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## Appendix C

### Architects in Australia: A snapshot from the 2011 Census

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; two major industry surveys 'Where do all the women go?' and '...and what about the men?', along with associated reports and analysis; 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; 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 an analysis of demographic data on Australian architects drawn from the 2011 Census – which is represented in this report.

This report was prepared by Julie Connolly, with assistance from Naomi Stead, Gill Matthewson, and Justine Clark.

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## Introduction

This Report has been prepared based on customized data requested from the Australian Bureau of Statistics (ABS) following the 2011 Census. It thus represents a snapshot of the architecture profession using descriptive statistics. The categories and format of this document have been deliberately matched to an earlier report commissioned by the Australian Institute of Architects based on similar data from the 2006 Census. This allows a comparison between the two periods, exploring demographic and other characteristics of Australian Architects.

The Report is intended as a reference document to be broadly available to architects and others with an interest in the structure and the composition of the profession in Australia.

Information in the following Report is drawn from data cubes that contain information about the following indicators:

- Area of Usual Residence: These are Census counts based on where people usually lived at the time of the Census. From this we can determine the State or Territory in which the architects resides and whether they are in the capital city or not;
- Employment Type: This classifies all employed people to either employees, owner manager of incorporated enterprises, owner manager of unincorporated enterprises, or contributing family workers on the basis of their main job;
- Employment Status: This variable classifies people as employed working full-time, part-time or away from work (but still employed);
- Income: This variable records individual weekly income; and
- Hours Worked: This records the hours worked in the week of the Census.

The advantage to using Census data is that it is a comprehensive source of information, not subject to sampling error, although to protect confidentiality the ABS may randomly adjust data when the relevant sub-sample is too small and there is a risk of either identification or processing error. The ABS suggests that such data cannot be strictly relied upon.

There is likely to be some discrepancy between the statistics in this report and those generated by those bodies that manage the registration of architects in Australia. Not everyone who has identified as an architect for the purposes of the Census will be registered. The ABS uses the Australian and New Zealand Standard Classification of Occupations (ANZCO) to code relevant occupational data contained in the Census. Accordingly architects are classified as professionals.

## Section 1: Total Number of Architects

As Indicated above, there are discrepancies between the numbers of individuals who are registered as architects and the number that nominate as architect through the Census. In 2011, 14973 individuals nominated as architects. However, as of October 2012 there were less than 10,000 practicing registered architects across the country<sup>1</sup>.

**Table 1: Architects Area of Usual Residence**

Area of Residence	Persons	Percentage of number of architects in Australia
Australia	14973	100
Australian Capital Territory	313	2.1
NSW	5188	34.6
Sydney	4593	30.7
Balance of NSW	595	4.0
VIC	4671	31.2
Melbourne	4336	29.0
Balance of Vic.	335	2.2
QLD	2296	15.3
Brisbane	1793	12.0
Balance of Qld	503	3.4
SA	814	5.4
Adelaide	790	5.3
Balance of SA	24	0.2
WA	1363	9.1
Perth	1308	8.7
Balance of WA	55	0.4
TAS	249	1.7
Hobart	164	1.1
Balance of Tas.	85	0.6
NT	79	0.5
Darwin	64	0.4
Balance of NT	15	0.1

New Wales South, Victoria and Queensland are the most populous states in Australia. The proportion of architects in each state and territory reflects this broader demographic trend. Between 2006 and 2011, however, the number of architects living in Sydney decreased by just over two percent; the number of architects in Melbourne increased by just over three percent<sup>2</sup>.

## Section 2: Gender by Area of Residence

At the time of the census, women were 27.7 percent of the profession. This represents an increase of 4.4 percent since the 2006 census, with an additional 1053 women nominating their occupation as architecture<sup>3</sup>. This increase comprises the bulk in the growth in the number of architects in Australia,

<sup>1</sup> Gill Matthewson 2013. *Updating the numbers, part 2: at work* <http://www.archiparlour.org/updating-the-numbers-part-2-at-work/> accessed 12/09/2013

<sup>2</sup> AIA. 2007. *Architects in Australia: A Snapshot from the 2006 Census*

<sup>3</sup> AIA. 2007. *Architects in Australia: A Snapshot from the 2006 Census*

which increased by 1652 between 2006 and 2011. It is also of interest to note that only 2,079 women are registered as practicing architects in 2012, less than half the number who nominated architecture in the Census<sup>4</sup>.

When interpreting this data it is important to remember that across Australia there is a persistent gender gap with 15 percent more men than women in employment. In 2011 approximately 65 percent of women employment and almost 80 percent of men were in paid employment<sup>5</sup>. It is also of significance that women have compromised approximately 40 percent of architecture graduations since the mid-90s<sup>6</sup>. In any career there will be some earlier attrition. The age distribution of architects is also relevant in interpreting this data. Please see Table 12 below for further information. Table 12 indicates that the number of women architects in the younger age groups better reflects the graduation statistics.

**Table 2: Architects, Gender by Area of Residence**

Area of Residence	Female	Male	Total	%Female	% Male
<b>Australia</b>	4142	10831	14973	27.7	72.3
<b>Australian Capital Territory</b>	71	242	313	22.7	77.3
<b>NSW</b>	1554	3634	5188	30.0	70.0
<b>Sydney</b>	1400	3193	4593	30.5	69.5
<b>Balance of NSW</b>	154	441	595	25.9	74.1
<b>VIC</b>	1372	3299	4671	29.4	70.6
<b>Melbourne</b>	1300	3036	4336	30.0	70.0
<b>Balance of Vic.</b>	72	263	335	21.5	78.5
<b>QLD</b>	537	1759	2296	23.4	76.6
<b>Brisbane</b>	448	1345	1793	25.0	75.0
<b>Balance of Qld</b>	89	414	503	17.7	82.3
<b>SA</b>	184	630	814	22.6	77.4
<b>Adelaide</b>	180	610	790	22.8	77.2
<b>Balance of SA</b>	4	20	24	16.7	83.3
<b>WA</b>	353	1010	1363	25.9	74.1
<b>Perth</b>	343	965	1308	26.2	73.8
<b>Balance of WA</b>	10	45	55	18.2	81.8
<b>TAS</b>	47	202	249	18.9	81.1
<b>Hobart</b>	31	133	164	18.9	81.1
<b>Balance of Tas.</b>	16	69	85	18.8	81.2
<b>NT</b>	24	55	79	30.4	69.6
<b>Darwin</b>	17	47	64	26.6	73.4
<b>Balance of NT</b>	7	8	15	46.7	53.3

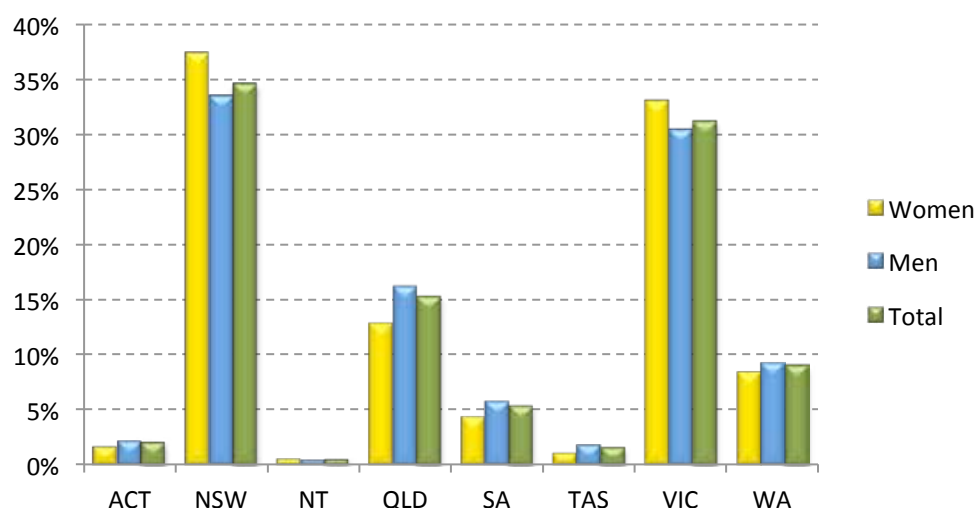
<sup>4</sup> Gill Matthewson 2013. *Updating the numbers, part 2: at work* <http://www.archiparlour.org/updating-the-numbers-part-2-at-work/> accessed 12/09/2013

<sup>5</sup> ABS. 2013. 4125.0 - Gender Indicators, Australia, Aug 2013 <http://www.abs.gov.au/ausstats/abs@.nsf/Lookup/4125.0main+features1110Aug%202013> accessed 13/09/2013

<sup>6</sup> Statistics for graduation rates have been extracted from the yearly 'Architecture Schools of Australasia' 1987 to 2011 editions published by the Australian Institute of Architects

Again the geographical distribution signaled above follows broad demographic trends, with women concentrated in capital cities. The only region where women exceed 30 percent of architects is in the *Balance of the Northern Territory*, which simply reflects the small numbers of architects who reside in this region.

**Figure 1: Architects Australia, Gender by Area of Residence**



### Section 3: Employment Type

The following table indicates that the majority of architects, 62.3 percent, are employees. In total 36.7 percent nominated as owner/managers of either an incorporated or unincorporated business. These figures suggest a growth in the number of architects working as employees since 2006, when 58.6 percent fell into this category and almost 40 percent identified as owners/managers. Nonetheless, the proportion of architects who identify as owners/managers is greater than other professionals in Australia. In the 2011 Census only 14 percent of professionals nominated belonging to either of the two categories encompassing ownership and management category.

**Table 3: Architects Employment Type Australia**

Employment type	Percentage of Australian Architects
Contributing family workers	0.7
Employee not owning business	62.3
Not stated	0.3
Owner managers of incorporated enterprises	22.7
Owner managers of unincorporated enterprises	14.0
<b>TOTAL</b>	<b>100</b>

Table 4 illustrates a discrepancy in the pattern of male and female employment in architecture in Australia, with almost 20 percent more women working as employees, relative to the overall number of women in the profession. The proportion of women working as owners/managers is substantially less,

with 42 percent of men but only 23 percent of women identifying as belonging to this category. This is clearly represented in Figure 2.

**Table 4: Architects Australia, Employment Type by Gender**

Employment type	Female %	Male %
Contributing family workers	0.7	0.7
Employee not owning business	76.0	57.0
Not stated	0.2	0.3
Owner managers of incorporated enterprises	10.9	27.2
Owner managers of unincorporated enterprises	12.1	14.8
<b>TOTAL</b>	<b>100.0</b>	<b>100.0</b>

**Figure 2: Architects Australia, Employment Type by Gender**

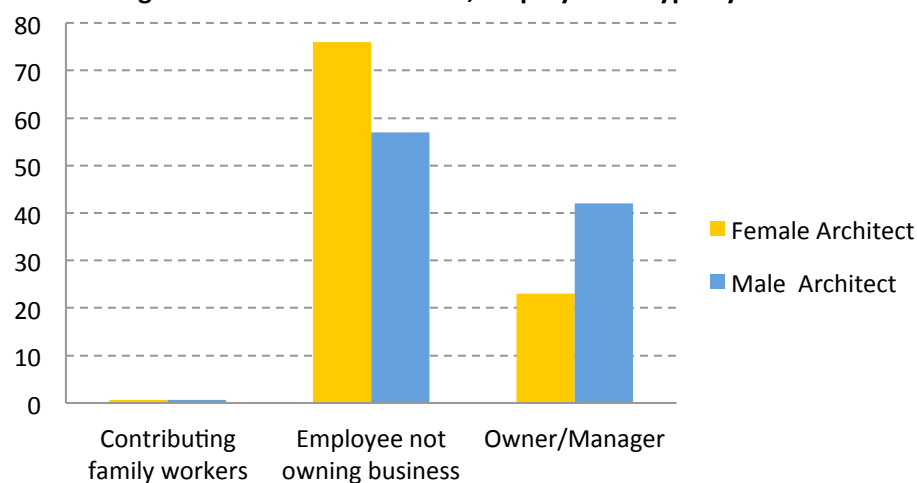


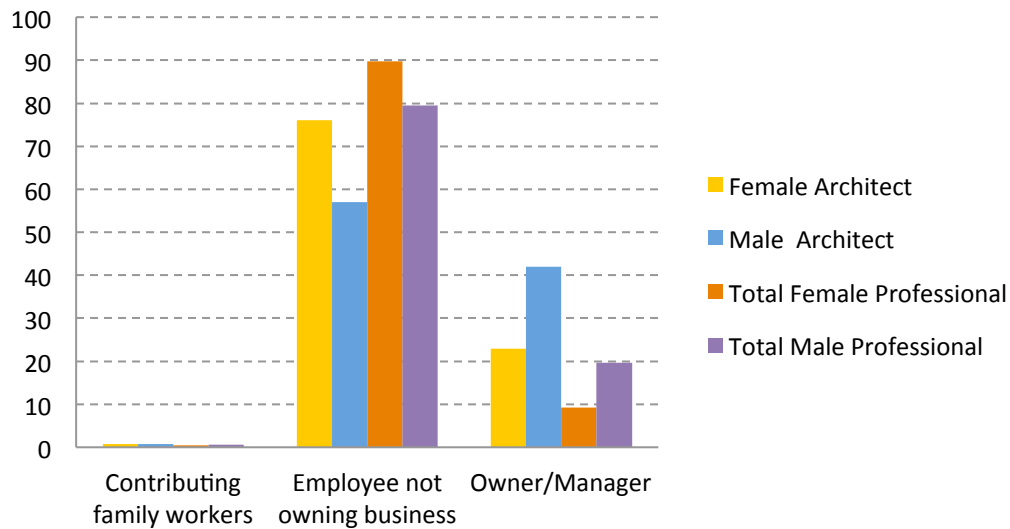
Table 5 illustrates that the employment type nominated by all Australian workers classified as professionals by the 2011 Census. Twice as many male professionals nominate as owner/managers than female managers. The architectural profession as a whole, however, still notable for the number overall who belong to this category. Despite the inequity between the numbers of men and women who nominated as owners/managers, the greater numbers so classified suggest a distinctive characteristic of the composition of the architectural workforce. This distinction is neatly summarized in Figure 3.

**Table 5: Australia, All Professionals: Employment type by gender**

Employment type	Females	Percent of females	Males	Percent of Males
Contributing family workers	5120	0.44	5581	0.56
Employee not owning business	1037773	89.78	786105	79.44
Not stated	5641	0.49	3920	0.40
Owner managers of incorporated enterprises	35052	3.03	100196	10.13
Owner managers of unincorporated enterprises	72320	6.26	93730	9.47
<b>TOTAL</b>	<b>1155906</b>	<b>100.00</b>	<b>989532</b>	<b>100.00</b>



**Figure 3: Comparative analysis architects and professionals: employment type by gender**



## Section 4: Income

In May 2011, the ABS estimated that seasonally adjusted, average ordinary full-time earnings in the private sector were \$1278.30 per week<sup>7</sup>. According to Census data, approximately 63 percent of architects working more than 35 hours a week obtained either an equivalent or greater salary. The percent of all professionals: 66 percent.

**Table 6: Architects Australia, Individual Weekly Income**

Individual weekly income	Percent architects working ≥35 hours per week	Percent of all architects
\$1-\$199	0.2	0.9
\$200-\$299	0.4	1.3
\$300-\$399	0.5	1.6
\$400-\$599	2.0	4.3
\$600-\$799	5.3	6.5
\$800-\$999	11.4	11.5
\$1,000-\$1,249	15.7	15.0
\$1,250-\$1,499	16.2	15.0
\$1,500-\$1,999	22.7	20.6
\$2,000 or more	24.2	21.4

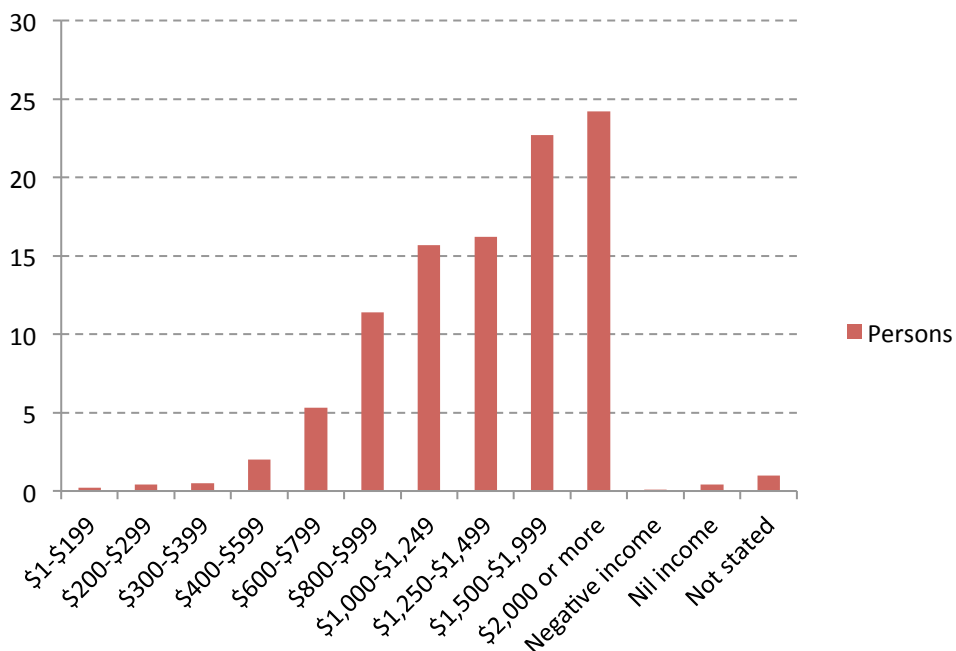
<sup>7</sup> ABS 2011 6302.0 Average Weekly Earnings, Australia, May 2011  
<http://www.abs.gov.au/AUSSTATS/abs@.nsf/Lookup/6302.0Main+Features1May%202011?OpenDocument>  
 accessed 12/09/2011

**Table 7: Australia, Individual Weekly Income, All Professionals**

Individual weekly income	Percent professionals working ≥35 hours per week	Percent of all professionals
\$1-\$199	0.3	1.70
\$200-\$299	0.3	1.71
\$300-\$399	0.6	2.26
\$400-\$599	1.9	5.68
\$600-\$799	4.8	8.02
\$800-\$999	8.7	10.05
\$1,000-\$1,249	16.1	15.27
\$1,250-\$1,499	17.0	14.63
\$1,500-\$1,999	25.6	20.61
\$2,000 or more	23.5	18.64
Negative income	0.1	0.12
Nil income	0.3	0.39
Not stated	0.8	0.91

As indicated above only three percent more professionals than architects earn above \$1000 dollars a week. Figure 4 below looks quite different to data published following the 2006 census, at which point the median and the mode coincided at the \$1000- \$1,299 category. In 2011, the largest number belonged to the \$2000 or more category.

**Figure 4: Architects Australia, Working ≥35 hours per week, Individual Weekly Income**



The following tables provide disaggregated data about earnings for male and female architects. During the year 2013, there was some controversy following the release of the Workplace Gender Equality Agency Grad-Stats Starting Salary, based in data from Graduate Careers Australia, which suggested that the gender gap for starting salaries for the architecture and construction industry in 2013 was 17.3 percent.<sup>8</sup> It should be noted that the statistical effect of grouping architecture with other construction areas results in figures that do not accurately represent wage levels or gender discrepancies in architecture alone.<sup>9</sup>

The following tables and figures present data related to earnings disaggregated according to employment type, gender and hours of work. The analysis indicates that more men than women are represented in the higher wage earning brackets for both full-time and part-time employees.

**Table 8: Architects Australia: Male, Income by Employment Type**

Individual weekly income	Employee	Owner Manager of Incorporated Enterprise	Owner Manager of Unincorporated Enterprise	Contributing Family Worker	Not Stated
<b>\$1-\$199</b>	0.57	0.31	1.56	3.75	3.75
<b>\$200-\$299</b>	0.81	0.99	1.49	3.75	3.75
<b>\$300-\$399</b>	0.78	1.26	2.49	7.50	7.50
<b>\$400-\$599</b>	2.38	3.64	7.90	7.50	7.50
<b>\$600-\$799</b>	4.16	5.03	9.40	3.75	3.75
<b>\$800-\$999</b>	9.91	7.38	12.32	7.50	7.50
<b>\$1,000-\$1,249</b>	14.90	9.90	14.75	7.50	7.50
<b>\$1,250-\$1,499</b>	16.52	11.05	14.31	8.75	8.75
<b>\$1,500-\$1,999</b>	25.96	19.22	16.37	11.25	11.25
<b>\$2,000 or more</b>	22.76	38.98	17.24	15.00	15.00
<b>Negative income</b>	0.05	0.24	0.25	3.75	3.75
<b>Nil income</b>	0.34	0.41	0.87	12.50	12.50
<b>Not stated</b>	0.86	1.60	1.06	7.50	7.50

<sup>8</sup> Workplace Gender Equality Agency. 2013.

[http://www.wgea.gov.au/Information\\_Centres/Resource\\_Centre/Statistics/2013-01-07\\_GradStats\\_factsheet.pdf](http://www.wgea.gov.au/Information_Centres/Resource_Centre/Statistics/2013-01-07_GradStats_factsheet.pdf)  
accessed 17/09/2013

<sup>9</sup> Shelley Penn. 2013. *The Graduate Pay Gap – new figures* <http://www.archiparlour.org/the-graduate-pay-gap-new-figures/> accessed 17/09/2013

**Table 8a: Architects Australia: Male, Working ≥35 hours per week, Income by Employment Type**

Individual weekly income	Employee	Owner Manager of Incorporated Enterprise	Owner Manager of Unincorporated Enterprise	Contributing Family Worker	Not Stated
\$1-\$199	0.1	0.1	0.3	6.5	0.0
\$200-\$299	0.1	0.7	0.5	0.0	0.0
\$300-\$399	0.2	0.8	0.7	6.5	12.5
\$400-\$599	1.1	2.4	3.8	13.0	0.0
\$600-\$799	3.4	4.4	8.2	6.5	0.0
\$800-\$999	9.8	6.5	11.7	0.0	12.5
\$1,000-\$1,249	14.6	9.7	16.2	6.5	25.0
\$1,250-\$1,499	16.2	11.4	16.4	6.5	12.5
\$1,500-\$1,999	25.5	20.0	19.1	6.5	12.5
\$2,000 or more	22.9	41.9	21.2	13.0	25.0
Negative income	0.0	0.3	0.0	6.5	0.0
Nil income	0.2	0.4	1.0	15.2	0.0
Not stated	0.7	1.4	0.8	13.0	0.0

**Table 9: Architects, Australia: Female, Income by Employment type**

Individual weekly income	Employee	Owner Manager of Incorporated Enterprise	Owner Manager of Unincorporated Enterprise	Contributing Family Worker	Not Stated
\$1-\$199	0	0.0	0.0	0.0	20.0
\$200-\$299	0.3	1.3	0.0	10.3	0.0
\$300-\$399	0.9	3.1	5.0	0.0	0.0
\$400-\$599	2.0	1.3	4.0	10.3	0.0
\$600-\$799	2.0	3.5	6.5	10.3	0.0
\$800-\$999	5.2	6.0	14.1	10.3	0.0
\$1,000-\$1,249	9.8	9.1	11.9	13.8	20.0
\$1,250-\$1,499	18.1	8.4	13.7	13.8	0.0
\$1,500-\$1,999	21.0	10.4	14.7	20.7	20.0
\$2,000 or more	17.6	12.8	9.9	10.3	0.0
Negative income	15.8	18.6	10.3	0.0	20.0
Nil income	6.4	25.4	8.1	0.0	0.0
Not stated	0.8	0.0	1.8	0.0	20.0

Table 9a: Architects, Australia: Female, Working ≥35 hours per week, Income by Employment type

Individual weekly income	Employee	Owner Manager of Incorporated Enterprise	Owner Manager of Unincorporated Enterprise	Contributing Family Worker	Not Stated
\$1-\$199	0.0	0.0	0.0	0.0	25.0
\$200-\$299	0.1	2.3	0.0	25.0	0.0
\$300-\$399	0.3	1.1	0.0	0.0	0.0
\$400-\$599	0.3	0.0	2.9	0.0	0.0
\$600-\$799	0.3	2.3	3.4	0.0	0.0
\$800-\$999	2.0	2.3	5.4	25.0	0.0
\$1,000-\$1,249	8.5	8.0	9.3	0.0	0.0
\$1,250-\$1,499	19.2	6.9	17.1	0.0	0.0
\$1,500-\$1,999	23.4	7.6	17.1	50.0	25.0
\$2,000 or more	19.9	14.5	14.1	0.0	0.0
Negative income	18.2	23.7	14.6	0.0	25.0
Nil income	7.3	31.3	13.2	0.0	0.0
Not stated	0.7	0.0	2.9	0.0	25.0

Figure 5: Architects Australia Full Time, Income by gender

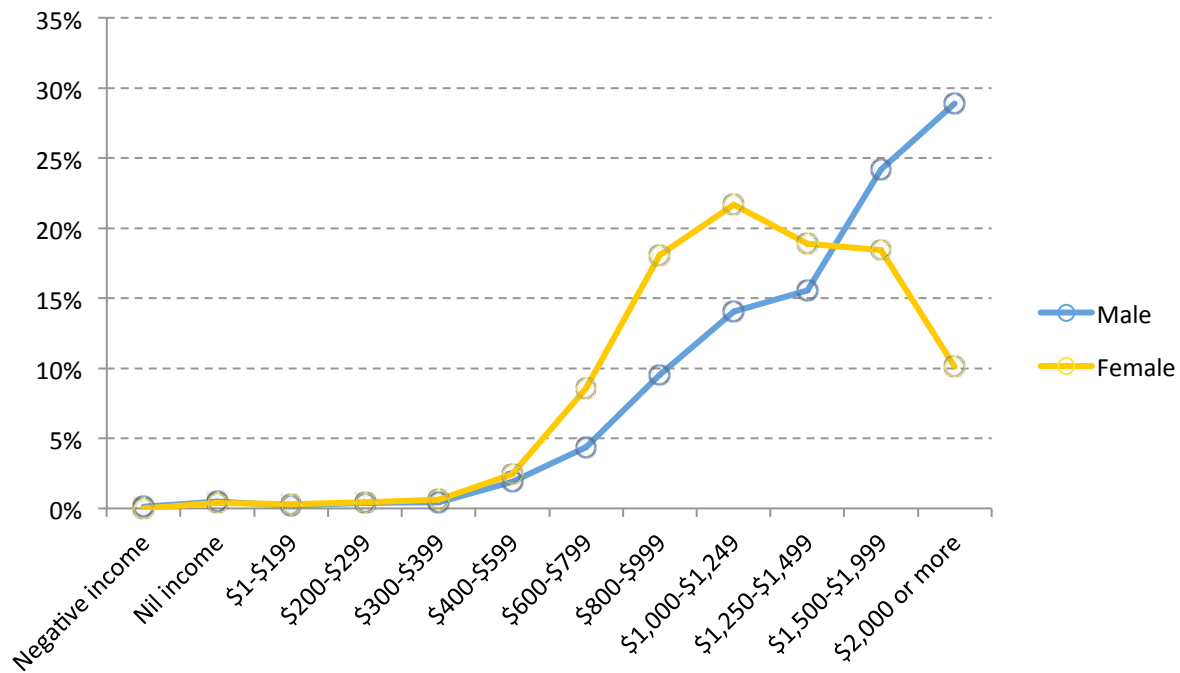
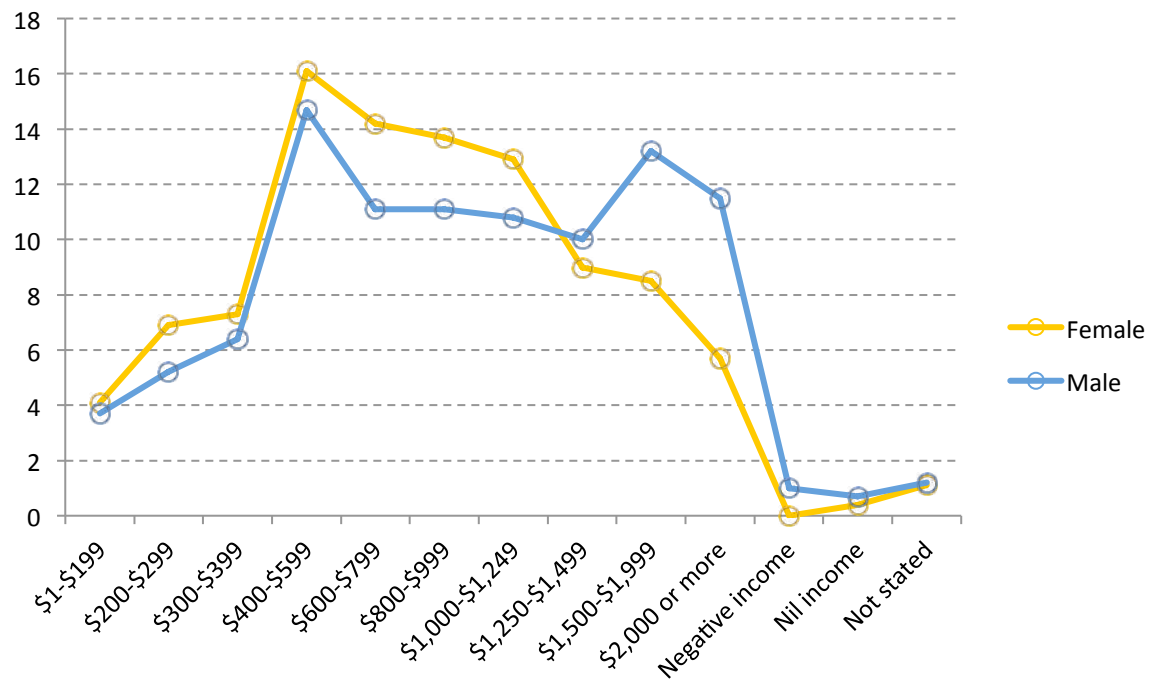


Figure 6: Architects Australia, Income by Gender Part Time



## Section 5: Age

Table 10 indicates that the largest portion of architects is between the ages of 30 and 40 years. As at June 2012, the median age for the Australian population was 37.3 years<sup>10</sup>.

Table 10: Architects Australia, Age Profile

Age	Age distribution
20-24	4.54
25-29	14.56
30-34	15.23
35-39	14.07
40-44	11.57
45-49	9.66
50-54	9.08
55-59	8.56
60-64	6.93
65 and over	5.67

<sup>10</sup> ABS 2012. 3235.0 - Population by Age and Sex, Regions of Australia, 2012  
<http://www.abs.gov.au/ausstats/abs@.nsf/Products/3235.0~2012~Main+Features~Main+Features?OpenDocument#PARALINK5>

**Table 11: Architects, Australia by age and gender**

Age working

Age (years)	Male		Female	
	Number	% of total male	Number	% of total female
<b>20-24</b>	359	3.32	321	7.75
<b>25-29</b>	1183	10.93	996	24.04
<b>30-34</b>	1439	13.30	841	20.30
<b>35-39</b>	1468	13.56	637	15.38
<b>40-44</b>	1208	11.16	523	12.62
<b>45-49</b>	1085	10.02	360	8.69
<b>50-54</b>	1156	10.68	203	4.90
<b>55-59</b>	1150	10.63	131	3.16
<b>60-64</b>	964	8.91	73	1.76
<b>65 and over</b>	798	7.37	50	1.21

**Figure 7: Architects, Australia by age and gender**

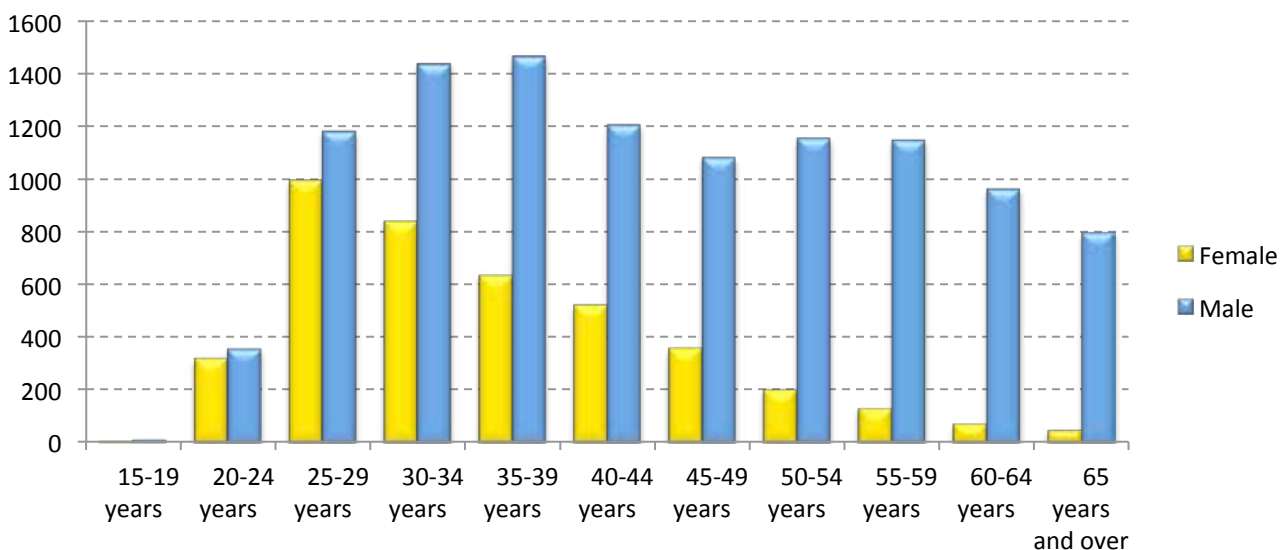


Table 11 and Figure 7 indicate that female participation in the profession drops off considerably after the age of 40. This is an interesting finding because it means that there are more women in the profession between the ages of 30-39 years, during peak child-bearing years for professional women, although the numbers start to decline at age 30. Across Australia women's participation in employment currently peaks between the ages of 45 and 54 years, but is at its lowest for women aged between 25 and 34 years<sup>11</sup>.

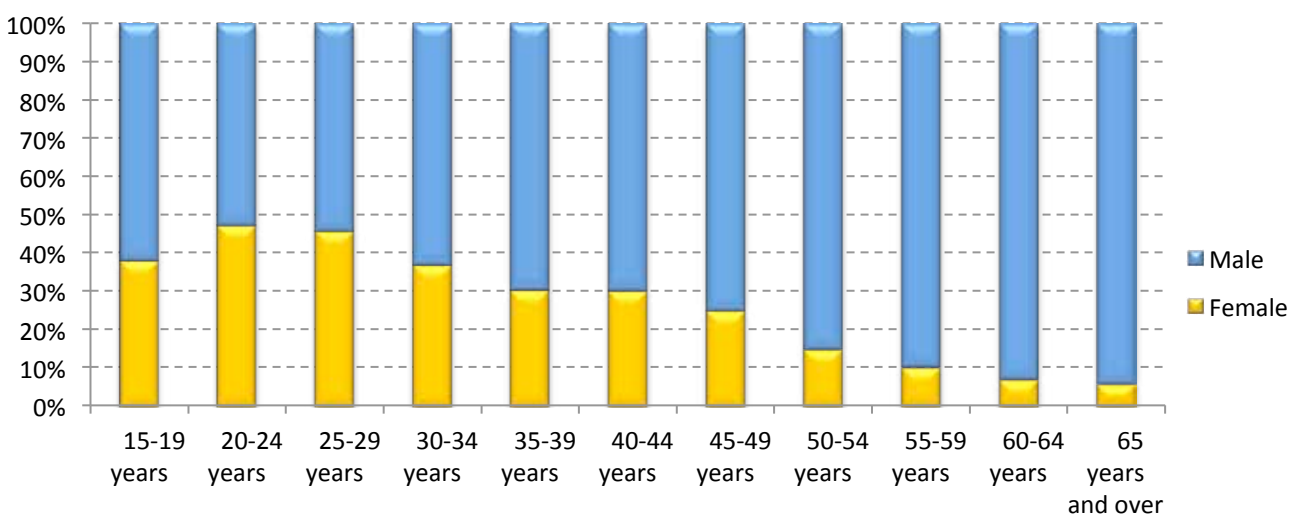
<sup>11</sup> ABS. 2013. 4125.0 - Gender Indicators, Australia, Jan 2013: Labour Force

<http://www.abs.gov.au/ausstats/abs@.nsf/Lookup/4125.0main+features1110Jan%202013> accessed 13/09/2013

**Table 12: Architects, Australia – Age and Gender**

Age (years)	Male		Female	
	Number	% of total in age group	Number	% of total in age group
<b>20-24</b>	359	52.79	321	47.21
<b>25-29</b>	1183	54.29	996	45.71
<b>30-34</b>	1439	63.11	841	36.89
<b>35-39</b>	1468	69.74	637	30.26
<b>40-44</b>	1208	69.79	523	30.21
<b>45-49</b>	1085	75.09	360	24.91
<b>50-54</b>	1156	85.06	203	14.94
<b>55-59</b>	1150	89.77	131	10.23
<b>60-64</b>	964	92.96	73	7.04
<b>65 and over</b>	798	7.37	50	5.90

**Figure 8: Architects, Australia proportion by age and gender**



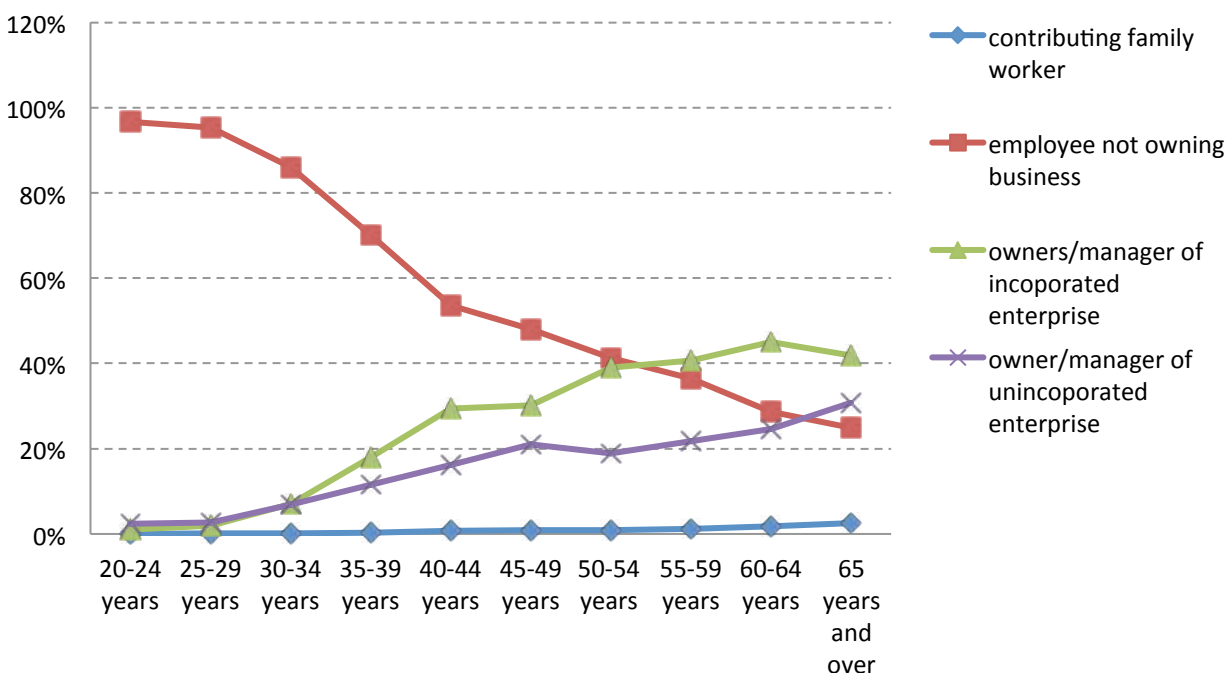
The table and chart above demonstrate that older segments of the workforce are more male dominated. In 2011, male architects comprised approximately 53 percent of the workforce aged between 25-29 years. At age 30 this increases to just over 63 percent. Although trends were similar in 2006, the numbers have changed. In 2006, men comprised 60 percent of the workforce aged between 25-29 years. Between the ages of 40-45 years, men comprised 75 percent of the workforce in 2011 and 84 percent of the workforce in 2006. This suggests that over time the representation of women is increasing across all age groups.



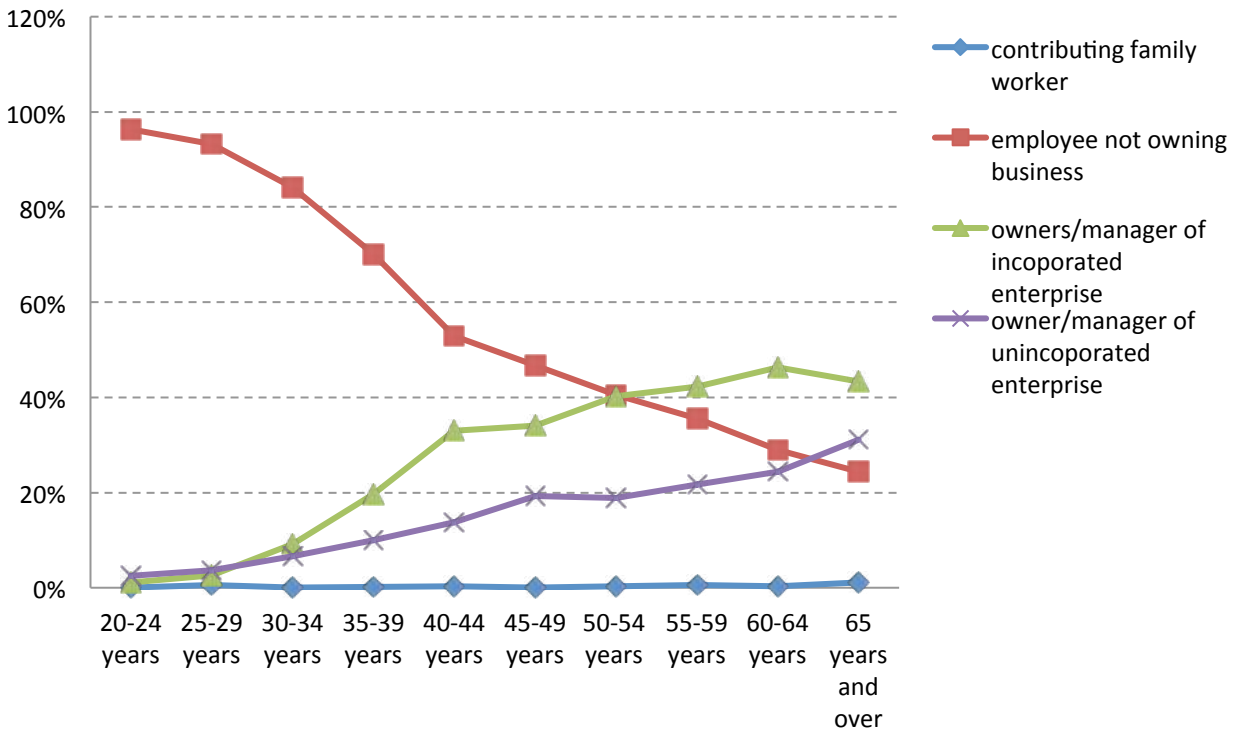
Figure 9 below represents the portions of each age group according to employment type, importantly differentiating between employees and owner/ managers. The data relating to individuals over 65 is unlikely to be reliable, for reasons stated in the Introduction.

Unexpectedly, the number of individuals who work as owner managers starts to increase in mid-life. When the data is disaggregated by gender, Figures 10 and 11, it is evident that the patterns for men and women follow a similar trend. It is important to recall, however, that the numbers of women in the profession start to decline in mid-life precisely when the proportion of individuals working as owners/manager start to increase.

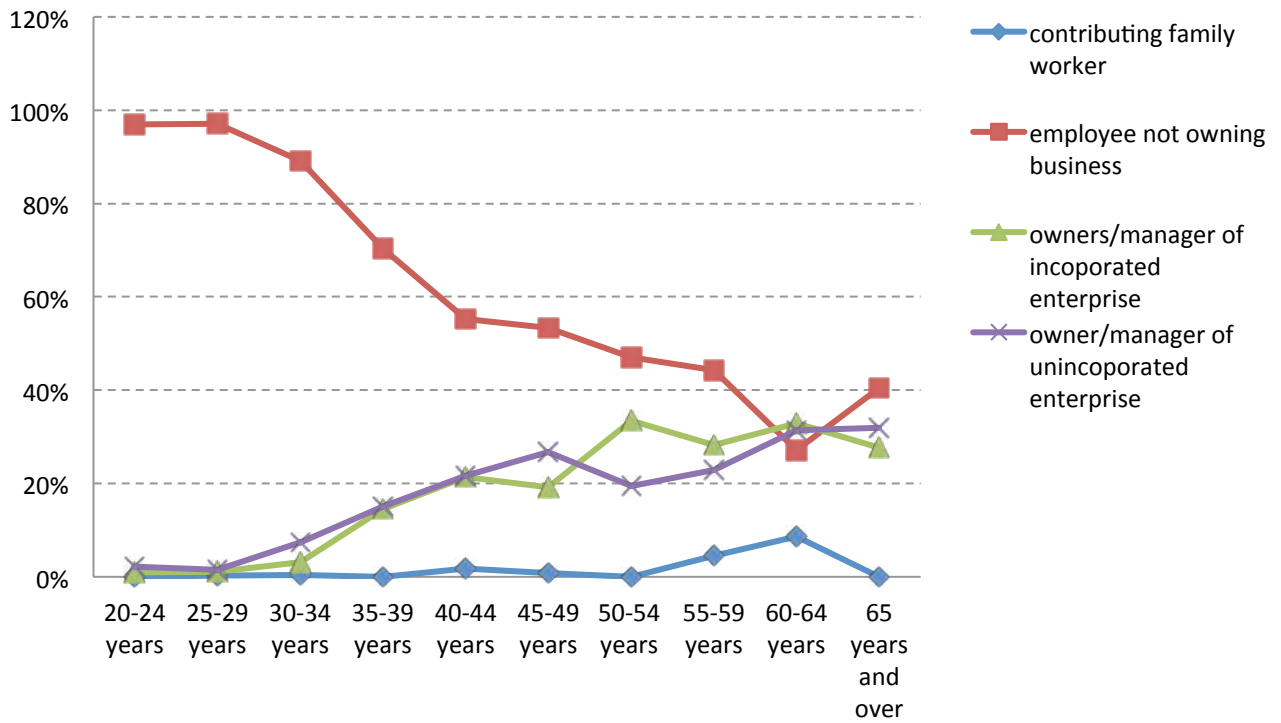
**Figure 9: Architects Australia, Employment Type by Age**



**Figure 10: Male Architects Australia, Employment Type by Age**



**Figure 11: Female Architects Australia, Employment Type by Age**



## Section 6: Hours of Work

Part time work has been a significant and growing feature of the Australian labour market since the 1970s. In October 2011, women working part-time comprised approximately 21.2 percent of the Australian workforce and approximately 46 percent of the female workforce in Australia. Table 13 suggests that female architects are more likely to work full-time than women in the workforce generally. In October 2011, approximately 16.3 percent of men in employment were working on a part-time basis in the Australian economy, slightly more than the portion of male architects working part-time<sup>12</sup>.

**Table 13: Architects Australia, Employment Status**

	Female %	Male %	Person %
<b>Employed full-time</b>	67.33	84.65	79.86
<b>Employed part-time</b>	28.13	12.43	16.77
<b>Employed, away from work</b>	4.54	2.93	3.37

**Figure 12: Architects Australia, Employment Status (%)**

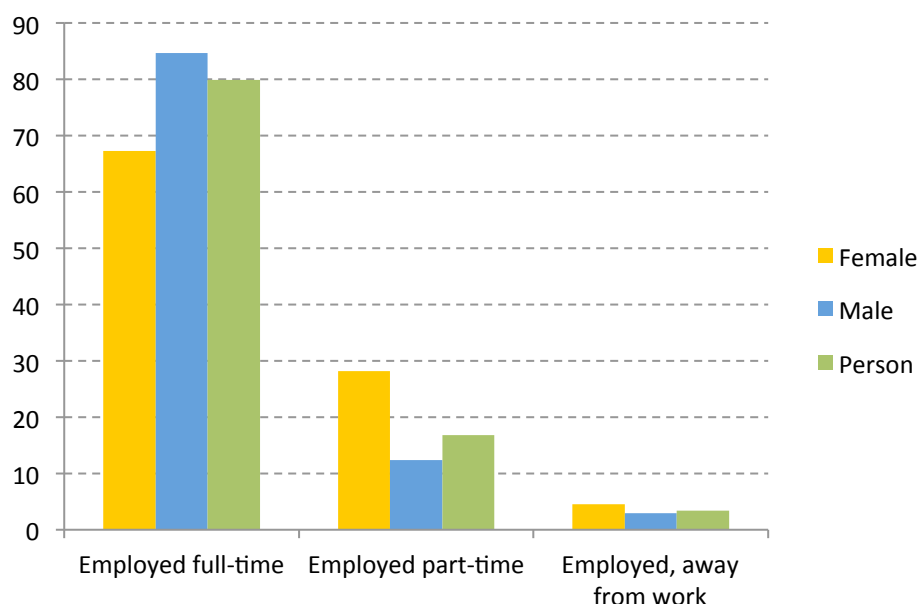


Figure 13 below indicates the number of architects working full time, part-time compared to all architects by gender. The part-time population notably increases for women in the 35-44 age groups. But it should also be acknowledged that significant numbers of men also work part-time and consistently over the age groups.

<sup>12</sup> ABS. 2013. 6202.0 Labour Force Australia: Table 03. Labour force status by sex  
<http://www.abs.gov.au/AUSSTATS/abs@.nsf/DetailsPage/6202.0Aug%202013?OpenDocument> access 13/09/2013

**Figure 13: Architects Australia, Full-time/Part-time by Age**

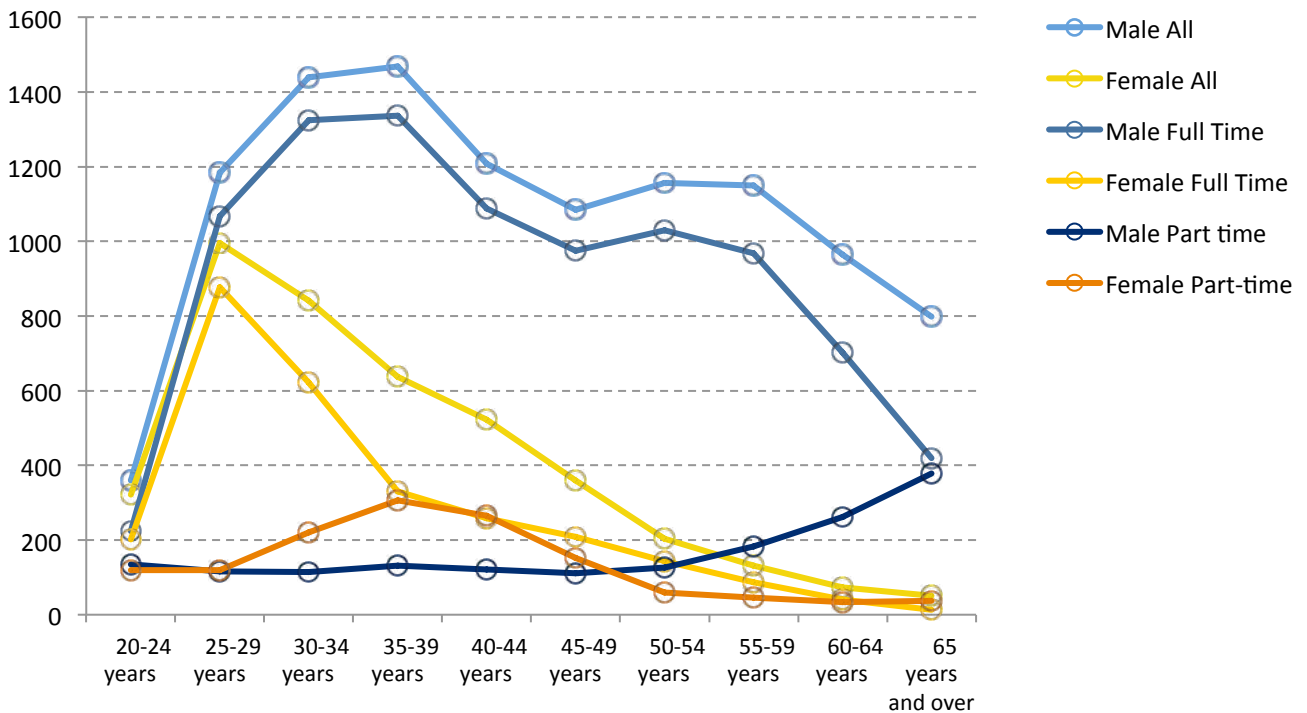
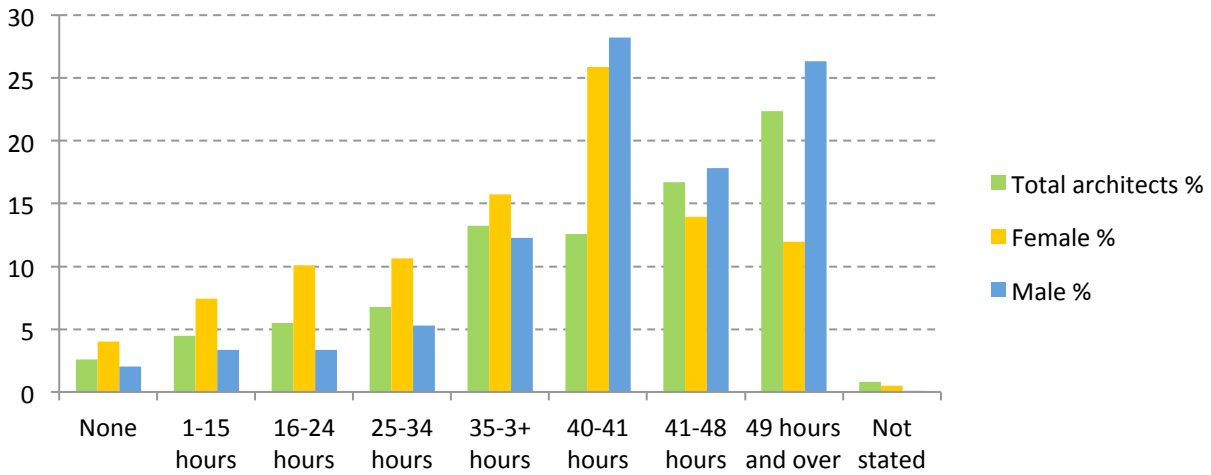


Table 14 and Figures 14 to 17 explore the number of hours architects work. Anecdotal evidence suggests that architecture is a profession characterized by long hours. The following data bears this analysis out, with the over 50 percent of architects working over 40 hours a week. Almost twice as many men as women work over 49 hours, however, this relationship is reversed among those who work between 40 and 41 hours. These figures are not strictly comparable, but do suggest significant pressure to work more than full-time hours.

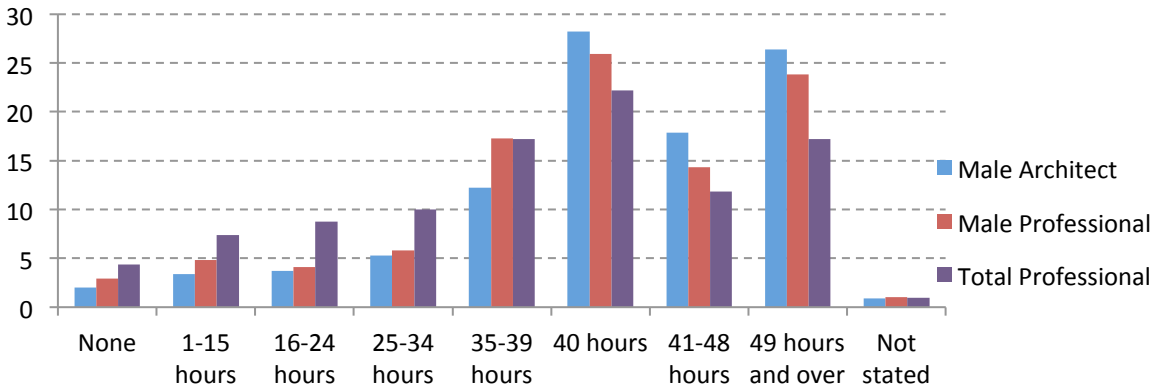
**Table 14: Architects Australia, Hours of Work**

Hours worked	Total architects %	Female %	Male %
None	2.59	4.03	2.04
1-15 hours	4.49	7.43	3.36
16-24 hours	5.49	10.09	3.37
25-34 hours	6.78	10.62	5.31
35-39 hours	13.22	15.76	12.25
40-41 hours	12.56	25.90	28.2
41-48 hours	16.70	13.96	17.85
49 hours and over	22.37	11.97	26.35
Not stated	0.79	0.51	0.09

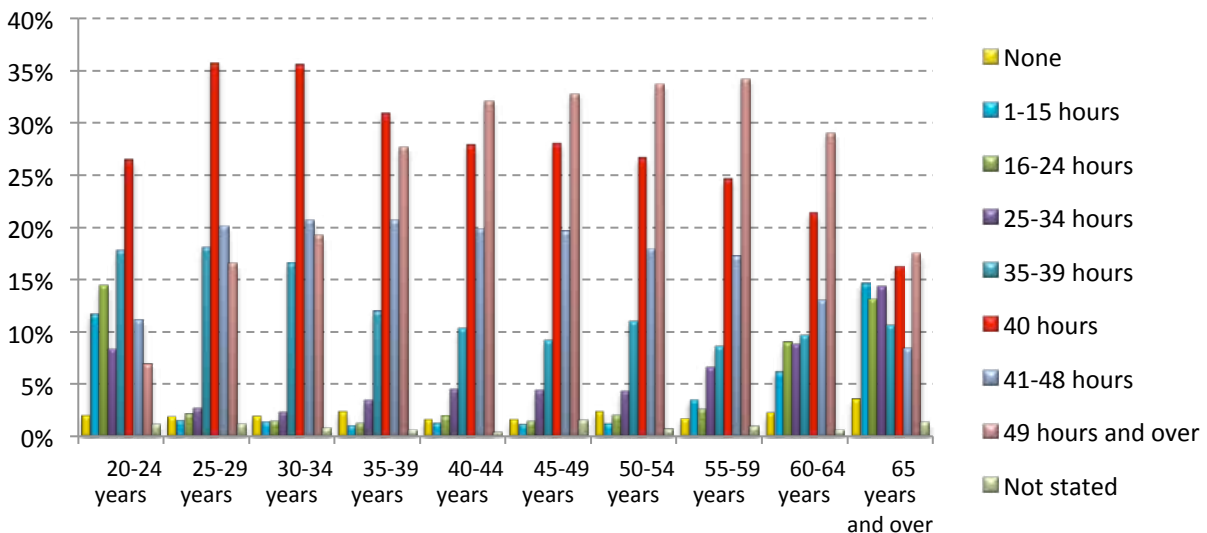
**Figure 14: Architects Australia, Hours of work**



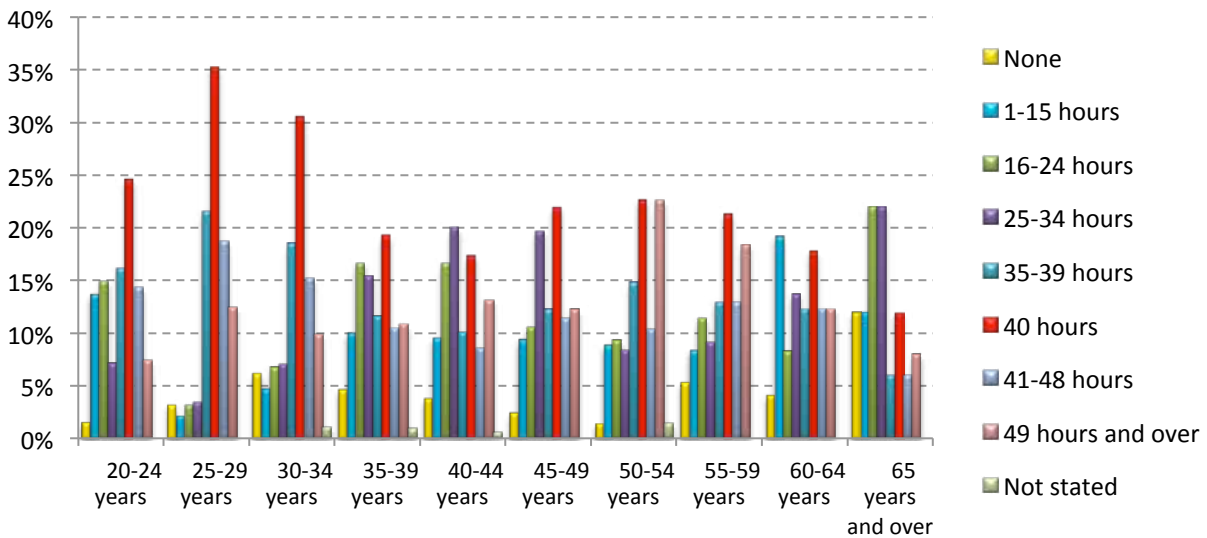
**Figure 15: Hours of Work, Male Architect, Male Professional and Total Professional**



**Figure 16: Male Architects Australia, Hours of work percentage of men in each age group<sup>5</sup>**



**Figure 17: Female Architects Australia, Hours of work percentage of women in each age group**



## Section 7: Main Findings

The foregoing analysis is largely descriptive; the purpose of this document is to summarize key indicators to inform subsequent analysis. Nonetheless, there are some interesting trends worthy of note:

- Architects work long hours compared to other Australian professionals
- Architecture is a demographically older profession
- Architecture is also characterized by higher numbers of owner/managers than Australian professionals generally, suggesting an industry with numerous smaller enterprises
- Wage levels in architecture are broadly equivalent to other professionals in Australia
- Women's participation reflects graduation rates until age 30, there is then a steady decline in the representation of women in the profession
- Nonetheless there are increasing numbers of women in the profession across all age groups compared to the 2006 census
- Women are more likely to work part-time
- There are wage discrepancies between men and women. However, this Report has not completed the multivariate analysis necessary to determine the extent to which this differential is attributable to gender above age and employment status.