

## **PAM Declaration on Gender Equity in Architecture**

PAM aims to promote a culture of inclusivity in the architectural profession. Whilst we recognise that considerable progress has been made in terms of gender disparity, we note that women remain markedly underrepresented in the architectural sector.

We, hereby confirm our commitment and adoption of 'The UIA Gender Equity Policy in Architecture (attached) that was adopted by the members of the UIA Professional Practice Commission (PPC), during its meeting held in Khartoum, Sudan on 16-17 February 2017, and the UIA General Assembly Seoul (Korea), September 2017.

The Policy aims to establish a general framework, setting out principles designed to maximise fair and equitable access to opportunities for female architects relating to:

- Ownership and leadership in the architecture profession (including recognition of a wide range of contributions and achievements, new succession strategies, and new models for progression to partner/owner roles);
- Participation as employees in the architecture profession (including matters such as equal pay, equal responsibility, meaningful part-time work, more flexible career pathways, flexible working conditions, and the retention of women in the profession);
- Representation and governance within the Institute (including committees, National and Chapter Councils, juries and selection panels);
- Institute programs, services and events (including membership options, professional development, conferences and events, awards and prizes, products and services); and
- Operational activities within the Institute (including employment and recruitment practices, pay equity, leadership, management and succession).

PAM hereby strongly encourages all PAM members would work to integrate the Policy into practices. You are also invited to join us to champion gender equity in the architectural profession in our country.

**Prepared by**  
**PAM Gender Equity Special Committee**