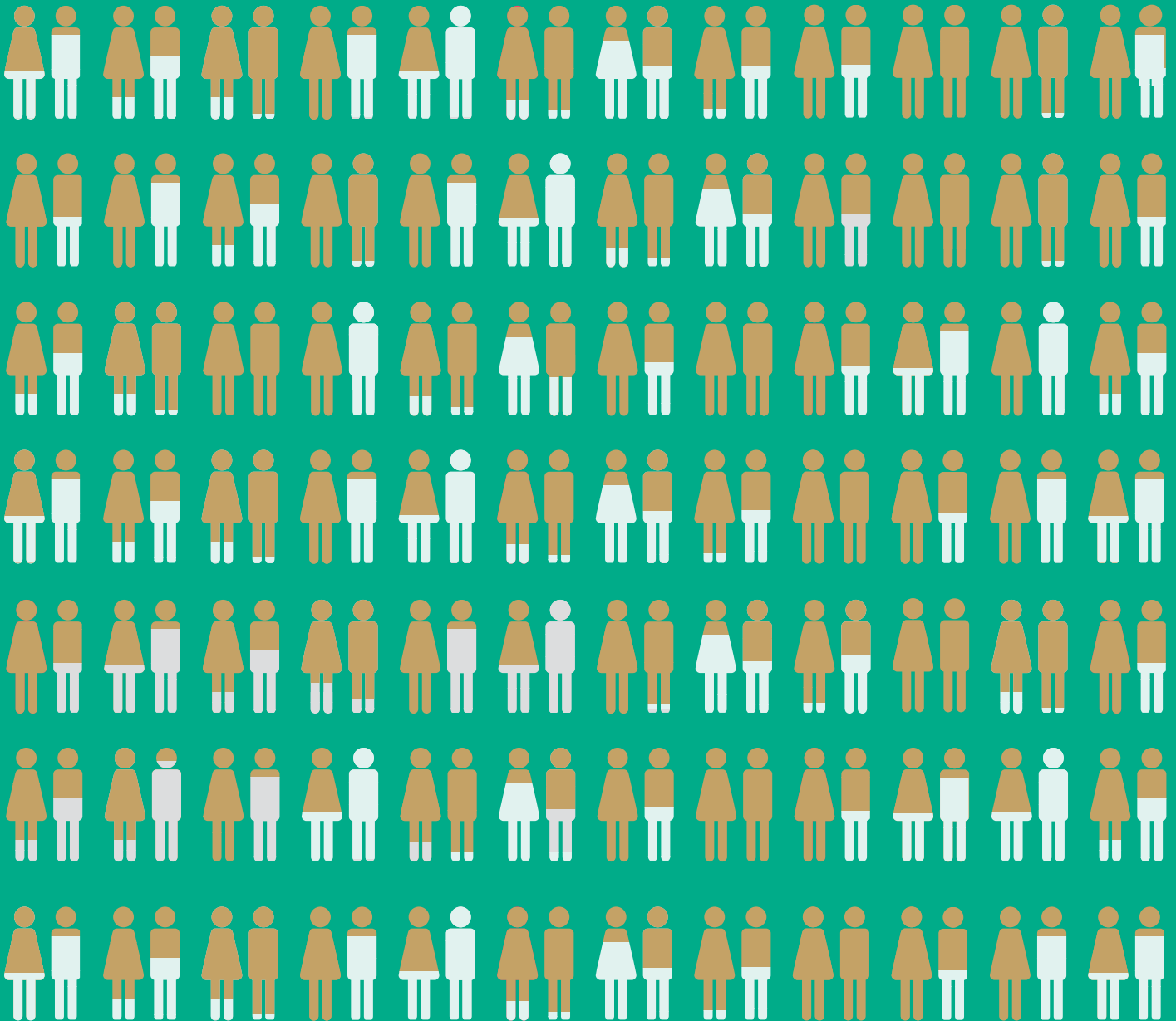




Census Report 2001-2021

An Overview of Diversity, Equity and Inclusion in the Australian Landscape Architecture Profession



Prepared by

AILA Gender Equity Committee

Approved by the AILA Board in December 2024.

AILA's Acknowledgement of Country

AILA acknowledges and respects Aboriginal and Torres Strait Islander Peoples across Australia as the Traditional Custodians of the lands, waters, seas and skies. We recognise their unique ability to care for Country and their deep spiritual connection with Country. We honour Elders past, present and emerging, whose knowledge and wisdom will ensure the continuation of Aboriginal and Torres Strait Islander cultures, and the values which uphold them.

Message from the AILA Board

The Australian Institute of Landscape Architects (AILA) is proud to lead the charge in fostering an inclusive, progressive, and relevant landscape architecture profession.

In 2018, AILA launched a Gender Equity Project focused on targeted research and actions to promote gender equity within our field. This initiative laid the groundwork for the 2019 report, "AILA Gender Equity: Next Steps," which outlined strategic approaches to tackle gender inequity in landscape architecture across Australia.

The current "Census Report 2001-2021" updates these insights using the latest 2021 census data, allowing us to assess whether previously identified trends have evolved. This report not only evaluates the effectiveness of AILA's initiatives but also aims to adopt a Diversity, Equity, and Inclusion framework to deepen our understanding of how various factors, including ethnicity and disability, influence the profession.

AILA is committed to addressing the existing inequalities in the Australian landscape architecture profession. Our goal is to implement effective solutions that pave the way for a more equitable field. We look forward to sharing this report with our members, reflecting on developments since the last census, and continuing our dialogue on actionable steps toward progress.

Sincerely,

Jasmine Ong

AILA Vice President

Introduction

This report, first published in 2018 was commissioned by the Australian Institute of Landscape Architects and provided the first detailed demographic study of landscape architects in Australia.

Just over 5 years have passed since AILA's 'Census Report 2001-2016 – Women in Australian Landscape Architecture' was published, this report presented the first detailed demographic study of landscape architects in Australia, based on the Australian census of 2001, 2006, 2011 & 2016. Its purpose was to provide a detailed picture of how gender affected participation and remuneration in the profession. This data and analysis was the basis of a second report released in 2019 'AILA Gender Equity: Next Steps. The Next Steps report outlined the actions that AILA would take to address gender inequity both within the organisation, as well as advocating and providing resources to the wider profession.

This 'Census Report 2001-2021' is an update to the original report which incorporates the 2021 census data and reviews how the distinct patterns around gender participation in the profession revealed in the 2001-2016 report have continued along the same trajectory or have changed.

It is essential to continue to review subsequent census data specific to the landscape architecture profession in order to critically review if the changes that AILA and the wider profession have made since the Next Steps Report was released are significant enough to see meaningful change.

As future census data is undertaken, and information reported, we would like future AILA Census Reports to review the data more holistically through a Diversity Equity and Inclusivity lens, to provide further understanding on the affect not only of gender in the profession, but also ethnicity, race, disability, and beyond.

Key Findings

Growth in numbers

There has also been a significant increase of landscape architects in Australia over the past 20 years. 2021 has witnessed the highest increase in a 5-year period after the initial boom from 2001-2006. In 2001, there were 1,741 landscape architects, in 2016 there were 3,037, and in 2021 there were 3,792.

There has also been a significant increase in women landscape architects, with women in 2021 representing 48% of the profession.

This is an increase of 6% from 20 years ago in the 2001 census, and a 1% increase from the last census. In 2021, women comprised 47.43% of graduates, a 23.71% increase from 2016. However, the proportions of women active in the profession are lower than graduation rates.

The data shows that women landscape architects are generally staying in the profession throughout their career, which is different to other professions, where there is a significant drop in numbers of women as they age, such as in architecture.

It should be noted, that the number of landscape architects active in Australia is low compared to other built environment professions, therefore these smaller numbers can skew some statistical analysis.

Patterns of work

While most men and women undertake the early years of their career in full time roles, the likelihood of women transitioning to working part-time in their early to mid career is much higher than men.

From the age of around 30, there is a significant decrease of women working full time compared to that of men in the same age group, with this discrepancy continuing until retirement age, meaning that many women who drop down to part time hours in their 30s do not return to full time hours later on in their career.

In contrast, most men over 30 work full time. With men also being much more likely than women to work overtime (more than 45 hours per week) in this age bracket and beyond .

However, in the 2021 census date we see a noticeable reduction of men working overtime hours, and an increase in men undertaking part time work, this pattern was also evident in the 2016 census.

Gender pay gap

The overall gender pay gap for full-time workers in landscape architecture is 7.8%.

This is less than the national gap of 14.6%, but it still represents a significant disparity, especially considering the monetary impact over a lifetime career.

On a positive note, the pay gap has decreased by 1.9% since the 2021 census and by 3.2% since the 2001 census. However, there is still considerable work to be done to achieve equal pay.

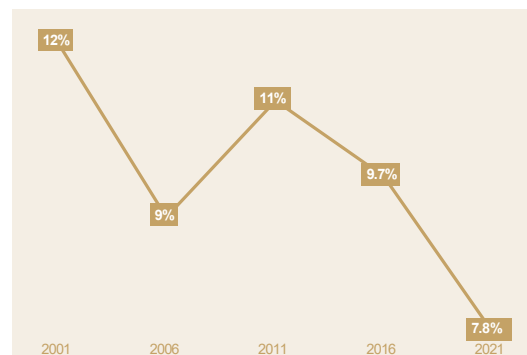


Figure 1. Pay Gap By Year

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 20 years – from 1,741 in 2001 to 3,037 in 2016 and 3,792 in 2021.

The number of women has more than doubled in this same time period (726 to 1,1829), and slightly more women have joined the landscape architecture workforce than men: 1103 women and 948 men (Table 1.1). As a result, women have increased their share of the landscape architecture population since the 2001 census by six percentage points from 42% in 2001 to 48% in 2021, a 1% increase from the last census data 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 2016 women were 60% of graduates.

Table 1.1. Landscape architects in Australian states from the Census, 2001–2021

State	2001			2006			2012			2016			2021		
	Male	Female	M:F	Male	Female	M:F	Male	Female	M:F	Male	Female	M:F	Male	Female	M:F
ACT	32	20	62:38	28	23	55:45	27	30	47:53	31	24	56:44	36	31	54:46
NSW	346	267	56:44	386	373	51:49	516	360	59:41	535	454	54:46	652	579	53:47
NT	3	4	43:57	8	8	50:50	4	5	44:56	5	5	50:50	7	4	64:36
QLD	213	101	68:32	317	183	63:37	324	206	61:39	319	200	61:39	349	249	58:42
SA	46	38	55:45	84	65	56:44	84	83	50:50	87	91	49:51	105	117	47:53
TAS	12	7	63:37	14	5	74:26	26	10	72:28	11	13	46:54	21	18	54:46
VIC	280	229	55:45	388	307	56:44	467	403	54:46	476	455	51:49	622	652	49:51
WA	83	60	58:42	134	129	51:49	160	161	50:50	159	172	48:52	171	179	49:51
Total	1,015	726	58:42	1,359	1,093	55:45	1,608	1,258	56:44	1,623	1,414	53:47	1,963	1,829	52:48
Growth on previous Census				34%	51%		18%	15%		1%	12%		21%	29%	

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 14 per 100,000 people). Although more subdued than the growth in overall numbers, this still represents a substantial increase (Figure 1.1).

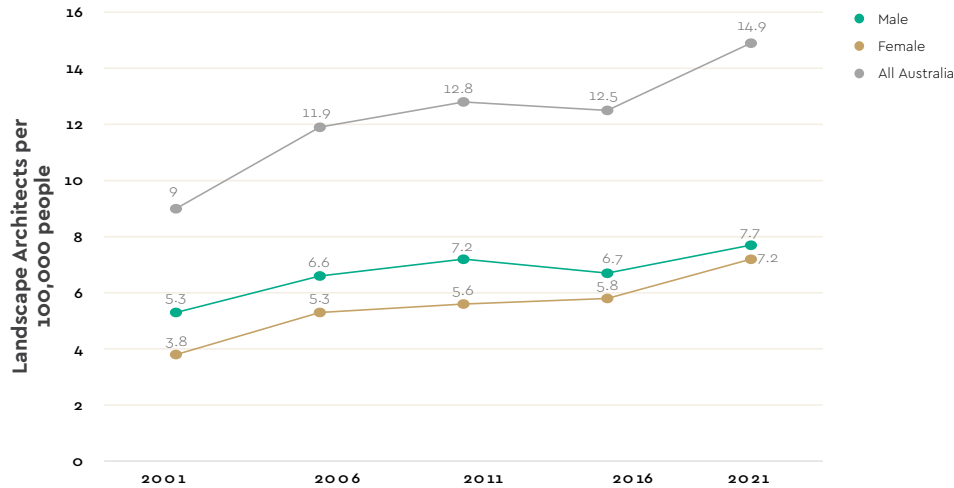


Figure 1.1. Number of Census landscape architects per 100,000 people by gender, 2001-2021

The 2021 census data shows the largest increase in numbers (2.4%) over a 5 year period since the 2006 census data (2.9%). Interestingly, the 2016 census data showed -0.3% decrease, therefore the last census data shows a significant change for the profession in a positive way, despite the significant changes in the world in 2020/21 in response to the COVID pandemic.

As per the last census data, women make up a larger percentage of the overall increase of landscape architects than men, with 1.4% increase in women compared to 1% of men

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 1.3), with little difference between the genders. In the 2016 Census, 84% of landscape architects lived in the major cities, which was a 1% increase from the 2016 Census. This is despite the changes in response to the COVID pandemic which saw many people working from home during 2020 / 2021, with many people moving to regional areas as a result. There has been very little change since the 2001 census data in the percentage of landscape architects working in metropolitan areas compared to regional areas, with only a 3% change over the last 20 years.. Interestingly, Victoria which was the state that imposed the longest working from home requirements during the COVID pandemic, still recorded 88% of landscape architects working in metropolitan Melbourne, with only 12% working in regional Victoria. As comparison, the other most populous state, NSW had a 78/22 percentage split between metropolitan / regional.

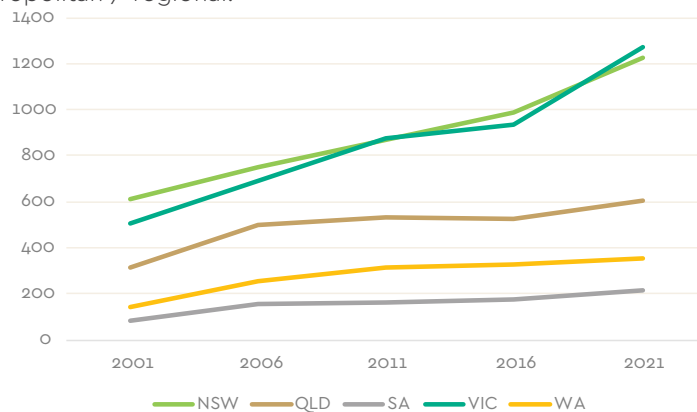


Figure 1.2. Number of Landscape Architects by year by State - 2001-2021

State	2001			2006			2012			2016			2021		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
NSW	84%	82%	83%	79%	78%	79%	78%	78%	78%	83%	79%	81%	79%	77%	78%
QLD	72%	70%	71%	66%	73%	69%	68%	68%	68%	67%	69%	67%	69%	72%	70%
SA	93%	92%	93%	95%	97%	94%	90%	96%	94%	100%	92%	95%	97%	97%	99%
VIC	94%	90%	92%	90%	87%	88%	90%	93%	91%	90%	89%	89%	87%	88%	88%
WA	94%	100%	97%	87%	99%	93%	91%	88%	91%	94%	90%	91%	90%	93%	92%
Total	86%	86%	86%	81%	84%	82%	82%	84%	83%	84%	83%	84%	82%	84%	83%

Table 1.3. Proportion of landscape architects living in metropolitan areas by gender, 2001-2016

The data shows that the profession is still metropolitan centric despite employers offering more flexible working arrangements as a result of work from home orders during the COVID pandemic.

AILA membership and registration

As of February 2024, AILA had 3062 members (Table 1.4). Students comprise of 21% of the membership, whilst another 136 are retired and 120 as affiliates. There is currently a higher percentage of women applicants undertaking the Registration process.

It has to be noted that since the last census report, AILA through an upgrade of its systems resolved a discrepancy in the number of students counted as AILA members. Thus, from the previous report, the 2018 figures were incorrect as they included duplicate student accounts. The reported figures below have undergone a rigorous member system count.

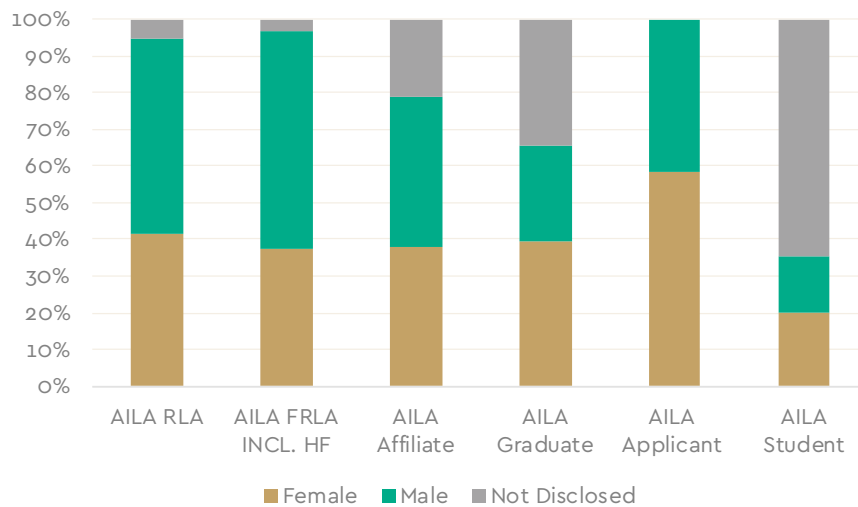


Table 1.4. AILA Membership, 2024

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 2021 (54% of 2,051 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 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 25%.

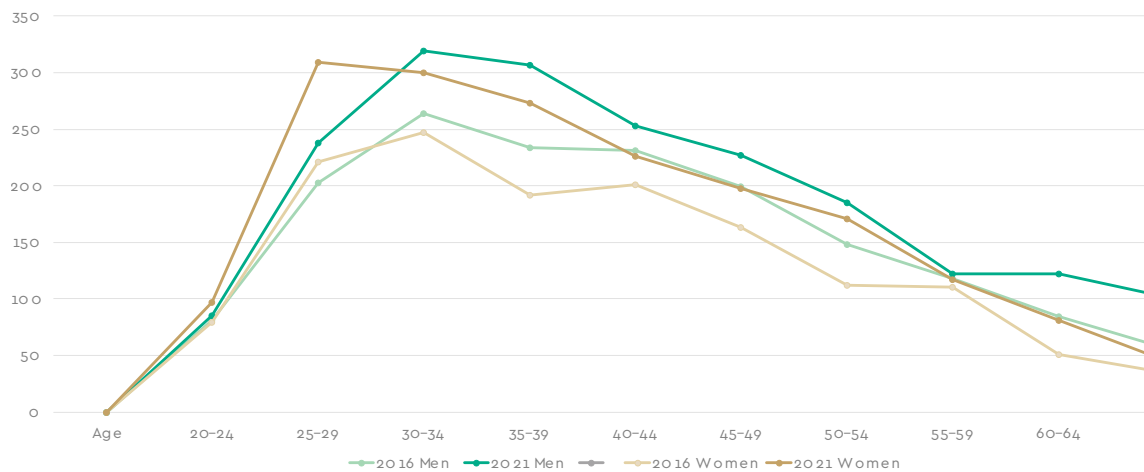


Figure 2.1. Numbers of landscape architects from Census by age group, by gender 2016 vs 2021

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, each census, those in a particular age bracket will shift to the next bracket as can be seen in Table 2.1. In general, the number of people in an age cohort rises from Census to Census until the cohort reaches their late forties / early fifties and then begins to decline.

This increase might be due to mature-aged graduates entering the workforce, or international landscape architects immigrating to Australia. As the official retirement age increases, we would expect that the number of landscape architects in the 50+ categories in the more recent census and future censuses to be higher than earlier census'.

State	2001			2006			2012			2016			2021		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
20-24	68	69	50 : 50	115	116	50 : 50	96	53	64 : 36	81	79	51 : 49	85	97	47:53
25-29	172	143	55 : 45	217	183	54 : 46	222	247	47 : 53	203	221	48 : 52	238	309	44:56
30-34	185	120	61 : 39	233	173	57 : 43	243	200	55 : 45	264	247	52 : 48	319	300	52:48
35-39	165	103	62 : 38	211	163	56 : 44	262	186	58 : 42	234	192	55 : 45	307	273	53:47
40-44	153	105	59 : 41	165	151	52 : 48	221	174	56 : 44	231	201	53 : 47	253	226	53:47
45-49	121	74	62 : 48	167	124	57 : 43	168	138	55 : 45	199	163	55 : 45	227	198	53:47
50-54	73	76	49 : 51	120	79	60 : 40	144	130	53 : 47	148	112	57 : 43	185	171	52:48
55-59	49	18	73 : 27	69	61	53 : 47	125	60	68 : 32	118	110	52 : 48	122	117	51:49
60-64	20	15	57 : 43	35	26	57 : 43	69	54	56 : 44	84	51	62 : 38	122	81	60:40
65+	3	3	-	16	14	-	48	16	75 : 25	57	35	62 : 38	102	46	69:31
Total	1015	726	58 : 42	1359	1093	55 : 45	1608	1258	56 : 44	1623	1414	53 : 47	1960	1818	52:48

Table 2.1. Landscape architects in the Census by age

3.0 Employment Status

A much higher proportion of men own businesses with employees than women.

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, 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, 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.

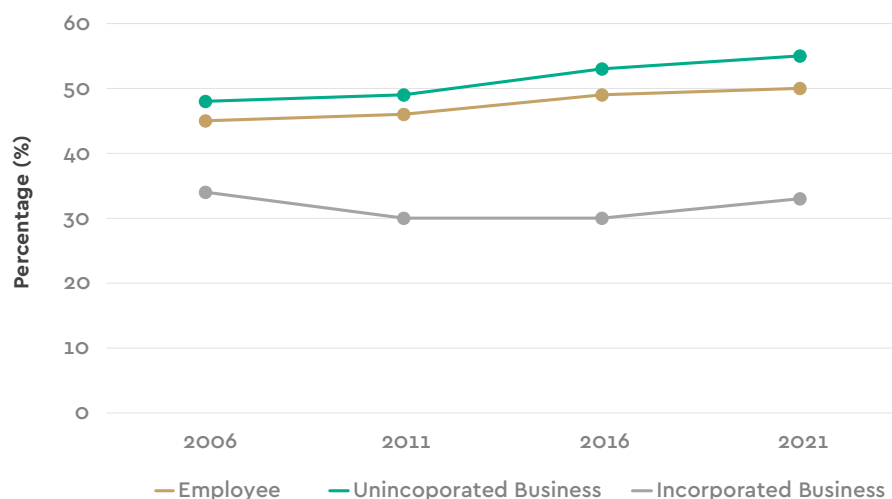


Figure 3.1. Women as a proportion of employment categories, 2006 – 2021

As more females enter the profession, the percentage of female employees has increased over each census to now represent a 50:50 split in the 2021 census data. There continues to be an increase in women owning unincorporated businesses over each census. In contrast men are still much more likely than women to own an incorporated business, while the 2021 census data shows female ownership of an incorporated business has increased from the 2011 and 2016 censuses, it is still 1% less than that of the 2006 census data. (Table 3.1).

	2006			2011			2016			2021		
	M	F	Total	M	F	Total	M	F	Total	M	F	Total
Employee	747	614	55:45	906	758	54:46	939	887	51:49	1228	1237	50:50
Owner of Unincorporated business	342	321	52:48	339	325	51:49	308	347	47:53	303	365	45:55
Owner of Incorporated Business	264	138	66:34	348	147	70:30	363	158	70:30	413	200	67:33

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

Age and employment categories

The percentage of men and women as employees remains fairly close to a 50:50 split until 60+ years of age. However as an 'owner of an incorporated business with employees', it's close to a 75:25 split between men and women across almost all age brackets. Men are more likely to be owners of a business across all categories in almost all age categories, with the exception of 'owner of unincorporated business without employees'.

The proportion of landscape architects who are employees continues to increase over each census from 55% in 2001 to 64% in 2021. This is an increase of 3% from the previous 2016 census. (Table 3.2).

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.

The 2016 census saw an overall decline in business ownership. In the 2021 census data there showed an overall increase in incorporated business ownership of 2%, and no overall growth in unincorporated businesses.

Women as business owners

Numerically women have increased their ownership numbers from 2016 to 2021 by 4%, with 3% attributed to an increase in incorporated business ownership and 1% to unincorporated.

In contrast, the number of men in ownership only increased 1%, attributed to a 1% increase in incorporated business ownership

	Female				Male				Total			
	2016	2021	Diff	Growth	2016	2021	Diff	Growth	2016	2021	Diff	Growth
Employee	887	1237	350	4%	939	1228	289	3%	1826	2465	639	3%
Unincorp.	347	365	18	1%	308	303	-5	0%	655	668	13	0%
Incorp.	158	200	42	3%	363	413	50	1%	521	613	92	2%
Total*	1392	1237	410	7%	1610	1228	334	4%	3002	3746	744	5%

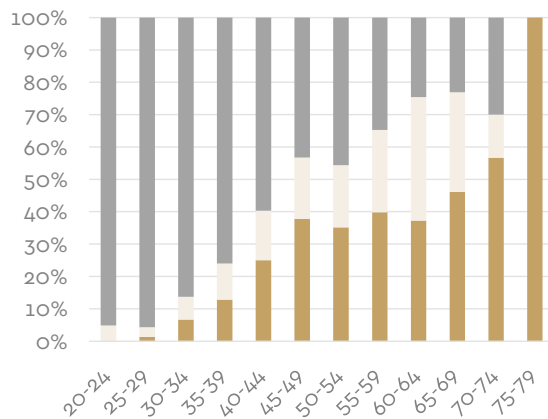
Table 3.2. Census landscape architects 2011 to 2016 by employment category by gender

* Totals differ from Table 3.1 because unknown and family workers have been excluded in the 2016 Report.

The influence of age on ownership

By reviewing the distribution of employment and the differing types of business ownership by age cohort, we can have a more detailed understanding of when the gender disparity in each category occurs most significantly, and what might influence this disparity.

MALE



FEMALE

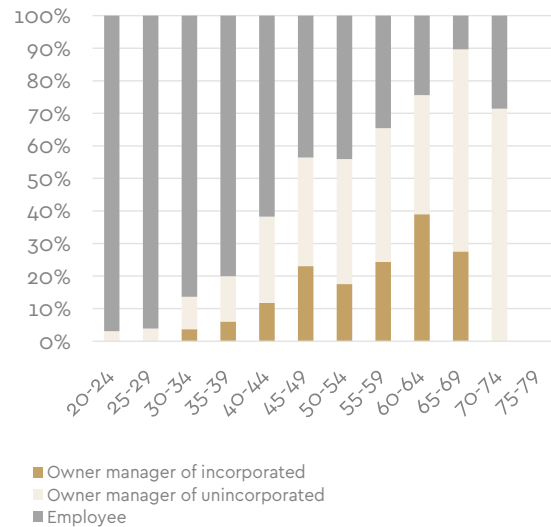


Figure 3.2. Employment category by age by gender, 2021

The proportion of landscape architects working as employees decreases with age, and correlates with an increase in business ownership, as might be expected. The proportion of owners for both men and women starts to increase rapidly for landscape architects in their mid-thirties, and begins to decline around the age of 50.

However men represent a much higher percentage of owners of incorporated businesses than women, and women represent a higher percentage of owners of unincorporated businesses, in particular unincorporated businesses without employees.

4.0 Hours of work

Significantly more women work part-time than men, and significantly more men work overtime than women in landscape architecture.

The Census data on hours of work provides an indication of working conditions in the profession. Over time, there has been a drop in the proportion of landscape architects clocking long hours, with a particularly significant decrease recorded for men. The Australian Bureau of Statistics notes full-time employment as working 35 hours or more per week. If we consider the 35-39 bracket of hours worked as 'full time,' the 2021 Census data shows that 18% of men work less than this (part-time), compared to 40% of women undertaking part-time work. Within the 35-39 hour bracket, the proportion of men and women is very similar (21% overall men, 22% overall women). For the 40+ hour brackets, 61% of men compared to 38% of women worked overtime. However, if we consider full-time hours to be within the 35-39 hour and 40-44 hour brackets, we see 54% of men and 40% of women working full time, and then 28% of men and 16% of women working 45+ hours, almost double.

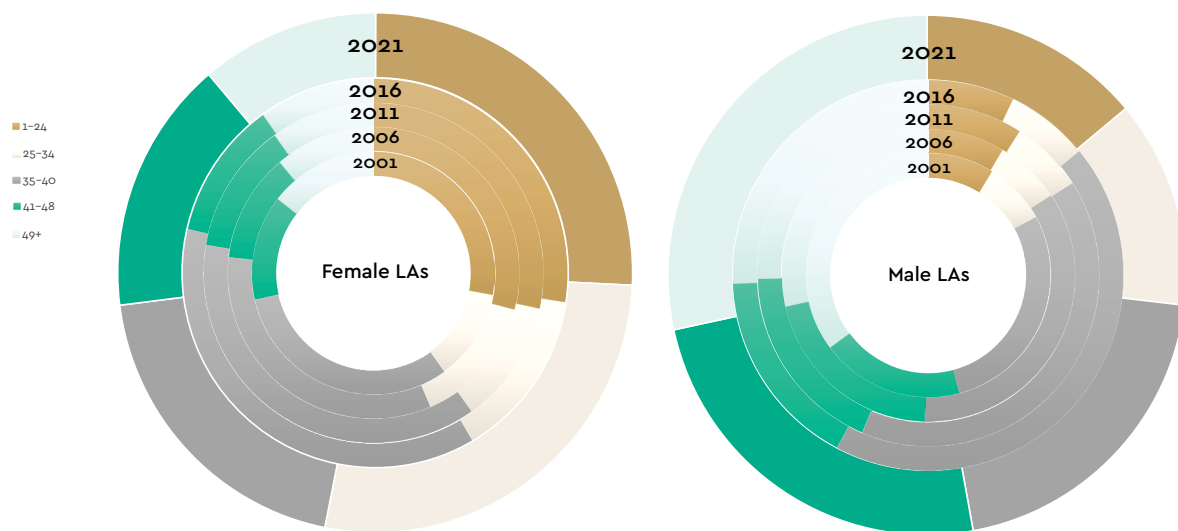


Figure 4.1. Landscape architects hours worked per week by Age 2001-2021

The dominance 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.

Despite this, within the 35-39 hour bracket, the proportion of men and women is very similar, with 21% of men and 22% of women working these full-time hours. For those working more than 40 hours, 61% of men compared to 38% of women are in this category. That said, hours should not be considered the only gauge for contribution to the profession.

Year	Men working > 35-40 hours	Women working > 35-40 hours
2001	54%	29%
2016	42%	21%
2021	42%	26%

The impact of age

Age significantly impacts hours worked. From age 35, the number of women working part-time increases dramatically. In all but the 50-54 age category after age 34, the number of women working part-time is equal to or greater than the number of women working full-time. Comparatively, no age brackets for men working part-time exceed those working full-time. In fact, between the age bracket of 25 to 59, less than 25% of men work part-time.

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 pattern remains consistent across every Census. In contrast, the number of men working part-time remains relatively constant for each age cohort. Coupled with the high proportion of women who own unincorporated businesses.

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 work is concerning and slightly stronger than the pattern in all other professions combined. For example, in 2011, 15% of all professional men worked part-time, and 38% of all professional women did.

For landscape architects in the same year, 16% of all men worked part-time, and 40% of the women did.

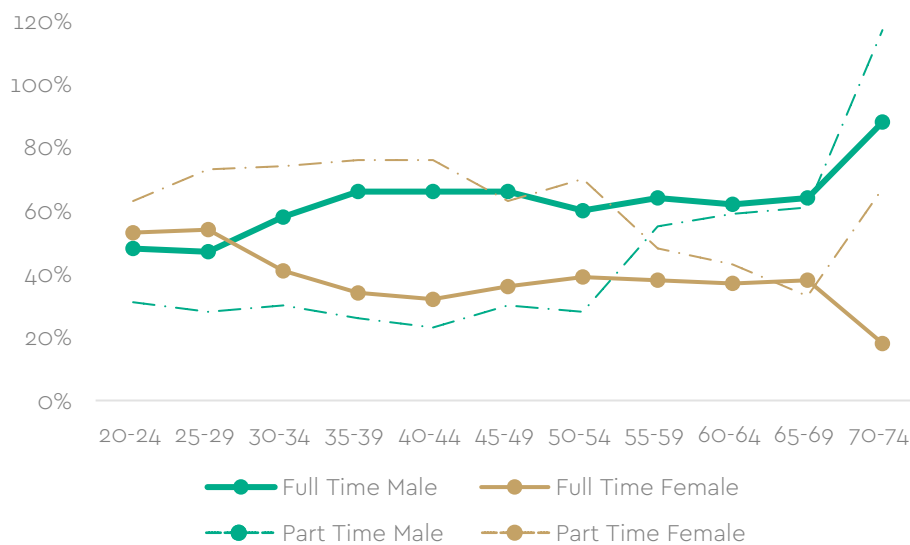


Figure 4.2. Landscape architects full time and part time by gender, 2021

In 2021, these trends persist. Around 18% of men work part-time, compared to 40% of women. This 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).

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.

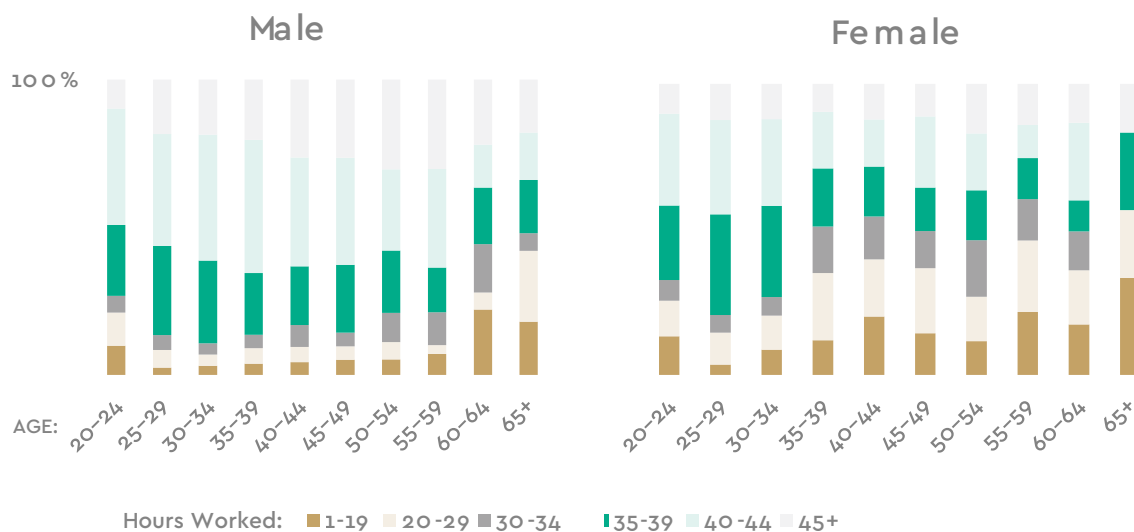


Figure 4.3. Hours worked per week by gender by age, 2021

Parenthood strongly impacts the ability to work long hours, particularly for women. The dramatic difference between men and women in terms of hours worked is likely 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, another reason could be that men are earning more than their partner females.

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 and wages.

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 2021 Census data generates a full-time gender pay gap of 7.8%. For the whole of Australia, it is 14.6%; for architects, it is 19%. 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.

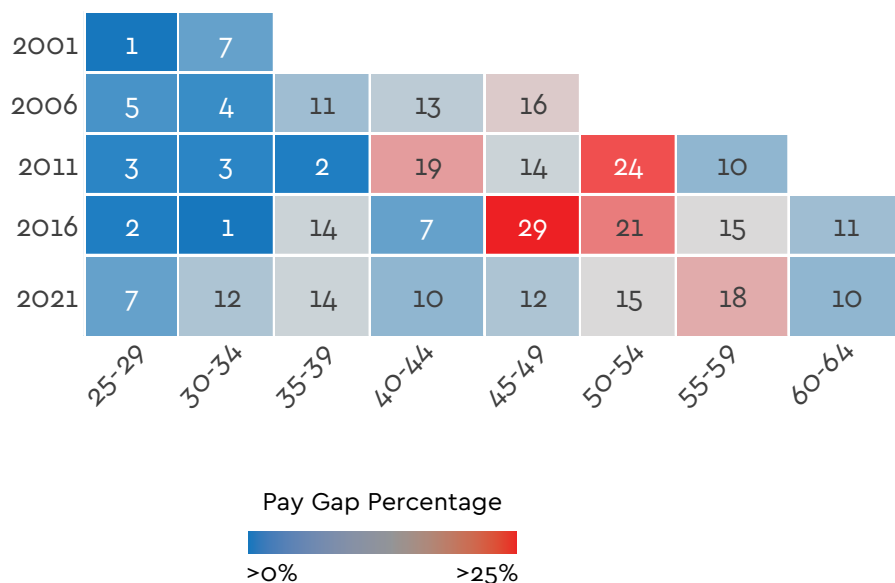


Figure 5.1 Pay Gap by Census Year and Age - heatmap

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%, and in 2016, it was 1%. By 2021, the pay gap for this age group remained low, at approximately 12%.

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, an encouraging sign. However, the 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; by 2016 (now aged 45–49), the gap had widened to 29%. By 2021, this same cohort (now aged 50–54) experienced a slightly reduced but still significant gap of 25%. This pattern starkly illustrates how a pay disadvantage can grow. The gap demonstrates increasing economic disadvantage and 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 in those age groups.)

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.

Income disparity

In 2021, the average income for men working full time in every age group remained consistently higher than that for women for all those aged over 35 (Figure 5.1). This trend was similar to 2016 and earlier years. For younger age groups, the difference continues to be negligible.

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.



Figure 5.2 Pay Gap by Age and Sex.

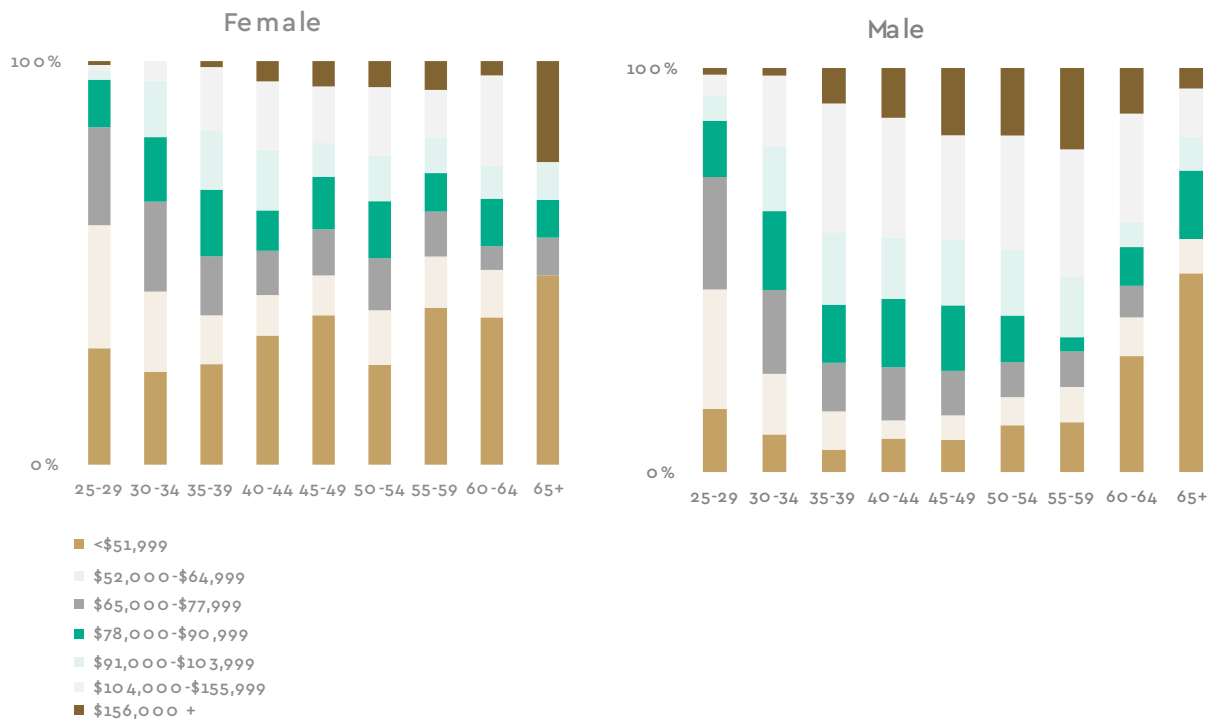


Figure 5.2. Distribution of full-time earnings by age group, 2021

The pattern for women is very different from that for men. Higher earnings are far more dominant for the men.

Highest-earning women are present in only two age groups in 2021, similar to previous years, while there are men in every age group over 30 in these income bands. Conversely, lower earnings dominate the chart for women.

In 2021, this pattern persists. For example, for landscape architects aged 45-49, the pay gap remains significant, with men dominating the higher income bands. Men in this age group continue to earn significantly more, with a substantial portion of them in the highest income brackets, while women in the same age group are predominantly in the lower income bands. This trend is consistent with the data from 2016 and earlier years, highlighting the persistent income disparity between men and women in the profession.

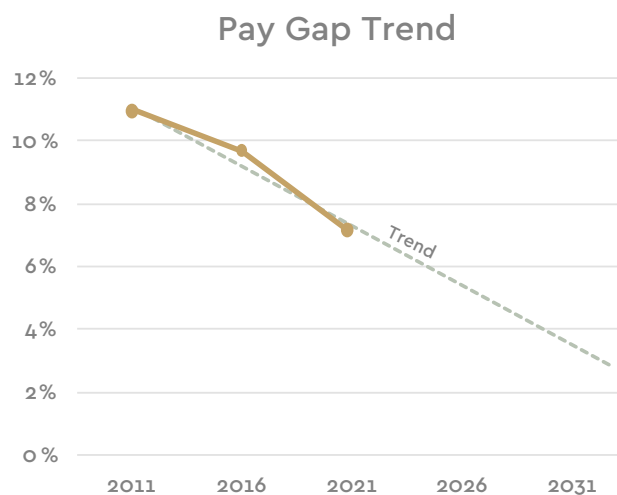


Figure 5.3. Pay Gap Trend to 2031

6.0 Summary

Analysis of statistical data from the Censuses reveals a complex picture of women's participation in landscape architecture over time. While the situation for women is improving, the pace of change remains slow.

The numbers of women in the profession are certainly increasing, but this growth appears to be compromised by many factors. The gender pay gap for older women, the high proportion of women working part-time, and the clustering of women owners in smaller businesses all indicate that gender continues to impact those in the profession.

Women are making up 47% of the profession in 2021. Despite this, the high number of women working part-time reduces their overall contribution. This underscores the importance of looking beyond headline numbers to understand the full context.

The 2021 Census data provides important insights into the structure of the landscape architecture profession and the experiences of women within it. The patterns of participation and employment experiences highlight areas that require further investigation and suggest where the profession can better support women. This report offers a foundation for strategic action and emphasises the need for ongoing regular data analysis to monitor progress.

The Gender Equity Committee is looking at broadening their scope to Diversity Equity and Inclusion, it is envisaged that the next Census report will broaden its function to include data for Diversity Equity and Inclusion and provide a broader spectrum for other socio-economic factors advantages and disparities across the profession.

