mentoring platform and led/co-designed the UKRI funded Reaching my Potential Future Flight Challenge mentoring programme.

Susan works with organisations in the public, private and not-for-profit sectors, to improve gender equality and provide support, including mentoring, for women.

She is a Chartered member of the Chartered Institute of Personnel and Development and a Fellow of the Royal Aeronautical Society.

Susan is also a member of the Women in Aviation and Aerospace Committee, Royal Aeronautical Society and a member of the Women in Aviation Training Steering Group, Halldale Group.



Dr. Tinkuma Edafioghor is a Senior Lecturer in Human Resource Management at the University of the West of England, Bristol.

Her research interests include organisational resilience, employee well-being, strategic HRM, and workplace equity.

She has published research on the antecedents and outcomes of organisational resilience and is currently examining the impact of hybrid working on Black women academics in higher education.

Tinkuma is actively engaged in equality, diversity, and inclusion initiatives, contributing to work on inclusive leadership and equitable workplace practices.

She is an Associate member of the Chartered Institute of Personnel and Development, and a member of the alta mentoring platform steering board, where she co-leads the marketing and engagement strategy.

VENUE

**FACULTY OF TRANSPORTATION SCIENCES,
HORSKÁ 3, ROOM A330 (CHURCH)**

DATE

3rd December 2025

TIME

13:15 - 14:45

