



Gender Equality Issues in The Architecture Profession

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ABSTRACT

This research discusses gender equality in the architectural profession. A number of studies that have been conducted by previous researchers show that architects are a profession that is famous for its macho culture which is dominated by men. Women who are involved in this profession still experience discrimination and barriers to work. This article discusses gender equality in the architectural profession, both in a narrative and in the world of practice. This article uses a qualitative descriptive method by referring to a literature review through several online references, one of which is Google Scholar, which was published from 2015 to 2022. From the results of the literature review, it can be concluded that there is still a gender gap in the architectural profession. Nevertheless, several female architectural figures can prove that women have produced architectural works that are not inferior to male architects. Of course, in the process of gender equality, female architects are faced with several obstacles and problems that occur in the world of practice such as inappropriate work wages, the occurrence of sexism, and inappropriate working hours. Research on gender equality in architecture has significant implications. In this field, the role of women is increasingly recognized and valued, resulting in increased job opportunities and professional recognition. This also influences the design of buildings that are more inclusive and gender friendly. Awareness of gender differences in the choice of construction materials and techniques also opens up new opportunities for innovation and new discoveries.

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1. Introduction

Gender equality (Fatihayah and Simanjuntak, 2022) has become an issue in society at least in the last 4 decades. The gender equality issue is getting more interesting to discuss, especially in Indonesia. Awareness of the importance of gender equality in human development has been seen in various policies and regulations in Indonesia. According to Kemenpppa, 2020 Gender-Based Human Development In human development, gender equality, and women's empowerment have become integral and inseparable parts. The gender gap that is still visible, especially in the fields of education, health, and the economy, must be responded to through concrete steps and actions in the form of policies, programs, and activities. Reforms in the field of law, system, and culture of a society are carried out simultaneously so that various gender discriminations can be stopped, especially for women. According to Moser (1993), Gender inequality is caused by women's unequal access, participation, and management in obtaining resources. The division of roles will not be a problem as long as women and men are treated fairly, according to their needs, and do not harm either gender. Mansour Fakih (1997) says Gender inequality is not a problem as long as there is no gender difference, but it will be a problem if there is a gender difference, especially for women.

Effendy, 2014 said that gender equality does not mean differentiating between men and women, but rather it is interpreted as an effort to build relations and equal opportunities between men and women. According to the Ministry of Women's Empowerment and Child Protection of the Republic of Indonesia, Kemenpppa, 2017 gender equality is one of our human rights as human beings. The right to live honorably, free from fear, and free to make life choices is not only reserved for men, but women have the same rights in essence.

In Indonesia, gender equality (Siscawati et al., 2019) is still relatively low, according to the Ministry of PPPA, 2020 or the Minister of Women's Empowerment and Child Protection This is due to the Gender Equality Index released by the United Nations Development Program (UNDP) 2015, the main principle of human development is to ensure that humans, both men, and women have many choices in their lives, realize their potential, and freedom in their life live a life of honor and worth. Meanwhile, based on the Global Gender GAP, countries globally still face gender inequality issues. Indonesia is ranked 101 based on 156 countries and has decreased by 16 places compared to the previous year. Indonesia has closed 68.8% of the overall gender gap compared to its Southeast Asian neighbors. Meanwhile, based on data from the Gender Development Index (IPG) in Indonesia as of 2021, it is at 91.06. Then the Gender Empowerment Index (IDG) is at 76.26. Even though the Gender Empowerment Index (IDG) has increased in the last five years, Indonesia is still relatively lagging behind, occupying the 7th position according to 11 countries. Indonesia is under Vietnam, Thailand, and even Timor Leste. The first position in Southeast Asia is occupied by the Philippines, followed by Laos and Singapore.

In the field of architecture, gender equality is still being fought for today. Then the question arises "Where are the female architects?" 140 years ago women continued to struggle to gain a foothold in the profession. Although female enrollment has increased in architectural schools since the 1980s, the number of women in practice has leveled off, and the higher the career ladder, the lower Stratigakos (2016). The American Institute of Architecture (AIA) reports that starting in the late 1970s, surveys of women in professions and leadership roles were conducted. In 1958, only 1 percent of registered architects were women. Then in 1988, that number increased to 4% and to 13.5% in 1999. Surveys of the role of leadership in the architectural profession continued to increase. But when compared to the number of female students in US architecture schools, the statistics are not so encouraging. In latest annual report (2013), the National Architectural Accreditation Board (NAAB) in America showed that 43% of the total 25,958 students enrolled in NAAB-accredited architecture programs (B.Arch, M.Arch, and D. Arch) in 2012-13 were women. Although the representation of women in architecture schools continues to grow, women still represent significantly less than 50% at this early stage.

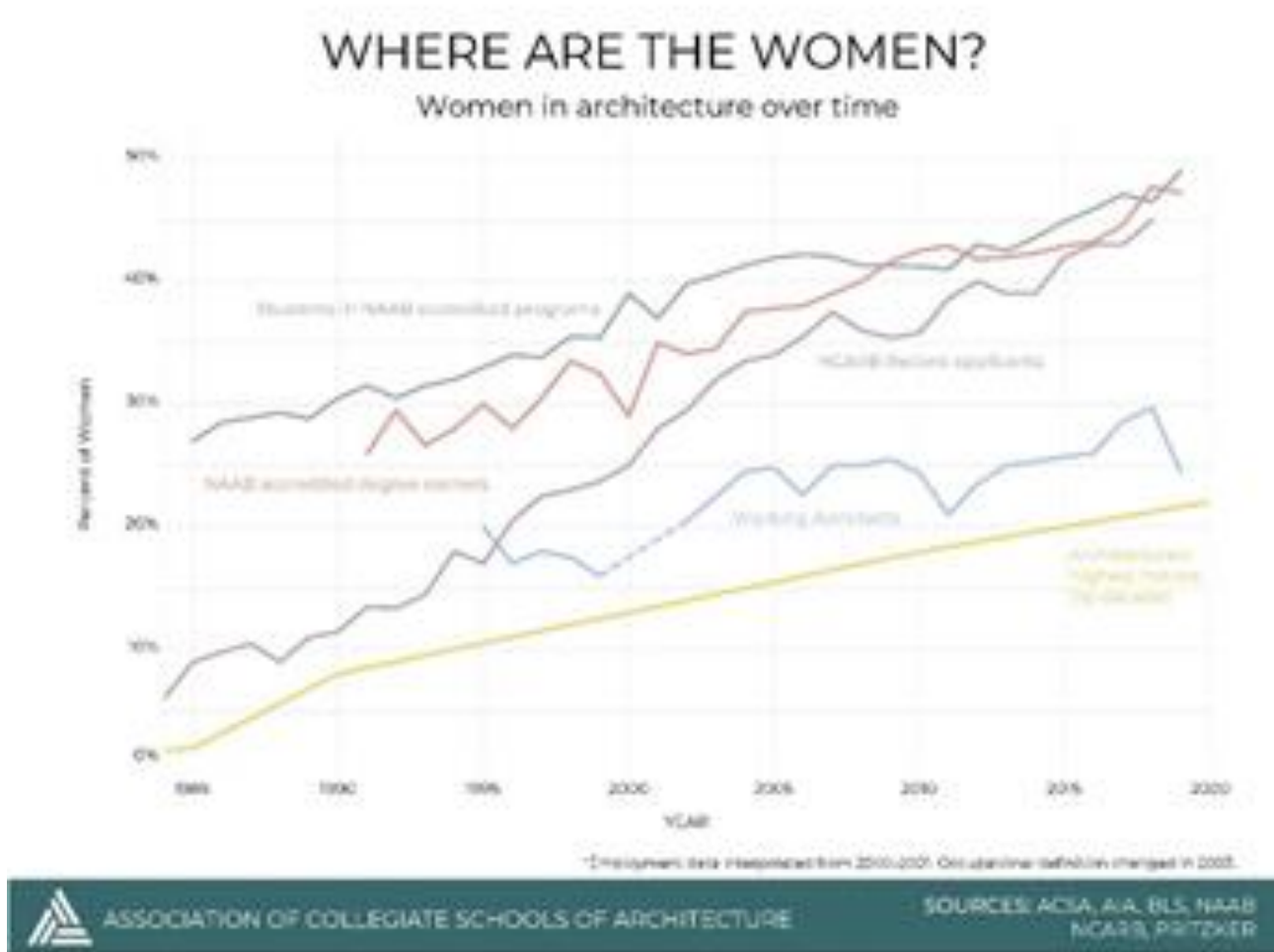


Figure 1. Progress Graph of Students who Completed Architecture Education Year by Year in America

The final chart shows metrics for students, graduates, NCARB applicants, architects, and architectural awards over the past 35 years. Starting from the peaks with the green and red lines, we can see that the proportion of women among NAAB-accredited degree recipients has historically followed the proportion of women among enrolled students. However, over the past ten years these two lines have converged. In other words, women graduate with accredited degrees at roughly the same level as they applied for, indicating that there are no longer gender-based achievement gaps or delays in architecture schools.

The purple line shows increasing female participation among NCARB Record applicants, based on a chart recently published by [NCARB](#). For example, in 1985 women represented more than 25% of architecture students enrolled in NAAB-accredited programs but less than 10% of NCARB Record applicants. This is a classic example of what we call a leak in "pipeline" architecture. If this gap simply reflects pipeline delays, or the time it takes for these women to progress to further stages at the same rate as their male counterparts, we would see the proportion of female NCARB record applicants exceed 25% in the years after 1985— not fifteen years later, in 2000. However, in recent years, NCARB Record applicants have reached 40% and steadily increasing indicating that, compared to their male counterparts, female students and graduates are substantially more likely than in 1985 to take this step towards licensure.

The blue lines shown above represent those who work as architects or architectural designers without a permit as measured by the BLS. While the BLS are cautious about certain analyzes based on time series data (partly because they sometimes adjust their job definitions), even with a sizeable margin of error, it is clear that there are far fewer women in practice than in schools. This pipeline leak requires a better understanding of the life experiences of women working in this profession. ACSA Partnership with AIA SF Equity by Design in 2016 and 2018 found unequal pay, multiple barriers to work-life balance, and glass ceilings in job roles and responsibilities are just a few of the reasons why women leave the profession.

Lastly, the yellow stripe at the bottom represents the winners of architecture's highest awards, namely the AIA Gold Medal, Topaz Medal, Pritzker Prize and ACSA Distinguished Professor. While the number,

expressed as a percent of female recipients per decade, continues to increase, we have not yet reached gender parity. This lack of gender balance among the most prestigious awards in architecture reveals a larger problem with the perception of an architect in society and how the field more easily perceives design excellence for men.

Although the data show improvements in gender equality, there is still a lot of room for improvement. For example, we see that the longer a woman continues to work and contribute to architecture, the less opportunities she has for recognition and community building with other women. The research provided above notes the need for greater representation of women in the disciplines. However, it is important to note that this attention to representation and diversity does not equate to what is needed to create a fair future for women across disciplines. This research is only the beginning of a longer discussion. Not only do we need to attract more girls to architecture schools, but we need to support them when they get there, and continue to support them as they pursue their profession throughout their careers. Thus the Women in Architecture Committee or the so-called Women in Architecture/Women in Design Committee (Hayati, et al., 2020) played a role in increasing the number of female architects and female principals focusing on mentoring, licensing and networking opportunities in architecture and the related design and building industries.

Not only in America, in Indonesia there is also a community of "Women with Architecture" which was founded by several female architects namely Gathi Subekti, Russelin Edhyati, Intan Irani, and Yurina Rahmanisa. This community stands as a proof of the existence of women in Indonesia in the world of architecture and recognizes the works of female architects in Indonesia. In addition to Gathi, there are many famous female architects in Indonesia including Daliana Suryawinata, Avianti Armand, Imelda Akmal, Wendy Djuhara, Melissa Liando, Gabi Osri, Fauzia Evanindya, Nabila Larasati Pranoto, Azala Maritza and maybe many other architects high-achieving women who are not exposed to the media.

Based on the explanation of the background above, based on the literature review that has been written, the researcher wants to know what causes female architects to "disappear" in the midst of work that can be a contribution in developing a project or in this architectural profession, especially in Indonesia. Because in Indonesia there are still few who discuss the role of women in their contribution to the architectural profession. It is hoped that with this research, readers or other researchers can see an opportunity to study more about gender equality in the architectural profession.

2. Literature Review

Some of the issues that discuss gender equality in the architectural profession are as follows:

2.1 Gender Discrimination in the Field of Architecture in various parts of the World

Gender equality is still a conversation both in the world and nationally. (Sumar, 2015) say there are still many gender-biased development policies in people's lives that seem to ignore the role of women. Besides that, (Efendy, 2014) said that gender equality does not mean differentiating between men and women, but rather is meant to build relationships and equal opportunities between men and women. In the world of architecture, female architects have an important role in the work environment of architects, which is dominated by men, where discrimination against women often occurs. With the existence of female architects who enter the world of practice by creating a gender-friendly built environment, but also a world of architectural practice that is more fair and gender-equal. But in reality, it is not as expected that women in the architectural profession still have a gender bias. So, at a certain point in the architectural profession, women tend to leave their profession and choose a career in another field because there is a gender process that affects an architectural career.

Strtigakos, 2016 say it is not surprising, then, that women leave architecture school poorly prepared for the gender discrimination they will face in the professional world. The new study says when it comes to job opportunities, equal pay, mentoring, and promotions, it's stacked against them. This is a terrifying and enduring phenomenon of the massive exit of female architects from practice. Then different from (Caven, 2008) said women choose to stay in the architectural profession as a career, because they study for a long time, and fulfil the requirements as their career has developed since qualification. Although the architectural profession and professional bodies have considered the exclusion of women through structural barriers and patriarchal culture, and gender is an act of justification for them. The fact is that some architects, both male and female, occupy more power and authority in the field than in the office environment. In Romania, the

practice and education of architecture refers to the masculinity side because the percentage of women graduating from higher education in architecture in the last few years, namely 2012 is still not equal to the number of women registered on the Romanian National Architect chart.

Until now, the culture of masculinity of architecture is driven by the roots of education through professional practice and leadership (Niculae, 2012) from the results of his discussion in the UK the architectural studio consists of 50:50 but the profession is dominated by men that architecture has lost female architects one of them being an architect is terrible with long working hours, low salary, stress and poor job satisfaction, secondly it is very difficult to balance architecture and motherhood, the three architectures are sexist, sexual discrimination with macho culture, unequal pay and unequal job opportunities.

2.2 Gender Gap in Architecture Jobs

Along with the development of the times and technology, gender (Menjívar and Walsh, 2017) does not hinder in an architectural work that is developed and affects the world's architectural civilization. Women can also produce an architectural work that is not inferior to male architects, as one example of the first female architect ever to receive the Pritzker award in 2004, namely Zaha Hadid. Hadid provides a motivation or as a role model for female architects in the world. Even a Zaha Hadid had an unpleasant experience when she won the award. Hadid was verbally abused, when Hadid was about to be interviewed by a reporter in a media (Troiani, 2012).

In addition to the gap in terms of rewards, gaps in architecture are common in the world of work. for example in the case of inappropriate wages, this is supported by the findings of an interview survey from (Fowler and Wilson, 2004) women earn less than men because women have children. many women withdrew from the work, as it was almost impossible to have a life and be successful because of the long working hours that had to put aside the domestic affairs between children and work; unsafe work environment, as well as the occurrence of sexual harassment. This is also evidenced by the results of a survey in the early 2000s of The Royal Institute of British Architect (RIBA) why women left architecture, namely low wages; wage mismatch; long working hours; unfriendly working hours or inflexible working hours towards family; sidelined; limited work space; stressful working conditions; macho culture; sexism; high insurance costs; lack of training; a lot of job satisfaction outside; dismissal and dismissal; glass ceiling. This glass ceiling is a situation where women find it difficult to reach a higher career path in a profession, when they see a higher senior career path. This is like an invisible barrier and hinders the vertical mobility of women and is a strong image in the organizational culture that persists for women. Women seem to be restricted even though they are already in the top management of Baxter and Wright (2000). The difference between female and male architects is that female architects pay more attention to aesthetics and care about humanistic concerns. Meanwhile, male architects hold more leadership and division of work when at work than women (Xie, 2022).

2.3 World Female Architect Leader

Actually, in the architectural profession, not only men can create beauty in various aspects of architecture, but women can do it too. In some architectural history books, and even on the internet, we often hear the names of famous architects, most of whom are men, such as Le Corbusier, Frank Owen Gehry, Frank Lloyd Wright and so on. So where are the female architects? In her book, *Where Are The Women Architects?* Strtigakos, 2016 said that gender issues are not only in the architectural profession with the lack of women in the practice of the architectural profession, but also their absence in the history of architecture. It is still very rare for female architects to be written in historical narratives. For example, Zaha Hadid is known internationally as the first female architect to receive the prestigious Pritzker award in 2004. Hadid provides a motivation or role model for female architects in the world. The Pritzker Award itself provides a new perspective for women working in the world of architecture, especially for women in the world whose careers in architecture are dominated by men.

However, Hadid is not the only one who has received a prestigious award like this, but there are still many female architects who are not named and are not included in the names at the award. At the time of the 1991 Pritzker award, Robert Venturi received the award which should not have been mentioned in the award for Scott Brown as his wife and partner. But as technology evolves, such as today some young feminist movements and using the politics of communication networks are demanding late recognition for

Scott Brown to be named in the award via an online petition on Change.org which is now signed by nearly twenty thousand signatures globally. Although Scott Brown is leveraging the advancements and power of the Internet to raise awareness globally of how critics and judges have ignored female architects in the past. This proves that the star system has influenced the architectural profession, especially women in the past 20 years, which is where there are many female architects in the international world.

(Davidi, 2016) In her article entitled *By Women for Women: Modernism, Architecture, and Gender In Building The New Jewish Society In Mandatory Palestine*, it was stated that in 1920-1948 there was a Zionist women's organization, Woman International Zionist Organization (WIZO) in Palestine to help women who were immigrants in their new country, to gain prosperity in the household as well as in career. This women's organization builds modern institutions in advancing women by introducing modernization and efficiency into the household. WIZO is made up of female volunteers to advance the cause of women in the Jewish community. The organization was created to meet their needs by creating a supportive community of women and by offering financial assistance in the form of cheap housing and training, mostly in professional kitchen work, cooking, and growing vegetables. The female architects who played a role in building a social training and school establishment were Lotte Cohn (1893-1983), Elsa Gidoni Mandelstamm (1899-1978) and Genia Averbuch (1909-1977). They won an architectural competition initiated by a women's organization and then hired by them for additional projects. In this way they were able to create modernist works, including public buildings and youth villages as well as expansions and renovations for the establishment of centers for these women's organizations.

In addition to the 19th century, there are studies that say that women have been recognized in the patronage of Islamic architecture although there are issues of debate on the relationship between women in the development of Islamic architecture. One example of the contribution of women in the development of Islamic architecture for civil buildings is the Hamam (Bath) by Hurrem Sultan. Hurrem Sultan (1500-1558) who was the official wife of the Ottoman Sultan Suleyman the Great (Suleyman I) (1494-1566), and the mother of Mihrimah and Selim II. Hurrem is known for her passion for building complex buildings. She was the first royal woman in the empire in the Ottoman court who protected the structure but throughout the empire as well. The buildings include a mosque in Istanbul, Haseki Kulliy, two schools, and a women's hospital. Although women played an important role in developing Islamic architecture, which can be traced throughout the Islamic world the relationship between them and architects is still a contentious issue in Islamic architecture. There is no literature review available as to whether women were involved in their choice of architectural style of building, which had recognizable consequences in architecture or had an impact on the building process. It seems that the main role of wealthy patrons is to focus on providing social services to the community and conditioning their presence and power (El-Shorbagy, 2020)

This is proof of the existence of women in the field of architecture, both as architects, patrons and academics in the field of architecture. Not only Zaha Hadid, many other women who are not exposed by the media like Jeanne Gang (1968), Jumoke Adenowo (1968), Amanda Levete (1955), Elizabeth Plater-Zyberk (1950), Manuelle Gautrand (1961), Odie Decq (1955), and other women architects in the world who motivate students world architecture against the stereotype that women can succeed in architectural practice (Omoyeni et al., 2019) and its role in helping the development of architecture. So with this evidence, it is necessary to further criticize the female architect figures in the world which must be written in architectural narratives.

3. Method

This study uses a qualitative descriptive approach with a literature review method through several online references, one of which is Google Scholar, Science Direct, Research Gate, which was published from 2015 to 2021. This literature review aims to understand and review several research results written in the article. and published in national and international journals, on the role of women in architecture in relation to one another.

This study aims to understand the results of a literature review conducted and written by researchers with different perspectives on the role of women in architecture. The following are some of the steps taken in this research the first is the researcher conducts a literature review from various sources related to the role of women in architecture, then the second step is the researcher groups or selects a topic to be discussed about related research, the third step is to analyze the topics taken and draw conclusions.

4. Results and Discussions

The profession of architect plays an important role in development and society. Aryanti, 2020 said that with the presence of female architects in the world of architectural professional practice, female architects have an important role in creating a built environment that is gender responsive and accommodating to the needs of community members. Certain cultural, social, personal and role factors force women to deviate from their ambitious career paths. In addition, one of the factors hindering the role of women and social responsibility in the promotion of architecture. Then there is a glass ceiling in the career path of women in this architectural profession, but if the company really wants to bring greater diversity in corporate management to encourage competent women to overcome the obstacles placed in society in their career paths.

Several female architectural figures in Indonesia are trying to advance female architects so that they are better known by students who are completing their studies and to the wider community. Indonesia itself needs to document the roles of women in architecture, it is not only known with tangible evidence that has been built, but also needs to be narrated in the form of writing. Bearing in mind, in Indonesia there are still very few writings about women's architecture, as well as real works.

Even in Indonesia, there is a community of Women of Architecture and Mother of Architects. The Architectural Women's Community (Jewkes et al., 2019) was founded by namely Gathi Subekti, Russelin Edhyati, Intan Irani, and Yurina Rahmanisa. This community stands as a proof of the existence of women in Indonesia in the world of architecture and recognizes the works of female architects in Indonesia. The purpose of the establishment of this community is to inspire and instill architectural aspirations among Indonesian women, encourage them to be creative and contribute to the development of the country's architecture. Then there is the Ibu Architect community, the purpose of which this community was founded with a mission is to introduce women who have a career as architects and work in the field of Architecture; Support System for fellow women who work as architects and architectural students; as a forum for discussing, sharing, and supporting architectural activities in Indonesia; To develop and strengthen networks of Indonesian women architects; realizing an architectural work culture that upholds equality, opportunity and protection against the oppression of the work environment; and build collaboration of women architects in addressing issues of spatial justice and inclusive living spaces. These two communities were established with the aim of introducing women to careers as architects and providing a forum for mutual discussion and collaboration in careers to gain opportunities, and uphold equality in the work environment.

5. Conclusion

From the literature review, it can be concluded that there is still a gender gap in the architectural profession. However, there are several female architectural figures who can prove that women can produce architectural works that are not inferior to male architects. Of course, in the process of gender equality, some female architects are faced with several obstacles and problems that occur in the world of practice. Such as discrimination, sexual harassment, sexism, and the existence of a glass ceiling to reach a higher career path. Then, in terms of professionals, there are often gaps other than those previously mentioned, such as unequal wages, division of labour, as well as in terms of women's leadership, which is still displaced.

With the establishment of the Women of Architecture and *Ibu Arsitek* community, helping the community to introduce women who have a career in architecture as well as being a forum for discussion, support, in contributing activities to the country and being a support system for women who have careers as architectural professions and architecture students.

Nevertheless, women have an important role in the world of the architectural profession, by creating a safe and gender-responsive environment so as to create a gender-friendly built environment, but also a more just and gender-equal world of architectural practice. Therefore, it is hoped that after conducting some of these literature reviews, both readers and researchers need to document and conduct studies on the topic of gender and architecture. Considering that it is still rare to discuss the obstacles and the role of women in this architecture, especially in Indonesia.

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