Irish Architecture Career Tracker Survey Information Sheet

The survey begins after the consent below.

CONSENT

Thank you for your interest in this research. Before you decide whether or not to take part, please read the information below carefully. This process is known as 'informed consent'. If you have questions, please do not hesitate the researcher, Dr Dervla MacManus (Dervla.macmanus@ucd.ie) who will be happy to talk you through the research.

This information is available to download in PDF form on the project website.

What is this research about?

This research is about assessing working conditions and cultures within architecture, finding about why people leave architecture, what alternative occupations they choose, and whether there is a gender dimension to this. It is also about getting a breakdown of gender equality and attitudes towards gender equality.

Why is this study being done?

Currently only 30% of registered architects in Ireland are women, despite a 50:50 split at university level. This research will help us understand why this is happening, and what we can do to change to improve gender balance in the Irish Architectural profession.

Who can take part in the study?

This survey is for adults who are working on the island of Ireland and who have a degree in architecture or architectural technology. *You do not have to be working as an architect to take part.*

The survey is for *all* genders.

Who is conducting this study?

This study is being conducted by Dr Dervla MacManus, at the School of Philosophy, University College Dublin. The academic mentor is Associate Professor Katherine O'Donnell, School of Philosophy, University College Dublin.

How is this study being funded?

This study is being funded by the Irish Research Council and the RIAI (Royal Institute of Architects Ireland) through an Enterprise Partnership Scheme Postdoctoral Fellowship.

What will happen if I agree to take part?

If you agree to take part you will be asked to complete the consent form which follows this information sheet. You will be asked whether you meet the eligibility criteria for this survey. You will then begin the questionnaire (online survey) which will start with some demographic questions (age etc), then you will be asked to answer approximately 80 questions related to your career and gender equality. Most of these questions will be multiple choice questions and some will be open questions where you will need to type your answers.

The questionnaire should take approximately 20 minutes to complete if you are in architecture. If you have left architecture, there is an additional section of approximately 10 minutes.

If you decide not to take part in the study:

Your participation in the study is completely voluntary. It is your choice whether or not to participate.

Online Survey - How will your privacy be protected?

The online survey is anonymous, meaning that your location, email address, and your IP address are not being collected. Please do not enter any details which would identify yourself or another person or company in response to the open questions. (Open questions are those where you are asked to write your response as opposed to selecting an answer.) If you do enter identifying information (even unwittingly) these details will be removed. At the end of this study, this anonymous data will be deposited in an archive for use by future researchers and educators.

As the responses to this survey are anonymous, once you click 'submit' at the end of the survey, it will not be possible to withdraw your response as it will no longer be possible to identify it.

During this two year study, your data will be accessible to the lead researcher, Dr Dervla MacManus, academic mentor, Prof Katherine O'Donnell, and to CSTAR UCD statistical analysis consultants.

During the study it will be stored on a UCD Google Drive, which requires MFA (Multi Factor Authentication). UCD IT recommends Google Drive as storage for files which contain personal data and confidential university information and has ensured that this cloud storage solution meets a high standard of security and data protection and are continually monitored and managed. Data will not be stored on portable devices, such as laptops and USB sticks. An encrypted laptop will be used to process the data, but not to store it.

How will your data be used?

The data will be anonymised, analysed, and the results will be published to the project website, genderequityirisharchitecture.ie, *Architecture Ireland* (the RIAI's magazine) and as part of academic journal articles and/or book chapters.

The survey contains open questions where you can type your response. It is possible that quotations from these responses may be used in publications as listed above. (Any identifying details will be removed).

At the end of this study, the anonymous data collected in this survey will be deposited in the ISSDA (Irish Social Science Data Archive) based at UCD for use by future researchers and educators. Any identifying details will be removed before the data is deposited, (anonymization). Further information on the ISSDA archive can be found here: https://www.ucd.ie/issda/

What are the benefits of taking part in this research study?

There are no direct or personal benefits to taking part in the study. However, by taking part you will help to create a picture of the state of gender equity within architecture in Ireland. The more people participate the clearer that picture will be. This is the first step towards greater gender balance to the architecture profession.

What are the risks of taking part in this research study?

It is possible that you may experience discomfort or inconvenience. It is possible that if you have experienced harassment or bullying in the workplace that taking part may bring up painful memories for you. Contact information for help and support is available at the end of this sheet.

Can I change my mind at any stage and withdraw from the study?

Yes, you can stop filling out the survey at any time. However, as the survey is anonymous, once you click 'submit' it will no longer be possible to identify your data, and therefore no longer possible to withdraw from the study.

How will I find out what happens with this project?

Preliminary results from this study will be posted on the project website – genderequityirisharchitecture.ie. Results will also be published in Architecture Ireland.

RIAI CPD Points

Participants may claim 1 CPD point on completion of the survey, to be awarded by the Royal Institute of Architects Ireland (RIAI).

Data Protection Privacy Notice

This privacy notice is for University College Dublin, Belfield, Dublin 4, Ireland, in particular for the Gender Equity in Irish Architecture research project being carried out by Dr Dervla MacManus at School of Philosophy. You can contact us at Dervla.macmanus@ucd.ie

The University fully respects your right to privacy and actively seeks to preserve the privacy rights of those who share information with the University. Any personal information which you volunteer to the University will be treated in accordance with Irish and European Data Protection legislation.

<u>Why and how we collect and process the information and for how long we keep it?</u>

We collect your personal data for the purpose of assessing and researching gender equity in the Irish architecture profession on the legal bases of consent and a public task being carried out in the public interest. - Though this online survey is anonymous — meaning that your location, email address, and your IP address are not being collected — we will treat the data as anonymised personal data to afford you the protections offered under GDPR. We will keep your data for two years until the completion of the project and your anonymized data will be kept in the ISSDA (Irish Social Science Data Archive) based at UCD, indefinitely, for future use by researchers and educators. Further information on the ISSDA can be found here: https://www.ucd.ie/issda/

Please note that as the responses to this survey are anonymous, once you click 'submit' at the end of the survey, it will not be possible to withdraw your response as it will no longer be possible to identify it.

<u>Who has access to the information and who we share it with?</u>

Internal access: The personal data collected from you will be accessed by Dr Dervla MacManus and Prof Katherine O'Donnell. The anonymous and anonymized data will also be accessed by CSTAR UCD. CSTAR will provide consultation on, and may perform statistical analysis of the data.

External access: The University will share your data with a third party, Survey Monkey, where necessary for purposes of the processing outlined to assess gender equity. Your data will be stored within the EU. Survey Monkey has been chosen as a GDPR compliant survey tool licensed for use in UCD Schools and Colleges.

Your anonymized data will be kept in the ISSDA (Irish Social Science Data Archive) based at UCD, indefinitely, for future use by researchers and educators.

<u>What are your rights?</u>

- Right to be informed
- Right of access
- Right to rectification
- Right of erasure (Note: the right to erasure does not apply when the performance of a task carried out in the public interest is one of the legal bases, as is the case in this study.)
- Right to restrict processing
- Right of data portability
- Right to object to processing
- Right to object to automated decision making & profiling. (No automated decision making or profiling will occur in this study.)

If you have concerns about your rights as participant, you can contact the UCD DPO by email gdpr@ucd.ie. If you are not satisfied with UCD's response or believe we are not processing your personal data in accordance with the law, you can complain to the Irish Data Protection Commission. For more detail see:
 https://www.dataprotection.ie/

Contact information:

You can contact the researcher, Dr Dervla MacManus at Dervla.macmanus@ucd.ie with any questions or queries you may have about the research. Mentor: Professor Katherine O'Donnell, Katherine.odonnell@ucd.ie

<u>Help and Support Contact Information:</u>

Information on harassment in the workplace is available on Citizens Information.ie
https://www.citizensinformation.ie/en/employment/equality_in_work/harassment_at_work.html

<u>The Irish Human Rights and Equality Commission</u>

The Irish Human Rights and Equality Commission has a general remit to promote equality and can give advice and, in some cases, legal assistance if you want to bring a claim of harassment under the Employment Equality Acts. They have also prepared a Code of Practice on Sexual Harassment and Harassment at Work which is available here https://www.ihrec.ie/documents/code-of-practice-on-sexual-harassment-and-harassment-at-work-2/

<u>Irish Human Rights and Equality Commission</u>

16-22 Green Street, Dublin 7. Tel: (01) 858 9601   Homepage: http://www.ihrec.ie/   Email: publicinfo@ihrec.ie

<u>Workplace Relations Commission - Information and Customer Service</u>

O'Brien Road, Carlow, R93 E920. Tel: (059) 917 8990   Homepage: https://www.workplacerelations.ie/en/

Consent

* 1. I confirm I am over 18 years old

☐ Tick to confirm

* 2. I have read the information sheet and have had time to consider whether to take part in this study and I have had an opportunity to ask questions.

☐ Tick to confirm

* 3. Do you understand that your participation is voluntary and that you are free to withdraw from the research at any time without disadvantage?

☐ Tick to confirm

* 4. Are you willing to take part in the research?

☐ Tick to confirm

* 5. Are you aware that your responses will be collected via an online anonymous survey?

☐ Tick to confirm

* 6. Are you aware that if you do enter identifying information (even unwittingly) these details will be removed and the data will be anonymised?

☐ TIck to confirm

* 7. Will you allow the anonymized data to be archived, to enable future use and sharing with third parties (researchers and educators)?

☐ Tick to confirm

8. Will you allow the research team to use anonymized quotes in presentations and publications?

◯ Tick to confirm

Eligibility Part 1/3

* 9. Are you working in architecture* on the island of Ireland?

*meaning the broad field of architecture however *you* define it .
You *do not* need to be a registered architect to participate!
If you are not working in architecture, you will get an extra question to answer.

◯ Yes
◯ No

Eligibility Part 2/3

* 10. Do you have a degree in architecture or architectural technology?

◯ Yes
◯ No

Eligibility Part 3/3

* 11. Are you working on the island of Ireland? (full or part-time paid occupation based on the island of Ireland)

◯ Yes
◯ No

Anonymous

Remember, your survey responses are anonymous so please answer as truthfully as possible.

Please do not skip questions as this may invalidate your responses.

Please answer all questions.

Thank you :)

General Info

* 12. What gender do you identify as?

○ Male

○ Female

○ Transgender woman

○ Transgender man

○ Non-binary

○ Prefer not to say

○ Other (please specify)

[   ]

13. What age are you?

[   ]

14. Do you have caring responsibilities in your everyday life?

(Includes, for example, looking after children, elderly or sick people etc.)

○ Yes

○ No

○ Sometimes

15. Are you a parent/guardian?

○ Yes

○ No

Working in Architecture?

* 16. Do you consider yourself to be working in architecture?
(the broad field of architecture)

Tick the one which describes you best.

○ Yes, I am an architect working in the professional practice of architecture

○ Yes, I am an architect but I am *not* working in the professional practice of architecture

○ Yes, I am an architectural technologist

○ Yes, I am a graduate architect

○ Yes, I am working in the broad field of architecture

○ No. I am not working in architecture.

○ I'm not sure.

Primary Occupation

* 17. What is your primary (paid) occupation?

(If you have more than one occupation, please enter it below also. Your primary occupation is the one you spend most time on. *If you spend equal amounts of time, chose the occupation you identify with most strongly.*)

Primary occupation	
Secondary occupation	
Tertiary occupation	

For the rest of the questionnaire please answer the questions in relation to your primary occupation.

Geographical location

* 18. Where on the island of Ireland is your primary occupation based?

○ Northern Ireland

○ Republic of Ireland

○ Neither. My primary occupation is *not* based on the island of Ireland.

Geographical location II

19. In which region is your primary occupation based?

○ Greater Dublin Area

○ Rest of Leinster

○ Connaught

○ Munster

○ Ulster

Other occupation?

* 20. Please enter your occupation which *is* based on the island of Ireland?

Please answer the rest of the survey with regard to *this* occupation . We will consider this your primary occupation which is based on the island of Ireland.

* 21. Where on the island of Ireland is this occupation based?

○ Northern Ireland

○ Republic of Ireland

Other Occupation Location

22. In which region is this occupation based?

○ Greater Dublin Area

○ Rest of Leinster

○ Connaught

○ Munster

○ Ulster

General Work info

23. Do you currently work full time or part time?

○ Full time

○ Part time

○ Flexible hours full-time

○ Flexible hours part-time

24. Does your company/organisation offer Flexible Working Arrangements?

(Flexible working is a broad cluster of working arrangements which give you varying degrees of flexibility over the duration, location, and times you work. For example working from home, or flexitime etc.)

○ Yes

○ No

○ Don't know

* 25. Please tick the one which describes you best.

○ Self-employed

○ Self-employed with employee(s)

○ Private sector employee

○ Public sector employee

○ Not-for-profit employee (such as charities)

Field of Employment - Private

26. Which field of employment best describes your situation?

○ Sole principal

○ Equity Partner/Director

○ Salaried Partner/Director

○ Associate

○ Private practice salaried employee

○ In-house employee

○ Freelance / Short term contract

○ Other private sector (please specify)

[   ]

Field of Employment - Public

27. Are you employed in the:

○ Civil Service

○ Local Government

○ State Agencies

○ Education Sector

○ Health Sector

○ Gardaí/Defence Forces

○ Other (please specify)

[   ]

Your Role

28. What is your job title?

[   ]

29. What is your level of seniority?

○ Entry or Junior level

○ Mid-level

○ Senior Level

○ Senior level - leadership role

30. Are you employed on (a) a permanent basis; (b) on a temporary/contract basis; (c) a casual basis?

- ○ a permanent basis
- ○ on a temporary/contract basis
- ○ a casual basis
- ○ None of the above

31. When did you start in your current field of occupation?

(For example - if you're an architect, when did you first begin working in the field of architecture?)

Year

32. How many years did it take from starting in your current field of occupation to get to your current role?

(If you started at your current role, put 0)

Number of years

Qualifications

33. In what year did you finish college?

(i.e. *your primary third level education*, exclude qualifications obtained alongside your career)

Year

34. What qualifications do you have? Tick all that apply

- ☐ BSc Architectural Technology
- ☐ BSc Landscape Architecture
- ☐ BA/BSc Interior Architecture
- ☐ BSc Architecture
- ☐ B Arch
- ☐ M Arch (professional education in architecture)
- ☐ Professional Diploma (Architecture)
- ☐ Other Masters (such as MBA, MUBC, MSc, MA)
- ☐ PhD
- ☐ Other (please specify)

Registered

35. Are you currently a registered architect or architectural technologist?

○ Yes

○ No

Salary & Hours

36. What is your approximate gross salary?

○ up to €30,000

○ up to €40,000

○ up to €50,000

○ up to €60,000

○ up to €70,000

○ up to €80,000

○ up to €90,000

○ up to €100,000

○ up to €120,000

○ up to €150,000

○ up to €170,000

○ up to €200,000

○ more than €200,000

○ prefer not to say

37. How many hours per week are you contracted to work? (primary occupation)

[   ]

38. How many hours do you normally work each week in your primary occupation, including regular overtime?

(include both paid and unpaid overtime)

[   ]

Number of Staff

39. Approximately how many staff does your company/organisation have?

(If you don't know, enter 'DK')

[   ]

40. What is the approximate percentage of women in your company/organisation?

(If you don't know, enter 'DK')

[   ]

41. Is there a formal explicit policy on equal opportunities in your company/organisation?

(such as an Equality Diversity and Inclusion policy)

○ Yes
○ No
○ Don't know
○ None of the above

Hiring Y/N

42. Does your role involve hiring or recruiting staff?

○ Yes
○ No

Attract & Retain

43. How difficult or easy would you say it is to attract women to work for your company/organisation?

Extremely easy	Easy	Slightly easy	Neither easy nor difficult	Slightly difficult	Difficult	Extremely difficult
○	○	○	○	○	○	○

44. How difficult or easy would you say it is to *retain* women employees in your company/organisation?

Extremely easy	Easy	Slightly easy	Neither easy nor difficult	Slightly difficult	Difficult	Extremely difficult
○	○	○	○	○	○	○

What diff? retain

45. What do you think are the difficulties in retaining women employees?

[   ]

Leave

46. Does your organisation/company offer *paid* maternity and/or paternity leave?

(i.e. full or partial pay in addition to the statutory benefit paid by the government)

○ No, neither

○ Yes, paid maternity leave

○ Yes, paid paternity leave

○ Yes, both paid maternity and paternity leave

○ Don't know

47. Aside from annual leave, have you ever taken leave from your work?

☐ Adoptive leave

☐ Career break (minimum of 6 months)

☐ Carer's leave

☐ Maternity leave

☐ Paternity leave

☐ Parental leave (Up to 26 weeks unpaid leave for parents of children under 12 years old)

☐ Parent's leave (7 Weeks for parents of children under 2 years of age – benefit paid)

☐ Sick leave

☐ Study leave

☐ I have never taken leave

☐ Other (please specify)

| |
| |

Work II

48. Please read the following statements and indicate to what extent you agree or disagree with each one.

	Strongly disagree	Disagree	Agree	Strongly agree
My job requires that I work very hard	○	○	○	○
I work under a great deal of pressure	○	○	○	○
I never seem to have enough time to get everything done in my job	○	○	○	○
I often have to work extra time, over and above the formal hours of my job to get through the job or help out	○	○	○	○

Work III

49. How often do you...

	Always	Often	Sometimes	Hardly ever	Never	N/A
Find your work stressful?	○	○	○	○	○	○
Come home from work exhausted	○	○	○	○	○	○
Find that your job prevents you from giving the time you want to your partner or family	○	○	○	○	○	○
Feel too tired after work to enjoy the things you would like to do at home	○	○	○	○	○	○
Find that your partner/family gets fed up with the pressure of your job	○	○	○	○	○	○

Importance of Woman

50. How important is being a woman to the way you think about your career?

Not at all important 0	1	2	3	4	5	Extremely important 6	Don't know
○	○	○	○	○	○	○	○

Imp of Man

51. How important is being a man to the way you think about your career?

Not at all important 0	1	2	3	4	5	Extremely important 6	Don't know
○	○	○	○	○	○	○	○

Imp gender career

52. How important is your gender to the way you think about your career?

Not at all important 0	1	2	3	4	5	Extremely important 6	Don't know
○	○	○	○	○	○	○	○

Gender Impact

53. Overall, do you think that your gender has impacted on your career to date?

○ No, no impact

○ Yes, positive impact

○ Yes, negative impact

○ Don't know

Inequalities

54. In your opinion, how widespread are inequalities between women and men nowadays in your field of occupation?

*For example, if you are an architect this would be the field of architecture, if you are a teacher – the field of education

Extremely rare 0	1	2	3	4	5	Extremely widespread 6	Don't know
○	○	○	○	○	○	○	○

55. And compared to 10 years ago, would you say that inequalities between women and men are more widespread or less widespread in your field of occupation?

Far less widespread 0	1	2	3	4	5	Far more widespread 6	Don't know
○	○	○	○	○	○	○	○

Pay Gap

56. Do you think there is a gender pay gap for doing the same work within your profession or occupation?

○ No, everyone earns the same for the same job

○ Yes, in favour of men

○ Yes, in favour of women

○ Yes, in favour of non-binary and/or trans persons

○ Don't know

Pay gap %

57. What percentage difference do you think it is?

You Unfairly Man

58. Have you felt you have been unfairly treated in hiring, pay or promotion at work because you are a man?

Yes - once	Yes - more than once	No	Don't know
○	○	○	○

You unfairly woman

59. Have you felt you have been unfairly treated in hiring, pay or promotion at work because you are a woman?

Yes - once	Yes - more than once	No	Don't know
○	○	○	○

You Unfair gender

60. Have you felt you have been unfairly treated in hiring, pay or promotion at work because of your gender?

Yes - once	Yes - more than once	No	Don't know
○	○	○	○

Experience of Sexism workplace

61. How often have you...

	Never	Rarely	Sometimes	Often	Always	N/A
felt that you were not listen to because of your gender?	○	○	○	○	○	○
felt that you were not given the respect you deserve because of your gender?	○	○	○	○	○	○
been subjected to sexists remarks in the course of your work?	○	○	○	○	○	○
experienced bullying and/or harassment in the course of your work?	○	○	○	○	○	○

Perception of ineq

62. Now think generally about how things are currently in your field of occupation*. Based on your impression, would you say that women and men are treated equally fairly or not, in hiring, pay or promotions at work?

(*if you are an architect, your field of occupation would be architecture, if you are a teacher, your field of occupation would be education)

- ○ Women are treated less fairly than men
- ○ Men are treated less fairly than women
- ○ Women and men are treated equally fairly
- ○ Don't know

Contemporary soc sex

63. Below are a series of statements concerning men and women in society today. In your opinion, how often...

	Never	Rarely	Sometimes	Often	Always	Don't know
do women seek to gain power by getting control over men?	○	○	○	○	○	○
do women get easily offended ?	○	○	○	○	○	○
are women paid less than men for the same work in Ireland?	○	○	○	○	○	○
are women paid less than men for the same work in your field of occupation?	○	○	○	○	○	○
do women exaggerate claims of sexual harassment in the workplace?	○	○	○	○	○	○

COntemp sexism 2

64. How much do you agree or disagree that...

	Agree strongly	Agree	Neither agree nor disagree	Disagree	Disagree strongly	Don't know
...women should be protected by men?	○	○	○	○	○	○
...women tend to have a better sense of what is right and wrong compared to men?	○	○	○	○	○	○

Arch stereotypes

65. Some people argue that men and women have different skills. Thinking about the skills required in architectural practice, please indicate whether you think that *women* are worse, better or equal to men.

	Women are: much better	better	somewhat better	equal	somewhat worse	worse	Women are: much worse
Handling large scale complex projects	○	○	○	○	○	○	○
Handling conflicting views among the design team	○	○	○	○	○	○	○
Commanding respect on site	○	○	○	○	○	○	○
Technical knowledge of construction	○	○	○	○	○	○	○
Designing one-off houses	○	○	○	○	○	○	○
Problem solving	○	○	○	○	○	○	○
Communicating with clients	○	○	○	○	○	○	○
Attracting new business	○	○	○	○	○	○	○

Senior Positions

66. At the present time in Ireland women are less likely to hold senior positions within the architecture profession. Please indicate to what extent you agree or disagree with the following statements.

	Agree strongly	Agree	Neither agree nor disagree	Disagree	Disagree strongly	Don't know
Women are not interested in positions of responsibility	○	○	○	○	○	○
Men are more ambitious than women	○	○	○	○	○	○
Women are not willing to fight to make a career for themselves	○	○	○	○	○	○
Women are less committed to their work because of caring responsibilities	○	○	○	○	○	○
The construction industry is dominated by men who do not have sufficient confidence in women	○	○	○	○	○	○
Women do not have the necessary skills to perform well in senior positions	○	○	○	○	○	○

Salience IR

67. In general, how bad or good is it for <u>family life</u> in Ireland if equal numbers of women and men are in paid work?

Very bad 0	1	2	3	4	5	Very good 6	Don't know
○	○	○	○	○	○	○	○

68. In general, how bad or good is it for <u>politics</u> in Ireland if equal numbers of women and men are in positions of political leadership?

Very bad 0	1	2	3	4	5	Very good 6	Don't know
○	○	○	○	○	○	○	○

69. In general, how bad or good is it for <u>the strength of the economy</u> in Ireland if women and men receive equal pay for doing the same work?

Very bad 0	1	2	3	4	5	Very good 6	Don't know
○	○	○	○	○	○	○	○

70. In general, how bad or good is it for <u>the built environment</u> in Ireland if equal numbers of women and men are in higher management positions?

Very bad 0	1	2	3	4	5	Very good 6	Don't know
○	○	○	○	○	○	○	○

71. In general, how bad or good is it for <u>environmental sustainability</u> in Ireland if equal numbers of women and men are in higher management positions?

Very bad 0	1	2	3	4	5	Very good 6	Don't know
○	○	○	○	○	○	○	○

Salience NI

72. In general, how bad or good is it for <u>family life</u> in Northern Ireland if equal numbers of women and men are in paid work?

Very bad 0	1	2	3	4	5	Very good 6	Don't know
○	○	○	○	○	○	○	○

73. In general, how bad or good is it for <u>politics</u> in Northern Ireland if equal numbers of women and men are in positions of political leadership?

Very bad 0	1	2	3	4	5	Very good 6	Don't know
○	○	○	○	○	○	○	○

74. In general, how bad or good is it for <u>the strength of the economy</u> in Northern Ireland if women and men receive equal pay for doing the same work?

Very bad 0	1	2	3	4	5	Very good 6	Don't know
○	○	○	○	○	○	○	○

75. In general, how bad or good is it for <u>the built environment</u> in Northern Ireland if equal numbers of women and men are in higher management positions?

Very bad 0	1	2	3	4	5	Very good 6	Don't know
○	○	○	○	○	○	○	○

76. In general, how bad or good is it for <u>environmental sustainability</u> in Northern Ireland if equal numbers of women and men are in higher management positions?

Very bad 0	1	2	3	4	5	Very good 6	Don't know
○	○	○	○	○	○	○	○

Attitudes to Policies

77. Imagine a couple who both work full-time and earn roughly the same amount, and now have a newborn child. Both are eligible for paid leave if they stop working for some time to care for their child.

To what extent are you in favour or against a legal measure that **<u>requires</u>** both parents to take **<u>equal</u>** periods of paid leave to care for their child?

Strongly in favour	Somewhat in favour	Neither in favour nor against	Somewhat against	Strongly against	Don't know
○	○	○	○	○	○

78. To what extent are you in favour or against ...

	Strongly in favour	Somewhat in favour	Neither in favour nor against	Somewhat against	Strongly against	Don't know
...firing employees who make insulting comments to women in the workplace?	○	○	○	○	○	○
...making businesses pay a fine when they pay men more than women for doing the same work?	○	○	○	○	○	○

Solutions

79. Here is a list of possible solutions which may help increase the amount of women in the architectural profession. Please indicate how impactful you think each one would be:

	No impact at all 0	1	2	3	4	5	Extremely impactful 6
Create greater work-life balance in the profession as a whole	○	○	○	○	○	○	○
Increase pay in the profession as a whole	○	○	○	○	○	○	○
Make childcare more accessible and affordable	○	○	○	○	○	○	○
Introduce compulsory paternity leave	○	○	○	○	○	○	○
Improve access for women to more senior roles	○	○	○	○	○	○	○
Increase flexible working arrangements (e.g. part-time work, working from home)	○	○	○	○	○	○	○

Solutions 2

80. Here are some more possible solutions which may help increase the amount of women in the architectural profession. Please indicate how impactful you think each one would be:

	No impact at all 0	1	2	3	4	5	Extremely impactful 6
Require all architecture practices to have an Equality, Diversity and Inclusion policy	○	○	○	○	○	○	○
Educate employers on the benefits of female architects	○	○	○	○	○	○	○
Change men's attitudes towards female architects	○	○	○	○	○	○	○
Create greater awareness of female architect role models	○	○	○	○	○	○	○
Reduce registration fees for part-time architects	○	○	○	○	○	○	○

81. Any other solutions not listed you'd like to suggest?

WiA

82. The term 'woman in architecture' is an important reflection of who I am professionally.

Agree strongly	Agree	Neither agree nor disagree	Disagree	Disagree strongly	Don't know
○	○	○	○	○	○

83. What term, if any, would you prefer?

Filler qs

84. Who is your favourite living architect?

85. If there is an 'x' factor required to be an architect, what do you think it is?

[   ]

Architecture Specific Questions

* 86. Did you ever join the register of architects or register of architectural technologists?

○ Yes, I am on the register of architects

○ Yes, but I left the register of architects

○ Yes, I am on the register of architectural technologists

○ Yes, but I left the register of architectural technologists

○ No, never.

Never Joined Register

87. Please think about the reasons you never joined the register and indicate to what extent you agree with the following statements.

	Completely agree	Agree	Somewhat agree	Somewhat disagree	Disagree	Completely disagree	N/A
I don't need to be registered for my occupation	○	○	○	○	○	○	○
I could not obtain the requisite experience	○	○	○	○	○	○	○
It is too difficult	○	○	○	○	○	○	○
It takes too long	○	○	○	○	○	○	○
It is too expensive	○	○	○	○	○	○	○
The time commitment is too onerous with my other commitments	○	○	○	○	○	○	○
My qualifications are too long ago	○	○	○	○	○	○	○
I haven't gotten around to doing it	○	○	○	○	○	○	○
I don't see the benefit to me	○	○	○	○	○	○	○
I do not have all the required qualifications	○	○	○	○	○	○	○

Other (please specify)

[   ]

Left register

88. Please think about the reasons why you left the register and indicate to what extent you agree with the following statements.

	Completely agree	Agree	Somewhat agree	Somewhat disagree	Disagree	Completely disagree	N/A
My work changed and I no longer needed to be registered	○	○	○	○	○	○	○
It is too expensive	○	○	○	○	○	○	○
I didn't feel it benefitted me	○	○	○	○	○	○	○
The time commitment is too onerous	○	○	○	○	○	○	○
I took maternity/paternity leave and re-joining was too difficult	○	○	○	○	○	○	○

Other (please specify)

[   ]

Left architecture?

* 89. Do you consider yourself to have *left* architecture? (the broad field of architecture)

○ Yes

○ No

○ Temporarily

If left field - years and ever practice

90. Approximately how many years after completing your architecture studies at university did you move into another field?

(If less than 1 year enter '0')

Number of years [   ]

* 91. Did you ever work in architectural professional practice?

○ Yes

○ No

Q - Have left practice but NOT arch

* 92. Do you consider yourself to have left architectural professional practice, but *not* the broader field of architecture?

○ Yes, I have left architectural professional practice, but *not* the broader field of architecture

○ Yes, I have left architectural professional practice *temporarily*, but *not* the broader field of architecture

○ I have not left architectural professional practice

What year did you leave arch practice?

93. In what year did you leave architectural professional practice?

Year [   ]

94. Approximately how many years did you spend in professional practice before leaving it?

Number of years [   ]

* 95. Did you have your own architecture practice?

○ Yes

○ No

DId have employees?

96. Did you have employees in your own practice?

○ Yes

○ No

How many emply?

97. How many people did you employ?

Number of employees [   ]

How many years own practice?

98. For how many years did you have your own practice?

Number of years [   ]

Reasons for leaving own practice

The decision to leave is a complex one involving many different factors for different people. The next questions show lists of factors. Please indicate on the scale how important each factor was in making the decision to leave.

99. Industry factors I. Please indicate on the scale how important each factor was in making the decision to leave.

	Not important at all 0	1	2	3	4	5	Extremely important 6	N/A
Professional indemnity insurance was too expensive	○	○	○	○	○	○	○	○
The legal responsibility on architects was too much	○	○	○	○	○	○	○	○
Paying staff became too expensive	○	○	○	○	○	○	○	○
Recruiting staff was too difficult	○	○	○	○	○	○	○	○
The registration fee was too expensive	○	○	○	○	○	○	○	○

100. Industry factors II. Please indicate on the scale how important each factor was in making the decision to leave.

	Not important at all 0	1	2	3	4	5	Extremely important 6	N/A
It was no longer financially viable	○	○	○	○	○	○	○	○
The scale of the projects available to my practice was too small	○	○	○	○	○	○	○	○
Getting paid for work done was too difficult	○	○	○	○	○	○	○	○
Day-to-day business costs were too expensive	○	○	○	○	○	○	○	○
Fees chargeable were too low	○	○	○	○	○	○	○	○

101. Working conditions. Please indicate on the scale how important each factor was in making the decision to leave.

	Not important at all	1	2	3	4	5	Extremely important 6	N/A
I wanted greater work-life balance	○	○	○	○	○	○	○	○
I wanted better pay	○	○	○	○	○	○	○	○
I wanted a job with less stress	○	○	○	○	○	○	○	○
I wanted greater stability	○	○	○	○	○	○	○	○

102. Working culture. Please indicate on the scale how important each factor was in making the decision to leave.

	Not important at all	1	2	3	4	5	Extremely important 6	N/A
I did not have good relationships with other design consultants	◯	◯	◯	◯	◯	◯	◯	◯
My relationship with my working partners became difficult	◯	◯	◯	◯	◯	◯	◯	◯
I felt pressure conform to masculine stereotypes	◯	◯	◯	◯	◯	◯	◯	◯
I felt I was not respected within the industry	◯	◯	◯	◯	◯	◯	◯	◯

103. Personal situation. Please indicate on the scale how important each factor was in making the decision to leave.

	Not important at all 0	1	2	3	4	5	Extremely important 6	N/A
I had caring responsibilities and could no longer do both	◯	◯	◯	◯	◯	◯	◯	◯
I became ill and could no longer work	◯	◯	◯	◯	◯	◯	◯	◯
I felt burnt out	◯	◯	◯	◯	◯	◯	◯	◯

104. Something better. Please indicate on the scale how important each factor was in making the decision to leave.

	Not important at all 0	1	2	3	4	5	Extremely important 6	N/A
I found a different occupation better suited to my skills	○	○	○	○	○	○	○	○
I found something else I was really interested in	○	○	○	○	○	○	○	○
I simply wanted a change	○	○	○	○	○	○	○	○
I wanted to have more power to make changes in the built environment	○	○	○	○	○	○	○	○
I wanted to make a greater impact on society	○	○	○	○	○	○	○	○

105. Expectations. Please indicate on the scale how important each factor was in making the decision to leave.

	Not important at all 0	1	2	3	4	5	Extremely important 6	N/A
I felt I was not fulfilling my potential	○	○	○	○	○	○	○	○
I felt I didn't care about architecture anymore	○	○	○	○	○	○	○	○
The profession of architecture was not what I thought it would be	○	○	○	○	○	○	○	○
I did not enjoy running my own business	○	○	○	○	○	○	○	○
I felt the reward was not worth the effort	○	○	○	○	○	○	○	○
I felt I was not spending enough time designing	○	○	○	○	○	○	○	○
I did not enjoy dealing with clients	○	○	○	○	○	○	○	○

106. Discrimination. Please indicate on the scale how important each factor was in making the decision to leave.

	Not important at all 0	1	2	3	4	5	Extremely important 6	N/A
I experienced bullying in my working life	○	○	○	○	○	○	○	○
I experienced sexual harassment in my working life	○	○	○	○	○	○	○	○
I felt discriminated against because of my age	○	○	○	○	○	○	○	○
I felt discriminated against because of my ethnicity	○	○	○	○	○	○	○	○
I felt discriminated against because of my gender	○	○	○	○	○	○	○	○
I felt discriminated against because of my sexuality	○	○	○	○	○	○	○	○

107. Any other factor which was important in your decision to leave practice?

[   ]

Reasons for leaving practice - Employee

Employee version

The decision to leave is a complex one involving many different factors for different people. The next questions show lists of factors. Please indicate on the scale how important each factor was in making the decision to leave.

108. Working conditions. Please indicate on the scale how important each factor was in making the decision to leave.

	Not important at all 0	1	2	3	4	5	Extremely important 6	N/A
I wanted greater work-life balance	○	○	○	○	○	○	○	○
I wanted better pay	○	○	○	○	○	○	○	○
I wanted flexible working hours	○	○	○	○	○	○	○	○
I wanted a job with less stress	○	○	○	○	○	○	○	○
I wanted more opportunities for career progression	○	○	○	○	○	○	○	○
I wanted greater stability	○	○	○	○	○	○	○	○

109. Working culture. Please indicate on the scale how important each factor was in making the decision to leave.

	Not important at all 0	1	2	3	4	5	Extremely important 6	N/A
I did not agree with the ethos of my workplace	○	○	○	○	○	○	○	○
I did not have good relationships with my co-workers	○	○	○	○	○	○	○	○
I did not have good relationships with other design consultants	○	○	○	○	○	○	○	○
I felt pressure conform to masculine stereotypes	○	○	○	○	○	○	○	○
I felt my contributions were not valued	○	○	○	○	○	○	○	○
I felt I was not respected	○	○	○	○	○	○	○	○

110. Personal situation. Please indicate on the scale how important each factor was in making the decision to leave.

	Not important at all	1	2	3	4	5	Extremely important 6	N/A
I had caring responsibilities and could no longer do both	○	○	○	○	○	○	○	○
I became ill and could no longer work	○	○	○	○	○	○	○	○
I was working part time and wanted to work full time job	○	○	○	○	○	○	○	○
I was working full-time and wanted to work part-time	○	○	○	○	○	○	○	○
I felt burnt out	○	○	○	○	○	○	○	○

111. Something better. Please indicate on the scale how important each factor was in making the decision to leave.

	Not important at all 0	1	2	3	4	5	Extremely important 6	N/A
I found a different occupation better suited to my skills	○	○	○	○	○	○	○	○
I found something else I was really interested in	○	○	○	○	○	○	○	○
I simply wanted a change	○	○	○	○	○	○	○	○
I wanted to have more power to make changes in the built environment	○	○	○	○	○	○	○	○
I wanted to make a greater impact on society	○	○	○	○	○	○	○	○

112. Expectations. Please indicate on the scale how important each factor was in making the decision to leave.

	Not important at all	1	2	3	4	5	Extremely important 6	N/A
I felt I was not fulfilling my potential	○	○	○	○	○	○	○	○
I felt I didn't care about architecture anymore	○	○	○	○	○	○	○	○
The profession of architecture was not what I thought it would be	○	○	○	○	○	○	○	○
I felt I was not getting enough time on site	○	○	○	○	○	○	○	○
I felt I was not spending enough time designing	○	○	○	○	○	○	○	○
I felt I did not have enough creative freedom	○	○	○	○	○	○	○	○

113. Discrimination. Please indicate on the scale how important each factor was in making the decision to leave.

	Not important at all	1	2	3	4	5	Extremely important 6	N/A
I experienced bullying in the work place	○	○	○	○	○	○	○	○
I experienced sexual harassment in the work place	○	○	○	○	○	○	○	○
I felt discriminated against because of my age	○	○	○	○	○	○	○	○
I felt discriminated against because of my ethnicity	○	○	○	○	○	○	○	○
I felt discriminated against because of my gender	○	○	○	○	○	○	○	○
I felt discriminated against because of my sexuality	○	○	○	○	○	○	○	○

114. Any other factor which was important in your decision to leave practice?

Last Question

115. Last question - Is there anything we have not covered you would like to add?