

14| ARCHITECTS - THE INDIVIDUAL



4.1 EARNINGS

This year's survey shows that architects' earnings continue to recover from the economic crisis although earnings are still not as high as they were in 2008. The average of all architects' earnings is €32 700 (adjusted for PPP). This is 2 per cent higher than the 2016 survey figure, continuing a gradual upward trend which started after 2014.

The headline rise is tempered by the finding that average earnings have barely changed, or even gone down, in several countries. In two countries, Poland and Greece, average earnings have trended down over the last ten years and are lower now than in any of the previous surveys.

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.

Earnings data converted from local currencies to Euros exchange rate as at 01.05.18

All earnings are before tax.

CHART 4-1
CHANGE IN ALL ARCHITECTS' AVERAGE PRE-TAX EARNINGS (ALL SURVEY COUNTRIES) 2008 TO 2018

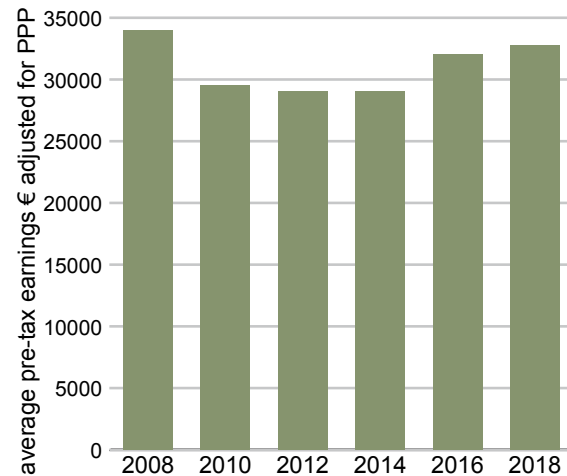


CHART 4-2
RANGE OF AVERAGE PRE-TAX EARNINGS FOR ALL FULL-TIME ARCHITECTS, ADJUSTED FOR PPP

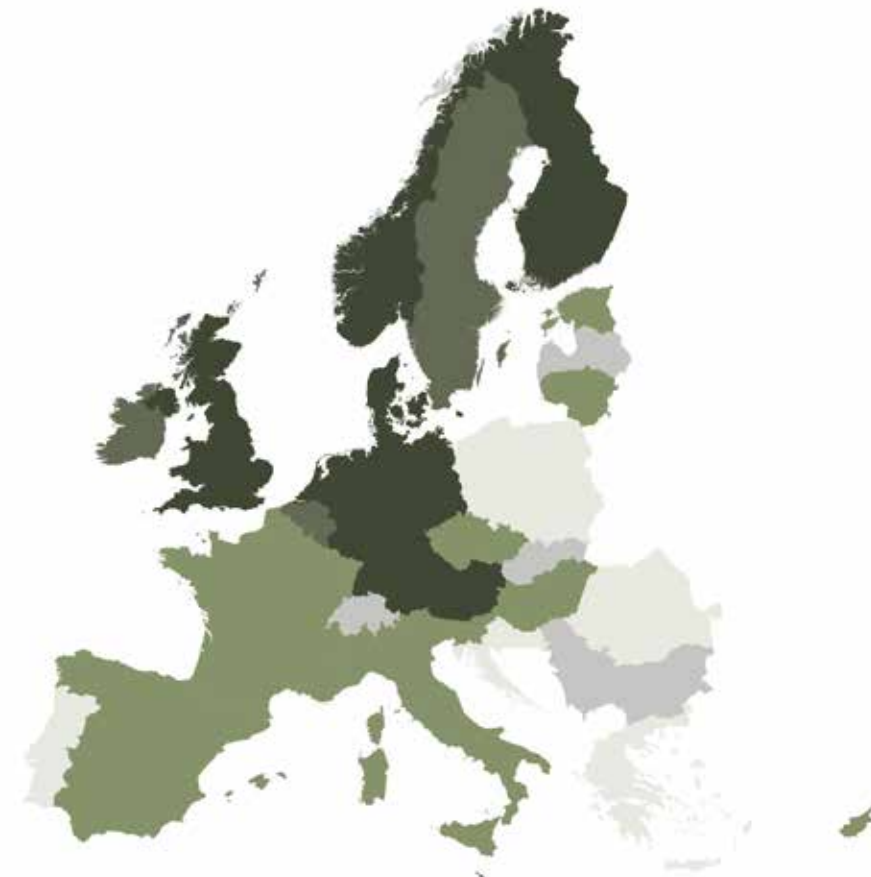
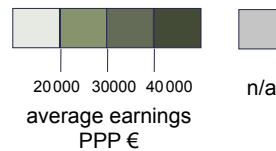




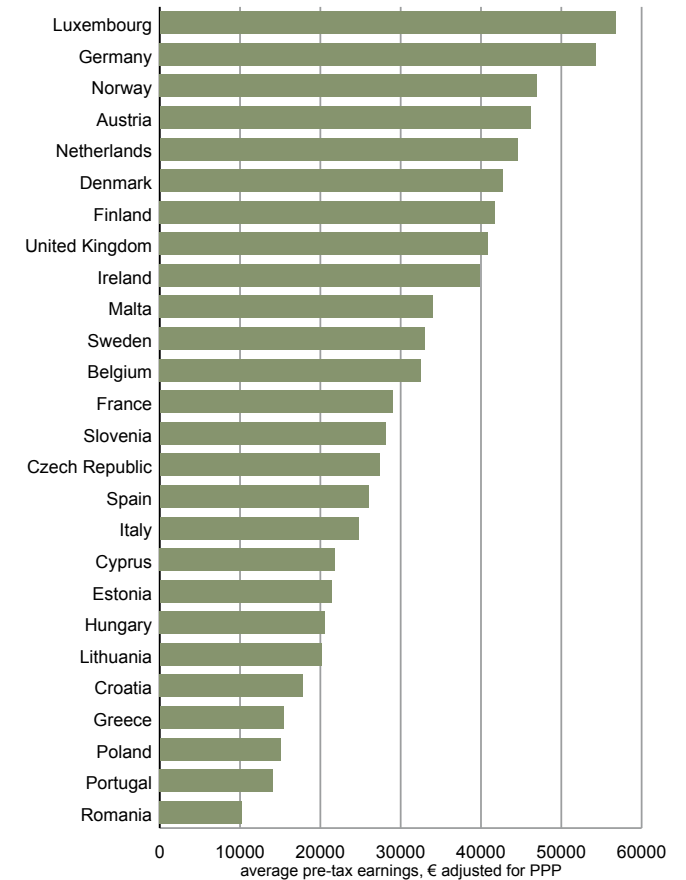
TABLE 4-1
AVERAGE PRE-TAX EARNINGS OF ALL FULL-TIME ARCHITECTS ANALYSED BY COUNTRY

€	average (median) pre-tax earnings 2018		average (median) pre-tax earnings adjusted for PPP				
	adjusted for PPP	unadjusted for PPP	2016	2014	2012	2010	2008
Austria	46 168	50 000	47 529	42 095	42 174	38 925	47 337
Belgium	32 520	36 000	35 481	30 192	28 354	28 384	28 222
Croatia	17 844	11 955	19 338	17 946	18 078	18 892	n/a
Cyprus *	21 808	19 300	20 023	n/a	n/a	n/a	n/a
Czech Republic	27 375	18 986	17 518	13 150	19 410	21 268	n/a
Denmark	42 684	58 385	39 478	43 187	42 543	37 843	39 012
Estonia *	21 401	16 800	19 947	22 215	12 776	15 318	36 084
Finland	41 735	51 000	41 771	40 486	38 339	35 601	32 327
France	28 998	32 000	27 986	27 498	27 326	28 871	33 241
Germany	54 286	57 000	n/a	43 350	46 422	39 932	38 797
Greece	15 421	13 000	n/a	16 145	18 927	20 534	26 846
Hungary *	20 566	12 751	19 609	n/a	13 678	n/a	n/a
Ireland	39 872	50 000	40 816	38 103	36 847	40 200	52 209
Italy	24 728	25 000	24 777	27 132	24 248	18 779	n/a
Lithuania	20 124	13 000	n/a	n/a	n/a	10 252	n/a
Luxembourg *	56 738	72 000	58 725	48 701	46 267	n/a	44 484
Malta *	34 022	28 000	35 122	36 478	32 051	n/a	34 447
Netherlands	44 524	50 000	39 047	54 496	n/a	n/a	n/a
Norway	46 965	67 019	n/a	n/a	n/a	n/a	n/a
Poland *	15 010	8 436	17 489	n/a	22 045	24 935	n/a
Portugal	14 101	12 000	14 833	13 433	13 714	n/a	n/a
Romania	10 273	5 363	15 274	9 822	10 844	8 172	22 748
Slovenia *	28 136	24 000	24 406	19 808	17 964	29 240	31 491
Spain	26 002	24 000	24 390	28 354	20 534	n/a	n/a
Sweden	33 052	41 480	41 216	35 890	35 649	36 612	29 990
United Kingdom	40 862	47 645	38 871	37 582	48 242	45 922	45 014
2018 EUROPE-26** (2016-27 2014-26 2012-25 2010-23 2008-17)	32 731	34 066	32 068	29 070	29 014	29 493	34 003

* caution - small sample

** The 2018 Europe-26 figure is weighted to reflect the total architectural population in all participating countries
Earnings data converted from local currencies to Euros exchange rate as at 01.05.18

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

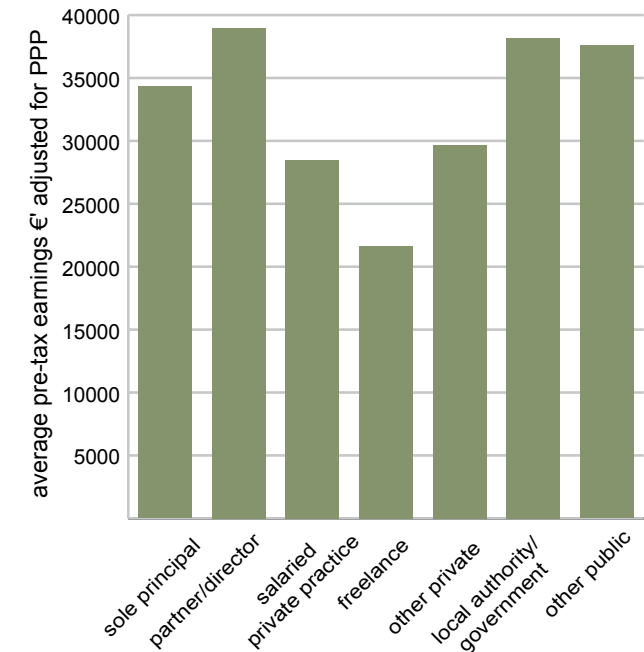


4.2 EARNINGS BY FIELD OF EMPLOYMENT

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

€	average (median) pre-tax earnings adjusted for PPP									
	sole principal	partner/director	ALL Principals	private practice salaried employees	freelance	other private	ALL private	local / central gov't	other public	ALL public
Austria	46 168	48 707	46 168	n/a	n/a	n/a	46 168	n/a	n/a	n/a
Belgium	36 134	36 134	36 134	34 327	30 714	n/a	31 617	n/a	n/a	n/a
Croatia	14 504	19 741	17 727	16 921	n/a	n/a	17 558	30 216	10 072	21 151
Cyprus *	n/a	48 023	33 898	n/a	n/a	n/a	20 339	n/a	n/a	n/a
Czech Republic	20 037	32 455	25 399	28 221	25 399	n/a	25 399	34 995	n/a	33 866
Denmark	49 014	55 015	52 170	42 684	n/a	56 912	45 530	30 069	5 217	17 785
Estonia *	n/a	n/a	23 567	23 057	n/a	n/a	21 401	n/a	n/a	n/a
Finland	63 421	73 650	71 195	40 917	n/a	60 638	40 917	42 962	40 917	42 406
France	27 574	35 077	27 574	33 088	24 816	38 143	27 574	41 360	39 522	39 522
Germany	60 192	70 952	63 492	45 714	37 619	57 143	52 381	57 511	61 905	58 036
Greece	11 862	n/a	11 862	16 014	8 897	n/a	11 862	17 794	17 794	17 794
Hungary *	n/a	n/a	54 756	18 509	39 075	n/a	21 450	n/a	n/a	n/a
Ireland	39 872	47 847	47 847	38 278	n/a	n/a	39 872	55 821	58 214	56 619
Italy	26 706	29 674	27 695	21 761	19 782	20 772	24 728	29 674	29 674	29 674
Lithuania	23 220	27 864	25 078	18 576	15 480	n/a	20 898	n/a	n/a	n/a
Luxembourg *	39 401	65 012	45 902	86 682	n/a	n/a	57 920	n/a	n/a	n/a
Malta *	54 678	n/a	54 678	30 377	n/a	56 430	34 022	34 022	32 199	33 111
Netherlands	53 428	48 976	53 428	40 071	37 845	44 524	44 524	53 428	48 976	52 428
Norway	50 578	53 829	50 578	46 748	35 892	62 138	47 875	44 219	42 189	43 352
Poland *	n/a	n/a	16 678	15 010	n/a	n/a	15 010	n/a	n/a	n/a
Portugal	13 231	17 603	14 101	11 751	15 511	11 986	13 161	19 718	17 626	18 801
Romania	20 547	11 237	14 794	6 678	11 883	23 487	10 536	n/a	2 482	2 474
Slovenia *	40 445	n/a	41 325	n/a	24 619	n/a	28 136	n/a	n/a	n/a
Spain	31 528	28 169	30 444	19 502	21 668	24 919	23 835	41 170	36 403	38 787
Sweden	27 042	45 071	41 580	32 526	n/a	n/a	33 052	35 155	33 767	35 155
United Kingdom	34 051	44 753	39 889	38 916	n/a	64 211	38 916	48 645	50 591	50 591
2018 EUR-26	34 322	38 960	35 995	28 492	21 668	29 674	31 122	38 200	37 587	37 773
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
PRE-TAX EARNINGS BY FIELD OF EMPLOYMENT (ADJUSTED FOR PPP)



* caution - small sample

Earnings data converted from local currencies to Euros exchange rate as at 01.05.18 and then adjusted for PPP



Partners & Directors continue to earn the most, although this year architects working in the public sector earn nearly as much. Partners & Directors earn, on average, 37 per cent more than private practice salaried employees and 16 per cent more than Sole Principals. The group with the lowest average earnings is freelance architects, whose average earnings are not much more than half those of private practice salaried architects.

Compared with the previous survey in 2016, it is public sector architects who have seen the largest increases. Within private practice, average earnings have fallen back. Similarly, Sole Principals earn slightly less in 2018 compared with two years earlier.

Architects' average earnings rise in line with age increasing consistently between each five year age group up to age 55-59, the peak earnings age. Architects aged under 30 earn significantly less than any other group; the average earnings of architects aged 35-39 are double those of architects aged under 30.

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

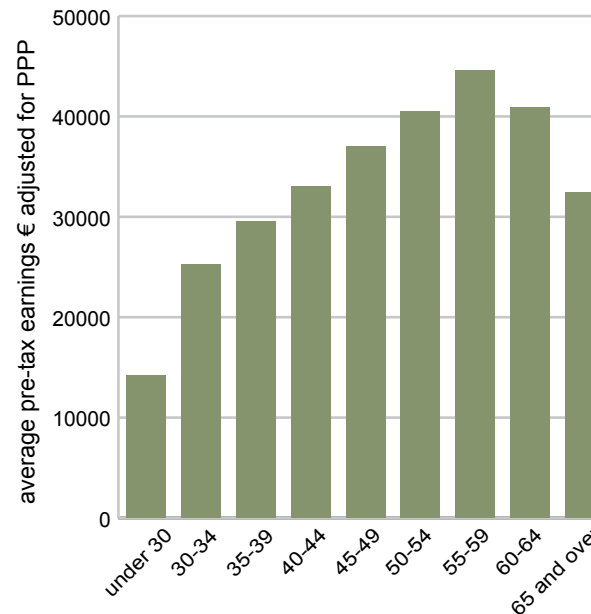
4.3 EARNINGS BY AGE

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

€	2018			2016 EUROPE-27 MEDIAN	2014 EUROPE-26 MEDIAN	2012 EUROPE-25 MEDIAN	2010 EUROPE-23 MEDIAN	2008 EUROPE-17 MEDIAN
	lower quartile	MEDIAN	upper quartile					
<30	9891	14 185	30 083	16 848	14 241	14 549	15 615	17 041
30-34	16 738	25 231	40 690	22 995	14 763	19 399	24 550	29 214
35-39	19 782	29 504	47 619	26 759	30 189	24 902	30 075	34 677
40-44	23 722	33 038	54 514	29 732	32 704	29 098	33 364	38 760
45-49	25 717	36 960	61 905	36 022	38 611	33 800	33 364	39 729
50-54	29 674	40 469	69 571	40 634	44 025	36 081	34 317	42 391
55-59	31 652	44 577	74 286	42 440	44 824	38 797	35 119	43 647
60-64	29 674	40 844	73 529	42 751	48 264	41 370	40 875	41 890
65+	20 547	32 375	66 176	39 374	29 151	37 354	36 095	n/a

Earnings data converted from local currencies to Euros exchange rate as at 01.05.18 and then adjusted for PPP

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



4.4 EARNINGS BY GENDER

Male and female average full-time earnings historically follow a very similar trend, and the differential has ranged between 25 and 32 per cent in favour of males. The 2018 figure shows the gender pay gap is 25 per cent in favour of male architects. The pay gap is considerably smaller for part-time earnings, having fallen from 11 per cent in favour of males in 2016, to 2 per cent in 2018. Analysed by country, the gender pay gap is widest in Belgium, Romania and Luxembourg. In Croatia and the Czech Republic, average female earnings are slightly higher than male earnings. In general, the gender pay gap increases with age; in age 30 to 34 the gap is negative, meaning that female earnings are slightly higher than male earnings.

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

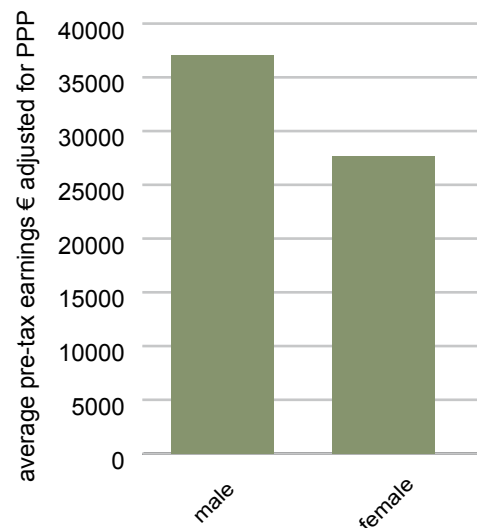


TABLE 4-4
AVERAGE PRE-TAX EARNINGS ANALYSED BY GENDER AND FULL-TIME OR PART-TIME WORKING (ADJUSTED FOR PPP AND PART-TIME EARNINGS ADJUSTED TO FULL-TIME EQUIVALENT)

€		2018**			2016 EUROPE-27 MEDIAN	2014 EUROPE-26 MEDIAN	2012 EUROPE-26 MEDIAN	2010 EUROPE-23 MEDIAN	2008 EUROPE-17 MEDIAN
		lower quartile	MEDIAN	upper quartile					
Full time	male	25824	37095	65714	36664	32213	30948	32149	38760
	female	17804	27711	47619	24777	24225	21680	21866	26620
Part time FTE*	male	18546	32395	63846	27874	30105	34099	37936	30431
	female	25993	31806	49904	24777	23750	24137	25862	24225

Earnings data converted from local currencies to Euros exchange rate as at 01.05.18 and then adjusted for PPP

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

CHART 4-7
CHANGE IN MALE / FEMALE ARCHITECTS' AVERAGE PRE-TAX EARNINGS 2008-18

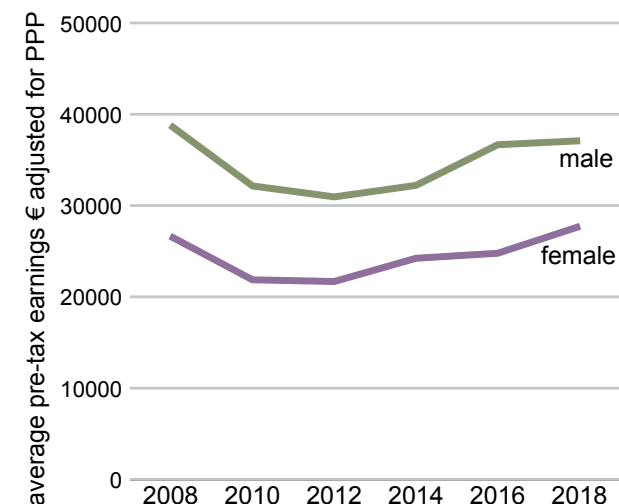


CHART 4-8
CHANGE IN MALE / FEMALE ARCHITECTS' AVERAGE PRE-TAX EARNINGS 2008-18

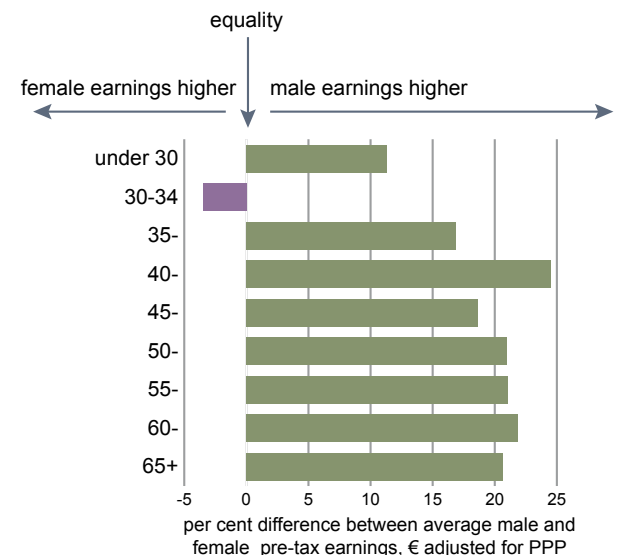


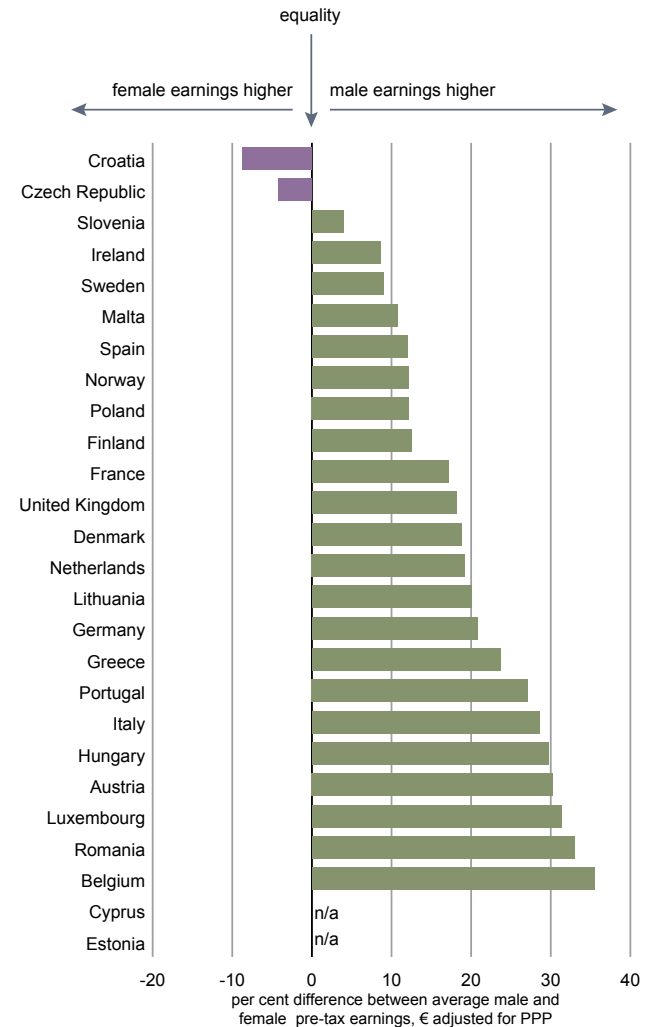
TABLE 4-5
AVERAGE PRE-TAX MALE AND FEMALE EARNINGS ANALYSED BY
COUNTRY AND SELECTED FIELD OF EMPLOYMENT (ADJUSTED FOR PPP)

indicates female earnings exceed male earnings. In all other cases, male earnings exceed female earnings

per cent difference between male & female earnings	sole principal	partner/ director	private practice salaried employees	ALL		
				male median pre-tax earnings €	female median pre-tax earnings €	per cent difference
Austria	30	20	n/a	50785	35411	30
Belgium	51	n/a	42	36134	23313	35
Croatia	10	29	20	16679	18130	9
Cyprus *	n/a	n/a	n/a	n/a	n/a	n/a
Czech Republic	n/a	n/a	0	27093	28221	4
Denmark	64	n/a	27	46716	37942	19
Estonia *	n/a	n/a	n/a	n/a	n/a	n/a
Finland	71	n/a	10	45827	40098	13
France	25	43	17	32169	26654	17
Germany	36	24	16	58095	46000	21
Greece	5	n/a	35	17794	13582	24
Hungary *	n/a	n/a	18	22807	16041	30
Ireland	41	33	5	41467	37879	9
Italy	22	29	28	27695	19782	29
Lithuania	n/a	17	24	23220	18576	20
Luxembourg *	31	n/a	n/a	64815	44523	31
Malta *	n/a	n/a	8	34022	30377	11
Netherlands	17	30	25	46305	37400	19
Norway	7	58	4	50578	44436	12
Poland *	n/a	n/a	44	17095	15010	12
Portugal	5	25	30	16451	11986	27
Romania	57	25	6	13972	9369	33
Slovenia *	21	n/a	n/a	29308	28136	4
Spain	37	55	12	27086	23835	12
Sweden	53	5	3	35155	32000	9
United Kingdom	34	43	9	42807	35024	18
2018 EUR-26	32	46	17	37095	27711	25
2016 EUR-27	36	35	31	36664	24777	32
2014 EUR-26	25	29	25	32213	24225	25
2012 EUR-25	30	58	32	30948	21680	30
2010 EUR-23	32	34	30	32149	21866	32
2008 EUR-17	32	29	30	38760	26620	31

* caution - small sample 'Per cent difference' calculated as difference as a percentage of male earnings
Earnings data converted from local currencies to Euros exchange rate as at 01.05.18 and then adjusted for PPP

CHART 4-9
AVERAGE PRE-TAX MALE AND FEMALE EARNINGS
ALL FULL-TIME ARCHITECTS ADJUSTED FOR
PURCHASING POWER PARITY (PPP)

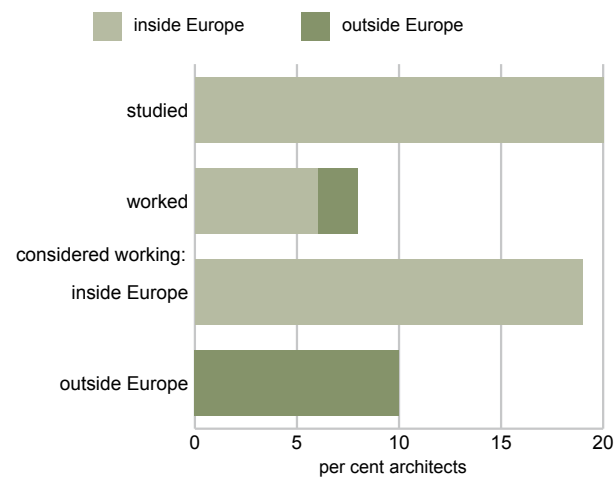


4.5 WORKING & STUDYING IN ANOTHER EUROPEAN COUNTRY

One in five architects has studied in another country, and one in twelve architects has worked in another country in the last 12 months. Nearly all of those studying in another country did so in another European country, although about half of these architects studied in a country outside Europe as well. In the last twelve months, 6 per cent of architects have worked in another country in Europe, and 2 per cent in a country outside Europe. Substantial numbers of architects have “seriously considered” working in another country in the last 12 months; 19 per cent have seriously considered working in another European country, and 10 per cent in a country outside Europe.

More than half of architects from Cyprus, Luxembourg, Norway and Greece have undertaken part of their architectural education in another country. About half or more architects in Romania, Slovenia, Malta and Greece have worked, or seriously considered working, in another country in the last year.

CHART 4-10
PROPORTION OF ARCHITECTS WHO HAVE STUDIED / WORKED OR SERIOUSLY CONSIDERED WORKING IN ANOTHER COUNTRY IN LAST 12 MONTHS



1: longer periods or on-going work
* caution - small sample
n/a = question not asked

TABLE 4-6
PROPORTION OF ARCHITECTS WHO HAVE WORKED IN ANOTHER COUNTRY (LAST 12 MONTHS)

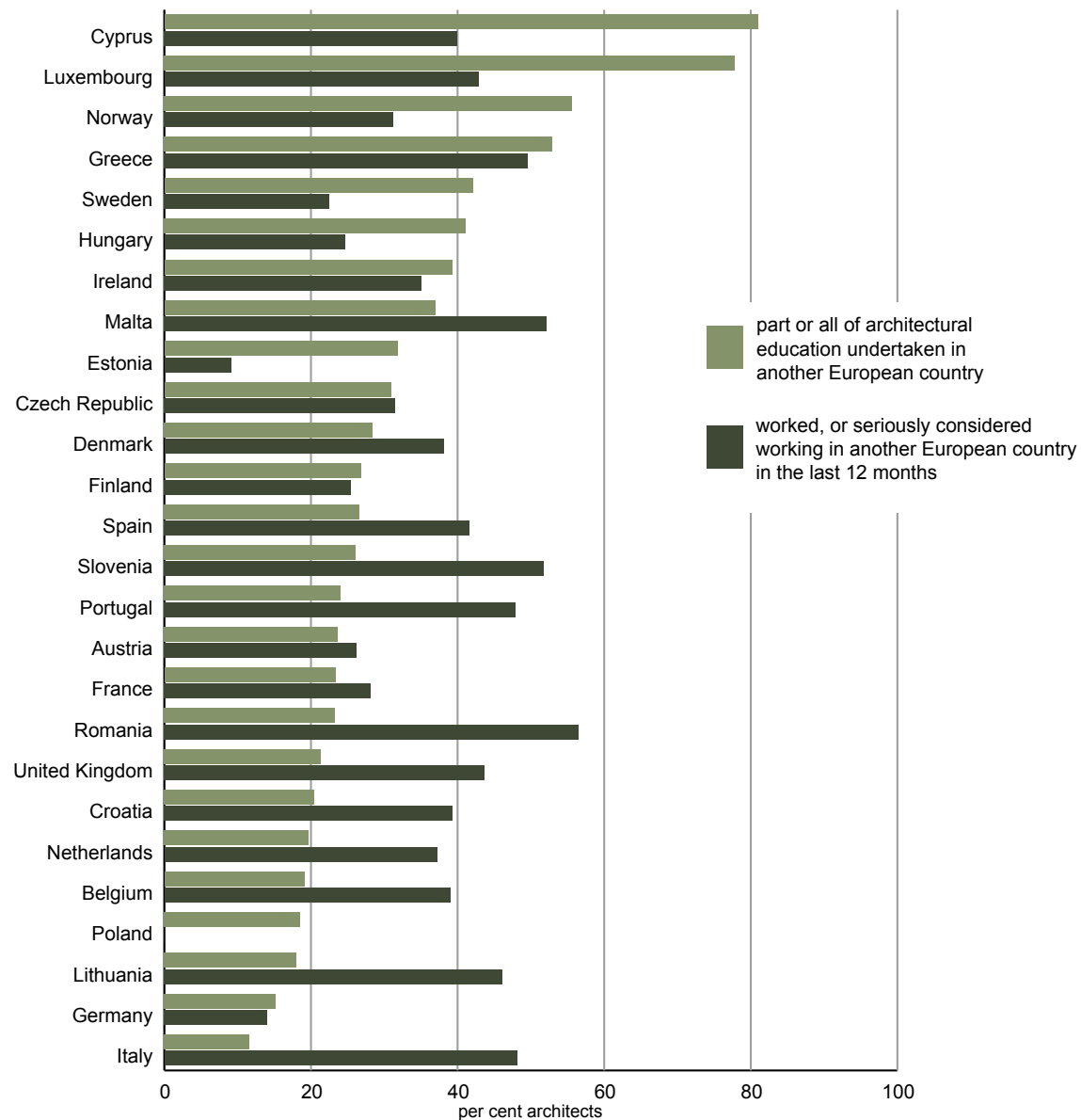
per cent / number	inside Europe			outside Europe	All
	have worked in another country in Europe last 12 months (%)	of whom: average (mean) number of countries working		have worked in another country outside Europe in last 12 months (%)	most popular destinations
		for short periods	for longer periods (1)		
Austria	10	1.5	1.5	4	DE IT
Belgium	13	1.8	0.2	1	FR
Croatia	5	1.9	0.6	1	BA DE
Cyprus *	0	n/a	n/a	10	n/a
Czech Republic	10	1.1	0.8	3	SK DE FR
Denmark	9	1.5	0.8	5	SE NO
Estonia *	0	n/a	n/a	0	NO DE
Finland	3	2.7	1.1	2	NO SE
France	5	1.3	0.9	3	CH BE
Germany	4	1.7	0.9	2	n/a
Greece	3	1.9	1.4	1	IT OTHERS
Hungary *	4	2	1	0	NO PL DE
Ireland	10	1.7	1.3	6	UK
Italy	4	1	0.6	3	FR UK CH
Lithuania	7	2	1	3	NO LV
Luxembourg *	29	1	2.5	0	BE FR DE
Malta *	6	1.3	0.7	2	UK
Netherlands	15	1.1	1	7	BE
Norway	6	0.8	0.5	2	SE
Poland *	0	n/a	n/a	0	n/a
Portugal	5	0.7	0.8	5	ES IT
Romania	7	0.9	0.8	1	DE UK
Slovenia *	17	1.3	1	2	HR AT
Spain	3	1	0.6	2	DE UK FR PL
Sweden	5	0.7	0.8	1	DK UK
United Kingdom	6	0.9	0.6	4	IE
2018 EUROPE-26	6	1.3	0.8	2	
2016 EUROPE-27	5	1.3	1.0	n/a	
2014 EUROPE-26	5	1.3	1.0	n/a	
2012 EUROPE-25	n/a	n/a	n/a	n/a	
2010 EUROPE-23	n/a	n/a	n/a	n/a	
2008 EUROPE-17	n/a	n/a	n/a	n/a	

TABLE 4-7
PROPORTION OF ARCHITECTS WHO HAVE SERIOUSLY CONSIDERED WORKING IN ANOTHER COUNTRY (LAST 12 MONTHS)

per cent / number	have seriously considered working in another country last 12 months (%)		architects part/wholly educated in different country (%)
	country inside Europe	country outside Europe	
Austria	10	3	24
Belgium	17	9	19
Croatia	27	7	20
Cyprus *	22	9	81
Czech Republic	16	3	31
Denmark	14	10	28
Estonia *	9	0	32
Finland	14	7	27
France	10	9	23
Germany	5	3	15
Greece	33	12	53
Hungary *	19	2	41
Ireland	12	7	39
Italy	27	14	12
Lithuania	28	8	18
Luxembourg *	14	0	78
Malta *	30	15	37
Netherlands	12	4	20
Norway	17	6	56
Poland *	n/a	n/a	19
Portugal	25	13	24
Romania	35	13	23
Slovenia *	24	9	26
Spain	24	13	27
Sweden	11	5	42
United Kingdom	21	12	21
2018 EUROPE-26	19	10	20
<i>2016 EUROPE-27</i>	36		18
<i>2014 EUROPE-26</i>	35		18
<i>2012 EUROPE-25</i>	35		n/a
<i>2010 EUROPE-23</i>	n/a		n/a
<i>2008 EUROPE-17</i>	n/a		n/a

* caution - small sample

CHART 4-11
ARCHITECTS WHO WERE AT LEAST PARTLY EDUCATED IN ANOTHER EUROPEAN COUNTRY COMPARED WITH ARCHITECTS WHO HAVE WORKED OR SERIOUSLY CONSIDERED WORKING IN ANOTHER EUROPEAN COUNTRY



More than half of all the architects who have undertaken at least part of their architectural studies outside their own country studied in five countries. And those same five countries, together with Switzerland, account for the destination of more than half of the architects who worked outside their own country in the last 12 months.

A comparison (chart 4-10) between the proportion of architects who studied in another country and have worked in another country highlights a small number of countries with high proportions of both. Luxembourg stands out as having high proportions of architects who have studied, and worked, in another country. Other countries with relatively high proportions of both include the Netherlands, Slovenia and Ireland.

CHART 4-12
RELATIONSHIP BETWEEN ARCHITECTS STUDYING AND WORKING IN ANOTHER COUNTRY
Selected countries have been labelled

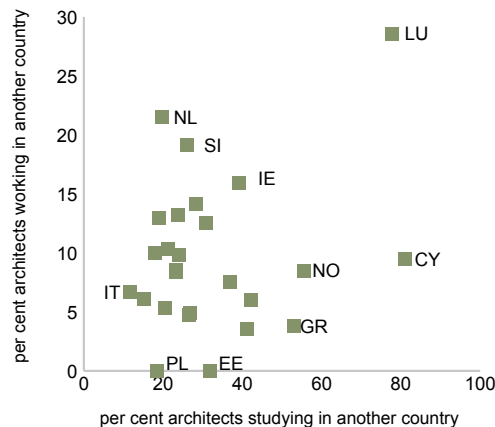


CHART 4-13
COUNTRIES OUTSIDE OWN COUNTRY IN WHICH ARCHITECTS HAVE STUDIED

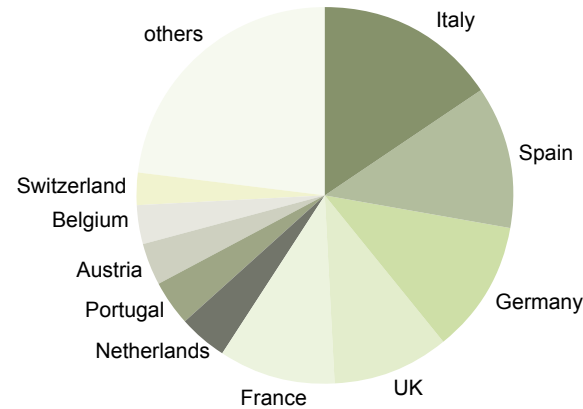


CHART 4-14
COUNTRIES OUTSIDE OWN COUNTRY IN WHICH ARCHITECTS HAVE WORKED IN LAST 12 MONTHS

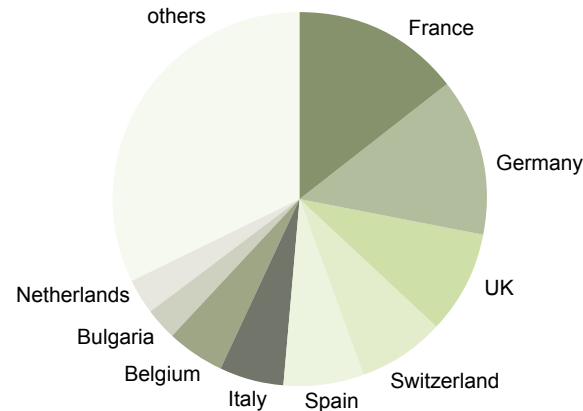


TABLE 4-8
COUNTRIES OUTSIDE OWN COUNTRY IN WHICH ARCHITECTS HAVE STUDIED OR WORKED

per cent of those who have studied or worked in another country*	studied	worked in last 12 months
Italy	15.7	5.7
Spain	12.1	6.7
Germany	11.3	13.6
United Kingdom	10.1	8.9
France	10.0	14.6
Netherlands	4.3	2.9
Portugal	3.7	1.9
Austria	3.5	1.4
Belgium	3.3	4.8
Switzerland	2.8	7.6
Greece	2.6	1.3
Sweden	2.5	2.4
Denmark	2.2	1.2
Finland	2.1	2.1
Poland	1.8	2.4
Ireland	1.6	2.1
Norway	1.4	2.3
Romania	1.2	0.8
Czech Republic	1.0	2.0
Bulgaria	0.8	3.0
Slovenia	0.7	0.3
Hungary	0.6	0.5
Croatia	0.4	1.1
Slovakia	0.3	1.6
Serbia	0.3	0.4
Bosnia	0.3	0.2
Estonia	0.3	0.2
Lithuania	0.3	0.1
Luxembourg	0.2	2.3
Malta	0.2	1.2
Cyprus	0.2	0.4
Latvia	0.2	0.5
Others	2.1	3.3

* per cent of ALL architects from countries responding to this survey who have studied / worked in each of these countries in last 12 months. Based on grossing-up survey results.

The biggest concern that architects have about working in another country is practical, personal or relocation issues. Nearly half of those who had not worked in another country in the last 12 months said this was a concern. About a third had concerns about language skills or were concerned that they had insufficient knowledge of planning or building regulations.

When split between those architects who had worked in another country in the past year, and those who had not, fewer of those who had worked had concerns. And more of those who had worked had no concerns at all. But architectural qualification issues and PII insurance were cited as a concern more often by those who had worked in another country compared with those who had not.

CHART 4-15
MAIN CONCERNS - WORKING IN ANOTHER COUNTRY

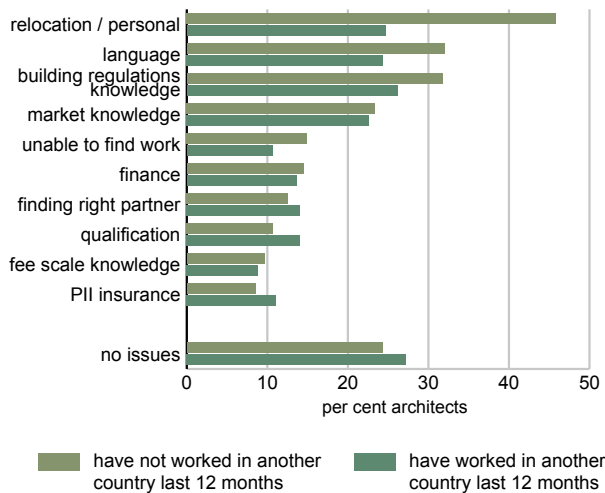


TABLE 4-9
MAIN CONCERNS ABOUT WORKING IN ANOTHER COUNTRY CITED BY ARCHITECTS WHO HAVE NOT WORKED IN ANOTHER COUNTRY

per cent	unable to find work	insufficient language skills	insufficient knowledge of planning / building regulations	architectural qualification issues	finding right architectural partner	finance	practical relocation or personal issues	knowledge of local market	knowledge of local fee scales / tariffs	PII cover for work in other European countries
Austria	7	15	42	8	18	15	40	36	16	10
Belgium	10	25	49	14	14	19	43	41	13	13
Croatia	10	28	49	15	16	13	51	29	10	5
Cyprus *	53	26	26	5	11	21	47	37	11	11
Czech Republic	7	48	57	8	16	10	32	32	11	15
Denmark	10	13	16	7	5	8	52	11	5	3
Estonia *	14	29	14	5	19	14	38	24	5	5
Finland	16	26	36	4	12	9	47	22	10	10
France	11	38	41	7	22	14	39	40	16	10
Germany	17	25	30	17	10	9	45	19	10	11
Greece	30	25	31	12	18	15	56	24	10	7
Hungary *	6	32	38	11	11	8	45	25	9	4
Ireland	10	33	30	10	9	13	46	27	16	7
Italy	7	39	24	5	10	20	58	17	5	4
Lithuania	13	49	54	8	20	16	34	41	15	15
Luxembourg *	10	0	25	10	15	10	30	35	10	5
Malta *	27	22	57	13	18	33	52	32	27	10
Netherlands	5	15	39	11	8	6	32	31	7	9
Norway	15	17	31	6	7	21	50	18	8	3
Poland *	30	36	55	18	25	11	21	54	29	0
Portugal	18	20	26	6	14	20	53	20	8	5
Romania	17	19	42	19	22	19	47	33	13	14
Slovenia *	26	29	47	8	3	8	55	24	8	5
Spain	29	38	38	15	14	11	28	25	10	13
Sweden	5	15	15	4	3	4	36	11	2	1
United Kingdom	23	39	38	13	12	16	40	30	16	16
2018 EUROPE-26	15	32	32	11	13	14	46	23	10	9
2016 EUROPE-27	25	36	38	16	n/a	n/a	46	29	12	11
2014 EUROPE-26	18	38	37	11	n/a	n/a	47	26	11	10
2012 EUROPE-25	19	39	35	11	n/a	n/a	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	n/a	n/a
2008 EUROPE-17	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a

* caution - small sample

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

4.6 RETIREMENT

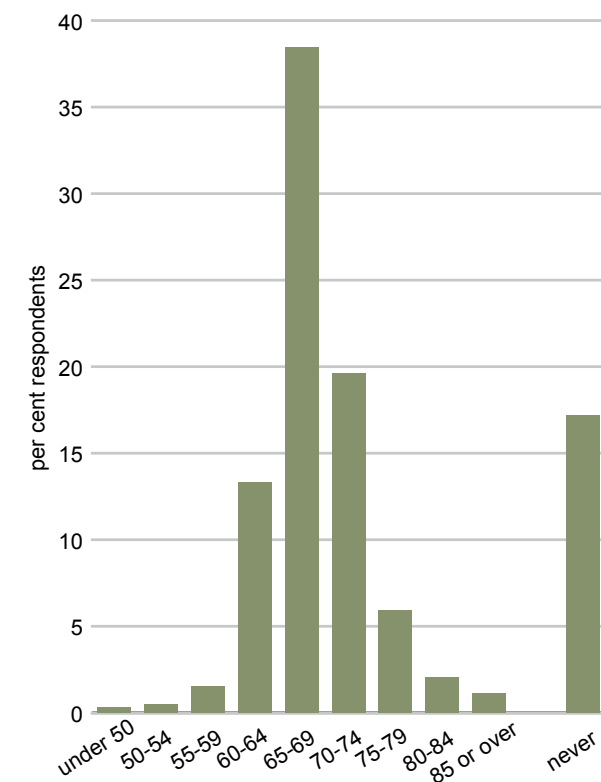
TABLE 4-10
AGE AT WHICH ARCHITECTS EXPECT TO RETIRE ANALYSED BY COUNTRY

per cent	under 50	50-54	55-59	60-64	65-69	70-74	75-79	80-84	85 or over	never
Austria	0	0	1	7	35	29	9	3	2	14
Belgium	2	1	3	10	45	23	5	1	1	9
Croatia	1	1	3	26	31	9	4	1	2	21
Cyprus *	0	5	0	19	43	10	5	0	0	19
Czech Republic	0	0	0	14	29	17	6	3	1	29
Denmark	0	0	0	6	55	24	9	1	1	3
Estonia *	0	0	0	14	19	24	14	0	0	29
Finland	0	0	1	22	59	7	4	2	0	5
France	1	1	2	22	41	17	5	1	2	9
Germany	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Greece	0	0	1	11	52	16	3	2	1	14
Hungary *	0	0	5	20	41	7	5	2	2	18
Ireland	1	0	2	11	43	23	4	1	1	14
Italy	0	0	1	13	33	22	7	2	1	20
Lithuania	2	0	6	19	37	14	7	1	3	12
Luxembourg *	0	0	0	39	32	11	4	0	4	11
Malta *	0	5	5	21	44	8	2	2	3	12
Netherlands	1	0	1	7	44	21	7	2	1	15
Norway	0	0	0	4	51	33	6	2	2	3
Poland *	0	4	0	21	25	14	7	0	0	29
Portugal	1	1	2	12	39	13	5	2	3	22
Romania	2	2	4	22	26	13	5	2	2	23
Slovenia *	0	0	2	23	30	9	2	0	2	30
Spain	0	0	2	11	45	20	3	3	1	16
Sweden	0	0	1	14	64	15	1	1	1	3
United Kingdom	0	1	3	13	36	20	8	2	1	15
2018 EUR-26	0	1	2	13	38	20	6	2	1	17
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

More architects, 38 per cent of the total, expect to retire at age 65 to 69 than any other age group. Sixteen per cent of architects plan to retire younger than 65. So, 54 per cent expect to have retired before the age of 70 - leaving 44 per cent retiring from age 70 onwards. A substantial proportion, 17 per cent, say they "never" expect to retire. The proportion of architects expecting to retire before age 65 has declined since the first survey in 2008, while the proportion expecting to retire from age 70 onwards has increased.

CHART 4-16
AGE AT WHICH ARCHITECTS EXPECT TO RETIRE



More than two thirds of the profession will almost certainly continue to practice architecture until they retire. The proportion replying “definitely” or “probably” is 73 per cent, and this has remained fairly stable since 2012 - although it was a higher proportion in 2008 and 2010. The proportion who will “definitely” or “probably” remain working as an architect is over 90 per cent in Luxembourg, Austria, Estonia, Hungary and Finland.

CHART 4-17
LIKELIHOOD OF CONTINUING TO WORK AS AN ARCHITECT UNTIL RETIREMENT

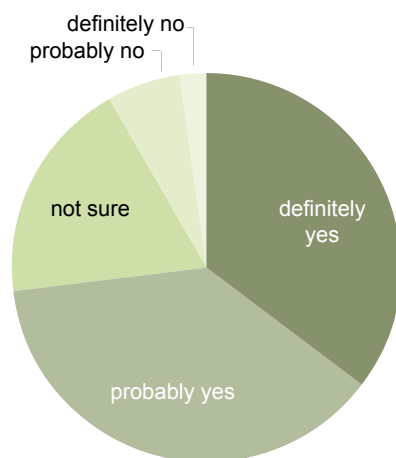


TABLE 4-11
WHETHER ARCHITECTS WILL CONTINUE TO PRACTICE THEIR PROFESSION UNTIL THEY RETIRE

per cent	definitely yes	probably yes	not sure	probably no	definitely no
Austria	59	33	6	1	1
Belgium	22	47	22	5	4
Croatia	41	44	11	3	1
Cyprus *	50	30	20	0	0
Czech Republic	48	38	12	1	0
Denmark	41	47	11	1	0
Estonia *	50	45	5	0	0
Finland	37	53	6	4	0
France	30	42	20	6	2
Germany	n/a	n/a	n/a	n/a	n/a
Greece	36	37	23	4	0
Hungary *	44	48	6	2	0
Ireland	35	54	9	2	0
Italy	31	35	23	8	3
Lithuania	47	36	12	2	3
Luxembourg *	65	35	0	0	0
Malta *	10	65	16	10	0
Netherlands	35	45	13	4	3
Norway	43	40	15	3	0
Poland *	35	42	15	8	0
Portugal	38	36	18	7	1
Romania	43	37	15	4	2
Slovenia *	60	21	19	0	0
Spain	40	31	20	7	2
Sweden	36	49	10	5	1
United Kingdom	42	41	10	5	2
2018 EUROPE-26	35	38	19	6	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

4.7 HOURS WORKED

All staff groups report average working weeks in excess of 40 hours. The longest working week is worked by Sole Principals, at 48 hours per week. Partners & Directors work almost as many hours. Private practice salaried employees, freelance and other private architects work 4 hours less per week. Architects working in the public sector report the shortest working weeks, but their week still averages more than 40 hours. Average hours worked are very slightly higher, for all employment types, than in the 2016 survey.

Sole Principals in Germany, Belgium, Austria and Malta work, on average, more than 50 hours per week, as do Partners & Directors in Germany, Malta, Cyprus and the Czech Republic. Private practice salaried architects in Malta and Belgium work more hours than elsewhere. Government architects in Austria and Slovenia average more than 50 hours per week.

TABLE 4-12
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 employees	3.8
freelance	3.5
other private	5.1
local / central government	3.0
other public	3.9
2018 EUROPE-26	3.8
2016 EUROPE-27	5.0
2014 EUROPE-26	3.7
2012 EUROPE-25	3.9
2010 EUROPE-23	3.5
2008 EUROPE-17	4.9

TABLE 4-13
AVERAGE (MEAN) NUMBER OF HOURS WORKED PER WEEK
ANALYSED BY COUNTRY AND FIELD OF EMPLOYMENT

hours / week	sole principal	partner/ director	private practice salaried employees	freelance	other private	local / central government	other public
Austria	50.5	49.0	40.7	n/a	n/a	60.0	35.0
Belgium	51.3	49.1	46.4	44.8	45.8	40.0	44.3
Croatia	47.9	46.3	42.7	47.1	50.2	40.7	46.3
Cyprus *	41.4	55.0	44.2	50.0	50.0	42.0	n/a
Czech Republic	47.4	51.1	44.6	43.7	50.0	42.8	45.0
Denmark	44.3	45.6	39.8	35.0	40.1	36.5	36.9
Estonia *	44.0	49.0	39.2	48.8	45.5	n/a	n/a
Finland	44.3	44.6	39.0	35.0	41.4	40.0	41.4
France	48.3	45.5	43.9	46.8	48.1	42.0	43.8
Germany	51.1	50.1	44.2	47.3	45.0	42.6	43.8
Greece	48.6	48.0	42.9	46.7	44.3	39.8	46.4
Hungary *	44.7	46.3	43.3	50.0	37.3	40.0	44.0
Ireland	46.5	46.8	41.5	42.5	49.0	41.6	41.0
Italy	44.1	44.5	44.2	44.1	44.3	40.1	41.0
Lithuania	43.9	47.5	44.4	50.0	38.0	42.0	47.5
Luxembourg *	46.8	43.6	44.0	42.0	n/a	n/a	50.0
Malta *	53.4	56.3	48.6	n/a	44.6	45.2	46.0
Netherlands	45.7	45.5	44.0	42.6	45.5	42.9	45.1
Norway	40.5	42.5	40.0	41.0	43.4	39.4	42.4
Poland *	48.6	53.0	44.1	40.0	n/a	n/a	n/a
Portugal	45.6	42.9	43.3	43.1	45.6	37.8	39.1
Romania	46.5	44.3	43.0	44.7	45.0	46.7	49.0
Slovenia *	42.8	44.5	43.0	54.3	40.0	51.0	n/a
Spain	46.5	43.9	40.5	45.2	42.6	39.8	43.1
Sweden	44.7	43.2	41.0	36.5	40.0	41.1	42.7
United Kingdom	46.2	43.9	42.4	39.5	41.9	39.8	42.3
2018 EUROPE-26	48.2	47.7	43.6	44.8	44.8	41.2	41.9
2016 EUROPE-27	47.2	48.8	43.1	44.5	44.0	40.0	40.0
2014 EUROPE-26	44.5	45.3	43.9	42.9	44.0	40.3	41.0
2012 EUROPE-25	45.3	46.1	43.2	40.2	43.1	38.1	38.9
2010 EUROPE-23	46.2	45.8	41.2	43.9	44.8	38.3	38.4
2008 EUROPE-17	51.0	50.1	46.0	47.0	46.6	42.2	43.3

* caution - small sample

4.8 CONTINUING PROFESSIONAL DEVELOPMENT (CPD)

Architects in Europe spend an average of 20 hours per year undertaking CPD. This figure has remained relatively constant since 2014. Average CPD hours are highest in the UK, Austria and Hungary who undertake 30 or more hours of CPD. By contrast, architects in the Czech Republic, France and Malta average fewer than 10 hours a year, while in Portugal the average number of hours is zero.

The amount of money architects spend on CPD varies considerably across Europe. This is the money they spend personally and excludes CPD funded by their employer or business. The average personal expenditure is €150, but in some countries, expenditure is zero while in others, such as Luxembourg and Austria, architects spend €1000 per year undertaking CPD.

Sole Principals, Partners & Directors and government architects spend slightly more hours undertaking CPD than other architects. Those in the public sector spend less personally on CPD, on average, than private sector architects.

TABLE 4-14
CPD HOURS AND SPEND ANALYSED BY COUNTRY

	average (median) number hours CPD per year	average (median) personal expenditure on CPD € per year
Austria	30	1 000
Belgium	20	300
Croatia	10	0
Cyprus *	10	200
Czech Republic	8	78
Denmark	25	0
Estonia *	20	100
Finland	10	0
France	7	300
Germany	20	200
Greece	14	227
Hungary *	30	159
Ireland	40	0
Italy	25	200
Lithuania	10	100
Luxembourg *	11	1 000
Malta *	4	78
Netherlands	25	100
Norway	25	100
Poland *	15	0
Portugal	0	328
Romania	10	100
Slovenia *	10	86
Spain	16	50
Sweden	20	0
United Kingdom	35	0
2018 EUROPE-26	20	150
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

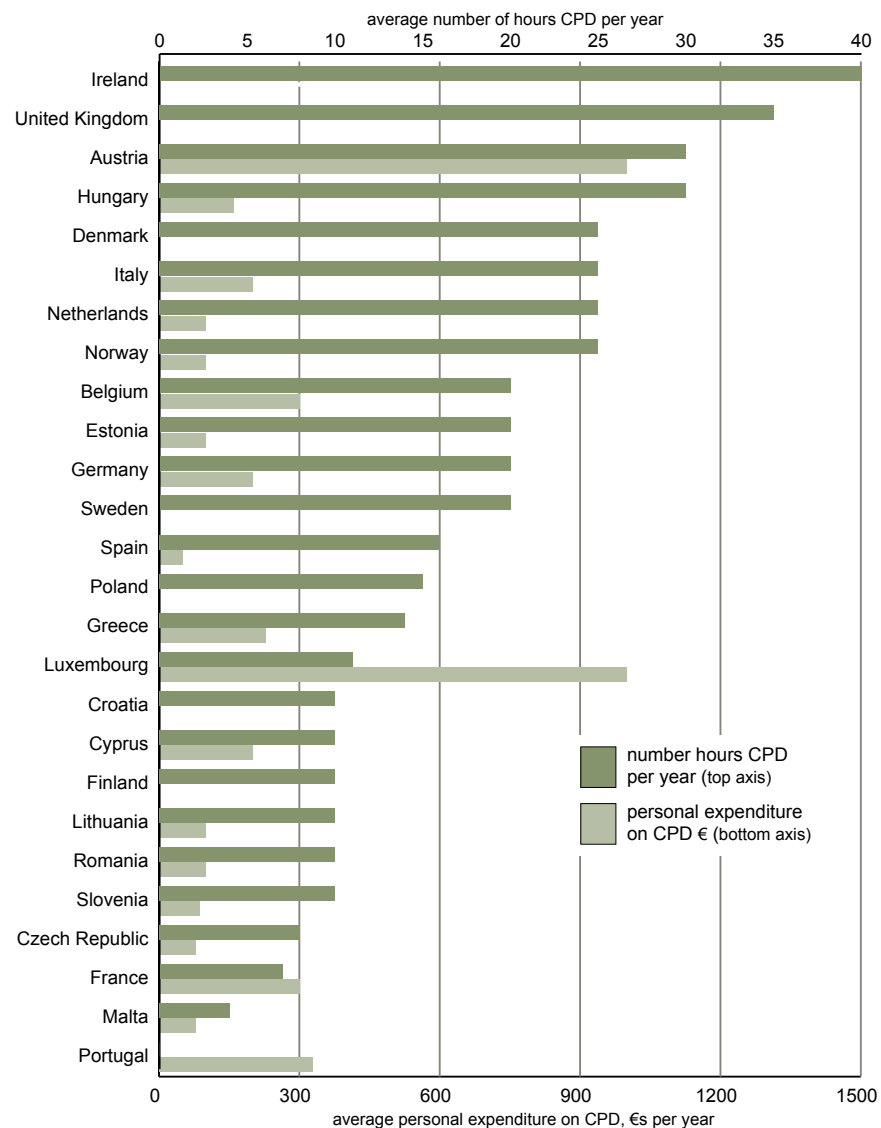
* caution small sample
2010/2008 n/a = question was not asked

TABLE 4-15
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	200
partner/director	24	195
private practice salaried employees	20	120
freelance	20	150
other private	20	200
local / central government	24	100
other public	22	58
2018 EUROPE-26	20	150
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

2010/2008 n/a = question was not asked

CHART 4-18
CPD HOURS (TOP AXIS) AND SPEND (BOTTOM AXIS)
ANALYSED BY COUNTRY



4.9 BUILDING TO NEARLY ZERO ENERGY STANDARDS

TABLE 4-16
 PROPORTION OF PROJECTS ARCHITECTS ARE DESIGNING TO NEARLY ZERO ENERGY STANDARDS
 ANALYSED BY COUNTRY

per cent respondents	proportion of projects being designed to Nearly Zero Energy standards				
	less than 10%	between 10% and 25%	between 26% and 50%	between 51% and 99%	100%
Austria	38	15	13	27	7
Belgium	53	16	13	16	3
Croatia	78	10	7	4	1
Cyprus *	67	5	10	19	0
Czech Republic	57	13	13	12	5
Denmark	68	11	11	7	2
Estonia *	70	15	5	5	5
Finland	81	7	6	3	3
France	76	10	7	5	2
Germany	56	15	15	10	4
Greece	n/a	n/a	n/a	n/a	n/a
Hungary *	66	9	9	11	4
Ireland	71	11	6	11	1
Italy	73	11	8	6	2
Lithuania	74	6	8	8	4
Luxembourg *	29	4	21	29	18
Malta *	80	6	9	5	0
Netherlands	58	18	12	9	3
Norway	68	12	10	9	1
Poland *	89	7	0	0	4
Portugal	59	11	12	15	4
Romania	74	13	6	6	2
Slovenia *	71	13	9	4	2
Spain	80	7	4	6	3
Sweden	76	11	6	5	1
United Kingdom	82	9	6	3	1
2018 EUROPE-26	72	11	8	7	2
2016 EUROPE-27	65	14	10	7	4
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

Responses to this survey suggest that less work is being designed to Nearly Zero Energy standard than in previous years. In the previous surveys, between 12 and 14 per cent of respondents said that at least 50 per cent of projects they had worked on in the previous 12 months were being designed to Nearly Zero Energy standards; the 2018 figure is 11 per cent. More work in Luxembourg and Austria than anywhere else is being designed to Nearly Zero Energy standards.

CHART 4-19
 PROPORTION OF ARCHITECTS WHO ARE
 DESIGNING TO NEARLY ZERO ENERGY
 STANDARDS MORE THAN 50% OF THE TIME

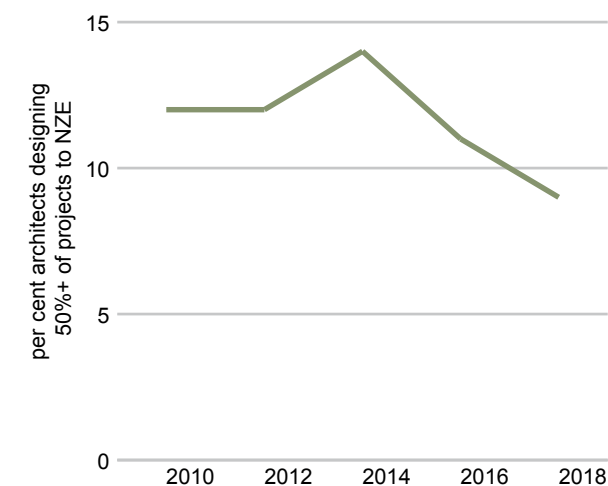


TABLE 4-17
HOW OFTEN ARCHITECTS ARE CURRENTLY BEING ASKED TO DESIGN ENERGY EFFICIENCY AS A RETROFIT SERVICE BY THEIR CLIENTS ANALYSED BY COUNTRY

per cent respondents	proportion of projects where energy efficiency is designed as a retrofit service				
	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	43	24	17	13	4
Belgium	20	23	25	25	8
Croatia	56	17	12	10	5
Cyprus *	45	30	0	20	5
Czech Republic	57	27	12	3	2
Denmark	50	17	17	8	8
Estonia *	30	20	20	10	20
Finland	80	8	4	3	4
France	39	23	17	15	6
Germany	n/a	n/a	n/a	n/a	n/a
Greece	53	21	17	6	3
Hungary *	27	27	19	15	12
Ireland	49	17	13	14	7
Italy	69	14	10	5	2
Lithuania	62	10	14	5	9
Luxembourg *	29	18	18	21	14
Malta *	80	12	5	2	2
Netherlands	31	18	23	20	9
Norway	59	19	13	6	3
Poland *	79	7	14	0	0
Portugal	57	16	14	8	5
Romania	64	19	8	5	4
Slovenia *	30	11	23	23	14
Spain	75	9	8	3	4
Sweden	79	8	5	6	3
United Kingdom	61	17	10	7	4
2018 EUROPE-26	61	16	12	7	4
2016 EUROPE-27	50	18	13	12	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
 2008/10/12 n/a = question was not asked in previous surveys

Just as less work is being reported as being built to Nearly Zero Energy standards, fewer architects say they are being asked to design energy efficiency as a retrofit service by their clients. Although this question has only been asked twice before, the 2018 figures are the lowest. Eleven per cent of respondents say they are being asked more than 50 per cent of the time, compared with 18 per cent in 2016 and 13 per cent in 2014.

CHART 4-20
PROPORTION OF ARCHITECTS WHO ARE DESIGNING ENERGY EFFICIENCY AS A RETROFIT SERVICE MORE THAN 50% OF THE TIME

