



ecpr

Gender Study 2020

Introduction and data

The 2020 Gender Study is the fifth 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, the circumstances in which we all found ourselves during 2020 means that the results should be viewed through the lens of the Covid-19 pandemic.

For example, with the exception of the February Winter School, all events 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 course 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 the 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.

The 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 Study 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 2015. 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 an 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. This year we have produced an appendix to the Annual Report which 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 2019

The data from 2020 show some areas of improvement on 2019, alongside some small areas of decline in participation and representation. Under each section below is the target set in the Gender Equality Plan and the progress made in 2020 against that

Training

This Gender Study reviews the number of women attending the Winter and Summer Schools as participants, and leading the delivery of 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 2020, 58% of participants across the Winter and Summer School were women. This constitutes a small increase of 2% on 2019 and continues the trend we have seen at graduate and early career-focused events since the Study began in 2016. The fact that the Winter School took place in person in February and the Summer School fully online in July does not seem to have significantly affected overall trends in participation.

This year did, however, see a small reduction in the percentage of female Instructors and Teaching Assistants across the two schools – down 2% and 4% respectively. This reduction is noteworthy, since previous reports have shown a steady increase in both groups year on year when the schools are analysed together. The biggest impact was felt at the Summer School, where the number of female Instructors and Teaching Assistants fell against previous years, and in comparison, with the Winter School.

Gender Equality Plan target and action → for training

- ⊙ To increase the proportion of female Academic Convenors, Methods School Instructors, and members of the Methods School Academic Advisory Board
- In 2020 the three Academic Convenors of the School were male. At the time of writing a call is open for two new ACs; gender parity among this group will be a priority for the selection panel. It is unclear whether the small fall in female Instructors and TAs was a direct result of the pandemic and the additional burdens on them in 2020. We will look into this further when we have data from 2021.

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 2020 the Joint Sessions was the first of our events to be moved online. This was done in haste at the very early stages of

the pandemic, before we were able to fully develop the online conference platform. All Workshop Directors were therefore given the option to defer their Workshop to 2021 if they wished. In the end, just seven Workshops ran online in 2020, in which 51% of participants were women.

The General Conference academic programme was complete at the point the decision was taken to hold the event virtually. All but one accepted Section decided to go ahead on the virtual platform. With the opportunities presented to us, we opened up access to the event to the community beyond those presenting a paper, allowing scholars to join as observers. For the sake of consistency with previous data, however, we have not included these people in the attendance count. Overall attendance at the VGC was broadly in line with the previous year, and the percentage of female paper givers continued to increase, by 6%, to 48%.

The percentage of women taking on the role of Workshop Director at the Joint Sessions has increased steadily each year since we began recording the data, reaching parity in 2020 based on the reduced programme.

We have seen the same trends with General Conference Section Chairs, rising to 54% in 2020 – a further increase from 50% in 2019. Overall, we now see that the percentage of women leading vs participating in these events is almost equal, and slightly in favour of the former at the General Conference.

Gender Equality Plan targets ☉ and actions → for events

- ☉ To create a more equal gender distribution of Workshop Directors at the Joint Sessions and of Section Chairs at the General Conference
- Based on 2020 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 distribution of speakers at plenary events of the Joint Sessions of Workshops and the General Conference
- Due to the reduced format of the Joint Sessions, the Stein Rokkan lecture did not take place in 2020, nor was there a plenary lecture at the General Conference. However, a full GC plenary programme of roundtables ran, comprising 71% female speakers.
- The first House Lecture took place in December 2020, delivered by the winner of that year’s Lifetime Achievement Award, David Miller.

Publishing

A key area of improvement in women’s representation is across the editorial boards of ECPR journals. From 2016 we have seen an increase from 29% to 54%. This reflects the work of the editorial teams in ensuring gender balance whenever new appointments are needed.

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.

While 2019 saw a 6% increase in women submitting across all journals, this fell by 3% in 2020. The percentage of published articles by women authors, however, continued to increase 4%, to 35%.

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 2018–20. While overall there was an initial increase in women carrying out this role between 2018 and 2019 (27% to 34%), this figure dropped slightly to 30% in 2020. The pandemic year saw a significant increase in articles submitted across the portfolio (by all authors) of c.25% on the previous year, as opposed to c.7% between 2018 and 19. This significantly increased the demand on editors and reviewers.

Gender Equality Plan targets ☉ and actions → for publications

- ☉ To achieve gender balance among editors of journals by the end of 2020
- As at the end of 2020, this target is close to being achieved. 47% of all journal editors 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 referees of articles submitted to journals by the end of 2020
- Based on 2020 data, there is still work to do to ensure women are fairly represented in the peer review process. Any actions do, however, need to be balanced with the acknowledgment of the extra burden of work this brings, particularly where women are underrepresented in a particular field.

Prizes

In 2020 we conferred the Lifetime Achievement Award, Jean Blondel PhD Prize, Stein Rokkan and Hedley Bull Prizes. We also conferred our inaugural Rising Star

Award; this is given to a student or early career researcher displaying exceptional talent and potential. The percentage of women nominated across all prizes rose to 41% (against 32% in 2019). Prizes were awarded to two women (Rising Star and Jean Blondel) and four men (Stein Rokkan Prize had two joint male recipients).

Gender Equality Plan target ☉ and action → for prizes

- ☉ To achieve a more equal gender distribution of prizewinners, in particular for the Stein Rokkan Prize, Lifetime Achievement Award and Hedley Bull Prize
- The data for 2020 show there is still an under-representation of women in this area of activity – the percentage of female nominees fell in 2020 for the Stein Rokkan and Lifetime Achievement Award against the previous awarding year, but did increase to 50% for Hedley Bull. Despite this, all three of those prizes were awarded to men in 2020.

Governance

The number of women on the ECPR Executive Committee increased by one in 2019 when Oddbjørn Knutsen sadly passed away and was replaced by Hana Kubátová. This brought the composition to five women and seven men, which continued into 2020. Elections for six seats for the 2021–27 term began in October 2020.

Gender Equality Plan target ☉ and action → for governance

- ☉ To appoint a higher proportion of women to the Executive Committee
- 2020 saw the highest composition of women on the Executive Committee in ECPR’s history, nearly reaching parity. The new format for the 2020/21 Executive Committee elections will guarantee equal representation on the board of trustees going forward.

Staffing and operational leadership

The area where women outweigh 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 70% women. The composition of staffing is not included in the 2018 GEP.

Summary of progress against the 2018 GEP and recommendations for next steps

While progress has been made (and taking the exceptional nature of 2020 into account), there is still work to be done in several key areas of ECPR activity. These include leadership of 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 GEP covers the period until 2021. It will be reviewed by the Executive Committee this year alongside the ECPR's wider work on Equality, Diversity and Inclusion (EDI).

Percentage of women in each category	2016	2017	2018	2019	2020	Variance 2019–2020	
MyECPR account holders	no data	49%	54%	47%	49%	▲	2.27%
Authors submitting to journals	27%	30%	25%	31%	28%	▼	3.22%
Published authors in journals	38%	30%	29%	31%	35%	▲	4.23%
Published authors in books	50%	50%	35%	47%	45%	▼	1.21%
Participation in Joint Sessions	47%	42%	46%	45%	51%	▲	6.58%
Participation in General Conference	45%	44%	46%	42%	48%	▲	5.92%
Attendance at a Methods School	54%	53%	52%	56%	58%	▲	2.84%
Joint Sessions Workshop Directors	37%	32%	41%	46%	50%	▲	4.00%
General Conference Section Chairs	37%	45%	42%	50%	55%	▲	4.34%
Methods School Instructors	23%	25%	29%	36%	33%	▼	2.38%
Methods School Academic Convenors and Advisory Board	14%	14%	14%	14%	14%	No change	
Editors of all publications	39%	38%	37%	40%	43%	▲	2.50%
Editorial Board members of all publications	29%	48%	51%	54%	54%	▲	0.42%
Delivered Stein Rokkan Lecture at Joint Sessions or General Conference Plenary Lecture	0	1	0	1	1	n/a	
Roundtable participants at the General Conference	24%	60%	53%	68%	71%	▲	3.01%
Prize nominees	41%	43%	52%	32%	41%	▲	8.97%
Prizewinners	50%	60%	50%	25%	33%	▲	8.33%
Executive Committee members	25%	25%	33%	42%	42%	No change	
Speaker of Council	0%	0%	0%	0%	0%	No change	
Official Representatives	33%	38%	39%	37%	35%	▼	1.94%
Standing Group Convenors	40%	44%	50%	52%	52%	▼	0.37%
ECPR staff, including managers	76%	72%	74%	74%	70%	▼	3.68%
Management staff at ECPR, including Director	50%	50%	50%	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 the most basic level of engagement by the number of active MyECPR accounts held by men versus women. Anyone participating in an ECPR event or signing up to one of the email lists must have an account. This data, if limited only to accounts accessed since 2019, therefore gives us a sense of the size of the active ECPR community. The total number of users, and the percentage of female account holders, increased on last year. Total accounts rose to 19,745 (vs 18,921) and female users to 50% (vs 47% last year).

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, which uses, among other things, pronouns in profile descriptions and user names, to determine account-holders' gender. It also ignores (typically, institutional) accounts which are gender non-specific.

Using this more accurate profiling method suggests that 42% of our Twitter followers are female. Facebook invites account holders to register their gender, though this is not mandatory. At the time of writing, 44% of our followers on Facebook identify as being female.

MyECPR account holders												
	2016			2017			2018			2019		
	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
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
Undisclosed	708	414	294	883	477	356	891	530	361	780	457	323
Unknown	4,508	3,238	1,270	541	322	219	1076	359	717	1581	1,060	521
Total	20,150	12,975	7,175	19,217	12,054	7,023	18,921	12,060	6,861	19,745	11,771	7,974
% female of known gender	49%	49%	50%	48%	54%	37%	47%	47%	48%	50%	49%	50%

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

*Data taken from Twitter audience insights, and subject to caveats listed above. **Data taken from analysis by www.proporti.onl

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 provides a useful insight into representation of women at this stage of the research cycle. Data for 'submitted' and 'published' articles relates to articles submitted to, and published, in the journal during the calendar year 2020. Because of the time elapsed between submission of an article and it being published, the cohort of submitted versus published authors is likely to differ to some degree.

As in previous years, there are some differences in how each journal reports the gender composition of authors. EJPR and EPSR report the lead / submitting author only, while EPS and PRX record all authors of each article. We do not currently look at how women are submitting articles to our journals – for example, whether they are single authors or part of teams, and if so whether those teams are of mixed or single gender.

The year 2020 saw a significant increase in the number of submitted articles across the portfolio – up from 775 in 2019 to 973.

While we have seen a general year-on-year increase in submissions, this rise is out of step with that trajectory. However, against this increase, 2020 did see a small overall drop in the percentage of female submitting authors. Most notably, there was a 10% drop in submissions to EPS. Against submissions, there was, however, a rise in the number of published female authors, from 31% to 35%.

The percentage of women accepting the invitation to review an article dropped slightly in 2020, from 34% to 30%.

European Journal of Political Research (EJPR)*													
	2016		2017		2018			2019			2020		
	Submitted	Published	Submitted	Published	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
Male	262	316	277	35	302	31	382	289	40	357	362	29	488
Total	358	45	405	46	415	49	539	433	57	541	508	44	696
% female	27%	31%	32%	24%	27%	37%	29%	33%	30%	34%	29%	34%	30%

*All EJPR figures refer to lead / submitting author only

Political Data Yearbook (PDY) of the EJPR						
	2016	2017	2018	2019	2020	
	Authors		Authors		Authors	
Female	9		12		19	
Male	28		25		37	
Total	37		37		56	
% female	24%		32%		34%	

European Political Science Review (EPSR)													
	2016		2017		2018			2019			2020		
	Submitted	Published**	Submitted*	Published**	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
Male	110	18	136	22	133	38	176	128	19	209	156	35	221
Total	146	27	195	28	170	48	236	190	29	328	227	52	334
% female	25%	33%	30%	21%	22%	21%	25%	33%	34%	36%	31%	33%	34%

*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**		
	Submitted	Published	Submitted	Published	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
Male	69	29	63	27	80	53	59	64	62	32	92	54	60
Total	96	54	80	46	100	74	83	86	91	45	110	87	84
% female	28%	46%*	21%	41%*	20%	28%*	29%	26%	32%	29%	16%	38%	29%

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

Political Research Exchange (PRX)*										
	2018			2019			2020			
	Submitted	Published	Reviewers accepted	Submitted	Published	Reviewers accepted	Submitted	Published	Reviewers accepted	
Female	12		8	15	3	22	35	6	30	
Male	26		36	54	13	64	93	15	100	
Total	38		44	69	16	86	128	21	130	
% female	32%		18%	21%	19%	26%	27%	29%	23%	

*Figures refer to all authors of each article

All journals													
	2016		2017		2018			2019			2020		
	Submitted	Published	Submitted	Published	Submitted	Published	Reviewers	Submitted	Published	Reviewers	Submitted	Published	Reviewers
Female	159	48	204	36	179	49	249	240	59	337	270	71	375
Male	441	78	476	84	541	122	653	535	134	662	703	133	869
Total	600	126	680	120	720	171	902	775	193	999	973	204	1244
% female	27%	38%	30%	30%	25%	29%	28%	31%	31%	34%	28%	35%	30%

Publishing in books

OUP Comparative Politics series, and ECPR Press

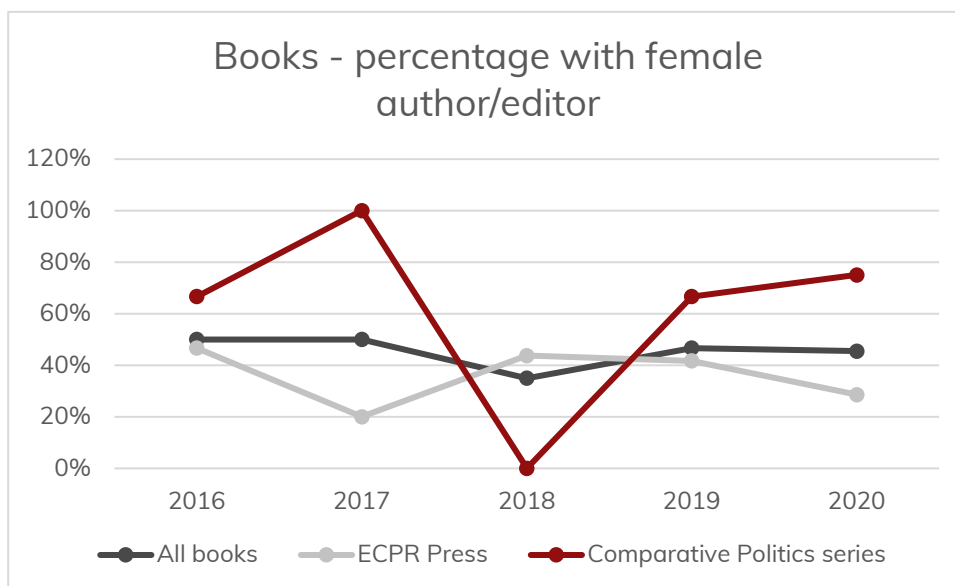
We currently collect data only on the number of women being published across the ECPR Press and Comparative Politics

(CP) series, but not on submissions. With such a small number of books published in the CP series in particular, percentages can vary wildly year on year. Taking both outlets together, though, the percentage of books with a female author or editor sits at between 38% and 50%. There was a dip in 2018, with a small recovery

in 2019. Looking at a breakdown of authorship since 2015, the majority of books published had a single male author (27/88), followed by all-male edited collections (23/88) and then a single female author (18/88).

ECPR Press	2016	2017	2018	2019	2020
Co-authored / edited: all male	4	0	4	5	1
Co-authored / edited: all female	0	0	0	3	0
Co-authored / edited: mixed	2	0	2	2	2
Single-author / editor: male	4	4	5	2	4
Single-author / editor: female	5	1	5	0	0
Total books published	15	5	16	12	7
% of books with female author / editor	47%	20%	44%	42%	29%

Comparative Politics Series	2016	2017	2018	2019	2020
Co-authored / edited: all male	1	0	2	0	1
Co-authored / edited: all female	0	0	0	0	0
Co-authored / edited: mixed	1	2	0	2	1
Single-author / editor: male	0	0	2	1	0
Single-author / editor: female	1	1	0	0	2
Total books published	3	3	4	3	4
% of books with female author / editor	67%	100%	0%	67%	75%



c. Participation at events

Participation in ECPR events is a good indicator of how different groups of people are engaging with the organisation. As we have reported in previous years, the percentage of women attending graduate and early career researcher (ECR) events is consistently higher than at the Joint Sessions and General Conference. In 2020, this percentage increased to 58% across both Methods Schools, with 63% female participation at the virtual Summer School.

Historically, the participation of women in the Joint Sessions and General Conference is a little lower than at graduate events. Yet 2020 did see an increase in female participation at the JS and GC.

At the reduced-programme virtual Joint Sessions, 51% of participants were women, compared to an average of 45% since 2013. While General Conference participation by women sits at an average of 44%, the virtual 2020 event saw an increase to 48%. Academic programmes for both events were set before the decision was taken to move online, so this is likely to have had a minimal impact on the numbers.

The Summer School was the only activity created as an online event from the start. While the percentage of women attending is the highest to date, it does continue the upward trajectory established from 2018 onwards. The 2021 programme

was conceived and developed to be entirely online, so next year's Gender Study may provide an indicator as to the impact of the pandemic on gendered event engagement.

The figures for events with a competitive application process (the Joint Sessions and General Conference) relate to the number of participants who had a paper accepted and then paid the registration fee to attend. We do not currently include data on submitted vs accepted papers for these events, as we do for submitted vs accepted journal articles across our publishing programme. We do, however, acknowledge that this is an area where analysis and comparison with other data would be helpful.

Joint Sessions of Workshops	2016	2017	2018	2019	2020
Female	143	129	160	155	182
Male	160	180	188	193	174
Not disclosed	2	6	12	9	11
Not known	97	48	45	40	23
Total	402	363	460	397	390
% female of known gender	47%	42%	46%	45%	51%

General Conference	2016	2017	2018	2019	2020
Female	674	694	859	676	808
Male	838	869	1,024	927	872
Not disclosed	13	43	66	54	59
Not known	385	220	221	152	83
Total	1,910	1,826	2,170	1,809	1,922
% female of known gender	44%	44%	46%	42%	48%

Winter School in Methods and Techniques						
	2015	2016	2017	2018	2019	2020
Female	64	138	187	197	221	208
Male	55	125	170	182	182	182
Not disclosed			8	17	18	19
Not known	279	117	36	15	17	6
Total	398	380	390	399	438	415
% female of known gender	54%	52%	54%	54%	55%	53%

Summer School in Methods and Techniques						
	2015	2016	2017	2018	2019	2020
Female	59	142	162	161	199	289
Male	59	118	153	164	153	171
Not disclosed	2		11	15	20	16
Not known	216	48	19	8	7	17
Total	336	308	345	348	379	493
% female of known gender	50%	55%	51%	50%	56%	63%

Methods School Combined							
	2014	2015	2016	2017	2018	2019	2020
Female	301	123	280	349	358	420	497
Male	242	114	243	312	334	335	353
Not disclosed		2		19	32	38	35
Not known	59	495	165	55	23	24	23
Total	602	735	688	735	747	817	908
% female of known gender	55%	52%	54%	53%	52%	56%	58%

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. We also seek external peer review for Joint Sessions proposals.

Since 2016, the average percentage of female Workshop Directors has been 41%, steadily increasing year on year to 50% at the reduced-programme Joint Sessions in 2020. The percentage of women Section Chairs at the General Conference is subject to more fluctuation, with an average of 44% since 2016 and 54% at the 2020 virtual event.

In the first Gender Study, which analysed 2016 figures, we reported a noticeable

disparity between the representation of women in Workshop Director and Section Chair roles, as compared to grassroots event participation. For example, 38% and 37% respectively as Chairs/Directors; and 47% and 45% general participants / paper givers. It is therefore encouraging to see in 2020 only a 3% margin between the two roles at the Joint Sessions, and a greater percentage of women taking Section Chair roles at the VGC than for general participation (48% vs 54%).

Workshop Directors / Co-Directors – Joint Sessions

	2015	2016	2017	2018	2019	2020
Female	8	11	12	20	23	6
Male	20	19	25	29	27	6
Unknown	0	1	0	0	0	1
Undisclosed	20	16	6	7	6	0
Total	48	47	43	56	56	13
% female of known gender	29%	37%	32%	41%	46%	50%

Section Chairs / Co-Chairs – General Conference

	2015	2016	2017	2018	2019	2020
Female	34	42	55	55	63	75
Male	43	71	67	77	62	62
Unknown	2	0	1	4	4	2
Undisclosed	44	23	25	22	13	17
Total	123	136	148	158	142	156
% female of known gender	44%	37%	45%	42%	50%	55%

b. Methods School Instructors, Teaching Assistants, Convenors and Advisory Board

As reported above, women continue to be more equally represented as participants at the Winter and Summer Schools than at any other event or activity. Yet among Methods School leadership, women are still under-represented across the board, as Academic Convenors designing the programmes, as the Instructors delivering the courses – and even as Teaching Assistants offering student support.

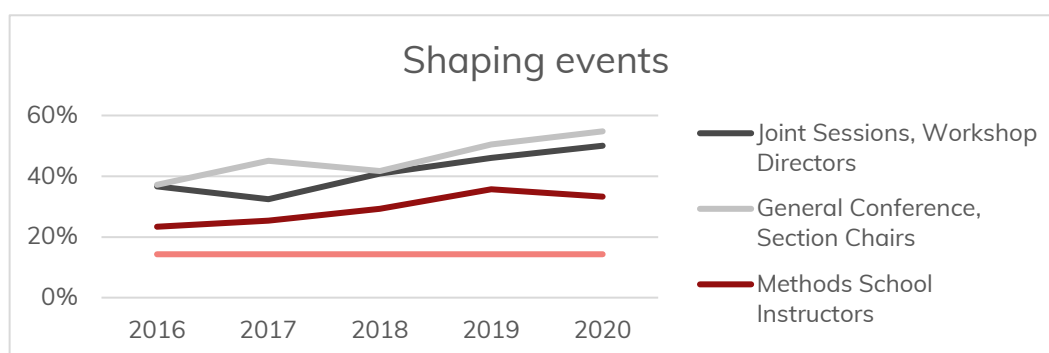
While female attendance at the Methods School continued to increase in 2020, the percentage of women teaching a course or acting as a Teaching Assistant fell by 2% and 4% respectively. As reported above, the most marked development was the reduction in women taking up teaching roles at the virtual Summer School, as compared to the Winter School in the same year, and Summer Schools in previous

years. We will investigate this trend further, ahead of the 2021 Study.

Academic leadership at the Methods School remained the same between 2005 and 2020. It consisted of three male academic convenors, and an Academic Advisory board comprising four men and one woman.

	2016		2017		2018		2019		2020	
	Winter	Summer	Winter	Summer	Winter	Summer	Winter	Summer	Winter	Summer
Methods School Instructors										
Female	4	7	6	9	8	9	11	14	14	5
Male	18	18	22	22	24	17	23	22	24	14
Undisclosed				2	1	3	1	4	1	3
Unknown	17	18	11	16	12	15	13	11	12	8
Total	39	43	39	49	45	44	37	51	51	30
% female of known gender	18%	28%	21%	29%	25%	35%	38%	39%	37%	26%
% female across both Methods Schools	23%		25%		29%		36%		33%	

	2016		2017		2018		2019		2020	
	Winter	Summer	Winter	Summer	Winter	Summer	Winter	Summer	Winter	Summer
Methods School Teaching Assistants										
Female	12	6	12	3	14	9	18	9	13	5
Male	9	15	10	13	13	13	17	11	13	9
Undisclosed				1	1		1		2	
Unknown	12	6	11	5	5	2	1	1	4	1
Total	33	27	33	22	33	24	37	21	32	15
% female of known gender	57%	29%	55%	19%	52%	41%	51%	45%	50%	36%
% female across both Methods Schools	43%		39%		47%		49%		45%	



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 2020 the percentage of female editors (including Associate Editors) across all publications increased slightly, to 43%. The figure was boosted by the appointment of an additional ten Associate Editors to the PRX team (five women and five men) and by the Academic Editors of ECPR's new blog The Loop (one male, one female).

When looking at 'lead' editors alone, the percentage is 47%. Every editorial team is relatively gender balanced (PRX is all-female).

The exception is the PDY, which remains the one journal 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 proactively appoint more women to their boards when vacancies arise.

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

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

3. High-profile participation and recognition

a. Joint Sessions and General Conference

Very often the most visible people at an ECPR event are those invited to deliver the plenary lecture or take part in a Roundtable.

To date, the Plenary Lecture at the General Conference has been delivered by a woman only once, in 2013. This is an area we are actively working on in collaboration with our

host universities, since it is they who select the plenary speakers. The Joint Sessions Stein Rokkan Lecture has had two female speakers in the past seven years, in 2017 and 2019. In 2020 the Stein Rokkan lecture was postponed, and no plenary lecture took place during the virtual General Conference. Four GC roundtables were scheduled, across which 71% of speakers were female.

At the end of 2020 we launched a new series of regular online lectures, The House Lecture Series. The first speaker, at the December event, was the recipient of the 2020 Lifetime Achievement Award, David Miller. The second, which took place in January 2021 was delivered by Veronica Anghel, the winner of ECPR's inaugural Rising Star Award.

Joint Sessions	2016	2017	2018	2019	2020
Stein Rokkan lecturer	Male	Female	Male	Female	postponed

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

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 2020 we awarded five prizes: Stein Rokkan, Lifetime Achievement, Jean Blondel, Hedley Bull and the inaugural

Rising Star Award. Of the nominations received for these prizes, 41% were for women (up from 32% in 2019). Of these nominations, two were awarded to women, for the prizes aimed at early career scholars (Jean Blondel and Rising Star).

Stein Rokkan Prize

	2016	2017	2018	2019	2020
Female nominees	5	17	13	15	7
Male nominees	16	26	6	32	17
Total	21	43	19	47	24
% female	24%	23%	32%	32%	29%
Winner in year	Male	Male	Female	Male	Male

Lifetime Achievement Award – biennial

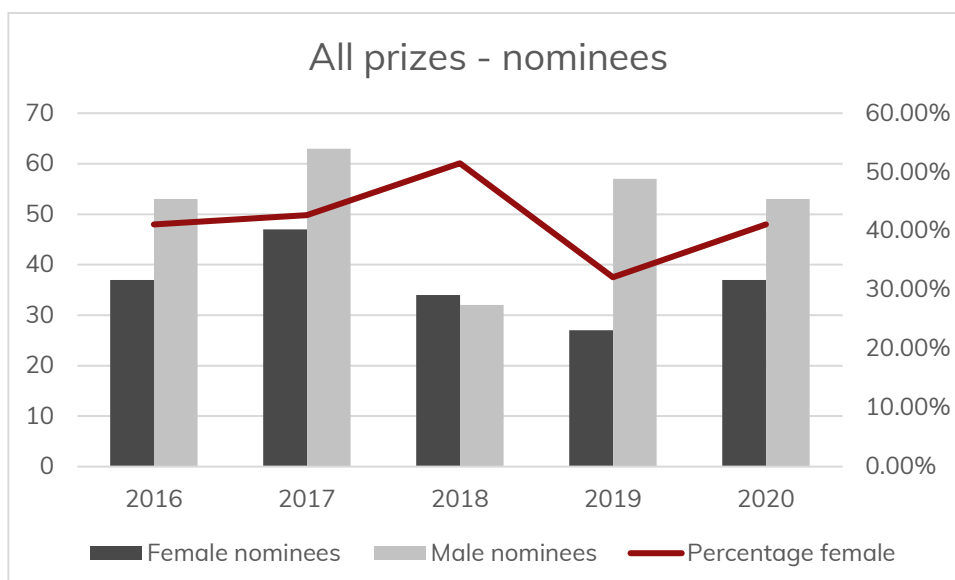
	2017	2019	2020
Female nominees	9	No award in 2019; postponed to coincide with 50 th anniversary in 2020	4
Male nominees	11		7
Total	20		11
% female	45%		36%
Winner	Female		Male

Rudolf Wildenmann Prize

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

Jean Blondel PhD Prize

	2016	2017	2018	2019	2020
Female nominees	16	7	13	7	7
Male nominees	17	4	7	12	4
Total	33	11	20	19	11
% female	48%	63%	35%	37%	64%
Winner	Male	Female	Female	Female	Female

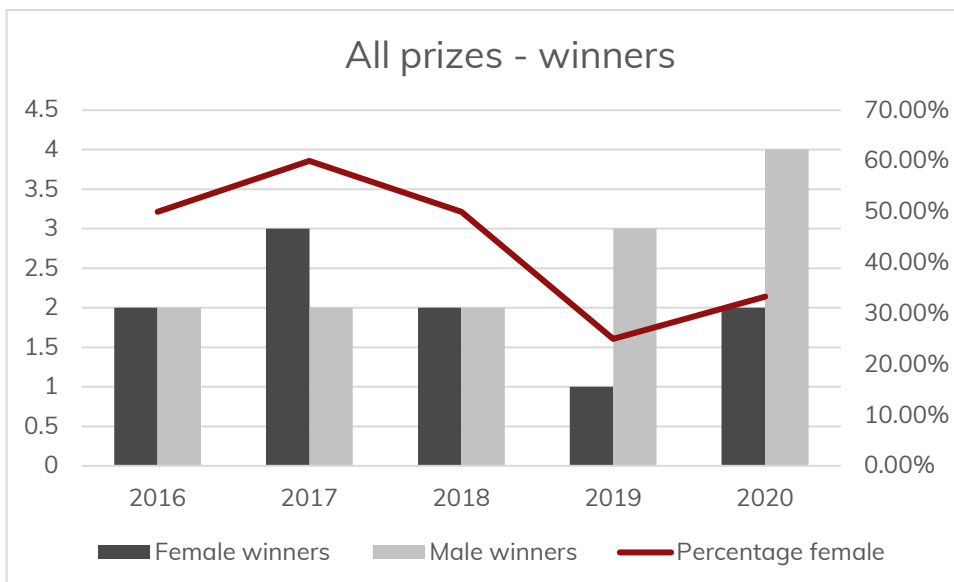


Hedley Bull Prize in International Relations

	2017	2018	2019	2020
Female nominees	5	0	2	6
Male nominees	11	5	4	6
Total	16	5	6	12
% female	31%	0%	33%	50%
Winner	Male	Male	Male	Male

All prizes since 2016

	2016	2017	2018	2019	2020
Female nominees	37	47	34	27	37
Male nominees	53	63	32	57	53
Total	90	110	66	84	90
% female	41%	43%	52%	32%	41%
Female winners	2	3	2	1	2
Male winners	2	2	2	3	4
Total	4	5	4	4	6
% female	50%	60%	50%	25%	33%



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 university 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.

	2	3	3	3	3	3	4 (5)	6
	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.

Official Representatives	2016	2017	2018	2019	2020
Female	116	128	126	118	109
Male	232	209	197	202	203
Undisclosed				1	2
No OR nominated	2			10	6
Total	350	337	323	331	320
% female	33%	38%	39%	37%	35%

d. Standing Group and Research Network Steering Committee Members

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
Female	41	57	80	108	115
Male	61	70	79	99	104
Undisclosed					3
Total	102	127	159	207	222
% female	40%	45%	50%	52%	52%

e. ECPR staff and operational management

The ECPR's operational and administrative offices are based in Colchester, Essex, 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, which is chaired by the Director.

In 2020, ECPR employed 20 members of staff, of whom 14 were women. There was a strong bias towards women in the departments of Events and Communications, which employed

no men during the period 2016–2020. Over that same period, all members of the IT department were male.

Since 2019 ECPR's Director has been a woman, and the composition of the Management Group (not including the Director) is three women and one man.

ECPR staff by department*	2016		2017		2018		2019		2020	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Finance	3		3		3		2	1	2	1
Events	6		6		6		6		5	
Communications	4		4		4		4		5	
IT		3		4		4		4		5
Operations		1		1	1	1	1		1	
Director		1		1		1	1		1	
Total	13	5	13	6	14	6	14	5	14	6
% female	72%		68%		70%		74%		70%	

*Staff count made in December each year

Director*		1		1		1	1		1	
Operations Manager**		1		1		1				
Finance Manager	1		1		1		1		1	
Events Manager	1		1		1		1		1	
Communications Manager	1		1		1		1		1	
IT Manager		1		1		1		1		1
Total	3	3	3	3	3	3	4	1	4	1

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

Conclusions

As this latest Gender Study shows, the ECPR has come quite a long way since our first study five years ago, and particularly since the adoption of our Gender Equality Plan in 2018. The plan identified those areas in the organisation requiring action to improve gender balance across the ECPR and in all its activities. Clear targets were set with action plans designed to meet them.

The Covid-19 pandemic somewhat complicates our overtime comparisons this year – and we will probably have to allow at least another year to get a true sense of the likely gendered nature of its impact; nevertheless, across a number of dimensions the signs are promising.

For ECPR events, the Plan aimed at achieving 50% female presence among Workshop Directors at the Joint Sessions,

and among Section Chairs at the General Conference. That target was clearly reached and even slightly exceeded in both events. While strictly speaking not relevant to this year’s study, we already know that the decision to adopt gender quotas for Executive Committee elections has resulted in gender equity being achieved in 2021 – the first time in ECPR’s history.

For publications, we have made some more progress in our editorial boards and editorial teams: in the former, women now comprise 54% of the total (compared to less than a third just four years ago); and 47% of our editorial teams are women.

The proportions are less impressive across our full publishing programme, however: there is still a 60:40 split in favour of men. We expect recent editorial appointments to improve things in the coming year.

There are a number of areas where more work is needed. We still need to achieve gender balance across all areas in our training portfolio. This is also the case for the peer review process in our publications portfolio (though this needs to take account of the risks of over-burdening women), and in nominations for ECPR’s various prizes.

In short, good progress, but clearly more to do. For next year and the years following, the Executive Committee has decided to increase and broaden our efforts in this space, developing a more ambitious plan on Equality, Diversity and Inclusion. Watch this space for more!

David Farrell
ECPR Chair, 2021–2024