



COMPENDIUM 4 IN 1

YesWePlan!

**PROMOTING WOMEN
IN ARCHITECTURE AND CIVIL ENGINEERING**

Co-funded by the
Erasmus+ Programme
of the European Union



CONTENT OF THE COMPENDIUM 4 IN 1

The **COMPENDIUM 4 in 1** is a comprehensive collection of all **YesWePlan!** Project Results:



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ABOUT THE PROJECT

The project “YesWePlan!” is co-funded by the Erasmus+ programme of the European Union and connects different European partner organisations with the aim of sharing experiences and best practice examples for closing **the gender gap** in the professional field of Architecture and Civil Engineering.

The **YesWePlan! Recommendations** shall provide tools, methods, and approaches to address (structural) inequalities on different levels. Based on the different outcomes of the project survey that consisted of the **YesWePlan! Country Situation Reports**, the **YesWePlan! Career Tracking System** with an online survey and over 100 qualitative interviews and the collection of **YesWePlan! Best Practice Examples** a number of concrete tools, methods, and approaches to increase gender equity in the fields of education and vocational training, professional representation and support and working conditions were developed. They also take into account previous research and recommendations on national and European level and address Universities, professional chambers and organizations and employers.

The **YesWePlan! Country Situation Reports** are analyses that were carried out to provide better comparability between project partner countries. They analyse legal and practical gender equality frameworks and conditions and have a focus on gender-specific differences with regard to vocational training and professional practice.

The core of the project is the so-called **YesWePlan! Career Tracker** that was developed on the basis of the **YesWePlan! Country Situation Reports** and led to the implementation of a broad European online survey on gender equality issues with over a thousand responses. The survey was complemented by over a hundred qualitative interviews and the results build an excellent basis for the definition of relevant measures for the promotion of gender equity. They are reflected in the YesWePlan! Recommendations. The YesWePlan! Career Tracker will be re-used and promoted as an efficient tool to evaluate gender equality issues in professions.

The **YesWePlan! Best Practice Examples**, a collection of national best practice approaches to promote gender equity, was created to enable the project partners to learn from each other. Therefore, their transferability is an important aspect. A good example of a transferred best practice is the French ARVHA Women Architects Award, which annually honours outstanding works by women architects and which has now been transferred to Austria in a similar form.

PROJECT PARTNERS



AUSTRIA
Federal Chamber of Architects and chartered Engineering Consultants (Coordinator)
www.arching.at



FRANCE
ARVHA Association for the Research on the City and Housing
www.femmes-archi.org



GERMANY
Federal Chamber of German Architects
www.bak.de



OXYS Management UG
www.oxys-management.de



SLOVENIA
Chamber of Architecture and Spatial Planning of Slovenia
www.zaps.si



SPAIN
Polytechnic University of Valencia
www.upv.es

RECOMMENDATIONS

YesWePlan!

RECOMMENDATIONS

The following recommendations regarding the professions of Architects and Civil Engineers are based on the outcomes of all parts of the project research and also take into account previous research and recommendations on national and European level and shall provide tools, methods, and approaches to address (structural) inequalities on different levels.

They mainly focus on tools, methods, and approaches that can be applied

- by Universities - in the field of **EDUCATION AND VOCATIONAL TRAINING**,
- by professional chambers and organizations - in the field of **PROFESSIONAL REPRESENTATION AND SUPPORT**
- by employers - in the field of **WORKING CONDITIONS**

Recommendations are set out grouped by ideas or concepts which, in reality, are interchangeable, as the whole discourse is focused on achieving equality in terms of pay, responsibility, opportunity, recognition, and respect as competent professionals - as Ellen Perry Berkeley, writer and editor for Progressive Architecture and Architectural Forum - already stated in the 70s. Action to improve gender equality should extend to all areas and all levels of society and political action.

Within the professions, it is important to raise awareness of the issue among all individuals, regardless of whether the person is an employer, employee or self-employed Architect or Civil Engineer. Professional recognition should focus on what each individual contributes to the profession and society regardless of gender (or nationality, religion, ...). In advanced modern and forward-looking societies, diversity is recognized as a key starting point for better performance and more innovative solutions. Of course, the gender-diverse composition of working groups requires the development of communication skills and the ability to genuinely express respect for differences. At the same time, these are the qualities that ensure the sustainability of society in the global world.

Gender equality is a great opportunity for the overdue restructuring of the professions: Gender balance improves decision-making and leads to more creativity and innovation in companies and provides both women and men with a higher level of commitment to the profession. It can open up the labour market to women and men alike and give companies the opportunity to attract the most talented employees. A family-friendly corporate philosophy brings manifold advantages for architectural and engineering offices: From better chances of attracting auxiliary, specialist, or managerial staff, less absenteeism, shorter parental leave, increased employee satisfaction and motivation through a better combination of work and private life, operational flexibility due to flexible working hours and locations and even an optimization of office space utilization.

Each and every one of the following recommendations contributes, to a greater or lesser extent, to the achievement of the general objective of gender equality.

RECOMMENDATIONS

1. EDUCATION AND VOCATIONAL TRAINING

COMBATING SEXUAL AND WORKPLACE HARASSMENT IN THE UNIVERSITY ENVIRONMENT

- Specifically address sexual and workplace harassment in the university environment. Transparency, information, and support for victims
- Implement courses and workshops on gender perspective
- Establish mechanisms to help people gain access to university education without being affected by their social background, gender, or any other condition external to each person's choice

COMBATING JOB INSECURITY

- Fight against the notion of efficiency based on overwork and time consumption. This situation, at university, leads to students dropping out of their studies, a lack of confidence in their own abilities, and, in the workplace, to the normalization of precariousness
- Fight against the gender pay gap, not only in the nominal sense of “equal pay for equal work”, which is difficult to avoid in public institutions, but also in how merit is measured to enable promotion on the career hierarchy and how opportunities are accessed.
- Facilitate the possibility of flexible working hours and shared time management

ACTIVATING PROCESSES OF IMPROVING SELF-REPRESENTATION

- Establish mentoring programmes and workshops to help build professional self-confidence
- Establish work programmes between the university and high schools to further students' training in equality and self-esteem
- Encourage student participation in activities that increase their communication skills, such as theatre or debate forums

STRIVING FOR RESPECT AS COMPETENT PROFESSIONALS

- Broaden and describe the field of professional tasks assigned to Architecture and Civil Engineering, standardizing, and recognising work in administration, research, and teaching
- Encourage the presence of women at all decision-making levels, whether in companies, institutions, or universities, including through the establishment of quotas that provide equal opportunities for competent persons
- Contribute to the construction of respect for the professional task of each person, through the dissemination of a culture that is NOT masculinized and does NOT segregate any other reality.
- Re-elaboration of study plans and subject curricula incorporating a gendered point of view

2. PROFESSIONAL REPRESENTATION AND SUPPORT

REVIEWING THE WHOLE EDUCATIONAL PROCESS FROM A GENDER PERSPECTIVE

- Enable the acquisition of competencies focused on solvency in professional practice in all areas
- To disseminate, reward and recognize other work and professional possibilities (work in administration, research, social work, participation processes, exhibition curatorial work, etc.), apart from those usually recognized, such as those related to building and urban planning
- Review the bibliography of the different subjects and reward those that include more than 40% of female authors
- In research, encourage citation styles that show the author's name.
- Juries, selection boards in competitive examinations, thesis readings should always be equal

CREATING SUPPORT NETWORKS AMONG WOMEN

- Encourage the creation of support networks and associations, already at university level
- Improve relations and links between universities and professional associations, so that the transition between studies and professional practice is more and better accompanied

CLOSING THE GAP IN THE EXPERIENCE OF INEQUALITY BETWEEN WOMEN AND MEN

- Encourage the creation of specific working groups on equality. The gap in the experience of inequality between men and women needs to be closed. Men are often unaware of equality issues and they are experienced by women and why it is important to them. This tends to trivialise women's perceptions
- Standardise care leave for men in all areas of work
- Make inclusive language mandatory in all official documentation

CLOSING THE (STRUCTURAL) GENDER GAP WITHIN THE PROFESSIONAL ORGANIZATION

- Commit to diversity and equity by compliance and/or mission statements promoting gender equality within the institutions
- Strictly emphasize the contribution of both genders in decision processes so that the priority of diversity and variety is visible at all levels of each body
- Create flyer/toolkit/handbook on diversity, the benefits of diversity, functioning, and behavior in the architectural and engineering sector
- Implement mechanisms to assess gender equality
- (Temporary) quota setting on all levels: within professional bodies, enterprises, juries, etc.
- Implement diversity training measures for professional representatives
- Promote good practice examples on diversity/equality
- Implement specific working groups on equality
- Mandatory use of inclusive language in all official documentation
- Temporary deliberate exposure of areas (if detectable) where women are more pervasive

COMBATING GENDER STEREOTYPES

- Implement awareness-raising activities on the stereotypical representation of the qualities attributed to men and women in the sector (workshops, events, leaflets, gimmicks, etc.) addressed to different target groups (professional representatives, clients, public)
- Promote role models by increasing the visibility of women in the profession (by prizes, exhibitions, articles, etc.)
- Emphasize the importance and benefits of diversity and equality in all kinds of public relation work and consider diversity and equality aspects in the appearance of the organization
- Provide information material for (public) clients
- Implement an ombudspoint within the professional organization for mediation and support in all cases of (gender) discrimination

ACTIVATING PROCESSES OF IMPROVING SELF-REPRESENTATION

- CPD focus: Providing learning/training possibilities to support skills of all kinds to improve self-confidence at work (finance, professional communication, rhetoric, personal growth, management, presentation, networking, etc.)
- Implementing mentoring projects
- Direct women to recognize the ways to solve problems and above all to present the position: What is my contribution to the profession and society?

SUPPORTING EQUAL MARKET ACCESS
FOR ALL PROFESSIONALS

- Promote the importance of excellent and inclusive planning and its positive influence on (public) costs and quality of life and of the built environment
- Promote procurement and competition regulations that enhance equal access to procurement procedures
- Lobby for a legal basis requiring mandatory quality based public procurement of architectural and engineering services as a basis for inclusive and sustainable planning processes
- Lobby for quality based procuring procedures among public and (public) clients as a basis for inclusive and sustainable planning processes
- Lobby for adequate capacity and reference requirements that allows small offices/MSMEs (women are mostly owners of MSMEs) to participate in public procurement procedures
- Promote measures in procurement procedures in order to balance inequalities caused by parental leave, child care obligation etc.
- Enforce equality based invitations to participate in invited Architectural Design Competitions
- Enforce gender balanced compositions of juries and other decision groups within the competition process
- Create tools to statistically evaluate the participation of women and men in public procurement procedures and Architectural Design Competitions in order to fully evaluate the gender equality of participation
- Emphasize the benefits of gender equal approaches to (public) clients (handbook/flyer) and promote a gender sensible approach in the development of Architectural Design Competitions (gender budgeting, functional analysis, etc.)
- Start the promotion of architecture in different media and on the web, always being attentive to the gender balanced presentation; use every possibility to promote both men and women professionals and promote the benefits of different perspective contributions of gender diverse teams and cooperations in the professions
- Support and promote young Architects and Civil Engineers that are entering the profession and the market in a strictly gender balanced way

CREATING EQUAL ACCESS
SUPPORT NETWORKS

- Encourage the creation of support networks within and across professions
- Encourage and implement mentoring programmes
- Improve relations and links between universities and professional associations, so that the transition between studies and professional practice is more and better accompanied – paying special attention to gender balance when addressing young professionals paves the way for equal treatment within profession and society

RECOMMENDATIONS

3. WORKING CONDITIONS

COMBATING THE GENDER PAY GAP

- Carry out an equal pay analysis to examine company pay structures in their entirety for structural discrimination potentials with a special focus on part-time and duration of employment work as a potential discrimination factor
- Establish non-discriminatory criteria for determining the pay of all positions in the company
- Transparently present payment criteria and salaries paid in order to avoid negotiation gaps
- State the expected salary in job advertisement

ENFORCING GENDER-RESPONSIVE RECRUITMENT

- Gender-appropriate formulation of the job advertisement, addressing women and men equally
- Reference in the job advertisement to the promotion of the compatibility of family and career
- Giving priority to the underrepresented gender in the case of equal suitability, aptitude and professional competence
- General offer of part-time employment or flexible working time models
- Equal representation on the selection committee
- Recognition of competencies acquired in the performance of family tasks and relating to the future position (self-reflection, organization, conflict resolution, assumption of responsibility)
- Preparation of a selection report

INTRODUCING FLEXIBLE WORKING TIME
AND A BETTER WORK-LIFE BALANCE
AS A MEAN TO PROMOTE GENDER EQUALITY

- Analysis of the workforce's needs for flexible working models
- Analysis of the range of tasks with regard to time, place, and quantitative flexibility (job sharing, working from home and teleworking, or part-time management)
- Development of a working time concept tailored to the company and the workforce
- Use of IT-supported working and communication models to create modern and family-friendly working environments
- Evaluation of the working time concept with further development of equal career opportunities for women

EQUALISING CAREER OPPORTUNITIES

- Introduction of part-time management positions - tandem leadership
- Further training for part-time employees and those returning to work
- Introduction of a women's quota at all hierarchical levels
- Offer an in-house mentoring programme
- Restrict meetings to core working hours

COUNTRY SITUATION REPORTS

ABOUT THE COUNTRY REPORTS

The present collection of country situation reports intends to give a comprehensive overview on some relevant aspects regarding the situation of female Architects and Civil Engineers in the project partner countries.

The project is approaching the topic in several ways: A country situation analysis that is based on a commonly developed data collection, the exchange and transfer of best practice examples of professional gender equality and the development of a Career Tracking System that is able to give insight into career decisions and motives of a representative number of professionals.

Based on the collected information a compendium will be developed that will not only provide the tools but also recommendations to different relevant stakeholders regarding measures to improve gender equality in Architecture and Civil Engineering.

For this data collection, **Architects and Civil Engineers** are defined as **“professionals with a master’s degree in Architecture or Civil Engineering that are authorised to conduct the profession according to the legal requirements of their country”**.

For basic information about how access and conduct of profession and professional competences are regulated and organised in the different partner countries please see Part 2: Facts - **“The profession of Architects and Civil Engineers – Regulation and Organisation”**

The data for the country reports was collected by the project partners using **knowledge available in their organisation, research results and interviews with different national experts**.

CONTENT

1. BASIC DATA

This section is mainly based on data available in professional organisations and universities and shows basic numbers about professionals, graduates, and students in the field of Architecture and Civil Engineering including gender proportions.

As comparable data was not available for all questions, missing data is shown as “-“ in the tables. Further explanations are given in footnotes.

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2. FACTS

This section is based on knowledge available in the partner organisations and on research results and shows basic facts about the professions and the general situation regarding professional equality. Some partners were not able to provide information for both professional groups covered in the projects and thus focused their information mainly on the profession of Architects.

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3. EXPERT OPINIONS

This section is mainly based on studies, expert interviews, and knowledge available in the partner organisations and summarises practical experiences, expert opinions, and study results on the general situation regarding professional equality.

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EXECUTIVE SUMMARY

The country reports show, that the professional systems for Architects and Civil Engineers in the partner countries have a similar base, even if there are differences in detail. In most countries the degree of professional regulation is higher for Architects than for Civil Engineers. This is one of the reasons why some of the partners were not able to fully cover both professions in their reports and therefore mainly focused on Architects. This focus has to be taken into account when analysing the contents of the reports, but as both professions act in similar surroundings, many gender equality issues are relevant for both professions. The reports show that the quality requirements for professional access (master degree, partly professional practice and professional access examination) are high and that self-employment is an important form of conduct of both professions, while employment is often restricted to forms of employment which can still ensure a certain professional independence.

Despite of differences in details, the overall system is similar enough to allow comparisons in regard to the gender equality issues that are raised in the country reports:

- General legislation on equality of course exists in all partner countries, but national professional legislation mostly does not contain any gender issues. In two countries it contains parity regulations regarding the participation of women in the structures of the representative professional organisation.
- According to the reports the difference in the scale of the pay gap is considerable within the partner countries and ranges from about 7% to over 20%. The reasons for the pay gap as such are related to different facts, such as the high rate of female professionals working part-time - in all partner countries the percentage of women working part-time is much higher than the percentage of men - a lot of unpaid work done by female professionals, a lack of self-confidence in regard to remuneration negotiations, etc. In all partner countries the aspect of income transparency is only covered by regulations on remuneration reports in bigger companies and/or by collective agreements with minimum wages/wage groups. Also, no income transparency is given regarding self-employment. Remuneration guidelines for professional services are partly available to calculate hourly rates but do not give insight in actual earnings.
- Childcare facilities seem to have increased in all partner countries during the last years, but especially for pre-school children the rate of facility care differs, as well as forms and costs of caring systems. In some of the partner countries the support of family and friends still plays an important role in the childcare systems. In all partner countries female professionals still carry the main childcare responsibilities as also clearly shown by the data for parental leave, care leave, etc.

- Although the history of (professional) gender equality as well as the societal and political situation varies within the partner countries, there are a lot of similarities regarding the current situation and challenges that female Architects and Civil Engineers have to face: The masculine image of the building sector, long working hours that are difficult to combine with family duties, indirect discrimination based on part-time work, sexism, etc.
- In all partner countries public authorities and educational institutions seem to be aware of the still difficult situation of women in technical professions and provide a wide variety of general support measures for women in technical professions and gender equality programmes in education. Additionally, solidarity among female professionals - expressed through networks and other support measures - seems to be an important tool for improving the situation.

The common conclusion in all country reports:
There are a lot of further steps that need to be taken in order to reach full professional equality.



_1. BASIC DATA

1. BASIC DATA

* Architects and Civil Engineers are defined as professionals with a master degree in Architecture or Civil Engineering that are authorised to conduct the profession according to the legal requirements of their country.
¹⁾ In Austria, all licensed architects are self-employed and registered in the chamber. Employment is only permitted under conditions that guarantee professional independence.
²⁾ As the Engineering profession is only partly regulated in France, there are only rough estimations available and the average proportion of women is about 20%.
³⁾ This number includes both forms of diplomas in France (DPLG, HMONP)
⁴⁾ This number only shows registered architects, as in Germany, only the use of title and authorisation to present building documents is regulated by law and linked to membership in the chamber.

COUNTRY	AUSTRIA			FRANCE		
<div>_ 1.1</div> <div>Total population</div>	8.858.775 <small>(21. 05. 2019)</small>	...of which are female:	50,80%	66.992.699	...of which are female:	51,64%
<div>_ 1.2</div> <div>Number of Architects*</div>	5.741 ¹⁾ <small>(17. 12. 2019)</small>	...of which are female:	15,20%	30.000 <small>(2018)</small>	...of which are female:	28,60% <small>(2018)</small>
<div>_ 1.3</div> <div>Number of Civil Engineers*</div>	1.486 ¹⁾	...of which are female:	1,20%	112.000 ²⁾	...of which are female:	_ ²⁾

⁵⁾ As the Engineering profession is only partly regulated in Germany, there are only rough estimations available and the average proportion of women is about 10%.
⁶⁾ 2016 Deadline for pre-Bologna reform programme
⁷⁾ The number of students that enter the Faculty (in Ljubljana or Maribor) does not reflect the number of those who really plan to finish the Master level and become a fully qualified Civil Engineer as many entries aim at receiving the formal status as students of Civil Engineering which leads to better employability and tax advantages.
⁸⁾ Draft number

GERMANY			SLOVENIA			SPAIN		
83.100.000	...of which are female:	50,80%	2.079.003 <small>(21. 05. 2019)</small>	...of which are female:	50,22%	47.100.396	...of which are female:	51,00%
116.703 ⁴⁾ <small>(2018)</small>	...of which are female:	33,10% <small>(2018)</small>	1.539 <small>(9. 9. 2019)</small>	...of which are female:	45,16% <small>(9. 9. 2019)</small>	50.305	...of which are female:	31,50%
_ ⁵⁾	...of which are female:	_ ⁵⁾	2.430 <small>(2019)</small>	...of which are female:	23,74%	33.898	...of which are female:	16,30%

1. BASIC DATA

This section is mainly based on data available in professional organisations and universities and shows basic numbers about professionals, graduates, and students in the field of Architecture and Civil Engineering including gender proportions.

As comparable data was not available for all questions, missing data is shown as “—” in the tables. Further explanations are given in footnotes.

COUNTRY
SITUATION
REPORTS

COUNTRY	AUSTRIA				FRANCE				GERMANY				SLOVENIA				SPAIN			
<div><div>– 1.4</div><div>Graduates in Architecture</div></div>	2019	1.013	...of which are female:	52,02%	2019	—	...of which are female:	—	2019	—	...of which are female:	—	2019	185	...of which are female:	56,76%	2019	1.796 ⁸⁾	...of which are female:	53,00%
	2018	1.055		54,98%	2018	—		—	2018	8.213		57,00%	2018	198		54,54%	2018	3.201		45,58%
	2017	1.099		50,96%	2017	3.728 ³⁾		39,59%	2017	7.935		57,00%	2017	175		64,57%	2017	2.736		45,58%
	2016	1.261		49,41%	2016	3.785 ³⁾		36,99%	2016	7.520		58,00%	2016	387 ⁶⁾		54,78%	2016	2.203		43,89%
	2015	1.003		53,04%	2015	3.621 ³⁾		31,54%	2015	7.537		57,00%	2015	222		59,90%	2015	1.886		48,78%
	2014	1.310		52,21%	2014	3.711 ³⁾		37,43%	2014	7.096		58,00%	2014	212		65,09%	2014	919		71,60%
	2013	1.036		49,03%	2013	3.515 ³⁾		37,13%	2013	6.758		58,00%	2013	173		64,16%	2013	2.595		45,13%
	2012	1.049		50,52%	2012	—		—	2012	6.421		57,00%	2012	184		65,76%	2012	2.684		45,42%
	2011	868		47,93%	2011	2.352 ³⁾		48,09%	2011	6.231		56,00%	2011	191		62,30%	2011	3.009		44,53%
	2010	806		50,37%	2010	2.432 ³⁾		48,07%	2010	5.920		54,00%	2010	203		67,98%	2010	2.452		45,39%
	2009	680		48,09%	2009	3.083 ³⁾		37,95%	2009	6.302		53,00%	2009	135		71,85%	2009	2.723		—
	2008	210		42,86%	2008	2.929 ³⁾		37,97%	2008	6.073		51,00%	2008	82		60,97%	2008	2.609		—

³⁾ This number includes both forms of diplomas in France (DPLG, HMONP)

⁶⁾ 2016 Deadline for pre-Bologna reform programme

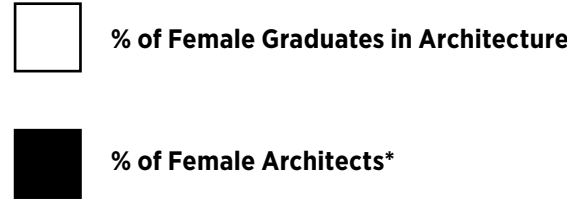
1. BASIC DATA

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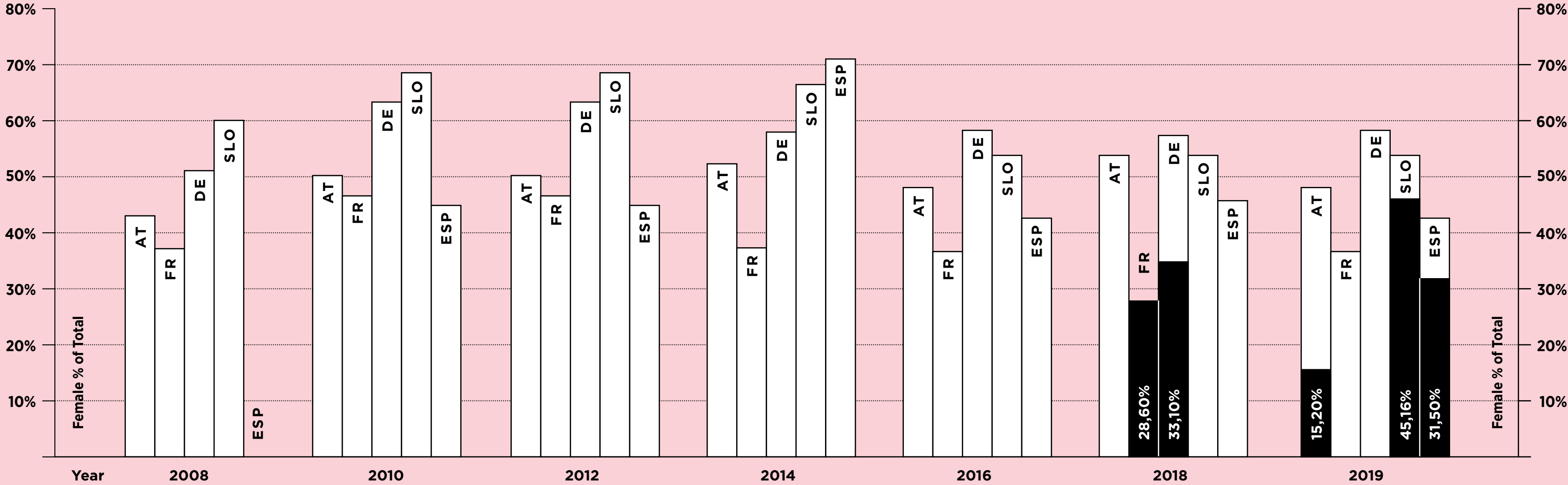
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COUNTRY
SITUATION
REPORTS

Percentage
of Female Graduates
in Architecture
and
of Female
Architects*



* Architects and Civil Engineers are defined as professionals with a master degree in Architecture or Civil Engineering that are authorised to conduct the profession according to the legal requirements of their country.



1. BASIC DATA

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COUNTRY
SITUATION
REPORTS

COUNTRY
<div><div>_ 1.5</div><div>Graduates in Civil Engineering</div></div>

AUSTRIA			
2019	475	...of which are female:	32,84%
2018	531		20,34%
2017	525		25,33%
2016	520		22,50%
2015	495		26,06%
2014	506		22,13%
2013	492		19,92%
2012	498		14,26%
2011	439		17,77%
2010	400		21,00%
2009	334		16,77%
2008	150		16,67%

FRANCE			
2019	—	...of which are female:	—
2018	39.656		27,50%
2017	—		—
2016	30.400		28,50%
2015	—		—
2014	—		—
2013	—		—
2012	—		—
2011	—		—
2010	—		—
2009	—		—
2008	—		—

GERMANY			
2019	—	...of which are female:	—
2018	—		—
2017	10.720		31,00%
2016	10.256		30,00%
2015	9.954		30,00%
2014	8.626		28,00%
2013	7.859		29,00%
2019	—		—
2018	10.075		57,53%
2017	11.691		55,96%
2016	11.937		56,25%
2015	11.790		56,04%

SLOVENIA			
2019	85	...of which are female:	30,59%
2018	123		43,09%
2017	114		35,09%
2016	268 ⁶⁾		34,70%
2015	113		35,40%
2014	148		31,08%
2013	156		42,31%
2012	156		34,62%
2011	133		41,35%
2010	—		—
2009	—		—
2008	—		—

SPAIN			
2019	—	...of which are female:	—
2018	—		—
2017	—		—
2016	—		—
2015	—		—
2014	—		—
2013	—		—
2012	—		—
2011	—		—
2010	—		—
2009	—		—
2008	—		—

1. BASIC DATA

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COUNTRY
SITUATION
REPORTS

COUNTRY
<div><div>_ 1.6</div><div>Students in Architecture</div></div>
<div><div>_ 1.7</div><div>Students in Civil Engineering</div></div>

AUSTRIA			
2019	1.962	...of which are female:	57,85%
2018	1.995		57,89%
2017	1.940		56,60%
2016	1.952		57,38%
2015	1.966		54,43%
2019	1.030	...of which are female:	28,25%
2018	1.162		25,13%
2017	1.287		28,36%
2016	1.177		30,77%
2015	1.308		26,07%

FRANCE			
2019	—	...of which are female:	—
2018	18.000		60,00%
2017	18.100		58,00%
2016	18.100		57,00%
2015	17.900		57,00%
2019	—	...of which are female:	—
2018	—		—
2017	—		—
2016	—		—
2015	—		—

GERMANY			
2019	—	...of which are female:	—
2018	10.075		57,53%
2017	11.691		55,96%
2016	11.937		56,25%
2015	11.790		56,04%
2019	—	...of which are female:	—
2018	11.470		29,89%
2017	11.323		28,53%
2016	11.364		29,42%
2015	11.599		30,38%

SLOVENIA			
2019	220	...of which are female:	69,54%
2018	226		66,37%
2017	253		59,68%
2016	250		64,00%
2015	266		62,03%
2019	_ 7)	...of which are female:	_ 7)
2018	_ 7)		_ 7)
2017	_ 7)		_ 7)
2016	183		—
2015	208		—

SPAIN			
2019	20.581	...of which are female:	50,35%
2018	20.834		50,01%
2017	20.408		50,01%
2016	19.507		49,47%
2015	—		—
2019	—	...of which are female:	—
2018	—		—
2017	—		—
2016	—		—
2015	—		—

1. BASIC DATA

This section is mainly based on data available in professional organisations and universities and shows basic numbers about professionals, graduates, and students in the field of Architecture and Civil Engineering including gender proportions.

As comparable data was not available for all questions, missing data is shown as “–“ in the tables. Further explanations are given in footnotes.

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COUNTRY	AUSTRIA				FRANCE				GERMANY				SLOVENIA				SPAIN			
<div><div>_ 1.8</div><div>For Comparison: Registered Medical Doctors</div></div>	31. 12. 2018	44.728	...of which are female:	48,00%	31. 12. 2018	—	...of which are female:	—	2018	392.400	...of which are female:	43,50%	15. 07. 2019	8.365	...of which are female:	61,54%		260.588	...of which are female:	51,10%
<div><div>_ 1.9</div><div>For Comparison: Registered Lawyers</div></div>	31.12.2018	6.389	...of which are female:	22,50%	31. 12. 2018	—	...of which are female:	—	2018	150.548	...of which are female:	33,82%	28. 03. 2020	1.813	...of which are female:	46,50%		254.912	...of which are female:	44,00%

_2. FACTS

COUNTRY

_ 2.1

The professions of Architects and Civil Engineers: Regulation and Organisation

AUSTRIA

The professions of Architects and Civil Engineers both fall into the professional category of “ZiviltechnikerIn” and are based on a federal law (Ziviltechnikergesetz 2019) regulating the access to and conduct of the profession as well as the organisation of the Chamber.

Architects and Civil Engineers in Austria are self-employed liberal professionals with a mandatory membership in one of four regional Chambers of Architects and Chartered Engineering Consultants, depending where their office is seated. Professional access requirements for both professions are a master degree plus 3 years of professional practice plus a professional access examination. After the fulfilment of these requirements, the professional has to take an oath and is then officially authorized by the Austrian Federal Ministry.

The authorization enables them to provide planning, testing, supervising and consulting services for their entire area of their expertise. They are also entitled to act as trustees and as representatives before public authorities and are allowed to issue certain public documents in their areas of specialisation. They are not entitled to the execution of workings. Architects and Civil Engineers can make use of various business forms. They have to follow a Code of Conduct and

are obliged to CPD, independency, impartiality and secrecy. The combination of employment and an active license is only allowed in certain constellations that do not endanger the independence of the professional. In all other cases, the license has to be put on rest during employment.

The Federal Chamber of Architects and Chartered Engineering Consultants is the umbrella organisation of the four regional Chambers, in which the professionals are members. All Chambers are corporate bodies of public law and are represented by honorary elected professionals (election every 4 years). They are divided in two sections, one for Architects and one for Chartered Engineering Consultants and have different expert groups and committees. One of them is the Committee of Female Architects and Chartered Engineering Consultants which is the main driver of any activities concerning equality measures. There is no official equality policy.

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FRANCE

The profession of Architects in France is regulated by the law of 3 January 1977 on Architecture. It is a profession organised in an Order. Registration on the Roll of the Order confers the protection of the title of Architects and the right to practice the profession throughout the territory. In order to be registered on the Roll of the Order, the Architect must hold a French or foreign diploma recognized by the State and authorizing him to practice, or a recognition of qualification pronounced by the Ministry of Culture.

Once registered with the Order, the Architect is subject to the provisions of the code of ethics and may be sanctioned by the disciplinary chamber in case of infringement. The regional disciplinary chambers composed in part of magistrates can take sanctions ranging from a warning to striking off the roll. An appeal may be made against sanctions imposed before the national chamber.

Architects may practice individually in a liberal capacity; as a partner in an architectural firm (which may have a civil or commercial form); as a civil servant or a public servant; as an employee of research organisations carrying out their activities exclusively on behalf of the State or local authorities in the field of town planning and development; as an employee of an Architect or an architectural firm; as

an employee or partner of a natural person or legal entity governed by private law building constructions for their own exclusive use and not engaged in the study of projects, financing, construction, restoration, sale or rental of buildings, or the purchase or sale of land or building materials and components; as an employee of a collective agricultural interest company for rural housing.

The Order of Architects is composed of 17 regional councils and a national council responsible for their coordination. The regional council is elected for six years by direct suffrage of all the Architects registered on the regional roll. The elector may, on pain of the vote being declared null and void and unless the number of candidates of one sex is insufficient, appoint a maximum number of candidates of each sex equal to half, if necessary, rounded up to the next whole number for one of the two sexes, of the number of members of the regional council to be elected. Similar regulations apply to the national council (Law on Architecture for parity representation in regional councils and in the national council of the Order).

GERMANY

In Germany, the title Architect is protected by law and therefore the requirements for registration are stated in the Architects’ laws. If an Architect wants to act under the title, he or she has to register at the Chamber of Architects of one of the 16 German “Länder” (federal states), depending on where the Architect is settled.

For German Architects, generally a minimum of 4 years of academic training and 2 years of professional practice are required for registration. Registration is based on an assessment carried out by an independent jury of professionals headed by a magistrate or a lawyer.

The obligation for further training is anchored in the Architects’ laws. The Architects’ Chambers are in charge of the advanced training institutes and academies.

SLOVENIA

In Slovenia, Architects, Landscape architects and Spatial planners are gathered in the Chamber of Architecture and Spatial planning (ZAPS), Civil Engineers are assembled together with other engineering professions in the Slovenian Chamber of Engineers (IZS).

The division of Architects and Engineers into professionally independent Parent Sections of Architects, Spatial Planning Professionals, and Landscape Architects (MSA) as part of the Slovenian Chamber of Engineers (IZS chamber) happened in 1997. Due to the specificity of the architectural profession and pursuant to the provisions of the Construction Act, the MSA split off from IZS in 2003.

Today, ZAPS – as an independent non-governmental organisation – is the closest to the general European practice of professional association of experts, whose professions are recognized as regulated professions in the public interest in the EU, in accordance with the Directive of the European Parliament and Council (2005/36/EC) on the recognition of professional qualifications.

ZAPS was established to ensure the professionalism and protection of public interest in spatial management and construction, as well as protection of third parties. Chamber membership is granted based on professional qualifications (appropriate diploma, internship, and professional examination), and is required for preparing design documents (licensed Architect).

The professional title “Licensed Architect”, “Licensed Landscape Architect” and “Licensed Spatial Planner” may be used in any word only by a person registered in the Directory of Licensed Architects, Licensed Landscape Architects and Licensed Spatial Planners at ZAPS.

The Slovenian Chamber of Engineers (IZS) issues decisions on recognition of professional qualifications (“Chartered Engineer”) according to the Construction Act (GZ) upon appropriate diploma (EOK7), practice, professional examination and yearly membership fee.

Authorized Architects and Civil Engineers can perform their professional duties on an ongoing and permanent basis in one or more of the following ways:

- as a self-employed entrepreneur or an individual engaged in a profession independently
- on the basis of employment in a company that fulfils the conditions/is registered for performing architectural and engineering activities under the provisions of the Architecture and Civil Engineering Act (ZAID)
- on the basis of another legal relationship regarding the performance of work for a company that meets the conditions/is registered for performing architectural and engineering activities under the provisions of this Act (ZAID), if the authorized Architect or Engineer is a shareholder
- on the basis of employment as a civil servant, on behalf of the body governed by public law in which they are employed (as building officials and inspectors in governmental bodies (public employees), involved for example in the building permit acquiring process)
- on the basis of an employment relationship with a legal person who builds facilities solely for his own use and whose activity is not construction for the market or intermediation in the sale of real estate, on his behalf and on his account (e.g. a land owner that builds a single-family home for his own use)

The professional tasks of a Certified Architect are the architectural design of buildings, especially buildings and open space, managing the preparation of municipal detailed spatial plans as well as the participation in the preparation of other spatial implementing acts in the part related to urbanism and the professional field of architecture.

The professional tasks of a Certified Landscape Architect are landscape architectural design of buildings, landscapes and open space and participation in the preparation of spatial im-

plementation acts, in the part relating to the professional field of landscape architecture.

The professional tasks of an authorized Spatial Planner are to manage the preparation of spatial implementation acts.

The professional tasks of a Certified Civil Engineer relate to the professional field of construction, in particular to the preparation of plans for construction, geotechnical, carriageway and similar structures of buildings and other structures and interventions in space and their implementation, construction plans for civil engineering, static and seismic analyses, seismic hazard studies of buildings and geological geotechnical analyses of foundation soils and testing of construction materials.

The professional tasks of a Certified Architect, a Certified Engineer and a Certified Landscape Architect also include construction supervision, preparation of expert opinions and studies in the professional field, for which they are authorized, as well as advising and representing the client and managing the investment.

There is an exam for both Architects and Engineers to become a Chartered professional in order to be able to prepare and sign the technical plans and other tasks listed above. The exam can be taken after a certain amount of planning experience. Architects that work on e.g. interior design, scenography, etc., can work without a license. Only Chartered Architects and Engineers are members of their Chambers.

There is no official equality policy in the Chamber of Architecture and Spatial Planning of Slovenia, except an internal regulation rule: Representatives of both sexes and, as a rule, representatives of all three sections (Architects, Spatial Planners and Landscape Architects) must be represented on the Governing Board. Similar rules apply for the IZS.

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SPAIN

The Law 38/1999 of 5 November on Edification Regulation defines the legal framework and the activities Architects perform, being therefore a regulated profession with specific professional competences. According to this regulation, an Architect in Spain has professional competences addressed to:

- Projecting and directing building works of all kinds
- Elaborating urban planning instruments of all kinds and development of their execution projects
- Other works such as the appraisal of land and buildings, demolition of buildings, conservation of buildings and monuments or interior and exterior decoration of buildings.

Therefore, Architects are the professionals who are in charge of studying and/or planning the site, planning the building or group of buildings, calculating its structure and defining its various facilities and interior finishes. They also produce the necessary documentation in all the phases, direct the work on site and issue all kinds of certifications, for construction and urban planning works.

In the field of building and urbanism, Architects also carry out the actions and tasks partly associated to European Civil Engineering. And in collaboration with Architects (only), Technical Architects are professionals who do not design buildings, but do participate in the management of construction and urbanization works although it is a different profession and with no signature capacity.

Architects acquire their professional competences through academic education with a nominal duration of six years, including a Final Degree Project. In 1999 the Bologna Declaration established the European Higher Education Area which, in Architecture, implied the transformation of the study plan to a new five-year degree in Architecture (300 ECTS) and the completion of a Final Degree Project (30 ECTS) within the adaptation known as Bologna 1 in 2010. The following adaptation, known as Bologna 2 in 2014, established the transformation of the studies to a Degree in Fundamentals of Architecture (5 years, 300 ECTS, including a Final Degree Thesis) and a Master in Architecture (60 ECTS, including a Final Master Thesis), which can only be accessed from that grade, a plan currently performing.

All graduated Architects with a master level in Architecture e enjoy professional competences. Thus, being graduated in Spain is equivalent to being licensed. But registration and membership in the Architects’ Chamber is mandatory in order to conduct the profession. Each territory (province, autonomy) has a regional Chamber of Architects, which in turn is decentralized into Demarcations to bring management closer to society. The Higher Council of Chambers of Architects of Spain (CSCAE) is the umbrella organisation of the regional chambers. The Chambers of Architects were created in 1929 and the Higher Council (CSCAE) in 1931. Since 2017, the CSCAE has a working group on Gender Equality and a tab on the website ‘A de ArquitectA’.

2. FACTS

This section is based on knowledge available in the partner organisations and on research results and shows basic facts about the professions and the general situation regarding professional equality. Some partners were not able to provide information for both professional groups covered in the projects and thus focused their information mainly on the profession of Architects.

COUNTRY

_ 2.2

Legal framework of Gender Equality

AUSTRIA

Article 7(2) of the Austrian Constitution includes a commitment to gender equality to promote de facto equality between women and men, in particular by eliminating existing inequalities. With this, the federation, the Länder (regions) and municipalities commit to aim for the equal status of women and men. A more detailed legal basis is provided by the „Equal Treatment Act”, a federal law that prohibits any form of direct and indirect discrimination in the workplace (payment, CPD, benefits, etc.) including sexual harassment but also in other areas such as education, social benefits, access to goods and services and living space. The law covers not only gender discrimination but also discrimination based on ethnicity, religion, ideology, age and sexual orientation. For the enforcement of the equal treatment act the Ombud for Equal Treatment is installed with a central office in Vienna and four regional offices. The tasks of the Ombud are regulated in a separate law. There are no special regulations on gender equality in the professional law for Architects and Civil Engineers.

FRANCE

Regarding the Constitutional principle: The third paragraph of the Preamble to the Constitution of 27 October 1946 guarantees equal rights for women and men “in all fields”.

Moreover, according to the second paragraph of article 1 of the Constitution of 4 October 1958, “the law shall promote equal access of women and men to electoral mandates and elective offices, as well as to professional and social responsibilities”.

The principle of parity allows “the legislator to establish any mechanism to ensure that women and men have equal access to electoral mandates and elective offices as well as to professional and social responsibilities (...)”.

Regarding professional equality: Article L. 1142-5 of the Labour Code states that it is incumbent on all employers “to take into account the objectives of professional equality” and “to take the measures necessary to achieve them”. Moreover, article L. 1142-4 of the Labour Code provides that temporary measures may be taken for the sole benefit of women with a view to establishing equal opportunities between women and men, in particular by remedying de facto inequalities affecting women’s opportunities. These measures are based on regulatory provisions in the areas of

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recruitment, training, promotion, organisation and working conditions, the stipulations of extended branch agreements or extended collective agreements or the plan for professional equality between women and men.

In addition, article L. 4121-3 of the Labour Code provides that risk assessment takes into account the differential impact of exposure to risk according to sex and leads the employer to implement preventive actions and work and production methods that guarantee a better level of protection of workers’ health and safety.

Since 2019, companies with 50 or more employees must publish their Gender Equality Index before 1st of March. Companies with at least 50 employees must calculate and publish their Gender Equality Index on their website.

Gender mainstreaming in all public policies: The Act of 4 August 2014 on real equality between women and men defines the objectives of an integrated equality policy, combining specific measures and the taking into account of transversal of equality issues in all public policies.

GERMANY

The German Basic Law, art. 3. states that all persons shall be equal before the law and that men and women shall have equal rights. The state shall promote the actual implementation of equal rights for women and men and take steps to eliminate disadvantages that now exist.

No person shall be favoured or disfavoured because of sex, parentage, race, language, homeland and origin, faith or religious or political opinions. No person shall be disfavoured because of disability.

The Act on Equality between Women and Men in the Federal Administration and in Federal Enterprises and Courts (Federal Act on Gender Equality) has the aim to achieve gender equality, to eliminate existing discrimination on the basis of gender, in particular discrimination against women, and to prevent discrimination in the future and to improve the family-friendliness and reconciliation of family life, care work and employment for women and men.

The actual realisation of gender equality shall be promoted in accordance with the provisions of this Act. Structural discrimination against women shall be eliminated by means of their specific promotion. When achieving the aims account shall be taken of the particular concerns of disabled women and women at risk of disability within the meaning of

section 2 (1) of the Ninth Book of the Social Code. In all other respects, section 2, second sentence, of the Act on Equal Opportunities for Persons with Disabilities shall apply.

The General Act on Equal Treatment has the purpose to prevent or to stop discrimination on the grounds of race or ethnic origin, gender, religion or belief, disability, age or sexual orientation (Section 1). Section 2 states that for the purposes of this Act, any discrimination within the meaning of Section 1 shall be inadmissible in relation to:

- conditions for access to dependent employment and self-employment, including selection criteria and recruitment conditions, whatever the branch of activity and at all levels of professional hierarchy, including promotion
- employment conditions and working conditions, including pay and reasons for dismissal, in particular in contracts between individuals, collective bargaining agreements and measures to implement and terminate an employment relationship, as well as for promotion; access to all types and to all levels of vocational guidance, vocational training, advanced vocational training and retraining, including practical work experience; membership of and involvement

GERMANY

→ in an organisation of workers or employers or any organisation whose members carry on a particular profession, including all benefits provided for by such organisations

- social protection, including social security and health care
- social advantages, education, and access to and supply of goods and services which are available to the public, including housing

Section 33c Social Code, Book I and Section 19a Social Code, Book IV shall apply to social benefits. The Company Pensions Act (Betriebsrentengesetz) shall apply to company pension schemes.

The application of other prohibitions of discrimination or laws on equal treatment shall remain unaffected by this Act. The same shall apply, mutatis mutandis, to provisions under public law, which serve the protection of specific groups of persons. Only the provisions governing the protection against unlawful dismissal in general and specific cases shall apply to dismissals.

There are no special regulations in professional laws for Architects and Civil Engineers.

SLOVENIA

The general provision is embedded in the Constitution of the Republic of Slovenia (Article 14).

The Employment Act (Article 6), states that the employer must ensure equal treatment, regardless of nationality, race or ethnic origin, national or social origin, during the employment or the termination of the employment contract for the seeker or job seeker (hereinafter: the candidate), gender, skin colour, health status, disability, religion or belief, age, sexual orientation, family status, union membership, property or other personal circumstances under this Act, equal treatment rules and equal opportunities rules for women and men.

The Labour Resolution Act, Article 133 states that the employer is obliged to pay equal pay to workers regardless of gender for equal work and work of equal value.

As Slovenia is a member of the EU, also the relevant EU legislation is applicable.

There are no special regulations in professional laws for Architects and Civil Engineers.

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SPAIN

Article 14 of the Spanish Constitution proclaims the right to equality and non-discrimination based on sex. In addition, article 9.2 establishes the obligation of the public institutions to promote the conditions so that the equality of the individual and of the groups in which it is integrated to be real and effective. Spain has also confirmed international Declarations as those by the United Nations in 1979 or the European Union Treaty of Amsterdam in 1999.

Since then, Spain has legislated in favour of this equality among women and men in different territories. Nowadays it is regulated by the Organic Law 3/2007, 22 March, for Effective Equality among Women and Men. This Law establishes the framework for Equality Policies in the country for all social and working spheres and is compulsory. Different territories have developed this law in different aspects, in particular, regarding to gender violence.

The present government has declared it as a priority goal and re-established the Ministry for Equality.

COUNTRY

_ 2.3
Official pay gap

AUSTRIA

The pay gap 2020 - the difference between male and female income - calculated as an average of branches and regions is 15.2%. 25 February is Austria's equal pay gap day.

Sources
<https://www.equal-pay-day.at/at/epd2020/>
https://www.statistik.at/web_de/statistiken/index.html
Fact Sheet: Gender Pay Gap in Austria and the European Union, Chamber of Labour AK Europa 2019

This section is based on knowledge available in the partner organisations and on research results and shows basic facts about the professions and the general situation regarding professional equality. Some partners were not able to provide information for both professional groups covered in the projects and thus focused their information mainly on the profession of Architects.

FRANCE

The average annual income in Architecture in 2016 was 43.349 EUR (Men 48.745 EUR, Women 28.734 EUR, i.e. 41% less for women in fees, which represent 2.394,50 EUR less) from which the costs of renting offices, maintenance charges, travel and reception expenses, professional equipment, type of computer and furniture, and the payment of social security charges, must be subtracted, which represent about 25% or 1.795 EUR without the charges (a minimum wage for 6 years of studies!).

The rate of feminization of the status of salaried employees in architectural firms has remained stable since 2009: In 2014, 55% of employees working in an architectural firm were women. In 2015, the average hourly wage was 19,30 EUR for a woman, 23,40 EUR for a man.

Compared to other occupations, women in France earn 19.7% less than men do. Female Architects earn 18% less than their male colleagues do.

- 2011**
Average salary women 17.800 EUR, men 21.400 EUR, average: 19.500 EUR
- 2012**
Average salary women 18.300 EUR, men 22.500EUR, average: 20.300EUR
- 2013**
Average salary women 18.800 EUR, men 22.900 EUR, average: 20.800 EUR
- 2014**
Average salary women 19.100 EUR, men 23.300 EUR, average: 21.100 EUR

GERMANY

The average gross hourly earnings of women in 2018 were 21% lower than those of men. Since 2002, the pay gap between women and men has been almost constant. The Federal Government has set itself the goal of reducing the pay gap to 10% by 2030. In 2018, the gender pay gap varied greatly from one sector to another. Professional, scientific and technical services and arts, entertainment and recreation were the sectors with the highest disparities (31% each), followed by banking and insurance (28%) and information and communication (25%). The earnings gap was also relatively high in manufacturing and distributive trades such as maintenance and repair of motor vehicles, where traditionally men are more represented than women (24%).

Source
<https://www.destatis.de/DE/Themen/Arbeit/Arbeitsmarkt/Qualitaet-Arbeit/Dimension-1/gender-pay-gap.html>

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SLOVENIA

The average monthly payment of men in 2018 (1.836 EUR) was 3.3% above the average (1.778 EUR) and of women (1.709 EUR) 3.9% below the average (Source: www.stat.si -Structural wage statistics for 2018 - Statistical Office of the Republic of Slovenia)

The average monthly payment of men in 2017 (1.769 EUR) was 2.8% above the average (1.721 EUR) and of women (1.664 EUR) 3.3% below the average.

Source
www.stat.si - Structural wage statistics for 2017 - Statistical Office of the Republic of Slovenia).

The pay gap in Slovenia has a tendency of growing.

SPAIN

According to the World Economic Forum 2017 Global Gender Gap Report, the ratio for wage equality for similar work in Spain is 0,51 (female wages/male wages). According to the Spanish Institute of Statistics (INE), the ratio was 0,79 in 2018 (gross medium income 2.161 EUR for men and 1.708 EUR for women in general).

This section is based on knowledge available in the partner organisations and on research results and shows basic facts about the professions and the general situation regarding professional equality. Some partners were not able to provide information for both professional groups covered in the projects and thus focused their information mainly on the profession of Architects.

COUNTRY

_ 2.4

Income transparency

AUSTRIA

The Equal Treatment Act obliges employers with over 150 employees to create a remuneration report for analysis every two years. This report has to include data about the number of women and men in the different remuneration categories, the average remuneration in the groups, the

Remuneration for part-time workers on fulltime basis, etc. The report is anonymous and confidential but can offer the possibility to initiate a procedure for the enforcement of claims according to the Equal Treatment Act. Additionally, the Equal Treatment Act contains the obligation that any job advertisements have to be formulated in a gender-neutral form and name the minimum wage offered for the job and the willingness to over-pay.

Otherwise there is no obligation to remuneration transparency and employees have no right to be informed about the remuneration level of colleagues, in some cases confidentiality in regard to remuneration is part of employment contracts.

For Architects and Civil Engineers as self-employed professionals there are no transparency rules. In public procurement procedures the estimated procurement value is public but even this allows very little conclusion regarding the income of an Architects'/Civil Engineers' office and many do not work for public contractors (only).

FRANCE

In 2015, a survey conducted by “Glassdoor” revealed that only 37% of French people were aware of their colleagues’ income. Only one in five employers communicated internally on salaries and one in ten shared this information beyond the company’s borders. However, 77% of the employees believed that employers should be coerced to communicate more on the subject in order to reduce inequalities, particularly between women and men.

Since 1 March 2019, companies with more than 1.000 employees are obliged to publish their “gender equality index”. By 2021, all structures with more than 50 employees will be obliged to do the same. This index is based on five criteria: the gender pay gap (40 points), the gap in annual pay rises (20 points), the gap in promotions (15 points), increases on return from maternity leave (15 points) and finally the presence of women among the highest paid in the company (10 points). If the company falls below 75 points, it will be given three years to improve the situation, where failing will incur financial penalties of up to 1% of its payroll.

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The PACTE bill also requires each listed company to disclose the difference between the level of compensation of its executives and the average salary and the median, the threshold below which half of the employees (in France, 1.710 EUR) are paid within the same company. These measures are a first step towards greater transparency of salaries.

Source
Wage transparency for greater equality... But at what price?

GERMANY

The Act to promote transparency in wage structures among women and men (Transparency in Wage Structures Act) has the purpose to enforce the right to equal pay for women and men for equal work or work of equal value. In employment relationships, it is prohibited for less pay to be agreed upon or paid to any employee based on their gender, for equal work or work of equal value, than is paid to an employee of the other gender.

Transparency is to be achieved through individual entitlement to disclosure (Persons employed in establishments with a workforce that usually counts more than 200 employees under the same employer shall possess an entitlement to disclosure in accordance with the present Act); internal company evaluation procedures (Private employers with a workforce that usually counts more than 500 employees are called upon to use internal company evaluation procedures to assess their remuneration provisions and the various remuneration components disbursed, as well as the way in which they are applied, on a regular basis, to determine compliance with the principle of equal pay as laid down by the present Act); and report on gender equality and equal pay (Employers with a workforce that usually counts more than 500 employees, who are required to file a management report pursuant to the German Commercial Code, shall file a report on gender equality and equal pay describing their measures to promote equality between women and men and the impact of the former, as well as their measures to create equal pay for women and men). Employers who apply no measures within the above shall give the grounds for this in their report.

This section is based on knowledge available in the partner organisations and on research results and shows basic facts about the professions and the general situation regarding professional equality. Some partners were not able to provide information for both professional groups covered in the projects and thus focused their information mainly on the profession of Architects.

SLOVENIA

The basic salary for public employees is regulated on national level by wage classes, which are regulated by The Law on salaries in the public sector.

The basic salary is regulated for every position and task by the (starting) wage class. 10 promotions are foreseen for each position or title. For private employees the salaries are only regulated in the legal frames of each company, where a type of work is defined for each payment range. The minimum income is regulated through collective agreement of construction trades.

SPAIN

The minimum wage in Spain is 950 EUR. In general, salaries are regulated by collective agreement in each company or institution. Administration is completely accountable. Regarding Architecture, the Spanish Chambers of Architects have a guide for honorarium, but which is not compulsory (nowadays, Architects work for less money). The payment for Architects is regulated by private contracts.

COUNTRY

_ 2.5

Maternal, Parental and Care leave

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AUSTRIA

Maternity leave: Employed women are not allowed to work 8 weeks before birth (if the birth is early or late this shortens or extends the protection period) and 8 weeks after birth. They do not receive payment from the employer but an allowance from social health insurance (calculated based on the income of the last three months). For Architects and Civil Engineers, who are self-employed, the allowance depends on the insurance system they have chosen (private group insurance or public self-employed insurance). In both cases, the amount is about 55 EUR/day and in the second case, it is possible to get operating help instead, meaning a person to substitute the absent mother in the office. Only in case of self-insurance, there is no claim.

Parental leave (“Karenz”) starts right after the end of maternity leave and is a period without payment from the employer but with a protection against termination of the employment contract or dismissal. It can be shared between parents twice - minimum duration for one parent is two months - and ends when the child is two years old.

During parental leave, childcare allowance is paid by the social health insurance. There are two models to choose from: The childcare allowance account which provides up to 12.366,20 EUR or 15.449,28 EUR (if parents share), where parents can choose

FRANCE

Pregnant women during their employment contract benefit from a protective status defined by the Labour Code and possibly improved by the company’s collective agreement.

The minimum duration of maternity leave is set at 16 weeks: 6 weeks before the presumed date of delivery (prenatal leave) and 10 weeks after delivery (postnatal leave). Its duration varies, depending on the number of children to be born or already dependent (up to 26 weeks in total from the third child onwards). In case of illness due to pregnancy or childbirth, as attested by a medical certificate, the duration of maternity leave is increased within the following limits: 2 weeks before the expected date of delivery and 4 weeks after delivery. It is necessary to have been affiliated to the Social Security for at least 10 months as an employee, to have worked 150 hours in the 3 calendar months (or 90 days) preceding the work stoppage, at least 600 hours in the 12 months preceding the work stoppage or to have contributed in the 6 calendar months preceding your work stoppage on the basis of a remuneration of at least 10.302,25 EUR or to have paid contributions during the 12 calendar months preceding the cessation of work on the basis of remuneration of at least 20.604,50 EUR and finally to have stopped working for at least 8 weeks. The “Caisse Primaire d’Assurance Maladie” pays a daily allowance (IJ), the amount of which is determined according to the daily calculation, i.e. the sum of the last 3 gross salaries received before the date of cessation of

FRANCE

→ work, divided by 91,25. The amount cannot be less than 9,63 EUR nor more than 89,03 EUR per day.

Maternity leave for freelancers: a minimum of 8 weeks of leave.

The minimum duration of maternity leave for self-employed women, identical to that of employees, is increased to 8 weeks (56 days). The distribution of these 8 weeks is as follows: 2 weeks before birth (prenatal leave) and 6 weeks after birth (postnatal leave).

The maximum duration is 16 weeks (112 days). The distribution of these 16 weeks is as follows: 6 weeks before birth and 10 weeks after. The duration of prenatal leave must be at least 3 weeks.

Payments of the flat-rate daily allowance and the flat-rate maternal rest allowance are therefore subject to a minimum 8-week break in activity. This provision applies to leave for self-employed persons whose first payment is made after January 1, 2019.

As a reminder, self-employed women previously benefited from compensated maternity leave starting from 6 weeks of interruption (i.e. 44 days).

GERMANY

The Maternity Protection Act protects working mothers before and after the birth of a child. No one expecting a child is allowed to work during the last six weeks before giving birth. After giving birth, women have to stay at home for eight weeks. In the case of premature and multiple births, this protection period is extended to twelve weeks. Women are also financially secure: During the period in which employment is prohibited, they receive either the so-called maternity wage or maternity allowance as well as a subsidy from the employer. From the beginning of pregnancy until the end of four months after childbirth, termination of the employment relationship is not permitted with a few exceptions.

The Parental Allowances and Parental Leave Act states that mothers and fathers are entitled to parental benefit if they look after and raise their children themselves after birth and therefore do not work more than 30 hours a week. The basic parental allowance can only be received in the first 14 months of the child’s life. It is also possible to receive Parental Benefit-Plus beyond the 14th month of the child’s life. Parents can receive Parental Allowance-Plus for up to twice as long as they would be entitled to a maximum of half of the parental allowance to which the parent without income would be entitled after birth: one basic Parental Allowance month becomes

two Parental Allowance-Plus months, from which in particular part-time parents benefit.

Better reconciliation of family, care and work:

Employees can step out of work in order to care for a close relative. A short-term absence is possible for up to ten working days and employees have a claim to a carers’ grant they can apply from their relative’s long-term care insurance fund. A long-term absence is possible for up to six months but without legal claim against employers with 15 employees or fewer. Employees have a right to an interest-free loan as subsistence support. Family caregiver leave is possible partially for up to 24 months. An interest free loan is possible as subsistence support. In addition, there is no legal claim against employers with 15 employees or fewer.

There are no special regulations for Architects and Civil Engineers.

SLOVENIA

According to The Parental Protection and Family Benefits Act there are:

- Parental leave (maternity leave, paternity leave, childcare leave),
- Parental allowance (Parental compensation for full absence from work is 100% of the basic salary),
- The right to part-time work and the right to payment of parental social security contributions.

Maternity leave is intended for the preparation of childbirth, care and care of the baby immediately after childbirth and protection of maternal health at and after the birth of the baby. Maternal leave generally begins 28 days before the estimated date of birth and lasts 105 days. After maternity leave, parental leave takes a further 260 days – in total 365 days.

The father has the same right for a parental leave as the mother – reduced for the number of days already used by a mother. The minimum is 28 days.

The father is also entitled to a paternity leave at the birth of the child for a period of 30 days. The right is non-transferable.

Regarding care leave, one parent is entitled to childcare leave of 260 days immediately after the end of maternity leave. One parent who nurtures and cares for a child up to the age of three is entitled to part-time work.

Family benefits are cash benefits that comprise Parental allowance, Childbirth assistance, Child allowance, large family allowance, child care allowance and partial payment for lost income.

There are no special regulations in professional laws for Architects and Civil Engineers.

SPAIN

Paid maternal leave was first established in Spain in 1931 (six weeks before childbirth and six weeks after). The legal framework was interrupted by the Civil War (1936-1939) and Franco’s dictatorship (1939-1975). In 1976, it was revised and paid maternal leave was increased by two weeks (14 weeks in total) for the mother. In 1989, it was revised once more and until present, paid maternal leave was increased to 16 weeks (from which six weeks after childbirth are compulsory for the mother). In the case of multiple birth or adoption, the leave is increased by two weeks for each child.

Nowadays, after the compulsory six weeks, mothers can decide whether continuing it or sharing with their partner (up to 10 weeks). Paternal leave was not regulated until 2007 (Organic Law 3/2007 for Effective Equality among Women and Men), where men got 13 consecutive days of paid paternal leave, in parallel to that of the mother, to support the balance between personal and professional life. In 2017, paternal leave was increased to 4 weeks, in 2018 to 5 weeks, in 2019 to 8 weeks (first 2 weeks are compulsory and they have to coincide with maternal leave; the remaining 6 weeks can be taken at any period in the baby’s first year). From 1 January 2020, fathers will have 12 weeks of paid paternal leave. The first

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SPAIN	COUNTRY	AUSTRIA	FRANCE	GERMANY
<p>→ 6 weeks are compulsory and they have to coincide with the compulsory 6 weeks of maternal leave. If both parents decide to take the remaining weeks, each parent will get one additional week.</p> <p>Since 2011, care leave is only regulated in case of children with serious illnesses (such as cancer, etc.). In less serious cases, paid leave usually is only possible for 2-3 days. Daily incidences are not regulated or organized. There are no professional special regulations in any case.</p>	<p>_ 2.6</p> <h2>Childcare services</h2>	<p>Austria provides considerable means for children in childcare facilities. In some regions the costs are fully taken over by the municipality, in some regions the costs depend on parents’ income. An average of about 100 EUR to 450 EUR can be estimated for all-day care depending on region, income and holder of facility.</p> <p>The year before entering school attending “Kindergarten” is compulsory and cost-free for all children for a minimum of 16 hours per week.</p> <p>In 2018/19 Austria offered 9.342 institutional childcare facilities: 4.565 “<i>Kindergarten</i>” (mainly 3-6 years), 2.185 “<i>Kinderkrippen</i>” (up to 3 years), 1.005 “Horte” (after school facilities) and 1.587 aged-mixed facilities. Three quarters of Kindergarten-facilities are maintained by local authorities, facilities for smaller children and aged-mixed facilities are mainly privately maintained.</p> <p>The percentage of pre-school children in childcare was considerably increased during the last decade (including “<i>Tageseltern</i>” who take care of a small number of children in their homes): For 3-year olds from 73.4% to 86.7%, for 4-year olds from 92.2% to 96.4%, for 5-year olds from 93.8% to 97.5%. For 0- to 2-year olds the percentage is 29% (including “Tageseltern” who take care of a small number of children in their homes).</p> <p>Source Kindertagesheimstatistik 2018/2019 https://www.statistik.at/web_de/statistiken/index.html</p>	<p>Since 2019, childcare is compulsory from the age of 3. From 0 to 3 years of age, parents have access to individual or collective early childhood care. Individual childcare arrangements involve nursery or certified parental assistants who take care of the child at their home or at the parents’ home. There are also structures for childcare assistants, mainly women, to meet with the children: The “<i>maisons relais maternels</i>”. Collective childcare facilities include collective early childhood care establishments, i.e. collective <i>crèches</i> offering regular childcare, drop-in day-care centres, which offer occasional childcare, or kindergartens, which provide occasional childcare for children aged 2 to 6 years by childminders, or multi-purpose facilities or parental or family <i>crèches</i>, partly managed by parents. These types of “childcare facilities” are managed either by the municipality, the <i>département</i>, the region, an association or a company, or by families. These structures are highly regulated in terms of staff numbers, operating rules, the number of places and of professionals supervising them, the management function and reception arrangements as well as the cost of the reception mode for families.</p> <p>As of 1 January 2017, there are 2.3 million children under the age of 3 in France. There are currently 56.6 places for every 100 children, i.e. 33 places by childminders, 33 places by parents’ childminders, 17.8% by early childhood care institutions, 1.7 places at home by an employee, 4 places in nursery schools for children under 2 years of age. In 2016, 1.07 million employing parents used the services of 328.000 childcare assistants, 8.500 fewer than in 2015. At the start of the school year in 2016, 96.600 two-year-olds were enrolled in private and public schools in metropolitan France and the French overseas departments and territories, i.e. 11.9% of this age group (compared with 11.5% in 2015). Only 3% of children under 3 years of age were cared for mainly by grandparents in 2013. Childcare capacity has increased from 50.5 places in 2010 to 56.6 places in 2015. The wishes of the childcare system are distributed as follows: 26% of the families wish to look after the children themselves; 30% wish to entrust them to a crèche; 19% to a childcare assistant and 24% of the families do not express any particular preference. In December 2016, 410.800 families benefited from additional activities, including 268.600 families benefiting from the “PreParE/” where the cost of a collective structure depends on the parents’ income and the family’s daily life.</p>	<p>In 2019 the childcare rates vary greatly from one age group to another: nationwide, 1.9% of children under the age of one were in day care. In contrast, over a third of parents of one-year-olds (37.1%) took advantage of day-care services, with numbers increasing to almost two thirds (63.2%) for parents of two-year-olds. Since 1 August 2013, children from the age of one have a nationwide legal entitlement to a publicly subsidised childcare place.</p> <p>In Germany, one can choose between a Kindergarten or a “day mother” (childminder). Kindergartens often have public sponsors, such as the city or municipality. This means that they have to meet certain standards. A “day mother” is a private person. Accordingly, the care provided also takes place in their private premises, i.e. in their flat or in rented rooms. In a public Kindergarten, the rooms belong to the provider and not to the individual educators. A “day mother” accommodates a maximum of five children with the same person. In a Kindergarten, there are usually several groups, with about two educators and 25 children.</p> <p>→</p>

This section is based on knowledge available in the partner organisations and on research results and shows basic facts about the professions and the general situation regarding professional equality. Some partners were not able to provide information for both professional groups covered in the projects and thus focused their information mainly on the profession of Architects.

→ Since there are no uniform overviews throughout Germany, parents can expect the following costs (significant upward deviations being possible): Kindergarten: 50 to 500 EUR per month. Day mother: about 6,00 EUR/hour. Costs for childcare are regulated differently in the federal states. In Berlin, for example, childcare has been free of charge since 2018.

Every preschool child has potentially access to childcare services according to the Law of Kindergartens (ZVrt):

Preschool education in kindergartens takes place in two age groups:

- First period: children between one and three years old
- Second period: children from the age of three until entering school

Preschool programmes are funded by Public funds, Funds of the founder (municipality), Parental payments, and Grants and other resources.

There are public and private kindergartens (subsidized by the state).

In 2015/16, 78.1% of all children in the age of 1-5 were attending public or private kindergartens (91% public, 9% private). In 2018/19, 81.7% of all children in the age of 1-5 were attending public or private kindergartens (94.4% public, 5.6% private).

Source
www.stat.si / Statistical Office of the Republic of Slovenia

Full costs for the public kindergartens are fixed and regulated by the government based on the income of parents. Each community (Municipality) offers a subvention for children attending the kindergarten. The amount is determined according to the average monthly income per person in the family. Maximum payment rate is 77%.

In 2019/20 the full price for the ages 1-3 was 576 EUR, for the ages 3-5 418 EUR, combined: 446 EUR.

There are 30% lower costs for the second child in the kindergarten, the third (+) child attends kindergarten with no costs.

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SPAIN

Compulsory Education in Spain goes from 6 to 16 years old and public schooling is universal and free. From the age of 0 to 6, education is voluntary. From the age of 3-6 it is public and free and any child in this age segment whose parents look for a place finds a public school near home. From 0 to 3 years old, finding public school depends on the territory (Madrid and Navarra have public and free schools for each child under 3) and based on the family income (some municipal schools in Barcelona and Valencia facilitate this kind of schooling for low-income families). Nevertheless, an important percentage of under 3 year old children go to private kindergartens. According to the Early Childhood Education and Care in Europe 2019 edition, in 2016/17, 33.9% of children under 3 years old attended self-financed private settings. For these costs a tax reduction in the yearly Tax Declaration applies. According to NGO Save the Children, 806.167 children under 3 years do not have access to schooling, mainly out of financial reasons, and are looked after by their parents; on the contrary, 461.391 children under 3 years old get access to a school place, normally a private school service. In Madrid, public kindergarten costs between 65 EUR and 197 EUR, including lunch service. Private kindergarten in Spain, including lunch, costs around 350 EUR per month, though it may vary depending on the Community.

COUNTRY

_ 2.7
**Public
supporting measures
for women in
technical professions**

AUSTRIA

EXAMPLES:

In 2010 the City of Vienna took a decision to implement the legal possibility for promotion of women within public procurement procedures. This means that contractors with over 20 employees and a contract value over 50.000 EUR have to fulfil certain requirements in regard to gender equality/promotion of women but also that regarding award criteria gender equality aspects can be taken into account:

<https://www.wien.gv.at/wirtschaft/gewerbe/vergabe-frauenfoerderung.html>

With the initiative FEMtech, the Federal Ministry for Climate Action, Environment, Energy, Mobility, Innovation and Technology supports women in research and technology. By increasing the share of women and by improving their professional position in these facilities, FEMtech strives to render a contribution towards the increased realization of female innovative potential and more equal opportunities for women and men in society. FEMtech supports activities designed to raise awareness and enhance the visibility of women in research and technology. Activities include: FEMtech's database of female experts, FEMtech's female expert of the month, FEMtech's networking →

AUSTRIA

→ meeting, and FEMtech knowledge (www.femtech.at)

Mentoring programmes for women in different professional branches – among them Architecture – were offered by the Federal Chancellery and might be restarted after the Corona crisis.

FRANCE

- Supporting measures by associations:**
- **ARVHA:** The Association for Research on the City and Habitat was created in 1994 (law 1901) for the promotion, research and training in Architecture and the fight against all forms of discrimination. ARVHA is a member of WIA since 2005, and implemented a study on the situation of women in the Architecture sector in 2012. Further the association is organising symposiums, exhibitions and actions for the promotion of female Architects since 1998 and created the annual prize for female Architects in 2013. ARVHA organises numerous events in France and abroad and has been taking part in international conferences on the issue of Architecture and professional equality for 20 years. The association has launched the “Women Architects” prize.
 - **Women in Architecture FR:** The network is presenting France within the international network “Women in Architecture” and is the French interlocutor of the European Council of Architects (ACE) within the framework of a working group on Equality Women/ Men in Architecture. The site www.femmes-archi.org offers a database with 280 female Architects, 39 of whom are foreigners. The network puts measures in place to facilitate their profession, publicizes the ARVHA women Architects’ prize, and disseminates it at international level.
- Public supporting measures:**
- From the 1980s onwards, the objective of diversifying girls’ choices of orientation became part of the policy of gender equality. In 2004, the Gender Equality Charter introduced the broader concept of “job mix”. Since 2005, the Education Code (article L. 121-1) provides that “schools, *collèges*, *lycées* and higher education establishments (...) shall contribute to promoting gender diversity and equality between men and women, particularly in the area of guidance”. Since 2013, numerous national initiatives have been relaunched to promote job diversity, with three main national frameworks for action: The inter-ministerial convention for equality between girls and boys, women and men in the education system signed in 2013; the platform of actions for the mix of professions launched in 2014, which sets the objective of achieving one third of mixed professions by 2025 and the framework agreements signed with *Pôle emploi* in 2013 and 2015. At the same time, the objective of gender diversity in the professions has been introduced in several pieces of legislation and recently reaffirmed as part of the inter-ministerial plan for professional equality between women and men (PIEP) presented on 4 October 2016 before the High Council for Professional Equality.

GERMANY

Especially for women in STEM courses of study (mathematics, computer science, natural science, and technology) there is specific support for scholarships. Whether a scientific scholarship, a computer science scholarship or scholarships especially for women - anyone interested in a MINT scholarship can search the database “stipendienlotse.de” of the Federal Ministry of Education and Research specifically for scholarships that are only aimed at female applicants and are therefore only awarded to women. One can also select the desired subject, region and current educational status to refine the search. The website mystipendium.de uses a specially developed algorithm to compare 1.500 scholarship opportunities with the profiles of the applicants.

However, these scholarship databases are only two of many. Scholarships are not only available in Germany, but also abroad, of course, in view of the international opportunities in STEM professions. Furthermore, funding is available for internships and theses. Foundations, such as the Claussen Simon Foundation, also award scholarships to women who have completed their secondary education. The foundations’ aim is to encourage young women to pursue their interests and to take away important impulses from special workshops, which should contribute to their career decision.

A good network is at least as valuable for young scientists as it is for prospective female entrepreneurs. For this reason, several initiatives have been launched to link women in STEM professions. One example of such a project is the German Association of Women Engineers (*Deutscher Ingenieurinnenbund* e.V.), which organizes an annual conference to link exhibitors, speakers and visitors with each other and facilitate an exchange of ideas. For female computer scientists, in turn, there is, for example, the Women and Computer Science section of the “*Gesellschaft für Informatik*”, which offers networking opportunities and provides useful information such as event notes. Other MINT networks include the Femtec University Career Centre in Berlin and the international Women in Technology network, which also organise events.

SLOVENIA

Since 2018, the Chamber of Architecture and Spatial Planning of Slovenia (ZAPS) with the working group „Women in Architecture“, provides a framework to support women in the profession and to improve the conditions for professional work in the field of architecture. The group has also been a part of the ACE (Architects’ Council of Europe) Work Task.

Already within the framework of the former Yugoslavia, Slovenia has made a major step forward in the field of equality of women in society. Gender equality and the organization of social structure support a woman in her active social role. Still, the main challenges remain economic empowerment. Survey research has shown that certain differences between male and female architects do exist, but they are mostly a potent expression of the problem of the whole profession.

In 2019, the Management board of the Slovenian Chamber of Engineers (IZS) initiated a project called “*Women in Engineering*”, a project for female engineers who are members of IZS. The main goals of the project are encouraging professional women engineers to promote their work and career, networking, investigation of the actual position of women engineers in Slovenia in comparison to male colleagues and cooperation with related professional associations. IZS gives special importance to the promotion of equality of male and female members.

2. FACTS

This section is based on knowledge available in the partner organisations and on research results and shows basic facts about the professions and the general situation regarding professional equality. Some partners were not able to provide information for both professional groups covered in the projects and thus focused their information mainly on the profession of Architects.

SPAIN

Since 2007, the Organic Law 3/2007 for ‘Effective Equality among Women and Men’ provides a framework to improve the situation of women in general. After this Law, each Community has legislated in favour to incorporate gender perspective to their procedures and nowadays it is gaining interest from administration and institutions. In the recent government, it has been re-established as the Ministry for Equality. In Architecture, the Higher Council of Chambers of Architects tries to support a shift in equality. Universities and Schools of Architecture are trying to promote women and trying to increase the number of female students. However, there is no kind of specific and/or relevant award or programme to make women in the profession more visible in Spain.

COUNTRY

– 2.8

Gender equality programmes in Education

AUSTRIA

EXAMPLES:
“Technik bewegt” is a programme taking place each November that brings Architects and Civil Engineers and other Chartered Engineering professions into school classes to raise the interest of girls (and boys) in these professions:
<http://www.bink.at/technik-bewegt>
FEMtech Career – Equal Opportunities in Applied Research aims to increase the number of female scientists employed in industrial research and to improve their career opportunities. Companies and research institutions receive funding to implement structural measures with the aim to grant women access to higher positions as well as to improve general working conditions.
Girls’ Day offers different programmes for girls from 10 to 16 to give them a better understanding of possible career paths especially in technical professions.

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FEMINT combines several approaches of the Ministry of Education, Science and Research to interest girls and women in STEM subjects
FIT – Women in technical professions is a programme of the labour market service to interest women to change to technical careers.
Platform women – girls – technics in the Federal Chancellery:
<https://www.meine-technik.at>
Network of initiatives for technical education of girls and women:
<https://www.technischebildung.at/paedagoginnen/maedchenfoerderung>

FRANCE

All the colleges training future cultural professionals are now strongly mobilized, notably through the elaboration of ethical charters. The Ministry assists schools in drawing up these charters, in particular by providing them with a common core, which they can adapt to their specific needs. The drafting of these charters must be part of a broad dialogue between the management, teaching staff, the student population, and staff representatives. At the end of 2019, 44 institutions have adopted a charter, including 15 in the Architecture and heritage sector (out of 20 national schools in the sector, totalling around 20.000 students), and about 15 additional charters should be finalized in the very near future.

The purpose of these charters is to define an action plan to promote the transmission of a culture of equality to students of all genders in order to change representations. The approach is also reflected in the development of gendered data, the search for equity and transparency in the recruitment process for young people. Several of these modules are already in place or under development. They offer a reflection on stereotypes, an analysis of the representations of women developed in the repertoires, as well as elements for understanding behaviour, so that students are able to decipher them and, if necessary, oppose them. The ethical charters

also address the prevention of all forms of violence, in order to act against the impunity often enjoyed by the perpetrators of reprehensible behaviour, and to encourage those who are the victims to come out of silence and refuse all forms of harassment or disrespect. The Ministry has provided schools with several legal fact sheets to help them in their efforts.

With the support of the Ministry of Culture, each school (national and territorial), as well as each public institution under its supervision, is encouraged to prepare its application for the dual Equality-Diversity label awarded by AFNOR.

GERMANY

“**Komm, mach MINT**” - the National Pact for Women (universities and schools) in **MINT** Professions brings together the expertise of politics, business, science, social partners and the media to change the image of MINT professions in society. “Komm, mach MINT.” was launched in 2008 on the initiative of the Federal Ministry of Education and Research with the aim of getting young women interested in scientific and technical courses of study and attracting female university graduates to careers in business and science. The office of “Komm, mach MINT” is located in the competence centre Technik-Diversity-Chancengleichheit e.V. The association promotes nationwide equal opportunities for women and men and diversity as a principle for success in business, society and technological development.

The information portal **www.komm-mach-mint.de** provides an overview of the broad spectrum of offers for recruiting young female employees with concrete tips, recommendations for action and a nationwide project map with more than 1,000 projects.

SLOVENIA

There are no gender equality programmes in the field of Architecture or Land-scape Architecture – there are more female than male students in the Faculty of Architecture (approx. 65% female and 35% male) and in the Biotechnical Faculty, department of Landscape Architecture (approx. 76% female and 24% male) (2019/20).

In the field of Civil Engineers, studies show that there are more male students than female students (approx. 65% male and 35% female). A promotional programme exists, called:

We will be engineers!

<https://www.inzenirji-bomo.si/sl/novice/>

SPAIN

There are some programmes to increase the number of women in STEM professions. Architecture is supposed to be one of them though many reclaim the STEM definition to include it properly. The impact of these programmes is small.

COUNTRY SITUATION REPORTS

COUNTRY

_ 2.9

Working hours

AUSTRIA

Normal working hours for employees are 8 hours per day and 40 hours per week (without breaks). In certain cases, it is legally possible to prolong the time to 12 hours per day and 60 hours per week. During 4 months, the average maximum is 48 hours per week. In a four-day week, the normal working hours can be prolonged to 10 hours. Different models of flexible working time are possible that are defined in either collective agreements or employment contracts. In 2019 in Austria only 10.7% of men but 47.7% of women worked part-time.

A survey of the Bundeskammer ZT among the self-employed Architects, Civil Engineers and other Chartered Engineering professions in 2019 showed that male participants of the survey work on average 50.6 hours per week, female participants 45.1 hours per week. Around 65% of women and only around 35% of men with an Architects or Civil Engineers Degree that work in the offices of the participants work part-time.

Source
https://www.statistik.at/web_de/statistiken/index.html
Mitgliederbefragung 2019, Bundeskammer ZT

FRANCE

Teleworking is now a right for all employees, not specific to Architects. The collective agreement or charter drawn up by the employer specifies the posts eligible for telework, the conditions for switching to telework (especially in the event of a pollution episode) and for returning to an employment contract without telework, the method of acceptance by the employee of the conditions for implementing telework, the method of controlling working time or regulating the workload, and the determination of the time slots during which the employer can usually contact the employee for telework.

Part-time work has only existed since the 1990s. The share of working part-time in 2013 was 30.6% for women and 7.2% for men.

GERMANY

Law on Working Time (*Arbeitszeitgesetz - ArbzG*)

The purpose of the ArbzG is to ensure the safety and health protection of workers in the scheduling of hours of work and to improve basic conditions for flexible hours of work. It also safeguards Sundays and public holidays as days of rest from work and of mental recreation for workers. The ArbzG allows certain divergent provisions to be reached in a collective agreement, or in an individual works agreement based on a collective agreement:

Part-Time and Limited Term Employment Act (*Teilzeit- und Befristungsgesetz - TzBfG*).

The TzBfG entered into force in 2001. Its purpose is to promote part-time work, to define the prerequisites for the permissibility of employment agreements for limited terms and to prevent discrimination against part-time and limited term employees.

Employers shall enable the employees, including those in managerial positions, to work part-time in accordance with the Act. Employees who have been employed with the Company for over six months may request a reduction in their contractual working time. If part-time employees have informed employers of their interest in extending their contractual working time, they shall be given preference in filling a suitable vacancy, assuming equivalent qualification,

unless urgent operational grounds or the desires of other part-time employees to change their working times stand in the way. Any termination of an employment relationship due to employees’ refusals to switch from fulltime to part-time employment or vice versa shall be invalid.

Percentage of male/female part-time workers

In **2018**, 76% of women and 84% of men aged 20 to 64 were employed. 47% of the employed women and 9% of the employed men worked part-time (Source: <https://t1p.de/01by>)

In **2017**, 75% of women and 83% of men aged 20 to 64 were employed. 47% of the employed women and 9% of the employed men worked part-time (Source – in German: Federal Statistic Office, Arbeitsmarkt auf einen Blick Deutschland und Europa, <https://t1p.de/pe4g>, pages 6 and 50).

In **2017**, the percentage of male/female part-time workers within the profession of Architects was as follows:

- Architects who are self-employed: 36% female, 11% male, 17% overall

Source
BAK, <https://t1p.de/urmi>, page 21

- Architects who are employed: 44% female, 9% male, 26% overall

Source
BAK, <https://t1p.de/1w6s>, page 97

- Architects who are civil servants: 28% female, 7% male, 15% overall

Source
BAK, <https://t1p.de/eyv2>, page 67

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SLOVENIA

The Labour Resolution Act (Article 143) states, that full-time work shall not exceed 40 hours per week. The law or collective agreement may stipulate as full-time working time shorter than 40 hours per week, but not less than 36 hours per week.

Regarding home office the Labour Resolution Act: Articles 68 – 72 states, that with the employment contract, the employer and the employee can agree about the work from home full or part-time. Home office provides the same rights as the work at the employer’s premises.

The rights, obligations and conditions, which depend on the nature of the work at home, shall be regulated between the employer and the employee with the employment contract.

There are no legal regulations for flexible working times. They are regulated by companies’ internal rules. Pregnant women and mothers with issues of breast-feeding and childcare until the age of 6 are entitled to the adoption of working time according to the needs of a woman.

The percentage of the M/F part-time workers in general is:

- 10% women, 6% men (in **2014**)

Source
www.stat.si (Structural wage statistics for 2017) Statistical Office of the Republic of Slovenia

- In **2018**: 30% of parents with children until age 6 worked part time, 5% of those were men

Source
<https://www.zurnal24.si/slovenija/krajsi-delovnik-za-starse-toliko-starsev-ga-v-resnici-koristi-331846>

SPAIN

The 1978 Spanish Constitution established the framework where rights around work were defined. In 1980, the Workers’ Statute has been the first of different Laws trying to regulate rights and obligations of workers, the most recent of them in 8 March 2019. There is no general regulation for flexible working time. Workers can choose part-time working time: In 2019, 7% of male workers were part-time and 31% of female workers were part-time. In some cases, part-time work means precarious work and contract, hiding unpaid long hours.

_3. EXPERT OPINIONS

3. EXPERT OPINIONS

This section is mainly based on studies, expert interviews, and knowledge available in the partner organisations and summarises practical experiences, expert opinions, and study results on the general situation regarding professional equality.

COUNTRY

History of professional Gender Equality

3.1

AUSTRIA

The first eight women became Members of the Austrian Parliament in 1919; in 1966, the first female Minister was appointed. Only in 1975, the reform of the Austrian Family Law set out legal equality between women and men: Women are allowed to work without the consent of their husband, to decide where to live and to choose their family name. The Equal Treatment Act of Women and Men with regard to Remuneration was adopted in 1979. Since then, the law has been considerably expanded and all phases starting from the conclusion of a contract of employment to career advancement and ending with the termination of a contract can be investigated for possible discrimination. The offenses of harassment and of sexual harassment were also included.

In 2004, the types of discrimination were expanded, where the result of which is that, besides discrimination on the grounds of gender, discrimination based on ethnicity, age, religion or ideology and sexual orientation (with a couple of legal exceptions) in employment and occupation was also included. In 1982, Austria ratified the Convention on the Elimination of all Forms of Discrimination against Women (CEDAW). In 1990 the first Ombud women for Equal Treatment was installed and brought a new momentum to the

Equal Treatment Act. The gender mainstreaming tool of gender budgeting has been enshrined in the Constitution since 2009 and in 2010 the National Action Plan on Gender Equality in the Labour Market 2010-2013 was published. Since 2011, a women’s quota for supervisory boards in state-affiliated companies is established and companies are legally obliged to draw up income reports (see also 2.4). In 2017, the Act on Equality between Women and Men in Supervisory Boards was adopted.

Sources

Gender Equality in Austria – Milestones, successes and challenges, Austrian Federal Chancellery 2018
Auf dem Weg zur Gleichbehandlung – Festschrift für Ingrid Nikolay-Leitner, Susanne Feigl, Sandra Konstatzky

COUNTRY SITUATION REPORTS

FRANCE

The beginning of the 20th century marked the lifting of prohibitions on women’s civil rights. Following the Second World War in 1946, the preamble of the constitution guaranteed equal rights for men and women. After developments in the political and economic fields, women saw their social rights improve. It was in the 1960s that the issue of women’s professional work became more important, following Article 119 of the Treaty of Rome, which in 1959 established the principle of equal pay for work of equal value. The law of 22nd December 1972, taking up ILO Convention 100, ratified by France in 1951, enshrined the principle in the Labour Code that “every employer shall ensure, for the same work or for work of equal value, equal remuneration for women and men”.

The 1980s followed the evolution of women’s professional work which began in the 1960s. The Act of 13 July 1983 on professional equality between women and men (known as the “Roudy Act”), which transposed the 1976 European directive on equal treatment into French law. The arrival of the left in power, the creation of a Ministry of Women’s Rights and the appointment of a socialist and feminist

Minister of Women’s Rights, Yvette Roudy, founder of the Women’s Democratic Movement, which demanded rights for all women, not only for mothers, put the demand for professional equality between women and men at the forefront of the left’s political agenda.

The third key moment concerning professional equality happened in the 2000s: the 2001 law on the obligation to negotiate on professional equality, an increasing place is given to collective bargaining to ensure the implementation of professional equality. The Act of 23 March 2006 on equal pay for women and men aimed to eliminate the pay gap between men and women within five years, by taking this objective into account in negotiations opened at branch or enterprise level, and also to neutralize the negative impact of maternity on wages. In 2014, this negotiation, which aimed at professional and salary equality, was reinforced by a law requiring the employer to engage in annual negotiations on equality objectives.

GERMANY

In 2020, Architecture in Germany is still a male dominated sector. Gender equality in the professional and working world has not yet been established. There are more men at senior management levels than there are women. A gender pay gap exists in Germany.

Although since 2006 more than 50% of the graduates in Architecture are women, there is only a small proportion of architectural firms that are owner-managed by women. Even today, women are still more often employed in part-time jobs because they must take care of the family and children. The tendency for young women to take the step into freelance work is currently declining.

The first architectural office run by a woman was opened by Emilie Winkelmann in 1908 and was an absolute exception. Many women contributed to the Bauhaus era (1919-1933) but are hardly noticed by the public to this day. Although there have been balanced figures about graduates (women and men) for about 15 years, the job title “Architect” is used in the official institutions and media in the exclusively male form and continues to shape the common view of the job profile. One indication of this is that even female Architects often describe themselves as “Architects” in the male form.

SLOVENIA

Already within the framework of the former Yugoslavia, Slovenia has made a major step towards equality of women in society. Gender equality and the organization of social structure support a woman in her active social role (organised childcare, early/family friendly working hours (6am – 2pm), social network and help of the extended family, voting rights, access to all the professions for women).

Women could not enlist into technical studies in the Austro-Hungarian empire until 1918. The first female with a doctor’s degree in Slovenia was Ana Mayer-Kansky in 1920 in chemistry, the first female Architect received her degree in 1932 (Dušana Šantel), and Sonja Lapajne Oblakm who was the first female engineer, obtained her degree in 1932.

The statistics show that in general, according to the active part of the population there are 95.5% of men and 95.1% of women working; the ratio of women to men is 45:55.

Slovenia is one of the countries that rank high, after measuring different indexes of equality between women and men. The World Economic Forum’s Global Gender Index places Slovenia 36th among 153 countries in the world and the

Gender Equality Index of the European Institute for Gender Equality places Slovenia on the 11th position in the European Union. (Gender Equality Index 2019).

However, there are quite a few areas of inequality for women and men: despite the fact that half of the population are women, there are significantly fewer in political decision-making places. In 2019, only 8% of women were mayors,

32% city and municipal councillors, 23% parliamentarians, 38% EU parliamentarians, and in all the years Slovenia had only one woman lead the government. Data on the situation of women in the labour market show that the employment rate of women in 2019 was lower than that of men. There were more women among the unemployed, there were twice as much part-time workers, they were paid almost a tenth less than men, and there were far fewer decision-makers in the economy than men, whether they were chairpersons (15%) or board members (23%), CEOs, employee representatives, etc. In Slovenia, as in most other EU countries, women are better educated than men – in 2019, more women were graduated annually (71% at the second Bologna level), but there were still less female academics

(25% full-time and 34% associate professors), among the members of the Slovenian Academy of Sciences and Arts, only 4% of them since its inception.

Source
<http://www.sloga-platform.org/enakost-spolov/>

COUNTRY
SITUATION
REPORTS

SPAIN

In 1910, women where given the right to free access to general studies at University. Nonetheless, the first School of Architecture in Madrid dates from 1874, the first woman to study Architecture was Matilde Ucelay Maórtua, who achieved to be the first woman to graduate as an Architect in Spain in 1936, on 15 July, three days before the Civil War broke out.

Matilde Ucelay, who had formerly studied at the Institute-School (school belonging to ILE, Institución Libre de Enseñanza), entered the Madrid School of Architecture in 1931, together with two colleagues, Lali Úrcula – who did not finish her degree - and Cristina Gonzalo, who graduated in 1940 – Cristina Gonzalo was also one of the first women with a PhD in Architecture in Spain, in 1967. That same year, Rita Fernández-Queimadelos, the first Galician woman to study Architecture, also attended the Madrid School of Architecture. In the following two decades, only five more women studied there: Cruz López Muller, Juana Ontañón, Margarita Mendizábal, María Eugenia Pérez Clemente and Elena Arregui. In the 1960s, the numbers increased, although they remained low. Among them, in 1968 Pilar Amorós, the first Architect in the province of Alicante (Comunitat Valenciana), got her degree as an Architect.

In Barcelona, despite the fact that the School of Architecture existed since 1875, the first woman to get her degree by this School in Barcelona was Margarita Bender Rubira in 1962 - validation of studies - although the first to study the complete degree and graduate there was Mercedes Serra Barenys, who ended her studies in 1964. Between 1964 and 1975, 73 Architects graduated at Barcelona School of Architecture. Among these 73 Architects, Concepción Valero from Castelló obtained her degree in 1969 in Barcelona.

This quick overview shows clearly that the date on which the first woman in Spain got her degree as an Architect is later than in the context of reference and that, probably, the Spanish Civil War and its post-war period generally hindered possible access to work and commissions.

Registered female Architects in the provinces of the Valencian Community (where UPV is) could only study Architecture in Valencia since 1966-67 academic year, whose first promotion graduated in 1971. Before that date, studying was only possible in Madrid, in Barcelona or in Seville, in this latest one since 1958.

The first female Architects to obtain their degree at Valencia School were Pilar De Insausti and Cristina Grau in 1972. Both began their studies outside the city, but graduated in Valencia. In 1971 five Architects obtained their degree from this school, but none of them female. In 1972, two female Architects out of 16; in 1977 zero out of 17. Between 1971 and 1980, 36 female Architects graduated from a total of 584 degrees in Valencia, which shows that for almost ten years, only 6.16% of graduates in Valencia were female Architects. Observing the number of registered Architects in the Chamber of Architects of the Valencian Community, it becomes clear that until 1982, female Architects summed up to 74 Architects among 3.000 collegiate (2.46%). Nowadays, these figures have changed reaching up to 31.5% of registered female Architects in Spain, which still – is not enough.

3. EXPERT OPINIONS

This section is mainly based on studies, expert interviews, and knowledge available in the partner organisations and summarises practical experiences, expert opinions, and study results on the general situation regarding professional equality.

COUNTRY
SITUATION
REPORTS

COUNTRY

_ 3.2
**Societal
obstacles
preventing
comprehensive
Gender
Equality**

AUSTRIA

Austria still follows very traditional role models. A recent study from 2020 confirms that in Austria the share of women in part-time employment – also compared to other countries - extremely increased during the last decades. Even highly educated women have increasingly turned away from the dual breadwinner model. This means that also education does not diminish the gender gap. Therefore, the most common Austrian family model is a modernized male breadwinner model in which women do not stay at home but work part-time. With a model like this, the pay gap within the family increases and the manifestation of gender roles gets even more fixed, e.g. women have to take parental care as they earn less. The study shows that between 30% and 41% of women – depending on age group - are not back to fulltime employment even when their youngest child is already between 10 and 15 years old. Women without children hardly work part-time at all. This means that part-time work is normally not a decision of work-life-balance but of compatibility. As part-time work leads to a long-term financial loss and, a reduction of career chances and a higher danger of poverty the gap between mothers and women without children is constantly widening. The reasons for this situation are manifold: Very important concerning understanding the frameworks is the fact that still a very considerable number – depending on educational

background - of women (!) believe that pre-school children suffer if their mothers work. Other aspects are the parental leave regulations, the gender pay gap and the childcare models. The OECD country report for 2015 underlined that the separation of gender roles in Austria goes well beyond what is found in comparable European countries (OECD 2015) and recommended steps to enable earlier return to full-time work of mothers and fathers' participation in care and household duties. A key recommendation was to provide “more opportunities to leave the separate gender role model in order to broaden work-life balance options”. The reason that there has never been full common political and public agreement in Austria on this topic is based on a widespread conservative way of thinking also related to the high percentage of about 55% of Catholics in Austria. There a number of very conservative right-wing fraternities and networks with a lot of political influence still do not accept female members. On the other hand, it has to be mentioned that especially very young women express the opinion that measures regarding gender equality are not needed (anymore).

Source

Essay The return of the male breadwinner model? Educational effects on parents' work arrangements in Austria,1980–2009 by Caroline Berghammer

Study „Childrearing in Austria: Work and Family Roles“ by Buber-Ennser, Isabella Journal of Research in Gender Studies, 2015

Study „The Part-Time Revolution: Changes in the Parenthood Effect on Women's Employment in Austria across the Birth Cohorts from 1940 to 1979“by Caroline Berghammer and Bernhard Riederer, European Sociological Review, 2020

FRANCE

Sexist acts are massively committed by men against women: 89% of victims of sexist acts are women, and 91% of respondents are men. In its report, the High Council chose to focus on two areas: sexist insults and humour. Since sexism is at the root of all the inequalities that exist between women and men, ARVHA has recommended a report to understand the roots of sexism, where it is expressed, how it is expressed, etc. The report will be published in the next few months. The Equality and Citizenship Act of January 2017 took up this recommendation and gave ARVHA the task, among others, of producing an annual report on the state of sexism in France.

Four out of ten women say that today they suffer either injustice or humiliation because they are women. Compared to the number of women in France, it means that 10,000.000 women have recently experienced a sexist act., which is a lot. ARVHA has therefore chosen to study humour and sexist insults, as these are two extremely trivialized subjects, and yet they are present in women's daily lives.

In France, as in all countries, there are obstacles that hinder the progress of gender equality in society as a whole. These obstacles are complex and diverse and may be due to a lack of awareness of inequalities, but also due to a lack of beliefs and representations, to

differences of opinion as to how to remedy them, or to the questioning of women's rights and their voices in general.

Finally, there are ideological and structural obstacles to gender equality. The Centre Hubertine Auclert, the regional centre for gender equality, held a study day in December 2018 on this topic and identified several types of obstacles: resistance to change, which is based on belief, unbelief and stereotypes, particularly on the fact that equality has already been achieved. Alternatively, more biased considerations, on the crisis of masculinity, or the fact that movements for equality between women and men such as the “Me Too” movement would go “too far”.

They may be the work of individuals with very different social or political tendencies, or of constituted groups such as the Ligue du lol. There is also resistance from constituted movements such as “single fathers with children”, ultra-conservative movements, etc. The discourses deliver the underlying message that women should remain confined to the domestic sphere and that men could be deployed in the public, economic and political spheres. These stereotypes reinforce and justify persistent professional inequalities and the lack of gender diversity in certain professions, particularly

in construction and Architecture. Finally, there is institutional and economic resistance, in particular the gap between the declarations made by public authorities and companies to remedy these gender inequalities and the low level of financial, material and human resources allocated to public policies on gender equality, which are nonetheless essential to its progress. Equality of rights is, however, a central principle of the Republic today. It is inscribed on the pediments of institutions, town halls and schools. As well as in the fundamental legal texts, at national and European level. Finally, there is a continuity of anti-feminist movements, as evidenced by the work of Christine Bard, Francis Dupuis-Déri and Juliette Rennes in this regard. Maria Martin, director of the Journal des Femmes in 1908, gave the following definition of feminism: “the goal that feminists pursue is the same everywhere and can be summed up in one word; equality of men and women before the law.”

3. EXPERT OPINIONS | Societal obstacles preventing comprehensive Gender Equality

This section is mainly based on studies, expert interviews, and knowledge available in the partner organisations and summarises practical experiences, expert opinions, and study results on the general situation regarding professional equality.

GERMANY

Although traditional roles are no longer maintained in society, there are still doubts about technical and economic skills among women. While women are still trusted with the use of colours, fabrics and decoration, the construction sector is rather sceptical if women have enough skills in the areas of construction supervision or construction management. A positive, proactive attitude to gender equality has become mainstream in academic circles. In fact, however, there are still massive difficulties in implementing this theory. Conventional images contribute to this, which are passed on by men and women alike without reflection. In particular, project partners – women and men - continue to place less trust in women with regard to assertiveness and financial controlling.

SLOVENIA

In principle, there are no specific groups that have tried (or are still trying) to prevent comprehensive gender equality. Some non-equality issues are connected by religious institutions/beliefs. There are some issues in political parties and religious groups concerning rights for abortion, in vitro fertilization for single women, but also rights for same sex partnerships.

The religion in Slovenia is represented in the following percentage:

73% Catholicism, 21.5% Atheists, 2.4% Islam, 2.2% Eastern orthodox, 0.9% Lutherans

SPAIN

As already mentioned, the Spanish Constitution states that women and men are equal and that the Government must be non-religious. However, structural discrimination against women is still present in Spanish society, in numerous forms. Many people in Spain, even now, accept traditional gender role distribution between women and men, particularly among those close to right wing parties ideals (although not only).

As in other countries, institutional Catholic Church position is against abortion and abortion laws and still demands different gender roles for women and men, although this position has changed through time. From 2019 data, 68.1% of the population is catholic, 27.5% are atheists and 2.7% profess other religions.

COUNTRY SITUATION REPORTS

COUNTRY

_ 3.3

Challenges for female Architects and Civil Engineers

AUSTRIA

Studies come to the conclusion that the main reasons for the stable gender inequality in the field of planning services are at the same time structural principles of the profession: The culture of long working hours, the dominance of homosocial male networks, discriminating gender norms and – in the field of Architecture – also the creativity based professional ideology:

Gender norms still seem to be firmly anchored in everyday awareness and thus not very accessible to reflection and change. Therefore, they very much help maintaining social hierarchies. As an example, women are often still seen in the creative role, while men stand for technical expertise. Such mostly latent norms are relevant for the professional position of women in the office itself but even more so in external relation with clients and others. This can be the cause of latent or open discrimination, such as clients or workers at the building site doubting the competence of a female Architect or Civil Engineer. In extreme cases, this can even lead to bullying and sexual harassment. So very often female professionals have to show more competence than their male colleagues in order to be treated equally. As studies show, this is the case in many technical male-dominated professional areas.

Studies have also shown that female Architects and Civil Engineers still take over their traditional gender norm roles concerning family and children to a much higher degree than men and defer their careers/ career plans. Caused by these dynamics the share of work in planning offices is often developing in a way that female Architects and Civil Engineers, even if they have major positions in planning offices, play a minor role in external relations and thus the professionally extremely important networking is often monopolised by men. This is also visible in the bodies of professional Chambers.

The creativity-based ideology – especially regarding the profession of Architects – adds to this problem as it is often a main focus of the professional self-perception. Although this is (also) attributed to women, in the male-dominated professional life of Architects and Civil Engineers the control of creativity is often in the hand of male office principals and managers.

Source
Study “Vereinbarkeit von Architekturberuf und Familie - Strategien, Modelle und Erfahrungen” by Silvia Forlati, Anne Isopp, Sabina Reiß-Retschitzegger including essay „Das Berufsfeld Architektur im Strukturwandel von Arbeit und Familie” by Christoph Reinprecht and „Vereinbarkeit von Beruf und Kindern bei ArchitektInnen” by Ulrike Papouschek

Report on „Unternehmerinnen in Österreich 2017 - Unternehmerinnen in männerdominierten Bereichen /Unternehmerinnen und Digitalisierung”, Eva Heckl, Karin Petzlberger, Karin Gavac – Austrian Institute for SME research

3. EXPERT OPINIONS | Challenges for female Architects and Civil Engineers

This section is mainly based on studies, expert interviews, and knowledge available in the partner organisations and summarises practical experiences, expert opinions, and study results on the general situation regarding professional equality.

COUNTRY SITUATION REPORTS

FRANCE	GERMANY	SLOVENIA	SPAIN	COUNTRY	AUSTRIA
<p>The glass ceiling is hard to shatter. Women have to work more to justify their presence and skills on the site. With equal skills, salaries often differ, notably due to differences in seniority, as the profession is being feminised, and part-time work is more important for women. Size and typology of projects less important are often left in the responsibility of women. Clients may be more distrustful of a woman in charge.</p> <p>Following a questionnaire sent out to Architecture graduates between 2000 and 2014 (ENSAPL and UCL LOCI), there are more declared situations of sexism, discrimination and even violence among women than among men. The survey ARVHA is currently conducting will deepen these difficulties in oral interviews (asking about pregnancy, children etc.).</p> <p>Youth adds to the difficulty of being a woman in the profession.</p>	<p>It is a particular challenge for women in Architecture and construction to assert themselves against the traditional masculine image of the construction sector.</p> <p>Sexual harassment is omnipresent in society, and the construction sector, which is dominated by men, is also affected. To achieve parity would be an important step to change this.</p> <p>Working conditions in the architectural profession are still hostile towards women and families. Female employers advocate for creating part-time jobs and keeping the evenings and weekends free from work. Women are very rarely employed in construction companies. Often there are open verbal attacks on the construction site, which for the most part could be ended with clear statements. Involving women on the construction site could help to optimize their workflow.</p>	<p>In general, there are no special challenges that female Architects and Civil Engineers have to face.</p> <p>Individual bullying can be found on the building site by extreme individuals; women need more strength to initiate the authority.</p> <p>A survey conducted by Architects, Landscape Architects and Land Planners (n = 460) in the 2019 project shows, however, that women are less ambitious than men and less interested in leadership in organisations or within organisations (80% of men and 71% of women would accept leadership within the organisation), despite being less satisfied with their position within the organisation (34% of dissatisfied women, 20% of dissatisfied men).</p> <p>Mainly male clients prefer hiring men to architectural projects/buildings of larger scale.</p>	<p>According to the Higher Council 2018 report, in Spain 54.7% of female Architects have suffered some kind of discrimination due to their gender and 12.2% of female Architects have experienced psychological harassment for gender reason. The same report mentions 17% of female Architects have suffered mobbing in working place, although this report makes no difference among working place types. In our opinion, gender discrimination has evolved from suffering (not always) unfortunate jokes in the workplace to more refined ways of ignoring women's work such as frequent all-male panels or disregard for the presence of women Architects taking part in award juries.</p>	<p>– 3.4</p> <p>Pay gap: Reasons and future tendencies</p>	<p>A main reason for the pay gap is, that the share of part-time working women in Austria is - with over 47% in 2019 - extremely high. There is still a lack of childcare-facilities and schools with long opening hours and the distribution of paid and unpaid working time is very unequal: Women work on average 65 hours per week - 2 hours more than men - and 25 hours of their work per week is unpaid (men: 16 hours). Additionally, income transparency - which would be an important factor when it comes to reducing the gender pay gap - is not very far developed in Austria.</p>

FRANCE

The average income of men and women increased over the period 2002-2011. However, there is a lag following the economic crisis of 2008. Both average incomes are contracting simultaneously, although women’s income seems to be less affected. The income gap between men and women changed little over the period. A male Architect earns on average almost twice (1.9 times) as much as a female Architect in the same profession, although this ratio tended to decrease slightly in 2011 (1.83). In 2018, the gap remains glaringly wide. The clear inequalities in salaries between male and female Architects appear to be the result of the differences noted above. In fact, female Architects are rare among the highest age groups, even though they are the best paid. Similarly, women are more likely to occupy salaried or civil servant positions, which are less remunerative than those of partners or liberals, which are favoured by men, therefore under-represented in the highest quartiles.

GERMANY

In Germany, planning fees are calculated as a percentage of the construction sum, based on an official fee scale (HOAI). Experience shows that men demand higher remuneration for their services than women do. They often make use of the degree of flexibility offered by the HOAI at the upper limit of what is possible, while women set the fee calculation lower. The fee structure for Architects and Engineers does not differentiate between the sexes. Since fewer women work independently or are less often office owners, fewer women also calculate according to the fee tables of the HOAI. The number of female freelance Architects tends to decline. Women are more often employed and work part-time because they are often required to bring up their children. This means that women cannot develop their full potential in their careers and therefore earn less than men do. The hourly rates of remuneration are often too low in proportion to the fees calculated based on the HOAI. This discrepancy very often affects women in their function as employees.

Another reason for the gender pay gap is that there is no social acceptance in Germany for transparency of salaries. The male-dominated architectural industry and a particularly heroic self-image will probably not play a proactive role in reducing the gender pay gap.

SLOVENIA

The official pay gap is about 5%. It is difficult to define the pay gap in the architectural profession, as there is no transparency regarding the salaries.

The prices of design services are market based as the European Union legislation states. To protect investors, designers and the public interest, the Chamber of Architecture and Spatial Planning of Slovenia and the Chamber of Engineering of Slovenia have prepared a manual for evaluation of design services. The values of the design services, as calculated by the program, represent the recommended prices, which enable the Architects to plan quality architectural solutions and produce quality projects (Source: *www.zaps.si*). Greater downward deviations, which mean less successful architectural solutions and a lower level of plan processing, depend on demand and supply and impair the position of the profession. Price reductions were extensive during the economic crisis, with prices not fully adjusted for all businesses after the recovery of the economy.

The absence of the official minimum tariff conditions for the architectural service evaluation is a major problem of living and working conditions in the profession. Of course this impacts the pay gap as well. On all levels in general we can state that men are more skilled and self-confident to gain

better payment for their work (outside the Public Sector jobs). In general men are more often owners of companies and they are in general taking the leading positions (73%) in companies. The higher the positions, the less women are present. Also from this point of view male work is paid better. Women in general are easier satisfied with lower and less paid positions, due to not only lack of confidence, but also as they are often not prepared to take higher responsibilities if they have children. But, of course, there are some exceptions, women that earn much and are skilled to gain good payment for their work.

At the moment there is a lack of Civil Engineers in Slovenia, therefore a payment rise is expected. There are no significant differences for the same position, but in general men take the leading positions.

SPAIN

In our opinion, a change to avoid the existing gender pay gap needs to challenge social consideration for care work. Women in all social levels usually take care of dependent ones (children, elderly, ill persons, etc.) and, as the Spanish sociologist M. Angeles Duran states in her book ‘The invisible wealth of care’ from 2018, this is unpaid working time. This unpaid work makes it difficult for women to access full-time work as men do, also in the profession of Architects. Nevertheless, the pay gap in the profession is around 0.84 (average annual income for men, 28.641 EUR and 24.184 EUR for women), being the private sector where more salary differences can be found.

3. EXPERT OPINIONS

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COUNTRY SITUATION REPORTS

COUNTRY	AUSTRIA	FRANCE	GERMANY	SLOVENIA	SPAIN
<div><div>- 3.5</div><div>Parental leave in practice</div></div>	<p>On an average, women stay at home for 2.5 years and work in part-time jobs until the youngest of the children is 15.</p> <p>Men who apply for parental leave stay at home for about four months, but afterwards only 5% work in part-time jobs.</p> <p>Whereas 74% of women stayed at home with their child/children in 2018, this can be said only of 8% of men.</p>	<p>Women stay at home more often than men do, only 3% of them take parental leave. Allocations are derisory; generally, couples sacrifice the lowest salary, which is often the female income.</p>	<p>Women are still more involved in raising children. In general, there is a widespread view in Germany that raising children is the responsibility of women. This state of affairs, which is widely accepted by society, is largely due to the fact that men earn more, and it would be less economical for them to stay at home instead of their female partner. The situation is further aggravated by the fact that the costs for childcare outside the home are still too high.</p> <p>If men were to apply for parental leave just as frequently as women did, this exclusion criterion would no longer apply when selecting male or female employees. Men often limit parental leave to two months, which is a prerequisite for taking advantage of the maximum parental leave of 14 months.</p> <p>Women should be more strongly encouraged in the construction industry to combine raising children with freelance or independent work.</p>	<p>There are differences between types of employment. Officially employed they have maternity and parental leave by their collective contract. Self-employed often work during their parental leave, depending on the personal choice and the amount of work (projects).</p> <p>There are differences between the Architects and Civil Engineers according to the type of employment (self-employment is the more common type for Architects) while Civil Engineers have to be employed. Women usually use the maternity leave, male Architects sometimes take the paternity leave (14 days), but in the second part (parental leave) mostly women stay at home with the child. Of course, there are some exceptions. Reasons are mostly traditional roles, biological issues, etc.</p>	<p>According to the Higher Council 2018 report, 27.8% of professionals have to organise their work to take care of mainly children. Female Architects often choose a part-time contract or to work as self-employed or freelancer. Since 1 January 2020, fathers have compulsory parental leave (6 weeks) which has to coincide with the compulsory 6 weeks of maternal leave of the mother. They both can extend their maternal leave (until 10 weeks more) and paternal leave (until 6 weeks more) with no need to be at the same time. After that, reconcile care and work depends on where one lives, on the personal situation and the general income.</p>

3. EXPERT OPINIONS

This section is mainly based on studies, expert interviews, and knowledge available in the partner organisations and summarises practical experiences, expert opinions, and study results on the general situation regarding professional equality.

COUNTRY	AUSTRIA	FRANCE	GERMANY	SLOVENIA	SPAIN
<div><div>_ 3.6</div><div>Care leave in practice</div></div>	<div><p>Concerning couples only 23.3% of men with children under 15 years apply for childcare leave.</p><p>Care leave is related to employment and thus not relevant for self-employed Architects and Civil Engineers. Nevertheless, in practice, the question of care leave situations is similar, but numbers are not available.</p><div><div>Source</div><div>https://www.statistik.at/web_de/statistiken/index.html</div></div></div>	<div><p>Usually, the women take care leave, which represents two days of work. Men do not claim it or only if the mothers are actually unavailable.</p></div>	<div><p>Men still take care leave significantly less often than women do, but the trend is rising. Since the introduction of the parental allowance in 2007, the proportion of men taking parental leave has risen from around 3% to 37% in 2016. In comparison, more than nine out of ten mothers take parental leave, and to a much greater extent than fathers. The reasons for the low take-up of parental leave by fathers are financial and the fear of negative professional consequences.</p></div>	<div><p>There is no legislative difference between men and women for care leave. In practice, mostly women take it, men rarely do. This is often because of traditional roles and socio-economic reasons, higher positions of men in the profession, etc. However, of course, there are individual exceptions.</p></div>	<div><p>Explained in 2.5 and 3.5</p></div>
<div><div>_ 3.7</div><div>Importance of supporting networks</div></div>	<div><p>Supporting relatives and social environment for women in general in the care of their children are very important. As described in 3.8 the compatibility of profession and family is especially difficult for authorized (self-employed) Architects and Civil Engineers. Although childcare places are increasing in Austria (see also 2.6), there are not enough places for small children and altogether the institutions often cannot offer the flexibility, which is extremely important for self-employed professionals. Therefore, they often need to find their own individual and flexible (additional) childcare solutions such as relatives, child minders etc. This is especially the case in the country Partly there is also a lack of willingness of parents to put very small children in institutional care.</p></div>	<div><p>In France, it is estimated that 3% of grandparents keep their grandchildren permanently, which is cheaper than a crèche, nursery assistant or baby-sitter.</p></div>	<div><p>Structures of a classical extended family hardly exist anymore. Parents often have their children late. In most cases, the grandparents live further away and are either still working themselves or are sometimes already in need of care. This can represent an additional burden, which often women must bear.</p></div>	<div><p>The relatives and social environment are very important in Slovenia, not only for female Architects and Civil Engineers, but in general. If families live close enough, they take care of each other. Due to a good developed infrastructure of kindergartens in Slovenia, there is not a great need for the care of grandchildren. Sometimes grandparents take over the care of kids at an early age (till 3) as the parents prefer to take the institutional care yet afterwards. However the grandparents are often helping on the late afternoon hours after the closing of kindergarten or school.</p></div>	<div><p>Family support is part of the Spanish culture. Relatives interact easily and frequently. When grandparents are able and live close, they usually take care of their grandchildren.</p></div>

3. EXPERT OPINIONS

This section is mainly based on studies, expert interviews, and knowledge available in the partner organisations and summarises practical experiences, expert opinions, and study results on the general situation regarding professional equality

COUNTRY SITUATION REPORTS

COUNTRY	AUSTRIA	FRANCE	GERMANY	SLOVENIA	SPAIN
<div><div>- 3.8</div><div>Working hours in practice</div></div>	<p>The survey of the Bundeskammer ZT among the authorised (self-employed) Architects, Civil Engineers and other Chartered Engineering professions 2019 (see 2.9) shows that the average working hours per week for self-employed female Architects and Civil Engineers are over normal working time but that in planning offices around 65% of female employees with professional degrees work part-time. This clearly shows the challenge of self-employed female Architects and Civil Engineers – mostly Micro-Enterprises or even one-person-companies – when it comes to combining professional life and children. An Austrian study – „<i>Vereinbarkeit von Architekturberuf und Familie - Strategien, Modelle und Erfahrungen</i>“ – has focused on these problems and showed that for self-employed women this is a “feat of strength” that is tried to overcome by different strategies (working and living at the same venue, flexible child care models, life & work partnerships, stepping back in tasks and expectations, etc.). As the working time is limited but the necessary amount of work still has to be covered, this requires the reduction of breaks and social interventions, but often also of working aspects relevant to the professional position and equality (as described in 3.6). The relation between paid and unpaid work moves in the direction of more unpaid work.</p>	<p>Part-time work is often suffered by women to look after children – because they often earn less than their partners - which often leads to difficulties to return to work and to loss of self-confidence.</p>	<p>A great help to families would be more flexible working hours for both parents. In the construction industry, however, presence around the clock is usually expected. Permanent employees are required to work overtime.</p> <p>In the course of digitalisation, some employers in the building industry have also made working hours more flexible, but unfortunately this often means that you have to be available at all times, including at home. Thus, flexitime is common. Part-time or home office has not yet become established, except in some small offices. The vision, that the profession of Architects is a 60h job, still exists.</p>	<p>Working hours are practiced diversely according to the type of employment. Public/civil servants (estimated 10-20%) and employees in big companies practice 5/7 and regular eight working hours with flexible start (7-9 am). Private companies mostly expect the employees to work more than eight hours and at least parts of the weekend (payment fixed amount per month). Flexible working time is enabled in big companies according to personal priority. Self-employed Architects practice mostly long and flexible working hours.</p>	<p>According to the Higher Council 2018 report, 69.7% of Architects work on their own (autonomous), 14.1% work for others and 11.5% combine both situations. In order to reconcile work and care, 83.4% of Architects have flexible arriving and departure hours, 59.7% have flexible timetables in general, 46% telework, and 37% choose part-time work. The Coronavirus crisis has extended telework and videoconferences among professionals.</p>

3. EXPERT OPINIONS

This section is mainly based on studies, expert interviews, and knowledge available in the partner organisations and summarises practical experiences, expert opinions, and study results on the general situation regarding professional equality.

COUNTRY
SITUATION
REPORTS

COUNTRY

_ 3.9

Access to the profession for Newcomers

AUSTRIA

For female graduates there are no support programmes from universities about becoming authorised (self-employed) Architects or Civil Engineers. As three years of professional practice and a professional exam are requirements for professional access as an authorised (self-employed) Architect or Civil Engineer, graduates normally start with employment contracts or free employment contracts. The Chambers of Architects and Chartered Engineering Consultants offer support for those who want to get the authorisation as independent, responsible and self-employed Architects and Civil Engineers in the form of (legal) counselling and by mentoring programmes. Before the examination, a course is offered at the Chamber. For the first three years after authorization, Chamber fees are reduced, as the market entry phase is not always easy, e.g. public procurement procedures often require references that newcomers cannot provide. Depending on the market situation the competition for contracts can require a lot of efforts. E.g., the participation in Architectural Design competitions cause a lot of time and effort, often without (adequate) remuneration. As the survey of the Bundeskammer ZT among the authorised (self-employed) Architects, Civil Engineers and other Chartered Engineering professions 2019 (see 2.9)

clearly shows the average working hours per week in the profession are by far above normal working hours. Additionally, young female Architects and Civil Engineers can be hit unexpectedly by the structural discriminations within the profession as described in 3.3.

FRANCE

Being hired as an employee seems to be difficult (according to testimonies of former students and young colleagues) for women around the age of 30 - an age when women are most likely to have children. Paternity leave worthy of the name could help to alleviate this phenomenon.

GERMANY

The shortage of skilled workers is also making itself felt in the construction sector due to the current building boom. Therefore, graduates in Architecture have a relatively easy access to the labour market. Employers are beginning to adapt to the situation of young people and to consider their needs, including flexible working hours, modern working models and less overtime.

The starting salaries for young graduates are nevertheless lower in the building industry than in other professions.

SLOVENIA

Before the global recession, the access to employment for newcomers was easy. There was no problem to get a job. During the recession, it was difficult to find a regular job and permanent employment. After the recession, architectural companies often hired self-employed Architects (entrepreneurs) instead of choosing regular employment. Precarious ways of work are most common among Architects. It is expected to be self-employed (entrepreneur) in order to cooperate with established offices mostly in the architectural profession. Working hours and conditions are not regulated (similar to 3.8).

To become a licensed Chartered Architect, it is necessary to take an exam at the Chamber after gaining a good amount of practical experience in an office.

In the Civil Engineering branch, the working situation is more regulated and due to the lack of professionals, most of the Civil Engineers are regularly employed and newcomers have an easy access to employment.

3. EXPERT OPINIONS

This section is mainly based on studies, expert interviews, and knowledge available in the partner organisations and summarises practical experiences, expert opinions, and study results on the general situation regarding professional equality.

COUNTRY SITUATION REPORTS

SPAIN	COUNTRY	AUSTRIA	FRANCE	GERMANY	SLOVENIA	SPAIN
<p>After the 2008 crisis, unemployment among under 25 year olds neared 60% (2012T4). Many recent graduates in Architecture decided to go to work abroad. In a 2015 survey among students, 45% of those who responded, said they expected to work in another country, and 48.1% expected to open his/her own office abroad. According to the Higher Council 2017 preliminary survey report, nowadays, among registered Architects under 30 years old, 51.8% work on their own and 63.6% have a medium income of 17.273 EUR.</p>	<p>– 3.10</p> <h2>Solidarity in practice</h2>	<p>Committees of female Architects and Chartered Engineers have been installed in the Federal and all regional Chambers. They aim at enforcing such solidarity. There are also other (partly regional) small networks of female professionals in the branch that support each other concerning market access and professional conduct. Nevertheless, effective female networks are by far not as common and widespread as longstanding and effectively functioning male networks (see 3.3.). Partly this is also due to the fact that women do not want gender becoming a topic within their working space - especially in contact with their male colleagues. There is a fear that engaging in gender questions can harm the career. Especially among very young women, the view is widely spread that gender questions and female professional networks are not needed (anymore).</p>	<p>Architectuelles Hauts-de-France, an association governed by the law of 1 July 1901 and the decree of 16 August 1901, was founded on 30 January 2018 and is – among other things – enhancing Mutual Aid and Solidarity by giving visibility to female Architects and graduates and offering opportunities for exchange and networking.</p>	<p>Solidarity does exist between colleagues. This can be derived from many initiatives taken by female Architects for female Architects. In recent years, as in the past, a number of events have been held, prizes for Architects have been established, and networks and groups for gender equality in Architecture have been founded.</p>	<p>Solidarity in Slovenia is a common practice in general due to historical facts.</p> <p>Female Civil Engineers support each other even better due to the small percentage of women in the profession.</p>	<p>Solidarity is common in Spain. There are no specific surveys or studies on this topic.</p>

COUNTRY

3.11

Future developments of professional Gender Equality

AUSTRIA

As explained, in Austria role models are still very traditional. Many young women believe in these role models again and do not see their dangers even though they might be more emancipated than their ancestors might be concerning behaviour and attitude. This makes changes difficult. There is no broad political and/or public consensus – also not among women – in regard to revolutionizing the role models in Austria.

Nevertheless, as Christoph Reinprecht explains in his essay “Das Berufsfeld Architektur im Strukturwandel von Arbeit und Familie“ for changing the gender roles in planning it will be necessary to discuss and rethink the self-conception and the unwritten rules and action patterns in the profession, and to define new forms of work in the offices. We need to focus on what we can do as professional representative organisations in order to contribute to this process: Providing positive role models, supporting and strengthening female and/or thematic professional networks, making latent gender norms in the profession and their consequences visible and discuss them, support female Architects and Chartered Engineers in overcoming structural discrimination by concrete support and CPD measures, etc.

Interview partners and contributors

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FRANCE

Generally speaking, there is not a lot of progress. The profession attracts many women, but the pay gap is stagnating, only few women are at the head of agencies, and very few women are known and recognised. Figures allow us to map this stagnation: 60% of female students in Architecture, but only 30% are registered in the order. Women are taking on more salaried positions than men are.

Regarding the university education the glass ceiling for female teachers is very low, but a new recruiting system - the Ministry has delegated recruitment - seems to aggravate these disparities. Concerning the contents of teaching, there are still very few references to the work of female Architects and Civil Engineers.

From the moment of its acquisition of the two AFNOR certification labels ("Equality" and "Diversity") in 2017, the Ministry of Culture equipped the entirety of its services and operators with an external counselling and legal advice unit, AlloDiscrim, set to manage and remediate to all matters of established or suspected discrimination within the scope of the Ministry. In August 2018, a second unit was implemented, AlloSexism, to specifically handle cases of sexual and sexist harassment and violence. Both units are available freely for all 30.000 Ministry agents and for all 37.000 students in ESC schools. In all domains of arts and culture, the Ministry of Culture pilots dedicated taskforces to gender equality and representation improvement.

GERMANY

Gender equality in Architecture and construction is progressing far too slowly. Not a lot has happened in the past 25 years. Workplace design should be made more flexible for both genders. A better reconciliation of family and work or work-life balance is generally necessary for men and women in Architecture. Women often only get small orders in private single-family house construction, or they reconstruct day care centres. Exceptions unfortunately only prove the rule. The profession of Architects is still far too masculine. The sector is far behind other countries in terms of gender equality. There is a risk that orders will be lost to international and non-industry companies. Gender equality is an expression of social justice and must be demanded. In Germany and all over the world.

SLOVENIA

Gender equality and the organisation of social structure support a woman in her active social role since WW2 due to good foundation of gender equality in former Yugoslavia. Developments tend to improve the position of women in the society and profession. Young men are more involved into the family obligations. Therefore, women have more potential to balance the career and family life. Consequently, women are more often represented in leading positions. A good temporary tool to establish the good balance of gender equality can be quotas.

The however still present gender gap in our case even deepens due to the growing consolidation of the capitalistic system. The program to raise awareness on the topic and supporting women in life and professional skills would be a welcoming content of the work of the Chamber.

The goal is to improve working conditions (working hours, payment) and self-evaluation in the field of Architecture for men and women, which would contribute to establishing the true value of the architectural profession in society and the proper economical value of architectural and Civil Engineering work.

SPAIN

Gender equality in the profession is improving, but not enough. Female Architects deserve equal opportunities, equal incomes, equal recognition and equal respect as serious professionals. We tend to focus on opportunities and income (still unbalanced) but recognition and respect are still very, very far away. This is easily shown by just looking at the list of awarded Architects, in particular, in Spain.

CAREER TRACKER

ABOUT THE CAREER TRACKER

CAREER TRACKER

The **Career Tracker**, one of the main project outputs, is a tool developed by the project team of **YesWePlan!** (YwP!; www.yesweplan.eu) which allows to trace individual career biographies and identify gender-relevant influences.

It consists of two measuring instruments:

- **a quantitatively oriented online questionnaire collecting statistically relevant data for occupation-specific facts on a broader level and**
- **qualitatively oriented guideline interviews illuminating backgrounds and individual frameworks.**

The aim of combining two methods was to use the mixed methods approach to supplement the quantitative data of the questionnaire with qualitative data of the interviews and thus gain a deeper insight.

Both instruments consist of very similar questions which aimed to find out whether common assumptions regarding the general working situation of women and gender discrimination in the professions are (still) valid.

The online questionnaire was conducted from March to September 2021 and had a response of 918 participants. The guided interviews (which started in September 2020) resulted in a total of 104 participants. The analysis and commentary of the data presented in the Career Tracker Report were carried out from September to December 2021.

Copies of the Career Tracker tools will be made available to anyone interested for their own use and revision – free of charge.

All 918/104 sets of raw data can be requested for own use by contacting info@yesweplan.eu.

The career tracker's questionnaire (in English, French, German, Slovenian, and Spanish), as well as the interview guideline (in English), can be downloaded from www.yesweplan.eu; for access to the digital version of the questionnaire please contact info@yesweplan.eu.

CONTENT

I. BASIC DATA

p. 102

This section of the Career Tracker focuses on the first part of the online survey and the guided interviews, inquiring about general information such as place of residence, gender, age, etc.

II. RESULTS AND FINDINGS

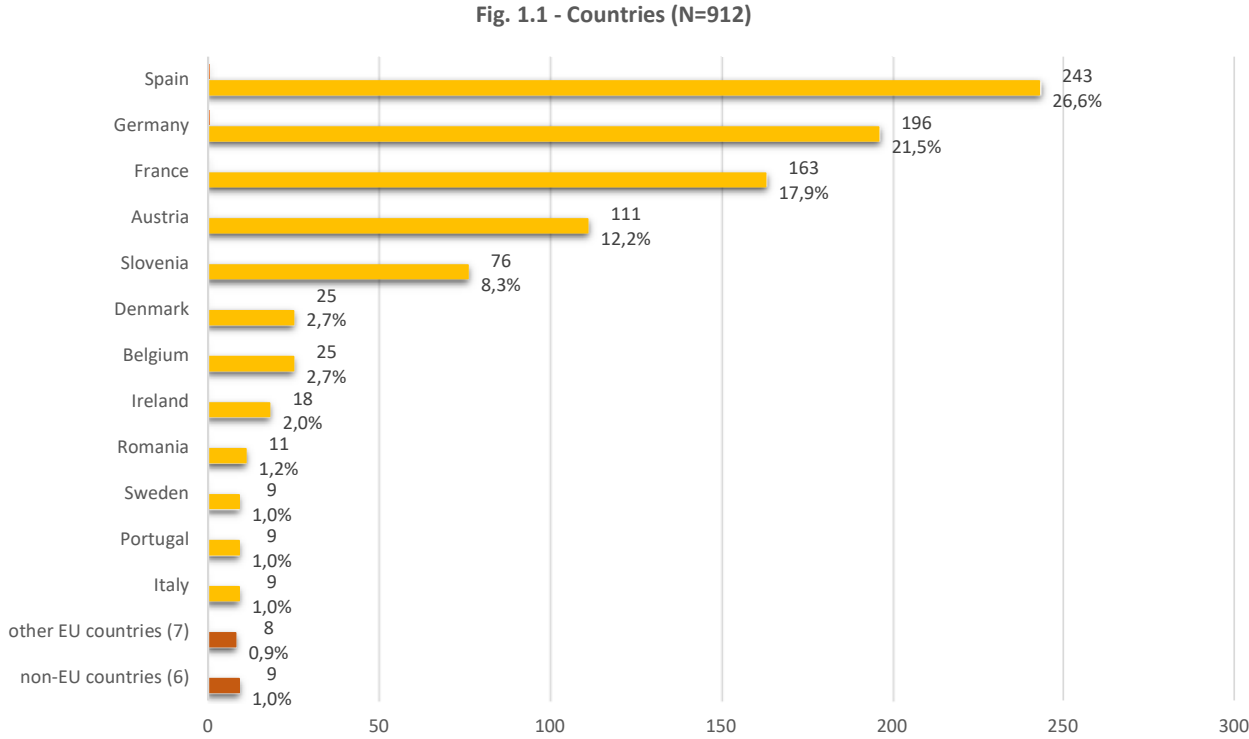
p. 110

This section of the Career Tracker focuses on the joint data evaluation of the online survey and the guided interviews.

III. VALIDITY OF DATA

p. 147

I. BASIC DATA



1. BASIC DATA

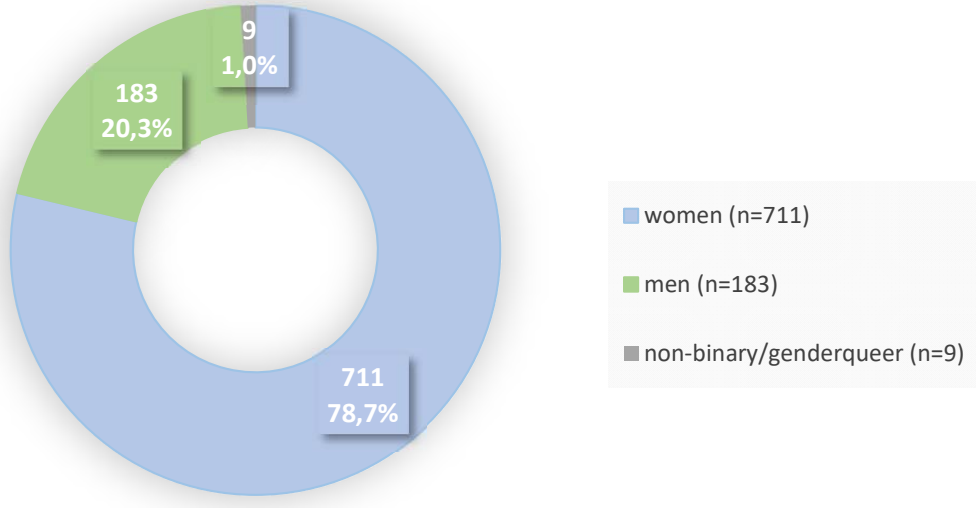
1.1. Countries

From the total of 918 people who took part in the online survey, 903 (99%) were from EU countries and 9 (1%) from outside (from non-EU Europe, Central/ South America and Asia). Since the focus of the study was on the situation of Architects and Civil Engineers within the EU, only these 903 data sets were used for further analyses. With 243 (26.5%) responses, Spain accounted for the largest share, followed by Germany 196 (21.2%), France 163 (17.6%), Austria 111 (12.2%) and Slovenia 76 (8.1%); among the 196 (21.2%) responses from other EU countries, Belgium and Denmark were most strongly represented with 25 (2.7%) each, followed by Ireland with 18 (2.0%), Romania with 11 (1.2%) as well as Italy, Portugal and Sweden with 9 (1.0%) each; there were 3 or fewer responses from a further 7 EU countries.

The 104 guideline interviews in the partner countries were divided into 25 interviews from Austria, 22 from Slovenia, 20 from Germany, 20 from Spain and 17 from France.

Although this study does not claim to be representative, it can be emphasised that this is currently the largest European study on this topic and reflects the opinions and facts from a wide range of EU countries and regions which allows to derive a general impression of the situation in Europe.

Fig. 1.2 - Gender (N=903)



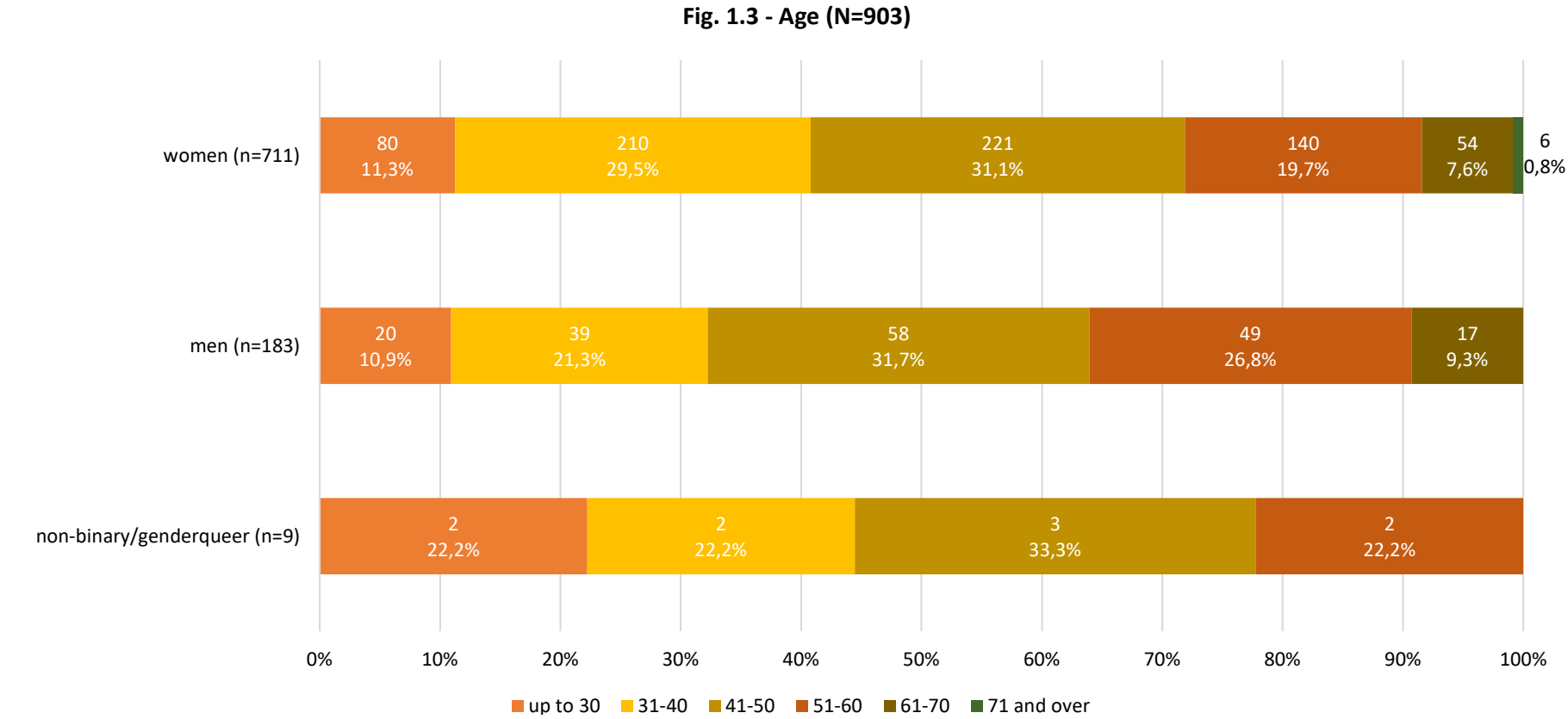
1.2. Gender

711 (79%) women, 183 (20%) men and 9 (1%) non-binary/ genderqueer people participated in the online survey. Overall, in Europe only 42% of all Architects are estimated to be female. Women are dominantly represented in the survey because it was widely disseminated by several professional women. Additionally, the issue of gender equality seems to be more relevant for women, who were thus higher motivated to contribute to this survey.

Also, in the interviews the majority of participants was female: 68.3% or 71 women and 31.7% or 33 men, and no non-binary people participated.

For the evaluation and interpretation of the data it is important to state that the sample of 903 participants from EU countries with around one fifth of male respondents is broad enough to gain deeper insights into these two gender groups.

The group of non-binary/genderqueer persons with only 9 participants proved to be too small to deliver enough data for reliable conclusions. Therefore, in order to avoid false assumptions, the results could not be taken into account for all questions.



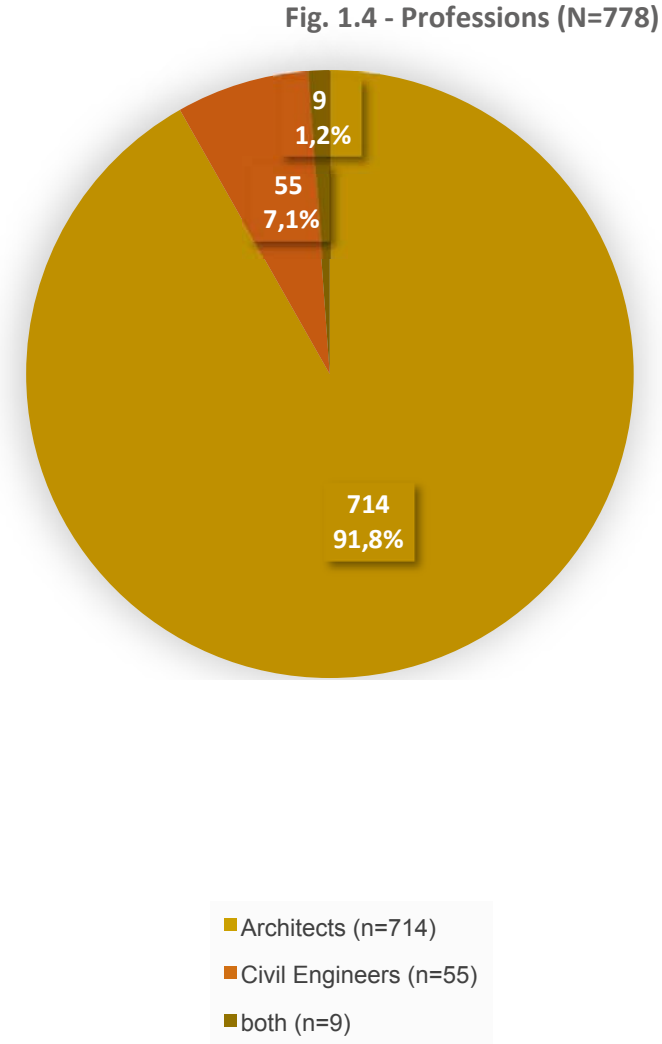
1.3. Age

With regards to age (in terms of *decades*, figure 1.3), the online survey sample shows very even distribution. For men, women and non-binary/genderqueer persons, all age groups are represented in a fairly balanced way, with the strongest group in all three cases being that of the ones aged 41-50 years. For men and women, the groups of under 30-year-olds and the over 61-year-olds are the least represented which should correspond to the general age distribution in an academic occupation. The group of men is on average slightly older than the group of women, but not by much.

The age distribution in the guideline interviews was similar. The largest group of participants was aged 31-40 (32.7%), 21 participants in this age group were female and 13 males. The age group 41-50 (29.8%) consisted of 21 female and 10 male participants, the age group 51-60 (19.2%) consisted of 16 female and 4 male participants. Participants under 31 (8.7%, 7 female/ 2 male) and over 60 (9.6%, 7 female/ 3 male) built the smallest age groups, which makes also sense from a theoretical point.

This balanced and occupation specific age distribution is very favourable for the reliability of the data because there is hardly any danger of bias due to any dominant age group not corresponding to real age distribution in these occupations.

CAREER TRACKER



1.4. Definition of profession

The exact definition of the professions addressed in this study was difficult because not only in the participating project countries Austria, Germany, France, Slovenia and Spain, but also in the 13 other EU countries from which feedback was gained, there are different educational and professional systems in place, partly operating with different terminology and educational content. This often leads to different educational qualifications and job titles. Although the scope of authorization and activities of Architects and Civil Engineers can differ nationally, the professions are well-known all over Europe and were therefore chosen to build the basis for this study.¹

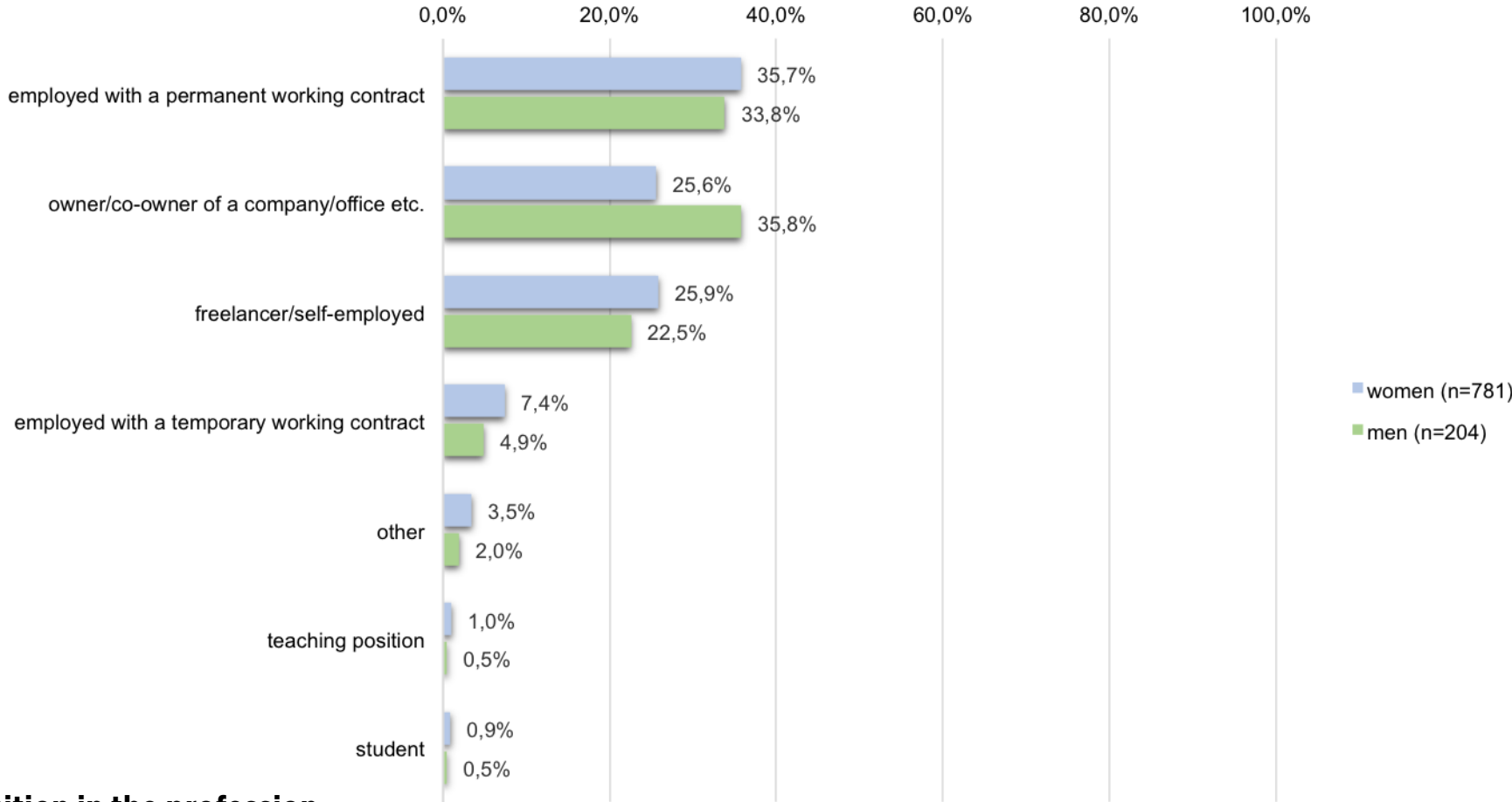
As figure 1.4a shows, the vast majority of 91.8% of respondents of the online questionnaire in the 5 partner countries consider themselves as Architects and only 7.1% as Civil Engineers; 1.2% say they are both. Looking at the data by gender, it is particularly striking that almost three times as many men (14.3%) than women (5.1%) are Civil Engineers.

Also in the guided interviews, the majority considered themselves as Architects. Out of the 84 Architects 62 were female, while out of the 15 Civil Engineers only 6 were female. Out of the 5 participants who indicated both professions, 3 were female.

Despite the unresolved question of an EU-wide definition of the profession, this data confirms that all respondents belong to the occupational group that is the focus of our research. We can assume that their experiences and opinions with regard to their professional training as well as their everyday work with regard to the professional field are authentic to the maximum.

¹ Definition: For the YesWePlan! project Architects and Civil Engineers are defined as "professionals with a master's degree in Architecture or Civil Engineering that are authorised to conduct the profession according to the legal requirements of their country"

Fig.1.5 Current or last position in your studied profession (N=985)
(multiple answers possible)



1.5. Position in the profession

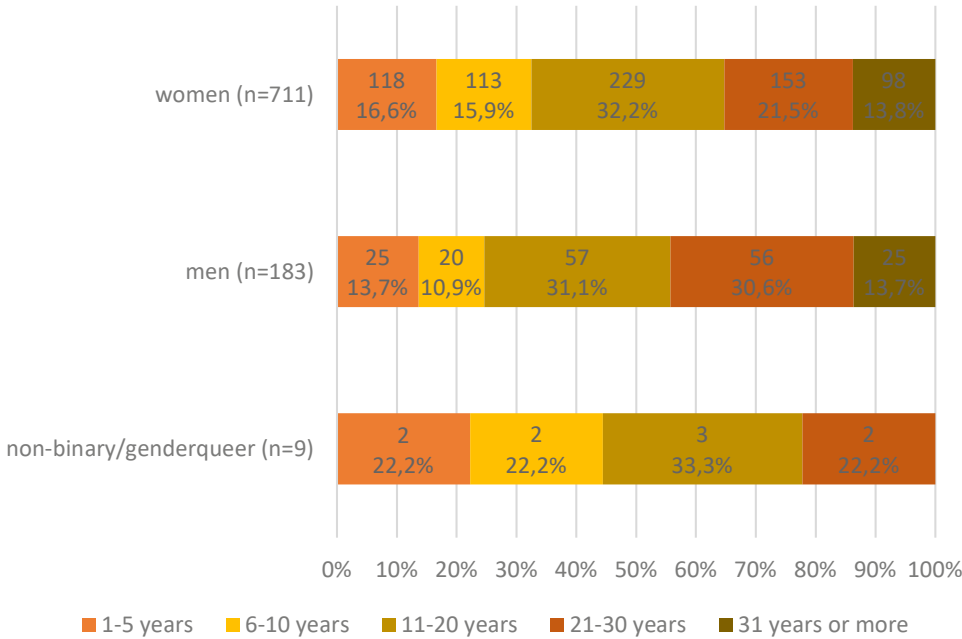
The professional position is a first important indicator for the evaluation of gender equality in the professions as it can show relevant gender differences in regard to the form of work (secure/insecure positions, freelance work/employment, self-employed/company owner, small company/big company, etc.)

With regard to the respondents' current positions in their studied profession as an Architect or Civil Engineer, the

proportion of women (35.7%) working with a permanent contract was slightly higher than the one for men (33.8%), but women (25.9%) are also slightly more likely to be freelancers than men (22.5%). Two values clearly stand out: 35.8% of men are owner/co-owner of a company/office, whereas only 25.6% of women claim this. This means that men are about 40% more likely to be owners than women, which supports the hypothesis that men

are more likely to be represented in management and ownership than women. These results are supplemented by the fact, that women are 50% more likely to work part time or temporarily (4,9%) than men (7,4 %).

Fig. 1.6 - Working experience in the profession (N=903)



2 We only refer to working time in the studied professions as Architect or Civil Engineer and not in other professional fields. It is important that if defining „work experience“ as an expert characteristic for the survey, the work experience is from the field that is being studied.

1.6. Years working
in the studied profession²

The distribution of work experience (figure 1.6) shows a positive correlation with the age distribution (figure 1.3). For the quality of the data, this means that they are mostly based on many years of professional and life experience and that the persons interviewed have a high level of expertise about the subject of the research. At the same time, the data, opinions and experiences of younger persons who are just at the beginning of their professional careers are also included, to an extent that roughly corresponds to their statistical share of the total group.

The biggest group of people in the guided interviews were those with 11-20 years of work experience (42 people), followed by those with 21 or more years (31 people) and those with 6-10 years (21 people). 10 people had a working experience of less than 5 years, they recently finished their studies. 90.4% of the interviewees still work in their profession, 10 people switched to another field of work, but only 1 out of this 10 people switched the profession to something totally different, the other 9 work in areas related to Architecture/Civil Engineering.

The sample was selected very carefully, it is optimally distributed in terms of age and professional experience and should thus lead to reliable data.

1.7 **Percentage
of potential working time
since graduation**

When talking about gender inequality in the workplace, there is often an assumption that women have less stringent professional careers, interrupt their jobs more often, work part-time more often or switch to other professional fields than the one they have studied. Therefore, the question how much of their potential possible working time participants have worked in their studied profession up to date is relevant; 100% means they have had a continuous full-time job as an Architect and/ or Civil Engineer since graduation; 0% they have never worked in their studied profession at all.

Figure 1.7a and figure 1.7b show considerable gender differences: Only 39% of the women stated that they had worked 100% of their potential working time in their actual studied occupation, compared to 63% of the men. In the following categories of potential working time, the ratios change more in favour of women, but this is due to the fact that so many men fell in the category of 100% of working time in their profession. The difference is smaller if the values of the two highest time segments are counted together (covering 81%-100% of the potential working time), but still shows that only 71% of women but 82% of men worked more than 80% of their potential working time in their studied profession.

Fig. 1.7a Potential working time spent in profession
WOMEN (n=711)

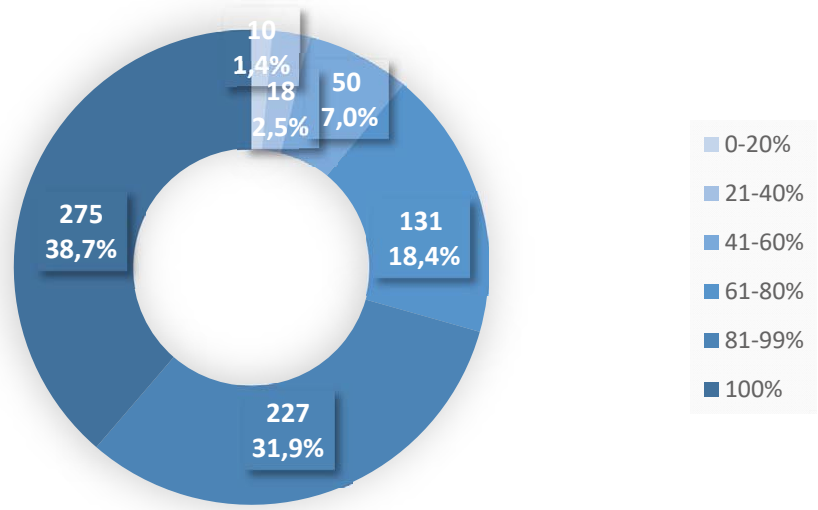
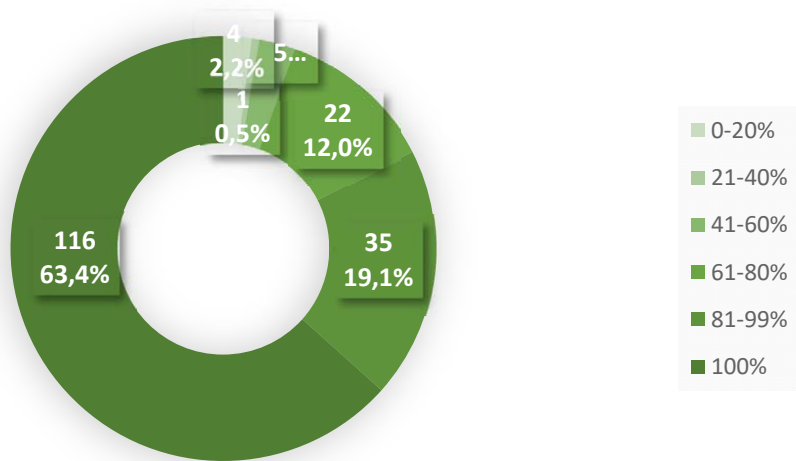


Fig. 1.7b Potential working time spent in profession MEN
(n=183)

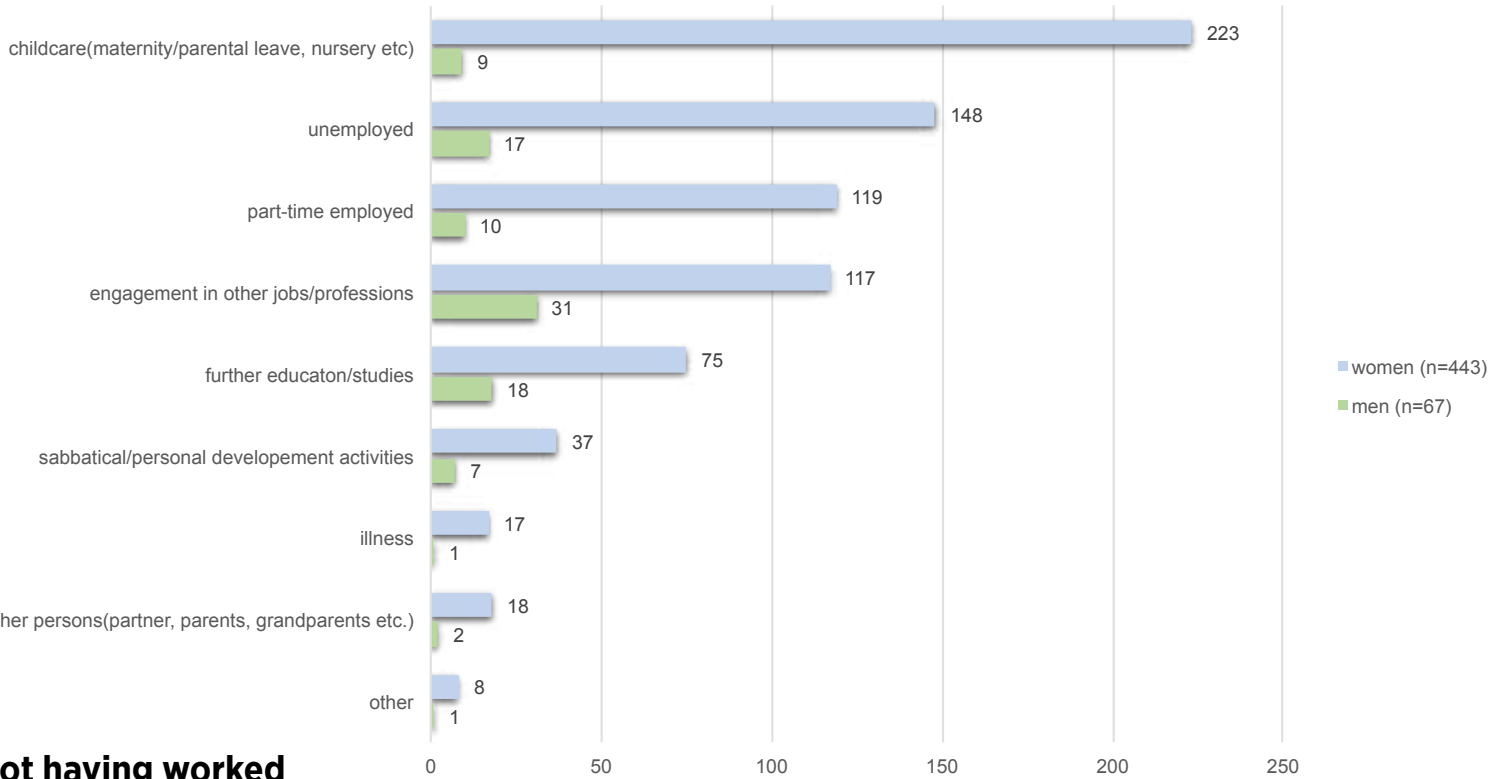


1.8 **Reasons for not having worked
100% in studied profession**

The reasons why people couldn't always fully work in their studied profession (figure 1.8) are important for the overall evaluation. Caring for persons other than children was the reason for 4.1% of women and 3.0% of men)³. 8.4% of women and 10.4% of men spent time for a sabbatical and personal development activities. Even though the differences are not very high, the data shows that women – in contrary to men – were more likely to work less due to caring obligations and not due to self-development activities.

One of the most relevant indicators of this study shows that for 50.3% of women, childcare was the main reason

Fig. 1.8 Reasons for not having worked 100% of the potential working time in your profession (multiple answers possible)



why they could not always or fully pursue their studied profession; while this was only the case for 13.4% of men.

33.4% of women stated that they were (temporarily) unemployed, another 26.9% that they worked part-time temporarily; among men, 25.4% were affected by unemployment and only 14.9% worked part-time.

46.3% and 26.9% of men but only 26.4% and 16.9% of women were hindered to work in their studied profession due to engagement in other jobs/professions and further education/studies.

Women are not only much less likely to be able to work 100% of their potential working time in their job, also the reasons for this are - at least in terms of income, social security, career and personal development - to their disadvantage: While women are more likely to be affected by unemployment and more often accept part-time jobs, men more often have the opportunity to work in other jobs, to continue their education or to take time for their personal development.

³ These data have to be interpreted very cautiously because the sample is very small (e.g., we have data from only 67 men) and thus the reliability of the data is low.

II. RESULTS AND FINDINGS

2. GENDER ISSUES AT WORK

2.1. Office size

This question aimed to find out if the office size/number of people in the office could have any impacts on gender equality (e.g., better equality policy in bigger offices, more flexibility in smaller offices, etc.)

There are no huge differences visible in regard to office size: 24.3% of women and 20.9% of men are self-employed, 17.1% of women and 13.2% of men work in offices with more than 50 employees. In the guided interviews our biggest group in the kind of employment was self-employed with 49% or 51 people, followed by employed (36.5% or 38 people). 10 people stated to have another kind of employment. These people mostly shared self-employment/ employment and work at university. We also included two retired people and three who are currently in maternity/parental leave. A reason for being self-employed was described by a woman as follows:

“In my current phase of life, the employment relationship was very stressful, I always had the feeling that I had to constantly deliver, but also had to deliver in raising children and then I always rushed from one to the other and I can now manage that better with self-employment.
(Female 41-50\102ATF: 3: 418-710)”

Fig. 2.1a Women (n=695)

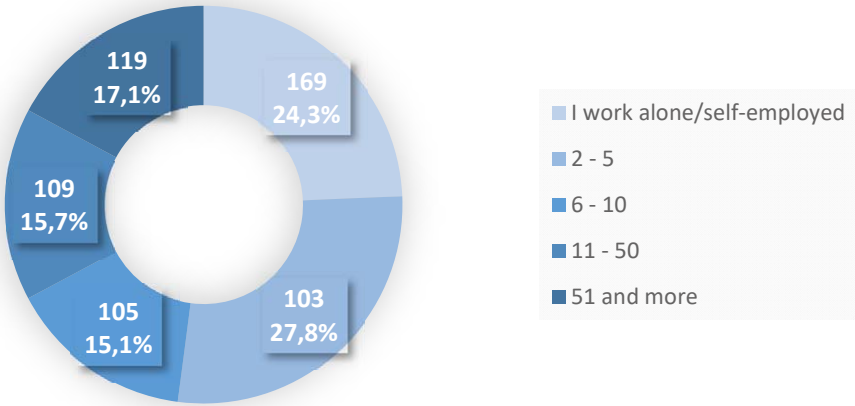
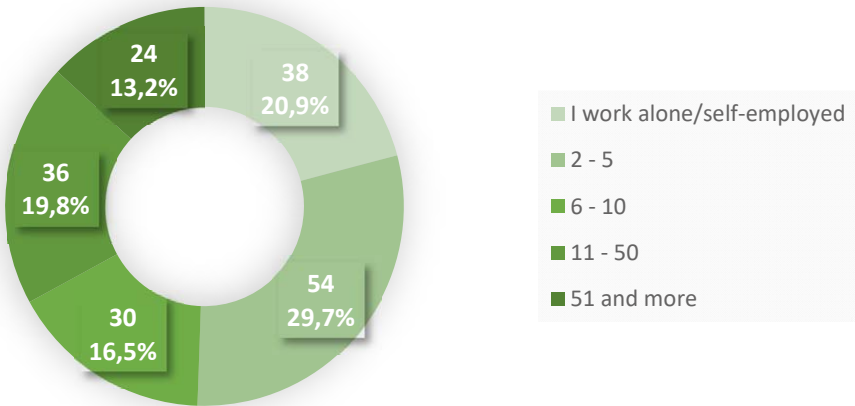


Fig. 2.1b Men (n=182)



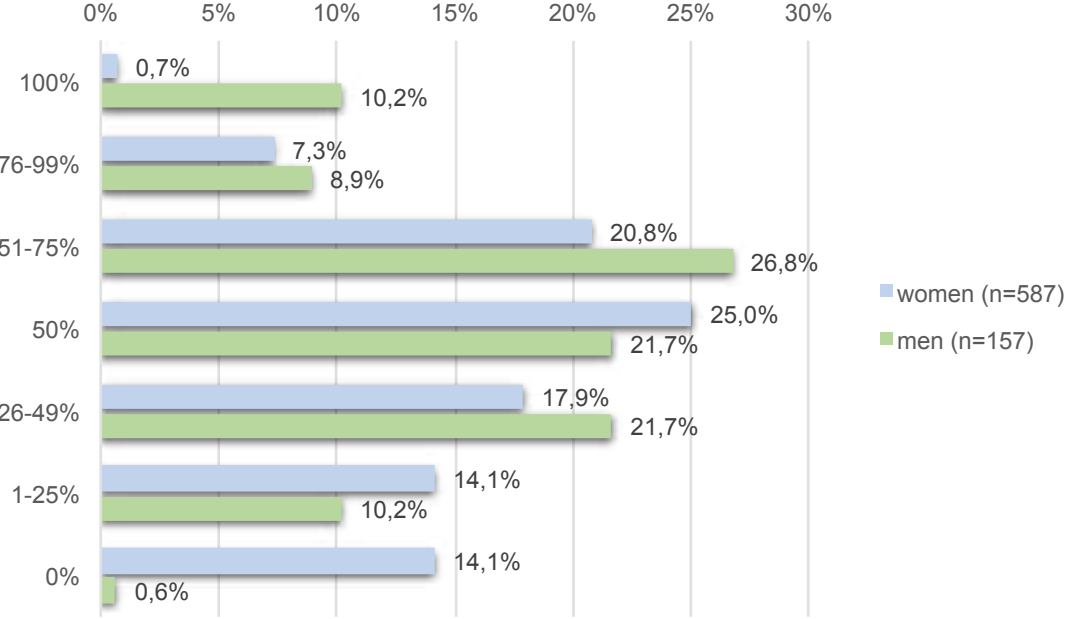
2.2 Gender split in offices

The survey also aimed to find out how the genders are distributed in the individual offices to see whether the gender distribution in the offices is even or any anomalies can be seen.

The result shows that 46.2% of women work in workplaces or offices with a higher proportion of women, but only 32.5% men say the same; at the same time, 45.9% of men say they work with more men than women, whereas only 28.8% of women do; in about a quarter of women and a fifth of men, the genders are evenly distributed.

The reasons for this result can neither be gathered from the survey nor from the interviews but would be interesting to investigate further. Possibilities range from the way job offers are communicated and job interviews are conducted, to the company philosophy, communication structures and the working conditions.

Fig. 2.2 Percentage of men working in your company (N=744)



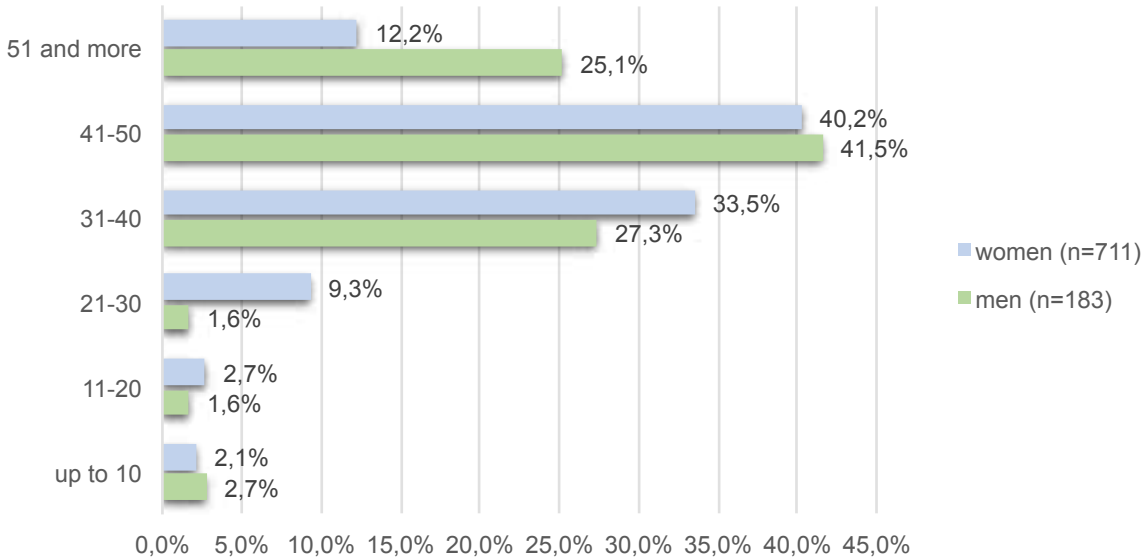
2.3 Working hours

The number of hours spent at work is an important indicator, as in general higher positions, a higher salary and better social security correlate positively with the number of working hours. At the same time, a high amount of working time reduces time for private and family duties. The number of working hours is also one of the indicators of the family-friendliness. As figure 2.3 shows, Architecture and Civil Engineering require a lot of working hours: 52.4% of women and 56.6% of men state that they work more than 40 hours a week (of which 12.2% of women and 25.1% of men even work more than 50 hours).

As a result of these long working hours, Architects and Civil Engineers expressed in the interviews, that a change is wanted and needed in order to reduce stress/strain and to raise the awareness of their specific needs, such as a good communication or a healthy work environment. They also expressed the need for more gender-neutral employee decisions and further work on equality in the profession. Interviewees claimed that they want flexible job design options such as different hours of employment for both genders to enable women and men to equally fulfil their family duties and thus support gender equality. Home-office, job-sharing, dual-leadership as well as part-time project management and free organization of working time, fluent working hours, and a family-centred opinion of employers, to not disadvantage people with families, are some points of the improvement requests, which should also contribute to an improved work-life balance. One way to achieve this ideal was described by a participant as follows:

“I think part-time, you can also do project management and be a team leader. My bosses are very open to this and I have already mentioned that I would like to change so that I can also be given more responsibility on a part-time basis. Flexible working models make a major contribution to gender equality, as men then also have the opportunity to divide up their work flexibly and to take care of the family more. In workshops, the team should reflect on how all colleagues can work together in the future. It should be discussed together how everyone, whether full-time or part-time, can find their place in the team and be integrated into the work. (Female 31-40\98DEF: 7: 921-1581)”

Fig. 2.3 Average office working hours per week (N=894)



These are - compared to many other professions - exceedingly high values, but not really surprising for this stressful and labour-intensive occupational field with its tight schedules and high pressure to finish tasks in time. In addition to the high workload that applies to both genders, our quantitative data also say that women still tend to work less hours than men – which means they are more likely to have lower positions, less important work tasks, lower salaries and social security. ⁴

⁴ For reasons see Chapter III.

2.4 Work-Life Balance

Participants were asked to assess their work-life balance, and interestingly the results showed that there are hardly any differences between men and women in this respect and approximately the same percentage of the genders assess their work-life balance as poor, rather poor, rather good or good.

The qualitative interviews showed that participants want the relationship between work and leisure/family time change in favour of a new distribution of importance, away from work-centeredness to an equal society, as this man stated in his interview:

“We have good working conditions: we work 8 hours, not 12, 13 hours a day. We try to organize work to hold on to this. So, there is some time left for other things, it is possible to balance the family life besides. This life-work balance is recognized as a value in our company - it’s philosophy. I think a personal organization of life and an organization of work in the company is vital. (Male 31-40\58SIM: 5: 436-834)”

Fig. 2.4a How is your work-life balance? WOMEN (n=711)

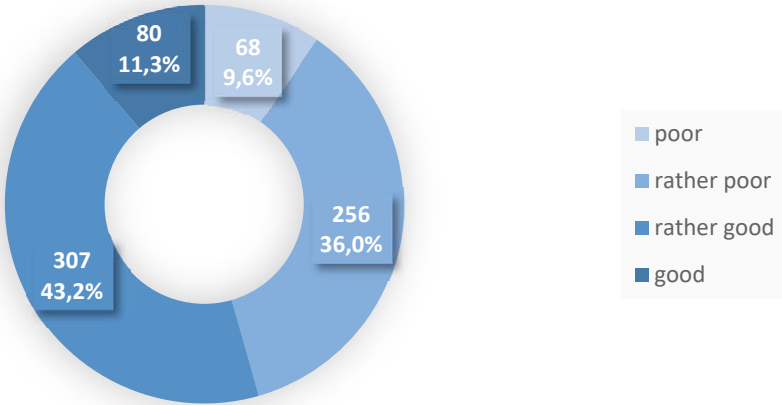


Fig. 2.4b How is your work-life balance? MEN (n=183)

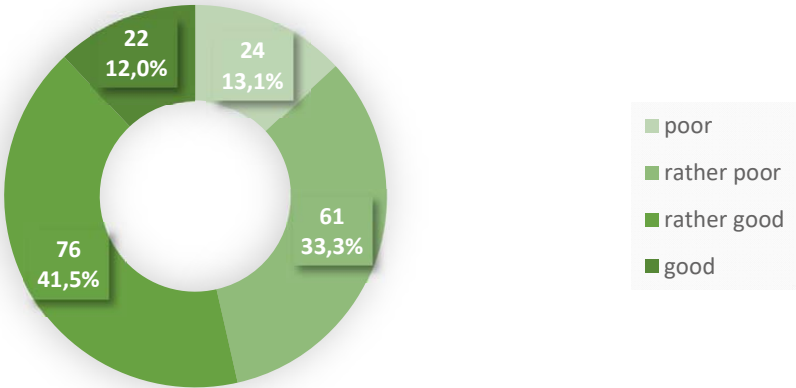
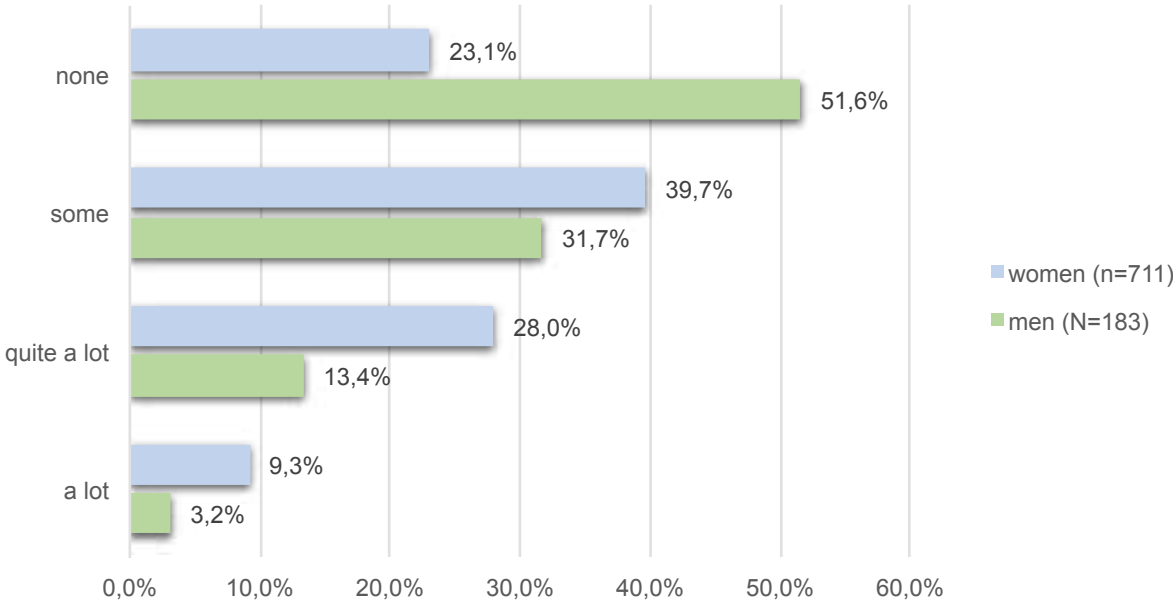


Fig. 2.5 What impact does your gender identity have on your work-life balance (N=894)

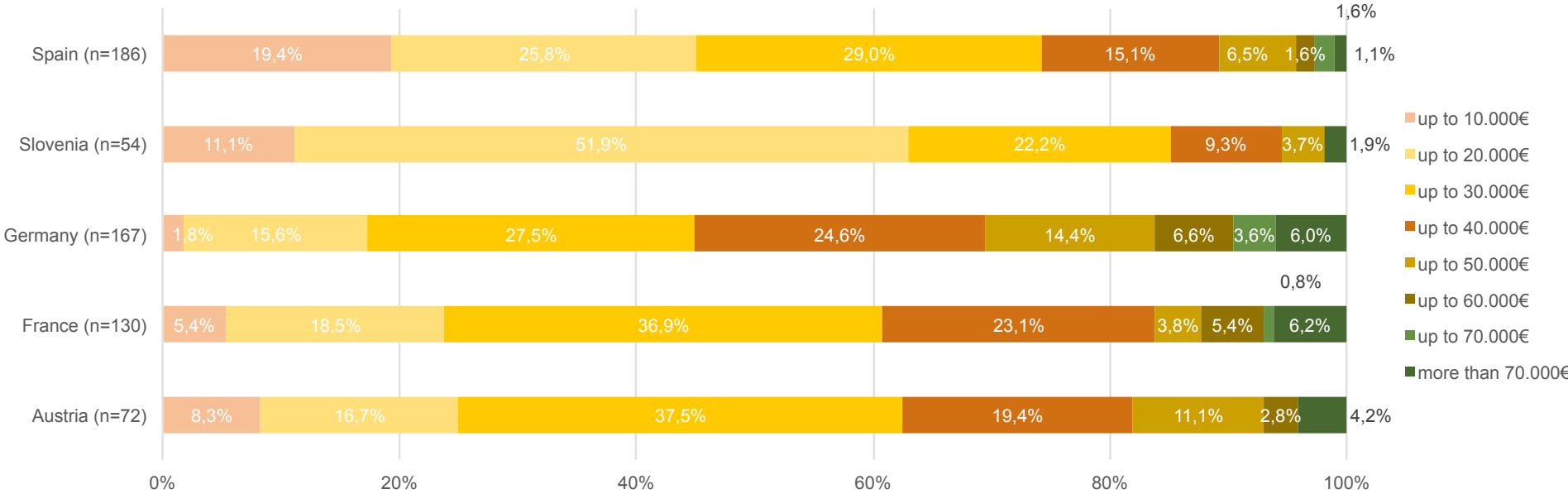


2.5 Gender impact
on Work-Life Balance

Clear differences became visible when participants were asked to what extent their gender had an influence on their work-life balance: While 83.3% of the men assume that there is no or only some connection, only 62.8% of the women believe this; in exchange, 37.2% of the women even believe that their gender has quite a lot or a lot of influence on their work-life balance, while only 16.7% of men believe the same. Thus, this shows a considerable difference in experience and/or awareness.⁵

⁵ Taking into account the results of several other questions, the following can be stressed: There are no real differences between the genders in regard to the work-life balance situation, but when men suffer from stress, it is often caused by work; while women more often suffer from the double burden of work and family which – in contrary to work stress – is not compensated in pay and social security.

Fig. 2.6a Approximate average income per year WOMEN (n=609)



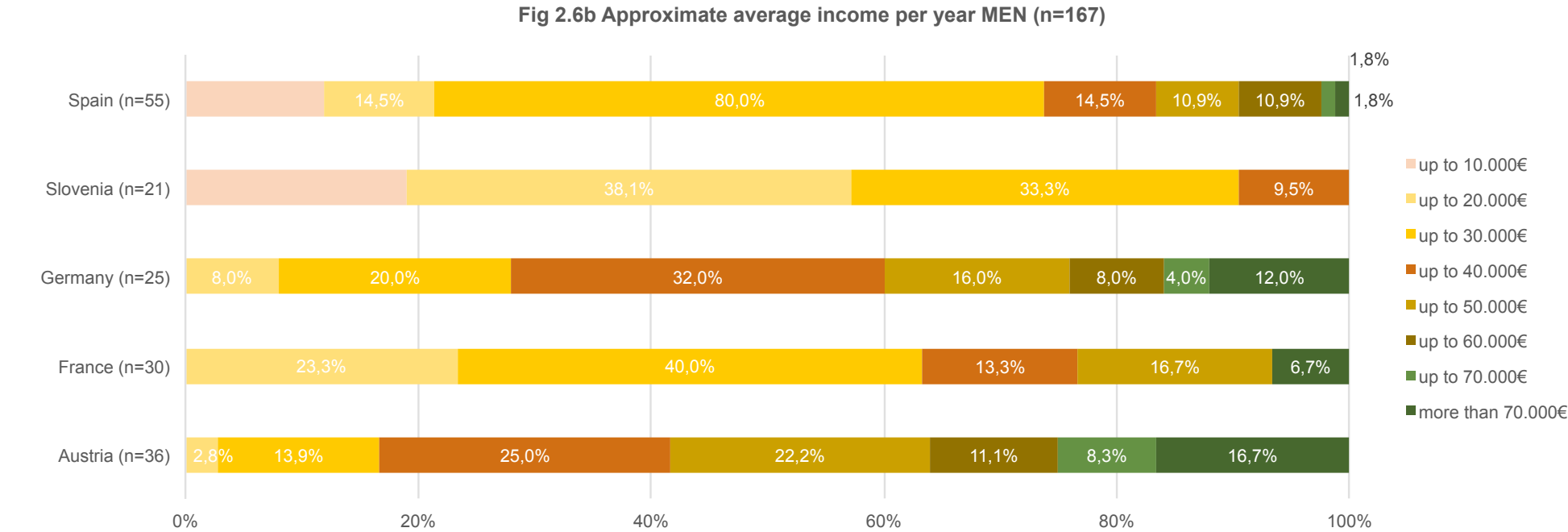
2.6 Income
and gender pay gap

The question of equal pay of men and women is one of the most important and most intensively discussed ones, as financial disadvantages have many direct consequences for the life of women.

Fully analysing this topic would require a very complex and comprehensive data collection and interpretation that goes beyond the resources of a project like “YesWePlan!” - therefore the results on this topic can only show tendencies and not fully reliable results.

Methodologically, participants were asked to allocate their annual gross income (before paying taxes and social security contributions) to a scale of eight different salary categories of 10,000€ each (starting from up to 10,000€ up to more than 70,000€). figure 2.6a and figure 2.6b provide a basic insight into how things look in the various project partner countries⁶ with regard to the distribution of income among men and women. Salary segments are coloured from low to high income from light into dark (read from left to right).

⁶ The income of persons from other countries was not taken into account due to their small number. However, if you are interested, you can obtain these and all other raw data by contacting info@yesweplan.eu.

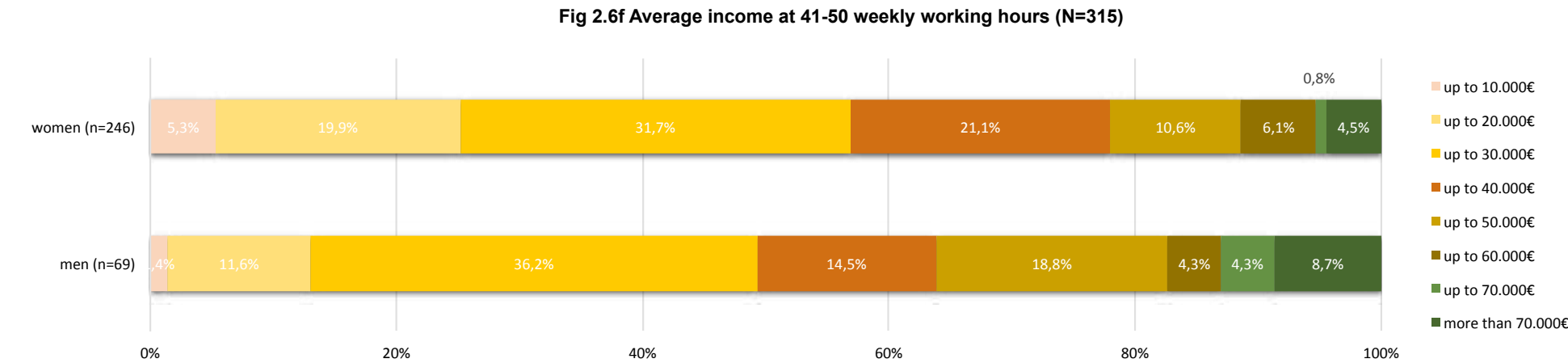
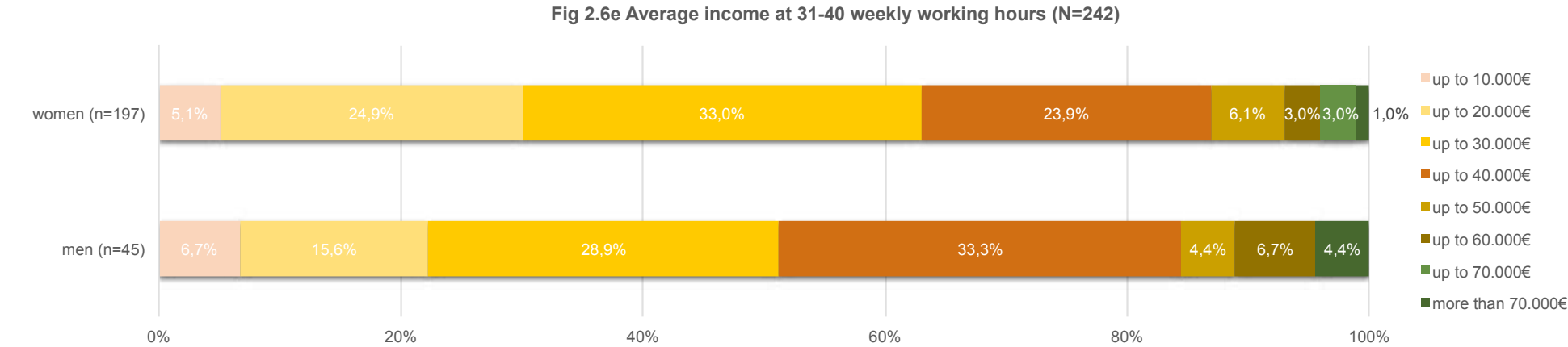


The two charts show – apart from a significant difference in income between the countries – that in the sample of our survey, there is a tendency for men to earn better than women. The figures from Slovenia and France show smaller differences, those from Germany and Austria are larger; Spain is in between.⁷ We correlated the data of the income to the parameters of work experience in years and of weekly working hours.

⁷ As already explained, our samples are too small to be representative but seem to confirm the hypotheses that men earn better than women.



In correlation of income and work experience, two decades with the most available data were selected. This showed a positive correlation of the gender pay gap and the number of working years. While men still have slight income advantages in the work experience decade of 10-21 years (figure 2.6c), they leave women far behind within the next 10 years of work (figure 2.6d). This could be explained by the fact that women still carry more social responsibilities (e.g., childcare, caring for parents) than men, which reduces their availability for the workplace and hinders their careers, which is expressed more and more clearly in a gender pay gap with increasing years of work.



With respect to income and weekly working hours, we also selected those segments with the most available data. This clearly showed that the gender pay gap does not only arise because women generally work less: Even if women work full-time and more, they tend to earn less than men. The reasons for this cannot be derived from the survey but could be due to the fact that women hold management positions less often, lead important projects less often and might also be less successful in salary negotiations.

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2.7 Belief in Gender Pay-Gap

In many European countries and cultures, income is highly confidential information, often not even shared with best friends or close family members. Due to this low level of transparency and information flow, many people do not know exactly where they stand with their income compared to others. Therefore, it is also interesting how people estimate the gender pay gap and its impacts.

About the same number of women (18%) and men (16.9%) say they do not know if a pay gap exists. But among those who think they know, significant gender differences are evident: Only 13.1% of women believe that there is no pay gap at all, at the same almost every second man (44.3%) is convinced of this. In contrast, more than two thirds of women (68.8%) believe that the pay gap exists to their disadvantage, whereas only 37.2% of men believe that.

The necessity of equal payment was also a popular topic in our interviews. Equal pay should be achieved through all means at our disposal, such as disclosure and transparency. But also other, more individualized measures (taxing, measures for part time workers, etc.) were suggested.

“It is certainly the only acceptable way, that the employee no matter of the gender receives the same income for the same work.”
(Male 31-40\63SIMCE: 6: 1261-1386)

“The income gap largely results from the fact that women are mostly part-time and are pushed into part-time, because male colleagues are paid over collective agreement. She is paid exactly on the basis of collective agreement, then she has a partnership and a child, of course it makes sense that her partner goes to work when he has the higher income, because you want to keep the standard. So, things like that have to be taken into account in any case. This is a miserable vicious circle that you are in, [...], underpaid women and pushing them into part-time work is a big problem, because it is just perceived as normal that women are more likely to work part-time than as men.”
(Female under 30\90ATFB: 12: 253-973)

Fig. 2.7a Belief in gender pay-gap WOMEN (n=711)

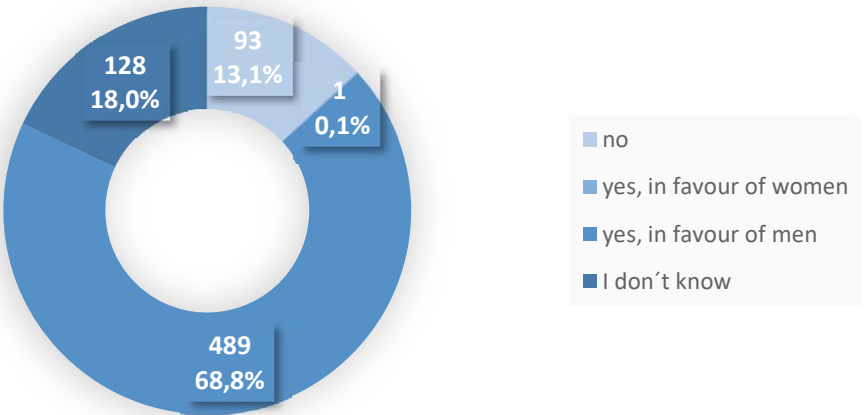
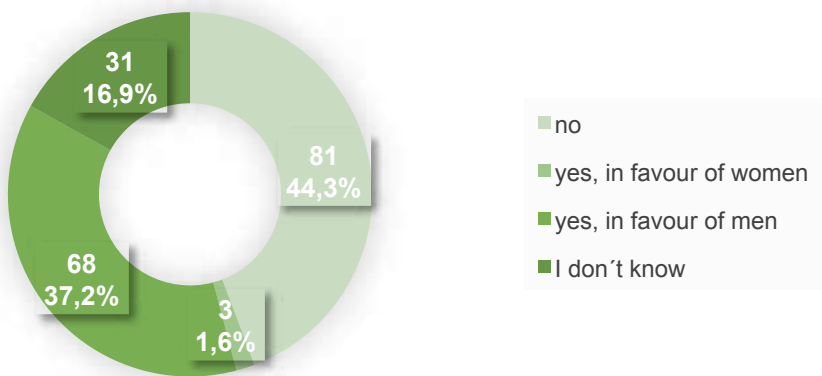


Fig. 2.7b Belief in gender pay-gap MEN (n=183)



2.8 Equal treatment policies

Participants who work in teams or companies were asked how equal treatment is implemented in their everyday work. 54.1% of the women confirm full application (regardless of whether there is an official company policy on this or not), among the men even 76.2% do so. On the other hand, 18.5% of the women report that although officially there is an equal treatment policy in their company, it is not practised consistently; another 11.5% of the women do not see any equality at all in their workplace; for men, the percentage is much lower at 5.3% and 4.6% respectively.

Different conceptions seem to take effect here: Women who are more often subject to discrimination at the workplace or at least are aware of it, are very sensitive and attentive to this issue, while men are often not affected and therefore less aware of it.

In general, it should be critically questioned why equality legislation did not lead to better results during the last decades.

Fig. 2.8a Equal-treatment policies at workplace WOMEN (n=531)

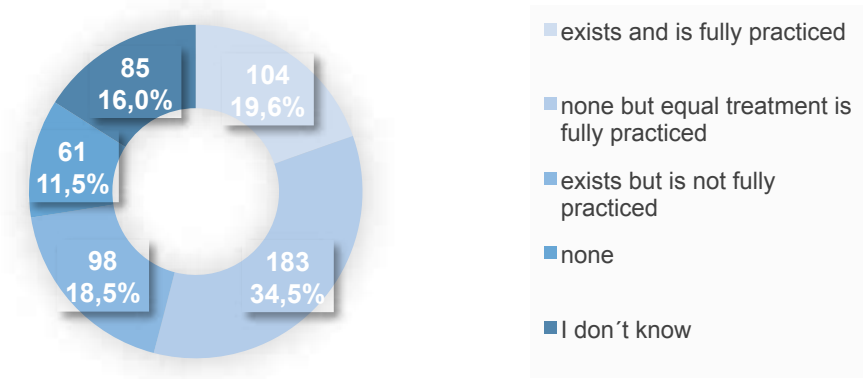
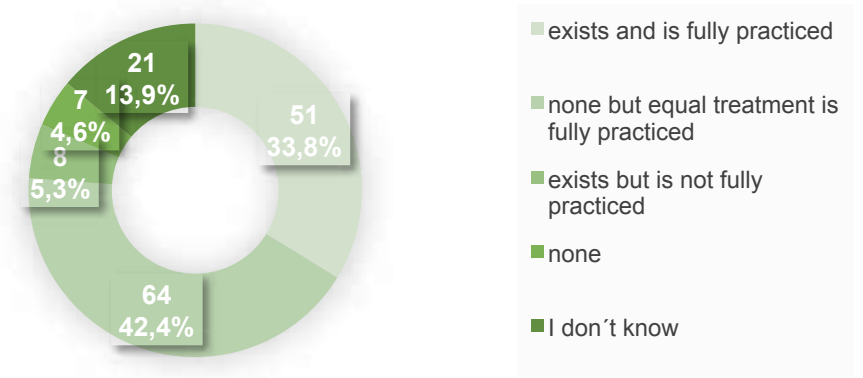


Fig. 2.8b Equal-treatment policies at workplace MEN (n=151)



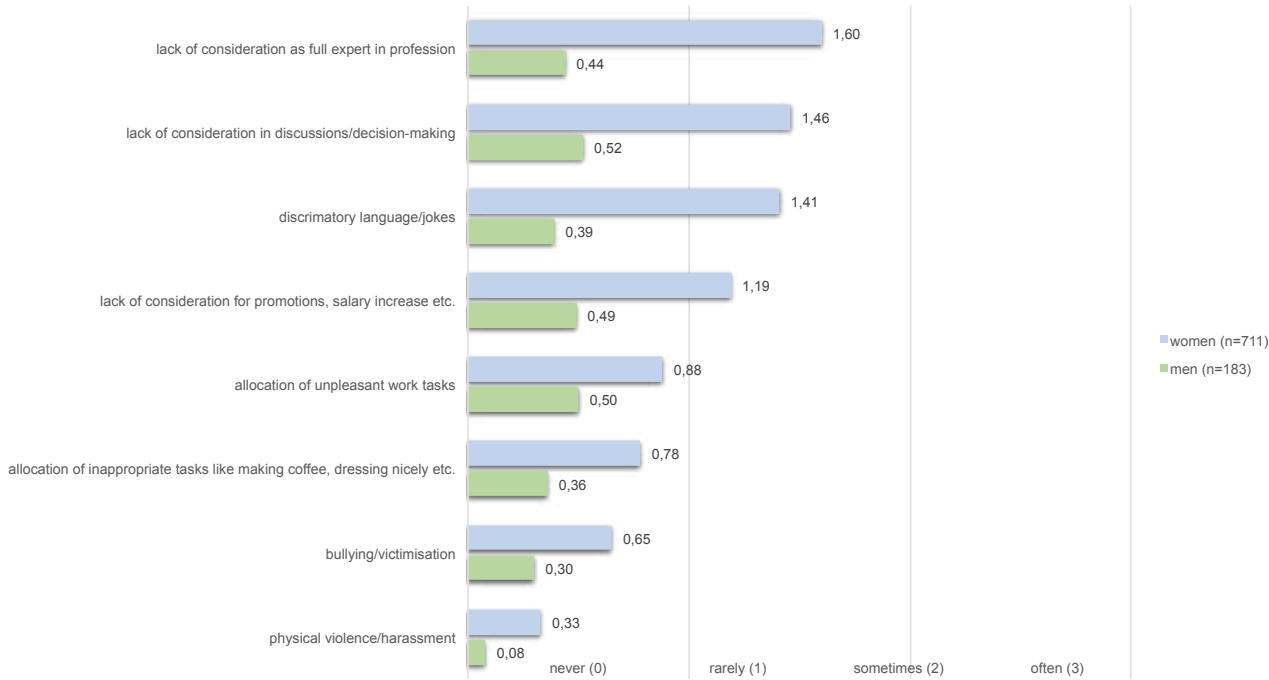
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2.9 Personal experience of gender-based discrimination

One of the most central and immediate questions of the entire study is certainly whether and how often participants have personally experienced gender discriminatory behaviour. For this purpose, 8 different items were defined - based on relevant literature and studies, the results of the Country Reports and the experience of the project participants - and gave the respondents the choice of whether they had never, rarely, sometimes or often been affected by it. The amount of data obtained by this question provides a lot of material for further research. For a general first insight, the means of the numbered categories were calculated. Finally, the items were ranked in decreasing frequency of their mention by women. Although mean values cause a certain inaccuracy in the results, fundamental facts can be made clearly visible.

Figure 2.9 makes gender discrimination in Architecture and Civil Engineering visible: For every single item, more women than men report that they have been discriminated against. For all items except "allocation of unpleasant work tasks" more than twice as many women as men expressed that they have been discriminated against, for several items this number is even three or four times higher. On a scale of 0 to 3, the highest discrimination score for men is 0.5, that for women 1.60; the four highest discrimination scores for women are all above 1.0. Except for the item "physical violence/harassment", all discrimination scores for women are higher than the highest discrimination score for men. Even if the experienced discrimination of women may not seem extremely high in absolute numbers, it has to be stressed that the given numbers are average values.

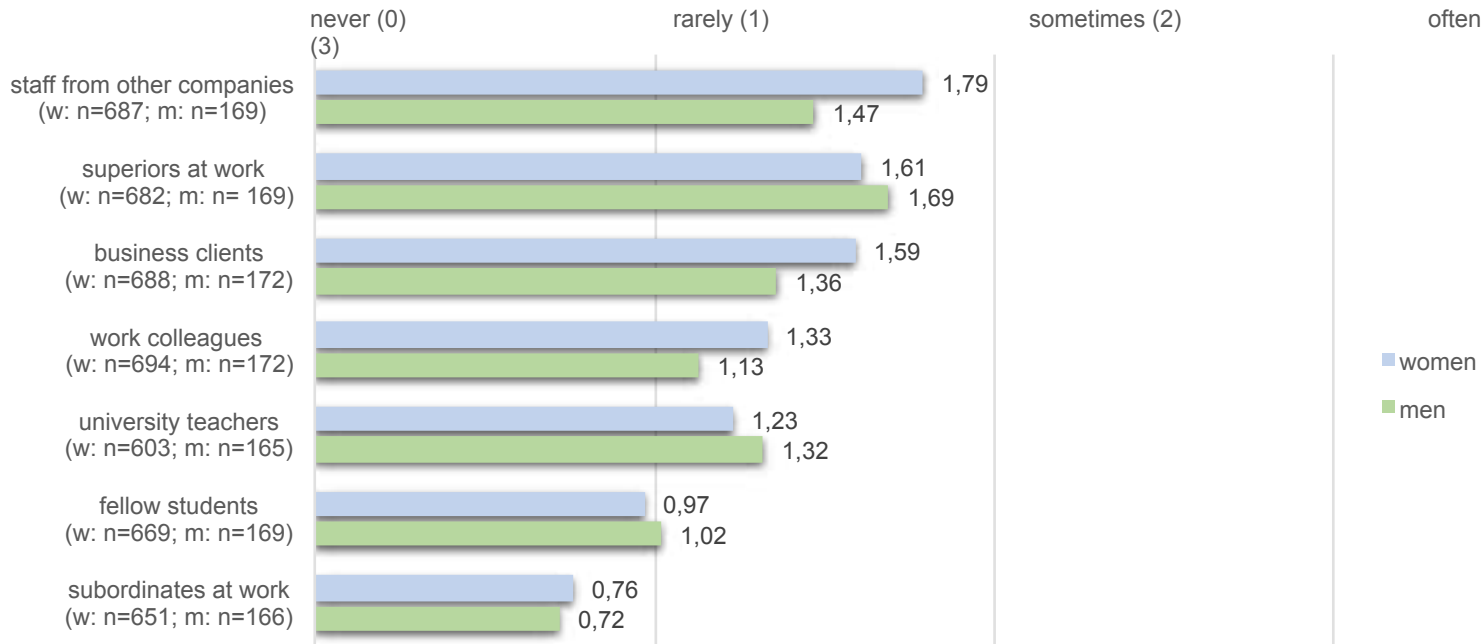
Fig. 2.9 Personal experience of gender discrimination



These figures confirm that discrimination still exists and that it is clearly and overwhelmingly directed against women. Often it is not direct, aggressive discrimination through physical violence, direct and open confrontation or bullying and victimisation. In many cases women feel discriminated against by not being taken seriously (especially not as experts in their profession) and by being passed over in important decision-making

processes and discussions, which can also lead to not being given sufficient consideration in promotions, salary increases, etc. Inappropriate language or jokes also have a considerable discriminatory effect.

Fig. 2.10 Source of gender discrimination within your profession



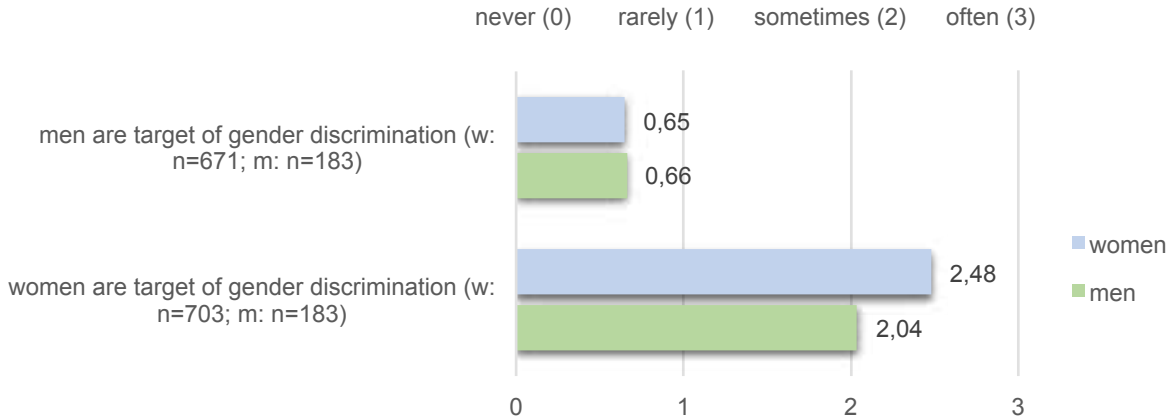
2.10 Source of gender discrimination

Participants were also asked about the main sources of discrimination towards them or towards others. The mean values of their answers were ranked in figure 2.10 according to the frequency indicated by women. With a mean of 1.79, women see staff from other companies (e.g., those they work with on construction sites) as a main source of discrimination, followed by superiors at work (1.61), professional clients (1.59) and work colleagues (1.33). The risk of discrimination is lowest during their university studies and from subordinates. The men’s answers lead to similar values, albeit with smaller variations.

These results from the questionnaire were also reflected in the interviews, while the extent of the experienced gender discrimination varied, these were mostly connected to the construction sites, as this woman explains:

“So, in the office it is the same, also at meetings and so on, but where it is clearly different, especially if you are new to a construction site as a woman, they are extremely sceptical at first, the man’s world. You are sometimes not fully noticed at first, until they notice, ok, you can talk to this person and she has competence and you can find solutions and so on, then of course that changes right away to the opposite, but basically it is always quite difficult on the construction site at the beginning.” (Female 31-40\94ATF: 6: 173-691)

Fig. 2.11 Target of discrimination



2.11 Target(s) of discrimination

There is broad agreement between men and women that women are main targets of gender discrimination, but women believe they are discriminated against more often than men believe they are; with regard to discrimination against men, both genders assume that they very rarely suffer from it. It is particularly striking that both men and women consistently assume that both men and women are more often the target of discrimination than their own experience reports reflect. Looking at figure 2.10, it is noticeable that the highest values (1.60 for women and 0.50 for men) are lower than the estimated values given in figure 2.11 (2.48 and 2.04 for women as well as 0.66 and 0.65 for men).

2.12 Challenges in the profession

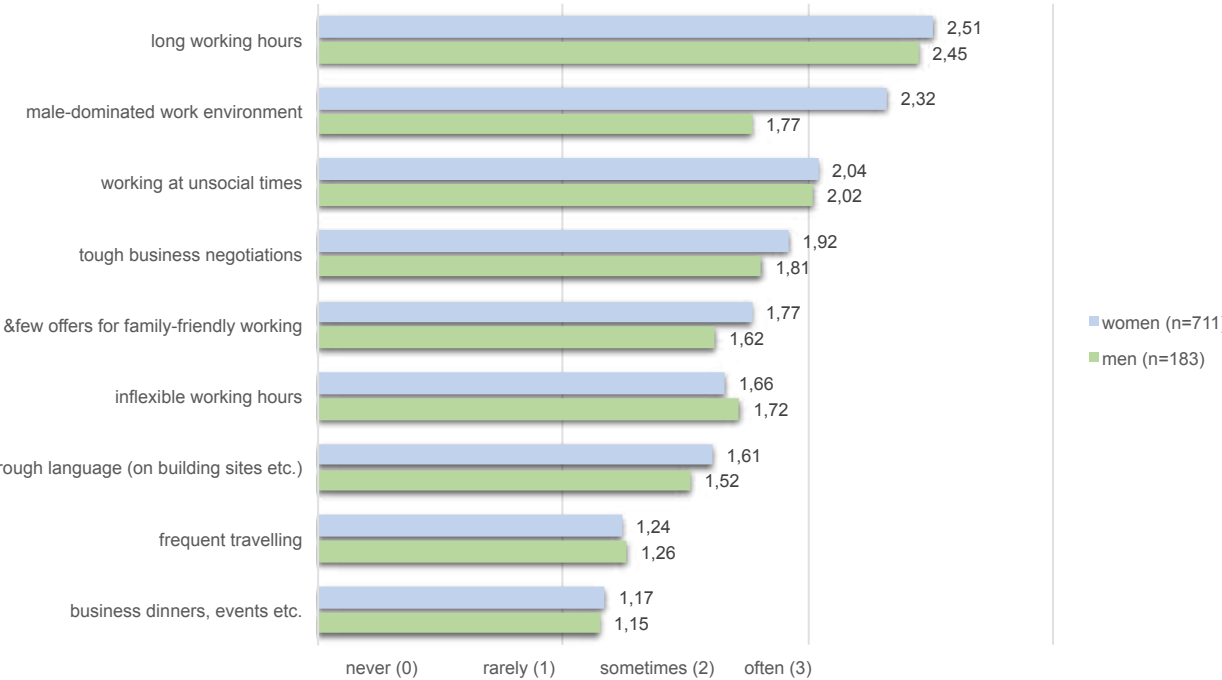
Apart from active discrimination in the workplace, common working conditions and other frameworks can make a job more or less accessible and attractive to certain groups of people - this can be true for men and women. Therefore, several relevant indicators from studies, literature and expert interviews were chosen and the respondents were asked how often they think that they occurred when working as Architect or Civil Engineer.

Data shows that men and women assess the indicators presented in almost the same way, both in terms of individual assessments and in terms of their ranking in comparison to other indicators. The only exception is the indicator of male-dominated work environment⁸, which was rated higher by women than by men. It was already shown in figure 2.3 that long working hours in this occupational field seem to be the standard and not the exception, therefore here it is the top issue for both women (2.51) and men (2.45). However, not only is there a lot of work, but also working at unsocial times⁹ is required (women: 2.04; men: 2.02), and above average there is no possibility to flexibly arrange these hours. Business negotiations are often tough (women: 1.92; men: 1.81), and women additionally have the feeling to work in a male-dominated work environment (2.32), in which the usage of rough language is quite common (women: 1.61; men: 1.52). The offer of family friendly work arrangements on the part of the employer is not often available (women: 1.77; men: 1.62).

What we could find out in the interviews was, as unequal as the experienced working world by the individual participants and between men and women is, the wishes for improvements are overall the same, and one of these improvements are flexible working methods:

“Flexible working methods are the basic requirement for gender equality.”
(Female 31-40\36DEFCE: 7: 703-772)

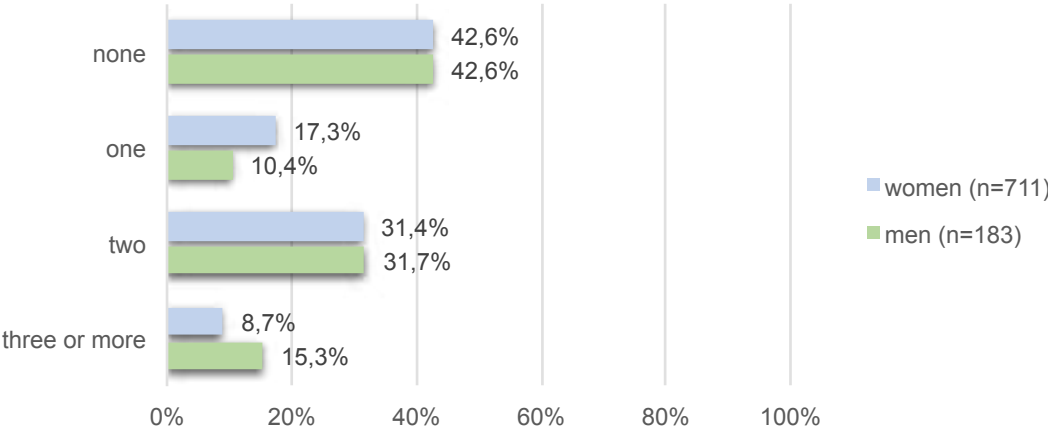
Fig. 2.12 Challenges when working as an Architect/Civil Engineer



The issue is highly relevant: Due to the high workload (also at unsocial hours) and the inflexible working hours, these occupational fields are definitely not family friendly.¹⁰ This means that family responsibilities are likely to lead to disadvantages at the workplace.

⁸ This item was not further explained or defined, so that each respondent could form their own idea about it.
⁹ Such as in the evening, on weekends, holidays etc.
¹⁰ What the majority of the participants also state not to be expected (women: 1.77; men: 1.72).

Fig. 3.1 Number of children one cares/has cared for (N=894)



3. FAMILY SITUATION

As it is difficult to define family and because having a family does not automatically lead to care duties, the first question was focused on child care.

3.1. Number of children

Exactly 42.6% of men and women of our sample have or had no children to care for. 17.3% of women, but only 10.4% of men had one child; 15.3% of men, but only 8.7% of women have or had to care for three or more children; with 31.4% of women and 31.7% of men, the figures regarding two children are almost the same. This item shows the potential bias of the study due to the comparably small sample as public statistics on families in Europe indicate that the number of families correlates negatively with the number of children, meaning that most families have one child, followed by families with two children, then those with three children, etc. The data in the survey give a different picture, which most likely is a bias but should not diminish the quality of the answers of those who have or had children, on how they were able to combine work and family.

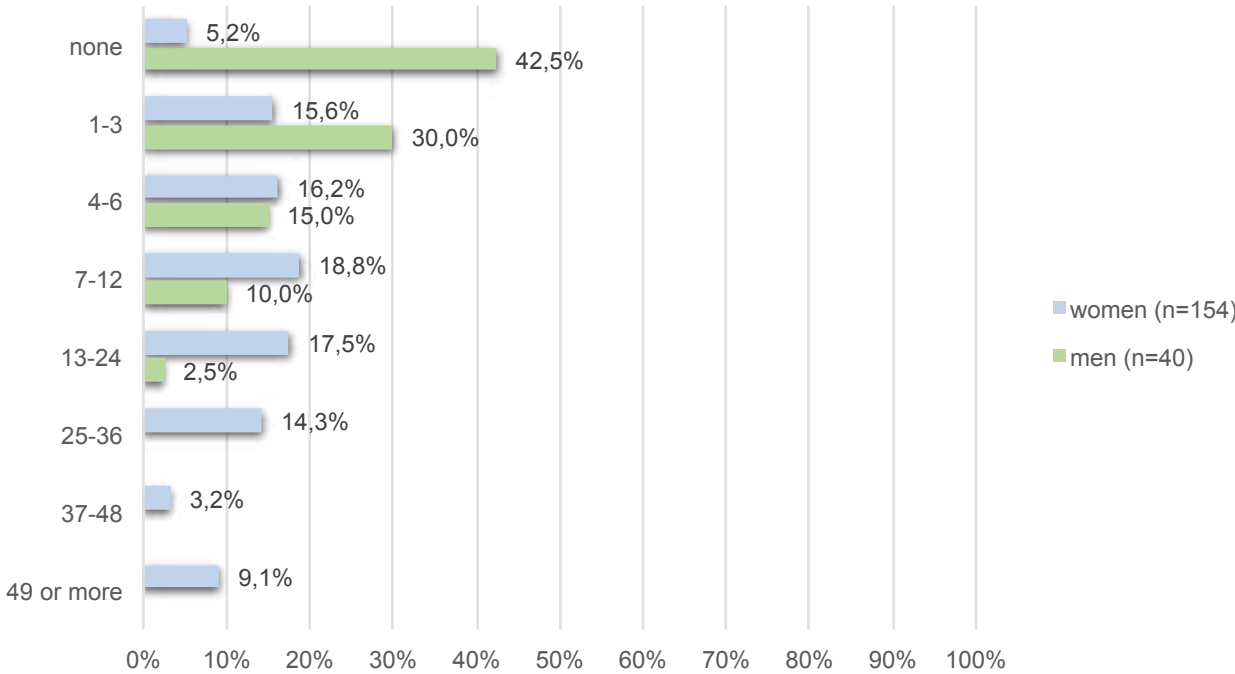
3.2. Months absent from work due to caring responsibilities

About the same number of men as women have children. In a gender equal world, the impacts of their caring responsibilities on their availability to work and on their career, development would therefore be the same. Participants were asked how many months they were unable to work due to caring responsibilities and figure 3.2 provides a first impression of the results. Due to the relatively small numbers of participants - about 30% of women and man who answered that they have children - results are not reliable, but a trend can be derived.

Although about the same percentage of men as women state that they have family care responsibilities, it is mainly women who are impaired in the performance of their work as a result: 42.5% of the men state that they did not miss one single month due to caring for others, another 30% said that they have been absent for a maximum of 3 months; that is a total of 72.5% and almost three quarters of men. For women the figure is only 20.8%, with only 5.2% of them not missing a single working month at all. 35% of women could not attend to their work for 4 to 12 months, 25% of men stated the same. A break in work between 1 and 2 years was taken by 17.5% of women but only 2.5% of men; more than 2 years absent from work due to caring responsibilities were 26,6% of women – and 0% of men.

Data show that caring responsibilities are a factor that restricts women’s basic availability to pursue their profession and thus create a professional disadvantage that leads to further consequences (due to absence only minor roles in projects and decision-making processes, less leadership tasks and roles - especially if this involves high and inflexible working hours - less salary increases and promotions) and finally contributes to the gender pay gap.

Fig. 3.2 Months absent from work due to caring responsibilities (N=194)



“Even today, women primarily take care of the family, the distribution of roles is the same today as it was in the past. Because of this, women cannot pursue their jobs and careers as well as men. Men are no better neither in the job nor in management positions. It is easier for them to make a career because they do not care so much about the children and because they can present themselves better. ” (Female 41-50\35DEF: 6: 242-644)

It is easy to see how a gender pay gap can occur without breaking gender equality laws or violating gender equality policies.

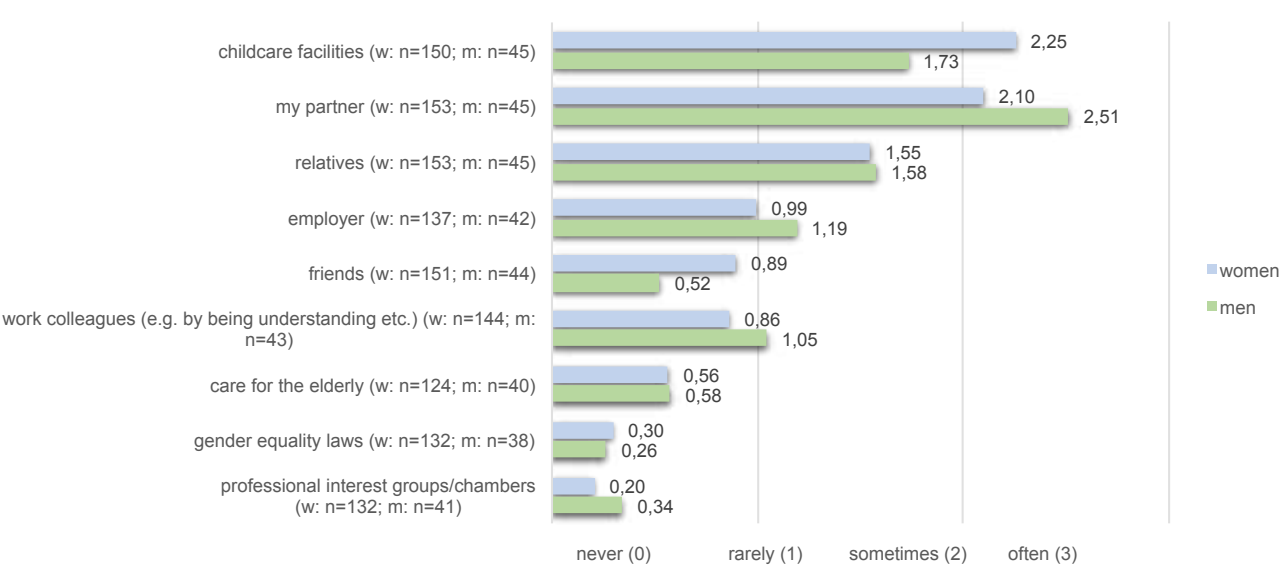
3.3. Support in reconciling work and family life

As caring for family members, especially children, is a key factor for professional disadvantages, good support systems are important, but as shown in figure 3.3, there is still a lot of room for improvement. Men and women seem to have (roughly) similar views although women say they received the main support from childcare facilities (mean of 2.25) and only secondly from their partner (1.73) whereas men regard their partner as the main childcare support (2.51) and only secondly the childcare facilities (1.73). On the third place both genders put relatives, the scores ranging only in the middle between rarely and sometimes, which means this does either not happen too often or is not an available option of most of the parents. The means of all other possibilities is just twice above rarely but mostly (far) below. These outcomes underline once again the importance of good and flexible childcare facilities for increasing women’s employability and are thus in accordance with what many other studies have already shown.

Data shows that by all genders, equality laws are not regarded as efficient support in reconciling work and family life. Although their aim is achieving equal access for everybody to the labour market, they do not seem to be sufficiently able to create conditions that guarantee equality for people with caring responsibilities The current situation requires actions on different level, as a woman in her interview states:

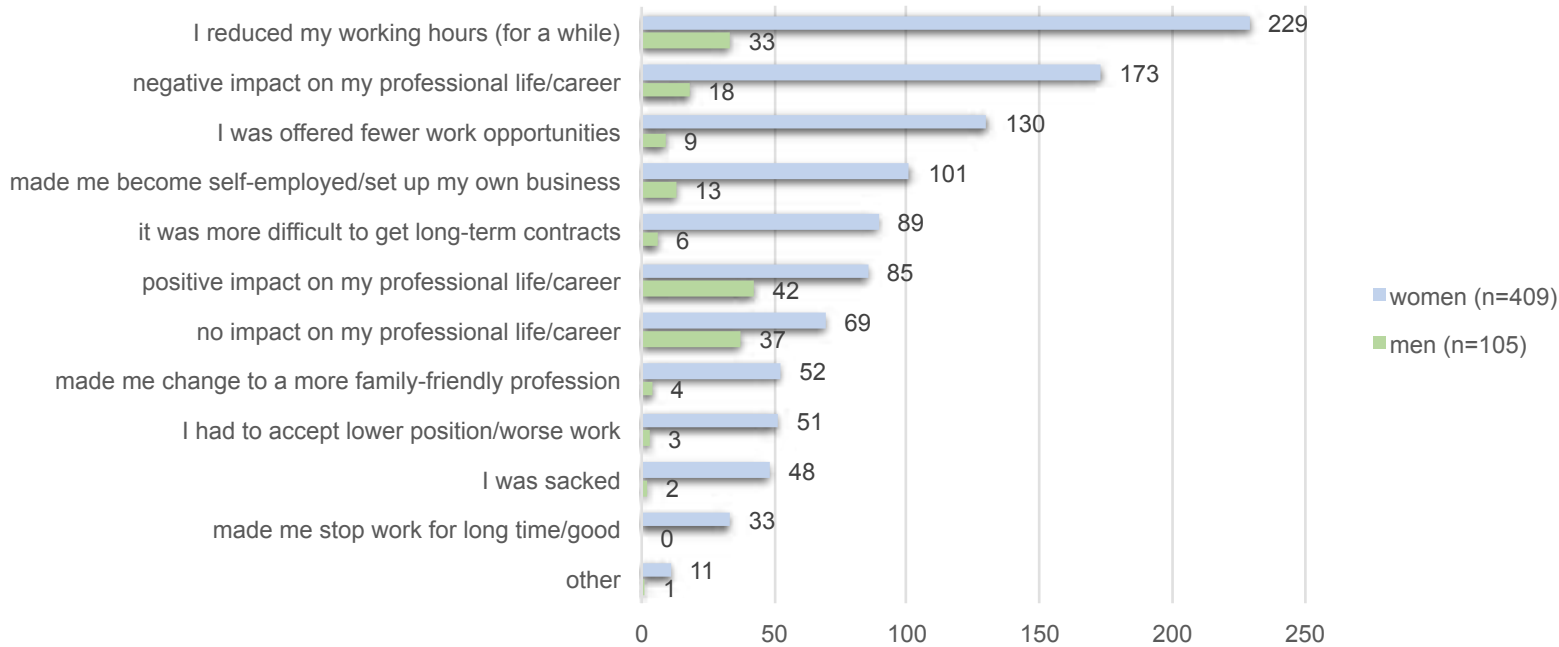
“Changing workplaces and work ethics in a way that includes family obligations as a natural and necessary part of wholesome and successful workplace [is required].” (Female 31-40\56SIF: 7: 1260-1407)

Fig. 3.3 Support in reconciling work and family life



It is also noticeable that professional interest groups and chambers are not regarded as support in regard to gender equality in the profession: they are ranked in last place by women (mean of 0.2) and second to last by men (0.34). Professional interest groups and chambers could see this as a possibility to strengthen their role in promoting and enforcing equal (labour) market access for all of their members. Especially chambers are important and strong stakeholders that would be able to promote and enforce framework conditions for gender equality within their own professional structures and also beyond.

Fig. 3.4 Becoming a mother/father, ... (multiple answers possible)
(N=510)



3.4. Impact of parenting
on professional life

An interesting question seemed to be how women and men themselves assess whether and what influence having children had on their career development. As figure 3.4 shows, the results are very different.

22% of men saw no impact at all on their professional life/career, 25% even report a positive one (women are far behind in that question with 6.4% and 7.9%). In contrast, 16.2% of women report a generally negative impact (men: 10.7%), and most women are even more specific and report a wide variety of negative influences, ranging from a reduction in working hours to fewer or worse job opportunities and to leaving their job voluntarily or involuntarily. Overall, 84.6 % of women have experienced negative effects of childcare on working life and career development, but only 52.4% of men. Considering the nature of these negative impacts shows that women not only suffer negative consequences much more often, but that these consequences are also more drastic and far-reaching for their professional life and career development.

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4. SUGGESTIONS
FOR IMPROVEMENTS

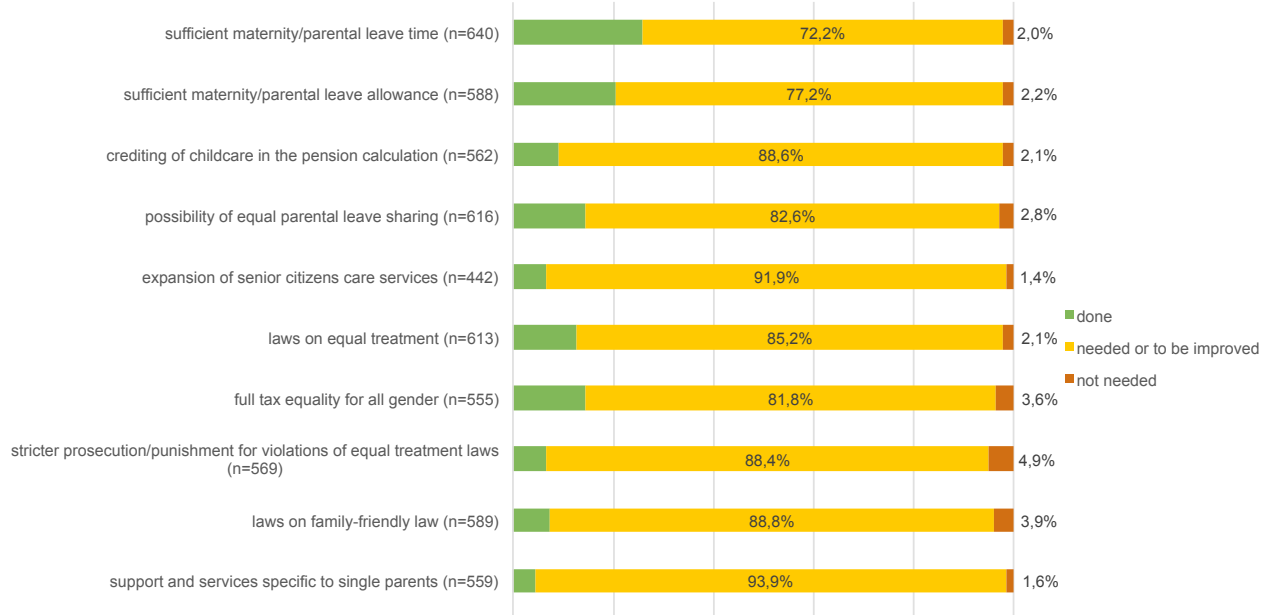
It was the aim of the project to find out in which areas changes would be most appreciated, in which areas there is already a certain level of satisfaction and which changes people even consider counterproductive for fostering equality between men and women. For this purpose, participants were asked how they assess the situation regarding the areas of politics, society, work and workplace as well as chambers and professional organizations. Since mainly women regard themselves as subject to discrimination, the analysis focuses only on the answers of women here.¹¹

4.1. Improvements
on political level

Figure 4.1 provides an overview of the extent to which women are satisfied with political frameworks to ensure equal treatment. Green represents the proportion of those who are satisfied with the status quo already achieved, yellow represents all those who think that more needs to be done in the respective areas and red stands for unnecessary or even counterproductive in terms of gender equality.

It is noticeable that yellow is the dominant colour which means that - according to the female participants - there is still a lot to be done in all political areas. Only 12.7% of women regard the existing legal basis for gender equality as sufficient or sufficiently implemented; 14.6% only assume full tax equality for all genders and 9.3% would appreciate a better inclusion of childcare in the pension calculation. Even those areas with the most positive feedback (regarding maternity and parental leave in terms of duration and remuneration) are only regarded as satisfactorily fulfilled by a quarter and a fifth of women respectively.

Fig. 4.1 Improvements needed at the political level - WOMEN



The interviews showed that the legal basis would need to better ensure that women do not have to face old age poverty anymore and that they are better supported with care work in order to achieve equality. Two ways which were frequently discussed to achieve this were improved legislation on maternity/parental leave, and more flexible/high quality childcare. Interestingly, this was mainly discussed by women. Nevertheless, men still feel a lack support on a legal level to go on paternity/parental leave in many countries. There are several legal options in the different countries also for men, but there is the need to raise awareness and general acceptance. Only if the share of parental leave is equal between men and women in society, (indirect) gender discrimination based on caring responsibilities will cease to exist.

“More and better legislation on equality; reinforce maternity and paternity leave so that women are not the only ones penalized in hiring for the risk of maternity, due to possible maternity leave.” (Female 51-60\48ES B: 7: 633-828)

When comparing the feedback from the individual partner countries in figure 4.1a-k, some interesting differences can be found: Especially women from Slovenia rate their country much more positively in terms of equality in many areas than it is the case in the other partner countries. This may have to do with the fact that in a former socialist country, the social standards relevant for gender equality were higher based on a more progressive interpretation of social coexistence and gender roles, and that there was

11 In the overview diagrams Fig. 4.1, 4.2 and 4.3, the feedback from all female respondents is considered; the smaller charts contain only feedback from women from the partner countries.

a longer tradition of state childcare provision. In such an environment, a certain positive self-confidence of women with regard to their role in the family, society, state and profession may have developed longer than in the other countries. The answers regarding Austria and to some extent Germany are not too bad at least in the area of social legislation, whereas the situation of women in Spain and France, is rated as very unsatisfactory at almost all items. Whether or not the situation would improve if more women could participate in political decision-making bodies through a quota set by law, is controversially discussed. Most of the women are in favour of it, but there is nevertheless a rather strong minority of women (with a larger group from Slovenia) that consider such regulations to be unnecessary or even counterproductive - perhaps because they are more satisfied with their situation than women in other countries and therefore don't see the necessity.

“The same in the areas of responsibility and decision. It cannot be, that all decision-making positions in a city council, for example, are held by men. When there are no women systematically, it is not because of a question of capacity but because there is a bias. If we are half the population, the logical thing would be a 50/ 50 ratio or, at least 40/ 60. This is an anomaly and must be corrected.”
(Female 41-50\44ESF: 7: 1023-1440)

It is important to point out once again that many of the 11 items that were assessed have already been fully anchored in law for many years and nevertheless, out of 55 possible assessments (11 items assessed by women from 5 countries), only twice more than 50% of women express their satisfaction with the status quo (for figure 4.1a and figure 4.1b, both in Slovenia).

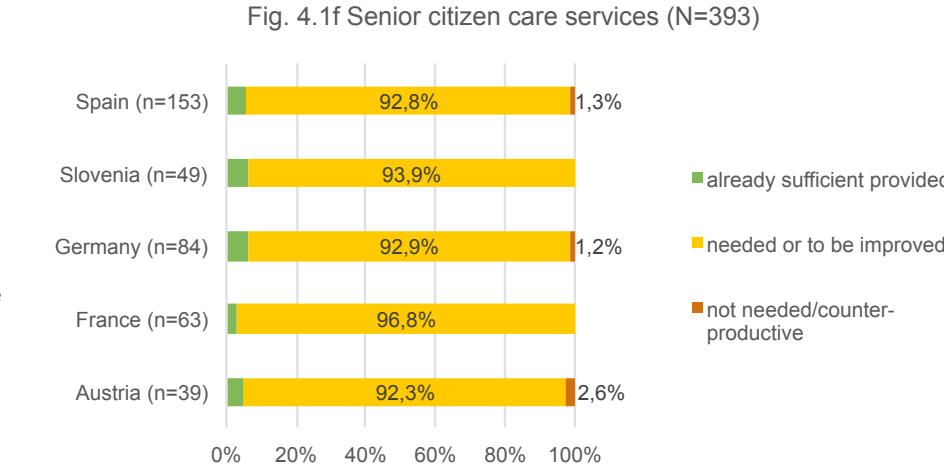
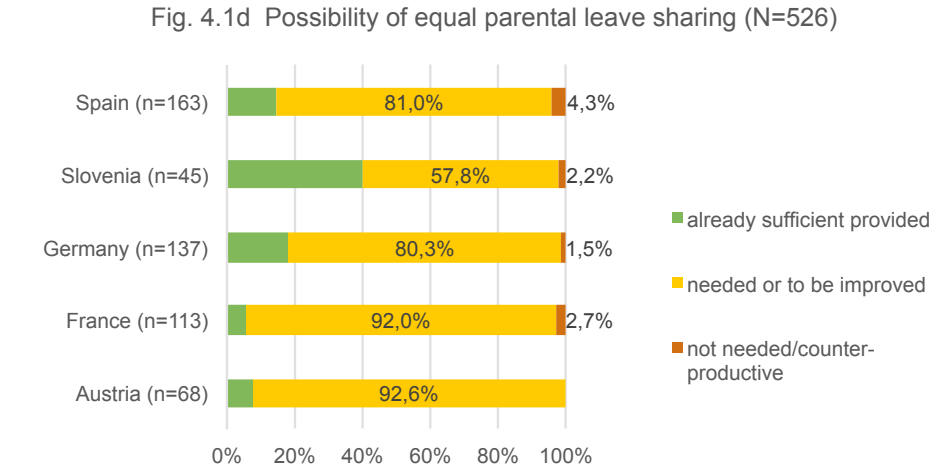
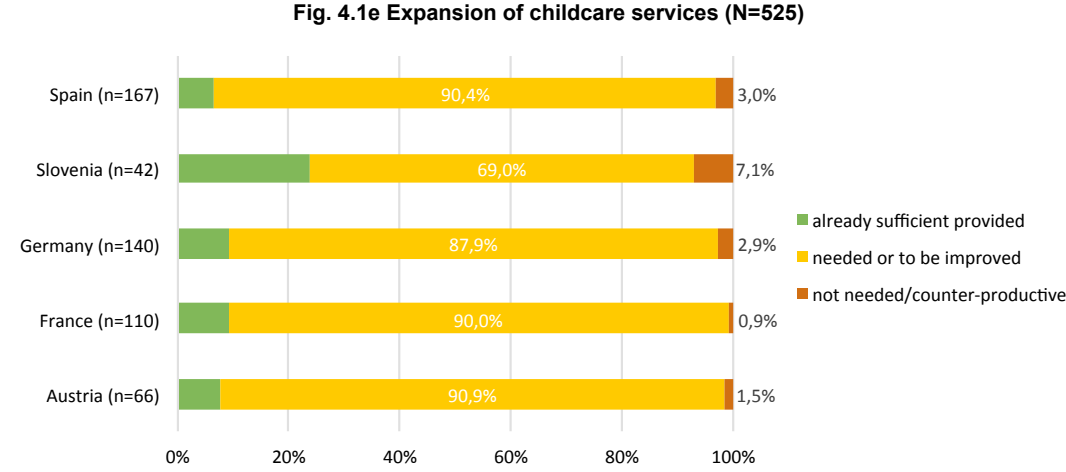
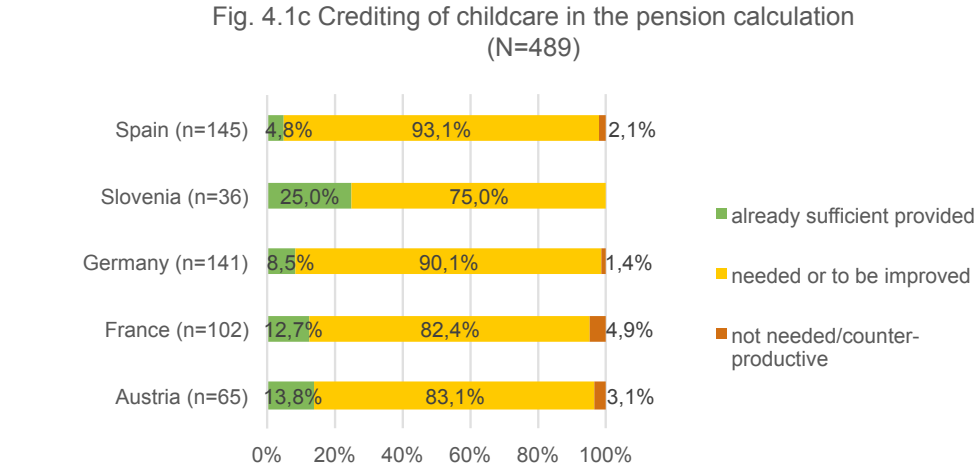
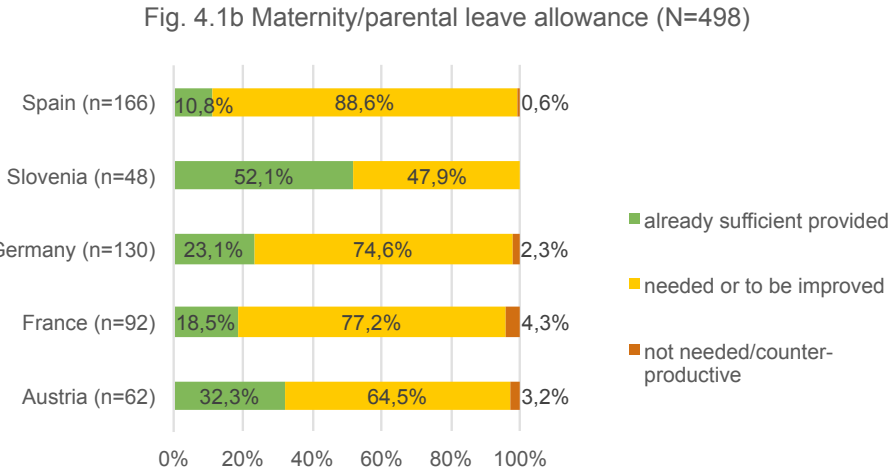
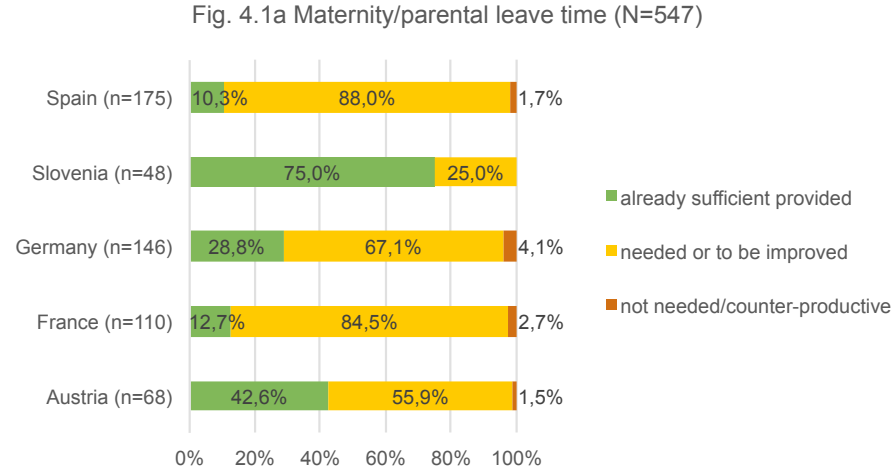


Fig 4.1g Laws on equal treatment (N=523)

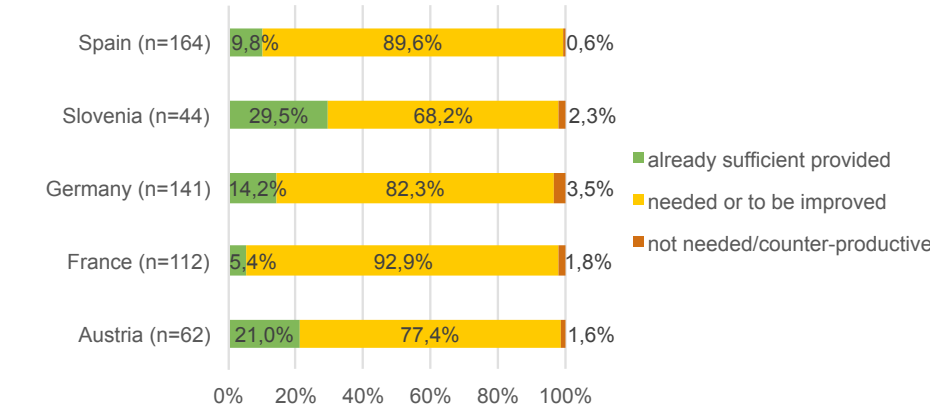


Fig. 4.1h Tax equality for all genders (N=477)

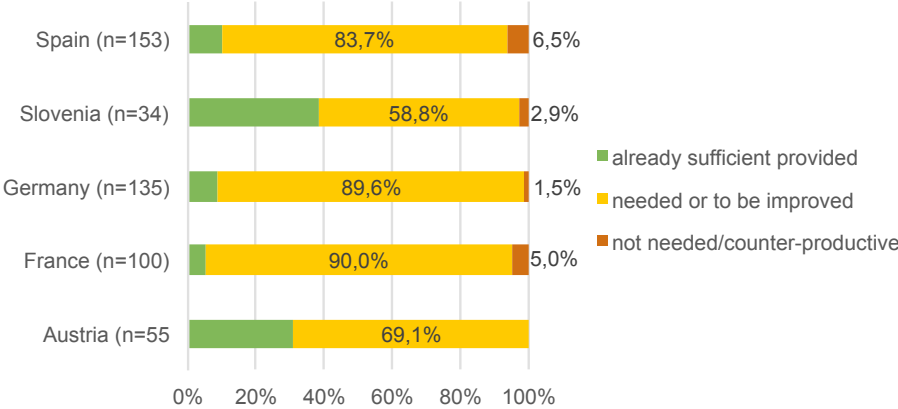


Fig. 4.1k Legally fixed gender quotas for all public decision-making bodies (N=492)

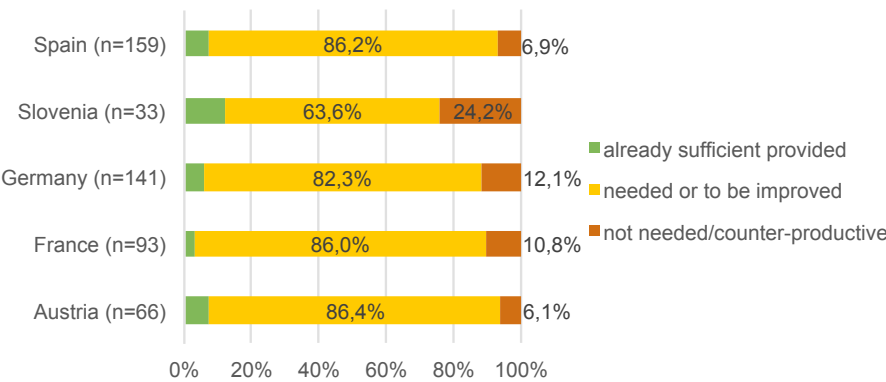


Fig. 4.1i Stricter prosecution/higher punishment for violations of equal treatment laws (N=487)

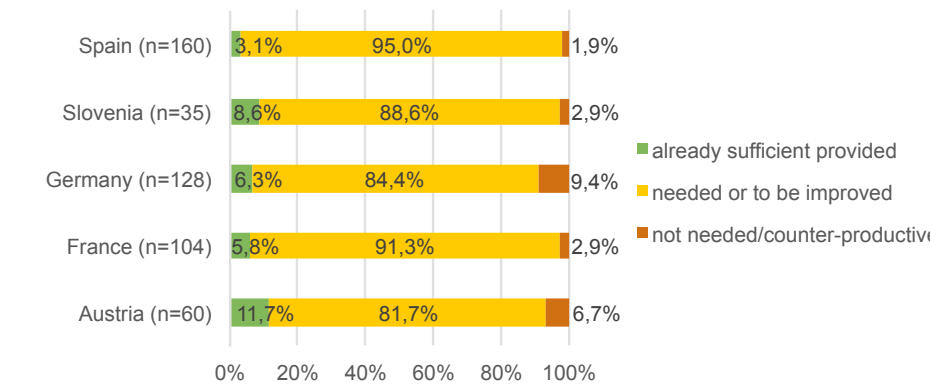
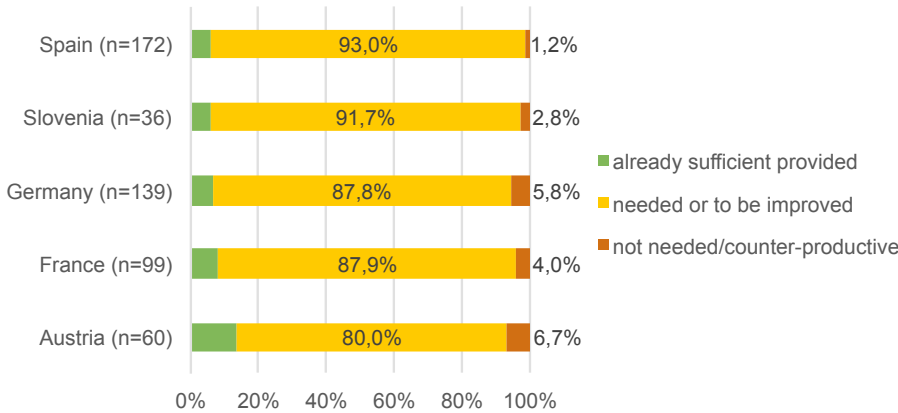


Fig. 4.1j Laws on family-friendly work (N=506)



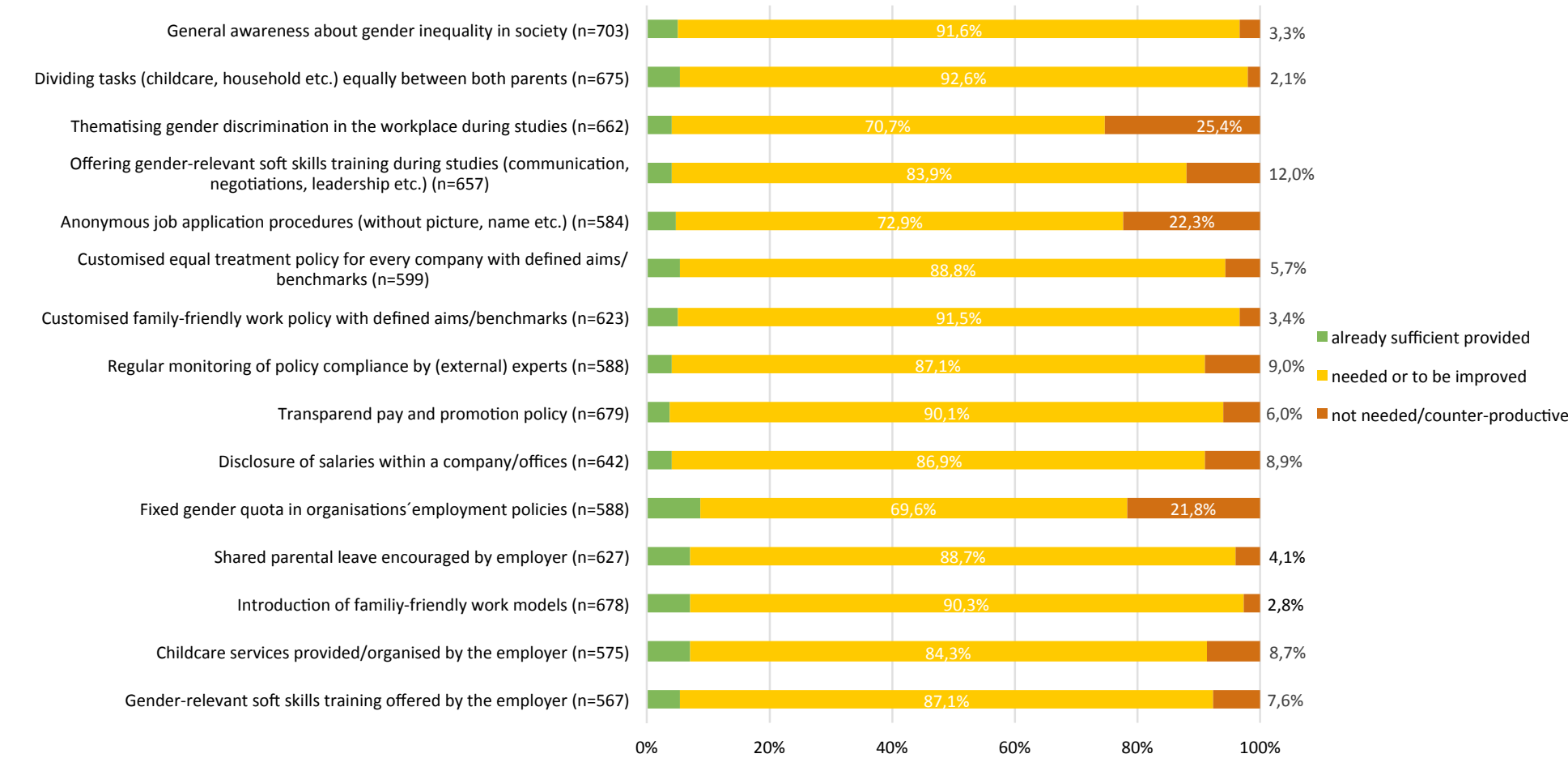
“Much legislative progress is lacking, but also, my country is a very legislative country but very lax in the application of its own legislation.”
(Female 41-50\45ESF: 7: 1103-1243)

Data show that the consistent observance of the existing equality legislation, the further improvement of social security of women (especially single parents) through a fairer tax and pension system (e.g., with regard to the calculation of childcare periods) and, a countrywide infrastructural provision of flexible and high-quality child care possibilities that enable parents to fully participate in work life would be important policy developments.

It also needs to be discussed whether equal numbers of men and women in decision making bodies would lead to better and more gender balanced decisions as regards laws and policies but also professional representation. Gender equity is a concept that can require supporting measures like gender quotas – at least for a certain time – in order to reach gender equality.

“The implementation of inclusion for all social groups must be exemplified by politics. Compliance with the law must be demanded. Women must be given preference when recruiting, as long as there is no parity. The will for equality must be conveyed credibly. It starts with the fact that there are too few women politicians.” (Female 51-60\30DEF: 6: 922-1246)

Fig. 4.2 Improvements needed on social, higher education and workplace level WOMEN



4.2. Improvements in society,
higher education
and workplaces

According to the participating women, there is still a need for improvement in all of the mentioned areas.

Two things strike at first glance: Firstly, the results regarding positive (green) feedback signalling sufficiently achieved gender equality in the respective area have - compared to 4.1 – gone from bad to worse. The best ranked item - with only 8.7% of women indicating their satisfaction with the situation -, is the realisation of a fixed gender quota in organizations' employment policy. From the aim of achieving gender equality within a society, this is a disastrous result and an expression of a need for action and improvement that women see with regard to their position and treatment in private, social and business life.

*"It won't work without the quota, you have to do this 50 percent purely with laws everywhere, in politics, in the chamber, at the university."
(Female 41-50\103ATF: 11: 386-541)*

Secondly, it is noticeable that the participating women identify potential for action in all areas, but in some of them there seems to be less agreement than in the others: Between one fifth and one quarter of the women are not convinced that the expected gender discrimination in employment should already be pointed out during university studies (25.4%), that anonymous job applications are helpful to achieve gender equality at the work place (22.3%) or that a fixed gender quota should be anchored in the employment policy of companies (21.8%); 12% of women also do not believe that gender-relevant soft skills (such as communication, negotiation or leadership) should be part of the curriculum. Nevertheless, it should not be forgotten that the vast majority of women regard improvements in these fields as very important; concerning all other items, the number of women requesting a change is overwhelming, with well over 80% or even 90%.

Fig. 4.2a General awareness about gender inequality in society (N=591)

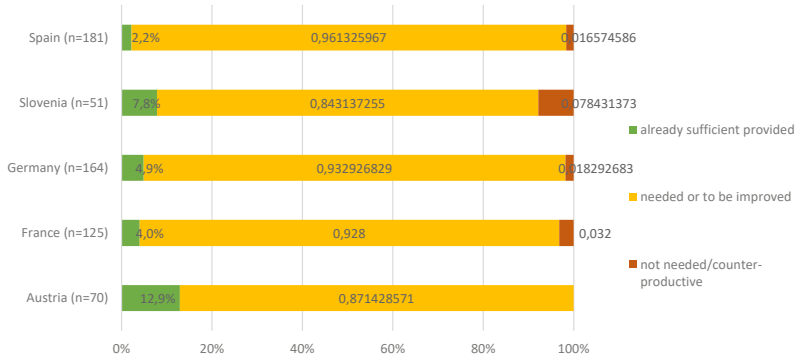
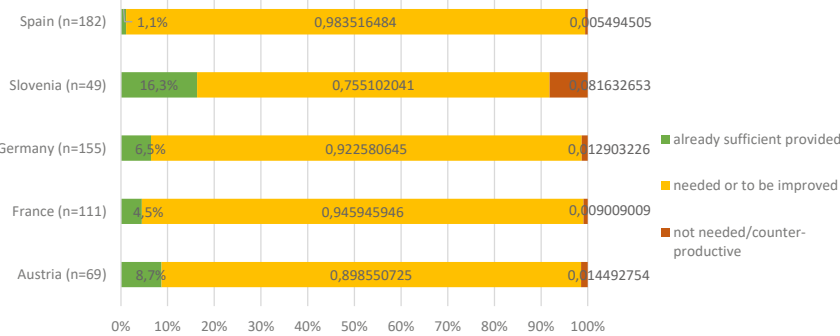


Fig. 4.2b Dividing tasks (childcare, household etc.) equally between both parents (N=566)



*"I always find it difficult when I am invited to a lecture and then realize, I am the only woman, then you feel like a quota woman, then you don't know whether you are invited because of the qualification or the quota."
(Female 31-40\92ATF: 10: 1651-1878)*

There is widespread agreement among women that more general awareness needs to be created in society for the issue of gender inequality; the most important target group in this regard is men, who, as the study shows, are often not aware of equality issues. The distribution of childcare or household tasks to achieve gender equality is a crucial aspect that has an effect far beyond any private situation. Only if clients and employers can no longer automatically attribute caring responsibilities to women, discriminatory approaches miss the mark. External offers and support measures cannot substitute the creation of gender equitable frameworks to overcome disadvantageous traditional family role models.

Fig. 4.2c Thematising expected gender discrimination in the workplace during studies (N=561)

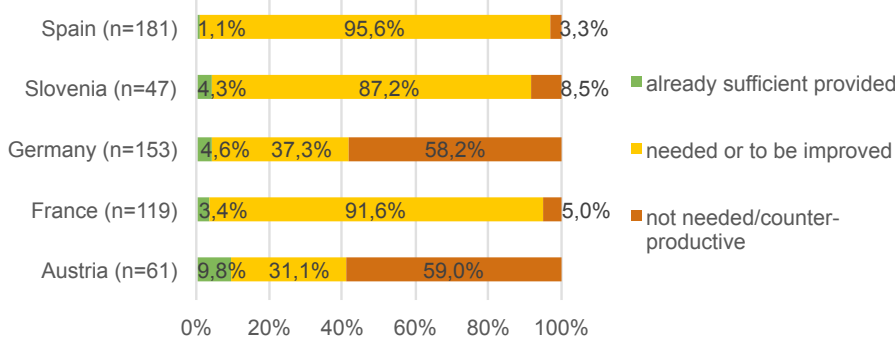
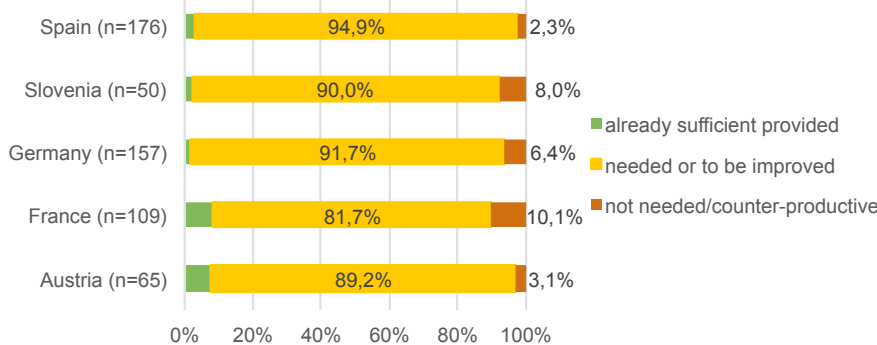


Fig. 4.2d Offering gender-relevant soft skills training during studies (communication, negotiations, leadership etc.) (N=557)



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Spanish, Slovenian and French participants believe that to combat and prevent gender discrimination in the workplace, education and awareness-raising measures already taking place at university level are advantageous, while participating women from Germany and Austria do not believe that. Nevertheless, there is agreement that professionally important soft skills and competences (negotiation, presentation, self-marketing and self-confidence etc) should already be taught intensively during the studies and should also be an important aspect of CPD measures in companies and Chambers during the professional conduct; A lack of such skills and competences can have disadvantageous effects for work life and career development For companies, offering such training measures are a targeted investment in human resource development from which a return can be expected, also in view of the rapidly growing shortage of skilled workers.

“Yes, I have already noticed that there are things like leadership for women, or this ‘Sheconomy’ and ‘Female Factor’, there are already further training courses, but there is the problem again, it is usually sold like that, I have to improve myself so that I can achieve what I want. That means you have to work on yourself and the whole environment is forgotten again, that is always made into your own problem, I have to improve, I have to attend these training courses so that I have a chance in the professional world at all. But what is not addressed very much is, ok it’s not you who is the problem, you’re not too little, you don’t have to turn 180 degrees to fit in there. It is just not said that the company structure, the organization, the prerequisites that are created for you, are the wrong ones. That’s why I occasionally have a problem with these training courses and seminars, which start with empowerment and end with work-life balance for women. That is all well and good, I am grateful for any support, but I believe that some of the energy is being put into the wrong people, or into the wrong circles. No matter how hard I try, I can still do 300 seminars, if I am denied becoming a partner within the company, I can still do so many empowerment things, because if I am not taken seriously, I will not be taken seriously. That should be addressed rather than that women now have to constantly improve themselves. This is exactly how the guilt is taken away from the guilty party and pushed onto the blame party, or the sufferer. Chambers could absolutely better use their influence. (Female <31\90ATFB: 13: 174-1812)”

Fig. 4.2e Anonymous job application procedures (without photo, name etc.) (N=497)

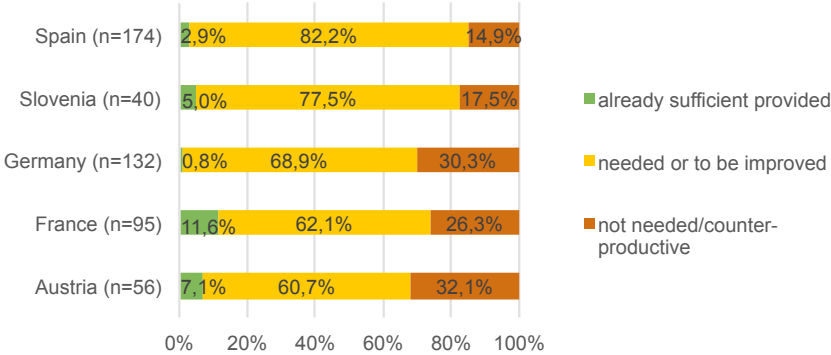
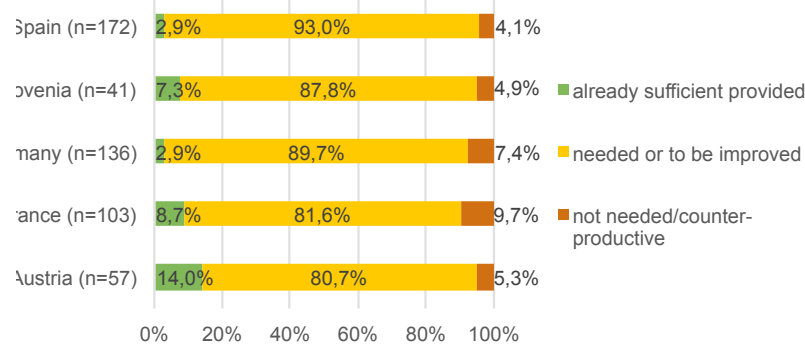
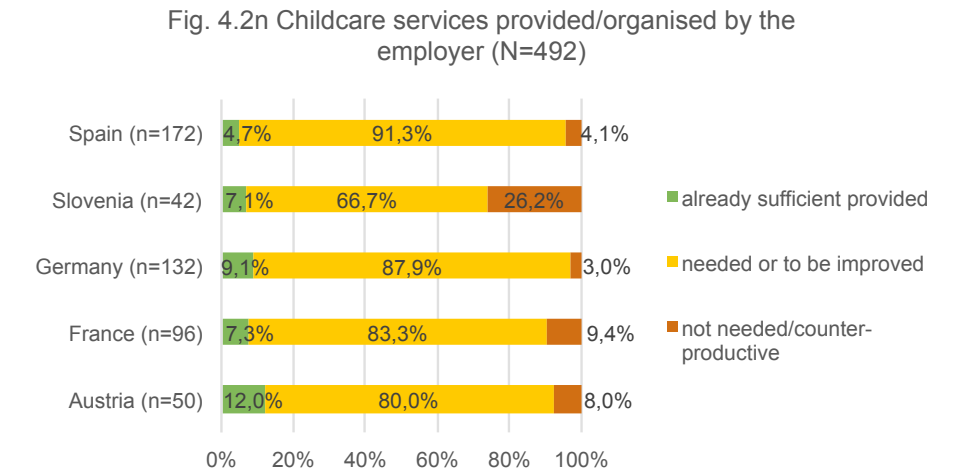
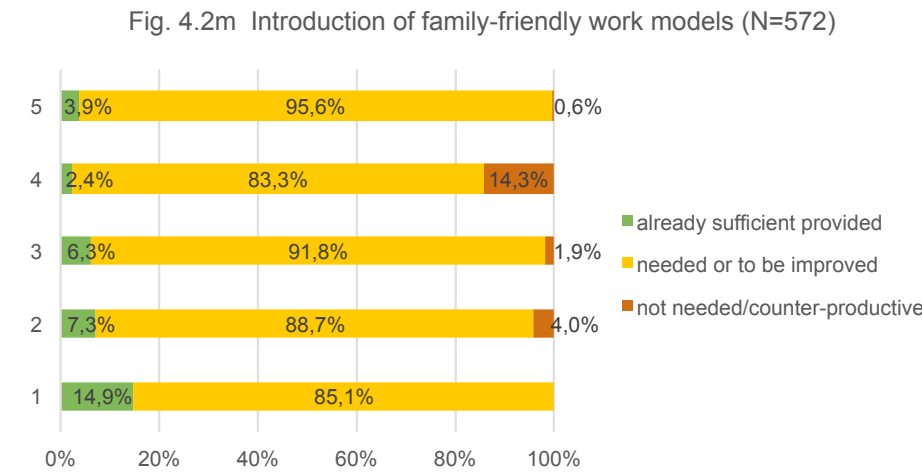
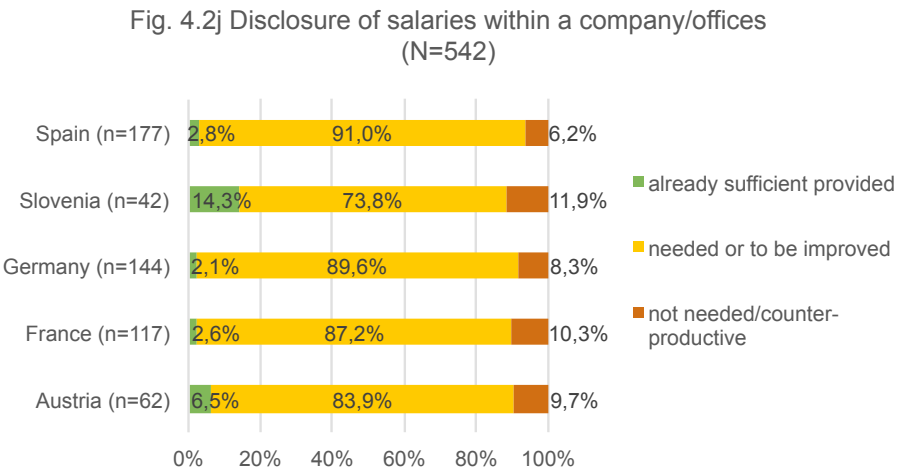
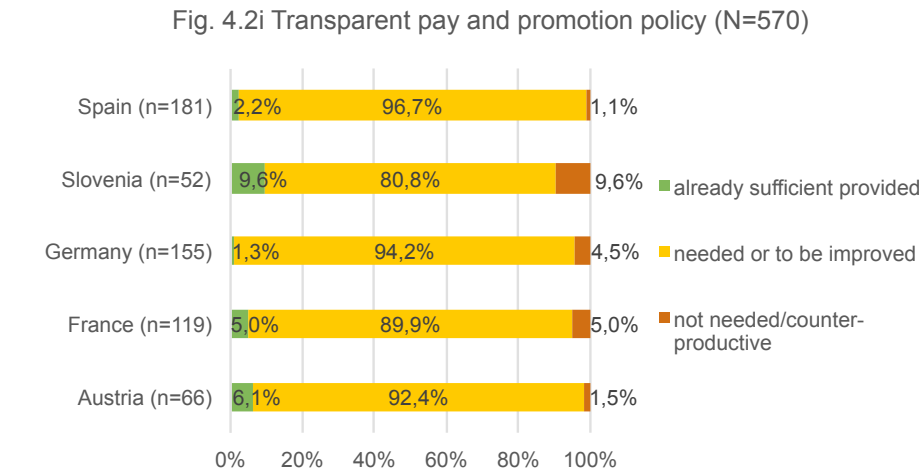
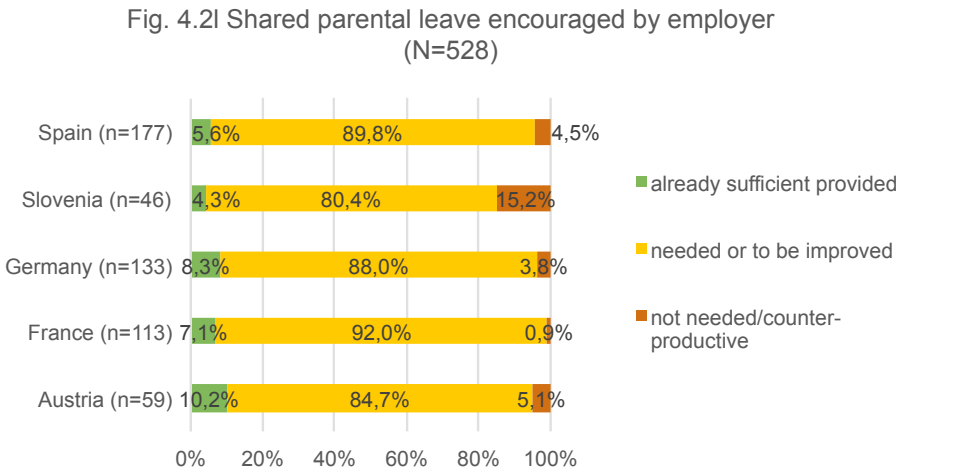
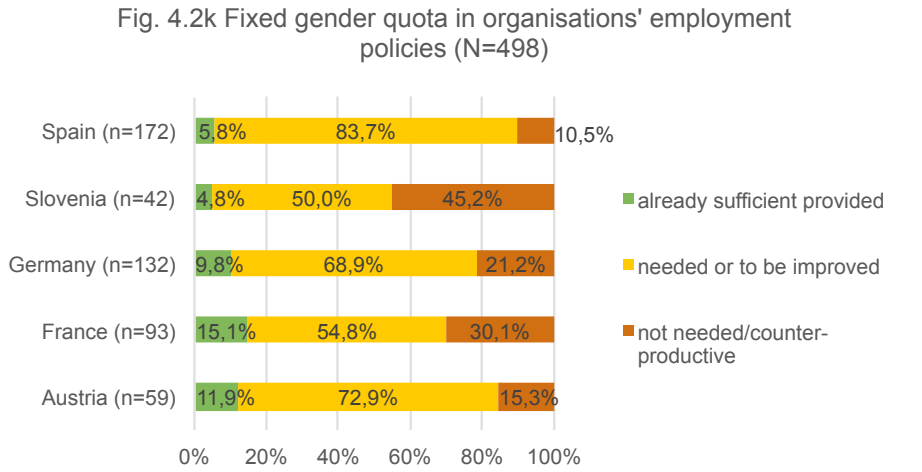
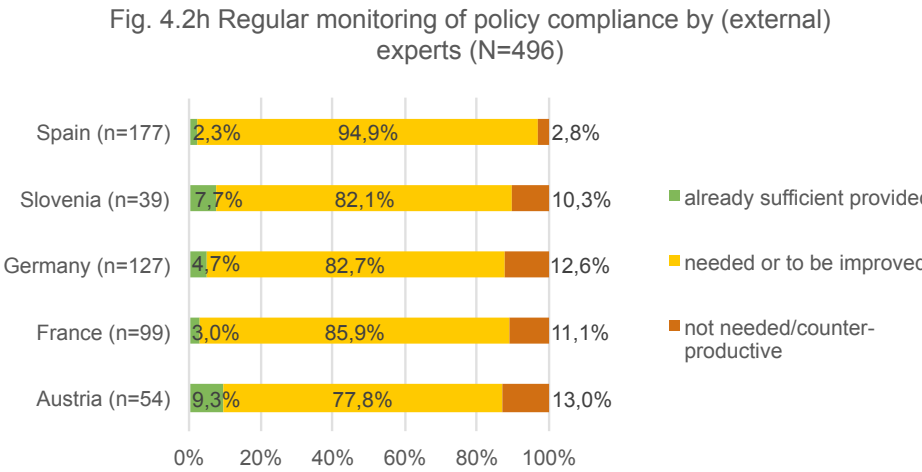
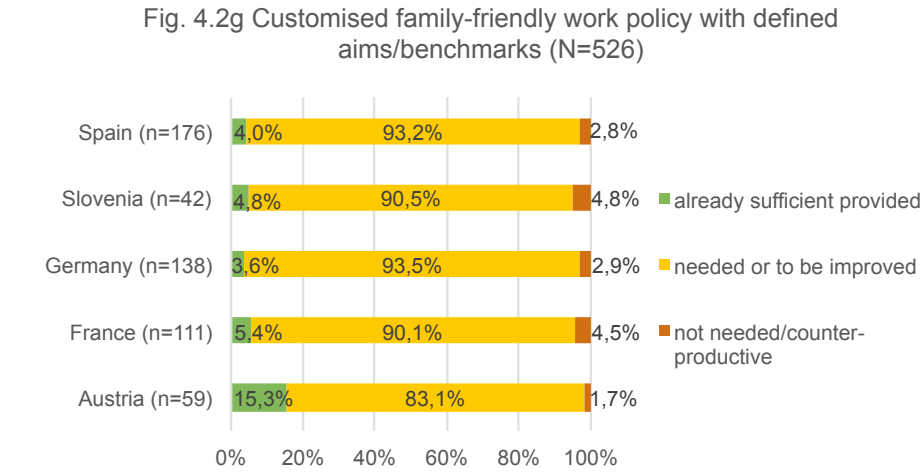


Fig. 4.2f Customised equal treatment policy for every company with defined aims/benchmarks (N=509)



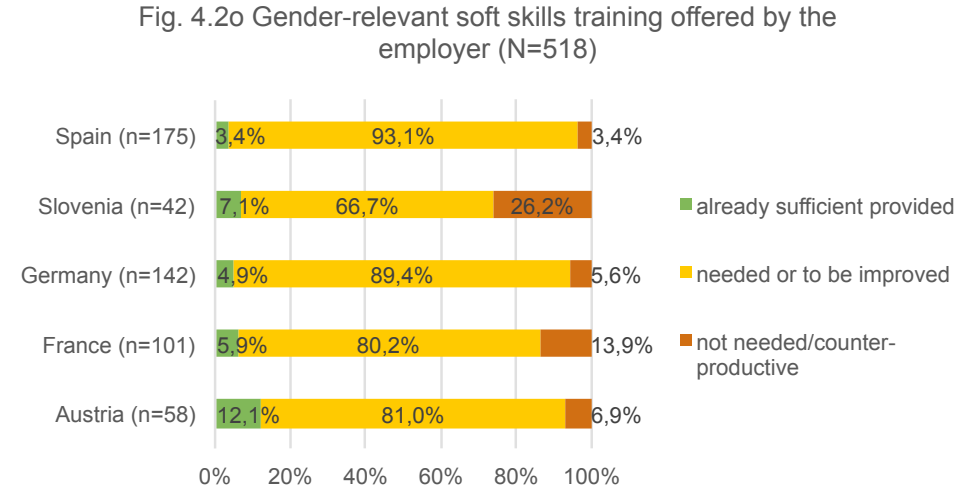


As the study is focused on workplace discrimination, clients and employers play a key role. Above all, the participating women expressed the necessity for family-friendly companies, both in terms of strategic orientation and practical work organization. Modern work concepts such as home-office, flexible working hours, job sharing, promotion of shared parental leave etc. are still not commonly implemented although a family-friendly corporate philosophy brings manifold advantages for architectural offices: From better chances of attracting auxiliary, specialist, or managerial staff, less absenteeism, shorter parental leave, increased employee satisfaction and motivation through a better combination of work and private life, operational flexibility due to flexible working hours and locations and even an optimization of office space utilization.

“Chambers can offer advice, coaching programs and cooperation with mentors. Their job would be to build trust in women, to demand the things that lead to equality.”
(Female 31-40\33DEF: 7: 690-854)

Gender equality commitments have to lead to concrete results such as a transparent and fair remuneration models and compliance with gender equality regulations is regularly checked internally - but also by external experts.

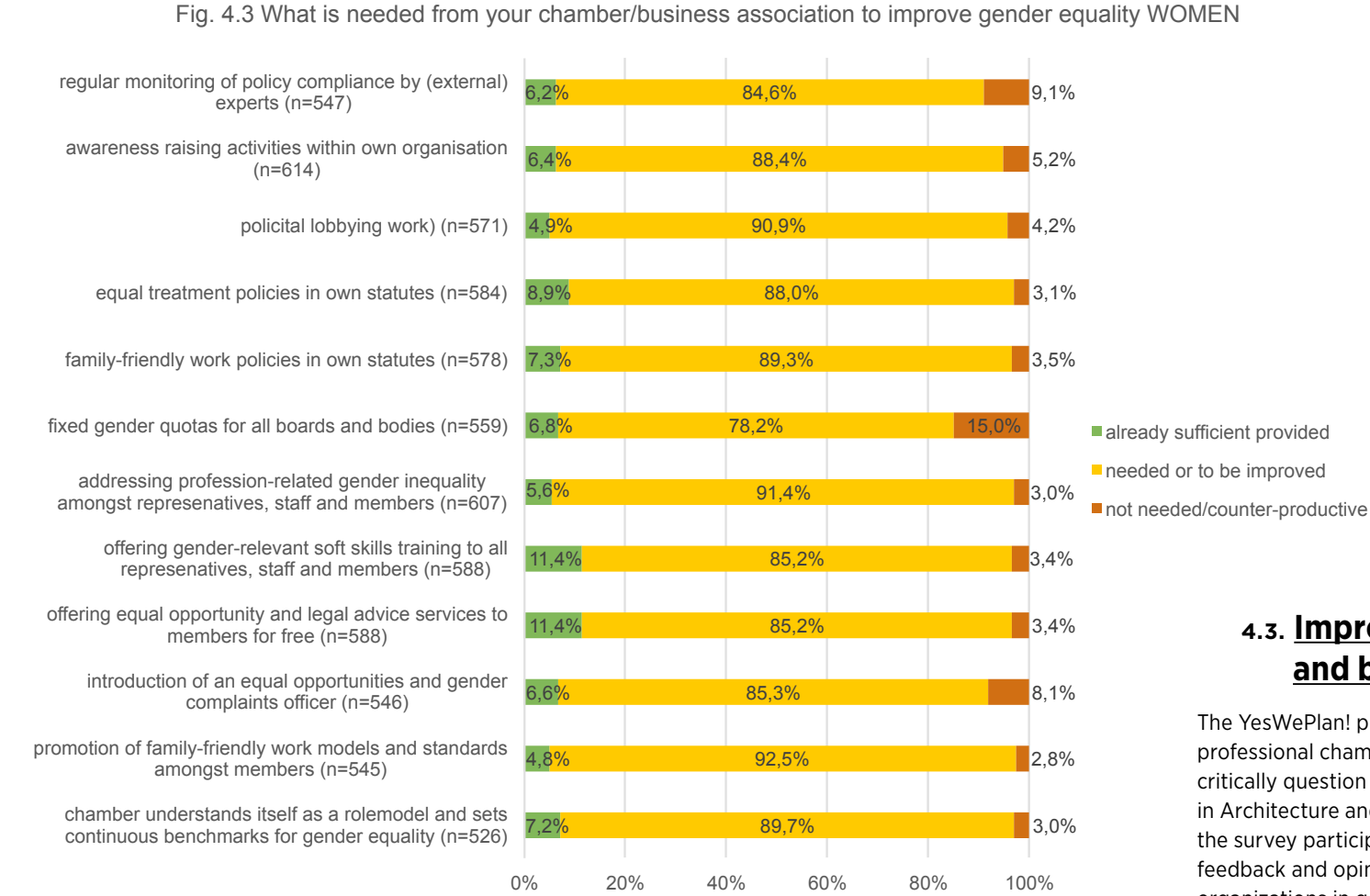
Data of the survey shows that the participating women perceive Architecture as a male dominated profession. This has to be regarded in connection with the fact that there are still more men than women in leading positions. This leads to the fact that frameworks and modalities remain male-dominated. The awareness has to be raised that gender equality has mutual benefits and is a great opportunity for the overdue restructuring of the profession: Gender balance improves decision-making and leads to more creativity and innovation in companies and provides both women and men with a higher level of commitment to the profession.



“Because, as we know, the men’s partnerships are incredibly valuable and in the rarest case a decision is made based on qualifications for men too, but who has the better network, and the women just don’t play along and accordingly they are completely underprivileged in terms of positions.” (Male 51-60\85ATM: 8: 2689-2980)

Especially the demand for female networks and the wish to establish such is high in the younger age group. Organizations but also educational institutions and employers could establish this.

“I think one of the best ways to reduce gender inequality is networks. We have to support each other and develop initiatives. We must serve as role models for one another and learn from one another. Women do not claim their rights. Equality and equal treatment are a question of self-confidence.” (Female 31-40\39DEF: 6: 172-466)



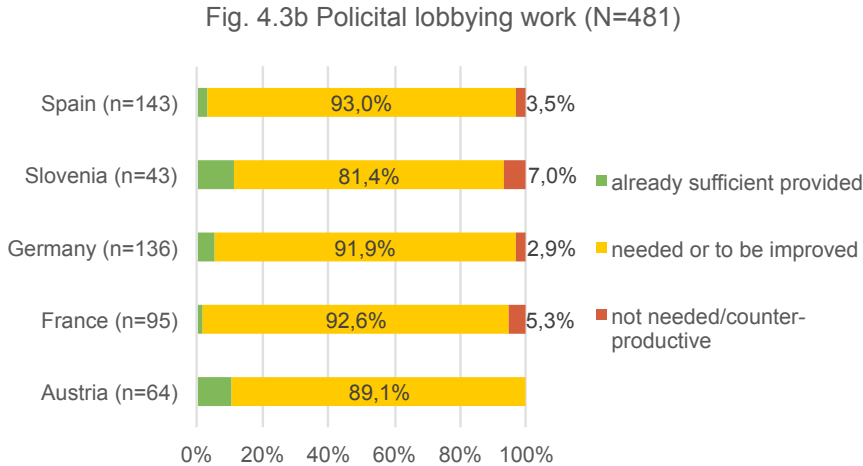
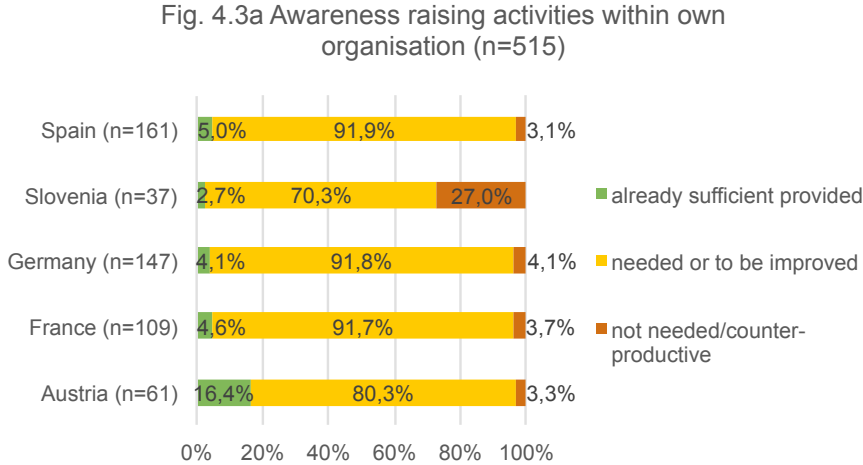
¹² The evaluations from Austria in particular were more positive than those from the other countries, otherwise the overall mean of the values would have been even lower.

4.3. Improvements for chambers and business associations

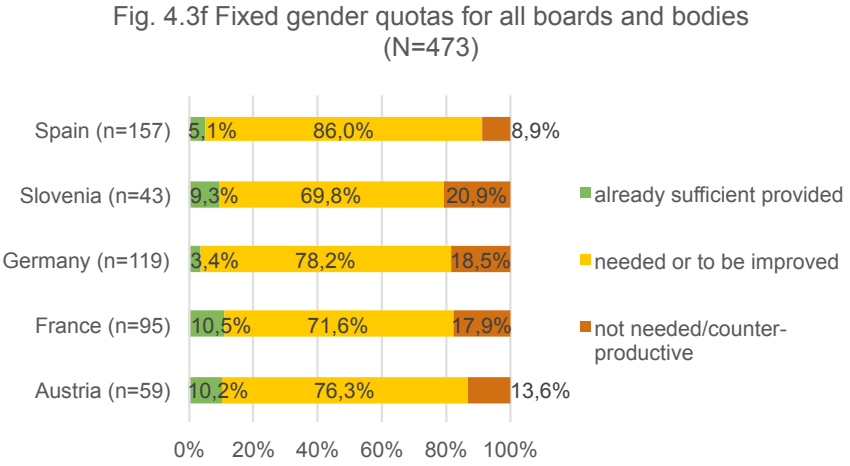
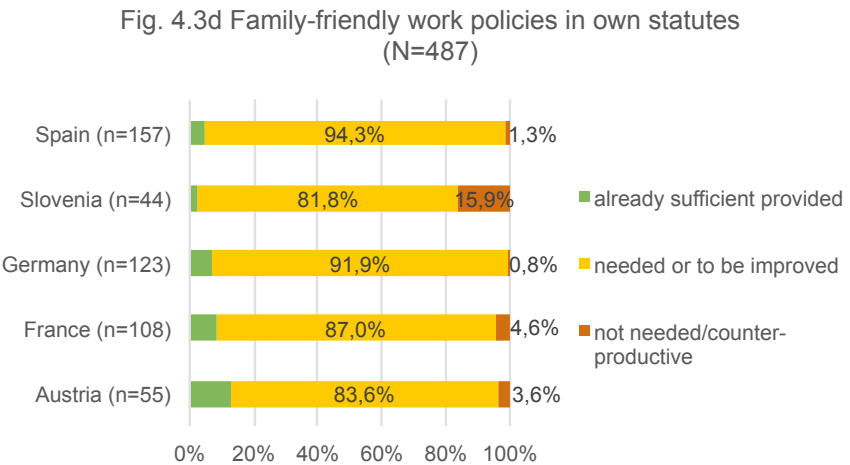
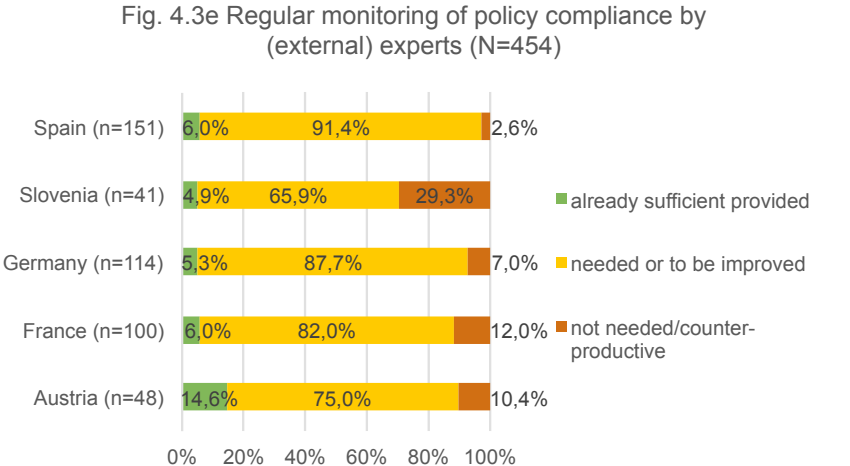
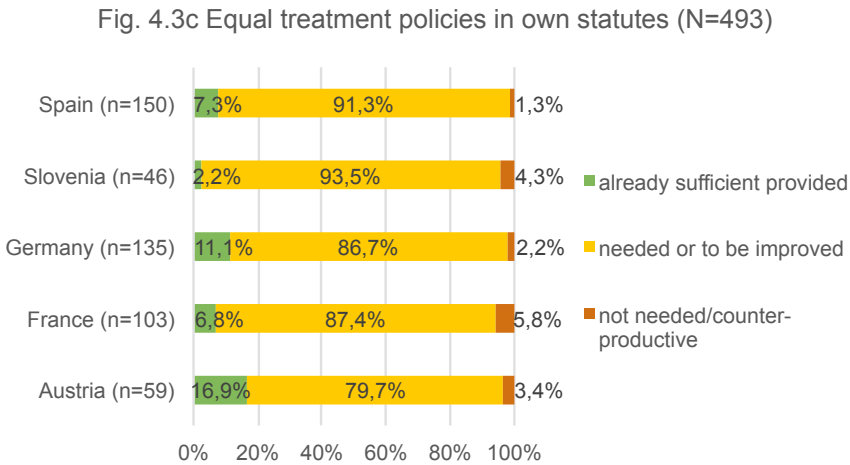
The YesWePlan! project and the survey were initiated by professional chambers and organizations with the aim to critically question whether or not gender equality is achieved in Architecture and Civil Engineering. In the last question of the survey participants had the opportunity to provide critical feedback and opinion on the role of chambers and professional organizations in gender equality issues.

Many participants see a necessity for improvement and only a small group expresses the opinion that their professional interest groups adequately represent the interests of their female members as regards to equal equality and gender discrimination. Only two items, training in gender-relevant soft skills and legal advice on gender issues, were rated as sufficiently fulfilled by more than 10% of the participating women. For all other items, less than 10% are fully satisfied with the support received.¹²

The participating women have expressed the importance of the implementation of gender equality frameworks within the chambers and professional associations themselves; they not only represent other professionals, but they also play a role in professional policy decisions that require fair and equal decision processes. Gender equality therefore needs to be an irrevocable part of their corporate compliance. Furthermore, data show that chambers and professional associations are expected to take a strong stand against any kind of gender discrimination against their members also outside the own organization. This includes awareness raising and lobbying work at political levels and in regard to other relevant stakeholders.



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Even if the answers for Austria are a bit more positive than in the other countries, the figures for women's satisfaction also rate at a rather low level. Interestingly, the feedback to some of the suggestions for improvement was especially negative in Slovenia, which is the country where – according to our survey - the perceived gender equality is higher than in the other countries.

There is some more agreement on the rejection of a women's quota in all committees and bodies of the chambers and professional associations, which between 8.9% (Spain) and 20.9% (Slovenia) of women are critical or opposed to; these are relatively high values in all countries, but at the same time the vast majority of women would be in favour of the introduction of such a quota.

“I am for parity in Architecture, in concours for instance, to have half women, half men in the jury and as many women in the selection.”
(Female 51-60\22FRF: 6: 395-533)

Fig. 4.3g Addressing profession-related gender inequality amongst represenatives, staff and members (N=514)

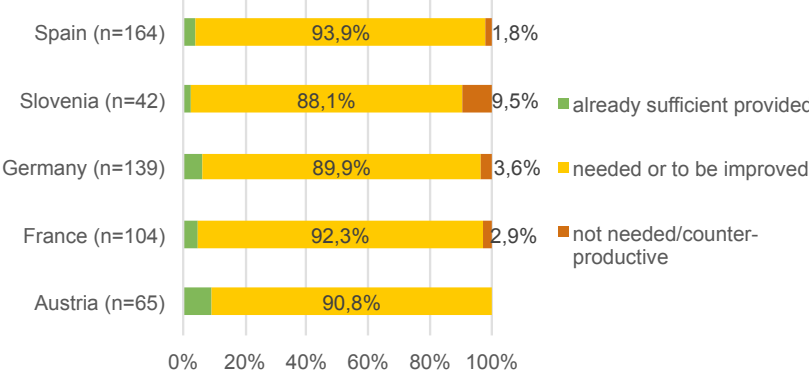
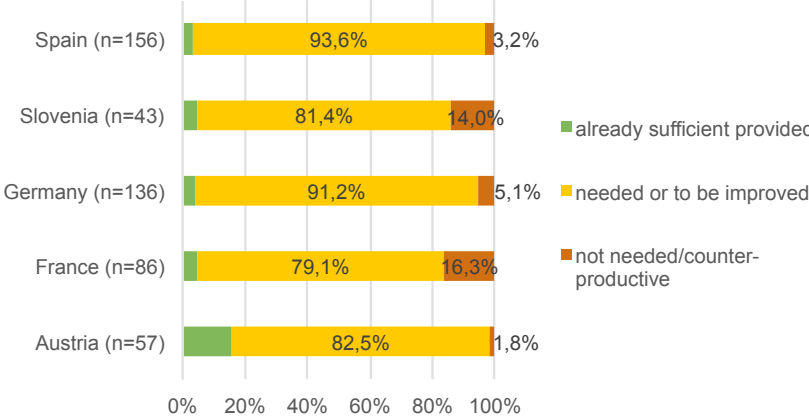


Fig. 4.3h Offering gender-relevant soft skills training to all represenatives, staff and members (N=478)



Chambers and business organizations are thus expected to play an important role in raising the awareness on issues of gender equality. They also have an important educational mandate in regard to gender-relevant training.

Fig. 4.3i Offering equal opportunity and legal advice services to members for free (N=495)

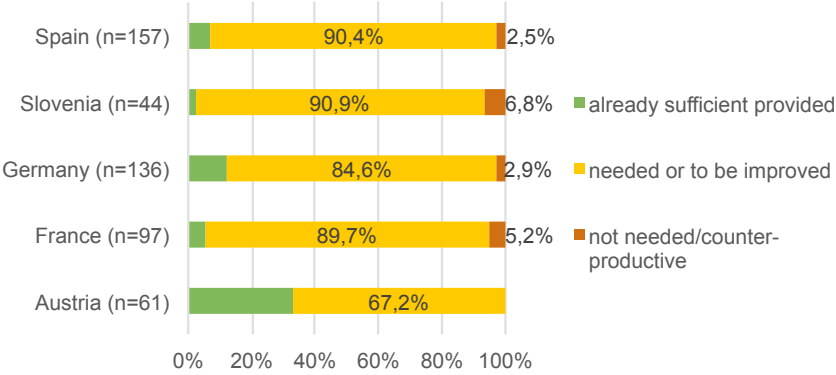
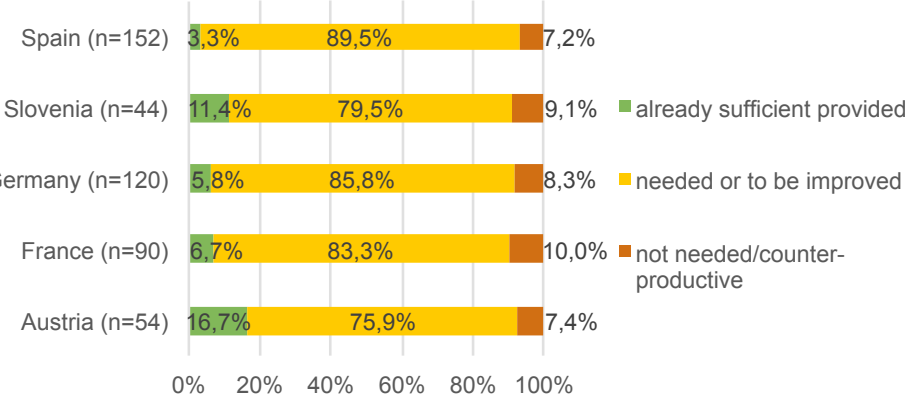


Fig. 4.3j Introduction of an equal opportunities and gender complaints officer (N=460)



It was also noticeable in the last items that the situation in Austria seems to be better than in the other countries, especially the advisory services of the Austrian Chamber of Architects and Civil Engineers seem to do an exemplary job; about one third of the women are satisfied with it; even though, two thirds still see a need for improvement, which is the best value of all items.

Since the participating women see much need for further action to implement gender equality, they are also overwhelmingly in favour of the introduction of a gender officer. This requires a person with appropriate time resources and enforcement competences.

“[...] to create a chamber or a commission dedicate to equality, to have support of an official organization like the order of Architects. ´Vive les femmes´, to create places to get real support for women in this profession.”
(Female 51-60\5FRF: 7: 877-1106)

In general, women are aware that the traditional distribution of roles and work in family and other private and social spheres has a crucial impact on gender equality at the work place. These barriers have a complex and multiple nature and are usually not within the sphere of influence of chambers and professional associations. But they can promote family-friendly structures and systems with different approaches to enhance gender equality in the professions.

“In companies, there is a lack of understanding of the employed person as a whole person who, in addition to work, also performs the role of mother, wife, social being. This would make it easier for women to reconcile their responsibilities, especially when they are young and these things are happening to them, and at the same time they have to prove themselves at work at all times.”
(Female 51-60\60SIF: 7: 176-561)

The message of women from all countries to their professional representatives is clear: become role models for gender equality and be as creative and courageous in introducing family-friendly (labour) market access models and standards.

Fig. 4.3k Promotion of family-friendly work models and standards amongst members (N=494)

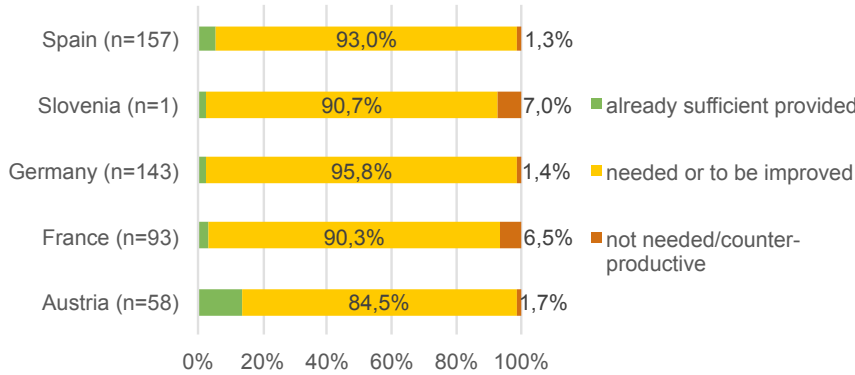
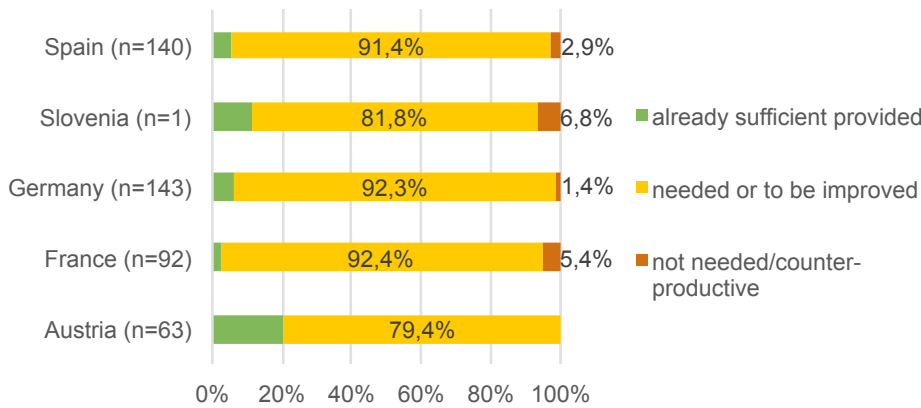


Fig. 4.3l Chamber understands itself as a rolemodel and sets continuous benchmarks for gender equality (N=481)



III. VALIDITY OF DATA

ONLINE SURVEY

A sample of 918 Architects and/or Civil Engineers was drawn, of whom 903 could be considered for the data analysis. This group was composed of 711 (79%), women, 183 (20%) men and 9 (1%) non-binary/ genderqueer persons; unfortunately, a direct comparison between the sexes could only be drawn between men and women because the number of non-binary/genderqueer participants was too small to make reliable statements. There is an imbalance in the gender distribution of the respondents, with 79% women and 20% men - although in reality the professional sectors are male-dominated.

This over-representativeness of women has to be taken into account when analysing the data, which is why most of the statements were analysed separately for women and men; since four times as many women as men answered the questionnaire, their data is to be rated higher in terms of reliability, yet it is important that still a relevant number of male responses was received to evaluate if there could be any gender-related differences.

With regard to other quality indicators (difference in countries, professional groups, income groups, etc.) in the composition of the sample, balanced and reliable data can be expected.

GUIDELINE INTERVIEWS

The sample of the qualitative interviews was based on the Country Reports; therefore, participants had to be professionals with a master's degree in Architecture or Civil Engineering and fully licensed to conduct the profession according to the legal requirements of their country. Additionally, they needed to have a minimum of one year of practical work experience in the profession to take part in an interview. The definition of the target group is identical for the whole Career Tracker, only differing in sample size. Since the totality of the semi-structured interviews was much smaller, it was also ensured in advance that men made up 30% of the interviewees in order to obtain a contrast.

To verify and better explore the background of the online questionnaire, 20 Interviews in each of the five partner countries were planned, finally 104 interviews were collected. To best meet the quality standards of empirical social research¹³ with the limited time, personnel and infrastructural resources in the project, detailed instructions for obtaining appropriate data and information were prepared in advance.

The method of semi-structured Interviews provided the opportunity to prompt the discussion but at the same time give the participants the possibility to explore particular themes and to discuss and raise additional issues.

The interpretation of the semi-structured interviews followed Mayring's qualitative structuring content analysis.¹⁴ The research process was supported by a coding guide (annex) which allowed a sharp coding of the categories followed by the elaboration of the main categories. The quality criteria of the qualitative research were guaranteed by the documentation of the interviews, the constant discussion and reflection of them, as well as the constant application of the coding guide throughout the analysis.

Due to the applied mixed methods approach, the further sample explanation and the evaluations are presented next to each other.

¹³ See Neuman/Lawrence: Social Research Methods (2010): Qualitative and Quantitative Approaches. And: Atteslander (2007): Methods of Empirical Social Research.

¹⁴ Mayring, Philipp: Qualitative Inhaltsanalyse: Grundlagen und Techniken. 12., überarbeitete Auflage. ed. 2015.

BEST PRACTICE EXAMPLES

ABOUT THE BEST PRACTICE EXAMPLES

BEST PRACTICE EXAMPLES

The **YesWePlan! Best Practice Examples** are a collection of national best practice approaches to promote gender equity. The collection was created to enable the project partners to learn from each other. Therefore, the transferability of the projects is an important aspect. A good example of a transferred best practice is the French ARVHA Women Architects Award, which annually honours outstanding works by women architects and which has now been transferred to Austria in a similar form.

The collection clearly shows that the visibility of women in construction and planning is a key issue in all partner countries and is regarded as an important prerequisite for change. Different forms of supporting networks to advance women professionally are the second strong focus within the collection.

The fact that many important issues such as the gender pay gap, the promotion of gender equality in the work place or in professional organizations and work-life balance and flexible working models are not part of the collection, implies a lack of such best practises that needs to be addressed in the post-project years.

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Austria

Promoting Women
in Architecture and Civil Engineering

ACRONYM	—
TITLE	MAKING WOMEN IN TECHNICAL PROFESSIONS MORE VISIBLE 2.0
CONTACT	BUNDESKAMMER ZT
EMAIL	office@arching.at
ORGANISATION	COMMITTEE OF FEMALE ARCHITECTS AND CHARTERED ENGINEERING CONSULTANTS
COUNTRY	AUSTRIA
FUNDING PROGRAMME	—
DURATION	Continuously since 2015
MAIN OBJECTIVES / AIMS / OUTCOMES	Making women's substantial technical contributions to the built environment and the European cultural heritage visible by bringing it to the people in their natural surroundings - digital examples are shown on public places all over Europe
WEBSITE	www.ziviltechnikerinnen.at
SOCIAL MEDIA	—

Austria

BEST
PRACTICE
EXAMPLES



MAKING WOMEN IN
TECHNICAL PROFESSIONS
MORE VISIBLE 2.0

© Bundeskammer der ZiviltechnikerInnen, Photo: Katharina Gossow

PROJECT DESCRIPTION

The profession of Architecture and Civil Engineering in Austria is still very male dominated. The Committee of female Architects and Chartered Engineering Consultants – a permanent committee within the Austrian Federal Chamber of Architects and Chartered Engineering Consultants since 2006 – is working on closing the gender gap within the professions and raising the number of female Architects and Chartered Engineering Consultants in Austria.

As a higher visibility of women in Architecture and Engineering is an important step in changing outdated gender stereotypes and offering role models, at the occasion of Austria's Heritage Day in autumn 2015, the Committee has established a touring exhibition that contained the works of 75 Austrian female Architects and Engineering Consultants on the topic of „Planning and building in historical surroundings”.

The project posters show the wide variety of substantial technical and creative female contributions to monuments of our cultural heritage: They range from preserving simple buildings to revitalizing substantial cultural monuments, contriving technically sophisticated restructuring measures and implementing and staging modern shapes.

The exhibition started 2015 in Graz and was touring all over Austria and beyond for over four years. It was expanded cross border to other countries such as Slovenia (2016) and Turkey (2018/2019). With each new exhibition venue, the examples of female expertise were expanded with new project posters. In 2016 the exhibition

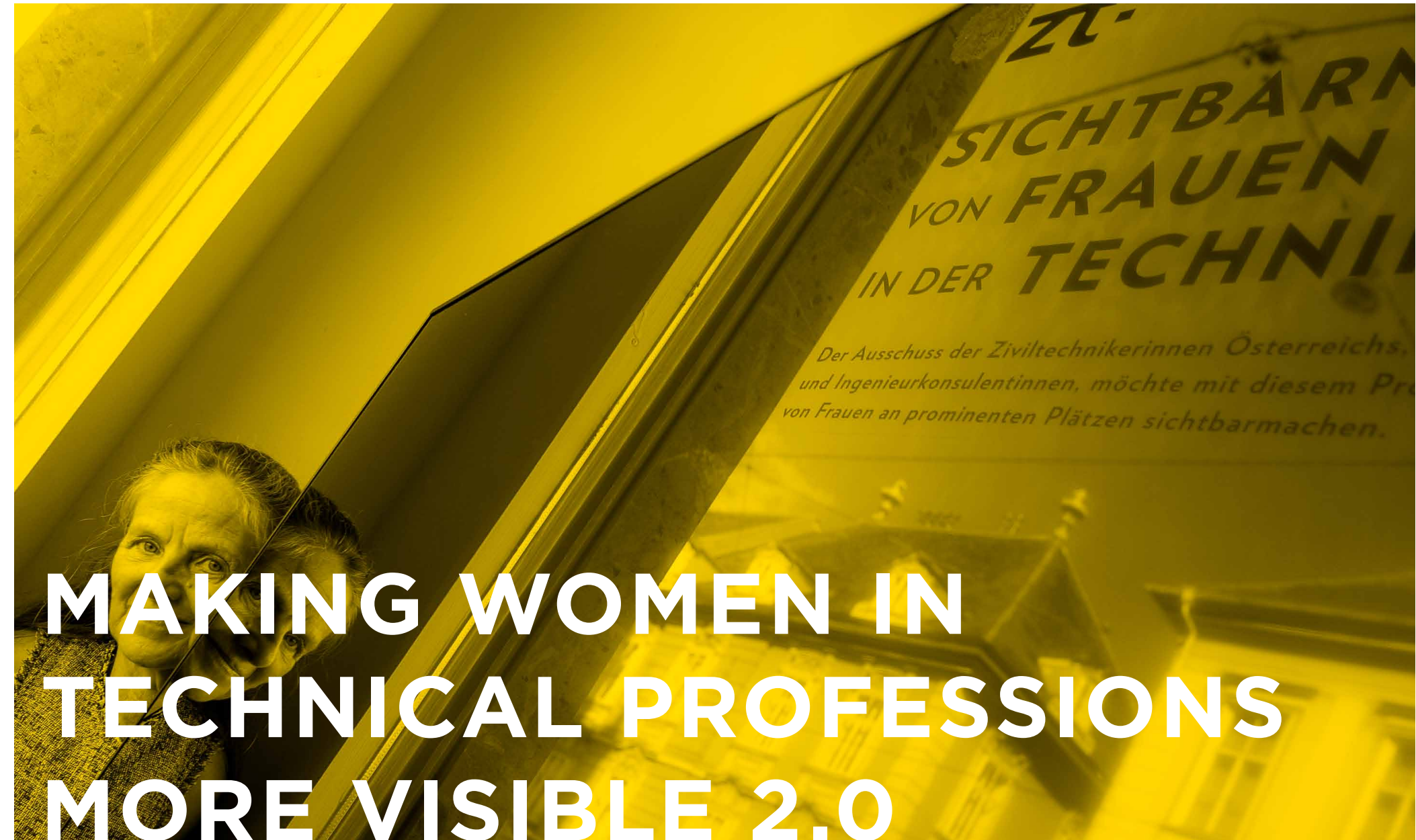
was shown at the Slovenian Academy of Sciences and Arts in Ljubljana and in 2018/2019 in different premises in Istanbul. The openings of the exhibition offered the additional positive effect of intensive cross-border network building that considerably contributed to bringing the Erasmus+ project YesWePlan! into life, that combines the efforts of project partners in five countries to develop methods for closing the gender gap in the profession.

Based on the success of the touring exhibition, the initiators were exploring ways to further disseminate the message of female excellence and to reach more people, including those who are not usually visiting exhibitions. Thus, in 2020 the initiators were gathering additional project examples and started a digitalization process for the whole material with the aim to create a new and more flexible exhibition and show it on several screens in highly frequented places. “Making Women in technical professions more visible 2.0” has since been watched by more people than would have ever been possible with the original real-life version of the exhibition. The main selection criteria for the places in which the exhibition is shown are easy access and a high frequency of passers-by: This ranges from public libraries, pharmacies, stations, offices, business premises in city centres and pedestrian areas. Digitalizing the exhibition and choosing easily accessible venues has made it possible to reach a broad number of people that would not have been reachable otherwise. At the same time digitalization has made touring extremely easy, as a screen can be transported by a single person. Holding openings at such uncommon exhibition places as pharmacies or shoe shops also offers the rare possibility to get into discussion with very different groups of people.

Nevertheless, this might not be the last step of the project. Currently, the Committee of female Architects and Chartered Engineering Consultants is exploring a new approach: The aim is showing the projects of female excellence in Engineering and Architecture in large scale projected on public buildings. This would mean reaching yet a new level of publicity and initiating an even broader public discussion on the gender gap.

Austria

BEST PRACTICE EXAMPLES

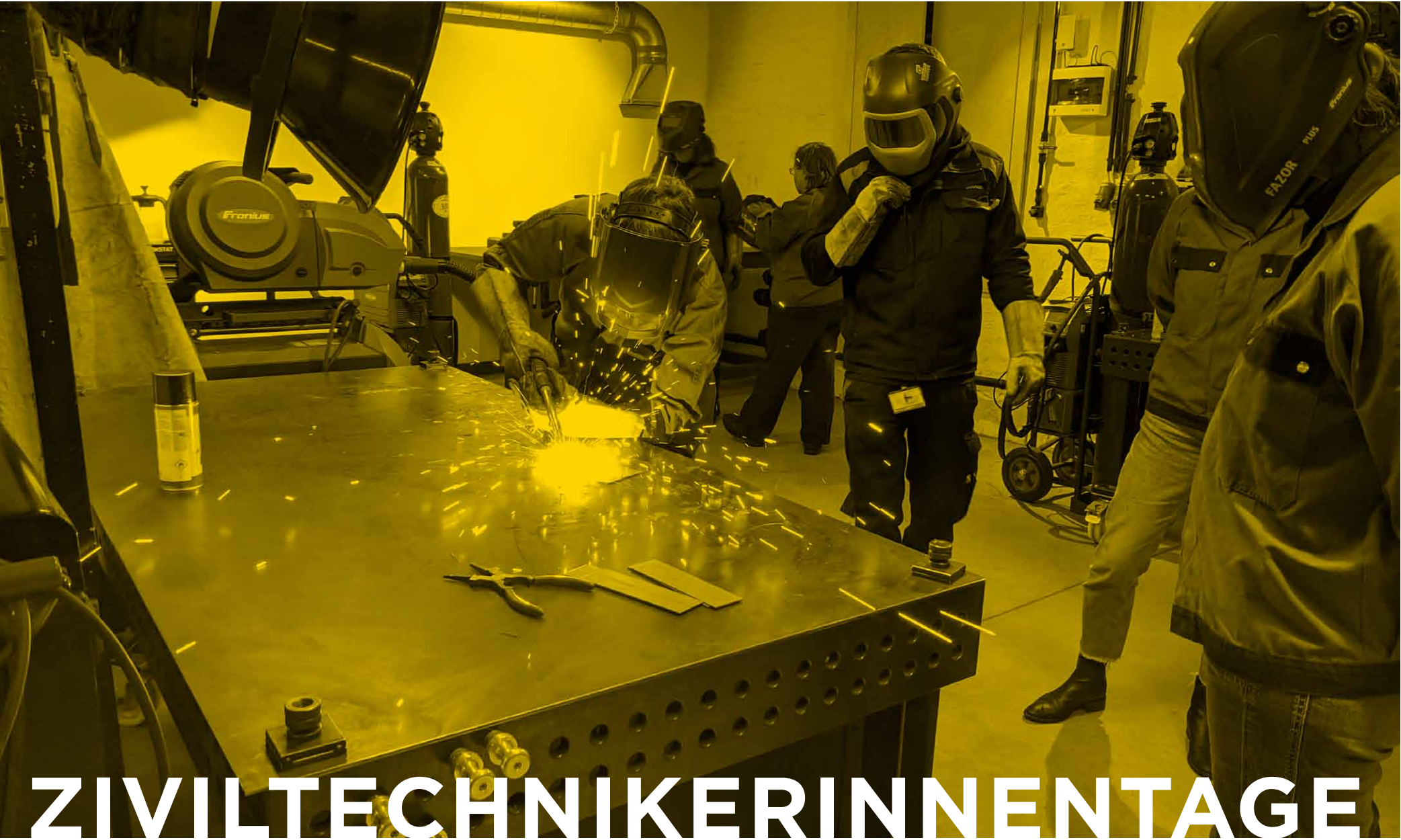


Promoting Women
in Architecture and Civil Engineering

ACRONYM	—
TITLE	ZIVILTECHNIKERINNENTAGE / DAYS OF WOMEN ARCHITECTS AND CHARTERED ENGINEERING CONSULTANTS
CONTACT	Bundeskammer ZT
EMAIL	office@arching.at
ORGANISATION	BUNDESKAMMER ZIVILTECHNIKERINNEN / COMMITTEE OF WOMEN ARCHITECTS AND CHARTERED ENGINEERING CONSULTANTS
COUNTRY	AUSTRIA
FUNDING PROGRAMME	—
DURATION	Annually since 2006
MAIN OBJECTIVES / AIMS / OUTCOMES	ZIVILTECHNIKERINNENTAGE is a networking event for Austrian Women Architects and Chartered Engineering Consultants with different discussion and CPD focuses that also tries to include other Austrian and European women networks
WEBSITE	www.arching.at
SOCIAL MEDIA	—

Austria

BEST
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EXAMPLES



PROJECT DESCRIPTION

THE COMMITTEE OF WOMEN ARCHITECTS AND CHARTERED ENGINEERING CONSULTANTS with- in the Federal Chamber of Architects and Chartered Engineering Consultants has established a regular networking event for Women Architects and Chartered Engineering Consultants in 2006.

The so-called “**ZIVILTECHNIKERINNENTAGE**” are a regular event focusing on building up networks of female professionals while at the same time offering key not speeches, training courses, excursions and discus- sions with high- profile speakers and trainers to promote professional development and discuss gender related professional aspects.

Each year there is a different focus on a relevant profes- sional development topic:

- 2006:** Gender policy in Chambers and support measures during maternity leave, childcare or illness
- 2007:** Gender strategies in everyday life and in the planning process
- 2008:** Spice up your business – the culture of networking
- 2009:** Cultural responsibilities of Architects and Chartered Engineering Consultants
- 2012:** Enforcement strategies
- 2013:** Gender practice in regional planning
- 2015:** Time-management
- 2016:** Affordable housing
- 2018:** The social, economic, ecologic and cultural aspects of building
- 2019:** The impact of artificial intelligence effects of our profession and work
- 2020:** Convention 2020 / sisters' session / heavy metal for beginners

As gender equality needs to be tackled beyond national borders, the Committee of Women Architects and Chartered Engineering Consultants also puts a lot of efforts in enlarging the network across the border to other European countries and maintaining good contacts to neighbouring Chambers and other professional organisations with a focus on gender equality. Being able to initiate the YesWePlan! project was also an outcome of this enlarged network.

**THE NETWORK MEETINGS
PROVIDE INPUT ON DIFFERENT LEVELS:**

Personal development in the profession:

The network meetings offer seminars and workshops for personal professional development. It is common knowledge that normally professional competence is only responsible for ten percent of professional success. The remaining 90 percent is due to image (30 percent) and relationships (60 percent).

This means that no matter how talented and hard-working professionals are, they will only be successful if they ensure that their performance is seen, appreciated and sought after. It is often not the performance itself that is rewarded, but the visibly demonstrated performance. Thus “self-marketing” is an important basis of professional success. The network meetings put a focus on this but also offer the possibility to gain skills and knowledge in a wide variety of fields in order to support women in their professional lives but also to give them a chance to make new experiences and broaden their horizon in general.

Current relevant professional issues:

Concrete professional expert exchange of the participants relevant professional developments is also an important part of the network meetings. This covers a wide variety of different architectural and engineering topics such as for example social and affordable Housing, spatial planning, the role of planners in the green transition process, impacts of digitalization and AI on the profession, public procurement of planning services and many more.

Gender policy issues in the professions:

Of course, the discussion of equality topics and problems within the professions is also a central aspect of the network. Especially the exchange of experience and best practice examples between professionals, between different regions and different countries can considerably contribute to a concise and efficient equality policy within Chambers and other professional bodies. It is important for professional representatives to get the relevant inputs for their work.

Personal informal exchange:

The very concrete and often informal exchange between participants is part of the success of network meetings. To further raise the positive impacts of such exchanges – that usually go far beyond the actual meetings – it will be necessary to establish new and modern (digital) communication systems that will also allow us to connect different existing network.



Promoting Women
in Architecture and Civil Engineering

ACRONYM	—
TITLE	COMMITTEE OF WOMEN ARCHITECTS AND CHARTERED ENGINEERING CONSULTANTS
CONTACT	Bundeskammer ZT
EMAIL	office@arching.at
ORGANISATION	BUNDESKAMMER ZIVILTECHNIKERINNEN
COUNTRY	AUSTRIA
FUNDING PROGRAMME	—
DURATION	Continuously since 2006
MAIN OBJECTIVES / AIMS / OUTCOMES	THE COMMITTEE OF WOMEN ARCHITECTS AND CHARTERED ENGINEERING CONSULTANTS within the Austrian Federal Chamber is working on closing the gender gap within the professions and raising the number of female Architects and Chartered Engineering Consultants in Austria
WEBSITE	www.ziviltechnikerinnen.at
SOCIAL MEDIA	—

Austria

BEST
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EXAMPLES



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PROJECT DESCRIPTION

The Federal Chamber of Architects and Chartered Engineering Consultants is the umbrella organisation for the four regional Chambers in Austria, in which the professionals are members. All authorized Architects and Chartered Engineering Consultants in Austria have to be member in a regional Chamber. As Chartered Engineering Consultants are active in over 100 different branches of Engineering this is a broad professional coverage. All Chambers are corporate bodies of public law and are represented by honorary elected professionals (election every 4 years). They are divided in two sections, one for Architects and one for Chartered Engineering Consultants and have different expert groups and committees. One of them is the **COMMITTEE OF WOMEN ARCHITECTS AND CHARTERED ENGINEERING CONSULTANTS** that is the main driver of any activities in regard to equality measures. Professional regulations as well as regulations about the structure, the rights and obligations of the Chamber and its bodies are part of a Federal Law (Ziviltechnikergesetz).

The **COMMITTEE OF WOMEN ARCHITECTS AND CHARTERED ENGINEERING CONSULTANTS** is not foreseen in the law as such as the implementation of expert committees is arbitrary and decided by the Executive Board for each term of office.

As explained in the YesWePlan! Country Report for Austria the percentage of female professionals in Architecture, Civil Engineering and other Engineering professions was and is still extremely low. This also means that the professional representation on Chamber

level is mainly done by male Architects and Chartered Engineers and up until now, Presidents of the Federal Chamber of Architects and Chartered Engineers were all male and the percentage of female representatives in sections and expert committees has always been very low. It became obvious already in the 1990s that equality measures need to be a topic for the Chamber. The first Committees for equality measures were established on regional level before finally in 2005 the constituting meeting of the **COMMITTEE OF WOMEN ARCHITECTS AND CHARTERED ENGINEERING CONSULTANTS** took place and the Committee was installed on Federal level. It consists of (female) Architects and Chartered Engineers that are nominated from the four regional Chambers.

Since 2006 the Committee is working on closing the gender gap within the professions and raising the number of female Architects and Chartered Engineering Consultants in Austria and their percentage within the professional policy structures. The scope of activities is broad and reaches from network building in and outside of Austria, awareness raising activities within and outside of the Chambers, very concrete support measures for women Architects and Engineers and measures for improving market access and working conditions for women Architects and Engineers to educational aspects and public relation activities.

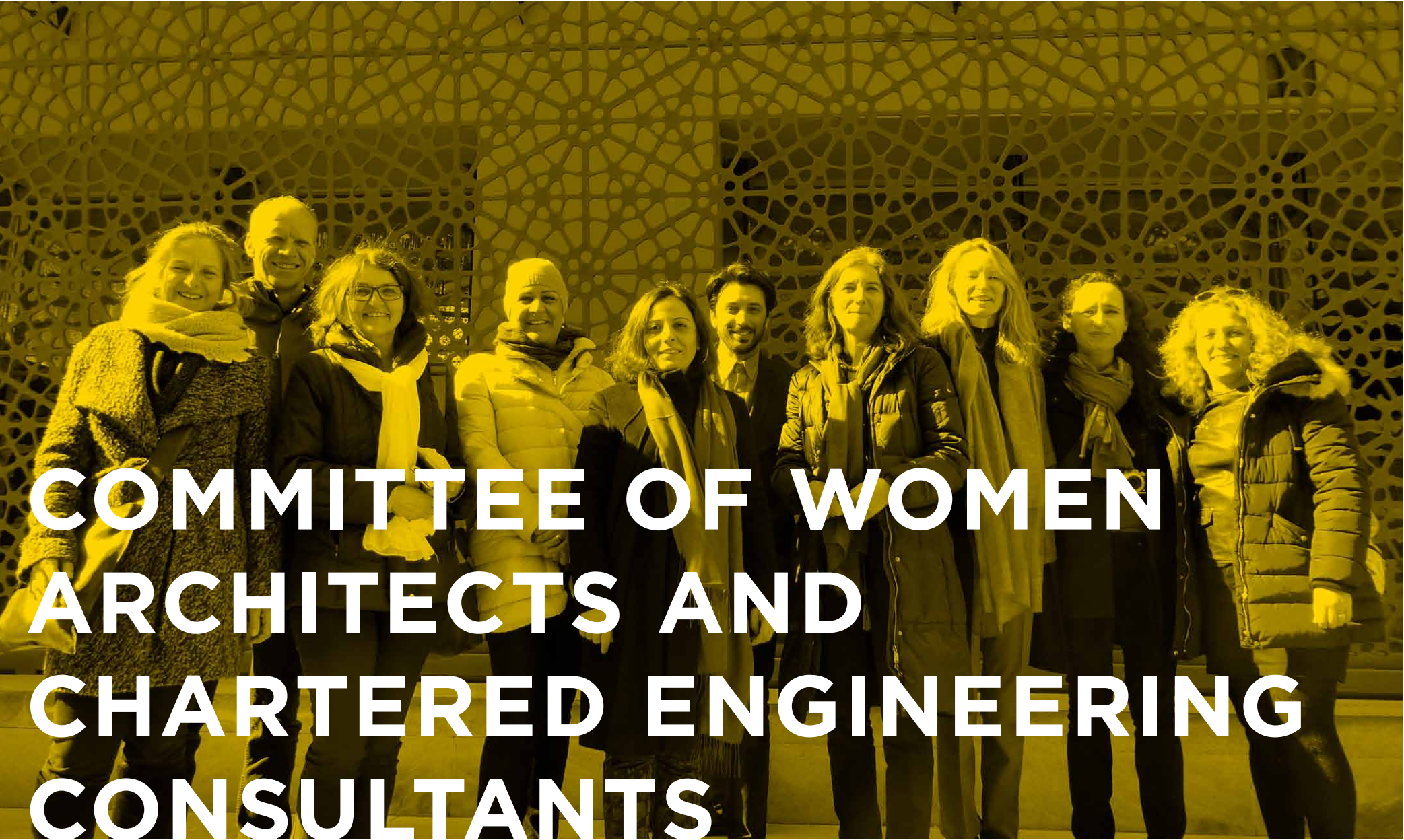
Even though a vast number of successful projects were implemented in all the above-mentioned fields of activities and though it was possible to gain data and studies, it proved very hard to reach substantial changes regarding the gender gap. That was one of the reasons why

the Committee of Women Architects and Chartered Engineers took the initiative for the YesWePlan! Project in order to join forces with similar organizations in other countries and to learn from each other's experience. As the project already has received a lot of positive resonance on political level in Austria and on European this has also brought a new momentum within the Chamber.

Very recently - and a little bit inspired by French quota regulations - it was possible to take an important step towards more gender equality within the Chamber and to implement a commitment to gender equality in the Compliance Regulations for the Federal Chamber of Architects and Chartered Engineering Consultants. The commitment against discrimination requires a consideration of the equality issue in all decisions and also in regard to participation in professional bodies.

Additionally, it currently works including the gender equality aspect in the re-design of the Architectural Competition Standard - which is an important tool of public procurement of architectural services - in order to improve the access of women to architectural competitions.

We believe that Chamber policy has a considerable impact on the gender equality situation in the profession and that it is therefore necessary to have a body that actively promotes gender equality in all aspects of Chamber policy and that also has to role to consults the other bodies on equality issues. It is the long-term aim - when gender equality is sufficiently implemented - to transform this currently female Committee into a general Committee for diversity issues.



Promoting Women
in Architecture and Civil Engineering

ACRONYM	—
TITLE	WOMEN'S PROMOTION POINT - AND OTHER MEASURES TO IMPROVE ACCESS TO ARCHITECTURAL DESIGN COMPETITIONS (ADC)
CONTACT	Bundeskammer ZT
EMAIL	office@arching.at
ORGANISATION	BUNDESKAMMER ZIVILTECHNIKERINNEN
COUNTRY	AUSTRIA
FUNDING PROGRAMME	—
DURATION	ongoing
MAIN OBJECTIVES / AIMS / OUTCOMES	Improving the access of women to Architectural Design Competitions and raising awareness of equality issues in ADC and procurement procedures
WEBSITE	www.arching.at www.architekturwettbewerb.at
SOCIAL MEDIA	—

Austria

BEST
PRACTICE
EXAMPLES



WOMEN'S
PROMOTION POINT

Promoting Women
in Architecture and Civil Engineering

PROJECT DESCRIPTION

Architectural design competitions **(ADC)** are an important tool for the (public) procurement of architectural services. They provide a quality-based procedure leading to optimized solutions for each planning project. For architects it is an important way of accessing the market and strengthen their market position.

The open competition is the standard procedure of the ADC. It is open to all architects who meet the published eligibility criteria. The restricted competition is an exceptional procedure that allows the procuring authority to place particular demands on the performance of the participants, and the application is open to all those entitled to participate. Additionally, invited architectural competitions are exceptionally possible for smaller projects in the sub-threshold range. In such cases a limited number of suitable architects will be invited directly to submit their competition entries, the minimum number of participants depending on the size of the competition task. Invited competitions are especially important on regional level.

The selection of participants in invited competitions is organised in cooperation with the Regional Chambers of Architects and Chartered Engineering Consultants and is based on an admissibility list. This is a list from which the Chamber nominates Architects and Chartered Engineering Consultants from a qualified pool of participants for competitions according to a complex rating point system.

In addition to points for competitions or architecture prizes, an additional point for Women Architects and Chartered Engineering consultants is awarded as a “women’s promotion point”. This additional point enables a woman to achieve a higher number

of points in the event of a tie between a male participant and a female participant, which was determined by other point allocations, and the associated higher ranking in the admissibility list. In this way, the woman is given the opportunity to gain an additional point through the “women’s promotion point” and to participate in the competition if the points are otherwise equal.

The aim of the “women’s promotion point is to increase the number of female participants in competitions.

The background of the introduction of the women’s promotion point in the invitation list for competitions is the gender imbalance, which is clearly reflected in the gender-specific quota both in the members of the Chambers and in the number of female competition participants. The proportion of women among the almost 7700 Architects and Chartered Engineering Consultants is very low (15 percent in Architecture, 3 percent in Engineering) even though the number of female graduates in technical studies has increased significantly in Austria in recent years.

Despite the “women’s promotion point”, it is often still difficult for women to gain a sufficient number of points because especially in the case of starting a family, the career paths of men and women usually change drastically. In Austria, it is still primarily women who have to reconcile career and family. These career paths are due to the still extremely traditional division of family work in Austria. Therefore, it is mainly (older) male architects that are able to profit most from the current system of the admissibility list.

Thus, further steps to improve the access of women to ADC are necessary and in progress:

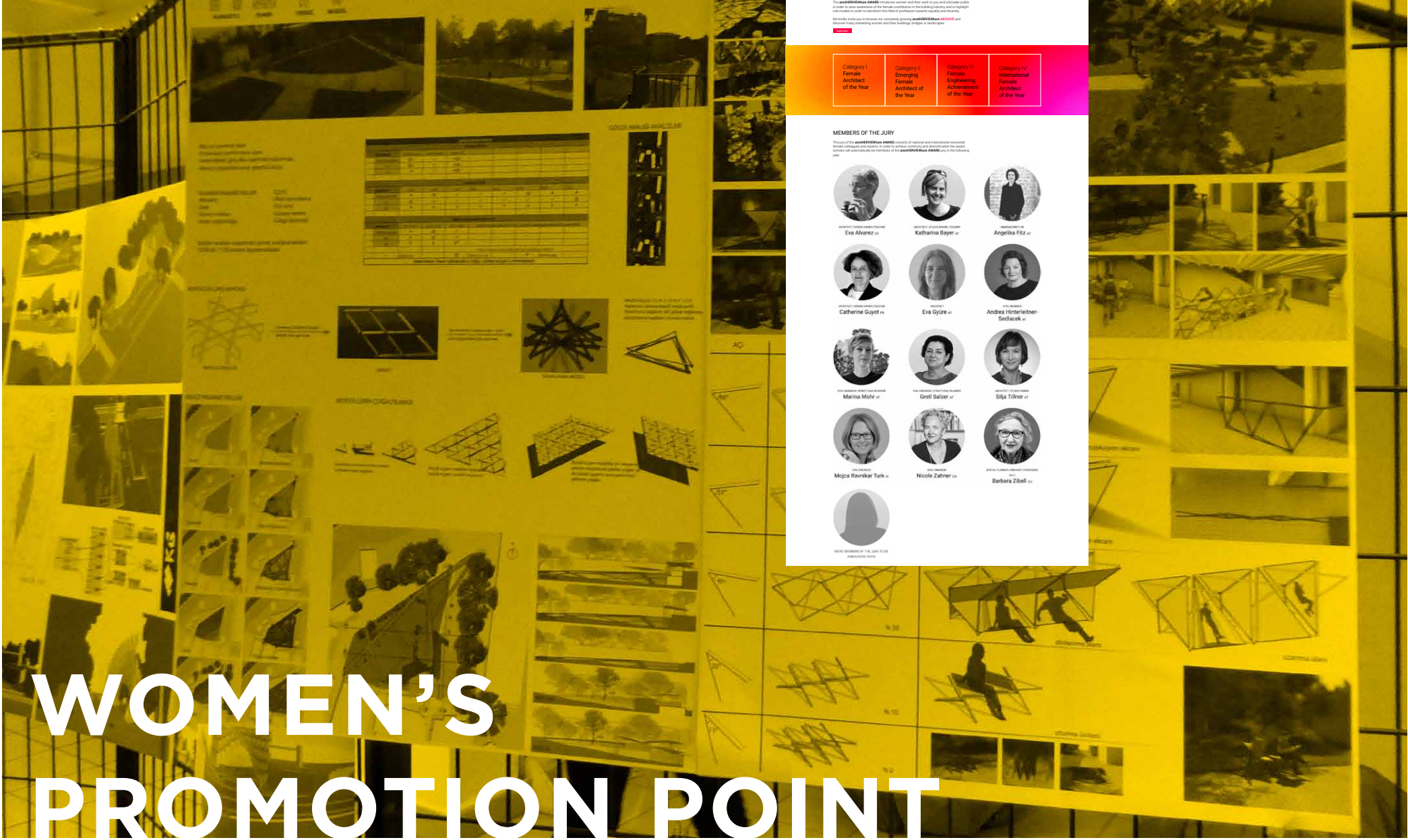
For the ongoing review of the Competition Standard Architecture - that is published by the Federal Chamber of Architects and Chartered Engineering Consultants and is a requirement for the quality label for procedures given by the competent regional Chambers of Architects and Chartered Engineering Consultants to the procuring authorities – a preamble on equality aspects in ADC is currently in discussion. The draft explicitly expresses that legal and social equality requirements must be taken into account both in the structural framework conditions - such as participation opportunities for all, balanced composition of the admissions to invited competitions, diverse composition of the jury, diverse composition of the planning, expert and preliminary examination teams, corresponding award texts, etc. - and in the content-related framework conditions or requirements - such as the spatial programme, gender budgeting analysis, location and functional analysis, interests and demands of all users, etc.

Additionally, regional Chambers of Architects and Chartered Engineering consultants are currently discussing changes in their system of entry to the admissibility lists for invited competitions that will better take into account the situation of women Architects (e.g., no expiring of admissibility points during maternity leave).

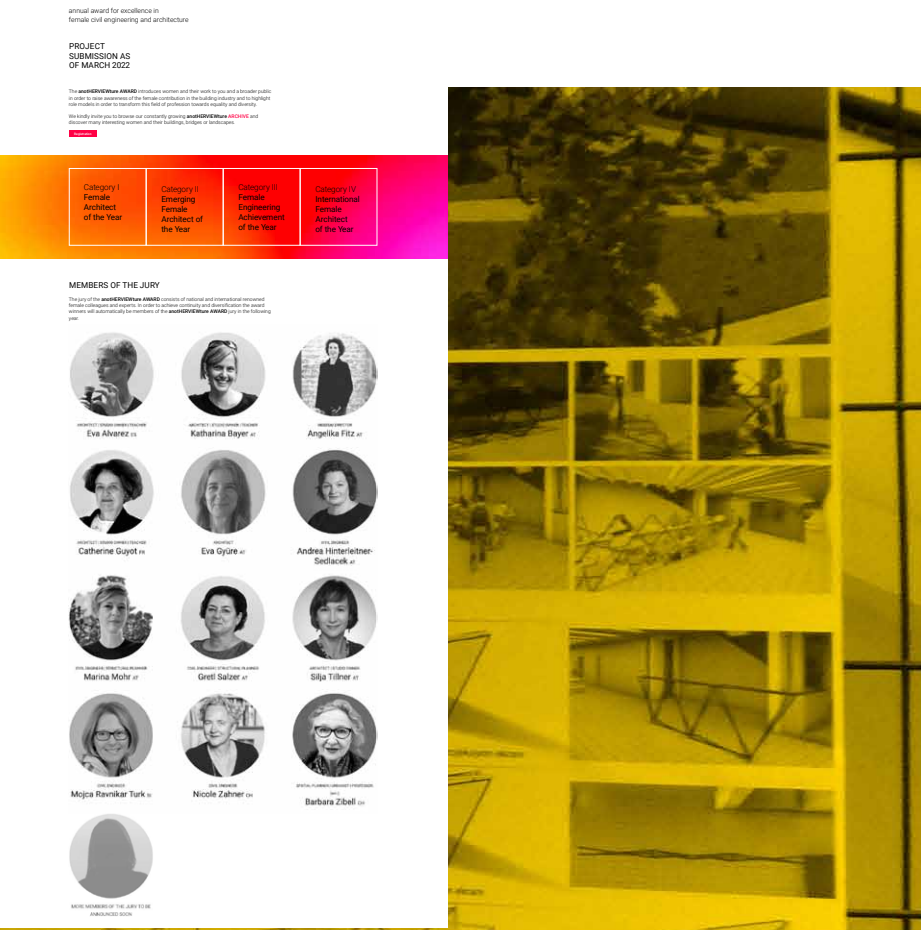
We believe that the access to ADC and to public procurement in general is a crucial factor of market access of women and therefore a basis of equality in the profession. Therefore, this is one of the most important aspects of professional equality policy and there are still a lot of steps to take to improve the situation. Measures are required on the level of professional policy but also in regard to the legal framework and to raising awareness in the profession and in procuring authorities.

Austria

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France

Promoting Women
in Architecture and Civil Engineering

ACRONYM	ARCHITECTUELLES HDF
TITLE	ARCHITECTUELLES HAUTS-DE-FRANCE
CONTACT	Béatrice Auxent
EMAIL	beatrice.auxent@nordnet.fr
ORGANISATION	ASSOCIATION LOI 1901
COUNTRY	FRANCE
FUNDING PROGRAMME	—
DURATION	continuously since 30/01/2018
MAIN OBJECTIVES / AIMS / OUTCOMES	Our commitment is the visibility and recognition of the work and actions of women architects (registered with the Order of Architects) and architecture graduates in the Hauts-de-France. In this, it is the cause of architecture in general that we defend
WEBSITE	—
SOCIAL MEDIA	https://fr-fr.facebook.com/pages/category/Community-Organization/Architectuelles-Haut-de-France-200605857050118/

France

BEST
PRACTICE
EXAMPLES



**Promoting Women
in Architecture and Civil Engineering**

PROJECT DESCRIPTION

In 2010, a professional life commission was created within the Regional Council of the Order of Architects (CROA) Nord Pas de Calais.

Béatrice Auxent is its referent (VP CROA) and Elizabeth Gossart is its rapporteur. A debate was organised in June 2013 on the theme “Is professional equality between men and women in Architecture possible? “in the presence of Catherine Guyot, Architect and director of the Association pour la Recherche sur la Ville et l’Habitat (ARVHA) and co-author of the report entitled “Professional Equality Women/Men in Architectural Agencies” (2012). She outlined the 10 recommendations of her report.

As an effect awareness of the topic was/is growing and questions were/are being asked:

Are the criteria for achieving gender equality in architecture specific to our profession?

Are measures useful and necessary to achieve this equality?

Following the recommendation 9 of the above mentioned report “Develop networks to strengthen and enrich actions”, on 4th December 2014 a network of Women Architects of Nord-Pas de Calais was launched by the CROA under the presidency of Béatrice Auxent (first female President of the CROA NPdC) and the sponsorship of Catherine Guyot.

The group was made up of about fifteen women and made contact with other women’s networks in the region (Bâtir plurielles, Businessines and Professional Women Lille Métropole...). It has organised a number of very successful actions such as visits to women Architects’ projects.

The latest Archigraphy study produced in 2018 by the Conseil national de l’Ordre des architectes (CNOA) showed once again that the situation of women Architects is not equal to that of male Architects in France and particularly in the Hauts-de-France region. In January 2018, on the occasion of the merger of the Regions and CROAs Nord Pas de Calais and Picardy, the network was established as a legal entity:

ARCHITECTUELLES Hauts-de-France.

The aim and task of the association is to promote the work and actions of women Architects and Architecture graduates in favour of Architecture.

It is based on the following values:

- Commitment and Courage
- Ambition and Promotion
- Mutual Aid and Solidarity
- Exchange and Confidentiality
- Culture and Conviviality

Examples for the activities of the association:

- Visits of building sites, realizations, presentation of actions of Women Architects or graduates in Architecture.
- Sharing of experiences and expertise within the network in the form of coaching, conferences or round tables.

- Inter-network exchange of events, demonstrations and meetings of major witnesses of related sectors.
- A major event backed by the general assembly (conference, debate, visit, feedback).
- Surveys
- Trainings
- Participation at the national and European levels (WIA France, YesWePlan!...)
- Representations and speeches: jury for women Architects’ prizes, events, trade fairs, conferences.

The question of equality depends to a large extent on the awareness of women themselves but the support of men in general and of male architects in particular is essential. The association is open to all those who approve of its objectives. It is the whole society that will grow through the recognition of the contribution of each and every one of us to architecture.

We think that the regional scale is interesting in terms of proximity of exchanges. Architects practising in the Hauts-de-France mainly come from two schools: ENSAPL in Villeneuve d’Ascq and UCL LOCI in Tournai (formerly Saint Luc). There are 1,300 registered with the CROA, but many others work as salaried agency employees or in a diversified practice of the profession. According to the recommendation “ 10. Having gender data” from the 2012 report on Professional Equality Women/Men in Architectural Agencies a first survey among the graduates of these two schools was launched in 2018 and was supported by two regional state departments.

France

**BEST
PRACTICE
EXAMPLES**



**Yvonne Farrell and Shelley McNamara win Pritzker Architecture Prize
2020**



Tom Ravenscroft | 3 March 2020 | 17 comments

Yvonne Farrell and Shelley McNamara, co-founders of Grafton Architects, have been named the 2020 laureates of the Pritzker Architecture Prize.

ARCHITECTUELLES
HDF

Promoting Women
in Architecture and Civil Engineering

ACRONYM	ARVHA
TITLE	ASSOCIATION POUR LA RECHERCHE SUR LA VILLE ET L'HABITAT
CONTACT	Catherine GUYOT
EMAIL	equal@arvha.org
ORGANISATION	ASSOCIATION LOI 1901
COUNTRY	FRANCE
FUNDING PROGRAMME	—
DURATION	Exhibition of existing prize-winning women Architects since 2015
MAIN OBJECTIVES / AIMS / OUTCOMES	Promote women Architects, propose identification models for young Architects; allow a better representation of women Architects' projects
WEBSITE	—
SOCIAL MEDIA	https://twitter.com/equal94335776

France

BEST
PRACTICE
EXAMPLES



© Association pour la recherche sur la ville et l'habitat

**Promoting Women
in Architecture and Civil Engineering**

PROJECT DESCRIPTION

The aim of the exhibition of women Architects awarded with the Women Architects Award since 2015 is to promote women Architects, propose identification models for young women Architects and allow a better representation of women architects' projects. It is a travelling exhibition based on the Women Architects Award that was launched by **ARVHA** in 2013 to promote the architectural quality of projects by women, who remain under-represented in this field. The Prize was renewed in 2017 and has gained in notoriety. The exhibition gives visibility to the projects selected for the Women Architects Award.

- 2013:** Odile Decq, Anne Démians, des Clics et des Calques, Jocelyne Behrend, Françoise-Hélène Jourda
- 2014:** Manuelle Gautrand, Maryam Ashford-Brown, Agnès & Agnès, Renée Gailhoustet, Christiane Schmuckle-Mollard
- 2015:** Corinne Vezzoni, Véronique Descharrières, Gaëlle Penneau, The OeCO architects collective, composed of Coralie Bouscal, Vanessa Larrère and Claire Furlan, Eliane Castelnau
- 2016:** Veronique Joffre Amelia Tavella Tania Concko Ingrid Taillandier Nathalie Régnier-Kagan
- 2017:** Sophie Berthelier LA ARCHITECTURES Marie Blanckaert Cécile Mescam Dominique Marrec Carme Pinos Carine Smuts
- 2018:** Nicole Concordet Mathilde Billet, Sandra de Giorgio et Marie Zawistowski Dominique Marrec Amanda Levete

2019: Dominique JAKOB Fabienne Bulle, Marie France Chatenet, Marie Perin, Elisa Valero, Francine Houben Mecanoo Architecten 2020: Florence LIPSKY Cathrin Trebeljahr Sophie Denissof et OH SOM architectes et Anna Heringer et Benedetta Tabliaube

The exhibition is a variable size exhibition because each year the winners of the previous year are added, thus it snowballs and can be presented at variable size. The panels are self-supporting and are one meter by two meters. It can be moved easily, is extensible and can be adapted to all kinds of places. We have been invited by architecture houses, regional professional associations and foreign partners to present the exhibition and hold conferences.

The exhibition took/takes place in Venice in 2018 for the Biennale of Architecture, but also in Lyon in Marseille, in Paris, in Lille, in Bratislava, in Paris in the town hall of the 3rd district in the premises of UNIBAIL RODAMCO, in the town hall of Saint Denis, in Grenoble, in Lyon, in the FRAC center in 2022 and in Strasbourg.

For each exhibition we organize conferences with the winners of the previous years as at UNIBAIL RODAMCO WESTFIELD where we organized a forum with 9 prize-winning participants.

It is always an interesting experience to show this exhibition in the schools of architecture as for example in the school of Paris Villemain or Paris Val de Seine. This is always connected with the organization of conferences with women Architects and students. This corresponds to our initial project objectives to promote and make known to the young talented women Architects and also to propose to them identificatory models. With the exhibition we have films about all the women Architects grouped by the award category. They can be found on the You tube Channel of **ARVHA**.

The core of this project is not only the promotion of high-quality architectural projects by women Architects and providing young women with good role models but also the building of an important database of prize-winning women Architects of a century.

France

**BEST
PRACTICE
EXAMPLES**



Promoting Women
in Architecture and Civil Engineering

ACRONYM	FRENCH AWARD FOR WOMEN ARCHITECTS
TITLE	PRIX DES FEMMES ARCHITECTES DE L'ARVHA
CONTACT	Catherine GUYOT
EMAIL	equal@arvha.org
ORGANISATION	ARVHA
COUNTRY	FRANCE
FUNDING PROGRAMME	Ministry of Culture, Région ile de France Ministry of women' s right, City of Paris
DURATION	04/05 /2013-now
MAIN OBJECTIVES / AIMS / OUTCOMES	The ARVHA Women Architects' Award highlights the works and achievements of women Architects for their talent and demonstrated architectural quality.
WEBSITE	www.femmes-archi.org
SOCIAL MEDIA	Facebook ARVHA, YouTube ARVHA, LinkedIn Catherine GUYOT, Instagram Prix Femme Architecte

France

BEST
PRACTICE
EXAMPLES



FRENCH AWARD
FOR WOMEN ARCHITECTS

PROJECT DESCRIPTION

Why is an award
for women Architects
necessary?

Only 3% of the winners of the “ Pritker “ prize – which is the equivalent to the Nobel prize for architecture since 1979 and endowed with 100.000 Euro – are women Architects. Zaha Hadid in 2004, Kazuyo Sejima in 2012 and Carme Pige in 2017 are the only women to have received the prize.

For the Grand Prize of Architecture in France that is awarded by the Minister of Culture since 1975 the report is identical, 3% women and 97 % men have been awarded the prize.

For “Equerre d’argent” in France, the prize of the newspaper “le Moniteur” with 37 prizes and as many mentions, only 13% of women laureates are having a mention and even then often in mixed teams (female/ male).

Prizes in architecture are still mainly awarded to (older) male Architects. But at the same time 60% women study in schools of architecture. 30% are registered with the Order of Architects but only 13% on their own account and 0% are registered as heads of the 100 largest agencies in France in their own name.

As for remuneration in France, the gaps are narrowing but very slowly, the average income of women Architects is 28.734 Euro, that of male Architects is 48.745 Euro Thus, parity is certainly not existing yet. Despite the efforts of the Ministry of Culture, which is drawing up a roadmap for equality in cultural

professions and which advocates the development of charters in schools of architecture to enable young people to start their careers with a stronger culture of equality, the profession of architect remains, for the highest positions and incomes, reserved for men only.

This makes very obvious that a prize for women Architects is necessary to restore a form of equity that does not exist in prizes and awards between women and men in architecture. And, of course, it is extremely important to create female role models of women’s success in architecture. What would literature be without Simone de Beauvoir or painting without Frida Kahlo?

The system of male and female prize categories is not new as examples like the “femina prize” in France and the Oscars for best actor/actress show. It is important to make women more visible in all cultural fields.

That’s why in 2013 the ARVHA Women Architects’ Award was implemented. It highlights the works and achievements of women Architects for their talent and demonstrated architectural quality in four categories:

- Prize young woman architect under 40 years old
- Prize original work
- Prize woman architect
- International Prize

All the laureates are commonly appreciated and recognized by the profession. There is no doubt about the quality of their projects as the examples of Odile DECQ, Véronique JOFFRE , Amelia TAVELLA, Sophie BERTHELIER, Manuelle GANTRAND, Corinne VEZZONI or Christiane SCHMUKLE-MOLLARD, the first

Architect in chief of Historical Monuments in France, Veronique DESCHARRIERES, Dominique JAKOB (JAKOB+MACFARLANE) and Fabienne BULLE clearly show. Some of them have since been awarded the Legion of Honour and – if they haven’t been there already - entered the French Academy of Architecture in Paris.

The prize also has a section “young women Architects” and thus is an opportunity to bring out new talents such as for examples “Des clics et des calques”, Oeco Architects, LA ARCHITECTURES, AGNES ET AGNES and Marie PERIN TICA Architects and urban planners, Sandra De GIORGO from NZI Architects, Cécile MESCAM and Marie BLANKART.

The prize has been open internationally since 2017 and the winners are world-renowned women such as Carme PINOS from Spain, Amanda LEVETE - LA_A from UK, Francine HOUBEN de Mecanoo architecten from the Netherlands, Elisa VALERA from Spain and Carin SCHMUT from South Africa.

It is also a highly regarded prize at the international level because more than 60 candidates from various countries enter the awards and many international organisations are considering creating their own prize for female Architects. The prize is linked to the association WOMEN IN ARCHITECTURE France which brings together winners of the prize for women Architects and is open to all female Architects.

It is also a solidarity prize for women Architects because it is awarded by women who have already won an award and who join a network of Women in Architecture, a world organisation that is present on all continents.

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Promoting Women
in Architecture and Civil Engineering

ACRONYM	WIA FR
TITLE	WOMEN IN ARCHITECTURE FRANCE
CONTACT	Catherine GUYOT
EMAIL	equal@arvha.org
ORGANISATION	WOMEN IN ARCHITECTURE. FR
COUNTRY	FRANCE
FUNDING PROGRAMME	—
DURATION	since 29/03/2018
OBJECTIVES / AIMS / OUTCOMES	Fostering equity in the professional architectural sector; To promote the place of women Architects in Europe and beyond; Propose and develop actions to strengthen professional equality in the field of architecture.
WEBSITE	www.womeninarchitecture.fr
SOCIAL MEDIA	—

France

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Promoting Women in Architecture and Civil Engineering

PROJECT DESCRIPTION

Women in Architecture fr is a network that was established in 2018 following more than 30 years of reflection on the place of women in the field of architecture led by ARVHA at the national and international level.

INTERNATIONAL DIMENSION

The aim of the Women in Architecture Network France is to build a data base on women Architects based on the existing studies of the various countries mobilized and focusing for example on the history of women Architects, on pioneers, on the developments in our current society and the realizations of women Architects in Europe and in the world.

Implementing measures to facilitate professional equality in the architecture sector at European level is also a goal of the network, as well as finding common strategies and learning from the best practices in other countries while sharing ours.

The network also helps to advertise the ARVHA prize for women Architects, to spread it internationally and to organize joint actions in the framework of the prize for women Architects such as visits of laureates' projects. Eventually, the association shall also support other European organization in the implementation and conduct of their own national prize and represent and promote French women Architects there.

The network is a mean to constitute and develop solidarity networks on both a European and a global scale and to participate in symposium meetings and events organized by the colleagues of other countries and broadcast their productions.

NATIONAL DIMENSION

Regarding France, the tasks of the association are

- Representing France in the international network of Women in Architecture and be the French interlocutor of the European Council of Architects in the framework of a future working group Equality between men and women in architecture (Austrian initiative);
- Studying the situation of women in the architectural sector – working from existing studies and grouping them, completing them with institutional support;
- Disseminating studies that demonstrate unequal treatment in the field and propose actions to rectify differences. Implement measures, quantifiable data and measure evolution;
- Constituting a national and European database on women Architects: from pioneers to today's Architects (currently on www.femmes-archi.org a database with 400 women Architects including 70 foreigners);
- Mobilizing the actors of the profession on the issue of professional equality based on figures on the inequality of wages, fees and the nature of the order for women and men;

- Appealing to the Order of Architects to participate in the realization of surveys and gender studies on which the participation of women would be specified on each item to actively participate in the dissemination of mobilization actions;
- Proposing a series of actions to improve the situation of women in architecture (diffusion of studies, sensitization of actors, mobilization of professionals of the living environment ...).
- Contributing to the National Committee of the Ministry of Culture for equality in the field of cultural professions;
- Working with architecture schools on the issue of professional equality to make young people aware of inequalities and to fight them at grassroots level;
- Contacting major architectural firms to examine parity among these companies and offer them to take steps to ensure professional equality (equality label), and the smallest too, as well as unions and orders of Architects;
- Promoting women Architects in the realization of exhibitions, symposia, open visits to the public, events, in the Venice Biennale with a section on women Architects in a systematic way, as in 2018 for the March 8 in Venice and in the biennale architecture de Versailles in May 2019 and in Paris Hall of the 3rd arrondissement the 8th Mars 2020.
- Mobilizing the media to make series, films, reports and articles on women Architects - which are little known, little publicized and little honored, starting with those who won the ARVHA prize for women Architects;
- Animating and promoting actions at local and national level and facilitating their dissemination.

France

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Germany

**Promoting Women
in Architecture and Civil Engineering**

ACRONYM	ai nw
TITLE	FLEXIBLE WORK MODELS, CLOSING THE GENDER PAY GAP AND PROMOTION OF WOMEN IN ARCHITECTURE
CONTACT	Geske Houtrouw
EMAIL	info@ainw.de
ORGANISATION	architektinnen initiative nw
COUNTRY	GERMANY
FUNDING PROGRAMME	—
DURATION	Since 1991
MAIN OBJECTIVES / AIMS / OUTCOMES	The network “architektinnen initiative nw” (“women Architects initiative nw”) brings together women Architects, women interior and landscape Architects, women urban planners and women Civil Engineers with the aim of strengthening the position of female planners in work and society.
WEBSITE	https://architektinnen-initiative.de/
SOCIAL MEDIA	https://www.facebook.com/architektinneninitiative/

Germany

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PROJECT DESCRIPTION

The “architektinnen initiative nw” (**ai nw**) pursues the goal of promoting women in the fields of Architecture, interior and landscape Architecture, in urban planning and Civil Engineering. **ai nw** was founded in 1991 as a professional association. It advocates equality between women and men in Architecture and Civil Engineering. **ai nw** carries out professional training (lectures, discussions, etc.) and supports contacts and networks of planners through joint actions.

The **ai nw** creates room for joint activities of its members and serves as a platform for them. The thematic focal points are the recognition of the achievements of female professional planners in everyday working life, their appropriate payment, democratic pension schemes and the compatibility of work and family. Working groups are formed through the activity of the members on selected topics and are open to all members. They independently define their work rhythm, working method and topics. The proposals and results are presented to all members.

The **ai nw** is a Member of the Representative Assembly of the Chamber of Architects of North Rhine-Westphalia (AK NW). As a representative of the interests of Architects, the AK NW advocates for the concerns of the profession, with the aim of creating optimal framework conditions for the professional practice. The **ai nw** currently occupies 15 seats out of 201 in the Representative Assembly and is committed to a more transparent, efficient, and member-oriented Chamber that represents the interests of all members.

At the instigation of the **ai nw**, the brochure “Guide: Working Time Models” has been published by the AK NW in 2013. It provides an orientation and decision-making aid for employers and employees. Propagating and introducing flexible working time models is particularly important for women who must or want to combine work and family. Furthermore, the Corona crisis has shown that flexible working time models are of great relevance. A timely amendment and adaptation of the guideline to current developments is necessary, which is why the **ai nw** suggested to the Representatives’ Meeting to revise the guideline. This application has been successful. The revision is advanced and concrete discussions for implementation have already taken place.

A further request that the **ai nw** introduced to the Meeting of Representatives was to take measures to reduce the gender-specific pay gap in Architecture, which is around 20 percent in Germany. For this reason, it requested that the AK NW working group develop instruments to implement the equal pay for women and men. The **ai nw** continues to pursue this topic and will work for achieving equal pay for equal work.

The **ai nw** also focuses on individual training. A broad spectrum of advanced training and continuing education opportunities support the members in developing an individual work profile and in increasing their qualifications and competitiveness. Thanks to a broad funding alliance of internal and external partnerships, new ideas are constantly being generated to make the skills and services of female planners visible and to emphasize

the presence of women in Architecture and the public. Further training is offered on current topics relevant to practice and interdisciplinary contacts are maintained.

Active involvement in current career policy should help to strengthen the position of female planners in work and society. Equality for women is the foundation on which our job profile is built and redefined. There is the chance in the course of time to open up previous framework conditions and traditional work structures. The reconstruction of the job profile in Architecture is overdue. In cooperation with other networks, the **ai nw** is working on a new definition.

The **ai nw** network is an efficient initiative to support women in planning professions, in their professional activity and in the development of their careers, as it is directly involved in the work of the AK NW. Through its active contribution in the Representative Assembly, it starts where the course is set for the development of the professional profile of Architects in the federal state of North Rhine-Westphalia. With the combination of direct support for its members and its function as a representative of vocational policy, the **ai nw** follows a holistic approach to promoting gender equality in the planning professions.

Germany

BEST PRACTICE EXAMPLES



Promoting Women
in Architecture and Civil Engineering

ACRONYM	„FRAU ARCHITEKT“ (“Ms. Architect”)
TITLE	„FRAU ARCHITEKT. SEIT MEHR ALS 100 JAHREN: FRAUEN IM ARCHITEKTURBERUF“ (“Ms. Architect. For over 100 years: Women in Architectural Professions)
CONTACT	Dr. Ursula Kleefisch-Jobst
EMAIL	u.kleefisch-jobst@baukultur.nrw
ORGANISATION	MUSEUM DER BAUKULTUR NORDRHEIN-WESTFALEN, DÜSSELDORF (Museum for building culture)
COUNTRY	GERMANY
FUNDING PROGRAMME	—
DURATION	12/08/2020 — 02/10/2020
MAIN OBJECTIVES / AIMS / OUTCOMES	The exhibition “MS. ARCHITEKT” (“FRAU ARCHITEKT”) shows women architects who have realized excellent buildings from 1900 to the present day. Their exemplary careers should motivate women not only to take up this profession, but to develop their talents in such a way that they take on leading positions in architecture.
WEBSITE	https://baukultur.nrw/museum/ausstellungen/frau-architekt-seit-ueber-100-jahren-frauen-im-architekturberuf/
SOCIAL MEDIA	https://www.youtube.com/watch?v=fqhVp0GNKiU&feature=youtu.be https://www.youtube.com/watch?v=9AzdDMkjBGQ

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PROJECT DESCRIPTION

ALTHOUGH WOMEN ARCHITECTS have been successfully doing their profession in Germany for over 100 years, until today, they often are invisible in their everyday work and in the public perception. Architecture will continue to be a male domain in Germany in 2020. The exhibition **“MS. ARCHITECT”** (**“FRAU ARCHITEKT”**) and the accompanying program analyse, using historical developments and current examples, why women Architects have remained the shadow figures of the construction industry to this day.

The exhibition in Düsseldorf consists of two parts. In 2017, the “German Architecture Museum” (DAM), Frankfurt, designed the exhibition “Ms. Architect. Women in architecture for more than 100 years”. From this extensive exhibition, the “Museum of Baukultur” (Museum for building culture) presents nine historical Architects whose careers and fields of activity are characteristic of the period from the late German Empire to the 1960s and 1970s. The selected portraits are intended to represent typical careers: autodidacts, first experiences in family businesses, first university graduates, in the shadow of important men, life paths of Jewish Architects in the Third Reich, job profiles in the FRG and the GDR.

A second part of the exhibition, newly curated and designed by the “Museum of Baukultur”, deals with current works of women Architects from North Rhine-Westphalia (NRW). These women Architects work in various offices located in NRW or at one of the NRW universities. They come from building construction, urban planning, landscape and interior Architecture as well as building research and are each presented with a

characteristic work. This part of the exhibition focuses on the diverse Architecture created by women in NRW and their individual architectural attitudes.

Two discussion rounds and a blog series form the accompanying program that focuses on the position, visibility and participation of women in the architectural profession. The blog series **“MS. ARCHITECT - TWO PERSPECTIVES”** introduces a historical Architect and a current Architect with one project each. The selected projects show parallels in the task, the typology or the attitude of the Architects, even though there is often half a century between the works. The series is thus also a short journey through time and architectural history. It shows the change in design approaches and aesthetic perception, but the foundation of Architecture remains immovable: planning and building for people’s needs.

The exhibition **“MS. ARCHITECT”** is designed as a traveling exhibition. The premiere was in Frankfurt in the “German Museum of Architecture” and took place from September 30, 2017 to March 8, 2018. In the course of the exhibition, a comprehensive accompanying program was offered, which focused on the professional life of women Architects based on panel discussions, lectures, films, symposia and in exchange with international networks.

The next stage of the exhibition was the “Museum of Work in Hamburg”, from June 15 until September 8, 2019. It formed the appropriate framework for the European network meeting “women in Architecture Hamburg” and was expanded to include contributions from women Architects from the Hanseatic city.

In Switzerland, the exhibition was accessible to the public from February 28 to July 19, 2020 in the “Centre of Architecture Zurich”. During the exhibition, young Swiss Architects were given the opportunity in rotation to present their office, their projects and their approach to a larger audience.

The exhibition is important for society so that it understands the difficulties under which women Architects carried out their profession in the beginning, what position they occupy today and how they want to change their profession in the future. The exhibition supports the path of women to equality in society. It shows successful woman Architects who, against all odds, have asserted themselves professionally and are role models for young Architects. Since the exhibition is conceived as a traveling exhibition, it makes sense to show it in many cities and in combination with contemporary Architects. This not only gives the opportunity to draw attention to women who have prevailed in their profession contrary to social expectations, but also to bring contemporary Architects from all areas of Germany to the public in the same framework.

Germany

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Promoting Women
in Architecture and Civil Engineering

ACRONYM	Open:MINT
TITLE	Open:MINT Measures to increase the proportion of women in STEM professions in structurally weak regions.
CONTACT	Susanne Baars M. Sc.
EMAIL	openmint@hs-wismar.de
ORGANISATION	HOCHSCHULEN BREMERHAVEN UND WISMAR
COUNTRY	GERMANY
FUNDING PROGRAMME	Bundesministerium für Bildung und Forschung
DURATION	01/11/2018 — 31/10/2021
MAIN OBJECTIVES / AIMS / OUTCOMES	The Universities of Bremerhaven and Wismar cooperate closely in this supraregional joint project in order to make MINT role models visible in northern Germany and to highlight career paths for women in MINT as an opportunity even in structurally weak regions.
WEBSITE	www.open-mint.de
SOCIAL MEDIA	/

Germany

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OPEN:MINT

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Promoting Women in Architecture and Civil Engineering

PROJECT DESCRIPTION

“**COME ON, DO MINT.**” is a national pact for women in **MINT** professions (mathematics, computer science, natural sciences and technology) and was started in 2008 on the initiative of the Federal Ministry of Education and Research. The aim of the project is getting young women interested in scientific and technical courses of study and to attract female university graduates for careers in technical companies and research institutions. It is the union of an alliance of politics, business, science and the media to change the image of the **MINT** professions in society and to highlight the opportunities for women in these professional fields. In the meantime, more than 360 partners support the goal setting with a variety of activities and measures for study and career orientation of young women. In addition to a lot of other information, the program contains a project map in which over 1,000 projects are bundled, where research taster days, workshops, experiment days, mentoring programs and science camps are listed. All these measures are intended to give the young women decision-making aids for starting their studies, enable early contact with exemplary women and create more self-confidence in their own performance for a technical degree.

One of these projects is the joint project **Open:MINT** funded by the Federal Ministry of Education and Research (BMBF), which is carried out in cooperation between the universities of Bremerhaven and Wismar and aims to increase the proportion of women in **MINT** professions in structurally weak regions. The Wismar University of Applied Sciences offers the courses of

study in architecture and civil engineering, which are actively involved in the project. The aim of **Open:MINT** is to encourage young women in these disciplines through systematic networking, qualification and support in the **MINT** area and to increase their professional career opportunities. A long-term network is to be built between women in different training phases by interlocking three project modules: **Campus:MINT**, **Career:MINT** and **Future:MINT**. The establishment of a network in the catchment area of both Universities should contribute to a sustainable cultural change in the working world.

Campus:MINT ensures that high school students, high school graduates and other prospective students can explore universities as future training Center and regional enterprises, companies and research institutions as potential workplaces.

Due to the Covid-19 pandemic, the **Campus:MINT** week took place in autumn 2020 for the first time virtually. It offered a mixture of interviews with students and teachers, gave insights into the laboratories and campus and showed a selection from the different **MINT** areas of the universities. To try them out and get to know each other, all participants received a “surprise box” in advance so that they could also actively participate in experiments during the virtual **Campus:MINT** week.

Career:MINT offers a coordinated package of coaching modules for personal development and mentoring. This enables the participants to develop key competences during their studies to prepare for management positions. Assertiveness, self-marketing and networking skills are

examples of the key competencies that are promoted. Business coaches support by career planning. In individual mentoring, the participants can exchange ideas about professional prospects with mentors from science and practice. The participants are accompanied through these events over a period of two semesters.

Future:MINT spans the arc between **Campus:MINT** and **Career:MINT** and brings together “small” and “large” female researchers, following the slogan “explore, conquer, shape!”. Students of the module **Campus:MINT** and students and graduates of the module **Career:MINT** have the opportunity to spend one day in small groups, dealing with research topics from both universities. The focus is on digitization and technology. This event format offers an opportunity for informal exchange between the participants. An evening event will conclude, where researchers and female executives from northern Germany will introduce themselves. They report on their work, their career paths, and future opportunities in the **MINT** area.

Open:MINT project is flanked by extensive accompanying research that evaluates the effect of the individual packages of measures at both universities in Bremerhaven and Wismar in a comparative way. Success criteria for the development of measures and instruments promoting equality in the **MINT** area are to be derived and the regional effects of both university locations to be examined. The results are published in the form of project reports and brochures.

Germany

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OPEN:MINT

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Promoting Women
in Architecture and Civil Engineering

ACRONYM	PIA PERSPEKTIVEN – GEMEINSAM ZUKUNFT GESTALTEN (PIA PERSPECTIVES – SHAPING THE FUTURE TOGETHER”)
TITLE	SHIFTING LIFE OUTSIDE – GREEN INSTALLATION
CONTACT	Christine Vogt
EMAIL	info@pia-net.de
ORGANISATION	PIA NETZWERK E.V. + WIA
COUNTRY	GERMANY
FUNDING PROGRAMME	—
DURATION	19/09/2020 – 27/09/2020
MAIN OBJECTIVES / AIMS / OUTCOMES	During the “Climate Week” in Hamburg, women architects showed installations with moss in the historical backdrop of the Saint Catherine’s Church. This was the current project of the network PIA (Planners, Engineers, Architects), which wanted to use the installation to strengthen the visibility of women and female approaches in the construction industry.
WEBSITE	https://www.pia-net.de/20hoch3perspektiven/index.php
SOCIAL MEDIA	https://www.facebook.com/pianet.de/?fref=ts

Germany

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**Promoting Women
in Architecture and Civil Engineering**

PROJECT DESCRIPTION

PIA e.V. is a North German Network founded in 2000 with approximately 100 members from Hamburg and the surrounding area. This network was founded by women for women Architects, Engineers and planners. The members of **PIA** are all volunteers. They support women in the exercise of their profession, strengthen their visibility in this male-dominated professional field and promote their presence in the public.

PIA organises different teams on different topics to bring together the members for a continuous interdisciplinary exchange between them, which often leads to mutual consultation and cooperation. The aim is to establish communication via a discussion forum on the **PIA**-website and to intensify cooperation with other networks. With the help of a series of videos, which is constantly updated and published on the **PIA** website, members can present themselves and their professional focus.

On the occasion of the 20th anniversary of **PIA**, the installations “Shifting Life Outside - Green Installation” were presented during the “Climate Week 2020, Hamburg”. Katharina Fegebank, Senator for Equal Rights in Hamburg, and patron of the **PIA** anniversary opened the current project of the network. For her, policy of equal opportunities is a key challenge and a gain for a sustainable society.

With two female sculptures representing a conversation, as well as banners and seating made of moss and a green light installation, the Architects of the **PIA** network inspired creative and sustainable planning ideas for an attractive design of public spaces in front of the southern portal of the Saint Catherine’s Church. The two female sculptures form a soundproofing and privacy screen, in which the design is in the foreground. Their function only becomes apparent at second glance. Moss covers the green sculptures like a green dress. Moss: A natural catalyst for the environment, air-purifying, noise-absorbing and air-conditioning. Moss was used here for a purpose other than intended, as a new, ‘stimulating’ material for green roofs. Green moss banners frame the southern portal of the church and give an indication of the new possibilities of using moss both inside and outside and thus connecting inside and outside. Wooden seating furniture with green moss brings a natural material into the city. Colours, material appearance and diversity work against the harsh view of the built city. Green-inspired benches invite to linger. The urban living is determined by various factors. The built environment is crucial for the well-being of the people who live in cities. With its architecture, the design of public spaces, its colouring, light, shadow, shapes, and surfaces, it affects people and their behaviour.

At the same time, the “Green Installation” was intended to increase the visibility of women and female approaches in the construction industry, where women are still in the shadow of men. Only a society with male and female aspects in a balanced relationship can be sustainable and strong and treat people with respect. QR codes on the installations refer to the website of the **PIA** network, on which a series of videos are collected to give an additional digital presence of female contributions to the construction industry and urban space development in Hamburg.

The potential of the church location was used to strengthen and revitalize the city as a space for encounters, human interaction, and equality. Church buildings can be structures with open spaces, where people meet, communicate, and break down social clichés. Frank Engelbrecht, Pastor of Saint Catherine’s Church, welcomes and supports this project. For the church, the installation combines several topics for which the Representatives of the church and their congregation stand: the possibility of community and encounter and the visibility of women in the church and in society. With the support of the **PIA** actors and their installations, new accents were set and a step further towards gender equality was taken.

Germany

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Slovenia

**Promoting Women
in Architecture and Civil Engineering**

ACRONYM	OPEN DAYS IN WOMEN ARCHITECTS PROFESSIONALS' STUDIOS
TITLE	ON THE OCCASION OF THE INTERNATIONAL WOMEN'S DAY, EVERY 8 MARCH WOMEN PROFESSIONALS OPEN THEIR STUDIOS TO VISITORS AND PRESENT THEIR WORKS AND PROJECTS.
CONTACT	Helena Seražin
EMAIL	helena.serazin@zrc-sazu.si
ORGANISATION	ZRC SAZU, THE FRANCE STELE INSTITUTE OF ART HISTORY OF ZRC SAZU AND THE SLOVENIAN CENTRE OF ARCHITECTURE
COUNTRY	SLOVENIA
FUNDING PROGRAMME	MOMOWO – (MODERN MOVEMENT WOMEN) – FIRST 3 EVENTS
DURATION	2016 -2019, the event is from 2019 on organized by Slovenian Centre of Architecture
MAIN OBJECTIVES / AIMS / OUTCOMES	The activity promotes women architects and designers and their work through opening of their studios to the professionals and broader public. It provides chance for new contacts and sharing the know-how among generations.
WEBSITE	http://www.momowo.eu/activities/opendays/ https://www.centerarhitektura.org/odprta-vrata-ateljejev/
SOCIAL MEDIA	https://www.facebook.com/centerarhitektura/

Slovenia

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PROJECT DESCRIPTION

**OPEN DAYS
IN WOMEN PROFESSIONALS' STUDIOS (WP)**

On the occasion of the International Women's Day, 8 March, women professionals open their studios to visitors and present their work and projects. The initiative has been organised by the France Stele Institute of Art History of ZRC SAZU, with collaboration of the Slovenian Centre of Architecture, as part of the MoMoWo project – (Modern Movement Women). The initiative has also been organised in Portugal, Spain, France and Italy, which are all partner countries of the project.

The International Women's Day is every year celebrated on 8 March in many countries around the world. It is a day when women are recognised for their achievements without regard to divisions, whether national, ethnic, linguistic, cultural, economic or political. It is an occasion for looking back at past struggles and accomplishments, and, more importantly, for looking ahead at the untapped potential and opportunities that await future generations of women.

The reason for this initiative was to encourage female Architects to promote their work to the general public. Each participating architect or studio could choose the date of the visits, and could also schedule two visits – one in the morning and one in the afternoon. The response was good, with about ten Architects or groups of Architects applying each year. The initiative was organised four times till now, between the years 2016 and 2020. Also the response from the public was good, as the general public does not have many opportunities to visit Architects' offices.

Also Architects find the idea of opening the doors of their offices to the general public very exciting. As it turned out, people do not know enough about the work of Architects in general. They were very interested in a wide range of issues, from the way of organising studios, project archives, to the way of thinking, the financial framework of the projects, etc. Very often, people do not think about hiring an architect to help with even minor interventions, such as renovating and reorganising an apartment or a house. From this point of view, it is welcomed that the general public should be more informed about the work of not only women Architects, but also Architects in general.

For transferring the project: First, it is necessary to compile proposals of Architects or offices, to contact them and coordinate the dates of visits. This needs to be followed by a good advertising campaign. It is necessary to design a flyer and an online invitation, which should ideally be published in the media at least one month before the event. Furthermore, some posters at key points in the city would be useful. On the day of the event, organisers should visit different offices to see the responses, which should help plan events in the future. After the event, the coordinator must thank the participants for accepting the invitation and for their willingness to open the doors of their offices to the public.

Architects in Slovenia often have a reputation among the general public as sophisticated experts who design buildings for their privileged clients only. That is the reason why people often do not approach them for their services. With events such as the **OPEN DAYS IN WOMEN ARCHITECTS PROFESSIONALS' STUDIOS**, the visibility of the profession is growing by being presented to the widest possible circle of people.



Promoting Women
in Architecture and Civil Engineering

ACRONYM	TO THE FORE
TITLE	TO THE FORE. FEMALE PIONEERS IN SLOVENIAN ARCHITECTURE, CIVIL ENGINEERING AND DESIGN, 4 EXHIBITIONS AND A MONOGRAPH
CONTACT	Helena Seražin
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ORGANISATION	ZRC SAZU, FRANCE STELE INSTITUTE OF ART HISTORY OF ZRC SAZU AND SLOVENIAN CENTRE OF ARCHITECTURE
COUNTRY	SLOVENIA
FUNDING PROGRAMME	MoMoWo – (Modern Movement Women)
DURATION	2016–2019
MAIN OBJECTIVES / AIMS / OUTCOMES	The objective of the project was to present an important part of the “anonymous” and hidden European cultural heritage of the 20th century, created by women involved in architecture, interior and industrial design, landscape architecture, and urban design.
WEBSITE	http://www.centerarhitekture.org/v-ospredje-pionirke/ http://www.momowo.eu/
SOCIAL MEDIA	https://www.facebook.com/MoMoWomen/

Slovenia

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PROJECT DESCRIPTION

The monograph, **TO THE FORE: FEMALE PIONEERS IN SLOVENIAN ARCHITECTURE, CIVIL ENGINEERING AND DESIGN**, has been prepared by the France Stele Institute of Art History of ZRC SAZU and the Slovenian Centre of Architecture in collaboration with many authors from different professions and institutions. It is based on a series of four exhibitions held between 2016 and 2019 in the Dessa Gallery, Atrium ZRC, Atrium of Ljubljanska banka, Saint Stanislav Institution in Ljubljana, and the House of Architecture in Maribor. The objective of the project was to present to professional and general publics an important part of the “anonymous” and hidden European cultural heritage of the 20th century, created by women involved in architecture, interior and industrial design, landscape architecture, and urban design, i.e. fields that are (supposed to be) in the traditional domain of male professions. The exhibitions aimed to shed light on the life and work of a neglected part of the Slovenian architectural *oeuvre* and provide an opportunity to highlight – from the rich body of 20th century architectural work – works that have been only rarely exhibited and showcased, but are, nonetheless, important, of high quality, and multi-layered. The exhibitions were thematically part of the activities of the international interdisciplinary project MoMoWo (Modern Movement Women) – Women’s Creativity since the Modern Movement, conducted at the France Stele Institute of Art History at the Research Centre of the Slovenian Academy of Sciences of Arts between 2014 and 2018.

The monograph is thus dedicated to female pioneers of the pre- and post-Second World War generations of Architects, civil engineers and designers who played an active role in drafting, designing and leaving a mark on their environment. They were the silent companions working in the shadow of better-known professors, colleagues, fathers and husbands, who received more professional acknowledgement than

they did. Even today, it is difficult to determine their actual contribution in the design and implementation of many Slovenian architectural masterpieces, from Jože Plečnik’s Ljubljana Central Market to Edvard Ravnikar’s Republic Square (Trg republike). As a result of social prejudice, their work was restricted primarily to some fields of architecture – such as drawing of plans, park designs, interior and industrial design, preservation of architectural heritage and urban design – and they were rarely involved in public and individual buildings. Moreover, when they started a family, they had to limit their activities even further. Some of them, therefore, preferred to create in other fields, most often artistic, fashion, theatre, etc.

The selected works in this monograph are thus important project creations of the first generations of Slovenian female Architects, civil engineers and designers who should, considering the conditions and the role of women at the time, be regarded and assessed using different criteria. This monograph has a multi-layered design, with a focus on the quality of works and the complexity of the idea, revealing the creative power of the author of the work. The works of forty women designers are presented, from the first pre-war graduates to the post-war generations of Architects, Civil Engineers and designers who, with their work and achievements, paved the way for later generations of women.

The initiative to present the pioneers of Slovenian architecture, construction and design was important because the majority of artists in the past decades, since the Second World War, have been really neglected. Today, the situation is completely different and women are equally represented on the architectural scene. For me, the responses of most women that we – the curators – chose to present at the exhibition were interesting. They were amazed why they would be presented at all, as they did nothing special. It turned out that they were involved in very

interesting projects, which at that time were not considered as “proper architecture”. They were involved in a lot of projects dealing with social problems, such as solving the problem of the physically challenged, planning architecture for educational processes, planning interior design, raising the general living culture, to name just a few. Their interest in their work confirmed that they also contributed to the mosaics of Slovenian architecture and that it was no longer necessary for them to remain in the shadow of men.

The value of such a project lies in raising awareness of the general public of the contribution that women have made to the profession. In every country it is possible to find women who have been overlooked during their professional life, and being included in such a project would bring them the satisfaction that their work has nevertheless been noticed. For transfer project the collaboration with the Faculty of Architecture or the Department of Art History, where students can undertake research work, is suggested, as many projects have not been published and slightly more research work is required, such as collecting material in the archives and preparing interviews with authors and their colleagues.

It is important to look back and support projects to correct potential gender imbalances in the past. Equality was not taken for granted, and in technical professions, such as construction engineering and architecture, it took a little longer than in some other professions. Women working in these traditionally male professions are not noticeable by themselves, and the position and visibility of women is somehow fragile in the contemporary competitive world of high efficiency, success and iconic marketing. We think that institutions responsible for the quality of work of those professions should also always consider the position of women in such professions.



Promoting Women
in Architecture and Civil Engineering

ACRONYM	ARHITEKTKE OBLIKUJEJO SEDANJOST
TITLE	WOMEN ARCHITECTS SHAPE THE PRESENT
CONTACT	Mika Cimolini
EMAIL	mika.cimolini@guest.arnes.si
ORGANISATION	CHAMBER OF ARCHITECTURE AND SPATIAL PLANNING OF SLOVENIA
COUNTRY	SLOVENIA
FUNDING PROGRAMME	No funding, some sponsorship from private companies
DURATION	13/01/2017 - 28/01/2017
MAIN OBJECTIVES / AIMS / OUTCOMES	Asses position of female architects in Slovene society / Establish connections between Slovenian and Austrian female architects and compare the position of female architects in both countries / Visibility of gender related issues in architecture
WEBSITE	https://zaps.si/zenske-v-arhitekturi/
SOCIAL MEDIA	—

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PROJECT DESCRIPTION

The exhibition **WOMEN ARCHITECTS SHAPE THE PRESENT** was organized by the Chamber of Architecture and Spatial Planning of Slovenia (ZAPS) in cooperation with the Bundeskammer der ZiviltechnikerInnen (BKZT - Austrian Chamber of Architects and Engineers) and Kammer der ZiviltechnikerInnen für Steiermark und Kärnten (Austrian Chamber of Architects and Engineers Styria / Carinthia) under the auspices of the MoMoWo project at the Institute of Art History ZRC SAZU (Research Centre of the Slovenian academy of Sciences and Arts). The exhibition opened on the 13th January 2017 at the atrium ZRC SAZU at Novi trg 2 in Ljubljana. The exhibition was on display for two weeks and it was well accepted by the general public and the local media.

The exhibition opening was accompanied by a round table discussion about the position of female Architects in Slovenian and Austrian society. The speakers at the discussion were female Architects with longer professional experience, Mojca Gregorski, Iris Rampula-Farrag, Bettina Dreier-Fiala and Ana Kosi who has at that time just started with her own architectural studio. The discussion was moderated by Mika Cimolini. Other speakers at the event were: dr. Oto Luthar, dr. Barbara Murovec, dr. Helena Seražin from ZRC SAZU and dr. Petra Čeferin from Faculty of Architecture. They all addressed the historic and present position of female Architects, engineers and scientists in the society in their speeches.

The main topic of the debate and the speeches was a perception of the female Architects in the society and the comparison with other EU countries. While as many as 76% of Architects in the UK are men, in Slovenia in 2014 46% of the members of the Chamber were female, and their number is growing. What influences the position of Architects in this profession? What projects do they choose? Do they approach an architectural project differently? Is it important to emphasize women in architecture? We may open up some other questions with this exhibition.

The exhibition showcased the work of Architects or engineers who, with their “manuscript”, visibly contributed to the development of the architectural profession. In addition to 50 projects by Austrian Architects and engineers, 30 projects by Slovenian authors were participating. They were chosen by Maja Vardjan, curator at the Museum of Architecture and Design and dr. Petra Čeferin. Professor at Faculty of Architecture. Participation in the exhibition was a unique opportunity to establish contacts between Slovenian and Austrian female Architects.

There was an article published in Dnevnik magazine and on the News section at TV Slovenia

The event showed very well that the position of female Architects varies and depends on the historical position of women in the society. Due to social past, female Architects in Slovenia are more or less equal to male Architects from the position of payment or work responsibility. Many female Architects are equal partners in architectural companies. Many female Architects have established their own practices and are leading the field in Slovenia, while in Austria, many Architects abandon full employment after they marry or after they have children.

A helpful hint from this project is asking ourselves why females were historically equal in a socialist system? Was is due to social propaganda or socialist education? In socialism, girls were encouraged to take any kind of profession. All women worked equally as men also in professions not usually regarded as female, women were bus drivers, bricklayers and worked in steel factories. Was this fact critical to equality of women also in architectural and engineering professions? The exhibition might have failed in showcasing the difference in the approach towards architecture as an exhibition is not the right medium to do so, but it definitely showed the quality of the produced works and it showed the whole assortment of architectural tasks, from small scale to big scale, from engineering to landscape projects and community projects.



Promoting Women
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ACRONYM	—
TITLE	WOMEN IN ENGINEERING
CONTACT	Mojca Ravnikar Turk
EMAIL	mojca.turk@zag.si
ORGANISATION	SLOVENIAN CHAMBER OF ENGINEERS (IZS)
COUNTRY	SLOVENIA
FUNDING PROGRAMME	IZS
DURATION	2019–2021
MAIN OBJECTIVES / AIMS / OUTCOMES	Encouraging professional women engineers to promote their work and career / Networking / To investigate the actual position of women engineers in Slovenia in comparison with our male colleagues / Cooperation with related professional associations
WEBSITE	https://www.izs.si/en/
SOCIAL MEDIA	—

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**Promoting Women
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PROJECT DESCRIPTION

The management board of the Slovenian Chamber of Engineers (IZS) supported an internal chamber project for women engineers, members of IZS. IZS is striving to increase the social standing of engineering professions and certified engineers. In addition to increasing the professional competence and responsibility, IZS gives special attention to the promotion of equality of male and female members. IZS is organised as an association of 6 professional bodies or 'parent sections' of chartered engineers. The largest is the section of civil engineers.

According to IZS data (August 2019), a total of 847 certified chartered women engineers are members of individual professional parent sections. Of all the certified women engineers, by far the most are civil engineers with 577 members, 31 mechanical engineers, 29 electrical engineers, 41 women technologists and other engineers, 34 geotechnologists and miners, and 135 female surveyors. Figure 1 shows the percentages of certified female engineers according to age by individual parent sections.

The usual age for taking the professional competence exam and applying for membership in IZS is 27 year of age or more. Nowadays, chartered engineers retire at the age of 65 or more. We can observe that in the last years very few young female members have joined the Slovenian Chamber of Engineers (except for young female surveyors). The engineering profession is not as attractive for women as it used to be.

As part of the **WOMEN IN ENGINEERING** project (supported by IZS), we organised free-of-charge half-day workshops for certified women engineers of all parent sections. The goal was socialising, networking and learning some public speaking skills. Engineers in general are versed in logical thinking and have the analytical ability, but they are not known as good public speakers. If we know how to overcome the discomfort of public speaking, we will find it easier to translate technical language into everyday language, to successfully lead our teams and to manage and promote our projects. Socialising in workshops also encourages the exchange of professional experiences and enables cooperation in future projects.

The first workshop was organised in November 2019 in Ljubljana at the National Institute for Civil Engineering (ZAG). After a short presentation of the **WOMEN IN ENGINEERING** project by the project leader (Ms Mojca Ravnikar Turk), Mr Boštjan Romih, a trainer for effective communication skills, gave some practical advice on good public speaking and performing (Figures 2 and 3). The informal part primarily included casual networking, small face-to-face talks, and an exchange of ideas.

The third and last workshop was organised in February 2020. Due to the Covid-19 preventive measures issued regularly by the government, the planned workshops had to be cancelled. The scope of the project work needed restructuring.

Participants at the workshops were interested in improving their presentation skills, especially in physical communication and body language. They emphasised that they work a lot but rarely have the opportunity to present their projects to their customers, which is mostly done by men.

In 2020, an online survey will be prepared to try to determine the position of female engineers throughout their careers. It aims to objectively identify the causes that prevent some engineers from pursuing an even more successful career. We would like to make it easier for female engineers to participate on the labour market and to promote their work and profession.

We would also like to increase the interest in the engineering professions among the young, to increase the number of students. Apart from architects and civil engineers in the construction of energy efficient, sustainable buildings, the importance of other engineering professions is increasing.

A special focus of the survey will be on the changes of working environment and logistics due to Covid-19 health-protection requirements.

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**WOMEN
IN ENGINEERING**

Spain

Promoting Women
in Architecture and Civil Engineering

ACRONYM	UDUA
TITLE	UN DIA UNA ARQUITECTA
CONTACT	Inés Moisset (Argentina)
EMAIL	ines.moisset@gmail.com
ORGANISATION	ONLINE NETWORK
COUNTRY	ARGENTINA, SPAIN (FOUNDING PARTNERS) + ECUADOR, EL SALVADOR, PERÚ, BOLIVIA, MÉXICO, URUGUAY, ESTADOS UNIDOS, FRANCIA
FUNDING PROGRAMME	—
DURATION	08/03/2015 – TODAY
MAIN OBJECTIVES / AIMS / OUTCOMES	Show female architect contributions in established and expanded fields of architecture and urbanism; contribute to rewrite the History of Architecture, including female architects in it; strengthening of the international network of women architects.
WEBSITE	https://undiaunaarquitecta.wordpress.com/
SOCIAL MEDIA	https://www.facebook.com/undiaunaarquitecta

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PROJECT DESCRIPTION

Since long ago, women architects have been erased from History of Architecture books, detracting their contributions in this professional field, as it is usually understood, and overlooking their impact in the expansion of this field (landscape, technology, curating, publications, artist production, politics, habitat management, theory and teaching). The blog **'UN DÍA | UNA ARQUITECTA' (IN ENGLISH, 'A DAY | A WOMEN ARCHITECT')** aims to show the achievements of so many women architects and showing the inadequacy of the already established readings of the past that omit their names.

With this idea in mind, in 2015 Inés Moisset (Argentina) contacted Zaida Muxí and Eva Alvarez (Spain) to set up this blog and to organize a group of work in order to publish a woman architect profile each day. Through time (five years now), the working group has been constantly growing up to 50 persons contributing now, backing from different countries.

The first year, from March 8th 2015 to March 8th 2016, the blog uploaded and published 366 profiles (leap year) which showed work and life of different women architects from different countries and from different epochs. All of them shared they had been overlooked, hidden or omitted due to different situations, mechanisms well explained by Daniela Arias (a group member) PhD thesis¹. The following blog seasons contributors continued uploading profiles until more than one thousand profiles right now.

In parallel to this task, the blog has organized many events or participated as invited guests in biennales

and seminars. As a synopsis, it is possible to highlight their participation in Women in Architecture International Seminar in Valencia (2015). Also, in Bienal Internacional de Arquitectura de Buenos Aires (2015); in Women in Architecture Edit-a-thon organized by Solomon R. Guggenheim Foundation and WikiD (2015) and addressed to upload women architect profiles in Wikipedia; Congr s d'Arquitectura in Barcelona (2016) with Susana Torre, and the publication done to get crow-funding for its organization, won XI BIAU award; Yes We Plan Architektinnen-Symposium, in Frankfurt (2018). In all of these events, the aim has been raising awareness on the work done for all these women architects through time and space, in order to redesigning the professional field; providing roles models for all of us; and strengthening international networks of women architects working today. Poetic Justice for all of these women architects is clearly incorporated in each action from profiles writing to spread the voice. This research was awarded with 2016 Milka Bliznakov Research Prize at IAWA International Archive for Women in Architecture in Virginia Tech. The blog has had nearly 2.000.000 visits in this five years coming from worldwide and the Facebook page has nearly 25.000 likes.

This working group has also contributed to a parallel research called 'Nuestras Arquitectas' (Our Women Architects, in English) whose aim is mapping the overlooked work of the women architects working in our cities. The goal is that, as now there is more awareness on international women architects pioneers or famous ones, it is needed to show the work of 'our' closest women

architects, working in our cities, who have been even more overlooked by traditional publications. This work has been developed in different cities in Argentina in 2019 and in 2020, it was going to continue in Spain (Pa s Vasco and Valencia) but due to pandemics, it was transformed into an international online Photograph Competition asking for women architects work visibility. The competition organizers received nearly 500 photos by nearly 200 international participants; these photos showed work done by women architects in three categories: Pioneers, Consummate women architects, Breakout women architects and Women architects in Action!

Finally, Un d a| Una arquitecta is an international network of women and men working with the idea a better world is on their way when we acknowledge and integrate women's work, in this case women architects' work. This network of action is the best contribution, and we think is very recommendable.

This practice was selected after spreading an online questionnaire in our personal networks and through our Architects' Chamber website. It got correct diffusion though it got very few responses. In all of them, this blog appeared and the authors writing this text are convinced this is the best 'best practice' (though not totally Spaniard).

¹ Daniela Arias Laurino and Zaida Mux  Mart nez, La Construcci n Del Relato Arquitect nico Y Las Arquitectas de La Modernidad. Un An lisis Feminista de La Historiograf a, TDX (Tesis Doctorals En Xarxa) (Universitat Polit cnica de Catalunya, 5 October 2018) <<https://upcommons.upc.edu/handle/2117/123109>> [accessed 6 December 2020].

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Promoting Women
in Architecture and Civil Engineering

ACRONYM	MAGA
TITLE	MAGA MUJERES ARQUITECTAS DE GALICIA (RESEARCH PROJECT)
CONTACT	María Carreiro Otero
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ORGANISATION	GAUS GRUPO DE ARQUITECTURA E URBANISMO SOSTENIBLE (UNIVERSIDADE DA CORUÑA, UDC)
COUNTRY	SPAIN (GALICIA)
FUNDING PROGRAMME	INSTITUTO DE LA MUJER Y PARA LA IGUALDAD DE OPORTUNIDADES
DURATION	19/01/2012-31/12/2013
MAIN OBJECTIVES / AIMS / OUTCOMES	This project aims esteeming the active participation of women in the development of the profession of architect through their participation as an architectural agent. This research is framed in Galicia and in a time that ranges from 1940 to 2012.
WEBSITE	https://www.udc.es/es/gausmaga/arquitectura_xenero/proxecto_maga/
SOCIAL MEDIA	https://www.facebook.com/mccl.arquitectos

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PROJECT DESCRIPTION

GAUS Grupo de Arquitectura e Urbanismo Sostenible [Group of Sustainable Architecture and Urbanism], is a research group coordinated by María Carreiro. This group is made up of professors belonging to the Departamento de Proxectos Arquitectónicos, Urbanismo e Composición [Department of Architectural Projects, Urbanism and Composition] and the Departamento de Expresión Gráfica Arquitectónica [Department of Architectural Expression] at Universidade da Coruña (Galicia, Spain). This group investigates in the following lines of work: the construction of urban Galicia; everyday spaces: the house and the place; spatial planning and organization through the analysis of sports facilities; the gender perspective in studies and in the practice of Architecture and the graphic restitution of the built heritage.

In 2011, this group requested funding from the Instituto de la Mujer e Igualdad de Oportunidades [Institute for Women and Equal Opportunities], currently under the Ministry of the Presidency, Relations with the Courts and Equality to develop **MAGA** project. **MAGA** is the acronym, in Spanish, of Mujeres Arquitectas en Galicia [Women Architects in Galicia] and the detailed research project title was 'Women architects in Galicia: their role in the profession and in the teaching of the profession (the exercise of Architecture in Galicia from a gender perspective)'. After getting funding, it began to develop its work as of January 19, 2012.

The project goals were:

- Reconstructing the historiography of Galicia women architects in the period that goes from the moment that first Galician women architect, Rita Fernández Queimadelos graduated as an architect until the beginning of the XXI century, collecting data from Galician women architects registered at Official Chamber of Architects of Galicia (from 40's until 2012).
- Processing the quantitative data that collect the presence of female architects in work and academic spheres.
- Showing the perception that women architects have of themselves.

In other words, it is about making women architects and their value as a group visible in order to build an area of knowledge that

collects the reality of what happened and what was thought on those issues.

This research produced a census of female architects working in Galicia and collected data through an online survey sent to these female architects. On the other hand, eight pioneering women architects from or living in Galicia answered a personal in depth interview. Both actions became published texts:

- A research report that can be accessed at IMIO (Institute for Women and Equal Opportunities) website under the title 'Las mujeres arquitectas de Galicia: su papel en la profesión y en la enseñanza de la profesión (el ejercicio de la arquitectura en Galicia desde una perspectiva de género)' ['Galician women architects: their role in the profession and in teaching the profession (the exercise of architecture in Galicia from a gender perspective)'] which can be accessed, only in Spanish, at >> <https://www.inmujer.gob.es/publicacioneselectronicas/documentacion/Documentos/DE1424old.pdf>
- The personal interview with eight women architects led to the publication 'Arquitectas pioneras de Galicia. Ocho entrevistas' ['Pioneering women architects of Galicia. Eight interviews'] published in 2016 by Universidade da Coruña, also in Spanish. This book has had an enormous diffusion and repercussion, giving visibility and credibility to a professional work until that moment little acknowledged. It can be found in the catalogue of prestigious university libraries such as Yale, Standford, Harvard, or the Library of Congress.

Along with this research work, another dissemination one and debate were carried out consisting of two events:

- In 2012, Women and Architecture conference where, among others, Carmen Espegel, Zaida Muxí and Silvia Blanco participated.
- In 2013, Architects and other professionals conference on transdisciplinary perspectives, women in the field of higher education.

This research, and its dissemination, focused on the contribution of Galician women architects, until then little known. It highlighted the work of Rita Fernández Queimadelos, third woman architect graduated in Spain in 1940, and that of Pascuala Campos (who declined to be interviewed but whose work was documented), the

first female Professor [higher academic position] in the area of Architectural Projects in Spain in 1995. In addition, this research has had a great impact on the academic world since it has revalued the specific research on the work carried out by women architects, pioneers and current. Partly related to this research, Hai Mulleres, [There are women] a group of women architects was formed inside Colexio Oficial de Arquitectos de Galicia [Official Chamber of Architects of Galicia], with greater visibility since 2016.

In our opinion, this academic work is important for its contribution and impact. The work of female architects usually differs from that carried out by male architects in quantity (less production), in objectives (it is usually a work that covers more topics of interest, less specific) and, of course, in recognition (usually obtaining fewer awards, grants or publications). Obviously, the quality of their work is equal and, sometimes, even superior to any other work framed in the same circumstances. This situation of invisibility contributes to maintaining the stereotype of what "being" an architect means, in our opinion, in a limited way and far from the daily reality, which surrounds us. Therefore, we consider that the work carried out by the **MAGA** research group is pioneering, relevant and indispensable and its replication in other contexts is recommendable. Due to that, we have also launched a research on pioneering Valencian women architects, with the support of the IVAM, Valencian Institute of Modern Art. In addition, currently, we are part of Nuestras Arquitectas [Our Women Architects] Spain research group, together with Inés Moisset, Carolina Quiroga and Verónica Benedet aimed to study local women architects who have developed their work in some cities in Argentina, Basque Country and Valencia Community.

1 María Carreiro Otero and Cándido López González, Arquitectas pioneras de Galicia ocho entrevistas (A Coruña: Universidade da Coruña, 2016).
2 Pascuala Campos, 'Identidad Y Proyecto', Boletín CF+S, 1998 <<http://habitat.aq.upm.es/boletin/n7/apcam.html>>.

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ACRONYM	MUWO
TITLE	MUJERES EN LA CULTURA ARQUITECTÓNICA (POS)MODERNA ESPAÑOLA [WOMEN IN (POST) MODERN SPANISH ARCHITECTURAL CULTURE]
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ORGANISATION	ESCUELA DE INGENIERÍA Y ARQUITECTURA, UNIVERSIDAD DE ZARAGOZA [SCHOOL OF ENGINEERING AND ARCHITECTURE, UNIVERSITY OF ZARAGOZA]
COUNTRY	SPAIN (ZARAGOZA)
FUNDING PROGRAMME	THE MINISTRY OF SCIENCE AND INNOVATION, SPANISH GOVERNMENT AND EU ERDF FUNDS (STATE SUB-PROGRAMME OF KNOWLEDGE GENERATION) AND THE ARAGON'S OFFICIAL INSTITUTE OF ARCHITECTS
DURATION	2017–2021
MAIN OBJECTIVES / AIMS / OUTCOMES	In Spain, women began to practice architecture gradually since the late Franco Regime. MuWo project analyses the contributions of women architects to the Spanish built environment, studies the difficulties they confront(ed), and the difference of their female gaze.
WEBSITE	(ES) http://muwo.unizar.es (EN) http://muwo.unizar.es/en/home/
SOCIAL MEDIA	https://www.facebook.com/MuWoArch Twitter: @MuWoArch Instagram: https://www.instagram.com/muwoarch/

Spain

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PROJECT DESCRIPTION

Lucía C. Pérez-Moreno is an Associate Professor at the School of Engineering and Architecture at the University of Zaragoza (EINA, UniZar, ES). She is an architect since 2003 (Navarra University, ES, 2003), and holds a Ph.D. (ETSAM, ES, 2013), a Master Degree (Columbia University, USA, 2008), and postgraduate studies (Aalto University, FI, 2003-04). She also has additional studies on philosophy (UniZar, 2018-21). Her primary research goals are directed towards understanding the gender roles of architecture, their influence on the professional practice of women, and the difference in the female gaze.

In line with SDG 5 and SDG 11, she coordinates the annual scientific meetings on «Gender Perspectives in Architecture» since 2017 in Zaragoza. She creates an arena for reflection to discuss how the gender perspective can reinforce architecture practice and reframe architectural history. Each meeting proposes four «perspectives» to work with. Two of them, the «history of women» and «gender planning», remain each meeting, and the other two change with each instalment. Hitherto, they have been: the analysis of EU «institutional policies» to promote equality, the relevance of knowing the «lived experiences» of senior women architects, the necessity of implementing «feminist pedagogies» for truly inclusive practice, the study & design of «architecture of care», the changing role of «domesticity», and the importance of boosting «female agency». These meetings also have the support of the Aragon's Official Institute of Architects, the Zaragoza City Council, and the IberCaja Foundation. Until now, the meetings have reunited an impressive

quantity of experts —mainly women architects and feminist scholars, and practitioners. The speakers have been:

- I Meeting (December 1, 2017)
 - Josenia Hervás y Heras —history of women.
 - Inés Sánchez de Madariaga —institutional policies.
 - Zaida Muxí —gender planning.
 - Martha Thorne —lived experiences.
- II Meeting (November 30, 2018)
 - Nuria Álvarez Lombardero —history of women.
 - Atxu Aman —domesticity.
 - Eva Álvarez + Carlos Gómez —gender planning.
 - Izaskun Chinchilla —female agency.
- III Meeting (November 21-22, 2019)
 - José Parra (history of women).
 - Elia Gutiérrez Mozo —equality in the Campus.
 - Marta Parra —architectures of care.
 - Carne Pinós —lived experiences.
- IV (virtual) Meeting (December 3-4, 2020)
 - Daniela Arias —history of women.
 - Ana Amado —female gaze.
 - Inés Novella —gender planning.
 - Anna Bofill Levi —lived experiences.

In 2019, this initiative evolved to a public-funded research project (Grant from the Spanish Government and EU ERDF funds) with similar goals but focusing on the recovery and analysis of the work done by Spanish women architects from the late Franco Regime to the end of the 20th century. This part of the project studies the difficulties they confronted and the difference in their female gaze. Its groundwork is based on previous scientific meetings. It continues as a choral project with 24 scholars involved from 9 Spanish and 3 European different

Universities. They are all sensitive allies who contribute to the urgent task of gender awareness in academia and society. This part of the project is in development and will end by December 2021. Its general objective is to generate a genealogy of women architects whose work has been relevant to Spanish architecture culture, to analyse critically these work to contextualize it in the historiography of Spanish architecture and to analyse the ways (alone, with a male partner, in female teams, in mixed teams) in which women have practiced the profession. This part of the project also aims to locate future research topics and opening up fields of work for new generations of researchers in architecture and art, history, gender, and feminism. Moreover, the MuWo project is creating an interactive digital map of architectures designed by women in all the Spanish territory. This is a crucial fact to deconstruct the canonical understanding of Madrid and Barcelona as the two main focuses of the architectural scene.

The MuWo project is also producing a great number of academic publications (edited books and open-access scientific articles) and non-academic material such as videos (TV, YouTube), podcasts (Radio, RNE), and relevant historical data that is available on its website. These activities are getting an intense impact on social media and hundreds of visualizations and download. All in all, the project is promoting women architects' leadership and facing women stereotypes in architecture.

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Promoting Women
in Architecture and Civil Engineering

ACRONYM	—
TITLE	MUJERES #MADEINETSAM [WOMEN #MADEINETSAM]
CONTACT	Marta Muñoz
EMAIL	marta@martamunoz.com
ORGANISATION	ETSAM ESCUELA TÉCNICA SUPERIOR DE ARQUITECTURA DE MADRID [HIGHER TECHNICAL SCHOOL OF ARCHITECTURE OF MADRID] IN UPM UNIVERSIDAD POLITÉCNICA DE MADRID
COUNTRY	SPAIN (MADRID)
FUNDING PROGRAMME	ETSAM CULTURAL PROGRAM
DURATION	2018/2019/2020
MAIN OBJECTIVES / AIMS / OUTCOMES	This initiative aims showcasing ETSAM Higher Technical School of Architecture of Madrid women's work, majority of them architects in order to provide visibility to their work and role models to students at this School of Architecture. This activity has had three editions in 2018, 2019 and 2020 with the same goals but under different denominations.
WEBSITE	https://etsam.aq.upm.es/v2/es/lideresas-arquitectas?fbclid=IwAR2RXjl2Zrlf4xucwTRJmINOZIYzXH2X-3wFQ9A2n-hxtBQvG5gJege-pjE
SOCIAL MEDIA	https://www.facebook.com/madeinetsam/posts/1626665500762336 (as of March 5 th 2018 and following posts)

Spain

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MUJERES #MADEINETSAM

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EXPOSICIÓN
INAUGURACIÓN
MESA REDONDA
07 | 03 | 18
12:30h miércoles, Hall Principal
Escuela Técnica Superior de Arquitectura de Madrid
Avenida Juan de Herrera, 4
Comunidad de Madrid

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PROJECT DESCRIPTION

#madeinetsam is the motto Manuel Blanco defined to encompass an ambitious program addressed to change the etsam, [Higher Technical School of Architecture of Madrid], if he won the School Dean elections in 2017. One of the bases of this program was spreading and incorporating gender equality so, after he won elections, his advisor and partner for Cultural affairs, young woman architect Marta Muñoz, curated the exhibition **‘women #madeinETSAM’** in March 2018. This exhibition has had a continuation in 2019 and 2020 editions.

The first edition in 2018 was dedicated to **‘women who build’** and who have studied or taught (or are teaching) or both at this School of Architecture. The exhibition was composed by a hanged two sided poster dedicated to each woman architect by one side and to her work on the other side. The hanged posters were shown in the main Hall of the School, which, usually, is a very busy place. The work of twenty seven women architects was exhibited, among them the work by Belinda Tato from Ecosistema Urbano, by Renata Setkiewicz from Ábalos & Sentkiewicz or by Eva Gil from Elii.

The second edition in 2019 was committed to show the notion of **‘women without architecture’**. Again, the exhibition showed work done by women who belonged to ETSAM collective but in this case, the work was framed in what we can call **‘expanded architecture’**, that is to say, using architectural thinking in the other related fields like jewelry, cooking, fashion design, architectural interaction with kids, photography, curatorial practices... Following this concept, the exhibition shown the work by eighteen women developing a cutting-edge

professional practice in connected fields to architects’ *‘traditional’* work. Among them, Almudena de Benito from Chiquitectos, Ariadna Cantis as curator or Montse Zamorano as architecture photographer.

The third edition in 2020 was curated by Marta Muñoz and also by architectural photographer Ana Amado. Amado had curated the project **‘Lideresas’** [Women Leaders] where she photographed women over 65 years old who were consider a leader in her profession or activity, being that developed in a small village near Madrid. In this third edition, the exhibition at School of Architecture in Madrid was named **‘Lideresas Arquitectas’ [Women Architects Leaders]**, presenting the ETSAM women architects as women leaders. In order to achieve this, they made an open call proposing to future participants to replicate a famous man architect in an iconic photo but in this case with them (women architects) instead of with this man or, in some case, these men. The exhibition arranged all the received photos in the same busy space at the School, in the intention of denouncing the lack of women architects in books, publications or journals, recent and past, related to the History of Architecture. Unfortunately, this exhibition was unable to open in March 2020 due to coronavirus lockdown in Spain and it will be on display when the situation changes for better.

The editions that were performed were complemented with different events as round tables and debates, again in the School public and busy spaces. In these events, a great quantity of academic staff and students took part what meant a considerable impact among this collective. Even more, it had an important impact on social media

what facilitated these events were known in different academic environments outside ETSAM. Finally, the fact that this School has a lot of national and international visits and events, and the exhibition being shown in one of the most visible places in the School, made a great work of diffusion of this issue.

On the other hand, the way this main event **‘women #madeinETSAM’** has evolved tackling three different but related yearly topics regarding an unequal and limiting vision on Architecture and on architects, shows the power of this initiative and the possibility of its continuity and exchange. We look forward to being able to visit the totally yet arranged exhibition that could not open in March 2020 due to the pandemic, since the displayed mixture between disciplines like architecture and photography has proved successful and useful in the past.

In our opinion, this activity or best practice is relevant because it acknowledges talent and capacity among women architects and gives credibility to their work, being this one a recurrent issue that arises when one talks to a woman architect who, in the past, strived to gain professional acknowledgement and respect. It also shows examples or role models to the students, women and men, helping them to think on their professional practice in a different way, and encouraging women architects to tackle their professional activity from their own perspective. Young architects, women and men, are the future of Architecture, so promoting women architects’ work where students are is fundamental, relevant and encouraging.



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