TECHNICAL REPORT AND PRELIMINARY STATISTICS
Where do all the women go?
Survey conducted through the website:
Parlour: women, equity, architecture.

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: women, equity, architecture.

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INTRODUCTION

The survey *Where do all the women go?* was undertaken as part of the Australian Research Council Linkage Project *Equity and diversity in the Australian arch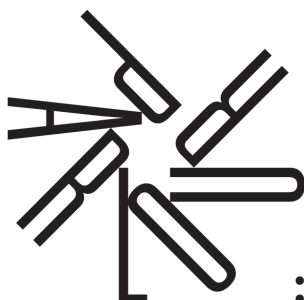itecture profession: women, work and leadership* (2011–2014). The primary aim of the survey was to gain a greater understanding of women's participation in and engagement with the field of architecture in Australia. It also sought to collect demographic information including education, and to understand women's experience of working in architecture, their career aspirations and some insight into why they leave the field. 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 July 2012, with a launch event hosted by the University of Melbourne. It closed on 17 August 2012.

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 — 547 people.
- The three architectural practices that are formal industry partners in the research project forwarded an email about the survey to all staff.
- Emails were sent to all Australian schools of architecture asking them to disseminate information about the survey to their faculty, sessional staff, alumni and students. This was variously done through email, e-newsletters and posts on faculty websites. The schools that advised they had done this were: University of Tasmania, University of Adelaide, University of Technology Sydney, University of Melbourne, University of Sydney, University of Western Australia.
- An email was sent to s-architecture, an email news list subscribed to by academics in the built environment disciplines in Australia and internationally. A reminder email was also sent: http://s-architecture.blogspot.com.au/2012/08/s-architecture-last-days-for-parlour.html.
- It was listed on the APESMA e-newsletter.
- It was listed on the Australian Architecture Association e-newsletter: http://www.architecture.org.au/news/enews?start=20.
- There was a press release issued by University of Melbourne: http://newsroom.melbourne.edu/news/n-845.
- Email invitations to the *Parlour* soiree, the event at which the survey was launched, were sent out by the marketing team at the Faculty of Architecture, Building and Planning, University of Melbourne. The invitation list was compiled by the university and Justine Clark, editor of *Parlour*.
- 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 *Parlour* subscriber	33.9%
I attended the *Parlour* soiree	7.3%
Parlour website	12.5%
Other website	5.7%
Parlour twitter feed	4.2%
Other twitter account	0.9%
Other social media	4.4%
Australian Institute of Architects enews	19.1%
Email from a university	6.0%
Word of mouth	25.8%
Other	13.4%

Data management

During the period that the survey was accessible via Survey Monkey, the following anomalies 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.
- An initial error in the survey question logic (which was identified and remedied in the course of the survey period) meant that survey questions 28–36 were missed by a significant number of early respondents.

These issues have 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 1,721 people started the survey, only 1,138 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.

Missing questions

All survey respondents who missed questions 28–36 of the survey prior to the correction of this survey logic error were identified. Those who did not provide an email address were excluded, as they could not be contacted. The 407 respondents who missed the relevant questions and provided their email address, were contacted for responses to questions 28–36.

By the date that the extended survey period ended, 273 of these 407 respondents, had provided additional responses for questions 28–36. These were included in the survey results.

Limitations of the survey method

The lack of a sampling frame from which a random sample of women 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 woman with connections to Australian architecture?		
Answer Options	**Count**	**Percent**
Yes — Let's get going	1237	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	5	0.4
21 – 30 Years	365	29.5
31 – 40 Years	433	35.0
41 – 50 Years	288	23.3
51 – 60 Years	110	8.9
61 – 70 Years	25	2.0
71 – 80 Years	5	0.4
No answer	6	0.5

Q4. Please indicate the region you spend most time in		
Answer Options	**Count**	**Percent**
Australia	1166	94.3
New Zealand	6	0.5
The Pacific	0	0.0
South-East Asia	12	1.0
South Asia	2	0.2
Greater China Region	4	0.3
Europe	26	2.1
Middle East	0	0.0
North America	7	0.6
South America	0	0.0
Africa	4	0.3
Other	0	0.0
No answer	10	0.8

Q5a. If you are based in Australia, please enter the postcode of your place of residence		
Answer Options	**Count**	**Percent**
Northern Territory	6	0.5
ACT	29	2.3
New South Wales	358	28.9
Victoria	445	36.0
Queensland	181	14.6
South Australia	60	4.9
Western Australia	71	5.7
Tasmania	37	3.0
No answer	50	4.0

Q5b. If you are based in Australia, please enter the postcode of your workplace		
Answer Options	**Count**	**Percent**
Northern Territory	6	0.5
ACT	30	2.4
New South Wales	348	28.1
Victoria	425	34.4
Queensland	173	14.0
South Australia	58	4.7
Western Australia	71	5.7
Tasmania	33	2.7
No Answer	93	7.5

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

** Answered by 112 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 112 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' Survey of Female Architects (1986)	16	1092	111	18
Paula Whitman's Going Places: The Career Progression of Women in the Architecture Profession (2005)	68	1045	104	20
Australian Institute of Architects Graduate Salary Survey (2012)	168	985	66	18

Education

Q8. Do you have, or are you studying for, formal qualifications in architecture?		
Answer Options	**Count**	**Percent**
Yes	1165	94.2
No	70	5.7
No answer	2	0.2

*The tables for Q9 to Q18 are based on the 1165 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**
Newcastle University	42
University of Sydney	132
University of Technology, Sydney	58
University of New South Wales	109
University of Melbourne	188
RMIT University	142
Monash University	10
Deakin University	55
University of South Australia (or SAIT)	38
University of Adelaide	53
University of Canberra	48
University of Queensland	107
Queensland University of Technology	84
University of Western Australia	64
Curtin University	34
University of Tasmania	49
Oceania Polytechnic	1
Victoria University of Wellington	13
University of Auckland	12
Unitec	5
Other	69

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	446	23	489
Bachelor of Architecture (Honours)	496	2	498
First Bachelor degree, with an architecture major	242	9	251
Master of Architecture (professional coursework degree)	219	49	268
Master of Architecture (research degree)	44	2	46
PhD	30	41	71
Other	129	11	140

Q11. What year did you begin your formal architectural studies?		
Answer Options	**Count**	**Percent**
1950 – 1959	5	0.4
1960 – 1969	21	1.8
1970 – 1979	70	6.0
1980 – 1989	230	19.7
1990 – 1999	375	32.2
2000 – 2009	429	36.8
2010 – 2012	29	2.5
No answer	6	0.5

Q12a. What year did you complete your professional degree in architectural studies?		
Answer Options	**Count**	**Percent**
1950 – 1959	1	0.0
1960 – 1969	10	0.9
1970 – 1979	35	3.0
1980 – 1989	108	9.3
1990 – 1999	321	27.6
2000 – 2009	494	42.4
2010 – 2012	112	9.6
Ongoing	67	5.8
No Answer	17	1.5

Q12b. What year did you complete your postgraduate research degree in architectural studies?		
Answer Options	**Count**	**Percent**
1970 – 1979	3	0.3
1980 – 1989	3	0.3
1990 – 1999	31	2.7
2000 – 2009	71	6.1
2010 – 2012	37	3.2
Ongoing	46	3.9
No Answer	974	83.6

Q13. Did you study architecture full-time or part-time?		
Answer Option	**Count**	**Percent**
Full-time	829	71.1
Part-time	62	5.3
Both at different stages	275	23.6

Q14. Did you undertake paid work in architecture during your architectural studies?		
Answer Options	**Count**	**Percent**
Yes	984	84.3
No	183	15.7

Q15. Did you undertake unpaid work in architecture during your architectural studies? (For example, an unpaid internship.)		
Answer Options	**Count**	**Percent**
Yes	289	24.8
No	863	74.0
No answer	15	1.3

Q16. Did you take time off during your architectural studies?		
Answer Options	**Count**	**Percent**
Yes	592	50.7
No	574	49.2
No answer	1	0.1

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	380	
Work in other industries/fields	125	
Travel	374	
Care for children	30	
Care for other family or others	23	
Recover from an illness	32	
Other	55	

Note: A fault in the survey logic means that Q18 to 21 were only answered by those who answered 'yes' to Q16, where it should have been answered by all respondents. This means the data is of limited value.

Q18. Did you go to study architecture straight from school (or after a gap year)?		
Answer Options	**Count**	**Percent**
Yes	452	38.7
No	141	12.1
No Answer	574	49.2

Q19–21 answered by those who answered 'no' in Q18.

Q19. Did you train in architecture after working in another field?		
Answer Options	**Count**	**Percent**
Yes	67	5.7
No	77	6.6

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 67 respondents who answered 'yes' to Q19.

Q21. How long had you worked in that industry?		
Answer Options	**Count**	**Percent**
1 – 5 Years	39	58.2
6 – 10 Years	18	26.9
11 – 15 Years	8	11.9
16 – 20 Years	2	3.0

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	334	27.0
No	830	67.1
No answer	73	5.9

*Based on the 334 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	1	1	17	19
Urban design	1	2	18	21
Urban studies	1	1	3	5
Landscape architecture	2	9	11	22
Interior architecture	24	5	3	32
Conservation	4	0	18	22
Property	2	3	6	11
Construction	5	15	3	23
Engineering	4	0	0	4
Project management	5	4	23	32
Fine art	17	3	9	29
Arts	32	10	9	51
Sciences	9	1	2	12
Business	16	4	12	32
Law	2	0	3	5
Other	31	9	44	84

Q24. What level are these qualifications?	
Answer Options	**Count**
Certificate	49
Diploma	83
Undergraduate	119
Postgraduate	103
Other	15

Answered by those 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	3
Planning	5
Urban design	4
Urban studies	2
Landscape architecture	10
Interior architecture	20
Conservation	0
Property	0
Construction	1
Engineering	0
Project management	4
Fine art	6
Arts	9
Sciences	1
Business	4
Law	2
Marketing	3
Other	10
	70 respondents

Answered by all respondents.

Q27. Which fields are you involved with?			
Label	**Principal**	**Secondary**	**Previous**	**Count**
Architecture	706	92	112	910
Interior architecture	124	232	64	420
Landscape architecture	41	93	37	171
Urban design	67	128	61	256
Furniture design	8	63	31	102
Conservation	26	33	19	78
Heritage	44	71	46	161
History	16	20	13	49
Planning	41	103	27	171
Property	16	21	16	53
Project management	65	76	45	186
Development	23	30	28	81
Construction	44	63	30	137
Building product manufacture	2	5	4	11
Sales	11	7	33	51
Fine art	13	43	37	93
Craft	5	37	15	57
Photography	9	31	20	60
Media	13	24	16	53
Human resources	7	16	11	34
Other	60	34	45	139

Q28. What kind of organisation do you work for?				
Label	**Principal**	**Secondary**	**Previous**	**Count**
Private practice	620	37	125	782
Multi-disciplinary practice	119	19	78	216
University – academic	75	76	81	231
University – administrator	7	2	13	22
Other education	11	11	15	37
State government	42	5	41	88
Local government	29	7	18	54
Federal government	4	4	8	16
NGO	7	10	13	30
Business	23	4	14	41
Media	5	9	11	25
Professional organization (e.g., the Australian Institute of Architects)	12	7	11	30
Other 'support' industry	1	2	5	8
Other	36	11	18	65

Q28. What kind of organisation do you work for?				
Label	**Principal**	**Secondary**	**Previous**	**Count**

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	184	11	236	431
Project architect/landscape architect/urban designer/interior architect	232	52	118	402
Design architect/landscape architect/urban designer/interior architect	145	86	86	317
Head of section	28	5	17	50
Associate	38	5	44	87
Senior associate	22	2	21	45
Associate principal/director/partner	14	1	10	25
Practice principal/director/partner	52	5	11	68
Principal	71	7	6	84
Director	90	6	10	106
Partner	29	3	8	40
Managing principal	13	4	1	18
Human resources	8	17	4	29
Office manager	24	21	15	60
Business development	23	32	10	65
Other support or administration	16	39	27	82
Other	51	12	14	77

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	83	54	106	243
Lecturer	29	16	34	79
Senior lecturer	11	0	1	16
Associate professor	4	0	1	5
Professor	1	0	1	2
Dean of Faculty	0	0	1	1
Research assistant	8	7	27	42
Research associate	4	3	2	9
Faculty manager	0	0	2	2
Human resources	0	0	3	3
Marketing and events	0	2	4	6
Facility management	1	0	3	4
Other support or administration	1	4	9	14
Other	19	6	4	29

Q31. If you have an honorary position in academia, what is the role?		
Label	**Count**	**Percent**
Research fellow	8	42.1
Adjunct professor	4	21.1
Adjunct associate professor	3	15.8
Other	4	21.1

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	1	0	0	1
Associate government architect	1	1	2	4
Architect	14	2	21	37
Project manager	17	4	17	38
Project facilitator	11	3	8	22
Policy analyst	5	2	4	11
Policy advisor	14	4	7	25
Member of design review panel	7	7	11	25
Regulation preparation	4	3	5	12
Other support or administration	8	2	7	17
Other	20	3	14	37

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	13	17	23	53
Critic	8	7	7	22
Journalist	2	1	3	6
Editor	5	5	7	17
Blogger	9	3	4	16
Photographer	5	2	7	14
Producer	2	0	1	3
Other	8	8	3	19

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	25	21	15	61
Craftsperson	7	25	5	37
Designer	40	25	23	88
Arts policy	2	1	3	6
Other	11	4	13	28

Q35. If you are a student, are you?		
Label	**Count**	**Percent**
An undergraduate student	28	24.1
A post-graduate student (professional degree)	49	42.2
A post-graduate student (research degree)	35	30.2
Other	4	3.4

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	558	45.1
Yes – non practising or retired	52	4.2
No	627	50.7

*Q38 and 39 answered by the 610 respondents who answered 'yes' or 'yes — non practising or retired' to Q37.

Q38. What year did you register?		
Answer Options	**Count**	**Percent**
1960 – 1969	6	1.0
1970 – 1979	13	2.1
1980 – 1989	51	8.4
1990 – 1999	140	23.0
2000 – 2009	267	43.8
2010 – 2012	125	20.5
No answer	8	1.3

Q39. Which states are you registered in?	
Answer Options	**Count**
Northern Territory	7
New South Wales	177
Victoria	270
Queensland	107
South Australia	34
Western Australia	43
Tasmania	12

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	922	74.5
New Zealand	5	0.4
United Kingdom	22	1.8
United States	2	0.2
Other	22	1.8
No answer	264	21.3

Q41. If you are not currently registered in Australia, have you been registered here in the past?	
Answer Options	**Count**
Yes	20
No	616

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	13
I have been unable to meet continuing professional development requirements	1
I am not currently resident in Australia	4
I am taking a break from architecture	9
Other	23

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	209
I could not obtain the requisite experience	45
I did not obtain the requisite experience	60
It is too difficult	38
It takes too long	40
It is too expensive	72
The time commitment is too onerous with my other commitments	100
My qualifications are too long ago	24
I haven't got around to doing it	166
Other	183

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	538	43.5
No	423	34.2
Not currently, but I have been in the past	267	21.6
No answer	9	0.7

*The tables for Q47 and Q48 are based on the 538 respondents who answered 'yes' to Q46.

Q47. Which kind of membership do you hold?		
Answer Option	**Count**	**Percent**
A+ membership	301	55.9
Member Level 1	91	16.9
Member Level 2	21	3.9
Affiliate Member Level 1	7	1.3
Affiliate Member Level 2	1	0.2
Academic Member	8	1.5
Graduate Member	61	11.3
SONA Member (student)	39	7.2
No answer	9	1.7

Q48. Do you participate in committees and office-bearing at the Australian Institute of Architects?		
Answer Option	**Count**	**Percent**
Yes, currently involved in committees	76	14.1
Yes, currently an office bearer	7	1.3
Not currently, but I have been involved in committees in the past	93	17.3
No, have never been involved	351	65.2
No answer	11	2.0

Q49 answered by those 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**
Not applicable	109
No longer relevant to my work	30
It did not seem like value for money	152
The Institute did not seem to represent my interests	87
I am taking a break from architecture	21
Other	76

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	22	2	3	6	2	1	36
Property Council of Australia	23	1	5	8	12	2	51
Planning Institute of Australia	12	0	2	7	1	1	23
Consult Australia	4	1	0	0	1	0	6
Engineers Australia	0	0	1	2	1	0	4
Chartered Institute of Building Australia	0	0	0	3	0	0	3
Society of Architectural Historians, Australia New Zealand	26	0	1	19	0	2	48
ICOMOS	28	0	1	4	0	0	33
DOCOMOMO	7	0	1	4	1	0	13
Design Institute of Australia	19	0	3	28	1	0	51
Green Building Council of Australia	52	0	3	29	4	1	89
National Association of Women in Construction	36	4	3	95	6	6	150
Architects for Peace	17	1	0	18	5	0	41
Architects Without Frontiers	32	0	2	34	0	2	70
Association of Consulting Architects	11	0	0	6	0	0	17
Architeam	22	0	0	19	0	1	42
Association of Professional Engineers, Scientists and Managers Australia	10	0	2	56	1	4	73

(APESMA)						
Other	50	4	2	22	4	3	85

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	1018	82.3
No	200	16.2
No answer	19	1.5

Q53–58 Answered by those who answered 'yes' or 'no answer' to Q52.

Q53. What architecture-focused events do you attend? (Tick all that apply)	
Answer Options	**Count**
None	3
Australian Institute of Architects national conference	353
Australian Institute of Architects Awards ceremonies	387
Exhibitions of architecture	751
Lectures by architects	869
Lectures by architecture scholars or critics	585
Public discussions of architecture	549
Architecture tours	452
University architecture student exhibitions	551
University architecture student crits	350
Scholarly conferences on architecture and related disciplines	226
Formal continuing professional development events	533
Other	58

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.	471
I enter my work in award programs	254
My work has won awards	224
I have been on state juries for the Australian Institute of Architects	89
I have been on national juries for the Australian Institute of Architects	10
I have been on juries for other award programs	59
I have managed or assisted with award programs	58
Other	60

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	436
I produce or participate in architecture/design websites and blogs	186
I produce or participate in architecture/design programs on radio	38
I produce or participate in architecture/design programs on television	17
I write about architecture/design for a general audience	77
I write about architecture/design for a professional audience	86
My work has been published in the professional press	242
My work has been published in in the general media	206
I am involved in editing or producing publications about architecture and design	74
Other	51

Q56. Do you participate in the public culture of architecture in other ways?	
Answer Options	**Count**
Conducting public tours of architecture	74
Producing or participating in public discussions about architecture	176
Other	68

Q57. Overall, how would you describe your engagement with the public culture of architecture?		
Answer Options	**Count**	**Percent**
Intensely engaged	46	3.7
Frequently engaged	263	21.3
Sometimes engaged	544	44.0
Rarely engaged	153	12.4
No answer	231	18.7

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.

Answered by those who responded 'no' to Q52.

Q59. If you don't participate in the public culture of architecture, why not?	
Answer Options	**Count**
I don't have time	408
I am not interested	69
It is not relevant as I don't work in architecture or related fields	27

Qualitative analysis of responses to the 'other' section of this question will be released in a later report.

Workplace

Q60. Do you work, or have you worked, in architecture or related built environment fields?		
Answer Options	**Count**	**Percent**
Yes	1154	93.3
No	45	3.6
No answer	38	3.1

Answered by those who answered 'yes' to Q60.

Q61. How many years have you worked in architecture or related fields?		
Answer Options	**Count**	**Percent**
0 – 9 Years	475	38.4
10 – 19 Years	407	32.9
20 – 29 Years	194	15.7
30 – 39 Years	53	4.3
40 – 49 Years	17	1.4
50 and above	4	0.3
No answer	87	7

Q62. How many practices and/or organizations have you worked at, including your current job?		
Answer Options	**Count**	**Percent**
0 – 5	752	60.8
6 – 10	357	28.9
11 – 15	32	2.6
No answer	96	7.8

Q63. Have you undertaken unpaid, pro bono or volunteer projects in architecture or a related field?		
Answer Options	**Count**	**Percent**
Yes	621	50.2
No	528	42.7
No answer	88	7.1

Q64. Are you currently employed in paid work?		
Answer Options	**Count**	**Percent**
Yes	1023	82.7
No	129	10.4
No answer	85	6.9

Answered by those who responded 'yes' to Q64.

Q65. Which best describes your main employment?		
Answer Options	**Count**	**Percent**
Employer	100	8.1
Employee	700	56.6
Self-employed	180	14.6
Contractor	38	3.1
No answer	219	17.7

Q66. If you are an employee, which of the following best describe your employment situation?	
Answer Options	**Count**
Permanent	651
Fixed-term	51
Casual	67

Q67. How many years have you worked at your current practice or organization?		
Answer Options	**Count**	**Percent**
0.1 – 5 Years	660	53.4
5.1 – 10 Years	196	15.8
10.1 – 15 Years	73	5.9
15.1 – 20 Years	34	2.7
20.1 – 25 Years	22	1.8
25.1 – 30 Years	13	1.1
30.1 – 35 Years	3	0.2
35.1 – 40 Years	3	0.2
No answer	233	18.8

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	84	6.8
2–5	188	15.2
6–10	143	11.6
11–20	100	8.1
21–30	60	4.9
31–40	46	3.7
41–50	38	3.1
51–70	52	4.2
81–100	52	4.2
101–150	25	2
151–200	18	1.5
More than 200	50	4.0
No answer	381	30.8

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	0	0.0
2–5	27	2.2
6–10	40	3.2
11–20	43	3.5
21–30	30	2.4
31–40	12	1.0
41–50	7	0.6
51–70	12	1.0
81–100	6	0.5
101–150	4	0.3
151–200	6	0.5
More than 200	22	1.8
No answer	1028	83.1

Q70. What is the approximate proportion of women to men in your practice or organizational unit?		
Answer Options	**Count**	**Percent**
Less than a quarter	161	13.0
More than a quarter but less than a half	396	32.0
More than a half but less than three-quarters	230	18.6
More than three-quarters	120	9.7
No answer	330	26.7

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	71	5.7
$30,000–$39,000 pa	42	3.4
$40,000–$49,000 pa	110	8.9
$50,000–$59,000 pa	151	12.2
$60,000–$69,000 pa	141	11.4
$70,000–$79,000 pa	135	10.9
$80,000–$89,000 pa	101	8.2
$90,000–$99,000 pa	77	6.2
$100,000–$119,000 pa	71	5.7
$120,000–$129,000 pa	29	2.3
$130,000–$150,000 pa	22	1.8
$150,000–$200,000 pa	25	2.0
Over $200,000 pa	5	0.4
No Answer	257	20.8

Q72. How many hours are you employed to work each week?		
Answer Options	**Count**	**Percent**
1 – 10 hours	22	1.8
10.5 – 20 hours	37	3.0
20.5 – 30 hours	158	12.8
30.5 – 40 hours	645	52.1
40.5 – 50 hours	14	1.1
50.5 – 60 hours	3	0.2
Variable amount of hours	61	4.9
No answer	297	24.0

Q73. How many hours a week do you actually work on average?		
Answer Options	**Count**	**Percent**
1 – 10 hours	27	2.2
10.5 – 20 hours	42	3.4
20.5 – 30 hours	133	10.8
30.5 – 40 hours	294	23.8
40.5 – 50 hours	368	29.7
50.5 – 60 hours	54	4.4
60.5 – 70 hours	4	0.3
Variable amount of hours	45	3.6
No answer	270	21.8

Q74. If you work overtime is this paid?		
Answer Options	**Count**	**Percent**
Yes	91	7.4
No	476	38.5
In some circumstances	142	11.5
I access flexible work practices such as flex and time off in lieu instead	211	17.1
No answer	317	25.6

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	230	18.6
No, but I would like to	168	13.6
No, but I have previously	38	3.1
Yes	536	43.3
No answer	265	21.4

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)	320	25.9
Working a 9 day work fortnight	77	6.2
Using flex-time (adjusting start and finish times)	316	25.5
Working remotely from home	308	24.9
Taking time-off-in-lieu of overtime	280	22.6
I work for myself so I can control my workload	222	17.9
I work as a contractor so I can control my workload	44	3.6

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	538	43.5
No	591	47.8
No answer	108	8.7

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	91
Travel	195
Undertake further study	92
Care for children	323
Care for other family or others	32
Recover from an illness	42
Other	37

Career progression

Q80. How satisfied are you with your career progression to date?		
Answer Options	**Count**	**Percent**
Very satisfied	199	16.1
Fairly satisfied	429	34.7
Mildly satisfied	208	16.8
Neutral	74	6.0
Not that satisfied	134	10.8
Dissatisfied	47	3.8
Very dissatisfied	26	2.1
No answer	120	9.7

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	298	24.1
It has had a positive effect	123	9.9
It has had effects, but they are neither positive or negative	181	14.6
It has had no effect	47	3.8
It has had a mild negative effect	216	17.5
It has had a major negative effect	104	8.4
No answer	268	21.7

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	420	34.0
It has had a positive effect	99	8.0
It has had effects, but they are neither positive or negative	111	9.0
It has had no effect	55	4.4
It has had a mild negative effect	181	14.6
It has had a major negative effect	101	8.2
No answer	270	21.8

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	699	56.5
No	34	2.7
Not sure, depends on circumstances	249	20.1
Not applicable as I do not currently work in architecture	84	6.8
No answer	171	13.8

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	99	8.0
No	970	78.4
Temporarily	88	7.1
No answer	80	6.5

Q86 answered by those who responded 'yes' or 'temporarily' to Q85.

Q86. How long after completing your architecture studies did you move into another field?		
Answer Options	**Count**	**Percent**
0 – 5 years	76	
5.1 – 10 years	46	
10.1 – 15 years	14	
15.1 – 20 years	5	
20.1 – 25 years	4	
25.1 – 30 years	2	

Q87. Do you work in a related discipline?	
Answer Options	**Count**
Yes	116
No	55

Q88. If you work in a related discipline, which one?	
Answer Options	**Count**
Planning	13
Urban design	18
Urban sociology	1
Landscape architecture	10
Conservation	6
Heritage	10
Property	4
Fine art	9
Construction	6
Project management	22
Design retail	3
Government	13
Other	33

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	105
No	15
At times	34

Q92. What was your incentive for leaving architecture? (Tick all that apply)	
Answer Options	**Count**
Better remuneration	70
Less overtime	38
More flexible working hours	54
Further professional challenges	61
To pursue social objectives	43
To secure greater control over the outcome	52
Other	51

Q93. Do you expect to work in architecture again during your career?	
Answer Options	**Count**
Yes, definitely	33
I would like to, but I am not sure if this will be possible	35
I am not sure either way	35
If circumstances lead me in that direction	43
No way!	30

A few last words

Q95. How did you hear about the *Parlour* survey?	
Answer Options	**Count**
I am a *Parlour* subscriber	366
I attended the *Parlour* soiree	79
***Parlour* website**	135
Other website	61
***Parlour* twitter feed**	45
Other twitter account	10
Other social media	48
Australian Institute of Architects enews	207
Email from a university	65
Word of mouth	278
Other	145

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-enews-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://aibcenews.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