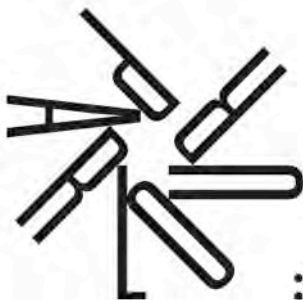

Appendix B
Preliminary analysis and comparison of findings
from two surveys of the architecture profession:
‘Where do all the women go?’ and ‘...and what about the men?’

**Draft for discussion, submitted to the project Steering Committee
and the National Council of the Australian Institute of Architects**

***Equity and diversity in the Australian architecture profession:
women, work and leadership***
Australian Research Council linkage project (2011–2014)

September 2013



: women, equity, architecture.

Credits and Acknowledgements

The research project 'Equity and diversity in the Australian architecture profession: women, work and leadership' (2011–2014) is funded by the Australian Research Council through the Linkage Projects scheme.

The project has five industry partners: The Australian Institute of Architects; Architecture Media; BVN Architecture; Bates Smart; and PTW Architects. The research team comprises: Naomi Stead (UQ); Julie Willis (UMelb); Sandra Kaji-O'Grady (UQ); Gillian Whitehouse (UQ); Karen Burns (UMelb); Amanda Roan (UQ); and Justine Clark (UMelb). Gill Matthewson (UQ) is undertaking PhD study within the project.

The website *Parlour: women, equity, architecture* (<http://www.archiparlour.org/>) has been developed as part of the larger research project, and is edited by Justine Clark with assistance from the other research team members. The website publishes numerous outcomes and discussion papers from the research project, alongside reflections submitted by members of the architecture profession. The project has convened a number of public events and forums, notably *Transform: Altering the Future of Architecture*, held in Melbourne in May 2013. One of the main policy outcomes of the project is a series of *Parlour Guides to Equitable Practice*.

The project integrates other research elements including a literature review and survey of previous scholarly work in the field; ethnographic field work within the three case study architecture practices; visual sociology research in the three case study practices; a scan of gender equity policies and measures in comparable international institutes of architecture, plus institutional bodies in other comparable professions in Australia; a scan and summary of past research commissioned by the Australian Institute of Architects on issues of gender equity and diversity; an analysis of demographic data on Australian architects drawn from the 2011 Census; a consultation and report on priorities, perceptions and existing practices around equity policy in the architecture profession; a mapping of the involvement of women in the Australian architecture profession; and two major industry surveys 'Where do all the women go?' and '...and what about the men?', which are the subject of this report.

The survey 'Where do all the women go?' was written and administered by Justine Clark with input and feedback from the other research team members, particularly Gillian Whitehouse, Naomi Stead and Amanda Roan. It was administered in July and August 2012. The subsequent and complementary survey '...and what about the men?' examining the work lives of men in Australian architecture was undertaken in late 2012 and early 2013. This report on findings was prepared by Gill Matthewson, with assistance from other members of the research team.

This report should be reach in association with the separate Technical Report and Preliminary Statistics document prepared for each survey and available on the Parlour website.

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1. Limitations of the survey data and comparison

The data drawn from the two surveys must be interpreted with caution, due to several limitations. The sample sizes are significant for an industry survey, but can not be seen as directly representative of the population of architects as a whole. In the absence of a random sample, reliable inferences cannot be made about *all* architects. This is in part because participants were self-selecting, hence people with a specific interest in the issues might have been more likely to respond than those without a specific interest. The number and demographic characteristics of the respondents in the women's and men's surveys are also not directly commensurate, so the comparisons should be viewed with caution. Nevertheless, matching against Census data indicates that the comparisons are still valid, and the data is of considerable exploratory value as it provides insights into the experiences of individuals trained as architects for whom there is no meaningful sampling frame or straightforward means of access.

2. Exclusion of open-ended responses

The analysis and results below do not include any excerpts or conclusions from the numerous open-ended questions in the two surveys. Many respondents both female and male took the opportunity to respond fulsomely to these open-ended questions. This was especially notable around questions of registration, and the project has released a report on these responses, plus evidence from other parts of the research, in *Issues of Registration: Preliminary findings*. This is available from the *Parlour* website. Open-ended responses to other questions in the surveys will be summarised in other separate and consolidated reports; what appears below is restricted to the quantitative responses.

3. Key findings

From the two surveys, and their comparison, and given the limitations described above, the following key findings can be identified:

- The age distribution of the survey respondents was surprisingly close to the age distribution of architects in the 2011 Census, with women more represented in the younger age groups then dropping sharply with increasing age, and the male population remaining relatively stable
- Women respondents were much more likely to be employees, and less likely than the male respondents to be employers, or self-employed
- There was a notable salary discrepancy between the respondents, with women earning markedly less on average
- Amongst respondents the women were clustered in relatively junior roles, and significantly under-represented at senior levels
- Both women and men with an architectural training, and who still consider themselves part of the architectural profession, work in a huge range of fields and doing a huge range of tasks
- Women and men work in different ways in architecture – women who responded to the survey were more likely to work part time, and were more likely to perceive this as having been detrimental to their careers
- A high proportion of both women and men in architecture work in a flexible pattern, using a range of means to manage and accommodate this

- Women and men who responded to the surveys showed markedly different levels of engagement with the Australian Institute of Architects, including in membership, membership type, and participation in Institute activities
- A high proportion of women respondents had never been involved in Institute committees and office-bearing, and a high proportion had also never been involved with Institute awards programmes
- A high proportion of respondents both women and men engage with other industry bodies, but in gendered patterns – with a high proportion of the women engaging with the National Association of Women in Construction, and a high proportion of men (but far fewer of the women) engaging with the Property Council of Australia
- Similar proportions of women and men engage in public events relating to architectural culture
- The women respondents reported less satisfaction with their career progression in architecture on the whole, and greater uncertainty about whether they would stay in the profession.

4. Conclusions to be drawn from findings

Some tentative conclusions can be drawn from the findings, namely that:

- The pattern of women training and entering the profession, but then leaving when they reach their thirties and forties, is a clear trajectory which represents a significant problem for the profession, and something to be actively redressed
- The profession's failure to retain and advance trained women leads to a dramatic under-representation of women in senior roles, and a commensurate lack of gender diversity in leadership positions, this is also something to be actively addressed
- Individuals work in a range of ways in architecture, although the profession presently accommodates some of these patterns better than others – for instance flexible working conditions more easily than permanent part time
- Given the huge range of activities, organisations and fields that respondents engaged with, conventional definitions of architecture as a professional activity may be too narrow
- Amongst women architects there is a clear willingness to engage with organisations which specifically represent women and their interests – there is an opportunity for the Australian Institute of Architects to be more active in this space
- A surprisingly large proportion of trained women in architecture do not engage with the Australian Institute of Architects at all – there is an opportunity for the Institute to do more to actively engage these individuals, through membership and mentoring into Institute committees and office bearing
- The challenges of managing a fulfilling career and balancing work and family life are also an issue for men in architecture, but they affect women in specific, identifiable, and powerful ways, which have negative effects on the profession's gender equity and diversity

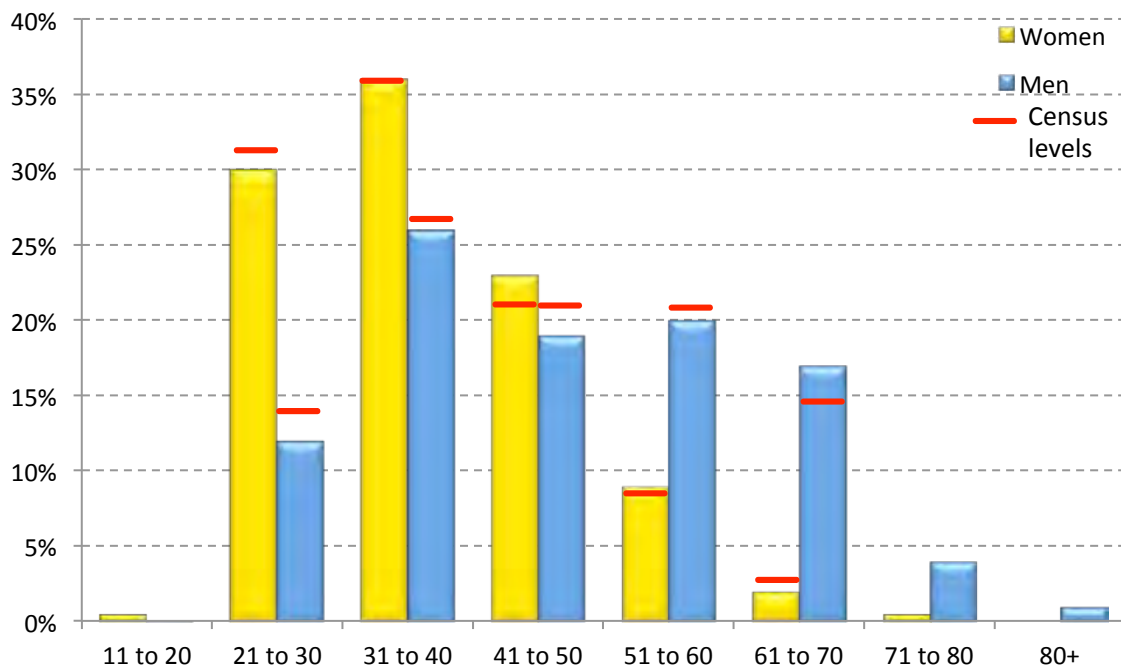
5. Survey results

5.1 Who answered the survey? Numbers, age, location,

There were 1237 women respondents and 918 men.

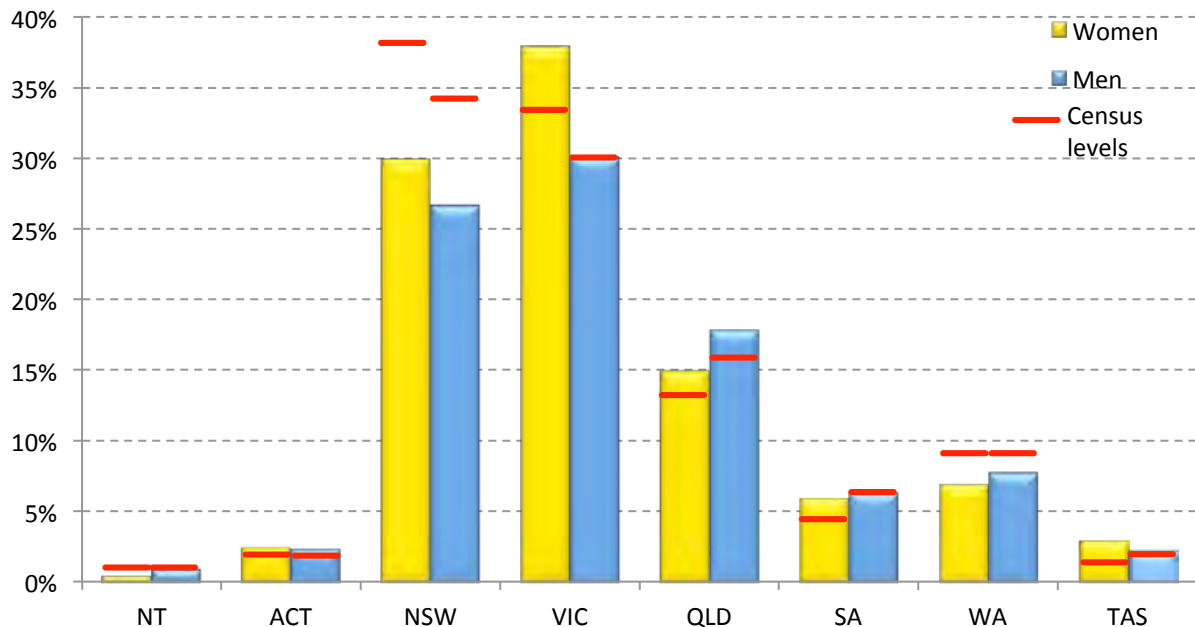
Question 3 – Age group % of respondents

It is notable that the women who responded tended to be in the early stages of their careers and the men in their later stages. However, this largely mirrors the distribution of architects by age and gender revealed by both registration figures and the 2011 census (census proportion indicated by red bar).



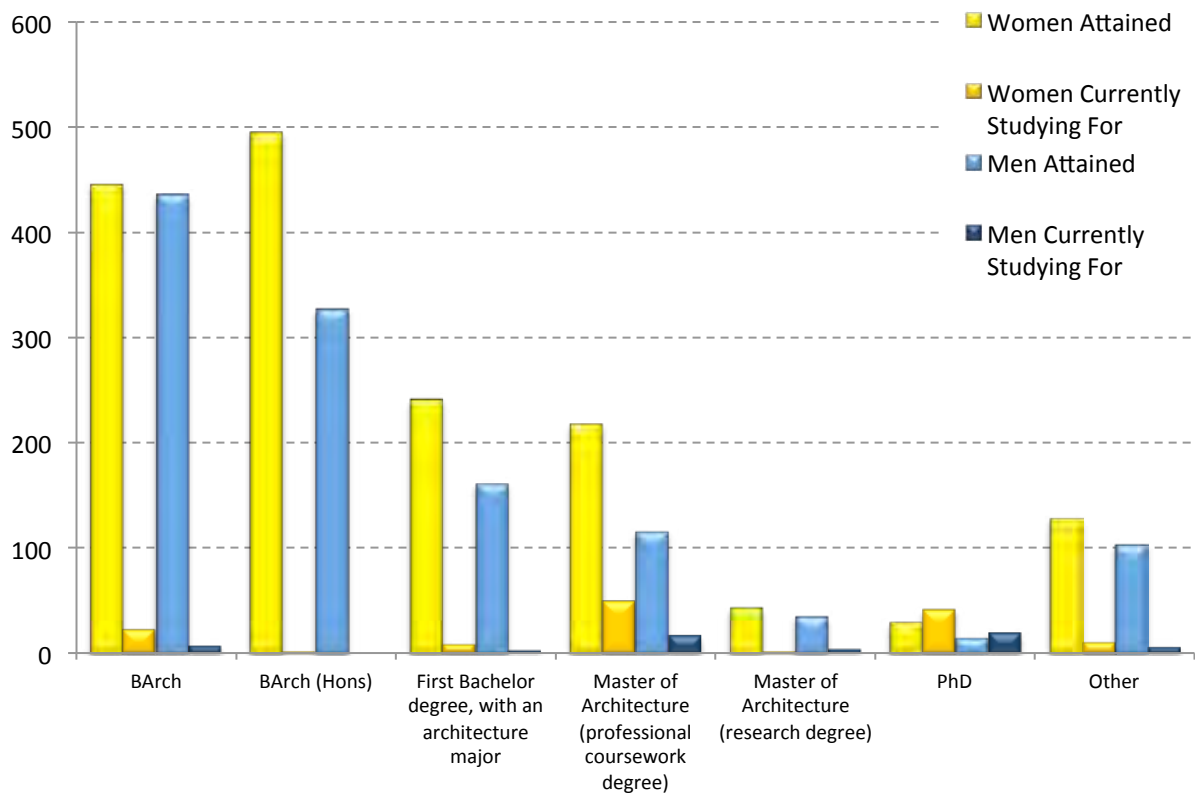
Question 5 – Postcode % of respondents

Geographically, the distribution of respondents does not match as well against the census where NSW has the greater proportion of Australian architects rather than Victoria. This probably reflects the heightened profile of the *Parlour* website in Victoria.



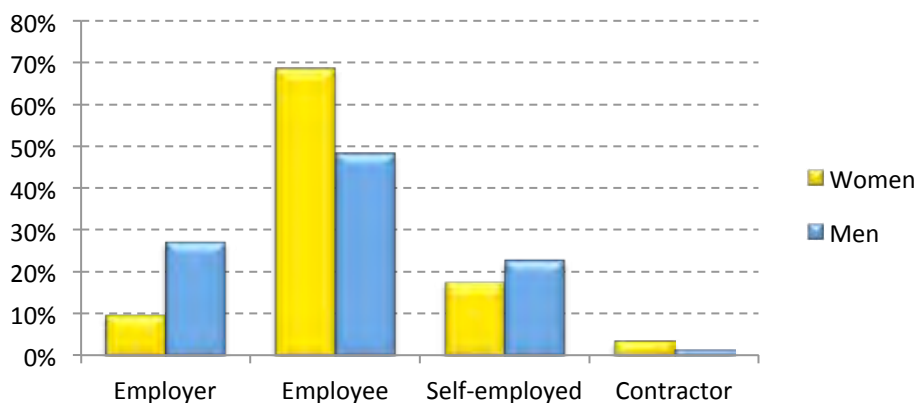
5.2 Qualifications of the respondents

Question 10 – Which architecture qualifications have you attained and/or are currently studying for? (Please tick all that apply.)

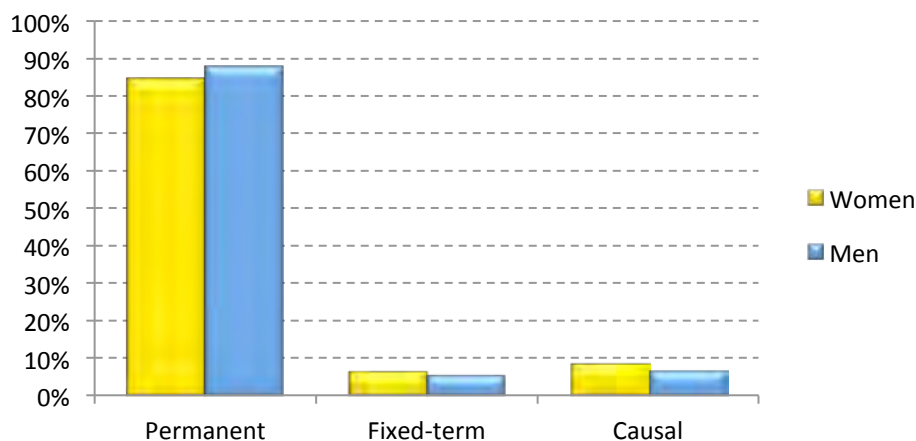


5.3 Type of employment, and salary

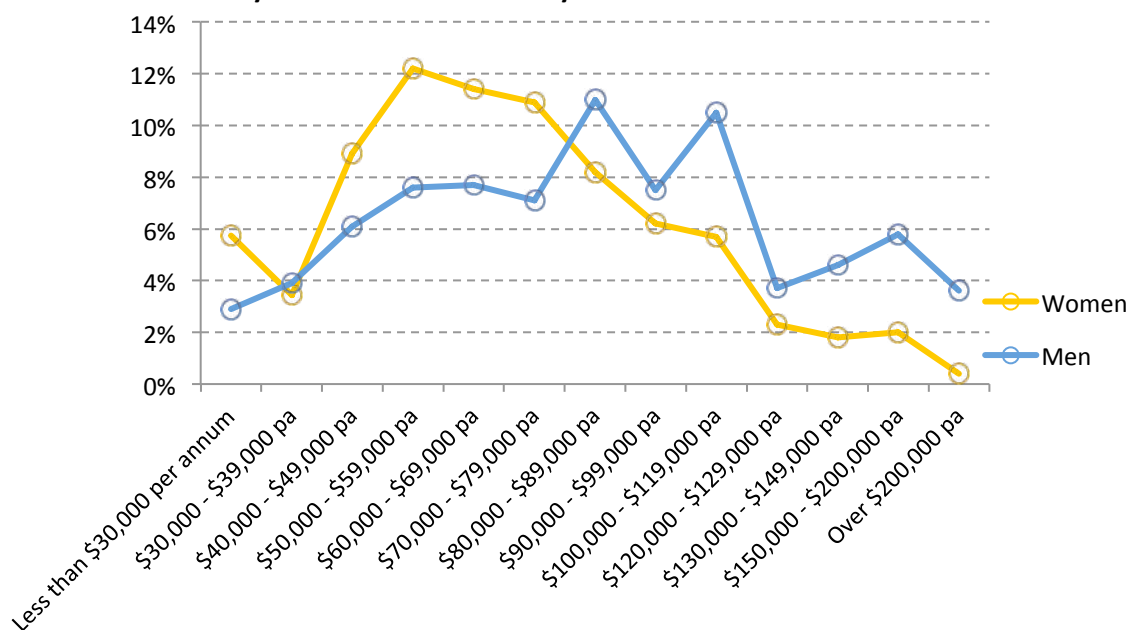
Question 65 – Which best describes your main employment?



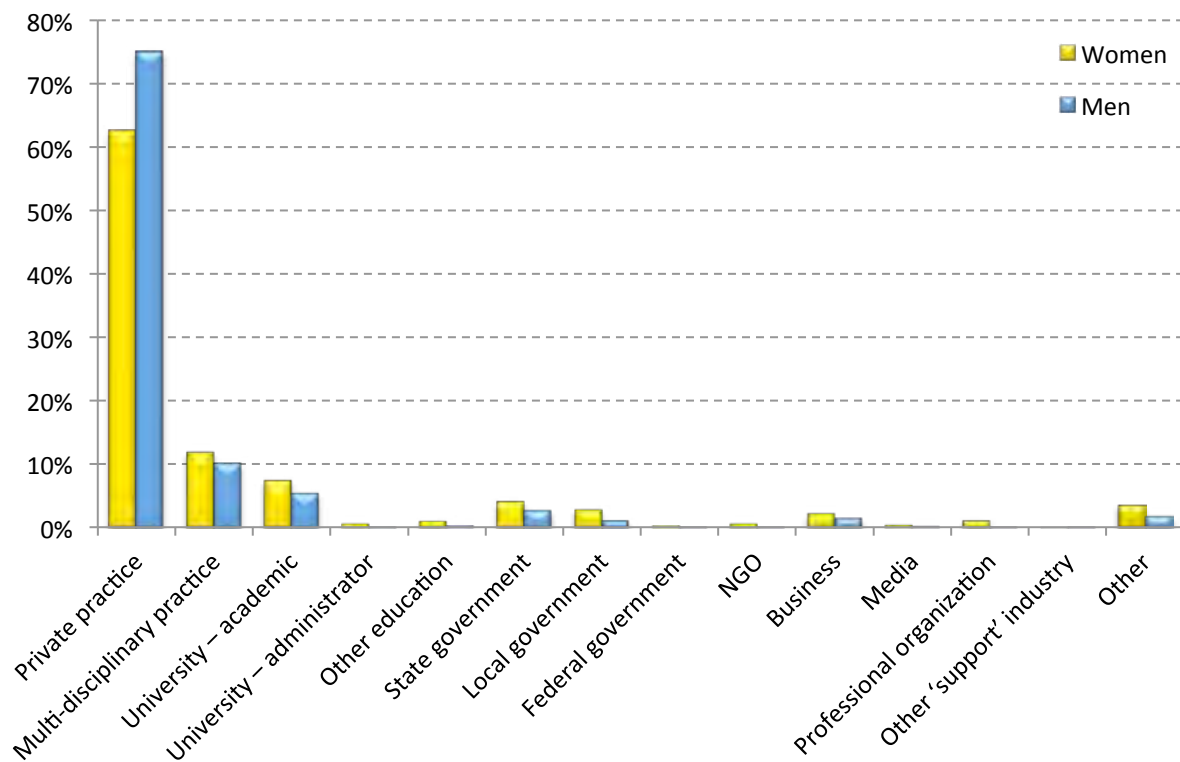
Question 66 – If you are an employee, which of the following best describe your employment situation?



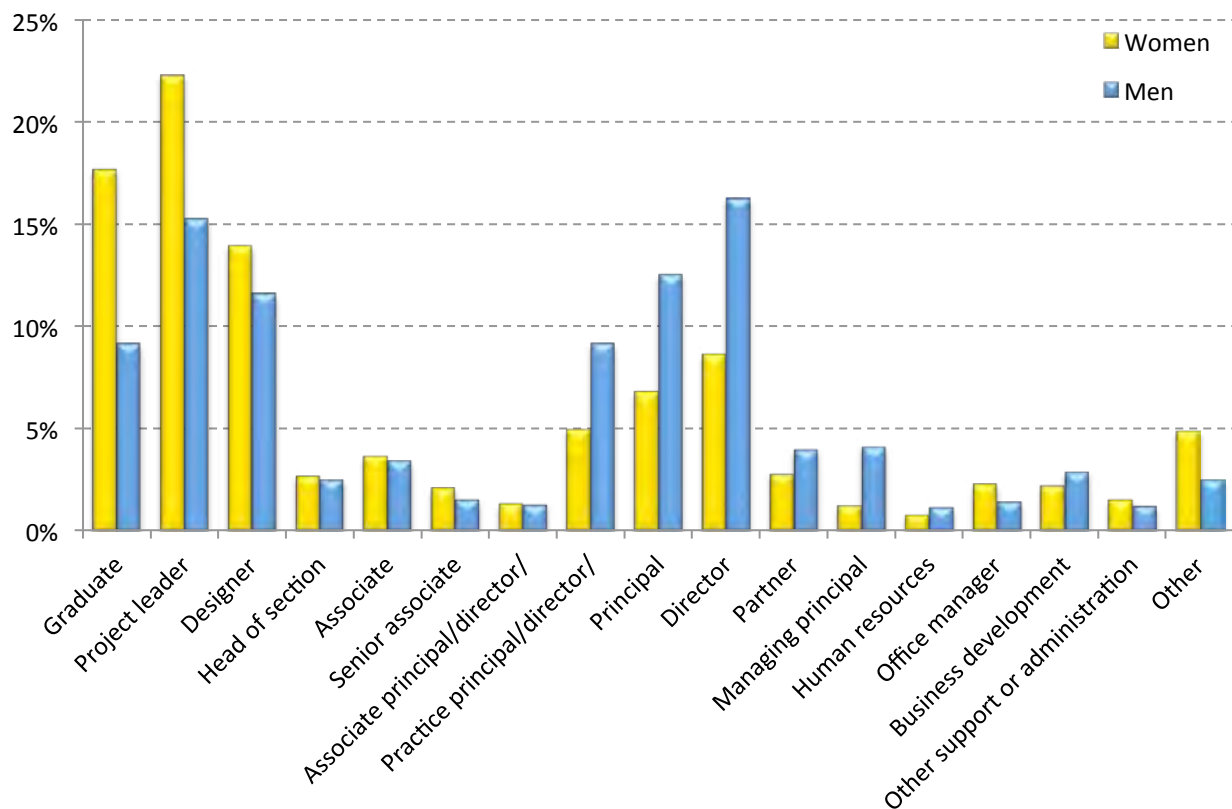
Question 71 – What is your current annual salary?



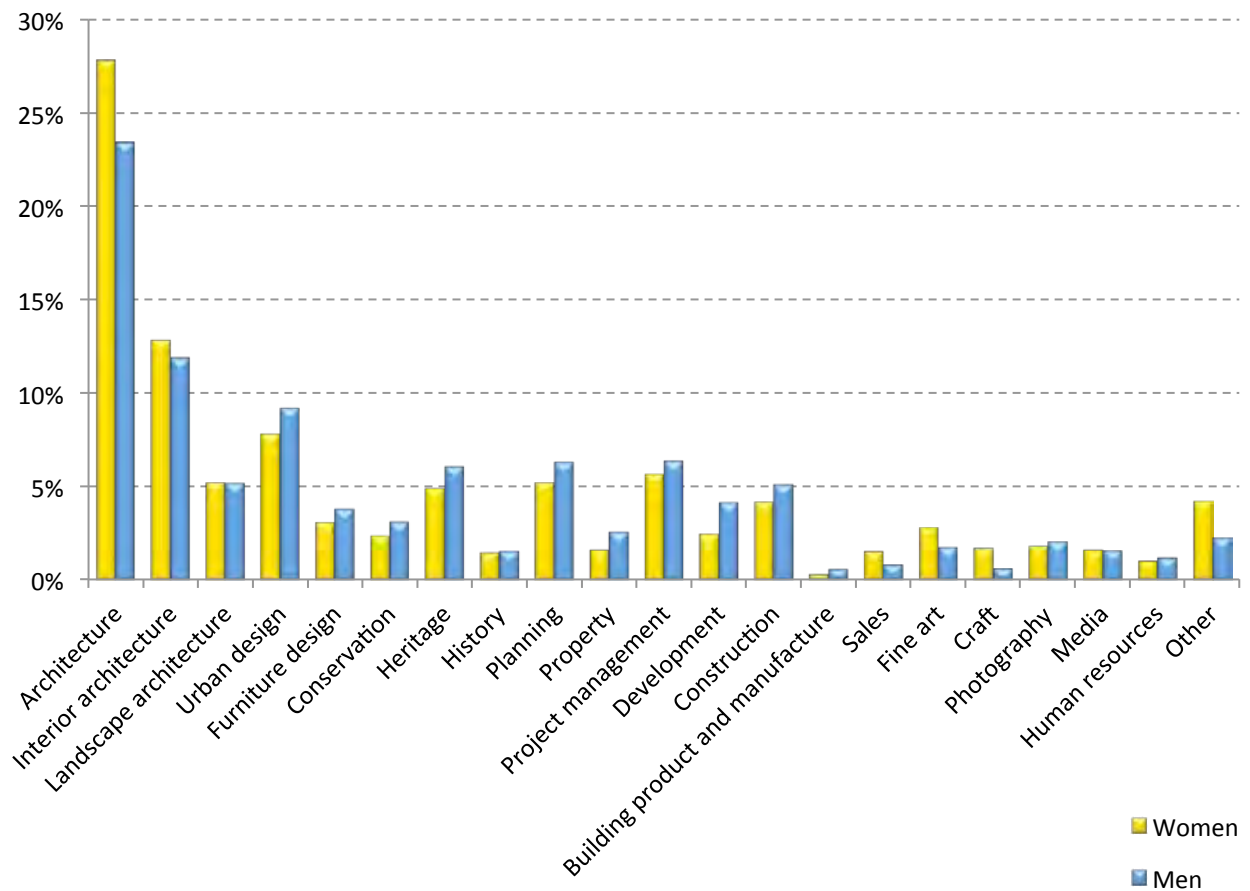
Question 28 – What kind of organisation do you work for?



Question 29 – If you work in an architectural or design practice, which of the following best describe your roles?

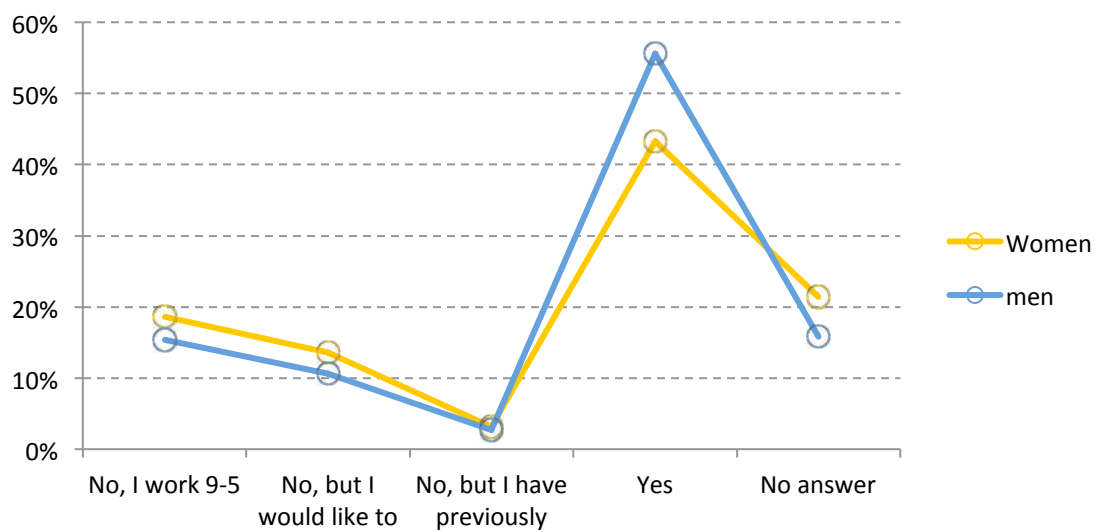


Question 27 – Which fields are you involved with?

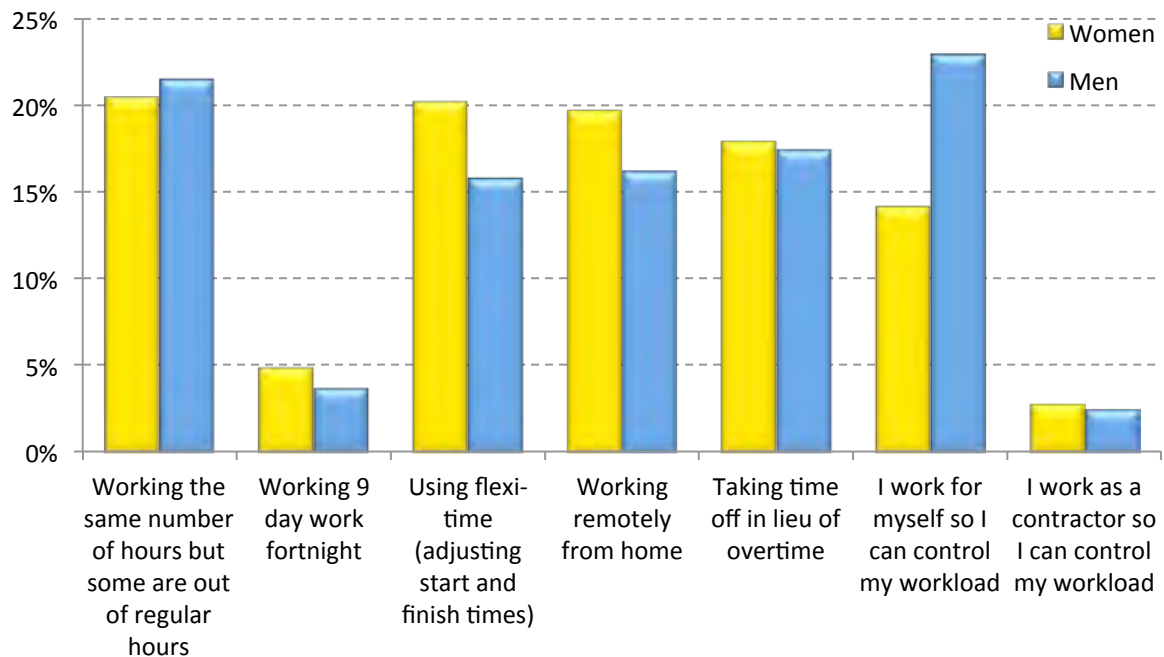


5.4 Flexible and part time working patterns

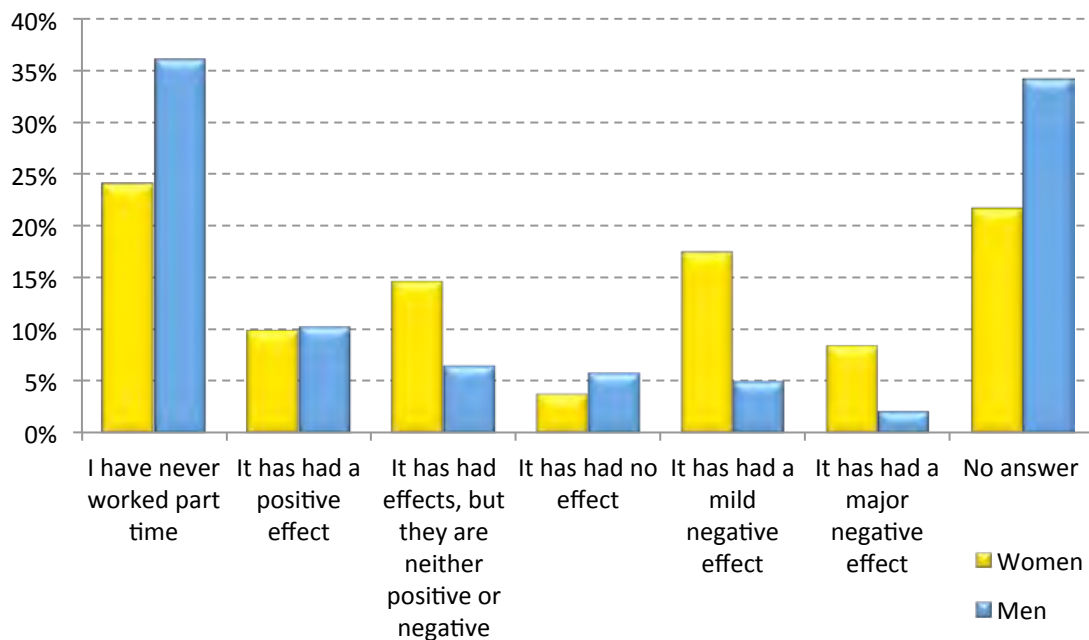
Question 75 – Do you currently work flexibly?



Question 76 – Please tell us what strategies are being used in your work place to accommodate flexible work.

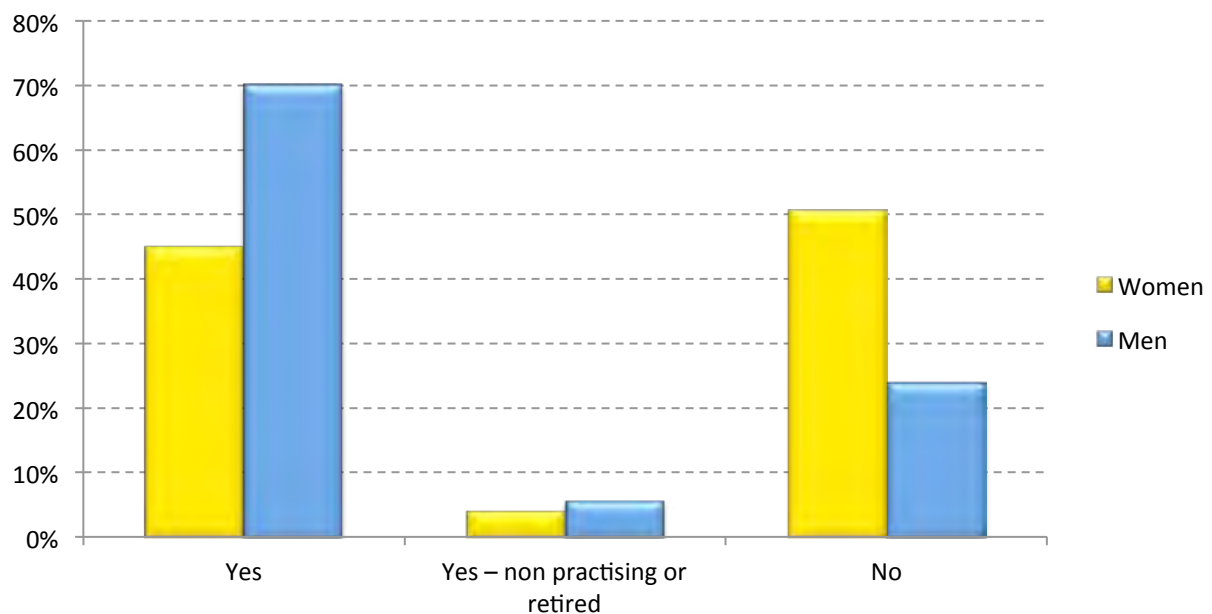


Question 81 – If you work part-time, or have done so in the past, how do you think this has affected your career progression?

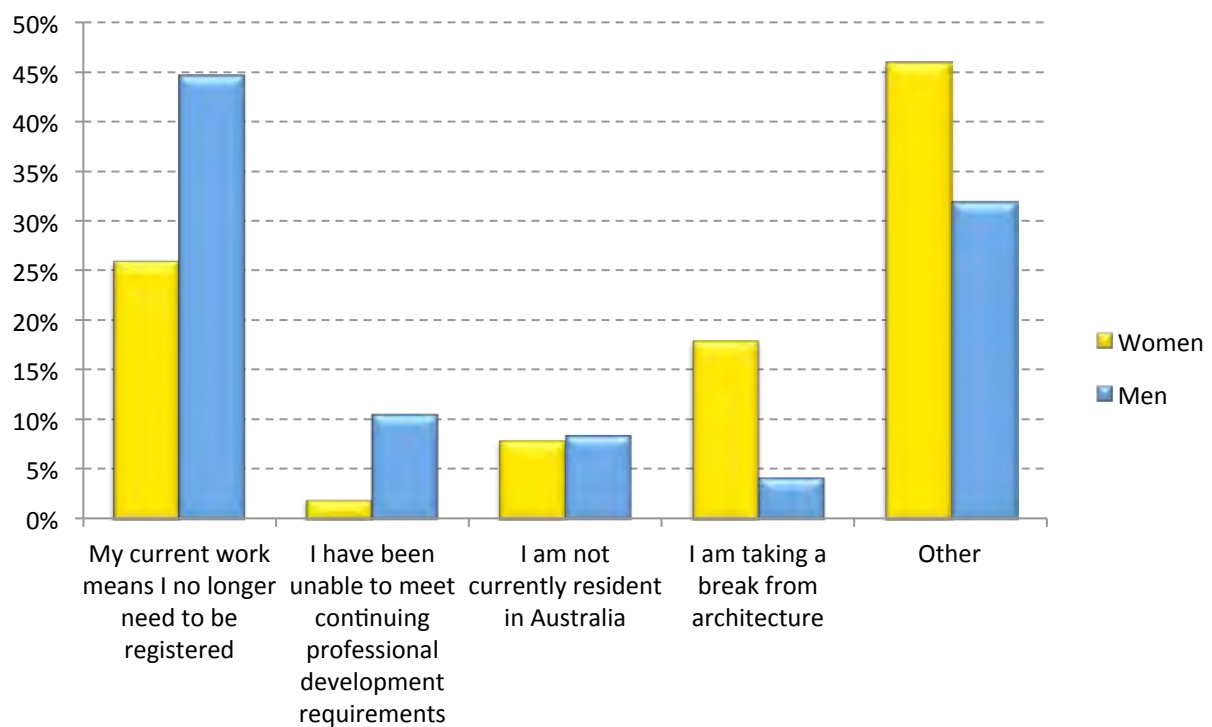


5.5 Registration, and its lapse

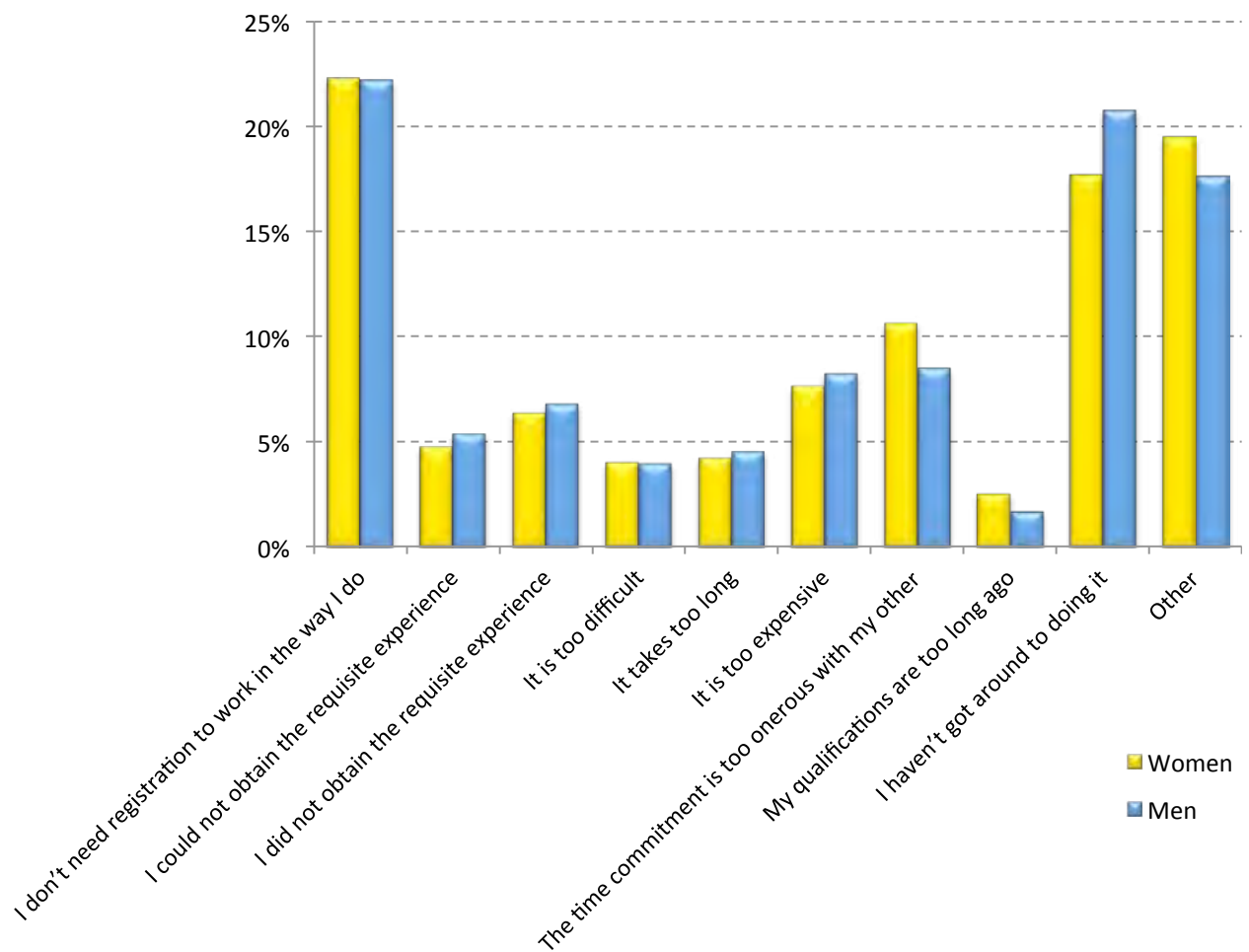
Question 37 – Are you a registered architect in Australia?



Question 42 – If you have been registered, why did you let your registration lapse? (Please tick all that apply.)

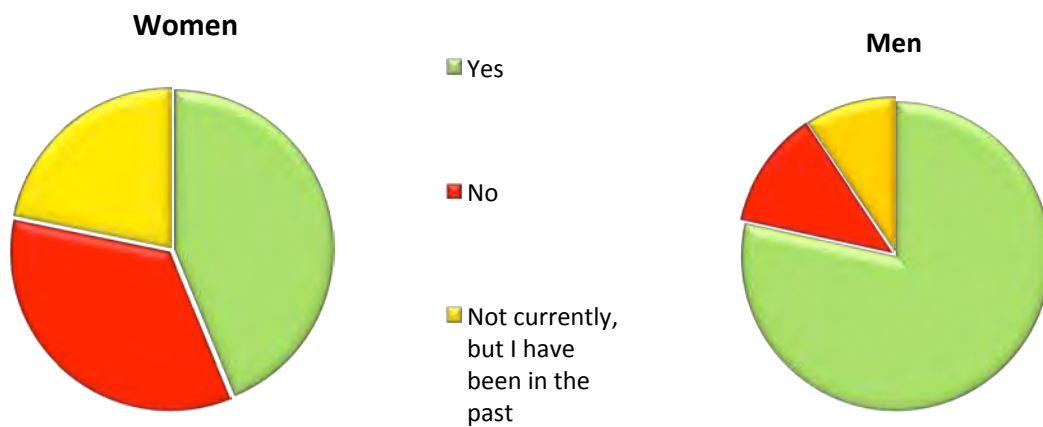


Question 43 – If you have never registered, why not? (Please tick all that apply.)

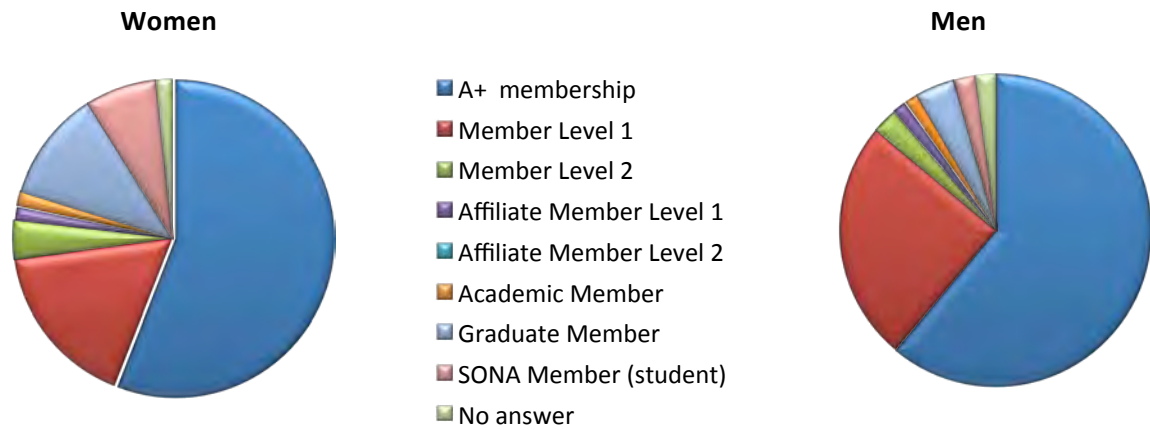


5.6 Membership of and engagement with the Institute

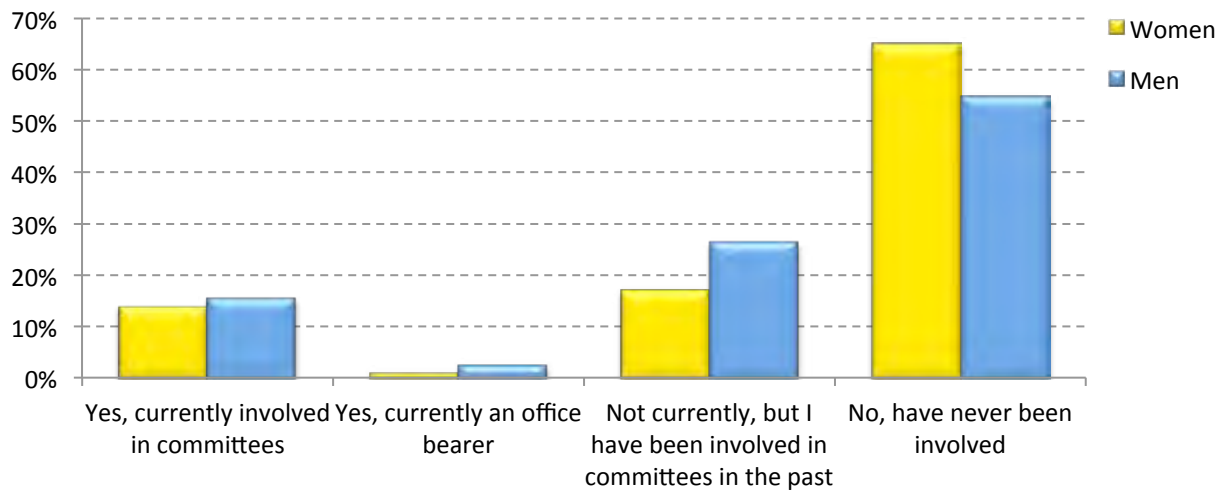
Question 46 – Are you a member of the Australian Institute of Architects?



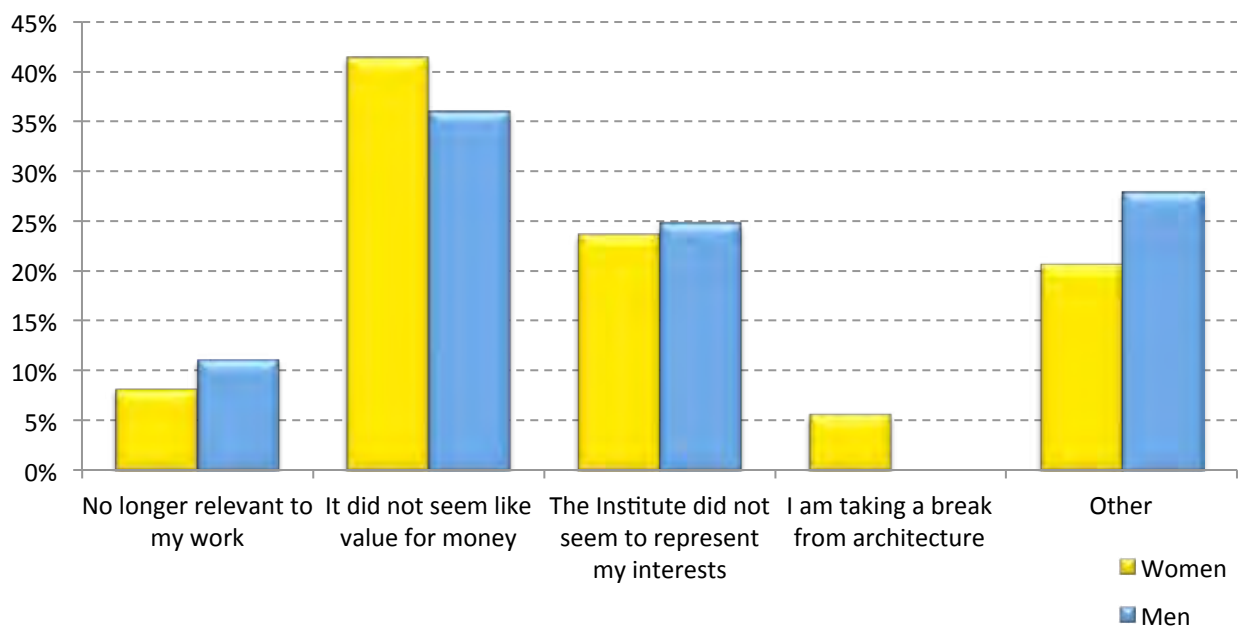
Question 47 – Which kind of membership do you hold?



Question 48 – Do you participate in committees and office-bearing at the Australian Institute of Architects?

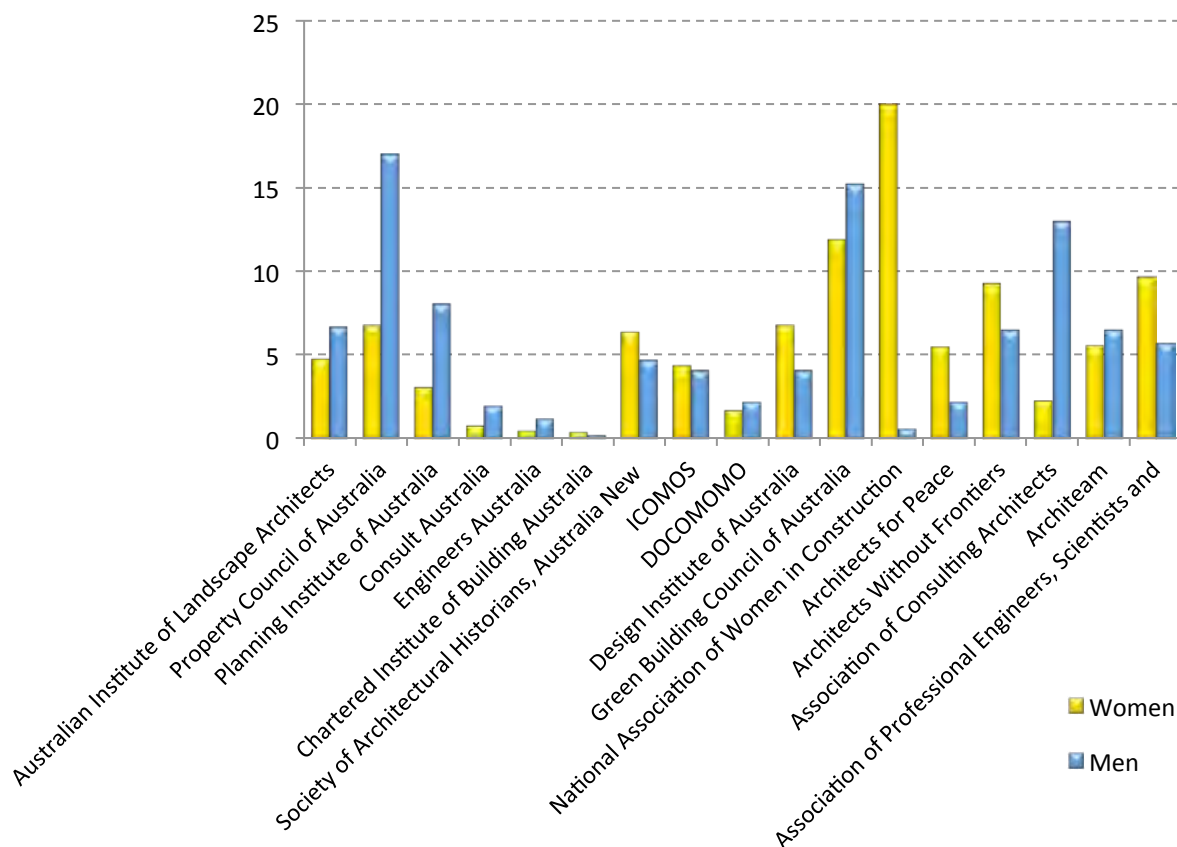


Question 49 – If you have been a member in the past, but are not currently, why did you stop being a member? (Please tick all that apply.)

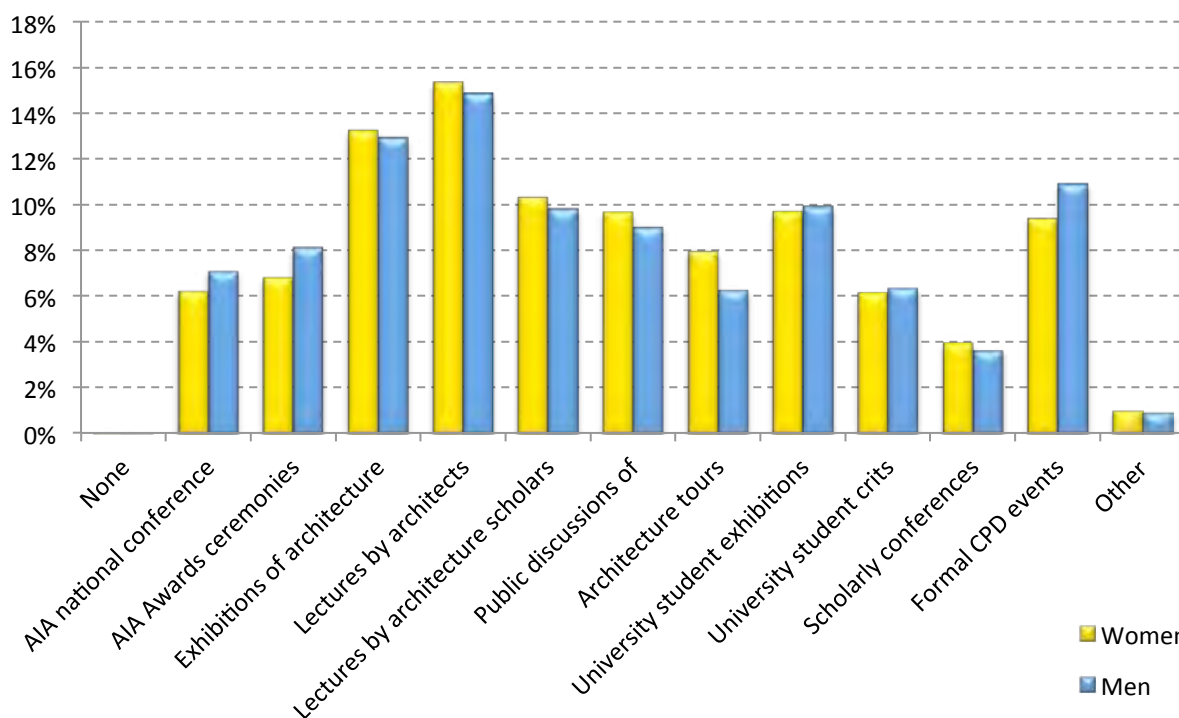


5.7 Engagement with the other industry bodies

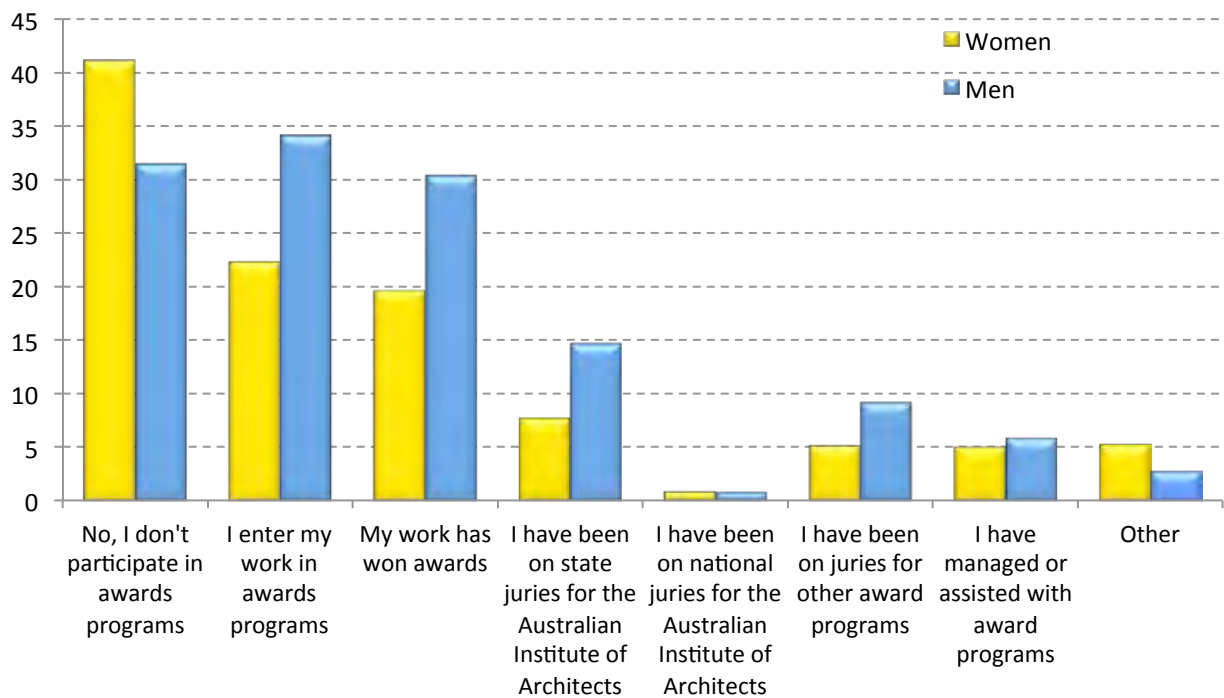
Question 50 – Are you, or have you been, involved with other built environment organisations?
(Tick all that apply.)



Question 51 – What architecture-focused events do you attend? (Tick all that apply)

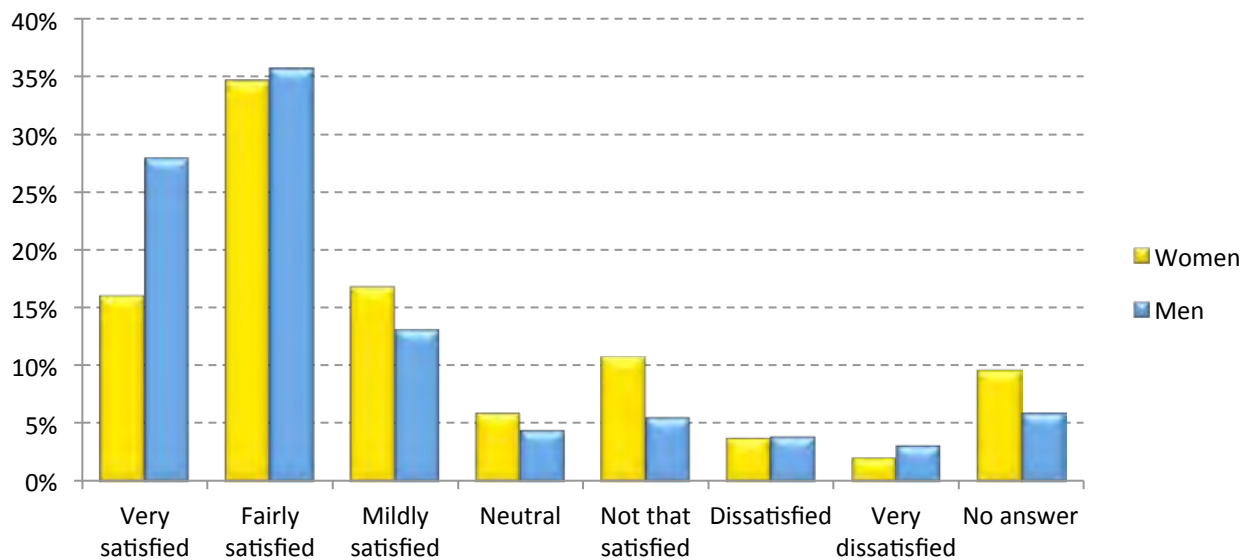


Question 54 – Do you participate in awards programs?

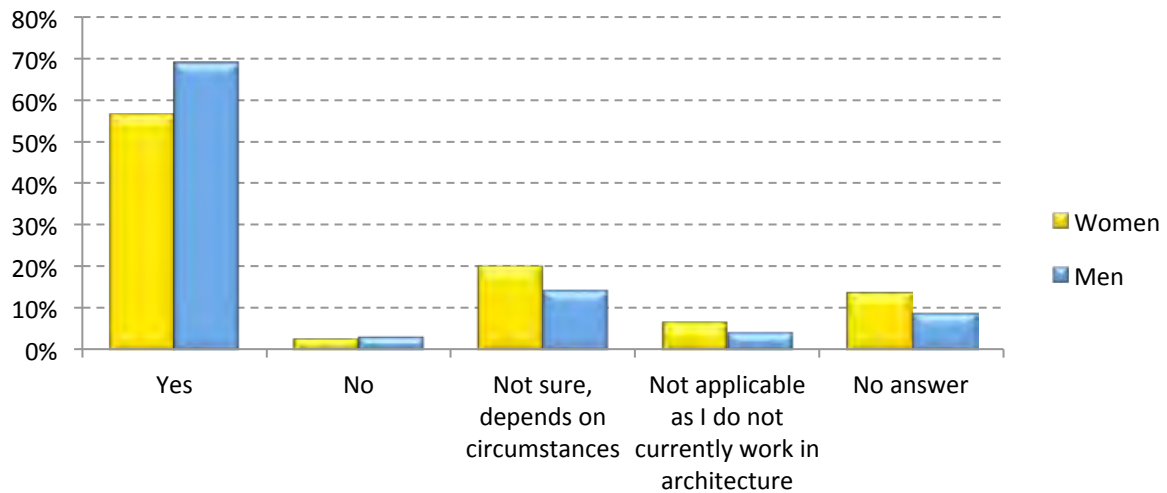


5.8 Satisfaction or dissatisfaction with architecture, and leaving the profession

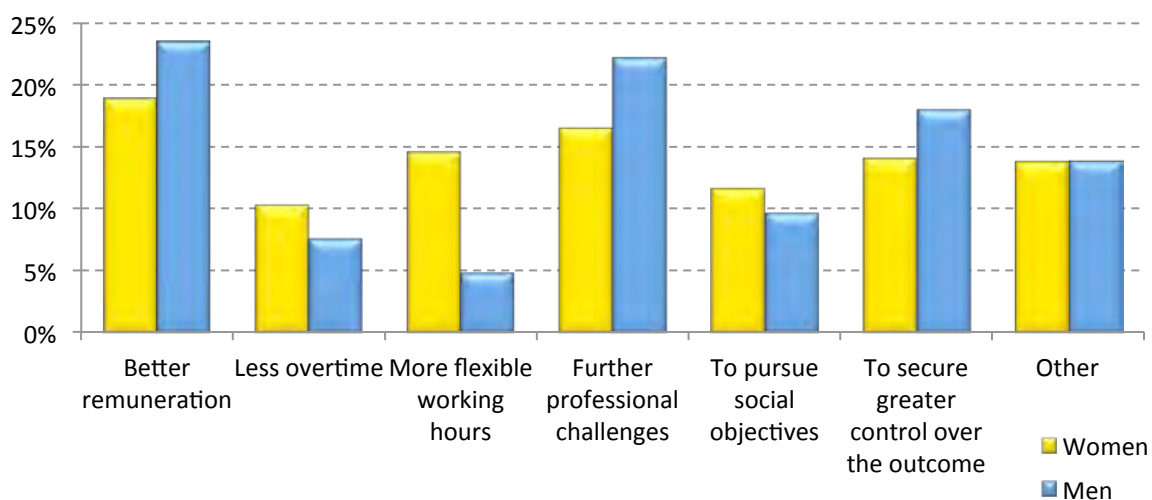
Question 80 – How satisfied are you with your career progression to date?



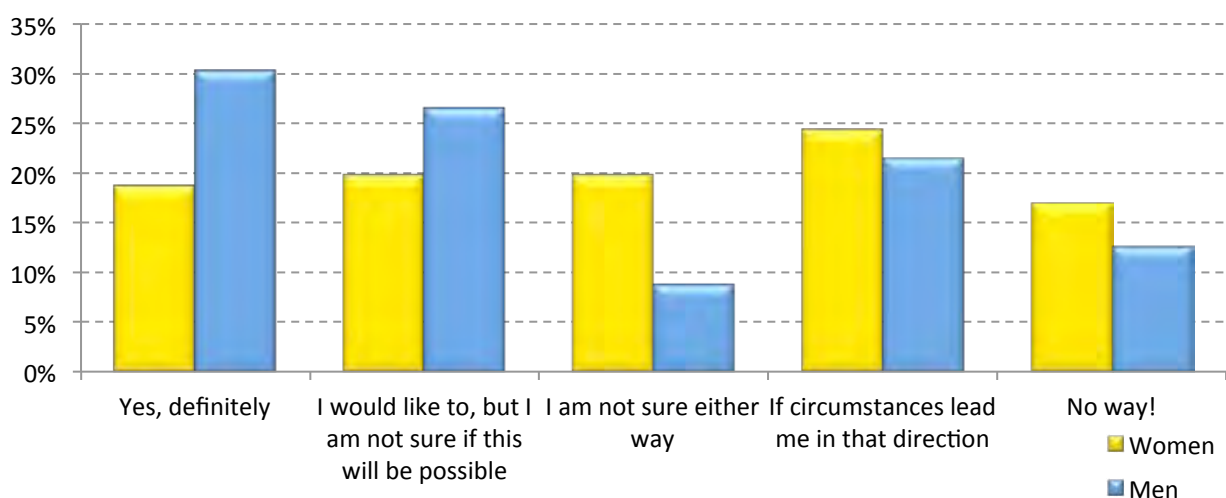
Question 83 – If you currently work in architecture, do you expect to stay working in the field for the foreseeable future?



Question 92 – [If you have left] What was your incentive for leaving architecture? (Tick all that apply)



Question 93 – Do you expect to work in architecture again during your career?



5.9 Hours actually worked and contracted to work – gender differential

Question 72 – How many hours are you employed to work each week?

Question 73 – How many hours a week do you actually work on average?

