



ecpr

# Gender Study 2021

# Introduction and data

The 2021 Gender Study is the sixth annual report into the participation and representation of women across all ECPR activities, operations and leadership.

While this Study is designed to allow comparison of data between years, it must be noted that the data for 2020 and 2021 – particularly regarding event participation – will have been influenced by the ongoing Covid-19 pandemic.

For example, with the exception of the February 2020 Winter School, all events in 2020 and 2021 took place online. This format presented a new opportunity for engagement for some, or a potential barrier to participation for others, so the event participation data may reflect this.

Likewise, the move to online teaching and home-based working may have provided some with the space and time to increase productivity. However, for others who found themselves juggling significant caring responsibilities, it would have likely had the opposite effect – this too may be apparent in the submissions to our journals or participation in our events.

Notwithstanding the above, as in previous years, the Study is divided into the following sections:

## **1. Grassroots participation**

There are many ways in which members of the political science community can interact with ECPR throughout the course of a year. These include submitting to, publishing in, and carrying out reviews for our journals and book series; presenting a paper at either the Joint Sessions or General Conference; or attending a course at either our Summer or Winter Methods School.

As an organisation, ECPR has no direct influence over these roles. For example, papers are accepted for conferences or journals after a peer review process delegated to other ECPR stakeholders; and attendance at a Methods School is open to all.

## **2. Shaping ECPR activities**

There is a range of opportunities for members of the community to take on active roles in which they can influence ECPR activities and projects. This includes convening a Section or Workshop at the General Conference or Joint Sessions; taking a leadership role in the Methods School as an Instructor or Teaching Assistant; or serving as an Editor or Editorial Board Member on one of our journals or book series. These are roles appointed by ECPR, often as a result of a competitive selection process.

## **3. High-profile participation and recognition**

Every year we invite scholars to deliver lectures or to participate in roundtables at our events. ECPR also awards prizes to those who have made an outstanding contribution to a particular area of research or to the discipline in general. Lecture givers at in-person Joint Sessions and General Conference are normally invited by our partner host institution. Prizes are all subject to an open and competitive call. They undergo a rigorous evaluation process by juries chaired by a member of the Executive Committee and comprising other, invited members of the scholarly community.

## **4. Governance and operations**

All ECPR governance roles are elected positions. The Executive Committee and Speaker of Council are elected by Official Representatives (ORs). Standing Group and Research Network Steering Committee Members are elected by their group membership. ORs are appointed by their university to represent its interests on Council, and to share information about ECPR activities and membership benefits. Also in this section is ECPR's operational management; its leadership team, and staff members across departments.



## Collecting and processing the data

Data relating to event participation and some other areas of interaction with the organisation have been drawn from the MyECPR database, where users are invited to identify their gender in their profile.

From 2020, data have been extracted from the system in a slightly different way from previous years. This has led to some very small discrepancies between total numbers and percentages in data previously reported.

Figures from 2016 onwards have been corrected in the 2020 and 2021 Studies as per the new report. Readers who wish to refer to the old data can do so by comparing to the 2019 Study. A similar situation applies with ECPR Press data.

Discrepancies are not significant enough to change overall trends previously reported.

This year's Gender Report omits data prior to 2016. You can find this, where available, in the 2019 Study.

If users have not registered their gender, or have chosen not to specify, these groups are identified as 'unknown' and 'undisclosed' respectively.

Data relating to publishing trends have been collected by the respective editorial teams through online peer review platforms and their own administrative systems, and then reported annually to our Publications Subcommittee. Where differences in how data are collected exist between publications, we have noted it.

Readers should also bear in mind that data presented at the annual Publications Retreat in March each year are not always definitive, because final decisions

on submitted manuscripts in that period have not always been made by this point.

Finally, the data do not reflect the full life cycle of a journal article because it can take more than 12 months to process submissions through to final decision. Authors counted in 'submissions' are, therefore, not always the same authors counted in 'published' in that given year. An [appendix to our 2021 Annual Report](#) includes richer data for all journals.

Other data, such as prize recipients and Editors of publications, are either already published at [ecpr.eu](#) or, as with members of Standing Group and Research Network Steering Committees Convenors, held in our administrative systems.

All data are collected, stored, and processed in line with [ECPR's Privacy Policy](#).





# Summary of data, and comparisons with 2020

Findings from 2021 show some improvements in certain areas on last year's data, though there remain causes for concern in others. Under each section below is the target set in the Gender Equality Plan and the progress made in 2021 against that

## Events

The Gender Study reviews the number of women acting as Section Chairs and Workshop Directors, and presenting papers at the Joint Sessions and General Conference. Previous studies have shown a smaller percentage of women taking on leadership roles at these events compared with attending to present a paper. Our Gender Equality Plan (GEP) therefore sets targets to address this imbalance.

In 2021, all ECPR events took place online.

At the Joint Sessions, grassroots attendance figures were split exactly 50:50. This represents a slight (1%) proportional drop on the previous year, but still a healthy gender balance.

The percentage of female Workshop Directors at the fully virtual 2021 event enjoyed a rise of 5% in female participation on the previous year's figure, bringing the total percentage to a healthy 55%.

At the General Conferences, female participation in 2021 at grassroots level was 3% up on the previous year, from 48% to 51%. This is the first time we have recorded a female participation rate above 50% for the General Conference, which is an encouraging trend.

Female participation as Section Chairs at the General Conference stood at 55% at the 2020 virtual event but had dropped 4%

at the 2021 event, down to 51%. However, this is not a big enough drop to be cause for concern, and it's good to see that the proportion remains above half, in line with Gender Equality Plan targets.

### Events: Gender Equality Plan targets ☉ and actions →

- ☉ To create a more equal gender distribution of Workshop Directors at the Joint Sessions and of Section Chairs at the General Conference
- Based on 2021 data, the efforts of the GEP have been successful. Parity was reached – and even slightly exceeded – at both events.
- ☉ To create a more equal gender balance of speakers at plenary events of the Joint Sessions of Workshops and the General Conference
- Following a gap during the pandemic in 2020, the JS Stein Rokkan lecture resumed in 2021 in roundtable format, with three male and three female speakers. Women were represented on all five 2021 GC Roundtables. Overall female representation, however, was down a significant 25% on the previous year, at 46% of Roundtable panellists.
- Two House Series talks took place in 2021, one delivered by a woman, the second delivered jointly by a male and female speaker.

## Training

This Study reviews the number of women attending the Winter and Summer Schools as participants, and leading the event as an Academic Convenor, Instructor or Teaching Assistant. Previous studies have shown that while women are better represented than men at the Methods School as participants, they are under-represented in all leadership roles associated with the event – the Gender Equality Plan therefore seeks to address this imbalance.

In 2021, 43% of participants across the Winter and Summer School were women. Worryingly, this constitutes a significant 15% drop on the previous year's figure.

In 2021, Winter School Instructors dropped to 30% (total of 8 women and 18 men), while the percentage of women teaching at the Summer School was very similar at 32% (total of 9 women and 19 men).

Female representation at Teaching Assistant level is more encouraging. At the Winter School, 47% of TAs were female in 2021 (down 3% on the previous year), while at the Summer School the figure was 54% – up an impressive 18% from 2020.

At Instructor level, overall participation across the combined Methods School dropped 2% between 2020 and 2021, from 33% to 31%. Among Teaching Assistants, however, the figure rose 5%, from 45% to 50% – our highest-ever figure.

**Training: Gender Equality Plan target ☉ and action →**

- ☉ To increase the proportion of female Academic Convenors and Methods School Instructors.
- At the beginning of 2021, the three Methods School Academic Convenors were male. The call for two new ACs encourages female applicants, and gender parity will be a priority for the selection panel.
- It is unclear whether the fall in female participation was a result of the additional pandemic-era burdens on women. For 2022, ECPR has moved back to mostly face-to-face events (though the Summer iteration of the Methods School remains virtual for the time being), so it will be interesting to see whether next year’s data records an improvement.

**Publishing**

A key area of improvement in women’s representation is across the editorial boards of ECPR journals. Since 2016 we have seen incremental increases from 29% to 53%. 2021 shows a 1% drop on the 2020 figure, but it has remained comfortably above half for the past few years. This reflects the editorial teams’ efforts to ensure gender balance when making new appointments.

Since the 2018 Publications Retreat, all editorial teams have been working on cross-publication initiatives to increase the numbers of women submitting to, and being published in, our journals and book series.

The percentage of submissions by women across all journals rose 4% on the previous year, up from 28% to 32%. There was a slight fall, however, in the percentage of published articles by a female author, down from 35% to 33%.

All editorial teams began working on ways to improve the gender balance of reviewers

after the 2019 Publications Retreat. We now have data on those scholars who agreed to review an article for 2018–21.

While there was an initial increase in women carrying out this role 2018–2019 (27% to 34%), the figure fell slightly to 30% in 2020, but was up 3% in 2021, at 33%.

2020 saw a significant increase in articles submitted across the portfolio (by all authors), with 973 submissions. This represents a c.25% rise on the previous year, and put additional pressure on editors and reviewers. The number of submissions, however, fell slightly in 2021, to 814 – though it remains higher than the 2019 figure of 775.

**Publications: Gender Equality Plan targets ☉ and actions →**

- ☉ To achieve gender balance among editors of journals by the end of 2020
- As at the end of 2021, this target is close to being achieved. Exactly half of all journal editors (ie excluding book publishing and The Loop) are women, as are 43% of all editors across the full publishing programme. While there is not an equal gender balance on each publication (the PDY, notably, remains all male), the picture across the portfolio is positive, and improving.
- ☉ To establish a gender balance among reviewers of articles submitted to journals by the end of 2020
- The percentage of women reviewers rose 3% in 2021, to 33%. This is encouraging, though there remains some way to go to achieve parity. Editorial teams are aware of the need for positive discrimination in this area, yet they remain mindful of the extra burden of work reviewing brings, particularly where women are underrepresented in a particular field.

**Prizes**

In 2021 we conferred ten prizes. The percentage of women nominated across all prizes rose to 41%, unchanged from 2020. Six prizes (60% of the total available) were awarded to women: Hedley Bull Prize, Joni Lovenduski PhD Prize, Rising Star Award, the Dirk Berg-Schlosser and Cora Maas Awards at the Methods School, and our inaugural prize in Political Theory.

**Prizes: Gender Equality Plan target ☉ and action →**

- ☉ To achieve a more equal gender distribution of prizewinners, in particular for the Stein Rokkan Prize, Lifetime Achievement Award and Hedley Bull Prize
- 2021 data show that the percentages of nominations for women increased for the Stein Rokkan and Rudolf Wildenmann prizes, but decreased for the Jean Blondel, Hedley Bull and Rising Star prizes. The average total across all prizes, however, remained unchanged from 2020, at 41%. The picture for total prizes awarded is much more encouraging, with 60% conferred on women in 2021 – up a substantial 27% on the previous year.

**Governance**

The election process for the 2021–2024 EC cohort opened in October 2020, concluding in February 2021.

**Governance: Gender Equality Plan target ☉ and action →**

- ☉ To appoint a higher proportion of women to the Executive Committee
- At the most recent election, new rules applied, and we ran parallel ballots for female and male candidates. Three members of each gender were subsequently elected, finally enabling the EC to reach gender parity.

## Staffing and operational leadership

The area in which women outnumber men most significantly is in the operational leadership at ECPR HQ. The appointment of Tanja Munro as Director in September 2019, along with a redistribution of roles on the Management Group, led to a composition of four women and one man. Overall, ECPR staffing remains at 68% women / other.

## Our next steps

While progress has been made (and taking the exceptional nature of 2020 and 2021 into account), there is still work to be done in several key areas. These include leadership of, and participation in, the Methods School, prize nominees and journal referees.

In some areas, such as the appointment of MS Academic Convenors and invitations

issued to MS Instructors and Teaching Assistants, ECPR can exert direct influence. Other areas, however, require support from the broader community, or a more nuanced and considered approach.

The current Gender Equality Plan covered the period until the end of 2021. This plan will now be reviewed by the Executive Committee in 2022, alongside the ECPR's wider work on Equality, Diversity and Inclusion.

	Percentage of women in each category						Variance 2020–2021
	2016	2017	2018	2019	2020	2021	
Active MyECPR account holders	no data	49%	54%	47%	49%	51%	▲ 2.0%
Authors submitting to journals	27%	30%	25%	31%	28%	23%	▼ 5.0%
Published authors in journals	38%	30%	29%	31%	35%	33%	▼ 2.0%
Published authors in books	50%	50%	35%	47%	45%	34.5%	▼ 10.5%
Participation in Joint Sessions	47%	42%	46%	45%	51%	50%	▼ 1.0%
Participation in General Conference	45%	44%	46%	42%	48%	51%	▲ 3.0%
Attendance at a Methods School	54%	53%	52%	56%	58%	43%	▼ 15.0%
Joint Sessions Workshop Directors	37%	32%	41%	46%	50%	55%	▲ 5.0%
General Conference Section Chairs	37%	45%	42%	50%	55%	51%	▼ 4.0%
Methods School Instructors	23%	25%	29%	36%	33%	31%	▼ 2.0%
Methods School Teaching Assistants	43%	39%	47%	49%	45%	50%	▲ 5.0%
Methods School Academic Convenors (and MS Advisory Board, prior to 2020)	14%	14%	14%	14%	0%	0%	No change
Editors of all publications	39%	38%	37%	40%	43%	43%	No change
Editorial Board members of all publications	29%	48%	51%	54%	54%	53%	▼ 1.0%
House Series Speakers	n/a	n/a	n/a	n/a	0%	56%	▲ 56%
Joint Sessions Stein Rokkan Lecturer/s	male	female	male	female	n/a	3 female, 3 male	n/a
General Conference Plenary Lecturer	male	male	male	male	n/a	n/a	n/a
General Conference Roundtable participants	24%	60%	53%	68%	71%	46%	▼ 25.0%
Prize nominees	41%	43%	52%	32%	41%	41%	No change
Prizewinners	50%	60%	50%	25%	33%	60%	▲ 27.0%
Executive Committee members	25%	25%	33%	42%	42%	50%	▲ 8.0%
Speaker of Council	0%	0%	0%	0%	0%	0%	No change
Official Representatives	33%	38%	39%	37%	35%	34%	▼ 1.0%
Standing Group Convenors	40%	44%	50%	52%	52%	54%	▲ 2.0%
ECPR staff, including managers	76%	72%	74%	74%	70%	68%	▼ 2.0%
Management staff at ECPR, including Director	50%	50%	50%	80%	80%	80%	No change

\*Hana Kubátová replaced Oddbjørn Knutsen in September 2019

# 1. Grassroots participation

## a. MyECPR account holders and social media followers

We measure basic engagement by the number of active MyECPR accounts held by men versus women. Anyone participating in an ECPR event, or signing up to an email list, must have an account. This data, if limited to accounts accessed in the current year, therefore gives a sense of the size of the active ECPR community. The total number of active users, and the percentage of active female account holders, increased on last year. Total active accounts rose to 16,298 (vs 13,020 in 2020) among which female users represented 51% (vs 49% in 2020).

Social media is a key way we share

information with the ECPR community and is therefore another metric of basic engagement. In comparing data from Facebook and Twitter, it must be noted that Twitter does not ask for account-holders' gender. Instead, it uses an algorithm, based on the content of users' tweets, to assign gender for the purposes of analytics. Another consideration is that many of our Twitter followers are accounts belonging to university departments, NGOs and the like, which may have several user admins of different gender. Twitter-generated gender data cannot, therefore, be treated as being scientifically accurate.

However, with the aim of gaining a clearer picture, we used an online tool at [www.proporti.onl](http://www.proporti.onl), which uses, among other things, pronouns in profile descriptions and usernames, to determine account-holders' gender. It also ignores (typically, institutional) accounts which are gender non-specific. Using this more accurate profiling method suggests that 48% of our Twitter followers are female or non-binary.

Facebook invites account holders to register their gender, though this is not mandatory. At the time of writing, 45% of our followers on Facebook identify as being female.

MyECPR account holders																		
	2016			2017			2018			2019			2020			2021		
	All users	From Member institutions	From non-Member institutions	All users	From Member institutions	From non-Member institutions	All users	From Member institutions	From non-Member institutions	All users	From Member institutions	From non-Member institutions	All users	From Member institutions	From non-Member institutions	All users	From Member institutions	From non-Member institutions
Female	7,344	4,525	2,819	8,595	6,104	2,401	8,048	5,249	2,799	8,628	5,051	3,577	5,518	3,778	1,740	7,170	5,350	1,820
Male	7,590	4,798	2,792	9,198	5,151	4,047	8,906	5,922	2,984	8,756	5,203	3,553	5,823	4,063	1,760	6,999	5,075	1,924
Not disclosed	708	414	294	883	477	356	891	530	361	780	457	323	447	304	143	557	400	157
Other													2	1	1	2	1	1
Unknown	4,508	3,238	1,270	541	322	219	1076	359	717	1581	1,060	521	1,230	906	324	1,570	1,231	339
<b>Total</b>	<b>20,150</b>	<b>12,975</b>	<b>7,175</b>	<b>19,217</b>	<b>12,054</b>	<b>7,023</b>	<b>18,921</b>	<b>12,060</b>	<b>6,861</b>	<b>19,745</b>	<b>11,771</b>	<b>7,974</b>	<b>13,020</b>	<b>9,052</b>	<b>3,968</b>	<b>16,298</b>	<b>12,057</b>	<b>4,241</b>
% female of known gender	49%	49%	50%	48%	54%	37%	47%	47%	48%	50%	49%	50%	49%	48%	50%	51%	51%	49%

Social media followers – main ECPR account										
	at 15 August 2016		at 5 June 2018		at 30 April 2019		at 14 September 2021		at 13 April 2022	
	Twitter	Facebook	Twitter	Facebook	Twitter	Facebook	Twitter	Facebook	Twitter	Facebook
Female	3,230	2,674	4,435	3,094	7,748	3,405	9,759	201	11,839	263
Male	4,461	3,016	8,236	3,292	7,747	3,547	13,245	253	13,099	319
Unknown				198		142		2		
Non-binary							232		252	
<b>Total</b>	<b>7,691</b>	<b>5,690</b>	<b>12,671</b>	<b>6,584</b>	<b>15,495</b>	<b>7,094</b>	<b>23,236</b>	<b>456</b>	<b>25,190</b>	<b>582</b>
% female	42%*	47%	35%*	47%	50%*	48%	43%** †	44%	48%** †	45%

\*Data taken from Twitter audience insights, and subject to caveats listed above. \*\*Data taken from analysis by [www.proporti.onl](http://www.proporti.onl)

†Percentage is combined total of female and non-binary followers

## b. Authors submitting to, and publishing in, journals and book series

### Publishing in our journals

Data on the number of women submitting to, and being published in, our journals offer useful insight into women’s representation at this stage of the research cycle. Data for ‘submitted’ and ‘published’ articles relate to articles submitted to, and published, during the calendar year 2021.

Because of the time elapsed between article submission and publication, the cohort of submitted versus published authors is likely to differ to some degree.

Differences exist in how journals report gender composition of authors. *EJPR* and *EPSR* report lead / submitting author only; *EPS* and *PRX* record all article authors. We do not currently look at how women are submitting to our journals – for example, whether as single authors or part of teams, and, if so, whether those teams are of mixed or single gender.

After a year-on-year increase since 2016, 2021 saw a drop in the number of articles submitted across all journals, down from 973 in 2020 to 814 in 2021 – though it remains higher than the 2019 figure of 775.

The number of articles published showed a small rise, up from 203 to 215.

Trends include an 8% drop in female published authors on *EPSR*, though *EPS* saw a rise of 19% in submitting females and 10% in published females. Submitting female authors to *PRX* rose 15%.

Across all journals, the percentage of women reviewers rose 3%, from 30% to 33%. There was a small (2%) drop in the proportion of published female authors, but an overall rise of 4% in submissions by women, up from 28% to 32%.

European Journal of Political Research (EJPR)*																
	2016		2017		2018			2019			2020			2021		
	Submitted	Published	Submitted	Published	Submitted	Published	Reviewers (accepted)	Submitted	Published	Reviewers (accepted)	Submitted	Published	Reviewers (accepted)	Submitted	Published	Reviewers (accepted)
Female	96	14	128	11	110	18	157	141	17	183	146	15	208	141	15	152
Male	262	316	277	35	302	31	382	289	40	357	362	29	488	323	33	317
'I'd prefer not to say'														10	2	12
Other																3
Unknown / not recorded																131
<b>Total</b>	<b>358</b>	<b>45</b>	<b>405</b>	<b>46</b>	<b>415</b>	<b>49</b>	<b>539</b>	<b>433</b>	<b>57</b>	<b>541</b>	<b>508</b>	<b>44</b>	<b>696</b>	<b>474</b>	<b>50</b>	<b>615</b>
% female	27%	31%	32%	24%	27%	37%	29%	33%	30%	34%	29%	34%	30%	30%	31%	32%

\*All EJPR figures refer to lead / submitting author only

Political Data Yearbook (PDY) of the EJPR						
	2016	2017	2018	2019	2020	2021
	Authors	Authors	Authors	Authors	Authors	Authors
Female	9	12	19	19	22	16
Male	28	25	37	37	38	22
'I'd prefer not to say'						1
Other						
Unknown / not recorded						
<b>Total</b>	<b>37</b>	<b>37</b>	<b>56</b>	<b>56</b>	<b>60</b>	<b>39</b>
% female	24%	32%	34%	34%	37%	42%



European Political Science Review (EPSR)																
	2016		2017		2018			2019			2020			2021		
	Submitted	Published **	Submitted *	Published **	Submitted *	Published **	Reviewers (accepted)	Submitted *	Published **	Reviewers (accepted)	Submitted *	Published **	Reviewers (accepted)	Submitted *	Published **	Reviewers (accepted)
Female	36	9	59	6	37	10	60	62	10	119	71	17	113	61	18	79
Male	110	18	136	22	133	38	176	128	19	209	156	35	221	139	54	137
'I'd prefer not to say'														7	1	4
Other														1		1
Unknown / not recorded														2		149
<b>Total</b>	<b>146</b>	<b>27</b>	<b>195</b>	<b>28</b>	<b>170</b>	<b>48</b>	<b>236</b>	<b>190</b>	<b>29</b>	<b>328</b>	<b>227</b>	<b>52</b>	<b>334</b>	<b>210</b>	<b>73</b>	<b>370</b>
% female	25%	33%	30%	21%	22%	21%	25%	33%	34%	36%	31%	33%	34%	30%	25%	36%

\*Figures refer to gender of lead / submitting author of each published manuscript \*\*Figures include all co-authors of a manuscript

European Political Science (EPS)																
	2016		2017		2018			2019**			2020**			2021**		
	Submitted	Published	Submitted	Published	Submitted	Published	Reviewers (accepted)	Submitted	Published	Reviewers (accepted)	Submitted	Published	Reviewers (accepted)	Submitted	Published	Reviewers (accepted)
Female	27	25	17	19	20	21	24	22	29	13	18	33	24	29	25	13
Male	69	29	63	27	80	53	59	64	62	32	92	54	60	54	27	32
'I'd prefer not to say'															2	
Other																
Unknown / not recorded														12		
<b>Total</b>	<b>96</b>	<b>54</b>	<b>80</b>	<b>46</b>	<b>100</b>	<b>74</b>	<b>83</b>	<b>86</b>	<b>91</b>	<b>45</b>	<b>110</b>	<b>87</b>	<b>84</b>	<b>95</b>	<b>54</b>	<b>45</b>
% female	28%	46%*	21%	41%*	20%	28%*	29%	26%	32%	29%	16%	38%	29%	35%	48%	29%

\*Number of articles published includes book reviews \*\*Figures refer to all authors of each article



Political Research Exchange (PRX)*												
	2018			2019			2020			2021		
	Submitted	Published	Reviewers accepted	Submitted	Published	Reviewers accepted	Submitted	Published	Reviewers accepted	Submitted	Published	Reviewers accepted
Female	12		8	15	3	22	35	6	30	28	12	41
Male	26		36	54	13	64	93	15	100	39	29	81
'I'd prefer not to say'												
Other												1
Unknown / not recorded										17		10
<b>Total</b>	<b>38</b>		<b>44</b>	<b>69</b>	<b>16</b>	<b>86</b>	<b>128</b>	<b>21</b>	<b>130</b>	<b>84</b>	<b>41</b>	<b>133</b>
% female	32%		18%	21%	19%	26%	27%	29%	23%	42%	29%	34%

\*Figures refer to all authors of each article

All journals																
	2016		2017		2018			2019			2020			2021		
	Submitted	Published	Submitted	Published	Submitted	Published	Reviewers	Submitted	Published	Reviewers	Submitted	Published	Reviewers	Submitted	Published	Reviewers
Female	159	48	204	36	179	49	249	240	59	337	270	71	375	259	70	285
Male	441	78	476	84	541	122	653	535	134	662	703	133	869	555	143	567
'I'd prefer not to say'														17	5	16
Other														1		5
Unknown / not recorded														31		290
<b>Total</b>	<b>600</b>	<b>126</b>	<b>680</b>	<b>120</b>	<b>720</b>	<b>171</b>	<b>902</b>	<b>775</b>	<b>193</b>	<b>999</b>	<b>973</b>	<b>204</b>	<b>1,244</b>	<b>814</b>	<b>213</b>	<b>852</b>
% female	27%	38%	30%	30%	25%	29%	28%	31%	31%	34%	28%	35%	30%	32%	33%	33%

**The Loop: ECPR's political science blog** – 2021 was first full calendar year of operation

**2021 – all published authors**

Female	112
Male	186
'I'd prefer not to say'	
Other	
Unknown / not recorded	
<b>Total</b>	<b>298</b>
% female	38%

## Publishing in books

### OUP Comparative Politics series, and ECPR Press

We currently collect data only on the number of women being published across the ECPR Press and Comparative Politics

series, but not on submissions. Given that only a small number of books are published in the Comparative Politics series in particular, percentages can vary wildly year on year. Taking both outlets together, though, the percentage of books published in 2021 with a female author or editor sits at 34.5%.

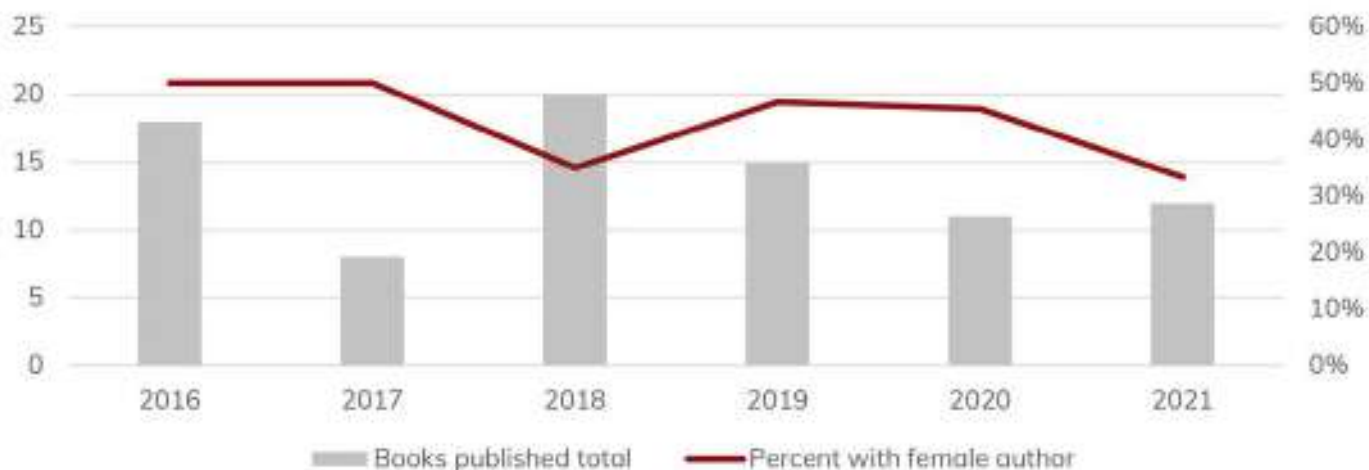
Of the 84 books published since 2016, authorship breaks down as follows:

Co-authored / edited: all male 24 or 28.5%  
 Co-authored / edited: all female 4 or 5%  
 Co-authored / edited: mixed 17 or 20%  
 Single-author / editor: male 24 or 28.5%  
 Single-author / editor: female 15 or 18%

ECPR Press	2016	2017	2018	2019	2020	2021	Total	Six-year total %
Co-authored / edited: all male	4	0	4	5	1	4	18	29%
Co-authored / edited: all female	0	0	0	3	0	0	3	5%
Co-authored / edited: mixed	2	0	2	2	2	2	10	16%
Single-author / editor: male	4	4	5	2	4	1	20	32%
Single-author / editor: female	5	1	5	0	0	0	11	18%
<b>Total books published</b>	<b>15</b>	<b>5</b>	<b>16</b>	<b>12</b>	<b>7</b>	<b>7</b>	<b>62</b>	
<b>% of books with female author / editor</b>	<b>47%</b>	<b>20%</b>	<b>44%</b>	<b>42%</b>	<b>29%</b>	<b>29%</b>		

Comparative Politics Series	2016	2017	2018	2019	2020	2021	Total	Six-year total %
Co-authored / edited: all male	1	0	2	0	1	2	6	27%
Co-authored / edited: all female	0	0	0	0	0	1	1	5%
Co-authored / edited: mixed	1	2	0	2	1	1	7	32%
Single-author / editor: male	0	0	2	1	0	1	4	18%
Single-author / editor: female	1	1	0	0	2	0	4	18%
<b>Total books published</b>	<b>3</b>	<b>3</b>	<b>4</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>22</b>	
<b>% of books with female author / editor</b>	<b>67%</b>	<b>100%</b>	<b>0%</b>	<b>67%</b>	<b>75%</b>	<b>40%</b>		

### % books with at least one female author / editor



## c. Participation at events

Participation in ECPR events is a valuable indicator of how different groups of people are engaging with our organisation.

In spring 2020, the Joint Sessions pivoted from an in-person event to a virtual event at very short notice, and only around a third of confirmed Workshops chose to proceed with the new virtual format. In 2021, the event was fully virtual from the get-go, allowing for far higher attendance numbers. Happily, attendance figures were split exactly 50:50. This represents a slight (1%) proportional drop on the previous year, but still a healthy gender balance.

General Conferences in 2020 and 2021 were conceived and organised as fully virtual events. Higher participant numbers in 2021 reflect the scholarly community's growing confidence in the value of online participation. It is encouraging to see that female participation in 2021 was

significantly up on the previous year, from 48% to 51%. This is the first time we have recorded a General Conference female participation rate above 50%, so it represents an important milestone in our journey towards gender equality across the board!

In previous years, the percentage of women attending graduate and early career researcher (ECR) events was consistently higher than at the Joint Sessions and General Conference. In 2021, however, this was pointedly not the case. For the first time, female representation at the Summer and Winter Methods School was significantly below the levels recorded at the Joint Sessions and General Conference.

During 2020, the only event that took place face to face, immediately pre-lockdown, was the Winter School in Bamberg. In 2021, our Winter School took place virtually, as

did all other ECPR events. While one might have expected a virtual format to have been more family friendly – and therefore more likely to attract female participants – 2021 saw a significant 8% drop-off from the previous year's figures, from 53% down to 45%.

Figures for the Summer School show an even greater discrepancy. Both the 2020 and 2021 events took place virtually, but the difference in female participation is stark: down from 63% in 2020 to 40% in 2021 – a drop of 23% and the lowest level of female participation since we began keeping records.

2021 participation figures for the Methods School as a whole, therefore, are 15% lower than the previous year. This is also the first time that we have recorded a female participation rate of below 50% for the Methods School.

Joint Sessions of Workshops						
	2016	2017	2018	2019	2020	2021
Female	143	129	160	155	182	281
Male	160	180	188	193	174	282
Other						0
Prefer not to say	2	6	12	9	11	15
No record	97	48	45	40	23	50
<b>Total</b>	<b>402</b>	<b>363</b>	<b>460</b>	<b>397</b>	<b>390</b>	<b>628</b>
% female of known gender	47%	42%	46%	45%	51%	50%

General Conference						
	2016	2017	2018	2019	2020	2021
Female	674	694	859	676	808	1,082
Male	838	869	1,024	927	872	1,055
Other						1
Prefer not to say	13	43	66	54	59	55
No record	385	220	221	152	83	156
<b>Total</b>	<b>1,910</b>	<b>1,826</b>	<b>2,170</b>	<b>1,809</b>	<b>1,922</b>	<b>2,349</b>
% female of known gender	44%	44%	46%	42%	48%	51%

Winter School in Methods and Techniques							
	2015	2016	2017	2018	2019	2020	2021
Female	64	138	187	197	221	208	202
Male	55	125	170	182	182	182	251
Other							0
Prefer not to say			8	17	18	19	14
No record	279	117	36	15	17	6	17
<b>Total</b>	<b>398</b>	<b>380</b>	<b>390</b>	<b>399</b>	<b>438</b>	<b>415</b>	<b>484</b>
% female of known gender	54%	52%	54%	54%	55%	53%	45%

Summer School in Methods and Techniques							
	2015	2016	2017	2018	2019	2020	2021
Female	59	142	162	161	199	289	140
Male	59	118	153	164	153	171	209
Other							0
Prefer not to say	2		11	15	20	16	15
No record	216	48	19	8	7	17	20
<b>Total</b>	<b>336</b>	<b>308</b>	<b>345</b>	<b>348</b>	<b>379</b>	<b>493</b>	<b>384</b>
% female of known gender	50%	55%	51%	50%	56%	63%	40%

Methods School Combined								
	2014	2015	2016	2017	2018	2019	2020	2021
Female	301	123	280	349	358	420	497	342
Male	242	114	243	312	334	335	353	460
Other								0
Prefer not to say		2		19	32	38	35	29
No record	59	495	165	55	23	24	23	37
<b>Total</b>	<b>602</b>	<b>735</b>	<b>688</b>	<b>735</b>	<b>747</b>	<b>817</b>	<b>908</b>	<b>868</b>
% female of known gender	55%	52%	54%	53%	52%	56%	58%	43%





# 2. Shaping ECPR activities

## a. Section Chairs and / or Workshop Directors

Workshop Directors and Section Chairs play a key role in shaping the academic programme of the Joint Sessions and General Conference, and therefore also to a certain extent, the agenda for the discipline in that time period.

Workshops and Sections are selected by members of the Executive Committee based on a competitive process.

The percentage of female Workshop Directors has shown a steady increase since 2017. In 2020, at the reduced-programme Joint Sessions, we achieved full parity. The most recent event, which

was fully virtual but now restored to a more typical number of Workshops, enjoyed a significant rise of 5% in female participation, bringing the total to 55%.

Grassroots female participation at the same event stood at 50%, so it is extremely heartening to see a higher proportion of women in leadership roles than at grassroots level, for this event at least.

The percentage of women Section Chairs at the General Conference is subject to greater fluctuation. Female participation in leadership roles stood at 55% at the 2020 virtual event but had dropped 4% for the

2021 event, to 51%. This latter event was also fully virtual, so the discrepancy cannot be attributed to the change in format. Still, a majority female participation at leadership level remains something to be celebrated.

Comparing General Conference participation at grassroots and leadership levels, despite the fact that there was a drop-off in the proportion of female Chairs and Co-Chairs from 2020 to 2021, the percentage of women taking part at grassroots level as Panel Chairs and Paper givers rose 3%, to 51%. Again, a figure of more than half is sufficient to meet ECPR's Gender Equality Plan target in this category.

**Workshop Directors / Co-Directors – Joint Sessions**

	2015	2016	2017	2018	2019	2020	2021
Female	8	11	12	20	23	6	45
Male	20	19	25	29	27	6	37
Other							0
Prefer not to say	0	1	0	0	0	1	0
No record	20	16	6	7	6	0	0
<b>Total</b>	<b>48</b>	<b>47</b>	<b>43</b>	<b>56</b>	<b>56</b>	<b>13</b>	<b>82</b>
% female of known gender	29%	37%	32%	41%	46%	50%	55%

**Section Chairs / Co-Chairs – General Conference**

	2015	2016	2017	2018	2019	2020	2021
Female	34	42	55	55	63	75	64
Male	43	71	67	77	62	62	61
Other							0
Prefer not to say	2	0	1	4	4	2	1
No record	44	23	25	22	13	17	0
<b>Total</b>	<b>123</b>	<b>136</b>	<b>148</b>	<b>158</b>	<b>142</b>	<b>156</b>	<b>126</b>
% female of known gender	44%	37%	45%	42%	50%	55%	51%

## b. Methods School Instructors, Teaching Assistants, and Academic Convenors

At the Methods School in 2021, women continued to be underrepresented as Academic Convenors designing the programmes, and as Instructors delivering the courses.

In 2021, the percentage of female and non-binary Winter School Instructors dropped to 30%, down 7% on the previous year. The percentage of women teaching

at the Summer School was similar, at 32%, although this does represent a 6% rise on the very low 2020 figure of 26%.

Female representation at Teaching Assistant level is more encouraging. At the Winter School, 47% of TAs were female in 2021 (down 3% on the previous year), while at the Summer School the figure was 54%, up an impressive 18% from 2020.

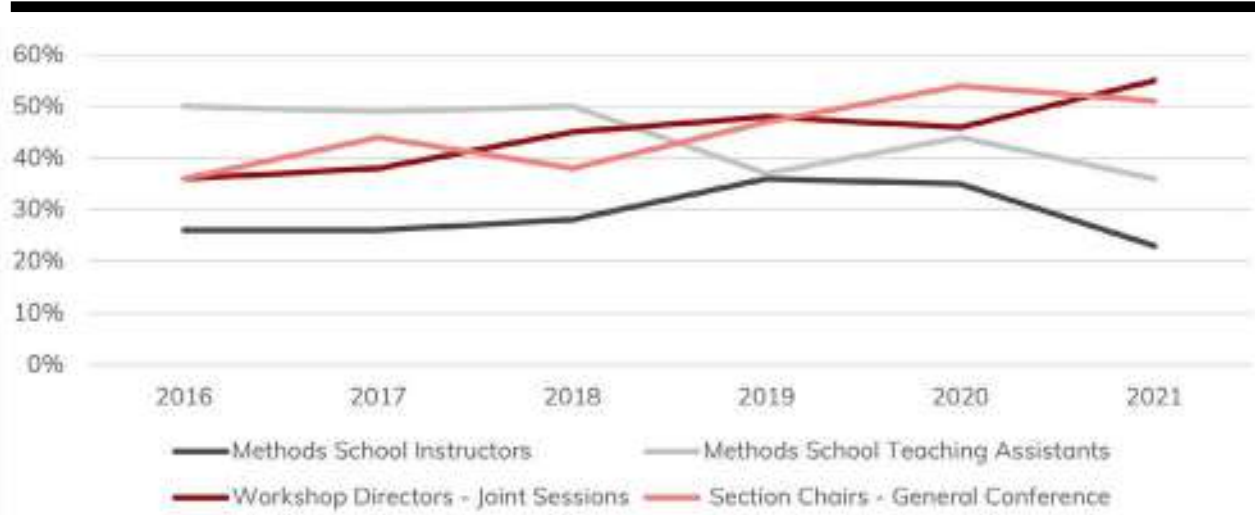
At Instructor level, overall participation at the combined Methods School dropped 2% between 2020 and 2021, from 33% to 31%. Among Teaching Assistants, however, the figure rose 5%, from 45% to 50% – our highest-ever figure.

Academic leadership at the Methods School remained static from 2005–2021: three male Academic Convenors.

Methods School Instructors	2016		2017		2018		2019		2020		2021	
	Winter	Summer	Winter	Summer	Winter	Summer	Winter	Summer	Winter	Summer	Winter	Summer
Female	4	7	6	9	8	9	11	14	14	5	7	9
Male	18	18	22	22	24	17	23	22	24	14	18	19
Other											1	
Prefer not to say				2	1	3	1	4	1	3		
No record	17	18	11	16	12	15	13	11	12	8		
<b>Total</b>	<b>39</b>	<b>43</b>	<b>39</b>	<b>49</b>	<b>45</b>	<b>44</b>	<b>37</b>	<b>51</b>	<b>51</b>	<b>30</b>	<b>26</b>	<b>28</b>
% female / non-binary of known gender	18%	28%	21%	29%	25%	35%	38%	39%	37%	26%	30%	32%
% female across both Methods Schools	23%		25%		29%		36%		33%		31%	

Methods School Teaching Assistants	2016		2017		2018		2019		2020		2021	
	Winter	Summer	Winter	Summer	Winter	Summer	Winter	Summer	Winter	Summer	Winter	Summer
Female	12	6	12	3	14	9	18	9	13	5	7	7
Male	9	15	10	13	13	13	17	11	13	9	8	6
Other												
Prefer not to say				1	1		1		2			
No record	12	6	11	5	5	2	1	1	4	1		
<b>Total</b>	<b>33</b>	<b>27</b>	<b>33</b>	<b>22</b>	<b>33</b>	<b>24</b>	<b>37</b>	<b>21</b>	<b>32</b>	<b>15</b>	<b>15</b>	<b>13</b>
% female of known gender	57%	29%	55%	19%	52%	41%	51%	45%	50%	36%	47%	54%
% female across both Methods Schools	43%		39%		47%		49%		45%		50%	

## Shaping events



## c. Editors and Editorial Board members of all publications

Editors of ECPR publications play a high-profile role in the community, shaping the research agenda and profile of the discipline through their day-to-day editorial work and through cross-publication initiatives that aim to develop wider organisation strategies or policies.

In 2021 the percentage of female Editors (including Associate Editors) across all publications remained static on the 2020 figure, at 43%.

Every editorial team is relatively gender balanced (PRX is all-female). The exception is the PDY, which remains the one publication with no women on its editorial team.

Our Editors are responsible for the appointment and overall composition of the Editorial Boards of their publications. Significant improvements have been made in this area since 2016. All editorial teams now pro-actively appoint more women to their boards when vacancies arise.

This year sees a 1% drop in the overall number of female Editorial Board members across our entire publishing portfolio, though the proportion of women remains above half, at 53%.

Editors of ECPR publications	2008–2015	2016	2017	2018	2019	2020	2021
<i>European Journal of Political Research (EJPR)</i>							
Female				1	2	2	2
Male	5	2	2	1	1	1	1
<i>Political Data Yearbook (PDY) of the EJPR</i>							
Female	2						
Male	5	3	3	3	3	3	3
<i>European Political Science Review (EPSR)</i>							
Female	5	4	4		1	1	1 (2)*
Male	7	3	3	3	2	2	2 (1)*
<i>European Political Science (EPS)</i>							
Female	3	1	1	2	2	2	2 (3)*
Male	7	3	3	2	2	2	2 (1)*
<i>Political Research Exchange (PRX)</i>							
Female			5	5	5	10	10
Male			6	6	6	11	11
<i>ECPR Press (all series)</i>							
Female	2	2	1	1	1	1	1 (0)*
Male	6	2	3	3	3	3	3 (2)*
<i>Comparative Politics series</i>							
Female	2	2	2	2	1	1	1
Male	5	1	1	1	1	1	1
<i>The Loop: ECPR's political science blog – launched late 2020</i>							
Female						1	1
Male						1	1
<b>Total</b>	<b>49</b>	<b>23</b>	<b>34</b>	<b>30</b>	<b>30</b>	<b>42</b>	<b>42</b>
% female	29%	39%	38%	37%	40%	43%	43%

Sources: 2008–2020: Historical (published) record; 2021: ECPR Knowledge  
 \* Editorial teams changed partway through 2021

Editorial Board members	2016	2017	2018	2019	2020	2021
<i>European Journal of Political Research (EJPR)</i>						
Female	13	14	14	14	18	17
Male	11	9	10	10	12	13
<i>European Political Science Review (EPSR)</i>						
Female	6	13	13	15	15	13
Male	23	16	17	15	15	15
<i>European Political Science (EPS)</i>						
Female	5	8	12	13	11	10
Male	24	13	10	10	9	8
<i>Political Research Exchange (PRX)</i>						
Female	0	0	7	6	6	6
Male	0	0	5	6	6	4
<b>Total</b>	<b>82</b>	<b>73</b>	<b>88</b>	<b>89</b>	<b>92</b>	<b>86</b>
% female	29%	47%	51%	53%	54%	53%

# 3. High-profile participation and recognition

## a. House Series, Joint Sessions, and General Conference

Often, the most visible people at an ECPR event are those delivering the Plenary Lecture or taking part in a Roundtable.

To date, the General Conference Plenary Lecture has been delivered by a woman only once, in 2013. We are currently in discussions as to whether to continue

including plenary speakers at our General Conference. Prior to 2021, the Joint Sessions Stein Rokkan Lecture was given by a female speaker only twice, in 2017 and 2019. The 2021 Stein Rokkan Lecture took the form of a Roundtable-style discussion, consisting of three female and three male panellists.

In 2021, five GC roundtables were scheduled, across which 12 of the 26 panellists, or 46% of speakers, were female. In our House Series, the first of 2021 was delivered by Veronica Anghel, winner of ECPR's inaugural Rising Star Award. The second, in April, was given jointly by a male and female speaker.

House Series	2016	2017	2018	2019	2020	2021
Speaker/s	n/a	n/a	n/a	n/a	male	5 female, 4 male (this total figure includes Stein Rokkan Lecture speakers; 3 female + 3 male)
% female	n/a	n/a	n/a	n/a	0%	56%

Joint Sessions	2016	2017	2018	2019	2020	2021
Stein Rokkan Lecturer / speakers	male	female	male		n/a; pandemic	3 female, 3 male (this Lecture was delivered as part of ECPR's House Series)

General Conference	2016		2017		2018		2019		2020		2021	
	F	M	F	M	F	M	F	M	F	M	F	M
Plenary lecture giver	male		male		male		male		n/a; pandemic		n/a; pandemic	
Roundtable Chairs and Speakers												
Roundtable 1		5	1	4	1	3	3	2	2	3	3	3
Roundtable 2		5	4	2	2	2	4	1	6		3	1
Roundtable 3	1	4	5	1	3	2	4	1	3	3	2	4
Roundtable 4	4	2	2	1	3	1	3	2	4		2	3
Roundtable 5											2	3
<b>Total</b>	<b>5</b>	<b>16</b>	<b>12</b>	<b>8</b>	<b>9</b>	<b>8</b>	<b>14</b>	<b>6</b>	<b>15</b>	<b>6</b>	<b>12</b>	<b>14</b>
% female	24%		60%		53%		70%		71%		46%	

## b. Prize nominees and recipients

ECPR awards a number of prizes each year to recognise and celebrate achievement across the discipline and scholarly career path. Prizes are awarded for papers presented at events, articles and books published, outstanding PhD theses written,

excellence in teaching at our Methods School, and for general career achievement. In 2021 we awarded ten prizes. Of the nominations received, 41% were for women (unchanged from 2020). Six prizes were

awarded to women. These were the Hedley Bull prize (the first time this one has been awarded to a woman), the Joni Lovenduski PhD Prize, the Dirk Berg-Schlosser and Cora Maas Awards, the Rising Star Award and our new prize in Political Theory.



**Stein Rokkan Prize**

	2016	2017	2018	2019	2020	2021
Female nominees	5	17	13	15	7	9
Male nominees	16	26	6	32	17	17
<b>Total</b>	<b>21</b>	<b>43</b>	<b>19</b>	<b>47</b>	<b>24</b>	<b>26</b>
% female	24%	23%	32%	32%	29%	35%
Winner in year	male	male	female	male	male	male

**Lifetime Achievement Award – biennial**

	2017	2019	2020
Female nominees	9	No award in 2019; postponed to coincide with ECPR's 50 <sup>th</sup> anniversary in 2020.  Prize will henceforth be awarded in even years.	4
Male nominees	11		7
<b>Total</b>	<b>20</b>		<b>11</b>
% female	45%		36%
Winner	female		male

**Rudolf Wildenmann Prize**

	2016	2017	2018	2019	2020	2021
Female nominees	6	9	7	3	No award in 2020 because the full Joint Sessions did not take place.	11
Male nominees	6	11	14	9		5
<b>Total</b>	<b>12</b>	<b>20</b>	<b>21</b>	<b>12</b>		<b>16</b>
% female	50%	45%	67%	25%		69%
Winner	female	female	male	male		male

**Jean Blondel PhD Prize**

	2016	2017	2018	2019	2020	2021
Female nominees	16	7	13	7	7	8
Male nominees	17	4	7	12	4	10
<b>Total</b>	<b>33</b>	<b>11</b>	<b>20</b>	<b>19</b>	<b>11</b>	<b>18</b>
% female	48%	63%	35%	37%	64%	44%
Winner	male	female	female	female	female	male

**Hedley Bull Prize in International Relations – inaugurated 2017**

	2017	2018	2019	2020	2021
Female nominees	5	0	2	6	3
Male nominees	11	5	4	6	6
<b>Total</b>	<b>16</b>	<b>5</b>	<b>6</b>	<b>12</b>	<b>9</b>
% female	31%	0%	33%	50%	33%
Winner	male	male	male	male	female

**Joni Lovenduski PhD Prize in Gender and Politics – biennial**

	2016	2017	2018	2019	2020	2021
Female nominees		7		11		8
Male nominees				2		1
<b>Total</b>		<b>7</b>		<b>13</b>		<b>9</b>
% female		100%		85%		89%
Winner		female		2 female		female

**Mattei Dogan Foundation Prize in Political Sociology – biennial**

	2016	2017	2018	2019	2020	2021
Female nominees		0		Prize not awarded; moved to 2020. Will now be awarded in even years.	0	
Male nominees		1			2	
<b>Total</b>		<b>1</b>			<b>2</b>	
% female		0%			0%	
Winner		Male			Male	

**Rising Star Award – inaugurated 2020**

	2020	2021
Female nominees	13	6
Male nominees	19	18
<b>Total</b>	<b>32</b>	<b>24</b>
% female	41%	25%
Winner	female	female

**Political Theory Prize – inaugurated 2021**

	2020
Female nominees	10
Male nominees	11
<b>Total</b>	<b>21</b>
% female	48%
Winner	female

**EPS Jacqui Briggs Prize**

	2016	2017	2018	2019	2020	2021
Winner	3 female	1 female 1 male	male	male	male	male

**Dirk Berg-Schlosser Award**

	2016	2017	2018	2019	2020	2021
Winner	female	female	male	1 female 1 male	1 female 1 male	female

**Cora Maas Award**

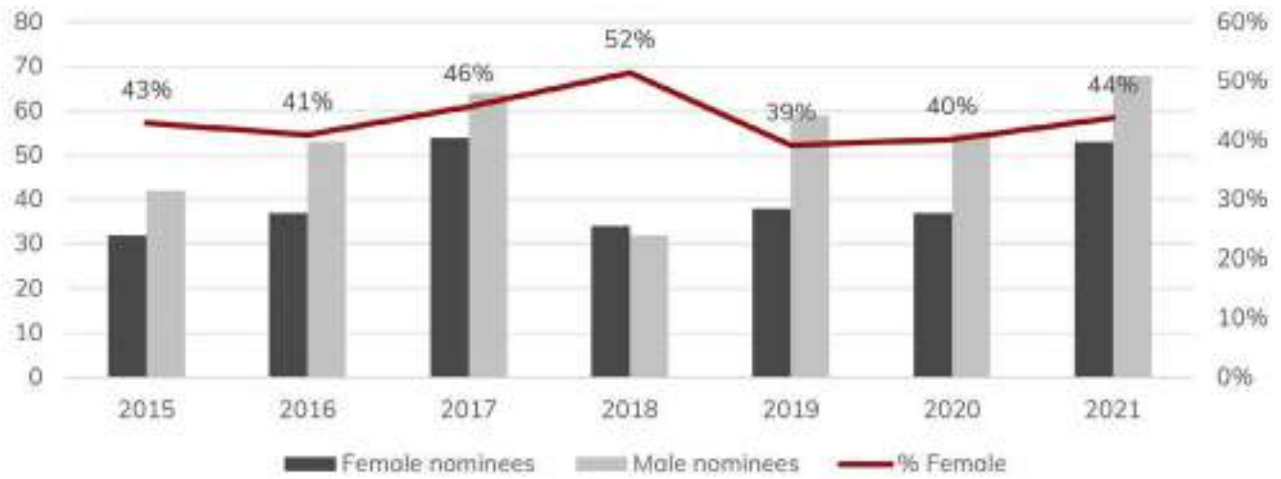
	2016	2017	2018	2019	2020	2021
Winner	male	female	male	1 female 2 male	female	female

**All prizes since 2016**

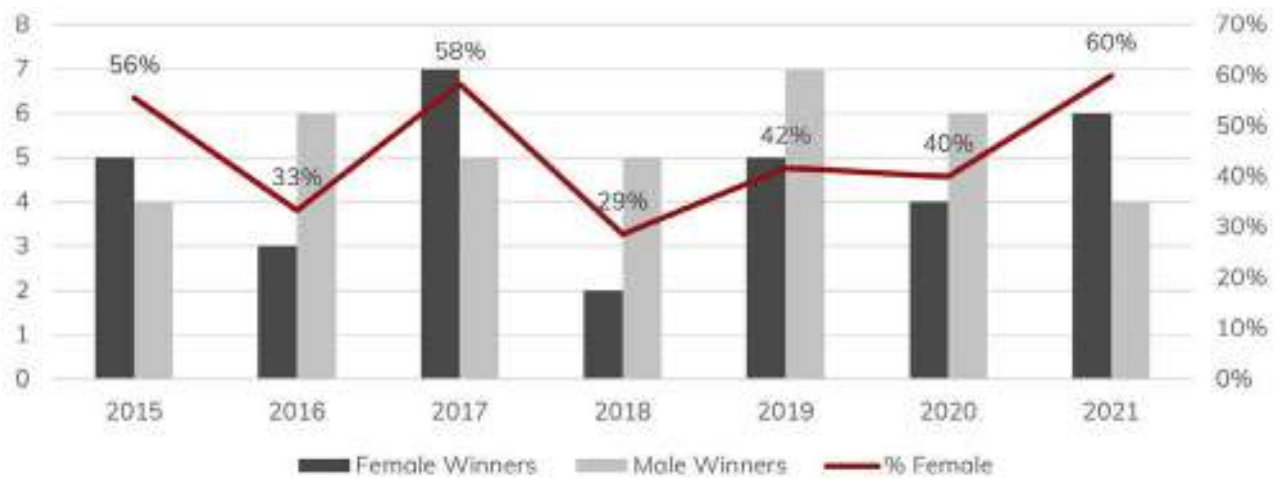
	2016*	2017	2018	2019	2020	2021
Female nominees	37	47	34	27	37	61
Male nominees	53	63	32	57	53	86
<b>Total</b>	<b>90</b>	<b>110</b>	<b>66</b>	<b>84</b>	<b>90</b>	<b>147</b>
% female nominees	41%	43%	52%	32%	41%	<b>41%</b>
Female winners	2	3	2	1	2	6
Male winners	2	2	2	3	4	4
<b>Total</b>	<b>4</b>	<b>5</b>	<b>4</b>	<b>4</b>	<b>6</b>	<b>10</b>
% female winners	50%	60%	50%	25%	33%	<b>60%</b>

\*Figures for this year include Hans Daalder Prize, which has not been awarded since 2016

### All prizes – nominees



### All prizes – winners



# 4. Governance and operations

## a. Executive Committee members

The ECPR's Executive Committee (EC) is its Board of Trustees, with ultimate responsibility for running the organisation. The twelve EC members each serve a six-year term. Election is staggered every three years.

Any scholar from an ECPR full member institution can nominate themselves for election. They must then receive sufficient

endorsements from Official Representatives to go forward to the final ballot in which all ORs are invited to vote.

The 2018–2021 EC comprised five women and seven men – the highest proportion of women since ECPR's founding. When Oddbjørn Knutsen sadly passed away in 2019, he was replaced by Hana Kubátová, the candidate with the next-highest

number of votes from the 2018 election.

The election process for the next EC cohort opened in October 2020, concluding in February 2021. At this election the new rules applied, and we ran two parallel ballots for female and male candidates. Three members of each gender were subsequently elected, finally enabling the EC to reach gender parity.

Executive Committee	2000–2003	2003–2006	2006–2009	2009–2012	2012–2015	2015–2018	2018–2021*	2021–2024
Female	2	3	3	3	3	3	4 (5)	6
Male	10	9	9	9	9	9	8 (7)	6

\*Hana Kubátová replaced Oddbjørn Knutsen in September 2019

## b. Speaker of Council

The post of Speaker of Council was established in 2013. It is the liaison point between the Executive Committee and

ECPR's Council of Official Representatives. David Farrell held the post from 2013–2017. In 2018, Thomas Poguntke was elected

as a result of an open call and election, to which there were no female candidates.

## c. Official Representatives

Each member institution appoints an Official Representative (OR) as a key point of contact between their university and ECPR. ORs act as figureheads for ECPR membership within their institution. The OR also has a seat on Council. The percentage of ORs of known gender has dropped by 1% for the past two years, down from 36% in 2019 to 34% in 2021.

Official Representatives	2016	2017	2018	2019	2020	2021
Female	116	128	126	110	109	82
Male	232	209	197	195	203	158
Other						
Prefer not to say						3
Not recorded					2	56
No OR nominated	2				6	13
<b>Total</b>	<b>350</b>	<b>337</b>	<b>323</b>	<b>305</b>	<b>320</b>	<b>312</b>
% female	33%	38%	39%	36%	35%	34%

## d. Standing Group / Research Network Steering Committees

Under ECPR's auspices sit more than 50 thematic groups, covering a broad and diverse range of topics and sub-fields of political science. These Standing Groups and Research Networks have their own memberships and activities, including events and publications. They are vital for nurturing and developing all corners of

the discipline, helping to ensure that ECPR remains a fully inclusive 'broad church'.

Each group is governed by a Steering Committee, on which one member acts as Chair, overseeing the running of the group and acting as a liaison point with the Executive Committee and ECPR staff.

Steering Committee members are in a high-profile and influential position to shape and steer the work of the ECPR broadly, and their field of research specifically. In 2020 52% of all Steering Committee members were female. This figure remains stable following a steady increase.

Standing Group Convenors / Steering Committee Members / Chairs	2016	2017	2018	2019	2020	2021
Female	41	57	80	108	115	138
Male	61	70	79	99	104	115
Other						
Prefer not to say						4
Not recorded					3	33
Total	102	127	159	207	222	290
<b>% female</b>	<b>40%</b>	<b>45%</b>	<b>50%</b>	<b>52%</b>	<b>52%</b>	<b>54%</b>

## e. ECPR staff and operational management

The ECPR's administrative offices are based in Colchester, in the East of England. Staff are responsible for the delivery of all ECPR activities and services, and are organised across four departments, each headed by a Manager who sits on the Management Group, chaired by

the Director. In 2021, ECPR employed 22 members of staff, of whom 11 were women, and one non-binary. There was a strong bias towards women in the departments of Events and Communications, which employed no men during the period 2016–2021.

Over that same period, all members of the IT department were male.

Since 2019, ECPR has been headed up by a female Director, and the Management Group (excluding Director) is comprised of three women and one man.

	ECPR staff by department*												
	2016		2017		2018		2019		2020		2021		
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Other
Finance	3		3		3		2	1	2	1	2	3	
Events	6		6		6		6		5		5		
Communications	4		4		4		4		5		6		1
IT		3		4		4		4		5		4	
Operations		1		1	1	1	1		1		1		
Director		1		1		1	1		1		1		
<b>Total by gender</b>	<b>13</b>	<b>5</b>	<b>13</b>	<b>6</b>	<b>14</b>	<b>6</b>	<b>14</b>	<b>5</b>	<b>14</b>	<b>6</b>	<b>14</b>	<b>7</b>	<b>1</b>
<b>Grand total</b>	<b>18</b>		<b>19</b>		<b>20</b>		<b>19</b>		<b>20</b>		<b>22</b>		
<b>% female / other</b>	<b>72%</b>		<b>68%</b>		<b>70%</b>		<b>74%</b>		<b>70%</b>		<b>68%</b>		

\*Staff count made in December each year



Management Group, including Director												
	2016		2017		2018		2019		2020		2021	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Director*		1		1		1	1		1		1	
Operations Manager**		1		1		1						
Finance Manager / Head of Finance	1		1		1		1		1		1	
Events Manager	1		1		1		1		1		1	
Communications Manager / Head of Comms	1		1		1		1		1		1	
IT Manager		1		1		1		1		1		1
<b>Total</b>	<b>3</b>	<b>3</b>	<b>3</b>	<b>3</b>	<b>3</b>	<b>3</b>	<b>4</b>	<b>1</b>	<b>4</b>	<b>1</b>	<b>4</b>	<b>1</b>
% female	50%		50%		50%		80%		80%		80%	

\*Tanja Munro replaced Martin Bull on 1 October 2019 \*\*Role ceased to exist in 2019

# Conclusions

As this latest Gender Study shows, ECPR has come quite a long way since our first study six years ago, and particularly since the adoption of our Gender Equality Plan in 2018. A lot has been achieved, but as the Study makes clear, there is still more to do.

The plan identified those areas in the organisation requiring action to improve gender balance across ECPR, and in all its activities. Clear targets were set, with action plans designed to meet them.

The Covid-19 pandemic again complicates comparisons, but the evidence presented here suggests that moving our main events online does not appear to have had a negative impact on gender balance at our main events. Female representation was at or exceeding parity among the Section Chairs, Workshops Directors and Paper Presenters at the Joint Sessions and General Conference.

For the first time in our history, we have

gender parity on the Executive Committee, a result of the use of gender quotas in the election of the new committee in 2021.

On publications, we have made some more progress, particularly in our editorial teams, which have now reached parity. This is also the case for our journal Editors (though the proportion drops when we add in Editors of other publications in our portfolio). But, there are still significant gaps, notably in terms of who gets to publish in or referee for our publications.

And while we have seen improvements in the proportion of women winning prizes (60% of ECPR prizes in 2021 awarded to women), the proportion of women being nominated for prizes remains stubbornly low, at 41%.

Overall, then, solid progress in some areas, more work needed in others. I look forward to reporting on latest developments in our report next year, and – in the light of the ongoing efforts of a working group



that was established last year by the Executive Committee – I have hopes that, by then, our analysis will encompass our broader agenda on Equality, Diversity and Inclusion.

**David Farrell**  
ECPR Chair, 2021–2024