
TECHNICAL REPORT AND PRELIMINARY STATISTICS

And What About the Men?

Survey conducted through the website:

Parlour: women, equity, architecture.

Australian Research Council Linkage Project

Equity and diversity in the Australian architecture profession:

women, work and leadership (2011–2014)

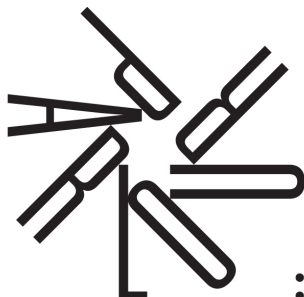
Authors

Justine Clark, Amanda Roan, Naomi Stead, Karen Burns, Gillian Whitehouse,
Gill Matthewson, Julie Willis, Sandra Kaji-O'Grady

With assistance from

Luc Bourgeois

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: women, equity, architecture.

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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 (USyd); Gillian Whitehouse (UQ); Karen Burns (UMelb); Amanda Roan (UQ); and Justine Clark (UMelb). Gill Matthewson (UQ) is undertaking PhD studies within the project.

The website *Parlour: women, equity, architecture* 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 survey *And What About the Men*, is based on the earlier survey *Where Do All The Women Go?* This written by Justine Clark with input and feedback from the other research team members, particularly Gillian Whitehouse, Naomi Stead and Amanda Roan.

TABLE OF CONTENTS

INTRODUCTION	1
TECHNICAL REPORT	1
Administering the survey.....	1
Questionnaire design	1
Sample and recruitment of participants	2
Data management	3
Limitations of the survey method	4
PRELIMINARY STATISTICS	5
Background.....	5
Education	7
Roles.....	17
Registration.....	20
Professional engagement	23
Public culture	26
Workplace	28
Work hours and pay rates.....	32
Career breaks	34
Career progression	35
Leaving architecture.....	37
A few last words.....	39
APPENDIX A — QUESTIONNAIRE	41
APPENDIX B — INFORMATION SHEET	42
APPENDIX C — LIST OF WEBSITES	43

LIST OF TABLES

TABLE 1 — Source of participants

INTRODUCTION

The survey *And What About the Men?* was undertaken as part of the Australian Research Council Linkage Project *Equity and Diversity in the Australian Architecture Profession: Women, work and leadership* (2011–2014). This complements the earlier survey, *Where Do All the Women Go?* The aim of this first survey was to gain a greater understanding of women's participation in and engagement with the field of architecture in Australia. It also sought to collect demographic information including education, and to understand women's experience of working in architecture, their career aspirations and some insight into why they leave the field. The second survey aimed to gain complementary understanding of the men of Australian architecture? How are their roles and experiences similar and how are they different?

This report provides technical details on the design and implementation of the survey and a summary of preliminary statistics. The survey received Human Ethics Approval from the University of Queensland, in accordance with the National Health and Medical Research Council's guidelines (see Appendix B).

TECHNICAL REPORT

Administering the survey

Parlour: women, equity, architecture (www.archiparlour.org) is a website launched in May 2012 to facilitate the engagement aspect of the *Equity and diversity* research project, to help disseminate research findings, and as a research tool for collecting information and feedback. Launched at the Australian Institute of Architects National Conference 2012, the *Parlour* website quickly gained a significant following among women and men in Australian architecture, as well as garnering a growing international profile.

The survey was accessed via a dedicated page on *Parlour*. This linked to Survey Monkey, which was used to conduct the survey.

The survey opened on 2 December 2012 and closed on 5 February 2013.

Questionnaire design

The questionnaire (included as Appendix A) was designed to address the aims outlined above. It contained 96 questions with a combination of tick box and open-ended questions under the following sections: Background, Education, Formal Architectural Qualifications, Other Routes to Architecture, Disciplinary Engagement and Areas of Employment, Roles, Registration, Professional Engagement, Public Culture, Workplace, Work Hours and Pay Rates, Career Breaks, Career Progression, and Leaving Architecture. Participants were invited to provide their contact details to allow follow up questions and information sharing (question 91) but were assured of the confidentiality of their responses to the survey on the website prior to commencement and in an Information Sheet (included as Appendix B).

The field of architecture was broadly described in the survey as including persons 'with a connection to Australian architecture'. Note that this is broader than legal definitions as set out by the various Australian state and territory Architects Registration Boards, and thus includes self-identified persons with informal connections with the profession, in addition to those with more formal measures such as registration. Nonetheless, 93.4% of respondents had studied or were studying for formal qualifications in architecture.

Sample and recruitment of participants

The survey recruitment method was adopted to gain responses from the broadest possible range of women connected to the field of architecture. This included women who would not be contacted via standard professional organisations as well as to those who are connected to such institutions. Recruitment included emails to relevant individuals and organisations, social media and online notices and news items (as listed below). All email invitations also requested that people pass on news of the survey to others who might be interested — this snowballing technique was used in order to increase the reach of the survey.

News was spread about the survey in the following ways:

- Emails were sent to those who had subscribed to *Parlour* by the time of the survey launch — 893 people.
- The three architectural practices that are formal industry partners in the research project forwarded an email about the survey to all staff.
- The president of the Australian Institute of Architects emailed all members directly inviting them to complete the survey.
- An email was sent to s-architecture, an email news list subscribed to by academics in the built environment disciplines in Australia and internationally.
- Notice of the survey was tweeted a number of times from the *Parlour* Twitter account and the personal Twitter account of Justine Clark, editor of *Parlour*. These were retweeted a large number of times.
- Online notices and news items about the survey were posted on a wide range of websites related to architecture and the built environment, both Australian and international. A list of these is included in Appendix C.

The breakdown of the recruitment sources, as reported by the participants in question 95, appears in Table 1.

Table 1 — Source of participants

How did you hear about this survey?	Percentage response
I am a <i>Parlour</i> subscriber	5.8%
<i>Parlour</i> website	3.4%
Other website	3.9%
<i>Parlour</i> twitter feed	5.0%
Other twitter account	3.6%
Other social media	1.3%
Australian Institute of Architects enews	52.3%
Email from a university	4.4%
Word of mouth	12.7%
Other	7.3%

Data management

During the period that the survey was accessible via Survey Monkey, the following anomaly arose:

- A technical glitch based on the browser settings of some respondents, meant that the survey ‘froze’ before these respondents were able to complete the survey. Those who contacted us about this during the course of the survey were asked to resubmit.

This has been addressed, as outlined below.

Survey freeze

Information about how to prevent the survey freezing (respondents enabling cookies and Javascript on their browsers) was included on the *Parlour* webpage that linked to the survey. This included a link to the relevant Survey Monkey information page.

While 1,179 people started the survey, only 904 people completed it. This is within the expected drop off rate for a survey of this length. However, given the problem of survey ‘freezing’, some respondents who attempted to complete it may not have been able to in a single attempt.

It was important to identify the number of cases in which this ‘freeze’ occurred, and to identify cases where respondents experiencing the ‘freeze’ made a later successful attempt to complete the survey.

This issue was addressed in multiple steps, which are detailed below in the order in which they were undertaken:

- Survey entries originating from the same IP address were identified. This did not, however, automatically identify individual survey respondents because one IP address can cover a network (e.g. multiple computers from the same office). To identify the individual respondents behind an IP address, individual responses to the demographic questions, such as the year of birth, home

postcode, work postcode and email address (if provided) were examined. It was assumed that these answers would remain consistent for the same respondent. The demographic questions are the first questions in the survey and so were also the questions most likely to be completed for each survey attempt. This method allowed identification of most respondents who made more than one attempt at completing the survey.

- Some respondents used different computers for their different survey attempts (for example, a work computer for the first attempt and a home computer for their second attempt). For these respondents, it was not possible to identify multiple survey attempts via a single IP address. In this case, the dataset of demographic information was sorted by year of birth, by the demographic variables (as above), and by an expanded set of variables such as educational institution(s) attended. Particular survey responses to open-ended questions such as question 2 ('Please briefly describe what you do and what your connection is to Australian architecture...') were also crosschecked for matching information. While these open-ended responses were not identical word-for-word for multiple entries by the same respondent, the content was often similar enough as to reveal a match.
- All multiple surveys by the same respondent were identified by one of the two methods outlined above. The first, incomplete attempt by any one respondent was then identified through the 'start date' and 'end date' generated by Survey Monkey, and was deleted.

Inclusion of incomplete surveys

On the basis of the qualitative nature of this survey, all incomplete surveys that provided information beyond the responses to the demographic questions were included. It was assessed that these incomplete surveys still provided useful information, having regard to the purpose of the survey.

Limitations of the survey method

The lack of a sampling frame from which a random sample of men with connections to architecture in Australia could be drawn meant that the most feasible way to collect information on this group was through an open survey, via Survey Monkey, on the *Parlour* website. The main limitation of this approach, which relies on the self-selection of respondents, is that it cannot deliver a representative sample of the population of interest. It carries the risk that responses will be biased, particularly if those with specific concerns or experiences are more likely than others to respond. Overall, this means that the data must be interpreted with caution, bearing in mind that in the absence of a random sample, reliable inferences cannot be made to the population of interest. Nevertheless, the data are of considerable exploratory value as they provide insights into the experiences of a group for which there is no meaningful sampling frame or straightforward means of access.

PRELIMINARY STATISTICS

This section contains the frequencies for the questions containing numeric responses. Analysis of textual responses to open questions will be provided in later reports, as noted. Percentages are provided except where multiple response categories were possible.

Q1. Are you a man with connections to Australian architecture?		
Answer Options	Count	Percent
Yes — Let's get going	918	100
No — I am afraid this survey is not for you. Sorry.	0	0

Background

Q2. Please briefly describe what you do and what your connection is to Australian architecture. Detailed questions will follow further in the survey. – Open-Ended Response

Qualitative analysis of responses to this question will be released in a later report.

Q3. What is your age?		
Answer Options	Count	Percent
11 – 20 years	1	0.1
21 – 30 years	109	11.9
31 – 40 years	239	26.0
41 – 50 years	178	19.4
51 – 60 years	179	19.5
61 – 70 years	154	16.8
71 – 80 years	37	4.0
81 – 90 years	10	1.1
No answer	11	1.2

Q4. Please indicate the region you spend most time in		
Answer Options	Count	Percent
Australia	876	95.4
New Zealand	5	0.5
The Pacific	1	0.1
South-East Asia	10	1.1
South Asia	1	0.1
Greater China Region	5	0.5
Europe	10	1.1
Middle East	2	0.2
North America	3	0.3
South America	1	0.1
Africa	1	0.1
Other	0	0.0
No answer	3	0.3

Q5a.If you are based in Australia, please enter the postcode of your place of residence		
Answer Options	Count	Percent
Northern Territory	10	1.1
ACT	22	2.4
New South Wales	245	26.7
Victoria	276	30.1
Queensland	164	17.9
South Australia	59	6.4
Western Australia	72	7.8
Tasmania	21	2.3
No answer	49	5.3

Q5b. If you are based in Australia, please enter the postcode of your workplace

Answer Options	Count	Percent
Northern Territory	10	1.1
ACT	25	2.7
New South Wales	235	25.6
Victoria	269	29.3
Queensland	162	17.6
South Australia	60	6.5
Western Australia	71	7.7
Tasmania	20	2.2
No answer	66	7.2

Q6a. If you are located abroad, please state which city you spend most of your time in?

** Answered by **** respondents, subject to further coding to be reported in the final report.

Q6b. If you are located abroad, please state which country you spend most of your time in?

** Answered by **** respondents, subject to further coding to be reported in the final report.

Q7. Did you complete any of the following surveys?

Answer Options	Yes	No	Don't Remember	No Answer
Australian Institute of Architects Graduate Salary Survey (2012)	105	651	158	4

Education

Q8. Do you have, or are you studying for, formal qualifications in architecture?

Answer Options	Count	Percent
Yes	892	97.2
No	26	2.8
No answer	0	0

*The tables for Q9 to Q18 are based on the 892 respondents who answered 'yes' to Q8.

Q9. Where did you study, or where are you studying, architecture? (Please tick all that apply.)	
Answer Options	Count
University of Newcastle	36
University of Sydney	72
University of Technology, Sydney	58
University of New South Wales	85
University of Melbourne	107
RMIT University	95
Monash University	5
Deakin University	43
University of South Australia (or SAIT)	33
University of Adelaide	52
University of Canberra	22
University of Queensland	71
Queensland University of Technology	90
University of Western Australia	38
Curtin University	38
University of Tasmania	38
Oceania Polytechnic	0
Victoria University of Wellington	10
University of Auckland	14
Unitec	2
Other	87

Q10. Which architecture qualifications have you attained and/or are currently studying for? (Please tick all that apply.)			
Answer Options	Attained	Currently Studying For	Response Count
Bachelor of Architecture	436	7	443
Bachelor of Architecture (Honours)	327	0	327
First Bachelor degree, with an architecture major	162	3	165
Master of Architecture (professional coursework degree)	116	17	133
Master of Architecture (research degree)	36	4	40
PhD	15	19	34
Other	104	6	110

Q11. What year did you begin your formal architectural studies?		
Answer Options	Count	Percent
1940 – 1949	7	0.8
1950 – 1959	25	2.7
1960 – 1969	108	11.8
1970 – 1979	179	19.5
1980 – 1989	148	16.1
1990 – 1999	230	25.1
2000 – 2009	184	20.0
2010 – 2013	8	0.9
No answer	29	3.2

Q12a. What year did you complete your professional degree in architectural studies?		
Answer Options	Count	Percent
1950 – 1959	10	1.1
1960 – 1969	51	5.6
1970 – 1979	149	16.2
1980 – 1989	148	16.1
1990 – 1999	210	22.9
2000 – 2009	234	25.5
2010 – 2013	62	6.8
Ongoing	17	1.9
No answer	37	4.0

Q12b. What year did you complete your postgraduate research degree in architectural studies?		
Answer Options	Count	Percent
1960 – 1969	5	0.5
1970 – 1979	9	1.0
1980 – 1989	19	2.1
1990 – 1999	21	2.3
2000 – 2009	34	3.7
2010 – 2013	21	2.3
Ongoing	18	2.0
No answer	791	86.2

Q13. Did you study architecture full-time or part-time?		
Answer Option	Count	Percent
Full-time	578	63.0
Part-time	105	11.4
Both at different stages	207	22.5

Q14. Did you undertake paid work in architecture during your architectural studies?		
Answer Options	Count	Percent
Yes	761	85.3
No	130	14.6
No answer	1	0.1

Q15. Did you undertake unpaid work in architecture during your architectural studies? (For example, an unpaid internship.)

Answer Options	Count	Percent
Yes	164	18.4
No	691	77.5
No answer	37	4.1

Q16. Did you take time off during your architectural studies?

Answer Options	Count	Percent
Yes	373	41.8
No	517	58.0
No answer	2	0.2

Q17 answered by those who answered 'yes' to Q16.

Q17. If you took time off during your studies what was this for? (Tick all that apply.)

Answer Options	Count	***
Work in architecture	240	
Work in other industries/fields	96	
Travel	205	
Care for children	13	
Care for other family or others	12	
Recover from an illness	15	
Other	32	

Q18. Did you go to study architecture straight from school (or after a gap year)?

Answer Options	Count	Percent
Yes	267	29.1
No	107	11.7
No answer	544	59.2

Q19 - 21 answered by the 651 respondents who answered 'no' or "no answer" in Q18.

Q19. Did you train in architecture after working in another field?

Answer Options	Count	Percent
Yes	54	50.5
No	53	49.5

Q20. What field did you work in prior to studying architecture?

Qualitative analysis of responses to this question will be released in a later report.

Q21 is based on the 598 respondents who answered 'yes' to Q19 or who had not answered Q18.

Q21. How long had you worked in that industry?

Answer Options	Count	Percent
1 – 5 years	40	6.7
6 – 10 years	8	1.3
11 – 15 years	5	0.8
16 – 20 years	3	0.5
21 years or above	4	0.7
No answer	538	90.0

Q22 answered by all responding to this section.

Q22. Do you have qualifications in other fields in addition to your architecture qualifications?

Answer Options	Count	Percent
Yes	275	30.0
No	615	67.0
No answer	28	3.1

Q23 – 24 based on the 275 respondents who answered 'yes' to Q22.

Q23. Which field are your other qualifications in? Please indicate if you gained these before, after or during your formal architectural studies.

Answer Options	Before	During	After	Count
Planning	4	3	21	28
Urban design	2	2	19	23
Urban studies	1	3	5	9
Landscape architecture	3	1	4	8
Interior architecture	3	1	0	4
Conservation	1	0	3	4
Property	2	4	8	14
Construction	9	10	9	28
Engineering	15	1	2	18
Project management	2	2	18	22
Fine art	15	2	3	20
Arts	19	4	3	26
Sciences	7	2	0	9
Business	5	1	21	27
Law	0	0	8	8
Other	29	6	28	63

Q24. What level are these qualifications?

Answer Options	Count
Certificate	62
Diploma	65
Undergraduate	79
Postgraduate	82
Other	20

Q25 – 26 answered by the 26 respondents who answered ‘no’ to Q 8.

Q25. How did you become involved in architecture?

Qualitative analysis of responses to this question will be released in a later report

Q26. Have you undertaken formal study in another field? If so, what was this?

Answer Options	Count
No formal study	2
Planning	1
Urban design	2
Urban studies	1
Landscape architecture	2
Interior architecture	5
Conservation	0
Property	0
Construction	1
Engineering	3
Project management	1
Fine art	0
Arts	4
Sciences	0
Business	0
Law	0
Marketing	1
Other	8

Following questions answered by all respondents.

Q27. Which fields are you involved with?				
Label	Principal	Secondary	Previous	Count
Architecture	795	45	52	892
Interior architecture	149	249	55	453
Landscape architecture	22	145	31	198
Urban design	104	203	44	351
Furniture design	17	85	44	146
Conservation	22	68	30	120
Heritage	38	133	61	232
History	12	32	15	59
Planning	60	141	40	241
Property	21	52	26	99
Project management	67	128	49	244
Development	32	79	48	159
Construction	44	76	75	195
Building product manufacture	3	9	11	23
Sales	4	6	22	32
Fine art	8	29	30	67
Craft	1	13	10	24
Photography	8	48	23	79
Media	13	33	15	61
Human resources	7	25	14	46
Other	36	20	31	87

Q28. What kind of organization do you work for?				
Label	Principal	Secondary	Previous	Count
Private practice	718	22	60	800
Multi-disciplinary practice	98	19	48	165
University – academic	53	70	55	178
University – administrator	2	5	6	13
Other education	4	9	12	25
State government	27	5	28	60
Local government	11	9	18	38
Federal government	2	1	13	16
NGO	2	6	8	16
Business	15	10	11	36
Media	3	13	6	22
Professional organization (e.g., the Australian Institute of Architects)	2	8	7	17
Other 'support' industry	2	4	7	13
Other	18	4	13	35

Roles

Q29. If you work in an architectural or design practice, which of the following best describe your roles?				
Label	Principal	Secondary	Previous	Count
Graduate architect/landscape architect/urban designer/interior architect	120	12	183	315
Project architect/landscape architect/urban designer/interior architect	200	72	101	373
Design architect/landscape architect/urban designer/interior architect	152	86	77	315
Head of section	33	7	37	77
Associate	45	6	53	104
Senior associate	20	0	28	48
Associate principal/director/partner	17	1	28	46
Practice principal/director/partner	120	2	22	144
Principal	164	1	26	191
Director	213	8	26	247
Partner	52	3	25	80
Managing principal	54	5	14	73
Human resources	15	28	10	53
Office manager	19	45	17	81
Business development	38	59	9	106
Other support or administration	16	36	9	61
Other	33	10	9	52

Q30. If you work in academia, which of the following best describe your roles?				
Label	Principal role	Secondary role	Previous roles	Response count
Sessional tutor	64	50	79	193
Lecturer	17	14	37	68
Senior lecturer	12	2	9	23
Associate professor	6	1	6	13
Professor	9	3	1	13
Dean of Faculty	2	0	2	4
Research assistant	7	3	16	26
Research associate	3	1	2	6
Faculty manager	1	0	0	1
Human resources	1	0	0	1
Marketing and events	1	4	1	6
Facility management	3	0	2	5
Other support or administration	2	4	2	8
Other	8	4	10	22

Q31. If you have an honorary position in academia, what is the role?		
Label	Count	****
Research fellow	2	
Adjunct professor	10	
Adjunct associate professor	3	
Other	9	

Q32. If you work in government, which of the following best describe your roles?

Label	Principal role	Secondary role	Previous roles	Response count
Government architect	5	0	4	9
Associate government architect	0	0	3	3
Architect	11	4	22	37
Project manager	11	4	12	27
Project facilitator	4	4	5	13
Policy analyst	0	2	2	4
Policy advisor	9	8	8	25
Member of design review panel	12	16	9	37
Regulation preparation	3	2	5	10
Other support or administration	3	4	7	14
Other	10	3	9	22

Q33. If you are involved in media which of the following best describe your current role?

Label	Principal role	Secondary role	Previous roles	Response count
Writer	20	25	12	57
Critic	8	15	5	28
Journalist	4	3	1	8
Editor	8	9	5	22
Blogger	11	16	2	29
Photographer	3	9	2	14
Producer	0	3	2	5
Other	2	2	0	4

Q34. If you work in art and design, which of the following best describe your roles?				
Label	Principal role	Secondary role	Previous roles	Response count
Artist	14	19	15	48
Craftsperson	5	10	4	19
Designer	28	28	12	68
Arts policy	0	1	1	2
Other	4	2	1	7

Q35. If you are a student, are you?		
Label	Count	Percent
An undergraduate student	10	
A post-graduate student (professional degree)	23	
A post-graduate student (research degree)	19	
Other	2	

Q36. We know that the above is not comprehensive. Please briefly describe what other roles you undertake.

Qualitative analysis of responses to this question will be released in a later report.

Registration

Q37. Are you a registered architect in Australia?		
Label	Count	Percent
Yes	644	70.2
Yes – non practising or retired	53	5.8
No	220	24.0
No answer	1	0.1

*Q38 – 39 answered by the 697 respondents who answered ‘yes’ or ‘yes — non practising or retired’ to Q37.

Q38. What year did you register?		
Answer Options	Count	Percent
1950 – 1959	4	0.6
1960 – 1969	23	3.3
1970 – 1979	83	11.9
1980 – 1989	128	18.4
1990 – 1999	125	17.9
2000 – 2009	193	27.7
2010 – 2012	83	11.9
No answer	58	8.3

Q39. Which states are you registered in?	
Answer Options	Count
Australian Capital Territory	24
Northern Territory	19
New South Wales	257
Victoria	252
Queensland	153
South Australia	58
Western Australia	78
Tasmania	32

Q40 Answered by all.

Q40. Are you registered as an architect in another country? If yes, please tell us which country.		
Answer Options	Count	Percent
Not registered elsewhere	489	53.3
New Zealand	13	1.4
United Kingdom	27	2.9
United States	2	0.2
Other	28	3.1
No answer	359	39.1

Q41. If you are not currently registered in Australia, have you been registered here in the past?

Answer Options	Count
Yes	25
No	212

Q42. If you have been registered, why did you let your registration lapse? (Please tick all that apply.)

Answer Options	Count
My current work means I no longer need to be registered	21
I have been unable to meet continuing professional development requirements	5
I am not currently resident in Australia	4
I am taking a break from architecture	2
Other	15

Q43. If you have never registered, why not? (Please tick all that apply.)

Answer Options	Count
I don't need registration to work in the way I do	78
I could not obtain the requisite experience	19
I did not obtain the requisite experience	24
It is too difficult	14
It takes too long	16
It is too expensive	29
The time commitment is too onerous with my other commitments	30
My qualifications are too long ago	6
I haven't got around to doing it	73
Other	62

Q44. Are you registered in a profession other than architecture? If so, which profession?

**28 positive answers across a range of disciplines (with most disciplines being allied to building and construction).

Q45. Do you have any further comments about registration and the registration process?

Qualitative analysis of responses to this question will be released in a later report.

Professional engagement

Q46. Are you a member of the Australian Institute of Architects?		
Answer Option	Count	Percent
Yes	720	78.4
No	112	12.2
Not currently, but I have been in the past	86	9.4

*The tables for Q47 and Q48 are based on the 720 respondents who answered 'yes' to Q46.

Q47. Which kind of membership do you hold?		
Answer Option	Count	Percent
A+ membership	440	61.1
Member Level 1	180	25.0
Member Level 2	19	2.6
Affiliate Member Level 1	10	1.4
Affiliate Member Level 2	1	0.1
Academic Member	10	1.4
Graduate Member	29	4.0
SONA Member (student)	16	2.2
No answer	15	2.1

Q48. Do you participate in committees and office-bearing at the Australian Institute of Architects?		
Answer Option	Count	Percent
Yes, currently involved in committees	113	15.7
Yes, currently an office bearer	20	2.8
Not currently, but I have been involved in committees in the past	191	26.5
No, have never been involved	394	54.7
No answer	2	0.3

Q49 answered by the 86 respondents who answered 'Not currently, but I have been in the past' to Q46.

Q49. 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.)	
Answer Option	Count
No longer relevant to my work	18
It did not seem like value for money	58
The Institute did not seem to represent my interests	40
I am taking a break from architecture	0
Other	45

Q50 answered by all.

Q50. Are you, or have you been, involved with other built environment organisations? (Tick all that apply.)							
Answer Options	Current member	Current committee member	Current office holder	Past member	Past committee member	Past office holder	Response Count
Australian Institute of Landscape Architects	21	1	1	6	2	2	33
Property Council of Australia	46	8	0	25	2	3	84
Planning Institute of Australia	25	1	0	12	1	1	40
Consult Australia	5	1	0	3	1	0	10
Engineers Australia	2	0	0	3	1	0	6
Chartered Institute of Building Australia	1	0	0	0	0	0	1
Society of Architectural Historians, Australia New Zealand	9	1	0	12	1	0	23
ICOMOS	10	0	0	8	2	0	20
DOCOMOMO	7	0	0	4	0	0	11
Design Institute of Australia	9	0	0	10	0	1	20
Green Building Council of Australia	38	0	0	36	1	0	75
National Association of Women in Construction	1	0	0	2	0	0	3
Architects for Peace	8	1	0	2	0	0	11
Architects Without Frontiers	17	0	1	12	0	2	32
Association of Consulting Architects	32	1	3	24	2	2	64
Architeam	18	0	2	10	2	0	32
Association of Professional Engineers, Scientists and Managers Australia	6	1	0	21	0	0	28

(APESMA)							
Other	24	4	0	12	1	3	44

Q51. Do you have any further comment about professional built environment organizations? What factors, if any, would increase your participation in professional built environment organizations and activities?

Qualitative analysis of responses to this question will be released in a later report.

Public culture

Q52. Do you participate in the public culture of architecture? (For example, attending talks, participating in award programs and so on?)

Answer Option	Count	Percent
Yes	777	84.6
No	137	14.9
No answer	4	0.4

Q53–58 Answered by the 781 respondents who answered 'yes' or 'no answer' to Q52.

Q53. What architecture-focused events do you attend? (Tick all that apply)

Answer Options	Count
None	1
Australian Institute of Architects national conference	319
Australian Institute of Architects Awards ceremonies	365
Exhibitions of architecture	580
Lectures by architects	668
Lectures by architecture scholars or critics	441
Public discussions of architecture	405
Architecture tours	282
University architecture student exhibitions	446
University architecture student crits	286
Scholarly conferences on architecture and related disciplines	164
Formal continuing professional development events	490
Other	42

Q54. Do you participate in award programs? If yes, in which ways? (Please tick all that apply)	
Answer Options	Count
No, I don't participate in awards programs.	285
I enter my work in award programs	309
My work has won awards	275
I have been on state juries for the Australian Institute of Architects	133
I have been on national juries for the Australian Institute of Architects	7
I have been on juries for other award programs	83
I have managed or assisted with award programs	53
Other	25

Q55. Do you actively engage with the media? If so, how? (Please tick all that apply.)	
Answer Options	Count
I don't engage with the media	297
I produce or participate in architecture/design websites and blogs	137
I produce or participate in architecture/design programs on radio	47
I produce or participate in architecture/design programs on television	14
I write about architecture/design for a general audience	69
I write about architecture/design for a professional audience	102
My work has been published in the professional press	263
My work has been published in in the general media	257
I am involved in editing or producing publications about architecture and design	65
Other	22

Q56. Do you participate in the public culture of architecture in other ways?

Answer Options	Count
Conducting public tours of architecture	90
Producing or participating in public discussions about architecture	192
Other	50

Q57. Overall, how would you describe your engagement with the public culture of architecture?

Answer Options	Count	Percent
Intensely engaged	53	5.8
Frequently engaged	206	22.4
Sometimes engaged	404	44.0
Rarely engaged	102	11.1
No answer	153	16.7

Q58. What factors, if any, would increase your engagement with the public culture of architecture?

Qualitative analysis of responses to this question will be released in a later report.

Q59. If you don't participate in the public culture of architecture, why not?

Answer Options	Count
I don't have time	230
I am not interested	53
It is not relevant as I don't work in architecture or related fields	9

Workplace

Q60. Do you work, or have you worked, in architecture or related built environment fields?

Answer Options	Count	Percent
Yes	879	95.8
No	25	2.7
No answer	14	1.5

Answered by the 893 respondents who answered 'yes' or 'no answer' to Q60.

Q61. How many years have you worked in architecture or related fields?

Answer Options	Count	Percent
0 – 9 Years	182	20.4
10 – 19 Years	229	25.6
20 – 29 Years	149	16.7
30 – 39 Years	169	18.9
40 – 49 Years	112	12.5
50 and above	39	4.4
No answer	13	1.5

Q62. How many practices and/or organizations have you worked at, including your current job?

Answer Options	Count	Percent
0 – 5	531	57.8
6 – 10	289	31.5
11 – 15	41	4.5
15 or above	11	1.2
No answer	46	5.0

Q63. Have you undertaken unpaid, pro bono or volunteer projects in architecture or a related field?

Answer Options	Count	Percent
Yes	527	57.4
No	346	37.7
No answer	45	4.9

Q64. Are you currently employed in paid work?

Answer Options	Count	Percent
Yes	806	87.8
No	72	7.8
No answer	40	4.4

Answered by the 846 respondents who answered 'yes' or 'no answer' to Q64.

Q65. Which best describes your main employment?		
Answer Options	Count	Percent
Employer	218	25.8
Employee	388	45.9
Self-employed	183	21.6
Contractor	13	1.5
No answer	44	5.2

Q66. If you are an employee, which of the following best describe your employment situation?	
Answer Options	Count
Permanent	383
Fixed-term	24
Casual	29

Q67. How many years have you worked at your current practice or organization?		
Answer Options	Count	Percent
0.1 – 5 years	363	39.5
5.1 – 10 years	153	16.7
10.1 – 15 years	95	10.3
15.1 – 20 years	80	8.7
20.1 – 25 years	39	4.2
25.1 – 30 years	31	3.4
30.1 – 35 years	23	2.5
35.1 or above	16	1.7
No answer	118	12.9

Q68. If you work in a practice, or other similar business, how many people, including yourself, work in the practice/business?

Answer Options	Count	Percent
1	88	9.6
2–5	191	20.8
6–10	120	13.1
11–20	74	8.1
21–30	54	5.9
31–40	30	3.3
41–50	38	4.1
51–70	39	4.2
71–100	15	1.6
101–150	29	3.2
151–200	11	1.2
More than 200	48	5.2
No answer	181	19.7

Q69. If you work in academia, government or a similar large organization or institution, how many people, including yourself, work in your organizational unit?

Answer Options	Count	Percent
1	2	0.2
2–5	10	1.1
6–10	20	2.2
11–20	27	2.9
21–30	16	1.7
31–40	4	0.7
41–50	0	0.0
51–70	1	0.1
71–100	1	0.1
101–150	6	0.7
151–200	0	0.0
More than 200	14	1.5
No answer	815	88.8

Q70. What is the approximate proportion of women to men in your practice or organizational unit?

Answer Options	Count	Percent
Less than a quarter	213	23.2
More than a quarter but less than a half	347	37.8
More than a half but less than three-quarters	145	15.8
More than three-quarters	24	2.6
No answer	189	20.6

Work hours and pay rates

Q71. What is your current annual salary? Do not include superannuation. If you are a part-time employee, please select the full-time equivalent salary.

Answer Options	Count	Percent
Less than \$30,000 per annum	27	2.9
\$30,000–\$39,000 pa	36	3.9
\$40,000–\$49,000 pa	56	6.1
\$50,000–\$59,000 pa	70	7.6
\$60,000–\$69,000 pa	71	7.7
\$70,000–\$79,000 pa	65	7.1
\$80,000–\$89,000 pa	101	11.0
\$90,000–\$99,000 pa	69	7.5
\$100,000–\$119,000 pa	96	10.5
\$120,000–\$129,000 pa	34	3.7
\$130,000–\$150,000 pa	42	4.6
\$150,000–\$200,000 pa	53	5.8
Over \$200,000 pa	33	3.6
No answer	165	18.0

Q72. How many hours are you employed to work each week?		
Answer Options	Count	Percent
1 – 10 hours	7	0.8
10.5 – 20 hours	16	1.7
20.5 – 30 hours	25	2.7
30.5 – 40 hours	593	64.6
40.5 – 50 hours	30	3.3
50.5 – 60 hours	10	1.1
60.5 hours or above	1	0.1
Variable amount of hours	48	5.2
No answer	188	20.5

Q73. How many hours a week do you actually work on average?		
Answer Options	Count	Percent
1 – 10 hours	10	1.1
10.5 – 20 hours	13	1.4
20.5 – 30 hours	35	3.8
30.5 – 40 hours	179	19.5
40.5 – 50 hours	372	40.5
50.5 – 60 hours	109	11.9
60.5 – 70 hours	27	2.9
70.5 hours or above	6	0.7
Variable amount of hours	20	2.2
No answer	147	16.0

Q74. If you work overtime is this paid?		
Answer Options	Count	Percent
Yes	55	6.0
No	483	52.6
In some circumstances	69	7.5
I access flexible work practices such as flex and time off in lieu instead	127	13.8
No answer	184	20.0

Q75. Traditional work hours are usually regarded as 9-5. However, many people need flexibility in their working hours. Do you currently work flexibly?

Answer Options	Count	Percent
No, I work 9-5	141	15.4
No, but I would like to	97	10.6
No, but I have previously	25	2.7
Yes	510	55.6
No answer	145	15.8

Q76. Flexible work comes in many different forms. Please tell us what strategies are being used in your work place to accommodate flexible work.

Answer Options	Count	Percent
Working the same number of hours but some are out of regular hours (e.g. evenings or weekend)	264	
Working a 9 day work fortnight	46	
Using flex-time (adjusting start and finish times)	194	
Working remotely from home	199	
Taking time-off-in-lieu of overtime	214	
I work for myself so I can control my workload	282	
I work as a contractor so I can control my workload	31	

Career breaks

Q77 responded to by all.

Q77. Have you taken one (or more) period of more than 6 months off from paid work in architecture or related fields?

Answer Options	Count	Percent
Yes	189	20.6
No	684	74.5
No answer	45	4.9

Q78 – 79 answered by those who responded 'yes' to Q77.

Q78. How long did you take off?

**The lengths of time reported range from three months to 10 years.

Q79. What did you take time off to do? (Please tick all that apply.)

Answer Options	Count
Work in other industries/fields	35
Travel	108
Undertake further study	39
Care for children	21
Care for other family or others	10
Recover from an illness	12
Other	42

Career progression

Q80. How satisfied are you with your career progression to date?

Answer Options	Count	Percent
Very satisfied	257	28.0
Fairly satisfied	328	35.7
Mildly satisfied	121	13.2
Neutral	41	4.5
Not that satisfied	51	5.6
Dissatisfied	36	3.9
Very dissatisfied	29	3.2
No answer	55	6.0

Q81. If you work part-time, or have done so in the past, how do you think this has affected your career progression?

Answer Options	Count	Percent
I have never worked part-time	331	36.1
It has had a positive effect	95	10.3
It has had effects, but they are neither positive or negative	60	6.5
It has had no effect	53	5.8
It has had a mild negative effect	46	5.0
It has had a major negative effect	19	2.1
No answer	314	34.2

Q82. If you have had a career break, how do you think this has affected your career progression?

Answer Options	Count	Percent
I have not had a career break	410	44.7
It has had a positive effect	96	10.5
It has had effects, but they are neither positive or negative	37	4.0
It has had no effect	34	3.7
It has had a mild negative effect	34	3.7
It has had a major negative effect	17	1.9
No answer	290	31.6

Q83. If you currently work in architecture, do you expect to stay working in the field for the foreseeable future?

Answer Options	Count	Percent
Yes	636	69.3
No	29	3.2
Not sure, depends on circumstances	132	14.4
Not applicable as I do not currently work in architecture	39	4.2
No answer	82	8.9

Q84. Would you like to comment further on your career trajectory to date?

Qualitative analysis of responses to this question will be released in a later report.

Leaving architecture

Answered by all.

Q85. Have you 'left' architecture in your opinion?

Answer Options	Count	Percent
Yes	52	5.7
No	804	87.6
Temporarily	30	3.3
No answer	32	3.5

Q86 – 93 answered by the 114 respondents who answered 'yes', 'temporarily' or 'no answer' to Q85.

Q86. How long after completing your architecture studies did you move into another field?

Answer Options	Count	Percent
0 – 5 years	36	31.6
5.1 – 10 years	17	14.9
10.1 – 15 years	6	5.3
15.1 – 20 years	7	6.1
20.1 – 25 years	3	2.6
25.1 – 30 years	1	0.9
30 years or above	1	0.9
No answer	43	37.7

Q87. Do you work in a related discipline?

Answer Options	Count
Yes	53
No	26

Q88. If you work in a related discipline, which one?

Answer Options	Count
Planning	9
Urban design	12
Urban sociology	1
Landscape architecture	5
Conservation	3
Heritage	4
Property	12
Fine art	3
Construction	13
Project management	17
Design retail	1
Government	4
Other	10

Q89. If you have moved to an unrelated discipline, which is it?

Qualitative analysis of responses to this question will be released in a later report.

Q90. What is your current role?

Qualitative analysis of responses to this question will be released in a later report.

Q91. Do you feel you use your architectural background in your current role?

Answer Options	Count
Yes	54
No	2
At times	14

Q92. What was your incentive for leaving architecture? (Tick all that apply)

Answer Options	Count
Better remuneration	34
Less overtime	11
More flexible working hours	7
Further professional challenges	32
To pursue social objectives	14
To secure greater control over the outcome	26
Other	20

Q93. Do you expect to work in architecture again during your career?

Answer Options	Count
Yes, definitely	24
I would like to, but I am not sure if this will be possible	21
I am not sure either way	7
If circumstances lead me in that direction	17
No way!	10

A few last words

Q95. How did you hear about the *Parlour* survey?

Answer Options	Count
I am a <i>Parlour</i> subscriber	53
<i>Parlour</i> website	31
Other website	26
<i>Parlour</i> twitter feed	46
Other twitter account	33
Other social media	12
Australian Institute of Architects enews	480
Email from a university	40
Word of mouth	117
Other	67

Q96. Anything else you would like to say?

Qualitative analysis of responses to this question will be released in a later report.

APPENDIX A — QUESTIONNAIRE

APPENDIX B — INFORMATION SHEET

APPENDIX C — LIST OF WEBSITES

News of the survey was posted on the following websites:

Australian

- Gallery of Australian Design: <http://www.gad.org.au/news.php>
- Urban Design Australia blog: <http://urbandesignconference.blogspot.com.au/2012/07/parlour-survey-no-1-where-do-all-women.html>
- University of Melbourne: <http://www.abp.unimelb.edu.au/news/where-do-all-women-go> and <http://www.msd.unimelb.edu.au/events/>
- Architecture Insights (website of the NSW Architects Registration Board): <http://architectureinsights.com.au/resources/parlour-survey-no-1-where-do-all-the-women-go/>
- Campus Daily: <http://www.campusdaily.com.au/>
- ArchitectureAU: <http://architectureau.com/articles/shelley-penn-speaks-on-women-in-architecture/> and <http://architectureau.com/articles/women-in-architecture-survey/> and <http://architectureau.com/articles/a-parlour-soiree/>
- Australian Design Review: <http://www.australiandesignreview.com/event/a-parlour-soiree>
- Australian Institute of Architects website and Facebook: <http://www.architecture.com.au/i-cms?page=27647>
- Australian Institute of Landscape Architects: <http://www.aila.org.au/news/>
- University of Technology, Sydney: <http://www.utsarchitecture.net/index.php/featured/2012/survey-no-1-where-do-all-the-women-go-calling-female-graduates-of-architecture-degrees/>
- University of Melbourne: <http://www.abp.unimelb.edu.au/events/celebrating-launch-parlour>
- Australian Institute of Architects national e-news letter (monthly): <http://www.architecture.com.au/emailnews/national-eNews/national-eneews-july-12.html>
- Australian Institute of Architects state e-news letters (weekly)
- Architecture & Design: <http://www.architectureanddesign.com.au/news/industry-news/new-australian-website-spurs-debate-about-women-in>
- Fifth Estate
- Butterpaper: <http://www.butterpaper.com/cms/news/2220/parlour-call>

International

- ArchDaily: <http://www.archdaily.com/254324/parlour-women-equity-architecture/>
- Architectural Institute of British Columbia: <http://aibcnews.wordpress.com/2012/07/12/women-equity-and-architecture-down-under/>
- My Science: International Portal for Research and Innovation http://www.myscience.cc/en/wire/where_do_all_the_women_go_talking_in_the_parlour_about_women_in_architecture-2012-Melbourne
- Architecture + Women