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COMPOSITION OF THE CIVILIAN WORKFORCE IN THE BRAZILIAN SPACE SECTOR

Abstract

In the last two decades, the Brazilian space sector has undergone drastic changes, mainly in relation to restrictions in terms of public financial resources available for investments. Despite the trend of increasing private participation in the space sector, in Brazil, the main players and financiers continue to be public. The Brazilian Space Agency (AEB) was created in 1994, with the mission of being the central body of the National System for the Development of Space Activities (SINDAE). Also, part of SINDAE, the National Institute for Space Research (INPE), the Department of Aerospace Science and Technology (DCTA), the Barreira do Inferno and Alcantara launch centers, federal universities and a small growing industry. The training of manpower in the Brazilian space sector is a result of investments made, for the most part, by the public sector in large-scale projects. AEB decentralizes resources to research institutes or universities, and these can develop internally or subcontract to industry for specific parts of the project. Previous analyzes of the workforce profile have always focused on the three priority bodies in the space sector: AEB, INPE and DCTA. Here it is important to mention the difficulty of obtaining data related to the DCTA, as it is a military institution. The objective of this work was to expand the analysis of the profile of the civil workforce in the Brazilian space sector, including in the analysis other research institutes that, although not part of SINDAE, also maintain a relationship with the space sector: National Observatory and the National Laboratory of Astrophysics. Initial analyzes showed that there is a concentration of male civil servants, with a high level of training and in the process of retirement, which can pose risks in the absence of an adequate knowledge management process. INPE is one of the bodies that has suffered recurrent losses of manpower due to retirement and that reflects in losses of knowledge, precisely because there is no replacement of manpower in time.