

Successful Woman Architect Urban Planner



facilitator, networker, researcher, walker
and feminist born and bred on equitable
urban planning

Who am I?

Fig.1 Creative Momentum

6 countries **11** institutions



Where do I (mostly) work?



reSITE

2011-2015

Co-founder, lead coordinator

#reSITE2015

... JOHNSON
(Founder & President, Civitas, Denver)

Presentations:

PAVEL KYSILKA (Chairman of the Management Board, Ceska sporitelna, Prague)

STEPAN RIPKA (Executive Chairman, Platform for Social Housing, Prague)

ANDREAS SCHWAB (Deputy Project Manager and Senior Expert, Vienna Central Station, Vienna)

HIROKI MATSUURA (Partner, Maxwan, Rotterdam)

GABU HEINDL (Founder, Owner, Gabu Heindl Architektur, Vienna)



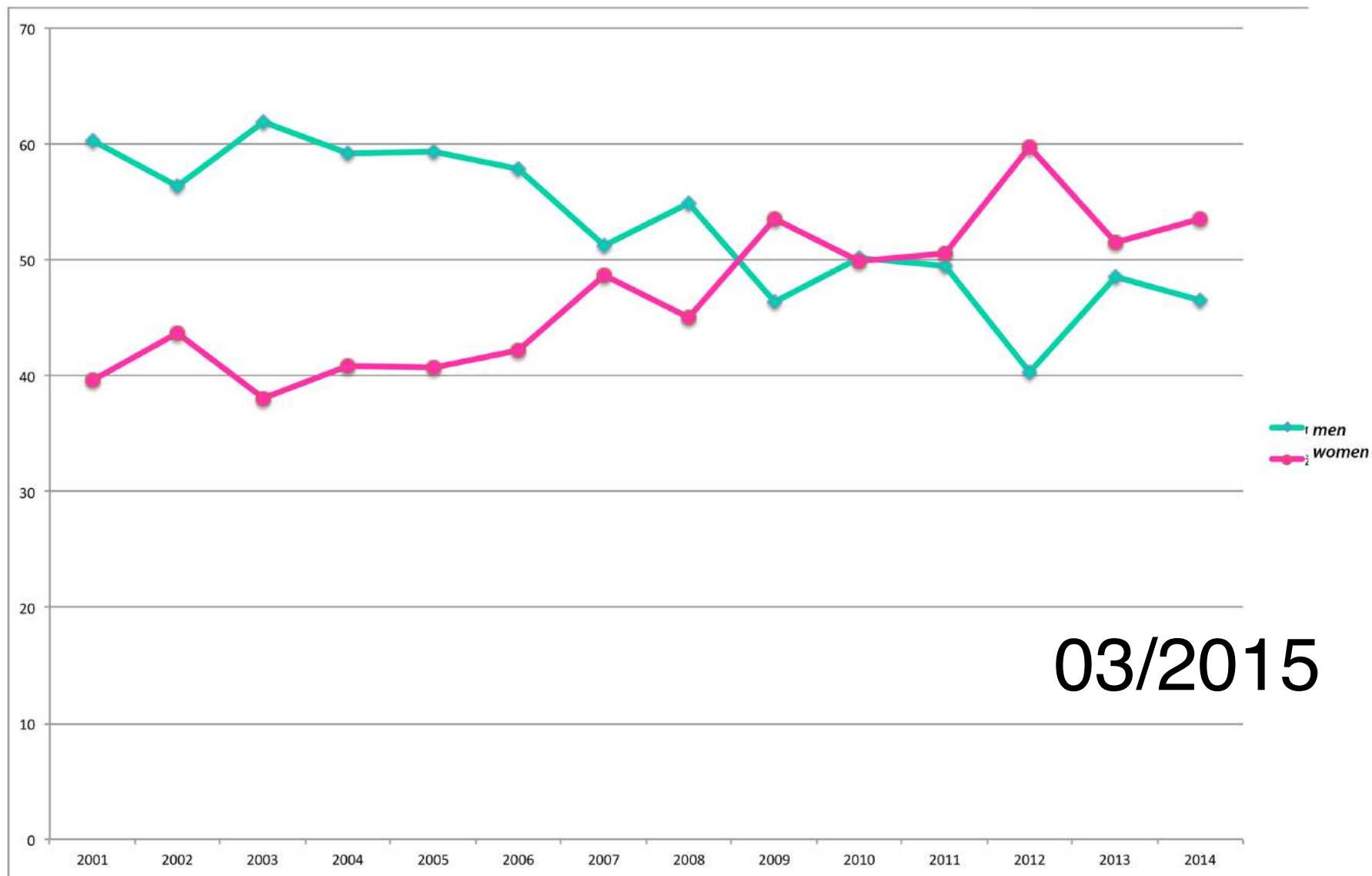
reSITE





Gender ratio of graduates at public and private Czech universities in programs

35 - Architecture 36 - Construction, Geodesy, Cartography and 4109, 4111 - Garden and Landscape Architecture a
between 2001-2014 at **faculties of architecture**



CONTEXT

2012 + 'urban planning in Prague visibly opens up'
towards other disciplines and wider groups of actors

- * Prague Institute of Planning and Development
- * Strategic, Metropolitan plan
- * Ladíme Prahu campaign
- * Metropolitan board

and non-governmental sector on rise

women
public space
prague



ASYMMETRY

significant lack of visible women experts in traditionally male dominated professions - architecture, urban planning

to be invited to expert dialogue

women
public space
prague

OPPORTUNITY

With the 'new wave' calling for more inclusive urban planning in Prague we have to stand for **integration of diverse professions and look for gender balance**

women
public space
prague





QUESTIONS

before the project starts

1. WHERE ARE WOMEN EXPERTS FROM THE FIELD?

Are they really architects, urban planners?
Are they in cultural sector? Education? Politics?

women
public space
prague





2. HOW MANY OF ACTIVE AND VISIBLE WOMEN STUDIED ARCHITECTURE AND URBAN PLANNING?

Many women engaged in the field of architecture, urban planning and increasing quality of urban life studied architecture and urban planning
- but they are not always designing

3. WHAT ARE THE POSITIONS OF THESE WOMEN?

What is the ratio between top, lower positions and freelancers?

women
public space
prague



4. THERE IS NO DEBATE ABOUT EMPOWERING WOMEN IN THESE FIELDS IN PRAGUE

Is this really possible??

women
public space
prague

women public space prague

07/2015

WPS
prague

INTERVIEWS CZ EN

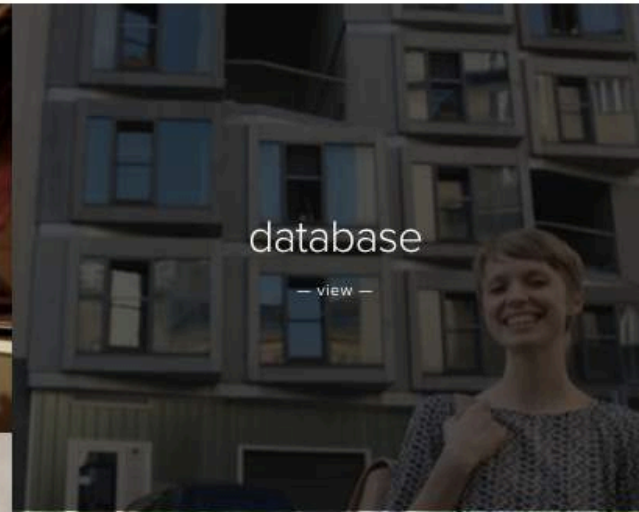


Photo courtesy: Monika Grilli Wagnerova

www.wpsprague.com/database/

in f

Apolena Rychliková
Lenka Kužvartová Markéta Pražanová Tereza Mašková Daniela Š
ňa Zabloudilová Veronika Bruhová Jana Kostelecká Lucie Medko
Tereza Knežourková Michaela Pixová Martina Macáková Klára M
Kateřina Bečková Lenka Burgerová Pavla Melková
esenková Zuzana Strnadová Jaroslava Tomanová Iva Pohánková
Průchová Denisa Vaclavová Eva Červinková Olga Škochová
tka Vídenová Kateřina Fišarová Olga Richterová
Michaela Kernová Michaela Hečková Markéta
Alice Rezková Lucie Stejskalová Anna Kadeřábková
Pavčina Kalandrová Kateřina Vondrová Monika McGarell Kl
maela Ottová Zdenka Lammelová Kateřina Pavlová Natálie
Sodja Lotker Anna Ježková Irena Fialová Daniela Retková
chanová Kristýna Holubová Tereza Stockelová Jarmila Johnová Kl
a Salzmann Jolana Mokrá Zuzana Masná Jana Neupauerová
lanka Treštíková Ivana Dvořáková Renáta Chmelová Šárka Sedláčk
rová Yvona Kreuzman Alena Rybničková Jitka Nešrstová Tereza
yzková Milota Sidorová Marie Davidová Jolana Říhová
liška Vaňková Simona Juráčková Karla Kupilíková Marcela Strakov
íková Kateřina Kotalová Olga Svitáková Markéta Kunešová Di
brian Marcela Linková Petra Hůlová Karolína Jirkalová Karolína Vo
Ilona Švihlíková Jitka Přerovská
Kristýna Stará Karina Kottová Yvette Vašourková Veronika Be
kushova Tereza Kopecká Šárka Havlíčková Maria Staszkiw
Marcela Steinbachová Regina Loukotová Lucie Svobodo
Monika Mitášová Kristýna Drápalová

WPS

prague professor, researcher **17**

22 cultural manager, artist

specialist on urban or community development,
working in ngo or foundations **13**

specialist, consultant on strategic planning, participation
working in private sector **7**

6 journalist, publicist, writer

municipal employee, politician, city councillor **5**

architects, landscape architect, urban planner

real-estate developer

1

18

WPS

prague

Are you looking for an interesting woman architect, urban designer, urban planner, community developer, cultural manager, artist, researcher or professor dealing with the city, urban development or public space to invite for a lecture, discussion or workshop?

Do you work in these fields and need professional advice or a sparring partner for a project?

Do you want to know more about the life and work of these inspiring women?'

WPS

prague

Do you feel like sharing your own experience, knowledge or supporting other women?

Or are you interested in a discussion on more gender-sensitive and inclusive approaches to urban design and planning, and the culture of public space more generally?

If your answer to at least one of these questions is yes, you are welcome to join us, no matter who you are.

**Successful
woman
architect,
urban planner?**

strategies for survival?

criteria

- 7 + 7 interviews Vienna_Prague
- successful women architects, urban planners at different stages of their lives
- different forms of employment

What do they have in common?

Women in Architecture survey: 9/10 women say children hinder careers

26 FEBRUARY, 2016 • BY LAURA MARK



- Low / unequal pay
- Long working hours
- Inflexible/unfamily friendly working hours
- Sidelining
- Limited areas of work
- Glass ceiling
- Stressful working conditions
- Protective paternalism preventing development of experience
- Macho culture, sexism
- Redundancy and or dismissal
- High litigation risk and high insurance costs
- Lack of returner training
- More job satisfaction elsewhere



- lack of women professors, role models
- discouraging environment and behavior of male academy staff towards women students

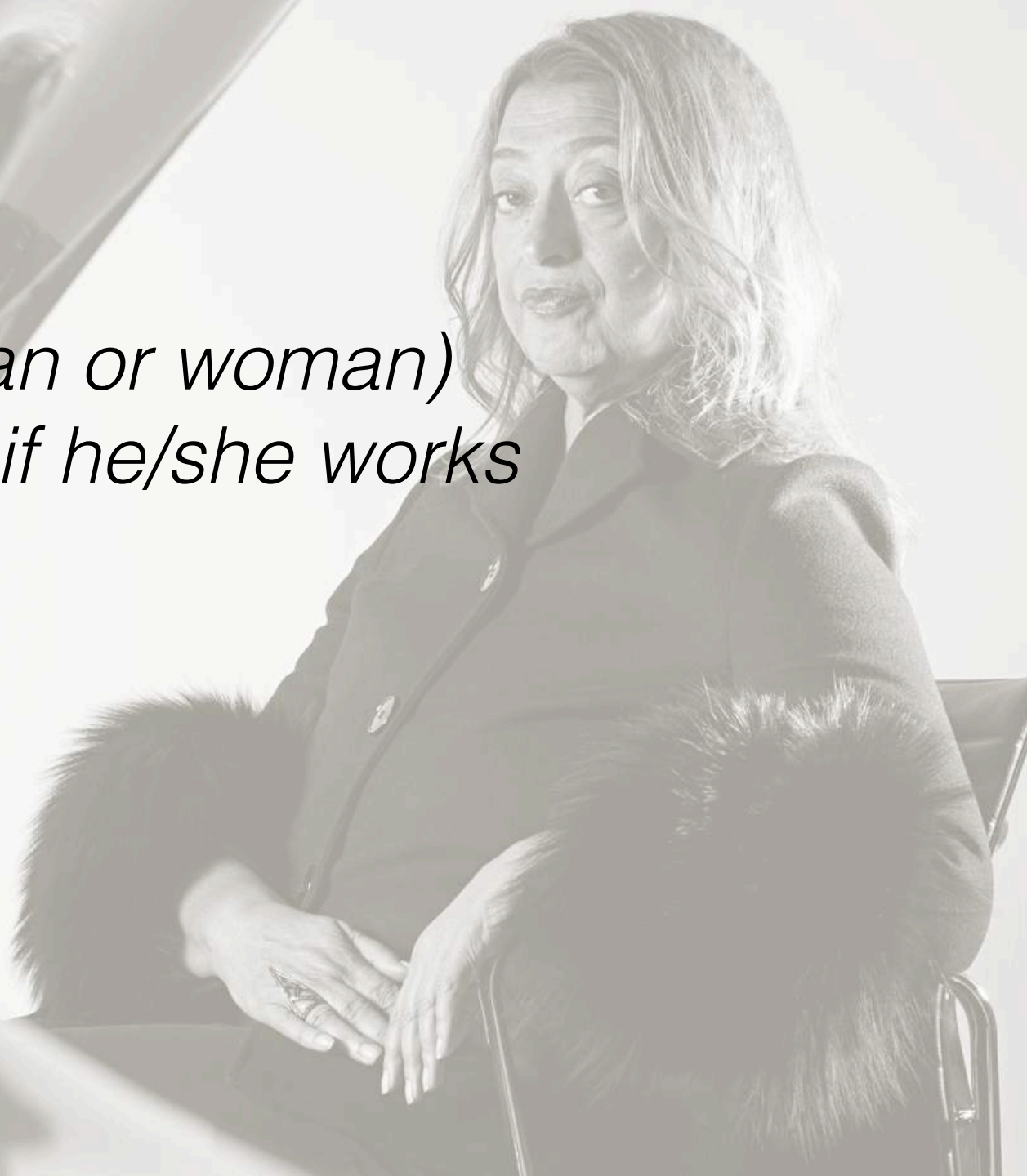
“Women are no good in technologies.”

*“Architecture is a tough business.
Not for women”*

Individual success

1

*„Everyone (man or woman)
can achieve it if he/she works
hard.”*



„I don't think we should be all like Zaha Hadid. We are fighting for competence. We are different, but it doesn't mean we would be less equal in our profession. However, architecture is part of building economy that remains heavily male dominated.”

Sabina Riss-Retschitzegger



Quotas

2

„Nobody likes them, but I know they are needed, otherwise the situation won't change and progress. Understanding of equality should be self-evident, but it can't be achieved without quotas first.

I would like to live in society where it is natural to have men and women in ratio 3:2 or 3:3. I would like to live in society where the criteria is not to be female, but the quality of the work.”

Elsa Prochazka



„I do think it is a matter of visibility and as long as it is a self-reproducing system that keeps men visible and reproduces their presence (by reciprocally reproducing) the invisibility of women’s work. It is a perpetual condition that can be changed only by quotas and active political support.”

Gabu Heindl



Independence

3



„I have achieved position so I was paid well. My husband was also working so we have never had financial problems. But that is rather lucky, you reach higher position with higher wages so you have a luxury to work part time and still live well. If you are on a low level, it is much harder, which is the case of many younger and freelancers.“

Eva Kail

Flexibility

4



„I worked 30 hours a week, well not really, I worked bit more. I was the head of the department, so I could really make flexible arrangements. I created such presence and visibility that I was fully accepted. Sometimes I was working overnight, but the next day I left for the event in kinder garden.

I remember I was at one jungle-party with kids and my secretary just brought me papers from the work. I signed it and she came back to the work.”

„It is normal to work part time, it is normal to come to work in the afternoon or work shifts. It is a custom abroad and it is working”

Regina Loukotova



Collective support

5

„Our idea was to empower women as architects. All of us had similar ideas about the wish to balance work and private life. The idea to found the studio was also to help each other in balancing that.”

Julia Nuler





„We made personal friendships. We were women working together in a very cooperative, dialogue oriented environment. When I returned back to the mainstream office I have realized how much more competitive and less cooperative environment that has been.”

Eva Kail

Partner

6

single, divorced, partnership, marriage. If in partnership, then:

- tolerant or equally busy partners (doctors, architects, film makers).
- professional collaboration in few cases mostly outside of their own business (they were not sharing the firm).
Collaboration with the partner while keeping independence and space was mentioned as rather positive factor in relationship.
- child or family care had to be split between both partners
- active father, helping with house works and contributing to family budget.

Return to work

7

„I was much more disciplined. A lot of time is totally and unnecessary wasted. Meetings. Men like to broad and broad and broad without any necessity. I was more disciplined which prospered my office.”

Elsa Prochazka



conclusions

- There is no female architecture per se, it is about working conditions for women
- Individual success doesn't mean the problem doesn't exist
- Quotas are not popular, but Viennese architects acknowledged them. Prague architects didn't have positive attitude towards them

conclusions

- Independence
- Flexible working time
- Support networks, job offers, starting business
- Claim for better working conditions inside mainstream offices

conclusions

- children are perceived as setbacks for career
- selection of right partner
- share of family care works among partners
- active fatherhood

**and it keeps
rolling...**

WPS
prague

looking for partners, research
sources, good ideas, networkers...

You!

www.wpsprague.com

milota@wpsprague.com

00420 773 02 99 11