Irish Architecture Career Tracker Survey Codebook and Guide

Contents

Description

The 'Irish Architecture Career Tracker Survey' was launched using Survey Monkey on the 28th March 2023 and closed, 10 weeks later on 7th June.

The target population was people who were working on the island of Ireland and either had a degree in architecture or who consider themselves to be working in architecture – however they themselves define architecture. This so that we could get a sense of what our respondents considered to be 'working in architecture' beyond the traditional role we expect, and so that we could include and compare responses with people who have left the profession.

Survey Design

- Format:
    - Over 100 questions combining tick-box, Likert scale, and open-ended questions.
    - Adapted questions from Eurobarometer, ESS, and YesWePlan! surveys.
    - Covered topics such as demographics, working conditions, gender equality attitudes, career trajectory, and reasons for leaving architecture.
    - Logic branching was used to ask certain cohorts certain questions.
    - The order of the questions was randomised within question banks.
- Target Population: Individuals in Ireland with a degree in architecture or architectural technology, or those self-identifying as working in architecture, regardless of professional registration.
- Sampling:
    - Non-probability, convenience sampling.
    - Participants recruited via social media, newsletters, and amplification by professional organizations like the Irish Architecture Foundation, RIAI and RUSA.
    - A Continuing Professional Development (CPD) point was offered as an incentive.

Response
It gathered a total of 936 responses, the average time to completion was 22minutes. Of these 685 were complete responses. (Filtering for complete responses using Survey Monkey's filter tool Complete meaning 'The respondent answered all required questions they saw and clicked Done on the last page of the survey.[1]') Filtering in this manner has also removed many 'speedster', as only 1 response was completed in under 10 minutes. These 684 complete responses are taken as the starting data set.

Data Cleaning and Coding
Deleted empty columns – 'IP Address', 'Email Address', 'First Name', 'Second Name', 'Custom Data 1'.
Age converted to age range.
'DK or Don't know': -888 (minus 888)
Missing or 'N/A': -999
Where a clear non-sensical response was given and removed from the data set, this has been noted under the relevant survey question/item below.

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[1] https://help.surveymonkey.com/en/surveymonkey/analyze/response-statuses/

Coding by survey question

Q9-11. Eligibility Questions

(Q.9-11) Respondents were asked either 3 or 2 eligibility questions using branching logic. Respondents who did not tick 'yes' on eligibility 1 were directed to eligibility 2, and all were directed to eligibility 3. Any respondent who did not answer 'yes' on the eligibility 1 or 2 was disqualified. And any respondent who ticked no on eligibility 3 was also disqualified.
Yes=1, No=0

Participant Profile Questions

Q1-8. Consent questions

(Q. 1-8) The survey began with 8 consent questions, with 'tick to confirm' responses. Questions 1-7 required consent to proceed, question 8 was not required and asked 'Consent 8: Will you allow the research team to use anonymized quotes in presentations and publications?'. Empty responses boxes were populated with '0', to indicate non-consent to the use of quotations.
Yes=1 No=0

Q12. Gender

Variable: Q12_gender

1. What gender do you identify as?
   o Male
   o Female
   o Transgender man
   o Transgender woman
   o Non-binary
   o Prefer not to say
   o Other _____

Of the complete responses, none were indicated for 'Transgender man', 'Transgender woman', or 'Non-binary'. Prefer not to say is coded as PNTS. X respondents indicated 'Other'.

Respondent ID 14011084930, ticked 'Other', and wrote 'Queer trans demigod'. When we looked at their other responses, they gave their age as 75, and their primary occupation as 'prostitution', in addition they indicated they had 0 staff, and the staff were 100% women, and they self-employed, but had also taken paternity leave. On the balance of probabilities, it seems highly unlikely that these responses are an honest reflection of the truth, and therefore this set of responses has been removed from the data set.

Four respondents indicated 'other', but expressed in the text box that they did not agree with gender as an *identity* and therefore objecting the phrasing of the question, and expressed in the text box their sex, thus their sex, was entered as male or female accordingly. (This applied to respondents 14014091308, 14013667055, 14011765456, 14011075616)

Response	Num Code
Male	0
Female	1
Prefer not to say	2

Q13. Age
Variable: Q13_Age range
1. What age are you?
   Numeric value [ ]
   Converted to Q13_Age range

Q.14 Care
Variable: Q14_Care
Do you have caring responsibilities* in your everyday life? (Includes for example looking after children, elderly or sick people etc.) , variable change to 'Care'.

Response	Num Code
Yes	1
No	0
Sometimes	2

Q.15 Parent
Variable: Q15_Parent
Are you a parent or guardian?,

Response	Num Code
Yes	1
No	0

Q16. Architecture
Variable: Q16_Arch
Question: Do you consider yourself to be working in architecture? (the broad field of architecture) – 'Architecture' variable.

Response	Code	
Yes, I am an architect working in the professional practice of architecture	Archpract	1
Yes, I am an architect but I am *not* working in the professional practice of architecture	Arch	2
Yes, I am an architectural technologist	Arch_tech	3
Yes, I am a graduate architect.	Grad	4
Yes, I am working in the broad field of architecture	Field	5
No, I am not working in architecture	Notarch	6

I am not sure	NS	7

Q17. Primary Occupation

Variable: Q17_Pri occ, Q17_Sec occ, Q17_Tert occ

Response	Code	NACE 2.1 Code* (Eurostat 2008)
Architect- includes principal, director, self-employed, associate, project. Excludes graduate, assistant, conservation.	1	71.11
Conservation architect – does not include Heritage or conservation consultant/officer	2	71.11
Hertiage/Conservation Consultant / Officer/ SPAB officer	3	71.11
Graduate architect. Includes part 2 architect	4	71.11
Architectural assistant. Includes part 1 architect – does not include graduate or part 2 architect	5	71.11
Architectural Technologist. Includes Chartered Architectural Technologist	6	71.11
Architectural Designer (excludes all architectural categories above)	7	71.11
Project Manager includes technical project manager and project coordinator	8	71.11
Assigned Certifier. Includes executive assigned certifier	9	71.11
Executive Technician	10	71.11
Programme Manager	11	71.11
Planner includers local government and urban	12	71.11
Advisor/Consultant on Architecture/Design/Construction Includes: Architectural Advisor, Built Environment Design, Advisor on construction, policy consultant	13	71.11
Development Manager/Officer Includes: Capital development, rural development, Development Coordinator	14	71.11
Sustainability/Energy engineers/consultants/advisors Includes Renewable Energy Engineer, Sustainability Coordinator, Sustainability consultant, Building Energy Consultancy, Sustainability Manager, SEAI Employee, BER Assessor	15	71.12 **Engineering activities and related technical consultancy dedicated to adaptation to climate change** ("EU Taxonomy Navigator," n.d.)

Urban Designer. Excludes urban planner	16	71.11
Strategic designer Includes Site Strategic Planner	17	71.11
Building Surveyor/Inspector: Includes: Building Control Officer, Building Inspector, Building Surveyor	18	71.11
Landscape Architect	19	71.11
Design Manager (for construction/developer)	20	71.11
Construction support roles: Includes: Specification Leader, Licensing Officer, Marketing & business development, clerk of works, Excludes construction trades, BIM Manager	21	71.11
Construction design roles. Includes: interior architecture, façade design, spatial design. Excludes interior design, visual design, and unspecified design	22	71.11
Architectural visualisation: Includes Architectural Illustrator, 3D visualisation, draftsperson	23	71.11
Interior Designer Includes: Kitchen Designer	24	74.13
Other Design Includes: Visual Designer, and other unspecified design, graphic design	25	
Administrator (unspecified or not built environment related)	26	
HR (unspecified or not built environment related)	27	
Director (other than of architecture practice)	28	
IT Includes: IT Support, Software Developer	29	
Manager – general or unspecified	30	
Lecturer/Tutor (Third Level Education) Includes: Tutor, assistant lecturer, guest lecturer	31	85.4
Teacher (Second or Primary Level Education)	32	85.3
Research Includes researcher for university and private. Excludes User Experience Researcher	33	72
Academic	34	85.4 & 72
User Experience Architect/Researcher	35	
Hospitality (roles related to provision of food/beverages) Includes: cook, barista	36	56
Other creative: Includes Editor, Curator, Photographer, Videographer, Visual Artist, Writer, Musician, Songwriter, Events producer, craftsperson	37	
Other Includes Data Analyst, Bicycle mechanic, Childcare, Retail, student, military, cleaner, farmer,	38	
Civil Servant – unspecified Includes Executive officer	39	

Admin role in 3rd level education Includes Programme Manager, Academic Manager	40	85.4
Carer, includes Parent, mum, dad, carer	41	
Student	42	

*

https://showvoc.op.europa.eu/#/datasets/ESTAT_Statistical_Classification_of_Economic_Activities_in_the_European_Community_Rev._2.1._%28NACE_2.1%29/data?resId=http:%2F%2Fdata.europa.eu%2Fux%2Fnace2.1%2F7111

Secondary and tertiary occupation coded as above.

Q18, 19, 20, 21 22. Location
Variable: Q18_location
Location is determined by two logic branching questions, determined, Republic of Ireland or Northern Ireland.

2. Where on the island of Ireland is your primary occupation based?
   o Northern Ireland
   o Republic of Ireland
   o Neither

If 'neither'

If your primary occupation is not based on the island of Ireland, please enter your occupation which is based on the island of Ireland.

Please answer the rest of the survey with regard to this occupation. We will consider this your primary occupation which is based on the island of Ireland.

One respondent (Respondent ID 14011074436) entered 'Neither', the 'location' column was updated with their subsequent responses to the branching questions.

Respondents who ticked 'Republic of Ireland', where asked the follow up question: In which region is your primary occupation based? Responses:

Respondents who indicated Northern Ireland, to the first question, have been allocated 'Northern Ireland' in the region question

Q19_Region
Variable: Q19_Region

Response	Num Code
Republic of Ireland	0
Northern Ireland	1
Greater Dublin Area	2
Rest of Leinster	3
Munster	4
Connaught	5
Ulster	6

Logic questions Q20, 21, 22. Only one respondent answered, and answered identical to what they had already answered before the logic break. As their responses are already included these columns have been removed.

Q23. Full time/Part time
Variable: Q23_Full/Part time
Do you currently work full time or part time?

Response	Num Code
Full time	1
Part time	2
Flexible hours full-time	3
Flexible hours part-time	4

Q24. FWA Flexible Working Arrangements
Variable: Q24_FWA

Does your company/organisation offer Flexible Working Arrangements? (Flexible working is a broad cluster of working arrangements which give you varying degrees of flexibility over the duration, location, and times you work. For example working from home, or flexitime etc.)

Response	Num Code
Yes	1
No	0
DK	-888

Q25. Employment type –
Variable: Q25_Emp Type
Please tick the one which describes you best.
Logic question

Response	Code	Num Code
Self-employed	Self	1
Self-employed with employee(s)	Selfwemp	2
Private sector employee	Pri_emp	3
Public sector employee	Pub_emp	4
Not-for-profit employee (such as charities)	NfP	5

Q26. Private Field
Variable: Q26_ Priv field

26. Which field of employment best describes your situation?

Response	Num Code
Sole principal	1
Equity Partner/Director	2
Salaried Partner/Director	3
Associate	4
Private practice salaried employee	5
In-house employee	6
Freelance / Short term contract	7
Other private sector	8
Sole practitioner (no employees)	9
Not for profit employee	10

Variable: Q26_Other_Pri field

Any open response indicated by '1'
I did not differentiate in the question between 'Associate' and 'Associate Director'. Therefore if any respondent (respondent 14011024822) ticked 'Other' and entered 'Associate Director', these were included under 'Associate'.
14012228113; Entered 'other – not for profit –' changed to 'not for profit' option
14011085143 entered 'Partner in small Sole Trader company', updated to 'equity partner'
14011032863 – entered other - 'salaried working towards equity', updated to 'salaried'

Q.27 Field of Employment - Public
Variable: Q27_Pub field

Logic branch question for public sector employees only.

27.   Are you employed in the:

Response	Code	Num Code
Civil Service	CS	1
Local Government	LG	2
State Agencies	SA	3
Education Sector	ED	4
Health Sector	HE	5
Gardaí/Defence Forces	DF	6
Other (please specify)	Other	7

Q28. Job title
Variable: Q28_Title

Q28. is your job title?
In the majority of cases, respondents answered the same or similar to the response to Q17 Occupation. Therefore the same coding as Q17 has been used, except that the various levels of 'architect', have been coded individually

Response		Code
Architect	principal, director, self-employed, partner	101
	Senior, associate, executive, manager architect	102
	Project, site	103
	Architect - unspecified	104
Conservation architect – does not include Heritage or conservation consultant/officer		2
Hertiage/Conservation Consultant / Officer/ SPAB officer		3
Graduate architect. Includes part 2 architect assitant		4
Architectural assistant. Includes part 1 architect – does not include graduate or part 2 architect		5
Architectural Technologist. Includes Chartered Architectural Technologist		6
Senior architectural Technologists/ executive / associate/ director		601
Architectural Designer (excludes all architectural categories above)		7
Project Manager includes technical project manager and project coordinator		8
Assigned Certifier. Includes executive assigned certifier		9
Executive Technician		10
Programme Manager		11
Planner includers local government and urban		12
Advisor/Consultant on Architecture/Design/Construction Includes: Architectural Advisor, Built Environment Design, Advisor on construction, policy consultant		13
Development Manager/Officer Includes: Capital development, rural development, Development Coordinator		14
Sustainability/Energy engineers/consultants/advisors		15

Includes Renewable Energy Engineer, Sustainability Coordinator, Sustainability consultant, Building Energy Consultancy, Sustainability Manager, SEAI Employee, BER Assessor	
Urban Designer. Excludes urban planner	16
Strategic designer Includes Site Strategic Planner	17
Building Surveyor/Inspector: Includes: Building Control Officer, Building Inspector, Building Surveyor	18
Landscape Architect	19
Design Manager (for construction/developer)	20
Construction support roles: Includes: Specification Leader, Licensing Officer, Marketing & business development, clerk of works, Excludes construction trades, BIM Manager	21
Construction design roles. Includes: interior architecture, façade design, spatial design. Excludes interior design, visual design, and unspecified design	22
Architectural visualisation: Includes Architectural Illustrator, 3D visualisation, draftsperson	23
Interior Designer Includes: Kitchen Designer	24
Other Design Includes: Visual Designer, and other unspecified design, graphic design	25
Administrator (unspecified or not built environment related)	26
HR (unspecified or not built environment related)	27
Director (other than of architecture practice)	28
IT Includes: IT Support, Software Developer	29
Manager – general or unspecified	30

Lecturer/Tutor (Third Level Education) Includes: Tutor, assistant lecturer, guest lecturer	31
Teacher (Second or Primary Level Education)	32
Research Includes researcher for university and private. Excludes User Experience Researcher	33
Academic	34
User Experience Architect/Researcher	35
Hospitality (roles related to provision of food/beverages) Includes: cook, barista	36
Other creative: Includes Editor, Curator, Photographer, Videographer, Visual Artist, Writer, Musician, Songwriter, Events producer, craftsperson	37
Other Includes Data Analyst, Bicycle mechanic, Childcare, Retail, student, military, cleaner, farmer,	38
Civil Servant – unspecified Includes Executive officer	39
Admin role in 3rd level education Includes Programme Manager, Academic Manager	40
Carer, includes Parent, mum, dad, carer	41
Student	42
I don't have a title	43

Q29. Seniority
Variable: 'Q29_Seniority'
Q29. What is your level of seniority?

Response	Code	Num Code
Entry or Junior level	Ent	1
Mid-level	Mid	2
Senior Level	Sen	3
Senior level - leadership role	Lead	4

Q30. Permanent/Temporary

Variable: 'Q30_Perm temp'

Q.30 Are you employed on (a) a permanent basis; (b) on a temporary/contract basis; (c) a casual basis?

Response	Num Code
a permanent basis	1
on a temporary/contract basis	2
a casual basis	3
None of the above	4

Q31. Start of Occupation

Variable: Q31_Start_Occup

Q.31 When did you start in your current field of occupation? (For example - if you're an architect, when did you first begin working in the field of architecture?)

This question asked respondents to enter a year when they started their current occupation. Therefore we would expect a four-figure number, however 13 respondents entered two or single figure numbers. I have interpreted these entries as number of years, and have therefore, entered the implied year by subtracting the given figure from 2023. (Respondent IDs: 14014110488, 14014080040, 14013687389, 14013565552, 14013558991, 14013454640, 14011475927, 14011251171, 14011235590, 14011083293, 14011048344, 14011026090, 14011005839)

Entries with more than four figures were replaced with a blank cell.

Q32. Years to role

Variable: Q32_Years role

Q32. How many years did it take from starting in your current field of occupation to get to your current role? (If you started at your current role, put 0)

Q.33 College finish

Variable: Q33_College year

Q33. In what year did you finish college?(i.e. your primary third level education, exclude qualifications obtained alongside your career)

Q34. Qualifications

Q34. What qualifications do you have? Tick all that apply

Variable: Q34_BSc Arch Tech, Q34_BSc Land Arch, Q34_BA/BSc Int Arch, Q34_BSc Architecture, Q34_B Arch, Q34_M Arch, Q34_Prof Dip, Q34_Masters other, Q34_PhD Q34_Other qual

Qualification	Num Code
BSc Architectural Technology	1
BSc Landscape Architecture	2
BA/BSc Interior Architecture	3
BSc Architecture	4
B Arch/ BA Arch/ Dip arch	5
M Arch (professional education in architecture) M Arch Sc	6
Professional Diploma (Architecture) PG)	7
Other Masters (such as MBA, MUBC, MSc, MA)	8
PhD	9
Other qual (any)	10

Project management qual	11
Conservation incl MUBC and RIAI quals	12
In progres	13
Law qualification – construction or otherwise	14
Dip/BA/ HND Architectural Technology or other arch tech	15

Other: 14011011654, answered 'Certificate in Professional Practice', 14011024822 entered 'Cert Arch RIBA 14011024822', 14011065409 'UK Part 3 professional' likely to be architecture final professional qualification (commonly known as part 3), confirmed by they are registered architect, therefore '7' code entered. 14013827446 entered Postgraduate Professional Practice, but had already ticked same, removed from other category. 14013924473 entered '5years studying' – NA (-999)

Q35. Registration
Variable: Q35_Register
Q35. Are you currently a registered architect or architectural technologist?

Response	Num Code
Yes	1
No	0

Q36. Salary
Variable: Salary
Q36. What is your approximate gross salary?
More than 200,000 option coded as 200000+
PNTS Coded as '-1000'

Working Culture and Conditions
Q37 & 38 Working hours
Variable: Q37_Con hrs
Q37How many hours per week are you contracted to work? (primary occupation) – Numerical ans.

Variable: Q38_Work hrs

Q38 How many hours do you normally work each week in your primary occupation, including regular overtime? (include both paid and unpaid overtime) – numerical ans

Variable: Diff_hrs

Work_hrs – (minus) contracted hours. Positive number means overtime

Where there is a large minus number, (eg -30 -35 etc) therefore assuming a misreading of the question, that participants have entered number of hrs overtime worked, rather than the total hours.

14013669525, 14014108222, 14011085595, 14011184272, 14013466772, 14011081840, 14011256376, 14011221884, 14013439055, 14013987417, 14013958201, 14013834742, 14013424322, 14013535369

Q39. Approximately how many staff does your company/organisation have?

Variable: Q39_No staff

Numerical ans

Q40. What is the approximate percentage of women in your company/organisation?

Variable: Q40_Per women

14013400284 – responded 30-40%, 35% entered

14013549174 -responded 1200% - removed as non-sensical

Q41. Is there a formal explicit policy on equal opportunities in your company/organisation?

(such as an Equality Diversity and Inclusion policy)

Variable: Q41_EDI

Response	Num Code
Yes	1
No	0
Don't know	
None of the above	4

Q42. Does your role involve hiring or recruiting staff?

Variable: Q42_Hire

Logic branching question

Response	Num Code
Yes	1
No	0

Q43. How difficult or easy would you say it is to attract women to work for your company/organisation?

Variable: Q43_Attract

Q44 How difficult or easy would you say it is to retain women employees in your company/organisation?

Variable Q44_Retain

Response	Num Code
Extremely easy	0
Easy	1
Slightly easy	2
Neither easy nor difficult	3
Slightly difficult	4
Difficult	5
Extremely difficult	6

Q45 What do you think are the difficulties in retaining women employees?
Variable: Q45_Diff retain open

Response	
Lack of career progression	1
Caring/family responsibilities – allowing for	2
Lack of or desire for flexibility of working hours	3
Childcare (mentioned specifically)	4
Maternity leave	5
Lack of female leadership/role models	6
Male dominated working environment.	7
Low salaries	8
Sexism/bullying/lack of respect	9
Other (location, lack of facilities, etc)	10
Overtime/long working hours	11
Work/life balance	12
Safety concerns	13
Having to fulfil duties at work disproportionately done by women – ie pastoral work, interior work, caring work in the work place	14
Desire for more interiors work	15
Poor conditions	16
Desire on behalf of employer for an ideal worker	17

Q46. Does your organisation/company offer paid maternity and/or paternity leave?
(i.e. full or partial pay in addition to the statutory benefit paid by the government)
Variable: Q46_Mat_Pat

Response	Num Code
No, neither	0
Yes, paid maternity leave	1
Yes, paid paternity leave	2
Yes, both paid maternity and paternity leave	3
Don't know	??

Q47. Aside from annual leave, have you ever taken leave from your work?

Variables: Q47_Adoptive, Q47_Career, Q47_Carer, Q47_Maternity, Q47_Paternity, Q47_Parental, Q47_Parent, Q47_Sick, Q47_Study, Q47_Never, Q47_Other, Q47_Other open

Response	Num Code
Adoptive leave	0
Career break	1
Carer's leave	2
Maternity leave	3
Paternity leave	4
Parental leave	5
Parent's leave	6
Sick leave	7
Study leave	8
I have never taken leave	9
OTHER (includes discretionary leave, force majeure)	10
Unpaid leave	11
Compassionate leave (includes bereavement)	12
Reduced hours	13

Some respondents use the open other question to make comments not related to leave, but not actually indicating a leave taken - no numerical code entered. (14013558653, 14011336835, 14013588299, 14013978268, 14014105385) Also no code entered, if the leave taken was already entered. (14013957018, 14013957678, 14013962966

Variable: Q47_Other_open

Q48 Work Pressure

Question	Variable
My job requires that I work very hard	Q48_work hard
I work under a great deal of pressure	Q48_presssure
I never seem to have enough time to get everything done in my job	Q48_enough time
I often have to work extra time, over and above the formal hours of my job to get through the job or help out	Q48_extra time

Response	Num Code
Strongly disagree	-2
Disagree	-1
Agree	1
Strongly Agree	2

Variable Work_pressure – is computed variable, mean of the four work pressure items above.

Work pressure measure based on ESRI 2009 Survey, see "The Changing Workplace: A Survey of Employees' Views and Experiences,"(O'Connell et al. 2010).

Q49_Work Conflict

	Question	Variable
	Find your work stressful?	Q49_stress
Work Conflict	Come home from work exhausted	Q49_exhausted
	Find that your job prevents you from giving the time you want to your partner or family	Q49_family time
	Feel too tired after work to enjoy the things you would like to do at home	Q49_too tired
	Find that your partner/family gets fed up with the pressure of your job	Q49_fed up

Work conflict Always	4
Work conflict Often	3
Work conflict Sometimes	2
Work conflict Hardly ever	1
Work conflict never	0

Variable, Work_family conflict is computed score – mean of the four work conflict items above.

Work-family conflict measure based on ESRI 2009 Survey, see "The Changing Workplace: A Survey of Employees' Views and Experiences,"(O'Connell et al. 2010).

Gender Identity and Professional Identity
Q50 How important is being a woman to the way you think about your career?
Variable: Q50_imp_gender_all

combines responses to Q51 and Q52.
Q51. How important is being a man to the way you think about your career?, Q52. How important is your gender to the way you think about your career?
Q50, 51, 52 Likert scale answer: not at all important = 0, extremely important =6

Q53 Overall, do you think that your gender has impacted on your career to date?
Variable: Q53_gender_impact

No, no impact	0
Yes, positive impact	1
Yes, negative impact	-1
Don't know	-888

Perception of Inequality

Q54 Perception of inequality

Variable: Q54_perc_inequality

Q54 In your opinion, how widespread are inequalities between women and men nowadays in your field of occupation?*For example, if you are an architect this would be the field of architecture, if you are a teacher – the field of education

*based on Eurobarometer question - answer scale is different - Eurobarometer 428 2014/15

Variable: Q54_perc_inequality

Likert scale answer: extremely rare 0 – extremely widespread 6

DK= -888

Q55 Perception of inequality change

Variable: Q55_perc_inequality_change

And compared to 10 years ago, would you say that inequalities between women and men are more widespread or less widespread in your field of occupation?

Variable: Q55_perc_inequality_change

Likert scale answer: Far less widespread 0, Far more widespread 6, DK= -888

Q56 Do you think there is a gender pay gap for doing the same work within your profession or occupation?

Variable: Q56_think_gender pay gap

Response	Num code
No, everyone earns the same for the same job	0
Yes, in favour of men	1
Yes, in favour of women	2
Yes, in favour of non-binary and/or trans persons	3
Don't know	-888

Q57 What percentage difference do you think it is?

Variable: Q57_pay gap_diff

Numerical answer

Q58_59_60 ESS Unfairly treated

Variable: Q58_59_60_unfairly treated

Have you felt you have been unfairly treated in hiring, pay or promotion at work because you are a woman/man/gender?

*Based on ESS Round 11 Gender in Contemporary Europe question, (ESS 2024), (Banducci et al. 2024)

Response	Num Code
Yes - once	1
Yes – more than once	2
No	3
Don't know	DK (-888)

Sexism

Q61 Experience of Sexism in the workplace

Question 61	Variable
How often felt that you were not listen to because of your gender?	Q61_not listened
felt that you were not given the respect you deserve because of your gender?	Q61_respect
been subjected to sexists remarks in the course of your work?	Q61_sexist remarks
experienced bullying and/or harassment in the course of your work?	Q61_bullying harass

Answer scale

Always	5
Often	4
Sometimes	3
Rarely	2
Never	1
N/A	-999

Q62 ESS Group perceptions of discrimination
Variable: Q62_treated fairly_occupation
Q62 Now think generally about how things are currently in your field of occupation*. Based on your impression, would you say that women and men are treated equally fairly or not, in hiring, pay or promotions at work? (*if you are an architect, your field of occupation would be architecture, if you are a teacher, your field of occupation would be education)

*Based on ESS Round 11 Gender in Contemporary Europe question, (ESS 2024), (Banducci et al. 2024).

Response	Num Code as per ESS
Women are treated less fairly than men	1
Men are treated less fairly than women	2
Women and men are treated equally fairly	3
Don't know	-888

Q63. ESS Contemporary - Hostile Sexism
Hostile Sexism
 Below are a series of statements concerning men and women in society today. In your opinion, how often...

*Based on ESS Round 11 Gender in Contemporary Europe question, (ESS 2024), (Banducci et al. 2024).

	Question 63	Variable
HS	do women seek to gain power by getting control over men?	Q63_gain power
HS	do women get easily offended ?	Q63_offended
	are women paid less than men for the same work in Ireland?	Q63_paid less irl
	are women paid less than men for the same work in your field of occupation?	Q63_paid less occupation
HS	do women exaggerate claims of sexual harassment in the workplace?	Q63_claims sex

ESS ANSWER SCALE

Always	5
Often	4
Sometimes	3
Rarely	2
Never	1
DK	-888
N/A	-999

Variable Hostile_sexism, is computed hostile sexism score – mean of three HS items above. (Excludes two items related to pay)

Q64 ESS Contemporary - Benevolent Sexism II
(Benevolent Sexism)
*Based on ESS Round 11 Gender in Contemporary Europe question, (ESS 2024). Note that the scoring follows the original ASI, (Glick and Fiske 1996) so that a higher score indicates a higher level of benevolent sexism.

Below are a series of statements concerning men and women in society today. In your opinion, how often...

Question	Variable
...women should be protected by men?	Q64_protected
...women tend to have a better sense of what is right and wrong compared to men?	Q64_sense right

ESS answer scale

Response	Num Code
Agree strongly	5
Agree	4
Neither agree nor disagree	3
Disagree	2

Disagree strongly	1
Don't Know	DK -888

Variable Benevolent_sexism is computed score of the mean of the two BS items above.

Variable Ambivalent_sexism is comptuted score of the mean of the five items (3HS and 2BS)

Q65 Architecture Stereotypes

Q65 Some people argue that men and women have different skills. Thinking about the skills required in architectural practice, please indicate whether you think that women are worse, better or equal to men.

Question	Variable
Handling large scale complex projects	Q65_complex projects
Handling conflicting views on site	Q65_handle conflict
Commanding respect on site	Q65_respect site
Technical knowledge of construction	Q65_tech knowledge
Designing one-off houses	Q65_houses
Problem solving	Q65_problem solving
Communicating with clients	Q65_communicating
Attracting new business	Q65_new business

Answer scale

Women are much better	1
Better	2
Somewhat better	3
Equal	4
Somewhat worse	5
Worse	6
Women are much worse	7

Q66 Women in Senior Positions

At the present time in Ireland women are less likely to hold senior positions within the architecture profession. Please indicate to what extent you agree or disagree with the following statements.

Question	Variable
Women are not interested in positions of responsibility	Q66_not interested
Men are more ambitious than women	Q66_men ambitious
Women are not willing to fight to make a career for themselves	Q66_no fight
Women are less committed to their work because of caring responsibilities	Q66_less committed
The construction industry is dominated by men who do not have sufficient confidence in women	Q66_men's confidence
Women do not have the necessary skills to perform well in senior positions	Q66_skills

Response	Num Code

Agree strongly	1
Agree	2
Neither agree nor disagree	3
Disagree	4
Disagree strongly	5
Don't Know	DK -888

Salience of Gender Equality and Attitudes to Policies

Q67-76 ESS Salience of Gender Equality

Q67, 68, 69, 70, 71 - in Ireland Q72, 73, 74, 75, 76, in Northern Ireland. Combined into a single set

*Based on ESS Round 11 Gender in Contemporary Europe question (ESS 2024), (Banducci et al. 2024)

Question	Variable
In general, how bad or good is it for family life in Ireland/NI if equal numbers of women and men are in paid work?	Q67_for family life
In general, how bad or good is it for politics in Ireland/NI if equal numbers of women and men are in positions of political leadership?	Q68_for politics
In general, how bad or good is it for the strength of the economy in Ireland/NI if women and men receive equal pay for doing the same work?	Q69_for economy
In general, how bad or good is it for the built environment in Ireland/NI if equal numbers of women and men are in higher management positions?	Q70_for built envir
In general, how bad or good is it for environmental sustainability in Ireland/NI if equal numbers of women and men are in higher management positions?	Q71_for envir sustain

Likert scale ans: Very bad 0, to Very good, 6. DK= -888

Q77, 78, ESS Attitudes to equality policies

*Based on ESS Round 11 Gender in Contemporary Europe question, (ESS 2024), (Banducci et al. 2024).

Imagine a couple who both work full-time and earn roughly the same amount, and now have a newborn child. Both are eligible for paid leave if they stop working for some time to care for their child.

To what extent are you in favour or against…

Question	Variable
…a legal measure that **requires** both parents to take **equal** periods of paid leave to care for their child?	Q77_parents equal leave

...firing employees who make insulting comments to women in the workplace?	Q78_firing employees
...making businesses pay a fine when they pay men more than women for doing the same work?	Q78_pay fine

ESS Answer scale

Answer	Num Code
Strongly in favour	1
Somewhat in favour	2
Neither in favour nor against	3
Somewhat against	4
Strongly against	5
Don't know	DK -888

Women in Architecture

Q79, 80 Solutions to women in architecture

Here is a list of possible solutions which may help increase the amount of women in the architectural profession. Please indicate how impactful you think each one would be:

Question	Variable
Create greater work-life balance in the profession as a whole	Q79_create WLB
Increase pay in the profession as a whole	Q79_increase pay
Make childcare more accessible and affordable	Q79_childcare
Introduce compulsory paternity leave	Q79_complusory pat leave
Improve access for women to more senior roles	Q79_access senior roles
Increase flexible working arrangements (e.g. part-time work, working from home)	Q79_increase FWA
Require all architecture practices to have an Equality, Diversity and Inclusion policy	Q80_req EDI
Educate employers on the benefits of female architects	Q80_educate benefits
Change men's attitudes towards female architects	Q80_change men
Create greater awareness of female architect role models	Q80_role models
Reduce registration fees for part-time architects	Q80_reduce reg fee

Likert scale answer: No impact at all 0, Extremely impactful 6

Q81 Other solutions

Variable: Q81_other solutions

Any other solutions not listed you'd like to suggest? – Open question – qualitative code separately

Flexible working for all (includes hybrid/working from home)	11
Supports for working from home includes software costs	12
More supports for small practices – PI insurance, networking – as a viable option for women to keep going while children are small	13

Job sharing	14
Better pay	21
Transparency on pay scales	22
Expand requirement of publishing on gender pay gap to more practices (+5 employees)	23
Change unhealthy work culture	31
Long working hours	32
Reduce/discourage overtime	33
Reducing work pressure (includes unrealistic deadlines/workloads)	34
Childcare – cost and availability – state support - timetabling	41
Equal or shared maternity/paternity leave (allow couples to choose) (includes mandatory pat leave	42
Post maternity / caring leave supports/ increased protection/ financial support/	43
Better supports for people with caring responsibilities including parents – inc carer's leave for sick children and protections (not penalised for promotion)	44
Transparency upfront of maternity/paternity leave policy	45
Paid maternity/paternity leave (over statutory benefit)	46
(State) Support for small practices to pay maternity leave and for maternity cover -	47
Ensuring maternity leave does not lead to penalties – promotion, pay reviews, etc -count towards professional experience	48
Men to take no more caring/housework	49
State assistance for practices to encourage greater diversity in practices – compare public (OPW) and private practice	477
Family friendly polices from public sector into private sector	478
Mentoring / women promotion women	51
Networking for women/ gender neutral networking (not golf etc)	52
Female role models – more exposure – more recognition	53
More women in other Built Environment Professions/Construction Industry/on site	54
More women into architecture - female run firms	55
More ethnic and socio-economic diversity	56
Change attitudes towards women/societal change – increase respect, reduce tolerance for bad behaviours	60
Equality and/or diversity training/and discussion] – for arch and/or BEP/Construction industry (CPD on sexism) - stereotyping Would come under umbrella of EDI	61
EDI education in 3rd level	62
EDI education in 2nd/primary level	63
Education in STEM and Construction subjects for girls at 2nd level / role of architects	64
RIAI to champion diversity	66
Avoiding gendered language such as 'girls', 'dear gents'	67

Education – training for/ on site experience in 3rd level	71
Reforms in architectural education – not promoting unhealthy and/or toxic work practices, education on rights – reduce length of time -	72
Part-time courses	73
Management training at different levels	75
Procurement -stop undercutting (relates to pay) – gender balance on teams	81
Hiring practices – gender equal interview panels, pay advertised, reports to RIAI required	82
Educate on benefits of women in leadership roles	83
Clearer career progression	84
Increase public sector architecture roles as exemplary	85
Registration process changes – length of time	91
Registration fees around maternity/paternity leave and caring leave	92
CPD easier and cheaper for carers/part-time	93
Broadening definition of architectural practice / recognise and value non-conventional practice	94
Easier to recognise qualifications from elsewhere.	95
RIAI Assessment – transparency/planning for assessments	96
Greater respect for profession as a whole	101
Call out 'bad practices' – ie no women in senior positions and/or not gender balanced - no mat benefit top-up – promote practices with inclusive environments - gender quotas in RIAI practices - RIAI monitor when employers don't offer equal benefits/ More systems of accountability for discrimination	102
Require equal gender split on boards/directors	106
On merit	103
Union	104
Comment (no solution offered)	201
Other – address broadening of professional responsibilities, ageism, clearer values in profession, respect for profession as a whole, alternative to registration with RIAI, less opposition of genders, support for women to have kids earlier, assertiveness training, fitting PPE, proper site facilities, ban 'Dear Gents', menopause awareness, not to be singled out, better employment rights, performance reviews, examine gender balance of redundancy	202

Q82 'Woman in architecture'

Q82 The term 'woman in architecture' is an important reflection of who I am professionally.

Variable: Q82_Wia

Response	Num Code
Agree strongly	1

Agree	2
Neither agree nor disagree	3
Disagree	4
Disagree strongly	5
Don't Know	DK -888

Q83 What term if any would you prefer
Variable: Q83_Alt wia code

**Blank responses replaced with word 'empty' as 'empty' is a response of a kind in this case.
– qualitative code separately**

Responses coded according to what alternate term was indicated in response. Rest of response not coded in this case.

Numerical codes to qualitative coding done above given as below

Response	Numerical Code
Empty	0
Architect	1
Other gender neutral term	2
No term	3
Woman in architecture	4
A term reflecting seniority/expertise	5
Woman in construction	6
Other includes single responses listed; Female, Mothers in Architecture, Woman in education, Don't know, Women in the built environment, Architectural technologist, Woman in Architectural Technology	7

Architecture Specific Questions

Q86. Did you ever join the register of architects or register of architectural technologists?
(logic question)
Variable: Q86_Ever register

Response	
No, never.	0
Yes, I am on the register of architects	1
Yes, I am on the register of architectural technologists	2
Yes, but I left the register of architects	-1
Yes, but I left the register of architectural technologists	-2

Q87 Reasons for never joining register

Please think about the reasons you never joined the register and indicate to what extent you agree with the following statements.

Reasons	Variable
I don't need to be registered for my occupation	Q87_not need
I could not obtain the requisite experience	Q87_experience
It is too difficult	Q87_difficult
It takes too long	Q87_too long
It is too expensive	Q87_expensive
The time commitment is too onerous with my other commitments	Q87_time
My qualifications are too long ago	Q87_quals expired
I haven't gotten around to doing it	Q87_around
I don't see the benefit to me	Q87_benefit
I do not have all the required qualifications	Q87_missing quals
Other (if entered an other response – quantitative)	Q87_other quant '1' for 'other' response

Response	Numerical code
Completely agree	6
Agree	5
Somewhat agree	4
Somewhat disagree	3
Disagree	2
Completely disagree	1
N/A	-999** not yet done

Q87 Other responses

Variable: Q87_never reg open	Num code
Currently completing qualifications towards registration	1
Not yet eligible	2
RIAI does not provide enough support for the cost	3
Registered elsewhere	4
I don't need to be registered/changed career	5
I intend to leave profession	6
Time is too onerous	7
Qualifications earned elsewhere not recognised or too difficult to have recognised	8
Costs too much time and money	9
Very difficult to juggle work and study	10
Other	11

Q88 Left the register

Please think about the reasons why you left the register and indicate to what extent you agree with the following statements.

Questions	Variable

My work changed and I no longer needed to be registered	Q88_not need
It is too expensive	Q88_expensive
I didn't feel it benefitted me	Q88_benefit
The time commitment is too onerous	Q88_time
I took maternity/paternity leave and re-joining was too difficult	Q88_mat leave
Other (please specify)	Q88_other quant '1' for 'other' response (10 total responses)

Response	Numerical code
Completely agree	6
Agree	5
Somewhat agree	4
Somewhat disagree	3
Disagree	2
Completely disagree	1
N/A	-999** not yet done

Q88_left open

Variable: Q88_left open	Num Code
Re-entry to register too difficult	1
Move to education	2
No benefit of registration	3
Cannot convert registration from elsewhere (outside EU)	4
Redundancy	5
Retired	6
Registered elsewhere	7

Q89 Do you consider yourself to have *left* architecture? (the broad field of architecture)
Logic branching question

Variable: Q89_left field	
Response	
No	0
Yes	1
Temporarily	2

Q90 Approximately how many years after completing your architecture studies at university did you move into another field?
Variable: Q90_Years before moving field
(If less than 1 year enter '0') Number of years – numerical ans

Q91. Did you ever work in architectural professional practice?

Variable: Q91_Ever_work_PP	
Response	
No	0
Yes	1
** Where ans to Q91_Ever_work_PP – is no (0) – NA entered for Q93, 94, 95**	

Q92 Do you consider yourself to have left architectural professional practice, but not the broader field of architecture?

Variable: Q92_left PP_but not field	
Response	Num code
Yes, I have left architectural professional practice, but *not* the broader field of architecture	3
Yes, I have left architectural professional practice *temporarily*, but *not* the broader field of architecture	4
I have not left architectural professional practice	-1

**Questions Q89 & Q92 -Combined into one column

Variable: Q89_92_comb_left	
Response	Num code
Yes, I have left architectural professional practice, but *not* the broader field of architecture	3
Yes, I have left architectural professional practice *temporarily*, but *not* the broader field of architecture	4
I have not left architectural professional practice	-1
No, I have not left architecture (broad field)	0
Yes, I have left the broad field of architecture	1
Temporarily left architecture (broad field)	2

(Therefore those who HAVE left arch PP are codes: 4, 3, 2, 1)

Q93, 94, 95 note
Where ans to Q91_Ever_work_PP – is no (0) – NA entered for Q93, 94, 95

Q93 In what year did you leave architectural professional practice?

Variable: Q93_year_left_PP

Numerical answer YYYY

Variable Q93a_how long ago left

Calculating how long ago it is since they left – calculation (2023-YEAR entered= number)

Q94 Approximately how many years did you spend in professional practice before leaving it?

Variable: Q94_years_spent_in PP

Numerical answer

Q95 Did you have your own architecture practice?

Response	Variable: Q95_own practice?
No	0
Yes	1

Q96 Did you have employees in your own practice?

Variable: Q96_empl_own_prac

Response	Variable: Q96_empl_own_prac
No	0
Yes	1

Q97_ How many people did you employ?

Variable: *Q97_no_empl*, Numerical ans.

Q98_ For how many years did you have your own practice?

Variable*: Q98_years_own_pract* Numerical ans

Reasons for leaving professional practice – cohort with own architecture practice

Q99 Industry factors for leaving professional practice – own practice

Factor	Variable
Professional indemnity insurance was too expensive	Q99_PI
The legal responsibility on architects was too much	Q99_legal
Paying staff became too expensive	Q99_staff_cost
Recruiting staff was too difficult	Q99_recruit
The registration fee was too expensive	Q99_reg_fee

Likert scale ans not at all important = 0, extremely important =6

Q100 Industry factors II.

Factor	Variable

It was no longer financially viable	Q100_fin_viable
The scale of the projects available to my practice was too small	Q100_scale
Getting paid for work done was too difficult	Q100_diff_paid
Day-to-day business costs were too expensive	Q100_costs
Fees chargeable were too low	Q100_fees

Likert scale ans not at all important = 0, extremely important =6

Q101 Working conditions.

Factor	Variable
I wanted greater work-life balance	Q101_WL_bal
I wanted better pay	Q101_pay
I wanted a job with less stress	Q101_stress
I wanted greater stability	Q101_stabliity

Likert scale ans not at all important = 0, extremely important =6

Q102 Working culture.

Factor	Variable
I did not have good relationships with other design consultants	Q102_rel_consul
My relationship with my working partners became difficult	Q102_rel_partners
I felt pressure conform to masculine stereotypes	Q102_masc_stereo
I felt I was not respected within the industry	Q102_respect

Likert scale ans not at all important = 0, extremely important =6

Q103 Personal situation.

Factor	Variable
I had caring responsibilities and could no longer do both	Q103_caring
I became ill and could no longer work	Q103_ill
I felt burnt out	Q103_burn

Likert scale ans not at all important = 0, extremely important =6

Q104 Something better.

Factor	Variable

I found a different occupation better suited to my skills	Q104_diff_occ
I found something else I was really interested in	Q104_other_interest
I simply wanted a change	Q104_change
I wanted to have more power to make changes in the built environment	Q104_power_change
I wanted to make a greater impact on society	Q104_impact_society

Likert scale ans not at all important = 0, extremely important =6

Q105 Expectations.

Factor	Variable
I felt I was not fulfilling my potential	Q105_potential
I felt I didn't care about architecture anymore	Q105_care_arch
The profession of architecture was not what I thought it would be	Q105_not_thought
I did not enjoy running my own business	Q105_run_business
I felt the reward was not worth the effort	Q105_reward_effort
I felt I was not spending enough time designing	Q105_time_design
I did not enjoy dealing with clients	Q105_clients

Likert scale ans not at all important = 0, extremely important =6

Q106. Discrimination.

Factor	Variable
I experienced bullying in my working life	Q106_bully
I experienced sexual harassment in my working life	Q106_sex_har
I felt discriminated against because of my age	Q106_age
I felt discriminated against because of my ethnicity	Q106_ethnic
I felt discriminated against because of my gender	Q106_gender
I felt discriminated against because of my sexuality	Q106_sexuality

Likert scale ans not at all important = 0, extremely important =6

Q107 Any other factor which was important in your decision to leave practice?
Variable: Q107_other_quant
Code, 1 = an answer was entered

Reasons for leaving professional practice – cohort employees only
 (ie did not have their own architecture practice)
Q108. Working conditions.

Factor	Variable
I wanted greater work-life balance	Q108_emp_WL_bal
I wanted better pay	Q108_emp_pay
I wanted flexible working hours	Q108_emp_flex
wanted a job with less stress	Q108_emp_stress
I wanted more opportunities for career progression	Q108_emp_prog
I wanted greater stability	Q108_emp_stabliity

Likert scale ans not at all important = 0, extremely important =6
Q109 Working culture.

Factor	Variable
I did not agree with the ethos of my workplace	Q109_emp_ethos
I did not have good relationships with my co-workers	Q109_emp_coworkers
I did not have good relationships with other design consultants	Q109_emp_consul
I felt pressure conform to masculine stereotypes	Q109_emp_masc_stereo
I felt my contributions were not valued	Q109_emp_value
I felt I was not respected	Q109_emp_respect

Likert scale ans: not at all important = 0, extremely important =6
Q110 Personal situation

Factor	Variable
I had caring responsibilities and could no longer do both	Q110_emp_caring
I became ill and could no longer work	Q110_emp_ill
I was working part time and wanted to work full time job	Q110_emp_full
I was working full-time and wanted to work part-time	Q110_emp_part

I felt burnt out	Q110_emp_burn

Likert scale ans not at all important = 0, extremely important =6

Q111 Something better.

Factor	Variable
I found a different occupation better suited to my skills	Q111_emp_diff_occ
I found something else I was really interested in	Q111_emp_other_interest
I simply wanted a change	Q111_emp_change
I wanted to have more power to make changes in the built environment	Q111_emp_power_change
I wanted to make a greater impact on society	Q111_emp_impact_society

Likert scale ans not at all important = 0, extremely important =6

Q112 Expectations.

Factor	Variable
I felt I was not fulfilling my potential	Q112_emp_potential
I felt I didn't care about architecture anymore	Q112_emp_care_arch
The profession of architecture was not what I thought it would be	Q112_emp_not_thought
I felt I was not getting enough time on site	Q112_emps_site
I felt I was not spending enough time designing	Q112_emp_time_design
I felt I did not have enough creative freedom	Q112_emp_creative

Likert scale ans not at all important = 0, extremely important =6

Q113 Discrimination.

Factor	Variable
I experienced bullying in the workplace	Q113_emp_bully
I experienced sexual harassment in the workplace	Q113_emp_sex_har
I felt discriminated against because of my age	Q113_emp_age
I felt discriminated against because of my ethnicity	Q113_emp_ethnic
I felt discriminated against because of my gender	Q113_emp_gender
I felt discriminated against because of my sexuality	Q113_emp_sexuality

Likert scale ans not at all important = 0, extremely important =6

Q114 Any other factor which was important in your decision to leave practice?

Variable: Q114_emp_any_other_factor

Factors given	Code
Recession of 2008/redundancy	1
Low pay / better pay elsewhere	2
Greater stability/job security	3
Lack of career progression opportunities	4
Childcare – cost/difficulty	5
Climate change/sustainability	6
Registration process – both too difficult and too many 'unqualified architects'	7
Excessive work pressure (excessive work load, unrealistic deadlines)	8
Poor and/or toxic work culture (includes, poor behavior, suggestions ignored, poor work life balance, "treated badly", bullying, excludes long working hours	9
Class bias or discrimination – includes accent, school	10
Left for another career/opportunity/education/travel	11
Family / Unsupportive of caring responsibilities	12
Male dominated working environment	13
Discordant ethical values	14
Tedious work	15
Employer-employee transparency	16
Other - includes retirement, difficult clients	17
Flexibility	18
Long working hours	19

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