



वास्तुकला परिषद्
Council of Architecture

वास्तुविद् अधिनियम, 1972 के अंतर्गत भारत सरकार का एक स्वायत्त सांविधिक निकाय
(An Autonomous Statutory Body of Govt. of India, under the Architects Act, 1972)

AR. HABEEB KHAN
PRESIDENT

Ref No. CA/345/2022/WIA
September 28, 2022

ADVISORY FOR GENDER PARITY IN THE OFFICES OF THE PRACTICING ARCHITECTS

Dear Colleagues,

The Council of Architecture has constituted a committee for considering issues concerning Women Architects in India. The Committee after detail deliberations has made certain recommendations and suggestions for Gender parity in the offices of Practicing Architects for empowerment, skill-upgradation and mentoring. This advisory is being issued to strengthen it further for facilitating experience sharing, confidence building and speedy redressal of grievances of Women Architects :

- i) All Architects should be an equal opportunity employer and be sensitive to provide equal opportunities to women architects for skill-upgradation and career progression at all levels so as to improve their participation and contribution to the growth of Nation.
- ii) All Architects to provide suitable working environment to Women Architects/ Women staff in their offices.
- iii) Women Architects and Girls Trainees be provided equitable pay or stipend for their professional services.
- iv) All the Architects have to adhere to the Supreme Court Vishakha Guidelines and The Sexual Harassment of Women at Work Place (Prevention, Prohibition and Redressal) Act, 2013. According to which every office shall maintain the Internal Complaints Committee to deal with such complaints.

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- v) **Misconduct against women in office or workplace will amount to professional misconduct and shall be dealt seriously by COA.**
- vi) Offices having more than 10 employees shall set up speedy grievance mechanism cell for Women Architects/employees.
- vii) Offices having more than 10 employees shall set up Mentoring and Career Counselling cell.

It is requested that all the above stated measures be implemented in your offices and if already implemented the same be further strengthened for growth, development and empowerment of the women architects/women staff in your offices.

In case any women/men employees face sexual harassment, exploitation or discrimination they can write in confidence to registrar-coa@gov.in. The Council shall provide all possible help and will stand behind you.

A line in reply of the action taken in the matter will be highly appreciated.

With Warm regards

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Habeeb Khan', is written over a light grey rectangular background.

Habeeb Khan