

141 ARCHITECTS - THE INDIVIDUAL



4.1 EARNINGS

Average architects' earnings are €32 068 (adjusted for PPP). This is 10 per cent higher than the 2014 survey figure, and is the first year in which average earnings have increased since this survey began, in 2008.

Average salaries are higher in most countries; the largest rises between 2014 and 2016 are recorded in Romania, the Czech

Republic, Slovenia and Luxembourg. Average salaries are lower in a handful of countries, with the largest falls recorded by architects in Bulgaria, the Netherlands and Spain.

The adjustment of average earnings for Purchasing Power Parity (PPP) takes account of differing price levels in the surveyed countries, adjusting each country's average earnings figure by its PPP index. Earnings figures in the country pages are not adjusted.

CHART 4-1
CHANGE IN ARCHITECTS' AVERAGE EARNINGS
(ALL SURVEY COUNTRIES), 2008-16

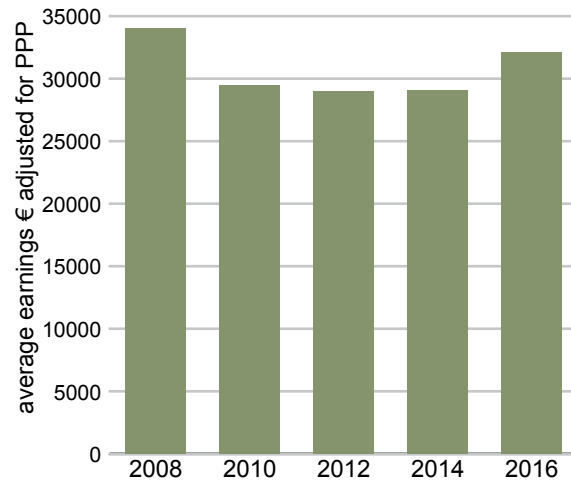


CHART 4-2
RANGE OF AVERAGE EARNINGS (ALL FULL-TIME ARCHITECTS), ADJUSTED FOR PPP

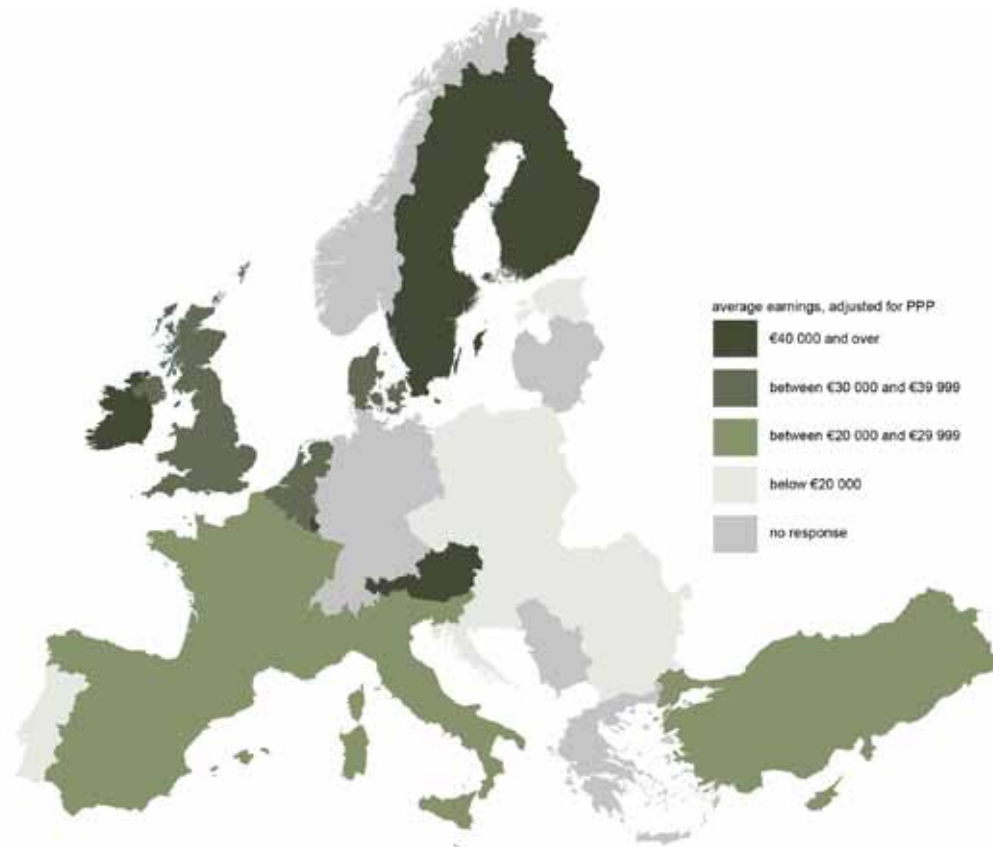




TABLE 4-1
AVERAGE EARNINGS OF FULL-TIME ARCHITECTS ANALYSED BY COUNTRY

€	average (median) earnings 2016		average (median) earnings adjusted for PPP			
	adjusted for PPP	unadjusted for PPP	2014	2012	2010	2008
Austria	47 529	50 000	42 095	42 174	38 925	47 337
Belgium	35 481	38 000	30 192	28 354	28 384	28 222
Bulgaria	6 564	3 576	9 506	12 030	14 555	n/a
Croatia	19 338	12 481	17 946	18 078	18 892	n/a
Cyprus *	20 023	17 000	n/a	n/a	n/a	n/a
Czech Republic *	17 518	11 089	13 150	19 410	21 268	n/a
Denmark	39 478	53 738	43 187	42 543	37 843	39 012
Estonia *	19 947	14 000	22 215	12 776	15 318	36 084
Finland	41 771	50 000	40 486	38 339	35 601	32 327
France	27 986	30 000	27 498	27 326	28 871	33 241
Germany ***	n/a ***	n/a ***	43 350	46 422	39 932	38 797
Hungary	19 609	11 216	n/a	13,678	n/a	n/a
Ireland	40 816	49 250	38 103	36 847	40 200	52 209
Italy	24 777	25 000	27 132	24 248	18 779	n/a
Lithuania	n/a	n/a	n/a	n/a	10,252	n/a
Luxembourg	58 725	70 000	48 701	46 267	n/a	44 484
Malta *	35 122	28 273	36 478	32 051	n/a	34 447
Netherlands	39 047	43 000	54 496	n/a	n/a	n/a
Poland	17 489	9 584	n/a	22,045	24,935	n/a
Portugal	14 833	12 000	13 433	13 714	n/a	n/a
Romania *	15 274	8 039	9 822	10 844	8 172	22 748
Slovakia	18 018	12 000	15 581	n/a	16,378	n/a
Slovenia	24 406	19 000	19 808	17 964	29 240	31 491
Spain	24 390	22 000	28 354	20 534	n/a	n/a
Sweden	41 216	49 777	35 890	35 649	36 612	29 990
Turkey	20 517	13 120	19 213	24 902	21 432	20 486
United Kingdom	38 871	51 037	37 582	48 242	45 922	45 014
2016 EUROPE-27** (26 in 2014 25 in 2012 23 in 2010 and 17 in 2008)	32 068	32 000	29 070	29 014	29 493	34 003

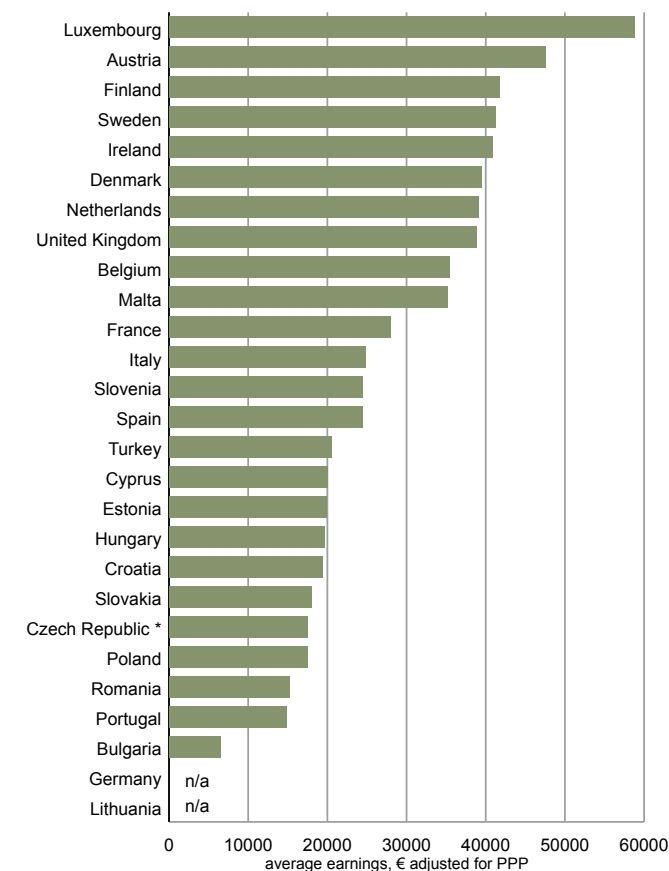
* caution - small sample

** 2016 EUROPE-27 figures are NOT WEIGHTED so will be affected by the composition of each year's sample. The EUROPE-27 total for 2016 includes the Germany 2016 figures for Partners/Directors/Sole Principals plus an estimate, based on 2014 Germany data, for employment fields not included in the 2016 survey.

*** 2016 earnings for Germany n/a because the German data is sourced from BAK survey which only includes Partners/Directors/Sole Principals



CHART 4-3
AVERAGE EARNINGS, ALL FULL-TIME ARCHITECTS, ADJUSTED FOR PURCHASING POWER PARITY (PPP)

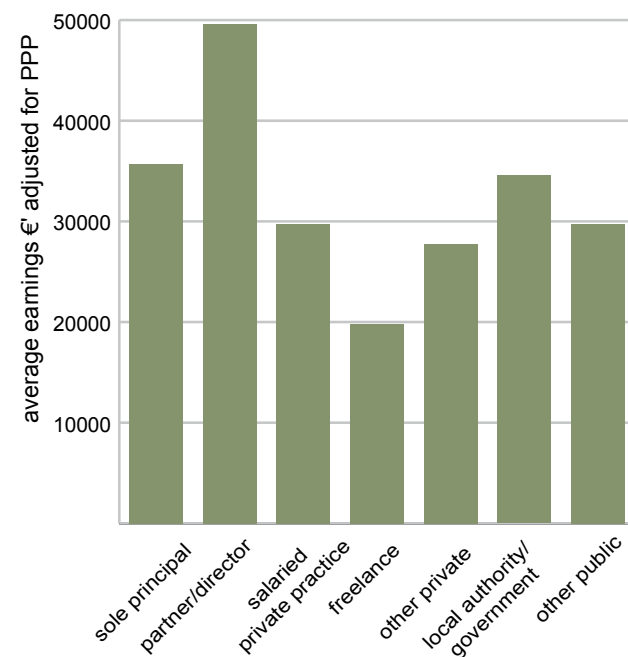


4.2 EARNINGS BY FIELD OF EMPLOYMENT

TABLE 4-2
AVERAGE EARNINGS ANALYSED BY COUNTRY AND FIELD OF EMPLOYMENT (ADJUSTED FOR PPP)

€	average (median) earnings adjusted for PPP									
	sole principal	partner/director	ALL Principals	private practice salaried	freelance	other private	ALL private	local / central gov't	other public	ALL public
Austria	47 529	56 559	47 529	35 789	n/a	n/a	47 529	n/a	n/a	n/a
Belgium	37 348	44 818	42 017	46 685	30 187	32 680	37 348	38 282	44 282	38 282
Bulgaria	10 119	n/a	13 127	4 159	17 503	n/a	6 564	9 189	n/a	6 564
Croatia	15 890	15 267	15 291	19 391	n/a	23 003	18 321	19 949	27 033	26 463
Cyprus *	17 162	n/a	20 384	1 912	n/a	n/a	15 775	n/a	n/a	n/a
Czech Republic *	17 518	n/a	17 518	19 796	10 511	n/a	17 518	n/a	n/a	n/a
Denmark	37 318	60 298	49 102	37 760	12 422	39 310	40 636	38 594	40 755	39 773
Estonia *	n/a	42 553	42 553	19 947	n/a	n/a	19 947	n/a	n/a	n/a
Finland	45 530	61 821	50 961	38 012	n/a	46 700	41 249	41 896	44 110	42 356
France	23 719	35 579	23 719	37 951	22 770	24 668	28 463	37 713	32 875	34 837
Germany **	56 052	65 264	58 347	n/a	39 090	n/a	n/a	n/a	n/a	n/a
Hungary	22 410	n/a	28 013	19 049	n/a	16 808	18 769	20 169	16 808	19 609
Ireland	33 469	47 347	37 551	36 646	n/a	42 449	36 735	56 327	46 122	53 061
Italy	27 209	34 688	28 962	23 786	17 839	21 804	24 777	29 732	26 759	27 405
Lithuania	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Luxembourg	43 666	73 826	63 758	76 133	50 336	67 114	67 114	n/a	n/a	n/a
Malta *	n/a	n/a	n/a	26 460	n/a	n/a	32 298	35 963	47 826	36 646
Netherlands	45 830	48 121	45 830	45 830	27 077	36 664	39 413	n/a	57 287	59 578
Poland	22 902	73 078	35 394	8 045	7 995	2 078	18 321	20 216	n/a	20 216
Portugal	16 341	17 800	17 305	11 867	13 597	16 378	13 943	19 468	25 884	22 250
Romania *	17 640	23 121	20 381	2 906	n/a	n/a	15 489	n/a	n/a	n/a
Slovakia	22 072	16 216	19 219	19 520	13 101	n/a	20 420	n/a	n/a	16 937
Slovenia	25 031	25 031	25 031	18 773	18 773	17 522	22 528	n/a	n/a	27 034
Spain	16 630	27 716	17 738	26 608	23 282	22 173	22 173	57 650	45 455	53 215
Sweden	43 904	62 720	52 326	40 320	n/a	38 707	41 037	41 485	46 448	41 996
Turkey	46 164	30 776	41 034	16 003	21 004	9 233	18 465	24 621	22 928	23 082
United Kingdom	25 752	48 588	38 871	38 871	n/a	35 955	38 871	38 540	57 143	46 645
2016 EUR-27	35 679	49 640	39 643	29 732	19 822	27 750	34 277	34 563	29 732	33 379
2014 EUR-26	29 070	38 760	31 977	28 571	19 380	29 636	29 070	31 159	31 372	31 224
2012 EUR-25	29 098	39 767	29 098	28 167	19 399	29 098	28 487	32 004	29 098	30 807
2010 EUR-23	30 144	40 000	33 364	27 556	25 416	32 517	29 852	34 223	27 556	31 957
2008 EUR-17	37 895	43 605	38 952	30 182	29 070	43 605	34 597	33 915	26 964	32 131

CHART 4-4
EARNINGS BY FIELD OF EMPLOYMENT
(ADJUSTED FOR PPP)



* caution - small sample

** Germany data from BAK survey which includes data for Partners/Directors/Sole Principals only. Some cells are therefore marked n/a. Germany IS included in the 2016 EUROPE-27 figure (includes 2016 data for Partners/Directors/Sole Principals plus an estimate, based on 2014 Germany data, for employment fields not included in the 2016 survey). Earnings data converted from local currencies to Euros, exchange rate as at 01.05.16 and then adjusted for PPP

This year, Partners and Directors earn 39 per cent more than the next highest paid employment group, Sole Principals. Average earnings for both groups have increased markedly since 2014; Sole Principals' average earnings are 23 per cent higher; while that for Partners and Directors is up by 28 per cent.

Average salaries of private practice salaried staff are 4 per cent higher while freelancers' earnings are higher by 2 per cent. But average salaries for architects working in 'other' private areas are lower in 2016 than in the 2014 survey.

Average salaries of local or central government architects have increased by 11 per cent, but those in other parts of the public sector report a fall in salaries, which are 5 per cent lower.

Architects' average earnings rise in line with age. The increases between each five year age group are fairly even up to age 50. Peak earnings are achieved at age 55 to 64.

In all cases, figures quoted are based on data which has been adjusted for PPP.

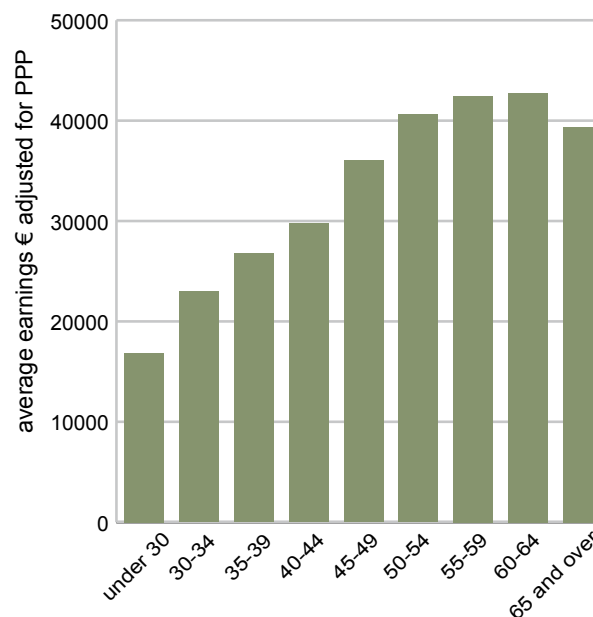
4.3 EARNINGS BY AGE

TABLE 4-3
AVERAGE EARNINGS ANALYSED BY AGE (ADJUSTED FOR PPP)

€	2016*			2014 EUROPE-26 MEDIAN	2012 EUROPE-25 MEDIAN	2010 EUROPE-23 MEDIAN	2008 EUROPE-17 MEDIAN
	lower quartile	MEDIAN	upper quartile				
<30	7 136	16 848	27 197	14 241	14 549	15 615	17 041
30-34	12 099	22 995	34 012	14 763	19 399	24 550	29 214
35-39	14 866	26 759	40 814	30 189	24 902	30 075	34 677
40-44	17 505	29 732	48 980	32 704	29 098	33 364	38 760
45-49	19 822	36 022	57 259	38 611	33 800	33 364	39 729
50-54	23 031	40 634	66 540	44 025	36 081	34 317	42 391
55-59	23 524	42 440	71 581	44 824	38 797	35 119	43 647
60-64	23 935	42 751	70 940	48 264	41 370	40 875	41 890
65+	28 537	39 374	56 230	29 151	37 354	36 095	n/a

* 2016 figures include Germany 2016 figures for Partners/Directors/Sole Principals plus an estimate, based on 2014 Germany data, for employment fields not included in the 2016 survey.

CHART 4-5
AVERAGE EARNINGS BY AGE (ADJUSTED FOR PPP)



4.4 EARNINGS BY GENDER

The long-term trend in earnings data analysed by gender shows that a considerable differential exists - and persists - between the average earnings of male and female architects. This year's survey shows full-time male architects earn 48 per cent more than full-time women; for part-time architects, men earn 12 per cent more than women. The trend figures show that the average earnings of male architects has increased faster than that of female architects, and the differential has widened markedly. This year's full-time earnings differential of 48 per cent compares with 33 per cent in 2014, 43 per cent in 2012 and around 46 per cent in 2010 and 2008.

The part-time average earnings figures have been grossed up to represent full-time equivalence (FTE). As in 2014 (but not 2012 or 2010), average part-time earnings - when adjusted to full-time equivalent - are lower than full-time for male architects; male part-time architects, earn 14 per cent less than their full-time colleagues. Female full and part-time average earnings are identical this year.

CHART 4-6
AVERAGE EARNINGS OF MALE AND FEMALE ARCHITECTS, WORKING FULL-TIME (ADJUSTED FOR PPP)

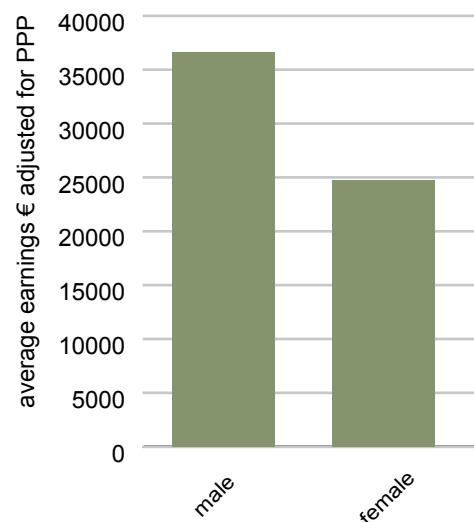


CHART 4-7
CHANGE IN MALE / FEMALE ARCHITECTS' AVERAGE EARNINGS (ALL SURVEY COUNTRIES), 2008-16

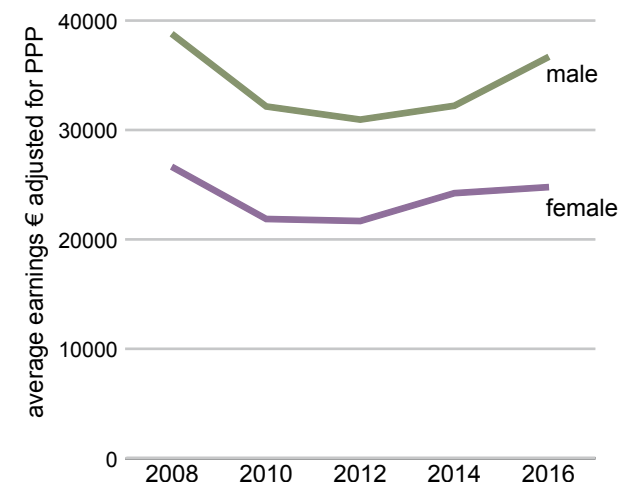


TABLE 4-4
AVERAGE EARNINGS ANALYSED BY GENDER AND FULL-TIME OR PART-TIME WORKING (ADJUSTED FOR PPP AND PART-TIME EARNINGS ADJUSTED TO FULL-TIME EQUIVALENT)

€		2016**			2014 EUROPE-26 MEDIAN	2012 EUROPE-26 MEDIAN	2010 EUROPE-23 MEDIAN	2008 EUROPE-17 MEDIAN
		lower quartile	MEDIAN	upper quartile				
Full time	male	19 822	36 664	59 465	32 213	30 948	32 149	38 760
	female	12 973	24 777	39 643	24 225	21 680	21 866	26 620
Part time FTE*	male	11 614	27 874	49 317	30 105	34 099	37 936	30 431
	female	12 074	24 777	41 574	23 750	24 137	25 862	24 225

* full-time equivalent (FTE) based on converting part-time earnings to a working week of 37.5 hours

** 2016 figures include Germany 2016 figures for Partners/Directors/Sole Principals plus an estimate, based on 2014 Germany data, for employment fields not included in the 2016 survey.

4.5 WORKING IN ANOTHER EUROPEAN COUNTRY

Five per cent of architect respondents have worked in another European country in the last 12 months. This is the same proportion as in the last survey. The 2016 figure includes more than 10 per cent of architects in Luxembourg, Slovenia, Austria, the Netherlands and Ireland. On average, architects who have worked in another European country in the last year have worked in just one other country. The figure of 5 per cent of architects who have worked in another European country compares with 36 per cent who have seriously considered working in another country in the past year. At least 40 per cent of architects in Cyprus, Turkey, Poland, Slovenia, Spain and Italy have seriously considered this. By comparing the country in which respondents are established with that where their current office is we can estimate the level of architects working in another country. This figure is 2.2 per cent, almost identical to the 2014 figure (table 4-6).

Eighteen per cent of respondents studied in a different European country from the one in which they are now principally established. This is the same proportion as in the 2014 survey. The highest proportion is recorded by architects in Luxembourg (87 per cent) and in Cyprus (76 per cent).

TABLE 4-5
PROPORTION OF ARCHITECTS WHO HAVE WORKED IN ANOTHER EUROPEAN COUNTRY, LAST 12 MONTHS

per cent / number	architects who have worked in another European country in last 12 months (%)	of whom: average (mean) number of countries working in for...		have seriously considered working in another country, last 12 months (%)	architects part/wholly educated in different country from the one in which principally established (%)
		short periods (up to 16 weeks)	longer periods (>16 weeks) or on-going work		
Austria	13	1.2	1.6	22	22
Belgium	9	3.3	0.4	15	22
Bulgaria	9	1.0	0.4	28	20
Croatia	4	0.8	0.6	31	31
Cyprus *	7	1.7	1.0	53	76
Czech Republic *	7	0.3	0.5	23	41
Denmark	6	1.0	0.7	20	31
Estonia *	2	3.0	0.0	33	16
Finland	1	1.0	0.8	14	26
France	4	1.8	1.4	15	25
Germany ***	5	1.3	1.3	n/a	14
Hungary	7	1.4	1.1	21	11
Ireland	12	1.2	0.8	21	35
Italy	4	1.0	0.8	42	12
Lithuania	4	2.2	0.8	7	16
Luxembourg	37	0.9	0.8	33	87
Malta *	0	0.0	0.0	16	33
Netherlands	14	1.5	1.2	18	21
Poland	3	0.0	0.0	45	17
Portugal	5	0.9	0.7	38	25
Romania *	5	1.0	0.0	21	15
Slovakia	9	1.5	0.7	23	18
Slovenia	15	1.2	0.8	44	25
Spain	4	1.0	0.7	42	19
Sweden	4	1.0	0.7	28	37
Turkey	2	4.4	3.0	51	16
United Kingdom	8	1.8	1.1	25	28
2016 EUROPE-27**	5	1.3	1.0	36	18
2014 EUROPE-26**	5	1.3	1.0	35	18
2012 EUROPE-25**	n/a	n/a	n/a	35	n/a
2010 EUROPE-23	n/a	n/a	n/a	n/a	n/a
2008 EUROPE-17	n/a	n/a	n/a	n/a	n/a

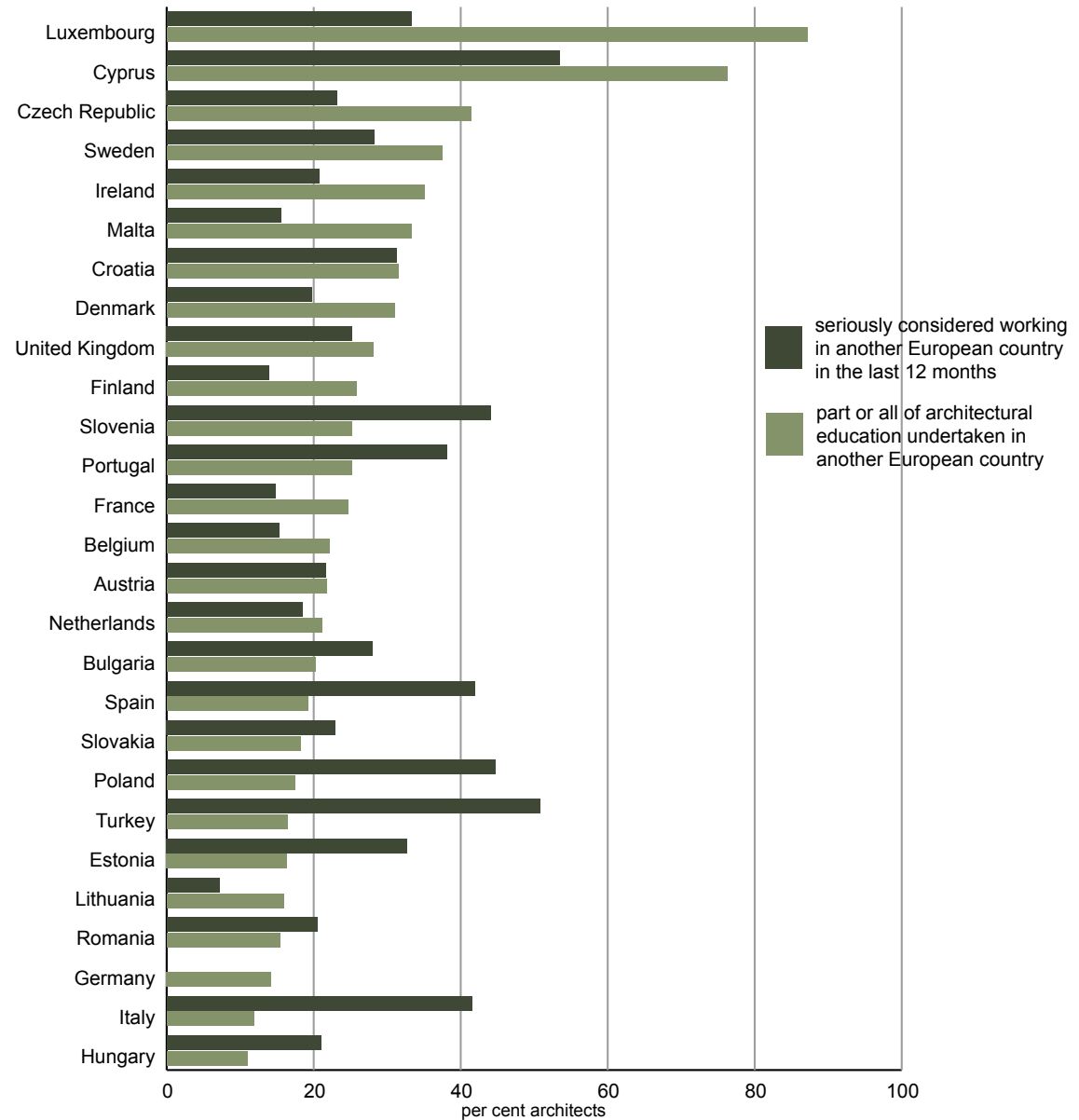
* caution - small sample *** Germany figures are for Partners/Directors/Sole Principals only
n/a = question not asked
** total figure is a weighted average and takes account of the number of architects in each participating country

TABLE 4-6
PROPORTION OF ARCHITECTS WORKING IN A DIFFERENT COUNTRY FROM WHERE PRINCIPALLY ESTABLISHED

per cent	architects working / resident in different country from the one in which principally established (%)
2016 EUROPE-27	2.2
2014 EUROPE-26	2.3
2012 EUROPE-25**	2.9
2010 EUROPE-23**	3.4
2008 EUROPE-17**	7.0

** total figure is a weighted average and takes account of the number of architects in each participating country

CHART 4-8
ARCHITECTS WHO WERE AT LEAST PARTLY EDUCATED IN ANOTHER EUROPEAN COUNTRY, COMPARED WITH ARCHITECTS WHO HAVE SERIOUSLY CONSIDERED WORKED IN ANOTHER EUROPEAN COUNTRY



4.6 MAIN CONCERNS ABOUT WORKING IN ANOTHER COUNTRY

Nearly half of respondents think that practical, relocation or personal issues are the main concerns about working in another country. Other significant concerns are not having sufficient knowledge of planning or building regulations and having insufficient language skills. The proportion of respondents who mention each of these top three concerns is very similar to the last survey. However, more architects report two other concerns than did in the 2014 survey; the proportion who are held back by a lack of knowledge of the local market has increased, while many more say they are unable to find work in another country this year. If we compare architects who have worked in another country with those who have not, practical and language concerns are significantly less important amongst those who have already worked in another country.

CHART 4-9
MAIN CONCERNS - WORKING IN ANOTHER COUNTRY



TABLE 4-7
MAIN CONCERNS ABOUT WORKING IN ANOTHER COUNTRY CITED BY RESPONDING ARCHITECTS

per cent	unable to find work	insufficient language skills	insufficient knowledge of planning / building regulations	architectural qualification issues	practical, relocation or personal issues	knowledge of local market	knowledge of local fee scales / tariffs	PII cover for work in other European countries
Austria	11	21	46	7	41	36	13	12
Belgium	9	22	50	8	45	43	14	13
Bulgaria	33	28	46	14	39	37	18	14
Croatia	12	26	43	12	56	29	11	8
Cyprus *	29	22	33	9	48	38	17	12
Czech Republic *	5	43	61	16	45	16	14	14
Denmark	13	27	52	15	72	35	22	7
Estonia *	15	23	39	5	53	22	12	9
Finland	17	39	45	10	47	48	20	15
France	17	39	45	10	47	48	20	15
Germany ***	40	30	42	25	34	30	17	22
Hungary	8	37	36	12	36	24	7	1
Ireland	20	40	45	8	46	30	15	14
Italy	12	41	30	8	68	24	6	6
Lithuania	17	23	27	11	18	27	11	9
Luxembourg	13	6	21	7	28	28	9	8
Malta *	18	16	51	13	60	40	18	16
Netherlands	11	16	37	11	33	32	6	11
Poland	23	44	63	17	33	29	14	15
Portugal	23	23	25	8	54	19	8	5
Romania *	24	21	32	32	53	29	5	8
Slovakia	19	37	41	14	28	43	20	11
Slovenia	37	20	57	15	39	32	13	19
Spain	38	47	48	19	25	34	13	12
Sweden	7	9	16	6	36	12	4	3
Turkey	46	42	32	33	27	26	12	6
United Kingdom	22	45	43	10	42	30	14	13
2016 EUROPE-27	25	36	38	16	46	29	12	11
2014 EUROPE-26	18	38	37	11	47	26	11	10
2012 EUROPE-25	19	39	35	11	66	n/a	n/a	n/a
2010 EUROPE-23	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
2008 EUROPE-17	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a

* caution - small sample

*** Germany figures are for Partners/Directors/Sole Principals only

2012/10/08 n/a = question was not asked

4.7 RETIREMENT

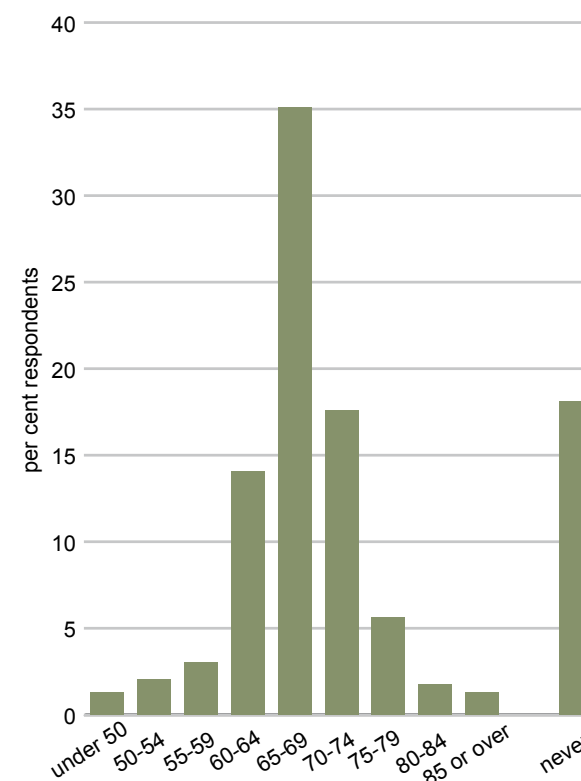
TABLE 4-8
AGE AT WHICH ARCHITECTS EXPECT TO RETIRE, ANALYSED BY COUNTRY

per cent	under 50	50-54	55-59	60-64	65-69	70-74	75-79	80-84	85 or over	never
Austria	1	0	0	6	36	33	9	2	1	12
Belgium	0	0	3	20	48	15	3	1	1	9
Bulgaria	1	1	3	25	28	12	6	3	4	17
Croatia	0	1	3	22	41	8	4	1	1	20
Cyprus *	0	2	0	19	46	14	2	4	0	14
Czech Republic *	0	0	0	20	27	14	5	0	2	32
Denmark	0	0	0	8	52	26	7	1	0	5
Estonia *	0	0	9	6	26	13	11	15	0	20
Finland	0	0	0	22	57	8	2	0	2	7
France	0	0	2	21	42	16	4	2	2	11
Germany	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Hungary	0	0	3	24	33	12	8	1	2	16
Ireland	0	0	2	10	41	25	6	2	1	14
Italy	0	0	1	13	32	21	8	2	1	22
Lithuania	0	0	4	25	42	12	4	1	2	10
Luxembourg	0	0	5	33	33	14	1	2	0	11
Malta *	0	2	9	29	40	9	7	0	0	4
Netherlands	0	0	0	7	49	23	4	2	1	11
Poland	1	2	2	9	25	16	6	5	3	32
Portugal	0	1	2	13	41	10	4	2	2	26
Romania *	0	5	0	22	32	8	3	5	8	16
Slovakia	2	0	2	21	31	15	8	2	2	19
Slovenia	0	1	2	15	39	10	7	2	1	22
Spain	1	0	0	8	44	21	3	1	1	20
Sweden	0	0	1	12	62	16	4	1	0	3
Turkey	9	15	18	21	14	5	1	1	1	16
United Kingdom	0	1	2	12	39	25	6	2	1	11
2016 EUR-27	1	2	3	14	35	18	6	2	1	18
2014 EUR-26	1	1	2	15	38	15	6	2	1	19
2012 EUR-25	1	1	2	14	34	16	6	2	2	23
2010 EUR-23	2	3	5	20	37	13	4	1	1	14
2008 EUR-17	3	4	7	20	39	11	3	1	1	12

* caution - small sample

The peak age for retirement is expected to be at age 65 to 69; 35 per cent of architects say they expect to retire at this age. Fourteen per cent expect to retire at age 60 to 64, but just 6 per cent expect to retire at an age younger than 60. Eighteen per cent will not retire before they are aged 70; another 9 per cent will not retire until beyond 75. Eighteen per cent will 'never' retire.

CHART 4-10
AGE AT WHICH ARCHITECTS EXPECT TO RETIRE





The likelihood of respondents continuing to work as an architect until they retire remains virtually unchanged from the last survey. Thirty six per cent will “definitely” continue to work as an architect, 37 per cent will “probably” continue to work.

Nineteen per cent are not sure, while just 6 per cent say they will “probably not” continue to practice as an architect but just 2 per cent say “definitely not”. The highest proportions of architects responding “probably not” or “definitely not” are from Italy, Portugal and Spain.

CHART 4-11
LIKELIHOOD OF CONTINUING TO WORK AS AN ARCHITECT UNTIL RETIREMENT

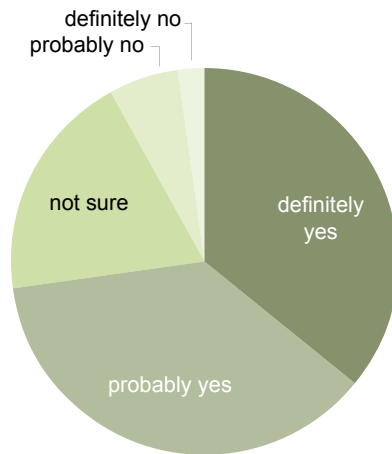


TABLE 4-9
WHETHER ARCHITECTS WILL CONTINUE TO PRACTICE THEIR PROFESSION UNTIL THEY RETIRE

per cent	definitely yes	probably yes	not sure	probably no	definitely no
Austria	51	41	6	2	0
Belgium	28	43	22	4	2
Bulgaria	57	25	16	0	1
Croatia	45	40	11	3	1
Cyprus *	38	45	16	2	0
Czech Republic *	36	45	18	0	0
Denmark	46	41	9	3	1
Estonia *	45	53	2	0	0
Finland	38	50	9	2	0
France	28	42	22	6	2
Germany	n/a	n/a	n/a	n/a	n/a
Hungary	54	30	14	2	0
Ireland	40	43	14	3	1
Italy	29	35	24	8	3
Lithuania	51	34	13	2	1
Luxembourg	50	45	5	0	0
Malta *	13	62	22	2	0
Netherlands	33	46	15	3	2
Poland	52	36	7	3	2
Portugal	39	31	21	7	2
Romania *	78	14	8	0	0
Slovakia	46	39	12	2	1
Slovenia	56	20	19	3	2
Spain	39	32	20	8	1
Sweden	48	39	9	3	1
Turkey	40	39	16	4	1
United Kingdom	37	46	11	4	2
2016 EUROPE-27	36	37	19	6	2
2014 EUROPE-26	36	38	18	6	2
2012 EUROPE-25	35	39	18	6	2
2010 EUROPE-23	41	43	12	3	1
2008 EUROPE-17	39	42	13	4	2

* caution - small sample

4.8 HOURS WORKED

Sole Principals and Partners & Directors report longer working hours than salaried architects in private practice, who in turn report longer hours than those in the public sector. Partners/Directors work on average 49 hours per week, and Sole Principals 47 hours. Salaried architects in private practice work, on average, 43 hours per week. The average working week in the public sector is 40 hours.

A working week in excess of 50 hours is reported by Sole Principals in Germany, Malta, Belgium, Austria, Cyprus, and Slovakia; and by Partners & Directors in Czech Republic, Lithuania, Malta and Germany. Private practice salaried staff in Belgium also average over 50 hours per week.

TABLE 4-10
DIFFERENCE BETWEEN AVERAGE HOURS
CONTRACTED TO WORK AND
AVERAGE HOURS WORKED

number of hours	difference between contracted and worked hours per week
sole principal	n/a
partner/director	n/a
private practice salaried	4.8
freelance	6.8
other private	5.4
local / central government	3.3
other public	4.6
2016 EUROPE-27	5.0 *
<i>2014 EUROPE-26</i>	<i>3.7</i>
<i>2012 EUROPE-25</i>	<i>3.9</i>
<i>2010 EUROPE-23</i>	<i>3.5</i>
<i>2008 EUROPE-17</i>	<i>4.9</i>

* ALL figure no longer includes Partners/Directors/Sole Principals

TABLE 4-11
AVERAGE (MEAN) NUMBER OF HOURS WORKED PER WEEK,
ANALYSED BY COUNTRY AND FIELD OF EMPLOYMENT

hours / week	sole principal	partner/ director	private practice salaried	freelance	other private	local / central government	other public
Austria	50.1	49.5	44.4	46.5	n/a	35.0	n/a
Belgium	50.4	49.6	50.4	46.1	48.1	40.1	43.3
Bulgaria	46.8	47.9	45.3	47.5	39.3	49.3	28.3
Croatia	43.5	46.9	42.7	47.5	41.0	41.5	45.5
Cyprus *	50.2	48.0	39.9	50.0	40.0	38.0	39.3
Czech Republic *	49.9	55.0	46.7	42.0	n/a	38.0	n/a
Denmark	44.1	46.3	39.1	46.0	40.4	37.2	38.2
Estonia *	48.0	44.0	47.2	n/a	n/a	40.0	40.0
Finland	44.6	45.5	39.2	50.0	41.3	39.3	40.2
France	48.1	44.6	43.3	46.3	46.5	41.0	41.8
Germany ***	51.7	51.6	41.7	47.7	48.9	40.4	n/a
Hungary	48.0	40.0	41.5	45.0	47.4	40.9	38.3
Ireland	46.5	47.0	42.8	46.3	43.8	41.2	43.3
Italy	41.6	44.4	42.2	43.3	42.8	39.7	38.9
Lithuania	45.4	53.8	40.1	52.4	45.1	39.8	40.0
Luxembourg	40.3	45.8	44.7	39.6	36.2	n/a	n/a
Malta *	51.7	60.0	45.8	55.0	45.0	44.7	45.0
Netherlands	47.3	48.7	42.8	41.6	45.3	39.0	41.7
Poland	47.0	46.0	45.9	46.9	41.8	47.5	40.0
Portugal	42.2	42.9	43.6	43.0	45.4	38.1	40.8
Romania *	47.6	47.1	44.8	n/a	45.3	40.0	49.0
Slovakia	50.1	46.6	45.3	49.1	44.8	43.0	45.0
Slovenia	38.9	47.8	42.7	42.1	41.4	43.0	43.3
Spain	47.0	46.8	42.1	41.6	42.8	47.5	45.3
Sweden	45.5	44.1	41.2	35.0	42.9	41.7	46.1
Turkey	47.6	46.3	49.7	44.0	52.9	40.3	40.4
United Kingdom	42.4	43.6	43.3	44.4	42.9	40.6	40.2
2016 EUROPE-27	47.2	48.8	43.1	44.5	44.0	40.0	40.0
<i>2014 EUROPE-26</i>	<i>44.5</i>	<i>45.3</i>	<i>43.9</i>	<i>42.9</i>	<i>44.0</i>	<i>40.3</i>	<i>41.0</i>
<i>2012 EUROPE-25</i>	<i>45.3</i>	<i>46.1</i>	<i>43.2</i>	<i>40.2</i>	<i>43.1</i>	<i>38.1</i>	<i>38.9</i>
<i>2010 EUROPE-23</i>	<i>46.2</i>	<i>45.8</i>	<i>41.2</i>	<i>43.9</i>	<i>44.8</i>	<i>38.3</i>	<i>38.4</i>
<i>2008 EUROPE-17</i>	<i>51.0</i>	<i>50.1</i>	<i>46.0</i>	<i>47.0</i>	<i>46.6</i>	<i>42.2</i>	<i>43.3</i>

* caution - small sample

*** Germany figures provided by BAK, sourced from BAK surveys 2015 and 2016.

4.9 CONTINUING PROFESSIONAL DEVELOPMENT (CPD)

The number of hours of CPD undertaken per year by architects is higher this year (average of 24 hours) compared with the 2014 survey (20 hours). Both figures are below the average number of hours recorded in 2012. The average number of hours of CPD undertaken varies considerably between countries, ranging from zero (Turkey, France, Czech Republic) to 100 (Bulgaria). Half the countries surveyed report averages of between 15 and 35 hours per year.

The personal expenditure on CPD activities also varies considerably. The average spend is €300, but in Austria and Denmark the spend is €1000 or more. Personal expenditure on CPD is higher than in the 2014 survey but the same as in 2012; in 2014 several countries reported zero spend while this year none report zero.

Partners and Directors report the highest average number of hours spent undertaking CPD; and they also report the highest personal spend on CPD of any of the main employment groups.

TABLE 4-12
CPD HOURS AND SPEND, ANALYSED BY COUNTRY

	average (median) number hours CPD per year	average (median) personal expenditure on CPD, € per year
Austria	30	1000
Belgium	20	500
Bulgaria	100	524
Croatia	10	163
Cyprus *	16	111
Czech Republic *	0	n/a
Denmark	20	1343
Estonia *	20	800
Finland	10	500
France	0	n/a
Germany ***	30	n/a
Hungary	50	160
Ireland	40	500
Italy	25	250
Lithuania	10	150
Luxembourg	16	800
Malta *	5	120
Netherlands	24	500
Poland	24	500
Portugal	8	246
Romania *	10	400
Slovakia	10	558
Slovenia	35	325
Spain	18	450
Sweden	20	869
Turkey	0	n/a
United Kingdom	35	255
2016 EUROPE-27	24	300
2014 EUROPE-26	20	150
2012 EUROPE-25	38	300
2010 EUROPE-23**	n/a	n/a
2008 EUROPE-17**	n/a	n/a

* caution small sample

** question was not asked in 2008 or 2010

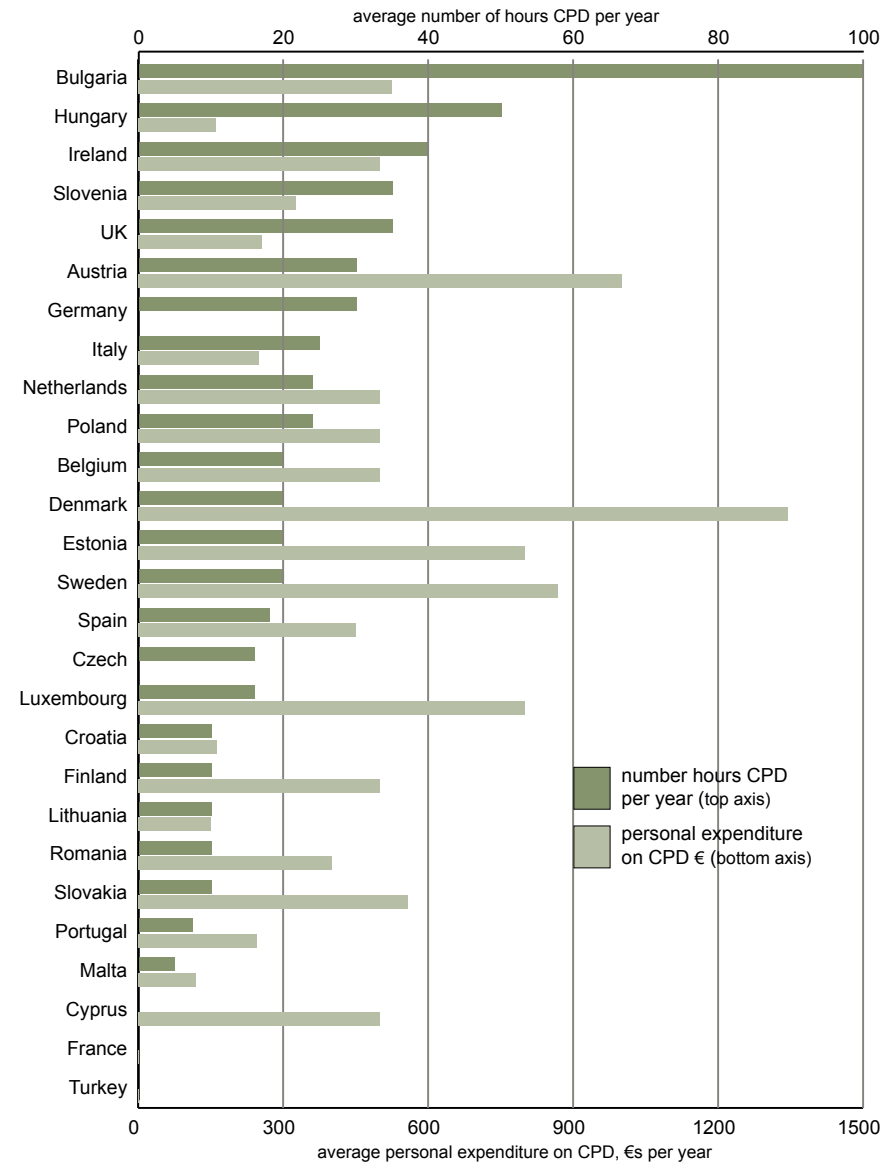
*** Germany figures are for Partners/Directors/Sole Principals only

TABLE 4-13
CPD HOURS AND SPEND, ANALYSED BY FIELD OF EMPLOYMENT

	average (median) number hours CPD per year	average (median) personal expenditure on CPD, € per year
sole principal	25	300
partner/director	30	500
private practice salaried	20	250
freelance	20	221
other private	20	300
local / central government	24	200
other public	20	200
2016 EUROPE-27	24	300
2014 EUROPE-26	20	150
2012 EUROPE-25	38	300
2010 EUROPE-23*	n/a	n/a
2008 EUROPE-17*	n/a	n/a

* question was not asked in 2008 or 2010

CHART 4-12
CPD HOURS (TOP AXIS) AND SPEND (BOTTOM AXIS),
ANALYSED BY COUNTRY



4.10 BUILDING TO NEARLY ZERO ENERGY STANDARDS

TABLE 4-14
HOW OFTEN ARCHITECTS ARE BEING ASKED TO BUILD TO NEARLY ZERO ENERGY STANDARDS,
ANALYSED BY COUNTRY

per cent respondents	less than 10% of the time	between 10% and 25% of the time	between 26% and 50% of the time	more than 50% of the time	always
Austria	32	15	17	29	8
Belgium	58	18	12	10	3
Bulgaria	62	19	13	5	1
Croatia	69	13	8	7	3
Cyprus *	43	16	10	16	16
Czech Republic *	76	15	2	2	5
Denmark	56	13	11	14	6
Estonia *	43	21	13	23	0
Finland	64	13	10	9	3
France	60	16	10	9	5
Germany **	n/a	n/a	n/a	n/a	n/a
Hungary *	n/a	n/a	n/a	n/a	n/a
Ireland	75	10	7	8	0
Italy	70	14	7	7	3
Lithuania	57	17	13	9	5
Luxembourg	32	22	19	13	14
Malta *	27	20	11	30	12
Netherlands	63	23	5	7	2
Poland	55	21	14	8	2
Portugal	84	13	2	0	1
Romania *	66	14	10	7	3
Slovakia	71	13	13	3	0
Slovenia	59	22	12	7	0
Spain	69	10	10	11	1
Sweden	75	7	4	7	6
Turkey	82	10	5	2	2
United Kingdom	72	10	7	5	5
2016 EUROPE-27	69	13	8	7	3
2014 EUROPE-26	59	15	12	10	4
2012 EUROPE-25	53	20	14	9	3
2010 EUROPE-23	58	15	15	8	4
2008 EUROPE-17	n/a	n/a	n/a	n/a	n/a

* caution - small sample

** no data because question was not asked

2008 - question was not asked in 2008

Architects report that they are being asked less frequently to build to Nearly Zero Energy standards now than in previous years. In 2016, 10 per cent of respondents are being asked by their clients to build to Nearly Zero Energy standards more than 50 per cent of the time, or always. This proportion of 10 per cent compares with 14 per cent in 2014 and 12 per cent in the previous two surveys. Similarly, the proportion of respondents who are being asked to build to Nearly Zero Energy standards “less than 10 per cent of the time” is now 69 per cent, compared with no more than 59 per cent in the previous three surveys. Countries with the highest proportion of architects saying that they are being asked to build to Nearly Zero Energy standards are Austria, and Luxembourg plus other countries with small sample sizes.

CHART 4-13
HOW OFTEN ARCHITECTS ARE CURRENTLY
BEING ASKED TO BUILD TO
NEARLY ZERO ENERGY STANDARDS

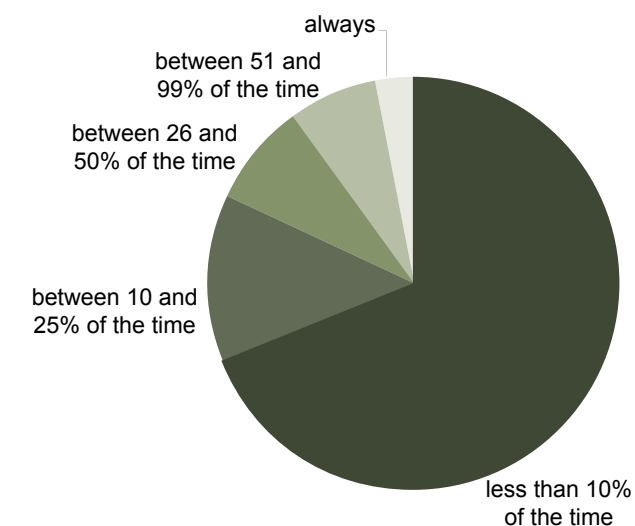




TABLE 4-15
HOW OFTEN ARCHITECTS ARE CURRENTLY BEING ASKED TO DESIGN ENERGY EFFICIENCY AS A RETROFIT SERVICE BY THEIR CLIENTS, ANALYSED BY COUNTRY

per cent respondents	less than 10% of the time	between 10% and 25% of the time	between 26% and 50% of the time	between 51% and 99% of the time	always
Austria	34	27	22	14	3
Belgium	19	21	23	29	8
Bulgaria	35	27	14	13	11
Croatia	47	24	16	10	2
Cyprus *	48	14	20	12	6
Czech Republic *	68	19	12	2	0
Denmark	43	14	20	15	8
Estonia *	32	4	17	36	11
Finland	80	8	5	6	1
France	36	21	19	16	8
Germany **	n/a	n/a	n/a	n/a	n/a
Hungary	n/a	n/a	n/a	n/a	n/a
Ireland	19	23	29	22	6
Italy	37	19	17	19	8
Lithuania	60	18	12	7	3
Luxembourg	41	22	17	12	8
Malta *	31	27	17	21	4
Netherlands	63	23	5	7	2
Poland	n/a	n/a	n/a	n/a	n/a
Portugal	69	16	7	8	0
Romania *	57	19	14	7	3
Slovakia	63	16	11	5	5
Slovenia	39	24	25	9	3
Spain	37	18	16	23	7
Sweden	69	16	7	4	4
Turkey	73	14	8	4	2
United Kingdom	74	10	8	5	3
2016 EUROPE-27	48	18	14	14	6
2014 EUROPE-26	60	16	12	9	4
2012 EUROPE-25	n/a	n/a	n/a	n/a	n/a
2010 EUROPE-23	n/a	n/a	n/a	n/a	n/a
2008 EUROPE-17*	n/a	n/a	n/a	n/a	n/a

* caution small sample ** no data because question was not asked
2008/10/12 question was not asked in previous surveys

Compared with being asked to build to Nearly Zero Energy standards, twice as many architects - 20 per cent - say they are being asked to design energy efficiency as a retrofit service by their clients more than 50 per cent of the time. This includes 30 per cent or more of architects in Belgium, Estonia and Spain.

In contrast to the Nearly Zero Energy standards question, architects report an increasing demand from their clients to design energy efficiency as a retrofit, compared with the 2014 survey. This year's figure of 20 per cent compares with 13 percent in 2014, and the proportion who are being asked less than 10 per cent of the time this year is 48 per cent, less than the 60 per cent recorded in 2014.