

STATUS QUO PRACTICE

STATUS QUO - PRACTICE SEMINAR RESEARCH

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→ Katharina Rohringer

Frauen in leitenden Positionen der Architektur (2019)

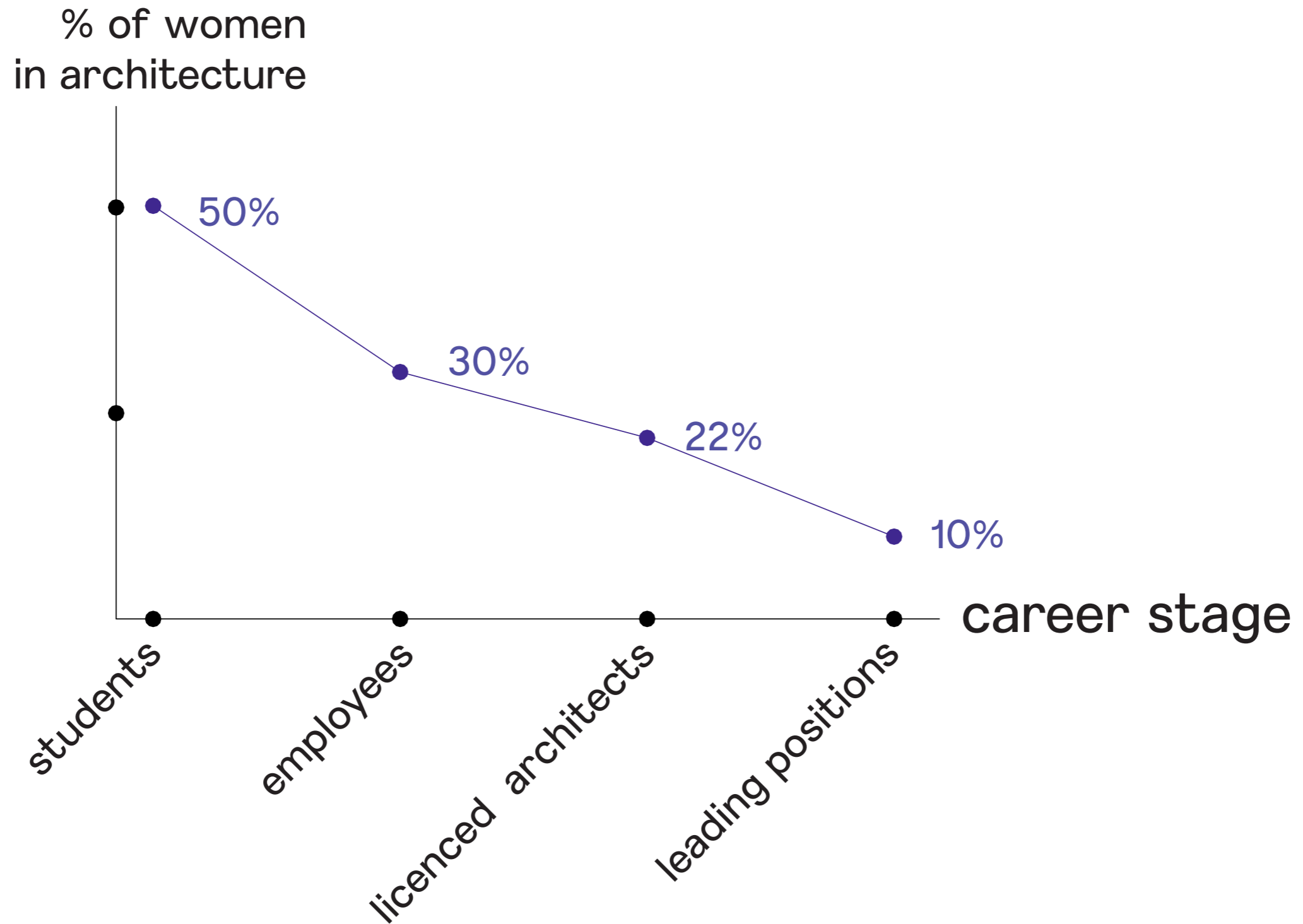
→ Sophie Schaffer

Schweden als Vorbild für eine verbesserte Vereinbarkeit von Architekturberuf und Familie (2019)

WOMEN IN THE ARCHITECTURE PROFESSION

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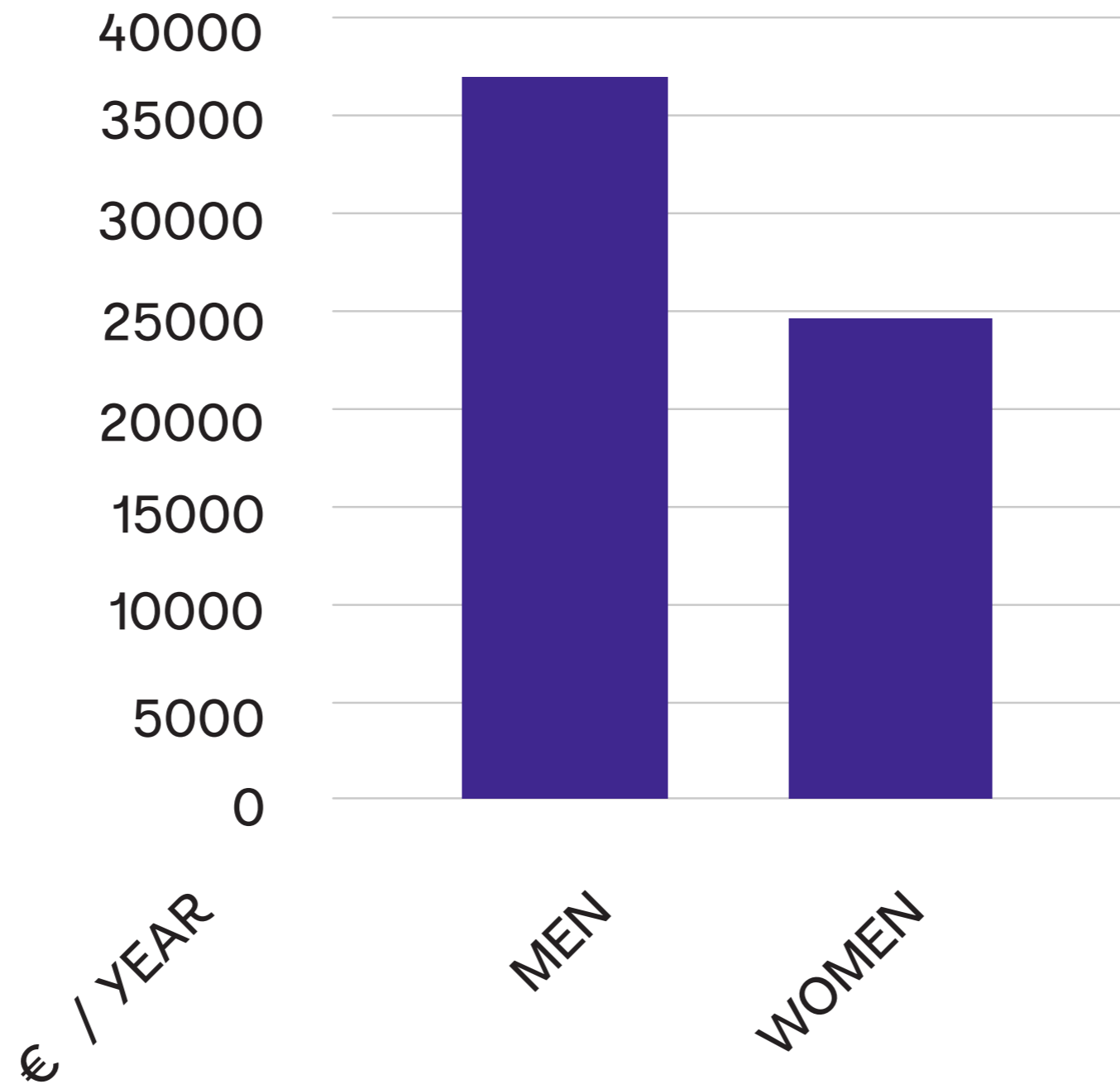
LEAKY PIPELINE IN AUSTRIA, 2018



WOMEN IN THE ARCHITECTURE PROFESSION

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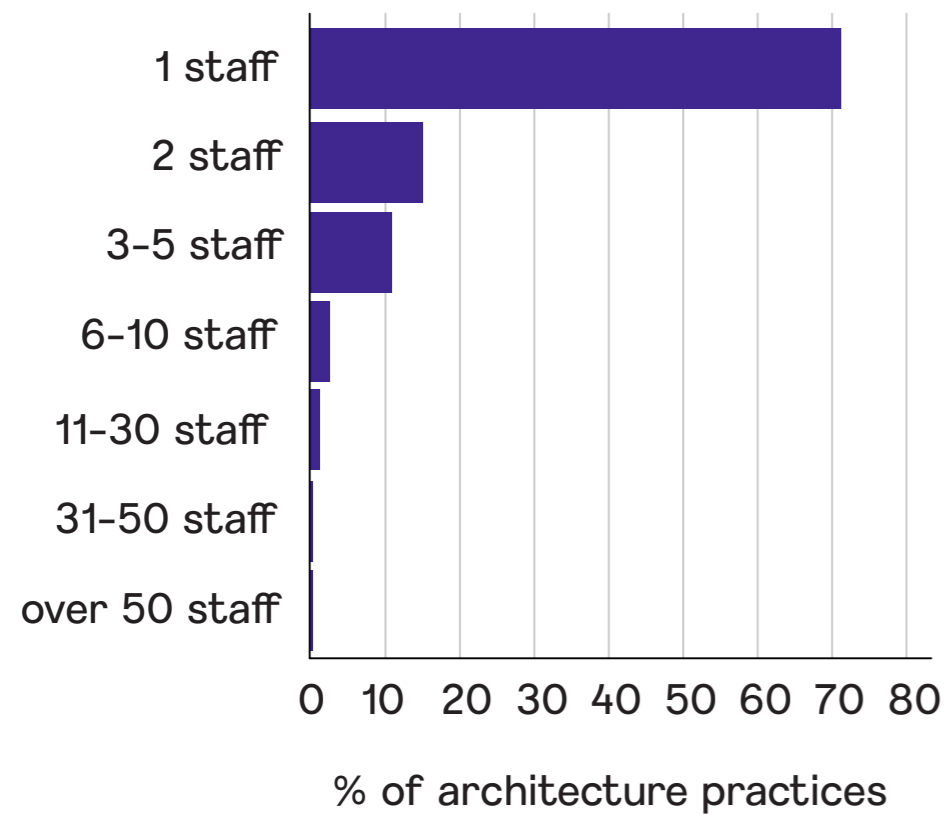
GENDER PAY GAP IN THE EU (FULL TIME), 2018



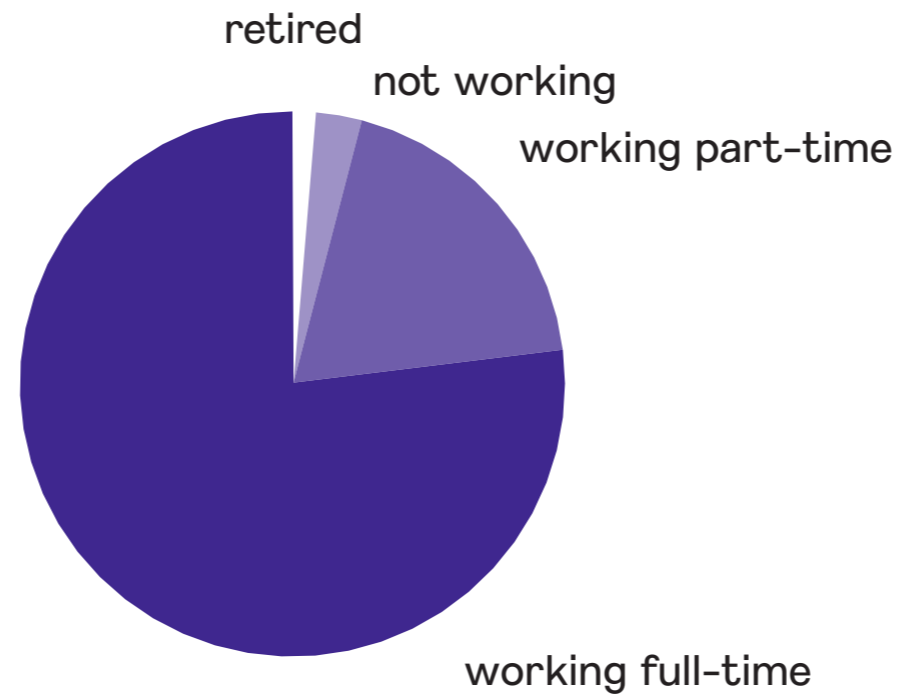
OFFICE STRUCTURES + WORKING HOURS + RECONCILIATION

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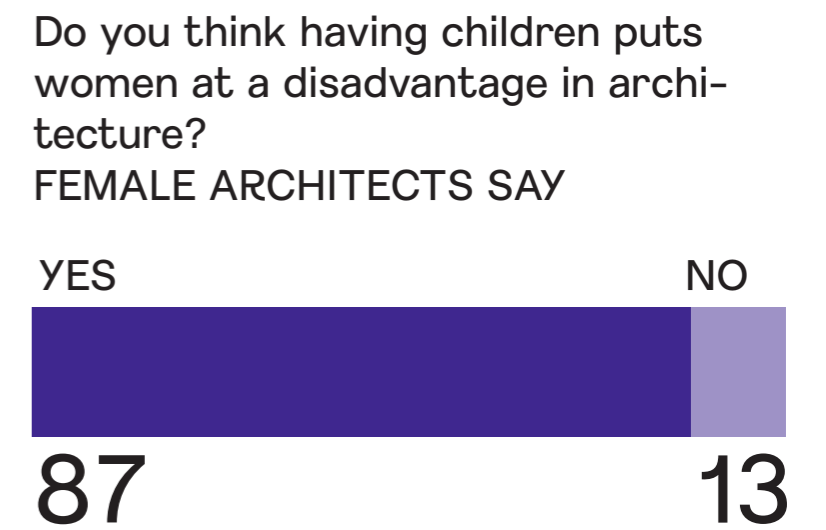
SIZE OF PRACTICES EU, 2018



EMPLOYMENT STATUS EU, 2018



RECONCILIATION UK, 2015



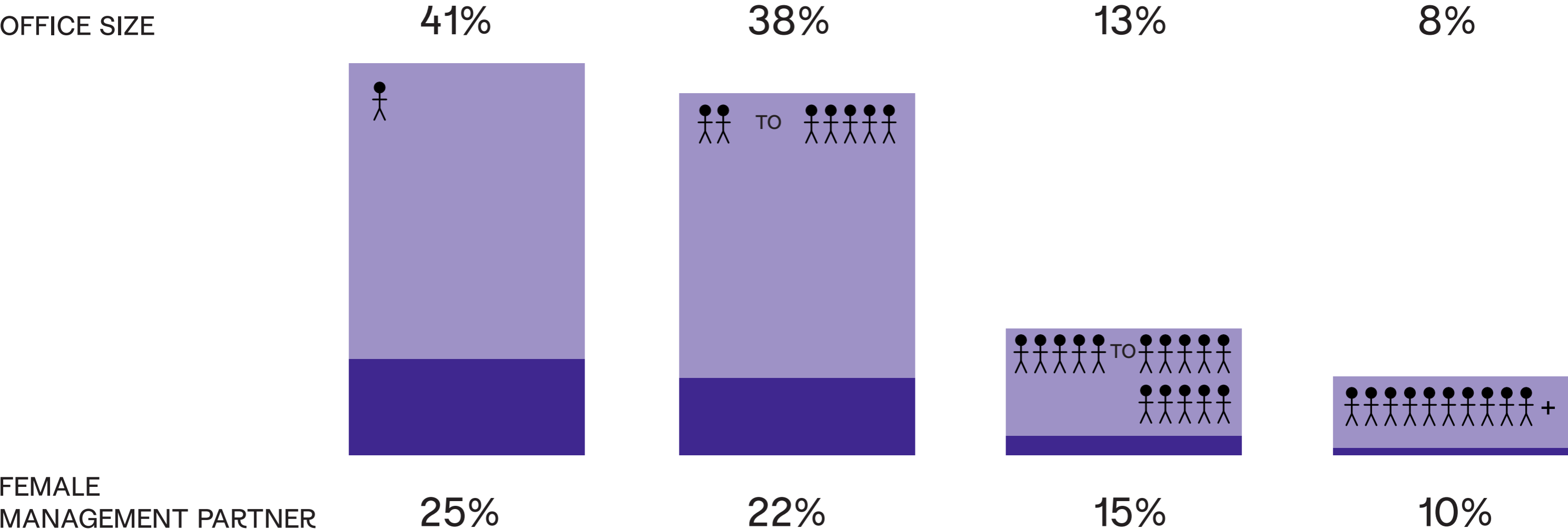
cf. ACE Sector Study 2018

cf. The AJ's Women in Architecture Survey, Architect's Journal, 2015

WOMEN IN LEADING POSITIONS

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GERMANY: RELATION BETWEEN OFFICE SIZE AND FEMALE MANAGEMENT PARTNERS, 2018



cf. DEUTSCHES ARCHITEKTEN BLATT, 2018

VISIBILITY + EXCLUSION

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ORIGINAL



PUBLISHED



STATUS QUO - PRACTICE PUBLIC INSTALLATION + EXHIBITION

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→ Raffaella Dorner

Public installation “Hürdenlauf”, Resselpark on Karlstag (May 17th 2019)

→ Sarah Gross

Public installation “Hürdenlauf”, Resselpark on Karlstag (May 17th 2019)

→ Lina Karner

Exhibition “Pionierinnen in der Planung”, Augasse 2-6 (December 5th 2019)

“100 YEARS BEING NICE IS ENOUGH”

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Solvay-Konferenz, 1927 (Photo by Benjamin Couprie)

*“I’m not going to be impressed that easily,
just because I’m a woman”*

Susan Held



Karlstag, 2019 (Photo by Mustafa Casliskan)



Karlstag, 2019 (Photo by TU Wien - Matthias Heisler)



Karlstag, 2019 (Photo by TU Wien - Matthias Heisler)



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Karlstag, 2019 (Photo by TU Wien - Matthias Heisler)



Karlstag, 2019 (Photo by TU Wien - Matthias Heisler)



Karlstag, 2019 (Photo by Mustafa Casliskan)

Reactions & Results



Karlstag, 2019 (Photo by Sarah Gross)



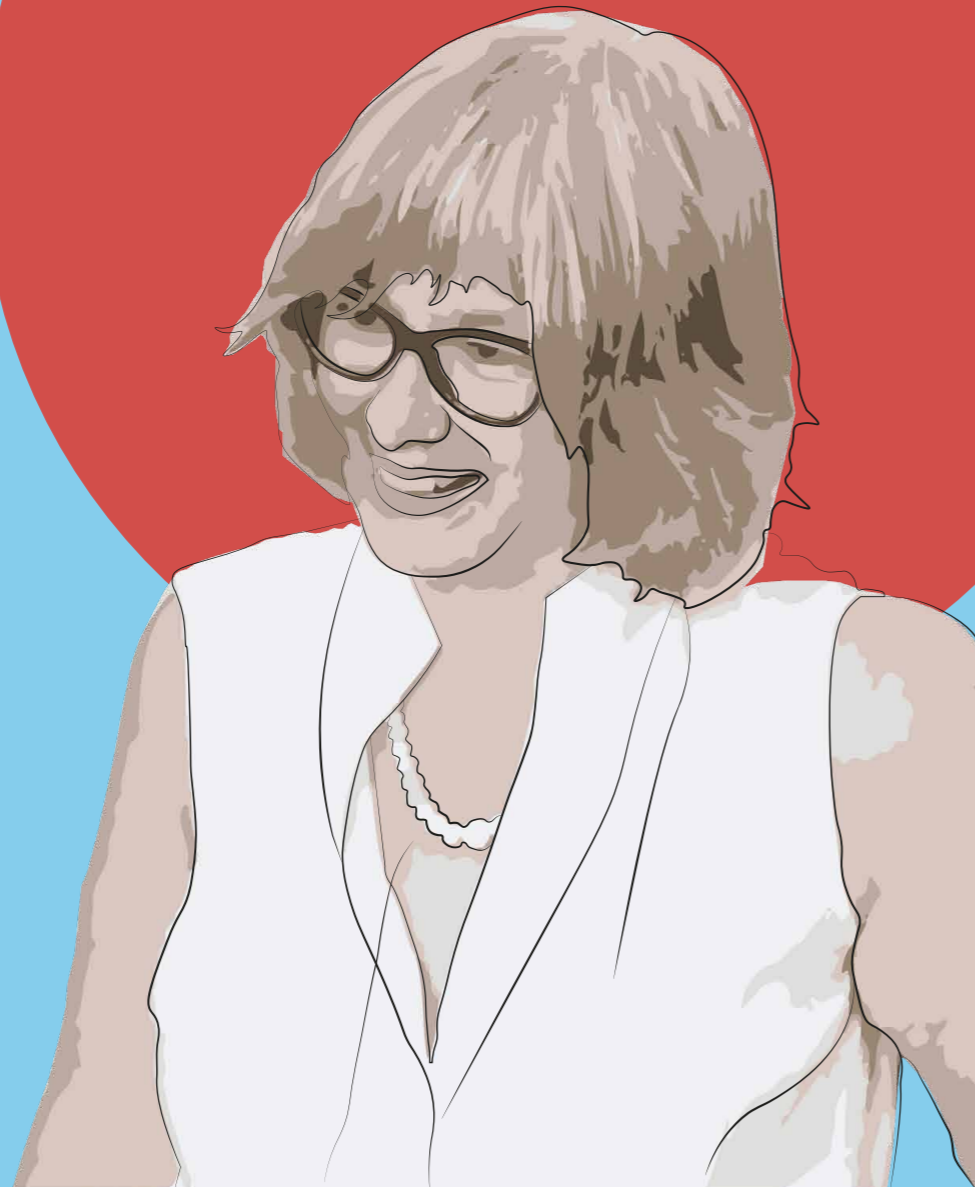
Karlstag, 2019 (Photo by Mustafa Casliskan)

FEMINISM is...

peace
freedom
solidarity
necessary
empowerment
matter of course
equal opportunity

Barbara Fleischmann

„Stay tuned. It is by no means self-evident
that women are perceived as equal
people in society.“



„...nobody is expecting you to be good at
everything but no matter if you are a woman
or a man you can find any job you would like
in my line of work.“



Dipl.-Ing. MBA Claudia Nutz

„To be a woman today means, on the one hand,
a constant fight for equal rights and pay,
but at the same time if you are willing
to overcome your fears it open
doors to opportunities.“



Sarah Gold
TU Wien

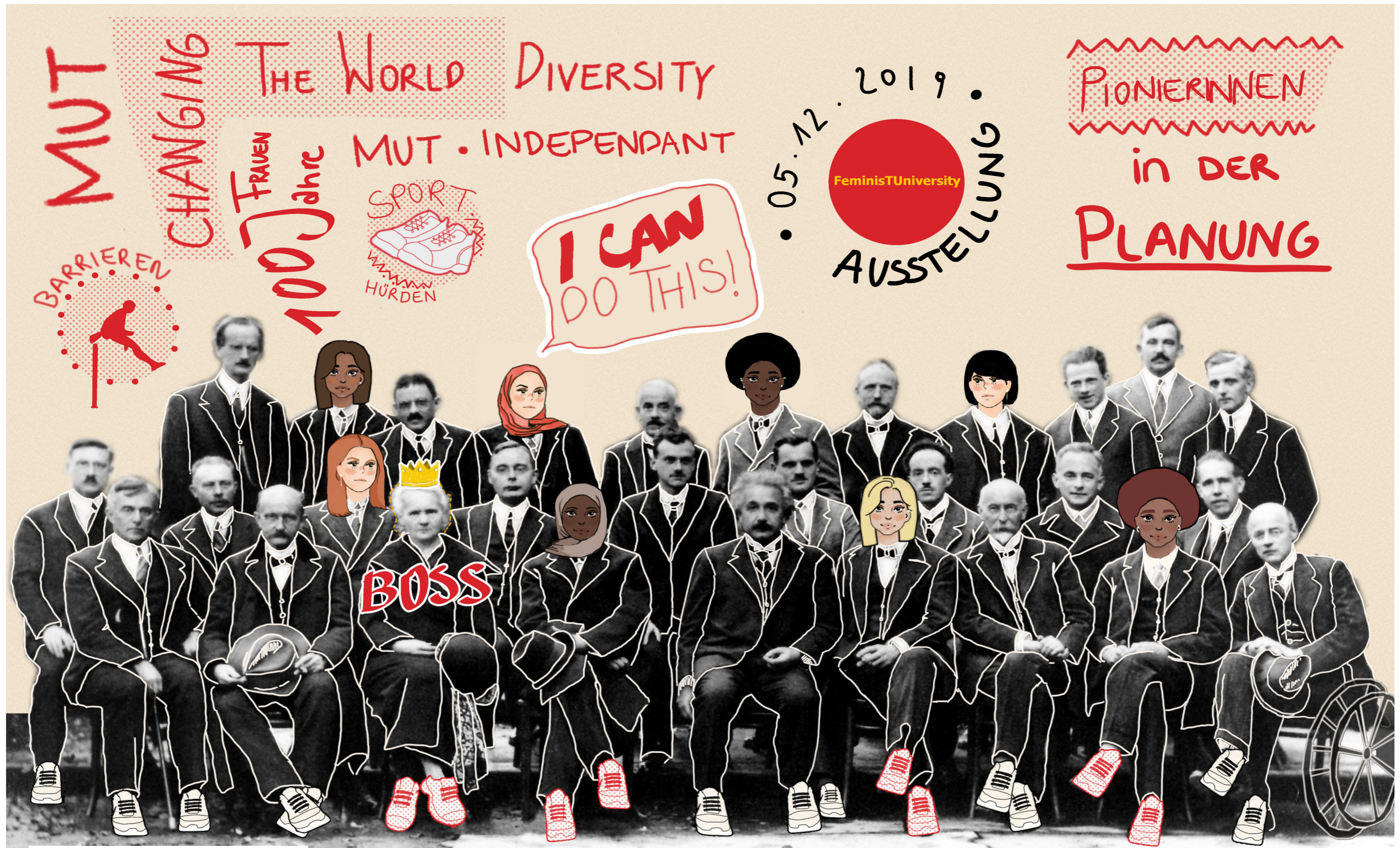
Elke Rauth



@samrise

*"They are always speechless when they see me at the construction site.
A woman and even waering a headscarf."*

EMINE DIKMEN



STATUS QUO - PRACTICE RESEARCH IN PROGRESS

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→ Ursula Faix
Task-Force “Women in Architecture ”
Architect’s Council of Europe (ACE)

1.2 L'état de la question

Addressing practices, employees and the profession alike, *“helping architecture to become a more equitable and flexible profession, one that offers opportunity for all and is well positioned to meet contemporary challenges.”*

Quote: www.archiparlour.org

Women have been granted the right to study architecture since about 100 years in Europe now. Meanwhile the shares of male and female students have leveled out to a slight majority of female architecture students and graduates.

However if we look at the profession many women leave architecture and only about 20% of practicing European architects are women. Outlier countries are Scandinavian countries and most of post-Socialist countries as well as the generation of architects in their 30s. The secret of these outliers lies in the demystification of the long-hours culture, in flexible working hours, parental leave regulations, good child care systems as well as child care equity to name the most important ones.

However these outlier countries and young generation architects which have gender equity still have, like all other European countries, pay gaps, economically disadvantaging women with widening pay gaps with the increasing level of hierarchy in a practice.

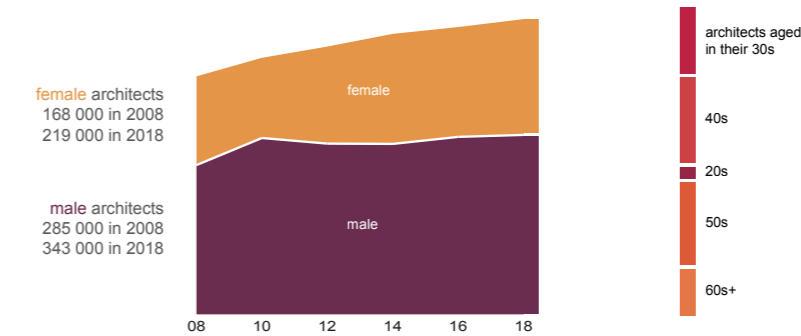
National an EU laws however make equal pay legally binding. Countries with more transparency of salaries and clear tools for pay equity audits contribute substantially to pay equity.

Moreover gender stereotypes and gender images are deeply rooted in our societies and hard to come by. Making a first step, awareness building programs and highlighting on the diversity of female portfolios in architecture practices contribute to impartiality and openness.



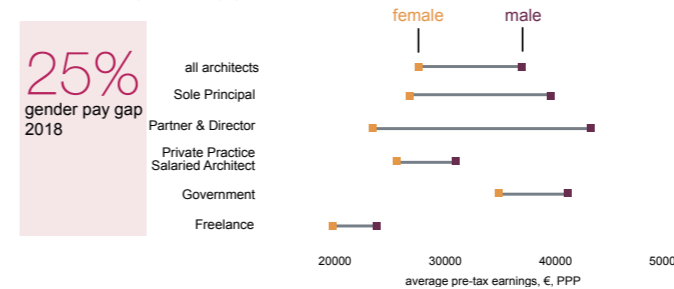
Female architects are the majority in the younger age groups
53% of architects in their 30s are female, compared with 32% in their 50s. The profession has the potential to become more equally balanced than it is today

number of architects 2008 to 2018:

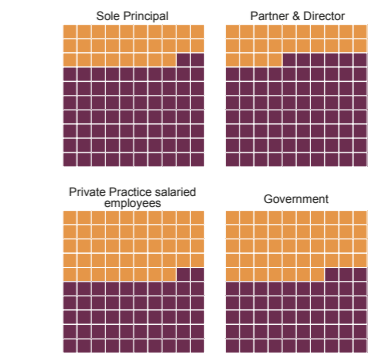


Gender pay gap exists across all employment types

Even amongst private practice salaried architects, where average earnings have the smallest variation, the gender pay gap is 17%

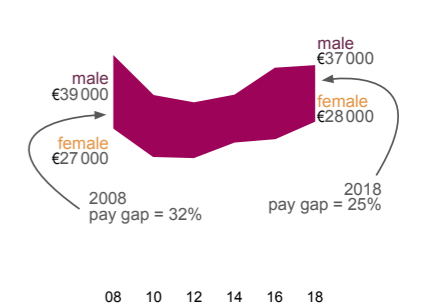


Many more Principals are male
The gender balance of employees in private practice or government is much more equal



Gender pay gap persists

The gender pay gap has narrowed only very slightly over the last 10 years



01- ACE Sector Study 2018, Mirza & Nacey Research 2018



4.4 EARNINGS BY GENDER

Male and female average full-time earnings historically follow a very similar trend, and the differential has ranged between 25 and 32 per cent in favour of males. The 2018 figure shows the gender pay gap is 25 per cent in favour of male architects. The pay gap is considerably smaller for part-time earnings, having fallen from 11 per cent in favour of males in 2016, to 2 per cent in 2018. Analysed by country, the gender pay gap is widest in Belgium, Romania and Luxembourg. In Croatia and the Czech Republic, average female earnings are slightly higher than male earnings. In general, the gender pay gap increases with age; in age 30 to 34 the gap is negative, meaning that female earnings are slightly higher than male earnings.

CHART 4-6
AVERAGE PRE-TAX EARNINGS OF MALE AND FEMALE ARCHITECTS WORKING FULL-TIME (ADJUSTED FOR PPP)

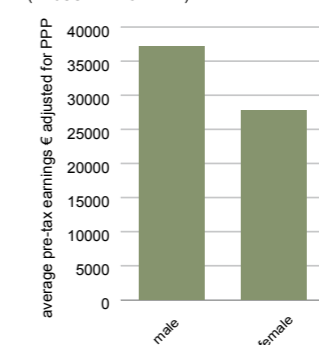


CHART 4-7
CHANGE IN MALE / FEMALE ARCHITECTS' AVERAGE PRE-TAX EARNINGS 2008-18

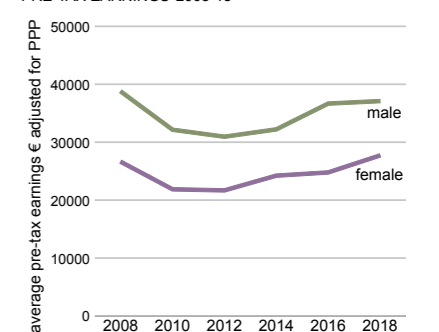


CHART 4-8
CHANGE IN MALE / FEMALE ARCHITECTS' AVERAGE PRE-TAX EARNINGS 2008-18

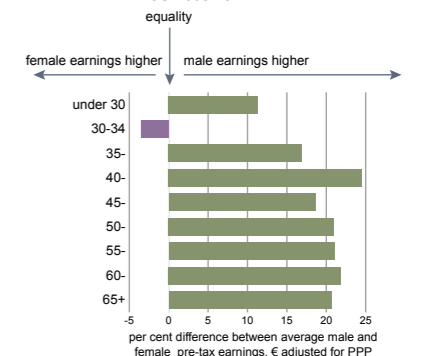


TABLE 4-4
AVERAGE PRE-TAX EARNINGS ANALYSED BY GENDER AND FULL-TIME OR PART-TIME WORKING (ADJUSTED FOR PPP AND PART-TIME EARNINGS ADJUSTED TO FULL-TIME EQUIVALENT)

€		2018**			2016	2014	2013	2010	2008
		lower quartile	MEDIAN	upper quartile					
Full time	male	25824	37095	65714	36664	32213	30948	32149	38760
	female	17804	27711	47619	24777	24225	21680	21866	26620
Part time FTE*	male	18546	32395	63846	27874	30105	34099	37936	30431
	female	25993	31806	49904	24777	23750	24137	25862	24225

Earnings data converted from local currencies to Euros exchange rate as at 01.05.18 and then adjusted for PPP
* full-time equivalent (FTE) based on converting part-time earnings to a working week of 37.5 hours

02- ACE Sector Study 2018, Mirza & Nacey Research 2018

PANEL 1 STATUS QUO PODIUM DISCUSSION

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Guests

→ Ursula Faix

Architect, Architect's Council of Europe

→ Fedora Herzog

Student Council, TU Wien

→ Petra Hirschler

Spatial Planner, TU Wien

→ Barbara Kübler

Chamber Of Architects

→ Christian Kühn

Dean of Architecture Studies, TU Wien

→ Brigitte Ratzer

Gender Competence Department, TU Wien

Moderation

→ Silvia Forlati

Architect and Researcher