

PAM Gender Equity Policy In Architecture

Preamble

PAM aims to promote the culture of inclusion in the profession and recognizes that the gender disparity in the architectural profession needs to be seriously addressed.

As female's presence in the architectural profession has remains highly segregated. Although there is apparent effort made to strive for gender equity and there is a decrease in the gender disparity, female architects remain heavily under-represented in the profession.

PAM recognizes the importance of contribution by the female architects to the architectural profession and the built environment. The '**PAM Gender Equity Policy in Architecture**', aims to establish a general framework for the adoption by PAM and its members, taking into consideration of the current state of Gender Equality Gap and problems.

PAM Gender Equity Policy sets 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 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).

The '**PAM Gender Equity Policy in Architecture**', is drafted and adapted based on the '**UIA Policy on Gender Equity in Architecture**' that has been adopted by the UIA Member Sections during the UIA General Assembly in Seoul at the end of 2017

Principles

The following are the proposed principles to be adopted as the foundation for fair and equitable participation of female within the architecture profession:

1. Acknowledge the profession's obligation to accommodate the diverse needs of the community: It is fundamental that architects have the capacity to understand and respond to the diverse needs of Clients and the broader community. This can best be achieved when all levels of the profession reflect the diversity of the community, and for the Institute to develop and promote strategies to achieve this outcome.
2. Recognise and respond effectively to the diversity of members: In all key decisions and activities, the Institute is to account for the diverse interests and circumstances of all members, taking particular account of gender, career stage and access to services.
3. Incorporate provisions to ensure gender equitable outcomes in all Institute initiatives: In considering any new or significantly redeveloped programs, services and activities, the Institute to evaluate the program for its contribution to gender equity, as well as other parameters such as financial impact, risk, time and resource requirements.
4. Communicate the value of female in leadership roles: The Institute is to address the severe gender imbalance in leadership and ownership of architectural practices. It should advocate for the specific benefits of a more gender-balanced approach to design direction, project management and business management.
5. Promote equality of employment arrangements. The Institute is to adopt, and promote within the profession, employment and recruitment practices that ensure women are recruited, paid and selected for promotion on the same basis as men.
6. Support the development of alternative and flexible career pathways within the profession: Understanding that women are less likely to follow traditional, linear career paths, the Institute to identify, validate and offer guidance on flexible approaches to recognition, reward and career progression for females in architecture.
7. Develop cross-gender mentorships and networks. The Institute is to facilitate and encourage informal access by women to the influence and experience of male leaders, networks and mentors in the profession, and by men to women leaders, networks and mentors.
8. Educate the profession about the impact of gender stereotypes. Recognising that many contemporary workplaces retain vestiges of systems, processes and cultures that evolved when workplaces were primarily populated by men, the Institute will inform and educate members about the often invisible barriers to equality that result.
9. Actively seek input on the needs of female members: The Institute will provide effective and readily accessible channels for members to provide feedback or unsolicited suggestions, ideas, concerns or complaints relating to gender equity.
10. Develop and coordinate specific programs to give effect to this Gender Equality policy. The Institute is to establish and maintain an effective forum to create, maintain, review and report on specific programs designed to implement the principles of this policy.

Recommendation

1. Conduct survey to establish the position of female architects in the profession; interest and needs of the female in the profession.
2. Encourage more female participation in PAM at Council, Committees and also activities
3. Introduce measures for the implementation of gender equity policy such as:
 - Campaigns to encourage women to stand for decision-making positions and to have affirmative actions aimed at promoting women in decision-making positions, achieving more balanced participation in all levels of PAM;
i.e. Selection of speakers for PAM KLAF events and Jury panel
(Subjected that the invited speakers and jury members meet the criteria in terms of capability and competency)
 - Campaigns to empower women and promote their presence at leading positions in the profession and increase community outreach to promote women in architecture;
 - Specific arrangements to facilitate participation in the meetings such as childcare and nursing facilities;
 - Special training courses/seminars;
 - Provide support system including returner retraining and more affordable and flexible CPD offerings;
4. Remove impediments to equality; implement anti-discrimination legislation (if any), combating gender stereotypes and sexism and promoting inclusion; Inclusion of equal opportunities practice in the PAM' codes of practice;
5. More careers information and more diverse representation in promoting architecture as a career and to the public
6. To promote the adoption of Gender Equity Policy by PAM Members and encourage the following principles to be adopted by PAM's Members in their Practices to attract and retaining female in the profession:
 - a. Promote Change in the office culture that allows better work-life balance;
 - b. Promote training programs and guidelines on the value of diversity as an underlying culture of the organization;
 - c. Impart knowledge on how to manage a more diverse workforce and how to attract, retain and promote female talent;
 - d. Increase job flexibility;
 - e. Develop mentorship program for female architects in practice;
 - f. Offering incentives and credentials for Architects who wish to return to the profession after taking leave of absence;
 - g. Create support system:
 - i. Activities to compensate for gender disadvantage or discrimination via childcare facilities and maternity leave;
 - ii. Parental benefits including leave availability and promotion;
 - iii. Activities aimed at encouraging parents to share leave period more equally;
 - iv. Improve working conditions which are conducive for female architects such as support system for Female Architects with children such as a well established childcare facilities/assistance;
 - v. Mentoring, advisory/helpline and training support;

- vi. Create an ecosystem of support for female through obligatory and voluntarily quotas in public and private practices respectively;
 - vii. Leadership and company commitment to support female in management in achieving gender diversity in the practice.
 - h. Actions to tackle the gender pay gap and promotion
 - i. Provide clear criteria for promotion and transparency of career paths and opportunities;
 - ii. Transparency in the remuneration system;
 - iii. Better dissemination of employment legislation and good practices;
 - iv. Employment policies and structures to help prevent gender-biased discrimination in work and profession;
- 7. Political Engagement:
 - a. Pursue with government to recognize the contribution of women in the construction industry.
 - b. To push for legislation requirement to ensure gender mainstreaming in all government policy including equal pay and opportunities.
- 8. Women Organisations & Other Related Non-Government Organisations Engagement:
 - a. To engage all these organisations to discuss on joint initiatives etc.

Prepared by
PAM Gender Equity Special Committee
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