

Are female architects represented fairly within architecture, and are their efforts appropriately recognised within the 20th and 21st century?

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Abstract

Women have been designing buildings and contributing to the progression of the built environment for centuries, both individually and collaboratively. With this, the question surrounding representation for women in the profession continues to linger; Are female architects in need of representation, or are they already equal to their male colleagues? Research suggests that women have faced erasure and disconnect from the profession for decades, despite contributing greatly throughout history. This research aims to understand whether this disconnect truly exists and if so, have circumstances changed in any way.

This work began with a literature review researching the history of female architects beginning from the 19th century. This led to the development of mixed primary research methods using interviews and questionnaires to investigate the current experiences of and representation for female architects. 7 interviews were conducted and over 30 questionnaire responses were obtained. The results found that female architects continue to face prejudice outlined within literature from decades ago, however significant changes have been made. Results also showed a consistent list of issues faced by contemporary female architects with varying degrees of improvements following these issues. These primary issues were wage gap, dismissal of skill by higher roles, the motherhood penalty and the absence of women architects within award schemes.

It is therefore clear that women in architecture, despite condition improving gradually, continue to face gender-based issues within their professions. This in turn contributes to the lack of representation and inadequate acknowledgement for female architects. Although notable improvements are evident, more work is yet to be done to achieve this full recognition for women in architecture.

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Chapter 1: Introduction

1.1 Introduction to dissertation.

Throughout history, Architecture continues to be an evolving discipline with differences and similarities of buildings depending on factors such as geographical location, time, weather conditions and user-communities. The field of architecture comes with a sense of importance due to the significance it holds, and continues to hold, in the world we live in. Buildings surround us and shape our lives, from homes to schools to workplaces, and the people who create these spaces are often celebrated (SPAB, 2023). However, there is an undeniable issue that lingers over the field that has been present from the very beginning, the dismissal of women in architecture (Kullack, 2011). Despite the thousands of women architects who have designed and constructed buildings for years, they remain underrepresented in their own profession (Martin, 2003). Mainstream recognition of women's architectural work only began to emerge within the last decade (McLeod, 2024). Women like Elizabeth Wilbraham, a 17th century trailblazing architect who is considered one of Europe's first professional female architects (Millar, 2010), or Plautilla Bricci, an Italian painter and inferred architect from the same period, are consistently being undermined even until now (Lollobrigida, 2017). Their career positions are a debated topic, with some historians and architects insisting they were not professionally qualified and thus not considered architects (Willison, 2012), despite evidence showing their involvement in design work and drawings, alongside the fact that women's qualification in any career at the time was uncommon and unheard of (Hogg, 1967).

Although these examples are from centuries ago, the discussion of women in architecture is still a topic of conversation (Architecture Today, 2019), with similar dismissals of professionalism and disrespect being showcased in mainstream media and journalism during recent times (Stead, 2014).

1.2 Aims & Objectives.

The aim of this dissertation is to understand the experiences of women in the profession of architecture, particularly considering their lack of recognition throughout history. Moreover, it aims to analyse whether the efforts female architects have contributed to the profession have been, and currently are, recognised appropriately. The study will analyse personal experiences of women architects through literary research and primary research, aiming to

conclude a final verdict based on findings. To achieve these aims, the following objectives must carry out:

Table 1: Table showing objectives needed to achieve aims.

1. Undertake a literature review.	Substantial review and analysis of literature will allow for broad contextual awareness and understanding of the topic in detail. Moreover, historical understanding provides imperative background information which will propel primary research schedules.
2. Conduct interviews with female architects.	Creating an interview schedule following a literature review will allow for more depth of information and provide further knowledge from a personal source. Moreover, interviews allow for a conversational approach to obtaining research, resulting in specific answers and discussions.
3. Disperse a questionnaire to students studying architecture.	Obtaining information from students, both with and without professional experience, will allow for contemporary viewpoints regarding the topic. This approach can also show similarities or differences from junior roles and students moving into the profession in comparison to results from women with extended experience in the profession.
4. Comparisons between different methods of research.	A discussion comparing findings should communicate the key elements regarding the topic of women's recognition within architecture, and more specifically will highlight consistent themes highlighted by both female architects and students entering the profession. Comparative analysis of research is imperative within the study, as to discover clear, consistent patterns that may exist regarding female architect's experiences working in the industry, and whether these patterns have an effect of the recognition women architects receive overall.

1.3 Structure.

This dissertation follows a specific structure as shown in Figure to clearly discuss the topic in detail in a methodical manner.



Figure 1: Diagram showing structure of dissertation (Author, 2026).

The structure followed allows for:

- Historical and contemporary information discussed within the literature review to set the framework for methodology.
- Results analysed within the following discussion chapter will then be appropriately contextualised, allowing for informed findings to then follow into the conclusion.

- Concluding this study should include discussion of both literature and findings, resulting in a solid conclusion regarding the research question. Future discussion will be included in this chapter following any results from primary research.

Chapter 2: Literature Review

2.1 Women's academic emergence into Architecture, 19th century.

Women have been designing buildings both aesthetically and technically for decades (English Heritage, 2014). However, the distinct difference between an academically awarded architect versus an individual with architectural design experience without official accolades, regardless of how extensive the experience may be, ultimately plays a large role in the merit awarded to the designers (Nenadic, 2014). This contributes to the lack of female architects in historical literature, especially those before the 20th century (Espegel, 2016), since women's access to 'male-dominated' professions were extremely limited at the time. Compiling a record of every female architect before the 20th century is virtually impossible without professional documentation (Collins, 2012). This, however, does not negate the work of past female architects and more so imposes the question, why had it taken such a significant amount of time for women to be granted the opportunity of studying architecture (Caven, 2008)? Furthermore, how has the study of architecture changed since then, and has it remained as male centred as it had started? The official emergence of women in architectural academia began in 1880, with Louise Blanchard Bethune being the first woman to graduate with a degree in Architecture in the United States, (McAlonie, 2023), marking the beginning of a new, progressive chapter within the field. Bethune was later the first woman elected to join the American Institute of Architects (AIA) in 1889 (McLeod, 2012), stating "The future of a woman in the architectural profession is what she sees herself fit to make it." (Laurie, 1988. p.14).

Research suggests that the recognition of female practitioners in the profession of architecture was almost entirely absent throughout history until the 21st century, when the career path eventually became more normalised for women to pursue (Stratigakos, 2016). With the exception of select few examples like Elizabeth Willbrahim or Plautilla Bricci, the incorporation of female architects in academic literature has been extremely limited despite the active participation of women throughout architectural history (Espegel, 2018).

The absence of women in architecture, both professionally and within academic documentation, eventually became a topic of conversation (Willis, 1998), with many women beginning to question why this separation based on gender existed in the first place. (Showalter, 2016). Julia Ward Howe is an example of this, being the first person to challenge this gender norm within architecture and delivering a public lecture at the Victorian Discussion Society in July 1872 (Michals, 2015). This lecture questioned why the field had no female

practitioners, in which she stated her belief that women had an “innate taste and sense of beauty” (Stratigakos, 2016, p.5), questioning why they were not more involved in a field where design and aesthetics is crucial. This lecture was a stamp in the turning point of women’s recognition in architecture, with a myriad of trailblazer professionals following closely after.

One of these professionals was Margaret Hicks, the second woman to graduate from an architecture school in the United States after Mary Louisa Page, and the first woman to graduate in Architecture from Cornell University (Reeder, 2017). Hicks is a pivotal name in the discussion of female architects. Graduating in 1880 and passionately involved in her career, she delivered a speech immediately after her graduation on the demand and importance of affordable housing with safe conditions for families to live in (Allaback, 2008.). Specifically, regarding shared living spaces, Hicks spoke about the inappropriate conditions this form of housing were typically in, such as the lack of ventilation and overly tight spaces, stating multi-tenant housing “must have light and air, closets, and bedrooms” (Reggev, 2025). Despite these now being essential regulations in architecture, they were not always followed at the time, especially in instances of shared housing, displaying Hicks’ outspoken attitude and enthusiastic involvement within architecture. Unfortunately, Hicks’ career was cut short following her untimely death at the age of 25, although her assertiveness and commitment to her career have many considering her a potential trailblazer within the profession (JAA, 2017). Despite Hicks’ achievements and documented work, recognition for the architect is difficult to come across within academic text, with little information available unless specifically sought after.

2.2 Public’s initial opinion regarding female architects, 19th century.

During the same time in 1880, a Cincinnati Enquirer’s article regarding female architects was released, alluding to the normalisation of women in the profession. However, the article pushed for female architects to exclusively partake in domestic projects, stating “If anyone knows what a house should be, it is the woman who is to live in it. [...] If the woman architect will devote herself to the kitchens and cellars, and closet-rooms and servants' sleeping-rooms, the world will be better for her appearance” (Cincinnati Enquirer, 1880. p.9). Although this article is now outdated, implying women are to constrain themselves to domestic works and to remain within house making, the article was a step in the right direction at the time. Any inclusion of women practitioners being encouraged within architecture was scarce (Stratigakos, 2012), therefore when it appeared, it pointed to progression regardless.

Despite initial encouragement for women in architecture slowly appearing, there was significant pushback due to the determination to keep architecture a solely male-occupied

field. An example reflecting this narrative comes from Bartning (1911), in which the architect concludes that women architects are “too sensitive and weak” to pursue the career, claiming “they listened too readily to client's wishes’ (p.62), perpetuating the idea that architects should consistently reject client's wishes to establish their personal creative values as a display of their own importance. Another key figure who followed this belief was Thomas Raggles Davidson (1902), who discussed the topic of women’s pursuit of architecture in an article of the *British Architect* titled “*May Women Practice Architecture?*”. Davidson concluded that women should not pursue the career path, although he adopted a chivalrous approach to this opinion under the pre-tense that he was a protector of architecture and women. Davidson stated, “the traits with which nature had endowed a woman and made her so irresistible to a man” (1902), claiming women should not pursue architecture professionally due to natural pre-existing gender roles. This attempt of pushing women away from the profession was through flattery rather than harsh, hostile language, which was the more typical approach at the time. This illustrates the consensus during that period, in which many believed architecture must remain a male-dominated field with no space for women, despite numerous female architects creating and contributing to buildings throughout history (Sculptform, 2026). As illustrated previously, the lack of recognition and credit given to these architects directly correlated to the intense opposition of women in the field. Without examples of work from female architects, it was more difficult to disprove these sexist remarks and viewpoints.

German art critic Karl Scheffler closely reflected this viewpoint, evident in his written paper of gender and creativity. Within this text, Scheffler condemned women working in architectural firms, abrasively claiming women who pursued creative careers became “irritable hermaphroditic creatures”, supposedly sacrificing their femininity and continuing to suffer with “sex drive issues, prostitution, or lesbianism” (Stratigakos, 2016. p.8). Scheffler continued, claiming women pursuing the career would be putting architecture at risk, stating women “must stay very far away from architecture”, which he views as the most masculine sector of art. In addition to this, Scheffler also condemned men who embraced their femininity, stating they should also be shun from the industry, completely opposed to femininity within the field at any capacity (p.9).

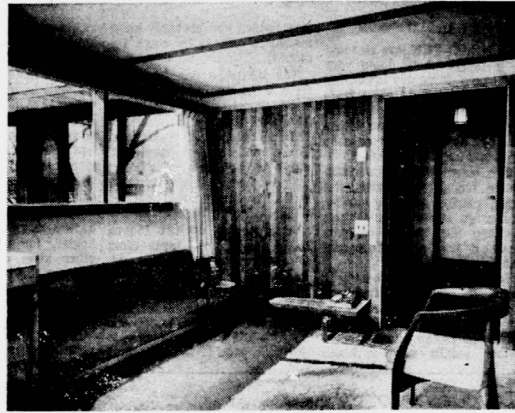
2.3 Female architect’s expectancy to pursue domestic projects and the inherent association with homemaking.

With women beginning to study architecture came a new obstacle, the automatic assumption every female architect was to remain within the category of domestic works (Boys, et al.,

1984). The progression of women's access to architectural education into professional architectural work, and the following restrictions placed upon them, was the catalyst for the Architectural Association's (AA) inclusion of female architects in 1917 (AA, 2022). The AA opening to women is an example of the increasing tension within the building industry at the time due to women resisting the continuous dismissal of their work and fighting for inclusion within the profession (Darling and Walker, 2017). Contrarily, some women did take advantage of the societal expectations placed upon themselves and their female peers and continued to advertise themselves as domestic specialists. The common ideology amongst architects at the time believed that women's biology naturally allowed them to create domestic spaces, not commercial spaces. Amongst these architects was Jean Wehrheim in 1966, a licensed architect who specialised in housing. Newspaper *Chicago Tribune* (1966) described her as an "attractive, vivacious young homemaker" (p.87), appealing to men both in and out of practice.



Jean Wehrheim is right at home in her office. That's because it has been converted from a workshop in her spacious Lombard ranch home. This view shows the abundance of windows and L-shaped counter top desk.



A sofa, table, and chair provide a lounging area in the office, which has a wall paneled in oak flooring. The doorway leads to a slate floored entry and another door to the main house and kitchen.

Woman Architect Cashes in on Design Talent

By Nancy Poore

THERE ARE only a few hundred accredited woman architects in this country, and Jean Wehrheim of Lombard is among them. She continues the practice which she and her late husband, John, established together.

They designed and built their handsome ranch home in "two years' worth of week-ends" about 15 years ago. It is here that Mrs. Wehrheim maintains an office.

For several years the "office" consisted mainly of a large kitchen table. Then it occurred to Mrs. Wehrheim that a workshop and storage space, added to the house a few years ago, might be converted into ideal business headquarters. After all, the former garage had already been converted into a TV room for the two children.

The conversion from workshop to office was completed just a few weeks ago. It is reached thru a slate-floored entry hall with an exterior door as well as one leading into the main house thru the kitchen.

The office is about 13 by 16 feet. To obtain good daylight, Mrs. Wehrheim had eye-level windows installed across the width of the south wall. A valance above the window conceals fluorescent lighting. The existing windows in the east wall were made shallower by covering them partially with laminated plastic wall panels and shelves.

Along these two walls there is a built-in counter top of white laminated plastic, used as a desk and drawing board. The arrangement provides Mrs. Wehrheim, her draftsman, and her secretary with plenty of work space.

Another wall is occupied by storage shelves, which are concealed by matchstick bamboo panels stretched on sliding door frames.

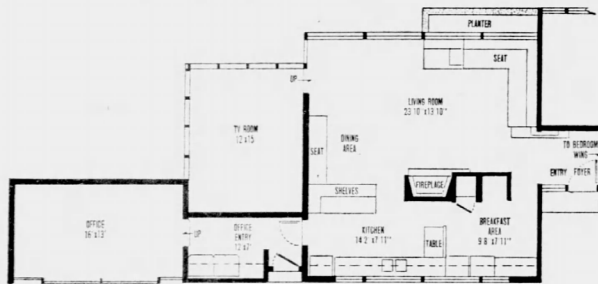
The white ceiling is decorated with wood strips on modules of about 4 feet. Another wall next to the door has been paneled in oak flooring, stained in various wood tones. This treatment demonstrates Mrs. Wehrheim's theory that "unusual effects can be achieved inexpensively."

One corner of the room has an olive green couch, a contemporary slat bench, a pair of pull-up chairs, and a coffee-maker; an ideal arrangement for pleasant consultations.

The attractive, vivacious young homemaker believes that more women should consider architectural careers.

"We have a natural inclination for designing homes," she said. "Men seem to prefer big projects, like offices and public buildings, but I know what I am doing when it comes to designing a kitchen."

Most of her drafting is also done by a woman—Mrs. Richard Roberts, a neighbor.



A flat roof with wide overhanging eaves accentuates the low silhouette of the ranch style home. The office is at the right, adjacent to the TV room with floor-to-ceiling windows overlooking the back yard. (TRIBUNE Photos by Robert MacKay)

Figure 2: Article discussing Jean Wehrheim's work (Chicago Tribune, 1966).

These descriptors diminish Wehrheim's work, praising her physical appearance and supposedly her willingness to comply with the gender-conforming standards deemed acceptable at the time, rather than commenting on her architectural skill. Objectifying labels, namely attractive and vivacious in an article surrounding her career allowed these predatory stereotypes to prevail, and despite her architectural work and experience, Wehrheim publicly aligned herself with these values. Whether this was due to personal opinions or as a marketing strategy is unclear and the result prompted the diminishment of women's capabilities regardless. Being one of very few female architects at the time that had the ability to reach greater audiences, Wehrheim's alignment with these beliefs further cornered women to domestic projects. For instance, Wehrheim's encouragement of young women coming into the industry was solely within gender conformed spaces, stating "We have a natural inclination for designing homes. Men seem to prefer big projects, but I know what I am doing when it comes to designing a kitchen" (Wehrheim, J. 1966, p.87).

Restrictive representation of female architects continued, with many architects only accepting women into the profession for domestic works and announcing these views publicly. An example of this comes from a 1971 *New York Times* interview, "but so far we just don't have great women architects" (Breuer, 1971. p.15). Breuer did hire women, claiming they make "excellent draftsmen", however "building is too tough for women to achieve a name and success" (p.15). Moreover, he previously questioned if this opinion formed due to tradition or biology. His initial claim is debated to have possibly come from a place of uncertainty and ignorance, however his standpoint that women are biologically more suited to motherhood and homemaking eventually negated this theory.

Another substantial obstacle regarding domestic affairs faced by female architects is the profession's response to parenthood, more specifically maternity leave. The common occurrence typically labelled "the motherhood penalty" (Wood, 2024) is an occurrence which many women architects have claimed to face in which mothers in the industry are mistreated in comparison to their colleagues (Wood, 2024). The experience is supported by surveys that indicate women with children have lesser chances of promotion and initial hire, while also typically earning lower salaries and facing harsher judgement in comparison to their colleagues of fathers or women without children (Choi, 2024). Reports show that within Europe in 2023, every country, excluding Luxembourg which sits at a typical -0.2% gap, women earn less than men. The wage gap between men and women reached up to 19% in some countries (European Parliament, 2023). Figure 3 comparatively shows the UK wage gap as of 2022, 7.9%, against various European countries, although sources state the UK currently lands at around 11% specifically within Architecture as of 2026 (RIBA, 2026).

Country	Gender Pay Gap %	Cost of living for 1 person monthly in £	Cost of living for 1 person monthly in €
Romania	2.4	405.09	473.9553
Poland	4.5	441.38	516.4146
Slovenia	3.1	559.73	654.8841
Bulgaria	12.7	421.87	493.5879
Portugal	11.4	460.44	538.7148
Italy	4.2	645.62	755.3754
Spain	9.4	530.19	620.3223
Croatia	11.2	506	592.02
Cyprus	9	607.14	710.3538
Lithuania	13	488.92	572.0364
UK	7.9	659.15	771.2055
Belgium	5.3	694.54	812.6118
Malta	10	624.12	730.2204
Hungary	17.2	420.07	491.4819
Luxemburg	0.7	825.95	966.3615
Slovakia	15.8	490.13	573.4521
Czechia	16.4	507.37	593.6229
Sweden	11.2	700.06	819.0702
Latvia	22.3	527.84	617.5728
Estonia	21.1	573.56	671.0652
France	15.8	726.52	850.0284
Iceland	13	947.85	1108.9845
Denmark	13.9	800.28	936.3276
Finland	16.7	698.66	817.4322
Germany	18.3	687.24	804.0708
Netherlands	14.2	772.97	904.3749
Norway	13.4	925.26	1082.5542
Austria	18.9	733.69	858.4173
Switzerland	18.4	1170.33	1369.2861

Figure 3: Table showing wage gap comparisons of countries within Europe including UK (Blacktower, 2022).

Another aspect of the motherhood penalty is the lack of flexibility within the profession. Architecture, a field which is notorious for its workload, struggles to accommodate parenthood, with many practices unwilling to provide flexibility to its employees who require time for their children (MacLeod, 2019). This ultimately results to an influx of women leaving the industry once they have children. The lack of stability and assurance that an architect's role within the workplace alongside previous reasons such as lower wage, less chance of promotion, and increased judgement has overall led to 60% of women leaving their organisations within a year of taking maternity leave (RIBA, 2025). Surveys also reveal that having children is viewed as an obstacle to career progression, with 9/10 women claiming maternity hinders careers

entirely (Mark, 2016). Moreover, surveys also show that women reported returning from maternity leave often resulted in “loss of interest” within their workplace, and their former roles being removed or reallocated by their bosses, often demoting them during their break (AJ, 2014). Moreover, 3.8% of respondents reported that their jobs had “vanished all together” with no prior discussion.

The retraction of jobs or reallocation of job titles is a direct result of the respondent's maternity leave (Mark, 2016), mirroring a reality in which women who choose to have children are punished for doing so, in turn forcing women to pick between their career or children. The lack of women in executive positions and in turn, the lack of their recognition overall, results in few female role models which has been noted by many women in the profession (Wood, 2024). This occurrence leads to much less representation of female architects within the profession, especially in senior or executive roles, with many women not reaching that stage in their career before turning away after experiencing the repercussions of maternity leave.

Architecture describes itself as a passion in which you are required to always fully involve yourself 100% (Foyle, 2005). This strict attitude results in cases in which working part-time for whatever reason, such as someone having children, is a discouraged form of work. This discouragement often finds itself surrounding primarily women, as they are typically expected to stay with and raise their children full time as their priority (Torres, et al., 2024). On this matter, many male architects who have children do not face the same prejudice and fatherhood is not something that typically stunts their architectural career (Shah, 2024). Research carried out in a London architectural firm reported 47% of participating female architects believe having children puts them at a professional disadvantage, in contrast to 7% of participating male architects (Bahar, 2025).

Although this issue is overwhelmingly prevalent within the profession, there are examples of maternity leave being respected by architectural firms and the positive outcomes from it. Following legislation such as the Equality Act (2010), laws protecting pregnant people in cases of unfavourable treatment due to pregnancy was passed, providing more job security for working pregnant people. An example of this is Glaswegian firm Threesixty Architecture, a practice that was celebrated in various articles due to their alternative approach to maternity leave (Wickens, 2024). The firm's director provides architects 6-month maternity and paternity leave with no repercussion or risk of sudden unemployment (Scottish Construction Now, 2024), a unique policy regarding the topic within the profession. The positive response to the firm's publicised policy garnered attention within the profession, with more women coming forward and requesting changes be made within their own companies with varying success

(Wood, 2024). This form of advocating has been present since the earliest stages of women's careers within architecture, such as in 1952 when architect Ann Mackewen argued for a 5-day working week to allow for time with her children on Saturdays and Sundays (The Times, 2008). Her campaign eventually succeeded, resulting in a celebratory poster showcasing her advocacy and fight for a more balanced work-life schedule (Darling and Walker, 2017).

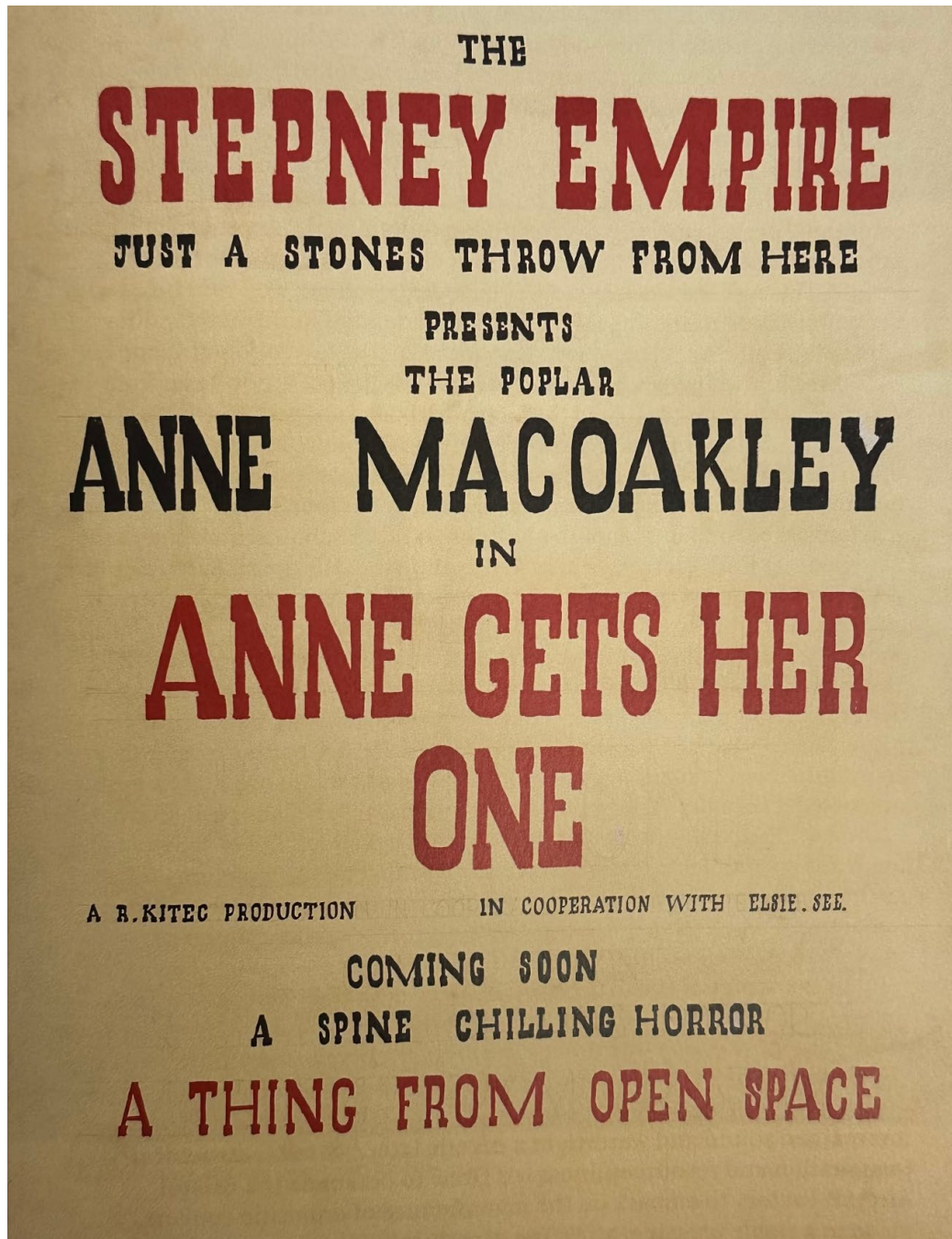


Figure 4: Poster from 1952 celebrating Ann Mackewen's campaigning for flexible work hours (Darling and Walker, 2017).

2.4 Female architect's representation within media.

The ideology perpetuating a hyper-masculine profession began causing struggles for not only women, but also men who did not identify with aggressively masculine attitudes (Frehill, 2015). Aggressiveness and violence rooted in masculinity became a standard for architects in media at the time, such as the protagonist of the 1943 novel *The Fountainhead*. Within the show, the character, Roark, a highly acclaimed architect is characterised violently and brutally hypermasculine (Rance, 2024). There was a severe lack of alternative portrayals for architects in media at the time, most of them following this hyperbolic masculine profile (Sanders, 2015). A study reviewing 45 films with architect lead characters showed that 91% were male architects (Anthony, et al., 2013), while a total of 4 Hollywood movies featuring a female architect existed as of 2013, when the study was carried out. The lack of representation for women architects seemed to mirror the lack of recognition women faced within the profession itself (Lavendar, 2020), eventually leading to the iconic release of Architect Barbie by famous toy company Mattel in 2011 (Cilento, 2012). On February of 2011, American toy company Mattel worked with female architects, historians, and the AIA to debut an 'Architect Barbie' as an addition to a collection of Barbie Dolls set within different careers (Teaman, 2014).



Figure 5: Image of I Can Be... Architect Barbie doll (Mattel, 2011).

Despite the architect doll winning an initial 2002 poll for the '*I Can Be... Barbie*' franchise, Mattel announced they would not be pursuing the project due to the profession being incomprehensible to the primary target audience, children (Hui, 2020). The doll was eventually

realised a few years later in 2011 as part of a new sector of the franchise in which the chosen professions were all statistically male dominated, a way to introduce career paths that young girls were typically steered away from (Chapman, 2024). *Architect Barbie* specifically had plenty of controversy surrounding it for a multitude of reasons, but especially regarding appearance (Hui, 2020). The product itself was an interactive way to teach young girls about architecture, showcasing it as a profession that was possible for women to pursue despite the lack of previous representation and examples to follow, normalising female architects amongst children (Murray, 2012). With alternative forms of entertainment such as movies, TV shows, and documentaries, it is almost exclusively men presented as architects (Sanders, 2015), and given these forms of media had almost no women portraying architects, occasions in which they were shown were typically political in nature, depicting a woman stepping forward to discuss her experiences as a woman in the industry (Basulto, 2012). Due to this mature, formal mode of media, young girls would not have typically been exposed to this concept, thus the idea of a female architect would still not be as common or as normalised as it was when Architect Barbie made its debut in 2011.

Architect barbie was successful in multiple ways, showcasing the profession to young girls in a genuine, empowering way, while also sparking conversation about the lack of representation of women in architecture (Boquiren, 2025). Paired with the low percentage of female architects in practice despite women making up 50% of student architects in the UK (Singha, 2025), the doll was also successful in its original aim. These aims were to encourage young girls with an interest in architecture as a role model while representing women already working in the field. The product even sparked workshops attended by over 400 young girls to learn basic architectural concepts and inspire children who may not have been previously exposed to the career (Derringer, 2011). Despite the doll's success, backlash also arose with a myriad of negative opinions and criticism surrounding the doll.



Figure 6: Graphic highlighting common critique against Architect Barbie from architects (Cilento, 2012).

An example of this is the criticism surrounding the doll's clothes, specifically the reoccurring usage of the colour pink, the dress and the doll's high heel shoes (Stratigakos, 2016). The discussion surrounding the doll's clothing surrounded how atypical the outfit is for an architect, many stating the lack of black clothing- which is anecdotally an unofficial uniform amongst many male architects- and steel-toe shoes (Hui, 2020) to be unrealistic for the profession. The high heel shoes were specifically a point of contention, many pointing out the shoes to be inappropriate for site visits (Derringer, 2011), although this was combatted with the explanation of the doll wearing an office-suited outfit rather than a site-appropriate outfit (EHDD, 2011). However, this discussion also raised questions surrounding the expectations of women's clothing within the profession as well, many asking why the clothing mattered, considering the doll had appropriate equipment for an architect (Harvey, 2023). Alongside this, the outfit was a deliberate design choice by architects Despina Stratigakos and Kelley Hayes-McAlonie (2011), explaining they settled on a dress for the doll as symbolism for the adversity men had for women on construction sites, using the dresses as a metaphor for femininity.

Negative attention continued to rise with some architects viewing the doll as a gimmick, making a mockery of the profession by feminising what they believe to be a masculine field (Architctural Record, 2011). Despite this backlash, Mattel continued to release another Architect Barbie project, the Barbie Dreamhouse Architectural Book, another retail success

(Keh, 2022). The book showcased plans, elevations, sections, and technical drawings of multiple buildings and furniture designed by female architects and designers (Mallet, 2022) specifically for the Barbie franchise across films, shows, and toys. The designs themselves have been present within the Barbie franchise for over 60 years, all of which are genuine, functional buildings, often inspired by renowned architects (Fakharany, 2023), making the book a legitimate and architecturally accurate product. This showcasing of the profession was successful in its representation of women in architecture by highlighting female architects' strengths in design, while marketing the product in a way that encourages discussion about female involvement within architecture (Mulvey, 2023).

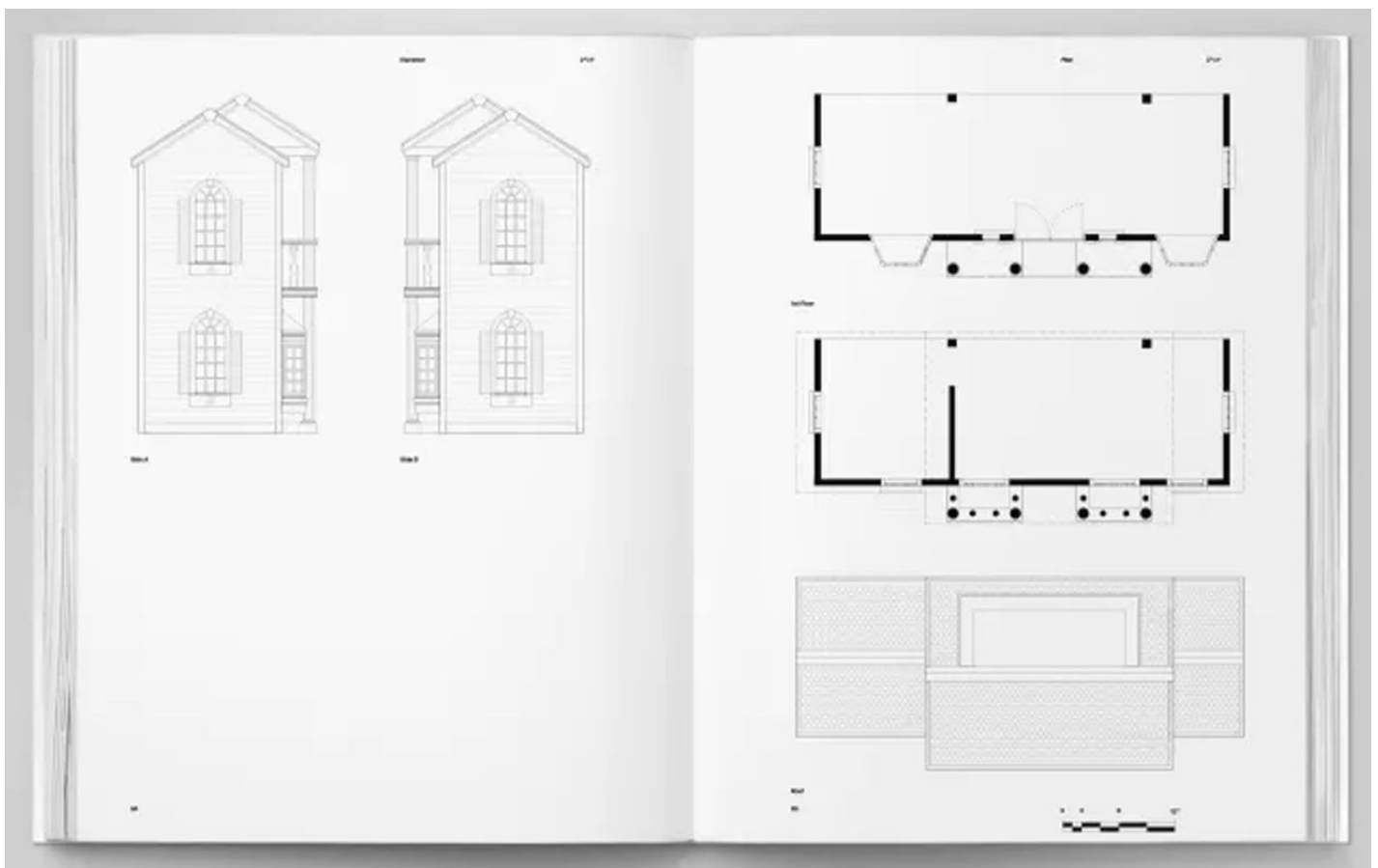


Figure 7: Book spread showcasing architectural drawings from Barbie Dreamhouse Architectural Book. (Mattel, 2022).

2.5 Female architect's recognition from 19th century to 21st century.

Women who participated in the design and creation of famous, renowned buildings were not absolved from the pattern of concealment faced by female architects throughout history. Many women found themselves either overshadowed by their male colleagues (Zimmer, 2025), or removed from the building's credits entirely, despite their efforts playing critical roles in the

creation of honoured works (Boyington, 2023). An example of this is Lilly Reich, a German designer who co-designed the iconic Barcelona Pavillion alongside architect Mies van der Rohe in 1928 (Guereñu, 2016). Reich shared a close friendship with Rohe, entrusting him with her designs and in turn developing a professional partnership between the two (McQuaid, 1996). Although it is widely believed that had Reich not worked alongside Rohe, her work would possibly be much less known, and her achievements would hardly be documented (Sevilla and Domingo-Calabuig, 2023). This belief is further corroborated by the lack of recognition Reich had for decades. Despite working alongside a famous architect such as Rohe and playing a crucial role in the design of the famous pavilion, Reich was consistently overshadowed by Rohe and rarely mentioned by name. Reich's emergence within academic literature only began to appear within the last few years of the 20th century, almost an entire century after the pavilion's creation (McQuaid, 1996). As of 2026, Reich's contributions to architecture and design are beginning to achieve acknowledgement, despite the decades of disregard. In response to this, the Mies van der Rohe foundation established the *Lily Reich Grant for Equality in Architecture* (Fundacio Mies Van Der Rohe Barcelona, 2018), to honour Reich's work and celebrate female representation in Architecture.

In the same year, architect Elisabeth Scott won a competition for a new Shakespeare Memorial Theatre in 1928 as a replacement for the original theatre which had burnt down in 1926 (Ellis, 1948). Headlines such as "Girl Architect Beats Men" (Miles, 2020) reported the success of the architect, both loudly celebrating Scott's work and accomplishment while simultaneously demonstrating how unfamiliar such achievements by female architects were at the time. Although Scott won the competition and was mentioned by name within writing, most of the discussion surrounding the win was about her gender rather than her work, her building and her success (Miles, 2020.). In 2015, Scott was one of the two women celebrated on the British passport (BBC, 2015), signalling an upturn in representation for female architects within the UK specifically (Bournemouth, 2015). During her time working, Scott expressed frustration being labelled a female architect rather than simply an architect (Buildner, ND) highlighting the issue of labelling women architects as a sub-category of the profession and possibly demeaning the architect in the process (Dezeen, 2017). The same notion was mirrored by architect Dorte Mandrup (2017), stating she should not be labelled by her gender, and instead just by profession, highlighting that male architects are typically never prefaced by their gender.

In 2004, Zaha Hadid won the Pritzker Architecture Prize making her the first female architect to do so since the establishment of the prize in 1979 (Jodidio, 2020). Following Hadid's

success, every journal and news article written about the occasion discussed Hadid's gender within their writing due to the unseen circumstance of a female architect winning the prize (Stratigakos, 2016), exemplifying the severe lack of representation of female architects at the time despite the consistent uptick of women entering the profession (Haaland, 2008). The reporting of the occasion has varied responses, some believing highlighting Hadid's gender serves as inspiration to other women who are interested in pursuing architecture when there is such a lack of women representation (Utility Design, 2017). Others view this as redundant and back handed, making the success a gendered decision as opposed to a fair win (Debuk, 2016). Regardless of public response to the publications written at the time, Hadid's gender being a huge part of the reports regarding her win garnered some negative attention alongside positive responses (Fairs, 2004), with the focus on her gender rather than her work (Miranda, 2016). Although many articles were celebrating Hadid's accomplishments at a time where the industry was systematically disadvantageous against women (Brady, 2016), Hadid received a substantial amount of criticism for the same reason (Jeffries, 2004). One example of this came from Edwin Heathcote's (2004) interview with Hadid, in which he asked her if she believes she deserved the prize. The question itself was neutral, prompting Hadid (2004) to state she believes some people must approve of her work since she had won, however the interview led to more critics discussing the merit of Hadid's work, describing not only her style as unconventional (Yousefi, 2025), but criticising her character as well. She was consistently labelled difficult, uptight, and a diva, leading the architect to respond and question whether she would still be called a diva had she been a man (McKenzie, 2014).

Years after in 2010, Kazuyo Sejima won the Pritzker Prize alongside her business partner, Ryue Nishizawa, at SANAA (Seijimaa and Nishizawa, 2011). The pair won as a partnership, and were praised as unique and inspirational (Brand, 2025), with entirely positive reports on the occasion. Soon after in 2012, the prize was won by Wang Shu alone (Britannica, 2012), excluding his wife and architectural partner Lu Wenyu despite the pair co-founding their practice, Amateur Architecture Studio, 15 years earlier (La Biennale di Venezia, 2025). The couple had constructed 13 out of the 14 projects cited in the Pritzker announcement together and yet Wenyu was still not nominated for the prize (Lui, 2012). The contrast of both of SANAA's architects winning in comparison to Wang Shu independently from his wife raised questions regarding the matter (Zoe, 2012), with some speculating whether the difference in relationship played a part in the two situations. With Sejima and Nishizawa being business partners and only holding a professional partnership, there was no pre-conceived notion that the husband does the work (Stratigakos, 2016) and in turn is more deserving of the awards, a general belief amongst those discussing Wenyu's exclusion (Wainwright, 2018). The difference between the two led to another issue regarding women's representation within

architecture, the concept that married female architects are less capable than single female architects (Rethinking The Future, ND). This belief stems from the assumption that married female architects are reliant on their husbands for their architectural success.

The situation regarding Lu Wenyu's exclusion mirrored Denise Scott Brown's exclusion from the Pritzker Prize in 1991, (Fundamente, 2025), which continued to cause uproar within the architecture community years later, typically amongst female architects who felt they were not being represented enough (Prize, 2017). Brown was not awarded the Pritzker Prize alongside her husband, Robert Venturi, in the 1991 Pritzker ceremony (Hazard, 2013), despite their shared efforts. Alongside this, Brown faced substantial amounts of sexism, typically from architects refusing to acknowledge Brown's role as a respectable architect (Brown, 2002), assumably due to Brown's marital status. Brown (1989) recalls a conversation with the Head of an architecture school in New York who reached out to Brown due to Venturi's lack of availability, stating they planned to invite Venturi without Brown, since they were asking architects and "not asking wives." (1989). A petition was later published in 2013 for Brown's retroactive inclusion, aiming to achieve recognition for Brown over two decades later (Etherington, 2013), however this was rejected despite nearly 20,000 signatures and active campaigning for women's recognition in architecture at the time (Dover, 2015). The parallels between Wenyu and Brown's exclusions are often discussed considering the two-decade span between both instances, yet the lack of representation for women architects remain the same (Wainwright, 2018).

Patty Hopkins, an English architect and co-founder of Hopkins Architects since 1976 (Hopkins Architects, 1996) was photoshopped out of a photograph taken at the launch of British TV show *The Brits Who Built The Modern World* in 2014 (Quirk, 2014) published on the BBC channel. The edit immediately caused uproar, with architects accusing the BBC of purposefully excluding Hopkins and advocating a lack of representation for women architects (Waite and Mark, 2014).

The representation for women within architecture is believed to have become much more positive since the 19th century (Hartmann, 2022), with instances such as Hadid's 2004 win (Betsky, 2013) and the support for Brown in the controversy (The Architectural Review, 2017) highlighting this claim, however many believe there is still more to be done (Harris, 2023). Surveys conducted by Fairs (2017) showcase numerous female architect's experiences within the profession and their opinions regarding the improvement of gender equality in Architecture. Participants explained treatment of women in architecture is steadily improving, although it is far too slow. Brady (2017) specifically discusses issues faced by architects during recessions, specifically pointing out women's struggles increasing more in these instances. Although more

women are being recognised as great architects, the equality between male and female architects is still lacking (Singha, 2023), and there is still work to be done until the representation women receive within the profession is appropriate and proportionate to the effort put in (Schwitalla, 2021).

Chapter 3: Methodology

This dissertation utilises the following research methods to investigate the extent of women's appreciation within architecture:

1. Interviews with female architects.
2. Questionnaire sent to architecture students.
3. Comparative analysis of primary and secondary research.

3.1 Interviews with female architects.

A series of interviews with seven female architects at varying stages of their career was conducted, in which the architects were asked a series of questions emerging from the gaps of knowledge within the secondary research gathered. This will also further confirm whether or not there is an appropriate degree of acknowledgement and celebration of women's contributions in architecture. Discerning if this lack of recognition for women's contributions to architecture prevails, clear and analytical comparisons between the data output from these interviews is carried out. The interview schedule was created after conducting the literature review; questions regarding important themes found during the review were written and sorted into a schedule. This was finalised after carrying out a pilot interview with a female architect, allowing for discussion after each question and space for changes to be made accordingly.

Interviews were also deemed the most suitable approach to the research as they allow for full elaboration on the specific research question. Opportunities to discuss the specific question with professionals allows for more time to be devoted to each question, resulting in more detailed responses (Jackson, 2009). Moreover, qualitative research means smaller volumes of interviewees are required due to expert participation (Hennink and Kaiser, 2022). This allows for more personal and in-depth discussion as opposed to a higher quantity of participants, possibly with less detail. The topics the interviews aimed to discuss were:

- Women's recognitions within the workplace.
- Do women architect's feel represented within the profession?
- Gender-based issues or opportunities in the profession.

The main goal of the interviews was to determine to what extent women's recognition within architecture exists and further aims to discern if there is appropriate representation for them. Moreover, the interviews also aimed to discover whether female architects felt as though they are appropriately recognised and celebrated within the profession, both as individuals and as a collective community. Alongside this, the interviewees were asked if there are equal opportunities for female architects regarding job roles, reaching seniority, professional event invitations, and most specifically awards. For example, establishing whether female-oriented award categories are a positive as they are recognising efforts in a competitive field, or is it redundant since they should be recognised without highlighting their gender and separating them from other architects.

Seven female architects partook in this sector of the research, with varying degrees of experience, seniority and faculty. The varying stages of career, specifically regarding seniority is imperative regarding the answers given, as treatment towards professional architects heavily depends on a patriarchal system, and discovering whether gender affects this in any capacity will be highly important. Participants were contacted either via email or LinkedIn after recommendation from lecturers or from other interviewees, and brief discussions about the topic and comfortability carrying out the interviews took place digitally.

As previously mentioned, a pilot interview was carried out with the same schedule as the official interviews would be to allow for feedback and tweaks to be made to the questions and structure of the interview if needed. This pilot allowed for more specific questions to be added into the interview after discussing the results once the session had ended. Following the recommended tweaks given by the pilot interviewee, each architect was asked the questions presented in Appendix A.

Each interview lasted around 30-45 minutes to allow for discussion and extra information the architects may have wanted to share to help with the research further. Most women interviewed discussed maternity as an entire topic too, which was initially removed from the interview schedule due to sensitivity. However since the interviewees came forth with the topic themselves, follow up questions surrounding the topic were discussed, such as:

1. How do you feel the profession treats pregnancy and maternity leave?
2. Do you believe there is a difference in the way paternity and maternity leaves are treated, or are both equally handled?
3. Do you see an improvement surrounding the response towards pregnancy within the workplace?

Each interviewee was sent an email highlighting the topics of discussion, the aims of the interview, and the interview schedule that was going to be followed. Consent was also requested, with participants required to confirm their willingness to participate (along with confirmation that they can withdraw participation at any time). This was through consent forms and verbal request before the interviews. Moreover, consent forms (Appendix K) also specified that all answers could be used within the research anonymously, whereas no personal anecdotes or experiences were to be discussed in detail nor included in the research at any point.

Consent was also requested, with participants required to confirm their willingness to participate (along with confirmation that they can withdraw participation at any time).

3.2 Questionnaire sent to architecture students.

A questionnaire consisting of questions regarding the education of historical and contemporary architecture in universities, specifically regarding female architects was created. The aim of the questionnaire was to identify whether female representation within education in 2026 is different or similar to the results found from the interviews, adding more value to this section of research. The questionnaire was administered online with undergraduate and postgraduate architecture students within the UK as the target audience, although all results received were from students studying in Wales. Questionnaires had a four-month timeframe for completion to allow time for result analysis and were sent in December 2025, with final responses allowed until March 2026. 31 responses were received within this period.

Collecting this information aimed to discover the extent of recognition women in architecture receive. As outlined in chapter 2, lack of female presence within the academic sector of architecture has been present for decades. Obtaining results from current students would display if this has changed as of recent times, or whether the same underrepresentation prevails. The questionnaire was open to both undergraduate and Master students for the purpose of comparing experiences of an academic environment and an architectural practice. Overall results from the questionnaire were then used to support results obtained via interviews.

The questions were developed in line with literature, and focused on themes such as:

- Female presence within architectural academic curriculum.

- The extent of understanding students and junior architects hold regarding gender in Architecture.
- Representation of female architects in award schemes and architectural events.
- How gender is treated within Architecture (in schools or in industry) in the current period, for a contemporary lens on the topic.

Specifying whether the respondents are undergraduate or master students, and whether they had carried out work experience in practice at the time of the questionnaire allowed for more specific understanding within the answers. Differences between respondents with and without experience could show the possible differences in female representation and treatment in education versus in practice. The questionnaire was designed after the interview schedule. This ensures a clear comparison between students and fully qualified architects could commence and any key differences/similarities could be explored. These questions asked are found in Appendix B.

Students were contacted from University of Wales Trinity St. David, Cardiff University, University of East London and University of Brighton, although only Welsh universities completed the questionnaire. Respondents were reached either from personal connections or through lecturers, and a total of 31 responses were received. All responses are completely anonymous, and participation was clearly outlined as entirely optional, although responses could not be revoked after submitted.

3.3 Comparative analysis between primary and secondary research.

Analysis of primary research, specifically interviews with added support from questionnaires, was carried out. Identifying patterns within these forms of research were displayed, as shown in Figure 8, to clearly define similarities and differences from participants.

Questionnaire results were used to support these findings, although there were occasions of juxtaposition between both research methods, as discussed in chapter 5. Findings from the literature review were referred to when discussing primary results to identify patterns within female architect's experiences from varying periods, such as between the 20th and the 21st century, and to conclude whether progression has been made in this time. The comparison also examined whether recognition for female architects, such as winning awards for their work or being credited on design projects with multiple architects, is becoming more prevalent or staying consistent with the level of recognition they had received in the 20th century.

To analyse these results accurately, all interview recordings and transcripts were revisited and organised by common themes. Time spent discussing each theme was calculated and

put into percentages. These figures were then compared against the time of each individual interview's total time to identify which themes had the highest overall discussion time. This information is displayed in a heatmap as shown in chapter 4, Figure 8. Questionnaire results were then analysed through discussion, as shown in chapter 4, and helped support the results identified during interviews. This information was then further discussed, with referral to literature review, identifying current patterns and differences regarding the dissertation question. This analysis was eventually used to conclude the research and find an answer regarding the question of women's representation within architecture.

Chapter 4: Results and Brief Analysis

The seven interviews with female architects' transcripts were revised and organised into a list of common themes, with the questionnaire results following a similar process. These key themes have been listed with brief analysis of each theme, followed by tabulated quotations from participants. These results will then be cross analysed against one another to find similarities and differences between each set of results, and to ultimately reference back to all previous literature. This method of research and analysis will be the catalyst for final findings and ultimately, a conclusion.

4.1 Interview results.

Seven interviews were conducted in total during a 5 month period between November 2025 and March 2026. Most of these interviews were held over Teams, excluding participants A and B, which were both held in person. Each interview lasted around 45 minutes, aside from participant C's interview which lasted around 20 minutes. Throughout the interview process, certain themes continued to emerge naturally with the progression of the conversation. The key themes discovered from the interviews are as follows:

1. Negative connotations of gender in the profession.

During interviews, some participants expressed beliefs that their gender has possibly had some negative effects on their career. Participants expressed that these effects primarily resulted from negative assumptions about their personal skill level. Instances of assigning non-architectural, assistant-level tasks, such as printing and reception work, to the participants due to their gender were also consistently brought up, which will be further analysed. Furthermore, some also suggested sexism within the workplace tends to happen not only in office, but also on site when working alongside builders and contractors.

Table 2: Tabulated responses surrounding theme 1.

Participant	Response
1	<i>"I feel like when talking to another architect and technicians, it was fine, but if you have to go on site or work directly for a contractor, sometimes you</i>

	<i>can get [...], discriminated against. In the sense that they, if you don't know the answer, they can be a bit harsh.” (Participant A, 2026).</i>
2	<i>“I had suffered one level or another of sexual harassment in the workplace altogether. [...] So, you know, like that already started hinting to me that all of those things I've been hearing about sexism and soft harassment in one way or another were happening.” (Participant F, 2025).</i>
3	<i>“Certainly, some of the incidents that have happened to me have could have only happened to a woman.” (Participant C, 2026).</i>

2. Positive connotations of gender in the profession.

Participants also had positive anecdotes and experiences surrounding their gender within the field, typically within their work with clients and colleagues. Participants suggested their upbringings as women and societal standards that come with the identity tend to produce more sensitivity and care when interacting with others. As a result of this, clients' participants mention clients expressing gratitude towards their demeanour when working with the architects and sometimes attributing this to their gender, mentioning the contrast with male architects. Overall, there were fewer positive discussions surrounding this theme, however a few participants had significantly more positive experiences than negative. These specific instances were consistently experienced amongst participants working in places with significant female presence, both as colleagues and at senior level.

Table 3: Tabulated responses surrounding theme 2.

Participant	Response
1	<i>“[...] because of this gender education that we receive as women, like being caring, loving [...], it also allows you to have a more holistic vision of the life and architecture. So, when you are tasked with doing a project and you receive a brief, you always try to think beyond the building.” (Participant A, 2026).</i>
2	<i>“So, people see, ‘well, this is a woman, so she will understand me’, especially women. [...] being a woman is actually a big positive on the jobs</i>

	<i>I'm doing at the moment as a small practice because I work with more clients face to face.” (Participant E, 2026).</i>
3	<i>“[...] women tend to be more sensitive, and I think we're more likely to listen to what clients want. And I think it does come across in our designs that we are quite sensitive. [...] There is some difference, for example, people preferring maybe to work with you because of the way that you work? But it is a positive difference, nonetheless.” (Participant B, 2025).</i>

3. Experiencing a lack of professionalism and dismissal of skill while working.

Themes of seriousness and dismissal became more common throughout the interviews process. Participants shared several similar instances, outlining times when they felt belittled or erased within the workplace. Common experiences came from colleagues assuming less knowledge from participants or managers expecting less from them than their male colleagues.

Table 4: Tabulated responses surrounding theme 3.

Participant	Response
1	<i>“..there were several occasions [...] where (directors) did try and pull the wool over my eyes [...] And I think often contractors would have assumed I didn't know as much as I did know because I was female.” (Participant B, 2025).</i>
2	<i>“It's getting better now because I'm older. So, age also affects a lot, but I think men get, they get treated more seriously when they're younger.” (Participant D, 2026).</i>
3	<i>“When you get angry or when you try to put your foot down [...]. You really have to put your foot down. And when you put your foot down, you are still read as a really cute child.” (Participant F, 2025).</i>

4	<i>"...I have had the odd kind of comment from consultants or clients occasionally where myself and my colleagues might have been referred to as the girls. You know, 'when the girls come to this meeting', it's like, that is not the collective noun for a group of architects." (Participant G, 2025).</i>
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4. Achievability of reaching seniority as a woman.

Although not typically discussed in detail, every participant mentioned the importance of seniority in the workplace and alluded to the existence of hierarchal structures within architecture. All participants discussed the importance of women in senior roles, especially directors and board-level architects, suggesting more equal opportunities came from working in environments when women in higher roles were present. Moreover, participants in senior roles also discussed the improvement in their treatments and experiences once reaching a certain level on seniority and power within their respective workplaces. This is supported from various sources discussing the presence of hierarchy within the profession (Cohen and Walters, 2013). It is important to note, however, that reaching this level was consistently described as difficult and even feeling near impossible for some, especially if the directors at those specific firms were already either male dominated or entirely male.

Table 5: Tabulated responses surrounding theme 4.

Participant	Response
1	<i>"I was thinking about finding these practices that had already female directors, my thinking was, at that point in my career, I'm not going to be able to change things in a practice that don't have women already because they're still not going to treat me seriously. I have to get more experience. And once I'm ready, I can open the door for all those. So for me, it was like, well, if I ever manage to be a director, then I can be that person who does things differently, but I had to accept at that point when I was younger, it wasn't my place" (Participant D, 2026).</i>
2	<i>"I don't know about reaching sort of board level, because that was always very male dominated. But definitely reaching the next level. And then the</i>

	<i>next level and then, you know, so it's the stepping stones were always there. I'm not sure I ever felt I would have it in me to sort of go all the way.” (Participant G, 2025).</i>
3	<i>“Well, in my fantasy, I thought I could. But then the reality slap was a bit too much [...] and I started facing these [claims of] being overqualified and being infantilised. So, all of those things started happening and it took me ages to get the job I wanted. I lost hope on that. But then I came to this workplace in which women would get promotions after announcing they are pregnant. Women would become associates, more than just one.” (Participant F, 2025).</i>

5. Experiencing more prejudice and/or discrimination on construction sites.

Although not asked explicitly as a question, most participants mentioned and briefly discussed experiences on construction sites. The consensus surrounding this theme links to the lack of seriousness experienced by participants, most expressing either a lack of respect from those they worked with on site, or dismissal in its entirety. It is important to note that due to being a highly male saturated sector- 14% women and only 2% actively on site (UoBE, 2024)- and the frequency of sexist behaviour amongst construction sites, (APM, 2024) these attitudes are almost expected.

Table 6: Tabulated responses surrounding theme 5.

Participant	Response
1	<i>“I walk into a room and someone will say, ‘chaps, chaps, ladies present’, you know, ‘watch your language guys’ or whatever. So, you know, I kind of roll my eyes and sort of say don't worry about it. I've only ever found that on construction sites.” (Participant G, 2025).</i>
2	<i>“but if you have to go on site or work directly for a contractor, sometimes you can get a bit discriminated against. In the sense that they, if you don't know the answer... they can be a bit harsh, it's very relative because it also depends on your self-esteem or confidence, but you can find it a bit harsh</i>

	<i>sometimes [...] the construction field is male dominated still.</i> " (Participant A, 2026).
3	<i>"And I was literally told to my face, you can't join this team because we are on site, and if you are not here twice a week, it's just not good enough."</i> (Participant E, 2026).

6. Maternity struggles regarding flexibility and job security.

The most common and thoroughly discussed topic by a large margin was maternity and flexibility regarding children and working hours for women. Despite the initial removal of maternity-based questions, the topic was still mentioned by 86% of respondents, leading to even further discussion on the topic should the participant begin to discuss their experiences on their own accord. The results from this theme specifically will be further discussed in detail.

Table 7: Tabulated responses surrounding theme 6.

Participant	Response
1	<i>"I think, that's the downside for women and, I don't know if you might have read this data, but a lot of women that are architects and have a child, a big percentage never come back to the workplace. So, I didn't want that to happen to me because I do like my job. But it is very hard. Also, because of all the other things that happen during pregnancy and postpartum, it was quite overwhelming."</i> (Participant A, 2026).
2	<i>"After having children, [...] I was working flexibly, otherwise I wouldn't see my children ever. And that obviously... had impact on career progression because when you work part time, I was literally told, no, you can't be on site, you can't do this. And because I kept pressing for stage five and site work whilst I was pigeonholed in doing planning applications. [...] So then that creates issues with getting the jobs you want because some offices don't want part-time people"</i> (Participant E, 2026).

3	<i>"I think my own personal experience is very unique, I think, because I was promoted whilst pregnant. So, when I had my first child, I was promoted specifically so that I would have the incentive to come back." (Participant G, 2025).</i>
4	<i>"But then in the workplace, I feel like there is less and less women, they drop out through the way, they get pregnant, they have kids, they change their priorities." (Participant F, 2025).</i>
5	<i>"Yeah, when you're not confident enough, it's not your place to try and change things maybe. But keeping that in mind, I always kept that in mind if like once I feel more confident and I've got more experience, then I will try to open the doors for others." (Participant D, 2026).</i>

7. Lack of recognition within award schemes.

The other common theme within interviews was women-only award schemes within architecture competitions or ceremonies. Every participant mirrored the same opinions regarding this, a mixed feeling due to multiple reasons. The most common belief is that although award titles reserved to strictly women are useful in the inclusion of women in architecture, it is still a form of separation from the industry, thus sub-categorising the architects and continuing to exclude them from the profession.

Table 8: Tabulated responses surrounding theme 7.

Participant	Response
1	<i>"[...] on one hand, I think it is good because as you say, it's not only bringing architects together, but they are bringing a lot of different roles within the construction industry together [...] in a perfect world, it would be nice that we don't need these things, and we're all equal, and we can all celebrate the same awards and things like that, but unfortunately... we're not there yet." (Participant A, 2026).</i>
2	<i>"[...] certainly in this stage where we're at where there are so few women being recognised for their work. I think it's good to have this category, but it's also [...] a way of minimising or devaluing the prize as well, because</i>

	<i>you're saying, 'oh, that's a women's prize'. [...] in the Oscars, you get, regardless of the man or woman, you get the best actor award. And I think maybe we should do that. But the problem here is that women might not have a huge project to put forward for an award."</i> (Participant C, 2026).
3	<i>"I think as a society, we're not prepared yet to delete the 'women's only' awards or groups or whatever, because there is a big chance that if we delete those, we're just going to be deleted from history again. If, say, an award, if they committed to have 50% of women in the contestants, then, yeah, we can delete it. We can just be like the architect's prizes. But because that's not the case, because we have to work on it quite hard."</i> (Participant D, 2026).
4	<i>"I think as a society, we're not prepared yet to delete the 'women's only' awards or groups or whatever, because there is a big chance that if we delete those, we're just going to be deleted from history again. If, say, an award, if they committed to have 50% of women in the contestants, then, yeah, we can delete it. We can just be like the architect's prizes. But because that's not the case, because we have to work on it quite hard."</i> (Participant D, 2026).
5	<i>"I think it makes sense, and I think it has its purpose as a temporary thing to kind of put the focus on something that we have been ignoring over time. [...] there is a lack of recognition for women, so I think it's great for that but at some point of history, a decision has been made to be like, you know what, we're going to do this award for women. [...] We're going to showcase their work. But now, in 2026, it feels like it shouldn't be."</i> (Participant D, 2026).
6	<i>"I have really mixed feelings about this. I know that positive discrimination can work. [...] So I think people do need the role models. They do need the visibility that it's possible to have both a career and a domestic sort of life outside of it."</i> (Participant G, 2025).

8. The importance of confidence as a woman and speaking with more conviction than male colleagues.

Most participants expressed requiring higher levels of confidence to gain respect from colleagues and bosses within workplaces, often having to tweak their personalities or

communication methods as well. For example, needing to speak louder and more directly with unwavering confidence and minimal humour was expressed as a common method of establishing yourself within your role.

Table 9: Tabulated responses surrounding theme 8.

Participant	Response
1	<i>"Yeah, it definitely affects, you have to be much better. You have to work 10 times more. [...] You need to speak louder. You almost need to behave like a man."</i> (Participant D, 2026).
2	<i>"I think confidence is the exact right word. [...] at the sort of start of my career, then I definitely was less confident and probably more intimidated by everyone else in the room. And so I would just make sure that I knew exactly what I was talking about but also tried to speak up so that I wasn't anonymous."</i> (Participant G, 2025).

9. Feeling more recognised in spaces with other women colleagues. More recognised and respected with women in senior roles.

Most participants had consistently positive experiences with female colleagues and seniors, even in multiple firms, expressing a sense of community and support that comes with it. These participants also explained feeling much more recognised and respected once reaching seniority, similar to previous discussion surrounding the seniority theme itself.

Table 10: Tabulated responses surrounding theme 9.

Participant	Response
1	<i>"one of the directors was [...] treating me different in a way that I don't think he was taking all my full potential as an architect, but the colleagues were very nice to me, teaching me loads of things, and there was also a female colleague who was working, she was self-employed, but using that space, and she helped me a lot to gain confidence."</i> (Participant A, 2026).
2	<i>"So, age also affects a lot, but I think men get treated more seriously when they're younger."</i> (Participant D, 2026).

The themes discussed have been arranged into the following heatmap against the total discussion time of each topic within the interviews. The discussion time was calculated as a percentage in comparison to the total interview time.

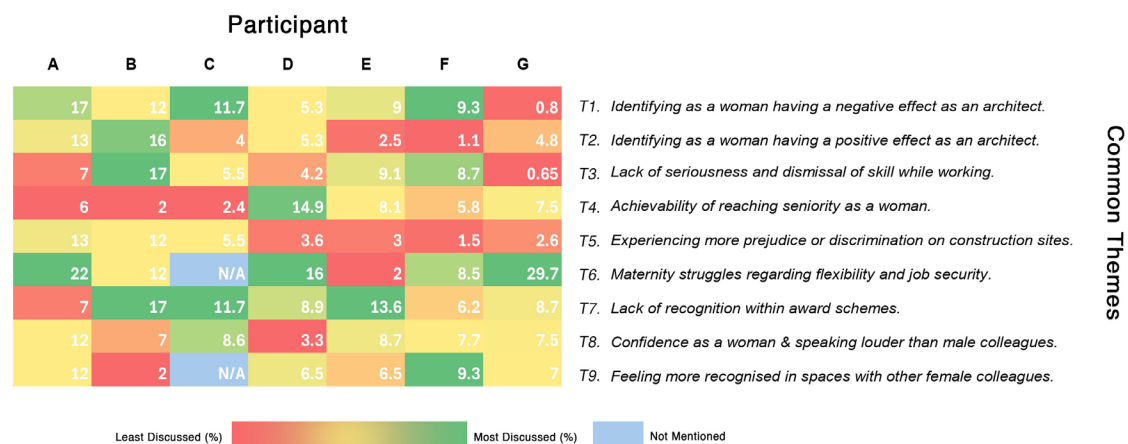


Figure 8: Heatmap showing time spent discussing common themes with interviewees against total interview time. (Author, 2026).

The figure shows the themes that were consistently discussed in most detail, in turn suggesting common patterns amongst each participant. For instance, the most thoroughly discussed themes within the set of interviews were themes 1, 6, and 7. Consistent discussion surrounding the same topics suggested these topics are the most relevant elements when working in architecture as a woman and will be analysed further.

4.2 Questionnaire results.

In addition to the interviews conducted, a questionnaire was also produced. This questionnaire was sent to Architecture students from universities within the UK, primarily in Wales, although responses received are solely Welsh. The location of participants was important to fairly compare responses from the interviewees that were selected following the same variables. Keeping the controlled regional parameters allowed for comparisons against the same societal standards regarding gender in practice, ensuring any consistencies or differences arise from the same criteria. A total of 31 responses was achieved between November 2025 to April 2026, from both Undergraduate and Postgraduate students. Similarly to the interviews, a series of themes began to consistently emerge from responses. These themes are as follows:

A. Male-dominated profession, especially after schooling.

Most participants expressed belief that although they desire an equal field regarding gender, the lack of female representation within architecture is noticeable. With 64.5% of participants voting **Yes** and 22.6% voting *Unsure* when asked if they view architecture as a gender-based subject, 21 participants wrote comments alluding to the noticeable lack of women in the profession.

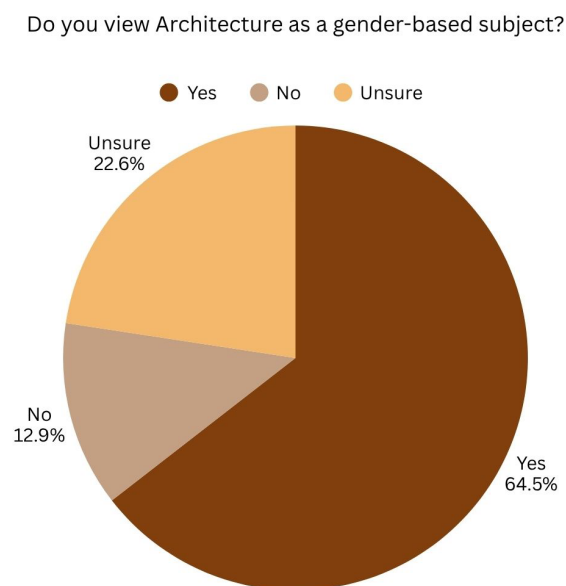


Figure 9: Pie chart showing participants responses about Architecture as a gender-based subject. (Author, 2026).

Although most participants attributed this conclusion to the noticeable overlooking of women in architecture, a few mentioned causes such as wage gap, mistreatment, and sexism pushing women out and thus resulting in a male-dominated profession. This statement corroborates the experiences shared by the female architect interviewees, in which underrepresentation of women in higher roles prevails despite the high percentage of female Architecture students. On the contrary, a few comments also discussed the increasing acknowledgements of women, especially within schools of Architecture.

Table 11: Tabulated responses surrounding theme A.

Participant	Response
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1	<i>"Architecture is a gender-based subject because of unequal pay, biased promotions, little girls often being discouraged from pursuing Architecture"</i>
2	<i>"Societally male-dominated, however I personally don't view it as a masculine subject"</i>
3	<i>"Within my first experience in education, staff is male dominated but the course is mixed quite evenly as students, so females are under-represented at higher stages."</i>
4	<i>"I don't think it is / should be masculine but a lot of people perceive it as such"</i>
5	<i>"Women are less likely to be able to climb the career ladder because they are essentially forced to choose between their private and professional life. They have to work twice as hard for their work and effort to be recognised which can be extremely demotivating and they rarely have time for anything outside for work, also being forced to work overtime very often."</i>

B. Unequal field regarding gender.

With 93.5% of participants voting *No*, most comments regarding gender dynamics within the field discussed reasons as to why they have specifically noticed inequality against women in their experiences thus far. The most common themes within this sector of results were the wage gap and the experiences that come with maternity as a female architect. Alongside this, a theme that was also discussed multiple times was the belief that female architects may feel the effort they put into their work is not equivalent to the acknowledgement they receive. All of these themes were also mentioned within the interviews conducted with female architects, displaying a noticeable pattern despite the different environments.

Table 12: Tabulated responses surrounding theme B.

Participant	Response
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1	<i>"Somewhat [...] I think the natural inhibitors such as raising a family and pregnancy are heavily pushed upon women, and then that is reflected within companies outlook, behaviour and hiring patterns"</i>
2	<i>"I believe that happens because lower compensation and inequality can drive women into other fields"</i>
3	<i>"There are a lot less opportunities for women, especially if they are not in the position to move to bigger cities with more opportunities"</i>
4	<i>"They're expected to put in a lot more effort than men in order to achieve the same success and status in the field"</i>

C. Lack of women's representation within award schemes; creation of women-based events/awards.

Participant's responses surrounding women's representation within general architecture conversations and award schemes generally followed similar beliefs, in which women tend to be excluded from the profession. However, there was an even split regarding women-led events and award schemes created specifically to award female architects. On one hand, participants felt that women's award schemes specifically may be a positive due to opportunities for female architects to showcase their work and gain accolades for their work. Contrarily, some believed that although this may be true, the split is naturally separating women from the profession further and diminishing their work within the field. Most participants felt that women-led events and forums specifically for networking is a positive idea, allowing community to flourish, although a few mirrored previous opinions and believed these events are still forms of separation. These opinions all mirror responses received by the interviewees previously, highlighting one of the most common themes stemming from the research.

Table 13: Tabulated responses surrounding theme C.

Participant	Response
1	<i>"I think it's great because it shines a light on women where they could be normally ignored or pushed to the side by louder voices. Essentially I</i>

	<i>wish it didn't have to exist and female architects and their work would just be naturally integrated within the industry and the awards, as there are only a handful or non-women attending events like that, and these aren't the people causing the issues, so therefore the men/people that NEED to be shown that female architects are equal don't actually witness it."</i>
2	<i>"Allowing women to have their own space to connect with each other and share their experiences can be incredibly helpful but it also pushes the narrative that we should be separated from the rest instead of being equal"</i>
3	<i>"It is good that little girls have someone to look up to but I don't think it should be gendered."</i>
4	<i>"Provides a supportive environment and allows women to expand their network free of harassment and judgement"</i>

D. Awareness surrounding possible issues female architects may face.

Most participants believed they were very aware of the issues female architects felt in the profession. Although all options given regarding where they learnt about these issues were selected to an extent, the most common were from articles, social media, and discussions. This further links to interviewees responses in which a few architects stated that sexism within the profession is becoming more discussed with time, most commonly on social media and reported in articles.

How aware are you of the issues women architect's may have faced or are currently facing, (su workplace discrimination or wage gap), within the industry?

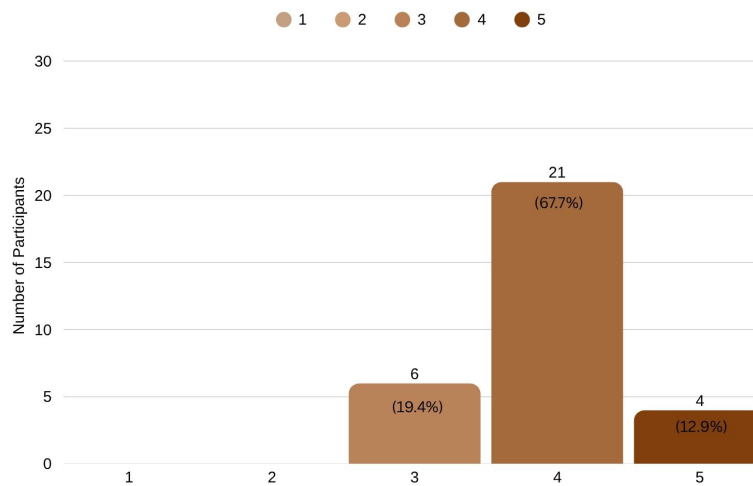


Figure 10: Bar chart showing participants awareness of gender-based issues within Architecture. (Author, 2026).

How have you learnt about the issues regarding gender discrimination within the field?

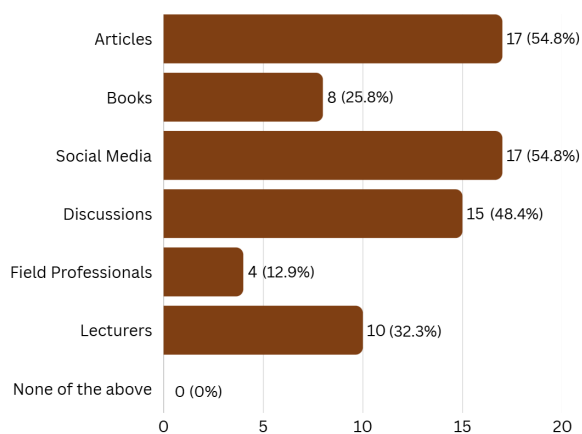


Figure 11: Bar chart showing how participants learnt about gender-based issues within Architecture. (Author, 2026).

E. Personal witnessing of gender-based discrimination during education/work experience.

Although 54.8% of respondents reported never witnessing gender-based discrimination during their time in education or work experience, most respondents who did claim to witness this generally reported similar resolutions. 9 out of 14 comments reported a complete lack of resolution, while the remaining reported some form of resolution. 2 out of 5 of these incidences were fully resolved, while the remaining 3 participants described a half-resolved situation. This also aligns with interviewees responses within a similar theme of gender-based discrimination at work as a full-time professional architect.

Table 14: Tabulated responses surrounding theme E.

Participant	Response
1	<i>"It wasn't fully resolved, but pointing out the microaggression and discrimination helped"</i>
2	<i>"Not resolved completely, it was mostly brushed off and not taken too seriously."</i>
3	<i>"Women were given more space to communicate and to present their ideas and work."</i>
4	<i>"I would like to say that I have had extremely limited interaction with the industry as I am a third-year architecture student."</i>

Overall, the common themes identified within the questionnaire results closely mirror the themes commonly discussed in the interviews. The main difference is within the future steps of the industry, where questionnaire participants stated there have been steady improvements within their experiences, specifically with representation of female architects. Moreover, the consistently equal split of male and female students in architecture schools, even after work experience, implies most women's departures from architecture remain due to maternity issues. There seemed to be less worries regarding discrimination from the questionnaire results due to more willingness to speak up and the existence of forums and networking events for women in architecture, giving space for community in the profession.

Chapter 5: Discussion of Results – Comparative Analysis.

5.1 Introduction.

Results from both the interviews and the questionnaires showed similar issues and experiences, although the primary differences lay in the resolutions and future of the profession. While interviewees described their experiences within the industry with a heavy focus on lack of representation, maternity issues and inequality, questionnaire results had some more positive viewpoints regarding the future of the profession. Further discussion using primary information and researched literature regarding some of the aligning key themes are as follows.

5.2 Dismissal of skill.

Interviewees discussed struggles within the profession regarding gender numerous times, with specific focuses on themes discussed in section 4.1 of the previous chapter. To begin, interviewees shared several anecdotes experiencing dismissal of skill from males within the wider construction team. Most interviewees state this dismissal typically happens before reaching seniority within the profession, especially in workplaces that lack female in senior roles. As stated by Participant F in chapter 4, table 3, there are occasions in which female architects must put their foot down and yet feel as though they are still not treated as professionals. Participant G corroborates this sentiment, stating instances in which a group of female architects have been referred to as “the girls”, rather than as architects. Pitcher (2025) reports that from a survey conducted by the Architects Journal, two-thirds of participants mirror this belief of the profession not accepting women’s authority appropriately. Moreover, questionnaire results also support this claim, with participants describing instances in which gender-based discrimination was “brushed off”.

5.3 Achievability reaching seniority.

Interviewees generally agree that this behaviour typically improves with age and in turn, seniority. Participant D specifically states that she has seen male architects gain respect at younger ages, although female architects do eventually gain authority with age as well. As stated in chapter 2, section 2.5, acclaimed female architects within the UK acknowledged the improvement of gender equality within the profession, however state that the improvements

are happening too slowly (2017). Questionnaire results mirror this sentiment, with participants explaining that academic acknowledgement of female architects is consistently increasing, leading to more respect for women in the profession.

5.4 Issues surrounding maternity.

Arguably the most glaring obstacle faced by female architects is issues surrounding maternity. 6/7 interviewees brought up maternity as a topic during interviews and described the issues mothers in the profession face. Most commonly, flexibility and job security were discussed. Participant A described feeling overwhelmed due to the possibility of losing their job when experiencing pregnancy and postpartum, especially considering such a large portion of women do not return to the profession after having children. Moreover, Participant A expressed worries surrounding this due to still wanting to work but feeling as though it would not be possible without appropriate accommodation such as a flexible working schedule. This opinion was mirrored by Participant F who discusses witnessing more women continuously dropping out of the profession once having children. This is further shown by surveys discussed in chapter 2, section 2.3, in which 60% of women had left their workplaces after having children and facing judgement (2025), with 9/10 women stating pregnancy had hindered their careers (2016). Questionnaire participants acknowledged this fact in chapter 4, section 4.2. Although there were no personal anecdotes or experiences from participants, some discussed the issues that they had learnt many female architects face once having children.

Contrarily, some positive experiences regarding the issue were discussed, such as Participant G's promotion once getting pregnant as an incentive to return to their work after giving birth. Although Participant G specifically states this experience is unique and acknowledges the workplace's senior roles having a predominantly female presence, this still shows improvements within this field. Moreover, the Equality Act (2010) protecting pregnant people in the event of discrimination further points to improvements gradually increasing in this sector.

5.5 Female architect acknowledgement within award ceremonies.

Regarding architecture award events, participants from both interviews and questionnaires mirrored similar thoughts. Participant A, C and D all express belief that although award

schemes specifically for female architects allows women to be recognised for their work, it subsequently separates them from their own profession. Participant C describes the separation as “devaluing” and “minimising” women’s prizes, despite the existing positives that also come with it. Each interviewee shared that although these schemes represent women in a profession where they are undervalued, they should only exist as a stepping stone to eventual representation within non-gendered awards. Similarly to results from Fair’s survey (2017), participants expressed this improvement as too gradual.

5.6 Overall discussion findings.

There are still existing issues faced by female architects in the 21st century, most commonly being maternity discrimination, the wage gap, and exclusion from award schemes. Despite this, consistent feminist campaigning, both for architecture and for women specifically, battles these obstacles. Examples such as the Equality Act 2010, Architect Barbie’s 2011 release and the 2013 wave of activism following Scott Brown’s mistreatment propelled better conditions for women in architecture. As founded through the interview schedule, female architects have continued to deal with the previously discussed obstacles, although, improvements have been noted within more current years. As of 2026, each interviewee expressed recognising better treatment for women in architecture, further corroborated by questionnaire results from young people recently entering the profession.

Chapter 6: Conclusion and Future Recommendations.

6.1 Concluding current findings.

From carrying out a literature review spanning 150 years, to learning the experiences of women in the profession today, women in architecture continue to face issues in their careers. Despite this, steady improvements and developments continue to emerge, and positive changes are being made.

Literature reveals since the first academic emergence of women in architecture in 1880, female architects have faced a myriad of constraints. Initial obstacles such as discrimination within workplaces and lack of acceptance in schools of Architecture became increasingly less common. Interviewees experiences within the profession point to issues such as maternity issues, gender-based mistreatment and underrepresentation within award schemes continuing to exist as of 2026. Despite this, interviewees also state noticeable improvements within the profession, such as more flexible schedules granted for mothers without penalty. Instances such as Glaswegian firm *Threesixty Architecture* (2017) allowing this flexibility and security points to positive improvements in this sector. Moreover, legislation such as the Equality Act (2010) protecting pregnant people further supports improvements regarding maternity in Architecture.

Women's acknowledgements within architecture have definitively improved since the 19th century, and their representation continues to steadily grow. Interviewees and questionnaire respondents both expressed noticing changes in the industry surrounding treatment and recognition of female architects, although these improvements are still not where they should be. Instances of female architects winning awards and reaching seniority within their practices point to the visibility of women increasing, however responses from primary research continuously point out that the profession is still unequal regarding gender. With the lack of female presence winning awards and the motherhood penalty specifically, female architects still feel there is a long way to go before full representation and validation for female professionals is achieved.

Moreover, improvements regarding underrepresentation were also shown during literary research. As stated in chapter 2, section 2.5, instances such as Zaha Hadid's 2004 Pritzker

Prize win (Betsky, 2013) and the petition for Denise Scott Brown's retroactive inclusion (2013) point to a push for improvements to appropriately acknowledge women's efforts in Architecture. Interviewee's mirror this sentiment, specifically when discussing award schemes for women specifically. As discussed in previous chapters, allowing women chances to win awards for their architectural work will always be a positive, however, this does not negate the clear separation these schemes create between female architects and the profession itself. The overall result regarding this topic was consistent through interviews and questionnaires. Despite these schemes having a positive space in the experiences of female architects, inclusion within more general schemes is the eventual goal for most female architects. Overall, representing female architects in this way did in fact contribute to more appropriate acknowledgement for women in architecture, however, a future in which these schemes are not required is yet to be reached.

6.1 Recommendations for future work.

There are developments that are beginning to emerge which would further propel the profession to appropriately acknowledge women in the profession, for instance, greater amounts of women in senior levels. Interviewee participants working in firms with female presence all corroborated similar beliefs, in which a more equal split of male and female senior architects and directors contribute to a much fairer working environment. In these experiences, participants expressed feeling acknowledged as an architect rather than for their gender, which is the goal for many women in architecture (Morgan, 2017).

Questionnaire results imply a future in which this is possible, with participants discussing equally split gender presences in universities and work experience. With maternity being the biggest obstacle in keeping female architects in the profession, instances such as Participant D's experience, in which mothers are given more incentive to return after childbirth are imperative in keeping this equality. For further research into the topic, the following steps could be taken:

Table 15: Table discussing future steps to further extend research.

1. Interviews and questionnaires targeting larger regional audiences.	Involving the whole UK into the research for broader scope of results. This could invite more specific questions and discussions also, allowing to divulge into location-based features that may affect the topic. For example, due to Scotland's progression with maternity rules within the workplace, the conversation surrounding the motherhood penalty could result in alternative conclusions than received.
2. Interviewing junior architects and students as opposed to solely questionnaires.	Allowing space for detailed conversation with newer additions in the industry could be valuable in discovering where the future of the profession is heading currently. Although information gathered from experienced architects was imperative to discover where women's acknowledgements in the industry is at right now, further discussion with a different audience could indicate where the future of women's acknowledgements is going.
3. Attending women-led architectural events and forums with research in mind.	Discussing and learning about the experiences of women in architecture could result in different outcomes if the environment is specifically tailored to the topic of female architects. Understanding the importance of these events personally as opposed to solely through literature or anecdotally could give wider context and fuel more detailed research regarding women's acknowledgments in architecture.

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Appendices:

Appendix A: Interview Questions

1. How long have you been working at your workplace?
2. Do you see architecture as a gender-based/dominated field?
 - 2.1. Yes - How did you come to this conclusion and (how) has this affected your time working as an architect?
 - 2.2. No - Proceed to question 3.
3. Do you feel your gender impairs/propels you being a successful architect?
4. Do you roughly know the general amount/percentage of women professionals working alongside you in your workplace (For statistical purposes).
5. Have you ever felt as though your gender had any type of effect on you or your work - positive or negative?
6. How do you feel your work is received by others? Specifically, bosses or colleagues, but if you have other experiences, feel free to share.
7. Do you feel your efforts are recognised within the field? If so, is it proportionate to the effort input in your opinion?
8. Do you feel equal to your colleagues within the workplace? - Does gender affect this in your experience?
9. (If applicable, ask to newer/non senior roles) Do you feel comfortable you can/will reach seniority in your profession if you so wish?

Appendix B: Questionnaire Questions

1. What stage of education are you currently at?
2. Is your university based in Wales?
3. What is your gender identity?
4. What age range do you fall into?
5. Do you view Architecture as a gender-based subject?
 - 5.1. If yes, please briefly expand on your previous answer.
6. In your opinion, do you believe Architecture is an equal field regarding gender?
7. Do you believe women architects may face discrimination within their field due to their gender?
8. Do you feel as though women architects are separated from the industry?

- 8.1. If yes, please briefly expand.
9. Do you feel women architects are represented well within your place of education? (e.g lessons, discussions, talks, etc)
10. Do you feel women architects are represented well within the industry? (e.g online, winning awards, reaching seniority, etc).
11. What women architect-focused functions within Architecture have you been made aware of?
12. In your opinion, do you feel women-focused functions, such as the "Women in Architecture" forum event, are positive or negative?
- 12.1. If you have answered positive/negative, please briefly expand.
13. How aware are you of the issues women architect's may have faced or are currently facing, such as workplace discrimination or wage gap, within the industry?
14. If applicable, how have you learnt about the issues regarding gender discrimination within the field?
15. Have you personally witnessed any form of gender discrimination within the industry during your studies/work experience?
- 15.1. If yes, do you know how/if the issue was resolved?
16. Please leave any further thoughts regarding the entire topic/survey here.

Appendix C: Interview Results - Participant A

Author:

In your different workplaces, did you have similar experiences in terms of working as a woman architect. Did you have similar experiences throughout?

Participant A:

Yes. I felt welcome and I felt fairly treated. However, because my life circumstances were different, I have different experience, but it was more because of how I was feeling than the way they treated me, I think. So in the beginning, obviously, I came here with a very... My spoken English wasn't very good, so my confidence was a bit low. And then I feel that they weren't taking all my potential, that's why. So, because I needed to register, and then by the

time I was becoming more fluent and more self-confident, then I just thought that practice was too small and I know it's changed. But they treat me nicely. You know, obviously, one of the directors was a bit more, I say, treating me different in a way that I don't think he was taking all my full potential as an architect, but the colleagues were very nice to me, teaching me loads of things, and there was also a female colleague who was working, he was self-employed, but using that space, and she helped me a lot to gain confidence. And then on the other, in [Firm Name], I was with [Colleague], and it was a small practice, but I did feel we were all a team, it didn't matter.

Author:

Yes, the community there sounds nice.

Participant A:

Yes, and in this one, yeah, I feel I've been welcome since day one, also because they were desperately looking for architects, and also because now I'm in my best place, like in the sense of I got the most of experience now and I'm more confident, but yeah. No issues. If I can say, I think the fact of being from abroad was more important.

Author:

Yeah.

Participant A:

Not more important than that, but that had more relevance than being a woman. Okay. also, from my personal... From the way that I was seeing myself, because of the language and the self-confidence. But not because of being a woman.

Author:

Okay, yeah. So more of a... That is a good point, actually. I will ask about it more later. But a big point that I've noticed is everyone is saying confidence is what matters more than anything right?

Participant A:

Yes! Exactly.

Author:

So, do you personally see architecture as a gender-based field?

Participant A:

Like dominated? I would say no. Or not anymore, at least. Although if you look into a practice just randomly, you will see the percentage is still more with men than women. But when I started university in [Date], we were about 50-50%. So I always felt that we were unequal. So I always been surrounded by female students and I can see, now you can see more women directing practices, women directors. So I wouldn't say so in architecture, but it is more obvious that it's male-dominated in construction. And in among the technicians, architectural technologists and technicians as well, there are much more men than women. It's like architecture has like a different status and I think it attracts more women as well. Like for me, for example, I didn't know that I didn't know what to do after high school, but because I have always seen architecture as a mix of technical and artistic, that captured me.

Author:

So, do you feel that your gender impairs you or propels you to being a successful architect? Or do you think it has no relevance?

Participant A:

No, it does. So I... I feel a bit of both. So I think... It impairs me in the sense, not because of my work as an architect, but because of all the other roles that I have as a woman. So, for example, it was obvious to me that when I became pregnant, I was working until the very end of the pregnancy, so I didn't have any problem, and they were treating me very nicely like you know no pressure and things like that. But after that was the worst for me because by the time I was ready... I took a year off, and by the time I was ready to go back to work. Then I received the news that the office was closing. So it was like I was desperate to go

back to work because I needed to feel myself, not just being a mum 24 hours. And that hit me quite hard. And then it took me some months to, you know, to settle the news, to find, to start looking for another place. And because my confidence was very low after a year away, it was, you know, it had an impact.

So, I would say, trying to be a good architect, or successful architect, and being a mum or having a family, and if you have to care for someone else, even if it's not a child, but your mum, any relative, is putting a lot of pressure, because you cannot be... 100% in all the levels. So I'm obviously not 100% mum during the week. So that, I think, that's the downside for women and that's why if you, I don't know if you might have read this data you know, but a lot of women that are architects and have a child, a big percentage never come back to the workplace. So, I didn't want that to happen to me because I do like my job. But it is very hard. Also, because of all the other things that happen during the pregnancy and the postpartum, that your brain changes. So when I went back to work, I didn't remember any of my passwords or how we proceed, the way we file things. It was quite overwhelming.

So yeah, that's the thing. I think being a woman and having this... They teach us to care and to try to be the best in all the problems, and it's impossible. That was my story. But also, I think it propels me in the sense that because of this gender education that we receive as women, like being caring, loving, and the women of the house and all that, it also allows you to have a more holistic vision of the life and architecture. So, when you are tasked with doing a project and you receive a brief, you always try to think beyond the building. And to, I think, to be more mindful on who the client is, who the building users are. You know, climate, everything. So, I think it has that positive, like that extra if you are a woman. Because you care more, not by nature, but by education.

Author:

Yeah.

Participant A:

Well, and by nature a bit as well.

Author:

Yeah. It's really interesting. That's another similarity I hear from a lot of people, is the way that a lot of women architects talk to clients, and the people that they are working with. A lot of clients say that they like it and that it works well for them. I think that's very interesting. I didn't think about that, but it does make sense.

Participant A:

I think you try to create to connect emotionally as well, although sometimes you it's more efficient not to do.

Author:

Yeah.

Participant A:

But you need to... I think that's the way our brain works, like trying to understand the needs and to go beyond what you decide, you know, you are... Yeah. I think that's it.

Author:

Okay! Do you know in your current workplace approximately the percentage of women that work as well with you?

Participant A:

Yes, we have three offices. In the [First] office, we are three. We have like 14 people, only three are women, but only me is the one working as an architect. There is another technician and there is the head of human resources, which is a woman as well.

Author:

Okay.

Participant A:

And in the practice in general, there is another office in [Location 1 & 2], and I will say we are like 35, 40 people. In the [Second] office there is only one woman, and in [Third], I think we are five or six. So, you can see also how in a big city, the percentage is easier to achieve.

Author:

Okay, yeah. I'm not sure if you'll remember but in your previous practice, do you know, not exact, but a roundabout number of the percentages?

Participant A:

Yeah, well in the [First] office we were ten people and we were three women, but the other office was in [Location]. I don't remember but I would say, maybe 1/3 we were women.

Author:

Yeah, exactly. I didn't have this question written down, but I thought about it because of what we were talking about. Do you think that there's less of a difference if there's a certain number of women in the practice versus if there's a woman that is like a senior role in the practice instead? Like, for example, is it if a woman is like a director, does that make more of a change than if you have more women in the practice instead?

Participant A:

Okay, yeah. I think so. I think... Obviously, in terms of changing things, it's more effective that there is someone, as a director or in the managing positions, because if she really wants to make a change, for women, then it can happen more easily. In my current practice, there are two directors, a man and a woman. So, I do feel that I can count on her when I need something, but it's not really architectural.

However, in my previous practice, although the director, she was a woman, I could feel more benefit of being [in my current practice] and being with [Colleagues], because we were supporting each other and we were more aware of the things that are going on in a women's life. And I think that was amazing and that was why it was so hard when it finished. So in that sense, I felt that having more female colleagues is better than having a... sometimes it's

better than having a female director. Because you can join forces and... You feel more confident and... more powerful.

Author:

Okay.

Participant A:

Well, you know, if you get on well, but sometimes.

Author:

Is it a support system kind of thing?

Participant A:

Yes.

Author:

It's similar to what we've already spoken about, but I'll ask as well if you have anything to add. Have you ever felt as though your gender had any effect on you or your work? Positive or negative?

Participant A:

Well, I can add one thing, [at the beginning of my career], I feel like when talking to another architect and technicians, it was fine, but if you have to go on site or work directly for a contractor, sometimes you can get a bit, you know, discriminated against. In the sense that they, if you don't know the answer... they can be a bit harsh, it's very relative because it also depends on your self-esteem or confidence, but you can find it a bit harsh sometimes because they, because you are an architect, they expect you to... and, you know, the construction field is male dominated still. It can be a bit, if you get with someone that is a bit less cool, it can get a bit harsh.

But nowadays, I've been seeing more and more women on site, like being the same managers or project managers, which is very good. But still I find myself, [acknowledging when there are all women on a project]. And I find myself wanting to say like, 'Oh, it's very good that we are all women', but I shouldn't be thinking that. But still we are in that... That's not the norm. The norm is that I'm the only woman. In a Teams meeting with 10 people, I'm the only woman, or maybe the client is also, if it's a local authority, there are more women as well involved. But still I feel like, gosh, at some I was quite overwhelmed because I was the only woman, the youngest and I was like and I'm the architect and I'm supposed to be the team leading all these conversations. Now it's better because obviously my confidence is better but yeah.

Author:

That sounds very stressful.

Participant A:

But I have to say that we should go a step back because even though I'm from abroad, I'm still a , [privileged person], you know it could be it could be much more challenging than it has been, and also because everybody knows [Foreign Country] and everybody has been to [Foreign Country] on holidays and you know so you always have that link, but I can see how, you know, if you're a single mum or if you are from a [another ethnically diverse background] for example, yeah.

Author:

That's really useful because all the, every single person that I've interviewed has said the exact same thing about sites and construction sites and how it is there. It's less of a thing within the architecture side of it and much more within construction.

Participant A:

Yes, I think when you're in the office you have you know you have your skills your tools your mind and you decide yes and that's fine I think there is no barriers there, apart from the experience that a person can have more experience than other people, but once you go and

step on the other side, they will they will always make these jokes like 'oh, what are your shoes' or you know, things like that. But as I say, big contractors, you won't have that.

Author:

Yeah.

Participant A:

Only small ones.

Author:

Yeah, I see what you mean.

Participant A:

Oh, they will just not be, 'can you go and check with your boss' or things like that. They won't trust you much, as much as if you were a man, I would say.

Author:

Yeah.

Participant A:

But also, it's because they see you down. You know, if I'm like an older woman there, probably it's different.

Author:

Yeah. I see. That is the general consensus, a lot of other places I researched were saying, especially if you go [on construction sites], there's already a different, there's already a different energy. There's already kind of that judgment a little bit. If you don't have confidence and you stay quiet and you stay low, it will just... You'll make it harder for

yourself. You have to put yourself out there, even if you don't have the confidence, pretend you do. That is the main thing I found, do you agree with that?

Participant A:

Yes! Yeah. And if they ask you... my fear was they ask me something I don't know. But that's fine. You say, well, I need to double check. Let me look into it. What would you do? Yeah. And then, and then, yeah, and you will start being more and more experienced with the part.

Author:

Yeah, exactly. That's very useful. That's definitely the most important thing so far, I feel like.

Participant A:

Yes.

Author:

So how do you feel that your work is received by other people? By bosses or colleagues? How is your work received by them? Is it changed by your gender or is it solely skill-based?

Participant A:

Yeah, it is skill based. Yeah, at the moment, my boss is very happy with anything that I do, which is great. And I think the one that is being hard with me is being myself, you know, because it's very difficult if you work in architecture to close the, close the computer and go and not think about it. Sometimes you just take all your thoughts with you, and then at night, sometimes I had days where I couldn't stop thinking, trouble to stop thinking about work, and then trouble to sleep. But I think, you know, the key thing that I found is communication. So if you communicate to a colleague, to a manager, to a director that you have match to and you are struggling, or you just ask the question rather than sit and think about it for two hours, just ask the question. So, if you have a good communication, it's normally okay. better and if they are happy with the way your outputs, you know, the way you produce things,

that's okay. So, yeah, sometimes when I'm quiet or working from home and not communicating with them properly, then I worry more.

Author:

Okay, so then within the field itself, do you think that the effort that you put in is recognised back to you?

Participant A:

Yes, I think so. Well, as I say, in many occasions, my boss and the studio director, they told me that they're very happy with what I do and with me. Also, I know I put a lot of effort and I personally feel that, as soon as I feel I couldn't do any better or anymore, I do good. But I do see architecture as a team job. I don't believe only one man or one woman. As you know, as it's been seen for many centuries. I think that even if I'm project architect or project lead of a particular job or project, I still need, I got the need to go and show to my colleagues and ask, how do you think this is the best option? Is there anything in here that you think can be improved? Because it's broad, it's you designing for a lot of people, even if it's just one house. I think it's much better always to have more eyes on it.

And also, normally when you work, now my position is as a senior architect, although a very young senior architect. But normally, in my position, you are the project lead, the project architect, and the project lead. That means you have to coordinate the work of the design team to make sure that you deliver on time. So, for example... I'm not only designing now, I'm coordinating and having teams like with the structural engineer, the civil engineer, MEP engineer, ecologist, acoustician, landscape architect. So I need to make sure that what I do goes to them and they give their proposals back to me and everything is coordinated. So it's a lot of communicating, being clear on what the program is, so you can chase everybody. And it's a lot of chasing, to be honest. A lot of chasing, because sometimes people, from other disciplines, won't do anything until they are sure your design is done, because they don't want to be doing things twice, while we are trying so many options. So in a way, I feel like still, our role is the one that needs to put more energy on it because it's not only design, but it's coordination. And sometimes that's not reflect on the salaries if you compare it with other business.

Author:

Yeah, definitely. In that case, I do want to ask one more thing, you know when there are the award things such as 'X architecture award for women' or certain forums for women, how do you how do you feel about that? I want to find out if architects think it's separating them in a way. I wonder why can't they have the same awards as everyone else? At the same time, it's sort of bringing them to the forefront. I don't know how to feel.

Participant A:

Yeah, it's a mixed feeling. I feel the same way. But I never entered one of those, so I've never been given an award. And I've been to a couple of know these monthly events like [Women architect events], but I don't do it regularly, mainly because I don't have the time. I know the marketing women in our office see that as a networking thing which I think is good but for me it's like, you know there are other priorities. But on one hand, I think it is good because as you say, it's not only bringing architects together, but they are bringing a lot of different roles within the construction industry together. And it's very good for networking and for seeing you as, you know, among other women in the same industry. And then it's very good because sometimes you meet someone in there and then you work with them. And the next year you work with them and you already know. You don't start from scratch. In the confidence side of things, it's good to see some familiar faces and to know what they do and the struggles they have at work as well. Because I think, yeah, as I said, I don't do it regularly, but I think that's more or less why it's focused like struggles and working and recognition as well. The awards, again, I know there is the *Women Awards* that is done by *The Architectural* and *The Architectural Review* which, yeah, again I think is, I mean I'm not particularly a fan of it but I think it's good to just to expose and I think about it from a more broad point of view, like for example the International Women Day, in [Foreign Country], it's a great, it's a big event. In here, nobody seems to care.

Author:

Yeah, I completely agree. That is very true.

Participant A:

So, what I'm saying is like, do I feel as a woman we need to celebrate a particular day? Because this is what other, my relatives, female relatives and my friends say, Why do we need to celebrate? We want to be equal, we don't want to be... Until there is no more women

that are struggling because of being a woman, we have to celebrate. So I try to bring that to architecture as well, right? So maybe I see things are better in architecture, but still, it's not my case, but I think still there might be some people that are struggling. So to me, the International Women Day, celebrating that is still very important. And when I came here and I found out that they didn't. It was a bit sad because I do feel that there is inequality in work, talking about work only. So, yeah, and it's about... it shouldn't be only a celebration, it should be like a demonstration, like you are vindicating, you are... Asking for what is, what should be the normal, and then obviously that's only with women, but if you start going on to the next, into the, not only the two, the female, if you are trans for example, there might be a trans event in architecture, you know, even more, well, for sure it's going to be even more difficult.

Author:

Again, it's like another obstacle of things you need to bypass.

Participant A:

Another wall that you...

Author:

Exactly.

Participant A:

But to be honest, architecture is, because it's, you know... I like, I really like it obviously, but normally, there is a lot of young people, people coming from university with a more open mind, more open-minded and, you know... this fashion as well around architecture and well, I don't see it much in ways but I can imagine in London for example. So, I would say things are moving forward and at the end of the day it's about how you design and what you do with a brief rather than what you are as a person or how do you feel as a brief. So yeah, I think it's more like that.

Author:

Yeah, exactly. Because that is, I agree a lot with the things that are bringing women to the forefront with architecture, where it's like, on one hand, of course, in a perfect world, it would be nice that we don't need these things, and we're all equal, and we can all celebrate the same awards and things like that, but unfortunately, that is not... we're not there yet.

Participant A:

I think we need these forums and these...

Author:

Meetings, these awards to get us there, type of thing.

Participant A:

Yes, and maybe, as I say, in architecture, not so relevant, but in the construction in general, yes, because in there, are there women working on sites as a builder or as you know, as you know, getting their hands dirty, and that I think it needs to be more seen. Because, yeah, historically, it's been, and it's still harder for a woman to decide I'm going to work with a contractor or laying bricks, which I don't see why not, but it's just that it doesn't cross your mind when you are young. Exactly. Unless you come from a family, maybe.

Author:

Yeah. I agree. Okay, so the last question, initially this question was going to be for newer, like non-senior roles, but I've been asking it to everyone anyways. I just worded it a bit differently. In the beginning of your career, did you think that you could, did you feel comfortable that you would reach a senior role in the future?

Participant A:

Well, with me I think it's a bit different because I never thought I was going to be here in the UK for this long. But I would say I didn't find anything that made me think that I couldn't reach. Okay. Right? I think I thought that if I work hard and I got more knowledgeable and more, you know, experience, currently I feel I could get to a manager, get to a director

position if I wanted to, obviously maybe in another 10 years' time. Yes, and also, especially because of the, where we are, we are in South Wales, there are lots of things to build, to be built. There is not much people in architecture that want to remain in South Wales you know the typical thing is to go to car well to Bristol or to London or yeah, so I think if I was to stay here, yes I could reach one of those positions just because the demand is not so big, if in London maybe no, you know?

Author:

More location based as well, yes. So that is all my questions that I've written down. I don't know if you have anything extra you want to add or...

Participant A:

Let me see. I got some things. But I then read lots of things and found, architects that I didn't know about because I don't know how it is now when you are taught, in the school. I don't know if they mention any apart from the usual male Le Corbusier and blah, blah, blah. But it was very good for me as well and for my, to build my confidence, to see that even though before, you know, in the 19th, 20th century, it was much more difficult for a woman to access university, but still there were so many good architects that nobody talked about.

Author:

Yeah.

Participant A:

And mostly because they were colleagues of one of the big names. And they were never, everything that they were doing were put under the other's name.

Appendix D: Interview Results - Participant B

Author:

Okay, so are you currently in practice or not?

Participant B:

I'm not in practice at the moment. Okay. No.

Author:

When you were in practice, do you know around about how long you were working?

Participant B:

Yes, I was in practice for about 13 years. And yeah, my work now is still work in architecture, but not as a practice in architecture.

Author:

Okay. With 13 years of experience, do you see architecture as a gender-based or gender-dominated field?

Participant B:

I mean, historically there's been more men in architecture. I never personally sort of realised really until I started working in construction. I just wanted to be an architect and I didn't really think about the fact that I was a woman.

Author:

Yeah.

Participant B:

But yes, I suppose now that since I started in construction, then there's more men, deal with more men, not just in the architectural practice, but through all the other disciplines that you work with as well.

Author:

Yeah. In that field where you're working with, you know, different types of people, different, of course, men and women, and do you believe that gender plays a certain part in architecture, do you feel it's maybe... Does it have a positive connotation, a negative connotation? Is it completely neutral? In your personal experience, how do you feel the sort of identity of the field affected you as a landscape?

Participant B:

Yeah, personally, I suppose there's a mixed experience. So, I think having the balance, I think women bring something different to construction projects, we think differently. often have a completely different perspective on men. So, I think there is a difference between men and women in that way. I think men, I mean, without stereotyping, tend to be, in my experience, slightly more sort of arrogant and forceful in their ideas. But I have met women architects who are a bit like that as well. So, it is quite a mix. I worked with one, there was one woman architect I've worked with and she... a lot of the contractors didn't like working with her because she very much... her views were her views. And I don't know if she was trying to be more assertive because she was a woman potentially. So then that does have an effect or if that was just her character.

But then conversely, I found that some clients, when I was working with a colleague who was actually my boss and a man, a male architect, they prefer dealing with me because of the way I was and I was more open, but then that could potentially just be my personality because I could see things from their point of view and I wasn't that forceful in my ideas. And then out of the practice on construction sites, mostly I've had my experiences have been fine, but particularly when I was, not actually when I was that novel, like novice as an architect, I did come across one particular contractor who did try to pull the wool over my eyes and in certain circumstances like he would, I can remember turning up to site once and it was a blockwork building and I knew there was supposed to be a window in a particular wall but they hadn't built the window, they'd obviously missed it from the drawings and I said, oh there's supposed to be a window there and he said, oh yeah we knock it out later that's how we build them and I was like, come on, I know that is not how you build a window in block work because I know you form the window out of the block work, you don't knock it out afterwards. And there were several occasions like that on that particular job where he did try and pull the wool over my eyes and he soon realised, because I would go back to the office

and we were always taught this to put whatever you've decided or discussed on site, always put it in writing and e-mail it back to them afterwards. So when I started to do that, I think he realised that I wasn't the pushover that he might have thought I was. So there's been a few experiences like that, but mostly it's been fine. And I think they often contractors would have assumed I didn't know as much as I did know because I was female.

Author:

I see.

Participant B:

But then I also think that women aren't afraid to ask if they don't know something or understand something, whereas men are more... reticent to do that because maybe they don't want to look stupid in front of other men.

Author:

Yeah.

Participant B:

I've seen that a lot as well, whereas I would just ask. So in meetings and on site, I've experienced that.

Author:

Yeah. That is interesting, sort of like the difference between working with different genders as colleagues, maybe some like ego things.

Participant B:

Yes. Perhaps.

Author:

Okay, I see, that is interesting. Yeah. The next question, do you feel your gender impairs or propels you to being a successful architect, or do you think it has no correlation in your opinion?

Participant B:

I don't think, in my sort of personal career and my own development, I don't see gender. I don't really sort of worry about whether I'm a woman or a man. I just, you know, continue my job. I just see it. But possibly, you know, men are taken more seriously in some circumstances and maybe heard more than women. I have noticed that. But yeah, for my own journey, I haven't worried whether I'm female or not. It hasn't been something, you know, there are lots of sort of women in construction and women in property groups and I've never joined them particularly. I've just been an architect.

Author:

Yeah, that's quite interesting because that's sort of a big part of my topic as well. is sort of like the separation of women in architecture. Of course, there is some positives to it, like for example, representation and specifically mentioning it, but at the same time, it does go back to what you were saying about maybe certain groups where the focus is more about the gender rather than the career. Yeah.

Participant B:

I don't feel it should be, but I understand why it is at the same time. Exactly. You're trying to attract more women into construction. It's not seen as the sort of go-to career for women. So yeah, I can see both sides. For me, I don't like drawing attention to the fact that we're women. Yeah, you're just people.

Author:

Yeah, okay, that's also very useful because that's very directly linked to my research.

Participant B:

Yeah, that's a good one.

Author:

So when you were in practice, do you roughly know the amount of women that would work alongside you?

Participant B:

Well, for this one, I think maybe percentage is a good way of looking at it because I was thinking about this. I was in a fairly small practice. So, but we had quite a high proportion of women. So say there were 12, it varied over time, but when there were 12, I did work with another, there were another three architects in the office, female architects. So, that's four out to 12, so it's a third. So that was quite a high proportion and it varied over the years. But then you might come across a practice where it's not so high. I think there's more women in architecture now.

Author:

Yeah.

Participant B:

Probably when, so when I probably did work experience when I was 17 or 18, there weren't any female architects in the practice I was in there.

Author:

Okay, yeah.

Participant B:

Yeah, so I worked... so funnily in that one, and that was all men, and it was only about, again, it was small, I think it was less than 10 people. But so much so that when the

secretary went off on long-term sick, they asked me to stay on and do work as a secretary, which I did do because I wanted the money and my holidays. But there's that, you wouldn't have asked a man to do that probably.

Author:

Yeah, a weird overlap type situation.

Participant B:

Yeah. Like, oh, well, we've got a woman. Let's put her in that role. Yeah.

Author:

Would you say then that you have noticed an increase in women architects in your personal experience?

Participant B:

Yeah, maybe actually, because a few of the projects I've been involved with recently, the architects have been women. So I think it probably is more now. And it'll be interesting to see how that relates to other disciplines in construction. Because, you know, architecture might be the seem more normal to women than some of the other.

Author:

I do think so. I feel like I've seen a lot of architecture and interior design tends to have more women in there.

Participant B:

It's interior design, definitely. Yes. In fact, I don't think I've worked with a male interior designer in all my years. I've always been a female.

Author:

That's so interesting.

Participant B:

That sounds like. And let me speak to architects are mostly women that I've dealt with.
Yeah.

Author:

I have to look into some of that actually, because I'm curious about it.

Participant B:

Yeah, I have not worked with a male interior designer.

Author:

Interesting. Yeah. So have you ever felt that your gender, I guess we kind of talked about this, but I'll ask anyway. Have you felt as though your gender had any effect on your work, whether it's positive or negative?

Participant B:

I think, as I said, potentially positive, because I think... and again, it's a little bit stereotypical, but we do tend to be, women tend to be more sensitive and more, I think we're more likely to listen to what clients want. And I think it does come across in our designs that we are quite sensitive and we.

Author:

Yeah.

Participant B:

We just think differently.

Author:

Yeah.

Participant B:

So I think if anything, maybe positive in terms of my own work.

Author:

So is it maybe... like you, there is some difference in terms of like, for example, people preferring maybe to work with you because of the way that you work? But it is a positive difference nonetheless.

Participant B:

Yeah, I haven't come across any time where people haven't wanted to work with me. I've always... But then I think communication skills are really important in architecture. And I'm not saying everyone's the same. I think I probably do have quite good communication skills, a good way with people. But then lots of men can as well.

Author:

I see, like maybe it is less of a gender thing you think?

Participant B:

It could be a personality thing. That's what I mean. Yeah.

Author:

So how do you feel that your work is received by others? Not so much the client side, because I assume clients who choose to work with you are more likely to like your style

maybe. Yeah. But with bosses or colleagues, how do you feel your work is received by them?

Participant B:

That's an interesting one. I think in my experience, I mean, it depends because I have worked with some quite strong people who have got strong views. And I always remember thinking my boss that I worked for would change, whatever I showed him, he would make a change just because he could, but that might have just been a personality. Whereas I've worked with other male colleagues who've, you know, and we've not been the same. So I think that's maybe more personality. So I think my work, I don't think my work has been received differently because I'm a woman. I think that's more based on, I don't, I haven't experienced that in terms of gender, I don't think. I think I've always worked with quite, you know, I've always had good colleagues and they've always been helpful.

Author:

Yeah, that's good.

Author:

Yeah.

Participant B:

So I might just be lucky.

Author:

The more interviews I do, I really do want to compare the answers now.

Participant B:

It'll be really interesting, definitely.

Author:

So do you feel that the efforts that you put into your career are proportionate to the outcomes that you get, maybe? Like, do you feel the recognition? Do you feel...

Participant B:

Well, I think generally in architecture, again, I don't know if it's particularly gender, I think we put in a lot more effort than we're probably recognised for, but that's because we're so passionate about buildings and getting the design right and we do care so much. You don't want to put... anything in front of a client or anything up for presentation that you're not one, pretty much happy with, they're not sure that we ever really get the recognition. Because I feel like, and this is one of the things in practice, I always thought the architects get blamed for everything, even if it was a structural engineer's fault or problem with M&E, it always comes back to the architect. So I think architects don't have all disciplines put in a lot more work than they're probably recognised for. Because we also used to have the issue that it's not really about gender, sorry, but if a structural engineer was asked to change a drawing multiple times, they would charge the client, whereas we would change our drawings over and over again without any extra fees. We always say, well, we don't charge for doing that, but they seem to be able to charge for anything. It's very odd how architects are... I think it's because traditionally we were the ones that ran projects. But I don't think that's gender specific. That's just... architecture.

Author:

Yeah, okay, that's interesting as well. Maybe I'll discuss that in a second. In your workplace, have you always felt equal to your colleagues in terms of gender?

Participant B:

No, probably not. . [Discussing experiences with work given being primarily assistant work as opposed to architectural due to office reduction]. So that definitely happened. And I don't think that would have happened to our man. So I think, and I may have mentioned this to you before, but I think in meetings, often, I don't think I'm heard as much as men. So I would say something and then a man would maybe repeat it and then that's what's taken it. was his idea. And I was like, hang on now. That's just what I said. So I think women are not

really viewed equally, even subconsciously. It's not necessarily a conscious thing. I think men don't even realise they do it.

Author:

Yeah, I see. Which could be an issue in itself, sort of just... maybe make a specific effort to sort of notice what you're saying maybe.

Participant B:

Yes, I think we do tend to maybe try and work harder to prove ourselves a bit more.

Author:

Yeah.

Participant B:

Try and make sure that, because I always worry before big meetings, you know, am I going to be able to contribute? Am I going to be useful? And maybe I put more working to prepare him for that meeting then, whereas a lot of men will just wing it and know that they'll be fine. So there is that side, definitely.

Author:

Okay, that is interesting as well. I want to ask, do you feel comfortable with the protocols surrounding maternity at your workplace?

Participant B:

Yeah, so it's the whole picture, isn't it? So it is, I think maternity, they'll have to give whatever is statutory. Yeah. It's whether they go over. above that, because I've seen some organisations who are very rigid and not.

Author:

Yeah, and it's... it doesn't end once you give birth and then that's it.

Participant B:

No, exactly.

Author:

There's the lifetime afterwards that.

Participant B:

Yeah, like when the child is ill or when you know different things. It's how flexible the company is around that. And whether, you know, some might even put in because some people, I think you've got for paternity as well, there's a statutory even it's maybe 2 weeks or something. I don't think it's very long, but some organisations give more. So it's what they recognise, I suppose.

Appendix E: Interview Results - Participant C

Participant C:

[Discusses their studies, over 3 decades of experience within the field].

Author:

So in your experience then, do you see architecture as a gender-based field? So maybe, do you feel that it is dominated by certain genders, that it's like run by certain genders? Do you think that it plays a large part in the field?

Participant C:

Absolutely. Gender as a concept? Yeah, And I was shocked when I arrived from [Foreign Country] and I thought, well, we're going to see a more enlightened profession. But what I saw here was even now it's run by people at the top who are predominantly white males of a certain age and they have certain ways of doing things that are very, where they want to keep their own power.

Author:

Yeah. So do you feel in relation to that then, that your gender in your experience, in your career had ever impaired you or propelled you to becoming a successful architect?

Participant C:

Well, in terms of advocacy and doing all the, work that I've done so far in terms of, helping women and it all comes from my frustrations of not being able to do it for myself. And, I know that there's a, huge amount of tick boxing stuff that goes on where, they say they're doing all sorts of things for women. They get you on board and then they just ignore you. So that's still continuing. And so a lot of that frustration I have channeled into helping other women from minority backgrounds. So I haven't really helped myself because I've put myself in the front line and often I'm under attack.

Author:

Yeah.

Participant C:

So I haven't progressed in many ways, but that's fine. You know, someone has to take the blow and I've taken that.

Author:

Yeah, yeah, exactly. So have you ever felt as though your gender in terms of your work as an architect, do you think it ever had an effect, whether it was positive or negative? In terms of maybe the response, maybe from clients or colleagues?

Participant C:

Certainly, some of the incidents that have happened to me have could have only happened to a woman, but also a woman of color.

Author:

Yeah.

Participant C:

So I think those two things are really important. But that's when I realized it was not so much a, you know, a issue of ethnicity. or race, rather the gender is really important. So those kind of incidents have been there all throughout, which remind me.

Author:

Yeah. Okay. Do you think that it has made like an improvement? Do you think it's better than it used to be? Or do you think it's similar in terms of how often it happens? It's getting better, but it's still not good yet. Where do you stand with it?

Participant C:

No, I mean, there's a recent Fawcett report in 2025, and you should get a copy of it if you haven't. It just shows that the things have worsened. And, you know, the world is being run by mad men at the moment, mad white men basically, and in everything. So, you know, I just think that it's still kind of functioning in a very patriarchal manner.

Author:

Yeah, yeah, definitely. So how do you feel, I guess we kind of already answered that one, so I'll skip that one. So do you feel that your efforts are recognised within the field of architecture? And if so, do you feel it's proportionate to the amount of effort that you put in?

Participant C:

What kind of efforts are you, this advocacy work or other work?

Author:

We'll say architectural works or any designs or projects that you have been on or worked on.

Participant C:

So my role as an architect in designing things, whether it has been recognised or not, no, not as much. I think I'm more recognised as an advocate for rights rather than my work.

Author:

Yeah.

Participant C:

But that's always going to be, you know, when I think, there's loads of women I can see, particularly women of colour who's, they've been fighting for these other things, they're always going to be seen as, you know, that's part of that rather than, and that's really annoying because you want to be recognised as a professional woman, you know, who's wanting to do work. But it's difficult.

Author:

Yeah, exactly. That's even the reason why I'm doing this topic anyways, is because I found when I was reading about architecture and women in architecture, there was really not a lot of information about like very famous or very recognised women architects, unless it was about things that were not their architectural work, actually anything else about them. And I was, I just thought like, that's really, I don't know, it was just strange. So I thought I'd like ask about it. And I found, it is an actual issue.

Participant C:

Yeah, I mean, of course, there is Zaha Hadid, who's probably the most famous Asian architect there is. But even then, you know, like, they like to portray her as a woman who's a diva and all sorts of things. Yeah. So, how many dresses she left behind when she died and those kind of things which are totally unnecessary.

Author:

Yeah, exactly. And then the last thing I wanted to ask was, do you feel that, so for example, we'll say with award ceremonies and things like that, when there are two separate categories for just architecture in general and then female architect awards, do you feel that separation is appropriate and a good thing or do you feel it's a negative because it's just putting a line in between?

Participant C:

So sort of gender-based awards, yeah. I mean certainly in this stage where we're at where there are so few women being recognised for their work. I think it's good to have this category, but it's also, I mean, I think I'm in two minds about it, because it also is like a way of minimising or devaluing the prize as well, because you're saying, oh, that's a women's prize. And then, you know, like they have removed prizes for a lot of the actors in the Oscars, you get, regardless of the man or woman, you get the best actor award. And I think maybe we should do that. But the problem here is that women might not have a huge project to put forward for an award, or the woman might have been doing something else, but not the design.

I mean, I think we have to be very... when Leslie Loko got the World Gold Medal, and she said something really interesting, which I've kind of been mulling about, and the fact that, you have to be more inclusive and you have to embrace architecture as a wider profession. You know, so it's, you have to kind of almost forget about conventional, like, you know, here's a building, this is the architect. Because, every building these days isn't even the traditional contract anyway. So it's usually like design and build, sort of thing. So the contractors actually has a role in the design of it and has built it. The architect is no longer the leader, you know, the team leader as it used to be. So I think we have to kind of perhaps rethink how we see the role of the architect and how we give awards because I think the awards are very narrow and in, you know, the... how do I say it... it's very limited. The scope is very limited, which then limits women who are doing other kind of architectural work. So

there is, it's almost like the awards and the notion of architecture has been capitalized. So the whole process has been, I think, taken over by capitalistic mechanisms.

Author:

Yeah. OK, perfect. That's all my questions.

Participant C:

All right.

Author:

Yeah, that was really useful. Thank you so much.

Participant C:

Great.

Author:

Thank you very much for your time. Thank you.

Participant C:

See you. Bye.

Author:

Bye bye. Bye.

Appendix F: Interview Results - Participant D

Author:

So, hello. Would you like to give a very brief introduction about who you are and things like that?

Participant D:

Okay, yeah. I'm [Participant D]. I'm an architect and practitioner,

Author:

Amazing. So how long have you been working as an architect and how long have you been working at your current job in your current position?

Participant D:

As an architect for [10-15 years] In my current position, leading my own business, [fewer than 5 years]

Author:

Okay. In that time, do you see or have you seen architecture as a gender-based field?

Participant D:

Absolutely, yes.

Author:

Okay, in what way?

Participant D:

No doubts. In what way? Well, one of the one of the things, one of the one of them is that there would be a bigger number of men in the practices. and they would tend to have higher positions.

Author:

Okay.

Participant D:

Like that a significant, like the percentage of men in the practices were much higher.

Author:

How did you come to this conclusion whilst working? Did you see it? Did you hear it? Did you feel it, how did you find this out?

Participant D:

Well, it was, it was obvious because I was at the office.

Author:

Was it like, is it like a personal experience? If you saw it in your office, for example.

Participant D:

Oh, okay, I see, I see what you mean. Yeah, so it started as a personal experience. In my first job as an architect, we were [10-15] members of the staff from which only we were two women in the design team. All the directors, associates and people who were being promoted were men. So it was very important for me to research this. I was like searching on the website and checking how many directors or how many women were on the higher positions. And it was embarrassing. It was very low. And it still is. Still is like that. Not saying that they don't exist, but generally recruiters would like, call me up. Oh, I've got a position for this company. And I would ask, does this company have any female directors? And they

wouldn't. It's just like, yeah. So that's the way I know. It's a personal experience, but also I was for a long time just looking at the teams.

Author:

So do you feel that your gender has impaired you or propelled you to become a successful architect?

Participant D:

It hasn't made it easier.

Author:

Do you feel that the treatment towards women is different in sites more than anything, like in site visits or during construction, when you go to the site, is that where a lot of it happens?

Author:

Yeah. OK, I see that makes sense. So have you ever felt that your gender has had any type of effect on your work specifically? So whether that's positive or negative, do you think that affected it?

Participant D:

I'm just trying to think like if new information apart from what I've already said. Yeah. definitely has, it definitely affects, you have to be much better. You have to work 10 times more. Then in the reality, I find that there are qualities like that we learn as being socialised as women and the way we treat each other. I find that we can be more empathetic, we can put care first. And that might not be related with your question really. I think definitely it has made it worse. It has made it harder. Yeah.

Author:

I think as well, this isn't one of the questions that I wrote down, but it's related to what you have said so far. A lot of the other answers that I've gotten is that they feel as though you need to have so much more confidence. Also, that your voice needs to go further just to be in the same position as any male colleague. Is that relatable?

Participant D:

Yeah, absolutely.

Author:

Yeah.

Participant D:

And what they actually see is there. And I'm very, in a way, I'm grateful that happens because I realise, yeah, it's true. You need to speak louder. You almost need to behave like a man.

Author:

Yeah.

Participant D:

Like that's been my strategy for years is to think what would a man think in terms of like getting opportunities? Yeah. You know, can I do this job? Do I have enough experience to do this job? Just like think, what would a man do? What would a man think? And then you just go for it.

Author:

Yeah, okay, I see.

Participant D:

Allowing yourself to take opportunities, I think is a very important step.

Author:

Yeah, 100%. So do you feel that your efforts are recognised within the field? And if you do feel recognised, do you think it's like the same amount of effort that you put in is the same amount of recognition that you get?

Participant D:

No, absolutely not. It's getting better now because I'm older.

Author:

Yeah.

Participant D:

So age also affects a lot, but I think men get, they get treated more seriously when they're younger.

Author:

Yeah.

Participant D:

So for us, as we start getting grey hair, a bit of wrinkles, a bit of confidence, more confidence and more experience, then, it matches, it matches up better.

Author:

Yeah.

Participant D:

There are exceptions for it, but I think generally that is the case.

Author:

Yeah, exactly.

Participant D:

Or is it the way we is it the way the things we were found when I was working in conventional architecture that men tend to all look the same? So then they kind of fly or they recognise each other, I think, yeah. So what's the question?

Author:

So, your recognition. Do you think that you're recognised well?

Participant D:

Oh yeah, the recognition. Yeah, So I can see that it's a... I've had exceptional managers who were able to see this, but there was always this underlying of not fully recognising. I think that as I'm getting older, because putting, because you're putting all of this hard work your whole life, it gets to a point that it's like, okay, these people have to accept it.

Author:

Yeah.

Participant D:

And there are certain qualities that are historically a change that has been a little bit of a shift in terms of what qualities people prefer having in a practice. Yeah.

Author:

OK, that is actually very useful. So kind of on that topic, for example, things like women in architecture forums and like social events or award systems where it's awards for women architects versus male architects. How do you feel about things like that? Do you think it's a positive thing? that women have their own sector or do you think it's separating them from architecture itself?

Participant D:

Yeah, that's, I like that question. So I think as a society, we're not prepared yet to delete the women's only awards or groups or whatever, because there is a big chance that if we delete those, we're just going to be deleted from history again. If, say, an award, if they committed to have 50% of women in the contestants, then, yeah, we can delete it. We can just be like the architect's prizes. But because that's not the case, because we have to work on it quite hard. There is less of us who get to positions enough to get a prize to get to speak at the conference. If you don't, my experience is that if we don't do that effort to bring enough of them in, there will not be enough.

Author:

Yeah.

Participant D:

So is it better to have a separate women, whatever? For now, I think it's still needed.

Author:

Yeah.

Participant D:

And we should be working towards, we can have the separate women group. But the general group is not just made by men. We have to start putting the work as well on the general group being made-up by roughly 1/2 of women.

Author:

Yeah, exactly. Okay.

Participant D:

Representative.

Author:

I think, yeah, that definitely makes sense because I've always felt that as well. It's architect awards and then female architect awards. I'm like, if you're going to separate them, maybe why not at least label both of them? I always thought it was very strange and I didn't know if it like what the reason for it was. Now I understand it's because, you know, we're still in that sort of stepping stage where we need to get to it. Now I understand why, but yeah, I always thought it was a bit weird.

Participant D:

That is actually, that is actually a bit weird because when you have like the Oscars, you have the actresses and the actors. separated, but you don't have general actors, women and men out in a group and then a female separate. That is actually really weird. And I agree with you that it doesn't, I think it doesn't help unless we are bringing women to the general groups. That's my conclusion really. That is the important thing. We are architects regardless of gender. But I also think that it's different awards than groups. So having groups where we understand each other is also really important.

Author:

Yeah.

Participant D:

And we're part of, I mean, and we probably should never, I don't see a reason why deleting, having spaces where we can talk about our experiences.

Author:

Yeah.

Participant D:

They can do it, they can do it as well. They can have it.

Author:

Yeah, if they wanted to do it, they would, but, okay, so I wanted to ask as well, this is the last question I have written down. When you were in the beginning of your career, did you feel comfortable that you could reach a senior level or were you unsure? Did it not feel attainable when you first started your career?

Participant D:

That's interesting. Wow. My first thought was I wasn't thinking about it. But that's actually not true. Because, when I said that I moved to [UK City] after three years working as an architect, I moved to [UK City] and I prioritized sending a CV to practices that had female directors, partially it was because I thought if there is one, there is room for another one. Whereas if there is none, directors or associates, then they're never going to give me the chance of getting there. So yeah, I was thinking about it, but I was already understanding that there is this barrier, this invisible barrier that is not explicit and they will not talk openly about it, but it's there.

Author:

Yeah. Okay. That does make sense because. I think that was another thing that I was seeing as well is the amount of the gender statistics of how many people go in. It's pretty

split 50-50. And then I was seeing how many women get into senior roles or higher up roles and it's so small. And I wonder if it feels achievable or not?

Participant D:

Yeah, it also depends on the personality and your, like, what have you been told? But it was never in my head until I started working, until I go to that practice and we weren't any women there, or we were really too. I never thought it wasn't possible. And yeah, so I guess in my head that wasn't the case of like, oh, I'm not going to be able to do that, or like, I'm just going to stay in this smaller role. I've always looked out.

Author:

Yeah, exactly.

Participant D:

It works out. That's the way, like, you can do things differently as well if you set them up yourself. And something that, you know, something that is worth mentioning, I think, in those terms is that when I was thinking about, you know, finding these practices that had already female directors, my thinking was, I'm not going to, at that point in my career, I'm not going to be able to change things in a practice that don't have women already because they're still not going to treat me seriously. I have to get more experience. And once I'm ready, I can open the door for all those. So for me, it was like, well, if I manage, if I ever manage to be a director, then I can be that person who does things differently, but I had to accept at that point when I was younger, it wasn't it wasn't my place my place yet to change things because I they were just like going to listen.

Author:

Yeah. Exactly.

Participant D:

Yeah. I'm not going to go to these practice that doesn't have any women and say like, oh, you don't have any women. But you want to maybe direct so like.

Author:

Yeah.

Participant D:

Yeah, when you're not confident enough, it's not your place to try and change things maybe. But keeping that in mind, I always kept that in mind if like once I feel more confident and I've got more experience, then I will try to open the doors for others.

Author:

Yeah, which I think is, yeah, that is the most important thing, truly is your confidence, right.

Participant D:

Yeah.

Author:

Interesting, okay. Those are all my questions that I have written down. I don't know if you have anything extra you want to add, but that's all that I've got.

Participant D:

That was very, that was very efficient.

Author:

I know right!

Participant D:

Yeah, I think that's, I think that's really.

Appendix G: Interview Results - Participant E

Author:

If you'd like to introduce yourself and how long you've been working in your workplace and some background information quickly.

Participant E:

All right, my name is [Participant E] I got my diploma 25 years ago, but I did all my career in the UK. So I worked for years in a very large practice with 300 people. And then for the last 10 years, I'm managing my own small practice So that's it. I have kids And I mean, I'm just saying that because that, your interview is about kind of women and gender. And so that's kind of important.

Author:

Yeah, exactly. Yeah.

Participant E:

So I work mainly on kind of residential projects. But I also do work with community groups, arts, heritage, listed buildings. And at the bigger practice, I work obviously in just bigger projects. So mixed-use, residential, landscape and master planning. So bigger stuff, but still in housing.

Author:

Yeah. So lots of experience altogether.

Participant E:

Yeah.

Author:

Yeah. Okay, so I'll ask some general questions before we get to the very specific ones.

Participant E:

Yeah.

Author:

In your opinion, do you see architecture as a gender-based field? Do you feel like there's any domination between any of the genders within the industry itself?

Participant E:

No, okay, so my replies are just going to be kind of vague and then academic, as in I'm not basing myself on, statistics and kind of things. My feelings and my experience is that it's quite an equal profession because women have been in training now for a long time. So there's a big presence at university, there's a big presence in teaching, and then there's a big presence in the workplace. So personally, I feel it's a very 50-50 profession compared with others.

Author:

Okay, that's perfect. Do you feel at any point in your career, whether it was in the beginning, in the middle, now, or at any point, do you feel your gender has ever helped you or given you a disadvantage within being a successful architect?

Participant E:

I think in the, both ways, negative things and positive things sometimes are the same thing. But in the big practice, after having children, I worked part time because otherwise, I was working flexibly, otherwise I wouldn't see my children ever. And that was obviously... had impact on career progression because when you work part time, I was literally told, no, you can't be on site, you can't do. And because I kept pressing for stage five and site work whilst I was pigeonholed in doing planning applications, which is a more desk based work. So, definitely that's when I felt, *wait a minute, I'm a woman, I have kids, I want to work part-time*. And I was literally told to my face, you can't join this team because we are on site. And if you are not here twice a week, it's just not good enough. because we need the client to be able

to pick up the phone and talk with people straight away and stuff. So, I think that's a clear kind of, it was a clear disadvantage because I wanted to progress to new experiences and I couldn't because of my flexible working patterns. And then on the other end, of being positive, I think setting up on my own and having my own practice because I wanted to work from home to be near my kids when they came from school, gave me, I mean, it kind of propelled the situation, but in a way it's a positive thing because I help people and I'm seen locally as a woman, as a more empathic architect and lots of clients say, *whoa, I had a horrible experience with a man before, but you are so much better to work with*. So that's a positive gender bias thing.

Author:

I see. Okay. Yeah. Thank you. Do you know in your previous place of work where you had a lot of people, do you roughly know the maybe the general percentage or amount of women that worked in your workplace compared to men?

Participant E:

I think obviously it keeps changing every year, but I think it was really high, like maybe 45% women or 40. Yeah.

Author:

So very equal, yeah.

Participant E:

Very equal, yeah, over 40%. I would say minimum, always 40% minimum.

Author:

So we've already touched on it a little bit, but if you have any further comments on how you feel that your work is received by others? So we've spoken a little bit with clients that it was quite a positive experience, but maybe with bosses or colleagues, do you think that maybe your experiences, have you ever had a time where you thought, oh, my work is being

received maybe differently because of my gender or is it more so just skill based, nothing about no exterior factors? What do you think?

Participant E:

I think it is a bit gender-based and I think it's all positive, to be honest, like I was telling you. So people see, well, this is a woman, so she will understand me, especially women. So I like to work with other women and maybe even in retirement age or older women. And those women would not want to work with a man because they just think he's patronizing me, he's taking me, he's not respecting me. So, being a woman is actually a big positive on the jobs I'm doing at the moment as a small practice because I work with more clients face to face.

Author:

Yeah.

Participant E:

So I, yeah, so I think it's all good because it's about people realizing, yeah, I want to work with her because, not because she's a woman, but I know my experience will be better. And then in the bigger practice, one of the reasons I left as well is that I think women in very hierarchical systems tend to be more aggressive and pushy and horrible. So the kind of office politics when you have lots of women in a team, for instance, then become quite aggressive.

Author:

Yeah.

Participant E:

So that's the negative of being a woman. So as in the bosses and the reactions or the behaviour of bosses towards women can be condescending within teams. because they just see them, look at them, they're just fighting in the corner. So I mean, the bigger team has all the kind of gender office politics is quite intense.

Author:

Yeah.

Participant E:

And you need to be louder and you need to be visible and that's really annoying.

Author:

Yeah, that makes sense. I feel like I've heard that as well, that maybe sometimes a lot of women in the field have said that like they have to make themselves like bigger or louder or yeah, sort of get their point across. Whereas maybe the male colleagues can sort of just be normal, be themselves.

Participant E:

Yeah. So when you can see when people want to push forward in their career, they start to change the way they dress. They start to change their hair, their makeup, their shoes. And then you're sitting there looking, wow, there's a woman who knows where she wants to be. But that's just so aggressive because you feel, well, she has to change how she behaves to be heard. And the men are just chilling, just doing what they always did.

Author:

Yeah, exactly. Yeah. So do you think, do you as an architect feel that your efforts are recognised within your field? So maybe if you have an answer from your previous job and then your current workplace, is it different?

Participant E:

Recognition?

Author:

Yes.

Participant E:

Yeah, I mean, I think that's still, that's okay. . So obviously it's easier to be a small practitioner and have recognition because it's more immediate and there's not many people to share. the work, what you've done. So obviously the smaller you are, the more recognition there is when things go well. In the bigger practice, it was all, you know, when you are in a bigger team, the project leader will take all the recognition. So it's a much harder environment to feel that your work is being seen. But that's, I feel that's more about the hierarchic system rather than the gender.

Author:

Yeah. Okay. So that's more of like a role-based thing rather than gender, okay, that's good to know. When you were working in your... previous job versus now as well. I do quite like that you have two different experiences. That's really useful for me.

Participant E:

And they're quite, they're quite different sometimes. Yeah, opposing.

Author:

Yeah. Do you feel in both places equal to your colleagues regarding gender? So equal to your male colleagues? Do you feel like you and your women colleagues were more in one category? Like how did, how did it like feel? Or how does it feel as well?

Participant E:

Yeah, I don't know. I think that happens on very different levels.

Author:

It's a very broad question.

Participant E:

It's a very, yeah, it's lots of levels. So, you know, you might want to be in a group of women in architecture because you feel supported and you feel you can be yourself. And that's fine. So even in the big job, there was a group of women. in the office, which would meet and, whatever was going on about that impacted women mainly. And then there was, I'm part of an amazing forum of women in architecture and we just help each other as if in a forum online where we share everything, technical, practice, legal, you know, and help each other. So In that sense, it's good to have women-only systems, either in a big practice or as a small person, because you feel you are supported as a woman by women and there's mentorship systems, whatever.

Author:

Yeah.

Participant E:

Sorry, what was the actual question? Because I don't want to, yeah.

Author:

If you feel equal to your colleagues.

Participant E:

Oh yeah, equal. Okay. Yeah, I think so. Yeah. But... I mean, I also when you are on building sites and you are a woman telling 10, 12 builders what to do, it's quite daunting and that's what men do in building sites. So there's a natural... but anyway, I do feel it's pretty equal.

Author:

Yeah. I do have a question about that specifically. I didn't have it written down, but on sites, because I've heard quite a few things about that as well. How does it feel? Do you ever feel aware of your gender when you're on sites versus in the office? Because I think I've heard a lot of women architects talk about how it feels to be, how they're received when they're working on sites.

Participant E:

Yes. I mean, I enjoy that because I think that's quite fun because you have lots of power and there's literally 12 men staring at you going, so what do you want me to do? So I find that quite exciting and I like it. But it's quite intimidating because you're suddenly going, I don't know if these guys, if I, when I leave, are they all laughing in my face? You don't actually know how they perceive you. They are obviously trying to be polite most of the time. I mean, sites are also quite rough. Like sometimes there's just a toilet in the corner with a bloke doing a wee, and it's quite a kind of blokey environment. And there was, and there was events of some inappropriate t-shirts with really rude things. So things that you would think this is not an environment where a woman should be comfortable because it's just too weird. There's an open toilet, there's a guy being rude and there's a half naked man over there. But, you know, I never felt ever that I was being made fun of or ignored or not listened because I think, again, it's that thing you were saying about the role. versus the gender. it's more about, this person is the architect, so I just had to take it or leave it. Okay, she's a woman and, but there's obviously much more tension, I think, inner intention of suddenly having a woman telling you to do things that maybe you didn't want to do it that way. But I find it quite fun.

Author:

Yeah.

Participant E:

I find it kind of exciting.

Author:

Yeah, exactly. I understand that. I do understand.

Participant E:

Yeah.

Author:

So if you maybe if you go back to towards the beginning of your career, did you feel like comfortable that you would be able to reach like a senior level one day at your profession? Or did you think maybe, you know, it doesn't seem very likely for whatever reason, because that's another thing that a lot of I've read a lot about and I'm curious about it.

Participant E:

Well, no, I think I always felt like I could do whatever I wanted and be quite high up in my profession if I wanted to.

Author:

Yeah.

Participant E:

Because there are role models and you just have to look and go, well, do I want to be like her? And then you just do whatever she did. You know what I mean? I think there are role models you can aim at. Now, I think the issue in the big practice was that there was a point where you have to decide Do I want this? Do I want to be a manager? Do I want to spend my week doing management meetings and dealing with things at an abstract level and interview people and whatever, and just act powerful and be a horrible bully and slightly psychopathic? And then you think, no, I don't want that. I want engagement. I want, you know, so the people who are very high up in their careers are usually more detached from real life and from things that happen and that are built. And yeah, so quite early on, looking at all the partners, there were females, and they had no children, they had no families, or if they had the kids who were in boarding school, So it's obviously that, yes, you can, but there's a price to pay and you have to decide what you want. And I feel that most women in the practice that didn't want the top jobs, it's because they literally did not want them.

Author:

Yeah, so it's less of, I won't be able to, I won't get that opportunity. And more because I don't want to.

Participant E:

Yeah.

Author:

Okay. Yeah, that's good to know. Because I think a lot of the things that I sort of saw was that a lot of people felt they could do it, but if you don't have the kind of confidence to just go, you know what, I'm going to do it regardless of the nerves. Would you agree it's more of a confidence thing rather than like a, oh, I can't do it because I'm a woman, because I won't be able to get the opportunity. It's more of a just you have to go for it. You need to confidently do it. Would you say that's correct?

Participant E:

Yeah, it's confident, but confidence, but it's also what price do you pay?

Author:

Yeah, exactly.

Participant E:

So what are the compromises that you're willing to do to be in certain positions? And most people just go, you know what, I'm not interested in that. Well, yes, I would like the money, but I'm not interested in the compromise and to become that figure.

Author:

Yeah, exactly. Okay. I have a little question, or not really a question, open-ended question about sort of being a mother within the industry. If that's, would you be okay answering questions about that? Do you have any experiences or any feelings towards how that may have... did it affect your career? How did it affect your career? Because I've heard a lot of things about that sort of area and I'm curious about it.

Participant E:

Well, first thing is the pay, foremost architects when you have children, your pay is the childcare.

Author:

Yeah.

Participant E:

So then lots of people drop their careers because they can't afford it kind of thing. So I decided, so that's just a problem because childcare is so expensive and architects earn so badly that having children means your childcare costs are a problem for your job. So I mean, I decided and lots of people decide that it's worth paying earning to pay childcare for five years of your life because then you don't have a career break.

Author:

Yeah.

Participant E:

So that's the biggest decision you have to make is having a career break in architecture. It is a big thing because you lose touch with lots of things. So I made that kind of conscious decision not to have a career break when I could have in a way, technically speaking, money wise. Second thing is the thing I mentioned before, which is the flexible working for when your kids are young. So yeah, you don't want to work full time, definitely not. So then that creates issues with getting the jobs you want because some teams don't, some offices don't

want part-time people, even if it's not legally a good idea, they just manoeuvre things so you don't feel comfortable. But I, yeah, so like I told you, I did that, but I was pigeonholed working part-time, which became really boring. And then the other one is obviously kids get sick and stuff. So that in the school holidays are really difficult to manage as a mother and as a working mother. But I think it's all good in the end. You just have to manoeuvre. But it was mainly the pay issue with childcare costs, the flexible time, working times and how that may lead you to be pigeonholed on to a position where you don't want to be because you're not there all the time.

Author:

Yeah.

Participant E:

But otherwise, I mean, those are the two main issues for me,

Author:

Yeah, exactly.

Participant E:

So in a way, that became a good model of practice for a woman, which is something that has been going on since the 60s anyway, which is, well, I had a kid, I don't want to lose all the skills I have, so I'm going to work from home.

Author:

Yeah.

Participant E:

So that's just, I mean, as in a small setup.

Author:

Yeah. That's really interesting. I am interested in sort of how you tackle that type of thing because obviously nobody wants to be away from their kids at such a young age. You want to be engaged with them. You also don't want to lose your job, your respect at your job. So yeah, I have heard quite a few women architects say the same thing as switching to working at home has been like a really big improvement. So I'll definitely keep that in mind when I'm writing about it.

Participant E:

Yeah. But that big decision about having a career break or not, because that will detach you from the workplace.

Author:

Yeah.

Participant E:

So you're basically working to pay for your childcare, but you're doing that sacrifice because you want continuity in your career. Yeah.

Author:

Yeah. Yeah. It's not like working to get money full stop. It's working.

Participant E:

To pay for your future freedom in a way.

Author:

Exactly. Yeah. Okay, that's really interesting. Those are all the questions that I have written. I don't know if you want to, if you have anything you want to add maybe or any further comments, but that's my questions done.

Participant E:

Yeah, no, I think it was just. Yeah, these were the points I wanted to come across.

Author:

Yeah.

Participant E:

And yeah, it was quite interesting to understand their careers in those early days and how they, and it's not very interesting, but basically nothing, not much changed, to be honest, because those people went through the same issues. They'd studied, they loved their training, they started in jobs and nice big practices, and then they would get pregnant and then you had to go home because that was it. You know, in the 60s, you weren't expected to work as a woman architect. And then the ones that ended up in the book were quite driven women. So they set up their own practices from home because they said, *I'm not going to let this go*, and then they did really interesting work locally with their amenities, heritage projects, churches, renovations. So yeah, I just think it's interesting that some core things, whilst the number of women changed enormously and now it's a more equal profession, the issues of dealing with family life and raising kids are still almost the same.

Author:

Yeah, that's true. I think definitely with a lot of the other things from reading a lot of books from a while ago, experiences from a while ago until now, A lot of things have definitely changed. I've been told it's getting better, which is amazing. The one thing that I've noticed is the big underlying fact that hasn't changed much is definitely the maternal thing. I wasn't sure if I should ask people about it because it's quite personal, but so far it's been the most insightful question from all my interviews.

Participant E:

Yeah, because it's, yeah, and you know, I think there's no, it will be a massive leap. in society when the man suffers that blow, because obviously the women are feeding the babies. I mean, who's going to feed the baby? So it's a mess. That's not going to, it's just nature. Yeah, exactly. So to be honest, you know, so I always find it funny that we try to see this theme of gender as, oh, we are all equal, we are all the same, we're reaching for equality, but it's like we are not equal.

Author:

There are some differences, that's true. I will keep that in mind. I think that's a different viewpoint so far.

Participant E:

Exactly. So I think that's this is a bit of a kind of more wild card, but I think you should, you know, that's the only thing I was missing on your comments. It's like, equality is all a very pretty thing to talk about, but we are not equal at all. We are totally different people. The male body is different from the female body. and we are in pain for 1/3 of our lives and they are not and they will see pregnancies and other issues. So I'm not saying this is a bad thing. I think the discourse about all this gender equality stuff should be much more, we are different. we are really cool together. Teams that work together are teams with men and women. And women are amazing at lots of things. Team, how do you call that? You know, the fact that the tensions within a team is usually a woman that keeps everybody together. All the skills of empathy and understanding and listening. So, I just, so I think the health and the body and the physiology of women and men play a big thing.

Author:

Yeah.

Participant E:

So I think you should have a little paragraph about that.

Author:

Yeah. I'll definitely keep that in mind. I do have a one of my main things that I want to sort of go into is talking about, like, you know, sometimes there's like awards just for women architects and forums just for women architects. I sort of want to go into is that it's a good thing because obviously it brings light to women architects that, you know, gives them a chance to shine. At the same time, it's like, why are they not just in the normal architect category? Why does it have to be separate? Is it seen as lesser? Is it seen as, but there's definitely differences. And so I do want to go into that more. And that's a really good, that's really useful. Thank you.

Participant E:

I think you should ask more about that. I mean, I think the awards thing is probably more like a transition period if you think in decades. So I think because there was not enough women in the workforce, it made a lot of sense that you were highlighting the women because you were almost trying to attract women to the profession and celebrate women as look at these special people in the corner. But because if we get more equal within the profession, I think it's just the time, we might take a few more decades, but there will be a point when there's no point to just talk about it.

Author:

Yeah, exactly. I do agree.

Participant E:

Yeah, but I, still think it's a positive thing where we are today because we are in this transition period where women, yes, they are in leadership roles and they are whatever, but it's still important to highlight that yes, it's been met, it's possible, it's out there, it's happening, but maybe in the future it will disappear because it won't be necessary.

Author:

Yes, exactly.

Participant E:

And then, I mean, I quite like the forums. I mean, there's lots of women in the industry, women in construction, women in architecture, women this, So I still think the support and the networks, that makes a lot of sense, that is still women because I was talking about health and stuff, there are stuff that men just don't go through.

Author:

Yeah, things will never change. Yeah.

Participant E:

All right. So I hope that was good in this for you.

Author:

Yes, it was really useful. Thank you so much.

Participant E:

No worries. Yeah. Maybe stay in touch when things come out or whatever, whatever your deliverables are.

Author:

Yes. Yeah. When I got all my information, all my writing done, I will, yeah, be in touch.

Participant E:

Yeah. Thank you.

Author:

Thank you so much.

Participant E:

All right, and good luck with your studies. Bye.

Author:

Thank you.

Participant E:

Bye bye. Bye.

Appendix H: Interview Results - Participant F

Author:

Perfect. Okay, so if you want to do a little introduction on, you know, what do you do? What is your position, things like that?

Participant F:

Okay, fine. So my name is [Participant F]. [I have had my degree for over a decade and moved to the UK around 10-15 years ago]. And I mostly work in the residential sector. I work on housing developments, and I do quite a lot of affordable housing and social housing in general. And I am slowly leaning towards retrofit. I've done passive house training, so I'm working on all of those things related to energy performance. I

Author:

Okay, that's very cool. Thanks. So how long have you been working in the industry? How long have you been at your current workplace?

Participant F:

I managed to get my first job in architecture [around a decade ago]. . So it took me like a year and a half since I came to the UK, it took me like, more than two years. And my first job

was something similar to a part one position, even though I was fully qualified. Because being a woman and a foreigner, absolutely the problem. Okay. So that's why I really wanted to be part of your study.

Author:

Yeah.

Participant F:

That means this summer is going to be 10 years full on in the industry. And in my current company, I've been working since 2020. So it's going to be six. Oh, my God, it's going to be six years this summer. The place has been the longest out. So, yeah. Okay.

Author:

So in your experience, do you see architecture as a gender-based field?

Participant F:

Unfortunately, I have to say yes. not in my current job. But in general, I'm gonna say yes.

Author:

Yeah. Could you maybe expand on that? Like, how have you come to that conclusion? How have you found this out?

Participant F:

Okay, so I'm not sure this fits in the answers to your questions. But I think my story has a lot to do with gender and being a foreigner on top of that as an excellent leader. So even before managing to enter the architecture field in the UK, I had suffered one level or another of sexual harassment in the workplace altogether.

Author:

Okay.

Participant F:

So, you know, like that already started hinting to me that all of those things I've been hearing about sexism and soft harassment in one way or another were happening.

Author:

Yeah.

Participant F:

Um, then when I got my first architectural job, I was not only overqualified for the position and definitely underpaid. Also, I, um, because that was probably mostly because of being a foreigner. But I had coworkers making comments on my body you know, like stuff like that. And that kept it was always getting more and more of that. And I had no option but to play along, not as like enabling it, well, not as like, agreeing with it, but playing, playing dumb.

Author:

Yeah.

Participant F:

Because I have bills to pay, I'm alone in this country, and I need to move forward with my career.

Author:

Yeah.

Participant F:

It took me, it took me around 300 job applications to get that first job. So I couldn't, I couldn't just be like, oh, sexism, I'm a feminist, you are out, because I need to move on with my career. Right? So I stayed in this place for nine months. Funny enough, when I finished my probation after six months, they decided to expand it because I couldn't prove that I was delivering enough, even though I was overqualified for the position.

Participant F:

We're like, in a way, you and I are like half a generation, one generation apart. But to me, this is insane. Because when I was at uni, it was like 50, it was actually 51% of women at uni. But then in the workplace, I feel like there is less and less women, they drop out through the way, they get pregnant, they have kids, they change their priorities. And even though I think the UK is a better place for this, this happened to me.

Author:

Yeah.

Participant F:

And they have no shame on sharing this with me.

Author:

Yeah. You know, like they don't see it as something wrong. Like it's nothing serious to them.

Participant F:

Yeah. It's like, oh, we have a game. Oh, you have tough skin. You're so funny. And it's like, yeah, but you were doing that to me.

Author:

Exactly.

Participant F:

Yeah, so that happened. I'm going to say for the record as well, that I think that maybe I'm very biased here, that behavior happened more towards technologists or people that call themselves architectural designers. But now that I'm in an environment in which architects are architects, even though in my team I have a lot of technologies, but I think it's like there is the recognition and people have gone through uni, you know, it's like, it feels bad, but there is like a sort of, I don't know, there's some sense of classicism going on.

Author:

Yeah.

Participant F:

I have more respect now and also I'm getting older now, well, also, my current place is led by women.

Author:

Okay.

Participant F:

And that's why I've been six years in this place. So there is a combination of, because to be completely fair, I mean, this... So I don't know if that answers your question, but I think for me, yeah. I think for me it's the presumption that I know less for being a foreigner and sexual harassment plus some sort of patronizing situation for looking young and being a woman, for sure.

Author:

It's so unfortunate because it's so many things that are out of your control and things that shouldn't affect that. It's your work. This is your work. Like where you're from, what your gender is, how you look should have no effect on it whatsoever.

Participant F:

Yeah exactly, but it does.

Author:

So adding on to that, do you feel like your gender either impairs you or helps you with becoming a successful architect?

Participant F:

Yeah, I think yeah, I think after what I said yes, I think a little bit, not anymore. Not when you are with the right people. It doesn't have to happen. But in certain places, it does definitely happen.

Author:

Yeah. Do you find it in a way of not being taken seriously? Is that okay? Yeah, because that's the idea that I've gotten so far from all my interviews is that it's not being taken seriously. Like you said, getting tasks that aren't you're overqualified to do.

Participant F:

Yeah, it's like, it's like, we are cute kids, I think.

Author:

Yeah, I understand. So do you roughly know the amount or percentage of women that work alongside you now in your current workplace?

Participant F:

Oh, there have been moments. Well, I have like basically my office is like three teams within one team, within one office. So I would say right now is probably under 40% of women. But

in the past, there have been more women. It's just that we have the company's size reduced a little bit at the moment.

Author:

Okay, I see.

Participant F:

Well, actually, no, I'm wrong, because there's a lot of new young women in the technical team. So, I think we're I think we're closer to 50/50. Yeah, yeah. Yeah, definitely. Yeah.

Author:

Okay. Thank you. So, okay. How do you feel that your work is received by other people? So specifically with your bosses or colleagues. How do you feel when you show work, when you show your skills, how do you think it's taken by these people?

Participant F:

Okay, do you want me to talk about just my current job or experiences from the past?

Author:

Just all experiences, any experience?

Participant F:

Okay, fine. Currently, I'm just another coworker. I don't think there is an actual difference.

Author:

Yeah.

Participant F:

At least in most of the cases, you know, maybe one guy that just retired was too old school, fine. But I think in general I am just another person that even in a job, I don't feel a difference. In the previous places, clearly it was taking us, I will literally get coworkers, well done. Good work. How do I need next task? So yeah, it was taken as, oh, she can do things, you know?

Author:

Yeah. Yeah.

Author:

So would you say that? Do you think maybe think that it's gotten better or worse? Do you think it's changed because of time or another reason?

Participant F:

It's specifically the workplace. I think there is a bit of a combination of my work, like the workplace and gaining seniority over the years.

Author:

Yeah.

Participant F:

You know, because when you start, especially being a foreigner and obviously I don't do part one, part two-part three, so it's the qualification is the same, but because I don't fit within the RIBA as exactly, there is a lot of taking the pace and being like, oh, we're not sure, you know, it's like, you constantly have to prove things. And I think that comes more from being a foreigner than being a woman, but you're constantly having to prove that you have the qualifications that you do. But when it gets to a point in which you get promotions,

Somebody in the UK has promoted me, so there is not that much question in it because a British person has promoted me.

Author:

Yeah.

Participant F:

So I think it's to do with that.

Author:

I see what you mean. Okay. So do you feel that your efforts are recognised? So, the work that you put in, do you think that the output is equal? Do you think that you feel recognised within your work or?

Participant F:

Yes, in my current workplace, I feel recognised. In my previous workplace, it was kind of like more than recognised in the sense of people were always surprised that I would do the task quickly, or I would do it extra well. It was always a surprise. And I was like, *Yes, I can do this*.

Author:

Yeah, exactly.

Participant F:

Yeah. So yeah, it was more than well, well, it was more than welcomed because the expectations were low.

Author:

Yeah, it was a surprise. So it's the kind of backhanded recognition.

Participant F:

Yeah.

Author:

So kind of adding on to that recognition. SHow do you feel about the award system where it's awards for architects and then awards for female architects? Do you feel that that is separating them? Do you think it's important to let women stand out? Would you do you have any opinions on it at all?

Participant F:

I haven't thought about this a lot. I think right now, like, right now it seems to me like a 2015 thing, you know, it feels like it's starting to be old-fashioned in my head. I think it makes sense and I think it has its purpose as a temporary thing to kind of put the focus on something that we have been ignoring over time. You know, I think if we, if you go to architecture school, obviously you learn about Miss van der Roha and Le Corbusier and all these great people. And then I only found out literally three years ago that the Barcelona chair was not designed by him. Probably it was one of her, his lovers or girlfriend or whatever. You know, I feel like there is a lack of recognition for women and I think it's great that but at some point of history, a decision has been made to be like, you know what, we're going to do this award for women. Yeah, we're going to flag them. We're going to showcase their work. But now, in 2026, it feels like it shouldn't be.

Author:

Yeah, exactly.

Participant F:

But then I worry, if we remove it, is it going to be because it should it the awards. I'm not saying it should be 50/50 women and men. I don't know. I don't think it should be 50/50 awards if there is not a 50/50 representation.

Author:

Yes.

Participant F:

But I think the percentage should show, you know, if it's like, let's say, it's only 30% of women actually fulfilling their careers in the long term and maybe, let's say, normally people get awarded after 15 years on the go, let's say. And then after 15 years, a lot of women drop for other reasons. And then you reflect there is a 30% of women, therefore 30% of women get awarded. I would be okay with that. I'm not going to force a 50-50 reward if it's not the case. But I think it should reflect that. And I fear, I'm a bit conflicted because yeah, as I said, I think it shouldn't be, it should be an architectural award.

Author:

Yeah.

Participant F:

But it should, we should take, we should watch that is reflecting the amount of women actually submitting and the amount of women encouraged to submit for those awards.

Author:

Yeah. Okay. That does make sense. I think that was also a very similar idea to a lot of the other answers, which is like, these awards are kind of like a stepping stone, where it's like, we need it right now. But you know, hopefully in the future...

Participant F:

Yeah, we won't need it.

Author:

Exactly. So, you know, fingers crossed.

Participant F:

Yeah, fingers crossed for you not to suffer any of this.

Author:

Yeah, exactly. So, when you were in the beginning of your career, did you feel comfortable that you could reach a senior role in your profession if you wanted to?

Participant F:

Well, in my fantasy, I thought I could.

Author:

Yeah.

Participant F:

But then the reality slap was a bit too much when I came to the UK and I started facing these being overqualified, being infantilised.

Author:

Yeah, yeah.

Participant F:

So, all of those things started happening and it took me ages to get the job I wanted and all of those things. I lost hope on that. But then I came to this workplace in which women would get promotions after announcing they are pregnant. Women would become associates, more than just one.

Author:

Yeah.

Participant F:

At the same time, I have seen women my age, I don't have kids, but other women my age do. I saw two associates of my company, female, dropping after having kids. They drop the business altogether. They are no longer working as architects. So if you have a quick, if you have a quick race in your career, because this, I'm talking about people that were probably, they got this first thing that you guys get at uni. They got into a lot of networking events when they were in their 20s, you know, early stages of their career. And they had a really fast improvement of their performance. So they reached associate, I'm going to presume on their early 30s. And then they got married and then got kids. And then they used all of that. The way I see it from where I see it is they use all of that career they built really quickly as leverage to get a much easier job in a way. Not easier, I don't mean to undermine them, but less demanding as architecture, you know? So I've seen it all. It's possible, but it might be difficult to juggle certain positions while being a man. And it's not apparent it doesn't seem so difficult if you're a dad.

Author:

Yeah, yeah, exactly. That is another part of my research so far is everyone who, everyone who is a mother that I've interviewed has said basically the exact same thing. They've talked about it in so much detail, but it is such a big thing within the, you know, within their careers. Yeah, I definitely will. I will talk about that more. It's also interesting that you notice it, even from like someone who doesn't have kids from your perspective, that it is noticeable.

Participant F:

Yeah, yeah, I can see I can see the changes. I guess, well, I do empathise, I empathise even though I don't have kids. Yeah, but also like I am, I'm a strong feminist, so I can see.

Author:

Exactly.

Participant F:

And then that's how they manage the situation with the kids. That's the sacrifice that they want to do. But as an associate that he is, I don't think you can just work three days

Author:

Yeah.

Author:

So what do you from the experience that you've had? What improvements, if any, have you have you seen with this topic with gender in architecture?

Participant F:

Improvements like things they put in place?

Author:

Yeah, changes, like, maybe there were certain issues that you noticed how if there's been any way to like combat that? Or if there's no big changes, can you talk about that too?

Participant F:

Well, I can see the changes from my previous companies to the new one, I'm gonna say, I don't know if this is a change. I mean, it's a shame that this could be the main factor is that the company is led by women.

Author:

Yeah, exactly. Okay, that's great. This isn't a question that I have written down, but I thought of it whilst we were talking because it's relevant to my other interviews as well. I think a big

answer that I got as I was interviewing different architects, was that they found the way to sort of combat a lot of the issues that they felt like not being taken seriously, or just things like that is, they had to build their own confidence, maybe 10 times more than maybe their male colleagues would have had to.

Participant F:

Yeah, I agree.

Author:

Yeah, do you? Do you relate to that?

Participant F:

Yeah, yeah, yeah, it's a social construct. So that is, that is not much to do with the field. I think it has to do with the way we have been brought up and socialized. We have been questioned our entire lives. And it's not only that you have to... It's really tricky. It's a mix of both things. And this is where I come back to currently having more seniority helps with the situation because it's because people are constantly reading you as a cute child.

Author:

Yes.

Participant F:

When you get angry or when you try to put your foot down and be like, honestly, I need to tell you one anecdote after this, because it's just popping my head. You really have to put your foot down. And when you put your foot down, you are still read as a really cute child. You know when a child gets angry, I can't do this anymore. So you are still read like that. not even being angry helps with the situation. And when you actually get angry, then you are exaggerating. So there is never a point.

Participant F:

When you have seniority because if you are a junior, it's like, oh, she's so not collaborative, so there is no winning.

Author:

Yeah, exactly.

Participant F:

So it's a combination of those. Yeah.

Author:

Yeah. Okay. I understand.

Appendix I: Interview Results - Participant G

Author:

So, if it's okay with you, if you could just do a brief sort of introduction about how long you've been working in the industry, how you maybe got there, just things that you would like to, a brief overview.

Participant G:

So I am, my name is [Participant G]. I am a director at an architectural practice I've sort of become fully qualified there. [Participant discusses the progression of seniority within the company, is currently in a senior position, but specifically opted out of a higher role]. Mainly because of family reasons. I only work [a few days a week], depending on what's happening in the practice. So yeah, so that's where I've got to. So, I've been really fortunate to stay in the same practice for a long time and also have children in that period of time.

Author:

Yeah, that sounds really good. I feel like I haven't heard much about when someone is able to stay in one place for a very, very long time. So that's, that's really good.

Participant G:

So I think for me, the really important thing... so in that 25 years, I have done everything from, [I had taken a long break, worked fewer hours to accommodate my children], and my office have always been very, good at kind of just flexing my time to allow me to kind of breathe and do what I need to do with our family. And it's, I'm not the only person they've done that for. So yeah, I think it's really expensive for training people.

Author:

Yeah.

Participant G:

As a business, you invest a lot of money when you take someone on, and you train them on your CAD systems, they get to know your administration systems, they get to know how you work, how you like to do things, how you design, all that sort of thing. Why would you give that up when they stop to have a child? You know, it's just why would you not want to bring them back in? If the way for them to come back after maternity leave is they can only cope with three days a week or they only want to do three days a week, why would you not bend over backwards to make that happen. Because the alternative is that you have to train someone else and that's expensive. So, you know, there's sound business reason actually to try and help women come back from having families and just to stay and, you know, but it's not just women that need that flexibility these days. I think families are a lot more balanced than they used to be. And you kind of got a few raised eyebrows, but increasingly over that past sort of 25 years, where I think relationships have become a bit more balanced, I'm finding male clients will look at their watch and say, I'm on swimming duty tonight. I've got to leave here at five. And so because that balance is shifting, it becomes a lot more acceptable in a way, you know, it's just normal, it's life. And so, I think women are less sort of belittled

when they have to say, oh, you know, I'm out of it, or I don't like Fridays or, you know, whatever. It gives, gives us a lot more flexibility, I think.

Author:

Yeah. That is, that is really good to hear. I feel like, especially with a lot of the research that I've been doing, a lot of the reading that I've been doing, for quite a while, you know, a few years ago, a few decades ago, the maternity subject such was a big issue. And the taking your own time, even aside from maternity, sort of having your own personal life versus your business life, your career, that sort of relationship seemed to be strained, but especially when it comes to things like, maternity, parents, family from both sides, fathers as well. So it is, it's really, yeah, it's interesting to hear about it from someone who has experienced it.

Participant G:

I think Zaha Hadid famously said that she hadn't had children because architecture is not something you can dip in and out of. And I think that's a really kind of... toxic approach because, and it's not, you know, not everyone wants children, fine. It's not, it's not compulsory, but as you say, there are things outside of architecture or business that people might want to pursue. They might have arts, they might, you know, we had a member of staff, a male member of staff who didn't work [on certain days due to religion] and a really strong member of his community. You know, it's important, I think, that people can try and balance things.

Author:

Yeah, their life isn't just solely for their career, nothing else, no personal goals. Yeah, exactly. Okay, that's great. I wanted to ask you, in your experiences, do you see architecture as a gender-based field, or do you think that's more of a name that's been put onto it throughout time?

Participant G:

No, I think it's obviously very male dominated. Yeah, it is male dominated and it's getting better.

Author:

Yeah.

Participant G:

I think the industry standard, you'll probably know this better than me, but I think it's around 20, 25% of women in architectural practices. My practice is 50/50 and actually we've got more women on the board than we do men. It is getting better. You go to networking events and they're still what I've heard referred to as male, pale and stale. So old white men, basically. And there's still a lot of that.

Author:

Yeah.

Participant G:

And you know, if you don't play golf, whatever. I do speak fluent football, so I'm... You have an in? Yeah, I do have an in most. most conversations, but it's getting much, much better. So there are lots of networking opportunities for women in architecture now. There is women in architecture. There's industry events that used to be very, very blokey. There used to be a charity thing where people would cycle to MIPM, which is the big property show in the south of France. And now there's a female branch of that to try and encourage women to network and do these sort of sports events in the industry. So networking is getting more sort of friendly to people who don't necessarily want to spend their evenings in the pub because it's not it's not just women. There's a lot of people who don't drink in construction now. And so why should everything be sort of pub and alcohol dominated? So yeah, there's a lot more breakfast things, lunch events, which are easier to get to if you know, you've only got childcare between kind of nine and six or whatever. Evening things can be quite restrictive. And I think in the past that has been a problem. It's very difficult to network if you can't go out in the evenings, but that's starting to change. I have been on projects where we've had an all-female team. So we've had a female construction manager working for the contractors. We've had a female project manager, we've had a female quantity surveyor, and we've had

female architects from our practice. So it's getting that you see more and more contractors employing women, certainly in the design manager role.

Author:

Yeah.

Participant G:

Consult like female structural engineers, female quantity surveyors, project managers, they're all kind of coming up now. Yeah. And you're starting to see the odd electrician or, you know, labourer on site who's female. So it's getting there. I've never been discriminated against on a construction site. I have only ever found it like almost the other direction where I walk into a room and someone will say, chaps, chaps, ladies present, you know, watch your language guys or whatever. So, you know, I kind of roll my eyes and sort of say, you know, don't worry about it. So I've only ever found that on construction sites. I have had the odd kind of comment from consultants or clients occasionally where myself and my colleagues might have been referred to as the girls.

Author:

I see what you mean.

Participant G:

You know, when the girls come to this meeting, it's like, you know, that is not the collective noun for a group of architects.

Author:

Yeah, exactly.

Participant G:

Or I've had someone handing out business cards and kind of look at me and say, you don't need one, do you? It's like, well, why would I not need one? So when I was younger, you know, there was a little bit of that, but generally I've not had any discrimination. And I don't think that would, I don't think it's very common now. I think the biggest blocker to women progressing is the fact that if they want to have a family, they have to sort of take time out from the momentum that they're building in their career. And it does kind of Yeah, it's that stop. It's that sort of stopping of momentum. I think that is the tricky thing.

Author:

So would you say in your experiences then that you yourself have seen that improvement with sort of like attitudes towards women in the profession itself?

Participant G:

Definitely.

Author:

It's like a noticeable thing, maybe?

Participant G:

Definitely. And it's because there are more women joining, as I say, across all fields within construction. And, you know, within architecture, women are sort of a lot more respected now, I think. And we're starting to see representation at director level, which was always the issue. You know, if you look, it's like 50% coming out of uni and then 25% when you get to qualified architects and sort of 5% at director level.

Author:

Yeah, exactly.

Participant G:

It used to be, I think, that women who wanted to pursue architecture and have a family generally set up their own practices so that they could be in control of their schedule. My impression now is that, especially with working from home being so much easier and just sort of flexibility of being able to read your e-mail on your phone and, you know, join meetings on your phone, you know, just, just everything. Technology is making it a lot easier to work flexibly.

Author:

Yeah, for sure.

Participant G:

And, and I think that makes a big difference to women being able to stay in bigger practices without having to kind of set up on their own to make that flexibility. I think technology has allowed much greater flexibility. And it helps a lot of people. You know, we have members of staff, I think we've got about 25 different nationalities in our practice. And some of those people need, you know, their families get ill, they have to go home, they need to work from abroad. All of that kind of thing just becomes a lot easier when you can join a Teams meeting from wherever, wherever you are.

Author:

Exactly. I did have a question initially that I ended up removing from the question sheet because I wasn't sure...I was feeling it out. But I think it would be really useful for this conversation specifically, about maternity, which was sort of just... a lot of the main consensus that I found with reading was maternity is the number one thing that people sort of, they have to choose between starting a family or their career. I wanted to know what if, from what you're experiencing or what you've seen other people experience maybe, do you think that that sort of choice is rooted more in like a gender issue or more of a thing with you're taking time away from your career for something, regardless of if it's maternity, a hobby, something else entirely different.

Participant G:

I think my own personal experience is very unique, I think, , because I was promoted whilst pregnant. So when I had my first child, I was promoted so specifically so that I would have the incentive to come back.

Author:

Yeah.

Participant G:

And then when I had my second child, I was promoted t again as a kind of incentive to come back. And we've done it again. We've got members of staff at the moment who are on maternity leave and they were promoted whilst pregnant.

Author:

Yeah.

Participant G:

To demonstrate that there is still a career path for them. We want them back. We value them.

Author:

Yeah, that's great.

Participant G:

We want them to continue. I think it is difficult. And the difference between someone going on maternity leave and someone just taking a six month sabbatical, like a man taking a six month sabbatical, or a childless woman taking a six month sabbatical, is that when you come back from a sabbatical, you can come back full steam ahead, five days a week, like nothing has happened. When you come back after maternity leave, you have a dependent who needs childcare that has limits, unless you're able to afford a nanny. You know, the

likelihood is you are rushing to get back to a nursery or a childminder at six o'clock in the evening. And like I said before, that means you leave meetings. So there's no negotiation there unless you're, you know, obviously you can balance things with your partner, but there will be occasions when there are clashes. There are also occasions when your children will be ill or, you know, and so I think the perception is that you will be a less committed member of staff after you've had a child, because, you know, it's life, isn't it?

Author:

Yeah.

Participant G:

You can't leave a poorly child at home. Yeah, I think it's sort of circling back to my point about investment in people.

Author:

Yeah.

Participant G:

Now, because I experienced a lot of kind of give and tell when I needed support. If I join something for an hour and I can help out, I don't mind doing that. But that is purely because I got given the same kind of look, you know, Don't worry about it. Leave at four o'clock. You've got a parents evening, you know, off you go. So I think our practice is unusual in that. . But yeah, I think women do find it difficult. Like I said before, I think it's the, it's the sort of lack of momentum. You know, you're just getting going and architecture projects are long. You know, they can be two years long.

Author:

Yeah.

Participant G:

And actually, you know, and so the likelihood is it's not like a dentist where you kind of, it's just like little appointments and you can.

Author:

Commit like a lot, right?

Participant G:

Yeah. And so. If you want to have a family and take that break, the likelihood is it will be in the middle of a project.

Author:

Yeah.

Participant G:

And you were kind of in charge or leading it or responsible for a package or whatever it might be. And you have to hand that over to someone else. Yeah. And, and it's almost like an underlying, well, I'm dispensable. I'm not, I'm not the all and end all to this project because they, you know, they have to replace me. I am replaceable. And so I think that's quite difficult. And then, you know, in the sort of consciousness of the practice, you're replaceable.

Author:

Yeah.

Participant G:

Whereas someone who doesn't have that interruption in that career, you've never had to be replaced. So does that mean you're irreplaceable? You know.

Author:

Yeah. It's like an experience-based thing where it's like, yeah, I see what you mean. That is really... Yeah, I think I might keep this question in for a few more people because it would give me really good insight. Thank you.

Participant G:

No problem.

Author:

So another question that I think we're sort of tapping into a lot of it already, but I do just want to ask it anyways. Do you feel that your gender has ever either impaired you or propelled you to become, to be where you are today in your career? Do you think it has any effect on it or completely two separate things?

Participant G:

I think it has had an effect on it. I think I, I think there's a lot of noise in the sort of male, pale and stale world. There's, you know, there are a lot, you walk into a room and it's all kind of white men of a certain age wearing a certain shade of blue suit. A woman walks in and you're different. And that gives you both a challenge and an opportunity. So the challenge is, to be taken seriously and to be recognised, but it also gives the opportunity to be a slightly different voice in the room.

Author:

Yeah.

Participant G:

And I have found that, you know, architecture is a stressful career.

Author:

Yeah.

Participant G:

Project meetings and projects where there's a lot of money on the line can get quite tense. And one, I find that men don't shout at me very much. They don't want to do it. It's a cultural thing. Where they might get really quite aggressive with my colleagues. It's, they're unlikely to get sort of shaky aggressive with me, which I like. And when you have that sort of slightly more calming influence in the room, everything's just, it's like a soft skill, isn't it? You know.

Author:

Yeah.

Participant G:

Um, everything's just a bit more straightforward and I find there might be a sort of three or four way conversation that's getting a bit heated. I can ask a question and it just kind of like if the others are men, I can kind of pull it, pull it back down. And I think that's a really valuable thing. And I don't, I don't think that's necessarily personality. I think it is gender. And I think, you know, the fact that there are more and more women in construction means that everything is just slightly less testosterone. It's slightly less charged. Does that answer your question? Sorry.

Author:

Yes, it does. Thank you.

Participant G:

That's my train of thought.

Author:

That is good. I want to add on to that because you make a good point of when you sort of walk into the room, it's almost like a standout type of thing where you know that you are different. Do you find that in those moments, whether it's now or in the past, you felt like you had to, sort of, do more to show your professionalism or your skill? Or do you kind of feel like you in that moment, because you know what you are, you have a different voice, you have a different energy that you're not thinking about that. You're just doing what you would do normally, and you have confidence in it.

Participant G:

I think confidence is the exact right word. So when I was younger, at the sort of start of my career, then I definitely was less confident and probably more intimidated by everyone else in the room. And so I would just make sure that I knew exactly what I was talking about, but also tried to speak up so that I wasn't anonymous. And that's a confidence thing.

Author:

And now...

Participant G:

You know, now I can be a lot more relaxed and just sort of more confident in meeting people and speaking to people, that sort of things. And, you know, most people retire at what 65 say. So when you're 25, there are people in the room who could be 40 years older than you. And that's, that's quite tricky. But, you know, as you get older, that upper limit's not going up and up and up. So you're now only 20 years younger than the oldest person in the room. You know, it becomes less daunting, I think. But from a gender point of view, I have always found it that to be different and to have those soft skills and to be able to bring just the tone of things down and to have guys on sites or so, you know, you were right, you know, or don't swear, lads, there's a lady present or whatever it is. I found that to be helpful.

Author:

Okay.

Participant G:

I haven't taken offence by any of that. And I think there's probably a lot of pressure on men, like young male architects, to almost be a bit more aggressive in a way and just to be quite a loud, a loud voice. So I think it's challenging for, for men as well, to be honest.

Author:

Yeah. Okay. That's really interesting. I feel like we've answered quite a lot of them, which is really useful just through conversation. I did want to ask, with the conversation about sort of, the separation in architecture between the genders, do you think that things like... for example, maybe a few male architects or male construction workers will sort of lower their energies or their tones and things like that. Same with events that are based just like only around women. Do you think that these types of things, in your opinion, like a positive thing, like it's being acknowledged, or maybe more on the side of, you know, it's a shame it's being acknowledged, full stop. If you kind of see what I mean.

Participant G:

I do. I have really mixed feelings about this. I know that kind of positive discrimination can work.

Author:

Yeah.

Participant G:

And representation matters.

Author:

Yeah.

Participant G:

And celebrating women in architecture is a really kind of good thing. However, I don't believe that having a womb makes me design any differently. So I was once nominated for a kind of like women in architecture type award. And my kind of spin on it was *This is what I'm doing and capable of doing, even though I have children and this is why I have to juggle and da da da da da da*. And the event organiser said, that is irrelevant. What architecture have you done? And my point is, you know, my architecture is not defined by my gender. That is my personal opinion. I don't think I design any differently because I'm a woman, but how I operate. And how I do the business of architecture and interact with people on a project and how I run projects is different because I'm a woman.

Author:

Yeah, I see.

Participant G:

So I used to be very, very anti kind of women only stuff.

Author:

Yeah.

Participant G:

But I've read a bit more about positive discrimination and visibility and what a difference that makes. And so, I'm a little bit less grumpy about it.

Author:

Yeah, that makes sense. I see your point. That is a big thing I really want to look into and know about and learn about. Because sometimes I don't know, I don't know if you can confirm this. There's been a few times where I've seen a certain award and I've thought, is it not maybe like, *Why can you sort of just give them this award in general?* Why did it have to be the sort of women's version of it? But I wasn't sure if that's just because I'm someone

who's not in the industry yet. I didn't know if like, if it was a positive or not, but I do see the two sides of it.

Participant G:

I think it comes down to representation and like I said, noise, when statistically, if 75% of the population are men, it's going to be a man who wins an award. So how do you raise and boost the minority? You do it by creating a field that only they can enter. I think, you know, in that way, it does help highlight and encourage. And I've had a lot of people where I said that our practice has, you know, a lot of women at board level. When I've been interviewing, when we've been recruiting, and it's been young female architects, they have almost always, when I've said, have you looked at our website or, you know, why are you interested in our practice? And they've almost always said, because of the women you've got at board level.

Author:

Yeah.

Participant G:

And I've had a lot of people say to me, you know, I look at you and think, gosh, you know, you've got, you're [at a senior level and have children] But, you know, and that's really encouraging.

Author:

Yeah.

Participant G:

So I think people do need the role models. They do need the visibility that it's possible to have both a career and a domestic sort of life outside of it.

Author:

Yeah. Okay, perfect. The last question, because we've touched on it, but I thought I might as well just sort of double check since it's already there. It is about senior roles. And you've mentioned it a lot. But I do definitely want to ask as well, do you think that... I guess in in this case, specifically that reaching seniority in your in your practice, did it feel possible from the beginning until now? Did it feel like something you, at the beginning of your career, could have achieved? Did you see it as a possibility?

Participant G:

I don't know about reaching sort of board level. Yeah, because that was always very male dominated. But definitely reaching the next level. And then the next level and then, you know, so it's the stepping stones were always there. I'm not sure I ever felt I would have it in me to sort of go all the way. But now obviously we're, rather than it being three men at the top, we're [more women than men].

So I like to think that people coming in now can see a much more visible career path than I could. But I never felt that my gender was an issue. And so his [practice founder] approach was always, if you can prove you can do it, you'll be given the responsibility. Age, not an issue. And actually gender was not an issue. So I think the career paths are there. and flexibility helps, it's still difficult, you know, childcare costs are extortionate and architects salaries are not brilliant. So it's becoming more balanced, I think.

Author:

Yeah, which is great. That's good to hear. Yeah. Okay, perfect. That was my last question.

Participant G:

Okay.

Author:

I don't know if you have anything else that you maybe want to talk about or if you think that we covered...

Participant G:

No, I don't think so. I think we've covered most of the things.

Participant	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
						Architecture has always been quite a heavily male dominated profession		Yes	Somewhat.	Somewhat, in many cases they still are but it definitely is becoming better			Lectures,Events,Architectural Magazines,Articles,Sections within magazines, books, articles, etc.		Positive, as these functions enable women in the industry to be more seen as well as inspire other women	4	Social Media,Discussions,Professionalssionals within the field,Lectures.	No			
1	Undergraduate Student.	Yes.	Female.	22-25	Yes		No	Yes		Somewhat.	They tend to be brushed off or separated into their own categories for awards, articles etc.	Sometimes	Maybe	Events,Web Seminars,Award Categories,Architectural Magazines,Articles.	Positive.	They allow women the space to show their skillset in an industry that doesn't always give them that space to do so.	5	Articles,Books,Social Media,Discussions,Professionalssionals within the field,Lectures.	Yes	Was not resolved, some backhanded comments were just brushed off.	
2	Undergraduate Student.	Yes.	Female.	18-21	Unsure	Societally male-dominated, however i personally don't view it as a masculine subject	No	Yes		Somewhat.		No	Somewhat	Lectures,Sections within magazines, books, articles, etc.	Positive.	it is good to raise awareness and empower women through the industry.	4	Articles, Social Media.	No		
3	Undergraduate Student.	Yes.	Female.	18-21	Yes	Within my first experience in education, staff is male dominated but the course is mixed quite evenly as students so females are under-represented at higher stages.	No	Yes		Somewhat.		Yes	No	None of the above.	Unsure/haven't heard of any.		4	Articles, Social Media.	No		
4	Undergraduate Student.	Yes.	Female.	18-21	Unsure		No	Yes		Somewhat.				Lectures,Events,Web Seminars.				Social Media,Discussions.	No		I think a lot of the issues with women in architecture stem from men's assumptions that women will prematurely "retire" to go and look after kids. This is not the case for a lot of women yet it is still used as a way to hold them back.
5	Undergraduate Student.	Yes.	Female.	18-21	No		No		Yes		A lot of women are never able to progress to higher levels in companies (such as director) due to peoples assumptions about women abandoning their jobs for family.	Yes	No		Neutral.		3		No		
								Yes	Somewhat.	Somewhat BUT - I think the natural inhibitors such as raising a family and pregnancy are heavily pushed upon women, and then that is reflected within companies outlook, behaviour and hiring patterns				Lectures,Web Seminars,Articles.		I think it's great because it shines a light on women where they could be normally ignored or pushed to the side by louder voices. Essentially I wish it didn't have to exist and female architects and their work would just be naturally integrated within the industry and the awards, as there are only a handful of non-women attending events like that, and these aren't the people causing the issues, so therefore the men/people that NEED to be shown that female architects are equal don't actually witness it.	4	Articles,Books,Social Media,Discussions,Professionalssionals within the field.	No	I would like to say that I have had extremely limited interaction with the industry as I am a third year architecture student.	
6	Undergraduate Student.	Yes.	Female.	22-25	No		No	Yes				Sometimes	Somewhat		Positive.	I could not name any female architecture events - which is crazy, because I am a woman in architecture....	4	Social Media.	No	We had a female lecturer at one point in first year, and it seemed as if the male lecturers disliked her. I'm not saying that they did - but there was a vibe.	
7	Undergraduate Student.	Yes.	Female.	22-25	Yes	I think you get influenced from a male perspective very early on, for an example in college my art based subjects were taught by men, then in my undergraduate degree = my lecturers were exclusively male until third year (By then your opinions are already formed), and the work experience I have had (2) were	No		Yes	I think their have been prominent examples of this throughout the years - especially with things like the RIBA (That incident where they photoshopped the female out!!). I think people generally 'respect' and associate with men in the field more to be honest - like during consultations and meetings, they tend to go to them first.	Sometimes	Somewhat	Nothing outwardly! Maybe every now and then something is encouraged which happens to be by a female, but it is never pushed as something created by a 'female architect'.	Unsure/haven't heard of any.		5	Articles,Books,Social Media,Discussions,Professionalssionals within the field.	Yes		The recent topic of what's going on with Zaha Hadid's architecture firm, in regards to her previous partner in the firm, Patrik Schumacher, the fact that he's trying to erase her name from her own firm, and even has the audacity to do it suggests that women in architecture haven't been given the respect that they deserve, this could also be a huge example of women's efforts in architecture either being replaced or erased.	
8	Undergraduate Student.	Yes.	Female.	18-21	No		Yes	Depends on the country, in some countries architecture is more femal dominated while other countries not so much.	Once again it depends on the country and place but yes sometimes women can be undermined in the industry			Yes	Somewhat	Lectures,Events,Architectural Magazines,Sections within magazines, books, articles, etc.	Positive.	It makes women feel represented, especially if any of them might feel isolated or believe that the field is mostly male dominated.	4	Articles,Books.	No		
9	Undergraduate Student.	Yes.	Female.	18-21	No		No	Yes	No.			Sometimes	Somewhat	Lectures,Events,Award Categories,Articles.	Positive.		3	Articles,Discussions,Lectures.	No		
10	Undergraduate Student.	Yes.	Female.	18-21	Unsure		No	Yes	Somewhat.			No	No	None of the above.	Unsure/haven't heard of any.		4	Articles,Discussions,Lectures.	No		
11	Undergraduate Student.	Yes.	Male.	18-21	Yes	It's mostly male dominated	No	Yes	Yes	suffer from less opportunities in the field		Yes	Somewhat	Lectures,Events,Web Seminars.	Positive.	there are no downside to doing it, so why not, it allows women in the industry to meet and gain from each other	5	Social Media,Discussions,Professionalssionals within the field,Lectures.	No		
12	Undergraduate Student.	Yes.	Female.	18-21	Unsure		No	Yes	Somewhat.			Yes	No	None of the above.	Positive.	Gives female architects opportunities to win awards and recognition where they might not in the full architecture industry.	4	Social Media,Discussions,Lectures.	Yes	Was not resolved	
13	Undergraduate Student.	Yes.	Female.	18-21	Yes	It is not my personal opinion that it should be, but most of my lecturers are male.	No	Yes	Yes	I think it should not be a "big deal" if a woman achieves something, but more often than not our gender is mentioned alongside our success.	Sometimes	No	Lectures,Articles.	Neutral.	It is good that little girls have someone to look up to but I don't think it should be gendered.	4	Articles,Discussions.	Yes	Not resolved completely, it was mostly brushed off and not taken too seriously.		
14	Undergraduate Student.	Yes.	Male.	22-25	Yes	It is a male dominated field but more and more women are becoming part of it	No	Yes	Yes	Women architects usually have events like Women in Architecture	Sometimes	Somewhat	Lectures,Articles.	Positive.	It's empowering and motivating women.	3	Articles, Social Media.	Yes			
15	M.Arch Student.	Yes.	Female.	22-25	Yes	I believe it is mostly male-dominated because the field has been led by men for a long time.	No	Yes	Yes	I believe that happens because lower compensation and inequality can drive women into other fields	No	No	Lectures,Articles.	Positive.	I believe that women should have their own space to empower each other.	4	Articles,Discussions.	Yes	Unfortunately, I do not know.		
16	M.Arch Student.	Not currently, previously yes.	Female.	22-25	Yes	It's a very male dominated field	No	Yes	Yes	workplace may feel unwelcoming	Sometimes	No	Lectures,Events.	Positive.	might make women feel more welcome, represented and like they belong in the field	4	Articles,Lectures.	No			
17	Undergraduate Student.	Yes.	Male.	18-21	Unsure		No	Yes	Somewhat.	Whether women architects are separated from the industry depends on the environment of their job and their colleagues.	Sometimes	Somewhat	Lectures,Articles.	Positive.	I think it's a positive thing because it allows women to feel more accepted and I am sure that also impacts their performance positively.	3	Books, Social Media.	No			
18	Undergraduate Student.	Yes.	Female.	18-21	Yes	I think because of pay gaps and women often earning less than it is seen as a gender-based subject	No	Yes	Yes	The situation is definitely improving but women are still seen as more "high maintenance" to employ because of pregnancy leaves etc.	Sometimes	No	Lectures,Articles.	Positive.	Allowing women to have their own space to connect with each other and share their experiences can be incredibly helpful but it also pushes the narrative that we should be separated from the rest instead of being equal	4	Articles,Books.	Yes	It wasn't fully resolved, but pointing out the microaggression and discrimination helped		
19	M.Arch Student.	Yes.	Male.	22-25	Yes	there were very few women in my classes	No	depends	Somewhat.		Yes	Yes	Lectures,Award Categories.	Neutral.		3	Articles,Discussions.	No			
20	M.Arch Student.	Not currently, previously yes.	Female.	26-30	Yes	Architecture is a gender-based subject because of unequal pay, biased promotions, little girls often being discouraged from pursuing Architecture (I have heard parents say that to their daughters because it's "hard")...	No	Yes	Yes	As mentioned above: due to unequal pay, being discouraged from a very early age, biased promotions	Sometimes	No	Lectures,Articles.	Positive.	They provide a safe space for women and encourages them to share their ideas and achieve their dreams... It also allows children to have role models and to see that it is possible for them to be architects too.	5	Books,Lectures.	Yes	Women were given more space to communicate and to present their ideas and work.		
21	Undergraduate Student.	Yes.	Female.	18-21	Yes	only a few of my lecturers were women and my class is male-dominated	No	Yes	Yes	It's hard for women to reach seniority and higher levels	No	No	Lectures,Articles.	Positive.	It raises awareness and women generally feel safer and more comfortable in female-dominated spaces so it might make them more comfortable in the long run too	4	Articles,Lectures.	Yes	male lecturer said women who do their makeup to go to work shouldn't be surprised when nobody takes them seriously, there were no consequences to this comment		
22	Undergraduate Student.	Yes.	Female.	18-21	Yes	if I'm not mistaken, women hold only 15-25% of the workforce and higher positions.	No	Yes	Yes	Career progression slows down after having children, fewer projects, lack of representation	Sometimes	No	Lectures,Articles.	Positive.	Provides a supportive environment and allows women to expand their network free of harassment and judgement	4	Articles,Lectures.	Yes	By reporting it		
23	Undergraduate Student.	Yes.	Male.	18-21	Yes	I've seen my female classmates get lower grades than me and my other male classmates even though their work was incredible	No	Yes	Yes	They're expected to put in a lot more effort than men in order to achieve the same success and status in the field	Sometimes	No	Lectures,Articles.	Positive.	Some of my colleagues have attended those events reported that they felt a sense of belonging especially after being demotivated by injustice and inequality	4	Articles,Discussions.	Yes	Unfortunately it was only taken seriously after male classmates pointed it out		
24	M.Arch Student.	Yes.	Male.	22-25	Unsure		No	Yes	Somewhat.		Sometimes	Somewhat	Lectures,Articles.	Positive.	It encourages women to stay in the field	3	Social Media.	No			
						Usually in projects women are steered more toward design and men toward technical parts of the projects.		Yes	Yes	There is a lack of representation of women architects in media, women from minorities may face even more separation and exclusion.				Lectures,Articles.		They can be seen as positive in that they provide women with dedicated spaces for support and representation, however, they should also incorporate an intersectional perspective, as this introduces additional dimensions to the issue of discrimination.	4	Discussions.	No	It was not resolved, the issue was swept under the rag	
25	M.Arch Student.	Yes.	Other.	22-25	Yes		No	Yes	Somewhat.		Sometimes	Somewhat	Lectures,Articles.	Positive.	I don't think we should be divided, we should normalise it as much as possible	4	Social Media.	Yes			
26	Undergraduate Student.	Yes.	Female.	18-21	Unsure	I believe it was more gender-based before, but there are more women in the field every year	Yes	Yes			Yes	Yes	Somewhat	Lectures,Articles.	Neutral.	It gives women the opportunity to find women mentors to help them through their career	4	Social Media,Discussions.	No	It was not resolved	
27	Undergraduate Student.	Yes.	Female.	18-21	Yes	There have always been more male architects	No	Yes	Yes	There are a lot less opportunities for women, especially if they are not in the position to move to bigger cities with more opportunities	Sometimes	No		Lectures,Events.	Positive.		4		Yes		
						Women are less likely to be able to climb the career ladder because they are essentially forced to choose between their private and professional life. They have to work twice as hard for their work and effort to be recognised which can be extremely demotivating and they rarely have time for anything outside for work, also being forced to work overtime very often.		Yes	Yes	Articles report that half of all female respondents had experienced bullying at work which demotivates women, stalls their opportunities and growth, makes their workplace unbearable, forces them to navigate their own way through the field, and pay gaps remain unfair. There have also			Lectures,Articles.		I have attended a women-focused event and I can confidently say that it made up my mind on staying in the industry after facing discrimination at my work experience.		Articles,Discussions.		I had to have a meeting with the person to tell them everything that was bothering me to resolve the issue. I was not taken very seriously at the beginning, they said that it was "just a joke" and that I shouldn't take		

28	M.Arch Student.	Yes.	Female.	22-25	Yes		No			been reports stating the pay gap increased two years ago.	Sometimes	No		Positive.		4		Yes	it to heart or else I won't make it in the field.	
29	Undergraduate Student.	Yes.	Female.	18-21	Yes	way less female lecturers and students	No	depends	Yes	pay gap, less representation	Sometimes	No	Lectures,Articles.	Positive.	they are a safe space for women architects	4	Social Media.	No		
						I don't think it is / should be masculine but a lot of people perceive it as such		Yes	Yes	They tend to be taken less seriously or given fewer opportunities for growth			Lectures,Articles.		I think it's mostly a positive thing but in an ideal world it wouldn't even be a thing, all architects should feel equally accepted and respected in their field		Social Media.			
30	Undergraduate Student.	Yes.	Female.	18-21	Yes		No				Sometimes	No		Neutral.		4		No		
								depends	Yes				Events,Articles.		they have made it possible for us to show our skills and connect with other women, share our experiences and help each other		Books.			
31	Undergraduate Student.	Yes.	Female.	18-21	Yes		No				Yes	Somewhat		Positive.		4		No		

Appendix K: Consent form for Interviews

PARTICIPATION IN RESEARCH INTERVIEW CONSENT FORM.

I agree to participate in the interview conducted by Riham Ghaleb for dissertation research.

1. I have been given sufficient information about this interview and understand the purpose of my participation as an interviewee in this dissertation primary research. The future management of my responses have been explained to me and is clear.

2. My participation as an interviewee is voluntary and will be anonymously discussed in the dissertation essay. There is no coercion or pressure participate.

3. Participation involves an interview by student Riham Ghaleb. The interview will last approximately 30-45 minutes. I allow the interviewer to take notes during the interview.

4 I may allow the audio/visual recording of the interview for a recording of dialogue to refer back to. It is clear to me that in case I do not want the interview's dialogue to be recorded I am fully entitled to withdraw this consent.

5 I have the right not to answer questions and if I feel uncomfortable in any way during the interview session, I have the right to withdraw from the interview.

6. I have been given the explicit guarantee that the student will not identify me by name or function in any reports using information obtained from this interview, and that my confidentiality as a participant in this study will remain secure.

7. I have been given the guarantee that this dissertation has been reviewed and approved by the University of Wales Trinity St David. For questions concerning ethics or data protection linked to the research project.

If participant agrees with the information stated above, please tick this box as confirmation.

☐

Signature of Interviewee:	
Date:	