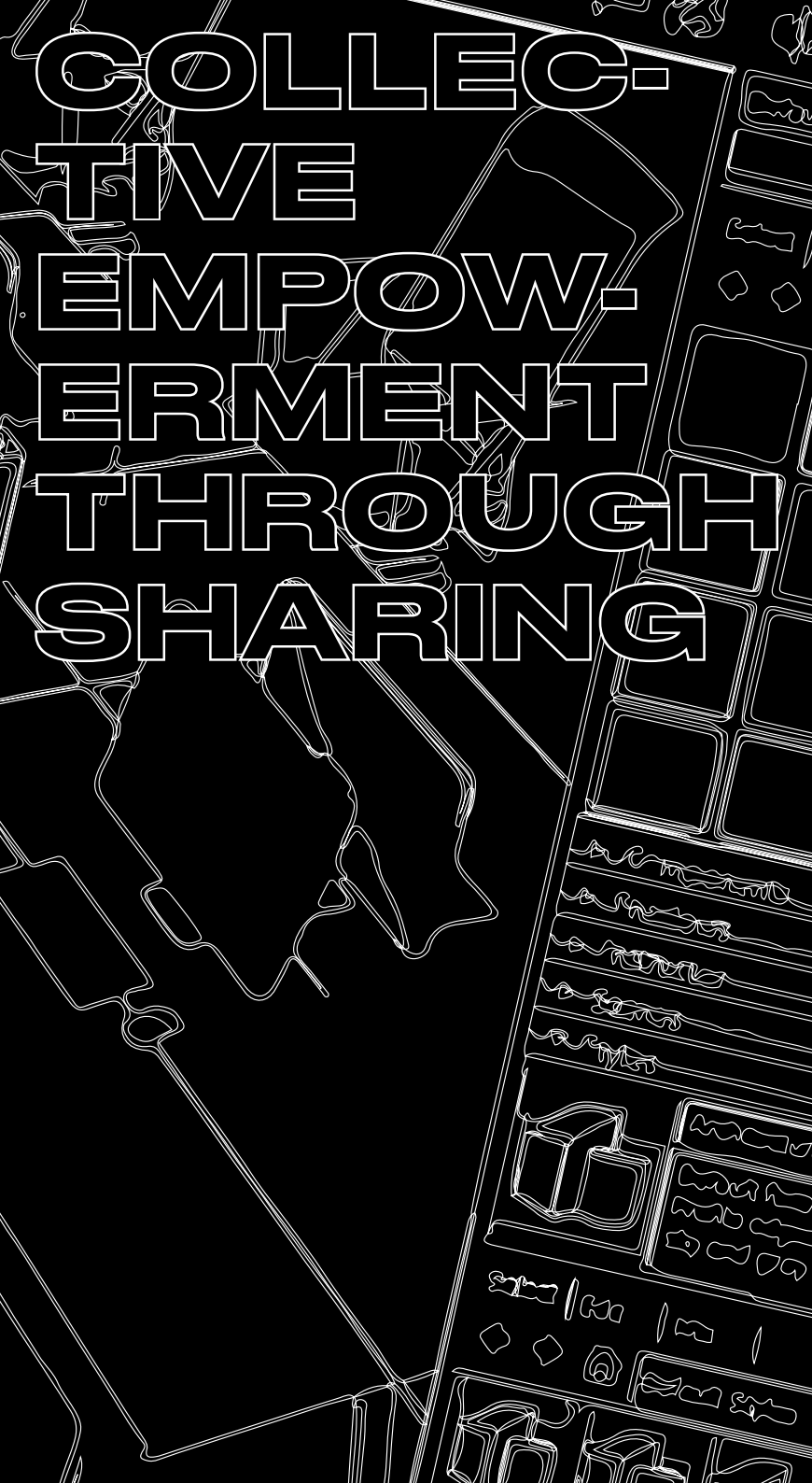


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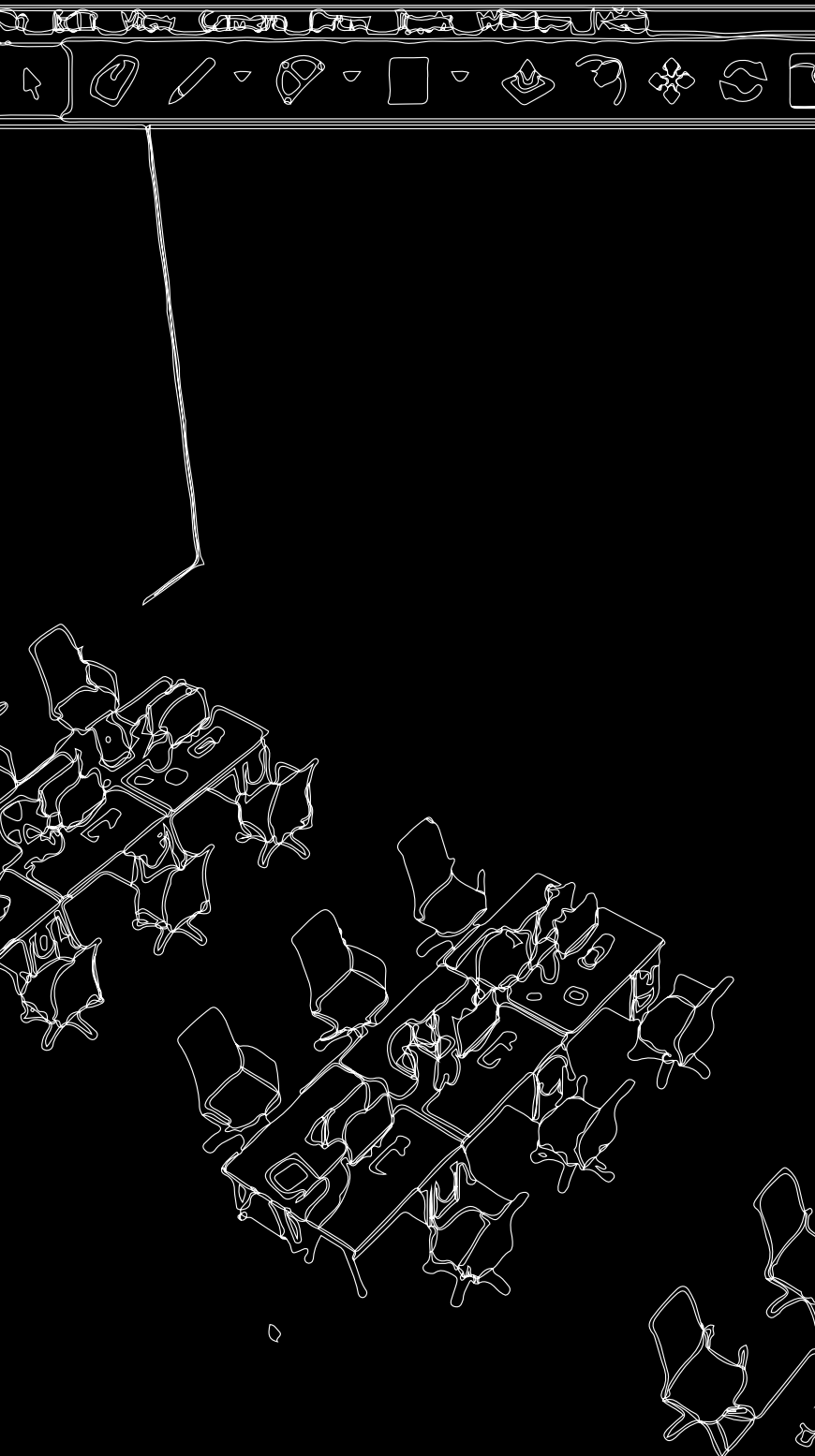
"The cornerstone of architectural practice is ... a division of the people involved into a small minority of architectural businessmen and bureaucrats, the management ("partner", "chief architect," etc.), on the one hand, and architectural workers, be they architects, architectural assistants, technicians, draughtsmen, secretaries, etc. on the other hand. We are concerned here with the people who by and large do the work of architecture - designing, drawing, specifying materials, supervising work on site - and those who provide them with essential clerical and administrative support. These are the "architectural workers." - "Working for What?", Slate 9 (1974).

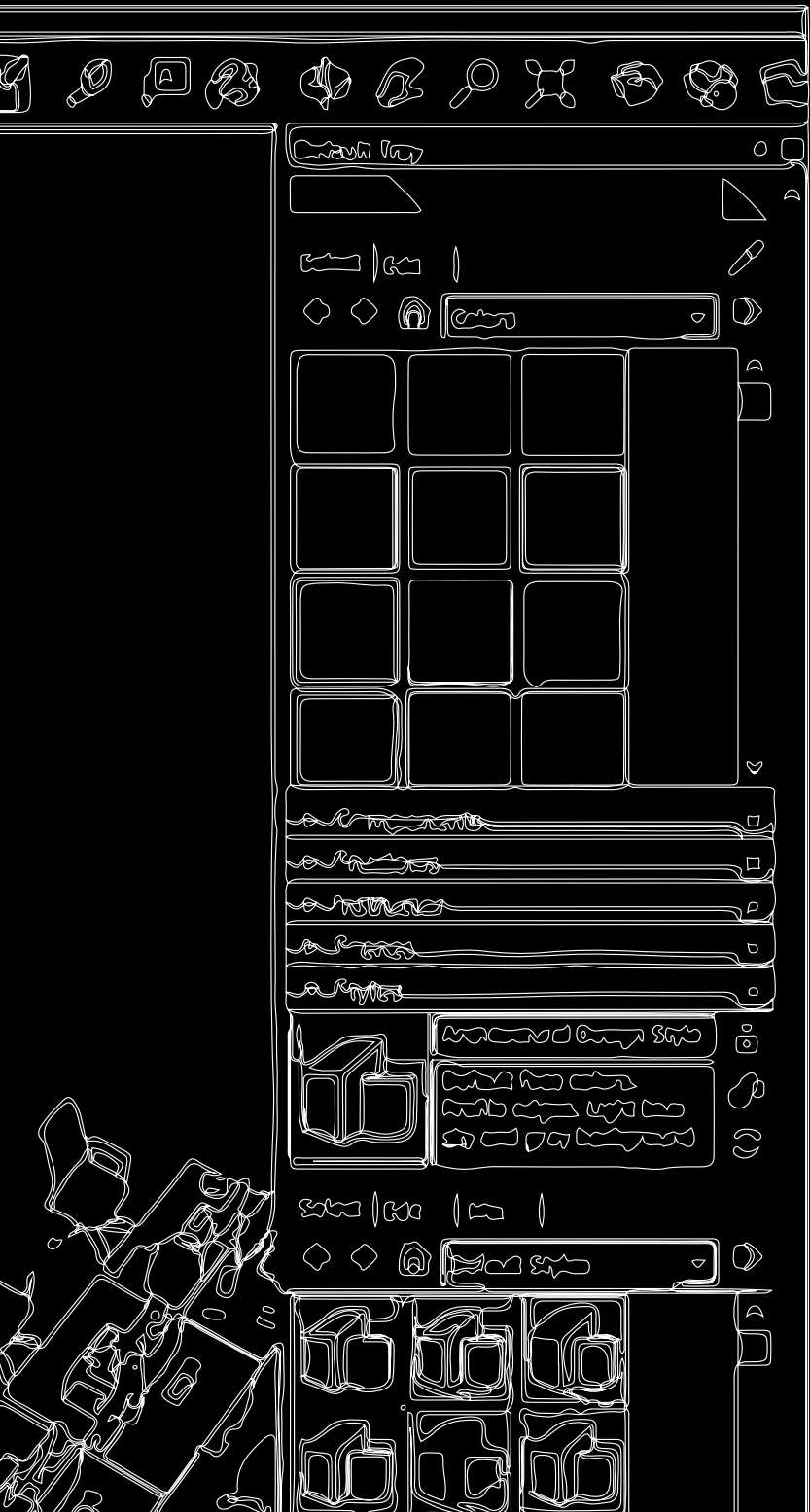
Architectural Workers, are an anonymous, independent network of people who work in and around the architectural industry. We campaign against the negative effects of architectural work: on physical bodies and mental health, as well as the wider social and physical environment. Although we are mainly focused on the UK situation, this is a global condition.

We formed in December 2016 with an open letter calling for the media and public attention garnered by Patrik Schumacher's plans for privatisation of social housing to be refocused on our bosses, the heads of London's leading regeneration firms. In June 2017 we facilitated a public debate at the threatened Cressingham Gardens Estate in Lambeth; inviting heads of practice, activists, academics and residents' groups to discuss 'What is the Architects Role in the Housing Crisis?'. We have continued to campaign on the issues affecting us as workers within the industry: unpaid overtime, the London Living Wage, and the moral evaluation of the tasks we are employed to carry out. We believe that a worker-led union is an essential instrument to change both the conditions and nature of work within the sector.

This pamphlet tells stories of the work and labour of architectural workers as collected through a series of interviews and surveys (November 2017-present): the experiences of over 100 people working in the industry. Based on our experiences we've developed a framework of tools and tactics which can be used to put our experiences of workplace oppression into collective action.

This is still a live project. You can fill in the survey here: bit.ly/archworkers-survey, and/or email us if you'd like to be interviewed <architecturalworkers@riseup.net>.





Here's A Story That So Many Of Us Can Relate To;

"I began my professional career in architecture in 2014. I'd finished my Part I, and in retrospect was quite naive. I didn't know what to expect.

At first, i really enjoyed it, i was working in a practice doing the job that i'd worked so hard at uni to be able to practice and on top of that, i was getting paid. I'd always worked, but i'd worked other jobs in cafes, supermarkets, you know, and now I was able to live off of something that I enjoyed.

On my first day I was asked what I was into: drawings, models, CAD. I didn't quite understand, i just kind of shrugged and said I liked to do a bit of everything. So I got allocated into the model shop anyway. It was at the back of the building, on the ground floor, and had no natural light and lacked adequate ventilation.

For the rest of my time there I was basically just cutting blue foam blocks all day and laser cutting sheets of MDF. It was really alientating work.

The one benefit of being in the model shop was I was away from managers: they preferred an office with a window you see. We'd be expected to do so much work, it was so demoralising. This one time we'd spent all night - literally 9am until 1am - making a model, cutting the blocks, glueing it down, drilling holes for trees, photographing it, boxing it up ready for the meeting the morning after. Then I came into work exhausted because we'd had to do this 3-nights in a row. It's worth remembering that of course I wasn't paid or reimbursed for this "extra" time. I remember the associate coming in that morning and saying that they didn't need the model in the end. They didn't want to give away too much information to the client. This was so upsetting. I knew the work I was doing was shit and somewhat pointless, but then to realise that essentially my labour, my evenings, could be so disposable to these people was just horrible.

The day after I just lost it. I remember that after that, I just didn't want to be there. But i knew I had to stay, I had to stick it out for at least another 8 months so I had a good reference and could go back to uni with a good CV. It was horrible working there."



“TO RE-
ALISE MY
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“It’s the thing about everyone undercuts everyone. If we don’t have a tiny fee we won’t get the job. Is it worth getting the job when we can’t actually afford to do the work. It’s not very sustainable, and i don’t think it will become sustainable until architects make a stand and say everyone is leaving the profession because no one can afford to live and be a recently qualified architect.”

“If you’re leaving the office on time or before 7 o’clock everyone’s like ‘how on earth are they leaving early?’ even though we are only paid from 9-5. You’re asked to work weekends unpaid, if you have plans already you have to drop your plans, you don’t get the option - you are kind of bullied into it.”

“I worked it out once; before overtime, if I worked my base contractual hours, which was 37.5 hours per week it would be £11 per hour. but on a normal week I would be working 12-16 hours unpaid overtime, and then some weeks would be about 24 hours and if I was on competitions would be between 30-40 hours unpaid overtime. That brings your hourly rate down to £5.50, and that’s before tax.”

“It’s systemic, we’re underpaid, overworked, and get treated like shit”

“A friend of mine was presented with a contract she was told that if the practice did not meet their targets each month they would not be paid. She worked there for a year and two of those months she didn’t get paid because they didn’t meet their targets. She never got paid for those two months.”

“I just got on with it because I didn’t want to lose my job, I knew it wasn’t right”

“...I mentioned that my project architect was very difficult to work with. The way I dealt with that was by being very much like yes, i’ll do, i’ll do this. That relationship could only work because I was a Part 1 and I was completely subservient to whatever they wanted to do. That power relationship was very much here is the tasks, now do them. Do them in the house style as carefully and competitively that you can do. They didn’t have the time to check or manage that. If I could internalise those office structures as closely as possible- and you can become very good at that - then it made my relationship with them a lot easier to get through.”

“If I had to leave and they needed me to do overtime then I would leave and come back and work through the night, it was a 24 hour office.”

“We have office meetings where no one can challenge the boss. They consistently make employees compete against each other, and don’t credit you for your work.”

“There were a few times when we had to work through the night till 4 or 5 get a last minute cab over to the clients offices and set up everything for the presentation and then still have to come back into work the next morning.”

“You know that no one gives a shit about you or the work you are doing and you’re just the guy in the corner doing stuff for the sake of it. You are made to feel like there are 200 people who will take your job instantly and do it better than you do for free, and they make you feel lucky that they are paying you to do it. You’re made to feel dispensable and the work you are doing is dispensable work - it’s not particularly fulfilling.”

“EVEN
IF THAT
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TO THEM”



“I guess when I started, my supervisors were very much like just go home, you have nothing to do. And I didn’t have anything to do. I was a new part 2 and I didn’t have that much work. I didn’t really get a sense of how late people were staying. Gradually as you get more into things, and you are having to stay later yourself, you begin to realise how late people are staying. What wasn’t visible to me in the old office was how much people were working through their lunch breaks. I just wanted to leave. When I came back in the office was so jumbly, like the spacing of it. You couldn’t see who was in or wasn’t in. Where as in the new office you always knew that certain people would not get up to sit at the lunch tables. They might grab their food a bit later and go and sit back at their desks. It was very visible.

It was very much... I can’t speak for other people, but the notion of having to put in extra hours or work through your lunch break was very much unspoken but it was relative to the pressure that your certain supervisor would be talking about the latest deadlines. They would say that something was happening. They’d communicate in a stressful way. They’d say like: this needs to get done, and this is the deadline. They might even say something like don’t worry if you don’t finish everything but then at the end of the day, they are the one who is giving you your review, and reminding you of the deadline, and that it needs to get done NOW. It’s not that everyday your job is on the line but if they set a level for you and you can’t meet that, they in some ways you’re ‘failing’. Even if that level of work is unfeasible, that doesn’t matter to them. At the end of the day, they just care about delivering something. And their neck is going to be on the line if that project isn’t delivered. So they would make it clear that you had to work more, or longer, for them to get off your case.”

“We would have meetings in the studio with clients and the boss got incredibly stressed far too easily, we would all be doing the drawings and prep and she would come in and cause havoc and start shouting. Whenever she was in the room it felt intense and uncomfortable.”

“So 2 months into her contract, it was 2 days before Christmas and one of the directors came in took her to the office, and sacked her on the spot, and that was that. Everyone could see into the room, it was obvious what was going on.”

“I worked it out once; before overtime, if I worked my base hours, which was 37.5 hours per week it would be £11 per hour but on a normal week I would be working 12-16 hours unpaid overtime, and then some weeks would be about 24 hours and if I was on competitions would be between 30-40 hours unpaid overtime.”

“We are not openly critique the work you do in practice? I know somebody who reported something to HR and they are not colleagues of mine any more.”

“I was earning £19,000 a decade ago as a part 1, and I know that this is still being paid today. Why have Part I wages stayed the same whilst Associates and Partners creep up?”

“I felt sexually harassed by one of the associates, who came up to me at an office party, saying how amazing I looked and that I should wear makeup every day. There were creepy relationships between the associates and some of the younger women in the office, with inappropriate behaviour and treatment. Sometimes the younger women quit, or had to leave, but the associates always stayed.”

“My friend came into work one day and the director just walked over to her and said can we have a word, took her into the office and said its just not working out you have to leave and then that was it – she left immediately.”

“I was given a 6 month contract and I think I was lucky to make it to the end of that. You were made to feel uncomfortable if you called in sick, it would be similar to if you didn’t stay late and work unpaid overtime – like you were not pulling your weight.”

“I started to warn the other part 1s when they joined the office to watch their backs, one person worked very intensely on a competition then when it finished he got called in to the office and asked to leave immediately.”

“It was a small practice but that doesn’t excuse how they treated me. Once I got pulled into the managers office, I got told that they hadn’t won this competition and therefore there wasn’t any work. They said I had a week and then I had to leave. I didn’t know what to do, i was living in London and I had rent to pay.”

“If there is a long period of overtime you get these fluffy words from the older people in the office saying well we’ve done it, we did that, and that’s not a good enough excuse otherwise nothing would change. In theory there is meant to be time off in lieu but it is very much presented as sacrificing for the good of the office or being a martyr, which I am really not interested in being anymore. It is sort of bred into you at uni by tutors.”

“I was due for my review. Concurrently, I was talking to my colleagues and I realised that I was being systematically paid less than other people who were doing the same job. In fact some of these people had started the job after me and had less experience. There were huge wage discrepancies.

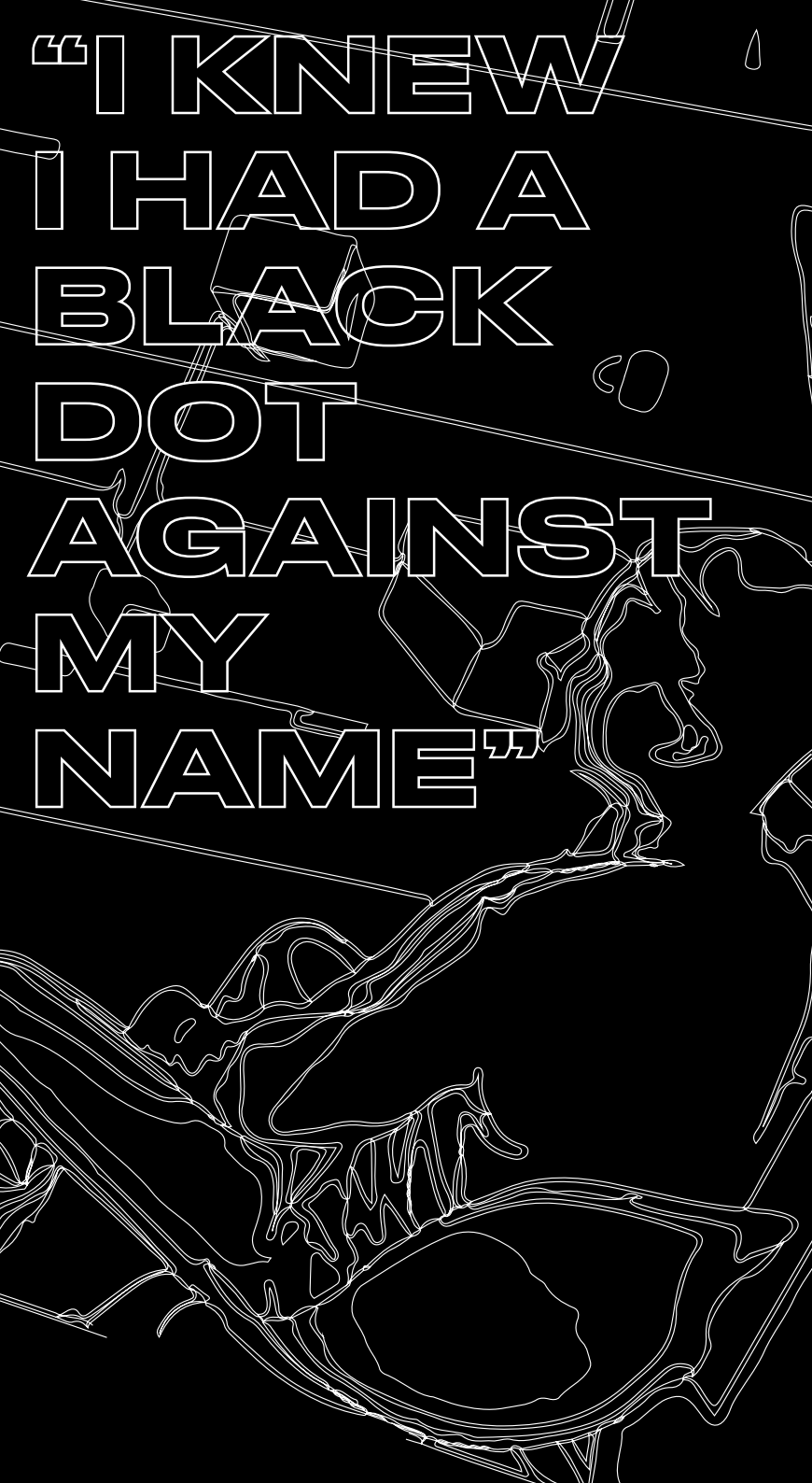
I was being paid less than the Living Wage and I couldn't afford to move out of my parents house because I wasn't earning enough. I was also struggling to live at home because I was having issues with my relationship to my parents. All of this was causing me a great deal of stress and anxiety.

I went into my review and explained how much work I had done, how 'valuable' I was for the practice, and all of that. It was hard for me because I don't normally have the confidence to talk about myself in such a positive way. But I knew I had to sell myself in order to be treated equally to other people in the office. I had to be 'worthy' of being paid more.

I asked for a pay rise – £1000 more than someone who had started in the practice 6 months after me. So I thought that was fair. I remember being in the review with three people; my previous associate, my current associate, and the managing partner. We were sat on these long tables that were just out in the office so our conversations could be easily overheard and anyone walking past could see. When I said that figure they all looked shocked and said that's quite a jump, blah blah blah. I didn't want to have to talk about it but I told them about my living conditions and that I can't afford to live on that money. Then I explained that I knew that other people were being paid considerably more than me and that they had started after me, weren't as 'valuable', and had less experience. Etc. Etc. You get the picture.

The director told me that these other people were lying. I knew they weren't. I had seen peoples pay slips. It ended in a really tense way, and I didn't hear anything back for weeks. I knew I had a black dot against my name now.”

“I KNEW
I HAD A
BLACK
DOT
AGAINST
MY
NAME”



“My overtime really depended on the project. On my last project, I recorded my overtime for 17 weeks and was averaging about 55 hours per week. The working time directive says you shouldn’t work over 48 hours.”

“I didn’t have a contract throughout my whole employment. They wanted to keep me off the books. Even people on contracts didn’t get paid overtime. No one there had proper contracts.”

“The first time I was ill I was coughing to a point where I really should’ve just gone home. I was fighting it because all through my life my parents had told me not to call in sick and to just manage. I was just very aware that I had to appear hard working, and not show any weakness. I remember being very aware of my probation period (which was 6 months), and that I couldn’t be sick during this time.”

“There is no structured payscale. Your pay depends on your relationship with the director and the associates. There’s no transparency, and about as fair as buying your boss rounds in the pub.”

“I was being paid less than living wage not including unpaid overtime. In my review I brought it up with the boss. Then I had a series of really horrible ggressive one-to-one meetings with the director where I was told to “know my worth” that I was “defeatist” and “if I wasn’t happy here then I should find a new job.” I no longer work there.”

“The project manager was a misogynistic, racist, bully. They were never awful to me, but they did ridicule me and not take me seriously. They called me names based on my appearance.”

“You are only considered to have worked overtime if you stay past 9pm, which means you are working for 11.5 hours and after that overtime starts. I have got TOIL for some weekend work.”

“They told me I was very lucky to get a permanent contract. So part 2's are all on 6 month probation period followed by 6 month rolling contracts. I think only the directors and partners are valued, they don't try and develop any of the part 2's/3's.”

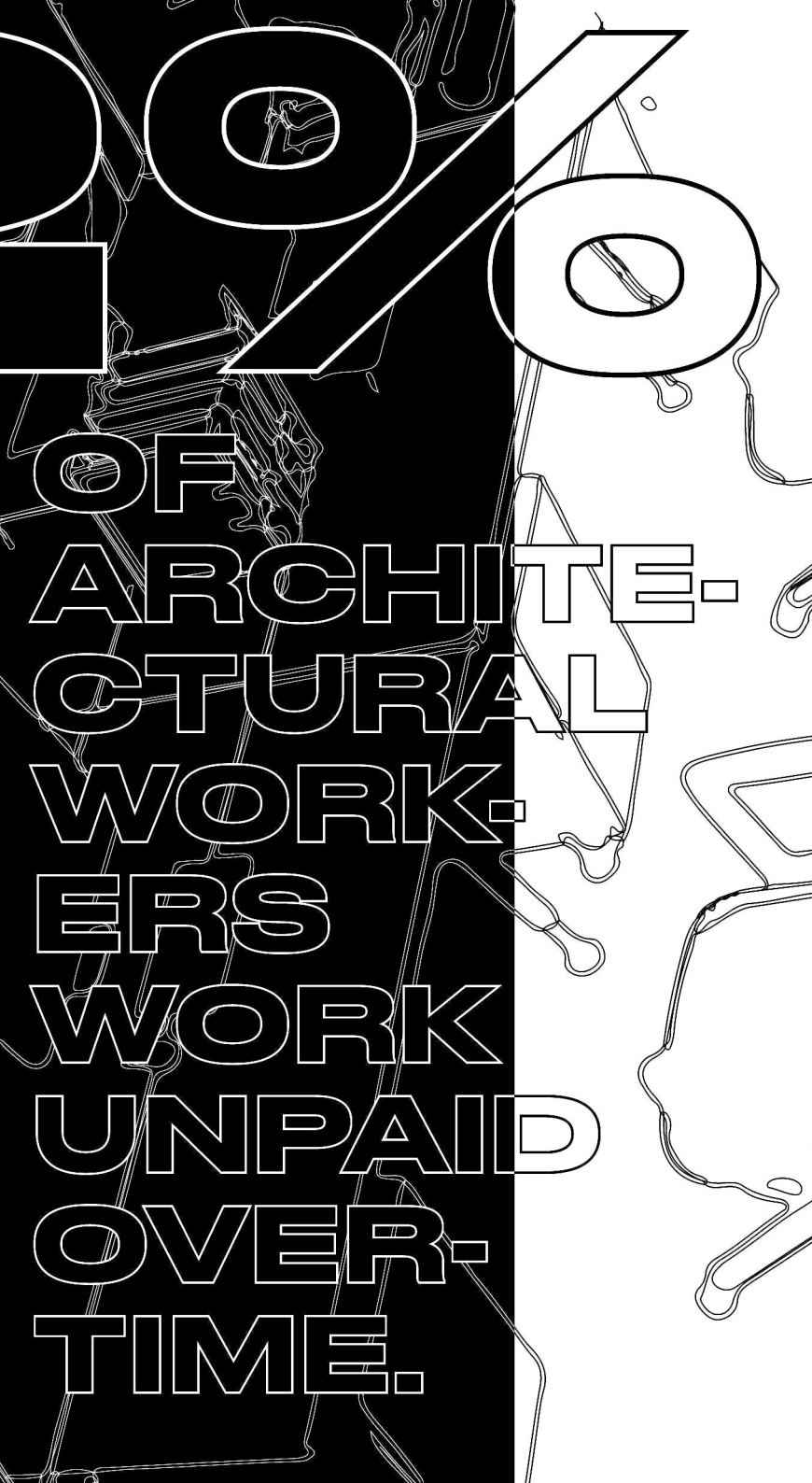
“A friend of mine worked for a practice and while he was working there he was making models for 3 weeks, and he actually went on holiday for 2 weeks and didn't tell any of the staff. He came back and no one had noticed he had gone.”

“When I was working in this placement it was below minimum wage - I was being paid £640 a month. They were a very small practice in London and it was the first place that got back to me to offer me a position so I just took it.”

“In the interview I was asked what are my salary expectation, and at that point I had little faith of getting another job. I knew the RIBA pay scale, and I was offered a little bit more than the bottom of that. Later I did find out that other people who had just come out of university were being paid £4,000 more than me so that was a big kick in the teeth.”

“There is just such an individualistic culture in architecture, but we all have to honest with ourselves and realise that if we're going to change anything, to actually improve our lives, it's going to have to be collectively.”



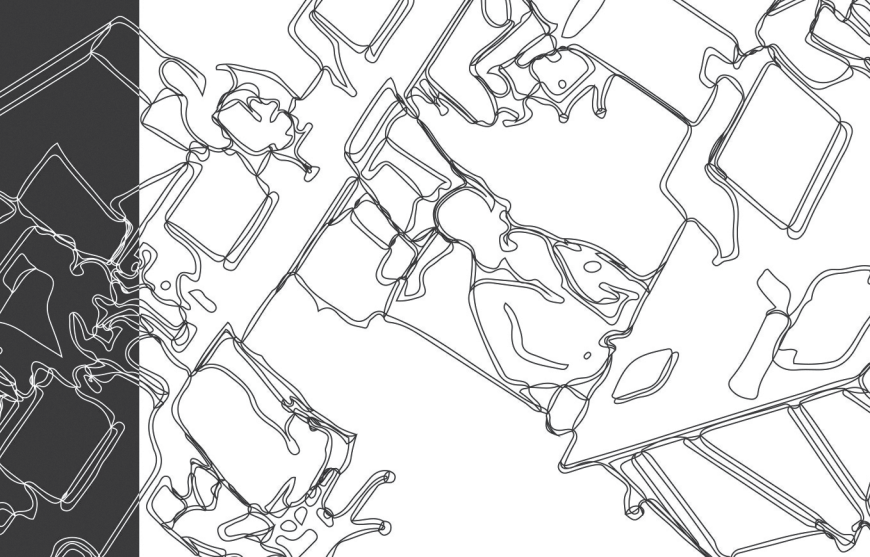
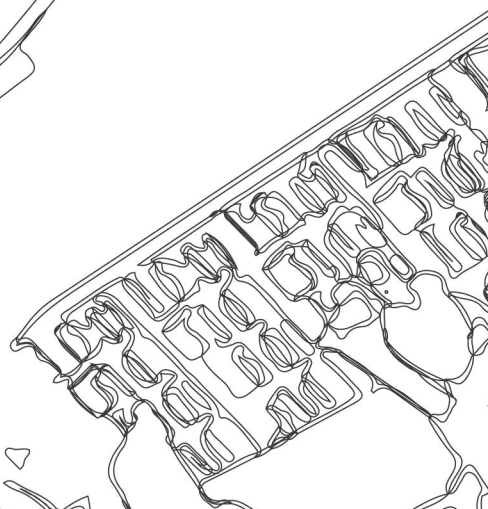
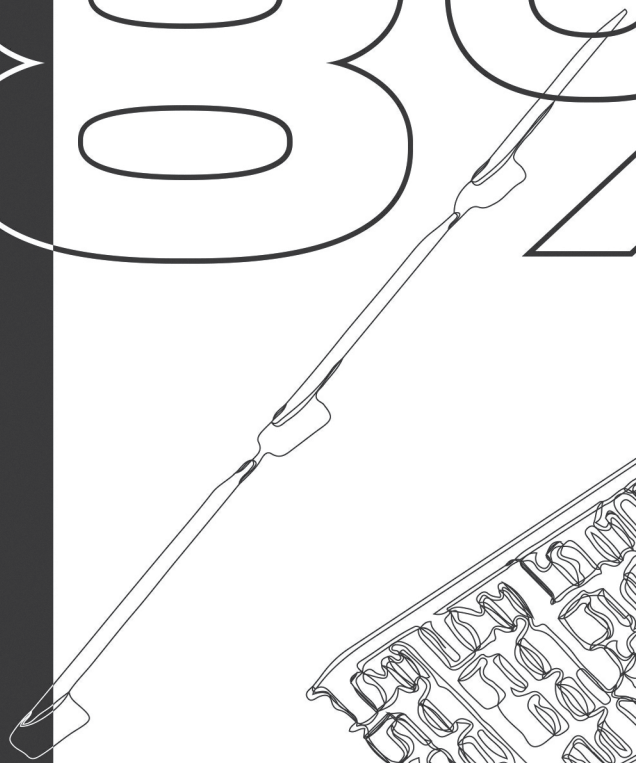


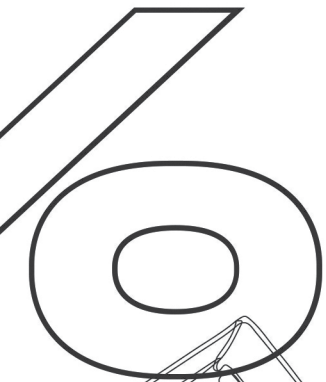
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OF ARCHITECTURAL WORKERS WORK UNPAID OVERTIME.

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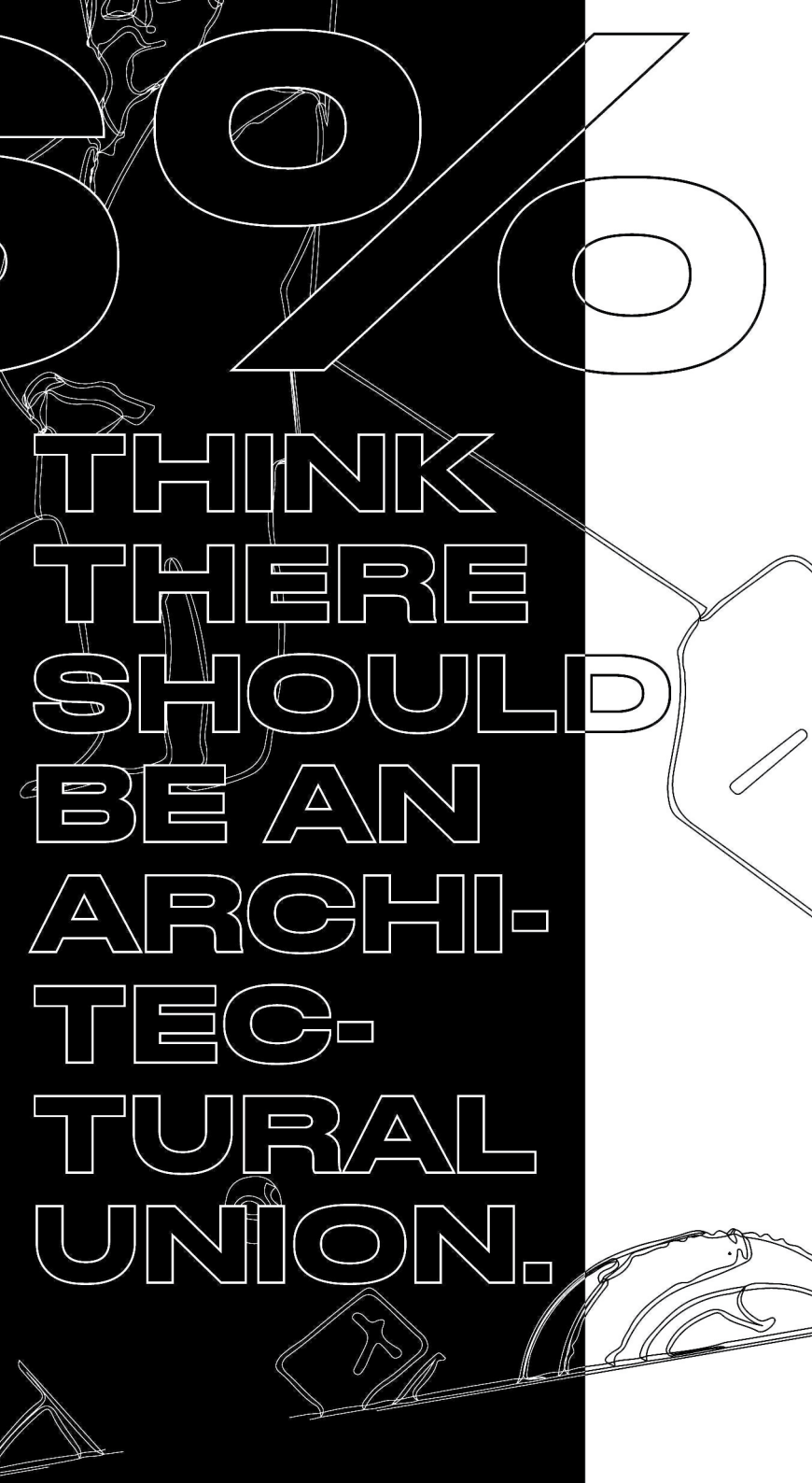




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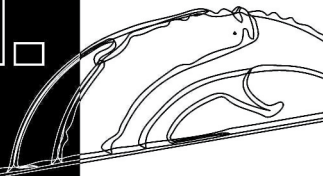
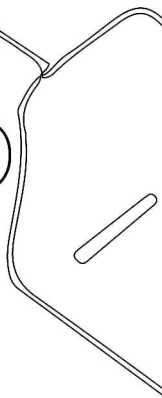






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Do you think there should be an architectural union?

86% Yes

14% No

“I think ARB and RIBA should do more with their power to inform/ activate individuals of their rights re living wage, unpaid overtime etc.”

“Architecture is a unique creative field where there is an ambiguity between exploitation by the employer and the selflessness of young architects. An architectural union will restrict the employers with in a fair and well defined framework of architects rights.”

“There are 2 strands to this, firstly employment conditions, and secondly being able to raise ethical standards on projects. My practice has a comparatively fair approach to pay, equality and diversity, parental leave, etc. However, this is limited by the lack of a co-ordinated approach across the industry. Across the board, salaries do not cover childcare and women and ethnic minorites have a high drop-out rate. In terms of being able to take an ethical stance on projects, union representation would support whistleblowers and steer the profession towards a united and considered ethical approach with regard to issues such displacement as a result of estate demolition. It’s worth saying that both issues are tied up with low fees and practices undercutting each other (due to no longer having the RIBA fee scale). It would be interesting to see how a union would sit alongside the RIBA, and what the structure of a union would promote that the RIBA either can’t or isn’t!”

“It should be compulsory to have an elected representative of the union in each of the studios (at least the big ones like mine). It is fundamental in my opinion.”

“Absolutely. Overtime. Overwork culture. Using part 1s, 2s and young part 3s as indentured servants.”

“There should be unions for every type of worker. Only through collective bargaining can we discuss, critique and initiate change in the work place. This provides considerable confidence to individuals who might need it, compared to the atomised nature of a one-on-one review between worker and boss that operate within the social constraints of workplace hierarchy. It can also impose industry wide sanctions to protect fees and prevent the race to the bottom by practices undercutting each other. It can protect young training architects from being exploited and help retain the talent that is lost through long, boring and overworked employment.

“Yes. Defend our rights as workers, enforce fair overtime pay, lobby the RIBA and government.”

“It would benefit the profession to actually consider staff welfare.”

Do you feel your practice offers a good work/life balance?

65% No

35% Yes

“I feel emotionally drained when I finish work.”

“Unpaid overtime, passive aggressive culture within office, especially from the office manager.”

“Working in practice took up so much of my psychological space. I was constantly watched and monitored and personally victimised for speaking out about workplace exploitation.”

“Primarily each project had resourcing problems (understaffed) - technicians and Part-1s were stretched across the office extremely thinly. If you were working on a residential scheme, late continuous nights every were expected.”

“Long hours culture. You are seen as a lazy if you want to leave at time.”

Do you participate in decisions that affect your work schedule?

79% No
21% Yes

“In certain circumstances I have been refused holiday, or leave (as much as three months in advance) based on the projects i’ve been working on.”

“The more efficient I was, the more work I was given - at an increasing rate.”

“I cant almost even leave without asking for permission or without feeling guilty.”

Do feel fairly compensated for your work?

92% No
8% Yes

“£18,000 for a full-time job with a degree is unacceptable.”

“Its my lowest paid job - including bar work.”

“Compared to company’s profits and fees? No!”

“No, I would earn more money cleaning. Funnily enough, one of the bosses always shouts about how she is paying us if she thinks we are working substandard even though none of the assistants are there for the money, but there for the experience. If we worked for the money alone, we sure as hell wouldn’t be working in architecture.”

“I was paid £20,000 (below London Living Wage) while working there. There was no structured pay scale, you were paid more based on favouritism and a character analysis from the director on interview or during a review. There was no transparency it was completely unfair.”

Do you feel valued as an employee?

61% No

39% Yes

“They consistently make employees compete against each other, don’t credit you for your work etc.”

“I felt disposable and exploited.”

“I knew that the projects I was working on I was a valuable asset to the team, but I didn’t feel like my efforts were noticed or rewarded with appropriate TOIL, alongside 0-pay for overtime.”

Have you ever experiences or witnessed discrimination at work?

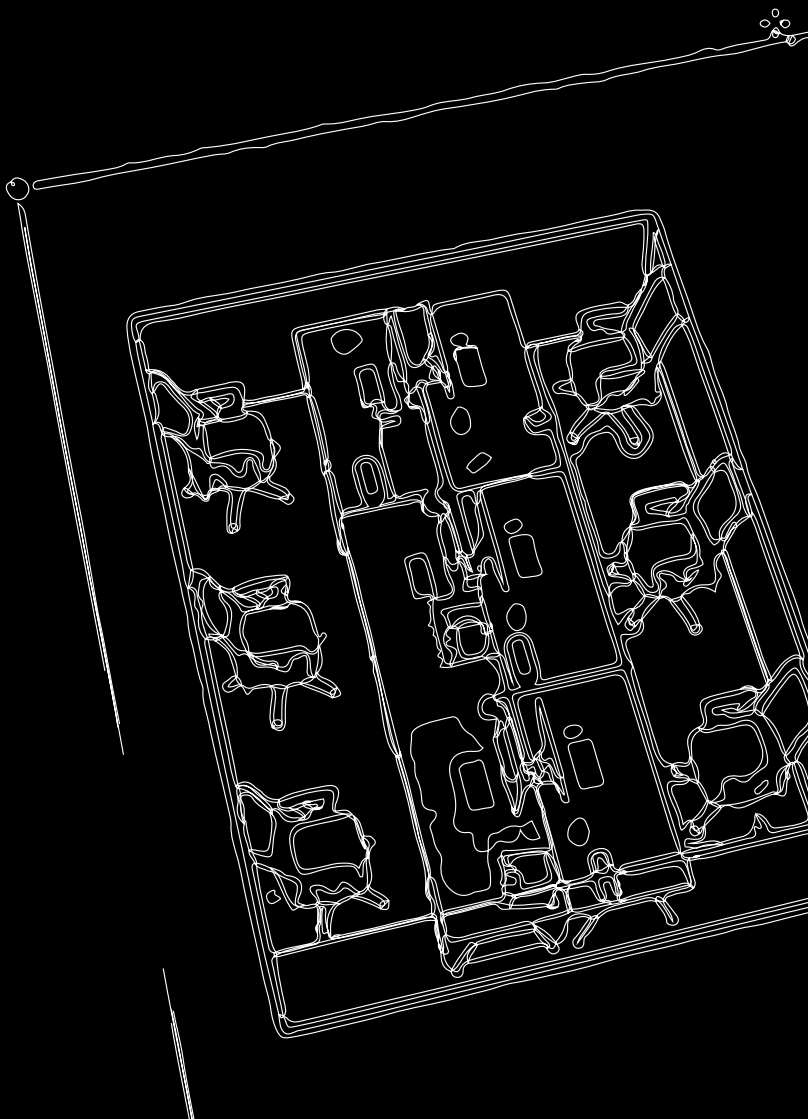
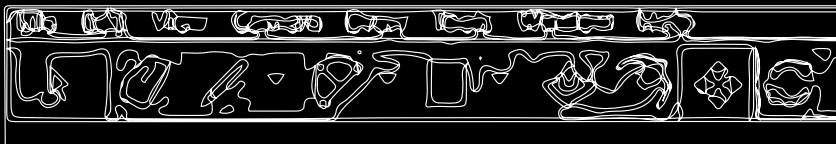
48% Yes

52% No

“Aside from what I explained above, I felt sexually harassed by one of the associates. I was at an office party and one of the associates came up to me and explained how amazing I looked following on by saying you should wear make up everyday. There was also a creepy relationship between some of the associates and directors with some of the younger women in the office, where there would be inappropriate relationships and favouritism.”

“In a consultations i helped to facilitate, the area in which the project was being built was ethnically diverse. Another member of staff of the same ethnic background was forced to stay longer than myself because they could ‘better communicate’ with the community.”

“Architects and Part-2s treated the front of house staff poorly.”





Tools / Tactics

Collect, Document & Record

Make sure you keep an accurate log of your hours worked, and the tasks you are asked to complete, and any other observations you have of workplace dynamics or incidents. You can keep this as a physical diary or a log on your phone or computer. Note the time, date and names of people involved.

If you feel it's necessary, you should take pictures, and make audio and video recording of situations. For example, you might record the audio of your annual review meeting to collect with detail the interactions you have with your boss around issues such as pay. Don't use the built-in audio recording software on your phone because these often show on the locked screen display. You can download an audio recording App such as Voicevox which allows you to record audio more discretely.

It's worth also remembering that if you get caught recording audio or video it may lead to greater difficulty and tension with your employer and colleagues, so recording should be done with caution and care.

The information that you gather will help you understand the situation you are in, and provide evidence for any future formal proceedings or whistleblowing.

Talk and Listen

Speaking to your workplace peers is essential for changing the conditions of your work. Speaking about and normalising 'awkward' topics such as pay is essential for challenging discriminatory and unfair hiring practices. It can give you immediate support to demand a higher wage, or promotion in line with others in your office.

When positive, your relationship with your colleagues can be empowering and affect real change. Solidarity around issues such as overtime can have immediate effects.

Talking and listening can be formalised through peer-to-peer interviews which we've found to be a very useful tool for contextualising our experiences and finding a common cause. A loose structure for an interview might be generated from the survey questions in this booklet.

Reflect and Analyse

Calculate your actual hourly wage, and how much overtime you are expected to do in a week, or how often you are asked to work weekends.

Review your contract document, noting any unusual passages, or how appropriate a protection it is to your working practice.

Fill in the table below:

Annual wage	
Contracted hours per week	
Hourly wage*	
Average overtime worked per week	
Actual hourly wage**	

*: To work out your hourly wage complete the following formulae: $\text{annual wage} / (52 * \text{contractual hours per week})$

**To work out your actual hourly wage complete the following formulae: $\text{annual wage} / (52 * (\text{contractual hour} + \text{overtime}))$

If you are working for a RIBA chartered practice and your actual wage falls below the Living Wage (£8.75 in the U.K. and £10.20 for London) then you can report your practice to the RIBA for not paying the [London] Living Wage, as per RIBA requirements. Email them at info@riba.org with the subject line: '[London] Living Wage - breach of Chartered Practice Criteria'.

Get Informed!

Know your employment rights. The Citizen's Advice Bureau can give immediate information, but will be less workplace specific. The UK government provides basic information about employment rights online. You can seek individual advice from a lawyer. Knowing the law can help you in challenging the workplace treatment of yourself and others.

Get in touch: Architectural Workers and Workers' Inquiry: Architecture have a joint working group to discuss and share knowledge on employment rights. We will be updating this information on our website with the findings of that group.

- citizensadvice.org.uk
- gov.uk/employment-status/worker
- precariousworkersbrigade.tumblr.com/TrainingForExploitation

What Else?

So, you know your rights, you've collected and analysed information about your workplace conditions, and started to form solidarity with your colleagues. For particular issues, this can be enough to better your day-to-day experience of work. With a number of you, you can implement critical voices into tangible improvement of your working life, such as introducing a flexi-time for all employees and benefiting those who are parents or carers. But cross-workplace organising is essential to achieve structural change.

Collective Action

We have diverse experiences and backgrounds, but are united by our belief that architectural work needs to be radically transformed. Worker solidarity needs to happen across workplaces for lasting difference. There are groups already active and doing valuable work around these issues:

Architectural Workers - we organise on issues of exploitation by and of architectural workers, in the workplace, the academy and the city.

Architecturalworkers.wordpress.com

@archiworkers

Workers' Inquiry: Architecture - an Open Meeting every first Thursday of the month for all workers in and around architecture, to discuss and take collective action on work issues.

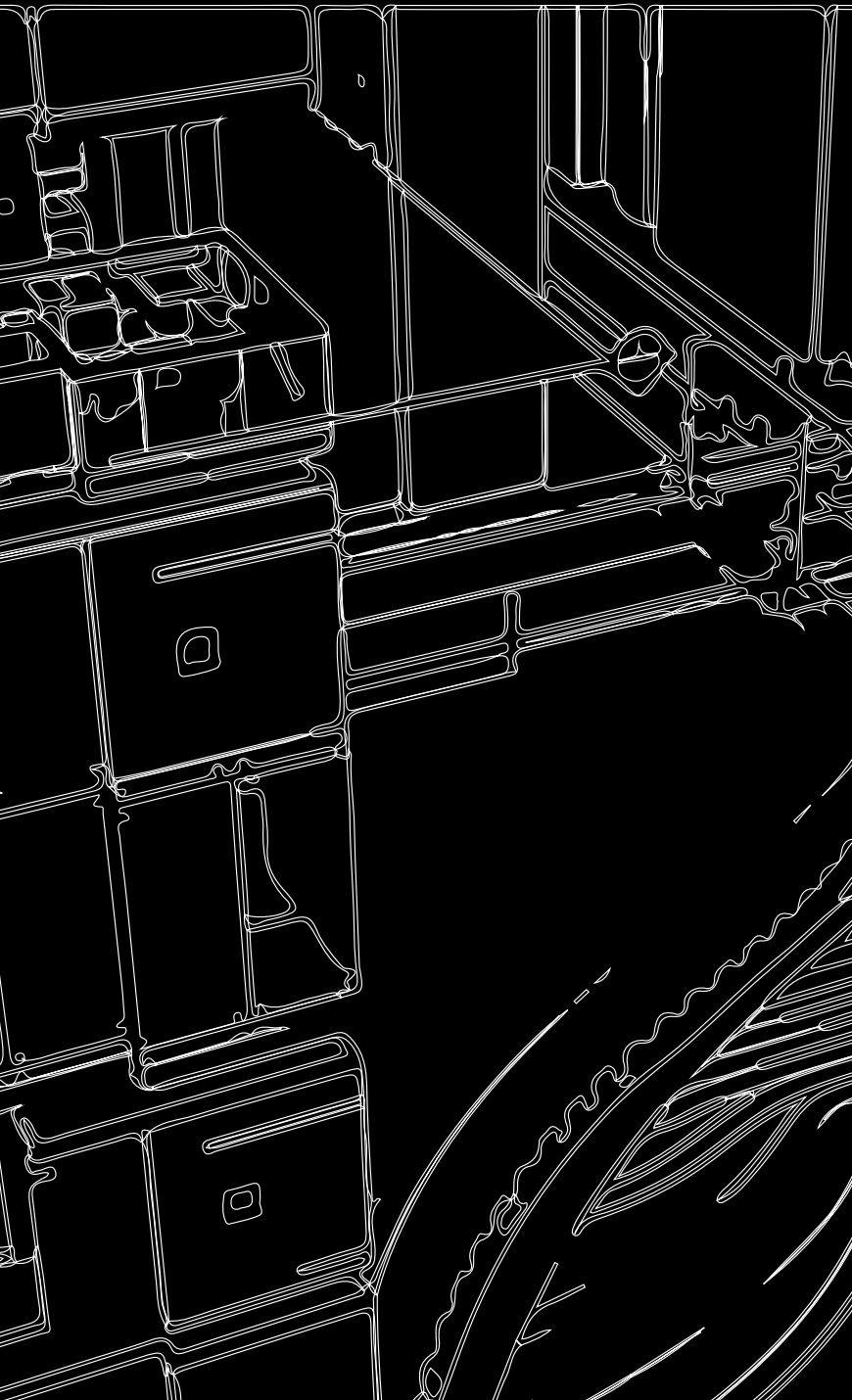
archworkersinquiry.wordpress.com

@arch_inquiry

Concrete Action - a leading platform and community planning support network developing an Ethical Charter to hold architects accountable to fair and just workplace practice.

concreteaction.net

Concreteaction.github.io



Layers

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	00CARS		✓	
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	00Fur		✓	
<input type="radio"/>	00people		✓	
	00RectangleLights		✓	
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	00Trees		✓	
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	SU Bldgs 01		✓	
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Resources

Websites

35 Percent Campaign <35percent.org>

Architecture Lobby <architecture-lobby.org>

ARB code of conduct <arb.org.uk/wp-content/uploads/2016/05/Architects-Code-2017.pdf>

Architectural Revolutionary Council (ARC) <aaschool.ac.uk/AASCHOOL/LIBRARY/ARC.pdf>

Architects for Social Housing
<architectsforsocialhousing.wordpress.com>

Aktion 507 Manifesto (1968) <issuu.com/sesonasuo/docs/aktion507-manifest>

Campaign For Beti <Facebook: @campaignforbeti>

Class War <classwarparty.org.uk>

Concrete Action <concreteaction.net>

Cressingham People's Plan <cressinghampeoplesplan.org.uk>

Demolition Watch <twitter: @demoltionsldn>

Housing Action Southwark and Lambeth
<housingactionsouthwarkandlambeth.wordpress.com>

Just Space <justspace.org.uk>

Lambeth Housing Activists <housingactivists.co.uk>

London Tenants Federation Federation <londontenants.org>

M11 Link Protest <thegreenfuse.org/protest/m11.htm>

Municipal Dreams <municipaldreams.wordpress.com>

New Architecture Movement (NAM) <[spatialagency.net/
database/new.architecture.movement.nam](http://spatialagency.net/database/new.architecture.movement.nam)>

People's Republic of Southwark
<peoplesrepublicofsouthwark.co.uk>

Radical Housing Network <radicalhousingnetwork.org>

RIBA code of conduct <[architecture.com/knowledge-
and-resources/resources-landing-page/code-of-
professional-conduct](http://architecture.com/knowledge-and-resources/resources-landing-page/code-of-professional-conduct)>

Save Central Hill Campaign <savecentralhill.org.uk>

Single Aspect <singleaspect.org.uk>

Sisters Uncut <sistersuncut.org>

Southwark Notes <southwarknotes.wordpress.com>

Stand Up to Lambeth <standuptolambeth.org>

Take Back the City <takebackthecity.org>

Spaces

56a Infoshop / 56a Crompton Street, London, SE17 3AE
Bookmarks / 1 Bloomsbury Street, London, WC1B 3QE

Freedom Press / 84b Whitechapel High Street, London
E1 7QX

Housmans / Peace House, 5 Caledonian Road, London N1
9DX

MayDay Rooms / 88 Fleet Street, London, EC4Y 1DH

London Action Resource Centre / Fieldgate Street, E1 1ES

Sylvia's Corner, Focus E15 / 97 Aldworth Rd, Stratford,
London E15 4DN

Books/Journals

- Anna Minton, *Big Capital: Who is London For?* (2017)
- Ben Campkin, *Remaking London* (2013)
- Ben Campkin, David Roberts and Rebecca Ross, *Urban Pamphleteer 2: Regeneration Realities* (2013)
- Colin Ward, *Talking Houses* (1990), *Housing* (1976)
- David Harvey, *Rebel Cities: From the Right to the City to the Urban Revolution* (2012), *Social Justice and the City* (2009)
- David Madden and Peter Marcuse, *In Defence Of Housing* (2016)
- Henri Lefebvre, *The Production of Space* (1991), *The Urban Revolution* (1970)
- Jane Rendell, *The Architecture of Psychoanalysis* (2017)
- Owen Hatherley, *A Guide to the New Ruins of Great Britain* (2010)
- Pier Vittorio Aureli, *The Project of Autonomy* (2008)
- Paul Watt and Anna Minton, *London's housing crisis and its activisms, CITY journal special issue*
- Peter Guillery and David Kroll, *Mobilising Housing Histories: Learning from London's Past* (2017)
- Peggy Deamer, *The Architect as Worker: Immaterial Labor, the Creative Class, and the Politics of Design* (2015)
- London Tenants Federation, Loretta Lees, *Just Space and Southwark Notes, Staying Put: An Anti-Gentrification Handbook for Staying Council Estates In London* (2014)
- Thomas Fisher, *Ethics For Architects* (2010)

Films

Andrea Luka Zimmerman, Estate, a Reverie (2015)

Daisy-May Hudson, Half-Way (2016)

Guillaume Meigneux, Habitations Legerement Modifiees (2013)

Ken Loach, Cathy Come Home (1966)

Nick Broomfield, Behind the Rent Strike (1974)

Patrick Keiller, The Dilapidated Dwelling (2000),
Robinson in Ruins (2010)

Pau Faus, Si Se Puede (2014)

Paul Sng, Dispossession: The Great Social Housing Swindle (2017)

Steven Ball and Rastko Novakovic, Concrete Heart Land (2014)

Tom Cordell, Utopia London (2010)

Unions

Workers' Inquiry: Architecture (forming an architectural workers union)

Independent Workers Union of Great Britain (IWGB)

Industrial Workers of the World (IWW)

United Voices of the World (UVW)

*This is not an exhaustive list, if your group wants to be added, or you want to suggest a group please get in touch.



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