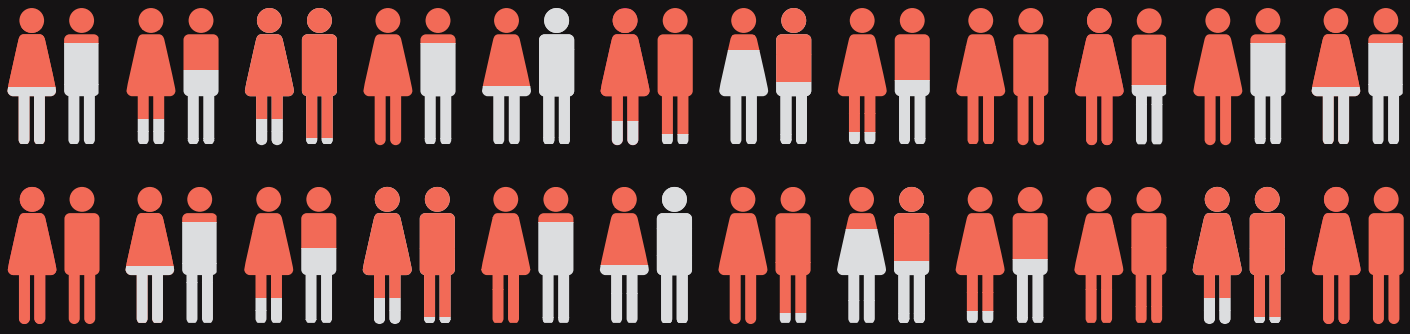

Census Report 2001–2016

Women in Australian Landscape Architecture

Prepared by

Dr. Gill Matthewson

October 2018

AILA Census Report has been produced by

XYX Lab

Space + Gender + Communication

: women, equity, architecture.

Australian Institute of Landscape Architects

GENDER EQUITY PROJECT

AILA's Acknowledgement of Country

We acknowledge and respect Traditional Owners across Australia as the original custodians of our land and waters, their unique ability to care for country and deep spiritual connection to it. We honour Elders past, present and emerging whose knowledge and wisdom has and will ensure the continuation of cultures and traditional practices.

Message from AILA's Board

The Australian Institute of Landscape Architects (AILA) is taking a leadership role to ensure the landscape architecture profession is as inclusive, progressive and modern as it possibly can be.

In March 2018, AILA launched a Gender Equity Project to investigate the participation of women in landscape architecture and develop strategies to address gender inequity in the profession.

Women are jointly shaping, innovating and leading the landscape architecture profession. Both our past and present board with its gender balance reaffirms this belief. This project will ensure we develop an appropriate research and evidence base to support equality in landscape architecture workplaces more broadly.

To properly understand the specifics of the issue, AILA collaborated with Parlour and the Monash XYX Lab on a research and action project on gender equity specifically in landscape architecture. This report is the first phase of a broader strategy.

This project is the first step to addressing the lack of critical research into workplace equity within the Australian landscape architecture profession and to differentiate ourselves as an industry.

We look forward to sharing this report with members and starting the conversation about what response is most suitable from here.

Sincerely

Shaun Walsh
President

Peta-Maree Ashford
Vice-President

Introduction

This report presents the first detailed demographic study of landscape architects in Australia. It was commissioned by the Australian Institute of Landscape Architects (AILA) in response to concerns raised by members that gender has an adverse effect on women in the profession.[1]

The report examines the available data to provide a detailed picture of women's participation in landscape architecture. This statistical analysis will help the AILA and the profession understand how the experiences of women, as a group, differ from men and it provides a large-scale context within which individual experiences can be better understood. It enables comparison with women's experiences in other built environment professions. Most importantly, it provides a firm knowledge base on which to build future action to address gender inequity.

This large-scale analysis is an important first step in understanding how gender impacts careers in Australian landscape architecture. It helps identify patterns, and provides evidence of any structural impediments faced by women as a group. Census data is particularly important, as it is the most inclusive count of professional participation, and therefore provides a more comprehensive picture than other data sets. Census data is also collected regularly and therefore allows analysis and tracking over time, which reveals progress and patterns of change.

Data from the four Censuses of the twenty-first century provides the basis of the report. This is augmented with some data from the AILA membership. We encourage readers to put this data to work. Professional bodies, educational institutions, employer organisations and practices, and individual landscape architects can all play their part in working towards a fair and equitable profession.

Background

This report is based on the analysis of customised data of those who identified themselves as landscape architects (occupation code Landscape Architect, ANZSCO 232112) in Australia in the 2006, 2011 and 2016 Australian Bureau of Statistics (ABS) Censuses of Population and Housing. In 2001, Landscape Architects were classified under ASCO 212113 (Australian Standard Classification of Occupations). To protect confidentiality, the ABS may randomly adjust data when the sub-sample is small, which can introduce some approximation.

The report builds on earlier work by Dr Gill Matthewson, mapping the participation of women in the Australian architecture profession.[2]

This project has been funded by AILA sponsor BEC, and AILA members and practices, and OCULUS contributed the graphics design.

Thanks to the following for their support:

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1. Cassandra Chilton, "2017 AILA salary survey: Why are women still under-represented in the upper levels of the profession?," *Landscape Australia* (24 November 2017), https://landscapeaustralia.com/articles/2017-aila-salary-survey-why-are-women-still-under-represented-in-the-upper-levels-of-the-profession/

2. Gill Matthewson, "The Gendered Attrition of Architects in Australia," *Architecture Research Quarterly* 21, no, 2 (2017); "Numbers in a Nutshell," Parlour, 18 June 2017, http:// archiparlour.org/the-numbers-in-a-nutshell/; *Parlour Census Report 2001–2016: Women in Architecture in Australia* (Melbourne: Parlour Publishing, 2018).

Key Findings

Growth in numbers

Women are well-represented in landscape architecture in raw numbers, and participation has grown over the course of the twenty-first century. In 2001, women comprised 42% of the profession; by 2016, numbers had grown to almost half (47%).

This growth in the proportion of women coincided with substantial increase in the overall numbers of landscape architects in Australia – from 1,741 in 2001 to 3,037 in 2016. These flourishing numbers include slightly more women than men (688 women and 608 men). It should be noted, however, that the number of landscape architects active in Australia is low compared to other built environment professions. These smaller numbers can skew some statistical analysis.

Women landscape architects maintain their overall participation levels as they age. This means that women are staying in the profession at the same rates as men. This is in stark contrast to the situation for women in architecture, where the data reveals a significant drop in numbers of women as they age.

The proportion of women graduates has been increasing for some years. In 2017, women comprised 60% of graduates. However, the proportions of women active in the profession are lower than graduation rates.

Patterns of work

Women's patterns of work change significantly over the course of their careers. These patterns contrast sharply with those revealed in the data on men. The most notable pattern is the high numbers of women moving into part-time work as they age. More than half of the women over 35 work part time.

In contrast, most men over 35 work full time. Men also dominate the numbers of those working long hours (more than 48 hours per week). However, there has been a noticeable reduction in men working long hours, and an increase in men recording standard hours since 2001.

The prevalence of women working part time indicates that the profession supports a wide variety of engagement. However, the stark distribution by gender suggests that the profession succumbs to wider, traditional societal pressures that see women bearing the responsibility of child raising.

The large numbers of women working part time coincide with a very high number of women working as owners of unincorporated businesses (likely to be small). The women in this category also work shorter hours than those who are employees and those owning incorporated businesses.

Gender pay gap

The overall gender pay gap for full-time workers in landscape architecture is 10%. This is less than the national gap of 14.6%, but is still of concern.

When analysed by age group, there is no discernible gender pay gap at the junior end of the profession, but there are considerable gaps at senior levels.

1.0 The Count

Landscape architects have increased in actual numbers and relative to the population since the start of the century. Women represent a relatively high proportion of landscape architects identified through each Census, and now comprise nearly half of the profession.

The straight count of landscape architects shows that numbers have increased year-on-year, with the total count increasing by 74% over 15 years – from 1,741 in 2001 to 3,037 in 2016. The number of women has almost doubled (726 to 1,414), and slightly more women have joined the landscape architecture workforce than men: 688 women and 608 men (Table 1.1). As a result, women have increased their share of the landscape architecture population by five percentage points from 42% in 2001 to 47% in 2016.

Despite this growth, participation does not yet match graduation rates. Women have been a high proportion of graduates for a number of years, and in 2017 women were 60% of graduates.[3]

Table 1.1. Landscape architects in Australian states from the Census, 2001–2016

	2001			2006			2012			2016		
State	**Men**	**Women**	**M:W**	**Men**	**Women**	**M:W**	**Men**	**Women**	**M:W**	**Men**	**Women**	**M:W**
ACT	32	20	**62 : 38**	28	23	**55 : 45**	27	30	**47 : 53**	31	24	**56 : 44**
NSW	346	267	**56 : 44**	386	373	**51 : 49**	516	360	**59 : 41**	535	454	**54 : 46**
NT	3	4	**43 : 57**	8	8	**50 : 50**	4	5	**44 : 56**	5	5	**50 : 50**
QLD	213	101	**68 : 32**	317	183	**63 : 37**	324	206	**61 : 39**	319	200	**61 : 39**
SA	46	38	**55 : 45**	84	65	**56 : 44**	84	83	**50 : 50**	87	91	**49 : 51**
TAS	12	7	**63 : 37**	14	5	**74 : 26**	26	10	**72 : 28**	11	13	**46 : 54**
VIC	280	229	**55 : 45**	388	307	**56 : 44**	467	403	**54 : 46**	476	455	**51 : 49**
WA	83	60	**58 : 42**	134	129	**51 : 49**	160	161	**50 : 50**	159	172	**48 : 52**
Total	**1,015**	**726**	**58 : 42**	**1,359**	**1,093**	**55 : 45**	**1,608**	**1,258**	**56 : 44**	**1,623**	**1,414**	**53 : 47**
Growth on previous Census				**34%**	**51%**		**18%**	**15%**		**1%**	**12%**	

[3] Graduation data supplied by AILA.

Landscape architects relative to population

It is important to note that the population of Australia has also increased since 2001. The growth in numbers of landscape architects relative to the population growth rate is 39% (from 9.0 to 12.5 per 100,000 people). Although more subdued than the growth in overall numbers, this still represents a substantial increase (Figure 1.1).

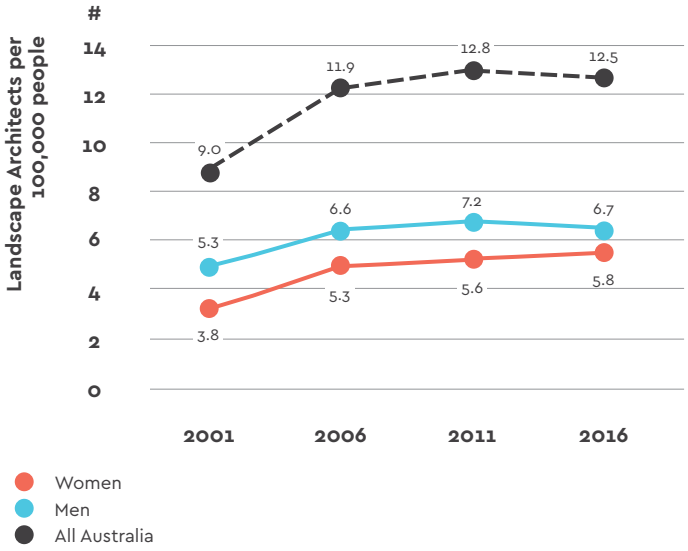

Figure 1.1. Number of Census landscape architects per 100,000 people by gender, 2001–2016

Most of the growth in relative numbers occurred in the early years of the century, which were a boom time for projects in Australia with consequent good employment opportunities. The 2016 figure has declined slightly since the 2011 high of 12.8.

There is a clear gender difference in this growth, with the increased numbers of women counteracting a decline in the number of male landscape architects in the community. Women have slowly but steadily increased their numbers relative to the population (a near straight line increase since 2006). Men record a decline in their relative numbers since 2011.

Where do landscape architects live?

Landscape architects have a strong tendency to live in the greater metropolitan areas of each state and territory capital city (Table 1.2). This concentration is much higher than for other workers. In the 2011 Census, 83% of landscape architects lived in the major cities, compared with 75% of all professionals and 68% of all occupations.[4] This distribution suggests that some regions may be less easily served by the profession. There has been some fluctuation in this pattern of metropolitan concentration over the years but little change for the country as a whole. There is also little overall difference between the genders, although there is some variation apparent between states.

4. Calculated by author from data for the 2011 Census.

Table 1.2. Proportion of landscape architects living in metropolitan areas by gender, 2001–2016

	2001			2006			2012			2016		
	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
NSW	84%	82%	83%	79%	78%	79%	78%	78%	78%	83%	79%	81%
QLD	72%	70%	71%	66%	73%	69%	68%	68%	68%	67%	69%	67%
SA	93%	92%	93%	95%	97%	94%	90%	96%	94%	100%	92%	95%
VIC	94%	90%	92%	90%	87%	88%	90%	93%	91%	90%	89%	89%
WA	94%	100%	97%	87%	99%	93%	91%	88%	91%	94%	90%	91%
Total	86%	86%	86%	81%	84%	82%	82%	84%	83%	84%	83%	84%

Note: the smaller states are not in this chart as small numbers lead to erratic percentages.

The two most populous states show a consistent difference in urban concentrations. In 2016, 89% of landscape architects in Victoria lived within the greater Melbourne area. In comparison, New South Wales was less metropolitan-centric, with 81% living within greater Sydney – 83% of the men and 79% of the women. There is very little fluctuation in this pattern over time. Queensland, in contrast, is even less centralised and shows a decreasing concentration in the greater Brisbane area, from 71% in 2001 to 67% in 2016.

AILA membership and registration

As of August 2018, AILA had 3,776 members (Table 1.3) – a figure in excess of the 2016 Census numbers. The date difference means that these figures are not precisely comparable; however, they do provide a rough indication of how the AILA membership compares to the overall size of the profession. Not all AILA members would be identified in the Census as landscape architects – for example, students comprise 41% of the membership, while another 79 people are listed as retired and 65 as affiliates. This means that, overall, the AILA membership probably captures around two-thirds of the landscape architecture workforce identified through the Census.

Table 1.3. AILA Membership, 2018

Membership Type	Men	Women	Not disclosed	Totals	% Women
Applicants	57	53	7	117	48%
Senior Applicant	13	10	-	23	43%
Affiliate	37	28	-	65	43%
Student	338	522	672	1,532	-
Graduate	172	198	169	539	-
Registered	780	560	8	1,348	42%
Registered Fellow	101	51	-	152	34%
Total	1,498	1,422	856	3,776	1,093

Registration is available to AILA recognised, university-qualified landscape architects with at least two years' experience or to qualified landscape architects and landscape design professionals with at least eight years' experience. In 2018, there were 1,500 registered landscape architects in Australia, which is around 49% of the 2016 Census total. There is a marked gender difference – just 43% of the number of 2016 Census women were registered and 54% of the men. There is also a pattern of the senior levels of membership (Fellow) having a smaller proportion of women.

2.0 Age

Women tend to stay in the landscape architecture as they age relative to men – in contrast to the patterns identified in other built environment professions.

The overall count from the Census shows that women represented more than half the numerical increase between 2001 and 2016 (53% of 1,296 people). This section tracks numbers of men and women over time.

Age profile

The age profiles for women and men are not very different (Table 2.1 and Figure 2.1). Both peak between the ages of 25 and 34 and then descend in variably bumpy slopes as age increases. This pattern of descent is quite common in professions; however, the steepness of the fall-off changes depending on the profession and on gender.

The median age also shows similar patterns for men and women – for both, the median age has increased since 2001. In 2001, just 15% of the profession was over the age of 50; in 2016, the percentage of over-50s had risen to nearly one-quarter.

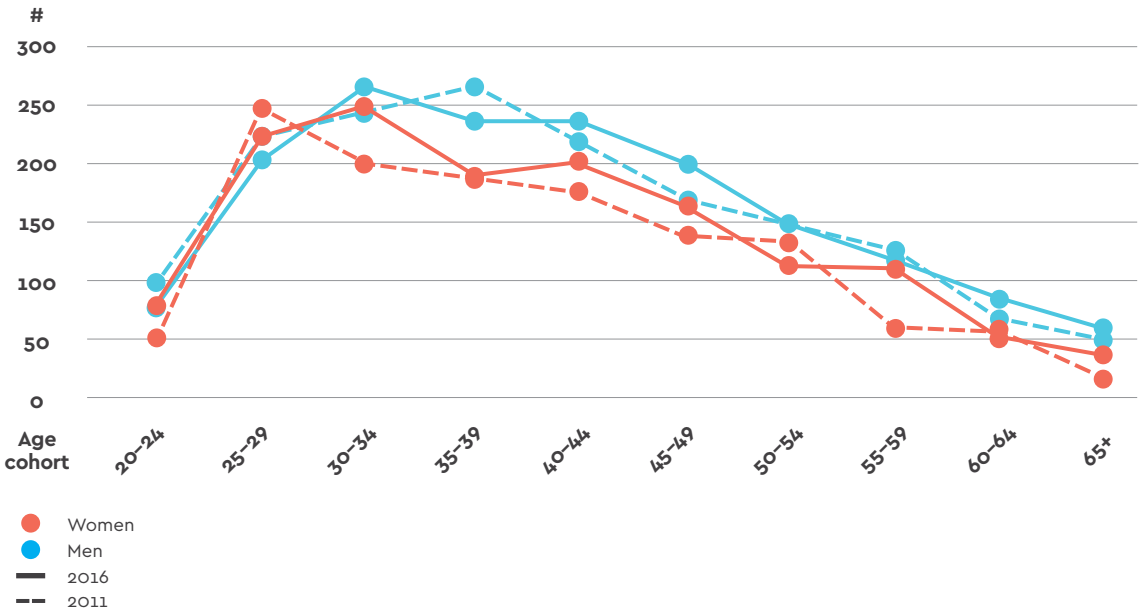

Figure 2.1. Numbers of landscape architects from Census by age group, by gender 2011–2016

Age over time

Analysis of Census data can also tell us what happens to men and women in landscape architecture as they age. For example, those aged 25–29 in the 2001 Census would appear in the 2016 Census in the 40–44 age group, 35–39 in 2011, and 30–34 in 2006. In general, the number of people in an age cohort rises from Census to Census until the cohort reaches their forties, then begins to decline. These patterns are apparent in Table 2.1, where the pale pink shaded cells indicate cohorts aging over time.

This increase is presumably due to older-aged graduates entering the workforce, immigration, and perhaps landscape architects returning from a stint abroad. Students also slip in and out of employment throughout their study, which would also affect the Census workforce. The story behind the decline in numbers after age forty is complex. No longer identifying as a landscape architect in the Census does not necessarily mean that people have left the broader discipline. Teaching, writing, some specialisations, service roles, and managerial positions are some of the possible career shifts that could result in changes in self-identification in the Census.

Table 2.1. Landscape architects in the Census by age

	2001			2006			2012			2016		
Age	**Men**	**Women**	**M:W**	**Men**	**Women**	**M:W**	**Men**	**Women**	**M:W**	**Men**	**Women**	**M:W**
15–19	6	0		11	3		10	0		4	3	
20–24	68	69	**50 : 50**	115	116	**50 : 50**	96	53	**64 : 36**	81	79	**51 : 49**
25–29	172	143	**55 : 45**	217	183	**54 : 46**	222	247	**47 : 53**	203	221	**48 : 52**
30–34	185	120	**61 : 39**	233	173	**57 : 43**	243	200	**55 : 45**	264	247	**52 : 48**
35–39	165	103	**62 : 38**	211	163	**56 : 44**	262	186	**58 : 42**	234	192	**55 : 45**
40–44	153	105	**59 : 41**	165	151	**52 : 48**	221	174	**56 : 44**	231	201	**53 : 47**
45–49	121	74	**62 : 48**	167	124	**57 : 43**	168	138	**55 : 45**	199	163	**55 : 45**
50–54	73	76	**49 : 51**	120	79	**60 : 40**	144	130	**53 : 47**	148	112	**57 : 43**
55–59	49	18	**73 : 27**	69	61	**53 : 47**	125	60	**68 : 32**	118	110	**52 : 48**
60–64	20	15	**57 : 43**	35	26	**57 : 43**	69	54	**56 : 44**	84	51	**62 : 38**
65+	3	3		16	14		48	16	**75 : 25**	57	35	**62 : 38**
Total	**1,015**	**726**	**58 : 42**	**1,359**	**1,093**	**55 : 45**	**1,608**	**1,258**	**56 : 44**	**1,623**	**1,414**	**53 : 47**

The degree to which the proportion of women changes over time in an age cohort is visible in Figure 2.2, which tracks the proportion of women across the Censuses aligned by age cohort.

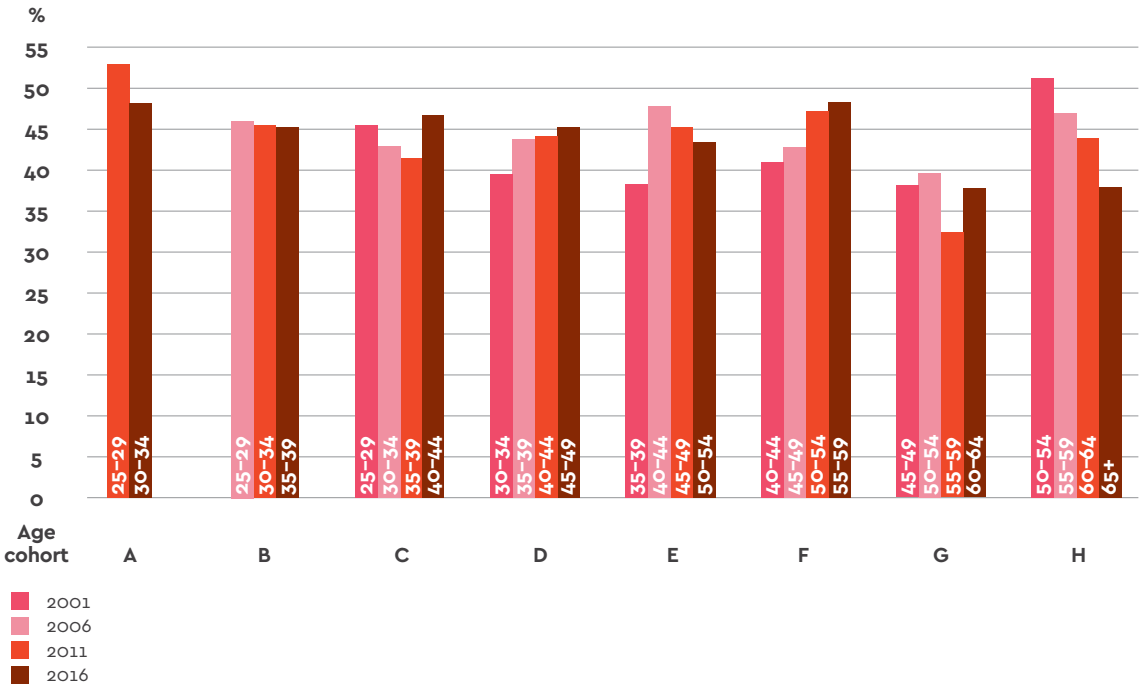

Figure 2.2. Proportion of women landscape architects in Census by age cohort, 2001–2016

There is no overall consistent pattern across the age cohorts. For some age groups, the proportion of women increased from Census to Census, indicating that more of the women stayed between Censuses than of the men (age cohorts D and F). For other age cohorts, the opposite occurred, indicating that more of the women left (such as cohorts A and H). Still other cohorts are mixed: cohort C declines in proportion until 2011 and then increases into 2016 when they are aged 40–44. Despite this overall inconsistency, there is a slight pattern of more women leaving than men for those under the age of forty. (Note that some of this volatility and variability is due to small numbers where the shift of very few women and men in numerical terms can affect the percentage proportion dramatically.)

3.0 Employment Status

A high proportion of women landscape architects own unincorporated businesses. The proportion of women working as employees has also increased over time.

The employment status of women – whether they are employees or owners of businesses – is an important indicator of participation within landscape architecture.

The data available through the Census categorises employment status in terms of whether someone is an employee, an owner, unemployed, or an unpaid worker in a family business. Ownership is further categorised by unincorporated and incorporated businesses.[5] The latter are limited liability companies (that is, the business is a separate legal entity). All owners in this category would be principals or directors of firms. Unincorporated entities would include sole practitioners, contract workers, consultants, some traditional partnerships, and especially the self-employed working part time. Formerly, only larger practices would have been incorporated; however, increasing concern over liabilities combined with other advantages means that even quite small practices might choose to incorporate. This means that there is not a straightforward correlation between practice size and business structure. However, roughly speaking, incorporated landscape architectural businesses tend to be larger than unincorporated ones.

As women's numbers have slowly increased, their proportion has gradually increased in every employment category, except for owners of incorporated businesses (Table 3.1 and Figure 3.1).

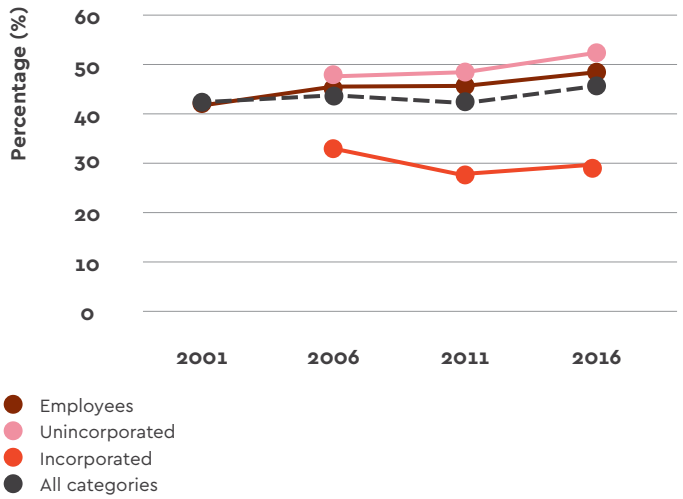

Figure 3.1. Women as a proportion of employment categories, 2001–2016

5. In the 2001 Census, business owners were only differentiated by whether they had employees or not.

Women, in contrast to men, are much more commonly owners of unincorporated practices, a more than 2:1 ratio in 2016 (347 to 158; Table 3.1).

Table 3.1. Census landscape architects by employment category by gender, 2001–2016

	2001				2006			2012			2016		
	Men	Women	%W		Men	Women	%W	Men	Women	%W	Men	Women	%W
Employee	556	397	**42%**	**Employee**	747	614	**45%**	906	758	**46%**	939	887	**49%**
Family	-	-	**-**	**Family**	3	14		8	28		7	16	
Unknown	-	-	**-**	**Unknown**	3	6		6	0		6	6	
On own	287	268	**48%**	**Unincorp.**	342	321	**48%**	339	325	**49%**	308	347	**53%**
Employer	172	61	**26%**	**Incorp.**	264	138	**34%**	348	147	**30%**	363	158	**30%**
All owners	**459**	**329**	**42%**		**606**	**459**	**43%**	**687**	**472**	**41%**	**671**	**505**	**43%**

The spread across employment categories

The proportion of landscape architects who are employees has increased over time – from 55% in 2001 to 61% in 2016 (Table 3.2). This has been largely driven by the high percentage of women employees (nearly two-thirds in 2016, 64%). But the pattern is also visible to a lesser extent in men: in 2001, 55% of men were employees, with that figure rising to 58% for 2016.

Consequently, the overall proportion of owners declined from 2001 to 2016. In 2001, 45% of the women owned their own business, but this figure has dropped to 36% in 2016. For men their ownership proportion also dropped but to a lesser extent: from 45% to 42%. Men were relatively evenly distributed between the two types of ownership – incorporated and unincorporated – although with a slight preference for incorporated ownership.

Table 3.2. Distribution of Census landscape architects by employment category by gender

	2001				2006			2012			2016		
	Men	Women	Total		Men	Women	Total	Men	Women	Total	Men	Women	Total
Employee	55%	55%	**55%**	**Employee**	55%	57%	**56%**	57%	62%	**59%**	58%	64%	**61%**
				Unincorp.	25%	30%	**27%**	21%	26%	**24%**	19%	25%	**22%**
				Incorp.	20%	13%	**17%**	22%	12%	**18%**	23%	11%	**17%**
Owners	45%	45%	**45%**	**Owners**	45%	43%	**44%**	43%	38%	**41%**	42%	36%	**39%**

Women as business owners

Numerically women have increased their ownership numbers from 2011 to 2016 by 7%, with this increase distributed equally between the two ownership types (Table 3.3). In contrast, the number of men in ownership has declined by 2% – this overall slight decline was caused by a marked decline of 9% in the numbers owning unincorporated businesses.

Table 3.3. Census landscape architects 2011 to 2016 by employment category by gender

	Women				Men				Total			
	2011	2016	Diff.	Growth	2011	2016	Diff.	Growth	2011	2016	Diff.	Growth
Employee	758	887	129	17%	906	939	33	4%	1,664	1,826	162	10%
Unincorp.	325	347	22	7%	339	308	-31	-9%	664	655	-9	-1%
Incorp.	147	158	11	7%	348	363	15	4%	495	521	26	5%
Owners	472	505	33	7%	687	671	-16	-2%	1,159	1,176	17	1%
Total*	1,230	1,392	162	13%	1,593	1610	17	1%	2,823	3,002	179	6%

* Totals differ from Table 3.1 because unknown and family workers have been excluded.

The high proportion of women who are owners of unincorporated businesses is especially interesting. Historically, in a number of professions, women facing discrimination often start their own practice, beginning with small businesses.[6] There is also typically more flexibility in the unincorporated ownership model and this may account for the high proportion of women landscape architects in this category. This pattern has a bearing on influence in the profession. Although influence is not solely determined by practice size, there is some correlation. In particular, larger practices tend to have a greater impact on larger projects.

The influence of age on ownership

Analysing the distribution of owners/employees by age cohort provides a useful finer-grained picture of gender disparity in employment (Figure 3.2).

Figure 3.2. Employment category by age by gender, 2016

5. Dana Cuff, *Architecture: The Story of Practice* (Cambridge, MA: MIT Press, 1991), 145.

The proportion of landscape architects working as employees decreases with age, as might be expected. The proportion of owners starts to increase rapidly for landscape architects in their mid-thirties, a pattern that holds for women and men (and aligns with conventional wisdom that this is when people might strike out on their own). Men show a very clear pattern with both forms of ownership steadily increasing with age as employees decline, although with a hiccup for incorporated owners after the age of 50, when the proportion declines and then rises again. The pattern for women is less predictable and, as a group, they adopt ownership more slowly. More particularly, the dominance of their ownership of unincorporated practices (coloured grey) is striking. This pattern becomes even clearer when the information is represented in age pairs (Figure 3.3).

Figure 3.3. Employment category by age by gender age pairs, 2016

Typically, between the ages of 30 and 54, more of the women's bodies are in the light pink 'employee' than the men of that age – and, significantly, much more of the women's bodies are in the grey 'ownership of unincorporated businesses' in every age pairing.

4.0 Hours of work

There are high levels of part-time work in landscape architecture – but almost exclusively for women.

The Census data on hours of work provides an indication of working conditions in the profession. Over time there has been the drop in the proportion of landscape architects clocking long hours, with a particularly significant decrease recorded for men (Figure 4.1).

In 2001, 54% of the men and 29% of the women reported working longer than the standard working week of 35–40 hours (the dark pink colours in the chart below). By 2016, the proportion of women working such hours had dropped to 21%. For men, that proportion has dropped 12 percentage points from 54% in 2001 to 42% in 2016. Given that the proportion of men working part time also decreased over the total period (17% of men worked part time in 2001 and 14% in 2016), the shift for men was towards working standard rather than long hours (from 29% of men in 2001 to 44% in 2016 and coloured light pink) is significant.

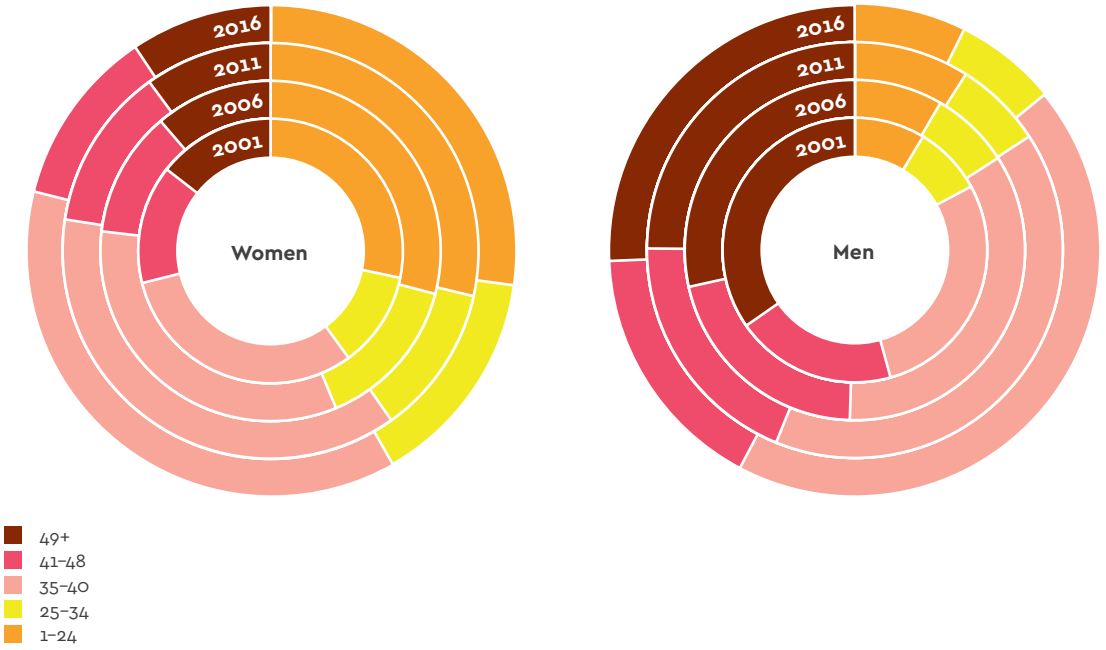

Figure 4.1. Landscape architects hours worked per week, 2001–2016

The dominance of the orange colours of part-time work for women compared to men is striking in Figure 4.1. This has consequences. While women are numerically nearly half of the profession (47%), due to their lesser numbers of hours worked, women's proportional contribution to the profession drops to around 40%. That said, hours should not be considered the only gauge for contribution to the profession.

The impact of age

Age matters for hours worked. From age 30, the number of women working part-time increases dramatically, and after 35 it exceeds the number of women working full time in almost every age cohort (Figure 4.2). The pattern is the same for every Census. In contrast, the number of men working part time is relatively constant for each age cohort.

Coupled with the high proportion of women who own unincorporated businesses, the number of women working part time supports the contention that time-flexibility is more possible within this business structure and indicates why many women might be drawn to it.

This ability to work part time in landscape architecture is positive, and a welcome contrast to other built environment professions that are not particularly conducive to part-time engagement (especially architecture). However, the extreme skew towards women in part-time workers is concerning – and slightly stronger than the pattern in all professions combined. For example, in 2011, 15% of all professional men worked part time and 38% of all professional women. For landscape architects in the same year, 16% of all the men work part time and 40% of the women.

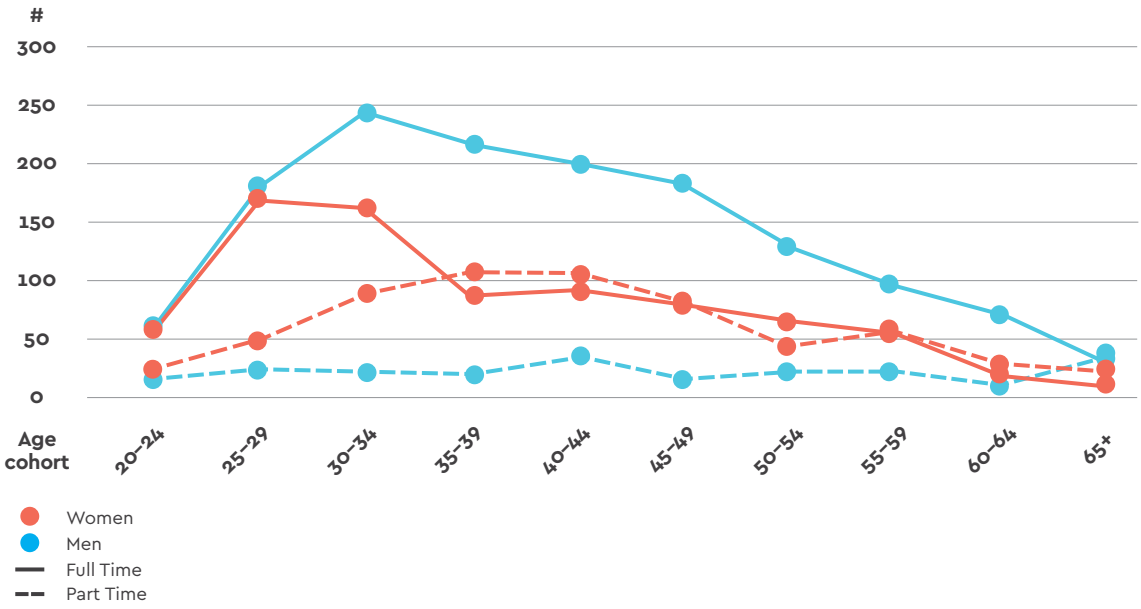

Figure 4.2. Landscape architects full time and part time by gender, 2016

The skew to part-time hours for women coincides with a strong skew to men working long hours, particularly in older age groups (Figure 4.3). Men dominate those working more than 48 hours per week (brown in the chart). This is particularly pronounced for men in their fifties, where the proportion of men working the longest hours rivals that of men working standard hours. That is, more than half the men between the ages of 50 and 60 work longer-than-standard hours (red and brown in the chart).

Long hours increase for men as ownership levels rise in their thirties (Figure 4.3). Conversely, women's part-time hours increase in the same age range, at the same time as some of them establish unincorporated businesses.

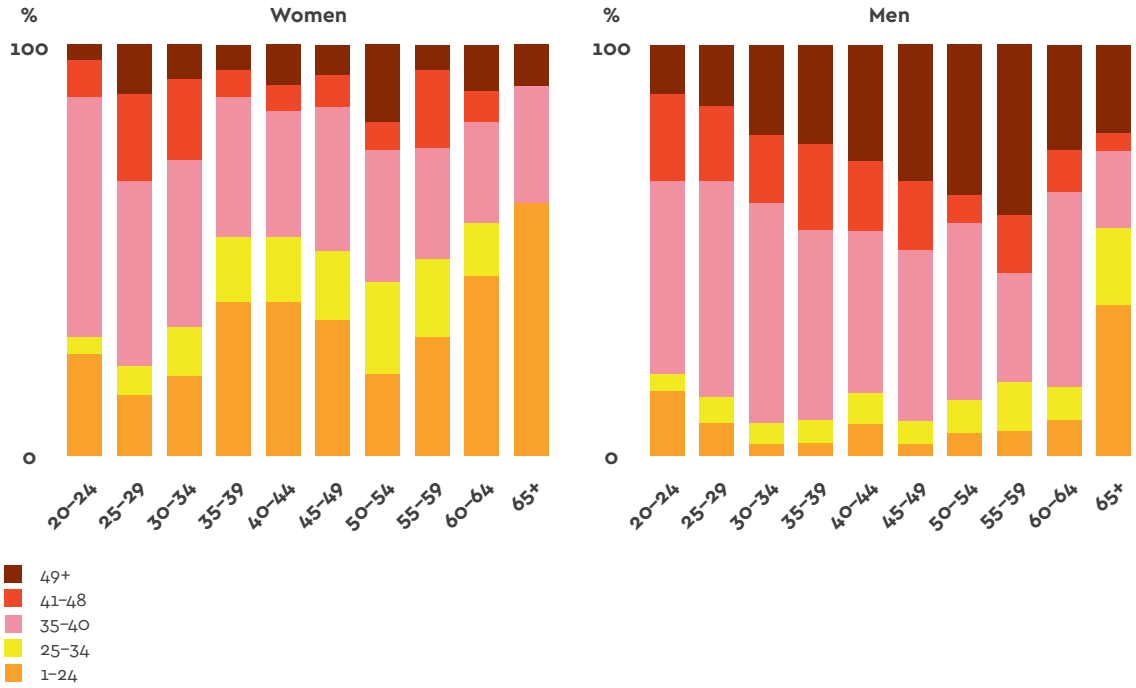

Figure 4.3. Hours worked per week by gender by age, 2016

Age pairs highlight this gender difference (Figure 4.4). Each pair shows a marked disparity. The orange of part-time does not get much above men's knees (and mainly hangs around the ankles) until they are over 65. In contrast, this orange combined with the strong pink of standard hours makes up much of the women's bodies.

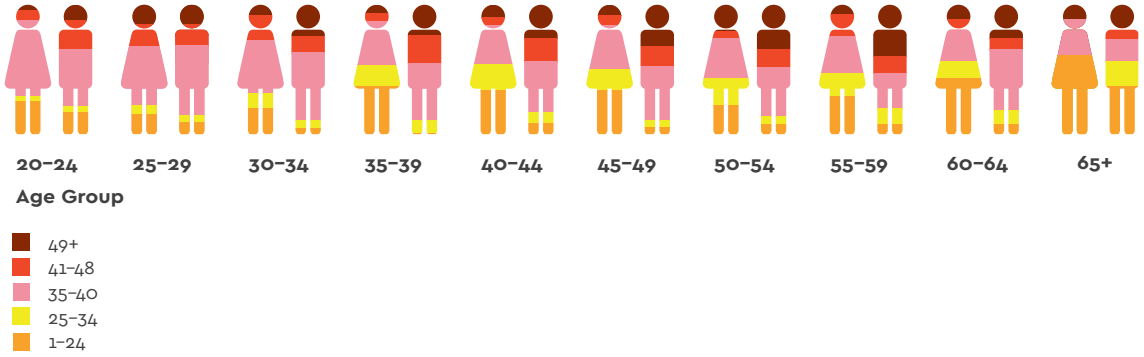

Figure 4.4. Hours worked per week by gender age pairs, 2016

Parenthood strongly impacts on the ability to work long hours, particularly for women. The dramatic difference between men and women in terms of hours worked is probably largely a result of the wider societal expectation that mothers reduce their hours to care for children. However, child-rearing may not be the only reason that women (and men) might choose to work part time.

Overall, there has been an easing off in recorded long working hours since the 2001 Census. These figures are possibly affected by economic trends. Men bear the brunt of long hours, just as women appear to bear the career consequences of not working long hours such as reduced ownership levels of incorporated businesses.

5.0 Income

The gender pay gap is pronounced in the senior levels of landscape architecture, but recent graduates working full time do not exhibit a noticeable gap.

Income is a very important indicator of inequity, in particular the presence of gender-based pay gaps.

Gender pay gap

The existence of gender pay gaps is a particularly emotive issue. It's a popular headline in the general media and drives frustration on the part of many women. Indeed, the presence of a clear pay gap in the 2017 AILA salary survey provided part of the impetus for this study.[6] Any gap is a sign of discrimination, but no indicator is more fraught in terms of the analytical process than the pay gap.

For landscape architects, the 2016 Census data generates a full-time gender pay gap of 10%. For the whole of Australia, it is 14.6%; for architects, it is 19%.[7] These overall figures, however, do not take into account other factors that impact on salary, in particular age and experience. For landscape architecture cohorts over age 35, there are twice as many men working full time than women (Table 4.2). These larger groups of men with greater levels of experience are likely to be on higher incomes than younger women working full time and therefore make the overall gap wider.

In this context, the Census provides very important data. It counts just about everyone, allows a breakdown by age, and can adjust for full-time and part-time workers. This level of nuance is very important in relation to pay gap analysis. For example, the very high gender pay gap recorded by the AILA salary survey may be due to the methodology of working with base salaries rather than full-time equivalent salaries. As we saw in Section 4, this is in a context where substantially more women work part-time.[8] The Census data enables analysis that accounts for distortions produced by the considerable variables of working hours and age.

Table 5.1. Pay gap by age and by gender, full-time workers, 2001–2016

Age group	2001	2006	2011	2016
25–29	1%	5%	3%	2%
30–34	7%	4%	3%	1%
35–39	-	11%	2%	14%
40–44	-	13%	19%	7%
45–49	-	16%	14%	29%
50–54	-	-	24%	21%
55–59	-	-	-	15%

Pink cells indicate an age cohort as it ages across the Censuses.
Note: Cells are not shown where there are less than 50 women, as this would overly distort the calculation.

6. *Australian Institute of Landscape Architects, 2017 Salary Survey Report* (Canberra: AILA, 2017).

7. *Australia's Gender Pay Gap Statistics* (Sydney: Workplace Gender Equality Agency), https://www.wgea.gov.au/sites/default/files/gender-pay-gap-statistic.pdf

8. AILA, *2017 Salary Survey Report*, 4, 18–21.

Analysis of the Census income data for full-time workers by age group shows several discernible patterns (Table 5.1).

The first pattern is that the pay gap within a particular age group generally lessens over time; for example, in 2001 the pay gap for 30–34 year olds was 7%, in 2016 it was 1%.

The second pattern is that the pay gap is smallest for younger age groups: in 2016, the gap for those under the age of 35 is within a margin of error – an encouraging sign. However, pay difference grows over time. In Table 5.1, the shaded cells track what happens as an age cohort ages. Those aged 30–34 in 2001 had a 7% difference; in 2016 (now aged 45–49), the gap has widened to 29%. This pattern is a stark illustration of how a pay disadvantage can grow. The gap demonstrates increasing economic disadvantage, but it also points to opportunities not offered over the course of careers. (Note: there is considerable variability with the older cohorts, due in part to smaller numbers of full-time women of that age.)

In addition to the pay gap for full-time women working in landscape architecture, there is possibly a pay penalty associated with part-time work. Those who work part time may be on lower pay rates.[9]

Income disparity

In 2016, the average income for men working full time in every age group is consistently higher than that for women for all those aged over 35 (Figure 5.1). For younger age groups, the difference is negligible.

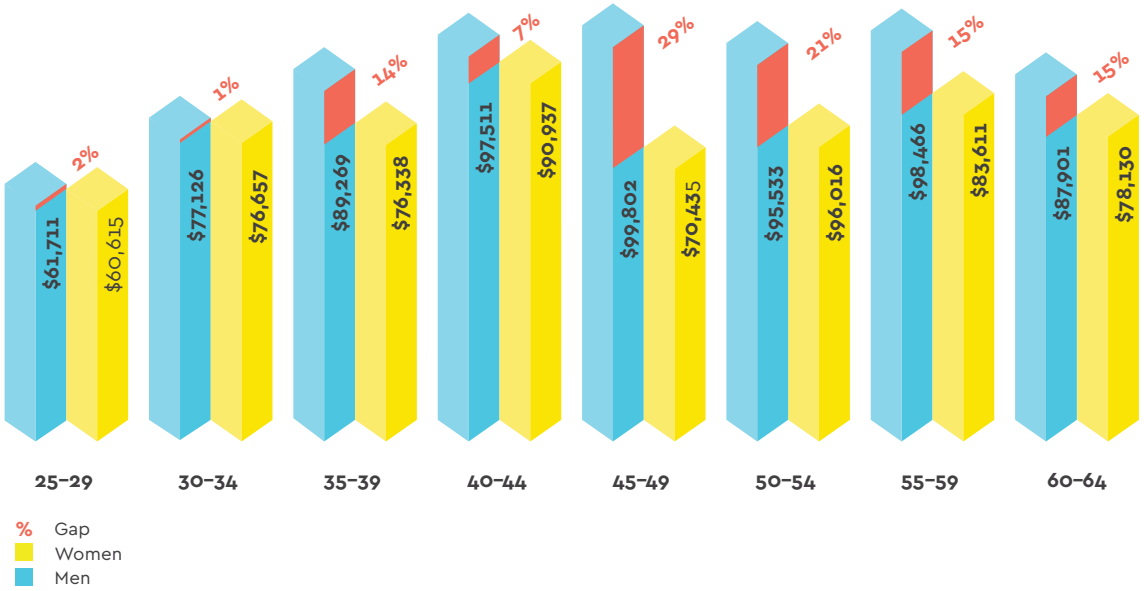

Figure 5.1. Gender pay gap by age by annual income, 2016

Income disparity can also be understood by considering the distribution of the different incomes within an age group. The distribution demonstrates how the averages in Figure 5.1 are generated. Figure 5.2 shows this distribution through coloured bands for full-time workers.

9. *The Part-time/Full-time Wage Gap* (Sydney: Workplace Gender Equality Agency) https://www.wgea.gov.au/sites/default/files/Australia_at_Work_part_time_full_time_wage_gap_tag.pdf

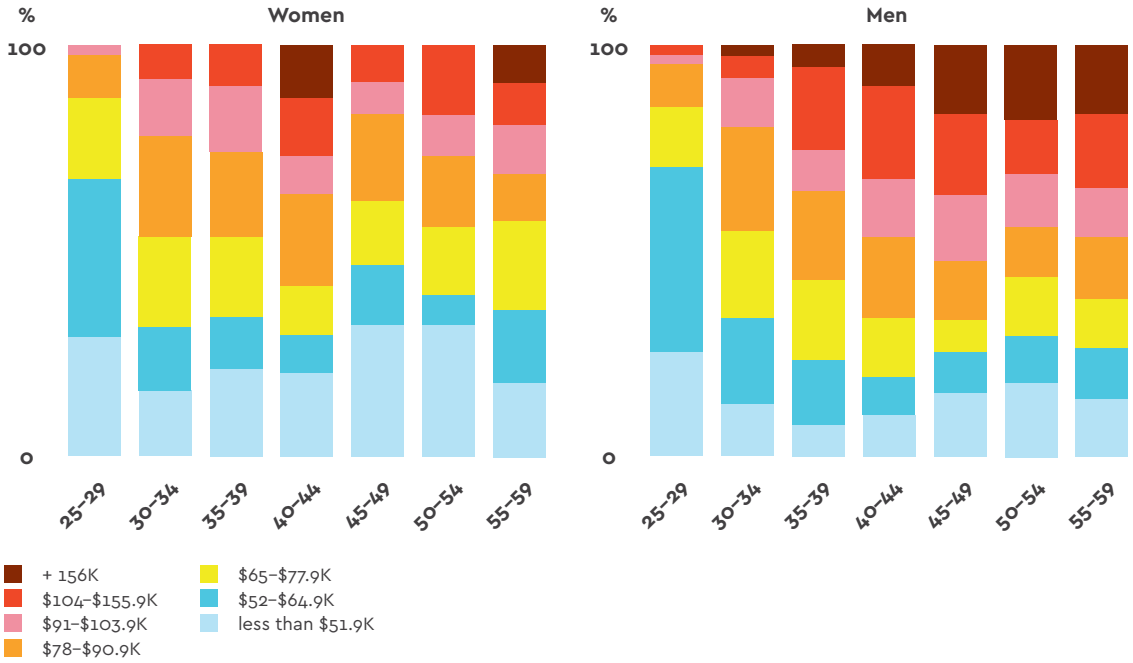

Figure 5.2. Distribution of full-time earnings by age group, 2016

The pattern for women is very different to that for the men. The red/brown bands of higher earnings are far more dominant for the men, particularly the brown band of highest earnings. Highest-earning women are present in only two age groups, while there are men in every age group over 30 in these income bands. Conversely, the blue bands of lower earnings dominate the chart for women, meaning that more of the women earn in these low bands. This is clear in the age pairs (Figure 5.3). This diagram shows how full-time women landscape architects as a group wear the blue 'socks and leggings' of lower earnings for longer than men, and men's faces and the upper parts of their bodies turn red/brown well before women's do.

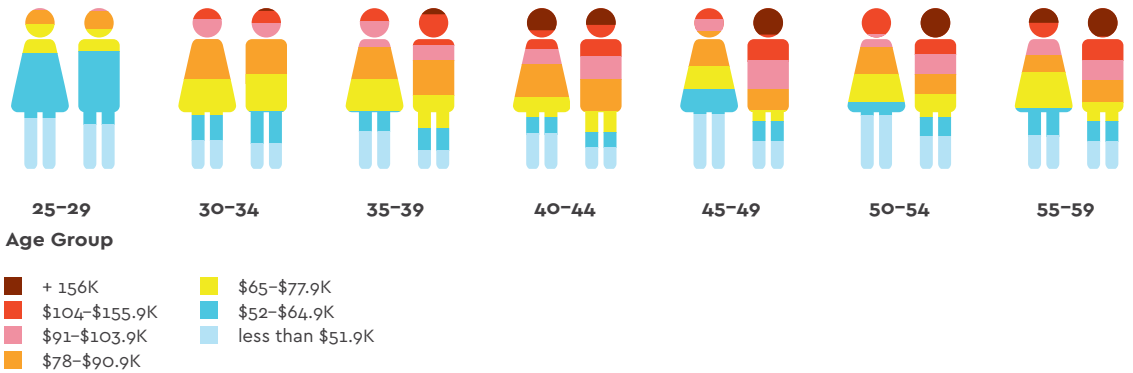

Figure 5.3. Distribution of full-time earnings by age group, 2016

Once over the age of 40, at least half the men earn over $91,000, taking the red/brown and the pink down to their belly buttons, while their heads flush brown of over $156,000. Women never reach anywhere near that level of coverage; there is no more than their head (and only in one age cohort shoulders) in the red/brown zones, meaning that over the age of 45 less than 20% of women earn over $104,000 but well over one-third of the men do.

6.0 Summary

Analysis of statistical data from the Censuses shows a complex picture of women's participation in landscape architecture over time. The situation for women is getting better, but the pace of change is slow.

The numbers of women are assuredly growing, but that growth does seem to be compromised for some by discrimination. The gender pay gap for older women, the high proportion of women working part time, and the clustering of women owners in smaller businesses are all indicators that gender impacts upon those in the profession.

In comparison to architects, there are fewer landscape architects: for every one landscape architect there are over five architects. But the proportion of women is much higher in landscape architecture (47%). However, this proportion is undercut by the high numbers of women working part time, which reduces their contribution to the landscape profession to around 40%. This modification underlines the importance of digging beneath the headline numbers.

This Census data analysis provides important insights into the shape of the landscape architecture profession, and the experiences of women as a group. The patterns of participation and employment experiences reveal areas for further investigation and indicate areas where the profession can better support women. This report provides a base for strategic action and reiterates the importance of monitoring progress through ongoing regular data analysis.

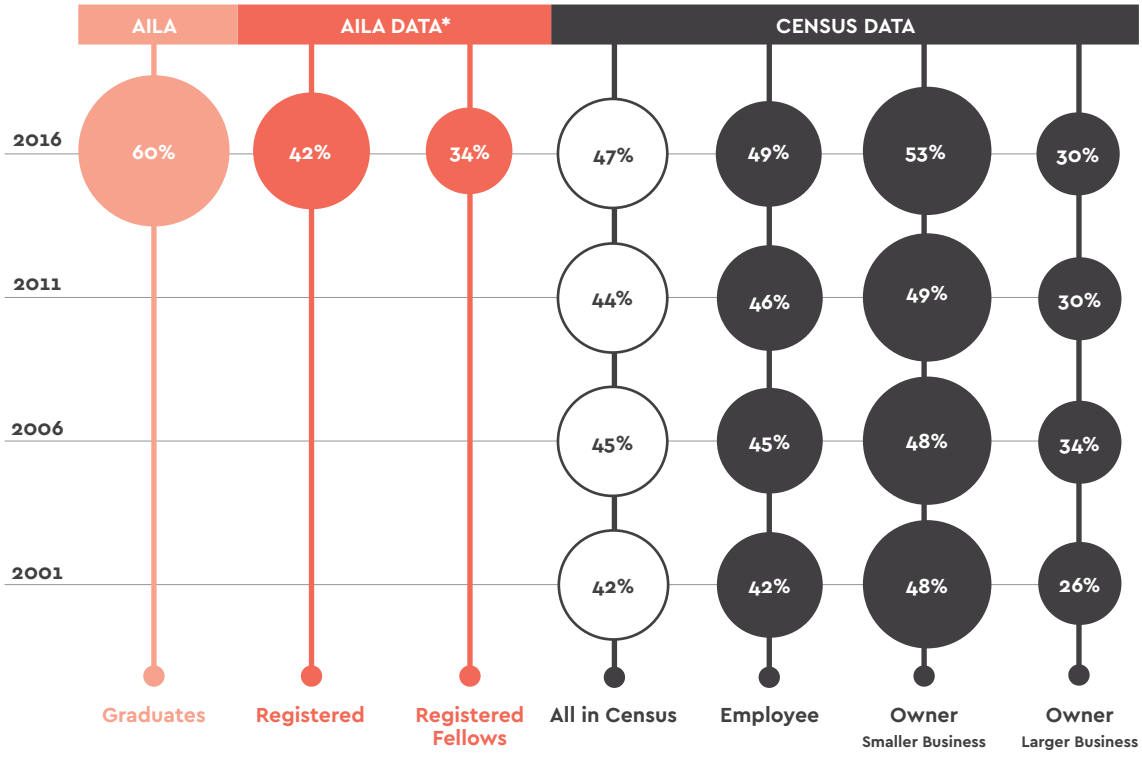

Figure 6.1. Women in Australian Landscape Architecture Summary

* AILA membership data insufficient to give overall proportion of women (see Table 1.3).