



: women,  
equity,  
architecture.

prepared by  
**Dr Gill Matthewson**

# Parlour 2016 Census Wrap: Women in Australian Architecture

Analysis of recent Census data gives mixed results. It is heartening to see that more women are staying in architecture, and are slowly developing their presence as employers and business owners. The sharp increase in women becoming registered architects is also cause for optimism. This suggests that many women are taking matters into their own hands regarding their presence in the profession.

However, this good news is accompanied by persistent indicators that many women still experience gender-based bias and discrimination. This must be addressed collectively by the profession and practices to enable all architects to reach their potential and ensure that the profession benefits.

For further detail and analysis see the full report, Parlour Census Report 2001–2016

Parlour 2016 Census Wrap  
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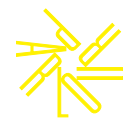


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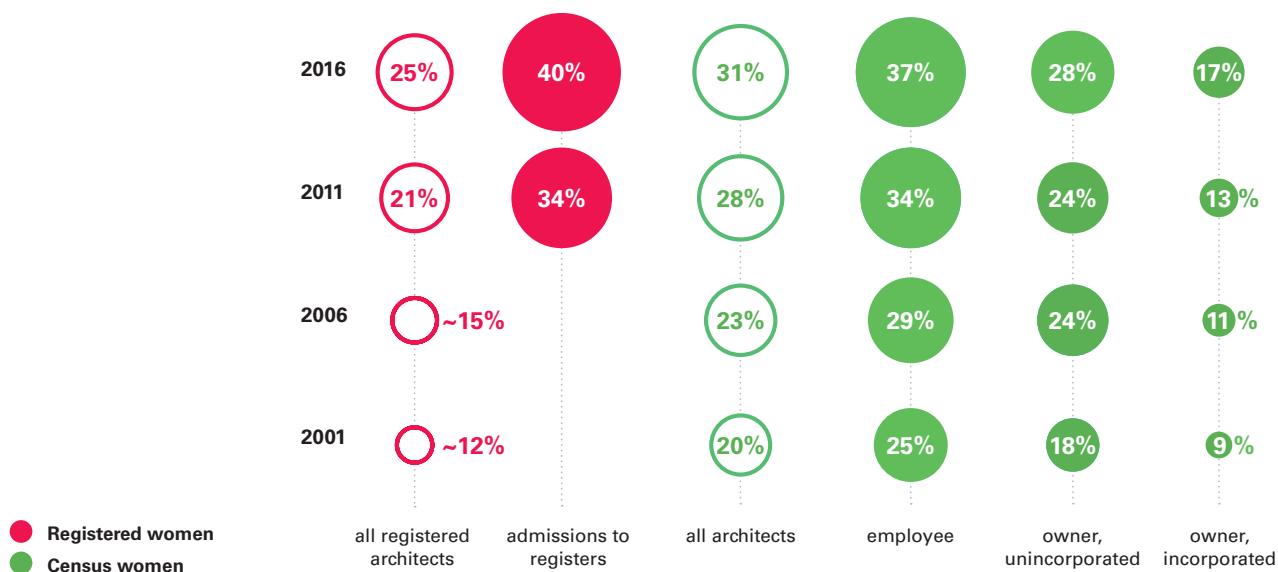


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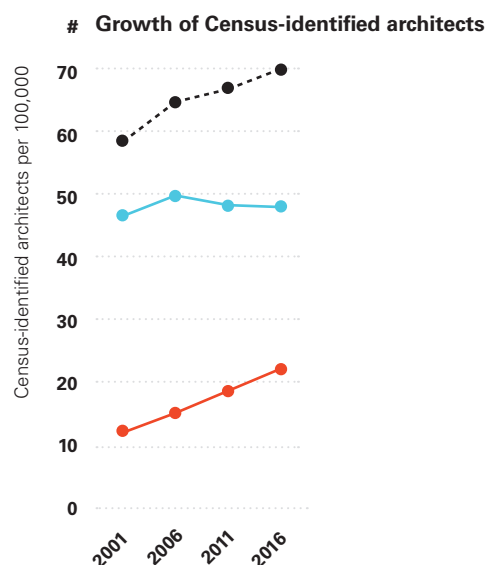
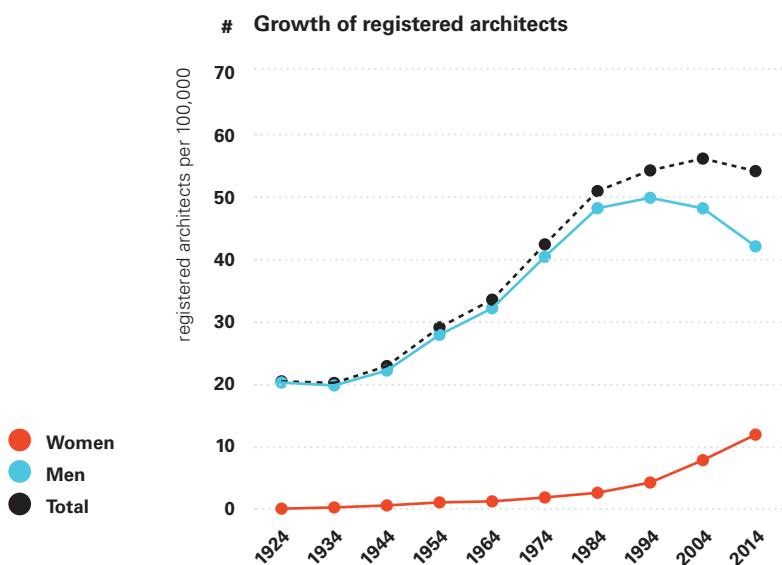


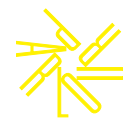
## The numbers

*The numbers of women in architecture have grown steadily over time, as is demonstrated through the two main metrics – registered architects and women identified as architects in the Australian Census.*

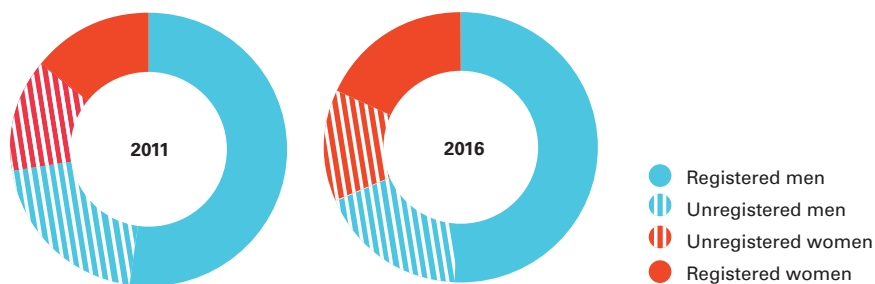


This increase in the numbers of women is paralleled by a decline in overall numbers of men. This change is partly accounted for by older men leaving the profession (possibly retiring), while the numbers of young women entering continue to rise.





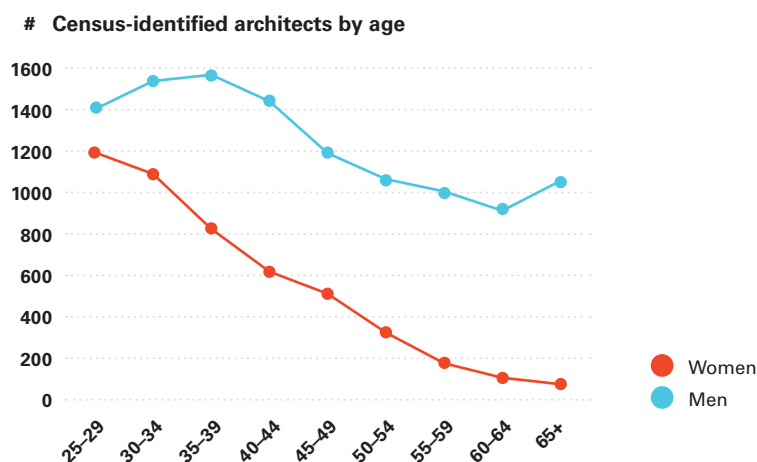
**Registered architects as a proportion of Census architects**



Recent growth is particularly pronounced in women registering as architects. The proportion of women entering the registers has jumped – from 34% in 2011 to 40% in 2016. This accounts for all growth on the registers. It corresponds to an increase in the proportion of women Census architects who are registered – up to 57% in 2016 from 51% in 2011.

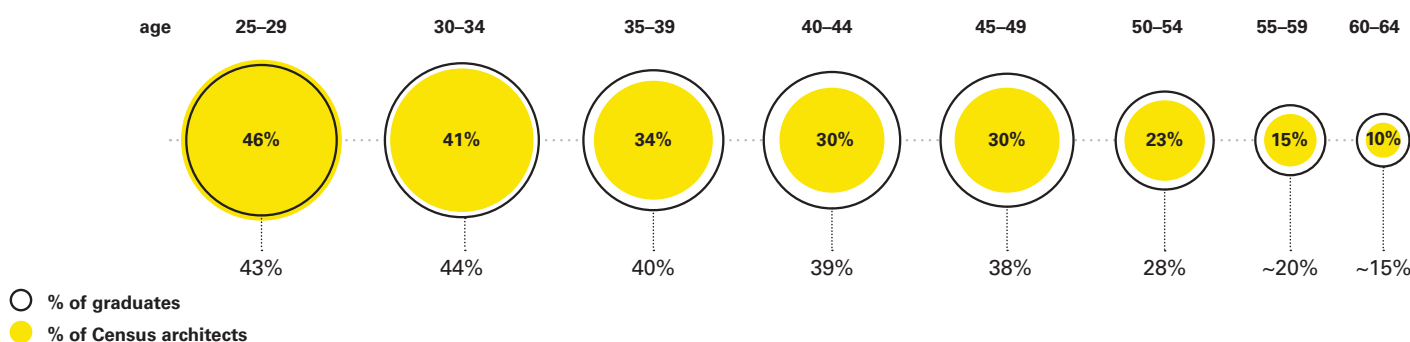
Comparing census and registration data shows that, despite these increases, many more women are active in architecture than are registered architects.

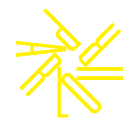
*Despite growing figures, there is still a distinct fall-off in numbers as women age.*



The last three decades have seen strong graduation rates, and yet the ski-slope of women’s participation persists. This ongoing attrition is demonstrated by the shrinking yellow circles (Census) relative to the black outlines (graduation).

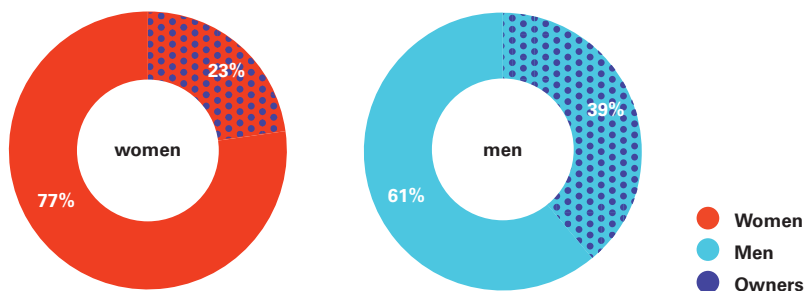
**Graduation + work participation**





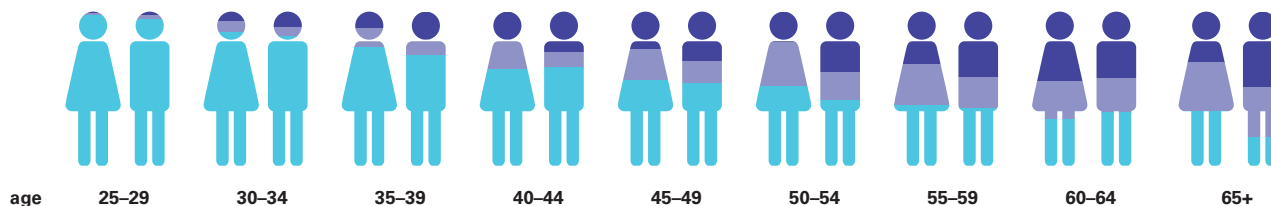
# Employment

*Employment data includes many indicators that women are still dogged by gender-based bias and discrimination.*



Women are more likely to be employees than employers or practice owners.

## Employment and ownership

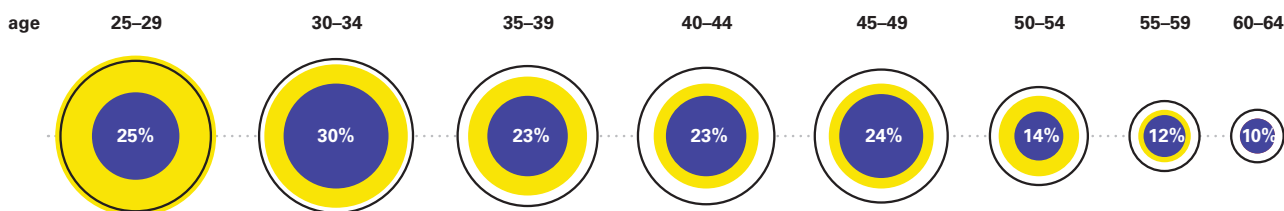


- Owners, incorporated
- Owners, unincorporated
- Employees

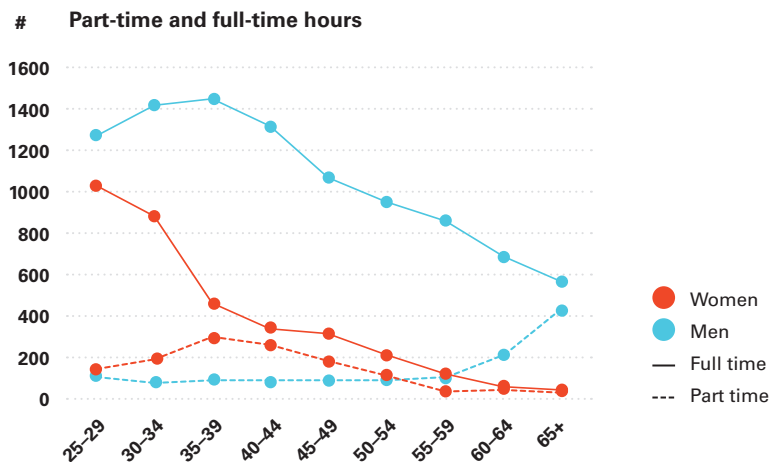
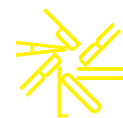
Those women who do own businesses become owners at a slower rate than men. Women are also more likely to own unincorporated businesses and less likely to be employers.

Women are not maintaining an equitable share in terms of employment and business ownership. This decreasing presence is particularly strong in the ownership of incorporated businesses.

## Graduation + work participation + inc business ownership

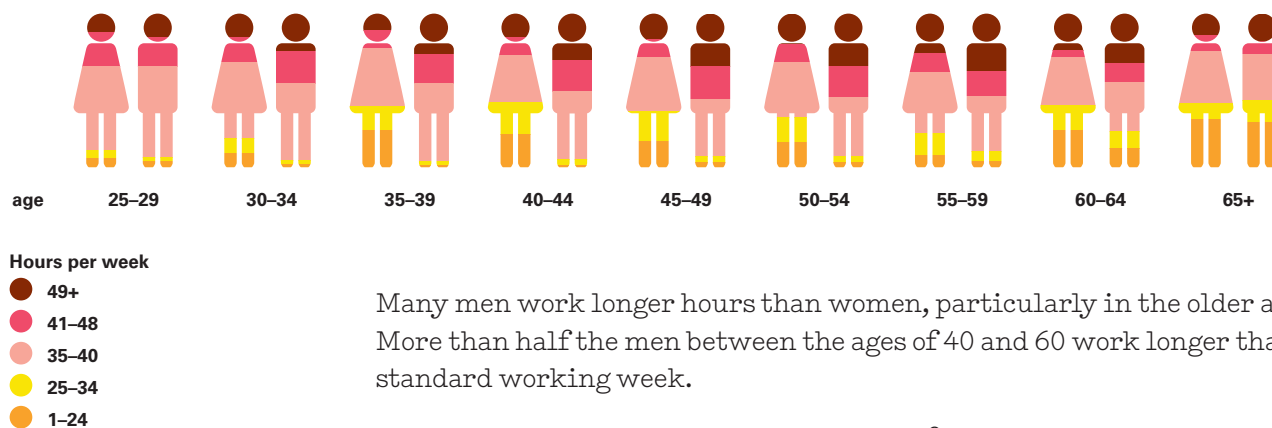


- % of graduates
- % of Census architects
- % of all owners of inc business



Women are more likely to work part-time, while men bear the brunt of the long-hours culture that is endemic in many parts of the profession.

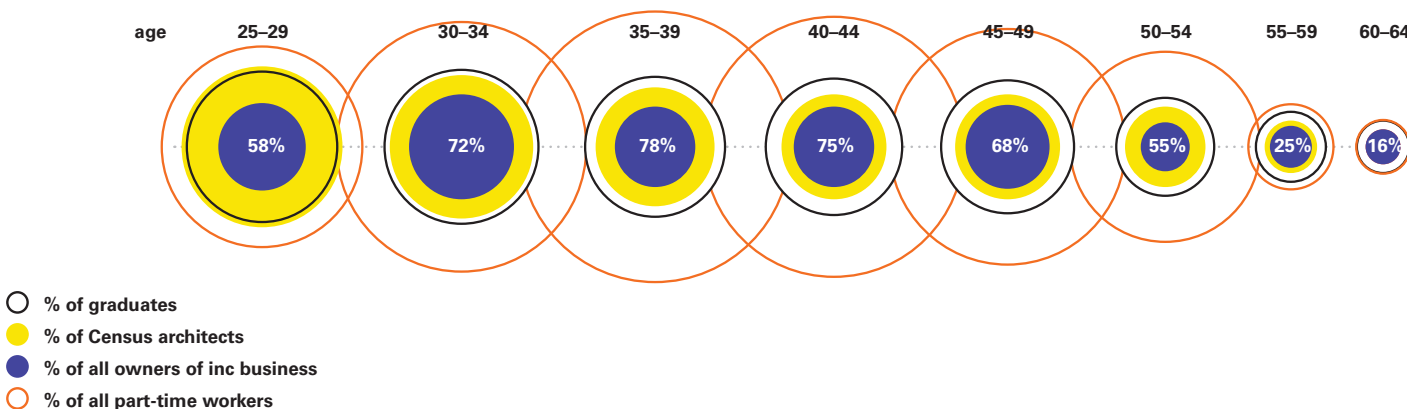
#### Hours worked per week

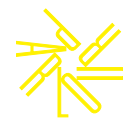


Many men work longer hours than women, particularly in the older age groups. More than half the men between the ages of 40 and 60 work longer than the standard working week.

Women represent a very high proportion of all architects working part-time, particularly after age 30 when the numbers balloon, as demonstrated in the orange circles below.

#### Graduation + work participation + inc business ownership + part-time hours

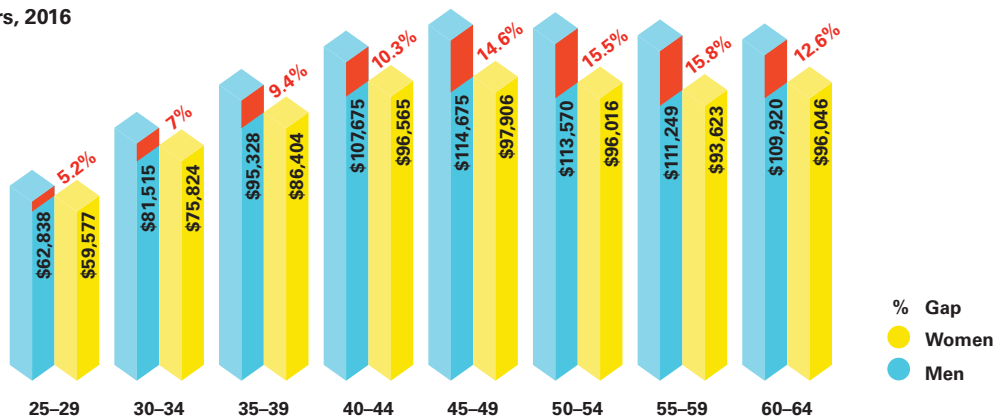




# Gender pay gap

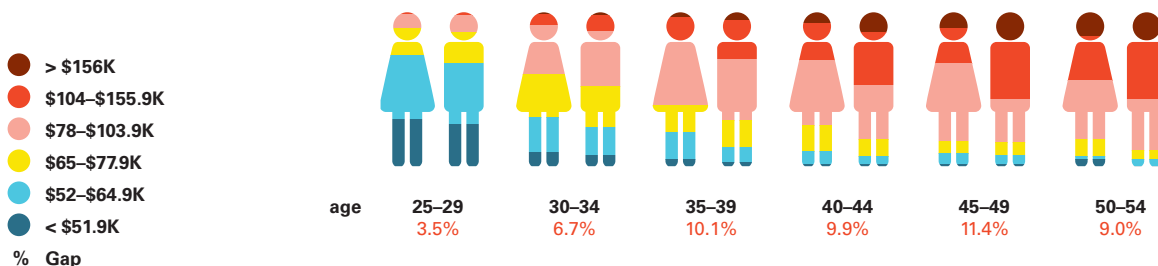
*The gender-based pay gap persists in architecture, and increases with age.*

Gender pay gap for full-time workers, 2016



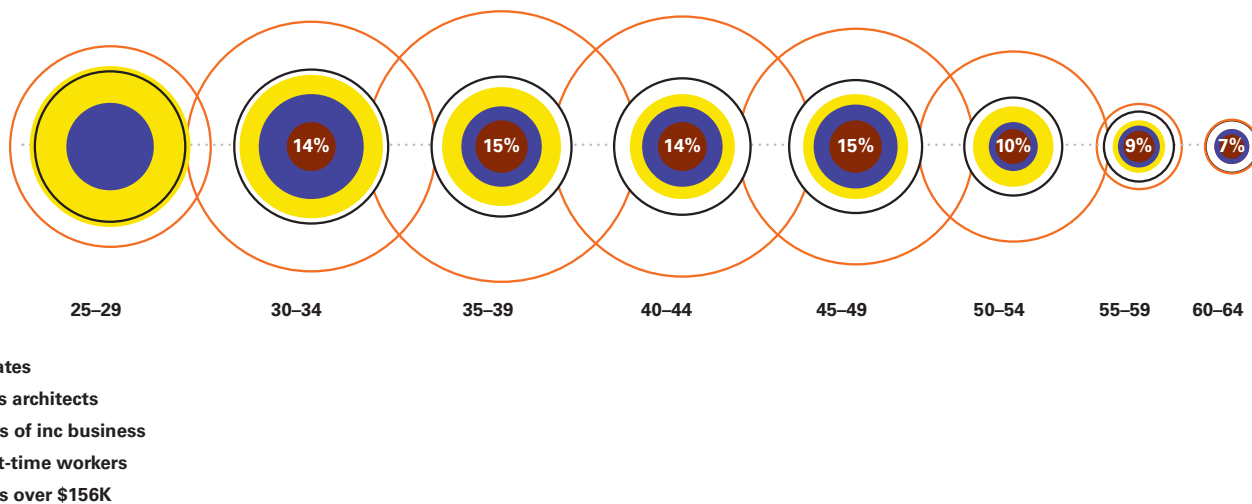
The pay gap remains when data for employees only is analysed, with men dominating the higher earning brackets.

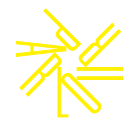
Employee full-time earnings, 2016



Gender-based bias infiltrates the profession. When the circles below are the same size for each age group, gender equity will have been achieved.

Graduation + work participation + inc business ownership + part-time hours + high income

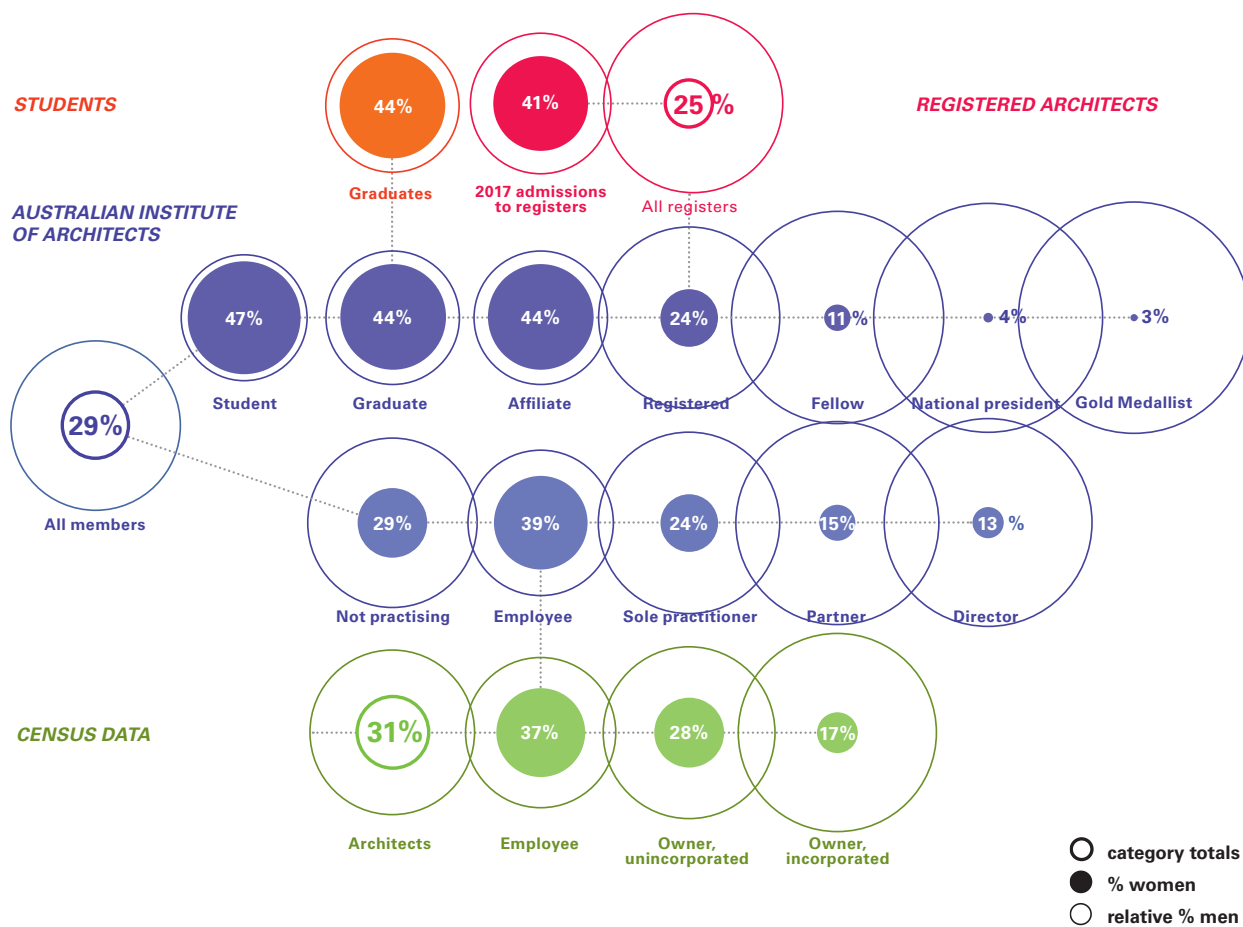




# Participation

The diagram below summarises the most recent data from all available institutional sources (2016 and 2017). It shows that the pattern of attrition visible in the Census data is repeated in all other data sets. Whatever the measure used, women are present in strong numbers in the junior ranks of the profession, but disappear from its senior levels.

## Women in Australian Architecture, 2016–2017



This trend of disappearing women has weakened when compared to the 2012 diagram from the same sources. Nonetheless, the pattern persists – numbers are assuredly growing, but this growth is compromised by discrimination experienced by some.

We need action at all levels of the profession. We need long-term and wide-ranging strategies to address the multiple and intersecting factors that work against women as a group. Tracking data is vital to monitoring the effectiveness of action. We encourage everyone to play a role in working for a more equitable profession.



## On Parlour

**Parlour: women, equity architecture is a research-based advocacy organisation working for equity in architecture and the built environment. Our work is based in Australia and our material, resources and tools used across the world.**

**As activists and advocates we aim to generate debate and discussion. As researchers and scholars we provide serious analysis and a firm evidence base for change. As women active in Australian architecture we seek to open up opportunities and broaden definitions of what architectural activity might be.**

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**Parlour provides a “space to speak”. It brings together research, informed opinion and resources on women, equity and architecture. It provides places for active exchange and discussion, online and off. It seeks to expand the spaces and opportunities available to women while also revealing the many women who already contribute in diverse ways.**

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