



Gender Pay Gap: Architecture

NEPH WAKE

Standing on giant's shoulders...

- ▶ Dr Gill Matthewson, Parlour Census Report 2001–2016: Women in Architecture in Australia (Melbourne: Parlour, 2018).
- ▶ Dr Gill Matthewson, The Numbers in a nutshell: women in architecture, Australia. Pdf dated 22 June 2017.
- ▶ Association of Consulting Architect's National Salary Survey 2014-2018

- ▶ All errors my own!

What's in a date?

- ▶ Date for reaching “pay equity” based on averages
- ▶ HUGE gaps in the data. Australia does not track the impact of race and ethnicity on gender pay disparity well
- ▶ 32% of architects non-Anglosphere background
- ▶ Very likely that female architects from diverse backgrounds experience a second dose of discrimination in pay and opportunities

Cheat sheet: Intersectionality

Err... what does intersectional mean?

- ▶ It's term coined by academic Kimberlé Crenshaw in a 1989 paper
- ▶ The experience of Black women can't be understood independently in terms of gender or race, but must be considered in tandem.
- ▶ There are experience that are specific to overlapping identities

Case Study: Trailblazers

- ▶ Born 1952-1956 (age 64-68 in 2020)
- ▶ Graduate approx. 1975-1979
- ▶ 15% of Graduates: in a class of 50, 7-8 women
- ▶ Gender pay gap in 2001 (age 45-49) is 13.5%
- ▶ Gender pay gap in 2006 (age 50-54) is 15.3%
- ▶ Gender pay gap in 2011 (age 55-59) is 14.8%
- ▶ Gender pay gap in 2016 (age 60-64) is 15.8%
- ▶ In 2016, women are 10% of those working in this age cohort and 10% all owners of incorporated businesses
- ▶ Over time, 1 of every 3 women in the graduating cohort do not work in architecture

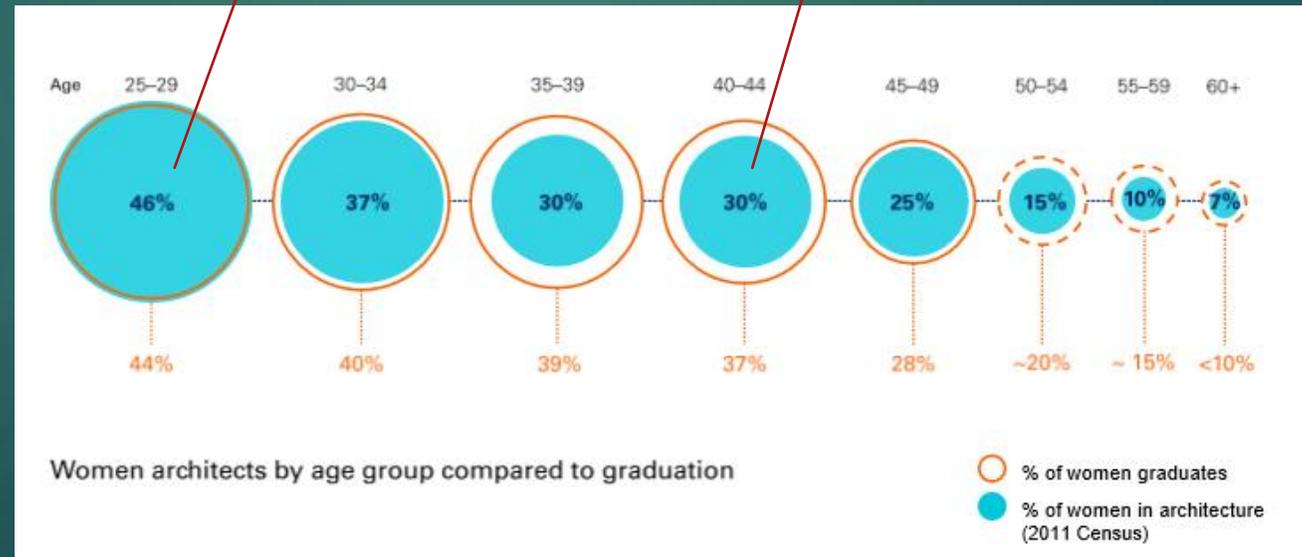
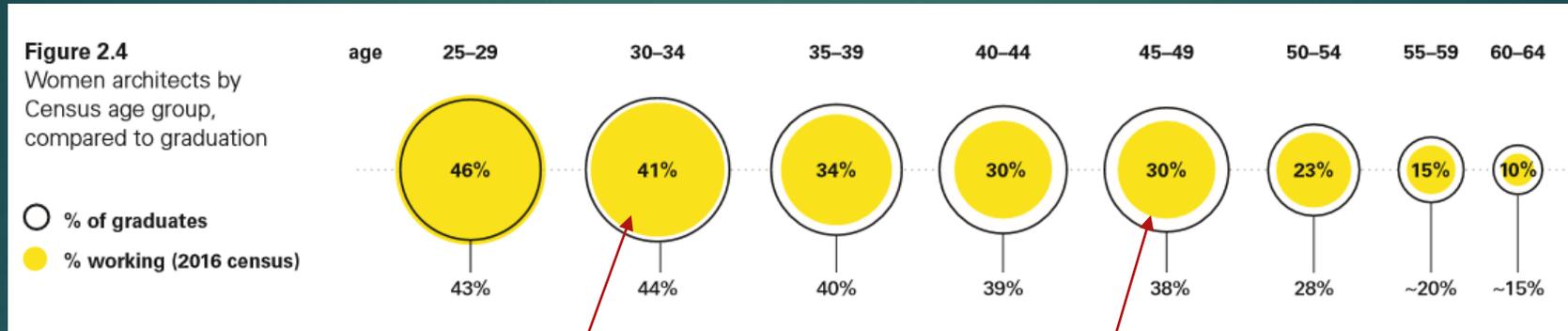
Case Study: Gen X

- ▶ Born 1967-81 (age 39-53 in 2020)
- ▶ Graduate approx. 1990-1995
- ▶ 38-40% of Graduates: in a class of 50, 19-20 women
- ▶ Gender pay gap in 2001 (age 25-34) is 7.7-8.8%
- ▶ Gender pay gap in 2006 (age 25-39) is 7.1-9.5%
- ▶ Gender pay gap in 2011 (age 30-44) 5.8-13.9%
- ▶ Gender pay gap in 2016 (age 35-49) is 9.4-14.6%
- ▶ All gaps adjusted for full-time wage
- ▶ Percentage of women working stays below graduate levels (from 39% to 30% i.e 1 in 4 women from graduating cohort leave)

Case Study: Millennial

- ▶ Born 1982-1991 (age 29-39 in 2020)
- ▶ Graduate approx. 2005-14
- ▶ 43-44% of Graduates
- ▶ Gender pay gap in 2011 (age 25-29) is 5.8%
- ▶ Gender pay gap in 2016 (age 25-44) is between 5.2-9.4%

Employment over time



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