



in other professions, Walters & Cohen on how to keep women in architecture, and Hannah Lawson, winner of the 2012 Emerging Woman Architect of the Year award, on latent sexism in the profession.

The Woman Architect of the Year and Emerging Woman Architect of the Year awards will be judged by our esteemed panel, which will also choose the recipient of the Jane Drew Prize. This will be presented to the person who has made the greatest contribution to the status and profile of women in architecture – last year's recipient was Zaha Hadid. This year's jury includes Martha Thorne, Laura Lee, Moira Gemmill, Victoria Thornton, Doreen Lawrence, Colette O'Shea, Ivan Harbour, Paul Monaghan, Peter Rees, Rafael Viñoly and Zaha Hadid.

The winners of the awards will be announced at the AJ Women in Architecture luncheon at the Langham Hotel on 22 March, where Denise Scott Brown will deliver an exclusive pre-recorded address.

The luncheon will be followed in a month's time by a winners' talk, and later in the year with a new event, the Back-to-Work Breakfast. This is specifically for working mothers who have taken a career break and would like advice about re-entering the workforce. As part of the campaign, I'll also be hosting a panel discussion at the Roca Showroom on 8 March, International Women's Day.

Although the statistics in the survey are shocking, the remainder of this special edition makes for an inspiring read. It takes more than grim headlines to effect change. If the London Olympics aimed to 'inspire a generation' in sport, I hope the women in this issue will inspire a future generation of aspiring architects to overcome the odds and reach qualification.

Above Zaha Hadid, winner of the Jane Drew Prize, receives her award from AJ editor Christine Murray

JUDGES

Zaha Hadid, Zaha Hadid Architects
 Rafael Viñoly, Rafael Viñoly Architects
 Martha Thorne, executive director, The Pritzker Architecture Prize
 Moira Gemmill, design director, V&A Museum
 Ivan Harbour, Rogers Stirk Harbour + Partners
 Doreen Lawrence, founding director, Stephen Lawrence Trust
 Laura Lee, chief executive, Maggie's Centres
 Paul Monaghan, AHMM
 Colette O'Shea, head of London portfolio, Land Securities
 Peter Rees, chief planning officer, City of London
 Victoria Thornton, founding director, Open-City
 Chair: Christine Murray, editor, Architects' Journal

AWARDS

Jane Drew Prize

A lifetime achievement award presented to the person who has made the greatest contribution to the status and profile of women in architecture

Woman Architect of the Year

Judges will be looking for excellence in design, thought leadership and someone who is a role model for aspiring architects. There is an emphasis on achievements in 2012

Emerging Woman Architect of the Year

Judges will be looking for excellence in design, thought leadership and a bright future, with an emphasis on achievements in 2012. Emerging architects must be aged under 40 but do not need to be fully qualified

THE LUNCHEON

AJ Women in Architecture Luncheon and Awards

Featuring a special pre-recorded address by Denise Scott Brown, the awarding of the Jane Drew Prize and more guest speakers to be announced soon.

Tickets are now on sale for the AJ Women in Architecture Luncheon and Awards, the follow-up to last year's sell-out event at the Langham Hotel in Portland Place, London. Meet prominent clients, network with the top architects in practice, listen to exclusive high-profile guest speakers and witness the awarding of the AJ Women in Architecture Awards. This is a must-attend event for the profession. Support the Women in Architecture campaign.

<http://ajwia2013.eventbrite.com>

22 March 2013, Langham Hotel, Portland Place W1
Tickets £115, tables £1,050

WOMEN IN ARCHITECTURE SURVEY 2013

The AJ's second annual survey of women in the industry reveals pay gap concerns and a lack of opportunities. *Emily Booth* reports

THE SURVEY

The AJ Women in Architecture survey is an important part of our ongoing campaign to raise the status and profile of women architects. Data, collected annually, will enable the AJ to track progress over time.

Now in its second year, nearly 900 people completed the latest online survey: 700 women and 191 men between November 2012 and January 2013.

Fifty-seven per cent of all respondents are architects, 51 per cent are based in London, with 27 per cent in the rest of England, nine per cent in Scotland, four per cent in the USA, two per cent in Europe, two per cent in Australia, two per cent in Canada, one per cent in Wales, 0.6 per cent in Northern Ireland and 0.5 per cent in the Republic of Ireland. One third of respondents are students.

Of the women respondents, 64 per cent are aged between 21 and 35. Half are based in London, and 55 per cent are architects (working in both the private and public sectors; and as associates, directors, partners and sole practitioners). Thirty three per cent are students.

Of the male respondents, 58 per cent are aged between 21 and 35. Fifty-three per cent are based in London, 62 per cent are architects. Twenty-nine per cent of male respondents are students.

PAY

Pay is the litmus test of equality. It remains a crucial issue for those who took part in the survey. Looking at the total respondents, more than half (56 per cent) earn £32k a year or less – which in itself does not point to a highly-paid profession. In answer to the question 'Do you think everybody should know their colleagues' earnings?' the split is almost exactly 50:50 yes:no.

Drilling down further into the data, the survey finds 59 per cent of women respondents, working both full and part-time, earn less than £32k, compared with 45 per cent of male respondents – a 14-point difference.

A substantial 44 per cent of women think they would be paid more if they were male (down from 48 per cent last year). The survey shows that they are likely to be right.

Nineteen per cent of women working full-time as architects in the UK earn £26k and under, compared with 14 per cent of men. While nearly one third of male architects (31 per cent) working full-time in the UK earn £48k and more, just 18 per cent of female architects working full-time earn this amount.

The pay discrepancy is most pronounced at the most senior levels. At full-time director level, 46 per cent of women in the UK

earn £42k and under, compared with 31 per cent of men.

Men cluster around the top of the pay scale. So 17 per cent of women full-time directors in the UK earn between £43k and £60k, compared with 6 per cent of men. But, while only 37 per cent of full-time women directors in the UK earn between £61k and £99k, 63 per cent of their male counterparts earn in this bracket.

Thirty-two per cent of women – down from 44 per cent last year – report that male colleagues who do the same or similar job earn more than they do. (44 per cent say they don't know.)

Meanwhile, 70 per cent of men think female colleagues who do the same or a similar job do not earn less than they do, while 71 per cent of male respondents do not think they are paid more than their female colleagues.

Men seem less inclined to pay transparency than women: 59 per cent of men don't think everyone should know their colleagues' earnings, compared with 49 per cent of women.

Twenty-two per cent of women respondents think the current economic climate is likely to lead to a decrease in pay parity between men and women.

Fifty-eight per cent of women respondents think downturns in the economy are likely to be harder on women than men in the industry, while 68 per cent of men think they are likely to be equally hard for both genders.

DO YOU THINK THE DOWNTURN IS GOING TO BE HARDER ON WOMEN OR MEN?

WOMEN RESPOND:

'Downturns affect the industry as a whole. Whether you wear trousers or a skirt, if no one has any money for you to design something – you won't get paid'

'The downturn makes it much harder to take a career break, or request flexible working patterns'

'More women need to work part time or flexible hours – so are more vulnerable to redundancies'

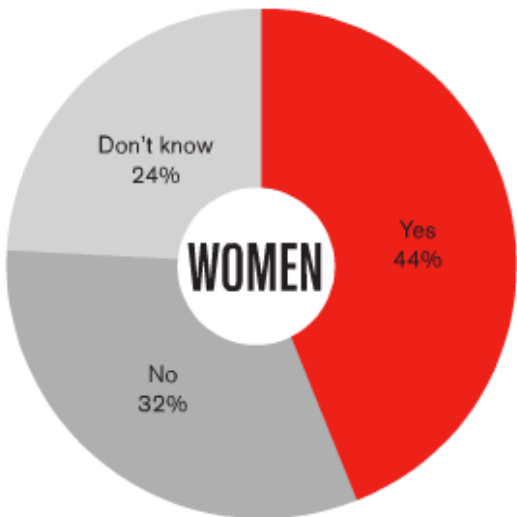
'Women generally are more likely to work part time or can't work overtime due to childcare issues, so they get cut before a full-time male employee'

'Architects tend to run their practices with very tight margins – and with the dominant decision-makers being male, I strongly suspect that women are seen as a liability due to potential maternity rights and the potential to request part-time working, which is not well supported in the industry as a whole'

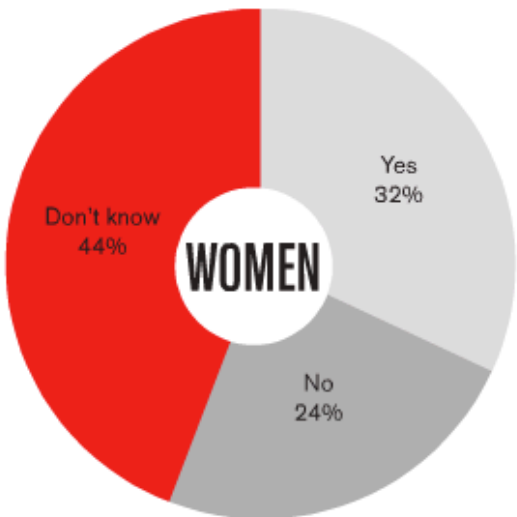
'Men are seen as less risk to employers'

'Women are cheaper but men "have families to support", so both are either favoured or otherwise'

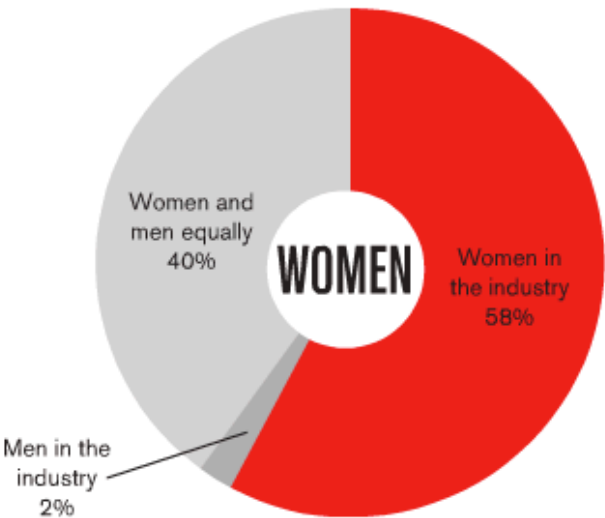
DO YOU THINK YOU WOULD BE PAID MORE IF YOU WERE MALE?



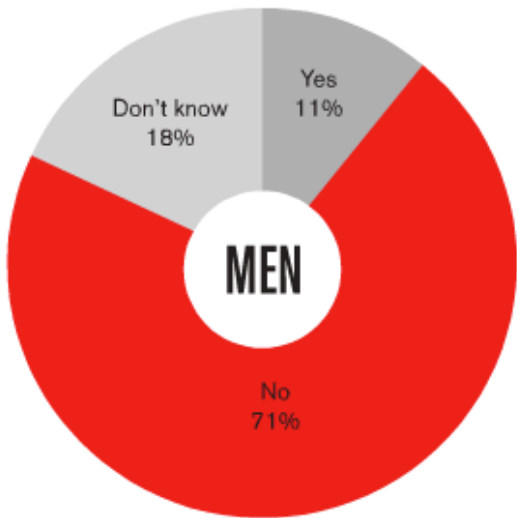
DO YOUR MALE COLLEAGUES WHO DO THE SAME OR A SIMILAR JOB TO YOU EARN MORE THAN YOU?



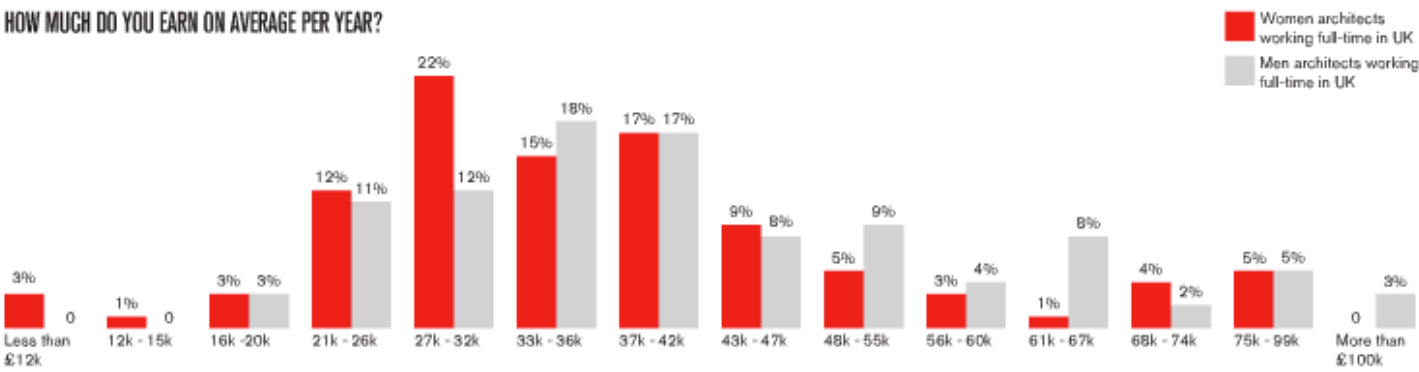
DO YOU THINK THE DOWNTURNS IN THE ECONOMY ARE LIKELY TO BE HARDER ON:



DO YOU THINK YOU ARE PAID MORE THAN YOUR FEMALE COLLEAGUES?



HOW MUCH DO YOU EARN ON AVERAGE PER YEAR?



CHILDCARE

Raising a family and working in architecture remains challenging for women in the profession.

A massive 89 per cent of women who took part in our survey (and 86 per cent of those with children) think having kids puts women at a disadvantage in architecture – up nine percentage points on last year. They cite the inability to work long hours – which has a knock-on effect in terms of networking – and a perception that they are not as dedicated to their careers.

In stark contrast, only 12 per cent of women (and 13 per cent of those with offspring) think having children puts men at a disadvantage in the profession – up four points on last year.

It is interesting to compare how

male respondents answer these questions. A substantial 74 per cent of men (88 per cent of men with kids) think having children puts women at a disadvantage in architecture. Thirty-four per cent of men (40 per cent of men with offspring) think having children puts men at a disadvantage. It seems that being parents makes men more aware of the challenges facing working mothers in the sector.

At director level, where company culture is shaped, the picture is more pronounced. Only 67 per cent of male directors without children think having children puts women at a disadvantage. This compares with an astonishing 100 per cent of male directors with children.

The survey reveals that 61 per cent of female directors have children. Of those, 82 per cent think having kids puts women at a disadvantage (compared with 90 per cent of women directors

who do not have children).

In all, 28 per cent of women who took part in the survey have children. Of these, 40 per cent report they had difficulties in resuming their career after having them. The majority (46 per cent, up from 35 per cent in last year's survey) went back to the same job as before, working fewer hours.

A significant and worrying proportion (19 per cent, down from 24 per cent last year) resigned from their position to either look for work with flexible hours (6 per cent) or set up their own practice (13 per cent). This suggests it is not the practice of architecture itself that is incompatible with motherhood, but the culture of the offices in which these women worked.

It is worth noting that 46 per cent of female respondents with children work part time. The majority of these (75 per cent) are aged 31 to 45; just under half (49 per cent) earn £26,000 or less.

'DO YOU THINK HAVING CHILDREN PUTS WOMEN AT A DISADVANTAGE IN ARCHITECTURE?'

WOMEN WITH CHILDREN RESPOND:

'Many professions look after women and have options open to them – maternity/paternity leave, part time, flexitime. If women mattered to the profession, these would be in place'

'The industry changes when you take time out to have children. You go back and have to earn your stripes again'

'Part-time working puts women in lower positions, where it's harder to progress'

'Suddenly as a mother you have lots of barriers and limitations'

'The need to get away on time or work part time is difficult in anything where you work as part of a team. Job shares don't seem to exist in architecture, unlike in other professions such as teaching. So you just try and do your full-time job in fewer hours'

'I work in residential housing. Being a mother gives me insight and understanding of a family's needs. Options opened to me that I might never have explored'

'It's easier to deal with bickering contractors and consultants once you've practised on children'

'I went back to work full time when my children were only a couple of months old in order to avoid being sidelined'

'My practice has been strengthened since having children. My patience, perspective and ability to see long term outcomes have improved'

31-45

is the age range of most women working part time, who have children

89%

of women think having kids disadvantages them in architecture

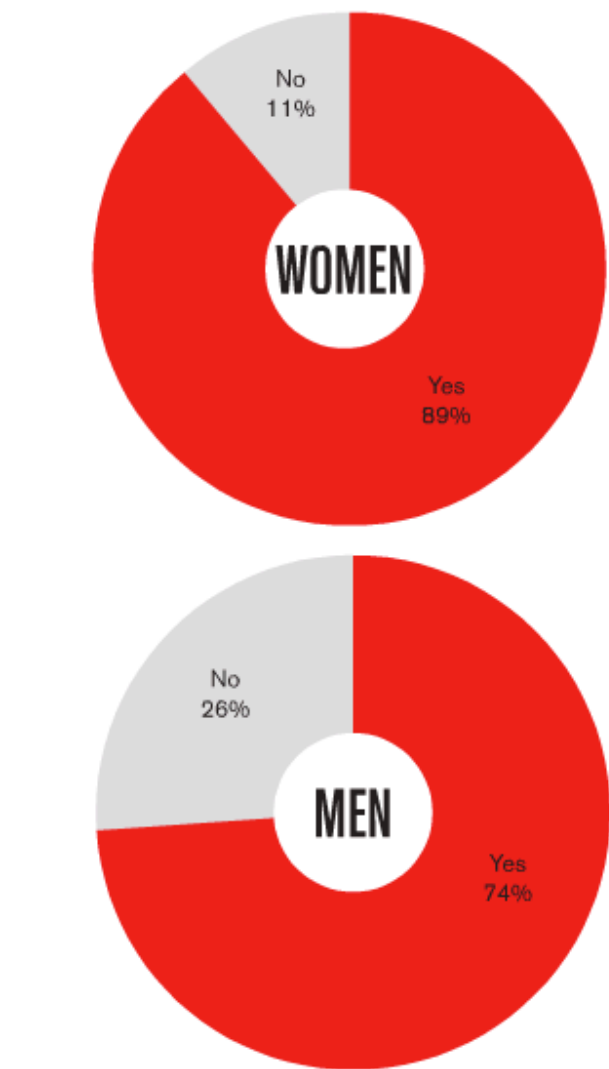
19%

of respondents resigned from their position after having children

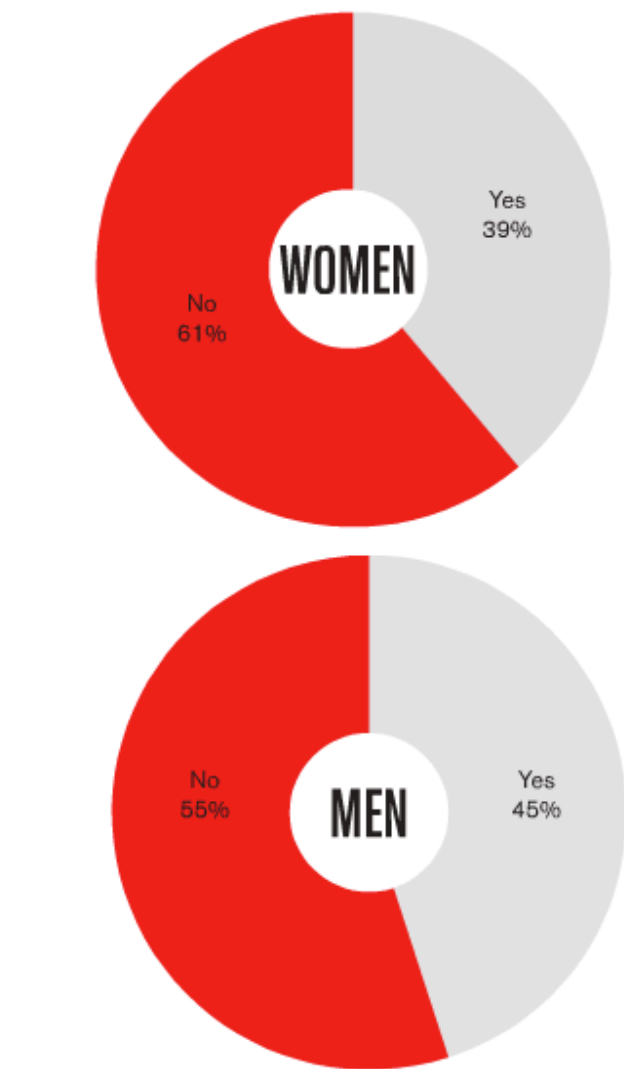
100%

of male directors with children think it puts women at a disadvantage

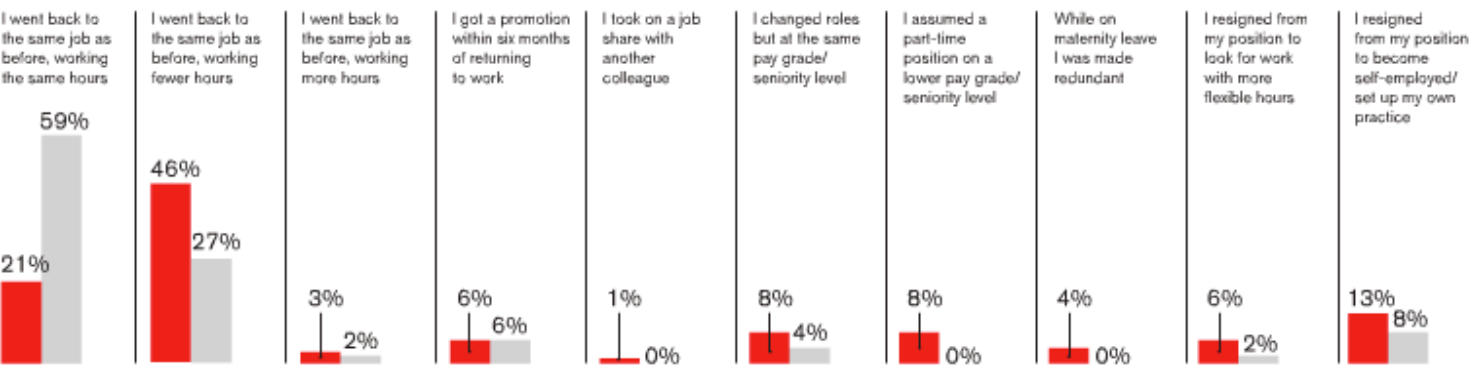
DO YOU THINK HAVING CHILDREN PUTS WOMEN AT A DISADVANTAGE IN ARCHITECTURE?



DO YOU HAVE CHILDREN? ARCHITECTS RESPOND:



WHAT KIND OF TRAJECTORY DID YOUR CAREER PATH TAKE AFTER HAVING A CHILD/CHILDREN?



63%

of women respondents have suffered sexual discrimination in their career

73%

of women respondents feel the profession is too male-dominated

38%

of women respondents have been bullied while working in architecture

45%

of women respondents say they have the same opportunities as men

WOMEN IN ARCHITECTURE SURVEY 2013

DISCRIMINATION

The survey finds that nearly two-thirds of women respondents (63 per cent) have suffered sexual discrimination in their career in architecture, up from 58 per cent last year. This might include inappropriate comments, or being treated differently because of gender or sexual orientation.

Twenty-six per cent of women respondents have experienced or witnessed sexual discrimination monthly or quarterly, with 10 per cent experiencing sexual discrimination at least once a week. More than one third (38 per cent) of women say they have been bullied while working in architecture, up from 33 per cent last year. Bullying seems to be insidious, with respondents highlighting degrading 'talking

down to' as a particular issue.

Sexual discrimination and bullying is not exclusively a female problem in the industry. While 13 per cent of men have suffered sexual discrimination, more than double (29 per cent) have been bullied while working in architecture.

A massive 73 per cent of women think the ratio of women to men in architecture is currently too heavily male (up from 63 per cent from last year's survey, a significant 10 point difference).

The status of women within the profession continues to be a cause for concern: 61 per cent of women do not think the building industry has fully accepted the authority of the female architect – the same percentage as last year.

The male view is less pronounced: 61 per cent think the ratio of women to men is too heavily male (up from 57 per cent last year). Forty-one per cent of male respondents do not think

the building industry has fully accepted the authority of the female architect – a substantial 20-point difference from the women respondents.

Perception of opportunity is markedly different between men and women. To the question: do you think there are as many opportunities for women as there are for men in architecture? 73 per cent of male respondents answered 'yes'. But less than half – 45 per cent – of women think they have the same level of opportunity as men. Meanwhile 50 per cent of female respondents think opportunities for women in architecture are getting better, versus 65 per cent of men.

Perhaps the best summary of the situation is the response to the question: would you encourage a woman to start a career in architecture? Sixty-six per cent of male respondents say yes. Less than half of the women respondents – 49 per cent – agree.

'HOW OFTEN HAVE YOU SUFFERED OR WITNESSED SEXUAL DISCRIMINATION IN YOUR CAREER IN ARCHITECTURE?'
WOMEN RESPOND:

'Not so much now I am self-employed – it was more regular when I worked within other companies'

'Where do you draw the line between banter and harassment?'
'Probably everyone can say they have been discriminated against in some way. You have to not make it a bigger deal than it is'

'It's so commonplace I don't notice. However, being a woman can have its advantages'

'Regular and blatant discrimination historically, now more hidden and subtle'

'On site it can be direct, but you can turn that around just with knowing what you're doing. In practice it is rare to find; it is the clients I have found to be the most sexist'

'DO YOU THINK THERE ARE AS MANY OPPORTUNITIES FOR WOMEN AS THERE ARE FOR MEN IN ARCHITECTURE?'
WOMEN RESPOND:

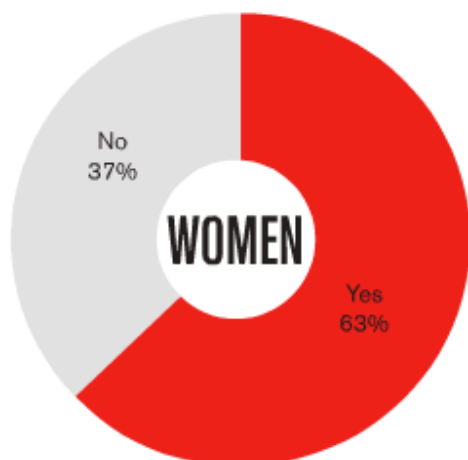
'There are huge opportunities in architecture for the self-motivated; getting paid for them is another matter'

'It is harder to create the opportunities'

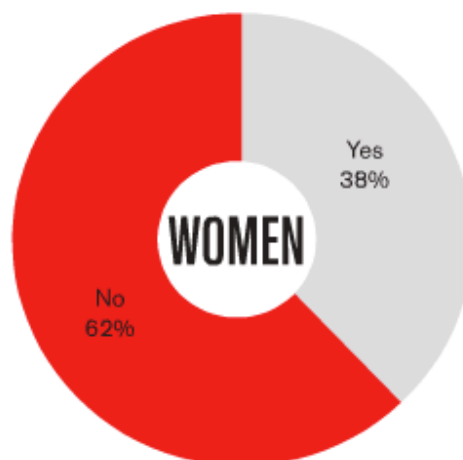
'I have never felt my gender has hindered my opportunities'

'No – because practices are dominated by men and it's mostly men in senior positions'

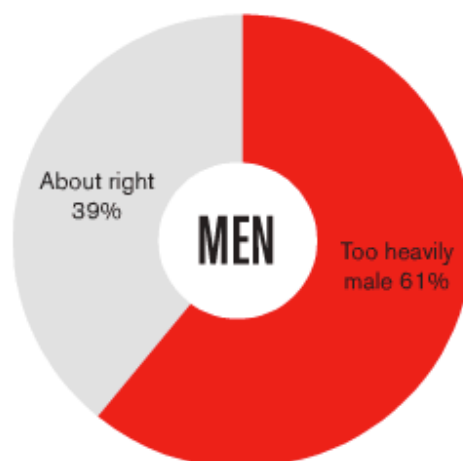
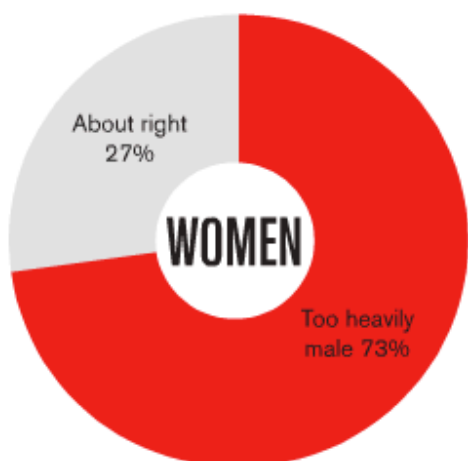
HAVE YOU EVER SUFFERED SEXUAL DISCRIMINATION IN YOUR CAREER IN ARCHITECTURE?



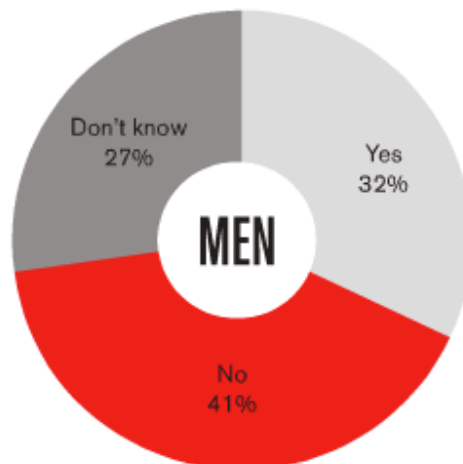
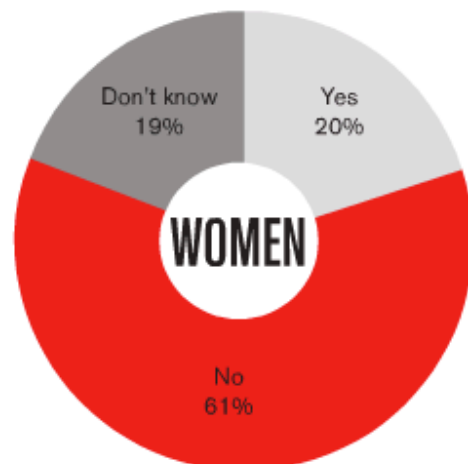
HAVE YOU EVER BEEN BULLIED WHILE WORKING IN ARCHITECTURE?



IN YOUR OPINION DO YOU THINK THAT RATIO OF WOMEN TO MEN IN ARCHITECTURE IS CURRENTLY:



HAS THE BUILDING INDUSTRY FULLY ACCEPTED THE AUTHORITY OF THE FEMALE ARCHITECT?



STUDENTS

The student view is important because it represents the future of the profession. And students (including Part 1, Part 2, Part 3, Part 1 year-out and Part 2 architectural assistants) are enthusiastic respondents to the survey. One third (33 per cent) of female respondents are students; just under one third (30 per cent) of male respondents are students.

Nearly half (48 per cent) of female students are aged 21-25, and 47 per cent are based in London. More than half (52 per cent) have suffered sexual discrimination in their fledgling careers in architecture. Nearly a quarter (22 per cent) have suffered or witnessed sexual discrimination on a monthly or quarterly basis in their careers so far – less than the 26 per cent experienced by the wider group of women respondents, but still worrying.

Thirty per cent of female students have been bullied. Fifteen per cent of female students say they were bullied at architecture school – meaning that a significant group has been bullied while working in the profession.

Not surprisingly, most female students (97 per cent) do not have children. But they have very definite thoughts about the impact of having them: 88 per cent think that having children puts women at a disadvantage in architecture.

In answer to the question 'Has the building industry fully accepted the authority of the female architect?' 66 per cent of female students answer 'no', compared with 61 per cent of all

women respondents. In contrast, 35 per cent of male students answer 'no' to this question.

Female students are marginally more optimistic about the level of opportunity for women in the industry than female architects – but rather less so than male students. Forty-eight per cent of female students think there are as many opportunities for women as for men, compared with 43 per cent of female architects. A massive 85 per cent of male students think there is equality of opportunity. Meanwhile 56 per cent of female students think opportunities for women in architecture are getting better, compared with less than half (48 per cent) of female architects. Sixty-four per cent of male students agree.

Training questions are particularly pertinent to the female student respondents. Nearly a third (30 per cent) think the current system of architecture training disadvantages women, with the length of training causing most concern.

'DOES THE CURRENT SYSTEM OF ARCHITECTURE TRAINING DISADVANTAGE WOMEN?' WOMEN STUDENTS RESPOND:

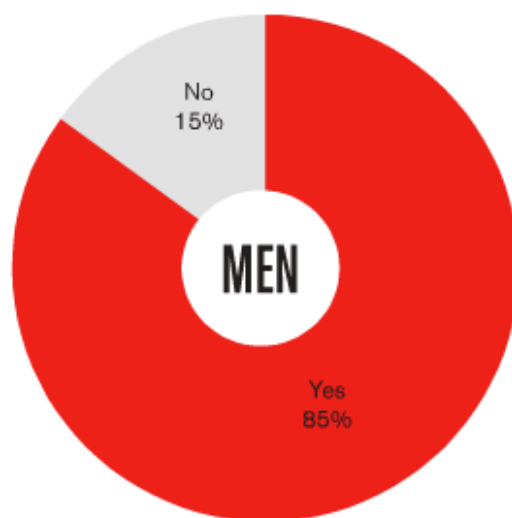
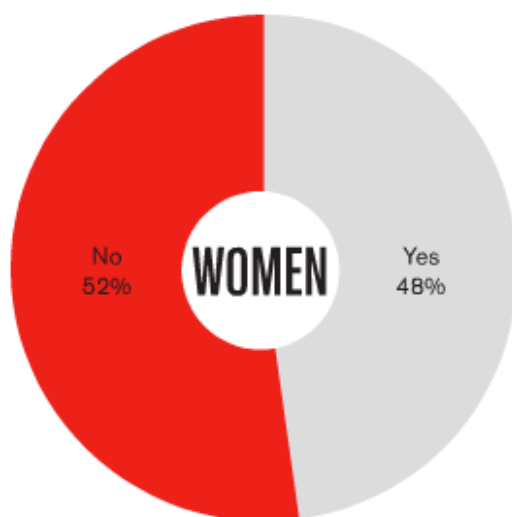
'The length of the course means you often cannot have a family (or even save for a family) until later on in life'

'By the time you graduate Part 3 you are ready to have children!'

'The current system of architecture training disadvantages all involved, regardless of their gender'

'In my eight years of studying architecture I have never felt disadvantaged for being female'

DO YOU THINK THERE ARE AS MANY OPPORTUNITIES FOR WOMEN AS THERE ARE FOR MEN IN ARCHITECTURE? STUDENTS RESPOND:



30%

of women student respondents said they had been bullied while working in architecture

LOCATION

The majority of respondents to our survey are based in London, with 51 per cent of women and 53 per cent of men working there.

The next most popular areas for women to be based are the north-west and south-east of England (both at 9 per cent) and Scotland (8 per cent). For male respondents, the most popular areas are Scotland (13 per cent), the north-west of England (8 per cent) and the south-east of England (5 per cent). One per cent of women respondents are based in Wales and less than one per cent in Northern Ireland. Five per cent are in North America (Canada and the USA) and two per cent are in Australia.

Location throws up differences in key indicators. Sixty-five per cent of women respondents in the north of England (north-east and north-west) do not think the building industry has fully accepted the authority of the female architect. This compares with a much lower 55 per cent in the Midlands and a marginally lower 62 per cent in the south of England (south-east and south-west, excluding London).

In the north of England, 54 per cent of women respondents think they would be paid more if they were male (the figure is 46 per cent for those in the south of England excluding London), and 55 per cent think downturns are likely to be harder on women in the industry (compared with 63 per cent in the south). Sixty-seven per cent have suffered sexual discrimination in their career in architecture in the north (compared with 61 per cent in the south). And fewer women

51%

of women respondents live in London

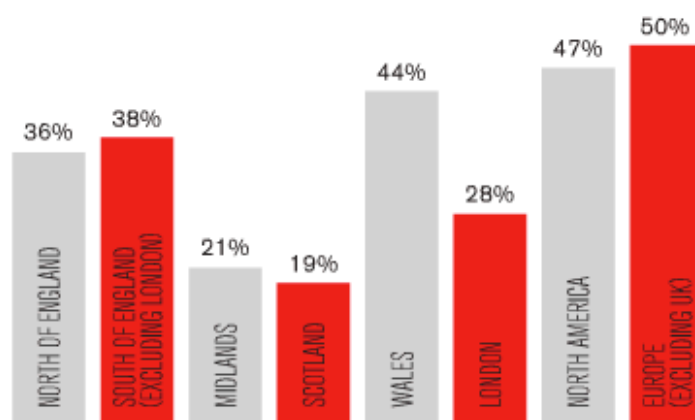
54%

of women in North say they would be paid more if they were men

respondents in the north have children (29 per cent), compared with a nine-point increase (38 per cent) for those in the non-London south. For full-time woman architects, pay varies considerably by location. It is interesting to look at their most populated pay brackets to give a snapshot of earnings. In the south excluding London, the most populated pay band (27 per cent) is for £37k to £42k; in the north, 32 per cent earn between £27k and £32k; in Scotland, one third earns between £21k and £26k. In contrast, a third of full-time women architects in Europe are in the £12-15k bracket; counterparts in North America tend to have higher earnings than those in both the UK and Europe, with the largest populated pay bands (both 15 per cent) for £37-42k a year and £48-£55k.

For full-time woman directors in the south of England excluding London, 50 per cent earn above £56k per year, in the north, only one third do. In Scotland, no women directors who responded to the survey earn this amount: 25 per cent earn £48-55k a year.

DO YOUR MALE COLLEAGUES WHO DO THE SAME OR A SIMILAR JOB TO YOU EARN MORE THAN YOU? (% WOMEN RESPONDENTS WHO ANSWERED 'YES'):



HAVE YOU EVER SUFFERED SEXUAL DISCRIMINATION IN YOUR CAREER IN ARCHITECTURE? (% WOMEN RESPONDENTS WHO ANSWERED 'YES'):

