

Introduction and data

The ECPR conducted its first study into the participation and representation of women across all of its activities and levels of governance in 2016. The 2016 study led to the development of the Gender Equality Plan (GEP) by the Executive Committee, published in 2018, and to a decision to carry out annual monitoring and reporting.

This study into participation in 2018 is therefore the third of its type and builds on the framework established in 2016 and developed in 2017.

As with the previous studies, the 2018 Gender Study looks at:

1. Grassroots participation
 - a. MyECPR account holders and social media followers
 - b. Authors submitting to, and publishing in, journals and book series
 - c. Participation at events
2. Shaping ECPR activities
 - a. Section Chairs and / or Workshop Directors
 - b. Methods School Instructors, Teaching Assistants, Convenors and Advisory Board
 - c. Editors and Editorial Board members of all publications
3. High-profile participation and recognition
 - a. Joint Sessions Workshop Directors, General Conference Section Chairs and plenary speakers
 - b. Prize nominees and recipients
4. Governance and operations
 - a. Executive Committee members
 - b. Speaker of Council
 - c. Official Representatives
 - d. Standing Group and Research Network Convenors
 - e. ECPR staff and operational management

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 note their gender within their profile. Where users have not noted 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 systems and their own administrative systems, and then reported annually to ECPR's Publications Subcommittee.

Other data, such as prize recipients and editors of publications, are either already published at www.ecpr.eu or, as with Standing Group Convenors and Official Representatives, held in ECPR's administrative systems.

All data collection, storage and processing practices and policies were thoroughly reviewed as part of our GDPR implementation project. ECPR's new **Privacy Policy** sets out more clearly how and why we use personal information, including for the generation of this study.

SUMMARY OF DATA, AND COMPARISONS WITH 2017 AND 2016

Conclusions and actions from the previous studies

Both previous studies found that at the grassroots level of engagement with the ECPR, participation is fairly equal between men and women. At events aimed at younger scholars, such as the Methods Schools, women continue to outnumber men very slightly (particularly at the Winter School); though this trend reduced slightly in 2018. We found, however, that as we tracked female participation through the scholarly career path, engagement began to fall.

Most worrying in 2017 was the fall in women submitting to, and having their articles accepted by, ECPR journals; 2018 data shows a further fall in both categories, with only 25% of all submissions and 28% of published articles across the ECPR's five journals coming from women. Since the 2017 report was published, we have been working with the editorial teams of all ECPR publications to try to understand the

forces at work and how they can be addressed. This will be the theme of the cross-publication plenary session at the 2019 Publications Retreat.

A key strategy of the Gender Equality Plan (GEP) published in 2018 aims to address this imbalance by ensuring more women are appointed to editorial positions; in 2018 the first female editor of the *EJPR* in recent memory was appointed, closely followed by a second in January 2019 (the editorial team is now two-thirds female). In addition, *Political Research Exchange (PRX)*, which was launched in 2018, has two female inaugural Editors in Chief.

The number of women taking on the role of a Workshop Director at the Joint Sessions increased in 2017 to 38% and then again to 45% in 2018, which is slightly ahead of the ratio of women taking part as a participant (43%).

At the General Conference the percentage of female Section Chairs increased to 44% in 2017 but fell away slightly to 39% in 2018; behind the ratio of regular participation by women (45%).

In 2016 and 2017 the greatest disparity between male and female participation was across the governance of the organisation: Official Representatives (ORs), Executive Committee, Editorial Board members and Editors and Standing Group and Research Network Convenors. 2018 saw an increase in nearly all of these areas as efforts of editors to redress the balance on the Editorial Boards came to fruition and more women took on leadership roles, either in ECPR groups and networks, or as an OR. The lowest level of representation remains on the Executive Committee, and this has been a priority for the current EC to address through the GEP.

	2016	2017	2018	Variance 2017-2018
MyECPR account holders	no data	49%	48%	down 1%
Authors submitting to journals	26%	30%	25%	down 5%
Published authors in journals	35%	30%	28%	down 2%
Published authors in books	36/67%	14/100%	47/0%	
Participation in Joint Sessions	44%	40%	43%	up 3%
Participation in General Conference	44%	44%	45%	up 1%
Attendance at a Methods School	51%	53%	51%	down 2%

Joint Sessions Workshop Directors	36%	38%	45%	up 7%
General Conference Section Chairs	36%	44%	39%	down 5%
Methods School Instructors	26%	26%	28%	up 2%
Methods School Academic Convenors and Advisory Board	14%	14%	14%	no change
Editors of all publications	39%	38%	37%	down 1%
Editorial Board members of all publications	29%	47%	52%	up 5%

Delivered Stein Rokkan Lecture at Joint Sessions or General Conference Plenary Lecture	0/2	1/2	0/2	down 1
Roundtable participants at the General Conference	24%	60%	53%	down 7%
Prize nominees	41%	43%	51%	up 8%
Prizewinners	50%	60%	50%	down 10%

Executive Committee members	25%	25%	25%	no change
Speaker of Council	0%	0%	0%	no change
Official Representatives	33%	37%	39%	up 2%
Standing Group Convenors	40%	44%	50%	up 6%
ECPR staff, including managers	76%	72%	74%	up 2%
Management staff at ECPR, including Director	50%	50%	50%	no change



1. Grassroots participation

a. MyECPR account holders and social media followers

We have measured the most basic level of engagement with the organisation by the number of active MyECPR accounts held by men versus women. Given that any person participating in an ECPR event or wishing to sign up to one of the email lists must have an account, this data, if limited to those accounts which have been accessed since 2017, gives us a sense of the size of the active ECPR community. Both the total number and percentage of female users dropped slightly from 2016. Interestingly, the percentage of women from member institutions accessing MyECPR increased by 5% but dropped by 13% for those from non-members; in 2016 the figures were about equal male/female for both members and non-members.

Social media is a key way we share information with the ECPR community and is therefore another metric of basic engagement with the organisation. 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 and marketing. 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. Based on this data the percentage

of female Twitter accounts has grown to 50% in 2019, against 35% in 2018; while Facebook has stayed relatively stable.

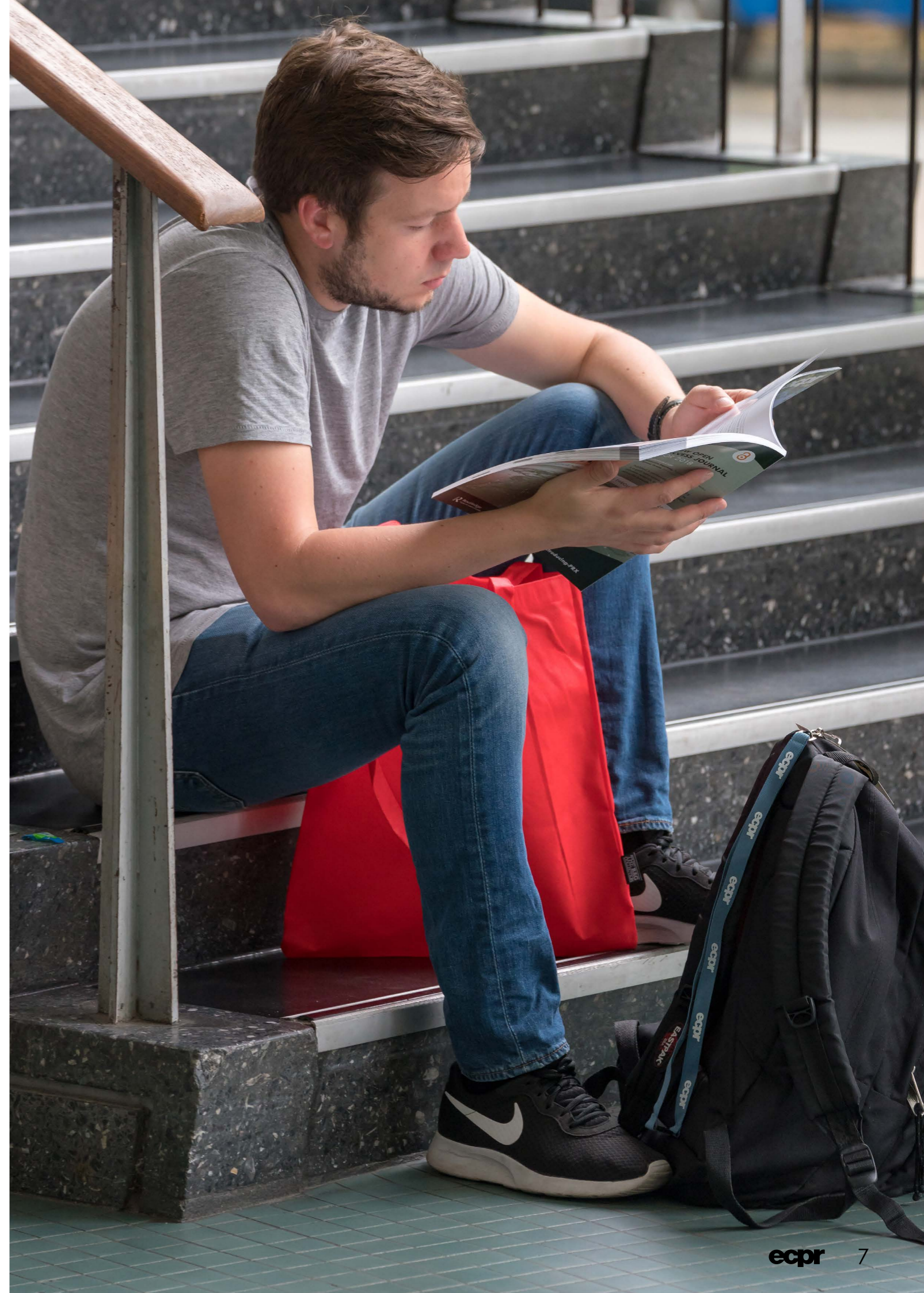
However, with the aim of gaining a clearer picture, we compared the Twitter-generated data with the results of an online tool at www.proporti.onl, which uses, among other things, **pronouns in profile descriptions and user names**, to determine account-holders' gender. It also ignores (typically, institutional) accounts which are gender non-specific.

Using this more accurate profiling method, the picture is slightly less positive, suggesting that 43% of our followers – of known gender – are, in fact, female.

	MyECPR account holders					
	Last log-in 2016 onwards			Last log-in 2017 onwards		
	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
Male	7,590	4,798	2,792	9,198	5,151	4,047
Undisclosed	708	414	294	883	477	356
Unknown	4,508	3,238	1,270	541	322	219
Total	20,150	12,975	7,175	19,217	12,054	7,023
% female of known gender	49%	49%	50%	48%	54%	37%

	Social media followers					
	at 15 August 2016		at 5 June 2018		at 30 April 2019	
	Twitter	Facebook	Twitter	Facebook	Twitter	Facebook
Female	3,230	2,674	4,435	3,094	7,748	3,405
Male	4,461	3,016	8,236	3,292	7,747	3,547
Unknown				198		142
Total	7,691	5,690	12,671	6,584	15,495	7,094
% female	42%*	47%	35%*	47%	50%*	48%

*Data taken from Twitter audience insights, and subject to caveats listed above



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

PUBLISHING IN JOURNALS

Publishing in an ECPR journal is a key activity for members of the community and therefore a useful identifier for engagement with the organisation at a relatively low level. Submission data relates to all articles submitted to the journal within the calendar year 2018, prior to any form of evaluation. Published data relates to all articles published (and assigned to a journal issue) within the calendar year 2018. Because of the time elapsed between submission and an article being published and assigned an issue, the cohort of submitted versus published authors is likely to differ to a degree.

All ECPR journals follow a double-blind peer review process, with the exception of PRX, which employs triple-blind. The final decision of whether to accept rests with the editors, based upon reviewers' evaluations.

The 2017 study saw the number of submissions to the EJPR and the EPSR grow (by 3% and 5% respectively) on 2016 figures, but the number of published articles fall (by 8% and 12% respectively).

2018 data show a reversal of this trend, with submissions to both journals falling (by 4% and 8%) and the number of published articles increasing for the EJPR (by 14%) and staying consistent for the EPSR. PRX began accepting submissions in mid-2018 so data is now available for submissions to this new OA journal – at 32% PRX has the highest percentage of female submitting authors. Data on published articles will be available for the 2019 study.

In 2017 the numbers of submissions and published articles fell against 2016 data for EPS, and both figures fell further again in 2018, resulting in this journal receiving the lowest percentage of submissions by female authors. EPS differs slightly in that a proportion of the articles are commissioned by the editors. In the case of the PDY, all country reviews are commissioned by the editors, with many authored by long-standing contributors. The PDY has seen a gradual increase in the percentage of female authors each year, as contributing scholars and teams are replaced by the editors.

The aggregate table of submission and publication data for all ECPR journals (bottom of opposite page) shows that the number of all authors submitting articles to all ECPR journals has increased by nearly 26% since 2015; the number of female authors submitting in this time period has increased by c. 36% and male authors by c. 23%. Looking at the same data time period, the total number of articles published across all journals has increased by c. 6%; the number of published articles by men has increased by 16% yet for women has decreased by 14%.

One variable within the review process that can be investigated further is the gender of reviewers. This data has been added for 2018 and shows a bias in favour of male reviewers, most prevalent on EPS. However, this data currently only shows 'accepted' reviewers, and not the ratio of women who were invited to carry out a review versus those who accepted the invitation. This added context would be useful and will be requested from the editorial teams for 2019 onwards.

	2015	2016	2017	2018	2015	2016	2017	2018
Female	73	18	96	14	128	11	110	18
Male	256	30	262	316	277	35	302	31
Total	329	48	358	45	405	46	415	49
% female								

*All EJPR data is based on the first author

Political Data Yearbook (PDY) of the EJPR				
	2015	2016	2017	2018
	Authors	Authors	Authors	Authors
Female	8	9	12	19
Male	29	28	25	37
Total	37	37	37	56
% female	22%	24%	32%	34%

European Political Science Review (EPSR)									
	2015*		2016*		2017*		2018**		Reviewers (accepted)
	Submitted	Published	Submitted	Published	Submitted	Published	Submitted	Published	
Female	29	10	36	9	59	6	37	10	60
Male	104	16	110	18	136	22	133	38	176
Total	133	26	146	27	195	28	170	48	236
% female	22%	38%	25%	33%	30%	21%	22%	21%	25%

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

European Political Science (EPS)									
	2015		2016		2017		2018		Reviewers (accepted)
	Submitted	Published	Submitted	Published	Submitted	Published	Submitted	Published	
Female	22	19	27	25	17	19	20	21	24
Male	52	30	69	29	63	27	80	53	59
Total	74	49	96	54	77	46	100	74	83
% female	30%	39%*	28%	46%*	22%	41%*	20%	28%*	29%

*Number of articles published includes book reviews

Political Research Exchange (PRX)		
2018		
	Submitted	Published
Female	12	First articles due for publication summer 2019
Male	26	
Total	38	
% female	32%	

All journals								
	2015		2016		2017		2018	
	Submitted	Published	Submitted	Published	Submitted	Published	Submitted	Published
Female	132	56	27	25	17	19	179	48
Male	441	105	69	29	63	27	541	122
Total	573	161	96	54	77	46	720	170
% female	23%	35%	28%	46%	22%	41%	25%	28%



PUBLISHING IN BOOKS

OUP Comparative Politics series, and ECPR Press

Data on the number of book proposals received has not been collected by the editorial teams, so any analysis here is restricted to the number of published books by female authors across the ECPR

Press and within the Comparative Politics (CP) series.

For the Comparative Politics series and ECPR Press, the picture is very similar, with the most significant gender bias being in multi-authored or edited books, that is all-male versus all-female teams.

Three all-male books have been published under the CP series since 2016, versus no all-female; and nine versus no all-female for the ECPR Press in the same period. When it comes to single-authored or edited books, the numbers are a lot closer, with two each since 2016 for the CP series; and 15 versus 10 for the Press.

ECPR Press	Start of series until 2015	2016	2017	2018
Co-authored / edited: all male	13	4	1	4
Co-authored / edited: all female	4	0	0	0
Co-authored / edited: mixed	17	1	1	2
Single-author / editor: male	47	5	5	5
Single-author / editor: female	18	4	0	6
Total books published	99	14	7	17
% of books with female author / editor	39%	36%	14%	47%

Comparative Politics Series	2014	2015	2016	2017	2018
Co-authored / edited: all male	1	1	1	0	2
Co-authored / edited: all female	0	0	0	0	0
Co-authored / edited: mixed	0	0	1	2	0
Single-author / editor: male	1	0	0	0	2
Single-author / editor: female	1	0	1	1	0
Total books published	3	1	3	3	4
% of books with female author / editor	33%	0%	67%	100%	0%



c. Participation at events

Event participation is another good indicator of grassroots involvement with the organisation. The figures in this report which relate to events with a competitive application process refer to the number of participants who were accepted and paid the registration fee; it does not include gender ratios of submitted versus accepted papers for the Joint Sessions

and General Conference.

Since 2012, female participation in Joint Sessions Workshops has been fairly stable, at around 43% – and this continued in 2018. The General Conference follows a very similar ratio, at around 44%.

The Graduate Student Conference has not run since 2016, so we do not have figures to report here. A new

graduate event launches in 2020, on which we will report thereafter.

At the Methods School, overall female participation is higher than at the Joint Sessions and General Conference; 51% women in 2018, a small drop from 2017. Of the two events, the Winter School has a higher percentage of female participants, but this figure too fell slightly in 2018.

Joint Sessions of Workshops	2012	2013	2014	2015	2016	2017	2018
Female	179	196	154	156	208	123	194
Male	236	253	162	202	269	181	256
Undisclosed						5	2
Unknown	158	86	115	136	60	84	8
Total	573	535	431	494	537	393	460
% female of known gender	43%	44%	49%	43%	44%	40%	43%

General Conference*	2013	2014	2015	2016	2017	2018
Female	699	679	482	834	702	1,054
Male	887	876	636	1053	882	1,285
Undisclosed					53	77
Unknown	397	451	360	252	367	45
Total	1,983	2,006	1,478	2,139	2,004	2,461
% female of known gender	44%	44%	43%	44%	44%	45%

*Changes from a biennial event to an annual one in 2014

Graduate Student Conference (biennial)	2012	2014	2016
Female	138	143	140
Male	141	137	151
Unknown	97	125	27
Total	376	405	318
% female of known gender	49%	69%	47%

Research Sessions*	2012	2013	2014	2015	2016
Female	16	9	10	11	9
Male	43	16	29	26	16
Total	59	25	39	37	25
% female of known gender	27%	36%	26%	30%	36%

*Event has not taken place since 2016

Winter School in Methods and Techniques*	2014	2015	2016	2017	2018
Female	176	193	192	179	205
Male	144	160	169	153	186
Undisclosed				8	7
Unknown	33	46	19	50	1
Total	353	399	380	390	399
% female of known gender	55%	54%	53%	54%	52%

*Data unavailable for 2012 and 2013

Summer School in Methods and Techniques*	2014	2015	2016	2017	2018
Female	125	148	162	159	169
Male	98	152	138	151	174
Undisclosed				12	4
Unknown	26	36	9	22	1
Total	249	336	309	344	348
% female of known gender	56%	49%	54%	51%	45%

*Data unavailable for 2012 and 2013

2. Shaping ECPR activities

a. Section Chairs and / or Workshop Directors

At the Joint Sessions and General Conference, the Workshop Directors and Section Chairs play a key role in shaping the academic programme of the event, and to a certain extent, therefore, the agenda for the discipline in that time period. Workshops and Sections are selected by the Executive Committee based on a competitive process, with external

peer review sought for the Joint Sessions (the Gender Equality Plan stipulates that 50% female referees will be nominated for the JS selection process going forward). This report does not include all data on proposals submitted and therefore those rejected by the EC after evaluation, only those that were finally accepted and ran at the event.

Since 2012 the percentage of female Workshop Directors has increased steadily (with the exception of 2015) and reached 45% in 2018.

The ratio of Section Chairs at the General Conference has been far more fluid, increasing and then decreasing year on year, with 2018 seeing a small fall on 2017, to 39%.

Workshop Directors – Joint Sessions							
	2012	2013	2014	2015	2016	2017	2018
Female	24	26	17	16	17	16	25
Male	37	49	28	32	30	26	30
Total	61	75	45	48	47	42	55
% female	39%	35%	37%	33%	36%	38%	45%

Section Chairs – General Conference							
	2012	2013	2014	2015	2016	2017	2018
Female	No General Conference in 2012; event changed from biennial to annual in 2014	43	43	59	49	64	60
Male		70	96	75	86	81	96
Total		113	139	134	135	145	156
% female		38%	31%	44%	36%	44%	39%

Section Chairs – Graduate Student Conference (biennial)				
	2012	2014	2016	2018
Female	26	28	24	No Graduate Student Conference
Male	24	25	19	
Total	50	53	43	
% female	52%	53%	56%	

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

The Instructors selected to teach courses at the Methods School have a significant influence not only over the shape of the events and their reputation, but also the teaching and development of the next generation of political scientists.

Instructors are selected each year by the Academic Convenors and often teach at multiple schools over numerous years. The percentage of female Instructors across both schools sits at around 26%; in 2018

this increased at the Winter School to 31% but decreased very slightly for the Summer School to 25%. Given that attendance of the MS sits at around 50% female, this is an area that is being monitored by the Executive Committee under the GEP.

The role of the Academic Convenors (ACs) is to shape the academic content of the Methods School, agreeing courses and appointing Instructors. Convenors are appointed by the Executive

Committee to serve a six-year term after a competitive process. To date, all ACs have been male; the next vacancy will arise in 2020.

The Academic Advisory Board (AAB) provides advice and guidance to the Academic Convenors as and when needed on academic matters relating to the schools and course contents. The AAB currently has one female and four male members.

Methods School Instructors	2016		2017		2018	
	Winter	Summer	Winter	Summer	Winter	Summer
Female	9	15	10	13	11	8
Male	27	43	29	36	25	23
Gender neutral					1	
Total	36	58	39	49	36	32
% female	25%	26%	25%	26%	31%	25%

Methods School academic leadership, 2005–to date		
	Male	Female
Academic Convenors	3	0
Academic Advisory Board	4	1
Total	7	1
% female (all)	14%	

Methods School Teaching Assistants	2016		2017		2018	
	Winter	Summer	Winter	Summer	Winter	Summer
Female	16	8	19	5	16	9
Male	11	13	12	13	13	12
Total	27	21	31	18	29	21
% female	59%	38%	61%	28%	55%	43%



c. Editors and Editorial Board members of all publications

Editors of ECPR publications play a significant role in determining the content of their own publication and in turn the direction of the discipline. Through their day-to-day editorial work and plenary sessions at the annual Publications Retreat, they are often also called upon to help shape the overall strategy or policies of the ECPR's publishing programme.

All editors are appointed by the Executive Committee after a competitive selection process, and they serve a six-year term. The overall percentage of female editors has fallen slightly from 2016, but figures are based on a tiny dataset, a result of there being very few appointments during the period, and to non-renewals of posts (such as the *EPSR* Associate Editors who were all female and were not replaced). As noted previously in this report, the first female editor in recent history was appointed to the *EJPR* in 2018 and a second female editor in early 2019 (not counted in this report).

The Gender Equality Plan requires the Executive Committee to appoint female editors until a 50% quota is reached, where the field of applicants allows.

The composition of Editorial Boards is a responsibility of the editorial teams. Over the past few years, all teams have been working towards gender parity on their boards by making appointments when members reach the end of their terms. As such, across all journals, women take 52% of all board places, with all but the *EPSR* currently having more female than male board members.

Female	0	0	0	1
Male	5	2	2	1
Female	2	0	0	0
Male	5	3	3	3
Female	5	4	4	0
Male	7	2	2	3
Female	3	1	1	2
Male	7	3	3	2
Female	0	0	5	5
Male	0	0	6	6
Female	2	2	1	1
Male	6	2	3	3
Female	2	2	2	2
Male	5	1	1	1
Female	1			
Male	2			
Female	0			
Male	2			
Total	54	23	34	30

Female	13	14	14
Male	11	9	10
Female	6	13	13
Male	23	16	17
Female	5	8	12
Male	24	13	10
Female	0	0	7
Male	0	0	5
Total	82	73	88

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, take part in a Roundtable or receive a prize. The identity of the lecturer in particular sends a strong message to the community, and since only one GC plenary and one JS Stein Rokkan lecture has been given by a woman since 2013, this has been a source of criticism for the ECPR in recent years. Addressing this imbalance is a key requirement of

the GEP but requires close working with the host universities who are given the responsibility for inviting the lecturer as part of their role.

Alongside the Plenary Lecturer, the Chairs and participants of Roundtables at the General Conference are also clearly visible indicators of female representation at a high level in the organisation. The organisation (and composition) of these Roundtables is shared between the Executive Committee

and the host organisation, with each group responsible for organising two.

As with the lectures, the Executive Committee is working closely with the host universities to strive for gender balance. As a result, the percentage of Roundtable participants is fluid, with some years better than others. Looking ahead to the 2019 General Conference, for example, all Roundtables will be chaired by women.

Joint Sessions	2013	2014	2015	2016	2017	2018
Stein Rokkan lecture giver	Male	Male	Male	Male	Female	Male

General Conference	2013		2014		2015		2016		2017		2018	
Plenary lecture giver	Female		Male		Male		Male		Male		Male	
Roundtable Chairs and Speakers	F	M	F	M	F	M	F	M	F	M	F	M
Roundtable 1	1	3	2	3	1	4		5	1	4	1	3
Roundtable 2	1	4	2	3		4		5	4	2	2	2
Roundtable 3					1	4	1	4	5	1	3	2
Roundtable 4							4	2	2	1	3	1
Total	2	7	4	6	2	12	5	16	12	8	9	8
% female	22%		40%		14%		24%		60%		53%	



b. Prize nominees and recipients

The ECPR awards a number of prizes each year to recognise and celebrate achievement across the discipline and scholarly career path. The data below includes the number of nominations received for each prize and the gender

of the recipient. Prize juries are appointed and overseen by the Executive Committee.

The percentage of female nominees fell slightly in 2014 and 2016, recovering in 2015 and

2017 to over 40% and then 50% in 2018. The percentage has been increasing slightly each year, and in 2018 reached 51%. In 2016 and 2018 half of all prizes were awarded to women, increasing to three out of five in 2017.

Stein Rokkan Prize							
	2012	2013	2014	2015	2016	2017	2018
Female nominees	1	14	10	11	5	17	13
Male nominees	7	12	21	18	16	26	6
Total	8	26	31	29	21	43	19
% female	12%	54%	32%	38%	24%	23%	32%
Winner in year	Male	Joint m/f	Male	Male	Male	Male	Female

Lifetime Achievement Award – biennial							
	2007	2009	2011	2013	2015	2017	2019
Female nominees	0	1	0	0	1	9	No award in 2019; postponed to coincide with 50 th anniversary in 2020
Male nominees	1	3	9	10	7	11	
Total	1	4	9	10	8	20	
% female	0%	25%	0%	0%	12%	45%	
Winner	Male	Male	Male	Male	Male	Female	

Rudolf Wildenmann Prize							
	2012	2013	2014	2015	2016	2017	2018
Female nominees	4	4	4	7	6	9	7
Male nominees	5	6	7	3	6	11	14
Total	9	10	11	10	12	20	21
% female	44%	40%	36%	70%	50%	45%	67%
Winner	Male	Male	Male	Female	Female	Female	Male

Jean Blondel PhD Prize							
	2012	2013	2014	2015	2016	2017	2018
Female nominees	13	13	24	13	16	7	13
Male nominees	24	15	18	13	17	4	7
Total	37	28	42	26	33	11	20
% female	35%	46%	57%	50%	48%	63%	35%
Winner	Joint male	Male	Female	Female	Male	Female	Female

Hans Daalder Prize – biennial						
	2008	2010	2012	2014	2016	2018
Female nominees	1	6	12	6	10	Not awarded; no Graduate Student Conference
Male nominees	1	12	7	26	14	
Total	2	18	19	32	24	
% female	50%	33%	63%	19%	58%	
Winner	Joint m/f	Male	Joint m/f	Female	Female	

Hedley Bull Prize in International Relations		
	2017	2018
Female nominees	5	0
Male nominees	11	5
Total	16	5
% female	31%	0%
Winner	Male	Male

4. Governance and operations

a. Executive Committee members

The ECPR's Executive Committee (EC) is its Board of Trustees and therefore has ultimate responsibility for the running of the organisation. The EC comprises twelve members, each serving a six-year term, with election 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 current EC serving the term 2018–2021 has the highest proportion of female members since the ECPR was established, but despite strong encouragement for female scholars to nominate themselves, it is still two-thirds male.

The GEP aims to address this imbalance by establishing new electoral rules for the 2021–24 term elections onwards. Two parallel ballots, one for female candidates and one for male, will be run after the endorsement stage, ensuring that equal numbers of male and female candidates are elected. This process aims to achieve gender parity on the Executive Committee by the 2024–27 term.

	2	3	3	3	3	3	4
	10	9	9	9	9	9	8

b. Speaker of Council

The post of Speaker of Council was established in 2013 and is the liaison point between the Executive Committee and the ECPR's Council,

which is comprised of all Official Representatives. To date, the post has been held by David Farrell (2013–2017) and Thomas Poguntke

(2018–) who 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 the university and the ECPR, and to sit on the Council. ORs should act as a figurehead within their institution for colleagues and students interested in the work

of the ECPR. 2018 saw another small increase in the number of female ORs, to 39%. Since the OR is appointed by the member university, the ECPR has no real influence over the gender representation of this group.

Official Representatives	2016	2017	2018
Female	116	128	126
Male	232	209	197
No OR nominated at present	2		
Total	350	337	323
% female	33%	37%	39%



d. Standing Group and Research Network Convenors

Under the auspices of the ECPR sit over 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 the nurturing and development of all corners of

the discipline, ensuring that ECPR remains a fully inclusive 'broad church'. Each group is governed by a Steering Committee, from which one or two members act as Convenors, overseeing the running of the group and acting as a liaison point with the Executive Committee and ECPR staff. These people have a high-profile and influential position

to shape and steer the work of the ECPR broadly, and their field of research specifically. Convenors are elected to the post by members of the Standing Group or Research Network and serve a three-year, renewable, term. The percentage of female Convenors has been increasing each year, and reached 50% in 2018.

	41	57	80
	61	70	79
	102	127	159

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 five departments, each headed by a Manager who sits on the Management Group, which is

chaired by the Director.

In 2018 the ECPR employed 20 members of staff, 70% of whom were women. There was a strong bias towards women in the departments of Events, Communications and Finance, where no men were employed in 2016–2018; while all members of the IT department were male.

The composition of the Management Group remained split 50/50 when the female Events Manager was replaced with another woman in late 2018.

Martin Bull has served as ECPR Director since 2013 and will complete his term in autumn 2019; his replacement is to be announced.

ECPR staff, by department	2016		2017		2018	
	Female	Male	Female	Male	Female	Male
Finance	3		3		3	
Events	6		6		6	
Communications	4		4		4	
IT and website		3		4		4
Operations		1		1	1	1
Director		1		1		1
Total	13	5	13	6	14	6
% female	72%		68%		70%	

Management Group, including Director	2016		2017		2018	
	Female	Male	Female	Male	Female	Male
Director		1		1		1
Operations Manager		1		1		1
Finance Manager	1		1		1	
Events Manager	1		1		1	
Communications Manager	1		1		1	
IT Manager		1		1		1
Total	3	3	3	3	3	3
% female	50%		50%		50%	

Conclusions

The Gender Study of 2018 confirms to a large extent the findings of the previous ones. It shows that the ECPR community is fairly balanced when we look at the MyECPR account holders and at the participation in events. As soon as we move to the more prominent positions though, from members of the Executive Committee, over editors of journals and books series, Workshop Directors at the Joint Sessions and Section Chairs at the General Conference to instructors at the Methods School, the figures

tell us that action is needed to achieve a better gender balance.

The Gender Studies of 2016 and 2017 have inspired the ECPR to adopt in September 2018 a Gender Equality Plan with a number of clear targets and actions to reach them. The effects of this should already become visible in 2019. There are a number of areas, however, where we are still in the process of monitoring and analysing the mechanisms behind the gender imbalance.

We have in 2019 focused especially on the low number of female authors in our journals, and gathered as much information as possible from editors and publishers to enable us to take action. We will continue to monitor the gender balance in the organisation and evaluate and update our Gender Equality Plan every year. There is still quite some work to be done.

Kris Deschouwer
ECPR Chair, 2018–2021

