

An exploration of the feminine quality in the working environment:

Towards creating an equal gender workplace typology.

By

Sasha Maharajh

Supervised by

Mrs B Horner

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1 DECLARATION

Submitted in fulfilment of the requirements for the *degree* of Master of Architecture, in the Graduate Programme in Architecture, University of Kwa-Zulu Natal, Durban, South Africa

I declare that this dissertation is my own unaided work. All citations, references and borrowed ideas have been duly acknowledged. I confirm that an external editor was not used. It is being submitted for the *degree* of Master in Architecture in the faculty of Humanities, Development and Social Science, University of Kwa-Zulu Natal, Durban, South Africa. None of the present work has been submitted previously for any *degree* or examination in any other University.

SASHA MAHARAJH

Date

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I dedicate this to you all. I Love you all.

"Nothing is impossible until it is done"

Nelson Rolihlaha Mandela.

4 ABSTRACT

This research involves the understanding of the feminine quality in working environments. The competitive nature of these highly productive office spaces creates environments where the user is not considered in the design of these spaces. The feminine quality is more focused on the emotional and social aspects of the environment and people involved. If applied correctly, it has the ability to bring a user focused design to the office space environment.

The concept of the invisible flaneur and the chora allow a new thought process towards the female quality. Highlighting positive aspects of the feminine quality, such as nurturing spaces, and shows how these principals benefit spatial design.

The findings of this research confirm that spatial qualities show that the users of the space are not considered and this creates an unethical way of designing spaces. In the applying the principles derived from the literature, we can create spaces that are inclusive and functional to the needs of both genders

The typology that is proposed is one not designed specifically for women or men, but tries to encompass the positive humane approach of the feminine and apply it into environments that are lacking these qualities. This thesis will hopefully contribute in creating more gender equal environments.

Keywords: Feminine Qualities, Gender Equality, Spatial Equality.

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1 CHAPTER ONE

1.1 INTRODUCTION

“The reality is that no country in the world, no matter how advanced, has achieved true gender equality, as measured by comparable decision-making power, equal opportunity for education and advancement, and equal participation and status in all walks of human endeavour. Gender disparities exist, even in countries without glaring male domination, and measuring these disparities is a necessary step towards implementing corrective policies” (Lopez-Claros and Zihadi, 2005, pp.3-20)

Over the past three decades there has been a huge influx of women into predominantly male dominated environments (Borden, Rendell and Penner, 2000). This begs the question; what has the workplace design done to adapt to this influx of feminine qualities. In spite of the fact that equal opportunities for men and women have been a priority in many countries, there are large gender differences which prevail in most competitive high-ranking positions, how does this show up in built form? Among these gender classifications, questions in feminist inquiry have provided a historical setting to this study: what are the forms, transitions and design approaches that women employ in workspaces?

The term *Gender* is used throughout this document, is not only associated with women or men specifically, rather it refers to both women and men and their status relative to each other (West and Zimmerman, 1987). This creates an understanding that the feminine quality is derived from the social act rather than the biological make-up of women. These environments should be based on the differences from the view of functional requirements, behavior needs, physical needs and psychological requirements of the females who occupy it (Chu and Luo, 2013). The social problem of the lack of women's quality in the workplace is linked to the environment through the idea that all space is socially produced (Lefebvre, 1992), and that space is inherently gendered (Borden, Rendell and Penner, 2000). This means that space is designed around the social interactions of the occupier and the occupier has an inherent gender which will influence the design of the space.

The argument then goes into the office design which has evolved over the years primarily over function, hierarchy, production, authority and wealth (Clements-Croome, 2006). The consideration to evolve is more specific to the business function and not to the employee's state of being. This is not to say that the women who occupy these spaces are not considered, since we have come a long way in trying to correct the inequality of the sexes, but rather the design of the environment lacks feminine qualities, which we discover later is based around inclusion and respect for users. Even though South Africa has not advanced as much as other countries our process is on-going and we have come a long way in social and psychological respect for women in our society (Hofmeyr, Mzobe; 2012). This research hopes to establish a set of rules to create a workplace design around the feminine

quality.

This thesis is divided up into three parts. Firstly, understanding gender within the City, secondly the influence of gender in Architecture specifically on gender qualities of a space, and lastly to understand gender in the workplace from a female's perspective. These three parts, as mentioned above will be considered specifically in relation to gender in the workplace. Key interviews with a range of select women will be conducted, and a number of key precedent and case studies, pertaining to gender, will be explored. Then finally, the last chapter covers an in-depth analysis and conclusions of the research problem, aims and objectives of the study. This will be translated into sketch plans, which have been informed directly by this study. Much of the research that influences this study is based on perceptions of the feminine, such as: that women are nurturers, or women are viewed as less competent, but these perceptions can be changed. This study aims to show that the feminine quality is not a negative perception within the workplace and considering these qualities within workplace design will lead to a better workplace environment for the users.

1.2 BACKGROUND

An individual's sex is identified at birth. The social roles individuals are expected to perform because of their sex relates to gender. The growing corpus of both men's and women's studies provide evidence of a growing awareness of inequities suffered by women throughout history (Strauss & Corbin 1982). Women make up 52% of the total population of South Africa (Stats SA Census 2011) and account for 45.1% of the working population (BWASA 2012).

Women make up over half of our population, but they are the most marginalized and vulnerable groups in the country (Hofmeyr, Mzobe; 2012). Nevertheless, our constitution does promote laws that implement the progressive empowerment of women. It has also allowed women's groups to lobby for their rights, and to try and change these negative stereotypes. Yet these laws have not shown any benefits for many women in our country, and the inequality of the sexes, and negative gender stereotypes, still continue till today. Gender inequality might not be as apparent as history may perceive and has evolved over time to become a subtle inequality (Dlamini, 2013).

Feminist critiques of the literature of professionals emphasize that professionalism has too often been modelled on pre-existing masculinized institutional structures (Carmichael, 1992). The first office typology to ever exist has never been documented but rather has evolved over time. It can be estimated to be dated around the industrial revolution when there was an apparent need to create an office typology. In this era, women were seen as objects specifically placed for the needs of men (Borden, Rendell and Penner, 2000).

Historically being a mother, care giver and nurturer was a predisposition of the feminine gender and created an identity of females as nurturers and care givers to men and children (Borden, Rendell and Penner, 2000). These ideologies segregated women into "women's fields of work" creating inequality in the gender socially, limiting working women in the past to segregated, unequal and insubordinate positions in the workplace (Noddings, 1990). Historically these ideas have developed an office design from a very masculine standpoint even though an office can be filled with women. This has proved to be an instrumental role in most office designs today (Carmichael, 1992).

1.3 MOTIVATION/ JUSTIFICATION OF THE STUDY

"Research data confirmed the existing theory that an environment that is masculine and where women are a minority leads to changes in women's behaviour as they are trying to fit in. They either give up trying to break through or become harder" (Hofmeyr and Mzobe 2012; Nkomo 2011 pp. 1276–1289).

Over the past thirty years women are more likely to earn college degrees, and succeed in the workforce, than their male counterparts (Haw, 1982). This has led to an influx of women into male dominated fields of work. In an analysis of a typical workplace design, we discover that it is derived from a competitive productive point creating a hierarchical order, placing the female as a monitored subordinate, in the centre of the office (Borden, Rendell and Penner, 2000) (Borden, Rendell and Penner, 2000). A study conducted at Harvard University confirms the perceptions that women dislike competition, or alternatively that they feel less competent than their male competitors, which depresses their performance in environments in which they need to compete with the opposite sex, such as the workplace (Gneezy, Niederle and Rustichini, 2001).

Dr Nobuhle Judith Dlamini (2011) in her research findings shows that women were seen to be emotionally different as they were regarded to be softer, feminine and empathetic. While men and women were viewed as being constructed differently, women were regarded as tending to think holistically and have a deeper consideration when making decisions. Men and women were viewed differently on a biological level. Women were also viewed as physically weak and fragile and therefore could not participate in duties or tasks that required physical strength and were unsafe (Moletsane and Reddy, 2010). With this difference in mind, women were viewed as not being suitable for masculine work environments (Long; 2014).

"Male desire for power over standardization of work and the establishment of educational standards, and the diminution of service orientation as men dominate a profession, are implicit in "conservative" feminist analyses. Making the features of women's oppression lost in the focus on economic oppression" (Noddings, 1990, p. 408). "Radical" feminism, however, challenges the supremacy of professional expertise over client needs, the legitimacy of the masculine hierarchy, the strict division between domestic and institutional spheres, and the discounting

of "women's work" (Offen, 1988).

This research hopes to discover that office typologies have not been adjusted to accommodate these female qualities and there is a lack of gender equality in the design process. Therefore this research is directed towards investigating and analysing the qualities of women in workplace environments and applying these qualities to the design, always remembering that space is socially produced (Borden, Rendell and Penner, 2000) meaning space forms around the interactions of the occupiers, and inherently gendered (Lefebvre, 1992), meaning the occupiers are of a certain gender and the space can be moulded differently according to their specific traits.

1.4 EXPLORING AND DEFINING THE PROBLEM

If space is socially constructed and gendered, then this raises the question - If the feminine quality is a social quality and space is socially constructed, then what are the social and spatial impacts of the feminine quality and what impact does that have on space, specifically workspaces.

1.5 THE AIMS AND OBJECTIVES OF THE STUDY

This research is directed towards analysing the feminine quality and its relationship to the workspace. The research will then inform the principles for the design of an office environment around these qualities, within the city.

General points of thought:

- To understand the gender roles and qualities in the working environment and workplace.
- To understand how feminine qualities can contribute to workspace design.
- Finally, to establish spatial design principles, necessary to create a gender equal workplace.

1.6 SETTING OUT THE SCOPE OF THE CHOSEN STUDY

1.6.1 DELINEATING THE RESEARCH PROBLEM

This dissertation primarily deals with the feminine quality in the built environment, specifically with workplace typologies. A study will be conducted on women in South Africa to work in large corporate firms. The analysis is only on the relationship these women have with the workspace and their personal qualities.

1.6.2 DEFINING THE TERMS

"Gender", refers to the socially constructed roles, behaviours, activities, and attributes that a given society considers appropriate for men and women (WHO, 2015)

"Work Environment", in the basic sense it is a location where a task is completed. When speaking of place of employment, the work environment involves the physical geographical location, as well as the immediate surroundings of the workplace. This normally involves other factors relating to the place of employment, such as the quality of the air, noise level, and additional perks and benefits of employment such as free child care, unlimited coffee, or adequate parking. (Business Dictionary 2015)

"Space", is a central concept in geography, used in the form of absolute, relative and relational (cognitive) space. In this study we will use absolute space which is an understanding of space as a distinct, physical and imminently real or empirical entity. It can be measured, felt and seen (Holt-Jensen, 1999)

"Gender Equality", is the state in which access to rights or opportunities is unaffected by gender.

"Legislation that reflected the principles of gender equality (United Nations, 1997)

"Khôra" (also known as Chora) is a term used in philosophy and given to a receptacle, a space or an interval envelope. Plato's definition of the Chora is not being or being, not tangible but also intangible; it gives space and has maternal overtones. A space that nurtures in a non-maternal sense. (Borden, Rendell, and Penner; 2000).

1.6.3 The ASSUMPTIONS

It is assumed that subgroups such as women are not paid much attention to especially with women's individual differences within architecture and specifically in the working environments.

1.6.4 KEY QUESTIONS

Primary Question:

How can the exploration of feminine qualities in the workplace improve the user's experience of the office environment?

Subsidiary Questions:

- Are feminine qualities taken into consideration in working environments?
- What are the gender factors that contribute to working environments?
- What principles can be learnt and applied to the designing of a working environment to make it gender equal?

1.7 THEORIES AND CONCEPTS

1.7.1 INTRODUCTION

Gender theory is the centre of this research, of which all other theories and concepts develop from. It is spoken about in depth in the literature and is the umbrella over this study. Gender theory separates females from the feminine and incorporates males into the idea of femininity. Creating perceptions where men can be feminine and women can be masculine. It encompasses the problem and provides an angle to conduct the research.

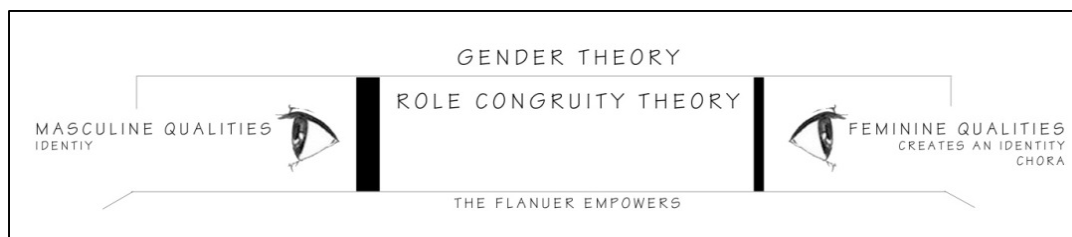


FIGURE 1: DIAGRAM SHOWING THE RELATIONSHIP BETWEEN THEORIES AND CONCEPTS (SOURCE: AUTHORS OWN, 2015)

Role Congruity Theory proposes that a group will be positively evaluated when its characteristics are recognized as aligning with that group's typical social roles (Eagly and Diekmann, 2005). Role congruity theory is relevant in showing the inequalities of genders from a leadership point. Showing that even though gender is not as obvious as in the past, it is still a relevant topic and shows up in the workplace. This theory is also rooted in identity inequalities. Identity is a common concept that runs through the entire research as well. Identity is created within the cities by the 'male gaze' (Wilson, 1992), separated within the workplace by hierarchy. Hopefully a new perception will be gained at the end of the research.

The Flaneur is another key concept in this research focusing on modernity and urbanization. The idea encompasses a man who takes possession over the city and its offerings, and has been the postmodern feminist embodiment of the "male gaze." It is a representation of the man's visual and voyeuristic mastery over women (Wilson, 1992).

The archetypal flâneur's are that of history and can be of any gender. In office typologies globally we can see the observant secretaries as the flâneur of the office. Making the flâneur an empowering concept for the feminine and gives power back to the women and their qualities.

Lastly the idea of the Chora is the idea of an object/ space that replicates or nurtures another space. The identity of this concept is rooted in feminine qualities, since it possesses maternal undertones. This allows the concept to be rooted in literature and the built form, serving as a link.

1.8 RESEARCH METHODS AND MATERIALS

1.8.1 INTRODUCTION

In the preliminary literature review, one of the gaps found was that not much qualitative research had been done on gender and working environments within the past fifteen years. Even though gender is still a relevant topic, the environments in which we work is created on the production of the space rather than the end user. This shows an unethical way of designing a space. We spend most of our lives in the workplace and consideration of the occupants does not seem to be the main priority. There are many quantitative gender researches but the qualitative research is lacking (Nkomo and Ngambi, 2009).

The purpose of the study is to understand the women's experiences and to develop guidelines to design a workplace. This makes qualitative methodology, using semi-structured interviews, more appropriate than quantitative methodology.

1.8.2 APPROACH

Within the literature, we take guidance on which method of data collection will be most useful to our study. A qualitative research method is reposed with participants within their natural work environment. This is done so we can make sense and interpret information based on the meaning that people bring to them. The 'right' methodology is the one that will answer the research question(s) (Holloway and Todres, 2003; Holloway and Wheeler 2002; McPherson and Leydon, 2002). Furthermore, (Creswell, 2003) and Lincoln and Guba (2000) assert that a clear understanding of the research paradigm is essential. This is also why one-on-one interviews will be conducted, since the type of participants involved will benefit more from this method.

The focus of the research is to understand the relationship between women and the working environment and what feminine qualities attribute to the environment. The approach to this topic is purely qualitative, using exploratory research, where the research aims to understand existing phenomena, i.e. feminine qualities and working environments. The reason for this topic is to eventually use the findings linked with environmental psychology to create architecture that will create a gender equal typology.

1.8.3 DATA COLLECTION

Primary Data will be collected by selecting workplaces relevant to the literature and randomly selecting women of all ages, race and status. This will enable effective engagement with women in the workplace Data will be collected by one-on-one interviews which will allow an in-depth understanding of these women and find key commonalities of

gender qualities. Interviews will give an in-depth investigation, using semi-structured interviews with open-ended questions which will allow the gathering of information which is unbiased and specific to gender roles. It allows interviewees to elaborate adequately, and find new commonalities and links.

An observation of the working environment will be conducted in each interviewee's workplace and space to further understand the relationship between her and her environment. This will allow a mapping process of the workplace specific to the individual women, analysing the thought behind spaces and show the interviewee's places of key interactions. This will link the data from the interview to spatial data shown in the case studies.

1.8.4 SAMPLING

Snowball sampling of fifteen working females, of various races and situations all within Durban, will be selected. This gives a wide variety of women, of various ages and different working experience, within one working environment. The women have to be employed by the company and of an age bracket between 25 year and 60 years. Coleman as quoted by Berg (2006) states that snowball sampling is created through a series of referrals that are made within a circle of people who know one another. Making the spectrum of females found, in conjunction with the Business Women's Association of South Africa (BWSSA), and snowballed within the environment after. This organization, the BWSSA, will have a holistic view of companies. Since women make up a specific part of the working environment, this sampling method aims to achieve data that is rich in content.

Fifteen interviews were conducted within two working environments over two days. The study then reached a 'category saturation'.

1.8.5 VALIDITY AND TRUSTWORTHINESS

The proposed procedures that will be carried out to check the validity, reliability and rigour of the findings when carrying out the research are: by conducting a constant comparison loop which will ensure rigour. This theory will also ensure more credible results, trustworthiness and high validity of the conducted research.

A cross-check will be done to ensure saturation of research data through a process of respondent validation of any relevant research notes, interview transcripts and data analysis, as means of checking for any inconsistencies. Challenging assumptions will be generated and all data will be re-analysed based on any feedback.

Strauss and Corbin (1990) describe different criteria that can be used to assess the adequacy and grounding of the research process. Shown in the following:

- The research will be carried out over two work organizations, to ensure rich data, across a broad spectrum, within one environment. All data will be cross-checked by returning the interview sheets to the interviewee.
- Research that is independent of the context will unlikely get the same results.
- Constant comparisons and objectivity across interview data will ensure that data is analysed as a whole and not fragmented.
- All interviewees will sign a consent form, which will be handed to them and will also have to agree to the terms and conditions before being interviewed. The interviewees will be over the age of 18 years old to ensure validity of information.
- The same questions can be asked differently, to verify the responses.
- The transcripts can be given back to the participants to be checked.

(See Appendices A and B)

Quality control should always be a part of the study and budget, as it is expected the researcher will run into some inconsistencies in data that need to be verified. Therefore, the researcher will ask for an expert review as well, from a psychologist, to critique and cross-check data.

1.8.6 ETHICAL CONSIDERATION

The target group for this study will be prominent working individuals, with specific descriptions, this will be identifiable and lead back to the source of data. This was discussed and explained to the participants. Pseudonyms have been used where possible to ensure confidentiality.

Informed consent was obtained before each interview by way of a consent form that was provided to each participant (see Appendix A and B). Confidentiality was observed at all times. Where quotations were used they were anonymous, nevertheless the participants' consent was obtained.

1.9 CONCLUSION

This Dissertation is aimed at addressing the office typology from a feminine perspective. It hopes to develop an understanding of feminine qualities which can improve the workplace typology. This could play a positive role in improving productivity in the working environment, improve the psychological wellbeing of employees and bring equality in the relationships and processes of the workplace by using feminine concepts.

Qualitative research methodology was chosen as the appropriate methodology. Purposive, snowball and theoretical sampling methods were used to identify fifteen female participants in corporate working environments. In depth semi structured interviews were conducted from which descriptive data was collected and analysed.

The major goal of this study is not to build a description of history that asks how women may design differently than men, but to re-examine the idea that has made such stereotypes invalid; gender may influence design approaches but not outcome.

Furthermore, this study also attempts to identify the potential gender issues in today's workplace, and to provide a viewpoint to workspace designers of any gender: How does our innate gender identity potentially influence design thinking? Finally, as a designer who is drawn to the social and cultural dimension of architecture, this study hopes to aid professionals in developing a more complex approach and critical eye for looking at designed forms as cultural vehicles for gender construction.

This thesis is divided up into three parts. Firstly, understanding gender within the City, secondly the influence of gender in Architecture specifically on gender qualities of a space, and lastly to understand gender in the workplace from a female's perspective. These three parts, as mentioned above will be considered specifically in relation to gender in the workplace. Key interviews with a range of select women will be conducted, and a number of key precedent and case studies, pertaining to gender, will be explored. Then finally, the last chapter covers an in-depth analysis and conclusions of the research problem, aims and objectives of the study. This will be translated into sketch plans, which have been informed directly by this study. Much of the research that influences this study is based on perceptions of the feminine, such as: that women are nurturers, or women are viewed as less competent, but these perceptions can be changed. This study aims to show that the feminine quality is not a negative perception within the workplace and considering these qualities within workplace design will lead to a better workplace environment for the users.

2 CHAPTER TWO: LITERATURE REVIEW

2.1 INTRODUCTION

Today's urban construction and space design has neglected the individual bodily difference, and has questioned the previous concepts and principles of architectural design and urban planning (Chu and Luo, 2013). The issue on body, gender and feminist has penetrated in the related fields of space, economy and society, since the 1970's, which has influenced on the theory and practice of architecture (Chu and Luo; 2013).

Keeping that in mind the postmodern background which emphasizes the differences between groups, but more attention must be given to the space equality of "the sub-group" such as women, especially the individual differences which demands different urban environments and are widely ignored (Chu and Luo, 2013). These environments should be based on the bodily difference, from the view of functional requirements, behavior needs, physical needs and psychological requirements of women (Chu and Luo, 2013).

Feminism is one of the mainstream social thoughts after the 1970s in western countries, and serves as an important influence on society, economy and culture (Chu and Luo, 2013). Its basic ideas are absorbed in all kinds of scientific research.

Traditional urban space research often focused on men's behavior and life experience and has ignored the women's unique experiences. When based on the bodily difference, from the view of functional requirements, behavioral needs, physical needs and psychological requirements, most modernists' studies have provided a standard "masculine" template. Therefore, the research will focus on the female individual's uniqueness and quality which will influence how space is formed. At the same time it will be taken from the feminist standpoint, based on the viewpoint of physical differences, the exploration of interaction of urban female space and workspace (Chu and Luo, 2013).

2.2 FEMINISM

Gender defines the basis of this specific theoretical approach. It is a system designed around equality and inclusion. One of the theories under gender studies is feminism, which is the belief in the social, economic and political equality of the different sexes 'gender', which was brought about as a reaction to the oppression subjected upon women, to rectify it, and bring about equality of the sexes. Feminism is seen as a type of anti-masculine expression, and gender theory was brought about as a more balanced expression of feminism. The idea of feminism is very hard and abrasive, this research is more from a feminine stand point to create a gender equal status, rather than a one sided female status (Lorber, date unknown).

“There is an argument that excluding men from involvement in gender relations work can provoke male hostility and retaliation and further intensify gender inequalities and thus leave women with yet more work to do among unsympathetic men and with regard to patriarchal power relations” (Flood, 2007 p. 9-12). It is clear that fighting men did not help the ‘fight’ for gender equality, and set the process back.

Over time the idea of feminism has evolved creating multiple variants of this theory. The most relevant of this time and for the workplace environment is Multi-ethnic Feminism. Feminism seems to be a stand point for most inequalities, such as men’s feminism where men fight for equal treatment as women (Lorber, date unknown). Throughout the 20th century, many critics have argued that no one aspect of inequalities is more important than the other (Wilkinson and Morton, 2007). This idea is most relevant for the office typology since it states that ethnicity, religion, social class, and gender comprise a complex hierarchical stratification system in which upper-class, heterosexual, white men and women oppress lower-class women and men of disadvantaged ethnicities and religions. Therefore all forms of oppression and exploitation is seen as structurally intertwined relationships. It basically says that it is not enough to dissect a social institution or area of social thought from a woman’s point of view; the viewpoint has to include the experiences of women and men of different ethnic groups and religions and must also take into consideration social class and economic conditions.

This Idea of feminism seems most relevant in this research since the office design is derogatory for all the subordinate positions within the working environment, not just women but men in subordinate positions too. In the United States black men are punished for their masculinity while black women are seen as sexual objects or mothers (Wilkinson and Morton, 2007).

“Consciousness of subordination and the forms of struggle may have to be different for women and men; the man who is Other may need to find the voice suppressed by dominant men; the woman who is Other may need to find the voice suppressed by both dominant and subordinate men” (Lorber, date unknown).

2.3 GENDER

The term ‘Gender’ came about in the 1960s as a replacement for the word sex, and is the basis of this research. It is a word with a holistic approach to the sexes. By sex, we mean male and female, which refers to the physical attributes of humans. Whereas gender is now an achieved status, which is constructed through psychological, cultural and social means (West and Zimmerman, 1987). But in our ever changing democratic societies, people are more open to accepting their own identities rather than what society perceives. This has made the idea of male and female not so concrete. Making identity in the 21st Century such an important role in psychological wellbeing and growth for people (Sharma and Sharma 2010). We are not born with gender, we chose to “do Gender.” Doing gender involves a complex activity of political and social interactions, which express masculine or feminine

features of 'nature.' It is the characteristics of femininity and masculinity that a person chooses to portray. This makes sex and gender two of the most relevant concepts when defining different feminist approaches.

The way Wekker (cited in Franken et al., 2009) defines gender makes it clearer to understand. He describes it as a layered social system that gives meaning to the biological differences between men and women and which operates at three levels. Firstly on a personal level, gender organises society by attributing characteristics to women and men: women are socialised to be emotional and caring, while men are supposedly rational and less prone to enter into nurturing relationships. Secondly on a symbolic level, gender assigns differential values to the activities of women and men. Such as: generally masculinity is evaluated more highly than femininity. Masculinity and femininity gives significance to us, to the things we undertake, to our entire life. For example, when there are many women in a particular profession, that profession will not have a high status (education, nursing, the care sector). As soon as more men enter the profession, its status will rise (Franken et al., 2009).

One question that can be raised is whether viewers are able to tell the gender connotation of an object through a purely aesthetic or practical viewpoint? For instance, in viewing a sculpture in a gallery, we may be able to receive the gender message that the creator attempts to convey based on a purely aesthetic view.

Robert Riley (1990) also suggests the same piece of art can elicit different reactions from different viewers. "A sexual sculpture in a gallery is different from a grotto or a vine covered pergola in a private garden and different indeed from a dead-end cave in an urban park after dark" (Riley, 1990, pp. 67). That said, as viewers, our perception will inevitably be influenced by the physical environment surrounding us and to convey gender meanings may be engendered unintentionally. As a historian suggested, gender is socially but not naturally constructed (Garrard, 1994).

2.4 JACQUE DERRIDA'S PHILOSOPHY

As a philosopher of deconstructionism, Jacques Derrida's theoretical statement provides a methodology for feminist researchers. In order to see female approaches that have been ignored or excluded from the eye of a male-dominated value system, one must take a different study approach as Schenker (1994) suggests the most obvious way to redress the exclusion of women from history is to include them.

The first step in Jacques Derrida's philosophy of deconstruction is to reverse the binary terms of a certain view point. This is done by replacing the negative positions with the positive and applying the same to the positive positions. By this reversal the negative connotation that is held by the domestic sphere is changed to a positive. The second step states that there must be a movement of displacement in which the negative term is displaced from its independent, and showing it to be a condition of a positive term. This philosophy will turn the negative

connotations associated with women and the home into a positive. It also changes the perception of the term feminine nurturer as seen from a point of weakness to strength. This is all about changing perceptions and thoughts about the feminine quality itself. In order to clarify the relationship between these complex issues, researchers must take different approaches to find a method.

2.5 FEMALE DESIGN APPROACH

Before starting to answer the following research questions related to gender issues in the workplace, it is important, as a researcher, to have a preliminary understanding about how female workers think about their gender identity.

The female design approaches in this study are described as opposite to male approaches. There may be some differences in the way women think about things, but, it is generally part of human nature. When it comes to the design, what are the differences between male and female designers?

According to a study regarding gender influence on the policy making process, women may be more likely to see emotion as an important component for a decision making process (Hill, 1994). Emotion and subjectivity are, at some point, described as qualities of “connectedness” which may imply female. In contrast to that, reasoning and objectivity are the qualities of disconnection, or the denial of connection which may imply male (Franck; 1989). Females are accustomed to understanding things by connecting while men are accustomed to favoured things in order to identify the difference between things. That said, “Analyzing is the activity of distinguishing between elements, it can easily lead to seeing distinctions as being divisions—to seeing elements that are different as being separate, distant, and disconnected” (Franck 1989, pp. 201-216). Kristine Hill (1994) is the researcher who conducted the study above. She further concludes: “male policy makers favoured balancing competing rights in ethical reasoning, while women favoured a strategy of response to the needs of affected parties, particularly children.” Women are more likely to see emotion as an important component of an effective policy-making process, while men either did not address it or found it a negative influence” (Hill, 1994, pp. 145-151). She further quoted from Carol Gilligan’s findings stating that “...in moral reasoning men use principles of fairness, whereas women emphasize inclusion and relatedness, seeking win-win solutions” (ibid). As a result, women designers or policy makers may pay more attention to personal experience that comes from their distinguished values of subjectivity and emotion as important personal reflections during the decision making process. The quality of connectedness, emotion, and subjectivity reflected on design practice may lead to an emphasis on making connections. Women designers tend to emphasize building a close relationship between clients, peers and users during the design process (Franck, 1989).

The discussion of gendered design approach shows the female approach as an opposing concept that is minor and, marginalized (McLeod, 1996), or ‘other’ to the male design approach, and male-dominated culture. In design

theories, the concept of 'other' space or 'Others' are mentioned in contemporary architecture theory: some space prototypes such as museums, prisons, hospitals, and unconventional places that are distinguished from everyday landscape are usually regarded as 'other'" (McLeod, 1996)

2.6 GENDER SPACE

Space, as defined in Gender Space Architecture is a central concept in geography, used in the form of an absolute, relative and relational (cognitive) space (Borden, Rendell and Penner, 2000). In this study we will use the absolute space, which is an understanding of space as a distinct, physical and imminently real or empirical entity. It can be measured, felt and seen (Holt-Jensen, 1999). While place is a portion of geographical space, which is seen as bonded settings, in which social relations, culture and identity occur, to create the sense of place, within a working environment (Holt-Jensen, 1999). Space is organized into places often thought of as bounded settings, in which social relations and identity are constructed (Holt-Jensen, 1999). These are spaces with intersecting social relations, meaning and collective memory. Place is seen as more subjectively defined and space is seen as more a subject of scientific law (Holt-Jensen, 1999). Space defines the people in it and objects are effected by the space and place of other objects (Borden, Rendell and Penner, 2000).

Feminist geographers', such as Liz Bondi, Doreen Massey, Linda McDowell and Gillian Rose, research on women and space has shown that space is a production of gender relations (Borden, Rendell and Penner, 2000). They argue that if gender makes an impression on our society by how we are treated and how we live, then subsequently this social impact has to make an impression on the spaces we create and use (Borden, Rendell and Penner, 2000). If geographical space is socially and culturally produced and gender relations are socially and spatially constructed, then this raises the question, how are these gender relations manifesting in space. And what impact do they have on environments.

"The most pervasive representation of gendered space is the paradigm of the 'separate spheres', an oppositional and an hierarchical system consisting of a dominant public male realm of production (the city) and a subordinate private female one of reproduction (the home)" (Borden, Rendell and Penner, 2000, p. 103). A review of the past literature suggests that the ideas in current literature are out-dated and old-fashioned but still allow us to understand the basis of this study. The origin of this ideology has divided city from home, public from private, production from reproduction, and men from women which in itself is patriarchal, capitalist, and has not provided a wide range to describe the urban dwellers. The idea is problematic, since it has created many assumptions regarding sex, gender and space which are contained into this solid hierarchy which is continually reproduced. This ideology does however create a good starting point, to critique the idea of gendered space and to provide different alternatives (Borden, Rendell and Penner, 2000). To start 'deconstructing' the male/female polarity of these two separate spheres French Philosopher Jacques Derrida has created a system in which binary systems, which only

allow things to be 'like' or 'not like', replace these 'intellectual norms' with new formulations (Borden, Rendell and Penner, 2000).

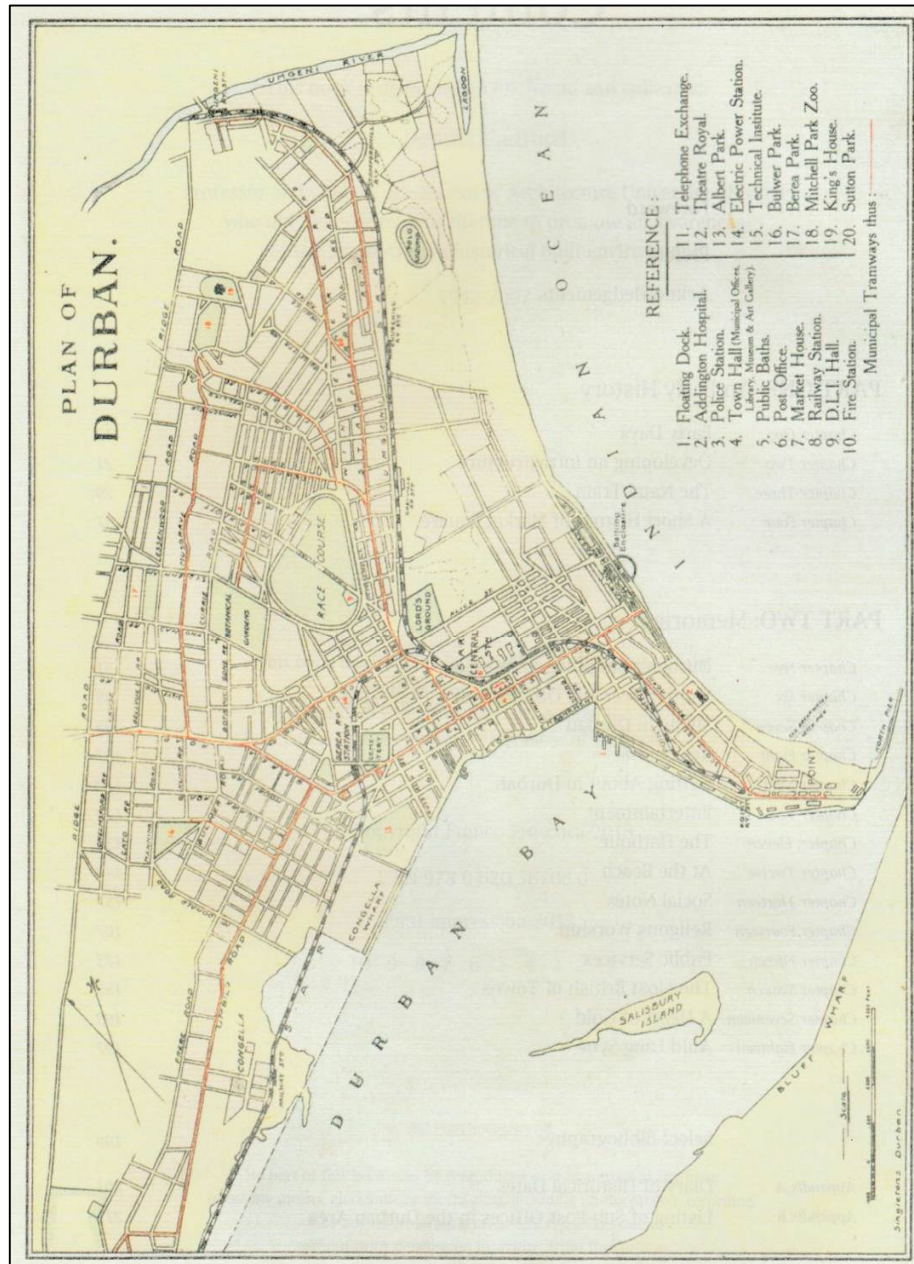


FIGURE 2: OLD MAP OF DURBAN, KWAZULU-NATAL (FRESCURA AND MAUDE-STONE, 2013)

2.7 GENDER IN THE CITY

The most important principles that our cities were designed by was that women are *queens* of the private realm, and men kings of the public realms, making the women's place within the home (Borden, Rendell and Penner, 2000). The era was of capitalism and monopoly and these forces are what drove the design of the cities (Borden, Rendell and Penner, 2000). The public realm exemplified by the concept of the "male gaze", directly influences the perception of females in public. The private environment was seen as the submissive enclosure for females, to

protect and caudle (Borden, Rendell and Penner, 2000). A women's place was in the home, and not in public spaces. These homeward bound cities restrict women physically, socially and economically. The hardship for women to defy these constraints caused an acute amount of restrictions and stress. The male Architects and Planners planned our cities around these realms, which has not been rethought or considered in terms of the changing needs of the household and working environment. These forced spatial realms created a harsher environment for women to integrate socially, economically and physically in public (Borden, Rendell and Penner, 2000).

The development of shopping malls was a turning point for women in the public realm. This changed the perception of women in public spaces. These mall developments made it acceptable for women to go to shopping malls and not be accompanied by a man. This led to the creation of the '*anomalous space*', which is a space located on the boundary of public and private, and partaking in both. This space was seen as acceptable for women to leisure in a city, and the appearance of women in public became an acceptable occurrence (Munson, 2014). This space lay on the edge of the private interior of the building, spilling the interior space onto the streets like cafes and libraries.



FIGURE 3: IMAGE SHOWING THE DEVELOPMENT OF DURBAN'S STREET EDGES TO THE 'ANOMALOUS SPACE' (FRESCURA AND, MAUDE-STONE, 2013)

2.8 A NON-SEXIST CITY (HAYDEN 1981)

Dolores Hayden (1981) developed a remedy to change the paradigm of homeward bound females, by redefining the home, neighbourhood and city. To rethink the social, economic and physical designs of human settlements that will support employed women's needs including that of their families.

When Hayden speaks of a city, she mainly speaks of an American city. This must not be mistaken for a 'suburb'.

The American city is a good point of departure on the thoughts of the city process, since our cities where developed in a very similar way. She begins with urban regions, which are organised into homes and workplaces, which must be seen as a whole.

The problem is paradoxical: Women cannot improve their status in the home unless their overall economic position in society is altered; women cannot improve their status in the paid labour force unless their domestic responsibilities are altered. "Therefore, a program to achieve economic and environmental justice for women requires, by definition, a solution that overcomes the traditional divisions between the household and the market economy, the private dwelling and the workplace" (Haydens 1981 pp 170-187).



FIGURE 4: "WOMEN'S WORK"
(FRESCURA AND MAUDE-STONE, 2013)

Hayden (1980) speaks of cities that are developing strategies in order to create a gender equal city. The first example that has most relevance is the Cuban Family Code developed in 1974. In this strategy the idea of gender equality needs to start within the immediate relationships in the home. This is where men and women have an equal share in housework and child care. This strategy is very idealistic. The romantic idea of all men and women having shared housework and childcare goes against many cultures and religions. It also puts responsibility upon the private negotiation between the partnerships. Even though this idea was developed in the 1970's it is still quite relevant in today's age.

The second strategy Hayden speaks of was developed by architect Otto Fick in Copenhagen in 1903. He developed a social housing facility for employed women called 'service houses'. This system used the state to subsidize 'women's work' on a commercial basis.

This system does not seem to bring equality to the gender roles but rather it eliminates the feminine jobs and forces women into masculine positions. It does not necessarily promote male exclusion from domestic work and the households changing needs. But it recognizes that environmental change is important.

The third example that Hayden analyses, was done by Nina West (1972) in London. She built and renovated over sixty-three units of housing on six sites for single parents. West (1972) included facilities to accommodate child-care within the living environment, with houses that shared babysitting responsibilities. The idea of integrating child care created jobs for the parents within the living environment. This led to ideas of a living unit that combined live, work and play.

Hayden's conclusions showed that most women are not interested in communal family living. They strive for

independence at home and economically. It showed that women did not appreciate the state running their family life, and finally that women need a maximum personal choice, especially with child rearing and socially.

With all the above in consideration, Hayden (1980) created a system called Homemakers Organization for a More Egalitarian Society (HOMES). The task of reorganizing both home and work can be accomplished only by organizations of homemakers, women and men dedicated to making changes in the ways that Americans deal with private life and public responsibilities. For Hayden's program to be broad enough to transform housework, housing and residential neighbourhoods must:

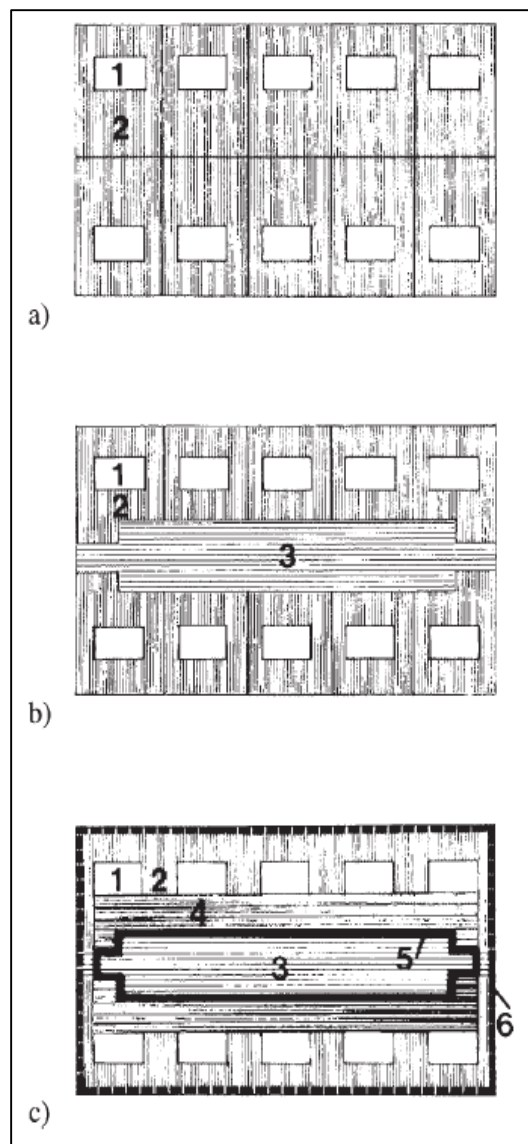


FIGURE 5: WOMEN'S WORK* (FRESCURA AND MAUDE-STONE, 2013) DIAGRAMS SHOWING SOME OF THE POSSIBILITIES OF REORGANIZING A TYPICAL SUBURBAN BLOCK THROUGH REZONING, REBUILDING, AND LANDSCAPING (BORDEN, RENDELL AND PENNER, 2000)

1. make unpaid labour such as housing and childcare, equal to paid labour. This will ensure equality in regards to the respect of 'women's work' to 'men's work';
2. Incorporate the paid labour forces on an equal basis. This will allow the integration of unpaid labour into the paid labour section;
3. eliminate the segregation of classes, races and age;
4. change all laws and local programs to eliminate the offer to implicit/explicit reinforcement of unpaid role of a female homemaker;
5. minimize the unpaid labour section and limit all wasteful economic and energy consumption;
6. finally, maximize real choices for households concerning recreation and sociability.

(Borden, Rendell and Penner, 2000, pp. 275-276).

Figure 5 illustrates (a) Ten single-family houses (1) on ten private lots (b) The same houses (1) with smaller private lots (2) after a backyard rehabilitation program has created a new village green (3) at the heart of the block. (c) the same houses (1) and many small private gardens (2) with a new village green (3) surrounded by a zone for new services and accessory apartments (4) connected by a new sidewalk (5) and surrounded by a new border of street trees. In the last diagram (4) could include space for such activities as day care, elderly care, laundry, and food service as well as housing, while (3) could accommodate a children's play area, vegetable

or flower gardens, and outdoor seating. Section (5) may be a sidewalk, a vine-covered trellis, or a formal arcade. The narrow ends of the block can be emphasized as collective entrances with gates (to which residents have keys), leading to new accessory apartments entered from the arcade or sidewalk. In the densest possible situations (3) may be an alley and parking lot if existing street parking and public transit are not adequate (Borden, Rendell and Penner, 2000).

The HOMES system should not create two classes. Those working in the project need to have similar recognition to those who work out of the unit. This can be done by recognising that these jobs are not seen as 'women's work' and recognise all jobs as equal. This system emphasizes equality in gender and recognition of women and their participation within the home. It shows respect for the roles without eliminating the problem like Fick's or Cuban family code.

"I believe that attacking the conventional division between public and private space should become a socialist and feminist priority in the 1980s. Women must transform the sexual division of domestic labour, the privatized economic basis of domestic work, and the spatial separation of homes and workplaces in the built environment if they are to be equal members of society" (Hayden, 1980, pp. 276).

For today's feminist historians and theorists, the gender stereotype is read as the product of outdated thinking from the Victorian era, which limited women to a domestic role while men performed a public role. Suzanne M. Spencer-Wood talks about feminist approaches in designing America's urban street landscape: "the boundary between domestic and public was blurred and shifted, by combining the separate spheres in a number of ways." (Spencer-Wood, 1994. pp.124-137) In this context, today's gender issues in architecture should attempt to explore a new horizon, where the boundaries between private and public spheres are no longer clearly defined.

2.9 GENDER AND ARCHITECTURE

Gender and Architectural Form is another subject based on perception and individuality. The majority of women, who relate to architecture, only do so as users of the buildings (Borden, Rendell and Penner, 2000). So when speaking of Architecture and Gender we need to discuss it as a relationship or interaction between the user and building. Space defines the people in it and objects are affected by the space and place of other objects (Hertzberger, 1991). When thinking of women within a space we need to consider that the space directly influences their wellbeing, and that their presences in the space affect the people around them. For example, a space can feel private until a stranger enters it (Hertzberger, 1991). The space was directly affected and subsequently the other users in the space as well. Keeping this in mind, to determine how successful a space is we need to critique buildings according to gender requirements. This requires an understanding of exactly what is considered female qualities, and what influence it has on the space?

What exactly are feminine qualities and where are they derived from? The analysis of all the writings in Karen A. Franck's paper titled the '*Feminist Approach to Architecture*' has created an approach which suggests seven qualities that characterise feminine qualities. She states that many writers in the past have shown that the women's underlying relationship to the world is about connections and interaction, whereas men's are one of separation. Connectedness applies to analysing as well as knowing. The idea of 'knowing' is discussed here as an act of creating (Borden, Rendell and Penner, 2000). We construct what we know, and these constructions are deeply influenced by our early experiences and by the nature of our underlying relationship to the world. As the early experiences of women and men and their relationship to the world differ in significant ways, so too will their characteristic ways of knowing and analysing. Nancy Hartsock, in her article 'The Feminist Standpoint,' relates the development of male self-identity to the masculinist tendency to degrade everyday life and to value abstraction. These qualities are what influenced her deductions of feminine qualities that ultimately will influence design principles and include the following:

- Women have a connectedness to one another, to objects of knowledge and learning, to the world and sensitivity to the connectedness to people;
 - they possess the desire for inclusiveness, and the desire to overcome opposing dualities;
 - they portray ethical care which is shown in a responsibility to respond to the needs of others;
 - women value the everyday experiences in life;
 - they have an acceptance of subjectivity as a strategy of knowing and of feelings;
 - possess an acceptance and desire for complexity;
- (Borden, Rendell and Penner, 2000)

These qualities, as Margrit Kennedy suggested in 1981, were translated into several hypotheses based on female and male principles in architecture.

The female principle is:

- More user-oriented than designer-oriented.
 - More ergonomic than large-scale, monumental.
 - More functional than formal.
 - More flexible than fixed.
 - More organically ordered than abstractly systematized.
 - More holistic than specialized
 - More complex than one-dimensional.
 - More socially oriented than profit-oriented.
 - More slowly growing than quickly constructed.
- (Kennedy, 1981)

2.10 GENDER AND THE WORKSPACE

The identity of a workplace is determined by the local gender cultures. The spaces which women occupy is made into a workplace by the social status of the women it encapsulates, (Borden, Rendell and Penner, 2000). Workplaces are not inherently innate and inert. They are measured geometrically, since they change every day (Borden, Rendell and Penner, 2000). *“This gendering of space and place both reflects on and has impact on the ways in which gender is constructed and understood in the societies in which we live”* (Borden, Rendell and Penner, 2000, pp. 129).

Most jobs are gendered, meaning they are more suited for a feminine or a masculine identity, such as a mechanic, where the basic task at hand is to lift heavy objects. The main driving concept that categorizes these jobs into each gender is the concept of power. Where male jobs need a strong headed, powerful man, and women’s jobs tend to be gentle and nurturing. Even education is a form of raising and nurturing the young. Nursing and teaching are seen as women’s jobs, since women are care givers and nurturers and these are the closet jobs to their skill set. Gendered jobs inherently boil down to the cultural identity imbedded in history of men as breadwinners and women as a homemakers (Borden, Rendell and Penner, 2000).

But as per usual the gendered work forms have fallen short for women’s choices and in our typical office typologies. Gender Space Architecture has shown spatial segregation between different genders in the working environment. In the past the typical office design was derived from a masculine perspective, creating a hierarchical layout (Borden, Rendell and Penner, 2000). This shows the male manager in a position of observation over the female secretary, since the female secretary is seen as a subordinate in the workplace, creating an atmosphere where women tend to withdraw and belittle themselves as a coping mechanism towards the environment (Chusmir, Franks and Victoria, 1999).

The term “open-floor jobs” was termed to describe one of the two spatial aspects in the workplace that reduce women’s status. Firstly, the concentration of many women together in one place, this removes women from the decision making process and organizing. This type of design is currently being applied to large corporate offices today. It is surrounded by the idea of productive spaces, where a larger open plan is designed around the number of desks they can fit into a space. This creates workspaces that are spatially inconsiderate to the users and more to production of the entire company.

Secondly, the very public nature of a secretary’s space, repeated interruptions, and potential surveillance contribute to the lack of opportunities to turn valuable knowledge into human capital that could advance their careers. Secretaries are seen running the workplace, all the information within the offices passes through them at some point and they seem like they are in control of what takes place (Borden, Rendell and Penner, 2000).

This idea of constant surveillance and control over another is not of a feminine quality. The idea of the secretary is still apparent in today's workplace. This is not to say that secretaries cannot be male.

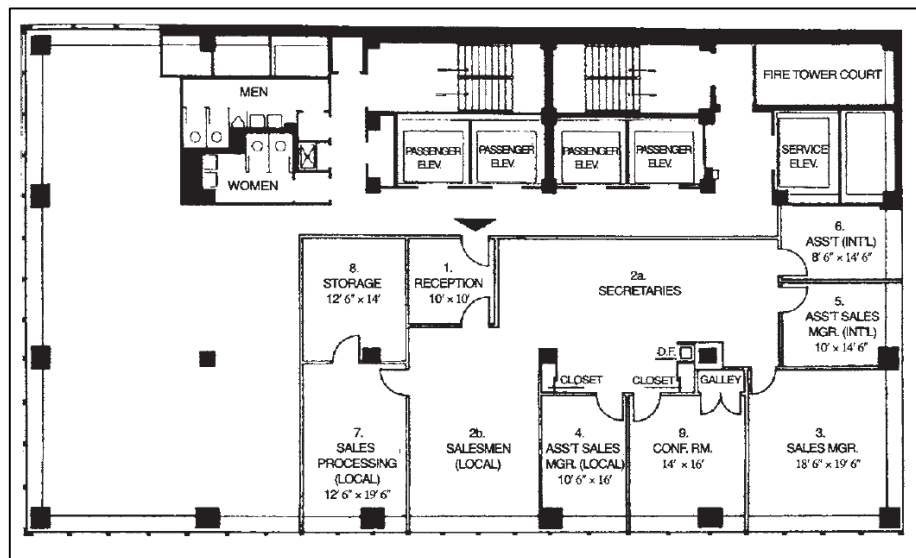


FIGURE 6: (ABOVE) TYPICAL DESIGN OF AN OFFICE BY AN ARCHITECT. (BORDEN, RENDELL AND PENNER, 2000).

The historic spatial aspects that define males is termed “closed-door jobs”. Research has shown that men dominate the executive, managerial and administrative (Borden, Rendell and Penner, 2000) jobs. Statistics from the US Department of Labor (1991, pp 163- 183) show that more than one in ten men work in a supervisory position. Although the managers always circulate among their employees, their status is shown by their private office spaces. These are spaces in which they can retreat and withdraw. The expectation of this design suggests that privacy is needed for decisions to be made at an organizational level. The secretary is not sharing this space, but rather is a “gatekeeper”.

The spaces created do not share knowledge and information and do not allow growth for lower level employees. The separation is evident with managers having more privacy and having the opportunity and space for ideas to manifest. The lack of privacy and lower position also brings about a lack of control of their immediate environment, which is also proven to reduce job satisfaction in employees. (Haw, 1982). These concepts of space are derived around a very out-dated thought on the approach. Most offices have derived a typology that is based around production. The influx of women within the working environment did not create any question around the environment in which they occupied. It is also a shame that research on the design of workplaces with gender considerations have not been done and all the research from the past is still quite relevant. This research does not aim to facilitate working environments that are only for females, but environments that balance the inequality of the genders.

A more modern take on office spaces, even though created years ago and was far beyond its time, was Herman Hertzberger's theories (1991) on the office design. His ideas work in synergy with the feminine quality. He stated

the fact that employees on average spend more time at the office than at home, requiring that the office function as a stand-in home, led to the following basic premises:

- Architecture should increase contact between its tenants/users and do away with inhibiting thresholds;
- Architecture should form a social whole devoid of hierarchies individual work stations should be both recognizable within the whole and freely sub-divisible;
- Architecture should not be hierarchic or representative.

This was shown in the office building for the Centraal Beheer Insurance Company and is Hertzberger's most important contribution to 'Forum Architecture'. The commission ('a work area for 1000 people'), was designed directly for the user, which will be shown in the 'kantooruin' below.

The building, a synthesis of 'kantoortuin' (office landscape) and office cubicles, consists of four quadrants separated by a neutral zone containing circulation, toilets and plant rooms (See Figure below). Three quadrants serve as office space, the other contains such general spaces as a restaurant, recreational areas and public functions. With its flexible, 'unfinished' structure the building can easily be added to. Centraal Beheer is built using a repeated standard pattern, which collaborates closely with the supporting structures to fix the zoning of the interior (Hertzberger 1991).



FIGURE 7: INTERIOR VIEW OF CENTRAAL BAHEER INSURANCE COMPANY (HERTZBERGER 1991)

2.11 CONCLUSION

This thesis topic is subjected to many discussions, since relevant research has not been conducted over many years. A large gap exists that researchers do not seem to be aware of and is filled with preconceived notions and inherent ideologies that have been passed down through the generations.

If women were treated as equals in these environments since conception, would there be any different outcome in design or process? This does not mean to say women are oppressed in workplace environments. It has merely pointed out the feminine quality assessed against workplace typologies. The female quality is seen as an inclusive, ethical, nurturing quality. There is an evident lack of these feminine qualities in these environments which have created workplaces focused around production, hierarchy and economy (Clements-Croome, 2006). This is not a bad thing either, but the individual users of the spaces seems to be unconsidered.

A holistic view would be to design with the consideration from the user's point of view. This can be achieved by the 'bottom-up' approach in which the space is designed with the consideration of all users of the space. By using the feminine qualities and attributes we can incorporate them into the workplace processes and design.

Within the literature we discussed key ideas that have emerged: Feminine quality and not the female specifically; the negative association with feminine qualities; questioning the identity of the feminine quality and finally the spatial representations of these qualities.

From the Literature we can pick up some key ideas:

- Feminine quality and not the female specifically.
- The negative association with feminine qualities.
- Questioning the identity of the feminine quality.
- Spatial representations of these qualities.

We can then translate the feminine quality into Architectural responses into a:

- More user-oriented than designer-oriented.
- More ergonomic than large-scale, monumental.
- More functional than formal.
- More flexible than fixed.
- More organically ordered than abstractly systematized.
- More holistic than specialized
- More complex than one-dimensional.
- More socially oriented than profit-oriented.
- More slowly growing than quickly constructed.

In the next chapter these key ideas will be consolidated into relevant theories and concepts.

3 CHAPTER THREE:THEORIES AND CONCEPTS

3.1 INTRODUCTION

These have specifically led us to the following key theories and concepts.

Theories

- Gender Theory and;
- The Role Congruity Theory.

Concepts

- Gender and Identity within working environments;
- Chora and;
- The Invisible Flaneur.

3.1.1 THEORIES

The idea of the feminine quality is encompassed within Gender Theory. This was discussed in-depth within the literature, making Gender Theory the starting point to understanding that the discussion is focused on feminine qualities and not specifically on the females who are involved.

Subsequent to Gender Theory, the negative associations of the feminine qualities are seen in the Role Congruity Theory. Gender studies seem to have come to a standstill, and new angles of approach needed to be analysed. The Role Congruity Theory is from a leadership approach. It shows an inequality within the genders and how the qualities of identities are seen and approached within competitive environments, such as the workplace. It allows the Feminine quality to be portrayed as a positive process in the workplace.



FIGURE 8: DIAGRAM SHOWING THE RELATIONSHIP AMONG THEORIES AND CONCEPTS (SOURCE: AUTHORS OWN, 2015)

3.1.2 THE ROLE CONGRUITY THEORY WITHIN WORKING ENVIRONMENTS

“Role congruity theory suggests that a group will be positively evaluated when its characteristics are recognised as aligning with that group’s typical social roles” (Eagly and Diekmann, 2005, pp. 19-35).

The theory states that there are prejudices that still exist towards female leaders. This is due to gender stereotyping within working environments. The main feature of this theory is that prejudice toward female leaders and potential leaders takes two ideas based on perception:

- (a) less favourable evaluation of women’s, than men’s, potential for leadership because leadership ability is seen to be more stereotypical of men than women (Dlamini, 2013).
- (b) less favourable evaluation of the actual leadership behaviour of women than men because this behaviour is perceived as less desirable in women than men (Dlamini, 2013).

This theory serves this research by firstly proving that there are gender stereotypes and secondly that it is harder for women to succeed in leadership roles, than their male counterparts (Dlamini, 2013). Leadership roles are one of many characteristics needed within a working environment and this theory has shown the equality in the perceptions of subordinates to leaders and vice versa. Keeping in mind that space is socially produced (Lefebvre, 1992) and inherently gendered (Borden, Rendell and Penner, 2000).

This then raises the question of how these prejudices affect the workplace environment design.

The ‘less favourable’ opinion on females, because of their inherent quality can only be assumed that in general women have less input in decision making within competitive environments. This theory also shows the negative perceptions on the ability of a female’s performance; it highlights a subsequent lack of respect for female superiors and employees. This has created environments where women are suppressed subsequently suppressing their qualities.

3.2 CONCEPTS

One of the key ideas taken from the literature is the negative stereotyping of females, which needs to change to a positive and be implemented positively into the design and process of the workplace with the role congruity theory. Within the concept of the Invisible Flaneur, the idea of empowering women with what was once a male’s idea, has given a new angle on the feminine quality (Wilson, 1992).

It is clear that gender and identity is imbedded in all the theories and concepts, especially within the last concept of the Chora. This concept is based on philosophy and has links to feminine qualities and space.

"its quality is to be quality-less" (Grosz, E. cited in Gender Space Architecture 2000, pp. 210-221)

3.2.1 GENDER AND IDENTITY WITHIN WORKING ENVIRONMENTS

Identity is used to describe the way in which individuals and groups define themselves and are defined by others on the basis of race, ethnicity, religion, language, and culture (Deng, 1995).

Gender identity is rooted in perceptions of one's own personal experience (West and Zimmerman, 1987).

It is a very personal topic that ends with the sense of acceptance of one gender, male or female (Carlson and Heth, 2009). As stated before, gender is not to be mistaken for sex. It is the masculine or feminine identity which one chooses to portray. This means that we are not studying male and females specifically but rather the qualities of the sexes.

This shows the inherent qualities of gender. There might be a female who is masculine or a male that is feminine, or someone that does not choose either. But the fact remains there are separations within the gender types. Keeping in mind again that space is inherently gendered (Borden, Rendell and Penner, 2000). What influence do these traits have when analysed against the workplace.

"Identity is people's concepts of who they are, of what sort of people they are, and how they relate to others" (Hogg and Abrams, 1988, pp. 2).

Within the literature, the identity of a woman was seen as a nurturer, care-giver and 'home bound.' This association was seen as negative and has given less respect to those jobs that have identities of being 'women's work'. These negative perceptions on women's qualities has led to the feminist movement and in turn evolved into Gender Theory. Despite the fact, equality has been reached within working environments, in that the majority of employees within our workforces are female.

Figure 9 below shows how to respect and create identity spatially the left shows a spatial design with many similar configurations and rhythm which in environments manifests into identical spaces with no individuality. The figure on the right shows the individuality expressing itself in space.

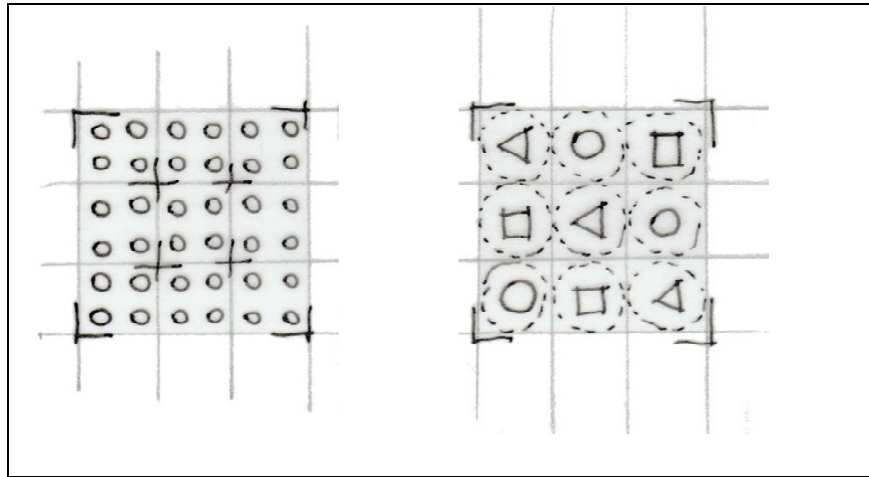


FIGURE 9: (LEFT) LOSS OF IDENTITY IN SPATIAL DESIGN (RIGHT) IDENTITY GAINED, BY RESPECTING THE INDIVIDUAL AND PROVIDING SUFFICIENT SPACE FOR EACH.

3.2.2 GENDER AND THE CHORA WITHIN SPACE

Khôra (also known as Chora) is a term used in philosophy and given to a receptacle, a space or an interval envelope. Plato's definition of the Chora is not being or being, not tangible but also intangible; it gives space and has maternal overtones. A space that nurtures in a non-maternal sense (Grosz, 1991 pp.24-25).

The Chora is seen as the mother of all qualities, but without itself having any- except for its capacity to nature, since it has the capacity to take on any other being. It is a pure permeability, completely transformable, but inherently opens to specifics of whatever substance it brings into existence. This concept is steeped in paradox. Its primary function is a receptacle, the storage point, the "place" of nurturance or incubation for the emergence of matter. Simply it is an incubator that ensures the transmission or copying of forms to produce matter that resembles it (Borden, Rendell and Penner, 2000).

"It can always be called the same because it never alters its characteristics. For it continues to receive all things, and never itself take a permanent impress from any of the things that enter it, making it appear different at different times. And the things which pass in and out of it are copies of the eternal realities, whose form they take in a wonderful way that is hard to describe"(Plato, 1977:69 cited by (Borden, Rendell and Penner, 2000).

The Chora is not there as a creator but rather a nurturer; supports, surrounds, only in a temporary state, to bring into the world. Plato instinctively describes it as a woman since she is the nurturer. But in the built environment, it is the space in which place is made possible. Like a chasm for a passage of space-less forms, into a specialized reality, it obliterates itself to make others possible and actual. It is like a mother that gives without receiving. She gives her identity and disconcerting logic of hierarchy of being or any regulation. This concept is not just drawn from an abstract of feminine genetic features; it is derived more from the attributes bestowed on

women themselves. This does not mean the Chora is directly identified with the womb, since this converts it into an object. It is rather a state of existence which does borrow some of the attributes of pregnancy and maternity. (Borden, Rendell and Penner, 2000).

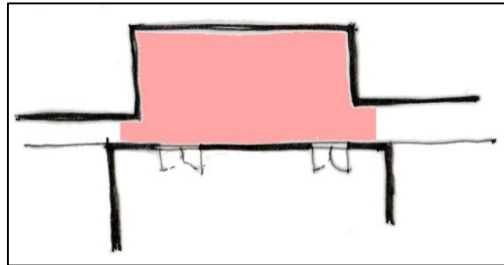


FIGURE 10: DIAGRAM, IN PLAN, SHOWING THE NURTURING SPACE THAT GIVES ALL ITS QUALITIES TO SERVE ANOTHER SPACE.

“Although the chora can be designated and regulated, it can never be definitively positioned and: as a result, one can situate the chora and, if necessary, lend it a topology, but one can never give it axiomatic form.” (Grosz, 1991 pp.24-25).

The Chora serves both males and females. This idea of space is directly linked to the feminine qualities found within the literature. The idea that space is inherently gendered runs through the concept of the Chora.

Within working environments these spaces lack nurturing qualities, serving places designed around the user. As stated before, the office typology is one designed around production, and there is a lack of consideration for the users of the space. The idea of the Chora can be implemented into the process and design of workplaces by ‘nurturing’ the employees or occupants of the space. Ultimately the building should be designed to nurture its inhabitants who will encompass all the feminine qualities within. This does not mean that the masculine quality will be excluded. It is about considering the other half (feminine quality), and changing the inherent negative into a positive to create a balance.

3.3 “THE INVISIBLE FLANEUR” (WILSON, 1992).

This study analyses the relationship of women in the city from the early Victorian era, where perceptions of women in the city streets was unheard of, till today where women are feminist’s and their main concern in the streets is their own safety and comfort. *“Who are these somebodies whom nobody knows?”* (Wilson, 1992. pg3).

Wilson (1992) starts with the industrial revolution in London England, where women were seen as objects in the city. In particular, women who roamed the streets unattended were assumed to be prostitutes. Prostitution was a great fear of this era and was seen as a social evil that rotted the cities. But prostitutes were not the threat; it was a metaphor for the disorder and overturning of hierarchies and institutions of society. The prostitute was the first “public working woman” (Wilson, 1992, pp. unknown).

The Flaneur is a key concept in the paper on modernity and urbanization. In literature the Flaneur is seen as an archetypal occupant and observer of the public realm in the rapidly growing cities of the 19th century. He was seen as a man who loiters and fritters away at time, an observer that enjoys the spoils and prostitutes of cities (Wilson, 1992).

The Flaneur is the man who takes possession over the city and its offerings, and has been the postmodern feminist embodiment of the “male gaze.” It is a representation of the man’s visual and voyeuristic mastery over women, and shows the freedom and independence to enjoy the cities as a masculine ideology, making men masters of the public realm and women subsequently of the private. Wilson (1992) does not accept these divisions of the genders, since the private realm is also masculine, made for their convenience and rest and not only for women.

The late 19th century middle class women moved into the public realm by the development of shopping malls which created an acceptance for females to be unattended in the public realm (Wilson, 1992). This made way for semi-public boulevards, where shops and café’s lay on the edges of public and private realms and made safe spaces for women.

Wilson (1992) then looks from another angle. She states that statistics show that divorce rates increased when couples moved to cities, since women had a larger choice of eligible partners and women were seen as “muses” of inspiration. But this still portrays “women as a sign” and ultimately will always end with negative perceptions towards women.

The presence of working class women had even less associations to femininity as they were being characterised as violent, wild or bestial and now the flâneur’s of the city could be seen as a women journalist or writer. Wilson (1992) writes about the feminist account that has over emphasised the passivity and victimization of women, and assumes too readily that a very clear line of demarcation exists between the virtuous and ‘fallen’ women.

Wilson (1992) ends with the idea of the prostitute as a flâneur, but also sees it as highly romanticized. Prostitution became a metaphor for the new world regime of 19th century urbanism. Linking the rise of the masses and serving as a symbol of commodification, the flâneur represented the triumph of masculine power over the turbulent city.

The archetypal Flâneur's are that of history and the modern flâneur can be of any gender. In office typologies globally, we can see the observant secretaries as the flâneur of the office, watching in silence as the world moves around her. Her perception of the office place probably tells the most entertaining story. The flâneur as feminine concept serves to empower women, allowing them to see spaces for their personal enjoyment, lending towards the creation of a 'female gaze'.

The figure below shows the space in-between the prominent spaces, the left figure shows the hatched space as the passage ways between 'rooms and the right figure shows the space in front of the doors as the 'anomalous.' These spaces functions are only there to serve the more prominent spaces. In the invisible flâneur they are created to introduce women to the public realm. These spaces need more importance and should be designed as a dominant space and not a serving space.

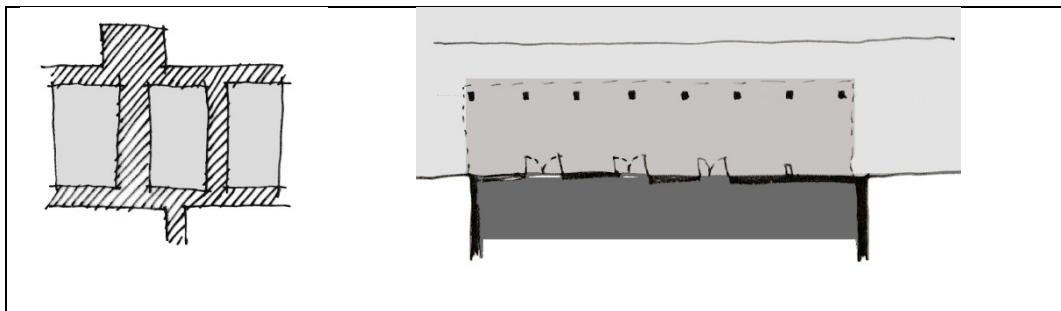


FIGURE 11: THE ANOMALOUS SPACE, SHOWN IN PLAN, AS THE SPACE IN BETWEEN.

3.4 CONCLUSION

From the Literature we can pick up some key ideas:

- Feminine quality and not the female specifically.
- The negative association with feminine qualities.
- Questioning the identity of the feminine quality.
- Spatial representations of these qualities.

We can then translate the feminine quality into Architectural responses into a:

- More user-oriented than designer-oriented.
- More ergonomic than large-scale, monumental.
- More functional than formal.
- More flexible than fixed.
- More organically ordered than abstractly systematized.
- More holistic than specialized
- More complex than one-dimensional.

- More socially oriented than profit-oriented.
- More slowly growing than quickly constructed.

From the Theories and concepts we concluded with

- The Chora – a space that nurtures and gives itself to another space
- The idea of productive spaces vs user centred spaces
- The importance of the anomalous

In the next chapter we take the ideas generated by the literature, theories and concepts and take them out into the field. This is to establish if these ideas have any relevance within current workplace typologies. Firstly by using the appropriate research methods stated in Chapter 1, followed by case studies and then lastly the research findings.

The case studies are centred around the following ideas:

- Gender and the workplace and spaces.
- Feminine vs. masculine qualities and how these relate to space, and their superiors.
- Spatial qualities which benefit them and their colleagues work.

4 CHAPTER FOUR: CASE STUDIES

4.1 INTRODUCTION

The interviews were undertaken in tandem with case studies in order to better understand the environments of the interviewees. The study included analysing the building through the feminine qualities, theories and concepts. Then further understanding the social links of the women in the environment and finally if the environment satisfies these needs.

Two case studies were selected from the workplace typology as this was relevant to the design component of the dissertation. The First case study to be conducted was the Masters Department at the Department of Justice within Durban's Central Business District, and the second is The Independent Newspaper House in Greyville Durban. Both buildings are located in and around Durban's CBD making the buildings rich in South African history and heritage. The decision behind the selection of these buildings was based on the interviews which were conducted. Women from the Independent Newspaper offices were selected due to the specific office typology chosen for the design section of this dissertation. The Department of justice served as a good indicator of the type of offices that the South African government produces. All interviews conducted within these two environments allowed the case studies and interviews to overlap.



FIGURE 12: MAP OF DURBAN SHOWING LOCATION OF THE CASE STUDIES: A – THE INDEPENDENT NEWSPAPER. B- THE DEPARTMENT OF JUSTICE

4.2 THE DEPARTMENT OF JUSTICE

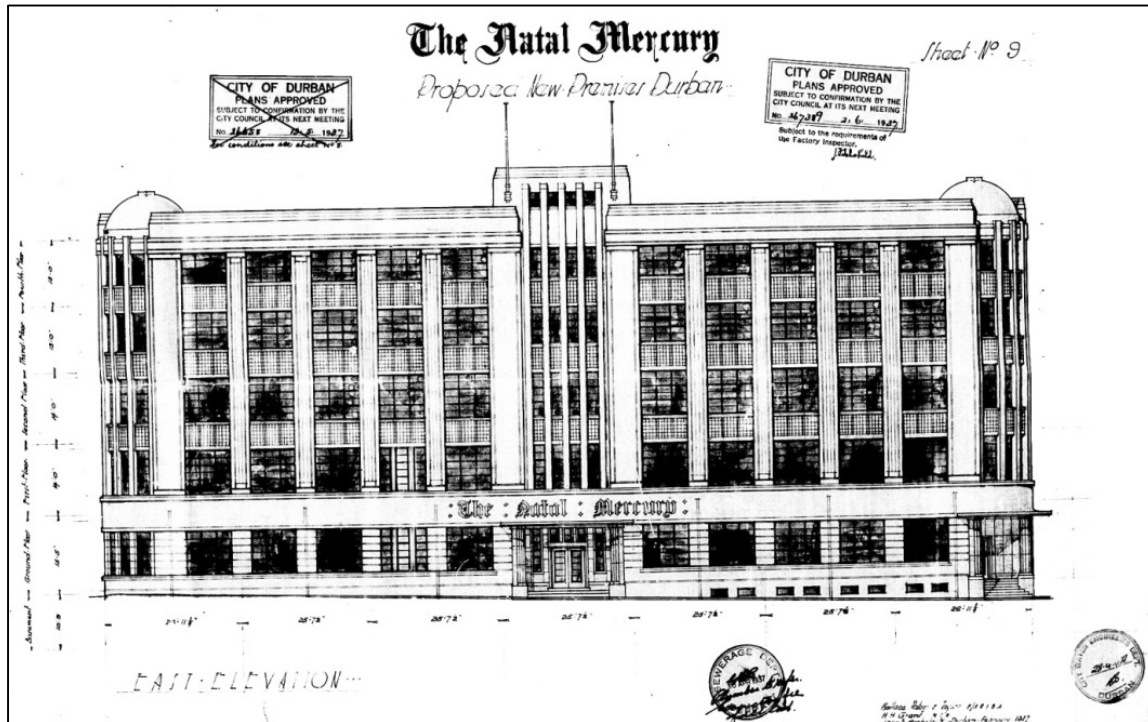


FIGURE 13: ELEVATION OF THE DEPARTMENT OF JUSTICE (ETHEKWINI MUNICIPALITY, PLANS DEPARTMENT. DURBAN)

This building used to contain the editorial offices of the Natal Mercury Newspaper, and currently houses the Masters Department of the Department of Justice, South Africa. In the elevation of the old Mercury Building, the ground floor is constructed in flatpan stone and the upper portion of the street front is plastered with cement. The building is made from reinforced concrete.

The feminine qualities which have been derived from the literature will be cross analysed with the design of this building. Therefore it will be a gender analysis of space and the users of the space, and functional processes of the building.

The female qualities are as follows:

- More user-oriented than designer-oriented.
- More ergonomic than large-scale, monumental.
- More functional than formal.
- More flexible than fixed.
- More organically ordered than abstractly systematized.
- More holistic than specialized
- More complex than one-dimensional.
- More socially oriented than profit-oriented.
- More slowly growing than quickly constructed. (Kennedy 1981)

4.3 LITERATURE ANALYSIS

4.3.1 PLANNING

The planning of the building was initially designed for the Natal Mercury Newspaper. The lower levels were the machine room and offices, and the upper levels of the building functioned more as recreation space and offices. There also seems to be a previous design for living units on the 4th floor. Like most of the historic buildings within the city, this building was designed for a different function. But that does not excuse the poor quality of spaces.

The planning was evidently for production, with the secretary at the entrance and directed to the private spaces, by her, when appropriate. The spaces were partitioned off into smaller offices. The previous space designed for one office was now housing two or even three office spaces. This was purely for productivity, to fit as many employees within the space available. This led to rooms without natural light or ventilation.

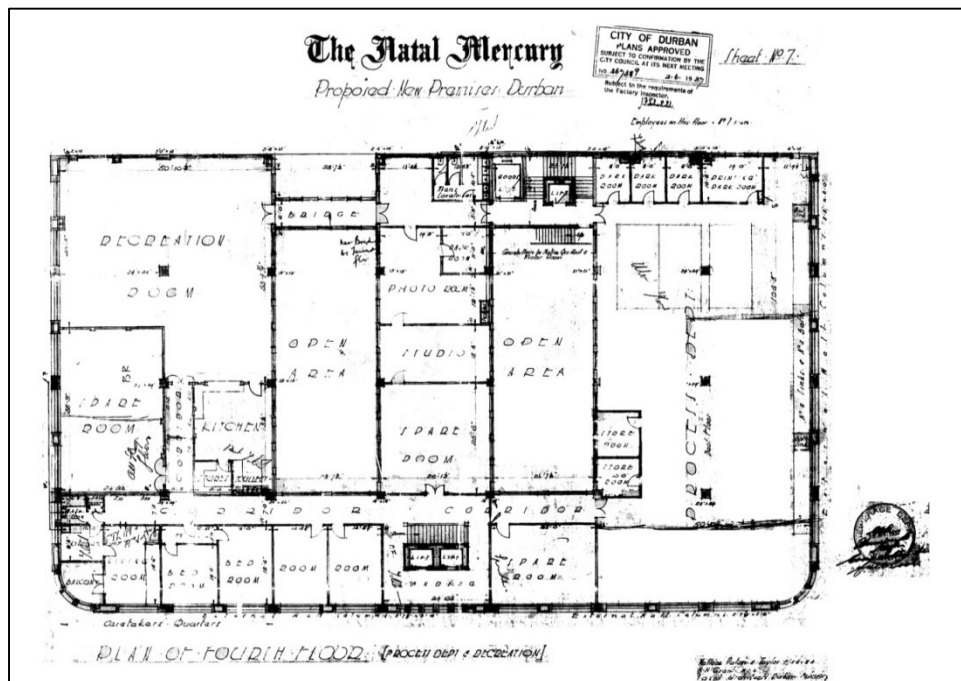


FIGURE 14: FOURTH FLOOR PLAN OF THE DEPARTMENT OF JUSTICE. (ETHEKWINI MUNICIPALITY, PLANS DEPARTMENT, DURBAN)

4.3.2 ETHICAL CARE, CONSIDERATION AND VALUE OF THE EVERYDAY

Currently the large recreational spaces have been partitioned off into offices. The most apparent flaw in the planning is that the occupants and users were not considered in the design of these spaces. The function of the Masters offices deals with the asset management of the deceased. The clients who enter this building are of a vulnerable state and the design of space is not conducive to the needs of the clients when they enter the building. The most apparent issue is the lack of wheel chair ramps, therefore not all spaces within the building can be accessed due to the lack of consideration for the disabled.

The offices on the fourth floor were recently renovated and new partitioning inserted to create modular offices. This has created poor light and air quality. The occupants of the space did not care about their surroundings and have not really thought of how the space around will affect their work and productivity.

4.3.3 THE ACCOMMODATION AND SCHEDULE OF FEMALE FACILITIES PROVIDED (IF ANY)

The lack of simple facilities can also lead to a poor environment and lower the satisfaction of employees. There is no canteen or space for the employees to 'get away' from their office. Each floor has only one kitchen and no staff room. The ablution facilities are shared on every floor with the public that queue in the building. The facilities do not meet the requirements needed for a basic workplace. There are no wheelchair facilities or child care bathrooms. This outlines that the basic human needs are clearly not satisfied.

4.3.4 CONNECTEDNESS AND INCLUSIVENESS TO PUBLIC AND ENVIRONMENT

The design of the building is completely inward facing. Even though there are two atrium spaces running vertically in the building, which created a great opportunity for fresh air and light to enter the building, but did not occur since they had closed the atrium. The spaces were clearly made purely for productivity and work.

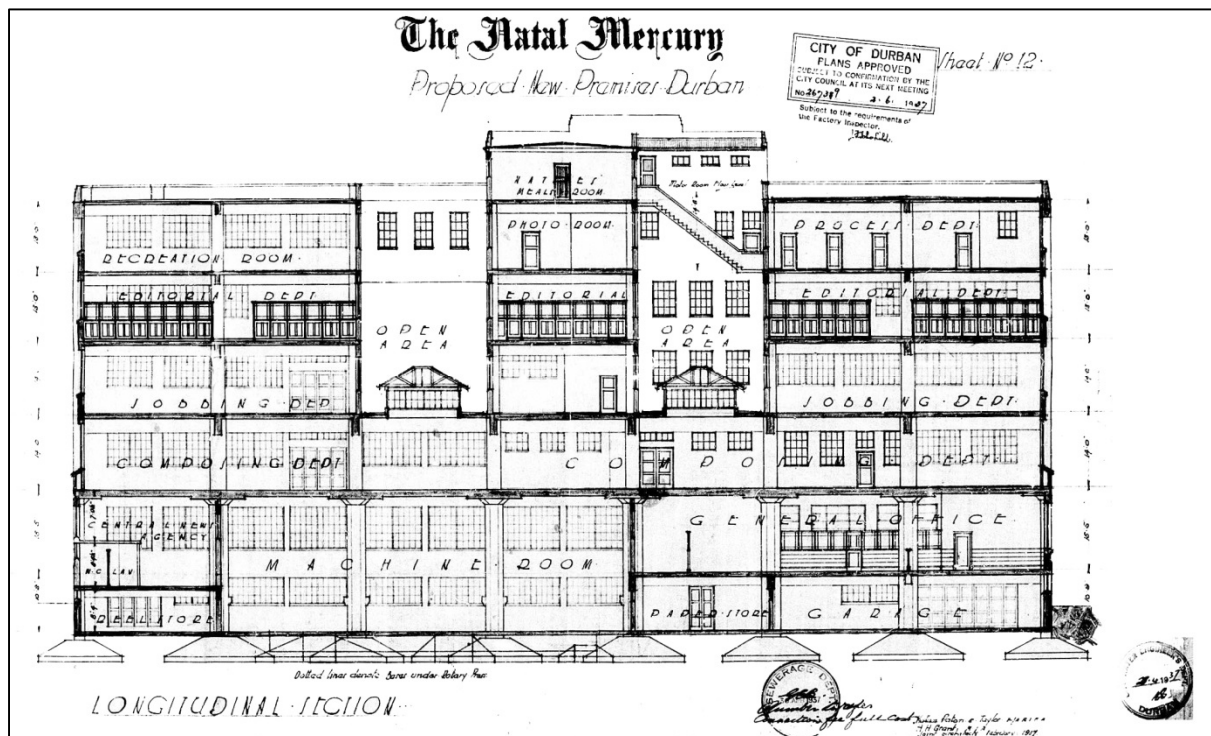


FIGURE 15: SECTION THROUGH THE DEPARTMENT OF JUSTICE. (ETHEKWINI MUNICIPALITY, PLANS DEPARTMENT. DURBAN)

4.3.5 EQUALITY WITHIN SPACE, HIERARCHY AND SOCIALLY

The inequality within the spaces is evident. The lack of space moved employees into shared offices, creating a hierarchy within the design. The managers have their own office spaces and get increasingly larger the higher the position of the employee.

Equality within a working environment is very hard to establish, since the 'boss at the top' has earned his or her position within the company and has earned his/her corner office space. The idea of equality needs to be implemented before the building is designed, by analysing the process of the workplace and then a spatial response to these processes.

4.4 THE INDEPENDENT NEWSPAPER BUILDING

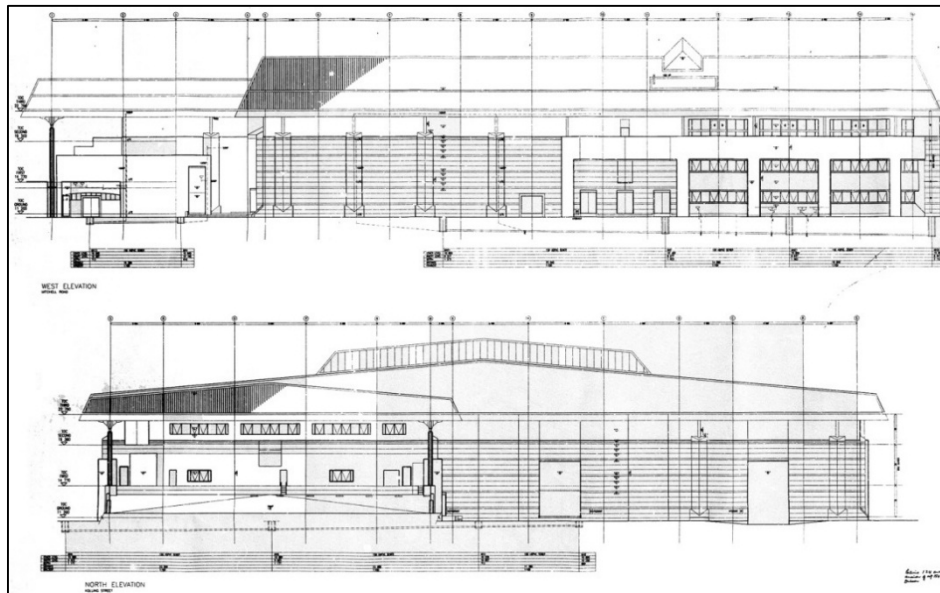


FIGURE 16: ELEVATIONS OF THE INDEPENDENT BUILDING. (ETHEKWINI MUNICIPALITY, PLANS DEPARTMENT. DURBAN).

This building was originally designed and built for the function of the Independent Newspaper. The design was focused on the processes and function of the building.

The accommodation provided for female facilities is of a better standard than the next case study, unlike the previous building, and the consideration of facilities for the staff is taken care of sufficiently. The basic facilities such as ablutions are enough for the amount of employees and provide the necessary child care changing facilities. The disabled are also well considered within this building. The canteen is under renovation and provides enough facilities for the entire building.

Once the basic facilities are satisfied then the feminine critique can occur. The offices within the building are designed in a large space, where partitioning creates office spaces around the edges of the space and a small open plan office in the middle.

4.4.1 ETHICAL CARE, CONSIDERATION AND VALUE OF THE EVERYDAY

The consideration of the functional factors of the building is quite apparent, leaving the offices to be filled in within these large spaces. This was designed originally with enough space and movement to have natural lighting and ventilation within all spaces. But currently partitioning was placed that has confined the space as in the previous example and has made the spatial quality quite poor. As in the previous example there are office spaces with no natural light and ventilation creating a poor working environment.

4.4.2 CONNECTEDNESS AND INCLUSIVENESS TO THE PUBLIC AND ENVIRONMENT

This building is not connected to the public or environment. The public is not allowed past the foyer of the building, and a security pass is needed to enter through the front entrance. There is a foyer that is for public use where the classified section is a passage with the classifieds kiosk adjacent.

The entire building is introverted and designed with no external leading doors. This is due to the sensitivity to the content of the work that occurs, but is not unlike any other office facilities that need security. The lack of natural space is evident and employees asked for a natural space that was not filled with smokers, to take their break in. This space is a necessity for working environments as having natural areas nearby promotes well-being (Evens 2001).

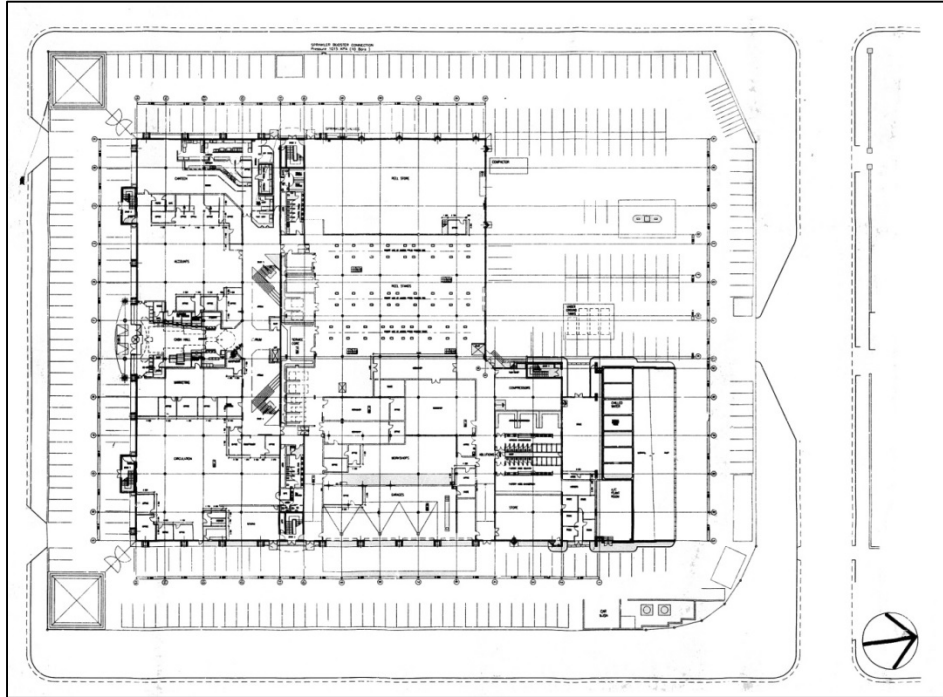


FIGURE 17: PLAN OF THE INDEPENDENT NEWSPAPER HOUSE ETHEKWINI MUNICIPALITY, PLANS DEPARTMENT. DURBAN).

4.4.3 EQUALITY WITHIN SPACE, HIERARCHY AND SOCIALLY

The inequality within the spaces is evident. Spaces have been redesigned into shared offices, creating a hierarchy within the design. Similar to the previous design, the managers have their own office spaces and get increasingly larger the higher the position of the employee. Social hierarchy is evident, but in interviews it was not seen as necessary. This will be discussed in depth in the research component of this study.

Similar to the previous case study, equality within the hierarchy of spaces was difficult to achieve.

4.5 THEORIES AND CONCEPT ANALYSIS OF BOTH CASE STUDIES

Both buildings have shown very similar design attributes which have created ineffective work spaces. The buildings were not acknowledged by the user and created a sense of a 'sweat shop'. Where you are in the building to work and not to be happy.

The gender applications of these buildings are poor. There are strict hierarchies and a closed door design when it comes to spaces. The sensitivity of the work done by employees does require a very private workplace, but the system is designed so that employees work in teams and within each team there is no need for the hierarchical order of spaces.

Identity of the individual is lost within these spaces. The generic type of office design has clearly not been thought through, creating offices with no identity. In a law department there is a preconceived decorum and respect that attorneys carry. These qualities have not been translated into the spaces they occupy. A complete lack of user consideration is in every aspect of both buildings.

The Department of Justice building was once quite a good design, but has been modified into spaces that have no quality about them. Both designs lack consideration and ethical thought. They lack any concept of the Chora, where spaces nurture each other. The passages (the anomalous spaces) within the building are constricted and lack any quality that will serve another space.

4.6 CONCLUSION

The lack of basic facilities is evident within both these building designs. The quality of production is what overrides most workplace typologies and is evident within these designs. This leaves the user unsatisfied and unaware of his/her surroundings. There were opportunities in the past to implement a better quality of space but the decision was not made leaving employees underwhelmed by the environment.

The Department of Justice was below standard when it comes to satisfying the basic needs of employees. The well-being of these employees is of no consideration within the office design. The fourth floor offices were recently renovated and still the design of the spaces do not consider the user. This created offices, in both case studies, with no natural light and air. This is bad for human health in general but also contributes negatively to the well-being of the employees. Most office environments are focused around productivity which creates a 'sweat shop' type of environment.

It is also undeniable that most corporate offices are designed with productivity in mind, which is not a bad quality, since work gets done fast even if it is to get out of the space. But people spend many hours of their lives in the workplace and little more consideration and care can, and should be implemented in the design thereof.

5 CHAPTER FIVE: RESEARCH FINDINGS

5.1 INTRODUCTION

Eight Participants were interviewed in August 2015 from the local newspaper house in Durban KwaZulu-Natal and seven participants from the Department of Justice situated in Durban's Central Business district.

The findings were organised around the research question - How can the exploration of gender qualities in the workplace improve the user's experience of the office environment? This section presents the research findings. All participants will remain anonymous and be identified by numbers. (See Table 1A & 1B).

The interview questions were directly derived from the findings of the literature, theories and concepts.

From the Literature we drew the following:

- Feminine quality and not the female specifically.
- The negative association with feminine qualities.
- Questioning the identity of the feminine quality.
- Spatial representations of these qualities.
- Translating the feminine quality into Architecture:
 - (1) More user-oriented than designer-oriented.
 - (2) More ergonomic than large-scale, monumental.
 - (3) More functional than formal.
 - (4) More flexible than fixed.
 - (5) More organically ordered than abstractly systematized.
 - (6) More holistic than specialized
 - (7) More complex than one-dimensional.
 - (8) More socially oriented than profit-oriented.
 - (9) More slowly growing than quickly constructed.

From the theories and concepts we concluded the following:

- The Chora – a space that nurtures and gives itself to another space
- The idea of productive spaces vs user centred spaces
- The importance of the anomalous

The discussions with participants were not strict in structure and were centred around the following:

- Gender and the workplace and spaces.

- Feminine vs. masculine qualities and how these relate to space, and their superiors.
- Spatial qualities which benefit them and their colleagues work.

(For interview questions please refer to Appendix C)

(For Participants Consent Forms please refer to Appendix B)

5.2 MAIN THEMES

After collecting the data from the interviews, certain themes appeared which were organised around the research question. It was also evident that the direct discussion points from literature, theories and concepts were not fully grasped, and adjustments were made accordingly in order to get the most relevant information.

The themes, derived from axial coding, were organised according to the participant's view of the relationships and experiences in their office space and included:

- 1: The relationships of different genders.
- 2: The spatial analysis.
- 3: The need for Hierarchy and privacy in spaces.

5.3 MAIN FINDINGS

The current Axial coding of data is split into three data sets that have been derived from the constant analysis of the participants. The interview questions and processes have changed throughout the interviewing process. Therefore the last participants interviewed in this study contributed the richest data content.

5.4 DATA SET ONE

5.4.1 APPROACH WITH FEMALE SUPERIORS

From the literature, we find many statements of masculine and feminine qualities, and within our inclusive environments of equality, we need to check what these perceptions are and if they are still relevant within these environments today.

Within the data collection process a theme was found of female superiors and how they deal with their staff. In the collection phase we used employees from lower and upper levels and a clear differentiation between the approaches is seen.

Firstly the female employee, who works under another female, found her superior easier to communicate with, more understanding and felt that her opinion was valued. The most apparent approach was the 'open door' policy that most female superiors had with their employees. The ease of communication and understanding is a subsequent reaction to this policy. The final characteristic was that the environment was not tense. The ease of communication and respect had created environments that were not tense and structured.

5.4.2 FEMALE SUPERIOR APPROACH TO EMPLOYEES

The number of males and females within the office does not seem like a relevant topic in today's offices, but the lack of a feminine quality is evident. Both offices where interviews took place consisted of a majority of females. The women in superior levels had similar approaches to their staff, as the staff had towards them.

The leadership qualities of superiors were all based around inclusiveness, respect, communication and to always value their employees. Their approaches saw their subordinate employees as equals and valued their opinions.

5.4.3 APPROACH WITH MALE COLLEAGUES

Males possess a different style of working, which is evident. But in order to provide evidence that working characteristics and relationships do differ in genders the question on male colleague's relationships had to be asked.

The stereotypical idea of male characteristics emerged. The idea of men, in any position in the workplace, showed them to lack communication skills. The men described by these women seemed to be focused on productivity and work numbers. The idea of socializing and down time only occurred when the work was done, or when you are at home. "The male does not need to 'sugar coat' for our benefit and keeps the approach real and straight forward" Participant 5.

Since space is socially produced and inherently gendered (Levebre, 1999, GSA 2000). These characteristics have unconsciously influenced the workplace environment. The design of the office is based on production rather than a user focused design. (Becker and Steele, 1995)

5.5 DATA SET TWO

5.5.1 SPATIAL ANALYSIS

The spatial analysis was done in order to determine whether certain factors within the environment actually are seen as masculine or feminine. The idea of gendering a space seemed quite easy for some to grasp but for two of the participants the idea did not make sense. They believed that space is only gendered once a male or female occupies it, and embellishes it with his or her items. This understanding of space serves as another angle to view space. How does a space change once it has been occupied?

The majority that understood the idea of space having genders have identified that their office design served mostly a masculine quality. The other responses were based on the occupants of the space.

The interview with participants then turned into the design of an idealistic office space they would want to work in. A majority of the participants had not even thought about an ideal space. After giving a few examples of offices the participants noted that a connection to the outside, even through a window, would improve the quality of the spaces dramatically. The offices were squeezed into awkward spaces and served no purpose besides to provide a private space for productivity.

When asked what spaces they would prefer a majority of the participants said open plan, but this was not a huge majority. But other office types seemed to be equally preferred. These choices are believed to be determined by personality traits and differences, and have little to do with gendering of space. This part of the study should be eliminated since it does not add to the research.

It was also quite evident that the office design did not consider any of the participants and was based purely on production. The inconsideration of the users of the building was evident.

5.6 DATA SET THREE:

5.6.1 HIERARCHY AND PRIVACY

The idea of hierarchy and privacy work hand-in-hand, since for hierarchy to be achieved within a spatial sense, privacy is essential. The 'higher' up the hierarchy you move the more respect you earn which is shown by a more private, larger office. Hierarchy, as stated in the literature, is a masculine design quality. Implemented and enforced for productivity. Derived from the idea of a 'closed door design'.

Therefore the idea of privacy was questioned as to whether it needed or relevant within the workplaces?

The idea of removing the private offices was not an easy task, since you earn the bigger office when you earn more money i.e. status symbol, but after a conversation on why privacy was needed, it seemed that in order to perform their jobs, no matter what level of employment you were in, privacy was not needed. Where privacy is needed however, disciplining employees, meeting with clients and personal phone calls.

A few employees felt that due to the nature of the work, privacy is essential. But when asked if sensitive documents could be placed in a cabinet when they leave their desks, then this was seen as a solution to the privacy issue.

If privacy was seen as somewhat unnecessary, then the strict implications of a hierarchy can be adjusted to the relevant space which is needed for each individual employee. This does not mean that hierarchy is not needed, this merely suggests that space should be designed around the needs of the users.

5.6.2 CONTRIBUTIONS TO RESEARCH & STRATEGIES TO TRANSFORM THE ENVIRONMENT

The main ideas which emerged are as follows:

- Communication is key in the function of a working environment.
- Inclusiveness and respect of process and employee
- Open door policy improves communication and strengthens relationships. Shows an equality in the work place.
- Connection to outside is wanted, since the interior environments are mechanically ventilated. There are many positive outcomes to spending time in nature.
- Hierarchy and privacy can be negotiated

These findings can be taken into specific design principals to improve the workplace environment. By learning how women interact and behave in the workplace we can better enhance the user's experience of space and overall productivity.

6 CHAPTER SIX: PRECEDENT STUDIES

6.1 INTRODUCTION

The choices of these buildings are linked directly to the feminine quality and are analysed according to the research findings, literature, theories and concepts.

From the literature we drew the feminine quality which led to the formation of specific theories and concepts. It was then concluded with the following ideas that link spatially:

- The Chora – a space that nurtures and gives itself to another space.
- The idea of productive spaces vs user focused spaces.
- The importance of the anomalous, the space in between.

From the research findings the following was learnt:

- Communication is key in the function of a working environment.
- Inclusiveness and respect of process and employee
- Open door policy improves communication and strengthens relationships. Shows an equality in the work place.
- Connection to outside is wanted, since the interior environments are mechanically ventilated. There are many positive outcomes to spending time in nature.
- Hierarchy and privacy can be negotiated

The subheadings used to analyse these precedent studies are drawn directly from the research.

1. The importance of the space in between.
2. Productive space vs. user focused space.
3. Nurturing spaces that instil communication and are inclusive of employees.
4. Consideration of natural environments in the design creating positive links to the outside.
5. Hierarchy and Privacy is debateable.

The two buildings which best illustrate these principles are The Women's Library in London and The ANZ Building in Melbourne.

The women's Library in London is a perfect example to the study since it is designed around the feminine quality and can best serve this study as a critical analysis. The ANZ centre although not designed around the feminine quality, is a leading office building of this time. The idea in which it is designed around has shown a step in the right direction to creating a gender equal environment.

6.2 WOMEN'S LIBRARY IN LONDON BY WRIGHT AND WRIGHT ARCHITECTS.

- Location: London England
- Architects: Clare Wright of Wright and Wright Architects
- Year: 2002
- Cost of project: £6.9 million including a heritage lottery grants of £4.2 million. Land was donated by the Tower Hamlets

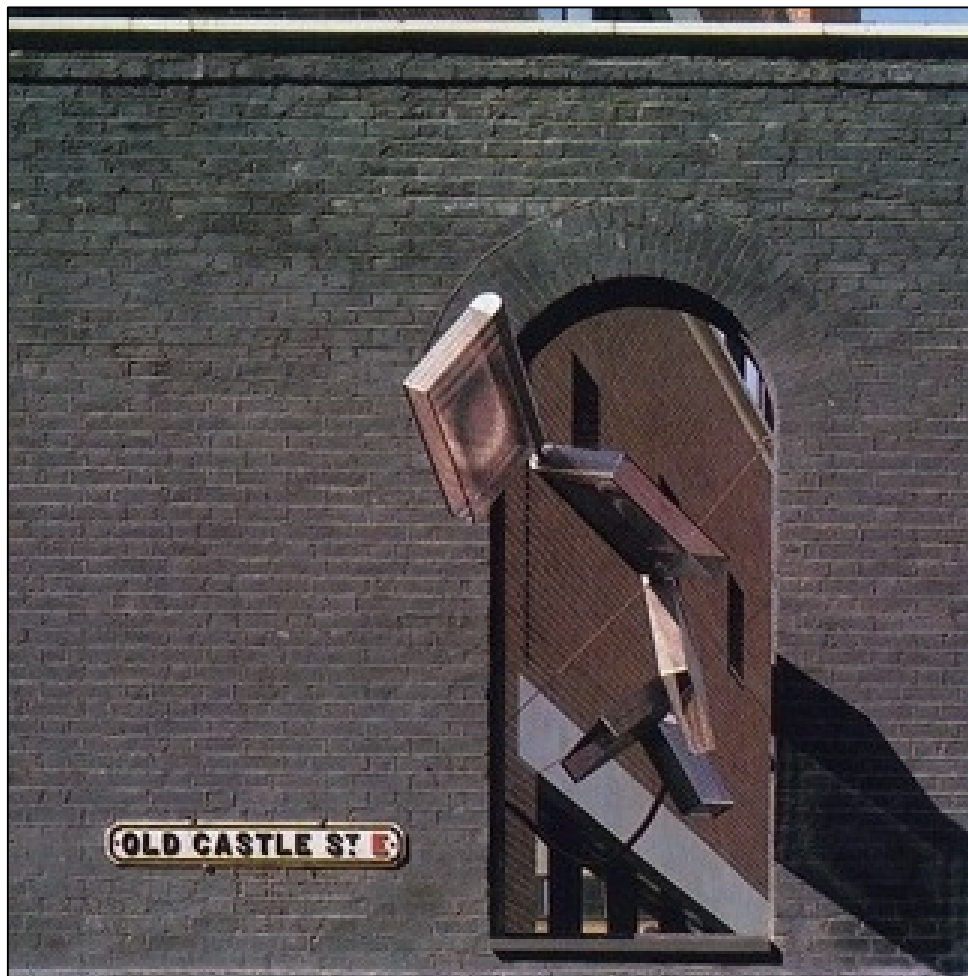


FIGURE 18: WOMEN'S LIBRARY LONDON, OLD WASHHOUSE RESTORATION. (CATHERINE, 2012)

Clare Wright, the founding partner in Wright and Wright Associates and her husband were appointed to the London Library in 1995. The brief of this appointment by the client outlined the feminist approach to the site but when delving into the functional requirements we see that this building goes far beyond the schedule of accommodation. The client required a building with dignity. This buildings shows a more profound approach to the feminist stance, not by just fulfilling the needs of the female in the space, but also by the absence of spatial hierarchy, its environmental stance and most importantly its relationship to the contemporary architecture within London (Adams, 2004).

6.2.1 IMPORTANT FEATURES:

- Acknowledged that learning and access is an important role as central to the role of a library and archive.
- Meeting the challenge of combining group activities with individual research in one building
- The value of architects who understand the need for educational provision and are prepared to research the best practice.
- The value of a strong relationship between the client and architect.
- The challenge of dealing with a limited site.
- The maximising of flexibility and multi-use in spatial design.

(Adams, 2004).

6.2.2 THE BUILDING

This Library is an important precedent in gender studies, since there are not many buildings purposely built for women. This building is one of the few examples of feminist architecture around, with most of the research focused on household gender issues.

6.2.3 THE IMPORTANCE OF THE SPACE IN BETWEEN

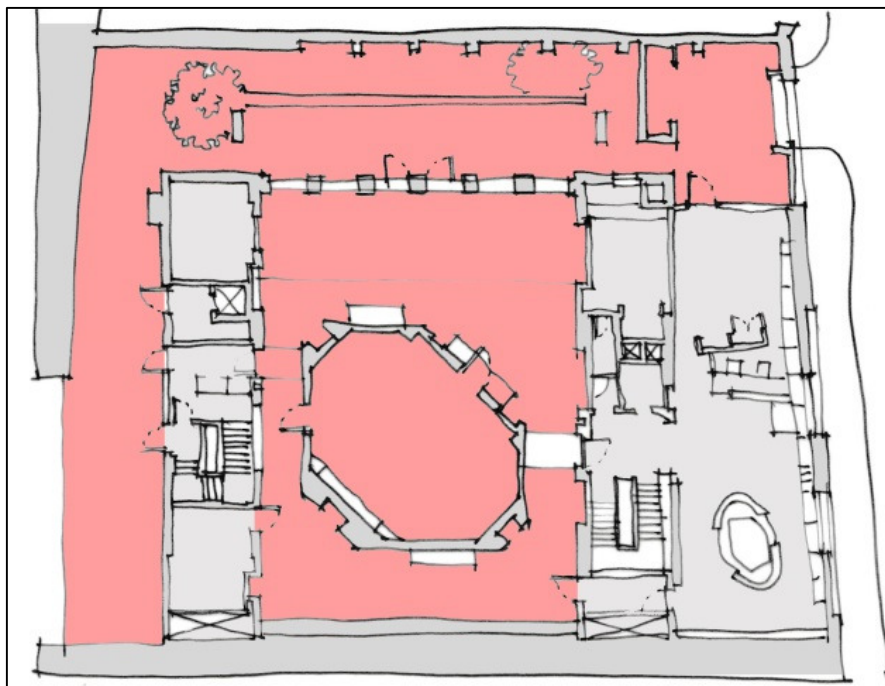


FIGURE 19: THE RED MARKS THE SPACE IN BETWEEN PUBLIC AND PRIVATE. (SOURCE: AUTHORS OWN, 2015)

This idea is imbedded in feminist concepts and is the start of women's liberation into public spaces. The anomalous space is the space in between public and private. But when considered in the 20th century it is now irrelevant and has to evolve like all concepts. The space in between is seen as the space that is in between other main spaces. When analysing we ask what is between the foyer and reception, or amphitheatre and bathroom. The normal occurrence is a passage or small interim space that is placed there to ensure privacy. But these spaces can be more than just that.

Within the Women's Library these spaces have been considered. The entrance serves as a foyer and exhibition and vice versa. Eliminating the negative idea of this anomalous space and making the anomalous a primary space rather than a subservient one.

6.2.4 PRODUCTIVE SPACE VS. USER FOCUSED SPACE

The Women's Library has considered the users of the building and created comfortable spaces with enough consideration for end user and building. The spaces are of a comfortable size and ergonomically designed. Each functional space is designed to maximise the function within and also to expand and adapt to another space. The connectedness to the natural environment shows the consideration for a healthy environment and increases user satisfaction to the space.

6.2.5 NURTURING SPACES THAT INSTIL COMMUNICATION AND ARE INCLUSIVE OF EMPLOYEES

Spatial Qualities

Spatially the new library creates spaces that depend on each other. Nurturing of one space by another as the Chora specifies. This is seen in the exhibition gallery serves as a foyer for the gallery; the suspended multi-purpose space is literally supported by the seminar room. The library carrels on the second floor reading room cantilever right into the exhibition gallery, allowing the visitors to view the students in the carrels, creating a visual link. The social/ meeting places are placed all around this building, especially in the reading areas, but the most significant meeting place is in the library, due to the stack configuration.

The library was changed from being in a basement with ten readers and no education or development programme to what it is today. How best can an organisation plan for that? Part of the answer lies in building flexibility into the spaces. In educational terms it also means, for example, clarifying the age ranges to be catered for and the activities to be offered.

6.2.6 RESPECT AND CONSIDERATION

Heritage plays a huge part in the design of this building and links directly to the feminine quality of respect and ethical care. This building is well articulated with women's history, since the location of the site was an old Victorian wash-house. Wright believed that they received the job due to their willingness to preserve the heritage of the old wash-house since it was a place of women's work (Adams, 2004). It is also a significant area of feminist labour and activity. In respect to the old washhouse the new institution wraps inwards and steps back in section from the historic façade. Above the arches of the wash house is the library café, located directly above the new buildings entrance.

6.2.7 HIERARCHY AND PRIVACY IS DEBATEABLE

The plan of the building also shows a lot of feminine qualities. The most obvious is the absence of spatial hierarchy, which is parallel to the way feminist texts. Within in this design, most public spaces are designed around a large public area which smaller spaces lead off, and normally if there is no outside public space the building leads into a large atrium. This

is to accommodate the large amount of people. However in this library even the largest spaces are very intimate. The building tends to have a complex series of spaces with horizontal and vertical filters but none that have more importance than the other. Within the elevation we can see no dominance of space or texture seen in figure 20.

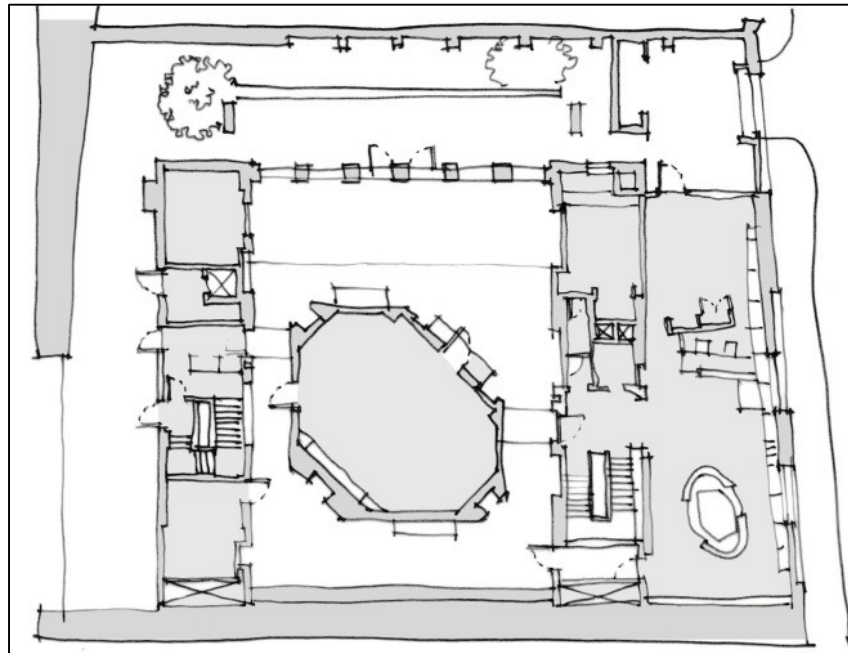


FIGURE 20: PLAN OF THE WOMEN'S LIBRARY LONDON SHOWING THE SEMI-PRIVATE SPACES. (SOURCE: AUTHORS OWN, 2015)



FIGURE 21: ELEVATION OF THE WOMENS LIBRARY

6.2.8 CONCLUSION

Besides the absences of hierarchy, many feminist architects try to search for a non-phallic, less patriarchal symbol for design. The balance that they searched for was how to connect the physical form to symbolic meaning without being too literal. The third apparent feminist quality is the application and subversion of contemporary trends running within the building. The buildings of this time where phallic “look at me” buildings, such as the Tate Modern, or British Museum, where as this library was radically different from the mainstream. This library is one of the leading examples of feminist design, and is still relevant today.

6.3 ANZ CENTRE MELBOURNE (Hassell, 2015)

- Location: Melbourne Australia
833 Collins Street, Docklands VIC 3008, Australia
- Architects: Hassell and Lend Lease design
- Workplace Advisor: DEGW
- Year: 2010
- Area: 130 000 sqm



FIGURE 22: THE ANZ CENTRE IN MELBOURNE AUSTRALIA (HASSELL 2015)

The ANZ Centre is the largest single-tenanted commercial office building in Australia. The design is revolutionary since it is one of the most open and permeable banking headquarters in the world. It applies contemporary thinking in workplace design and leadership in sustainability to reflect the client's focus on engagement and productivity while responding to the site's unique location. Incorporating strategic energy, water and waste management systems. It has been awarded a six Star Green Star, Office Design v2 rating from the Green Building Council, creating a benchmark in accessible, robust and responsive sustainable architecture. This bank invited the public into the heart of its workplace.

The design is inspired by the riverside setting and the maritime character which is intrinsic to Docklands. The fluid forms and powerful internal spaces add to a commanding presence. The design evolved around the concept of an 'urban campus', focused on a central 'common', with a hierarchy of shared spaces, an openness fostering interaction, and a rich variety of settings providing scale and complexity.

The development provides a total net area of 83,600 m² over thirteen levels, with floorplates, ranging from 9,800 - 6,600 m², all configured to maximise natural daylight penetration, promote workplace integration and communication, and provide flexibility.

6.3.1 HIERARCHY AND PRIVACY IS DEBATEABLE

This building was specifically chosen due to the innovative design principles it exudes. The functioning and process of the design is not of feminist qualities and the application of hierarchy makes the building still quite masculine.

6.3.2 RESPECT AND CONSIDERATION OF NATURE



FIGURE 23: EXTERIOIR VIEW OF ANZ BUILDING

6.3.3 SUSTAINABILITY

The ANZ Centre includes innovative energy, water and waste management initiatives and was awarded a 6 Star Green Star Office Design rating from the Green Building Council of Australia. The building has been designed to maximise daylight penetration, featuring atriums of double and triple-height spaces combined with efficient floor plates. Careful planning and positioning optimises sun angles, taking advantage of the low sun in winter and the high sun in summer.

The idea of enclosure and privacy within these spaces have been redefined. This is done by having these interior balconies within the building. These spaces are linked to the larger space but create a sense of privacy since no public can view them from the ground floor. The design creates well ventilated spaces with enough sunlight and connections to the outside as seen in figure 23 below and figure 25 below.

But the great parts of this office are quite exceptional. The design of the 'anomalous paces', trying creating a space between public and private, is taken more into consideration in this building. On the ground floor the thoroughfare of people through the building takes the idea of a passage and integrates it with social meeting spaces. As you move up within the building the space integration continues, by allowing these rest spaces to be integrated with the employees and the public.

6.3.4 NURTURING SPACES THAT INSTIL COMMUNICATION AND ARE INCLUSIVE OF USERS

Urban Campus Concept

The 'urban campus' concept has demonstrated a bold leap in a new direction in banking institutions, by focusing around a central publicly accessible 'common', bringing the community into the organisation's heart and creating a lively ground-level hub including cafes, public art and visitor centre. This brings balance to the need for security with the desire to demonstrate transparency and openness.

This 'urban campus' design concept is focused around a central publicly accessible daylight-flooded 'common'. The scale and complexity of the space allows it to operate like a microcosm of the city itself – with plazas, laneways, streets and formal and informal meeting places. Cafes, public art, a visitor centre and community event spaces all contribute to creating a lively community hub.

The connectedness and inclusiveness of spaces, process and people show a consideration for ethics in all aspects of the building. The ANZ Centre is a step in the right direction of feminist architecture. Integration, connectedness and ethical care is not a new way of thinking but rather a feminine way, and applying it to a building such as a bank, which is very much a masculine design, shows a consideration for feminine and masculine equally.



FIGURE 24: INTERIOR LEARNING / RELAXATIONS PACES IN THE ANZ BANK BUILDING

6.3.5 THE IMPORTANCE OF THE SPACE IN BETWEEN



FIGURE 25: OFFICE PLAN OF THE ANZ BANK BUILDING (SOURCE: AUTHORS OWN, 2015)

6.3.6 PRODUCTIVE SPACE VS. USER FOCUSED SPACE

The 'open floor design' as mentioned in the literature, is still applied to the large pools of employee floors. Where many are placed in a large space just to fit as many employees as possible within the space. A pure sign of a space designed around productivity and no consideration for employee's wellbeing. This building, even with this principle applied, still has created 'break out' spaces all around the lower levels of the building, for employees.

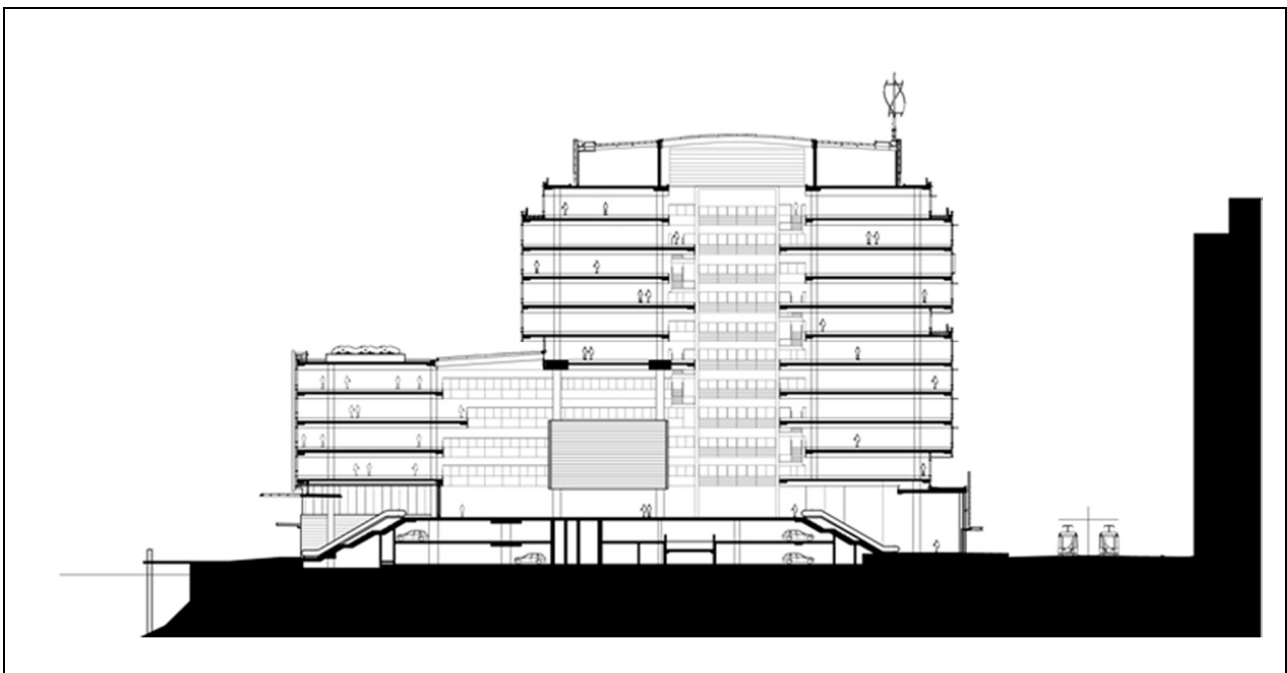


FIGURE 26: SECTION OF THE ANZ BANK BUILDING (SOURCE: AUTHORS OWN, 2015)

6.4 CONCLUSION

It is apparent that a completely feminine building is hard to achieve, but we see that productivity and the end user work hand-in-hand. But in order to try and achieve a balance with gender qualities in the design process, some valuable lessons can be learnt from these precedents that can aid in our pursuit to achieve spaces of equality, such as:

- Hierarchy is negotiable, and even though it seems like it is the only way to create order, order can still be achieved without it.
- A space that serves another gives importance to 'anomalous spaces' and provides a more functional building.
- Integration of public into private spaces.
- The challenge of combining group activity and individual needs in one building, creating complexity within the design.
- Ethical care and consideration of Client and Architect to produce a building that is all inclusive or all the end users.
- The maximising of flexibility and multi-use in spatial design.

These ideas can further be taken into design principles which will be discussed in the following chapter.

7 CHAPTER SEVEN: CONCLUSIONS AND RECOMMENDATIONS

7.1 INTRODUCTION

This Dissertation set out to explore how the feminine quality can improve working environments, to bring about a workplace design that is considerate and equal to both genders. For conclusions to be made it is essential to revisit the research problem, assumptions and objectives and deduct if they have been met.

Exploring and Defining the Research Problem

This research set out to investigate the feminine quality with the hope of changing the negative perceptions of these qualities, in order to improve the well-being of the users and subsequently create a more gender equal environment.

General points of thought:

- To understand the gender role and qualities in the working environment and workplace.
- To understand how gender qualities can contribute to workspace design.
- Finally, to establish spatial design principles, necessary to create a gender equal workplace.

The information gathered throughout this dissertation has provided key insight on what is a feminine quality, and how it is applied spatially within working environments.

Conclusions

This research has shown the feminine quality in a new light and that it does not need a negative connotation. The feminine quality is a humane quality, and is lacking within working environments.

The literature around the topic has shown us that this topic is under researched world-wide. The idea of gender in today's societies seems to be over looked. It is assumed that by bringing equality in the number of women who occupy the space and giving them equal opportunities, this will solve all gender issues. It is not as apparent as it used to be, when women were lobbying for basic rights. Our country has taken the appropriate steps to rectify the issues. But the entire system is designed around patriarchal ideologies and would be very different if women were instrumental in these systems from conception.

Within the literature there have been key points which have been established in the analysis of the feminine quality, these include:

- Equality starts with respect and recognition of 'women's work'
- Women have the desire of inclusiveness, and the desire to overcome opposing dualities.
- Women portray an ethics of care shown in the ability to respond to the needs of others.

- Women acknowledge the value of the everyday experiences in life.
- Women have an acceptance of subjectivity as a strategy of knowing and of feelings as a part of knowing.
- Women possess an understanding of acceptance and understanding of complexity...
- An acceptance of change and desire for acceptability.

The theoretical framework has been focused around the research problem and derived from the literature, building on the understanding and analysis of the feminine quality. It has shown the indifferences of perceptions of females and their qualities; it has made clear that it is not the individual we are addressing but the qualities they possess. This has led to a positive understanding of these female qualities and has allowed us to critique the workplace environment accordingly. Some key ideas were established in our theoretical framework. The Feminine quality is most seen in:

- A space that nurtures and gives itself to another space.
- The idea of productive spaces vs end user focused spaces.
- Showing more importance to the anomalous space.

The analysis of the case studies in tandem with the interviews, have shown that the users of the building are not considered and that a typical workplace is not designed to satisfy the employee. This has resulted in workplaces that have been designed around production, making an employee a number within the system.

This study was not focused on the ideal workplaces of the world, but rather the typical offices of the everyday person within corporate environments.

From the interviews conducted in the research findings part of this paper it is evident that the users within typically designed workspaces are not considered as much as the managers and directors of the company. This hierarchical order has created competitive environments with no social factors and consideration for employees.

From the literature we drew the feminine quality which led to the formation of specific theories and concepts. The following ideas were concluded that link spatially with the built environment:

- Communication is important to a functioning workplace.
- The inclusiveness and respect for all employees are essential in creating workplace environments that are highly functional but also create more satisfied end users.
- Open door policy was adapted by most female superiors. This created an equality with the workplace allowing the lower level employees to feel more comfortable and respected.
- Connection to the outside is wanted. This is essential to the well-being of the end-users since it can mentally destress and calm them.
- Hierarchy and privacy is negotiable. These does not seem to be a need for this anymore within working environments since the users of the spaces do not feel the need for privacy at work.

The precedents addressed in this study have given us a broad understanding of what is out there in terms of Feminine Architecture, and office buildings that are ahead of their time. The Women's Library in London is one of the best examples of Feminist Architecture. The building shows ethical care and consideration for user, heritage and site. The ANZ Centre in Melbourne has given us an understanding of the 'top' office designs in the world. It is a good example of rethinking the office environment, and rethinking the idea of public vs private. The subheadings which can be drawn from the analysis of these precedent studies are taken directly from the research and include the following:

- The creation fewer passages and more used multi-functional spaces
- Productive space vs. user focused space. Shows spaces that are designed around the user and function of a specific space.
- Nurturing spaces that instil communication and are inclusive of employees.
- Creating positive links to natural environments.

7.2 RECOMMENDATIONS

The following guidelines will provide insight into the proposed gender equal office building design and process. It is essential to understand that this design is for both male and females, and is merely trying to incorporate the feminine qualities back into office spaces.

Aside from the literature and design of the building women were requesting facilities to be implemented into workspace that created a live, work, play situation at work. The facilities requested are as follows:

- Separate ablutions for staff and public if working in the public sector,
- Day care for children,
- Café and shop,
- Wellness centres and gyms, and
- Spaces where they could get away from their desks and have lunch in peace. 'Break-away spaces'

From Literature and Analysis there are three main design principles that have emerged.

- 1) Integration of the feminine quality into the process of a workplace and circulation

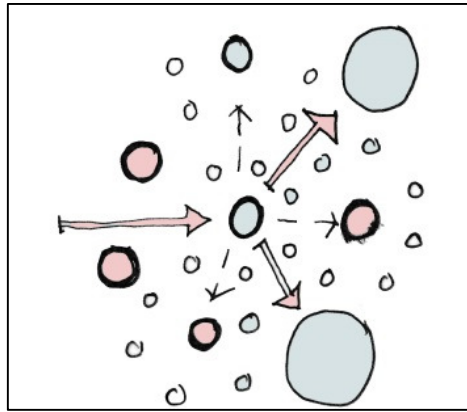


FIGURE 27: DIAGRAM SHOWING SPATIAL RELATIONS TO FEMININE QUALITY PROCESS (SOURCE: AUTHORS OWN, 2015)

The idea of a fluid hierarchy order instead of a strict one. This is achieved by taking a linear process and creating a multi-linear process to reduce the strict hierarchy.

- The office system should be formed into teams and not in levels.
- Respect needs to be given to all levels of employees by having equally sized and user considered office spaces.

2) Productive Spaces vs. User Focused Space

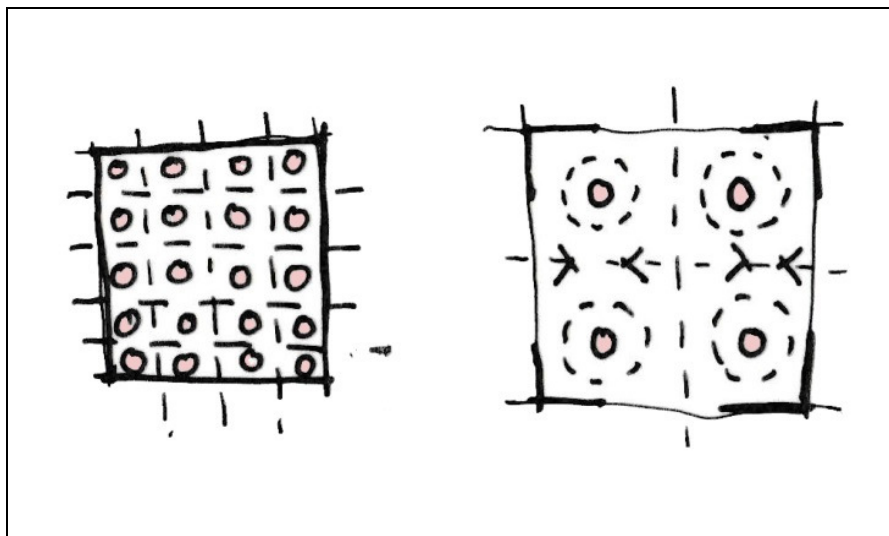


FIGURE 28: DIAGRAM SHOWING SPATIAL RELATIONS OF A PRODUCTIVE SPACE VS A USER FOCUSED SPACE (SOURCE: AUTHORS OWN, 2015)

This is achieved by considering the user, and providing the appropriate amount of space for work to be conducted as well as providing a sufficient amount of comfort.

3) Rethinking the 'Anomalous' Space

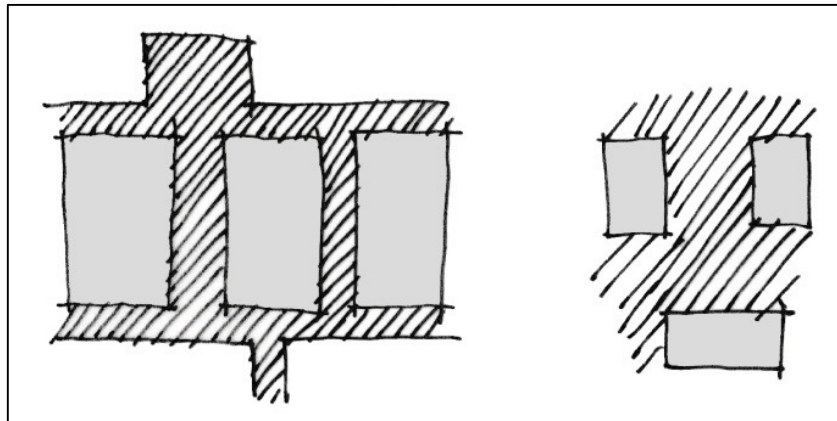


FIGURE 29: DIAGRAM SHOWING SPATIAL RELATIONS OF THE ANOMALOUS SPACE TO OTHER SPACES (SOURCE: AUTHORS OWN, 2015)

The Anomalous space is derived from historic literature and should be respected. The spaces in between 'main' areas need to be rethought and considered as spaces that nurture other spaces. The space needs to be flexible and substantial to accommodate functions. For instance a passage can be more than a passage; it can serve as a foyer, exhibition space or seating area.

From the research we derived two principles which were evident:

1) Integration of spaces of relief into design

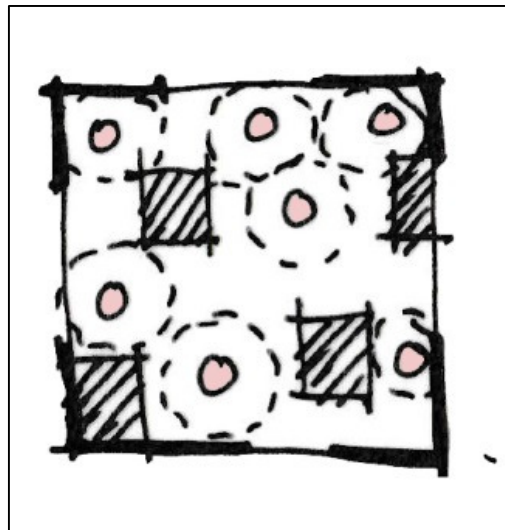


FIGURE 30: DIAGRAM SHOWING HOW TO INTEGRATE SPACES OF RELIEF INTO FLOOR PLAN SPACES (SOURCE: AUTHORS OWN, 2015)

Women need spaces to relax. In both case studies the users of the building did not have any space where they could take a breakaway from their desks, most just took a lunch break at their desk. The integration of 'break-away' spaces are purely there for the end users and are needed within stressful environments.

2) Integration of Natural Environments into design

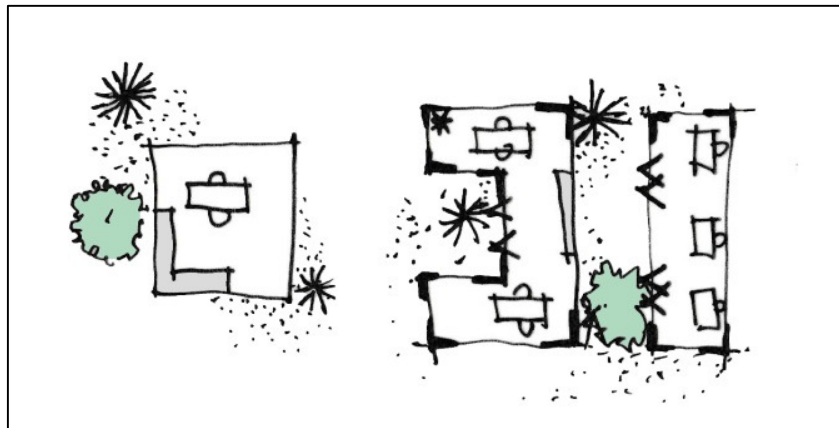


FIGURE 31: DIAGRAM SHOWING HOW TO INTEGRATE NATURAL SPACE INTO FLOOR PLAN SPACES (SOURCE: AUTHORS OWN, 2015)

The integration of the natural environment into the design was needed desperately within these spaces since these offices were designed and squeezed into a space that was meant for half the number of workers. Therefore the incorporations of Natural elements and environment into the workplace can benefit the user and increase sustainability of the building as shown in Figure 30.

When encompassing all the above principles into a spatial layout we find that the spaces tend to be a series of multi-functional spaces that serve each other. As shown in figure 31 below. Each space is not surrounded by static solid walls and have incorporated multi-functional openings. This can link the space to the neighbouring space or separate it. This is all depending on the user requirements of the space.

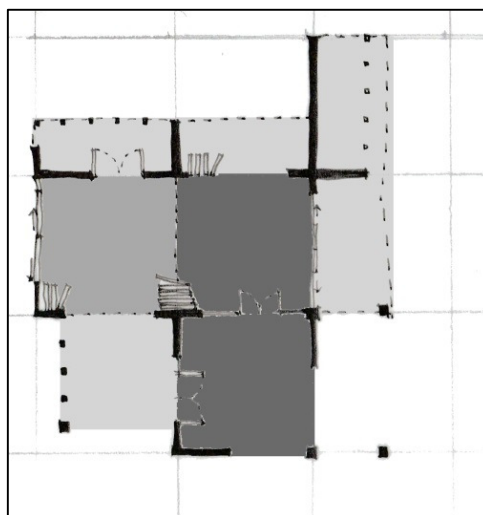


FIGURE 32: DIAGRAM SHOWING A 'SERIES OF MULTI-FUNCTIONAL SPACES' (SOURCE: AUTHORS OWN, 2015)

7.2.1 CONCLUSION

These recommendations are set out as guidelines to create a gender equal workplace typology by designing around the user. It shows the feminine quality as a positive aspect that contributes directly to the end-users. The office typology is moving toward design for the end-user, which manifests into complex multi-functional working environments. The office typology that is proposed is one not design specifically for women or men, but tries to encompass the positive humane approach of the feminine and apply it into environments that are lacking these qualities. These environments should satisfy the user mentally and functionally and therefor creating happier end-users. Creating spaces that people will want to dwell in and ultimately be more productive in. This thesis will hopefully contribute in creating a more gender equal workplace environment by applying the feminine quality to the design and process.

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"Mainstreaming a gender perspective is the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated. The ultimate goal is to achieve gender equality.

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9 TABLES

Table 1A

AXIAL CODING – DATA SET 1 : GENDER RELATIONSHIPS	
1. APPROACH WITH FEMALE SUPERIORS	
Found them <i>easier</i> to communicate with	participant 2,3,7,10,11,12,13,15
Adopted an open door policy , <i>easy</i> to approach	participant 2,3,6,7,10,11,12,13,14,15
Are understanding	participant 2,3,7,
Valued your opinion	participant 2,3
No tense structure in environment	participant 2,
2. FEMALE SUPERIOR APPROACH TO EMPLOYEES	
Adopted an open door policy	participant 1, 9
Enjoys interaction	participant 1, 9
Communication is key	participant 1, 9
3. APPROACH WITH MALE COLLEAGUES	
Lack of communication	participant 1,3,4,10,12,13,14,9
Lacks compassion and understanding	participant 10,11,12,13,14
Focused on productivity	participant 2,4,10,12,13,14,9
Different approach to females:	
Straight forward and real	participant 2,4,10,13,14,
Lacks flexibility	participant 2,4

Table 1B


DATA SET 2 : SPATIAL ANALYSIS	
Office seen as masculine even though mostly females inhabited	participant 1,3,4,9,10,14,15
Wanted a connection to outside, window garden etc	participant 1,2,3,10,12,14,15
Wanted more space	participant 3,13
Prefer private offices	participant 4,10,11,
Prefer cubical	participant 3,4,7,15
Prefer open plan	participant 2,6,12,14
Prefer semi open plan with meeting rooms	participant 1,4
Wants the opportunity to create her own space	participant 1,10,11
Occupants do not feel considered in design	participant 1,2,3,10,12,14,15
5. FACILITIES	
Wanted a gym	participant 3,11,12
Wanted a canteen / staff area	participant 2, 10, 11,12
Wanted a relaxation space.	participant 2,4,11,12
Day care	participant 11,12
6. LIKED ABOUT CURRENT OFFICE	
Homely quality	participant 3,7

Table 1C

DATA SET 3: HIERARCHY AND PRIVACY	
Is there a hierarchy	participant ALL
it is needed in the processes of working	participant 2,3,10,11,12,13,14,15
privacy is needed for work	participant 1,6,10,11,
privacy is needed for personal conversations	participant 3,12,13,15
privacy is not needed for their work to be done	participant 1,2,4,7,14,12
Superiors need privacy	participant 1, 3, 7,14

10 APPENDICES

APPENDIX A: SAMPLE OF THE INTERVIEW ACCESS CONSENT FORM :

GATEKEEPERS/PERMISSION-GIVER'S LETTER	
Re: University of Kwa-Zulu Natal School of Built Environment Masters in Architecture Dissertation Proposal for 2015	 <div>UNIVERSITY OF KWAZULU-NATAL INYUVESI YAKWAZULU-NATALI</div>
An exploration of women in the working environment: Towards creating a female sensitive workplace typology within Durban's CBD.	
Researcher: Sasha Maharajh	
PERMISSION TO have access to professional women, and have approval to conduct interviews in their workplaces. With relevant consent from research participants. During the period of January 2015-November 2015.	
As the branch co-ordinator at Business Women's Association of South Africa, I give my permission to the research to have access to the research participants' premises for approval to conduct interviews in the participant's workplace with the relevant consent from research participants January 2015-November 2015.	
Name of permission giver _____	
Signature of permission-giver _____	
Date: / /	

APPENDIX B: SAMPLE OF THE INTERVIEW CONSENT FORM



UNIVERSITY OF
KWAZULU-NATAL
INYUVESI
YAKWAZULU-NATALI

**COLLEGE OF HUMANITIES: MASTERS/PHD RESEARCH
INFORMED CONSENT FORM**

TO BE SIGNED BY THE PARTICIPANT AT THE START OF EACH INTERVIEW

One copy of the form to be left with the respondent; one copy to be signed by the respondent and kept by the researcher.

My name is Sasha Maharajh. (student number 211559624). I am currently doing research on a project entitled: " **An exploration of women in the working environment:** Towards creating a gender sensitive workplace typology." This project is currently being supervised by Mrs. Bridget Horner at the School of the Built Environment and Development Studies, University of KwaZulu-Natal.

- **Student Contact Details:** Sasha Maharajh. School of the Built Environment and Development Studies. University of KwaZulu-Natal, Durban. **Cell:** 0822297904; **Email:** sashamaharajh@gmail.com
- **Supervisor Contact Details:** Mrs Bridget Horner. School of the Built Environment and Development Studies. University of KwaZulu-Natal, Durban. **Tel:** 27(31) 269 1415; **Email:** horner@ukzn.ac.za
- **HSSREC Contact Details:** P. Ximba. HSSREC Research Office, University of KwaZulu-Natal, Durban. **Tel:** 27(31) 2603587; **Email:** ximbap@ukzn.ac.za

Firstly, I would like to thank you for agreeing to take part in the project, and I would like to emphasize that:

- your participation is entirely voluntary and you are free to withdraw at any time.
- your participation in the research is limited to this interview only, and there are no other expectations of you.
- you may be contacted for any possible follow- up queries, or to verify any interview transcripts.
- you are free to refuse to answer any question; or refuse to discuss a topic, without judgment or prejudice.
- you will be given access to all interview notes for verification, and all findings will be made available to you.

Please note:

- The interview will be kept strictly confidential and will be available only to members of the research team. However, excerpts from the interview may be made part of the final research report.
- To facilitate the interviewer's job, the interview will be audio recorded. However, the recording will be destroyed as soon as it has been transcribed.
- All interview data will be handled so as to protect the confidentiality of any victims involved - no names will be mentioned or included in the research transcripts, analysis or coding.
- All data will be destroyed at the end of the project.

Do you give your consent for the following: (please tick and initial the options below)

To have your role and/or profession mentioned in the research:	
To have this interview audio-recorded:	
To be contacted for any possible follow-up queries:	

I ----- (full name) hereby declare that I have read this Informed Consent Form, and both understand and agree with the parameters of the research interview.

Participants' signature: ----- (signed) ----- (date) ----- (print name).

Interviewer's signature: ----- (signed) ----- (date) ----- (print name).

(Interviewer to keep signed copy and leave unsigned copy with respondent)

APPENDIX C: SAMPLE OF THE QUESTIONNAIRE

PARTICIPANT 1:

Name:

Company:

Looking at your office, how would you describe it?

Masculine or Feminine and why?

Do you think there is a hierarchy within your office? If so then explain how, and why?

Do you think knowing about other departments functions will benefit you?

What is the process of your daily work?

Do your superiors teach you about the processes in which their job operates?

Eg: Why certain big decisions are made? Or explaining processes of their job and decisions?

How much privacy do you need while working? Elaborate ?

Who do you think needs privacy in your office, and why?

What do you like about your office design?

What office design do you prefer, a cubical, an open plan office, or a private office? And why?

What would you change in your office space?

What facilities are lacking in your office?



11 DESIGN REPORT

Design of a Media Centre and News Paper house:

The Diakonia Centre is an historic landmark building. It was chosen to be the site since the location was central to Durban's Central Business district. It had links to history acting as a safe house during the Apartheid era to those in need. This building is rich in history and supporting the surrounding communities. From 1914 the site of Convent High School and from 1962 -1972 of St Joseph's Primary School. In 1983 the building was taken over by the Ecumenical Centre Trust for the establishment of an ecumenical centre. The Diakonia Council of Churches took over the running of the Centre in 1998. It was later renamed the Diakonia Centre.

The Diakonia Centre is also known as the home of social agencies committed to justice, peace and development. Established sixty years ago the Centre has been the home base for some of South Africa's most important non-governmental organisations. It also offers one of South Africa's most comprehensive and well-equipped conference centres.

One of the only feminist organizations within Kwa-Zulu Natal is Agenda Women's Media, whose offices are located in the Diakonia Centre.

Special care needed to be taken when designing around an historic building. The historic elements of the building needed to be preserved and respected and this aligned with the feminine thinking within the study. This made the Diakonia Centre an ideal site.

Please see full portfolio - Chapter 12 Design followed by the Technical work

THE ACCOMMODATION SCHEDULE IS AS FOLLOWS:

- Reception
- Boardrooms
- Reporting section
- Junior Journalists section
- Interns section
- Senior journalists section
- Editing section
- Sub-editors section
- Editors & PA's section
- Publishing section

- Copywriter section
- Publish personal section
- Printing Department
- Electrical engineering & Reel store room
- Distribution & Circulation Department
- Accounting Department
- Administration Department
- Call centre
- Marketing
- Classifieds
- Integrated public spaces
- Boardrooms
- Safe spaces relaxation
- Women's Workshops
- Library
- Conference spaces
- Wellness
- Women's Requirements
- Day Care children's centre (How to integrate children into the working environment?).
- Facilities to satisfy the needs Home needs .

Additional spaces:

- HUBS
- BREAKOUT SPACES
- COMMUNITY FUNCTIONS
- WELLNESS CENTRE

Please see full portfolio - Chapter 12 Design followed by the Technical work

12 DESIGN

13 TECHNICAL WORK